

Waterbird Society Council Meeting Minutes

Virtual call, Zoom

Tuesday, November 10, 2020

09:00-22:00 (ET/New York/GMT-4)

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, Jim Fraser [Membership, Finance & Investment]

Committee Chairs in attendance: Jeff Spendelow [Bylaws, Ornithological Council], Susan Elbin [Future Meetings, Ornithological Council], Ricardo Zambrano [Finance], John Anderson [Archives], Amanda Haverland [Outreach and Communications], Chip Weseloh [Future Meetings], Liz Craig [Diversity], Juliet Lamb [Student Activities], Nellie Tsipoura [Outreach and Communications, Research Grants], Jonathan Cohen [Conservation], Andy Kasner [*Waterbirds* Editor]

Guests: Marisa Martinez [member, Diversity Committee]

09:03ET Dave Moore called the meeting to order

Move to accept the agenda: Patty Szczys/Gopi Sundar motion passed unanimously

Review 2019 annual Council meeting and Jun 2020 emergency Council meeting minutes

1. Correct spelling of ‘Parsec’
2. Susan Elbin, Jeff Spendelow, and Pat Baird’s edits were given via email prior to today and have already been incorporated

Move to accept both sets of minutes after final revisions: John Anderson/Gail Fraser motion passed unanimously

Report on current meeting and scientific program (Patty Szczys)

- An ad hoc virtual conference committee formed after Council moved to postpone the in-person meeting in Texas. Met via Zoom several times over the summer and then every week since 17 Aug 2020.
- Keynote address launched the meeting yesterday evening (09 Nov 2020)

- Footprint of conference agenda (listed in the current meeting report) includes artists, international sessions, student-mentor meetups and more to keep the audience engaged.
- To date:
 - 15+ student presentations
 - 2 sessions that are occurring live in Asian time zones
 - Benefit of virtual meeting is that we can accommodate global time zones
 - 200+ registrants from 13 countries in addition to Canada and the US. May increase as people continue to register (no cutoff date)
 - \$3,600-3,700 in revenue so far
- Council thanks Patty Szczys, the Ad Hoc Virtual Meeting Committee, and the Communications and Diversity committees for all their hard work organizing this meeting!
- Should we add a virtual component to regular meetings? Discuss during Strategic Planning conversation.
- We expected to have more international presenters because virtual meetings do not require travel. How can we get more international members involved?
 - Might be enough to stay the course. Remember this is our first try at a virtual meeting, and times are strange with coronavirus.
- Upcoming: Student Activities Committee is hosting a virtual mentor event next Sunday!
 - Groups will be matched by time zones, rather than a specific time block.

Future Meetings Report (Chip Weseloh and Susan Elbin)

- Virtually no change in plans for next 3 years. Virus pushed everything back one year. Woody is organizing Texas (Galveston or Clear Lake) next year, Nov 2021, and it is up in the air whether 2021 will be face-to-face or virtual due to coronavirus. Ricardo is organizing South Florida in Nov 2022. Rachel Pierce is planning a Great Lakes meeting (specific location not yet chosen) in 2023.
- WBS will not have met outside of North America for ~5 years. Is there a desire to return to the 3-year model? Possible future international meetings:
 - Simone Sentor talked about organizing a meeting in Spain. Could be a joint meeting with the Seabird Eastern Atlantic group and/or the International Ibis group.
 - Puerto Rico?
 - CA/Oregon with the Pacific Seabird Group (PSG)? PSG may be keen to have a joint meeting again (10-12 years ago was the last time we did this). They meet at a different time of year, but it could work if we are willing to compromise. Chip has a contact, will follow up with them.

