



Thank you for applying to the Greater Harrisburg Foundation, a regional foundation of The Foundation for Enhancing Communities. Tell your story clearly and concisely. Attachments are required; follow all directions. Failure to answer questions, utilize this template, or attach required documents will disqualify your application. **Answer all questions using information that applies to the project seeking support of grant funds.** Contact Jennifer Strechay, Program Offer for Community Investment, at [jstrechay@tfec.org](mailto:jstrechay@tfec.org) or 717-236-5040 with questions.

## **APPLICANT PROFILE**

### **Applicant Organization Name**

National Audubon Society (Audubon Pennsylvania)

*Provide your organization's name as currently recognized by the IRS*

- Check box if the Applicant Organization Name above is a “Doing Business As” name and the provided 501c3 letter states a different name. To be recognized by the “Doing Business As” name, attach ONE legal document using the provided name. If not provided, TFEC will utilize the 501c3 name.**
- Check box if the Applicant Organization uses a Fiscal Sponsor and provide name here**  
*Click or tap here to enter text.*

### **Name, Title, Email, Phone of Executive Leader**

Amy Sobel, VP Atlantic Flyway, [amy.sobel@audubon.org](mailto:amy.sobel@audubon.org), 610-608-7485

*All contracts and notifications of grant status will be addressed to the individual provided here*

### **Applicant Organization's Physical Address**

100 Wildwood Way, Harrisburg, PA 17110

### **Applicant Organization's Address for Mailed Communications**

100 Wildwood Way, Harrisburg, PA 17110

*All contracts and notifications of grant status will be sent to the address provided here*

### **Name, Title, Email, Phone of Contact Completing Application**

Kelly McGinley, Pennsylvania Network Engagement Manager, [Kelly.McGinley@audubon.org](mailto:Kelly.McGinley@audubon.org), 717-379-2511

*If application questions arise, this individual will be contacted by TFEC staff*

### **Organization's Mission Statement**

Audubon Pennsylvania's mission is to conserve and restore natural ecosystems, focusing on birds, other wildlife and their habitats for the benefit of humanity and biological diversity in Pennsylvania.

### **Organization History (Do not exceed this page)**

For more than 100 years, Audubon has been working to protect birds, wildlife, and their habitats with a Pennsylvania presence since 1896. Audubon emphasizes diversity, inclusion, and equity as core values and strategic imperatives as we seek to diversify our constituency and mobilize more people to action. We recognize that achieving our conservation goals requires authentic representation among all communities in which we work to build brighter futures for birds and people. No other conservation organization has Audubon's wingspan - from grassroots to the treetops, from rural to urban, from infant to elderly.

## PROJECT PROFILE

### Project Title

Bird-Friendly PA – An Audubon Bird-Friendly Communities Initiative

*Project Title must match title listed throughout application and online.*

### Project Areas of Focus

UPSTREAM GENERAL

*Choose UPstream General if your project utilizes upstream strategies but is not principally centered upon the categories below. See the grant guidelines for additional detail.*

### UPSTREAM: FOCUS AREAS

*Choose an UPstream Focus Area (if your project is principally centered upon one or more of the categories below). Please select only those area(s) that apply to this project. See the grant guidelines for additional detail.*

<p><b>EDUCATION</b></p> <p><input type="checkbox"/> Programs &amp; projects that focus upon or nurture access to early childhood education</p> <p><input type="checkbox"/> Education &amp; development programs for children &amp; youth</p> <p><input type="checkbox"/> Educational programs serving adults</p>	<p><b>ENVIRONMENT &amp; PARKS</b></p> <p><input checked="" type="checkbox"/> Environmental stewardship</p> <p><input checked="" type="checkbox"/> Horticulture &amp; the arts</p> <p><input type="checkbox"/> Health &amp; environment</p> <p><input checked="" type="checkbox"/> Park beautification &amp; improvement</p>
<p><b>HEALTH</b></p> <p><input type="checkbox"/> Health &amp; human services</p> <p><input type="checkbox"/> Cancer awareness and/or research</p> <p><input type="checkbox"/> Dental care for those in need</p> <p><input type="checkbox"/> Health &amp; human services</p> <p><input type="checkbox"/> HIV &amp; AIDS</p> <p><input type="checkbox"/> Individuals with debilitating or terminal illness</p> <p><input type="checkbox"/> Individuals with intellectual disabilities</p> <p><input type="checkbox"/> Prevention of head and/or spinal cord injury</p> <p><input type="checkbox"/> Purchasing of devices that improve accessibility</p>	<p><b>HOMELESSNESS</b></p> <p><input type="checkbox"/> Homelessness &amp; hunger</p>
<p><b>MENTAL HEALTH</b></p> <p><input type="checkbox"/> Counseling for children with terminally ill family members</p> <p><input type="checkbox"/> Guidance, counseling, or programming that includes guidance and/or counseling for youths</p> <p><input type="checkbox"/> Mental health</p>	<p><b>SENIORS</b></p> <p><input type="checkbox"/> Programs &amp; projects serving older adults</p>
<p><b>COMMUNITIES OF FOCUS</b></p> <p><input type="checkbox"/> Disaster relief &amp; human services that serve the communities of Lebanon City, PA and Cressona, PA</p> <p><input type="checkbox"/> Programs and projects that benefit residents of Millersburg, a borough of Dauphin County, PA</p> <p><input type="checkbox"/> Projects to enhance Camp Hill Borough parks provided by youth organizations such as Scout programs or other youth organizations; programs &amp; projects that focus upon or nurture access to early childhood education within Camp Hill.</p>	

### Counties to be served as part of project; check all that apply.

Cumberland     Dauphin     Franklin     Lebanon     Perry     Northern York (Dillsburg Area)

