

Uniting People and Science for Conservation





The Vermont Center for Ecostudies (VCE) advances wildlife conservation across the Americas through research, monitoring, and citizen engagement.

Peter Marra

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DEAR VCE FRIENDS AND SUPPORTERS,

Many of us have had our breath taken away by stunning footage from *The Messenger*, an award-winning 2018 film that leads with a male Indigo Bunting flying gracefully, strongly, and purposefully, holding its precise position in an experimental wind tunnel. Most birders are also familiar with "kiting" in birds of prey and gulls—a behavior whereby flying birds maintain stability, even as their bodies are buffeted by wind. In many respects, 2020 proved to be a year in which VCE kited with astonishing success, managing to stay both steady and focused while the world around us was anything but. As we look back on a year that was chaotic and unpredictable, VCE can be proud that we achieved equanimity and that you—our friends, partners, volunteers, and supporters—did the same, enabling us to not only survive, but also continue to flourish during the COVID-19 era.

As the following pages attest, VCE stayed resilient and strong during 2020—and improvised, innovated, and invested to secure our robust future. As we execute our aspirational strategic plan (see vtecostudies.org/about-us/strategic-plan), we are thinking ahead to thoughtful growth, needed diversification, and inevitable change. The pandemic may have put a temporary crimp in our plans, but only in terms of their timing. The sense of unity and resolve that pervades VCE only heightened in 2020. From staff to board, community scientists to donors, conservation partners to the concerned public, every member of the extended VCE family pitched in. We experienced a few moments of uncertainty, to be sure, but never a shred of actual doubt about resolutely advancing our mission.

As we look ahead to 2021, we have all confidence that VCE will continue to kite through the inescapable turbulence that lies ahead. We'll also power through and beyond the squalls as we strive to magnify our conservation impact. With your help, we'll meet challenges head-on, embrace new opportunities, and make a difference for biodiversity.

CHRIS RIMMER
EXECUTIVE DIRECTOR

PETER BROOKEBOARD CHAIR

the Chen w Brooke

WITH YOUR HELP,
WE'LL MEET
CHALLENGES HEADON, EMBRACE NEW
OPPORTUNITIES,
AND MAKE A
DIFFERENCE FOR
BIODIVERSITY.

Two bees from Augochlorini tribe on a coneflower

iNaturalist observation by marklisa91 (CC BY-NC-SA)



VERMONT ATLAS OF LIFE

Biodiversity Data at Your Fingertips

From its inception, the Vermont Center for Ecostudies has been a leader in identifying and mapping the state's biodiversity. In 2020, VCE again broke new ground with the launch of the Vermont Atlas of Life (VAL) Data Explorer. It's the newest implementation of the Living Atlas platform, powerful software developed in Australia and gaining users eager to discover and share information in countries around the world.

"As our activity profoundly alters the map of life on local and global scales, our response requires knowledge of plant and animal distributions across vast landscapes and long periods of time," says Kent McFarland, VCE conservation biologist and project leader. "The VAL Data Explorer is a tool that brings us closer to that understanding."

The VAL Data Explorer offers users—free of charge—a way to explore millions of records of plants, animals, and fungi found in Vermont. It is a collaborative, open, digital platform that combines Vermont biodiversity data from multiple sources, making it accessible and reusable. VAL also links Vermont to worldwide biodiversity projects.

"There's a team of developers, centered mostly in Australia but also around the globe, who are continuously evolving the Living Atlas software, which comprises many interlinked databases and toolsets based entirely on free and open-source software," says Jason Loomis, the VAL project software developer who helped implement the software for VCE.

Vermonters have long upheld a tradition of documenting biodiversity. Biologists and volunteers recently completed major statewide atlases of birds, butterflies, reptiles, and amphibians, and new biodiversity information is added every day via Vermont eBird and the Vermont Atlas of Life on iNaturalist. Yet these efforts represent a fraction of the state's biodiversity data. The VAL Data Explorer connects the network of individuals, scientists, organizations, and governments collecting biodiversity knowledge here in Vermont and across the planet.

