Point Blue

Conservation science
for a healthy planet.

Annual Impact Report

2019-20

Building Resilience

This past year has been a year like no other. COVID-19 has reshaped our society and affected all of us. The renewed calls for racial and social justice have caused many to question fundamental pillars of our society. And to see such an early and powerful wildfire season in California and across the West has been another reminder of the changing climate we can expect and the importance of our work. Through it all, Point Blue has stayed focused on our important mission: developing, testing, and implementing climate-smart conservation solutions. And we've been able to do so thanks to your support and the resilience we've built into this organization.

The word "resilience" can mean different things. In the context of climate change, we often talk about building resilience into our coastlines, our forests, and other ecosystems so that they can withstand both a steadily warming climate as well as "shocks to the system" in the form of extreme weather events. In many cases, that work is ongoing and informed by monitoring how a system responds to change and adjusting the "resilience strategy" along the way.

As an organization, Point Blue has built resilience into our action plans, our operations, and our partnerships over the half-century we have been advancing our conservation science. For us, resilience isn't just about maintaining our approaches and activities at the existing level. We've looked at all of this year's challenges as opportunities to innovate and explore new solutions (see page 14 for some examples). We know the post-pandemic world won't look the same, and we know that racial injustice is a complex problem that will take dedication to begin addressing. We know that climate change will continue to affect us in predictable as well as unexpected ways, and we believe that we're now better positioned than ever before to tackle the big challenges ahead.

In this year's Annual Impact Report (covering the most recent fiscal year: April 1, 2019–March 31, 2020) you'll find stories from each of our strategic initiatives, as well as other notable facts and numbers from the past year. Of course, this is just a small sample of the work our amazing team has done over the past year, and we encourage you to explore our website to learn more about the scope of our work. The two of us could not be prouder of the accomplishments of the Point Blue staff and their ability to thrive in difficult and changing environments. We are deeply honored to have the support of the Point Blue community—without you, none of our work would be possible.

Sincerely,

Manuel J. Oliva
CEO

Geoffrey Gordon-Creed
Chair, Board of Directors

Cover: Former Point Blue Farallon Intern Grace Kumaishi observes wildlife from the lighthouse on Southeast Farallon Island. Above, left: Point Blue CEO Manuel J. Oliva Photos: Lishka Arata/Point Blue. Above, right: Point Blue Board Chair Geoffrey Gordon-Creed. Photo: Courtesy Geoffrey Gordon-Creed. Opposite: A Cassin's Auklet chick is carefully held during nest monitoring on Southeast Farallon Island. Photo: Annie Schmidt/Point Blue. Back cover: Staff visit a Sierra Nevada restoration site. Photo: Lishka Arata/Point Blue. This report is printed on 100% post-consumer-waste recycled paper, using agri-based inks.

OUR MISSION

We conserve birds, other wildlife, and ecosystems through science, partnerships, and outreach.

OUR VISION

Because of our collaborative climate-smart conservation actions today, healthy ecosystems will sustain thriving wildlife and human communities well into the future.

Planning Today for Healthier Meadows Tomorrow

Point Blue's science has long informed post-fire management and restoration strategies in California's mountain regions. Leveraging a 24-year partnership with the Lassen National Forest, Point Blue began a project in 2019 to identify and restore priority meadows in the watersheds affected by the 2000 Storrie Fire. That 52,000-acre fire altered stream health and wildlife habitat, and although meadows comprise a small fraction of these landscapes, they are integral to the health and vitality of these watersheds.

Restoring meadows is among the highest priorities for the USDA Forest Service in the Storrie Fire area and across the greater Sierra Nevada. Like many of California's mountain meadows, those within the Storrie Fire footprint were degraded from human activity well before the fire occurred, further impacting watershed conditions and wildlife habitat. Point Blue was tapped to help lead the healing process.

But bringing degraded meadows back to health takes careful planning. With many meadows in need of restoration, the Point Blue team conducted field assessments and data analysis. We identified eight priority meadows and then completed a planning process to develop climate-smart restoration designs.

"Restoring meadows in the Storrie Fire area will improve water quality, increase water flow during dry months, and improve habitat for native birds, amphibians, and cold water fish," explains Sierra Meadow Adaptation Leader Marian Vernon.

And healthy meadows are key to making mountain ecosystems more resilient to future fires. "These are really wet areas of the landscape that are lush and green and can serve as fire breaks and fire refugia for fish and wildlife species," says Marian. "Degraded meadows are not able to provide these functions."

In addition to bringing the Storrie Fire area one step closer to rehabilitation, the restoration planning project helped Marian and colleagues launch the new Sierra Meadow Prioritization Tool.* A product of our collaborative work with the Sierra Meadows Partnership, the tool helps members of the meadow restoration community identify priority meadows for restoration and conservation.

"We focused on multi-benefit conservation values, including wildlife, water, carbon, and climate resilience," says Marian. "Developing and piloting the tool through the Storrie Fire meadows project allowed us to refine the tool and provide an example of how it can be used in other similar projects." It's one of the ways Point Blue disseminates our science to increase the pace and scale of restorations in the Sierra Nevada region and beyond, making a greater impact on the health of our planet.

With the planning project complete, implementation of Storrie Fire meadow restorations is scheduled to get underway in 2021. Point Blue will assist with revegetation and develop a climate-smart planting palette design for the meadows, selecting plants that are most likely to thrive and continue to provide benefits to the ecosystem, even in a changing climate.

