



## *Ohio's Professional Soil Scientists*

### **2025 Winter Newsletter Volume 52, Issue 1 Part 1 Annual Meeting Information and Registration**

#### **Message from our president – Joe Ringler**

President Letter Winter 2025

We look forward to seeing everyone in a few weeks for the 2025 Annual Meeting at the Horace R Collins Laboratory near Delaware, Ohio. There will be a wide range of topics and presentations pertaining to our profession which includes an hour dedicated to the subject of ethics. The afternoon business meeting will include a vote on changes to the bylaws. The bylaw revisions will be sent out to the membership at least 30 days prior to the annual meeting. Please review the bylaw revisions. As you read the proposed revised bylaws, you will notice items in bold and items with a strike out. Items with a strike out are proposed items to be removed. Words in bold letters are proposed additions to the bylaws. If there are any objections, please bring them before the membership at the annual meeting. Included with the bylaws was an updated memorandum (MOU) of understanding with the Soil Science Society of America (SSSA). The MOU can be observed on the AOP website. As always, we will vote on new officers as we have a number of people accepting nominations for all positions except treasurer. If anyone knows of a person that will be a good candidate for the treasurer position, please nominate them at the annual meeting.

Although I don't always express it, I am grateful for all the people who serve in the various positions of our organization. I want to thank Kathy Sasowsky, Jon Gerken, Anna Defosset, and Julie Weatherington-Rice for their work in reading the bylaws and making the recommended changes for AOP. I want to thank our retiring Treasurer, Rick Griffin, for serving an extended term and doing all sorts of extra work that was asked of him in the past few years. I want to thank Kathy Sasowsky, Steve Miller, and Matt Deaton for updating the memorandum of understanding with Dawn Gibas and the Soil Science Society of America in efforts to properly certify professional soil scientists. I am thankful for the opportunity to serve as your President, and I look forward to seeing everyone at the annual meeting.

Sincerely,  
Joe Ringler

#### **Current AOP Executive Council – Line-up will change after the Annual Meeting**

We are grateful to recognize our 2024 Council, which includes many continuing Council members:  
President: Joe Ringler, [joeringler@yahoo.com](mailto:joeringler@yahoo.com). Will become Past- President at the annual meeting  
We will be electing a new president  
President-elect: we will be electing a new president elect

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Past President: Kathy Sasowsky, [kathryn@sasowsky.com](mailto:kathryn@sasowsky.com), (330)-670-0455. Kathy is replaced by Joe Ringler at the Annual Meeting

Secretary: Jessica Martin, [Midwest.jessb@gmail.com](mailto:Midwest.jessb@gmail.com)

Treasurer: Rick Griffin, [Rgriffin1741@gmail.com](mailto:Rgriffin1741@gmail.com) Rick is stepping down, we need a new Treasurer to be elected at the Annual meeting. It is a 2-year term. Still looking for a candidate for this slot.

Newsletter Editor: Julie Weatherington-Rice, [aopeditor2020@gmail.com](mailto:aopeditor2020@gmail.com)

Member At-Large: Jason Sneed, [Jason.sneed513@gmail.com](mailto:Jason.sneed513@gmail.com)

Member At-Large: Steve Miller, [soilconsultant@gmail.com](mailto:soilconsultant@gmail.com)

Member At-Large: Reed Johnson, [Reed.Johnson@usda.gov](mailto:Reed.Johnson@usda.gov)

One of the At-Large members is stepping down.

New Member At-Large to be elected at the Annual Meeting. This will be a 3-year term

Digital Information Manager: Anna DeFosset, [anna@clearcreekseptic.com](mailto:anna@clearcreekseptic.com).

For clarity, here are the positions to be filled and people who have agreed to run. Nominations continue to be open until the vote at the annual meeting.

**President: Duane Wood, running unopposed**

**President-Elect: Scott Demyan, running unopposed**

**Treasurer: open**

**At-Large: Matthew Tucker running against Katie Seer**

All Executive Board members must be Professional Members according to the By-Laws. The At-Large positions can be an Associate or Student. That is a great way to get your feet wet and learn the ropes for moving up in the organization. We welcome someone from a Health District, a Soil and Water Conservation District, an educator or an independent member to help round out the board. If you are interested in running, please contact Kathy Sasowsky, [kathryn@sasowsky.com](mailto:kathryn@sasowsky.com), (330)-670-0455

Finding new people to take over leadership positions is always a hard job but please know that you are not alone if you chose to answer the call. We work as a cooperative council and there is a lot of support, help and encouragement from the other council members.