The millions of biodiversity records on the Vermont Atlas are a living legacy for Vermonters. They will continue to enhance life in the state by supporting scientists, natural resource managers, policymakers, and anyone in the community with an interest in the nature of Vermont. Start exploring at val.vtecostudies.org/data-explorer.



A duo of juvenile Northern Sawwhet Owls were captured in the same net just after dawn on Mount Mansfield July 22, 2020.

View from the Ridgeline

VCE's commitment to long-term wildlife monitoring was nowhere more evident in 2020 than on Mount Mansfield, where we completed our 29th consecutive year of studying the ridgeline's breeding birds. COVID-19 necessitated some adjustments, including using ATVs to move staff and gear in early June and wearing masks during banding. And although we were unable to host our customary visitors, we did have a surprisingly successful

season. Our final tally of 453 mist net captures

(356 new bandings, 46 "returns" from previous years, 51 within-season repeat captures) of 36 species was slightly

higher than in recent years. Blackpoll Warblers topped the charts with 63 individuals (59 new bandings, 7 returns), while Bicknell's Thrushes again proved the most site-faithful species, with 17 returnees among our 43 captures, the oldest a 10-year-old male

banded as a yearling in 2011!

Numbers of two species—Yellow-bellied
Flycatcher and Purple Finch—easily eclipsed their previous single-year banding records, with 14 and 26 individuals, respectively. Our three Northern
Saw-whet Owls also established a station record, and the capture of a Western Palm Warbler in
September was our first-ever. With northeastern
North America's only long-term, high-elevation bird banding station, VCE is in an enviable position to explain the population dynamics of montane forest birds. Moving forward, we will mine our rich repository of data for a 30-year retrospective, which is certain to yield intriguing insights.—Chris Rimmer



A Bicknell's Thrushes again proved the most site-faithful species, with 17 returnees among our 43 captures.

Discovery



VERMONT eBIRD

Bid for Top Birding Honors

From the first day of 2020, when eBirders reported an incredible 81 bird species, to the discovery of a Crested Caracara in Woodstock, Vermont, birders scoured fields and fens, mountains and meadows in a friendly competition to find the most species during the 10th annual Vermont eBird County Quest. Part discovery, part conservation, and mostly fun, the year-long quest gives birders a welcome excuse to head outdoors in search of top birding honors. In the process, they also collect invaluable data for science and conservation. In 2003, Vermont eBird was the first state portal established for Cornell Lab of Ornithology's global eBird project. Since then, bird watchers have shared an astounding number of checklists, making Vermont eBird the largest community science biodiversity project in the state. -Kent McFarland A Crested
Caracara, a
scavenging
relative of falcons
native to Florida,
the desert
southwest, Mexico,
and southward,
was observed in
Woodstock in
March 2020.



Submitted to Vermont eBird in 2020, representing 293 bird species tallied by 3,340 birders.

Fifty-four percent of the total lady beetle observations ever made in iNaturalist in Vermont were made in 2020.

Rediscovering Lady Beetles

The pilot year of the Vermont Lady Beetle Atlas yielded some fascinating data. Most notably, community scientists rediscovered two species that had been lost for more than 40 years: the Four-spotted Spurleg Lady Beetle and the Octavia Lady Beetle. In total, 36 native lady beetle species have been recorded in Vermont since the early 1900's.

Enthusiasm for lady beetles was also high. Fifty-four percent of the *total* lady beetle observations ever made in iNaturalist in Vermont were made in 2020. Of 1,707 "research-grade" Lady Beetle observations uploaded since the inception of iNaturalist in Vermont, over half (914) were recorded this year. This clearly shows the tremendous datagathering power of a mobilized legion of community scientists!

