

1. Can we see the latest financial audit? *Jim Stepanek 48016, Duane Wilson 39727, Dan Murtz 41513*

Mike Oberholtzer: The 2015 financial review and tax return will be completed by the accountants in the next few weeks. After it is received I will prepare a financial report for the E-Board and membership. I expect to share a financial report with the membership more frequently than the yearly report required by the Charter and By-laws; we'll see how often that is possible when I have fully taken on the Treasurer position. IPMS/USA does not have audited financial statements. The expense and effort involved in an audit would far exceed the value. We do have an accounting firm prepare our tax returns from our financial records.

2. Dennis Tennant's recent venture into local hobby shops is wonderful. Will the idea be pushed further to try and get the shops to advertise IPMS/USA? *Jim Stepanek 48016, Dan Murtz 41513*

John Noack: Numerous attempts to involve hobby shops have been made over the years. The most effective method is when a local Chapter reaches out to the LHS and builds a partnership. This can range from allowing the Chapter to meet at the store, to holding contests, to having "build days", all of which will encourage two things - additional traffic for the store, and potential members for the Chapter. The E-Board's opinion is that local outreach to local shops is the most effective method.

Dennis Tennant: I would certainly hope that Doug Reed, our ad manager, will make use of the info found in the database to make contact with these hobby shops to generating some ad revenue.

3. What is IPMS/USA national doing to encourage new membership? *Jim Stepanek 48016, Dan Murtz 41513*

Ron Bell: Currently in the C&BL the Position of Membership Secretary exists. Unfortunately, the duties outlined for that position in the current day and age are performed by the Office Manager, so the MS has no function. I want to change that position to something more along the lines of what colleges and universities have in Recruitment/Retention officers. This person will be charged with designing and implementing programs to recruit and retain new members and recover lost ones. We need a specific person to do this as the other officers have plenty to do in their own areas and any program run now only gets their partial attention. With one person "in charge", ideas can be generated, acted upon and followed through.

4. Does IPMS/USA national have a membership package? This would be more than an application. *Jim Stepanek 48016, Dan Murtz 41513*

John Noack: Not currently, but this is an interesting idea and something for the Recruitment/Retention position that Ron mentions above to consider.

5. What does each member of the E-Board think of the direction of IPMS/USA? *Jacob Duryea 48075*

Ron Bell: Over the past few years we've moved to be more inclusive of the modeling community such as removing the plastic specification in our contests, changing the automotive categories to more closely match those of the model car enthusiasts and adding categories for paper models, but we need to go further. When asked "Why join IPMS" one of the responses is usually the fellowship of other modelers. This is very hard to quantify, but perhaps what we need to do is walk the walk. Place more emphasis on model expos or shows rather than contests. When people come to an IPMS function, local, regional or national, they should feel they are amongst friends, not competitors. I've suggested that we add a section to the National Convention Operating Parameters specifying that a national convention, if at all possible, set aside space for display only models, that that space will receive prominent publicity and to record their numbers so we have some concrete info on the response. In many ways, it is almost impossible to promote any organization whose main benefit is fellowship. People either want that or not. You can't make them fraternize. However, we might be able to provide a more receptive environment at our gatherings if they do.

Dave Morrissette: I think the membership is stable but not growing. We need to hit more of our target audience which needs to be military and 30-somethings with enough disposable income to afford the hobby and enjoy it. Second, IMO, we need to reduce the emphasis on competition and work on the social aspect as this is underrated, especially on a Chapter level. We need to get the Chapters involved because that is where many members come from. Support the Chapter's growth in the above and get more interest. Lastly, the E-Board needs to provide structure to make the modeling experience fun whether you are a rivet counter, a historian, or a social modeler.

John Noack: I'm concerned about the graying of the Society, and I agree with Ron and Dave that the Chapters hold the key to recruiting future members and leaders of tomorrow. An active, engaged, supportive Chapter leadership team that builds the case for National membership is our first line of recruiting. Potential members need to understand why there's an IPMS/USA and not view it as some disconnected and irrelevant group of people. There would not be Chapters, regionals, national events, contest publicity, liability insurance, a Journal, or a website, without these people volunteering their time to keep IPMS going.

Mike Oberholtzer: Like Ron, I would like to see more focus on non-contest activities at the Convention. I very much enjoy learning from fellow modelers at seminars, seeing models brought for display, and getting to meet so many people with similar interests. I would like to see us experiment with new ideas as long as we can measure the results and learn from them. While I am new to the E-Board I've been in IPMS for close to 30 years and attended conventions for 25, and I think the Society is better now than it was back then. We run conventions more effectively, operate at very low cost, and have kept the membership stable though a tough economic era. I think there is a lot for all of us to be proud of- but we can do more. Maintaining and growing the

membership and the core of volunteers who make the Society run needs to be a key goal.

