Achievement and Promise

This past year saw, once again, increased growth and recognition for PRBO, as demand for top-quality conservation science continues to grow.

A sampling of PRBO’s 2003 achievements and honors, highlighted in this report, reflect recent advances in our work to conserve birds and biodiversity.

We are happy to report that PRBO continued on a sound fiscal course in 2003, with $5 million in expenditures supporting more than 130 staff and seasonal biologists.

This past year also saw many organizational advances at PRBO, laying the foundation for anticipated growth in the years ahead. We established a new Science Advisory Committee to maximize the quality of science at PRBO. In addition, we upgraded our computer networks and backup systems, launched our new website, and initiated efforts to secure a new PRBO San Francisco Bay Research Center and Headquarters.

Thanks to your generous support and continued partnership, we are now poised to contribute even more effectively to regional, national, and international conservation for years to come.

We are sincerely grateful to each of you—the individuals, volunteers, agencies, foundations, corporations, and outstanding PRBO staff—whose efforts make our conservation science accomplishments possible!

Ellie M. Cohen, Executive Director

Stephen A. Thal, Chair, Board of Directors

We are sincerely grateful to each of you—the individuals, volunteers, agencies, foundations, corporations, and outstanding PRBO staff—whose efforts make our conservation science accomplishments possible!
Conserving San Francisco Bay. As plans moved into high gear for converting thousands of acres of artificial salt ponds in the South Bay to tidal marsh, PRBO’s Habitat Conversion Model found that, while marsh birds will gain, migratory shorebirds and waterfowl will likely decline. Our results showed that retaining a mosaic of salt pond and tidal marsh habitats, including large channels and ponded areas in restored marshes, can offset negative impacts. • A separate decision tool produced by PRBO described potential impacts of non-native Spartina (cordgrass) on tidal flats: between 10% and 80% of this shorebird habitat could be lost within the next century; PRBO shorebird surveys highlighted areas of particular concern. • In North Bay tidal marshes, we began work on a large, multidisciplinary pilot study to evaluate restoration success and help shape the design of marsh restoration projects.

Tools for Effective Conservation. From restoring wetlands to managing fisheries, bird science helps resource managers learn from previous experience and improve their conservation effectiveness—“adaptive management.” PRBO produced several new tools for our conservation partners in 2003 (all available at www.prbo.org):

• Guide to Adaptive Conservation Strategies, with case studies drawn from our terrestrial, wetland and marine projects and over 30 specific recommendations for practitioners.

2003 Accomplishments

Gulls on a San Francisco Bay tidal flat. ©David Sanger/www.sfbayphotos.com

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• Guide to Adaptive Conservation Strategies, with case studies drawn from our terrestrial, wetland and marine projects and over 30 specific recommendations for practitioners.

Western Bluebird. Arthur Morris/VIREO
“PRBO brings leadership, vision, and strong science to each of the many conservation projects and programs it’s involved with in the San Francisco Bay area.”

Nadine Hitchcock, San Francisco Bay Area Conservancy Program, California Coastal Conservancy

- Version 1.0 of the Southern Pacific Shorebird Conservation Plan, encompassing California’s Central Valley and coastal habitats.
- All-new landbird conservation plans for Coniferous Forest and Coastal Scrub habitats; a revised Oak Woodland plan; and a new edition of the Riparian Plan, field-tested and in use by most major habitat management agencies in the West.
- The first-ever California Current System Marine Bird Conservation Plan, with dozens of science-based recommendations for ocean managers from British Columbia to Baja California, Mexico, and out 200 miles.

**Seabirds as Indicators.** PRBO developed new tools to help ocean managers more accurately predict commercially valuable fish population numbers off Central California. Our cutting-edge models use non-traditional information—PRBO’s seabird diet and breeding data collected at the Farallones—to understand how changes in ocean ecology affect survival and body condition of herring and Chinook salmon during their time at sea. With overfishing among several major threats to marine ecosystem health, these analyses could significantly increase the effectiveness of fisheries management. • PRBO also initiated at-sea surveys of marine birds and mammals, to guide the establishment of a Farallones Archipelago Marine Reserve.

**Birds Across Borders.** PRBO initiated a new Bird Conservation Network in Mexico and Central America; led 7 trainings with over 70 biologists from 7 countries and 22 partners; supported 12 local intern biologists; and leveraged an additional 2 dollars for local conservation projects for every dollar we spent. As a result, the government of Mexico has committed to establishing long-term bird monitoring at 5 national parks.

