



**Grant Proposal to the Napa County Wildlife
Conservation Commission**

***Resolving Negative Human-Wildlife Interactions in
Napa County: 2026-2027***

I. DESCRIPTION OF ORGANIZATION

1. Type of organization or business

501c3 non-profit public benefit corporation

2. Purpose for which organization was formed

International Bird Rescue is a regional and global rescue, rehabilitation, and emergency response organization. Our mission is to inspire people to act toward balance with the natural world by rescuing waterbirds in crisis. We dream of a world in which every person, every day, takes action to protect the natural home of wildlife and ourselves.

3. Tax exempt status

We are a federally recognized 501(c)3 non-profit public benefit corporation: FEIN: 94-1739027.

4. Date formed as Non-profit

April 27, 1971. 2026 marks our 55th year of continuous service to the community.

5. Membership: restrictions, number of members, fees, etc.

There are no restrictions on participation with International Bird Rescue. Although we do not have members, we rely on the support of 16 Board Members, 36 full- and part-time staff, over 250 volunteers who contributed the equivalent of 15 full-time staff (30,000+ hours) last year, and over 2,500 individual, corporate, foundation, and municipal supporters who share our values of wildlife conservation, biological diversity, and personal responsibility.

6. Names of Board of Directors; contact person (include phone number, email address, mailing address)

Primary Contact: Phil Kohlmetz, Grants Coordinator
Direct: 707-704-0350
Email: grants@birdrescue.org
Address: 4369 Cordelia Road, Fairfield, CA 94534

Please see attached Board of Directors and Staff rosters for names and biographies.

II. NEEDS ASSESSMENT

1. Clear statement of problem

Experts around the world agree that sea- and shorebirds are in a global crisis of survival. Millions of birds die every year due to *Human-Wildlife Conflicts* such as injury from fishing (hooks, nets, and lines), human cruelty, illegal shootings, habitat disruption, starvation, pollution, and climate change-induced hazards such as algae bloom toxicity and the [accelerated spread of infectious diseases](#):

*"H5N1 high pathogenicity avian influenza (HPAI) is currently causing **unparalleled mortality of wild birds** and mammals worldwide with threats to population levels for some species already under multiple anthropogenic [human-caused] pressures. [The current and evolving variants are] expected to continue to spread and cause further negative conservation impacts. Notably, important breeding colonies on oceanic islands are at risk"* (The United Nations-led [Scientific Task Force on Avian Influenza and Wild Birds](#), 2023).

*"Since the 1970s, [North America] has lost 3 **billion** birds"* (Science, 2019).

Napa County is especially important to hundreds of species of aquatic birds because of its central location on the Pacific Flyway (a major North-South migratory route along the coasts of North and South America). Immediate human impact in the Napa-Bay-Delta region has concentrated, long-term effects on the global wildlife population.

Despite these challenges, intervention makes a difference. It is why we are a first-line responder in the multiple crises facing birds at the local, regional, and international levels.

We operate 3 Wildlife Centers (our San Francisco Bay-Delta Wildlife Center in nearby Fairfield, our Los Angeles Wildlife Center in San Pedro, and an Emergency Response Center in Anchorage, Alaska) to provide crucial oil spill and emergency response services to industries and governmental agencies, as well as **daily rescue, rehabilitation, and release of native aquatic birds back to the wild**. We serve ~3,000 native aquatic birds annually, in addition to responding to periodic-but-sadly-inevitable environmental crises that occur (ranging from Brown Pelican starvation events this and last year, a diesel fuel spill in Sacramento in 2022, a Common Murre mass stranding event along the California Coast in 2018, the Cosco Busan oil spill in San Francisco Bay in 2007, the "Mystery Goo" event in San Francisco Bay in 2015, to the Exxon Valdez spill in 1989).

As a referral hospital, we treat the most challenging cases that are beyond the capacity or skills of other regional wildlife centers and clinics. We receive hundreds of birds from other local rescues and rehabilitation centers for treatment, including from our partners at Napa Wildlife Rescue.

This is especially true during the current epidemic of *Highly Pathogenic Avian Influenza*, also known as HPAI or "Bird Flu," for which there is not yet a cure.

Fortunately, we have to-date successfully kept HPAI *out of our clinic*, although it takes extraordinary financial, facilities, and human resources to do so, which we highlight on our blog entry ***Not All Heroes Wear Capes: Suiting Up To Protect from Bird Flu:***

<https://www.birdrescue.org/not-all-heroes-wear-capes-suiting-up-to-protect-from-bird-flu/>

Our San Francisco Bay-Delta Wildlife Center in Fairfield, CA admits 1,750 local, native aquatic birds annually (three-year average), and releases them back into the wild at species-appropriate locations once they are successfully rehabilitated.

As shared in our latest report to the Commission, during our most recent reporting period (FY25: 10/1/24-9/30/25), we admitted 2,950 wild, native, aquatic birds for care (1,769 in Northern California, and 1,181 in Southern California), representing 94 different species.

During this same period, we rescued and rehabilitated 31 wild, native birds from Napa County of 14 species: Black-crowned Night Heron, California Brown Pelican, Canada Goose, Common Goldeneye, Double-crested Cormorant, Great Egret, Greater White-fronted Goose, Green Heron, Kildeer, Mallard, Ring-billed Gull, Snowy Egret, and **"Birds of Conservation Concern"** California Gull and Western Grebe.

Rescue locations included Napa, American Canyon, Rutherford, and St. Helena. American Canyon is a common release location. Common causes of injury included removed from hazardous area, hit by car, and orphaned. The average length of care for these Napa County patients was 11.5 days, and 50% left our care alive (a significantly higher success rate than national wildlife rehabilitation averages).

Our work is ongoing and year-round.

