



# Florida EPPC

## A MESSAGE FROM THE BOARD

FLEPPC chair Sherry Williams has been busy in the first year of her two-year term. She is focusing a lot of her bountiful energy on tightening up the organization and operation of FLEPPC and addressing our urgent financial needs. Under her direction, our goals now are to increase our membership, examine our financial and achievement goals, create an annual work plan and a longer range strategic plan. All members of the FLEPPC board and committees volunteer their time and work in addition to their full-time employment in jobs that often require more than 40 hours per week, usually in exhausting outdoor conditions. One has to really care about the problem of invasive plants in our natural areas to be willing to take on extra work. Staying motivated and keeping up-to-date with promised extra commitments can sometimes be overwhelming. But to keep FLEPPC running in a productive manner requires a lot of cooperation, patience, communication and commitment from these same folks. There is a lot of work ahead. Please join us and help wherever you can.

FLEPPC has relied on three primary sources of income for operations and grants: annual conferences, *Wildland Weeds* magazine, and membership. The annual **FLEPPC Conference** has been a source of income due to our reputation for having relevant programs backed with strong collaborations and friendships and topped with great entertainment. We have also collaborated with like-minded groups such as the [Florida Chapter of The Wildlife Society](#), the [Florida Native Plant Society](#), and the [Florida Invasive Species Partnership](#) to enhance our conferences and broaden our collective knowledge. However, economics and politics have dealt us a blow with fewer people able to afford to travel or being allowed to travel, even when they work directly in invasive plant management at the state or federal level. General attendance has declined as has sponsorship by vendors. *Wildland Weeds* was the source of substantial income for approximately 10 years due to paid advertisements in the quarterly magazine. As money became scarce in all sectors, however, ads diminished to the point of no return and were discontinued. The magazine was shifted to a bi-annual magazine and the board has reluctantly decided to publish it online to avoid the high costs associated with printing and mailing. **Membership** dues supply a significant portion of our income but membership, too, has declined. FLEPPC is planning a campaign to increase our numbers so expect to hear from us soon in that regard. While \$30 is not exactly small change, it's not that much to support the important fight against invasive plants invading Florida's unique natural areas. To include as many of the players in invasive plant management FLEPPC strives for a multi-faceted board by recruiting members from federal, state, county, academic, not-for-profit and private sectors. Check out our [board of directors](#) for the diversity we represent.

And FLEPPC does not operate as an island. FLEPPC is a chapter of the regional [Southeast Exotic Pest Plant Council](#) comprised of 7 state chapters, and has a voice in the [National Association of Exotic Pest Plant Councils](#). All of these groups are doing important work from the local level right up to the federal level in Washington, DC. So please, **JOIN NOW!** Contribute to FLEPPC by renewing your membership and volunteering on one of the many [committees](#) listed on the website.

Thank you,  
Karen Brown, Editor

**Note from Secretary:**

This Newsletter contains the minutes from our July 22, 2014 BOD meeting.



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**Upcoming Events in Florida**

Central Florida CISMA Cuplet Fern Chapter Meeting [www.floridainvasives.org](http://www.floridainvasives.org)  
October 13, 6:30pm – 8:30pm

Florida Aquatic Plant Management Society Conference [www.fapms.org](http://www.fapms.org)  
October 13-16, Daytona Beach

St. Petersburg Science Festival [www.stpetescifest.org](http://www.stpetescifest.org)  
October 17-18, St. Petersburg

FISP Monthly Florida CISMA Call (4th Wednesday every month - 1:30pm) [www.floridainvasives.org](http://www.floridainvasives.org)  
October 22

North Central Florida CISMA Workshop: Invasive Exotic Species and Management [www.floridainvasives.org](http://www.floridainvasives.org)  
October 23, 9:00am – 3:00pm

Central Florida CISMA Grass Workshop [www.floridainvasives.org](http://www.floridainvasives.org)  
October 24, University of Central Florida

*To announce upcoming conferences, workshops, or events in the FLEPPC Newsletter please send information to Aimee Cooper, [acooper@ufl.edu](mailto:acooper@ufl.edu).*