"The climate-smart concepts I learned at Point Blue's Sierra Land Trust workshop are going to change how I design my projects. I can say that what we're doing today is in the context of change. It's an empowering way to take seriously climate commitments on the local scale." *—Garrett Gust, Education and Stewardship Coordinator, American River Conservancy*

THE YEAR AT A GLANCE
Catalyzing Climate-Smart Restoration

357
restoration ecologists from around the world participated in our climate-smart restoration webinar

70
plant species were listed in our new Sierra Meadow Planting Palette Tool*, which helps restoration practitioners plan for climate change by identifying plants that can thrive under projected future conditions

1.1 million
dollars were secured for the prioritization, planning, and implementation of meadow restoration within the Storrie Fire footprint

Opposite: Sierra Meadow Adaptation Leader Marian Vernon (left), and Central Sierra Program Leader Alissa Fogg visit a Lassen area meadow restoration project. Photo: Lishka Arata/Point Blue.

*pointblue.org/tools-and-guidance/management

"I rely on the data collected by Point Blue's science teams to inform Sanctuary decisions. We share a common goal of discovering how the Sanctuary's ecosystem functions to better understand how to protect the diversity and abundance of wildlife." *—Maria Brown, Greater Farallones National Marine Sanctuary Superintendent*

THE YEAR AT A GLANCE
Conserving Oceans for Wildlife and People

2,674
whale, dolphin, and porpoise observations were logged into the Whale Alert tracking database by our Farallon biologists

18
geolocator tags were recovered from Pigeon Guillemots, shedding light on the birds' overwintering habits

236
species of birds were observed on Southeast Farallon Island, bringing the total number of species to 440

539
northern fur seal pups were counted on the Farallones—the second highest number recorded since the species recolonized in 1996

Opposite: A Tufted Puffin swims near the Farallones, the southernmost breeding colony for the species. Photo: Annie Schmidt/Point Blue.

*pointblue.org/tools-and-guidance/research/west-coast-ocean-priorities

Protecting Ocean Ecosystems, One Observation at a Time

Whether they're analyzing ocean samples on a research cruise, spotting whales from the lighthouse on the Farallon Islands, or examining krill under the microscope in our lab, Point Blue's marine scientists work to reduce stresses to ocean wildlife. By studying the health of ocean ecosystems and adding to our long-term datasets, our researchers are able to advise our partners on how best to manage these precious resources.

One of the most effective ways we collect scientific observations is through Point Blue's Applied California Current Ecosystem Studies (ACCESS) research cruises, conducted in partnership with our two local National Marine Sanctuaries (Gulf of the Farallones and Cordell Bank) and other institutions. ACCESS scientists measure bird and mammal life, krill and plankton abundance, and water temperatures, among other indicators of ocean health.

Although we had to cancel ACCESS research cruises that were planned for 2020 due to the COVID-19 pandemic, our scientists are still gleaning important information from data collected in 2019. "The warm waters in our region in 2019 had negative impacts on seabirds on the Farallones, like the Cassin's Auklet and Common Murre. However, the krill samples collected during ACCESS cruises showed mostly larger adult krill, which are better food for the wildlife that eat them," says Meredith Elliott, senior scientist and ACCESS program coordinator.

While much of the ocean off of California is protected through federal designations like National Marine Sanctuaries, there are still important questions facing resource managers. "Our program is designed not just to determine the overall health of the ocean, but also to determine how effective existing protections are," says Dr. Jaime Jahncke, director of Point Blue's California Current group.

That's why Jaime and his team welcomed a request from partner and funder The Gordon and Betty Moore Foundation to produce two reports detailing current threats to marine life and the effectiveness of Marine Protected Areas.* The reports identified habitat areas under the greatest threat, species most at risk (including Chinook Salmon, Blue Whale, Cassin's Auklet, Western Snowy Plover, and 21 others), and also included specific recommendations to improve ocean health to help sensitive species survive. Our partners rely on science like this to make sustainable decisions about marine ecosystems.

And we took on new projects this year, including working to ensure that future offshore wind turbines are minimally disruptive to sensitive wildlife. Along with our coalition of partners, we're working with the California Coastal Commission and other agencies to promote transparent and objective decision making around the selection of offshore wind energy sites. We're excited to continue this work in the coming years, and honored to be part of the effort to safely bring more renewable energy to California while preserving ocean resources.

"Every bird observation we collect, every sea lion we monitor, every whale sighting we record, all of that data is put to use," says Jaime. "One of my favorite parts of my job is getting to see the data we've worked so hard to collect make a positive difference to our partners. That's always a good day at work."

Making Shorelines More Resilient to Climate Change

Point Blue has been studying bird populations on San Francisco Bay shorelines for 50-plus years. In that time, one thing has become crystal clear: we must incorporate the most up-to-date science on climate change and sea level rise to help our partners around the Bay—and all the way down the Pacific coast to Chile and Argentina, for that matter—protect bird habitats.

That's where Our Coast Our Future (OCOF) comes in. Launched in partnership with USGS in 2011, OCOF is a highly customizable web tool that allows coastal planners to identify the threats that sea level rise and storm surges pose to their communities. We hit an important milestone this year: OCOF's geographgic coverage now includes over 75% of the California coast.

We took a huge step forward when we developed the new Sea Level Rise Adaptation Framework, which shows how nature-based solutions such as restoring wetlands, preserving vegetated dunes, and using native oyster reefs can be cost effective and benefit wildlife and people.* We presented the framework to more than 100 stakeholders at the Marin County Sea Level Rise Adaptation Workshop, and another 174 participated in our coatsal resilience webinar. The framework is relevant for coastal communities worldwide.

Our vision for the Migratory Shorebird Project (MSP) grew out of the realization that if we wanted to study and protect the shorebirds around the SF Bay, we needed to also study and protect them wherever they migrated to along the Pacific Flyway. Through the MSP, Point Blue is now collating, analyzing, and sharing data on coastal wetland biodiversity and conditions across all 13 countries on the Pacific Coast of the Americas to protect shorebirds and their habitats. And as we learn more about the best ways to develop and share critical information on sea level rise and nature-based solutions to California's coastal communities, we're bringing that same approach to our work with our international partners.

