



Letter from the CEO

Audubon's Flight Plan

6 Habitat

8 Climate

10 Policy

12 Community

14 Workplace Excellence

> Seal River watershed in Northern Manitoba



16 Friends & **Partners**

26 Audubon's Network

30 Financial **Summary**

31 Leadership

Saltmarsh Stewards in Sunken Meadow State Park, NY





Soaring Toward a Shared Vision

FIRST CAME TO BIRDS AS A SCIENTIST. I WAS fascinated by the way their movements trace invisible connections across continents, and how their presence or absence reveals the health of the world around us. Birds are sentinels. When their numbers fall or their songs fade, it signals that something much larger is at risk: clean air, clean water, healthy land, and ultimately, the well-being of our communities.

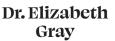
I have come to see birds as teachers of hope and resilience. I still remember the first time I saw a Bald Eagle circle overhead, a sight that would have been rare when I was growing up. In that moment, I felt what so many of us who work in conservation understand: When people act, nature can recover. Science shows us the way forward, and hope keeps us moving toward it.

At Audubon, we follow birds because they show us where nature is thriving and where it needs our help. Their migrations stretch from the Arctic to the Andes, traversing coasts, grasslands, wetlands, and forests—and linking the people whose lives are connected to those landscapes. Birds know no borders, and neither does our commitment.

This is the idea behind Flight Plan, Audubon's strategy to accelerate conservation throughout the hemisphere. It gives shape to our work and direction to our ambition. At its core is our guiding star to bend the bird curve—to halt and ultimately reverse the decline of birds across the Americas. Grounded in science and strengthened by partnership, it drives us to meet the challenges before us and to turn possibility into measurable progress.

This is a time that calls for courage and optimism. The pressures facing the natural world are immense, but so is the determination of those who care about it. For 120 years, Audubon has brought people together through science, trust, and a shared belief that change is possible. That same belief continues to guide us today.

Audubon is a conservation organization powered by birds and by people like you. Your support makes this work possible and keeps the promise of recovery alive. Together, we are ensuring that future generations will look to the skies and see a world in full flight.



CHIEF EXECUTIVE OFFICER

Together, we are ensuring that future generations will look to the skies and see a world in full flight.

udubon **2** Annual Report 2025 Audubon **3** Annual Report 2025

A Story of Progress and Promise

Marshall Johnson

CHIEF CONSERVATION OFFICER

HEN I REFLECT ON ALL THAT HAS BEEN accomplished during the first two years of Flight Plan, I am filled with immense optimism for what we are building together.

I joined Audubon over 16 years ago. Back then, it was hard to imagine the scale of impact our organization would have today across the hemisphere. From Alaska to Panama and Maine to Colombia, the boots we have put on the ground, the landscapes we have helped protect and restore, and the communities we have stood beside are a testament to what's possible when we act together for birds and people. The transformation we have experienced—the creativity, collaboration, and resolve driving this moment—has been extraordinary.

To me, the story of Flight Plan is one of people linking arms, united by a common purpose to protect and restore the ecosystems that matter most—for communities and for birds. It's about what happens when people come together across geographies and cultures to safeguard landscapes that sustain life, nurture biodiversity, and store the natural wealth essential to our shared climate future.

The story of Flight Plan is also the story of birds like the Lesser Yellowlegs. Audubon has long worked to protect them along their migratory path

across the United States. But today, for the first time in our history, we are able to protect them across their full journey—from their breeding grounds in the boreal forests of Canada and Alaska to their wintering grounds throughout South America. This is hemispheric conservation in action.

The progress we have made toward our Flight Plan goals is inspiring. But this is also just the beginning. Our expanded work is delivering far more than conservation wins for birds—it is advancing coastal resiliency, improving access to clean water, strengthening carbon storage, and driving economic development in communities across the hemisphere. We have both the opportunity and responsibility to build on this momentum—working together at an even greater scale to bend the bird curve. And with the strength of this movement, I know we can.

The story of Flight Plan is one of people linking arms, united by a common purpose to protect and restore the places that matter most-for communities and for birds.



Audubon's **Flight Plan** is focused on halting, and ultimately reversing, the decline of birds across the Americas, because the health of birds reflects the health of our planet. Five conservation milestones measure our progress toward that ambitious vision.

