



National
Wildlife Refuge
Association



NATIONAL WILDLIFE REFUGE ASSOCIATION
2011 Annual Report

Protecting America's
Wildlife

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A CATALYST FOR CONSERVATION

The National Wildlife Refuge Association (NWRA) brings a unique perspective and creative strategies to protect America's wildlife heritage. Leveraging the world's largest wildlife conservation program—the U.S. Fish and Wildlife Service's 150-million-acre National Wildlife Refuge System—and the resources of other conservation non-profits and private land owners, NWRA has created a powerful recipe for conservation success. By generating support for wildlife conservation among decision makers, creating mosaics of public and private protected lands, and mobilizing citizens across the nation in support of wildlife conservation, NWRA is ensuring a future for wildlife across America and around the globe.



Welcome to the National Wildlife Refuge Association's FY11 Annual Report. Within these pages, you'll read about the tremendous accomplishments of a small group of dedicated individuals who have made an extraordinary commitment to advancing the wildlife conservation mission and goals of the National Wildlife Refuge System and the U.S. Fish and Wildlife Service (FWS).

On each page, you will find examples of how NWRA has leveraged the conservation potential of the FWS and Refuge System with those of other federal agencies, non-profit non-governmental organizations, states and private citizens to achieve results greater than the sum of their parts.

This year, the Refuge Association solidified its unique role as a facilitator and catalyst for conservation. Whether advocating in Washington, D.C. for Refuge System funding, mobilizing the hundreds of Friends groups across the nation around crucial conservation issues, or working at the landscape level with the FWS and an array of public and private partners to conserve some of the most important habitat in America, NWRA

has a proven conservation model that is yielding powerful results even in a challenging political and fiscal environment.

During this fiscal year, NWRA was particularly honored to be chosen as the FWS's lead partner for public engagement as they sought to shape a new vision for the National Wildlife Refuge System. The new Refuge System Vision—*Conserving the Future: Wildlife Refuges and the Next Generation*—is one that emphasizes the same principles advocated by the NWRA: conservation results are achieved when you bring together diverse stakeholders to advance common objectives, combine public and private dollars to multiply their reach, and equip refuge Friends and volunteers with the training and capacity needed to make an even greater difference for refuges and related conservation efforts.

Applying these principles, we eagerly embrace the challenges ahead, and thank all our supporters and partners for making 2011 a great success!

*Donal O'Brien III, Chair
Evan Hirsche, President*

Dollar for dollar, NWRA is the most potent conservation organization in America. With a budget of \$2 million in FY 2011, we leveraged hundreds of millions of dollars in support of wildlife conservation programs that will help ensure the survival of our nation's diverse wildlife.

ADVANCING A NEW VISION FOR OUR REFUGES

As the primary partner in the U.S. Fish and Wildlife Service's year-long effort to craft a vision to carry the National Wildlife Refuge System into the next decade and beyond—*Conserving the Future: Wildlife Refuges and the Next Generation*—the NWRA engaged tens of thousands of Americans in exploring a shared objective.

Observations and suggestions provided by the public helped the FWS develop a compelling and relevant Refuge System Vision document that will guide innovative conservation methods for the future.

Some of the keystone strategies included in the Vision are leveraging public/private partnerships for large landscape conservation and cost efficiency, expanding volunteer opportunities, cultivating a new generation of conservationists through an urban national wildlife refuge initiative and prioritizing assessment of the impacts of climate change.

The importance of the new Vision to the future of our country's national wildlife refuges and broader wildlife conservation objectives, and NWRA's involvement in helping bring it to fruition cannot be overstated.

Engaging the Public in a Conservation Dialog



Ken Salazar, Secretary of the Interior, and Dan Ashe, Director of the U.S. Fish and Wildlife Service, celebrate the new Refuge System Vision.

Utilizing innovative web and social media tools, NWRA and the FWS provided opportunities for persons from all 50 states to submit creative ideas and comment on the draft vision for refuges through a special website, AmericasWildlife.org.

More than 24,000 individuals visited the NWRA-designed website where they could provide comments, read blogs, watch videos and interact in on-line forums. These users generated more than 11,000 comments and "Bold Ideas," all of which helped to inform creation of the *Conserving the Future* Vision document.

