



***BOLD SCIENCE. POWERFUL ADVOCACY. TENACIOUS VOICES.***

# **THIS IS HOW WE RISE.**



**ANNUAL REPORT 2022**





**Cover:** A Wilson's Plover takes flight after a saltwater bath at Fort De Soto Park, Tierra Verde, Florida.

**This page:** Typically less flashy than their male counterparts, female birds and their fascinating behaviors—like this Baltimore Oriole selecting materials to weave a nest in Warren, Pennsylvania—are often overlooked and under-photographed.

#### THE COTYLEDON FUND

## CAREERS IN CONSERVATION

Since 2019, Audubon Vermont's Youth Conservation Leadership Program has helped young people gain hands-on experience protecting the environment and the animals they love. In 2021, we partnered with three other organizations—ReSOURCE, Vermont Works for Women, and the Vermont Youth Conservation Corps—to create stronger pathways for young people to secure future employment and education in the conservation space.

The Cotyledon Fund—under the direction of Pieter Bohen—has been a key supporter of this work. The fund focuses on youth leadership, habitat restoration, and social justice—all issues that align directly with the Youth Conservation Leadership Program's goals. Thanks in part to the fund's 2022 investment, Audubon Vermont offers paid internships that create an immersive working and learning experience. In addition, this grant and our relationship with Cotyledon helped secure additional funding from other donors for the program.

NEW  
LEADERS  
RISING

**THIS IS  
HOW WE  
BUILD  
A BETTER  
WORLD—  
FOR BIRDS  
AND  
PEOPLE.**

Discover how Audubon is rising  
to the challenge. ➔



**STRENGTHENED BY  
DEEPER SCIENCE, MORE  
EXTENSIVE INTERNATIONAL  
PARTNERSHIPS, AND  
THE MOST SUCCESSFUL  
FUNDRAISING CAMPAIGN  
IN OUR HISTORY, AUDUBON  
IS PROTECTING MORE  
BIRDS IN MORE PLACES  
THAN EVER BEFORE.**

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**“CHANGE NEEDS TO HAPPEN  
ACROSS BORDERS, BOUNDARIES,  
ORGANIZATIONS, AND DISCIPLINES.  
AUDUBON IS RISING TO MEET THAT  
CALL TO ACTION.”**

**SARAH SAUNDERS**

QUANTITATIVE ECOLOGIST, SCIENCE DIVISION



**ELIZABETH GRAY**  
CHIEF EXECUTIVE OFFICER

# RISING TOGETHER

**AUDUBON'S CEO SHARES HER THOUGHTS ON OUR STRATEGY, THE EVOLUTION OF OUR WORK, AND THE JOY OF FACE-TO-FACE ENCOUNTERS WITH PEOPLE—AND BIRDS.**

**T**HE PAST YEAR WAS POSITIVE, ENERGIZING, AND inspiring for Audubon. We continued to regain a sense of normalcy despite the pandemic's ongoing impact, built great momentum around high-level organizational strategies, and rallied our network of 450 local chapters, more than 160 campus groups, and nationwide members as never before on behalf of birds and people.

As Audubon's first woman CEO, I feel a profound debt of gratitude to the leaders who have gone before, and for the opportunity to lead an organization that embodies my passion for birds, nature, and conservation. This year's annual report pays special tribute to the women who have shaped and strengthened Audubon from its inception. Every day I witness how all the people of Audubon lift each other up through a shared commitment to birds and the places they need.

After a seemingly endless stream of Zoom meetings, spending time face-to-face with staff, donors, partners, and network members has been one of the great thrills of the past year. In May, I visited the Hog Island Camp in Maine with our executive team, and we spent several days planning how to advance Audubon's mission in an uncertain world. Those sessions were followed by a boat trip to Egg Rock, where we

delighted in a different kind of face-to-face encounter with Atlantic Puffins, Razorbills, and Black Guillemots—a wonderful firsthand reminder of the impact birds have had on my life and career. Moments like these also bring to mind the billions of birds we have lost in my lifetime and the urgent actions we must take to protect those that remain.

Another highlight occurred in June, when I testified before the U.S. Senate in support of several key pieces of conservation-related legislation. Advocating for Audubon on the national stage represents both a great personal honor for me and an opportunity to raise Audubon's profile even higher as we develop and implement our next strategic plan. The climate, hemispheric conservation, and EDIB (equity, diversity, inclusion, and belonging) work highlighted on these pages demonstrates the great momentum we have achieved and the future efforts that will require ever-greater levels of investment from our loyal supporters.

Donor support for Audubon reached a new level over the past year—thanks in large part to the philanthropists and fundraisers who are raising our sights ever higher and securing the support needed to realize our ambitions. During the public launch of our historic *Elevate* campaign in February, we announced an increase in our goal to \$750 million. We are now well within reach of the finish line, thanks to the exceptional generosity of supporters like you.

We are grateful for your investment and reminder that all of us—staff, donors, network members, and the tens of millions of birders nationwide—have a vital role to play in advancing Audubon's mission. I look forward to connecting, collaborating, and rising with you in the coming year as we work to address the urgent challenges facing our planet while celebrating the beauty and resilience of birds.



A group of Atlantic Puffins congregates on Eastern Egg Rock island in Maine—home to the world's first restored seabird colony, including this social species.



**3** BILLION

Estimated loss of North American birds since 1970

**\$750** MILLION

The historically ambitious goal of our *Elevate* campaign—a landmark fundraising initiative for Audubon

**47** MILLION

Number of Americans who self-identify as bird lovers—many of whom we hope will expand Audubon's flock even further





**MARSHALL JOHNSON**  
CHIEF CONSERVATION OFFICER

# THE WORK AHEAD

**MARSHALL JOHNSON HAS WORN MANY (COWBOY) HATS AT AUDUBON. HERE HE REFLECTS ON HIS FIRST YEAR AS CHIEF CONSERVATION OFFICER AND WHAT THE FUTURE HOLDS.**

**What prevailing themes have surfaced for you during your first year as Chief Conservation Officer?**

A prevailing theme for me is the people of Audubon. I've been blessed to meet and work alongside so many of the dedicated people of Audubon during my 12 years at the organization. This past year has only reinforced my pride in the community we are working to build.

We are supported and buoyed by hundreds of thousands of volunteers, millions of members, and the broader coalitions of conservationists and environmentalists with whom we partner to meet the challenge facing our flyways. The reality is that there's a chasm that exists between the status quo and the necessary actions that will protect birds and our communities—but we are building the movement that can bridge that divide.

**How has Audubon's focus on Hemispheric Conservation, Climate, and Equity, Diversity, Inclusion, and Belonging helped to inform and shape the organization's work?**

These three areas represent the must-haves if Audubon is to make good on our aspirations. If we're not using technology and science to illuminate these issues, we will lose the integrity of America's flyways. If the bird conservation movement isn't more inclusive—if it doesn't represent the communities of the Americas—it will not be effective.

And overriding everything is the threat of climate catastrophe. Whether it's extreme drought in the Southwest, floods in the Midwest, or fires along the West Coast, we see that climate change is already having a devastating impact. We have to use our bird-focused mission to deploy renewable energy at scale, to drive regulatory measures that help America and the globe reach its climate goals.

**Why is it important to address these three areas individually as well as collectively?**

As our science improves and our understanding of the interconnected relationship between people, places, climate, and

birds deepens, it becomes ever more clear that bird conservation requires all of the above. You can't just focus on "habitat"—what happens between breeding and wintering grounds can be devastating. Birds are incredibly dynamic, and our strategies for protecting them have to be dynamic as well.

We also know that the choices and behaviors of people—and who those people are—fundamentally matters. We need to actively engage the people from the communities in which we work, whether they're Black farmers and ranchers in South Carolina stewarding Prothonotary Warbler habitat or Mexican land managers in the Chihuahuan Desert protecting grassland bird habitat. It goes hand in hand with our hemispheric conservation vision.

**What's an example of Audubon working across all three of these areas?**

One of the clearest and most compelling examples is the Audubon Americas program, which is engaging new partners throughout the Western Hemisphere to ensure we can protect birds throughout their entire life-cycles—not just for the short while that they're within our national borders.

Audubon Americas is a multidimensional program that includes habitat protection, coastal resilience, regenerative agriculture, and movement building. We aim to protect important breeding and stopover sites, advance climate solutions, and engage a new constituency of supporters who care about birds—essentially hitting all three of the

focus areas head-on. The ultimate goal is to create flyway-long protections that ensure our migratory birds have safe places to rest, feed, and raise their young throughout the length and breadth of the Western Hemisphere.

**What makes you most optimistic about this moment—and the years to come—for Audubon, for conservation, and for our planet?**

This year we launched the Bird Migration Explorer, which is one of the major developments made possible by the Migratory Bird Initiative (MBI). This level of understanding and insight into birds' journeys—and the places that they actually need, not just in the United States but across the Americas—is a holy grail for bird conservation. I remain inspired by their annual endeavors.

I was also deeply inspired by the ingenuity and effort of all those who collaborated to realize this great achievement. To create the Explorer, Audubon's scientists and community scientists worked with the Cornell Lab of Ornithology and more than 200 other researchers and research institutions, all of whom came together to share this data publicly in one place so that it could benefit birds and engage a broader cadre of people. That has been one of the best outcomes of the MBI.

What makes me optimistic? When those most responsible for the future of birds—that is, people—can work together for the betterment of our shared planet.



