



Gary McGee & Co. LLP
CERTIFIED PUBLIC ACCOUNTANTS



Financial Statements and Other Information
as of and for the Year Ended December 31, 2017
and Reports of Independent Accountants

THE XERCES SOCIETY, INC.

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REPORT OF INDEPENDENT ACCOUNTANTS

*The Board of Directors
The Xerces Society, Inc.:*

We have audited the accompanying financial statements of The Xerces Society, Inc., which comprise the statement of financial position as of December 31, 2017, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the organization's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Xerces Society, Inc. as of December 31, 2017, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States.

Summarized Comparative Information

We have previously audited The Xerces Society, Inc.'s 2016 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated May 31, 2017. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2016 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Ernst & Young LLP

May 30, 2018

THE XERCES SOCIETY, INC.

STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2017

(WITH COMPARATIVE AMOUNTS FOR 2016)

	2017	2016
Assets:		
Cash and cash equivalents	\$ 1,529,774	1,557,886
Government grants, contracts, and other receivables	447,871	557,832
Private grants and contributions receivable (<i>note 4</i>)	331,461	73,142
Investments (<i>note 5</i>)	3,295,427	1,781,205
Inventories	89,152	81,047
Prepaid expenses	49,321	30,746
Property and equipment (<i>note 6</i>)	10,330	5,642
Total assets	\$ 5,753,336	4,087,500
Liabilities:		
Accounts payable and accrued expenses	47,822	40,093
Accrued payroll and related expenses	275,466	261,311
Accrued retirement payable	6,687	39,334
Deferred revenue	799,174	490,191
Total liabilities	1,129,149	830,929
Net assets:		
Unrestricted:		
Available for programs and general operations	3,254,376	2,478,364
Board-designated reserve (<i>note 7</i>)	220,772	202,814
Net investment in capital assets	10,330	5,642
Total unrestricted	3,485,478	2,686,820
Temporarily restricted (<i>note 7</i>)	1,138,709	569,751
Total net assets	4,624,187	3,256,571
Commitments and contingencies (<i>notes 10, 11, and 12</i>)		
Total liabilities and net assets	\$ 5,753,336	4,087,500

See accompanying notes to financial statements.

THE XERCES SOCIETY, INC.

STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2017
(WITH COMPARATIVE TOTALS FOR 2016)

	2017			2016
	Unrestricted	Temporarily restricted	Total	
Revenues, gains, and other support:				
Private grants and contributions	\$ 1,769,473	1,456,841	3,226,314	2,312,183
Government grants and contracts	1,312,701	—	1,312,701	1,289,894
Program revenue	650,804	—	650,804	608,412
Sales of merchandise	62,968	—	62,968	64,010
Dividend and interest income	26,380	2,149	28,529	11,848
Net increase in the fair value of investments	9,085	9,398	18,483	4,581
Total revenues and gains	3,831,411	1,468,388	5,299,799	4,290,928
Net assets released from restrictions (<i>note 8</i>)	899,430	(899,430)	—	—
Total revenues, gains, and other support	4,730,841	568,958	5,299,799	4,290,928
Expenses (<i>note 9</i>):				
Program services:				
Pollinator conservation	2,152,308	—	2,152,308	1,937,405
Aquatic conservation	53,364	—	53,364	79,963
Endangered species	727,267	—	727,267	794,503
Other conservation	188,416	—	188,416	97,463
Total program services	3,121,355	—	3,121,355	2,909,334
Supporting services:				
Management and general	331,859	—	331,859	299,477
Fundraising	478,969	—	478,969	471,535
Total supporting services	810,828	—	810,828	771,012
Total expenses	3,932,183	—	3,932,183	3,680,346
Increase in net assets	798,658	568,958	1,367,616	610,582
Net assets at beginning of year	2,686,820	569,751	3,256,571	2,645,989
Net assets at end of year	\$ 3,485,478	1,138,709	4,624,187	3,256,571

See accompanying notes to financial statements.

