



Audubon

# ONE SKY

*Rising together in a year like no other*

ANNUAL REPORT 2020

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### Soaring under one sky, lifting our spirits

Strength. Courage. Resilience. Hope.  
This is what iconic species like the  
Bald Eagle gave many of us in an  
unprecedented year. As always, birds  
inspire us to look up, and remind us of  
the connections we all share.



Western Meadowlark

**WHAT DOES IT MEAN** to share one sky—  
one community, one planet, one future?

*How can we live harmoniously with other species,  
wisely in the face of new global challenges,  
and justly alongside fellow human beings?*

*This is a question 2020 asked of us all,  
but not one that will be answered easily.  
Here's how Audubon is responding.*

# A MOMENT MET

In a year of unforeseen challenges, we're connecting with nature, communities, and one another.

**WHEN I THINK ABOUT WHAT'S** most meaningful to me, I think of people: communities of all ages and backgrounds working hand in hand to make a future where humans and nature can both thrive under our one sky. That's the Audubon we're building together, thanks to you.

The events of 2020 transformed so much about our world. I'm proud to chair an organization whose commitment to protecting birds and the places they need—and to the people who make that possible—never wavered. In the face of a global pandemic, economic collapse, and racial reckoning, Audubon responded nimbly, creatively, and with humility. Working with our many partners, Audubon leaders and staff across the network thoughtfully adapted to offer solutions to people and communities throughout America. From virtual bird walks attended by thousands to new digital content like our weekly TV-style series, *I Saw A Bird*, we brought people together. We shared the joy of birds and nature that unites Audubon's 1.9 million members—even when we were forced to be apart.

Audubon has remained focused on its top priorities: advancing climate solutions at the local, state, and federal



Black-capped Chickadee



**Maggie Walker**

CHAIR, NATIONAL AUDUBON SOCIETY BOARD

levels, defending bedrock environmental protections, and building toward full life-cycle conservation—all while supporting the next generation of conservationists.

With the social distancing brought on by the pandemic, this year has shone a light on the ties that bind us to one another. When the familiar ways we connect to family, friends, and colleagues were abruptly severed, many turned to nature for solace. But this was and is a luxury not afforded to everyone.

The year has also made clear the deeply entrenched challenges we must confront, perhaps none more stark than the systemic racism that permeates all facets of American society, including a 115-year-old dominantly white Audubon. In response, Audubon is intentionally evolving, and reevaluating, and shaping what we want and need to be: an antiracist organization. That means that everything Audubon does—from conservation to policy to advocacy—should advance equity among people of different races. We can't sit on the sidelines. Ibram X. Kendi writes, in *How to Be an Antiracist*: “An antiracist policy is any measure that produces or sustains racial equity between

racial groups. ...There is no such thing as a nonracist or race-neutral policy.”

We also began reckoning with our own history, initiating what will be a deep examination of John James Audubon's history as an owner of enslaved people and a frontiersman who showed little regard for Indigenous people.

These are the first steps in what will be a long journey to ensure that Audubon, the conservation movement, and the work we do not only reflects the vibrant diversity of our country, but actually benefits all people—particularly those at greatest risk of environmental harm.

This won't be easy, but I know that Audubon is up to the task. With your support, we can redefine what 21<sup>st</sup>-century conservation advocacy can be: inclusive, equitable, multi-generational, and representative of all our communities.

Thanks for being a part of the flock.

A handwritten signature in black ink, appearing to read "Maggie Walker".

# A QUICK PIVOT

Even as our activities have shifted online due to COVID-19, we've found reasons for hope in unexpected places.

**WHEN MUCH OF THE COUNTRY** went into lockdown in March, once-bustling cities suddenly confronted a profound silence. Birdsong cut through the unfamiliar quiet and the sound of sirens, reminding us that even amid tragedy, hope can be found in nature. Backyard birding became a new pastime for many, and people flooded Audubon with their bird observations, discovering joy and respite in a time of heightened anxiety and grief.

In the move to a digital world, Audubon pivoted with its trademark creativity and speed. Audubon centers and state offices hosted record-setting Facebook Live events ranging from virtual bird outings to livestreams of places like Pascagoula River, Rowe Sanctuary, and Corkscrew Swamp. Throughout spring migration, our popular weekly online TV-style series, *I Saw A Bird*—which averaged 30,000 viewers per episode—brought together scientists, field experts, and celebrity guests to talk about birds, birdwatching, and conservation.

With many summer camps canceled, thousands of families turned to *Audubon for Kids/Audubon para niños*. The bilingual online platform features interactive, educational activities adapted from *Audubon Adventures* and Audubon nature centers that encourage kids of all ages to learn about birds and the planet.



Robert, left, and Lund Krug scan the sky while on a bird walk with New York City Audubon in Battery Park in Lower Manhattan during fall migration.

## Partnership brings native plants to (virtual) shelves

With the goal of making native plants more accessible across the U.S., Audubon embarked on a groundbreaking partnership with Bower & Branch to release the first-ever branded line of Audubon® Native Plants for Birds, available for sale online. The partnership brings Audubon to new regions and markets, and makes it easier for gardeners to purchase neonicotinoid-free plants and trees native to their region, while supporting the birds and pollinators that visit them.

## Thousands flock to online advocacy trainings

Even before COVID forced many to work remotely, Audubon's campaign team was developing virtual training webinars to engage and educate a broader group of enthusiastic supporters. Interest remains high: Since January, more than 2,000 advocates from 48 states—plus Canada and Belize—joined these monthly sessions. By learning new advocacy skills and best practices, participants can immediately take action at the local, state, or federal level.



## A continuous, cyclical journey

Year after year, birds like the White-eyed Vireo travel thousands of miles along the Atlantic Flyway. As they fly south this fall, we admire their perseverance, take comfort in the familiar patterns they create, and will savor the moment of their return.

# FOR ONE AND ALL

We're building a new Audubon that's inclusive, equitable, multigenerational, and deeply rooted in all communities.

FROM THE WIDESPREAD DEMONSTRATIONS in the wake of the killings of George Floyd, Ahmaud Arbery, Tony McDade, and Breonna Taylor, to the ongoing reckoning with racism in the birding community accelerated by the appalling treatment of New York City Audubon board member Christian Cooper in Central Park, to the higher COVID death rates in Black and brown communities, this year's events have laid bare the racial inequities embedded in the United States.

We believe the outdoors should be safe and accessible to all, regardless of race or color. But Black birders and nature enthusiasts are all too familiar with experiences like Christian Cooper's. Birding and the outdoors have never truly been safe for people of color, and we must act on our values and work together to change that.

Silence and inaction uphold racism. It is not enough for equity, diversity, and inclusion to be among Audubon's core values. We must be explicitly and consistently anti-racist in all that we do by reckoning with our past and working to create greater equity and access for people of all races, colors, and backgrounds in our nation, our history, our movement, and our organization.

The steps we've taken to date are just the beginning of a long-overdue journey. We're committed to listening humbly, evaluating our progress critically, and learning from our errors as we build an Audubon for all and by all.



## Birds connect people across places

This past spring, Corina Newsome, Tykee James, and Christian Cooper might have all seen the same American Redstart as it traveled through Georgia, Washington, DC, and New York City to breed in the northern U.S. and Canada.



