

**Western Field Ornithologists
Board of Directors
Monday October 24, 2022, 4-6 PM
Virtual Conference
Special business meeting for 2023 budget projections
(continued coronavirus pandemic)**

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

Board Members and Officers present: John H. Harris, *President*; Kimball L. Garrett, *Vice President*, Jonathan L. Dunn, *Past President*; Shaun F. Wilde, *Treasurer/Membership Secretary*; Liga L. Auzins Wurster, *Recording Secretary*; Elisabeth Ammon, Wendy L. Beers, Teresa Connell, Robert Gill, Susan Gilliland, Daniel King, Robin Leong, Don Marsh, Andrew Mauro, Kristie Nelson, Daniel Ruthrauff.

Board Member and Editor absent: Matthew Baumann, Philip Unitt, *Editor, Western Birds (WB)*.

Guests: Judith Dunham, *Editor, WFO News*; Maci MacPherson, *Administrator*.

MINUTES

4:00pm Meeting called to order, welcome and roll.

John H.: Welcome to all the new Board members, Elisabeth Ammon, Teresa Connell, and Daniel Ruthrauff. Approval of Minutes from 09/08/22 pending. Wendy and Teresa are going to co-chair Student Programs Committee, Dan Ruthrauff is going to chair Publications Committee. Although the bylaws don't demand it, it's been a long tradition for the Past President to chair the Finance Committee. After discussions with Jon D., we collectively decided to have someone else this year. Kristie generously decided to chair the Finance Committee. Jon D. will still be on the Finance Committee and when we get around to talking about bylaws, we might want to consider the structure of the Finance Committee. You all got the message from Liga that we had some trouble with the recordings from the Board meeting at the conference. She sent out a draft for review so are not actually ready to approve the minutes today. If you have some additional information, please communicate that to Liga. We will get out a revised version before the next meeting.

4:10pm **Treasurer's Report: Shaun**

Update: We continue to have strong revenue, a \$527,341 balance at close of Sept. The breakdown of the fund balances is \$239 for the General Fund, Publications Fund \$212, and Scholarship Fund \$75. These will change somewhat after the adjustments from the Reno Conference are made.

Recap of Conference: The Board packet contains the adjustments from the Conference. The overall income from the Conference was \$44,000. We brought in about \$1,100 from the silent auction, and a little under \$1,000 for the merchandise and registration. The merchandise expense and lodging were quite high this year. We received a net income of about \$1,100 and almost \$3,000 in donations. From the pre-trip that Jon D. did, we received \$4,300 in donations, less expenses of \$3,758. Thank you, Jon D., for creating additional revenue.

John H.: I looked at Ed Pandolfino's budget today which was constructed for the 2020 conference. He had a high-end and a low-end projection where the high was if 300 people attended, and the low-end was 200. We were close to the low-end and he projected an income of \$4,000 for that. We are close to that regarding the total volume of income and expense. Much of the merchandise is in my garage and can also be sold at future conferences. Perhaps this merchandise should be disarticulated from the Conference budget. Next year we might spend nothing because we bought so much this year as we were out of things. The t-shirts are pretty good because we generally order on what people have requested.

Jon D.: The protocol for the silent auction was to split the revenue equally between Publications and Scholarships.

Shaun: I didn't understand that we were splitting the silent auction money between Publications and Scholarship. Currently this money is sitting in Scholarship.

Wendy: In the past it was all Pubs, but since I came on, and asked why I was working so hard when it all went to Pubs, that's when we split it.

John H.: Shaun, do we have a clear idea of what came in just for the silent auction?

Shaun: We believe it is \$1,100. It's fuzzy because the cash box included people paying for all kinds of things, but I am 90% sure that the \$1,100 dollars came from the silent auction.

Jon D.: These protocols were expected to carry over, but it is not done in writing. Another unwritten protocol is that 50% should go to the general fund and 50% is up to the leaders to allocate the other 50%, whether it be General Fund, Scholarship or Publications. These protocols need to be endorsed including the money raised from the silent auction.

John H.: The bigger question is, 'How do make a record of these things?' so that they don't get buried in the minutes. We need to make a policy document referencing the field trip money designations and this is how we do the silent auction and put in our operations manual so people can see it.

Motion made by Robin to split the silent auction funds 50/50 between Publications and Scholarship, seconded by Elisabeth and passed unanimously.

