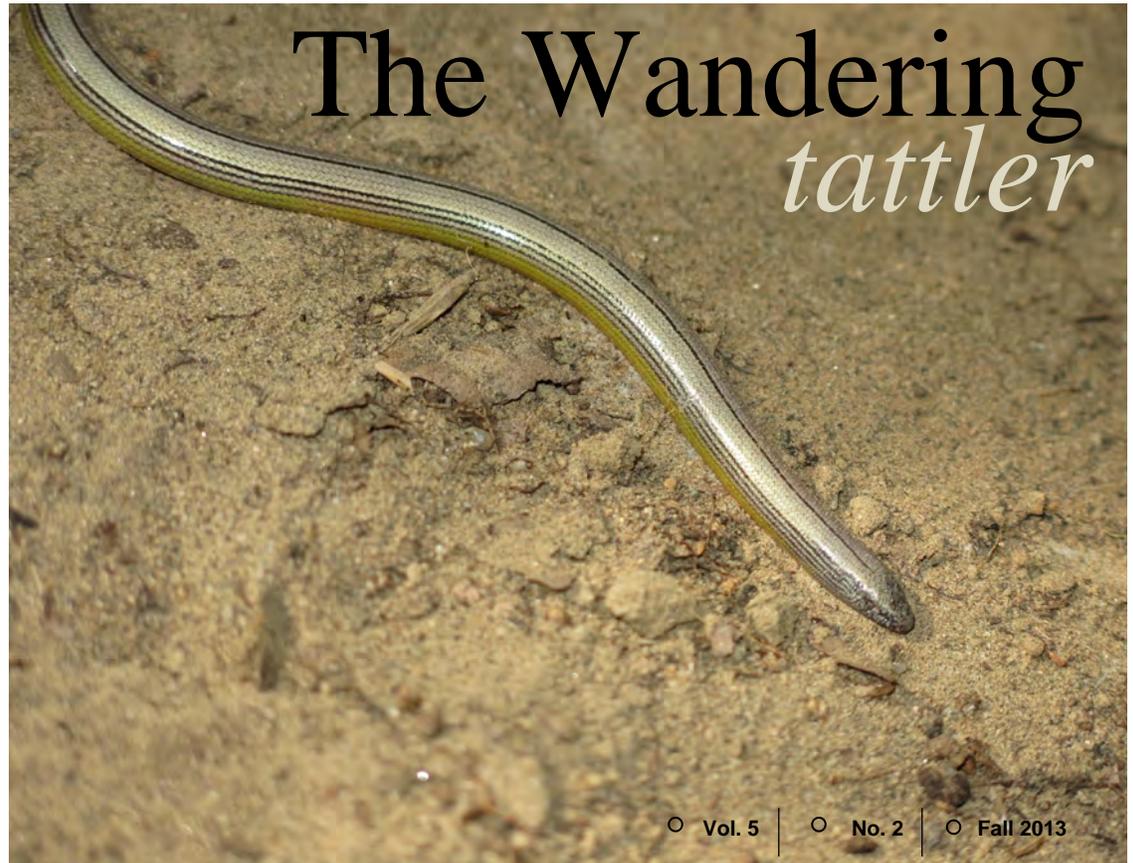


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San Francisco Bay Area Chapter of the Wildlife Society

President's Message

Matthew Bettelheim

When I joked earlier this year that our TWS San Francisco Bay Area Chapter Past-President and Western Section President-Elect Natasha Dvorak had left big shoes to fill, little did I realize how much work she had been doing behind the scenes. Knowing how much work you put into running our Chapter, I look forward to what Natasha will accomplish as Western Section President. Congratulations, Natasha!

True to my word, I've done my best to capitalize on the full head of steam Natasha built last year up to keep this Chapter chugging along, together with the unfailing support of our full Board. This year alone, we've organized a behind-the-scenes tour of the Museum of Vertebrate Zoology at U.C. Berkeley, participated in habitat restoration at Mori Point for Earth Day, gotten wet tide pooling at Duxbury Reef, participated in a Save Mount Diablo BioBlitz, hiked Point Reyes to see Tule Elk, and dug in the sand in search of silvery legless lizards during a private tour of the Antioch Dunes National Wildlife Refuge (where some of us were fortunate enough to also glimpse the endangered Lange's metalmark butterfly).

