

2011 AWS Leadership Symposium



2011 AWS Leadership Symposium

Class of 2011



2011 AWS Leadership Symposium

Fact Sheet

Background

The AWS Leadership Symposium is an annual meeting designed to strengthen District Representatives' leadership skills, give tips on planning activities, provide an opportunity to meet key AWS Staff, as well as a chance to learn about helpful resources available from AWS.

In addition, the Symposium provides a forum for Section leaders to communicate and share ideas, problems and solutions. It is anticipated that, by attending, Symposium participants will gain a greater appreciation of the Society and will become more enthusiastic volunteers, in addition to becoming more knowledgeable of AWS and its programs and services.

The Selection Process

One representative from each District, selected at or before each District Conference, attended this annual event. Sections who wished to nominate a candidate were encouraged to provide a brief write-up outlining why the person should have been selected to their District Directors. Current and former AWS Board of Directors are not eligible to be selected as the District Representative.

If Sections wanted to sponsor another representative to attend the Symposium, they were allowed to do so at their own expense and on a first-come, first-served basis.

Symposium Dates

The Leadership Symposium was held July 31-August 3, 2011, Sunday evening to Wednesday noon, in Miami, Florida. Holding the meeting at this time of the year enabled participants to return to their Sections energized and better prepared to help plan events for the coming Section year. Another separate AWS event, the AWS Instructors Institute was held July 24 – July 28, also in Miami.

Symposium Location

The Symposium took place at AWS Headquarters in Miami, Florida. The conference included an opportunity to meet AWS Staff, and time was also allotted to tour AWS Headquarters.

About the Facilitator

Mr. Ron Gilbert, an outside facilitator experienced in working with associations (AWS in particular) and trained in leadership development, was retained to work with Staff in creating a diverse and fun-filled program. The program consisted of structured events to ensure maximum benefit to the attendees. Sufficient time for brainstorming and informal conversation between participants was allotted and strongly encouraged.

Sharing Information AFTER the Event

One of the guidelines recommended in choosing a District Representative was selecting someone who communicates information effectively to others. It will be this individual's responsibility to funnel information learned to their District Director and to other Section leaders. The Leadership Symposium is also a standing item on each of the District Conference agendas so that feedback can be shared.

Funding

National provided travel and lodging reimbursements for 24 of the 29 District Representatives attending the event.




2011 AWS Leadership Symposium

Who Attended

| | | |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>Jennifer Eastley Green & White Mountains Section</p> | <p>1186 Borough Road Charleston, NH 03603 (H) 603-826-5804 diamondjranch@earthlink.net</p> |
|  | <p>Herbert Browne New Jersey Section Welding Instructor Morris County School of Technology</p> | <p>400 East Main Street Denville, NJ 07063 (H) 908-226-5507 (W) 908-295-5522 browneh@mcvts.org</p> |
|  | <p>Tracy Davenport Reading Section Welding Engineer PRL Industries</p> | <p>20 Iona Road Lebanon, PA 17042 (H) 717-279-6834 (W) 717-273-6787 Ext. 125 t-daven@comcast.net</p> |
|  | <p>Mark Gilbert Southwest Virginia Section Associate Professor of Welding New River Community College</p> | <p>8377 Starlight Lane Boones Mill, VA 24065 (H) 540-772-1821 (W) 540-674-3600 Ext. 4314 mgilbert@nr.edu</p> |
|  | <p>Robert Simpson Charlotte Section Program Head Rowan-Cabarrus Community College</p> | <p>PO Box 1595 Salisbury, NC 28145 (H) 704-637-0760 (W) 704-216-3921 rowallenr@windstream.net</p> |
|  | <p>Gilly Burrion South Florida Section Sales Florida Gas Welding Supply</p> | <p>2215 SW 58 Avenue Hollywood, FL 33023 (W) 954-981-8404 (C) 954-701-4683 gburrion@aol.com</p> |
|  | <p>Harry E. Carlson Niagara Frontier Section Inspector Quality Inspection Services Inc.</p> | <p>6556 Sheetram Road Lockport, NY 14094 (H) 716-625-8788 mrhec51@aol.com</p> |
|  | <p>Bruce Scherer Cincinnati Section Adult Welding Instructor Great Oaks Career Campuses</p> | <p>4705 Shadylawn Terrace Cincinnati, OH 45238 (H) 513-646-4920 (W) 513-771-8925 schererb@greatoaks.com</p> |

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|  | <p>David Carwyle Northeast Mississippi Section Structural Supervisor Gulf States Manufacturers.</p> | <p>PO Box 56 Eupora, MS 39744 (C) 662-552-3734 (W) 662-342-8756 dcarwyle@gulfstatesmanufacturers.com</p> |
|  | <p>Brenda Amos Mobile Section Senior Buyer WESCO Gas & Welding Supply, Inc.</p> | <p>PO Box 10456 940 North Martin Luther King Drive Prichard, AL 36610 (H) 251-402-1281 (W) 251-457-8681 Ext. 4162 brendaa@wescoweld.com</p> |
|   | <p>Bob Brenner Stark Central Section Safety OSHA Instructor Safety Guidelines</p> <p>Mike Sherman Cleveland Section Operations Manager Trailer Components Aluminum Division</p> | <p>3341 Dueber Avenue Southwest Canton, OH 44906 (H) 330-484-3650 (W) 330-478-8811 bobren28@yahoo.com</p> <p>503 Furnace Road Conneaut, OH 44030 (H) 440-593-9222 (W) 216-570-9348 shermanwelding@yahoo.com</p> |
|   | <p>Kristine Post West Michigan Section Customer Service Representative Roman Mfg. Inc.</p> <p>Tom Sparschu Detroit Section Consultant TMS Solutions</p> | <p>861 47th Street Southwest Grand Rapids, MI 49509 (C) 616-644-6725 (W) 616-530-8641 kpost@romanmfg.com</p> <p>32121 Desmond Warren, MI 48093 (H) 586-979-7495 tsparschu@wowway.com</p> |
|  | <p>Tony Stute Madison-Beloit Section Instructor Madison Area Technical College</p> | <p>53625 Pine Knoll Court Baraboo, WI 53931 (C) 608-347-3854 astute@matcmadison.edu</p> |
|  | <p>Mark Stevenson J.A.K. Section Instructor Kawkakee Community College</p> | <p>100 College Drive Kawkakee, IL 60901 (H) 815-468-7941 mark@stevensonfabrication.com</p> |

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|   | <p>John Durbin Tri-River Section Assistant Professor-Welding Ivy Tech Community College</p> <p>Mike Arand Louisville Section Welding Instructor/CWE/CWI Prosser School of Technology</p> | <p>3501 North 1st Avenue Evansville, IN 47710 (H) 270-929-6025 (W) 812-429-0595 jdurbin@ivytech.edu</p> <p>415 Pampaw Lane Jeffersonville, IN 47130 (H) 812-288-6223 (W) 502-296-8041 mysparks4u@gmail.com</p> |
|  | <p>Chris Hensiak Northwest Section Instructor Hennepin Technical College</p> | <p>N5063 1150th Street Prescott, WI 54021 (H) 612-716-4855 chris.hensiak@hennepintech.edu</p> |
|   | <p>Dennis Wright Kansas City Section Plant Manager Zephyr Products Inc.</p> <p>Mike Vincent Kansas City Section Quality Manager Ernest Spencer Metals Inc. Inc.</p> | <p>809 S. Virginia Lane Olathe, KS 66061 (H) 913-782-0635 (W) 913-651-3890 awscwi1@att.net</p> <p>2128 Southeast 6th Street Lees Summit, MO 64063 (H) 816-554-4621 (C) 785-230-6874 jmvincent55@yahoo.com</p> |
|  | <p>Paul Wittenbach Tulsa Section Principal Metallurgical & Welding Engineer Conoco Phillips</p> | <p>2816 Claremont Drive Bartlesville, OK 74006 (H) 918-331-2196 (W) 918-661-0567 paul.wittenbach@conocophillips.com</p> |
|   | <p>Misty Ralls Corpus Christi Section Test Facility Manager Base Line Data</p> <p>John Ralls Corpus Christi Section Corporate Operations Manager Base Line Data, Inc.</p> | <p>PO Box 55 Portland, TX 78374 (H) 361-774-3094 (W) 361-643-3400 mralls@bldata.com</p> <p>PO Box 925 Portland, TX 78374 (H) 361-548-5171 (W) 361-643-3400 jralls@bldata.com</p> |
|  | <p>Sjon Delmore Olympic Section North American Sales Manager CK Worldwide</p> | <p>3501 "C" Street Northeast Auburn, WA 98002 (H) 253-350-4241 (W) 253-854-5820 sjon@ckworldwide.com</p> |
|  | <p>Paul Tremblay Idaho/Montana Section Manager/Consulting Engineer Idaho Models, LLC.</p> | <p>346 South Holmes Avenue Idaho Falls, ID 83401 (H) 208-520-4218 (W) 208-520-9137 ramoo43@yahoo.com</p> |

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|   | <p>Dean Wilson Los Angeles/Inland Empire Section Vice President AWS</p> <p>Robert Jozwiak Arizona Section Owner Weld Consulting & Engineering Solutions</p> | <p>123 Explorer Street Pomona, CA 91768 (W) 909-468-3636 dean.r.wilson@kcc.com</p> <p>21050 East Munoz Street Queen Creek, AZ 85142 (H) 480-584-3811 (W) 480-495-3848 rjozwiak1@cox.net</p> |
|  | <p>Jason Rafter Sacramento Section Apprenticeship Coordinator Ironworkers</p> | <p>8120 Golden Vista Way Antelope, CA 95843 (C) 916-952-4664 (W) 916-428-7420 iw118jac5@msn.com</p> |





2011 AWS Leadership Symposium

About the Attendees

Attendees serving in a leadership capacity of their Sections:
100%.

