

# FEBRUARY 2019 NEWSLETTER

## Annual Report Edition



### Success takes preparation

And we did a lot of it in 2018

For nesting sandhill cranes, success takes a lot of preparation. Our success at Madison Audubon is equally dependent on good preparation, so we've been doing a lot of it too.

In 2018, Madison Audubon was awarded accreditation by the Land Trust Accreditation Commission—well-earned recognition of years of preparation reviewing, developing and improving our organizational policies and practices. Accreditation itself can be seen as important preparation for future success in acquiring and managing land, securing necessary grant and gift funding, and sustaining organizational performance generally.

Also in 2018, we overhauled our organizational strategic plan for the next five years, preparing for lots of great things to come in all areas of our mission—habitat protection, environmental education, and advocacy.

Acquisition of land itself often entails years of preparation by building relationships



with sanctuary neighbors and others interested in preserving land for conservation. I won't jinx any ongoing acquisition projects by presenting details here, but I will say that we have some exciting projects in the works, at least a couple of which we hope to hatch in 2019.

Of course, preparation, or groundwork, is literally what we do every day at our sanctuaries, working on the ground to expand and improve habitat for plants, animals, insects, and birds. In 2018, we planted new prairies on former cropland at both sanctuaries, inter-seeded savanna and wetland habitats to increase diversity, continued to integrate the life-giving force of fire back into the natural communities we manage, and controlled invasive brush and trees.

And don't forget weed-control—those darned weeds! Garlic mustard, canary grass, sweet-clover, burdock, Canada thistle, and all the other non-native invasives that degrade habitat and limit

Continued on page 3

# Rural remembrance

## Assessing changes in the Faville Grove landscape

Looking back on 2018, I'm reminded of all the changes within the sanctuary and in the surrounding landscape. With four years of reference and the veil of the present lifted, I can start to see wholesale changes, both loss and growth, both good and bad. Things lost will take decades to recover, if they ever do. Meanwhile, looking toward the new year at Faville Grove Sanctuary, recovery is ongoing and began anew with seven acres of prairie planted this past fall, and it will continue with more prairie plantings and restoration in the new year. Here's a remembrance to those things lost, and those gained.

My stroll down memory lane begins with a few big charismatic trees. To the sprawling bur oak down Highway G, senselessly cut,



whose acorns we collected and planted into the welcoming soil of sanctuary lands. When I counted its rings, I found it to be over 150 years old—just hitting the prime years in the life of an oak.

While 150 is quite old, my mind races to “The General,” that old bur oak, whose ancient arm, long struggling to stand the test of time, finally buckled. There were over 100 rings on just this limb of the ancient behemoth.

To the native flowering spurge patch in the right-of-way that once provided gobs of explosive seed (popping open with low humidity), now mowed annually with seed production greatly diminished—victim of a mower craving more.

To the woodlots, near and far, logged and paved, for a housing development, where that house will sit—a dead zone—with non-native blue spruce replacing oak, mowed lawn (the bigger the better) replacing leaf litter, and a few wanting exotic shrubs (easy to maintain) where once stood maple-leaved viburnum, nannyberry, blackberry, raspberry, elderberry, hawthorn, and hazelnut.

To appreciate the southern Wisconsin landscape, one must celebrate certain losses, the vanquishing of foes. Buckthorn and honeysuckle, once gripping woodlands and savannas but now pushed back considerably, make way for a rich sampling of open woodland plants, animals, insects, and fungi.

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## Rural remembrance continued

To see these losses all around us, one must also recognize where new life breathes. Looking to the west, fresh prairies west of Buddy's will create over 100 acres of contiguous grassland, providing refuge for northern harriers, short-eared owls, dickcissels, and meadowlarks.

To create habitat for the birds, one must also learn to think like a bird, to see the land as a free-flowing mosaic of prairie grasses, wildflowers, sedge meadows, scattered oaks, and rolling drumlins,

moraines, eskers, and kettles; to see an uninterrupted view, free from parcels, lot lines, fencerows, and ditches. I think of the northern harriers which I've been watching down Prairie Lane this winter, whose mating ritual sky dance is a free expression of open space, a bird that knows only sky and grass. To the future, the harrier tips its wing.

