

**MINUTES OF THE ANNUAL MEETING OF THE  
RAPTOR RESEARCH FOUNDATION BOARD OF DIRECTORS  
SACRAMENTO, CA, 4 NOVEMBER 2015**

*Attendance:*

Jim Bednarz (Board of Directors and Nominations Committee Chair)  
Rob Bierregaard (Board of Directors and incoming Finance Committee Chair)  
Clint Boal (President and Bylaws Committee Chair)  
Travis Booms (Board of Directors and outgoing ECRR Committee Chair)  
Jessi Brown (Treasurer)  
Jennifer Coulson (Board of Directors) (by phone)  
James Dwyer (Board of Directors and outgoing Scientific Programs Committee Chair)  
Cheryl Dykstra (Editor-in-chief, *Journal of Raptor Research*)  
Lloyd Kiff (Board of Directors)  
Libby Mojica (Vice-President and Website Manager)  
Jerry Niemi (Board of Directors and incoming Conference Committee Chair)  
Torgeir Nygård (Board of Directors)  
Miguel Saggese (Board of Directors and President-elect)  
Kate Davis (Conference Committee Chair)  
Brian Washburn (*Wingspan* editor)  
Beth Wommack (Scientific Program Committee Chair)

The meeting was opened at 0800 by President Clint Boal and introductions followed.

It was confirmed that a quorum, as defined by the RRF by-laws, of the Board of Directors was present.

Clint noted that a Board position will become vacant when Miguel Saggese assumes the presidency at the end of the conference. He recommended that Jerry Niemi, a veteran Board member, could fill in for the duration of Miguel's term.

**ACTION:** By unanimous vote, it was agreed that Jerry Niemi serve on the Board of Directors until the end of Miguel's term in December 2016.

Clint reported that our Secretary, Greg George, was unable to attend the conference for personal reasons and may have to step down.

There was enthusiastic applause for the new logo, which was introduced by Libby Mojica, overseer of the project.

Jessi Brown handed out the Treasurer's report and provided invaluable interpretations. RRF finances are satisfactory, but this has been a difficult year. The Business Manager did not perform adequately (or at all) and was fired. There were also difficulties with our bank's procedures, as they bundle transactions in their periodic reports, making it almost impossible to track individual transactions for auditing purposes. Lloyd (and others) suggested that we change banks, since we have no particular ties, geographical or otherwise, to the present one. Clint recommended that we hire a new Business Manager and that Jessi be in charge of the selection process. We also need a new tax preparer, as the present one resides in Alaska, where our previous Treasurer (Angela Matz) lives. Jessi is scheduled to have a baby in 2016, and Libby (who has experience in this area) mentioned that someone may need to provide assistance to Jessi for a time in the coming year (perhaps Angela?).

Some important details of the Treasurer's report included the following:

*Membership*, as shown in the report, is down a bit from last year, as is the case with all of the OSNA societies, but it may have come back up to "normal" since the report was prepared.

*Conference receipts* ("profits") from the 2014 conference in Patagonia were not deposited in our bank account until 2015, so this created an anomalous bounce in conference proceeds in the report. Last year's meeting in Corpus Christi generated \$16K in "profits." Jessi reminded the Board that such proceeds from our annual conferences cannot be predicted with any certainty and that we should not rely on them when constructing our budget.

*Page charges* for *Journal of Raptor Research* papers was a little higher than last year.

*Advertising* and *sale of publications* revenue were minor contributors to our income in 2015.

Income from our association with *BioOne* continue to increase annually and represent a significant portion of RRF income.

*Contributions* in the form of unrestricted gifts were fairly small in 2015, and *endowments* are irregular and also a minor source of income.

"*Other income*" represents merchandise sales, which are also usually small.

Jemima Parry-Jones donates the proceeds from the sale of her books and other merchandise in the U.S., and there was general appreciation for this gesture.

Jessi recommended that we pull some funds from the endowment for awards during lean years.

Jessi also presented the *proposed budget* for the 2016 fiscal year and provided a line item discussion of current expenses and proposed changes.

*Expenses:*

*Membership fees* include RRF's participation in the Ornithological Council and the Ornithology Exchange website.

*Miscellaneous conference expenses* are rather minor and include funding for the young raptor biologists program.

*Publications:* A budget increase is needed.

*Logo:* Expenses for creating the new logo were only about \$500, thanks to Libby's efforts.

