

**Western Field Ornithologists
Board of Directors
Teleconference
Wednesday, November 6, 2019 1-4pm**

Minutes prepared by Liga L. Auzins-Wurster, Rec. Sec'y.

Board Members present: Kurt M. Leuschner, Pres.; Thomas O. Blackman, past President; Jonathan L. Dunn, Vice Pres.; Suzanne M. Carota, Treas./Membership Sec'y.; Liga L. Auzins-Wurster, Rec. Sec'y.; Kenneth P. Able, Matthew Baumann, Wendy L. Beers, Kimball L. Garrett, Homer M. Hansen, John H. Harris, Karen A. Havlena, Ed Pandolfino, Bryce W. Robinson, Diane Rose, Stephen C. Rottenborn, Christopher W. Swarth.

Absent: Phil Unitt, Editor, Western Birds (*WB*).

MINUTES

1:00pm Meeting called to order, welcome and roll.

Minutes with corrections from August 22, 2019 accepted unanimously via motion to approve by Jon and seconded by Kimball.

1:18 **FINANCE:**

Treasurer's Report: There wasn't much activity in September or October, but the Financial Statements look good and were distributed to the Board.

Membership Report: Most of the decline (85%), as can be expected, was from California and I do have the exact numbers by state and if anyone wants a copy. The bottom line was that about 85% of the decline came from California and that is where 70% of our membership is. I will send the report out to all of you. In 2009 California had 686 members and now its 609 members, including institutions, etc.

Suzanne: We have 20 Past Presidents and they are all either Life Members or Patrons except for Terry Wahl

Motion: Given how much money Terry Wahl has put in, Jon makes a motion to grant him a Life Membership with the proviso that he is interested, and with our thanks for supporting WFO, seconded by Kimball and passed unanimously.

ACTION ITEM: Kimball offers to help with contacting Terry Wahl.

OTHER ISSUES:

Bird-a-thon: Dave Shuford (past President) did a Bird-a-thon recently and gave all of his donations, \$4,000, to WFO, of which two donors specified \$2200 to the Scholarship Fund and Dave requested that the balance (\$1800) go to the Publications Fund. The Boards supports this.

ACTION ITEM: Kurt will write a thank you to Dave and have someone write a thank you to anyone who has contributed over \$100, as is our policy. Suzanne will send Kurt the list of donors.

ACTION ITEM: Tom Blackman will contact Ginger Johnson regarding the 1099 form.

Donations via social media: We get donations from 4 different sources: Smile.Amazon (.5% of purchases), PayPal Giving Fund(100%), E-bay Charities (varies), and Facebook Network for Good(flat fee of \$30 and 3% after that). We have received \$815 in 2019 which goes into the "general fund." There is some discussion of putting this information into a newsletter.

Chris: This would fall under the Fundraising Committee.

ACTION ITEM: Let the membership know that there are other ways they can make a contribution to WFO. Chris once you get the basic information and an explanation of how it can be done, you can send that to me, and I can include it in a WFO News e-mail. We should also send this information to John Garrett so he can get it into the Newsletter.

Suzanne: The other \$750 dollars from CBRC is going toward page charges and we have agreed that if there is any excess it will roll over until the next year.

International Trip Procedures: We would like to not have to handle all the monies for international trips. We would like some money to go directly to the tour company from the attendees.

The cleanest way for WFO is that the money goes from the registrant to the travel company and then to have the travel company pay our commission separately.

If that's the way we want to do it in the future, we can send the money abroad and get it back later. There is no U.S. office all the time. We can certainly be flexible if necessary.

Publication Balance: The Allen Press invoice came in for the *Gambell* book, and it has not been paid because one disputed item. They have not produced the e-book file for Tim Britton. We will not pay the invoice until the services are completed.