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Chapter Announcements

San Francisco Bay Area Chapter Canid Tracking Identification Workshop with tracker Jim Lowery:
October 26-27, 2013

Wildlife Studies: There's an App for That

Tammy Lim

We will be hosting a workshop at this year's Western Section conference in Reno, Nevada, devoted to the utility of wildlife applications for smartphones and tablets. To gauge interest and find out which apps people are using, another survey will soon go out to Western Section members. If you have suggestions for what you'd like to see included in the workshop, or a question for the survey, email me, Tammy Lim: [tammy.lim "at" urs.com](mailto:tammy.lim@urs.com) by October 25th, 2013.

Help! Is Anyone Here a Wildlife Biologist?

Member participation was key to developing the San Francisco Bay Area Chapter's new color logo, below and at left. We hope that the logo draws interest to the Chapter, while the sale of SFBA Chapter gear (below) will benefit members by generating revenue to offset workshop expenses. It's win/win. We'll let you know how to get shirts, stickers, and the like, when they come available.



The Chapter has a new logo



President's Message, Continued from pg. 1

Our new-and-improved GoogleGroup listserv has helped streamline Board-to-Chapter member communications, and we've successfully launched ourselves into the social media through our private Facebook group and our public Facebook page.

We also have a shiny new logo, featuring two Bay Area endemics – the salt-marsh harvest mouse and San Francisco garter snake – paired with the peregrine falcon set against the Golden Gate Bridge. A big thanks to all the members who took time to participate in our SurveyMonkey logo vote. And a special thanks to wildlife artist Lisa Sindorf (<http://www.lisasindorf.com/>) who helped realize our new Chapter logo from the concepts we first tossed around over beers at the winter Chapter mixer 6 months ago.

In the next few weeks, I hope to have a big box o' stickers as well as some boxes of t-shirts with our logo splashed across them. We've already heard from Chapter members (and from some TWS members outside of the Chapter) eager to get their hands on our swanky swag.

I'm also excited to report that our membership has grown by ten members in the last two months – welcome all of you. I hope to see all of our members, new and old, taking advantage of upcoming workshops and other events to come.

There's more in the works before this year draws to a close, so stay tuned and stay in touch. If you have ideas for future workshops, field trips, swag, outreach/volunteer opportunities, or student chapter opportunities, don't hesitate to give me a call or shoot me an email.



SFBA Chapter President Matthew Bettelheim gets hand's on while searching for silvery legless lizards at our recent Antioch Dunes NWR outing

**“The way to do
fieldwork is never to
come up for air until it
is all over.”**

- Margaret Mead

Upcoming SFBA Canid Tracking Workshop

Natasha Dvorak

Have you ever found yourself surveying in East Bay or Central Valley grasslands wondering, "If I walked by a kit fox track could I recognize it? Could that scat possibly belong to one? What's the likelihood that this den belongs to a kit fox?" If so, then this workshop is for you!

Please join us for a Canid Tracking Identification Workshop (otherwise known as the *What's Not a Kit Fox?* Workshop) on the weekend of October 26-27, 2013. This workshop will be taught by tracker Jim Lowery, author of *The Tracker's Field Guide*, and consultant to the military and other lands inhabited by the San Joaquin Kit Fox. This workshop will be held in the South/East Bay, addressing the needs of Bay Area biologists who are working in the northern extent of the SJKF range, where kit foxes are few and far between. Goals of this workshop are to become familiar with the tracks and sign of coyotes, red foxes, grey foxes, and domestic dogs so that when something different is encountered it can be recognized as such. The tracks of badgers and hares/rabbits will also be discussed, as these can be confused with canid tracks. Of course, tracks and sign of SJKF will also be covered, though field observations are unlikely (sorry!)



The workshop will be held in the field on the Blue Oak Ranch Reserve owned by the UC system, located east of San Jose, CA. The course will be a full day on Saturday and a half-day on Sunday. Space is limited to a maximum of 16 participants, and the cost is \$150 per person.