*Editorial costs* came in well under budget, but this was due to an accounting artifact. Jessi favored an increase in this expenditure, which is separate from the editor's salary.

*OSNA fees* will be higher in the coming year, according to Clint, possibly due to the pending merger of the AOU and Cooper Ornithological Society. Miguel felt that these fees are already too high. Libby gave a breakdown of the fees paid to OSNA by each of the participating societies, and based on this comparison, the charges to RRF seem fair.

*Ornithological Council:* Rob noted that the fees for support of the OC are high for RRF, based on our income. Miguel questioned the need for our participation, but discussion of this item was deferred until a later time.

*President and Directors Funds* are seldom tapped, but they could be used to support travel to meetings and other optional expenses.

*Accounting and legal fees* cover payments to our Business Manager and to an accounting firm for a review of our finances.

We use PayPal for credit card services.

*Election costs* are paid to the Schneider Group for their services.

*Awards:* Our allocation continues to increase, but the maximum budgeted amount is seldom spent.

Jessi discussed the ebb and flow of funds in the endowment account, and she recommended that we transfer funds from our present money market account to the endowment account. Lloyd asked who manages the funds in these accounts? Clint replied that they are managed by the Finance Committee with approval required from the Board of Directors.

Jessi also recommended reconstructing the present Finance Committee.

In summary, RRF expenses for 2015 came in under budget, and by year's end, there were few changes from the previous year's financial report.

Miguel asked if next year's 50<sup>th</sup> Anniversary conference will entail higher expenses than usual. Jessi replied that these will be a matter for the Local Committee to decide. Kate reported that there has been no discussion of these details as yet.

Clint mentioned that are bank accounts are still in Minnesota, and he asked if we are incorporated in that state (we are, according to Jessi). Any proposed move to another state falls under the purview of the Finance Committee. Lloyd recommended that we move to the state where our new Business Manager resides.

Torgeir inquired about the insurance line item. Rob referred to it as "COA" insurance.

Jennifer asked if there is a back-up person for the Business Manager. Jessi presently serves that role, and Angela Matz backs up Jessi. There was a general feeling that this arrangement needs to be formalized, and Clint emphasized that we should bring a new person into this hierarchy. He suggested that it would be a good fit for Kate Davis, but she demurred.

Jim pointed out that we are running ahead this year, and he wondered if there are any anticipated changes in the budget summary before year's end. Jessi replied that the costs of an issue of *JRR*, certain awards, and few minor items will be added to the expenses column, but that we should still end up in the black for 2015. Overall, we're in good shape.

*Conference Committee report:* Kate commended Allen Fish for the excellent job that he and the Local Committee have done on the present conference. Funding for the meeting included donations of \$15K from the meeting volunteers. The elaborate printed meeting program is especially outstanding, and it was done by a talented volunteer. The Caesar Kleberg Wildlife Research Institute at Texas A&M donated \$10K to support last year's meeting in Corpus Christi. Kate summarized various parameters for the meeting, including attendance (216) and \$14,675 "profit." At the present meeting in Sacramento, there are 371 registrants and 39 volunteers. Meeting registration was deliberately limited to a total of 410 in order to fit everyone into the available space. Eventbrite software was used again for this meeting, as was the case last year. The present meeting features three concurrent sessions for 149 papers and 50 posters. A final report for the 2013 meeting will soon be posted on the RRF website.

Jerry Niemi-conference chair, assisted by Dan Varland will assist the conference organizer for the 2016 meeting. Kate Davis will continue to provide assistance. Jerry Niemi will take over this role for the 2017 meeting. Jerry is willing to organize conferences for 2 years maximum because of family commitments, stepping out after the 2017 meeting. A volunteer will be sought for the next three years, and perhaps a small salary for this position may be sought from the Board.

Future potential meeting locations include South Africa and Spain and even Melbourne, Australia, and Torgeir supported the idea of having a conference in another country every four years. Jennifer asked about having a meeting at the Percy Fitzpatrick Institute in Capetown, and Miguel, Torgeir, and Lloyd enthusiastically supported this idea.

Kate recommended that the 2017 meeting be held in Boise. Libby asked who will find a local chair for that meeting, and the answer was more or less “all of us.” Miguel emphasized that a back-up plan should always be in place and gave a few examples of where this was needed. Clint suggested the possibility of having a permanent meeting location, and Libby spoke in support of this concept. Lloyd and Miguel disagreed for various reasons. Libby suggested that a professional meeting organizer could be hired and that their fees could be built into the conference charges.

