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

Board Members and Officers present: John H. Harris, President; Robin Leong, Vice President, Jonathan L. Dunn, Past President; Shaun F. Wilde, Treasurer/Membership Secretary; Liga L. Auzins Wurster, Recording Secretary; Elisabeth Ammon, Teresa Connell, Debbie Van Dooremolen, Robert Gill, Daniel King, Don Marsh, Teodelina Martelli, Robert McKernan, Dan Ruthrauff.

Board Members absent: Carol Beardmore, 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.

Motion to approve June 5, 2023, minutes made by Don Marsh, seconded by Dan King and passed unanimously.

Welcome new Board Members: Carol Beardmore, Debbie Van Dooremolen, Robert McKernan, and Teodelina Martelli. Board and other attendees introduce themselves. New members have had experience with WFO previously.

4:06pm Board Retreat: John Harris

The Board has previously discussed the idea of a retreat. We felt we needed an agreement about what our goals were in the near term, 3-5 year period. Since we are doing a lot of fundraising, it is valuable to have some agreed upon goals and objectives for things like Student Programs, Publications, and Membership development. There are organizational steps that Shaun has presented showing what progress has been made. Our assets have grown to a point where we should do planning as to what goals we might have for assets that we don’t need to have in immediate operational reserve. Should we be investing to provide some income? Should we be looking for growth? These are some of the things that are driving our need for a retreat. We should not try to have a retreat this fall for several reasons: 1/3 of the Board is new and we still have a couple of empty slots; we thought it would be valuable for committees to chew on some of the ideas that we wanted to talk about in a retreat. We should consider a retreat in the spring and spend some time with our committees in organizing our priorities to come up with questions that we would want to talk about in the retreat.

Shaun: We need to have membership input in our goals and planning, and one mechanism to do that would be to do a membership survey. ACTION ITEM: We would like to have each of the committees consider some questions that we would put together in a membership survey. This is another reason why we want to delay our retreat. The Board voices agreement.
John H.: I have been considering a virtual format to avoid travel. For some people it is expensive, and it also has a high carbon footprint. **ACTION. ITEM:** I will put out a plea for volunteers to be on a one time Retreat Planning task force committee.

Debbie: Spring does get into field season and that gets complicated for scheduling. If we could keep it in a late winter, i.e., March, that would be helpful.

Jon D.: Maybe I will be available in March.

Nominations Committee: John H.:

**Announcement:** Jon Dunn is the only person who has carried over from last year. We need at least 2 people to be on the Nominations Committee. There are a couple of immediate concerns. We had 5 people go off the Board last year, and one who went off just before the Conference, leaving us with an empty slot. Kimball Garrett served as an interim Vice President for a year and now Robin Leong has kindly stepped into that position. Next year when my term ends, we need a President and a Vice President. I would like the Nominations Committee to help with that. According to the Bylaws, the President is the one person who is not supposed to be involved with the Committee. **ACTION ITEM:** It is important for the organization to have an active Nominations Committee. If any of you would like to help with that, please email me. I would like to get that committee rolling on filling the temporary slot and to help with officer recruitment.

