

**Western Field Ornithologists
Board of Directors
Teleconference
Thursday, May 21, 2020 1-4pm PDT
(continued coronavirus pandemic)**

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.*; Phil Unitt, *Editor, Western Birds (WB)*; Kenneth P. Able, Matthew J. Baumann, Wendy L. Beers, Kimball L. Garrett, Homer M. Hansen, John H. Harris, Karen A. Havlena, Edward R. Pandolfino, Bryce W. Robinson, Diane E. Rose, Stephen C. Rottenborn, Christopher W. Swarth.

MINUTES

1:01pm Meeting called to order, welcome and roll.

Motion: Minutes with corrections from January 29, 2020 and March 25, 2010 accepted unanimously via motion to approve by Homer and seconded by Chris.

1:05pm **FINANCE: Treasurer's Report:**

2020 Budget: Suzanne: Financial Statements are out and there is nothing terribly exciting to report. We did expend \$8,000 to reprint the *Birds of Gambell and Saint Lawrence Island* book. Book inventory is as follows: The *Gambell* book inventory is 319 copies, and in 2020 we sold 65 copies; the *Trends and Traditions: Avifaunal Change in Western North America* book inventory is 62 copies, and in 2020 we sold 1 copy; *The Biology of a Desert Apparition: LeConte's Thrasher (Toxostoma lecontei)* book is 185 copies of inventory and we sold 3. We have sold 6-8 copies of the e-books for *Gambell*. The mailing house did a quick turn-around for **WB** 51(2). We had talked about setting a date for a Board meeting in December in order to have a timely vote on the 2021 budget.

ACTION ITEM: Kurt: We could list the setting of the meeting in December as an Agenda Item for the meeting in September. The Board consents.

1:09pm **Membership: Discussion:** Suzanne: I have looked at the data and am not sure how to address the issue of the 5-year membership decline. Does anybody have any concerns or suggestions?

Jon: I talked to Chris about this issue and he drafted a template. If somebody signed up for a year and didn't renew, for members that had been members for 5 years or more - that's a serious issue that deserves more attention.

ACTION ITEM: With Board approval, Jon will write personal notes to the 48 people who have not renewed. For the people Jon knows, he can include something about them personally and thank them for their years of membership, and ask if cost was a factor. Jon will let Suzanne know whom he has contacted and send out the list to all Board members so that they may do the same thing. Jon will pass on this information to Suzanne and Chris. Jon will share comments about why they

let their membership lapse. For those that remain unknown to all Board members, Jon will take the responsibility of contacting them.

Kurt: One of the reasons people might not be renewing (other organizations are experiencing this), is the cost. I was thinking maybe we should have an electronic membership only category. I would propose \$25 per year because there is a big gap between a \$10 student membership and a \$40 regular membership.

Suzanne: My concern is that we already have about 200 people that have opted out of receiving hard copies. If those people decide to drop to this \$25 level, that would be a \$3,000 hit to membership revenue.

Ed: This is a revenue losing proposition. I think we will just lose money.

Kurt: Maybe in the short term but I think in the long term it is the way to go. One of the reasons people are not renewing is that they do not want to pay.

Suzanne: The other thing we have to consider very carefully is what other benefits does that new category get, i.e., reduced conference fees, etc. We already have many categories of different benefits. If we decide to do this, there are associated administrative costs and complications that we need to consider carefully.

Diane: We already have 16 categories.

Kurt: They would get everything except the printed journal.

Suzanne: So they get \$40 dollars off the cost of registration even though they don't pay \$40 per year just like everyone else? Kurt: Maybe it should be \$25 off.

Tom: This is a classic example of cannibalizing our membership. Everyone will opt out for the \$25 deal. I think it is a bad idea all around.

Kurt: It is not a bad idea all around. Many organizations have this category, so it is not unusual. It is something we should think about. I am not getting much of a positive response, but I thought I would suggest it. We can think about it some other day. I drop out of organizations once they hit that \$40 level. It does make a difference to some people. I am thinking about people who are not members who might become members at that level. The ones that have already opted out, that's a different thing. Again I am thinking long term. Keep membership up or keep it a certain level could be one way to do that.

Chris: Kurt I would say that students would be more interested in the \$25 rate because young people and even people who are mid-career don't want to get the paper journal nor do they have a lot of money.