If you are interested in attending, please email me indicating that you are coming and mail a check for \$150 (payable to TWS Bay Area Chapter) to Rachel Danielson, Chapter Treasurer, at 550 Kearny Street, Suite 900, San Francisco, CA 94108. Please indicate "Canid Tracking Workshop" on the check memo line.

Other info: There is an overnight camping component for this workshop, or you can drive home Saturday night. Bring your own camping and field day-gear. Be prepared to bring your own food. The Chapter will provide water and snacks. Copies of *The Tracker's Field Guide* (newly revised and in color) will be available for purchase at the training or you can bring your own, or a notebook.

Thank you, and we look forward to seeing you there!

Sincerely,

Natasha Dvorak

The Wildlife Society, SF Bay Area Chapter Past-President

The Wildlife Society, Western Section President-Elect

What's the Worth in Workshops: Making Cents of Your Registration Fees

Matthew Bettelheim

Shortly after we announced the San Francisco Bay Area Chapter's upcoming Canid Tracking Identification Workshop, we got the following email from a concerned member:

"This upcoming canid track workshop looks really, really great and I know people on my staff would love to attend but I have to ask, why does it cost so much?... The reason I am asking all this is we are a small firm and cannot afford to send all of our staff on this and younger people cannot afford to spend \$150 for a weekend workshop. It would be nice if there was some way to keep costs down. Thank you for indulging my questions."

That's a great question, and we're glad you asked. During my time as Chapter President, I've often heard the same question voiced by professional and student members alike. I admit – even I flinch when I see some registration fees. Or at least I did until I became more involved in TWS goings-ons, first co-organizing the 2005 Western Pond Turtle Workshop: Ecology and Conservation and then serving as Chapter President. So before you flinch away from attending the next workshop, let's take a look at why workshops are so expensive.

One of the many benefits that come with membership in the Western Section and San Francisco Bay Area Chapter is a selection of workshops tailored to the working wildlife professional. Over the past few years, the San Francisco Bay Area Chapter and/or Western Section have hosted several great workshops, including those on remote camera studies, natural resources communication, western pond turtles, and bat ecology/field techniques. Workshops such as these are a great way to hone your field skills and network with colleagues from within your Chapter or from surrounding chapters. They're also a great way to accrue experience and hours towards specialized handling permits for listed species and accrue credits towards professional development or accreditation through TWS' Certified Wildlife Biologist program.

But these workshops aren't free. Just like college credits, they come at a price – a price attendees realize through their registration fees. Although the TWS members that dream up and organize these events typically do so as volunteers, depending on the workshop's venue, duration, and curriculum, there are any number of hidden costs associated with facility rentals, instructor fees/honorariums and travel reimbursements, insurance, course materials, and bank fees for credit card transactions that have to be recouped.



Most SFBA Chapter events are free and highly informative. Here, Rowan Craven-Pittman handles a silvery legless lizard at the Chapter's recent Antioch Dunes NWR outing.

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Making Cents of Workshop Fees (Cont.)

Using four past workshops as an example, you can see that registration fees vary across the board:

MEMBER	NON-MEMBER	STUDENT
Remote Camera Techniques in Wildlife Studies (2013) 4-Day Event – Western Section/SFBA Chapter		
\$510	\$545	\$165
Natural Resources Communication (2009-2013) 5-Day Event – Western Section		
\$789	\$789	\$789
Western Pond Turtle Workshop: Ecology and Conservation (2005) 2-Day Event – Western Section/SFBA Chapter		
\$120	\$150	\$40
Bat Ecology and Field Techniques Workshop (2004-2013) 4-Day Event – Western Section		
\$520	\$555	\$200

Although there’s clearly a rough correlation between duration and cost, there’s a lot more that goes into the planning, coordination, and execution of a successful workshop. Let’s use this July’s 4-day-long Remote Camera Techniques in Wildlife Studies, co-sponsored by the San Francisco Bay Area Chapter and the Western Section, as a case study.

