



FLOCK & AWE

What a year. Instead of rehashing all the upheaval, I want to express my gratitude to you and celebrate all of the good that happened in our organization during the past year. Your support has been truly incredible.

I recently enjoyed watching a video of a massive starling murmuration in their native northern Europe. Wow. Many of you know that a murmuration is one of nature's most exquisite shows. Birds gather in the thousands or even hundreds of thousands to perform a surreal choreography—an undulating, mesmerizing, living cloud that weaves its way across the sky. As I watched, it struck me that a murmuration of birds is kind of like the flock that is Madison Audubon and its members. And yes, I realize that not everything is tied to birds. But hear me out!

First, like Madison Audubon's flock, a murmuration is made up of many individuals, each naturally needing to attend to the demands of its own life. But each individual that joins the flock becomes part of a sort of unified organism acting together, and in doing so both derives benefits and gives them to others. The examples are endless, ranging from the restoration and research you helped advance at our sanctuaries (pg. 3-6), the education programming you support for our community's youth (pg. 7-8), the questions you help study through our citizen science programs (pg. 9), and so much more.

Second, a murmuration is incredibly adaptive, changing shape in endless fluidity. When a murmuration encounters adversity, the birds do not scatter, but rather they act as a cohesive, powerful unit—morphing, splitting, rejoining, and responding in unison to

FLOCK & AWE, continued

oppose the threat. As the pandemic and everything else affected our daily lives, Madison Audubon continued to work hard, online and on the ground (safely). That arose from a lot of creativity, adaptation, hard work, and—most importantly—your support, care, and enthusiasm.

So, thank you for being a part of the flock—a powerful, adaptive, and awe-

inspiring murmuration of bird enthusiasts, nature lovers, and community supporters. You made so much good possible for conservation in a year when good was greatly needed.

by Matt Reetz, executive director
mreetz@madisonaudubon.org

A YEAR FOR THE BOOKS: OUR IMPACT IN 2020

16.3% increase in local members (1,015 local members and 1,795 National members)

105 videos created and streamed

3,640% increase in video viewership from 2019

1,980 people (on average) reached by each video

106 blog articles

48 Friday Feathered Features

796 volunteers in 14 citizen science programs donated 2,550 hours

633 eBird checklists completed at our sanctuaries

30 kids at 3 community centers (pre-COVID)

400+ kids in 16 virtual classes

830 nature journal pages created by kids with our staff

71 summer camp participants

137 participants in 7 adult education classes

94 hours of staff professional development relating to diversity, equity, and inclusion in July-December

107 additional acres acquired

50 acres planted to prairie

1,900+ pounds of seed collected from 320+ native species

4,470 field hours worked by sanctuary interns

225+ volunteers (non-citizen science) logged 1,089 hours



TRACKING PROGRESS

The pandemic hasn't slowed us down at Faville Grove Sanctuary. If anything, we've seen increased volunteer turnout as people seek meaningful, safe activities outside.

On December 5, approximately 75 volunteers answered our call and planted the future Fat Goose Prairie, helping us hand-broadcast seed across nearly 32 acres of upland surrounding the north end of Faville Marsh. (Regretfully, we had to turn down offers of assistance from another 25 individuals to keep the event manageable and maintain social distancing.) With masks on, it was difficult to tell who was who, but we all worked together for a shared purpose. Before noon, the group had broadcast seed across the whole site, thoroughly spreading three seed mixes containing 126 native plant species that was carefully hand-collected over the course of summer and fall. Just

a week later, 4 to 5 inches of wet snow blanketed the newly seeded site, providing the moisture needed to help incorporate the seed into the bare soil.

To aid in coordinating so many volunteers, and with the assistance of two other volunteers, we created a video tutorial to explain the planting process. It includes an introduction to the site, an explanation of the planting process, and some 2019 footage of the seed mixture preparation process and drone flyover during a previous Faville Grove planting. You can still view it online at madisonaudubon.org/fgs-planting-prep. We hope you will find it interesting.