Drew Harry, land steward  
faville@madisonaudubon.org

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## Success takes preparation continued

native diversity. Thanks especially to our hardworking summer interns and land stewards for their extensive weed-control efforts.

Restoring native communities also prepares the ground to remove carbon from the atmosphere in the future. Native ecosystems of all sorts—not just woodlands, but wetlands, grasslands, and shrublands as well—sequester carbon and contribute to a more habitable planet. We even installed solar electric panels at the Faville Grove land steward's residence in 2018, and we plan to do the same at Goose Pond Sanctuary in 2019 as we move toward carbon-negative operations for the organization.

Educating summer interns in the practice of ecological restoration and raising their awareness of the wonders of our southern Wisconsin ecosystems is itself a sort of preparation for the future. The same is

true of our outreach and citizen science efforts. And it's true in spades of our educational programming in local grade schools and community centers where, with our focus on ongoing contact with groups of underserved kids, we are working to build the diverse and engaged constituency needed to care for the natural world for many years to come.

The dogged pursuit of environmental progress at the local level is what has sustained us in the face of recent state and federal backsliding on environmental issues, and it will set the stage for more rapid progress as science and reason are brought once again to bear in the larger political arena. Thanks for helping prepare to make 2019 and the years to come Madison Audubon's most productive ones yet.

Roger Packard, president  
rpackard@uwalumni.com



# Change is the only constant

Each year brings new adventures and milestones at Goose Pond

Goose Pond Sanctuary has now seen 50 winters, each one offering a stillness to reflect on the year gone by. No two years are alike out here, a fact that keeps us on our toes! Between rare bird sightings and celebrating major milestones at the sanctuary, 2018 was a rewarding year.

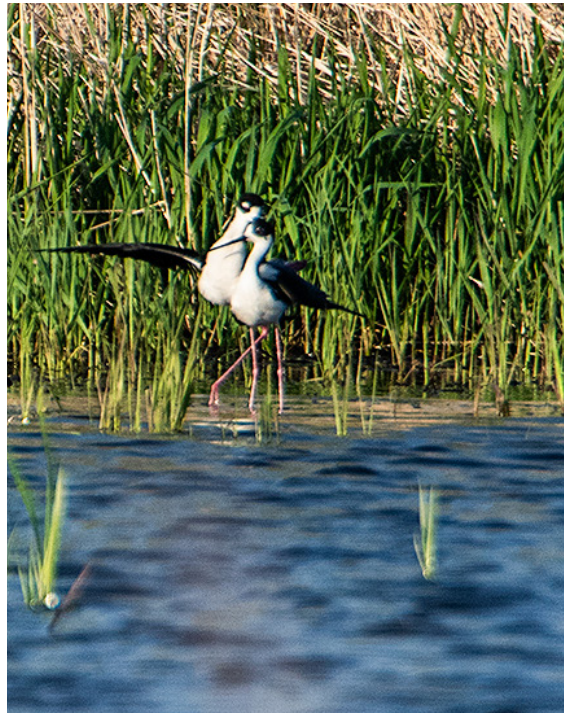
The nesting season included the notable presence of black-necked stilts and eared grebes at Goose Pond. The stilts were observed copulating in the shallow wetland north of the pond. They disappeared in late May, but a family group—maybe the same pair with young—

was spotted west of the sanctuary in September. There is only one nesting record of a brood of eared grebes in Wisconsin from 50 years ago. Our eared grebes built nesting platforms and were seen copulating. Shortly after, arrowhead vegetation obscured the nesting area and we couldn't document nesting, though we hope they successfully raised young there.

We also celebrated the 50th anniversary of Goose Pond in 2018, joined by many friends that have been crucial to growing and restoring the

sanctuary. We are so thankful to everyone that has supported and continues to support the sanctuary.

Another highlight of 2018 was trapping two snowy owls and placing a high-tech



Project SNOWstorm ([projectsnowstorm.org](http://projectsnowstorm.org)) transmitter on a beautiful male owl named "Arlington." Thanks to Madison Audubon donors who supplied the transmitter funds, we were able to follow Arlington as he moved around the landscape—and he was quite the meanderer! Arlington provided us with four months of rich, fascinating winter movement data until sadly he was struck

and killed by a vehicle in northern Minnesota in April. (Side note: the transmitter was recovered and refurbished, and on Jan. 4, 2019 was placed on another snowy owl, Coddington. Learn more at [madisonaudubon.org/coddington](http://madisonaudubon.org/coddington).)

