

# TOGETHER FOR NATURE





We've had an impactful— perhaps even “historic”— first year carrying out the goals and vision of our five-year strategic plan.

The plan is a roadmap for our future: expanding our effectiveness in education, advocacy, habitat restoration and protection, wildlife rehabilitation, and our presence as an inspiring place for all. We're pleased to share major advancements in increasing our impact for people and wildlife, driven by the knowledge that now, more than ever, Oregonians must join together to protect our environment for the benefit of all who live here.

First, we are proud to announce the completion of our new Marmot Cabin, a 3,200-square-foot educational facility on our expansive wildlife sanctuary in Sandy, Oregon. The new lodge is the culmination of our first capital campaign in over two decades, tripling our overnight lodging capacity, offering a large indoor education space for year-round programming, and increasingly ADA-accessibility. Its size, accessibility, and ideal East County location will make our immersive education programs available to more communities than ever before. It could not have happened without the generous support of our community and the Miller family. Thank you.

Our statewide conservation program also passed an important milestone this summer, with the arrival of our first year-round field coordinator in Eastern Oregon. We're expanding our work monitoring and restoring critical bird habitat at Malheur National Wildlife Refuge and beyond,

and strengthening our partnerships and educational opportunities in Harney County. At our Wildlife Care Center, we are readying ourselves for an expansion of our facility. We're working with architects to ensure that our upgraded Care Center improves our ability to both treat injured and orphaned wildlife, and educate the public on how they can reduce hazards in their community.

The staff also delved into a year-long effort to understand how issues of race, inclusion, and equity are essential to achieving our goal of becoming a more welcoming and relevant organization for all. By examining what inclusion means, and the importance of applying an equity lens to our work, we can better understand and address the barriers some experience when they engage with Portland Audubon and the broader conservation movement.

Our community can take pride in our achievements over the past year, as well as the building blocks that will allow us to carry out the exciting and expansive vision of our strategic plan. We thank you for making this work possible, and welcome your ideas on how we can continue to improve the vital work that we do.

*For the birds,*



**Nick Hardigg**  
Executive Director



**Patrick Slabe**  
Board President

## Inspiring people to love and take action to restore, protect, and enjoy wildlife and wildlife habitat.

Whether we're working collaboratively to restore critical bird habitat in Eastern Oregon, connecting kids to nature, rehabilitating wildlife, or infusing green policies into the DNA of the Portland metro area, our goal remains the same: to inspire all people to love and take action to restore and protect nature.

Since 1902, Portland Audubon has brought people together for nature. Our community, made up of dedicated members, volunteers, activists, partners, donors, youth and adult learners, backyard habitat builders, Birdathoners, and community scientists, cares deeply about ensuring that Oregon is a healthy place for current and future generations — human, avian and beyond.

