



**Tucson
Bird
Alliance**



2026

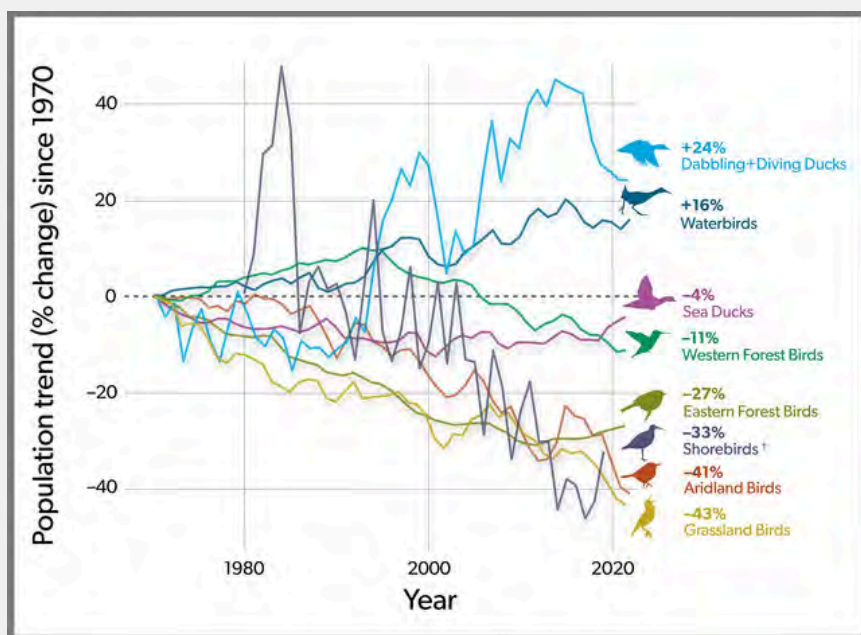
2028

FLIGHT PLAN



Director of Habitat Stewardship, Kari Hackney, builds Lucy's Warbler nestboxes with visitors at a community event in Tucson. Our Habitat on Wheels trailer allows us to show up with free resources, including native plants, nestboxes, and beehives, in any area of the city, inspiring people to enjoy and protect birds wherever they are.

Despite the joy it brings, it is a difficult time to be a birder, and an extremely challenging time to be a bird. We've seen the headlines: **3 billion birds lost in 50 years.** We've heard the anecdotes: "We're just not seeing as many birds as we used to." And we've watched habitat swallowed up by development with no signs of slowing, from the outskirts of Tucson to the San Pedro and Santa Cruz Rivers. **Bird populations in the American Southwest face some of the steepest declines in the country due to climate change, habitat loss, and other human-caused hazards.**



A graphic from Cornell Lab of Ornithology's State of the Birds report, showing Western Forest, Aridland, and Grassland birds experiencing some of the steepest population declines.

Tucson Bird Alliance (TBA) has a deep bench of capable staff and volunteers, but we can't address these myriad challenges on our own. Through this strategic planning process, **we've laid the groundwork to convert the thousands of bird enthusiasts we engage with into active bird conservationists, advocates, and community scientists, influence regionwide landscaping and development practices through local policy and training, and focus our habitat restoration efforts on high-impact projects that demonstrate best practices and result in long-term success.**

Underpinning our plan, we'll aim to build a culture of respect, inclusivity, and accountability for a stable financial future, a healthy workplace, and a welcoming space that is rooted in science and community.



For Birds and People,

Karen Howe
Board President

Melissa Fratello
Executive Director

Ecosystems in Peril

There is only one Sonoran Desert. Only one Madrean Sky Island region.

This is the one place on earth where Saguaro and Spruce-Fir forests share the same mountain, where Red-faced Warblers, western Yellow-billed Cuckoos, and desert Purple Martins return generation after generation to breed. But **the places birds have known for generations are changing and disappearing, rapidly and drastically, threatening the futures of hundreds of bird species.** Concurrently, humans are experiencing rapid changes to the built and social environment that are designed to disconnect us from the living world.

Throughout the Sonoran Desert and Sky Islands, the global challenges of climate change, habitat loss and degradation, and human disconnect are felt acutely on a local level.



