

**Western Field Ornithologists
Board of Directors
47th Annual Conference Meeting, Reno, NV Conference
Thursday September 8, 2022, 11-4pm PST
(continued coronavirus pandemic)**

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

Board Members and Officers present: Jonathan L. Dunn, *President*; Kurt M. Leuschner, *Past President*; John H. Harris, *Vice President*; Shaun F. Wilde, *Treasurer/Membership Secretary*; Liga L. Auzins Wurster, *Recording Secretary*; Matthew Baumann, Wendy L. Beers, Kimball L. Garrett, Daniel D. Gibson, Robert Gill, Karen A. Havlena, Robin Leong, Don Marsh, Andrew Mauro, Kristie Nelson, Diane E. Rose.

Board Member absent: Susan Gilliland.

Guests: Philip Unitt, *Editor, Western Birds (WB)*; Maci MacPherson, *Administrator*; Jen Hajj Conference Administrator; Teresa Connell, Board candidate; Dan Ruthrauff, Board candidate.

Note: Dear Board and guests: The recording of the in person conference was incoherent in numerous places and sometimes for extended periods of time. This impacted the cohesiveness in many areas, but I hope these minutes still get some major points across.

MINUTES

2:15pm

Committee Reports:

Publications Committee: Kimball

I haven't submitted a Pubs Committee report as it is pretty much *status quo*. The visibility of our publications on the web is doing incrementally better. It is a lot of work so we slog ahead. Bob can tell us about the next monograph in preparation and you all know the wonderful job Judith is doing with the newsletter.

11:00 am

Meeting called to order, welcome and roll.

Jon: Approval of Minutes from 5/17/22.

Motion to approve 5/17/22 minutes by Don, seconded by Wendy and passed unanimously.

11:05am

Treasurer's Report: Shaun

Update: We are doing everything electronically, including writing checks. We updated signatures in the bank. We closed our money market account and consolidated that into Bank of America. We consolidated our monthly reporting of bank reconciliation statement and financial statements, we filed our Ca. sales tax and we hired an accountant to do our Federal and State taxes. We hired Maci MacPherson to help us with tasks. Dan King recommended several lawyers and we went with Peter Geffen. We have begun to clean the APLOS files, our accounting software. We are integrating our accounting with our member and donor components. Our path for long term financial

stability came out the work that Kurt and previous members have worked on. We got feedback regarding the Planned Giving from our legal counsel. We are not ready to share that today. These are the balances as of the end of July. The Ron Mallory matching grant we raised \$30,900 and Ron matched that for a total of \$61,800. We had 114 donors and 3 of those donors came from the *Inyo* book. There were several \$5,000 checks, several \$3,000 checks. Judith did a thank you article in June. Maci has sent out 'thank you' notes to all of our donors.

We have been planning on having a Board approved Planned Giving document. It's an initial document and has been reviewed legally. **ACTION ITEM:** Publicizing Planned Giving and how to develop our recognition of it. APLOS software will enable us to reach out to our donors more often. **ACTION ITEM:** Decide on name for Planned Giving perhaps through the Finance and Outreach Committees.

Jon: John Schmitt, our staff artist for WFO, could do a beautiful illustration with the accompanying name for Planned Giving. Perhaps we should have some merchandise for it also.

11:18am

Meetings:

2022 Reno Conference: John Harris:

Update: I want thank everybody for help this morning as it went very smoothly. We have 212 people registered which is very good considering where we have been these past two years. Regarding the reception tonight, this is the 25th anniversary for Great Basin Bird Observatory (GBBO). We had a huge shared field trip this morning to Pyramid Lake that required 4 field trip leaders. There may be some people at the reception tonight who may be GBBO members. They wanted to do some brief presentations in a separate room; it is informal and you can wander in and out of these presentations.

2023 Colorado Conference July 19-24, 2023: Don Marsh:

Report: We looked at 3 different venues and decided on Copper Mountain which is about 5 miles from Frisco, Colorado. We are in process of getting that contract written up. I did give them John Harris' name and Chip Clouse's name, who is the current Chairperson for the Colorado Field Ornithologists (CFO). We will find someone to take over Chip's position as he is currently inundated by other projects. **ACTION ITEM:** Please look over the Memorandum of Understanding as Nick Komar, President of CFO, requested. If you have any additional ideas or questions contact Nick. The idea right now is to get the basics, i.e., who is going to be responsible for what areas. We still need to have a plan and a budget, etc. WFO would be the perfect co-Chair to lead the science sessions, but we also have people who know Co., and the students there, so we can be co-Chair but WFO could take the lead on that. CFO's last conference attendees numbered 110, so if WFO had 210, the Copper Mountain facility has the capacity. **Diane:** Our Pueblo, CO conference was attended by 191 registrants. There is a minimum on food we have to spend in order to get the conference rooms free. **ACTION ITEM:** As soon as Chip gets the contract we will send it to you. CFO hired an administrator/event planner, who may be the CFO coordinator. She pretty much put together our last conference. Our treasurer definitely wants to talk to your treasurer. CFO is already doing a lot of legwork. The site is not hard to get to. Fly into Denver and you can get a shuttle from there to Copper Mountain. If family members aren't interested in birding they can take the shuttle to Breckenridge and spend time there.

