

Is “Re-imagining” AAPG Really Necessary?

Is re-writing the Constitution and By-Laws  
good for the Organization and its members?

If you were a business, losing over \$1MM/year for the last 10 years – would you change your structure, or fix the finances? If you are going broke – do you move people around to different offices? There has been no cost analysis of this new “structure” and we have spent \$100,000’s of dollars re-writing the By-Laws (three times in as many years) – but no attempt to fix Headquarters.

## FY2023



- Income: \$12.4 MM
- Expenses: \$14.2 MM
- Net Income (Loss): (\$1.79) MM

- Significant differences to budget:
  - Income: Conference
  - Expenses: Conferences

- Conclusion:
  - Conference income and expenses are volatile & difficult to forecast
  - We over-forecast income and under-forecast expenses

- Observation
  - The EC approved a negative budget
  - Dubai & London debt forgiveness \$0.562 MM was not budgeted

Draft FY2023 Unaudited												-ve under budget	+ve over
	Corporate Administration	Governance Programs	Corporate Services	Special Publications	Bulletin	Educational Activities	Explorer	Experiences	TOTAL	2023 Budget	Difference		
<b>OPERATING INCOME:</b>													
Dues	\$424,712	\$489,549			\$113,256		\$177,886		\$1,205,403	\$906,745	\$298,658		
Bulletin / Journal Subscriptions					\$137,990				\$137,990	\$158,131	(\$20,141)		
Advertising			(\$202)				\$154,655		\$154,453	\$242,400	(\$87,947)		
Sale of Publications		\$12,010		\$389,861	\$326,570		\$229		\$728,670	\$628,508	\$100,162		
Interest and dividends	\$249,870							\$2	\$249,872	\$250,000	(\$128)		
Investment Income - Other								\$675,606	\$675,606	\$649,500	\$26,106		
Investment Income - NAPE								\$160,668	\$160,668	\$275,000	(\$114,332)		
Service fees		\$28,895	\$128,782			\$110,665		\$8,330,040	\$8,598,382	\$9,147,258	(\$548,876)		
Gain (loss) Datapages equity	\$22,281								\$22,281	(\$64,798)	\$87,079		
Gain (loss) on IP, LLC equity	(\$3,054)								(\$3,054)		(\$3,054)		
Gain (loss) on Europe Office									\$0	\$70,252	(\$70,252)		
Grant income		\$227,607			\$141,000				\$368,607	\$499,020	(\$130,413)		
Miscellaneous	(\$6,796)	\$21,986	\$10,233	\$23,424	\$67,612	\$5,944	\$1,273	\$61,146	\$184,822	\$24,699	\$160,123		
<b>Total Operating Income</b>	<b>\$687,013</b>	<b>\$780,047</b>	<b>\$138,813</b>	<b>\$413,285</b>	<b>\$786,428</b>	<b>\$116,609</b>	<b>\$334,043</b>	<b>\$9,227,462</b>	<b>\$12,483,700</b>	<b>\$12,786,715</b>	<b>(\$303,015)</b>		
<b>OPERATING EXPENSE:</b>													
Salaries	\$222,025	\$388,322	\$1,271,558	\$119,210	\$126,575	\$77,076	\$146,508	\$1,178,101	\$3,529,375	\$3,544,208	(\$14,833)		
Employee benefits	\$104,731	\$191,260	\$562,040	\$61,162	\$61,824	\$9,081	\$58,584	\$218,065	\$1,266,747	\$1,465,638	(\$198,891)		
General and administrative	(\$237,684)	\$217,911	(\$713,051)	\$70,886	\$74,041	\$33,860	\$161,860	\$392,177	\$0	\$925	(\$925)		
Publishing cost				\$85,807	\$205,648		\$108,365		\$399,820	\$360,130	\$39,690		
General office	\$37,022	\$76,583	\$267,494	\$15,626	\$11,968	\$2,476	\$31,006	\$85,521	\$527,696	\$399,412	\$128,284		
Postage and shipping	\$2,373	\$16,280	\$17,903	\$7,939	\$4,744		\$107,284	\$1,866	\$158,389	\$172,551	(\$14,162)		
Building	\$19,854	\$26,605	\$106,874	\$6,352	\$10,893		\$12,801	\$62,147	\$245,526	\$278,615	(\$33,089)		
Professional fees	\$187,903	\$55,888	\$464,870	\$3,815	\$22,703		\$48,860	\$156,468	\$940,507	\$1,051,715	(\$111,208)		
Staff Travel	\$47,295	\$8,518	\$10,135	\$5,257		\$25,369	\$501	\$50,028	\$147,103	\$137,381	\$9,722		
Professional Travel	\$36,134	\$98,768	\$53	\$3,258		\$2,400	\$160	\$3,571	\$144,344	\$112,475	\$31,869		
Meetings display									\$0	\$61,100	(\$61,100)		
Conferences and meetings	\$21,573	\$5,090	\$21,822	\$65	\$60	\$42,658	\$70	\$5,950,724	\$6,042,062	\$5,140,892	\$901,170		
Depreciation	\$113,901								\$113,901	\$178,294	(\$64,393)		
Dues & Support - Am. Geol. Institute	\$26,844								\$26,844	\$26,844	\$0		
Miscellaneous	\$38,078	\$18,546	\$39,212		\$4,965				\$572,888	\$673,689	\$243,818		\$429,871
Miscellaneous grant expense	\$3,336	\$59,382							\$4	\$62,420	\$64,919		\$8,211
<b>Total Operating Expense</b>	<b>\$623,385</b>	<b>\$1,163,153</b>	<b>\$2,048,910</b>	<b>\$379,377</b>	<b>\$523,421</b>	<b>\$192,920</b>	<b>\$675,999</b>	<b>\$8,671,968</b>	<b>\$14,279,133</b>	<b>\$13,228,917</b>	<b>\$1,050,216</b>		
<b>Income (Loss) from Operations</b>	<b>\$63,628</b>	<b>(\$383,106)</b>	<b>(\$1,910,097)</b>	<b>\$33,908</b>	<b>\$263,007</b>	<b>(\$76,311)</b>	<b>(\$341,956)</b>	<b>\$555,494</b>	<b>(\$1,795,433)</b>	<b>(\$442,202)</b>	<b>(\$1,353,231)</b>		