THE XERCES SOCIETY, INC.

STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2017
(WITH COMPARATIVE TOTALS FOR 2016)

	2017	2016
Cash flows from operating activities:		
Cash received from grants, contributions, contracts, and other sources	\$ 5,413,412	4,681,745
Cash received for dividends and interest	28,529	11,848
Cash paid to grantees	(14,886)	(7,500)
Cash paid to employees, suppliers, and contractors	(3,950,875)	(3,722,609)
Net cash provided by operating activities	1,476,180	963,484
Cash flows from investing activities:		
Purchase of investments	(2,524,655)	(1,716,369)
Proceeds from sale or maturity of investments	1,053,880	881,396
Reinvestment of dividend and interest income	(24,964)	(8,029)
Capital expenditures	(8,553)	—
Net cash used in investing activities	(1,504,292)	(843,002)
Net increase (decrease) in cash and cash equivalents	(28,112)	120,482
Cash and cash equivalents at beginning of year	1,557,886	1,437,404
Cash and cash equivalents at end of year	\$ 1,529,774	1,557,886

See accompanying notes to financial statements.

THE XERCES SOCIETY, INC.

STATEMENT OF FUNCTIONAL EXPENSES

YEAR ENDED DECEMBER 31, 2017
(WITH COMPARATIVE TOTALS FOR 2016)

	2017				
	Program services				
	Pollinator conservation	Aquatic conservation	Endangered species	Other conservation	Total
Salaries and related expenses	\$ 1,526,175	44,126	582,986	98,702	2,251,989
Contract services and subrecipient awards	29,480	—	14,209	108	43,797
Professional services	9,848	—	—	—	9,848
Telephone	13,371	94	1,238	—	14,703
Insurance	—	—	—	—	—
Rent and utilities	814	—	—	—	814
Bank fees	573	—	180	1,533	2,286
Equipment and maintenance	9,835	686	3,436	71	14,028
Postage	9,555	71	454	12,617	22,697
Supplies	79,932	—	882	981	81,795
Travel	132,118	323	26,849	3,401	162,691
Publication design and printing	62,103	1,183	3,356	33,069	99,711
Dues and fees	8,912	—	2,177	406	11,495
Mailing list rental	—	—	—	—	—
Grants and awards	—	—	—	14,886	14,886
Depreciation	2,357	59	785	192	3,393
Total expenses before allocation of shared costs	1,885,073	46,542	636,552	165,966	2,734,133
Allocation of shared costs	267,235	6,822	90,715	22,450	387,222
Total expenses	\$ 2,152,308	53,364	727,267	188,416	3,121,355

See accompanying notes to financial statements.

Supporting services					
Management and general	Fundraising	Shared costs	Total	Total	2016
236,254	258,875	330,432	825,561	3,077,550	2,565,000
100	2,043	144	2,287	46,084	326,967
35,645	31,832	–	67,477	77,325	68,850
69	–	11,439	11,508	26,211	22,497
10,496	–	–	10,496	10,496	9,764
–	–	85,133	85,133	85,947	79,388
356	15,211	–	15,567	17,853	14,701
607	4,999	45,927	51,533	65,561	80,713
146	29,376	1,937	31,459	54,156	64,784
372	67	6,576	7,015	88,810	72,552
5,210	196	705	6,111	168,802	172,777
–	71,559	4,064	75,623	175,334	161,594
1,403	4,465	540	6,408	17,903	21,966
–	1,400	–	1,400	1,400	5,899
–	–	–	–	14,886	7,500
–	472	–	472	3,865	5,394
290,658	420,495	486,897	1,198,050	3,932,183	3,680,346
41,201	58,474	(486,897)	(387,222)	–	–
331,859	478,969	–	810,828	3,932,183	3,680,346

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2017

1. Organization

The Xerces Society, Inc., a nonprofit organization founded in 1971, protects wildlife through the conservation of invertebrates and their habitat. Named after the extinct Xerces blue butterfly, *Glaucopsyche xerces*, the Society advocates for invertebrates and their habitats by working with scientists, land managers, educators, and citizens on conservation and education projects, as its core programs focus on endangered species, native pollinators, and watershed health. Funding comes from membership dues and donations, merchandise sales, government grants and contracts, corporate support, foundation grants, and other program revenue.