Unlike traditional veterinary clinics, our patients come to us with no funding, no insurance, and no one responsible for paying the bill. Birds injured by human impact (as the majority of our cases are) require round-the-clock care, capable hands, and large volumes of food and vitamins in order to be rehabilitated successfully and returned to the environment. Only with philanthropic support from concerned citizens, foundations, corporations, and municipal agencies are we able to meet the demand for our services.

2. Specific objective & specific dollar amount requested

Our primary objective is to rescue and rehabilitate ~ 50 aquatic birds from Napa County annually. Our secondary objective is to secure sufficient financial support from stakeholders to keep our operations sustainable. Our request for a \$8,110 grant will offset a portion of the annual cost of service we provide to the people and wildlife of Napa County (~\$24,330), and represents a modest portion (33%) of that total annual cost, an expense that up until 2019 (when we received our first-ever support from Napa County), we had borne exclusively for over a dozen years on behalf of the citizens and wildlife of Napa County. A Commission grant of \$8,110 would be matched 2:1 by other donors, and would only be used for necessary, program-specific costs.

When philanthropic support does not match the scope of work presented to us, organizational reserves must be used. This is, understandably, not a sustainable solution. The plan to address this financial imbalance includes an organizational investment in greater fundraising resources, increased outreach to local communities and citizens, and requests made to granting organizations like the Napa County Wildlife Conservation Commission.

Fish and Game commissions and committees in the Counties of Sonoma, Marin, Solano, Alameda, Contra Costa, Santa Clara, Santa Cruz, Monterey, Los Angeles, Santa Barbara, and San Diego have each funded similar requests ranging from \$2,500 to \$20,700 to help ensure our work is sustainable. Without modest financial support from the communities where we work, our ongoing ability to underwrite this service will be jeopardized and we will be unable to continue to conserve these beautiful and vulnerable natural and educational resources.

We have strict financial controls that ensure that any invoice submitted to one funding agency is not submitted to any other agency. Our financial records are audited annually, and we consistently achieve "clean" audit opinions. While it is difficult to say in advance during the granting process with exact certainty what each future invoice will contain, examples of some typical food and supplies (and their costs) include:

Enroquin tablets, 68mg x 250: \$300.43/bottle
Clavacillin tablets (Clavamox), 62.5mg x 210: \$79.07/bottle
Nitrile exam gloves, 100: \$19.41/box
Meloxidyl, 1.5mg/ml x 200ml: \$97.53/bottle
Clindamycin, 300mg quad tabs x 100, \$77.00/bottle
Peruvian Smelt, 30lbs/case x \$2.05/lb: \$61.50/case X 60 cases/typical order = \$3690.00
Night Smelt, 40lbs/case x \$2.35/lb: \$94.00/case X 20 cases/typical order = \$1880.00

These expenses have risen consistently and significantly in the past 48 months due to inflation.

3. Anticipated results, with time-line

An \$8,110 grant from the Napa County Wildlife Conservation Commission will help propagate future generations of wildlife native to, and rescued from, Napa County. It will do this by underwriting a portion of Napa County's share of expenses necessary to provide appropriate nutrition, medicine, care, and recovery habitats to meet the community demand for services between 10/1/26-6/30/27, including for clinic and veterinary supplies, medicine, food, professional veterinary and rehabilitation staff costs, and utilities costs for stable and supportive rehabilitation habitats.

4. Detailed description of methods planned to achieve objective

Over our long history serving Northern California (and emergencies and incidents notwithstanding), there are two "peak seasons" for our San Francisco Bay-Delta Wildlife Center: "Baby Bird Season" from April to August, and "Migratory Bird Season" from October to February. During both of these events, and throughout the year, concerned Napa County residents bring us wild, injured birds collected from dense urban areas throughout Napa County, and from local shores and waterways.

The grant's purpose is to partially offset direct program expenses including for clinic and veterinary supplies, medicine, food, animal care, and utilities (clean, temperature-conditioned water) necessary to create a stable recovery environment for birds admitted from Napa County to our San Francisco Bay-Delta Wildlife Center between 10/1/26-6/30/27. All grant funds are expected to be expended or encumbered no later than 06/30/27.

Our plan to meet the demand for our services during these peak times involves having sufficient staff, volunteers, supplies, and financial resources on hand. With 50+ years of experience treating sick and injured wild aquatic birds, we are well-suited to address these ongoing Human-Wildlife Conflicts.

Our established methodology includes:

- A. Rescue: Volunteers, citizens, and referring organizations and agencies transport injured animals to our San Francisco Bay-Delta Wildlife Center in Fairfield, CA.
- B. Triage: Birds first undergo a triage assessment by our professional veterinary staff where vital signs are taken, the bird's weight and measurements are recorded, and blood work is often done. A medical treatment plan and a nutrition plan are created specific to each bird.
- C. Medical Intervention: Typically initiated after the first 24-48 hours in care, so that the initial trauma of capture can abate (remaining mindful that these are adorable-but-wild animals), and we can be assured that the animal has the strength to endure a medical procedure or surgery.
- D. Recovery: Treated birds move to a recovery area, just as a patient would at a human hospital. Here, their progress is closely monitored until they are ready to move to a rehabilitation area.
- E. Rehabilitation: Birds heal their wounds and gain strength in our predator-proof aviary enclosures.
- F. Release: When birds have healed and matured to be capable of survival on their own, they are released back into the wild at species-appropriate locations. In Napa County, the most common release sites are along the Napa River from the City of Napa to American Canyon, including Wetlands Edge Park.

5. Clear statement of benefit relative to the goals of the Commission

The work of International Bird Rescue **addresses multiple elements of the California Fish and Wildlife Code, especially in Section 13103. (Selection Criteria 1: meets one or MORE of the purposes listed in 13103)**

The proposed project is a direct expression of **13103(b)**: "Temporary emergency treatment and care of injured or orphaned wildlife." The individual animals we return to the wild are then able to propagate future generations. When we work with Animal Control Officers and Game Wardens, we also address element **13103(c)**: "Temporary treatment and care of wildlife confiscated by the department as evidence."