Jon: The silent auction fundraiser should be divided as to what organization brought what material so we could separate it out. For merchandise, i.e., the t-shirt, we should pick a montane scene with

a montane bird, i.e., brown-capped rosy finch, American three-toed woodpecker, pine grosbeak, or American pipit, which hopefully would be done by John Schmitt, our staff artist. **ACTION ITEM:** Per consensus of the Board, Jon will work with John Schmitt for the conference T-shirt. Some of those John Schmitt's proofs can become fundraiser items.

John H.: CFO has a registration system that works. WFO uses c-vent for registration, some of which is complicated, i.e., how are you compensating a field trip leader, etc. **ACTION ITEM:** We will get a group together, a separate module, to work on those type of items.

Don: We want to get both groups involved. No one group is going to make a decision without consulting the other. Hopefully we can save some money working with a larger group. We estimate that we have about 50 dual members. **ACTION ITEM:** Our administrator, Sue, will be reaching out to some of the WFO organizers about the conference. She wants to meet and talk to all of us (CFO & WFO). There will be 2 CFO representatives working on the conference.

John H.: It's nice have some local groups working on field trips. Jen, do you see an opening where you could involve yourself with the virtual conference? **Jen:** Yes.

Don: There have been at least 50 dual CFO/WFO members at some point.

John H.: If we do a combined registration then we can make sure there is a pathway to registration and one to donors, because we also take in a lot of donations when we register people.

Jon: Our partnership with CFO goes back further than 2017 when Dave Quady, then President of WFO, had an informal connection with Bill Kemperer who was then President of CFO. This conference would be a great opportunity in renewing that relationship. **ACTION ITEM:** We could have a committee that consists of a group from each organization to perhaps look at marketing and/or fundraising and formalize some other items recognizing that some things will change.

MOTION: We recognize each organization, CFO and WFO, as two entities in a partnership but recognizing that some specifics will change for the conference in Co. in 2023, made by Kimball, seconded by Bob and passed unanimously.

11:45am **John Harris: San Diego Conference 2024.**

We talked about going back to San Diego after the Colorado conference. No work has been done on this as yet. Tom Blackman offered to help in getting things started, i.e. putting together a local group. **ACTION ITEM:** We should start doing more serious work after the first of the year.

Phil: **ACTION ITEM:** We can do something similar to what we did in 2014, the last WFO meeting in San Diego. We have a WFO member from San Diego who is interested in the committee, so we should invite her.

John H.: **ACTION ITEM:** When we get started on planning the 2024 San Diego conference, we will sign a new contract with Jen Hajj. We will also be planning a pelagic trip. Personally I would like to get a little further ahead on the planning cycle for these conferences, as people tend to plan these types of things well in advance which can lead to conflicts.

Shaun: I would like to suggest that we think differently about the meetings. I have members who didn't want to come for financial and health reasons. There are other ways we can be inclusive of members, it doesn't always have to be a big conference or meeting. Maybe we should think about doing smaller events in locales in the Western states, maybe some hybrid events, and maybe some

virtual events. It's a lot of work to put on a conference every year. Maybe one year do a conference and one year do something else.

John H.: If we are having a big conference, maybe the science sessions could be offered virtually at the same time.

Kristie: **ACTION ITEM:** We should have smaller meetings virtually. Everyone can attend these types of meetings very easily, especially science sessions. We could do that as part of our conferences regularly and have the science sessions virtual, so that those people who could not attend in person can still be part of the conference.

Jon: We try to have a summer meeting at least every other year. In the past we have had 2 conferences a year- a May regular conference and a smaller one in the fall. This could be very successful. We look for a local organization that we can partner with whether in or out of state. There is always British Columbia in Canada. I like Kristie's idea of having smaller virtual meetings on a smaller scale to keep the membership engaged.