Then, on a cold December 13, another volunteer work party helped seed 4.5 acres at Honey Bear Hollow on a pure blanket of newly fallen snow. That site was given its name by the 2019 summer

FAVILLE GROVE, continued

interns after a young male black bear visited Faville Grove and feasted on a number of beehives. Fresh snow on the ground was a huge help to the volunteers as they crisscrossed the half-acre sections, enabling them to see where they had walked and where they had already thrown the contents of their buckets. The volunteers' footprints transformed the field into a patchwork design in the snow. It was a magical morning.

Before and after these two large plantings, even more seed was scattered throughout the sanctuary, primarily in areas where invasives had been herbicided during the growing season and in our savanna and woodland restorations. Seed from 320 native species was collected, cleaned, and spread during 2020.

With all the seed distributed, we have turned to another labor-intensive activity:

removal of woody invasive species. We're focusing on overgrown brushy areas in our two of our 2019 sanctuary acquisitions, along the northern rim of the Kettle Pond, and in some other scattered locations. Most days in December and January have been spent cutting, piling and burning honeysuckle, boxelder, and elm, among others. Some brush piles will remain as habitat for wildlife.

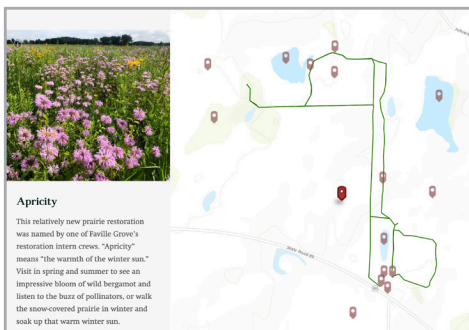
The rolling landscape is opening up and the properties are being integrated into the rest of the sanctuary, where we hope grassland birds will make use of newly expanded habitat. We hope you'll visit too!

by Drew Harry, land steward; David Musolf, resident manager; Roger Packard, resident manager

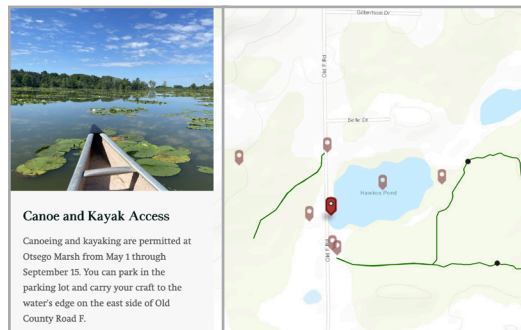
NEW INTERACTIVE STORYMAPS

Trails, photographs, and more at madisonaudubon.org/storymaps

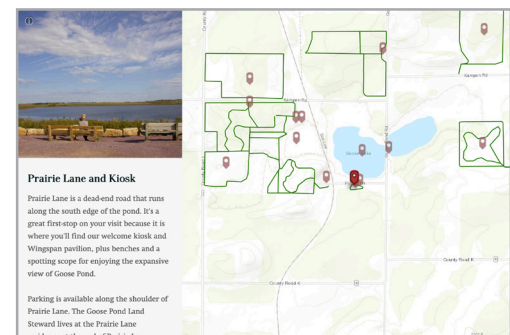
FAVILLE GROVE



OTSEGO MARSH



GOOSE POND





SIT & STAY A WHILE

Goose Pond has been a well-known waterfowl migration hotspot for many years, even well before Madison Audubon made its first land purchase in 1969. Thousands of wildlife enthusiasts visit the pond each year to enjoy the varied wildlife, water, wetland, and prairie habitats. This fall and winter, we have been working on more ways for folks to enjoy their time at the pond, and to make it possible to visit Goose Pond Sanctuary online.