MILESTONE

PROGRESS



Conserve 300 million acres of connected, climateresilient habitat

80 million acres **CONSERVED**

>150 million acres **IN PROGRESS**



Support the generation of 100 gigawatts of renewable energy

49.2 gigawatts **ACCELERATED CAPACITY OR TRANSMISSION**

Store 30 billion tons of carbon in conserved lands **6.1 billion tons** STORED

14.1 billion tons IN PROGRESS



Pass Audubon's Healthy Birds, Healthy Planet policy agenda

110 policies ADOPTED

212 policies **ADVANCED (IN PROGRESS)**

COMMUNITY BUILDING

Double membership and create a powerful coalition of supporters to take conservation action

>2 million people **ENGAGED**

Yellowlegs in the Angachilla wetland, Chile

lands and waters across the Americas, Audubon helps provide safe passage and Habitat a healthy home for birds and people. Conservation 2



ACCELERATING RESTORATION IN THE EVERGLADES

Audubon protected nearly 200,000 acres in Florida this year, including more than 60,000 acres of the Greater Everglades Ecosystem. As a culmination of Audubon's research on long-term changes at Corkscrew Swamp Sanctuary. the South Florida Water Management District launched a three-year restoration planning effort. The publicly funded Corkscrew Watershed Initiative is anticipated to drive more than \$2 billion toward restoration projects across more than 640,000 acres—with Corkscrew Swamp Sanctuary at its heart.

Critical Islands of Support for Birds and People

175 coastal islands in Texas In 2025, Audubon's coastal programs in Texas protected 175 coastal rookery islands across the Gulf Coast critical havens for more than 60,000 breeding pairs of waterbirds from 27 species. Audubon's conservation efforts in the Gulf Coast deliver measurable benefits for birds and local communities—supporting biodiversity and protecting natural systems that buffer storms and store carbon for a more resilient Texas coast. Through island ownership, long-term leases, collaborative partnerships, and proactive stewardship actions, we are minimizing human disturbance and helping to ensure safe nesting conditions in this hemispherically significant ecosystem that anchors the Central Flyway.

A Blueprint for Coastal Conservation

By creating a vast network of conserved

Maryland's salt marsh landscape is declining at an alarming rate, with significant impacts to fish, shellfish, birds, and local communities-a crisis with parallels in many coastal areas. To counter it, Audubon collaborated with local partners and public agencies to launch the Marshes for Tomorrow project. The project has identified 29,000 priority acres of saltmarsh for protection and restoration, plus secured a \$13.2 million grant from the Maryland **Department of Natural Resources** to help advance projects that will support this habitat. These efforts will not only help protect vulnerable species like the Saltmarsh Sparrow, but also bolster the economies and resilience of coastal communities that rely on activities such as agriculture, tourism, and fishing.

29.000 acres of saltmarsh in the Mid-Atlantic



Coastal Program Manager Hen Bellman (left) with resource agency staff at the Rum Pointe Marsh Restoration site in Berlin, Maryland

Protections that Span the Hemisphere

A historic milestone was achieved in July with the declaration of the Loma Santa Indigenous Conservation Area in Bolivia. which spans nearly 500,000 acres, shelters 250 bird species. and safeguards the cultural heritage of five Indigenous groups. It is the largest protected area established to date through Conserva Aves, a partnership led by Audubon, American Bird Conservancy, BirdLife International, Birds Canada, and the Latin American and Caribbean Network of Environmental Funds (RedLAC). Conserva Aves connected and conserved more than 660,000 acres in 2025 alone.

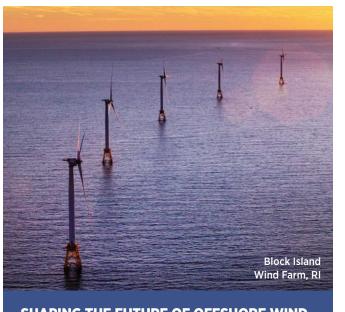
"From restoring habitat to developing climate strategies, everything Audubon does is supported by science. As a scientist, I am proud to support Audubon's work."

