

Raptor Research Foundation

2019 Annual Conference

Fort Collins, Colorado

November 5-10, 2019

Conference Report



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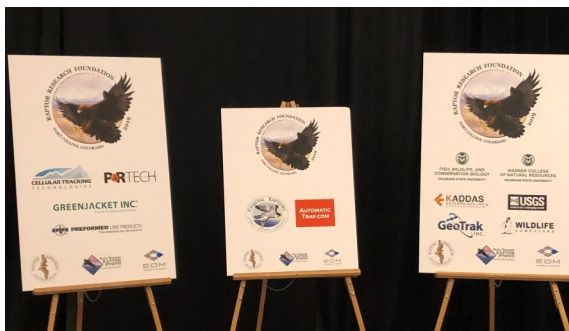
RRF Mission: *To stimulate, coordinate, direct, and conduct research on the biology, conservation, and management of birds of prey, and to promote a better public understanding and appreciation in the value of these birds.*

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Acknowledgements

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RRF 2019 Conference Numbers at a Glance	
Total Attendance	430
RRF Member	158
Non-Member	115
Students	104
Volunteers	25
Sponsor/Vendor	28
Total Programs	207
Plenary Speakers	2
Symposia	3
General Presentations	122
Panel Discussions	4
Posters	62
Workshops	6
Field Trips	8

Sponsored by:

Automatic Trap Company
 Cellular Tracking Technologies
 Colorado State University
 Fish Wildlife & Conservation Biology
 Coastal Raptors
 Geotrack, Inc.
 Greenjacket Inc.
 Kaddas Enterprises, Inc.
 Preformed Line Products
 P&R Technologies
 Wildlife Computers

In-kind Sponsorships:

Colorado State University
 Warner College on Natural Resources

Committees

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Conference Co-Hosts

Rocky Mountain Raptor Program
EDM International Inc.

Local Planning Committee

Carin Avila, RMRP Co-Chair
Lisa Winta, RMRP Co-Chair
Amanda Burton, RMRP
Bonnie Cleaver, RMRP
Rick Harness, EDM
Justine Josephson-Laidlaw
Gail Kratz, RMRP
Carrie Laxson, RMRP
Jessica Miller, RMRP
Lynsey Reed, RMRP
Michael Tincher, RMRP
Chris Vennum, CSU

RRF Planning Committee

Libby Mojica, RRF President
Dan Varland, Conference Chair
Travis Booms, Workshop Coordinator
Neil Paprocki, Workshop Coordinator

Volunteers and Coordination

The Rocky Mountain Raptor Program had a large group of volunteers to tap into for help with running the conference. Additional volunteers from EDM donated their time. With Fort Collins being home to Colorado State University, this served as a ready source of volunteers as well. Leading up to the conference the local committee tapped into National Make a Difference Day to gain the help of community volunteers in assembling the 400 swag bags. During the conference the Fort Collins Convention and Visitors Bureau provided volunteers to give directions to local restaurants and area attractions.

Over 45 volunteers donated time before and during the week to make the conference a success. Volunteers assisted at the registration table, loading presentations, assisted moderators, drove vans, helped load in and out, among other tasks. This was accomplished under the coordination of RMRP's Assistant Director, Lisa Winta. Without the work of all these helping hands the event would not have been as successful.

Scientific Program Committee

Julie Garvin, Chair
Nate Bickford
Adam Duerr
James Dwyer
Teresa Ely
Pat Kennedy
Matt Stuber
Beth Womack

Early Career Raptor Research Committee

Chris Vennum, Co-Chair
Teresa Ely, Co-Chair
Joe Eisaguirre

Legacy Committee

Travis Booms
Dan Varland



Lisa Winta, Piper Aune, and Eden Ravecca
running the Registration Table

Planning

In October of 2017, Michael Tincher, RMRP Rehabilitation Coordinator, returned from attending the RRF Conference in Salt Lake City, UT and regaled stories of the great experience, comradery, opportunities and expressed enthusiasm for the idea of Rocky Mountain Raptor Program hosting the conference again in Fort Collins, CO. Congruently, RMRP founding Executive Director, Judy Scherpelz was approached by Rick Harness from EDM International who is also an RRF Member. Rick suggested that RMRP throw their hat into the ring for consideration to host the RRF Conference in 2019. With the consideration that 2018 would be hosted in Kruger National Park in South Africa, it was projected that 2019 would be a big year for attendance and Fort Collins would be an ideal location, in many respects, to have visitors come to attend the RRF Conference.



Local Planning Committee: Lisa Winta, Dan Varland, Michael Tincher, Rick Harness, Carin Avila, Julie Garvin, and Libby Mojica

RMRP had previously hosted the conference in 2010, with 261 attendees and we had a wonderful time becoming involved in the great work that RRF had been contributing to the field of raptor biology and research for so many years. We leapt at the chance to host again and having it come back stateside made it all seem like a no-brainer. At that time, RMRP was in transition with Executive Directors. At the tail end of 2017 Judy Scherpelz was to retire after a 30 year run of Executive Director and long time Education Director Carin Avila was to step into that role. So it was destined to be an exciting time at RMRP!

The application to host was completed, budgets were created and potential workshops, outings and field trips were compiled. Once approved by RRF, the local committee began planning. The 2019 logo was designed by the very talented in-house graphic artist and RMRP Avian Education Coordinator Bonnie Cleaver. Plenary Speakers were chosen and we were on our way!