Your AOP Executive Council works to help all soils professionals in Ohio. If there are topics that you'd like to learn more about at our Field or Annual Meetings, please contact any Council member.

## **News from our Treasurer, Rick Griffin**

### **Please pay your dues for 2025**

### **Annual Dues for 2024, Have you paid yours yet?**

**You will no longer receive the newsletter and/or remain on the AOP Soils Consultant list – without having paid your 2024 dues, please pay as I am closing the old mailing list after the annual meeting!**

**Mail a check to Rick or pay on line – it's easy and we are not very expensive for what services, outreach and continuing education credits we provide**

### **Dues payments - 2025**

Name: \_\_\_\_\_

Do we have your correct contact information? Please provide contact information (only if there are changes to your previous contact information or if you are not getting the AOP newsletter by e-mail):

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Street Address \_\_\_\_\_  
City, State, Zip Code \_\_\_\_\_  
Email Address \_\_\_\_\_  
Phone number \_\_\_\_\_

Association of Ohio Pedologists Membership Dues starting 2025 (and dues for 2024, if you haven't paid)  
For members approved as Professional.....\$40  
For members approved as Affiliate Members and Student Members.... \$20  
Category of Membership (circle one): Professional, Affiliate Member, Student Member,  
Honorary (No annual dues)  
AOP Dues Amount: \_\_\_\_\_

Contributions to Scholarship Fund: \_\_\_\_\_  
Continuing Education Fund: \_\_\_\_\_  
TOTAL AMOUNT ENCLOSED: \_\_\_\_\_

Make checks payable to AOP and send to:

Rick Griffin, AOP Treasurer  
937 Laurel Ave.  
Zanesville, OH 43701

You can also pay on line.

In addition, we would like to hear from you regarding membership and meeting topic ideas.

Dues can also be paid on line at the AOP web site <http://www.ohiopedologist.org> under the more....  
Store heading

## Annual Meeting Agenda and Registration Information

**(Please note that as of yesterday afternoon, the AOP on-line store for the annual meeting registration site is not yet active – please keep checking back. We need your registrations by February 21, 2025 for a head count for food ordering)**

Date: **Friday, February 28, 2025**

Location: **Ohio Geologic Survey Horace R. Collins Laboratory and Repository, Classroom, 3307 South Old State Rd, Delaware, OH 43015**

Registration: **\$45, includes coffee, donuts, and lunch Send registration (form on following page) by Feb. 21, 2025 to: Rick Griffin, AOP Treasurer, 937 Laurel Ave., Zanesville, OH 43701 Or register online at AOP website "store":**

[https://www.ohiopedologist.org/store/c1/Featured\\_Products.html](https://www.ohiopedologist.org/store/c1/Featured_Products.html)

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**8:30 - 9:00 AM Registration, Fellowship, and Refreshments**

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9:00 - 9:05 AM

## Joe Ringler – Welcome from AOP President



Joe Ringler is a Certified Professional Soil Scientist and is owner of LJ Environmental LLC. Joe currently conducts soil evaluations for proposed construction projects and designs on-site wastewater treatment systems for small flow and residential applications. Joe has experience in manure management planning for livestock operations, and he has experience in environmental inspection for pipeline construction projects. He enjoys gardening and spending time with his family. Joe currently serves as President for AOP and resides in northern Richland County with his wife and daughter. [ljenvironmental@gmail.com](mailto:ljenvironmental@gmail.com)

9:05 – 9:15 AM

## Anna Defosset – A Walk Through of the Association of Ohio Pedologist Website



Anna DeFosset is a Soil Scientist & Septic System Designer in Southwest Ohio. She is recently certified as a Certified Professional Soil Scientist through the SSSA, with past studies in Geological Sciences at Ohio University, & Soil Science with North Carolina State University & Wilmington College. As the current Digital Information Manager for AOP, Anna posts news, consultant list updates, & store options to the AOP website. [anna@clearcreekseptic.com](mailto:anna@clearcreekseptic.com)

9:15 – 9:45 AM

## Mike Angle and Julie Weatherington-Rice – Evaluating your site for Geologic Hazards before you leave for the field – Navigating the ODNR Interactive web sites and maps (revised title)



