

At the August Board of Director's Meeting, the administration of the education program and the bird handling policy were examined and discussed. The Board announces changes in both areas, with the hope of streamlining the process of scheduling and staffing education programs and eliminating burn-out due to overscheduling. However, at the same time, the Board recognizes the importance of adherence to the bird handling policy, in fairness to both our volunteers and also our education birds. Therefore, the following changes are effective immediately:

- We are in the process of consolidating the reservations/program scheduling/bird-use-tracking/volunteer-scheduling/invoicing into a single role. This transition is expected to be complete before the end of September. Once all the details are final, the "go to person" will be announced. Having these duties consolidated into a single role will assist with applying limits on the number of education programs per day. **Having more than one education program per day will be the exception, and not the rule.** Under no circumstances will there be more than two on a given day.
- The Board reminds all volunteers of the bird handling policy that is currently in place. Effective immediately, any handler that has not met the ed program attendance requirement of 12 programs **by the end of the year**, will not be trained on any additional birds. In addition, once certified on a bird, each handler must take that bird to at least **1 event** before starting to work with additional birds
- In addition, the Board reserves the right to terminate handler privileges for any handler who attended less than 4 programs the preceding calendar year.
- The Board recognizes that from time to time, extenuating circumstances may prevent a handler from meeting these requirements, and reserves the right to consider such circumstances on a case-by-case basis.