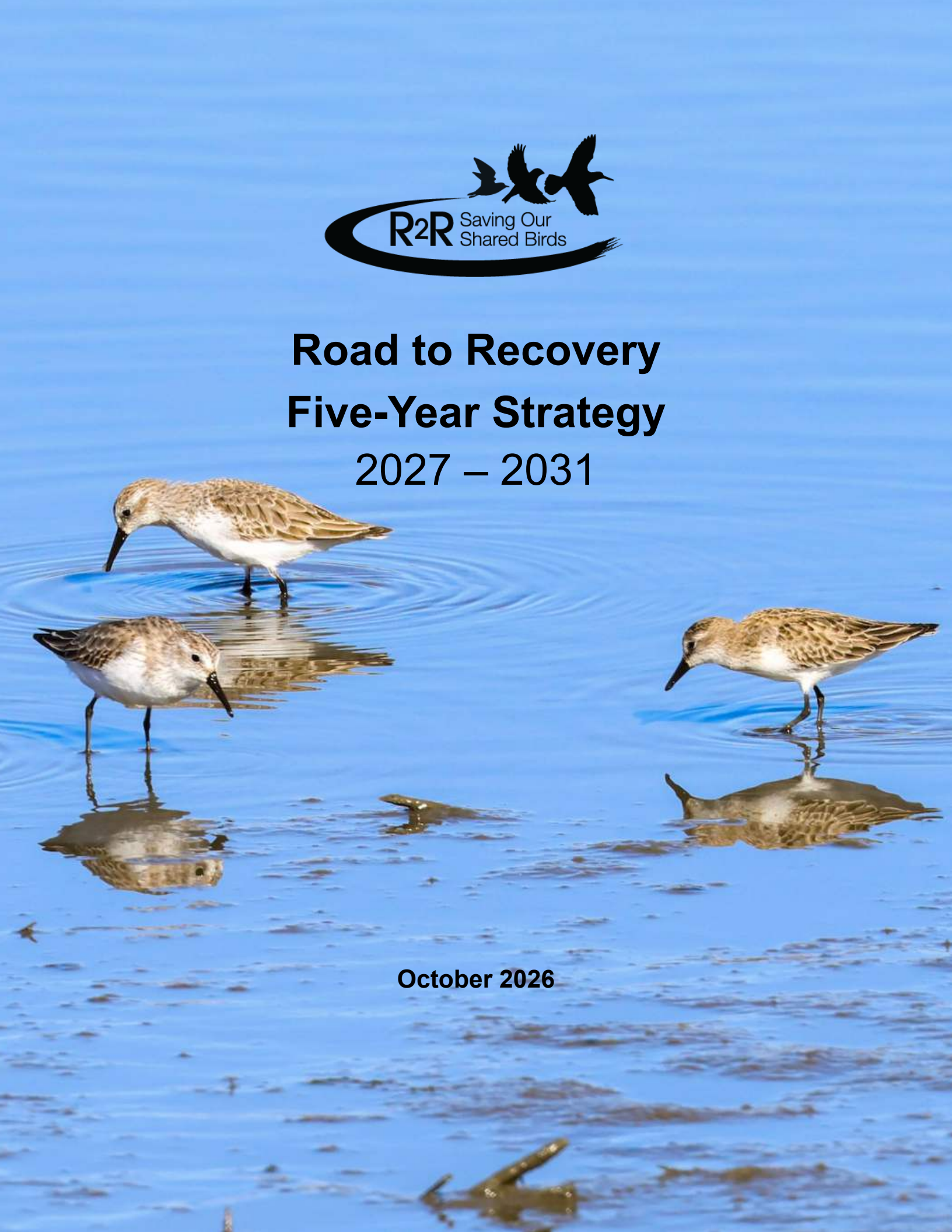


Road to Recovery
Five-Year Strategy
2027 – 2031

October 2026

Table of Contents

Introduction 2
The Challenge: Bird Declines and the Conservation Gap 2
Opportunity: Species-Focused Recovery 3
Current Geographic Scope 4
Mission, Vision, and Theory of Change 4
Principles 6
Organizational Model and Partnerships 7
Objectives and Activities 9
- **Objective 1: Advance the Biological and Social Science Needed for Recovery** 9
  - Activities 9
    - 1.1 Identify and focus on addressing limiting factors to promote species population recovery
    - 1.2 Advance the integration of social science approaches in species recovery
    - 1.3 Mobilize research driven by knowledge gaps and species needs
    - 1.4 Co-produce science by integrating diverse sources and ways of knowing
    - 1.5 Strengthen the pathway from research to conservation action
- **Objective 2: Support Species Working Groups and Partners** 11
  - Activities 11
    - 2.1 Grow the capacity, number, reach, constituency, and effectiveness of Species Working Groups
    - 2.2 Build a strong species recovery network
    - 2.3 Establish reliable financial support for Species Working Groups
    - 2.4 Establish metrics of success
- **Objective 3: Co-Develop and Refine a Practical Species Recovery Framework and Tools** 12
  - Activities 12
    - 3.1 Develop practical tools and metrics for difficult stages of recovery
    - 3.2 Test and continuously improve the R2R recovery framework
    - 3.3 Demonstrate that the approach produces measurable outcomes
    - 3.4 Regularly assess species conservation status and priorities
- **Objective 4: Connect Species Recovery to the Broader Conservation System** 13
  - Activities 13
    - 4.1 Integrate species-focused work into landscape- and habitat-scale conservation
    - 4.2 Strengthen international collaboration across the full annual cycle
    - 4.3 Support the next generation of conservation leaders
    - 4.4 Collaborate beyond the traditional bird conservation community
- **Objective 5: Build a Sustainable Organization** 14
  - Activities 14
    - 5.1 Sustain staff capacity and expertise to match the demands of the work
    - 5.2 Diversify and grow R2R's financial base
    - 5.3 Strengthen clear and effective governance and advisory bodies
- **Scaling** 16
- **Measuring Progress, Learning, and Adaptating** 16

Introduction

Road to Recovery (R2R) is a collaborative network that mobilizes partners across the Western Hemisphere to recover rapidly declining birds. We lead a species-focused approach that connects transdisciplinary science, people, and targeted conservation. Our recovery framework guides the development of integrated conservation strategies that address biological and human dimensions challenges across a species' full annual cycle.