2. Program Services

During the year ended December 31, 2017, the Society incurred program service expenses in the following major categories:

Pollinator Conservation – The Society’s Pollinator Conservation program works across the United States to educate farmers, land managers, and the public about the importance of pollinating insects, and to establish habitat protection and management as keys to their conservation. It directly reaches agricultural professionals and farmers through trainings, workshops, and other outreach events across the United States. It also works to educate farmers, agency staff, and citizens on responsible pesticide use and regulation. As a result of the Society’s work, native pollinators are now a key priority for agricultural conservation programs across the United States, and its efforts have led to hundreds of thousands of acres of habitat improvements for these vital insects.

Aquatic Conservation – The Society’s Aquatic Conservation program conducts applied research and provides advice and resources to scientists, land managers, and watershed stewards for monitoring the health of streams, rivers, and wetlands. It also works with watershed councils to assess the

health of local watersheds and to analyze the success of restoration projects. The Society’s current work includes efforts to protect dragonflies, damselflies, freshwater mussels, and other aquatic invertebrates; to promote ecologically-sound mosquito management; and to provide information about the impacts of pesticides on aquatic invertebrates.

Endangered Species – The Society’s Endangered Species program advocates on behalf of threatened, endangered, and at-risk invertebrates and their habitats and works with agency staff to provide resources and training for their conservation. Its current work includes efforts to protect endangered bumble bees, butterflies, freshwater mussels, tiger beetles, and other invertebrates. The Society protects habitat on private and public lands for the most imperiled species and regularly provides resources that help land managers conserve endangered insects and other wildlife, through restoration and management that includes responsible use of pesticides.

Other Conservation – Through the Conservation and Education program, the Society undertakes a variety of activities to raise awareness and appreciation of the valuable role of invertebrates. These include publication of its magazine, *Wings: Essays on Invertebrate Conservation*, which features the work of renowned wildlife photographers, scientists, and conservationists. The Society also provides dozens of publications for free download through its web site, including guidelines to help farmers and gardeners conserve pollinators, guides to identifying endangered bumble bees, tools for monitoring stream health using aquatic insects, and many more. The Society works in cities and towns across the U.S. to educate park managers, gardeners, city and county staff, and elected officials about the need to protect and restore pesticide-free habitat for beneficial invertebrates like bees, butterflies, dragonflies, and freshwater mussels. Another aspect of this program is the Joan M. DeWind award. Each year, two graduate or undergraduate students receive an award of \$3,750 each for Lepidoptera research and conservation projects.

3. Summary of Significant Accounting Policies

The significant accounting policies followed by the Society are described below to enhance the usefulness of the financial statements to the reader.

Basis of Accounting – The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles and the principles of fund accounting. Fund accounting is the procedure by which resources for various purposes are classified for accounting purposes in accordance with activities or objectives specified by donors.

Basis of Presentation – The Society has adopted the provisions of Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (“ASC”) No. 958-605, *Revenue Recognition* and FASB ASC No. 958-205, *Presentation of Financial Statements*. Under these provisions, net assets and all balances and transactions are presented based on the existence or absence of donor-imposed restrictions. Accordingly, the net assets of the Society and changes therein are classified and reported as follows:

- *Unrestricted net assets* – Net assets not subject to donor-imposed stipulations.
- *Temporarily restricted net assets* – Net assets subject to donor-imposed stipulations that will be met either by actions of the Society and/or the passage of time. These balances represent the unexpended portion of externally restricted contributions and investment return to be used for specific programs and activities.

