

**Archival & Historical Committee
November 9, 2020 - Zoom call**

**Interview with
Peter L. Schmelzer, CAE
(Past ACOFP Executive Director)**

1 Committee Chair: Good evening, Peter. Today is November 9 of 2020.

2 Committee Member: Pete, tell us about how you got involved with ACOFP to begin with?

3 Peter Schmelzer: Well I had a career goal of being an association executive director of a
4 small membership association. I had worked at the American Hospital
5 Association and at the MD Pathologist Association, so I had a pretty good
6 background in health care and the thing that really made me want to
7 pursue ACOFP was its office is four miles from my house, so all those
8 things together made it a pretty good combination.

9 Committee Member: And once you got there, how did you find the organization as far as its
10 financial situation and its membership? Maybe you can talk a little bit
11 about at that time the situation you came into?

12 Peter Schmelzer: This was July of 2000 and I was hired as the Deputy Executive Director
13 and the organization and the operations were not in very good shape.
14 There was no IT system. The membership database was being managed by
15 an outside organization and the finances were questionable, so there's a
16 lot of repair work that needed to be done; and I credit Betty Warner, who's
17 my predecessor, for doing a lot of the hard work and then after about 15
18 months, she decided to move on and I was selected as the Executive
19 Director.

20 Committee Chair: So, Pete, you know you can't get away without telling us your third base
21 story.

22 Peter Schmelzer: The third base coach story, started when I was interviewing for a job, I
23 think it was for the American Dental Association. One of the first questions
24 was: What would be your ideal job? And I said, "Well third base coach for
25 the Chicago Cubs because I am a Cubs' fan." I thought it was kind of a
26 lighthearted answer to just relax the interview but I thought about it over
27 the years and that's really the position that I wanted to be. I wasn't really
28 smart enough to be a physician, to be out on the field playing, but I enjoyed
29 the osteopathic profession and family medicine so much, it was kind of
30 nice to be on the sidelines. I got to put a uniform on that made me look like
31 a doctor or a player and I got to make some decisions about whether I
32 should send the guy home or hold him up or tell him to go or tell him to
33 stop or coach him and encourage him when things weren't going well and
34 I still got to be in the game and maybe even have a hand in the team
35 decisions. So, I think that analogy of my ideal job being a third base coach
36 for a baseball team was really kind of what my role was for 16 years as the
37 ACOFP Executive Director.

38 Committee Chair: Thank you. I love that story.

39 Committee Chair: So, Pete, tell us some of your first experiences and fondest memories you
40 have.

41 Peter Schmelzer: Well overall the interaction with the doctors was really something that I
42 enjoyed. For my first days working with physicians, I just thought it was
43 really interesting working with smart people who had a service
44 commitment and I really found that at ACOFP so much and I really enjoyed

45 that. Also, I enjoyed working with the staff over many years. I'm kind of an
46 introvert and I'd rather just kind of sit in my office and do my email, but
47 we had a really good staff, smart people, and they all came together at the
48 conventions. We did two conventions a year, and at least back in the days
49 when you did conventions, I really enjoyed getting together with the
50 doctors, the membership, the staff working hard and having it all come
51 together and we really had a good streak of successful conventions there, a
52 lot of team work, and I think that was kind of the most rewarding thing
53 that I had in working with ACOFP.

54 Committee Member: Pete, can you imagine doing a virtual meeting now?

55 Peter Schmelzer: I've tried to imagine it and I can't. I don't know what Bob, Joan and Annie
56 and the rest of the team are doing to... I don't miss having to pack for a
57 week and leaving my family for a week, but I figured you guys are all doing
58 the same thing so... But just the idea of having to transition all these things
59 from the onsite to a virtual meeting, I hope it's successful. I hope you have
60 a new business model.

61 Committee Member: I'm Ryan, a resident on the call. So for us residents on the call, what do you
62 see the future of the ACOFP being?