## Speaking Up for Birds

In addition to his role as Chief Conservation Officer, Johnson serves as the president of the Audubon Action Fund, the organization's policy advocacy partner. "The 47 million birders and the millions of people who care about birds and who understand that birds are an indicator for our environment represent a powerful voice," he says. The Action Fund advocates for commonsense climate and conservation policies to protect birds and human communities.



Christopher Joe (left) and his brother Cornelius Joe II shepherd birders through farm fields that have been in their family since the early 1900s. In partnership with Alabama Audubon, the Joe Farm is a birding hot spot that draws visitors in search of Swallow-tailed Kites, Wood Storks, and Bald Eagles.



## Good Eats

Through our Audubon Certified bird-friendly package label, Audubon Conservation Ranching (ACR) recognizes beef products that are raised using bird-friendly farming and grazing practices. With 99 certified ranches encompassing 2.7 million acres of grassland, ACR is helping to sequester carbon while simultaneously protecting important bird habitats. "We are changing behaviors by changing food practices," Johnson says, "benefiting birds, ranchers, and consumers."



# “WE’RE GROWING OUR REACH ACROSS THE HEMISPHERE, FOLLOWING BIRDS TO THE CRITICAL PLACES THEY NEED.”

JUSTIN STOKES DEPUTY CHIEF CONSERVATION OFFICER



## BIRDS LEAD US TO THE HABITATS AND LANDSCAPES WHERE OUR CONSERVATION EFFORTS CAN HAVE THE GREATEST IMPACT.

**I**F WE ARE TO SERVE AS EFFECTIVE CHAMPIONS FOR BIRDS, we must work to defend the lands they rely on across the Western Hemisphere. The majority of vulnerable bird species in the United States spend a large portion of their lives in Canada, South America, and the Caribbean. Throughout these countries, breeding and wintering grounds are threatened by habitat loss and environmental degradation, and conservation efforts have lagged behind economic growth and demand for natural resources.

Supported in large part by gifts to the *Elevate* campaign, Audubon Americas aims to turn the tide at a hemispheric level by protecting Key Biodiversity Areas, stewarding working lands, enhancing coastal resilience, and building a constituency for birds.

We’re striving to be allies to Indigenous governments and communities working to defend Canada’s boreal forest. Stretching from Alaska to Labrador, the landscape provides nesting grounds and migratory stopovers for nearly 400 bird species. Conserving this awe-inspiring landscape is not only essential for birds, but also a critical imperative to slow the impacts of climate change.

This year, Audubon supported the Seal River Watershed Alliance, a group representing four First Nations that has worked to create a 12-million-acre Indigenous Protected and Conserved Area on the western shore of Hudson Bay. The watershed provides vital stopover habitat for thousands of migrating birds on the way to their breeding grounds in the high Arctic. Similarly, the Conserva Aves collaboration has elevated partnerships with Indigenous communities in Colombia to advance a conservation strategy that will establish and strengthen more than 1 million acres of protected sites that are critical for threatened species.

Climate change is bringing extreme weather that threatens birds and people across the hemisphere. To meet this challenge in one region that extends from Missouri to the Gulf of Mexico, Audubon has created a conservation blueprint focused on the Lower Mississippi River region. We envision a healthy and connected network of habitats that support sustainable bird populations and strengthen the resilience of human communities against both human-made and natural threats. A vision of this scale requires engaging a broad diversity of voices, including more than 30 chapters and over 70,000

## 200 BILLION

Metric tons of carbon stored  
in Canada’s boreal forest,  
equal to 36 years of annual  
greenhouse gas emissions

members in the region working to advance nature-based solutions. Further, we will ensure our work in the Lower Mississippi maintains a connection to habitats and similar work throughout the hemisphere, including advances in South and Central America.

We have continued to advance our working lands strategy with the expansion of Audubon Conservation Ranching (ACR), adding more certified bird-friendly ranches. This year, the National Fish and Wildlife Foundation awarded four grants to ACR projects, which will enable us to bring the program to Minnesota, Iowa, Missouri, and Wisconsin, and continue to expand in Montana and Wyoming. The impact of these grants has been augmented with matching funds, for a combined total of \$3.25 million directed at 370,000 acres of bird-friendly grassland management. And in South America, we continue to leverage ACR’s regenerative ranching practices to advance our bird conservation strategies. Our work with local governments, conservation and environmental leaders, and thousands of family farmers is transforming how natural resources are used at an unprecedented scale, moving us closer to our objective of protecting 10 million hectares—or almost 25 million acres—by 2026.



**Above:** Lead field technician Juliana Chavarria navigates a tangle of mangrove roots while conducting surveys in Panama’s Parita Bay as part of a multiyear project measuring the carbon-storing capacity of mangrove forests.

**Left:** Soaring in magnificent “kettles” that can include thousands of birds, Swainson’s Hawks participate in one of the longest migrations of any American raptor—from the Great Plains and the West to southern South America—often traveling days without feeding.





# WORLD TRAVELERS ON THE WING

ON SEPTEMBER 15, 2022, AUDUBON LAUNCHED the Bird Migration Explorer, a first-of-its-kind digital platform that visualizes migration science for more than 450 North American bird species. The tool represents an unprecedented collaboration among nearly 300 science, conservation, and technology organizations that has been years in the making. Interactive maps show the complex ways that bird species interact with landscapes across the Americas, while data related to human activity and climate change illustrates the pressing conservation challenges faced throughout the hemisphere, including coastal disturbance, oil and gas production, agriculture, power lines, groundwater depletion, and more.

Available via desktop browser for free in both English and Spanish, the Bird Migration Explorer is an invaluable tool for conservationists and advocates, and a treasure trove of information for anyone who's even a little bird curious. The tool reveals intricate connections among bird species and shows how disparate locations throughout the hemisphere are linked by bird migration patterns. Since 1970, North America has lost nearly 3 billion migratory birds. By visualizing and highlighting the places birds need—not only during breeding and wintering seasons, but also throughout the migratory periods in between—the Explorer provides a scientific basis for necessary conservation policies and solutions to address these steep declines.

The Bird Migration Explorer brings together three different types of geospatial bird data: distribution data from eBird Status & Trends models from the Cornell Lab of Ornithology and BirdLife International; connectivity data from the USGS Bird Banding Lab, Birds Canada, and the Bird Genoscape Project; and tracking data stored on Movebank from the Smithsonian Migratory Bird Center, Georgetown University, and hundreds of researchers across the globe who contributed their data sets to this project. Audubon scientists



and cartographers consolidated these data to create animated and interactive visualizations that bring species migration to life on a map. Other invaluable partners include Esri, whose industry-leading geographic information system (GIS) software is a critical component of the Explorer's functionality, and the Bird Conservancy of the Rockies, which manages North America's data on species of concern.

The Explorer is a product of Audubon's Migratory Bird Initiative, which works to defend migratory birds by reducing threats and protecting key places across the Western Hemisphere. "People have always been amazed by migratory birds' journeys, but scientists have only recently assembled the full picture of how they travel across the globe," says Dr. Jill Deppe, Senior Director of the Migratory Bird Initiative. "Working on this project has been a once-in-a-lifetime opportunity," says Gadalia O'Bryan, Vice President of Data and Analytics. "My team and I are proud to have put such high-quality data into the hands of bird lovers and conservationists all over the world."

**"THE BIRD MIGRATION EXPLORER REPRESENTS THE FUTURE OF THINKING HOLISTICALLY AND HEMISPHERICALLY ABOUT CONSERVATION."**

**GADALIA O'BRYAN**  
VICE PRESIDENT OF  
DATA AND ANALYTICS



This Bicknell's Thrush was tagged with a GPS tracking device on Mount Mansfield in Vermont, to better understand its overwintering migratory ecology. To download the tracking data and learn about its lesser-known adventures in the mountains of the Dominican Republic, researchers will need to recapture the bird on its breeding grounds the following year.



## Data Driven

Made possible with founding support from Barbara and Earl Doolin, Audubon Board Director Joe Ellis, and the Knobloch Family Foundation, the Bird Migration Explorer is the first tool of its kind to combine tracking data from hundreds of sources to paint a picture of migratory activity throughout the Americas. The Explorer will continue to evolve over time as more organizations and researchers contribute their data. By consolidating and visualizing these data, the Explorer can teach us more about how to protect these incredible travelers that connect people across the entire hemisphere.

Visit the Bird Migration Explorer: [explorer.audubon.org](https://explorer.audubon.org)



**MELANIE SMITH**  
PROGRAM DIRECTOR, BIRD MIGRATION EXPLORER

A LIFELONG LOVER OF BOTH BIRDS AND nature, Melanie Smith joined the Audubon Alaska team in 2008, where she used geospatial data to drive sound conservation policy for a state that's home to many of the United States' most important bird nurseries. "Audubon has been at the forefront of using GIS for 20 years—over time the data and tools and technology keep getting better," Smith says.

When she learned about the Migratory Bird Initiative (MBI)—which represented a transformative extension of the technology she already employed—she was intrigued. She soon transitioned to the MBI team, where she helped develop Audubon's landmark Bird Migration Explorer. "Thanks to the Migratory Bird Initiative and our founding partners, we have tools and data like never before to make better conservation decisions," she says.