**Florida Exotic Pest Plant Council**

**OFFICERS**

Sherry Williams, Chair  
[swilliams02@seminolecountyfl.gov](mailto:swilliams02@seminolecountyfl.gov)

Dennis Giardina, Past Chair  
[Dennis.Giardina@MyFWC.com](mailto:Dennis.Giardina@MyFWC.com)

Aimee Cooper, Secretary  
[acooper@ufl.edu](mailto:acooper@ufl.edu)

Dianne Owen, Treasurer  
[dowen@fau.edu](mailto:dowen@fau.edu)

Karen Brown, Editor  
[kpbrown@ufl.edu](mailto:kpbrown@ufl.edu)

**DIRECTORS**

2nd Year  
Gayle Edwards  
[mreds025@aol.com](mailto:mreds025@aol.com)

Geof Lane  
[kuasales@gmail.com](mailto:kuasales@gmail.com)

Deah Lieurance  
[dmlieurance@ufl.edu](mailto:dmlieurance@ufl.edu)

Cheryl Millett  
[cmillett@TNC.ORG](mailto:cmillett@TNC.ORG)

1st Year  
Alice Bard  
[alice.bard@dep.state.fl.us](mailto:alice.bard@dep.state.fl.us)

Tina Bond  
[bondt@helenachemical.com](mailto:bondt@helenachemical.com)

Gwen Burzycki  
[BurzyG@miamidade.gov](mailto:BurzyG@miamidade.gov)

Ruark Cleary  
[Ruark.Cleary@myfwc.com](mailto:Ruark.Cleary@myfwc.com)

**COMMITTEE CHAIRS**

**By-Laws**  
Mike Renda  
[mrenda@tnc.org](mailto:mrenda@tnc.org)

**CISMA Grant**  
Gregg Walker  
[gregory.walker@dep.state.fl.us](mailto:gregory.walker@dep.state.fl.us)

**Education Grant**  
Jennifer Possley  
[jpossley@fairchildgarden.org](mailto:jpossley@fairchildgarden.org)

**Field Trips**  
Jackie Smith  
[Jackie.smith@myfwc.com](mailto:Jackie.smith@myfwc.com)

**Finance**  
Ruark Cleary  
[Ruark.Cleary@MyFWC.com](mailto:Ruark.Cleary@MyFWC.com)

**FNGA/FLEPPC Liaison**  
Sandy Wilson  
[sbwilson@ufl.edu](mailto:sbwilson@ufl.edu)

**Legislative**  
Deah Lieurance  
[dmlieurance@ufl.edu](mailto:dmlieurance@ufl.edu)

**Local Arrangements**  
Sherry Williams  
[swilliams02@seminolecountyfl.gov](mailto:swilliams02@seminolecountyfl.gov)

**Membership**

Gayle Edwards  
[edwardsgayle5@aol.com](mailto:edwardsgayle5@aol.com)

**Merchandise**  
William Snyder  
[William\\_Snyder@nps.gov](mailto:William_Snyder@nps.gov)

**Nominations**  
Jim Burney  
[Jburney@avcaquatic.com](mailto:Jburney@avcaquatic.com)

**Outreach**  
Christen Mason  
[Christen\\_Mason@fws.gov](mailto:Christen_Mason@fws.gov)

**Plant List**  
Patricia Howell  
[phowell@broward.org](mailto:phowell@broward.org)

**Research Grant**  
Jim Cuda  
[jcuda@ufl.edu](mailto:jcuda@ufl.edu)

**Symposium Program**  
Sherry Williams/Karen Brown  
[swilliams02@seminolecountyfl.gov](mailto:swilliams02@seminolecountyfl.gov)  
[kpbrown@ufl.edu](mailto:kpbrown@ufl.edu)

