



Project  
Management  
Institute®  
Metropolitan St. Louis



2024 ANNUAL REPORT

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2025 ANNUAL PLAN

Project Management Institute  
Metropolitan St. Louis Chapter

The largest community of Project Management Professionals  
in Missouri and Metro East Illinois

## What is PMI?

Project Management Institute (PMI) is a not-for-profit professional association founded in 1969 by working project managers and is currently composed of close to 700,000 members and credential holders in over 185 countries. Our worldwide advocacy for project management is supported by our globally-recognized standards and credentials, our extensive research program, and our professional development opportunities. These products and services are the basis of greater recognition and acceptance of project management's successful role in governments, organizations, academia and industries.

## Benefits of Membership

As a PMI member, you gain exclusive access to PMI publications, e-reads, project management global standards, tools and templates. Including PMI Infinity, PMI's AI tool, free to PMI members! As well as leadership and volunteer opportunities, locally and global. You'll also receive discounts on certification exams and renewals, in addition to professional development offerings.

## What is PMI Metro St. Louis?

The Metropolitan St. Louis Chapter of PMI (PMIMSL) was founded in 1994 and consists of Project Managers and others, living in the metropolitan area, interested in furthering their professional knowledge and networking opportunities.

Our **Vision** is to increase the awareness and value of professional project management for practitioners and organizations in the community we serve.

Our **Mission** is to advance the profession of Project Management by creating a culture and community to facilitate professional development and volunteerism.

## Benefits of Membership in Metro St. Louis Chapter

The greatest benefit we offer is the ability to network with over 1,500 other practitioners in the Metro St. Louis area! Other benefits will be outlined in the following pages, to include, but are not limited to:

- Discounts to Chapter sponsored programs (including Meetings, Certification Classes, Seminars, Workshops, etc.)
- Career Building Opportunities (Career Fairs, Career Networking Events, etc.)
- Award Winning Mentoring Services
- Volunteer Opportunities
- Leadership Opportunities / Training
- Professional Development Days





**Fred Gowin**  
**PMP, PMI-ACP**  
President  
2023-2024

## President's Message

One of my favorite quotes is, "Yesterday is history, Tomorrow is a mystery. Today is a gift; that's why we call it the present."

As PMIMSL celebrated our 30th anniversary in 2024, we're proud of our history.

Since 1994, hundreds of volunteers have dedicated their time over the last 30 years to advance the profession of project management by fostering a culture and community that promotes professional development and volunteerism.

For us to achieve this mission, we need to enhance our vision to raise awareness and demonstrate the value of professional project management for practitioners and organizations in the community we serve.

Although we've been rebuilding since COVID, we gradually started returning to in-person events in 2024.

- We held our Annual Board Planning Meeting in-person with a full board for the first time since the pandemic.
- Our mentoring program celebrated another successful year with an in-person celebration.
- We co-sponsored the SIU-E in-person Project Management Symposium.

We're excited! People are excited.

We filled the River Camp at the St. Louis Zoo for our 30th Anniversary Celebration in July. We celebrated the gift of our chapter from PMI with an outstanding program and meal, where past presidents mingled with first-time attendees. Highlights of the evening included a proclamation from the mayor, a 30th anniversary "swag bag," and remarks from PMI Global and Zoo officials.

In September, we took seven Board members to the PMI North American Leadership Institute Meeting (LIM) and another to the PMI Global Summit. We're revamping our scholarship program and spent time with the PMI Educational Foundation (PMIEF) where we sponsored a table at the annual PMIEF Gala at the Ray Charles Terrace at the Grammy Museum, donating two of our 30<sup>th</sup> anniversary swag bags to the auction.

On the first Thursday of November, we had our annual IPM Day celebration in-person again, this time at Maritz where we recognized our Volunteer and Volunteer Team of the Year.

We enter 2025 with all offices filled after a successful election.