Mike received his BS and MS in Geology from the University of Akron and later attended Miami University. He worked at ODNR for 37 plus years, split between the Divisions of Geological Survey and Water Resources. He retired in 2021 as the Division Chief and 14<sup>th</sup> State Geologist of the Ohio Geological Survey. He now works part time for Eagon & Associates, a groundwater consulting firm in Worthington and assists the Geological Survey with grant projects. [mangle56@outlook.com](mailto:mangle56@outlook.com)

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Julie Weatherington-Rice was born to be a natural scientist as she has been looking at rocks, plants, critters and soil all her life. She holds a BS in Earth Science Education, an MS in Geology and a PhD in Soil Science all from The Ohio State University. Julie is currently, semi-retired from Bennett & Williams Environmental Consultants Inc. which specializes in groundwater public water supplies and protecting our soil and water. Moreover, she spends most of her time working with allied professionals and citizen scientists, trying to demystify the fields of geology, soil and water. She lectures, prepares training materials, and coordinates the AOP Education and Scholarship efforts. She also serves as the AOP Newsletter editor. Julie lives in Worthington, Ohio with her daughter Susan Rice. [AOPeditor2020@gmail.com](mailto:AOPeditor2020@gmail.com)

**9:45 – 10:00 AM Break**

**10:00 – 11:00 AM Tom Peak, PS – GPS and How it can Help You**



Tom Peak is an Ohio Professional Surveyor. He began surveying in the military conducting both conventional plane and geodetic surveys and then worked as a land surveyor in Ohio where he obtained his license. He then worked for two ENR top 50 contractors as District Surveyor and Director of Surveying, leading conventional and GPS survey operations as well as GPS machine control teams. He has been the Regional Director in Ohio, Indiana and Michigan for 17 years with Carlson Software and has 42 years of experience in land development software and equipment. [tpeak@carlsonsw.com](mailto:tpeak@carlsonsw.com)

**11:00 – 11:10 AM Break**

**11:10 – 12:05 PM Ethics Series of Soil Science Profession:**

**11:10 – 11:30 Dr. Ann D. Christy – Digging Deep: Mastering OSHA Safety Standards for Soil Pit Excavation Sites**



Dr. Ann D. Christy is a professor of Food, Agricultural, and Biological Engineering; professor of Engineering Education; and Associate Dean and Director for Academic Programs in the College of Food, Agricultural, and Environmental Sciences at the Ohio State University. Prior to becoming a faculty member, she worked in the consulting industry, and she continues to collaborate with that industry, serving on the board of directors for a local firm: Bennett and Williams Environmental Consultants. She is a registered Professional Engineer

and has won multiple teaching awards at the college, university, and national levels. She is a

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fellow of the Ohio Academy of Science, the American Society for Engineering Education, and the American Society of Agricultural and Biological Engineers. [christy.14@osu.edu](mailto:christy.14@osu.edu)

- 11:30 – 12:05**      **Joe Ringler and Members of the Certification Committee – Ethical Approach to utilizing Employees/Subcontractors**
- 12:05 – 1:00 PM**      **Lunch – City BBQ**
- 1:00 – 2:00 PM**      **Justin Nobel – Petroleum-238: Big Oil’s Dangerous Secret and the Grassroots Fight to Stop It**



Justin Nobel writes on science and environment for US magazines, investigative sites, and literary journals. He has been published in Best American Science and Nature Writing and Best American Travel Writing. A book he co-wrote with a death row exoneree, *The Story of Dan Bright*, was published in 2016 by University of New Orleans Press. His 2020 Rolling Stone magazine story, "America's Radioactive Secret," won an award from the National Association of Science Writers and inspired this book. Justin's writing has helped lead to lawsuits, public dialogue, academic research and been taught at Harvard's School of Public Health. [justinnobel@gmail.com](mailto:justinnobel@gmail.com)

- 2:00 – 2:30 PM**      **Dr. Susan Massick, MD, FAAD - Digging into Skin Health: What You Need to Know About Skin Cancer and How to Prevent It**



Dr. Susan Massick, MD, FAAD, is a board-certified dermatologist with expertise in dermatology and diseases of the skin, hair, and nails. She specializes in dermatologic conditions in adult and pediatric populations, including skin cancer, moles, eczema, and psoriasis, and hair disorders. She graduated from Vanderbilt University School of Medicine and completed two residencies in Internal Medicine and in Dermatology. She is an Associate Professor Dermatology at The Ohio State University Wexner Medical Center where she divides her time between clinical care, resident education, and community engagement. [Susan.Massick@osumc.edu](mailto:Susan.Massick@osumc.edu)