Students compare soil samples collected during an Eco-Investigation, an educational program run by Dogwood Canyon Audubon Center that connects young people with nature.

## Black Birders Week takes flight

Outraged by Christian Cooper's racist treatment in Central Park, birder and Georgia Southern University graduate student Corina Newsome co-organized the first ever Black Birders Week, with five days of virtual events celebrating the Black experience in birding, conservation, and the natural sciences. Newsome hopes to counter harmful narratives of the outdoors as a majority white space, educate the birding community about the overt racism Black birders encounter, and build a more inclusive community. Tykee James, Audubon's government affairs coordinator, who co-organized the initiative, hopes the overwhelming support for Black Birders Week "is a snowflake that will become an avalanche" for the environmental movement.

# FRESH NEW FACES

We're listening to, learning from, and supporting young conservationists as they take the lead at Audubon and beyond.

**FOR DECADES, MANY NATIONAL CONSERVATION** organizations have struggled to attract and include young people, and particularly young people of color. We are committed to meeting the next generation where they are, and to making Audubon more relevant to them and their communities. They are the future of conservation, and creating new career pathways and supporting them along their journeys are among our top priorities.

We're learning how we can best offer these emerging leaders the tools, training, and experiences they want and need, as well as new avenues for personal and professional growth. With the generous support of key philanthropists and foundations, we established leadership development programs that include the Walker Fellows, Mackenzie Fellows, Fund II Apprenticeships, and Dangermond Fellows. Ranging from semester-long to six-month fellowships and year-long apprenticeships, these programs are among the most effective ways we can reach new audiences, lift up the voices and contributions of young people, and reshape the conservation movement—in person and virtually.

These experiences have proven especially powerful for young people of color, who often feel there's no place



## Audubon on Campus reaches new heights

Since its inception in 2018, Audubon on Campus has expanded to more than 120 colleges and universities, introducing hundreds of young people to Audubon, bird conservation, and one another, with the goal of reaching 150 campuses by year-end. In response to the pandemic, we launched monthly community calls and social hours, and weekly office hours where students and faculty advisers can chat about the program. We also provided virtual internship experiences at a time when many similar opportunities disappeared.

## Making a mark and a home at Audubon

Several past fellows and apprentices are now full-time staff at Audubon and part of a growing cohort. Christine Lin, Audubon's senior producer of visual storytelling, co-host of *I Saw A Bird*, and former Walker Communications Fellow, credits Audubon for helping her embrace all of her identities: "I am a queer Asian American woman, and I don't take it for granted that these identities are celebrated here, since that is not the norm at every organization. I know there's still a lot to be done, but if my work and journey can help inspire even one young, budding conservationist or storyteller, I'll feel that much more fulfilled."

Tania Romero presented her accomplishments as a Fund II Foundation Apprentice to her colleagues during a capstone summit at Ruffner Mountain Nature Preserve in Birmingham, AL. She is now the program coordinator at the Audubon Center at Debs Park in Los Angeles.

## ENGAGING THE NEXT GENERATION

### SHARING ONE SKY

*"I see it!" screamed Shanice, sighting a Semipalmated Plover on a mud flat along the Bronx River. At that moment, she and I—a Black teenage girl and a middle-aged gay white man—were brought joyfully together, under one sky, by a tiny plover that had traveled to that spot from the Bahamas or beyond as it made its way toward the Arctic."*

JOHN ROWDEN

SENIOR DIRECTOR, BIRD-FRIENDLY COMMUNITIES  
VENICE BEACH, CA



### Flocking together to build community

Cedar Waxwings are highly social, as is Tania Romero (pictured on page 9). Both are at Audubon's Debs Park nature center in Los Angeles, where Tania started as a Fund II Apprentice and is now the program coordinator, connecting urban communities to nature.



for them at conservation organizations like Audubon—because the field is dominated by white voices, the outdoors aren't safe or accessible for people of color, or they didn't know such opportunities existed. We're demonstrating that they are not only welcome at Audubon but valued as members of our organization—and the results are transformative for them and for Audubon.

Audubon's strategy also includes events, gatherings, and affinity groups that center the experiences and perspectives of young leaders. Climate change has become a unifying issue for young people across the political spectrum. This summer, Audubon's inaugural Youth Environmental Summit (YES) created a new forum for a bipartisan group of young climate advocates, attracting registrants from 36 states. In a two-day virtual event,

participants built connections and gained the skills needed to take meaningful action on one of the world's most pressing challenges.

Co-hosted with the American Conservation Coalition Campus—an organization of young conservatives fighting for climate solutions—YES 2020 offered participants the chance to join conversations with renowned scientists, leading climate activists, and Congressional members at the forefront of bipartisan climate action.

Among the attendees was Joshua Bellamy, vice president of the Morehouse Moregreen campus chapter at Morehouse College, Clark Atlanta University, and Spelman College—all Historically Black Colleges and Universities. A community advocate for conservation issues, he said, "I came

with a question: How do we really speak about climate to individuals who are hesitant to act on climate? The answer I got is to use inclusive language. Don't just include what we think are issues, include what *they* believe are important issues as well. And just like that, we can have a holistic view of everything that we can tackle."

We need everyone's involvement to combat monumental challenges such as the climate crisis. There are no shortcuts to building a world-class, inclusive alliance of advocates and conservationists, but these programs are an important—and powerful—first step.

**Audubon Florida's Conservation Leadership Initiative** pairs college students with Audubon chapter leaders for a yearlong learning experience. The 2019 class gathered at a welcome social in Paynes Prairie Preserve State Park, Micanopy, FL.

# THE GOOD FIGHT

We're advancing bipartisan climate solutions at the state and federal levels while defending bedrock protections.

**THIS YEAR, MILLIONS OF AMERICANS** have again faced devastating wildfires, destructive storms, and record-breaking heat. Audubon's own science shows that if we do nothing to slow the current rate of global temperature rise, two-thirds of North America's bird species will be vulnerable to extinction. If we want to give birds a fighting chance, we must take action now and advocate for aggressive policies that protect birds and the places they need.

Audubon has built a diverse network of supporters who recognize that climate policy needs to rise above partisan politics. We've begun to mobilize young people to advocate for the planet they will inherit. And we're driving toward federal action through pragmatic policies at the state and local levels, where our advocacy has the most direct impact on birds and people in the region.

As part of a broader coalition, Audubon has helped secure groundbreaking policy wins in multiple states. The landmark Virginia Clean Economy Act—a first for the Southeast—not only helps protect birds and their habitats, but also provides opportunities for economic growth through clean energy. Virginia Governor Ralph Northam took decisive steps to combat the White House's assault on the Migratory Bird Treaty Act (MBTA), following



Pacific Loon on a nest in the Arctic National Wildlife Refuge, where more than 144 species of birds are believed to breed each year.

## Defending the Arctic— America's bird nursery

This year, Audubon and our partners filed two lawsuits to defend vulnerable and critically important habitat in Alaska from federal attacks. The Arctic National Wildlife Refuge and the National Petroleum Reserve-Alaska contain millions of acres that are vital for birds' survival; 200 bird species depend on the Refuge alone. The administration wants to open vast swaths of this land to oil and gas drilling—Audubon and our allies are putting up a powerful legal defense.

