atd TULSA CHAPTER
Association for
Talent Development

Board Meeting Agenda

Date & Time: Thursday, March 2, 2023 – 4:30pm-6:30pm
Location: Virtual via
Zoomhttps://us06web.zoom.us/j/84385507585?pwd=dVN2eEM5L2x1UWVhV3ZKUUh2WmJQUT09

Meeting ID: 843 8550 7585   Passcode: 510052

1. Call Meeting to Order - President
    a. Roll Call - VP of Administration- Ana Vaqueiro
    b. Confirm Quorum – Declare if Quorum is or is not Present *(51% of board members)*
    c. Guests Present - Acknowledge and Record
    d. Agenda for March 2, 2023, Board Meeting – Review and Approve
    e. Record meeting minutes-Ana Vaqueiro

2. Board of Directors – President
    a. Minutes from February 3, 2023, Board Meeting – Review and Approve (attached)
    b. Review nominations for VP Programming. Discuss and Approve (attached)
    c. NAC Meeting Attendance – Identify two members to attend March 17, 1pm – 2pm CST (all board members can attend meetings, but we have to have 2.)
        a. State Conference Update - Andrew Engelbrecht
            i. Date for conference
            ii. Location for conference
            iii. Planning committee

3. Governance – President

4. Communications/Marketing – VP of Communications Ceci Martin-Smith
    a. Communications Plan for 2023
    b. Communications Scheduled for March- submit calendar document- this is a goal for each month.
    c. Newsletter schedule-When will next newsletter go out? Monthly/Quarterly?
    d. First Quarter Calendar
    e. Communications Needs & Opportunities
    f. Review RFP presented
        1. Review RFP and Discuss
        2. Accept
    g. Ceci has possible volunteer for Program Meeting
    h. Future Programming- Review & Discuss (based on operational plan)

5. Programming – VP of Programming (Open-Past President Sunilyn Hertt will discuss)
    a. 2023 Programming – Review & Discuss opportunities and areas for improvement
        i. Member survey review
    b. March 7 Workshop
        i. Gamification Certification Workshop
        ii. March 7; 8am-5pm
        iii. Accommodations – Double Tree Warren Place

       iv.   Post Workshop Evaluation Online Distribution –
1. email survey out to attendees-President Kim Boggs
2. Update survey for monthly meeting-President Kim Boggs
3. Get QR code to complete in person- President Kim Boggs

   c. March 17 Program Meeting – No Program meeting because of Gamification workshop offered.

6. Financial – Jennifer Roberson VP of Finance
   a. Financial Reports as of February 28, 2023 – Review and Accept

7. Membership – VP of Membership – Kristin Wise
   a. February 2023 Membership Report

8. Old Business
   a. Sponsorships - Memo attached. How to approach and get sponsors? Committee?
   b. State conference

9. New Business

10. Confirm Action Items

11. Confirm Dates for Next Two Board Meetings

   a. Can everyone meet the **1ˢᵗ Thursday each month 4:30-6:30 via zoom**?
   b. Meet in person every other month???

12. Adjourn Meeting

![atd TULSA CHAPTER Association for Talent Development]