Ed: Also remember we agreed to basically make **WB** open access, so you don't need to pay anything for access to **WB**. When I look at our membership, I don't think the problem is trying to lower the price to get more people, but is simply making people aware of who we are and what we do. We have been at the 900-1,000 level for years. You have to know that there are a whole lot more people in the Western United States who would be interested in the things that we do but just don't know about it. I think or problem is more of a PR problem than a price problem.

Suzanne: I am looking forward to a small *ad hoc* committee to look at the issues, compare our price to other organizations, compare our trends to other organizations, and do some brainstorming.

Jon: Is this a membership committee idea that could be incorporated into that? I am all in favor of that. We could talk about that at the retreat. I have gone back and forth through the Board to seek someone who would be appropriate for that committee and I strongly believe that at this present time Suzanne should chair it and Chris and whomever else might be effective. Those should all be issues to address in there and also taking care of our existing membership. Part of that is getting the word out on the website that Bryce is broadening.

Chris: I am in favor of it. I think it is a good idea to start as a temporary *ad hoc* committee and one of the charges to that committee could be to come back to the Board with a recommendation for creating a permanent committee. They would look at the pros and cons. I definitely think it should be Suzanne and two or three other Board members who could devote time to examining these questions. They are all important questions, and it gets to the heart of our society. As Jon said the care and feeding of our membership and looking at all these aspects, including membership categories, etc. is of paramount importance. There is quite a bit to the implications of this. It does come up under the purview of the Membership Committee. I think it's a great idea.

ACTION ITEM: Between now and the next meeting the *ad hoc* committee consisting of Suzanne as Chair, and Jon, Chris and Kurt and maybe some others will try to come up with some recommendations for membership categories.

MOTION: Ken makes a motion to make an *ad hoc* committee under the Membership Committee headed up by Suzanne, seconded by Diane and passes unanimously.

STUDENT RENEWALS: Homer: My primary concern is to keep the students more actively involved throughout the year and not focus mostly on the conference. We are starting with some Zoom meetings. Lena and Susan are working on doing the first one on the white-crowned sparrow subspecies and also making an effort to keep the youth engaged throughout the year.

1:32pm

OLD BUSINESS:

Bylaws Revision: Update: Kurt: We will keep the bylaws revision on the Agenda. If anybody has anything to add, please keep Jon Dunn in the loop so that he can gather thoughts and things that need to be revised.

CFO Partnership: Update: Kurt: I was in contact with Colorado Field Ornithologists, (CFO), before the whole Covid-19 thing hit. We are on their website, but we are not as prominently featured on their website as they are on ours. It's not quite equal. Maybe this is our website revision thing. CFO pops right out at you as a special membership category. It is almost a little confusing. Maybe that is something we should change or tone down. There has been confusion about that in the past.

Suzanne: I told Todd, our web designer, to leave the CFO reference on until there is some other decision by the Board. One of the other things that Kurt was going to follow up on was Walter Wehtje, the liaison from CFO.

Kurt: I was going to propose to take off the CFO reference, and then I realized we are still on theirs. We are a little footnote on theirs whereas we are giving them some top billing, so maybe they should be a smaller print on ours. It's so prominent when you look at our website.

Bryce: That is not the way it appears on the new home page version of the website. There has been discussion between Todd and me on how to feature partner organizations and other such items, i.e., the checklist. We can figure out where it will fit once we get the page revisions done.

1:40pm

NEW BUSINESS:

Board and Officer Elections and Procedures: Update: Ed: We need to revise the requirements for election in the Bylaws. Our Bylaws are very specific in saying that the election of Board members need to occur at an annual meeting and there need to be a minimum of 25 members in good standing present in person. That is not something we can do in the midst of a pandemic. The only option that fits the letter of the Bylaws would be to try to get a group of 25 members to come together to meet that requirement. Of course that brings up huge logistical issues and it also violates the spirit of the Bylaw because if someone was fearful of being in a group and wasn't willing to come because of that, we are excluding them from the election. Option 1: What we are recommending to the Board is an email option. I assume that at our next meeting we are going to elect officers and directors which we would then present to the members via email and ask for a 'yes' or 'no', and assume that if we get at least 25 'yeses' and we don't get a majority of 'nos', then the Board has adopted the new set of directors. If this does not strictly meet the Bylaws, then we can consider special circumstances. We do need to modify the Bylaws for that as we need to have a little bit more flexibility for unusual situations like this one. Option 2 is where I email the slate to the members and we do everything by e-mail.