**ACTION:** It was moved by Jim and seconded by Miguel that Jerry be appointed to chair the Conference Committee for a two-year term (2016-2017), and this was unanimously approved.

*Journal of Raptor Research Editor's report:* Cheryl provided a handout summarizing several milestones for the *JRR*. In 2014, 120 manuscripts were published, and this was a record high for the journal. There were 43 rejections, which is within the expected range, and time from acceptance to publication averaged 239 days. Time from submission to the first editorial decision was 73 days, which is regarded as good by journal standards.

Cheryl requested an increase in her salary from \$14K to \$18K. She has been the editor since 2006 without a raise, and there was general enthusiasm for approving this request for a job well done.

During 2015, the Associated Press did features on two articles from *JRR*, and this resulted in a lot of favorable publicity and big surge in the income received from BioOne.

*Open access:* Cheryl has the discretion from BioOne to provide open access to one article or more per issue, but she must maintain closed access for more than 50% of the articles in *JRR*. Ideally, she would like to have open access for an entire future issue of the journal that will deal solely with the Golden Eagle. Lloyd noted that authors own the rights to their own articles, and they may post PDFs of them on their university or GRIN homepages, which are tracked by Google Scholar. Any article can be made into open access by these means. Cheryl agreed. Clint noted that federal regulations may soon require open access to any government-supported studies. Brian commented that this may also soon apply to raw data. *Journal of Wildlife Management* may be the main testing ground for these policies. Presently, BioOne require \$10/page fees for open access.

Further discussion on this issue followed, and Clint pointed out that these changes, if implemented, might make journal publishing non-viable for organizations like RRF. Jim suggested that higher page charges might be in order for future articles supported by federal

funding. Neither Cheryl, nor Jennifer, agreed with this suggestion. Clint, who is an Associate Editor of *Wildlife Society Bulletin*, noted that open access for articles in that journal can be obtained by paying higher charges. Jennifer said that larger journals may not care about losing royalties as much as small journals do. It was agreed that we should all look into the policies of other journals and report back to the Board. Also, Cheryl or Lloyd will look into the possibility of affiliating with JSTOR in hopes of obtaining additional royalties. Torgeir contended that foreign authors may be compelled to publish elsewhere if page charges are raised too high. Cheryl pointed out that they are now often waived for students and foreign authors. She opposes raising page charges for open access, but not for other reasons.

Clint suggested that we might establish a 50% threshold for open access, based on our expected annual publication income. Miguel also recommended keeping the open access option for just below 50% of the published articles. According to Cheryl, BioOne bases its payments to journal publishers on the total number of hits and the number of pages opened, plus the percentage of open access articles. Lloyd asked about the financial state of BioOne, but no one knew any of these details, or where to find them.

Jim asked about Cheryl's plans for continuing as our editor, and she indicated that she would like to stay on for several more years. In her absence from the room, her requested raise was discussed. Clint spoke in support of it, based on the assumption that she works 15-20 hr/wk on journal matters. Jim, a former *JRR* editor himself, also spoke in support of the raise, as did Rob, Lloyd, Jessi, and Jennifer. It was agreed that the journal is an outstanding product that is the pillar of RRF.

**ACTION:** Lloyd moved, and Rob seconded, a motion supporting an increase of the editor's salary from \$14K to \$18K, and it passed unanimously.

*Wingspan:* Brian, the new editor of our newsletter, reported that there were two issues published in 2015. The next issue will feature details of this conference. More material is always needed for *Wingspan*. Clint suggested that this might be an additional role for Board members, who don't do much more than attend the annual Board meeting. He thought that regional reports on raptors might be a good idea for the newsletter. Lloyd endorsed this notion, pointing out that it was the bedrock of *Eyass*, the raptor newsletter formerly published by the National Wildlife Foundation, and he suggested the appointment of a team of regional coordinators to make this a reality. Both Miguel and Brian agreed with such a concept. Clint suggested that committee chair reports might also be included, and he recommended further strengthening of our website and Facebook presence. Jennifer was also in favor of this.

*Early Career Raptor Researcher Committee report:* Travis Booms has chaired this committee for several years. He reported that it had a good year in 2015, and he was especially looking forward to the ECRRC social scheduled for Friday evening. A total of 74 students and young professionals registered for the classes at the student workshop at this conference. The Board

previously approved funding for the Friday social event (including food), the student workshop, and instructor lodging. No RRF money is being spent on registration fees this year.