-Julia Pupko



1555 1600 1400 **≺** Comparing 1269* egg mass 2019 Vumber of egg masses counted 1200 counts of vernal 1095* 1060 pool indicator 2020 amphibians (Wood 1000 Frog, Spotted Salamander. 800 and Jefferson x Blue-spotted 600 532 Salamander complex) between 400 271 2019 and 2020 200

Pooling Our Resources

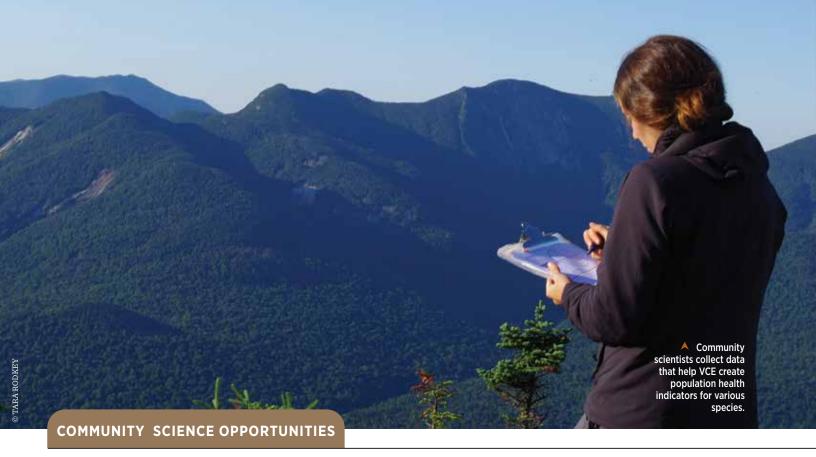
We added 13 pools—for a total of 56-to cover more of Vermont's landscape during the third year of the Vermont Vernal Pool Monitoring (VPMon) Project. Many dedicated volunteers returned for their second or third year, bringing with them invaluable knowledge of their pool and the project. Although COVID-19 restrictions limited data collection, several eager monitors joined the VPMon team. This spring, monitors completed a total of 125 visits, including 28 pools that were visited three times. Each one provided a valuable snapshot of that vernal pool's ecology and phenology.

Although the number of visits was down, the number of Wood Frog egg masses was up. Monitors found fewer Spotted, Blue-spotted, and Jefferson Salamanders, but that's likely due to the reduced number of visits. Additionally, we started monitoring three more pools that contained fairy shrimp, which boosted our count to 990, from 123 in 2019. Monitors also counted an astronomical number of caddisfly larvae-2,741compared to the 401 in 2019.

We look forward to using the data gathered to answer some important questions, among them how do Wood Frog chorusing times relate to ambient temperature year-to-year? Will pools dry earlier—and will frogs call earlier—as the climate changes? We hope that, as we build our community of vernal pool monitors, we can engage in research during multiple life stages and gain a more complete understanding of their ecology. -Kevin Tolan

Citizen Engagement

The Vermont Center for Ecostudies promotes wildlife conservation across the Americas using the combined strength of scientific research and citizen engagement.





Mountain Birdwatch

Each June, volunteers hit the trails to complete bird survey routes on 123 mountain ridgelines across the Northeast.



LoonWatch

On the third Saturday in July, volunteers conduct a one-day census of Vermont's breeding loons. Loon monitoring throughout the summer is optional.



Forest Bird Monitoring

Each June, volunteers monitor breeding birds on 31 sites across Vermont in one of the continent's longest-running studies of forest bird population trends.



Vernal Pool Monitoring

In April, May, and September each year, volunteers visit and collect data to monitor "adopted" vernal pools following protocols and using VCE-provided equipment.

Exploring the Data

While data are indispensable to a statistical understanding of mountain bird populations, community scientists contribute much more than the sum of their datasheets. Outstanding ecological studies are often inspired by the direct observations of naturalists in the field. Birders survey the same routes year after year, developing a sense of how populations might vary at a site through time. Such observations are now a resource for other birders through two new VCE tools. ECO AmeriCorps member Pete Kerby-Miller designed two interactive R Shiny apps—available at VCE's website—to enable anyone to explore the Mountain Birdwatch dataset gathered by hundreds of community scientists across nearly a decade. "Our goal was to develop tools to empower folks to look for their own patterns in the data," says VCE conservation biologist Jason Hill.

➤ Blackpoll Warbler

> 2 NEW VCE TOOLS

MAP EXPLORER

REVIEW
MOUNTAIN
BIRDWATCH
DATA FROM
2010 TO 2018—
BY REGION,
SPECIES, AND
SURVEY ROUTE.

ELEVATION AND LATITUDE EXPLORER

DISCOVER
DISCOVER
PATTERNS IN
THE MOUNTAIN
BIRDWATCH
DATASET
ACROSS
ELEVATION
AND LATITUDE.