This included a mix of Section Chairman, Secretaries and several Vice Chairmen and Treasurers. Some of the attendees actively served on various Section Committees.

Occupation

| | |
|----------------------------------|------|
| Educators..... | (10) |
| Managers/Owners/Supervisors..... | (8) |
| Engineers..... | (3) |
| Sales..... | (3) |
| Customer Service..... | (2) |
| Consultant | (1) |
| Inspector..... | (1) |

Objectives Identified at the 2011 Symposium

1. Increase Section Officer participation and attendance
2. Increase member attendance and involvement
3. Improve interaction between current and incoming Section Officers
4. Membership growth and recruitment
5. How to generate funding for Section meetings and events
6. Gain ideas for well-rounded and relevant meetings (speakers/meeting locations)
7. Increase and maintain local industry involvement and support
8. Encourage and promote Officer follow-through / commitment
9. How to generate funding and better promote Section scholarships
10. Increase student membership and involvement

2011 AWS Leadership Symposium

Symposium Program at a Glance

Sunday, July 31st

6:30 PM Meet in hotel's Royal Palm I for a dinner reception.

Monday, August 1st

7:45 AM Bus Transportation from the Crowne Plaza Hotel to AWS Headquarters
8:00 - 9:00 Introductions and Workshop Objectives
9:00 -10:00 Leadership and Gilbert Work Preferences Indicator
10:00 -10:15 Morning Break
10:15 -12:00 Leadership and Gilbert Work Preferences Discussion (con't)
12:00 - 12:45 PM Lunch
12:45 – 1:00 Section Email Tool Demo
1:00 – 1:15 Section Toolkit Online
1:15 - 2:00 Challenges Facing Section Leaders
2:00 - 2:30 Formation of Leadership Learning Teams
3:00 - 3:30 Ways to Overcome Challenges Facing Section Leaders
3:30 - 3:45 Return to Hotel
4:45 Meet in hotel lobby for a cruise followed by dinner at Bayside Marketplace

Tuesday, August 2nd

7:45 AM Bus Transportation from the Crowne Plaza Hotel to AWS Headquarters
8:00 - 9:00 Strategies to Conquer Common Section Challenges
9:00 - 10:15 Building Your AWS Toolbox
10:15 - 10:45 Tour of AWS Headquarters (**Spouses/Guests welcome to attend)
10:45 – 11:00 PPPP Perspective
11:00 - 11:30 Leadership Learning Team Activity: (Identify Best Practices & AWS Section Success Stories)
11:30 - 12:00 Presentation and Review of Successful Section Projects
12:00 - 1:00 PM Lunch
1:00 - 2:00 Leadership Behaviors That Make A Difference Within Sections
2:00 - 3:15 Roles of Section Leaders
3:15 - 3:30 Afternoon Break
3:30 - 5:00 Presentations of Successful Section Practices
5:00 - 5:15 Return to Hotel
6:15 Meet in hotel lobby for an evening in South Beach (dinner on own)

Wednesday, August 3rd

7:15 AM Bus Transportation from the Crowne Plaza Hotel to AWS Headquarters
7:30 - 8:00 Polishing of Plans to Meet Common Section Challenges
8:00 - 10:00 Presentation of Challenges Facing AWS Section Leaders
10:00 - 10:15 Group Photo/Morning Break
10:15 - 10:45 Presentation of Challenges (con't)
10:45 - 11:15 Summary and Evaluation
11:15 - 12:00 PM Graduation and Farewell

2011 AWS Leadership Symposium

Common Section Challenges

Symposium attendees identified the following as the greatest challenges to their Sections' success:

Challenges Identified at the 2011 Symposium

1. Section Officer participation – recruitment / commitment / participation
2. Lack of communication between Section Chairman and other board members
3. Lack of communication between current and incoming Section Officers – mentoring
4. Understanding expectations and duties of Section Officers
5. Membership recruitment and retention
6. Increase meeting attendance
7. How to generate funding for Section meetings and events
8. Relevant and well-rounded meetings –speakers/locations
9. Knowledgeable speakers – new, current and exciting topics
10. Recruit and retain local industry membership, involvement and support
11. Local scholarship funding
12. Increase student membership, involvement and retention
13. Executive Committee continuity and leadership

Challenges Identified at the 2010 Symposium

1. Section Officer participation – recruitment / commitment / participation
2. Lack of communication between Section Chairman and other board members
3. Lack of communication between current and incoming Section Officers - mentoring
4. Understanding expectations and duties of Section Officers
5. Membership recruitment and retention
6. Increase meeting attendance
7. How to generate funding for Section meetings and events
8. Relevant and well-rounded meetings –speakers/locations
9. Knowledgeable speakers – new, current and exciting topics
10. Recruit and retain local industry involvement and support
11. Local scholarship funding
12. Promote and support Student membership and student chapters
13. Increase welder membership and participation

Common Section Challenges (Cont'd)

Challenges Identified at the 2009 Symposium

1. Executive Committee participation – recruitment / motivation / structure
2. Lack of attendance / increasing member involvement
3. Interaction between new and current Section Officers – mentoring
4. Understanding expectations and duties of Section Officers
5. Funding of events and how to generate funding for events
6. Well-rounded and relevant meetings
7. Community awareness and image of welding
8. Maintain company involvement and support
9. Recruiting new members – why join, what's in it for me?
10. Knowledgeable technical speakers – no commercials
11. Establish, promote and support Student Chapters
12. Loss of membership – recruitment and retention
13. Officer follow-through / commitment
14. Funding scholarships
15. Feedback from membership
16. Public awareness – understanding AWS and what it has to offer

Challenges Identified at the 2008 Symposium

1. Executive Committee participation – recruitment / motivation / structure
2. Lack of attendance / member participation
3. Interaction between new and current members - mentoring
4. Funding of events and how to generate funding for events
5. Quality speakers and meeting topics
6. Communication between Executive Committee members and between
7. Executive Committee and membership
8. Recruiting new members – Why join, what's in it for me?
9. Section geography – overcoming distances
10. Better product (new activities and events) to draw new members & increase attendance
11. Loss of membership – recruitment and retention
12. Need to encourage careers in welding industry to the younger population
13. Facilitate growth by promoting available welding certifications
14. Funding scholarships
15. Feedback from membership
16. Public awareness – understanding AWS and what it has to offer
17. Professional development

Common Section Challenges (Cont'd)

Challenges Identified at the 2007 Symposium

1. Volunteer Time – Board and Members
2. Attendance by Members, vendors, students
3. Funding of events and how to generate funding for events
4. Quality speakers
5. Developing and finding quality leaders for Executive Board
6. Recruiting new Members
7. Motivating Officers
8. New activities and events to draw new members & increase attendance
9. Membership – recruitment and retention
10. Funding scholarships
11. Community involvement
12. Public awareness - understanding AWS and what it has to offer
13. Professional development

Challenges Identified at the 2006 Symposium

1. Student / Education Awareness
2. Membership Recruitment and Retention
3. Communication (between members, Officers, National, and other Sections)
4. Company Support / Industry Involvement
5. Recruitment and Retention of Section Officers
6. Geography / Location of Meetings
7. AWS Promotion and Awareness
8. Budget and Fundraising
9. Competition of Time to Serve vs. Personal Time Commitments
10. Section Attendance

Challenges Identified at the 2005 Symposium

1. Section Membership/Attendance
2. Recruitment of Section Officers
3. Industry Support
4. Section Communication (between members, officers and national)
5. Section Goals
6. Fundraising and financial stability
7. Geographical size of Sections
8. Increasing membership
9. Knowledge transfer from older to newer leadership