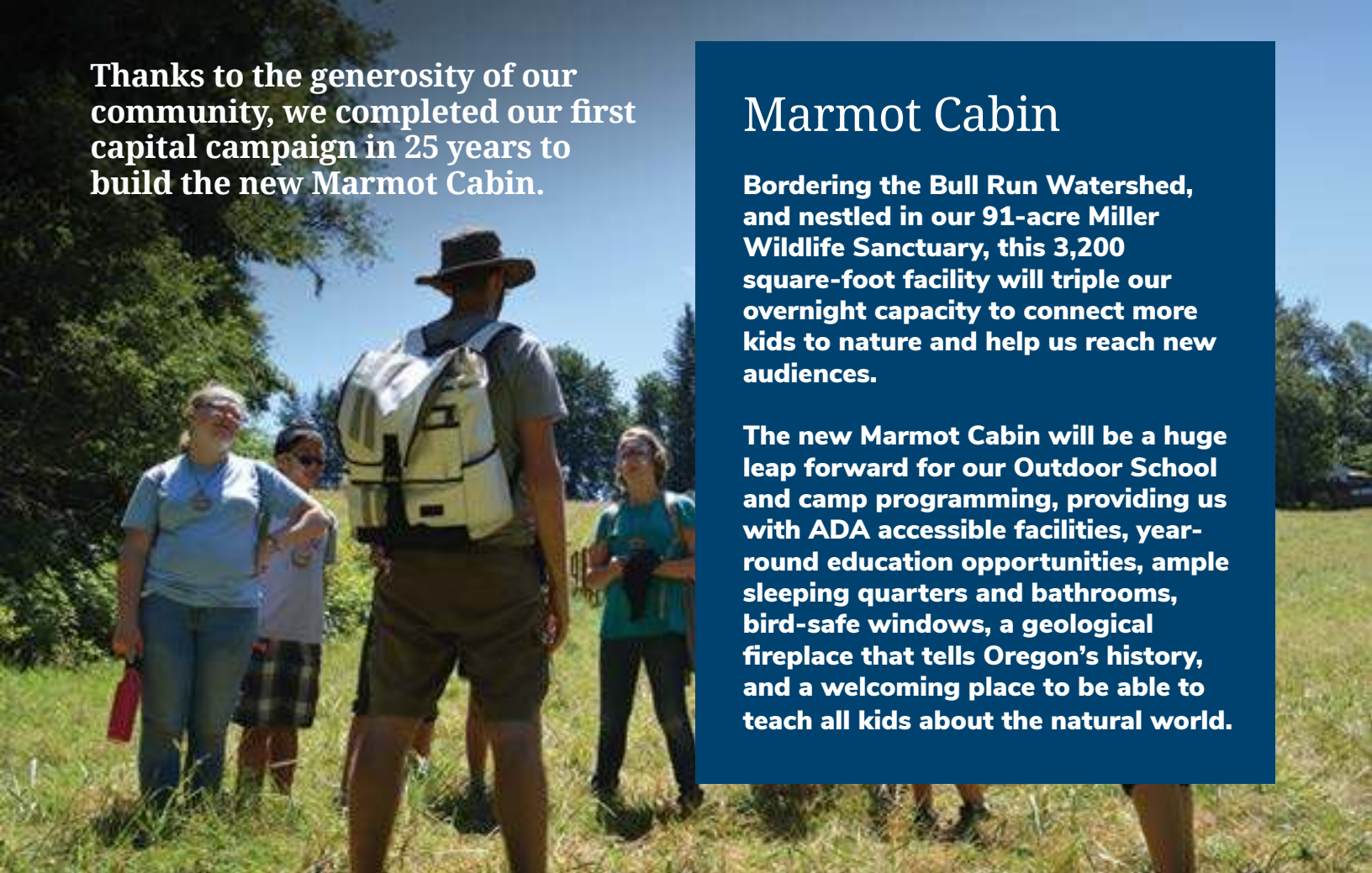
Thanks to the work and generosity of thousands of people, we have taken giant strides forward this past year in nature education, environmental advocacy, wildlife rehabilitation, building a more inclusive community, and strengthening our partnerships with organizations throughout the state.

Each commitment and achievement outlined in this annual report shows a step towards a future where all Oregonians can be empowered to steward our magnificent forest, marine, desert, wetlands, grasslands, mountain, urban and sage-steppe habitat. A future where the voices of all people are heard, valued, and included so that social justice is woven into the fabric of the environmental movement. We are grateful for all who walk with us, challenge and inform us, help us to welcome more people into our community, and work to protect Oregon's wild places.





# EDUCATION Adult & Youth Programs



Thanks to the generosity of our community, we completed our first capital campaign in 25 years to build the new Marmot Cabin.

## Marmot Cabin

Bordering the Bull Run Watershed, and nestled in our 91-acre Miller Wildlife Sanctuary, this 3,200 square-foot facility will triple our overnight capacity to connect more kids to nature and help us reach new audiences.

The new Marmot Cabin will be a huge leap forward for our Outdoor School and camp programming, providing us with ADA accessible facilities, year-round education opportunities, ample sleeping quarters and bathrooms, bird-safe windows, a geological fireplace that tells Oregon's history, and a welcoming place to be able to teach all kids about the natural world.

## Instilling a lifelong love of nature.

By connecting youth and adults to the natural world through camps, classes, school-programs, bird outings, ecotours and more, we instill a lifelong love of nature, prompting current and future generations to enjoy and protect Oregon's native wildlife and their habitat.



# 3,188

Adult Participants

Birding Days, Classes, Ecotours, Bird Song Walks, Outings

*"I love the forest and the trees and all the wildlife. I love that I learn so much."*

Jasmine, 5th grade camper

# 6,702

Youth Impacted

Camps, Field Trips, School Programs, Sanctuary Tours



## Sanctuaries

### NW PORTLAND SANCTUARY

Each year, 40,000 people visit our 150-acre sanctuary to hike four miles of trails, visit our Wildlife Care Center, shop at the Nature Store, explore the Interpretive Center and enjoy education and conservation events.

### 10 MILE CREEK

Our 216-acre 10 Mile Creek Sanctuary holds the largest intact stand of coastal temperate rainforest of Sitka Spruce and Western Hemlock in the lower 48 states and is home to the Federally listed Marbled Murrelet and Northern Spotted Owl.