	17 Students 1 Volunteer	14 Students 1 Volunteer	12 Students 1 Volunteer
Administrative	-\$2,059	-\$1,975	-\$1,854
Course Materials	-\$150	-\$119	-\$84
Meals (3-days)	-\$2,460	-\$2,106	-\$1,415
Facilities	-\$1,500	-\$1,500	-\$1,500
Facility Discount	+\$1,020	+\$1,530	+\$510
TOTAL EXPENSES	(-\$5,149)	(-\$4,170)	(-\$4,344)
PROJECTED INCOME	\$7,430	\$6,210	\$3,185
TOTAL PROFIT	\$2,281	\$2,040	-\$1,159
SFBA CHAPTER PROFIT	\$1,140.50	\$1,020	(-\$579.50)

The costs associated with course materials, meals (3 square meals a day), and facility fees – which include classrooms and lodging – should be self-explanatory. But it is the hidden costs associated with the administrative fees that may surprise you. It’s here that your registration fees go toward paying the instructors and reimbursing them for their mileage to travel from hither to thither, paying for a webmaster to orchestrate the registration process, hiring a van to transport participants to field sites, and paying a 4% charge each time a registrant swipes their credit card.

In a perfect world, every workshop is designed to turn a profit, even if only to replenish the Chapter’s coffers with a few sawbucks here or there. That stream of revenue allows the Chapter to pay its dues – to put on the annual Section (\$500) and National (\$500) conferences, as well as other costs accrued throughout an average year (like our Chapter’s annual mixer, for example). But every workshop takes a gamble on the expected number and make-up of registrants. If only 10 people register, or if all registrants are students subject to the reduced \$165 fee rather than the standard \$510 member fee, the workshop risks taking a loss.

In the case of Remote Camera Techniques in Wildlife Studies, it was agreed early on that the profits and losses would be shared between the Chapter and Western Section 50/50. With full attendance, our Chapter stood to make a profit of \$1,140.50. Likewise, with minimal attendance, we stood to take a loss of \$579.50. (Anything less, and we would have canceled the workshop).

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Making Cents of Workshop Fees (Cont.)

This year, on the last day of registration with only 8 registrants and a potential ninth in the wings, the Chapter Board opted to take a loss. The decision was not arrived at lightly, but Board members were in agreement that by proceeding with the workshop, we were making good on our commitment to provide affordable training opportunities to members; that the opportunities the workshop provided to student members outweighed any losses; and that the losses could be seen instead as “scholarship” for either a single member or four student registration fees.

Workshops are not always money-making enterprises, but our Chapter isn't necessarily there to make money – we're there to help foster professional growth in aspiring and practicing biologists. But keep this in mind. In a different world, if past section and Chapter Presidents and Board members and volunteers hadn't worked as hard as they have to organize successful workshops, today our Chapter might not have had the disposable income necessary to see July's Remote Camera Techniques in Wildlife Studies through. By paying your dues, attending future workshops, and buying Chapter merchandise, you are seeding the coffers to help fund future training opportunities.

So how can we keep costs down? Well, one simple way is to spread the word and encourage your colleagues and co-workers to join The Wildlife Society (and the San Francisco Bay Area Chapter!), and to renew your membership every year. Forward this newsletter to your colleagues. Print out a few membership forms and hang them in the office break room. 'Friend' us on Facebook. Invite a colleague to attend a future field trip. I won't NPR-annual-pledge-drive-guilt-trip you with the number of cups of coffee you'd be sacrificing to renew each year, but for \$10 – what with all the field trips and early workshop notification and swag and mentoring opportunities and networking opportunities that will buy you – I'd say membership is a steal!

Another way to keep costs down is to volunteer your time as a Board member or event coordinator. If you have an idea for a workshop, champion it, make it happen! Contact me or any Board member with your ideas, and we can work together to bring your idea to fruition.

A last idea I recently gleaned from the Sacramento-Shasta Chapter is corporate sponsorship – if there's a technology or organization that aligns with the goals of a workshop, we can consider approaching them to subsidize registration fees or provide workshop materials at little-to-no cost to us except their logo on a workshop-themed t-shirt.

Knowing what you know now, I hope you won't flinch the next time a workshop comes around. Instead, I hope we'll see the ranks swell with new members and new ideas, to see volunteers young and old take up the challenge of dreaming up and executing innovative and exciting workshops and training opportunities.

When it comes down to it, I get it. I know. It's expensive. But I also think it's worth every penny.