John H.: **ACTION ITEM:** I am going to make an agenda item for myself to make a small document about the splitting of the funds and put it in our operations manual.

Dan King: I have a broader question historically. In the Reno Conference budget, I was looking at the tab for conferences past. In Reno we had 214 attendees. How close did this number come to what we were budgeting at 6-12 months before that conference? Are we pretty good at estimating attendees, i.e., Colorado?

Shaun: Colorado will be an anomaly because we are doing a joint venture with Colorado Field Ornithologists (CFO). They typically have about 200 attendees, but we share about 30 members. We will be drawing from 2 distinct audiences. Typically, our numbers are higher in CA.

John H.: When Ed Pandolfino was doing the original budget, he had a high estimate of 300 and a low estimate of 200. We had a good probability of falling within that range. If we had been doing this in the absence of covid pandemic, that we would have been closer to 250.

Dan K.: I am asking from an institutional standpoint, are we pretty good at estimating in spite of the extenuating circumstances?

Shaun: We had a number of people who did not attend the Reno Conference due to the pandemic and health concerns. Covid is not going away, so it is a real concern that we have to continue to monitor. In Colorado you also have the altitude that some people cannot manage.

Elisabeth: Reno is not much lower than the 9,000' elevation of Copper Mountain in Frisco, CO.

Shaun: I assigned Maci to manage the inventory for our books from Allen Press. Right now, we have 255 of Paul's *Gambell* books, 160 of *LeConte Thrasher* books, and 41 of *Trends and Traditions* books. We pay a small quarterly fee to Allen Press to hold and ship the books.

Jon D.: What is the status of the Financial Report to the membership at the end of the year? John H. can include fundraising in his year-end letter and the fact that the covid pandemic left us at the low end of what we raised from the conference. I feel there is a need to appeal to the membership. Another point, In the bookkeeping department we signed forms annually of 'conflict of interest' and 'whistleblowing.' Will this responsibility go to Kimball and John H. now?

John H.: **ACTION ITEM:** I do plan to send out a year end letter. We have talked about this before, I agree in sharing with the membership the financial state of the organization. The other alternative would be to send an annual report as its own separate document. This year, given the time frame, it's more logical to include that in a year-end letter.

Robin: **ACTION ITEM:** All this can go on the website so anybody can see it. Maybe Judith can note it in the newsletter.

Andy: Our financial picture looks so splendidly solid that putting out an appeal for funds along with that particular picture is sort of working against each other unless we have a particular fundraising goal associated with that year end appeal.

Finance Committee: Kristie

Report: We have a proposed draft budget for year 2023. You will notice a discrepancy regarding our estimated incomes and expenses which reflects a number of things, i.e., we have traditionally and are continuing to put a conservative and lower end estimated income on our membership and our donations. Other items include associated costs of publication of the *Birds of Inyo* that have been pushed into the 2023 year, it's a one off item. We had originally budgeted this for 2022 year. Our Publications Fund can cover that. There are some additional baseline costs that have gone up, i.e., publication costs associated with **WB**, administrative costs.

Shaun: We did get donations that went to the Publications Fund to cover the costs of the *Birds of Inyo*, a \$22,000 expense as a line item. Also, we anticipate an increase in costs for **WB**, considering global supply chain challenges, which is reflected in the budget of an increase of 10-20% for overall publication costs.

Jon D.: **ACTION ITEM:** At some point we need to address the Dept. of Water and Power (DWP) funding. John H., as President, you will need to write this letter which would further impact funds brought in for the *Inyo* book. We have been working with Debbie House on that as she works with DWP.

John H.: Fundraising by approaching DWP is an example of something we wouldn't build into the budget because we don't know if it will really happen and yet a certain number of those things do happen, so that is part of the reason we generally end the year in the black. It is quite normal for us to have a budget at the beginning of the year that looks terrible because we are conservative.

Motion made by Andy to accept the proposed budget, seconded by Dan King, and passed unanimously.