### Projected Number of Individuals to be served by project

2,000-3,000

Total number of ADULTS served

200-500

Total number of CHILDREN (ages 17 and under) served

2,200-3,500

Total number of ALL INDIVIDUALS served by the project

*If above data is not appropriate to project, be sure to fully state the audience type and numbers to be served in Question 2 of the Impact Narrative.*

## PROJECT SNAPSHOT

1. Capture your UPstream project and the community need it seeks to address in 200 words or less.

Audubon's Bird-Friendly PA is a community-driven, environmental resilience program designed to encourage greener, healthier communities through targeted environmental stewardship projects. Based on our Bird-Friendly Communities strategies, the program encourages mitigation through beautification. Bird-friendly strategies play a crucial role in proactively addressing current and anticipated environmental challenges. A steering committee reflective of neighborhood demographics and interests will identify six highly visible and easily accessible neighborhood spaces ideal for the implementation of Bird-Friendly PA projects. These include gardens filled with native plants that address habitat loss and stormwater management; building enhancements and practices that limit bird collisions and increase temperature-control efficiency; and habitat enhancements such as nest boxes that support species at risk from climate change and ongoing development. Each Bird-Friendly PA site serves as a springboard for effective and meaningful, collaborative and individual action. Selecting sites that resonate within the community encourages residents to see themselves in the projects. Pairing that connection with Audubon resources, tools, and participation incentives empowers residents to further action, resulting in an environmentally conscious ripple effect that permeates the community. Combined with Audubon's environmental stewardship and engagement expertise, Bird-Friendly PA aims to strengthen communities for people and birds, resulting in a healthier world for all.

## PROJECT NARRATIVE

Answer questions 2-10 clearly and concisely; no limit.

2. The GHCF UPstream grant opportunity seeks to improve our area communities by supporting existing or new "upstream" systems, interventions, programs, or projects that attempt to create positive social change by addressing a problem at its source rather than managing its "downstream" symptoms. Describe your proposed upstream project, the geographic area it will serve, and the audience to be served; state why this audience was selected. Include how/why your project is "upstream" and how your project is working to address a specific need or needs. You **MUST** use and complete the following statement within your answer, "Grant funds will be used to \_\_\_\_\_".

Audubon Pennsylvania's Bird-Friendly Communities (BFC) encompasses three key programs: Plants for Birds, Bird-Friendly Buildings, and Avian Architecture. Each piece of the BFC strategy aims to proactively engage neighbors, businesses, communities, and organizations in enhancing and restoring landscapes to make them healthier for people and birds. Since 2015, Audubon has been piloting pieces of the BFC strategy with community partners across the Commonwealth. Bird-Friendly PA is the next step in the evolution of the programs. With Bird-Friendly PA, all of the BFC programs come together. Mitigation through beautification promotes healthy stream systems, improved stormwater management, and habitat restoration through individual and neighborhood-based community projects. Grant funds will be used to purchase native plants; window film and cabling for bird-safe windows and reflective surfaces; supplies for habitat supports including nest boxes; interpretive and recognition signage; and workshop materials.

In addition to on-the-ground projects, we will also contract with local landscapers/garden designers to create a portfolio of urban-friendly garden designs that employ mitigation through beautification principles. Each design will lay the groundwork for native plantings that provide ecosystem services through stormwater management, carbon sequestration, canopy cover, and pollination, as well as landscape resilience and neighborhood enhancement. These projects embody the UPstream philosophy of empowering neighbors to take action and supporting their efforts to address issues at their source.

Each of these strategies balances community action with Audubon knowledge, tools, and resources to address key environmental challenges, including increased rainfall, temperatures, and pollution, before they become insurmountable at the community level and require larger, more costly solutions.

Our target geography is the multi-neighborhood area of Allison Hill and South Harrisburg in Dauphin County. With populations of roughly 3,000 and 5,500 respectively, we expect to reach an estimated 250 people directly through project engagement and 4,000 passively through highly visible and easily accessible project sites. Although each neighborhood is distinct and unique in a multitude of ways, this portion of Harrisburg shares common connections through Paxton Creek, the Susquehanna River, and the Kittatinny Ridge. Of particular note, is the Kittatinny Ridge, a Globally Important Bird Area that provides clean water to millions and is Pennsylvania's most climate-resilient landscape. Bird-Friendly PA aims to help protect and preserve these natural resources and provide a series of wildlife corridor connections through active community engagement that support healthy watersheds and abundant wildlife habitat. This goal aligns with work previously completed with Dauphin County on the Return on Environment Study, led by Audubon, supported by the Kittatinny Coalition, and in partnership with Dauphin County Planning.

This region was selected based on the disproportionate impact the effects of climate change could have on the region, as well as its designation as an environmental justice area. In addition, this region was selected for proximity to natural resources, connectivity to the Kittatinny Ridge, the breadth of conservation partners in the region, the presence of a local Audubon chapter, and opportunities for expansion on current conservation initiatives. Audubon Pennsylvania serves as the external organizational lead for the Kittatinny Ridge, one of eight Conservation Landscapes designated by the PA Department of Conservation and Natural Resources.

