



SIL EXECUTIVE BOARD MEETING MINUTES SIL2022: BERLIN, GERMANY AUGUST 7, 2022

Attendance: old and new board members: Thomas Mehner, Tamar Zohary, Ines O'Farrell, Maria de los Angeles Gonzalez Sagrario, Cecilia Barouillet, Juan David Gonzalez Trujillo, Barbara Barta, Björn Wissel, Lena Schallenberg, Zeynep Ersoy (online). Observers: Michelle Gros and Genevieve Leclerc
Note: Mihir Kulkarni (ECR – Developing Countries) could not attend

Welcome and adoption of agenda – is there other business?

Thomas: Welcome to Berlin, 100th anniversary of SIL, very happy to meet you all in person.

- Four new members of the board: Björn (General Secretary) will be arriving late, Zeynep (VP Global Outreach) is joining us online, Lena (ECR Global Outreach) in person introduces herself, Mihir (ECR Dev countries) from India, is not present today.

Introductions of current board members to Lena & Zeynep.

Planning next board meeting – scheduled for 22 September 2022.

Points of Information:

1. SIL2022

- a. Thomas: Recap on SIL Congress activities (where Board member attendance is required):
 - i. General Assembly
 - ii. International committee meeting
 - iii. Student award ceremony and announcement of its new name: The Brian Moss Student Competition
 - iv. Closing Ceremony, changing of the guards
 - v. Other activities where we would like you to attend: Working groups, plenaries
- b. Activities to celebrate SIL's 100th anniversary (from now on: SIL100)
 - i. Jack Jones summary of 100 years of SIL publications, during Welcome Reception
 - ii. Special Collection of free to download Inland Waters articles
 - iii. New Logo (Cecilia)
 - iv. SIL Timeline (Juan David)
 - v. **Wetzel videos** (Angeles)
 - The education committee Recap: got in contact with Education Committee chairs: Warwick Vincent and Ali Ger. The 'Wetzel Videos' was one of their ongoing projects. The project is to create an educational video for the chapters in the new edition of Wetzel's Limnology.
 - 3 videos are complete, 1 pending
 - Total expected: 12-15 videos, out of 32 chapters.
 - Videos will be placed on Science Direct – courtesy of Elsevier
- c. Ines: Recap **SIL Mentorship Program Workshop**

- i. Workshop was held in Berlin the day before the congress. The workshop, chaired by Ines, was attended by mentor-mentee couples. Most of the pairings worked well: Some mentees found a post doc thanks to the mentors, and published papers.
- ii. Ines gathered feedback for things to be improved. (1) European students want to participate in the mentorship program as mentees (until now the program was open to mentees from developing countries only). (2) Mentees want to create a Blog among them and document their journey. Ines will prepare a report.
- iii. Cecilia: write a SM post about the mentorship program. If you wish to include a forum space, we invite you to an informal meeting
- iv. Ines: There is an issue in reaching many more potential mentees, e.g. non-members that are not reached via email.
 - Genevieve – this is one of the hopes of the global outreach network: to reach non-members that may be members of their national societies.
 - Angeles and Barbara achieved this for their education survey by reaching out directly to select members from some countries to distribute to their local networks, etc.
 - Ines: Emeritus mentors (esp. USA) are the best suited for the program since they are experienced and have more time.

2. Financial statements (2020/21; 2021/22) – presentation and adoption – Tamar

- a. Tamar presented data for the last 5 financial years. All values referred to are in USD, as SIL is registered in the USA. Accordingly, a financial year is from 1 July of one year to 30 June of the following year.
- b. SLIDE 1: income - SIL has four main categories of revenue streams:
 - i. Income from **annual dues**. This has been declining over time, from USD55k in 2017/18 to 26k in 2021/22, due to changes in the age composition of the SIL membership, with older members retiring and stopping payments and students joining.
 - ii. Income from **congresses**. This was initiated in the 2018 congress in China and brought in USD15.5k. The 2021 online congress in Korea generated USD7k .
 - iii. **Inland waters**: until 2016, SIL had income from page charges. This stopped with our movement to T&F in 2017, as there are no longer page charges on submitted manuscripts. Instead, SIL receives royalties on all income to T&F from Inland Waters, amounting to ~ 20k/yr, plus 10.5k for expenses of the editorial office (to help pay for copy editor and editor in chief).
 - iv. **Donations**: In 2022 SIL received a big donation of > USD3k from Joyce Moss (towards the Brian Moss Competition). Additional modest donations are made by SIL members at the time of paying dues and SIL is grateful.
 - v. Income from dividends and assets (unfortunately, on some years these are losses)
 - vi. Total income for 2020/21 was 73k and for 2021/22 it was 72k.

