Above & Beyond

We’re thinking bigger and going farther for birds, people, and our planet.
Inspired by the birds we love, Audubon is going above and beyond to create a brighter future for all.

2 Letter from the CEO

4 Audubon’s Next Horizon

6 Conservation Outlook

8 Hemispheric Impact Highlights

42 Audubon’s Network

32 Friends & Partners

46 Financial Summary

47 Leadership
Over the past year, Audubon made tremendous progress in our efforts to protect birds. We forged new partnerships and launched substantive projects that span the Americas from Canada to Chile. We engaged in courageous advocacy—raising our voices for environmental and climate legislation across the nation, as well as at international gatherings such as the United Nations Biodiversity Conference in Montreal. And, perhaps most importantly, we launched Flight Plan—a bold strategic plan that articulates our clear and compelling vision for addressing the mounting threats birds face throughout the hemisphere. The urgency of those threats cannot be underestimated: In my lifetime, North America has lost 3 billion birds through encroachment on their habitat, biodiversity loss, and the multiplying impacts of climate change.

Flight Plan’s guiding star is a future where birds thrive across the Americas—a future that reflects Audubon’s stature as a powerful, diverse, and ever-growing force for conservation. Our overarching goal—what we call “bending the bird curve”—focuses on halting, and ultimately reversing, the precipitous decline of birds.

I witnessed firsthand the value of Flight Plan’s hemispheric emphasis during a visit this year to Audubon’s Gillmor Sanctuary at Great Salt Lake, where I saw wetland and upland habitats that waterfowl and other waterbirds depend on during their annual migration. Those species include the Greater Yellowlegs, which makes the long journey to Utah from Chile, one of the countries where Audubon is expanding its conservation efforts. My visit reinforced the importance of creating connected land and water networks that support birds’ journeys between their winter and summer grounds. A key goal within the Flight Plan involves the creation of 300 million acres of that connected, quality bird habitat.

Another occasion where I saw our hemispheric impact in action was during a visit to Colombia for the launch of the country’s National Strategy for Bird Conservation (ENCA). Thanks to support from loyal donors, Audubon and its partners launched this ambitious initiative to promote nature-based climate solutions through economic development.

In an exceptionally challenging year for the planet, I witnessed countless instances where my colleagues went the extra mile on behalf of birds: engaging with partners to advance bird-friendly renewable energy; expanding our understanding of migratory science through groundbreaking research; building our network of diverse, inclusive partnerships; and working with policymakers to ensure responsible stewardship of our lands, coasts, and rivers.

All of this was made possible by the unprecedented generosity of donors like you. Support for Audubon’s recently completed Elevate campaign will help fund the implementation of our Flight Plan, which represents a major leap in our ability to protect birds and the places they need throughout their life cycle.

Leading Audubon continues to be a source of boundless joy and inspiration for me. With your continued support, we will keep fighting the good fight on behalf of birds. Thank you.

$25 million
Over the next five years, Audubon is accelerating our commitment to EDIB (equity, diversity, inclusion, and belonging) by investing $25 million to make both our workplace culture and our conservation initiatives more equitable and inclusive. We are currently engaging with staff and partners about how best to use this unprecedented investment. Opportunities include supporting programs and initiatives that strengthen workplace culture; expanding partnerships with BIPOC-led organizations; and working more closely with communities most impacted by environmental issues.

Leading Audubon continues to be a source of boundless joy and inspiration for me. With your continued support, we will keep fighting the good fight on behalf of birds. Thank you.
Audubon is writing the most ambitious conservation playbook in its storied history. Our new strategic plan embodies a hemispheric vision for impact centered on a singular guiding star: A future where birds thrive across the Americas because Audubon is a powerful, diverse, and ever-growing force for conservation.

Recent decades have witnessed a significant loss of birds throughout the Americas. This creates a devastating trendline that points toward extinction. Fueled by our strategic plan, Audubon will reverse the decline of bird populations—quite literally bending the “bird curve” from a downward slope of decline to an upward slope of recovery—at hemispheric scale. In the face of a changing climate, habitat loss and degradation, we are charting a bold, transformative future. We call it our Flight Plan.

Flight Plan orients our work toward a set of milestones associated with the critical areas that matter to birds and people: hemispheric habitat conservation, our Healthy Birds, Healthy Planet policy agenda, climate action, and community building. In addition to our conservation impact milestones, the plan contains a set of workplace excellence milestones that will strengthen Audubon’s internal culture. Integrating both conservation and culture within one plan will ensure that we build the operational and organizational capabilities needed to achieve our desired impact.

Flight Plan is first and foremost about protecting birds and the places they need—but achieving this goal will also deliver significant and lasting positive benefits for people and the planet. In collaboration with partners and communities throughout the hemisphere, we will advance innovative conservation and climate policies, and engage a diverse and dedicated constituency to act on behalf of birds and our planet. Join us.
This has been an incredibly rewarding and inspiring year at Audubon—a year driven by consequential actions that are foundational to our new vision for tomorrow. For the first time, Audubon is doing more than hemispheric work—we are becoming a hemispheric organization.

The year began with the launch of The Bird Migration Explorer, the culmination of a years-long effort to compile, interpret, and share bird migration science. The Explorer is a powerful tool reaching new audiences, but the science has far greater implications. Outside of the research community, it’s relatively new to think about where birds go when they fly over the horizon. If you’re in South Carolina, the tendency is to think they’ve just gone to North Carolina. They are actually undertaking perilous, lengthy journeys—and understanding where they are going and what places matter to them along the way is of supreme importance if we are to ensure their survival.

The science both compels and empowers us to act globally, across the hemisphere, by illuminating the places birds need, from Chile to Canada. This insight enables us to focus our work more accurately and effectively than ever before, and to measure our impact on a population scale across the hemisphere to bend the bird curve. Science is not only taking Audubon to new places—it’s also leading us to new birds. For the first time in our history, Audubon will work toward improving populations of bird species that never visit the United States. These resident birds in the countries where Audubon works across the hemisphere rely on the same precious habitats as the migratory species we have long monitored and protected. By including them in our data sets and factoring their needs into our projects, we can go much further to strengthen the flyways of the Americas.

