

2020-2021 Fiscal Year

# ANNUAL REPORT

Conservation Corps North Bay





# COVID RESPONSE AND RESILIENCE

What a year it has been at CCNB! While we would never claim that the challenges we faced were that different from those our fellow nonprofits have experienced, we can certainly say that the response of our communities, staff, and our corpsmembers have been nothing short of inspiring. When crews were temporarily suspended at the onset of the pandemic, CCNB's board and donors wasted no time pulling together resources to meet our corpsmembers' basic needs while our case management team offered continual one-on-one support for our participants. As work projects came back online, our partners worked alongside our corpsmembers providing essential services in our communities.

As we adapted to offering remote school and workshops and adjusting field safety protocols to meet continually changing guidelines, more threats were looming: fire season started even earlier, and the most significant drought in decades was setting in. Being no strangers to responding to disasters, the CCNB team strategized about how our skills could align with the growing needs of our community, including those that have been disproportionately impacted by COVID-19. The flexibility of our crews enabled us to contract with the County of Marin to staff under-resourced local food pantries and deliver meals to community members in quarantine. While continuing to reduce fire fuels and collecting recyclables across both counties, we also started new lines of work, partnering with Zero Waste Sonoma to transport edible food from distributors to local food banks instead of to the landfill. Working with Marin Water, CCNB crews have been helping property owners remove their water-thirsty lawns and sprinklers and laying mulch as a foundation for drought-friendly landscapes.

Looking at where we are today, it might appear to be business as usual, but there is no mistaking the herculean effort it took for CCNB to end the fiscal year in a position of strength and even poised to grow. Corpsmember numbers are at a high as more young people choose to join CCNB to accomplish their career goals. They are simultaneously investing in their own communities, reducing risk of fire, making our parks more accessible, and diverting tons of recyclable materials from the landfill. And thanks to our communities, donors, and partners, corpsmembers are securing living-wage jobs using the skills they learned while at CCNB.

What a year indeed. We can't wait to see what is to come.



Angel Minor, CEO

**CONSERVATION  
CORPS NORTH BAY**

*A path to a better future.*



# PUTTING OUR VALUES FIRST

Our mission is to develop youth and conserve natural resources for a resilient, sustainable, and equitable community.

We achieve our mission by:

- Providing young adults with opportunities to transform their lives through paid work, education, employability, civic engagement, and leadership.
- Partnering with the community to conserve and restore natural resources and improve recreational and public areas.
- Fostering diversity, equity, and inclusion.
- Creating the environmental leaders of the future by teaching environmental ethics and behaviors to local youth.
- Making communities safer by reducing hazards and by responding to public emergencies and disasters.

Conversation Corps North Bay is committed supporting our diverse community and fostering an organizational environment where all feel safe and confident to speak and be heard. We are working to build on this culture internally through open lines of communication and through the help of experts who can guide us through developing skills and practices that embrace diversity, equity, and inclusion throughout all aspects of our organization.

## Empowerment

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CCNB recognizes the potential of all corpsmembers and staff working to define their individual paths.



## Community

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CCNB surrounds corpsmembers with support so they can build positive relationships and play active roles in improving the communities where they live, work, and serve.



## Sustainability

.....

CCNB fosters environmental stewards who will contribute to the creation of an ecologically sound, socially just society.



# CORPSMEMBERS

Most of the young adults who join our corps enter the program with no high school diploma and minimal work experience. Some have been involved in the justice system. Almost all are from extremely low-income households. Joining CCNB gives these young people an opportunity to receive a steady paycheck, complete high school via our onsite charter school, develop job skills, and launch their career.

When they leave CCNB, corpsmembers are prepared to enter living-wage jobs and careers, meaning that they'll have the financial means to support not only themselves, but also their families and the economy of the North Bay. Graduates of our program are highly trained and ready to enter fields including natural resources, waste management, landscape management, public works, parks & recreation, arboriculture, construction, and more. CCNB's Career Pathways program supports this transition by matching each corpsmember with job opportunities that match their career goals, and we regularly collaborate with our partners to help fill their staff vacancies.