Travis' term as committee chair is ending this year, as he joins the Board of Directors. He recommended that Joe Eisaguirre be approved as his replacement and spoke on his behalf. There are presently five members of the ECRRC, and Joe is in his second year. Several Board members (Jennifer, Miguel, Lloyd) expressed special thanks to Travis for his good work on this program, as he has redefined the work of the committee.

**ACTION:** The board approved the nomination of Joe Eisaguirre as ECRR committee chair.

Travis discussed options for spending the one-time funding (\$2,500) under the charge of the committee, and Clint recommended that we formalize the process for selecting awardees and scholarships.

**ACTION:** Rob moved and Jim seconded that the funding for the ECRRC become a formal line item in the RRF budget, and there was unanimous approval for the motion.

*Scientific Program Committee:* James Dwyer ("J.D.") reported that the formal program consists of 149 oral presentations and 50 posters this year. Beth Wommack will assume the chair of the committee, as J.D. moves onto the Board of Directors. Jim will continue to serve on the committee. There were general congratulations to J.D. for the good job that he has done over the past several years.

*Nominations Committee:* Jim reported that he focuses mainly on age, diversity, gender, geography, and scientific discipline when considering the suitability of candidates for RRF Board of Directors positions. He wanted to create a slate of six candidates this year, but ended up with eight. There have been some problems with Board meeting attendance, especially by members in non-North American countries, so Jim suggested that funding might be provided to assist such members, and Rob supported this. Clint agreed that there have been difficulties in getting foreign Board members to engage in our discussions, and there seemed to be a general consensus that this is a problem. The by-laws do have a provision that allows for the replacement of chronic non-participants. Jennifer suggested that we might legal advice on this matter, and Rob (and former president, Mike Kochert, who had joined the meeting) thought this might be the case. Miguel emphasized that time zone differences are a handicap if we resort to having meetings by Skype, or other online techniques.

**ACTION:** Miguel moved to establish a committee to consider how to deal with non-participating Board members with Clint as the Chair, and the motion passed unanimously.

*Education Committee:* Clint reported that this committee has been inactive for a number of years and asked if we really need it. We need to examine its justification and its history of failure. Jim provided a few historical notes on the committee and its justification. Jemima Parry-

Jones was an early supporter of such a committee, but it never really got off the ground. Torgeir pointed out that some functions of this committee duplicated those of the Early Career Raptor Researcher Committee. Jennifer favored keeping the Education Committee and mentioned several potential applications for it. Clint suggested at the very least that the committee needs a mission statement (as is the case for all RRF committees). Jennifer thought that RRF should provide more support for such a committee, and Miguel also favored keeping it for several reasons. He noted that it would be useful to have a report on the past accomplishments of the committee. Clint wondered if we should just stick to science, and Lloyd and Travis agreed. He (Clint) asked if we should just rely on the educational material on the website and let it go at that. Jerry also thought that we're already doing enough in this area, but he favored the appointment of a committee to determine if a separate Education Committee can be justified. Brian and Miguel thought this as a good idea. Clint concluded that he will assign Kate to put together an exploratory committee to consider the pros and cons of continued efforts (or non-efforts) in this area.

*Finance Committee:* Mike Kochert, current committee chair, reported that the committee has been somewhat inactive. Lloyd agreed and commented that it is difficult to determine what our investment allocations and fees, based solely on the reports that we receive from the fund managers. Clint (and Jennifer and Lloyd) thought we should simply invest in index funds, rather than to waste money on management fees, considering the modest size of our endowment. Rob Bierregaard agreed to chair this committee as Mike steps down.

*Membership Committee:* Presently, there is no Membership Committee Chair. Clint lamented the fact that the committee presently lacks a chair, but no candidates were suggested by the Board. He provided RRF membership totals back to 2010, and, in general, they have held pretty steady. We presently have 950 members, of which 259 are from countries other than the U.S., and 20% are new members. Student memberships have shown the most fluctuations over the past few years.

Miguel asked what can RRF offer to prospective members? Lloyd mentioned the successful Cooper Ornithological Society campaign to attract and hold student members by providing them with a free two-year membership deal. Some thought that we need a charismatic chair of this committee, while Clint thought it would be better to have a good strategist. We tend to have surges in memberships when there is a hot issue that attracts the attention of newcomers. Miguel asked again – what do “kids” get out of being in RRF? Jennifer thought that we need ways to reach students through Twitter and similar outlets. The pros and cons of several potential candidates for committee chair were discussed without reaching a conclusion.