## Zooming in for virtual advocacy days

Audubon supporters from North Carolina and California, as well as a nationwide cohort of seabird advocates, showed up in force for Virtual Advocacy Days this year—the web version of in-person visits to DC or state capitals. Advocates met with state and federal lawmakers without the need to travel or take time off, making it more accessible and equitable. Even as lawmakers return to in-person activities, we're building on our successes to imagine innovative, hybrid models that engage wider swaths of the communities we serve.

## The Audubon Action Fund gains momentum

In this critical election year, the Audubon Action Fund has made important progress in its mission to build a bipartisan movement working toward common-sense solutions that benefit birds and people. Under the leadership of recently hired Executive Director Andrew Mills, the Action Fund is prioritizing immediate climate solutions, such as increased federal spending for green infrastructure, and educating members of Congress on proactive long-term climate solutions.

**SHARING ONE SKY**

*If we don't reduce carbon emissions, we will all suffer tremendous loss. It is our responsibility to ensure those losses aren't disproportionately felt by the people with the least resources to adapt and survive."*

**HANNAH WATERS**

SENIOR EDITOR, CLIMATE, AUDUBON MAGAZINE  
BROOKLYN, NY

California's lead last year. Vermont also passed a bill to protect migratory birds at the state level.

A report by Audubon South Carolina found that, thanks in part to the passage of the state's Energy Freedom Act in 2019, South Carolina's rapidly expanding solar industry now has a \$1.5 billion impact on the state's economy and supports 7,250 jobs. All, of course, is in addition to the environmental benefits of cleaner energy.

In Louisiana, Governor John Bel Edwards signed a pair of executive orders. The first established a Climate Initiatives Task Force to develop recommendations for drastically reducing carbon emissions, and the second created the position of chief resilience officer to oversee the protection of the state's coasts. At the city level, New Orleans adopted a Renewable and Clean Portfolio Standard, which mandates a zero-carbon energy portfolio by 2050.

In Washington, Audubon and our partners helped secure the bipartisan passage of the Great American Outdoors Act, providing permanent funding for the Land and Water Conservation Fund and \$1.9 billion annually over five years

to address deferred maintenance projects for the National Park Service, Forest Service, Fish and Wildlife Service, Bureau of Land Management, and Bureau of Indian Education schools.

At the same time that we're advocating for new policies, we're defending bedrock environmental protections against federal attacks. The administration has attempted to undo the Migratory Bird Treaty Act, a 100-plus-year-old law that protects birds from oil waste pits, oil spills, power lines, and other industrial hazards. In 2018, Audubon and our partners filed a suit to fight these potentially disastrous rollbacks. Recently, a federal judge ruled in our favor and against the administration's attempts to decimate the MBTA—a critical victory in this ongoing battle to help save millions of birds.

Audubon also recently joined a broad coalition of justice and environmental groups to sue the administration over newly instituted rules that eliminate environmental reviews for many federal government projects. These rules endanger wildlife, natural spaces, people living in low-income communities, and communities of color.

**Grassland birds are in trouble**

**Due to rising temperatures, increased droughts and wildfires, and expanded oil and gas development, Greater Prairie-Chickens are rapidly disappearing, as are the grasslands they depend on. The time for climate action is now.**

# Fliers From Afar

We're leveraging science to track migratory birds across the hemisphere so we can protect the most important places.

**WHEN OUR WORLDS SUDDENLY SHRANK** last spring, we turned to migrating birds to boost our spirits and raise our sights. We watched Ruby-throated Hummingbirds return to feeders in our yards and neighborhoods; tuned in to live feeds of countless Sandhill Cranes soaring in rippling, raucous waves over Nebraska's Platte River; and charted the progress of Bobolinks along their 10,000-mile journey from Argentina to Canada. Above all, we were reminded that our worlds are not discrete—they are inextricably and intricately connected beneath one sky, even across vast distances.

In fact, more than 70 percent of birds that breed in the United States and Canada are migratory species, spending most of the year in Latin America or the Caribbean. It's not enough to protect the places these birds need within our borders. We must know where they go—migration corridors and refueling stopovers, as well as wintering and breeding sites. By understanding these vital connections, we gain a clear pathway toward full life-cycle protection for migratory birds.

Through our Migratory Bird Initiative (MBI) and its Conservation Platform, we'll have that ability. The Conservation Platform will aggregate migratory bird data from



## 10 years of conservation in the Gulf of Mexico

This year marks the 10th anniversary of the most devastating oil spill ever to occur in American waters. Audubon helped coordinate the immediate emergency response to the Deepwater Horizon catastrophe, and since then has developed a comprehensive roadmap for nearly \$2 billion of conservation projects to repair and restore the Gulf of Mexico. If not for the Migratory Bird Treaty Act we continue to defend today, BP would not have had to pay a penny for the more than one million birds killed.

## Launching a blue carbon pilot in Panama

In the Bay of Panama's mangroves, we're creating a model for green coastal infrastructure and carbon storage. By enhancing economic incentives for carbon sequestration in the mangroves—known as "blue carbon"—and securing government recognition as a national climate solution, we'll chart a sustainable and resilient course forward.

## ACR is a win for ranchers, birds, and grasslands

Audubon Conservation Ranching (ACR) helps meet growing consumer demand for high-quality protein that's sustainably raised—a win, win, win for producers, consumers, and the planet. Since 2017, 96 ranches covering 2.3 million acres have enrolled in the program across the United States. In the coming years, Audubon plans to grow this footprint.

*Western Sandpipers in the Bahamas' Joulter Cays National Park—which, thanks to the work of Audubon's scientists, is protected. A long distance migrant, this species may breed in northern Alaska and winter along Peru's coast.*

### SHARING ONE SKY

*"The sky is everyone's and no one's. No matter where you are in the world, in the eyes of the sky, we are all the same—connected in the tiny sliver of air and organic material on this planet."*

JEN MCCARTHEY TYRRELL

ENGAGEMENT MANAGER, AUDUBON SOUTH CAROLINA  
CHARLESTON, SC



### Knowing where the birds go

**MBI's Conservation Platform (shown here) will map the heroic journeys of migratory birds, the most important places they visit, and the threats they face. If we know where the birds go, we can protect them throughout their full life cycles.**



Nabhi Rodriguez, a biologist from SELVA, a partner organization in Colombia, and Maira Holguin, a biology student from Universidad de los Llanos, collect data for a Blackpoll Warbler project in Villavicencio, Colombia—contributing to our Migratory Bird Initiative.

across the Western Hemisphere, and will be accessible to all, from the research and conservation community to the public. This data—which includes groundbreaking work by the Cornell Lab of Ornithology to model hemisphere-wide bird abundance from eBird observations; bird tracking data from the Smithsonian Migratory Bird Center, Birds Canada, and hundreds more researchers; and 100 years of banding data from the USGS Bird Banding Lab—will help anyone connect their backyard birds to the faraway places they go as well as the threats those areas face.

Furthermore, data is a powerful tool for driving policy, shaping land and water management decision-making, and securing funding. This knowledge gives Audubon—and our partner organizations—sound, science-backed

evidence to make the case for billions of dollars in public and private investment in the most critical places. This is especially valuable for complex issues where we need to balance competing interests—for example, when tackling water policy in the arid West.