Other Business:

Shaun: We do have an Income Statement that we could publish at the end of the year. We have to register that as a nonprofit. If we would like to make it available to the membership we can come up with a simplified income/balance statement that the Board can approve. **Jon:** My preference would be a simple once a year statement. **ACTION ITEM:** It could be something like 'the year in review' where we could talk about our activities at a high level plus the financial statement. Maybe a pie chart and something said about our membership. I don't think we need a motion on this, it's fairly straightforward and it is the consensus of the Board.

John H.: **ACTION ITEM:** I was thinking about incorporating it into a year-end letter. It's another place you can talk about the financial health of the organization.

John H.: **ACTION ITEM:** A number of new Board members will need to have the conflict of interest' statements emailed to them. Previously we did it electronically. There is a 'whistleblower' form that the IRS asks about too. **ACTION ITEM:** Maci is talking about developing an operations manual and those forms will be in it.

12:00pm

LUNCH BREAK:

Jon: Thank you Karen for letting your home be the storage facility for back issues of **WB**.

1:15pm

Committee Reports:

Membership: Shaun:

Update: We have 938 domestic and international members. There are people who have paid through volume 59. Volume 53 is current. You will see some outliers which are institutions labeled 53(i). We have delineated in our membership because institutions usually pay through a third party. We sent out a letter and got all their contacts. Other categories: 53(s) are students, 53(l) are Life members, 53(p) are Patrons, and 53(x) are exchanges. We had a peak time in membership in 2015. We are slowly edging downward. **ACTION ITEM:** The Board should think about how to increase our membership. About 20% of members are opting out of paper copies of **WB**.

Shaun: Many people are aging out. We had many people not renew from 2021 to 2022. Over time that will add up.

Jon: **ACTION ITEM:** Shaun could you remind Maci what you go through with a lapsed member. Judith has floated the idea that for members who have long been 'not members' of purging the rolls so the email blasts don't go to these 'not members.'

Shaun: Today those are separate lists. It's a manual process to give Judith or Diane a list for the conference. **ACTION ITEM:** We would still have to create a report but I can give them a new list that won't have lapsed members on it.

Don: We can keep that lapsed list in our archived folder for future reference, i.e., fund drive.

Jon: Is Judith or Don willing to spend time getting rid of the folks who are not clearly 'not members'?

Shaun: I typically get one note a month for membership. I have gotten such beautiful notes from people with, i.e., a little bird card, etc. Our membership really appreciates us. I've had people pay 3 times in one year. Having the database will allow more latitude in how we communicate.

Robin: It would be interesting to know how many Life Members we have lost. We've had 32 members a year for 7 years.

John H.: Somebody has to tell you that their Life Membership has terminated otherwise you just keep sending journals to the same address.

Maci: Since the organization is growing, giving them a gift, i.e., 10 postcards from John Schmitt or a T-shirt with the membership might be considered. It shows them that they care about our organization.

Jon: Before I give a gift membership, I say, 'Would you be interested in one?; If you like it and find it beneficial would you consider renewing on your own?' If they say 'I don't know,' I don't give the free membership. If they seem truly interested I give it to them. Any member can give a gift membership.

Shaun: We can create our own reports with APLOS. In APLOS if you bring up a contact you can see their pledges, the last time you talked to them, a file section, a donation section, family members, reminders sent, a note section, etc. *Shaun shows Power Point presentation on her laptop.*

Andy: **ACTION ITEM:** One suggestion we had for the first Birdathon was for non-members who make a specific contribution might receive a 1 year WFO membership if they desired, as a means of getting them officially involved in the organization. It wasn't approved for the 2022 Birdathon, but it might be a consideration for the 2023 Birdathon as a means of building membership.

Shaun: There is also a part of APLOS called Groups and Teams. This is an opportunity where Board members could have access to it and we could put documents there and share by everyone, i.e., minutes, financial reports, etc. **ACTION ITEM:** I will explore this with John H. I use this for the financial statements, income statement, budget, etc. **ACTION ITEM:** If anyone wants to go deeper into APLOS, I would be happy to discuss it with them. From a security perspective it would be important to have at least 3 people, myself, Maci, and John H., the President, access to it.

Don: At certain level, i.e., if they have donated \$400, we could give a 1 year free membership desired.

Jon: Simple acts of kindness can lead to membership and/or an extra donation. Even though we are losing members, we can do our best for our loyal members. There were 2 cancellations on the pre-trip, which eventually got filled, but the ones who cancelled, left their trip fee as a donation to WFO.