Additionally (as confirmed by CDFW staff) through both our Wildlife Rehabilitation work and our Wildlife Emergency Response and Preparedness work, we protect and restore local wildlife populations, especially when human impact has negatively affected those populations and individual animals. Our ongoing Research (including collaboration with California Department of Fish and Wildlife and with

OWCN: Oiled Wildlife Care Network) leads to innovations and new standards in wild animal care **(13103(i))**.

Our public education and outreach efforts reach over 100,000 people annually through numerous social media channels and real-time events **(13103(a))**. This includes our Stem-based **Cordelia Slough Youth Outdoor Education Program, available as a free field trip option for students throughout Northern California. (Selection Criteria 2: educational in nature and directed towards school age children)** As a globally-recognized leader in human-wildlife conflicts, we are uniquely positioned to make a difference in inspiring the next generation of environmental champions through hands-on education that teaches wildlife and environmental literacy. Specific STEM-based educational outcomes of this experiential, place-based learning opportunity include:

- Species of plants, insects, and animals; and their roles in our local ecosystem
- Bird beaks and what they eat
- The difference between native, invasive, and introduced species
- The importance of different ecosystems like wetlands and riparian areas
- How to sort trash, recyclable materials, and compost
- Feather structure and how it contributes to waterproofing and flight

In addition:

- The project is specific to animals rescued from and released back to Napa County.
- The project can be completed in one year.
- Commission funds are matched by committed investment from neighboring Counties, corporations, foundations, and individuals. **(Selection Criteria 4: uses Commission funding as a 2:1 match for other funding sources)**
- The application is our only proposal submitted to the Commission and the proposal meets the requirement for Fish and Game monies and there are no administrative costs to be paid through this grant (and expenses are project-specific).
- The proposal complies with the established format and was submitted prior to the deadline.

6. Describe how you intend to determine if the proposed activity is successful

Throughout a bird's time with us, from their initial triage assessment to their release, we record data and track their progress using RaptorMed software. In addition, treated birds are banded so that they can be tracked in the wild by other scientists, volunteers, and enthusiasts, and in case a treated bird returns to us for further care. We are one of the few organizations that possess the federal permit to band birds.

The scientific community (including the federal Bird Banding Lab) benefit since we place ID bands on all birds upon their release back in the wild in order to increase the knowledge and data available on rehabilitated birds. The data generated by the banding effort, as well as our internal data is analyzed by our veterinary care team as part of ongoing research, and the results shared at professional conferences and with our partners in the Global Oiled Wildlife Response Oiled Wildlife Response System, a consortium of leading experts solving the challenges of wildlife globally.

III. ATTACHMENTS

1. Budget / Expenditure Detail

**Annual Napa County Avian Rehabilitation & Research
FY26 Program Budget: NorCal Avian Rehabilitation & Research
FY26 Organization Budget**



REVENUE	Napa County Portion of Program	FY26 Program Budget	FY26 Organization Budget
Earned:			
Client Fees	\$0	\$0	\$130,710
Extraordinary earned income (spills, response, etc.)	\$0	\$0	\$128,325
Contracts	\$3,686	\$129,000	\$619,583
Enterprises (Merchandise)	\$0	\$0	\$20,000
Miscellaneous	\$0	\$0	\$12,349
Contributed:			
Institutional Giving	\$16,594	\$580,806	\$1,179,600
Individual Giving	\$3,877	\$135,687	\$874,613
Extraordinary contributed income (bequests, etc.)	\$0	\$0	\$226,394
Special Events	\$171	\$6,000	\$253,500
In-kind contributions	\$0	\$0	\$431,000
TOTAL EARNED AND CONTRIBUTED REVENUE	\$24,328	\$851,493	\$3,876,074

EXPENSES	Napa County Portion of Program	FY26 Program Budget	FY26 Organization Budget
Salaries and wages	\$14,387	\$503,554	\$2,178,282
Team and professional development	\$177	\$6,200	\$28,650
Advertising, marketing, and communications	\$0	\$0	\$4,250
Depreciation and amortization	\$510	\$17,854	\$51,661
Dues and memberships	\$43	\$1,510	\$19,145
Facilities, vehicles, and equipment	\$1,139	\$39,848	\$215,408
Fundraising expenses	\$0	\$0	\$141,500
General administrative expenses	\$3	\$100	\$38,720
In-kind expenses	\$0	\$0	\$431,000
Insurance	\$1,231	\$43,089	\$88,148
Meetings and conferences	\$0	\$0	\$0
Outside services	\$0	\$0	\$55,475
Clinic and Medical Supplies	\$2,571	\$90,000	\$216,255
Travel related expenses	\$657	\$22,988	\$149,173
Utilities	\$3,610	\$126,350	\$202,802
Wildlife Emergency Response Fund	\$0	\$0	\$0
TOTAL EXPENSES (All Sources)	\$24,328	\$851,493	\$3,820,469
TOTAL DIFFERENCE / NET	\$0	\$0	\$55,605

Please see Notes on following page

NOTES:

Annual expenses for the Avian Rehabilitation and Rescue program in Napa County (left column) are ~3% of annual program costs, and a subset of FY26 (10/1/25 - 09/30/26) Northern California Avian Rehabilitation and Research Program Income and Expenses for FY26 (middle column), which themselves are a subset of Organizational General Operating Budget for FY26, shown in right column.

Clinic Supplies includes animal nutrition (food), vitamins, supplements, medicine, and veterinary clinic supplies such as gauze, sutures, needles, vet wrap, tape, etc. Client Fees include billable services and contract retainers for emergency response held with the Oiled Wildlife Care Network and other companies. In-kind contributions and expenses include the donation of rent on our facilities in both Fairfield, CA and San Pedro, CA, and product donation of DAWN Dish Soap. Utilities for the Avian Rehabilitation and Research program are limited to water and electricity needed to provide a stable clinic and rehabilitation environment (consistent water and air temperatures) for birds lacking the ability to regulate their own temperature. Insurance costs have risen substantially over the past few years, driven by inflation.

