

2022

Annual Report



Mass Audubon

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Mass Audubon is the largest nature-based conservation organization in New England. Founded in 1896 by two women who fought for the protection of birds, Mass Audubon carries on their legacy by focusing on the greatest challenges facing the environment today: the loss of biodiversity, inequitable access to nature, and climate change.

With the help of our 160,000 members and supporters, we protect wildlife, conserve and restore resilient land, advocate for impactful environmental policies, offer nationally recognized education programs for adults and children, and provide endless opportunities to experience the outdoors at our wildlife sanctuaries. Explore, find inspiration, and take action at massaudubon.org.

We are committed to being as transparent, ethical, and efficient as possible with the funds that are entrusted to us. A complete copy of the audited financial statements is available upon request from the Mass Audubon Vice President for Operations, Bancroft Poor. Members and others should feel free to contact him at 781-259-2110 or bpoor@massaudubon.org with any questions about Mass Audubon's finances.



paddling Hubbard Pond at Wildwood Family Camp



COVER PHOTO:
Broadmoor Wildlife Sanctuary

Dear friends and supporters,

Mass Audubon's Action Agenda is taking flight. A year and a half ago, we committed to a hopeful, ambitious, and urgent strategy to protect the nature of Massachusetts for people and wildlife. Since its adoption, we have taken great strides to advance solutions that address the three greatest conservation threats of our time—the loss of biodiversity, the inequitable access to nature, and climate change.

The Action Agenda anticipated increases in new and robust public funding, but we've been blown away by what policy leaders at all levels of government have done. To take advantage of this unique moment in time, Mass Audubon has been investing in our staff capacity and building a strong foundation. We doubled the size of our land conservation and conservation science teams, and completely rebooted our policy and advocacy department.

These investments are working. Mass Audubon and our partners have spent the last year and a half working to direct \$1 billion of new public funding toward nature and climate solutions. The campaign has been a huge success having succeeded at driving \$984 million to our nature and climate priorities. But we recognize that much more is needed.

Our land conservation and conservation science teams partnered with government agencies and local land trusts to protect more than 1,200 acres of land in 2022. We've achieved 30 percent of our goal to restore and manage 2,500 acres of coastal habitat, creating crucial breeding grounds for threatened Piping Plovers and Least Terns, and adding important natural lands that protect our communities from severe storms and rising tides.

We've scaled up our environmental education programs, and today our educators are working in every Gateway City across the Commonwealth. We're using our wildlife sanctuaries, the heart and soul of Mass Audubon, as laboratories for necessary solutions to protect the nature of Massachusetts.

And we are deepening our commitment to Diversity, Equity, Inclusion, Justice, and Accessibility. We've opened two new All Persons Trails; we launched the Environmental Fellows Program, a 14-month fellowship that expands early career opportunities for young professionals with identities that are historically underrepresented in the conservation field; and we are partnering with local organizations to protect and restore greenspaces in Cambridge, Lowell, and Boston through our new Nature in the City program.

Our agenda is full of ambition and optimism—it is making a measurable difference and resonating with our partners and supporters. Our budget and membership have grown, and record numbers continue to visit our network of sanctuaries.

Hope. Urgency. Action. These three simple words will inspire and power Mass Audubon's work moving forward. And with all of you by our side, we can make a difference beyond our imaginations.



Beth Kressley Goldstein
Chair, Board of Directors



David J. O'Neill
President





GOAL 1

Protect and Steward Resilient Landscapes

Mass Audubon will dramatically expand our efforts to restore and steward the state's most important natural lands, including forestlands, coastal watersheds, and river corridors where our work can deliver maximum ecological benefit.

Greater Gales Brook Conservation Project A Community Coming Together

The recent expansion of our land conservation and restoration team enabled us to work with more landowners, focusing on the highest priority land in the state, whether we own it or not.

One of our most successful projects this year was a partnership with Mount Grace Land Conservation Trust and 12 landowners to protect over 700 acres in Warwick. It started when Warwick resident Alan Berman suggested applying for a state Landscape Partnership grant that requires a minimum of 500 acres. Mary Williamson, another resident of Warwick and a member of the Conservation Commission and the Forest Committee, agreed with Alan's suggestion. Soon enough, Alan, Mary,

Sarah Wells from the Mount Grace Land Conservation Trust, and Kate Buttolph from Mass Audubon were meeting regularly and contacting landowners.