Shaun: APLOS has a section called marketing where we can put email templates together. Maci has been doing this manually for the donations. We can also do letters, bulk texting, etc. The young people would respond to that if we have an event coming up. We have had the software for 10 years and lots of applications haven't been used.

Shaun: The Board received in the Board packet a changed Privacy Policy that John H. and I worked on and after counsel with Peter Geffen's review. We have a Privacy Policy to protect us not only from a member perspective that we are using people's information appropriately, but also from a web and tracking perspective.

John H.: There were two documents, the Privacy Policy and Terms of Use Policy. We had to make the documents longer as they involved international laws.

Motion made by Don to approve the two counsel approved documents, the Privacy Policy and Terms of Use Policy, seconded by Diane and passed unanimously.

Don: Shaun, would you send Judith an e-mail more often than every 6 months? **Shaun:** Yes.

Jon: Do you know if Judith or Don are willing to spend the time on getting rid of the folks that clearly are not members.

Shaun: **ACTION ITEM:** All I have to do is give them a new list which won't have nonmembers.

Don: We can keep that separate old list in our archive folder and if we wanted, ask them to rejoin or participate in in-person conferences, we have that information. They can be flagged as no longer active then Judith doesn't have to deal with them for the newsletter.

OLD BUSINESS:

Retreat: Kurt:

Update: Years ago we had a successful retreat in Palm Desert at the Holiday Express. People could stay where ever they wanted. The idea was to recreate and have another retreat this November. We talked about inviting some donors and then we talked about inviting youth so it has morphed into a youth retreat, but Board members could come. We have set aside \$1,000 for the youth. The dates we have set aside are Nov. 4th, 5th and 6th. (Friday, Saturday, Sunday). Both Jon and I happen to be free. It would be nice if we could find a few youths who could come that weekend maybe with their parents. It would be nice if Guy McCaskie could join us on Saturday the 5th. Should we proceed or how should we market this?

Teresa: **ACTION ITEM:** Announce it at the Youth Reception and we could get some flyers made.

Shaun: I also have a topic for you to talk to the youth tomorrow evening. We have been talking to the youth about a cheaper option, i.e., a camping experience. The youth seemed interested.

ACTION ITEM: I would like to mention that we should have this accommodations option, i.e., camping in Co next year and even as a post conference thing for a night or two where we go hiking, etc. We really need to talk about costs as many of them are really conscious about that.

Kurt: We should definitely do a camping trip at a different time as the planning and logistics need be done well ahead of time and we need someone to organize it. We did set aside \$1,000 so the idea here is to buy a few rooms and they can bring their parent(s).

Jon: You are talking about something 2 months away and should be jumped on in the next couple of weeks in a big way. I know Kurt has set aside the time, but you folks should really jump on it.

ACTION ITEM: John H. One of your first tasks will be to see if this is doable or if it should be put aside somewhere down the road. The conference is 7 weeks away.

Kurt: At this point it is a field trip thing.

John H.: There are least as many as the 6 scholarship kids. You could send them an email blast.

Jon: ACTION ITEM: I would say if there is major progress by September 20th (2 weeks from this meeting), then it might be possible. I don't want you to get into October and still be in the planning stages.

John H.: If it doesn't fly we can plan further out. We all thought it was a great idea a year ago.

Robin: I've learned from past experiences on Boards, building up relationships is very important. The more activities you have the more likely it could lead to membership. I don't think anything is lost. You have your dates, money and leaders already done. All you have to do is look for birds.

ACTION ITEM: Jon: I am turning this project over to John H. and Wendy in Student Programs.

Kurt: I think it a rare opportunity where both you, Jon, and I are available for a weekend. If people hear you are coming down it will definitely increase the response to attend.

John H.: ACTION ITEM: Let's see what kind of response we get at our youth reception tomorrow and then we can make decisions including tabling it. We should limit it to 10 youths and 10 adults.

NEW BUSINESS:

Operations:

Maci: I have been working on sending out donor recognition emails which includes asking if they would like to make a monthly donation. We have sent out 154 emails to non-renewing members, and a few responded. We sent out emails and letters to institutions where we had 14 of 23 institutions renew. APLOS can do that automatically and they can send out reminders too. I have been working on compiling an operations manual. Basically I have taken all the .pdfs and word documents that WFO has and putting them into 1 document. It is taking longer than I thought.

ACTION ITEM: I hope to have a manual available to all in the fall. The software we are going to try out is APLOS. We have gone to webinars, researched ALPO, as well as other software for non-profits that a lot of Audubons use, i.e., NEON1, Donor Perfect. We are going to try APLOS now.