2020

BY THE NUMBERS

COMMUNITY SCIENCE
PROJECT
VOLUNTEERS

LOON CONSERVATION PROJECT

352

MOUNTAIN BIRDWATCH

92

VERNAL POOL MAPPING



40

FOREST BIRD MONITORING

28

VERMONT WILD BEE SURVEY

BIRDER BROKER

9

23

LADY BEETLE ATLAS

WHIP-POOR-WILL PROJECT

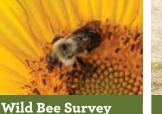
20

CROWD-SOURCED COMMUNITY SCIENCE TOOLS

Volunteers share observations of various forms of Vermont biodiversity in these digital projects:











Whip-poor-will Project

On clear, moonlit nights in early summer, volunteers travel between roadside survey points to listen for Whip-poor-wills and record surrounding conditions.



Phoenix Project

Volunteer naturalists help digitize an historic collection of bird observation records spanning nearly a century.



Moth Blitz

During National Moth Week in July, volunteers in Vermont leave the porch light on—or use special lights and baits—and help map moth species distribution.



Lady Beetle Atlas

After a record-breaking year of lady beetle data gathering, the effort will help develop species occurrence values for all 36 native species.

Collaboration

Many species, including Eastern Wood-Pewee, whose populations have declined in Vermont by 35 percent during the last 25 years, may benefit from bird-friendly maple management.



VCE is working with Audubon
Vermont and the University of
Vermont to help maple producers
sustainably manage their forests
for birds and sap.



Tapping Into Better Sugarbush **Management**

Forests that produce maple syrup can be managed in very different ways-some of which may provide better habitat for birds than others. In a new partnership with Audubon Vermont and the University of Vermont, VCE is spearheading a two-year study to test forest management guidelines for maple producers.

Traditional management techniques focus on maximizing sap production and frequently result in park-like, closed-canopy monocultures of mature sugar maple. This lack of plant diversity and habitat may reduce the forest's value for birds and other wildlife and make it more susceptible to disease and pests. To address these issues, Audubon Vermont, working with the Vermont Department of Forests, Parks, and Recreation and the Vermont Maple Sugar Maker's Association, initiated the Bird-Friendly Maple Project to guide producers who wish to make forest management decisions with birds in mind. "The same northern hardwood forests that supply nearly one-half of our nation's maple syrup each year also support some of the highest diversities and abundances of breeding birds in the continental United States," says Audubon Vermont's Steve Hagenbuch.

Audubon recommends increasing the diversity of canopy tree species and forest structure by ensuring a range of age classes from seedlings to large trees, which in turn encourages forest regeneration, creates complex forest layers, and promotes longterm sustainability of the sugarbush. VCE's two-year Bird-Friendly Maple Efficacy Study aims to determine whether these management guidelines result in measurable benefits to the bird community. We began this summer by quantifying birds and their invertebrate prev in seven sugarbush stands and unmanaged forests. Ultimately, we hope the results improve Audubon's sugarbush management guidelines and advance biodiversity conservation in Vermont's working forest landscape.

-Steve Faccio



Loon with her chick on Kent Pond

PAIRS NESTED

EGGS

NEW NESTING PAIRS IDENTIFIED

> **SURVIVED** THROUGH **AUGUST**

LOONS **DURING JULY 18** COUNT

Loons By the Numbers

Everyone was looking for some normalcy in 2020 and the loons provided it. Based on the observations of hundreds of volunteers through the Vermont Loon Conservation Project, we found loon productivity was slightly below the record-

breaking 101 nests of 2019. The Vermont chick survival rate was 74 percent—or 0.56 chicks per pair, above the North American average of 0.52 chicks per pair. The slight drop in productivity can be explained by a higher percent of territorial pairs not nesting and a lower nest success rate. Thirty-three pairs took the year off for various reasons, including competition, marginal habitat, possible mate switches, and low water levels. Predation seems to be the No. 2 cause of nest failure. On the bright side, after years of little success, three chicks fledged from two territories on Little Averill Lake.