At the same time that we extend our geographic reach, we are reaching out to new partners and communities across the hemisphere. Through Conservas Aves, we’re working with local communities, international stakeholders, scientific leaders, and partners in places like Colombia, Chile, and Bolivia. In addition, our fruitful collaboration with Indigenous conservationists in Canada has driven millions of dollars of public funding to protect vast areas of the Boreal Forest.

We cannot overstate the impact of the Elevate campaign. We doubled our science team over the course of the campaign, dramatically expanded our team and work in Canada and Latin America, and increased our investment in on-the-ground conservation in the Everglades, the Salton Sea, the mangrove forests of Panama, and everywhere in between. None of this would have been possible without the generosity of our dedicated supporters.

Now, we’re looking to our next chapter. We have developed a robust strategic plan with a focus on addressing the dual crises of biodiversity loss and climate change.

Our guiding star is clear: A future where birds thrive across the Americas because Audubon is a powerful, diverse, and ever-growing force for conservation. This ambition will be built upon the incredible foundation established by Elevate while taking our work to a new dimension—above and beyond what we could have imagined at the campaign’s inception.

I remain deeply inspired by the diligence, passion, and ingenuity of our staff, partners, and donors. We made tremendous strides in the year that was. I can’t wait to see what we will achieve together in the year to come.

“Audubon is doing more than hemispheric work—we are becoming a hemispheric organization.”

Marshall Johnson  
CHIEF CONSERVATION OFFICER
For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.

2023 HEMISPHERIC IMPACT HIGHLIGHTS

Going Above and Beyond for Birds

Audubon’s excellence is born from a shared vision that inspires our staff, partners, and donors to engage more fully—to go above and beyond—as we rise to meet the challenges facing birds and our planet.

How Audubon Achieves Impact

For more than a century, Audubon has served as the country’s environmental conscience. And, once again, we have set a course that is ambitious, deeply collaborative, and positioned to achieve unprecedented impact. Flight Plan will guide and direct our resources to go wherever birds go across the hemisphere—to learn what we must and do all we can by convening experts and shaping a sustainable future for both birds and people.

Flight Plan unifies all of Audubon, positioning us to achieve meaningful and lasting impact.
Marking a historic moment in conservation, Audubon launched The Bird Migration Explorer. The singular purpose of The Explorer is to ensure the future for migratory birds.

Born from years of research, planning, partnership, and investment, The Bird Migration Explorer is a product of another Audubon endeavor—the Migratory Bird Initiative (MBI). The award-winning Explorer uses one-of-a-kind digital tools to bring the phenomenon of bird migration to life, animating millions of point-to-point connections made by migratory birds across our hemisphere. It is sharpening our understanding of migratory pathways while engaging birders across the globe.

Underpinning these innovations is Audubon’s commitment to science to stir our hearts and engage our minds. Science steers our conservation actions, and Flight Plan will deliver results for birds. We utilize data and predictive models to prioritize geographies to determine the best use of resources today for the greatest impact in years—and generations—to come. And as a non-partisan voice for conservation, we use our science to engage advocates and policymakers across the political spectrum around effective conservation.

Audubon donors challenge us to think bigger than ever before. To do so, we have doubled our science team. For much of this advancement, we are indebted to MBI’s founders, Barbara and Earl Doolin, Joe Ellis, the Knobloch Family Foundation, and Jack Dangermond for their vision, generosity, and kinship. Together, we are ushering in a new era of hemispheric conservation.

“Being on the Audubon Board was a special experience that allowed me to be involved in the development of The Bird Migration Explorer, which will in turn guide our hemispheric efforts in the future. I was amazed and delighted by the speed and excellence with which Audubon brought this program to fruition.”

Joe Ellis
AUDUBON DONOR AND FORMER BOARD MEMBER

Sound Science.

Trusted Leadership.

In the past year we have produced peer-reviewed publications in a number of science journals, including a framework for linking hemispheric, full annual bird cycle prioritizations with local conservation actions, and a study mapping climate strongholds—priority places to efficiently conserve birds and help them adapt to climate change. This second study was featured as an ‘editors choice’ article by the scientific journal in which it was published.

Red-necked Phalaropes fly over Great Salt Lake, where they depend on brine shrimp and flies to fuel epic migrations stretching from the Arctic tundra to South America.
A field technician from a partner organization retrieves data from a Motus station in Florence, Montana. The system detects and records tagged birds, such as Lewis’s Woodpeckers.

Seal River Watershed Alliance Guardians deploy autonomous recording units near Tadoule Lake in Northern Manitoba.

Supported by the Migratory Bird Initiative (MBI) and climate science, Flight Plan is creating conditions for people and the planet to thrive. We are broadening our vision, seeing the world through the eyes of migratory birds, and expanding our work across the hemisphere, doing more to keep birds safe throughout their annual cycles. Audubon is reshaping bird conservation—work that requires heavy investments in bird migration science and technology.

Why are we focusing so much on tracking birds now? One of the most important reasons is the availability of groundbreaking new technologies. For example, the Motus Wildlife Tracking System, an international collaborative network led by Birds Canada, is a hemispheric array of antennas that detect signals from birds tagged with tiny transmitters. Motus allows us to track birds across vast distances with unprecedented precision—a game-changer for hemispheric bird conservation.

Audubon’s program staff tags birds and installs receivers in key areas, while our science team and partners consolidate and study Motus data alongside other tracking datasets—creating an ever-clearer picture of where birds migrate and the places they rely on. By connecting the dots of bird migration, we are targeting the most important habitat areas for conservation and leveraging our policy, advocacy, and conservation expertise more effectively than ever.