This map demonstrates the convergence of five ecoregions, defining the landscape of the Sky Islands. One of the most biodiverse regions on the planet, hundreds of bird species call the Sky Islands home year-round, or breed here in the summer months, dependent on our riparian, desert, grassland, and montane habitats.

Image credit: Sky Island Alliance

Our Unique Role in Heeding Birds' Call

A Southeast Arizona mainstay, Tucson Bird Alliance (TBA) was founded 75 years ago as a band of activists, researchers, field monitors, recreationalists, artists, educators, and stewards with one thing in common: a love for birds and their habitats. Utilizing extensive field experience to advocate for and create solutions that protect birds and the places they live, we have earned recognition as a “go-to” organization for invasive plant removal, habitat recovery and creation, and bird monitoring in wildlands and urban areas.

Tucson Bird Alliance is the only organization in Southeast Arizona that integrates bird-centered community engagement, habitat restoration and stewardship, applied conservation, and bird-focused tourism to benefit birds and people.



Left: Volunteers construct Lucy's Warbler nestboxes; Middle: Jennie MacFarland, Director of Bird Conservation, directs the raising of mist nets to capture desert Purple Martins; Right: Mr. Nature performs at Family Birding Day at the Southeast Arizona Birding Festival.

Our engagement with thousands of people, from Southeast Arizona and around the globe, grants us the unique opportunity and responsibility to inform people of the role of birds in our shared ecosystems: as pollinators, seed dispersers, scavengers, and as indicator species; a bellwether for the future of all life on earth as we race to adapt to climate change.

As habitat stewardship and applied conservation practitioners, we will scale up our efforts by influencing policy change at the local level, demonstrating what we know is best for birds, and teaching residents, landscapers, landowners, and peers to apply these practices on a regional scale.

Our Vision for Broader Representation and Participation

Conservation organizations across the U.S. largely fall short as it relates to board and staff representation of and by the communities they serve; we are no exception. Additionally, our programs have historically reached primarily high-income, white, older households, yet we are in a community with over 40% Hispanic and Latino heritage, with a median age of 40 years. As we move forward, we will be intentional in our actions to create an organization that represents the communities in which we work, and will consider environmental justice and equity in our decision-making processes. Accessibility will not be an afterthought and we will have a staff and volunteer base with the knowledge and tools needed to create accessible events, spaces, and activities for all.

Our Guiding Star

Tucson Bird Alliance's mission is to inspire people to enjoy and protect birds through recreation, education, conservation, and restoration of the environment upon which we all depend.

Our guiding vision for this plan, and our work, is that birds, people, and their shared habitats thrive in Southeast Arizona through the actions of a diverse, engaged community.

STRATEGIC FOCUS AREAS

1. Applied Conservation & Research

2. Habitat Restoration

3. Public Engagement

4. Organizational Culture & Infrastructure

5. Land Stewardship

CORE VALUES AND BEHAVIORS

BIRDS are the center of our community & conservation efforts

Our efforts are evidence-driven & firmly rooted in
SCIENCE

INCLUSION, Diversity, Equity, & Access (IDEA) are foundational in our decision-making, actions, & policies

Our work benefits birds & community through informed
ACTION

Our Process

Board and staff came together from June 2024 - September 2025 to plot a path forward that takes into account where we are, where we've been, and where we can make a tangible, lasting difference for birds and communities in Southeast Arizona.

We identified and confronted our internal capacity limitations as well as our many strengths, and agreed to foster a culture of care and collaboration for a healthy, thriving workplace and a financially fit future. We then identified the areas where our work yields the greatest impact for birds and people.

INPUTS

Internal
Assessments:
Infrastructure,
Culture, Finances,
Programs

Program
Assessments:
Impact, Risk,
IDEA Potential,
Cost

NOISE Analysis
(Needs, Opportunities,
Improvements,
Strengths, &
Exceptions)

OUTPUTS

**Our Unique Role,
Vision, & Values**

**Milestones, Metrics,
& High-Impact
Activities**





Above: IBA sign at South Fork Trailhead in the Chiricahua Mountains Global IBA
 Below: Arizona Daily Star highlights TBA invasives work
 Bottom: Festival trip leaders strike a pose



WHAT WE DO TODAY

2028 MILESTONES

1. APPLIED CONSERVATION & RESEARCH:

Longitudinal data collection, engage community scientists to record trends in bird populations;

Facilitate Important Bird Area designations, studies, and engagement (IBAs);

Perform research to better understand significant threats to birds locally and develop solutions to address them;

Address threats within the built environment, including nestbox research, novel approaches to climate adaption, and tools for reducing preventable bird deaths.