At the heart of this network are Species Working Groups made up of biologists, social scientists, land managers, conservationists, and other partners. They are supported by R2R staff, an extended technical team (the Core Team), and an advisory body (the Leadership Council).

The power of R2R comes from these collaborative partnerships. Our approach combines advancing the science and practice of species recovery, providing direct financial and technical support to Species Working Groups, strengthening the recovery network, and weaving our approach into the larger conservation landscape. We support this work through grants, research, capacity, technical assistance, and convenings that strengthen the recovery process and enable knowledge exchange.

R2R steps into the next five years with momentum. We have grown our funding, staff, and Species Working Group network, bringing our distinct species-focused recovery framework and tools to fill a niche in bird conservation.

The Challenge: Bird Declines and the Conservation Gap

Birds are a vital part of our ecosystems and economies, contributing to pest control, pollination, seed dispersal, and a multibillion-dollar recreation industry. Yet, bird populations in the Western Hemisphere are experiencing a steep decline, as documented in multiple reports and rigorous peer-reviewed papers. As essential biological sentinels, avian populations function as early-warning indicators of environmental health; consequently, their precipitous decline often reflects systemic ecological degradation that directly compromises human and community resilience. Reversing this trend is an urgent conservation priority.

Despite decades of research, habitat protection, and monitoring, many species continue on rapid downward trajectories. General threats such as habitat loss, invasive species, and anthropogenic causes of mortality are well understood at a high level. However, for most declining bird species, we still lack a clear understanding of the specific factors limiting populations, and the targeted, actionable conservation strategies needed to recover them. As a result, species are slipping through the cracks. Major advances in tracking, quantitative science, and the inclusion of human dimensions research are allowing for a more rapid and comprehensive assessment of limiting factors and therefore potentially recovery.

Much of modern bird conservation is organized around protecting and restoring habitats and landscapes. The Kunming–Montreal Global Biodiversity Framework reflects this dominant paradigm, including global goals to conserve 30 percent of habitat and restore 30 percent of



degraded ecosystems. Area-based conservation is essential for birds, particularly when it protects networks of breeding, stopover, and nonbreeding habitats across the full annual cycle. Broad threat-reduction efforts, such as reducing habitat loss, pesticide impacts, collisions, unsustainable harvest, and other pervasive pressures, are likewise critical and can benefit many species at once.