	2017/18	2018/19	2019/20	2020/21	2021/22
Annual dues	55,563	43,227	31,764	40,825	25,7324
Congresses (starting 2018)		15,535	0	0	7,065

Inland Waters (page charges-till 2016 editorial office support, royalties- from 2017)	33,078	26,141	31,057	32,184	35,130
Donations	1,333	1,104	1,000	0	3,707
Miscellaneous (auction, SILnews ads, money transfer from funds)	7,008	1,707	0	0	0
TOTAL INCOME	96,982	87,714	63,821	73,009	71,626
Interest/dividends on SIL assets		43,825	454	117,521	-13,736

c. SLIDE 2: expenses

- i. **Publishing** for SIL was SIL's largest expense in the past. The change of publisher to T&F saved USD 50-100k/yr on publishing expenses. Currently, ~ USD 17k/yr goes towards the copy editor, and another ~ 2-3k for the formatting, set-up and publishing of SILNews.
- ii. **Bank charges** are negligible
- iii. **Honoraria**: 5k to the Editor in Chief, 2k to GS-T (not paid yet this year)
- iv. **Office and Admin**: ~ 50k annually. Currently this is the biggest SIL expense, but it keeps SIL running (database, IT, website upkeep, salaries for Michelle & Genevieve)
- v. **Fellowships** – paid from their award funds
- vi. **Congress** expenses will show up in the next financial year
- vii. Total expenses for 2020/21 was 68k (net income of ~5k) and for 2021/22 it was 78k (net loss of ~ 7k).

	2017/18	2018/19	2019/20	2020/21	2021/22
Publications (Inland Waters, SILnews, Proceedings)	36,721	19,903	28,684	20,296	18,428
Bank Charges/Taxation	2,497	1,708	1,400	975	1,522
Honoraria & Legal serv.	0	10,559	5,237	4,697	0
Office & Admin (salary, consultants, supplies, internet, IT services, software dev.)	31,482	57,861	57,655	40488	49,185
Fellowships (Tonolli, Wetzel)	5,000	5,000	11,532	1,500	8,679
Congress Expenses	4,541	6,367	0	0	578
Miscellaneous	6,004	5,785	0	0	0
TOTAL EXPENSES	86,244	107,141	104,508	67,957	78,391
NET INCOME/(LOSS)	47,072	24,030	-40,233	5,052	-6765

d. SLIDE 3: Assets (SIL Funds)

- i. **Kilham, Wetzel, and Baldi** funds have specific and restricted uses, as specified on the SIL website.
- ii. The **Tonolli** fund is the largest fund SIL has (~ USD 450k), with the specific objective to support young Limnologists from developing countries). Traditionally, this fund was restricted to cover only small research grants for students from developing countries. In recent years, the use of money from this fund has been expanded to cover costs also other SIL-related activities of SIL members from developing countries, such as to enable the participation in SIL congresses of board members from developing countries.

	30-Jun-18	30-Jun-19	30-Jun-20	30-Jun-21	30-Jun-22
Bank Accounts (checking)	102,393	85,907	47,980	122,113	116,165
SIL assets:					
Kilham Fund	47,032	44,918	44,955	47,839	46,458
Tonolli Fund	381,018	423,463	420,665	459,619	447,745
Baldi Fund	10,013	10,019	10,026	10,028	10,027
Wetzel Fund	37,245	42,745	43,015	43,697	43,033
Total assets (Kilham, Tonolli, Badi, Wetzel)	475,308	521,145	518,662	561,183	547,264
TOTAL	577,701	607,052	566,641	689,392	663,429

3. Points of information – Thomas

- a. Revenue-generation: need a taskforce on this
 - i. On average we have no net income
 - ii. Thomas: Lead the proposed task force for revenue generation
 - iii. Genevieve: Expect approx 40k in expenses with congress and website this year. Wants the board to be invested and MUST consider revenue generation a priority. Without revenue, SIL will not be viable and thus will not be able to help its members. You can have certain free content items, but you need to put up a paywall at some point or offer services that generate revenue.
 - iv. Barbara: from the education survey it became evident that many young limnologists don't know the benefits of SIL, therefore creating a little bit of free content, we should advertise some of the benefits of SIL.
 - v. Cecilia: Rethink member payment structure
 - vi. Would like the task force to have one rep from each major committee, and external corporate members (and non-members)
- b. Membership Stats
 - i. Thomas: **1052** from **72 countries**: 100 more than last year, with 6 new countries!
 - ~ Equally split between male and female members
 - ~3/4 members from high income economies
 - Students: 40%, up from last year by 5%

- ECR: 12%, up from last year by 6%
 - Regular: **30%, down from last year by 7%**
 - **Social Media:** 500 new followers on Twitter this year
- ii. Cecilia: Website issues may deter members from becoming members
 - iii. Ines: Regular members are the doorway to ECRs and Students.
 - iv. Thomas: important to use Emeritus members, maintain their involvement in order to keep regular members, ECRs, and students coming in.

Björn Wissel walks in.