Connecting the Dots Across the Hemisphere

BEYOND BORDERS

Connecting the Dots

Across the Hemisphere

Boreal Forest

Listen Up

Collaborating with Indigenous Guardians—a network of First Nations people working to conserve their lands across Canada—we are helping to deploy automated recording units in some of the forest’s most remote areas. These units record bird calls, which are identified using an artificial intelligence algorithm developed by the Cornell Lab of Ornithology, information we use to support Indigenous-led Boreal conservation.

East Coast

It Takes a Network

Audubon staff are connecting with one another and partners to track migratory birds. This summer, a Barn Swallow tagged in Vermont was detected as it passed a Motus station operated by Audubon in South Carolina, then passed a station in Audubon’s Corkscrew Swamp Sanctuary in Florida. The message is clear: Collaboration is key to helping birds throughout their journeys.

Several Lesser Yellowlegs tagged in a Colombian rice field in 2022 were forced to find new habitat when they returned this past spring, due to new farming practices that altered the habitat. These findings illustrate the challenges wading birds can face and how we can help them.
Keeping the “Country of Birds” Safe for Birds

One of the most biologically diverse countries on the planet, Colombia is home to more than 1,900 bird species, earning it the moniker “Country of Birds.” As the nation embarked upon expansive national and local development agendas, Audubon began working to weave bird conservation into public policy and development plans. We formed a partnership with the Alexander von Humboldt Biological Resources Research Institute and the National Network of Birdwatchers to make sure that development agendas include the needs of birds, while promoting sustainable economies, climate-change mitigation and adaptation, and well-being for people and communities.

Audubon spent two years engaging with and gathering the input of a wide range of stakeholders representing local communities, Indigenous groups, national and local government, businesses, and developers—more than 2,000 in total—to ensure that our strategy would address the needs of all interests.

The result: The National Strategy for the Conservation of Birds 2030, launched this past summer. This comprehensive plan elevates bird conservation beyond a strictly conservation issue, building it into national and local agendas for economic development and sustainability. Now under implementation, the strategy covers all habitats in Colombia—from forests, savannas, and working lands to coastal, freshwater, and urban habitats—and includes all bird species that inhabit the country at some point in their annual life cycle, bringing economic growth and environmental sustainability to Colombia.

“Aurelio and his team understand the complexity of major conservation projects, and that to save birds one must also engage people and address their needs. They have stitched together a mosaic of stakeholders, creating a model for achieving impactful conservation.”

Allen Model
Audubon Donor

Flyways of the Americas

Audubon leaders, including CEO Elizabeth Gray, CCO Marshall Johnson, SVP of Audubon Americas Aurelio Ramos, and VP for Boreal Conservation Jeff Wells, attended the Biodiversity COP15 Conference in Montreal. Alongside partners from BirdLife International and the Development Bank of Latin America and the Caribbean, Audubon announced the Americas Flyways Initiative. Designed to drive nature-based climate solutions via major economic development projects throughout the hemisphere, this ambitious effort will target 30 geographies along the flyways of the Americas for urgent conservation, restoration, and management. Working together, we will apply the latest science and technology to determine the most important areas to conserve; build the needs of birds, nature, and local communities into project designs; and ensure that all work is fully funded, well-executed, and stands the test of time.

Internationally Important. Community Driven.
Through our Conserva Aves strategy, Audubon and our partners provide grants to the most promising land-protection efforts run by local communities and Indigenous peoples. Our goal: a total of 100 new protected areas in nine countries. This year, we approved 12 projects spanning 75,000 acres in Colombia; our next request for proposals will cover approximately a quarter-million acres.

Endemic to Colombia, the Multicolored Tanager depends on the habitat Conserva Aves seeks to protect.
The Inflation Reduction Act—the most significant climate legislation ever passed in the United States—sparked more than hope for birds and people in the fight against climate change last year; it sparked action. For Audubon, this meant taking our renewable energy work to the next level and addressing the very serious need to expand clean energy transmission—rapidly and responsibly—to meet climate goals. A year of thoughtful planning, research, and organizational alignment came to fruition with the launch of our new report, *Birds and Transmission: Building the Grid Birds Need.*

In particular, the report highlighted the need to prepare the grid to transition to 100% clean and renewable energy production—while minimizing negative impacts on birds, wildlife, and people. Audubon’s 2019 *Survival by Degrees* Report reveals that climate change threatens two-thirds of North American bird species with extinction. While transmission projects can pose risks to birds, the stakes are too high not to invest in renewable energy. Conservation and clean energy must go hand in hand.

Our team is uniquely positioned to guide responsible siting—avoiding the highest-priority areas for birds—and identify strategies to reduce collisions and minimize habitat destruction and disturbance. Last year, we collaborated on significant proposed wind, solar, and transmission projects, including the SunZia transmission project in New Mexico and Arizona—one of the largest clean energy infrastructure projects in U.S. history—building momentum towards Flight Plan’s renewable energy goals.

**CLEAN ENERGY**

**Building a Greener Grid for a Greener Future**

**WASHINGTON**

**Least-Conflict Tool**

Audubon helped secure bipartisan support for legislation that funded a least-conflict mapping tool that offers guidance on where utility-scale solar can be developed while also protecting important natural habitat, productive farmlands, and ranchlands. The tool was developed by Washington State University and will serve as a model for bird-friendly energy initiatives across the country.

**What’s in a Gigawatt?**

One gigawatt powers ~750,000 households per year. The SunZia transmission project alone has the capacity to transport more than three gigawatts of renewable energy from wind projects in New Mexico.

**MISSISSIPPI**

**Solar Win**

Mississippi is open for solar business thanks to the adoption of stronger renewable energy rules, which include key policies that boost opportunities for low- and middle-income residents to enjoy the cost-saving benefits of solar energy. Audubon worked with a diverse coalition of partners to provide technical comments and recommendations to the Mississippi Public Service Commission to help secure this solar victory.