The Elephant in the room



## FY2023 Expenses



## FY2023 Income

# FY2023 Governance

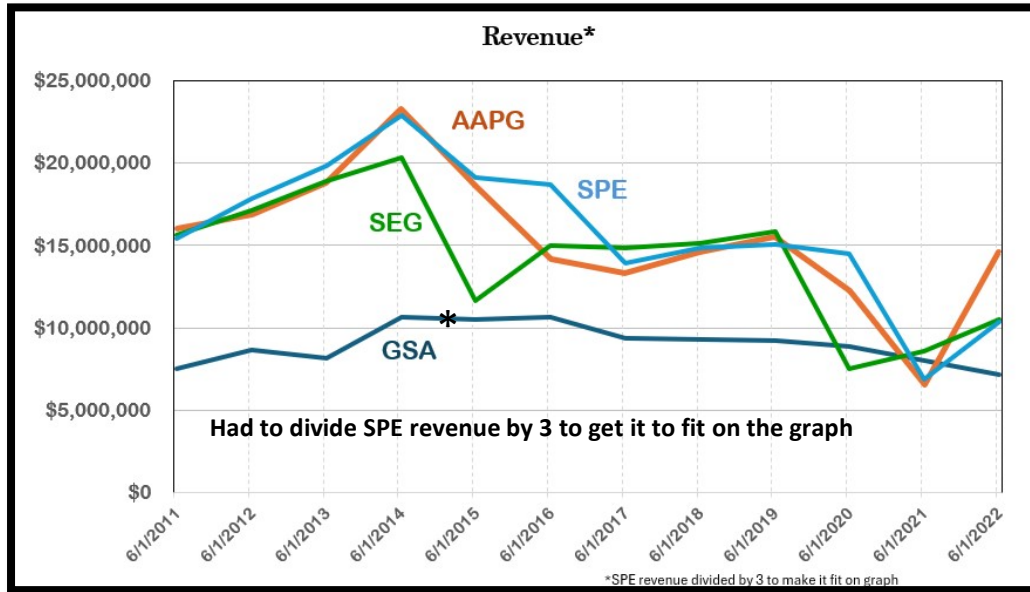
We should fix the current By-Laws taking out references to staff so that volunteers can fill the gap or take care of themselves.

1. Programs
2. EC, AC, HoD
3. Regions
4. Sections
5. DPA, EMD, DEG
6. Gov & Membership

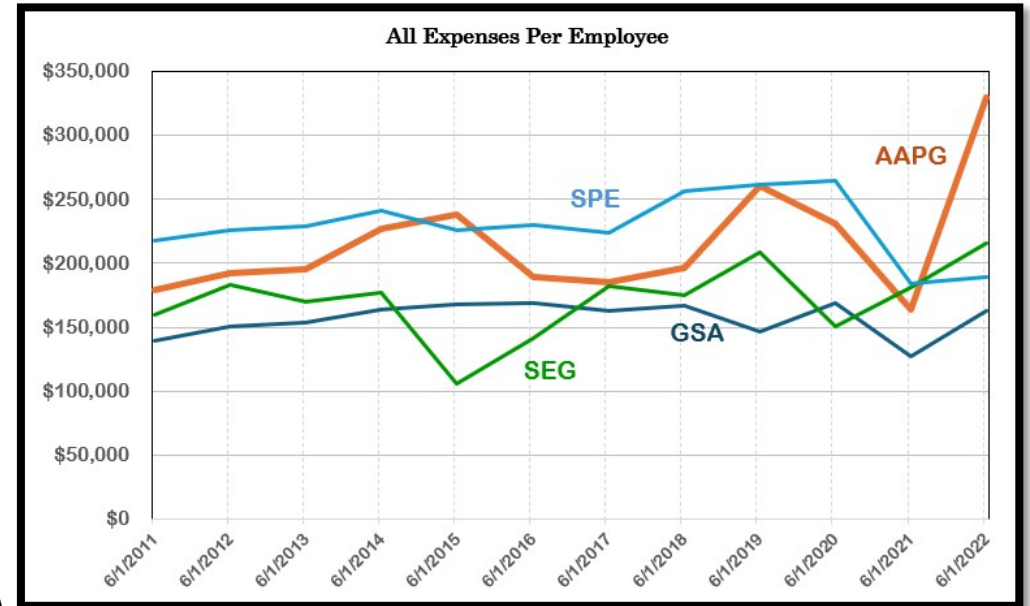
- Anything that involves the head-office personnel creates expenses
- It's not about one program
- Recommend adopting Bylaws changes so that programs may be run by volunteers rather than staff from HQ