In October, we assisted Don Schmidt in installing a new bench in Browne Prairie, which was created in the same style as our Wingspan structure south of the pond. The bench provides a wonderful place to view the wetland scrapes, surrounding prairies, and

Goose Pond. Among the first to take in the view from the new bench was one of Madison Audubon's longest-standing members, Dorothy Haines, who recently celebrated her 99th birthday. We hope everyone can enjoy a similarly lovely (and socially-distanced) visit to the bench, so we invite you to come, sit, and stay a while. Access the trails and bench through the Browne Prairie trailhead on Kampen Road, and be sure to bring your masks and binoculars.

We recognize that some people are not able to get to Goose Pond in person because of distance, a challenging schedule, access to transportation, or health issues. We are proud to share that as of December 12, anyone can

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GOOSE POND, continued

visit the pond from just about anywhere through the Goose Pond webcam! Now, you can look in on Goose Pond as often as you wish from the comfort of your home at no cost. You can check out the webcam I livestream from your smart device or computer by visiting madisonaudubon.org/pond-cam.

Though Goose Pond froze over and all waterfowl left on December 14, the webcam still provides excellent shots of sunrises, the landscape, and winter wildlife. This winter, we've seen 21 bird species on the webcam —not bad for mid-winter birding. Its strong zoom capabilities and high resolution allow you to observe critters as though you're 40 feet from them!

In addition, we have good news about "Columbia," the Snowy Owl we tagged

with a GPS unit at Goose Pond last January. She spent the summer on the Prince of Wales Island in the high arctic and is spending the winter in northwest Iowa. Learn more about her travels at projectsnowstorm.org.

We're excited for spring migration when the webcam will capture thousands of waterfowl as they swirl around the pond, and the trails will again be explored by visitors from all over. Until the pandemic is over, we urge bird-watchers to follow standard precautions when visiting, and enjoy the wonderful experiences of being in nature!

by Susan Foote-Martin, resident manager; Mark Martin, resident manager, Graham Steinhauer, land steward

LOOKING FOR FIELD TRIPS?

Normally, our February newsletter includes info about all the field trips scheduled for the year. To ensure safety, we are not yet scheduling any 2021 field trips, but hope you will enjoy the wildlife, trails, and views at our sanctuaries this year. Thank you for understanding.





DRIVER OF INVENTION

This past year was different and challenging. Almost everything about the way our education programming interacts with kids shifted. We now use new tools: microscopes that plug into a computer, document cameras to demonstrate nature journaling virtually, and more types of educational platforms than birds at a feeder. There have been new rules about how everyone behaves on Zoom and new classroom routines. We planned lessons, and then scrapped and re-planned lessons as districts changed their goals and responded to evolving situations. But we have also created new games: metamorphosis yoga and virtual predator-prey "tag." Kids joined in Friday morning sing-alongs (our

favorite being "Let's Go Outdoors") and pass-the-gratitude sessions. They did SO much good nature journaling. Students created imaginary monsters with adaptations to help them survive in their imaginary habitats. They discovered that if they hold a magnifying glass up to the camera on their laptop it makes their face look silly. Like, hilariously silly.

This school year, we still visit with the same 10 classrooms each week, which equates to about 170 kids. Our lessons typically start with kids sharing nature stories that they collected over the last week. We introduce our topic for the day, and then split into breakout sessions. We play games, learn new

EDUCATION, continued

science words, and sometimes do experiments. We come back together as a group so kids can share observations and stories of what they discovered, ask and answer questions, discuss the lesson, and draw and write in our nature journals. We say good-bye until next week, and remind kids to search for nature stories to share next time. Usually at least three more kids try to sneak in one last question at the end.

While we wish we could teach in person, we're so happy to be able to support kids and teachers virtually. We don't know what this summer or the next school year will bring, but we know we'll be connecting with kids about nature. One story, one nature journaling session, one "check out this cool leaf" at a time.

by Carolyn Byers, education director
carolyn.byers@madisonaudubon.org

COME LEARN WITH US!

Madison Audubon's virtual learning brings inspiring topics to adults too this winter and spring. Information and registration status can be found at madisonaudubon.org/book-club or [/naturalists](http://madisonaudubon.org/naturalists) if denoted with N. Or, you can leave a message at 608-255-2473 and our staff will call you back. Each class or discussion is online and 1 or 2 hours long.

