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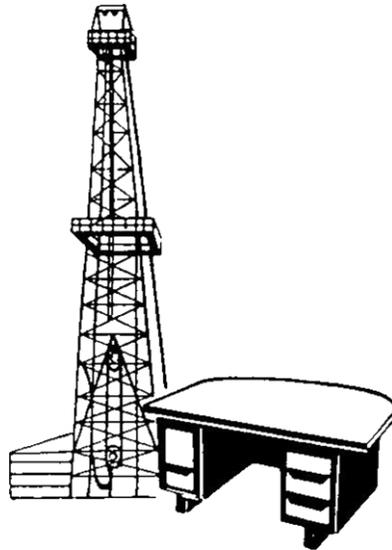
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GREATER KNOWLEDGE ~ GREATER SERVICE

# DESERT CANDLE

THE OFFICIAL BULLETIN OF THE DESK AND DERRICK CLUB OF FARMINGTON

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**SPECIAL EDITION:**  
**FOR RELEASE TO ALL ADDC MEMBERS**

In collaboration with the Nominating Committee

**2021 ADDC Board Candidate Interviews**

# ADDC Board Candidate Interviews

## MEET THE CANDIDATES

President-Elect		Secretary	
	<p style="text-align: center;">Wendy Sparks, Oklahoma City Club Central Region</p>		<p style="text-align: center;">Philana Thompson, Farmington Club West Region</p>
Treasurer			
	<p style="text-align: center;">Barbara Pappas, Wichita Falls Club, Central Region</p>		

Does D&D have a place in this rapidly changing world where oil and gas prices are down and COVID has changed everyone's personal and work life?

**WENDY:** I think it does more than ever. I think it will probably look different in the not so distance future. Lots of members use D&D as a networking tool. Also, employers support many of members because of the educational opportunities we offer at every level. I think with the use of technology we are going to be able reach/educate even more people in our industry.

**PHILANA:** This is the million-dollar question that almost every organization is evaluating in meetings and planning, be it an organization like ADDC that provides education or professional development or one that provides other services to its members. I believe that ADDC needs to start thinking outside the box to build membership interest in what we are about, education. We cannot stop at just oil & gas education; we must also look to provide knowledge on renewables as well as personal and professional growth. We need to integrate modern solutions, for example providing meetings and certifications classes virtually.

**CONNIE:** D&D is a strong support base for members and the community during both these situations. The COVID issue has definitely put a strain on meeting situations but this enables everyone to pursue other options of meeting and conducting business.

**BARBARA:** Desk and Derrick does have a place in our rapidly changing environment. The key is ADDC must change with our current environment and the future volatility of our industry. Everything in our lives is fluid and so we as members should be fluid as well. My club went from having club board meetings in person to conducting our meeting via email. We provide our committee reports a few days in advance to review and ask questions/comments of each other before the official board meeting day. For our membership meetings, we use social distancing, sit with our coworkers at a table set for four, and have a speaker from a member's company or we have a webinar with a speaker from outside our group. By thinking outside the box, we can continue our Desk and Derrick functions. As far as oil and gas price volatility, our industry has seen this a multitude of times. I for one have experienced it three times in the past twenty years. It is a matter of smart thinking and economics. When times are good, still be cautious with your finances so when hard times arrive, you will still have the ability to continue on.

**MAGGI:** That is a difficult question, one I'm sure many organizations are facing. I believe that if ADDC continues to follow the path established in its origins, it will lose its appeal. To continue, or re-establish its viability in the current time, there will need to be radical changes. For example, Convention. Could not some of it be done virtually? Since the pandemic outbreak I have attended many seminars, and conferences via zoom, or other such live venues. Why couldn't the Delegates, or even entire clubs attend the convention business meetings that way? To keep our value in these crazy times we must take the initiative and change with the "new normal".

## Group Answers

Do you think one-year board terms are long enough to learn the job, do the job, and make improvements?