Dennis Tennant: When I decided to run for national office several years ago, I hoped to gain a better understanding of the infrastructure of the organization and learn “how things worked.” Before my election as Secretary, I had no idea of how the Society got things done and how the Board handled the many tasks with just a handful of volunteers. After several years as a Board member, I can honestly say that I have never worked for a more dedicated, honest, experienced and intelligent group of people and am very confident in the direction the Board is taking the Society. Ron Bell has led the way in simplifying the way we approach many Board chores and is actively working on an updated version of our Constitution and Bylaws. The death of Mary Jane Kinney has challenged us to reorganize the national office, re-evaluate programs that aren’t performing and finding more efficient ways to run the Society. As one of the “new guys” on the Board, I benefit from the depth of institutional knowledge my colleagues bring to the table every meeting and absorb as much as possible. Regardless of what some may believe, Board actions are carefully made following reasoned discussion and consideration of how they’ll affect the long-term health of the Society. For a group of unpaid volunteers, I think we are doing a tremendous job.

Marie Van Schoonhoven: I believe that the future of IPMS/USA has to start at the Chapter level. I believe there needs to be more community involvement and outreach to include more events at a local level. For instance, being involved with active retirement communities. I know there are some Chapters that already do this, but for example there is a whole town called The Villages that have the space, time and number of people that could support its own Chapter.

How about enticing members with bring a buddy with you to a meeting or a contest and introduce/reintroduce them to the hobby?

6. What has each member of the E-Board done to better IPMS/USA? *Jacob Duryea 48075*

Ron Bell:

- Worked to make the national convention easier to host. While I can’t take credit for its writing, I called for the creation of a computer program to manage the convention. I also quantified what is expected of both the host and national organizations in the National Convention Operating Parameters.
- Re-wrote the Modelers Guide to IPMS Model Shows, including for the first time actually setting down in writing the judging criteria to be used in each category.
- Edited and re-wrote the National Contest Rules.
- Got several C&BL amendments passed to update the 2nd VP section.
- Organized and ran the World Modeling tours for several years
- Worked with IPMS/UK to organize the tour to their 50th anniversary.
- In the process of a complete re-write of the C&BL.

Jim Pearsall:

- I have found all of the back issues of the IPMS Quarterly. I scanned and produced digital copies. I then produced an index, and made these back issue articles available to members at no charge. This was about an 8-month project.
- I located all of the old issues of the IPMS Update. I scanned all of these issues and produced digital copies (PDF Format). I produced an index. I have made all of the articles from the Update available to members at no charge. This was about a 6-month project.
- Back in the 1960s, IPMS USA members received the IPMS UK magazine. To facilitate mailing, Jim Sage would wrap a sheet of paper around the outer covers of the magazine and have the member's address printed on it. After a few issues, Jim would mimeograph news items for the members which weren't deemed to be important enough for the Quarterly. This was later taken over by Ralph Forehand, the first IPMS USA Historian. With Ralph's help, I got all of the issues of this "Wrapper". I have scanned them and produced PDF files. I am working with Eric Aitala to get these up on the IPMS USA website for all members, so they can get a feel for the "early days". Approximately 6 month project.

Dave Morrissette:

- Helped institute the use of credit cards
- Helped the process to get the Journal more current
- Grew the Reviewers' Corps to its current situation where we have more built model reviews than all the other sites.
- Set up a recognition dinner for the manufacturers and a get together reviewer corps at the Nationals to build relationships further.
- Moved the DLC re-chartering to a more favorable time of year.
- Helped IPMS move their accounting to a fiscal year matching the calendar year.
- Supervised the IPMS Advisory committee and implemented some of their ideas.
- Resolved multiple issues from the judging issues in Atlanta to stolen kit issues.
- Worked with the lawyers to clarify the issues with explicit models.

John Noack:

- Started the Reviewers' Corps.
- Recruited the first Internet Coordinator and established IPMS/USA's web presence.
- Generated the IPMS E-Board Operating Manual.
- Standardized or created many of the processes and forms we use today.
- Established copyright protection for our various logos and marks.
- Developed the current format for Business Meetings.
- Established the Hobbies for Heroes program with various manufacturers and distributors.

- Helped to start several Chapters and served as President of three of them.