This past year, we presented some of our latest research at the Western Hemisphere Shorebird Group meeting, including recent analyses highlighting sea level rise vulnerability across 12 high-priority shorebird sites from Mexico to Chile. This analysis is helping us identify sites where future conservation actions are most likely to result in resilient bird habitat that also benefits coastal communities. "This project is an amazing way to connect with people across huge geographies and scale up our approach to conserving shorebirds," says project co-lead Matt Reiter.

Meanwhile, back in Point Blue's "home territory" of California, we've continued our decades-old monitoring of endangered Western Snowy Plovers, which rely on sandy beach ecosystems. This year we released a new report to guide conservation efforts on the central coast, where managers are beginning to incorporate strategies and concrete actions to address climate change.

As climate change threatens the human and wildlife communities that depend on our shorelines for recreation, habitat, and flood protection, we need a deep understanding of what's at risk and how to protect it. While we know we face changes and challenges ahead, we're confident that through our rigorous science and dedication, we can turn the vulnerabilities on our coast into opportunities to make a difference.

"The Our Coast Our Future tool has made complex science easily accessible—not only to us, but to anyone who wants to see how different scenarios of sea level rise, storms, and waves impact our coasts, from now until the end of the century. A tremendously useful tool." *—Jack Liebster, Marin County Community Development Agency Planning Manager*

THE YEAR AT A GLANCE
Protecting Our Shorelines

744,991
shorebirds were counted in 13 countries along the Pacific Flyway as part of our collaborative Migratory Shorebird Project

1,512
Western Snowy Plover chicks hatched at study sites monitored by Point Blue and partners at Vandenberg, Oceano Dunes, Monterey Bay, and Point Reyes National Seashore

75
percent of the California coastline is now covered by Our Coast Our Future, a collaborative tool that helps planners visualize and anticipate coastal hazards due to sea level rise and storms

Opposite: Great Egret on Seal Rock Beach, San Francisco. Photo: Artem Bolshakov.

*pointblue.org/slrAdaptationFramework

"Having Point Blue biologists out in the field, working directly with landowners, has been extremely successful. Our partnership provides us with clear indications of how to make changes on the landscape for the better."
—Alan Forkey, Assistant State Conservationist (Retired) for the California Natural Resources Conservation Service

THE YEAR AT A GLANCE
Sustaining Working Lands

4.94 million
dollars in Farm Bill funds were leveraged by Point Blue partner biologists to improve the health of working lands

127,000
acres of winter-, spring-, or fall-flooded agricultural land are now under enhanced management for migratory wetland birds, thanks to our collaborative work through the Migratory Bird Conservation Partnership

30
ranchers and farmers secured conservation funding through the California Healthy Soils Initiative with support from our partner biologists

Opposite: Wildflowers bloom on healthy rangeland in Monterey County, CA. Photo: Julie Chase Baldocchi.

Cultivating Conservation and Connections on Working Lands

When John Anderson and Bruce Rominger completed a 1.5 mile restoration project on Yanci Ranch, it was the culmination of 4 years of hard work. Their vision of a wildlife corridor connecting foothill oak woodlands to valley riparian sloughs is now a reality.

The land had been degraded from decades of intensive grazing and other unsustainable practices. Native woodlands and grasslands were diminished, and invasive plants had a strong foothold. John and Bruce purchased the property in 2012 with the goal of restoring it to health and operating it as a working conservation ranch. A stellar group of local and federal partners formed to assist them, and they soon asked Corey Shake, one of Point Blue's 14 partner biologists, to help implement sustainable practices on the land.

"The Yanci Ranch partnership is a perfect representation of what our Working Lands program is accomplishing," said Corey. "Many of today's ranchers realize beef production has to be part of the climate solution, not the problem," says Corey. "Taking care of ranchland soil not only stores carbon, it has the potential to increase productivity, water retention, and biodiversity." Point Blue is leading the charge in answering scientific questions about how soil can be a solution, sharing what we're finding, and helping ranchers test and implement new practices.

As part of this work, Point Blue is partnering with Audubon California on its Conservation Ranching program, which supports grass-fed beef operations with conservation planning and a market certification. Point Blue monitors soils, plants, and birds on several participating ranches.

After initial planning and funding from the Natural Resources Conservation Service, Corey co-designed the Yanci Ranch restoration with staff from the Yolo County Resource Conservation District and helped acquire funding from the US Fish and Wildlife Service. He also served as a mentor to local high school students—organized by the Center for Land-Based Learning—who planted most of the native trees, shrubs, and perennial wildflowers at the site.

Corey has already documented an increase in native plant diversity, which provides critical food resources for pollinators like bees and butterflies. Bewick's Wrens and California Towhees, bird species not previously found in parts of the corridor, have also arrived. As the corridor matures, Corey expects an increase in larger vertebrates like deer and mountain lions, as well other bird species.

Yanci Ranch is one of over 100 ranches that feed information on bird and vegetation into a dataset that tells Point Blue scientists what's happening on California ranches. "We monitor what we're seeing to help ranchers understand what's happening on their land," says Corey. "We're then able to provide guidance on managing those resources."

The project's completion is bittersweet for Corey, who developed a good friendship with John. It was finished shortly before John passed away this August. "I was so happy that John got to see it completed," Corey smiled, "This project is a great example of what Point Blue's Working Lands program is all about: building good relationships with landowners and helping them develop and achieve their land stewardship goals while getting strong conservation outcomes."

Empowering Young People to Be Agents of Environmental Change

What do you get when you combine 4,500 kids with muddy shoes, around 7,800 native plants, and 65 days of tough but invigorating fieldwork? The biggest-ever season of Point Blue's STRAW program!

Now in its 28th year, STRAW (Students and Teachers Restoring A Watershed) empowers youth to become environmental leaders in their communities through watershed education and the hands-on restoration of stream, wetland, and meadow habitats. Using climate-smart designs that benefit wildlife and people, students help make watersheds more resilient to climate change.