February Nature Up Book Club: *Black Faces, White Spaces* by Carolyn Finney. Feb. 26 or 27

Nature Sketchbook 5-part Series (N) with Carolyn Byers. Feb. 16, Mar. 30, Apr. 13, May 4, and May 25

March Nature Up Book Club: *Trace* by Lauret Savoy. Mar. 24 or 25

Learning the Ropes of eBird Mobile (N) with Caitlyn Schuchhardt. Mar. 25

Foraging Safely & Sustainably (N) with John Newman. Apr. 3

Birding 101 3-part Series (N) with Chuck Henrikson and Abe Lench. Apr. 17, Apr. 24, and May 1

April Nature Up Book Club: *The Home Place* by J. Drew Lanham. Apr. 20 or 21

Birding by Ear 2-part Series (N) with Kerry Wilcox and Wisconsin Council of the Blind and Visually Impaired. Part 1: Apr. 29 or May 1; Part 2: May 6 or 8

May Nature Up Book Club: *Braiding Sweetgrass* by Robin Wall Kimmerer. May 18 or 19



SPREAD YOUR WINGS

In just one whirlwind year, Madison Audubon's citizen science programs have gone from great to gangbusters.

In 2021, our Bald Eagle Nest Watch program nearly doubled in size, going from 47 nests and 83 volunteers, to 73 nests and 203 volunteers. Part of that expansion is due to a partnership with 1000 Islands Environmental Center in the Fox Valley, which opens up a new audience of eagle enthusiasts to participate. We continue to enjoy partnering with WDNR, public land managers, and private property owners to gain access to safe nest viewing locations, and share nesting results.

Bird Collision Corps, our program that monitors bird-window strikes in Madison, expanded from one site to three and helped advance Madison's city ordinance for bird-friendly glass last year. We hope to deepen our relationships with current site hosts and expand the important work to new partners in 2021.

Christmas Bird Counts, Kestrel Nest Box Monitoring, butterfly counts, orchid surveys, and our other amazing programs also contribute to important studies and bird conservation, all because of the power of volunteers. (Thank you, all!)

It's incredibly rewarding to hear over and over from volunteers that their participation in citizen science programs is important to them. They value the chance to get outside, be part of valuable research, and know they're contributing to something good in the world. And as I keep telling my kids, it feels good to do good. Especially in these times.

We invite you to spread your wings and join in a citizen science program this year. Meet new people. Visit new territory. See what you'll learn. We'd love to get to know you!

by Brenna Marsicek, director of communications and outreach
bmarsicek@madisonaudubon.org

TWO FEATHERS

You value birds. That's clear from your Audubon membership. We do too! A frequent question we hear at Madison Audubon is: How are we linked with and how do we differ from National Audubon? Let's shed some light.

Madison Audubon is an official chapter of the National Audubon Society and one of the most active of more than 450 local chapters in the nation. Our mission aligns with National Audubon's, but people are often surprised to learn that we are separate, distinct non-profit organizations in almost every aspect. Here's how the two organizations relate:

- Our staffing, programming, sanctuaries, fundraising, outreach, events, field trips—pretty much everything—is created, implemented, and funded separately. That allows us to tailor absolutely everything to the needs and concerns of southern Wisconsin's birds and bird-lovers.
- 100% of your donations made directly to Madison Audubon are put to work in the TEN southern Wisconsin counties we serve.
- If you're a member of National Audubon, you automatically receive a local chapter membership too. About \$3 of each National membership comes to us as your local chapter. Any additional donations made to National go to support their important national and international work.
- You can also choose to be a member

