

MINUTES OF CONFERENCE CALL WITH LYNN TENNEFOSS, 12-08-2015

1. **CONVENING.** The WCAS board attended a conference call with Lynn Tennefoss, Chapter Services Manager for National Audubon Society, at 6:00 p.m. on December 8, 2015.
2. **ATTENDANCE.** In attendance were Penny O'Connor, Nancy Howell, Kurt Miske, Tom Romito, and Mary Anne Romito.
3. **GENERAL** Lynn began the call by noting the positions we fill, the rules we follow, our average age, and the high level of activity of all board members. We agreed that we are trying to solve the problem of getting new officers, particularly president and vice president, and creating new positions.
4. **PRESIDENT ISSUES.** Lynn led a discussion about what the president should be. Different people felt that the president should do the following things:
 - a. Be a spokesperson of the board to members.
 - b. Supporting and assisting the board in decision-making as a facilitator.
 - c. Interject new ideas do enthuse members.
 - d. Respond to issues that members raise.
 - e. Spearhead initiatives and galvanize members to get involved.
 - f. Helping find volunteers.
 - g. Providing appreciation and recognition for board member contributions.
5. **COMMUNICATIONS.**
 - a. Lynn asked if we felt we were receiving communications from National Audubon Society (NAS). Tom noted that when the Audubon Ohio office and board dissolved in 2009, all communications from NAS stopped. When Audubon Ohio was active, it supported all of the chapters. There has been a void in this connection since then.
 - b. Lynn noted that NAS is developing a strategic plan to foster partnerships between NAS and the chapters.
 - c. Lynn noted that Marnie Urso works with the climate campaign in Ohio on behalf of NAS.
6. **FINDING OFFICERS.** Lynn made the following suggestions on this topic:
 - a. We can't bring new officers in cold.
 - b. We should introduce officer-type duties to new people in "baby steps" by articulating specific functions we would like them to do. Here are examples:

- 1) Be a volunteer coordinator.
- 2) Talk to people one on one to find out what their skills are.
- 3) Find a gregarious person to be the spokesperson at meetings or in other settings.
- 4) Ask someone to attend board meetings just to facilitate them.
- 5) Monitor questions for the webmaster to put on the website.
- 6) Hold a basic birding class.

7) Creating a demonstration garden with native plants at a park or school could be a project that attracts a new leader to organize it, as well as many participants to help plant and maintain it.

8) Ask someone to use an I-Pad to sign up people at meetings and give them a raffle ticket for a door prize.

- 9) Form a nominating committee to identify people to run for officer positions.

c. The board changes whenever we add a new person. It becomes a new entity. We need to be mentors and enabler for new board members.

d. We should hold off on amending our bylaws regarding officer duties until we have developed new ways of recruiting officers and assigning their duties.

e. We could reach out to college teachers and their students to help out with the board. A student might be interested in being a social media coordinator.

f. "Birds and Brews" events are social gatherings to get people together (Christie Vargo knows about this).

- g. Go to Audubon Works to learn how to find young people.

h. "Meet Up" is a web-based application that creates a group whom we inform about meetings and activities.

- i. Skills can offset personality. A nominating committee can identify people with skills.

- j. When recruiting officers, be sure to tell them three things:

- 1) What we want them to do.
- 2) How much time they will have to spend doing what we want them to do.
- 3) How they will know when they have succeeded in doing we want them to do.

7. ADJOURNMENT. The meeting ended at 7:25 p.m.