

Detroit District Dental Society
Executive Board/Council Meeting Minutes

September 13, 2023

University of Detroit Mercy, School of Dentistry and Zoom

Members present: President Dr. Jehan Wakeem, Treasurer Dr. Yuksel Erpardo * Secretary Dr. Sue Carron. Council members: Dr. Maria Manautou, Dr. Claudia Menton*, Dr. Asmaa Abdel-Salam *, Executive Director, Ms. Marcy Dwyer, UDM Student Representative: Ms. Mary Matta D3 and her guest Mr. “Mo” D3, UDM Hosts: Ms. Diane Lince, development office, Dean Mert Aksu, beginning of meeting. * identifies Zoom.

Absent: Dr. Marv Sonne, Dr. Basam Shamo, Dr. Andrea Tory, Dr. Vince Lizzio, Dr. Sona Fisenkova, Dr. Melanie Mayberry. The date was bad because our trustees were on their way to District 9 meeting for ADA HOD.

Dinner was Buffet at 6:30 PM. Dean Mert Aksu joined us. He was very informative about what the dental students need and want from organized dentistry and trends in practice settings for new and young dentists. He would be a great speaker for another meeting on the “Future of Dentistry, next five years”. Dr. Aksu besides being Dean since 2008, he is a lawyer, MHSA, Cert. DPH. He was Awarded ADEA’s Gies Award for Vision-Dental Educator,2021.

Meeting was called to order by President Dr. Jehan Wakeem at 7:10 PM. The agenda was approved. Dr. Wakeem introduced our guests. Our new DDDS Student Representative was present, Ms. Mary Matta, D3 student and her friend , Mr. Mo, also a D3 student. Contact information for Mary:
mattamy@udmercy.edu

Dr. Wakeem gave an update on the New Dental Hygiene program at Macomb Community College. This is a replacement for Baker College program. She teaches on Tuesdays. Thirty students will be graduating in Spring 2024. Dr. Wakeem stated we are still looking for volunteers for branch officers. She asked all of us to recruit members at our upcoming Branch meetings. New dentists are welcomed.

Dr. Wakeem and Marcy both reviewed our upcoming education day DET 2023 on November 3, 2023, at the Detroit Dearborn Double Tree Hotel. Registrations for

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Hands-on classes and lecturers are coming in slow. More PR is being mailed out and email blasts. The Hands-on speakers are helping in spreading the information about the courses. Note: October 1, 2023, is the cutoff date for the last discounted fee for registrations. You can still register for the Free MDA Leadership Forum in Lansing on September 29, 2023, at the Crowne Plaza Hotel. There will also be a "Celebration of Life in Memory of Karen Burgess" following at 4:30pm to 6:30pm at the same hotel. As of now, Jehan, Sue and Marcy are signed up to go.

New Business: Ms. Marcy Dwyer led the discussion on Member Engagement, improving member value, and bringing new ideas for local services. See Handout:member-value-local-level.pdf (at website detroitdentalsociety.org).

With older members retiring or not coming to meetings, the MDA and DDDS is really looking to expand contact with young dentists and engage them into the MDA and local Districts. We also need to keep older members engaged because they have a wealth of knowledge to share with us all. Remember our sponsors want to connect with our members. This discussion is in relationship to "Just Detroit District". We have "found monies from closing our Dearborn office at the end of October, Marcy will be working remotely, money from a Covid subside from our CPA efforts, Grants we were granted from the ADA and MDA.

THE LIST: List that was discussed with comments at meeting.

Title/ Segment

Long-term Members' Dues Discount Program/Lifetime Members: Discount at age 65, and Doctor has been a continuous member for 5 years prior to age 65. Members are at different thresholds: If they participate in two activities, get portion of dues refunded back to them. Ways to participate: Volunteers for ten hours of community service. Attend two Detroit District Functions, Sit on an MDA, ADA, government, or other dental board or leadership position and report to the Detroit District Council.

Free Dental Clinics to volunteer with: MALTA, Detroit; Gary Burnstein Clinic, Pontiac; TEAM SMILE with the Lions, October 20, 2023, Detroit; Mission of Mercy, June 13 to 16, 2024, Dort Areana, Flint Area.

CE Day/ All Membership DDDS presents two Full CE Days, with one being DET 2023 the other day will help members attend classes needed for their State License Renewal every three years. Classes needed that the education committee can pick from: One time Human Trafficking- 1 HR, One time Opioid Awareness-1 HR, CPR Class, Ethics-1 HR, Pain Management-3 HRS, Infection Control-1HR-must

include Hand piece sterilization, Implicit Bias- 3 HRS- on demand, recorded or in person (counts toward 60 HRS of required CE), New Requirement from DEA 2023- 8 HRS separate from Pain Management.