"The process of working together with partners across the hemisphere is giving us the best chance we've ever had to solve conservation issues at their roots," adds Smith. She's especially excited about helping new audiences appreciate the interconnectedness of our world—something that birds help illustrate. "My backyard birds belong to so many of us. The Explorer shows how we are all connected up and down the hemisphere."



# “OUR MISSION DEPENDS ON HAVING A SAFE, INCLUSIVE SPACE WITH AS MANY PEOPLE AT THE TABLE AS POSSIBLE.”

ANDRÉS VILLALON SENIOR DIRECTOR OF EQUITY, DIVERSITY, INCLUSION, AND BELONGING

WE’RE CONTINUING OUR WORK TO CREATE A MORE EQUITABLE, DIVERSE, AND INCLUSIVE AUDUBON SO THAT EVERY BIRD LOVER CAN FEEL SAFE AND WELCOME.

**T**HE CLIMATE CRISIS IS THE GREATEST ENVIRONMENTAL test of our lifetime, and our greatest call to action. Meeting this moment requires us to invest in our greatest strength—our people—to build the largest bird constituency ever. We’re working hard to create meaningful change both within Audubon and in conservation and birding more broadly. Our vision is twofold: ensuring that Audubon is considered by staff to be one of the best places to work, with no disparities across identities; and that Audubon builds the capacity and develops the leadership needed to embed our values of equity, diversity, inclusion, and belonging (EDIB) in our programs and conservation work.

Thanks to the visionary support of Audubon national board directors and lead donors to the *Elevate* campaign, our work to advance EDIB has come into greater focus over the past year. This increased focus has enabled Audubon to build out a dedicated EDIB team, providing education, tools, strategies, and thought leadership for the organization.

Our EDIB Statement of Work laid a foundation for Audubon: The birds Audubon pledges to protect differ in color, size, behavior, geographical preference, and countless other ways. By honoring and celebrating the equally remarkable diversity of the human species, Audubon will bring new creativity, effectiveness, and leadership to our work throughout the Western Hemisphere.



Now is the time to expand that statement of work: we must lead by learning and listening with humility; restructure inequitable systems of operating and thinking; build an inclusive and welcoming culture; and repair existing and historic wrongs. We can only animate real change if we deliver on strategies that create a deep sense of belonging for all.

Changing behaviors, deepening understandings, bridging differences, and repairing harms is a collective effort. To promote this culture of learning and community, Audubon held EDIB foundational trainings for the whole organization; a three-part series of white allyship trainings for white-identifying staff; and a six-part community gathering space for BIPOC-identifying staff.

Audubon has also developed guidelines and policies that undergird our commitment to creating a culture of belonging. The All Genders Working Group led the development of gender transition guidelines to support transgender, nonbinary, and gender non-conforming staff members before, during, and after their transition. Audubon’s Field

## 21

Number of talented young people who have stepped into training roles through our Walker and Dangermond fellowships, which aim to develop conservation leaders among young people of color



**Above:** Bob Roark (left) and Chris Layne track their quarry on a Birding Without Barriers trip in Prospect Park in Denver, Colorado. Roark worked with Denver Audubon, an independent chapter of the National Audubon Society, to found the program designed to make birding more accessible to others in Denver who have mobility challenges.

**Left:** Found just about everywhere, Dark-eyed Juncos are a familiar and fond sight in many neighborhoods. While common, subspecies appearance varies from all gray and white to reddish-brown color patterns.

Safety Team, which included members of the EDIB team, developed a comprehensive Field Safety Manual, foregrounding equity and inclusion in safety policies and procedures, and broadening our approach to include emotional, mental, and psychological safety.

As we shape our next strategic plan, we are centering EDIB values. Shifting culture and learning to operate through an EDIB lens is integral to all of our operations. One of the key indicators of our EDIB progress will be our effectiveness in recruiting, employing, and retaining people who hold marginalized identities and are underrepresented in the conservation field. To that end, we are committed to continuing the introspective and often challenging process of developing people-centered systems and honing leadership competencies so that we can co-create an Audubon for everyone.



# FLOCKING TOGETHER

**INTERNAL AFFINITY GROUPS (AGS) ARE A VITAL** part of our collective commitment to build a culture of inclusion and belonging. AGs are employee-led groups based on shared characteristics, experiences, goals, or interests. AG membership spans geographies and job titles, and as a result, the groups create community across the breadth of the network. Audubon’s AGs include the Access Affinity Group, Alianza Latina Affinity Group, Black Affinity Group, Caretakers Affinity Group, Community Service Affinity Group, Early Career Professionals Affinity Group, LGBTQIA++ (Queer) Affinity Group, People of Color Affinity Group, and Women’s Employee Resource Group.

Drawing on the results of an all-staff survey in May 2021, Audubon created the AG Reimagin-

ing Initiative, a collaborative effort to evaluate how Audubon could better support AGs to be more responsive to the needs of the individuals who make up our diverse organization. An Affinity Group Advisory Committee was created, which included representation from all existing AGs, as well as support from the EDIB team, the National Delivery Office, and Blue Clae, an external partner with experience helping organizations integrate social impact and equity solutions. The committee undertook a wide-ranging assessment of AGs to determine how the organization could better support these groups in their efforts to foster equity, diversity, inclusion, and belonging at Audubon.

The AG Reimagining Initiative resulted in the creation of five new AGs based on the desires of staff, as well as a dedicated monthly meeting block reserved across the organization for AGs and a suite of resources to support group activities. Each group received an initial annual budget of \$5,000, and AG leaders were provided with stipends to recognize them for their valuable contributions to

**“AUDUBON IS CREATING AN ORGANIZATION THAT RISES TO ADDRESS THE CHANGING NEEDS OF TODAY’S WORKFORCE. IT IS HARD WORK, BUT I HAVE NOT SEEN ONE LEADER SHY AWAY FROM THE COMMITMENT.”**

**CARRIE LINDSEY**  
GRANT SPECIALIST,  
PACIFIC FLYWAY AND SEABIRDS



**Left:** Jason “the Birdnerd” St. Sauver leads a group—including guest of honor Pattie Gonia—on a Let’s Go Birding Together excursion at Spring Creek Prairie Audubon Center in Nebraska.

**Above right:** Eastern Egg Rock “Puffineers” camp out after a long day conducting fieldwork in the summer of 2022. Left to right: Daniel Rubianto, crew supervisor Keara Nelson, and Liv Ridley. Daniel is this year’s recipient of funding for a BIPOC island research assistant, provided by Hog Island instructor, photographer, and journalist Derrick Z. Jackson.

Audubon. This funding—supported in large part by board members—has allowed AGs to amplify their impact. For example, the Community Service Affinity Group spearheaded a grant program to support Audubon centers’ work with underrepresented or marginalized groups, awarding seven inaugural 2022 grants for projects ranging from painting rain barrels with BIPOC community members to beautifying a neighborhood park using native plant species. The Black Affinity Group provided support for two Black-identifying college students who are birders and science students to attend Audubon Hog Island Camp in Maine. These investments on the part of Audubon’s AGs will help develop an engaged and diverse contingent of future conservation leaders, who we hope will continue to make their mark at Audubon for years to come.

While some of the support needs identified through the AG Reimagining Initiative remain challenges to be solved, the Affinity Group Advisory Committee will continue to facilitate cross-group collaboration and elevate recommendations to the EDIB team and Audubon leadership.

8

**Number of staff-driven Affinity Groups launched at Audubon**



**JILLIAN BELL**

**BIRD-FRIENDLY COMMUNITIES PROGRAM ASSOCIATE, AUDUBON CONNECTICUT**

**GROWING UP IN BIRMINGHAM, ALABAMA,** Jillian Bell remembers watching flowers grow through sidewalk cracks. “You don’t have to be in the wilderness to experience the wild,” Bell says. Today, as the Bird-Friendly Communities Program Associate for Audubon Connecticut, she helps spread that message to the next generation by working with schools and community groups to develop bird-friendly outdoor spaces for learning and recreation.

In addition, Bell is the co-lead for Audubon’s Black Affinity Group, as well as a member of the Women’s Employee Resource Group and the People of Color Affinity Group. These support structures were vital for her throughout the pandemic. “It has been so important to have a place I can go and bounce ideas off people or navigate situations that may be tied to my identity,” she explains. “More than that, I’ve been able to form friendships with people across the country—in the middle of a pandemic.”

When Bell joined her first affinity group, it was entirely staff organized. Now the groups are officially supported by Audubon, which has led to greater opportunities for impact—such as the Black Affinity Group’s support for two students who attended Audubon Hog Island Camp. “Working with schools, I love showing kids that nature has space enough for all of us,” she says. “It’s critical that we approach conservation with that goal—and that mindset.”



# “OUR CLIMATE WORK WILL HAVE A MULTIPLIER EFFECT AS OUR APPROACHES BECOME **EVEN MORE SYSTEMATIC, SCIENCE-DRIVEN, AND IMPACTFUL.**”

**GARRY GEORGE** DIRECTOR, AUDUBON CLEAN ENERGY INITIATIVE

**WE’VE INCREASED OUR SCOPE, REACH, AND IMPACT—SECURING MAJOR CLIMATE POLICY WINS, BUILDING MOMENTUM FOR DOZENS OF INITIATIVES NATIONWIDE, AND STRENGTHENING RELATIONSHIPS WITH OUR DIVERSE PARTNERS.**

**W**HEN IT COMES TO CLIMATE, WE OFTEN THINK OF birds as being the proverbial canary in the coal mine, because it’s true: birds are a harbinger and a gauge of climate impacts that affect humans and wildlife alike. Audubon is leveraging this connection to an unprecedented degree by establishing vital linkages among our climate-focused policy efforts, our on-the-ground conservation initiatives, and the legions of birders and nature lovers who are helping us advance this work as never before.

