

## Waterbird Society Officers, Council, and Committee Chairs

November 2020

(recent changes in red)

Officers and Council	Position	Email Address
Dave Moore	2020-2021 President	dave.moore2@canada.ca
Patty Szczys	2020-2021 Vice President	szczysp@easternct.edu
Kate Shlepr	2020-2021 Secretary (acting)	kshlepr2017@fau.edu
Chris Custer	Treasurer 'permanent'	ccuster@usgs.gov
Clay Green	Past-President (2018-2019)	claygreen@txstate.edu
Erica Nol	Past, Past-President (2016-2017)	enol@trentu.ca
Andy Kasner	Editor, <i>Waterbirds</i>	kasnera@wbu.edu
Kate Sheehan	2018-2020 Councilor	kate.l.sheehan@gmail.com
Daniel Catlin	2018-2020 Councilor	dcatlin@vt.edu
Sean Murphy	2018-2020 Councilor	semurphy@pa.gov
Danielle D'Auria	2019-2021 Councilor	danielle.dauria@maine.gov
Miyuki Mashiko	2019-2021 Councilor	mashiko@pe.ies.life.tsukuba.ac.jp
Gopi Sundar	2019-2021 Councilor	gopi.sundar@gmail.com
John Anderson	2020-2022 Councilor	jga@coa.edu
Gail Fraser	2020-2022 Councilor	gsfraser@yorku.ca
Terry Master	2020-2022 Councilor	tmaster@po-box.esu.edu
Caroline Poli	Student Councilor, 2020-2021	cpoli@ufl.edu
<b>Committee Chairs</b>	<b>(Only emails that are not noted above)</b>	
Archives	John Anderson, Kate Shlepr, Co-Chairs	
Bylaws	Chris Custer, Jeff Spendelow, Co-Chairs	jspendelow@usgs.gov
Conservation	Jonathan Cohen, Chair	jcohen14@esf.edu
Diversity	Juliet Lamb, Liz Craig, Co-Chairs	ecc79@cornell.edu
Finance	Ricardo Zambrano, Jim Fraser, Co-Chairs	ricardo.zambrano@myfwc.com; fraser@vt.edu
Future Meetings	Chip Weseloh, Susan Elbin, Co-Chairs	chip.weseloh@ec.gc.ca; susanelbin@gmail.com
Membership	Pat Baird, Jim Fraser, Co-Chairs	pab7@sfu.ca
Nominating	Clay Green, Erica Nol, Co-Chairs	
Ornithological Council	Susan Elbin, Jeff Spendelow, Co-Chairs	
Outreach & Communications	Amanda Haverland, Nellie Tsipoura, Co-Chairs	nellie.tsipoura@njudubon.org; aamoore80@gmail.com
Publications	Erica Nol	
Research Grants	Nellie Tsipoura, Jan van der Winden, Co-Chairs	jvdwinden@hetnet.nl
Recognition Awards	John Anderson, Patty Szczys, Co-Chairs	
Student Activities	Gail Fraser, Juliet Lamb, Co-Chairs	jslamb@uri.edu

**Agenda DRAFT, 9 Nov 2020**

**Waterbird Society Council Meeting  
10 November 2020**

Register in advance for this meeting:

<https://us02web.zoom.us/join/zoom-join?meeting=615g6CPgqz&from=addon&fromaddon=5mW>

**\*please note times are approximate and listed in GMT-4/New York\***

9:00	Welcome and introductions	Dave Moore, President
	Approval of Agenda	
9:15	1 - 2019-2020 Mtg Minutes/2 - Secretary Report	Kate Shlepr, Acting Secretary
9:30	3 - Report on current meeting & scientific program	Patty Szczys, Vice President
9:45	4 - Future Meetings Committee	Chip Weseloh & Susan Elbin, Co-Chairs
10:00	5 - Bylaws Committee	Chris Custer & Jeff Spendelow, Co-Chairs
10:15	Strategic Planning update	Dave Moore, Patty Szczys, Clay Green
10:30	Code of conduct update	Dave Moore
10:45	Coffee Break	
11:00	6 - Treasurer's 2020 Report	Chris Custer, Treasurer
11:15	7 - Finance & Investment Committee	Ricardo Zambrano & Jim Fraser, Co-Chairs
11:30	13a&b - Membership Committee	Pat Baird & Jim Fraser, Co-chairs
11:45	8 - Student Activities Committee	Gail Fraser & Juliet Lamb, Co-Chairs
12:00	9 - Diversity Committee	Liz Craig & Juliet Lamb, Co-Chairs
12:15	10 - Outreach & Communications Committee	Amanda Haverland & Nellie Tshipoura, Co-Chairs
12:30		
13:00-18:00	Adjourn for mid-meeting BREAK	
18:00	16 - Nominating Committee	Clay Green & Erica Nol, Co-Chairs
18:15	12 - Archives Committee	Kate Shlepr & John Anderson, Co-Chairs
18:30	Publications Committee	Erica Nol, Chair
18:45	Recognition Awards Committee	John Anderson & Patty Szczys, Co-chairs
19:00	15 - Research Grants Committee	Nellie Tshipoura & Jan van der Winden, Co-Chairs
19:15	11 - Conservation Committee	Jonathan Cohen, Chair
19:30	14 - Editor's Report	Andy Kasner, Editor
19:45	Coffee Break	
20:00		
20:15		
20:30	17 - Treasurer's 2021 Budget, Special project ideas	Chris Custer
21:45	New business	
22:00	Wrap-up	Dave Moore, President

## Minutes for a Special Meeting of the Waterbird Society Council and Committee Chairs

Draft 9 Nov 2020

Virtual call, Zoom

Friday, June 19, 2020

Councilors in attendance: Dave Moore [President], Patty Szczys [VP, Recognition], Chris Custer [Treasurer, Bylaws], Erica Nol [Past President, Publications, Nominating], Kate Sheehan, Terry Master, Juliet Lamb [Student Activities], Kate Shlepr [Acting Secretary, Archives], Miyuki Mashiko, Clay Green [Past President, Nominating], Caroline Poli [Student Council Rep], Sean Murphy, Dan Catlin, Danielle D’Auria, Gail Fraser [Student Activities], Gopi Sundar

Committee Chairs in attendance: Jeff Spendelow [Bylaws, Ornithological Council], Susan Elbin [Future Meetings, Ornithological Council], Ricardo Zambrano [Finance], John Anderson [Archives], Jonathan Cohen [Conservation], Nellie Tsipoura [Outreach and Communications, Research Grants], Amanda Haverland [Outreach and Communications], Chip Weseloh [Future Meetings], Liz Craig [Diversity], Woody Woodrow [Chair of Texas Local Committee]

8:33am EST Dave Moore called the meeting to order

### Remembrance of Brian Palestis

**Council meeting logistics:** “How to Zoom” technological run-through for our first ever virtual council meeting. Why are we meeting virtually? Currently because of Covid-19 pandemic, but it may be useful to continue using this platform in the future (e.g., mid-year Council check-ins).

### Review today’s meeting agenda

**Update on 2020 Texas meeting:** Woody Woodrow, chair of the Local Committee for the 2020 meeting that was scheduled for November in Clear Lake, Texas, reviewed the many uncertainties of the planned in-person meeting amidst the current global pandemic (e.g., host university’s event policies, financial unknowns). Patty Szczys and Ricardo Zambrano added that travel for attendees is also going to be difficult due to state budget freezes and the inability to plan travel in advance. Woody said there will be no financial hit (e.g., no binding contracts in place) if we postpone the meeting.

**Motion: I move that the Waterbird Society cancel its in-person annual meeting, planned for November 2020 in Clear Lake, Texas.** Patty Szczys/Clay Green, passed unanimously

**Feasibility of postponing the Miami 2021 meeting:** Ricardo Zambrano, chair of the Local Committee for the Miami area meeting that was on the books for 2021, says it makes sense and is feasible to postpone the meeting until 2022. There was general discussion about how realistic it is to plan in-person meetings in 2021-2022 amidst our current lack of a Covid-19 vaccine, and Council generally agreed that there are many uncertainties and we will have to make decisions over time as information becomes available. Gail Fraser reminded us that Council started discussing the utility of

virtual meeting components prior to the virus outbreak, so perhaps joint virtual/face-to-face planning is best anyway.

**Motion: Shift our two currently planned meetings forward by a year each; Clear Lake, Texas to 2021 and the Miami area to 2022.** Dave Moore/Danielle D'Auria, passed unanimously

**Impact of virtual-only meetings on the future of the Society:** John Anderson and Patty Szczys underlined the important role that face-to-face meetings have traditionally played in maintaining membership in our Society, particularly students. Ricardo Zambrano also pointed out that losing face-to-face may impact how we recruit WBS Councilors, Officers, and Committee members. Dave Moore, Gopi Sundar and Erica Nol and others shared their experiences with various virtual conference/teaching formats to-date, stressing the strengths (e.g., increased participation by shyer students or non-North American participants) and weaknesses (e.g., potential for distraction due to each participant's isolated setting) of these formats. Kate Shlepr and others suggested we have an opportunity to approach a future virtual event in a very different way from our usual annual meeting, and should think creatively about who our audience is, what the goal of the event is, and what format the event might take. Collectively, we identified two areas of membership that may get a boost from successfully hosting virtual events: students and international members.

**Straw Poll (non-binding, all participants vote): Are you in favor of the WBS holding some form of virtual meeting in 2020?** Results: 96% Yes, 4% No Opinion

**Virtual event theme/structure brainstorming:** The following ideas were suggested and should be considered by a newly formed WBS communications subcommittee:

- Twitter conference (~World Seabird Twitter Conference): 4 slides with text to get the whole point of your study across; timed and formatted like an in-person conference session (Dave Moore)
- Host smaller events
  - Spread talks and keynote speeches out over a couple of months rather than 2-3 days. Works well if speakers record their talks in advance (Gopi Sundar)
  - Additionally/alternatively, advertise regularly scheduled weekly or monthly virtual seminar or discussion (Kate Sheehan)
  - Additionally/alternatively
- Workshop format? Might keep participants focused/engaged (Kate Shlepr)
- Symposiums/breakout sessions
  - E.g., 5 lightning talks with a lot of time built in for small group discussion (Patty Szczys, Erica Nol, Caroline Poli)
  - Could be themed by taxa or geographic region (Clay Green)
    - Could invite international members to host a portion of the conference
    - Slides could be in presenter's native language with English translation in-text (Gopi Sundar, Kate Sheehan)
- Mentoring session where students are matched with professionals (John Anderson)
  - Additionally/alternatively, attending virtual degree defenses by our Master's/PhD students may benefit both the students and the Society (Patty Szczys, Caroline Poli)

- Virtual event could be an explicit Diversity & Inclusion initiative (Kate Shlepr, Juliet Lamb)
  - Symposium or keynote speakers could be chosen to highlight members (Dave Moore)
- YouTube channel/video series of scientific talks or short videos to spotlight researchers/study locations (~World Seabird Conference/Juliet Lamb, ~Pacific Seabird Group/Dave Moore, Erica Nol)
  - May be especially important if technology limits the number of participants allowed during live events (Gopi Sundar)

**Straw Poll (non-binding, all participants vote): What virtual meeting format do you support most?**

Full Conference 0%, 25% Small Events, No Opinion 0%, Combination 75%

**Next steps - virtual event planning:** Patty Szczys, Nellie Tsipoura, and others stated the need to broaden Council's current communications efforts. Liz Craig suggested soliciting feedback and participation from our general membership and/or our social media followers (which includes non-members). Council agreed to form a new communications subcommittee that includes a core group (Councilors/Committee Chairs from this meeting) plus additional volunteers from WBS general membership. **ACTION ITEM:**

**Councilors/Committee members who are interested in participating in virtual event planning should contact Dave Moore/Patty Szczys/Kate Shlepr stating their interest. [Secretary's note: By 6/19/2020 at 12:30PM, the following individuals volunteered via Chat box or email to be on the committee: Sean Murphy, Patty Szczys, Kate Shlepr, John Anderson, Dan Catlin, Gopi Sundar, Caroline Poli, Danielle D'Auria, Kate Sheehan, Liz Craig]**

The new group will review ideas generated from today's meeting to help them estimate the cost of virtual event options. A budget must be in place before a formal motion to host a virtual meeting in 2020 is entertained by the WBS Council.

**ACTION ITEM: Jeff will verify that small virtual events with designated Council and Business meetings will satisfy the Society Bylaws.**

**Other impacts of Covid-19 on the Society:** Budget: Dave Moore said that the 2008 financial crash led WBS to suspending awards and grants for 1 full year and limiting the amounts for a further 3-5 years. We should anticipate some hits here too. Awards and Recognition Committee: Patty Szczys and John Anderson asked Council to consider if/how award winners should be recognized when in-person conferences are not held. Ricardo Zambrano echoed this on behalf of the Conservation Committee. Nellie Tsipoura and Kate Sheehan suggested short presentations by grant/achievement award winners may boost our website and the winners' professional profiles. In general, there was agreement that winners should still be recognized and invited to virtual plenary addresses when possible. Diversity Committee and Student Activities Committee: Juliet Lamb reported that the Diversity Committee has been working on proposing a Society response to recent political events [racial protests] and emphasized that virtual events might be an excellent platform for both the Diversity and Student Activities committees.

Patty Szczys/Dan Catlin moved to adjourn

**10:15 am EST meeting adjourn**

## 2019 Waterbird Society Council Meeting Minutes 43<sup>rd</sup> Annual Meeting, Salisbury, MD

Draft 9 Nov 2020

Wednesday, November 6, 2019

**Councilors in attendance:** Dave Moore [VP], Patty Szczys [Secretary, Recognition], Chris Custer [Treasurer, Bylaws], Erica Nol [Past President, Publications], Susan Elbin [Nominating, Ornithological Council, Diversity], Andy Kasner [*Waterbirds* Editor], Sara Schweitzer, Kate Sheehan, Dan Catlin, Danielle D’Auria, Kate Shlepr [Student Council Rep, Archives], Sean Murphy

**Phone-in:** Dale Gawlik, Eric Mellink, Clay Green [President]

**Committee Chairs in attendance:** Chip Weseloh [Future Meetings], Ricardo Zambrano [Finance], John Anderson [Archives], Juliet Lamb [Student Activities], Jeff Spendelow [Bylaws, Ornithological Council]

**8:40am Patty Szczys meeting call to order**

**2019 Agenda approval:** Dan Catlin/Danielle D’Auria motion passed unanimously

### 2018 Council Minutes Review

Amend:

1. Add Kate Shlepr to attendance list
  2. Ducks Unlimited offered to contribute [during the “New Business” time slot to give an update on the Waterbird Coordinator / Waterbird Council / Waterbirds of the Americas Conservation Initiative?]
  3. Future Meeting typo: correct spelling “pelee”
- Motion to approval Chris/Chip Motion passed unanimously

**Moment of Silence:** Remembrance of Tom Custer

**Secretary Report:** Discussed sharing documents with an eye toward ease of use but also for security of documents. John Anderson suggests Google docs should not be the only location (it is not). Sara Schweitzer shared information about viral ransom situations in her agency. Susan Elbin and Erica Nol suggest all business be done on OE. Discussion about the challenges to OE. John Anderson points out that email conversations should be archived, but that only happens when the Archivist is included on the emails. It is suggested that a Google Email account to be included on all correspondence. **Action Item: is there a platform that would make this easier? Email lists could be created to avoid leaving someone out; then always include the Archivist email on business communications. Need a small group (Kate Shlepr and Patty Szczys) to figure this out.**

### Nominating Report:

\*Correct Catherine Poli to ‘Caroline’ in the Nominating Report.

Slate of Candidates for 2019 Election, to take office on 1 January 2020:

For Councilor (vote for 3) – John Anderson, Gail Fraser, Alison Koczek, and Terry Master

For Student member of Council (vote for 1) – Paige Byerly, Caroline Poli

For Vice President (vote for 1) – Jonathan Cohen, Patricia Szczys

## Voting Results

- 371 election emails were sent via email. 10 bounced; 205 (55%) were opened; 96 (25.8%) were clicked, which means that the email was opened but with no further action.
- A follow up reminder was sent to those members who had not voted. 45.7% of these were opened; 17.3% were clicked.
- 91 total electronic ballots were cast; no hard copy ballots were requested.
  - 90 were cast for VP
  - 91 were cast for Student Rep with one write-in and one abstention
  - 82 were cast for Councilor with one abstention.

Because Patty will take the VP position starting January 1, 2020, Council must appoint someone to complete the remainder of that calendar year of the secretary's term. Kate Shlepr volunteered and has the support of Council. Motion to appoint Kate Shlepr as Secretary to complete the term. Patty/Erica passed unanimously!

## Action Items:

- a. **Bylaws Committee recommends appointing co-chairs to Nominating Committee who are not past Officers of the Society so that the Nominating Committee can operate independently and not given the opportunity to become ruled by a club of former officers.**
  - a. **Nominating Committee will consider further whether the Past-presidents should be the co-chairs of the nominating committee. Perhaps the student council rep should be a member to cast the net more widely.**
- b. **Nominating Committee wants to discuss the possibility of allowing Past-President's to run for council. Discussion ensued and the committee will work on a policy statement**

**Future Meetings Report:** Ricardo is planning to organize the 2021 meeting in South Florida! Miami, Fort Lauderdale, West Palm Beach are all options. All provide easy access to major airports that and are connected by trains and shuttles. Seeking beach locations. Florida shorebird alliance would be a good partner; other partners will be sought. Anticipating a November meeting time; after the hurricane season, but before the busy and expensive winter season. Jim Fraser notes that Florida has a high concentration of members, so this should be a priority as discussed over the past several council meetings. Clay notes it is the 45<sup>th</sup> Anniversary meeting. Council encourages Ricardo to produce a full proposal. Ideas for partners like the Flamingo working group or FL Audubon, the heron group, Cuban colleagues should be sought through symposia etc.

