



Missouri Society of Professional Engineers

Charting Our Own Course

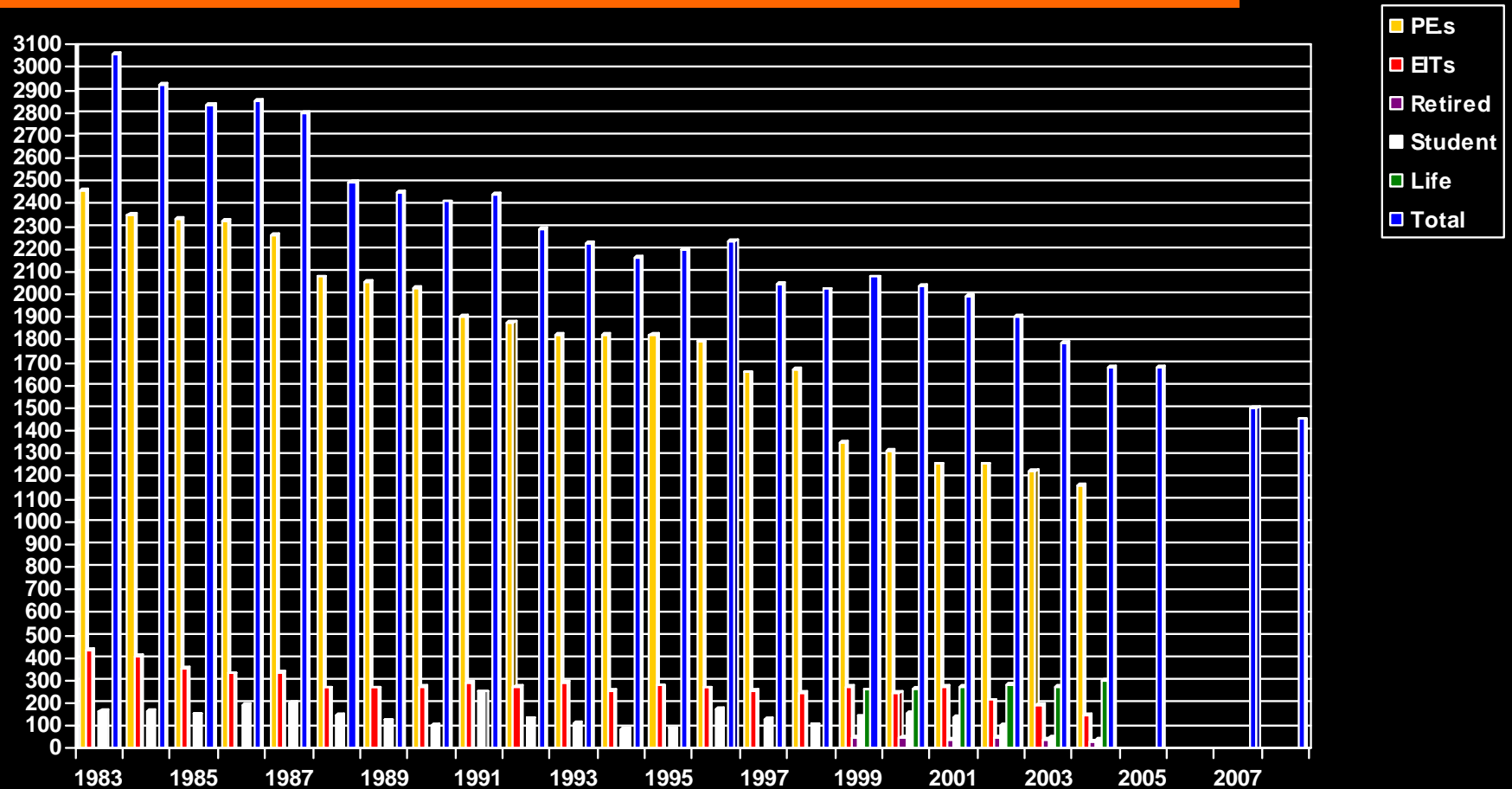


Facing A Harsh Reality

■ Declining Membership

- ◆ MSPE has experienced a steady decline in membership for 25 years.
- ◆ In 1983, the society had over 2,450 P.E. members and a total membership of 3,050
- ◆ Today, MSPE has 1096 P.E. members and a total membership of 1463.
- ◆ Additionally, MSPE is an aging society with 293 non-dues paying life members.