Conserving the Future Conference: July 11-14, 2011, Madison, Wisconsin

In addition to engaging interested citizens, NWRA served on teams alongside FWS to coordinate a conference where the draft Vision was presented. NWRA helped recruit speakers, get refuge Friends involved and was instrumental in making sure the entire process was a success. Much of the conference was broadcast live over AmericasWildlife.org. For NWRA staff, it was an 'all hands on deck' effort.



Nick Zukauskas / USFWS

NWRA president, Evan Hirsche, spoke on the need to better leverage staff and volunteer resources to achieve greater conservation successes at the *Conserving the Future* Refuge System conference.



Featured extensively in Conference graphics, the tree frog in Carole Robertson's top-prize winning image from the 2010 Wildlife Refuge Photo Contest served as a 'mascot' for the *Conserving the Future* gathering.

"The National Wildlife Refuge Association was integral in assisting the Fish and Wildlife Service in our journey to develop the Refuge System's new vision, *Conserving the Future: Wildlife Refuges and the Next Generation*. Now, as the Service moves forward to implement that vision, we look to the Association—engaging Refuge System Friends and other partners—to represent the voices of the American people. With partners like the Refuge Association, we can nurture a new generation to become passionate about conservation, thus ensuring a future for our nation's wild things and wild places."

- Dan Ashe, Director,
U.S. Fish and Wildlife Service

RESPONDING TO THE GULF CRISIS

Long after the Deepwater Horizon oil leak was sealed in August, 2010, and the media spotlight faded from view, the NWRA was still hard at work supporting the U.S. Fish and Wildlife Service, national wildlife refuges, and Friends groups responding to the effects of the oil spill. NWRA sprang quickly into action, raising dollars to support the efforts of Gulf Coast Friends

groups, producing a video to illustrate the impacts to refuges and the response of refuge professionals and volunteers, and conducting a detailed analysis of restoration opportunities on the Gulf Coast that could be funded by BP damages dollars and fines.

The “Gulf Oil Spill Relief Fund,” which raised essential dollars for refuge Friends groups to assist the U.S. Fish and Wildlife Service, allowed NWRA to provide grants to support spill response efforts and begin recovery to stabilize dunes, restore marshlands, and monitor wildlife (see below).

NWRA visited with refuge managers

and other partners on the ground to inform a series of conservation and restoration recommendations that were provided to the Gulf Coast Ecosystem Restoration Task Force. From those recommendations, we hope to work hand-in-hand with the Service and partners to develop collaborative and community-supported conservation efforts in key estuarine, coastal and marine focus areas where the investment of Natural Resource Damage Assessment and Clean Water Act penalties could accomplish enormous gains for oil-affected Gulf wildlife—from oysters to sea turtles to brown pelicans.

NWRA’s oil spill response was underwritten by generous donations from the SC Johnson Company and Southwest Airlines. Southwest Airlines also helped educate the public through an “early bird check-in” promotion that was viewed by millions of its customers.

Although impacts continue to be witnessed throughout the Gulf and funds to address the damages from the spill are only beginning to become available, NWRA’s work will have lasting benefits for the Gulf.

NWRA Sea Turtle Tag Grant Provides Data Worldwide

Through its Gulf Oil Spill Relief Fund, NWRA provided the Friends of the Bon Secour NWR on the Alabama coast two grants, one in 2010 to stabilize fragile sand dunes and keep oil out of sensitive wetlands, and the second in 2011 to purchase sea turtle satellite-transmitting tags. The two grants total almost \$16,000 and support long term restoration of coastal habitats and significantly enhance knowledge of sea turtles to help ensure their long-term survival.

Aiding the Friends was their affiliated organization, “Share the Beach,” with 350 volunteers who provided the human resources necessary in 2010 and 2011 to daily monitor beaches along the Alabama coast. Their efforts ensured that every possible sea turtle hatchling found its way to the water. This enormous undertaking often required volunteers to spend the night on the beach to make sure the task was accomplished.

The U.S. Geological Service authorized attachment of 10 tags on sea turtles to track their movements during a two-year period, information from which is vital to the U.S. Fish & Wildlife Service to help them formulate the best conservation strategy for the turtles.

The grant also provided for a web-based data collection system that allows designated personnel—including FWS employees—to enter an array of data collected as part of the sea turtle program.



