

**Western Field Ornithologists
Board of Directors
Videoconference
Monday, August 23, 2021, 12-3pm PST
(continued coronavirus pandemic)**

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

Board Members present: Jonathan L. Dunn, *President*; Kurt M. Leuschner, *Past President*; John H. Harris, *Vice President*; Suzanne M. Carota, *Past Treasurer/Membership Secretary*; Liga L. Auzins Wurster, *Recording Secretary*; Matthew J. Baumann, Wendy L. Beers, Kimball L. Garrett, Daniel D. Gibson, Susan S. Gilliland, Homer M. Hanson, Karen A. Havlena, Andrew Mauro, Kristie Nelson, Bryce W. Robinson, Diane E. Rose, Christopher W. Swarth.

Board Members Absent: Shaun F. Wilde, *Treasurer/Membership Secretary elect.*

Guests: Philip Unitt, *Editor, Western Birds (WB)*; Robin Leong, *consultant*, Don Marsh, *CFO consultant.*

MINUTES

12:05pm Meeting called to order, welcome and roll.

Jon: Approval of Minutes from 05/19/21:

Motion to approve 05/19/21 minutes by Andy, seconded by Chris, and passed unanimously.

Motion to approve 07/05/21 minutes by Kimball, seconded by Karen, and passed unanimously.

Treasurer's Report: Suzanne:

Financial Report for July 31st: The cash balance is \$453,000 and of that, the Publications (Pubs) Fund is \$164,000 and \$55,000 is in the Scholarship Fund. Year to date net income was \$15,000. The primary drivers were \$17,000 from the membership dues plus \$28,000 of donations. The largest cost items were \$16,000 for *Western Birds*, **(WB)** for 2 ½ issues, \$11,000 for operating expenses and \$3,000 for the research grants that we paid out this year.

Book inventory as of July 31st: 165 *LeConte's Thrasher* books; *Trends and Tradition* 42; and *Birds of Gambell* 281 copies. We have sold 7 e-books this year. This is a large inventory, and something needs to be dealt with. The *Thrasher* book has cost the Pubs Fund \$11,000 to date, the *Trends* book has cost \$4,000 to date, which is better than we budgeted, and the *Gambell* book has cost the Pubs Fund \$8,000 to date, mostly due to the second printing.

Book sales: It's been 3 years since we published the above-mentioned books, and since sales are so slow and with inventory static, at some point we can stop reporting this every quarter. I think the profitability of the books after 3 years is probably the most important

information, and to continue to report on profitability when we continue to sell 1 or 2 books a quarter seems like maybe not the best use of the Treasurer's time. I would like to engage the Pubs Committee and ask them if we send them the profitability statements for these books, is that enough historical information for the organization going forward?

Kimball: There may be reasons why we want to know the most current numbers when we are thinking about new publications, monographs, etc. If we can regularly get that information from the Treasurer when we need it without the Treasurer having to report it to the whole Board, that's fine.

Action Item: Treasurer will regularly report book sale numbers upon request.

Suzanne: It's kind of tedious to track every e-book where we get \$10.00, for hard copies we get less. If you want the information, we will continue to track it, but maybe not report it. We will give these a sort of 36 months later numbers for future use. We will continue to track the *Inyo County* book as it has a payment against it already. For some of the things I do, Shaun will do for a while and then in 6 or 12 months reassess.

Jon: When you throw out the 36 months, will there be an annual report on books or what are you proposing?

Suzanne: I am not proposing anything. I am asking for input, and I will leave it up to Shaun and the Board. I am merely bringing the issue up. I am proposing that the detail I keep probably is not worth it, and not all that valuable to report regularly.

Jon: A once a year update would be good so that we can follow it year to year.

Suzanne: That's what I am trying to do, is to get people's thoughts and see if my workflow works for her in what I am trying to communicate to her. Shaun needs to do the job the way she wants to do it.

Membership: Membership count was 999. 226 Life Members, and 19 outside of the country. In 2021 we had a net loss of 25 members. 100 did not renew and 75 have joined. In 2021 we had less people who did not renew because we offered some special inducements to renew in 2020 before we raised prices.