2019 Fort Collins, CO or Bust!



Libby Mojica RRF President, Carin Avila RMRP Executive Director, Rick Harness EDM International Inc. Co-host, and Dan Varland, RRF Planning Committee Chair



Plenary Speakers: Rocky Gutiérrez (left) and Gary White

Nestled at the foot of the Rocky Mountains, the City of Fort Collins is in the midst of major flyways and raptor habitat, making it a perfect site for the Raptor Research Foundation Conference. Only 60 miles north of Denver International Airport, it is easily accessible for world travelers. Groome transport offered a discount code to conference attendees for the shuttle between the airport and the conference venue.

Fort Collins Hilton

The Fort Collins Hilton was chosen as the conference venue due to having large lodging capacity and all the conference amenities within the same building. Since the Rocky Mountain Raptor Program has a history of working with the venue it provided easy collaboration for producing the conference.

Kathy Webber, Event Strategist with Experient, set up the contract between the Hilton and RRF for the conference. We contracted for 485 group room nights in the hotel. Compensation for Ms. Webber's services was covered by the Hilton and was based on the number of room nights reserved. The cut off for advance registration was set for October 16th. Rates were agreed at single/double for \$129, executive level \$155. By October 7th, we had already booked over our room-block (531 at that time) and the hotel was almost sold out for all other rooms. Therefore, there was a risk of not having enough lodging available even prior to reaching our registration cut-off date. In the end they didn't end up turning anyone away and our total room pick up was 640.

The Hilton Hotel waived conference room rental fees if we meet a specific pre-determined amount for food and beverage. Per our contract that was to be \$8,800. We easily met that minimum amount thus the use of rooms was free of charge.

Hilton Catering Expenses				
Meal	Count	Total Food Expenses	Total AV Expenses	Total income
Wed Board Meeting	22	\$718.75	\$393.75	
Wed Night Icebreaker Guest	25	\$6,725.00	\$0.00	\$1,000.00
Thursday Night Poster Guest	21	\$15,000.00	\$0.00	\$840.00
Saturday Night Banquet - ECRR	27			\$1,232.50
Saturday Night Banquet	164	\$8,012.50	\$1,327.50	\$8,662.50
Saturday Night Banquet - Gratis	4			
Coffee Breaks		\$11,980.00	\$0.00	
Concurrent Sessions			\$5,709.36	
Total		\$42,436.25	\$7,430.61	11,735.00



Other Lodging

An additional hotel room block was procured at the Quality Inn, 3 miles south of the Fort Collins Hilton for those on a reduced budget. No outlay of money was required on our part for this agreement. They offered \$75/night for a single and \$85/night for a double. Only one conference attendee took advantage of this facility.

Joseph Eiseguirre procured lodging at the Fernweh Hostel for the Early Career Raptor Researchers (ECCR). The Fernweh is only 1 mile north of the Hilton Hotel. The City of Fort Collins has Maxline Bus Rapid Transit and Pace Bike Share Program which provided for easy transport between the Fernweh and the Hilton Hotel.

The Fernweh was contracted for 35 guests for 5 nights and ECRRS were charged a flat \$83 for their stay. RRF took a loss on this group reservation since only 28 of the beds were paid for and RRF had to pay for the hostel reservation in advance regardless ECRR usage. RRF paid Fernweh \$3,755 and only collected \$2,158 in reservations through event registration in MemberSuite. No money was accepted on site.

Since Chris Venum was local to Fort Collins, he took on the oversight of the Fernweh registrants leading up to the conference. Justine Josephine Laidlaw offered her time during the conference to follow up with all Fernweh lodgers to handle all reminders and any issues. By all assessments the arrangement's at the Fernweh was a cost-effective method to provide housing for ECRR's.

When we began the planning of this conference we operated under the assumption that the same person which designed the program book the previous two years could also design it this year. Unfortunately, we found out rather late in the game that he was not available to do so. This led to us scrambling to find other options. We settled on utilizing Linda Koepsell of LAK Business Support LLC which works with EDM, paying her \$860 for the work. She designed the bulk of the book with additional design by Libby Mojica and Lisa Nelson of EDM International Inc. Editing support was provided by Rick Harness, Todd Katzner, Libby Mojica, Judy Scherpelz, and Dan Varland.

One of the challenges with not having the designer set earlier was that the designer we worked with had specific timelines she was available to do the work. This altered our planned timeline for when we needed to have all information ready for her to be included in the book. This had a ripple effect across all aspects of planning, the most significant being that it put pressure on the scientific committee to move up their timeline for review of abstracts.

We had significant discussions on whether a program book should be printed at all or whether we should only provide it digitally. This led to discussions on usage of conference apps and whole registrations systems that could include program design, abstract submittal, and registration. Given we were contracted into MemberSuite, and less than six months out from the conference, we tabled those options for the 2019 conference. However, given challenges with MemberSuite it was encouraged to continue those discussions for future conferences.

We polled registrants to date and found that about half of them wanted a printed copy of the program book and half preferred digital. We gave all registrants an option to choose which they wanted. We printed 250 copies of the program book at ColorPro of Fort Collins. They gave us a professional discount and our printing costs were \$2317.87. For those that chose a digital version they were directed to the PDF of the book on the Raptor Research Foundation Conference Website.

We did not use any app. However, we anticipated that people would want to have an easy reference of the presentation schedule without having to refer to the PDF or printed program. RMRP designed and printed a two page sheet, showing all scheduled presentations. This was included in everyone's swag bag. Additional copies were provided at registration. These were continually picked up throughout the conference and in high demand, with more than we had originally intended. We ended up giving out 300 of these in addition to the 400 that were in each person's swag bag.