We continue to sound the alarm ever louder for birds and to amplify and expand climate advocacy efforts across our extensive network of members, chapters, and state organizations. As wildfires and severe weather events intensify, we’re expanding outreach to members and policymakers who are witnessing the effects of climate change on birds and people firsthand, and who are increasingly motivated to take decisive, bipartisan action to address those effects.

During the 2021–2022 fiscal year, Audubon advanced its climate-related work on multiple fronts. This surge in activity has been made possible in large part through strategic investments in Audubon’s *Elevate* campaign from visionary donors who have committed more than \$40 million toward expanding this essential work.

**\$40 MILLION+**

New investments in climate initiatives that have been secured through Audubon’s *Elevate* campaign



**Above:** Birds congregate at the water’s edge on the Great Salt Lake. After 10 years of steady decline, this migratory stopover for millions has reached its lowest water level in history.

**Left:** Reliant on healthy Western wetlands, American Avocets wade in the shallows filtering tiny organisms like crustaceans from below the surface with their upturned bills.

We continued to expand our organizational capacity, particularly in relation to climate policy, thanks to the efforts of highly effective staff members who were able to join Audubon as the result of strategic investments from the High Tide Foundation, the MacArthur Foundation, and other visionary supporters.

In June 2022, our climate work took center stage when Audubon CEO Elizabeth Gray provided compelling testimony in support of four pieces of legislation before the U.S. Senate Committee on Environment and Public Works.

We also advocated for the passage of the Inflation Reduction Act, which was signed into law in August 2022. This historic legislation will reduce carbon pollution, create jobs, and build new protections from climate threats in places that birds and people need.

**ONE OF THE ORGANIZATION’S KEY GOALS** FOR the 2021–2022 fiscal year involved the completion of the Audubon Climate Assessment, a systematic evaluation of our climate work nationwide, which was published in May 2022. Key takeaways include the following:

- Every state and regional office throughout the Audubon network is engaged in climate advocacy work.
- We have achieved substantive climate wins across all United States regions.
- Additional philanthropic investment will be required to expand the impact of our climate initiatives.

The wealth of information contained in the Climate Assessment reveals the breadth of Audubon’s climate work, from California to Minnesota to Vermont, and it provides a blueprint for identifying areas that will serve as focal points in the climate-related components of Audubon’s upcoming strategic plan.



# ADVOCATING FOR BIRDS AND PEOPLE

COMBATING CLIMATE CHANGE IS A BROAD, multifaceted effort. Audubon is intensely focused on those areas where our work will yield the greatest benefit for birds, people, and our planet. During the past year, we’ve made tremendous strides toward securing passage of bird-friendly climate legislation at all levels of government through bipartisan advocacy; applying our expertise in the responsible siting of renewable energy facilities; protecting bird habitats that also increase carbon sequestration; and building partnerships with communities disproportionately affected by the impacts of a changing climate.

## Key Wins, Bold Initiatives

Over the past several years, Audubon’s state-based climate teams have achieved impressive wins across the country. While these victories are too numerous to list in their entirety here, key examples include:

*Audubon Washington* was instrumental in securing passage of the Sustainable Farms

and Fields Bill, which helps farmers adopt practices that advance natural climate solutions. *Audubon North Carolina* helped spearhead HB 951, one of the nation’s most progressive climate bills, which will reduce carbon emissions from the energy sector 70 percent by 2030. Thousands of *Audubon Florida* members engaged in successful efforts to veto a bill that would have crippled the Sunshine State’s solar energy industry.

## Clean Energy Siting

A key growth area for Audubon lies in the responsible siting of renewable energy resources, given the impact that these structures often have on birds. Highlights include the following:

Garry George, director of Audubon’s *Clean Energy Initiative*, is involved with addressing how solar-generating facilities affect avian populations. *Audubon Great Lakes* is working to address siting issues across multiple states with regard to transmission, onshore and offshore wind projects, and solar projects. *Audubon Delta* is collaborating with representatives from utilities and government on efforts to speed the deployment of green energy in Arkansas, Louisiana, and Mississippi.

## Natural Climate Solutions

Many of Audubon’s on-the-ground conservation efforts benefit birds by promoting



## A Landmark Moment

Like so many others, Audubon’s climate team was thrilled and heartened to learn of the passage of the Inflation Reduction Act (IRA), much of which focuses on mitigating the effects of climate change. The IRA will have a transformative influence on the potential impact of our climate-focused initiatives. Significantly expanding public awareness and action around climate will also advance our efforts to unlock additional funding at the regional and state levels—particularly in conservative-led states, where a significant portion of IRA funding will be directed.



natural climate solutions that increase carbon sequestration while protecting wildlife habitat. A few examples:

Efforts by *Audubon Alaska* to protect the Tongass National Forest have helped underscore the value of this vital resource, which stores over 50 percent of the carbon in the United States. *Audubon Dakota* is working with ranchers to promote regenerative grazing practices that help store additional carbon in the soil. *Audubon California* helped lay the groundwork for an executive order that cites natural climate solutions as an essential tool for mitigating climate change.

## Climate Justice

Audubon’s climate justice work centers on locally driven activities that help ensure our conservation efforts reflect the needs of established community partners and align with their priorities:

*Audubon Mid-Atlantic* is supporting two pieces of legislation in Maryland that focus on promoting equitable climate-focused initiatives within the state. In Canada, Audubon is working with the Seal River Watershed Alliance, a group representing the Four First Nations, to establish an Indigenous Protected and Conserved Area on Hudson Bay. *Audubon New Mexico* authored the Environmental Database Act, which will include the creation of a website documenting environmental impacts on marginalized communities.

780,000

Number of times supporters contacted their elected policymakers on behalf of Audubon in 2022



**Above:** Tundra Swans soar past wind turbines in central Montana, where wind power is helping to create a cleaner future for people and wildlife. Audubon supports wind energy that is sited and operated properly to avoid, minimize, and effectively mitigate the impacts on birds and other wildlife.

**Left:** Andrew Hutson, executive director of Audubon North Carolina (far left), speaks with Senator Mike Woodard (D) (far right) during the 2022 Advocacy Day at the North Carolina State Capitol in Raleigh, as part of a larger group of Audubon chapter members and volunteers advocating for the Native Plants Bill and Heirs Property Bill.



SARAH ROSE  
VICE PRESIDENT OF CLIMATE

SARAH ROSE BECAME AUDUBON’S VICE president of climate in February 2022, after serving as the executive director of Audubon California. “During the first part of my career, I worked in politics, which gives you direct insight into what people are thinking and feeling,” she explains. “It’s important for me to bring that awareness to our work around climate. In addition to giving voice to birds, we need to advocate for those who will continue to experience the effects of climate change disproportionately, including low-income communities.”

“AUDUBON’S COMBINATION OF POLICY, CONSERVATION, AND SCIENCE HELPS MAKE US AN EFFECTIVE ADVOCATE FOR BIRDS, AND FOR CHANGES IN HUMAN BEHAVIOR THAT MUST BE TAKEN TO ADDRESS CLIMATE CHANGE.”

Rose feels that Audubon’s increasing focus on climate in recent years has positioned the organization to emerge as an even greater force for change on the national stage. “Since we first identified climate as a strategic pillar, there’s been a huge increase in Audubon’s climate work, which has yielded impressive results. My goal is to create a multiplier effect for those efforts—using our members’ passion for birds to drive the durable policy and widespread action around climate change that we so urgently need.”



# ANSWERING THE CALL TO ELEVATE

**RAISING \$750 MILLION SINCE 2017, THE ELEVATE CAMPAIGN HAS BEEN AN OVERWHELMING SUCCESS, ACCELERATING OUR WORK AS NEVER BEFORE.**

**A**UDUBON'S *ELEVATE* CAMPAIGN IS THE LARGEST fundraising effort in history focused on protecting birds and the places they need. The campaign advances our vital work around climate action, on-the-ground conservation, and building a more equitable and inclusive conservation movement. *Elevate* also celebrates the joy and optimism birds inspire, and the passionate commitment of our network of bird lovers and nature enthusiasts.

Our comprehensive, \$750 million campaign has fueled Audubon's efforts to advance bird-friendly policies and safeguard places vital to birds. Every project, staff member, and outcome documented in this report has been supported by the generosity of our donors, who have come together to make *Elevate* a resounding success.



## WHAT WE'RE ELEVATING

Our comprehensive campaign is raising the bar for philanthropy at Audubon—expanding our capacity to deliver on our mission by securing the resources needed to elevate the organization across the following areas.



### URGENCY

We're sounding the alarm on behalf of birds and rallying support for policies and on-the-ground efforts that address the effects of biodiversity loss and climate change.



### INCLUSIVITY

We are bringing new voices and perspectives to our work—internally and externally—by building representative teams and engaging diverse community partners.



### ENGAGEMENT

We are enlarging the flock of Audubon donors, members, and partners who advocate passionately on behalf of our conservation efforts.



### IMPACT

We are using science, outreach, and proven conservation strategies to drive lasting changes in the places that matter most for birds—and for people.

