



**SOCIETY OF PLASTICS ENGINEERS
COLOR & APPEARANCE DIVISION**

Date: January 27th, 2020 Board of Director's Winter Meeting
 Location: Marriott Coconut Creek Residence Inn, Fort Lauderdale, FL

Attendance

Present:	Present:	Absent:
Aumann, Scott	Martelli, Dan	Depew, Chuck
Balthazar, Earl	McHenry, Todd	Green, Colin
Becker, Doreen	Mulholland, Bruce	Hunter, Dan
Billiter, Matt	Outlaw, Brenda	Karszes, Nathan
Briggs, Breeze	Prosapio, Alex	Serder, Elizabeth
Drusda, Jeff	Puckerin, Betty	
Esker, Steve	Ryan, Mark	
Figaniak, Jim	Smeltzer, Ann	
Ford, Ed	Stubbs, TJ	
Freshwater, Mark	Treat, Cheryl	
Heitzman, Scott	Tyler, Mark	
Iannuzzi, George	West, Brian	Guests: none
Ladson, Jack	Williamson, Kimberly	
Landazuri, Mercedes	Willis, Michael	

Upcoming Board Meeting:

Spring Meeting May 28, 2020 at 9am-12pm, Virtual Meeting

Originally scheduled below but postponed due to Covid-19

San Antonio, Tx Marriott Rivercenter - Salon D April 1, 2020 5-8pm

Monday January 27th, 2020

Marriott Coconut Creek Residence Inn
5730 North State Road 7, Coconut Creek, Florida 33073
Powerplay Conference Room

The meeting was called to order at 1:01pm EST by Chair Doreen Becker.

There were 28 board members present, 5 were absent, and no guests/visitors attended.

Dinner plans at Big Bear Brewing was announced, people needing rides should meet in their perspective lobbies at 6:40pm.

Opening Remarks and SPE Anti-Trust Statement were read as follows by Doreen Becker:

Anti-Trust statement and guidelines.

The meeting referenced above and below will be governed by the Anti-Trust Act Statement listed as follows:

SOCIETY OF PLASTICS ENGINEERS ANTITRUST GUIDELINES

It is an SPE Policy that there can be:

- 1. No discussion among members which attempts to arrive at any agreement regarding prices, terms or conditions of sale, distribution, volume, territories, or customers;**
- 2. No activity or communication which might be construed as an attempt to prevent any person or business entity from gaining access to any market or customer for goods or services or any business entity from obtaining services or a supply of goods;**
- 3. No activity or communication, which might be construed as an agreement to refrain from purchasing or using any materials, equipment, services or supplies of or from any supplier; or any other activity which violates antitrust or other applicable laws aimed at preventing unfair competition.**
 - Meeting Courtesy – Please give speakers the same courtesy you would expect
 - No sidebar conversations when others are speaking to the group
 - Cell phones on vibrate or silent
 - Laptops / Notebooks allowed for note taking
 - No e-Messages via any electronic devices unless relevant to the topic being discussed

The agenda as issued was used without additions or comments from the board.

Secretary's Report – (M. Willis)

The 2019 FALL meeting minutes were distributed via the CHAIN for review. There was one addition that need to be made stating the Operating Policies section 001-014 were reviewed and approved, and sections 015-026 are to be reviewed and approved at the Winter 2020 meeting. Details of today's meeting time and place were also added. These corrected minutes were then re-issued with no additional corrections or additions requested. The Executive meeting time is to be corrected to 9am from 10am before being sent to Kathy Schacht and Mark Tyler.

The minutes were approved by all in favor.

Treasurer's Report – (B. Mulholland)

The financial reports were presented as follows: First the CAD RETEC 2019 financials were provided by read through and explanations, a special mention to Steve Esker for a job well done was mentioned (applause). Next presented a RETEC financial history comparisons over the past few years. It was noted that 2018 Milwaukee RETEC was \$91.12 higher than the most recent successful 2019 Cleveland RETEC. Finally, the December 2019 CAD Treasurer's report for was presented in detail, this report can be found at the end of these meeting minutes.

Jim Figaniak motioned to approve the Treasurer's report, Scott Aumann second – all were in favor, the December 2019 CAD Treasurer's report was approved.

Bruce M. then announced that the 2018 CAD BOD income tax statements were filed on time. The tax forms were passed around the room for the board members to review.

Councilor's Report – (M. Landazuri)

Mercedes did not attend the last SPE Council meeting but presented the highlights as follows: Doreen Becker attended by proxy, and several other CAD BOD members were in attendance. The meeting was held in November at new SPE HQ. The 2020 operations budget was presented showing a deficit of \$492k. Operational budgets for the SPE have run negative each year since 2013 with the exception of 2018. Pat Farrey during his CEO update stated he posted the 9-90 form in which every councilor's name is listed on this IRS form. The purpose was to point out that none of these listed councilors are asking any questions regarding the operational deficits. The councilors responsibilities should help identify solutions to implement a corrective actions.

Discussion incurred initiated by the Governance Task Force member.

3 goals resulted by this discussion are to be discussed at next SPE meeting:

1. Discuss the ideal number councilors
2. Ensure councilors retain some level of control
3. Define the role of Council moving forward

It appeared from the conversation that there was a lack of trust between council and the executive board. The executive board and staff think the Council needs set the vision for the SPE and then give the executive board freedom to execute that vision. Pat Farrey at the 2019 K-Fair talked the other EU division Chair persons, they mentioned they never attend SPE council meetings because there is all talk no action, therefore no value.

Bruce M. is attempting to establish a governance structure as part of the Governance Task Force.

Bruce added the following update: The governing body of SPE is made up of all the councilors. The councilors are the Board of Directors as well, there are 90 Councilors. This poses a potential conflict when considering "best interests" for the individual's division versus the overall society's best interest.

A vote was taken at the meeting in Danbury, 50 were in favor for governance change, 2 against, and 1 abstained.

The exec board met in January in Puerto Rico, they discussed the desire to realign the vice president positions, such as combining sections and division into one - vp of chapters, vp of events to vp professional development, vp marketing and communication to be eliminated, create a vp of sustainability, vp technology and education to vp publication because 3 main financial streams for SPE are Memberships, Events, and journals/publications. vp young professionals to vp of member engagement, all of these governance items to be voted on at the next council meeting in San Antonio.

