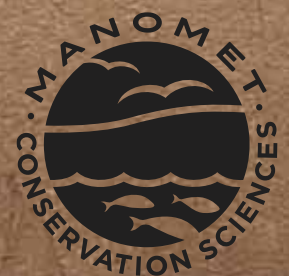


TRACKING CHANGE. INSPIRING ACTION.

MANOMET CONSERVATION SCIENCES ∴ 2024 ∴ ANNUAL REPORT



Manomet is a science-driven conservation organization established more than 50 years ago to track and band birds. Today, we have teams throughout the Western Hemisphere focused on improving the health of flyways and ecosystems challenged by climate change and human activities.

OUR GOALS ARE TO:

- 1 **Reverse**
the decline of shorebirds
- 2 **Promote**
coastal resilience
- 3 **Educate**
and empower the next generation of conservationists



Dear Friends,

We are pleased to present Manomet's 2024 Annual Report. The stories we've included give you a flavor of the intricacies of our work, and the "by the numbers" section underscores both the breadth of our work, and our commitment to measuring its real-world impact.

We rely upon long-formed relationships with trusted organizations to broaden our impact, and each partner we work with is an integral part of the Manomet community. To underpin this collaborative success, we have team members and partners across the Americas.

Our monitoring and tracking of species and habitats provide the latest information for conservationists and other stakeholders from the North Slope of Alaska to the southern tip of South America who rely on these data to make decisions.

We continue to accelerate our gathering of fine-scale geographic and altitudinal data via the application of satellite transmitters on shorebirds. The technology has given us new knowledge of shorebird migration patterns and, in combination with the collective progress we've seen in recovering the American Oystercatcher population, has inspired Manomet to commit to restore shorebird populations for eight additional species representing broader geographies. Our recently announced "No Boundaries" campaign will support this crucial effort.

Our Open Science initiative continues to expand access to Manomet research across the conservation community, deepen existing partnerships, and enable new ones to be formed.

We expanded the Gulf of Maine River Herring Network, an example of what the combination of talented Manomet staff, a commitment to science, and the involvement with local communities can achieve.

Finally, our education work in Massachusetts and across all our programming in the Western Hemisphere highlights our commitment to train the next generation of conservation leaders, with a particular focus on welcoming people who have been underrepresented in ornithology and conservation. The first ever *Training Program for Shorebird Conservation* is a shining example of that commitment.

In this report, we are thrilled to provide examples of the achievements of Manomet and our partners over the past year, accomplishments only made possible with your continued support. We are immensely proud of the hard work of the entire Manomet team, and we thank you for your continued partnership.

A stylized, handwritten signature in dark ink, appearing to read "Dan Sarles".

Dan Sarles
Board Chair

A handwritten signature in dark ink, appearing to read "Lizzie Schueler".

Lizzie Schueler
President

Sustainable Agricultural Practices for Shorebirds

With this breakthrough management manual, Manomet is helping affect 10% of the wintering population of the Buff-breasted Sandpiper global population (6,000 birds) on 40 ranches.

Uruguay's lush native grasslands, known as "Campos Naturales," have long supported the nation's agricultural heritage and rich biodiversity. In eastern Uruguay, scenic brackish lagoons are vital for both livestock grazing and migratory shorebirds. In Manomet's efforts to reverse the decline of threatened shorebirds, we focus conservation efforts on the Buff-breasted Sandpiper, and these grasslands provide critical habitat to an estimated 10% of their population from November through March.

"Buffies" feed on insects like beetles and other arthropods in short grasses. Uruguay's flat, grassy areas resemble the Arctic tundra where they breed but offer a milder climate during the North American winter. Historically, native

mammals like capybaras kept the grass short enough for the birds to feed, but overhunting has reduced their numbers. Additionally, agricultural expansion into soy and forestry plantations has fragmented grasslands, threatening bird populations. Manomet and our partners are working with the agricultural community to address these challenges by promoting sustainable practices that conserve grasslands while supporting productivity.

