



Audubon Canyon Ranch

Bouverie Preserve  
Cypress Grove Research Center  
Martin Griffin Preserve  
Modini Preserve

Connecting nature, people and science  
in a rapidly changing world

12 February 2022

Dear SFBJV Coordinator Scoggin and SFBJV Management Board,

I am writing to express my interest in joining the San Francisco Bay Joint Venture Management Board. I believe my individual experience together with my organization's assets and capabilities would benefit the JV and contribute to conservation of the San Francisco Bay region ecosystems.

From an individual perspective, I have nearly 30 years of conservation experience in California, much of which has been in the Bay Area. Here are some selected highlights of my skills and contributions:

- Received foundational training on Diversity, Equity, and Inclusion from the Center for Diversity and the Environment and the Racial Equity Institute and I am currently in the inaugural cohort of the [Working Toward Racial Equity workshop series](#) led by Justice Outside and the Lawrence Hall of Science.
- Over 65 peer-reviewed scientific publications including the monograph [California Bird Species of Special Concern](#) and [A Climate Change Vulnerability Assessment for California's At-Risk Birds](#).
- Deep knowledge of Joint Ventures including chairing the SFBJV Creeks Committee, Board member of the California Central Coast JV, and active in various ways with the Central Valley JV where I was recently given the Excellence in Science award.
- Knowledge and expertise with Strategic Planning and Scenario Planning. For example, I recently led the development of the [California Landscape Conservation Partnerships strategic plan update](#).
- Deep knowledge and active involvement in regional to statewide conservation partnerships and networks including California Landscape Stewardship Network, California Biodiversity Network, OneTam Collaborative, Tomales Bay Watershed Council, and many more.
- Have been trained, trained others, and innovated in practices and mindsets that create strong leaders and highly effective teams.

The organization I work for, Audubon Canyon Ranch (ACR), is 60 years old this year. Despite our name, ACR has no affiliation with the Audubon Society. Our mission is to connect nature, people, and science in a rapidly changing world. From an organizational perspective, ACR possesses a wealth of capabilities to help deliver on-the-ground conservation in the SFBJV region. Some select examples include:

- Own and steward [5000 acres of preserves](#) in Marin and Sonoma counties with significant landholdings on the Bolinas Lagoon and Tomales Bay.
- Have ongoing waterbird conservation science projects including a long-term heron and egret nesting study (which contributed to the first SF Bay State of the Birds report), long-term shorebird and waterbird surveys on both Tomales Bay and Bolinas Lagoon, and several movement ecology studies (birds and mountain lions) including establishing some of the first Motus towers in California.
- Unique prescribed fire program, [Fire Forward](#) (from designing and implementing burns to teaching others), that is using good fire to steward lands in the Bay Area for ecological health, community safety, and cultural objectives.

Finally, I have a passion for the natural world that motivates me to do this work and a commitment to doing so in a way that is socially just. Please let me know if there is any additional information you need.

Thanks for your consideration.

Sincerely,

Tom Gardali

## Thomas Gardali, *Résumé*

Chief Executive Officer  
Audubon Canyon Ranch  
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### SUMMARY

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*Conservationist with substantial experience leading teams, developing and mobilizing strategic plans, conducting and managing avian science, and fundraising. Deep experience in leading and participating in local- to regional- to international partnerships.*

### PROFESSIONAL FOCUS AREAS

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- High Performance Teaming
- Strategic and scenario planning
- Organizational culture
- Climate change vulnerability
- Guiding and evaluating ecological restoration
- Managing agricultural systems that contribute to conservation
- Identification and management of at-risk birds

### SELECTED PROFESSIONAL SERVICE

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- Board Member of the California Central Coast Joint Venture
- Chair, Creeks Committee, San Francisco Bay Joint Venture
- Chair, Implementation Plan Technical Task Force and Chair of landbird committee, Central Valley Joint Venture
- Steering Committee member and Chair of Coordinating Team, California Landscape Conservation Partnership (formerly the CA Landscape Conservation Cooperative)
- Associate Editor, *Frontiers in Population Dynamics*
- Associate Editor, *Western Birds*
- Councilor, Association of Field Ornithologists
- Bird Focus Team of the San Francisco Bay Upland Habitat Goals project (both 2008-2010 and 2018-2019)
- Vice President and Co-Founder, Oikonos—Ecosystem Knowledge
- Coordinator for California Partners in Flight, Riparian Conservation Plan

## RECOGNITION

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- Elected Fellow of The American Ornithologists Union (2019)
- Central Valley Joint Venture Science Excellence Award (2020)

## EDUCATION

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University of California at Santa Cruz. Graduated June 1992, Bachelor of Arts degree in Environmental Studies. Concentration in Agricultural Ecosystems.

## EMPLOYMENT HISTORY

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Chief Executive Officer present Audubon Canyon Ranch Stinson Beach, CA	2021 –
Director of the Pacific Coast and Central Valley Group Point Blue Conservation Science Petaluma, CA	2003 - 2021
Senior Conservation Scientist, Associate Division Director Terrestrial Ecology Division, PRBO Conservation Science Stinson Beach, CA	1995 - 2002
Field Biologist Kern River Research Center Kern, CA	1995
Field Biologist Point Reyes Bird Observatory South East Farallon Island, CA	1995
Field Biologist Point Reyes Bird Observatory Sacramento River, CA	1994

## SELECTED PEER-REVIEWED PUBLICATIONS (full list available upon request)

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- Gardali, T., K.E. Dybala, and N.E. Seavy. 2021. Multiple-benefit conservation defined. *Conservation Science and Practice* <https://doi.org/10.1111/csp2.420>
- Wiens, J.A., and T. Gardali. 2013. Conservation reliance among California's at-risk birds. *The Condor* 115:456-464.
- Cormier, R.L., D.L. Humple, T. Gardali, and N.E. Seavy. 2013. Light-level geolocators reveal strong migratory connectivity and within-winter movements for a coastal California Swainson's Thrush population. *The Auk* 130:283-290.

Gardali, T., R.T. DiGaudio, N.E. Seavy, and L.A. Comrack. 2012. A climate change vulnerability assessment of California's at-risk birds. *PLoS ONE* 7: e29507.

Shuford, W.D., and T. Gardali. 2008. California Bird Species of Special Concern: a ranked assessment of species, subspecies, and distinct populations of birds of immediate conservation concern in California. *Studies of Western Birds* No. 1.

Gardali, T. 2006. People management: suggestions for the inexperienced field supervisor. *Wildlife Society Bulletin* 34:247-249.