



Annual Report
July 2020 - June 2021

From Karl Brummert, Executive Director

One thing I have learned in thirteen years at Denver Audubon is that everyone in the organization steps up in the face of challenges. When I started in November 2008, the Great Recession was just beginning. The three of us at the time - Carl Norbeck (Executive Director), Rhonda Shank (Office Manager), and me (Audubon Center and Education Director) - along with the board, did not sit back to wait it out. We worked hard to bring us successfully out of several previous deficit years and increase our visibility in the metro area. With our nature center open on the weekends and increased outreach into the community, our program participants and supporters began to expand. For years, we grew: our programs, our staff, our partnerships, our supporters, and our financial sustainability.

Then last year came along...well, no one needs a reminder about 2020.

When we entered our new fiscal year in July 2020, there was quite a bit of uncertainty. Was another recession looming? Would fundraising drop drastically? Would programs be cancelled indefinitely? We received a Payroll Protection Program loan that carried us through the spring, but what about the new fiscal year? Could we keep all the staff and continue to provide a cost of living increase?

The last year has shown me that the Denver Audubon community is an incredible group of dedicated people. Our staff, board, volunteers, and supporters brought us through one of the toughest years. We not only kept our staff, we added a new communications coordinator in February and a new person to assist with Audubon Center programs in September, which brings us to seven - more than double in the last thirteen years! We have a new conservation plan in place, we now have an Equity, Diversity, Inclusion, and Accessibility (EDIA) committee, and we are building our endowment. Our successes are thanks to you.

Executive directors have the weight of the organization on their shoulders. It is part of our job. But a good executive director surrounds themselves with great people. If you know me, I am a humble person, but I will say that I've hired the best staff, all of whom have remained with Denver Audubon for at least 5 years (well, Rhonda was already here, but there must be some reason she stuck around for 20 years!). Despite the major disruption over the last year and a half, the staff worked hard to develop new opportunities, get creative with our current successful programs, and propel us through one of our greatest societal challenges.

We hope to continue this growth in the 2021-2022 fiscal year along with you on the journey. We hope to expand our base of supporters, inviting others to be involved with us. Connecting people to nature and developing future stewards is important for us, our children, and our grandchildren. We can all work together.

With gratitude,

Karl Brummert, Executive Director

Inspiring actions that protect birds, other wildlife, and their habitats through education, conservation, and research.



Adult and Family Adventures

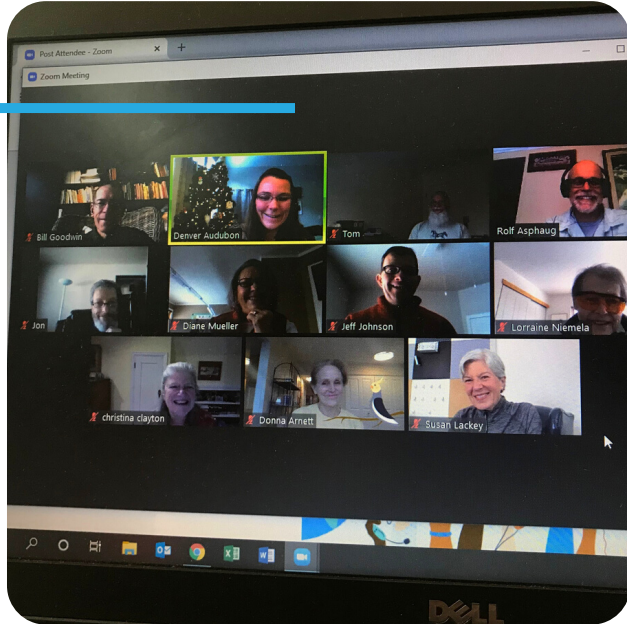
Our community events, whether virtual or in person, included people from all over the Denver Metro Area, teaching about birds, getting kids engaged in nature, and bringing us all together.


1,518 Attendees


135 Programs



Black Birder's Week Kickoff



Virtual Naturalist Training



Naturalist Training - Student Presentations



Naturalist Training - Ecology Class



Summer Camp



Gardens for the Birds Tour



Birding without Barriers



Natrualist Training - Botany Class

What We're Most Proud of

I'm proudest of certifying 43 new Audubon Community Naturalists over the course of 65 different class topics conducted both online and virtually from July 2020 through June 2021. Our program participants were as diverse as the topics we teach, including:

- Middle/high school teachers
- Beekeepers
- A water attorney
- A statewide volunteer coordinator for Colorado Parks and Wildlife
- The district manager for the Douglas County Conservation District
- Denver Audubon volunteers and volunteers from other agencies:
 - Colorado State University Extension offices
 - Jefferson County Open Space
 - Douglas County Open Space
 - Colorado Parks & Wildlife

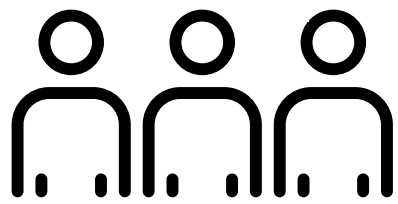
Kate Hogan, Community Outreach Coordinator

Conservation

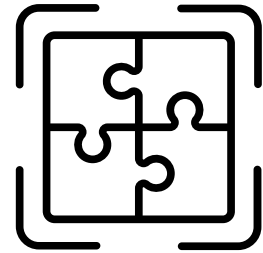
Through this year, Denver Audubon has stayed true to our mission. Our conservation programs and our advocacy on legislation continued even through a pandemic, protecting birds, their habitats and other wildlife.