All Day/ CE could coincide with All Branch meeting for Detroit District. Members would like free CE, because they can receive free CE from Many businesses and companies.

Dental Student Engagement/Resources/ new dentists A lot of this is being done by the MDA. We need to survey our membership and possible membership what they want. Try to Focus on three events per year. IE: Red Wings Game, Ask Me Anything evening, Zoo Day. Note: must be student/ member driven

Ask at branch meetings and DDDS sent survey at the beginning of August to membership.

Member Benefits promotion- pick three benefits annually and create a communication/ participation/ the education of benefits.

All- Branch Meeting free to members: who attend all 4 branch meetings, or volunteer 8 hours for community service I.E. Malta, Team Smile, Gary Burnstein Clinic, Vina Clinic, or are on MDA/ ADA/ DDDS committee and report back to Council. Combination of 10 hours giving back

In Depth Member Survey- All Members. One done on CE topics, August 2023, one done on who takes Medicaid, sedation, wheel chair bound patients- Done August 2023.

Mentorship for new members/ engagement of members, work with MDA, get ideas from Macomb and Oakland Districts. New members handbook or young Dentist handbook, ?? Is MDA/ADA working on this.

Host pre -event for a New Dentist meeting before All Branch, CE days, Branch. Note from Oakland: New dentists are not available on Fridays because they have to cover the office. Our pre New Member meeting is Thursday night before DET 2023 Friday Day meeting/ hopefully good time. Young Dentists do not see the value of in person meetings for networking , they use Instagram, snap chat, etc. Also, they can get their CE hours via Zoom or On- demand classes. Note: A minimum of 20 hours for dentists must be done in a classroom setting or a real time live webinar. You tube videos for new techniques, do not count for CE, unless in real time. Cost is also a factor. Many companies are offering FREE CE. You do not need CE to attract members, if the event is stand-alone I.E. Red Wings Game, Pistons Game, Tigers Game, Zoo Day, Bar Biking in Detroit, and volunteering for underserved clinics.- Team Smile, MoM.

Spend money to improve communications. Email, newsletter, etc The ADA is updated their email site, web site for communications, which will go live summer 2024. Marcy is on the committee to evaluate site.

Create Dental Posters for practices to promote what organize dentistry does for the public.

Education for dental staff- Remote or in-person lunch and Learn. Information gathered for dental offices to save dentist time in gathering contacts. Can also include zoom recordings of DDDS CE courses.

The list from the MDA from other meetings with Young Dentists on what is important for them.

MDA Chat n' Chill (Strictly for New & Early Career Dentists in February 2023 & August 2023)

Notes/Findings: From Sophie Brenke, MDA Component Relations

- They are facing financial concerns from excessive student debt
- They want to own a private practice, but barriers are money constraints and lack of education on how to effectively run a business
- Many aren't familiar with the MDA website or social media
- They identify that DSO's have pros and cons but must work at a DSO until they can afford a private practice and believe that the future will be 80% DSO
- They don't want to work in rural areas, so they want to stay in Detroit (also because of family)
- They do not want CE on Fridays – older/seasoned dentists can make those meetings, but New & Early Career Dentists cannot
- They request more social events and don't need a CE speaker to join in order to attend
- They were interested in MDA committees and other leadership but weren't fully aware of open opportunities
- Most want to do a specialty career to make more money
- Enjoyed the mentors they had but wished there was more of a lifelong connection
- They do want in person events
- Weren't clear on which component they're a part of or who their component executive is (Oakland seemed to be the most aware)
- Requested and suggested an onboarding toolkit for new dentists
- Didn't fully understand the tripartite membership
- Main reasons they went into dentistry was to help people and make money
- Reported that most CE speakers are "outdated and too old to relate to"
- High interest in women in dentistry club

- Examples of Dentists that attended (Did not provide names to ensure privacy):
 - o (Early Career) Dentist 1 – Works at both a private practice and DSO, Single, 26, living with parents, considered dropping membership due to lack of value
 - o (New Dentist) Dentist 2 – Works as an orthodontist at their own private practice, 29, a parent and married, mom helped her through school and with new child
 - o (Early Career) Dentist 3 – Work at DSO and two private practices (works with two other dentists at both private practices), single, 26
 - o Dentist 4 – Worked as and enjoyed being a DSO but saw 20+ patients per day and burnt out. Also, felt like they were looped into leadership (LEAD program/other leadership opportunities) and feeling burnt out, works at private practice, married, 35