**Woody Woodrow:** Intention was to hold the meeting in Galveston, Texas, at the Galveston Island Convention Center. Tuesday to Saturday, 10-14 November 2020. Local committee is being formed. Last minute complications with the convention center has them now looking alternatives: Univ of Houston at Clear Lake (halfway between Galveston and Houston) may be a good option. This may also lower costs compared to Galveston. Galveston Hilton is about 50k for the facility, with Univ of Houston costs can be quite a bit lower. Recently (June) hosted the North American Prairie conference >400 participants. Will need to work around class sessions during the semester. Many attractions locally and the Univ local is closer to the airport. Much

opportunity for regional participation. Council noted the logistical issues of meeting sessions away from accommodations. The local committee wishes to produce a revised proposal to distribute before Thanksgiving. Council endorses the revision of the proposal.

Chip Weseloh reports an eager response to inquiries for hosting the 2022 meeting in the Great Lakes region, Buffalo and Detroit. Chris Custer recommends that Toledo also be considered. Niagara Falls could also be considered. Airfare should be considered.

**Scientific Program (Current Meeting):** Dave reports Joint Meeting with the AMBC Atlantic bird Cooperative. 126 talks 50 posters 5 symposia [*Pelicans of the World; Great Blue Herons and Great Egrets: their biology, conservation and management...and is there a need for a Working Group?; Avian Interactions with Offshore Energy Development; Black Rail ecology and conservation; Ecology and management of gulls in urban landscapes*] tagging of large wading birds workshop. 16 countries presenting. 30% of presentations are being made by students. We have 3 concurrent sessions along with the extensive Diversity Day programming.

**Editor's Report:** Andy Kasner appreciates the opportunity to serve as Editor. Sarah van der Leek working as the Associate Editor. Steep learning curve. EO Painter still the company. Reporting since June 30, 2018 which was Stephanie's last report. Challenge to learn the timing for getting materials to Painter. Now happening electronically rather than snail mail. Lower than normal submissions but perhaps a new pulse of submissions at the end of the year may bring us to last year's level. Slow to get reviews in and make decisions. Improved the received to decision time. 25% rejection rate is slightly lower than last year's stats. Will include rejection rates by country for next year's report. Discussion about the received to publication time of 206 days: how can we get preprints to Authors so that papers aren't waiting around for nearly 7 months. Major bottleneck to these stats has been the Editor's time; steps have been taken to remediate this and it will be better in the future. Lag time between print to Painter and publication is nearly 3 months. These things will be addressed with Painter in early 2020.

**Archives Report:** Transcription of Interviews from 40<sup>th</sup> Anniversary meeting is now complete by one of John's students; Interviewees will get a digital copy for 'approval' prior to publication. Jenna Schlener did the transcriptions and she is attending this meeting. Digitizing the archives requires an important commitment. Special Project funding may be required to support the work at the Smithsonian Archives.

**OC:** Change Ellen to Jeff and Susan as co-chairs of this committee and they are the representatives to the OC on our behalf [done]. OC has been significantly impacted by the formation of AOS. That organization may be changing the way in which they use the services of the AOS which may jeopardize the future of OC. Susan Elbin is asking for a significant one-time contribution to OC from the potential revenue from the current meeting. This will be further discussed with the Treasurers Report. If AOS is replacing the services of OC then we need to know that before making a final decision.

**Treasurer's Report:** revenue continues to exceed expenses; any narrowing of the gap last year is likely do to overlap of editors and IOC meeting expenses; not permanent. Dues structure means that as people opt for electronic versions revenue from dues goes down; but it seems to increase the BioOne and JStor revenues. While page charges remain voluntary, we bring in > 25K. We will eliminate the 'airmail' option for mailing the



journal. Special project this year was supporting the Pelican Symposium (\$3000) for international participants. Recurring cost of \$3000 to support student travel- this comes from meeting profits rather than them being deposited into the endowment. *\$5000 Professional Travel Award this year is made by Chris Custer in remembrance of Tom.* She intends to continue this each year. **Action Item: Council will work with Chris to build the description of the Professional Travel Award and to highlight recipients.** We are about 30,000 in the black for the year. Print and mail for 30 yrs to Life members for \$1000- turns out this is actually a net cost for our budget. Council should discuss this further. Thank you, Chris, for 20 years of service!

Motion to approve the budget report Erica Nol/Susan Elbin passed unanimously.

**Strategic Plan:** Failure to launch. Clay will be taking the lead on this as he becomes Past-President.

**Bylaws:** Chair of the nominating committee- how is this position chosen? Founders wanted the nominating committee to be independent rather than the way in which it appears to currently function. Chairs should be chosen in similar way to the other committee chairs: by the President in consultation with the Council. **Action Item: The nominating committee will continue to discuss (see above nominating committee) but right now no bylaws change is required.**

**Publications Committee:** Should be thinking about invited review papers- this increases the profile of the Journal. Online submission system requires an extra step on the part of the editor so the email submission type feels like it works for *Waterbirds*. It also provides a lot of opportunity for interacting with the authors- keeps the community aspect of our society and journal. Discussion of the pros/cons of submitting online v. email. The idea of submitting through the website was floated as an option worth investigation. Much discussion about this issue- how important is the online submission issue? **ACTION ITEM: Kate Sheehan will join the committee to help investigate the website submission form.** *Waterbirds* is ranked 9 of 21 in ornithological journals impact factor 0.86. Social media should be leveraged to highlight papers in the journal. Consider an open access option for individual papers. Discussion of Open Access options. **Committee will discuss the issue of Open Access further!**

**Local Committee:** Ellen and Bill (no written report at time of meeting) no final figures and no actual contracts for buildings in place. Running total (excepting rooms at univ and banquet) \$33,000, very unlikely that we will get close to 40k and estimated revenue is near 60K. 209 name tags (a proxy for registrants). 111 students; 17 exhibitors for Diversity Day! Silent Auction will occur in the multipurpose room from 12-4 then to be relocated to the hotel for banquet (volunteers needed to move items) also Chris will need some assistance taking payments. **NO ORNITHOLOGICAL SOCIETY HAS EVER MET AT AN HISTORICALLY BLACK COLLEGE BEFORE NOW.** NSF FUNDED Diversity Day.

Lunch 12:30-1:30

**Membership Report:** As of 9/24, 395 members from 31 countries. 60 reg members, 19 students from this meeting, 83 US/CA 17% of membership is students. Similar proportions as the greater membership. Low on students if we wish to have an increasing 'population'. WHSG raised 100,000 to support travel to Panama; how can we up our grant-writing and sponsor-seeking to support travel? Presented several recommended

pathways to increase membership. Auto-renewal was floated but holding credit card numbers poses a bigger problem of database management and security. Circling back to the 'human dimensions' action item from last year. What is it that brings people back and keeps them coming back to our meetings? We seek to understand what variables are driving our trends. **Action Item: Dave Moore volunteered to clean up the database to move the modeling forward.** Advertising workshops better so that people can seek additional funding sources (professional development) might be a good strategy. A funding gap for early career folks with travel funding could be helpful. Target professionals not only students. Loss of members in 2018-19 is likely due to Vancouver attendees that did not become members with registration. Council Minutes do not include details of numbers when people are doing investigations also details from e.g. Dave Moore's diversity talk last year). [Committee Reports include the detailed numbers compiled by all committees]

**Recognition Awards:** **Action Item: John Anderson and Patty Szczys will work on getting this committee working and advertising for submitting nominations from the membership. Email solicitation should go out quickly. Form committee.**

**Student Activities:** In Vancouver, judged 21 student oral presentations: 2 travel awards to (IOC). For the current meeting (2019): awarded 14 applicants at total of \$3499; 30 oral presentations, 10 posters, 10 judges. New award from conservation committee- new form and award for students; this will be implemented at 2020 meeting. Mentor lunch tomorrow: 50+ signed up. Marissa Martinez is a new member who organized a student social for Friday.

**Outreach and Communications:** Again, soliciting members and especially students who can take Facebook, Twitter, Instagram, and the website. Danielle D'Auria will work with Facebook. This will be an important part of the strategic plan so we will seek advice. Perhaps a social media policy is required to ensure good content. **Action Item: Juliet Lamb will provide an example of a policy for social media posting.** World Seabird Twitter Conference could be a great opportunity for outreach. **Action Item: We may need to consider a policy on live tweeting from the talks.** What are the rules for sharing a paper in twitter? **ACTION ITEM: Juliet work on policy with committee.**

**Grants Report:** 15 In 2019, we received 15 proposals for the Kushlan Award, 8 proposals for the Nisbet Award, and 17 proposals for the WbS award. The deadline for submission and the deadline for decision is perhaps too close, the committee needs additional time.

**Motion to modify the dates: Jan 15 March 15. Erica Nol / Kate Sheehan Passed unanimously.**

Funding level is held steady for 3 years and then reevaluated; Chris will check, believes levels should be retained for next year too.

How to resolve disparate rankings by committee members. Basic monitoring v. question-driven when reviewed by many people. The endowment documents should drive this review. What is the priority for funding as set forth by the donors? Following up with awardees- these could be posted on the website. Perhaps presentation of the results at a WbS meeting or other meeting would be expected.

Nisbet Grant, Mateusz Ledwoń, Migration in species with female desertion: the case of Whiskered Tern \$4,000.00 (for research)

Nisbet Grant, Sarah Bolinger, Examining bias in predation estimates for multi-fate nest survival models of Least Terns in Southeast Louisiana \$720.00 (for conservation)

Kushlan Grant, Anastasia Rahlin, Using environmental DNA sampling to determine heron and bittern occupancy in western Michigan: a metagenomics approach \$5,300.00

Kushlan Grant, Kate Shlepr, Evaluating potential genetic adaptation and increased population resilience in the federally-listed Wood Stork (*Mycteria americana*) \$3,500.00

Waterbirds Grant, Lindsey Tiegs, Use of Rails as Indicators of Hydrologic Change and Subsequent Wetland Quality in the St. Louis River Estuary \$4,927

**Conservation:** Fourth recipient of the “Publication Award for Outstanding Contribution to Conservation.” Chawaka, S. N., S. T. Mereta, P. L. M. Goethels, L. Lens, and P. Boets. 2017. Effect of human-induced environmental changes on bird diversity and abundance in natural wetlands of southwest Ethiopia. *Waterbirds* 40:129-143. Awardee is Ethiopian and couldn't travel to this meeting; award will be sent.

Student award is new this year- conservation impact of the oral presentation.

Soliciting issues that the committee can address. Sara Schweitzer: Albatross and Petrel Conservation act- H rule 1305 House committee on natural resources Hearing Oct 22<sup>nd</sup> 2019 will now be voted upon so the committee could write a statement. Dave Moore: Cormorant hunt in Ontario, past public consultation period but law has not gone into effect. Sara Schweitzer: Recovering Americas Wildlife Act Rule 3742 within the House committee on natural resources. Scientist sign-on letter is already out. 1.3 billion to states for wildlife action plans, tribal nation funding. Alliance for fish and wildlife has really good outreach materials. We are a 501c3, so we are advocacy. Written position statements signed on to letters not directly lobbying congress people. Considering what is most impactful- member alerts v. position statement. Any statements come first to Council for approval on our behalf.

**Diversity Report:** Susan and Liz are co-chairing. Juliet is likely to join as a third co-chair. **Action Item: clarify co-chairs (see below)** This is a very big meeting for Diversity- this has been driven by the local committee since NSF funding is supporting the programming and funded to UMES. The committee is looking for new leadership. Liz and Susan would like to step down to the membership of the committee. The committee looks forward to taking what is learned from this big diversity day and applying it to meetings going forward. Diversity, Inclusion, and Equity might be something to consider in the future for this committee. Proposal for 2020 meeting: gender equity in the society- modeling Dave Moore's talk from 2018. Focus on the location of the meeting.

**Motion: We support three student registration waivers for university students of underrepresented groups in the Houston area. Erica/Chris passed unanimously.**

**ACTION ITEM: define 'underrepresented group' for the society- this is part of the strategic plan as well.**

**ACTION ITEM:** Can we change the name of the committee? Yes! New name will be incorporated into the strategic planning process.

**Finance:** [Please see Committee Report for Details] As of September 20: \$1.3 million; rate of return 6.28%; fees 0.6% to each Parsek and Fidelity, this is about \$15,000 annually. 13% of our account is in the SRI category.

**Motion:** All *new* donations to the WbS 2020-2023 will be invested SRI funds. Erica Nol/Kate Sheehan. Following significant discussion about the details of this type of sweeping motion; could fees be significantly higher and could the wording of the motion limit our options in the future? Passed Unanimously

**Special Projects:** Summary of the intent of this program, past successes, future priorities. Chip gave background information about the intended Motion: the Waterbird Society contribute \$3K to support (primarily) African researchers in attending the Pan-African Ornithological Congress in Victoria Falls, Zimbabwe, 16-20 November 2020. Chip Weseloh/Patty Szczys passed unanimously.

How can we fund attendance of international council members at meetings? Travel awards: council is supportive of funding international members traveling to meetings. Could funding be more broad to include early career and council specific requests?

**Motion: to allocate up to \$3000 from the special projects fund to support travel awards to early career professionals and/or those from developing countries in 2020. Dan Catlin/Danielle D'Auria passed unanimously.**

**Action Item: Special Projects: Enhanced conferencing abilities: WebEx, Zoom, Speakers, microphone. Local Chairs should be required to find conferencing abilities with great internet connectivity. Portable equipment? Patty and Dave will make this happen.**

**Action Item: Abstract submission software is insufficient; upgrade needed. Online App of the conference schedule. Dave will present council with some options and costs to consider.**

**2020 Budget:** Recommended student travel awards increase from \$3000-\$5000 considering that we should be in the black. Return to the OC report, Do we want to make a one-time donation to OC? Much discussion about the complicated issues of making a donation in Ellen's name. Timing of the payment- normal payment could be made early in 2020 rather than mid-2020. Then we can revisit this issue after the other societies and OC iron out issues of retirement

**Motion: make a one-time \$5000 donation to the OC during the current fiscal year. Susan Elbin/John Anderson**

**Motion to Table Patty Szczys/Dave More; Motion passed with 1 abstention.**

**Move to approve 2020 budget Patty Szczys/John Anderson Motion passed unanimously**

**New Business:** Waterbirds for the Americas Initiative; Sara Schweitzer. No funding allocated for the coordinator position. Sara is on a sub-committee to reinvigorate the Waterbird Council. Identifying former council members: Francie Cuthbert, Paul Schmidt, Lisa Sorenson, Jennifer Wheeler. Also working, Melanie Steincamp & Kathy Parsons and others have agreed.

Council should identify a new coordinator, examine and reupdate the Waterbirds of Americas conservation plan. **ACTION ITEM: Can someone from the society be on this council and can we write a letter in support of this effort? Dan Catlin has volunteered. Clay is willing to write a letter of support on our behalf for this initiative.** Goal is to repopulation the Waterbird Council to identify the new Coordinator

Motion to Adjourn Clay Green/Sean Murphy unanimously passed 5:19pm

## 2020 Secretary's Report—Waterbird Society

### Annual mailing.

On Oct 5, 2020, the Schneider Group sent out the electronic ballots to the membership for Secretary, Treasurer, and three councilor positions for the 2021-2023 term. Mail-in ballots are available upon request. Votes are due by Dec 4, 2020.

### Council motions.

It was a busy year! 10 motions were put forth since the Executive Council meeting in Salisbury, Maryland, USA in November 2019. A lot of this activity had to do with the shift from usual in-person meeting planning to virtual platforms after the COVID-19 pandemic started.

The following motions were held electronically. Councilors emailed their vote to Dave Moore and either Patty Szczys (2019 Secretary) or Kate Shlepr (2020 Acting Secretary):

Motion 1. I move that we dedicate \$500 to compensate John Anderson's institution (COA) for student time to digitally archive Waterbird Society materials.

Date: 2 Dec 2019

Motion by D. Gawlik, Seconded by A. Kasner

Motion Passed 14 yeas, 0 nays, 0 abstain, 3 no response

Motion 2. I move that the Waterbird Society contribute \$500 to the Diversity and Inclusion Travel Grants and \$200 to the LGBTQIA+ and Allies Social events at the 2020 NAOC conference (\$700 total).

Date: 18 Dec 2019

Motion by D. Moore, Seconded by S. Elbin

Motion Passed 12 yeas, 0 nays, 0 abstain, 5 no response

\*Motion 3. I move that the Waterbird Society provide Ellen Paul with a \$4K honorarium for her work in organizing and delivering the 2019 WbS annual meeting.

Date: 27 Jan 2020

Motion by E. Nol, Seconded by C. Green

Motion Failed 1 yeas, 12 nays, 0 abstain, 4 no response

*\*An earlier version of this motion was made by S. Elbin in Dec. 2019 but it was not seconded prior to year-end. After turnover in Council personnel on Jan. 1, the motion was re-introduced, seconded, and voted on.*

Motion 4. I move that the WbS accept the [submitted] proposal for our 2020 annual meeting [in Clear Lake, TX].