What will tomorrow bring? It's not really a mystery. As project managers, we make a plan and follow it. I'm excited about this year, knowing President-Elect Theresa Luebcke and her board will continue the great tradition of leadership and volunteerism initiated by Jim Snyder and the other founders of PMI back in 1969, and we continued in 1994.

Thank you for the opportunity to serve as your president, and I look forward to supporting the 2025 board as past-president.



**Theresa Luebcke**  
**PMP**  
President-Elect  
2024

## President-Elect's Message

The role of President- Elect is one intended to operate behind the scenes, observing the day-to-day activities of the current Chapter President and the Board of Directors. It is a role which requires keen listening and observation skills necessary to identify current challenges and have the astuteness of foreseeing what can be done in the future to best support PMIMSL Chapter Leaders, Our Chapter Members, and Our Community.

If I look familiar to some of you, yes, I have served as President of PMIMSL during 2011-2012. Since that time, I volunteered for two different PMI Global Volunteer roles: I served as Region Mentor for our Region - Region 6. I also served on the Chapter Insight Team. As a member of the CIT, I acted as the 'voice of the Chapter' to PMI Global.

In 2023, I worked on a special project through PMI to develop 5 new Chapter Leader Orientation courses for new (and existing) Chapter Leaders. If you have ever considered serving your Chapter as a Leader, we have the tools to help make your job as easy as possible!

I Remain very committed to PMI and to our Chapter, PMIMSL! I recognize our membership numbers dropped the past few years, and now is the time to regroup and emerge stronger than before! Your Chapter needs you, your input, your attendance at meetings and events and your ability to volunteer.

It takes a village...

### A Look Ahead – Plan for 2025

- Identify and implement additional opportunities to interact with our chapter membership and community
- Increase the number of in-person meetings and events to foster better networking opportunities
- Increase the amount of knowledge-sharing and mentorship for our members and community

The PMIMSL Chapter community is full of top talent and brilliant minds. We desire to connect and deliver value to every professional and to upcoming professionals within our reach including but not limited to:

- Project Leaders (across all industries)
- Organizational Change Management leaders & practitioners (OCM)
- Career Changers
- Life-long Learners
- College Students / Student Clubs
- High School Students
- Middle School Students
- And many more

***Here's to serving you!***

[President@pmimsl.org](mailto:President@pmimsl.org)

[www.pmimsl.org](http://www.pmimsl.org)

I would love to hear your thoughts on the direction of PMIMSL!



**Senthil Kannimar**  
VP Programs  
2021 - 2024

# 2025 PROGRAMS Team

## 2025 Team Directors:

Kelly Bottini – VP Programs

Susan Weber – Director Chapter Meetings

**Monthly Chapter Meetings** – While our chapter meetings have always been the largest program for the chapter, COVID and the years following through 2024 created the need to host meetings virtually. The overall strategy for our Program team was to continue to create valuable networking and educational opportunities for members by bringing in high quality speakers that provided something they could apply to their life and career.

- **Feb 21, 2024:** '*Want Accountability? Start with Empathy: Balancing Your Best Leadership Skills*' – Speaker Tom Esch, Founder and Principal Consultant
- **Mar 20, 2024:** '*How to Run Successful AI Projects and Avoid Failure*' – Speakers Ronald Schmelzer & Kathleen Walch, Managing Partner and CPMAI Certified Lead Instructor
- **May 19, 2024:** '*Emotional Intelligence for Managing Diverse and Complex Teams*' – Speaker Alan Mallory
- **Jun 19, 2024:** '*Humans are Hard, Code is Easy*' – Speaker Tom Hendricksen, Founder at Code is Easy
- **July 17, 2024:** 'Metropolitan St. Louis PMI 30th Anniversary Celebration' - In-person opportunity to celebrate PMI in St. Louis and launch our chapter into its next 30 years. - Speakers included Lynn Shannon, PMI Board Member; Rory James St. Louis Zoo; and a representative from the City of St. Louis to present a Mayoral proclamation to the chapter.
- **Sept 18, 2024:** '*Challenge the status quo, apply new ways of thinking, working, and acting to achieve elevated success*' – Speaker Julie Kowalski, named one of the “World’s Most Creative Thinkers” by bestselling author Seth Godin
- **Nov 7, 2024:** '*IPM Day*' and Volunteer Recognition Event - Speaker John Earls, PhD, Maritz