In 2019, we plan to update management plans for Goose Pond, Erstad Prairie, and Otsego Marsh—no small task. We're hoping to install a web-cam that overlooks the pond to allow

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## Change is the only constant continued

anyone with a computer to view thousands of waterfowl visiting Goose Pond from their home. We are also making plans to erect a Motus tower to record birds tagged by scientists and efficiently gather migration data as part of a bird tracking system in Canada and the US ([motus.org](http://motus.org)).

We hope you'll join us for another year of adventures and change at Goose Pond. The sanctuary is open to the public 365 days out of the year during daylight hours. See you soon!

Mark Martin and Susan Foote-Martin,  
Goose Pond Sanctuary resident managers  
[goosep@madisonaudubon.org](mailto:goosep@madisonaudubon.org)

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## Go team!

### How you can advocate for Knowles-Nelson Stewardship

The Knowles-Nelson Stewardship Program is one of the most important and successful conservation initiatives in Wisconsin's history, providing crucial funding for land and water protection. It is set to expire soon unless the state legislature and the governor work together to reauthorize and strengthen the program. Madison Audubon's Goose Pond and Faville Grove Sanctuaries have both directly benefited from the program, and our future land protection projects rely on this amazing program's support.

Here are some ways to help:

1. Learn more about Knowles-Nelson and the importance of reauthorization: [gatheringwaters.org/blog](http://gatheringwaters.org/blog)
1. Contact your legislators on behalf of the program. Get more information on who they are and talking points here: [gatheringwaters.org/take-action](http://gatheringwaters.org/take-action)
2. Share with your friends the benefits Knowles-Nelson provides to Wisconsin's landscapes and critters on social media. Use the hashtag #knowlesnelson in your posts to connect with fellow Team Knowles-Nelson members.

Thank you for protecting land and water in Wisconsin!



# What keeps me awake at night

## And why kids bring hope

When I think about the future, there is a lot that worries me. As a species, we humans still have a lot of growing to do. We could be kinder, more compassionate, and more generous—both to other humans and to the wild-life that share this Earth. We could think more about how our daily actions will impact future generations and think less about instant gratification. We could all raise our voices when we see wrongs that need righting.

I actually do lose sleep over these things.

In spite of all of this, I am still brimming with hope for our future. Each day I interact with kids who are growing into wonderful human beings. They're a riot of excitement and questions—creative and thoughtful little people learning about their world. Most kids aspire to be scientists, teachers, or doctors—all helpers! In one classroom I visit weekly, there are 12 languages spoken and children who hail from almost as many countries. These kids acknowledge their differences without defining each other by them. Sure, they sometimes need help remembering how to behave (they're seven years old!) but generally, I'm impressed with the community they and their teachers have created.

Madison Audubon's education department has a lot planned for 2019. We're building new part-

nerships with other local environmental organizations. Our educators regularly visit four community centers and make one-time visits to many more. We enjoy weekly outdoor education classes with two schools, and have built wonderful relationships with these kids.

Each time a curious kid grabs my hand and pulls me over to newly discovered coyote scat or tells me a story about a bird they saw, I'm hopeful. Hopeful that we're helping to shape a new generation of humans who care for each other and our Earth. Hopeful that more adults will look at the kids in their lives, and resolve to be advocates for their futures. Hopeful that we'll all pull together to do the hard work that needs to be done.

Hopeful.

Carolyn Byers, education director  
[carolyn.byers@madisonaudubon.org](mailto:carolyn.byers@madisonaudubon.org)





# Spring presentations

## **Monitoring American kestrel nestboxes**

Pat Ready, Tues., Feb. 26, 7 PM  
Capitol Lakes (333 W. Main St.)

## **Citizen science and pollinators: What you can do**

John Shillinglaw, Tues., Mar. 19, 7 PM  
Lussier Community Education Ctr (55 N. Gammon Rd.)