Website and Facebook was maintained and updated by Megan Judkins. We had all found that we should have spent more time referring to the website to verify the accuracy of the information that we gave to Megan. There were informational inconsistencies that, while not critical, would have been better avoided.

Registration

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Conference registration occurred on MemberSuite and support was provided by Chris Mulvaney and Crystal Ruiz of the American Ornithological Society and RRF Treasurer Jessi Brown. Due to MemberSuite being a shared platform with the American Ornithological Society, security concerns meant that only one person, Libby Mojica, could manage all aspects related to this platform. She invested significant amounts of time managing all aspects of MemberSuite and the tools it provided. She set up weekly reports to be sent to the local committee for planning purposes. The local committee and Libby had almost daily contact via e-mail leading up to the conference. Since Libby resides in Fort Collins this also allowed for in-person meetings to aid in conference planning. Please note that this year an RRF Membership was required to attend the conference. The difference between the member/non-member registration fee reflects the cost of a membership.

Conference Registration Fee Schedule	Early May 1 - July 31	Mid Aug 1 - Sept 30	Late Oct 1 -
RRF Member	\$ 220	\$ 250	\$ 305
Non-RRF members	\$ 263	\$ 293	\$ 348
Government	\$ 263	\$ 293	\$ 348
Student Member	\$ 100	\$ 110	\$ 120
Student non-member	\$ 125	\$ 135	\$ 145
Early Professional Member	\$ 100	\$ 110	\$ 120
Early Professional non-member	\$ 130	\$ 140	\$ 50
Retiree/Emeritus member	\$ 150	\$ 170	\$ 190
Retiree/Emeritus non-member	\$ 180	\$ 200	\$ 220
Single day member	\$ 150	\$ 150	\$ 150
Single day non-member	\$ 193	\$ 193	\$ 193



RMRP Executive Director, Carin Avila
at Registration

In the last week of registration there was significant activity with registrants adding and subtracting activities to/from their registration. Future committees should plan on spending additional time on these last minute changes as it has a ripple effect through any preparations done to that point, including everything from printing number of meal tickets, badges and itineraries, and more.



Total Registrants by timeframe		
Early Registration	156	\$ 25,612.00
Mid Registration	104	\$ 18,746.00
Late Registration	144	\$ 15,584.00
On-site Registration	26	\$ 5,083.00
Total	430	\$ 65,025.00

Registration on site was managed by the local committee. The registration table was the central resource for new registrations, checking people in and providing them with their packets/swag bag, printing any badges, selling t-shirts and other swag, selling of anything purchased from the art-show, information area, and lost-and-found.

The table was open from 2pm—9pm on day 1, 8am—4pm on the last day, and 8am—6pm the rest of the days. We found that activity at the table had a definite ebb and flow to the day. There would be large crowds first thing the morning, morning break, lunch break, afternoon break, and after the talks were over for the day. It was nice to have about 3 extra people to help with reception during the break times, the rest of the time we had most of the helpers go listen to talks with one remaining behind just in case. They just switched out from there as they went to different talks and all came back just before breaks started so we could serve the rush. It worked great.

Just as with the last week of on-line registration, we had significant number of attendees wishing to add items to their registration, such as banquet and Friday night social tickets. It would seem that many people did not realize those two items weren't included in the conference registration when they originally registered. It is important not to let other people pick up packets for friends or co-workers. Packets were important in tracking whether or not people had arrived.

On site registration was handled via paper and not digitally through MemberSuite. This added challenges in tracking money, looking up what people had already paid for and memberships, and later data input. It would ease confusion if future conferences could conduct transactions on-site through the conference registration software.

Registrant Breakdown	Count	Income
Student (Member) Conference Registration Rate	54	\$ 5,545.00
Student (Non-Member) Conference Registration Rate	31	\$ 3,155.00
Early Professional (Member) Conference Registration Rate	18	\$ 2,000.00
Early Professional (Non-Member) Conference Registration Rate	29	\$ 3,310.00
Regular (Member) Conference Registration Rate	114	\$ 28,125.00
Regular (Non-member) Conference Registration Rate	33	\$ 11,582.00
Retiree/Emeritus (Member) Conference Registration Rate	8	\$ 1,310.00
Retiree/Emeritus (Non-Member) Conference Registration Rate	2	\$ 370.00
Single Day (Member) Conference Registration Rate	3	\$ 770.00
Single Day (Non-Member) Conference Registration Rate	4	\$ 2,550.00
Government Employee (Non-member) Conference Registration Rate	16	\$ 6,308.00
Colorado State University Student (Non-Member) Conference Registration Rate	9	\$ -
Sponsor Conference Registration Rate	15	\$ -
Vendor Conference Registration Rate	11	\$ -
Volunteer Local Committee Conference Registration Rate	33	\$ -
Plenary Speaker Conference Registration Rate	2	\$ -
Total	382	\$65,025.00

Conference Schedule

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Tuesday - November 5 –Board strategic planning meeting from 8am to 5pm. Art show opened at 2pm through Saturday at 2pm. On-site registration opened from 2pm to 9pm.

Wednesday - November 6 – Board meeting: 8am to 5pm. 6 workshops: Non-lead Partnership; Marking and Handling; Necropsy; Harnessing; Photographing Raptors; and All About Permits. 5 field trips: Rocky Mountain Arsenal, Black-footed Ferret breeding program and Eagle Repository; National Wildlife Research Center; Raptor watching at the Pawnee Buttes; Denver Museum of Nature & Science for a behind the scenes of the collections. Icebreaker: 6pm-8pm in the atrium of the Hilton. Women in Raptor Research & Conservation: 9pm –11pm at the Tap & Handle.