International Bird Rescue does not currently have a permanently-restricted endowment, but does have organizational reserves to manage cash flow and a Wildlife Emergency Response Fund to support unpredictable crisis response activity.

The ongoing expense of maintaining the Avian Rehabilitation & Research program continues to rise, driven by increasing costs for food, medical care, and wildlife hospital maintenance. Additionally, emerging wildlife emergencies, such as Highly Pathogenic Avian Influenza (HPAI, aka "Bird Flu"), are an increasing and ongoing concern. HPAI is a fatal avian virus which adds significant time and expense to our core rescue and rehabilitation work, as we have to quarantine incoming patients while we assess them for symptoms, leading to more staff time, more facilities costs, and more overall time for patients in care. Bird Rescue's programs rely heavily on volunteer efforts and in kind support, which remain essential to sustaining our mission.

Increased expenses in FY26 include personnel (necessary to retain current exceptional talent, as well as to hire a second professional veterinarian to better manage patient load and complexity, as well as to add emergency response capacity to react to unpredictable wildlife emergencies as they happen in real time), insurance (up nearly 30% compared to the prior FY), and facilities costs (due to changes in government funding). The net-positive results of the FY26 and FY25 Budgets are designed to deliver long-term financial balance, replenish working capital, and strengthen cash flow for improved responsiveness (which is necessary for us to remain an effective emergency response organization).

Committed income for the Napa County portion of our program consists of over \$3,000 from individual donors committed to animal protection, over \$3,000 in contracts and fees-for-service, and our own institutional investment of over \$8,000 secured from sources outside of the County. Pending support includes \$8,110 from Napa County Wildlife Conservation Commission.

Your support will ensure the program is sustainable and does not further tax our own limited reserves, or force us to redirect funding and services from other Counties to cover the Napa County share of costs.

2. List of other funding sources (i.e., matching funds)

In addition to the bolded notation on the preceding page regarding program income, the total annual operating cost of the Avian Rehabilitation and Research program at the San Francisco Bay-Delta Wildlife Center is \$851,493. Grants received from state and local agencies to support the rescue and rehabilitation of wild aquatic birds from within their jurisdictions this year includes:

Sonoma County Fish and Wildlife Commission - \$12,500
Santa Clara County Fish and Game Commission - \$8,500
State of California Native Wildlife Rehabilitation Voluntary Tax Fund - \$7,500
Santa Cruz County Fish and Wildlife Advisory Commission - \$7,500
Monterey County Fish and Game Advisory Commission - \$5,000
Alameda County Fish and Game Commission - \$5,000
Marin County Fish and Wildlife Commission - \$2,611

Additional major organizational philanthropic support is provided by:

\$100,000: Procter & Gamble, makers of Dawn dish soap (yes, we really did innovate the use of *Dawn* to wash birds over 4 decades ago, and continue to use the product today)

\$90,000: Chevron

\$50,000 Marathon Refinery at Martinez

\$50,000: Thelma Doelger Trust for Animals

\$35,000: Yocha Dehe Wintun Nation Community Fund

\$10,000: Martinez Refining Company

California Department of Fish and Wildlife and the Oiled Wildlife Care Network are *in-kind* donors of space and technical resources.

3. Completion/progress report of projects completed over past 5 years with the use of Fish & Game Fine Monies.

The Commission awarded us \$5,173 last year, and \$4,128, \$4,850, \$4,500, \$4,000, \$4,500, and \$4,500 in previous grant cycles. Timely final reports and reimbursement requests were submitted and completed for **all** of the previous grants.

4. For environmental education proposals, at least one letter of support

This request is not directly for educational purposes, but rather to offset expenses for clinic and veterinary supplies, medicine, food, animal care, and utilities for birds admitted from Napa County to our San Francisco Bay-Delta Wildlife Center between 10/1/26-6/30/27.

5. For land acquisition proposals or capital improvements, include discussion on any public access component

This request is neither for land acquisition nor for capital improvements.

Board of Directors



Tim Hayes, Chair; Region Manager, Marathon Pipeline. Board member since 2023. Tim Hayes is a senior manager in the oil and gas industry, working for 36 years with some of the biggest names in the business including ARCO and British Petroleum. He has dedicated his career to safety enhancement and improving logistics in high-level positions on both the West Coast and East Coast. He currently serves as Region Manager for Marathon Pipeline's Southern California assets. The majority of Tim's career has been dedicated to marine and pipeline operations. Tim holds a B.S. in Mechanical Engineering from California State Polytechnic, Pomona. He spends much of his free time in and around the coastal waters of California with his wife Erika and three adult children.



Dr. Maria Hartley, Vice Chair; Global Technical Lead, Chevron Center for Emergency Preparedness and Response. Board member since 2018. Dr. Maria Hartley has been with Chevron since 2008. She is also the assistant lead of Chevron's Environmental Functional Team which is responsible for providing technical specialists to address environmental issues during potential oil spills and other emergencies. She developed and implemented Chevron's industry-leading environmental standards and processes worldwide, such as ESHIA (environmental, social, health impact assessment) and the Natural Resources Environmental Performance Standard, and led permitting initiatives for Chevron's major international capital projects. She advises on biodiversity and endangered species issues and advocacy.

Receiving both her Doctorate and Masters of ecology from Rice University, she is an Adjunct Assistant Professor teaching Ecosystem Management at Rice, and on the Advisory Board of the School of Natural Sciences. Maria is a British citizen, currently residing in Houston, Texas.