## **April program, TBD**

## **Earth Day 2019: Forever Muir**

Robert Hanna (g-g-grandson of John Muir), Mon., Apr. 22  
6:30 PM, Wisconsin Historical Society (816 State St.)  
Registration required.

Descriptions and details at [madisonaudubon.org/events](http://madisonaudubon.org/events)



# Spring citizen science programs

## **Bald Eagle Nest Watch**

Watch a bald eagle family grow with weekly visits to a nearby bald eagle nest until the eaglets fledge. Begins in February.

Contact Brenna, [comm@madisonaudubon.org](mailto:comm@madisonaudubon.org) or 608-255-2473

## **Kestrel Nestbox Monitoring**

Track the growth of a kestrel family by making multiple visits to a nestbox in your area. Begins in March.

Contact Brand, [brandsmith@charter.net](mailto:brandsmith@charter.net) or 608-444-8952

## **Breeding Bird Atlas in Columbia County**

Survey for woodcocks, screech and great-horned owls, ruffed grouse, and more as part of a team effort. Begins in March.

Contact Sue or Mark, [goosep@madisonaudubon.org](mailto:goosep@madisonaudubon.org), 608-635-4160

## **Songbird Nestbox Trails**

Help install and make weekly visits to tree swallow nestboxes at Goose Pond Sanctuary. Begins in April.

Contact Graham, [gsteinhauer@madisonaudubon.org](mailto:gsteinhauer@madisonaudubon.org)

## **Bird Collision Corps**

Help determine which buildings on the UW Campus pose the most threat to birds as a result of window collisions. Begins in April.

Contact Brenna, [comm@madisonaudubon.org](mailto:comm@madisonaudubon.org) or 608-255-2473

Find out more at [madisonaudubon.org/citizen-science](http://madisonaudubon.org/citizen-science)

# Audubon Naturalists Series

## Adult Education classes

Learning the Ropes of eBird \$10  
Learn how to use the eBird website to its fullest.

Sat., Mar. 30, 10AM-12PM

Registration opens to MAS members  
Feb. 18

Birding 101 (3-part series) \$20

Introduction to identifying birds in Madison.

Apr. 20, 27, & May 4, 8-10AM

Registration opens to MAS members  
Mar. 11

Bird & Wildlife Action Photography \$15

Techniques to capture the best wildlife photos.

Apr. 22, 9:30AM-12PM

Registration opens to MAS members  
Mar. 11

Birding by Ear  
(2-part series)

\$20

Enrich your birding by focusing on calls.

May 30 or June 1  
and June 6 or 8

Registration opens to  
all Apr. 1

Botanical Illustration

\$20

Draw the natural world around you.

June 20 or 22, 9AM-12PM

Registration opens to MAS members  
May 8



Details and registration at  
[madisonaudubon.org/naturalists](http://madisonaudubon.org/naturalists)

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## Madison Audubon Board Ballots

Madison Audubon members, we need your votes!

There is quite a bit of shifting with board enrollment this spring, with three members (Arlyne Johnson, Marcia MacKenzie, and Jim Shurts) completing their terms, two current members (Sue Knaack, Topf Wells) up for renewal, and four new candidates (Pat Clark, Matt Fortney, Lisa Lapeak, and Olivia Pietrantoni) on the slate. Read about the new board candidates by visiting the link below.

We count on your votes to make this important aspect of our organization work. Please return this ballot by mail or vote online. Ballots are due by Monday, March 11, 11:59 p.m. Thank you!

Your name: \_\_\_\_\_

Vote for all candidates

OR

By candidate:

Sue Knaack

Topf Wells

Pat Clark

Matt Fortney

Lisa Lapeak

Olivia Pietrantoni



# Givin' it all you've got

Our volunteers are amazing!

You'll read in the following pages about the wonderful financial year we enjoyed as a non-profit supported by hundreds of individual donors and many generous foundations and corporations. What we don't have space for, but value just as much, are the hundreds of individuals who donated their time and talents. Whether it's giving a morning to repetitive and wonderfully therapeutic

seed collecting at the sanctuaries, enjoying a day corralling kids at an educational program, spending hours monitoring a nest in all types of weather, or leading a group of curious adults in a field trip, please know we are so grateful to you. Madison Audubon's impact is a measure of your commitment to birds, habitats, and kids.