63 Peter Schmelzer: Well I hope that the future is maintaining the osteopathic distinctiveness
64 of the specialty. I know that some of the osteopathic fundamentals may be
65 diluted through the ACGME. I know that there's osteopathic distinctive
66 residency programs and understand that people choose those, but both as
67 association executive director and as a patient, I have benefited from
68 osteopathic manipulation and osteopathic philosophy. I had trouble
69 finding a new DO in my area that does manipulation and has that

70 philosophy that was double boarded or at least AOBFP and so I hope that
71 ACOFP is going to really focus on getting that osteopathic distinctiveness
72 and the philosophy and the techniques to the next generation. I hope
73 you're part of that, Ryan and DeAundre.

74 Committee Member: Pete, what was your favorite board retreat that you recall in 16 years?

75 Peter Schmelzer: Well it had to be Puerto Rico...

76 Peter Schmelzer: ...where Dr. Rubin led the board, but I guess I would just have to say it
77 would be my first one, which was when Dr. Jay Porcelli was President and
78 it was my first time as the Executive Director at a board retreat and it was
79 in Lake Louise, Banff in Canada and we were meeting there on July 4th. I
80 looked out the window and it was snowing in the morning. At the end of
81 the meeting, I was kind of anxious because I was a newer executive
82 director. Dr. Porecelli was kind of green at this. And at the end of the board
83 meeting, they stood up and gave him a standing ovation for his leadership
84 of the board meeting, of which I had a big hand in organizing, so I felt very
85 good about that and I think that went on with a lot of the other presidents
86 too.

87 Committee Member: Great.

88 Committee Member: Peter, I was part of a couple of programs. What was one of the most glitchy
89 conventions? What do you remember as some of the worst?

90 Peter Schmelzer: Well I would say Dr. Rubin's banquet. You had to bring this up Dr. Froelich.
91 We don't have enough time to go through all of that. Fortunately, Annie
92 was not there for that, but the banquet script was poorly done and there
93 were some other errors in that. We ended up calling on people to do the
94 invocation who didn't even know they were supposed to do the

95 invocation. So while people were eating dinner, I took the script and went
96 back into the staff office and fixed it as best as I could. When we came out,
97 it went much better, but sorry, Dr. Rubin.

98 Committee Member: No, it was seamless.

99 Peter Schmelzer: I knew when I got home, I knew it right then that I was going to terminate
100 my communications director. On the day we got back to the office, he was
101 shown the door for that and other transgressions. We found out later, he
102 was social dating on work time on his work computer so....

103 Committee Member: Was that really the worst? What was that really the glitchiest ever?

104 Peter Schmelzer: I think so. Jim, are you thinking of another one?

105 Committee Member: No, I was happy to be a big part of it and for Dr. Rubin.

106 Peter Schmelzer: That's when I got out my executive director apology book and he's like:
107 Okay, everything got screwed up. Apology number 97 and I started writing
108 out apology notes to people.

109 Committee Member: And I asked about that really for another reason and that is: When you ask
110 people, no one noticed how many problems and mistakes there were. Drs.
111 Tom Told and Steve Rubin made it seamless in front of everybody. It was
112 just a disaster for me, but to the people watching, it wasn't that bad. So if
113 that was your worst ever, you did pretty good.

114 Committee Member: Yes.

115 Peter Schmelzer: Well thanks for bringing it up. I'm going to be dreaming about that tonight.
116 One of the things that's quite unusual in retirement is about once a month,
117 I'll have a dream about ACOFP and it's usually related to the convention
118 and I'm supposed to be at a meeting and I can't find my pants. "Where's
119 this doctor, he's supposed to be here and why isn't he here?" Outside of

120 that, yeah, I had another convention dream last night, so it's usually
121 something goofy.

122 Committee Member: You were so meticulous. What were your other nightmares? What I'm
123 talking about is you were always so meticulous and things had to be so
124 perfect, and they were. But behind the scenes, what were your biggest
125 fears and worries?

126 Peter Schmelzer: Well the Congress of Delegates has a lot of procedures in it and Annie will
127 testify that those reference committee reports have to be done correctly
128 and with a lot of procedural accuracies in them and we didn't always get it
129 right, but I think we got it down pretty well after a while and getting those
130 edited and done right and up on the screen, so both Annie and I always
131 had a big relief when the Congress of Delegates was over and the reports
132 were done and all we had to do was the rest of the convention.

133 Committee Member: Peter, you and Annie and the whole staff, they're all unsung heroes. What
134 are some of the things that you think are the least noticed by members?