Board Meeting Minutes

Date & Time: Friday, February 3, 2023 – 11:30am-1:00pm

Location: Virtual via Zoom

https://us06web.zoom.us/j/88354012659?pwd=REQ3LzZxc0I3aDZKWUczM0F4U201QT09

Meeting ID: 883 5401 2659 Passcode: 419843

1. Call Meeting to Order @ 4:40 PM - President
    a. Roll Call – President-Elect-Andrew Engelbrecht
        i. Kim Boggs- President
        ii. Andrew E- President Elect
        iii. Jennifer Roberson- VP of Finance
        iv. Scott Dixion- VP of Logistics
        v. Sunilyn Hertt- Past President
    b. Confirm Quorum – Declare if Quorum is or is not Present (51% of board members)
    c. Guests Present - Acknowledge and Record
        i. Ana Vaqueiro
        ii. Gail Herrington- came to the meeting when speaking about membership
    d. Agenda for February 3, 2023, Board Meeting – – Review and Approve – **Motion for approval moved, seconded, and approved.** (attached)
    e. Record meeting minutes-Sunilyn Hertt
2. Board of Directors – President
    a. Minutes from January 6, 2023, Board Meeting – Review and Approve- **Motion for approval moved, seconded, and approved.** (attached)
    b. Review nominations for VP of Administration, VP of Programming, and VP Membership. (attached)
        i. Ana Vaqueiro for VP of Administration, **Motion for approval moved, seconded, and approved.**
        ii. Gail Herrington for VP of Programming, **Motion for approval moved, seconded, and approved.**
        iii. Kristin Wise for VP of Membership, **Motion for approval moved, seconded, and approved.**
    c. NAC Meeting Attendance – Identify two members to attend February 17, 1pm – (all board- Kim Boggs & Sunilyn Hertt will attend.
3. State Conference
    a. State Conference – Tulsa Chapter responsible for hosting 2023.
    b. Andrew Engelbrecht - Committee chair
    c. Date for conference- First two weeks of November
    d. Location for conference- Doubletree- Logistics
    e. Planning committee- need to get information out and a meeting set.
4. Governance – President
    a. CARE Report submitted before Early Submission Deadline; board won a free ALC registration.

b. Won a free ALC conference attendance. Board discussed and agreed that the President-Elect would be the best board member to attend. He should report back if he is able to attend.

5. Financial – Jennifer Roberson VP of Finance
    a. Financial Reports as of January 31, 2023 – Review and Accept – **Motion to accept moved, seconded, and as approve.** (attached)
    b. M&M Update-added by Jennifer- the work has been completed and paid the

6. Membership – VP of Membership –presented by Kim Boggs, President
    a. January 2023 Membership Report- Review and Accept – **Motion to accept moved, seconded, and as approve.** (attached)
        i. 81 members currently: 40 Power members
    b. Annual Guest Passes for Board Members –
        i. To promote Power Membership, each board member can distribute up to two guest passes to attend an ATD Tulsa event
        ii. Redeem passes by providing guest contact and event information to VP of Membership
        iii. VP of Membership will process event registration and confirmation with guest(s)

7. Programming – VP of Programming
    a. 2023 Programming – Review & Discuss opportunities and areas for improvement.
        i. Member survey review
    b. February 17 Program Meeting - Content & Logistics:
        i. Workshop Topic: Gamification for TD…
        ii. Workshop Program (led by President Kim Boggs)
        iii. Accommodations – Double Tree Warren Place, we need 2 microphones, need to remember to record the meeting
        iv. Icebreaker/Networking Activity – No need for an icebreaker allow time for networking
        v. Power Membership Promotional Activities/spotlight
        vi. Post Meeting Evaluation Online Distribution
            1. Update survey for monthly meeting
            2. Get QR code to complete in person
    c. March Workshop – Do we want to have a program meeting too?
        i. Date/Location-March 7; 8am-5pm
        ii. Topic: Level 1 Gamification Certification for TD Professionals
        iii. Post on website, Kim to contact the Chapter leader (Jocelyn), so we can blast vicinity members about the certification program
    d. Ceci has possible volunteer for March Program Meeting- will table and talk next meeting
        i. Review RFP and Discuss
        ii. Accept
    e. Future Programming- Review & Discuss (based on operational plan)

8. Communications/Marketing – VP of Communications Ceci Martin-Smitha. Communications Plan for 2023

a. Communications Scheduled for February- submit calendar document-Ceci sent a schedule for upcoming emails that are going out; Kim trying to get a monthly report from Jocelyn so we can market our communications to them

b. Newsletter scheduled. First Quarter Calendar

c. Communications Needs & Opportunities

9. Old Business

10. New Business

a. Sponsorships - Memo attached. How to approach and get sponsors? Committee? We need to focus on as a board. We need more discussion.

11. Confirm Action Items-

12. Confirm Dates for Next Two Board Meetings

a. Propose 1st Thursday of every month- Kim would like to get to a point where we have a meeting on the same day and/or time.

   i. March 2, 2023- Kim will finalize the time and send out calendar invites.