Thursday – November 7 – Welcome and Plenary Speaker Rocky Gutierrez from 8am—9:40am. Concurrent Sessions from 10am—3:40pm including Falconry Symposium. Vendors open from 10am to 6pm. ECRR reception: 4pm – 5pm; Poster Session: 5pm – 8pm.

Friday – November 8 – Plenary Speaker Gary White from 8am—9:20. Concurrent Sessions from 9:20 to 5:00pm including the Vulture/Condor Symposium. Vendors open from 8am to 5pm. Social Night at Agave room in The Rio 6pm – 8pm.

Saturday – November 9 – Concurrent Sessions from 8am to 3:20pm. Vendors open from 8am to 2pm. Business Meeting from 3:20pm — 4:00pm. Cocktail hour followed by Banquet starting at 6pm.

Sunday – November 10 – 3 Field Trips: Rocky Mountain Raptor Program; Rocky Mountain National Park; and Audubon bird watching tour along the front-range.



Necropsy Workshop



Banding and Marking Workshop

Scientific Program/ Symposia/Posters

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Scientific Program

Abstract submission opened on May 1, 2019 concurrent with the opening of conference registration, with a submittal deadline of June 30 and presenter notification by August 1. The intent had been to notify presenters in advance of the early-registration deadline, but some miscommunication among the various planning committees prevented this from occurring. The conference committee arranged for two plenary speakers, one for each of the first two days of the conference. Rocky Gutiérrez spoke eloquently about the evolution of conservation conflict over time using his work with spotted owls as a case study. Gary White extracted some poignant lessons from his long career in population dynamics and modeling that were widely applicable to audience members. The turn-out and appreciation of both plenaries exceeded expectations.

Attendees presented a total of 181 presentations in the form of 122 oral presentations and 59 posters. Thirteen presentations were withdrawn prior to or during the conference with illness and lack of travel authorization being the primary reasons. The breakdown of oral presentations is shown on next page.



Breakdown of Scientific Program Content 2016-2019

Program Component	2019	2018	2017	2016
Plenary	2	3	2	4
Symposia	3	6	4	6
Round-table Discussions/Panels	3	2	0	2
20-minute talks (including Symposia and Andersen Award talks)	107	123	127	121
10-minute talks	15	14	13	-
Posters	59	64	31	20

Breakdown of Oral Presentations in 2019

Oral Presentations	Count
Andersen Award	5
General Session - 10-minute (Speed Talk)	15
General Session - 20-minute	81
Symposia	27
Vultures and Condors: Research and Conservation Challenges and Shared Lessons	13
Falconry Ties to Research and Conservation	8
Impacts of Energy Development on Eagles	6
Grand Total	122

The local committee did an amazing job of coordinating more than 30 volunteers who helped load presentations, arrange poster tables, make sure water was available to speakers and poster presenters, assist moderators, and generally make sure the scientific program ran smoothly. The poster reception was intended to be split into two consecutive sessions to enable half of the poster presenters to engage with the other half of the poster presenters. However, the split session nature of the poster reception was not clearly communicated in the program or other conference materials, leading to confusion by poster presenters and other attendees. Nonetheless, the poster session was generally considered a success by conference attendees who appreciated the extra time to network and view the numerous outstanding posters.

Symposia

Symposia were actively solicited by the Scientific Program Committee Chair. A standard symposium proposal format was requested of submitters. Two symposium proposals were received in 2019, with a third symposia emerging organically from submitted abstracts, for a total of 21 20-minute presentations. Symposia presenters and content were primarily organized by the symposia chairs, with frequent coordination with the Scientific Program Committee Chair. There was a lot of positive feedback on the symposia, and several people mentioned the round-table discussions at the end of the symposia as being particularly valuable.



Vultures and Condors: Research and Conservation Challenges and Shared Lessons, Co-chairs -

Mary Ann Ottinger and Andre Botha

Falconry Ties to Research and Conservation, Chair - Nate Bickford

Impacts of Energy Development on Eagles, Chair - Rick Harness

Workshops

Workshop organization was conducted by Travis Booms assisted by Neil Paprocki. The workshops were open to both ECRR's and non-ECRR's with different price points for each. Raptor carcasses for workshops were provided by the Birds of Prey Foundation and the Pueblo Raptor Center.

- North American Non-Lead Partnership ran from 8am to 5pm at a local gun range. It was taught by Chris Parish and Leland Brown. 13 people attended.
- Harnessing Raptors with Transmitters ran from 8am to 3pm and was taught by Trish Miller, Daniel Driscoll, and Vince Slabe. 26 people attended.
- Photographing Raptors ran from 8am to noon and was taught by Kate Davis, Nick Dunlop, and Rob Palmer. 10 people attended.
- Techniques for Handling, Auxiliary Marking and Measuring Raptors after Capture ran from 8am to noon and was taught by Dan Varland and John Smallwood. 21 people attended.
- All About Permits—Permit Types and Requirements for Raptor Studies and Management ran from 1pm to 5pm and was taught by Brian Millsap, Clint Boal, and Bruce Peterjohn. 20 people attended.
- Raptor Necropsy was held from 1pm to 5pm and was taught by Michael Tincher and Carrie Laxson. 15 people attended.

Use of Fixed Wing Aircraft for Conducting Raptor Studies was scheduled. However, due to a number of factors it was cancelled prior to the conference.

