



CIBO 46th Annual Meeting Minutes
October 29, 2024
2:00 – 4:00 PM Eastern Time (Virtual Meeting)

Call to Order:

Jim Hoyt called the meeting to order at approximately 2:00 PM and reminded everyone of CIBO's Affirmation of Anti-Trust Statement.

In Attendance: Jim Hoyt – ADM, Paul Kempf – the Univ. of Notre Dame, Mark Bitto – ABB, Inc., Ann McIver – Citizens Energy, Bob Morrow – Detroit Stoker, David Bustetter – Eastman Chemical, David Murtha - ERM, Eric Hallman – Dynamic Renewables, Phil McKenzie – International Paper, Gerardo Lara – RenTech Boiler Systems, Jake Welch – Detroit Stoker, Jay Hofmann – Trinity Consultants, Peter Kowalzik – Univ. of Virginia, Robin Ridgway – Purdue Univ., Scott Darling – Kaiser Aluminum, John Maine – Eastman Chemical, Alex Taylor – Ware Inc., Randy Schawe – Morton Salt, Alex Stoddard – CIBO, Courtney Groff – CIBO.

CIBO Executive Remarks –

- **CIBO Board Chair, Jim Hoyt (Archer Daniels Midland Co.):**

Chairman Hoyt welcomed attendees to the Board meeting and emphasized his optimism towards CIBO's future, including its refreshed vision and new momentum developed over the past several years, including several new members who joined the organization in 2024. With the pending elections around the corner in early - November, Hoyt asserted that we can expect to see more changes in environmental and energy policy, which are critical concerns for CIBO members. The changing times continue to bring complex challenges; the U.S. energy industry and markets will continue to transform, including for many manufacturing companies planning for life after coal and on-going efforts to reduce greenhouse emission and carbon footprints. CIBO remains more important than ever to help facilitate navigation of these policy complexities, with its technical credibility in the industrial energy space with regulators and policy makers, giving our members a voice and seat at the policy table and emphasizing our technical know-how and solutions – oriented pragmatism. Our membership is growing but our goals count on a steady continuation of new members joining our ranks, emphasizing membership growth as a top priority as we move into 2025. Our members are the lifeblood of the organization. Growth allows us to expand



our capacity to tackle new challenges. Hoyt thanked the members for their support with assurances that the organization will continue to be vigilant in its efforts to keep improving our effectiveness while keeping costs lower and well - controlled. Looking ahead to 2025, Hoyt also articulated a challenge to all CIBO members to contribute to the organization's activities and efforts in some meaningful way

- **CIBO Executive Director, Alex Stoddard:**

Stoddard provided a summary of 2024 CIBO activities, including details on the technical issues and policies covered during the virtual meetings and in-person conferences throughout the year. Moving ahead into 2025, CIBO is right on track with respect to its goals after several years of transition. CIBO members were reminded of the organization's revised vision and mission statements: CIBO remains dedicated to ensuring industrial, commercial and institutional energy use remains reliable, sustainable, safe and cost – effective. As CIBO members adapt to a sustainable energy future, the organization provides technical knowledge, education and advocacy. As a priority, CIBO maintains a focus on transformations with respect to energy sector technologies, staying committed to plant – level (powerhouse and boiler operations) and environmental regulatory implementation and enforcement. Membership recruitment will remain a top priority, following steady gains over the past several years with each membership category (companies, consulting firms, suppliers and universities.)

- In 2025, CIBO has scheduled two in-person conferences, May 12-14 (Kingsport, TN – hosted by Eastman Chemical) and September 23-34 (Washington, DC) as well as six virtual meetings throughout the year. A 3rd in – person technical conference is also under consideration – looking at early 2026.
- On January 21st, a meeting has been scheduled to focus on CIBO's Committees, including plans for 2025.
- **New CIBO Members in 2024: Gecko Robotics, EarthRes, Kaiser Aluminum, Victory Energy, KFI Engineers, University of Virginia and TMCAqua.**
- **New CIBO Members in 2025 to Date: Dynamic Renewables, RenTech Boiler Systems, University of Texas – Austin and RockMass (Robert Petro – consultant.)**