With our partners Aves Uruguay, Alianza del Pastizal, BirdLife International, Wetlands International, the Eastern Regional University Center, and Fundación Lagunas Costeras, we have carried out research on Buff-breasted Sandpiper migration for more than two



decades. We have applied research findings to test production practices with ranchers leading to co-developed practices that benefit shorebirds and agricultural production.

Active involvement from rural producers has been essential in shaping bird-friendly grazing practices that balance conservation with production needs. Their expertise has informed key strategies, such as maintaining short grass heights throughout the grazing season, leaving taller grass in highland areas as a forage reserve, and limiting agriculture and non-native grasslands to upland areas away from streams. When planting trees for shade or shelter, using native, short-stature species helps preserve the open landscapes shorebirds

need to detect predators. Short grass areas can be maintained by grazing cattle that require less forage, while periodic flooding can naturally regulate grass growth and enhance habitat quality.

By managing water levels in flood-prone areas, protecting key foraging sites, and improving habitat connectivity for migratory species, this collaborative approach has enhanced foraging habitats and fostered a community dedicated to ecological stewardship across 37,000 acres and 40 ranches. This innovative model offers a blueprint for balancing agricultural production with biodiversity conservation, inspiring similar efforts across the Americas.



River Herring: A Network for Impact

River herring are anadromous fish, meaning they migrate from the ocean to freshwater rivers to spawn. In New England, alewife and blueback herring, collectively known as river herring, have provided an important source of food for Wabanaki people for thousands of years, are valued as bait in the lobster fishery, and have been enjoyed as a traditional food for generations. However, river herring populations have declined drastically since the mid-20th century due to habitat loss, pollution, and overfishing, and are particularly vulnerable to climate change.

Despite river herring's importance for people and wildlife, efforts to understand their declines, monitor their populations, and support stewardship practices to increase their numbers were scattered across many groups and lacked a cohesive approach.

To better understand these dynamics in order to bolster river herring success, Manomet Conservation Sciences and Maine Center for Coastal Fisheries formed the Gulf of Maine River Herring Network. The Network is a diverse group of over 125 harvesters, fisheries managers (federal, state, and tribal), community organizers, and educators that have committed to advancing research and co-management of river herring. The primary goals of the Network are to enhance fish passage and restore critical habitats in the river systems. A key benefit to this Network is in aligning and standardizing science practices to ensure robust information-gathering. Community science is a central part of network activities, where members follow a set of standard protocols to collect temperature, zooplankton,

and juvenile river herring data to answer community and management questions about migration and population dynamics.

The Network hosts regular meetings where participants learn about research and restoration updates, share observations from local runs, ask questions of federal and state managers, and swap ideas about monitoring methods. In 2024, we launched an online data platform to gather and share information on river herring and shad (another anadromous species) returns to freshwater habitat each year. The impact is significant: 62 community scientists contributed nearly 400 hours of volunteer time to gather data that is now being used to inform fisheries and habitat management. Building on collaborative efforts to collect data and restore fish passage, five new towns were approved for a commercial river herring fishery in Maine in 2025. By building trust, fostering communication, and empowering communities, the Gulf of Maine River Herring Network offers a hopeful model for how collective action can bridge science, tradition, and conservation to create beneficial results for herring populations and communities.

Sixty-two community scientists contributed 449 hours of volunteer time to gather data that is now being used to inform fisheries and habitat management.

Shorebird Conservation Takes Flight in Louisiana

Louisiana's wetlands provide vital habitat for over half a million migratory shorebirds each year, offering essential rest and feeding sites for species like the Lesser Yellowlegs, Buff-Breasted Sandpiper, and Stilt Sandpiper. Feeding on invertebrates in these wetlands fuels their 9,000-mile journey from South America to the Arctic each spring.

In partnership with the Louisiana Department of Wildlife and Fisheries and the U.S. Department of Agriculture's Natural Resource Conservation Service, Manomet is working with local producers to manage their agricultural fields in ways that will also benefit shorebirds. Through innovative incentive programs, over 50,000 acres of rice fields, crawfish farms, and working wetlands now support shorebirds while offering financial benefits to farmers. By restoring and enhancing these stopover sites, we work toward reversing shorebird population declines by increasing the availability of high-quality foraging and resting habitats—key factors in improving shorebird survival rates during migration.