Membership Report: Shaun

Update: This is the earliest we have ever approved a budget. It was John H.'s idea to move it forward. I want to thank all the committee chairs for complying with the moved up budget deadline. We had a lot of changes happening at the Reno Conference behind the scenes. We have also made several changes on our website. We have brought on board another use for APLOS, the Member/Donor system. We can track and manage all of the membership pieces and donors in one place. I am training Maci on the APLOS because I think it is important to have shared responsibilities in all these tools. Tim Brittain has been extremely helpful in making the website changes. (*Shaun refers to her Powerpoint on her computer screen. She brings up the new 'Join and New Page' on becoming a member*). It looks much cleaner because we have the membership outlines. Instead of going through PayPal we are going through a new system and when you click on membership you are going through your annual membership, plus you can put in a custom amount. I can then fill out the rest of the screen, which basically is a self-service mechanism. So, if someone's address changes it will automatically update in the database. When processing the credit card, you will see some additional options: you can do a bank account transfer (bank to bank); the member also has the option to pay a transaction fee. Membership fees are considered donations, so we cover our transaction fees whereas in PayPal we don't have that option. We have had members joining over the last couple of weeks and people are checking the box that says, 'I will cover the cost.' This is the first. Secondly, we are in process of updating all the contacts using APLOS. The database we had in Reno was not being readily used. We are asking APLOS if they can take all the contacts and put them in a folder called 'PAST,' so we still have the record, but we will upload the current members and we are going to make some changes to the fields so that it is more user friendly. **ACTION ITEM:** Next week we will upload all the donor information. This is an exciting capability because we can do a specific appeal. Maci right now is uploading all the automatic letters that would go out. When someone actually goes to the form (*I just showed you*) and they send it in I will get an alert and so will the person. We can confirm that they sent their \$90 in membership. If we know the membership type, we can send out a specific notice to those members in a donor manner. **ACTION ITEM:** At some point in the future, we will share the actual back end.

Andy: I suggest we increase the Life Membership to \$1,000.

Shaun: In going through the \$60 membership fee for Canada, Europe, Asia but in Mexico we have a much lower fee than our regular membership. I'm sure there was reasoning on the Board when it was first put together, but we don't have any members from that area.

Jon D.: Our area extends to Baja and Sonora at least. Some of the Board was interested in Mexico recruitment. We had Osvald Hinojosa who was a Board member. I am uncomfortable in giving a reduced rate to one country. What about Belize or Guatemala, or any other of the Middle American countries? I would prefer that the Board reconsider that issue. For outside countries there

could be an introductory rate for someone who wanted to try it for a year, much in the way we give gift memberships.

Elisabeth: Regarding the Mexican rate, if we are going to do it, we should do it for all Latin American countries. I notice that at the conference and in general there is very little representation from the Latino communities. Maybe that is a goal that the Board wants to investigate in increasing their membership. The reality is that people south of the border can't afford that kind of membership generally, but my question is 'Should that not be a strategical goal to bring in more Hispanic communities into the organization, especially Mexico because it is part of the Western Region that this organization covers.'

Dan Ruthrauff: Why are we singling out Mexico for this reduced rate? There are other countries in the world, including Latin America, that may be disadvantaged in some sense. Why are these folks paying more? Because the postage rates? I worry about being the judge as to who needs a discount.

Andy: **ACTION ITEM:** We should change that list (of countries) to read international to be inclusive. There is a consensus of the Board.

Shaun: We might be interested in addition to the international rate we might want to provide information that states if you have an 'affordability' issue please reach out. We don't want to dissuade people to not be members but maybe there is something else that we can do.

Elisabeth: I agree with what Jon D. said, to have a 1 year introductory rate.

Andy: Hitching onto Jon D.'s point about Mexico being part of our territory in Western America, Canada is part of Western America too. I could justify having Canada, Mexico, and the U.S. as one rate structure just because those 3 countries are all within our range of territory and then have international be everybody else. I also endorse having an 'affordability' statement that allows people to reach out for a little stipend to help them make their dues.

Jon D.: I like Elisabeth's and Andy's idea on how to handle special circumstances as far as the subscription rates go, but I don't think we should work on that immediately. **ACTION ITEM:** If the group comes up with a way to word this including a stipend, we should consider it. We did have a Mexican couple attend the conference from Hermosillo, Mexico who are on Elisabeth's staff.

Kristie: We could say it is a general financial hardship category. They would have to contact us, express interest, and provide some information.