These changes should help focus on strategic areas and overall mission. And focus on expense control and resource utilization.

Membership keeps going down. Publications are good, but will go down when they open access journals, currently it is \$900k with Wiley.

Mercedes continued: ANTEC preconference workshops are scheduled for Sunday 1-4pm before the Awards Reception. Any CAB BOD member interested in teaching a workshop contact please contact Pat Farrey.

H. Gomez presented an idea for a student center event, he felt students were being under served at ANTEC, he wants to develop a program at the SPE HQ building. The new HQ is ~\$10k /yr higher in operational costs and can hold 150 people, posters and company can use this space to present and host sessions at new building in Danbury CT.

Technical Program Reports:

ANTEC

ANTEC 2020 San Antonio (**M.Tyler – Chair J.Drusda - vice Chair**)

Jeff D: The ANTEC program is in place, the new format for papers is being used, general sessions are in the morning with papers in the afternoon. There is a limit of 300 papers total, 370 were submitted, CAD started at 3 then matrix took it to 6, papers are to be reviewed by the CAD tech review however they have already been approved and slated by SPE. Details need to be worked out regarding moderators, there are 55 seats instead of 40 chairs this year for the CAD session.

The ANTEC 2020 report with full details were provided and are listed at the end of these meeting minutes.

Doreen brought up the next CAD BOD meeting, the date needs to be decided. Discussion ensued.

Scott Aumann motioned to have next CAD BOD meeting not at ANTEC, Steve Esker seconded— 1 opposed - rest in favor, lengthy discussion ensued, Mercedes explained it may be too difficult for members to go on extra travels to meetings, for instance the coatings convention plus ANTEC then a separate CAD BOD meeting, Scott withdrew his motion.

Discussion continued, Doreen concluded that April 1 the CAD BOD meeting in San Antonio will occur during ANTEC, details to be determined. If no quorum is met, then a separate virtual meeting will be set up virtual for any required votes.

ANTEC 2021 Denver (**D.Becker – Chair** **A.Smeltzer vice Chair**)

- No report or new updates. Trainee for 2021 was asked for, no one volunteered.

ANTEC 2022 TBD

- Details still not determined. No report.

RETEC

RETEC Site and Theme (**J.Figaniak - Chair**)

Jim F briefly revisited RETEC 2019 mentioning it was well run, any suggestions please send to Jim and Cheryl.

RETEC 2020 Orlando (**J.Drusda -Chair** **C.Treat vice-Chair**)
(**Technical Program co-chairs M.Tyler/A.Prosapio**)

Renaissance Orlando at SeaWorld Splash with Color
Sept 20-22 (Sun-Tues format)

Jeff D provided the current status for varying items, details can be found at the end of these meeting minutes.

The conference fee schedule increases were then presented by Bruce with justification for increases based on expectations that hotel fees will soon increase, the increase are as follows:

Registration: increase by \$20, \$390 – 410 for SPE members, \$610-\$630 for non-SPE members

RETEC Committee fees remain at \$190

RETEC Speakers remain at \$ 190

CAD BOD not on the RETEC committee remains at \$290

Students remain at \$50

Emeritus remain at \$100

Table Tops increase to \$1350 from \$1200

Late Table Tops increase to \$1550

Bruce made a motion to implement this new fee schedule, Brian W second, all approved, no discussion, motion was approved with all in favor.

Publicity: Betty stated the web site is up with call for papers, contact pages have been created for the technical program, committee and sponsorships, Betty will send an email to the proper person to add the list of attendees and color tutorial information. The post cards are done, will request 150 to hand out. The ad design for SPE magazine to be turned into publishing, the design will be use to build the RETEC conference signage.

Social Media: Mercedes will update the social feeds with call for papers and save the date.

Other items mentioned by Jeff included:

Fun Run DCC: Bruce Howee was provided the route map options, arrangements for t shirts to be done.

Golf: Mark T, Shingle Creek, 1pm shotgun start, food/lunch available, 7 min drive so better timing for evening reception.

Raffle, Chuck Depew soliciting gifts, event insurance – proposal sent out, waiting return, Steve art work and lapel Cheryl to send to Steve E

Insurance proposal sent out awaiting return.

Artwork and lapel pin to be sent from Cheryl to Steve E.

No change to sponsorship fees, Cheryl Treat.

**RETEC 2021 Atlanta (B.Puckerin Chair E.Serdar co-vice-Chair K.Williamson co-vice Chair)
(Technical Program co-chairs to be determined)**

Sept 20-21 (Sun-Tues format)

Betty P: Logo design for Orlando is in progress with Kimberley W and Elizabeth S Betty will visit the Marriott in Atlanta for floor plan signage layout ideas.

RETEC 2020 TBD

Jim F. provided an update: Washington D.C. will not work out due to a conflict with another division during the same time, and the city choice was not well-received with many of the CAD BOD members; there were 20 total votes, 11 yes, 9 no. Jim F will relook at Nashville Opry Land contract and by summer get back on regular site and theme meeting surveys to scout out other venues.

Committee Reports:

Communications Committee (B.Puckerin)

Betty P: The Communications time line planner has been update/revised with some time lines shifted, committee to finalize the updated version.

Mark T: Newsletter was sent out in December, the logistics issues were resolved with Joyce, will stay with them. Sponsorship for newsletter turned over to Kimberley W who will collect all the adds and send to Joyce.

Jeff Drusda: Web Site is in final stages of transfer to 7th Level, will be using SPE hosting services as better option than Word Press for security. Any issues notify Jeff, trying to get scholarship application to SPE, elections need candidates to build pages and build the ballot. ANTEC pages have been created, the memorial page and tool box need to be updated. Old documents for archiving to be added. Need to create content for new web site – “why I joined SPE”

Social Media: Mercedes provided intagram followers is decreasing, twitter is increasing and is the most active,

e-blast: Betty provided the February eblast will include a call for papers for RETEC 2020.

Education/Technical Resource Committee: – (M.Willis)

The Education Committee College Outreach sub-committee has two main fronts in progress:

1. Guest Lecture visits – emphasis will be on the available SPE CAD scholarship program
 - a. U of Massachusetts-Lowell
 - b. U of Akron
2. Program assistance
 - a. Terra Technical Comm College
 - b. Penn College – plan to meet with Tim Weston in early March

Presentations continue to be created. Positive feedback from a RETEC attendee will be sent to Mercedes for use as a testimonial. Two requests for copies of the SPE CAD Ed Comm PPTs have been made. It is recommended that the following guidelines be used.