13. Adjourn Meeting

ATD TULSA PROGRAMS
REQUEST FOR PROPOSAL FORM

1. **Name/Title/Credentials:** (*to appear in promotional/marketing materials*):
Jeffrey Berk, COO, (CPA, MBA)

2. **Workshop Title:** (*The workshop title should fit with workshop themes outlined.*)
Learning Measurement Using Impact Process Mapping

3. **Describe How Your Presentation Fits Our Program (Theme) which is to advance ATD's Mission to "empower professionals to develop talent in the workplace."**

   This will teach creative concepts to strategize on an evaluation plan to have better conversations with management about learnings contribution and connection to business and talent outcomes.

4. **Describe How Your Workshop Contributes to the Professional Development of ATD Tulsa Program Attendees:** 100 words or less

   Many L&D professionals struggle with demonstrating value. This helps to make this process more collaborative and conversational. It helps present simple and repeatable concepts to demonstrate impact while also continuously improving.

5. **Workshop Description In 300 words or less:** (*It should be written in a format that will help us market your workshop to program attendees.*)
Learning measurement involves a variety of factors from basic items like quality of design and delivery all the way to financial cost/benefit. In order to have a complete view on the key learning measurement elements one must start with a solid impact process map. This session will present a complete impact process map designed by and for learning professionals. It will review not only basic measurement needs like quality of learning but differentiate between a business outcome (ex. sales) and a talent outcome (ex. culture) and offer clear and simple methods to collect and report on these measurement items.

6. List the top three (3) ATD Capability Model topic(s) your workshop addresses

   1. **Evaluating impact. 2. Data and Analytics. 3. Business Insight.**

7. **Learning Objectives:** 300 words or less

   State at least three (3) Learning Objectives for the proposed workshop. Each objective should specifically indicate the results and outcomes you seek in terms of participants' knowledge, skills, and behavior. For each objective, use the format: "After participating in this workshop, participants will be able to…"
In this session you will learn the following objectives:
1. Introduce a learning impact process map.
2. Learn how to apply the process map to build your measurement strategy.

3. Review how to connect the process map to data collection and reporting.

8. **Workshop Design Plan:**

   Include a workshop outline with timeframes and delivery methods for all activities. Each workshop timeframe is 60 minutes including time for questions and answers.

   45 Minutes – Presentation of the Impact Process Map and Leadership Program example to show the map in practice

   15 Minutes – Q&A

9. **Handout / Performance Tools:**

Include a title and description of each handout or item that will be given to participants. **Learning Measurement Using Impact Process Mapping . This is a copy of the presentation.**

10. **AV and / or Room Configuration Requirements:** *(Not applicable for a virtual program)*

Please note: The workshop room will be equipped with a desktop computer, projector, screen, and microphone (if needed). Additional AV or configuration needs, including internet access or computer audio projection, must be noted in your proposal.

Click or tap here to enter text.

11. **Virtual Presentation Requirements:** *(For virtual presentations)*

The ATD Tulsa Chapter can provide a virtual link to a Zoom session for this event. Or you can provide your own virtual platform link (Zoom, WebEx Meeting, WebEx Training, GoTo Meeting, etc.) The platform must be accessible to participants who may be connecting from a company (corporate) environment.

ATD virtual link is acceptable.

12. **Evidence of Professional Qualifications and Credentials:** 300 words or less

Include relevant education, Professional Certifications, personal and professional awards and/or commendations received personally or as a "key player" in the organization for specific project(s). Include your public speaking experience(s), listing similar presentations with particulars about when, where, size of audience, subject, etc. You may attach a resume for further elaboration.

MBA, CPA, adjunct professor for +20 years, presented at prior ATD International and Tech conferences. Presented at numerous ATD chapters. Presented at Training Magazine conferences and CLO Magazine conferences. Author of 2 books on Human Capital Analytics. Presenter of monthly webinars.

13. **Demonstration of Presenter Ability:**

A. Provide evaluation results from a past presentation that demonstrates your style and ability. Preferred evaluation results will include content related to the proposed workshop topic.

B. *Optional* – Provide a link or video attachment of you presenting that demonstrates your style and ability. Preferred videos will include content related to the proposed topic.