7
Programs



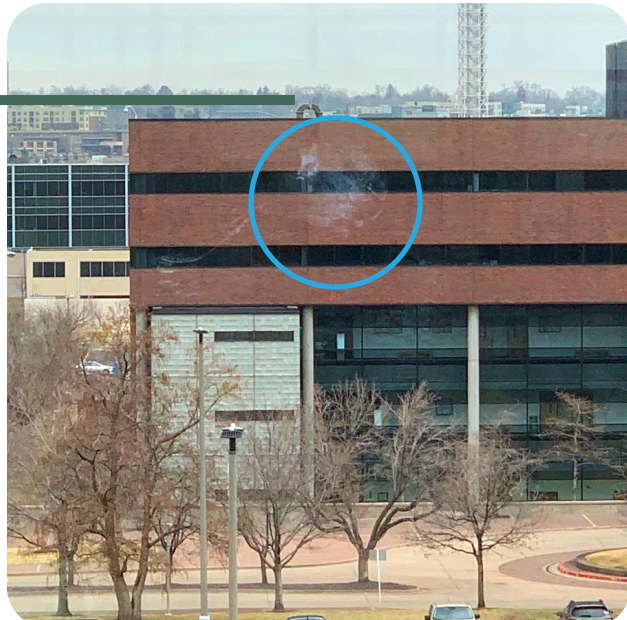
287
Attendees



10
Partners



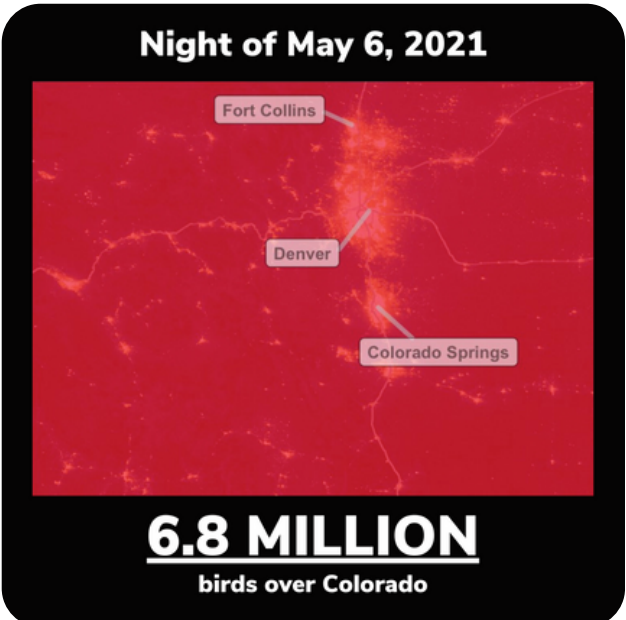
Sage Grouse



Bird Window Strike



7 Simple Actions to Save Birds



Bird Migration Map



Butterfly on *Liatris punctata*



Yellow-rumped Warbler



Native Leafcutter Bee



Claire and Suzy making Windows Safer

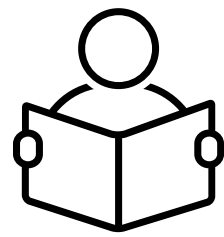
As buildings rise, unfortunately so do bird deaths. Birds cannot see through windows, meaning they crash into them and often don't survive. Suzy Hiskey and Conservation Intern Claire Sanford worked together to spread the word on how to make windows safer. Together, they made the Nature Center safer by putting up Feather Friendly® window markers!

What We're Most Proud of

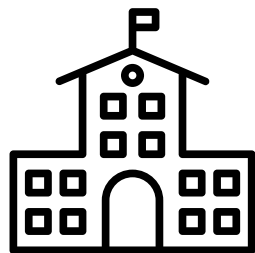
Denver Audubon was sought out as an authority and partner on bird conservation issues. The cities of Lakewood and Denver reached out to Denver Audubon to help with various bird protection issues. We partnered with conservation organizations on programs and campaigns to educate the public on bird-friendly practices. Suzy Hiskey, Conservation Coordinator

School Programs

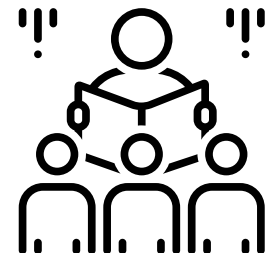
Remote, hybrid, in person - the 2020-2021 school year had its challenges! But the Denver Audubon Education team made sure that learning about birds, ecosystems, and so much more stayed available to schools.



498
Individual Students



76
Programs



1,513
Student Contacts



Lone Tree Elementary Students



Creating Stabilizer for Eroded Area



Kids Taking a Break



Group Photo



Emily Hertz Creating School Content



Lone Tree Elementary Students



Lone Tree Elementary Students



Teamwork!