**100+**

Supporters who have donated \$1 million or more to *Elevate*

**530+**

Donors who have supported The Canopy during the past fiscal year

**\$49 MILLION+**

Amount of new estate gifts raised through the *Elevate* Legacy Campaign

*From Plants for Birds and programs for kids to coastal restoration projects and local and federal advocacy efforts, everything we do at Audubon depends on your support. Thank you.*



### Expanding The Canopy

The past year witnessed significant growth for The Canopy, our annual giving society for lead donors who contribute \$10,000 and above to Audubon. Formed in 2021, The Canopy has energized philanthropy at Audubon by creating new opportunities to honor and convene loyal and generous donors.



Striking and bizarre, the Roseate Spoonbill is an indicator species for the Greater Everglades Ecosystem. The Audubon Everglades Science Center monitors the species to advise and evaluate ongoing restoration efforts.



*IN A VERY REAL WAY, WOMEN LAUNCHED THE BIRD CONSERVATION MOVEMENT IN THE UNITED STATES. THEY CONTINUE TO LEAD AT AUDUBON—AND THE IMPACT OF THEIR CONTRIBUTIONS IS WORTH CELEBRATING.*



A female Red Crossbill stands out in yellow hues among a flock of males in East Sooke Regional Park, British Columbia, Canada.

TEXAS PARKS & WILDLIFE DEPARTMENT

YOUNG & OLD

Audubon's Conservation Leaders Program for Young Women is an exciting partnership connecting students in the Young Women's Preparatory Network and Audubon Texas, Texas Audubon Centers, and local Audubon chapters. In 2022, the Texas Parks & Wildlife Department made a significant contribution to support the program, fueling high-quality, high-impact youth leadership experiences and opportunities.

During the 2022–2023 school year, program participants will dive deeply into the coastal conservation work underway in Texas through hands-on, minds-on activities. Audubon Texas will collaborate with a variety of partner organizations to bring coastal issues to life for students, connecting them with one of the state's most potent conservation histories: Audubon's coastal conservation program in Texas was founded by a group of intrepid women in 1923 and will proudly celebrate its centennial next year.





# BLAZING TRAILS: THE WOMEN OF AUDUBON

Trace the history of women's leadership in the conservation movement—from Audubon's founding to the current day. ➔



# A LEGACY OF LEADERSHIP

## AUDUBON AS AN ORGANIZATION AND A MOVEMENT CAN TRACE

its origins to the sitting rooms and dining tables of Boston, Massachusetts, where Harriet Hemenway and Minna B. Hall first spread word of the devastation the feather trade was wreaking on bird populations. Their efforts to persuade friends and loved ones—and later policymakers and clothing manufacturers—to reduce the use of feathers in hats and clothing was the seed from which sprouted the Migratory Bird Treaty Act (MBTA), which remains the bedrock protection for birds in North America.

At the time, many considered the outdoors to be a chiefly male domain; however, men have never held a monopoly on nature, nor on the love of spending time within it.

## 1896

### Audubon Is Hatched

**Harriet Hemenway** and **Minna B. Hall** organize a series of afternoon teas to convince Boston society ladies to eschew hats with bird feathers. These meetings culminate in the founding of the Massachusetts Audubon Society.



*Harriet Hemenway, cofounder of the Massachusetts Audubon Society*

Over the decades, as Audubon grew to become a national and international force for conservation, women remained central to the movement—in 2011, of the 47 million bird-watchers in the United States, more than half identified as women.

Today, Audubon is proudly led by strong women at all levels of the organization, including senior leadership and the board of directors. We are also excited to engage new members of all identities and backgrounds. Together, we are striving to build a conservation network as diverse as our society—and we're celebrating the women who make up such a critical and valued dimension of both.

## 1929

### Visionary Conservation

**Rosalie Barrow Edge** establishes the Emergency Conservation Committee to “protect all species while they were common so that they did not become rare”—a break with conventional conservation thinking of the time, which only sought to preserve species with economic value.

# THE WOMEN ELEVATING AUDUBON

**AS THEY HAVE THROUGHOUT OUR HISTORY, THE WOMEN OF** Audubon had a significant impact on the success of the *Elevate* campaign—from Susan Orr, Anne Parrish, and Maggie Walker, who served as tri-chairs for the campaign, to the women whose gifts were among the most generous of those committed to the effort.

Perhaps no one played a bigger role during *Elevate* than **Maggie Walker**, who was board chair throughout the majority of the campaign and whose fearless philanthropy proved critical to the initiative. While her gift to create the Walker Fellows and to develop a network-wide strategy for our Audubon Centers was significant, her contributions to the campaign were more than monetary. By inspiring and encouraging fellow board members to believe in the Audubon



*The Audubon Center & Sanctuary at Francis Beidler Forest is home to the world's largest old-growth cypress-tupelo swamp forest.*



*Maggie Walker addresses attendees at the 2019 Audubon Convention in Milwaukee.*

## 1962 Silence Speaks Volumes

**Rachel Carson**'s landmark work *Silent Spring*, written in part at Hog Island, inspires widespread engagement with bird conservation and ultimately leads to the creation of the Environmental Protection Agency in 1970.

## 1988 What Do You See?

**Susanne Low** publishes *A Guide to Audubon's Birds of America*, updating the classic guide for modern audiences and making birding accessible to a new generation.





*A Red-breasted Sapsucker perches on Admiralty Island in Alaska's Tongass National Forest, one of the Earth's largest intact temperate rainforests.*



*From left to right: Audubon's development vice presidents Danita Beck Wickwire, Shannon Dohar, Kelly Adams, Jessica Dolan, and Stephanie Cook.*

## 1996

### National News

Vice presidential candidate **Winona LaDuke** promotes environmental and Native rights issues on the national stage. She later shares lessons from her decades of advocacy as the opening address speaker at the 2019 Audubon Convention.

that could be, she helped to conceptualize, launch, and see the campaign through to achieving its goal.

Fellow board member **Susan Orr** made a major contribution to support our work in California and Alaska, provide grants for Audubon chapters, and fuel the Audubon Action Fund, bridging on-the-ground conservation with advocacy efforts. At the same time, **Barbara Doolin's** visionary support for the Migratory Bird Initiative is driving hemispheric conservation and helping fuel the science that underpins this critical effort—one of the most exciting achievements of the past five years at Audubon. Together, these women are driving new and unprecedented conservation impact in places most important for birds throughout the hemisphere.

Working with our neighbors to the north, Audubon launched the Boreal Forest Conservation Initiative to protect critical wooded habitat across Canada. **Gay Rogers** was an early and transformative investor in this project, which stands to protect hundreds of millions of acres of land and water by 2030. And in the arid West, **Jennifer Speers** made a significant contribution to the Western Water Initiative. Her gift and continued engagement with water conservation put Audubon's work around saline lakes on the map and enabled us to secure millions of dollars in federal funding at the Great Salt Lake and surrounding areas.

Women have also played an essential role in evolving the philanthropic culture at Audubon over the course of *Elevate*. The development team includes a group of dynamic women leaders who have stewarded donors, engaged new supporters, linked fundraising with our conservation strategy, and inspired support from investors across the hemisphere. As a result of their efforts and this historic campaign, Audubon is building unbreakable bonds with donors unified by a shared purpose to protect the birds we love and the habitats they need.

## 2021

### Greater Heights

**Dr. Elizabeth Gray** is named president—and later CEO—of the National Audubon Society, the first woman to helm the organization.



**“AUDUBON IS RISING TO IDENTIFY  
ITS FUTURE LEADERS BY PARTNERING  
WITH AND LEARNING FROM PASSIONATE,  
ECO-CONSCIOUS YOUNG PEOPLE  
OF WIDELY VARYING BACKGROUNDS  
AND INTERESTS.”**

**ELAINE O’SULLIVAN**

DIRECTOR OF NETWORK SUPPORT  
AND EDUCATION



FINANCIAL SUMMARY

FINANCIAL  
SUMMARY  
2022



- 85% Contributions, grants, and bequests
- 8% Earned income and other revenue
- 7% Investment earnings, appropriated



- 80% Conservation programs
- 15% Fundraising
- 5% Management and general

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

CONDENSED STATEMENT OF ACTIVITIES

Year ended June 30, 2022 (dollars in thousands)

Revenues, Gains, and Other Support

Contributions, grants, and bequests	\$	129,781
Earned income and other revenue	\$	12,328
Investment earnings, appropriated	\$	10,235
<b>TOTAL REVENUES, GAINS, AND OTHER SUPPORT</b>	<b>\$</b>	<b>152,344</b>

Expenses

Conservation programs	\$	119,147
Field conservation programs	\$	85,490
National conservation programs	\$	33,657
Fundraising	\$	22,334
Membership development	\$	10,174
Other development	\$	12,160
Management and general	\$	7,696
<b>TOTAL EXPENSES</b>	<b>\$</b>	<b>149,177</b>
<b>RESULTS FROM OPERATIONS</b>	<b>\$</b>	<b>3,167</b>

Investment losses, not-appropriated, and other gains	\$	(35,259)
Charitable trust additions and changes in value	\$	(9,805)
Pension and post retirement activity	\$	(417)
<b>CHANGE IN NET ASSETS</b>	<b>\$</b>	<b>(42,314)</b>
<b>NET ASSETS AT BEGINNING OF YEAR</b>	<b>\$</b>	<b>586,174</b>
<b>NET ASSETS AT END OF YEAR</b>	<b>\$</b>	<b>543,860</b>

CONDENSED STATEMENT OF FINANCIAL POSITION

June 30, 2022 (dollars in thousands)

Assets

Cash and investments	\$	353,154
Receivables (net)	\$	37,987
Beneficial interest in charitable trusts (net)	\$	37,060
Land, buildings, and equipment (net)	\$	144,668
Other assets	\$	2,388
<b>TOTAL ASSETS</b>	<b>\$</b>	<b>575,257</b>

Liabilities and Net Assets

Accounts payable and accrued expenses	\$	13,462
Deferred rent, tuition, and other liabilities	\$	5,143
Funds held for others	\$	4,716
Obligations under charitable trusts	\$	7,869
Pension and post retirement benefit liability	\$	207
<b>TOTAL LIABILITIES</b>	<b>\$</b>	<b>31,397</b>
<b>NET ASSETS</b>	<b>\$</b>	<b>543,860</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$</b>	<b>575,257</b>

FRIENDS  
& PARTNERS

WE CAN'T PROTECT BIRDS  
AND THE HABITATS THEY—  
AND WE—NEED WITHOUT YOU.  
WE'RE GRATEFUL FOR YOUR  
LEADERSHIP, FRIENDSHIP,  
AND SUPPORT.