Challenges Identified at the 2004 Symposium

1. Membership: Increasing and Retaining General Membership; Increasing Meeting attendance; Marketing methods to assist in retaining general Membership
2. Leadership: Increasing Section Officer Involvement; Identify Member/ Officer Talents and Use to Benefit Section; Recruitment of Section Officers
3. Industry Involvement: Attracting Corporate Sponsorships; Fundraising; Increasing Section Revenue
4. Quality of Meetings: Increasing Meeting Attendance; Interesting Meeting Topics; Improve Quality of Speakers; Share Resources
5. Image: Image Welding; Image of Welding to Attract and Recruit Student Members and Increase Student Involvement

Common Section Challenges (Cont'd)

Challenges Identified at the 2003 Symposium

- 1. Membership: Increasing and maintaining membership; Attracting Student Members; Student Chapters; Participation and Activities; Increasing Meeting Attendance; Getting Current Members Active**
- 2. Leadership: Involving/Energizing Section Officers; Recruiting Section Officers; Filling Board Positions Properly; Lack of Follow Up by Volunteers**
- 3. Logistics: Scheduling Meetings and Time; Large Geographical Areas; Decreased Discretionary Time**
- 4. Image: Image of Welding and Welders View Themselves as Operators Due to Automation and Standard Procedures**
- 5. Financial: Increasing Revenue; Fundraising; Attracting Corporate Sponsorships; Scholarships**

Challenges Identified at the 2002 Symposium

- 1. Serving the needs of the welder; welder involvement**
- 2. New Ideas (activities, speakers, fundraisers) to Boost Section Meeting Attendance**
- 3. Reaching Students and other Future Members**
- 4. Strong Executive Board Development**
- 6. Training instructors to involve students**
- 7. Corporate support**

Challenges Identified at the 2001 Symposium

- 1. Attendance at Section Meetings**
- 2. Recruitment of Section Executive Board**
- 3. Advancement of Welding Education (get people to recognize welding as a career)**
- 4. Recruitment and Retention of AWS Members**
- 5. Section Meeting Topics/New Programs**
- 6. Communication at All Levels (Sections, Section Executive Boards, Members, HQs)**
- 7. Company Support**
- 8. Time**

Challenges Identified at the 2000 Symposium

- 1. Public Awareness (Global and Local)**
- 2. Section Recruitment and Growth (Members, Officers, Students)**
- 3. Education of Educators**
- 4. Reaching Young People and Students; Student Chapters**
- 5. Section Meeting Topics and Speakers**
- 6. Volunteers**
- 7. Executive Committee Replacement**
- 8. Communication with Members, HQ, and Local Industry**
- 9. Corporate and Employer Involvement at Section Level**
- 10. Geographical Size of Sections**
- 11. Money and Budget**



2011 AWS Leadership Symposium

Solutions to Common Section Challenges

Symposium attendees came up with ideas on how to overcome some of the Section challenges they face. Following are a few solutions they generated in their small group discussions:

Challenge: Meeting Attendance - How Do We Improve It?

Bob Brenner, David Carwyle, John Durbin, Chris Hensiak, Robert Jozwiak, Kris Post, Mike Sherman,

1. Impact if not addressed:

- Lower member involvement / participation
- Declining membership
- Weakened Section

2. Solutions

- Good meeting programs:
 - Subjective to each area
 - Survey membership to determine interest
 - Talk to veteran members – ask what has worked best
 - Contact suppliers to recruit speakers
 - Diversified speakers / topics
 - Interesting and relevant topics
 - Focus a meeting geared to students
 - Awards night – recognize outstanding Section leaders, corporate sponsors, member milestones, etc.
 - Social outing(s)
 - Invite spouses / families
 - Make it fun and entertaining
 - Hands-on demonstrations
 - Schedule interesting plant tours
 - Convenient location
 - Adequate parking
 - Technical meetings
 - Provide and promote PDHs and CEUs

Challenge: Meeting Attendance (Cont'd)

- **Advertise:**
 - **To members and to community in general**
 - **Flyers and newsletters**
 - **Professional and comprehensive**
 - **what and when**
 - **Pass out to local suppliers, business and schools**
 - **Send out in plenty of time, especially for social events**
 - **Post meeting schedule and announcements on Section website and encourage members to visit the site**
 - **Use social media:**
 - **Facebook**
 - **LinkedIn**
 - **Twitter**
 - **Develop annual Section calendar of meetings and events**
 - **Submit for publication in the Welding Journal**
 - **Post on Section website**
 - **Include in Section flyers**
 - **Distribute to local businesses**
- **Promote reasons for attending:**
 - **Networking**
 - **Educational**
 - **PDHs – target CWIs**
- **Plan the meeting**
 - **Start on time**
 - **Limit to reasonable time frame (2 hours)**
 - **Stick to the agenda, with time limits stated for each agenda item**
 - **Encourage member involvement**
 - **Make new members feel welcome**
 - **Organize a “meet-n-greet” at each meeting**
 - **Assign Section leader(s) to personally greet and introduce each new member**
 - **Determine interests / hobbies of new members, and ask a current member with similar interests to speak with new member**
 - **Include raffles and giveaways**
 - **Provide refreshments**
 - **Take photographs to submit for publication in the Welding Journal (free advertizing!)**
 - **At the end of each meeting, always provide the date, location and topic of the next meeting**
 - **Thank everyone for attending**

Solutions to Common Section Challenges

Challenge: Officer / Board Member Involvement

Mike Stevenson, Paul Wittenbach, Dennis Wright

1. Impact if not addressed:

- **Burnout of primary Officers**
- **Section effectiveness will suffer**
- **Lack of creativity**
- **Membership declines**

2. Possible reasons:

- **Officer wants status without the responsibility**
- **Position not important because they were forced into it**
- **Lack of clear instructions on job duties**
- **Small pool to draw from**
- **Youth not interested**

3. Personal loss to individuals who do not participate:

- **Loss of networking opportunities**
- **Loss of local and national exposure**
- **Loss of personal development**

5. Solutions:

- **Reward Officers for successful efforts:**
 - **Send personal thank-you note for participation to Officer's employer and/or family**
 - **Identify benefits of Section leadership to employer**
 - **Continually promote positions**
 - **Make them attractive**
 - **Promote benefits of Section leadership**
 - **Sponsored trip to FABTECH, AWS Leadership Symposium and Instructors Institute**
 - **PDHs**
 - **Plan a special event once a year for Board members and spouses**
 - **Provide Officers with Section shirts/hats that easily identify them as Section leaders**
- **Recognition:**
 - **Section Appreciation Awards (available from National)**
 - **Submit photos of award presentations for publication in *Welding Journal***
 - **Recognize "jobs well done" at Section meetings**
 - **Press release in local newspaper**
- **Provide welcome kits to new Officers to include:**
 - **Written job responsibilities**
 - **Section tool kit information**
 - **Copy of Section bylaws**

Challenge: Officer / Board Member Involvement (Cont'd)

- **Recruit and encourage Members to come-up the Chairs**
- **Establish mentor program and assign a mentor to each new Officer**
- **Assign each Executive Board member ownership of one meeting/event**
- **Set reasonable goals**
- **Must address lack of commitment:**
 - **Establish a policy**
 - **Vet prospective Officers to insure quality and commitment**
 - **Miss more than two meetings = can no longer serve on Board**
- **Develop relationships with local welding instructors**
 - **Invite instructors to attend meetings and bring their students**
 - **Meet and mentor students – invite them to assist with a meeting or project**
 - **Award local scholarships to students who show interest in Section activities**
- **Chairmen needs to delegate**



Solutions to Common Section Challenges

Challenge: Member Recruitment and Retention

*Gilly Burrion, Harry Carlson, Sjon Delmore, Jennifer Eastley,
John Ralls, Misty Ralls, Bruce Scherer*

1. Impact if not addressed:

- **No new members = no incoming funding to National or to Section**
- **Inability to grow the art and science of welding**
- **Inability to promote new technology**
- **Recruitment is the future of the Section**
- **Without new member recruitment and retention, the Section will die**

2. Solution: Develop a plan

- **Recruitment is the future of the Section**
- **Educate – emphasize to current members how important they are to new recruitment**
- **Improve local awareness of Section meetings**
 - **Explore free advertising on T.V. and radio, available to not-for profit organizations**
 - **Publish advance meeting schedule in the *Welding Journal***
 - **Ask local businesses to post Section meeting schedule and/or flyers**
- **Select meeting topics that will appeal to all categories of membership**
- **Emphasize Section meetings are the perfect place to network and make important contacts**
- **Plan to involve local industry and businesses**
 - **Extend invitation to be a corporate sponsor**
 - **Extend invitation to provide an expert speaker**
 - **Extend invitation to participate in Section-sponsored job fair**
 - **Promote advertizing opportunities in Section newsletter/meeting notice and at Section meetings**
 - **Promote benefits of all categories of Corporate membership**
- **Plan to invite welders**
 - **Employer hosted meetings**
 - **Job opportunities**
 - **Raffles and giveaways that include tools welder apparel**
 - **CWI prep events**
- **Create a master list of local instructors**
- **Encourage instructor involvement and invite them to meetings**
- **Encourage student participation**
 - **Section pays for student's dinner**
 - **Incentives for travel to national meeting and competition**
 - **Emphasize scholarship opportunities**
 - **Assist with resume building**
 - **Invite students to plant tours that are cool**
 - **Student night with youth oriented meeting topic such as car racing**
 - **Promote student participation in community projects**
 - **Networking with other student welders**
 - **Invite Student Chapter members to attend meetings**
 - **Encourage Student Chapter Officers to participate in the planning of a Section meeting(s)**