The Bird-Friendly PA project will include the following components:

- **Representative Steering Committee:** Recruit and partner with a diverse steering committee. Committee members will include residents, stakeholders, partners, businesses, and municipal officials representing a broad range of demographics, interests, and experiences
- **Six Community-Based Projects:** Focus on six community gathering places/treasured places, selected by the steering committee; an assortment of BFC opportunities will be made available to partners at each site including community learning gardens, sustainability workshops, building mitigations, stormwater management, and nest boxes; each site will ultimately be designated as an Audubon Bird-Habitat Recognition (BHR) site
- **Green Space Design Portfolio:** Create a series of multi-functional, versatile green space designs, tailored to the unique challenges of urban neighborhoods for ongoing use by partners, as well as communities across the Commonwealth
- **Equity, Diversity & Inclusion:** Engage regional business owners, workshop presenters, and retail partners with a special focus on women and minority voices in workshop presentations and Bird-Friendly Blooms partnerships (Audubon's green industry partnership program); emphasis on diverse steering committee that is representative of the community and encompasses a range of interests, abilities, and experiences
- **Community Participation:** Engage 60 community participants (10 per site) to volunteer at selected site(s); project participants receive materials for their own properties - rain barrels, native plants, bird-friendly film, etc. – expanding the habitat impact beyond the project site and into the broader community
- **Increased Accessibility to Native Plants:** Develop one Bird-Friendly Blooms retail partnership with a local garden center or nursery to increase the availability of native plants in the local marketplace

- Community Science: Involve 100 participants in community science event(s) (ie. Great Backyard Bird Count, Bio-Blitz) that relate specifically to the designated sites, as well as broader conservation issues
- Increased Audubon Engagement: Obtain 30 new Bird Habitat Recognition (BHR) registrations, 10 community partners, 6 BHR sites, and 100 community science participants resulting in ongoing communication and outreach between Audubon and the community

## DATES & LOCATIONS

3. When and where will the project take place? List dates and locations as appropriate in chronological order. State if provided dates/locations are confirmed, estimated, or to be determined.

The project will focus on the multi-neighborhood area of Allison Hill and South Harrisburg, as well as the Paxton Creek and Susquehanna River Watersheds. The region was a focal area of the Dauphin County Return on Environment study completed in 2016, led by Audubon Pennsylvania and part of the Kittatinny Coalition within the Kittatinny Ridge Conservation Landscape.

The specific project locations will be determined by a steering committee that is representative of the community including municipal partners, residents, organizational partners, and interested stakeholders. Six project locations will be determined, based on the input and guidance of the committee members, in an effort to site each project in locations that are easily accessible, highly trafficked, and of distinct value to the community. This approach combines community beautification and landscape resilience that benefits residents with habitat enhancement efforts that further Audubon's mission.

The project timeline will run throughout the 2021 calendar year. Initial recruitment of the steering committee and kick-off meetings will occur in the first quarter. Site selection and project details will be confirmed in the second quarter with stewardship projects slated for April through September. Birding events – individual, small group, or remote/digital – will be scheduled in autumn to align with fall migration patterns and provide ample opportunities for engagement with Audubon staff and chapter volunteers. All projects and activities included in Bird-Friendly PA will be conducted/completed during the 2021 calendar year and are adaptable to unforeseen limitations due to the COVID-19 pandemic. Meetings can be convened virtually; site-specific activities can be scheduled in a staggered manner that accommodates smaller numbers; masks and social distancing will be required to align with Audubon and state regulations; and community science events are highly adaptable to remote, individual, and small group options.

The estimated calendar is as follows:

January – March: Recruit Bird-Friendly PA steering committee members; initial meetings of steering committee; site selection

March – April: Identify projects for each site; promote within community; volunteer recruitment

April – September: Implement Bird-Friendly PA projects

September – November: Evaluation and assessment

September – December: Host community science birding events across sites - individual, small group, or remote/digital – to align with fall migration patterns and provide ample opportunities for engagement with Audubon staff and chapter volunteers; potential extension for February 2021 Great Backyard Bird Count

## ROLES & RESPONSIBILITIES

4. Does the project involve partnerships, collaborations, service, or affiliations with other organizations that will strengthen the project? If so, LIST their name(s) and corresponding role(s) within the categories below OR if this does not apply to you, state why your project is best positioned for success as a single organization.

**SINGLE ORGANIZATION STATEMENT:** Click or tap here to enter text.

**PARTNERSHIPS:** *We are equally invested in providing this project and success is dependent upon all organizations and shared roles although one entity serves as the applicant for this grant. Our application includes a letter from each partner that states their role in this relationship.*

Appalachian Audubon Society  
Chesapeake Bay Foundation

**COLLABORATIONS:** *We are working with other organizations to make this project happen, but we serve as the lead organization for this grant opportunity and our project success is enriched by, but not dependent upon, our collaborators. An additional letter is NOT required, but may help the application.*

Capital Area Greenbelt Association  
Capital Region Water

**SERVICE:** *Our project will serve these organizations and cannot take place without their commitment to accept service. Our application includes a letter from each organization (this includes schools) that states their intent to participate.*

Click or tap here to enter text.

**AFFILIATIONS:** *Our project may be affiliated with these organizations in some way, but is not 100% dependent upon their participation. An additional letter is NOT needed.*

Ladybug Earthcare

Harrisburg Parks Foundation

Boys & Girls Club of Harrisburg

## COMPARABLES

5. Are other organizations in your service area providing services that are similar to your proposed project? If yes, state their names or services and explain how your project differs. If no, state NA.

There are organizations within the City of Harrisburg that are focused on environmental stewardship. Audubon differs from other environmental organizations in that we tackle environmental issues through the unique lens of birds and wildlife habitat, creating an accessible pathway to environmental engagement for a wide range of participants. Audubon Pennsylvania would fill a unique niche by weaving together community engagement, local buy-in, stakeholder decision-making, and ongoing sustainable management to form a model for environmental stewardship on the individual, neighborhood, and broader community levels. Our projects and corresponding activities pair community engagement and neighborhood beautification with stormwater management and habitat enhancement to better meet the demands of a changing environment.

## ASSESSMENT & IMPACT

- 6a. What will project success look like? Provide a brief overview of the project's key outcomes, outputs, and/or other results of success.