Workshops	Attendee Count	Income
North American Non-Lead Partnership: Regular	10	\$800.00
North American Non-Lead Partnership: ECRR	3	\$120.00
Harnessing Raptors with Transmitters: Regular	10	\$800.00
Harnessing Raptors with Transmitters ECRR	16	\$640.00
Techniques for Handling, Auxiliary Marking, and Measuring Raptors after Capture: regular	15	\$640.00
Techniques for Handling, Auxiliary Marking, and Measuring Raptors after Capture: ECRR	6	\$120.00
Photographing Raptors: regular	7	\$280.00
Photographing Raptors: ECRR	3	\$60.00
All About Permits: regular	13	\$520.00
All About Permits: ECRR	7	\$140.00
Raptor Necropsy Workshop: regular	4	\$160.00
Raptor Necropsy Workshop: ECRR	11	\$240.00
Total income		\$4,520.00

Workshop Expenses	Expense
AV	\$1,350.00
Misc Supplies & Tools	\$312.20
Lunch for Non-lead Partnership, away from hotel	\$234.20
Misc. Hotel Room Expenses	\$268.70
Total expenses	\$2,165.10

Vehicle transportation for the field trips was provided by the Rocky Mountain Raptor Program and through Colorado State University Sponsorship (Colorado State University's Fish Wildlife & Conservation Biology and Warner College of Natural Resources). Snacks and bottled water were provided for all the field trips.

Boxed lunches were provided for the all-day field trips.

- Rocky Mountain Arsenal National Wildlife Refuge and National Eagle Repository and Black-footed Ferret Encounter on Wednesday, November 6. Transport provided from Fort Collins and ran from 8am to 4pm. 20 people attended. Many attendees enjoyed seeing bison for the first time in their lives.
- National Wildlife Research Center on Wednesday, November 6, ran from 1pm to 3pm. 10 people attended.
- Pawnee Buttes National Grasslands field trip was lead by Eric DeFonso on Wednesday, November 6th and ran from 7:30am to 3pm. 10 people attended. Despite cold weather moving into the area they enjoyed sightings of Golden Eagles and Ferruginous Hawks.
- Behind the Scenes of the Ornithology Collection at the Denver Museum of Nature and Science on Wednesday, November 6. Transport provided from Fort Collins and ran from 9am to 3:30pm. 3 people attended.
- The Rocky Mountain Raptor Program offered two tours, one on Wednesday, November 6 from 1:30pm—3:30pm, the other on Sunday, November 10 from 9am—11am. The Wednesday tour had 10 people and Sunday had 11 people.
- Birding Adventure with the Fort Collins Audubon was lead by Sirena Brownlee on Sunday, November 10 and ran from 8am to 1pm. 10 people attended. They saw all the usual raptor suspects in addition to a Long-eared Owl, which is a hard to come by sighting. In addition to raptors they enjoyed a Tundra Swan sighting and lots of other waterfowl.
- Rocky Mountain National Park on Sunday, November 10 ran from 8:30am to 4:00pm. This was the most popular field trip with 25 attendees. Three different vans carried the group of attendees up to Rocky Mountain National Park. Bighorn sheep were perhaps the most exciting sighting by this tour group.

Field Trips

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One of the challenges with the field trips was that many ran on a tight timeline. However, lots of the attendees wanted to spend more time viewing each of the animals, and other aspects encountered on the field trips. We suggest more time be provided so that each group can get as much as possible out of the tour.

We also had challenges with attendees checking in for the field trip but then wandering off before the whole group had gathered for departure. This was a lot like herding cats. We suggest future conferences find a way to keep people in one place once they check in to avoid leaving people behind.

Time slot	Trip	Box lunch	Count	Fee charged	Income
Wednesday all day	Denver Museum of Nature & Science	no	3	\$30.00	\$90.00
Wednesday all day	National Eagle Repository, Arsenal & Ferret	yes	17	\$45.00	\$765.00
Wednesday all day	Pawnee Grasslands	yes	10	\$40.00	\$400.00
Wednesday AM	Rocky Mountain Raptor Program	no	10	\$10.00	\$100.00
Wednesday PM	National Wildlife Research Center	no	10	\$15.00	\$150.00
Sunday Morning	Birding Field Trip by Fort Collins Audubon	no	10	\$25.00	\$262.50
Sunday all day	Rocky Mountain National Park	yes	25	\$45.00	\$1,182.50
Sunday Morning	Rocky Mountain Raptor Program	no	11	\$10.00	\$100.00
	Total Income				\$3,050.00

Expenses for field	Expenses
Gas	\$257.04
Box Lunches	\$781.81
Snacks	\$50.76
Total Expenses	\$189.61

Social Events

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Sharing knowledge is one of the best things of the conference, but a very close second is touching base with old friends and making new ones, too. The Social Events were made just for this!

Kicking the conference off was the Icebreaker on Wednesday evening in the Atrium of the Hilton. Fun was had by all while they enjoyed cocktails, food and time to catch up.

The festivities moved to downtown Fort Collins at the Tap and Handle. The field of raptor biology and conservation study has historically been male-dominated. However, over the years RRF has seen a growing contingency of women emerge. So after the Icebreaker, was “Women In Raptors”. A relaxing time with beer and snacks for women (and men too) was enjoyed by many attendees.

Sandwiched between symposia and the Thursday night poster session, RRF brought the Early Career Researchers together for some Black Bottle Brewing beer and networking opportunities.

The Poster Session gave the researchers a chance to share their work and for the judges to view award candidates! Libations for the poster session were provided by Odell Brewing company so everyone could mingle and see the great research being done!