Thank you!

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## 2018's Flyncial Review

Soaring higher than ever

You might know that I love a good (bad?) bird pun, so I couldn't resist including one in the title. On a much less ridiculous topic, thanks to the hard work and generosity of many people just like you, Madison Audubon enjoyed a very strong financial year. We are always humbled by the trust our donors place in us and are committed to making each dollar have the biggest impact possible, whether by supporting dynamic, robust programs or by contributing to our long-term financial health. The following page shows a snapshot of our 2018 income, expenses and overall assets. A bit of explanation:

- **Programs** expenses involve



effective education, advocacy, outreach, and land protection services that constitute our shared goals.

- **Administration** is core mission support that includes finance, HR, communications, systems, and board oversight. Our programs cannot function without it.
- **Fundraising** is core mission support that allows us to offer free education programs for underserved kids, maintain and restore wildlife habitat, and provide opportunities for the public to enjoy nature.

## 2018's Flyncial Review continued

Madison Audubon has been working diligently to ensure its long-term financial stability so that we can honor our commitment to conservation that lasts forever. If you take a peek at our net assets, you will note that we've been building a healthy fiscal position. These assets include our sanctuary lands, but a growing percentage of them come from strategic and careful treatment of special donations by people like you.

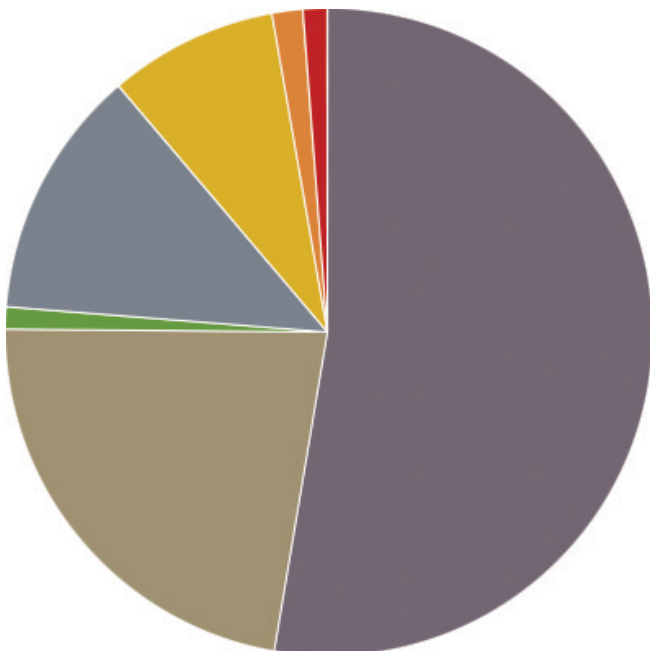
This year, like many others, Madison Audubon was privileged (and very grateful) to receive a number of special additional gifts. These come in all shapes and sizes, with some designated for specific purposes or received through the wills or estates of

our supporters. On that note, a special thanks to the members of the Legacy Society who have already made a planned giving commitment to Madison Audubon. The generosity of these and other donors will leave a legacy that will be remembered for generations to come. If you'd like to find out more about joining the Legacy Society or how your love of birds and nature can shape the future through a planned gift, visit our website or drop me a line anytime.

Thanks again for making 2018 fabulous. Together we'll make sure 2019 is one we're raven about!