**Win-Win Partnerships.** California’s Central Valley in winter and spring supports the...
“Our relationship with PRBO has led to an exponential increase in knowledge about birds and bird habitat throughout our region.”

Joy Fatooh, Bishop Field Office, U.S. Bureau of Land Management

Monitoring seabird colonies on Alcatraz Island.

Ben Saenz

greatest number of migratory shorebirds in the interior West—as well as extensive agriculture. PRBO, working in partnership with the California Rice Commission, Ducks Unlimited and others, played a lead role in establishing 500,000 acres of Valley ricelands as an area of hemispheric importance for shorebirds. Rice growers are now following PRBO’s recommendations, to benefit migrating waterbirds while also meeting their crop needs.

Valuable Long-Term Data Sets. PRBO continued collection of long-term data, the basis for understanding natural and human-caused change over time and its effects on wildlife and ecosystems. A number of our ongoing, standardized research projects on bird populations encompass uncommon time spans. They form a critical benchmark against which other studies can be measured, and they provide the basis for PRBO Conservation Plans. PRBO’s 2003 annual science retreat focused on “unlocking the data” and methods for web-based data management and sharing. 2003 marked the following anniversaries:

• Farallones — 34 years
• Palomarin — 31 years
• Bolinas Lagoon — 33 years
• Snowy Plover — 26 years
• Mono Lake — 21 years
• Central Valley — Sacramento River, 11 years; Cosumnes River, 8 years; Clear Creek, 5 years
• Año Nuevo and Alcatraz Islands — 11 years
• San Francisco Bay Tidal Marsh — 8 years
• San Clemente Loggerhead Shrike — 6 years

Species of Concern. Focusing on common as well as threatened species, PRBO works to understand why certain bird populations are declining and how to support their recovery. Helping California set statewide conservation priorities, PRBO played a lead role in producing an up-to-date “Bird Species of Special Concern” listing, last completed in 1978. • In the Monterey Bay area, threatened Snowy Plovers continued to respond to management efforts; the number of breeding adults reached the draft recovery plan target, and 374 chicks fledged, 100 more than the previous high for the area.

• Our collaborative study of San Clemente Island Loggerhead Shrikes, the most endangered songbird in the U.S., documented another increase in 2003: 85 young fledged from 47 nests. • PRBO’s work on Xantus’ Murrelets in Channel Islands National Park provided the scientific basis for listing this small diving seabird as a threatened species in California, leading to additional protective measures. • PRBO continued studying the California Least Tern, Black Rail, Northern Spotted Owl, Tidal Marsh Song Sparrows, and Steller Sea Lion.
Restoring the Flow. Water diversions to Los Angeles for much of the 20th century caused severe threats to Mono Lake’s unique ecosystem. PRBO’s ongoing research on breeding California Gulls, which depend on islands in Mono Lake, furnished key scientific evidence for returning Sierran stream water to the Mono Basin. Monitoring riparian habitat throughout the Eastern Sierra region, PRBO documented the return of Willow Flycatchers in 2000, after an absence of ten years, to rapidly recovering streamside habitat near Mono Lake. In 2003, this State Endangered Species fledged 12 chicks there.

Range Expansion. Providing bird research findings to conservation efforts throughout the West, PRBO’s geographic scope increased in 2003. A sampling:

- In the northern Sierra Nevada, we began work on a 20-year project to evaluate effects of new forest management practices on birds.
- In the fragile Sonoran Desert region of Mexico, Nevada and Arizona, we initiated the cross-border Desert Bird Conservation Plan.
- In the San Joaquin Valley, 2003 was the first full year of work in an unprecedented, year-round bird inventory and monitoring study of restored riparian habitat.
- In Antarctica, PRBO helped successfully track Adélie Penguins through their complete winter, a step toward understanding whether changes in their populations are natural or human-caused.

Range Expansion.

Providing bird research findings to conservation efforts throughout
Appointments and Awards. U.S. Fish and Wildlife Service honored PRBO with the 2003 national Partners in Flight Leadership Award, recognizing the achievements of Geoff Geupel and Terrestrial Ecology Division staff. • PRBO was invited on to the board and technical committee of the ground-breaking Pacific Coastal Observing Systems (PaCOS), a major new marine ecosystem monitoring effort for the California Current under NOAA Fisheries. • Nils Warnock, PhD, was invited to participate on the Canada-U.S. Shorebird Monitoring and Assessment Committee. • Executive Director Ellie Cohen was appointed to the U.S. Committee of the North American Bird Conservation Initiative (NABC), working to integrate bird and habitat conservation programs continent-wide. • Bill Sydeman, PhD, became co-chair of the Marine Birds and Mammals Advisory Panel for PICES (Pacific International Council for the Exploration of the Sea). • Geoff Geupel joined the Sonoran Joint Venture board. • Terrestrial Division biologist Diana Humple was elected to the board of Western Bird Banding Association.