Armed with this knowledge and building on decades of experience, Audubon is focusing our conservation efforts for maximum strategic impact and charting a new, ambitious vision for Latin America and the Caribbean that will help create a resilient future where people, birds, and nature thrive.

Audubon's science shows us that seabirds are also among the most vulnerable species—threatened by habitat loss, warming seas, unpredictable weather events, and overfishing, which depletes their food sources. In 2019,

thanks to a leadership gift from board member George Golumbeski and his wife, Jessica, we launched the Audubon Seabird Institute, a hub for seabird science and advocacy grounded in decades of pioneering research.

Reflecting years of Audubon planning, coordination, and advocacy at the grassroots, chapter, state, and federal levels, this summer we achieved a major victory for seabirds in a decision by the Atlantic States Marine Fisheries Commission. The Commission unanimously approved an approach ensuring the population of Atlantic menhaden—an essential forage fish that is at the core of the marine ecosystem—will never drop to a level that puts birds and other wildlife at risk. This means more menhaden and healthier marine life from Maine to Florida, while allowing commercial fishing to continue.

# WHAT ‘ONE SKY’ MEANS TO US

*“We are all connected under one sky, to each other, and to the Earth. When one of us struggles to thrive, we all do.”*

**SARAH SAUNDERS**  
QUANTITATIVE ECOLOGIST, SCIENCE DIVISION  
GRAND RAPIDS, MI

*“We may share the same sky, but we all experience it so differently. In New Orleans or DC, the sky always feels so much closer, yet out West, in Big Sky Country, you can see that blue extend for miles around you.”*

**GREGORIAH HARTMAN**  
NETWORK ACTION MANAGER  
WASHINGTON, DC

*“Working in conservation means we aim high with our values and goals—and find ourselves as optimists, like the blue skies above.”*

**KARYN STOCKDALE**  
SENIOR DIRECTOR, WESTERN WATER, NATIONAL CONSERVATION  
BOULDER, CO

*“The sky is a shared space for those who soar, flap, ride thermals, or simply breathe it in.”*

**JOSEPH MANSON**  
DIRECTOR, SEWARD PARK AUDUBON CENTER  
SEATTLE, WA



Roseate Spoonbills

*“Our sky can be dark and stormy, and it can be bluebird blue and teeming with wildness. It’s our one sky to share, to revere, to honor, and to protect for our own sake and for the sake of all the wildlife that share it with us.”*

**EVA MATTHEWS**  
PROGRAM MANAGER, HOG ISLAND AUDUBON CAMP  
HOG ISLAND, ME

*“Sharing one sky is a shared vision, but not a shared ambition.”*

**TYKEE JAMES**  
GOVERNMENT AFFAIRS COORDINATOR, DC OFFICE  
WASHINGTON, DC

*“One sky means there is no more you or me, no more they and we, just unity.”*

**EMILY CONNOR**  
EDUCATOR, AUDUBON CENTER AT RIVERLANDS  
ST. LOUIS, MO

*“When I see flocks of waterfowl cross a North Carolina marsh, I know that those before me made that possible, and that we must work to make sure that this amazing sight will be shared by future generations, under that same sky.”*

**ZACH WALLACE**  
POLICY MANAGER, AUDUBON NORTH CAROLINA  
PITTSBORO, NC

*“Each of us can only see a sliver of the sky. While some may be enjoying bright sun and warmth, others may be weathering a storm. Empathy is essential to building a better future for people and birds.”*

**DANIEL SUAREZ**  
STEWARDSHIP PROGRAM MANAGER, AUDUBON GREAT LAKES  
CHICAGO, IL

*“Our shared sky is the great equalizer and makes it clear that no one is immune from the effects of their actions. Our climate karma is catching up.”*

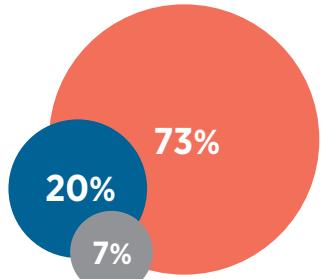
**TERI ANDERSON**  
CHAPTER NETWORK MANAGER, AUDUBON WASHINGTON  
SEATTLE, WA

*“To share one sky is a call to action to unite our diverse voices and experiences for a shared goal—in Audubon’s case our desire to make this planet safer for birds.”*

**ANGEL POE**  
EDUCATION SPECIALIST, MITCHELL LAKE AUDUBON CENTER  
SAN ANTONIO, TX

# SUMMARY REPORT FOR 2020

**2020 REVENUE\***  
\$161,006

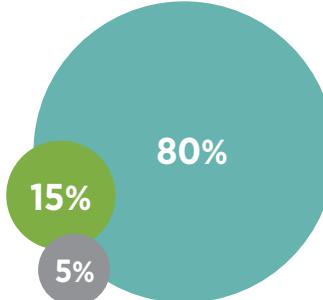


Contributions, grants,  
and bequests

Earned income and  
other revenue

Investment earnings,  
appropriated

**2020 EXPENSES\***  
\$126,036



Conservation programs

Fundraising

Management and general

\*Dollars in thousands

Additional information is available  
at [audubon.org](http://audubon.org).

## CONDENSED STATEMENT OF ACTIVITIES

Year ended June 30, 2020 (dollars in thousands)

### REVENUES, GAINS, AND OTHER SUPPORT

Contributions, grants, and bequests	\$117,420
Earned income and other revenue	32,742
Investment earnings, appropriated	10,844
<b>TOTAL REVENUES, GAINS, AND OTHER SUPPORT</b>	<b>161,006</b>

### EXPENSES

#### *Conservation programs*

Field conservation programs	69,155
National conservation programs	32,264
	101,419

#### *Fundraising*

Membership development	6,101
Other development	12,395
	18,496

#### *Management and general*

	6,121
<b>TOTAL EXPENSES</b>	<b>126,036</b>

### RESULTS FROM OPERATIONS

Investment loss, not-appropriated, and other gains	(12,178)
Charitable trust additions and changes in value	(1,022)
Pension and post retirement activity	(1,788)
<b>CHANGE IN NET ASSETS</b>	<b>19,982</b>
<b>NET ASSETS AT BEGINNING OF YEAR</b>	<b>494,543</b>
<b>NET ASSETS AT END OF YEAR</b>	<b>\$514,525</b>

## CONDENSED STATEMENT OF FINANCIAL POSITION

June 30, 2020 (dollars in thousands)

### ASSETS

Cash and investments	\$326,596
Receivables (net)	33,243
Beneficial interest in charitable trusts (net)	36,537
Land, buildings, and equipment (net)	146,581
Other assets	2,522
<b>TOTAL ASSETS</b>	<b>545,479</b>

### LIABILITIES AND NET ASSETS

Accounts payable and accrued expenses	11,906
Deferred rent, tuition, and other liabilities	5,096
Funds held for others	2,889
Obligations under charitable trusts	8,102
Pension and post retirement benefit liability	2,961
<b>TOTAL LIABILITIES</b>	<b>30,954</b>

### NET ASSETS

<b>NET ASSETS</b>	<b>514,525</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$545,479</b>



**SUPPORTERS****\$10,000+**

Anonymous (55)  
The 1830 Family Foundation  
3 B's Foundation, Inc.  
Franny & Franny Abbott  
Acklie Charitable Foundation  
Jill Aesoph  
The Ahmanson Foundation  
The Alexander Foundation  
John Alexander and Emily Fisher-Alexander  
Peter A. Alpert and Jill S. Schwab  
Leigh and Carol Altadonna  
American Eagle Foundation  
American Electric Power  
Explore.org, a direct charitable activity of the Annenberg Foundation  
The Applewood Fund  
ArcelorMittal  
Arizona Lottery  
Arizona Public Service Co.  
Edith Arrowsmith  
Connan and Andrew Ashforth  
Norma K. Asnes  
Audubon of the Western Everglades  
Donna Bailey  
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**COMING SOON: THE CANOPY, AUDUBON'S ANNUAL GIVING CIRCLE**

This newly established group will bring together donors investing in Audubon at the leadership level listed here. These dedicated conservationists are elevating their impact, and deepening their relationships with Audubon and each other. Keep looking up—more to come.