Date: 19 Feb 2020

Motion by D. Moore, Seconded by G. Fraser

Motion Passed 15 yeas, 0 nays, 0 abstain, 2 no response

Motion 5. I move that the WbS accept the draft Code of Conduct and send it to be reviewed by our attorney before final approval by Council.

Date: 2 Mar 2020

Motion by P. Szczys, Seconded by J. Anderson

Motion Passed 11 yeas, 0 nays, 0 abstain, 6 no response

Motion 6. I move that the Waterbird Society contribute \$1,000 to NAOC 2020, to support students and early professionals to attend the conference.

Date: 2 Mar 2020

Motion by D. Moore, Seconded by E. Nol

Motion Passed 16 yeas, 0 nays, 0 abstain, 1 no response

Motion 7. I move that we approve the recommendation of the Conservation Committee for the 2020 Outstanding Contribution to Conservation Award.

Date: 4 Jun 2020

Motion by P. Szczys, Seconded by C. Green

Motion Passed 15 yeas, 0 nays, 0 abstain, 2 no response

Motion 8. I move that the Waterbird Society cancel its in-person annual meeting, planned for November 2020 in Clear Lake, Texas.

Date: 19 Jun 2020 - live vote during emergency meeting of Council over Zoom.

Motion by P. Szczys, Seconded by C. Green

Motion Passed 16 yeas, 0 nays, 0 abstain, 1 no response

Motion 9. I move to shift our two currently planned meetings forward by a year each; Clear Lake, Texas to 2021 and the Miami area to 2022.

Date: 19 Jun 2020 - live vote during emergency meeting of Council over Zoom.

Motion by D. Moore, Seconded by D. D'Auria

Motion Passed 16 yeas, 0 nays, 0 abstain, 1 no response

Motion 10. To grant up to \$3,000 of Waterbird Society general funds for the Diversity Committee to provide panelist and moderator honorariums to the Diversity Panel at the 2020 annual meeting.

Date: 10 Oct 2020

Motion by K. Shlepr, Seconded by E. Nol

Motion Passed 11 yeas, 1 nay, 1 abstain, 4 no response

Respectfully submitted,  
Kate Shlepr, Acting Secretary  
09 November 2020

## Virtual Meeting Committee and Scientific Program Report

November 8, 2020

The *ad hoc* virtual conference committee was formed June 19, 2020 when the WbS Council voted to postpone meeting in Houston, TX until 2021 and to instead host the 2020 annual meeting online. The committee met first on July 31, 2020 and met most weeks beginning August 17. Committee members are: John Anderson, Chris Custer, Daniel Catlin, Elizabeth Craig, Danielle D'Auria, Clay Green, Dave Moore, Sean Murphy, Caroline Poli, Jenna Schlener, Kate Sheehan, Kate Shlepr, Gopi Sundar, Anna Vallery, and Woody Woodrow.

The conference spans four weeks and the scientific program includes 45 oral presentations including 15 by students. The virtual format lends itself to international participation and various outreach activities. The 44<sup>th</sup> Annual Conference includes two scientific sessions live in Asian time zones as well as two waterbird art workshops, a Diversity Panel Discussion, Student and Early Career Scientist Social, Meet the Editor of *Waterbirds*, Student-Mentor Meet-Up, and will close on December 5 with the Business Meeting and Award Ceremony.

As of this writing, 12 countries plus Canada and the United States are represented among 175 registrants. Registration fees were not charged to students or to those who might find the fee a barrier to participation. Early bird member fees were \$30, emeritus was \$20, and regular fees were \$35. As of this writing, \$3215 has been collected from registration fees.

Respectfully submitted,

Patty Szczys,

Co-Chair Virtual Conference Committee

Scientific Program Chair



## **Waterbird Society – Future Meetings Committee Report for 2020**

With the COVID-19 pandemic putting restrictions on air travel and large in-person meetings in 2020, there has been virtually no forward movement, i.e. no change, by the Future Meetings Committee for our future Annual Meetings. However, in light of the COVID situation and our plans for a virtual meeting in 2020, we have confirmed previous commitments by the tentative “Local Chairs” for the next three Annual Meetings of the Waterbird Society. All three have agreed that they are still committed to hosting their meeting, which they are planning to delay for one year. The years of those meetings, the Local Chairs and tentative locations are as follows:

2021 – Woody Woodward – Houston, Texas, area

2022 – Ricardo Zambrano – South Florida area

2023 – Rachael Pierce – Central Great Lakes: Michigan, Ohio or Ontario

We are waiting for a revised proposal from Woody, given a last minute change of venue in late 2019 and the one-year, COVID-induced delay of the meeting in the Houston area. There is also the possibility that a COVID vaccine will not be widely available by November 2021, so another virtual meeting or some form of a hybrid (virtual – in person) meeting may be necessary; those considerations will evolve over the next 6-9 months.

The COVID situation is still too much of an unknown to allow Ricardo or Rachael to start seriously planning their proposals. If at some point it looks like the 2021 meeting will be a face-to-face meeting, and some semblance of normality is returning, we will ask Ricardo to make a presentation on the 2022 South Florida meeting at the 2021 meeting and to prepare a proposal as soon as possible. We will also advise Rachael of our return to the normal timetable of our face-to-face Annual Meetings and to resume her planning.

Respectfully submitted,

Chip Weseloh and Susan Elbin

Co-Chairs, Future Meetings Committee

## **Bylaws Committee of the Waterbird Society**

2020 Annual Report

### **Membership:**

Jeff Spendelow, Co-Chair: JSpendelow@usgs.gov

Chris Custer, Co-Chair: CCuster@usgs.gov

Dave Moore: Dave.Moore2@canada.ca

This committee welcomes new members—those interested in serving should contact the co-chairs.

### **2020 Committee Activities:**

No requests were made by Council of the WbS Bylaws Committee for changes to the Bylaws since our last report was filed. Council requested an interpretation as to whether the “virtual events with designated Council and Business meetings will satisfy the Society Bylaws”. The answer was “yes” and this supplied on 25 Oct. 2020 to the Acting Secretary.

### **2021 Proposed Work of the Committee:**

Ongoing: As the result of some confusion about how the Nominating Committee operates, the Bylaws Committee will discuss the potential need for making changes to remedy this situation in 2021.

### **Requests for Council Action:**

The Committee has no issues that require discussion or voting at the upcoming Council meeting.

Respectfully submitted, Jeff Spendelow & Christine Custer, Co-Chairs

2 November 2020

## Waterbird Society - Treasurer's Report – 2020 (Oct. 21, 2020)

**Prepared by: Christine M. Custer**

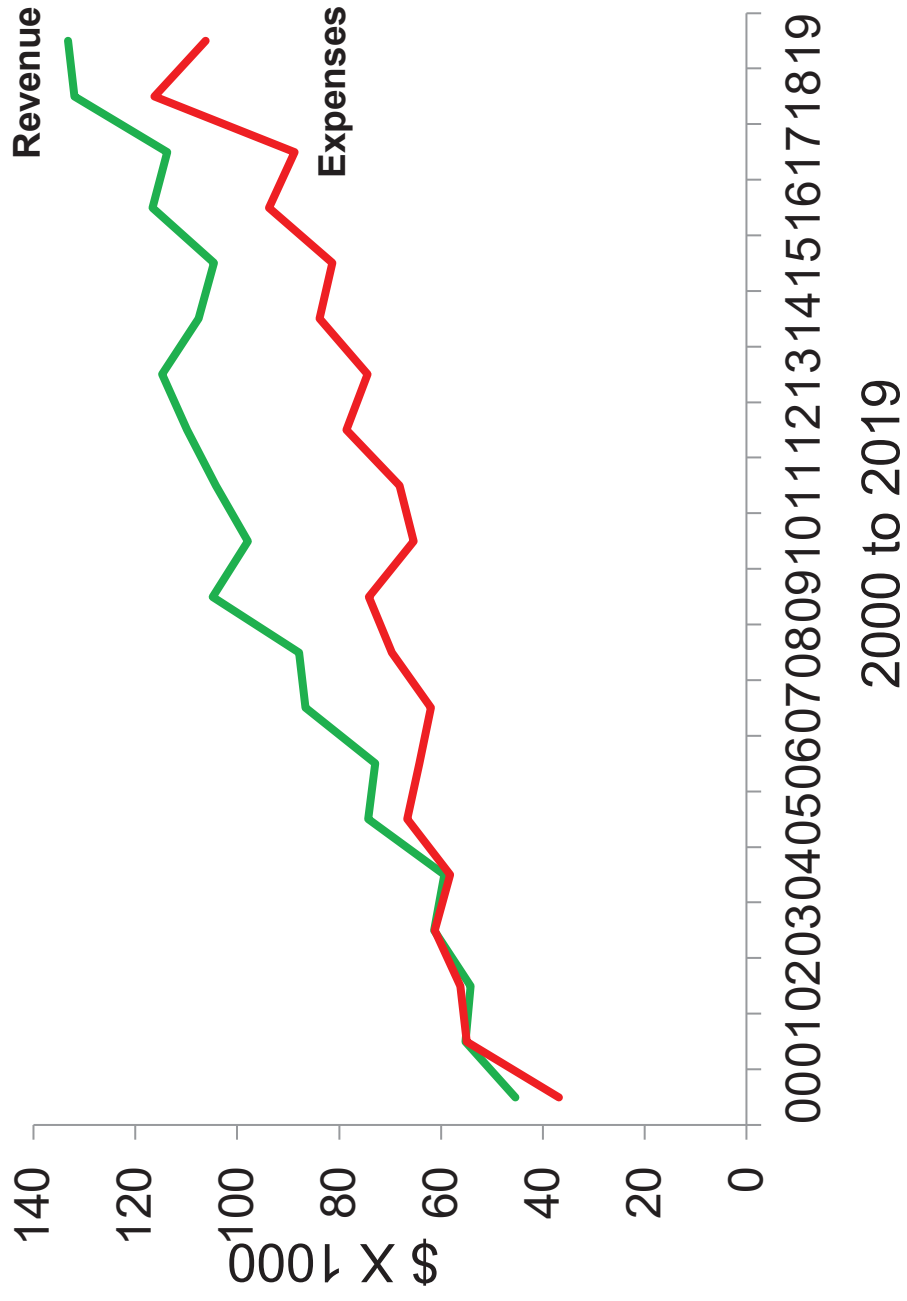
Overview – Our Society is in great financial shape. Our expenses and revenues are both changing in tandem, and we are maintaining a positive gap between the two (Fig. 1). The revenue line has exceeded the expense line since ~2005. The up-tick in expenses in 2018 was because the Society paid for most of the Vancouver meeting costs, but the difference between revenue and expenses returned to more normal levels in 2019. Based on revenue and expenses to date (Oct. 21, 2020), we will finish the year similar to previous years, i.e. in excellent financial shape with a decent surplus.

On the revenue side (Fig. 2), we still have three main sources of revenue and continue the trends from the past several years with BioOne & JSTOR being our largest revenue source, with our membership dues and page charge revenues being roughly equal (\$23K each). Our electronic revenue (BioOne and JSTOR) continues to increase with no signs of leveling off. Our page charge revenue, although it fluctuates, remains basically level and how seems to be higher than our membership revenue. Worrisome, not for the actual revenue generated, but because it reflects our membership numbers, is the continual downward trend in membership. The membership revenue in 2020 (\$19K) will be equal to or slightly lower than our 2019 membership revenue numbers, so perhaps there is a stabilization or slowing in the rate of decline rate.

On the expense side (Fig. 3), our print and mail costs are stable and is our largest expense. Our 'Other' expenses are varied and are only slowly increasing; that is a good thing. The 'Other' category includes basic operating costs such as web page hosting, the fees paid to Schneider to handle our membership rolls, insurance, credit card fees, etc. The third largest expense is the Editors Office. In 2019 Andy was very frugal in the expenses he charged back plus he did not have his editorial assistant on board for most of the year. Each year we've been designating some of our excess operating revenue to fund special projects which have included augmenting the annual meeting, getting our archives in a digital format, among others. This year (2020) we have designated a few thousand dollars to pay our diversity speakers an honorarium, \$1000 to the NAOC meeting, and some additional archiving costs. See the attached Special Projects list for more detail on the types of projects that can qualify as a special project. This is a living document so projects can be added as needed.

For Special Projects, our policy is to identify projects that enhance the Society and then set that money aside from our Operating surplus for dispensation the following year rather than it being transferred into the general endowment and then removed later on in the year. Furthermore, Council decided to spend up to ~30% of the projected Operating surplus in any given year (for 2019 = ~\$8000 per year) with the rest of the surplus going to the general endowment. If a Special Project becomes a re-occurring expense then it makes sense to move it to the Operating budget. Over the past several years, one of our reoccurring special projects has been to increase travel funds for student travel, but also to occasionally fund scientists from developing countries to attend our annual scientific meeting (Project #4). We are now using \$3000/year from past meeting profits to augment the revenue from the silent auction, so it is no longer considered a special project.

**Figure 1. Summary of all revenues and expenses**



**Figure 2. Main revenue sources**

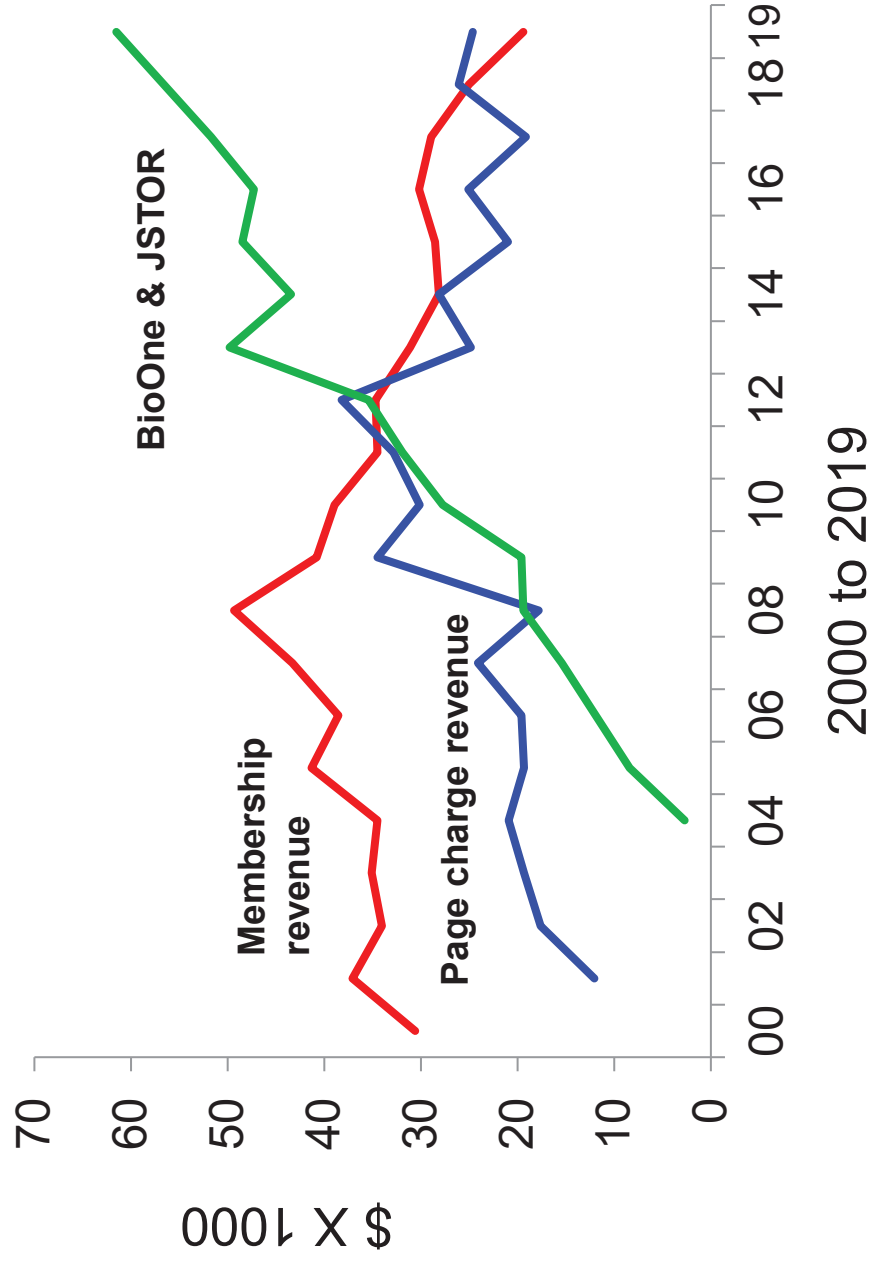
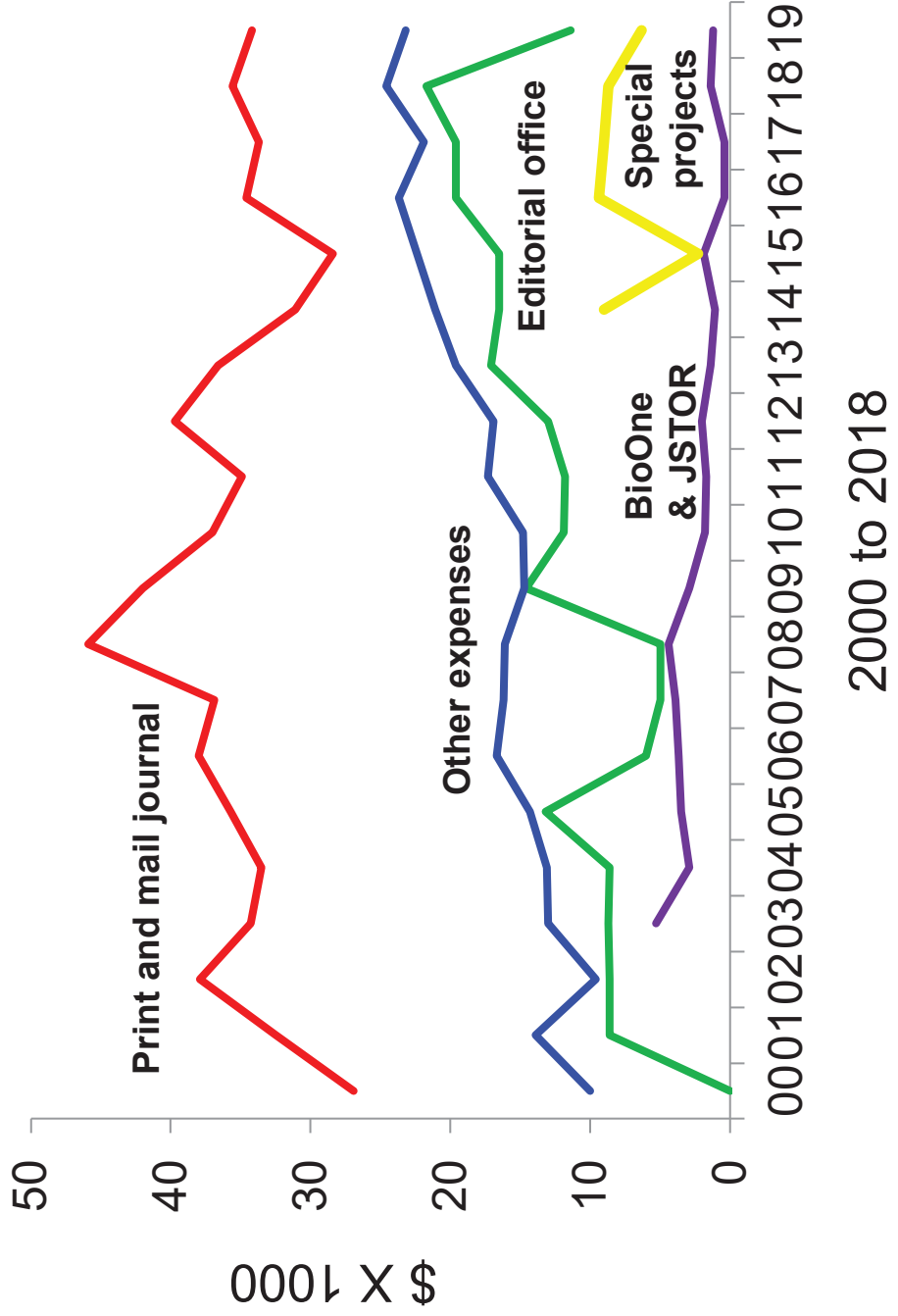