Challenge: Member Recruitment and Retention (Cont'd)

- **Provide sign-in sheet at meetings**
 - **Capture name, phone number and email address of non-members**
 - **Add non-members to Section flyer list**
 - **Provide non-member list to National to include on prospect list for follow-up**
 - **Request that National devise a program to send the Section's flyers to non-members**



Solutions to Common Section Challenges

Challenge: Develop Section Leadership

*Brenda Amos, Tracy Davenport, Tom Sparschu, Paul Tremblay,
Mike Vincent, Dean Wilson*

1. Impact if not addressed:

- **Declining Section Membership**
- **Cancellation / lack of activities and events**
- **Officer burn-out**
- **Loss of Section's historical records**

2. Solutions

- **Executive Committee:**
 - **Develop a vision**
 - **Keep within the vision of AWS National**
 - **Improve communication:**
 - **Within the Executive Board**
 - **Between all Section Officers**
 - **Foster communication between outgoing & incoming officers**
 - **At the beginning and end of each Section year**
 - **Establish and implement a mentoring program to help develop the next generation of Section leaders**
 - **Provide clear instruction on job duties and responsibilities**
 - **Review the Section's bylaws, budget, program manual**
 - **Send personal note thanking each Officer for their time and effort**
 - **Send personal note to Officer's employer and /or spouse**
 - **Plan a meeting to include recognition of Section leaders**
 - **Present appreciation plaques or other gift**
 - **Invite family members and employers to attend**
 - **Provide feedback to Officers who are not fulfilling the expectations of the Section**
- **Back-up the Section's historical information on the Section's website**
 - **To provide loss of valuable information**
 - **To assist future leaders with planning successful meetings and activities**
- **Develop a Leadership pocket guide**
- **Delegate responsibilities – get everyone involved at a meeting or event**
 - **Be a greeter, pass out the pizza**
- **Encourage regular attendees to sit-in on an Executive Committee meeting**
 - **Identify the benefits of becoming a Section Officer**
 - **Invite them to serve as a Committee Chair, or to be a member of a Committee that would be of interest**
- **Ask new attendees why they came to the meeting**
 - **Assign Section Officer to greet new members, introduce them to Officers and members, and sit with them to make them feel welcome**
 - **Give a welcome gift, such as an Everyday Pocket Handbook**
 - **Invite them to assist with an upcoming project (golf outing, student night, etc.)**
- **Share information, success stories and best practices with other Section leaders at annual District Conferences**

Solutions to Common Section Challenges

Challenge: Student Involvement

Mike Arand, Herbert Browne, Mark Gilbert, Jason Rafter, Robert Simpson, Tony Stute

1. Barriers:

- **Funding – can't pay dues**
- **Incentives – to buy into membership**
- **Not enough participation**
- **High School students not enrolled**
- **Communication**
 - **Instructors**
 - **Guidance counselors**

2. Impact if not addressed:

- **Loss of potential full time members**
- **Students lose interest**
- **Loss of generation of educated members**

3. Solutions:

- **Funding:**
 - **Subsidized dues from business/industry**
 - **Section assistance with dues**
 - **Section pays half**
 - **Promote Transitional Member category**
 - **Following four years of Student membership, one-year bridge to full membership (\$35)**
- **Incentives:**
 - **\$15 dues**
 - **Attending Section meetings**
 - **Networking**
 - **Mentorship**
 - **Discounted AWS materials**
 - **Resume building**
 - **Scholarship opportunities**
- **Participation**
 - **Privileges of leadership**
 - **Subsidized trips for leaders / AWS Shows**
 - **Invite students to plan and organize one Section meeting each year**
 - **Invite students to work with Section members on a community project**
 - **Welding competitions**
 - **Numerous welding-related prizes**
 - **Win scholarships**
 - **Networking**

Challenge: Student Involvement (Cont'd)

- **Host a Student night**
 - Invite instructors, counselors, parents
 - Award Section scholarships
 - Promote \$7,500 available in District Scholarship funds
 - Promote and discuss careers in welding
 - Variety of job opportunities
 - Salaries
 - High demand
 - Take photographs to submit for publication in the Welding Journal
 - Raffle prizes and give-aways
- **High School involvement:**
 - Welding competitions – secure AWS liability insurance
 - AWS tool kit
 - Student/Career Day
- **Communication:**
 - Facebook
 - Twitter
 - Email
 - Networking



2011 AWS Leadership Symposium

Section Success Stories – *New Ideas and Past Successes*



Ideas from 2011 Symposium:



- **Christmas Auctions**
(Mike Sherman: shermanwelding@yahoo.com; 216-570-9348)
- **Stump the experts night**
(John Durbin: johndurbin@ivytech.edu; 812-429-0595)
- **Welding Rodeo**
(Mark Stevenson: mstevenson@kcc.edu; 815-468-7941)
- **Steak Fry**
- **Golf Outing**
- **Fishing Event**
(Bob Brenner: bobren28@yahoo.com; 330-575-0198)
- **Joint Meeting Society**
(Kris Post: kpost@romanmfg.com; 616-644-6725)
- **Barbeque/Chili Cook-off**
(John Ralls: jralls@bldata.com; 361-548-5171)
- **Behind the Mask Contest**
- **Golf Outing**
- **Skills USA Contest**
- **Plant Tours**
(Chris Hensiak: chris.hensiak@hennepintech.edu; 612-716-4855)
- **Blacksmith Demo**
(Jennifer Eastley: diamondjranch@earthlink.net; 603-826-5804)
- **Joint AWS Meetings with other organizations**
(Paul Tremblay: ramoo43@yahoo.com; 208-520-9137)
- **Welding Education Open House**
(Anton Stute: astute@matcmadison.edu; 608-246-6878)
- **Golf Outing**
(Rob Jozwiak: rjozwiak1@cox.net; 480-495-3848)
- **Welding Competitions**
(Harry Carlson: mrnec51@aol.com; 716-625-8788)(Tracy Davenport: t-daven@comcast.net; 717-269-9316)
- **Presentation with Demos**
(Sjon Delmore: sjon@ckworldwide.com; 253-350-4241)

Section Success Stories General Discussions & Ideas

- Welcome new members
 - Meet and greet at the door
 - Waive dinner fee
 - Assign Section leader to sit with new member and introduce to entire group
 - Entire group introduce themselves and what they do
 - Officers wear same Section shirts to be easily identified
 - Have blank name tags available
- Tips for successful meetings
 - Serve dinner after the meeting to keep folks interested and stay
 - Get vendors and local businesses to sponsor the food/beer/meeting location. Recognize and thank the vendor / business during the meeting. Send personal thank-you note (Sjon Delmore)
 - Have speaker begin during dinner (30 minutes into dinner) (Bob Brenner)
 - Joint meetings with other societies (Paul Tremblay)
 - Joint social events and fundraisers with other societies and divide profits for each Society's scholarship program (Kris Post)
 - Coordinate a Section activity with a special event such as the annual District Conference. Allocate sufficient time when planning special events and advertize, advertize, advertize (Mike Vincent)
 - Have a back-up plan should a speaker cancel
- Detroit Section contacted 25-30 local organizations and businesses and asked if they could put up posters advertizing upcoming Section meetings. Tried this for the first time this year and received excellent response. Section will send one poster a month, each a different color to better distinguish each meeting. Try to contact the engineering or manufacturing department directly. Good chance that if someone attends a meeting, they will join. (Tom Sparschu)
- Establish and maintain a regular meeting schedule
 - Try to schedule meetings months in advance
 - Same day of the month
 - September through April/May
 - Executive Committee should meet during the summer to begin planning next year's event
- Host a Welding Contest (Tracy Davenport)
 - Beginner, intermediate, advance
 - All major manufacturers donated prizes
 - Each contestant received a great prize
 - 50/50 raffle tickets for other attendees
- Welding Education Open House (Tony Stute)
 - Invite tech-ed and ag-ed instructors and ask that they bring 2 or 3 students
 - Partnered with Lincoln and Miller
 - Invite parents