Training of Shaun: In mid-July we started having meetings, 1 to 2 per week of 60-90 minutes each. She has a detailed spreadsheet on procedures to follow. She captures concepts and issues quickly and can focus on pertinent facts. We are going to start passing activities to her starting Sept. 1st and I am going to stay engaged and paid for another 2 months, Sept. and Oct. I will remain engaged from the Fall to Jan 2022 to sort of advise on the budget and the year-end membership renewals. I do think she will be fully trained. She is in Canada and is hesitant to travel due to covid so I really don't have a firm idea of when she will be coming back to California, so we are trying to do everything virtually. The bank signatures require us to mail documents around which we are working on, and we have not finalized that. Two things I need for the Board to approve is additional expenditures to the budget: 1) \$2,250 for the overlap in her training. She is being paid for every month starting Aug 1st and I am being paid for Oct. 31st, at \$250 for 3 months and that is not in the budget. I want to discuss a Drop Box account. She has asked that we invest \$300 in a Drop Box account so that we can share data and files

instead of just looking at them on Zoom. As she takes over responsibilities, we can both do data entry into the 3 critical files that we maintain.

Phil: It would be nice if **WB** could use this account as well, as I have maxed out on my 3 Drop Box accounts.

Suzanne: We will then consider that as a WFO expense and budget accordingly. I will make a note for Shaun to contact Phil to set this up.

Action Item: Suzanne or Shaun will have a report on the Drop Box account at the next Board meeting so that the Board, Officers and Committee members have access to this account.

MOTION: Kimball moves that the \$2,250 for the overlap of the Treasurers costs and \$300 for a Drop Box account be approved by the Board, seconded by Kurt, and passed unanimously.

Conference Status: Registrations are 171. I am going to predict a \$5,000 profit depending on how much Jen Hajj charges us. We already have \$12,000 in revenue. We will be in good shape financially from the Conference. We have \$5,000 in donations as of today just from people seeing the donation button that says donate while they are on the registration page.

Budget Schedule: The budget schedule will start with November 1st, which means that the Treasurer will be sending out requests stating, 'that to complete the 2022 budget, I need these specific things from the Chair of the Committee.' Usually, you have 2 weeks to get it back to the Treasurer. I would like Shaun to run the process.

12:40pm

Zoom account: Zoom is kind of new to WFO. I want the Board to think about how the account should be used, and how many people want to be on the account who can start meetings, (each one costs \$15/mo.), right now we have 5 people. If Committee Chairs want to use the Zoom account, are they willing to pony up a resource to be on the account; to be the person that schedules the meeting and starts the meeting? I have been handling all of that, but I don't think it is appropriate for the new Treasurer to be the Zoom account administrator. This does not have to be decided today, but certainly decided by Oct. 31st when I go off the payroll. I've been handling administrating and starting calls and sending out invites to calls for any Committee that wants a Zoom call.

John H.: I know we have been using Zoom in many Student Programs and Board Meetings, but I am not so sure beyond that. It seems to me that it probably ought to be 1 or 2 people from Student Programs who ought to have the capability to start meetings.

Suzanne: Since Homer is coming off the Board, I replaced him with John Harris. Thank you, John, for filling in that spot. Susan Gilliland is still on that account. Other than those 2 uses, it is a once in a while Zoom meeting either for the Finance, Pubs, or Diversity Committees. These Committees should think about if they want to use the Zoom versus the Conference Group, and if so, do they want to pony up a resource to be the person that coordinates the calls? Lena Hayashi gets access through Homer.

Homer: We would like a stand-alone account that can be used by whoever is heading the Committee or whoever is assisting in starting the meeting. It is an account for Student Programs, it's not restricted to the Committee Chair, just an individual. The Zoom meetings happen with the students. Typically, there are at least 3 meetings and there are going to be conflicts of who is available. The Chair is not always available for all those meetings.

Suzanne: I don't see any reason to set up a separate Zoom account. We can add as many users as needed to the WFO Zoom account and I think it easier for the Treasurer and Officers of WFO to manage 1 account than 2 accounts.

Jon: Suzanne, I think this needs to be resolved not today, so let's move on.

