

IABE Board Meeting Notes – Tuesday, 24 January 2006

In attendance: Mark Deering, Enzo Moretto, Mary Babcock, Andrea Schepmann, Joris Brinckerhoff, M. Gerlinde Blaese, Martin Feather and Hazel Davies.

Note Taker: Mike Weissmann

Mark Deering called the meeting to order at 10:55 am Eastern Time.

1) New Board of Directors - Election of Officers

First order of business for the year was to elect the officers.

President – Martin nominates **Mark Deering** for re-election, Joris seconds and the vote is unanimously accepted.

Vice President – Mark nominates **Enzo Moretto** for re-election, Martin seconds and the vote is unanimously accepted.

Treasurer – Martin nominates **Joris Brinckerhoff** for re-election, Enzo seconds and the vote is unanimously accepted.

Secretary – Andrea nominates Hazel and Gerlinde seconds. Then Martin nominates Andrea, but she declines (nominated Hazel). Martin nominates Gerlinde, Enzo seconds

It was suggested that Hazel and Gerlinde share the job, but this would require a bylaws change and could cause some confusion.

So the votes are for Hazel or Gerlinde.

For Hazel: Mark, Joris, Enzo, Mark, Martin, Gerlinde, Andrea

For Gerlinde: Hazel

Hazel Davies is elected secretary, and requests Gerlinde's help with the task (which Gerlinde agreed to).

2) Marketing Director or Marketing Committee Chair Person

Andrea brought up the need for a marketing director. Joris and Gerlinde stated that there might be a need for two Marketing Directors – one based in North America and one based in Europe. Joris recommended looking beyond “the few” who have already served on the board or committees. Several names were suggested and it was generally thought that someone could be approached directly to see if they were interested. It was noted that several members had expressed an interest in working on the committee, but not chairing it. It was decided that the board should produce a job description for this co-chair position and then look for volunteers and/or approach members directly.

3) Change of address

The decision to change IABE address is brought before the board and unanimously approved. Mark suggested that the new address, phone, e-mail, and a bio on Mary be put in the next newsletter. Mark also said that the 2006 budget should be available for members to see, perhaps on the members only portion of the website. All agreed. Also, Mark suggested there was no need to place the Management Agreement with Mary on there, but the rest of the board disagreed and insisted that it be included on the members only section of the website.

4) Website

The board discussed the website improvements and sends kudos to Mary and Lyle Babcock for their work.

5) Budget

The board members had previously looked over the budget and approved it by e-mail. They now approved it officially in this meeting.

6) Goals for the Year

Mark asks if there are any to add to the email that was sent out to the board earlier.

Martin suggests that recruiting new and returning members and sponsors is a priority.

Enzo points to both Asia and Africa (Mary added that Kipepeo is wiring funds to become sponsors also).

Hazel noted targeting Africa and South America with recruiting.

Enzo recommended that the recruitment task be divided so as not to be such a burden on others. Hazel suggested that current members could approach potential ones. Andrea noted that we need a need a coordinator.

Mark suggested dividing by regions, where current members could encourage other 'local' exhibitors or breeders to join. (For example: B.T. Chin for Asia, etc. – Enzo volunteered for SE Europe). However, we need a Membership Committee Chair.

Joris suggested regional mailings from "local reps." coordinated by a Committee Chair.

Gerlinde agreed to become Membership Committee Chair and Mark, Mike, Hazel, and Enzo agreed to help. Joris, Gerlinde, and Mike will soon update the industry directory on the CRES website.

Gerlinde brought forward the question of representation at meetings – is it important to have a European representative at North American gatherings and a North American representative at European ones?

Andrea asked if the budget would support it. Enzo said it would be important only if other board members did not attend. Mark stated that we have \$2000 for PR and \$1000 for travel in the budget. If there is a board member already in attendance (like Enzo and Gerlinde in Europe) spending on another representative may not be justifiable since issues could be conveyed through them. Issue tabled for now to be addressed at a later time.