- Provide food for all
- Contact local vendors for prizes
- Event has become more successful each year – students have signed-up for welding program
- Behind the Mask Contest (Chris Hensiak)
 - Open-up to industry – anyone can participate
 - 100 contestants
 - Great prizes
 - Employers now attend to set-up display tables
- Manufacturer's Night (Herbert Browne)
 - Open to manufacturers, service industry, unions and schools
 - Hands-on demos
 - Cross-section of what industry has to offer
 - Contact and invite guidance counselors
- Welding Rodeo (Mark Stevenson)
 - Invite trade unions to compete against students (19-20 yrs old)
 - Obtain liability insurance either from the host school or AWS
 - Video competition and post on YouTube. Also ran on the busses
 - Invite parents of students
 - Live auction – successful fundraiser
- Meeting Ideas:
 - Blacksmith day – everyone works on a forge
 - Stump the experts – students try to stump the panel
 - Steel day (AISC)
 - Clay Shoot
 - Chili cook-off
 - Fishing rodeo
 - Christmas party – live and silent auction
 - Utilize “AWS royalty” – invite past president to be guest speaker

IDEAS FROM PAST SYMPOSIUMS:

- **AWS Picnic & Dance Hall with Band**
(Steve Sigler: siglersteve@gmail.com; 210-845-0355)
- **50/50 raffle**
- **Welding Contest**
(Curtis Warren: cwarren4570@gmail.com; 352-671-7200)
- **AWS Project – Submarine**
(Tony Blakeney: ablakeney@selu.edu; 985-778-8571)
- **Poker Run**
(James Mattox: james.mattox@ky.gov; 859-624-4524)
- **Miller RMD vs Lincoln STT**
(Rick Guffey: rguffey@vermeer.com; 641-621-7230)
- **110 Volt Night**
(Tom Matecki: tmatecki@gtti.com; 716-684-5191)
- **Welding Expo**
- **NDT Demo Night**
(Chris Beaty: cbeaty3@mccneb.edu; 402-738-4663)
- **Seismic Test Platform Demo**
(Sam Lindsey: slindsey@sandiego.gov; 619-980-3994)
- **Seminar – 1 or 2 Day Technical Seminar**
- **New Speaker Awards**
(Sheri Acheson: Acheson.sheri@syncrude.com; 587-645-3570)
- **Golf Day**
(Pete Goad: gopetego@att.net)
- **Robotics Conference**
(Randall Counselman: rcounselman@oldenburggroup.com; 587-645-3570)
- **Meetings with Professional Development Hours**
(John P.H. Steele: jphsteele@mac.com)
- **Skeet Shoots**
(DeLayne Jacobs: ddj4898@yahoo.com)
- **Access to Facilities & Sponsorship**
(Robert Lavoie: theportableweldshop@yahoo.com; 978-423-1491)
- **Golf Tournament**
(Dennis Wright: awscwi1@att.net)
- **Student Night**
(Erven Perrigan: eperrigan@gulfstatesmanufacturers.com)
- **Joint Meetings with ASM**
(Tom Gartland: trilogy-lab@att.net; 631-418-8371)
- **Golf Outings**
(Jay Gerdin: jgerdin@hotmail.com; 651-269-9191)
- **Student Night**
(Nate Vanderhoof: nvanderhoof@puritygas.com; 231-779-2468)

IDEAS FROM PAST SYMPOSIUMS (Cont'd):

- **CWI Exam**
(Tony Brosio: tony@lftaloft.com; 765-288-3691)
- **National Robotic Arc Welding Conference**
(Karen Gilgenbach: karen.gilgenbach@airgas.com)
- **Miller Park Tour**
(Bob Bruss: rbruss@sbcglobal.net; 414-708-2010)
- **Blacksmith Class**
(Phil Witteman: 802-897-7042)
- **Offered PDH's for attending technical presentation at monthly Section meeting**
(Dean Mitchell: deanpmitchell@comcast.net; 720-883-2952)
- **One day hands-on Welding Workshop**
(Al Sumal: al.sumal@kwantlen.ca; 604-598-6148)
- **Mini Weld Show**
(Gailyn Cornell: gcornell@ilmoproducts.com; 217-242-0012)
- **Educational Seminar**
(Paul Swatland: pswatland@qisi.com; 716-818-0285)
- **Golf Tournament**
(Robert Brewington: rbrewing@mactec.com; 813-918-7433)
- **Advertising in Newsletters**
(Tony Barraza: tony.barraza@jvic.com; 310-435-3724)
- **Golf Tournament**
(Bruce Tanner: bruce_tanner@praxair.com; 916-825-7677)
- **Monte Carlo Night**
(Mike Sebergandio: drweld13@comcast.net; 717-471-2065)
- **Can Food Drive for Local Food Bank**
(Kirk Jordan: kirk.jordan@airgas.com; 817-627-8193)
- **Fishing Rodeo**
(Mike Skiles: mandbskiles@cox.net; 337-316-3964)
- **Golf Outing**
(Vic Shorkey: vic.shorkey@cgsystems.com; 314-308-2346)
- **Annual Bowling Outing**
(Monty Rodgers: mrodgers@mccneb.edu)
- **AWS Welding Expo**
(Jason Hill: jhill@mccneb.edu)
- **Dinner & Movie Night**
- **Mini Weld Show**
(Wayne Johnson: waynesr1@comcast.net; 540-674-1068)
- **CWI Exams & Training**
(John Stoll: jstoll@metrode.com; 713-724-2350)
- **Christmas Dinner & Auction**
(Phil Schmidt: pschmidt_pcsi@yahoo.com; 440-466-6414)
- **Golf Tournament**
(Jamie Pearson: jpearson@twsweld.com; 918-587-6789)
- **Behind the Mask Welding Contest**
(Joel Ziegler: joel.ziegler@northlandcollege.edu; 218-683-8728)
- **Golf Outing**
(Eric Krauss: krausseakrauss@aol.com)
- **Student Night**
(William Harris: william.harris@mgccc.edu; 228-497-7679)

IDEAS FROM PAST SYMPOSIUMS (Cont'd):

- **Job Fair**
(Liisa Pine Schoonmaker: liisapine@gmail.com; 510-206-5728)
- **Plant Tours**
(Howard Record: recordengr@yahoo.com; 352-816-0835)
- **Poker Night**
(Justin Heistand: jheistand@robertsoxygen.com; 717-286-7799)
- **Night at the Zoo**
(Craig Tichelar: craig.tichelar@czs.org; 708-688-8550)
- **Joint meetings with other associations**
(Larry Boros: larry@boros.net; 216-952-7287)
- **Paid advertising – Corporate Logos – Business Logos**
(Mike Huelskamp: mhuelskamp@gmftx.com; 361-775-4869)
- **Sheetmetal Welding Conference**
(Michael Karagoulis: mkaragoulis@yahoo.com; 810-602-9774)
- **AWS D1.8 Technical Meeting with local officials**
(Nanette Samanich: nan07@aol.com; 702-646-2208)
- **Hands-On Weld Try-Out with Miller & Lincoln “Miller Chopper Days”**
(Matt Post: mpost@apexcontrols.cc; 616-669-5111 x. 18)
- **“Behind The Mask” Welding Contest done to AWS specifications mainly for professional welders to showcase their skills**
(Dale Szabla: djszabla@hotmail.com; 612-419-3869)
- **Golf Tournament**
(Don Robinson: drobenson@butte.edu; 530-895-2469)
- **Investment in future by catering to students. Students receive special treatment/receive useful “trade” giveaways/use separate sign-in sheets/scholarships based on attendance/no cost meals/vendors give discounts to students on supplies**
(Travis Moore: tmoore@inspectionsspecialists.com; 504-347-5600)
- **Mini Welding Show & BBQ to increase attendance & participation. Vendor hosted/raffles/section pays for food/not for revenue generation, but for attendance & increased student activity/vendors bring in additional vendors for added exposure**
(Rick Suria: suria_rick@hotmail.com; 314-220-4798)
- **“Welding in Motorsports” presentation by Dennis Klingman/spoke for free**
- **Students use scrap metal to create artistic pieces. Prizes awarded to top 3 places.**
- **FBI came in and gave a presentation on how the federal government uses material science in solving crimes.**
- **Sam Gentry presented information about the Foundation and what the goals are**
- **Blacksmithing Demo**
(Joel Pepin: joel.pepin@gmail.com; 780-634-5605)
- **Tour national gas pumping station**
(Mike Merriman: m.merriman@rockvalleycollege.edu; 815-921-3015)
- **Training on a local level on how to use the codes**
(Jim Corbin: aws039@yahoo.com; 303-909-8447)
- **Invite local District Sales Managers from Lincoln, Miller, or ESAB to speak on new products or technology**
(Ben Newcomb: ben@badgerwelding.com; 608-279-8108)
- **Underwater welding demo (Jim Ramirand)**
(Keith Cusey: letsweldit@yahoo.com; 217-424-3079)
- **Fishing Day**
(Dominick Colasanto: domfco@msn.com; 917-731-1541)

IDEAS FROM PAST SYMPOSIUMS (Cont'd):

