



Communications Team Transition News

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Dear IBA Members,

With the first issue of IBN this year, here we are again with new information and updates on the transition. We left you with the history and summary of transition process in the last issue. As you might recall, and if not here is a gentle reminder, all information is available on the Structural Development page of the IBA website

(<https://www.bearbiology.org/structural-development/>) where you can also review the summary of the structural development file (<https://www.bearbiology.org/wp-content/uploads/2019/10/Structural-Plan-Summary-Revised-09132019-Web-Version.pdf>).

Here are a few highlights for you:

Meet Christopher Kelley, our Executive Director

As of January 2020, we met the projected date to hire an Executive Director who started on January 1, 2020: Christopher Kelley. Chris has 32 years of professional experience in the not-for-profit sector, all in senior management and ED/CEO positions with numerous employers, half of those years representing organizations whose mission was to protect and conserve wildlife and the environment. These include the National Audubon Society, the Greater Farallones Association and the current, part-time Executive Director of Conservation Earth/Wildmind Science. In addition to his work in conservation, Chris has worked in international development, healthcare, and social service sectors and has provided capacity building, fundraising, volunteer management, marketing, and strategic planning services to local, national and international organizations. IBA is a perfect fit for Chris's skills, interests, and passion for wildlife conservation. Chris is married (22 years), has two boys, aged 10 and 14, and resides in San Anselmo, CA, about 15 miles north of San Francisco. He is excited to



be a part of IBA and wishes to thank the IBA membership for its dedication to such a vital organization.

Hiring an ED was Structure Change Step 2 in the plan. The funding for this employment was secured from a Foundation Grant specific to the transition process. The Executive Director will now work toward developing a donor base and fundraising for IBA grants programs and operational costs for IBA.

We have extended contract for the Director of Transition

The contract for Jennapher Teunissen van Manen as the Director of Transition expired on January 1, 2020. The Council voted to extend it for an additional six months (July 1, 2020), based on the financial assessment of IBA funds from the Treasurer.

We appreciate teamwork

Christopher Kelley is working closely with Julia Bevins, Chair of the IBA Bear Conservation Fund. Together with Jennapher Teunissen van Manen, the Director of Transition, they are working to set donor events for the summer and fall depending on the situation with COVID-19. This involves getting the legal requirements set up for IBA to be able to fund raise in states other than Montana, finding people to host events, and finding speakers for the events.

Member involvement

By now you have received an invitation to participate in a survey about the future of IBA programs. With this survey, we intend to learn from you, IBA members, what you think is important for IBA to focus on when developing new programs as the transition moves forward and successfully brings in more funds for our members and bears. The results of this survey are being used to establish priority programs and determine where funds are best directed to provide the services IBA members need to be successful at researching, managing, and conserving the world's bears. If you have not filled out the survey, please take the time to do so, your voice matters and will help determine the direction of IBA funding.

What is next?

We are now entering Structure Change Step 3: to establish three standing Council committees. Gradually we are going to broaden Council's expertise and aim to improve organizational functioning by introducing a committee structure. Council will elect up to three or four additional Councilors with specific expertise in non-profit organizations (e.g. non-profit law, governance, philanthropy, etc.). With this new structure, the Council will be comprised of 11 Officers and Councilors elected by IBA members, up to two IBA members elected by Council to improve regional/species representation, and up to four additional people appointed by Council for non-profit expertise. Further, three standing committees will be established on Council: (1) Programs, (2) Governance and Internal Affairs, and (3) External Affairs. Every Councilor will serve on at least one of these committees. What will



not change is that the President presides over Council meetings and the elected Council retains final say in all matters. Routine business will be handled by the Executive Director and Director of Transition, with oversight from the three Council committees, to balance workload and improve consistency and accountability. This three-committee structure was developed by the Structural Development team and they found it is used by many boards of non-profit organizations with success at increasing efficiency and productivity within a professional but all-volunteer board. Because adding new voting members to the Council body will require amending the bylaws, we will incrementally approach the changes by implementing the three-committee structure within the bounds of the bylaws. If the new committee structure shows promise, our attorney will guide us with amending the bylaws. As articulated in the bylaws, the proposed amendments will be sent to all members for comments, comments will be addressed, and the proposed amendments will be voted on by the membership.