-DR. GORDON H. ORIANS, CANOPY MEMBER FORMER AUDUBON WASHINGTON ADVISORY BOARD MEMBER, AND ELECTED MEMBER OF THE NATIONAL ACADEMY OF SCIENCES

500,000 acres in the **Bolivian Amazon**







SHAPING THE FUTURE OF OFFSHORE WIND

In January 2025, Audubon released its Birds and Offshore Wind report, which outlines a science-based path to environmentally responsible energy development amid a changing climate. The report examined both the unique role and advantages of offshore wind relative to other energy sources and strategies to reduce potential risks posed by the technology. In California, Audubon supported the allocation of nearly \$240 million from the state's Climate Bond for port upgrades ahead of the implementation of offshore wind infrastructure. These upgrades include commitments to reduce emissions at ports—and will lay the groundwork for an additional 4.5 gigawatts of offshore wind energy in the California grid.

Leading the Climate Conversation

Audubon took center stage at Climate Week NYC in September, bringing thought leadership grounded in robust science. Our experts presented a new framework for identifying areas where conservation can address climate change while benefiting birds and people and highlighted Audubon Conservation Ranching as a model for natural climate solutions with significant ecologi-

cal and economic gains. A billboard featuring an 80-foot-tall humming-bird in nearby Times Square, meanwhile, caught the attention of tens of thousands of passersby, shining a spotlight on the critical role birds play as indicators of climate change.



Left: Senior Director of Climate & Community Science Brooke Bateman presenting at Climate Week NYC Above: New York's Times Square

"Audubon isn't just sounding the alarm on climate change. They're taking real steps to promote renewable energy and natural climate solutions as a way to protect birds and the places they need."

-DOUG SANTONI, GRINNELL LEGACY SOCIETY MEMBER AND FORMER ADVISORY BOARD CHAIR, AUDUBON WASHINGTON

A Win-Win Approach to Advancing Renewable Energy

In Wisconsin, Audubon worked closely with a renewable energy developer to ensure that plans for the state's largest solar energy project—a 9,300-acre installation capable of producing 1.3 gigawatts, or enough energy to power nearly 1 million homes—could proceed in a way that aligned with state and federal conservation goals. Doral Renewables agreed to implement an approach to its proposed Vista Sands Solar Farm that would help create connected habitats for species like the Greater Prairie Chicken, and it dedicated \$2.1 million to fund Wisconsin's Greater Prairie Chicken Restoration Plan. Together these commitments cleared the path for the project's approval, and the process established a gold standard for collaboratively advancing climate solutions.

Audubon **8** Annual Report 2025

Audubon **9** Annual Report 2025

Audubon continues its long tradition of Policy
Leadership working across the political spectrum to advance and fund conservation.

VOICES FOR WORKING LANDS To help secure \$16 billion for agricultural conservation programs, Audubon brought farmers and ranchers from seven states to Washington, D.C., where they met with 38 congressional offices. In an example of diplomacy in action, these landowners delivered a powerful and unified message: Conservation works, and these programs make it possible and profitable to continue their heritage of ranching on their land. In July, programs key to improving habitat, access, and soil and water quality on private lands received renewed funding. \$16 billion for conservation programs in the Farm Bill

To meet the scale of today's challenges,



Taking Action on Behalf of Birds

Audubon mobilized our members to show support for the Bird Banding Lab and the North American Breeding Bird Survey, which have quietly powered conservation in the United States and Canada for decades—providing data that reveal the health of the natural world, underpin environmental decisions, and help track progress toward conservation goals. In partnership with Ducks Unlimited, the American Bird Conservancy, and the Association of Fish & Wildlife Agencies, Audubon held a State of the Birds policy briefing with 30 House and Senate staff members of both parties to explain the importance of these programs. Nearly 24,000 community members submitted over 81,000 messages to elected officials urging them to preserve the programs' funding.

Right: Maisa Rojas (right), Chile's Minister of the Environment, and Marci Eggers, Audubon's Vice President for Latin America and the Caribbean. present the seabird conservation action plan at La Isla **Ecological Park in** Concón, Chile. Left: Audubon staff join farmers and ranchers from across the country at the U.S. Capitol in Washington, D.C.