ACTION ITEM: During the conference, Diane Wong-Kone (Reno Audubon and GBBO) and I are going to do a little outreach program for the Nevada Youth Empowerment Project that helps to

house homeless young (18-24 years old) here in Reno. We will talk about birds and WFO. They said a lot of the girls were into birding. Diane is going to bring some mounts to examine.

2:15pm

Committee Reports:

Publications Committee: Kimball

I haven't submitted a Pubs Committee report as it is pretty much *status quo*. The visibility of our publications on the web is doing incrementally better. It is a lot of work so we slog ahead. Bob can tell us about the next monograph in preparation and you all know the wonderful job Judith is doing with the newsletter.

Phil: (**WB**) 54(3) was published on the 1st of August. It takes about a month to get them mailed off. You can go online on the date of publication to view the issue. We already have 2 longer articles accepted and typeset for 53(4). Another article will depend on the availability of space for 53(4) or else 54(1). We are awaiting revisions on 7 manuscripts that have been reviewed and then to authors as of December of last year (2021). Seven other manuscripts received since March of 2022 are still in review, and 5 of those were received just in August. Since the 1st of January of 2022, we have received 23 manuscripts. It is slightly less than our average of 24.6 by the 6th of September over the previous 10 years. I am finding an alarming gap between the 29th of May and the 19th of August. Late August kind of made up for it. **ACTION ITEM:** It reminds us not to be complacent and to encourage all of our colleagues who are doing interesting work to submit for publication in **WB**. As you probably know, Ginger Johnson suffered a stroke earlier this year. She's getting by in taking care of herself but she has stopped using her computer. Therefore her role has been discontinued and ironically just at that same time, our printer stopped charging us an increment for color signatures. We quietly retire Ginger's role. Debbie House has generously offered to join us as our first female Associate Editor. I haven't talked with Sue Smith but she has volunteered. She is a fisheries biologist. Thanks to all the editors who keeping us going. I heard from Todd Benton that when it comes to the hurdle of our visibility on Google, which has to do with these meta-tags that get on the articles as they are published, he knows the concept but he doesn't know the details of scholarly publishing. I recommended that he talk to our librarian at the San Diego Natural History Museum, but he said he had no response so I told him if he didn't hear by Friday I will get a zoom meeting set up or ideally we could all sit down in front of a computer. I have tried to pick up the ball again, and it is not an issue just for us because all kinds of organizations confront this issue. About 80% of 938 copies are mailed out (ca.750). I tell the printer how many paper copies to print.

Jon: Phil, I thought that at one time you were going to do an article on the 'sausage making' of **WB**; how the journal gets put together from start to finish.

Phil: This is great for the newsletter. It is up to us to generate things for the Judith. Right now I am revising Guidelines for Associate Editors, so I can give it to Debbie House, our new and first female Associate Editor.

Jon: Debbie would also make an excellent Board member. I thought that your article on putting together **WB**, would be a wonderful article for archiving. It might even inspire some of members or others to contribute. It would also make clear to the authors that you are here to help them to get their article published article and not to turn the submission down.

Special Publications (*Studies in Western Birds*):

Birds of Inyo:

Jon: Update: This book, in *Studies in Western Birds*, is by Tom and Jo Heindel and is copy-edited, but there are some issues with the photographs which Kelli, the daughter, is going through. Expectation for publishing is early 2023. Ken Able, who was the Special Publications Editor prior to Bob, said he would see this project to completion.

Kimball: The Pubs Committee budget will reflect the expenses associated with this book in early 2023.

Special Publications Editor: Bob Gill:

Currently several publications have been ongoing in *Studies in Western Birds*, but there is no timeline. We have 1 manuscript in hand, but it needs some work, *Birds of the Pribilof Islands*. It is 350 pages long. It is written for the birding cliental that come to the island so it needs some scholarly type veneer put on it. Dan and I have agreed to sit in the wings if they need help. It's a combination of scientific and scholarly type book, similar to Paul Lehman's *Birds of St. Lawrence Island*. It's got many pictures. The authors are Scott Schuette, Dan Gibson, and Sulli Gibson. Scott and Skelly are long-time bird tour leaders on the islands.

Dan: The Pribilofs have a long published historical record that needs to be looked at. The record includes Eskimo curlew.

Bob: We have 2 other interest expressed projects, one on the complete treatment of the Tule goose (*Anser albifrons elgas*) and one on the *Birds of Baja*, by Dick Erickson, but that is some time in the future.