Libby pointed out that the registration fees for the present conference did not include membership options, and she thought this should be tweaked, e.g., RRF membership should be required in order to attend a meeting. Possibly, this could be built into the registration fees. Miguel was supportive of the idea of this idea.

*Snake River Birds of Prey:* Mike Kochert and Karen Steenhof called the Board's attention to the declining situation with the Morley Nelson Birds of Prey National Conservation Area, which the RRF has long supported. Presently, the BLM, which administers the NCA, is not funding certain critical technical staff positions and, in general, is showing less interest in Snake River raptors. Mike and Karen asked for a letter of support from RRF to support staff more staffing.

**ACTION:** Jim moved and Lloyd seconded a motion to have Clint edit the final draft of such a letter and send it to the BLM. The motion passed with a unanimous vote.

*Website Committee:* Libby has managed our website operation since 2010, and it has become an important aspect of the RRF. However, websites and their underlying software become obsolete over time, so they need to be regularly updated. Some of the difficulties in achieving this are the turnover in website programmers and finding a way to safely back up the content. The topic of archiving was discussed, and Clint suggested that we use a Dropbox for meeting minutes, etc. Jennifer suggested that this should be password-protected. Cheryl commented on the particular usefulness of the website for minutes, and Libby mentioned that it is also a good vehicle for posting vote results and similar organizational details. Jennifer recommended keeping our original IRS non-profit letter online, if possible. Clint thought that all Board actions relevant to the membership should be available online, perhaps redacting certain information on a need basis. Miguel suggested that it would be possible to have members-only sections of the website, as is done by other groups. Brian also offered *Wingspan* as an additional source for societal information. Jennifer stressed the important of posting job listings on the RRF website.

Clint asked if we have a "How to get involved" section on the website, and Libby's answer was in the affirmative. She proposed removing the education pages, again questioning if this is an important role for our organization. Rob thought there is no harm in leaving that material on the site, since it is already there, but Jennifer pointed out that some of the information is erroneous. Clint advised disconnecting such links until the material is corrected and again referred to the semi-mythical Education Committee for recommendations. Lloyd emphasized that websites and databases require constant care and feeding, and others agreed with this point.

Libby discussed the website hits in some detail, as it is possible to determine the number of hits by page and section. The website has much traffic from India, but probably not from members there. The education pages receive many hits, but Libby still thinks they should be dropped. Clint commented on the rather silent response to his appeals for guidance on the Education Committee matter and recommended that Board members discuss the present set-up with attendees at the Early Career Raptor Researcher social event. Libby and Rob agreed with this approach.

Clint pointed out that, above all, we need to focus on attracting new members. One way is through Facebook, and it would be good to have a younger member take this on. Libby agreed and said that it would be good to have younger members involved in the website update.

Libby requested an additional \$3K for the proposed website update, and there was general agreement that this was justified.

**ACTION:** Miguel moved and Jennifer seconded a motion to put on hold the line item under “Other publications” and use it for a \$3,000 budget to update the RRF website. This motion passed unanimously.

*Proposal to change the name of Western Hemisphere hawk species to “buzzards”:* This proposal was submitted to the Board of Directors by Lloyd Kiff on behalf of long-time RRF member, Bill Clark. There was no detectable support for the proposal and some outspoken opposition to it, so we moved on to the next topic.

*Conflict of Interest Policy:* Jennifer Coulson had saved up several discussion items, as follows: A conflict-of-interest component is lacking from our by-laws, and this should be remedied because of current IRS requirements. She indicated that we could borrow the wordage from an equivalent clause in the by-laws of her local Audubon society. None of the RRF Board members in attendance had any familiarity with this issue. Clint indicated that he would obtain the boilerplate language from Jennifer, revise it to fit RRF and present to our Board for action. In addition, Jennifer suggested that all of the Board members and other officers will need to sign the disclaimer, as well as vote to change the by-laws.