Dan Ruthrauff: I am familiar with the way study groups address this. They have wording that is not particularly graceful. They talked about 'if you come from a low income country, thanks to the generous donations from our supporters, who have been apprised that their membership could help to support those who can't afford it.' Instead of saying 'low income country,' you could say WFO recognizes the expense. Whenever I am talking to authors about page charges and we have money in the Publication budget, and I feel bad about asking students to pay. I make it clear to them that there is money if you need it. I think it would be great to put something on the home page to the effect that we don't want something like \$50 to stand in the way of you becoming a member and maybe money from the General Fund can go towards this. Please contact the treasurer to see if you are eligible for this discount and some wording like that on the webpage maybe would encourage people to contact us. I agree that there is some sort of wording that could be put there that would encourage folks who might not be able to afford it otherwise.

Andy: Do we have an institutional rate for universities, institutions, libraries, etc., or do we provide courtesy publications to certain organizations?

Shaun: Maci and I have gone through and identified institutions and coded them separately because i.e., general e-blasts were going out to institutions, and they don't get that. They still have the same costs, but for the purpose of the database and in reaching out to them we are treating them differently. There are some organizations we have exchanges with, so they do get our publications for free. I hear two things on the table that need motions. 1) John H. we need a motion to change the membership category that today we have as Mexico and make it one international category. 2) We need a motion to rewrite the language around the category for people in financial need.

John H.: I would say yes to 1). We should make a motion that for one international category right now. I don't think we need a motion to develop that language. **ACTION ITEM:** What I would like to do set up an *ad hoc* committee to look at that. Those of you who are interested in further discussion about the membership categories, send me an email and we will do a separate discussion about that and see if we can come up with an action plan. I will send out a reminder about that after this meeting.

Kimball: We spend a lot of time years ago in trying to beef up membership from Mexico, which really didn't work, but one thing that has happened during the interim, we have made **WB** available free online which removes that obstacle of Mexican researchers being able to access the publication. In this case I am a little uneasy about voting for John H.'s proposal of having just one international category and putting off the discussion of helping those who can't afford membership because my vote on the first one would depend on what we do on the second part. I am not comfortable in raising the Mexican rate back to \$60 (equal to Canada) if we are not coming up with a way to have hardship memberships or do something to encourage that membership. What we really want to do is bring them into the organization, i.e., meetings, bringing them on the Board, etc. We spent a lot of time in the last 1-2 years talking about increasing diversity in the organization and the Board, and then suddenly how does it look to get rid of this discounted rate to Mexicans, which is the main other country involved in our western birds area (along with Canada). What I would like to guarantee is something along the lines of easing membership and bringing more people from Mexico to the organization. If we just vote for raising the rate for Mexico from \$25 to \$60 it pretty much guarantees that we will not have any new members from Mexico if we don't have anyone at \$25. I am uncomfortable with the first suggested motion without coming up for this second idea as well.

Elisabeth: How about Kimball and I and Shaun and Jon D. and whoever else wants to be part of the conversation, get together and submit the language for the membership.

John H.: We have generally been meeting 4 times a year, sometimes we had 5 and one year we had 6 meetings but that year at the last minute we decided we needed to approve the budget for the end of the year, so we squeezed in an extra meeting. I would like to keep it to 4 meetings. We can and continue to do electronic votes for items as needed.

Elisabeth: If you do e-votes then you don't need to meet that often anyway. If people agree that we should have a discussion, then this *ad hoc* committee can submit the language for the membership and the Board can vote on it electronically.

John H.: **ACTION ITEM:** We will set up this *ad hoc* committee about this.