Thousands of Sandhill Cranes depend on the Rio Grande during their annual migrations. As a species of concern for SunZia, Audubon partnered with Pattern Energy to find alternative river crossings and establish priority locations for flight diverters and an ultraviolet light system to increase infrastructure visibility for birds.
Restored wetlands at Audubon Corkscrew Swamp Sanctuary benefit birds like Wood Storks and Roseate Spoonbills.

Biodiversity loss and climate change are the greatest threats to birds and the planet—and Flight Plan establishes the vision and milestones we need to address them.

In Louisiana, Audubon helped advance the Mid-Barataria Sediment Diversion—one of the largest single ecosystem restoration projects in history—15 years in the making. The project will rebuild land that is being lost to sea level rise along Louisiana’s coastline by reconnecting the Mississippi River with its wetlands. Doing so will allow sediment and freshwater from the river to build and maintain up to 40 square miles of land in the Barataria Basin over the next 50 years—helping to stabilize the land loss crisis, provide a buffer from flooding and storm surge to coastal communities, and revive thirsty coastal wetlands that birds and wildlife depend on.

In Connecticut, Audubon and partners restored 34 acres of coastal habitat at Great Meadows Marsh to similarly rebuild resiliency for birds and people. Thanks to the team and more than 150 volunteers, the restored site now protects overburdened coastal communities during severe storms; benefits species like the Saltmarsh Sparrow—a bird that, without our help, could face extinction due to rising seas; serves as hub for scientific research; and provides outdoor recreation opportunities to underserved communities.

Audubon’s conservation work to restore these systems—and advocacy efforts to drive the adoption of green infrastructure solutions at the state and federal level—is helping build the resiliency we need today and tomorrow on a warming planet.

Turning the Tide for Coasts and Wetlands

“From my days as a Boy Scout to now, spending summers in the Housatonic Valley and winters at Corkscrew Swamp, I have always been amazed by the resilience of our ecosystems. We must work to preserve these treasures for future generations.”

Bruce McEver
AUDUBON DONOR

Impact Highlights

**Florida**

**Water Works**
Audubon’s Corkscrew Swamp Sanctuary in Florida showcased the power of healthy wetlands when Hurricane Ian brought record-breaking rainfall to the region. The Sanctuary effectively did its job and protected habitat and the local community from flooding by holding and filtering excess water. Continuing to invest in the state’s natural infrastructure, Audubon developed a prioritization tool to identify worthy wetland candidates for future restoration.

**Texas**

**100 Years of Coastal Stewardship**
Since 1923 (you read that right), Audubon’s coastal program in Texas has been protecting and restoring habitat along the Gulf Coast. Most notably, the team helped bring species like the Reddish Egret back from the brink of extinction by establishing a network of responsibly managed island sanctuaries. As the program looks to the next century, it will develop new strategies to protect birds and increase coastal resiliency.
Stepping Up for Grassland Conservation

Birds tell us when their habitat is in trouble; they also tell us when it’s thriving. Brewer’s Sparrows, Burrowing Owls, and Loggerhead Shrikes are reaping the benefits of regenerative ranching practices at Badger Creek Ranch—the 100th ranch certified through Audubon’s Conservation Ranching program. And they are not alone. Grassland birds on certified ranches covering 3 million acres have a fighting chance thanks to ranchers stepping up for America’s struggling grasslands.

A win-win-win for birds, people, and the planet, Audubon Conservation Ranching not only benefits birds with restored and revitalized habitats, but also offers ranchers incentives for good grassland stewardship through a certification label—the Audubon Certified bird-friendly seal—on beef and bison products, empowers consumers to make a difference in conservation by selectively purchasing beef from certified ranches, and serves as a natural climate solution. At the root of the program is rotational grazing, which helps invigorate diverse plant communities and supports nutrient cycles that rebuild soil and conserve water. It even has the potential to remove carbon from the atmosphere and add it to the soil.

Last year, Audubon initiated soil health and carbon monitoring on the first set of certified ranches in the Rockies region—a strategy we plan to replicate on certified ranches across the country. Data collected will provide a program-wide assessment of the amount of carbon currently stored in soil on ranches; reveal the potential for climate-smart, bird-friendly management practices to sequester additional atmospheric carbon into grassland soil; and facilitate the connection of enrolled ranchers to emerging carbon markets—providing further financial incentives for ranchers to join the program.

101 Audubon’s Conservation Ranching program has 101 certified ranches.

3 million Audubon has certified 3 million acres of grassland habitat as bird-friendly.

250 Nationwide, 250 retailers carry products with the Audubon Certified bird-friendly seal, which certifies that beef is grazed on lands managed for birds and biodiversity.

Grassland birds, like the Dickcissel, benefit from regenerative agriculture practices.

Eric Perner, owner of Double P Ranch and CEO of REP Provisions, with his herd.
Audubon is addressing the most pressing conservation challenges of our generation—but we’re not doing it alone. Linking arms with members, partners, and communities throughout the Americas, we pair diplomacy and advocacy to achieve conservation outcomes that benefit all.

The Biodiversity COP15 Conference in Montreal afforded Audubon the opportunity to engage in the global conversation on the twin crises of biodiversity loss and climate change. Audubon participated in presentations, including a session co-hosted with Seal River Watershed Alliance on a bird call recording project in the Seal River Watershed in northern Manitoba. The collaborative effort collects bird inventory data to support conservation in the region and ongoing efforts to establish Indigenous Protected and Conserved Areas that preserve boreal lands. At the end of the conference, we were pleased to see the Global Biodiversity Framework updated to include a higher benchmark of protecting 30 percent of lands and waters by 2030—up from the previous benchmark of 17 percent of lands and waters.

