

**Association of Ohio Recyclers  
Board Meeting Minutes  
October 21, 2025**

**Opening**

The October 2025 Board Meeting of the Association of Ohio Recyclers (AOR) was called to order at approximately 10:40 a.m. by President John Woodman.

**Board Attendance**

**Members Present:** Jeff Montavon, Ken Lewis, Jacob Heffron, Katy Rees, Chase Axelson, Mary Copenbaker, Carol Giulitto, Emily Walker, Michael Darling, John Woodman, Chris Talarek, Molly Kathleen, Erin Oulton

**Not Present:** Robert Kurtz, Mike Hall

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**Approval of Minutes**

- **September 2025 Minutes:**  
Motion to approve by Jeff Montavon; seconded by Jacob Heffron.  
Motion carried unanimously.

**Treasurer's Report**

- Treasurer's Report for October presented by **Chris Talarek**.
- Motion to approve by Michael Darling; seconded by Emily Walker.  
Motion carried unanimously.

**Treasurer's Update**

- Conference expenses: **\$29,482.23**
- Conference revenue: **\$17,112.69** (split three ways as previously discussed)
- Financial records available on Google Drive.
- Erin noted revenue was approximately **\$1,500 higher** than previous conferences due to reduced venue costs.

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**Old Business**

No items presented.

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## New Business

- Ken Lewis provided a comparison of the AOR Conference to the NRC Conference:
    - AOR sessions were ranked as “pretty good,” though not exceptional.
    - NRC attendance and exhibitor representation were smaller and less robust than AOR.
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## Committee Reports

### Strategic Planning Committee

- No report.

### Communications Committee – *Report by Molly Kathleen*

- No new communications issued.
- One partner organization distributed post-conference feedback surveys.

### Events & Programming Committee – *Report by Erin Oulton*

- Two feedback documents will be distributed (bar chart summary and open-ended comments).
- Conference attendee total: **137**
- Feedback overall positive; speaker ratings were mixed.
- Planning underway for next spring event.
- Proposed December meeting to be held at ADS’s new building on **December 3**.
- Proposed fall 2026 workshop at the Columbus Zoo.

### Governance Committee – *Report by Ken Lewis*

- No updates.

### Finance Committee

- Carol reported completion of shredding records from 2020 (payables and receivables).
- Motion by John Woodman to adopt a **5-year retention policy** for payable, receivable, and conference records; seconded by Michael Darling.  
Motion passed unanimously.

### Membership Development Committee – *Report by Chris Talarek*

- Reviewed membership drive activities during conference.

- Committee will follow up with conference attendees before year-end.

### **ROC Committee**

- No meeting held last month.

### **Elections Committee**

- Annual elections upcoming.
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### **Adjournment**

Motion to adjourn by Michael Darling; seconded by Katy Rees.  
Meeting adjourned by John Woodman at **11:50 a.m.**

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### **Upcoming Meetings**

- **November 18** – Zoom
  - **December 3** – ADS Facility
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### **Action Items**

<b>Owner</b>	<b>Task</b>	<b>Due Date</b>
Erin Oulton	Distribute post-conference feedback reports	Before November meeting
Erin Oulton	Confirm December meeting venue at ADS	December 3
Michael Darling	Develop list of trade shows/events for membership recruitment	Ongoing
Michael Darling	Explore feasibility of AOR Podcast for environmental news	Ongoing
Ken Lewis & Jeff Montavon	Prepare election ballot and notify members of open seats	Distribute at November meeting; Vote on Dec. 3