"When I served in Congress, I worked hard to conserve places like the Everglades and the Gulf. Audubon was one of my most reliable partners."

—HON. FRANCIS ROONEY

\$2 billion in projected funding for conservation in Minnesota

Signing celebration with Minnesota **Governor Tim Walz** for legislation reauthorizing the state's **Environment and** Natural Resources Trust Fund

Essential Conservation Resources

Since 1988. Minnesota's Environment and Natural Resources Trust Fund has provided more than \$1 billion for conservation efforts, including habitat protection, environmental research, and clean water initiatives. Audubon collaborated with legislators, tribal communities, and Black-led, Latino, and Hmong organizations to mobilize voters and build support for its renewal. Voters overwhelmingly approved the fund's reauthorization for another 25 years—this time with a community grants program to benefit smaller organizations. The fund, which is financed by the Minnesota State Lottery, is projected to raise another \$2 billion by 2050, serving as a model for how Audubon scales impact through public funding.

A PROMISING PLAN FOR SEABIRDS IN CHILE

Working in partnership with Chile's Ministry of the Environment, Audubon has played a central role in shaping and implementing the country's National Bird Conservation Strategy. In October 2025, Chile launched its first-ever Action Plan for the Conservation of Seabirds, a nationwide effort that complements Audubon's ongoing habitat conservation in the country. Developed in collaboration with Audubon and more than 20 NGOs, academic institutions, and civil society organizations, the plan will help implement sustainable practices, strengthen conservation alliances, and empower community members to take an active role in the conservation of seabird habitats.

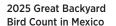
Community Building ©

By expanding and engaging our community of conservationists, Audubon works seamlessly across the hemisphere to create transformative change.





From top: HBCU campus chapter members at the Audubon Leadership Conference: Brian Cammarano





Preparing Future Conservationists

Audubon supports budding conservationists with a constellation of programs, from early-education activities at Audubon centers to campus chapters and professional fellowships within our organization. These programs often lead to rewarding careers in conservation. For example, Brian Cammarano first got to know Audubon through our Conservation Leadership Initiative in Florida, a unique co-mentoring program that connects college students with experienced chapter leaders. Brian went on to start a new campus chapter at the University of Central Florida, then joined Project Puffin in Maine before returning to Florida as a senior coordinator. Today he manages coastal stewardship along the Panhandle and mentors others just as he was once mentored.

100 campus chapters

including our newest addition, Howard University



MOTUS OPERANDI

Audubon supports more than 65 Motus stations that track radiotagged birds throughout their migrations. This year, Audubon staff installed a Motus tower at Claflin University—the oldest historically Black college and university in South Carolina and home to an Audubon on Campus chapter. New towers also went up at Audubon centers in Florida, New Mexico, and North Carolina. Data collected by the Motus network populates the Bird Migration Explorer, which reveals the annual journeys of hundreds of species and the critical habitats in need of protection along the way.

Record-Setting Community Science

For four days in February, more than 800,000 people from around the world venture into the woods, fields, wetlands, and backyards of their communities to record the birds they see and hear for the Great Backyard Bird Count—a tally that this year reached 8,078 species. Since its founding in 1998, the Great Backyard Bird Count has helped Audubon, the Cornell Lab of Ornithology, and Birds Canada to track long-term changes in bird populations by capturing a clear snapshot just before they migrate. It has grown to become the world's largest biodiversity-related community science effort.



Audubon 12 Annual Report 2025 Audubon 13 Annual Report 2025

Workplace Excellence

Audubon is achieving our ambitious Flight Plan goals by building a best-in-class operation where staff, volunteers, and collaborators can thrive.



Audubon staff with partners Fundación Cosmos and CAF at Humedal del Río Maipo Natural Sanctuary in Santo Domingo, Chile

Impact at a Hemispheric Scale

Birds teach us to approach conservation holistically, with a deep appreciation for the interconnections that span human boundaries. That's why raising our sights—and our impact—at hemispheric scale is central to our conservation goals. When we launched Flight Plan, Audubon was working in six countries outside of the United States; today, we are doing meaningful work in 11 countries across the hemisphere. Growing our flock across borders supports our efforts to engage community leaders and opens new channels of public and private funding, allowing us to make an even greater impact for birds, people, and the planet.

countries across the Americas

"I've held several positions during my eleven years with Audubon. At every step, I've been connected with prominent leaders who helped mentor and guide me. I hope to embody that generosity for my team."