Elizabeth Gray joined key leaders at U.S. Climate Action Summits in Washington D.C. and New York to share Audubon’s efforts to tackle climate change through natural climate solutions and supporting responsibly sited renewable energy. Her presentations showcased the power of Audubon’s growing and diverse community of advocates, staff, and partners—united in their love of birds—to help secure policies that benefit birds, people, and the planet.

**Courageous Advocacy**

**Convening Across the Aisle—and the Americas**

Audubon is addressing the most pressing conservation challenges of our generation—but we’re not doing it alone. Linking arms with members, partners, and communities throughout the Americas, we pair diplomacy and advocacy to achieve conservation outcomes that benefit all.

The Biodiversity COP15 Conference in Montreal afforded Audubon the opportunity to engage in the global conversation on the twin crises of biodiversity loss and climate change. Audubon participated in presentations, including a session co-hosted with Seal River Watershed Alliance on a bird call recording project in the Seal River Watershed in northern Manitoba. The collaborative effort collects bird inventory data to support conservation in the region and ongoing efforts to establish Indigenous Protected and Conserved Areas that preserve boreal lands. At the end of the conference, we were pleased to see the Global Biodiversity Framework updated to include a higher benchmark of protecting 30 percent of lands and waters by 2030—up from the previous benchmark of 17 percent of lands and waters.

Elizabeth Gray joined key leaders at U.S. Climate Action Summits in Washington D.C. and New York to share Audubon’s efforts to tackle climate change through natural climate solutions and supporting responsibly sited renewable energy. Her presentations showcased the power of Audubon’s growing and diverse community of advocates, staff, and partners—united in their love of birds—to help secure policies that benefit birds, people, and the planet.

**Flying in Again**

Last spring, more than 50 policy staff from across the country gathered at Capitol Hill for an advocacy “fly-in” to speak with elected officials and the Biden Administration about the Neotropical Migratory Bird Conservation Act, investing in natural infrastructure like wetlands, and the reauthorization of the Farm Bill. While this was the team’s first fully in-person gathering since 2019, Audubon hosted a hybrid Save the Seabirds fly-in earlier in the year to advocate for seabirds and the forage fish and coastal habitats they rely on.

889,770

Nearly 170,000 Audubon advocates spoke out on behalf of birds and the places they need, submitting a total of 889,770 messages to decision-makers about priority issues, including seabird conservation and protecting globally significant habitats in Alaska.

130

Audubon shared 130 Action Alerts across the network, mobilizing members on key issues and bird-friendly policies like the Inflation Reduction Act, where advocates sent nearly 70,000 messages to Congress to support this historic climate legislation.

Audubon shared 130 Action Alerts across the network, mobilizing members on key issues and bird-friendly policies like the Inflation Reduction Act, where advocates sent nearly 70,000 messages to Congress to support this historic climate legislation.

Elizabeth Gray joined key leaders at U.S. Climate Action Summits in Washington D.C. and New York to share Audubon’s efforts to tackle climate change through natural climate solutions and supporting responsibly sited renewable energy. Her presentations showcased the power of Audubon’s growing and diverse community of advocates, staff, and partners—united in their love of birds—to help secure policies that benefit birds, people, and the planet.

**Championing innovative conservation solutions is central to protecting and restoring our ocean for people and the planet. Audubon’s shorebirds habitat work across Latin America and the Caribbean is the type of bold approach to equitable, hemispheric-scale conservation needed to secure a safe climate future for wildlife and people.”

Meg Caldwell, Ocean Director, The David and Lucile Packard Foundation

**AUDUBON DONOR**

Audubon shared 130 Action Alerts across the network, mobilizing members on key issues and bird-friendly policies like the Inflation Reduction Act, where advocates sent nearly 70,000 messages to Congress to support this historic climate legislation.
Through our Healthy Birds, Healthy Planet agenda, Audubon is working to advance policies that protect vulnerable bird species, reverse population declines, and fund habitat restoration projects that benefit birds and people. This vision will direct our policy work in the coming years, and it is a key milestone in our five-year Flight Plan. One of our top priorities currently is passage of a powerful new species protection law: the bipartisan Recovering America’s Wildlife Act (RAWA).

The sponsors of RAWA take the position that the best way to promote the long-term health of birds and other wildlife is to protect them before they need to be added to the Endangered Species List. RAWA would provide $1.3 billion for states and territories and $97.5 million to tribal nations annually for proactive, on-the-ground conservation projects targeting species we know are heading toward the endangered list. It also would create tens of thousands of jobs and generate billions in economic activity. Audubon has played a key role in developing the bill and will continue advocating for its passage.

Healthy Birds, Healthy Planet

Through our Healthy Birds, Healthy Planet agenda, Audubon is working to advance policies that protect vulnerable bird species, reverse population declines, and fund habitat restoration projects that benefit birds and people. This vision will direct our policy work in the coming years, and it is a key milestone in our five-year Flight Plan. One of our top priorities currently is passage of a powerful new species protection law: the bipartisan Recovering America’s Wildlife Act (RAWA).

The sponsors of RAWA take the position that the best way to promote the long-term health of birds and other wildlife is to protect them before they need to be added to the Endangered Species List. RAWA would provide $1.3 billion for states and territories and $97.5 million to tribal nations annually for proactive, on-the-ground conservation projects targeting species we know are heading toward the endangered list. It also would create tens of thousands of jobs and generate billions in economic activity. Audubon has played a key role in developing the bill and will continue advocating for its passage.

Increased funding through the NMBCA would provide protection for the entire migratory ranges of neotropical species, like the Scarlet Tanager.
"It is an amazing privilege to be part of ongoing learnings and discussions with Indigenous-led initiatives about how Audubon can be a trusted ally and how this work connects with deeper questions about nationhood, reconciliation, and building strong, healthy, and resilient communities."

Jeff Wells
VP, Boreal Conservation

Connecting and Collaborating

Reshaping how Audubon performs conservation—and who benefits—requires that we work collectively to build the largest and most diverse constituency for birds and ensure historically overlooked voices of women and people of color inform this work. This is a long-term commitment that requires humility, openness, and adaptability.