Draft FY2023 Pre-Audit					12/31/2023		
Governance and Programs Index:		Income	Expenses	Net income (loss)	% of Expenses	% of Income	Bylaws
1. Programs IS 2023		\$243,757	\$625,314	(\$381,557)	54%	31%	
2. EC, AC, HOD and Other Committees 2023		\$0	\$193,468	(\$193,468)	17%	0%	Article IV - Officers
3. Regions 2023		\$22,119	\$22,482	(\$363)	2%	3%	Article VIII - Component Groups
4. Sections 2023		\$0	\$22,922	(\$22,922)	2%	0%	Article VIII - Component Groups
5. DPA, EMD, DEG & PGSD 2023		\$77,064	\$66,646	\$10,418	6%	10%	Article VIII.4 Technical Divisions
6. Governance & Membership 2023		\$437,107	\$232,328	\$204,779	20%	56%	Constitution & Bylaws
<b>TOTAL</b>		<b>\$780,047</b>	<b>\$1,163,160</b>	<b>(\$383,113)</b>	<b>100%</b>	<b>100%</b>	
<b>1. Programs</b>							
Programs		\$0	\$263,475	(\$263,475)	23%	0%	
IBA		\$147,000	\$147,034	(\$34)	13%	19%	
DL		\$47,607	\$47,607	\$0	4%	6%	
VGP		\$35,000	\$59,853	(\$24,853)	5%	4%	
Student Ch		\$10,000	\$14	\$9,986	0%	1%	
YP		\$4,150	\$58,819	(\$54,669)	5%	1%	
WN		\$0	\$48,512	(\$48,512)	4%	0%	
Sub-total		\$243,757	\$625,314	(\$381,557)	54%	31%	
<b>2. EC, AC, HOD &amp; Other Committees</b>							
EC		\$0	\$69,264	(\$69,264)	6%	0%	Article V. Exec. Committee
AC		\$0	\$38,095	(\$38,095)	3%	0%	Article VII. Advisory Council
HOD		\$0	\$86,109	(\$86,109)	7%	0%	Article VI. House of Delegates
Sub-total		\$0	\$193,468	(\$193,468)	17%	0%	
<b>3 &amp; 4. Regions &amp; Sections</b>							
Regions		\$22,119	\$22,482	(\$363)	2%	3%	Article VIII.3. Regions
Sections		\$0	\$22,922	(\$22,922)	2%	0%	Article VIII.2. Sections
Sub-total		\$22,119	\$45,404	(\$23,285)	4%	3%	
<b>5. DPA, EMD, DEG, PSGD</b>							
DPA		\$49,656	\$31,094	\$18,562	3%	6%	Article VIII.4 Technical Divisions
EMD		(\$1,176)	\$10,461	(\$11,637)	1%	0%	Article VIII.4 Technical Divisions
DEG		\$28,584	\$25,091	\$3,493	2%	4%	Article VIII.4 Technical Divisions
PSGD (not broken out)		\$0	\$0	\$0	0%	0%	Article VIII.4 Technical Divisions
Sub-total		\$77,064	\$66,646	\$10,418	6%	10%	
<b>6. Governance &amp; Membership</b>							
Governance		\$422,107	\$82,972	\$339,135	7%	54%	Article IX. Committees
Membership		\$15,000	\$149,356	(\$134,356)	13%	2%	Article III. Members
Sub-total		\$437,107	\$232,328	\$204,779	20%	56%	

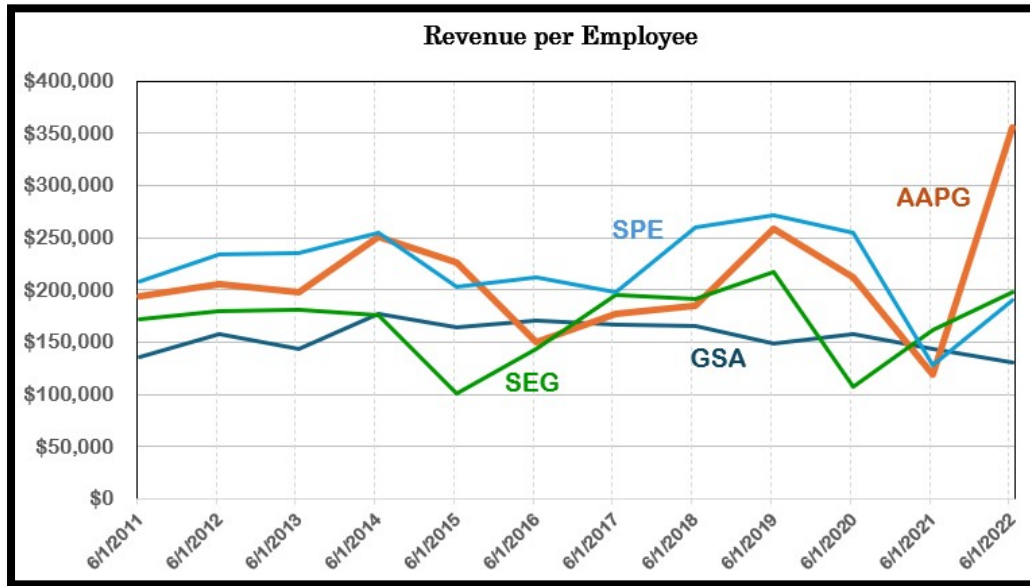
Actual declines in revenue from 2014-2022: GSA – 33%; AAPG – 37%; SEG – 49% and SPE – 51%