Lois and the Lantern at The Agave Room



Eagle Eye View of Icebreaker

Friday took RRF out on the town again. We went to a popular watering hole, Rio Grande Mexican Restaurant for their world famous Limit 3 margaritas and some Tex-Mex food. Fort Collins’ local bluegrass band ‘Lois and the Lantern’ came to play and attendees were able to shake their tail feathers before crawling around Old Town to check out some of the bars and fun out in the Fort!

Social Events

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An amazing week of field trips, workshops, symposia, posters, great comradery, culminated with Saturday night's Banquet and Awards presentations. Cocktails, dinner and awards were given to honor raptor researches whose hard work has led to better understanding and conservation of these amazing raptors we all love.

Awardees:

Matias Juhant	James R. Koplin Travel Award
Haruki Natsukawa	James R. Koplin Travel Award
Katie Harrington	James R. Koplin Travel Award
Rebecca A. McCabe	James R. Koplin Travel Award
Sandra Cuadros	James R. Koplin Travel Award
Shivangi Mishra	James R. Koplin Travel Award
Megan Murgatroyd	Leslie Brown Memorial Grant
Diego Ricardo Mendez Mojica	Stephen R. Tully Memorial Grant
Petra Sumasgutner	Dean Amadon Grant
Ariana Dickson	William C. Andersen Memorial Award
James Jarrett	William C. Andersen Memorial Award
Clint W. Boal	Fran and Frederick Hamerstrom Award
W. Grainger Hunt	Fran and Frederick Hamerstrom Award
Jessica L. Brown	Exceptional Service Award

Some of the Andersen Family were able to join and share memories of their parents and presented the William C. Andersen Award to this years recipient.

Everyone had a great time with feathers, masks and silliness in the fun and funky photo booth from Craig Vollmer Photography.

Friday Night Social	Total count	Total income
Friday night dinner-ECRR	20	\$615.00
Friday night dinner	115	\$3,972.50
Total	135	\$4587.50

Location	Expenses
Friday night event rental space and food	\$4,333.80
Friday night entertainment	\$275.00
Saturday Night Photo Booth	\$650.00
Total expenses	\$5,258.80

Swag

We scoured the internet for companies that offered best pricing on logo items for swag. We found two options that worked best for quantities, timelines, and pricing, Marco Promos and Quality Logo Products. We attempted to be frugal and order the minimum number needed in badges, mugs, and ribbons. Unfortunately, or fortunately, as our registrations went up, we ended up having to order more and more. This caused some extra shipping expenses. I recommend ordering generously, especially with the ribbons. Any leftover ribbons can just be passed along to the next conference. Perhaps RRF should consider ordering the ribbons in bulk as they will be used year after year. This way pricing can be brought down and it would be one less item each year's committee needs to seek out.

Our committee had many discussions on swag with an eye toward not creating redundancies with what everyone gets at conferences, sustainability, and cost effectiveness. The committee decided tote bags are overly abundant and we opted not to have printed tote bags. We chose inexpensive and recyclable brown bags for swag instead.

Our committee felt it was important that the badge holders allow for attendees' names to be printed on both sides. That way if they flip over, people could still identify whom they were talking with. Marco Promos had the best pricing on badge holders and ribbons. We recommend using them, especially for ribbons. However, you need to pay close attention to their deadlines. If you need something at the last minute the rush and shipping charges are outrageous. They were good to work with and let us know of their concerns regarding orders as they arose.



Coffee Mugs

In an effort to encourage sustainability and reduce waste we decided to include a reusable, dishwasher/microwave-safe travel coffee mug. The mugs were also biodegradable within 5 years if discarded. Quality Logo products had the best pricing for the mugs we chose. They were having a sale which also influenced our purchase decision.

Swag Bags/Registration Packet

Included in everyone's swag bag and registration packet was their name badge holder with all their meal tickets and a purchase receipt from MemberSuite. The swag bags all included a mug, an RRF pin, RRF sticker, RMRP sticker, 2020 RRF conference stickers from the Peregrine Fund, stress relief squishy eagles provided by TE Connectivity, reusable metal straws provided by Kaddas, a selection of Scott Rashid prints (Peregrine Falcon, American Kestrel, Great Horned Owl, Barn Owl) from the RMRP, several items of literature from sponsors, Fort Collins visitor information and local maps.

RRF Techniques Manual

In 2018, Dan Varland picked up copies of *Raptor Research and Management Techniques* from Hancock House Publishers on behalf of RRF; a total of 200 manuals had been purchased by RRF from Hancock House at the discounted price of \$10 each with the goal of distributing them at little or no cost (20 of the 200 were sold at the 2018 RRF conference in South Africa, thanks to the efforts of Andre Botha!). Dan shipped copies to the Falcon Research Group and the Hawk Mountain Sanctuary Association early in 2019 at the discount price. The committee decided that this year would be a good time to distribute those remaining to student and early professional raptor researchers as part of their registration. These were included in the swag bag for those qualifying registrants until the supply ran out. These gifts were accepted with abundant gratitude from those receiving them. A total of 145 were gifted to registrants and 8 were sold for \$10 a piece.

T-Shirts

T-shirts have been such a big part of sales at past conferences, and we felt our Golden eagle image was awesome, so we assumed a lot of shirts would be sold. Previous conference reports indicated that women's t-shirts have been an increasing part sales.