This year, the 10th graders from Collegiate Academy of Colorado democratically chose to improve water quality of the South Platte River by stabilizing an eroded area on the river, just north and east of the bird banding pavilion. After months of researching, the students, with direction from Micah Ceda-Meguro, a Chatfield Park Technician, decided to use a rip-rap technique to amend an area where recreationists had been going off trail. These activities result in large movement of dirt and organic matter into the river. This erosion increases the temperature of the water and affects the entire riparian ecosystem. Students will continue to work on these stabilization projects with Chatfield State Park.

What We're Most Proud of

My Collegiate Academy students rocked their river bank stabilization project despite the crazy year-long mix of hybrid and remote classes and the challenging weather days.
Emily Hertz, Education Coordinator

Committees and Volunteer Groups...

Denver Audubon Master Birders



In March of 2020, COVID challenged the Audubon Master Birders (AMB) to adapt to ever changing circumstances half way through the class year. They were able to seamlessly switch from live classes to Zoom classes, suspending the field trip requirement for the rest of the year. Field testing was even done through Zoom, and all candidates were able to complete their requirements for graduation. Almost immediately after graduation in September 2020, AMB members put in hundreds of hours in updating curriculum, scheduling speakers and field trips, reviewing applications, and interviewing students. An enthusiastic new AMB class was welcomed in July 2021.

New Audubon Master Birder Class, 2021-2022

Top row left to right: Jack Strobel, Steve Ryder, Linda Lee, Dale Campau, Linda Hodges, Crystal Reser, Ginni Dickinson

Bottom row left to right: Debra Bogar, Barbra Sobhani, Angela Trnka, Heather Valey.

Missing from photo: Gigi Zarzuela

Colorado Bluebird Project



The Colorado Bluebird Project worked hard this year, ensuring a future for bluebirds in Colorado. This year, the nesting boxes saw:

- 1,490 Nest Attempts
- 7,316 Eggs
- 5,849 Nestlings
- 5,165 Fledglings

For his Eagle Scout project, Boy Scout Connor Chase of Golden, CO replaced a very old line of nest boxes in Chatfield, encouraging more birds to use the nests. Though the pandemic limited in person meetings, knowledge of the work grew, with the team answering over 400 emails and phone calls. Can't wait to see what the volunteers do in 2022!

Conservation



Conservation never rests! This committee accomplished so much throughout the pandemic. Switching quickly from in person to virtual programs, they put together three programs with a total of 85 attendees. They supported efforts for better management of public lands, joining other Audubon chapters in campaigns such as opposing the previous administration's weakening of the Endangered Species Act and the Lake Powell Pipeline. On a state level, the committee worked with Audubon lobbyist Jen Bolton on setting priorities for action at the Colorado General Assembly, including creation of a Pollinator License Plate. On the local scene, the Conservation Committee supported groups focused on local open spaces like Maple Valley Park and Ralston Creek Open Space.

EDIA



Birding should be for everyone, however we at Denver Audubon know there are barriers that limit and exclude people from this wonderful hobby. The Equity, Diversity, Inclusion, and Accessibility Committee (EDIA), started in December 2020, is a group of staff, board members, and community members with a passion for making positive change in the organization and the community. One of our most successful programs this year is our Birding Without Barriers outings – welcoming everyone, including those with mobility challenges, to go birding on accessible trails. This project was created in tandem with Birdability, a national organization with goals toward accessibility for all birders. Together with Denver Zoo and Denver Botanic Gardens, we kicked off Black Birders Week in May 2021, with live bird demonstrations and guided bird tours. As an organization we look forward to creating a more inclusive environment for everyone. Stay tuned as we grow!

... helping Denver Audubon day and night

Field Trip



While the year of pandemic restrictions certainly provided no opportunities for group field trips, in August 2020 volunteers were able to begin trips again on a limited basis. With an addendum to the leader guidelines that includes guidance during the COVID era, more trips began in March 2021 with an accessible birding trip to Barr Lake State Park. Starting in May, volunteers provided 3-4 trips per month, with some recurring trips continuing – Walk the Wetlands and Roxborough State Park. The leaders that signed on for these trips provided a nice snapshot of birds over the year in a specific area. Due to various and ongoing COVID restrictions, there were no international or out of state trips this year.

Children's Hospital



Denver Audubon's volunteers are happy to be back sharing the joy of birds and nature with the young patients at Children's Hospital in Highlands Ranch. It is rewarding to watch the children get excited about observing the birds at the feeders. Sometimes the children already know a lot about birds and they are proud to explain it to us. We are grateful to **Wild Birds Unlimited** for providing the new bird feeders and seed.

Lois Webster Fund



The Lois Webster Fund continued to support non-game wildlife research, education, and conservation. The four grantees and their projects are below.

Urling Kingery, a founder of the Lois Webster Fund (LWF) Committee, is retiring from the committee after 26 years. She has made countless contributions to the success of the LWF with her enthusiasm and knowledge of birds and non-game wildlife. She has promised to stay involved so the LWF will continue to benefit from her expertise and passion for Colorado non-game wildlife education, research and conservation projects. Many thanks, Urling, for all you've done for LWF and Colorado!

