



Sunday August 22, 2021 @ 8-10pm KST

Minutes: Executive Committee meeting – 2 hours

*Participants: old (except Iestyn and Marieke) and new members of SIL executive board +
Observers: Genevieve Leclerc + Michelle Gros*

- 1) Welcome and adoption of agenda – is there other business?
 - Thomas introduces himself and the agenda. Old Board members introduce themselves.
 - New members briefly introduce themselves
- 2) Introductions and congratulations to the newly elected officers; apologies for absent members
 - Maria de los Angeles: Why VP Education? Education is important to committing to fixing the global crisis. Wants to use education to expand research to the southern hemisphere and help engage science in developing countries.
 - Barbara: Why ECR Education? Very useful tool for inspiring incoming scientists (children). Wants to support young researchers like herself.
 - Cécilia: Why VP Communication? Working with SIL, finds communication the most important link within a society.
 - Juan: Why ECR Communication? Like networking, currently working on a collaborative project and would like to provide a platform for everyone to share different views. Using communication to expand beyond SIL.
- 3) Financial statements (2018/19, 2019/20, 2020/21) – presentation and adoption – *Tamar*
 - *Tamar has shown three slides: Income, Expenses, Balance.*
 - Slide 1 – income :

	2016/17	2017/18	2018/19	2019/20	2020/21
Annual dues	85,969	55,563	43,227	31,764	40,825
Congress			15,535		
Inland Waters (page charges/ editorial office support, royalties)	51,012	33,078	26,141	31,057	32,184
Donations	21,289	1,333	1,104	1,000	
Miscellaneous Income (e.g. auction, ads in SILnews)	1,828	7,008	1,707		
TOTAL INCOME	160,098	96,982	87,714	63,821	73,009

- Income from membership: 2016/17 had high income from membership dues because of the libraries that paid journal subscription. Since the move to publication with T&F in Jan 2017, those libraries subscribe directly with T&F and stopped paying annual dues to SIL. Furthermore, memberships have been declining, and the dues are further impacted by the increase in the relative proportion of student members, who pay much less than regular members.

- Income from publications: with the shift to T&F, income from page charges has also stopped. Instead, SIL earns royalties (30% of all revenue from Inland Waters), and we hope that in the coming years this revenue through royalties will increase.

- Income from congresses: Due to new SIL regulations, specified in a pre-congress MoU between SIL and the host country, congresses have started bringing in money, starting in China in 2018.

○ Slide 2 – expenses :

	2016/17	2017/18	2018/19	2019/20	2020/21
Publications (Inland Waters, SILnews, Proceedings)	171,988	36,721	19,903	28,684	20,296
					975
Bank Charges/Taxation	3,462	2,497	1,708	1,400	
Honoraria & Legal serv.	8,088	0	10,559	5,237	4,697
Office & Admin (salary, consultants, postage, supplies, internet, IT/software dev.)	33,729	31,482	57,861	57,655	40,488
Fellowships (Tonolli, Wetzel)	16,285	5,000	5,000	11,532	1,500
Congress Expenses	7,405	4,541	6,367	0	0
Miscellaneous	2,697	6,004	5,785	0	0
					67,957
TOTAL EXPENSES	243,654	86,244	107,141	104,508	
NET INCOME/(LOSS)	-50,230	47,072	24,030	-40,233	5,052

- expenses of publishing Inland Waters (IW) have declined drastically since switching to a major publisher. The remaining expenses for IW are: (1) the copy-editor; (2) fees for free access to IW for our members; (3) Annual honorarium to the Editor in Chief.

- Congress fees from Italy spilled over into the following year, hence the misbalance in expenses between years.

- Expect low congress expenses for SIL2021 because nobody flew to Korea.

○ Slide 3 – Balance sheet : a little bit more expenses than income in general, but mostly balanced. Will need to think of ways to increase revenue and stabilize expenses.

	30-Jun-18	30-Jun-19	30-Jun-20	30-Jun-21
Bank Accounts (checking)	102,393	85,907	47,980	122,113
SIL assests:				
Kilham Fund	47,032	44,918	44,955	47,839
Tonoli Fund	381,018	423,463	420,665	459,619
Baldi Fund	10,013	10,019	10,026	10,028
Wetzel Fund	37,245	42,745	43,015	43,697
Total assets (Kilham, Tonolli, Wetzel)	475,308	521,145	518,662	561,183
TOTAL	577,701	607,052	566,641	689,392

○ Jay: wonders why Journal expenses are 171k in 2016. Before 2016 (not shown in slides) it was always close to 120k. Tamar: 2016 was higher than previous years because there were backed up fees. Those fees dropped significantly when we switched to T&F in 2017, and adopted a different publishing model.