- Matthew

Status Update: Facebook Face-Off – Private Groups vs. Public Pages

Matthew Bettelheim

Although it took some time to launch our social media presence on Facebook this year, the last few months have shown a steady incline in readership and member use of our Chapter's private group and public page.

For those of you that haven't yet "friended" your local San Francisco Bay Area Chapter of The Wildlife Society, here's a quick primer on the differences between our two social media tools, what to expect when you visit, and how to use them.

PUBLIC PAGE

URL: <https://www.facebook.com/pages/San-Francisco-Bay-Area-Chapter-of-the-Wildlife-Society/670949949587032>

Privacy Setting: Public – All visitors (Chapter members and Joe-public) can post content, including photographs, questions, urls, and news articles, through the "Status Update" field, but all content requires moderator approval before it is redistributed through the Chapter's public news feed.

Recent Activity: Herpetologist Robert C. Stebbins' obituary, photographs from Chapter field trip to the Antioch Dunes National Wildlife Refuge, and popular news articles from Audubon magazine, Bay Nature Institute, SF Gate, California Department of Fish and Wildlife.

What does it look like?: Look for our new logo in the user profile picture set against a banner featuring some of the exciting work we do (Figure 1).

FIGURE 1
PUBLIC PAGE (SAN FRANCISCO BAY AREA CHAPTER
OF THE WILDLIFE SOCIETY)



“Common sense is
genius dressed in its
working clothes.”
- Ralph Waldo
Emerson

SFBA Social Networking on Facebook (Cont.)

PRIVATE GROUP

URL: <https://www.facebook.com/groups/tws.san.francisco.bay.area.chapter/>

Privacy Setting: Private – Access/visibility limited to group members; Chapter members must request permission to join the group. All group members can post content, including photographs, questions, urls, and news articles, through the “Write Post” field without moderator approval.

Recent Activity: Updated Chapter membership form, invitation to participate in Lange’s metalmark butterfly counts at the Antioch Dunes National Wildlife Refuge, East Bay Regional Park District RFP to design a comprehensive Alameda whipsnake habitat use study, invitation to participate in salt marsh harvest mouse surveys at Don Edwards San Francisco Bay National Wildlife Refuge.

What does it look like?: Look for the user profile pictures of active group members across the top of the page (Figure 2).

FIGURE 2
PRIVATE GROUP (SAN FRANCISCO BAY AREA CHAPTER OF THE WILDLIFE SOCIETY)



By “liking” our public page, you’ll be effectively streaming our posts like a news-feed. Every time the TWS SFBA Chapter Secretary likes, shares, or posts content, content will pop up on your news feed. But remember that Facebook limits the distribution list of any given post on a public page to a subset of a page’s subscribers (those who “like” a page). In other words, of the 50 individuals who have “liked” our public page to date, maybe 10 to 15 individuals will see any one post. (We would have to pay to boost our distribution list). The only remedy (besides us ponying up cash to boost our posts) is for followers to seek out and visit the page on a regular basis.

However, all private group members receive an immediate notification when a member posts to the group. Thus, our private group acts like a social media listserv that reaches out to you directly, while the public page acts more like a passive bulletin board.

Golden Gate National Recreation Area Selected for the 2014 National Geographic BioBlitz

Susie Bennett



National Geographic and the National Park Service are hosting a BioBlitz March 28 and 29, 2014. The BioBlitz is an all-taxa species inventory in which teams of volunteers, each led by an expert scientist find and identify as many species as possible in a 24-hour period. These inventories will take place in a diverse array of habitats (redwood canopy all the way down to the ocean floor) at key sites throughout the Golden Gate National Recreation Area from Marin County through San Francisco and down to San Mateo County.

We are currently seeking experts in all taxa to help with this ambitious effort. We need professional biologists or experienced amateurs who can lead people safely in the field, find and identify species (by sight, under a microscope, with a dichotomous key, etc.), and are willing to share his or her enthusiasm. Biologists from previous BioBlitzes have included academics, museum staff, members of amateur naturalist societies, public agency scientists, employees of environmental consulting firms and advanced graduate students. Participating biologists can play a number of roles, including leading field teams of public volunteers, identifying and photographing species in the field and at base camp, working with school groups and teachers in structured field class settings, interpreting activities and findings to the public and media, describing your own work and career, and the list goes on. Biologists may also conduct inventories by themselves or with just professional peers, but we do ask that you involve the public on at least one of your trips into the field. Feel free to publish your results from this event and use this opportunity to familiarize yourself with the resources at Golden Gate for potential future collaborations.