2020 BUDGET: (Suzanne)

I sent out the calendar after the Albuquerque meeting. I can resend it if need be. Two weeks (Nov. 20th) from today I will be sending out a budget request packet, and it will have the financial statement, last year's budget, and it will have a template that you can plug your budget into. Dec. 4th is the deadline for me to receive all the budgets back with a written description of projects, plans or any details that would help us to understand the dollars. We will meet with the Finance Committee and go over it and after that we will send it out to the Board, so you review the combined budget with everybody's input as well as our own. We have a Board meeting on Jan. 29, 2020, so hopefully the budget will be all finalized so we can approve it in that meeting.

1:34pm NEW BUSINESS:

Update on By-Laws revision: Tom Blackman sent Jon the most up-to-date version of the By-Laws as he was working on an old version. Hopefully we will have it by the Reno meeting. Does it need approval by the membership?

We don't need membership approval unless we change things like number of Board members or Board terms.

ACTION ITEM: Anyone who has suggestions for the By-Laws please send to Jon.

I would be willing to sit down with Jon and put out a new version. As to the Board sending suggestions: they should not send wordsmithing suggestions but general concepts of what they think the By-Laws should be amended to do by the end of the year, i.e., if you are concerned about an issue, express it to us and then we can put it all into words and we can all look at the final document in the end.

Tom and Jon can then work on the document in January before he leaves for Thailand for a month. That way we can have a document for the Board to consider. This would give Dave Quady a chance to comment also.

2019 Retreat Summary:

Report: Chris thanks Kurt and Jon for suggesting the idea of the retreat and getting the process going. The overall purpose of the retreat was to talk about the major aspects of the organization and to give us enough time to sit down, relax and let everyone chime in and participate, which is what we did. We had 5 officers, 5 Board members, Phil Unitt, the editor of **WB**, and guest Chris Dean who is a fundraising expert. We met for 9-1/2 hours Saturday and Sunday. We discussed 12 different and major topics and those are summarized in the report. Most importantly, the report has 16 recommendations and action items. I think it was our hope that some of these would be converted into motions for Board approval and others will become general principles that guide our operations. We discussed two different approaches to running

WFO. One approach is that the various separate committees (there are 10 committees) would drive our actions and would make independent decisions. These committees would set a budget and that the Board is somewhat secondary. The other approach is that the Board is the primary decision maker, the Board as a whole (all seventeen members) would play a role in with what the organizations does. We came to an agreement after the retreat that we want WFO to be a Board driven organization. Another significant topic we talked about is that we want to do a better job with bringing in new Board members onto the Board and getting them prepared so they can be productive and useful to the organization. We would provide background information and then we would provide some mentoring to the new Board members. We are planning to do another retreat in a year or two.

Discussion: Thank you Chris for everything you did. Dave Quady offered some excellent advice: “somebody has to own it and keep the meeting moving.” Chris just jumped into that role and did it beautifully. This was a relaxed way to conceptualize issues, but all carefully budgeted timewise, as Chris kept moving it along. It was a great approach. I think it was Kurt who suggested this originally. The next one, whether it be Zzyzx or some central location, we should try to do it at least every other year.

Ed: Unfortunately I was not able to make the retreat, but I was volunteered to do the history of **WB**. I am not going to do that, but I will help somebody else to do that. The same goes for the talk. Steve and I had talked about using the plenary session for about 25 mins. at the beginning of the science session on Saturday.

We have to plan how to enact these 16 points and not let them be pushed aside. Maybe some of them need a motion to institute.

The Board hasn't had much time to examine all the points. We should defer the votes until some future Board meeting so as to let everyone think about and to talk to others about it, and for us to kind of distill from these 16 recommendations to ones that seem like they definitely need a vote and others that don't need to be voted on. Chris would be happy to continue to be the point person moving the process to the next stage, and then we could put together some draft motions and present them at a Board meeting.

Kurt: The Agenda today has a number of those points, which we could defer until the January meeting so that everybody understands. We are going to start today with a few of them and see what happens, including the next item which is creating a new Membership Committee.