Suzanne: It needs to be resolved by the next Board meeting because I am going off the payroll. I don't want this to be kicked down the road.

Kurt: We should keep the Zoom account because there are several Committees using it successfully, including the Finance and Diversity Committees. It's a question of how many authorized Zoom initiators we have, and I think 3 is a healthier number than 5. That is \$45/month which should come out of the WFO General Fund.

Kimball: The Pubs Committee has used Zoom several times that Suzanne has set it up and hosted. Technically I can host Zoom meetings using the Natural History Museum account. If this is another account that we can use and that doesn't have this additional \$15/month for another host, I can use that as an alternative.

Suzanne: For whatever you decide, I'll set up the account(s) accordingly.

Action Item: Resolve Zoom account(s)

Jon: Thank you, Suzanne, for being so well organized and spending time with Shaun.

1:00pm

Committee Reports:

Finance Committee: **Kurt:** We will meet after the virtual Conference and Birdathon are over. Soon we hope to send the Board information saying that we want the Legacy Society to include some investment of WFO funds. Coincidentally, just this morning an anonymous donor contacted me and is pledging \$20,000 to WFO with the provision that it be invested to get the Legacy Society going. We have already done a lot of work on the Society. Hopefully we can find a way to receive that money as they have put their trust in WFO and the Finance Committee.

Awards Committee: Karen

There is something Chris and I were working on a year or two ago when we had a very small number of Patrons. We now have 22 Patrons which is way too expensive for a party that had been under consideration. I don't know what we will do, if anything, to thank the major donors.

Field Trip Committee: Kurt:

We are going to go to Cuba this January 2023. It was postponed last year and this year due to covid. After consulting with Gary Markowski, we decided to go in 2023. Hopefully in the next year Cuba can sort out their problems. The participants are willing to just keep waiting. I will keep them engaged and informed. No field trips are currently being planned.

Jon: We often try to do a summer trip involving John Harris, sometimes with a local leader, i.e., Dave Quady. Our desire is to do something together for next June or July. We've had discussions with Pat Bacchetti, President of the Central Valley Bird Club (CVBC), about doing a weekend trip with the profit shared between CVBC and WFO. It's a way to participate with field trips, an important revenue raiser.

Publications: Kimball

Birds of Inyo County: The only real issue would be the status of *Inyo County Birds* which is not moving along rapidly. There are no immediate publication expenses coming up.

Jon: Jo and Tom Heindel are down to their last species account, the polytypic fox sparrow. Prior to that, the Bell's and sagebrush sparrow accounts are in good order. Then they are basically done except for my forward, after which the manuscript will be submitted.

Action Item: Kimball could contact the Heindels and ask if there is a time frame, and/or are we approaching the time that finance needs to know about it?

Kimball: I am happy to do that, and Bob is the editor of the series, so he will be involved too.

Jon: Remember, Ken Able was also going to follow that through. It is Ken's last project.

Kimball: Bob has a possible *Studies in Western Birds* monograph on the Tule Goose, subspecies *elgasi* of the Greater White-fronted Goose (a possible distinct species) and is one of the ideas that is barely far along, but when it gets to the point of submission, we will have the Board look at expenses and how to make it happen. We have other possibilities too, relating to ideas of Bob's colleagues, something about the Pribilofs and Mendocino County. We do not need to involve the Board until we need to make some decisions on publication finance needs moving forward. Keep the ideas coming, and please let Bob know.

Newsletter: Kimball: The important thing is to thank Chris for his outstanding editorship of the *Newsletter* and being in touch with Judith Dunham, our new *Newsletter* editor and helping her with ideas, etc. I would like thank Jon Dunn and several other people for finding Judith and talking her into it. Chris will still do the next one and then Judith will take over with the December issue. She has some ideas in changes to the format so it will look different, but in terms of the content, she is thinking similarly in terms of what we have been doing in the past. We will need cooperation from everybody, the Board and members who want to write content. The Board can make sure to let the membership know if there is anything going on that they want to communicate to them, i.e., what your Committees are doing, what you are up to. That is important stuff to go into the *Newsletter*. Chris wished he had gotten more from all of us on these sorts of things so please cooperative with both outgoing and incoming *Newsletter* editors in providing them with these materials.