Key Milestones for Bird-Friendly PA will include:

- 6 Bird-Friendly PA sites incorporating Audubon Bird-Friendly Communities strategies
- 60 unique volunteers committed to site management; 10 per site
- 30 Bird Habitat Recognition program registrations; 6 site registrations and 24 individual
- 100 residents engaged in community science birding event/activity
- 10 community partners/organizations engaged across program sites

- 6b. How will project success be measured and documented (i.e.: how will you know the project is successful? Are you collecting value statements, numbers served, surveys, photos, before and after images, or using other methods)?

The project will be evaluated at two levels. First, we will measure quantitative engagement through rosters for volunteers, Bird Habitat Recognition program registrations, and attendance at community science events and/or participation in online activities. Second, we will evaluate perceptions before and after implementation of the project through surveys conducted with volunteers and site coordinators, as well as members of the steering committee. We will also map individual and community engagement as a result of the project using data from Bird-Friendly PA sites and Bird Habitat Recognition program registrations.

## FUNDING & SUPPORT

7. If this proposal is not funded at the level requested, will you be able to implement the project as stated? Explain as needed.

Funding at the level requested will allow us to complete the broadest vision for the project and engage a diverse range of participants. Funding limitations would not impede the project from moving forward, but may result in a more limited scope.

8. This grant opportunity will not fund 100% of any project. Restate the amount you are seeking and describe other funding sources and amounts.

We are seeking \$10,000 to fully implement this project. Proposed work is also funded in part by generous support from the Benjamin Olewine III Lead Charitable Annuity Trust (\$9,000), The Donald B. and Dorothy L. Stabler Foundation (\$300), and PPL Foundation (\$500).

9. Did the applicant organization end its most recent fiscal year with a budget surplus or deficit? If so, briefly state the amount of the surplus or deficit and state how the surplus may be used (i.e. is it earmarked for another program) and/or how the deficit may be handled.

While Audubon PA was on track to realize a balanced budget, due to the impacts of COVID-19, Audubon ended the fiscal year (June 30, 2020) with a deficit, the exact amount to be determined.

## ACCESS & INCLUSION

10. As a community foundation, TFEC fosters a climate of purposeful inclusion that values diversity of gender, age, race, ethnicity, national origin, range of abilities, sexual orientation, and socio-economic status. Please state how your project will be made accessible to all individuals who qualify for participation in the project and describe any accommodations, modifications, technologies, or services you will offer to ensure that all eligible participants experience the best possible services or outcomes.

Just as biodiversity strengthens natural systems, the diversity of human experience strengthens our conservation efforts for the benefit of nature and all human beings.

Audubon Pennsylvania is uniquely positioned to follow the community where it wants to go based on our staff's broad range of expertise, capacity, and foundational relationships in the region. We believe it to be imperative that the steering committee be representative of the community with which we aim to serve and collaborate, and will thus seek to engage and include a diverse range of partners. When recruiting volunteers, we will work closely with neighborhood organizations to make certain we provide a spectrum of opportunities and prioritize equity and inclusion through a selection process that honors the value of a diverse group of cooperating partners. Audubon has made a commitment to being an equitable, inclusive, antiracist organization.

In these unparalleled times, we need to be even more careful when launching any new program. We will ask, listen, and work with the community to set priorities and design program elements. By connecting with community organizations, women and minority-led businesses, public and private schools, wildlife conservation organizations, business partners, faith communities, and municipal officials, we are confident we can create a project that is meaningful for a multitude of engaged residents who will be able to see themselves in the planning process, as well as feel welcome and included in the implementation and sustainability phases.



## BUDGET WORKSHEET

Complete the Budget Worksheet below; a Project Total is required.

ITEM OR SERVICE <i>Examples include: Contracted Services, Equipment, Personnel, Supplies; list your own as appropriate.</i>	DESCRIPTION OF ITEM OR SERVICE	REQUESTED GRANT FUNDS <i>Indicate where funds sought through this grant opportunity will be applied.</i>	OTHER FUNDING SOURCES <i>State the names and amounts of all other funding sources.</i>	PENDING, COMMITTED, OR RECEIVED <i>Using a P, C, or R, indicate the status of all funding sources.</i>	\$ TOTALS <i>Add across to provide a total for each row. Total columns as indicated in bottom row.</i>
Audubon Staff	One F/T Staff Member (15%)	\$0	Benjamin Olewine III Lead Charitable Annuity Trust \$9,000	R	<b>\$9,000</b>
Demo Site Supplies	Plants \$3,000 Window Film \$1,000 Nest Boxes \$600	\$4,600			<b>\$4,600</b>
Project Signage	6 Site Signs \$100 40 Program Signs \$600 Interpretive Signs \$300	\$1,000			<b>\$1,000</b>
Participant Incentives	Plants \$2000 Window Film \$500 Nest Boxes \$500	\$3,000			<b>\$3,000</b>
Travel	10 Community Implementation Meetings, Events & Workshops	\$0	Donald B. and Dorothy L. Stabler Foundation \$300	P	<b>\$300</b>
Printing	Partner and Promotional Materials	\$500			<b>\$500</b>
Meetings & Events	Refreshments and Demonstration Supplies	\$400			<b>\$400</b>
Contracts	Design Plans Created by Local Landscapers	\$500	PPL \$500	R	<b>\$1,000</b>

		\$			\$
<b>TOTALS</b>		<b>\$10,000</b> <b>Total:</b> <b>Requested</b> <b>Grant Funds</b>	<b>\$9,800</b> <b>Total: Other</b> <b>Funding</b> <b>Sources</b>		<b>\$19,800</b> <b>PROJECT</b> <b>TOTAL</b>