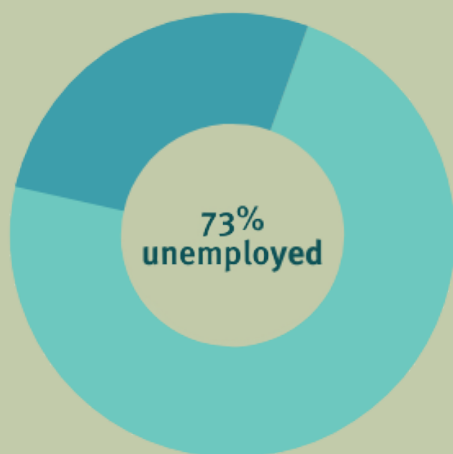
Why do we hire corpsmembers? Corpsmembers are prepared for the work we do. This includes working outdoors in all weather conditions, and doing challenging physical work. They have been well prepared to work in a team atmosphere and have learned to support their fellow team members. They have been trained in many of the technical skills that are relevant to our work, and they have the work readiness traits that employers are looking for. These traits include showing up to work on time, prepared for the work day, and with a positive attitude.

**Jon Niehaus, Stream Maintenance Program Manager**  
**Sonoma Water**



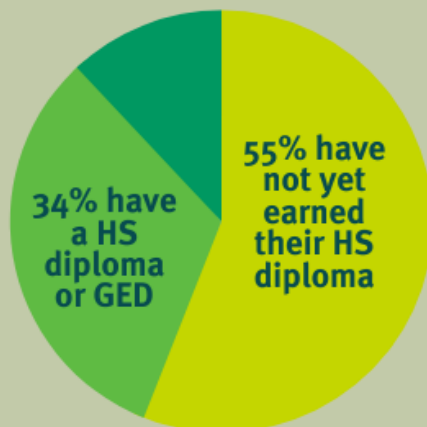
# ABOUT OUR CORPSMEMBERS

## EMPLOYMENT STATUS PRIOR TO CCNB

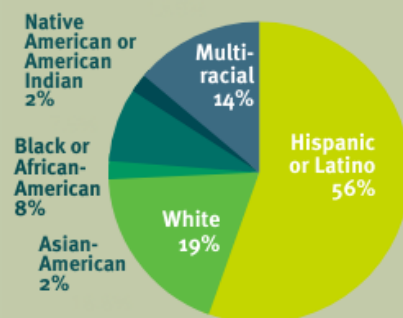


## BEFORE JOINING CCNB

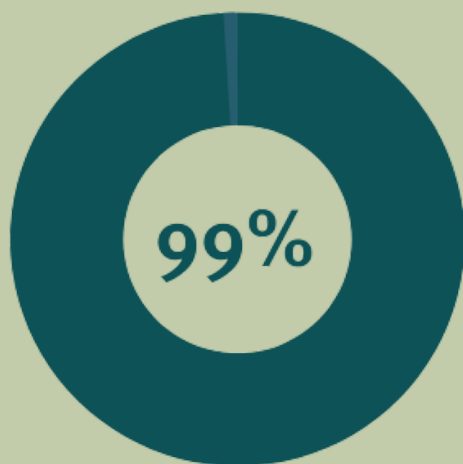
11% have at least some college credits



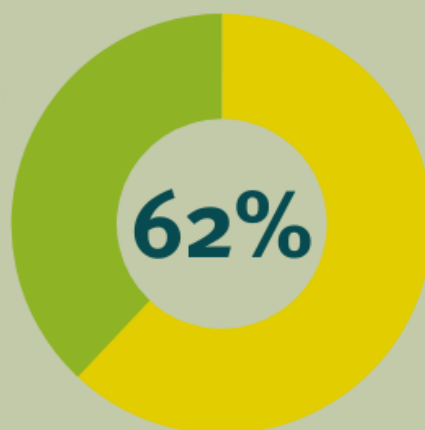
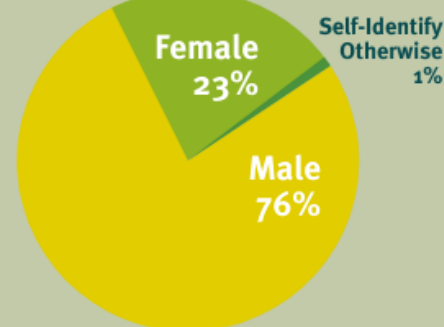
## RACE OR ETHNICITY



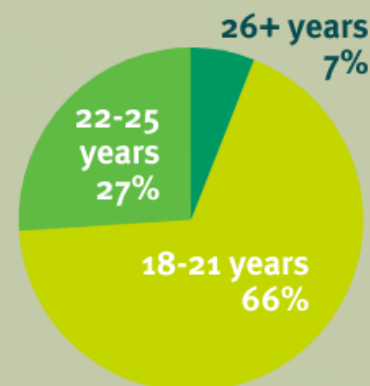
## FROM A LOW-INCOME BACKGROUND



## GENDER



## AGE AT ENTRY



Through working with thousands of young people, CCNB understands the complex barriers and workforce development needs of Marin and Sonoma County's youth. We focus on helping young people address the most fundamental barriers to employment, such as obtaining a high school diploma, learning English, gaining work experience and job readiness skills, and accessing critical social services such as housing and healthcare.

Beyond the fundamentals, CCNB works to give corpsmembers a leg up in the job market by giving them the opportunity to earn skill-based certifications, and to access internship and job opportunities through our extensive network.