In the end, 13 parcels of land in Warwick, Royalston, and Orange totaling over 700 acres were protected. All the parcels abut existing conserved land and directly enhance the contiguity and ecological function of their biodiverse ecosystems. This success story was made possible by the Commonwealth of Massachusetts, the participation of both public and private partners, the generosity of donors, and the interest of the landowners in conserving their property.

➤ massaudubon.org/land

1,222

ADDITIONAL ACRES

protected in 2022 via ownership, conservation restriction, and conservation assists.



Going Big on Ecological Restoration

For decades, Mass Audubon has designed and implemented habitat management projects to support healthy habitats and biological diversity. However, sometimes ecological management simply isn't enough.

Whether due to historic land uses, obsolete infrastructure, or climate change, some degraded natural systems require more assistance to recover. Based on our initial experience with major ecological restoration projects—including dam removals, cranberry bog wetlands, and salt marshes—we recognize that creating resilient landscapes often needs intervention. Moreover, there is an emerging awareness that restoration can strengthen the resilience of human communities. As a result, we are planning to go big on restoration.

To quicken the pace and scale of our work in recovering degraded natural systems, creating resilient habitats, and helping human and wildlife communities thrive, Mass Audubon recently launched a new Ecological Restoration Program. Led by Alex Hackman, the program will increase Mass Audubon's capacity to manage, design, permit, and construct on-the-ground restoration projects.

In addition to leading major ecological restoration projects in our sanctuaries, the Ecological Restoration Program will implement a new initiative in 2023 to collaborate with external landowners to help design, permit, and implement projects. When fully staffed and operational in 2023, the program expects to manage a robust portfolio of projects.

➤ massaudubon.org/ecorestoration



Piping Plover

Bird's Eye View: Our Coastal Work

Restoring and managing critical coastal ecosystems has numerous benefits for both people and wildlife, such as improving water quality, protecting coastal infrastructure, and building resilient landscapes to minimize damage caused by climate change. Last year we prioritized several habitats on which to focus our conservation efforts.

In Barnstable, Chatham, Dennis, Mashpee, and beyond, our Coastal Waterbird staff pursued and supported beach and dune restoration work. Increasing dune resiliency and creating nesting and migratory habitat for shorebirds and seabirds directly benefits state and federally listed vulnerable species like the Piping Plover, American Oystercatcher, and tern species, like the Least Tern.

These species were also supported by our Coastal Resilience work on salt marshes. Salt marshes not

only offer storm protection and absorb carbon dioxide, but they are also a critical habitat for the Saltmarsh Sparrow. With over \$400,000 in funds from U.S. Fish and Wildlife Service and In-Lieu Fee Program, we are implementing salt marsh resilience projects at Rough Meadows in Rowley and Barnstable Great Marsh in Barnstable.

Other high-priority habitats that will continue to be supported in the upcoming year include coastal uplands and bird breeding islands.

➤ massaudubon.org/conservation

883
ACRES

of shoreline restored
or managed for
coastal resilience.





GOAL 2

Advance Inclusive and Equitable Access to Nature

Mass Audubon is committed to promoting inclusive and equitable access to nature by creating new sanctuaries in urban environments, expanding and deepening our environmental and career programs, and working with community partners. As we strive to protect the nature of Massachusetts and do so with an eye toward greater equity, we will create more parks, trails, and open spaces in our most vulnerable communities to address the impacts of climate change, enhance wildlife, and improve human health.



Boosting Nature in the City

The benefits of nature for people and wildlife are unmistakable. Also unmistakable are the significant inequities in access to nature for cities and environmental justice communities. These historically marginalized communities suffer from a “nature deficit” and bear the brunt of the impact from climate change, the COVID-19 pandemic, and other health issues.

Mass Audubon’s Nature in the City initiative sits at the intersection of the most critical challenges we face today: loss of biodiversity, inequitable access to nature, and impacts of climate change. By restoring and protecting greenspaces in cities and environmental justice communities, we can help solve these challenges and provide the benefits of nature to the people who need it the most.