135 Peter Schmelzer: Well I appreciate the comment. I think it goes back to my third base coach
136 story. We tried to kind of be in the background and let the members be the
137 face of the organization. That was just my style and the ACOFP culture. So
138 if the convention went well and nobody noticed, that was a win for us. We
139 really didn't want to have individuals standing out too much, but we
140 wanted to be in a support role and that's the philosophy of the people who
141 worked for associations is we just love the service aspect of what you guys
142 are doing and if we can help you do it better or easier or faster, that's
143 where we get our energy.

144 Committee Member: Peter, when it came to the 16th year, what made the decision to finally say
145 that you've had enough of being an executive director and chose to go on
146 to retirement?

147 Peter Schmelzer: Well I chose to retire a couple years earlier than the traditional age. It
148 really started about 10 years before that where my wife came through
149 Stage 3 ovarian cancer and that was her second bout and we said way back
150 then before we were considering, I've been close to retirement age, like if
151 we can retire a little bit earlier and make sure we have quality time
152 together in our 60s, let's do that, so really I enjoyed ACOFP. It had nothing
153 to do with the people or the things that were coming down the line, which
154 was the single accreditation system; it was really a personal decision on as
155 much as I loved working for ACOFP, I loved my wife more and she was...
156 We had an empty nest. Our two daughters were out of the house and I was
157 traveling two or three times a month. We had been married 36/37 years at
158 the time and I think I had been gone for two full years of that time, so it
159 was about time. I wanted to also have energy left to make a good
160 transition to the next executive director and give the search committee
161 plenty of time to do it, so I kind of made a timeline. I hope it worked out
162 pretty well.

163 Committee Member: I'd just say, if I may, you talked about early on without information
164 technology and you brought in IT to the association in certain ways. Can
165 you talk about the transition to that and how that changed things that we
166 did at ACOFP?

167 Peter Schmelzer: Well that's another case where when you're executive director, you don't
168 have to know the depth of everything, but you know you have to make the

169 decisions and I really delegated that to Tina Burk and others on staff who
170 had that expertise. They were let's say from a different generation than I
171 am. I'm a good monkey. If you show me how to do it, I can keep doing it the
172 same way over and over again, but they would come to me and say, "We
173 need to upgrade this technology. We need to get into Zoom etc.". I'd go to
174 the board and the board agreed that we needed to keep the organization
175 current, so a lot of the video conferencing and podcasting, was just getting
176 started. I will tell you even now, I still don't understand it, but hiring good
177 people who did was the best thing I did.

178 Committee Member: Great. What are some of your fondest memories of ACOFP through the 16
179 years?

180 Peter Schmelzer: Well I almost killed Dr. Rubin one time. It was a January meeting and we
181 had to walk from the hotel to the AOA Headquarters and it was only about
182 16 degrees outside and we walked a block and a half, got into the building
183 and I thought that your respiratory system was failing.

184 Committee Member: Right.

185 Peter Schmelzer: But you were a trooper. That year, you had a lot going on in your personal
186 life and just getting through that year was really something. Again, I'd go
187 back to enjoying working with the conventions. It was really a fond
188 memory. The board retreats were a good time. I met Drs. Brian and Ioanna
189 Kessler. I met all the Kessler's, even ones that came after I came and that
190 was a lot of fun to be part of family and the board members treated Donna
191 and our daughters as family as well, so it really was a good partnership.

192 Committee Member: Certainly was.

193 Committee Chair: Yes, and my kids will always thank you for the Cheetos and Doritos.

194 Peter Schmelzer: I hope I'm remembered for more than Cheetos and Doritos, but I'm glad
195 about that.

196 Committee Chair: You are. Everybody loves you guys. It was just at their first meeting and
197 they're like: We like that tall guy who keeps giving us food. I'm like: Of
198 course, you do.

199 Committee Member: Your statement just led to a very interesting question. What would you
200 like to be remembered for or your legacy with ACOFP?