**WENDY:** It has been my experience that most people are not one and done when they choose to serve on a board. I think on the club level it takes more time to learn and do the job. I have heard many times, "I was just getting the hang of it and the year was over". The 3 times I have served on the ADDC board, I felt like I learned so much about the workings of the club that I was ready to move on at the end of that term. I think making improvements on any level takes time and usually trial and error.

**PHILANA:** Having served in many organizations with board terms that range from one to two years, what seemed to be of the greatest benefit and value to the organization is a two year term for those serving in the treasurer, president-elect and president positions. However, the downside to two-year terms is finding people who were willing to volunteer for that time frame. For those planning on moving up through the board the commitment is even longer with it taking 6-8 years to rise and serve as president.

**CONNIE:** Personally I believe that terms might be extended to two-year with the struggle to find candidates to run each year. By the time each officer starts the year with having a busy schedule and with everything else there is a learning struggle and I feel that it would be more productive if the officers had two years to carry off changes before handing the reins over to the next person in line.

**BARBARA:** As you enter the ADDC Board, one should have local club and regional experience to start you out as secretary or treasurer. By the time you reach the position of President-Elect or President, you will have prior years as stepping-stones to prepare you for those positions. So in reality, you would have approximately five years of Club Board experience and one year as a Regional Director to prepare you for the position of ADDC Secretary or Treasurer. The ADDC Board position is the same position as a club but just on a bigger scale. If you wanted a person to hold the position for two years consecutively, that would be ideal, however I am afraid you might run into the problem having a person to commit to that many years (basically double) on the Board.

**MAGGI:** No, and I know many have felt that way for years. Having served in every board position for the Association, most of your time is spent learning. By the time you have it all figured out it is time to step down. But that being said, if an individual wants to fill every position on the board it is a long commitment. If you start as a Regional Director, which you must if you wish to become President, your term actually starts the moment you are elected. My time on the board spanned 8 years, and that is a huge commitment. I do think the positions of RD would best be served by having 2 year terms.



Side note from the editor (Shacie): All uncredited photos are from Unsplash.com  
These interview questions were created by me with the intent to be a fun and interactive way to get membership acquainted with the board candidates.

## Group Answers

### How can clubs increase member participation?

**WENDY:** I think adding a Zoom component would help. I know that lots of younger members don't like to be away for an evening from their small children and especially if that have to drive any distance to a meeting. I think having this option will allow a broader scope of people to join. I am involved with a support group and we have two members with young children (one even moved out of state) that could never make it to the meetings. They haven't missed one since we started having them over zoom.

**PHILANA:** To increase member participation, it will be important to create value for the member. This goes back to my response to the first question, if members are engaged through their education opportunities, then members will be excited about the club, region, and association.

**CONNIE:** This has been an ongoing questions for as long as I remember. You can't expect members to participate if you don't put out the effort yourself. Be a "do it" person instead of a "see it" person.

**BARBARA:** This is a tricky one but a simple answer just the same. Get your membership engaged! Ask yourself, did a member choose to be on a certain committee or was that person just "placed" on a committee? If a member does not have any interest in the committee he/she was placed on, then most likely they are not interested in spending "their" time on it. So, how do we solve this issue? It is up to the club president to have direct conversations with the membership and actively engage the members as to what interests them and meets their skill set. It is also up to the Committee Chairman to involve the members on their particular committee. An example would be the Program Committee, the program chairman needs to have a meeting and divide the months between the members and including the chairman. A member would be responsible to find the speaker and do a "write up" of the speaker's presentation at the club membership meeting for that particular month. This would allow "active" participation and the committee chairman not doing all the work. Let's take this question one step further. In today's environment, you may not have the ability to have the entire membership meet in person and are meeting via Zoom or Skype. Do all members have the ability to meet via Zoom/Skype? Is there a way to have small groups of fellow coworkers meet and join in on the web meeting? Another option of discussion/feedback from the membership is to send emails. A person is more likely to answer an email than logon to a Zoom/Skype meeting whether it is due to a lack of time or not having knowledge of how to log in for the meeting. Another idea is to have accountability partners within your membership and committees. I have always emphasized that every member's voice counts and every voice is needed to be successful.