At Boston Nature Center in Mattapan and Broad Meadow Brook in Worcester, we’ve hit the ground running. In Cambridge, we’re partnering with the Massachusetts Department of Conservation and Recreation to run the Magazine Beach Park Nature Center, which offers free programs, community festivals, and more. We are also collaborating with the Cambridge community to restore Jerry’s Pond to support access to nature for the surrounding neighborhoods, along with increasing trees and wildlife habitat.

In Lowell, Mass Audubon is working alongside the Lowell Parks & Conservation Trust and Mill City Grows to protect the last family farm in Lowell and open an environmental education center, sustainable farm, and wildlife sanctuary for all to enjoy.

Initiatives in Boston include the restoration of Canterbury Brook, a stream in Mattapan, and working with local groups and the Boston Public Schools to create green schoolyards.

[➤ massaudubon.org/nitc](https://massaudubon.org/nitc)

763
YOUTHS

participated in the free Paddle for Empowerment Program at Magazine Beach Park Nature Center in Cambridge



Environmental Fellowship Program

In June of 2022, Mass Audubon launched the Environmental Fellowship Program, designed to increase early career opportunities for young professionals with identities that have been historically underrepresented in the environmental fields. The program received over 300 applications in the span of 30 days, demonstrating the need for this kind of high-quality, early career program. Five fellows were hired, each accepting a 14-month position in one of the following departments—Conservation Science, Environmental Education & Engagement, Land Conservation, Marketing & Communications, and Policy & Advocacy.

Fellows spend approximately 70 percent of their time working on projects prioritized by their department and teams. In addition to their traditional workloads, fellows engage in a variety of programs to sharpen their professional skills, expand their networks, and provide them with insights to help them plan the next stage in their career journey.

Throughout the 14 months, fellows also complete a professional project that represents an individual area of interest and connects to the Action Agenda goals. Fellows will be hosting a symposium in August of 2023 to showcase their work and provide inspiration for the next cohort of fellows, who will be joining the organization in June of 2023.

➤ massaudubon.org/efp



Camp is Back & Better Than Ever

Covid hit the summer camp world hard, forcing Mass Audubon to close many of our day camps in 2020 and run at limited capacity in 2021. But in 2022, over 10,000 children got outdoors, made new friends, and spent their days discovering the wonders of nature across the state, from the Berkshires to Wellfleet Bay—including a brand-new camp in Springfield's most populous neighborhood, Forest Park.

Mass Audubon's nature camps have long inspired a love of nature at a young age. Campers explore forests, meadows, and ponds; catch frogs and insects; and learn about food webs during games of predator-prey tag. Even though the amount of financial aid that Mass Audubon

Camps provide has more than doubled over the last three years—a direct result of our commitment to improve equitable access to nature for all—financial barriers still keep the benefits of camp out of reach for many families.

To help address this critical equity issue, we expanded the sliding scale pricing structure piloted by Boston Nature Center to two new camps in 2021, then six more locations in 2022. By the summer of 2023, all Mass Audubon day camps will offer sliding scale pricing based on family income.

➤ massaudubon.org/camp



10,744 CAMPERS

attended one of our 22 camp locations across Massachusetts and southern New Hampshire. Of those, 1,583 received financial aid through sliding scale pricing at 9 camps.



GOAL 3

Mobilize to Fight Climate Change

We are focused on the actions we must take in response to the climate crisis. These include pushing for swift implementation of the state's ambitious emission reduction goals, empowering people to become climate and conservation champions, and advancing policies that reduce the impacts of climate change for our most vulnerable communities.



Climate Champions Advocating for Nature

In an effort to mobilize our members and supporters to advocate for strong climate policies, Mass Audubon launched Climate Champions, a grassroots network of volunteers working together to speak with one collective, powerful voice.

With training from policy experts, Climate Champions help advocate for town and state policies that help achieve the state's goal to reach net zero carbon emissions by 2050 and reverse the negative health impacts of climate change for environmental justice communities.

Our growing list of 300-plus Climate Champions includes members from all backgrounds and regions of the state. Some are experienced activists, but for many, this is their first time participating in climate advocacy.