**Looking toward 2025**, The team will continue to seek quality Programs that will add value to our membership. We are dedicated to:

1. Offering programs individuals can apply to both their professional and/or personal life
2. Making each program *relevant*
3. Reviewing our program offerings to ensure they are providing value and adding specific-requested programs where needed

Go to our website at [pmimsl.org](https://pmimsl.org) and click “CALENDARS” to learn about the events, which will have you marking your calendars and attending the PMI Metro St. Louis events!

Event	Members	Guests/Vendors	Attendance
Virtual Chapter Meetings	<b>110</b>	<b>25</b>	<b>135</b>
30-Year Anniversary Celebration	<b>90</b>	<b>21</b>	<b>111</b>
IPM Day	<b>40</b>	<b>5</b>	<b>45</b>



**Oyinlola Obafunsho**

VP, Volunteers

2024 - 2025

## 2025 Volunteers Team

**Director of Recruiting: open position**

**Director of VEP: open position**



### **Once again – we begin with “Thank You!”**

Our volunteers are the heartbeat of our organization, and almost 60 of you helped drive the successful events hosted by our Chapter during a challenging and eventful COVID era. Covid may have bought the world to a halt, but our volunteers continued to stay engaged with our chapter activities.

Since 2024, our volunteer team has been operating at 100% capacity. Meet our Volunteer leadership team with Fred Gowin as President; Theresa Luebcke being the President-Elect; Debbi Stafford as VP Administration; Oyinlola Obafunsho as VP Volunteers; Melissa Abrams as VP Communications; Melina Lindskog as VP Membership; Ezekiel Meyer as VP Professional Development; Senthil Kannimar as VP Programs; Shaun Simms as VP Outreach and Spring Dwyer as VP Finance.

They made great impacts to the chapter by making meaningful process changes in the Volunteers team.

Thank you to all the volunteers who make this Chapter as great as it is – without you, we are nothing.

### **A Look Ahead – Plan for 2025**

- Posting more open position on VEP platform.
- Recruiting for Key Positions
- Plan for Volunteer Appreciation Events and Trainings
- Improve Volunteer Recruiting 25%
- Improve Volunteer Retention 10%

PMIMSL’s volunteer impact is constantly spreading across The St. Louis metropolitan area, even though it was impacted by COVID. From Administration to Volunteers, and everything in between, our members took opportunities to use their skills and develop new ones. Our team for 2025 includes:

- Theresa Luebcke President
- Debbi Stafford VP Administration & Governance
- Spring Dwyer VP Finance
- Melina Lindskog VP Membership
- Kelly Bottini VP Programs
- Melissa Abrams VP Communications
- Sherri Ware VP Outreach
- Ellen Jeffries VP Professional Development
- Oyinlola Obafunsho VP Volunteers



# 2024 PMIMSL 30th Anniversary Event – July 17, 2024



Lynn Shannon, PMI Board



**Volunteer Team of the Year  
2024**

COMMUNICATIONS TEAM



**Volunteer of the Year  
2024**

KELLY BOTTINI



**Melissa Abrams**  
**PMP, PMO-CP**  
VP, Communications  
2023-2025

# Communications

## 2024 Team Directors:

Campaigns – Japheth Logsdon

Social Media – Marina Malkina

Website Communications – Tammy McGarry

## The Communications Team...

The 2024 Communications team was honored to win the Volunteer Team of the Year award! Through their increased social media and email outreach they were able to help drive increased engagement to PMIMSL's burgeoning in-person events.

