



Animal Behavior Management Alliance
Annual Member Business Meeting Agenda
April 6, 2022
Zoom Meeting

- I. Call to order at 3:17pm PST by Kelly Elkins.
- II. Minutes recorded by Lizzie Durkin
- III. Opening comments (Scott Trauger) - We are healthy as an organisation, healthy financially, and we are making good traction in the industry.
- IV. Acceptance of the minutes from the 2021 member business meeting.

MOTION made by Kelly Elkins to accept the 2021 member business meeting minutes, having been reviewed in advance. Second made by Nicki Boyd. **Motion passed by unanimous consent.**

- V. Board reports
 - A. President report (Scott Trauger)
 - B. CFO report (Clint Lusardi)
 - i. 2021 Financial report
 - ii. Account Balances as of March 14, 2022
 - General Checking \$129,785.87
 - Conference Checking \$4,788.47
 - Savings (BMF) \$6,509.06
 - PayPal \$24,076.23
 - Capital One \$42,712.80
 - Total of all accounts: \$207,872.43

MOTION made by ____ to approve the 2021 financial report. Second made by ____.
*Discussion: Additional improvement of the financial report is part of the minutes and at this meeting does not need a second motion. - **Table until next year***

C. Past President (Kelly Elkins) - The elections closed on 24th March and the slate was passed.

i. Election results

1. Incoming board members as a result of the 2022 election

- a. Anaka Nazareth-President Elect
- b. Jake Belair-2nd Vice President
- c. Clint Lusardi-Chief Financial Officer
- d. Lizzie Durkin-Secretary
- e. Wendy Ricker-Director at Large
- f. Chris Jenkins-Director at Large
- g. Christina Lavellee-Director at Large

D. President Elect (Kelly Elkins)

i. Program Council Chair introductions

1. AnimalProfessional.com - Huge thanks to John & Raquel Gardner, they fix everything and they are amazing, especially during the last 2 years while being virtual.

2. Behavior Management Fund (Cinnamon Williams, Nashville Zoo/Genevieve Warner, Creating Fun Animals, LLC) - Allows people to attend conference, especially if not able to get facility support or if it would cause financial hardship. Sue Hunter grant, supporting work out in the field so we can give back to the community. The silent auction will help towards this if people would like to bid on items!

3. Conference - (Shane Gorbett, Columbus Zoo & Aquarium & Tricia Dees, SeaWorld Parks and Entertainment). We're having a conference next year. **Actively looking for people to help out with this committee.**

4. Conference Content Advisory - (Shannon College, Dallas Zoo & Becky Wolf, San Diego Zoo) - Help compile all the presentations, work with people who help to decide on the presentations. **Actively looking out for people to help**, the format has changed so people in the past are encouraged to reach out again. CEU's are dealt with by CCA (NAI, CCPDT, IAABC, IATCB) may be able to get others so just ask Shannon.

5. Conference Proceedings - (Cathy Mingee, North Carolina Zoo) - Written record of the conference, ask that every presenter submits a paper, Cathy relies on volunteers for editing and grammatical issues, so **actively looking for people** to help reduce the time of the process. Good for people who want a short window of helping, as they are needed after the conference and then have a break until the next year.