If you are interested in participating or just want more information, we'd love to hear from you! Please contact Alison Forrestel at alison_forrestel@nps.gov or (415) 289-1837.

S.F. Bay Area Chapter Participation/Outreach Survey – The Results are In

Matthew Bettelheim

In an effort to increase Chapter participation and outreach, this summer we invited Chapter members to participate in a quick, 5-minute survey about future outings, trainings, workshops, Chapter communication tools, our annual mixer, and participation limitations. Over three weeks, 72 members stepped up, cast their votes, and voiced their opinions and concerns.

We're listening, and we hope you've noticed. To wit, we organized a summer behind-the-scenes tour of the MVZ, we've implemented an active listserv, and we're trying to keep in touch with you through regular email communication.

Our work isn't done, however – even now, the Board is working diligently towards incorporating your feedback into future planning efforts. In the meantime, here's a run-down of what respondents had to say.

Communication

When asked how members currently keep up with TWS-SFBA Chapter news/upcoming events, the majority of respondents said they relied on emails (93%) and the quarterly newsletter (41%), while few respondents turned to the website (9.7%) or word-of-mouth (19%).

Looking ahead, members opined they would take advantage of a new private email listserv (72%), our trusty newsletter (68%), and an updated website (61%), while few respondents showed an interest in a private Chapter Facebook group (32%).

These responses seem in line with our current communication tools. After implementing our new GoogleGroup listserv this year, very few members opted out and – at least from the Board's point of view – this new tool has streamlined our ability to run the Chapter and distribute information to members.

Annual Mixer

Every year, the TWS-SFBA Chapter hosts an annual mixer event with the goal of bringing together the entire chapter once a year where hors d'oeuvres, dinner, and beer/wine are provided. We asked members where and when during a typical week you would be willing to travel once a year to attend future mixers.

Between the North Bay, South Bay, East Bay, and Peninsula, more than half of the respondents opted for East Bay venues (51%). The North Bay (30%) edged out South Bay (20%) and Peninsula (22%) venues, if only by a smidge.

When asked to narrow in on a centrally located venue quasi-equidistant to members spread throughout the Bay Area, respondents showed little discrepancy between attending an event in Walnut Creek (49%), Oakland (44%), and San Francisco (48%), while 30% of respondents were fine with any location that was BART accessible.

As for when during the week members were most likely free to attend, 58% were fine with either weekends or weekdays; the remaining respondents could only make weekends (16%) or weekdays (22%), or were not interested in attending (4%).

Continued on pg. 12

Outreach Survey (Continued from pg. 11)

Member Participation

When asked what the TWS-SFBA Chapter Board can do to help increase member participation in the Chapter, members voted for more workshops (64%), monthly events/outings (46%), monthly emails (43%), organizing events “closer to me” (36%), better advertising of events (33%), and advance notification of events/outings >1 month (38%), >2 months (27%), and >3 months (16%) beforehand.

Sprinkled in the comments field were suggestions such as family outings, organizing trips to hard-to-access locations or events members can't easily do on their own, scholarships to attend workshops, and more affordable workshops. These are great ideas, all of them. If you are one of the many members concerned about workshop costs, I encourage you to read this month's article, *What's the Worth in Workshops: Making Cents of Your Registration Fees*, which addresses that very issue. And remember, your participation in the Chapter is critical to its success – if you have a field trip you'd like to see happen, contact me or another Board member. But remember, it helps if you can help champion and organize the event.

So what events got members excited? From the choices we dreamt up, members were most excited about behind-the-scenes private tours and workshops/trainings (both 76%). Trailing behind those clear winners were day-hikes (60%), the annual mixer (60%), interorganization events (60%), and birding (55%). In the next tier down ranked the Save Mount Diablo (or other) BioBlitz events, potluck dinner, and social events (dinners, comedy clubs, night life) (each around 40%), followed by overnight camping, tide pooling, restoration, and kayaking (each around 35%). At the bottom of the list was out-of-State travel (at cost to you) (10%), hosting TWS-SFBA Chapter booths/tables at wildlife festivals/Earth Day events (16%), and anything family friendly (15%).