Evan Hirsche

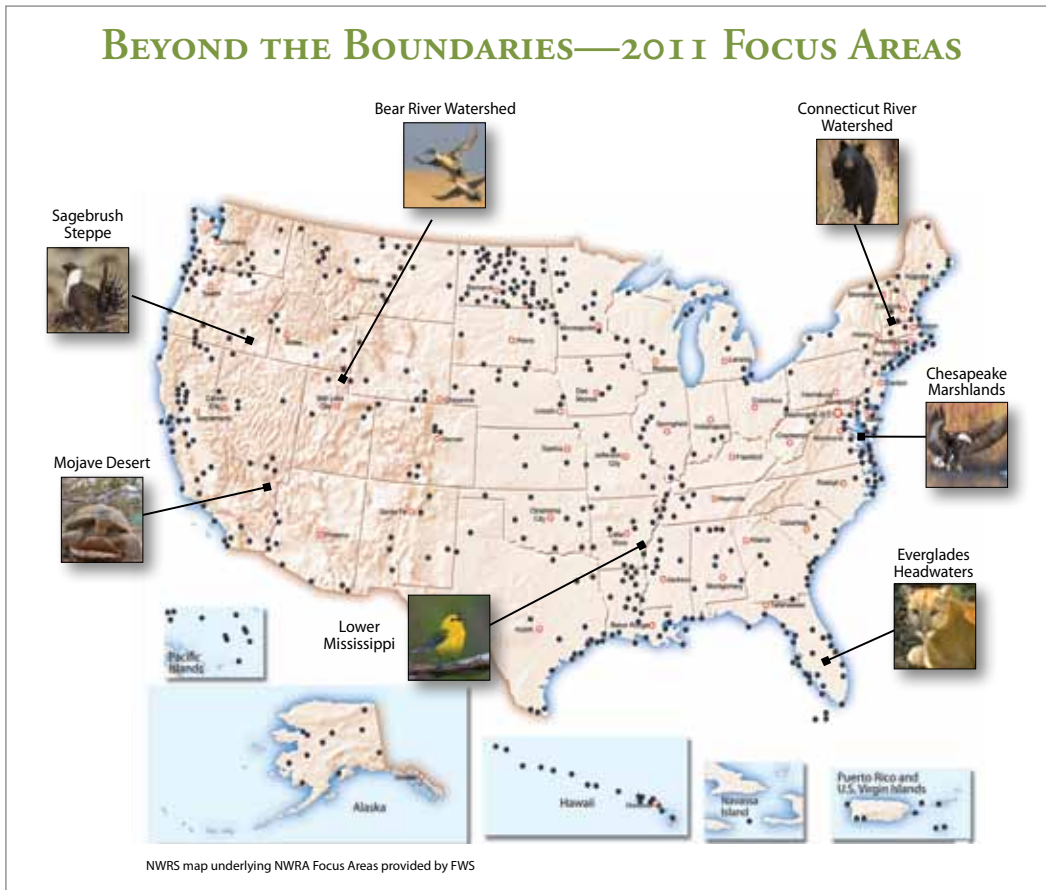
NWRA film crew captured wildlife rehabilitators cleaning brown pelicans and other oiled birds, and also interviewed Friends, volunteers, refuge staff and wildlife experts immediately after the oil spill.



A FAMILY COMPANY

Generous grants from Southwest Airlines and the SC Johnson Company made it possible for NWRA to quickly respond to the Gulf spill.

BEYOND THE BOUNDARIES—2011 FOCUS AREAS



PROMOTING LARGE-LANDSCAPE CONSERVATION

In FY11, the National Wildlife Refuge Association met outstanding milestones in advancing partnership-based large-landscape conservation strategies. The “Beyond the Boundaries” program emphasizes protecting wildlife habitat outside refuge boundaries through creative engagement with state and federal agencies, private landowners, and other partners, and establishing vital linkages to connect essential habitat. A few highlights from the past year include:

Beyond the Boundaries Summit

As a cornerstone of its Beyond the Boundaries program, NWRA has been working hand-in-hand with refuge managers and their staffs since 2005 to build creative partnerships that reach beyond refuge boundaries in an effort to conserve complete systems in refuge landscapes.