Anjul Patney, Vice Chair, Governance Chair; Principal Research Scientist, NVIDIA. Board member since 2023. Anjul conducts academic research in computer graphics, esports, machine learning, and virtual and augmented reality as part of NVIDIA's Human Performance and Experience research group. Previously, he was a Research Scientist at Facebook Reality Labs (2019-2021) and a Senior Research Scientist in Real-Time Rendering at NVIDIA (2013-2019). He received his Ph.D. from UC Davis in 2013 and his Bachelors in

Technology from IIT Delhi in 2007. In his personal time, he likes to spend time with his family. He also occasionally fosters dogs from local shelters.



Martha Joseph, Secretary; Journalist (*retired*). Board member since 2022. Martha Joseph has been a volunteer at International Bird Rescue's Cordelia wildlife center since 2013. She is an avid bird watcher, hiker, and conservationist. Martha can frequently be found combing the wild and scenic beaches of Point Reyes National Seashore completing bird and marine mammal surveys for Beach Watch, a NOAA shoreline monitoring program managed by the Greater Farallones Association. She is also a supporter of the John Muir Land Trust, first volunteering 30 years ago to assist its successful campaign to purchase Mt. Wanda, once owned by naturalist John Muir and now part of the John Muir National Historic Site. A former journalist for a San Francisco-based newswire service and East Bay newspapers, Martha earned a bachelor's degree from UC Berkeley in 1980. After raising two children with her husband in Martinez and spending years volunteering in their schools, she went on to work for the school district for more than a decade.

Board of Directors



Tanmay Mathur, Treasurer; Supply Chain Executive. Board member since 2024. Tanmay is a seasoned supply chain executive with extensive experience in transportation, logistics, operations and supply chain. He has worked for several world class organizations like Shell, Amazon and XPO Logistics across US, Europe and Asia. In his free time, he likes to spend time with his wife and 5-year-old daughter and pursue his hobbies of reading, painting and exploring new places to scuba dive. He holds a bachelor's in chemical engineering from IIT Roorkee and an MBA from Harvard Business School.



Toni Arkoosh Pinsky, Past Chair; Community Leader. Board member since 2017. In addition to serving on the Board of Directors, Toni has been an active clinic volunteer at both International Bird Rescue's San Francisco Bay-Delta Rehabilitation Center, and at Wildcare in Santa Rosa since 2015. She started her career with Tiffany & Co. in 1980, and rose to the position of Director Business Sales from 1993 through 2009. Toni has a Bachelor's Degree from California State University - Long Beach. She lives in San Anselmo, CA.



Dr. Christine Bee; Group Leader, Merck. Board member since 2024. Dr. Bee is a scientist with 10+ years' experience in the pharmaceutical and biopharmaceutical industry. She currently works in the discovery of novel medicines against cancer and cardiometabolic diseases. Seeing the effects of wildfires, overfishing, coral bleaching and pollution, including the 2002 oil spill of the Prestige, inspired her to make a difference and join International Bird Rescue. Christine holds a doctoral degree in Biochemistry from Ruhr-University Bochum in Germany and has been living in California since 2010. On weekends, she can be found kayaking or hiking with her husband in Marin County, north of San Francisco.



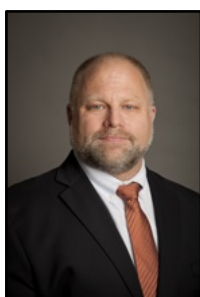
Nick Bockanic; Director of Brand Marketing, Universal Pictures. Board member since 2024. Nick acts as the connective tissue externally and within NBCUniversal to convert Universal's films into multidisciplinary franchises that extend across a larger marketing flywheel inclusive of partnerships, sales, consumer products, gaming, and theme park attractions and integrations. In his filmmaker facing role, Nick also partners with Illumination, theatrical marketing, and creative executives to execute brand marketing campaigns that leverage Comcast NBCUniversal's Symphony—a collective brief at Comcast NBCUniversal that leverages the unequalled reach of the company's powerful portfolio of brands to amplify key business priorities. Nick began his career at NBCUniversal in 2016 as a West Coast Page

after finishing his MBA at John Carroll University in Cleveland, Ohio. Nick resides in Los Angeles, CA with his husband, dog and 2 cats. In his spare time enjoys hiking, running and tending to his too many plants.

Board of Directors



Charong Chow; Senior Marketing Manager, B2B Content, Adobe. Board member since 2025. Based in Marin County, California, Charong is a Senior Marketing Manager at Adobe, with a focus on the latest generative AI products and features. Her previous experience includes machine learning marketing platforms, internal communications software, and a social app for moms. Prior to marketing technology, Charong was an internationally exhibited video artist and author. A lifelong lover of animals and nature, she spends her free time with her family, hiking with their dog, reading, tending chickens, and grooming Charisma, the Thoroughbred.



Carmine Dulisse; President, PCCI, Inc. Board member since 2019. Prior to joining PCCI, Carmine was President and CEO of MSRC where he expanded spill response capability across the Hawaiian Island chain, the U.S. Caribbean, the Great Lakes, enhanced coverage throughout Southern California, and offered inland OSRO (oil spill response organization) coverage to upstream, midstream and downstream operators. Prior to MSRC, Carmine was with Exxon Mobil Corporation for over 30 years in several emergency preparedness and security roles, including as Global Emergency Preparedness & Response Manager. From 2011 to 2015 he was seconded from Exxon Mobil to the Marine Well Containment Company as the Health, Safety, and Environment Officer to build industry capability post-Deepwater Horizon. He sailed for several years and held a Masters License: Unlimited Tonnage and earned degrees from Texas A & M University and Texas Maritime Academy. He also served in the Naval Reserve.