## **Board of Directors**

No compensation is provided to Board members

### **STEWART CADES, CHAIR**

Philadelphia, PA (Philadelphia County)

Director since 2012; Vice-Chair 2015; Acting Chair 2017

Mr. Cades is currently Executive Chairman of Overseas Consulting, Ltd. an international consulting firm providing strategic communication and related services to countries and development agencies worldwide. He is also chairman of Porcupine Press Inc., and member of the boards of Fabric Workshop and Museum, Conservation Center for Art and Historic Artifacts and Mid Atlantic Arts Foundation. He was formerly a board member of the Pennsylvania Council on the Arts, the Print Center, the Pennsylvania Academy of Fine Arts and the Foundation for Architecture. Mr. Cades received a Bachelor of Science in Economics from the Wharton School at University of Pennsylvania, a Masters of Education from Temple University and an LLB from the University of Pennsylvania School of Law.

### **ALAN BARSTOW, PH.D., VICE CHAIR**

Philadelphia, PA (Philadelphia County)

Director since 2010

Nominating and Governance Committee

Dr. Barstow is the Director and Senior Scholar of the Organizational Dynamics Program at the University of Pennsylvania. Dr. Barstow engages executives and professionals in rethinking strategic goals and action, and in learning effective ways to produce change. Dr. Barstow is a Fulbright Scholar and received his Ph. D. in Anthropology from Columbia University.

### **ROBERT LUKENS, SECRETARY**

Wyndmoor, PA (Montgomery County)

Director since 2010; Secretary since 2015

Nominating and Governance Committee

Mr. Lukens is a past president and board member of the Friends of the Wissahickon, an environmental and park advocacy group focused on 1,800 acres of Philadelphia's Fairmount Park. He has continues to serve on a number of its committees, including the conservation committee. He serves on the boards and various committees of a number of other charitable organizations, and is a past president of the Overbrook School for the Blind. He is a retired corporate lawyer, most recently with CIGNA Corporation where he was senior counsel and assistant corporate secretary for two decades. He is a graduate of Princeton University and the Harvard Law School.

### **LEIGH ALTADONNA, EDD**

Wyncote, PA (Montgomery County)

Director since 2011

Program Committee

Dr. Altadonna is a retired Assistant Superintendent of Schools for Abington School District. He had a leadership role in the development of the school district's Strategic Plan, Professional Education Plan

and Induction Plan, plans that have included an important focus on issues related to multicultural education, tolerance, equity and diversity. Dr. Altadonna recently completed an eight year term on the Board of Directors of National Audubon Society, is Chair of the Mill Grove Advisory Board, Vice Chair of the Montgomery County Parks, Trails and Historic Sites Advisory Board and is on the Wyncote Audubon Society board.

**REBECCA BAGIN**

Philadelphia, PA (Philadelphia County)

Director since 2017

Nominating and Governance Committee

Ms. Bagin brings a strong background in Human Resources to the Board. She is currently the Chief Human Resources Officer at KIND, has served as the Chief Human Resources Officer at Tory Burch, following over a decade with Campbell Soup. Ms. Bagin holds a Masters in Organization Dynamics from the University of Pennsylvania and a B.S. in Business Administration from Drexel University.

**RICHARD (ROB) BIERREGAARD, PH.D.**

Wynnewood, PA (Montgomery and Delaware Counties)

Director since 2016

Program Committee

Dr. Bierregaard's passion in the natural world has always been birds of prey. His Ph.D. research addressed the importance of competition in the ecological structure of raptor communities. From 1995 to 2011, he taught Ornithology and Ecology in the Biology Department of UNC-Charlotte. Previously (1978-1988), he was the original field director of the Biological Dynamics of Forest Fragments Project in Manaus, Brazil. Dr. Bierregaard and his graduate students carried out a 10-year study of the flourishing Barred Owl populations around Charlotte, NC. He now focuses his research on the ecology and migration of Ospreys in eastern North America. Since he began this work in 2000, he has deployed satellite or cell-tower transmitters on 61 juvenile and 47 adult Ospreys and spends most of his time analyzing the data from the movements of his "flock" of Ospreys between North and South America. He is now a research associate at the Academy of Natural Sciences of Drexel University. His first book, Belle's Journey, the story of a young Osprey's migration from Martha's Vineyard to Brazil and back, will be released in May 2018.

**BARBARA BLYDENURGH**

Mohrsville, PA (Berks County) and Northfield, MA

Director since 2020

As a family member to the Wyncote Foundation and William Penn Foundation, Barbara has been involved with philanthropic organizations for the past 44 years. She began hiking and traveling internationally with her family to help preserve natural parks and buildings. And has worked with: Bement School in Massachusetts (attended and then donated); Thorncroft Equestrian Stables in Malvern (Volunteered and donated); Patient Airlift Services (Executive Board Member); and Point-to-Point driving seniors and much more. She is an avid flier. One of her two daughters was married at the John James Audubon Center.

**RAYMOND BLYDENBURGH**

Mohrsville, PA (Berks County) and Northfield, MA

Director since 2020

Raymond was born in Phoenixville and visited the John James Audubon Center for over 50 years. A pilot, Raymond is a Commissioned Army Officer, a mechanical engineer, and has served as a Senior Programmer for Siemens and Financial Programming for Bank of Paris. In addition to his love of flying, Raymond holds a 6<sup>th</sup> degree Black belt. He currently serves as a communication/efficiency consultant and as an Executive Board Member of Patient Airlift Services.