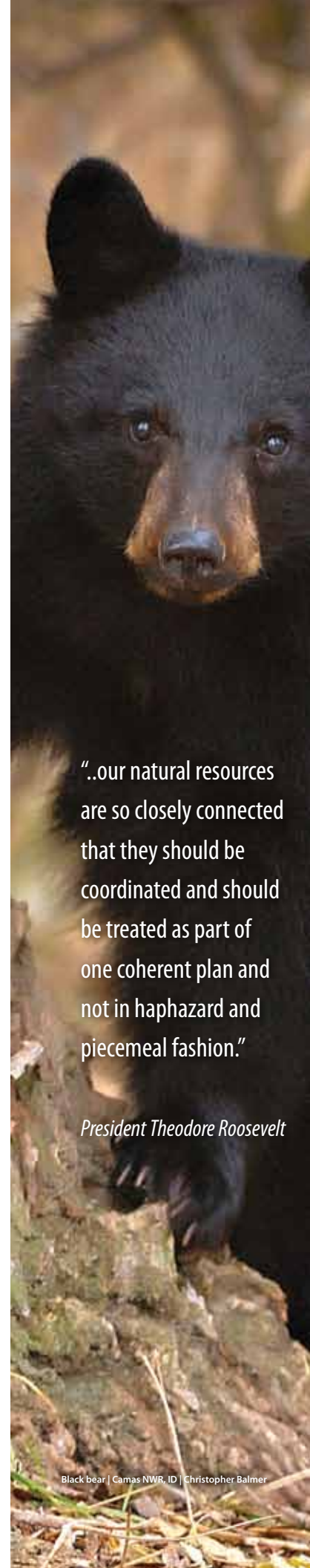
In the fall of 2010, NWRA gathered Beyond the Boundaries practitioners together at the Silvio O. Conte Fish and Wildlife Refuge, which spans the entirety of New England’s Connecticut River watershed and is one of the nation’s premier landscape refuges.

During the Summit, refuge managers and their staffs shared lessons and best practices they have learned about conserving landscapes beyond refuge boundaries. They then developed recommendations for the broader FWS on how to best support landscape conservation partnerships. Many of these recommendations, at the urging of the NWRA, were integrated into the final *Conserving the Future* Vision document.



Patrick Comins

The “Watershed on Wheels” Express was created to foster public awareness within the Connecticut River watershed of the Silvio O. Conte National Fish and Wildlife Refuge.



“..our natural resources are so closely connected that they should be coordinated and should be treated as part of one coherent plan and not in haphazard and piecemeal fashion.”

President Theodore Roosevelt

Black bear | Camas NWR, ID | Christopher Balmer

“The NWRA has recognized how important our culture of land management is to the health of the watershed, habitat, and wildlife, and has elevated this awareness to a national level.”

*Michael L. Adams
President, Adams Ranch, Inc
and Co-Chair of the Northern
Everglades Alliance*



Northern Everglades Conservation Partnership

Following an intensive year of coalition building and conservation planning, U.S. Secretary of the Interior Ken Salazar unveiled a proposal on September 7, 2011 to create the Everglades Headwaters National Wildlife Refuge and Conservation Area. From concept to creation, the NWRA has worked closely with the FWS to advance this ambitious conservation initiative, the first phase of a three-part Greater Everglades Partnership Initiative.



The Orvis Company helped promote and raise funds for NWRA's Everglades work through its catalog and website.

The initiative seeks to maintain open land in a north to south corridor from the headwaters region just south of Orlando to Florida Panther National Wildlife Refuge and the southern Everglades. The upper headwaters of the Everglades includes a network of wetlands, historic cattle ranches and habitat for more than 35 threatened and endangered species—from the Everglades snail kite to the Florida panther.

Climate Adaptation at Chesapeake Marshlands

The NWRA and the staff at Blackwater National Wildlife Refuge on Maryland's Eastern Shore completed the nation's first Strategic Habitat Conservation Plan in 2011. Blackwater's marshes and estuaries provide waterfowl habitat and critical shellfish and fish nurseries that support the culture and economy of the Chesapeake, while forested uplands harbor the endangered Delmarva Peninsula fox squirrel as well as breeding populations of declining neotropical songbirds. Like much of the Chesapeake Bay, this landscape is in transition and is greatly affected by major storm events, documented sea-level rise and continual habitat fragmentation. The Strategic Habitat Conservation Plan will help prioritize investment in habitat adaptation at Blackwater, at a scale that will show clear results and offer models that can be applied to much of the region.