# 23

Ecotour Trips

# 12

TALON Youth Apprentices

# 91

Youth Camps





# CONSERVATION

## Making Oregon a safe and healthy place for people and wildlife.

Whether it's advocating for the threatened Marbled Murrelet, working collaboratively with partners in Eastern Oregon to restore high desert habitat, conducting community science surveys along the Oregon Coast, or advocating for policies that protect birds and fight climate change in our cities, every step we take contributes to our larger vision: to make Oregon a safe and healthy place for people and wildlife.

Both today, and 100 years from now.

### BACKYARD HABITAT PROGRAM

The Backyard Habitat Certification Program expanded to include 11 cities within Multnomah and Clackamas Counties, restoring a combined 1,257 acres of urban habitat.



### COMMUNITY SCIENCE

From Brown Pelicans to endangered Snowy Plovers to the Vaux's Swifts, our community scientists worked along the entire coast and in the Portland Metro Area to gather data to help protect birds.

### Initiatives

#### PORTLAND CLEAN ENERGY INITIATIVE

Working collaboratively with community groups, led by communities of color, Portland Audubon helped get Portland Clean Energy Initiative on the November ballot, both fighting climate change and promoting social justice.



#### MARBLED MURRELET

Portland Audubon, alongside other conservation groups, filed a lawsuit against the Oregon Department of Fish and Wildlife (ODFW) Commission for failing to uplist the Marbled Murrelet from threatened to endangered under the Oregon Endangered Species Act.



#### CENTRAL CITY 2035 PLAN

Thanks to years of work and the voices of our activists, Portland City Council adopted the following green policies into the Central City 2035 Plan, a long-range plan shaping the development and growth of the city's central core: a new green roof mandate, an expanded greenway, bird-safe building requirements, river restoration goals, and a new green loop park connecting Portland's east and west side.

#### LIGHTS OUT & LIGHT POLLUTION

Wrapping up our first year of "Take the Pledge to Go Lights Out" we now have 650 enrolled homes that have pledged to reduce unnecessary lighting and fight light pollution. Our second annual Lights Out event had wide participation from iconic Portland buildings and residences.

#### HARNEY COUNTY EXPANSION

We expanded our work in Eastern Oregon to include a full-time staff person to build relationships, work with partners, and continue our work to restore critical bird habitat at Malheur NWR and beyond.



**5,176**  
Yards Certified with Backyard Habitat since 2009

**650**  
Pledges to Go Lights Out this year

**742**  
Community Scientists



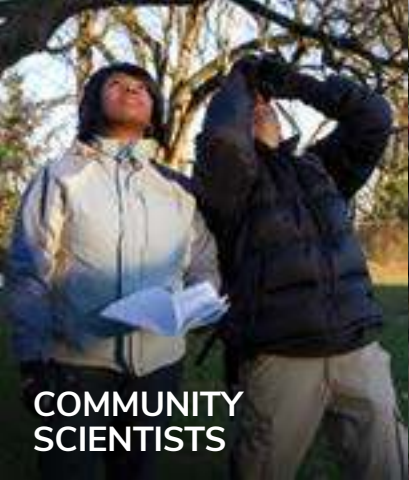


# TOGETHER FOR NATURE

The Portland Audubon flock is filled with passionate and dedicated people who have a shared vision for the future of Oregon. One where people and wildlife flourish together.



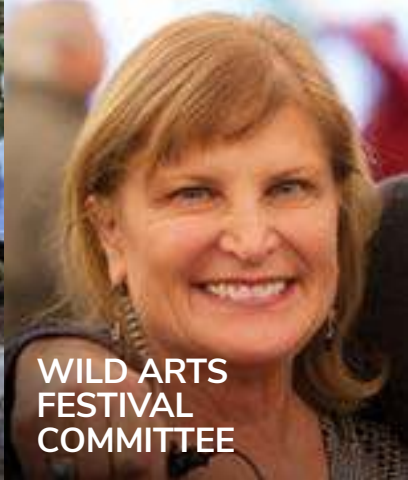
BACKYARD HABITAT BUILDERS



COMMUNITY SCIENTISTS



BOARD & STAFF



WILD ARTS FESTIVAL COMMITTEE

## 500

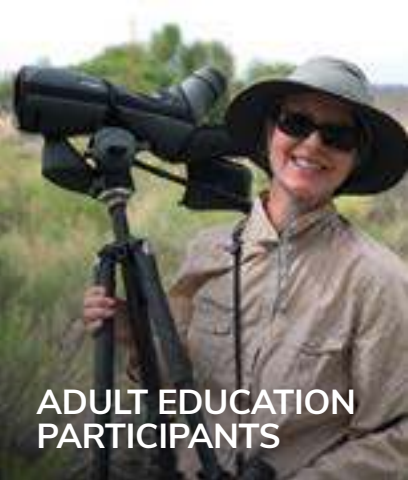
volunteers donate their time and expertise, accounting for 35% of our workforce. They are a critical part of the Portland Audubon family.