Chris: Judith Dunham seems great. I have talked to her on the phone several times and she has sent a nice biography for the next *Newsletter* so that we will learn a little bit about her when the news comes out. She has a background in publishing, she has been a long-time WFO member, and she is really excited about taking over the *Newsletter*. I will work with her if she needs my help getting the December issue out. The next *Newsletter* will come out in early September. The deadline is the 5th. I try to get the *Newsletter* out and posted on the website by September 10th. I second what Kimball said, which is that Board members should take advantage of the *Newsletter* as much as they can. Don't hold back on thinking of good ideas and things that you are passionate about and things that you are working on. The *Newsletter* is the place to put these things to let our members know what you are up to and what you feel is important. I enjoyed doing the *Newsletter*. I learned a lot working on it and it has been a pleasure working with all the contributors. Everybody is great who provided good material. Thanks. (*Round of applause.*)

Action Item: The Board is asked to contribute items to the Newsletter.

Kimball: We thank Chris for all his hard work. Judith Dunham has been a WFO member for a long time, she was on the trip I led to Cuba, she is from the Bay area, she has been involved with Golden Gate Audubon, she is basically a professional publisher, she is thinking this through, and she does have ideas for changes in format, visibility, and greater accessibility on mobile devices, etc. I don't think there will be any objections to her ideas. We will see what she comes up with. I urge everyone to cooperate with her.

Diane: Judith Dunham was the editor for the *Breeding Bird Atlas of Nevada County*. She was wonderful and did a great job. She is also a WFO Life Member

Kimball: It's a great and important publication and you, Diane, and Steve Rose, did a great job.

Western Birds (WB): Phil

I hope everyone received a progress report on **WB**. I understand it is being mailed today, and it is already on the website. Our problems with Google have not affected our submission rate which is key. We are a bit above our average and ahead of all but one of the last 9 years as far as our submission rate has gone so far this year.

1:30pm Search Engine Optimization: Kimball:

We have recognized for a long time that it is difficult to find **WB** on standard web searches, i.e., Google Scholar, etc. Phil has done great work on this as has Tim Brittain. Todd Benton, who runs a Search Engine Optimization company, knows both Phil and Tim very well and has worked with them, has come up with a proposal to basically tweak the way that we post the material in **WB** and several other things that need to be done to optimize for search engines on the web. Phil has a particular thing that also helps with optimization. There will be expenses involved and the Publications Committee is all for the proposal that Todd Benton sent. He is charging \$1200. We don't need to decide on this now. I am waiting to hear from Todd regarding some of the concerns and questions the Pubs Committee had. Our major concern was that this is a lot of work that is going to fall in Tim Brittain's lap and Tim needs to be appropriately compensated for the work he is doing even though he always fails to charge us.

We will keep you posted. This will be a bargain for the Pubs Fund if we can get this Search Optimization for only \$1200 plus whatever miscellaneous expenses arising with that, i.e., applications and Tim Brittain's time.

Phil: Those on the Pubs Committee know that last week at the museum we interviewed candidates for a new librarian. I took this opportunity to present all the questions that we hope to get answered for **WB** on how to crack Google and improve our visibility. One person recommended registering to this directory, Open Access Journals. There is no charge. The main thing is that our website specifies and meets all the criteria for Open Access and that the copyright is covered under the Creative Commons (or something similar to that). All of this is becoming very common in this day and age. Besides letting you know that this is another step we can take for free, the main thing it does is entail a commitment for open access indefinitely. Our experiment with that has been successful so far and has not hit us negatively with respect to finances. I would like to go ahead with this registration. I've been investigating criteria that we need, and we probably must add some verbiage to the footer at the bottom of the 1st page of each article with respect to the Creative Commons copyright and have that on our website. I will work with Tim on how to squeeze those things in. We have an International Standards Serial Number for **WB** already that is printed in each issue, but we may have to get an electronic version as well. All the instructions are not clear and trying to reach real people to answer questions is not easy.

Jon: Could Phil or Kimball let us know when that \$1200 item or other dollar amount request can be anticipated and what fund does it come out of, Pubs or General?