I'm pleased that workshops are a favorite with members, and it's good to know that we're curious enough to want to go behind-the-scenes. Our trip to the MVZ this year was well attended and a great success (ivory-billed woodpecker, anyone?!?!?!?!), and I've got my finger on the pulse of another opportunity for a private tour. Surprising to me was the tepid take on BioBlitzes – especially in the case of Save Mount Diablo's annual events, these are rare opportunities to explore land that often hasn't been trammled by naturalists for decades, if not longer. And better yet, they are a way for us to give back to the community by lending our time and expertise for a good cause. As for hosting Chapter booths/tables at events, I'll concede those aren't always the most exhilarating experiences. But by volunteering your time as a representative of our Chapter to interface with the public, whether it's helping them ID a bird they saw at their feeder last Tuesday or reminding a child that they can grow up to be an ornithologist or botanist or herpetologist or mammalogist, such experiences are nevertheless rewarding.

Member Participation Limitations

With members spread throughout the 9-county Bay Area, we know it can be hard to attend every event, so we asked members what the biggest factors are that currently limit your ability/interest in participating in TWS-SFBA Chapter events? Hands down, the biggest hindrance was work schedule (68%). No surprises there. The next biggest hurdles were the travel time (51%) and distance (46%) to events and family obligations (43%), followed by insufficient lead time (21%) and poor notification/organization (17%). A handful of people thought there were too many events to choose from (10%) and others thought there were too few events to choose from (7%) – go figure. And a smattering of members simply expressed no interest in events or Chapter participation.

Continued on pg. 13

Outreach Survey (Continued from pg. 12)

Going the Distance

It should come as no surprise that members want events scheduled in their backyards, and they're more likely to attend events that are. True to form, a curious correlation crops up between North, South, East Bay, and Peninsula residents that shows where our loyalties lay.

As a general rule, North and East Bay residents appear more willing to tread each other's turf, while East Bay residents overall appear to be the most Catholic in their dispersal patterns (although this could be biased by a greater representation of East Bay respondents). Either way, South Bay residents appear the most insulated, showing little interest in dispersing north or east of their niches.

Registration

Lastly, it looks like most of us renew our annual membership in response to the annual National/Western Section membership expiration/renewal notification (53%) or while attending the annual Western Section Conference (23%). Remember that you can also visit the National and/or Western Section websites to renew your membership. However you do so each year, don't forget to register for the San Francisco Bay Area Chapter – at \$10, we're a bargain!

- Matthew

Secretary's Report

Susie Bennett

It was a big 2 months for us! We got 10 new folks. Oddly enough, in alphabetical order, the first 4 (Crealock-Ladio) were funneled to us through National and the last 5 (Ruiz-Woolf) were added through the Section, and the last one paid directly through the Chapter (Zimmerman, my former intern, a student at SFSU and part of the new student chapter!). Six of our new members were processed on 9/30/2013, which to me, suggests that the coincidence may have been associated with a conference payment.

The TWS National list shows that our newbies include 3 regular and 1 new professional members; however, the Western Section does not track similar statistics. I know for a fact that at least one of the people who joined through the Section is a student, as she's another one of my former interns who is at Mills College. So, I can't make any general statements/trends about the types of new people we're getting or how they joined since the way that we get the lists from Section/National does not show that information.



Register today for monthly outings, quarterly newsletters, professional development, public outreach, and more!



JOIN TODAY !

Name: _____

Company/Organization: _____

Address: _____

City: _____ State: _____ ZIP: _____

Email Address: _____

I am renewing my membership I am a new member

I have included a \$10 check to cover S.F. Bay Area Chapter annual dues

How did you learn about us? _____

Please make checks payable to the San Francisco Bay Area Chapter of TWS, and mail completed form and payment to:
• ESA c/o Rachel Danielson, TWS-SFBA Chapter Treasurer, 550 Kearny Street, Suite 900, San Francisco, CA, 94108 •