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## Bill Kee and Frank Lee

INAUGURAL MEMBERS, AUDUBON SOUTH CAROLINA'S CONSERVATION COUNCIL

**FOR BILL KEE AND FRANK LEE,** birding has been a lifelong passion. Bill fondly recalls how when he was a child, his mother always kept a Peterson field guide and a pair of binoculars on the kitchen windowsill. The couple have been regular visitors to the Audubon Center and Sanctuary at Francis Beidler Forest in South Carolina for decades, and they rhapsodize about the brilliant colors of Painted Buntings and the song of the Prothonotary Warbler resounding through the swamp. "Birds give you a whole new way of looking at the world," says Bill. "They show us how all forms of life are closely interwoven."

Bill and Frank have become deeply involved with Audubon South Carolina after making a significant gift this year. They are enthusiastic members of Audubon South Carolina's newly formed Conservation Council, and they look forward to partnering with recently appointed Executive Director Justin Stokes to expand outreach, advocacy, and engagement in the Palmetto State. "Getting people out into nature is an important first step on the conservation journey," Frank explains. "It's important to see that there are consequences to the choices we make—for good and for ill."

*For Bill and Frank, the Blackburnian Warbler, like a fiery gem in the treetops, is a particular favorite.*

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## Hector Morales

MEMBER, NATIONAL AUDUBON SOCIETY BOARD

**AS A DIPLOMAT AND EXECUTIVE** who's spent his career working in Latin America and the Caribbean, Hector Morales has a keen understanding of the ways in which nations and communities of people are interconnected across borders. Of course, the same is true for birds.

"Migratory birds spend so much of the year outside of the United States," he explains. "If we're going to successfully defend them, we need to protect habitats far beyond our borders. This is why Audubon's hemispheric approach to conservation is so essential."

Both through his service as a national board member and his generous contributions, Hector has been instrumental in helping ramp up Audubon's international efforts. "What distinguishes Audubon's international conservation work is its community-based approach," he says. "As an organization, we recognize how critical it is to engage local economies and groups if our impact is going to be sustainable." His support of the International Alliances Program will fuel Audubon's conservation of bird habitat in Latin America, the Caribbean, and Canada, improving biodiversity and enhancing the quality of life for the people and birds who call these regions home.

*Hector chose the delightfully named Blue-footed Booby as one of his favorite birds. He first encountered the species on a memorable trip to the Galápagos Islands.*

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## Joann and Frank Randall

SUPPORTERS, AUDUBON CALIFORNIA'S STARR RANCH SANCTUARY

**FRANK RANDALL WAS ALWAYS ATTRACTED** to wild places. He recalls family trips to Lake Tahoe from his youth—the winding mountain trails, crisp alpine air, and, above all, the sense of nature proceeding according to its own design, free from human interference. “Even as a teenager, I noticed that every year things were becoming more and more developed,” he recalls. “My passion is preserving the environment and open spaces.”

When Frank and his wife, Joann, learned about Audubon’s Starr Ranch Sanctuary near their home in Newport Beach, they recognized an opportunity to become involved. “Neither of us are birders, but we care deeply about animals and the planet,” says Joann. “We need to treat animals better—and that can help us learn to treat one another better, too.”

The Randalls made a substantial gift to support the Ranch’s infrastructure and expand its conservation science internship program for recent college graduates; they hope it will help Audubon’s efforts to engage young people in the area around the restoration and preservation of natural habitat. “Human activity can throw things out of balance,” Frank explains. “Audubon shows that we can manage land for everyone’s benefit: people and wildlife.”

*The distinctive Belted Kingfisher is a regular visitor to Starr Ranch.*

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## Melinda and Irwin Simon

MEMBERS, SEABIRD ADVISORY COUNCIL

**IN 1997, IRV AND MELINDA SIMON** were volunteer researchers for Audubon's Project Puffin at the front lines of seabird conservation: Matinicus Rock, a seemingly desolate bit of stone jutting out from the Atlantic's frigid waters off the coast of Maine. There, using social attraction techniques devised by Dr. Steve Kress, they took part in efforts to restore puffins, terns, razorbills, guillemots, and other seabirds to an island that had lost nearly all of them. They have been captivated by this place ever since.

When Audubon conceived of the Seabird Institute, the Simons made a transformational gift to fund the position of current science director Don Lyons. And when the Institute was formally launched in 2019, they stepped up again to boost the effort. Says Melinda, "We are proud to support a sustainable, long-range project that's making a difference for birds—and we hope others will do so as well."

As longstanding advisers to Audubon's seabird program and scientists themselves, Irv and Melinda are inspired by the powerful ripple effect of the Institute's research efforts. "Audubon is helping people better understand a range of issues, such as forage fish conservation and the impacts of climate change," explains Irv. "We hope the Institute will train a new generation of scientists and create a positive impact on policy."

*Atlantic Puffins breeding on Matinicus Rock have increased dramatically since the Simons first visited.*

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## Margery Nicolson

**FORMER MEMBER, AUDUBON ALASKA, AUDUBON CALIFORNIA, ROWE SANCTUARY, AND NATIONAL AUDUBON BOARDS**

**TO SAY MARGERY NICOLSON** left a powerful mark on Audubon would be an understatement. The passionate conservation champion, who passed away in April, served on Audubon's national, Alaska, California, and Rowe Sanctuary boards, channeling her infectious love for wild places into efforts to protect iconic landscapes and the birds that depend on them. In 2001, her generous gift in memory of her husband helped establish the Iain Nicolson Audubon Center at Rowe Sanctuary, which hosts thousands of birders each year who travel from afar to witness one of the world's great migrations—the Sandhill Cranes, a particular favorite of the Nicolsongs.

With a master's degree in chemistry from Stanford University and a Ph.D. in molecular biology from Baylor University, Margery lent invaluable scientific expertise to conservation efforts, from the Arctic National Wildlife Refuge to the Eastern Sierra to Nebraska's Platte River Valley. Her colleagues and friends across Audubon's network remember her passion, dedication, and generosity. As a proud member of Audubon's Grinnell Legacy Society, Margery left a significant bequest to Audubon. Her generosity will help us protect future generations of birds across the American wilderness she loved.

