



PLSO
PROFESSIONAL LAND
SURVEYORS OF OREGON

Supporting Oregon's surveying
community and the public it
serves.

EMERGING LEADERS (Aimee's part)

About Professional Land Surveyors of Oregon

PLSO is a 501(c) 6, which is a membership-based organization that promotes the business interests of their members and professional community it represents.

Leadership in a professional or trade organization does not focus on profits in the same way private business does.

When serving, volunteering or merely joining an organization like PLSO, it is important to know if it is member-driven or mission-driven.

While reality often co-mingles the two, it can be an important distinction for a position like the Executive Secretary (or Director) and the Board when making decisions regarding the budget and priorities.

When in doubt, always refer back to the organization's mission statement. If a proposed project doesn't serve the mission, then it shouldn't be a priority.

With that in mind, let's revisit PLSO's mission statement. It clearly states:

The mission of the Professional Land Surveyors of Oregon, a not-for-profit statewide professional organization, is to unite all licensed Land Surveyors in the State of Oregon:

To promote legislation and educational programs to improve the professional status of Oregon Land Surveyors; and
To advance the profession of Land Surveying by promoting high standards of practice and ethical conduct, holding paramount the interests of the public.

As the Executive Secretary, I interpret this as more mission based. As a result, the Board focuses on bettering the overall profession in Oregon. Line by line:

Promote legislation: PLSO works with lobbyist Darell Fuller to follow issues that affect the profession, be our voice and have a presence in Salem. Darrell also works with the NSPS lobbyist, John Byrd, who does the same thing on a national level.

Educational programming and uniting: The conference provides a place for land surveyors to come together and earn continuing education credits at the same time. And our Chapter meetings provide this on a smaller, more localized scale.

To advance the profession: I take this to mean promoting to our future workforce and the public. Right now, our focus is on getting our profession more exposure to students because we need more licensed surveyors in the pipeline as more and more of our folks retire. I take calls from the public all the time, giving them resources of who to call and making sure that a land surveyor's mission is to represent the truth.

Areas where PLSO is more member-driven is programs like Emerging Leaders and Young Surveyors. For PLSO to have a future it's important we cultivate programs that meet the needs of our younger professionals, we will move into positions of leadership in their profession, but volunteer leadership for PLSO as well.

Governance

PLSO is governed by its Bylaws, Operations Manual, and approved Policies. All of this may be found online at www.plso.org/mbrresources.

The bylaws serve as a legal document and roadmap of how PLSO is to be run. The Operations Manual lay out the procedures of how PLSO will fulfill its mission in accordance to the bylaws. Policies are created to create confidence and reduce controversies for specific situations that could affect the Board.

The ownership of PLSO belongs to its members. The Board of Directors serves the members. It is made up of the President and President-Elect of each chapter (serving a total of two years on the Board). The purpose of the Board is to provide oversight towards serving the mission of the organization. This includes voting on financial matters, policies, and overall strategy.

The Executive Committee is made up of the Chairman of the Board, Chair-Elect, Past Chair and the Executive Secretary. Its role is to prioritize, present and advise on issues for board members to vote upon, ensuring topics and decisions are aligned with the company's mission, vision, and goals. The Executive Committee runs the Board meetings, but does not have voting rights, unless serving as an official Alternate.

The Executive Secretary serves the Board of Directors and Executive Committee. For PLSO this is an independent contract position (1099 employee) and not considered a full-time employee. This position is responsible for steering and fulfilling the operations of the organization.

Committees serve at the leisure of the Board of Directors. Chairs are appointed by the Chairman of the Board. Committees are involved in the details of projects voted upon by the Board.

Being a Volunteer Leader

Fundamental to achieving success as volunteer leader is to understand that you are representing the entire organization and its mission through your specific leadership duties and priorities.

The top ten expectations of board members are:

1. Attend and prepare for board meetings. Attendance and preparation are expected for the Board to function effectively.
2. Provide fiduciary oversight.
3. Provide ongoing strategic counsel and advice to the Executive Secretary, Lobbyist and Committee Chairs.
4. Connect PLSO to others who can be helpful to the community.
5. Support PLSO Fundraising Efforts.
6. Serve on and occasionally lead board task forces or committees.
7. Communicate Board Activities to Chapter.

8. When serving on the Board, you are the voice of the Board.

Disagreements and lengthy topic discussions in Board meetings is normal. Once a motion has officially been voted on, the Board speaks with one voice on topics, despite what an individual member's vote was on the topic.

9. Communicate Board Activities to Chapter.

10. Keep Membership Current.