STRAW supports teachers with training events, authentic and culturally-relevant standards-aligned classroom lessons, and technical support. "I can tell you from personal experience that STRAW is life-changing for my students and their families," says Emily Koller, a teacher at Bahia Vista Elementary in San Rafael, CA. "Through STRAW, planting native plants and restoring the place for wildlife, they have come to see the park in a different way as habitat for animals. . . . They now see themselves as stewards and guardians of their community."

STRAW restoration projects make powerful impacts on ecosystems and people—building climate resilience, increasing carbon sequestration, and creating meaningful connections with nature, to name a few. Scaling up the STRAW model is a priority for Point Blue, and this year was a pivotal one in the program's growth. We further expanded into communities in the South Bay and the Sierra Nevada, increasing the number of counties served to 11.

STRAW has a long record of wetland/upland transition zone restoration success, with species like the endangered Ridgway's Rail moving into matured sites. This year the team collaborated with our San Francisco Bay Tidal Marsh scientists to maximize the efficiency and effectiveness of these restorations, creating a scalable model that can be applied around the Bay. Students tested the new designs at the San Pablo Bay National Wildlife Refuge and at Shollenberger Park, a 165-acre wetland adjacent to Point Blue's Petaluma, CA, headquarters.

Another exciting development was the launch of The Native Plant Nursery at Casa Grande High School in Petaluma. The nursery, run in partnership with horticulture students, helps grow the plants needed to supply around 55 STRAW restorations each year. Some student work was paused due to the pandemic, but the inventory of plants continues to grow.

Although most of the STRAW field season was complete by the time shelter-in-place orders went into effect last spring, the team was quick to pivot, hosting Watershed Week, our annual 3-day teacher training, in an engaging, collaborative, and virtual format. "We appreciate the support and resiliency of our community and partners and feel fortunate that STRAW can grow and thrive through this time," says John Parodi, STRAW restoration director. "We can't wait to get back out there with the kids."

Until then, the STRAW team is hard at work maintaining previous restoration sites and planning for the future season. "Even though we're not planting with kids right now, we're honoring all their hard work by caring for their projects," says John. "This work—their work—is still growing and thriving. Nature is making it happen."

"Such a wonderful idea is at the heart of STRAW—to involve young people in going out into the community where they make a positive difference .... The hands-on experience has made my students caring, engaged environmentalists!" *—Ro Rigney, Park School Teacher and Tern Society Member*

THE YEAR AT A GLANCE
Inspiring Conservation Action

4,500
students participated in STRAW this season–a record!

22
volunteer research assistants were trained at our Farallon Islands National Wildlife Refuge Field Station

1,838
hours of field work, bird species identification, social media help, and more were contributed by community scientists to our Soundscapes to Landscapes project

881
willow sprigs were planted by STRAW students along a 0.6 mile stretch of Goodrich Creek meadow in one day of restoration work

Opposite: Students participate in a STRAW restoration in Petaluma, CA. Photo: Lishka Arata/Point Blue.

THE YEAR AT A GLANCE
Building Resilience

2020 has underscored the importance of resilience. As we continue to collectively tackle a pandemic, racial injustice, and wildfires, Point Blue is keeping our staff as safe as possible while doing our critical work to help nature and communities adapt and thrive in a changing climate. Here are a few ways we're building resilience at Point Blue:

We're innovating.
In response to the COVID-19 pandemic, we're taking workshops, trainings, and supporter events online. We're creating new solutions—including deploying drones to help count California Gulls at Mono Lake—to keep staff and interns safe while still conducting our rigorous field science.

We're preparing.
As the recent Woodward Fire drew close to our Palomarin Field Station in the Point Reyes National Seashore, staff were able to activate a standing plan, safely evacuating interns and securing decades' worth of priority data.

We're learning.
We're adding high-tech air quality sensors to our Field Stations in Bolinas, CA and the Farallon Islands, giving us the ability to track any potential air quality impacts on birds while also monitoring conditions to keep staff and interns safe.

We're changing.
We are striving to better serve and include all of the communities in which we work. We're changing recruitment, partner selection, and other practices to build a more equitable future for us all (see page 17 for more on our Diversity, Equity, and Inclusion work).

Patience, Hope, and Teamwork: Reflections on the 2020 Snowy Plover Season

The field season began in March as it always does, with Western Snowy Plovers laying eggs throughout Monterey Bay and Point Blue staff and partners placing more than ten miles of cable fencing to protect them. It's part of Point Blue's work to safeguard our vibrant coastal ecosystems for wildlife and people (see page 9 for more). But just as nesting activity heightened, shelter-in-place orders sent Point Blue biologists home, and I began to learn what patience really means.

As a career shorebird ecologist, I was not accustomed to missing field work in April, one of the busiest months of plover nesting activity. Typically my attention is focused on these federally threatened shorebirds that spend their entire lives on the same beaches we all enjoy. Once our monitoring and resource protection efforts were deemed essential by the state, we quickly mobilized and returned to the field to locate birds and newly established nests.

And we adapted. Knowing that it wouldn't be a typical year for meeting project objectives, we had to adjust our expectations in order to ensure everyone's health and safety. The entire team, along with our incredible State Parks partners, rallied to support each other in ways we couldn't have anticipated. From spending many hours navigating new safety guidelines and permissions with partner agencies to keeping up project momentum by analyzing data from home, we each tapped into our strengths to help stay resilient.

Meanwhile, many restless beachgoers were waiting eagerly to return to their familiar outdoor refuge. But the generally shy and retiring plovers, which rely on camouflage and avoidance, had been busy settling into the quiet spaces inadvertently created by the sheltering orders and beach closures.

The plovers had re-occupied Sunset State Beach near Watsonville, with six nests situated within a few hundred meters of a lifeguard tower, a popular campground, and a day-use parking lot. With the area slated for reopening to the public, quick work with local partners ensured the parking lot remained closed until it was safe for the birds.