- TBA's community science and research efforts contribute to regional and global understanding of bird migration patterns, behaviors, population trends, and habitat needs;
- Southeast Arizona Important Bird Areas (IBAs) serve as centers of learning and community science;
- The board's Conservation Action Committee (CAC) is actively engaged in local conservation issues on behalf of the organization;
- Urban Bird Treaty partnerships are leveraged to promote Bird-Safe Buildings mitigation strategies regionwide.

2. HABITAT RESTORATION:

Restore ecological function, and manage important bird habitats with special focus on Santa Cruz River, Sonoita Creek, and San Pedro River watersheds;

Perform large-scale invasive plant removal to protect native habitats and reduce fire risk;

Assist with creation of native backyard/neighborhood habitats.

- Ecological function is restored to high-risk habitats using established, science-based, replicable methods;
- With TBA's guidance, improved habitat maintenance and restoration practices are adopted and required by public and private entities;
- Habitat at Home is known regionwide as the best resource for creating backyard and public space native habitat.



Above: Tom Brown and Wally Paton, Jr. celebrate progress at the Paton Center.
Below: The Strike Team and Restoration Team prepare for a day in the field.
Bottom: TBA staff caught birding on the job at the Paton Center.



WHAT WE DO TODAY

2028 MILESTONES

3. PUBLIC ENGAGEMENT:

Engage birders and build community via field trips, annual birding festival, nature shop, educational and social events, and volunteer projects.

- Member diversity is increased to better reflect the communities in which we work;
- The Engagement Department encourages members, partners, and visitors to engage in conservation action, volunteerism and community science.

4. ORGANIZATIONAL CULTURE & INFRASTRUCTURE:

We are 75 years' established, but we experienced our largest ever growth in staff and programming from 2020 - 2022. That growth demands updates to our systems, policies, and internal infrastructure.

- TBA is financially healthy, supported by a diverse revenue portfolio;
- Diversity of representation on the staff and board is closer to matching that of our community;
- Internal policies promote balance between productivity and well-being, and streamlined, clear protocols prioritize safety, efficiency, and decision-making.

5. LAND STEWARDSHIP:

Manage the Paton and Mason Center properties to protect and restore native habitats that attract birds and educate visitors;

Renovate the Paton Center house and property;

Manage a conservation easement and mitigation site along the Santa Cruz River Corridor.

- TBA-owned properties and facilities have adequate staff and sustainable funding for maintenance and habitat improvements;
- TBA-owned and managed properties reflect the conservation and ecology values of the organization, demonstrating best practices to visitors.



1. APPLIED CONSERVATION & RESEARCH

We engage in conservation activities and research to learn and demonstrate practical solutions to the challenges birds face, deepening our collective understanding of bird populations and informing our efforts for greatest impact.

MILESTONE 1: TBA's community science and research efforts contribute to regional and global understanding of bird migration patterns, behaviors, population trends, and habitat needs, through the public sharing of scientific results and recommendations.

METRICS:

- At least 50% of member communications contains conservation updates that focus on current efforts, results, or lessons learned
- At least two conservation presentations or papers are shared with members and/or partners each year

HIGH-IMPACT ACTIVITIES:

- Staff develop presentations, articles, and papers to share
- Member communications and media include conservation data, results, and recommendations.
- Tucson Bird Count data is reviewed for trends, formatted for public and researcher use, and published
- Collaborate with a quantitative data specialist to review and reformat data in a manner that reveals population trends and informs potential habitat restoration and advocacy priorities.

MILESTONE 2: Southeast Arizona Important Bird Areas (IBA) serve as centers of learning and community science.

METRIC:

At least three additional IBA's per year include some form of community science engagement.