2021 Grantees

Colorado Native Plains Topminnow and Non-Native Mosquito Fish Competition



Yoichiro Kanno, Colorado State University

Investigating whether/how the Colorado native plains topminnow may co-exist with the invasive mosquitofish by experimentally testing inter-specific competition under different flow and temperature conditions in a laboratory setting.

Trophic Interactions on Mountain Plover Broods



Casey Weissburg, Colorado State University

Understanding the effects of trophic interactions on Mountain Plover brood habitat selection and survival in Pueblo and El Paso counties.

Documenting Avian Community Response to Wildfire



Dr. Jacob Job, Colorado State University

Investigation of this issue by comparing pre- and post-fire audio recordings (bioacoustics) of areas of Rocky Mountain National Park impacted by the 2020 East Troublesome Fire.

Response of Bats and Associated Nocturnal Food Webs to Bark Beetle Kill



Amanda Bevan, University of Northern Colorado

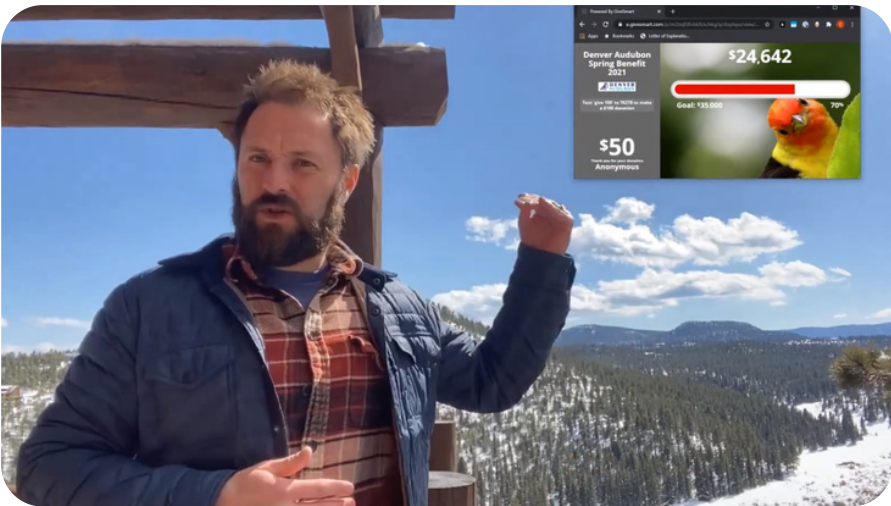
A bottom-up approach to quantify the effects of changes in vegetative structure on bat diversity and a top-down approach to quantify the effects of bat predation on insect populations.

Spring is Always Busy!

Spring Benefit

Even though this year's Spring Benefit was virtual, we had a lovely time! Comedian Adam Cayton-Holland was the entertainment for the night, the competition for the auction was fierce, and together we raised over \$35,000!

Thank you to everyone who attended the 2021 Spring Benefit. We're already planning for 2022 to be IN PERSON at Baldoria on the Water on April 2, 2022. Cross your fingers!



Adam Cayton-Holland cracking us all up as he talks about life and birds from his family's cabin in the mountains.



Don and Barbara Hall showing off their granddaughter, explaining that the work Denver Audubon does is for future generations.

Birdathon

Almost 300 people supported this year's Birdathon! Together we raised over \$32,000. Here are the winners from each team, both by bird count and fundraising.



Santi Erices and Seb Tabares from the Little Fledglings team showing off the bags and hats they won.

Fundraising Winners

- 4 Vets in Search of a Bird - \$13,449
- Birdathon on a Bike - \$3,495
- Scrub J'oakers - \$3,095
- Tuesday Birders - \$2,014

Bird Count Winners

- 4 Vets in Search of a Bird - 170 species
- Tuesday Birders - 134 species
- The Little Fledglings - 105 species
- Birdathon on a Bike - 50 species