4:35pm **San Diego Conference: John Harris**

**Update:** Planning one of these conferences takes more than a year; usually 18 months. It involves picking a site, picking a venue at the site, working on contract negotiations, arranging the hotel, planning the program, including the plenary sessions, finding a keynote speaker, setting up workshops, and fieldtrips, after which you have marketing communications, setting up and running registration, and not the least - managing everything during the conference. In the past there has been a volunteer who dealt with registration. Most of you know Diane Rose who volunteered up through the Reno Conference. This last year we did it with Colorado Field Ornithologists and they provided that. The registration is a huge job. In addition, there has been a Conference Chair, sometimes that has been the President. Tom Blackman, a past WFO President, has run several conferences and Kurt Leuschner has done one. Ed Pandolfino coordinated several conferences and produced what we locally call ‘Ed’s Bible,’ which is a series of about 30 pages of documents on how to run one of these conferences. My own personal experience for chairing started at the Reno conference, where Ed Pandolfino was the Conference Chair but had to drop out rather suddenly, so I stepped in. He had already done the hotel negotiations, etc., so it was a matter of filling in things that were changing, the run up to the conference, and managing on site. Last year I was part of the planning group for the Colorado Conference. The amount of work being a Conference Chair is considerable even without registration. It’s hundreds of hours. Going back to 2019, we recognized that we were going to have hire someone for the registration and we would still need volunteers for most of the program. We formed a small group to investigate this in the last month. We developed a scope of work and received proposals from 3 people and I, Shaun, Dan King, and Tom Blackman (a recent President) interviewed 2 people, Jen Hajj, and Jessica Sibila. Tom and Dan are from San Diego, our destination for the next conference. The group recommended that we go with Jessica Sibila. She has 20 years in negotiating and planning, and a lot of experience with conferences, although not exactly like ours, they had many of the same elements. She is an excellent communicator and we felt that someone with her experience would help us not only in making the whole smoother and freeing up volunteer time for the program elements, but also somebody who
would be a hard-nose negotiator with the hotels, which might also save us some money. I would like to ask the Board to approve us to negotiate a contract with her so we can move forward with the site selection for San Diego.

Shaun: Jessica has strength in sponsorships and is interested in how we could improve our sponsorship opportunities, making it not only better for the sponsors but also financially for us. Jessica would also manage the whole registration, with Maci and I in supporting roles. She has worked from a small board group to 1,000’s of people. She also belongs to National Association of Meeting Planners where she is in a leadership role.

**MOTION: Robert McK. moves that we authorize a contract for Jessica Sibila, seconded by Don M., and passes unanimously.**

Shaun: I think she would be willing to provide some tips for the Jon D.’s Wisconsin trip. To derail a focus on the San Diego Conference, in which we are a little bit behind, would be challenging.

Jon D.: Since there were 3 competitors for the job. Will someone notify the other 2?

Shaun: That would be me with a copy to John H.

John H.: That doesn’t mean that there wouldn’t be some opportunity for another person to organize work like that. If there are no further comments, I would ask all those in favor to raise their hand (zoom) or say ‘aye.’ The Board says ‘aye’ without opposition or abstentions. Thank you as this will be an interesting adventure for us all.

4:55pm **Treasurer’s Report: Shaun**

**Update:** We are in very good shape. As of the end of July, our general fund has 258K, our pubs fund has 200K and our scholarship fund 71K, giving us a balance 529K. Note that we do not have the reconciliation for the Colorado meeting. Overall, we are trending a bit ahead of income to date which again will be adjusted for the Colorado Conference. The 2 biggest generators so far this year have been the Costa Rica trip, about 10K, and the Birdathon generated 16K after sending the 5K donation to the Tricolored Blackbird Conservation Group. I do want to note, per Board recommendation, that the Finance Committee brought forward from the last meeting to go ahead and open a CD for 250K which is FDIC insured and is at an 4.5% rate which is a much stronger rate. At Bank of America, we have about a 160K TIAA bank CD which was established many years ago and comes to term next year, at 1.28%. We might want to roll this to a higher performing CD rate then. We wound up going to First Internet Bank for an 18 month term at 4.5% to the end of 2024. So that’s our distribution of funds. *(Shaun shows her Power Point slide showing steps where we started and where we are going.)* We have made a lot of progress over the last year and a half around our financial accountability. In the next phase we need to get behind marketing the Legacy Society. We have some ideas, particularly with end of year giving, and Giving Tuesday, which comes up in November/December. **ACTION ITEM:** We still need to update our Bylaws. **ACTION ITEM:** We will send out some notices to the committees for the 2024 budget cycle in September. We would like to get that done in early October so we could have the committed committee budgets in place for 2024.