HIGH-IMPACT ACTIVITIES:

- IBAs are regularly featured/spotlighted in TBA communications (*Vermilion Flycatcher*, e-blasts, social media)
- Species-specific and general bird surveys are organized and conducted
- At least one collaborative funding proposal supporting community science and research in IBA
- Data is published through both traditional (academic and government) and public channels

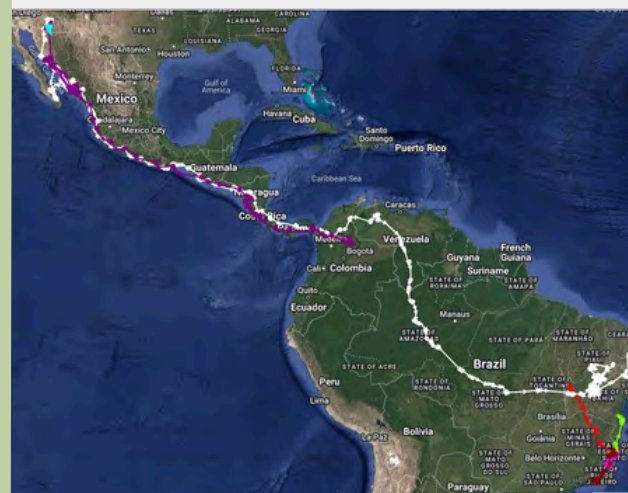


THE DESERT PURPLE MARTIN PROJECT

A keystone project of our Conservation Department, this effort strives to understand the relationship between this unique subspecies of Purple Martin, which nests exclusively in saguaros in Southeast Arizona.

Above: Desert Purple Martin in Sahuarita with Lotek Satellite Tracker device to map the exact migration route and wintering area in Brazil. Image credit: Richard Fray

Below: Map of routes taken by Purple Martins wearing Lotek Satellite Trackers



MILESTONE 3: The board's Conservation Action Committee (CAC) is actively engaged in local conservation issues on behalf of the organization.

METRIC:

A functioning external advocacy strategy is measured by at least six meetings per year, with well-articulated priorities and responsibilities that support staff activities and respond to emerging threats

HIGH-IMPACT ACTIVITIES:

- Develop position statements and/or letters to influence decision-makers
- Maintain active representation within the Coalition for Sonoran Desert Protection
- Staff is engaged regularly at CAC meetings

MILESTONE 4: Urban Bird Treaty partnerships are leveraged to promote Bird-Safe Buildings mitigation strategies regionwide.

METRIC:

At least four presentations given at community and practitioner-based events (conferences, festivals, and symposiums); messaging is shared through two external community-based partners

HIGH-IMPACT ACTIVITIES:

- High-visibility demonstration projects
- Partnership with a key public partner
- Partnership with a municipality, government office, or representative to share information with a broad base

IDEA GOALS:

- Translate Bird-Safe Building materials in Spanish, as well as at least one presentation or community engagement per year with a Spanish interpreter, and distribute through community-based organizations
- Build a pipeline for a more diverse TBA staff by creating fellowship and internship opportunities for under-represented communities, including BIPOC and queer individuals
- Distribute outreach and survey/monitoring opportunity announcements through community centers, public schools, and community colleges in an effort to reach underserved audiences
- Make free and low-cost Bird-Safe Buildings kits available for community-based organizations and low-income households



BIRD-SAFE COMMUNITIES

Billions of birds die unnecessary deaths every year due to hazards in the built environment. TBA's Conservation Department demonstrates practical solutions for prevention.

Above: Olya Weekley, Applied Conservation Program Manager, and Guadalupe Lozano prevent small wildlife deaths by permanently capping open vertical pipes a.k.a. death pipes. Image credit: Cathy Breeding

Below: Erica Freese, Director of Development & Communications, designs a creative, bird-safe window display at TBA's Mason Center, inspiring visitors to make their own spaces safer for birds.





2. HABITAT RESTORATION

Habitat loss is driving bird declines everywhere, particularly among aridland species. Our restoration efforts focus on local watersheds and at-risk, high-value habitat areas, as well as in urban spaces where a little habitat goes a long way, working to eliminate habitat fragmentation caused by human development. To scale up our impact, we will share our expertise by educating and training the public, policy makers, and practitioners in best practices for native habitat restoration and invasive plant management.