1. The Ed Comm Chair is the point person for PT requests
2. The presentations can be forwarded to selected people that can be vouched for with the intent to use as a teaching tool
3. The format will be a locked PDF, single use only to be logged by the Chair.
4. Attribution to SPE CAD needs to be made
5. The presentation is to be used in whole, not in parts.

The Education Committee report can be found at the end of these meeting minutes.

Break - 10 minutes called by the Chair Doreen B.

Endowment Committee: (A.Smeltzer)

Ann S. The committee is getting ready to start the scholarship process for 2020-2021, verification that a total of \$40k will be awarded. Jeff D is working with new the web supporter to create the online process, if “no go” then work with SPE.

The 5 named scholarships originally had a set amount 4k, last several years the amounts have fluctuated but always stay as the top 5 awarded.

2016-2017 only had 4 named scholarships, 1 at \$4k and 3 at \$3k.

2017-2018 all at \$3k plus the newest scholarship was added at \$3k but was not named.

2018-2019 2 at \$4k, 3 at \$3k, and another 1 at \$3k

Last year 2 at \$3k, and 1 at \$2k, the others at \$2k,

Since they are named they should stay consistent as to not have any named higher than another.

A Suggestion was made to make all the named scholarships all the same at 3k, but this does not limit the committee to awarding additional amounts over the \$3k, for example, the committee can award a named \$3k plus an additional \$1k to the same student. The Committee favored to the suggestion for set amounts to be used as best practice to assist in their process.

Awards Committee: (M.Freshwater)

Mark F: Mark explained to the board that at the last meeting wherein Colin Green was elected to Awards Chair, there was some confusion of the understanding of the responsibilities of the Chair position by Colin. Therefore, Mark F will continue for another year as awards Chair and will work with others interested in being a successor. **The minutes now reflect the results of the Winter 2020 vote for new Awards Chair have been rescinded.**

Membership Committee: (J.Ladson)

Membership is at 717mebers, down 34, new student memberships are up 3 to 28 total, the full report from the Office of Membership can be found at the end of these meeting minutes.

Public Interest: (B.Puckerin)

The RETEC 2019 public survey results were sent out via the CHAIN, the full presentation can be found at the end of these meeting minutes. The survey results for future locations was shown during the meeting for general discussion and input from the board members so the Site and Theme committee could listen to input from the board.

International Committee: (B.West)

The Color Science PPT will be converted over to Spanish language.

Color Advisory Group: (J.Ladson)

No active report at this time. The ASTM meeting will be held in the next few weeks. The CIE recently published a decision on colorimetry (document on accuracy), but the information needs to be corrected, it was advised to wait for the corrections to be issued before reading.

Finance Committee: (M.Tyler)

No report

Elections: (M.Freshwater)

No report

Committee Chair Verifications

Reported above regarding Colin Green elected to Awards Chair.

Sponsorship Committee: (C.Treat)

No report, no fees schedule changes as noted above.

Old Business:

Old Business from Past Meetings	Assigned to	Due	Status
Design and present compliant CAD BOD shirts Located company that will do one at a time or 20, all the same costs, will provide design at spring meeting	S.Aumann	Spring 2020	Open
Finalize Operating Rules Operating Policies 015 – 026 were approved during the Winter 2020 meeting – all in favor	Bruce M.	Winter 2019	CLOSE
RETEC 2020 conference insurance, ask HQ who they recommend and determine costs	Bruce M.	WINTER MEETING	In progress

The CHAIR Doreen Becker initiated a vote by ballot for the next **Secretary**.

Nominations were:

Alex Prosapio nominated by Mark Tyler, and Todd McHenry nominated by Bruce Mulholland.

The ballot vote ensued. **The newly elected candidate was Alex Prosapio.**

New Business:

New Action Items from Summer 2020 Meeting	Assigned to	Due	Status
Bruce motioned to donate to \$35k to SPE Plastivan – Jim F second, all in favor, no discussion motion, passed.	Bruce M	Before Spring 2020 meeting	Open
Ask the SPE Plastivan to present in Orlando during RETEC 2020	Bruce M	Spring 2020 meeting	Open
Report on ANTEC success of the Child Care offering (ML) Ask the Renaissance hotel if they have child care partnering service or recommendations, or other potential options (Cheryl T)	Mercedes L Cheryl T	Spring 2020 meeting	Open

3:37pm Jim F. motioned to adjourn the meeting, Scott A. second, all in favor, the meeting was adjourned.

Minutes Respectfully Submitted by:

Michael Willis

CAD BOD Secretary

Treasurer's Report:

Color and Appearance / SPE Treasurer's Report December 31, 2019

TOTAL BEGINNING BALANCE as of 06/30/19 \$ 100,000.00

Deposits:

Source	Type	Amount
FifthThird Bank	Jul -Dec Interest	\$ 16.74
Vanguard	Q3 interest	\$ 476.76
Vanguard	Q4 interest	\$ 480.34
CADNews	Sponsorship	\$ 2,200.00
CAD RETEC 2019	Split	\$ 83,229.46

TOTAL DEPOSITS \$ 86,403.29

Expenses:

Check#	Assignee	Purpose	Amount
MC	PayFlow/PayPal	Jul-Dec Gateway	\$ 151.20
MC	FifthThird Bank	Fees	\$ 91.11
MC	USPS	Stamps/postage	\$ 27.24
MC	Red Sox Tickets	Summer BOD meeting	\$ 3,465.00
MC	Aloft Boston Seaport	Summer BOD meeting	\$ 6,166.80
889	Doreen Becker	Executive Committee mtg	\$ 193.97
MC	Aloft Boston Seaport	Summer BOD meeting	\$ 1,153.00
MC	Aloft Boston Seaport	Summer BOD meeting	\$ 19.16
926	Renaissance	BOD breakfast	\$ 1,185.06
926	Renaissance	BOD lunch	\$ 1,711.76
888	Peacock Graphics	CADNews Summer 2019	\$ 515.00
MC	Hobby Lobby	Awards	\$ 21.34
918	Tad Finnegan	Best Paper	\$ 500.00
919	Matt Comstock	Best Paper	\$ 500.00
920	Bruce Mulholland	Best Paper	\$ 500.00
924	Bruce Mulholland	Gift cards	\$ 950.00
933	PS Awards	Awards	\$ 947.74
922	Doreen Becker	ANTEC 2020	\$ 115.62
932	SPE	Antec Student Activities	\$ 2,500.00