6. Education - (Missy Lamar, Disney's Animal Kingdom) - Mainly organise the professional development night, and the hospitality suite at in person conferences. Open to taking on any resume feedback, or can help direct people for advice, so can contact Missy if wanted any advice.
7. Government Affairs - (Sandy Jabas, Siegfried and Roy's Secret Garden and Dolphin Habitat at the Mirage & Justin Garner, Busch Gardens)- Currently have about 12 members. Monitor and review proposed government rule making, legislation and laws regarding animal behaviour management for exotic and domestic species, then make recommendations for actions to the board of directors. Monthly meetings to discuss about current events. **Accepting new members any time** so can contact Sandy.
8. Honors and Awards - (Ashley Friedman, SeaWorld San Diego & Jennifer Hennessey, Roger Williams Park Zoo) - They normally pick judges for the in person conferences, already talking to IMATA ready for next year, awards for board members rolling off, and make sure awards ready for the conference including for next year.
9. Membership - (Marni Wood, Zoo Miami) - Want to improve, engage with international membership. **Accepting committee members** if people are interested in helping.
10. Merchandise - (Traci James, San Antonio Zoo) - **Always looking for help and suggestions** on new merchandise wanted. Decals for this year, lots of colours. There will be a survey at the end, so can put in there what merchandise you would like in the future.
11. Nominations and Elections - (Scott Trauger, Natural Encounters Inc.) - Will be sending out a call for nominations around October, and then February typically for elections. Scott can answer any questions.
12. Public Affairs - (Julie Grove, Cincinnati Zoo) - will be working on the way constant contact looks, some volunteers will be looking at that. No update for social media from Jake, Julie can send more information to conference attendees.
13. Publications - (Erin Ivory, Veterinarians International) - Engage, should be coming out soon. **Erin would love lots of help!** If you have photos or anything to contribute to Engage.
14. Research and Evaluation - (Kelly Salamone, San Diego Zoo) - Make sure we have our surveys, last one was elections, and this one is end of the conference, we create reports off of it and we

make sure we are listening to what members want e.g. speakers, more/less of something. **If interested in creating workshops then can contact Kelly S.**

15. Site Selection - (Kelly Elkins, San Diego Zoo) - **If you want to host a conference, then you can contact Kelly E** for all the details. Always looking for new places to go to!

16. Sponsorship - (Alicia Sampson, Cincinnati Zoo & Tim Van Loan, ABQ Biopark) - **Always looking for people who are interested in helping out.** Want to try and make it a bit profitable for everyone.

17. Website - (Heather Samper, Moody Gardens) - We just got a shiny new website in the last year, we would love feedback, if you find an error let her know. Clint, Nicki, Lizzie & Heather do a lot of the website stuff. 1st full year, no major issues. Emails through the website go to Heather/Nicki/Clint, try to address them in a timely manner, email again if not. Glossary of terms from Anaka Nazareth are now on the website in the member area - it will be on the public side for behavior month in October. Will get proceedings page done - it will get done this year. The biggest issue for the year is the forum, it has now been disabled. Elly Neumann has been trying to get rid of the spam, it seemed like a great layout but then had issues once live. Higher Logic is being explored instead, APDT, AZA are examples of organisations that use this platform. Going to be moving forward with getting a new forum. Merchandise store is living at Heathers house, mytrainingstore.com is where to get it. A store front on the website was a lot of money so went through Heathers website instead.

18. Ad Hoc - (Marni Wood, Zoo Miami)

- a. Exploring ABMA accreditation - Marni proposed to the board about ABMA creating some sort of accreditation for facilities training programs. IMATA has something similar, but our own version more suited to terrestrials as well. Some board members are part of the committee, will update in the future.

E. 1st VP (Becky Wolf)

- i. Thank you to all our sponsors: mytrainingstore & ap.com - thank you for their support. Thanks for ap.com for always helping with all the questions.
- ii. General overview: Would love to have been in person, but this year virtual has allowed us to have global reach - 10/11

countries. Welcome to people who it is their first conference, hope they are enjoying the content. Welcome back to those who are returning. 250 people registered for the week, a good turn out.

F. 2nd VP (Traci James)

- i. Announce 2023 ABMA/IMATA conference in Atlanta - It was supposed to be last year, has been postponed. It will be great, great facilities hosting - Zoo Atlanta and Georgia Aquarium. **Traci is looking for anyone from the area/goes to the area to help out**, get involved, sponsorships etc. IMATA is helping to make it become more of a partnership rather than 2 separate organisations, there will be marine based presentations, but also terrestrial, there will be all sort of animals and presentations involved. March 5-10th.

G. Secretary (Lizzie Durkin)

- i. Membership update:

- Totalling: 364 members
- 40 Active
- 30 Associate
- 5 Emeritus
- 38 Lifetime
- 222 Professional
- 29 unknown level (Heather still looking into this)

VI. New Business

A. Acknowledgement of outgoing board members (Scott Trauger) - All board members serve on a volunteer basis and we thank them for their time.