This work in Louisiana is part of a much larger effort across the Western Hemisphere. Manomet has helped guide habitat management on over 741,316 acres by integrating conservation practices and advancing sustainable land use with agricultural producers in multiple regions. Targeting on-the-ground strategies includes addressing threats like pesticide contamination and adjusting water levels and food availability on the agricultural landscapes. Manomet also provides training for people who manage public lands like national wildlife refuges, and works directly with farms where willing producers implement shorebird-friendly practices, and help inspire broader adoption of conservation measures among their peers.

Additionally, through the creation of the Louisiana Shorebird Alliance, Manomet has brought together over 30 partners—including researchers, nonprofits, and state and federal agencies—to advance statewide shorebird conservation goals. The alliance focuses on protecting high-quality habitat that supports seasonal shorebird migration while also sharing successful strategies with regional partners in Texas and Mississippi. This effort has exceeded expectations, with more than 100 producers across 13 parishes (Louisiana's version of counties) implementing shorebird-friendly practices. By integrating science, partnerships, and on-the-ground action, Manomet is ensuring Louisiana's wetlands and working lands remain critical stopover sites for migratory shorebirds. This collaborative work offers a replicable model for large-scale habitat conservation on which shorebird survival depends.



Empowering Conservation: Building Capacity for Shorebird Protection in the Americas



With nearly 40% of migratory shorebird populations in decline, Manomet Conservation Sciences is at the forefront of efforts to scale up shorebird conservation and cultivate the next generation of conservation leaders across the Americas. By combining innovative training programs and targeted grants to young researchers, Manomet is building the capacity needed to ensure a sustainable future for shorebirds and their habitats.

In March 2023, the Executive Office of the Western Hemisphere Shorebird Reserve Network (WHSRN), which is hosted by Manomet, launched its first Introductory Training Program for Shorebird Conservation, focused on the Pacific Americas Flyway. This six-week virtual course brought together over

200 participants from 11 countries, representing a diverse range of ages, cultures, and expertise. Participants explored topics such as community engagement, good governance, species monitoring, and environmental impact assessments, guided by 20 experts from 12 partner organizations. The program highlighted the power of knowledge-sharing and collaboration in addressing the complex challenges of conserving migratory species across local, national and hemispheric scales.

While the training program equipped stakeholders with the tools to take action, Manomet's Small Grants for Conservation of Neotropical Shorebirds provided early-career conservationists with the resources to do so. This past year, nine outstanding individuals

Equipped with Manomet Small Grant seed money, early-career professionals are working to understand shorebird requirements, protect key habitats, and promote actions to mitigate threats faced by shorebirds in Latin America and the Caribbean.



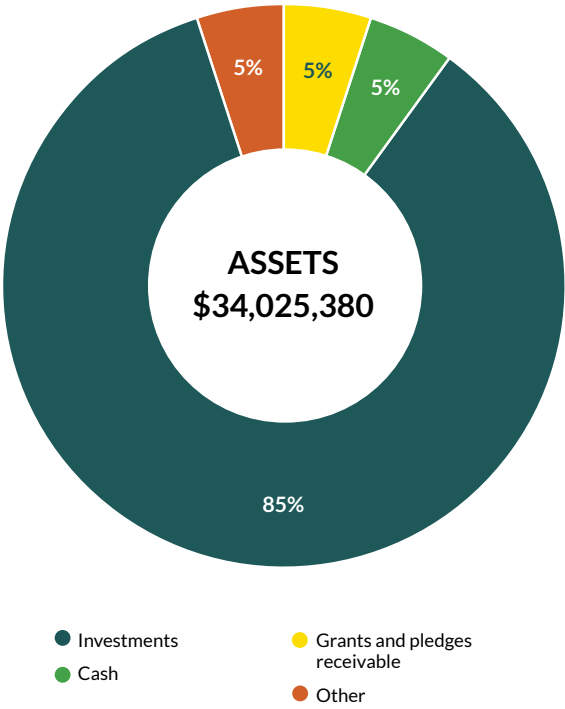
from across Latin America and the Caribbean were selected to lead research tackling critical conservation issues. From reproductive success of shorebirds on Venezuela's Margarita Island to the causes of reproductive failure in American Oystercatchers in the Mataquito-Huenschullami Wetlands in Chile, these research questions will lead directly to improving conservation outcomes for shorebirds.