**MAGGI:** Isn't that the \$2 million question? I think each club needs to look at their "market." Where are you located? Who is the average person working in the industry, or learning about the industry around you? What would interest these people? Each club needs to look at their demographic, and customize a strategy from there. But basics for any club would be: 1) Sell the club - be TV salesman - make pitches to your club and make it interesting - a once in a lifetime offer. 2) Get to know the members and tailor events and meetings toward their interests - if your club likes to volunteer, then have many opportunities for volunteering. If they like to travel - do more field trips. The more you know your fellow members the more you will know how to peak their interests. 3) Make it fun - No one ever said - "oh please let me sit through a monotone speaker, who's speaking for 45 minutes on stainless steel pipe vs. carbon pipe. But if you can have the speaker bring props, and make it interactive, add a little humor and flare to it, than you have a winner.



What does Desk & Derrick need to do to engage you better?

Let me know or send me your ideas at [shacie@merrion.bz](mailto:shacie@merrion.bz)

## Group Answers

If you could improve only one aspect of the position you are running for what would it be and how would you accomplish it?

**WENDY:** I have thought about this a lot and I think this is something I would have to answer after I served!

**PHILANA:** The president-elect currently has many important duties, however, other important roles that I believe would be of the greatest value in having a successful term as president and help to build and foster relationships further would be to add the duty of working directly with the membership and the education/certification committee and specifically how to meet the needs of membership, increase membership and provide education opportunities.

**CONNIE:** Communication is a big part of any officer's job. Be willing to listen and at the same time be willing to communicate what is going on in the association.

**BARBARA:** There needs to be accountability within the position. I know when Region V existed, the Regional Director was not the only person who could sign a check. Also, the Region Fund had three individuals in the committee (current RD and the two previous RDs). Money was not spent without all three members questioning it and approving it. I believe the issues we experienced in the past is the treasurer just did what the previous treasurer did and did not ask questions on certain transactions/issues. There needs to be a monthly budget released to membership after it has been reconciled with the bank (sort of like we do with our own personal finances). We do not spend more money than we have in our checking account, do we? The answer is No, plain, and simple. Quarterly budgets are fine, but we would have a clearer picture of where we stand on a monthly basis. Is this more work? Yes, it is but that is what you sign up for when you join the ADDC Board. You are accountable to the membership.

**MAGGI:** How would I improve the Treasurer's position? From previous experience, I know there's not a great deal of "training" from one treasure to the next. Actually that can be said for many of the positions, but it really needs to happen with the treasurer's position. It would really help the incoming treasurer to know how the form treasure was handling their duties. Is there a certain way they record board expenses? Is there a person or club they've had issues with receiving money? Was there anything out of the ordinary that the incoming treasure should be aware of that might come back to haunt the board. Just a wee bit more communications from the outgoing to the incoming.



## President-Elect & Secretary Answers

### Where do you plan on the association being in 3 years?

**WENDY:** I think our membership will continue to drop if the economy doesn't improve. We get caught up in quantity (mainly because of economics) and don't realize the QUALITY of people we have in our organization. The members we have are extremely committed to our mission and I don't see this changing.

**PHILANA:** In three years a realistic and attainable goal would be to build the membership to 1300. The big question is how do we begin to build our membership? By working on engaging our members through education and, creating passion, it in turns draws others who want to be a part of something that can help them grow personally and professionally. When your membership is not excited or feel they are not obtaining any value from the organization, it is seen by those outside of the organization. So, you must ask yourself: "Do I want to be a part of something valuable and exciting or a part of a group that I gain nothing from?"

### Who is your favorite historical leader and why?

**WENDY:** Jesus. He led with compassion and confidence. He listened, understood and made decisions as a servant to his people.