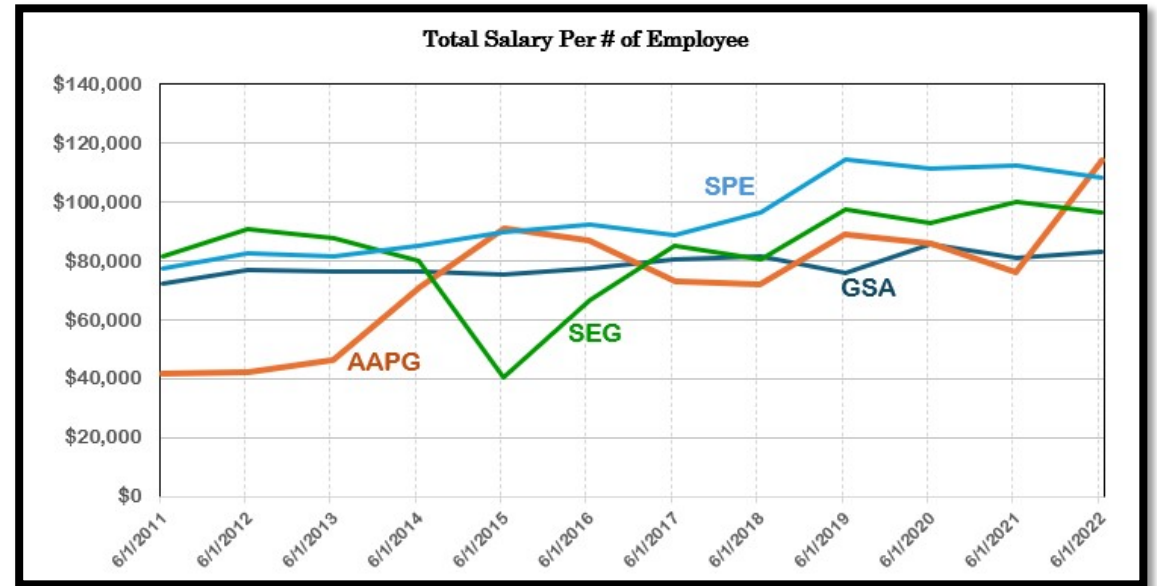
(a) – \*Data corrected for asset sales. GSA sold \$10MM in assets in 2022



(b)



(c)



(d)

Figure 1

# Paradigm Shift



- The AAPG has passed the Tipping Point of being able to deliver a balanced budget
- It needs a **Paradigm Shift** if it is to remain solvent and relevant to our Member community
- Three operational Focus Areas for review and change:
  - Corporate Administration, Services and Governance
  - Publishing
  - Events
- Propose that the EC starts planning immediately working with Executive Director and staff
  1. Look at levers of CHANGE by business function unencumbered by existing historical views
  2. Be grounded in the realities of modern business process including outsourcing and cloud computing
  3. Create a light efficient commercially focused flexible model that can grow and shrink with cycles
  4. Imperative to develop new revenue streams and maximize brand value with global exposure
  5. Empower Member VOLUNTEERS
    - A program must be self-sustaining and self-supporting; responsible for raising income to cover expenses

# HOWEVER!

It is not fair, nor correct, to blame Headquarters for the financial bind we find ourselves in....you see, they have to follow the dictates of the Executive Committee, per our Constitution.

Several times in the past 10 years, HQ has made recommendations for cost savings (like an all digital Explorer) and have been turned down by the EC at the time. There have been attempts to close down the London office for many years, but they keep getting overridden by the EC – until this past year! The stark reality of over \$800K of cost in the last eight years finally hit home and it will still take time/cost to finally extricate ourselves.

The roller coaster ride Headquarters takes each year depending upon the whims of the EC, should drive anyone nuts! Seems there is a “pet project” to be “saved” almost every year....or distractions such as Mergers and Re-imagination structural changes. **I bet, when all is said and done, that the cost of attorney’s fees and Parliamentarian fees for the last three By-Laws re-writes will approach almost \$200K. How is that for productivity?**

To be sure, we have GOT to put the financial house of AAPG in order before we change the structure –

There is also no real “budget” – it is a collection of “wish-list” items from Regions, Committees, EC and AC which make up the costs/income list (for the most part) – which is not really a “budget” – but unicorns, fairies and butterflies! Over estimation of income and under estimation of costs – will get you every time.

What the new By-Laws do to the organization:



# Point #1

## Section 2. Membership Classifications and Privileges

### A. Active Members

1. Members with either a STEM degree or members engaged in work related to geoscience who pay membership dues are active members (“Active Members”).
2. An Active Member who is 67 or older shall receive a 50% discount on membership dues upon request to Association headquarters.
3. An Active Member who has been awarded honorary membership by the Association shall not be required to pay membership dues.

The requirement for a geosciences degree has been removed from the full voting membership category.