Our dual-pronged approach — training emerging leaders and funding impactful research — creates a ripple effect, amplifying conservation efforts throughout the Americas. By empowering local communities, engaging early-career professionals, and fostering international collaboration, Manomet is not only addressing immediate threats to shorebirds, but also building a robust foundation for long-term conservation success.

As participants of the training programs and grant recipients inspire change in their regions, Manomet's work underscores a universal truth: conservation thrives when knowledge, passion, and collaboration come together. The future of shorebird conservation depends on these collective efforts to protect migratory birds and the ecosystems they call home.

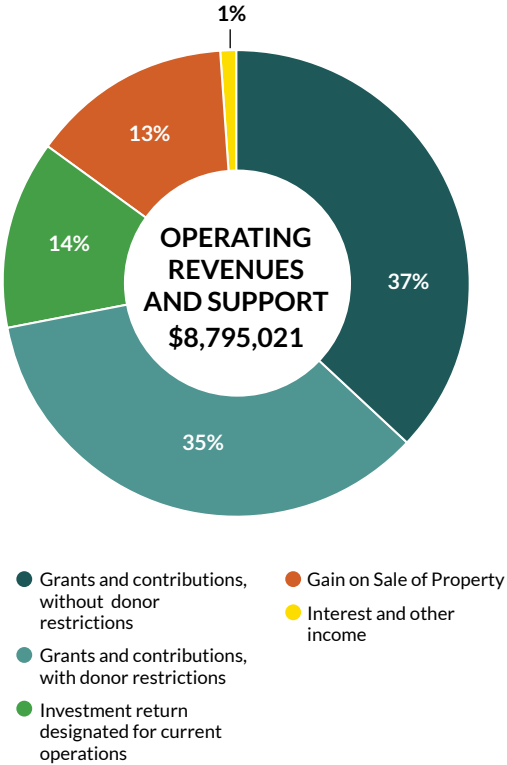
STATEMENT OF FINANCIAL POSITION
September 30, 2024

Assets:	
Cash	\$1,652,162
Grants and pledges receivable	1,544,137
Investments	29,073,837
Prepaid expenses and other	263,796
Property held for sale	-
Property and equipment	1,232,982
Construction in Process	258,466
Total assets	\$34,025,380
Liabilities and Net Assets:	
Current Liabilities:	
Accounts payable and accrued expenses	\$746,147
Conditional grant advances	29,656
Total liabilities	775,803
Net Assets:	
Without donor restrictions	6,356,166
With donor restrictions	26,893,411
Total Net Assets	33,249,577
Total Liabilities and Net Assets	\$34,025,380



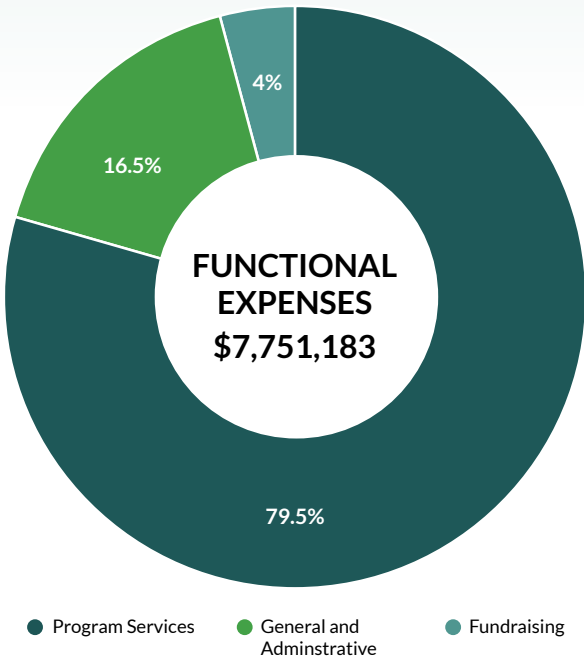
STATEMENT OF ACTIVITIES
For the year ended September 30, 2024

