



Animal Behavior Management Alliance

Annual Member Business Meeting Minutes

May 8, 2012

San Francisco, CA

I. Call to order at 12:02pm PST by Heidi Hellmuth.

II. Minutes recorded by Heather Leeson.

III. Opening comments (H. Hellmuth)

IV. Acceptance of the minutes from the 2011 member business meeting.

MOTION made by Heidi Hellmuth to accept the 2011 member business meeting minutes, having been reviewed in advance. Second made by Tim Sullivan. **Motion passed by unanimous consent.**

V. Board reports

A. President report (H. Hellmuth)- The voting rules by the membership were reviewed for this meeting. The board held a two day business meeting before the conference where a lot of business was hashed out. All the board members serve the organization on a volunteer basis.

B. CFO report (N. Boyd)

i. 2011 Financial report- Total income \$97,340.98; Total expenses \$77,376.23; Total income \$19,963.75. Account balances on 12/31/11: business checking \$39,421.92; capitol one investment \$41,434.77; business savings (BMF) \$10,954.44; conference account \$1,495.02; ending balance \$93,306.15.

C. President (H. Hellmuth)

i. Election results

1. Review of election process- The past president receives nominees from the membership. There is a predetermined number of slots available on the board each year. A slate is created for a number of people to be approved by the board as new board members. A new change for this process is on the horizon but it requires a bylaws change (legal issues) so they are not in affect yet for elections. The board is considering doing a

slate for the officers and a direct election for directors at large.
Look for updates regarding this issue. We'll keep you updated.

2. Incoming board members as a result of the 2010-2011 election are Christa Gaus, Jennifer Hickman, Heather Leeson, and Cinnamon Williams.

D. President Elect (E. Insalaco)

1. Change in committees- The president elect has oversight of the program council. Committee meetings are tomorrow and there will be more discussion regarding committees then. She encouraged members to join and get more involved in AMBA and committees are great start to do just that. There are two committee chair positions that are open, if you're interested talk to Emily.
 1. Membership- chair is open
 2. Site Selection- chair is open
 3. Vet Advisory- This has always been a committee in an advisory role and the board decided to dissolve the committee but keeping it on in advisory role due to the lack of committee responsibilities.

ii. Program Council Chair introductions

1. Behavior Management Fund (Michelle Farmerie, Pittsburgh Zoo and PPG Aquarium)
2. Conference (Karyn Tunwell and Vicki Hardstaff, Toronto Zoo)
3. Conference Content Advisory (Megan Phillips, Training Made Simple)
4. Conference Proceedings (Jennifer Hickman, Denver Zoo)
5. Education (Missy Lamar, Sea World)
6. Government Affairs (Otto Fad, Busch Gardens)
7. Honors and Awards (Jennifer Hennessey, Roger Williams Park Zoo)
8. Membership (open)
9. Merchandise (Susie Ekard, San Diego Safari Park)
10. Nominations and Elections (Heidi Hellmuth, National Zoo)
11. Public Affairs (Margaret Rousser, Oakland Zoo)
12. Publications (Heidi Hellmuth, National Zoo)
13. Research and Evaluation (Darren Minier, UC Davis)
14. Site Selection (open)
15. Sponsorship (Cathy Schlott, National Aviary)
16. Website (Susan Purtell, San Diego Zoo)

E. 1st VP (M. Rousser)

1. Thank you to all our sponsors: Oakland Zoo, San Francisco Zoo, CuriOdyssey, California Academy of Sciences, Morris Animal Foundation, Animal Behavior Institute, Natural Balance, Bay Area AAZK, Clif Bar & Company, Conservation Ambassadors, The McCowan Animal Behavior Laboratory for Welfare and Conservation at UC Davis, SeaWorld, Etch-it, and East Bay Regional Park District.
2. Thank you to our conference hosts: Oakland Zoo, CuriOdyssey, Cal Academy, and San Francisco Zoo.
3. Bay area puma project and bobcat project- go to the felidae website if you'd like to make a donation. ABMA did donate to BAPP- two kitten collars for tracking purposes.
4. Thank you for lunch, which was provided by both CuriOdyssey and Cal Academy.