Here is a webinar I did on February 8 on measuring leadership programs.

https://us06web.zoom.us/rec/share/L0VYK5M65RPQpieIOFDYm4aE3LTwkEPYngAlTOI9cR8Ij7fz32-J_SJ68ZRjIKay.eDdVuTbcsUtAVRHP
Passcode: 65?atE6+

14. **Biography:** 300 words or less per speaker

To appear in workshop promotional/marketing materials

Jeffrey Berk, COO, Performitiv

Performitiv is a learning impact optimization technology company. As COO Jeffrey helps shape the strategy and manages day-to-day operations. Jeffrey has been in the learning measurement field for nearly 20 years. He has co-authored 2 books on human capital analytics. He is an adjunct professor on performance measurement and process improvement in Chicago.

15. **Professional References:**

Provide the names, addresses, telephone numbers and email addresses of three (3) references, specifying the context in which the references know you and are familiar with your skills as a workshop presenter or speaker. ATD Tulsa may contact them to get feedback regarding your presentation technique and style. Note: If you have presented at ATD Tulsa in the past, please provide the date and topic in addition, to the three references requested above.

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tatkinson@atkinsonanalytics.com /   ATD   Boston
Heidi.Matthews@terracon.com /   ATD   Kansas   City
programs@atdcharlotte.org /   ATD   Charlotte
jiannacchino@atdlasvegas.org / ATD Las Vegas

16. **Professional Photo:**

Attached to submission

ATD Tulsa Chapter
Statement of Financial Position as of February 28, 2023

Assets			Liabilities		
Arvest Checking Account	$	5,183.22	Accounts Payable***	$	753.54
Arvest Money Market Account	$	15,032.54			
Cash	$	108.30	Taxes Payable	$	-
Accounts Receivable in Wild Apricot*	$	500.00	**Total Liabilities**	$	753.54
(Less doubtful accounts)**		$0.00			
			Net Assets Unrestricted Net Assets	$	20,070.52
			Temporarily Restricted Net Assets	$	-
			Permanently Restricted Net Assets	$	-
Total Cash Assets	$	20,824.06	**Total Net Assets**	$	20,070.52
Total Assets	$	20,824.06	**Total Liabilities Plus Net Assets**	$	20,824.06

Prepared by Jennifer Roberson, 2023 VP Finance on February 28, 2023.

* Accounts Receivable: (1) $25 - Rachel Miller (University of Oklahoma) for ATD Tulsa February 2023 Professional Development: Gamification. Payment did not process as attendee and wanted to register and pay later. (2) Paid in Personify has not hit Arvest - $50 Member Application and $425 for Event Registration.

**Doubtful Accounts are unpaid invoices greater than 90 days old with Unknown Status - None to report.

***Accounts Payable: Check to Scott Dixon, VP of Accomodations for reimbursement for February Program Meeting at DoubleTree.

Association for Talent Development Tulsa Chapter
Monthly Income and Expense Report - February 2023