Supporting a diverse, inclusive conservation movement and centering equitable processes and outcomes is part of our strategy for halting the precipitous loss of birds. EDBR (equity, diversity, inclusion, and belonging) is a thread that aligns our principles; positions us to build a more equitable future where engaging across differences is embraced and celebrated; and enables us to create a community that looks like the Americas—with the collective strength to change things for the better.

WIC at 20
Science teacher in public education, Ph.D. candidate in the field of soil ecology. Author of regional wildlife conservation actions plans. These are just a few professional roles taken on by past interns in Audubon’s Women in Conservation (WIC) programming. Supported by WIC and launched in 2012, internships opportunities for young women interested in pursuing careers in conservation and environmental science carry on the legacy of WIC’s visionary forebearer, Rachel Carson.

This past spring, WIC celebrated its 20th year honoring the contributions of women in the field of conservation with the Rachel Carson Award while spurring on a new generation of women leaders. Founded by Allison Whipple Rockefeller, a recipient of Audubon’s Thomas Keese Jr. Conservation Award, WIC exemplifies what’s possible when deeply embedded values and a commitment to diversity converge with science, community building, and conservation action.

UNITED STATES

Audubon Riverlands intern Langston Tensley leads students from Ferguson Florissant School on a nature hike at Little Creek Nature Area.

Audubon Center at Debs Park is bringing nature into neighborhoods that are predominantly Hispanic. At Debs Park, a people-centered approach to conservation has sparked a hub for engagement among a community with a significant racial and ethnic minority population. Along the LA River—home to more than 140 bird species—Debs Park is building a more diverse and inclusive conservation movement to benefit all.

ST. LOUIS, MO

Leading from Within
Audubon Centers give individuals and community groups the tools to join forces and grow our conservation movement. The Audubon Center at Riverlands, located on the banks of the Mississippi River in St. Louis, is rich with bird diversity along the confluence of the Great Rivers and part of the 3,700-acre Riverlands Migratory Bird Sanctuary. Nature Education for Stewards of Tomorrow (NEST) is changing our landscape by engaging more than 2,000 young people annually at Riverlands Center, building a lifelong love for nature through experiential learning—and growing a talented and diverse generation of future conservation leaders.

Los Angeles, CA
Finding Nature Where You Are

Historically, people of color have been made to feel unsafe in or have been excluded from outdoor spaces. A 2022 study by the Outdoor Foundation found that less than 27 percent of outdoor recreationists identify as people of color. Just off the LA freeway, Audubon Center at Debs Park is bringing nature into neighborhoods that are predominantly Hispanic. At Debs Park, a people-centered approach to conservation has sparked a hub for engagement among a community with a significant racial and ethnic minority population. Along the LA River—home to more than 140 bird species—Debs Park is building a more diverse and inclusive conservation movement to benefit all.
IMPACT HIGHLIGHTS BUILDING COMMUNITY

Shaping and Sharing Our Values

The tenets of EDIB (equity, diversity, inclusion, and belonging) are guiding Audubon’s commitment to workplace excellence. To express our commitment—and to hold ourselves accountable to positive change—our strategic plan centers organizational values and conservation principles that integrate EDIB across all our work.

Our values anchor a new definition of workplace excellence: clear goals, united teams, innovation aided by continuous improvement through feedback and learning, and an inclusive and equitable culture. This vision will serve as a core element of our new strategic plan and guide high-level decision-making around where and how we work.

Both the values and principles have been shaped by a diverse group of staff and leaders throughout the past year. To succeed in this work, we sought and received feedback from across the organization at every level, in ways that reflect our commitment to greater diversity and inclusivity here—and in the field of conservation.

“Making EDIB a driver of our work is a fluid process with learning curves. We bring humility to this effort as we listen, learn, and adopt best practices to support our work through EDIB strategies.”
Maxine Griffin Somerville
CHIEF PEOPLE AND CULTURE OFFICER

An Investment of Consequence

To embody our principles and bring to life our values, this year Audubon launched a new $25 million commitment to expand our EDIB work, accelerate its conservation impact, and embed our organizational principles articulated by Flight Plan. We sought feedback from across the organization to ensure that a diversity of departments, geographies, job levels, identities, experiences, and perspectives will guide the allocation of these resources in the coming year. This effort, already in process, will craft a holistic set of recommendations on how to best advance EDIB in FY24, guided by our organizational values and mission.

Our Values
- Drive for lasting, positive impact
- Recognize collaboration is key to accomplishing our mission
- Build trust by acting with integrity
- Demonstrate care for each other, our partners, and our communities
- Foster innovation and learning
- Embrace complexity and change

A spark bird for many, the Eastern Bluebird delights birders across portions of Canada, the Eastern United States, and portions of Mexico and Central America down to Nicaragua.
Unprecedented Donor Impact

In December, Audubon completed Elevate—the largest-ever fundraising campaign focused on birds and the places they need. When the counting concluded, we had raised more than $826 million since the campaign began in 2017.

Elevate has had a transformative impact on both our culture of giving and our work around conservation, climate, EDI&B (equity, diversity, inclusion, and belonging), and policy. During the campaign, we established and expanded three donor societies—The Canopy, the Great Egret Society, and the Grinnell Society—that energized philanthropy at the state level and grew our annual and legacy giving considerably. Every project we undertake, every Audubon staff member we support, and every bird we protect benefits directly from the generosity of our supporters.

The campaign may be over, but much work remains. Elevate played a critical role in expanding our conservation programs, advancing efforts to make the conservation field more equitable, and raising our profile around climate action. As a result, Audubon’s reach and impact will continue to grow in years to come. We’re deeply grateful for the support we received—and ready to tackle the challenges that lie ahead.