Their first initiative was a June Beacon Hill Lobby Day, where 13 legislators met with groups of champions in person and virtually to find out why it is so important to fund nature-based climate solutions.

In the summer and fall of 2022, Climate Champions attended orientations and statewide monthly calls to learn from Mass Audubon Policy & Advocacy leadership, and met monthly with other champions in their region.

[➤ massaudubon.org/climatechampions](https://massaudubon.org/climatechampions)



\$984

MILLION DOLLARS

driven toward nature-based climate solutions via our \$1 billion for nature advocacy campaign. We expect to hit our goal by early next year.

Boston Nature Center Becomes Net-Zero

Ever since the opening of the Boston Nature Center (BNC) in 2001, the team has aspired to make the sanctuary as green as it could be. And on Earth Day 2022, they achieved that goal. Supporters, civic leaders, Mass Audubon staff, and members of the Boston community gathered for a ribbon-cutting to celebrate the 67-acre property's accomplishment of reaching a net-zero energy status.

The \$600,000 project was generously funded with gifts from Boston's George Robert White Fund, Tern Foundation's TernSOLAR challenge grant program, and several individual donors. This funding allowed BNC to undertake a multi-faceted program combining new solar energy infrastructure and retrofitting of buildings.

Rooftop solar panels were installed along with a new ground-mounted array, producing 102 kilowatts. Three cottages used by BNC's state-licensed nature preschool were converted from natural gas to highly efficient electrical mini-split heat pumps, including heat pump hot water systems.

These efforts are projected to save money and eliminate the emissions of more than 136,000 pounds of heat-trapping carbon dioxide annually and will produce at least as much energy as it consumes annually. The money saved will provide further investment in land protection and educational opportunities about climate change in the surrounding environmental justice communities.

➤ massaudubon.org/bnc



Pleasant Valley

Protecting our Forests

Forests are one of our greatest allies in the fight against climate change. Trees lower the amount of climate change-causing carbon dioxide in the atmosphere while providing our communities with places of enjoyment and beauty. However, the impacts of climate change are threatening our forests' ability to continue acting as a natural climate solution.

Mass Audubon's Climate-Smart Forestry Program is tackling these challenges with a team of experts (including the Northern Institute of Applied Climate Science, MA Department of Conservation and Recreation, and the New England Forestry Foundation). Together, we're developing research-based stewardship practices that promote adaptation by reducing stressors on forests (like invasive species and deer browse), adding diversity through planting climate-adapted trees, carefully planning harvests, and protecting sensitive and high-carbon forests from human disturbance. With our

partners, we developed a first-in-the-nation Forest Stewardship Climate Planning framework and trained a pilot cohort of foresters and loggers in climate-smart forestry.

We also helped six municipalities in Massachusetts plan for climate impacts on 4,300 acres of forests. By providing holistic support for planning and implementation at the community level, we can help ensure forests and communities are protected from some of the worst impacts of climate change.

➤ massaudubon.org/csf

12
FORESTS

totaling 4,438 acres have adopted the forest stewardship climate planning template developed by Mass Audubon.



BNC Net-Zero Event © Gretchen Ertl

Fiscal Year 2022 Highlights



Mass Audubon is a financially strong and thriving organization. This is a result of robust support of our mission by members and donors, continued careful financial stewardship, and thoughtful long-range financial planning.

Our FY 2022 operating income exceeded \$32 million, which represents a 23% increase over our FY 2021 income of \$26 million. We have projected an operating budget in excess of \$40 million for the current fiscal year.

Our membership expanded to 160,000 members, the largest membership figure in our 126-year history. This translates into significant new operating revenue for the organization, but more importantly it signals the growing relevance of our Action Agenda, the programs we run, the sanctuaries we steward, and the importance of protecting the nature of Massachusetts.

Our donors were incredibly generous. Mass Audubon exceeded its annual operating contribution targets. In addition to gifts and grants to operations, donors also contributed another \$10 million that supported the implementation of our Action Agenda (including protecting

and restoring significant new acres of land), leveraged millions of dollars for nature-based climate solutions, and launched new initiatives.

Endowment income continues to be essential for supporting Mass Audubon's sanctuaries and programs. Our overall financial performance in FY 2022 allowed us to protect reserves for the future, leaving us in a strong position to fuel our growth.