**Vendors**  
Michael Meisenburg  
[Michael@kestreleco.com](mailto:Michael@kestreleco.com)

**Webmaster**  
Chuck Bargeron  
[cbarger0@uga.edu](mailto:cbarger0@uga.edu)

**TASK FORCE CHAIRS**

**Australian Pine**  
Tony Pernas  
[Tony\\_Pernas@nps.gov](mailto:Tony_Pernas@nps.gov)

**Brazilian Pepper**  
Jim Cuda  
[jcuda@ufl.edu](mailto:jcuda@ufl.edu)

**Carrotwood**  
Chris Lockhart  
[Habitatsp@aol.com](mailto:Habitatsp@aol.com)

**Chinese Tallow**  
Greg Wheeler  
[greg.wheeler@ars.usda.gov](mailto:greg.wheeler@ars.usda.gov)

**Dioscorea**  
Bill Overholt  
[billover@ufl.edu](mailto:billover@ufl.edu)

**Grasses**  
Greg MacDonald  
[pineacre@ufl.edu](mailto:pineacre@ufl.edu)

**Lygodium**  
LeRoy Rodgers  
[lridders@sfwmd.gov](mailto:lridders@sfwmd.gov)

**Melaleuca**  
Francois Laroche  
[Flaroche@sfwmd.gov](mailto:Flaroche@sfwmd.gov)

**Skunkvine**  
Brian Nelson  
[brian.nelson@swfwmd.state.fl.us](mailto:brian.nelson@swfwmd.state.fl.us)

**Minutes from FLEPPC Board of Directors Conference Call****July 22, 2014, 10:00 AM****Minutes taken by Aimee Cooper, FLEPPC Secretary****ADMINISTRATIVE:**Call to Order/Roll Call: 10:03 AM

**Attending:** Jackie Smith, Sherry Williams, Dennis Giardina, Gwen Burzycki, Karen Brown, Aimee Cooper, Deah Lieurance, Rook Cleary, Tina Bond, Christen Mason, Geof Lane, Jim Burch

**First order:** April 28, 2014 BOD minutes were revised by BOD and included in the Summer 2014 newsletter. Motion Karen Brown; second Rook Cleary.

**Chair activities, Sherry Williams:**

- A budget meeting was held on July 16, 2014 to discuss the reorganizing of the Finance Committee, including developing new SOPs, selecting a new chair, and how to develop an annual budget. A draft will be prepared and distributed to the BOD for approval.
- A meeting was held to discuss the strategic plan and the 2015 conference. Included in the discussion were recruiting CISMAs members as FLEPPC members, making it more relevant for students (i.e., having a student session), and investing money in promoting the conference. Further, we should seek more extension involvement, perhaps with the researcher who replaced Ken Langeland, and we should improve our methods at promoting our grant programs.
- The CISMA grant committee was asked to develop a letter that can be sent to CISMA members summarizing all of the benefits of becoming a member of FLEPPC; a PowerPoint presentation could be used by the CISMAs at their meetings and workshops outlining FLEPPC's work.
- Sherry attended the FISP Summer meeting. CISMA would like to increase the grant award from \$1,500 to \$2,000 this year. They also inquired whether we would consider becoming recipients for grants they would obtain; they cannot hold money because they are not officially a non-profit organization. FLEPPC would be compensated an administration fee for this service and would gain by getting a percentage in overhead. Gwen and Karen think it should be investigated to ascertain the workload and commitment involved. FISP (CISMA) will write up a report and send it to the Finance Committee for consideration. If FLEPPC doesn't want to do this, Friends of E-CISMA may consider it. Other items that were discussed at the meeting include:
  - How FISP can help FLEPPC with membership. Sherry was asked to provide a report and a PowerPoint presentation to show the benefits of being a member of FLEPPC;
  - Assistance from FNAI (through FWC) for EDRR lists for CISMAs. FNAI trying to organize a fall weed count with CISMAs. Additionally, FNAI is working on a small-scale eradication study of Natal grass;
  - Forest Stewardship workshops;
  - Removing invasive species in ROWs is a priority of the Department of Transportation.
- It was reported that an IFAS dean doesn't consider the FLEPPC List scientifically valid. Deah doesn't know if all the plants on the list have been evaluated with the IFAS Assessment but the majority of the plants have. Sherry thinks it would be beneficial that the Plant List Committee methods be more transparent. Gwen suggested that a "white paper" would help her when defending the use of the Plant List during the course of her job in Miami-Dade. Assistance was

requested from Pat Howell, Deah Lieurance, and Aimee Cooper but Aimee stated that a comparison was already published (Langeland et al 2012) in Wildland Weeds Summer-Fall 2012 issue. Additionally, Deah advised that if another comparison was necessary it would be best to wait until the website updates for the IFAS Assessment were completed. Karen suggested that we table the White Paper for now.