Landscape- and threat-based approaches alone may not be enough for species undergoing rapid declines or facing acute, species-specific challenges. Even within well-protected landscapes, a population may continue to decline because of a limiting factor operating at a particular place or stage of its annual cycle. Recoveries of Bald Eagles, Peregrine Falcons, American Oystercatcher, and California Condors have depended on identifying and addressing particular causes of mortality or reproductive failure. Where habitat is limiting, for example with Red-cockaded Woodpeckers, recovery may still require understanding the particular conditions a species needs. R2R complements landscape-scale conservation by asking species-specific questions to understand what intervention will change a species trajectory.

Opportunity: Species-Focused Recovery

A species-focused approach complements broader conservation by asking which species are declining most rapidly, what is limiting their populations, where and when those limiting factors operate, and what targeted interventions could change their trajectory. R2R occupies this space: our species recovery framework helps Species Working Groups connect biological and social science, identify limiting factors, and translate that knowledge into targeted conservation actions that can operate within, and strengthen, larger landscape, flyway, and ecosystem conservation efforts.

R2R scientists have identified a set of rapidly declining bird species that breed in the United States and Canada that need urgent, targeted conservation action to stabilize their populations and put them on a path toward recovery. There is an urgent need to act now. The path forward requires filling critical knowledge gaps and complementing broad conservation efforts with species-specific, life-cycle-based strategies that identify why individual species are declining and what targeted actions are needed for their recovery.

Equally important is the integration of social science into conservation planning. Structural and behavioral constraints, such as regulatory barriers, political resistance, land-use conflicts, behavioral motivations, and cultural practices, often impede conservation outcomes. Understanding these constraints is essential to designing conservation strategies and building capacity to support socially acceptable, culturally appropriate, and economically feasible conservation solutions. Integrating biological and social science will help recovery teams identify where conservation actions are more likely to achieve lasting outcomes with the people who share and steward birds and their habitats.



R2R addresses this critical need through a coordinated, innovative, and transdisciplinary approach.[1] R2R brings together biologists, social scientists, land managers, government agencies, and community partners to jointly identify biological and social drivers of decline, and to co-develop recovery strategies. Because the full annual cycle of avian species connects multiple nations and cultures, R2R supports international collaboration and collective action beyond the breeding grounds. By integrating cutting-edge science with community-informed practice, R2R aims to halt and reverse bird declines before regulatory action becomes necessary and before it's too late.

Current Geographic Scope

R2R currently focuses on recovering a set of bird species that have been identified as high conservation concern in the Partners in Flight (PIF) Avian Conservation Assessment Database (ACAD) and are experiencing significant losses across their full range. Most of these "Tipping Point"[2] Species breed in the U.S. and Canada, and many spend significant portions of their annual cycle in Latin America and the Caribbean. Recovering these shared species requires a process that is coproduced through all stages of planning, research, and implementation of conservation actions across the Western Hemisphere, bringing together partners to identify and address the specific causes of decline wherever they occur. These recovery efforts may also benefit other declining bird species that share habitats and conservation needs. R2R's framework can apply to the recovery of declining bird species worldwide, and we welcome collaboration with partners working on any species that needs conservation attention.

Mission, Vision, and Theory of Change

Mission

To recover rapidly declining birds by advancing a species-specific approach that connects transdisciplinary science, people, and targeted conservation action across the hemisphere.

Vision

A future where rapidly declining bird species recover and thrive.

Theory of Change

If R2R both brings together and works alongside bird conservation partners to understand the biological and social drivers of species decline, build inclusive international partnerships, co-produce recovery strategies, secure the resources required to advance conservation efforts, and share learning through the network, then we can accelerate effective conservation action and catalyze sustained species recovery with lasting benefits for birds, people, and biodiversity.

---

[1] Transdisciplinary means an approach or research method that crosses and goes beyond traditional academic boundaries to solve complex real-world problems by uniting multiple fields and non-academic participants.