Mike Oberholtzer:

- As the newest officer of IPMS/USA I haven't had much chance to make a mark yet. But I am a Senior National Aircraft Judge for what it's worth. I've also attended most of the conventions since the mid-90's and helped keep lots of vendors in business!

Mike Van Schoonhoven:

- Since I joined the Board back in November, I have focused on updating and cleaning up the Convention Management System (CMS) for the National Convention. I researched several different options, but settled on updating the current CMS. The CMS is designed to pre-register convention goers and then register walk ups at the convention. I can now look at other ways to improve the convention process.

Dennis Tennant:

- Producing an accurate and timely record of our Board meetings is the core duty of the National Secretary. In addition to creating the official record of our Board meetings, I also am responsible for posting it on our website and on the IPMS/USA Forums. I take this responsibility very seriously and consider it my "job one."
- I have recently moved much of the Society's archives to a secure cloud-based account with Drop Box where the board can securely share data without the need for sharing large files or exposing them to possible theft or misappropriation on the Internet. So far, this system is working well and is easy to use for board members with lots or little computer experience. If it continues to be as useful as it has been so far, I see us making more use of secure cloud data sharing in the future.
- This year, I began work on a pet project, the hobby shop database/map, and am very happy with the current version that is found on our IPMS/USA web site. I know that it will take time for word to spread about this incredibly useful tool and I have been campaigning various clubs and members to add their favorite hobby shops to the list. A Journal article is also in the works.

Marie Van Schoonhoven

- I have found a local vendor to produce an online store for more efficient ordering of special products shipped directly to the member and not having to keep stock on hand. This vendor is also able to produce National Convention shirts as well as local Chapter shirts.
- I have relocated the National Office PO Box to Florida and check the box daily.
- I have worked closely with the previous Treasurer to establish depositing of checks via a Remote Data Capture machine that electronically processes the checks without having to change the bank accounts to another bank.

- I try not to keep regular office hours and make myself available to members via phone and email.
- I keep up with and post to social media and the website with changes and/or issues.

7. What could each member of the E-Board change to do their job better? *Jacob Duryea 48075*

Ron Bell: Re-write of C&BL. Launch Membership and Retention Secretary position. Place more emphasis on display/fellowship at functions.

Jim Pearsall: As Publications Director, I have met with Chris Bucholtz and John Heck whenever we attend the same conventions. I also have email correspondence with both of them when necessary. But I do not attempt to muck about in the day-to-day running of the Journal. It has been successful, and I'm happy with that.

Dave Morrissette: Work on more aftermarket cottage vendors (as 1st VP). Continue to supply information as needed to manufacturers.

John Noack: Improve the interaction of the various spreadsheets, databases, and files that we use for managing chartering, Chapter contact information, and other DLC tasks. Streamline the insurance process (although we do get very fast service from our carrier today). Find a way to drag Chapters through the re-chartering process without constant reminders and threats of charter loss.

Mike Oberholtzer: In my new role as Treasurer I hope to bring my background in financial services to the table to help manage IPMS/USA's finances as effectively as possible. I plan to use technology to make our reporting more frequent and provide financial transparency.

Mike Van Schoonhoven: I will continue to look at ways to improve the National Convention. To do this I will use a realistic approach to ensure that the improvements/changes are financially responsible and benefit the most members.

8. What does the E-Board have planned for improvement of IPMS/USA? *Jacob Duryea 48075*

Questions 8 and 9 are redundant to Question 7 above and answers to these questions are combined above.

9. Would the E-Board like to make any changes to IPMS/USA? *Jacob Duryea 48075*

Questions 8 and 9 are redundant to Question 7 above and answers to these questions are combined above.

10. Two years ago the MNT program was called a success. What happened since that time? *Jacob Duryea 48075*

Dave Morrissette: The vendors changed the game and made it untenable and way more costly. While it was an enjoyable program, what we hear repeatedly from the membership is “how do we grow?” and MnT was NOT the answer. It was expensive and not generating membership interest. There are better things we can do with the money.

Additional comment by **John Noack:** Dave hits it on the head here. While the Chapters enjoyed the goodwill generated by MnT (and to that degree it could be called a success), we spent over \$100k operating the program. No Chapter has been able to say “we recruited X more members because of MnT”. To that end, the Board believes it has a financial responsibility to spend member dues in a more effective manner.

11. Can a copy of the IPMS/USA insurance policy be posted on the website? *Jim Stepanek 48016*

Ron Bell: Yes, this can be done, but it will take up space and it changes every year. Is there a reason for needing this that we need to address rather than putting up what is in effect a boring document to read?