In early 2024 the team welcomed Tammy McGarry as the new Director of Website Communications, replacing Jamie Glenn, and Japheth Logsdon as Melissa's replacement as Director of Campaigns.

As the team has evolved, so have the processes and standards. We are leading into an anticipated busier and more fruitful 2025 for the team and PMIMSL.

Our goal in 2024 was to continue some of the campaigns and promotion we had been doing for the chapter, and now as we are forging into 2025 the goal is to take it to the next level. With updated processes, fresh perspectives, and new energy, the team is looking forward to helping the chapter increase engagement and communicate effectively our objectives and the value it provides members.

## A Look Ahead – Plan for 2025

- Continue member communications across social media and email channels in order to communicate PMIMSL objectives and the value to members with a focus on increasing effectiveness.
- Revive the “Women in Project Management” campaign.
- Promote and drive engagement to our in-person events including chapter meetings, PDD, and IPM Day.
- Increase chapter engagement through promotion of “Project of the Year” and “Project Manager of the Year” awards.

## 2025 Communications Leadership Team

- Director, Campaigns – Open
- Director, Social Media – Marina Malkina
- Director, Website Communications – Tammy McGarry





**Melina Lindskog**  
**CAPM**

VP Membership  
2024-2025

# Membership

## Directors:

Military Liaison – Evan Breedlove  
Mentoring – Nathan Villhard  
Member Services - OPEN

## Membership – Focus on Regaining our Growth

The chapter started in 1994 with 25 members and our numbers continued to increase until the COVID-19 pandemic started impacting our membership and activities. Since the pandemic, the PMIMSL chapter has gone through a period of evolution which continues to strive to improve and regain our membership growth through improving communications and offering more opportunities that directly benefit the membership base.

The volunteer Board of Directors continues to work diligently to rebuild the chapters' local presence and increase the amount and type of activities offered to the members.

We're focusing on improving communications via the chapter website, member emails, and social media channels.

**Members Services** was an open position in 2025 and remains open for 2025. This role supports the membership base by coordinating and supporting member recruitment, retention and engagement of activities.

## A Look Ahead – Plan for 2025

- Renew our focus on retention and growth by exploring new ways to show our value to our membership by offering valuable and applicable virtual and in-person events to members.
- Bring back our New Member Orientation Meetings twice a year in the spring and fall. Provide a link to the recorded presentation and presentation slides so we can onboard throughout the year.
- Continue to grow and improve our Mentorship program by coordinating mentor and mentee relationships within membership base.
- Increase contacts with Military veterans. The Military Liaison will allow us to expand our reach to veterans through local military organizations to show them the benefits of joining our chapter and how we can assist them as they transition out of the military into civilian life.

### 2025 Team

VP of Membership – Melina Lindskog  
Military Liaison – Evan Breedlove  
Director of Mentoring – Nathan Villhard  
Director of Member Services - OPEN

## Membership by the Numbers:

2024 Total: 1517

2024 Student Members: 69

2024 New Members: 314

2024 Non-Renewals: 398

*Membership remained steady at  
1,517 on 1/1/2023 and 12/31/2024*



**Ezekiel "Zeke" Meyer**  
**PMP**

VP Professional Development  
2024

## 2024 Professional Development Team:

Ayomide Afolabi  
Malathi Ramesh  
Tonya Amos

Denise Cain  
Stacy Englehard  
Japheth Logsdon

The Professional Development Team is responsible for training and educational opportunities where PMI Credential Holders earn >= four (4) Professional Development Units (PDUs).

We want to help you reach your full potential! Whether it is leveraging your existing talents or acquiring new skills, PMIMSL is here to support your professional growth.

The key to success lies in understanding your needs and interests. We're committed to "letting go" of activities that don't resonate with our members and continuously improving how we deliver value.