PARTNERS



BIRDATHONERS



ADULT EDUCATION PARTICIPANTS



ACTIVISTS



DONORS



MEMBERS

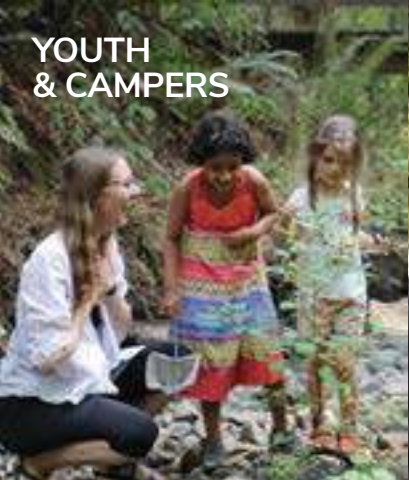
## 320

Birdathoners took their support for Portland Audubon into the field, raising \$195,000 to protect native birds and their habitat.



TALON

**PARTNERSHIPS** strengthen our work and community. We're proud to work with organizations including Hacienda, ROSE, Columbia Land Trust, Oregon Wild, Metro, and more.



YOUTH & CAMPERS



VOLUNTEERS





# THANK YOU TO OUR DONORS & MEMBERS

With your support, we're working to build a region where people and wildlife flourish together.

## WILDLIFE CARE CENTER

**3,000**  
Animals  
Rehabilitated



### People and wildlife thriving together.

The largest and busiest rehabilitation facility in the region, the Wildlife Care Center treats 3,000 injured and orphaned native wildlife each year, and educates tens of thousands of people about how to peacefully resolve conflicts with wildlife.

Our expert staff and more than 150 volunteers keep the Wildlife Care Center running 365 days a year.

**10,000**  
Wildlife 911  
Phone Calls



**\$50,000+**

- The Estate of Arvilla V. Armstrong
- The Estate of Carolyn Beardsley
- Catharine F. Collins
- The Collins Foundation
- Lorene Farrar
- John D. Gray Audubon Society of Portland Fund of the Oregon Community Foundation
- Terence Little
- Mary and Allan Solares
- Anna Mary Tossey

**\$25,000 - \$49,999**

- Greenfield/Hartline Habitat Conservation Fund at the Nature Conservancy
- Charles Le Guin
- Marilyn Walster and Sidney Friedman

**\$10,000 - \$24,999**

- Anonymous
- Backyard Bird Shop
- Susan Bexton and Scott Flor
- Clean Water Services
- Daniel Deutsch Fund of the Oregon Community Foundation
- Ellen Fader
- Paulette and Robert Friedman
- High Desert Partnership
- Jubitz Family Foundation
- Katherine and Gordon Keane
- Mariha Kuechmann and Jack Welch
- The Lazar Foundation
- Georgia Marshall
- Ruth Morton and Hal Busch
- The Kinsman Foundation
- National Audubon Society
- Northwest Neighborhoods

- Parks and Recreation Fund of the Oregon Community Foundation
- Oregon Ocean Conservation Fund of the Oregon Community Foundation
- Sally Rosenfeld and Andrew Frank Fund of the Oregon Jewish Community Foundation
- Helena Rubinstein Fund at the New York Community Trust
- Dorene and Robert Schiro / The Endurance Fund
- Social Venture Partners Portland
- Sandra Suttie
- Shoaib Tareen and Cathy Filgas
- Christine and David Vernier
- Laurel Walsh-Knapp
- Jay Withgott

**\$5,000 - \$9,999**

- Truman Collins
- Columbia Sportswear
- Ronald Earp
- Annabelle Gropp-Sammis and Eric Gropp
- Ned and Sis Hayes Family Fund of the Oregon Community Foundation
- Harriet Hayes
- Janie and Gary Hibler
- Roberta Lampert and Jim Piper
- Barbara A. Manildi
- The Estate of Lois McCarthy
- Nike
- Mountain Rose Herbs
- Wilfried and Deanna Mueller-Crispin
- Port of Portland
- Portland General Electric
- Ernest and Catherine Schurian