TREASURER'S REPORT: Dr. Yuksel Erpardo

Treasurer's notes for September 13, 2023 Board meeting

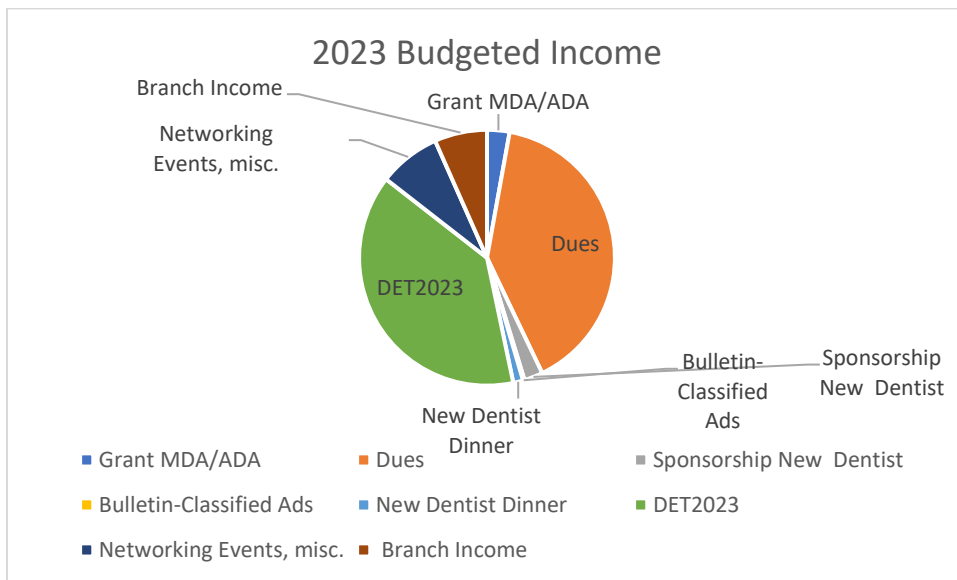
2023 approved budget

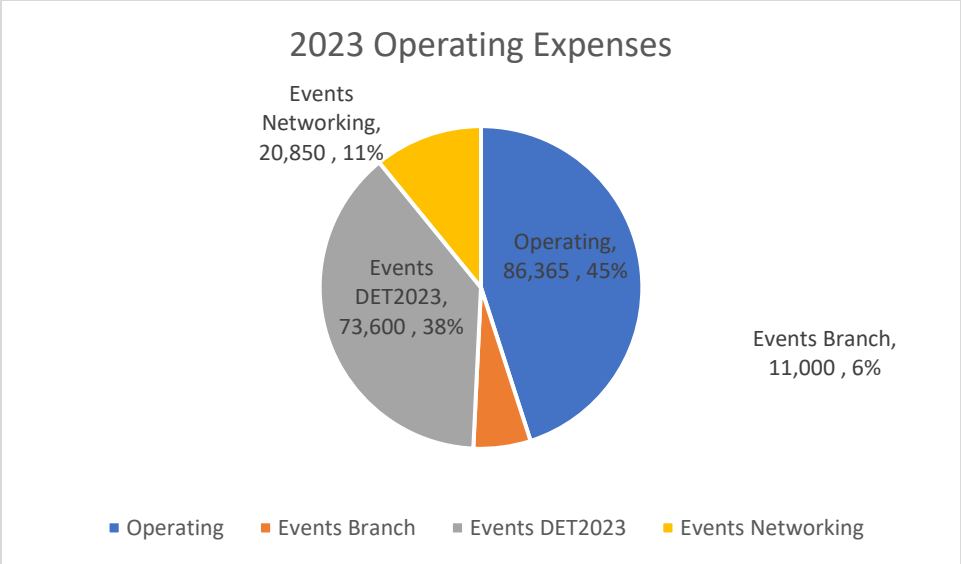
Income \$ 210,750.00 Expense 191,815.00 Profit \$ 18,935.00

A big part of the budget is DET2023.

Overall Budget 2023

The simplified overview is that operating expenses and networking events are covered by member dues. The CE at the branch meetings are breakeven with dinner registrations and sponsorship.





DET2023 – November 2-3, 2023

Income DET 2023

Income	Price	Number	Total
CE Full Day Dentist	125	40	5000
CE Full Day Staff	75	155	11625
Hands-On	795	60	47700
Resident / Students	25	20	500
Sponsorship	11000	1	11000
Exhibits	500	12	6000
New Dentist Dinner	35	75	2625
		300	\$ 84,450.00

DET2023 Expenses \$ 73,600.00

DET2023 Net Income \$ 10,850.00

The biggest variable is DET2023 for the budget. The Dental Review in 2022 lost money. The Dental Review in prior years had been breakeven. DET2023, this year new ideas are being tried to attract more attendees with hands-on sessions and New Dentist dinner the night before. We noted that some of the income from the Covid Employee Tax Credit we received may be cushion if this event is not profitable. Right now, the concern is that registrations are very low for this event.