**SARAH S. CHANG**

Philadelphia (Philadelphia County)

Director since 2018

Development Committee

Ms. Chang has had a distinguished career with Johnson & Johnson and where her present responsibility is as the Worldwide Director of Sustainability. She has deep experience and accomplishments in the areas of value creation, customer focus, solution delivery, people development, and complexity management. Ms. Chang holds degrees from the University of Pennsylvania, including a Masters in Organizational Dynamics and Bachelor's degrees in International Relations and Economics.

**JAMES P. GALLAGHER, PH.D.**

Philadelphia, PA (Philadelphia County)

Director since 2015

Finance Committee

Dr. Gallagher is a widely known, accomplished leader with a strong regional and national reputation for educational administration and leadership. He served as Interim President of LaSalle University May 2014 to June 2015. Dr. Gallagher served as President of Philadelphia University for 23 years. During his tenure, he successfully guided the school through a major transformation from Philadelphia College of Textiles and Science to Philadelphia University, is a former Chair of the Pennsylvania Board of Education and a former member of the Philadelphia School Reform Commission. He holds a Ph.D. in higher education from The Catholic University of America, a Master of Education from Duquesne University, and a Bachelor of Science from St. Francis University of Pennsylvania.

**JOHN GIORDANO**

Philadelphia, PA (Philadelphia County)

Director since 2017

Development Committee

Mr. Giordano is a Partner in Archer & Greiner's Government Affairs practice. Prior to joining Archer, he served as Deputy Secretary of the Pennsylvania Department of Conservation and Natural Resources and was the founding Assistant Commissioner for the division of Air Quality, Energy and Sustainability at the New Jersey Department of Environmental Protection. In this capacity, he also served as the Governor of New Jersey's representative on the Delaware River Basin Commission. Before entering state service, Mr. Giordano was a federal prosecutor, and a senior official with the Environment and Natural Resources Division at the U.S. Department of Justice.

**ALLEN J. MODEL**

Philadelphia, PA (Philadelphia County)

Director since 2015

Mr. Model is a co-founder and managing director of Overseas Strategic Consulting, Ltd., an international consulting company founded in 1992 which provides privatization assistance and public information services in emerging economies. Since 1985, he has also directed his interest to the fields of real estate,  
June 2020

finance, and investment. Previously, he was an associate with and then counsel to Dechert Price & Rhoads, Philadelphia's second-largest law firm with a wide range of corporate, banking, and entrepreneurial clients. Mr. Model has extensive experience as a trustee, having served on the boards of numerous companies, corporations, and schools, as well as organizations concerned with the arts, service, and the environment. Among his current affiliations are The Academy of Natural Science, Middlesex School, The Jerusalem Foundation, and Pershing Square Foundation. Allen is a board member of The Howard Hughes Corporation, Q'ligent, and an advisory board member of Pershing Square Capital Management and Post Commercial Real Estate. He is also president of the Leo Model Foundation. A graduate of Harvard, he earned an M.S.W. at Columbia and a J.D. at the University of Pennsylvania School of Law. He has two grown children, Zachary and Katherine, and lives in Philadelphia with his wife Roberta, an oculoplastic surgeon and professor of medicine at the University of Pennsylvania, and their daughter Thea.

### **CHARLOTTE RADCLIFFE**

New York, NY

Director since 2019

Charlotte Radcliffe is Senior Account Manager, Completely Bare line, with Quality King Distributors, distributor of over 5,000 national brands. Since 2012, Charlotte has assumed increasingly responsible positions in the areas of marketing and brand development at Quality King, Parlux Ltd. and PBW& Co. She comes from a long family history of National Audubon Society leadership and has generations of family roots in Philadelphia and central Pennsylvania. Charlotte holds a B.S. in Economics and Environmental Geoscience from Boston College.

### **KATE SHIELDS**

Flourtown, PA (Montgomery County)

Director since 2019

Kate Shields is Chief Executive Officer of Vault Communications, one of the fastest-growing marketing communications firms in the Greater Philadelphia region as recognized by Inc. magazine, the Philadelphia Business Journal and the Philadelphia 100. For more than two decades, executives from diverse industry sectors have entrusted Kate to counsel them in strategic communication planning, crisis communications, corporate social responsibility, media relations, and social media. Kate brings valuable client-side perspective to her work, having held roles in-house at Campbell Soup Co and ARAMARK. Kate is an Adjunct Professor of Communication at La Salle University, where she has taught graduate-level courses in Philadelphia and Prague, Czech Republic. She currently serves on the Board of Directors for Please Touch Museum, the Chamber of Commerce for Greater Philadelphia and For Pete's Sake Cancer Respite Foundation. In 2017, she was named one of the "Top Women in PR" by PR News. Kate holds a B.A. in English/Communication from the University of Scranton and an M.S. in Public Relations from the S.I. Newhouse School of Public Communications at Syracuse University.

### **MICHAEL STOLPER**

Berwyn, PA (Chester County)

Director since 2009, currently on leave

Mr. Stolper is a general partner of Veritable, LP, a privately-held registered investment advisor. He was the co-managing director of Hawthorn, a PNC Company, and was President of Stolper & Co. He has over 30 years' experience as an investment advisor and financial consultant. He served on the National Audubon Society Board of Directors.

**PHILIP N. WITMER, M. Ed.**

Wayne, PA (Delaware County)

Director since 2015

Program Committee

Mr. Witmer is an avid birder and conservationist with over 30 years of birding experience. He is a past board member of Bucks County Audubon Society and past-president of the Delaware Valley Ornithological Club, one of the oldest birding clubs in the country. He is also active locally in Bird Town initiatives, volunteers banding Northern Saw-whet owls, monitors American kestrel boxes and has attended Powdermill Preserve's trainings on passerine banding. While certainly not an expert on bird identification, he has devoted much time to the conservation of birds, the forces driving their decline and what we need to do to save them. He leads bird walks with a conservation focus and lectures on a variety of related topics.