- SELCO Community Credit Union
- Wonderland Tattoos

**\$1,000 - \$4,999**

- Anonymous (6)
- Jim Abeles and Katherine Topaz
- Deborah and Michael Aiona
- Robert Andrews and Tamara Gedrose
- Helen E. Andrews antler gallery & store
- Lester and Heather Baskin
- Audrey Bergsma and Mark Scantlebury
- Steve Berliner and Karen Bjorklund
- Bland Family
- Dixie Lee and Stan Bland
- Laszlo Bock
- Diana and Fredrick Bradshaw
- Stephen and Marjorie Brenneke
- The William M. Brod Fund of the Oregon Community Foundation
- Richard Brown and Ruth Robbins
- Suanne and David Brownell
- Sandra Burch
- Bryce Butler
- Pat and Joe Campbell
- Robin Carpenter and Gabriel Forcier
- Jack Carter
- Carol R. Chislett
- Mary and Jeff Christensen
- Larry Church
- Ronald Cinniger and Eileen Kressel
- Edgar and Janet Clark
- Cathie and William Coffman
- Bryan Concannon and Debi Dereiko
- Consumer Cellular





*Phil Miller, son of Joe and Amy Miller, who donated Marmot Cabin and the adjoining 91-acre sanctuary, at the grand opening of the new Marmot Cabin.*

**\$1,000 - \$4,999**

Robb Cowie and Jennifer Freda-Cowie  
Linda S. Craig  
Patricia Curry  
Nancy Jane Cushing  
Susan Dale and Bradley Fishel  
Dennis and Virginia Deck  
Steve Delach  
Richard Demarest  
Harriet H. Denison  
Patricia A. DeYoung MD  
Dagmar and Eric Dickey  
Karen and John Drain  
Robert Eckland and Amy Alice Hammond  
Phyllis Enriquez  
Feathers Family Foundation of The National Philanthropic Trust  
Nancy P. Fraser  
Stan and Colleen Freidberg  
Dan Gibbs and Lois Seed  
William Gillanders and Regina Bradford  
Alix and Tom Goodman  
Garrett Gregor and Virginia Somes  
Gary and Carol Gross  
Wink Gross and Rebecca Marsh  
Grow Construction LLC  
John and Judie Hammerstad  
Nick and Karen Hardigg  
Jeanne and Michael Harrison  
Friends of Haystack Rock  
Curtis and Eleanor Heikkinen  
Connie Heilman  
Judith Henderson  
Lynn and Don Herring  
Herzog-Meier  
The Heatherington Fund of the Oregon Community Foundation  
Kirsten Holliday  
Karen Howe and James Fitzgerald  
IBM International Foundation

Intel Corporation  
Kristin Jamerson and David Perzik  
Bill James Memorial  
Robert W. Jensen  
The Joseph and Catherine Johnson Family Foundation  
Vernon Jones and Carl Hitt  
Roberta Jortner and Karl Lee  
Jackie Kaye  
The Know  
Kroger  
Ted Labbe and Kelly Rodgers  
Leatherman Tool Group, Inc.  
Wendy and Robert Lee  
Carolyn K. Leonard  
Norbert and Christine Leupold  
Judy K. Lightfoot  
Janice Link  
Eric Liskay  
Alan Locklear and Marie Valleroy  
Catha Loomis and Mary Anne Joyce  
Sharlene and Leonard Ludwig  
Scott Lukens  
Herman and Andi Marenstein  
Tamara S. Markham  
Roy Kahler Martinson  
Michele Mass and James Edwards  
Molly McAllister and Brandon Archibald  
D'Lacie McBride  
Don and Melinda McCoy  
Abby McDonald  
Sharon McFadden  
McKenzie River Gathering Foundation  
McMaster-Carr Supply Company  
Michael and Christopher Mele-Wagner  
Pam and Rick Meyers  
Sandy and Greg Mico  
Miller Nash Graham & Dunn LLP