*Margery's love for Sandhill Cranes led her to Audubon's mission.*

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## Stephen Tan

MEMBER, NATIONAL AUDUBON SOCIETY AND AUDUBON ACTION FUND BOARDS

**SINCE STEPHEN TAN JOINED** the national board in 2014, Audubon has grown by leaps and bounds. “Board service lets you see how effectively an organization is doing its work—and what I’ve witnessed is not just growth, but improved reach and depth year over year,” says Stephen. “With its emphasis on science-based policy, Audubon is strengthening its impact and solidifying its reputation as a leading conservation organization.” One example? The creation of the Audubon Action Fund, for which Stephen is a founding board member. “If you want to be truly effective in today’s world, you need to engage in direct advocacy,” he explains.

Recent events have brought Audubon’s ability to grow and change to the fore. As co-chair of the national board’s Equity, Diversity, and Inclusion task force, Stephen is confident that Audubon will rise to the challenge. “We’re experiencing a needed shift in perspective,” he says. “At all levels, diverse viewpoints lead to better decisions and outcomes. We’re seeing that with our fellowship and apprenticeship programs, and I have no doubt that we will continue to make progress.”

*The Common Raven can be found throughout Stephen’s home state of Washington.*

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Linda M. Ruskoski	Barrie Ryan in honor of Susan North	Sellars in memory of Richard West Sellars	Sellars in memory of Richard West Sellars	Elizabeth Sklar	Joseph Waldner	Joseph Waldner	Steve and Margot Wynkoop	Gerard Doremus	Charles G. and Nancy N. Strickland	
Esther Campbell Russ	Bianca Ryan	Frederic T. Selleck Ph.D.	Frederic T. Selleck Ph.D.	Elizabeth Sklar	Robert S. Waldrop	Robert S. Waldrop	Rebecca Whitney in memory of dad	Brita Dorn	Virginia E. Swingen	
Barrie Ryan in honor of Susan North	Nancy G. Ryder	Margaret and William Seneshen	Margaret and William Seneshen	Elizabeth Sklar	Mary Walgrave	Mary Walgrave	Deborah L. Wiggin	Stephen R. Dorsey	Cynthia M. Tripp	
Janet Saevitz	Judith Stevenson	Stan and Pat Senner	Stan and Pat Senner	Elizabeth Sklar	Doug and Alice Walker	Thomas Vodde	Sherrill Whitebook	Laurence D. Dreyfuss	Robert Unger, Sr.	
David and Irene Saho	Judith Stevenson	Jamie Serino	Jamie Serino	Elizabeth Sklar	Lucy Thulin	Gregory Voge	Gerald Whitehead	Delphine	Genevieve Wagner	
Philip M. Salciccia	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	William Wallace	Ms. Carol Wahl	Dale and Helyn Whitman	Drommerhausen	Kenneth C. Wagner	
Javier F. G. Saldivar	Harlan T. Sethe	Denyse Simpson Serrano in memory of Pepita	Harlan T. Sethe	Elizabeth Sklar	Valerie B. Ward in honor of Robert Zahary and Margaret Hartman	Robert & Leslie Wahl	Edward S. Wright	John Ashby Farrow	Nelson R. Waldrop, III	
Larry and Judy Sall	Marian Setter	Denyse Simpson Serrano in memory of Pepita	Marian Setter	Elizabeth Sklar	Wendall Towner	Liz Wainstock	Kathy Wright	Lydia K. Feidler	Jeanne White	
Lynn Salmon	Norman and Sabina Shapiro	Denyse Simpson Serrano in memory of Pepita	Norman and Sabina Shapiro	Elizabeth Sklar	Elizabeth Jane Townsend	Pat and Jeff Warner	Betty Wyatt	Solomon Fingold	Winifred S. White	
Joan S. Samara	L. Alan Sarnowski	Denyse Simpson Serrano in memory of Pepita	L. Alan Sarnowski	Elizabeth Sklar	Calico Stratton	Ann Warren	Deborah and Robert Wigton	Shirley R. Fleet	Helen A. Whittemore	
Patti Sandler	Jerry Sass	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Linda L. Strike	Carley Warren	Nora B. Wilcox	Kristine L. Gabel	Patricia A. and Glenn Anton Wickman	
Philip M. Salciccia	Suzanne Sasser	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Melanie A. Smith and Sarah Venator	Elizabeth Sklar	Thomas and Evelyn Wilcox	Mark Brian Galati	Hazel Wilbur	
Javier F. G. Saldivar	Laura Saunders	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Alida Struze	Pat and Jeff Warner	William W. and Lessley D. Wiles	Nancy Gambee	Alec Wilder	
Larry and Judy Sall	Mary and Mike Savage	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Stacy Studebaker	Carley Warren	Ray Wiley	Rosemarie E. Gatehouse	Dr. Laurel L. Wilkening	
Lynn Salmon	Doug and Nancy Savery	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Jonathan B. and Debra Tocks	Elizabeth Sklar	Robert Wilhelm	L. Paul and Iva V. Gilmore	Marianne Wilkening	
Joan S. Samara	Tom and Linda Saward	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Dolores and Allan Toivonen	Elizabeth Sklar	Naomi Williams	Richard Denton Green	Rhona Williams	
Patti Sandler	Jerry Sass	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Robert A. Stumbaugh	Elizabeth Sklar	Samantha Williams	Henry J. Greene	Harriet H. Wright	
L. Alan Sarnowski	Suzanne Sasser	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Rex and Anne Sturm Tolbert	Elizabeth Sklar	Arlene D. Wilson in honor of Eva Wilson's future	Charlene Zilius in memory of Stephen and Marilyn Zilius	Charles M. Yeager in memory of Nellie Yeager Nott	
Jerry Sass	Laura Saunders	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Richard and Teresa Suetterlin	Elizabeth Sklar	David Wilson	Cynthia Austin Zimmerman	Michael G. and Elinore Zeeb	
Suzanne Sasser	Mary and Mike Savage	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Barbara C. Sommerfeld	Elizabeth Sklar	Jan Wilson	Dr. Edward J. Zipser	38	
Laura Saunders	Doug and Nancy Savery	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Geraldine and James Sullivan	Elizabeth Sklar	Rita T. Faruki and Kenneth L. Wilson	Lauren Zuelke	Virginia Helene Havrilka	
Mary and Mike Savage	Tom and Linda Saward	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Ronald Traub	Elizabeth Sklar	Sigrid Wimberly	Jim Zumbo	Margaret Penick Nuttle	
Doug and Nancy Savery	Jerry Sass	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Sondra Travers	Elizabeth Sklar	Geoffrey H. Winn	<b>BEQUESTS</b>	Katherine Hay	
Tom and Linda Saward	Suzanne Sasser	Denyse Simpson Serrano in memory of Pepita	Denyse Simpson Serrano in memory of Pepita	Elizabeth Sklar	Dawn Treanor	Elizabeth Sklar	John and Mary Lou Winn	Anonymous (7)		
				Alan and Cathy Troy	Alan and Cathy Troy	Elizabeth Sklar		John Aegerter		
				Tony Trujillo	Tony Trujillo	Elizabeth Sklar				
				Max Sutlin	Deborah Turski	Elizabeth Sklar				
				Kathryn Splinter	Jennifer Weber	Elizabeth Sklar				
				Patricia Sponzo	Pamela R. Tuttle-Malasky in memory of Rommel-Kaiser-Gunther-Dutchess I	Elizabeth Sklar				
				Evelyn G. Spritz	Carol Weenk	Elizabeth Sklar				