5:05pm **Membership Report: Shaun**

**Update:** **ACTION ITEM:** We would really like to do a membership survey. We can put in Google.doc some shared questions. We would like each of the committees to come up with some
questions. It is time to get some member input and that might help us understand the trends with our numbers. Donations are now accepted using credit cards, rather than checks only. There were 350 (47%) renewals by credit card as of August. Many people are covering the credit card fee. We sent out a 1st class renewals note to the 160 non-renewals of which 40 renewed. We are always getting new members. We must understand what our members want. I would like to figure out a way to get in touch with our core group of members and get their opinions. Our membership is slowly eroding. Hopefully you have seen our new webpage and what Don Marsh, I, Judith and Tim, our webmaster, have done. We have a fantastic new giving page.

Maci: ACTION ITEM: I sent out our Conflict of Interest and Whistleblower policies forms to new Board members only. Please do send them in.

John H.: For the new folks, the Whistleblower policy is something the IRS likes us to have because our assets have grown over the years. We are in a different category tax-wise. The IRS wanted us to have a Document Retention and Destruction Policy.

Jon D.: Regarding the Conflict of Interest Statements, is it annual for each Board member or once you do it, it is good for your term on the Board?

John H.: We decided we would do it once per term.

Dan K.: ACTION ITEM: I am assuming that there is an ongoing obligation on the part of the person signing the form that if they develop a conflict that they notify the executive committee or whatever the process is. If that is so, then I am comfortable with doing it once per term. I should check to see if we need to do it annually.

John H.: ACTION ITEM: I will be sending the Board Directory out shortly, at least a draft, which also contains committees, etc.

Shaun: ACTION ITEM: One of our projects is to get all the documents in the Drop Box so if something were to happen to Maci, me or John H., someone would know how to get them.

5:15pm Committee Reports:

Publications: John H.

Western Birds (WB):

Update: Phil Unitt is not here today as he is preoccupied with being in the field. He produces a written report on Western Birds (WB) and will probably send out a report upon his return.

Birds of Inyo County:

Report: The manuscript is done; it is at the printer. Perhaps it might be in print by the end of the week. I thank everybody who was involved with this in any way. It was a huge project on the part of the authors, the authors’ children, Ken Able, the editor, who put in 100’s of hours, Jon Dunn, and Bob Gill. We have some decisions to make today. 1) the number of copies to print; 2) the price of the book; 3) follow-up questions about pricing that I would like to see addressed. We tentatively told the publisher 200. We told them 200 for the LeConte’s Thrasher book which so far has not sold well. We did 300 of the Gambell book which we sold out and then did another run. For this book there is a core group of So. Cal. and east side of the Sierra birders, naturalists, and field people who are going to be interested in this. There are some bookstores we can approach and there are
people who do consulting work and biological studies in the huge Inyo County, which by the way, is larger than a couple of our states and includes Death Valley. We can always print more later.

**Discussion:** Jon D.: There are at least 4 places that would sell the book, the Mono Lake Committee, the Independence Museum, Spellbinders bookstore, and the Park Service Building up by the Death Valley Visitors Center. 200 is a safe number. The *Pribilofs* book has the same potential as the *Gambell* book had. People get out there and they are interested in that information. I don’t know how we market it. I like the idea of alerting our members and offering a 10% presale price.

**John H.:** It sounds like 200 is okay. Jon, were you proposing $35 per book?

**Jon D.:** Yes, hopefully we can offer a pre-sale price to members or a discount and offer a 40% discount to the outlets that sell it, including Buteo Books. This runs the price down to about $20.

**John H.:** I agree with offering a substantial discount to outlets, as they usually get a wholesale price. We might consider extending that same discount to libraries that are on our membership list. Then there is the question of offering that same discount to tour groups.

**Jon D.:** As to the *Gambell* and *Pribilof* books, certainly tour groups do go out there. They should be offered the same 40% discount.

**Judith:** So, members would be buying it at $5 off. What is the postage on this 500 page book?

**Shaun:** **ACTION ITEM:** For the other books we have shipping and handling at $8 and I would need to talk to the distribution house as to what the postage would be for this book. Wholesale pricing is anywhere from 40-55%, so 49% is fair. I have a question about the cost of the printing of the book. If we sell it at $35, are we covering the cost of the printing?