Strength In Numbers

Elevate inspired some of the largest gifts in Audubon’s history—118 seven-figure gifts—while generating unprecedented participation from donors contributing $10,000 or less. The campaign also sparked an increase in unrestricted support across all giving levels to ensure the greatest impact. Every gift and every donor makes a difference.

118

The number of donors who gave at $1 million or above totaled 118 gifts that raised $383 million for the campaign.

60%

Audubon experienced a 60% increase in average annual giving per donor over the campaign period.

$135 million

Donors of $10,000 or less contributed nearly $135 million toward our campaign goal.
We can’t protect birds and the places they need without you. We’re grateful for your leadership, friendship, and support.

$10,000+ Supporters
Anonymous (167)
The 1830 Family Foundation
4445 Foundation
Franny & Franny Abbott Leilei and Jon Abseiberg
The Achilles and Bodman Foundation
Acliie Charitable Foundation
Edward Adams
Alaska Conservation Foundation
The Alexander Foundation
John Alexander and Emily Fisher-Alexander
Susan and John Allen
The Lew & Dawn Allyn Family Fund
John Alpin
Joseph T. Ambrey
American Electric Power
American Endowment Foundation
Dr. and Mrs. John F. Angier
The Applewood Fund
Arthrex Inc.
Lynn and Thomas Astley
The Anne and Rolfin Bates Foundation, Inc.
Dr. Robert J. Bates
John and Nancy Becker
Anita E. Beckett
Dorothy L. Bedford and Rush Taggart III
Francis Beidler Foundation
Bell Family Fund
Easton Foundation
David Winston Bell Foundation
Susan and Steve Bell
Frances H. Berger
Artie W. & Grace Berry Foundation
Jody Bily
Annie and David Bingham, M.D.
Sharon and Randy Blackburn
Bake Family Foundation
Douglas B. Bloom
The Bobolink Foundation
John C. Boll Foundation
The Boiling Company
Bonneville Environmental Foundation
Cecilia and Dermot Boone
Walter & Phyllis Borton Foundation
Dr. Hans Schwartz and Mr. Christopher Buck
Eunice and Robert Burnett
The Burning Foundation
Mr. Charles C. Butt
The Ralph E. Cades Family Foundation
Cearns Foundation
California Community Foundation
Preston and Cherie Came
Guy Cameron
Amy and Robert Campbell
Bob and Candy Campbell
Bob and Terry Campbell
Campion Foundation
Canada Family Charitable Trust
Margaret A. Cargill Foundation
Philanthropies
Arnold W. & Alice R. Carlson Charitable Fund
Carol B. Pfeilon Foundation
Deb Carrier and Harry Gable
Carroll Petris Foundation
Cathcarers Family Foundation
Ms. Emmy Cattaneo
Cedar Tree Foundation
Central New York Community Foundation
Colorado Gives
Foundation
Communities Foundation of Texas
The Community Foundation of Greater New Hampshire
The Community Foundation of Eastern Connecticut
Communit Foundation of Tampa Bay
Consolidated Edison Company of New York Inc.
Cooper-Nellow Foundation
Cox Brothers
CotyLegend Fund
Frideric R. Coudert Foundation
Cuyos Foundation Trust
The Crown Family Foundation
D. F. Dillon Foundation
The Dallas Foundation
Danforth Foundation
Jack Dangermond
Linda G. Davis
Barbara de Portago
Deering Foundation
Willy S. DeLaurier Jr.
Sally Williams Allen
Della Foundation
Paul Dix
The Dotson Foundation, Inc.
Cleveland H. Dodge Foundation, Inc.
Dominion Energy Charitable Foundation
Donald & Lorena Meier Foundation
Gaylord and Dorothy Donnelley Foundation
The Doolin Foundation for Biodiversity
The Kalka A. Doolin Foundation
Barbara and Earl Doolin
Kalista A. Doolin Fund at Texas Women’s Foundation
Holly Doremus and Gordon Anthony
Joyce C. Doris Duke Foundation
The Durbin Family Foundation
Drake Real Estate Partners
Dorothy and Lon Duncan Company
Robert Duncan Foundation
Margaret and Edward Duquay
Louisa Dumling
Duke Energy Foundation
Earthshare
Carlson Family Foundation
Edgerton Foundation
Elizabeth Foundation
John and Barbara Ellis
Scientific Charitable Trust
The Energy Foundation
Environmental Systems Research Institute
Explore.org, a direct charitable activity of the Arneman Foundation
Facebook
Preston Fagan
Fairfield County’s Community Foundation, Inc.
FAO Schwarz Family Foundation
Mr. Wayne L. Feakes
Thomas and Barbara Feiner
Felsum Foundation
Moses and Susan Feff
Paula R. Feldman
Fenton Family Foundation
Paul and Victoria Peirce
Ridcully Trust Company International
Ben and Rebecca Field
Mary J. Figg
Firespring Foundation
Fischer Family
Philanthropies
Dr. Susan L. Flader
Joseph Z. Fleming
Flagler East Coast Industries
Karen and Richard Ford Foundation
Russell Fray and I Min Chao
Eugene and Tammy Frick
Friends of the TR Sanctuary and its programs
Friends of Haystack Rock
Friends of Key Island
Joanne Funene
Ms. Kathryn Fuller
H. Landis & Dominique Gabel
Robert E. Gallagher
Charitable Trust
Mark T. Gallogly and Elizabeth B. Strickler
The Gates Foundation
The Gardiner Foundation
The Robert David Lion Gardiner Foundation
Hamilton Garvey
The Garrett Family
Charitable Trust
Gates Family Foundation
Gayden Family Foundation
Richard H. Wear and Deborah D. Geisenger
Houston Area Foundation
Dealers Association
GeoFamily Foundation
Jon and Jeannette and the George Family Foundation
Ann and Gordon Getty Foundation
Melissa and John Gibbons III
Aiken Gibbs
"Birds are important. Audubon effectively speaks to the issues of climate change that we all experience.”