-Eric Hanson



Caribbean Connection: Bridging Two Worlds

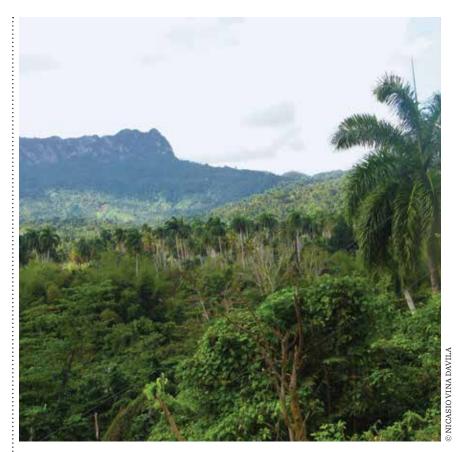
During 2020, VCE's Caribbean program hit the quarter-century mark and continued its dual focus, with field projects on both Cuba and Hispaniola. On Cuba, we wrapped up our four-year effort to clarify the status of Bicknell's Thrush in the country's mountainous southeastern region. Our dedicated local partners at the conservation group Centro Oriental de Ecosistemas y Biodiversidad led a weeklong field expedition to the remote El Toldo, a high-elevation plateau deep inside eastern Cuba's Alejandro de Humboldt National Park. Covering more than 60 miles on foot and conducting nearly 90 point counts, we learned a great deal about where Bicknell's Thrush are not (we found no birds). Our conclusion: Bicknell's Thrush is a cloud forest specialist on the island. VCE's Cuba findings reaffirm the strategic need to continue focusing conservation efforts in Haiti and the Dominican Republic. Without doubt, Cuba provides critical and secure refuge for Bicknell's Thrush, even if it doesn't harbor a mother lode. Moreover, our Cuban colleagues are committed to collaborating to study and conserve this globally vulnerable species.

Our longstanding partnership with Dominican NGO Grupo Jaragua continued to bear fruit in 2020. VCE Advisory Council member Yolanda León spearheaded innovative efforts to conserve and restore degraded forests in the critically important Sierra de Bahoruco National Park. Beginning with purchase of a 93-acre degraded parcel adjacent to high-quality cloud forest, then signing of a sales agreement on a similar 247acre parcel, and finally a carefully researched and executed reforestation plan, this work is both historic and exemplary. In the Cordillera Septentrional, a region known to be crucial for overwintering female Bicknell's Thrush, Jaragua's Andrea Thomen and longtime

VCE collaborator Hodali Almonte joined forces to monitor thrush populations in recovering forests of the country's only private reserve and formulate best management practices for reforestation there.

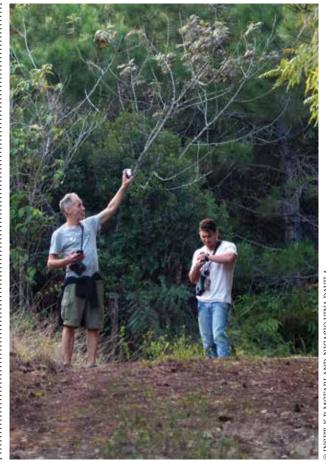
As VCE's Caribbean strategy evolves toward supporting our local partners' on-the-ground conservation efforts, we are encouraged to see their (and our) hard work achieve tangible success.

—Chris Rimmer



▲ Field surveys confirm Bicknell's Thrush is a cloud forest specialist on Cuba.

Chris Rimmer and Cuban colleague Jose Ramon Fuentes survey for Bicknell's Thrush in cloud forests of the Sierra Maestra's Pico Botella.



© INSET: K.P. MCFARLAND; NICASIO VINA DAVILA





COMMUNICATING SCIENCE



Frogs and ferns, finches and fungi—anything is fair game for Kent McFarland and Sara Zahendra, cohosts of our popular monthly show, *Outdoor Radio*. VCE teamed up with Vermont Public Radio's chief production engineer Chris Albertine to educate (and entertain) listeners on the third Wednesday and Thursday of the month. In 2020, the crew joined forces with experts from around the state to explore invasive jumping worms, the mating calls of Red-wing Blackbirds, and the hoarding habits of Blue Jays. Listen to the show at vtecostudies.org/outdoor-radio.