**CORTRIGHT WETHERILL III**

**Philadelphia, PA**

**Director since 2020**

Mr. Wetherill (Cortie) is a Private Wealth Advisor at Wick Capital Partners. He is active in several philanthropic organizations including serving on the boards of the Religious Order of Free Quakers and Ad Prima Charter School. He is a member of the Development Committee of THorncroft Equestrian and the Investment Committee of St. Andrews School. Cortie holds an undergraduate degree in history from the University of Miami and an M.B.A. in Real Estate Finance, Entrepreneurial concentration, from the LeBow College of Business, Drexel University. An avid horseman, in 2008 Cortie achieved top 150 world ranking in international showjumping.



**CHESAPEAKE BAY FOUNDATION**  
*Saving a National Treasure*

July 29, 2020

Greater Harrisburg Community Foundation  
c/o The Foundation for Enhancing Communities  
200 North 3<sup>rd</sup> Street  
Harrisburg, PA 17101

Dear Funder,

As the Executive Director of the Pennsylvania Office of the Chesapeake Bay Foundation (CBF), I am pleased to submit this letter as part of Audubon Pennsylvania's application for funding through the Franklin County Community Foundation. Our organization proudly supports Audubon Pennsylvania's efforts to engage communities in conservation, sustainability, habitat restoration, storm water management, and neighborhood enhancement through education and outreach.

As the largest independent conservation organization dedicated solely to saving the Chesapeake Bay, we are keenly aware of the vital role individual citizens play in improving the health of the watershed. Harrisburg is home to Paxton Creek and the Susquehanna River, the largest tributary of the Chesapeake Bay, making it an ideal focal area for implementing native plant gardens and other bird-friendly strategies to mitigate stormwater runoff. By partnering with Audubon Pennsylvania on their new Bird-Friendly PA initiative, we can continue to strengthen watershed restoration efforts at the individual, neighborhood, and community level. Through common goals and shared efforts, we can nourish the sense of place that already exists and cultivate a shared sense of responsibility for the world outside our front doors and beyond.

We encourage you to accept Audubon Pennsylvania's application and fund this worthy program.

Thank you for your consideration.

Sincerely,

*Shannon Gority*

Shannon Gority  
Pennsylvania Office Executive Director  
Chesapeake Bay Foundation





July 28, 2020

Greater Harrisburg Community Foundation  
200 North 3<sup>rd</sup> Street, 8<sup>th</sup> Floor  
Harrisburg, PA 17101

Dear Funder,

This letter is to express support for Audubon Pennsylvania as they seek funding for their *Bird-Friendly PA* program through the Greater Harrisburg Community Foundation.

Capital Region Water is the municipal authority that improves, maintains, and operates the greater Harrisburg area's water system and infrastructure — from raindrop to river. We provide drinking water, wastewater, and stormwater services to the City of Harrisburg and portions of surrounding communities. As the steward of these community assets, Capital Region Water is committed to protect and support the long-term health of our community and environment.

Audubon's Bird-Friendly Communities strategies around native plants aligns with our continued efforts to reduce and manage stormwater runoff in ways that sustain our communities. Engaging neighbors through enhancement of treasured community spaces only serves to buoy our efforts by expanding awareness and inspiring individual and community action.

Capital Region Water encourages watershed education, building stronger community gardens, and community outreach programs in the greater Harrisburg area. We have supported Audubon's schoolyard habitat work in recent years by lending our expert staff to the planning and preparation phases of various projects. It is our aim to be a strong community partner where possible and we support Audubon's neighborhood-level conservation and engagement strategies.

Kind regards,

A handwritten signature in cursive script that reads "Tanya Dierolf".

Tanya Dierolf  
Director of Strategic Initiatives  
Capital Region Water

# Harrisburg Parks Foundation

July 30, 2020

Greater Harrisburg Community Foundation  
200 North 3<sup>rd</sup> Street, 8<sup>th</sup> Floor  
Harrisburg, PA 17101

Dear Funder,

On behalf of the Harrisburg Parks Foundation, I am happy to submit this letter support for Audubon Pennsylvania as they seek funding for their *Bird-Friendly PA* program through the Greater Harrisburg Community Foundation. Audubon's goal of expanding natural habitat areas into city neighborhoods, in the form of rain gardens, bird and butterfly gardens, and green habitat corridors, fits nicely with the "City as a Park" plan incorporated into the City's draft master plan, especially in the south side of Harrisburg where residents do not have immediate access to a large park.

The mission of the Harrisburg Parks Foundation, to support the City's system of city's parks and playgrounds, includes working to connect residents to natural areas and supporting neighborhood efforts to do the same. The preservation of our green spaces relies heavily on healthy watersheds and meaningful community engagement. Audubon's *Bird-Friendly PA* initiative focuses on bringing communities together around valued spaces and empowering individual and collaborative action to protect and enhance them. We are eager to begin working with Audubon to spotlight and enhance Harrisburg's green and natural areas while also providing a sense of connection for residents to each other and to the larger landscape.

We encourage you to accept Audubon Pennsylvania's application and support the program and their efforts to engage the local community.

Sincerely,



Paul T. Zeph  
Chair  
Harrisburg Parks Foundation



## Appalachian Audubon Society

PO Box 234 ▪ Camp Hill, PA ▪ 17001  
[www.appalachianaudubon.org](http://www.appalachianaudubon.org)

Thursday, July 23, 2020

Greater Harrisburg Community Foundation  
c/o The Foundation for Enhancing Communities  
200 North 3<sup>rd</sup> Street, 8<sup>th</sup> Floor  
Harrisburg, PA 17101

Dear Funder,

As the President of Appalachian Audubon Society (AAS), I am pleased to submit this letter as part of Audubon Pennsylvania's application for funding through the Upstream Program. Our chapter enthusiastically supports Audubon Pennsylvania's efforts to engage individuals and communities in environmental stewardship resulting in impacts at the neighborhood level and well beyond. This project would greatly enhance those efforts by connecting neighbors to the places that matter most to them and working collectively to enhance them.