Expenses were lower than budgeted, due in part to the challenges of filling new positions. At the same time, we have invested significantly in raising staff compensation levels to ensure that we are able to be competitive. And while hiring was slower than predicted, Mass Audubon's staff grew by 30 positions or 12% over pre-pandemic staffing levels.

Thank you to our members and donors. At a time when urgency underscores everything we do to mitigate threats to nature and wildlife, your support truly matters.

Robert Ball
Treasurer

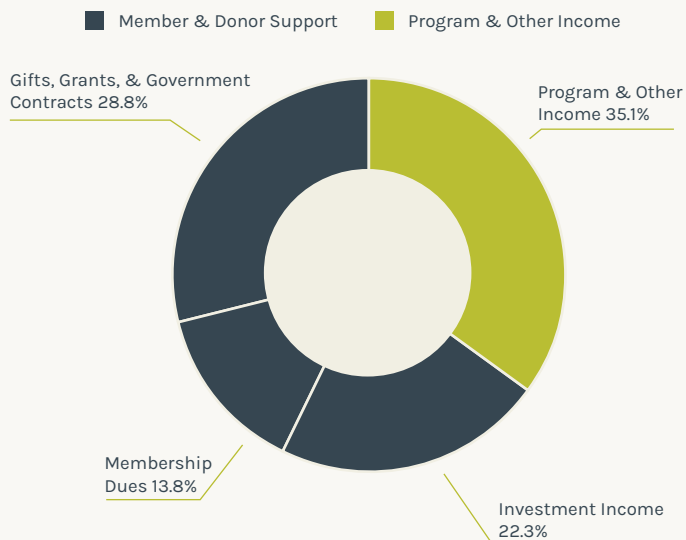
OPERATING RESULTS**

	FY 2022	FY 2021	FY 2020
Gifts, Grants, & Government Contracts	\$8,872,683	\$9,200,193	\$7,460,004
Budgeted Unrestricted Bequests*	500,000	500,000	250,000
Membership Dues	4,504,574	4,210,205	3,570,195
Program Income	10,104,738	6,386,504	9,403,177
Investment Income	7,262,805	6,929,014	6,285,760
Other Income	1,284,030	-2,570,843	631,498
Total Operating Income	\$32,528,830	\$24,655,073	\$27,600,634
Programs	26,418,337	19,968,994	23,801,122
Administration & General	3,651,017	2,455,816	2,777,774
Development	2,457,740	2,229,562	2,075,756
Total Operating Expenses	\$32,527,094	\$24,654,372	\$28,654,652
Operating Surplus/(Deficit)	\$1,736	\$701	(\$1,054,018)

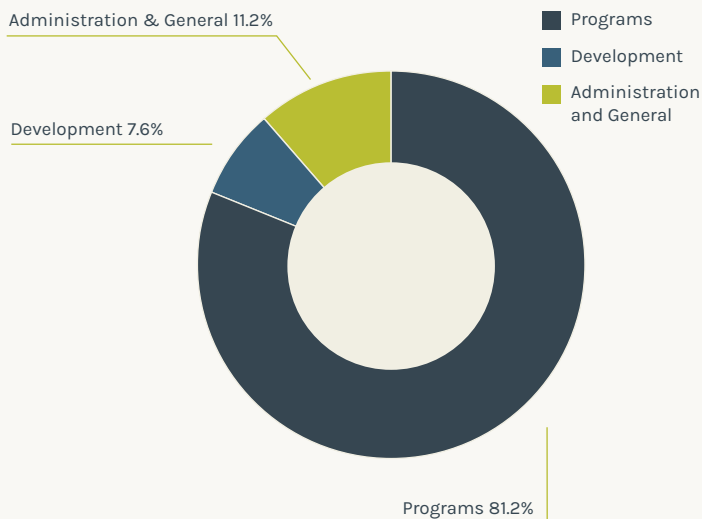
*An additional \$1,400,852 was received in unrestricted bequests in FY 2022. These critical funds are added to a board reserve fund, which is available for special investments such as land purchases, energy conservation, all-person accessibility, and major building repairs.

**A copy of Mass Audubon's audited financial statements with amounts reported under generally accepted accounting principles is available on our website.