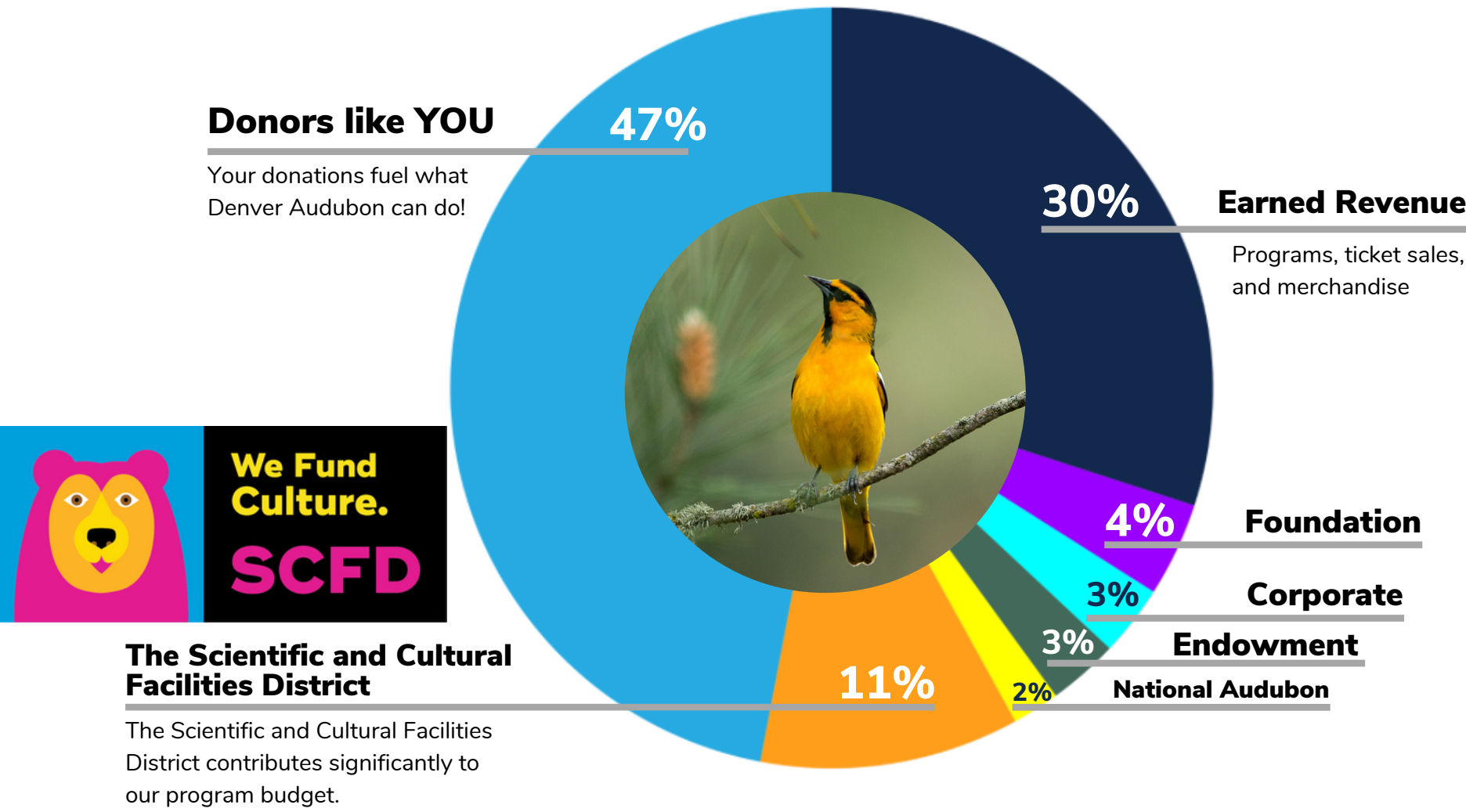
Rain didn't stop Denver Audubon staff from Birdathon!

Garden Tour for the Birds

For the first time, the Garden Tour for the Birds was at our Audubon Nature Center. We showed off how beautiful Native gardens can be and provided information on how to grow your own garden for the birds. Be sure to visit the Nature Center to experience gardens with birds and pollinators in mind.



2020-2021 Revenue





Volunteers

Every year, our volunteers bend over backwards to support Denver Audubon. This year, they went above and beyond to make sure our programs, website, and school programs ran smoothly. Here we highlight two volunteers who went above and beyond!



Mo Igoe has been volunteering for school programs and public programs for three years. During the pandemic and while working full-time for Denver Botanic Gardens, Mo went above and beyond, creating four videos showcasing birds' superior adaptations for our Bird vs Humans – teeth vs beaks – challenge which involved wrangling her friends to bury their faces into pots of crushed Oreo cookies to dig out gummi worms with their teeth, mimicking a robin pulling a worm out of the ground. Look closely in the picture to see them! Despite a challenging time to engage kids, Mo's passion and video prowess helped us connect more kids to birds and nature.



Julia Gwinn, a graduate of the Audubon Community Naturalist Training program, went above and beyond this year. Julia rose to the occasion as the pandemic converted Conservation in Colorado lectures to virtual webinars. She learned the Zoom platform, volunteering to take attendance, admit participants, and monitor chat questions. She was also a critical asset behind the scenes at the Spring Benefit, with school programs, and at Children's Hospital.