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Steller's Jay

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**National and International  
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Washington, DC 20036

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customerservice@audubon.org  
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(800) 542-2748

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(312) 453-0230

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(415) 644-4600

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**Conservation Coalition**  
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**Blair Audubon Center at  
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New Orleans, LA 70119  
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<b>Pascagoula River Audubon Center</b>	P.O. Box 187 2295 State Route 89 North Savannah, NY 13146 (315) 365-3580
<b>Strawberry Plains Audubon Center</b>	<b>Audubon New York State Conservation Department</b> 159 Sapsucker Woods Road Ithaca, NY 14850 (607) 254-2441
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<b>Spring Creek Prairie Audubon Center</b>	<b>North Dakota</b> <b>State Office</b> <b>Audubon Dakota</b> 2315 North University Drive, Suite 15 Fargo, ND 58102 (701) 298-3373
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<b>Centers and Sanctuaries</b>	<b>Frederick L. Wicks Prairie Wildlife Sanctuary</b> 2315 North University Drive Suite 15 Fargo, ND 58102 (701) 298-3373
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<b>Silver Bluff Audubon Center and Sanctuary</b> 4542 Silver Bluff Road Jackson, SC 29831 (803) 471-0291	<b>Seward Park Environmental and Audubon Center</b> 5902 Lake Washington Boulevard S. Seattle, WA 98118 (206) 652-2444

<b>Texas</b>	
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<b>Centers and Sanctuaries</b>	<b>To see Audubon's full reach, including chapters, go to <a href="http://audubon.org/audubon-near-you">audubon.org/audubon-near-you</a>.</b>
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<b>Mitchell Lake Audubon Center</b> 10750 Pleasanton Road San Antonio, TX 78221 (210) 628-1639	

<b>Sabal Palm Audubon Sanctuary</b> P.O. Box 5169 8435 Sabal Palm Road Brownsville, TX 78523 (956) 541-8034	

<b>Trinity River Audubon Center</b> 6500 Great Trinity Forest Way Dallas, TX 75217 (214) 398-8722	

<b>Utah</b>	
<b>Centers and Sanctuaries</b>	<b>Edward L. &amp; Charles F. Gillmor Audubon Sanctuary and South Shore Preserve</b> 231 West 800 South, Suite E Salt Lake City, UT 84101 (801) 966-0464

**STRATEGIC PRIORITIES 2016-2020****Coasts**

**Audubon utilizes science, policy, restoration, and engagement to increase coastal resilience, protect marine resources, and steward beach sites for birds and coastal communities.**

**PACIFIC FLYWAY****CENTRAL FLYWAY****MISSISSIPPI FLYWAY****ATLANTIC FLYWAY**

Arctic

Grays Harbor

San Francisco

Bay

Southern

California Coast

Panama

Chile

**Working Lands**

**Audubon collaborates with landowners, land managers, government agencies, and private industry across the hemisphere to increase the quality of habitat on privately managed lands.**

**Central Valley, California****Northern Great Plains****Eastern Tallgrass Prairies**

Sagebrush

Ecosystem

Southern Great

Plains

Cauca Valley,

Colombia

**Water**

**Audubon engages and involves the public on issues surrounding water rights and water quality; restores habitats along rivers, wetlands, and deltas; and explores and implements market-based solutions that contribute to the achievement of our water goals.**

**Salton Sea****Desert Salt Lakes****Colorado River Basin and Delta****Great Salt Lake****Upper Mississippi River Basin****Platte River****Bird-Friendly Communities**

**Audubon protects bird populations in America's cities and towns by providing food, shelter, safe passage, and places for birds to raise their young. Communities meet those needs through individual and collective actions—actions that also contribute to more sustainable human societies.**

Using local expertise and creativity, the Audubon network identifies local opportunities to help birds and communities thrive through a wide range of programs and activities. Bird-Friendly Communities also provides the expertise and platform to coordinate engagement across the other core strategies.

**Climate**

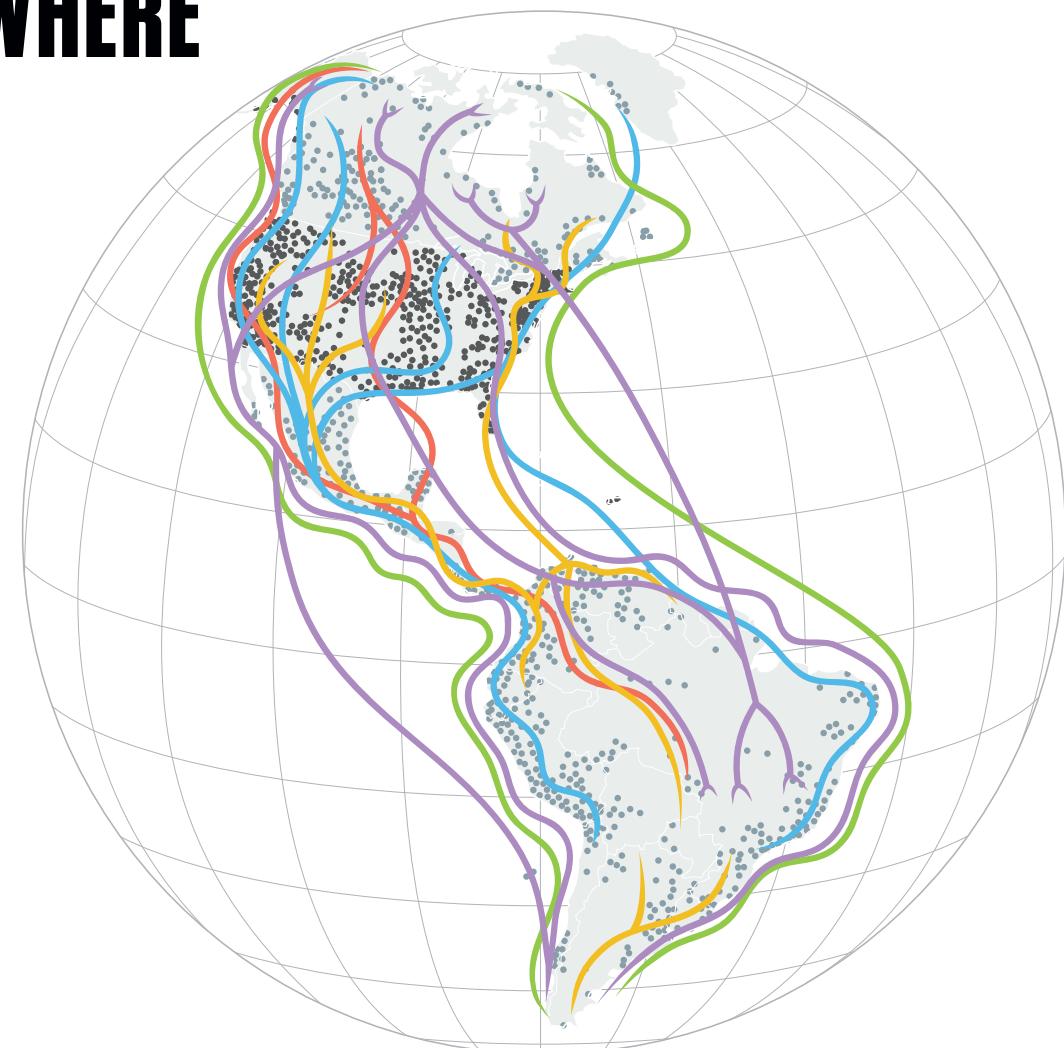
**Audubon leverages our climate science to create far greater demand for change on the climate issue by tapping into people's passion for birds.**

Leveraging our climate science, Audubon follows people's passion for birds to create a greater demand for change at the local, state, national, and hemispheric levels. Focused conservation policy priorities and targeted engagement initiatives that mix individual and collective action will bring one million Americans to the climate conversation during the next five years.