Field Notes

Field Notes, our annual spring and autumn news magazine, offers in-depth explanations of the field work, science, and conservation efforts of VCE biologists and our community scientists. Learn about what we've been doing and how you can join us to study and conserve wildlife. Find past issues online at vtecostudies.org/
field-notes.

eNews

Every month, VCE's electronic newsletter, *eNews*, brings the outdoors to your email inbox. We report on the innovative field work of VCE biologists and breaking news from the frontiers of conservation biology—here in Vermont and beyond. *eNews* is short and designed to inspire you to explore the natural world. Subscribe at vtecostudies.org/subscribe or find past issues at vtecostudies.org/enews.

Perfect Pairing

Lunchtime Learning Serves Up Tutorials and Natural History

Ever wondered how to identify that species of lady beetle, set up a camera trap, or edit your iNaturalist profile? Grab a sandwich and sit down to

Lunchtime Learning

with ECO AmeriCorps
member Julia Pupko,
VCE's community
science outreach
naturalist. From
noon to 1 p.m. on
Wednesdays she
delivers a menu of
iNaturalist tips through

the lens of a seasonally relevant Vermont natural history topic. It's a bite-sized, interactive lesson to help you make the most of various iNaturalist features. Sign up for the series and find previous webinars at vimeo.com/showcase/7718869.

Suds & Science

Hosted by VCE biologist Jason Hill, Suds & Science is definitely not a lecture—it's a community conversation where fans of science can enjoy local craft beer and engage with experts from a variety of fields. Jason interviews scientists about the intersection of their lives and their researchoften incorporating questions from the audience. If you were one of the hundreds of folks who attended VCE's 2020 lineup of thought-provoking eveningsfirst at the Norwich Inn and then virtually from the comfort of your living room-you learned about fascinating topics such as the migratory habits of salamanders and frogs and the uncertain future of the more than 330 species of wild bees in Vermont. Find videos of past events and learn how to register for the next lively conversation at vtecostudies.org/ suds-and-science.



¥ Each week, Julia

most of iNaturalist.

Pupko explains how to make the



inspire you to

world.

explore the natural

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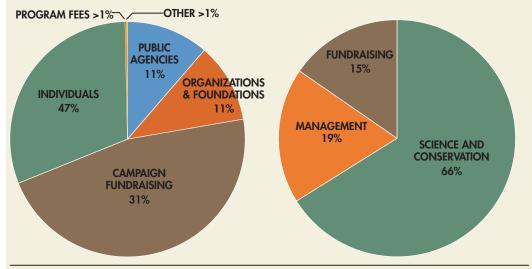
STATEMENT OF FINANCIAL POSITION

ASSETS CURRENT ASSETS	AS OF 12/31/20	AS OF 12/31/19
CASH	\$1,072,561	\$770,848
CONTRIBUTION RECEIVABLES	33,781	23,994
GRANT RECEIVABLES	52,202	58,544
PREPAID EXPENSES	16,529	10,279
CURRENT PORTION PLEDGES RECEIVABLE	29,540-	
TOTAL CURRENT ASSETS	1,204,613	863,665
INVESTMENTS	527,487	_
EQUIPMENT, VEHICLE, WEB, NET	28,100	35,495
PLEDGES RECEIVABLE, LESS CURRENT PORTION SHOWN ABOVE	9,715	_
TOTAL ASSETS	\$1,769,915	\$899,160
LIABILITIES AND NET ASSETS LIABILITIES CURRENT LIABILITIES		
ACCOUNTS PAYABLE	34,982	14,017
ACCRUED PAYROLL & RELATED TAXES	110,215	82,952
DEFERRED REVENUE	604	16,995
CURRENT PORTION OF CAPITAL LEASE OBLIGATION	1,347	1,207
TOTAL CURRENT LIABILITIES	147,148	115,171
CAPITAL LEASE OBLIGATION, LESS CURRENT PORTION	1,072	2,597
TOTAL LIABILITIES	\$148,220	\$117,768
EQUITY		
UNRESTRICTED	1,221,782	444,014
TEMPORARILY RESTRICTED	399,913	337,378
TOTAL NET ASSETS	\$1,621,695	\$781,392
TOTAL LIABILITIES & NET ASSETS	\$1,769,915	\$899,160

STATEMENT OF ACTIVITIES

2020 REVENUE

TOTAL REVENUE		1	\$1 982 410
INDIVIDUALS	924,124	OTHER	3,518
ORGANIZATIONS/FO	UNDATIONS 216,922	PROGRAM FEES	2,946
PUBLIC AGENCIES		CAMPAIGN FUNDRAISING	610,1 <i>7</i> 5



The figures that appear in the financial summary shown above have been audited and received an unqualified opinion.