4. Review of current committees:

a. **SIL Ambassadors:**

- i. Responsibilities of the Ambassadors
 - Acquire new SIL members each year
 - Enhance the communication between the SIL board and SIL members and SIL non-members at the country level
 - Enhance the communication between SIL members and the SIL Board by forwarding ideas, wishes, questions to the SIL Board
 - Liaise with their National Society
 - Organize a country or regional level workshop or thematic conference every 3 years
 - Promote SIL at country-level conferences
 - Communicate SIL News in your native language
 - Manage the first national stage of each SIL Student Competition for the best paper published in limnology
 - Participate in online ambassador meetings 3-4 times/yr. read and respond to emails circulated within the network.
 - Write and submit a 1-page report at the end of each year, which is then evaluated by SIL.
- ii. Zeynep + Lena will work with Andras Abonyi, who's previously worked to define new functioning for committee
- iii. Further discussions of the SIL Ambassadors and their roles will be held during the SIL International Committee meeting on Wednesday

b. **Education Committee:**

- i. A student survey was conducted in May 2022 by the Education Committee, in order to find out the needs of students:
 - **Aim of survey:** to recognize the effectiveness and impacts of SIL resources (Awards & Mentorship Program) for the career development of young researchers. Identify main topics of interest for the design of an Education Program.
 - **Distribution:** SIL mailing list, social media, SIL Website, limnological networks in different continents (Oceania, South America, Africa), personal contacts.
 - **Accessibility:** The survey was open to the whole limnological community (SIL members & non-members).
 - 128 responses from all continents. 48.4% of respondents were SIL Members. 78% were young academic researchers (PhD, MSc, Post doc)
 - The Survey highlighted areas, both technical skills and theoretical, in which students were interested in further education/ workshops/ courses. These included:
 - o Theoretical Knowledge: Metacommunities, Water resource management, Food web dynamics
 - o Methods: General standard methods, eDNA, Remote sensing, Microplastics

- o Statistic & Data: Multivariate analyses, Data visualization, Bayesian Modeling, GLMs
 - o Softwares & Databases: ArcGIS, R programming
 - o Career & Personal Dev: Writing Grants, Writing papers, Experimental design, Science communication, Work-life balance
 - Workshops were the preferred format for learning
 - 1/3 of responding SIL members were not members of any other professional society
 - Over 1/3 of non-members were not members of any other society
 - Reasons for not being a member: didn't know about SIL, don't know the benefits, member of other society, too expensive.
 - Genevieve: more of congress programming needs to be about technical skills for students. This was established in the Nanjing congress. The Koreans acted well on this with specific workshops as well as networking events. This needs to be a major pressure point in the SIL2024 planning and expectation. The Germans did not put this at the forefront of their congress. They focused on limnology and the scientific program, but didn't have a student committee.
- c. **Student competition:** With the donation from Joyce Moss, the student competition was renamed: The Brian Moss Student Competition. Need to engage the global outreach network to increase participation worldwide
- i. New chair: Reuben Sommaruga with national and international stages Angeles
- d. **Working Groups:** needs to be revived. They are formed in SIL, but tend to migrate outside of SIL. One of the SIL board members should take charge of them, to support their activities on a regular basis.
- i. Ines reached out to chairs of the SIL Working Groups for targeted pairings in the mentorship program and nobody/few answered.
 - ii. How to officially close a non-functioning working group? Cecilia proposes, if the chairs do not answer during the design of the new website, they will not be included.
- e. **SIL archives:** 80 boxes full of SIL documents are stored in a university basement at Boulder Colorado, where Bill Lewis (now in his eighties) arranged temporary storage for them. Their potential value as a source of info for a study on scientific societies was discussed. SIL needs to find a volunteer to take over the archives, possibly also a PhD student who would be interested in the contents for a thesis on the development of a scientific society over 100 years.
5. Governance:
- a. Elections governance revisions committee (Nomination Committee By-Laws, Working Guidelines) - review motions.
 - i. From the moment that the nominations committee (Potential new chair: Irina Izaguirre) submits the candidates for elections, an elections director is to take over. SIL Board members must not be involved at all.
 - ii. Piet has agreed to chair this committee for reviewing the roles of the nominations committee and SIL elections.
6. Congresses:
- a. Future congresses: Brazil 2024
 - i. MUST HAVE CANDIDATES FOR NEW SIL PRESIDENT BY SUMMER 2023
 - ii. Gen Sec and office to make a timeline ahead of SIL2024.
 - iii. Reshare onboarding document with all.

- iv. ECR committee: Requires action, especially ahead of SIL2024 to help organize student events. Recruit from a pool of non-elected ECRs.
 - v. Site has been visited
 - Ability for the LOC to demonstrate strong ties to industry must be a very important point when considering bids.
 - PCOs are not very good from what we've seen, therefore SIL2024 will require more input and strong guidance and involvement from us.
 - Will we go hybrid? Yes, but MUST be worth it, because this year it was not.
 - b. Strategic considerations for future SIL meetings (SIL 2026: Progress from ASLO?)
 - i. Future congress: North America 2026 (jointly with ASLO). There are first negotiations with ASLO about running the 2026 congress jointly with them.
7. Closure: Thanking departing Officers (special thank you to Tamar) and volunteers (J Padisak, L Naselli-Flores) and Welcome to Björn, Lena, Zeynep.