



Communications Team Transition News

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Dear IBA Members,

We hope you keep doing well and are all healthy and safe. Here, another portion of transition news for you.

First, we continue the transtion

We are moving forward with IBA's structural evolution to provide more support to our membership and to foster science-based management and conservation of bears worldwide. As you remember, the Structural Evolution Plan can be found on the IBA website. This plan was accepted by the Council as the guiding but flexible document for this process, which can be adapted as we move forward and learn what works and what does not work.

In our spring and summer 2020 columns, we informed you that the Structure Change Step 3 in the Structural Evolution Plan was in the early stages of implementation. This step is to establish three standing Council committees. Please refer to the Spring and Summer 2020 IBN issue for details. During the implementation of these committees, it became clear that a fourth committee is necessary for many of the financial and legal functions which need to be maintained as a nonprofit. Since this is not a major change to the Structural Evolution Plan, the Executive Officers agreed to add the fourth committee, Financial and Legal Oversight which will be co-chaired by the IBA Secretary and Treasurer.

With input from the full Council for committee preference, each committee has now been established and will begin the work of prioritizing tasks specific to the committee responsibilities as outlined in the Structural Evolution Plan. The organization of these four



standing committees will spread the decision making and reduce the workload placed on the volunteer full council.

Second, let's talk about funding

There are many difficulties and uncertainties in the financial market caused by the COVID-19 pandemic, and it influences all aspects of everyone's life and work. Despite this, IBA Executive Director (ED) Christopher Kelley is managing to secure funds for both the IBA general operating budget and grant programs.

For any nonprofit to solicit funds from either a foundation or individual donor, there are key foundational items needed to be in place. We recently informed you that 2 of these requirements we have completed, hiring a professional accountant for managing finances daily and securing an outside audit to show transparency with the organization's management of finances. An additional requirement is to have a strategic plan for the organization that the Executive Director can use to show potential donors what IBA's mission, values, and goals are as a nonprofit. The Council established two committees to complete the different components needed for a strategic plan. One committee worked to develop our vision and mission statement, and the other to develop what are referred to as programs and pillars which are the foundation for the strategic plan. With the coordinated team effort, a strategic plan has been developed. Karen Noyce and Christopher Kelley explain in detail the workings of these two items in their column on page 8. The full Council has reviewed the final strategic plan and voted to approve.

Third, the conference

As you all were made aware with recent member email updates, the conference planning committee had a meeting in early October to discuss plans for the IBA Kalispell conference and potentially make a decision to proceed with either a full virtual, hybrid (virtual and in-person) or full in-person (if possible) conference in 2021. After considering input from the full Council and members who responded to our email in late September asking for input if it was preferred to plan for a virtual May 2021 conference or wait in the hopes we can plan for an in-person conference in September 2021, the Conference planning committee decided to wait and plan for September 2021. Please watch for email updates because the situation with COVID is not stable and while we hope to meet in person, there is still the potential that this will not be possible depending on politics and the status of COVID.

Here, we would like to remind that while we cannot yet meet in person, we have our members' videos to watch. You can see the work members will present at the upcoming conference with self-made videos prepared so far. Please have a look at the videos either on the [IBA website](#) or [IBA's YouTube Channel](#). You can also click the individual links on the following page to view a specific member's video.

If you are thinking to highlight your research meant to be presented at the conference, please contact [Jennapher Teunissen van Manen](#).



What is next?

With a Strategic Plan now in place, Christopher Kelley will continue his work increasing IBA's visibility with foundations and donors to build up our financial resources for developing our programs as outlined in our Structural Evolution Plan. IBA Council will continue working to implement the upcoming stages of the Structural Development Plan and fostering science-based management and conservation of bears worldwide.

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



Carmen Julia Quiroga Pacheco

Prey or competitor? Exploring the influence of cattle ranching on Andean bears.

<https://youtu.be/MzF5kEgvdHY>



Jamshid Parchizadeh

Brown bear-human encounter in Iran resulting in injury or death.

https://youtu.be/AKR0aZdB_Ao



Ioan Mihai Pop

Prevalence and predictors of brown bear livestock damage in the Eastern Romanian Carpathians.

<https://youtu.be/3mLRDZJQDQU>



Annelies De Cuyper

Grading fecal consistency in brown bears (*Ursus arctos*): beyond linear scaling.

<https://youtu.be/hDXpH-PrWOg>



Ivan Mauricio Vela Vargas

Spatial ecology of Andean bears (*Tremarctos ornatus*) in protected areas and rural landscapes in the Chingaza Massif, Colombia.

https://youtu.be/fU_O1gNF8II



Andrea Corradini

Effects of cumulated outdoor activity on brown bear (*Ursus arctos*) habitat use: a case study in the Central Italian Alps.

<https://youtu.be/78q-PzGxGvE>