Matt Reetz, eggs-ecutive director  
mreetz@madisonaudubon.org

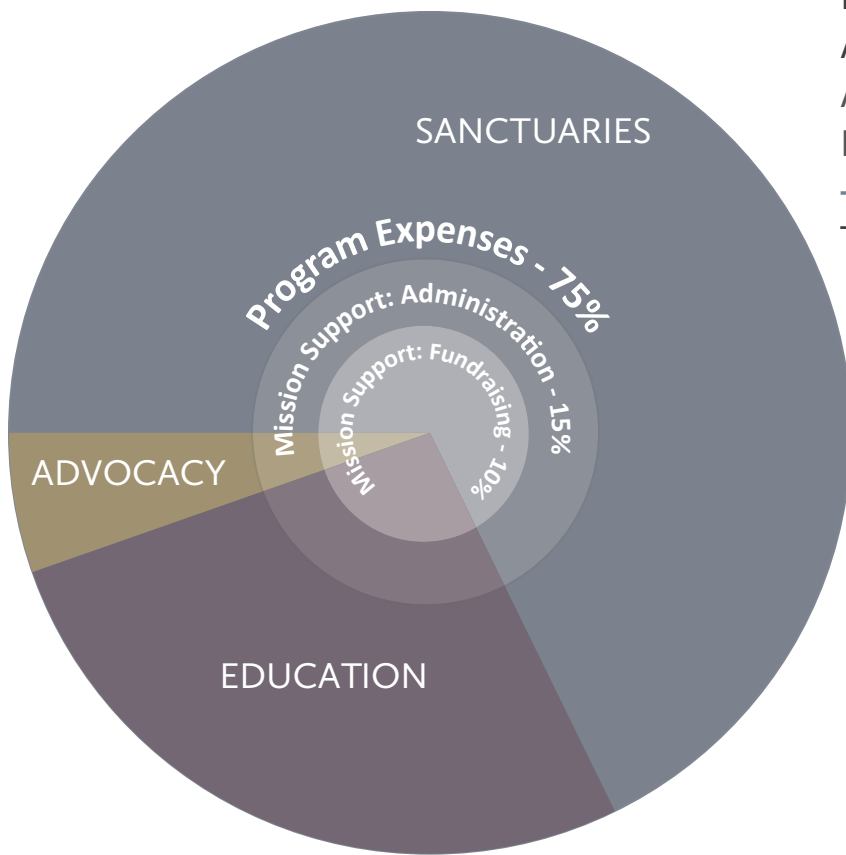
## INCOME



|                                    |                  |
|------------------------------------|------------------|
| Contributions & Memberships.....   | \$318,296        |
| Grants & Government Contracts..... | \$129,011        |
| Events.....                        | \$6,331          |
| Investment Distributions.....      | \$71,877         |
| Sales & Land Rent.....             | \$48,461         |
| Community Shares of WI.....        | \$8,739          |
| National Audubon Support.....      | \$6,968          |
| <hr/>                              |                  |
| <b>TOTAL OPERATIONAL INCOME</b>    | <b>\$589,683</b> |

*\*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.*

# EXPENSES



|                     |           |
|---------------------|-----------|
| Sanctuaries.....    | \$257,558 |
| Education.....      | \$102,092 |
| Advocacy.....       | \$20,308  |
| Administration..... | \$78,815  |
| Fundraising.....    | \$49,873  |

**TOTAL EXPENSES**      \$508,658

## STATEMENT OF FINANCIAL POSITION

### ASSETS

|                                 |             |
|---------------------------------|-------------|
| Cash*.....                      | \$447,473   |
| Accounts receivable.....        | \$13,893    |
| Prepaid expenses.....           | \$2,244     |
| Investments.....                | \$4,239,177 |
| Property & equipment (net)..... | \$5,518,734 |

**TOTAL ASSETS**      \$10,221,521

### LIABILITIES

|                       |          |
|-----------------------|----------|
| Accounts payable..... | \$8,900  |
| Accrued expenses..... | \$22,289 |
| Notes payable.....    | \$0      |

**TOTAL LIABILITIES**      \$31,189

### NET ASSETS

|                                     |             |
|-------------------------------------|-------------|
| Unrestricted**.....                 | \$5,586,797 |
| Assets with donor restrictions..... | \$4,319,851 |
| Board designated.....               | \$283,648   |

**TOTAL NET ASSETS\***      \$10,190,332

**TOTAL LIABILITIES & NET ASSETS**      \$10,221,521

\*A portion of cash assets has been designated as an operating reserve fund.

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

Our financial policies are available on our website at [madisonaudubon.org/financial-reports](http://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 by May 1, 2019.