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"Awesome to see your statement and goals for the future—all worthy efforts! Thanks for being a leader and modeling inspiring actions."

-JODY SCHUBERT

Randy Dettmers

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VCE COMMUNITY SCIENTIST OF THE YEAR

JASON CROOKS

The pandemic's restrictions greatly hampered the Mountain Birdwatch survey program in 2020, closing many trails to overnight camping and limiting observers' access. Despite these restrictions, Jason Crooks' unwavering dedication to mountain birds prompted

him to find a way to safely and compliantly survey three routes—continuing a commitment to the program he has been fulfilling for almost 15 years. VCE has honored Jason's efforts with its inaugural VCE Community Scientist of the Year award in 2020.

"If you didn't encounter him during your day hike last June, you'd be forgiven—you'd have needed infrared goggles and a much earlier start to see Jason hiking up a couple of his routes at 3 a.m.," says conservation biologist Jason Hill. "Four hours later, he was on his way back down before most hikers had hit the trail."

The Westford, Vermont, resident currently surveys a route on Worcester Mountain (elevation 3,293 feet) and two routes on Mount Mansfield (4,393 feet) with his stepson, Sage. Jason also conducts annual surveys through VCE's Forest Bird Monitoring Program and monitors a falcon nest on Nebraska Notch on Mount Mansfield as part of Audubon Vermont's Peregrine Falcon Recovery Project. "I look forward to spring each year," says Jason, "partly because I know I'll be sitting quietly on a mountainside listening for my avian friends to return."

JULIE NICHOLSON COMMUNITY SCIENCE AWARD

JOANNE RUSSO



JoAnne Russo joined iNaturalist in 2012 and has since recorded 1,068 moth species in Vermont and helped identify almost 26,000 entries for other moth observers. "It is hard to talk about moths and iNaturalist without JoAnne immediately coming to mind," says VCE conservation biologist

Kent McFarland. "One of the region's foremost (and self-trained) moth experts, JoAnne has helped keep the taxonomy of the Vermont Moth Atlas up to date, never failing to alert us when a new moth for the state is reported and confirmed." VCE recognized her dedication to science and conservation in 2020 with the Julie Nicholson Community Science Award. The award honors the legacy of VCE volunteer Julie Nicholson and her commitment to birds and wildlife conservation through her tireless work as a community scientist.

JoAnne's fascination with nature began as a child. "My parents bought me my first field guide, and I used my grandmother's opera glasses to identify the birds," she says of watching birds at the feeders of her family home in Connecticut. When she and husband Gerry Biron moved to Rockingham, Vermont, JoAnne continued looking for new birds. "I started entering my lists in eBird in 2006 and continue to this day," says JoAnne, who also serves as an official counter at the annual Putney Mountain Hawkwatch raptor count. She worked with naturalist Alma Beals on the Hemlock Wooly Adelgid survey in southeastern Vermont, participated in VCE's Vermont Bumble Bee Atlas survey, and joined former Vermont Forest Health entomologist Trish Hanson in curating the state's insect collection.

Learn more about this award and JoAnne's service as a community scientist at vtecostudies.org/about-us/community-science-award.

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- In memory of Irmgard Svejcar Carolyn Rich
- In memory of Jane Swift Kerry Świft

- In memory of Elizabeth H. Valentine Jared and Songmei Keyes In memory of Linda A. Wagner Howard I. Wagner, DDS In memory of Arthur Westing
- Karen Murphy
- In memory of Deborah Williams Andrew Williams

GIFTS TO THE ALEXANDER DICKEY **CONSERVATION INTERNSHIP FUND**

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