We believe innovation thrives on collaboration. We need your talents, dedication, and fresh perspectives to achieve our shared goals. Together, we can build a vibrant volunteer community focused on developing the knowledge, skills, and experience you need to thrive (think Talent Triangle: Ways of Working, Power Skills, and Business Acumen).

### A Look Ahead – Plan for 2025

The Professional Development team is committed to incorporating your feedback and suggestions to enhance the effectiveness and value we deliver to the entire chapter.

Here's how we plan to achieve this:

1. Manage the Present: We'll identify areas for improvement based on your valuable feedback.
2. Letting Go of the Past: We'll discontinue programs and events that no longer serve our members' needs.
3. Creating the Future: We'll fundamentally change how we deliver value, focusing on innovative and member-centric approaches.

**Join us and let's shape the future of PMIMSL together!**

## 2025 Professional Development Team:

Ellen Jeffries – VP Professional Development

Ayomide Afolabi - Director



**Debbi Stafford**  
**PMP**  
VP, Administration  
& Governance  
2024 - 2025

# Administration & Governance

Administration – Board of Directors 2024:

Chapter Technology: Mea Hampton

Chapter Policies & Procedures: Alyssa Vukovic

Operating behind the scenes, the VP of Administration & Governance is responsible for all administrative functions of the Chapter, including, but not limited to:

- Ensuring the filings required by the Missouri Secretary of State's office remain current
- Maintaining the PMIMSL Chapter's Board meeting minutes, Annual Report, Strategic Plan, and other Chapter documents
- Addressing policy and governance issues by ensuring the Chapter Bylaws and policies are enforced and they are consistent with those of PMI
- Addressing any issues that may be brought against the Chapter or a Chapter member and assisting in resolving Chapter conflicts

In 2024, led by our Director of Policies and Procedures, we continued the concentrated effort to review, identify, and document our policies and procedures. This will remain an ongoing process, with a yearly review to determine any needed revisions.

In 2024, led by our Director of Chapter Technology, Microsoft 365 Authentication for the Chapter was implemented to ensure data security and ensured that Confidentiality Agreements were on file for all Volunteers. Technology training was provided to the Board as needed.

## A Look Ahead – Plan for 2025

- Continue focusing on the protection of our Chapter's and members' data, staying current with standards, guidelines, and best practices.
- Continue standardizing Policies and Procedures.

As we begin 2025, our Director of Policies and Procedures position is open. We welcome anyone who is looking for the opportunity to volunteer on our team for this important role.

## 2025 Administration & Governance Team:

Debbi Stafford – VP Administration & Governance

Mea Hampton – Director Chapter Technology



## Outreach 2024

### Shaun Simms, PMP

VP, Outreach 2024 - Board of Directors 2024  
PMIEF, Youth & Social Impact – Terry Bullock  
Director Community Outreach – Sherri Ware  
Special Projects – Dana Douthitt  
Director Academic & Corporate Outreach - OPEN

The year 2024 was focused on rebuilding the Outreach team. When Shawn took on this role at the start of the year, the team was nonexistent, and there were no plans in place for the year ahead. His approach was to listen closely to the needs of the team and the community while also recruiting key members to help develop and execute an effective Outreach strategy. He proudly brought several key individuals into our team, including Terry Bullock, our PMIEF Director; Sherri Ware, our Community Outreach Director; Tim Rickett, our Academic Outreach Director (who will begin in 2025); and Dana Douthitt, our Special Projects Manager.