Birdathon April 1st – May 15th, 2023: Andy

Update: We are proceeding with plans for the 2023 Birdathon. The Board has previously endorsed the committee's recommendation to contract with Jen Hajj to help us oversee the Birdathon and take care of administrative details. During the summer months Jen and I have followed up on the recommendation of the 2021 Birdathon wrap up report, that we investigate the use of the Blue Sky software platform as a replacement for the c-vent software that we utilized for the 2021 Birdathon. We are all onboard now and are looking forward to the Blue Skies Program which was specifically designed for birdathon administration. We projected \$25,000 in income conservatively. We grossed \$35,000. We are not sure if that was the extra excitement of the first ever WFO Birdathon and doing the first virtual conference that year, so we were conservative on that. Expenses were approximately about \$5,000-\$6,000 which was for Jen's contract and the Birdathon software package that we were interested which was approved by the Board. **ACTION ITEM:** I expect to contact the Birdathon committee members from last time around to have a zoom committee meeting and to discuss some of the specifics of the Birdathon. I would like to invite all the new Board members to consider getting involved with the Birdathon Committee, Please reach out to me as and we would love to have your participation in the Birdathon. **ACTION ITEM:** We will be looking forward to the successor of the Birdathon Committee Chair after we complete this 2023 Birdathon. Put your name on the Committee so you can gear up for that in the future. **ACTION ITEM:** We can put notice on the WFO web page for the Birdathon. As to creating the Birdathon specific 2023 website, that will be delayed until we can fully enter into a contract with the software package organization and begin implementing that. We anticipate building that in Jan. and Feb. and anticipate finishing it in early Mar.

Judith: The note could be simple to get people excited about the 2023 Spring Birdathon.

Shaun: I will be working with Andy and John H. on the Blue Sky software to develop the contract. The software integrates nicely with APLOS.

Jon D.: My understanding is that Jen will be part of the Birdathon Team and working with Blue Sky. Syam, the President, gave the program at Blue Sky. **ACTION ITEM:** I need to get in touch with John Schmitt for the t-shirt design and putting it in the next newsletter. We also talked about part of the money raised for the Birdathon would go to the conservation of tricolored blackbirds.

Judith: The next newsletter would be Winter, and it would come out in mid-January. It is not necessary to have a Schmitt painting for the website; there are lots of things we could do to announce the Birdathon.

Outreach and Legacy Society: Robin and Shaun

Update: Robin: I generated a list of 215 of bird clubs and a boiler plate letter to get our Board members to send out letters. If you are in a specific state, take all the ones in your state. In introducing yourself and WFO to them, try to generate some communication and hopefully we can tap into some of their young birders. If we want to do it in April/March, we needed to start earlier. **ACTION ITEM:** If the newsletter comes out if mid-January, we should have something in there. I would like to get that information out soon. It would be nice to reach the younger group through Facebook, What's App?, and all these other things that the youth use to communicate bird information. I don't think we have anyone on our Board who is familiar with of those platforms. I spoke to Mr. B. Whitney, and he thinks the way to do it is through What's App? which is universal. **ACTION ITEM:** Researching university bird clubs for their information, i.e., address, contact

person, etc. **ACTION ITEM:** I'll resend an outline for the letter. There should be some personalization of the letter, especially if you know someone specifically in the organization. The sender (WFO Board member) can copy everybody so there is no duplication. The letter to familiarize Audubon/Bird Clubs about WFO. Tell them that we exist, and we would like to work with you to help (we can offer some field trips for whatever). It's not a monetary thing, it's informative, i.e., tell them about our scholarship program for the youth, our field trips, etc.

Jon D.: Just point out everything that is online, including our publications. That's part of what should be in the letter. You want them to become aware of WFO. Hopefully some of you might be interested in becoming a member as we have a lot of activities including activities for the youth.

Legacy Society: Shaun

Update: On our webpage today, we do have a new donor page. On the left hand side of that page there is mention of our Planned Giving. Thank you, Andy, Chris Swarth, and several other people who helped to get that to the finish line. Now we must publicize and market the Planned Giving. One of the things we wanted to do today was to vote on a name for the Legacy Society and finalize some of the recognition components.

Robin: Hopefully you received my email from earlier today that mentioned that we might ask our membership what kind of name they would like for our Legacy Society. If they don't vote, the Board is going to decide from the names that have been submitted: Great Gray Owl, Life Birder, Burrowing Owl, Elegant Trogon, Ancient Murrelet, and some others.

Jon D.: I personally like the Xema Society which is the genus for Sabine's Gull. Kimball came up with that. It would encourage people to explain what it is, the scientific name for the logo. Sabine was English and on an expedition with Ross.

Robin makes the motion to name the Legacy Society, The Xema Society, seconded by Kimball, and the Board voting via chat, the motion carries.

Jon D.: We are going to have a year end letter from John H. I don't know if Robin and Shaun plan to write a letter promoting the Xema Society, but I with Kimball, the reason partly being we are Charter Members and we joined at a very young age, would be willing to write a promotional letter that would be reviewed promoting the organization, and the new organization, the Xema Society, with something about Sabine, and that it was picked as our regional logo by Ginger. **ACTION ITEM:** We need to put it in the January newsletter and the next **WB**.