# CORPSMEMBER SPOTLIGHTS

**This fiscal year, CCNB served 187 current corpsmembers and provided support to 129 program alumni. Here are just two of their stories.**

## **Erin M.**

Erin was one of our most decorated corpsmembers at CCNB. Erin consistently took advantage of opportunities to develop her skills, earned her high school diploma, and explored her career goals. Her supervisors recognized her as a hard worker, a team player, and a detail-oriented achiever. During her time at CCNB, she had been on the Natural Resource Crew, Zero Waste Crew, and completed a year-long internship with Sonoma Water. She even earned the Perfect Attendance award over 12 times, the most of any corpsmember here.

Erin is originally from Zimbabwe, and her education credentials did not carry over to the United States. Erin entered CCNB needing several credits for her high school diploma and immediately started working diligently toward earning them. Erin has faced many challenges in moving to America but overcame one of those challenges by conquering her fears of public speaking. She has made many friends through the program and come out of her shell more and more over time; working with our Career Pathways team and her fellow corpsmembers, Erin was able to obtain her driver's license, file taxes, and complete all the credits needed for her high school diploma. Erin walked in our Summer 2019 high school graduation ceremony and was one of our keynote speakers; her appreciation for the journey was palpable and moving. In September 2020, Erin completed our program and was hired by Sonoma County Parks!