As more beaches began to reopen, the largely successful effort to protect the plovers over the remaining weeks of egg-laying and chick-rearing was made possible by a diverse cast of engaged, hopeful individuals. State Parks staff, birdwatchers, and coastal residents all pitched in—from a 9-year old birdwatcher who alerted me to a plover with an injured leg to a seasoned birder who located and helped protect one of the few nests found in northern Santa Cruz County in a decade.

Although the season ended as it began—with uncertainty about what was coming next—we completed our 44th continuous year of studying the breeding ecology of Western Snowy Plovers on Monterey Bay. Thanks to our coordinated efforts, two of the Sunset State Beach nests hatched successfully. And on September 3rd, I confirmed the survival of the last two juveniles of the season, as ash from the destructive fires in Monterey and Santa Cruz Counties washed up on shore.

Our work with these remarkable birds, like any threatened or endangered species, requires a great deal of adaptive response, patience, hope, and most importantly, collective effort. The unprecedented challenges presented by the COVID-19 pandemic and recent wildfires have acutely underscored the importance of resilience in our climate-smart conservation work and in our own lives. My experience in the field this year on Monterey Bay has convinced me that the work to negotiate our collective health and the health of our planet requires that we all work together. I am certain it is only collective effort, girded with patience and hope, that will allow us to adapt and thrive. *by Carleton Eyster, Avian Ecologist*

Opposite: Sierra Nevada Group Director Ryan Burnett and Mono Lake California Gull Project Leader Kristie Nelson practice social distancing while preparing to launch a drone to assist with California Gull monitoring at Mono Lake, CA. Photo: Annie Schmidt/Point Blue. Above: A Western Snowy Plover banded adult near nest with egg. Photo: Kriss Neuman/Point Blue.

2019-20 Publications

We conduct rigorous scientific research and share our findings to address real-world challenges and improve conservation outcomes.

Peer-Reviewed Publications

Soil carbon science for policy and practice. By Bradford, M.A., Carey, C.J., Atwood, L., Bossio, D., et al. In *Nature Sustainability*.

Incorporating canopy structure from simulated GEDI lidar into bird species distribution models. By Burns, P., Clark, M., Salas, L., Hancock, S., Leland, D., Jantz, P., Dubayah, R., and Goetz, S. In *Environmental Research Letters*.

Predictive habitat suitability models for nesting woodpeckers following wildfire in the Sierra Nevada and Southern Cascades of California. By Campos, B.R., Q.S. Latif, R.D. Burnett, V.A. Saab. In *The Condor*.

Tracking of marine predators to protect Southern Ocean ecosystems. By Hindell, Mark A., Ryan R. Reisinger, Yan Ropert-Coudert, Luis A. Hückstädt, Philip N. Trathan, Horst Bornemann, Jean-Benoît Charrassin, Steven L. Chown, Daniel P. Costa, Bruno Danis, Mary-Anne Lea, David Thompson, Leigh G. Torres, Anton P. Van de Putte, Rachael Alderman, Virginia Andrews-Goff, Ben Arthur, Grant Ballard, et al. In *Nature*.

Oceanographic drivers of winter habitat use in Cassin's Auklets. By Johns, M.E., P. Warzybok, J. Jahncke, M. Lindberg, G.A. Breed. In *Ecological Applications*.

Adélie penguins exhibit nesting-like behavior on fast ice near Cape Crozier, Antarctica. By LaRue, M., D. Iles, S. Labrousse, L. Salas, G. Ballard, D. Ainley, and B. Saenz. In *Antarctic Science*.

Engaging "the crowd" in remote sensing to learn about habitat affinity of the Weddell seal in Antarctica. By LaRue, M., Ainley, D., Salas, L., Stammerjohn, S. Dozier, M., Stamatiou, K., Saints, J. Pennycook, N. Nur, and N. Barrington, L. In *Remote Sensing In Ecology And Conservation*.

Inter-individual differences in the foraging behavior of breeding Adélie penguins are driven by individual quality and sex. By Lescroël, A., P.O'B. Lyver, D. Jongsomjit, S. Veloz, K.M. Dugger, P. Kappes, B.J. Karl, A.L. Whitehead, R. Pech, T.L. Cole, G. Ballard. In *Marine Ecological Progress Series*.

Identification of a novel Adélie penguin circovirus at Cape Crozier (Ross Island, Antarctica). By Morandini, V., K.M. Dugger, G. Ballard, M. Elrod, A. Schmidt, V. Ruoppolo, A. Lescroël, D. Jongsomjit, M. Massaro, J. Pennycook, G. L. Kooyman, K. Schmidlin, S. Kraberger, D. G. Ainley, A. Varsani. In *Viruses*.

Evaluating population impacts of predation by owls on storm petrels in relation to proposed island mouse eradication. By Nur, N., Russell W. Bradley, Leo Salas, Pete Warzybok, and Jaime Jahncke. In *Ecosphere*.

Mismatch managed? Phenological phase extension as a strategy to manage phenological asynchrony in plant–animal mutualisms. By Olliff-Yang, R.L., Gardali, T. and Ackerly, D.D. In *Restoration Ecology*.

Extreme mortality and reproductive failure of common murres resulting from the northeast Pacific marine heatwave of 2014-2016.By Piatt JF, Parrish JK, Renner HM, Schoen SK, Jones TT, Arimitsu ML, Warzybok P et al. In *PLoS ONE*.

The retrospective analysis of Antarctic tracking data project. By Ropert-Coudert, Y, A Van de Putte, R R Reisinger, H Bornemann, J-B Charrassin, D P Costa, B Danis, L Huckstadt, I Jonsen, M-A Lea, D Thompson, L Torres, P N Trathan, S Wotherspoon, D Ainley, R Alderman, V Andrews-Goff, B Arthur, G Ballard, et al. In *Scientific Data*.