Figure 3. Main expense sources



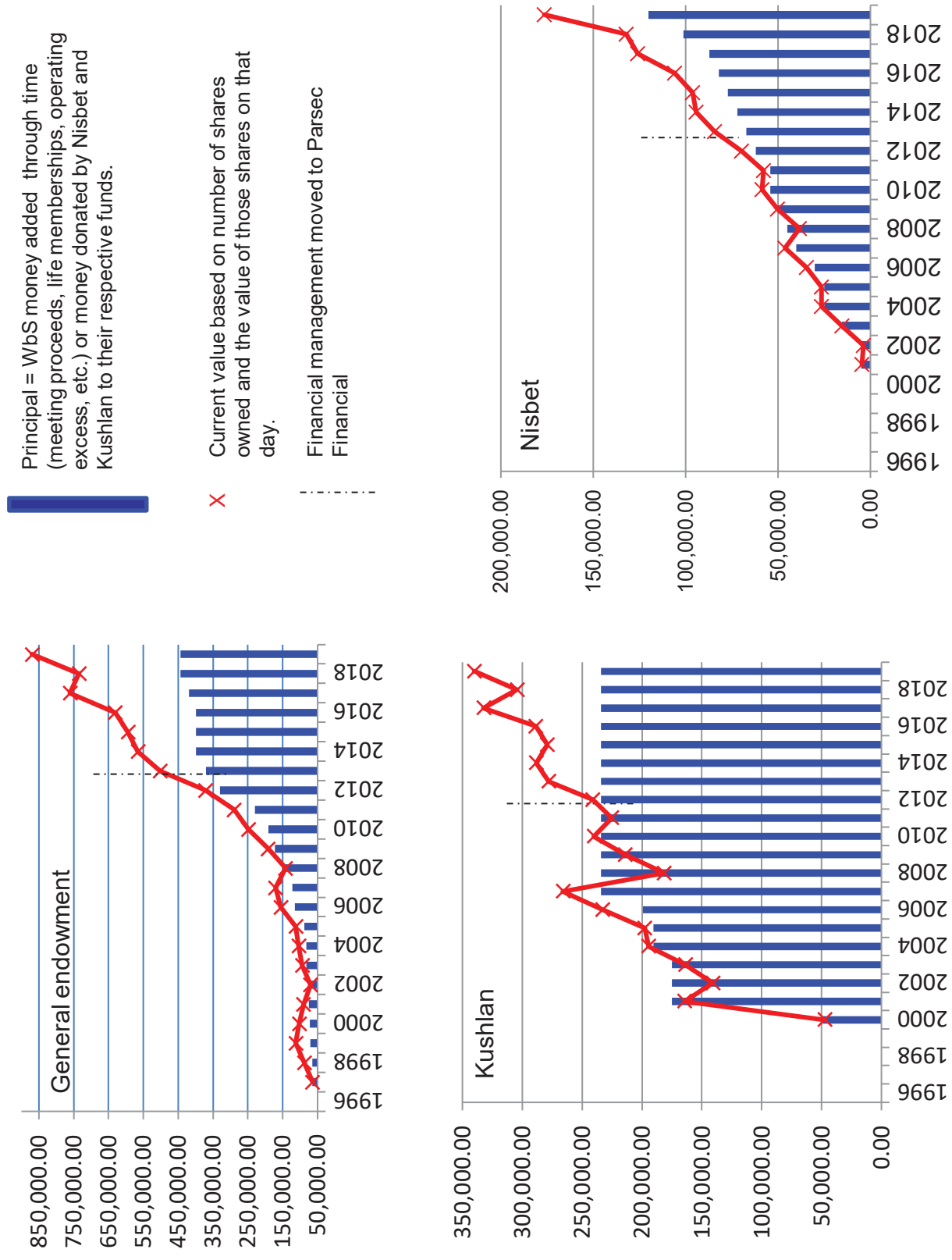
While Ricardo will provide more detail, our investments are doing well and are being well managed by Parsec Financial in Ashville, North Carolina. All annual financial reports are available at [www.waterbirds.org](http://www.waterbirds.org).

Specific details for our operating costs to date in 2020 are in Table 1, but to highlight a few details. We transfer annually the money for the Society, Nisbet, and Kushlan research grants from the 3 endowment accounts to operating. A like amount is then shown below under expenses. We front end load most of our revenue, except for page charge revenue. Our revenue from membership dues was \$19,105 this year and I don't anticipate any additional revenue. Our page charge revenue is only \$14,330 and is low compared to previous years because only 2 of the 4 issues covered by the 2020 budget have been printed and mailed. We have received \$106,589 total to date and even if these next 2 issues of *Waterbirds* are published, those page charge revenues will most likely be collected next year. I don't anticipate any more than a few thousand dollars in additional revenue this year. The miscel. income is \$5.07 from Amazon Smile. For the first year we received \$16.94 from Cengage, another electronic journal purveyor.

On the expense side, Allen Press stores our extra back issues and takes care of sending out hard copies that are lost or damage in the mail, etc. The Kushlan and Nisbet awards, and the Society's research award have been distributed. The credit card fees are for page charges that are charged on a credit card (3% of amount charged), plus the monthly fees for security and access fees etc. charged by the credit card companies. There may be some additional payments to the credit card companies depending on whether or when page charge invoices can be sent. The Dues category covers Ornithological Council (\$5K), and the rest is for payments to the Schneider Group. Not reflected in Table 1, as yet, are the final quarterly payment still to be billed by the Schneider group (~\$2165 each), any Editor or Editorial assistant charges, and payment to our printer, E.O. Painter Printing for any additional issues of *Waterbirds* that are printed and mailed this year (~\$8K-\$9K/issue). There will be some additional Professional fees for our IRS 990 preparation. We will also have a \$500 cost for our recent officer and councilor election, \$400 more to Allen Press for back issue storage and claims, plus items already mentioned above. Right now we have an operating surplus of \$48,407, but there are too many unknowns to project exactly what our surplus will be, and will primarily dependent on how many issues of *Waterbirds* is published this year. There will be a surplus, however.

End of 2020 Treasurer's Report

**Figure 4. Investment summary since inception**





**Waterbird Society**  
**Profit & Loss**  
 January 1 through October 21, 2020

	Jan 1 - Oct 21, 20	
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
<b>Awards-donations</b>		
Custer-Professional Travel grant	5,000.00	
Awards-donations - Other	19,498.00	transferred from Endowment
<b>Total Awards-donations</b>	24,498.00	
<b>Back Issue Sales</b>	180.00	
<b>BioOne</b>	47,906.00	regular & supplemental
<b>Cengage</b>	16.94	
<b>Interest Income</b>	547.65	
<b>Membership Dues</b>		
credit card fees	-923.56	
donations	835.00	
Emeritus	375.00	
Family Dues	185.00	
Life Dues	1,500.00	
OSNA miscel.	194.00	
over/short	-50.00	
Regular Dues	13,200.00	
Student Dues	1,450.00	
Subscriptions	2,340.00	
<b>Total Membership Dues</b>	19,105.44	
<b>Miscellaneous Income</b>	5.07	Amazon Smile
<b>Page Charges</b>		
42(3)	4,150.00	
42(4)	5,240.00	43(2) & 43(3) will be collected next
43(1)	4,940.00	year, so this year short ~\$10K
<b>Total Page Charges</b>	14,330.00	
<b>Total Income</b>	106,589.10	
<b>Expense</b>		
<b>Allen Press</b>	1,024.54	
<b>Awards</b>		
Kushlan Award	9,378.00	
Nisbit Award	5,060.00	
Recognition Award	50.00	
Society Research Award	5,060.00	
<b>Total Awards</b>	19,548.00	
<b>BioOne-expenses</b>	797.60	
<b>Credit Card fees</b>	3,145.72	for page charges
<b>Dues</b>	11,495.00	Schneider for 3 qtrs. + OC
<b>Insurance</b>	2,172.00	Liability & D&O
<b>Journal Editorial Office</b>		
Editorial Assistance	400.00	
Editors expenses	3,031.16	
<b>Total Journal Editorial Office</b>	3,431.16	will have additional costs
<b>Miscellaneous Expense</b>	65.00	
<b>Officer Expenses</b>		
Treasurer	48.66	envelopes
Officer Expenses - Other	57.40	conservation award plaques
<b>Total Officer Expenses</b>	106.06	
<b>Printing &amp; Postage</b>		
42(4)	9,085.14	may or may not have costs for 43(2)
43(1)	8,813.71	& 43(3) this year
<b>Total Printing &amp; Postage</b>	17,898.85	

11:24 AM

10/21/20

Accrual Basis

**Waterbird Society**  
**Profit & Loss**  
January 1 through October 21, 2020

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	<u>Jan 1 - Oct 21, 20</u>	
Professional Fees	624.14	
Reconciliation Discrepancies	-4,075.96	CPA is helping me rectify this
Special Projects	1,950.00	\$500 Archiving, \$1000 AOC meeting, 2020 logo
<b>Total Expense</b>	<u>58,182.11</u>	
<b>Net Ordinary Income</b>	<u>48,406.99</u>	
<b>Net Income</b>	<u><u>48,406.99</u></u>	

# Waterbird Society Balance Sheet As of October 21, 2020

Oct 21, 20

## ASSETS

### Current Assets

#### Checking/Savings

Cash in Checking	4,852.75
Meeting_checking	4,180.68
Money Market	173,264.37














#### Parsec



Kushlan - cash	11,476.86		Values are as of Jan 1, 2020
Kushlan Amer. EuroPacific-CL	35,171.23		
Kushlan DFA Emerging Markets	15,313.54		
Kushlan DFA Invest Grade	24,080.11		
Kushlan Doge&Cox	8,793.45		
Kushlan Domini Intel Equity	12,485.19		
Kushlan Eaton Vance Short Durat	4,386.20		
Kushlan Fidelity contra	63,973.68		
Kushlan IsahresCore S&P Small C	6,875.70		
Kushlan JanusHend.Midcap Value	15,980.19		
Kushlan Openheim. Int Bond FD	1,859.99		
Kushlan Parnassus Core Equity	20,805.13		
Kushlan Parnassus Mid Cap	11,581.85		
Kushlan Thorn. Ltd term income	4,087.87		
Kushlan Vanguard Inflation	21,978.35		
Kushlan Vanguard ShortTerm Invm	20,010.94		
Kushlan Vanguard Whitehall FDS	61,473.76		
Nisbet - cash	4,908.79		
Nisbet Amer. EuroPacific-CL	11,222.16		
Nisbet DFA Five Year Global	22,195.78		
Nisbet Dodge & Cox	13,696.95		
Nisbet Domini Impact	11,775.85		
Nisbet Eaton Vance Short Dura	2,266.56		
Nisbet ishare Growth	24,823.88		
Nisbet IshareCore S&P	2,683.20		
Nisbet Janus Hend. Enterprise	3,156.19		
Nisbet Matt. Pacific Tiger	2,520.49		
Nisbet Parnassus Core Equity	15,176.62		
Nisbet Parnassus Midcap	9,714.02		
Nisbet Thron.Ltd term income	11,319.48		
Nisbet Vang. Intl Equity	3,290.78		
Nisbet Vang. Whitehall FDS High	28,581.55		
Nisbet Vanguard Inflation	9,222.26		
Society - cash	25,405.02		
Society Amer. EuroPacific-CL	109,531.01		
Society DFA Five Star	38,067.57		
Society DFA Invest Grade	53,845.05		
Society Dodge & Cox	24,339.41		
Society Domini Impact	12,170.51		
Society Eaton Vance Short Dura	11,229.34		
Society Fidelity Contra	107,315.57		
Society Ishares S&P Small Cap	12,577.50		
Society ishares S&P US Growth	35,443.36		
Society Janus Midcap Value	15,904.92		
Society Matt. Pacific Tiger	19,821.98		
Society Parnassus Core Equity	52,012.82		
Society Parnassus Mid Cap	24,216.60		
Society Vang. Whitehall FDS Hig	168,678.00		
Society Vanguard InflationProof	48,195.78		
Society Vanguard Intl Equity	12,762.89		
Society Vanguard Short Term Inv	60,894.98		

**Waterbird Society**  
**Balance Sheet**  
 As of October 21, 2020

	<b>Oct 21, 20</b>
Society WisdomTree Midcap	31,383.00
Society WisdomTree TR Emerging	5,738.40
Total Parsec	1,386,422.31
Total Checking/Savings	1,568,720.11
Total Current Assets	1,568,720.11
<b>TOTAL ASSETS</b>	<b>1,568,720.11</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Holding - 2020 virtual meeting	589.79
Holding - meeting proceeds	45,001.38 for student travel awards
Holding WoodStork	8,166.73
Prepaid donations	
auction proceeds	2,202.50 holding for 2021 in person meeting
travel awards	410.00 donation for 2021 meeting
Total Prepaid donations	2,612.50
Total Other Current Liabilities	56,370.40
Total Current Liabilities	56,370.40
Total Liabilities	56,370.40
Equity	
Opening Bal Equity	0.02
Retained Earnings	1,463,942.70
Net Income	48,406.99
Total Equity	1,512,349.71
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,568,720.11</b>

Appendix C. List of Special Projects and their status.