TOTAL EXPENSES: \$ 20,714.00

TOTAL ENDING BALANCE: \$ 165,689.29

PENDING EXPENSES: None \$ -

BOD BALANCE AFTER PENDING EXPENSES: \$ 165,689.29

ENDOWMENT FUND OVERVIEW:

Beginning Balance as of 06/30/2019	\$ 695,427.69
Net Gain / Loss	\$ 77,104.63
Ending Balance as of 12/31/2019	\$ 772,532.32

Respectfully submitted by Bruce Mulholland Total assets: \$ 938,221.61

Councilor's Report:

1. President's Opening Remarks (B. Landes)

President Landes emphasized that this Council meeting is a celebration of coming together. He thanked us for sacrificing time with our families and hobbies to join together to advance the mission of SPE. President Landes noted that this is our first meeting in our new HQ, which may just be a building to some, but to our Society it is the Foundation. He reiterated that we are here to advance knowledge and networking within the Plastics Industry and that we can do this more effectively when we are working together. At the end of the day, we may disagree with one another but we must maintain the respect that we have for one another as together we can change the world.

2. Financial Update (J. Dworshak) VP Dworshak started by thanking those that are part of the Finance Committee before explaining their charge, including review of the monthly statements and other financial topics that arise. Year to date (September), we are running a deficit operationally which is being offset by a strong investment portfolio, making us favorable to budget year to date. The results are ahead of budget due to diligence in controlling expenses as revenue is slightly lagging. The 2020 budget was presented showing an operation deficit of \$492k. VP Dworshak noted that we continue to see declining membership, lower event revenue and higher expenses. We are surviving but not thriving and we have been negative operationally every year since 2013 (with the exception of 2018). VP Dworshak challenged Council as to what we can do as a whole to put SPE in a better financial position.

There were questions regarding investments and how they should not be the savior and everyone agrees. This begs the fact that we MUST drive top line growth of the Society.

There were other questions about membership renewal and VP Dworshak teed up the fact that the Finance Committee is exploring putting everyone in the Society on the same renewal schedule so that membership dues could be budgeted more effectively.

Councilor Baumann suggested that we explore training as a form of revenue and Councilor Young proposed having SPE vet and recommend training that could be listed on the website that perhaps we could take a cut of the revenue. Councilor Gupta brought up the training that used to exist at ANTEC and asked if something similar could be revived in the future.

3. CEO Update (P. Farrey) CEO Farrey discussed his trip to K and how he met with the chair of a European Division and asked him why they never show up to Council and the reply was difficult to stomach...that we are arguing about the same issues that we did years ago and that the answers will still be the same. There is clearly a disconnect in the communication channel between staff/EB/Council that needs to be addressed.

CEO Farrey reminded everyone that every Councilor's name is on the 990 that is submitted to the IRS every year. He noted that we just saw and accepted a \$500k deficit budget and that no one asking a question about it is extremely disheartening. It is our (all of Council's)

responsibility to help identify and more importantly implement solutions to this problem. We can do anything but we can't do everything so let's work together to find solutions.

CEO Farrey then introduced the new HQ building and the history behind it and mentioned that we will be touring it shortly. He commented that over 10 years, the new HQ will only cost \$10k more and we finally have a building that is in line with the history and pedigree of SPE. He went on to talk about the success at K and upgrades to our software programs including event apps and paper submissions.

CEO Farrey then discussed the HQ Services update. He noted that this is one of the most difficult problems that he has had to tackle in his professional career. He reminded Council that the intent of this task force was to replace the existing 12% HQ service fee. Somewhere along the line, Chapters began receiving services for discounted rates and in some case free, despite HQ incurring a significant cost. The intent of this program was NOT to create a profit center and NOT to achieve full cost recovery. CEO Farrey thanked the team and reviewed the targeted timeline the team was working against. The original proposal was 3 pre-determine packages that Chapters could choose from with some ala carte options available upon request. When this proposal was presented to the task force, it was rejected because often times the Chapters needed something between the three options. Based on this feedback, CEO Farrey then delivered a second revision to the task force which is being reviewed prior to being presented to Council.

CEO Farrey finished with an update on Plastics for Life. The program commenced in 2014, recognizing plastics products that protect life, enhance the quality of life, and/or sustains life. The winners of the Chapter Awards will advance to ANTEC for a final, global competition. To date, only 5 Chapters have competitions in place and staff has a goal of 12 (2 outside of the US) to hold annual competitions. The ask is for a Task Force (Councilors Czuba and Brosius) to be created to standardize the competition and define the criteria for becoming a champion.

General Q&A focused mainly around ANTEC and the desire to improve the quality of the product being delivered.

4. Governance Task Force Phase 2 Presentation (B. Mulholland) VP Mulholland reviewed the proposal made by the Executive Board at the September meeting and the proposal put on the Chain by Past President Cameron. He summarized some of the comments that were mentioned on the Chain to set the stage for the task force's work in addition to data that suggests that a smaller governing body is ideal for a Society of our size.

VP Mulholland expanded on the earlier comments by CEO Farrey related to the duties of office for a governing body (Duty of Care, Duty of Loyalty and Duty of Obedience) and how this puts the members of Council in a potential predicament/conflict in their roles. He went on to suggest that decision making becomes sluggish due to the size of our 90 person governing board and the body's time is better spent discussing strategy rather than governance. VP

Mulholland reviewed the charge of the original governance task force and the results that came from that work.

After an hour of lively discussion, CEO Farrey suggested that we stop trying to provide solutions and first agree that there was a problem that needed to be addressed. CEO Farrey, by a show of hands, asked how many people felt that the existing model of governance needed to be tweaked and a sizeable number of people in the room raised their hands. CEO Farrey then asked how many people, by a show of hands, felt that the system was perfect just how it is and no one raised their hands. With this, CEO Farrey suggested that we continue to discuss our thoughts over dinner and drinks but for the time being, we need to break to walk upstairs to participate in the historic ribbon cutting ceremony for the new SPE headquarters.