- Newfoundland. Last met there in 2000. Best time to be there is summer, so would Council willing to do an Aug meeting? Perhaps we should conduct a Membership survey?
- Costa Rica. We have some members there and it is accessible.
- India? Japan?
- Future Meetings Committee will pencil in an international location for 4 years from now (2024). Lots of good options, but Committee will rely heavily on which local contacts are the most interested in hosting.
- Make meetings attractive for people to travel to and reconnect. Always the question of cost to attend.
- What if we do not have an in-person meeting next year? Is Texas or Florida off the table? That will be up to the organizers. Other considerations:
 - Budget cuts in addition to travel restrictions may restrict members' ability to travel and attend in person, so it may be good to plan a virtual component regardless of ability to host in-person.
 - It is important to keep core membership engaged even if we meet far away from our core membership (North America).
- Idea: highlight a different continent every year to drum up international members.
 - Do not just rely on a virtual component to connect international members.
- Pick a drop-dead date for the decision about going virtual in 2021. We cut it too close for comfortable planning this year.
 - May 1? Woody should weigh in too. [Woody not present.]
 - Need to consider the professionalization of hosting future virtual meetings (instead of this year's ad hoc volunteers).

Bylaws Committee (Jeff Spendelow and Chris Custer)

- There were no requests to change the bylaws this year.
- One request for interpretation on whether this year's virtual meeting satisfied bylaws, and it was determined that yes, having a virtual meeting does satisfy the bylaws.

Strategic Planning update (Dave Moore and Clay Green)

- No work was done this year so we need to pick it back up.
 - More reason to do Council meetings twice a year! It would prevent to-dos from dropping off our radar.
 - Ideas on the best path forward: Would it help to establish a small steering committee?

- We would benefit from having a neutral facilitator (prevents groupthink), and we should be inclusive, involving not just the Committee Chairs but past Councilors and membership more broadly.
 - Who could fill the facilitator role? Erica Nol has a contact.
 - Offer an honorarium. For comparison, Clay Green facilitated for a different organization for \$20K, but that involved a lot of distant travel for 3 independent events. WBS is on a smaller scale, e.g., the facilitator for the Diversity Panel at this year's meeting is \$1K.
 - Would we still need a Steering Committee in Council if we hired a facilitator? Yes. The neutral facilitator would guide [1] meeting with broad participation from membership, but Council/Committee Chairs should do the brunt of the work over time. What a whole-membership meeting could look like:
 - Advertise widely to get members involved. Call out to membership to attend a virtual event with prepared polling questions.
 - Polling would be a way to include members in distant time zones.
 - Have breakout groups with brainstorming sessions about a few pre-identified goals or topics (e.g., role of DEI in WBS)
 - What would the Chair of Council's Steering Committee be responsible for? Organizing others and keeping them on pace. Might not be that much work if Committee Chairs are willing to follow through with their bit of heavy lifting.
 - Steering Committee from last Strategic Plan = R. M. Erwin (Chair), Gail Fraser, Peter Frederick, Kathy Parsons, and Betty Schreiber
- Next steps: Review the previous strategic plan (ended in 2020) and analyze where we have and have not succeeded, then plan a way forward.
 - Ask Committee Chairs to analyze, edit, and update their section of the Strategic Plan.
 - Suggestion: Steering Committee should suggest some broad categories that can unite the Committees' reviews of their sections. For example, membership recruitment, retention, and communication is a major issue that goes beyond the Membership Committee.

■ ACTION ITEMS:

- Dave Moore will come up with a framework and schedule and bring back to Council for commenting and decide next steps within the next few months. Susan Elbin and Clay Green will help. Dave Scheeler? Reach out to ask if he wants to be involved.
 - If anyone else is interested in joining the Steering Committee, tell Dave.
- Clay will reach out to Foundations of Success (a group that connects environmental scientists/biologists → moderators) to see if their moderators are willing to take on much smaller projects (\$1-2K range). A motion could be brought to Council after Clay investigates.