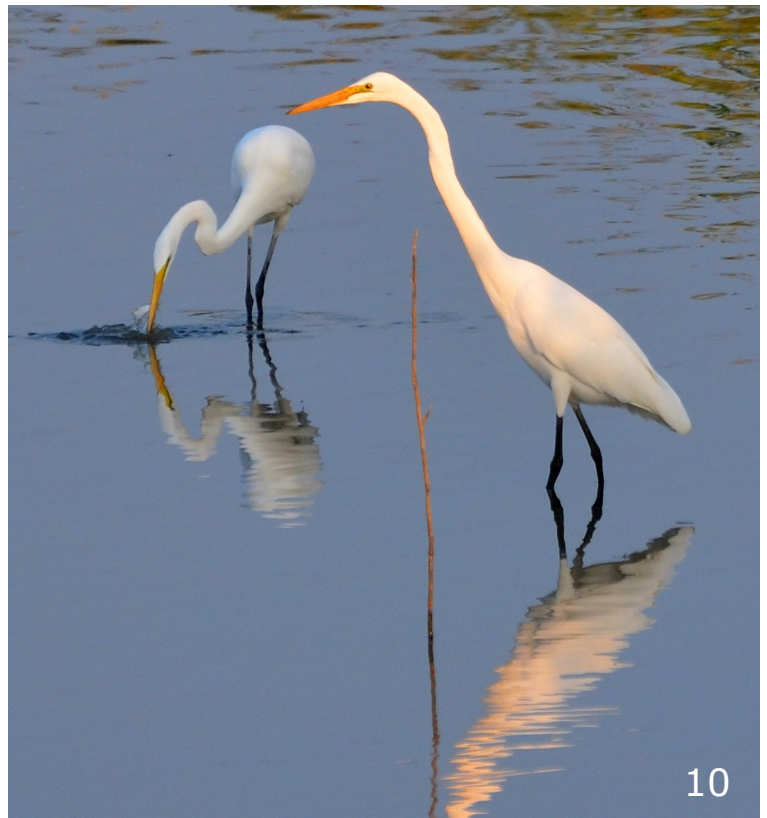
of Madison Audubon without joining National. Simply go to madisonaudubon.org/join.

- Our membership drives and mailings are separate and unconnected. To manage your National Audubon membership, magazine, and mailing preferences, visit National's website (audubon.org) or respond to one of their renewal notices.

That is a lot to process! If you have more questions, we'd be glad to answer them. Give us a call or send an email to info@madisonaudubon.org.

Whether you support National Audubon, Madison Audubon, or both, we are so grateful for your love of birds. If you are a National member and enjoy Madison Audubon's work, we

Continued on page 11



MEMBERSHIP, continued

invite your local involvement and support. Regardless, you'll keep getting this fabulous newsletter with updates on what Madison Audubon is doing in southern Wisconsin.

We hope you will support BOTH organizations to ensure that valuable birds and their habitats are protected at multiple scales—this is the best way to ensure long-term protection.

Thank you for your support of bird conservation.

by Becky Abel, director of philanthropy
babel@madisonaudubon.org

HOW FAR WE'VE COME

Longtime readers of this newsletter may recall the times that I've sung the praises of the young men and women who participate in Madison Audubon's internship programs: their energy and intelligence, their optimism and their drive to make the world a better place. And so, it is with great pride that I report that Madison Audubon's budget for 2021, for the first time, includes more than \$100,000 to be spent directly supporting internships for college students and recent graduates. That's a big number with big benefits.

Student interns support our sanctuaries program, our education program, and our communications program.

Simultaneously, interns gain invaluable experience that benefits them in their future efforts to protect the environment, in whatever form those efforts may take, both professionally and as informed citizens. One of the



best aspects of the program is that interns are mentored every day by members of our amazing staff: Drew Harry and Graham Steinhauer, land stewards at our Faville Grove and Goose Pond sanctuaries, respectively; Carolyn Byers, our education director; and Brenna Marsicek, our communications and outreach director. The internships open many doors for students and shape their (and our) lives for the better. Certainly former interns Drew,

GROWTH, continued

Graham, and Brenna can attest to that, having participated in the internship program early in their careers.