Innovative Outreach. PRBO began promoting public awareness of sensitive birds through new online and print products. Our website—www.prbo.org—now offers innovative bird curricula for teachers and, for students, interactive materials such as the Snowy Plover Soap Opera. Also online: PRBO project descriptions, conservation plans, and data sharing to maximize the value of our long-term data sets.
2003 Friends of PRBO

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$100,000 & above
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$50,000-99,999
Anonymous

$25,000-49,999
Richard Grand Foundation

Guardians’ Circle
$10,000-24,999
Helene Belz
Susan Gray and Arthur Kern from the Susan and Arthur Kern Fund
The Fledgling Fund of the Tides Foundation
The Makray Family Foundation
Mike McCulley, Kathleen Puffer and Anne McCulley
Mr. and Mrs. Stephen A. Thal

Mentors’ Circle
$5,000-9,999
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Lokelani Devone and Annette Brands
Bill and Karen Foss
Totton and Joanne Totton and Joanne Heffelfinger
Dorothy B. Hunt
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and Jean-Pierre Conte

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Dr. A. ndrew Jones
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Park Loughlin
The March Foundation
Miles and Mary Ellen McK ey
Michael Moritz and Harriet Heyman
Gerald M. ugele and Lilly Rie chert
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Peter Newton
The O utrageous Foundation
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Regina Phelps
Steven L. Merrill Family Foundation
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Dr. Mark Reynolds and M. S. Gretchen Le Buh
Maggie and Contee Seely
The Shark Trust
Marilyn Strand
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Kathryn A. Taylor and Thomas F. Steyer
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Marshall and Jennifer White
Stefan and Tess Williams
Winifred and H. B. Allen Foundation
Mr. and Mrs. James Wintersteen

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$500-999
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Mr. and Mrs. Peter A venal
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Thomas C. Benet
Paul Brennan
A lice Buckles Brown
Charles Brownell
John F. Christensen
Dr. Howard Cogswell
Lisa Cort and David Goldman
Martha Day

Mike Eaton and Charity K enyon
Theodore L. Eliot, Jr.
Myriam and Joel Fontaine
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Mr. and Mrs. Harvey King
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W. James and Pamela Lloyd
Michael M eham
M ono Markets
Judith B. Nadai
John Obijeski
Mrl. and Ms. William J. Patterson
Dr. and Mrs. Lawrence Petz
Richard and Kathleen Powell
Eric W. Preston
Robert Riccardi and Deborah Bowman

If we missed your name or need to correct it, our apologies. Please call or email Sarah Huard, Director of Individual Giving, at 415.868.1221, extension 324, or shuard@prbo.org.

* Deceased
## Tern Society

Tern Society members are individuals who have notified us that PRBO is included in their estates. If you would like information about including PRBO in your estate planning, please contact Sarah Huard, Director of Individual Giving, at 415.868.1221, extension 324 or shuard@prbo.org.

A nonymous
Avis Boutell and H. Lyman Miller
Dr. Richard Bardus
Valerie Brown
Judith Ciani Smith
Rick and Jillian Clark
Ellie M. Cohen
Rigdon Currie and Trish Johnson
John Dakin
Linda Fisher
Suzanne Geupel and Janet K jelmyr
Suzanne Geupel
A aron Holmes
William S. Howe
Dorothy B. Hunt
Robert H unter, J r.
The E state of A lexander Imlay
The E state of John Jacobs
Emily Johnson
M r. and M rs. Don C. Johnston
Harvey and Mary King
Robin L. C. Leong
Ewan M acdonald
Robert L. and Mary V. Mayer
The E state of Margaret McDowell
The E state of Graham Moody
Gloria and Willis Price
The E state of G race A lice G rabe St. A manda
The E state of M elvin Stamm
Ann Stone
Carter and M ary Thacher
M r. and M rs. Stephen A . Thal
Mary E llen Warters
Virginia P. Whipple
The Ruth V. Wilson E state

## Foundations & Corporations

<table>
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<td>Community Foundation Sonoma County</td>
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<th>Corporations Providing Matching Gifts</th>
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2003 Selected Publications


Rintoul, C., N. Warnock & G.W. Page. Breeding status and habitat use of black-necked stilts and American avocets in South San Francisco Bay. Western Birds 34:2-14


For a complete list of PRBO publications, see www.prbo.org.