Membership: On the Decline



Current Statistics

■ January 2009 Membership

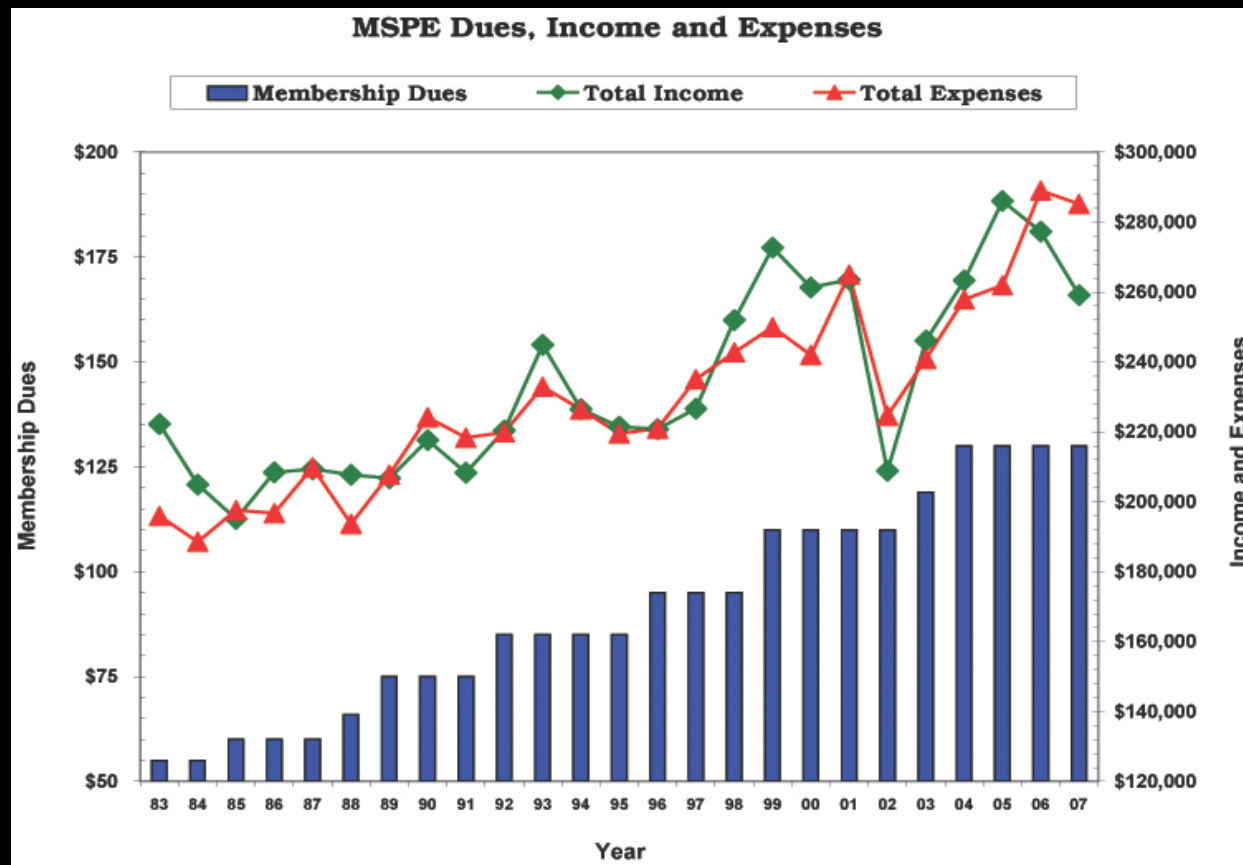
Membership Breakdown	
PE's 71 are enterprise members and receive 10% discount	1013
EI's 54 are full paying dues members; 11 are enterprise members and receive 10% discount; 31 are on the graduated dues program	96
Graduate Engineers 6 are full paying dues members; 9 are on graduated dues program	15
Retired Members	33
Students	13
Life Members	293
TOTAL MEMBERS	1463