**John H.:** Roughly the cost of the printing was $25. We also received a lot of donations to support it, but there is the development cost. If you took 40% off, you would still be close to that.

**Bob G.:** I am comfortable with the prices that have been thrown out. We are not making money, nor should it be the intent.

**Shaun:** Since we have this new book, we can do some promotion, and offer a special to the libraries and bookstores. We also have a backlog of older books, i.e., the *Gambell* book, so we could offer a potential 20% discount on our existing books. **ACTION ITEM:** We should promote all books with maybe a fall book sale, but we need to make sure that it is updated on the website and that Judith has time to promote it and that Maci and I have time to prepare the new pricing.

**Debbie:** **ACTION ITEM:** We should offer an overall discount (20%) to anyone who wants to buy the older books that are already out there.

**Shaun:** We have 200 *Gambell* books and 155 *LeConte’s* books, a substantial inventory for which we do pay a monthly fee.

**Jon D.:** We should offer a discount to members to reduce the inventory, particularly the *LeConte’s*. Maybe Kimball could write up something for the newsletter promoting it with the discount.

**John H.:** We seem to have a consensus regarding the selling points of our books.
Robin: It might be hard for us to get 40%. Most bookstores require like 55%. It might be negotiable. The outlets required a huge discount for the Breeding Bird Atlas.

John H.: Would the Board be comfortable with us negotiating with maybe 4 bookstores? It seems like we need to go to the 50% discount. We probably are not talking about an enormous number of copies for any of these bookstores. There is a consensus of the Board.

John McK.: I have 2 points. 1) Relative to Inyo, Mono, Rte. 395, and the Dept. of Interior Visitor Center (Lone Pine) - there are lots of tourists and there are quite a few venues. 2) When I was at the county museum, we would have booksellers coming in and 40-45% was the negotiated price. It was county government and a nonprofit. I presume that 40% is good. Single species books, although for some of us it’s great even if it is an excellent monograph, they don’t have the audience that the county bird books have. 200 is a good number if not 250, but I think there are lots of naturalists, birders, and consulting biologists out there that would want the book.

John H.: All of our books are now available as Kindle e-books as this one would be.

Jon D.: Report: Tom Heindel, one of the authors, died in the last week of July. Jo Heindel is still with us. Tom and Jo have 4 children, 2 of whom, Kelli and Matt, who in an enormous way put the book together. Ken Able, the overall editor, detailed everything that they did to enable the book to get done. It was important for Ken, in tidying up his last project, to give a gift to Kelli and Matt as a way of WFO thanking them. They would be very surprised. What I would propose would amount of about $1,000 for both. It would come from the Publications Fund, however Shaun wanted to manage the amount and not tax Jo Heindel, the surviving co-author. Maybe surprise Kelli with the gift as Matt’s very practical. I would propose that we have a Board vote on $1,000 to be awarded to the 2 of them. It’s important to Ken, as he raised this topic with me. This is an unusual case in that Ken recognized this and since I was very involved with the book, he raised it with me. I go Matt, who I know very well, and say, ‘This is what the Board has done.’ If it passes, I will call Matt tonight with the news and let Shaun know how to proceed.

Motion: Jon D. moves that WFO give a $1,000 honorarium for the Birds of Inyo County, to come out of the Publications Fund, to be given to Kelli Levinson, the daughter, and Matt Heindel with the details to be determined later, seconded by Bob Gill, and passes unanimously.

Studies in Western Birds:

Bob G.: Report: I have been working on a compendium of David Leatherman’s essays that appeared originally in the CFO (Colorado Field Ornithologists) publication, Colorado Birds. They are all in .pdf format and we have to convert them to Word so that Tim Brittain can put them back into a usable format. I have recruited some people to do the grunt work in these 40+ essays, but Tim will have to do the figures and other graphic layout. I have in writing from the editor that there will be no copyright issues. The copyright issue is in Leatherman’s lap.

Dan R.: I did speak with Peter Burke, the editor of Colorado Birds, and he said to go ahead. I asked if they wanted recognition for their support of the essays over the years, but he was happy that they might find a wider audience and didn’t have any issues with it.