The growth of our internship program mirrors the overall organizational growth that I've seen over the time I've served as president of the board of Madison Audubon. Our board has gone out on a few limbs along the way, notably approving five full-time staff positions, including Matt Reetz's position as executive director, three of the four positions noted above, and most recently, Becky Abel's position as director of philanthropy. The board also approved adding hundreds of acres to our land holdings and worked hard to achieve accreditation as a land trust. But every step of the way, you, as Madison Audubon's supporting members, were there to back the moves. And this, in turn, has enabled Madison Audubon to significantly advance its goals of protecting land, improving habitat, demonstrating best management practices for natural areas, and educating our neighbors, from youngsters to college students to seniors, about the wonders and the critical importance of the natural world.

When I joined the board nine years

ago, one of the first changes we made was to institute a nine-year term-limit for board members. The board thought that this was a healthy change for the organization, assuring fresh thinking and new, more diverse viewpoints on the board over time. The strength of the current board and the strength of the slate of candidates on this year's ballot (see pg. 20, and please vote!) attest to the wisdom of this approach.

I've had the pleasure of working with two board members for my entire nine years: Sue Knaack and Mareda Weiss, whose contributions in educational (Sue) and financial (Mareda) matters have been particularly valuable. As the three of us step down from the board and move on to other volunteer roles, we see an organization that is stronger, more productive and with greater promise than ever. We've come a long way, and that's something that all Madison Audubon members can take pride in.

by Roger Packard, outgoing board president
rpackard@wisc.edu

From all of us at Madison Audubon: Thank you to Roger, Sue, and Mareda for your leadership on the board these last nine years!



FROM GOOSE TO GANDER & BEYOND

Back in 2002, when I started helping with Madison Audubon's finances, we were mostly volunteer-run and we operated on a significantly smaller budget. I'm really proud of how far we've come since then, organizationally as well as financially. Our budget has grown by leaps and bounds, as have our endowment and invested funds, so we are able to sustainably support a great diversity of impactful programs, respond to land acquisition opportunities, and securely think long-term. As always, we operate extremely efficiently, maximizing the impact of every dollar we receive from donors like you.

Thanks to the generosity of our many members and supporters, Madison Audubon had a good financial year. Using donor-restricted funds already on-hand and new gifts received in

2020, we added 107 acres to our sanctuaries. A federal Paycheck Protection Program loan provided crucial funds to maintain staffing through the economic downturn. Foundation support enabled the excellent work of our education program to reach kids and families at home. And we received gifts from more than 1,200 unique donors! The generosity of donors like you remains our most important source of support—we are so grateful for it.

The graphics on the opposite page summarize our income, expenses, and financial position.

- Program Expenses include expenses directly related to the education, advocacy, outreach, and land protection branches of our mission. We achieved a lot thanks to you!

FINANCES, continued

- Administration is core mission support including finance, HR, communications, and board support. Our programs simply cannot function without it.
- Fundraising is core mission support involving communication with existing donors and researching and pursuing new funding opportunities to support new and continuing programming.

Our board and financial committee continue to manage our assets strategically and thoughtfully to provide for long-term financial stability while supporting our annual needs. Invested and endowed funds to support our sanctuaries continue to

grow thanks to bequests (learn more about the Kestrel Legacy Circle on page 16) and your direct gifts. Together, we are making important progress protecting and improving habitat for birds and other wildlife—now and in perpetuity.

The global pandemic caused a great deal of uncertainty in everyone's lives. So, we are especially grateful to our members, friends, and partners for their involvement, for being such a stabilizing force, and helping us fulfill our mission during this past year.

by John Minnich, financial manager
jminnich@madisonaudubon.org

STATEMENT OF FINANCIAL POSITION

ASSETS

Cash	\$400,178
Accounts receivable	\$64,031
Prepaid expenses	\$ 10,558
Investments	\$5,234,509
Property & equipment (net)	\$6,776,711
TOTAL ASSETS	\$12,485,987

LIABILITIES

Accounts payable	\$17,035
Accrued expenses	\$2,025
Notes payable (PPP loan)	\$62,812
TOTAL LIABILITIES	\$81,872