Battling The Problem

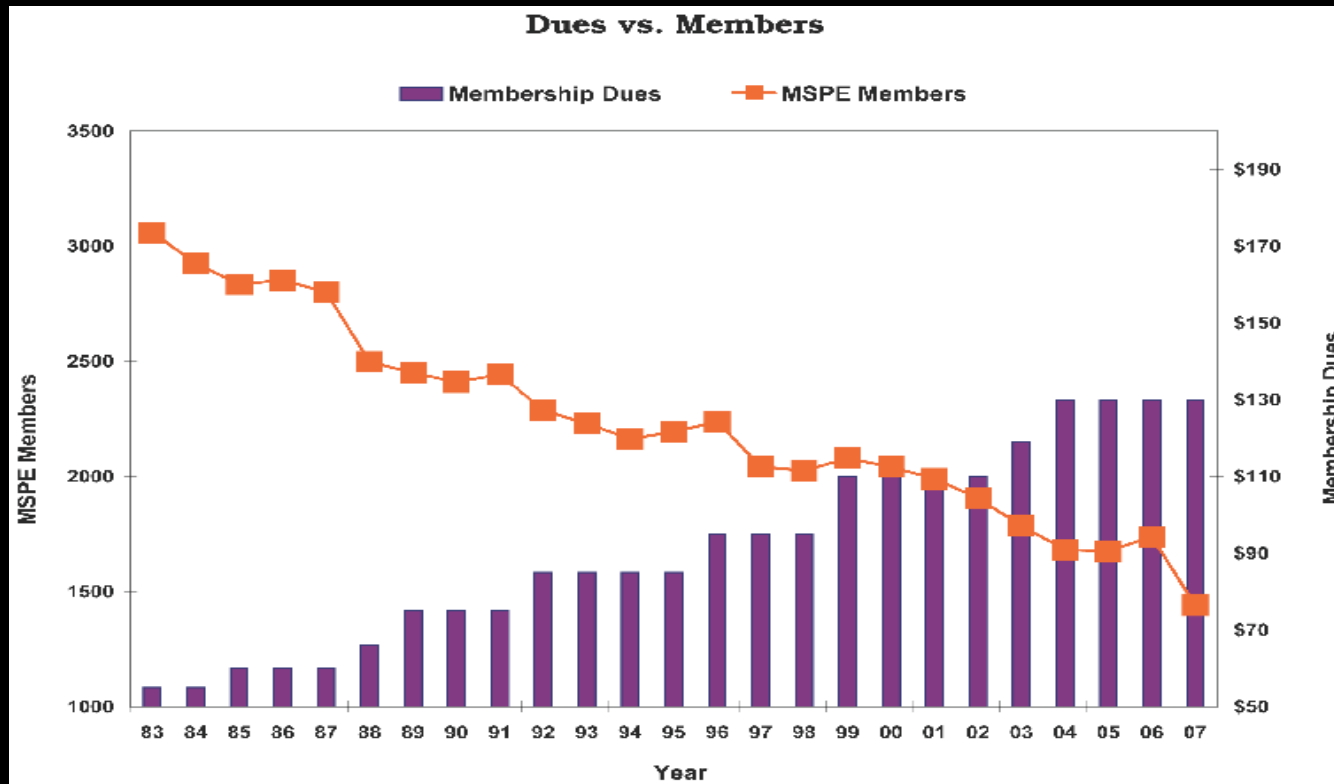
■ Taking Action

- ◆ Society officers have “stripped” the budget of extras by reducing expenses and cutting staff.
- ◆ On average, since 1994, MSPE’s budgeted expenses have increased about 1.8% annually compared with 3% inflation for the same period.
- ◆ Added to cost reductions, dues were increased 3 times in the past 5 years to avoid cutting essential services or more professional staff.

Membership Decline = Budget Shortfalls



< Members = > Dues




What Lies Ahead?

- ◆ Continued membership decline will force MSPE leaders to make tough choices to maintain financial integrity. Including:
 - Substantial Reduction to Reserve Funds
 - Dues increases on top of the annual 3% inflation hike
 - Reduction of Essential Services
 - Non-replacement of office equipment (computers, copiers, etc.)
 - Further Professional Staff Reduction
- ◆ For MSPE to remain a viable organization, this trend **CANNOT** continue.

Charting Our Own Course

Introducing a program to help the Missouri Society of Professional Engineers improve membership recruitment, retention and reclamation



JOIN
Missouri Society of Professional Engineers

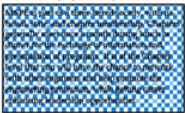
OUR MISSION...MSPE works to enhance the image of professional engineers by advocating strong registration laws, professionalism and ethical practice to protect the public, health, safety and welfare.

OUR GOALS...

- Promote the ethical, competent and professional practice of engineering.
- Provide continuing education, career development, networking opportunities, and other benefits to engineering professionals and students.
- Advocate effective government relations and licensure programs that protect welfare and engineering professionals.
- Promote community service.

Why Join MSPE?

- Networking Opportunities
- PE's on Individual Career Growth & Management Skills
- Professional & Leadership Growth
- Advocacy and Public Relations



MSPE has a long, rich history... Founded in 1937 when engineers united to pass Missouri's first engineering registration law, the Missouri Society of Professional Engineers (MSPE) is an individual member association for licensed professional engineers and engineering interns. MSPE is the only professional organization in the state that represents all disciplines and practice areas of the engineering profession.

Joining MSPE is easy!!! You can join online at www.mspe.org or you can complete the application on the back and either fax or mail to us. Also, if you recruit 2 new members your MSPE dues will be free the next year!