MOTION: Jon: I make a motion to adopt Ed's Option 2 where he emails the slate to the members for the election of Officers, and we do everything by email, seconded by Kimball, and passes unanimously.

Kurt: The slate would go out right after our September Board meeting. Prior to the Board meeting we would all vote on who those officers are going to be by sending our votes to Liga.

Ed: Normally we go into executive session. Anyone who is running for the Board will have to excuse themselves for a bit. Then we would have a discussion about the candidates, and then we would come out of executive session and we would send our votes to Liga who would tally the votes and let us know who won.

Jon: Assuming that we adopt this policy, Chris can put it in the Newsletter as to how we are going to proceed with this.

Ed: I think it is critical that we put it in the Newsletter, and I put it out as well to WFO News to let people know that we are doing something that is not consistent with the Bylaws because of special circumstances. We need to be completely upfront about this.

ACTION ITEM: Ed will submit to Chris for the June Newsletter the changes in the election procedures for the fall election. He will also put it in the WFO News.

Kurt: Regarding our 50th Anniversary merchandise, we decided \$25 for flasks with \$10 shipping and \$2.54 for CA tax making a total of \$37.54 for most people. We will notify the membership.

Suzanne: As a non-profit we are not allowed to sell merchandise for profit unless we file an income tax form with the IRS. We pay taxes on it which we definitely do not want to do. We are allowed to do it for an annual conference because we are not really competing in the marketplace. We can't really advertise to let our members know that we have them.

Kurt: I am not proposing that either.

John H.: In our local Audubon we had a pamphlet on birding sites, and we listed the cost as a donation.

1:53pm

COMMITTEE REPORTS

Finance Committee:

Report: Diane: In November of last year (2019) CVent purchased Lanyan and because of that, we were forced to sign a new contract with a new provider of registration services, that being Cvent with whom we had signed a 5-year contract. Several parts of that contract say that we pay \$2,000 a year. We didn't use that service because we cancelled our September conference. That being the case, we went back to CVent and reminded them we paid \$2,000 and we got no services because of the cancellation. It was no surprise to them because they are having that problem worldwide. We went back and re-negotiated the contract with them. After much discussion we went back two years when we were paying \$1,500 for CVent services. In other words we are getting a \$1,000 break on that for the next two years and then the 2 years after that, we go back to the regular \$2,000 amount. CVent wanted us to add a 6th year. We didn't want to do that at first, but they put a clause in there that 90 days before the start of the 6th year (I'm not exactly sure of which year) in November, we have an option to option out of that by 9/30/2024. We thought that was the best and prudent way to do it, so a contract was signed to that effect. You have to bear in mind, if we didn't do that and signed a year to year contract, we were looking at increases every year of 7-10%. We thought that was the best way, so we kept all the other conditions, bought a break for the next two years and have an option on it.

Financial Review by Matt Howard: Tom: Matt is undergoing the Financial Review right now. He is working on the final version of the draft version to share with Suzanne and me. When we do get it, Suzanne and I will go over to see if there are any issues, come up with a response, get a final version of the Financial Review, and then share it with the Board in a month or so. If there is discussion to be had on it we can do that in the September meeting. Matt will review the 990 form which needs to be sent to the IRS and the Franchise Tax Board and is due by May 15th. According to Matt, we don't have to send those in until July 15th due to an extension of the tax deadline. Matt confirmed that. He will review the 990 form which was seen at the last Board meeting; it's a very complicated document of tax declaration of non-profit issues. We will send that out in July. Right now we are on schedule with this Review and we should have it finished in the next month.

ACTION ITEM: Suzanne will submit the 990 form by July 15, 2020.

1:56pm

Annual Giving Program: Update: (Chris) I am continuing to talk to Chris Dean, who is a WFO member and who is a professional fundraising consultant. We considered 3 programs.