Kimball: We are waiting to hear back from Todd Benton addressing the concerns that the Pubs Committee had, which was mostly, 'Are you undercharging us?' because of the sheer amount of work that needs to be done. Essentially you must go in manually and tweak each entry of all the contents of **WB**. Todd Benton's proposal is for Todd to be paid \$1200; \$600 on executing his proposal and \$600 on completion to lay the groundwork by doing certain Search Engine Optimization magic and then for Tim to go through and make all the tweaks to make **WB** visible and accessible, etc. I don't know if we must wait until the next Board meeting to approve this. It is appropriate that this come out of the Pubs Fund. It's directly related to the visibility of our publication, **WB**. I don't know how much leeway the Pubs Committee must spend out of that fund without going to the Board for approval. We will let you know as soon as we have a better idea of the total costs. There is no projecting how effective this will be ultimately in improving searchability of **WB** material and *Studies in Western Birds* material on the web. It should help greatly and make authors more willing to publish in **WB**.

Action Item: When Tim has a better idea of what he is doing, we should ask him how much time he needs which equals so much money. We need to get a very specific answer on that and a deadline for him to respond to.

Jon: Suzanne, should a hard and fixed deadline be the end of October for this, so it gets into the budget process, and do you want to budget it for the 2022 budget as opposed to this year? What is your advice on this?

Suzanne: I would say that the Pubs Committee needs it this year and we can make that happen by email Board approval. Even if we pay the first deposit in this year, it is really going to flow over into next year.

Action Item: Kimball: Todd's quote says, "\$600 upon execution of this agreement." I need to talk to Suzanne on 'how to execute this agreement' because I can't do it. The second invoice is 'upon our training with Tim.' Basically Todd will show Tim what needs to be done to accomplish this.

Suzanne: I or Shaun can help you with whatever you need for funding for this year for the \$1200 plus some of Tim's time, and we will have in the budget another amount for some of Tim's time next year. Probably both will be inflated so that we can make payments with Board approval. It's up to the Board to determine which fund to use.

Jon: I am not in complete agreement that it comes out of the Pubs Fund. The Fund is meant to be for special publications or an extra big issue of **WB**. This seems to be basic to the function of the organization, but we can leave this up to the Board.

Kimball: It might make the Board more willing to put up the money knowing that we have enough money in the Pubs Fund and aren't concerned about our general operating expenses.

Action Item: Kimball will be in touch with Phil, Tim and Todd and they will get as much information as they can in the next few weeks and share it with the Board.

2:00pm Meetings Committee: John Harris

Virtual Conference (August 25-29, 2021):

I want to thank Steve Rottenborn for continuing to do the Science Sessions this year, even though he has been off the Board for this year. We will have 4 workshops including our own Bryce Robinson doing a sketching workshop. We will have the usual photo and sound ID panels in the evening. I do want to make a special mention of our annual business meeting that will fit into a 3:30pm time slot on Saturday afternoon where we elect newly approved Board members. It won't be a long meeting, but it does meet our Bylaws requirement of having our members approve the Board. I also want to mention that 2 of our grant recipients from the last couple of years will be presenting in the Science Sessions. Also, there are youth speakers scattered throughout the program including a couple Science Sessions, and 2 students giving a presentation on the basics of bird photography.

Reno 2022 Conference (September 7-11, 2022): When Ed P. stepped off the Board, he also declared that he wasn't going to be able to be the Chair of this Conference despite his doing so much work on it already. Jon Dunn asked me to step in as the Reno Conference Chair. Ed P. will pass on a bunch of documents and thoughts about the Reno Conference. I will probably be in touch with some of you in mid-September.

Jon: Thank you John, and thanks for volunteering for Reno.

Student Programs: Homer Hansen

There are number of the students presenting at the virtual conference including Alex Cho. The youth have maintained the monthly meetings managed by the Student Council. I am looking forward to having a real conference in person versus the virtual one. There are a lot of activities we haven't done for 2 years due to covid. That's pretty much the synopsis.

Jon: In the 'Ask the Expert' series, the last one I scheduled is on Sept.3rd with Jonathan Alderfer and a follow-up on Sept. 8th. Do we get to practice on something like Sept.1st? Can we follow through with that?