If you have additional questions about MSPE, please contact us at:
Missouri Society of Professional Engineers
393 E. McCarty, Suite 300
Jefferson City, MO 65101
(573) 636-4461
(573) 636-5473 fax
Email: mspe@mspe.org
www.mspe.org



Missouri Society of Professional Engineers



Member Benefits

- PDH Opportunities
- **Representation In the State Capitol**
- Registration Board Partnership
- **Professional Responsibility and Ethics**
- Career Enhancement
- **Professional News and Information**



Missouri Society of Professional Engineers



ENTERPRISE MEMBERSHIP

Qualifying Enrollment Guidelines

- ▶ Available to any organization employing Professional Engineers or Engineer In Training
- ▶ For 5 to 10 P.E. or E.I. employees, enroll a minimum of 5
- ▶ For 11 to 50 P.E. or E.I. employees, enroll a minimum of 10
- ▶ For 51 to 250 P.E. or E.I. employees, enroll a minimum of 20%; or
- ▶ For over 250 P.E. or E.I. employees, enroll a minimum of 50

Cost Savings

- ▶ 10% discount to Enterprise Members for each individual's MSPE + NSPE membership dues

Time Savings

- ▶ A single dues statement for all enrolled Enterprise Members
- ▶ Only one payment necessary

Flexibility

- ▶ Add or subtract employees as necessary; guidelines/restrictions apply.



For inquiries or enrollment, contact MSPE Director of Membership Martin Day at mday@mspe.org or 888-666-8881

An Opportunity To Grow

Two-Tier Membership

◆ Purpose

- To provide personal choice to current and prospective members by offering a greater choice of membership options.


◆ Objective

- To grow MSPE's membership so member services, value and benefit are enhanced through broader economy of scale.

Two-Tier Membership

■ History

- ◆ February 16, 1937 marked the first discussion of optional membership opportunities.

- ◆ After reviewing data from four of the five nearby state societies showing the existence of optional membership provisions, Founder  E.W. Carlton, P.E. insisted the Missouri Society should operate on the same privilege of optional national society membership ... from MSPE's 1937-1987 50th Anniversary publication.

- ◆ Historically, during MSPE's early and recent periods of rapid membership growth, optional membership provisions proved essential

Two-Tier Membership

■ The Debate

- ◆ Two-Tier (state and chapter) membership is merely another tool in the Membership Tool Box. It does **NOT** represent a “**divorce**” from NSPE.
- ◆ A larger membership, overall, provides stronger representation for the engineering profession, and therefore greater effectiveness by MSPE and NSPE.
- ◆ Two-Tier membership can provide a needed boost to the viability of the state society and local chapters AND provide a resource pool from which NSPE can recruit.

Two-Tier Membership

■ We're Not The Lone Ranger

◆ Nationwide associations are making changes by:

- Ending reciprocal or binding dues structures in favor of allowing every member to decide individually what areas of the organization they wish to participate.
- Instituting new membership and dues options most likely to appeal to the largest numbers of member prospects.
- Thinking out of the box for ways to engage or re-engage members.

Two-Tier Membership

■ The Plan

◆ General Guidelines

- Begins on July 1, 2009.
- MSPE staff will maintain a detailed database to evaluate the effectiveness of the program.

◆ Billing

- **MSPE** will invoice all members selecting the two-tier (state/chapter) membership as well as the three-tiered (national/state/chapter) membership upon renewal.
- In the event of a NSPE-only choice, **NSPE** shall provide billing services for all members selecting NSPE-only membership.

◆ Governance

- All MSPE State Officers shall be members of NSPE.

Two-Tier Membership

◆ Membership Recruitment and Retention

- The choice of a two-tier (State/Chapter) membership shall be offered to all new prospective members.
- All existing members of MSPE shall be offered a choice of two-tier (State/Chapter) membership as well as the three-tiered (national, state, chapter) membership upon renewal.
- Recruitment and Retention efforts shall include both NSPE and MSPE membership information.
- MSPE will actively promote three-tiered membership.
- NSPE only membership can be offered by NSPE in Missouri as long as MSPE state and chapter membership information is also included.
- NSPE/MSPE will continue to share common logos and other image enhancements in order to represent a unified society offering various membership levels.

Two-Tier Membership

◆ Evaluation

- MSPE shall monitor the addition of new members and the movement of existing members into various membership categories. This information will be used to evaluate the State Optional Membership program.
- At a minimum, the following reports will be prepared showing:
 - **New members and dropped members**
 - **Movements from National/State Chapter to State Optional**
 - **Movement from National/State/Chapter to National Only.**
 - **Upgrade of State Optional to State/Chapter/National.**
 - **Yearly increase/decrease of each membership category.**

Two-Tier Membership

■ Next Step

◆ Amend MSPE's Bylaws

- This will be a Governance Change requiring a two-thirds vote of the members of the Society in attendance at the annual meeting of the membership during MSPE's Annual Convention activities on June 22, 2009 at the Radisson Hotel in Branson, Missouri.

Charting Our Own Course

The Future Is In Our Hands ...

Choose to add *Two-Tier (state/chapter)*
Membership as an opportunity for
membership growth in June 2009.