12. How could the MNT program be called a success or failure when there were no measurements of success? Or were there? *Jim Stepanek 48016*

This question is similar to Question 10, answered above.

13. How many different versions of the membership roster are there? *Jim Stepanek 48016*

This question and the next are answered below.

14. Why is there more than one membership roster? *Jim Stepanek 48016*

Dave Morrissette: There is only one but it changes with each mailing as memberships expire and/or renew, or new members come on Board. It is broken down as domestic Family and Individual Members, Foreign Members, and Life Members. All are in the same database application (FileMaker Pro).

Marie Van Schoonhoven: There is only one "Membership Database ". The spreadsheets that come from it are based on the information requested.

15. What are the organization's plans to partner with the mainstream and aftermarket companies to increase membership? *Jim Stepanek 48016*

Dave Morrissette: We do partner with the manufacturers, small and large. We supply them with info for new kits (with very well signed non-disclosure agreements; build kits for them to display and review their items which they use as links on their web sites and Facebook pages. When we receive a kit and it goes out for review and it gets completed, we have a group of volunteers who send the review link to the manufacturer/supplier for their use. We have also put flyers for IPMS in two manufacturers' kit packages in the past (Revell and Meteor). Over 4000 flyers were added to kits. We obtained fewer than 10 new members as a result of this campaign, so it was discontinued. As for other partnering, there are limits. The model companies for the most part do not build kits, and the people involved are not modelers- they are businessmen and

women. This is product to sell. The larger companies decide on investments in kits, etc. based on market research. We have done surveys in the past for them and many of the kits have come to fruition. Many haven't as they do not see the \$\$ they need to recoup their investment. Bottom line, these are business leaders- if we approach them in a businesslike manner; we can have a good relationship. It does not, generally, involve partnering; instead, we are asked to serve in an advisory capacity to support their efforts and decisions. FWIW, we do keep a constant stream of emails to them asking if there is anything we can do to help.

16. Are there payouts to non-contest related events? *Duane Wilson 39727*

Ron Bell: E-Board members are only "paid" to reimburse them for any personal money they lay out for the normal operation of the Society, such as reimbursing the web master for the expense of hosting our web site or the DLC for postage for mailing the chapter charter renewal letters, etc. To be reimbursed, they must fill out an expense report form and include all receipts.

17. Why hasn't a financial report been posted in the Journal when we had a change in the National Board? *Dan Murtz 41513*

Ron Bell: The honest answer is that last year was a difficult one what with MJ's illness and passing. Our efforts were on recovering info, hiring a new Office Manager, re-locating the national office, transition to a new E-Board and the Treasurer search. Quite frankly, I think the directive to the Journal editor to include it was just over looked in all that.

Dave Morrissette: Per the C&BL: "The Treasurer will make a yearly financial report that will be published in an IPMS publication. He will prepare and file necessary financial forms, including an income tax return, with appropriate governmental agencies for the Society." It should be in the Journal once per year per the CBL.

18. Where is the support from IPMS/USA at the local hobby shop level to encourage membership in the National organization? *Dan Murtz 41513*

Please see response to Question 2 above.

19. Why do I need to belong to IPMS to build models, belong to a modeling club and attend modeling shows? *Jim Gourgues 41363*

Ron Bell: The short answer is you don't. That's part of the problem in recruiting members. This is a solitary hobby. Modelers work alone in their basements/ garages and if they gather, they do so locally. The operate word there is "IF". Since it is a solitary hobby, many don't want to gather. It kind of all comes down to do you want to associate with other modelers in a more formalized environment? Do you want to be part of a larger, international, community of modelers? If so, IPMS provides that environment.

John Noack: Further to Ron's response, no one needs to belong to IPMS/USA. We can all sit in our workshops and build models. Maybe you can find a couple of other modelers by chance and get together with them to talk about models. Oh wait - you want to meet more modelers? Go to a contest and compete, or just buy stuff in a vendor room? Go to a Regional or National event? Read one of the finest modeling publications produced today? Be able to find out where and when

upcoming hobby events are occurring? Read comprehensive build reviews of new kits and associated products?

Who coordinates, manages, advertises, publishes, posts, and insures these activities? IPMS/USA does. Do you have to help out? No, that's what those guys and ladies on the E-Board do (voluntarily, and at the expense of their own modeling time). But none of this can be done for free. When your chapter benefits from insurance, web presence, access to a national network of contest and meeting information, and the ability to attend a national contest and convention, it's the IPMS members in your Chapter who, by paying national dues, support all of these activities.