- Sherry called in to the NA-EPPC board meeting which is considering a national messaging campaign. Some EPPC chapters have dropped out due to inactivity. NA-EPPC went to Washington D.C. where six invasive plant experts and six invasive animal experts came together to bring a unified message to members of the Senate and House members, as well as Federal agencies (Environmental Protection Agency) and departments (Department of Energy). The primary message from the plant experts was about the Renewable Fuel Standards for biofuel species and concern that invasiveness of a species was not being adequately considered when evaluating a species as a potential biofuel species. In addition, the group endorsed the idea that no federal funds should be spent to promote biofuels species that are known invaders. In addition, members of Congress were asked to consider joining the Invasive Species Caucus. The primary message from the animal experts was supporting HR 996, the Invasive Fish and Wildlife Prevention Act. This new bill would advance our laws on importation of non-native wildlife species, making it much easier to restrict potentially invasive species. NA-EPPC is also trying to develop an ASTM standard for invasive species lists. Bill HR 3994 is currently going through Congress (see Legislative Committee report). We have missed the window to add in standards to Green Building Codes, but hope to incorporate them into the next revision. Lastly, NA-EPPC is considering inviting the New Jersey Strike Team to join them.

**Correspondence, Sherry Williams**

Central Florida CISMA is requesting assistance from FLEPPC with removing 20-30 Brazilian pepper trees from an elderly woman’s backyard. This job was originally quoted \$500-\$600 by an Orange County contractor. Sherry is forwarding this request to the Finance Committee.

**OFFICER REPORTS:**

**Treasurer’s Report, Dianne Owen:**

Budget needs to be approved and sent to the Finance Committee:

CURRENT ASSETS (including KCB scholarship fund @ \$5,200)	\$34,000.00
BUDGET REQUESTS FOR FY 2014-2015:	
CISMA	\$2,000.00
Education	\$5,000.00
Research	\$4,000.00
Merchandise	\$400.00
FLEPPC SUBSCRIPTION TO WILDLAND WEEDS (production budget is off-ledger)	\$1,015.00
CHAIR DISCRETIONARY	\$500.00
FLEPPC SYMPOSIUM:	
Expense	\$20,000.00
Income ( <b>not included in total</b> )	\$20,000.00+
OUTREACH (display update)	\$400.00
TOTAL	\$33,315.00

**Editor's Report, Karen Brown:**

Karen stated that due to the expense of printing and mailing Wildland Weeds and the uncertainty of numbers of members to split the costs we move to publishing it online. It was suggested that we update our membership brochure to advertise Wildland Weeds online. Rook stated that the BOD could recognize the Editor's report to consider going digital without making any decisions at this point. SE-EPPC needs to be consulted on this decision as well. Gwen asked if we publish as online and create a pamphlet for advertising, we need to include the cost of pamphlet in the budget. Should we restrict access to members only? Non-members only get a sample? Website log-in would be required? Deah thinks it should be free; Karen agrees. Karen, Gwen, and Rook will work on the membership brochure to change language regarding Wildland Weeds, as well as the cost.

**Secretary's Report, Aimee Cooper:**

- The Summer 2014 newsletter was distributed July 13, 2014. Karen and Aimee decided to include the minutes from the last two meetings (January 10, 2014 and April 28, 2014) in the Summer 2014 newsletter since it was decided that meeting minutes will now be approved through email. Hereafter, the minutes in the newsletter will begin to reflect the most recent meeting. For example, the Fall 2014 newsletter will reflect the minutes from this meeting. Karen suggested including pertinent emails (decisions, important discussions, etc.) in the Newsletter.
- It was also suggested that Facebook and Twitter accounts should be advertised in future newsletters and that links be posted on the website.