[2] A Tipping Point Species refers to a bird species that has lost 50% or more of its population since 1970 and is projected to lose another 50% or more within the next 50 years if current trends continue. The designation is based on population trends for North American birds, including migratory species that spend part of their annual cycle in Latin America or the Caribbean. They are described in tiers at https://r2rbirds.org/tipping-point-species.

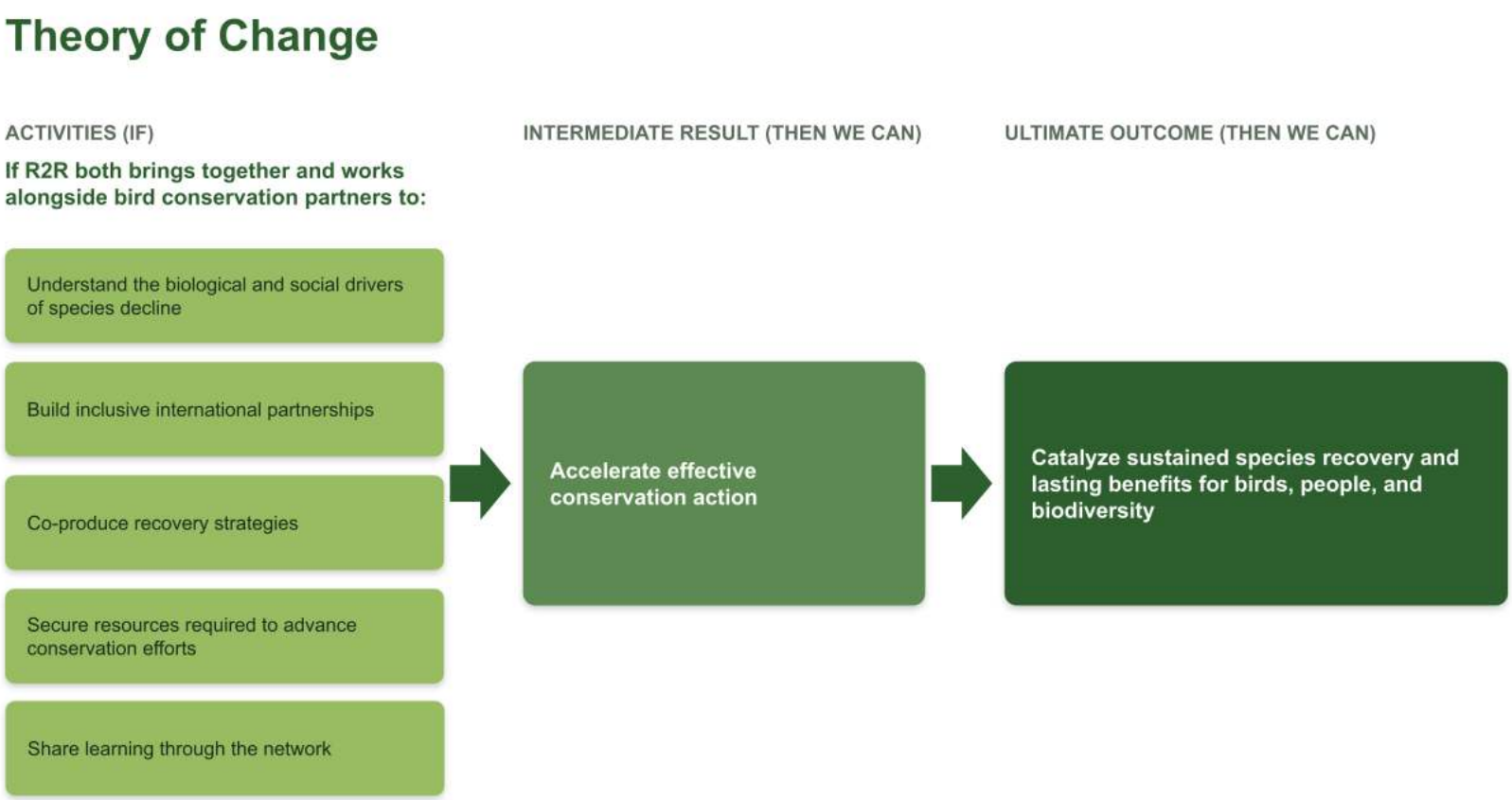


Figure 1: R2R Theory of Change



Principles

R2R was founded on five guiding principles that define how we approach species recovery. They provide a common foundation for our work while recognizing that recovery will look different for every species, place, and partnership. The strategy's goals and actions that follow put these principles into practice.