*Modifications to Cade Award:* Jennifer also inquired about the status of the Cade Award, which is traditionally awarded to outstanding captive breeders of raptors. As Clint pointed out, captive breeding programs are now declining in number, so perhaps the parameters of the award need to be broadened to include release programs and other management techniques. He reported that Tom Cade agrees that this would be a good idea. An alternative is to merge the Cade Award with the Hamerstrom Award, but there were indications that the Board would prefer to maintain separate awards. There was a good bit of further discussion about these awards and whether we need yet another one to recognize important contributions by non-researchers. Lloyd gave the example of the AOU’s Marion Jenkinson Award for outstanding service to the organization, and there was general agreement that this might also fit the RRF.

*Conservation Committee:* Despite flight re-routings and other schedule disruptions, Joan Morrison, who chairs this committee, was able to make it to the meeting in time to present her report. She feels that this committee is not functioning well. Most of the proposals received by the RRF and the Conservation Committee are rather local projects from an ardent supporter and not suitable for RRF attention. Lloyd expressed disappointment that RRF has not worked well with the Ornithological Council and that our purported reps, who live near Washington, seldom show up for OC meetings, or contact us about issues. Jim gave a brief history of his years on the Conservation Committee and mentioned that the committee produced a number of useful white papers. Lloyd concurred that these can be quite useful, especially as guidance for the staffs of

members of Congress. Joan agreed with this idea and is willing to stay on a chair of the committee.

*Resolutions Committee:* Committee positions are not filled at the present time, so perhaps it is not needed.

*Director Travel Funding:* Jerry discussed a proposal to award \$1,500/yr for travel to the RRF annual meeting by a non-U.S. Board member. Rob and Torgeir spoke highly of bringing foreign Board members in person, and all present seem to agree. Miguel recommended withholding support from Board members who do not participate in RRF functions. There was extended discussion on who would qualify for such grants, how often they should be offered, and how much they should be. Jessi noted that the Board should recommend that a line item be established for travel funding of this type. We actually have sufficient funding for this purpose, but we haven't been using it.

**ACTION:** Rob moved and Jerry seconded that we establish a travel fund of \$3K in our annual budget to enable non-U.S. Board members to attend the annual meetings. There was discussion as to whether the present endowment can provide this amount of funding at a withdrawal rate of 4% annually, and Jessi indicated that it could not because of existing uses of this funding source. Funding from meeting "profits" could serve as the source for travel funding in most years, but it is presently an inconsistent source. Rob argued that this didn't matter because we can spend the money when we have it and simply not offer the grants when we don't. The motion passed with 5 in favor, 1 against, and 1 abstention.

*50<sup>th</sup> Anniversary Meeting Committee:* Clint appointed Jim to head this committee to assist in the planning of our next annual meeting, and Lloyd agreed to serve on the committee. Cheryl requested that someone, perhaps a member of the Local Committee, do a one-page piece for *JRR* on the upcoming meeting. Jennifer suggested that there should also be an appropriate write-up on the anniversary in the meeting program.

*Banding issues:* Jim is the RRF delegate to the North American Banding Council (NABC). He warned that RRF members might come under attack for certain methods used for trapping and banding raptors and that membership in the NABC might help deflect such attacks. He recommended that we obtain certification from this group. Clint disagreed because he suspects that this might just be a meaningless money-making deal. However, both Jim and Cheryl insisted that certification would be useful at the state level. Clint argued that is we who should create the guidelines. A lively discussion followed, with the group generally favoring the notion of working through this on our own. Jim eventually agreed that it would be appropriate for us to take the first step, but he still urged RRF to stay in close touch with the NABC.

*Pioneer Award:* Brian spoke in favor of such an award to honor contributions of old-timers to RRF. Perhaps this sort of consideration could be built into one of our existing awards.

*Further budget discussions:* Jessi pledged to make changes in the proposed budget to reflect Board actions at this meeting. Jim would like to raise more income by increasing author page charges, but Jessi argued against this, explaining that the 2014 and 2015 page charge totals were unreliable guides to the future. After continued discussion, Jessi did agree that we could probably raise the estimated page charge income a little and still be on safe ground. Just before the meeting ended, Jessi made a final line-by-line justification for the proposed FY2016 budget with only a few suggested tweaks from Board member

**ACTION:** Lloyd moved and Miguel seconded a motion to approve the proposed 2016 budget. It passes unanimously.

Tabled agenda items for future discussion:

- Development of an Ethical Standards Policy for RRF
- Scholarship Application Form for Early Career Professionals from The Wildlife Society (Lincer)

**ACTION:** Rob moved and Jerry seconded a motion to adjourn, which passed unanimously without further discussion.

Compiled by Lloyd Kiff