People can currently become a full Member without a geoscience degree if they are actively involved in the geosciences and can get a degree waiver – which we have always had, and the system is working just fine.

But – without the Geoscience degree requirement – what kind of “Association” do we become? The American Association of Stem Graduates?

**This opens the door for a name change, and in fact, one of the Ad Hoc committee members has already admitted that a name change is next after this passes.**

**They want to take out “American”, “Petroleum” (and substitute Energy – but we don’t do solar and wind!), and possibly “Geologists” (since now we will be an Association of STEM graduates!)**

## Point #2

They are putting together Regions over the affiliated AAPG Sections, adding another layer of governance, additional cost and less efficient communication.

### Section 1. Regions

A. Members shall be divided into the following eight regions (“Regions”) for the purpose of advancing the Association’s purposes among individuals in a specific geographic area:

1. Africa
2. Asia Pacific
3. Europe
4. Latin America & Caribbean
5. Middle East
6. North America East

Canada: New Brunswick, Newfoundland and Labrador, Nova Scotia, Nunavut, Ontario, Prince Edward Island, and Quebec.

United States: Connecticut, Delaware, Georgia, Illinois, Indiana, Kentucky, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, Tennessee, Vermont, Virginia, West Virginia, and Wisconsin

7. North America West

Canada: Alberta, British Columbia, Manitoba, Northwest Territories, Saskatchewan, and Yukon.

United States: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Utah, Washington, and Wyoming, along with the counties in Texas and Arkansas listed below.

Arkansas Counties: Baxter, Boone, Benton, Carroll, Cleburne, Conway, Crawford, Faulkner, Franklin, Fulton, Garland, Independence, Izard, Johnson, Logan, Lonoke, Madison, Marion, Montgomery, Newton, Perry, Polk, Pope, Pulaski, Randolph, Saline, Scott, Searcy, Sebastian, Sharp, Stone, VanBuren, Washington, White, and Yell

Texas Counties: Andrews, Archer, Armstrong, Bailey, Baylor, Borden, Bosque, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Clay, Cochran, Coke, Coleman, Collin, Collingsworth, Comanche, Concho, Cooke, Coryell, Cottle, Crane, Crockett, Crosby, Culberson, Dallam, Dallas, Dawson, Deaf Smith, Denton, Dickens, Donley, Eastland, Ector, El Paso, Ellis, Erath, Faninn, Fisher, Floyd, Foard, Freestone, Gaines, Garza, Glasscock, Gray, Grayson, Hale, Hall, Hamilton, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hill,

Hockley, Hood, Howard, Hudspeth, Hunt, Hutchinson, Irion, Jack, Jeff Davis, Johnson, Jones, Kaufman, Kent, Kimble, King, Knox, Lamb, Leon, Limestone, Lipscomb, Loving, Lubbock, Lynn, Martin, Mason, McCulloch, McLennan, Menard, Midland, Mills, Mitchell, Montague, Moore, Motley, Navarro, Nolan, Ochiltree, Oldham, Palo Pinto, Parker, Parmer, Pecos, Petter, Presidio, Randall, Reagan, Reeves, Roberts, Rockwall, Runnels, Schleicher, Scurry, Shackelford, Sherman, Somervell, Stephens, Sterline, Stonewall, Sutton, Swisher, Tarrant, Taylor, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Wichita, Wilbarger, Winkler, Wise, Yoakum, and Young

8. North America Gulf Coast

United States: Alabama, Florida, Mississippi, and Louisiana, along with the counties in Texas and Arkansas listed below.

Arkansas Counties: Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark, Clay, Cleveland, Columbia, Craighead, Crittenden, Cross, Dallas, Desha, Drew, Grant, Greene, Hempstead, Hot Spring, Howard, Jackson, Jefferson, Lafayette, Lawrence, Lee, Lincoln, Little River, Miller, Mississippi, Monroe, Nevada, Ouachita, Phillips, Pike, Poinsett, Prairie, Sevier, St. Francis, Union, and Woodruff

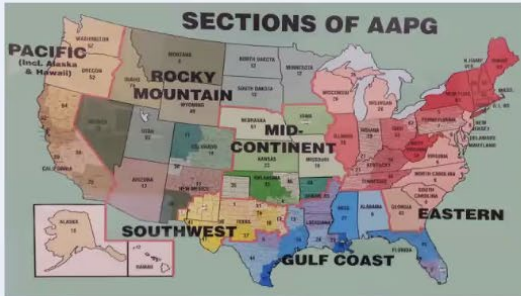
Texas Counties: Anderson, Angelina, Aransas, Atascosa, Austin, Bandera, Bastrop, Bee, Bell, Bexar, Blanco, Bowie, Brazoria, Brazos, Brooks, Burleson, Burnet, Caldwell, Calhoun, Cameron, Camp, Cass, Chambers, Cherokee, Colorado, Comal, Delta, DeWitt, Dimmit, Duval, Edwards, Falls, Fayette, FortBend, Franklin, Frio, Galveston, Gillespie, Goliad, Gonzales, Gregg, Grimes, Guadalupe, Hardin, Harris, Harrison, Hays, Henderson, Hidalgo, Hopkins, Houston, Jackson, Jasper, Jefferson, Jim Hogg, Jim Wells, Kames, Kendall, Kenedy, Kerr, Kinney, Kleberg, Lamar, Lampasas, LaSalle, Lavaca, Lee, Liberty, Live Oak, Llano, Madison, Marion, Matagorda, Maverick, McMullen, Medina, Milam, Montgomery, Morris, Nacogdoches, Newton, Nueces, Orange, Panola, Polk, Rains, Real, Red River, Refugio, Robertson, Rusk, Sabine, San Augustine, San Jacinto, San Patricio, San Saba, Shelby, Smith, Starr, Terrell, Titus, Travis, Trinity, Tyler, Upshur, Uvalde, Val Verde, VanZandt, Victoria, Walker, Waller, Washington, Webb, Wharton, Willacy, Williamson, Wilson, Wood, Zapata, and Zavala

Re-imagine Committee's numbers are **MISLEADING** and totally incorrect!

