



## The International Association for Bear Research and Management

---

March 13, 2019

Dear IBA Member,

As a result of input from our 2015 strategic membership survey, IBA is implementing changes to our organization with the purpose of responding to requests from members for IBA to take a bigger leadership role in science-based bear conservation and management around the world and to provide more services to our members. As part of this transition process, we will use e-blasts to provide you with regular updates via email on the workings of IBA Council. We welcome any feedback you have regarding IBA. We have included a few summaries of the recent tasks of Council as well as a list of the motions that were voted on since the Ljubljana conference on September 16, 2018.

Since the IBA conference in Slovenia this past September, we have made progress with the transition plans that have been regularly laid out in the IBN President's column. The Saturday before the conference, several IBA members and Council arrived in Ljubljana early to attend a facilitated workshop for learning how to implement the proposed Oliver Wyman transition plans. As a result, ad-hoc committees were formed to complete specific tasks. Most recently, the Structure Committee, led by Karen Noyce, presented their draft organizational structure plan for the IBA transition to Council. This plan will be reviewed by Council and will soon be voted on for implementation.

Another team that was formed is the Communications team and recently, Agnieszka Sergiel and Alexander Kopatz have agreed to co-chair this team. They have put together a draft communications plan that is currently being reviewed and will be used for communications both internally and externally.

Additionally, John Hechtel has recently agreed to chair the Development Team. This team will be responsible for putting together a fund-raising plan for the future development of IBA and the programs provided to members.

We recently completed the legal and financial requirement to hire our first employee for the position, Director of Transition. Jennapher Teunissen van Manen was hired for this position and stepped down as IBA Secretary. Council voted in Alexander Kopatz, former VP-Eurasia, to fill the vacancy for the remaining term that expires January 9, 2021.

After the Quito conference in 2017, committees were formed for IBA and BSG to work on a Memorandum of Understanding (MoU) to formalize, strengthen, and clearly articulate the relationship between the two partnering organizations. In doing so, IBA and BSG members can access the benefits provided by both organizations and enhance our combined capacity to support bear conservation around the world. Recently, the IBA committee sent a draft MoU for the BSG to review and provide their input.

Rich Beausoleil, resigned as Chair of the Management Committee in January. Carl Lackey of Nevada Department of Wildlife was nominated to fill the position and elected by Council. Carl is working closely with the IBA President and Director of Transition looking for ways to integrate managers and work more closely with IBA.

In 2013, the Council at the time decided to find a new logo for IBA. There were two reasons for this decision, the primary being the current logo is challenging to work with in different mediums and the second is that many members communicated to Council members that it is time to update the logo as the world moves to more modernized digital communication platforms. Over the past 6 years, four Councils later, input from members, and several attempts with different designers, the current Logo committee (Jennapher Teunissen van Manen, Jack Beardsley, Alexander Kopatz, and Nadine Bechstein) put together a logo design brief based on previous Council and member input and initiated a design competition among artists. Once an artist and design are selected, we will work with the artist to make variations to our preferred design. This will allow us to craft the final result based on the research gathered on how to best change an organization logo and the input we have received from multiple Councils, different designers, and IBA members.

And, last but not least, during the IBA Council meeting in Ljubljana, Montana Fish, Wildlife, and Parks biologist, Lori Roberts presented a bid to host the 2020 IBA conference. The bid was accepted unanimously by Council. Make sure to check out the IBA website for updates as they become available for conference information.

We hope many of you can make it to the 2020 conference and welcome your questions and feedback about IBA. Members are what make IBA a success!

Sincerely,

Andreas Zedrosser, President

Jennapher Teunissen van Manen, Director of Transition

---

### Council Motions Voted and Passed at Ljubljana Council Meeting

- **LCMV-09162018-1:** IBA reserve 5% of membership fees to go towards the contingency fund for IBA costs.  
**Result:** 10 Council Members Present, 2 Council Members Not Present, 10 Votes in the affirmative, 0 Votes in the negative, 2 Council Members Not Voting, Motion is Adopted.
- **LCMV-09162018-2:** IBA to put in place a Conflict of Interest Policy, Whistle Blower Policy and Document Retention Plan.  
**Result:** 10 Council Members Present, 2 Council Members Not Present, 10 Votes in the affirmative, 0 Votes in the negative, 2 Council Members Not Voting, Motion is Adopted.
- **LCMV-09162018-3:** URSUS switches to an electronic/online-only journal beginning with 2019 issue.