Kimball: We are always looking for ideas, but they need to be ideas that can come to fruition with maybe some funding possibilities too. A lot of the potential submissions to **WB** that are too long for the journal, if edited properly, could possibly be considered for *Studies in Western Birds*. **ACTION ITEM:** Also I might mention again, please notify our newsletter editor, Judith Dunham, of any events, publications, announcements, etc., that you are aware of or involved with. She is counting on us. The newsletter should reflect the goings on of WFO for our membership. Please try to stick to her deadlines. She puts out a wonderful newsletter. A lot of what goes in the newsletter is behind the scenes of what we do. We all have roles and she would love to publish about that. Keep that in mind. She is always looking for that.

Jon: Publication is the most important thing we do, and our newsletter for our membership.

Student Programs Committee: John H. and Wendy

Wendy: John H. and I co-chaired the Student Programs this year. We did have an idea about the virtual science sessions last year. It fell flat for several reasons. John H. had his hands full with the conference; we focused getting students to the conference. We will regroup and start coming up with ideas. One student put out a questionnaire to the other students asking, 'What could we do better for you?' There was a 10% response and they all sort of said, 'Well, we don't do that.' There are a couple of kids that found a mentor and we would love to do more of that. When we bump into these young birders, and wonder how we can get them into WFO, we realize we just don't know how to do it. We look forward to working with Maci as she might have a different approach.

Don: I would have really liked to have known that there were mentors out there and also with experience in publishing. I know at Humboldt State (Polytechnic now) there is a lot of wildlife management majors there, but they usually say, 'Let's go looking for job postings in the Forest Service, Fish and Wildlife, Cal Fish and Game, etc.' There are all these museums including natural history that I never even thought of at the time. I would like to see a way for involvement, i.e., we can help you get published potentially; we can review your senior project and may give you pointers that might turn your project into something different.

Maci: We could put on a few zoom events and the students could ask you questions. We could send it to the professors and put it on the colleges event page, etc.

Robin: For kids these days since they got rid of the SATs, a published article is a real boon and maybe we could mentor that.

Kimball: A lot of this type of information is ideal for the newsletter, so let Judith know.

Shaun: Mentorship is so important where we can have mentoring for the society of the future in writing articles. If we could actually do a more formal program of mentoring the youth, I think it would be phenomenal. It addresses what they're trying to achieve too. Young people are struggling with, 'where can I find the right advisor?' Palm Desert would be appropriate for that if the youth retreat is established.

Dan Gibson: We have had mentoring in the past.

Robin: The youth also participate in talks, i.e., currently Alex Cho is giving a talk about journaling. Lara Tseng has also presented in Los Angeles Birders. These talks count.

Wendy: At this conference we have some good scholars and alumni. We are working hard to get the alumni to work with the scholarship recipients. We are trying to get more networking directly with them so that they are staying in touch with each other. Anyone who has a mentor, gets it on a different level. It's so hard trying to reach down. Just go up to the youth and say 'hi' to them. I try to get a scholarship person over with an alumni person, making sure that the scholarship kids become aware of the trip leaders so they can get their experience that way. I think we will have a good conference for the scholars.

Jon: There is large scale enthusiasm for the youth. There was a question on the Board, in how long after high school should we engage? There was some descension on the Board at that time. Maybe this is a policy to review at this time. At the reception tomorrow at 6:30pm what would you (the entire Board) like us to do? What degree of involvement would you like?

John H.: We haven't talked about the graduate and undergraduate student grants. We gave 4 this year. The Board approved 3 and then Sierra Foothills Audubon came to us and said, 'Do you have somebody we could support?' So we supported an additional person in collaboration with the Sierra Foothills Audubon. They also have scholarship kids this year. Sierra Foothills Audubon basically donated \$2100 to support these programs. One of the objectives of supporting graduate students through grants is that they are encouraged to come to the conference science sessions because they are basically in research in universities and perhaps they can publish in **WB**. One of our grant recipients from last year is giving a presentation at this year's science sessions and also leading field trips. In my opinion that alone was worth the cost. Last year at the virtual conference we had 2 grant recipients who gave talks. Next year when we are in CO, we might hit it big time because in

the 3 years of the grant program we have given 4 grants to students from CO **ACTION ITEM:**
There will be specific outreach to the youth.

Jon: John H., with all the responsibilities of being President of WFO, will you be able to control all of the student programs?

John H.: If there is someone on the Student Programs Committee who wants to step in as Chair that would be great. Now that we have done it 3 times, it's not a hard thing to do.

Robin: I must say, the younger people, as Kimball mentioned, if it's free, go online. They are reluctant to pay the junior membership of \$10.