# CORPSMEMBER SPOTLIGHTS

## Daniel C.

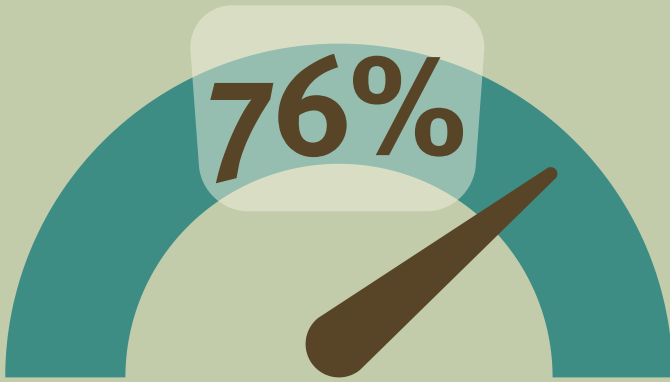
Daniel joined CCNB so he could work and earn his high school diploma at the same time, and he has been a corpsmember with CCNB for about a year. He enjoys working to improve and save the environment, especially loving projects like habitat restoration, creek clearing, and removal of sick or dead trees. Daniel is a hard worker and great teammate. His supervisors point him out as the ideal corpsmember, calling him trustworthy and dedicated to both the work and the larger cause of environmentalism. Along with keeping the air breathable and water clean, one thing Daniel says we should focus on more is planting and saving trees to save the earth. One of his favorite parts of working with CCNB is getting to see firsthand how much humans and nature are interconnected.

Most recently, Daniel worked on a special ecological workforce crew with Hanford ARC, a local engineering and landscape contractor specializing in ecological restoration. Working on this crew gave Daniel the skills and confidence to begin applying for jobs outside of CCNB. He dreams of one day owning a ranch or working in architectural design and is ready to take the next steps on that path. He is currently working with the Career Pathways team to find his next adventure, and we cannot wait to see him achieve his goals.





## CORPSMEMBERS CONTINUING IN JOBS OR EDUCATION AFTER THE PROGRAM:



## WAGES AFTER JOB PLACEMENT

**\$18.46/hr  
on average**



Career Pathways taught me to think positively and trust supervisors. Before, I wouldn't listen to anybody. But I learned a lot just by following in their footsteps.

**Mikal**  
Current CCNB corpsmember



# FIELDWORK

Conservation Corps North Bay is an established leader in natural resources management services across the Bay Area. Founded in 1982, our Natural Resources program has impacted lands in nearly every corner of Marin and Sonoma County. Our services include fire fuel reduction, habitat restoration, invasive species removal, trail construction and maintenance, emergency response, and much more for a portfolio of more than two dozen regular clients.

Our Zero Waste services provide clients with an unmatched level of versatility and service. Established in the year 2000, our award-winning Zero Waste Program now reaches throughout Marin and Sonoma County and has expanded to help our neighboring counties. Our services include material collection, event planning and management, public outreach initiatives, and waste system design for multiple material streams, including solid waste and recycling, electronic waste, edible foods, tires, oil filters, and more. Both programs work to assist government agencies, residents, and nonprofit partners in meeting their land management and/or waste management goals.



The Sonoma RCD was very pleased with Conservation Corps North Bay's work on our emergency fire restoration projects. We look forward to working with them again. The land has been greatly improved by the Corps.

**Aaron Fairbrook**

**Sonoma Resource Conservation District**





# MANAGING FORESTS AFTER FIRE

Working on two properties within the burn scar of the 2017 Tubbs Fire, CCNB crews selectively thinned trees and vegetation on 164 acres over the course of two years. Slope-specific treatment methods were utilized in tandem with a combination of pile burns, chipping, and lop and scatter treatments. Combined with rural road upgrades included in the project, these efforts dramatically reduced sedimentation into Mark West Creek, enhanced wildfire resiliency, improved hydrological ecosystem services, and enhanced wildlife habitat.



## RESTORING WETLANDS

CCNB has partnered with the California State Coastal Conservancy, Novato Baylands Stewards, and other partners to provide ongoing services over multiple years at the Hamilton Wetland Restoration Project site. CCNB has successfully applied for two state grants totaling over \$290,000 to support corpsmember activities at the site that augment existing staff and volunteer efforts. The crews flagged, dug, and planted native grasses underneath and echo levy within future pond and wetland locations while removing invasive species such as Fennel and Prickly Ox Tongue.

Accomplishments include more than 10 acres of wetland habitat restored, 20 acres of invasive species removal, and installation of more than 12,000 native plants.