MILESTONE 1: Ecological function is restored to high-risk habitats using established, science-based, replicable methods.

METRICS:

- At least three project proposals combine invasive plant removal with seed collection, revegetation, and monitoring
- At least three high-visibility projects involve our invasive plant management and restoration teams, and act as demonstration sites

HIGH-IMPACT ACTIVITIES:

- Monitor success of long-term projects to determine effectiveness of removal and revegetation methods

MILESTONE 2: With TBA's guidance, improved habitat maintenance and restoration practices are adopted and required by public and private entities (county, city, landscaping companies, HOAs).

METRIC:

TBA's reputation for performing habitat restoration leads to TBA as trainer and regional resource by at least two local partners

HIGH-IMPACT ACTIVITIES:

- Implement a training program for and in collaboration with local governments and HOAs to adopt safe and effective practices for invasive plant removal and bird-friendly landscaping
- Audit the work of organizations that we train to assist them, ensuring our recommendations are being followed
- Work with Pima County to incorporate effective invasive plant management goals in the Community Wildfire Protection Plan



TBA's Strike Team has completed two years of invasive treatments along Sonoita Creek, clearing the vinca that once consumed much of the ground around the Paton Center, as well as Tree of Heaven, Siberian Elm, Arundo, and several other invasive species.

We are now funded under a Community Wildfire Defense Grant to manage the vegetation throughout Patagonia, creating resilient landscapes by managing the non-native species. This ecologically-minded, fuels-reduction project will support the community while preserving native vegetation for birds.

Above: A stand of Tree of Heaven in Patagonia, AZ. Below: The same area after a visit from our trusty crew!



MILESTONE 3: Habitat at Home (H@H) is known regionwide as the best resource for creating backyard and public space native habitat for birds and people, creating habitat connectivity and bridging habitat islands necessary for birds and wildlife to thrive.

METRIC:

Habitat at Home, Habitat on Wheels, and Community Habitat projects increase at a sustainable rate year-over-year, with at least one high-visibility project (City Hall, for example) completed per year

HIGH-IMPACT ACTIVITIES:

- Grow our collaborations with municipalities, businesses, and organizations for habitat improvements, building on current projects like the Tucson City Hall Habitat Installation project
- Create avenues for H@H stewards (customers) to share wildlife observations via social media or other public channels

IDEA GOALS:

- Habitat on Wheels visits underrepresented and underserved communities to provide free plant materials and information through at least two community-based events per year, preferably repeating visits to the same site and with the same partners year over year
- H@H options include a minimum of two donor-sponsored sliding fee scale projects per year, and our menu of options include approachable container gardens and other low-cost options
- Skill-sharing is offered to community-based organizations and residents seeking to conduct restoration work
- Invasive Plant Management materials are published in both Spanish and English, and efforts are made to distribute all materials through local libraries and other trusted community-based organizations

Building Cumulative Impact

TBA's staff, board, and volunteers work together on keystone initiatives like the Saguaro Project, nestboxes, and the Tucson Bird Count.



HABITAT AT HOME & IN COMMUNITY

With every housing, commercial, or agricultural development comes some degree of habitat loss. Our Restoration Team restitches the fabric of our native habitats through a variety of installations, from container gardens to large-scale public spaces.

Above: Our Restoration Team demonstrates what can happen when boring turf grass is replaced by native plant species at Tucson City Hall.

Below: Ivy Ilkay, Project Manager, plants a young saguaro cactus in hopes of supporting future generations of this keystone species.





3. PUBLIC ENGAGEMENT

As an established chapter within the National Audubon network, we love sharing the joys of birding with people from around the globe, but don't want their experience to begin and end with birding. We see birding as a gateway to conservation action, and will use our platform with the birding community to educate the public about birds, and the threats they encounter locally and globally. We will directly connect people of all backgrounds to act on behalf of birds in meaningful ways, through direct action, behavioral change, and policy advocacy.

We are building a culture where birding is accessible to everyone, where all people can enjoy the benefits of birding for physical and mental health, and restored habitat is for birds and people.