Bud Younts
AUDUBON DONOR
3 Three juvenile Barn Swallows eagerly await their meal.

Friends & Partners
Friends gather at Rio Salado Audubon Center on Earth Day for Asian American Native Hawaiian and Pacific Islander Climate Summit and Fashion Show.

A Hemispheric Wingspan

Audubon’s people-centered conservation is woven across its offices, centers, and sanctuaries creating bold solutions for birds, people, and our planet.

AUDUBON’S NETWORK

12 Countries
Audubon is forging international partnerships across Latin America, the Caribbean, and Canada, ensuring we can protect birds year-round from sea to sea and pole to pole.

16 State & Regional Offices
Our state and regional offices encompass 31 states, linking our regional conservation and policy clout to the national stage.

32 Centers
23 Sanctuaries
These special places represent the vital habitats we’re working to conserve, and help engage blossoming birders and hatch young conservationists.

160+ Campus Chapters
Audubon is on 160 college campuses helping students become the next generation of conservationists.

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

Land Birds
Raptors
Shorebirds
Waterbirds
Waterfowl
Financial Summary

2023 REVENUE $174.0 million
- 86% Contributions, grants, and bequests
- 6% Earned income and other revenue
- 8% Investment earnings, appropriated

2023 EXPENSES $163.8 million
- 79% Conservation programs
- 16% Fundraising
- 5% Management and general

Condensed Statement of Activities

<table>
<thead>
<tr>
<th>REVENUES, GAINS, AND OTHER SUPPORT</th>
<th>Year ended June 30, 2023 (dollars in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions, grants, and bequests</td>
<td>$149,247</td>
</tr>
<tr>
<td>Earned income and other revenue</td>
<td>$10,744</td>
</tr>
<tr>
<td>Investment earnings, appropriated</td>
<td>$14,018</td>
</tr>
<tr>
<td><strong>TOTAL REVENUES, GAINS, AND OTHER SUPPORT</strong></td>
<td>$174,009</td>
</tr>
</tbody>
</table>

Condensed Statement of Financial Position

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>June 30, 2023 (dollars in thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and investments</td>
<td>$372,769</td>
</tr>
<tr>
<td>Receivables (net)</td>
<td>$40,317</td>
</tr>
<tr>
<td>Beneficial interest in charitable trusts (net)</td>
<td>$39,055</td>
</tr>
<tr>
<td>Pension funded status</td>
<td>$201</td>
</tr>
<tr>
<td>Right-of-use lease assets</td>
<td>$11,849</td>
</tr>
<tr>
<td>Land, buildings, and equipment (net)</td>
<td>$147,310</td>
</tr>
<tr>
<td>Other assets</td>
<td>$3,227</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$614,728</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$12,735</td>
</tr>
<tr>
<td>Deferred net tuition, and other liabilities</td>
<td>$3,542</td>
</tr>
<tr>
<td>Funds held for others</td>
<td>$7,338</td>
</tr>
<tr>
<td>Obligations under charitable trusts</td>
<td>$7,702</td>
</tr>
<tr>
<td>Lease liabilities</td>
<td>$16,243</td>
</tr>
<tr>
<td>Post retirement benefit liability</td>
<td>$90</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>$47,725</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td>$567,003</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$614,728</td>
</tr>
</tbody>
</table>

Audubon Leadership

**Board of Directors**
- Susan Bell, CHAIR
- George S. Golumbeski, Kathryn D. Sullivan, VICE-CHAIRS
- Victor Hymes, TREASURER
- Susan Orr, SECRETARY

**Executive Staff**
- Elizabeth Gray, CHIEF EXECUTIVE OFFICER
- Marco Carbone, CHIEF TECHNOLOGY OFFICER
- Marshall Johnson, CHIEF CONSERVATION OFFICER
- Lisette Martinet, CHIEF EQUITY, DIVERSITY, INCLUSION, AND BELONGING OFFICER
- Ingrid Milne, CHIEF FINANCIAL OFFICER
- Megan O’Hare, CHIEF OF STAFF
- Maxine Griffin Somerville, CHIEF PEOPLE AND CULTURE OFFICER
- Justin Stokes, DEPUTY CHIEF CONSERVATION OFFICER
- Betty Su, CHIEF MARKETING AND COMMUNICATIONS OFFICER
- Rod Vogel, INTERIM CHIEF DEVELOPMENT OFFICER
- Allison Vogt, CHIEF STRATEGY INTEGRATION OFFICER
- Chad Wilsey, CHIEF SCIENTIST
- Charlotte Young, GENERAL COUNSEL

**Senior Leaders**
- Steve Abrahamson
- Kelly Adams
- Danita Beck-Wickwire
- Suzanne Biemiller
- Jennifer Bogo
- Tracy Boyd
- Kimberly Brand
- Levi Bradlow
- Michael Burger
- Melinda Cep
- Madhari Colton
- Stephanie Cook
- Jessica Dolan
- Kevin Duffy
- Lisa Gonzalez
- Neeta Hatley
- Jonathan Hayes
- Rebecca Haynes
- Condye Hernandez
- Julie Hill-Gilbert
- Alison Holloran
- Kristy Ives
- David Krause
- Diana Lee
- John Mahoney
- Andrew Mills
- Brian Moore
- Michelle Parker
- Aurelio Ramos
- Sarah Rose
- Rob Schultz
- Felice Studler
- Kristal Stoner
- Jennifer Saapio-Fast
- Jeff Wells
- Michelle Parker
- Julie Wraithmell

Additional information is available at audubon.org.
The American Golden-Plover makes marathon migrations from the Arctic and Subarctic tundra in Alaska and Canada to the southern reaches of South America.
Thanks for your full-fledged support.

The Barred Owl’s signature hoot rings through mature mixed forests and wet woodlands, where this species is a common, successful breeder.