- **Silent Auction**
(Rob Tessier: robert.tessier@airgas.com; 214-274-9813)
- **Section Self Evaluation; 4 different meetings containing Section stats, geography, etc., a breakdown of membership, and past Section meeting activities.**
(Pam Lesemann; pamlesemann@oxyserv.com; 651-644-7273)
- **Welding Competition; Advisory Committee; invite 11 high schools to participate; distributor sponsors activities; prizes donated by manufacturers; includes job search training.**
(Ray Snowden: rsnowden@hancockcollege.edu; 805-922-6966)
- **Alumni Party - invite past students of welding program to attend**
(Ray Snowden: rsnowden@hancockcollege.edu; 805-922-6966)
- **High School competition every year; last year gave away \$13,000 in donated prizes**
(Ray (Snowden: rsnowden@hancockcollege.edu; 805-922-6966)
- **Welding Art Show**
(Michael Yung: n732hh@qwest.net; 503-761-2118)
- **Career Fair**
(Mike Fraser: mfraser@linweld.com; 402-331-1400)
- **Annual Booklet with ads**
(Eleanor Ezell: eleanore@wescoweld.com; 251-457-8681)
- **Golf Outing**
(Brent Smith: bsmith@arcticcatinc.com; 218-681-3566)
- **Behind the Mask Welding Contest**
(Brent Smith: bsmith@arcticcatinc.com; 218-681-3566)
- **Scholarship Awards with Student Night**
(Jerry Koza: kozajr@profax-lenco.com; 281-485-6258)
- **Ladies Night Out**
(Jerry Knapp: jgknapp@cox.net; 918-813-0541)
- **Fishing Tournament**
(Jerry (Knapp: jgknapp@cox.net; 918-813-0541)
- **Job Trailer – instructors take it from school to school; gives kids a chance to try a welding process**
(Ryan Rummel: rumlet57@yahoo.com; 512-760-6715)
- **Shrimp-A-Roo – dinner; door prizes; music; 200+ people**
(Roger Aker: akerr@ayresassociates.com; 813-978-8688)
- **AWS Sheet Metal Conference; 30-40 speakers; 3 days; 2nd day vendor brings in money for student scholarships and learn about new technology**
(Ray Roberts: ray.j.roberts@gm.com; 810-602-9755)
- **Welding Workshop; once a year; 3 Thursdays; \$85 cost; 80-100 attend; cover resistance, mig and laser welding, etc.**
(Ray Roberts: ray.j.roberts@gm.com; 810-602-9755)
- **Calendar with advertisements**
(Roger Aker: akerr@ayresassociates.com; 813-978-8688)
- **Kids Welding Night – Gives kids 8yrs old & older a chance to try their hands at welding; held at vocational schools.**
(Ken Calardo: carmen625@aol.com; 513-681-4243)
- **Welding Sculpture Contest – Teams construct a sculpture in 8 hours from scrap material**
(Rick Polanin: rpolanin@icc.edu; 309-694-5404)
- **1st Annual Career Fair – Including vendors, food, contests, demonstrations, new products, job opportunities, etc.**
(Mike Fraser: mfraser@linweld.com; 402-331-1400)

IDEAS FROM PAST SYMPOSIUMS (Cont'd):

- Lincoln Electric Education Night – Open House at a school showcasing Lincoln Mobile Demonstration Unit; Dennis Klingman from technical training dept. spoke about careers in welding and where more information can be found
(Dave Watson: dave_watson@lincolnelectric.com: 603-828-8766)
- Flux-core Welding Night – flux-core wire explanation & hands on demonstrations
(Dave Watson: dave_watson@lincolnelectric.com: 603-828-8766)
- Local Vo-Tech Career Fair – good student turnout; much involvement in local section
(Wes Cross: wcross@american-crane.com: 910-367-1950)
- Clark County Building Dept. – Welding Inspection Seminars
(Gary Rogers: gmacarthur5@aol.com: 702-491-1701)
- Ferris State University student intern presentation; 4-5 seniors; brief description of what they did over their summer internship.
(Michael Wind: mwind@steelcase.com; 616-554-2514)
- Joint presentation of AWS and local Miller Electric welding distributor of the “Miller-Orange County Chopper”; Digital –Polaroid picture for \$1-\$5 for scholarship fund. Pending fall ‘05 meeting.
(Michael Wind: mwind@steelcase.com; 616-554-2514)
- Mini Weld Show; 20-25 vendors come in at a local distribution location for the evening; have 2 technical meetings (hardfacing, lasers, automation); food and soda are provided.
(Brian Muenchau: phatfred8@yahoo.com: 618-566-2751)
- Midwest Welding Contest – attendance 120 students, 3-day event. Everyone received a prize from (MIG welder, automatic welding helmet or gloves) IN, IL, KY, OH; students attended.
(Gary Dugger: dwsj@intergate.com: 217-733-2731)
- Victor Cutting Contest - Timed event to cut a piece 10” I-Beam; first 2 places get Victor Cutting Outfits; safety talk before contest commences.
(Bryan Baker: bbak@tjc.edu: 903-510-2390)
- Indy Time Trials Trip - Tour bus from St. Louis to Indy for Indy 500 time trials; Lincoln gave tour of pits; watched trials and back to St. Louis on the bus with beer & snacks.
(Brian Muenchau: phatfred8@yahoo.com: 618-566-2751)
- www.USPS.com – Post cards, mailers; using United States Postal Service website to send mailers out for monthly meetings & events.
(Brian Muenchau: phatfred8@yahoo.com: 618-566-2751)
- Clock Welding Helmet – gift for speaker.
(Jerry Van Meter: jerry.van.meter@outokumpu.com: 740-368-7963)
- Fishing Rodeo
(Jonathan Davis: jonathan_davis@linclonelectric.com: 225-921-3533)
- Ladies Night – February
(Mark Davidson: mark@bestwelders.com: 918-587-0183)
- Chattanooga Fish Fry – Last Friday of May every year, going on 30-40 years; officers cook fish, hush puppies, and shrimp on site; vendors donate door prizes; raffle tickets to win door prizes; average attendance 300-350; 4:00 pm – 9:00 pm – lakefront pavilion, admission \$14 each, raffle \$2 each or 3 for \$5.
(Gary Yeager: chattaws@bellsouth.net: 678-410-3667)
- Miller Motorsports Representative Andy Wyneburg gave a very interesting and well attended technical meeting which was also our student night. Also, Spring meeting (Fish Fry) was very successful, over 100 in attendance.
(Greg Pike: Greg.Pike@ngc.com: 757-223-0108)

IDEAS FROM PAST SYMPOSIUMS (Cont'd):

- Miller Electric brought 6-8 new machines to local weld shop; all wired and reads to weld including coupons. AWS members got to weld with state of the art equipment and talk with Miller on local level; attendance 50-60 people.
(Gary Yeager: chattaws@bellsouth.net: 678-410-3667)
- Student Night – brought students from all area secondary metal trading/welding programs to local community college for cookout with door prizes supplied by local distributors. Also had Director from CAVS (Center for Vehicular Systems) and Nissan to talk about processes and opportunities in the automotive industry; had approximately 80 in attendance.
(Gary Gammill: gammill@futuresouth.com: 662-243-1918)
- Student Night – Awards, door prizes, pizza; speaker was a racing tech.
(John Willard: [Kustom Bilt@msn.com](mailto:Kustom_Bilt@msn.com): 815-954-4838)
- September Meeting is a hands on meeting with vendors bringing in equipment, raffling off gloves, masks, etc., and we had a barbeque.
(Ray O'Leary: ray@mariahmetal.com: 516-938-9783)
- February Meeting – Lincoln Electric Motorsports guest speaker brought many members.
(Ray O'Leary: ray@mraihmetal.com: 516-938-9783)
- Toured Curtis Wright. Targot Rock MFG company had a buffet and many people showed up.
(Ray O'Leary: ray@mariahmetal.com: 516-938-9783)
- Joint meetings with NOMMA & Engineering organization ASM.
(Ray O'Leary: ray@mariahmetal.com: 516-938-9783)
- CWI Exam Training
(Warren Ballard: warbal@aol.com: 781-396-3738)
- Welders Night Meeting/Blacksmith Night Meeting
(Warren Ballard: warbal@aol.com: 781-396-3738)
- WELD OFF - \$25 entry fee, \$500 prize – raffles
(Warren Ballard: warbal@aol.com: 781-396-3738)
- 50/50 Raffles
(Warren Ballard: warbal@aol.com: 781-396-3738)
- Golf Outing – 110-120 with 50-50
(Gary Lazarus: laz97@sssnet.com: 330-418-6344)
- Steak Fry/Fish Dinner
(Gary Lazarus: laz97@sssnet.com: 330-418-6344)
- Lincoln Electric Race Team Motorsports
(Gary Lazarus: laz97@sssnet.com: 330-418-6344)
- Vendors 100+ – Weld & Fabrication Shop – Vocational Educational students; hands-on welding/give-away stuff; free barbeque at September meeting.
(Ray O'Leary: ray@mariahmetal.com: 516-938-9783)
- Tours; 2 scholarships in name after 2 retirees; Ladies Night.
(Ray O'Leary: ray@mariahmetal.com: 516-938-9783)
- Student Night – we had a speaker from each aspect of welding-welder, shop owner, CWI, sales, engineer; gave students an idea on the different jobs one can do in the welding industry.
(Pierrette Gorman: phgorma@sandia.gov: 505-284-9644)
- Annual section picnic/dance generally held in the month of August with door prizes donated by local vendors, and raffles.
(Robert Medina: rmedina@accd.edu: 210-921-4636)
- Section passed out award of 2 section scholarships in the name of 2 retired members to start Spring of 2006; funded with section funds.
(Robert Medina: rmedina@accd.edu: 210-921-4636)