MILESTONE 1: Member diversity is increased to better reflect the communities in which we work.

METRICS:

- Participation from diverse cultural, racial, generational, and economic backgrounds increases year-over-year
- First-time membership overall, and amongst under-represented audiences, increases

HIGH-IMPACT ACTIVITIES:

- Partner with local festivals and community-based organizations to reach people in local communities, create approachable and welcoming spaces, and reduce barriers to participation
- Co-host and support at least two workshops in collaboration with Luna Y Sol Cafe and provide materials in Spanish
- Amplify and engage in audience-specific celebrations with LGBTQ+, cultural, and community-service organizations, with focus on Santa Cruz River Partnerships



Above: Volunteers and community members join a day-long effort to clean up the Santa Cruz Riverbed.

Below: Staff enjoy getting out to bird together at Sweetwater Wetlands



MILESTONE 2: The Engagement Department encourages members, partners, and visitors to engage in conservation action, volunteerism, and community science.

METRICS:

- At least 25% of members engage in more than field trips (volunteer, join Habitat at Home, participate in Birdathon, attend social and education events, donate)
- At least 75% of donors feel informed as it relates to their support for TBA

HIGH-IMPACT ACTIVITIES:

- Hold annual training for field trip leaders about the work that TBA does to protect birds and habitats, and expectations for encouraging attendees to take action
- Field trips and other public-facing programs include information about threats birds are facing and projects by TBA to address them
- Donor field trips and events demonstrate or directly engage in conservation action
- Paton and Mason Centers are centers of best practice and engagement

IDEA GOALS:

- Conduct at least four Spanish-speaking only field trips per year
- Use Paton, Mason, Sweetwater Wetlands, and University spaces as community assets, hosting events for community-based organizations or youth
- Engage in at least one collaborative event per year with a social/human services or arts organization
- Table at three new events located in underserved and underrepresented communities
- Include accessibility information in all event descriptions, and translate information to Spanish whenever feasible

Benefits of Birding for All

In our outreach, Tucson Bird Alliance is building a culture where birding is accessible to everyone, where all people can enjoy the benefits of birding for physical and mental health, and restored habitat is for birds and people.



Our Engagement Department connects members and field trip participants to conservation opportunities, like the above-pictured nestbox array installed in a board member's yard, and gives participants a front-row seat to the special avian-plant relationships in the Sonoran Desert.

Below: a White-winged Dove feasts on the nectar of a saguaro bloom, one of the most celebrated and widely recognized mutualisms in the region.





4. ORGANIZATIONAL CULTURE & INFRASTRUCTURE

Our staff and volunteers, including our board of directors, are the lifeblood of our organization.

Staff dedicate their lives and livelihoods to the betterment of our shared environment. They deserve a great place to work. Our internal culture centers staff and board well-being, collaboration, and impact above sheer productivity or perfection. Culture is built on understanding, appreciation, safety, and celebration

Our donors, board, funders, partners, and volunteers put their faith in us to honor their investments of time, talent, and treasure. We will create a culture of accountability that ensures good stewardship of their investment, through strong policies, procedures, standards, and fiscal responsibility.

MILESTONE 1: Diversity of representation on the staff and board is closer to matching that of our community.

METRIC:

Staff and board become more representative of the local community year-over-year

HIGH-IMPACT ACTIVITIES:

- Develop new pipelines for board and staff recruitment
- Work with staff IDEA committee to develop inclusive hiring practices
- Regular check-ins held across departments to share successes and resources around IDEA efforts

MILESTONE 2: TBA is financially healthy, supported by a diverse revenue portfolio.

METRICS:

- 60% public and 40% private funding by 2028
- Six months of operating reserve by 2028
- Contracts and grants capture administrative costs by 2027

HIGH-IMPACT ACTIVITIES:

- Create a multi-year development and revenue strategy that supports a balanced portfolio
- Establish guidelines for grant-funded projects
- Inform staff and board of administrative cost ratio annually



Much of our team works day in and day out in the field, and their safety is our highest priority. We will continue to evaluate our heat protocols and safety training, as well as build a culture of safety for field trip volunteers and community science efforts.