The next day, VP Mulholland began by recapping yesterday's conversation including our fiduciary responsibility to SPE and the results of the show of hands which unanimously concluded that the current structure needed to be "tweaked".

He then went on to lay out the goals for today which include: 1) the ideal number of Councilors, 2) how to assure that Council retains some level of control to prevent the governing body from going rogue and 3) the role of Council moving forward. Councilor Marginson reminded everyone that there may be possibilities that solve the issues identified by the Executive Board without necessarily selecting one of the two proposals that have been identified by EB.

After considerable discussion trying to get to the heart of the matter at hand, Councilor Brosius addressed Council and stated that there needs to be a level of trust between Council and the Executive Board and any feelings of old that pre-date CEO De Vos need to be forgotten. He described how his level of involvement over the years has never wavered yet he continues to see a drop in membership and attendance at events. He emphasized the level of competition for members' attention from a host of other sources. He stressed the importance of Council focusing on strategic initiatives to reverse this trend less on governance, which slows the organization down tremendously. He stated that Council needs to set the vision of SPE and let the Executive Board execute that vision.

Councilor Haake motioned that the composition of the Executive Board remains the same and becomes the governing body of the Society per Bylaw 8.1.1 and other related bylaws as long as safeguards remain in place that enables Council the ability to reverse any bylaw change made by the Executive Board with a 2/3rd vote. Motion is seconded by Councilor Marginson. The motion passes with two oppositions (Councilors DeLuca and Wyer) and one abstention (Councilor Tarahomi).

5. Council Committee of the Whole Recap (B. Kapur) Councilor Kapur summarized yesterday's conversation related to Sustainability and stressed that it is important to drive further and come up with actionable items. In addition, there needs to be more sharing of best practices of what is working in the area of Sustainability with all interested parties.

The second topic discussed the struggle for sections to effectively cover their entire areas and bring in new membership in today's ever changing world. Some best practices were shared from sections that are reaching out to local universities and involving them in their Boards while other sections mentioned that they have more open meetings without obligations to lure people in, allowing them to discover the value by themselves.

Councilor Tarahomi came back to the podium and asked for volunteers to make his proposals actionable. Several volunteers were identified and they will work directly with Councilor Tarahomi and other respective leaders.

6. ANTEC Update (P. Farrey) CEO Farrey updated that ANTEC is well underway and it will be held in beautiful, not-snowing San Antonio. Per Council's suggestion, pre-conference workshops are back on the schedule on Sunday from 1-4PM before the awards reception that night. If there is interest in teaching one of these workshops, please reach out to CEO Farrey. Due to several requests, student posters are back at ANTEC and will be held in conjunction with the awards ceremony. On Monday, the conference will officially start with the general structure of keynotes in the morning, lunch in the exhibit hall and traditional ANTEC papers in the afternoon.

CEO Farrey presented the conference fees for ANTEC and encouraged all Councilors to register early. He pointed out that Board Members have a slight cost increase from last year that is offsetting the addition of free meals and extra receptions that they will enjoy. The cost of each attendee for staff is \$600 without marketing, G&A, etc.

7. Student Centric Event Update (J. Gomez)

President-Elect Gomez talked about the experience that students have at ANTEC and he questioned whether it was living up to their expectations and providing the maximum value. As such, he wants to develop a student centric event, potentially held at HQ, which may include the following: A) Poster/presentation session for student B) A chance for companies to present themselves C) Speed interviews

President-Elect Gomez captured other Councilor feedback via a brainstorming exercise that he will publish on the Chain for further comment.

8. VP Marketing and Communications Update (C. Carlin) VP Carlin reminded the board of membership calls to do something as it relates to sustainability. As a result of this charge, more people are getting involved as evidenced by the surge in activity on the Chain as it relates to sustainability. VP Carlin informed Council of President Landes' efforts with the Alliance to End Plastics Waste and how discussion is ongoing to leverage SPE's ability to provide unbiased, data-driven knowledge sharing.

Additionally, VP Carlin formed a global team passionate to the efforts of Sustainability to draft a positioning statement for SPE. As such, they recommended: "SPE, the leading society for global plastics professionals, is fully committed to environmental stewardship and sustainability

through three major areas of focus: 1) the continued research and development of plastic materials, technologies, and products that minimize negative impacts on the environment while remaining fit for purpose: 2) a dedication to objective and data-driven education programs for governments, NGO's, academia as well as public and private stakeholders: 3) the creation of local, regional, and international networking events to promote the exchange of best practices across the entire plastics value chain.”

Questions were related to how the statement can be used in the future and CEO Farrey mentioned that the marketing team is developing a release strategy and once complete, it will be disseminated to Council so that there is a unified and consistent message being delivered to all of our constituents.

A comment was made about practicing what we preach and VP Carlin mentioned that upon moving into this new facility, staff has worked with the building ownership to put in place practices that will enable us to do so.

9. VP Divisions Update (J. Lyons) VP Lyons took care of some housekeeping issues and motioned for Council to approve a charter to the Building and Infrastructure Division-information. There was a question related to what they do and Councilor Gupta talked about pipes, siding, tanks and anything related to the building and construction industry. As there is overlap with several existing Divisions, they are focusing on joint sessions to enhance member value through collaboration. They have been a SIG for 7 years and are up to 70+ members. The motion was seconded and passed unanimously.

10. VP Sections Update Report (T. Haake) Councilor Haake took care of some housekeeping issues related to SPE sections. He motioned that the following sections be moved to provisional status: Israel, Korea, New York, Kansas City, Smokey Mountain and Tennessee Valley and that the following sections move from provisional to abandoned: Toledo and Great Salt Lake and that Council approve the establishment of the Lakehead University Student Chapter. The motion was seconded and passed unanimously.

Councilor Haake strongly encouraged all Councilor's to present the findings of Council meetings to their constituents as there is word circulating that this is not always the case. Additionally, Councilor Czuba asked for President Landes to re-instate time for Sections and Divisions to meet at Council. President Landes responded that with less governance moving forward, this could easily become a reality.