Expenses are reported as decreases in unrestricted net assets. Gains and losses on investments and other assets or liabilities are reported as increases or decreases in unrestricted net assets unless their use is restricted by explicit donor stipulation or by law. Expirations of temporary restrictions on net assets (i.e., the donor-stipulated purpose has been fulfilled and/or the stipulated time period has elapsed) are reported as net assets released from restrictions.

Use of Estimates – The preparation of financial statements in conformity with generally accepted accounting principles requires that management make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. In the opinion of management, such differences, if any, would not be significant.

Cash Equivalents – For purposes of the financial statements, the Society considers all liquid investments having initial maturities of three months or less to be cash equivalents.

Investments – Investments consist primarily of index mutual funds, common stock, and brokered certificates of deposit with initial maturities of greater than three months. Net change in the fair value of investments, which consists of the realized gains or losses and the unrealized appreciation (decline) of those investments, is shown in the statement of activities. Interest income is accrued as earned. Security transactions are recorded on a trade date basis.

Inventories – Inventories, which consist primarily of publications and other literature held for sale and for use in the Society’s educational programs, are carried at the lower of cost or fair value. Cost is determined using the first-in, first-out method.

Contributions – Contributions, which include unconditional promises to give (pledges), are recognized as revenues in the period received. Contributions to be received after one year are discounted at an appropriate discount rate commensurate with the risks involved. Amortization of the discount is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions. Conditional promises to give are not recognized until they become unconditional, that is when the conditions on which they depend are substantially met. Contributions of assets other than cash are recorded at their estimated fair value.

Contributions of capital assets without donor stipulations concerning the use of such long-lived assets are reported as revenues of the unrestricted net asset class. Contributions of cash or other assets to be used to acquire capital assets with such donor stipulations are reported as revenues of the temporarily restricted net asset class; the restrictions are considered to be released at the time of acquisition of such long-lived assets.

At December 31, 2017, the Society had been awarded foundation and government grants and contracts totaling \$3,358,523, the receipt of which is conditioned upon the incurrence of certain allowable costs or other matching requirements. At December 31, 2017, the Society also had been awarded a grant totaling \$750,000, the receipt of which is conditioned upon the successful review and approval of financial and program reports. These funds have not been included in the accompanying financial statements because the associated conditions had not been satisfied as of December 31, 2017.

In-Kind Contributions – A number of unpaid volunteers have made significant contributions of their time to develop and implement the Society’s programs. In accordance with FASB ASC No. 958-605, *Revenue Recognition*, significant services received which create or enhance a nonfinancial asset or require specialized skills that the Society would have purchased if not donated are recognized in the statement of activities.

In-kind contributions of land, buildings, equipment, and other materials are recorded where there is an objective basis upon which to value these contributions and where the contributions are an essential part of the Society’s activities.

During the year ended December 31, 2017, the Society recorded no in-kind contributions.

Capital Assets and Depreciation – Property and equipment are carried at cost, and at fair value when acquired by gift. The Society capitalizes depreciable assets with a value of \$3,000 or more and having a useful life of five years or more. Depreciation and amortization are provided on a straight-line basis over the estimated useful lives of the respective assets, which is generally five years.

Revenue Recognition – All grants and contributions are considered available for the unrestricted general operations of the Society unless specifically restricted by a donor. Service revenues are recognized at the time the services are provided and the revenues are earned.

Advertising Expenses – Advertising and marketing costs, representing primarily costs incurred to expand the region’s awareness of the Society’s programs and activities, are charged to expense as they are incurred.

Grants – Grants are accrued when awarded by the Society and unconditional. Grants are provided from available resources and in accordance with restrictions imposed by donors.

Concentrations of Credit Risk – The Society’s financial instruments consist primarily of cash, cash equivalents, certificates of deposit, mutual funds, and common stock, which may subject the Society to concentrations of credit risk as, from time to time, for example, cash balances may exceed amounts insured by the Federal Deposit Insurance Corporation (“FDIC”). All interest-bearing checking and savings accounts, money market deposit accounts, and certificates of deposit are insured by the FDIC for up to \$250,000 per depositor, per insured bank, for each account ownership category. In addition, the market value of securities is dependent on the ability of the issuer to honor its contractual commitments, and the investments are subject to changes in market values.