"PRBO provides sensible recommendations for management of wildland habitats based on rigorous data collection and analysis.”

Woody Elliott, California Department of Parks and Recreation
2003 Financials

Statement of Activities for the Year
Ended December 31, 2003

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<th>Revenue</th>
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<td>Contracts</td>
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<td>Foundation &amp; Corporate Grants</td>
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<td>Contributions from Individuals</td>
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<td>Investment Income</td>
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<td>Other Income</td>
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<td><strong>Total Revenue</strong></td>
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**Expenses**

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<td>Terrestrial Division</td>
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<td>Marine Division</td>
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<td>Population Ecology</td>
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<td>Education/Outreach</td>
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<td>Conservation Policy</td>
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<td><strong>Total Program Expense</strong></td>
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<td>Development</td>
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<tr>
<td>Management and General</td>
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<td><strong>Total Expense – Supporting Services</strong></td>
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<td><strong>Total Expenses</strong></td>
<td><strong>$4,895,859</strong></td>
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<tr>
<td><strong>Net Activity</strong></td>
<td><strong>$350,098</strong></td>
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**Assets**

| Cash & Marketable Securities          | $1,220,940|
| Receivables                           | 1,249,864|
| Prepaid Expenses                      | 6,173    |
| Fixed Assets                          | 650,652  |
| **Total Assets**                      | **$3,127,629** |

**Liabilities & Fund Balance**

| Accounts Payable                      | 40,573   |
| Accrued Vacation                      | 104,220  |
| Leases Payable                       | 15,423   |
| **Total Liabilities**                | **160,216** |
| **Net Assets**                        | **$2,967,413** |
| **Total Liabilities & Fund Balance** | **$3,127,629** |

This Financial Statement shows totals only. For a full audited Financial Statement, please call PRBO at 415.868.1221.

Cover photo: Long-billed Curlew.
©David Cardinal/ www.cardinalphoto.com
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- A.manda Shultz
- Hildie Spautz
- Lynne E. Stenzel
- San Clemente Island: Lindsay A. Armer
- Heather Carlisle
- Cecilia Leumas
- Suellen Lynn
- Sam Stuart

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- A. nne Black, PhD
- Mary Chase, PhD
- Malcolm C. Coulter, PhD
- Jules G. Evans
- Steve N. G. Howell
- David H. Hyrenbach, PhD
- Jon King
- A. Peter Klimley, PhD
- Borja Mila
- Scott Newman, DVM
- Helen M. Pratt
- Mark R. Auzon
- Stacy Small, PhD
- Jane C. Warriner
- John S. Warriner
- Sophie Webb
- David W. Winkler, PhD
- Jon Winter
- Steve Zack, PhD

### PRBO Partners 2003
- A. Peter Klimley, PhD
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- Natural Resources Conservation Service
- National Audubon Society
- National Fish & Wildlife Foundation
- Marin Marine Resource Foundation
- National Oceanic & Atmospheric Administration
- North Pacific Research Board
- Oikonos
- Oiled Wildlife Care Network
- Oregon Dept. of Fish & Wildlife
- Oregon State University
- Oregon Dept. of Fish & Wildlife
- Pacific Marine Mammal Center
- Pacific Seabird Group
- The Presidio Trust
- Placer County Planning Department
- Point Reyes National Seashore
- Pacific Seabird Group Long Marine Lab
- Prince William Sound Science Center
- Riparian Habitat Joint Venture
- Sacramento River Discovery Center
- Sacramento River Partners
- SF Bay Bird Observatory
- SF Bay Joint Venture

### SF Bay National Wildlife Refuge Complex
- SF Estuary Institute
- SF State University
- San Joaquin Resource Conservation District
- Scripps Institution of Oceanography
- Sequoia National Park
- Solano County Farmlands & Open Space Foundation
- Sonoma Land Trust
- Southern Sonoma County RCD
- SR S Technologies
- Stillwater Sciences, Inc.
- Suisun Resource Conservation District
- Tetra Tech, Inc.
- The Nature Conservancy
- US Bureau of Land Management
- US Bureau of Reclamation
- USDA - Forest Service
- US Department of Agriculture - Natural Resource Conservation Service
- US Environmental Protection Agency
- US Fish & Wildlife Service
- US Geological Survey
- US National Ramsar Committee
- US Army Corps of Engineers
- US Fish & Wildlife Service
- US Geological Survey
- US National Ramsar Committee
- US Navy
- University of California, Berkeley
- University of California, Davis
- University of California, Los Angeles
- University of New Orleans
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