Special Project title (see full description in footnote below for each numbered entry)	Cost 1-time or reoccurring cost	Timeframe <sup>a</sup>	Priority / Status	Enhancement				
				Membership	Journal	Meeting	General Society	
1. Establish a research fund analogous to, but complementing the Nisbet and Kushlan Funds	\$2000/year	Medium	 <b>Done!</b>					
2. Provide logistical aid in support of meeting: purchase meeting software (registration and abstract submission), development, or rental	\$3000 - \$4000 if purchased/programed, or \$4500 - \$7500 /year if contracted	Short	 <b>Done!</b>					
3. Teleconference ability enhancements	?	Short						
4. Travel award enhancements	\$3000 - \$5000/year	Short	 <b>Done!</b>					
5. Miscel. meeting enhancements	\$1000/year	Long						
6. Recognition awards	\$3000/year as needed	Short	 <b>Done!</b>					
7. Expand number of pages published	\$2000 - \$4000/year	Long						

9 – Archive and oral history at 40 <sup>th</sup> annual meeting	One time - ????	Short					
10. Web page design	One time - Up to \$5000	Short					
11. Stipend for Past Presidents or Editors to attend 40 <sup>th</sup> annual meeting	One time - ????????	Short					
Other projects							

\* time frame for implementation

- DONE** - There are now worthy, but unfunded research proposals being received by the Nisbet and Kushlan award committee. There is now perhaps room for some of these proposals to be funded by the General Endowment. This would be done only after consultation with both Ian Nisbet and Jim Kushlan so that the value of those two award funds is not diminished in any way. The Nisbet and Kushlan awards were established to fund research on gulls and terns (Nisbet) and long-legged wading birds (Kushlan). On occasion that mandate has been broadened to include conservation activities on those taxa rather than strictly research. A niche for the General Endowment might be to fund conservation activities and leave the other two endowments for research projects. Another niche might be to fund waterbird studies on other groups of Waterbirds e.g. marsh birds or waterfowl. Other options should be considered as well. A tentative amount could be set at \$1500 - 2000/year to be consistent with the other two awards. Assessment metrics: 1. A greater diversity of proposals submitted for consideration. 2. A greater number of proposals submitted for consideration. 3. Higher quality of proposals submitted.
- DONE** - The annual scientific meeting is a critical aspect of the WbS's mission. As the membership has grown, and the size and complexity of the annual meeting has increased, it has become more difficult to find individuals willing to step forward and organize these meetings. There are two aspects to hosting a successful annual meeting: the scientific program and the logistical detail. Those logistical details include many mundane tasks such as accepting registration fees, printing up name badges and receipts, organizing a web page, accepting abstracts etc., etc., all of which are needed to have a smooth running meeting. These details can be time consuming and the learning curve steep. The WbS could help with the latter by providing

## 2021 Budget

The proposed budget for 2021 is pretty much identical to the past few year and is based on actual expenses and revenue from 2020. The only change I am recommending is that we increase the amount for student travel awards from \$3000 + the silent auction proceeds to \$5000 + silent auction proceeds. We now have a dedicated fund (surplusses from annual meetings) and that now contains ~\$45,000. The projected amount available for Special Projects based on the 30% rule is ~\$5000 - \$6000 available. Special Project's funding does not have to be decided now, but can be allocated over the course of the coming year and new ideas added as needed.

Table 2 – Preliminary draft budget for 2021.

Waterbird Society	
Profit & Loss Budget Overview	
January through December	
Jan - Dec	
Ordinary Income/Expense	
Income	
Auction/Raffle Proceeds	500.00
Awards-donations	23,450.00
BioOne	57,500.00
Donation	
Professional/Travel grants	5,000.00
Total Donation	5,000.00
Interest Income	600.00
JSTOR	4,140.00
Membership Dues	18,000.00
Miscellaneous Income	200.00
Page Charges	28,000.00
Total Income	137,390.00
Expense	
Allen Press	800.00
Awards	
Kushlan Award	8,800.00
Nisbit Award	5,000.00
Professional Travel Award	5,000.00
Recognition Award	250.00
Society Research Award	5,000.00
Student Travel Awards	5,000.00
Total Awards	29,050.00
BioOne-expenses	1,408.00
Credit Card fees	3,500.00
Dues	13,680.00
Insurance	2,144.00
Journal Editor Expenses	17,000.00
Mailing Ballots/Meeting Notices	800.00
Miscellaneous Expense	1,000.00
Officer Expenses	500.00
Printing & Postage	34,000.00
Professional Fees	1,300.00
Total Expense	105,162.00
Net Ordinary Income	32,228.00
Net Income	32,228.00

**Waterbird Society Finance and Investment  
Committee Performance Report  
October 1, 2019 – October 31, 2020**

This report summarizes the performance of the Waterbird Society investment portfolio—consisting of **Nisbet** and **Kushlan** Endowments as well as the general **Waterbird Society** Endowment for the period October 1, 2019 – October 31, 2020.

**Committee membership:**

Ricardo Zambrano, Chair  
Chris Custer  
Jim Frasier  
Nellie Tsipoura

**General Considerations and Investment Performance.**

The investment philosophy for the Waterbird Society, follows the strategy established several years ago. The investment philosophy consists of two principles:

- 1) Follow one diversified, long-term program that will carry you through all market conditions because one cannot predict what the market is going to do. Those who come out ahead over the long haul are those who follow a long-term methodology and do not switch among philosophies.
- 2) A mix of 60-70% diversified stock and 30-40% bond funds has been shown to produce the highest average returns over many years.

The three endowments, Nisbet, Kushlan and Waterbird Society general, are invested in similar mixes of securities (stock-based) mutual funds (~70%) and bond-based mutual funds (~30%) since the goals for all three are similar. The endowments are invested through **Fidelity Investments**; however, the fund diversification and allocations are managed by **Parsec Financial**, an investment management and financial planning firm. This has been the case since the summer of 2009 after the Waterbird Society Council voted to have a professional investment management firm manage our endowments.

The total market value for all three endowments on September 30, 2019 was: **\$1,313,483.26**. The total market value for all three endowments as of September 30, 2020 was **\$1,463,561.20**. Thus, the Waterbird Society investment portfolio returns have increased **\$150,077.94** in one year from gains, dividends and Ian Nisbet's annual gift. The market value as of September 30, 2020 by individual account was: Waterbirds General Endowment **\$908,364.35**, Nisbet Endowment **\$188,710.09**, and Kushlan Endowment **\$356,968.73**. The total annualized return for all three endowments since inception (January 31, 2015) was **7.13%** (Figure 1). The combined year-to-date rate of return for all three endowments was 5.35%. For one year it was 11.18%. What this means is that the Waterbird Society portfolio was comparable to two major stock market indexes; the S&P 500 and Dow Jones during the 2020 calendar year, however, when compared to the indexes for one year the Waterbird portfolio underperformed (Figure 2). When you compare the returns for all Waterbird Society endowments against blended market indexes (at 60% stocks and 40% bonds) the rates of returns are higher than those of the indexes (Figure 3). Translation, the 60-40% blend that Parsac is managing for our portfolio is performing better than the average.

As of October 31, the total account value for the 2020 calendar year was **\$1,452,772.58**. **Transaction costs, fees, and charges** by Fidelity Investments for the year-to-date as of October 31 totaled **\$8605**.



This works out to **0.60%** of the portfolio for all 3 endowments combined in 2020. In addition, the **annual fee** charged by Parsec for management of these funds is **0.6 %** per year. The total fee by Parsec thru the third quarter of 2020 is estimated to be **\$6492**. The total estimated fees charged by Fidelity and Parsec combined for 2020 to date are approximately **\$15097**.

Figure 1. Rate of returns for all Waterbird Society accounts.

Endowment	YTD	1-Year	3-Year	5-Year	10-Year	Since Inception	Life Start Date
Nisbet	+5.57%	+10.94%	+7.20%	+8.90%	--	+7.03%	1/31/2015
Kushlan	+5.70%	+11.69%	+7.33%	+9.05%	--	+7.34%	1/31/2015
Waterbird General	+5.16%	+11.01%	+7.12%	+8.79%	--	+7.05%	1/31/2015
<b>Total</b>	<b>+5.35%</b>	<b>+11.18%</b>	<b>7.18%</b>	<b>+8.87%</b>	--	<b>+7.13%</b>	1/31/2015

Figure 2. Rate of returns for Market indexes for comparison\*.

	1-Month	3-Month	YTD	1-Year	3-Year	5-Year	10-Year
S&P 500® Index	-2.80%	+8.93%	+5.57%	+15.15%	+12.28%	+14.15%	+13.74%
Dow Jones U.S. Total Stock Market Index	-3.68%	+9.07%	+5.25%	+14.77%	+11.53%	+13.60%	+13.43%
MSCI ACWI ex USA (Net MA Tax)	-2.45%	+6.28%	-5.31%	+3.16%	+1.34%	+6.41%	+4.36%
Bloomberg Barclays U.S. Aggregate Bond Index	-0.05%	+0.62%	+6.79%	+6.98%	+5.24%	+4.18%	+3.64%
Bloomberg Barclays Municipal Bond Index	+0.02%	+1.23%	+3.33%	+4.09%	+4.28%	+3.84%	+3.99%

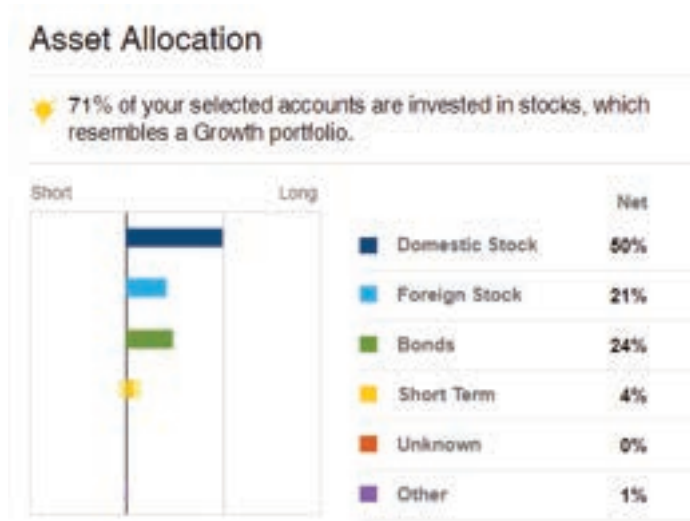
\*The widely recognized indexes provided are broad indicators of the U.S. stock and bond markets and are included for informational purposes to provide general market overview.

Figure 3. Rate of returns for market indexes (taxable and municipal) with 60% Stock and 40% Bond blend.

	1-Month	3-Month	YTD	1-Year	3-Year	5-Year	10-Year
Index Blend 60% Stocks (Taxable Bond)	-2.00%	+5.19%	+4.23%	+9.90%	+7.38%	+6.64%	+7.89%
Index Blend 60% Stocks (Municipal Bond)	-1.98%	+5.40%	+2.97%	+8.76%	+6.96%	+8.47%	+8.00%

The majority of the assets are invested in domestic stocks followed by foreign stocks, bonds, and cash (Figure 4). **The 60-40% stock and bond blend is now closer to 70-30% stock to bonds but it seems to be working well for Parsec and our portfolio.** Balance histories for all three endowments combined from inception are found in Appendix A. The Dow Jones Market Index is included for comparison. Monthly and annual financial statements by Fidelity Investments are provided to the chair of the Finance and Investment Committee and the Treasurer. Quarterly performance statements by Parsec Financial are provided to the chair of the Finance and Investment Committee and the Treasurer.

Figure 4. Asset allocations for all three endowments.



### Social Responsible Investments

At the 2017 Waterbird Society Council meeting in Reykjavik, Iceland, the Finance and Investment Committee was asked by Council to request green ratings and ethical ratings from Parsec for our investments. Parsec provided information on three Social Responsible Investments (SRI) that were available and included similar funds (non SRI) already in the Waterbird’s Society’s portfolio. The funds include a large cap fund, a mid-cap fund, and an international fund. In general, the returns for year to date, one year, three year, and since inception tend to be lower for SRI funds than for non-SRI funds. As far as cost, or management fees, SRI funds tend to be about the same or more expensive to manage than non-SRI funds, sometimes as much as half of a percentage point (0.5%). At the 2018 Vancouver, Canada WBS council meeting, the Finance Committee was instructed to have Parsec purchase some SRI funds for our portfolio. On 22 April 2019, Parsec sold all or partial shares of three existing funds in our portfolio and purchased three SRI funds. The SRI funds were distributed amongst the three different endowments (Figure 5).

Figure 5. Trades by Parsec from non-SRI funds in the Waterbirds Society portfolio to SRI funds on 22 April 2019.

#### **Kushlan Endowment**

SELL ALL ( $\approx$  \$11K) Wisdom International Eq and purchase Domini Impact International with proceeds

SELL ALL ( $\approx$  \$11K) Janus Henderson and purchase Parnassus Mid Cap with proceeds

SELL \$20K Vanguard High Dividend and purchase Parnassus Core Equity with proceeds

#### **Waterbird General Endowment**

SELL ALL ( $\approx$  \$8K) Wisdom International Eq and purchase Domini Impact International with proceeds

SELL ALL ( $\approx$  \$23K) Janus Henderson and purchase Parnassus Mid Cap with proceeds

SELL \$50K Vanguard High Dividend and purchase Parnassus Core Equity with proceeds

#### **Nisbet Endowment**

SELL ALL ( $\approx$  \$9K) Wisdom International Equity and purchase Domini Impact International with proceeds

SELL ALL ( $\approx$  \$8K) Janus Henderson and purchase Parnassus Mid Cap with proceeds

SELL \$10K Vanguard High Dividend and purchase Parnassus Core Equity with proceeds

#### **Conclusions**

The longest bull market in history has continued since the Great Recession of 2007. Normally, the stock market has a correction about every 10 years, however, investments and returns have continued to rise for over 12 years now. The corona virus pandemic caused a major correction in the market but it soon bounced back, mostly in a W shape and not the V shape that the current US administration predicted. What this means is that for most stocks and bonds, returns are now back to the level pre-Covid-19 or higher. However, U.S. growth has slowed, unemployment has dropped since the peak in March and April of 2020 but continues to be around 7.9% as of September 2020. Fears about the election, an uptick in Covid-19 cases, and Congress' inability to pass another stimulus package has flattened out the recovery as of late October. However, economist are predicting that the bull market may continue even after the election. Covid-19 vaccines will likely lead to further economic recovery and the increase in the stock market. This may take time and it may be a slow increase as Covid-19 cases are spiking in the US and abroad. Fortunately, the Waterbird Society portfolio is being well managed and has been able to absorb the ups and downs of the stock market.

*Prepared November 2, 2020*

Prepared by Ricardo Zambrano  
Ricardo.Zambrano@MyFWC.com

## APPENDIX A

Balance history for all endowments combined since inception (02/2015 - 09/2020)



Dow Jones Market Index: October 2015 – September 2020 for comparison purposes.



November 6, 2020

Student Activities Report.

## **Maryland 2019**

### Student travel awards

The student travel award was posted on the website in early May. We received 14 travel award applications: six undergraduate, three masters and five PhD students. Only one PhD student was outside of North America. All of the \$3,499 was allocated prior to the early-bird deadline.

### Student paper awards

15 posters and 29 oral presentations were judged. The following WBS members participated in the judging: Yvan Satgé, Jeff Costa, Susan Elbin, Erica Nol, Jennifer Arnold, Ed Kroc, Noah Perlut, Sarah Karpanty, Julia Tims, Juliet Lamb, and Diane Prosser. The judging concluded the following:

Best Poster: Juita Martinez, *Nest Success and Factors Influencing Brown Pelican (*Pelecanus occidentalis*) Breeding Ecology in Coastal Louisiana* (\$200 monetary prize)

Runner-up: Sarah Bonnett, *Does food availability change at different elevations on the tundra?*

Best Paper: Anouk Spelt, *Life in the city: Habitat use of urban-nesting lesser black-backed gulls during the breeding season* (\$200 monetary prize)

Runners-up: Erin Heller, *Red knot diet reconstruction using next-generation sequencing of fecal samples collected in Virginia*; Caroline Poli, *Unraveling the long-term demographic effects of early-life exposure to invasive prey*

Outstanding Contribution to Conservation Award: Michelle Stantial, *Mesopredator Release by Removal of a Top Carnivore Affects Best Management Practices for an Endangered Shorebird* (\$200 monetary prize)

The names and awards in 2019 didn't make it onto the website, but we'll send this information along so they can be posted.

### Student activities

The student-mentor lunch attracted 56 participants (26 mentors and 30 early-career scientists). In addition, committee member Marisa Martinez assisted in planning an evening social in downtown Salisbury, which was attended by about 20 students.

**2020 Virtual Meeting**

Because the meeting will be virtual, the Student co-chairs decided not to have presentation awards. We are in the process of organizing an online mentor session on Thursday, November 15<sup>th</sup>.

Regards,

Juliet Lamb & Gail Fraser

Diversity Committee Annual Report  
November 2020

***Committee Members:*** Rena Borkhataria, Sandra Bouwhuis, Aliya Caldwell, Daniel Catlin, Elizabeth Craig (co-chair), Susan Elbin, Auriel Fournier, Jim Fraser, Erin Heller, Juliet Lamb (co-chair), Juita Martinez, Marisa Martinez, Dave Moore, Sean Murphy, Erica Nol, Kaitlin Parkins, Kate Sheehan, Sara Schweitzer, Melanie Steinkamp, Chip Weseloh, Ricardo Zambrano

***The mission of our committee*** is to make a bold, clear message that the Waterbird Society is inclusive of all waterbird biologists, regardless of their gender identity, sexual orientation, race, ethnicity, economic status, age, religion, etc. The role of the Diversity Committee is to promote and celebrate diversity in our society.

***2020 Activities***

Although the Committee was not substantially involved in planning the Diversity Day event at the 2019 Meeting, which was organized by the Local Committee in Maryland, we did receive feedback from members and attendees regarding the events. While most members who attended enjoyed and learned from the event, there were also some concerns about the organization of the event as well as the low turnout of Waterbird Society members. This seems to be a result of how the event was marketed (i.e., as a parallel event intended primarily for students) and scheduled (i.e., opposite workshops and panel discussions geared toward WbS members). As a result of this feedback, we plan to make it clear that future diversity-related events are open to the full membership, and manage scheduling such that events occur in shorter blocks of time and conflict minimally with other conference sessions.

In June 2020 the Committee drafted a statement for social media during the nation-wide response to police violence and racial injustice (see text on page 3), and met virtually to discuss issues and potential actions for the Committee to take moving forward. We generated a shared document to gather and brainstorm ideas. One particular outcome of this meeting was the suggestion of holding a panel discussion on diversity and racial injustice during our 2020 meeting.

Subsequent to our June discussions, the Committee is planning a panel discussion entitled “Diverse Experiences and Inclusive Conversations in Waterbird Biology” to be held on November 19 from 1-4pm as part of the agenda for the 2020 virtual Waterbird Society meeting.