**OPERATIONS:****New Business**

- Annual work plan – We should have an annual report that includes annual budget information and board activities worked into the SOPs for our members and an annual work plan so that our group can be more focused. This would require developing a strong strategic plan according to the SOPs and include due dates. Ideally, we should have a 5-year strategic plan and a 1-year work plan. Cheryl Millett is developing a database to keep track of this.
- New committee appointees and vacancies:
  - Gwen Burzycki – Editor Assistant
  - Jackie Smith – Field Trip Chair
  - Rook Cleary – Finance Committee Chair
  - Gayle Edwards – Membership Chair
  - \* CEUs (Keith may assist during conference)
  - \* CISMA Grant Committee; Kris Serbesoff-King would like to step down
  - \* Education Committee ; Jennifer Possley is stepping down this year
  - \* Treasurer co-chair
  - \* Vendor co-chair
- FAPMS meeting in October
  - Six presentations were requested. Karen volunteered to get the presentations and also will give a presentation about FLEPPC. A technical session swap during annual meetings had been suggested between FAPMS and FLEPPC (contacts were Jerry Renney and Sherry Williams). Karen will work on this with FAPMS program chair, Chance DuBose.

**COMMITTEE REPORTS:****Bylaws, Mike Renda:**

- Aimee Cooper suggested that committee chairs and members who wish to step down from their positions put their requests in writing and include their desired end date. This will help us gauge how quickly we need to find a successor and will likely make the transition smoother. Sherry supported the idea, stating that if we are going to continue to develop as an organization, then we need to become more proficient in our proceedings. It was also agreed that we acknowledge the service of these members and send a letter of recognition when they do step down. Karen revised the Bylaws and inserted an amendment into Article VII. Committees (p. 6) regarding the written resignation of committee chairs.
- After searching both the Bylaws and the SOPs, Karen discovered that we do not have our awards defined or delineated in either document. Karen suggested that we clarify the awards and include them in our Bylaws. She has a history spreadsheet that was started by Alison Fox in 2006/2007 that she tries to keep current. Awards that have been given thus far include, twelve recipients for Environmental Advocate of the Year, eleven recipients for Member of the Year, six recipients for Lifetime Achievement Award (one of whom is a current member of the Plant List Committee), and one Lifetime Membership Award (Julie Morton, 1990). If we decide to codify our awards and make lifetime membership a benefit of the Lifetime Achievement Award, then members who have already received this award would be exempt from paying a membership fee. Awards have always been presented when someone from the board felt inspired by a fellow member's contributions and nominated that member; they are not automatically filled each year. Sherry is unsure if we should continue the Lifetime Membership Award; however, if we do decide to add the awards to our Bylaws/SOPs, then we will need to develop a form and send an announcement to our BOD to nominate fellow members when inspired. Mike Renda will plan to have something prepared addressing this matter for the October BOD meeting.

**Education Grant, Jennifer Possley:**

- Jennifer Possley would like to step down as Education Grant Chair by March 1, 2015. She has written a "job description" for the position and would like to first ask the existing committee members if they would like to preside. Gayle Edwards will circulate it among the FLEPPC members if no one from the committee fills the position. Tony Pernas and Dennis Giardina have agreed to serve as interim co-chairs if necessary.
- On September 8, 2014 Renee Stambaugh, Native Plant Consulting & Native Gardens Nursery, contacted Sherry and Aimee seeking \$760 to cover the printing cost of 1000 brochures that inform northeast Florida residents of invasive plants. Sherry informed her that we do not have any discretionary funding to assist with this; however, FLEPPC does offer an Education and Outreach Grant and encouraged her to apply.

**Finance Committee, Rook Cleary:**

- The Finance Committee will be re-organized and follow SOPs to work with Treasurer to provide recommendations to the Board. A list should be created that includes due dates (sales tax, tax exempt, any other important dates, etc.).
- Tony Pernas circulated an email stating that the Kathy Burks Scholarship Fund was established by the FLEPPC Board in 2006 to honor Kathy Burks in perpetuity. The fund needs to have at a minimum \$15,000. The principal of the fund is invested to produce income; the principal is to remain untouched so the endowment can last into perpetuity. The income will be used to fund

the scholarship. The fund needs to be invested to generate approximately a 5% return. Of course the higher the principal the higher the percentage that goes towards the scholarship.