1. In the **first program**, Chris Swarth and Chris Dean would like to initiate an Annual Giving Program this year in the fall and to solicit of our members for the chance to make a donation to WFO that is over and above their regular membership dues. This is typically done in the fall. It would be done with a couple of e-mails and perhaps a paper letter that goes out to our members and offers them the opportunity to make an additional donation. We haven't worked out all the details yet. I still think I would have to get the Board's approval. Chris Dean thinks it's a great idea and it's a missed opportunity that we haven't been doing. I agree with her and am happy to head that up. We would not initiate that until after we send all the details to the Board and everybody has had a chance to weigh in on it.
2. In the **second program**, we would like to start is a Legacy Society which is a society consisting of Patrons and donors and it formalizes our donor program with a name. It could be a different

name. It would be comprised of the 9 Patrons that we currently have and then we have 22 other members who have donated substantially to WFO over the past 5 years. They have given at least \$500 and some may have given quite a bit more. Suzanne and I have been talking about developing criteria for making those donors Patrons. We haven't quite made the final decisions.

3. The **third program** is an endowment. I don't think we are quite ready to launch into an endowment program yet. We will do the first two programs, the Annual Giving Plan and the Legacy Society and depending on how they go, we will look at the third program in the future.

Kurt: Would the September Board meeting be when we hear about these things and then put out an announcement after that or do we need to get this going before September?

ACTION ITEM: Chris: I would develop a plan and present the programs in September or possibly earlier.

Jon: Three questions: 1) Regarding the Annual Giving Plan, which fund does it go to? General, Publishing or Scholarship? 2) Do you have an amount in mind or just what people feel they can give? 3) Do any of those programs include giving part of one's estate?

Chris: The last point you made would not be included. For the Annual Giving Plan we would have some categories that people could choose including 'other.' They could also earmark their donation to whatever fund they wanted to choose.

Karen: I thought of a name for this type of program, The Legacy Society, or the Sabine's Society.

Jon: There's always the genus of Sabine's Gull: the *Zima* Society.

ACTION ITEM: Kurt: Thank you Chris. I will keep the fundraising programs on the Agenda.

2:06pm

PUBLICATIONS COMMITTEE:

Western Birds: Report: Phil: I circulated a progress report a little while ago. To summarize, we got 51(2) out almost a month ahead of schedule and this is going to allow us to advance the schedule by one month indefinitely. We have enough on tap for 51(3). We have 6 manuscripts accepted for 51(3) and another 5 that have been reviewed and returned to the authors for revisions, we are waiting for those. The 2 manuscripts received in the last two months are out for review. We have received 15 manuscripts so far which is the same as 2019 on this date. This has been our average for the last 8 years. Oregon is interested in publishing its Bird Records Committee reports so that would be an additional state whose reports we haven't published before.

Other Publications:

Ken: We have reprinted *Birds of Gambell and Saint Lawrence Island*. Regarding *Birds of Inyo County*, Tom Heindel had some health setbacks and they are moving along slowly. In terms of budgetary matters, we will not be spending any money except perhaps for some copy editing in 2020. It will not go into production in 2020.

Jon: You probably have communication with Barbara Kelly, but two of the Heindel family members, Kelly, the daughter, who is the e-bird reviewer for Inyo County and Kern County, and her brother, Matt who lives in Texas, could be involved in helping.

2:12pm

Meetings: Ed, Chris, John H., Karen

Reno: Update: Ed: The 2020 conference is rescheduled for 2021.

ACTION ITEM: Next year, revisit pricing for the 2021 conference to be held in Reno, NV.

Ed: We should wait at least until November 15, 2020, when we should have some information about when a vaccine might be available and how things are looking at that point. I think we should proceed as if we were going to have a meeting. By then we will find out how things are going.

Discussion: Diane: For the registration, I need to start training somebody this year. They can be trained in one year and then the second year they would do it, but I would be their second person so that they could ask me questions at the event. Nobody is stepping forward. It's a big job, but the training can be done over the phone. You don't need to be on the Board to be the Registrar.

Kurt: Ken and I have talked about hiring somebody to do this.

Tom: I talked to Jon about it and there's a person who runs the Cvent program for the San Diego Festival who is capable of doing it. It's too complicated for us to handle all by ourselves.