Creating a new Membership/Outreach Committee: Most of our money comes from members, so it seems to me that we should have a Membership Committee. Now, Suzanne is in charge of membership, but she is sort of a one-person band. There are a lot of ways in which the Membership Committee could further the objectives of WFO. Some of the things a Membership Committee could do would be to analyze the membership, and report on the membership. Suzanne does much of that now, but we could do even more, i.e., prepare questionnaires that enquire about what they like about WFO, what they would like changed. We could examine

annual dues, make efforts to recruit new members, plan fun and educational events for times other than the annual conference. This group would head up the annual giving program, create a brochure. The newsletter could even fall within this committee. The outreach function would also shift from fundraising to membership, i.e. going to another bird conference and sitting at a table and talking about WFO or going to an Audubon meeting and standing up at the beginning of the meeting and saying a few words about WFO and would you like to join. A small number of people could put together a membership plan and present it at a Board meeting so everybody could see what we are talking about. Perhaps at the next several Board meetings we could have something fleshed out.

Jon D., Karen and Jon Harris are getting a table at the CVBS at no charge. Maybe we can reciprocate that at our conference.

It would be hard to have the fundraising and membership and outreach committees as one committee. Fundraising and membership are fundamentally two different things. Membership committee does the nuts and bolts of member services and how to increase membership. Fundraising seeks to procure funds for our organization. I see them as very different.

Jon: Doing things with CVBC is outreach and could possibly lead to a partnership. Membership Committee Chair has to have a very close working relationship with Suzanne as the Membership Secretary. Care of our members is the number one emphasis from my perspective. So much of our money comes from membership that we have to nurture our membership. How do we tell them we really appreciate them and what we can do for them?

ACTION ITEM: Chris will get together with Jon, Karen and Suzanne and they will put something together for the next Board meeting regarding creating a new Membership/Outreach Committee. Also we need someone to volunteer to be Chair.

Number one is to work very closely with Suzanne because she has all the information.

We will keep it on the agenda for the next meeting certainly. If anyone has any ideas, etc., contact Chris.

2:04pm FINANCE REPORT:

Financial Review: As many of you know Tom has been working on a financial review as we hadn't had a financial review since 2012. Since that time we need to look outside for services to do a financial review. This is not an audit. This will be a financial review of methods and procedures. I have come up with an individual by the name of Matt Howard who is the principle with a small boutique CPA, Wade-Howard, firm that specializes in non-profits. He has sent us a boiler plate proposal that we are going to amend and look at. The timeline we would be looking at would be doing an initial review with Suzanne and this would be done via telephone. Matt thinks he can do this in 2 hours over the phone. The fee that he would charge is not to exceed \$3,000 to be completed summer of 2020. When this was done in 2012 we had in our coffers

\$200,000; now we have \$400,000. And more importantly our donors are getting more and more sophisticated and giving larger and larger donations. Jon, Chris and Tom talked to a possible major donor. The first thing that was asked of us was, "I want to have the financial statements and I want my attorney to look at them." So we can send the financial statements out to them but also if we sent a letter from the CPA saying that our methods and procedures are copesetic, that will go a long way.

Discussion: Suzanne called Matt yesterday. He seemed really good. He doesn't think it will take him that long. Tom would be happy to talk to him for 2 hours in the next couple of months. At this point he wants some documents sent to him electronically, i.e., the general ledger and some other things. If he thinks he can do it before tax season that would be to our advantage.

Tom and Matt sat down and went over some things including the website, and I explained what the merchandise was and what some of the categories were and what field trips were, and things like that. He got a much better feel for that. He'll redo the whole contract and send it to us for signature if approved. We are growing, and we need to get some outside counsel. He would be available for a per job basis, i.e., setting up endowments, or other issues that may come our way. I think it would be a good relationship to start with. He's a nice young man and he is not imposing, just very thoughtful and smart. I think he would be a great fit for our organization. He would not charge his fee until the project is completed.

It's important that Suzanne have a face to face with Matt. I think as a courtesy he should meet with the principle person he is going to be dealing with and not have that be a part of the timeclock.

Suzanne: If we can just get the Board to approve the expenditure as a budget overrun then at least I have my hands untied to go talk to him. Once I am happy with that meeting I can tell him we have Board approval and thanks for meeting with me today and that I would like to get some idea of your plan. We don't have to tell him of the approval right away. We would like to get the Board approval and to move ahead as opposed to waiting til January.