- A check was issued from the Florida Chapter of the Wildlife Society to FLEPPC for the FLEPPC share of the profits from the 2014 annual conference.
- Karen provided the Finance Committee with a summary of notes from this year (2014), current SOPs that she revised, and notes from the budget discussion held 7/16/14. Committee members are:
  - Rook Cleary, Chair
  - Karen Brown
  - Cheryl Millet
  - Gwen Burzycki
  - Dianne Owen
  - Ellen Allen
  - Sherry Williams (FLEPPC Chair)
- Sherry Williams would like to approve a draft for FY 2014-2015 budget by October 1 via email. Rook Cleary has organized a conference call with the Finance Committee on Thursday, September 25, 2014 at 1:00 PM to try to accomplish this task.

#### **Legislative, Deah Lieurance:**

- Four new species are now officially listed on the Florida Noxious Weed List: *Ardisia crenata*, *Ligustrum sinense* (Chinese privet), *Nymphoides cristata* (crested floating heart) and *Nymphoides peltata* (yellow floating heart).
- HR-3994 Federal Land Invasive Special Control and Prevention Act is currently in sub-committee. Ideas behind the bill are good (increases funding for invasive species control) but allocation is 75% on-the-ground and 15% outreach/education. Bill required 5% net reduction annually and effectively removes EDRR incentive. The National Environmental Coalition on Invasive Species (NECIS) and NA-EPPC submitted comments to the bill which was submitted by the Healthy Habitats Coalition (HHC). Deah is preparing a position letter to send to the chair of the committee, Rob Bishop. She's asked the BOD to read through the bill and responses from the National Environmental Coalition on Invasive Species and let her know if there is anything specific FLEPPC would like to address. She will welcome comments for one week so please send what you would like her to include NO LATER than August 4th.

#### **Membership, Gayle Edwards:**

- We would like to see our membership size increase. Sherry Williams thinks that cross-promoting conferences are important and could be very beneficial. Involving the local chapters in our conferences and other similar minded organizations to help promote and attend is a great idea. We will continue to work on this for next year. Tina Bond also suggested enlisting the help of sponsors like Helena, Dow, DuPont and other companies out there that provide a lot of support to the associations like APMS and FAPMS. In the past these companies sponsored FLEPPC and attended the meetings, but I know this has declined over the years.
- Membership campaign should start with CISMAs, contractors (possibly request for donation instead of membership?), consultants, academia, etc.
  - Come up with a standard membership letter (Karen, Gwen, and Rook are planning to work on a membership letter)
  - Each board member responsible for trying to recruit new members
  - Limitations – agencies won't pay for memberships anymore, however, they do appear to pay the membership at the annual conference, but there are travel restrictions.
  - CISMA members and list-serv members should be urged to become FLEPPC members.

- Pat Howell deposited \$6,042.34; three individual memberships, one institutional membership, and a check for \$5,882.34 from the Florida Chapter of the Wildlife Society for the FLEPPC share of the profits from the 2014 annual conference. Pat will plan to revisit the FLEPPC mail box at the end of August.
- Chuck Barger confirmed that "affiliation" or "member name" cannot be added to the PayPal online membership payment form, even in the case of people using a company credit card with a name other than their own. We'll need to rely on Gayle to email a "welcome - thank you" note to new members and renewals, and collect the needed information that way.

#### **Outreach, Christen Mason:**

- Christen envisioned producing a brief quarterly publication (e.g., FLEPPC bulletin) for distribution on the listserv highlighting EDRR species from CISMAs' lists. The bulletin would include items such as a short botanical description, history in Florida, and some photos. However, FNAI has already completed a similar publication for species that appear on CISMA lists. Sherry suggested simply forwarding what FNAI has already provided to the FLEPPC listserv – maybe highlight those species that can become the most problematic first. Christen will contact FNAI about this.
- Christen Mason has registered to attend the Indian River Lagoon Science Festival on September 27, 2014 in Ft. Pierce, FL.