- **2024 Annual Flame Award – presented by Alex Stoddard**

The 2024 Annual Flame Award, for 2024, goes to Paul Kempf. Recognizing Paul’s exemplary work in support of CIBO, the award represents CIBO’s collective appreciation for Paul’s involvement and commitment to the organization – on behalf of the University of Notre Dame. More recently, Paul has served on the CIBO Executive Committee including his current Officer position as Treasurer. **CIBO congratulates Paul – with our great thanks and appreciation!**

- **Membership and Communications Committee Chair Report – Mark Bitto (ABB, Inc.)**

After several transition years, CIBO membership (now 38 members total) has now fully stabilized, and is now maintaining a steady-net growth pattern, including across each of its major membership classes: Actives, Associates and Universities. In 2024, 8 new members joined. A net of 5 were lost – via co. mergers, acquisitions or cancellations. We met our goals for this year, and our goals for 2025 are similar: to realize net gains across each of the membership classes while holding to an 85%+ retention rate. Membership recruitment remains one of CIBO’s top priorities going into 2025. We have 3 new members who have signed on to join us in 2025: Dynamic Renewables, RenTech Boiler Systems and the Univ. of Texas – Austin.

- Database: We have installed a new “Zoho” member database system, which will greatly improve CIBO member communications and transparency.
- Website: The member (password – protected) side of the CIBO website is now being completed, and on target for March 2025.

- **Treasurer’s Report – Paul Kempf, the University of Notre Dame**

The Treasurer’s report covers the organization’s current financial picture, including the 2024 calendar year as well as a longer overview looking at trends with levels of income, expenses and membership. In addition, Treasurer Kempf outlined the proposed 2025 budget, which yields a small-positive net balance as outlined, and which aligns with the 2024 budget, including holding the annual membership dues levels flat at the 2024 levels (\$17,500 Actives, \$8,500 Associates and \$1,500 Universities and Individual Consultants. Cash balances remain tight in 2025, with expenses held flat. Expenses were further reduced in 2024.

- CIBO operates as a 501(c)(6) trade association organization (non-profit.)



- The 2025 budget retains an annual Virtual Meetings Fee (\$1,250/year.)
- Membership dues provide approximately 80% of the organization's income.
- Conferences and meetings fees provide approximately 17% of the organization's income.

Kempf called for a motion on approval of the proposed 2025 budget, including as outlined the annual membership dues levels, as well as the virtual meetings fee.

- **Motion to Approve 2025 Budget:**

A motion was adopted to approve the proposed 2025 budget, including maintaining 2025 membership category dues levels – as recommended by the CIBO Executive Committee.

CIBO Executive Committee –

- **Proposed By-Laws Amendment**

A motion was adopted to amend the CIBO By-Laws: to delete a provision (Article VI Sec. 5) to strike the current two-consecutive term limit of service for the 8-peron CIBO Executive Committee seats. In addition, Board members conveyed support without objection to allowing a procedural waiver – Prior Notice (Article XVI, By-Laws.)

- **2025 Executive Committee Seat Nominations**

Seat nominations were advanced, as recommended by each of the CIBO membership class groups, below. The process to approve the nomination for an open Active seat remains on – going. Once resolved, the 2025 Executive Committee members will hold a meeting in the weeks ahead to approve its four Officer positions for 2025. Open seat nominations were also approved by the Board:

- Jake Welch (Detroit Stoker), to a 2nd consecutive term – Associate member.
- David Murtha (ERM), to a 2nd consecutive term – Associate member.
- Paul Kempf (the Univ. of Notre Dame), to a 3rd consecutive term – University member.
- Susan Barnes (Trinity Consultants, Inc.), to a 2nd consecutive term – At-Large member.



- **CIBO 2025 Calendar – Meetings and Conferences**

The proposed 2025 CIBO calendar of virtual and in-person conferences was discussed and accepted.

Meeting Adjournment:

With no other business to discuss, Jim Hoyt thanked the Board members for their attendance and adjourned the meeting at 3:45 PM EDT.