# MITIGATING ELECTRONIC WASTE

Since 2016, CCNB has partnered with Zero Waste Sonoma to host monthly free public E-waste collection events. Events are held on a rotating basis at various locations throughout Sonoma County and to date have served over 16,000 residents and recycled over one million pounds of E-waste. In August of 2020, CCNB and Zero Waste Sonoma were named joint recipients of the 2020 California Resource Recovery Association's Outstanding HHW/Universal/Electronic Recycling Award for the project.



## RECYCLING USED CARPET

CCNB's Zero Waste Program added a new recycling stream to the variety of services offered to the public—carpet recycling! In partnership with Carpet America Recovery Effort (CARE), this project is aimed towards diverting carpet and padding material from the landfill to recycling centers in Southern California. There are a variety of benefits outside simply the saved space in landfills and reduction in demand for new materials; like all our programs, carpet recycling allows our corpsmembers to develop critical skills that will help them in their future careers.



CCNB is one of Zero Waste Sonoma's most valued partners. They are reliable, hardworking, and accountable. With our e-waste collection events, we're able to bring e-waste recycling opportunities directly to communities instead of asking residents to travel long distances. It's a win for Zero Waste Sonoma, the CCNB corpsmembers, the environment, and to the residents of Sonoma County.

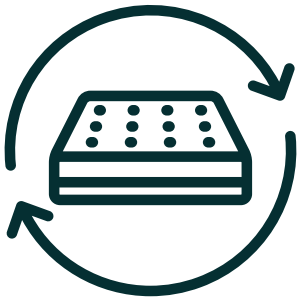
**Courtney Scott**  
Zero Waste Sonoma



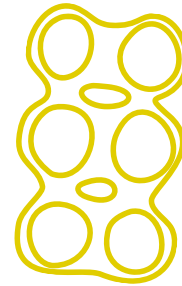
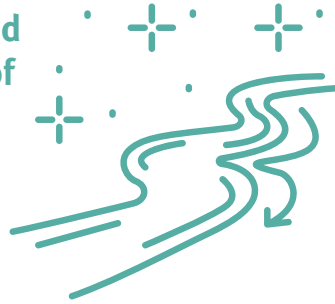
# IMPRESSIVE RESULTS IN THE FIELD

## Last year, our crews:

collected 6,900  
mattresses for recycling

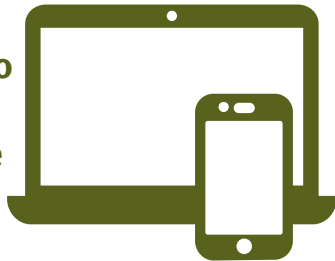


maintained  
54 miles of  
creeks



removed  
12,995  
pounds of  
litter from  
public  
lands

Diverted 401,000  
pounds of  
electronic waste  
from landfill



collected  
12,600  
waste tires  
for recycling



diverted 255,000  
pounds of bottles  
and cans from  
landfill



reduced fire fuel on 480 acres  
of public and private land

restored 213  
acres of  
natural  
habitat



restored and  
maintained 109  
miles of trails



CCNB develops in young people self confidence, a strong work ethic and a sense of integrity that will thrive in any work situation. Integrity, self confidence, respect for others and respect for the earth are traits that cannot be taught in school or learned from a book. The organization truly prepares young people for our changing world while simultaneously protecting and conserving the beautiful natural resources of Sonoma and Marin. They are a unique organization that I am happy to support.