201 Peter Schmelzer: I never really thought of that. I was always trying to get other people's
202 legacy going, but that I was honest and had integrity in the relationships
203 with the staff and the board members. And really in the latter years there
204 was the single accreditation system emerging. It really required me to do a
205 lot of intersociety work with the AAFP, AOA and other osteopathic
206 specialty organizations. It was a whole new set of intersociety relations, so
207 I think I left the ACOFP with a good reputation and I think that would be
208 my legacy, that and Cheetos and Doritos.

209 Committee Member: Can you tell us a little bit about the relationship with John Crosby and then
210 with the next AOA CEO? Who was the first AOA CEO when you came on?

211 Peter Schmelzer: It was John Crosby because he was there a couple years before I started
212 and it was a very good professional relationship with John because he and
213 I got along together as friends. But when there were policy issues that
214 came up and our organizations differed, I told him what we thought and he
215 told me what he thought and there were times where we crossed swords,
216 but we did it in a professional and respectful way that maintained the
217 relationship and so I appreciated that about him that we could disagree,
218 but we still trusted each other because we knew we had to work for our

219 respective organizations. His successor, probably not as much. I'll leave it
220 at that.

221 Committee Member: A politically correct answer. Thank you. Was there a lot of friction with
222 the AOA? We'll just stick with the Crosby years, but was there a whole lot
223 of friction, especially about payments for OMED?

224 Peter Schmelzer: There was a lot of friction about how the expenses were allocated and the
225 formula that was used and I used a lot of my own political capital to get the
226 amount per member increased and used all my coalition building skills to
227 get a resolution through the AOA board to increase the amount paid, so
228 there was a lot that we had to stand up for for ACOFP and I think we made
229 it fair. It should've been more generous toward us because ACOFP is the
230 core of the AOA and brought most people to the convention, but I guess in
231 the end it was fair.

232 Committee Member: Did you have much interaction with McDevitt before his death?

233 Peter Schmelzer: I was in fear of him and I was told to only talk to him if he talks to you.
234 There was a time when he was standing out by a hotel waiting for a taxi, so
235 I decided to violate that and go up and just say hello to him and not talk
236 business or anything like that. He was the kindest, gentlest guy when you
237 didn't have to talk business, but it wasn't my role to be on that level
238 interacting with him. There were other people who had that
239 responsibility.

240 Committee Member: How are you spending your time in your retirement?

241 Peter Schmelzer: Well I haven't been bored yet and it's coming up on two years. We had
242 remodeled our house before I retired, so there was a lot of maintenance
243 things to be doing. I've been a bicycle enthusiast for 15 years, and so this

244 last March, I bought a really high-end road bicycle built for someone who's
245 my size, and I got it first week of March and the second week of March is
246 when the pandemic closed everything down and I couldn't go out and ride
247 it. But when the weather got better, I have 2,150 miles on that bike so far
248 since the middle of March. I've been averaging about 75 to 125 miles a
249 week. In the middle of September another guy and I road 109 miles in one
250 day, so I got this shirt that's kind of.... Let me show you this shirt. I don't
251 know if you can read the fine print.

252 Peter Schmelzer: I love it when my wife lets me go cycling.

253 Peter Schmelzer: Most people say I love my wife, but the fine print clarifies it.

254 Committee Member: Do you have little spikes for your ice bike?

255 Peter Schmelzer: No, I'll go out when it's 45 degrees. I've got the gloves, gear and everything.
256 I just enjoy the fitness. I lost 30 pounds since I retired, maybe it's because I
257 stopped going out to dinner with you all, but also the cardiovascular
258 fitness of that really is good. I have another shirt that says, "Never
259 underestimate an old guy on a bicycle."

260 Committee Member: That's right.

261 Peter Schmelzer: And Steve Rubin on the elliptical every day, he's my hero. He motivates me
262 to keep in shape.

263 Committee Member: It can be done.

264 Peter Schmelzer: Yes, Donna and I do some food pantry work though the church and other
265 places and we have two daughters who are married and have families. Just
266 today, I'm kind of a microcosm of our older daughter and her husband and
267 they have four kids ages five through ten. They have lived at our house for
268 the last four weeks while they were here trying to get some paperwork