Code of Conduct policy (Dave Moore)

- The draft policy has been posted on our website with a public comment period through Dec. 1, 2020.
- Outstanding issue: we need a lawyer to review and edit our draft.
 - We are an international group. Meeting attendees must follow the laws of the place where the Society has been incorporated, but what if code is broken at an international meeting? Can we enforce our own code as an NGO?
 - Litigation against our society would be in a US court because we are incorporated in New Jersey.
 - If a breach to the Code is so severe that it ends up in court, state/federal laws will likely apply, so it becomes a police issue rather than a Society issue. As a Society we are well within our rights to take lower level actions like expelling someone from our membership.
 - We could be sued if we do not act on a report of assault, which is true whether or not we have a published Code of Conduct.
 - Role of attorney would just be to confirm these facts and to make sure we are within rights as a non-governmental organization.
 - We are still contributing to the Ornithological Council (OC; contact: Laura Bies) and there is a lawyer there - they might be able to help. PSG has also done a Code of Contact already, so we could ask them for help as well. **ACTION ITEM: Dave will follow up with the OC about finding a lawyer.**

10:30-11:00 break

11:05 Treasurer Report (Chris Custer)

- WBS continues to be in good financial shape.

- Main revenue sources: BioOne and JSTOR. These sources have been increasing again after leveling off a few years ago. Page charge revenue might decrease during COVID, but it is normal that this revenue source bounces around. Membership revenue has been on a downward trajectory for about a decade, which is not a concern from a budgeting standpoint, but is in the larger scheme of the sustainability of our society.
- Main expenses: Printing and mailing expenses are pretty stable. Other expenses have crept up slowly, including Schneider dues, webpage hosting, editorial office (this expense was down in 2019 because Andy Kasner had not yet hired an assistant editor, but should go back up now that he has). Special Projects expenses are low.
- Questions?
 - How is this year's meeting going?
 - TeePublic proceeds from merchandise sales in this meeting have started to come in and should be a nice source of revenue, especially because our logo stays in TeePublic's inventory. So far we earned \$206 on merchandise. Can add different designs as time goes on and use this platform in future meetings.
 - Zoom license: We purchased one 1-year license for this meeting at ~\$100, and can add a second license on a per-need basis
 - What is our OC contribution? \$5,000 per year.
 - BioOne revenue has been going up, but we should not expect it to be an ever-increasing pot of money.
 - Is there an alternative to Amazon Smile so that we can earn revenue without supporting Amazon? Chris/Council do not know the answer to this offhand, but Chris/Council are open to suggestions.
- We are in good shape financially, so now is a great time to increase spending to further the goals of our Society! Discuss Special Project ideas later in the meeting.
- Thanks Chris!!

[Move to accept Treasurer's report: Erica Nol/Gail Fraser motion passed unanimously](#)

11:38 Finance and Investment Report (Ricardo Zambrano and Jim Fraser)

- Our Fidelity investments are doing really well. All endowment funds total to \$1.3 mill.
 - Value of Nisbet account is \$200K. We are still making annual investments.
 - Value of Kushlan account is \$380K. We are no longer making investments.
- Total market value of the three accounts increased over the past year by about \$150K.
- What is WBS's rule about moving money from our endowment to the general fund for special projects or other expenses?
 - Other organizations spend a set amount, e.g. 4% of endowment annually. We do not have a rule like this.

- We are in good shape financially. Our spending on Special Projects is low, so we should come up with good, solid ideas that benefit the society by increasing membership, increasing our visibility, etc.
 - Another Special Project idea: increase WBS Research Grant spending to support several projects.
 - Conversely: Stability and conservative spending are why we are in good financial shape. Chris and Ricardo can look at the budget and see if there is a percentage basis of expenses that makes sense for WBS.
- Update on our financial investors at Parsecs:
 - Fidelity, Parsec fees were ~\$8,000 this year
 - Have directed our investors to take a moderately aggressive approach.
 - 60/40 bonds, 70/30 mutual funds
 - Performance: 5% growth for portfolio, which is slightly above market indices
 - As happened in US markets overall, WBS investments have been growing for the last 13 years (since 2007 crash). Longest bull market in history.
 - We have been switching over to Social Responsible Investments (SRIs) over the past few years