Action Item: Can the Student Programs Committee set up a process and ensure that Jonathan Alderfer has the information on how to attend?

Jon: The Student Programs Chair is going to be a shared position with Wendy and John H.

Wendy: John H. and I have talked a couple of times and we will work it out. He has taken on so many things, I want to make sure I do a lot on this and let him be a titular head. We are all going in that direction. John H. talked about keeping the programs going forward.

ACTION ITEM: Jon: I will send Wendy Jonathan's contact information and tell him you will be in touch with him regarding the 3rd and the 8th of Sept. We need to get our heads together if we decide to continue the Program by reviewing the Committee first, and then try to find speakers to carry the program on. I am out after Sept.

Wendy: The students don't feel they have the out outreach to get these speakers so they may be calling on people to give a little arm twist for the meetings. I think we can do that.

Jon: Thank you Homer for 6 years. Too bad that the last 2 years there was no in-person Conference because it is such a major part of the Student Programs.

Outreach/Fundraising Committee: Chris Swarth

The Outreach/Fundraising Committee has been devoted to running the new Birdathon fundraiser. The Inclusivity/Diversity Committee is nested within the Outreach/Fundraising Committee. I would like to highlight the very thoughtful essay that Jon Dunn provided for the last *Newsletter*. Reaching out to Corina Newsome in South Carolina was great and writing about feelings and ideas was a tremendous thing as well as Kurt writing about his adventures in New York City with Christian Cooper. By bringing these two individuals to WFO, I can't think of any greater success in the last year in terms of increasing our diversity, bringing these issues to our members, and letting them know that we care about being inclusive and that we are thinking about disparities and injustice. There really is not a huge amount that WFO can do as a small organization, but the most important thing we can do is to educate members and make them aware, which has a huge ripple effect. Thanks again to both of you for taking the time to do that.

Jon: For your information Corina is out of Philadelphia originally, but she did her Master's research on the Seaside Sparrow out of Georgia Southern University. She now has a job with National Audubon out of Atlanta. We have had only had one exchange and I sent her a book on the Dusky Seaside Sparrow. Kurt recruited Christian Cooper who is a WFO member and spends time in Desert Hot Springs. We have our Diversity Statements which I eventually will

get revised as it has been pointed out that the term 'Blacks' is no longer acceptable, and we need to get the appropriate language that is acceptable as Corina pointed out to me in her letter. It is acceptable to say Black people or Black communities. That is something we should think about changing sooner rather than later, if now it is offensive terminology.

Action Item: Change terminology in Diversity Statement to read Black people or Black communities according to current usage.

Chris: I think it is the intent of our efforts is good, but the specific terms may need adjusting. The important thing that we have done is to reach out.

Jon: Thanks Chris for everything, especially for the diversity component which got a little bit dicey as it is throughout the country. Thank you for all your other efforts especially the outstanding *Newsletter*.

Year-End Appeal Letter:

Jon: I assume the Board would like an appeal letter written. Maybe we should hold up on that and let it go out late in December, a year-end deal. We are not in the same situation as we were last year, so if I write it, I will spin it somewhat differently.

Action Item: Assuming the Board thinks something should go out, ideas on how to approach this would be appreciated from the Board. Do we send an appeal letter even though we are not in financial distress as we appeared last year, and secondly, what do we say in the appeal letter keeping in mind that it would be my own words and I must believe with what I write? This could also be written by the Committee.

Robin: The year-end appeal letter should be in November and not at the end of the year because people start looking at places to send money before taxes.

Action Item: Robin volunteers to assist in writing year-end appeal letter.

2:30pm

Birdathon: Andy

The Birdathon is happening, and things are going well, the website is up. There have been little bugs in the program which is to be expected the first time through. Jen has been working diligently in addressing these things. 50 people are in the system so far. They have registered as team leaders, team members, donors, or sometimes all the above. There are 8 teams including a recent youth team, and if you read their write up on the team page, you can see that they will gain a lot of donors as they are a very appealing group of kids. Right now, our donations received by WFO is \$4,158 and that is 16% of our revised \$25,000 goal. We anticipate a lot of action during the virtual conference itself. John Harris is going to include the Birdathon with its various links, in his announcements during the virtual conference. It runs from September 1st to October 15th.