Zach Hutton; Partner, Paul Hastings, LLP. Board member since 2022. Zach Hutton is a partner at Paul Hastings, LLP, where he acts as chair of the San Francisco Employment Law Department and co-chair of the Firm's nationwide wage and hour practice group. His practice spans all aspects of employment law, including discrimination and harassment, family and medical leaves, and wage and hour issues. He provides advice and compliance guidance to clients in a variety of industries, including technology, retail, financial services, staffing, hospitality, health care, and insurance. He resides in the Bay Area.



Professor Nina Karnovsky; Willard George Halstead Zoology Professor of Biology, Pomona College. Board member since 2025. Prof. Nina Karnovsky is the Willard George Halstead Zoology Professor of Biology in the biology department at Pomona College where she has worked since 2004. Her research is focused on investigating anthropogenic impacts on vertebrates (climate change, invasive species, plastic pollution and contaminants). She has studied seabirds all across the globe from penguins in Antarctica to Arctic seabirds and seabirds in California, Hawaii and Japan. She teaches all flavors of ecology to undergraduates. Her courses include Avian Ecology, Aquatic Ecology, Ecology and Evolutionary Biology and Advanced Animal Ecology. Some of her students have carried out internships with International Bird Rescue which has been an extremely valuable experience for them. Prof. Karnovsky got her start in bird rehabilitation rescuing and rehabilitating hawks and owls after her sophomore year of college. Prof. Karnovsky received her bachelor's degree from Wesleyan University. She studied penguins in Antarctica for her master's degree which she received from Montana State University. She earned her doctorate at UC Irvine where she studied Arctic seabirds. She is also a former Chair of the Pacific Seabird Group.



Dr. Paul Krause; Principal, Ramboll. Board member since 2024. Dr. Krause is an internationally-recognized expert in marine ecology and toxicology. He specializes in issues relating to the impacts of large-scale developments, worldwide. Dr. Krause has developed and led large organization incident management and spill response teams and has responded to many spills from those of National Significance, to regional spills. He has worked closely with industry specialists, regulatory agencies, and non-governmental organizations to help secure beneficial project developments. Additionally, Dr. Krause has managed large ecological evaluations throughout the western United States including Alaska and Hawaii, the Gulf of Mexico, the Pacific Islands, Gulf of Thailand, Brunei, Australia, New Zealand, and West Africa. He received his BS in marine biology and MS in biology from California State University, Long Beach and his Doctoral degree from the University of California, Santa Barbara.



Shah Selbe; Founder, Conservify. Board member since 2023. Shah is an engineer, conservation technologist, and National Geographic Explorer who works with communities, NGOs, academia, and developing countries to identify and develop technologies that can help with their greatest conservation challenges. Conservify's work has included water quality characterization in Peru's Boiling River, biodiversity protection in Botswana's Okavango Delta, tracking glacial melt in Canada's Banff National Park, helping citizen scientists monitor water in the Amazon Rainforest, and drone-based monitoring of Sri Lanka's blue whales. Shah is also a Nelson Institute Fellow at the University of Wisconsin Madison, a New England Aquarium Ocean Conservation Fellow, a PopTech Social Innovation Fellow, and a Rolex Award Finalist. Previously, Shah spent 10 years as a rocket scientist building and launching satellites with Boeing.



Andy Sullivan; Communications Manager – Personal Health Care, Procter & Gamble. Board member since 2024. Andy Sullivan leads communications across P&G's North America Dish Care business, which includes brands such as Dawn & Cascade. He has spent the past 13 years at P&G, building brands including Tide, Pampers, Olay, Old Spice, Head & Shoulders and Gillette. Prior to joining P&G, Andy worked as a public relations and marketing agency consultant for global products and brands – developing clients' strategies via media relations, media training, social media, special events and reputation management. He has a Bachelor's degree from Xavier University in Ohio. His home is Cincinnati, Ohio with his wife Nikki and their two sons.



JD Bergeron; Chief Executive Officer, International Bird Rescue. Board member since 2015. JD joined International Bird Rescue in July 2015. JD thrives on inspiring people to take action by exposing them to the natural wonders all around us. JD is particularly passionate about birds as indicators of the health of nature. He has more than two decades of progressive experience in international development and founded Chooda, an incubator with the mission to help inspire change through outdoor adventures that engage individuals with world challenges. He is a graduate of Washington University in Saint Louis, but counts his time in the Peace Corps, his international travels, and a month on Midway Atoll among a million albatrosses as the true lessons of his life.



Chief Executive Officer JD Bergeron joined International Bird Rescue in July 2015. JD thrives on inspiring people to take action by exposing them to the natural wonders all around us. JD is particularly passionate about birds as indicators of the health of nature. He has more than two decades of progressive experience in international development and founded Chooda, an incubator with the mission to help inspire change through outdoor adventures that engage individuals with world challenges. He is a graduate of Washington University in Saint Louis, but counts his time in the Peace Corps, his international travels, and a month on Midway Atoll among a million albatrosses as the true lessons of his life.



Senior Director, Response Services Barbara Callahan has worked in oiled wildlife response, response management, and aquatic animal rehabilitation for 25+ years. She is certified in Federal Emergency Management, was Bird Unit Deputy Leader in the Deepwater Horizon Gulf Spill in 2010, Incident Command Wildlife Coordinator for the Rena Spill in New Zealand, and has been the on-scene coordinator in numerous national and international incidents. In 2019, her 25+ years of service in the field of spill response and management was recognized by the Pacific States/British Columbia Oil Spill Task Force with a coveted Legacy Award for lifetime achievement.



Response and Training Manager Michelle Bellizzi has over 15 years of experience responding to more than 25 oil spills around the world, while also simultaneously managing the San Francisco Bay Rehabilitation Program. During the Deepwater Horizon Gulf Spill in 2010, she oversaw the modification and operations of one of four primary care facilities. Her experience within the clinic and on location appoints her as a preferred leader within the Response Services Industry.