Western Grebes carry their young for up to four weeks, toting them along the water's surface as a floating nest—and dinner table.



FRIENDS & PARTNERS

**\$10,000+ SUPPORTERS**  
Anonymous (65)  
The 1830 Family Foundation  
444S Foundation  
The Abell Foundation, Inc.  
Dianne Abuelo  
Acklie Charitable Foundation  
William Addy  
Dianna and Joe Adorjan  
Alaska Conservation Foundation  
Madeline Albright and Mr. Veer Bhavnagri  
The Alexander Foundation  
John Alexander and Emily Fisher-Alexander  
The Lew and Dawn Allyn Family Fund  
JoAnne Alprin  
Joseph T. Ambrozy  
American Electric Power  
The American Gift Fund  
Amulet Capital Partners  
Carol Angle  
Suzanne Apple  
The Applewood Fund  
APS Foundation  
Dr. Carlos Araoz  
Arizona Community Foundation  
Arthrex Inc.  
The Ashforth Company  
Connan and Andrew Ashforth  
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Audubon of the Western Everglades  
Jan Renee Avent and David Joseph Rossetti  
Cornelia T. Bailey Foundation  
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Baltimore Community Foundation  
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Gordon J. Barnett Memorial Foundation  
John and Daria Barry Foundation

Bass Pro Shops and Cabela's Outdoor Fund  
The Batchelor Foundation, Inc.  
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Anne E. Beckett  
Dorothy L. Bedford and Rush Taggart III  
Francis Beidler Foundation  
David Winton Bell Foundation  
Susan and Steve Bell  
Benevity Community Impact Fund  
Kathryn Benzel  
John Torrey Berger III  
Marie Berggren  
Bergman Foundation  
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Archie W. & Grace Berry Foundation  
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Mr. David Bills  
Bird Island Trust, Inc.  
The Blackbaud Giving Fund  
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Blair Foundation  
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The Arthur M. Blank Family Foundation  
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Darlyne Bloomberg  
The Bobolink Foundation  
Bonneville Environmental Foundation  
Walter & Phyllis Borten Foundation  
Bosch Community Fund  
Ms. Leona Bothmer  
Nancy and David Brashears  
Breadloaf Rock Foundation  
Ann Tandy Brice  
Brindle Foundation  
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Christine & Thomas Brockmeyer  
Camille and Craig Broderick  
Kathleen Swann Brooks Family Foundation  
Christine Brooks  
Cary Brown and Steve Epstein

Dr. and Mrs. Malcolm Brown  
Philip Brown  
Rodney Brown and Catherine Conolly  
Brunckhorst Foundations  
Dr. Hara Schwartz and Mr. Christopher Buck  
Judy M. and C. Frederick Buechner  
The Bullitt Foundation  
Eunice and Robert Burnett  
The Burning Foundation  
Andee Burrell in Memory of Roc Burrell  
Burton Family Foundation  
Buschert Fund  
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C.A.N. Foundation  
Stewart Cades  
Caerus Foundation  
Sarah Cahill  
Guy Cameron  
Amy and Robert Campbell  
Sarah B. Campbell in memory of Elizabeth Connor Campbell  
Campion Foundation  
Canaday Family Charitable Trust  
The Cannon Foundation Inc.  
Cantacuzene Family  
Margaret A. Cargill  
Philanthropies  
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Carroll Petrie Foundation  
Caruthers Family Foundation  
Ms. Emmy Cattani  
Cedar Hill Foundation  
Cedar Tree Foundation  
The Center for Large Landscape Conservation  
Christian and Angela Chabot  
Charities Aid Foundation of America  
The Chemours Company FC, LLC  
Chesapeake Bay Trust

Chevron Products Company  
The Chingos Foundation  
City of Moss Point  
Clayton Baker Trust  
Climate and Land Use Alliance  
Chip Clint  
The Clinton Family Fund  
Cloudbreak Energy Partners  
Vincent J. Coates Foundation  
Cochineal Charitable Trust  
Celia Coe  
Collier Community Foundation  
Kay Collins  
The Columbus Foundation  
Community Clothes Charity  
Community First Foundation  
The Community Foundation of Eastern Connecticut  
Consolidated Edison Company of New York Inc.  
Mary McDermott Cook  
Cooper-Newell Foundation  
Ron & Carol Cope Foundation  
April F. Cornell  
Corteva Agriscience  
Tim and Nan Corwin Charitable Trust  
Cotyledon Fund  
Frederic R. Coudert Foundation  
Coypu Foundation Trust  
John Crawford  
The Crown Family  
David and Lorraine Curtis  
William B. Cutts  
D F Dillon Foundation  
Ms. Lauren and Mr. Alan Dachs  
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Robert B. Daugherty Foundation  
Mary Daugherty and F. Joseph Daugherty, M.D.  
Davis Conservation Foundation  
Daylight Foundation  
Barbara de Portago  
Deering Foundation

Willis S. DeLaCour, Jr. and Sally Williams-Allen  
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Disney Conservation Fund  
The Dixon Water Foundation  
Cleveland H. Dodge Foundation, Inc.  
Dominion Energy Charitable Foundation  
Gaylord and Dorothy Donnelley Foundation  
The Kaleta A. Doolin Foundation  
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Holly Doremus and Gordon Anthon  
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Elhapa Foundation, Inc.  
Elizabeth Brown Foundation  
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Emerson Charitable Trust  
Emmert Family Memorial Fund  
The Energy Foundation  
Environmental Systems Research Institute  
Margot and John Ernst

Estate of Ann Helmsderfer  
Deborah and William T. Ethridge  
Mrs. Helen C. Evarts  
The Everglades Foundation, Inc.  
Explore.org, a direct charitable activity of the Annenberg Foundation  
The F2 Family Foundation, Inc.  
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Flagler East Coast Industries  
Katy and Ted Flato  
Joseph Z. Fleming  
Florida Audubon Society  
Florida Power & Light Company  
Dick and Mimi Ford Foundation M  
Founders Garden Circle  
The Freed Foundation Inc.  
Friends of Hog Island  
The Frost Foundation  
Elizabeth and David Fuchs  
Fund for Lake Michigan  
Etienne Gabel  
Robert E. Gallagher Charitable Trust

The Bob and Marie Gallo Foundation  
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Gayden Family Foundation  
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GeoFamily Foundation  
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Gila River Indian Community  
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Edwin and Lorna Goodman  
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Grange Insurance Company  
Diana and Edward Greene  
The Honorable James and Christina Greenwood  
The Greer/Solien Fund  
Julia A. Gregory  
Natasha and Charles Grigg  
Michael and Brigit Grimm



A FAMILY LEGACY  
**EUGENE McDERMOTT FOUNDATION**

**FOR MARY McDERMOTT COOK AND GRACE COOK, TRUSTEES OF THE** Eugene McDermott Foundation, supporting conservation activities is a multigenerational effort. Mary’s mother, Margaret, was a lifelong lover of the outdoors whose passion helped shape the foundation’s philanthropic priorities, including continued support of the Trinity River Audubon Center (TRAC) in Dallas. “It means a lot to be able to continue my family’s legacy,” says Grace, who serves on the center’s board.

Helping transform the once-neglected landscape into a vibrant space for education and exploration has been particularly gratifying for both women. “Especially in a large city, it’s important to have serene places where people can escape,” says Grace, who has worked to recruit younger and more diverse board members to help lead the center and amplify the foundation’s commitment. “This new generation of leaders is the best thing to happen to TRAC,” explains Mary, a former National Audubon Society board director. “They bring such energy and enthusiasm to the center, and this will have an immense impact on the community members who come here to learn and discover nature.”

The McDermott Foundation’s most recent investment represents the second largest gift TRAC has ever received. The foundation also served as a presenting sponsor at the center’s Songbird Supper event in 2021, where Mary and Grace served as honorary chair and chair, respectively. “The argument for supporting places like TRAC is simple,” explains Mary. “Above all, we have to be responsible stewards of the land, particularly for the sake of the next generation.”

