



November 15, 2019

Dear IBA Member,

Fall is upon us (or spring for those of you in the southern hemisphere!), and with the change of seasons also come exciting times for IBA. We are looking forward to the upcoming season of growth for IBA. While our mission and core values as a science-based professional society will remain at the very heart of everything we do, we hope we can provide more and improved services to members, resulting in greater support for bear research and management all over the world. Here is a summary of some of the business that took place since our summer update.

IBA Fall Updates

Transition Structural Plan Summary Now Available: IBA is going through an important time of transition and growth to provide more funding and services to members with the primary goal to better serve bears around the world. This transition has evolved out of a realization that over the past 10-15 years, the workload of our all-volunteer Council, Committees, and Publication teams has become increasingly unsustainable. At the Council meeting in Thessaloniki, Greece, 2014, it was decided to form a Strategic Planning Committee to address the increasing workload and find ways to continue providing the services members have come to appreciate from IBA. The Committee included: Emre Can, Tabitha Graves, Karen Noyce, Gordon Stenhouse, and Andreas Zedrosser. The first step was the Strategic Membership Survey. The results from this survey led to a pro-bono assessment by the world-renowned management consulting firm, Oliver Wyman. Over the past few years, Council has been working on adapting the Oliver Wyman plan to fit IBA and we now have a [summary of this Structural Plan](#) available on our website, along with the motion that passed and puts this plan officially in place for IBA's future. Please take some time to read through the plan and don't hesitate to contact either the [Director of Transition](#) or any [Council Member](#) with your questions and comments. At the IBA conferences in Quito, Ecuador and Ljubljana, Slovenia, we saw increased participation in the IBA Members' Meetings, with valuable comments from many members about the transition process. We very much welcome and encourage this type of participation to continue.

Website Content: We are announcing a new web page dedicated to transition news, which has been in development since our Communications Team was formed. This page will be a resource for members to review previous transition news, new items related to the transition, and eventually a timeline of the entire process. You can access the page directly from the IBA homepage or by [clicking this link](#).

As part of our effort to increase IBA's visibility with our website, we asked IBA member, Angeliki Savvantoglou to work with our Communications Team to produce video content for the IBA website and Facebook pages. Some of you may remember Angeliki from the Anchorage, Alaska, USA conference in 2016, where she interviewed IBA members for a short film she produced about bears. "*B for Bears - Conservation Stories*" was presented at the Ljubljana, Slovenia, conference in 2018 and can be viewed on [Angeliki's YouTube channel](#). This film will be available soon on the IBA website as the first piece in a series of interviews with IBA members about why bears are important. You can read more about Angeliki in an article she wrote about crowdfunding on page 26 in the [Fall 2018 IBN](#). Welcome Angeliki and thank you for generously volunteering your time!

Executive Director Search Process: In previous communications, we informed you about funding from two grants specific for the transition process, as well as the hiring of the Director of Transition and the search process for an Executive Director. A Search Committee was formed to carry out the process of soliciting applications and to prepare a recommendation on the top candidate to the IBA Council for the Executive Director position. The Search Committee (Scott Waterman – Chair and IBA Member, Kai Talarek - Oliver Wyman, John Hechtel - Development Committee, Karen Noyce - Past-President, and Andreas Zedrosser - Current President) along with two additional persons (Agnieszka Sergiel, Councillor and Jennapher Teunissen van Manen, Director of Transition) conducted interviews with five candidates selected from an initial group of 47 applicants. The Search Committee followed guidance based on the suggestions from Oliver Wyman and other organizations making transitions to hiring an Executive Director (e.g., The Wildlife Society). The most important qualifications of a potential Executive Director are fundraising and organizational leadership skills and importantly, enthusiasm for IBA's mission. Please watch for email updates on the selection process in the next couple of weeks.

Elections: In November/December 2019, IBA will hold elections for the following Council positions: President, Vice President (Americas), Treasurer, and two Councillors. The list of candidates from both the IBA Nominations Committee and the open member nominations period is now finalized. The list of candidates and statements from each candidate can be viewed on the [IBA Election page](#). A reminder: some of the eligibility requirements for voting were changed in the 2016 Bylaw amendment, requiring that memberships have not lapsed for more than three years. If your membership has lapsed for three or more years, you must have renewed three months prior to the opening of election ballots (August 20th, 2019). Additionally, if you are a new member, you must have joined three months before the opening of the election ballots (August 20th, 2019). Please log in to your IBA account to make sure your membership is current for the upcoming elections. If you are curious about the election process, please review the [IBA Bylaws](#) for more detailed information.