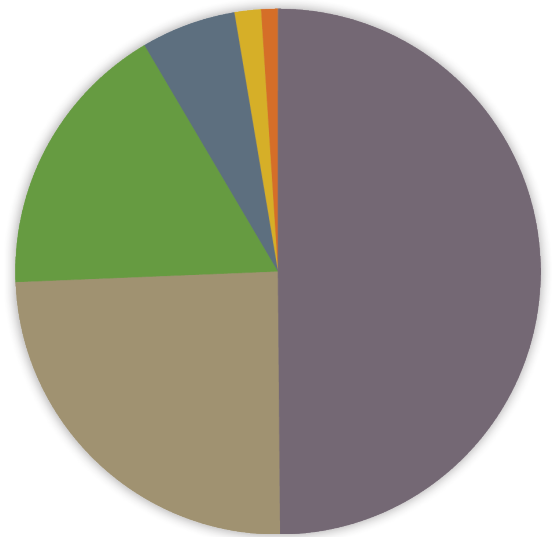
NET ASSETS

Unrestricted	\$7,553,184
Assets with donor restrictions	\$4,470,941
Board designated	\$379,990
TOTAL NET ASSETS*	\$12,404,115
TOTAL LIABILITIES & NET ASSETS	\$12,485,987

*Most of Madison Audubon's assets are Sanctuary lands.

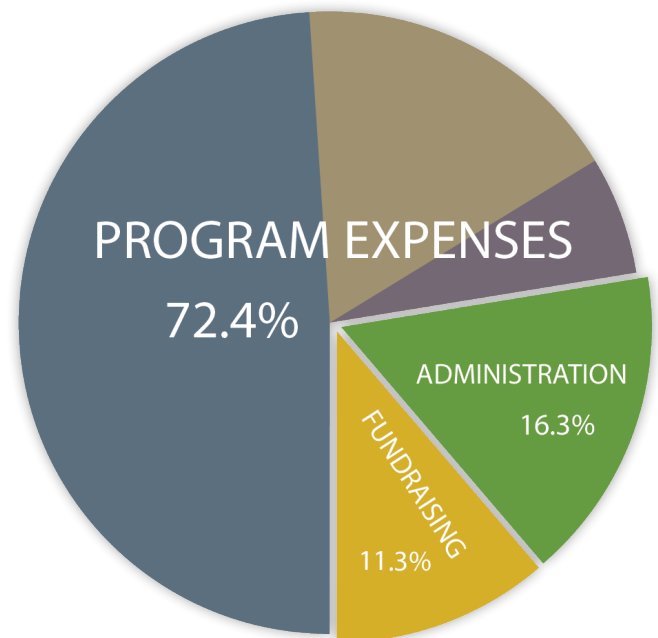
2020 INCOME

Contributions from Individuals	\$337,530
Grants & Government Contracts	\$165,742
Investment Distributions	\$116,187
Sales, Land Rent & Other	\$39,429
Community Shares of Wisconsin	\$11,004
National Audubon	\$6,967
TOTAL OPERATING INCOME	\$676,859
Grants & Gifts for Land Purchase	\$359,345



2020 EXPENSES

Sanctuaries	\$325,417
Education	\$115,183
Advocacy	\$40,977
Administration	\$108,550
Fundraising	\$74,793
TOTAL OPERATING EXPENSES	\$664,920
Land & Easement Purchase	\$645,715



Our financial policies are available on our website at madisonaudubon.org/financial-reports. To view the details of our financial health, check out financial tax returns from recent years on our website. A final financial audit will be available in summer 2021.

Madison Audubon encourages planned gifts and honors donor intent. Bequests are typically placed into long-term investments that protect gift principal, or are used for land or other capital acquisitions.

A GRAND EXPERIENCE

A couple of years ago, I was looking for an organization that I believe in to include in my planned giving, and Madison Audubon made perfect sense. I am concerned about our planet, environment, and the ever-increasing extinction of wildlife. This great organization does crucial work toward saving the places important for birds and other wildlife to exist.