F. 2nd VP (C. Schlott)

1. Announce 2013 conference in Toronto- The weather will be chilly in April. The hotel is the Delta Chelsea in downtown and close to a lot of great stuff. Passports are required for travel into Canada! There will be a table open during breaks with Vicki and Karyn, who will have passport forms and be able to answer questions about Toronto.

G. Announcements of future conferences

1. J. Hickman- Announced 2014 conference discussions with Dallas and that we are currently finalizing negotiations. If there are questions, contact Jen.
2. E. Insalaco- Announced 2015 conference discussions with Copenhagen, Denmark. This conversation is still in the early stages and input from the membership is encouraged. More information will be forthcoming.
3. There is an "interested in hosting?" button on the website. If your facility would be interested in hosting a conference check here first for information.

H. Secretary (H. Leeson)

1. Membership update- For 2011, we had 367 members in the following categories: 5 lifetime memberships, 169 professional, 24 active, 143 associates, and 25 students. There are also 14 countries represented: Australia, Austria, Canada, China, Czech Republic, Denmark, Hong Kong, Israel, Japan, Portugal, South Africa, Spain, UK and USA.

- I. BMF Travel Scholarship (C. Williams)- Be sure to stop by and check out committee meetings. The BMF had a phone meeting last month and are getting things re-organized. Please help out with the Enrichment Olympics, as proceeds benefit the BMF. More money means more grants and scholarships so the membership can participate in ABMA in more ways. There are upcoming changes for next year's scholarship; new rules will be posted online. The travel scholarship is for funding for those who would not be able to present and travel to ABMA conferences.
 - J. Proceedings Committee (J. Hickman)- If you are presenting a paper or poster and have not given the paper or poster abstract to Jen, please do so before Friday morning. She extended an invitation to be on the committee and briefly described what would be involved.
 - K. Publications Committee (H. Hellmuth)- Wellspring is the ABMA publication and Heidi apologized (again) for the delay in publishings. The schedule for the upcoming year will be outlined in the next issue, which should be online next week. This issue will be the last issue of 2011 and the last print issue for those that requested one. From here on out, the Wellspring be in online only. Now more so than ever, we are short on content. Please submit papers! Students are encouraged to submit articles; it looks great on a resume. No topic will be turned away until reviewed.
 - L. Conference Content Advisory Committee (M. Phillips)- This committee accepts abstracts and reviews content for the upcoming conference. It is also responsible for gathering continuing education credits. This year we were able to secure two separate CCPDT credits: 6.5 for trainers and 7.5 for behavior consultants. We also secured 17.5 from IAABC. If you are a member of these organizations you can get credit for being here. See Megan to pick up your certificate(s). Also a reminder to turn in presenter forms.
- VI. Old Business
- A. Position statements (H. Hellmuth)
 - a. New position statement on aversives- The board developed a new position statement based on feedback from last year. "The Animal Behavior Management Alliance (ABMA), in support of our core values, does not endorse the use of aversives in routine animal management. Physical or psychological intimidation increases fear, hinders learning, can increase aggression, and is detrimental to animal welfare. We recognize that for the safety of animals and people, some aversives may be unavoidable. The frequency and intensity of these aversives should be strictly limited and aversive-

based training methods should be avoided. The ABMA advocates that animal care professionals and organizations strive to rely on positive reinforcement-based training programs to facilitate routine husbandry and veterinary care.”

- b. Enrichment and Positive Reinforcement positions statements are coming soon.

VII. New Business

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

- i. *Tricia Dees*
- ii. *Rickey Kinley*
- iii. *Heather Leeson*

B. Acknowledgement of 2012-2013 board members (H. Hellmuth)

President- Emily Insalaco	Director- Christa Gaus
President Elect- Heather Leeson	Director- Otto Fad
Past President- Heidi Hellmuth	Director- Darren Minier
Secretary- Christine McKnight	Director- Joe Pesce
CFO- Nicki Boyd	Director- Margaret Rousser
1 st Vice President- Cathy Schlott	Director- Margaret Whittaker
2 nd Vice President- Jennifer Hickman	Director- Cinnamon Williams

C. R&E (D. Minier)

- a. Conference survey- A very important part of the conference is the survey, which is used to plan future conferences. The link for the survey is in the program but we'll also send out an end of conference email as a reminder. Thank you for Gary Fortier for helping to develop the survey. Please fill it out!