1. Apply species-specific knowledge to inform recovery

Protecting and restoring habitat is fundamental to bird conservation, but often not sufficient for recovery. Effective recovery requires knowing where and when conservation action will have the greatest impact. R2R helps pinpoint the specific places, seasons, and factors limiting populations of rapidly declining species. By supporting Species Working Groups to close these critical knowledge gaps, R2R helps translate broad conservation priorities into targeted actions that can drive population recovery.

2. Integrate biological and social science

Human dimensions are integral to understanding and solving conservation problems. R2R integrates biological and social science from the outset to understand both the ecological drivers of species decline and the human systems that shape conservation outcomes. We work with partners to co-create research and solutions that account for values, behaviors, institutions, and social and economic conditions. This integration increases the likelihood that conservation interventions will benefit both wildlife and people, and be effective, feasible, and sustained over the long term.

3. Work along the full annual cycle

R2R uses a full annual cycle approach because the factors limiting a bird population may occur on the breeding grounds, during migration, or in non-breeding areas. Understanding where and when those factors limit a population is essential to targeting conservation actions that can change the species' population trajectory. These factors are inseparable from the human contexts in which conservation occurs, including the values, livelihoods, institutions, and decisions that shape landscapes across the annual cycle, which is often across the hemisphere. R2R is committed to an inclusive perspective that integrates ecological and human dimensions and requires, in most cases, strong international partnerships.

4. Develop actionable science and implementation in tandem

For rapidly declining species, research and action cannot be separate stages. R2R promotes research that centers on conservation decisions and encourages implementation as soon as there is sufficient evidence to act. Specifically, we support co-production with conservation



decision-makers and managers, monitoring to ensure effectiveness, adaptive management where possible and technical transfer to maximize conservation return on investment.

5. Lead with inclusivity and social and environmental justice

R2R is committed to strengthening inclusivity, diverse ways of knowing, and social and environmental justice across all of its efforts. People who will participate in, and be impacted by, the recovery of a species are often excluded from decision-making processes and access to their local resources and lands. To combat top-down conservation decision making that places burdens and loss on less wealthy land users and reinforces colonial approaches and racial and gendered bias, R2R is committed to implementing approaches that are co-created with local communities. We help identify where conservation actions are more likely to achieve lasting outcomes with the people who share and steward birds and their habitats.

Organizational Model and Partnerships

R2R fills a specific niche in the bird conservation community to inspire and facilitate Tipping Point Species recovery. R2R is positioning itself as a connector and boundary spanner by fostering Species Working Groups and building strong relationships with partners across federal, state, and local governments, academic institutions, and conservation organizations across the Western Hemisphere. R2R has grown into a recovery network led by a nimble group of staff and Core Team with a Leadership Council and subcommittees.

Species Working Groups are the main vector for R2R's species recovery process. Species Working Groups are multidisciplinary groups of scientific experts and practitioners that convene around a focal species or suite of species. Members include researchers, conservationists, government agency scientists, species experts, social scientists, and other partners across the Western Hemisphere with relevant species knowledge and other expertise.

R2R staff, led by an Executive Director, conduct the day-to-day work and decision-making, including research, partnerships, and fundraising. R2R aims to leverage its staff expertise to help fill key knowledge gaps, develop novel science, guide and support Species Working Groups, forge international partnerships, empower early-career conservation professionals, and create tools that collectively advance recovery of Tipping Point Species.

R2R Core Team is a small group of dedicated colleagues from academia, state and federal government, and the conservation community who share a commitment to Tipping Point Species recovery. The Core Team expands the technical capacity of the staff by executing key functions and decision-making on a volunteer basis. Members help shape R2R's vision and direction.

R2R Leadership Council brings together leaders from diverse partner organizations across varied geographies, organizations, and disciplines as catalysts for change in the key sectors of

bird conservation. Members bring perspectives spanning research and conservation implementation, help strengthen R2R's connections, relationships, alignment, and impact, and then take that out to the broader bird conservation community. The Leadership Council keeps lines of communication and direction aligned with their organizations, creates synergies to support R2R's species recovery efforts, and identifies collaboration opportunities.