Specialist Group Memberships Term Change: If you are receiving a Specialist Group Introductory Membership, and want to vote in the upcoming IBA elections, the terms of this membership changed in June and do not include voting privileges. If you are a current IBA Specialist Group Member and would like to vote in the upcoming elections, you will need to purchase either a Standard, Student, Budget, or Institutional membership. If you purchase a new membership, contact [Jennapher Teunissen van Manen](#) to switch your status to the new membership or if there are any issues with accessing the ballot.

Please remember that IBA's philosophy is that no one should be prevented from being part of IBA and its professional network because of economic hardship. If this causes someone in any part of the world from being able to purchase a membership, we will try and find a way to help. Many members want to purchase a gift membership for other members but often do not know who needs a membership. If you are in either category (you want to give a membership to someone or you would like to receive a gift

membership), please contact [Jennapher Teunissen van Manen](#) to add your name to a list. Our shared goal of helping bears extends to helping each other when needed. If a gift membership is not available at the time of need, many members of the IBA Council can consider the individual situation and seek alternatives for purchasing a membership.

New IBA Letter/Position Statement Available: IBA Council received a request from IBA member Sterling Miller, to provide comments during the open comment period on the Draft Environmental Impact Statement concerning the restoration of grizzly bears in the North Cascades Ecosystem (Washington, USA). Council supported providing comments and the letter was outlined by both Karen Noyce and Sterling Miller with input from Chris Servheen, Joe Clark, Gordon Stenhouse, Tony Hamilton, Frank van Manen, Garth Mowat, Charlie Robbins, Mike Proctor, and Bruce McLellan. Council voted to approve the letter and it was submitted electronically via the National Park Service website.

For IBA to take on a policy or position statement, the project must meet the criteria of our Policy Guidance Document and be based on scientific evidence. For position letters and statements to be given consideration, the comments need to be based on the best available science and provide citations of that science. The final letter can be [viewed on our website](#). Thanks to everyone who made this happen!

IBA Grant Application Deadline is Approaching: If you are thinking about applying for an IBA Research and Conservation grant or Experience and Exchange grant, please remember the deadline to submit applications is December 1st, 2019, midnight, Central European Time. Please visit the IBA website for information and application forms.

[IBA Experience and Exchange Grant](#)
[IBA Research and Conservation Grant](#)

Sincerely,

[*Andreas Zedrosser, President*](#)

[*Jennapher Teunissen van Manen, Director of Transition*](#)

[*Alexander Kopatz, Secretary and Communications Team Co-Chair*](#)

[*Agnieszka Sergiel, Councilor and Communications Team Co-Chair*](#)

Council Motions Voted and Passed Since March 2019 Update to Members

- **65-2019:** Anonymous pass-through grant grandfathered in with original agreement of 5% overhead rate with the option for discussion to increase to the current 10% rate next year.
Result: 12 Votes in the affirmative, 0 Votes in the negative, 0 Council Members Not Voting, Motion is Adopted.
- **66-2019:** Pending positive references and mutual agreement on terms of employment, IBA offers the position of Executive Director to the candidate recommended to Council by the IBA Search Committee, to begin as soon as possible, for an initial term of one year, with continuation contingent upon their success in advancing IBA's programs, as envisioned by Council, and movement towards implementing a model for sustainable long-term funding.
Result: 10 Votes in the affirmative, 1 Votes in the negative, 1 Council Member Not Voting, Motion is Adopted.

- **67-2019: IBA Statement Letter regarding North Cascades Ecosystem Draft Environmental Impact Statement:** Pending incorporation of a few missing references and final edits by Council, IBA approves the submission of this letter to the appropriate government agency, providing our comments and recommendations on the draft EIS.
Result: 9 Votes in the affirmative, 0 Votes in the negative, 1 Council Member Abstaining, 1 Council Member Not Voting. The motion is Adopted.
- **68-2019:** Project under the anonymous pass-through grant in vote item 65-2019 approved.
Result: 12 Votes in the affirmative, 0 Votes in the negative, 0 Council Members not voting. The 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](#).