269 done so they could get residency status in Guatemala where they're
270 missionaries, so today I got up at 2:30 in the morning. We left at 4:00 to
271 get them on a 6:30 flight to Dallas and then to Guatemala City. And about
272 an hour ago, I got a text that they made it back to their home in 12 hours.
273 They have adopted a fifth child who's three and a half years old and she
274 will have her sixth child next early March, so getting them through the
275 airport because they had to get a negative COVID test done 72 hours
276 before they landed in Guatemala and they got the results on his phone
277 while the luggage was being sent through the carousel at O'Hare this
278 morning. When they got to Dallas, they were able to print out their
279 negative COVID report so that they could get on the plane to go Guatemala.
280 That's how close it was cut with the world that we're in today. Our
281 younger daughter is a social worker in a hospital emergency room in a
282 behavioral health hospital and she said that today there were 75 patients
283 in the emergency room that were COVID positive; 25 were stacked up out
284 in the hall waiting to be seen and she had to assess four people today who
285 were COVID positive herself, so we don't get to see her much because she
286 works in a germ suit. She comes home every day and takes her clothes off
287 in the garage and takes them down and puts them in the washing machine
288 and then starts over the next day, so we're not concerned ourselves.
289 Donna has some risk factors in our own health that keep us away from
290 other people, but we're good together and we're not so much cabin fever. I
291 can get out on my bike pretty much, but we're just trying to get through all
292 this and make sure that we're healthy for a long time to come.

293 Committee Member: Donna does a lot of quilting, doesn't she?

294 Peter Schmelzer: Donna is a quilter par excellence. She teaches quilting at times or she used
295 to teach quilting and I call her “threads” because I would get to work and
296 I’d have these threads all over my clothes, but that keeps her busy.

297 Committee Member: Dr. Rubin asked you about bringing us into a technology era. You were
298 there a while. What were some of the real cornerstones of your impact on
299 the organization, whether that was a new technology or a new leadership
300 style, what were some of your main impacts?

301 Peter Schmelzer: Well I think early on when I was the deputy and it surprised me because I
302 thought it made real sense and Ryan, you’ll appreciate this, when I came in
303 there, there was no list of osteopathic residency programs. They had to
304 find it at the AOA. I said, “Wait, we’re ACOFP and there’s no list.” So I
305 ended up getting data set up and I spent one whole weekend in the office
306 just typing in the addresses and the names of the residency programs and
307 sending out surveys. I had got the data back in and this was before Excel
308 and we actually printed up a thick booklet of all the residency programs
309 and sent it out to the residents. I was amazed how the members thought of
310 it. I just walked on water by getting that list of the residency programs and
311 now today you wouldn’t think anything of it. The magazine was what we
312 called a *Grip-n-Grin Magazine* where there’s a lot of people gripping
313 handshakes and grinning while they’re holding a drink in their hand at a
314 reception and there wasn’t a lot of scientific content in that, so we were
315 able to get a lot more for the journal. I found myself editing the fellows’
316 papers as a non-clinician just with my journalism background to make the
317 paragraph smaller just so they’d be readable and then we came out with
318 kind of a newspaper format and then after a while, the committee wanted

319 to transition it to a scientific journal. I don't know if they're going to get
320 the imprimatur of... What's the stamp called when you get that special... I
321 forget it already.

322 Committee Member: The Library of Congress.

323 Peter Schmelzer: It's Index Medicus. I got it. See, it came back, Index Medicus. They're still
324 trying to get that, I think, but it transitioned to a very credible scientific
325 journal, so it was nice to see the transition over the years with the
326 communications and I also would say that the broad culture changed quite
327 a bit because when I came on, there were no females on the board and
328 there were no female chairs of any committees and so through some social
329 pressures from the outside and some progressive thinkers on the inside,
330 they finally broke some of those ceilings and you have a much more
331 diverse board. Now it's just amazing to see the diversity of gender on the
332 board, the committee chairs and just the whole organization across the
333 board. That may be the biggest thing that I've seen and I may have had a
334 small hand in that. And there were some really bad things going on early
335 on that wouldn't be acceptable today, but it was a good transition.

336 Committee Member: A question to change gears a little bit. Earlier you talked about kind of
337 your partnership with AOA and then just kind of going through like single
338 accreditation stuff and merging stuff. How receptive was the AAFP and
339 just how much did they like partner with us in terms of your work with
340 them?