Each Region will have representation on the new board – so now the US (and Canada) will only have three seats, while the International Regions will have five seats

## Significant Change: Geographical Units

Today: Six Sections and Six Regions= 12 Total



Proposed: Eight total units, all called "Regions"



Approx. Paid Membership:	
NA West:	1986
NA Central/East:	2551
NA GC:	2984
Asia/Pacific:	2138
LatAm/Caribbean:	1497
Europe:	1024
Middle East:	455
Africa:	953

("paid" membership includes students and Associate members)

Numbers on Slide:

Domestic (3 "Regions") = **7521**

International (5 "Regions") = **6067**

(Domestic regions to include Canada)

REAL numbers\* of **VOTING** members (paid up)

Sections (current) = 6120

Regions (incl. Canada with 145) = 2417

This is the number that is important. Associate and Student members may pay dues – but they cannot vote for candidates or major rules changes in the organization (currently)

**Meaning DOMESTIC members are 72% of the total, and have been reduced to three Regions of representation, while five International Regions will represent only 28% of the VOTING Membership**

**If you include Canada in the North American Regions, that number goes to 77% and 23%!**

\* Numbers taken from Drop Analysis provided to EC from Headquarters as of January 1, 2024

They are putting together Regions over the non-affiliated AAPG Sections, adding another layer of governance, additional cost and less efficient communication. Plus, this will cause 16 additional elections!

#### D. Region Officers

1. Each Region shall have the following officers: Region Chair, Region Chair-Elect, and Region Secretary. Regions may select additional officers at their discretion.
2. All Region Officers shall be Active Members.
3. The Region Chair shall serve as the Region's primary liaison between the Board of Directors and the Region's members; shall lead efforts to further the Association's mission in the Region in keeping with the Association's strategic plan; shall preside over all meetings of the Region; and shall fulfill all other duties as may be delegated by the Board of Directors.
4. The Region Chair-Elect shall assist the Region Chair and in the absence of the Region Chair, fulfill all of the Region Chair's duties.
5. The Region Secretary shall serve as the custodian of records for the Region and shall record the minutes of each Region meeting.

#### E. Election, Term of Office, and Vacancies of Region Officers

1. Each Region shall elect a Region Chair-Elect who shall serve a term of two years. The first year shall be as Region Chair-Elect. The second year, without further election, the Region Chair-Elect shall become Region Chair and shall hold office until a successor is elected and installed.
2. Each Region shall elect a Region Secretary who shall serve a term of one year and shall hold office until a successor is elected and installed.
3. The Region Chair shall notify Association headquarters of the results of its elections no later than 60 days prior to the Association's Annual Business Meeting.
4. If a vacancy occurs in the office of Region Chair, the Region Chair-Elect shall succeed to the office of Region Chair for the completion of that term and subsequently serve the full one-year term that he or she was originally elected to serve as Chair.
5. A vacancy in the office of Region Chair-Elect shall remain unfilled until the next regular Region Chair-Elect election.

6. A vacancy in the office of Region Secretary shall be filled by the Region Chair within 30 days for the remainder of the unexpired term.

#### F. Region Ambassadors

1. Each Region shall select Ambassadors to represent the members of the Region, recruit new members, develop outreach initiatives, assist in retention of existing members, and foster connections between members and with other local organizations and Regions to further the global sharing of ideas and best practices.
2. The number of Ambassadors in each Region shall be at least two percent of the Active Members in the Region as of the beginning of each fiscal year.
3. The Region Chair shall notify Association headquarters of its Ambassador selections no later than 60 days prior to the Association's Annual Business Meeting.

#### G. Region Meetings

1. Region meetings (a) may be called by the Region Chair and-or (b) shall be called upon the written request of 2.5% the Active Members of the Region. The purpose of the meeting shall be stated in the call, which shall be sent to all members at least 15 days prior to the meeting.
2. To constitute a quorum for a Region business meeting, 2.5% of the Active Members of the Region must be present in person or linked by means such that all members participating in the meeting are able to hear each other.

## Point #3

This new structure calls for the elimination of the House of Delegates – instead – we will have Region “Ambassadors” The Region Ambassadors will have no relationship to governance of the organization or any amendments to the By-Laws. Can you say “Welcome to Walmart”?

So, they are eliminating the HoD, which has always been the representation of local geological societies, the backbone and heart of the AAPG This year, the House Delegates made calls/emails to over 11,000 members who were on the “Drop List” for non-payment of dues. They were able to get over 8000 members to reinstate! At an average of \$100/member – that is over \$800K in potentially lost revenue AAPG was able to recoup! That makes the House one of the better “profit” centers in the organization!