# 2018 MADISON AUDUBON DONORS

## **\$10,000 & above**

Anonymous  
Estate of Madeline Kanner  
Jerry Martin  
David Musolf  
Roger Packard  
Jim Young  
Caerus Foundation  
Kenneth W. Wood Trust  
Phoebe R. and John D. Lewis Foundation  
Theda and Tamblin Clark Smith Family Foundation

## **\$5,000 to \$9,999**

Anonymous  
Doug and Sherry Caves  
John Shillinglaw  
Sandy Stark  
Sally Washburn  
James E. Dutton Foundation  
Wisconsin Department of Natural Resources

## **\$2,500 to \$4,999**

John Kaiser  
Marcia MacKenzie and Jerry Borseth<sup>FF</sup>  
Lisa Seibold

Deborah and Patrick Turski<sup>FF</sup>  
Marenda Weiss  
Thomas Wolfe and Patricia Powers  
Alliant Energy Foundation  
Focus on Energy  
Grainger Matching Charitable Gifts Program  
RENEW Wisconsin Wilson Foundation  
WPPI Energy

## **\$1,000 to \$2,499**

Laura Bowles and Neil McLaughlin  
Tom and Kathie Brock  
Curt and Arlys Caslavka  
Susan Denholm  
Neal Deunk  
Steve Glass and Sharon Dunwoody  
Galen and Grace Hasler  
Dorothy Klinefelter  
Kenneth Livermore  
Stephen Morton  
David Rihn and Valerie Bailey-Rihn  
Estate of George Schmidt  
Gary and Penny Shackelford

Jim and Kathy Shurts  
Donna and Bruce Wallbaum  
Lynne and Peter Weil  
Topf Wells and Sally Probasco  
Capital Times Kids Fund  
Evjue Foundation  
Thomas S. Kemp Foundation

## **\$500 to \$999**

Roger and Ann Avery  
Amara Baktha  
Helen Baldwin  
Steve Bower and Leslie DeMuth  
Ann and Dick Burgess  
Pat Clark  
William and Jean Damm  
Patrick and Lloyd Eagan  
Janet Flynn and Greg Tiedt  
Terry Geurkink and Sally Wilmeth  
Robert and Nancy Greenler  
Jay Handy  
Pamela Heaney  
Joanne and Terry Jones

Richard and Carol Karls  
Susan and Terrill Knaack  
Jeff and Arlene Koziol  
Peggy Lemon  
Chris and Jim Locher  
John and Barbara Mitchell  
Lucy and Bruce Moore  
Christine Olgren  
James and Suzanne Otto  
Ron and Earlene Persche  
Pamela Ploetz  
Kathleen and Robert Poi  
Bob and Ginny Reetz  
Carl and Elizabeth Silverman  
Mary Washburn  
Nancy Washburn and Mark Spring  
Levi and Janet Wood  
Jensen Plumbing & Heating, Inc.