**“TRINITY RIVER AUDUBON CENTER MIGHT BE THE MOST BEAUTIFUL PLACE IN ALL OF DALLAS, AND IT MEANS SO MUCH TO BE ABLE TO MAKE THAT AVAILABLE TO THE COMMUNITY.”**

**GRACE COOK**  
BOARD MEMBER,  
TRINITY RIVER AUDUBON CENTER



Grace Cook (left) and Mary McDermott Cook at Trinity River Audubon Center in Dallas, Texas, where the two continue a family legacy of conservation and philanthropic leadership.



FRIENDS & PARTNERS

The Art and Phyllis Grindle Foundation, Inc.  
Mark Gudelski and JP Mulholland  
Ian & Christopher Gumprecht, PHFFoundation, Inc  
Nancy L. Gutreuter  
Ralph and Louise Haberfeld  
Darcy and John Hadjipateras  
Max M. and Lili Hahn Memorial Philanthropic Fund  
Helen Leslie Hall  
Deborah Halliday in memory of Cynthia Jean Halliday  
Andreas and Diane Halvorsen  
Anna and Marvin Hamburg Remembrance  
The Hamer Foundation  
Emory Hamilton  
Ann and Jim Hancock  
Dr. Claire Hanley  
Harder Foundation  
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Irma Holmes  
Rick and Lotsie Holton  
Claire M Hubbard Foundation  
John and Ruth Huss  
Illinois Clean Energy Community Foundation  
Patsy and Tom Inglet  
Island Foundation Inc.  
Steve and Marsee Israel

Steve Israel & Cara Longworth  
Jackson County Board of Supervisors  
Derrick Jackson  
Hans Bishop and Kate James  
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A FRUITFUL PARTNERSHIP  
WALTON FAMILY FOUNDATION

THE WALTON FAMILY FOUNDATION HAS WORKED FOR MORE THAN three decades to strengthen communities and protect the environment. As part of *Elevate*, the foundation made a substantial grant to support Audubon’s work around water conservation in the Colorado River, Lower Mississippi River, and Mississippi River Delta. Furthermore, the foundation was the single largest investor in Audubon on Campus’ expansion, helping us partner with historically Black colleges and universities (HBCUs) and minority serving institutions (MSIs) to create new chapters.

“Like so many other Americans, the Walton family has a deep connection to the outdoors and has always enjoyed connecting with each other—and with nature—on the water,” says Moira McDonald, the foundation’s environment program director. These places “sustain us all physically and also in deeply personal ways.”

In addition, she says, “Audubon’s chapter network and campus chapters are rooted in communities in every part of the country. They bring people from all walks of life together to love nature—and to help advocate for it. Audubon is doing important work to expand its network and help create a more genuinely diverse and inclusive environmental movement now and in the future.”

Together, these strategies create a sum that’s greater than its parts. Observes McDonald, “The challenges posed by climate change are so great and vast that we need solutions and ideas to come from everywhere. How do we find ways to collaborate and come together to make real progress?”

“AUDUBON IS WORKING TO BRING PEOPLE TOGETHER—IN SPITE OF POLITICAL DIFFERENCES—TO CREATE A MORE SUSTAINABLE, EQUITABLE FUTURE FOR PEOPLE AND THE PLANET.”

MOIRA McDONALD  
ENVIRONMENT PROGRAM DIRECTOR,  
WALTON FAMILY FOUNDATION

Moira McDonald at home in Maryland with her dog Polly.



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A HOLISTIC PERSPECTIVE

ANN & JIM HANCOCK

**ANN HANCOCK CAN’T REMEMBER A TIME BEFORE SHE LOVED BIRDS.** “My parents had a feeder in the backyard,” she recalls. “I was just six years old when they bought me my first bird guide.” Her husband, Jim, came to the hobby later in life, earning his birding stripes when accompanying Ann on decades of Christmas Bird Counts (and rising in the wee hours on freezing Michigan mornings to do so). The couple became involved with Project Puffin, which celebrates its 50th year of operation in 2023. Today, they both sit on the advisory council.

During *Elevate*, the Hancocks made a generous donation to support the work of the Seabird Institute—an Audubon initiative that builds on the sound science and vision set forth by Project Puffin and other coastal conservation efforts. “We went on a Mass Audubon tour to Chile,” says Jim. “We were admiring these flocks of birds in their wintering grounds when it suddenly occurred to us: These could very well be the same Whimbrels we saw in our marsh last summer.” The wondrous journeys these birds experience annually underscore the deeply interconnected nature of our world—and how critically important it is to protect the places birds need throughout the flyway. “You can’t think locally about bird conservation,” says Jim.

“Given the state of the world and climate, it’s all hands on deck,” adds Ann. “When we have a seabird policy fly-in, for example, Audubon is able to assemble a small army of people bristling with data about the places birds visit. That holistic perspective—backed by science—is so important.”

“RIGOROUS SCIENCE  
MATCHED WITH  
OUTSPOKEN  
ADVOCACY MAKES  
AUDUBON A POWERFUL  
ORGANIZATION  
THAT WE’RE PROUD  
TO SUPPORT.”

**JIM HANCOCK**  
SEABIRD ADVISORY COUNCIL  
MEMBER



Ann and Jim Hancock at Fort Williams Park in Cape Elizabeth, Maine. A scenic drive north, Audubon’s Seabird Institute is fueling science and policy efforts that will benefit birds around the world.



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AN INCLUSIVE SPIRIT  
HALL HEALY

HALL HEALY BRINGS A SPIRIT OF INCLUSIVITY TO HIS ROLE AS CHAIR of the Audubon Great Lakes Advisory Board. “Like the thousands of birds species we cherish, we need a diversity of passions and exper-tise on our board if we are to effectively address the issues facing birds and people,” he says. That principle inspired him to make a major gift to Audubon Great Lakes focused on board development and the expansion of the organization’s overall capacity.

Healy is confident that diversifying and thereby strengthening the Audubon Great Lakes board will benefit other essential activities— from expanding the organization’s network of partnerships to efforts focused on philanthropy and on-the-ground conservation. “It’s critical to have a board capable of addressing the organization’s needs comprehensively and holistically, in areas that range from community engagement and public policy to habitat restoration,” he says. His gift has already begun to bear fruit. “We’ve been able to recruit board members whose areas of expertise include science, environmental justice, climate policy, finance, and youth leadership— and there are more to come.”

Having devoted the past 25 years of his life to conservation, Healy has seen firsthand how birds embody the connections that link individuals locally, regionally, and throughout the world. “A crane migrating across Asia doesn’t see international boundaries,” he says. “The stresses on our water supply from climate change and other factors affect all of us. I hope my gift to Audubon will inspire others to foster that sense of connection among our trustees, our staff, and the diverse communities that the organization serves.”

“AUDUBON’S ALL-ENCOMPASSING VISION SPANS BIRDS, PEOPLE, AND THE HABITATS WE ALL DEPEND ON.”

HALL HEALY  
CHAIR, AUDUBON GREAT LAKES  
ADVISORY BOARD

Hall Healy birding at Skokie Lagoons in Winnetka, Illinois.



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A LIFETIME IN NATURE  
BEATRICE “TRICE” BOOTH

FROM AN EARLY AGE, UNLOCKING THE PUZZLES OF NATURE WAS part of Beatrice “Trice” Booth’s deepest self. At the suggestion of her high school science teacher, she attended Hog Island Audubon Camp, which started her on the path to a long career as an oceanographer. “Trice was a classical naturalist, always inquisitive and curious about the world around her,” explains her husband, Bill.

When she passed away in June 2021, Booth left a significant bequest to Seward Park Audubon Center in Seattle, continuing many years of generous support. Along with her close friend, former National Audubon Society board chair Maggie Walker, Trice played an instrumental role in founding the center. “It takes real imagination to bring nature to life for people in urban areas,” says Bill. “Trice made sure that the Seward Park Audubon Center was accessible to everyone.”

After she retired from the University of Washington, Trice continued to collect water samples every week from Lake Washington, which she used for all-ages science programs at Seward Park’s George Crosby Lab—named in honor of her father, who helped instill in her a love of nature when she was young.

Trice’s dedication to nature-based education was unflagging, and she devoted herself to nurturing widespread interest in science with the same zeal that infused her every endeavor. “She was unstoppable,” recalls Bill. “Whenever we went hiking, she couldn’t rest until she reached the summit. She just loved the idea of having gotten there.”

“TRICE LOVED THAT SEWARD PARK AUDUBON CENTER MADE IT POSSIBLE FOR YOUNG PEOPLE TO EXPLORE THEIR URBAN LANDSCAPE LIKE NEVER BEFORE.”

BILL BOOTH  
BEATRICE’S HUSBAND

Trice Booth on Lake Washington collecting weekly water samples for Seward Park Audubon Center.