**Dr. Lois Merriweather Moore, President  
California 4th District Agricultural Association**



# FISCAL OVERVIEW

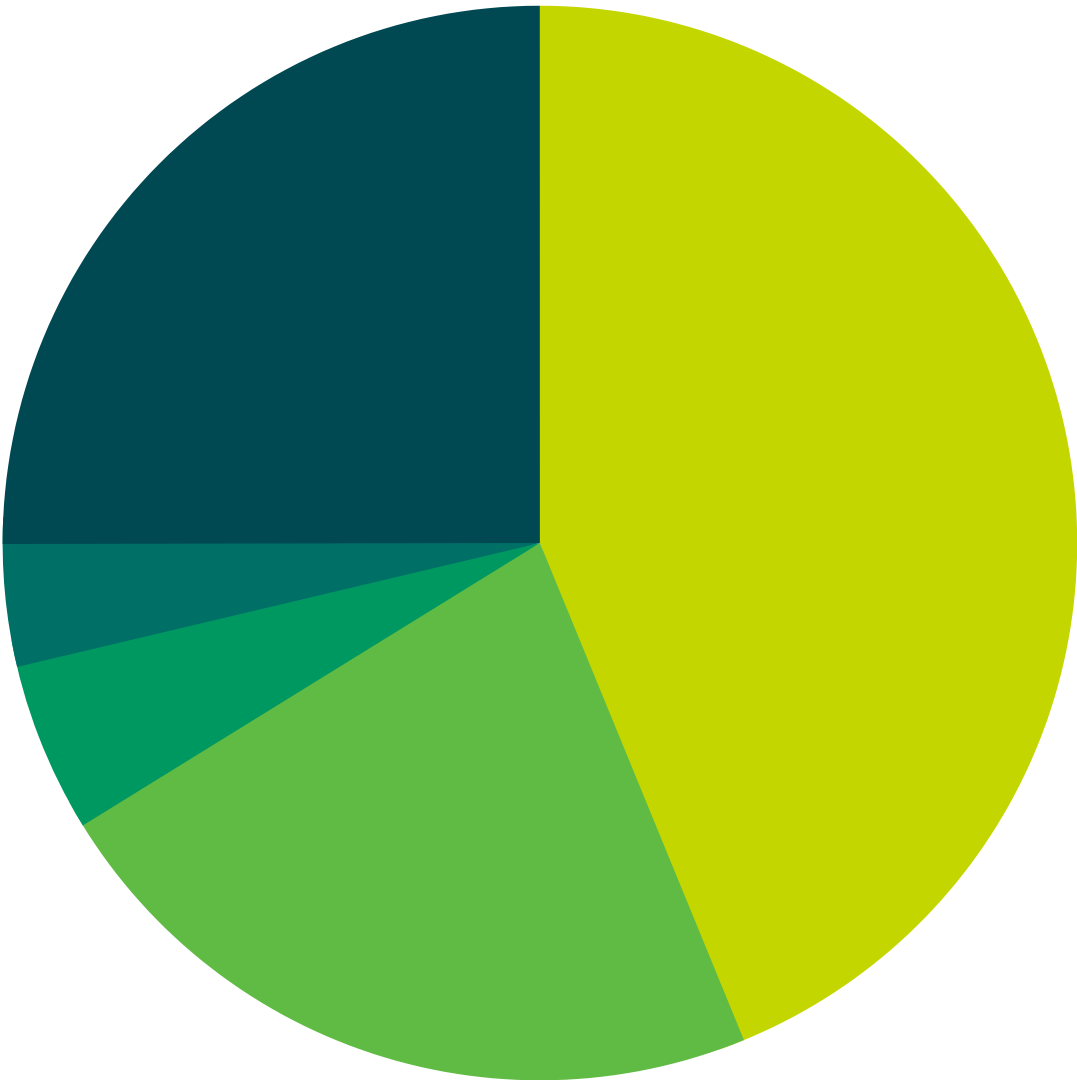
**Total  
Expenses**  
\$6,937,734

**Total  
Income**  
\$6,941,740



Data provided are unaudited actuals as of August 2021. Audited actuals will be available after January 1, 2022. Past years' audited financials are available online on our Guidestar profile.