Collaborative Conservation in the Bear River Watershed



During 2011, NWRA staff worked closely with refuge staff and planners in Utah, Wyoming and Idaho to prepare a successful proposal to study the creation of a new Bear River Watershed conservation easement program. This groundbreaking program will bring together private landowners, federal and state agencies and non-government organizations to help maintain historic agriculture and ranching operations while protecting water quality and quantity along with wildlife habitat in this vital region.

The Bear River watershed contains important pronghorn antelope migration corridors, greater sage-grouse breeding grounds, essential coldwater fisheries for Bonneville cutthroat trout, and the largest breeding population of white-faced ibis in the nation. The watershed sits at the edges of The Great Basin, the Rocky Mountains and the Pacific Northwest and features diverse landscape features such as high mountain forests, wet meadows, fertile valley bottomlands and alkali mudflats that together are the largest source of freshwater for the Great Salt Lake.

SPEAKING OUT FOR REFUGES AND WILDLIFE

The National Wildlife Refuge Association is constantly on the lookout for harmful legislation, policies and activities affecting refuges that undermine the integrity of the Refuge System, while also promoting policy initiatives that advance the conservation missions of the System and FWS. From supporting refuge and conservation funding measures to speaking out against legislation that could undermine a refuge's mission or purpose, NWRA takes action to protect these natural treasures and the wildlife that depend upon them.



Uniting for Refuges

In a challenging economic environment, making the case for conserving wildlife and habitat on the basis of their intrinsic values isn't enough. Decision-makers must understand that wildlife means business and jobs in local communities. The NWRA-led Cooperative Alliance for Refuge Enhancement (CARE), a group of 22 organizations representing diverse conservation, sporting and scientific groups, responded to this challenge in 2011 in publishing its report, *Restoring America's Wildlife Refuges 2011: Assets for All Americans*.

With stories from communities across the country, the report highlights refuge users, business owners and community leaders who depend on a healthy and vibrant Refuge System for their livelihoods and the economic well-being of their local communities. From Rhode Island to Utah to Alaska, and many other states crisscrossing the country, the report makes clear the economic value refuges bring communities. Along with a press event in Rhode Island launching the report and associated media coverage throughout the country, the document was also distributed to decision-makers on Capitol Hill, many of whom have cited its findings in making a case for conservation funding.

While the CARE groups, which range from the National Rifle Association to Defenders of Wildlife, don't always agree on conservation policy, they share the view that the success of America's Refuge System depends on adequate funding to continue its mission of conserving wildlife and providing outstanding and unique visitor opportunities.

Through NWRA's leadership, CARE members have been able to set aside their organizational differences and focus on enhancing the Refuge System and have provided a unified voice in Washington, D.C. for the Refuge System.



Indian blanket flower | St. Marks NWR, FL | Lou Kellenberger



Defining a Conservation Agenda

The NWRA's *Top 10 for 2011* report called upon the 112th Congress to keep the country's fish and wildlife heritage strong, starting with our national wildlife refuges. By highlighting 10 priority legislative actions, the report emphasized providing the U.S. Fish and Wildlife Service with the tools needed to protect habitat and wildlife from the many challenges they face such as pollution, invasive species, habitat fragmentation and climate change.

Recommendations included adequate funding for the Refuge System; restoration of the Gulf of Mexico; full-funding for the Land and Water Conservation Fund (LWCF); withdrawing all national wildlife refuges from mining claims; and designating the Arctic Refuge coastal plain as Wilderness, among others.

The report was distributed to Congress and served as an important tool for policy-makers in developing a conservation agenda for the new Congress, while also providing refuge Friends Affiliate organizations and other NWRA supporters with valuable talking points in advocating for national and local issues. NWRA staff are working tirelessly in Washington with our national partners and refuge Friends across the country to advance each of our recommendations.



"The NWRA and the Friends groups that support each refuge are critical to maintaining and enhancing wildlife refuges across the country. I will continue to work with my colleagues in Congress to support these important partners for the conservation of our refuge system."