Shaun: I encourage the Board to talk to some of the young birders here. My two young daughters are asking me questions about WFO and I tell them to ask someone on the Board, i.e., Jon and John H.

Maci: ACTION ITEM: For the student reception I think someone from the group should welcome them and it might be a good time to ask the youth some questions and get a brainstorming session going, i.e. What do you think your peers; what would you want to do with this organization? It might be a good opportunity to let them bounce off each other. I am happy to get the conversation going. The Board is invited to come if they so desire. They know that we want to get some feedback from them at the youth reception.

Jon: A good place to get started and this is an example: Bob Gill's significant other, Colleen Handel, who incidentally is the President of AOS, spent a couple of hours speaking to our WFO youth here at this meeting. She was grilled extensively by the youth about the entire course load, what they should be taking, counseling, and how to get published

Birdathon: Andy

Shaun: We will be making a recommendation for the new administrative software platform for the Birdathon. Blue Sky is a software used by Point Blue and others.

Andy: We will engage John Schmitt to do a rendition of tricolored blackbirds. I was waiting to get a consensus from the Board before moving forward. I leave it to the artist to design the illustration

Jon: ACTION ITEM: I will talk to John Schmitt. You will see a sketch of what he has in mind

Andy: Is it the Audubon California that has the conservation program in the Central Valley with the blackbird nesting habitat with farmers, etc.? **Jon:** Yes.

Andy: We would like to incorporate a donation to that Audubon California conservation effort from our Birdathon. **ACTION ITEM:** I will ask Jen if she is available for the Birdathon again. She has already done a little preliminary work on the 2023 Birdathon (April 1st – May 15th), and I talked to her about her contract. I would like to increase her hours a little bit, to give her a bit more leeway in her budgeting so she can devote more time to it if need be. When the committee gets together that will be one of the first things on her agenda, to go over the contract that I have roughed out and then get it over to the Board to get their review and answer any questions they might have, so we can get Jen officially on board as far as her contract is concerned.

Shaun: ACTION ITEM: We are going to have the lawyer review the contract so it can be an official contract for WFO and can be used for other purposes as well. We currently do not have a legally binding contract.

Andy: ACTION ITEM: I will send a copy of last year's contract for Jen to you Shaun. The other contract we anticipate using for the 2023 Birdathon is one with the software program providers. It would be a 1 year contract to utilize their proprietary software. There will be an expense associated with that somewhere in the range of \$1500. This was the quote from the last time around.

Jon: I believe John Schmitt did the T-shirt design for free and then raffled the artwork.

Andy: There was also a suggestion by Robin that we try to do something like a raffle, but I do not, at this point, know what the legal ramifications are of non-profit groups that do things like silent auctions.

Shaun: That just needs an 'in-kind' contribution form that we send them. **ACTION ITEM:** We will draw up a relatively simple contract that we can use for other purposes as well.

Andy: ACTION ITEM: We should do something along those lines, either with our Birdathon or next year's conference, where we incorporate some artwork that our members are willing to donate for that cause. That's just another aspect of the project. That typically needs an 'in-kind' contribution form that we can send to them.

OUTREACH **Robin:**

Update: We should take a look at twitter, Facebook, (which is run by Cliff Hawley for us), etc. No one on the Board has Twitter. We need to find someone who is willing to broadcast the stuff involved. **ACTION ITEM:** I have 250 names of bird clubs in the West. John H. thought this was great and suggested that we put it on Google docs. I think we should put it into APLOS. I just sent out a list today and put some names in the column that would be apropos to write letters. I also put together a boiler plate letter that one can use to generate your own letter to tell them about us and see what we can offer and what they can offer. This might lead to developing a relationship with WFO and the respective bird club. You might inquire if they have a youth/students group, if so, tell them about our scholarships and grants and what else is going on. I have done a lot of mentoring in the past years and I only have 4 that wound up with PhDs. Jon said there was someone who he wanted me to meet, Alex Cho. I agreed to try and mentor him. You need to go birding with the person if that's what they want to do and if you think ornithology might be in their future you can mentor them further. What I did for one of the gals is, I found her an internship at Klamath Bird Observatory because I know Dick Ashford there and he was looking for people to do an internship during the summer. Later on, when she got into college, I found her a 'junior year abroad' program. Upon graduation I introduced her to Scott and Lynda Terrill. This is how you foster it. If you want to take on a mentorship I think that's what you need to do. You need to follow up on each step of the way. You can suggest schools depending on what they want to study. They may ask you how do I get rid of my student loans? You are talking about this person's career and mentoring all of it, not just part of it. I think it a really neat thing to do. Alex wanted me to take him birding in Hawaii but I declined, but he got someone else as a guide. Right now he is applying to universities, so I am trying to figure out what would be best for him from my standpoint. His parents are involved. He wants to buy a pair of Swarovskis. I asked him if he thought about it and tried it on? I said, "If you haven't you might want to try the 10x40s." These are the basic things a mentor has to do. He wound up not buying a pair of Swarovskis but he went out with Judith on an egret and heron study