-DANIEL SUAREZ
AUDUBON GREAT LAKES

One Flock, Many Feathers

To protect birds and safeguard the health of our environment, Audubon must work seamlessly across the length and breadth of the hemisphere. By providing cross-cultural learning and skills development, we help to ensure that Audubon staff can collaborate and communicate effectively with their peers from different language and cultural traditions. This year, we expanded our cultural competency training and launched a new translation service that makes our reports and publications accessible to all of our audiences. Audubon embraces opportunities to learn from and share with one another as we pursue a collective goal: a healthy planet for birds and people.









A Mission-Driven Employer of Choice

Over recent years we have made a concerted effort to cultivate a top-tier workplace. That strategy is bearing fruit: In 2025, our compensation, benefits, and paid time off programs meet or exceed those offered by our peers. We are proud to have dedicated team members who recognize the vital importance of our mission, as well as our commitment to a culture of learning. This past year our learning and development initiatives resulted in 975 staff (including seasonal employees) engaging in a total of nearly 8,000 learning hours, marking an 88 percent year-over-year increase.

Clockwise from top left: Staff engaged in education and conservation in Arizona, Florida, Louisiana, and Missouri

Below: Trevin
Baker, Stephanie
Thorassie, and
Sandy Clipping
receive an award
from Audubon's
Elizabeth Gray
and Marshall
Johnson.

CELEBRATED COLLABORATIONS

Audubon has collaborated for several years with the Seal River Watershed Alliance, an effort led by four First Nations to designate the 12-million-acre Seal River Watershed in Northern Manitoba as an Indigenous Protected and Conserved Area. This summer, members of the alliance were featured attendees at the Audubon Leadership Conference in Montreal, Quebec, where they were recognized with the 2025 Hemispheric Conservation award. Audubon proudly supports this Indigenous-led work by providing resources, assisting with acoustic bird monitoring, and helping to showcase the region's global importance for both bird habitat and carbon sequestration at events like the 2025 World Conservation Congress in Abu Dhabi.



dubon 14 Annual Report 2025 Audubon 15 Annual Report 2025

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\$10,000+ Supporters

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Corteva Agriscience

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Corbitt

Company of New York

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"In Wisconsin, hundreds of bird species thrive in our state's wild areas because we are a national leader in conservation, and we have a rich history of investing in our wildlife. For 120 years, Audubon has been an integral part of that, investing in and protecting our great outdoors that are vital to our quality of life and economy."

-SENATOR TAMMY BALDWIN

Brita Lundberg
Lykes Bros. Inc.
M&T Fantastic Family
Foundation
The M. L. E. Foundation,
Inc.
M. Piuze Foundation
McCall MacBain
Foundation
Trent Maddox
Carolyn Magee
Mary Ann Mahoney
TeriAnn Mahony-Miller and
Nicholas Miller
Anthony and Shelly Malkin
March Conservation Fund

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Audubon 16 Annual Report 2025 Audubon 17 Annual Report 2025

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19 Annual Report 2025 Auduhon 18 Annual Report 2025 Auduhon

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22 Annual Report 2025 Auduhon **23** Annual Report 2025

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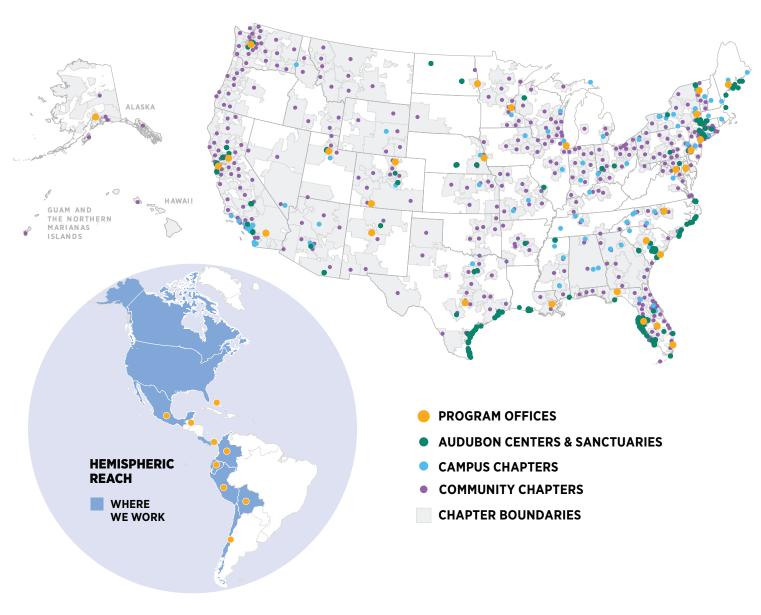
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State Office **Audubon North Carolina**