Senior Director of Operations and Programs Julie Skoglund joined the staff in 2003. With a BS degree in Biology, Julie has worked on multiple spills including the Ventura Oiled Bird Incidents, Point Mugu Oiled Bird Incident, Santa Cruz Mystery Spill, Cosco Busan, and the 2010 Deepwater Horizon incident in the Gulf of Mexico. As Program Operations Manager, Julie oversees the operation of both the San Francisco Bay / Delta and the Los Angeles wildlife Rehabilitation Centers. She is the Treasurer of Pacific Seabird Group, and Secretary for the CalTip Rewards Commission, which encourages the public to provide factual information leading to the arrest of poachers and polluters.



Director of Research and Veterinary Science Dr. Rebecca Duerr completed her DVM, MPVM, and PhD degrees at UC Davis, focusing on the care of oiled Common Murres and on the nutritional energetics and physiology of Common Murres and Western Grebes. She co-edited Hand-Rearing Birds (second edition), co-wrote the wild orphans section of Merck Veterinary Manual, and continues to raise the bar of wildlife rehabilitation through innovation at the intersection of clinical wildlife medicine and marine science. Dr. Duerr serves on the Board of Directors of the National Wildlife Rehabilitation Association and is a frequent lecturer on avian physiology and pediatrics.



Los Angeles Wildlife Center Manager Kylie Clatterbuck has been with International Bird Rescue since 2008 after graduating from California State University Long Beach with a BS degree in Marine Biology. She started as a Rehabilitation Technician and worked as Volunteer Coordinator before earning the position of Center Manager in 2016. Kylie has responded to multiple spills and crisis events over the years including the 2010 Deep Water Horizon Oil Spill in the Gulf of Mexico and the 2015 Refugio Oil Spill in Santa Barbara. While balancing life with two children, she is also responsible for managing daily clinic operations, animal care, and facility maintenance for the extensive care of our patients at International Bird Rescue.



San Francisco Bay-Delta Wildlife Center Manager Kelly Beffa RVT joined the organization in 2014. She graduated from Cal Poly, San Luis Obispo with a degree in animal science. Kelly has previously worked with harbor seals in British Columbia, sea otters in Monterey, and manatees in Florida before discovering her appreciation of aquatic birds. She completed her associate degree in Veterinary Technology and is a Registered Veterinary Technician. She has participated in multiple spills including the "Mystery Goo" spill in 2015 and a pipeline spill in Huntington Beach in 2021. She was promoted to Wildlife Center Manager in 2022. She serves on the Board of the California Council for Wildlife Rehabilitation.



Program Manager for Conservation and Education Daniel Flynn brings over 15 years of experience in conservation education, nonprofit leadership, and community engagement. Daniel held senior roles at Oakland Zoo in both education and marketing. As Senior Marketing Manager and Program Director of School & Community Programs, he built partnerships with community brands and organizations, developed conservation and education programs for schools and families, and led initiatives such as a wildlife trading card program and a park-wide signage overhaul. Daniel holds a BA in Human Development with a minor in Anthropology from California State University, Long Beach. He is a Certified Interpretive Guide through the National Association for Interpretation, TEFL-certified, and a former member of the Association of Zoos and Aquariums' Marketing Committee.



Director of Finance and Administration Erika Taylor has 30 years of nonprofit finance and administration experience at land trusts and other environmental nonprofit organizations. She has an MBA in Finance from Golden Gate University and a Bachelors in Natural Resource Management from Cornell University. With her passion for the environment combined with finance and nonprofit management skills, she makes a great fit for the team at Bird Rescue.



Grants Coordinator Phil Kohlmetz is a registered Fundraising Counsel with the State of California. He has been with International Bird Rescue since 2017, having spent his entire 30+ year career working to strengthen not-for-profit, public benefit organizations, most notably as Executive Director of the Napa Valley Museum, Development Director of the San Francisco Shakespeare Festival, and as a long-time Board Member and Past President of the California Association of Museums. He was awarded a Public Leadership Certificate from Harvard Kennedy School Executive Education in 2021. As an active member of the Sierra Peaks Section of the Sierra Club, Phil leads local hike outings and teaches Leave No Trace principles.



Fact Sheet

International Bird Rescue is a global conservation organization for birds in a changing world.

Since 1971, Bird Rescue has responded to over 250 oil spills and other wildlife emergencies, caring for more than 170,000 birds on six continents. With crisis response centers in San Francisco, Los Angeles, and Anchorage, the organization specializes in emergency preparedness and response, day-to-day aquatic bird care, and scientific research. Innovations are shared worldwide to inspire the next generation of wildlife specialists.

Bird Rescue aims to give a voice to waterbirds through conservation, advocacy, and wildlife literacy that builds empathy and encourages action.

Mission:

To inspire people to act toward balance with the natural world by rescuing waterbirds in crisis.

Vision:

We dream of a world in which every person, every day, takes action to protect the natural home of wildlife and ourselves.

Goals and Core Program Activities:

- A) Minimize and mitigate human and industrial impact on wildlife*
- B) Conserve local, regional, and global biological diversity*
- C) Inspire environmental stewardship through three core programs:*
 - Avian Rehabilitation and Research
 - Wildlife Emergency Preparedness and Response
 - Conservation and Education

Serving Diverse Geographies from our West Coast base of operations:

- The Center of the Pacific Flyway: Northern California, Southern California
- The Pacific Northwest: Alaska, Washington, Oregon, British Columbia
- The Gulf Coast: Texas, Louisiana, Mississippi, Alabama, Florida
- Around the world, responding to environmental crises as they occur

Wildlife Center Locations:

- In Northern California: San Francisco Bay-Delta Wildlife Hospital (Fairfield, CA)
- In Southern California: Greater Los Angeles Wildlife Hospital (San Pedro, CA)
- In the Pacific Northwest: Alaska Wildlife Response Center (Anchorage, AK)