Panel description: How have racism and racial bias manifested in the study and conservation of waterbirds? How has the lack of ethno-racial diversity, representation, and inclusion shaped the experiences of Black, Indigenous, and People of Color (BIPOC) individuals in these fields? A candid conversation centered on these issues will be illuminated by a panel of three waterbird biologists speaking to their unique experiences, challenges, and motivations in their respective professions. The discussion will engage attendees during the live session in an effort to continue the conversation within The Waterbird Society, and across the academic, research, and public arenas that cultivate waterbird biology and conservation.

Panelists tentatively include Rena Borkhataria, Ricardo Zambrano, and Juita Martinez. The discussion will be moderated by Jamila Blake (Professional Development Manager, The Wildlife Society) and Marisa Martinez.

***Proposed activities for 2021***

- Develop a strategic plan for the Committee in order to better define goals and concrete actions.
- Plan for 2021 Texas meeting, particularly in response to expressed LBGTQ+ concerns about meeting location.
- Continue to pursue initiatives suggested by the committee for year-round engagement, including checking and updating the website text to ensure inclusivity, finalizing a member code of conduct, and identifying opportunities for year-round mentorship of aspiring waterbird scientists from underserved communities.

Respectfully submitted,

Juliet Lamb and Liz Craig  
Co-chairs, Waterbird Society Diversity Committee



Full statement (for e-mail and Instagram):

The Waterbird Society, an international scientific, not-for-profit organization dedicated to the study and conservation of waterbirds, condemns systemic racism and racial violence against Black ornithologists and Black members of our communities and stands in solidarity with those who are demanding justice. We cannot fulfill our mission until scientists, ornithologists, and birders of color can pursue their passions freely and safely, without fearing for their liberty or lives. As a Society, we pledge a renewed commitment to supporting ornithologists of color in our community and at large, and will be working in the coming months to identify specific and concrete actions we can take to fulfill this commitment. Meanwhile, we call on our members to work to educate ourselves on conscious and unconscious racism and make anti-racism part of our attitudes and actions on a daily basis. #BlackBirdersWeek #BlackLivesMatter

Twitter thread (four tweets):

(1/4) The Waterbird Society condemns systemic racism and racial violence against Black ornithologists and Black members of our communities and stands in solidarity with those who are demanding justice. #BlackBirdersWeek #BlackLivesMatter

(2/4) We cannot fulfill our mission until scientists, ornithologists, and birders of color can pursue their passions freely and safely, without fearing for their liberty or lives. #BlackBirdersWeek #BlackLivesMatter

(3/4) As a Society, we pledge a renewed commitment to supporting ornithologists of color in our community and at large, and will be working in the coming months to identify specific and concrete actions we can take to fulfill this commitment. #BlackBirdersWeek #BlackLivesMatter

(4/4) Meanwhile, we call on our members to work to educate ourselves on conscious and unconscious racism and make anti-racism part of our attitudes and actions on a daily basis. #BlackBirdersWeek #BlackLivesMatter

# Outreach and Communications Committee of the Waterbird Society

## 2020 ANNUAL REPORT

### Membership:

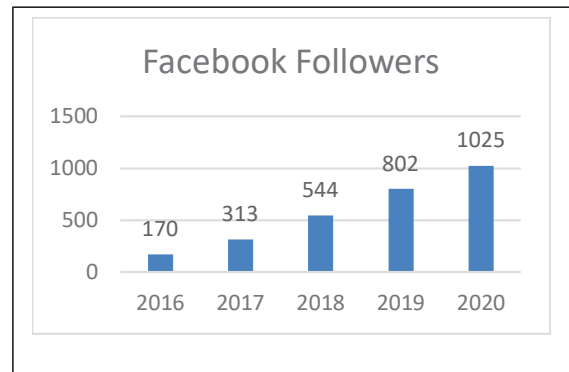
- **Nellie Tsipoura, Co-chair** (NJ Audubon, Nellie.tsipoura@njudubon.org)
- **Amanda Haverland, Co-chair** (American Bird Conservancy, ahaverland@abcbirds.org)
- **Alison Kocek** (SUNY College of Environmental Science and Forestry, akocek@gmail.com)
- **Pat Baird** (SFU Centre for Wildlife Ecology, BC Canada, pab7@sfu.ca)
- **Anna Vallery** (annavallery@yahoo.com)
- **Caroline Poli** (cpoli@ufl.edu)
- **Juita Martinez** (juita.martinez1@gmail.com)

### 2019-2020 Committee Activities:

- The WbS audience on social media continues to grow, including on [Waterbird Society Facebook](#), and [Twitter](#).
- The [Journal FB page](#) has been highlighting articles in the Waterbirds journal. Hooray! However, seems not many people are super interested as there are barely any “likes”. Maybe it’s not controversial enough info for the FB platform. Sidenote: Does it make sense to have two FB pages?
- New members!
  - Instagram now active!
  - Posts highlighting graduate thesis defenses
- Fewer posts this year
  - Difficult for folks to find the time?
  - Should we set a goal for number of posts per week?

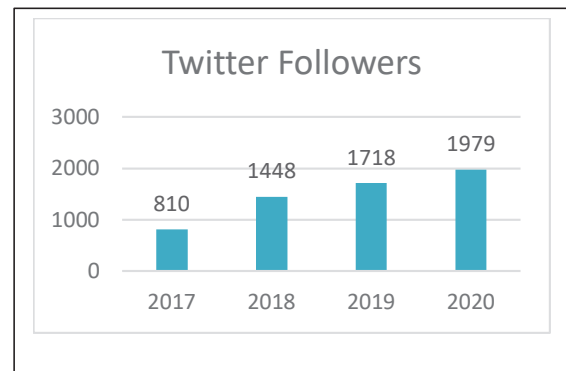
### FB Followers

- 2016: 170
- 2017: 313 (↑ 143)
- 2018: 544 (↑ 231)
- 2019: 802 (↑ 258)
- **2020: 1,025 (↑ 223)**



### Twitter Followers

- 2017: 810
- 2018: 1,448 (↑ 638)
- 2019: 1,718 (↑ 270)
- **2020: 1,979 (↑ 261)**



# Outreach and Communications Committee of the Waterbird Society

## Instagram Followers

- 2020: 89

### **2020-2021 Proposed Work of the Committee:**

- This committee will continue to maintain updated information on the website.
- We will continue to send out information and generate interest in the Society through social media.

### **Requests for Council Action:**

- We welcome input from the Council and Chairs to update and expand the content of our various webpages.
- New annual meeting format this year! We can still draw attention during and shortly after the meeting.
  - The active participation of council members would be a huge help!
    - Take screenshots during the virtual meeting and post on social media with **#Waterbirds2020**, or send to the screen shots to anyone on the committee to post on WbS social media pages.
  - Events to highlight:
    - Student awards, important council decisions, guest speakers, art workshops, other things you think are cool.

## Items to discuss

- Is the 2020 meeting a good opportunity to use different remote meeting and social platforms for interaction with membership? Slack?
- Should we embed/include some of the technology for continued interaction with the members into our social media? Recorded presentations, work groups, participation in other meetings, etc?
- Is our committee the best fit for this? This could fall under the “Communications and Outreach” work, but maybe it should be its own committee that works closely with meeting organizers.

# Outreach and Communications Committee of the Waterbird Society

## Most popular Facebook posts

**Post Details**

Waterbird Society updated their status.  
Published by Caroline Fox (Waterbird Society) on October 11

**Young Black Naturalists and Scientists Team Up to Launch Inaugural #BlackBirdsWeek in the Wake of Critical-Park Incident**

This Sunday marks the beginning of Black Birders' Week, an initiative taking place from late 5 Feb. 2020 to June 8th, 2020. During Black Birders' Week, the world will be invited to celebrate birthing white Black with a community of Black birders, explorers, and naturalists.

Co-founded by Danielle Selony, Brandon Allford, Chelsea Connor, Tykes James, Joseph... See More

**Get More Likes, Comments and Shares**  
When you boost this post, you'll show it to more people.

3,488 People Reached 180 Engagements

Caroline Fox, Danielle Connor and 17 others

**Performance for Your Post**

3,488 People Reached

114	24	45
Like	On Post	On Share
22	6	17
Love	On Post	On Share
8	0	8
Comments	On Post	On Share
21	21	0
Shares	On Post	On Share
79	0	71
Post Views	Like Video	Other Video
9	0	0
Video Views	Like Video	Other Video

**ADDITIONAL FEEDBACK**

How to Post  
Report on Share  
Update Page

**Post Details**

Waterbird Society  
Published by Caroline Fox (Waterbird Society) on October 9

We are excited to congratulate Caroline Fox (Waterbird Society) for getting a PhD from The University of FL in August! We cannot wait to see her coming up on Oct 12 at 1:30 PM and will be available here https://www.youtube.com/watch?v=02020m1k000 for those looking for more info. Thanks for sharing your work Caroline!

See more posts by Caroline Fox (Waterbird Society) on October 11, 2020



**Get More Likes, Comments and Shares**  
When you boost this post, you'll show it to more people.

1,218 People Reached 208 Engagements

**Performance for Your Post**

1,218 People Reached

104	15	94
Like	On Post	On Share
25	4	21
Love	On Post	On Share
1	0	1
Comments	On Post	On Share
14	1	13
Shares	On Post	On Share
3	0	3
Post Views	Like Video	Other Video
10	0	10
Video Views	Like Video	Other Video

**ADDITIONAL FEEDBACK**

How to Post  
Report on Share  
Update Page

**Post Details**

Waterbird Society  
Published by Caroline Fox (Waterbird Society) on October 22

In the past virtual meeting, we've been able to get a lot of great feedback. First, you'll have the opportunity to join in on Facebook and our website. We'll be able to provide you with a lot of information on the topic. We'll be able to provide you with a lot of information on the topic. We'll be able to provide you with a lot of information on the topic.




**Get More Likes, Comments and Shares**  
When you boost this post, you'll show it to more people.

1,001 People Reached 50 Engagements

**Performance for Your Post**

1,001 People Reached

50	9	41
Like	On Post	On Share
4	1	3
Love	On Post	On Share
1	0	1
Comments	On Post	On Share
1	0	1
Shares	On Post	On Share
77	0	77
Post Views	Like Video	Other Video
20	0	20
Video Views	Like Video	Other Video

**ADDITIONAL FEEDBACK**

How to Post  
Report on Share  
Update Page

**Post Details**

Waterbird Society  
Published by Caroline Fox (Waterbird Society) on September 27

The 2020 Annual Waterbird Society Meeting merchandise is now available and if you act fast you will catch it early!

<https://www.waterbirdsociety.com/merchandise/2020>



**44th Annual Meeting**  
Nov 9 – Dec 5, 2020  
1st Virtual Gathering

**Get More Likes, Comments and Shares**  
When you boost this post, you'll show it to more people.

484 People Reached 32 Engagements

**Performance for Your Post**

484 People Reached

32	11	21
Like	On Post	On Share
6	3	3
Love	On Post	On Share
1	0	1
Comments	On Post	On Share
1	0	1
Shares	On Post	On Share
54	0	54
Post Views	Like Video	Other Video
1	0	1
Video Views	Like Video	Other Video

**ADDITIONAL FEEDBACK**

How to Post  
Report on Share  
Update Page

# Outreach and Communications Committee of the Waterbird Society

## Top Tweets



**Waterbird Society** @WaterbirdSociety  
 We are excited to congratulate Caroline Poli @PetagicPoli for earning a PhD from @UFSNRE in August! Her defense seminar is coming up on Oct 12 at 1:55 EST and will be available here: <https://www.youtube.com/watch?v=n0ggOD3IG6Y&feature=youtu.be> ...  
 Thanks for sharing your work, Caroline! pic.twitter.com/3Rt9kHLn8b0

Impressions	3,209
Total engagements	238
Media engagements	119
Detail expands	46
Likes	37
Link clicks	17
Profile clicks	10
Retweets	8
Replies	1



**Reach a bigger audience**  
Get more engagements by promoting this Tweet



**Waterbird Society** @WaterbirdSociety  
 Abstract submission for oral presentations (Nov 9-13) and the Twitter poster session (Nov 23-25) is EXTENDED TO OCT 12 and can be accessed here: <https://waterbirds.org/annual-meeting/abstract-submission> ... Stay tuned for updates on additional events occurring through Dec 5 at #WBSvirtual2020. pic.twitter.com/dUMpAFiCik

Impressions	4,257
Total engagements	178
Media engagements	52
Detail expands	31
Link clicks	26
Likes	24
Retweets	22
Profile clicks	21
Hashtag clicks	2



**Reach a bigger audience**  
Get more engagements by promoting this Tweet

**Waterbird Society** @WaterbirdSociety  
 Job: Asst. Prof Data Sci at UMass Boston. Biology, Chemistry, Computer Science, Engineering, Mathematics or Physics. Exceptional applicants in other fields considered. Deadline 30 Nov. Contact Jarrett Bymes/ Michael Sharris <https://employmentopportunities.umb.edu/boston/en-us/job/506594/assistant-professor-of-data-science> ...  
 #ornithology

Impressions	1,506
Total engagements	9
Retweets	3
Link clicks	2
Profile clicks	2
Likes	1
Detail expands	1



**Reach a bigger audience**  
Get more engagements by promoting this Tweet

## Conservation Committee of the Waterbird Society

### 2020 Annual Report

#### Co-Chairs:

Jonathan Cohen (jcohen14@esf.edu)

Charles Clarkson (cec2p@virginia.edu)

#### Members:

Jeff Spendelow (jspendelow@usgs.gov)

Susan Elbin (selbin@nycaudubon.org)

Nellie Tsipoura (nellie.tsipoura@njudubon.org)

Ricardo Zambrano (ricardo.zambrano@myfwc.com)

Brad Andres (Brad\_Andres@fws.gov)

Katharine Parsons (katharinecparsons@gmail.com)

Alison Kocek ([arkocek@syr.edu](mailto:arkocek@syr.edu))

Kate Sheehan (kate.l.sheehan@gmail.com)

Caroline Poli ([cpoli@ufl.edu](mailto:cpoli@ufl.edu))

Paige Byerly ([pabyerly@gmail.com](mailto:pabyerly@gmail.com))

Jenna Schlenner (jenna.schlenner@mail.mcgill.ca)

Juita Martinez (juita.martinez1@gmail.com)

#### 2019-2020 Committee Activities:

- 1) We determined the fifth recipient of the “Publication Award for Outstanding Contribution to Conservation.” The award is intended to recognize papers in *Waterbirds* that further our Society’s mission to promote conservation based on sound science.

The award went to:

F. Ribeiro, L. Vanucci Lins, and F. H. G. Rodrigues. 2018. Reproductive Ecology of the Brazilian Merganser (*Mergus octosetaceus*) in Serra da Canastra National Park and Adjacent Areas, Minas Gerais, Brazil. *Waterbirds* 41: 238-246.

- 2) We bestowed the first ever “Waterbird Society Best Student Paper in Conservation” at the 2019 annual meeting.
- 3) We prepared and submitted a Council-approved letter to the Governor of Virginia, urging that colonial waterbird habitat lost to the construction of the Hampton Roads Bridge Tunnel be replaced.

- 4) We worked with Linda Wires to prepare and submit a Council-approved letter to the government of Ontario, providing comments on their proposed hunt of Double-Crested Cormorant.
- 5) We worked with Linda Wires to prepare and submit Council-approved public comments on the U.S. Fish and Wildlife Service draft Environmental Impact Statement for their Double Crested Cormorant management plan.
- 6) We prepared and submitted Council-approved public comments on USFWS draft Environmental Impact Statement on incidental take under the Migratory Bird Treaty Act.

#### 2020-2021 Proposed Activities

We will select the 2021 recipient of the “Outstanding Contribution to Conservation” award. Although we do not have any advocacy issues on our plate right now, we will continue to look for opportunities to provide science-based comments and recommendations on policies that affect waterbirds.

**Archives Committee Annual Report**  
Co-chairs John Anderson and Kate Shlepr

To the Council:

Activity by the Archives Committee over 2019-2020 is described below. We did not initiate any new projects since the 2019 meeting in Salisbury, Maryland, USA, but made progress on ongoing ones.

**Project: Make past Minutes available to public online**

- **Context:** Minutes from the 2017 WbS Council Meeting state, "ACTION ITEM: Minutes from All Council Meetings should be posted on the website...." Early documents (1970s-1990s) are stored by hard copy in the Smithsonian Archives, D.C. and were partly digitized during the WbS Archive Digitization Project (J. Anderson and K. Shlepr, 2014). The Society transitioned to digital formatting in the late 1990s-early 2000s, so documents from this period were stored partly in a hard-copy "Presidents' Box" (now with J. Anderson at College of the Atlantic, Bar Harbor, Maine) and partly in email archives. Modern (>2010) archiving is entirely digital. Digitized files from all time periods are stored on a computer (K. Shlepr), a portable hard drive (J. Anderson), and now the Cloud (new [WBSarchives@gmail.com](mailto:WBSarchives@gmail.com) account--see below).
- **Action taken 2019-2020:** In Dec. 2019, Council passed a motion to allocate \$500 for J. Anderson to hire a work-study student, [Jana Stuth](#), for additional hours. Jana finished archiving all hard-copy notes from the President's Box and files are now stored online.
- **Next steps:** Work with Communications & Outreach Committee to post newly available minutes/reports under existing tabs on waterbirds.org (2006-2018 currently online).