Action Item: The Board pledged to be an active participant in this, at least a donor.

Chris: First of all, I want to thank not only Andy but also Dave Shuford for introducing the Birdathon concept to us since WFO had never done a Birdathon. Dave showed us how he made some tremendous donations. His success inspired us to get going on the Birdathon.

Action Item: Robin: Thank you Jon for joining my team in Solano County.

Action Item: Phil: My idea of a Birdathon is by bicycle. I can draw Sharon Goldwasser in Tucson into participating. I don't know what the rules are.

Andy: The only complication is in the record keeping where you as the team leader be responsible for collating into one report the results of the members that are operating in different locations. We'll make it happen.

We couldn't quite resolve the issue of the silent auction. Without going to an outside firm, it became quite problematic, so we decided to take a step back and wait until the in-person Reno Conference next year to auction off the beautiful original art that John Schmitt provided to WFO for this Birdathon.

Kimball: The website is spectacular. It's a nice job of how to register, how to create a team and most importantly how to donate. For my entry I want to investigate a way of doing a carbon offset contribution versus driving all over the place.

Diane: Andy, what about the plan of doing a Team Leader meeting on the 30th of August?

Action Item: Andy: It is still a plan. Jen would like to get everyone on the same page and working together so we all understand what the process is for submitting your results, etc. We would be inviting the team leaders and their primary members to participate in that meeting. We can also do this by doing one-on-one sessions for late arriving teams.

Action Item Jon: Maybe you can put it in your promo at the meeting on Saturday. For those of you who sign up as a Team Leader there will be a meet up at 1pm on Monday, the 30th.

Conservation/Science Policy: Kristie:

There is no report currently. As always, if someone has an idea, please let me know.

Suzanne: I just want the Board to know that due to the Conference, many people have donated money. Several people donated \$500 and many donated over \$100, and to the Birdathon as well. We need to send out thank you letters.

Jon: I had originally taken that on, and then John H. helped. I would appreciate a list of volunteers. These notes can include where they are from, and I would make it somewhat personal if I knew them.

Suzanne: They don't need to contact me; I will give you the list and they can contact you. You can sort it out. Also, some of these donations have been out there for a while so the notes should go out sooner rather than later.

Action Item: Suzanne: I will send the list to Jon Dunn including the amount of the donation. Jon, you can manage it from there rather than have two people manage it. Jon can list Karen, Wendy, Robin, and Liga as volunteers.

Action Item: Suzanne: I have no problem sharing the non-profit number with donors to deduct for taxes, but it is not required.

2:45pm Nominations Committee: Karen

We have a record total of 5 Board members leaving at once due to an unusual set of circumstances. Suzanne is a very unusual circumstance because her position as the Treasurer/Membership Secretary is not one which gets changed on a regular basis. Bryce and Homer have come to the end of their regular terms. The other persons we had to say good-bye to were Chris and Ed P. due to personal complications. We are very sorry that these 5 are leaving. If some of you have your WFO wine glasses handy put them close to the screen to send off the 5 members leaving. Tom Blackman has been ordering and will continue to order these glasses even though he is no longer on the Board. We thank these people for their service.

Jon: We thank the retiring members. All of you spent a great amount of time on various projects: Homer on the Student Programs Committee; Bryce on our website, and the beautiful Sabine's Gull thank you cards; and Chris, not only leading the Diversity Committee and Fundraising, but editing our *Newsletter* and bringing it to fruition and then training Judith Dunham, our new editor in the in the transition. Thanks goes out to Ed P. and wishing him the best on his circumstances. We hope he and the other retiring members will stay involved. Suzanne, you are not a Board member but obviously our best wishes and thanks for everything you've done.

Nominations: John Harris

We had 2 Board members whose terms were coming to an end. Chris opted out of doing a 2nd 3-year term. When Ed P. had to resign rather suddenly, we were fortunate enough for Dan Gibson to step in and take on Ed's term. Presently we have 2 candidates, Robin Leong, and Don Marsh. I circulated their CVs to everyone on the Board. Normally when we have an in-person election at the Conference, we have the person step out for a few minutes. I am not sure how that can work on Zoom. We also have the circumstance that the number of candidates is just what we need for the 2 termed out positions. Does anyone have a suggestion on how we might accomplish this, otherwise I would simply make the motion that we accept the 2 candidates.