#### Academic Outreach

- Worked with four local high schools to teach project management in entrepreneurship cohorts
- Worked with Concordia University to make PMI certification prep part of their MBA courses

#### Corporate Outreach

- Unfortunately, we haven't done much in the Corporate Outreach space in 2024, as we were looking for leadership in that area

#### Community Outreach

- Held two outreach events, working with local nonprofits, serving dinner, and providing gifts around the holidays in North St. Louis

## OUTREACH Team 2025

### Sherri Ware, PMP – VP Outreach 2025

Board of Directors 2025:  
PMIEF, Youth & Social Impact – Terry Bullock  
Director Community Outreach – Dana Douthitt  
Director Academic Outreach – Tim Rickett  
Director Corporate Outreach – OPEN

#### A Look Ahead – Plan for 2025

As we move into 2025, Sherri Ware moved into the role of VP, Outreach and Dana Douthitt moved to Community Outreach Director. Sherri and the team will continue to build on Shawn's vision to listen to the community, provide more outreach events, and greater opportunities for participation.

Each team below is requesting between 2-5 volunteers to help us successfully implement these ideas.

#### PMIEF, Youth & Social Impact

- Project Management Skills for Life
- Junior Achievement (JA) & JA for a day

#### Academic Outreach

- PMI Student Coffee meetings
- PMI Student Club @ College or University

#### Community Outreach

- Community Outreach Volunteer Opportunities
- PMIEF Courses for Non-Profit Organizations
- Planning for 2026 Project Management Day of Service

#### Corporate Outreach

- TBD – Still recruiting for Director
- Corporate Liaisons

#### PMIMSL Student Scholarship(s)

- Manage Chapter PMIMSL Student Scholarships

# FINANCE

## Spring Dwyer, VP Finance

### DECEMBER 31, 2024 - FINAL YEAR END RESULTS

DESCRIPTION
PROGRAM EVENT INCOME
PROFESSIONAL EDUCATION INCOME
RECOGNITION SPONSORSHIP INCOME
PARTICIPATION SPONSORSHIP INCOME
INTEREST / DIVIDEND INCOME
MEMBERSHIP INCOME
INCOME ADJUSTMENTS
HOSTED EVENTS AND OTHER INCOME

ACTUAL	BUDGET	DIFFERENCE
\$5,660.00	\$37,900.00	(\$32,240.00)
\$0.00	\$45,100.00	(\$45,100.00)
\$0.00	\$23,000.00	(\$23,000.00)
\$0.00	\$11,000.00	(\$11,000.00)
\$25.30	\$300.00	(\$274.70)
\$51,955.00	\$51,500.00	\$455.00
\$0.00	\$0.00	\$0.00
\$0.00	\$5,000.00	(\$5,000.00)

TOTAL INCOME
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\$57,640.30	\$173,800.00	(\$116,159.70)
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DESCRIPTION
PROGRAM EVENT EXPENSES
PROFESSIONAL EDUCATION EXPENSES
ADVERTISING, COMM AND EQUIP EXPENSES
CHAPTER SPONSORED PROGRAMS
CHAPTER MARKETING EXPENSES
ASSOCIATED EVENT AND MEMBER EXPENSES
OPERATIONAL EXPENSES
TRAVEL, LODGING, MEALS, AND INCIDENTAL EXPENSES
FINANCIAL EXPENSES
MISCELLANEOUS EXPENSES

ACTUAL	BUDGET	DIFFERENCE
\$14,523.97	\$57,110.00	(\$42,586.03)
\$1,758.13	\$12,900.00	(\$11,141.87)
\$7,987.98	\$3,430.00	\$4,557.98
\$5,000.00	\$15,500.00	(\$10,500.00)
\$5,252.17	\$5,950.00	(\$697.83)
\$5,418.31	\$16,710.00	(\$11,291.69)
\$4,201.97	\$10,430.00	(\$6,228.03)
\$15,818.50	\$40,610.00	(\$24,791.50)
\$3,941.84	\$8,360.00	(\$4,418.16)
\$310.84	\$2,800.00	(\$2,489.16)

TOTAL EXPENSE
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\$64,213.71	\$173,800.00	(\$109,586.29)
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FINAL RESULTS - \$\$ GREATER THAN INCOME RECEIVED
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\$6,573.41
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Your career. Your Network. Your Development.

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Your PMI Metro St. Louis!



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