Subcommittees are standing, time-limited, or issue-specific groups convened or co-convened by R2R to bring together relevant expertise and partner perspectives around cross-cutting needs, opportunities, or areas of work that span multiple Species Working Groups. Subcommittees help develop shared approaches, strengthen coordination and learning across the R2R network, and advise R2R. R2R will maintain, establish, or reestablish targeted subcommittees as needed over the strategy period.

Georgetown University's Earth Commons, the University's Institute for Environment and Sustainability, serves as R2R's institutional home.



Credit: Jim Giocomo



Objectives and Activities

This strategic plan is organized around five objectives, each with actions informed by our principles to work towards over five years. Specific metrics will be developed annually to achieve these objectives.

Objective 1: Advance the Biological and Social Science Needed for Recovery

Generate, synthesize, connect, and apply the biological and social science needed to understand why Tipping Point Species are declining and what interventions can successfully recover them. This science is transdisciplinary and co-produced from the outset with the researchers, practitioners, and partners who will apply it, ensuring that research questions and approaches are grounded in conservation needs and lead to actionable solutions benefiting birds and humans.

Activities

1.1 Identify and focus on addressing limiting factors to promote species population recovery

Develop tools and replicable processes to both lead research and help Species Working Groups determine the research needed to understand limiting factors, including population structure, migratory connectivity, vital rates, habitat needs, and other biological drivers of decline across the full annual cycle, where needed.

1.2 Advance the integration of social science approaches in species recovery

Integrate social science into recovery research to understand drivers, co-create conservation solutions that recover Tipping Point Species, and support thriving, engaged communities enjoying the benefits of healthy ecosystems. Support Species Working Groups to understand the human behaviors, institutions, economic conditions, cultural factors, policies, and local contexts that shape successful conservation actions.

1.3 Mobilize research driven by knowledge gaps and species needs

Fund research directly, support postdoctoral and graduate research, develop institutional partnerships, and connect Species Working Groups with appropriate biological and social science expertise. Conduct cross-cutting, transdisciplinary research within R2R to advance our understanding of species recovery. Engage with partners to prioritize funding conservation-applicable recovery research with postdoctoral students.



1.4 Co-produce science by integrating diverse sources and ways of knowing

With appropriate Free, Prior and Informed Consent and partnerships, increase the use of local knowledge, discipline integration, and Traditional Ecological Knowledge across the hemisphere to ensure incorporation of different worldviews and approaches to conservation. Elevate and include research originating from across the hemisphere. Integrate insights from conservation practice (bird-related and beyond), land management, economics, industries, legal, and policy-making to broaden our understanding of the challenges, possible solutions, system dynamics, and partners.

1.5 Strengthen the pathway from research to conservation action

Ensure that research supported or facilitated by R2R is co-developed with conservation delivery partners around actionable recovery questions and translated into decisions, strategies, implementation, and adaptive feedback. Apply co-development of research from the start, including identifying research that focuses on pressing conservation questions, instead of conducting research first and translating the results into conservation action.



Objective 2: Support Species Working Groups and Partners

Empower a growing network of Species Working Groups and partners with the capacity, resources, and connections to recover Tipping Point Species.

Activities

2.1 Grow the capacity, number, reach, constituency, and effectiveness of Species Working Groups

Offer direct technical assistance aligned with where Species Working Groups are in the recovery process. Support the formation of Species Working Groups for all Tipping Point Species. Strengthen all existing Tipping Point Species Working Groups to adopt the recovery framework and focus on filling knowledge gaps. Help mature Species Working Groups move from identifying limiting factors to designing, funding, implementing, and adapting conservation actions. Support the establishment of clear leadership, decision-making processes, succession planning, and other structures required for sustained action.

2.2 Build a strong species recovery network

Nurture an R2R network of partners that learn from and support each other and coordinate action where useful. Create sustained opportunities for Species Working Groups to exchange knowledge, solve problems together, share expertise, and learn from successes and failures. Offer virtual and regional opportunities to learn about the recovery process and learn from other Species Working Groups.