Operating Revenue and Support:	
Grants and contributions, without donor restrictions	\$3,283,393
Grants and contributions, with donor restrictions	3,049,341
Investment return designated for current operations	1,191,997
Gain on sale of property	1,175,526
Interest and other income	94,764
Net assets released from restrictions	-
Total operating revenue and support	8,795,021
Operating Expenses:	
Program services	6,161,450
General and administrative	1,276,023
Fundraising	313,710
Total operating expenses	7,751,183
Change in net assets from operations	1,043,838
Non-Operating Activities:	
Investment return, net	5,852,865
Endowment contributions	15,000
Capital grants	-
Investment return designated for current operations	(1,191,997)
Total non-operating expenses	4,675,868
Change in net assets	5,719,706
Net Assets:	
Beginning of year	27,529,871
End of year	\$33,249,577



STATEMENT OF FUNCTIONAL EXPENSES
For the year ended September 30, 2024

	PROGRAM SERVICES	GENERAL AND ADMINISTRATIVE	FUNDRAISING	TOTAL
Personnel and related expenses:				
Salaries	\$2,498,013	\$509,969	\$246,118	\$3,254,100
Payroll taxes and fringe benefits	593,046	124,852	62,426	780,324
Total personnel and related	3,091,059	634,821	308,544	4,034,424
Non-personnel expenses:				
Professional fees and development	2,190,181	245,430	-	2,435,611
Travel	583,520	1,099	1,350	585,969
Office and other supplies	107,292	209,704	3,816	320,812
Depreciation	54,725	93,181	-	147,906
Bad debt	95,992	-	-	95,992
Equipment	20,499	34,904	-	55,403
Bank charges and fees	-	29,616	-	29,616
Insurance	7,362	12,536	-	19,898
Advertising	-	14,732	-	14,732
Miscellaneous	5,887	-	-	5,887
Facility and related expense	4,055	-	-	4,055
Interest expense	878	-	-	878
Total non-personnel expenses	3,070,391	641,202	5,166	3,716,759
Total expenses:	\$6,161,450	\$1,276,023	\$313,710	\$7,751,183



FY24 BY THE NUMBERS

3.6 Million

Acres of shorebird breeding habitat successfully surveyed for the 2nd year in the Teshekpuk Lake Special Area in the Arctic

30

Agricultural producers in Louisiana enrolled 7,393 acres in a program to establish shorebird friendly management practices — bringing the total to 52,590 acres dedicated to creating vital habitat

20
Teens in Brockton, Massachusetts, joined the Green Team Climate Crew leading hands-on environmental service work to create a greener, more sustainable hometown with partner Wildlands Trust

6
States in which Whimbrel roost counts were completed (GA, SC, MA, LA, TX, VA)

24,000
Acres worth of shorebird surveys were conducted across 7 Texas sites, with nearly 4,000 shorebirds counted

37,312

Acres of shrimp farms improved management practices to serve as shorebird stopover sites in Nicaragua, Honduras, and Mexico

49

Blue crabs tagged in advance of monitoring efforts to track them using underwater acoustic technology

15,000

Oysters planted to create new habitat for forage fish, invertebrates, and shellfish

2,000

Acres of mudflat habitat mapped using drones, local ecological knowledge, and historical imagery

300,000

Quahog seeds planted to conduct growth experiments on two shellfish farms in Maine

1

Manomet scientist (Dr. Stephen Brown) elected as a Fellow to the American Ornithological Society