D. Strategic Planning update

- a. Message group (H. Hellmuth)- As part of strategic planning the board worked on in 2010, the ABMA mission statement, vision, and core values were identified as needing to be updated. We are working on tangible goals, both immediate and short term.
 - i. New mission statement- The mission statement is 12 years old and needed a revision. The board created a new mission statement, which is basically the same message just delivered in a more powerful way. “The Animal Behavior Management Alliance (ABMA) continually strives to advance intentional and enlightened behavior management to improve the lives and welfare of all animals.”
 - ii. New core values- increased from seven to ten.
 - 1. Behavior management is an essential component of animal welfare.

2. Environmental enrichment and positive reinforcement training are highly effective strategies for managing and modifying behavior.
 3. Goal-based enrichment, designed to offer animals behavioral opportunities, is an essential component of all animal programs.
 4. Positive reinforcement training is our most effective and ethical method of behavior modification.
 5. Human and animal safety must be at the core of an animal behavior management program.
 6. Learning should be conducted in a nurturing and non-threatening environment for both animals and people.
 7. Science-based methods of assessment are a valuable tool for evaluating, refining, and advancing behavior management strategies.
 8. Behavior management can advance conservation by helping to mitigate human-animal conflict in wild populations, facilitating in situ conservation efforts, and maintaining behaviorally and physically healthy captive populations
 9. Pro-active behavior management is an essential component of responsible animal care since learning is always occurring.
 10. The sharing of knowledge and new ideas is fundamental to advancing animal behavior management.
- b. Membership group (E. Insalaco)- The main focus is to increase membership. The board received feedback from institutions regarding the ABMA. You, the membership, will also be receiving a survey on what you like and don't like about your ABMA membership on 1 June 2012. This is your voice to make membership in ABMA better. The chair of the membership committee is open and we need someone to join this working group on the board to make progress on some tasks and goals.
- c. Communication group (M. Rousser)- This group's main goal was to increase our communication both in frequency and quality with our members. We have worked to achieve this through the increased use of Social media – primarily with our facebook and twitter accounts. We currently have over 1,200 members on our facebook page and will be working over the next few months to update and

renovate this page to the new format. We have also increased our use of the twitter account primarily by announcing conference information. One of the biggest challenges we have had with our website in the past was the application of successful bulk email. This spring we have been testing out a new bulk email system through Constant Contact which allows us to maintain more frequent contact with our membership and get important information out in a timelier manner.

- E. Open to the floor for new business/ questions/ comments-
 - a. Why doesn't the ABMA have institutional membership? Some institutions want to know who members at other institutions are. Heidi stated we started out with it but we weren't getting any after awhile. Currently, we do not offer institutional membership, but if it becomes a push it's something we can look into doing again.
- F. Outgoing president comments (H. Hellmuth)- Thank you for coming and being part of the membership.

VIII. Motion to adjourn

MOTION made to adjourn 2011 member business meeting at 12:57pm PST by Genevieve Warner. Second by Gary Fortier. **Motion passed by unanimous consent.**



ABMA Business Meeting
Financial Summary for 2011

Income

Interest	\$ 299.98
Merchandise	\$ 2,768.00
Conference	\$ 76,217.00
Membership Dues	\$ 18,055.00

Total	\$ 97,340.98
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Expenses

Bank/CC Fees	\$ 3456.93
Accounting/Admin	\$ 160.00
Sponsorship (AAZK)	\$ 500.00
Taxes (sales/prep.)	\$ 807.40
Conference	\$ 63,157.80
Insurance	\$ 816.00
Printing/Newsletter	\$ 3991.30
Website	\$ 1250.00
Merchandise	\$ 2836.80
Scholarship	\$ 400.00

Total	\$77,376.23
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2011 Fiscal Summary

Income	\$ 97,340.98
Expenses	\$ 77,376.23
Total Income=	\$ 19,963.75

Account Balances on 12/31/11

Business checking	\$ 39,421.92
Capital One investment	\$ 41,434.77
Business Savings	\$ 10,954.44
(Behavior Management Fund)	
Conference account	\$ 1495.02
Ending balance	\$ 93,306.15