P.O. Box 584 Garner, NC 27529 (919) 929-3899

Centers and Sanctuaries Donal C. O'Brien, Jr.

Audubon Sanctuary and Center at Pine Island 300 Audubon Drive Corolla, NC 27927

(252) 453-0603 **NORTH DAKOTA**

Regional Office

Audubon Great Plains 3002 Fiechtner Drive S Suite A Fargo, ND 58103

(701) 298-3373

Centers and Sanctuaries

Edward M. Brigham III Sanctuary 2646 90 R Avenue SE Spiritwood, ND 58481 (701) 298-3373

Frederick L. Wicks Prairie Wildlife Sanctuary 3002 Fiechtner Drive S Suite A Fargo, ND 58103 (701) 298-3373

Centers and Sanctuaries

Auliwood Audubon Center and Farm 1000 Aullwood Road Dayton, OH 45414 (937) 890-7360

Grange Insurance **Audubon Center** 505 West Whittier Street Columbus, OH 43215

PENNSYLVANIA

Regional Office

(614) 545-5479

Audubon Mid-Atlantic 3401 Reservoir Drive Philadelphia PA 19121

(610) 990-3431 Centers and Sanctuaries

The Discovery Center at **Strawberry Mansion** 3401 Reservoir Drive Philadelphia, PA 19121

(610) 990-3431 John James Audubon Center

at Mill Grove 1201 Pawlings Road Audubon, PA 19403 (610) 666-5593

SOUTH CAROLINA

State Office

Audubon South Carolina 125 Wappoo Creek Drive Building G, Suite 214 Charleston, SC 29412

(843) 459-2473 **Audubon South Carolina** 808 Lady Street, Suite D. Office 13

Columbia, SC 29201

Harleyville, SC 29448

Centers and Sanctuaries **Audubon Center and Sanctuary** at Francis Beidler Forest 336 Sanctuary Road

(843) 462-2150 Silver Bluff Audubon Sanctuary 4542 Silver Bluff Road

(803) 471-0291 **TEXAS**

State Office **Audubon Texas**

Jackson, SC 29831

2407 S. Congress Avenue Suite E-#477 Austin, TX 78704 (214) 370-9735

Centers and Sanctuaries

Dogwood Canyon Audubon Center

(210) 628-1639

Dallas, TX 75217

(214) 398-8722

1206 West FM 1382 Cedar Hill TX 75104 (469) 526-1980

Mitchell Lake Audubon Center 10750 Pleasanton Road San Antonio, TX 78221

Trinity River Audubon Center 6500 Great Trinity Forest Way

UTAH

Centers and Sanctuaries

Salt Lake City, UT 84101

Edward L. & Charles F. Gillmor Audubon Sanctuary and South **Shore Preserve** 231 West 800 South, Suite E

(385) 429-9800 VERMONT

State Office

Audubon Vermont 255 Sherman Hollow Road Huntington, VT 05462 (802) 434-3068

Centers and Sanctuaries **Green Mountain**

Audubon Center 255 Sherman Hollow Road Huntington, VT 05462

(802) 434-3068 WASHINGTON

State Office

Audubon Washington 5902 Lake Washington Boulevard S. Seattle, WA 98118

(206) 652-2444

(206) 652-2444

Centers and Sanctuaries **Seward Park Audubon Center** 5902 Lake Washington Boulevard S Seattle, WA 98118

To see Audubon's full reach, including chapters, go to: audubon.org/audubon-near-vou