T-shirts	small	med	large	xlarge	Total
Unisex	20	35	40	30	125
Womens	10	25	25	15	75
Grand Total					200

Our t-shirts were printed locally by Fully Promoted which gave us a substantial discount. We printed a total of 200 (see table for breakdown) We sold 67 in women's cut and 116 in unisex cut. This seemed to be a good ratio of women's to unisex. T-shirts were clearly a good seller and coveted. The cost per shirt for women's was \$10.19 and unisex was \$7.58. We sold them for \$20. On the last afternoon of the conference shirts were discounted to \$15. Most sold before needing to discount. We did run out of the small and medium in the women's cut early on so future conferences may want to order more of those sizes. We did not order 2x large as those cost a bit more. We did have a few requests for that size, but those were minimal.

Swag Costs	#	Cost/Item	Total	Swag Income	#	Income	Sold for
Shirts - Unisex	125	\$7.58	\$946.88	Shirts - Unisex	116	\$2,241.00	\$20 each - \$15 - last 1/2 day
Shirts - Womens	75	\$10.19	\$764.63	Shirts - Women's	67	\$1,330.00	\$20 each- \$15 on last 1/2 day
Travel Coffee Mugs	472	\$2.59	\$1,223.69	coffee mugs	2	\$10.00	\$5 each
Ribbons for Badges	140	\$0.39	\$54.07	Extra Programs	17	\$85.00	\$5 each
Badge Holders	500	\$1.94	\$971.23				
Bags for Swag	500	\$0.19	\$94.54	Total Income		\$3,666.00	
Legacy Ribbons	50	\$0.65	\$32.50				
RRF Stickers	450	\$0.43	\$193.92				
Local Sales Taxes			\$326.15				
Total Costs			\$4,607.61				

The Rocky Mountain Raptor Program has many connections with the local art community. Additionally, with all the educational outreach they do many of the classrooms consistently send them student drawings of raptors. Wanting to tap into this inspiration that the Rocky Mountain Raptor Program and raptors provide to the local young people, an art show component was added to the conference.

The only limitation on the work was that the subject had to be raptors. We had 29 entries: 8 adults and 21 students. We didn't charge an entry fee for students. Adult entry fee was \$30. We earned \$340 in entry fees. Artists had the option to sell their work with a percentage going to the RRF conference. We sold way more art pieces than expected, earning the conference \$446 in income from sales. But honestly, the best part was getting back to the students to tell them their work would be proudly displayed in some of the preeminent raptor researchers offices. That was great!



Sponsors

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The conference procured sponsorships from 11 organizations at 4 levels (as described below). Sponsorship income totaled \$21,800, with in-kind support valued at \$3,000.

The in-kind support from Colorado State University included use of 6 vans for field trips and workshops, 6 computers and laser pointers, with the \$500 rental fee for the 30 poster boards paid by CSU. Chris Vennum was instrumental in securing the sponsorship and in-kind support from CSU.



Education Level - providing financial and in-kind support:

Colorado State University, Warner College of Natural Resources

Colorado State University, Fish and Wildlife Conservation Biology

Buteo Level: \$2,500

Cellular Tracking Technologies (Vendor)

Geo Trak Inc. (Vendor)

Greenjacket Inc. (Vendor)

Kaddas Enterprises Inc. (Vendor)

P&R Technologies (Vendor)

Preformed Line Products (Vendor)

Wildlife Computers (Vendor)

Falcon Level: \$1,000

Automatic Trap Company

Kestrel Level: \$300

Coastal Raptors

Sponsors	Amount
Wildlife Computers	\$2,500.00
Preformed Line Products	\$2,500.00
Kaddas Enterprises Inc	\$2,500.00
Greenjacket, Inc (Cantega)	\$2,500.00
Coastal Raptors	\$300.00
Automatic Trap Company	\$1,000.00
Cellular Tracking Technologies	\$2,500.00
Geotrack, Inc	\$2,500.00
P & R Technology	\$2,500.00
USGS	\$2,500.00
CSU—Poster Boards	\$500.00
Total	\$21,800.00



The conference hosted 19 vendors. Sponsors at the Buteo and Education level were able to have a vendor table as part of their sponsorship. All of them took advantage of this option. Vendors paid \$300 for their space with some additional fees for additional tables. Total income from vendor space sales came to \$2,800.

In addition to Buteo Level Sponsors (listed on previous page) the other vendors present were:

Buteo Books

Cell Tower Osprey Management

EDM International Inc.

Hawk Migration Association of North America

Natures Educators/Wings Over Colorado/Mile High Falcons

Nick Dunlop Photography

North Star Science & Technology

Power Line Sentry

Rocky Mountain Raptor Program

TE Connectivity

Ornithologi



Vendor	Amount
Nick Dunlop Photography & Video	\$350
Hawk Migration Association of North America	\$300.00
Nature's Educators/Mile High Falcons/Wings Over the Rockies	\$300.00
Rocky Mountain Raptor Program	\$0.00
TE Connectivity	\$300.00
North Star Science & Technology	\$300.00
Buteo Books	\$350.00
Power Line Sentry	\$300.00
Cell Tower Osprey Management	\$300.00
EDM International	\$0.00
CSU	\$0.00
Ornithologi	\$300.00
Total	\$2,800.00

The vendor space was centrally located in the atrium of the Fort Collins Hilton. This allowed vendors to be seen and easily accessed by all conference attendees as well as any guests in the hotel. All vendors were pleased with this high visibility set up. However, because we had so many vendors they were a bit tightly packed. A bit more space would have been an improvement. That said, it worked out nicely overall for vendors and conference attendees.