Dan R.: Report: In the works we have the Birds of the Channel Islands by Paul Collins. Cat Waters put us in touch with Paul Collins and Lee Jones who said the book is almost ready to
publish. Kimball, who has been in touch with them has seen parts of it, might have a better sense. I have sent an email to Paul and Lee 10 days ago but not heard back. I will follow up on this.

**Jon D.:** WFO publications are peer reviewed, but if it is already reviewed, will it be still sent it out to 2 reviewers?

**Dan R.:** That was the idea. By all appearances it is polished and ready to go, but Bob G. and I wanted to look at the whole manuscript to really see what state it was in. The questions are how much work this will entail for us and who could we identify as reviewers, etc. It is unclear exactly what they need other than they can’t get it published. Paul was with the Santa Barbara Natural History Museum who supported the creation of the work but couldn’t get it published apparently. In theory we could send it out for review, but we have been having trouble in nailing down the scope of the work and the status of the manuscript itself.

**Jon D.:** Starting with the *Gambell* book, and now with the *Inyo* book there are getting to be a lot of photos of rarities or striking species put in these books, which adds significantly to the attractiveness of the books and doesn’t dramatically increase the cost. This should be factored in regarding the *Channel Islands* book. If you haven’t seen the book and there are no photos it has to be edited and reviewed. At that time the question of putting photos in should be raised. In reviewing the volumes, we have put out in the past, there should be some consistency in the type of manuscripts WFO takes on.

**Bob G.:** We have no idea what format the manuscript is in and how much work it will take to make it publishable for us. We have a lot to learn here.

**Jon D.:** Cat did a lot of the legwork on these publications. Bob, I assume you are in touch with her for suggestions at this stage.

**Bob G.:** Cat has reached out to help with the .pdf conversion process too.

**Dan R.:** Do we have any update of the *Pribilof Islands* book?

**Bob G.:** **ACTION ITEM:** I am having dinner with Dan Gibson on Wed., and I can give you an update after that.

**John H.:** Say ‘Hi!’ from all of us.

5:35pm **Newsletter:** Judith Dunham

**Summary of newsletter process:** The newsletter is quarterly by the seasons, Spring, Summer, Fall, Winter. The emphasis is on WFO activities, events, promoting what WFO plans to do, any of the publications, and ideally some coverage of the things that the committees do. There is a special emphasis on the programs that the young birders do. Maci has covered them. It is important that members know that young birders are supported. Teresa has done some fantastic interviews with the young birders that have appeared in the newsletter. If you haven’t read them, I would encourage you to go to back issues and look at them. About a month before a newsletter deadline, (next deadline would be October 18th), I send out a general email in mid-September by which time I pretty much know what some of the key things will be in the newsletter. I keep a list of some of the important matters going forward, i.e., *Birds of Inyo County*. I rely on you all to give me content or ideas for the newsletter. Don’t feel shy about it. If you want your name in the newsletter, please propose something. It doesn’t have to be about WFO, but it should be something that you feel
would be of interest to the members and within our territory. I would love more sidebar kind of things, i.e., do you know a great young birder that would be great for Teresa to interview. Please give me suggestions. When I get all the material, I compose the email. I write all the blurbs, photos, and prioritize the items. All the material goes to Todd Benton’s Studios who puts the articles on the website. I do the actual sending out of the newsletter through our response system. The newsletter goes to everybody on the mailing list. The mailing list is more than twice the membership. The newsletter is a blog as after each article there is an opportunity to comment. I would like to see more comments from Board members from reading articles. Pick an article in every issue, read it, and if you have a comment, please do so. I would also love to see more comments from the young birders that contribute whether it is an interview or an article. We should especially encourage the young birders and provide some support for their effort in writing for the newsletter. Nobody gets paid for it; they do it out of love and energy. I would like to have some feedback for them. I can correct anything in the newsletter once it comes out, so if you find any errors, please let me know. If there is anything you want to see changed, just let me know. I am delighted to have feedback.