# 2020-2021 FISCAL YEAR EXPENSES



Natural  
Resources  
Program:  
43.8%

Zero  
Waste  
Program:  
22.4%

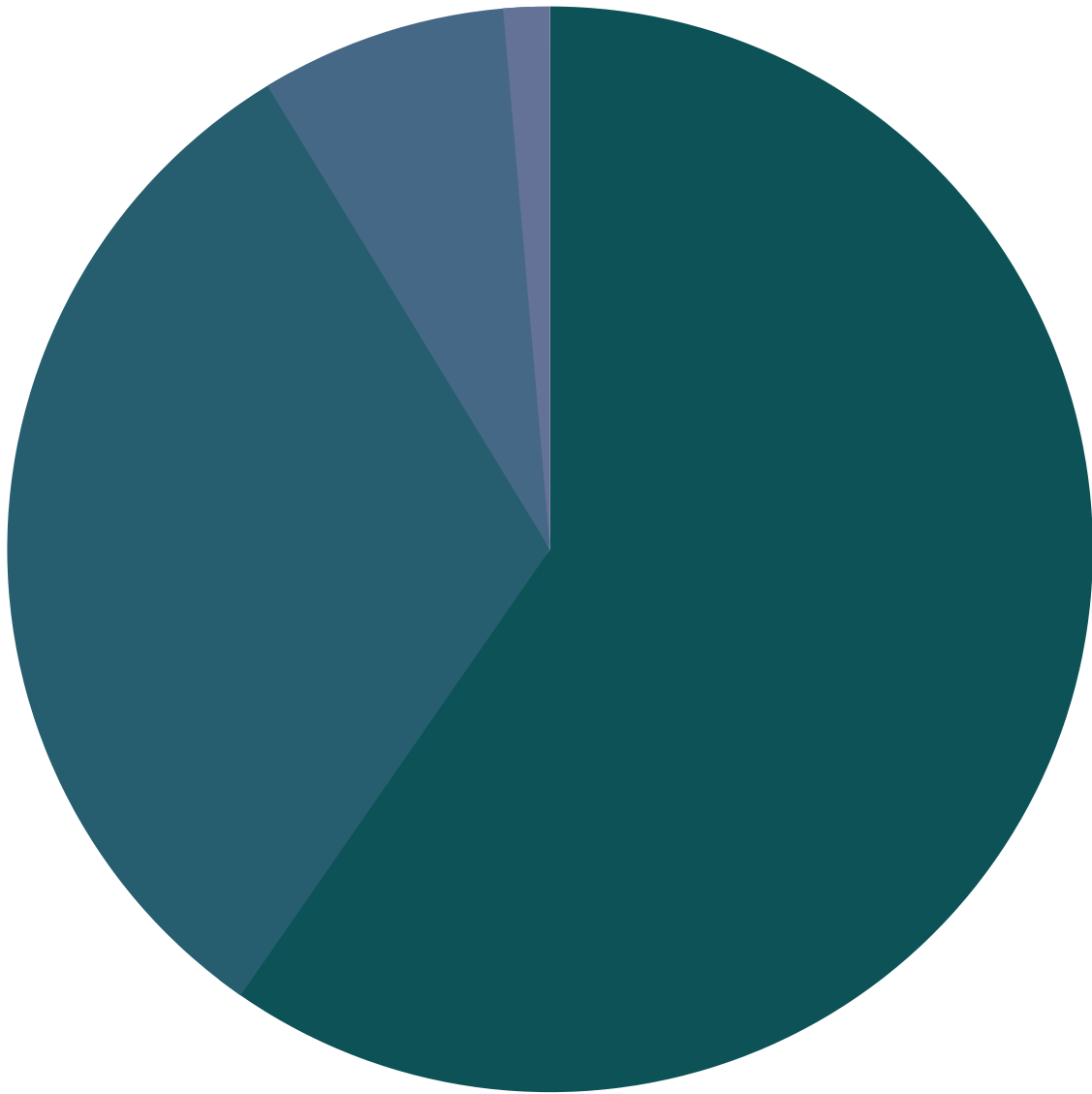
Career  
Pathways  
Program:  
5.1%

Fundraising: 3.7%

Administration: 25%



# 2020-2021 FISCAL YEAR INCOME



Government Grants: 59.7%

Fee-for-Service Work: 31.6%

Grants and Donations: 7.3%

Other Income: 1.4%

# PARTNERS AND DONORS

Support from our donors and community partners ensures corpsmembers receive paid job training, career coaching, and educational support while working on projects that preserve and protect our environment and communities. Gifts, bequests, and grants help strengthen our continuum of services for youth and the community.