Membership Committee Report (Pat Baird and Jim Fraser)

- Based on analysis of 3 years of data (2018-2020) from the Schneider Group, Jim and Pat determined WBS has about 250 'core' members. (See Report.)
- Membership shortfall overall continues. Why, and how can we reverse this trend?
 - Virtual meetings might help recruit the younger generation.
 - Use British Ornithological Union outreach to early career sciences as a model? Jim and Pat will reach out to them.
 - Student participants in WBS meetings are not always considered members because of the way they register. Barriers/challenges to retaining members:
 - Previously, some participants would register for meetings as non-members because they do not require membership to access our Journal (e.g., if they can access our Journal through their university library)
 - This year, all students are attending the meeting for free but are not conferred as members.
 - Non-member status does not necessarily mean lack of participation in the Society in and beyond the annual meeting.
 - WBS website does not make it easy to check membership status, so many people default to not paying their dues.

- How could we re-think membership? What is the role of membership in society vs. participation. How can we incentivize participation going forward?
 - Important topic for Strategic Planning Committee.
 - Most students want to be participants, but the obvious benefits of membership are redundant to what is offered by their university. Active participation is really what we are after rather than “membership” per se, but quantifying participation outside tallying membership status is difficult.
- Schneider Group communications: not all members are receiving membership emails.
 - For current meeting: be sure to advertise the election ballot and meeting events on Slack, OE, Website, social media
 - **ACTION ITEM: Pat, Jim, and Kate Shlepr will follow up with Schneider Group and will manually email or call members if necessary.**

Outreach and Communications Report (Amanda Moore)

- The Outreach Committee has new committee members! Nellie Tsipoura is willing to be a member of the Committee but wants to step down from her position as Co-Chair. A new Co-Chair will be identified amongst group members.
- Caroline Poli has been posting announcements about grad student defenses - only 1 success so far as a live event, but other students have shared recordings.
- Do we want to set a goal of the number of posts/month? The challenge is in finding content.
- Currently, the Committee is collectively responsible for updating pages; it is not one person’s job. It would be nice to pass off the responsibility on a weekly basis, but we need a policy in place to make sure content choices are always appropriate.
 - **ACTION ITEM: Juliet Lamb will look for examples of policies from other groups.**
- Who is the contact person for each social media platform?
 - For this meeting, Anna Vallery successfully connected all media platforms so she can make one post that goes everywhere.
 - The Facebook page for the Journal has been active for the past year, but we do not know who manages it. Maybe Steph Jones? It is up to the editorial team and the Committee whether this account should continue to be managed separately from the Society’s pages.
- Committee requests action from Councilors to increase WBS visibility:
 - Please post on Social Media during this meeting! #Waterbirds2020
 - Please re-post WBS announcements that show up on your personal pages

- Suggestion: broaden engagement by thinking across disciplines (e.g., work with artists)

13:07 Break. Adjourn until 18:00.

18:04 Resume

Moment of silence for Brian Palestis

Student Activities Committee (Gail Fraser and Juliet Lamb)

- 2019 Best Poster and Best Paper Awards were selected but were not posted to the website. Committee will follow up with Amanda Moore.
- Usual annual Student Travel Awards were not necessary for this year's virtual meeting.
- For this meeting, we are doing less formal awards by asking the audience to nominate student papers and exceptional talks for recognition during the Closing Ceremony.
 - Moderators share a link to the Google Form during their session to nominate student papers. Goal is to acknowledge good work, not necessarily "rank" students.
 - Could provide feedback to students via letter.