**Result:** 10 Council Members Present, 2 Council Members Not Present, 10 Votes in the affirmative, 0 Votes in the negative, 2 Council Members Not Voting, Motion is Adopted.

- **LCMV-09162018-4:** IBA Council accepts the bid for the 2020 conference to be held in Kalispell, Montana, USA as proposed by organizer, Lori Roberts of Montana Fish, Wildlife, and Parks.  
**Result:** 10 Council Members Present, 2 Council Members Not Present, 10 Votes in the affirmative, 0 Votes in the negative, 2 Council Members Not Voting, Motion is Adopted.
- 

### Council Motions Voted and Passed Since Ljubljana Council Meeting

- **48-2018:** Council authorizes IBA fundraisers to send one fund-raising letter via physical mail to members and donors in the US and Canada each year and one stand-alone fundraising email appeal each year.  
**Result:** 9 Votes in the affirmative, 1 Vote in the negative, 2 Council Members Not Voting, Motion is Adopted.
- **49-2018:** IBA reserves 17% of all donations to the Bear Conservation Fund for operational costs, including administration and fund-raising.  
**Result:** 11 Votes in the affirmative, 0 Votes in the negative, 1 Council Member Not Voting, Motion is Adopted.
- **50-2018:** IBA hire an accountant to handle payroll, with the particular accountant and services chosen on the advice of the IBA Treasurer.  
**Result:** 12 Votes in the affirmative, 0 Votes in the negative, 0 Council Members Not Voting, Motion is Adopted.
- **51-2018:** Carl Lackey is appointed as Chair of the IBA Management Committee.  
**Result:** 12 Votes in the affirmative, 0 Votes in the negative, 0 Council Members Not Voting, Motion is Adopted.
- **52-2019:** IBA Council elect Alex Kopatz to fill the role of the vacated Secretary seat for the term that end on January 9, 2021.  
**Result:** 9 Votes in the affirmative, 0 Votes in the negative, 3 Council Members Not Voting, Motion is Adopted.
- **53-2019:** IBA Council align the BCF cycle with the calendar year. The current BCF cycle will still end on February 15, 2019, as planned. The next BCF cycle will be from February 16 to December 31, 2019. Thereafter, the BCF cycle will annually be January 1 to December 31.  
**Result:** 10 Votes in the affirmative, 0 Votes in the negative, 2 Council Members Not Voting, Motion is Adopted.
- **54-2019:** IBA Council officially endorse the joint IBA BSG collaring statement as provided by Agnieszka Sergiel, with potential minor edits to be made upon finalizing the document.  
**Result:** 11 Votes in the affirmative, 0 Votes in the negative, 1 Council Member Not Voting, Motion is Adopted.

- **55-2019:** IBA provide a loan of \$3,000.00 (USD) for the Montana conference organizers to use as seed funding for the 2020 IBA conference. The money would be transferred to the IBA conference account for Lori Roberts to use for conference related business. Expectation of repayment would be as soon as feasible for the organizers but no later than 30 days after the completion of the 2020 IBA conference in Kalispell, MT, USA.  
**Result:** 11 Votes in the affirmative, 0 Votes in the negative, 1 Council Member Not Voting, Motion is Adopted.
- **56-2019:** The current automatic allocation of 5% of BCF monies to BSG be re-directed for IBA travel grants and, that IBA adopt policy that allocations from IBA's Bear Conservation Fund may be available to support BSG functions on a case-by-case basis.  
**Result:** 10 Votes in the affirmative, 2 Votes in the negative, 0 Council Members Not Voting, Motion is Adopted.

---

[Visit the IBA website](#) for more information on your elected council members and how to contact them if you have questions or suggestions.

---

You currently have a <<Membership Description>> membership with IBA which is current until: <<Membership Due Date>>. If you have any questions about your IBA membership, [contact Jennapher Teunissen van Manen](#). You can [renew your membership online here](#).