As a chapter of the National Audubon Society, AAS's purpose is to conduct education, science, and charitable activities to conserve and restore natural ecosystems, focusing on birds, other wildlife, and their habitats. We currently support a range of programs and activities, both through our own chapter and through Audubon Pennsylvania. Bird-Friendly Communities strategies and community engagement around bird-friendly habitats fit squarely within our mission and are practical and exciting expansions of the wonderful programming that already exists.

We encourage you to accept Audubon Pennsylvania's Bird-Friendly PA application and lend your support to this worthy endeavor.

Sincerely,

Chris Kemmerer, President  
Appalachian Audubon Society

### 2020-2021 Board of Directors

*President*, Chris Kemmerer ♦ *Vice President*, Alexandria Bowling

*Secretary*, Besty Riter ♦ *Treasurer*, Dan Kemmerer

Ann DePaulis ♦ Georgia Kagle ♦ John Latsha ♦ Zach Richard ♦ Rich Riter ♦ Dale Rupert



July 21, 2020

Greater Harrisburg Community Foundation  
200 North 3rd Street, 8th Floor  
Harrisburg, PA 17101

Dear Funder,

I am happy to submit this letter of support for Audubon Pennsylvania as they seek funding for their Bird-Friendly PA program through the Greater Harrisburg Community Foundation. In my work with the Capital Area Greenbelt Association, I have a front row seat to the benefits that neighborhood beautification can provide to communities throughout the City of Harrisburg. Combining Audubon's Bird-Friendly Communities strategies around native plants, bird-safe buildings, and habitat support in community spaces - with opportunities for residents to replicate pieces of those projects at their own homes - is a wonderful way to engage neighbors in making positive environmental choices in their communities. It also has the potential to exponentially increase active engagement by residents on issues of habitat enhancement and resource conservation through workshops and community science opportunities.

The Capital Area Greenbelt Association enthusiastically supports watershed education, building stronger community gardens, and community education programs. By investing in targeted conservation activities that lead to broader changes in community awareness, perceptions, and behaviors, Audubon's Bird-Friendly PA initiative is an ideal addition to the efforts to which the Capital Area Greenbelt Association is already deeply committed. We look forward to collaborating with Audubon to continue enhancing the natural landscape of Harrisburg while bringing neighbors back to nature through a shared sense of place and purpose.

We encourage you to accept Audubon Pennsylvania's application and support these efforts to improve the local community.

Sincerely,

Carl Dickson, President

The official registration and financial information of the Capital Area Greenbelt Association Inc. may be obtained from the Pennsylvania Department of State by calling toll-free, within Pennsylvania, 1-800-732-0999.  
Registration does not imply endorsement.

Capital Area Greenbelt Association  
Post Office Box 15405  
Harrisburg, PA 17105-5405  
[www.caga.org](http://www.caga.org)



## 2020 GREATER HARRISBURG COMMUNITY FOUNDATION UPSTREAM SIGN & SUBMIT FORM

Provide signatures from the applicant organization, below. Both organization representatives must sign.

*By providing your original OR digital signature below, you agree that the provided information in this application is true to the best of your knowledge and may be submitted for review. Completion of this form is one component of your Complete Application.*

- |                                     |                        |               |                   |
|-------------------------------------|------------------------|---------------|-------------------|
| <input checked="" type="checkbox"/> | <b>President/CEO</b>   | _____         | Amy Sobel         |
|                                     |                        | Ink Signature | Digital Signature |
| <input checked="" type="checkbox"/> | <b>Board President</b> | _____         | Stewart Cades     |
|                                     |                        | Ink Signature | Digital Signature |

### REQUIRED ATTACHMENTS TO BE UPLOADED & SUBMITTED BY 4PM ON THE DEADLINE DATE

*All grant materials must be submitted through the TFEC online application system by 4pm on the deadline date.. This grant opportunity does not utilize delivered or mailed materials.*

- Complete Application:** Applicant Profile, Project Profile, Project Snapshot, Project Narrative, Budget Worksheet, and Sign & Submit Form with original or digital signatures.
- Board of Directors List:** Professional affiliations (ie: work positions and/or titles as applicable) must be included.
- ONE, TWO, or THREE letters of support with original or digital signatures.** Applicants may submit the number of letters that will best support their application. Letters of support from the applicant organization's Board of Directors will not be accepted. Identical form letters are discouraged. A minimum of ONE letter of support is REQUIRED for this grant opportunity regardless of response to Question 4.
- If you have indicated PARTNERSHIP with or SERVICE to other Agencies as stated in Question 4, you must upload letters with original or digital signatures documenting the relationship.** A letter of partnership or service may also serve as a letter of support if support is expressly stated.
- Applicants who utilize a FISCAL SPONSOR** must include a letter signed by the Executive Leader of the Fiscal Sponsor organization indicating agreement to serve as the Fiscal Sponsor. An original or digital signature is required.
- IRS 501(c)(3) determination letter.**
- 1st Page of Applicant Organization's Most Recent 990.** If 990 is not available, upload applicant organization's most recent audit or financial statement to meet this requirement.

### QUESTIONS

If you should have any questions regarding this form or TFEC grant opportunities, contact Jennifer Strechay, Program Officer for Community Investment, at [jstrechay@tfec.org](mailto:jstrechay@tfec.org) or 717-236-5040.