Motion: Ed moves that we authorize a contract with Matt Howard not to exceed \$3,000. Seconded by Homer and passed unanimously. Motion carried.

Creating an endowment/legacy society:

Report: Chris would just say to everybody if you wanted to look at the retreat summary report pp. 10-12, that describes the gist of what we talked about at the retreat regarding these two things: Annual Giving and a Legacy Society and /or an endowment. We would like to initiate these as a way to bring in more funding and secure funding for the long-term for WFO. The standard idea is that many organizations have Annual Giving. We would begin by asking our members if they would like to make a donation in addition to their regular membership dues. We would begin by sending out an annual appeal, generally this is done between Thanksgiving and Christmas in which we offer a chance for our members to make an additional donation, i.e.,

\$10, - \$500 or more. So that is the Annual Giving idea very briefly. We would like to set up an endowment. We have some thoughts on that, there isn't enough time today to go into the details. If you want to read up on endowments, their value and how they work, please review pp. 10-12 of the retreat summary report. Chris Dean, a fundraising consultant, provided a page outline on endowments and annual giving. I would like to come back in the future with more details.

Discussion: Chris Dean is going to be a hugely important person for fundraising for WFO. Everyone should learn to call her Chris. Chris D. opened her presentation with a very important point. We have all this fundraising activity and we get donors. So what happens with the money? We have to think about that. If \$100,000 comes in, what are we going to do with it to better the organization?

The annual giving fund is a big deal in one sense because we already ask when we send out our renewal envelopes to 400 or so people, please add a little to your check in how much you want to donate. The Legacy Fund is a different and more complex topic. Suzanne would like to separate the two. We have to be really careful when we are asking for money that people understand that they cannot specify what they are giving money for. We really need to avoid donor directed fundraising.

Kurt: These details can be worked out. Thank you, Chris S.

2:25pm PUBLICATIONS:

Western Birds: Phil Unitt, the Editor is in Colombia therefore no report. Things are on schedule.

Gambell Book: Report: *The Birds of Gambell and St. Lawrence Island, Alaska* book is finished and out. It is up on the website. The print book is available, but the e-book may have some hold-ups. As soon as it is worked out, Ed will send out a notice to our members about the book. Ken could send some visual thing to put on the website to Tim Brittain.

Editor of Special Publications: 1) We will need a new editor of Special Publications. You all received a copy of Bob Gill's Curriculum Vitae (CV). Bob is the first person Ken thought of as the single ideal candidate I would choose to take on this job. In discussions, in which quid pro quo was presented, Bob eventually agreed to take on the task. He is a world class scientist. He has done excellent work over all his career including fantastic stuff on trans-Pacific migration of shorebirds. He is charismatic and he has an international reputation that is highly respected. He has a lot of editorial experience which he outlined on his CV, including all the work he did on the Trend and Traditions publication. None of the problems with this publication can be attributed to Bob.

Motion: Ken made a motion that the Board appoint Bob Gill as the Editor of Special Publications and Monographs to commence at the September 2020 Board meeting

and to serve in an indefinite term at the Board's pleasure seconded by Jon D. and passed unanimously.

Bob and Ken will do a transition between now and next September. It is Ken's intention to finish the Inyo book project. Bob will be involved in whatever way he chooses, so he can learn pieces of the process and so that he learns how it all goes forward. If there are any new projects that come our way during 2020, they will go to Bob.

Jon: The Reno meeting might be a good time to introduce him to the membership as a transition. It's not essential but it certainly needs to be encouraged. Ken, please let Bob know there is a welcome mat extended to him and that we are greatly appreciative and thankful.

Suzanne: Is there any resource to put your historical expertise to paper and have sort of a 'publications bible' similar to the 'conference bible' that we already have?

ACTION ITEM: Ken: I would not presume to rise to the level of Ed's 'conference bible' but I am going to prepare a set of procedures, information and instructions about how this monograph thing works and hand that over to Bob. I am available to be called anytime Bob may have some questions about how various things were done. I think the transition will be really smooth.