Redwood Credit Union proudly supports the critical work being done by Conservation Corps North Bay. We share their commitment to empowering young leaders in becoming stewards of the environment and contributing members of our workforce.

**Matt Martin, Senior Vice President  
of Community Relations  
Redwood Credit Union**



Our partnership with CCNB has provided the opportunity to support young adult skill building and empowerment while assuring the conservation of our natural resources. There is nothing more rewarding than to see the faces of the graduates when they cross the stage, the pride demonstrated by their families, and the assurance that the next generation of environmental leaders understand how important conservation is. CCNB understands the intersection of equity and our natural environment, and continues to provide the valuable spaces and care for creating a better future. Thank you CCNB!

**Barbara Clifton Zarate, MPH, Director of Economic Opportunity  
Marin Community Foundation**



Having worked with various conservation corps and youth employment programs we understand the immense value of providing practical job training and community service opportunities to young people. The impacts of such programs cultivate pride in earning a paycheck and being part of a team, while benefiting the environment and the public.

**Christy Yaeger & Paul Judge  
CCNB Donors**





## BOARD OF DIRECTORS

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**Marc Intermaggio**  
Board Vice Chair

**Dennis Latta**  
Secretary

**Michelle Kenney**  
Treasurer/CFO

**Joe Delaney**

**Todd Lindemann**

**Rodrigo Moreira**

**Sara Olsen**

**Mark Peters**

**Liza Prunuske**

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Jennifer Imbimbo  
Leslie Friedman Johnson  
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Having served on CCNB's board for more than 20 years, I am proud to have supported the organization as it has evolved to continually serve our young people and communities. From the wildfire and flood prevention work, open space trail restoration, drought resistant landscaping, and recycling efforts (bottles, cans, e-waste, tires, carpets), CCNB is truly helping to conserve our community while at the same time providing the support needed to help the corpsmembers positively impact their own futures, as evidenced by graduations and job placements. I am still impressed every time I hear all the wonderful work CCNB does.

**Michelle Kenney, Treasurer/CFO**  
**CCNB Board of Directors**

# THOUGHTS FOR THE FUTURE

If you'd asked a year ago if CCNB would be poised to grow by 2022, we would not have had a clear answer. Organizational leadership had just begun thinking about growth opportunities before the pandemic hit, and those thoughts quickly went back on the shelf as we poured all of our efforts into remaining stable for our corpsmembers, staff, and communities.

Fast forward to today, and we are seeing a different picture. A significant surplus in state funding is increasing demand for the essential work our crews perform, as well as additional employment opportunities for corpsmembers once they complete our program. New legislation around recycling and waste management and a nearly year-round threat of fire are paving the way for new career paths while our project partners are tackling the challenge of hiring to replace a retiring workforce.

One could easily look at these circumstances as a list of problems, and the lingering pandemic will certainly impact the future, but as we approach our 40th anniversary next year, all we see is opportunity:

- Opportunity for our crews to mobilize to protect our communities from the growing threats of climate change;
- Opportunity to serve even more young people who want to achieve their goals but need help navigating systems that do not always work in their favor;
- and opportunity to harness CCNB's unique on-the-job training program to foster the workforce of the future who will contribute to the creation of an ecologically sound, socially just society.

We are all in, excited to see what the future will bring, and look forward to taking this journey with you.