FY 2022 Income



FY 2022 Expenses



2022

By the Numbers



Black-throated Blue Warbler



11
MILES

of new trails added in 2022, bringing us to a total of over 200 miles



SUPPORTERS

Mass Audubon gratefully acknowledges the individuals, foundations, corporations, and government agencies whose generous financial contributions and pledges provided critical support for our conservation, education, and advocacy efforts between July 1, 2021 and June 30, 2022. We are pleased to recognize the leading contributors and express our gratitude to our more than 160,000 members. Please note that this list does not include membership dues, except at the \$1,500 level.

Every effort was made to accurately reflect each contributor. If you find an error in the list, please accept our sincere apology and contact the Development Office at 781-259-2123.



Founder's Circle: Platinum

\$1,000,000+

William & Helen Pounds

\$250,000-\$999,999

Anonymous (3)

Nancy C. Hammond

Beth Kressley Goldstein & Dennis Goldstein

Estate of Patricia A. Thornton

Kirsten Waerstad & Dharmesh Shah

Estate of Irvin W. Weaver

Estate of Bernard L. Zulalian

\$100,000-\$249,999

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Dorothy & Steven Gilman

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Chris & Sue Klem

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Nagesh Mahanthappa & Valentine Talland

Yvette Morrill & Nobu Kondo

Judy A. Samelson & William Schawbel

\$25,000-\$99,999

Anonymous (12)

Nancy S. Anthony/
The Sidney A. Swensrud Foundation

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Anita & Josh Bekenstein

Peter & Susan Bernard

Carla Bregman/Carla M Bregman
Charitable Foundation

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The Croll Foundation

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Gail McClelland Fenton & Marc H. Fenton

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Natasha & Charles Grigg

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Peter Talbot

Neil Van Sloun/Van Sloun Foundation

Rosamond Vaule

Mrs. Jephtha H. Wade

Elissa & William Warner

Nancy L. Weiss

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Founder's Circle: Gold

\$10,000-\$24,999

Anonymous (13)

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Cindy Batchelder

Clark & Susana Bernard

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Dr. A. George Gols

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 Peter & Kay Lisle
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 Carolyn McCane-Chin & David Chin
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 Diana & Ralph Vogel
 Anne Welch & Stephen Mcmillan
 Martin A. Wohl D.D.S. & Marisa Labozzetta

Founder's Circle: Silver
\$5,000-\$9,999
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 Mark & Laura Adamczyk
 Charles S. Adams & Eleanor P. Livingston

Richard Allen
 Jeffrey & Katharine Allsopp
 Annemarie Altman
 Judith Ann Amelotte
 Dylan Armajani
 Stuart H. Armstrong & Michael L. Levesque
 Rebecca Arons & Eric Fastiff
 Tom & Judy Bailey
 Dr. John P. Balsler & Dr. Barbara Balsler
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 Jeff & Janet Buckley
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 Ellen Cabot & Matthew Watson
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 Catherine Campbell & Jack W. Orrock
 Ann Chase
 Jonathan Chatinover & Elizabeth O'Connor
 Miriam Clement
 Jeffrey Cohen
 Evan Comjean
 Chris Connolly & Marjorie Liner
 Modestino Criscitiello
 Janet E. Cutman
 Peggy H. Davis
 Geoffrey de Lissovoy
 Greg de Lissovoy & Jean Mitchell
 Emmett C. Draz & Bibi McGill
 Heather Draz
 Julian A. Draz
 Legacy of Mary and Bob Edmondson
 Arthur Ensroth & Barbara Waszczak
 Alison & John Ferring
 Kathy & Martin Fogle
 Stephen & Heather Fredette
 June Freedman
 Thaddeus & Elizabeth Gillespie
 John Gilmore
 Jeff Goldman
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 Gregory & Katty Halloran
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 Arlene E. Handschuch & Steven A. Kaufman
 Edward Kaye & Dr. Alyssa A. Lebel
 Lorna Keith