Ken, how about a future Publications Committee Chair?

Ken: I don't have anything to announce in that respect. Various people have been collared and talked to. I think next September there will be a Chair.

Publications Promotion Subcommittee:

Report: (Ken) This was voted on as an ad hoc committee in Albuquerque. The Committee has now been formed and Jon has agreed to Chair this group consisting of Tom, Suzanne, John Harris, Bryce, and Chris S. It is a brainstorming committee to think in a free form way about what can we do that we are not doing in order to promote our publications through sales and get these books out the door.

ACTION ITEM: The Publications Promotions Subcommittee has not met yet, but we have confidence that they will, and we hope to get some good input from them.

Newsletter: We are trying to get a newsletter out before Thanksgiving. If anyone has something they want to see in the Newsletter send it to John Garrett as soon as possible.

Discounted copies of the *Gambell* book:

Report: (Ken) The issue has come up about bulk purchases of the *Gambell book*. It has come up in two contexts and I would like to treat them separately. 1) Paul Lehmann, author of the

Gambell book, was given 10 copies as per custom. Paul has asked to buy 20 additional copies to give out to people who have helped him with the book. He would like to be given a discount price. In this case there is a particularly compelling reason that could be made to give Paul a break on this. Originally Paul was going to self-publish the *Gambell* book. He was well along in the process when he talked to WFO to publish the it. He had already contracted with Gary Rosenberg to do the layout work for him on the book. Gary was well into the project and he proceeded to continue to the end of the project. At the end we had Tim Brittain look everything over. Tim basically had nothing to do with the project but design the covers and the front part of the book. The rest of it was already done. We budgeted \$6,000 for Tim to do the layout work on this book which has 800 photographs worked in with the text. It was a big job, so we wound up paying Tim for his work \$250. So what Paul has done for us is to give us an in-kind donation of what he paid Gary to do this work which has probably saved us something on the order of \$5,000 on the cost of producing this book. I think we really need to give Paul a good price on the 20 books that he wants to buy. I would like for someone to make a motion, assuming we are going to give Paul a discount, of how much it should be.

The UC Press gave us a 40% discount permanently for as many books we want to buy. The important thing here is that we publish these books not for money but to get people to read them. Any books that get into Paul's hands will get distributed, read and used.

Kimball: That would come out to about \$28.40 so for 20 books that is \$560 for \$5,000 in kind donation seems reasonable to me.

Motion: Ed: I move that we give Paul a 40% discount (\$30 based on the selling price of the *Gambell* book) on any books he wants to buy, plus postage, handling, and sales tax. Steve seconds and motion is passed unanimously .

The other question that arises is, 'What about other bulk orders? They are generally going to be small operators. The question of principle is, 'Do we want to extend a bulk discount price to organizations of this sort?'

The only bookstore to sell this book would be Buteo and we could negotiate a separate deal with them without listing anything on the website. Ken will call Alan Hale and find out if he is interested and what sort of discount would he like and then bring it up with the Board.

We can put this item back on the Agenda for our January 2020 meeting.

Inyo book: (Ken) The *Inyo County* book is still in revision.

3:05pm MEETINGS:

Feedback from Albuquerque: Everyone received the survey and I hope they read it.

Reno, NV, Meeting September 9-13, 2020: (Ed)

We are going to be in Reno at the Whitney Peaks. There will be refrigerators but no microwaves. Everything is on schedule. For the keynote speaker we will try to get someone with research that is relevant to the local area- the Sierra Nevada and the Great Basin. Rodney Siegel of IBP(Institute for Bird Populations) is going to give the keynote talk. He'll be talking about their work in the Sierra Nevada focusing on the effects of fire on birds and post-fire management for birds. Elisabeth Ammon, Director of the Great Basin Bird Observatory(GBBO) will give the Friday plenary talk on the great research they are doing there. We have gotten a general commitment from both the people at IBP and the staff at GBBO who will present papers at the science sessions.

ACTION ITEM: Contacts for the purpose of giving research papers at conference needed from both U. of Nevada at Reno and Point Blue and refer them to Ed.