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Point #4 – I guess if we couldn't MERGE with SPE – we are going to look like them.

The new By-Laws eliminates the position of Treasurer, instead creating a “financial” committee composed of Regional representation. It eliminates the Divisions as such, now calling them “Energy Innovation”, “Sustainability” and “Business & Certification”

## Board Model Proposal

New AAPG model:

Creates / places leaders for the activities and communities we value at the top, decision-making table

Only place for member representation!



### Section 2. Technical Directorate

#### A. Technical Directorates

Members shall be divided into the following five technical directorates (“Technical Directorates”) for the purpose of advancing the Association’s purposes among individuals with similar technical interests:

- Oil & Gas Directorate.** The Oil & Gas Directorate shall include members interested in the geoscience of exploration, development, production, and utilization of petroleum resources.
- Energy Innovation Directorate.** The Energy Innovation Directorate shall include members interested in the geoscience of exploration, development, production, and utilization of non-petroleum energy resources.
- Sustainability Directorate.** The Sustainability Directorate shall include members interested in responsible, sustainable energy through the application of existing and new subsurface technologies.
- Business & Certification Directorate.** The Business & Certification Directorate shall coordinate with AAPG staff to promote professionalism, ethical standards, and professional certification for geoscientists.
- Publications & Events Directorate.** The Publications & Events Directorate shall coordinate with AAPG staff to plan and support AAPG’s events, publications, and website.

You will have to declare which Directorate you want to “affiliate” with, in order to have your vote counted. You may belong to more than one, but will have to pay extra fees.

# Committees Under the Board



## Standing Committees:

- Honors & Awards
- Nominating Committee
- ~~Governance Committee~~
- Finance Committee

The committees are made up of ONE member from each "Region" which means, at this point, the International Regions will have five voting members and the North American Regions will have only three – even though North American members outnumber International voting members more than 2:1

The impact means that it will be harder to present candidates for nominations and Honors and Awards if you are from one of the North American Regions.

In the most recent draft of the By-Laws – proportional representation is not mentioned.

## **Section 2. Honors and Awards**

- A. The Honors and Awards Committee shall report to the Board of Directors and shall consist of one member from each Region and each Technical Directorate. Each Region and each Technical Directorate may select a member to serve on the committee.
- B. The Immediate Past President shall be a nonvoting, ex officio committee member and shall act as a liaison between the committee and the Board.

## **Section 3. Nominating Committee**

- A. The Nominating Committee shall report to the Board of Directors and shall consist of one member from each Region and each Technical Directorate. Each Region and each Technical Directorate may select a member to serve on the committee.
- B. The Immediate Past President shall be a nonvoting, ex officio committee member and shall act as a liaison between the committee and the Board.

## **Section 4. Finance Committee**

- A. The Finance Committee shall report to the Board of Directors and shall consist of one member from each Region and each Technical Directorate. Each Region and Technical Directorate may select a member to serve on the committee.
- B. The Finance Committee shall study the financial needs of the Association, recommend ways of securing adequate funds for the proper operation of the Association, and assist the Board of Directors in reviewing the budget. The committee shall recommend to the Board of Directors the next year's budget for approval.



**2024–2025 Association & Region Leaders:**

1. On July 1, 2024, the Officers and Board of Directors, and their terms, shall be as follows:

Officers	Name	Term
President	Deborah Sacrey*	2024–2025
President-Elect	Incoming 2024 President-Elect**	2024–2025
Immediate Past President	Claudia Hackbarth***	2024–2025

Technical Directors	Name	Term
Oil & Gas Director	Incoming 2024 HOD Chair (Kenneth Mohn)*	2024–2025
Energy Innovation Director	Incoming 2024 EMD President**	2024–2025
Sustainability Director	Incoming 2024 DEG President**	2024–2025
Business & Certification Director	Incoming 2024 DPA President**	2024–2025
Publications & Events Director	Incoming 2024 Treasurer**	2024–2025

Membership Directors	Name	Term
Regions Director	Incoming 2024 Regions VP**	2024–2025
Stakeholder Relations Director	Incoming 2024 Sections VP**	2024–2025
Member Services Director	Incoming 2024 Secretary**	2024–2025
Academic Relations Director	Current Editor***	2024–2025

- \* Elected in 2023 under current bylaws' election cycle  
\*\* Elected in 2024 under current bylaws' election cycle  
\*\*\* Previously elected and currently serving in elected office

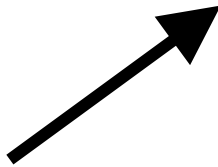
2. The 2024–2025 Region Chairs shall be as follows:

Africa	K.B. Trivedi
Asia Pacific	Herman Darman
Europe	Maria Mutti
Latin American & Caribbean	Xavier Ravi Moonan
Middle East	Ahmed Mohammed Al-Hakami
North America East	[TBD]
North America West	[TBD]
North America Gulf Coast	[TBD]