Certain receivables may also, from time to time, subject the Society to concentrations of credit risk. To minimize its exposure to significant losses from customer or donor insolvencies, the Society’s management evaluates the financial condition of its customers and donors, and monitors concentrations of credit risk arising from similar geographic regions, activities, or economic characteristics. When necessary, receivables are reported net of an allowance for uncollectible accounts.

Income Taxes – The Society is exempt from federal and state income taxes under Section 501(c)(3) of the Internal Revenue Code and comparable state law, and derives its public charity status as an organization described in Sections 170(b)(1)(A)(vi) and 509(a)(1) of the Internal Revenue Code.

Subsequent Events – As required by FASB ASC No. 855, *Subsequent Events*, subsequent events have been evaluated by management through May 30, 2018, which is the date the financial statements were available to be issued.

Summarized Financial Information for 2016 – The accompanying financial information as of and for the year ended December 31, 2016 is presented for comparative purposes only and is not intended to represent a complete financial statement presentation.

Other Significant Accounting Policies – Other significant accounting policies are set forth in the financial statements and the following notes.

4. Private Grants and Contributions Receivable

Private grants and contributions receivable at December 31, 2017 are summarized as follows:

<i>Unconditional promises expected to be collected in:</i>	
Less than one year	\$ 306,461
One year to five years	25,000
	\$ 331,461

5. Investments

A summary of investments, carried at fair value, as of December 31, 2017 is as follows:

Certificates of deposit (brokered)	\$ 2,994,428
Mutual funds:	
Bond funds	191,594
Equity funds	109,198
Common stock	207
	\$ 3,295,427

6. Property and Equipment

A summary of property and equipment at December 31, 2017 is as follows:

Equipment	\$ 17,092
Furniture and fixtures	35,020
	52,112
Less accumulated depreciation	(41,782)
	\$ 10,330

7. Restrictions and Limitations on Net Asset Balances

Board-Designated Net Assets

At December 31, 2017, \$220,772 of the Society's unrestricted net assets have been designated by the Board of Directors as a reserve fund. This reserve is set aside to stabilize the Society's finances by providing for substantial emergency expenses or losses, and is not intended to make up for general income shortfalls in any given year.

Temporarily Restricted Net Assets

Temporarily restricted net assets totalling \$1,138,709 at December 31, 2017 represent grants, contributions, and other unexpended revenues and gains available for specific program purposes and future periods, as follows:

Pollinator conservation	\$ 575,088
Other conservation	295,713
Endangered species	144,081
For general operating purposes in future periods	123,827
	\$ 1,138,709

8. Net Assets Released from Restrictions

During the year ended December 31, 2017, restrictions on contributions in the amount of \$899,430 expired or were otherwise satisfied by the organization's expenditures in satisfaction of the restricted purposes, or by the occurrence of other events specified by donors.

9. Expenses

The costs of providing the various programs and other activities of the Society have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Expenses by natural classification are presented in the statement of functional expenses.

10. Operating Leases

The Society leases office space and certain office equipment under operating leases that expire in various years through June of 2021. At December 31, 2017, the minimum annual lease commitments under these agreements are as follows:

<i>Years ending December 31,</i>	
2018	\$ 45,137
2019	46,491
2020	47,885
2021	24,297
	\$ 163,810

Rent expense for all operating leases, including month-to-month agreements, totaled \$73,444 for the year ended December 31, 2017.

11. Employee Retirement Benefits

The Society maintains a qualified profit-sharing retirement plan, as described under Section 401(k) of the Internal Revenue Code. Employees must complete one year of service, have worked 1,000 or more hours at the time of their anniversary, and be 21 years of age in order to become eligible to participate in the plan. Qualified employees become eligible to make voluntary contributions to the plan on a pre-tax basis up to the limits allowed by law. Upon meeting the employee eligibility requirements, employee and employer contributions are fully vested. The Society makes a safe harbor contribution totaling 3% of qualifying compensation as well as a discretionary contribution to the plan. During the year ended December 31, 2017, the Society contributed \$158,641 to this plan, which was 8.0% of participants' qualifying compensation for the year ended December 31, 2017.