John Harris is working on vendors. Jon Dunn has agreed to do a 2-day shorebird workshop. Nathan Pieplow has agreed to do the sound workshop and Peter Pyle a workshop also. Jon will ask Tom Blackman to do a photo workshop.

We can inquire of GBBO if they can do a banding workshop.

ACTION ITEM: If people have ideas for the meeting, please send them to Jon and Ed.

In terms of vendors we have GBBO, CVBC, IBP, Holbrook and Lahontan Audubon Society who will most certainly have tables. Bruce Webb at Swarovski is interested. Holbrook is contributing \$500 towards the reception. We have space for at least 8 vendors.

Given that we expect 300 people in Reno, we are planning on an average of 12 half-day trips. We are trying to get local leaders. We are getting a lot of help from Sierra Audubon Society and also GBBO. We will need a lot of help from the Board members and Ed will be handing out assignments as we get closer to the date. Maybe some of the local leaders' skills may not be up to the standards we like, so we will need to assign co-leaders. We have had an overwhelming response to having vans. Ed is going to try to economize on the number of vans (10) because you can only use the vans in Nevada and all-day trips. We have 5 CA trips so they will have to be carpool trips. The Friday and Saturday trips which are all in Nevada, will probably be a mix of vans and carpools. Ed is thinking of renting 1 or 2 small 8-person vans that can go into CA.

Diane is deep into getting trained on the new registration system. She plans to start Registration on May 17th.

Ed is working on the assumption that we are going to have a welcoming reception on Thurs. evening. If the vendor is not willing to commit to prices, we may be looking for an outside venue. I won't know that until I meet with that person in January. If there are other events that people have in mind, i.e. a donor event, a Life Member event, please let me know.

Another item is the photo and sound events at the end of the plenary sessions. Ed Harper will not be leading the photo ID session, so I have agreed to stand-in for him. Nathan told Kurt that he would do the sound ID challenge.

ACTION ITEM: Send your photos to Ed for the photo quiz.

Diane: Although Whitney Peaks allows cats and dogs in their hotel rooms, WFO does not allow pets on field trips, workshops, receptions, banquets or plenary sessions.

Kurt: Great work, Ed.

Salt Lake City 2021: (Bryce)

I have been getting ideas together and contacting people and things are looking good. There are plenty of capable field trip leaders. I started a field trip list that is looking really good. The Hawk Watching organization is looking forward to being involved. The next step is to finalize the date. The dates I am considering would be anytime during the first weeks of Sept. Sept. might be a better time for overall migration and hawk migration. The later in Sept. the better for hawks.

Ed: Before you settle on a date check major ornithology meetings' conflicts and holidays, i.e., Rosh Hashanah and Yom Kippur, as they can be an issue. The hotel would be next.

Jon: I will be available after Sept. 15th.

Action Item: If anyone has any ideas or suggestions, get them to Bryce or Kurt.

NOTE: Action Item: Steve Rottenborn's last year as Science Session Coordinator is 2020. We will be looking for someone to replace him for 2021.

Steve: If anybody thinks that they would like to do this or knows of anyone else who might want to do this, it might be a good idea for them to be involved in the process in 2020 so they can see the timing and the process.

3:23pm STUDENT PROGRAMS: (Homer)

Statement of Purpose: We had a meeting and went over the Program in detail. We are working towards a 'bible' for the Committee. Tied in with that we generated a Mission Statement reflecting what we have been doing and hope to work on in the upcoming years. This Statement of Purpose that was sent around is consistent with the WFO By-Laws and is something we would like to put before the Board for consideration and adoption.

Kurt: Unless somebody disagrees, let's not do a vote on this, but allow the Statement of Purpose to exist. There's nothing wrong with having direction in the Committee.

Pasadena Audubon:

Pasadena will make a significantly smaller donation this year, but it will be matched by a member. It doesn't have to do with us, but it has to do with things going on within Pasadena Audubon.

Standing Committees: (Kurt)

We will keep standing committees on the Agenda for the future. As we revise the By-Laws, we will try to get all the committees equal. We will not vote on that today.