- 2:30 – 2:45 PM**      **Break**
- 2:30 – 4:00 PM**      **Business Meeting**

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Joe Ringler President – Call the meeting to order

## Officer Reports

1. Secretary Report 2024 Annual Meeting Minutes
2. Treasurer Report
  - a. Financial Review

## Old Business

## New Business

1. Executive Council Nominations
  - President - Duane Wood
  - President-Elect - Scott Demyan
  - At Large – Matthew Tucker
  - At-Large – Katy Serr
  - Treasurer - Open
2. Election of Officers
3. Vote to be a 501 C3
4. Vote to adopt the Bylaws Approval
5. Discuss Education/Scholarship Committee
6. Updates on Certification Committee
7. Wilmington College Certification Program
8. Updates from Agencies (NRCS, ODNR, County Agencies, Consultants)

Passing the Gavel

Adjourn

## **Registration Form Association of Ohio Pedologists (AOP) Annual Meeting, February 28, 2025**

**Ohio Geologic Survey Horace R. Collins Laboratory and Repository, Classroom, 3307  
South Old State Rd, Delaware, OH 43015**

- Students should register for the meeting so that we have a lunch count, but fees are waived.
- Speakers do not need to register unless they choose to for continuing education or other professional credits. We would appreciate it if speakers register if they intend to be joining us for lunch (no fee).
- Vegetarian and some other options will be available for lunch from City Barbeque. We trust that if you have dietary concerns, you will be able to pick and choose among lunch options or will take responsibility for your own lunch separately.

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Mail this page and payment to: Rick Griffin, AOP Treasurer, 937 Laurel Ave., Zanesville, OH 43701  
Questions, call: Rick Griffin 740-273-2426

Or register online at AOP website "store":

[https://www.ohiopedologist.org/store/c1/Featured\\_Products.html](https://www.ohiopedologist.org/store/c1/Featured_Products.html)

Name \_\_\_\_\_

Street Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

Email address: \_\_\_\_\_

Affiliation/Employer: \_\_\_\_\_

Contact phone number: \_\_\_\_\_

Please Select:

Meeting Fee \$45: \_\_\_\_\_

I am a speaker: \_\_\_\_\_

I am a student: \_\_\_\_\_

Professional Annual Membership for 2025 \$40 \_\_\_\_\_

Affiliate Annual Membership for 2025 \$20 \_\_\_\_\_

Student Annual Membership for 2025 \$20 \_\_\_\_\_

Contribution to the AOP Scholarship Fund (please specify amount) \_\_\_\_\_

Contribution to the AOP Education Fund (please specify amount) \_\_\_\_\_

Amount enclosed (Checks payable to AOP): \_\_\_\_\_



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## New AOP Members

We are so excited to have two more new AOP members. We hope that they will be able to join us for the Annual Meeting. They are:

George Chammas is a geotechnical engineer for a geotechnical engineering firm in Youngstown, Ohio. George got interested in soil science and the skill set needed to evaluate septic system siting after he had a soils evaluation at his home. He has completed his soil science courses online from North Carolina State and has been working in the field with Stephen Prebonick and Chris Bell. We are delighted to greet him and encourage him as he works towards his CPSS certification with SSSA.

Our other new member is Mariah Lashley. Mariah is a recent OSU grad in Natural Resources concentrating on soil science. She is currently working as a Soil Conservationist with NRCS located in the Marysville, Ohio Field Office. We are delighted that she has also joined our ranks and are looking forward to getting to know her.

## Update on Newsletter mailings

This is the eight mailing of the newsletter to a much-shortened list of recipients. If you did not pay your 2024 dues, this may be your last newsletter. Rick and I will be coordinating the mailing list at the end of his term as treasurer. If you are an honoree member or a contact person to a sister Agency or Association, you are covered. I am going over the list of paid 2024 members with Rick Griffin again to make sure my mailing list is up to date. This has been a very hard decision to prune the mailing list as I removed a number of names of old, dear friends. If you were on the Consultants list and have not paid the 2024 AOP dues, you will also be removed from that list as membership in AOP is one of the criteria of remaining on the list.

## AOP Awards Committee Awards

Matt Sullivan and Kathy Sasowsky reactivated the Awards Committee. Joe Ringler joined that committee as our President after the Winter 2024 meeting. Please contact any of them if you have nominations.

## Scholarship Information

It's time to start thinking about applying for the AOP continuing education soils scholarship for 2025-2026. You can apply for the general AOP scholarship if you are studying soils at Wilmington, at Central State or at any other university outside of Ohio. The goal of this scholarship is to help offset the costs of the classes, especially for those who are attending remotely as out of state students.