28 Annual Report 2025 **29** Annual Report 2025

Financial Statement



million

- **84%** Contributions, grants, and bequests
- **9%** Investment earnings, appropriated
- **7%** Earned income and other revenue



15% Fundraising

5% Management and general

Additional information is available at audubon.org

Condensed Statement of Activities

Year ended June 30, 2025 (dollars in thousands)

REVENUES, GAINS, AND OTHER SUPPORT

Contributions, grants, and bequests	\$	173,628
Earned income and other revenue	\$	14,851
Investment earnings, appropriated	\$	17,692
TOTAL REVENUES, GAINS, AND OTHER SUPPORT	\$	206,171
EXPENSES		
Conservation programs	\$	163,003
Fundraising	\$	30,193
Membership	\$ 16,051	
Development	\$ 14,142	
Management and general	\$	10,529
TOTAL EXPENSES	\$	203,725
RESULTS FROM OPERATIONS	\$	2,446
Investment gain, not-appropriated, and other gains	\$	13,118
Charitable trust additions and changes in value	\$	4,627
Pension and post-retirement activity	\$	(825)
CHANGE IN NET ASSETS	\$	19,366
NET ASSETS AT BEGINNING OF YEAR	\$	572,699
NET ASSETS AT END OF YEAR	\$	592,065

Condensed Statement of Financial Position

June 30, 2025 (dollars in thousands)

ASSETS	
Cash and investments	\$ 351,903
Receivables (net)	\$ 71,071
Beneficial interest in charitable trusts (net)	\$ 45,353
Right-of-use lease assets	\$ 7,630
Land, buildings, and equipment (net)	\$ 162,662
Other assets	\$ 4,363
TOTAL ASSETS	\$ 642,982
LIABILITIES AND NET ASSETS	
Accounts payable and accrued expenses	\$ 20,688
Deferred tuition and other liabilities	\$ 2,163
Funds held for others	\$ 9,280
Obligations under charitable trusts	\$ 7,623
Lease liabilities	\$ 10,914
Pension and post-retirement benefit liability	\$ 249
TOTAL LIABILITIES	\$ 50,917
NET ASSETS	\$ 592,065
TOTAL LIABILITIES AND NET ASSETS	\$ 642,982

Leadership

Board of Directors

George Golumbeski **Board Chair**

Kathryn D. Sullivan Vice-Chair Susan Orr Vice-Chair, Secretary

Anne Beckett Rod Brown **Shelly Cihan Mark Collins** Johanna Fuentes Elizabeth Gray **Kevin Harris** Jessica Hellmann Pamela Hurtado Berger Steffanie Munguía Angel Ortiz Mamie A. Parker Theresa Pella **Cynthia Pruett Diane Ross-Leech** Lili Taylor Bernardo Vargas-Gibsone **Anna Warwick Riggs**

Executive Staff

Elizabeth Gray CEO

Shabina Bahl **Chief Development** Officer

Marco Carbone Chief Technology Officer

Alan Feldenkris Chief Communications and Marketing Officer

Marshall Johnson **Chief Conservation** Officer

Lisette Martinez Peacock 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 Allison Vogt Chief Strategy Integration Officer **Chad Wilsey Chief Scientist**

Charlotte Young General Counsel

Joel Beauvais Suzanne Biemiller Jennifer Bogo Tracy Boyd Kimberly Brand Levi Braslow Glynnis Breen Michael Burger Meaghan Calnan Samantha Putt del Pino **Christine Dragisic** Jessica Dolan Eloiza Domingo Marci Eggers Jamey Fidel Lisa Gonzalez Neeta Hatley Jonathan Hayes Rebecca Haynes Julie Hill-Gabriel Alison Holloran Andrea Jones Amanda Kaplan Robert Kenny **Shari Kolding David Krause** Lauren Lawson John Mahoney **Brian Moore Bess Moses** Joel Paque Michelle Parker **Aurelio Ramos** Sarah Rose Srabani Roy **Rob Schultz Curtis Smalling** Felice Stadler Kristal Stoner

Steve Abrahamson **Shikitta Tavares** Jeff Wells Julie Wraithmell Rufous Hummingbird