MILESTONE 3: Internal policies promote balance between productivity and well-being, and streamlined, protocols prioritize safety, efficiency, and decision-making.

METRICS:

- Staff are not working overtime regularly, and take full advantage of paid time off
- Incident Reports decrease
- Board Leadership understand and are effective in their roles
- Fully-staffed administrative department is in place by 2026
- Board committees meet actively and consistently, with equal contributions and participation amongst board members

HIGH-IMPACT ACTIVITIES:

- Maintain a flexible work schedule for all staff
- Policies and procedures are current, employee-centered, and clearly understood by both staff and the board

IDEA GOALS:

- Professional Development is prioritized in staff development, including Spanish language education
- Hiring and Recruiting (staff and board) procedures are revised to cast a wider net, and vacancies will be treated as opportunities to build a team that is representative of the community we serve
- Compensation Transparency Policy is adopted to promote full transparency, including updated salary bands and pay increase schedules and methodology
- A culture of feedback and clear communication is built through clear performance evaluation procedures, work plans and goal setting, and grievance procedures, as well as the establishment of a staff-led Leadership Advisory Committee
- Workplace accessibility and accommodations are prioritized

Representation Matters

Our internal culture centers staff and board well-being, collaboration, and impact above sheer productivity or perfection, and aims to mirror its community through diverse representation.



While we are here for the birds, it is people that put our ideas into action. We want all of the people that make our vision a reality – staff, board, volunteers, and members – to feel safe, welcome, and valued. This doesn't happen on its own, so we will continue to build a culture that puts people first.

Above: Volunteers celebrate the dedication of the Chiricahua IBA.

Below: The WRENegades, a staff and volunteer Birdathon team, pose amongst the Ponderosa Pines in Mt Lemmon; the Habitat on Wheels trailer filled with plants for a community event.





5. STEWARDSHIP

We are the fortunate owners of the world-renowned Paton Center for Hummingbirds and the Mason Center Ironwood and Saguaro sanctuary. Additionally, we manage conservation easements on properties that require us to maintain their habitat value. Comprehensive, long-term maintenance and funding plans to effectively manage and steward our properties are priority.

MILESTONE 1: TBA-owned properties and facilities are adequately staffed and supported by sustainable funding that allows for maintenance and habitat improvements.

METRICS:

- Easements are monitored annually, with written reports
- Annual budgets and management plans are completed and submitted yearly as part of the budget process

HIGH-IMPACT ACTIVITIES:

- Create and fund a 5-year plan to maintain and improve TBA properties and conservation easements
- Establish and nurture a reliable volunteer community for both the Paton and Mason Centers
- Establish follow-up communication and signage to increase giving

MILESTONE 2: TBA-owned and managed properties reflect the conservation and ecology values of the organization, demonstrating best practices to visitors.

METRICS:

- Invasive plant mass and encroachment decrease year-over-year
- Landowners are compliant with conservation easement requirements

HIGH-IMPACT ACTIVITIES:

- Target habitat restoration and invasives management toward highest value habitat
- Update interpretive signage at Paton and Mason Centers
- Create species lists for each site
- Work with easement landholders to collaborate on restoration initiatives with consistent, clear communications

IDEA GOALS:

- Address accessibility barriers at both Mason and Paton Centers
- Host bird sits, identify and employ mechanisms to engage local youth and families, and build each site as a community asset for local organizations



Above: The Paton Center's mascot, and a Patagonia specialty, the Violet-crowned Hummingbird. Photo credit: Jonathan Lutz

Below: A Great Horned Owl perched in an Ironwood checks in on TBA staff at the Mason Center, making sure we're hard at work on their behalf!





**Thank you for your interest in our future.
We hope you will join us in achieving
our goals.**

**If you share our vision for thriving
habitats and bird-friendly communities
throughout Tucson and Southeast
Arizona, please consider contributing to
our work.**

tucsonbirds.org/donate





Visit Us:

Nature Shop & Staff Offices

300 E University Blvd, Ste 120, Tucson, AZ 85705

Mason Center Ironwood and Saguaro Sanctuary & Administrative Offices

3835 W Hardy Rd, Tucson, AZ 85742

Paton Center for Hummingbirds

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