Recruiting and Categorizing Sponsorships – different levels are suggested

Gold @\$500 (400 euros)

Silver @\$250 (200 euros)

Bronze @\$125 (100 euros)

The higher categories would get better listing placement, more exposure on website, size of advertisement space in newsletter and web pages, presence at IABE booths at conferences (for Gold sponsors). All these suggestions of differentiating the sponsorship levels are to be addressed soon in detail by the Membership Committee. All approved tentatively in the levels, but Joris and Gerlinde request that the distinctions between levels be clarified.

The matter of conference sponsorship by IABE at the Invertebrates In Captivity Conference is put forward. It is decided that IABE needs a good table display and everyone needs to be available to spend some time at it. Andrea will work on it with help from Hazel, Mark and Mary. Hazel will also approach Vanessa to help on it, since she has previously expressed an interest. Mary will see if we can also sell the Blue Butterfly DVD at ICC. We also need a booth at the ECBES in Netherlands in October. Will the booth developed for ICC be transportable and able to travel to Europe, or do we need two info booths? It is decided the booth will be worked on and as it develops a decision will be made as to if it is able to travel. Mark asks that a vote be taken to again do the silver sponsorship at ICC for \$500 (Martin seconds) – unanimously accepted, except for Gerlinde who abstained.

Developing the committees. Mark put forward the need to recruit more members to get involved in committees and help out. Hazel suggested specifically approaching people (Martin said, by direct phone calls). Joris recommended that the committee chairs call on people to assist them, but it must be coordinated so that the same people aren't recruited for every committee. Joris - committee chairs need to address this topic, and members can always decline if they don't want to serve when approached. Chairs, already serving as board members, should act as facilitators and coordinators, and have the members on the committees do much of the actual legwork.

Joris asked a question concerning the role of the committee vs. the board – can the committee make decisions within its jurisdiction? Martin - No – the committee must work within parameters set by the board. An example put forward by Joris - Conference Committee last June had done its work correctly, but the Board “revolted” with the site selection for ICBES. Mark clarified, the committees make suggestions/recommendations to the Board, and Board has final responsibility to act upon or modify the recommendations. Board offers parameters and goals to committee.

Martin asked about Esther's situation re: advisory role on board. It was decided that as she no longer responds to e-mails and has been out of touch with board and IABE, she has apparently terminated this role on the board.

Mark put forward the issue of how to increase communication with members. More e-mail? Martin suggested a listserv. Joris points out that we already have the ICBES yahoo one, but Mark pointed out that it is not confined to our members. Joris suggests dissolving the ICBES group and creating a new listserv for just IABE members. Mark suggests starting a new IABE listserv for members/sponsors only. Joris suggests contacting Muriel to close the ICBES group, creating a strong incentive to join IABE to be in the IABE listserv (“if the industry provides for people's livelihoods, then people should be invested in the industry.” Mark and Martin are concerned that this could push many away, and IABE does not own the ICBES list so it is not ours to dissolve. Martin suggests phase in IABE group while phasing out ICBES group. Mark called for a vote to start the IABE members only listserv and decide about trying to have the ICBES listserv dissolved later (Joris says dissolve it in 07). Mary and Lyle will look into this.

7) Bylaws

Mark put forward the issue of revising the bylaws, due to the change of address, but no time to go over them now, will do by e-mail with next two weeks as a deadline. Mary will coordinate this. Martin – IBBA meeting minutes as model for what we need to have available for members to look at.

8) Dues Increase

Mark asked if we need to consider a dues increase for 2007. Mark thinks no. Joris asked if there is anything we are unable to accomplish now due to lack of funds? Mark replied that we have a surplus currently, so it was agreed to concentrate on raising the membership numbers now and table raising the dues at this point. Martin suggested just raising the sponsor levels to minimum \$125 for 2007. No vote, but general agreement not to raise dues at this time.

Out of time for other topics. Mark suggests a chatroom board meeting on a quarterly basis. Andrea said we need strict agenda and time limit. Decided to meet once more before Arizona for 2 hours.

Meeting adjourned at 12:55 pm Eastern Time