- Senator Christopher Coons (D-DE)

Advocating for Refuge Volunteerism on Capitol Hill

In recognition of the vital and essential contributions Friends and volunteers bring to our refuges, but also the need to simplify procedures and protocols for enlisting and maintaining volunteer support, NWRA advocated for—and Congress passed—the National Wildlife Refuge Volunteer Improvement Act of 2010.

The Act increases opportunities for citizens to volunteer on national wildlife refuges while helping the FWS develop a national strategy for coordinating volunteer efforts. It also comes at a crucial time when the new Refuge System Vision emphasizes the importance of enlisting volunteers in furtherance of its wildlife conservation and public engagement mission.



Joan Patterson

Friends take their message to Capitol Hill. From left to right Zeeger DeWilde and Tom Hook from Friends of Blackwater; Representative Madeleine Z. Bordallo, Chairwoman, House Subcommittee of Insular Affairs, Oceans and Wildlife; and Bill Swift, Rappahannock Wildlife Refuge Friends.

STRENGTHENING REFUGE FRIENDS GROUPS



Steve Lillibrand/USFWS

Refuge System volunteers account for 20% of all work done on national wildlife refuges.

Saying refuge Friends groups and volunteers are important to refuges is like saying water is important to fish or the sun is important to plants. Their role is obvious, but their enormous positive impact is not always fully understood.

Refuge Friends groups and volunteers do an astonishing 20 percent of the work for the Refuge System nationwide each year; without these dedicated citizens, the Refuge System would need to hire an additional 648 full-time employees to fill the gap. Friends are crucial to implementing the NWRS mission.

For these reasons, the NWRA has made it a priority over the years to provide Friends with tools, resources and networking opportunities to achieve their greatest potential. Since 2001, NWRA, in partnership with the FWS, has trained nearly 4,000 Friends volunteers from all 50 states in board development, volunteer recruitment, media and communications, strategic planning and other disciplines.

And while capacity-building expertise is vital to the long-term health of these not-for-profit organizations, NWRA has also emphasized the need for Friends and volunteers to be vocal advocates for their refuges and the System.

FY11 NWRA Friends Accomplishments:

- Generated nearly 3,000 communications to Congress and the Administration in support of increased Refuge System and land and water conservation funding;
- Organized dozens of Friends visits with decision-makers both in Washington and in their states and districts;
- Helped recruit 76 Friends from throughout the country to attend the *Conserving the Future* Refuge System Vision Conference, and hosted networking sessions to better understand Friends needs.

AWARDING EXCELLENCE

The National Wildlife Refuge Association's Refuge System Awards are some of the most coveted honors awarded to refuge managers, employees, volunteers and NWR Friends Groups. Awarded each year, they recognize and publicize the tremendous work conducted by refuge professionals, Friends and volunteers.

2011 Refuge System Awards Recipients

- **Refuge Manager:** Ken Litzenberger, Louisiana—As the Project Leader of the Southeast Louisiana NWR Complex, Ken demonstrated outstanding leadership during the Deepwater Horizon oil spill crisis.
- **Refuge Employee:** Dave Mauser, California—A celebrated biologist at Klamath Basin NWR Complex, CA, Dave spearheaded an innovative “walking wetlands” approach to conservation.