IDEAS FROM PAST SYMPOSIUMS (Cont'd):

- **Student Night at Miller Electric – 50 students, 20 general members.**
(Jim Korchowsky; jlkorchowsky@sunocoinc.com; 215-339-7034)
- **Brazing Seminar - \$50 at a VOTECH school.**
(Jim Korchowsky; jlkorchowsky@sunocoinc.com; 215-339-7034)
- **Underwater Welding – great turn out.**
(Jim Korchowsky; jlkorchowsky@sunocoinc.com; 215-339-7034)
- **December meeting on Saturday afternoon – Welding Truck Day hands on, with coffee & donuts.**
(Ray O’Leary; ray@mariahmetal.com; 516-938-9783)
- **Golf Outing with 50/50**
(Jim Korchowsky; jlkorchowsky@sunocoinc.com; 215-339-7034)
- **Philadelphia Section received the 2004 AWS Section Image of Welding Award for dedicating their skills and time to increasing student participation in Section activities.**
(David Vinson; davidvinson@hotmail.com; 610-490-0485)
- **Meeting topics on local interest major construction projects, i.e., new stadium stories/tours, bridges, major accidents.**
(Eric Johnson; eric.johnson@sweco.com; 859-727-5120)
- **Invite non-participating Section members to speak at meeting – they may then become Involved in future Section activities. “Let the secret out”**
(Eric Johnson; eric.johnson@sweco.com; 859-727-5120)
- **Welding artist spouse night**
(Eric Johnson; eric.johnson@sweco.com; 859-727-5120)
- **Joint meetings with other organizations (ASM, ASNT, SME, Women in Metals. Largest turnout in attendance was Women in Metals**
(Craig Wentzel; lycraig@msn.com; 414-259-9736)
- **Bus trips for Section tours outside of Section area and to AWS Show in Chicago**
(Craig Wentzel; lycraig@msn.com; 414-259-9736)
- **Rebuilding Section leadership – new blood, new ideas**
(Chris Hobson; chobson@oc.ctc.edu; 360-427-8688)
- **“Quality not Quantity” - less meetings with more pertinent topics**
(Chris Hobson; chobson@oc.ctc.edu; 360-427-8688)
- **Sent survey to entire membership to determine what events were liked/disliked. Increased membership by 20%**
(Jim Shore; jshore@charter.net;
- **Created website for District 1, which ties all five Sections together**
(Jim Shore; jshore@charter.net;
- **Taking one of the WIT modules and using it for an education course. Nice revenue generator for Section.**
- **Hands-on meetings; arc, mig, tig; local manufactures provide machinery; inspectors and instructors on site; student and professional welders; raffles for gloves, hats, etc.**
(Brian Cassidy; weldfast1@aol.com; 516-636-0027)
- **Women in Welding program**
(Steven Hoff; 217-529-5431 x 152)
- **Fund raising: There is a definite need for two-night mini-courses for the 115/220 volt mini-migs. Work with local vo-techs, advertise at stores that sell equipment, and use profits for Section scholarships.**
(Dan Harrison; daehar@aol.com ; 330-725-8461)
- **Promote the Lincoln Arc Welding awards program from the J. F. Lincoln Foundation.**
(Dan Harrison; daehar@aol.com; 330-725-8461)

IDEAS FROM PAST SYMPOSIUMS (Cont'd):

- **Print colored slips with “next year’s” meeting topics, lay them out by a suggestion Box. Include blanks for new ideas.**
(Dan Harrison; daehar@aol.com; 330-725-8461)
- **Educational seminar – metallurgy Part I & II; .8 CEU each; 25-30 participants; cost Cost approximately \$175 each part; 3 to 4 presenters each day; material from ASM**
(John Husfeld; john.husfeld@nhmccd.edu; 281-290-3281)
- **“Resistance Welding with Inverter Technology;” promoted thru monthly newsletters as well as fax, phone and mail.**
(Scot Reitenour; sreitenour@romanmfg.com; 616-530-8641)
- **Ferris State student presentations; 4 to 5 seniors that had internships gave a 15-20 minute presentation on what they did.**
(Scot Reitenour; sreitenour@romanmfg.com; 616-530-8641)
- **Golf Outing: bar none, our largest event for the year; promoted all year long in Section newsletters.**
(Scot Reitenour; sreitenour@romanmfg.com; 616-530-8641)
- **Student weld-off thru the high school BOCES programs (juniors & seniors): Prizes: (2) \$250, (2) \$125, (2) \$75**
(Howard Johns; hjohns@graham-mfg.com; 585-343-2216)
- **Sheet Metal Welding Conference; Detroit Section sponsors every two years**
(Mike Karagoulis; Michael.j.karagoulis@gm.com; 810-602-9774)
- **Delegate one or two Section officers to search for and prepare speakers for each meeting**
(Mike Rabo; rabomi@butte.edu; 530-895-2360)
- **Have Section members who are teachers bring as many students to introduce to Members as possible, and provide incentives for student membership.**
(Mike Rabo; rabomi@butte.edu; 530-895-2360)
- **Fishing Rodeo (Paul Hebert; phebert@audubon-engineering.com; 504-833-5669)**
- **Golf outing; has grown from no profit the first year to profit of \$7,000 this year; \$95 includes golf, lunch, cart and dinner; raffle prizes all donated & include T.V.’s, framed prints, etc.**
(Mace Harris; macevh@aol.com; 852-925-1222)

2011 AWS Leadership Symposium

Post-Seminar Evaluation

1. Indicate your overall assessment of the program including evening functions:
90% Very Satisfied 10% Satisfied

Pre-Symposium

2. Did you receive enough information, either by mail or email, prior to the seminar to prepare?
100% Yes

3. Please rate the following services provided by AWS Staff:

| | Very Satisfied | Satisfied | Dissatisfied |
|-------------------------------------|----------------|------------|--------------|
| Initial notification of the seminar | 92% | 8% | |
| Follow-up communications | 100% | | |
| Booking your airline ticket | 100% | | |
| Hotel Accommodations | 85% | 15% | |
| Overall pre-event process | 100% | | |

Symposium Program

4. Rate your satisfaction with the overall level of training and information received at the Symposium:
92% Very Satisfied 8% Satisfied

5. Rank the following sessions according to their benefit to you as an AWS Section leader:

(Rank, beginning with 1 as your first choice and 5 as your last choice. Please also indicate whether or not the session was valuable to you as a Section leader).

| Ranking | Session | Valuable | Moderately Valuable | No Value |
|----------|--------------------------------------------------------------------------------------|------------|---------------------|----------|
| 1 | Leadership & Career Preferences (Career and Work Preference Indicator Questionnaire) | 80% | 20% | |
| 2 | Challenges Facing Section Leaders & Strategies to Meet those Challenges | 95% | 5% | |
| 5 | Building Your AWS Toolbox (Staff Presentations) | 86% | 14% | |
| 4 | Best Practices & Section Success Stories | 90% | 10% | |
| 3 | Leadership Behaviors That Make a Difference Within Sections | 90% | 10% | |

6. During the Symposium, did you have adequate opportunity to ask questions and make comments?
100% Yes

7. In your opinion, what topics were not covered that should have been covered and what topics were covered that should be eliminated:
 Topics not covered:

- **Section Website access and training**
- **Hot Sheets**
- **More time for discussion as a whole group on issues facing Sections**
- **More time on volunteers**
- **Leadership position responsibilities**
- **More videos on attitude**
- **A few more ideas for Section meetings by having each individual share at least 3**
- **How to conduct an effective executive meeting & how to delegate to others**

Suggested topics to eliminate:

- **None**

Post-Symposium Evaluation (Cont'd)

8. What is your assessment of the following content aspects of the Leadership Symposium?

| | Very Satisfied | Satisfied | Dissatisfied |
|-----------------------------|----------------|------------|--------------|
| Overall program content | 90% | 10% | |
| Length of event | 80% | 20% | |
| Sequence of topics | 92% | 8% | |
| Discussion/interaction | 90% | 10% | |
| Symposium start & end times | 90% | 8% | 2% |