Volunteer List

Dick Anderson	Mariane Erickson	Diana Hornick	Megan Miller	Michael Serruto
Dina Baker	Martha Eubanks	Diane Hutton	Bridget Milnes	Lori Sharp
Karen Bellina	Barbara Fahey	Maureen Igoe	Don Niemczyk	Jamie Simo
Dale Benson	Kristin Fanch	Carrie Jantz	Carl Norbeck	Megan Sims
Kathy Bollhoefer	Kieran Fish	Tina Jones	Jillian Novak	Bob Stocker
Ann Bonnell	Lynne Forrester	Mary Keithler	Mary Fran O'Connor	Nancy Stocker
Matthew Boyer	Curt Frankenfeld	Angie Kennedy	Michele Ostrander	Eric Storms
Ellie Brown	Ann Frazier	Hugh Kingery	Diane RaPue	Mary Straka
Tom Bush	Ruth Gabreski	Urling Kingery	Arlene Raskin	Lydia Stranglen
Matt Byrne	Patti Galli	Sue Knight	Graham Ray	Paulina Tabares
Dale Campau	Mary Geder	Elvira Kozhevnikova	Polly Reetz	Brian Tavernia
Tom Chaney	Laurie Gibb	Cynthia Kristensen	Gene Reetz	Natalie Vande Vuss
Lisa Chase	Betty Glass	Melissa Leasia	Denise Reznicek	Bea Weaver
Debra Coffman	Mackenzie Goldthwait	Sarah Leavesley	Carolyn Roark	Stephanie White
Leslie Coleman	Sarah Gorner	Tina Leslie	Robert Roark	Deb Wingfield
Shelley Conger	Reed Gorner	Yelana Love	Michelle Robbins	Kent Wohl
Frank Coons	Celia Greenman	Phil Lyon	Heather Sanchez	Wendy Woods
Kevin Corwin	Angela Grun	Barbara Masoner	Robert Sanchez	John Wright
Doris Cruze	Julia Gwinn	Nancy Matovich	Claire Sanford	Karen Yankus
Ryan Dibala	Barbara Hall	George Mayfield	Susan Sass	Scott Yarberry
Laurie Duke	Don Hall	Jeanne McCune	Ken Schauer	Pam Zimmer
Keith Ehrman	Kate Hall	Allison McKenzie	Pam Schmidt	
Santi Erices	Pat Heller	Philip McNichols	Bill Schreitz	
Dave Erickson	Keith Hidalgo	Lucy Michel	Megan Schulz	

A new way to get involved!

Community Ambassador Volunteer Network

Denver Audubon Community Ambassadors will inform, motivate, and educate both the public and groups in implementing bird-friendly projects, habitat, practices, policies, or ordinances within their community.

Ambassadors select a project, campaign, or initiative that brings about action for birds, other wildlife, and their habitats. We are currently recruiting volunteers for this new community program. This networking program provides training opportunities, meetings, and Conservation Coordinator office hours to support projects and efforts that protect birds.

Interested? Contact Suzy Hiskey, Conservation Coordinator at suzy@denveraudubon.org

In Memoriam

Each year we gain new supporters, and unfortunately lose some as well. Two longtime supporters, Bonnie Boex and Karin Heine, passed away this year. They will be remembered as wonderful people, dedicated to birds and wildlife. We will miss them.



Bonnie Boex
July 25, 1944 – April 30, 2021
Bonnie devoted much of her free time tirelessly building, maintaining and walking a bluebird trail along the northeast shores of Dillon Reservoir. Each summer, the 50-plus nest boxes Bonnie installed over the past 30 years serve as home to more than 20 pairs of mountain bluebirds, plus other cavity-nesting birds, including tree swallows and chickadees. Bonnie kept meticulous notes. Her data was used for conservation efforts at the Colorado Bluebird Project, Denver Audubon, and NestWatch at the Cornell Lab of Ornithology. She was known for her “unmatched” dedication among volunteers, and awarded several honors for her work.



Karin Heine
July 27, 1945 - May 22, 2021
In a quiet neighborhood in Wheat Ridge is a little known private wildlife sanctuary created by long-time supporter of Denver Audubon, Karin Heine. Karin began acquiring the land in 1997 to save it from becoming a housing development. All 11 acres are now protected by a conservation easement. Karin grew up in New York and was nursing injured birds back to health at a young age. When she moved to Wheat Ridge she fell in love with the Green Belt along Clear Creek and saw an opportunity to preserve even more land nearby. Karin had a deep sense of the importance of all of nature. Birds were probably her favorite wild animals. A great blue heron, a night heron, two great horned owls and numerous other birds find sanctuary on Karin's land. The Heine Wildlife Sanctuary will eventually be given to Colorado Open Lands for ongoing stewardship.



Supporter List

Hummingbird Heroes (\$10,000+)

Kathy Bollhoefer
Martha Eubanks
Fran Enright Estate
Karin Heine
Jeanne & Marty McCune

Bluebird Backers (\$9,999-\$5,000)

Front Range Birding Company
George L. Shields Foundation
The Harris Foundation

Stellar Steller's (\$4,999-\$2,500)

Dale Campau
Kim Edwards & Allen Staver
Hugh & Urling Kingery
Don Mares
Diane Matt & Carl Norbeck
Yvonne & Max Salfinger
Xcel Energy Foundation

Avocet Angels (\$2,499-\$1,000)

Anonymous
Mark Berkstresser
Laurie Bowen-Krimbill
Shelley Conger
Carol DeStefanis
Wendy Woods/Empower Retirement
Jody Gardiner
Mackenzie Goldthwait
Tom & Char Gottlieb
Peter Griffiths
Brett Hanselman
Cherry Hills Land Preserve Hills
Mary Hoddinott
John Hutchison
Kroger

Avocet Angels (\$2,499-\$1,000) cont.