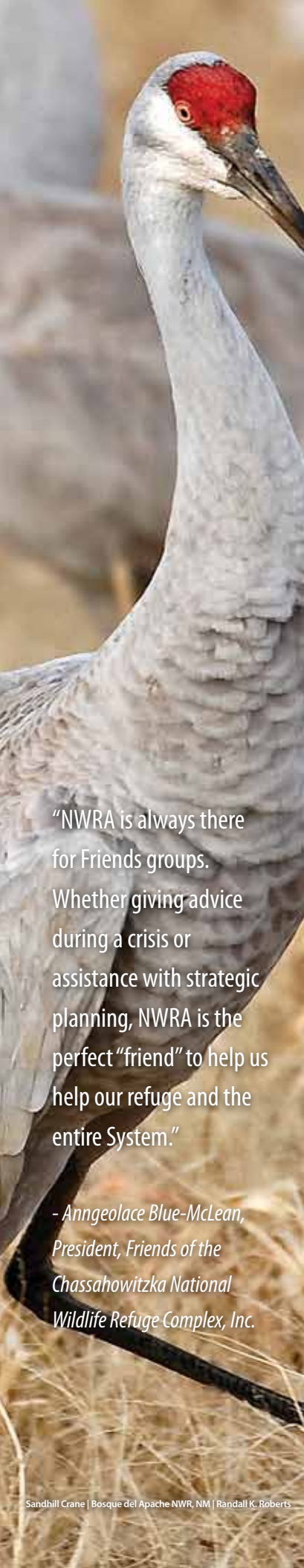
Marty Cornell, USFWS; Evan Hirsche



Friends of Chassahowitzka

Top l-r: Denis Mudderman, Dave Mauser, Ken Litzenberger. Above: Friends of Chassahowitzka.





- **Refuge Volunteer:** Denis Mudderman, Minnesota—Denis contributed more than 9,800 hours volunteering at Tamarac NWR in Minnesota and at the Texas Mid-Coast Refuge Complex.
- **Refuge Friends Group:** Friends of Chassahowitzka, Florida—This dedicated group of refuge Friends helped permanently protect one of the most important and essential pieces of remaining West Indian manatee habitat in the United States.

EYES ON WILDLIFE

NWRA's 2010 Refuge Photo Contest, generously sponsored by Southwest Airlines, NWRA's official airline, again drew hundreds of first-rate images from refuges across the country. These stunning photographs help NWRA tell the Refuge System story through marketing and program materials—including this annual report! Carole Robertson took top honors in the 2010 Refuge Photo contest for her beautiful image of a green frog perched on a purple coneflower at St. Marks NWR in Florida.

Many thanks to the following for providing funding and prizes for our contest: Southwest Airlines, Wild Bird Centers of America, Houghton Mifflin Harcourt, HaberVision, and Zenfolio. Visit www.nwra.zenfolio.com to see all the 2010 winners!



The second place winning image in the 2010 Refuge Photo Contest was this stunning yellow-crowned night heron shot at J.N. "Ding" Darling NWR, FL by Michael Dougherty.

"NWRA is always there for Friends groups. Whether giving advice during a crisis or assistance with strategic planning, NWRA is the perfect "friend" to help us help our refuge and the entire System."

- Anngeolace Blue-McLean,
President, Friends of the
Chassahowitzka National
Wildlife Refuge Complex, Inc.



Long-tailed weasel | Camas NWR, ID | Mike McBride



Black skimmer | Edwin B. Forsythe NWR, NJ | Herb Houghton



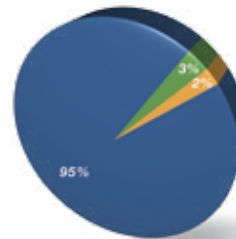
Bison | Wichita Mountains NWR, OK | Justin Morris

BUILDING ON SUCCESS

NWRA's growing conservation successes are the result of generous support from individuals and grants from foundations, corporations and government. In 2011, we achieved another year of substantial growth which led to outstanding conservation results.

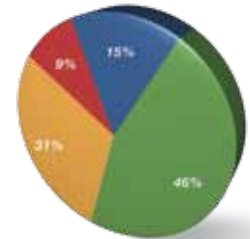
National Wildlife Refuge Association FY11*

Expenses - \$1,880,209



● Program ● Fundraising
● Management

Revenues - \$2,152,952



● Individuals ● Government
● Foundations ● Other

* July 1, 2010 - June 30, 2011

Special Thanks to All Who Supported NWRA's Mission in FY2011!

Friends and Members

\$45,000 and above

Estate of Calvin Lensink

\$10,000 - \$20,000

Bill and Marianne Buchanan
Robert M Morgan and
Janice Erich
Fred and Alice Stanback

\$5,000 - \$9,999

Christopher di Bonaventura
Edith and J.E.B. Eddy
Ann Harvey
Nicholas Lapham
John and Donna Martin
Donal and Carolyn O'Brien
Simon Perkins
David A. Pike, MBA/JD
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Lucy Waletzky
Stuart and Karen Watson
Andrew and Melissa Woolford