	Description	Total Expense
Logo design	in house RMRP	\$0.00
T-shirt design	in house RMRP	\$0.00
Program book design	Linda- LAK Bus. Support	\$860.00
Program book printing	Color Pro	\$2,314.87
Poster Board Rental	CSU	\$1,000.00
Conference Commercial Service fees	AOS support	\$1,000.00
Plenary Speaker fees - Gutierrez		\$1,003.91
Plenary Speaker Fees - White		\$500.00
File Transfer service		\$16.00
Office Supplies	reception/poster/etc.	\$339.27
USPS	Shipping books	\$364.99
USPS	USPS	\$47.30
Bath Nursery/other	Flowers	\$59.67
Fed-ex/Kinkos	Sponsor posters	\$412.17
RMRP Photocopies	Photocopies	\$101.11
Gas for Friday Shuttle to Agave	Gas	\$19.44
Palmer Flowers/Blue Agave	gifts for local hosts	\$339.24
The Papermill Store	paper for name badges & Tickets	\$33.47
Total		\$8,377.97

	Avg CC Fee %	Revenue	CC Fee assessed
May	3.11%	\$2,917.00	\$90.62
June	3.14%	\$5,226.00	\$164.17
July	3.06%	\$25,197.00	\$774.82
August	3.13%	\$15,675.00	\$494.34
September	3.21%	\$12,667.00	\$444.70
October	3.15%	\$21,656.50	\$763.13
November	3.25%	-\$167.50	\$3.58
Total income		\$83,171.00	\$2,735.36
RMRP CC Fees			
July	3.3%	\$300.00	\$9.90
Aug	3.3%	\$9,430.00	\$311.19
Sept	3.5% + \$.15	\$2,500.00	\$87.65
Oct	3.3%	\$2,880.00	95.04
Nov	2.6% = \$. 15	\$13,044.00	\$302.96
Total		\$28,154.00	\$806.74
Grand Total Credit			\$3,542.10

Budgeting

We found the budget that was proposed and approved by the RRF Board in the Application to Host was not in reality where we needed to spend our money. Of course, every geographic area and conference center will have differing costs. We kept close watch on the total budget and re-arranged spending in areas that we felt was appropriate. Some things were adjusted and described below.

The amount allocated for coffee breaks was not nearly enough. We felt it was important to make sure plenty of coffee and appropriate snacks were made available. Attendees descended on the snacks like locusts. We also felt it appropriate to have coffee available before opening presentations. It was conveyed by several people on the first day there wasn't enough coffee. We adjusted with the Hilton and they kept it flowing. We spent a total of \$11,980 on the breaks for food and coffee. We were only budgeted \$4,800.

The amount we spent on food for the Icebreaker and the Poster Session was way over our budget, but it seemed that a lot of people are there to eat and enjoy each other's company. In our opinion, with plenty of good food, all attendees are very happy and really like the conference. Since we had good sponsorships, we added more food to the Poster Session. That was a good choice!

Please note on previous page, that the \$1000 line item in the budget for Commercial Service Fees covered the cost of MemberSuite through the American Ornithological Society (AOS). Also, credit card fees were a large expense and variable. These came from registrations beforehand and on site, as well as on sales of bling. Our total credit card fees were \$3,542.10.

When setting registration fees for field trips, RRF should factor in snack food and/or lunch. We didn't include snack food when we were thinking about those costs. But we felt adding snack bars, fruit, and water was important since we are at high altitude. Things to consider for those field trip registrations should be boxed lunches (if needed), snacks, vehicle rental, gas, admission fees, and payments to field trip coordinators.

Profit was split equally between the Rocky Mountain Raptor Program and the RRF. Although EDM was a co-host, they generously declined any portion of the profit.

Income	Total	Expenses	Total
Registration Fees	\$65,025.00	Catering	\$42,436.25
Workshop Fees	\$4,520.00	Room Rental/AV	\$12,689.41
Social Event Fees	\$16,322.50	Field Trips	\$1089.61
Field Trip Fees	\$3,050.00	Workshops	\$2,165.10
Shirts/mugs/extra Program	\$3,666.00	Swag	\$4,607.61
Sponsor	\$21,300.00	Misc	\$8,377.97
Vendor	\$2,800.00	Credit card fee	\$3,542.10
Art Show entry fee	\$340.00	Fernweh	\$3,755.00
Art Show sales	\$980.00	Art Show	\$446.00
Fernweh	\$2,158.00		
Total Income	\$120,161.50	Total Expenses	\$79,109.05
Profit	\$41,052.45		

We strongly suggest that future committees figure out all timelines and deadlines ASAP, starting with the deadline for program printing and work back from there. This step could have saved some headaches as that pushed our designer's time and the deadlines for the science committee and it would have been better and less stressful for all.

The following are questions to consider. How long will your printer take to print? How long will your proof-readers need with the Program Book before it goes to print? How long will your designer need and what format will they design in? What is your absolute drop dead date that you need to give to sponsors for their advertisements in the Program Book? (Then you will need to remind them frequently.) How long will the science committee need to review and approve the abstracts? (This informs the deadline for abstract submission.)

Registration

Many people kept asking questions at the registration table about when and where things were happening. We recommend having a LARGE sign that is easily visible which plots the week's events, including when and where they occur, and specifically when and where people are to meet for field trips.

Vendors

Be clear to vendors as to what the specifications are for the advertising format in the Program Book. We asked vendors to provide quarter page ads but did not provide specific guidance. That led to different interpretations and extra work for vendors and the local committee.

Also, clearly tell sponsors they must submit any inserts/leaflets by a specific deadline if they wish to be included in the swag bags. We had many miss the deadline. That may be inevitable, but a clear deadline puts the onus on the Vendors/Sponsors to follow through.