# LOCAL EVERWHERE

- U.S. Important Bird Areas
- International IBAs

Important Bird Areas (IBAs) are locations that have been identified as critical for sustaining birdlife. There are more than 2,800 IBAs in the United States, and a further 2,100 throughout the rest of the Americas.



## HEMISPHERIC REACH

Each spring and fall, billions of migratory birds follow flyways from wintering to breeding grounds and back again. By protecting the web of life that represents America's richest veins of biodiversity, Audubon is safeguarding our great natural heritage for future generations, preserving our shared quality of life, and fostering a healthier environment.



## INTERNATIONAL PARTNERSHIPS

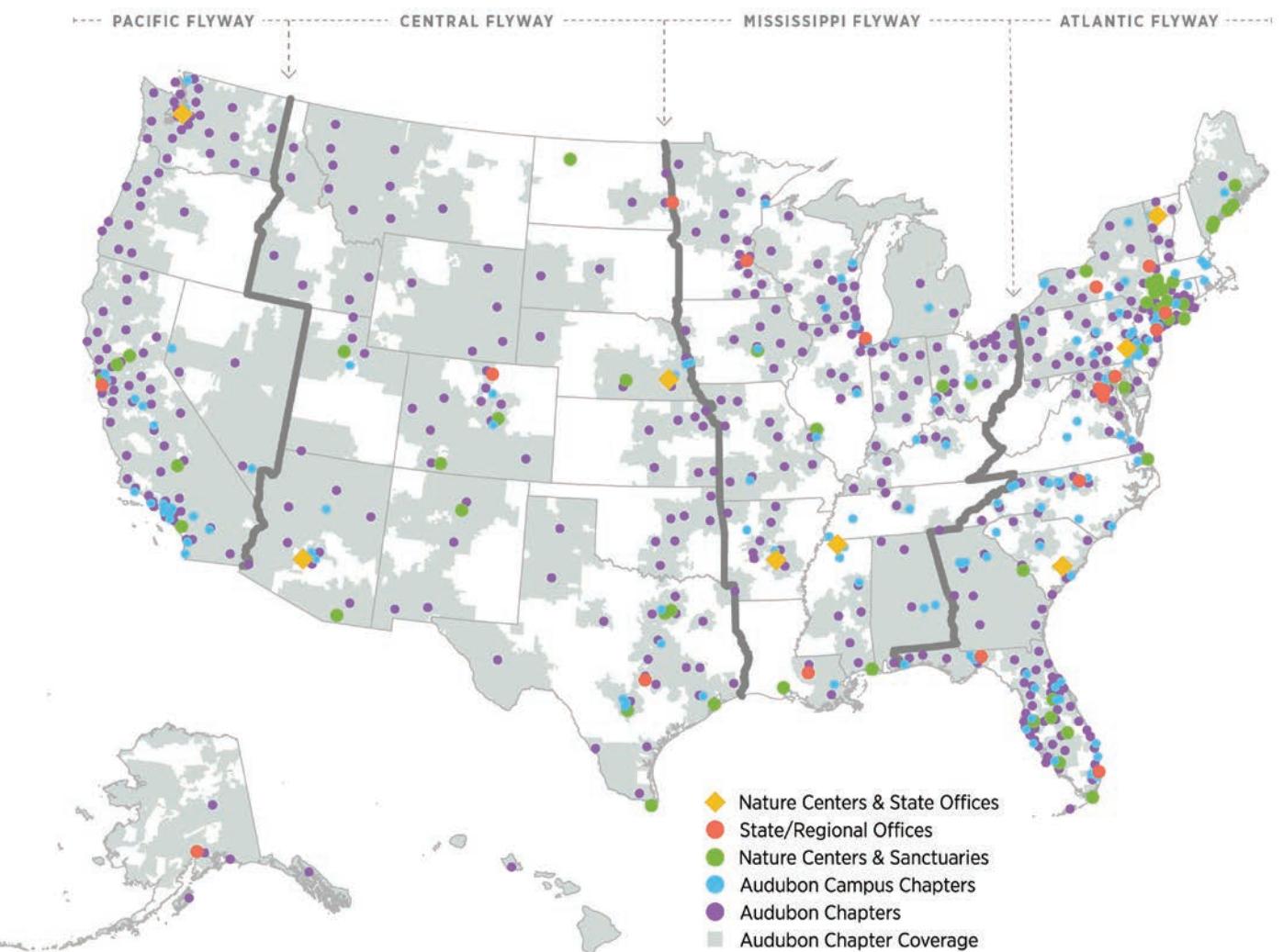
Audubon is proud to be a BirdLife International partner for the United States. We work with local governments and NGOs in the Caribbean and Latin America to ensure birds are protected at every stage of their life cycle and migratory path. We collaborate with partners to scale nature-based solutions, foster grassroots actions on climate change issues, and provide conservation policy and capacity development.

Argentina  
Bahamas  
Belize  
Bolivia  
Brazil

Canada  
Chile  
Colombia  
Dominican Republic

El Salvador  
Guatemala  
Mexico  
Panama  
Paraguay

By connecting the work of the Audubon network—chapters, campus chapters, centers and sanctuaries, national and state staff, volunteers, U.S. and international partners, and other supporters along each of the flyways of the Americas—Audubon weaves a seamless web of conservation across the hemisphere.



## STATE PROGRAMS

Audubon's 22 state and regional offices are highly effective agents at statehouses across America, and many provide statewide leadership for chapters, campus chapters, and centers. State offices deliver on-the-ground results throughout the flyways.

## CENTERS & SANCTUARIES

Audubon's 34 nature centers and 23 sanctuaries encompass vital habitats where we're educating the next generation of conservationists and supporting them as they engage in conservation and advocacy. Audubon provides leadership training, mentorship, and pathways to sustainable careers.

## CAMPUS CHAPTERS

Audubon is on 120 campuses helping students become the next generation of conservationists and supporting them as they engage in conservation and advocacy. Audubon provides leadership training, mentorship, and pathways to sustainable careers.

## CHAPTERS

Audubon's 452 chapters are more than our face across the continent; they are hubs of conservation in local communities. As full partners in our Strategic Plan, chapters are a powerful force for advocacy, education, and engagement.

## COLLABORATIONS

Audubon collaborates with BirdLife International and a network of international partners that serve as key contributors to a shared vision of bird and habitat conservation across the Americas.

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Kenn Kaufman

**Contributing Editor**

Jerry Goodbody

**National Audubon Society**

225 Varick Street  
New York, NY 10014  
212.979.3000

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