

ATTENDANCE:

<p>Board Attendees:</p> <p><u>Officers</u></p> <p>Phil Frost, BREC's Baton Rouge Zoo, Chair</p> <p>Dr. Cheng Wen-Haur, WRS, Vice Chair</p> <p>Frands Carlsen, Copenhagen Zoo, Secretary</p> <p>Jackson Andrews, Tennessee Aquarium</p> <p>Rasem Baban, Munchener Tierpark Hellabrunn</p> <p>Dr. Onnie Byers, CPSG</p> <p>Dr. Paul Calle, WCS</p> <p>Nicola Craddock, ZAA</p> <p>Maria Clara Dominguez, Fundacion Zoologica de Cali</p> <p>Jim Guenter, Species360</p> <p>Myfanwy Griffith, EAZA</p> <p>Etsuo Narushima, JAZA</p> <p>Dr. D.N. Singh, CZA</p> <p>Kris Vehrs, AZA</p> <p>Bob Wiese, AZA</p> <p>Martin Zordan, WAZA</p>	<p>Species360 Staff:</p> <p>Dr. Dalia Conde, Director of Science</p> <p>Peter Donlon, Director of Global Member Development</p> <p>Elisabeth Hunt, Director of Member Support and Training</p> <p>Keith Olson, Director of Finance</p> <p>Doug Verduzco, CIO, Director of Product Development</p> <p>Regrets:</p> <p>Paula Brock, San Diego Zoo Global, Treasurer</p> <p>Linda Hatfield, Technology Executive</p> <p>Bjarne Klausen, Zoo Odense</p> <p>Antoinette Kotze, PAAZA</p> <p>Arne Lawrenz, Zoologischer Garten Wuppertal</p> <p>Rodolfo Raigoza Figueras, Xcaret</p> <p>Peter Paul van Dijk, Global Wildlife Conservation</p>
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ACTION ITEMS:

DALIA

- Ensure alignment of CSA goals and confirm alignment to Species360 goals.

DOUG

- Define metrics that describe data sharing statistics and their change over last few years.
- Define the staff change communication plans.
- Provide periodic cyber security updates to the board.

ELISABETH

- Review and provide more information on issue analysis and reporting and how we approach improvement. E.g. Are you making sure user confusions issues are reducing?

KEITH

- Finance committee should review if it is feasible to move approval of annual budget to the preceding year to include approval by the full board of trustees prior to the beginning of the budget year. Target is the 2020 budget.

PETER

- Work with JAZA (and Kimio) on visuals for the region

GOVERNANCE COMMITTEE (Jackson/Jim)

- Look to add representation from the European aquarium community

Day 1 – Friday, 26 October 2018

Meeting was called to order at 08:36 by Chair, Phil Frost.

1. Welcome and Overview
2. Strategic Plan
 - a. “Refreshing” discussions
 - b. Mission & Vision review
 - Mission: unchanged
 - c. Simon Sinek TED Video:
https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en
 - d. Our “Why” (from attendees)
 - e. Stakeholders
3. Build Credibility: Group discussion regarding what will support/build Species360 credibility in the future
4. Data Hub:
 - a. Discussion: Understanding current sharing and limits to sharing would help formulate next steps
 - b. Discussion: Understanding barriers to sharing
 - c.
5. Transform: Group discussion regarding the value and opportunity in transforming data to analytics to provide value to members and the broader animal care and conservation communities

6. Summary Thoughts

- a. How do the pillars speak to the individual member? Are they represented?
- b. Convert “transform” to “translate to action”.
- c. Strategic Plan Approved: Kris - Proposed to approve. All approved. No dissents. No abstentions.

Day 2 – Saturday, 27 October 2018

Meeting was called to order at 08:20 by Chair, Phil Frost.

1. Research Request:

- a. Opened by Dalia then Kris, who read a proposal for advancing a research request submitted by Heribert Hoffer (IZW).

2. Discussion with Dr. Jenny Gray, WAZA President

- a. “There is a real need to have good data, good experts” WAZA strategy includes a plan to a Global Species Congress.
- b. WAZA needs to be more global, beyond US and EU. Would like to grow at a rate similar to S360 and will look to work in collaboration with us to do so. Hopes to have members in every country with a zoo/aquaria.
- c. WAZA wants to lift the tide that raises all boats on standard of welfare and accreditation. WAZA will work with local authorities to help close down any zoo that is not “good” in their commitment to animal welfare.
- d. Species360 has a role to play in each one and WAZA will work in lock step with all partners.
- e. At Dr. Gray’s zoos (Zoos Victoria), processes are completely integrated into ZIMS with specific integration points.

3. Consent Agenda

- a. Board confirmation that Jim is authorized to sign for a line of credit. This line has existed, unused, for several years.
- b. Consent agenda approved: Motioned by Bob. Seconded by Jackson.