**Project: Interview past/current Council members on the history of the Society**

- **Context:** J. Anderson and K. Shlepr conducted video interviews with members attending the 40<sup>th</sup> Anniversary meeting in New Bern, NC in 2016.
- **Action taken 2019-2020:** None. Digital copies of interviews are with J. Anderson, Bar Harbor, Maine. [Jenna Schlener](#), former work-study student/current WBS member, transcribed all interviews over the 2018-2019 school year.
- **Next steps:** Make interview transcripts available to interviewees before they are to be made available publicly. Council should discuss what (if anything) should be done with the transcribed interviews aside from organizing copies in the Society's internal archive.

**Project: update archive with annual Society activity**

- **Context:** One outcome of the WbS Archive Digitization Project (2014) was a decision to maintain digital archives moving forward.
- **Action taken 2019-2020:** [WBSarchives@gmail.com](mailto:WBSarchives@gmail.com) account was created and has been cc'd on all whole-Council email correspondences and files. Photos taken by K. Shlepr at the 2019 meeting banquet were also added to the Drive associated with this account.
- **Next steps:** Maintenance only.

We are happy to entertain questions and ideas during the Council session at this first virtual WbS meeting in 2020.

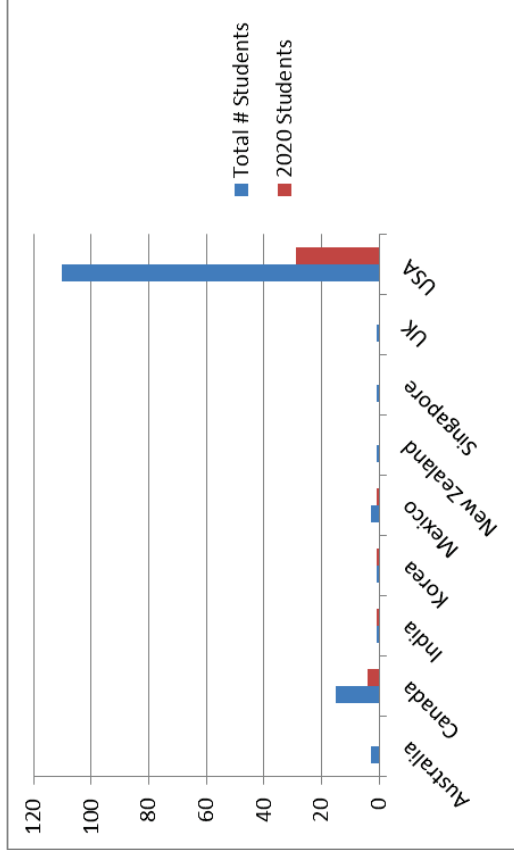
Respectfully submitted,  
Kate Shlepr and John Anderson, co-chairs



## Waterbird Society 2020 Membership Report

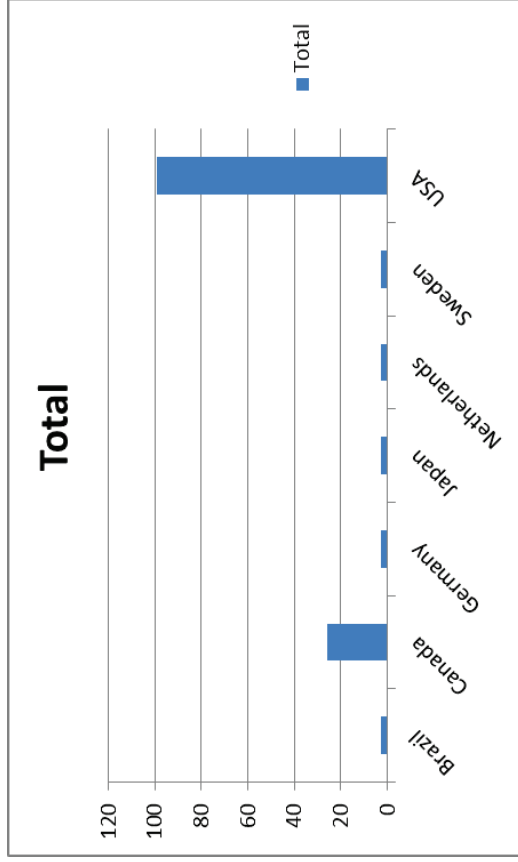
We attempted to have the Schneider Group create a file of retention information but they did not appear to have all the data, so we are still waiting for that.

Below are graphs from the most recent data from 2005 forward on the number of students, number of retirees, number of life and regular members.



Country	Total	2020
Australia	3	0
Canada	15	4
India	1	1
Korea	1	1
Mexico	3	1
New Zeala	1	0
Singapore	1	0
UK	1	0
USA	110	29

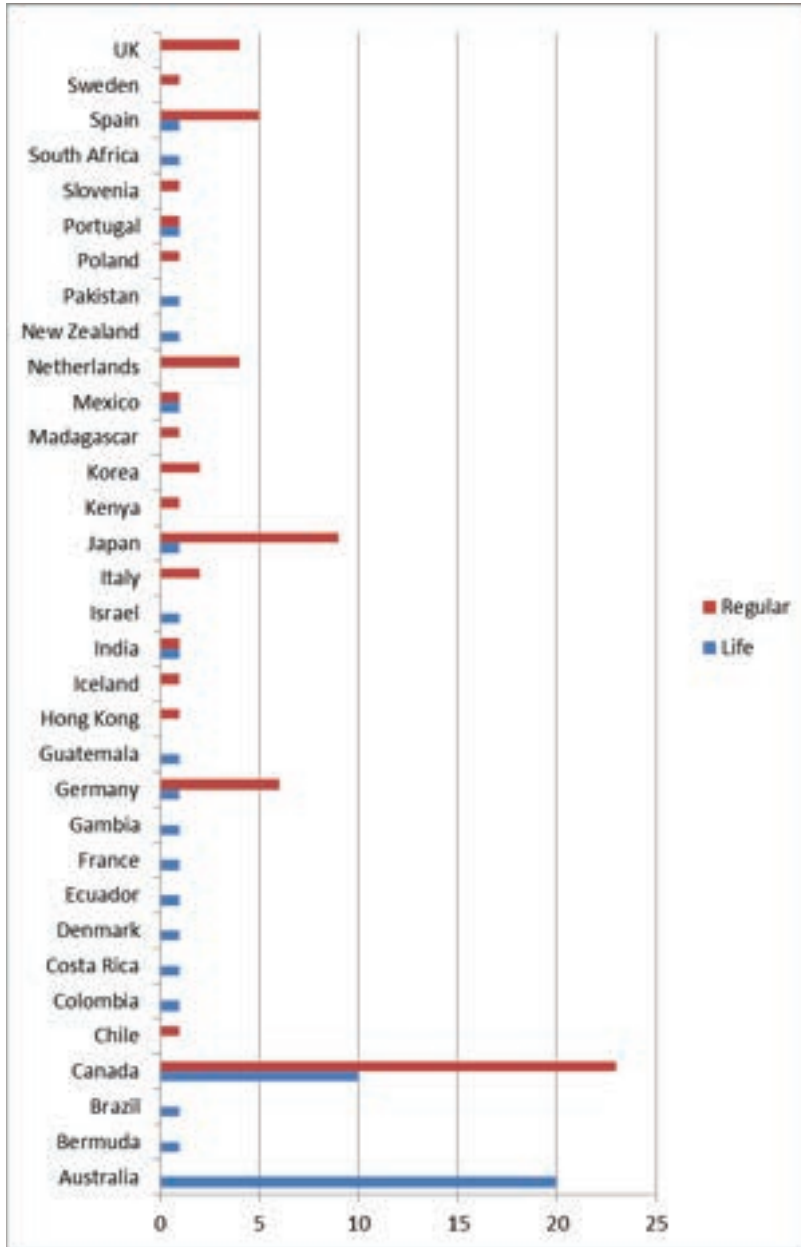
### Retired Active Members



Country	Total
Brazil	3
Canada	26
Germany	3
Japan	3
Netherlands	3
Sweden	3
USA	99

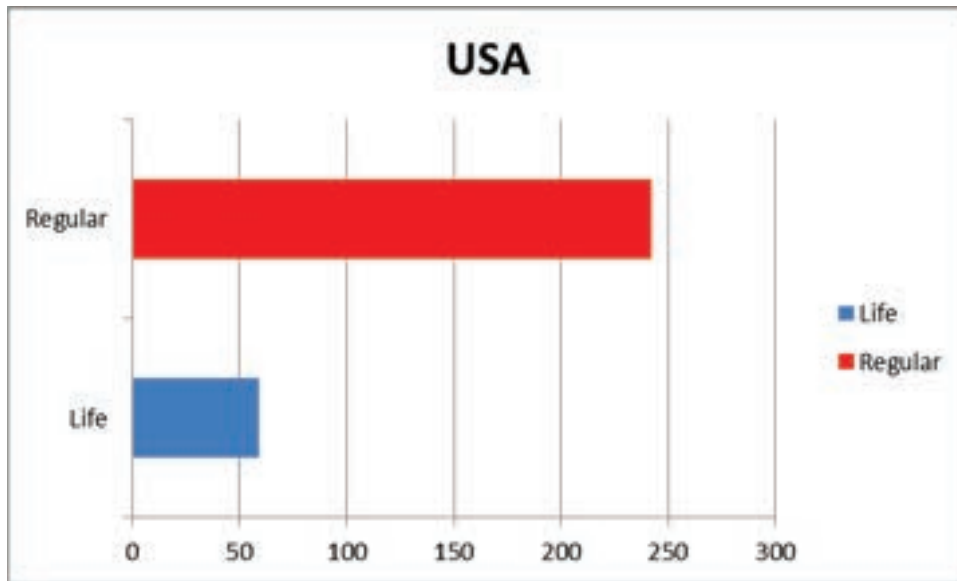
# Active Members

All Countries Except USA

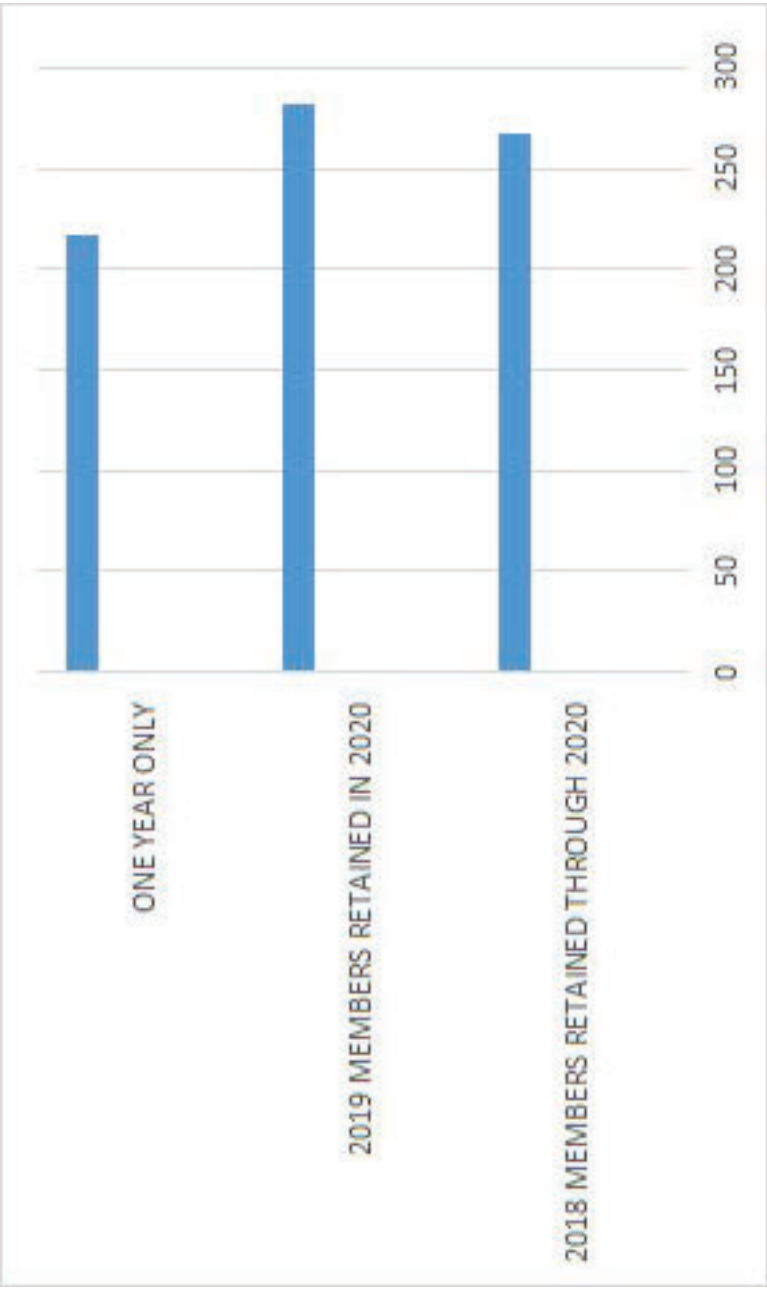


Country	Life	Regular
Australia	20	
Bermuda	1	0
Brazil	1	0
Canada	10	23
Chile	0	1
Colombia	1	0
Costa Rica	1	0
Denmark	1	0
Ecuador	1	0
France	1	0
Gambia	1	0
Germany	1	6
Guatemala	1	0
Hong Kong	0	1
Iceland	0	1
India	1	1
Israel	1	0
Italy	0	2
Japan	1	9
Kenya	0	1
Korea	0	2
Madagascar	0	1
Mexico	1	1
Netherlands	0	4
New Zealand	1	0
Pakistan	1	0
Poland	0	1
Portugal	1	1
Slovenia	0	1
South Africa	1	0
Spain	1	5
Sweden	0	1
UK	0	4

## USA



Country	Life	Regular
USA	59	242



## Editor's 2020 Summary for *Waterbirds*

9 November 2020

My role as editor is in its second year, with Sara van der Leek as the associate editor and E. O. Painter Printing Company as the publisher. Here, we provide data summaries on submission origin, acceptance rate, and page counts in the tables at the end of this report.

**Volume 42(4) (2019) and Volume 43 (2020) Summary:** *Waterbirds* issue 42(4) (Dec 2019) is mentioned here since it was in press at time of last year's report. *Waterbirds* issue 43(1) (March 2020) was published this spring. Subsequent issues have been behind schedule, with Issue 43(2) to contain 6 articles and 3 notes, now in final copyedit for delivery to the printer this week. All files for Issue 43(3) are in hand (10 manuscripts) and in copyedit at this time, and most are in hand (8 manuscripts and expect 3-4 more) and beginning copyedit at this time. I will be sending the issue files to Painter back-to-back, with a couple weeks in between issues, and all should be in press by year's end. The delays are the result of my time being severely constrained this year due to much greater-than-normal work demands and family obligations related to the Covid-19 pandemic. This also affected the time for reviewers to complete things and Sara's ability to assist, a combination of things to make this a very difficult year to get things completed. We have made much progress to get caught up in the last couple months.

Mid-year and annual submission rates are summarized below. We are still receiving submissions from a broad international base (25 countries this period). The number of submissions remains lower than the 10-yr average, both for the 2019 total and 2020 mid-year, but 2020 has increased slightly from 2019. Note the total for 2020 does not include 6 manuscripts in consideration for a Black Rail Special Section planned for 2021.

Number of Submissions		
Year	Mid-year	Total
2010	69	117
2011	59	109
2012	70	113
2013	52	110
2014	73	126
2015	67	97
2016	41	112
2017	52	103
2018	46	87
2019	40	80
2020	45	68*
<b>Mean (SD)</b>	<b>55.8 (12.3)</b>	<b>105.4 (14.0)</b>
	2010-2020	2010-2019

\*As of 9 Nov 2020

**Special Issues:** One Special Section (on herons) was approved with organizers of the 2<sup>nd</sup> Herons of the World Symposium and Workshop, which was to be held in conjunction with the Pan African Ornithological Congress in Victoria Falls, Zimbabwe in 2020. This meeting was postponed. A special section on Black Rail is currently in progress, with plans for 6 articles to be included in Issue 1 or 2 of Volume 44 (2021). These 6 manuscripts are not included in the numbers above or below.