Rising tides: Assessing habitat vulnerability for an endangered salt marsh-dependent species with sea-level rise. By Rosencranz, J., K. Thorne, K. Buffington, C. Overton, J. Takekawa, M. Casazza, J. McBroom, J. Wood, N. Nur, R. Zembal, G. MacDonald, and R. Ambrose. In *Wetlands*.

Significant chick loss after early fast ice breakup at a high-latitude emperor penguin colony. By Schmidt, A. and G. Ballard. In *Antarctic Science*.

The effects of wildfire severity and pyrodiversity on bat occupancy and diversity in fire-suppressed forests. By Steel, Z.L., B. Campos, W. F. Frick, R. Burnett & H. D. Safford. In *Scientific Reports*.

A comparative analysis of common methods to identify waterbird hotspots. By Sussman, A. L., B. Beth Gardner, E. M. Adams, L. Salas, K. P. Kenow, D. R. Luukkonen, M. J. Monfils, W. P. Mueller, K. A. Williams, M. Leduc-Lapierre, and E. F. Zipkin. Methods In *Ecology and Evolution*.

Chief Science Officer Dr. Grant Ballard observes Adélie Penguins. Photo: Annie Schmidt/Point Blue.

Which matters most and where? The relative influence of climate and housing pattern on current and projected fire distribution and structure loss across three California landscapes. By Syphard, A.D., D. Ackerly, H. Rustigian-Rosmos, M. Mann, E. Conlisk, M. Moritz, S. Di Tommaso. In *Global Environmental Change*.

Select Reports and Other Publications

Ocean Research and Management Priorities off the U.S. West Coast. By Elliott ML, Jongsomjit D, Veloz S, Jahncke J. Point Blue report.

Sea Level Rise Adaptation Framework - A user guide to planning with nature as demonstrated in Marin County. By Hayden, M., S. Veloz, J. Beagle, J. Lowe, J. Liebster, C. Choo, D. Jongsomjit, L. Salas, K. McKnight, S. Safran, A. Westhoff, L. Lacko, L. Williams. Point Blue Conservation Science, San Francisco Estuary Institute, and County of Marin publication.

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South Bay Salt Pond Restoration Project Phase 2 Science Synthesis Report. By Wood, J., M. Hayden, S. Veloz, N. Nur, R. Synder, and M. Elrod. Report to the South Bay Salt Pond Restoration Project and the California Wildlife Foundation.

Diversity, Equity, and Inclusion: An Update on Our Journey

This past year we have seen and heard renewed calls for racial and social justice in every corner of our society. We are listening, and we are acting. We believe that increasing diversity, equity, and inclusion (DEI), both at Point Blue and in our partnerships, is essential for the success of our mission, vision, and strategy. Because Indigenous, Black, and People of Color have historically been excluded and underrepresented in conservation and at Point Blue, we have work to do. Our DEI work is not separate from our programmatic work or how we perform our jobs at Point Blue; it is an integral part of our everyday endeavors.

The current chapter of our journey began in 2018, when the S. D. Bechtel, Jr. Foundation—a philanthropic leader in promoting equity in the conservation sector—invited Point Blue leadership to join other senior staff from California non-profits in a series of trainings focused on DEI issues and racial justice. We designed a plan to increase awareness and education of DEI issues for all of our staff by rolling out similar trainings to everyone at Point Blue, including our Board of Directors. Simultaneously, we drafted a 3-year action plan to implement organizational-level changes and, eventually, make changes to the way we engage with external partners.

One of the first tasks in creating our action plan was to draft an "organizational why statement" that described our motivation for prioritizing this work. While this statement is a "living" document and we will continue to iterate it over the years, we wanted to share the current version with you, members of our Point Blue community:

"Respect for ecological diversity requires respect for human diversity. Our vision of healthy ecosystems that sustain thriving wildlife and human communities will only succeed with systems and programs that are inclusive and equitable, a culture that supports a more diverse team, and the development of new authentic partnerships and strategies that promote equity, diversity, and the inclusion of all."

Among the initial steps we've taken in the past year, we have: launched a community college-focused program to help propel new conservation careers for those who have historically had limited access; hired another RAY fellow to Point Blue, supporting a program that finds fellowships for individuals from communities underrepresented in the field of conservation; and removed a financial barrier to participation in our intern program as part of our strategy to ensure we are being as inclusive as possible in our recruitment.

We are humbled by the commitments we have seen and the hard work of others who are working to build a more just society. And we are motivated by the support for our work in this area that we have seen from our staff and donors. We are committed to do the hard work of building a more inclusive and fair conservation movement, starting with Point Blue, and look forward to doing so with you at our side.

from the Point Blue DEI Working Group

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Gifts of $500 or more received April 1, 2019–March 31, 2020. Thank you for your supporting Point Blue's climate-smart conservation science!

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continued on next page

STRAW intern Sarah Lee sorts grasses at the restoration of Shollenberger Park in Petaluma, CA. Photo: Lishka Arata/Point Blue.

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Farallon Patrol

We rely upon the skill and generosity of volunteer skippers in the Farallon Patrol for year-round transportation of scientists and supplies between the mainland and our research station at the Farallon Islands National Wildlife Refuge. We are grateful to the following skippers for making "Patrol runs" between April 1, 2019–March 31, 2020. Thank you for making our work possible.

Keith Sedwick, Commodore
Don Bauer
Tom Charron
Nathalie Criou
Paul Dines
Andy Jones
Jamis MacNiven
Kixon Meyer
Jan Passion
Harmon Shragge
John Wade
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Tern Society

Planned gifts help sustain vibrant wildlife and human communities for generations to come. We gratefully acknowledge our Tern Society members.

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Rona Weintraub
Gretchen Whisenand
Cam and Dennis Wolff

Become a member of the Tern Society and create your own legacy of conservation! Please contact us at 707.781.2554 or legacy@pointblue.org to learn about planned giving opportunities.