Category Description	2022 Actual	2023 Budget	Jan-23	Feb-23	Year-to-Date (YTD)	Difference (Budget - YTD)	Notes
INCOME							
ATD ChIP/Membership Fees/Award	$ 2,986.29	$ 2,350.00	$ 330.00	$ 300.00	$ 630.00	$ 1,720.00	ATD Membership Fees - $300 - Six Memberships
Meeting Fees	$ 3,070.00	$ 8,525.00	$ 1,025.00	$ 375.00	$ 1,400.00	$ 7,125.00	ATD Members - 6; Guest Registrations - 2; Virtual - 3
Membership Dues		$ 2,650.00	$ 100.00	$ 100.00	$ 200.00	$ 2,450.00	Two memberships
ATD Meeting Sponsorship	$ 250.00	$ 1,500.00	$ -	$ -	$ -	$ 1,500.00	
ATD Newsletter Sponsorship	$ -	$ -	$ -	$ -	$ -	$ -	
Special Event - Training	$ -	$ 1,500.00	$ -	$ 1,865.00	$ 1,865.00	$ (365.00)	Five registrations for Level 1 Gamification Certification Workshop
Networking Event Sponsorship	$ -	$ -	$ -	$ -	$ -	$ -	
Networking Event Fees	$ -	$ -	$ -	$ -	$ -	$ -	
Special Event - State Conference	$ -	$ 15,000.00	$ -	$ -	$ -	$ 15,000.00	
Special Event- State Conference Sponsorships	$ -	$ 2,500.00	$ -	$ -	$ -	$ 2,500.00	
TOTAL INCOME	**$ 8,206.29**	**$ 34,025.00**	**$ 1,455.00**	**$ 2,640.00**	**$ 4,095.00**	**$ 29,930.00**	
EXPENSES							
Board Expense							
National ATD Dues	$ -	$ -	$ -	$ -	$ -	$ -	
Retreat	$ -	$ 150.00	$ -	$ -	$ -	$ 150.00	
ATD Leader's Conference (ALC)	$ 1,000.00	$ 1,750.00	$ -	$ -	$ -	$ 1,750.00	
Treasurer Expense	$ -	$ 35.00	$ -	$ -	$ -	$ 35.00	
Annual Audit	$ 937.30	$ 2,730.00	$ -	$ 910.00	$ 910.00	$ 1,820.00	M&M Comilation for 2021 Payment 2 of 2
TOTAL Board Expense	**$ 1,937.30**	**$ 4,665.00**	**$ -**	**$ 910.00**	**$ 910.00**	**$ 3,755.00**	
Communications Expense							
GoDaddy Domains	$ 84.68	$ 186.30	$ -	$ -	$ -	$ 186.30	
Go Daddy Email	$ 646.92	$ 770.00	$ 503.16	$ -	$ 503.16	$ 266.84	
Wild Apricot Web Site	$ 1,824.00	$ 2,052.00		$ -	$ -	$ 2,052.00	
SurveyMonkey & Virtual Meeting Subscriptions	$ 539.95	$ 600.00	$ 468.00	$ -	$ 468.00	$ 132.00	
PO Box Subscription	$ 156.00	$ 179.40	$ -	$ 166.00	$ 166.00	$ 13.40	USPS PO Box Payment for 12 months ending for 3/1/23 - 2/29/24
Marketing	$ -	$ -	$ -	$ -	$ -	$ -	
TOTAL Communications Expense	**$ 3,251.55**	**$ 3,787.70**	**$ 971.16**	**$ 166.00**	**$ 1,137.16**	**$ 2,650.54**	
Meeting Expense							
Annual ATD Program Certification Expense	$ 100.00	$ 100.00	$ -	$ -	$ -	$ 100.00	
Facility Charge	$ -	$ -	$ -	$ -	$ -	$ -	
Meals-Food	$ -	$ 7,218.75	$ 753.54	$ -	$ 753.54	$ 6,465.21	
ATD December Special Program	$ -	$ 250.00	$ -	$ -	$ -	$ 250.00	
Recognition Items	$ 115.99	$ 600.00	$ -	$ -	$ -	$ 600.00	
TOTAL Meeting Expense	**$ 215.99**	**$ 8,168.75**	**$ 753.54**	**$ -**	**$ 753.54**	**$ 7,415.21**	
Membership Expense							
Name Badges	$ -	$ 100.00	$ -	$ -	$ -	$ 100.00	
Membership Development/Appreciation	$ 1,071.96	$ 1,000.00	$ -	$ -	$ -	$ 1,000.00	
New Member Appreciation/Recognition	$ -	$ -	$ -	$ -	$ -	$ -	
TOTAL Membership Expense	**$ 1,071.96**	**$ 1,100.00**	**$ -**	**$ -**	**$ -**	**$ 1,100.00**	