9. What is your assessment of the following logistical aspects of the Leadership Symposium?

| | Very Satisfied | Satisfied | Dissatisfied |
|-------------------------------------|----------------|------------|--------------|
| Overall organization of the seminar | 100% | | |
| On-site staff support | 100% | | |
| Support materials & handouts | 90% | 8% | 2% |
| Hotel accommodations | 80% | 20% | |
| Food quality (breakfasts) | 45% | 53% | 2% |
| Food quality (lunches) | 90% | 10% | |

10. What is your assessment of the Symposium's facilitator?

| | Very Satisfied | Satisfied | Dissatisfied |
|----------------------------------|----------------|------------|--------------|
| Topic knowledge | 92% | 8% | |
| Presentation skills | 100% | | |
| Quality of visual aids | 80% | 20% | |
| Overall facilitator satisfaction | 100% | | |

11. Do you plan to share information learned at this Symposium with those in your Section?

100% Yes 0% No

12. Would you recommend that someone in your District attend the next Symposium offered?

100% Yes 0% No

Evening Events

13. Please rate the following evening events:

| | Very Satisfied | Satisfied | Dissatisfied |
|-------------------------------------|----------------|------------|--------------|
| Sunday evening dinner | 90% | 10% | |
| Monday Cruise | 96% | 4% | |
| Monday evening dinner @ Los Ranchos | 90% | 10% | |
| Tuesday evening in South Beach | 75% | 23% | 2% |

14. Please feel free to make comments or recommendations about any part of the Leadership Symposium experience:

- **"Well Done. The event was a huge benefit to myself and the Section."**
- **"Very enjoyable. Learned more in three days than in the last six years."**
- **"Very hospitable! Thanks for allowing me to attend and gain knowledge of the Society and how it is run."**
- **"The staff here at AWS is amazing and very helpful. Keep the Symposium going"**
- **"The AWS staff was very hospitable and professional."**
- **"A tremendous privilege to attend!"**
- **"Great program!"**
- **"Very beneficial. Left with a better understanding of what being a leader in AWS involves."**
- **"I can't wait to share the knowledge & tools I received during my time in Miami with my Section & co-workers."**
- **"It was great to put names with faces and also the contacts made here will last for a lifetime."**

EXTENSION NUMBERS & E-MAIL ADDRESS LIST BY DEPARTMENT

| ACCOUNTING General Ext. 240 | | | GAWDA | | |
|--------------------------------------------|-----------------|------------|--------------------------------------------|-----------------|------------|
| Fernando Tun | ftun | 453 | Cecilia Barbier | cbarbier | 242 |
| John Franquiz | franquiz | 284 | John Ospina | jospina | 462 |
| Jonathan Cardona | jonathan | 289 | Natasha Alexis | nalexis | 401 |
| Juan Vazquez-Rivera | juanv | 268 | INFORMATION SYSTEMS | | |
| Ray Parks | rparks | 306 | Armando Campañá | acampana | 296 |
| Ruben Lara | rlara | 288 | Jairo Mayorga | jmayorga | 418 |
| Sylvia Ferreira | sferreira | 285 | Natalia Swain | nswain | 245 |
| | | 290 | MARKETING | | |
| | | 286 | Henry Chinaea | hchinaea | 452 |
| ACCOUNTS PAYABLE | | | Lauren Kingcade | lkingcade | 248 |
| Alicia Acosta | aacosta | 291 | Ross Hancock | rhancock | 226 |
| Monica Ebanks-Estrada | mestrada | 292 | Willie Chinn | wchinn | 414 |
| ADMINISTRATION | | | PUBLIC RELATIONS | | |
| Cassie Burrell | cburrell | 253 | Cindy Wehl | cwehl | 416 |
| Coleen Mitchell | cmitchell | 457 | WEBMASTER | | |
| Gesana Villegas | gvillegas | 252 | Jose Salgado | jsalgado | 456 |
| Gricelda Manalich | gricelda | 294 | MEMBER SERVICES General Ext. 480 | | |
| Jeff Kamentz | jkamentz | 233 | Alfred Nieves | anieves | 467 |
| Jeff Weber | jweber | 246 | Erica Earl | earl | 336 |
| Jim Lankford | jiml | 214 | Giuliana Campodonico | gcampodonico | 217 |
| Ray Shook | rshook | 210 | Jason Friedman | jfriedman | 270 |
| Richard Seif | rseif | 247 | Kim Hugley | khugley | 262 |
| Wendy Sue Reeve | wreeve | 293 | Maria Trujillo | mtrujillo | 204 |
| COMPENSATION/BENEFITS | | | Martha Concepcion | marthac | 259 |
| Luisa Hernandez | luisa | 266 | Rhenda Kenny | rhenda | 260 |
| HUMAN RESOURCE | | | PUBLICATION SERVICES | | |
| Dora Shade | dshade | 235 | Andy Cullison | cullison | 249 |
| BUILDING OPERATIONS | | | Annette O'Brien | aobrien | 303 |
| Melba Moreira | | 0 | Brenda Flores | bflores | 330 |
| Oswaldo (Ozzie) Rodriguez | | 0 | Carlos Guzman | cguzman | 348 |
| CERTIFICATION General Ext. 273 | | | Erin Adams | eadams | 275 |
| Alice Rudd | arudd | 407 | Howard Woodward | woodward | 244 |
| Deziree Rodriguez | droduiguez | 276 | Kristin Campbell | kcampbell | 257 |
| Elienai Piloto | epiloto | 272 | Mary Ruth Johnsen | mjohnsen | 238 |
| Emil Pagoaga | epagoaga | 448 | Zaida Chavez | zaida | 265 |
| Enis Gascon | egascon | 234 | ADVERTISING SALES | | |
| Frank Lopez Del Rincon | flopez | 211 | Frank Wilson | fwilson | 465 |
| Linda Henderson | lindah | 298 | Lea Paneca | lea | 220 |
| Michael Uriarte | muriarte | 447 | Rob Saltzstein | salty | 243 |
| Shena Matthews | shena | 269 | Tania Lyter | tlyter | 256 |
| Terry Perez | tperez | 470 | PURCHASING | | |
| Vivian Pupo | vivian | 230 | Edibet Battle | ebattle | 236 |
| INTERNATIONAL BUSINESS DEVELOPMENT | | | Hidail Nuñez | hidail | 287 |
| Donald Llopis | dlopis | 328 | RECEPTIONIST | | |
| Meissa Gomez | mgomez | 475 | Sharon Campbell | sharon | 0 |
| Priti Jain | pjain | 258 | Tabetha Moore | tmoore | 0 |
| CERTIFICATION PACKING AREA | | | SHIPPING & RECEIVING | | |
| Anthony Alvarez | alvarez | 271 | Julio Borges | jborges | 338 |
| Julio Garcia | jpgarcia | 271 | Leroy Morales | | 338 |
| Malisa Mercado | mmercado | 274 | TECHNICAL SERVICES General Ext. 340 | | |
| Orlando Yudice | oyudice | 271 | Alex Diaz | adiaz | 304 |
| CONVENTION & MEETING SERVICES | | | Andrew Davis | adavis | 466 |
| Joe Krall | jkral | 297 | Brian McGrath | bmcgrath | 311 |
| Neida Herrera | neida | 236 | Efram Abrams | eabrams | 307 |
| Selvis Morales | smorales | 239 | John Gayler | gayler | 472 |
| | RWMA | | Matthew Rubin | mrubin | 215 |
| Susan Hopkins | susan | 295 | Rakesh Gupta | gupta | 301 |
| | WEMCO | | Rosalinda O'Neill | roneill | 451 |
| Natalie Tapley | tapley | 444 | Sara Hernandez | sara | 325 |
| COPY CENTER | | | Sissibeth Lopez | sissi | 319 |
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| William Hush | milner2 | 337 | Steve Hedrick | steveh | 305 |
| EDUCATION SERVICES General Ext. 455 | | | Vivian Perez | vperez | 321 |
| Alina Blanco | ablanco | 223 | Yojaidy Acosta | yoyi | 318 |
| Annette Alfonso | aalonso | 229 | WEX (BOOK STORE) General Ext. 280 | | |
| David Hernandez | d Hernandez | 219 | Toll free US & Canada | 888-935-3464 | |
| Juan Gil | jpgil | 213 | Outside US & Canada | 305-284-1777 | |
| Martica Ventura | mventura | 224 | Fax | 305-826-6195 | |
| Nichole Bradley | nbradley | 237 | E-mail: customer.service@awspubs.com | | |
| Sheila Harkatz | sharkatz | 216 | Website: ww.awspubs.com | | |
| Vanessa Vazquez | vvazquez | 449 | SECURITY GUARD | | |
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| FOUNDATION | | | Josue Rivera | | 400 |
| Monica Pfarr | mpfarr | 461 | | | |
| Nazdhia Prado-Pulido | nprado-pulido | 250 | | | |
| Sam Gentry | sgentry | 331 | | | |
| Vicki Pinsky | vpinsky | 212 | | | |