\$1,000 - \$4,999

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Beason & Nalley, Inc.
Kathleen Corkins
Nita Fuller
Carla Garbin
Robert Garry
Patricia Hankins and William
Lawrence
Dick and Kathie Hanson
Debbie and Scott Harwood
Evan Hirsche and Maria Cecil
Nancy Hirsche
Nancy and John Marshall
Thomas Prall and Nancy
Gilbertson
Donal and Katie O'Brien
Nuri and John Pierce
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Rob and Kit Rohn
Lynn Scarlet
Neal Sigmon and Mary Ann
Lawler
Thomas Smith
Henry and Susan Smythe
Lesley Kane Szynal
Steve and Renee Thompson
Kathy and Carl Woodward

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Mike Boylan
Molly and Bill Brown
Jock Conyngham
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Robert and June Fields
Ralph and Cheryl Gilges
Michael Hall
Molly Krival
Bill Maloney
Steve and Sue Mandel
William and Sally Meadows
Joe and Tracy Merrill
J. Michael Scott
Anne Truslow
Brian and Jane Williams

\$250 - \$499

Buff and Janet Bohlen
Clara and John Caldwell
Tooky and Gene Campione
John Cornely
John Davis
Mary Jean deRosier
Katchen Gerig and Daniel
Wittner
Robin Goodall
Barbara Hamlin
Ruth Kahn

Margaret T. Kolar
Thomas Martin
Gerald L. Moore
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L. Johnson
David and Gigi Priebe
Mary Lee Ratliff
William and Christine Enright
Reffalt
Katherine and James Sebastian
Nancy B. Soulette
Jay and Carol Woolford
Chris Wright

\$100 - \$249

William Ashe
Bud Baker
Susan Baker
Bank of St. Augustine
Karen and Phil Beekman
Tom and Lindsay Bell
Ronald Bisbee
Bruce Blanchard
Jane Boger
Glen Bond, Jr.
Neil and Cathy Borman
David Boyarski
John and Becky Bradley
Brian Braudis
Edgar Bristow
Edward Britton
Slader Buck
Stanley Buman
Geoff Butcher
Paul Caldwell
Sharron Capen
Dom Ciccone
Christina Clayton and Stanley
Kolber
Sharon Columbus
Jim Cosper
Cecilia and Tim Craig
Mary Croston
Datil Fest
Ervin Davis
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Jeffrey and Denise Dickson
Amy Dietrich
John and Peggy Doebel
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Louise Dunn
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Luis Eighmey
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David Hopkins
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Andrew Huffman
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Eva Kristofik
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Jeff and Debbie Lemons
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Dale and Kate Livingston
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Avery Loy
Cyrus Lyle
Chris MacDonald
Betsy and Ned Mandel
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Stuart Marcus
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Katrina Martich and Ed Gill
Wesley Martin
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Sandy Seth
Susan Setterberg
Marilyn Shoenfeld
Katherine Simpson
Daniel Smith
Randolph Speers
Vicky Sroczynski
Donna Stanek

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John and Grace Stillwell
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Dennis Strom
The Tam Family
Ted and Charlotte Thomas
Robert Trautman
John F. and Mary Kay Turner
Larry Underwood
Amy and Stephen Unfried
Todd Veale and Andrea
Rocanelli
Barbara Volkle and Steve
Moore
Elizabeth Warkentin
Tom Wathen and Li Howard
Charles Wilkinson
Elinor Williams
J. Reid Williamson
Stu Wilson
Arnee and Walter Winshall
Carol Wolf
Frank and Arlene Wolff
Tom Worthington
Karin Zachow

Combined Federal Campaign (CFC)

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Genesis Anderson
Rodney Arrowood
Troy A. Astrup
Donald Ayres
Steven Baque
Brandon J. Bender
Ronald A. Bottoms
Brian N. Boychak
Nicholas R. Brooks
Janet Bruner
Aaron M. Bruzek
Andrea Carrillo
Elizabeth Carver
Joan Cole
Edward J. Coll
Sean Corey
Robea Cox
Bryan Crawford
Anthony D. Crosser
Michael Crowden
Juan Cruz
Finis Cummings
Jonathan W. Cunningham
Tristan N. Davis
Steve Delehanty
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Caitlin J. Ebbets
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NWRA extends its appreciation to the following individuals for their time and expertise in support of NWRA's mission.

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2011 Annual Report