18:15 Diversity Committee (Liz Craig and Juliet Lamb)

- In the 2019 meeting, the Diversity event was largely organized and led by the Local Committee, not the Diversity Committee or Council.
 - Received mixed feedback on the success of this event from participants.
 - Most attendees had a positive experience, but there were concerns about the organization of the event and the low turnout from WBS members.
 - This highlights the importance of clear marketing to membership, and the potential dangers of planning that takes place in parallel to Council without good communication.
 - Lessons for the future: make it clear that Diversity events open to the full membership, and be thoughtful about scheduling relative to scientific sessions
 - Is it better to host these events during the regular meeting, or as stand-alone events? Various options. This year the organizers chose to program the Diversity event after the formal science program.
- In Jun 2020, the Committee drafted a statement for social media during a period of nationwide (US) unrest and police violence. (Text in Committee Report.)

- As a result of the US political unrest, the Committee met and had a good turnout with vibrant conversation, which led to the creation of this meeting's Diversity Panel with an explicit focus on racism and social justice.
 - Tried to recruit a Plenary speaker early on but this did not come together.
 - "Diverse Experiences and Inclusive Conversations in Wildlife Biology: A Panel Discussion" will take place on 19 Nov 2020. Focus on how racism, racial bias are manifested in our waterbird community.
 - Hosting will be by a professional moderator from TWS, Jamilla Blake, with help from Marisa Martinez, a WBS student member.
- Proposed activities for 2021
 - Our actions have been largely reactionary, so there is interest in how we (the Committee, the Society) can behave strategically in our approach to diversity.
 - 2021 Texas: Some LGBTQ+ members of the Society have expressed concern about meeting in Texas, so Committee wants to consider how to be welcoming and provide safe environment to our members
 - Committee plans to take a closer look at the website and may suggest places to update the text.
- Questions?
 - Was there any feedback on the Black Lives Matter social media post from last summer? Not that Liz knows of.
 - Is there a way for Diversity Panelists to defer their honorarium and put that money toward travel for international members? This is a logistical question and Chris Custer can make it happen, yes.
 - What are other Societies doing in terms of events or actions? Some are very active. Our niche is a focus on our Society and waterbird biology.

18:38 Nominating Committee Report (Erica Nol and Clay Green)

- There has been a delay in getting nominees and communicating with the Schneider Group. Votes for the election are due on Dec 4, so results are not known yet. Three Councilor seats open when Dan Caitlin, Kate Sheehan, and Sean Murphy complete their terms (thank you, Councilors!!), and the Treasurer and Secretary seats are also due their election cycle. There is a slate of candidates for the Councilor position, and 1 candidate each for the Treasurer and Secretary positions.
- The 2021 election will be for a Vice President, a new Student Councilor, and 3 Councilors. The Committee is open for nominations.
 - Have previously had success recruiting students as participants in Committees during meetings' poster sessions.

- Should we replace a current Councilor position with a second Student Councilor position?
 - Means we could recruit a new student every year (instead of every other year)
 - Students can run for regular Council positions, but they previously have had difficulty competing with candidates that have fuller CVs
 - Is a change in bylaws necessary to add a second student member?
ACTION ITEM: Bylaws Committee will discuss whether the bylaws need to be amended to add a second Student Councilor position. Adding this position should be a more immediate action than the Strategic Planning process will allow.
- Similarly, how do we recruit non-North Americans? There are special barriers to their participation, too.
 - This year, the Committee asked 2 international members but they said no.
 - Money issue. Provide them a stipend?
 - Advertising issue
 - Virtual format might help
- Idea: offer financial support to all council members and allow them to decline
 - Travel awards are already available to some groups i.e., Student Travel Awards); build off this.