341 Peter Schmelzer: I think it was a good partnership. It was not antagonistic in anyway. I think
342 that had to do with the credibility, the staff relationships that I had with
343 Doug Henley and of course Shawn Martin, who's their Executive Director

344 now, but our leadership, they established really good relationships with
345 the MDs and MD family physicians and so I think we were collaborators
346 while being competitors and there are times when I was approached by:
347 Well, why don't you just come on over and have ACOFP be part of the
348 AAFP and all that? And I was like: No, I think we have a pretty good culture
349 here. We have a leadership ladder that we have awards and things that are
350 quite meaningful and we are the osteopathic profession and the leadership
351 wanted to maintain that and it comes back to: I hope that that is
352 maintained, but the AAFP is the 900-pound gorilla. I think they respected
353 our position and they wanted to bring us into the fold and I think it was
354 done in a very professional manner.

355 Committee Member: If I could just say something, Ryan, that you probably don't know. There
356 was a time that we could not be members of the AMA or the AAFP. They
357 wouldn't allow us to be, but that subsequently had changed as the years
358 went on and the creditability of osteopathic medicine was seen by them
359 and then they accepted our members as their members as well. I'm sure
360 you get, like we all do, the AMA dues notice on a regular basis. They want
361 our members, but I think like Peter said, we're - - our distinctiveness keeps
362 us going as a profession and we don't want to give that up.

363 Peter Schmelzer: I don't remember the exact statistics now, but at match time, the MD
364 family medicine programs would match like 4 percent or something like
365 that in a pretty big number and the osteopathic with the fewer slots, the
366 osteopathic family medicine would match like 17/18 percent. And they're
367 like: What are you guys doing? What's your secret sauce? How do you get
368 so many of your students selecting family medicine? And they kept asking

369 us and asking us and we just thought it was those osteopathic principles
370 and being a whole physician than not being just in one specialty, one area
371 of the body or whatever, the diversity of patients, the diversity of... I never
372 wanted to work for just like the cardiologists because all you're talking
373 about is one thing kind of in depth. You guys are talking pediatrics,
374 geriatrics, diabetes, the whole osteopathic manipulation component, so it
375 made our conventions and the topics very, very interesting.

376 Committee Member: This is a little lighthearted, but what trips or what events are and your
377 wife looking forward to on the other side of COVID?

378 Peter Schmelzer: Well I've been going to the Indianapolis 500 for 26 years and couldn't go
379 this year, so I'm hoping that things clear up and it will allow me to go
380 again. You can see I have the racetrack picture up on my wall there, and
381 we had scheduled a trip to the Canadian Rockies starting out in Calgary
382 and going up north at Banff and back down through Vancouver and
383 Victoria Island and then to slide home from Seattle over 13 days on the
384 train and buses. That got pushed to next year, so I'm hoping that will
385 happen. I'm also looking forward to the next Cubs baseball season and the
386 competition with the White Sox who happen to be Annie's team.
387 Surprising that we got along so well, but we did because the Cubs usually
388 won, but that may be true. I'm not stalking ACOFP, but I went on the
389 website one time and I saw that Dr. Bixler's inauguration was to be online,
390 so I was like: Hey, I can keep my streak going because I was invited to Dr.
391 DeLuca's in Chicago and so I got to be on Dr. Bixler's inauguration and so
392 I've got I think 20 consecutive ACOFP inaugurations that I've attended, so
393 maybe I'll make it 21 if you do the next one virtually. I haven't kept track of

394 where - - you keep canceling all those conventions that I'd signed
395 contracts for.

396 Annie DeVries: Yeah, we were supposed to be in Orlando.

397 Peter Schmelzer: At the 50th Anniversary of Disney World?

398 Annie DeVries: Yeah, that is right!

399 Peter Schmelzer: We put a lot of effort into that contract and changing it around when New
400 Orleans got goofed up, I do not even remember the order of it. I finally got
401 to play that bottle cap game. Let's move this convention here and this
402 convention here and this one here, but that all blew up with COVID too
403 so...