Shaun: Now that we have the Planned Giving up on the website, we would also like to put up the Legacy Society. **ACTION ITEM:** Robin and Shaun will put this together. We would also like to have something in the next newsletter. We have an opportunity to write some type of letter at the end of the year. Maybe we can talk that through. Robin and I talked about some other items, i.e., potentially something in **WB**, some type of Legacy page, and recognition on the website as we do with other members, i.e., Patron or Life member. Robin brought up the idea of potentially having some type of special pin that we give to Legacy members. We also talked about events where we would have a banner flag on pins that say Legacy Member and then when they pass on, to write a memorial.

Jon D.: I want to reiterate a point that there is no financial requirement. People just want to be a Legacy member and the implied recognition when they pass on with some sort of donation that will take place rather than saying it must be particular amount.

Andy: Typically, a lot of donors to a legacy society check off a box that says. 'I have included WFO in my estate plan.' WFO doesn't really know what that means or what that might amount to even though we encourage the donor to tell us so that we can make future, etc. A lot of donations to the Legacy Society are in that category. We are just taking their word for it.

Shaun: That is why we put the Planned Giving on the page first. We want to make our members aware of Planned Giving and that possibly leads to being part of the Legacy Society.

Robin: **ACTION ITEM:** The main thing is that we have a place in the newsletter and the journal to remind people that we have a Legacy Fund.

Judith: It is the official name Xema Legacy Society? **Shaun:** Yes.

Jon D.: Do we use Ginger's logo, the one that is on **WB**? **Shaun:** Yes.

Shaun: **ACTION ITEM:** Robin and I will continue with getting the word out.

5:55pm

2023 Colorado Conference: John H.

Update: **ACTION ITEM:** I will send out a report electronically on the 2023 Colorado Conference. There is nothing that requires immediate action today.

Student Programs:

At the Reno Board Meeting we voted to select a student member for the Board. I suggestion that the Student Programs Committee come up with names to present to the Nominations Committee. With the approval of the Nominations Committee, the Board would vote electronically.

Jon D.: I want to know if the Student Board Member will be a voting member and if so, will it need membership approval?

Andy: They might be an *ex-officio* status member.

Shaun: If you are going to ask students to be on a Board, part of that is to train the next generation. We should really mentor them to be Board members and give them a role that has responsibility. That may feel uncomfortable to our Board, but we should think about how to transition to the next generation and advocate it in a way that is meaningful.

Jon D.: It is important to give them some responsibility and saying you are an important member of the Board. Is there any issue with the bylaws that could be finessed, Dan King? **ACTION ITEM:** Check bylaws for validity of student Board Member.

Dan King: I doubt that there is anything in the bylaws related to age. From a fiduciary standpoint, we do want somebody who is legally an adult.

Jon D.: None of the engaged students, sadly, are adults, the group that we would pick from. We haven't even decided the number of Student Board members. Both 1 and 2 were suggested.

John H.: The Board voted on 1. Relating to Dan K.'s point, I think they should be a full voting member. You have to think of some of the things we vote on involve budget, personnel decisions, hiring decision, etc., so that relates to Dan K.'s point about the member being a legal adult.

Shaun: We need to look at the bylaws and the legality of someone underage. I think they need a parent signature if they become a voting member of the Board. In working with WFO and the young folks, I think it would be smart to have more than 1 student person on the Board and of different ages and backgrounds. I have seen some cool ideas coming out of the students in the last several of months and I think they will bring valuable input into WFO. Undergraduate and graduate students would be welcome as well. There is a possibility to having more than one person, especially to help shape what the student programs are i.e., how to do Students Programs next year at the conference. I think having their input and giving them an official title which they can put on their resume(CV) is beneficial to both. The experience of being on a Board is some of the benefits of a Student Board Member.

Jon D.: Maybe we will have someone college or post-college age as an advisor who knows the organization well and then someone younger who would represent most of the attendees, who are mostly scholarship recipients and are high school age or younger. So, we would have 2 student members but representing different age groups in the selection process.