19:10 Editor's Report and Publications Committee (Andy Kasner and Erica Nol)

- Journal submissions are a little up from 2019 but are lower than the 10-year average
- Journal printing is behind schedule due to COVID and the editorial team is working to catch up.
- Is there a way to make the review process more efficient?
 - Sara Van Der Leek hired as Associate Editor; they have see no obvious weak points, it is just a time consuming process.
 - Manuscript management softwares like that used by Caribbean Birds gives feedback to reviewers and authors in real time. This is the goal.
 - Idea: Print a letter from the Editor in an upcoming issue to update readers on the timeline during COVID
 - **ACTION ITEM: Andy will write a letter to be share in the next issue of the Journal and by email or on the WBS website.**
- Meet the Editor event this meeting will be Dec 1.
- How do we move forward on Publications without Brian Palestis?
 - Committee has been making due but needs to find a person to fill the void.

- Put out call at Business meeting for new participants.
- Future question: the Journal does not have true open access (Andy gets to choose a few articles from each issue), but there is author interest in seeing more of this. What are the ramifications of doing more open access on our BioOne revenue?

19:25 Recognition Awards Committee (John Anderson and Patty Szczys)

- Council unanimously endorses Jim Fraser for Kai Curry Lindal Award! Dave Moore (President) approves! [Jim not present in room.] Council can now allocate money to support the speaker's travel for his presentation in 2021 (if necessary).
- Committee will be seeking international nominees for future awards.

17:30 Research Grants (Nellie Tsipoura)

- Award proposal statistics for 2020 were similar to 2019: 12 for the Kushlan grant, 16 for the Waterbird Society Grant, 10 for the Nisbet grant. Proposals were predominantly North American, but some were international with a diversity of species.
 - 3 Nisbet, 2 Kushlan, 3 WBS grants were awarded this year
 - Committee awarded smaller amount to North Americans because they determined the amount would not make or break their project plans
 - Lot of good proposals! Down to the wire trying to decide who needed what.
- 2021 grants: It would be great to increase the total amount allocated for grants so that we can support more projects more fully.
- Ian Nisbet just became aware of the 3rd category of granting. Nisbet prefers to fund terns/gull projects but is open to other areas. WBS introduced the 3rd award (Waterbird Society Grant) to make money available to more people.
 - Need to update wording on the website to more clearly distinguish grant types.
- Chris Custer and Clay Green had a conversation with Jim Kushlan last year about his funds' status and his expectations for the Kushlan award. They drafted a document which should be signed by Jim before it gets shared with Council. Clay is following up. It has very specific stipulations on who gets awarded, e.g., give fewer large awards, prioritize international.
- Do we do post-grant tracking? E.g. what publications have come funding, is funding being acknowledged
 - Requirement added in 2019 to either publish or present research
 - Incumbent on applicants to say how they spent money and what they found. Committee could do more to follow up. Ideas:
 - Abstract submissions: email awardees and encourage them to submit. Waive registration for these people?
 - Reach out to lab groups/Pis who submit lot of proposals

- Symposium with awardees at annual meeting
- COVID impacts on research grants. There have been several cases where researchers received awards but may not be able to complete research due to local norms. **ACTION ITEM: Nellie and Gopi Sundar will work together to add a paragraph to the Research Awards statement to be proactive about COVID-era proposals.**

20:05 OC Update (Jeff Spendelow and Susan Elbin)

- Ellen Paul has retired as director of OC after 20 years; Laura Bies has taken over in half time capacity
- American Ornithological Society (AOS) pulled their support, which is a major hit to the OC budget. WBS and others have increased their support to compensate.
 - **ACTION ITEM: Jim Fraser and Pat Baird will follow up with the Schneider Group to email Life Members about donating to the OC.** (Life Members do not get the same annual prompts as members who renew annually.)
- OC's main mission is to make the world safe for ornithology, focusing on issues of animal welfare, permits, IACUC support, assistance to individual researchers, conservation advocacy.
- Current WBS contribution: \$5,000. They are asking for 20% increase (\$1,000) in annual donations to support Laura's part-time

Motion: I move that OC allocation be increased from \$5,000 to \$6,000 annually.