**IF REVISION IS ADOPTED – TRANSITION MILESTONES**

July 15	Ballot sent to each member asking which Technical Directorates they would like to join	AAPG Headquarters
	Call for nominations for positions to be elected by each Region.	AAPG Headquarters
July 31	Stakeholder Relations Director, Member Services Director, and Academic Relations Director meet with each membership group to discuss the group's continuation and preferences for involvement in a Membership Directorate.	Stakeholder Relations Director, Member Services Director, Academic Relations Director
August 10	Board of Directors notifies each membership group of the Membership Directorate to which they belong.	Board of Directors
August 15	Deadline for Region election nominations	Region Members
August 30	Ballots sent for Region elections	AAPG Headquarters
September 1	Board of Directors adopts policies and procedures to govern the nomination and election of member-wide elected positions for the 2025 election, and the process for giving Association awards in 2025.	Board of Directors
	Board of Directors shall adopt policies and procedures to govern the formation of Technical Communities and Membership Communities.	Board of Directors
September 30	Deadline for return of Region election ballots	
October 15	Nominating Committee, Governance Committee, Honors & Awards Committee, and Finance Committee elect a committee chair.	Nominating Committee, Governance Committee, Honors & Awards Committee, and Finance Committee
October 20	Call for nominations for all 2025–2026 member-elected positions	AAPG Headquarters
November 20	Deadline 2025–2026 member-elected position nominations	Members
December 20	Nominating Committee submit names of at least two candidates for each member-elected position to Board of Directors	Nominating Committee
January 20, 2025	Nominating Committee finalizes slate of candidates for each member-elected position and coordinates with AAPG Headquarters to publish it to the members	Nominating Committee AAPG Headquarters
February 20, 2025	Deadline for submission of petition candidacy	Active Members
March 1, 2025	Ballot sent to Active Members for all member-elected offices	AAPG Headquarters
April 25, 2025	Deadline for submitting ballots for member-elected positions.	Active Members

**This committee is now the C&BL? – to carry forward with the Transition, but still not allowed to make any By-laws changes. However, it is not apparent in this wording that this is the case.**



**Special Transition Governance Committee**

A Special Transition Governance Committee shall exist for three years following the date these Bylaws are adopted. The Special Transition Governance Committee shall be structured as follows:

1. The Special Transition Governance Committee shall report to the Board of Directors and shall consist of one member from each Region and one member from each Technical Directorate. Each Region and each Technical Directorate may select a member to serve on the committee.
2. The Special Transition Governance Committee shall (1) review the governing documents of the Association and identify opportunities for improved governance practices, and (2) make recommendations to the Board of Directors and the Association regarding proposed amendments to the Bylaws.
3. The Immediate Past President shall be a nonvoting, ex officio committee member and shall act as a liaison between the committee and the Board.
4. Committee members shall serve a three-year term.
5. The committee shall elect a chair and a vice-chair from among the existing committee members, each of whom shall serve a one-year term. The vice-chair is eligible to be elected as chair, but neither the chair nor the vice-chair shall serve consecutive terms in the same position. The Immediate Past President may not serve as the chair.
6. A vacancy on the committee shall be filled by the Board of Directors with a member from the Region or Technical Directorate represented by the vacancy and in consultation with the leadership of the respective Region or Technical Directorate. A vacancy in the position of chair shall be filled by the vice chair. A vacancy in the position of vice chair shall be filled by the remaining members of the committee. All vacancies shall be filled for the remainder of the unexpired term.
7. Members of the Board of Directors are not eligible to serve on the committee.

**Up to 58 elections will have to take place! We have a hard enough time finding people to fill the slots we currently have for elections – how is this going to work?**

What can be done to help AAPG if this should not pass the HoD?

- 1) I will ask Kenneth Mohn (incoming Chair of the House) to create three new Committees within the House
  - a) Nominations Committee to be made up of proportional representation of all Sections and Regions. This committee would review all candidate paperwork and letters of recommendation and submit two qualified candidates for each office to the Executive Committee. The immediate Past President would be the Chair of this committee – but NON-VOTING except for breaking ties.
  - b) Honors and Awards Committee to be made up of proportional representation of all Sections and Regions. This committee would review all candidate's names which have been submitted and the letters of support for AAPG Honors and Awards. They would then submit the list to the Executive Committee for approval.
  - c) Membership Committee to be made up of proportional representation of all Sections and Regions. This committee would review all membership applications submitted. They would determine which, if any needed a Degree Waiver, and submit those to the EC for approval.

This first move does two things – it eliminates the Advisory Council, saving over \$100K/year from needless zoom meetings and staff time, plus the elections process to populate the Council. It also saves the Past President from two additional years of service time, making it easier to draw in qualified candidates to run for President-Elect.

It also saves staff time and puts back into the hands of the House, the vetting of membership applications, which was one of the primary functions of the House when it was formed!

- 2) Look at ways to somewhat disconnect the EC in making ALL the financial decisions of the organization – getting rid of Sacred Cows and putting the budget process on a more consistent basis. No more “will of the President” to keep money-losing events/programs alive. Work to identify underperforming staff members. Work to sublet Tulsa office to at least break even on maintenance costs.
- 3) Have the Sections and Regions take over their own elections without AAPG staff being involved. There is a need to re-engage the volunteers in the organization. We used to be a “volunteer” run organization – now we are a “service” organization
- 4) Remove much of the staff involvement from the Regions, and get them to be “stand-alone” like the Sections. This alone would save several hundred thousand dollars a year!

**And this is just the beginning! – No need to restructure with the tools are already in place.**



**Until you fix the financial problems at Headquarters – this plan is just moving the deck chairs around on the Titanic**