The AOP Education and Scholarship Committee are pleased to announce that we will again be awarding two AOP Continuing Education Scholarships for the 2025-26 school years. We award the two \$500.00 scholarships after the June Executive Committee meeting. These scholarships are available to anyone studying soil science not at Ohio State University. Scholarships are awarded each June 1<sup>st</sup> by the Education and Scholarship Committee. Currently the Committee includes Rachael Warren, Megan

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Conley, Anna DeFosset, Dan Michael, Susan Rice and myself. Anyone interested in joining is invited. Anyone working on an SSSA Certificate is automatically invited. Scholarship applications must be received by June 1, 2025. Applications can be sent to [AOPEditor2020@gmail.com](mailto:AOPEditor2020@gmail.com).

What do you have to do to apply? All you have to do is write a 1-2 page letter telling us about yourself, how you got interested in soils, what you are planning to do with this training and where you are attending. You need to be a member of AOP and be planning to work towards becoming a CPSS with SSSA.

There is also an Ohio State soils scholarship that we award each year. Matt Sullivan coordinates the Ohio State University AOP scholarship.

As the Ohio Dept. of Health certified list is set to sunset in early 2026, we know that a number of you are preparing to take the CPSS exam offered by SSSA or have already done so. We understand that this is not a simple undertaking and have provided information about the process in earlier newsletters. We also understand that there are costs associated with the exam. Therefore, the Executive Committee has decided to offer a \$100.00 expenses reimbursement to any AOP member who has successfully taken the exam recently or are planning to do so soon. Just send us documentation that you have successfully passed the exam. If you fit this category, please contact me and I'll forward the information to the Executive Committee so that we can honor this pledge.

If you are interested in contributing to the general AOP scholarship, you can now make a tax-deductible donation. We are in the process of transitioning from a 501C6 organization to a 501C3 organization to better support our educational outreach efforts. The IRS has informed us that even though the transfer is not complete, since we have notified them, we can function as if it was complete and take donations that are fully tax-deductible. If you wish to contribute to the Ohio State soils scholarship, please do that through the University directly. Matt Sullivan is our contact for that scholarship effort.

## **2024 HB 308, Rep. Mary Lightbody's 2022 H.B. No. 579 Stopping Brine Spreading Bill, educating our Legislators and Justin Nobel's new book**

Both the Ohio House and then the Senate in a lame duck session last December, voted basically along party lines to approve HB 308. It was then signed by the Governor. Why should this matter to you? Well among other things, HB 308 extended oil and gas drilling leases under State of Ohio lands which they must grant because of the "chicken bill" which was passed in 2022 (and Federal lands) from a 3-year permit to a 5-year permit. That means, that once the driller is granted a lease under our public lands, he will not need to renew that lease when the horizontal hydraulically fractured shale wells reach it's 5-year production life expediency. If they want to keep pumping it after that, they will need to apply for an additional permit. However, an evaluation of the production decline curves for the newer horizontal hydraulically fractured shale wells by Ohio FracTracker shows that five years of production is typical. The wells are paid for with 30-year mortgage but rarely continue to produce until the well is paid for.

The other, more serious inclusion in the bill is that now, in the state of Ohio, nuclear energy electricity and fossil natural gas electricity are officially designated as "Green" energy, making Ohio one of the Greenest, most sustainable producers of electricity in the country if not the world. Of course, scientifically, these electrical energy sources are not "green". They are classified as fossil fuel sources of

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electrical energy. Ohio is producing approximately 4% of all our electrical energy from sustainable sources like wind and solar, but for the sake of political posturing, we are now an exceedingly green state. I provided testimony at the Senate Committee hearing, both written and oral. In my oral presentation I told them that they could also put in a clause that said that the moon was made of "Green" cheese for all the good it was going to do. The Senate Committee did not even break a smile. There was energetic testimony by Democratic Senators to try to kill the bill but at the end of the day, they were unsuccessful. And so that's where we stand in trying to increase sustainable, carbon reduced electricity in Ohio.

The Austin Master's "reclamation" plant in Martin's Ferry cleanup continues. The company that owned the facility failed to follow the Ohio AG's orders to clean up the site so it is being undertaken under the supervision of ODNR. At this point, the tax payers of Ohio are paying for the cleanup which is estimated to be \$6 million dollars. To date, no one has gone to jail for being in non-compliance with the court order to remediate the site.

