

Looks good. Intentions are positive but unless there is communication STARTING AT BOARD LEVEL, we are just spinning our wheels.

In 2016, communication and guidance from ADDC Level, Region VII Director Level has been very scarce. In fact, communication next to nil, thus the presidents have not communicated much to the members.

The new ideas have lost what was good from previous years and that was verbal and written communication.

I know everything is electronic now, BUT WITH NO HUMAN CONTACT, all social skills are gone.

JUST MY OPINION.

I read through the presentation. We mentor new staff for a year or two at our firm and I think the only thing I would say since it is on mentoring and empowering is that it's as or maybe even more important for mentors to ask questions and listen to what the new person has to say than providing volumes of input. That seems counter intuitive but I think works. I'm not sure how to communicate to people how important it is to listen to new members rather than dictate within each club. It has been my experience at work and in other groups it's much easier to get buy-in for whatever the project is if people feel they were part of the process. The only way to retain or grow in my opinion is to make sure we are providing value to members and prospects and if we don't ask questions and listen at the lowest level we won't know what they need.

Have a good weekend!

This is a fantastic presentation. All we need to do now is implement it.

I still see the Politics of the organization. I was hoping that would change. Maybe someday. I guess it starts with me and you ☹

Good Morning Val – I read over your document and I think it's really, really good! Your team did an excellent job and I can't wait to hear the presentation.

You wanted our feedback so I took a stab at it and made a few notations (in RED) that I've attached. My feelings won't be hurt if you decide otherwise. After dealing with our club, I've developed a really tough skin! I really wish you could come here and present this to our club since no one is attending the Convention except me. Anyway, for whatever it's worth you have my two cents. I'm excited to serve in any capacity; let me know if I can help further.

Doesn't ADO have a copy of the ADDC logo that doesn't have the white box around it? I hate the way the logo looks when you're trying to use a colored background. As a professional group you would think they would have that!

On slide 11, you mention vision and mission statements. Are you going to be discussing those specifically? If so, it would be good to put those into the slides as a reminder.

Overall the slides that speak the loudest to me are slides 9-12. The other ones are reviews of what's been said in the past. I really think we need to get back to basics and refocus on what brought us here in the first place which was furthering education about the industry (not about botanical gardens and tea companies, etc.), professional development...becoming stronger individuals, better speakers, developing into leaders, opening up growth in your career, etc...

I know there are more things you all will mention other than what's in the script or on the slides but I would think it would be important to give specific examples that go along with some of the bullet points. Obviously the board is limiting your time and maybe they don't want too much but I like examples and details of what we're doing right and what we're doing wrong to get people thinking more critically and intelligently rather than emotionally.

But overall I think you all have done great job. Appreciate everything you've done!

Have read and looked through the WE HEAR YOU! All looks good and look forward to the information on each detail that is going to be provide on all the bullet points.

Thoughts:

Slide 4 – Christina “Return on Investment or ROI”

One item which just lately has crossed my mind is CEU credits for seminars. How does a club or region obtain CEU credit for seminars held on a club and region level? Is there any CEU credit for the Certification Classes individually? I know after completing a Certification Class individuals receive a completion certificate and after completing all certification classes a Petroleum Tech Certificate of Completion is received.

I know this may not be an item covered or needed under the presentation but I am curious. I think if we could provide members with the credits maybe we could have more participation in our seminars especially at the club level.

So looking forward to attending the ADDC Convention in Denver. I will be attending my first Certification Class, Land and Leasing, this year.

I think this presentation hits it dead on!!

- We have to Change to retain and recruit new members. ADDC must change to survive.

- 50% of our club members have had their hours cut, pay cut and/or lost their jobs.
- Major impact when the businesses are not backing the members.
- We need to change the perception of what we were in the old days. A bunch of “old bitties” sitting around having cocktails.
- We need to tell our story to new companies in the business.
- Our image must change. We have to be more professional...welcome the male members and let them lead the change.
- We need to pass the discussion to the members about changing our image.
- The members feel like they are not being communicated with from the top down.
- The younger members, new to the industry, right out of school want to know what is in it for them. They are not wrong in wanting to know this.
- We need to come up with a vision of our Mission and share it with the membership.
- We can use this analogy:
 - TYPEWRITERS TO COMPUTERS...
- If you can find a typewriter, it is more likely in an antique store...Is that what we are.
- Our top draw for members and new members is EDUCATION. We need to get back to that and have seminars and field trips.
- Let’s make our members make a commitment to come to the monthly meetings to learn something new each time.
- Utilize the Schools and Colleges for rooms to have meetings and cater a dinner if you have to have a meal.
- We need to send our brochures to all companies touting our Educational values and our Certification Courses.
- Put ads in the following journals:
 - AAPL – American Association of Petroleum Landmen
 - SPE – Society of Professional Engineers
 - AAPG – American Association of Petroleum Geologists
 - SEG – Society of Exploration Geophysicists
 - Division Order Analysts
 - National Association of Lease and Title Analysts
 - COPAS

Skimming over your presentation, it looks nice. I am just not the one to ask. I think people are too spoon fed. I think "Better knowledge, better service" says it all. I think you need to pick yourself up from your own bootstraps like you and I have done. I don't live in the world the people you are trying to reach do, so I don't know how to communicate with them. You and I had to dig for answers and follow through. We gave alot to D&D so we got a lot out. Simple as that.

Thanks for all your efforts!