Misc. Expenses						
Online Payment Processing Expense	$ 228.61	$ 918.68	$ 1.76	$ 41.02	$ 42.78	$ 875.90 Affinipay fees for January 2023
Oklahoma ATD State Conference	$ 629.07	$ 13,000.00	$ 1,000.00	$ -	$ 1,000.00	$ 12,000.00
Other Special Event Expense	$ 300.00	$ 750.00	$ -	$ -	$ -	$ 750.00
Insurance	$ 1,070.24	$ 1,200.00	$ 50.82	$ 50.52	$ 101.34	$ 1,098.66 Hartford Monthly Insurance
TOTAL Misc Expense	$ 2,227.92	$ 15,868.68	$ 1,052.58	$ 91.54	$ 1,144.12	$ 14,724.56
TOTAL EXPENSES	$ 8,704.72	$ 33,590.12	$ 2,777.28	$ 1,167.54	$ 3,944.82	$ 29,645.30
OVERALL TOTAL	$ (498.43)	$ 434.88	$ (1,322.28)	$ 1,472.46	$ 150.18	$ 284.70

Prepared by Jennifer Roberson, 2022 VP Finance on 2/28/23

MARCH MEMBERSHIP REPORT

As of February 28, 2023

Membership Data:

Members: 82 (+1)

Power Members: 41 (-2 test accounts)

Power Members Overdue: 14

Booth, Nick 62666147 NFS	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active December 31, 2022	ntbooth74136@yahoo.com Subscribed
Customer_tulsa, Test 53785704	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active February 28, 2023	test.customer.tulsa123@astd.org
Davis, Stacy 3928693 Bayshore Consulting	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active February 28, 2023	stacydavis1209@gmail.com Subscribed
Fanning, Myra 3576693 Koch Engineered Solutions Institute (KESI) - formally John Zink Institute	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active February 28, 2023	myra.fanning@kes.global Subscribed
Grover, Brett 51752856 Matrix Service Company	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active February 28, 2023	brettgrover@matrixservicecompany.com Subscribed
Krogull, Steve 63131198 University of Arkansas	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active February 28, 2023	steve.krogull@gmail.com Subscribed
Nightingale, Susan 53165982 Tulsa Technology Center	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active December 31, 2022	susan.nightingale@tulsatech.edu Subscribed
Norris, David 53602097 FlightSafety Textron Aviation	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active January 31, 2023	hatlad@yahoo.com Subscribed
Ratliff, Amy 53778061 QuikTrip Corporation	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active January 31, 2023	amyratliffsphr@yahoo.com Subscribed
Smith, Jeremy 63259947 Laredo Petroleum	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active February 28, 2023	jeremy.smith@laredopetro.com Subscribed
Tedescucci, Matthew 48811610 TTCU Federal Credit Union	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active December 31, 2022	mtedescucci@ttcu.com Subscribed
Ward, Stu 50984416 Simple Tire	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active January 31, 2023	thetrainingbrit@gmail.com Subscribed
Wheeler, Ann 52920083 Tulsa Technology Center	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active December 31, 2022	ann.wheeler@tulsatech.edu Subscribed
Williams, Jacqueline 53828852 CAP Tulsa	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active February 28, 2023	jrwilliams@captulsa.org Subscribed

Tulsa-only Members: 39 (Same as previous month)

Student Members: 2 (0)

Student Power Members: 0 (0)

% Power Members: 50% (-1%)

New Members as of 2/28/23: 1

Renewing Members as of 2/28/23: 5

Herrington, Gail 59586163 Goodwill Industries of Tulsa, Inc.	Chapter Member (Chapter Member Only) (Individual) Individual	Active April 22, 2024	m.gail.herrington@gmail.com Fully subscribed	February 02, 2023
Krogull, Steve 63131198 University of Arkansas	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active February 28, 2023	steve.krogull@gmail.com Fully subscribed	
Quintero, Heather 53780223 Tulsa City-County Library	Chapter Member (Chapter Member Only) (Individual) Individual	Active February 10, 2024	heather.quintero@tulsalibrary.org Fully subscribed	February 17, 2023
Vaqueiro, Ana 11979351 Matrix Service Company ⭐ Administrator access granted: Full access	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active Never	avaqueiro@matrixservicecompany.com Fully subscribed	February 13, 2023
Wise, Kristin 34309312 Explorer Pipeline ⭐ Administrator access granted: Full access	Joint/Power Member (ATD National AND Chapter Member) (Individual) Individual	Active Never	kwise@expl.com Fully subscribed	February 28, 2023