12. Contingencies

Amounts received or receivable under the Society's government grants and contracts are subject to audit and adjustment by the granting or contracting agencies. Any expenditures or claims disallowed as a result of such audits would become a liability of the organization's unrestricted net assets. In the opinion of the Society's management, any adjustments that might result from such audits would not be material to the Society's overall financial statements.

13. Fair Value Measurements

Included in the accompanying financial statements are certain financial instruments carried at fair value. The fair value of an asset or a liability is the amount that would be received to sell an asset or paid to transfer a liability in a current transaction between willing parties, that is, other than in a forced or liquidation sale. Fair values are based on quoted market prices when available.

All financial assets and liabilities presented at fair value have been classified, for disclosure purposes, based on a hierarchy defined by FASB ASC No. 820, *Fair Value Measurements and Disclosures*. The hierarchy gives the highest ranking to fair values determined using unadjusted quoted prices in active markets for identical assets and liabilities and the lowest ranking to fair values determined using methodologies and models with unobservable inputs, as follows:

- *Level 1* – Values are unadjusted quoted prices for identical assets and liabilities in active markets accessible at the measurement date.
- *Level 2* – Inputs include quoted prices for similar assets or liabilities in active markets, quoted prices from those willing to trade in markets that are not active, or other inputs that are observable or can be corroborated by market data for the term of the instrument.
- *Level 3* – Certain inputs are unobservable (supported by little or no market activity) and significant to the fair value measurement. Unobservable inputs reflect the Society's best estimate of what hypothetical market participants would use to determine a transaction price for the asset or liability at the reporting date.

At December 31, 2017, the following financial assets are measured at fair value on a recurring basis:

	Level 1	Level 2	Total
<i>Investments (note 5):</i>			
Mutual funds	\$ 300,792	–	300,792
Stocks	207	–	207
Certificates of deposit	–	2,994,428	2,994,428
	\$ 300,999	2,994,428	3,295,427

14. Statement of Cash Flows Reconciliation

The following presents a reconciliation of the increase in net assets (as reported on the statement of activities) to net cash provided by operating activities (as reported on the statement of cash flows):

Increase in net assets	\$ 1,367,616
<i>Adjustments to reconcile increase in net assets to net cash provided by operating activities:</i>	
Depreciation	3,865
Net increase in the fair value of investments	(18,483)
<i>Net changes in:</i>	
Government grants, contracts, and other receivables	109,961
Private grants and contributions receivable	(258,319)
Inventories	(8,105)
Prepaid expenses	(18,575)
Accounts payable and accrued expenses	7,729
Accrued payroll and related expenses	14,155
Accrued retirement payable	(32,647)
Deferred revenue	308,983
Total adjustments	108,564
Net cash provided by operating activities	\$ 1,476,180

15. Reclassification of 2016 Comparative Totals

Certain 2016 amounts presented herein have been reclassified to conform to the 2017 presentation.

GOVERNING BOARD AND MANAGEMENT

Board Members – 2017

David Frazee Johnson, *President*

Logan Lauvray, *Vice President*

Linda Craig, Retired C.P.A., *Treasurer*

Sacha H. Spector, *Secretary*

Beth Robertson-Martin

Casey Sclar, Ph.D.

Marla Spivak, Ph.D.

Rachael Winfree, Ph.D.

Management

Scott Hoffman Black, *Executive Director*

Karl Souza, *Director of Finance & Operations*

Lara Bjork, *Director of Grants & Corporate Giving*

Megan Faria, *Financial Manager*

THE XERCES SOCIETY, INC.

INQUIRIES AND OTHER INFORMATION

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