Becoming a member of Madison Audubon provided opportunities for me to become involved in their mission by becoming a citizen scientist. In January 2020, I signed up to be involved in Madison Audubon's Bald Eagle Nest Watch and the Kestrel Nest Box Monitoring programs. Each week, I thoroughly enjoyed my experiences observing and photographing these magnificent creatures. I felt like I belonged to a secret club that allowed me free pass to learn about these birds, behind the scenes. I witnessed the whole nesting process of an American Kestrel from mauve speckled eggs that hatched into white fluff balls, then developed dark feathers on their

backs and wings, and finally morphed into a beautiful kestrel.

What a grand experience!

by Terri Bleck, Madison Audubon volunteer, member, and part of the Kestrel Legacy Circle



Donate on a regular basis without having to lift a finger! The Frequent Flyers Club allows for automated contributions, tailored to your schedule and amount. Sign up at madisonaudubon.org/give.

You can leave a legacy. Members of the Kestrel Legacy Circle have named Madison Audubon in their will or estate, thereby strengthening our organization and mission well beyond their lifetimes. Learn more at madisonaudubon.org/legacy.

YOUR VOTE COUNTS

Madison Audubon members, we need your votes for the new slate of board members. Leakhena Au, Jeff Galligan, and Darcy Kind generously offer their talents and knowledge to Madison Audubon as candidates for the board of directors. You can read about these board members by visiting madisonaudubon.org/2021-ballot.

We hope you will take a moment to exercise your voting right as a member. Ballots are due by Monday, March 8, 11:59 p.m. Thank you!



2020 DONORS

Your commitment to birds and conservation is incredible. We are grateful to all of our supporters at all levels, but due to space constraints, donors are listed on our website at madisonaudubon.org/2020-donors. Thank you!

EXTRA, EXTRA, READ ALL ABOUT IT

No computer? No problem!

We know not everyone has a computer or wants to spend time on one to get updates from their favorite bird organization (ahem!). However, we care about all of our members, and want you to be as informed as your tweeting and typing counterparts.

Madison Audubon is now offering limited, monthly paper updates mailed to your home. These updates provide all the good information that comes to email-receiving members in print, so you can stay in the loop on the good things that happen in between these quarterly newsletters. Note: active

membership is required to opt-in to monthly mailed updates.

To enroll, mail this section to Madison Audubon, 1400 E. Washington Ave. #170, Madison WI 53703.

Your name: _____

Your address: _____

Your phone number: _____

PHOTO CREDITS

Page 1: Starling murmuration by Tanya Hart

Page 3: Faville Grove prairie planting by Drew Harry

Page 5: Goose Pond overlook by Madison Audubon

Page 6: Female Northern Cardinal by Monica Hall

Page 7: Education set-up by Madison Audubon

Page 9: Bald Eagle by Jerry Davis

Page 10: Great Egret by US Fish and Wildlife Service Midwest

Page 12: Winter Prairie by Brenna Marsicek

Page 13: Crane and geese by Arlene Koziol

Page 16: Terri Bleck, Bald Eagle, and American Kestrel eggs by Terri Bleck

Page 17: Red-bellied Woodpecker artwork by Brenna Marsicek

MADISON AUDUBON BOARD AND STAFF

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STAFF

Becky Abel, director of philanthropy

Carolyn Byers, education director

Drew Harry, Faville Grove Sanctuary land steward

Brenna Marsicek, communications director

Mark Martin (volunteer) and Susan Foote-Martin, Goose Pond Sanctuary resident managers

John Minnich, financial manager and membership director

David Musolf, Faville Grove Sanctuary volunteer resident manager

Matt Reetz, executive director

Graham Steinhauer, Goose Pond Sanctuary land steward

Madison Audubon is a proud member of the following organizations:



Thank you to our major education program donors:



Theda & Tamblin Clark Smith
FAMILY FOUNDATION