Jenny Morgan continues to publish her Daily Accident Report Oil & Gas. You can sign up for it on Facebook. With about 250 reports a year, she will not be running out of materials any time soon. Also keep an eye on the FracTracker map I highlighted three newsletters ago to make sure you are not heading off to work in one of the contaminated sites as we are learning that many, if not most, of them never get adequately remediated.

The Ohio EPA/ODNR/ODH ordered private drinking water wells testing for contaminants around the Frost injection well and the K&H injection wells in Athens County has been completed but the data has not yet been released. We are hoping to hear soon as the citizens want to know if it is safe to drink their water. There is no more information on the court cases surrounding the contamination of the oil and gas production wells in eastern Ohio from these failed injection wells.

Of note on the Federal Horizon, as part of the Infrastructure Bill, West Virginia, Pennsylvania and Ohio has been linked together in a regional production and use of hydrogen gas hub. It's being managed by the US Dept. of Energy with technical support from Battelle. It's called the ARCH2, Appalachian Regional Center Hydrogen Hub. Hydrogen fuel has it's uses and if created from water using solar and wind for the electrical energy to split the water molecule, it is carbon neutral. However, it takes more energy to make the hydrogen gas than the energy that it produces.

The concept is just in its beginning phase. We don't know where the facilities will be built, what kind of facilities they will be, how the hydrogen will be used, how it will be transported, what are the sources of the electrical energy to make it and what is the feed stock. Remember we are only producing about 4% of our electricity statewide from actual green sources. Regardless of all this missing information, the DOE is asking for citizen inputs on all the program by March 5<sup>th</sup>. At this point it appears that the electricity will be mostly nuclear and fossil natural gas. It also appears that the feedstock for the process will be fossil natural gas and recycled plastics which create a far more toxic waste stream requiring the creation of Class IV Carbon capture sequestration wells, a technology in its infancy worldwide. Battelle will be drafting the project Environmental Impact Statement, the lowest level of environmental review under NEPA. Typically, EIS's are drafted for upgrading a highway intersection receiving federal funding. For a project of this scope, it would be typical to actually know where the projects would be located and to require full Environmental Impact Assessments for each site and each pipeline to be installed, hydrogen gas cannot be shipped in natural gas or oil pipelines. I will keep AOP notified. Proposed projects range from Ashtabula County to Licking County.

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Justin Nobel will be a speaker at our Annual Meeting. If you have not purchased a copy of his book, he will probably have some available for purchase. In addition, he will sign copies of the book, regardless of where you got your copy.

## Future meeting announcements and cancelations

No new additional meetings before the Annual Meeting are scheduled. Buckeye Environmental Network has scheduled the Ohio Statehouse for March 6, 2025. We are expecting that Justin Nobel will be able to attend that event as well. If you are planning to attend, please register on the Buckeye Environmental Network web site. There will be no charge for attending but we are feeding people lunch, and we need a head count to know how much food to order. In addition, BEN members are trying to coordinate meetings and lectures around Ohio and the close neighbor states to make his travel to the region worth his while. At this point there are plans for a presentation in Ashtabula County and one here in Franklin County at Otterbein University in Westerville but I am not certain of locations, dates and times yet. More as more lectures are arranged.

## AOP Bylaws Committee, changing the organization incorporation status to a 501C3 incorporation and the restructuring of the Education and Scholarship Committee

The AOP Bylaws Committee is active again. After we thought we had everything sorted out, several additional issues were identified and as we got to talk other changes presented themselves. The current bylaws committee is Kathy Sasowsky, Jon Gerken, Anna DeFosset and myself. We are still working out details and will bring any new changes up to the membership for the Winter Meeting. I have mailed out the proposed bylaw changes and you should have them by now.

## In Memoriam

To the best of my knowledge we have lost no more members. However, George Derringer's email keeps bouncing back. Does anyone have a further update on his status? I had lunch with his and Joe Steiger last year at the Annual Meeting. He is greatly missed.

## Letters and Phone Calls to the Editor

This section of the Newsletter belongs to you, our members and future members, in the hopes that if we communicate with each other, we can find pathways to move forward to train the next generation. Please send your letters and/or responses to the Editor at [AOPEditor2020@gmail.com](mailto:AOPEditor2020@gmail.com) and I will include them in upcoming issues of the Newsletter which is developed and disseminated quarterly.

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## Part one of the Winter 2025 Newsletter

This ends Part One of the Winter 2025 Newsletter. Part two shares highlights from AOP members.