WEBSITE SUBCOMMITTEE: (Bryce)

Report: Tim had a good person in mind for handling the revisions. Tim knows this person and they have worked together before. I looked at his websites before and I liked his work. His name is Todd Benton of Benton Web. He filled out the questionnaire as to what we what we had in mind. His asking price is pretty well below as to what I thought this would cost. His cost estimate was in the \$2500-3500 range to do everything that we have outlined. We may have a budget higher than that he stated because there will probably be some unanticipated things, particularly timewise. Tim has agreed to work with Todd as the project is going on to make sure that he understands the changes that are being made and how they are made so Tim, after the project is finished, can go in there and make adjustments if necessary. Tim can be the custodian, as he has been in the past.

At the retreat there was some discussion as to the current traffic to the website, and when I talked to Tim yesterday, he said he was getting that prepared and I can send that out to the Board. Tim can handle the website after Todd hands us the revisions. If we budget \$5,000-6,000 we should have any contingencies covered. Originally I had in mind even more than that. Todd is very thorough and there are testimonials from other people. Overall I was really impressed. I like the fact that Tim is so involved with this project. I asked Tim how much money he would charge us for his time during this process, he said it should be \$500 or less.

Jon makes a proposal that we budget \$5,000, a flat amount.

Bryce: I don't think we will need anything before 2020.

Suzanne: We will assume this is the final proposal, and we get it signed on our end and then we get it signed on his end. Bryce, I will work with you on getting the right amount into the budget for 2020. The Board does not have to approve anything until we sign the proposal. If you want him to start in January, we should approve this.

We submitted a proposal and it says that based on discussion, Todd will charge a flat fee not to exceed \$3500. Basically the proposal is \$3500, with \$500 upon execution. Perhaps we should have a Board vote on the \$3500 contract and releasing \$500 in 2019, which is not in the budget and then we can deal with the balance of the \$3000 plus Tim's cost in the 2020 budget.

Motion: Kimball: I move that we authorize the officers to execute the website development proposal for \$3500 including a \$500 deposit in the year 2019, seconded by Diane and passed unanimously.

We can talk about the budget separately. We are not going to spend \$3500 before we talk again in January. Two officers have to sign it. We will have to e-mail around or pdf it. Send it to Kurt, Bryce and Tom.

Kurt: Thanks, Bryce.

NOTE: Report: Chris: I have one more item for fundraising. I would just like to throw out an idea, not for a vote but for discussion. Dave Shuford just did a very productive Bird-A-Thon all by himself. I would like the Board to know that Dave and I are going to be working on a small proposal to the Board which would suggest that WFO hold a Bird-A-Thon in 2020 or 2021. It seems like a no-brainer to as to engage our membership and to another form of fundraising. Dave and I will come back to the Board with some ideas later on.

Please involve Chris Dean in this.

Kurt: Maybe we can tie it in with the 50th or not. It might be too soon.

3:50pm FIELD TRIPS:

Santa Cruz Island: Summer 2020: Kurt

Colombia: November 2019: Phil

Tasmania: January 2020: Kurt

Cuba: We are still going to Cuba in fall 2020.

ACTION ITEM: We are still looking for other fund-raising trips so please contribute if you can and let Kurt know.

CONSERVATION/SCIENCE POLICY: No Report

AWARDS COMMITTEE:

If someone on the Board feels that someone should get a Service Award please send Jon a written proposal which I will circulate within the Committee.

NOMINATING COMMITTEE: (Jon)

Report: Jon sent out a proposal or a list of possible people to the Nominating Committee of a half-dozen names. One is a member who was a long time Board member and is interested in coming back. There is another person from whom Jon has not received their CV as yet. There are 3 open slots: 1 for John Harris's 3-year term, unless he becomes Vice President in which he would serve 2 more 3-year terms. If you have any suggestions please send them to the Nominating Committee along with their CV.

Motion made to go into Executive Session and return in a few minutes, made by Jon and seconded by Karen and passed unanimously.

3:57pm Motion: Chris moves to adjourn, seconded by Karen and passed unanimously.