4. Governance Committee

- a. Approved trustee nominations: Jackson motioned. Myfanwy seconded. Nominees will go to vote as institutional trustees to our community in November through December.
- b. Recognition of Departing BOTs: Jim Fleshman and Dr. Singh
- c. Singh Farewell

- i. ZIMS usage went from 10% to 100% for ZIMS member institutions in CZA. CZA will start to use ZIMS for SBs starting in 2019.
 - ii. CZA BOT Seat – Dr. Singh requested this seat continue after his retirement. Board approved. Kris motioned, Jackson second. This seat will become an external position as all Association Trustee positions are currently filled.
 - iii. Considerable changes pending with membership in CZA in 2019 as the CZA will no longer fund membership for their largest institutions. With CZAs assistance Species360 is reaching out to these institutions to retain their membership.
- 5. ZAA update from Nikola Craddock
- 6. CEO update - Good progress on strategic advocates:
 - a. CPSG and SCTI: common stories and aligned efforts. We need to tell that story together. We keep finding opportunities to collaborate. We will look to actually make a plan to proactively do shared communications and projects.
 - b. Duke Lemur Center and the Primate Life History Database - Very early but lots of potential
 - c. CITES Project. Thanks to Kris Vehrs for introduction one year ago and great progress.
 - d. Thanks Kris, Danny DeMann (EAZA), Myfanwy, SDZG to connections at various conferences.
 - e. Progress with TRAFFIC and Chris Sheppard (Chris left Traffic and started an organization called Monitor)
 - f. Progress with AZA on studbooks after partnership conversations with Dan Ashe.
 - g. Memphis and Nashville migrations ongoing (though challenges exist getting a full set of their data from current system provider)
- 7. CIO Update
 - a. Change in development team staffing plan, moving development to our Bloomington office, ending our Sword IT (Istanbul, Turkey) relationship
 - b. Doug explained the new plan including risks, benefits, and mitigation strategies.
 - c. Public and close partner communication plans are pending.
- 8. Science Update from Dalia (see pre-read and presentation)
 - a. Funding for the CSA will be in Species360 budget, not a separate budget.
 - b. Project prioritization will be driven by Species360 strategy. Sponsor input and priorities will be critical to understand but they will not drive prioritization. CSA will continue to do real research driving the Species360 vision.

- c. Species360 is not a stakeholder and will be a neutral party in forums such as CITES, not conducting any lobbying. We provide data, in this case, to CITES to act as needed. CSA team members will go to conferences to supply relevant data and research. Species360 does not take a decision but informs parties and Secretariat. The board confirmed this positioning
- d. Discussion:
 - i. CSA is a key goal and must provide value beyond only members (e.g., CITES).
 - ii. CSA is part of Species360, so goals must align and support our 10-year vision. G&O should be the same. All work in CSA must support/align with Species360 plans.
 - iii. Thanks to WRS, WAZA and Copenhagen for funding support.
 - iv. Clarification on the role of CITES related to our work: CITES is not looking for specific members or organizations to approve/deny/prosecute/etc. They deal with a country (i.e., the “parties”) for import/export rules and requirements.
 - v. CSA is now integral to Species360 strategies and could drive funding. How can we fund? Fee increase? Sponsorships: Since this is such a large part of 10-year vision, we need to consider permanent funding much more seriously and strategically.
- 9. Finance (see pre-read and presentation)
 - a. Finance report was pulled from consent agenda. Keith has updated numbers in presentation to most current numbers and data.
 - 1. Kris motioned to accept financial report. Seconded. Approved.
- 10. Member Development Update
 - a. Sixteen (16) Species360 members in Japan with the last Japanese member to join in 2015.
 - b. Member development is difficult to do remotely so Peter is spending ~3 months in Japan.
 - c. We are attempting to capitalize on the Japanese translation project to gain new members. Currently thirty-nine (39) users and eleven (11) institutions are using the Japanese translation.
 - d. JAZA recommendation to use ZIMS and drafted MOU to highlight leadership role in animal mgmt.
 - e. New Budget years are coming in April. Peter expects perhaps 50% growth of JAZA members.
 - f. JAZA (Etsuo) thanked Peter, Species360, and the Board for making this happen.
- 11. Member Support Update (see pre-read and presentation)
 - a. Frands recognized the Support team for their work

12. Product Update (see pre-read and presentation)
 - a. Updates provided on the new ZIMS for Care and Welfare
 - b. Updates provided on Tracks migration challenges

13. AZA & Species360 Proposal for ZIMS for Studbooks rollout
 - a. Because of the investment by AZA's Species360 members and the AZA PMC, the fee for non-member studbooks will be waived for AZA.
 - b. **Approved Resolution:** "I move that Species360 support the request by AZA to waive the \$1000 access fee for use of ZIMS for studbooks by AZA studbook keepers whose institutions are not Species360 members." In return AZA will require all studbooks to use ZIMS for studbooks and will require migration to ZIMS for studbooks to be complete w/in 2 years (NLT Dec 31, 2020)
 - c. Significant discussion involved impact to non-member studbook fees for other associations. Board approved allowance for individual discussions and negotiations with those other associations as required, and to potentially revisit the decision at future board meetings.
 - d. Other Associations may also submit an application to the Species360 Board on behalf of their non-Species360 members users requesting the use of ZIMS for Studbooks with a reduced or eliminated \$1000 access fee.
 - e. Agreement that we can move forward with AZA and take steps for other Regional Associations at a later time. Take new Associations on a case-by-case basis to leverage good relationships. JAZA has about 100 Studbooks, Brazil has about 32 and CZA has 34 Studbooks.

14. Q2 Meeting date and location Announced:
 - a. 27 and 28 March 2018, Hosted by WCS, Bronx Zoo, New York, USA

15. Meeting Adjourned