Miller Paint Company  
Joanne and Robert Mucken  
William S. Neeland  
Anne Jill Nelson-Debord and Ray Debord  
John and McKay Nutt  
Opsis Architecture LLP  
Morel Ink  
Olive Bridge Fund  
Christina Orr and Nicholas Clarke  
John and Brenda Osborn  
Gwen Osborne and Randy Countryman  
Mary Ann and Jim Pastene  
David James Pollock  
Steven and Naomi Price  
Claire A. Puchy  
Ron and Karen Query  
Jean and Ralph Quinsey  
Judith Ramaley  
Craig Rasmussen  
Mary B. Ratcliff  
Bonnie and Peter Reagan  
Phyllis C. Reynolds  
Timothy Roberts  
Michael and Dorothy Rodegerdts  
Dan Rohlf and Lori Laws  
Miriam Rosenthal  
Virginia B. Ross  
Steve Royce and Edie Martinelli  
Peter and Stephanie Sammons  
Jackie Sandquist  
Daniela Scafati  
Sea Lion Caves Inc.  
Ethan Seltzer and Melanie Plaut  
Patrick and Layne Slabe  
Jane Ann Smith  
Marjorie M. Smith  
Cherida Smith  
Scott and Angela Smorra  
Denell Solberg  
Tammy Spencer and Richard O'Connor  
Esther Spencer  
Lee Stewart and Christopher Sherry

Karen Swenson  
Elizabeth Tilbury  
Jonathan Torop  
Cindy Von Ofenheim and Wm Leler  
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Washman LLC  
Jennifer and Bill Waters  
David Whitaker and Kristin Lensen  
Robert and Dawn Wilson  
Arthur and Carol Wilson  
Greg Winterowd  
Adrienne Wolf-Lockett and Robert Lockett  
Judith C. Wood  
Connelly and Linda Woody  
Sean Wright  
Beverly K. Zeien

**\$500 - \$999**

Anonymous (3)  
Lois Abbruzzese and David Birkes  
Richard and Emily AhYou  
Susan Akeson  
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Harriet R. Anderson  
Deanne and Jonathan Ater  
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Vlasta N. Barber  
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Jane Bedell  
Priscilla Bernard Wieden and Dan Wieden  
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Catie Chaplan

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Robert and June Fields  
Rita and Garry Finlay  
John and Ellen Fitchen  
Stephen and Maxine Foster  
Jan Frederick  
Amy Fuller and Frank Wilson  
Fran Fulwiler and Marshall Page  
Lynne Gehm  
Catherine George  
Marlene R. Gleason  
Marshall C. Goldberg  
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Carol Greenstreet  
Pamela Griffith and James Alexander  
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Kari Hallenburg  
Justine Halliday  
Mary Hayden and John Pohlpete  
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Barbara Hill and Eric Schult  
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Russell Hoeflich

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Henry Hwang  
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**Sandy Mico**  
Vice President

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Judith Ramaley  
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**Lynn Herring**  
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**Kimm Fox-Middleton & Merrill Keane**  
Education

**Patrick Slabe**  
Executive

**Bob Sternberg**  
Finance

**Mark Greenfield**  
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**Patrick Slabe**  
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Margo D. Campbell  
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Patricia Curry  
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Patricia A. DeYoung  
Kenneth Hague Trust, Lorene Farrar, Trustee  
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Robert Gandolfi and Ron Bloodworth  
Kristina Gates  
Kristina Gifford and David Kennedy  
Diane and Guy Goodboe  
Mark Greenfield and Jane Hartline  
Connie Heilman

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Bartel Contracting, Inc.  
Cameron Winery  
Columbia Sportswear  
Consumer Cellular  
Cornell Farm  
David Evans and Associates, Inc.  
Ferguson Wellman Capital Management  
Garden Fever LLC  
Grow Construction LLC  
Herzog-Meier

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Judith K. Hvam  
Roberta Jortner and Karl Lee  
Lee Christie and Thomas Keffer  
Ronald and Linda Klein  
Rosemary Klein and Charles Nolte  
Nancy J. Knight  
Mariha Kuechmann and Jack Welch  
Susan Lamb  
Robert Lockett and Adrienne Wolf-Lockett  
Alan Locklear and Marie Valleroy  
Sharlene and Leonard Ludwig  
Scott Lukens  
Marcia Marvin  
Sarah and Dennis McCarty  
Judy Morton  
Ruth Morton and Hal Busch  
Deanna and Wilfried Mueller-Crispin  
Janet C. Murphy  
Linda D. Nelson  
Sheila Nelson and Philip Curtis  
Anne Jill Nelson-Debord and Ray Debord  
John and McKay Nutt  
Katherine O'Neil  
Patricia J. Opdyke  
Joan Ottinger Fallon  
Elizabeth A. Parmenter  
Anthony and Cindy Passannante  
Robert and Ann Phillips