Kristin Louden
Lucy Michel
Thomas Parchman
Rebecca Pyle
Roberta Quiat
Polly & Gene Reetz
Robert Roark
Mark Swatek
Wild Birds Unlimited
Stephanie Williams
John Wright

Peregrine Protectors (\$999-\$500)

Anonymous
Robin Adams
Mark Amershek
Denise Arnold
Spencer Barrowes
Mark Berkstresser
Steven Boex
Shirley Casey
Sharie Chickering
Christina Clayton
Compass
Kathren Dressel
Dave & Mary Driscoll
Kathleen Elsey
Lynne Forrester
Curt Frankenfeld
Scott Goldman & Barbara Masoner
Eleanor Goldthwait
Will Goldthwait
Ann & Mike Groshek
Don & Barbara Hall
Brett Hanselman
Connie Hauver
Kathy Kelley
William Killam
Diana Kinsey
Annette and Tom Kowal
Lynda Love
Meredith McBurney
Pat McClearn
Tricia Moore

Peregrine Protectors (\$999-\$500) Cont.

Richard Moore
Jerry & Arlene Raskin
Lindsay Reynolds
Clayton Sampson
Michael Shelton
Todd Spivey
Allen & Brenda Stokes
Bea Weaver
Colin & Shirely Anne Weber
Betsy Winchester

Chickadee Champs (\$499-\$250)

Anonymous (x3)
Thomas L. Abbott
Amazon Smile Foundation
Nancy Bartholomew
Ann Bonnell
Ruth Brown
Melissa Bryson
Ed & Jane Butterfield
Brevy Cannon
Andy Carstens
Laurel Clark
Jack Whiting
Sue Clasen
Frank Coons
Kevin & Connie Corwin
Doris Cruze
Sheryl Daly
Melissa & Alex Darby
Cait Darfler
Jeff Dawson
ESB Dean
Marguerite Detmer
Laurie Duke
Roe Emery
Joanie Francis
Creekside Gardens
Dennis Baum
Mary Geder
Betty Glass
Paula and Stan Gudder
Diana Hall & Tom Pipal
Rebecca Hammons
Deborah Hebblewhite
Judith Henderson
Scott Hendrickson
Katherine Holland
Susie Krepel
Cynthia Kristensen

Chickadee Champs (\$499-\$250) cont.

Warren & Betty Kuehner
Mary Leder
Jim Marx
Andrew & Debbie Melnykovych
Bridget Milnes
Elizabeth Montgomery
Karl Moritz
Management Partners
Loucie Paskiewicz
Gregory Poremba
Diane RaPue
Meg Reck
Kate Redmond
Reefs to Rockies
Steve Ringquist
Carolyn Roark
Deborah Sandquist
Barbara Shissler
Delta Sigma
Bob & Nancy Stocker~
Richard Thornton
Charles Thornton-Kolbe
Natalie Vande Vuss
William A. Vanderpoel
Elaine Wagner
Jack Whiting
Joseph & Barbara Wilcox
Kathryn Winograd
Scott Yarberry

Flicker Friends (\$249-\$100)

Anonymous (x15)
Susan Anderson
Brad Andres
Michael Antolin
James Arneill
Tudi Arneill
Eric Baker
Donna Barnd
Dennis Baum
Crystal Beckel
Laura Beckel
Frank H. Bennett
Dale Benson
Helen Berkman
John Bert
Sue Bishop
Richard Block
Rob Blye
Donna Bollhoefer
Steve Bonowski

Flicker Friends (\$249-\$100) cont.

Bow Mar Gardens
Susan Bowles
Sarah Bradley
Martha S. Fulford
Marc Brawer
Heather Brewster
Douglas Bridwell
John Brooke & Cheryl Teuton
Ellie Brown
Cobus Burger
Thomas Burger
Donald Cameron
Tamara Caraballo
Anne Carpenter
Cynthia Carr
Barbara Cavender
Tom Chaney
Lorraine Chappell
Jane Christian
Jean Churchman
Debra A. Coffman
Catherine P. Cole
Leslie Coleman
Mary Coleman
Joyce Commercon
Donn Culver
Charlie & Jean Curlee
Denise Damian
Jamie Daniels
Yvonne Davidoff
Jane Davis
M Davis
Kathy Dawson
Miranda Dawson
Gayle Deane
David Debner
Heidi Deets
Erika Deru
Roberta DeYoung
Katharine Dickson
Leslie Dixon
Marirosa Donisi
James Dorrough
Mary T. Doten
Pamela Dowd
Suzanne Drenth
Jeannie Dunham
Janet Enders
Mariane & David Erickson
Elizabeth Erlich
Barbara Fahey
Lee & Linda Farrell

Each donation, from \$2 to \$20,000 makes a difference to support Denver Audubon. From keeping the Nature Center's lights on to supporting Conservation projects for the future, supporters like YOU are the reason we keep going.

Flicker Friends (\$249-\$100) cont.