Nan M. Laird & Joel Altstein
 Virginia Maloney Lawrence
 Dr. Diane M. Lebel
 Carol A. & Martin B. Levin
 Nathaniel & Karen Levy
 Linda & Paul Levy
 Anne S. Lombard
 Anne R. Lovett & Stephen G. Woodsum
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 Emily & William Magruder
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 Thomas Mattox
 Martha Mazzone
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 Sharon A. Miller
 Timothy & Deborah Moore
 Mary Moran
 Michael Moss & Isabel Cain
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 Jeanne Naples
 Barbara Nappa
 David & Sharon Neskey
 Mark Kimball Nichols & Lowell Massey
 Maryann & Brian Nunes Vais
 Mike O'Connor
 Becky & Michael Oliver
 Judith & Robert Outman-Conant
 Martha Owen & Dr. Rod Owen
 Mary F. Parker
 Edward N. Perry & Cynthia Wood
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 Patricia P. Smith & Dr. Frances M. Lussier
 Mary & David Smoyer
 Dr. Peter K. Speert & Faye Speert
 Lee & Judith R. Spelke
 Jim Sperling & Ginny Loeb/
 The Dorothy and Jonathan Rintels Charitable Foundation
 Robert & Nancy Stewart
 Stephen & Lauren Stimson



20,605
PARTICIPANTS
 in our 1,696 public programs
 offered across the state



232
STUDENTS
 in our Nature Preschools.

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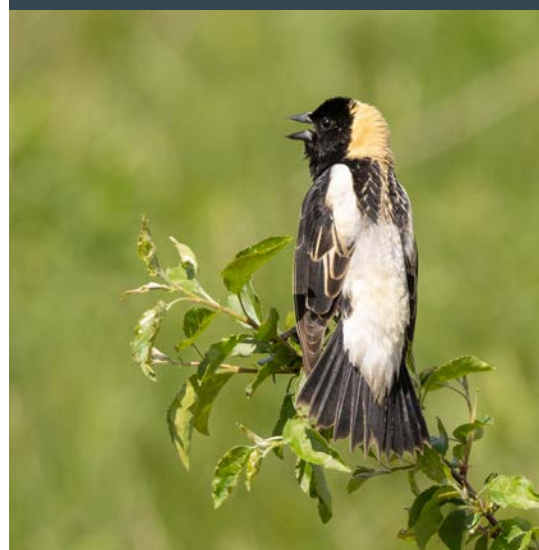
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 Evelyn B. Silver
 Donna L. Smith
 Theodore S. Smith Jr.
 Judith R. & Lee Spelke
 Patricia E. & Janet Spence
 Dr. Lisa A. Standley
 Martha Stearns
 Liz Stell
 Campbell Steward
 Susan R. Straight
 David A. & Patricia Straus
 Susan Swartzlander
 Susan Primm Thel
 Alison & Michael Tinius
 Conrad H. Todd
 Marty & Juliette Touchette
 Theresa Gaglio Tripp & Frank Tripp
 MaryJane Tucci
 Rosamond B. Vaule
 Ed & Linda Vitone
 Roberta Hope Waller
 Eric & Sarah Ward
 Karen Warren
 Gregory Watson
 Liz Nelson Weaver & David Weaver
 Sarah S. Webb
 Linda R. Weber & Jasmine Weber-Pierson
 Nancy L. Weiss & Carol Wise
 Samuel Welch
 Bill & Bobbi Whiting
 Marcia Wiley
 Dudley & Judith Williams
 Emily Wolf
 Gail & Jonathan Yeo
 Bojana Bosanac & Pjer Zanchi

**Volunteers with 250 or more
 Hours of Service in FY22**

Judy Spelke
 Mary Lou Heintz
 Fred Constanza
 Shelagh Brady
 Willa Rapp
 Anne Patterson
 Sheila Vince
 Jackie Pascucci
 Mikayla Marshall
 Sam Esbenshade
 Brad Conant
 Laoti Bussone
 Pia Carman
 Elizabeth Harasti
 Adrine Kaligan
 Jeanne Li
 Bill Hobbie
 Melissa Drexler
 Danny Hutchings
 Johnny Owens
 Diego Fernandez
 Christopher Duff
 Pit Wang
 Marj Rines





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Tricia Joyce
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✨ an individual who passed away during Fiscal Year 2022

The list reflects our Governance members as of June 30, 2022. For the most updated list, please visit massaudubon.org/governance.



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