Participant Counts

Goal Hands on 60-122

Goal National Speakers (staff and dentists) 215

Reserves

Reserves two years of budgeted operating expenses which is $\$86,365.00 \times 2 = \$172,730.00$
(This was approved by finance committee at December 16, 2022 meeting. The operating expense in 2023 does include rent which will end in 2023 as we move the office to remote.)

Current Balances as of 9/13/2023

Bank Accounts

101 Comerica Bank - General 76,100.64
102 Certificate of Deposit (CD) 100,000.00 (Reserves)
105 Gorman Money Market Account 3,221.32 (Reserves)
107 Ford Interest Advantage 1,531.99 (Reserves)

Other Assets

115 Gorman Marketable Securities 121,103.58 (Reserves)
145 Security deposits 2,900.00 (prepaid expense rent)

Total Reserves \$225,856.89 - we are over \$53,127.00 in the reserve accounts

Cash in Comerica Checking bank account is \$76,100.64.

As for the current financial status of the organization, we have money we can spend on member engagement. Marcy and I will be meeting with the CPA firm to work on reports to bring to the board. The office move is coming along and the lease ends October 31, 2023. We will have a budget to actual report next month and updates on financial investment performance. The finance committee will meet again this fall.

Motion made by Dr.Sue Carron: Move that Detroit District Dental Society makes a donation of \$500 in Memory of Karen Burgess, to the Karen Burgess Scholarship Fund administered by the MDA Foundation. Second By: Dr. Maria Manautou

ACTION ITEM: A quorum is not present tonight. The motion will have to be voted upon electronically, so we can present our donation to Karen's Family at her Celebration of Life on Friday, September 29, 2023.

ACTION ITEM: On same electronic vote, ask for approval of minutes from April 2023 and May 2023.

SECRETARY'S REPORT: DR. SUE CARRON

DETROIT DISTRICT DENTAL SOCIETY- 9-13-2023 Dr. Carron read through previous minutes.

SUMMARY OF ACTION ITEMS STILL TO BE COMPLETED FROM NOVEMBER 2021 for DDDS

November 2021

- 1) Ask Dr. Andrea Tory for the Dental Practice management group that she uses and find helpful for younger dentists.

December 2021

January 2022

- 2) DDDS Investment Policy needs to be reviewed and updated officially. Then reviewed every three years. Treasurer to lead committee.

March 2023

- 3) We Passed new revised Constitution and Bylaws, need to incorporate nomination guidelines and voting guidelines for end of 2023 and 2024. Note: Earlier All Branch Meeting so we do not interfere with spring religious holidays.

April 2023

- 4) Get a list of DDDS State Senators and State Legislators from Lynn Aronoff, Grass Roots Director for MDA. Legislators meeting scheduled with Lynn and DDDS for Wednesday, September 27, 2023 at 6:15 PM to 7:30 PM via Zoom
- 5) Find out State of Michigan's status on Licensing of Dental Therapist and education in Michigan. Ask Lynn or Bill Sullivan
- 6) Approve All Branch meeting minutes for 2023 at All Branch meeting March 6, 2024
- 7) Finance committee to bring new time-line for discussing and forming a budget for 2024. Treasurer Dr. Erpardo and Marcy to lead.
- 8) Nominations or selection of Branch officers
- 9) Speakers for Branch requested by Marcy to be selected and inform Marcy by July, for adequate promotion time.
- 10) Send old policy and new DDDS policies for DDDS to Dr. Sue Carron for updating of DDDS Policy Manuals due to revised DDDS Bylaws passed in March 2023.

We completed a good year in tacking our Action Items.

Sincerely submitted, Sue Carron, DDS., MS,

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EXECUTIVE DIRECTOR'S REPORT: MS. MARCY DWYER

Marcy asked for more Volunteers for TEAM SMILE at Lion Field, October 20, 2023. Still need 3 to 5 dentists. Sign up with Marcy or TEAM SMILE DETROIT, web site.

Good and Welfare. Please encourage your friends to sign up for DET 2023 and TEAM SMILE

Meeting Adjourned at 8:45 PM

Respectfully Submitted,

Susan H. Carron, DDS, MS, Secretary of DDDS