11. SPE Foundation Update (E. Vitale) Foundation Director Vitale re-stated the mission of the Foundation for newer Councilors. Eve talked about the primary focused of the Foundation which includes: scholarships, grants, Hopkits and PlastiVan. She noted that there is a 30% increase in scholarship applications across more than 20 universities. The 2019 scholarship winners came from a variety of schools and 50 were given totally \$113,250?

The statistics for PlastiVan were highlighted, showing favorable growth across the board. Director Vitale showed an increase of 18.2% for students served, 10.1% for schools involved, 19.0% for visits and 17.2% for sponsors. PlastiVan is introducing wonder to young students and changing the perception of plastics one class room at a time. In talking to students, you have to make it about them...”what do I give up if I give up plastics”, which opens their eyes quite a bit. Additionally, they ask questions related to innovations, salaries and impact on their everyday lives.

Director Vitale is asking for help in donations from our respective chapters and companies. There will be a Giving Tuesday campaign and she asked for everyone to consider joining her in this effort. Additionally, she is requesting Ambassadors to promote this in their areas. When discussing this aspect, there were questions related to resources that are available, particularly videos and cheat sheets that enable a scientist to change their angle of approach to make more of an impact within the classroom. Additionally, there was a suggestion to create a list of references/resources/goodies that could either be shipped or downloaded by interested parties. Doing so, it potentially lessens the burden placed on an extremely small staff without impacting the reach of the services provided.

12. Old Business / New Business (B. Landes) For old business, there was a question related to the mentorship program and CEO Farrey said the champion of the program resigned and staff is looking for a volunteer to help evaluate and move the program forward.

For new business, there was a suggestion to evaluate having Council after ANTEC and staff will look into it and see what is possible for future ANTEC’s.

13. Adjournment for Next Meeting (B. Landes) Present Landes motioned for adjournment at 12:17PM and noted our next meeting will be held in San Antonio on March 28-29th, 2020

ANTEC/RETEC reports:

2020 ANTEC – San Antonio

- program is set. Six papers/talks slated for Wednesday, April 1
- three papers were judged and vetted by CAD. Three other papers were added by SPE after Matrix was developed
- our inquiry to Dave Anzini/Mark Spalding, ANTEC TPCs: why were the three papers added? We did not have ability to judge and approve them
 - SPE reply: Jackie Anim - Invited Speaker that is talking about color. She was originally in the Medical Plastics Div. The papers by Bhargava were originally placed in PD3.
 - appears that they were misplaced when entered into the ANTEC system
 - will follow up with ANTEC TPCs to provide us with potential paper list prior to judging
 - moderator is set: Jim Figaniak
 - BOD noted that ACS is held concurrently with ANTEC and will affect BOD attendance

2020 RETEC – as presented, no updates or edits. Feel free to reduce content

Hotel arrangements – Cheryl, Jim F, Jeff

Contract signed, room block established with nightly minimums that need to be met (not cumulative) or CAD pays difference

Link for webpage supplied by Renaissance Inn - 1/8/20

Hotel liaison - Stacey Dolbear

A/V liaison – Peter Langlois

Cheryl (et al?) to visit Renaissance, early February: site audit for exhibits, sessions, reception and review of other resources

Registration - Bruce

Oceans Foyer 7-12

Use Meeting Planners Office as secure room

Keep fee schedule the same for now. May increase some fees this year in anticipation of upcoming room fee increases for upcoming conferences

Final decision – ANTEC, need in place by early May

Opening Reception

Oceans 9-12 (56' x 168')

8-11PM

Dessert Reception

Tabletops - Brian

Oceans 1-4 (56' x 168')

Cheryl to visit Renaissance, early February: site audit for exhibits, dimensions of rooms

What are accessways to exhibit area, any service elevators

What is the size of openings to exhibit area – can they accommodate a larger shipment?

Will some exhibits be too large for exhibit area

Drayage

pick closest to hotel

Cheryl to check maps and addresses

Color Tutorial – Bruce M

Fantail (38' x 28') – second floor

8AM-5PM

Need minimum 6 people

Need podium, projector, screen, classroom set up of tables, chairs

Food/beverage to be arranged closer to event (send menus to Bruce)

A/V – George Iannuzzi

Peter Langlois – hotel liaison

opening reception (Oceans 9-12, 56' x 168') – introduced Peter to Color Eye Blind, will work on arrangements

stage dimensions given to Stacey

awards luncheon (Oceans 9-12, 56' x 168') – need rounds for 250

stage, podium, microphone, and table (no chairs)

color tutorial (Fantail 38' x 28') - need screen, projector, podium

technical sessions (Oceans 5-8, 72' x 168')

one screen or two - Cheryl to evaluate, inquire about use of TVs in deeper part of audience

Technical Program - Alex, Mark T

Oceans 5-8 (72' x 168')

3 papers confirmed, 1 submitter offering multiple papers.

Reach out to ISCC for interest and leads

New Technology Forum – Scott H

Oceans 5-8 (72' x 168')

one hour, wait for full tech program to develop

Start immediately after Tech program
Start Monday evening reception immediately after NTF
Panel Discussion – need theme and moderator
Moderators – Alex to arrange
Sponsorship – Cheryl, Ed, Scott A
 Starting now
 Unknown if we will use diamond level
 Cheryl to check some options for sponsor benefits at hotel
 Trolley – sponsors tickets for length of show?
Publicity - Betty
 Printing/Brochures – postcard started, image pending
 Official logo is what SPE generated for us (shield and logo)
Website - Betty
 Webpage started
 Need event included on slider
Social Media - Mercedes
 Call for papers – monthly until April
Save the date - Monthly until mid-summer
Fun Run – DCC Lansco: Ashley Miller, Bruce Howie
 Map options sent to Ashley for review
 They will handle arrangements and t shirts (submit invoices to Bruce)
Golf – Mark T
 Course reserved
 Late morning/early afternoon start
Raffle – Chuck
 Oceans 5-8 (72' x 168')
 Chuck to solicit gift
 Scott A to MC
Event insurance option – review with EC, then BOD

Communication's Report:

The communication plan needs to be revised to account to the changes in ANTEC and BOD elections. The current format is a copy of a copy of a copy.... Betty will work with the different categories that require communications: CAD RETEC®, ANTEC, BOD Elections, Scholarships and other potential categories such as education that need to be communicated through the website, newsletter, eBlasts and social media (SM).