- *Martin: Explain honoraria? – 5k goes to editor in chief of IW. Tamar: Helps pay publication fees of those who can't afford it. Goes from 0 to 10k and then 5k in other years because one year was paid late and got carried over. Office and admin is bumpy because we changed our membership database, investing in software dev.*

4) Points of information – Thomas

- Membership stats
 - Thomas has shown several slides with SIL membership data. SIL membership is fairly stable around 800-1200 members since ~2013, but with a sharp decline in regular + ECR members, and strong increase of students. This reflects in our revenue from dues as student fees are only ~ 10% of regular member fees. We would like to specifically attract ECR members who will invest themselves in the Society in the future.
 - Overall increase in student members. Need to keep those students by showcasing our value to them, keep them on as they mature and pay more expensive fees as they move toward regular members.
 - Geographic distribution of members: Same number of countries for a while. Very international
 - The value of SIL becomes obvious when you see membership trends because there has been lots of retirement from the 80s and need to maintain membership with the new wave of scientists. Where are the new scientists going? What is the value of SIL to each member category?
 - Use congress location as a strategic move to boost membership in areas with many limnologists, but SIL membership is low (e.g. Argentina + Brazil, N.A.). Major membership declines are observed in France and Canada.
- Revenue
 - SIL needs new ways to generate revenue that are outside membership dues. E.g. industry partnerships, scientific content that members and non-members can pay for, congresses as a source of income (but also risk such as Gwangju + pandemic)
- New roles of SIL NRs/Ambassadors (in the following meeting)
 - Based on the discussion above, we want to re-emphasize the role of our National representatives – we want to reactivate these as more engaged ambassadors. We have had a small number of NRs who have been active in their own countries, but for the majority they have been silent, they have not really leveraged their national community to grow the SIL community.
 - How to connect with national societies? Why have we lost these communities, or why are we not managing to attract the ones where there is a populous national society? We have an uneven relationship with national societies – in some countries our NRs are directly linked to the national society, but in many of them we don't even know who the national society leaders are and we have no relationship with them.

- Tomorrow's meeting with the NRs will address this point and will open a discussion on how we go forward in redesigning our role with the countries.

5) Governance:

- Thomas explains how the Governance Review has generated recommendations and actions on the following points:
 - Allocating specific responsibilities to VP and ECR board members, to expand specific key areas such as education and communication
 - International network with a purpose of the ambassadors representing their country to SIL
 - Need to create committees to easily move forward
 - Stronger strategic investment in congress location – needs to be decided by the board.
 - New mission statement
- Changes to Governance in 2021, plans for further changes in 2022 (new positions + committees + changes to the NR roles). To be discussed in part at the international committee meeting tomorrow and the GA. Please attend.
- *Michelle circulated slides prepared by Ines to all board members:*
- *Jay thinks we should re-invest our funds (E.g. Tonolli) into activities and programs that will boost and generate more money. Mainly through investment in education and communication programs in developing countries.*
- *Cécilia: Global Goals from the UN – create a film, especially for the SIL100, and communication campaign. Thomas states that we need these fresh ideas and motivation, and we need the new Board members to propose, develop & spearhead these initiatives – and we have funds to finance them.*

6) Congresses:

- Current Congress (Q&A)
- Future congresses: Berlin 2022
 - All Board members are invited to attend the Berlin meeting, the date is confirmed (7-10 August 2022). The venue is selected and planning is underway.
 - It will be an important event to give a new breath of SIL by celebrating our history through the 100th Anniversary, how our history connects to our future.
 - Most activities will be provided as a live event but many will be offered virtually as well.
- Strategic considerations for future SIL meetings (SIL 2024 and SIL 2026)
 - Need to start working on the request of proposals for SIL2024 soon.
- Future relationship between SIL and congress organizers, MoU + Congress guidelines + Call for bids
 - Want to be more of a strategic partner for Congress organisers in the future and align the congresses more with organisational priorities
 - We are already working closely with the SIL 2022 Berlin organisers.
 - We intend to leverage SIL 2024 to grow our presence in South America and will therefore seek to have a congress host in this continent

- We will start formalities for recruiting bids for the SIL 2024 congress this fall.
 - For SIL 2026, we hope to engage with our North American members and form a partnership with ASLO for a potential joint Congress.
- 7) 100th Anniversary
 - Components:
 - Gather historic material
 - Communication campaign
 - Donation Campaign
 - Forming a committee: discuss what can be organized and how can they be implemented with LOC.
 - Thoughts, brainstorm
 - *Ines: lots to look forward to with the new SIL Board members through education and communication in dev economies.*
 - *Maria: feels that the 100th Anniversary is a great opportunity to raise the profile of SIL and attract new membership and engagement.*
 - *Cécilia: Would like to connect with Webmaster and has notes for updating the website.*
 - *Geneviève proposes to first meet with the Business office (Michelle) who now coordinates the communications – and the next tasks should be coordinated together.*
- 8) Closure: Thanking departing Officers – next meeting
 - *Martin: wishes to boost involvement in the future. He believes that a way to increase involvement with students is to boost collaboration on writing papers (potentially through the communications committee).*
 - SIL should become more active in intervening in global issues internationally – if we pick topics and allocate topics to involved members that are experts in these topics and pair them with emerging researchers to develop SIL-driven papers.
 - *We could also boost our involvement with national societies by reallocating money through collaboration with individual national societies (pooling resources to help fund many different programs e.g. strategic project, helping education in developing countries, funding collaborative projects).*
 - *Jay looks forward to see where it goes. He will stay on the editorial board of IW running the ECR mentorship program*
 - *Tamar reminded the board members that are stepping down that they still are SIL officers this week, they step down formally at the end of the Congress so they should actively partake in SIL 2021 activities. Thomas invites everyone to the General Assembly and the meeting of National representatives.*