2,250

Students and visitors participated in classes and site-specific programs at Manomet HQ

2,746

New birds banded at the Trevor Lloyd-Evans Banding Lab at Manomet HQ

55

Nature tour guides earned Coastal Awareness and Responsible Ecotourism Certifications—impacting over 18,800 tourists visiting Georgia, South Carolina, and northern Florida in a campaign designed to protect and reduce disturbance on coastal shorebird habitat

15

Public boat ramps and marinas installed educational signage to raise awareness of sensitive shorebird habitat sites

17

Cattle ranches in Uruguay launched new grazing management practices to increase resilience to climate change and improve shorebird habitat

2

New shorebird surveys undertaken in previously unmonitored locations on the Amazon River and the Interior Pampas in Argentina

6

Sites added to the WHSRN network in Chile, Panama, Brazil, and the U.S., covering 30,875 acres which brings the WHSRN number of sites total to 125 in 25 countries

The work of Manomet Conservation Science’s team in FY24 beyond specific points on a map:

207%

Increase in citations by Manomet scientists in Research Gate since the start of our Open Science initiative

6,308

Surveys conducted by International Shorebird Survey (ISS) volunteers from 1,597 sites in 21 Countries across the Western Hemisphere

17,896,733

Acres on which Manomet led or supported partners to take conservation action to promote management practices beneficial for shorebird breeding, nesting, and refueling

1,713

People from across the Western Hemisphere who joined or watched Manomet’s Small Sit virtual monthly webinar series

50th

Anniversary of the International Shorebird Survey (ISS), Ontario Shorebird Survey, and the Atlantic Canada Survey —a vast community science effort launched by Manomet’s Brian Harrington and Guy Morrison of the Canadian Wildlife Service

35th

Anniversary of the Western Hemisphere Shorebird Reserve Network (WHSRN) in Suriname with the inclusion of Bigi Pan MUMA, Coppename Monding Nature Reserve, and Wia Wia Nature Reserve, which marked WHSRN’s first expansion to Latin America

MANOMET FIRSTS...

1 ...Aerial survey of Cape Cod, Massachusetts, completed for both shorebirds and spawning horseshoe crabs as pilot to monitoring spring abundance for both species.

2 ...Launch of inaugural Monitoring Avian Productivity and Survivorship (MAPS) Program in Myles Standish State Park in Plymouth, Massachusetts: 156 breeding birds were banded, as part of a continent-wide collective effort to assist the conservation of birds and their habitats through standardized bird monitoring.

3 ...Historical shellfish management and conservation database was built spanning 120 years (1860-1980) to monitor and evaluate past trends and future strategies in Maine.

4 ...Range-wide population survey of the reclusive Diademed Sandpiper-Plovers by 80 volunteers in Argentina, Bolivia, Chile, and Peru in peatlands and bogs of the altiplano. A total of approximately 500 sites with potential habitat were surveyed.

5 ...In-person exchange facilitated for 20 students and educators between saline lake habitats Mar Chiquita (Argentina) and Mono Lake (U.S.) to address environmental challenges facing shorebirds in both sites.



FIELD NOTES

Across the Western Hemisphere, Manomet's field scientists are on the ground, monitoring shorebird populations, measuring habitat conditions, and collecting vital data to inform conservation strategies. Here's a glimpse into our work this past year—from remote Arctic breeding grounds to South American wetlands—where science and dedication come together.



Our Supporters

We express our gratitude to the individuals, private foundations, and government agencies whose generous contributions provided critical support for our mission between October 1, 2023, and September 30, 2024. This supporters report was prepared with great care; however, if errors have occurred, please contact Justin Barrett, Director of Development, at jbarrett@manomet.org.

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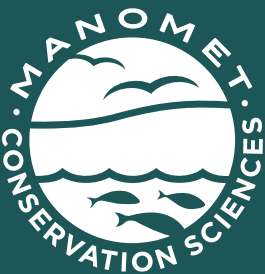
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Widewater Society

The Widewater Society is a group of individuals who have pledged to give Manomet future support through bequests or other deferred gifts. Starting in 2003, it was named after the house on the bluff (Widewater), generously donated by the Ernst family, where Manomet is still headquartered. We are grateful to the following Widewater Society members who have made a bequest or planned gift to Manomet.