Diane: There is the other part to that, that I do which is all the packet stuffing and name tag making and getting it to the event. Then, there's all the merchandise to sell. I fold all the T-shirts and label them and divide them up between 'sold' and 'unsold.' Those two things are the biggest and hardest things for me to do. Right after the conference, I start clearing out the old data to make room for the new conference. If I am working with you, John Harris or Ed I try to get things organized – that's happening before we do the tests that everybody gets to try out with Cvent. Then there's the part where after the first group registers I have to be home from that day on until the event because I have to answer questions on the phone, as people get stuck or whatever. So I am pretty stuck all the time because I am doing all these different jobs. I don't know if the person Tom is talking about would want to do all that.

John H.: I recommend that we have the Finance Committee look at this. We went through exactly the same thing with the Wildlife Society and we wound up hiring somebody who has been doing this for 15 years. It has worked out really well. There is a big learning curve as Diane has pointed out.

Kurt: We are talking at least \$10,000 per year.

Kurt: We have also talked about hiring someone to do fundraising trips, perhaps this person could do both. That would solve two issues with one payment.

Kurt: Tom is talking about Jen Hajj. I sat down with her and we talked about this extensively for 2 hours. We need somebody like her or her. She's the type of person that could handle it all if she was willing.

Ed: It's doubtful if we could really afford it. It is just as complicated to do our meetings with 300 people as it is to do the bigger San Diego conference.

Jon: Phil, what about Andy Mauro? We have nominated him for the Board. Does a lot of this fit his skill set and or interest? Is this worth pursuing in a conversation with him in advance of the election?

Tom: I don't think Andy has run a conference. If you took a new person like Andy, and he is a skillful guy, I happen to know he has had some medical issues, so putting his feet to the fire like this is crazy for his first year. He has to learn the organization and that would be really tough. In my opinion he is more management. I do want to mention Jen's name. You need to have a person on the ground for things like field trips. As far as running the Cvent thing and the rest of it, and doing input, experience is invaluable. Maybe the Finance Committee needs to take a look at this and maybe there are other names out there. Maybe check with Cvent.

ACTION ITEM: The Finance Committee will have a meeting in in the next 2 weeks regarding candidates for a professional registrar and say here's some names, thoughts and figures and then we can move forward. We need to get some basic information put together to present to the Board, otherwise we are speculating.

Jon: If we raise the cost of registration \$50 in order to pay someone professionally, we should let our members know why we had to do this.

2022 Meeting:

Jon: Apropos of our brief conversation on this, Utah seems chancy to me. Rather than a whole new unknown, the thought was to perhaps go back to Tucson unless you feel there is a lot invested in Utah to do that.

Bryce: Although I did reach out to some people, nothing really solid developed so I would say there is not a lot invested. I would have to let some people know.

Kurt: We don't have to decide today. It's something to think about. Jon and I did talk about going back to Arizona because not only would it be out of state, but it would be easy for our members to attend because they could actually drive there. It could be a fallback plan if Utah does not happen as quickly as we want it to.

ACTION ITEM: Jon: Bryce, between now and the September meeting we want to know if Utah could really work. The cautious approach is to go to Sierra Vista, AZ in August

Kurt: It is always helpful to have one person in that state who champions the idea. I don't know if we have that in Utah at the moment. I think eventually we should go to Utah, but the question is, 'Is it going to be sooner or later?.' I will throw in one little tidbit in there. I was talking Jen Hajj and she lived in Utah for 30 years in Salt Lake and she has all kinds of contacts there.

Bryce: I know Jen very well. She brought me to work in Hawk Watch International. She would be excited about a conference in Utah.

New Science Session (Plenary) Coordinator for 2021: Update: Steve: I am happy to be Plenary Coordinator for 2021 given that we are skipping this year.

ACTION ITEM: Ed: Kristy Nelson, if she gets elected, would be an excellent replacement.

2:38pm

Student Programs: Research Internship: Update: Homer: Of the 5 good applicants, 2 stood out. We are looking to proceed as soon as possible to fund their projects. There are a couple of things we would like to discuss about improving it for next year. One of the primary considerations is that these projects happen in spring and we seem to make awards late in the year.