Newsletter
Chair: Mark Tyler
Content & strategy plan
Staying with Joyce after meeting with her for improvement
Kim is helping with the sponsorship AD
Next issue planned for March

Website
Chair: Jeff Drusda
Jeff notes for the website update

Website
7th Level is now our website host
-Full configuration should be complete 1/24/20
The new site will be live later today
Update memorials
– work in progress
Update Terry Golding awards
-need 2019 and 2020 (if available)
Scholarship application
-Will ask 7th level if they can build or install an application form for our submission
-After configuration complete
-Will ask if we need to have any privacy agreements in place (financial, personal privacy, etc)
-SPE online app – if we use this option, we need to make more fields “required”
-regardless of which option we use, need to include: “Send all letters of recommendation to Ann Smeltzer...”

2020 Election Page and Ballot

-will be created once we know timelines for nominations and candidates

2020 ANTEC

-CAD Session webpage complete

2020 RETEC

-page constructed and live

-update as needed

Best RETEC papers

-work in progress

-since 2012 only, check past meeting minutes for earlier winner

2012 – Roger Reinicker

2013 – Sandy Davis

2015 – Tad Finnegan – The Influence of Ultraviolet Light Absorbers On The Color of Plastics

2016 - Phil Niedenzu – Review of Twin Screw Extrusion Parameters That Impact TiO₂ Dispersion

Create ANTEC Best Paper page

-work in progress

Newsletters, Meeting Minutes

-up to date

Create “Why I joined CAD” as a new feature – work in progress

-build a new page or slideshow

-get contributors

-Share stories, history, etc

-Relay content to social media

Archive information – newsletters, minutes from Bill Longley

-All materials received from Bill Longley, will scan and upload as time permits

-Process: scan for to create PDF, relabel, upload, list item, link to PDF

-need to separate minutes: BOD meetings, EC, Industry Collaboration

Need to add

Social Media

Manager: Mercedes Landazuri, Frank Iannuzzi

Twitter: increasing, most active

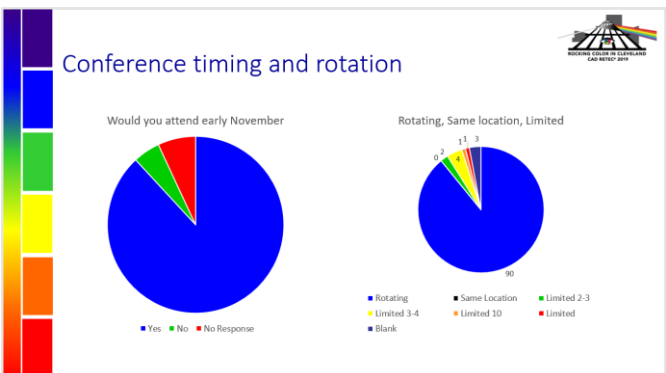
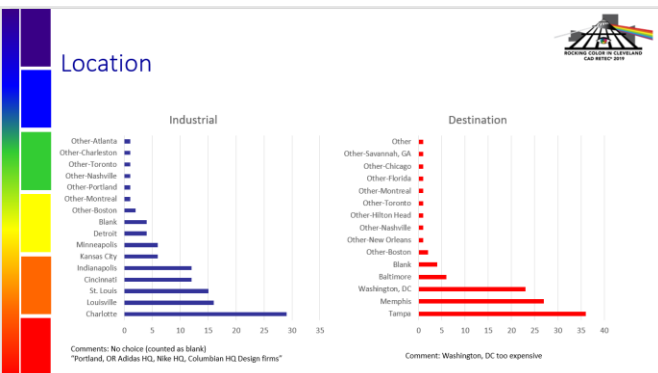
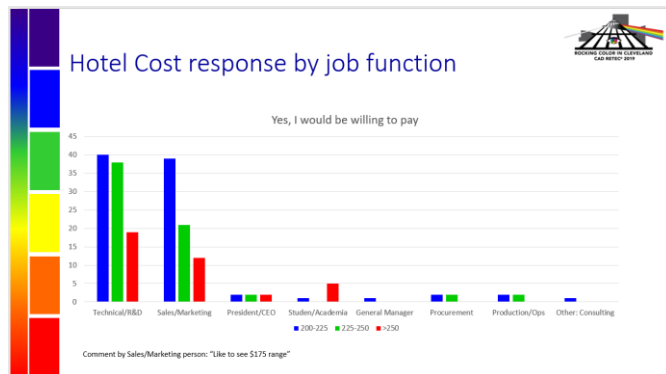
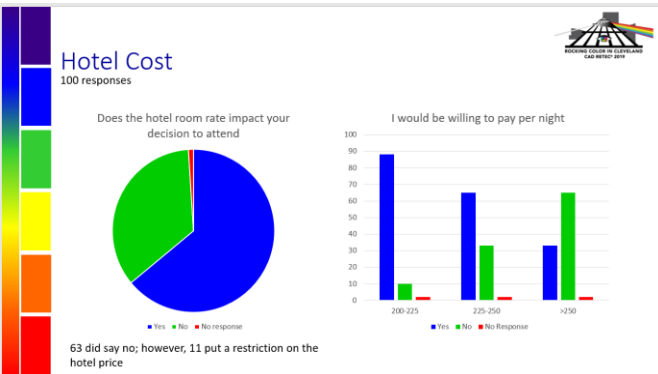
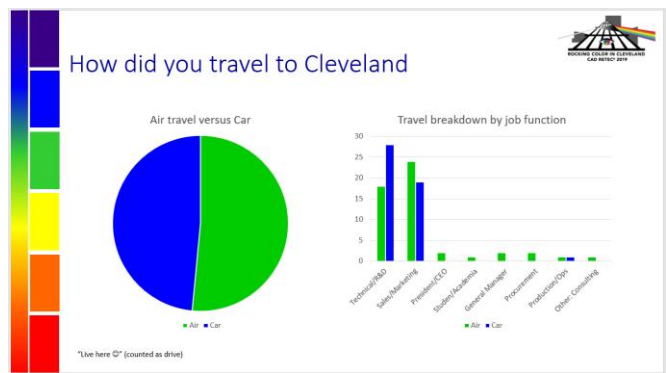
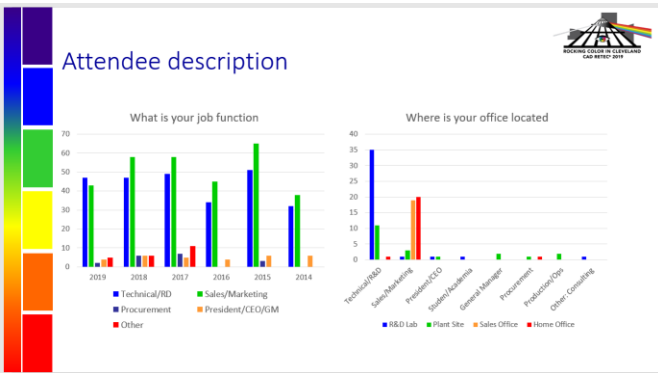
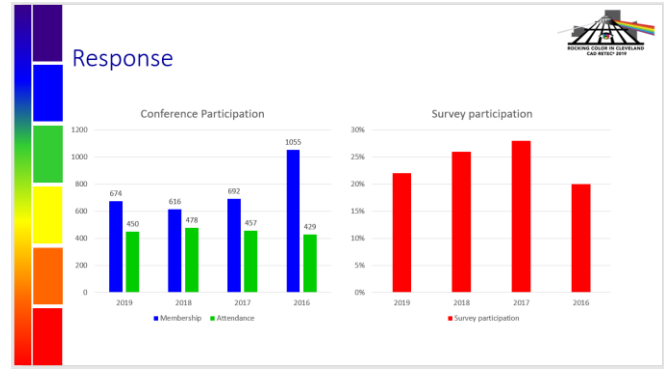
Instagram - numbers decreasing?