## **\$250 to \$499**

John Aeschlimann  
Dale Beske and Dorothy Gertsch  
Jim Block

|   |   |   |  |
|---|---|---|--|
| Marcia Bradley                            | Nolan Pope                                      | Cindi Bannink                           | Johanna Fabke                                |
| Steven Brezinski<br>and Mary Murrell      | Robert and Jane<br>Pricer                       | Steven Bauer                            | Pat Farrell                                  |
| Nathan DeLisle                            | Gordon and Janet<br>Renschler                   | Caroline Beckett<br>and Frank Sandner   | William and<br>Colleen Feist                 |
| Elizabeth Fennema                         | Dean and Carol<br>Schroeder                     | Janice Behn and<br>David Henige         | Karen Fennema                                |
| Peter Fissel                              | John Sorenson and<br>Tracy Wiklund              | Bob and Gerry<br>Bennicoff              | Sue Fieber                                   |
| Martha Gibson and<br>Dennis Stampe        | Nicholas Utphall<br>and Acacia Latka            | Jerry and Donna<br>Bower                | Marcia Finger and<br>Susan Agee              |
| Patricia Giesfeldt <sup>FF</sup>          | Scott Weber and<br>Muffy Barrett                | Treva and William<br>Breuch             | Caroline Fribance                            |
| Judith Green                              | Baer Insurance<br>Services                      | Marshall Brinkman                       | Charles and Anne<br>Frihart                  |
| Gerald Gunderson                          | Natural Resources<br>Foundation of<br>Wisconsin | William and Joan<br>Brock               | Warren and<br>Sharon Gaskill                 |
| Jeff Hamann                               | Thrivent Choice<br>Wegner LLP                   | Sue Brockman-<br>Zeigler <sup>FF</sup>  | Robin Gates                                  |
| Diane Heatley                             |   | Nancy Ciezki                            | Francis and<br>Marianne Genter               |
| Charles and Pat<br>Henrikson              |   | Joseph and Susan<br>Cline <sup>FF</sup> | Ericia Gertsch                               |
| Jim and Marci Hess                        |   | Theodore and<br>Barbara Cochrane        | Martha Gibson and<br>Dennis Stampe           |
| Tod Highsmith and<br>Joan Braune          |   | Ellie Connolly                          | Kennedy Gilchrist<br>and Heidi Wilde         |
| Douglas and Karen<br>Hill                 | <b>\$100 to \$249</b>                           | Barbara Constans<br>and Deb Rohde       | Rebecca Gilman                               |
| Monica Jaehnig                            | William and<br>Loraine Adkins                   | Patricia Constans                       | Peggy and Carl<br>Glassford                  |
| Arlyne Johnson<br>and Michael<br>Hedemark | Henry Anderson                                  | Barbara and Ted<br>Crabb                | Ken and Jeanette<br>Golden                   |
| Nancy Kendrick-<br>Miller                 | Hugh Anderson                                   | Judy Craig                              | Laura Good                                   |
| Roma Lenehan                              | Richard and<br>Alice Appen                      | Steven Davis                            | Rebecca Gruber                               |
| Lisa Lepeak <sup>FF</sup>                 | Jarno Arnovich and<br>Gene Mitchell             | Violet Davis                            | Sandra Haley                                 |
| Kevin Magee                               | Suzi and Jack<br>Arnston                        | Bob DeMars                              | Janet and Wayne<br>Hanson                    |
| Mary Manering and<br>Dennis Tande         | Robert Auerbach                                 | Kathryn and Fred<br>Dike                | Tex, Ellen, and<br>Amy Hawkins               |
| Gale Meyer                                | Veronica and<br>Andrew Bacians                  | Mary Ann and John<br>Dillon             | Joann Hayes and<br>Alan Penn                 |
| Jerry Minnich                             | Norman Bair                                     | Wallace and Peggy<br>Douma              | Christine<br>Hess-Molloy and<br>James Molloy |
| Ann and Dave<br>Moffat                    | Edward Baker                                    | Anuradha Ebbe                           | Gretchen Hils                                |
| Kevin Olson                               | David and Linda<br>Balsiger                     | Rae Erdahl                              |  |
| Bruce Packard and<br>Lori Williamson      | Paul Banas                                      |   |  |
| Kris Perlberg                             |   |   |  |

Les and Susan Hoffman  
Sarah Hole  
Tracy Honn  
Judy Houck  
Dave Huffman  
Susan Hundt-Bergan  
Frank Iltis  
Harriet Irwin  
John and Karen Jaeschke  
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Rosemary and Lee Jones  
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Melanie Maas  
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Holiday Maher  
Bruce and Ruth Marion  
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Mark Martin and Susan Foote-Martin  
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Bernard Micke  
Karen Miller  
Kate Morand  
Hadie Muller  
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Larry O'Brien  
Ryan O'Connor  
Christine Olgren  
Nancy Olmstead  
Gary Olsen  
Jefren Olsen and Kathy Rasmussen  
Peter Oppeneer and Lawrie Kobza  
Peter Ostlind  
Alice Packard  
Douglas and Joan Pahl  
Sara Petzold  
Nancy Rebholz  
Sue Reindollar  
Natalie Rew  
Susan Reynard  
Ellen Roney and Joseph Sokal

Matt Rothschild  
Jerona Rykunyk  
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Page 2: Faville Grove oak. MAS Photo

Page 3: Spiderwort. Drew Harry

Page 4: Black-necked stilts. Richard Armstrong

Page 6: Girls outside. MAS Photo

Page 7: Kestrel nest. Patrick Ready

Page 8: Red-bellied woodpecker. Kelly Colgan Azar

Page 9: Northern harrier. Phil Brown

Page 11: Baltimore oriole. Kelly Colgan Azar

Page 21: Otter slides on a frozen pond. Roger Packard



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