- i. Tricia Dees
- ii. Missy Lamar
- iii. Thad Lacinak
- iv. Clint Lusardi
- v. Lizzie Durkin

B. Acknowledgement of 2022-2023 board members (Scott Trauger)

President - Kelly Elkins	Director - Erin Ivory
President Elect - Anaka Nazareth	Director - Justin Garner
Past President - Scott Trauger	Director - Marni Wood
Secretary - Lizzie Durkin	Director - Sandy Jabas
CFO - Clint Lusardi	Director - Shane Gorbett

1 st Vice President - Traci James	Director - Tim Van Loan
2 nd Vice President - Jake Belair	Director - Chris Jenkins
CIO - Nicki Boyd	Director - Wendy Ricker
Director - Alicia Sampson	Director - Christina Lavellee
Director - Elly Neumann	Director - Becky Wolf

- C. Forum (E. Neumann & H. Samper) - Higher Logic
- D. Betty White Donation (S. Jabas) - We participated, and asked everyone to donate \$5 to favourite charity/shelter. Over \$750 across 14 different organisations. ABMA randomly selected from the charities people had donated to, and we donated \$1000 Pacific Marine Mammal Centre.
- E. Membership Feedback about Engage (N. Boyd) - Very expensive to print, if it is valuable we can keep it. Not sure whether it is conservation focused based on it being sustainable and green. Fill out in the survey with feedback regarding if you want engage & the hardcopy, can highlight some of the presentations.
- F. Behavior Month (L. Durkin) - Behavior month is happening again this year! Every day in October will bring something behavior related to social media. Started the planning, looking for people to contribute so if anyone has anything they would like to share then let us know. Hoping to have even more member benefits this year. Last year we had trainer take overs, presentations from lots of facilities across the globe, Live presentations from Ken Ramirez, Peter Giljam, San Diego, and members benefitted from a live Q & A with him. Last year Steve Martin gave members 1 month free NEI tec talks,
- G. Outgoing president comments (Scott Trauger) - Still lots of content to come. Would love to see everyone at next year's conference. It has been a pleasure being the president this year.

VII. Motion to adjourn

MOTION made to adjourn 2022 member business meeting at 4.07pm PST by Scott Trauger. Second by Tricia Dees. **Motion passed by unanimous consent.**

EXPENSES	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
Information Systems													
Web Site	360							16				5,000	5,376
Software	141	141	141	215	141	141	141	141	141	141	141	141	1,766
Safety Deposit Box													0
Total	501	141	141	215	141	141	141	157	141	141	141	5,141	7,142
EXPENSES	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
Travel and Meetings													
Travel (busses)													0
Meals										500			500
Speaker airfare													0
Speaker Fees				2,000									2,000
Hotel													0
Registration													0
Total	0	0	0	2,000	0	0	0	0	0	500	0	0	2,500
EXPENSES	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
Marketing/Education				1,750									1,750
Design newsletter		500			500			500			500		2,000
Printing					4,000						4,000		8,000
Postage	25			2,000	2,000	190					2,025		6,240
Proceedings													0
Advertise			500										500
Total	25	500	500	3,750	6,500	190	0	500	0	0	6,525	0	18,490
EXPENSES	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
Miscellaneous			500	10,000									10,500
Hospitality													0
Awards				1,000									1,000
Total	0	0	500	11,000	0	0	0	0	0	0	0	0	11,500
TOTALS EXPENSES	926	1,041	1,541	21,865	8,031	1,629	541	1,057	541	1,041	7,775	5,541	51,529
GROSS INCOME	22,736	(489)	36	39,111	11	36	11	11	276	11	11	36	61,797
NET INCOME	21,810	(1,530)	(1,505)	17,246	(8,020)	(1,593)	(530)	(1,046)	(265)	(1,030)	(7,764)	(5,505)	10,268