Robin: You have all seen my CV and I hope I can help as an active member of the Board.

Jon: Thank you Robin. Don is also on the Board of Colorado Field Ornithologists (CFO). We hope to have a more active partnership with CFO through Don.

Don: I have 35 yrs. of computer work in programming or maintaining systems. I have a technology background.

Motion: Kimball: I would move that we accept the candidacies of Robin Leong and Don Marsh by acclamation, seconded by Diane, and passed unanimously.

Jon: John H., am I correct in saying that we have 13 voting members, and technically we could put on one more Board member?

John H.: The Nominations Committee is still looking for another candidate. Although I have suggestions from Board members, everybody please think about this, and we will take it up after the Conference.

Robin: On all previous Boards that I have been on, it's a good idea to fill all your Board positions because usually there is a monetary commitment the Board member makes. If you get more Board members, you get more money.

Kimball: I would like to point out that the Bylaws don't stipulate that we must have 14 Board members. It would be great if we have a candidate, but it is not required.

Jon: We could send an e-mail to the membership if we find a candidate after the Conference. The quorum would be 25 members to endorse that. That's one possibility. So, John H., keep working on that. If someone great comes along fine, but otherwise we would work with the 13. For the role of Officers, we serve 1-year terms, we need a nomination and a vote for me and John Harris to continue in our elected roles. I think the President and Vice President have a 2-year limit and can serve 2 1-year terms, but they need to be elected each year.

Kimball: Motion: I move that we approve the slate of Officers, which is Jon Dunn for President, John Harris for Vice President, Liga Auzins Wurster as Recording Secretary and if need be, reaffirm Shaun Wilde for Treasurer/Membership Secretary. I move that the slate be accepted, seconded by Kristie, and passed unanimously.

Jon: We have satisfied the Bylaw requirements.

CFO AND WFO: Jon Dunn

One of the things we most need to do is Student Outreach and find more kids to be part of our program. I would appreciate encouraging any Colorado kids that look promising to join WFO for \$10. Are there further ways that we can coordinate with each other? Don, is there anything new on that front since we talked?

Don: CFO did do something like a Birdathon when Cornell Laboratory was having their Big Day, raising \$34,000, a good money maker, so our Birdathon is going to workout well.

Jon: Do we know how many CFO members have signed up for our Conference?

Suzanne: There is no CFO discount for the Conference, only for membership. You are correct, in general we would have that information but not this year as registration was oversimplified.

Diane: There were discounts to anyone who was in Lahontan Audubon because they were going to be helping us. We did not have the CFO included in that.

Action Item: Don: I will check if WFO members get a discount for attending CFO events in Colorado.

Suzanne: I think the Board needs to carefully consider these types of exceptions because they become burdensome and engrained in the historical.

Robin: Yes, the smaller number of special deals is best, as there is a lot less work.

Suzanne: In the 8 years that we have had that offer to CFO, we have had 10-12 people take advantage of this discount and most of them have not maintained their membership. We are building in complications and details into our systems that are not beneficial to WFO. I know Jon you don't like to hear this because you set up this idea. Like Diane was saying, it's another registration type for the conference and we already have 3 different types. It's horrible. Remember we only offered this to Colorado. So, are we setting a precedent to offer it to other organizations and adding more layers of complexity? That's my position. The Board likes to have their brilliant ideas, but when it comes time to executing them it winds up in the Treasurer's or Diane's lap. It's not about Colorado, it's about a general propensity about these special offers that become embedded in the organization and then the perplexities become cumbersome.

Jon: Congratulations Don and Robin and thank you for joining our Board. I greatly appreciate it, as does the Board. We are losing a lot of valuable brain power. These people have done a lot, and I appreciate that. I hope you all enjoy your new glasses.

3:26pm

Motion to adjourn made by John H., seconded by Kimball, and passed unanimously.