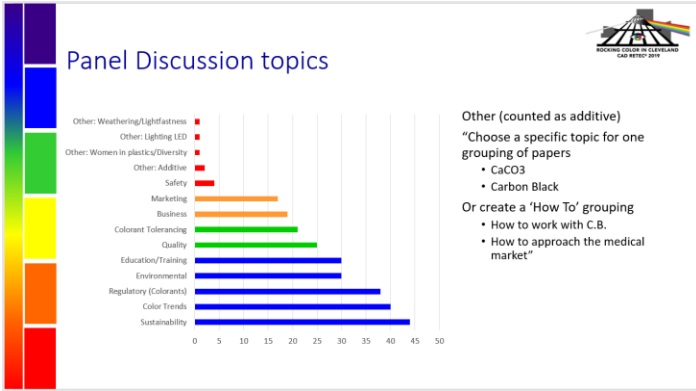
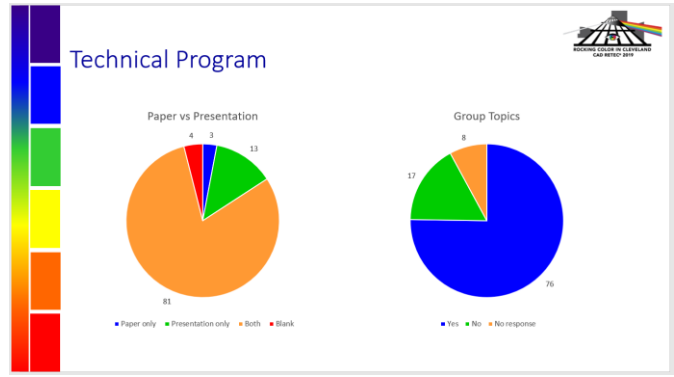
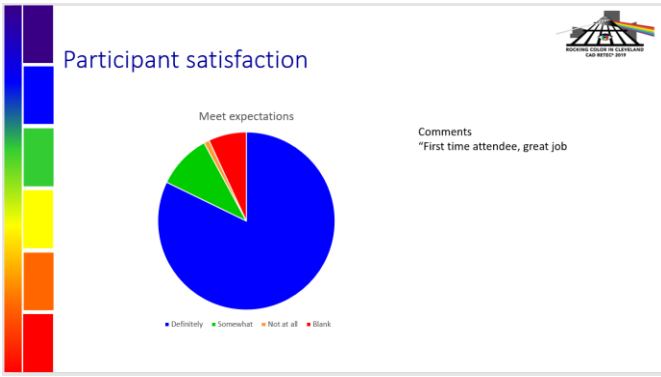
Public Interest Report:

Download the full slide view from the CHAIN

CAD RETEC®
Cleveland, Ohio • September 23-25, 2019
Presented by SPE Color and Appearance Division

CAD RETEC® 2019
Survey Results





Education Report:



**SOCIETY OF PLASTICS ENGINEERS
COLOR & APPEARANCE DIVISION**

Education Committee Report January 27, 2020

From: Michael Willis

To:

Betty Puckerin	Jack Ladson	Bruce Mulholland	Brian West
Kimberly Williamson	Elizabeth Serdar	Breeze Briggs	Earl Balthazar
Steve Esker	Alex Prosapio	Mark Tyler	Ed Ford
George Iannuzzi			

Item	Status	Action
Education Presentations	Revised Color Science section 1 – sent out for review (comments received from Jack on content) Remaining sections 2-5 in-progress	Any additional comments on section 1. Suggestions for content/slides to current presentation located in the Tool Box
College Outreach Program	College outreach review: 1. Requests for guest lectures (Ed and George) – presentations will introduce the CAD scholarship program and a culmination of the 5 education presentations. 2. Penn College update (Jack) 3. Terra Comm College update (MW)	Determine any proposals to the board for each item.
New items	Open for suggestions	

Membership Report:

The JAN2020 report from the SPE Membership DB indicates there are 717 members in our Color and Appearance Division. The membership consists of:

Membership Class	JAN 2018	JAN2019	JAN2020
Professionals	650	647	573
Young Professionals	35	35	22
JAN Emeritus	25	25	26
Student	14	41	68
New Young Professional	-	3	28
Total	725	751	717

Since JAN 2019, the Professional Membership status dropped by 47 members, while the New Young Professional Status increased by 25 members.

The Office of Membership Chair provided two reports in the 4th Q of 2019 to the printer, presumably for labels, for the SPE ANTEC meeting.

The Office of Membership provided a memo of encouragement to four members of the current BOD. Three of the members responded, immediately. The fourth, Mr. Nathan Karszes, Ferro Corporation, has not renewed his membership as of 26JAN2020.