2.3 Establish reliable financial support for Species Working Groups

Continue to support partners through funding. Expand grant or other direct funding programs to support coordination, research, planning, partnership development, and measurable conservation implementation. Adapt the programs to meet changing funding landscapes. Support Species Working Groups in attracting additional funding from other sources. Work with funding partners to prioritize species recovery.

2.4 Establish metrics of success

Collaborate with our bird conservation partners to establish a shared understanding of the metrics of successful species recovery and human co-benefits. Develop guidance and provide support to help Species Working Groups establish specific, measurable, achievable, relevant, time-bound (SMART) goals and evaluate the effectiveness and impact of their work.



Objective 3: Co-Develop and Refine a Practical Species Recovery Framework and Tools

Together with Species Working Groups and other partners in conservation, co-develop a tested, flexible, and widely usable approach to species recovery that is applicable to the needs of Species Working Groups.

Activities

3.1 Develop practical tools and metrics for difficult stages of recovery

Create guidance and decision-support tools for key areas associated with action category criteria in the R2R Recovery Wheel. Make clear connections to conservation standards, genetics, partnerships, and conservation initiatives along the Wheel criteria.

3.2 Test and continuously improve the R2R recovery framework

Use experience from Species Working Groups and other partnerships to refine the Recovery Wheel[3], recovery process, principles, and associated guidance. Document and disseminate successes, failures, barriers, adaptations, and case examples so Species Working Groups build on success, do not have to reinvent what another has already learned, and avoid duplicating errors.

3.3 Demonstrate that the approach produces measurable outcomes

Document and disseminate Species Working Group experience to assess whether R2R-supported approaches contributed to stronger teams, better strategies, implementation, and ultimately improved species population, population trajectories, and recovery. Conduct or support cross-Working-Group applied research and participatory learning to deepen our understanding of what works and what needs to be adapted.

3.4 Regularly assess species conservation status and priorities

Establish a consistent process for reviewing and updating the Tipping Point Species list as new population, trend, threat, and conservation information becomes available. Support continued development of the ACAD as a rigorous, shared foundation for assessing species conservation status and informing priorities.

[3] R2R's integrated self-assessment framework of biological and social criteria for species recovery: https://r2rbirds.org/resources/species-recovery-wheel/



Objective 4: Connect Species Recovery to Broader Conservation

Build awareness of R2R's recovery process through targeted communication and partnerships. Make species-focused recovery an integrated and complementary part of bird conservation by connecting Species Working Groups to one another and to the landscape-, habitat-, flyway-, threat-, international, and community-based efforts capable of delivering conservation benefits to a broad suite of species when conservation action is taken.

Activities

4.1 Integrate species-focused work into landscape- and habitat-scale conservation

Strengthen intentional relationships with PIF; North American Bird Conservation Initiative (NABCI); Joint Ventures (JVs); Flyways; conservation investment strategies (CISs); habitat partnerships; threat-reduction programs; federal, state, and international government agencies; and other broad-scale conservation efforts to incorporate species needs into the conservation delivery pipeline.

4.2 Strengthen international collaboration across the full annual cycle

Foster inclusive, cross-cultural collaboration. Deepen partnerships across Canada, the U.S., Latin America, the Caribbean, and other relevant geographies, with meaningful leadership and participation from partners across species ranges. Intentionally invest in overcoming challenges to working together, limited capacity, and differing priorities. Connect to international initiatives (e.g., Convention on Biological Diversity, Convention on Migratory Species, etc.).

4.3 Support the next generation of conservation leaders

Invest in emerging conservation leaders by dedicating R2R staff to the Future Leaders in Conservation program. Strengthen peer networks and mentorship opportunities. Host virtual and in-person events that serve as pathways for participants to contribute meaningfully to bird conservation and species recovery.

4.4 Collaborate beyond the traditional bird conservation community

Provide guidance for Species Working Groups to work with landowners, Indigenous communities, agricultural interests, governments, researchers, industry, community organizations, and other actors whose participation is necessary to address limiting factors and create human co-benefits. Create opportunities for knowledge sharing and collaboration with other species recovery initiatives (beyond birds). Seek synergies with programs and use them to connect Species Working Groups with existing expertise, authorities, funding, land-management capacity, and conservation programs.