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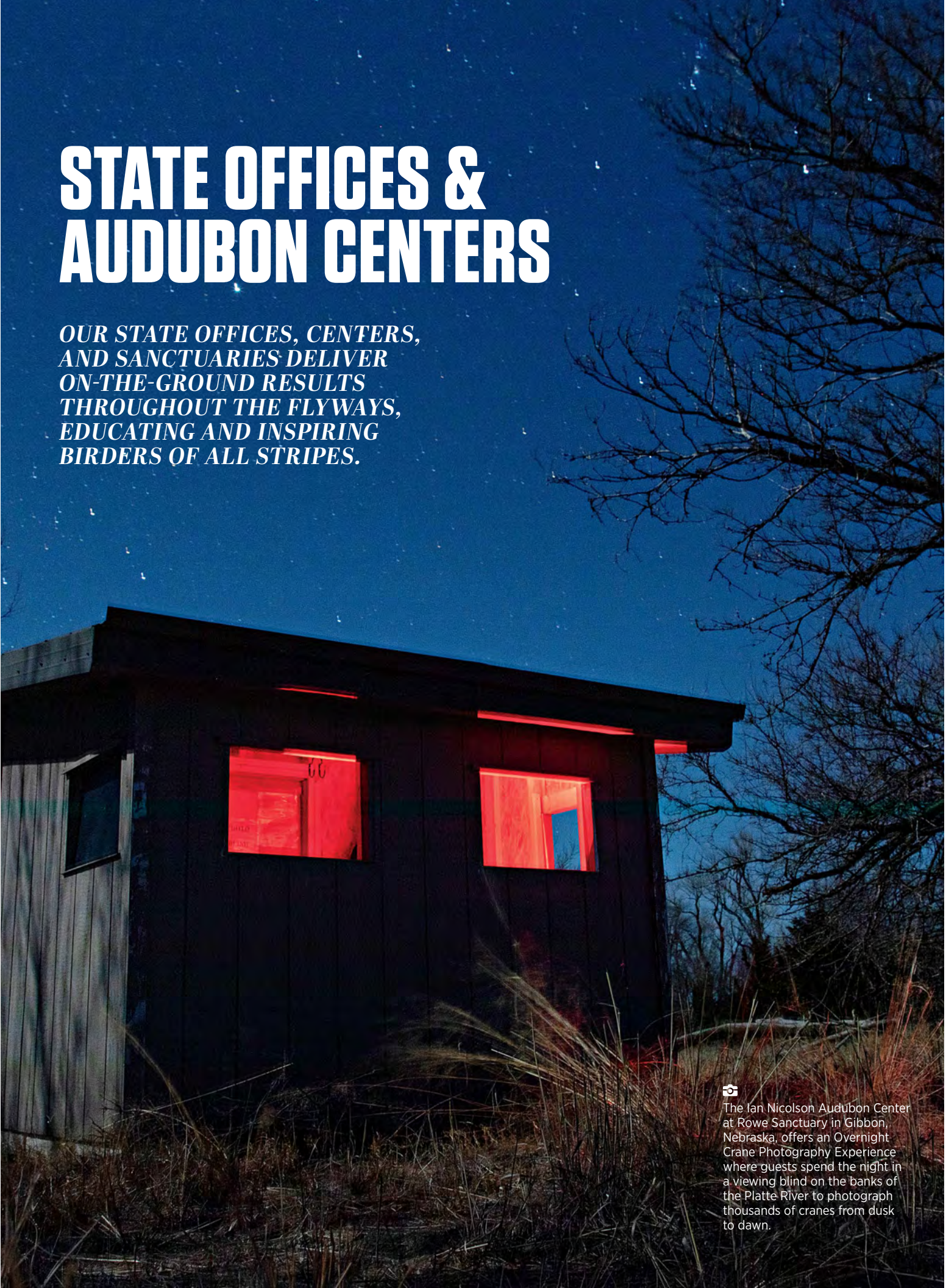
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THE AUDUBON NETWORK

# THE AUDUBON NETWORK

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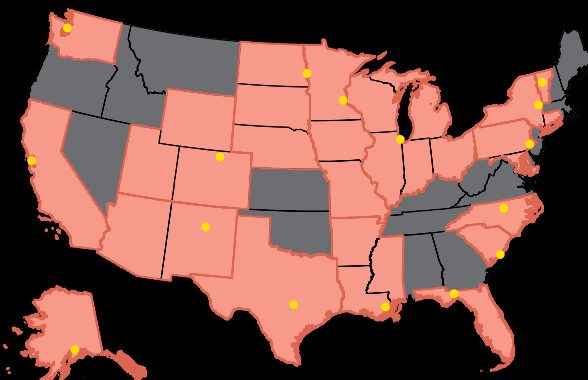
BY CONNECTING THE WORK OF THE Audubon network, we're weaving a seamless web of conservation across the hemisphere.

Chapter members, volunteers, partners, and state, national, center, and sanctuary staff members work individually and collectively to support birds and the places they need. Together, we pair local creativity with coordinated action. We expand and diversify the network to fully reflect the communities where we live, work, and volunteer. And we support each other in order to become the best Audubon we can be.

This report—and the many milestones that have filled each page—is a testament to just how powerful our voices and actions are when we flock together.

## 16 STATE & REGIONAL OFFICES

Our state and regional outposts encompass 31 states, linking our regional conservation and policy clout to the national stage. In addition, we have a presence in seven countries across South America, Central America, and the Caribbean.



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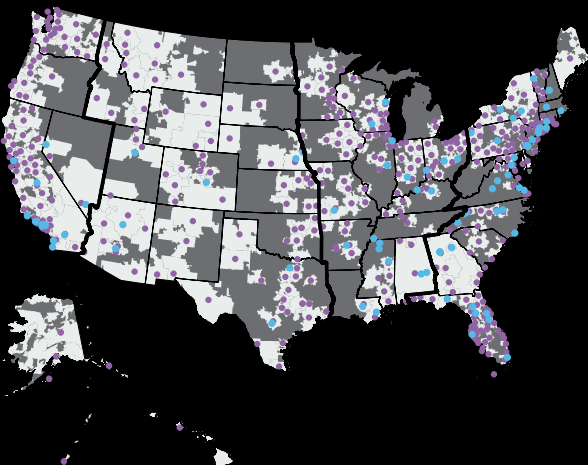
These special places represent the vital habitats we're working to preserve, and help engage blossoming birders and hatch young conservationists.



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Chapters fuel local conservation and grassroots advocacy across a wide range of communities and geographies.



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**This page:** Black Skimmers blur together in this early morning shot at Nickerson Beach, New York.

**Back cover:** Two Rufous Hummingbirds face off for a moment near a food source—a common interaction for the famously feisty birds.



# **NEW HORIZONS: WHAT'S UP NEXT**

See a glimpse of some exciting  
developments at Audubon. ➡



# PLANNING AND PARTNERING

**UNDER THE LEADERSHIP OF CEO ELIZABETH GRAY, AUDUBON** has embarked on a strategic planning process that will define our focus areas in the coming years. One of the guiding lights for this process is the understanding that protecting what birds need sustains us, too. We are working toward a future where birds across the hemisphere are thriving thanks to the work of a diverse and growing Audubon movement. This plan will build on the foundation established by our strategic drivers: Hemispheric Conservation; Equity, Diversity, Inclusion, and Belonging; and Climate.

The Migratory Bird Initiative (MBI) will also be a key component of our work to come. Audubon scientists have already been using it to analyze and advance Audubon's conservation efforts. The MBI has expanded our network by engaging effective partners throughout the hemisphere. In the years to come, we will forge new and stronger relationships with nonprofits, private organizations, and public entities as we further publicize and leverage our increasing insight regarding birds and the places they need.

**“BOTH AUDUBON AMERICAS AND THE MBI ARE HELPING PEOPLE UNDERSTAND THE CONNECTIONS BETWEEN THE PLACES THEY KNOW AND THE SPECIES THAT RELY ON THEM. WE CAN INSPIRE PEOPLE TO BECOME AGENTS FOR CONSERVATION.”**

**DANIELA LINERO**

GIS AND DATA ANALYSIS SPECIALIST FOR AUDUBON AMERICAS



## Brought Together by *Birdsong*

A very different type of partnership, *For the Birds: The Birdsong Project*, represents a historic and unprecedented outpouring of creativity by more than 220 artists, musicians, poets, actors, and creators, celebrating and reflecting the vast diversity of birds and bird lovers.

Produced by Grammy Award-winning music supervisor **Randall Poster**, the project elevates the joy birds bring to our lives—and spreads word of the environmental threats we all face. Original music, artwork, and poetry performances are available on digital streaming platforms and will be released as part of a limited-edition LP box set on December 9.

*The Birdsong Project* overflows with creative minds and influential artists that span the globe and represent a wide variety of cultures.

The list of writers and poets includes **Rita Dove**, **Ray Young Bear**, **Suzan Lori Parks**, former Poet Laureate of the United States **Billy Collins**, and current Poet Laureate **Ada Limón**. Other contributors include the actors **Liam Neeson** and **Matthew McConaughey**, as well as the actors and Audubon national board members **Jane Alexander** and **Lili Taylor**.

Musical elements of the project were developed and performed by the likes of **Yo-Yo Ma**, **Laurie Anderson**, **Masayoshi Fujita**, and **Calexico**. The most streamed track overall remains “Bird Calling” by **Mark Ronson** featuring **Damon Albarn** and **Wale**, which has garnered nearly one million streams across all platforms.

All proceeds from *The Birdsong Project* benefit Audubon's mission to protect birds and the places they need. You can learn more at [thebirdsongproject.com](https://thebirdsongproject.com).



**“AUDUBON WILL RISE TO MEET THE  
MIGRATORY BIRD CRISIS BY LEADING  
AN INCLUSIVE AND HEMISPHERIC  
APPROACH TO CONSERVATION.  
OUR SCIENCE-BASED TOOLS HELP  
US VISUALIZE HOW LOCAL ACTIONS  
HAVE A GLOBAL IMPACT.”**

**MATT JOHNSON**  
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**WE COULDN'T GET OFF THE  
GROUND WITHOUT YOU.  
THANKS FOR THE LIFT.**