FY26 Annual Operating Expense Budget: \$3,820,469

- \$1,586,649 – Avian Rehabilitation and Research (42%)
 - \$851,493 – Northern California: San Francisco Bay-Delta Wildlife Center in Fairfield
 - \$672,145 – Southern California: Los Angeles Wildlife Center in San Pedro
 - \$63,011 – Scientific Research
- \$716,211– Wildlife Emergency Preparedness and Response (19%)
- \$304,946 – Conservation and Education (8%)
- \$431,000 – In-kind donations of facilities, equipment, and supplies (11%)
- \$403,560 – Fundraising (10%)
- \$378,103 – Administration and Finance (10%)

Support from those who value environmental conservation, wildlife, and biodiversity:

- 24% earned from fees, enterprises, and contracts for service
- 76% contributed by over 2,500 individuals, foundations, municipalities, and corporations

Personnel that make our work possible:

Board Members: 16
Professional Staff: 36 (18 F/T, 18 P/T, 23.8 FTE)
Volunteers: 259, who contribute 30,497 hours of time annually - the equivalent of
15 *additional* full-time staff

Evidence of the impact of our work can be seen in:

- Over 170,000 second chances given to rescued birds: an average of approximately 3,000 in each of the past 3 years
- The Emmy Award-winning documentary film "*Saving Pelican 895*," which focuses on our response to the 2010 BP Deepwater Horizon Oil Spill Disaster
- Sundance and Emmy Award-winning filmmaker Judy Irving's 2014 documentary film "*Pelican Dreams*," which follows "Gigi," a wayward California Brown Pelican from her capture on the Golden Gate Bridge to our Northern California Wildlife Center
- Numerous episodes of the Emmy Award-winning ABC television series "*Sea Rescue*"
- *Dawn Dish Soap*, one of the strongest and longest-standing (40+ year) cause-related corporate marketing sponsorships. (Yes, we *really do* use DAWN to wash birds.)

International Bird Rescue Primary Communications Platforms: over 100,000 people annually

- Facebook: 84,000+ followers: <https://www.facebook.com/intbirdrescue>
- X / Twitter: 12,100+ followers: <https://twitter.com/IntBirdRescue> @IntBirdRescue
- Instagram: 19,900+ followers: <https://www.instagram.com/intbirdrescue/> intbirdrescue
- TikTok: 14,200+ followers: <https://www.tiktok.com/@intbirdrescue> int.bird.rescue
- YouTube: 1,100+ subscribers: <https://www.youtube.com/user/SavingSeabirds>
- Bird Rescue News (biweekly) and The Aviary (quarterly): newsletters to 11,000+ unique addresses



Core Programs

Millions of birds die every year due to *Human Wildlife Conflicts* such as injury from fishing (hooks, nets, and lines), human cruelty, illegal shootings, habitat disruption, starvation, pollution, and climate change-induced hazards such as algae bloom toxicity and the [accelerated spread of infectious diseases](#). Experts around the world agree that **aquatic birds are in crisis**:

*"H5N1 high pathogenicity avian influenza (HPAI, aka "Bird Flu") is currently causing **unparalleled mortality of wild birds** and mammals worldwide with threats to population levels for some species already under multiple anthropogenic [human-caused] pressures. [The current and evolving variants are] expected to continue to spread and cause further negative conservation impacts. Notably, important breeding colonies on oceanic islands are at risk" (The United Nations-led [Scientific Task Force on Avian Influenza and Wild Birds](#), 2023).*

*"Since the 1970s, [North America] has lost 3 **billion** birds" (Science, 2019).*

Despite these challenges, intervention makes a difference. It is why we are a first-line responder in the crisis facing birds at the local, regional, and international level. Our core competencies include:

1. Avian Rehabilitation and Research: Our specialty veterinary hospitals in Southern California (Los Angeles) and Northern California (San Francisco Bay-Delta) rescue and rehabilitate thousands of native aquatic birds annually and release them back into the wild. This daily rescue and rehabilitation work maintains and develops our facilities and our team's skills to enable us to respond rapidly to crisis events as they occur. Rigorous scientific research improves animal care and clinical outcomes for the animals that depend on us for life-saving treatment. We conduct clinical trials to compare treatments, investigate pathologies, and perform post-release studies to evaluate our efforts, *such as our ongoing blue-banded pelican citizen science project*. Our long-standing experience and proven results have been integral to establishing the standards, protocols, and best practices for the fields of wildlife emergency response and clinical wildlife medicine.

2. Wildlife Emergency Preparedness and Response: We respond to environmental crises around the world. Since 1971, we have **led wildlife rescue efforts in over 250 incidents on six continents**. Global companies that manage petroleum products proactively engage us to provide planning, training, and emergency response. Preparedness services include participating in large-scale oil spill drills and exercises, wildlife crisis response planning, and training for first-responders. Emergency response services include crisis and incident management, wildlife hazing (to deter wildlife from contaminated areas), wildlife capture and rehabilitation, volunteer recruitment, personnel oversight, and documentation services to meet regulatory requirements. Worldwide clients include Alaska Clean Seas, Alaska Chadux Network, Alyeska Pipeline Services (providing services for Hilcorp Alaska, et al), Chevron, ConocoPhillips, ExxonMobil, Hess, and US Navy Supervisor of Salvage.

3. Conservation and Education: Education of emergency first responders, industry workers, youth, and the general public is essential to provide **better long-term outcomes for people and wildlife**. We use a variety of in-person and virtual trainings, digital media, and live events to raise awareness, share best practices, engender hope, and give people **actionable steps to minimize human impact**. Leading initiatives include:

- *Our free Bird HelpLine*
- *Conservation Action Program*
- *Wildlife Responsibility Program*
- *Near-threatened Elegant Tern Task Force*
- *Endangered Snowy Plover Support Initiative*
- *Cordelia Slough Youth Education Program*
- *Los Angeles Wildlife Center Education Program*