Dave Moore/Gopi Sundar; 13 yay, 0 nay motion passes.

Break

20:31 Conservation Report (Jonathan Cohen)

- Publication Award for 2020 was given to a 2018 paper by Ribero et al. on Brazilian mergansers in Brazil. The lead author will give a talk during the closing ceremony (speech in Portuguese but slides in English). A translator will be available to help during the Q&A portion.
- Busy year on the advocacy front with 4 letters/position statements submitted (Canada and US).
- Future work: the review for the 2021 Publication Award will begin in February
- Charles Clarkson is technically Co-Chair, has not been active in a while
 - Put word out at Business Meeting
 - Jonathan will ask within the Committee

20:45 Archives Committee (John Anderson and Kate Shlepr)

- Over the past several years, the Committee has been working toward making the whole of the WBS archives available online.
 - Documents from Society's early years are in the Smithsonian and need to finish being digitized.
 - Kate Sheehan volunteers to help!
 - In the last year, Council spent \$500 to fund a student, Jana Struth, to finish scanning the "President's Box" [old archive files] and old programs. Files are stored in Google Cloud. **ACTION ITEM: The Archives Committee will work with the Communications Committee to post more material online.**
- 40th Anniversary interviews are all transcribed by Jenna Schlener. The Committee is in the process of sending these out to the interviewees before they get posted online.
- WBSarchives@gmail.com is now being cc'd on all major Council correspondences

20:55 2021 Budget and Special Projects Brainstorm (Chris Custer)

- 2020 budget was used as a template for the 2021 budget.
 - \$139,390 total anticipated revenue
 - \$105,000 total anticipated expenses -- \$34,000 surplus
 - ~3% 5-year running average of investments for Kushlan and Nisbet awards, other awards get matched to Nisbet. 2019 Council approve additional student travel (from \$3,000/yr to \$5,000/yr)
 - 30% of surplus of endowment earnings goes to Special Projects
 - Could increase percentage if we wanted to spend more
 - **Motion: I move to spend up to 50%* of the current year's net income to be put toward Special Projects in the new year. Patty/Dan passed unanimously** *Up from 30% ^
 - Special Project ideas generated during this Council meeting:
 - \$3,000 for travel by early career scientists (2019 motion carried over since 2020 virtual meeting)
 - \$? Facilitator for Strategic Planning
 - \$? Online plug-ins for meeting registration and submissions pages
 - \$3,000 discretionary Diversity Committee activities
 - \$? travel for councilors
 - \$? Special symposia that attract international presenters ~ Tom Custer's fund (money to be used at the discretion of Local Committee each year)
 - How should we advertise so that broad membership/the public know that money is available for special symposia?

- Website announcement, especially during call for symposia.
- \$? Follow-up on grant winners. How was grant money spent, did the project produce publications, was the Fund acknowledged, etc.
 - Nellie, Clay, and Kate will work together to do a lot of this. Pay a student to do the rest?
- Increase the amount allocated for research grants? 3% → 5% of 5-year running average with a caveat for good/bad stock years
- COVID grants. Could fund work outside waterbird research that would still benefit waterbird habitats.
 - E.g., increase in hunting during COVID period because people are out of a job. Fund a “fight hunger” international initiative.
 - Con: Lot of waterbird research needs, do not need to branch out to projects outside our Society mandate to make a difference.
 - Collaborate with Conservation Committee to locate potential sources of funding
- **Motion: I move to alter the research grant contribution from 3% to up to 5% for each endowment. Kate Sheehan/Dan passed unanimously**
 - Gets reassessed every 3 years naturally
- **\$100 honorarium for translator at December plenary for Johnathon’s conservation speaker.**
 - This amount does not require a motion, but Council does endorse it!
- **Motion to accept the 2021 amended budget. Patty/Dave passes unanimously**

Closing discussion

- Be on the lookout for a mid-year meeting in 2021!

21:57 adjourn