The deadline for the next newsletter will be Oct 18th. I will be out of the country for the first two weeks of October, so while I would look for material during that period, the newsletter will have to come out in November. If there are time-sensitive items I will send out a blast before that. That’s another thing I do, I send out all the blasts, whether it is about a trip or something like Ed Pandolfini’s wonderful summary of every issue of Western Birds. He sends it to me, and I take the cover off the website and sent it out usually within 24 hours.

Jon D.: In earlier versions of the newsletter, there was a regular student section. The current student interviews are fantastic. Maci, do you think the students can produce a student section in every newsletter beyond the interview?

Maci: ACTION ITEM: We are trying to have a student write an article for the October newsletter about their experience at the conference. I will bring this up with the Student Committee. Perhaps those that can’t come to the conference can write articles.

John H.: Thank you, Judith, for all your efforts with the newsletter.

Jon D.: Judith, we appreciate your persistence. What is a good time to be alerted that something maybe coming up?

Judith: I send out an email a month before the deadline, summarizing what I know will be in the upcoming newsletter, i.e., the fall newsletter will have a writeup about the student experience at the conference. That notice is a month in advance, so anyone can respond to that email when it goes out. If it is not time-sensitive, we bump it to the next issue. I am an enthusiastic birder; I am not an ornithologist, so I do not have your connections. I rely on the Board for ideas and connections. Another topic is books. We have had book reviews in the newsletter if they don’t conflict with what is being reviewed for Western Birds. An excellent example is Kimball’s fantastic summary of several books he read during the pandemic. It is an exquisite piece of writing and quite brilliant.

Field Trips: John H.: Phil Unitt and Kurt Leuschner are doing a trip to Columbia next year which is already filled.

Jon D.: I will be leading an 8 day trip to Wisconsin in mid-June 2024. Tom Schultz, Wendy Beers, and Jeff Baumann will be involved. We have the itinerary and the prospective bird list. ACTION ITEM: Tom and Wendy will investigate group rates for hotels, etc., which will let us finalize the
price. I am figuring in November for the sign-up period for this late June trip. We plan on having 12 participants.

John H.: **ACTION ITEM:** Jon D., in the next month or so I would be happy to do a zoom with you and Tom, Wendy, and Jeff and go over where you are in more detail. Jon D. agrees.

5:50pm  Meetings: John H.

**Colorado Conference:**

There were 244 registrants. We did this jointly with Colorado Field Ornithologists (CFO). WFO members at sign up time were about 100, including people of both organizations. If you were thinking of that as only a WFO conference, 100 is obviously very, very low for us. Most of our meetings have been upwards of 200 participants in the last decade. Also, the base elevation of the conference was 9,000 ft., which proved to be a challenge for some. People also have field work going on in the summer, etc. We will at least break even, if not make a little bit. There were some things that were different about working with another organization. I enjoyed meeting people from CFO. This conference had many more vendors and sponsors than any WFO conference. A lot of effort was expended on that, and it brought in about $6,000 in sponsorship money. To replicate that on our own conference would require the help of a professional such Jessica Sibila.

6:00pm  Student Programs: Maci

I am going to talk about the activities of the Student Program in Colorado. We were out in the field with 2 fantastic guides, David Tonneson and Nathan Pieplow. In response to my survey, folks said it was a great experience. Our pre-conference campout, for 2 nights, was an informal way for the students and families to get to know each other. We had 3 mentors, Robin, Teresa, and me. We had food and everything organized. It was a fun experience. **ACTION ITEM:** It is a great summertime opportunity which could be done in the future without being associated with a conference. Robin and Teresa asked for their feedback. We have some really engaged young people which is awesome. They are excited and they want to be involved. It is a pretty wonderful and amazing time right now with these folks and reflects what WFO has built over the years. Moving forward, in the summertime in the future, maybe there could be some birding opportunities for them in CA since most of th folks are from CA. Some students will not be able to come to the September conference in San Diego next year because they will be in school. **ACTION ITEM:** I look forward to talking to the students some more and talking to the Student Programs Committee about some potential ideas for the future because we have a really great group right now and it would be a good time to develop some things.