Kate Fox
Corrine F. Freese
Ford Frick
Martha S. Fulford
Jennifer Gardner
Conny Geets
Laurie Gibb
Byron J. Gibbons
Kathryn Giesler
Laurie Gneiding
Elisabeth Goldman
Gertrude Grant
Walter Graul
Celia Greenman
Janet Greiner
Andrew Griffiths
Yvonne Griffiths
Julia Gwinn
Jane Haddock
Ann Haggard
Allen Hagood
Sue Hall
Susan Halstedt
Lisa D. Hamilton-Fieldman
Millie Hamner
Helen Hand
Felicity Hannay
Janice T. Harada
Vicki Harimon
Jeffrey Harris
Thomas Hart
Stuart Haskins
Cynthia Haviland
Alison Hazel
Pat Heller
Betty Helsper
Judy Henderson
Steven Hendrickson
Pam Hernandez
Dave Hill
Mike & Suzy Hiskey
William Hoagland
Karen Hollweg
Christy Honnen
Kate Horan
Charlie Horn
Diana Hornick
Paul Hovland
Sharon Howard
Sandra Hull
Charles Hundertmark
Diane Hutton

Flicker Friends (\$249-\$100) cont.

Kimberly Johnson
Tina C. Jones
Bob Karcz
Kim Keil
Mary Keithler
Charles Kellogg
Leigh Kennison
Sue Kibbe
Michael Kiessig
Janet Kimball
Michael Klein
Judith Knoshaug
Ryan Kozin
Darlene Kress
Kevin Kritz
Darwin and Barbara Kuhlmann
Diana LaCazette
William Lamberton
R. Kent Landmark
Heather Langendorfer
Allan Larson
Jean L. Leigh
Christina Leslie
Deborah Lind
Cary Livingstone
Patricia Locke
Carolyn Longmire
Bruce Lowry
Cynthia Madsen
Jean Maguire
John Martin
Sue Masterson
Nancy Matovich
Jean McClenathen
Robin McDougal
Allie McKenzie
Philip O. McNichols
Kit McPhail-Bowman
Stacy McVicker
Helene Mermelstein
Jodi Messenich
Evan Metcalf
Alison Michael
Rick Michael
Annie Mikkelsen
Robert Mitchell
Larry Modesitt
Katie Morrison
Sharon Moses
Stephanie Mundis
Jackie Nelsen
Mary Frances Nevans

Flicker Friends (\$249-\$100) cont.

Maralee Nobis-Jacobsen
Jane Ochs
Mary Fran O'Connor
Betsy Orton
Michele Ostrander
Yvonne Parrott
Jill Pasion
Traci Perdue
Janet Peters
Linda Phillips
Gretchen Platt
Peggy Plaus
Kathryn Polich
Eliza Prall
Steven Proctor
Tina Proctor
Ginger Provo
Michelle Puplava
Julia Putes
Susan Putnam
Marci Radin
Graham Ray
Gabrielle Reals
Ann Reavis
John Reber
Carol Ann Rhoads
Robert Rhoads
Robert S. Rich
Karen Riedel Ward
Robert Rippley
Gail Roberts
Janet Robinson
Danny Roohr
Craig Ross
Chris Rurik
Cheryl Saipe
Bridget Sanders
Jackie Sanderson
Kris Saucke
Robin Schaffer
Mary Scheppers
Bill Schreitz
Schutz Family Fund
Carole Schwall
George Secor
Rebecca Sedjo
Stacey Shank
Robert & Carla Shaver
Nancy Sherman
Gerald Shin
Christine Shore
Julia Simon

Flicker Friends (\$249-\$100) cont.

Tom Sitz
Martin Sloan
Robert E. & Anne T. Sneed Family Foundation
Lu Snyder
Aris Sophocles
Kara Spitler
Lydia Stranglen
Harriet Stratton
Karen Strong
Jeff Stroup
Leah Tavares
Mary Ann Tavery
John Taylor
Titamus Technologies
Beverly Thomas
Karen & Steve Thompson
Phyllis Thorpe
Candace Tomlinson
Elizabeth Tourangeau
Ben Trevor
Deborah Tryon
Tara Tull
Julie Tunnell
Bill Turner
Margaret Van Vliet
Lydia Vanderburg
Klasina Vanderwerf
Karolina Varnay
Patsy Venema
Barbara Vollmer
Tom Walker
Linda Jo Warner
Vicky Watson
Cathy Westbury
Mark Westlund
Jean & Doug Willey
Diana Wilson
Paula Winchell
Deb Wingfield
Kent Wohl
Wendy Woods
Bill & Suzanne Wuerthele
Margot Wynkoop
Teresa Youtz
Douglas and Amy Ziegler
Kim Zietz
Neal & Pam Zimmer
Robert Zwick

Staff and Board

Staff, from left to right:

Rhonda Shank, Office Manager (September 2001)
Cassandra Cordova, Communications Coordinator (February 2021)
Suzy Hiskey, Conservation Coordinator (December 2010-August 2012; July 2017)
Emily Hertz, School Programs Coordinator (August 2011)
Kate Hogan, Community Outreach Coordinator (August 2014)
Karl Brummert, Executive Director (November 2008)

Board Members July 2020-June 2021

Wendy Woods, President
Arlene Raskin, 1st Vice President
Ann Bonnell, 2nd Vice President
Allie McKenzie, Secretary
Diane RaPue, Treasurer
Shelley Conger
Curt Frankenfeld
Elvira Kozhevnikova
Yelana Love
Carl Norbeck
Mark Swatek

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