Wendy: I think I was leaning towards one on the Board and we were talking about adding students to the Student Programs Committee. How many Board members are we going to have? If it's a voting Board member, are we now opening this up to the Nominating Committee each year. It's a big bite. I am leaning towards 1 Board member to start and adding more to the Committee.

John H.: Dan King suggested that we might go to our attorney Peter Geffen as part of his review of the bylaws. The age thing would have been a lesser concern if they were non-voting. It seems like we need to explore this topic some more. There is nothing to stop us from having (more) students on the Student Programs Committee. Most of our committees have non-Board members on them. They don't have financial responsibility for the organization, ultimately, it's the Board. **ACTION ITEM:** Maybe we should look at the bylaws a little closer, perhaps Dan, Shaun, me, and perhaps with Pete Geffen's assistance, and see what the bylaws say, and they might discover other issues out there. One possibility that occurs to me is that we could start with a Student Representative, who would be non-voting while we are going through this review and then follow up later by turning it into a voting membership if we thought that was the right thing to do. Wendy, we have had a lot of interest from youth, especially before and after the Conference. I think we should just ask some of them to be part of the Committee. Why don't we hold off on the Board appointment until we do a little bit of review, perhaps with a smaller group and come back to that, maybe even before the next Board meeting. The Board agrees.

Jon D.: Dan K. had a thing in the chat. He had a question about the forms we need to sign, Conflict of Interest, the Ombuds, and the Whistleblower. These are forms we sent around a couple of years ago to all Board members to sign. Do you want to respond to Dan K.'s question, John H.?

John H.: I think these would have to apply to student Board members too. Even a youth could potentially have a conflict of interest.

Dan K.: This goes back to the legal adult situation. Pete Geffen, who is doing some work for WFO would be the best person to advise but we could all look at the bylaws. I doubt that there is anything in there that says nobody under 18 years old. Also, it was mentioned earlier that these documents were going out to the new Board members, including myself, but I don't recall getting them myself.

Maci: **ACTION ITEM:** I will do it this evening.

John H.: Regarding our forthcoming meetings and those around conferences, and since we can get this budget meeting done very early, I would prefer not to meet until the holidays are over and have our next meeting in late January and then the one after that have in the May or June range. We have always had a Board meeting at the Conference but there are some downsides in doing it in that way. One, it means that Board members are not really on field trips with our members, and the Conference is the place where Board members should be interacting with the members. It is a burden for Board members to not be able to participate in that part of the Conference and people have complained about it a lot. We should just try not having a Board meeting at the Conference and see if we can get our real business done with our virtual meetings. We could arrange some type of social gathering. Somehow it seemed awkward and burdensome to me to have a big meeting in the beginning of the Conference when there is so much else going on.

Jon D.: It's a time we should be meeting, helping and co-leading field trips, and helping the leaders in bonding. We wall ourselves off immediately from everybody. It sends the wrong message. John H., your idea is to add another meeting in advance of the Conference?

John H.: That is why I suggested having a meeting in late May or early June. My idea is to not have a Board Meeting at all during the Conference. It's been 3 years and we have all gotten used to operating with teams or zoom, so more of us on this call recognize the ability to get things done in virtual environments. I am all for it.

Jon D.: This is the most enthusiastic take home message from this meeting. Finally, we get to go on field trips with the participants from the get-go.

Elisabeth: I would agree that we should maybe keep all the business on zoom and enjoy our company at the meeting and maybe even have a Board presentation at the banquet, something to make sure that the membership understands that there is a Board, and they mean business, etc. We can have a lot of socialization at the Conference, but we don't need to do the business at the Conference. We can do a Board meeting 1-2 week(s) before the Conference and then in person show up as a on stage together and say, 'Here's your Board.'

John H.: Looks like there is good agreement about that. I think we should go in that direction. We have been doing a lot of smaller group activities remotely and getting things done that way. I don't think we need to make a motion on it. I will be in touch about trying to schedule our next 2 meetings. I would like to try and do that soon, so people know what is happening and if there are major conflicts.

Robin: I want to interject that if we have a socialization meeting at the Conference, we can meet some of the new Board members and see each other. The other idea is to open it up to Legacy Society members. You might want to have some wine and cheese at this kind of meeting, so that we can acknowledge somebody who wants to be a Legacy member. They can meet some of the Board members.

6:20pm

Andy moves to adjourn, seconded by Robin, and passed unanimously.