#### **Plant List, Patricia Howell:**

- Pat Howell provided a brief explanation about how plant species are included on the FLEPPC list. Upon request, she emails a form to anyone who is interested in listing a non-native pest. If someone expresses concern on the FLEPPC listserv or on EDDMaps, she contacts them via phone or email and gives them the criteria for Category I and Category II species. Occasionally, she will visit a site when someone expresses concern with a weed problem. All documentation sheets that she receives are included on the next FLEPPC Plant List Committee meeting agenda. The next meeting is planned for January.
- Sherry reviewed the Plant List Committee members and observed that seven of the twelve committee members are not FLEPPC members. She recommended that their names not be included on the publication of the 2015 list unless they become members. While it's recognized that they make an invaluable impact, they need to support the organization by being contributing members (lifetime memberships could be considered for suitable folks). We should develop a letter to distribute to each of the committee members informing them of our position on this matter. Additionally, Sherry thinks that we could recruit current members who would be interested in being on the committee if the existing Plant Committee members won't join.
- Pat has approached the existing Plant Committee members several times to join FLEPPC. She also inquired whether any board member had ever been dismissed for not paying dues. Karen specified that no one can be a FLEPPC board member without being a member. FLEPPC used to require three years of continuous membership prior to being on the board but that stipulation had to be altered to recruit new board members. If they're not members when they're approached to be nominees, they have to join before they're officially put on the slate of nominees. We should discuss this further and come up with a game plan.

#### **Standard Operating Procedures (SOPs)**

- Aimee and Karen made minor revisions to the Secretary SOPs to accommodate the new Membership Committee. Further revisions were postponed until after this meeting when the new BOD appointments will be assigned. Karen and Cheryl Millett updated SOPs for the Finance Committee.

- Karen revised the Treasurer SOPs to accommodate the new Membership Committee and the Membership Committees SOPs, and added the CISMA Grant SOPs. The revisions were posted to the website and linked at the top of the Committees page. The SOPs for the Checklist and Strategic Planning Committees are still shown as being developed. All revisions were sent to Mike Renda for his approval and records.

**Strategic Plan (poll results), LeRoy Rodgers/Michael Yustin:**

Cheryl and Sherry were supposed to have something ready for this board meeting, but they felt that the budget and having the Finance Committee established was priority. They will plan on having a draft in the next month for the board to review. They also propose to develop an annual work plan from the functions of the officers, board members, and committee chairs and lay out their annual duties from the SOPs with due dates. Cheryl is developing a database for this and will need input from board members.

**Symposium Planning, Jim Burch/Sherry Williams:**

- Sherry is looking at alternative venues, including universities. Sherry will ask the Central Florida and East Central Florida CISMAs if they would like to assist as well. Beth Miller-Tipton had some information and is a good contact to assist in the planning. The desired location is the Daytona area.
- Jim Burch has contacted Beth Miller-Tipton (conference coordinator) and has a phone meeting set up with her for September 15, 2014 at 10:30 AM.
- Karen has suggested a possible future joint symposium with the Southern Weed Science Society (SWSS), which meets in January each year. Member states include Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and Commonwealth of Puerto Rico. Additionally, both North Central and Southern WSS are members of the Weed Science Society of America.

**Website, Chuck Bargeron/Karen Brown:**

Karen Brown will continue to send all FLEPPC Newsletters to Sarah Jean (UGA) so that they can be uploaded to the FLEPPC website.

**Miscellaneous:**

Jim Burch is in possession of FLEPPC files (i.e., prior meeting notes and BOD minutes, etc.) he received from Jim Burney and would like to find a place to store these items securely in the event they are needed in the future.

**Adjourned:**

Sherry motioned to adjourn at approximately 12:07pm; seconded, by Karen Brown.

**Next Board Meeting:**

October 2, 2014 at University of Florida's Medical Entomology in Vero Beach.