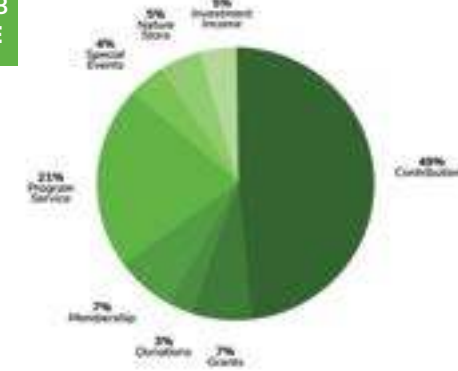
JD Fulwiler and Co  
Lane Realty Works  
Leatherman Tool Group, Inc.  
McCoy Foat & Company CPA, PC  
McDonald Jacobs, P.C.  
McMaster-Carr Supply Company  
Miller Nash Graham & Dunn LLP  
Miller Paint Company  
Morel Ink  
Mountain Rose Herbs  
New Seasons Market  
NW Natural  
Opsis Architecture LLP

Scott Pillow and Victoria Stefani  
Johnny Powell  
Claire A. Puchy  
Meryl Redisch  
Phyllis C. Reynolds  
Ginnie Ross  
Alise Rubin and Wolfgang Dempke  
Deanna Sawtelle  
Jennifer Schultz  
Ernest and Catherine Schurian  
William Sefler  
Julene M. Siegel  
Caroline Skinner  
Mary and Allan Solares  
Esther D. Spencer  
Tammy L. Spencer  
Teresa Stafford and Michael Lapointe  
Milan and Jean Stoyanov  
Cynthia Sulaski and Jim Heiman  
Ann Takamoto  
Peter V. Teneau  
Marilee J. Thompson  
Carol Trezona  
Mary E. Vogel  
Adrienne Wolf-Lockett and Robert Lockett  
Krystyna U. Wolniakowski  
Karen L. Wood  
Marcia Johnston Wood  
Roger Yerke  
Helena Lee and Ann Zawaski  
Richard Ziemer  
Lee and Carol Zinsli

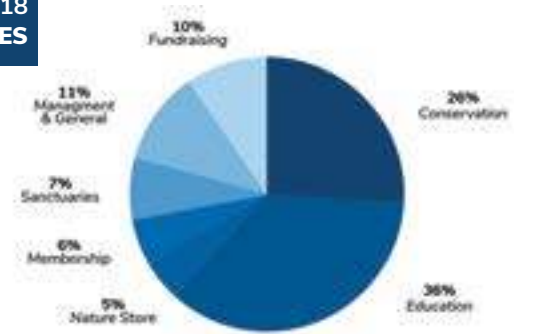
Portland General Electric  
Sauvie Island Coffee Company, LLC  
Scott Edwards Architecture LLP  
SELCO Community Credit Union  
Social Venture Partners Portland  
Toyota-Scion of Portland on Broadway  
Urban Asset Advisors  
Vernier Software & Technology  
Washman LLC  
West Hills QFC #202  
Wonderland Tattoos LLC

# FINANCIAL SUMMARY July 1, 2017 — June 30, 2018

## 2017-2018 REVENUE



## 2017-2018 EXPENSES



## Assets

Cash and cash equivalents	\$341,219
Grants and accounts receivables	\$ 103,248
Inventory	\$ 216,711
Prepaid Expenses	\$ 64,352
Investments	\$ 4,514,308
Property and equipment, net	\$ 2,368,009
Conservation property	\$ 2,003,110
<b>Total Assets</b>	<b>\$ 9,610,957</b>

## Liabilities and Net Assets

<b>Liabilities</b>	
Accounts Payable	\$ 232,699
Accrued Expenses	\$ 79,509
Deferred revenue	\$ 352,289
Note payable	----
<b>Total Liabilities</b>	<b>\$ 664,497</b>

## Net Assets

<b>Unrestricted</b>	
Available for operations	\$ 279,271
Board designated	\$ 1,014,891
Conservation property and net property and equipment	\$ 2,850,962
<b>Total unrestricted</b>	<b>\$ 4,145,124</b>
Temporarily restricted	\$ 3,774,890
Permanently restricted	\$ 1,026,446
<b>Total net assets</b>	<b>\$ 8,946,460</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 9,610,957</b>

## Revenue

Contributions	\$ 2,450,305
Grants	\$ 351,336
Donated assets, materials, and services	\$ 141,082
Memberships	\$ 345,404
Program Service	\$ 1,079,919
Special Events	\$ 213,465
Nature Store	\$ 243,182
Investment Income	\$ 207,976
Change in perpetual trust	\$18,190
Other income	-\$ 7,448
<b>Revenue Total</b>	<b>\$ 5,043,411</b>