Opposite, top: Chief Science Officer Dr. Grant Ballard leads supporters on a bird walk. Photo: Julie Chase Baldocchi. Bottom: Farallon Patrol skipper John Wade delivers scientists and supplies. Photo: Maps for Good/Point Blue. This page: This Orange-crowned Warbler was captured at our Palomarin Field Station in 2008 and again in 2019, making it more than 11 years old—the oldest known bird of its species. Photo: Megan Elrod/Point Blue.

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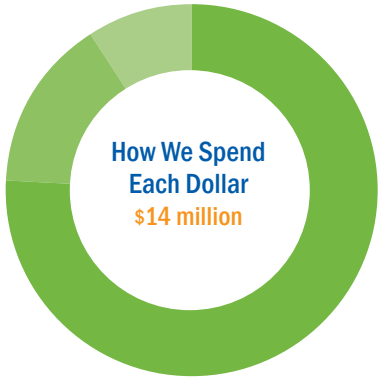
2019-20 By the Numbers

Consolidated financial statements for the fiscal year ending March 31, 2020

CONTRACTS	45%
FOUNDATION & CORPORATE GRANTS	31%
INDIVIDUAL GIFTS	17%
OPERATING RESERVES	5%
INVESTMENT & OTHER INCOME	2%



PROGRAM EXPENSES	76%
MANAGEMENT & GENERAL	15%
FUNDRAISING	9%

Summary of Revenue and Expenses

Contribution, Contract, and Grant Revenue	$13,096,422
Investment and Other Revenue	$259,509
Operating Reserves	$693,451
Program Services Expenses	($10,687,008)
Fundraising and Administration Expenses	($3,362,374)

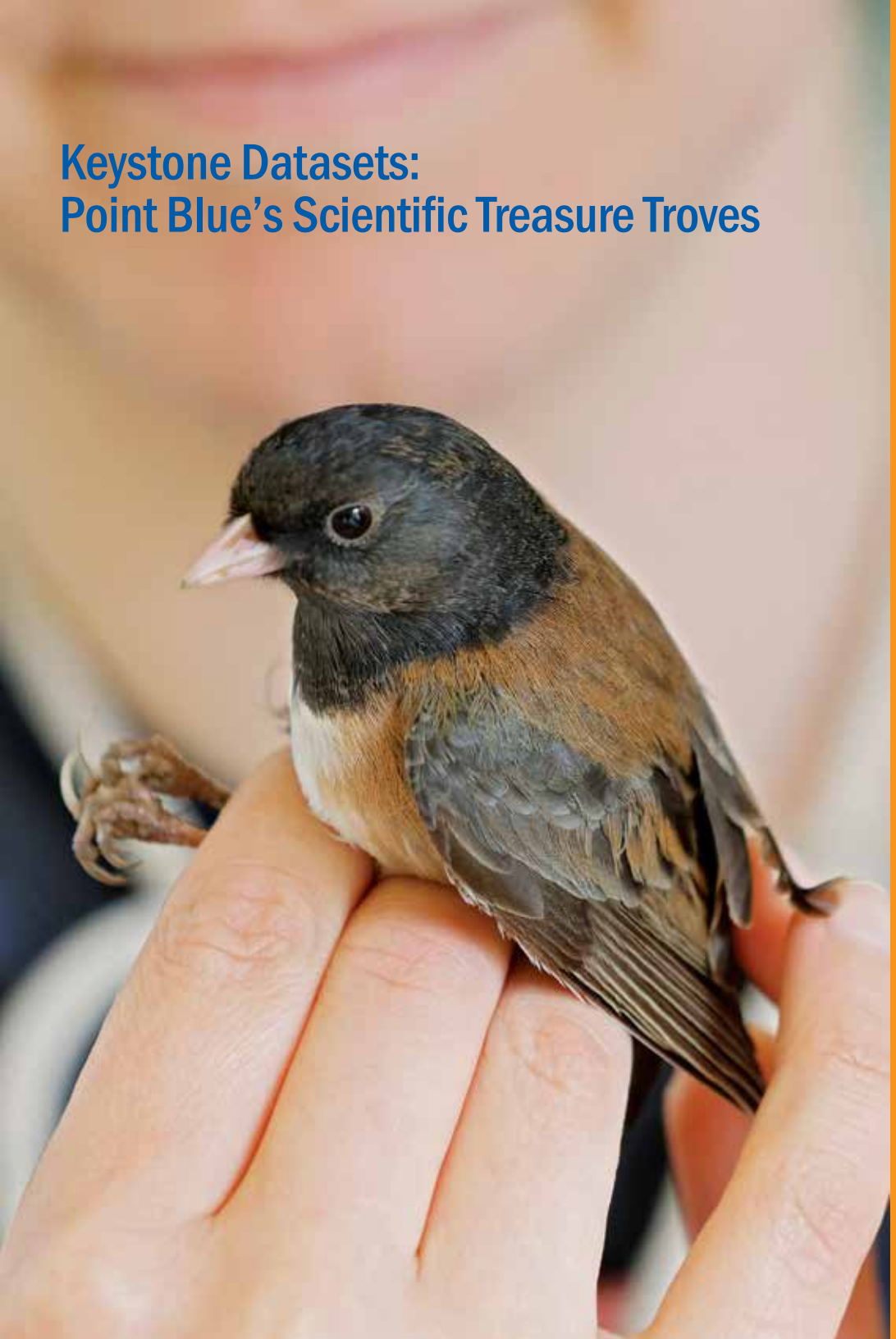
Liabilities, Assets, & Net Assets

Total Assets	$14,750,486
Liabilities	($1,328,015)
Net Assets	$13,422,471

The condensed financial statements presented above reflect Point Blue's complete set of financial statements for 2020, which have been audited by Armanino LLP, Certified Public Accountants, and on which they have rendered an unmodified opinion dated September 10, 2020. The organization's complete audited financial statements and the independent auditor's report can be found at pointblue.org/about-us/our-accountability

Opposite: An Oregon Junco is carefully held during the banding process at Palomarin. Photo: Duperron Photography.