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If you have already included Manomet in your long-range plans, please let us know. Become a member of the Widewater Society and create your own legacy. Please contact Justin Barrett at 508.434.6345 or jbarrett@manomet.org.

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Partner Spotlight: Tim Keyes

For decades, Manomet and our partners have been at the forefront of shorebird conservation, forging meaningful partnerships to protect these incredible birds and their habitats. Tim Keyes – wildlife biologist with Georgia Department of Natural Resources – is a longtime and valued collaborator.

Tell us about your current role with the Georgia Department of Natural Resources.

I run the coastal bird program for the Georgia DNR's Wildlife Division, specifically focusing on non-game species. My work is based along the coast, where I oversee conservation efforts, outreach, and education for priority bird species. While most of my focus is on the immediate coast, it often extends into the coastal plain. We use a statewide wildlife action plan as our guiding document.



How many priority species do you focus on?

There are about 60 priority bird species listed, though not all of them are coastal. Some of the key species we focus on include wintering sparrows like Nelson's Sparrow and Seaside Sparrow, as well as shorebirds like American Oystercatchers, Wilson's Plovers, Red Knots, and Whimbrels. We also work with nesting seabirds and priority wading birds like Wood Storks and Little Blue Herons. Recently, we conducted a broad survey across the coastal plain and visited 245 sites to monitor wading birds.

How did you first get connected with Manomet?

Growing up, my grandparents lived in Pepperell, Massachusetts, and were very involved in conservation efforts in their town, including helping found the Nashoba Conservation Trust. My grandmother was a fan of Manomet's work, and she got me a signed copy of Brian Harrington's book *The Flight of the Red Knot: A Natural History Account of a Small Bird's Annual Migration from the Arctic Circle to the Tip of South America and Back*. After graduating from college, I joined Manomet's bird banding program and lived and worked at the headquarters for a fall season before starting graduate school. I learned a lot from John Atwood and Trevor Lloyd-Evans, who taught classes on banding, molting, and phenology. It was an amazing experience, and we even got to teach school groups on occasion.

How do you currently partner with Manomet?

Our team works really closely with Manomet. Brad Winn, who used to be Georgia's bird biologist, collaborated with me for years. Abby Sterling now leads Manomet's Georgia Bight program, and I've worked with her for over 15 years, and Allie Hayser has been an amazing contributor to the Georgia team. Manomet has been instrumental in outreach and education

about shorebird conservation, which were areas we struggled with at DNR.

Manomet's team is incredibly approachable, which is crucial. There can be a tension between people wearing an official badge (we at DNR!) and people making a living on the coast. Manomet bridges that gap by building trust and connecting with people in ways we couldn't.

Can you tell us about the Youth Birding Competition you started?

With a few grants, we launched the first competition in 2006 with 60 kids. It's been growing ever since. Now, we typically have 120 to 130 young birders on over 30 teams. It's amazing to see kids get hooked on birding, whether their parents are birders or they're introduced through a teacher or friend. Some of them have even gone on to break state birding records later in life!

Why is it so important to get kids outside?

If kids don't develop an awareness of the natural world, they won't care about its loss. That basic awareness is the foundation for future conservation action. These days, it's harder than ever to get kids off their screens in a meaningful way, but once they connect with nature, it can be life-changing.

What's the best thing about working with Manomet?

The quality of the staff, hands down. I've worked with Manomet folks since the mid-'90s. They're incredibly talented, dedicated, and take on leadership roles in research and conservation. It's always a pleasure to work with such an amazing team.





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It takes a flock to fill a field notebook! A heartfelt thank you to the entire Manomet Conservation Sciences team for lending their science, stories, and spirit to this year's annual report. These *Field Notes* wouldn't be complete without their dedication and passion for what they do here at Manomet.

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