**Publishing Stats:** The average times for publication in this period were:

- Received-to-decision: 184 days or 6 months
- Received-to-accepted: 206 days or 7 months
- Received-to-publication: 326 days or 11 months

<b>SUMMARY OF VOLUME CONTENTS</b>										
<b>Year</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>(volume)</b>	<b>(34)</b>	<b>(35)</b>	<b>(36)</b>	<b>(37)</b>	<b>(38)</b>	<b>(39)</b>	<b>(40)</b>	<b>(41)</b>	<b>(42)</b>	<b>(43)</b>
									<b>3</b>	<b>1 Issue</b>
									<b>Issues</b>	
Regular (# pages)	461	563	507	464	434	430	429	468	453	122
Special (# pages)	0	74	0	147	0	288	126	73	0	0
# Articles	44	42	33	32	29	24	39	23	27	8
# Notes	18	15	21	19	25	24	40	23	20	4

**SUBMISSION SUMMARY, BY DECISION AND  
REGION  
31 Oct 2019 – 9 Nov 2020**

<b>Action</b>	<b>No.</b>	<b>%</b>
Submitted	82	-
Rejected	17	21
Accepted (includes major revision decisions)	35	43
In process	30	36
Resubmit from earlier years	3	-
Published (In Copyedit)	12 (27)	-

<b>Region</b>	<b>No.</b>
North America	34
United States	26
Canada	8
Europe	3
Africa	3
Asia	21
Latin America	17
Mexico	5
Central America	0
South America	12
Caribbean	2
Middle East	2



**SUBMISSION SUMMARY, BY COUNTRY AND TAXA**  
July 1, 2018 – Oct 30, 2019

Country	Number	Taxon	No.
		Anatidae	5
Argentina	6	Phoenicopteridae	2
Bangladesh	1	Podicipedidae	2
Brazil	3	Spheniscidae	2
Canada	8	Rallidae	3
Chile	2	Gruidae	1
China	5	Haematopodidae	2
Czech Republic	1	Charadriidae	1
Cuba	1	Jacanidae	1
France	1	Scolopacidae	6
Haiti	1	Ibidorhynchidae	1
India	8	Chionidae	1
Madagascar	1	Larinae	2
Malaysia	1	Sterninae	7
Mexico	5	Rynchopinae	3
Myanmar	1	Gaviidae	2
Nepal	2	Hydrobatidae	1
Paraguay	1	Procelleridae	1
Portugal	1	Ciconiidae	5
Saudi Arabia	1	Sulidae	1
Senegal	1	Phalacrocoracidae	4
South Africa	1	Pelecanidae	3
South Korea	2	Ardeidae	9
Sri Lanka	1	Threskiornithidae	2
UAE	1		
USA	26	Passeriformes	2
		Community	10
		Methods	2
		Disease	1
<b>Total</b>	<b>82</b>	<b>Total</b>	<b>82</b>
Number of countries	25	Number of Categories	28

November 2020

## **2020 Grant Committee Report**

Committee: John Brzorad, Rena Borkhataria, Liz Craig, Susan Elbin, Dave Moore, Kate Sheehan, Gopi Sundar, Nellie Tsipoura and Jan van der Winden (Chairs)

In 2020, we received 12 proposals for the Kushlan Award, 10 proposals for the Nisbet Award, and 16 proposals for the WbS award. As in previous years, applications were broadly international (Table 1) and represented a diversity of waterbird species (Table 2).

Most of the applications were submitted by researchers who are not Waterbird Society members. Only two Kushlan Award applicants were members (both from the US), and three of the Nisbet applicants (2 from the US and one from Argentina). Five applicants for the Waterbird Society award were members (4 from the US and one from Kenya). In addition, there were more female than male applicants (approximately 2/3 of the total).

As a first round, the committee split the applications and each committee member reviewed a subset of the proposals. Each one was assigned to at least two members and each member independently ranked the applications on their list according to the rubric posted on the Society's web page (<http://www.waterbirds.org/grants/kinfo>). Based on everybody's rank, the chair created a short list. If there were strong discrepancies between reviewers, applications were also reviewed by the chair or sent to an additional reviewer for feedback. The top three applications for each award were discussed and assessed further and final decisions were made during a conference call in early March 2020.

The following grants were awarded (summaries of proposed work attached at the end of this report).

<b>Award</b>	<b>Applicant</b>	<b>Project title</b>	<b>amount requested</b>	<b>amount awarded</b>
Nisbet	Liz Craig	Filling information gaps on diet and foraging ecology of New Hampshire terns	\$4,950.00	\$500.00
Nisbet	Juliet Lamb	Spatial and disease ecology of yellow-legged gulls at the human-wildlife interface	\$3,700	\$500.00
Nisbet	Maciej Szajda	Migratory routes and winter location of eastern European black terns	\$4,000	\$4,000.00
Kushlan	Raquel Francisco	Frequency, diversity, and significance of antimicrobial genes in White Stork in Madrid along an anthropogenic risk gradient	\$6,810	\$5,250.00
Kushlan	Jonah Gula	Using Saddlebill Storks as an umbrella wetland species in western Zambia	\$5,638.00	\$4,128.00
Waterbirds	Otieno Nickson	Comparing effectiveness of physical barriers and pond fertilization in mitigating predation pressure by three most predacious piscivorous waterbirds on freshwater pond-fish	\$4,000	\$4,000.00
Waterbirds	Geldart Erica	Assessing the Adaptive Capacity of an Arctic Seabird to Increased Predation Risk from Polar Bears Using Non-invasive Behavioural and Physiological Metrics	\$3,000	\$500.00
Waterbirds	Clements Sarah	Causes and consequences of individual decision-making in shorebirds: fitness perspective on migration habitat conservation	\$2,406	\$500.00

**Topics to be addressed at the Council meeting in the 2020 meeting:**

- Increasing available funding in 2021
- Maximum award amounts
- Reporting to donors and through social media

**Table 1. Region of institutional affiliation for 2020 applicants.**

<u>Region</u>	<u>Kushlan</u>	<u>Nisbet</u>	<u>WbS</u>
N America	4	5	9
S America	1	2	1
Europe	2	2	2
Asia	4		1
Africa	1	1	3
<b>Total</b>	<b>12</b>	<b>8</b>	<b>16</b>

**Table 2. Study species breakdown for 2020 applications**

<b>Species Group</b>	<b>Number of proposals</b>
Anatidae	2
Cranes	3
Egrets, Herons, Ibis	8
Storks	5
Gulls and terns	10
Rails and Bitterns	4
Seabirds	1
Shorebirds	5
Various waterbirds	1

## **Summaries of proposed work**

### **Liz Craig: Filling information gaps on diet and foraging ecology of New Hampshire terns**

Breeding populations of seabirds in the Gulf of Maine are sensitive to changes in prey abundance resulting from commercial fishing and climate change in this region. In light of these threats, New Hampshire's State Wildlife Action Plan proposes research to identify and characterize preferred foraging resources for Roseate Terns (*Sterna dougallii*; state and federally endangered) and Common Terns (*Sterna hirundo*; state threatened) breeding in the state. The proposed study aims to fill key information gaps regarding the relative proportion of prey species consumed and the relative importance of different foraging environments surrounding NH's key breeding colony on the Isles of Shoals. Stable isotope analysis is well-suited to address these types of questions, and I therefore propose to measure stable isotope values of carbon and nitrogen in the feathers of Roseate and Common tern chicks and in the key prey fish species consumed at this colony. I propose to use a Bayesian analytical framework to estimate the relative contribution of prey species in the diet of each tern species and elucidate the relative importance of different foraging environments (i.e., rivers, estuaries, and offshore marine environments) to the overall diet. Spatial and disease ecology of yellow-legged gulls at the human-wildlife interface

### **Juliet Lamb: Spatial and disease ecology of yellow-legged gulls at the human-wildlife interface**

Urban wildlife are prominent vectors for the spread of infectious diseases, with implications for both human health and wildlife conservation. The yellow-legged gull (*Larus michahellis*), which is common and increasing in anthropogenically-dominated habitats along the coasts of Europe, is an important disease vector as well as a frequent target of population management. Our study will examine rates of exposure of yellow-legged gulls to two focal pathogens, *Toxoplasma gondii* and avian influenza virus. We will assess disease incidence in relation to movements of GPS-tracked adult gulls to test relationships between disease exposure, foraging habitat specialization, and annual-cycle movements. We will experimentally test how a common management technique, induced nest failure via egg oiling, affects movement patterns, pathogen exposure, and transmission risks. Finally, we will measure pathogen exposure and immunity in offspring of tracked individuals throughout their development. This will allow us to test the interactive effects of maternal immunity and exogenous exposure on nestling immunocompetence, and better understand how adult habitat use affects early-life pathogen exposure of nestlings.

### **Maciej Szajda: Migratory routes and winter location of eastern European black terns**

In Europe, the majority of Black Tern population have declined substantially over several decades. The reasons for this decline is mainly attributed to drainage of wetlands, lack of suitable nest substrate, and human disturbance. Furthermore, bad conditions in wintering grounds may also have a strong negative effect on breeding population. The main aim of this project is to study currently unknown migration strategies of declining Black Tern populations breeding in east-central Europe. We will equip approximately 30 adult birds with geolocators. Realization of the project will allow us to answer the questions: where do terns for east-central Europe winter and do these birds migrate along the East Atlantic flyway or perhaps much further south? Also, do they differ in migration strategy in comparison

to populations breeding in western Europe? Better awareness of the localization of wintering grounds and stopovers will be important data for future conservation of this declining population.

**Raquel Fransisco: Frequency, diversity, and significance of antimicrobial resistance genes carried by the European White Stork (*Ciconia ciconia*) along an anthropogenic risk gradient in Madrid, Spain.**

Antimicrobial resistance (AMR) is a critical global problem - and birds are often affected. AMR research typically focuses on antibiotic selection pressure in humans and livestock. However, a more important mechanism of AMR development is the horizontal transfer of antimicrobial resistance genes (ARGs) among bacteria 1. Certain anthropogenic areas, like agricultural pastures, have high prevalence and exchange rates of ARGs due to their complex microbial communities 2. A model species, the European white stork in Spain, has significantly changed its ecology due to anthropogenic resources that resulted from changes in waste management 3. Wild birds that become dependent on anthropogenic resources may be both reservoirs and transporters of ARGs, with important consequences for avian and public health 4. We will study the ARG status of European white storks along a gradient of anthropogenic influence.

**Jonah Gula: Using Saddlebill Storks as an umbrella wetland species in western Zambia**

Although landscape-level conservation planning efforts in southern Africa have expanded in recent years, the significance of wetland connectivity for waterbird conservation has been overlooked in favor of charismatic large mammals and their terrestrial habitats. Using Saddlebill Storks as an umbrella waterbird species in western Zambia, I will conduct the first telemetry study on the species as well as the first empirical study on landscape-scale wetland connectivity in southern Africa. The use of GPS transmitters deployed on storks will contribute to both the understanding of their spatial use and the role that unprotected habitat plays in waterbird conservation. Telemetry data will also allow me to map habitat corridors for prioritizing wetland protection and incorporating these ecosystems into landscape planning.

**Nickson E. Otieno: Comparing effectiveness of physical barriers and pond fertilization in mitigating predation pressure by three most predacious piscivorous waterbirds on freshwater pond-fish**

Waterbirds constitute a majority of bird species utilizing open freshwater aquaculture systems as extensions of their natural habitat. Most waterbirds negatively impact aquaculture production by preying upon pond fish, with many small-scale fish farmers in developing countries incurring substantial economic losses annually. This study aims to use an in situ experimental procedure to 1) evaluate relative effectiveness of three bird-control measure options for reducing predation pressure by three main piscivorous bird groups on small freshwater fish farms in western Kenya; 2) determine which bird group(s) are most effectively deterred by the control measures. The bird groups are Hamerkop, herons and kingfishers while the bird-control measures are: steel-grill barriers; chicken-mesh wire barrier; and pond fertilization to reduce fish visibility. Using a randomized block experimental design across 12 ponds, bird abundance, visitation rates and fish-capture success rate will be assessed over a six-month period to evaluate, the best and most effective yet practical combination of bird-deterrent options to farmers.

**Erica A. Geldart: Assessing the Adaptive Capacity of an Arctic Seabird to Increased Predation Risk from Polar Bears Using Non-invasive Behavioural and Physiological Metrics**

Predator-prey dynamics in the Arctic are being altered with changing sea-ice phenology. Recent predation on colonial nesting seabird eggs by polar bears (*Ursus maritimus*) is a consequence of bears shifting to terrestrial food resources through lost on-ice hunting opportunities. I study a colony of nesting common eiders (*Somateria mollissima*) on Mitivik Island, Nunavut, Canada, that in only recent years has become increasingly exposed to polar bear nest predation. What is unknown is the degree to which eider hens perceive the risk posed by unfamiliar predators such as polar bears, and their concomitant predator-avoidance responses. Using trail camera videography and heart rate monitors on eider nests I am quantifying antipredator behaviour and heart rate responses to evolved (foxes) and functionally novel (bears) predators. Results will provide insight into the energetic consequences that colonial nesting seabirds can incur by responding to polar bear nest predation and hence the possible downstream population effects.

**Sarah Clements: Quantifying the causes and consequences of individual decision-making in shorebirds for a fitness perspective on migration habitat conservation**

This ongoing project is using tracking technology to study the influence of individual decision-making and carry-over effects on survival and productivity among three wetland-dependent migratory shorebird species, each with a different migration strategy. The results will provide information about the fitness consequences of movement and habitat choices to inform full-annual cycle conservation efforts.

Nominating Committee of the Waterbird Society  
2020 Annual Report

Membership: Jennifer Arnold, Clay Green (co-chair), Erica Nol (co-chair), Jeff Spendelow, Susan Elbin, Ricardo Zambrano

**2020 Committee Activities:**

The committee discussed and identified candidates for 3 open Council seats and Secretary. With the excellent help of Jeff's list of past candidates, we came up with a list of potential candidates.

We assembled a list of qualified candidates, and the co-chairs communicated with each of the candidates about the expectations of each position, as outlined in the 2017 draft Nominating Committee Handbook. Candidates submitted their bios to the committee chairs by September. Chris Schneider (sgmeet.com) distributed the ballots (mail or email) to the membership but voting did not close until 4 December, unfortunately not in time for this November Council meeting. Schneider was moving office and this delayed their being able to post the ballot. We notified the candidates and alerted Council of the outcome of the election in early December.

At the last meeting in Maryland, we asked for volunteers for the position of secretary, to act in this position as Patty Szczys was taking over as Vice-President due to her win in last year's election.

**Slate of Candidates for 2021 Election**, to take office on 1 January 2021 (for 2021-2023 term):

For Councilor (vote for 3) – Don Lyons, Jim Lyons, Caz Taylor, Richard Veit

For Secretary (vote for 1) – Kate Schlepr

For Treasurer (vote for 1) – Chris Custer

**Results of 2021 Election:**

Five notices went out to members, from Schneider, to remind them to vote. Of 406 members, 107 responded (26.5%). The winners were:

For Councilor – Don Lyons, Jim Lyons, Caz Taylor (2021-2023)

For Secretary – Kate Schlepr

For Treasurer – Chris Custer

**Congratulations to all who stood for election this year and thanks for your service. Thanks to for those who ran but were not elected.**

**Future Action Needed**

The Society will need to choose a new Vice-President (President-elect) next year.

The 2021 ballot will also need to elect 3 council members (2022-2024) to replace Dan Catlin, Kate Sheehan and Sean Murphy. We also need to replace our student member.



**Last year's business.** Last year we requested that members of Council reconsider appointing current past presidents as committee co-chairs. I think that this is still in practice.

We also considered this position again, but no decision was made even though some Past Presidents were interested and willing to sit again on Council. We request that Council discuss and consider this point again. Finally, Council needs to consider whether we should nominate two student members whose terms are offset by a year.

Respectfully submitted,

Erica Nol ([enol@trentu.ca](mailto:enol@trentu.ca)) and Clay Green ([claygreen@txstate.edu](mailto:claygreen@txstate.edu))

Revised report submitted 6 December 2020

**Waterbird Society**  
**Profit & Loss Budget Overview**  
 January through December

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	Jan - Dec 20	
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
Auction/Raffle Proceeds	2500.00	include carryover from 2019 meeting
Awards-donations	23,450.00	transferred from endowments
BioOne	57,500.00	
Donation T.Custer		
Professional Travel grants	5,000.00	
<b>Total Donation</b>	5,000.00	
Interest Income	600.00	
JSTOR	4,140.00	
Membership Dues	18,000.00	
Miscellaneous Income	200.00	
Page Charges	28,000.00	
<b>Total Income</b>	139,390.00	
<b>Expense</b>		
Allen Press	800.00	back issue storage & claims
<b>Awards</b>		
Kushlan Award	8,800.00	
Nisbit Award	5,000.00	
Professional Travel Award	5,000.00	
Recognition Award	250.00	
Society Research Award	5,000.00	Approved at last year's Council meeting
Student Travel Awards	5,000.00	\$7500 for student travel including auction proceeds above
<b>Total Awards</b>	29,050.00	
BioOne-expenses	1,408.00	
Credit Card fees	3,500.00	
Dues	13,660.00	Schneider & OC [50%]
Insurance	2,144.00	
Journal Editor Expenses	17,000.00	
Mailing Ballots/Meeting Notices	800.00	
Miscellaneous Expense	1,000.00	
Officer Expenses	500.00	
Printing & Postage	34,000.00	
Professional Fees	1,300.00	web page, Drop box, etc.
<b>Total Expense</b>	105,162.00	
<b>Net Ordinary Income</b>	34,228.00	
<b>Net Income</b>	34,228.00	

Special Projects for 2021

- \$3000 early career scientist travel to meeting – passed by Council last year so carried over to 2021
- ? Facilitator fee to assist with Strategic planning
- ? Purchase plugins for meeting registration and abstract submission process

## Recognition Awards Committee Report

November 10, 2020

### Members:

John Anderson, Co-Chair

Francie Cuthbert

Dave Shealer

Patty Szczys, Co-Chair

The Recognition Awards Committee solicited award nominations via email with the Annual Meeting Announcements in 2020 and through the Waterbird Society social media outlets. The committee unanimously endorsed the nomination of Dr. Jim Fraser and thus requests the President approve this award. Further, we wish to provide Dr. Fraser with the option of giving a lecture during the closing session on December 5, 2020 or at the 2021 Annual meeting. In the case of an in-person meeting in 2021, we request Council authorize the Society's Treasurer to provide Society funds to cover the travel expenses for Dr. Fraser's attendance at that meeting.

The committee seeks to expand membership to include international representatives and to reinstate regular nominations by the membership to recognize outstanding contributions to waterbird biology and the society.

Respectfully submitted,

Patty Szczys and John Anderson, Co-Chairs of the Committee