Objective 5: Build a Sustainable Organization

Adapt the staffing, advisory bodies, funding, governance, partnerships, systems, and standing needed for R2R to sustain high-quality support for species recovery over the long term. Build R2R's internal capacity to perform its catalytic function as demand grows. Position R2R as a trusted leader and partner in species recovery through relationships, visibility, and a solid evidence base.

Activities

5.1 Sustain staff capacity and expertise to match the demands of the work

Maintain a needs-based mix of biological science, social science, Species Working Group support, coordination, international partnership, communications, fundraising, and grants administration that can evolve based on lessons learned, new opportunities, and changing environments. Foster R2R's organizational culture where staff thrive while doing good work and nurture professional growth and connection. Develop systems to strengthen grant administration, financial management, communications, monitoring and evaluation, and internal operating procedures.

5.2 Diversify and grow R2R's financial base

Develop a mix of funding sources from philanthropic, institutional, governmental, and corporate entities to sustainably cover organizational capacity and strategy objectives. Grow a balanced portfolio of funding to support our goals and the R2R approach.

5.3 Strengthen clear and effective governance and advisory bodies

Continue the Core Team function that serves as close advisors to the Executive Director and staff, providing strategic direction and technical support. Establish and codify relationships with organizations represented by Leadership Council members to support and amplify R2R research and Species Working Group needs. Establish subcommittees to carry out initiatives. Define and periodically review the roles of staff, Core Team, Leadership Council, subcommittees, and other advisory or community-of-practice structures. Evaluate the membership of the Core Team and Leadership Council every two years. Establish fundraising roles and partnerships within subcommittees, where appropriate.

Objectives and Activities



Figure 2: R2R Objectives and Activities

Scaling

R2R will continue to engage donors who are aligned with R2R's core approach. Individual funding opportunities may place greater emphasis on one part of our approach or focus on particular bird groups, geographies, or conservation needs. As we scale, we aim to grow a balanced funding portfolio. This flexibility will allow R2R to pursue larger or emerging opportunities, including catalytic ideas developed with partners. As we learn from implementation, evidence and experiences from Working Groups will help identify promising opportunities, reveal gaps, and guide where additional investment will have the greatest impact.

Measuring Progress, Learning, and Adapting

Indicators of Strategy Progress and Species Recovery

We will take a pragmatic, learning-oriented approach to measurement, selecting a small number of meaningful indicators that help us understand what works, adapt our approach, and direct limited resources toward the greatest impact. The R2R staff and Core Team will use the first year of this strategy to develop indicators and metrics for its own progress as an organization. These will integrate the grant-specific indicators that R2R already collects into a cohesive framework. They will also measure quantitative achievements for each objective of the strategy. The team will collect qualitative data to explain how and why a result was achieved. Further, the set of indicators should allow R2R to tell a compelling story about the additional value created by connecting and supporting Species Working Groups. They should demonstrate how coordinated investment can strengthen and accelerate species recovery efforts.

We envision targeted recovery actions to result in slowing population declines, then stabilizing population levels, and ultimately increasing the abundance of birds. R2R will support Working Groups to develop recovery objectives and population targets using short- and long-term population trends. R2R will also support Working Groups to use social science methods to monitor recovery and integrate human dimensions considerations into all stages of planning.

Intentional Piloting and Learning

R2R will use the five-year time frame of the strategy to deepen our understanding of how recovery works, test our multi-layered approach, and intentionally experiment, learn, and adapt. To ensure this, we implement a discipline of after-action reviews, dedicated research establishing a science of recovery, two-way learning in our collaborative approach to Working Group support, knowledge exchange, and learning events. R2R's unique structure that includes staff, Core Team, and Leadership Council gives us access to a broad base of experience and knowledge. We will catalyze this expertise through thematic subcommittees, identifying specific questions, or adapting tools based on insights gained.

To bring together lessons learned about our approach to recovery, review our progress, and adapt as needed, we aim to convene a midpoint reflection process that brings together voices from the Species Working Groups, staff, Core Team, and Leadership Council.



Road to Recovery
r2r@georgetown.edu
www.r2rbirds.org

Cover Photo Credit: ©Mary Thurmond/Macaulay Library, Cornell Lab
Back Cover Photo Credit: © Mark Rauzon/Macaulay Library, Cornell Lab