## Expenses

Conservation	\$ 1,120,632
Education	\$ 1,548,854
Nature Store	\$ 205,661
Membership publications	\$ 243,875
Sanctuary	\$ 314,969
Management & general	\$ 479,212
Fundraising	\$ 417,501
<b>Total Expenses</b>	<b>\$ 4,330,704</b>
Increase (decrease) in net assets	\$ 712,707
<b>Net Assets</b>	
<b>Beginning of year</b>	<b>\$ 8,233,753</b>
<b>End of year</b>	<b>\$ 8,946,460</b>

**A Charity You Can Trust.** Portland Audubon regularly receives Charity Navigator's highest rating of 4 stars. From a financial perspective, over 79% of our funding goes directly into programming. That impressive statistic does not include over \$1 million worth of volunteer hours donated annually—35% of our workforce. We are proud to be an efficient, volunteer-empowered organization.







## Staff

### ADMINISTRATION

**Nick Hardigg**

Executive Director

**Keia Booker**

Human Relations & Equity Manager

**Vicky Medley**

Volunteer Manager

**Ali Berman**

Communications Manager

**Kelsey Kuhnhausen**

Communications Coordinator

### DEVELOPMENT & MEMBERSHIP

**Charles Milne**

Director of Development

**Donna Wiench**

Legacy and Leadership Giving Manager

**Tony Arnell**

Membership Manager

**Aaron Shilkaitis**

Donor Services Coordinator

**Caitlin Wisbeski**

Nature Store Manager

**Janet Drake**

Nature Store Buyer

### OPERATIONS

**Xander Patterson**

Director of Finance & Operations

**Sharon Jamin**

Accountant

**Esther Forbyn**

Facilities & Sanctuaries Manager

**Katrina Montoya**

Sanctuaries Caretaker

**Roger Bond**

IT Support Specialist

### EDUCATION

**Nicki Dardinger**

Director of Education

**Ian Abraham**

Youth Programs Manager

**Youn Han**

Community Programs Manager

**Dan van den Broek**

Adult Education Manager

**Tim Donner**

Environmental Educator & Curriculum Specialist

**Abby VanLeuven**

Environmental Educator

**Matt Luciani**

Environmental Educator

**Erin Law**

Adult Programs Coordinator

**Tara Lemezis**

Education Program Assistant

**Sam DeJarnett**

Education Animal Coordinator & Nature Store Sales Assistant

### CONSERVATION

**Bob Sallinger**

Director of Conservation

**Joe Liebezeit**

Avian Conservation Program Manager

**Nikkie West**

Backyard Habitat Program Manager

**JP Marchetti- Mendez**

Backyard Habitat Program Coordinator

**Micah Meskel**

Activist Program Manager

**Stephanie Taylor**

Community Organizer

**Teresa Wicks**

Eastern Oregon Field Coordinator

**Mary Coolidge**

Bird-safe & Lead-free Campaign Coordinator

**Candace Larson**

Field Biologist & Trip Leader

**Paul Engelmeyer**

Ten Mile Sanctuary Manager

**Stephanie Herman**

Wildlife Care Center Manager

**Connie Lo**

Wildlife Care Center Veterinarian

**Danny Rost**

Licensed Veterinary Technician

**McKenzie Joslin-Snyder**

Wildlife Care Center Assistant

### PHOTO CREDITS:

**Ali Berman:** Malheur (cover), Marmot Camp (pg. 5), Community Science (pg. 9), Board (pg. 9), Wild Arts Festival (pg. 9), Activists (pg. 9), TALON (pg. 9), Robin (pg. 10).  
**Chloe Kov:** Camp (pg. 4), TALON (pg. 5), Community Science (pg. 6), Portland Clean Energy Fund (pg. 6), Hacienda Partner Camp (pg. 9), Youth and Campers (pg. 9). **Tara Lemezis:** Costas Hummingbird (pg. 3), Barn Owl release (pg. 10), Klamath (pg. 11). **Kelsey Kuhnhausen:** Ecotours (pg. 4), Backyard Habitat (pg. 6), Volunteers (pg. 9), Birdathon (pg. 9), Wildlife Care Center (pg. 10). **Kiana Rose:** Campers at Pond (pg. 4). **Scott Carpenter:** Yellow-breasted Chat (pg. 9). **Eric Prado:** Willamette River (pg. 7). **Rich MacIntosh USFWS:** Marbled Murrelet (pg. 7). **Tim Rains National Park Service:** Sandhill Cranes (pg. 8).