**PHILANA:** To pick one historical leader that is my favorite is not an easy question. I have many that consistently influence what I do daily from personal choices and behaviors to professional ones like Rosa Parks who sparked a movement that changed the course of history, Annie Dodge Wauneka is another great woman I learned about while working towards my degree in Tribal Energy Management. Annie was a strong advocate within the Navajo community for improved education and health. As she got older, she served on the Navajo tribal council for eight years! In 1963 she became the first Native American to win the Freedom Medal.

### We have been through so many changes recently, are there any more big changes that need to happen?

**WENDY:** I have been on the board for many of these big changes. Many hard decisions have had to be made. They have all been made with the best interest of the Association in mind. The biggest change is going to be figuring out a way to have our Regions and Conventions in the state that America is in. I know the upcoming board will be able to make whatever transition is necessary and do it seamlessly!

**PHILANA:** I hate to beat a dead horse, but the biggest changes need to be building our education/certification program and assisting clubs and regions in finding the best ways to share that value.



### Are you prepared to fulfill the secretary role in this "new normal"/COVID world which might include virtual meetings, etc.? Or will this have any impact on the position?

**CONNIE:** There is nothing normal about anything that is going on at this time. With monthly conference calls for the board business should go on as usual. Virtual meetings are good for those who have the right communication equipment and this would serve as a great option for conducting business.

### What was your favorite game to play as a child?

**CONNIE:** Believe it or not I always liked to either pretend I was a teacher or a secretary. That was before I knew that teachers had a tough job and a secretary was to become an administrative assistant that did every job that others didn't want to do. I do feel that the job of secretary is the glue that keeps everything together and I hope that I am able to make a difference in the upcoming year for the ADDC.

## Treasurer Answers

If you found a purse with \$100 inside and no identification, what would you do with it?

**BARBARA:** This actually happened to me a couple of years ago. I made a beeline to the police department and turned it over to them and told them where I found it. This is the honest action that one should do. If I lost my purse with money in it, I would hope someone would turn it in so I could have it back. Treat others as you would want to be treated.

**MAGGI:** I would do my best to find the owner. If I were near a place of business, I would turn it into the lost and found. I have been in the position where \$100 could make or break me, so I would do my best to find the owner. At a last resort turn it over to the local authorities.

The association recently changed accounting software, are you familiar with the new program?

**BARBARA:** Yes I am familiar with QuickBooks due to my own personal club uses QuickBooks for its treasurer/accounting business. I know hardcore CPAs do not like it because they like the own professional software, however QuickBooks serves ADDC's needs sufficiently and is user friendly which is important.

**MAGGI:** ADDC is currently using Quickbooks. I have used this software for years, and use it every day at my current place of employment.

Do you have the stuff it takes to pay attention to small details and inconsistencies, point out bad practices, and confront people not doing what they are supposed to be doing?

**BARBARA:** I like this question because I am an "A-Type" personality. My position at work depends on small details and inconsistencies due to regulatory and compliance of almost one thousand wells in ten states. Not to mention when a well is drilling and I am responsible to correct footages and cement information to create our wellbore schematics. If the depths are off, then my schematic is off and then I am calling the drilling superintendent to find out the correct information. Also, when I was responsible for gas allocations (and if you know about gas, it is tricky), one knows you cannot always go off the BTU factor a purchaser may give you. To ensure accuracy for your accounting department for payments, you must recalculate the BTU factor using the mmbtu and mcf volume to carry it out further than three decimal places. I think every organization can have bad practices and by being fluid, you can remove those bad practices with other options for improvement. I am pretty sure I do not have a problem confronting people (those who know me can tell you that)! With that being said, I know a company's greatest asset is its employees. Organizations are the same, its greatest asset is its membership. You do not have to be overbearing or a dictator to get your point across. A soft answer turns away wrath. A person will work harder for you if they know they are appreciated. You always need to keep in mind and give the other person the benefit of the doubt. Is that person aware they are not doing what they are supposed to be doing or maybe they do not know how because they were not given guidance? Always seek out the facts first and give positive guidance to go in the direction the person needs to be going in.

**MAGGI:** I would like to just say YES. I am sure you would like more detail, but I believe that I have shown that I will confront difficult situations, and deal with them head on.