John. H.: **Report:** Our Sub-Committee reviewed the applicants and we selected 2 people who are out doing fieldwork right now. I checked with them both to make sure they were going to do their work because that was a question given the current covid-19 situation. Everything is going fine and we will have a blurb in the Newsletter. Daniel Wade, a Ph.D. student at the Museum of Vertebrate Zoology at Berkeley is studying spotted towhee differentiation in incipient speciation. He is in the field doing playback experiments and also working with specimens and recordings that are in the MVZ. Lola Berger is from UC Riverside and is working on hummingbird displays and co-variation between the vocal displays and other displays of Costa's and Anna's hummingbirds. She is out recording in the field in the Southwest.

2:44pm

Student Essay Contest: Chris: **Update:** The deadline is May 24th and all the students are waiting until the last minute. I have not received one essay as yet, but I hope to in the next couple of days. For the prizes, we have 2 good optical pieces.

Website: Survey Results: Chris: I sent out an e-mail today with results of the anonymous survey, as 80 members responded. 70-80% of those said they use the website perhaps once a month. Also 70-80% said it meets their needs and they could find what they wanted. Again, 70% said that the website was not very appealing, although they would recommend it to others. So it's a mixed response but basically, you can see that we are doing the right thing by redesigning the website. People were pretty critical in their written comments. They liked the chance to chime in and make some recommendations. It is my hope that the Todd, the web designer and Bryce will look over those comments and build the new website taking into account these concerns.

ACTION ITEM: Chris will put an update in the newsletter to thank members for responding to the anonymous survey and also ask for additional comments in an attempt to initiate a conversation.

Bryce: **Update on website:** Todd said that 2-3 weeks from now the website should be ready for review. It looks really good and close to what I had in mind. I am really happy with the work that has been done so far. There are some areas where I will be asking for some feedback on, i.e., the aesthetics, some content related things. As things progress further I will be seeking input from people like the Student Programs Committee to look at the Student Program page and see if everything is stated in the way they want.

ACTION ITEM: Todd wanted to know from the Board is there anything upcoming that needs to be put on the website. Bryce will make sure Todd puts in the deadline for the student essay contest.

ACTION ITEM: Jon: How about setting up a Zoom practice session Sunday afternoon with Lena, Susan and Justina. Once I figure out on how they are going to do this I will let Bryce know so he can interact with them and he can copy you, Homer. Justina and Bryce could enter into a conversation about this.

Diane: Isn't there a way to do a video recording of these Zoom meetings, so that somebody who is not able to attend timewise can watch it later at their convenience. Then we need to have a link to our website so we can archive meetings.

Bryce: Sounds great. We can discuss this with Todd. I am sure he will know.

Bryce: Todd wanted feedback on an item in the survey. He has already incorporated the comments into the website construction. There was one thing regarding all the organizations, i.e., Check-List Committee. He wanted to have a page or something where everyone can link to a related website to WFO. Is that something that we should put together and how do you imagine it look? I think he

was getting the idea from all the websites I showed him to use as examples on how they function. He referenced Point Blue and those types of websites that are organizations that do similar work or do bird research in the West. What Todd wants to do is create a hub that is a resource for folks who are looking for further information on ornithology in the Western U.S.

ACTION ITEM: Bryce will figure something out for the hub and present it to the Board.

Phil: Isn't that what Desi Sieburth published in **WB** recently? In issue 51(1) Desi Sieburth wrote a review of Bird Committee websites. So we have that list quite current.

ACTION ITEM: Bryce: Ask Desi, 'Is any change to what's on page 71 of issue 51 (1) of **WB**'?

Bryce: I think the Board will find the website very pleasing as it is covered in bird photos. Every topic has a corresponding bird photo. Todd got all those bird photos from the Macauley Library and they are unattributed. A creative way to fix that would be to try and crowd source some photos from our membership. I know there are people on the Board that are great photographers.

Tom: I throw my hat in the ring for the photo issue.

ACTION ITEM: Bryce: I will tell Todd that I would get him a collection of photos in the next 2 weeks that he could use to populate the website instead of using photos from Macauley Library.

Jon: I will talk to Larry Sansone, as he always likes to have his photos exhibited. We could do a written caption and you could incorporate that. To me, every photo should have a date and location.

Bryce: I agree, but that could get clunky.

2:44pm

Newsletter: Update: Chris: If folks have things they would like in the Newsletter, just send them to me. The deadline is June 5th.

ACTION ITEM: Bryce volunteers to write an announcement for the Newsletter that WFO is a scientific organization.