Keystone Datasets: Point Blue's Scientific Treasure Troves



Keystone Datasets represent some of our longest running collections of scientific observations. They paint a detailed picture of the past, capture present changes, and empower conservation actions to help nature and our communities thrive in a changing future.

PALOMARIN ***est. 1966***
Our Palomarin Field Station is a renowned center for conservation training and landbird studies. This year we launched *The Palomarin Field Station Data Explorer,* an online tool that tells some of the most important science stories emerging from our long-term research, and how each of these connect to some of the biggest conservation challenges around the world. Explore at pointblue.org/palodataexplorer

FARALLONES ***est. 1968***
In partnership with US Fish and Wildlife Service, our scientists help protect and conserve the Farallon Islands National Wildlife Refuge. Recently we collaborated with NOAA to better understand return rates of Chinook salmon in the Central Valley using seabird diet data from the islands. Because seabirds and salmon both feed on krill and forage fish, our study helps managers improve sustainability of ocean food webs.

SAN FRANCISCO BAY TIDAL MARSH ***est. 1996***
Annual surveys of endangered birds like Ridgway's Rails are a critical piece of our San Francisco Bay datasets. Our science informs decisions for some of the largest wetland restoration projects in the country. This year, we built out our online data entry system, allowing us to combine our marsh bird data with that of local and national partners, expanding the conservation impact of our collaborative survey efforts.

APPLIED CALIFORNIA CURRENT ECOSYSTEM STUDIES (ACCESS) ***est. 2004***
The ACCESS datasets containing ocean observations are frequently used to inform our partners about wildlife responses to changes in ocean conditions and human threats. Among the many ways ACCESS data advanced conservation this year, it helped identify whale hotspots and evaluate NOAA management approaches to protect whales in the Central California National Marine Sanctuaries.

Point Blue Conservation Science

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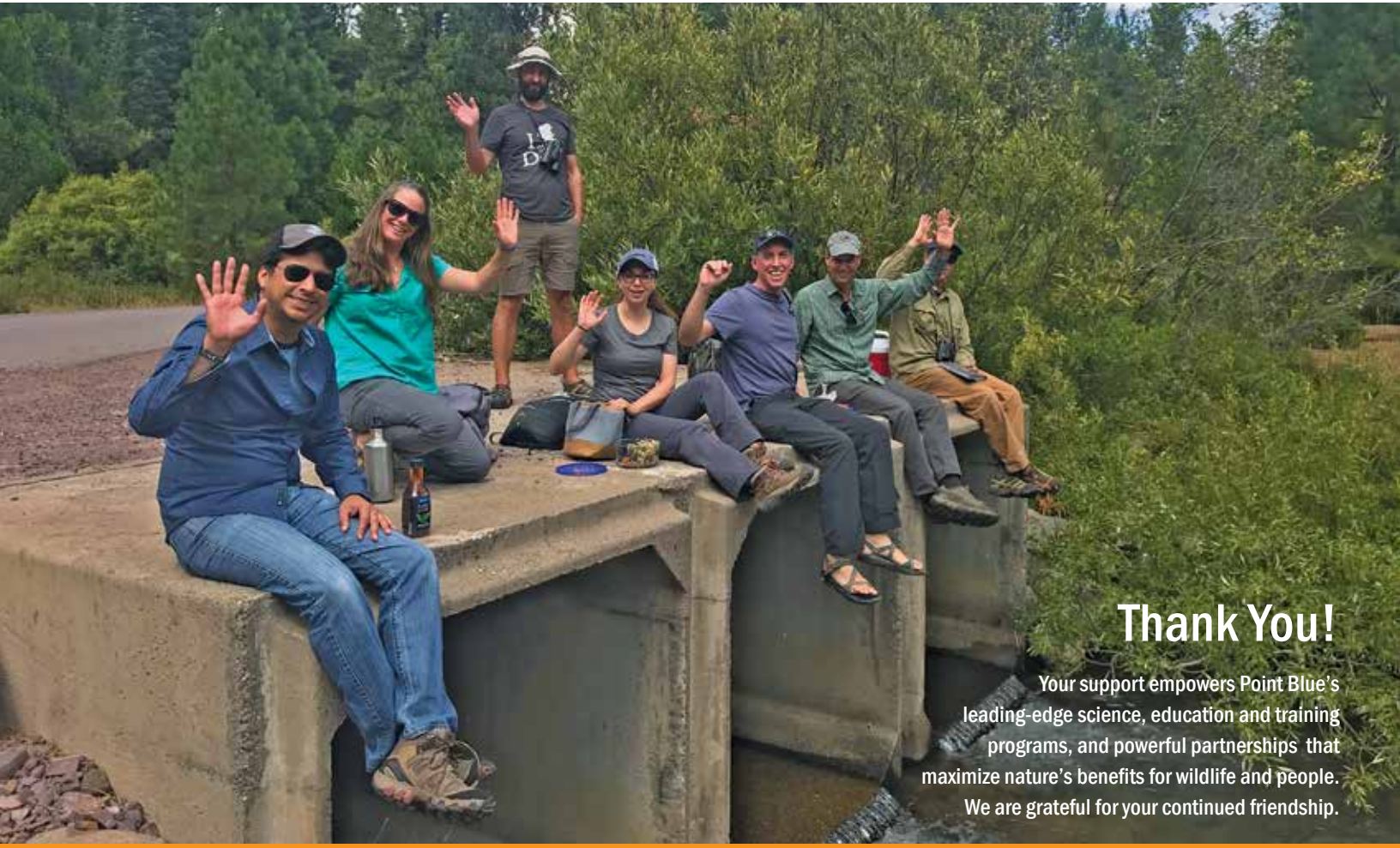

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Your support empowers Point Blue's leading-edge science, education and training programs, and powerful partnerships that maximize nature's benefits for wildlife and people. We are grateful for your continued friendship.

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