



## **Communications Team Transition News**

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Dear IBA Members,

We hope you are doing well at this difficult time and are all healthy and safe. Here, we are back to you with another portion of transition news. Here are a few highlights for you:

### **Structural Transition Level**

As you remember, the current transition was implemented in response to a Strategic Member Survey conducted in 2015. We are transitioning in a way so we can provide the services and benefits members want. Council was tasked with carrying out and implementing the transition process to help better serve our membership to help protect bears. The Structural Evolution Plan, which is the guiding document for this transition can be found on the IBA website. The Structural Plan was voted in by Council but is a guiding document meant to have the flexibility for adapting as we move forward and learn what works and what does not work.

We are currently on Structure Change Step 3 (Page 12 of Structural Evolution Plan) and the Council has recently begun the process for establishing 3 standing committees in addition to the basic Council structure. The 3 standing committees are:

The Governance and Internal Affairs Committee is responsible for making sure that IBA functions effectively, ethically, sustainably, and in compliance with the law and best practices. They assess the personnel needs of the Council and recruit appropriate members for appointment or election. The Committee oversees IBA's financial management, bookkeeping, investments, audits, and contracts, and also oversees compliance with non-profit legal status, employee relations, hiring and firing, and setting terms of employment.



The External Affairs Committee oversees fund-raising, public relations, publications, and marketing. This includes assuring compliance in fund-raising, advising, and supporting efforts of staff and volunteers to publicize programs, raise funds, and produce public reports on programs.

The Programs Committee oversees the evolution and growth of programs, including 1) professional development and capacity-building, and 2) grants for science, management, and conservation. They work closely with the Executive Director, and, in the future, the Directors of Capacity Building and Conservation.

By organizing the Council into 3 committees, the intent is to spread decision-making and lighten the workload placed on the full council. Most discussions, research, drafting of motions and policy, will take place at the committee level. The 3 committees will be entrusted with researching and deliberating issues and putting forward recommendations to the Council. In this way, each council member has more time to focus on the specific issues related to the committee they serve, and still keeping up to date on the general Council business through the regular reporting of each committee to the full Council.

### **Executive Director**

Christopher Kelley is working diligently bringing his many years of experience and expertise with transitioning organizations to provide more services to their members resulting from increased resources. The times are difficult, but we do not stop in our efforts. Chris and Julia (Bevins) have worked together on the idea of how IBA members can support other members. Please have a look at Chris's column (Page 8) and contact him if you are interested in any of the fundraising efforts he and Julia are developing.

### **Member Videos**

With the conference postponed due to the epidemiological situation, we came up with an idea to keep members engaged with the research of other members. We thought to highlight the work members will present at the upcoming conference with a self-made video. This pilot program of brief video presentations is meant also to use our online resources, even more, to connect while we cannot meet in person. If the pilot program is successful, the program will expand to grant recipients and all IBA members to provide short videos of their work with bears. If you are interested in this project, please contact Jennapher Teunissen van Manen.

### **What is next?**

In the world of fundraising and philanthropy, an organization needs to have certain structures and policies in place to approach potential funding sources. When Chris Kelley was hired, he began the work for helping IBA develop a strategic plan that can be used going forward making IBA more visible to more bear biologists and the general public. There are currently 3 teams working on this and we will present the results of our effort this fall.



The continuation of the transition process is critical to increase IBA's resources, which will allow us to provide more funding for quality projects worldwide, services to our members and programs that support the conservation of bears, bear habitat and their coexistence with people. We are seeking immediate funding to support the continuation of the transition process and our 2 staff positions. For more information on how you or those you know can help, please contact Chris Kelley.

If you have more questions about the transition, please do not hesitate to contact Jennapher or us. We will be glad to help and walk you through it. Also, follow IBA's website and emails to keep updated on the newest announcements.