Kurt: We will do a photo contest sometime in the future, when it does no conflict with getting photos for the website.

ACTION ITEM: Ed: I will have to talk to Nathan Pieplow about his blog and possible linkage to the WFO website.

ACTION ITEMS LISTED BY JON

Paul Lehman for his column discusses unacceptable early dates in bird sightings. I contacted Dan Singer and he jumped in on this and he will have a short note on the CBRC. He really is the person on that. Kimball, maybe we can wait for the AOS Supplement (published electronically June 15, 2020) before doing that taxonomy. Chris do you want to contact Ed Harper about putting on the bird quiz on the website? We need to get coordinated with the photo bird quiz and how Larry, Ed and Tom would factor in and who would do what. Next item regarding the Nevada County Atlas I am going to write something for it and Chris has already done some promoting of it, so it will be a double approach. Ken Able has an article on breeding red-necked grebes which can go in the Newsletter. Ken has also submitted an article to **WB** and then, if it is rejected, it can be put in the Newsletter.

Kimball: We should have years of backlogs of rejected manuscripts from **WB**.

Ed: Jon and/or Phil, how about doing a review of the Nevada County Atlas for **WB**?

Phil: That would be ideal.

Ed: Jon if you are going to write something on the Nevada County Atlas why don't you do a review for **WB** or for the Newsletter?

Jon: I would write a few sentences rather than do a formal review. Cat Waters is our Book Review Editor. I got a note from her saying where is the book?

Phil: I'll send Cat a message saying that we talked about this and move that review request along whether you or someone else writes it.

3:11pm

Fieldtrips: Kurt: Everything is on hold due to the Covid19 pandemic. When we do have a field trip, there was some wording that Suzanne and I talked about regarding fundraising trips. I don't remember the specifics. We will clarify that when we plan the next trip.

ACTION ITEM: Jon: Since there is no field trip income and no conferencing, I tend to favor a year-end appeal in the electronic Newsletter, but now that there is going to be the annual giving project, which conflicts with a year-end appeal. So **Chris, Chris Dean, and Suzanne** that is an issue for you to address in the months ahead.

Conservation/Science Policy: Steve: We actually had something come up a month or so ago where a WFO member suggested that WFO take on the issue of feral cats and that we write up a policy statement. We discussed this among all the members and decided while that is an issue that is very important, it is one of many issues that WFO doesn't really write position statements just to have them out there. There are a lot of organizations that do that well. We should restrict what we do in terms of writing something up or taking an action to the same kind of things we have been talking about, something where a government body is considering taking an action and our organization has particular expertise that we can bring to bear. We wrote a diplomatic response to the member and the member was completely satisfied and seems to actually agree with that approach. There is not much that goes on in the Committee, so I will volunteer for another year.

Awards Committee: Jon: Part of the reason to give awards is when the membership is there, so that is all postponed until we can do so although there are some candidates.

Nominating Committee: Kurt: I sent out what Jon sent me. Wendy's information wasn't there because she is already on the Board, but you should have received the other 4 candidates' information. There was some question as to Susan Gilliland's statement. Does she have a resume to go along with that?

Jon: Kurt, you sent 2 e-mails and there is a full CV with one of them. We have 4 openings and it will be a competitive election as we have 5 nominees. I think they are all outstanding nominees. It will be a big discussion regarding what we are looking for in the year or two ahead and how do we fill that with each person offering their own talents, i.e., Kristie in science, Susan with youth, Dan Gibson with publication of **WB**. Dan has tried to reassure me that he will do everything he normally does, whether he is elected to the Board or not. Wendy is up for re-nomination, which is automatic pretty much, and then there is Andy Mauro.

Registrar Development:

ACTION ITEM: Diane: I will do registration next year, but I would like to train somebody at the same time. Who is going to do the next one?

ACTION ITEM: Jon: Jen Hajj is the lady's name who lives in Utah and the Finance Committee is going to take responsibility for communicating with her.

Diane: The discussion of how much you want to spend is something I don't need to participate in. I am the part that will do the training.

Kurt: Initially we are discussing the idea and how much it might cost and how it might work, not necessarily picking a person. We are looking for a possible candidate.

3:18pm

Motion: A motion to adjourn made by Jon, seconded by Karen, and passed unanimously.