and he got his Dad to buy him a scope. **ACTION ITEM:** If you can take a look at the bird club list and let me know if you have any additions or if we can put it in APLOS then we can modify the list as we go. I imagine a lot of those addresses might be dead. I have phone numbers, email addresses and websites and addresses. I imagine a letter might be best. I have a huge box of WFO letterhead stationery. You notice that in my boilerplate letter to bird clubs, I discuss our mission statement. You have to buy into the mission statement for us to be protected.

Teresa (Board nominee): ACTION ITEM: What needs to happen is we have a middleman/woman between the youth and WFO. That middleman/woman is not our age but is one of the youths, that takes that position and can put it on their resume/CV and college apps. They are going to be part of the mentoring and finding mentors. I think that is really important. They can do the Instagram and Twitter. You probably have your top 3 youths that are out there all the time and birding all the time. It would be a special Youth Board position. They have beautiful credentials and they are always out in the field. The only qualification I can see right now is that they are attending an institution.

Jon: We have discussed this. **ACTION ITEM:** Assuming there is no firm opposition, I think it's time we assign a Youth Board position.

Wendy: I think it a good idea, but if they are to be a Board Member do they go through a big process. I already know who you are going to nominate. Are you going to pick one or two?

Teresa: It might be nice to have a position for two, a female and a male, so they can work together.

John H.: I suggest that we start with one Youth Board member and see how it goes. I also want to suggest using the term 'youth' instead of 'student.'

Jon: ACTION ITEM: 1) We should have a student as a Board member. 2) I would task the Scholarship Committee to come up with a recommendation. 3) that the person or persons selected believe, support, and are devoted to WFO. That's a starting point.

Dan Gibson: What would be the criteria for the Youth Board member? Would it be the same as a grown up? If you are interested, let's see a CV?

Jon: There is a consensus of the Board that the above is a good idea, to have person(s) appointed as a Youth Board member. **ACTION ITEM:** I thank the person who brought it up and task the Youth Board member-to-be (liaison) by working through the Nominations Committee.

Field Trips: Kurt Leuschner:

Update: The Cuba trip is full, in fact we added 1 beyond our planned number, Carol Beardmore, who would be helpful on the trip. Phil and I are talking about doing a Columbia trip maybe after August 1st 2024 before our conference dates.

Jon: These trips really help to raise money for the organization. The general rule that we have been following for these bigger trips for well over a decade is that the donation is between \$500-800. Half of that goes to the General Fund and then the leader(s) can designate where the other half goes within our existing funds which would be General, Scholarship or Publication. Mario Cordoba from Costa Rica, who is doing a workshop here at this meeting, and is planning a WFO tour specializing in teaching about the endemism in the Talamanca region (montane) in Costa Rica

and also western Panama. There are 70 endemics to consider. Mario is a fabulous leader. He already has a proposal out.

EXECUTIVE SESSION: (No Minutes)

3:45pm

Nominations: John H.:

The slate for year 2022-2023 is John Harris for President; Kimball Garrett for Vice President at large, and Jon Dunn as immediate Past President. The Treasurer/Membership position is for Shaun Wilde and Recording Secretary position is for Liga Auzins.

Motion made by Robin to accept the above listed slate, seconded by Don, and passed unanimously.

The Board thanks Jon, the President, for his outstanding leadership as he retires to the Past President position.

Jon: I want to thank Diane, Kimball, and Karen for their service, the four Board members who are terming out. Tom Blackman gifts the WFO retirement glasses to the 4 directors who are leaving. We have 4 capable candidates to replace them, Elisabeth Ammon, Dan King, Teresa Connell, and Dan Ruthrauff.

Motion made by Dan Gibson to elect the following candidates to the WFO Board, Dan King, Dan Ruthrauff, Elisabeth Ammon and Teresa Connell, seconded by Wendy Beers, and passed unanimously.

Diane: After working on conference registration and more for 7 years, I am retiring from WFO and joining the Sierra Foothills Audubon Society Board.

John H.: This conference could not be and would not have happened without Diane.

4:00pm

Motion to adjourn made by Dan Gibson, seconded by Dan Marsh, and passed unanimously.