A couple of months in advance of the conference, we included the parents on emails, made sure that they had their questions answered, and made sure they knew what was going on. How to attend, do they have to pay to register, etc. Things like this were thoroughly covered. We made sure it was fun for the parents also, as attested by them.

Teodelina: I loved the idea of the camping trip. There has to be some kind of balance between what is for the younger birders versus the conference itself. I did have experience in 2021 where I ran a small campout in my backyard of 6 participants. The Moore Collection at Occidental College in Los Angeles loaned me examples of different bird families and we did drawings. There was a special activity each day; also, everybody learned how to use field guides (if they didn’t already know). I think running a campout has a similar amount of paperwork as a conference.
Jon D.: Does anyone have contact with the Moore Lab at Occidental University?

Teodelina: I used their specimens in 2021 and 2022 so they know me to some extent.

Jon D.: **ACTION ITEM:** Is there any way the Moore Lab could get more involved with WFO? It sounds like it is a plus/plus situation. Everyone speaks very highly of their graduate students and their advanced programs.

Teodelina: I think so. I have seen attendees from WFO conferences go on to volunteer at the Moore Lab or do work with them. I think it would be great to either bring birders to the collection or bring something from there.

**Other Business:**

Jon D.: I would like to raise an important issue on the conference and that is when to hold the Board meeting. I think you need a Board meeting in the conference. You also want Board members on the field trips. So, we want to revisit the issue of when to hold the Board meeting at the conference. A possible time is sometime before the conference starts, so the Board can also participate in field trips.

John H.: It felt awkward not to have a board meeting at the conference and it also made the whole transition between outgoing Board and incoming Board members strange. When we start planning the San Diego Conference we should come up with some options and discuss it with the Board. One option would be what Jon D. suggested, which is to have the Board meeting before the conference; another option would be to have a half day meeting and do it either Friday or Saturday instead of taking a full day. You would still miss out on one half day field trip opportunity, but it wouldn’t be one of the big all day trips. **ACTION ITEM:** We will consider reinstating the Board meeting, a face to face meeting, at the conference.

Robin: It was very awkward because there were some Board members that were going out and it was the first time, I ever met them. We never got to talk which would have been good before they left the Board. Then there were the new people that came to the conference, who didn’t get to meet the Board. The main issue with the young birders is that with our conferences being in September when they are in school, they cannot attend. Having an opportunity to attend when they were free is one of the big issues that they have.

John H.: It also makes a big difference of when it is held in September. If it overlaps the first week of school, that’s a big problem, but if it is later in September, parents sometimes seem be creative in getting their children out of school.

Robin: In the San Diego Conference maybe Phil would be able to bring out some specimens for the young birders.

John H.: Phil was interested in having the reception and a workshop there.

Teresa: I think Maci brought up the most important thing, a way that we can acknowledge the youth and let them know how important they are when we don’t have the conferences lined up in the summer. **ACTION ITEM:** Is there is some way we can do a summer week program that is for them and that is not too hard on the volunteers obviously, and not too time consuming? It would be a nice way to say we love you. Lara right now is in the middle of doing her podcast, so we will have the second podcast up and running soon.
Jon D.: I particularly want to show appreciation for the students that stay with WFO, but not the ones who get a $1,000 conference and then not renew their $10 WFO membership. For the really committed students to whom WFO is important, I would like to find ways to tell them we love them and do things for them (not necessarily financial) and give positive feedback to them. We are talking about folks like Teodelina who is now on the Board. Keeping young birders involved with the organization may lead to future leaders. That is vital. **ACTION ITEM:** I would like to task the Student Programs with a way of telling the young birders that are loyal, how much we appreciate them. It could involve something financial too. I am wide open to ideas. We have to look at who are our future Board members. There aren’t many Teodelinas out there.

6:15pm  **New Business**

John H.: I would like to move the Board into Executive Session.

**Executive session:**

Officers and other guests leave the meeting.

6:30pm  Executive session was adjourned at 6:30pm.