404 Committee Member: Well, I can remember one specific thing about Peter's kindness. I'd gotten
405 quite ill in Chicago and that was back in 2013 thereabouts, and I
406 remember being at the Northwestern Memorial Hospital and I couldn't
407 have done it better if my mother was there. Peter was really the salvation
408 for me, took care of me. Dr. Morris was there with me as many of the other
409 members who came to see me at the hospital, but I'll never forget when
410 Peter took me to the airport when I finally got out of the hospital about a
411 week later and here I am in my pajamas or whatever I was wearing at the
412 time and he wheeled me through the airport and the rest is history. I never
413 thought I thanked you enough, but I thank you now for your kindness that
414 you always showed me and everybody else that you interacted with.

415 Peter Schmelzer: Happy to do it.

416 Committee Member: Thank you.

417 Peter Schmelzer: So you can see, it's still part of my identity. If you can see right there, that's
418 the nameplate that was on the outside of my office door, so I absconded

419 with it when I left and I bought my own little plate and so I got it on my
420 door. So if I ever forget, when I start forgetting all this stuff, I got it written
421 on my door in my little home office.

422 Committee Member: Well you're always a part of ACOFP and always will be.

423 Peter Schmelzer: Thank you.

424 Committee Chair: Yes, Pete, thank you so much. I mean I can't tell you how wonderful it's
425 been working with you and knowing you. You've become part of our
426 family, the ACOFP and our personal families. We adore you. I mean the one
427 thing that I can say is I know you have things that you want to be
428 remembered by, but I'll tell you you're the most welcoming, kind person,
429 both you and your wife. You guys are amazing and I thank you for
430 everything you've done for the association.

431 Peter Schmelzer: You're very welcome. It was a pleasure. It really gave me purpose. The
432 best thing you could do is - - for a job is if you feel like you are having fun
433 and getting paid for it at the same time and I would say the majority was
434 that.

435 Committee Member: Peter, we so appreciate what you did.

436 Peter Schmelzer: Well thank you for all taking the time to do this. It's fun to think about
437 things and hopefully I won't have any more dreams of not finding the right
438 room or....

439 Committee Member: You got to find the pants first, okay.

440 Committee Member: That's right. You got to find your pants first. Thank you, Pete.

441 Peter Schmelzer: Just as I was already out the door pretty much, the Nominating Committee
442 decided that they would use this zoom technology for interviews. Just 20
443 months ago when I was there, I was never on an ACOFP Zoom call.

444 I remember telling Annie: "You better look into this technology and figure
445 out how to do this so you can help the rest of us and work with the
446 Nominating Committee to do it," and look what happened.

447 Annie DeVries: Yeah, you were the one who told me to do it. You said: I think you need to
448 start using Zoom for these calls and now that is all I do!

449 Peter Schmelzer: It was one of those way to delegate things because I know I could not
450 figure it out, so I had somebody else who's smart and knows what they're
451 doing to figure it out and tell me how to do it so....

452 Committee Chair: Totally get it.

453 Annie DeVries: Now we're on it way too much.

454 Peter Schmelzer: Even I had three Zoom calls one day, two for church and one for my
455 bicycle club. I'm a Zoomer too.

456 Committee Member: Well at least it lets us in this unfortunate time of our lives to keep in touch
457 with people and to see people. It's a lot better than talking on a phone
458 when you can see people's faces and reactions and interact this way.

459 Peter Schmelzer: One final thought is that Ryan and DeAundre, I hadn't had a chance to
460 meet you until tonight and I just want to encourage you. Thank you for
461 your leadership. I can't imagine going through residency or medical school
462 and being on a volunteer board at the same time and spending time on a
463 weeknight when you should be studying or treating patients to listen to
464 me. You're the next generation and that was one of the things I enjoyed the
465 most because I saw a lot of those people go from students and residents
466 onto the board and other amazing things in your career and I hope that
467 you take advantage of the relationships with the board members that you
468 have and the contacts because these will be your friends for life. They're

469 great at bringing people in and helping mentor them, so I just want to
470 encourage you and I hope I get to actually shake your hand someday as a
471 good DO.

472 Committee Chair: Well again, thank you very much. Thank you for taking this call so late.
473 Really appreciate it.

474 Peter Schmelzer: All right.

475 Committee Member: Send our love to Donna.

476 Peter Schmelzer: I got to find that little red leave button here somewhere...