

# ANNUAL REPORT

## 2021-2022 Fiscal Year



## Conservation Corps North Bay

Developing youth and conserving natural resources for a resilient, sustainable, and equitable community since 1982.

# FLEXIBILITY AND EXPANSION

This year has gone so quickly, and I am grateful to be taking a moment to reflect on the past twelve months. Like most organizations, we have been navigating ups and downs from the lingering pandemic, hiring and supply chain difficulties, and ongoing systemic challenges in our society.

However, Conservation Corps North Bay is built to be flexible. While we would never have imagined the extent to which our resiliency would be tested, we persist and persevere. We do this because our corpsmembers and communities will always be our top priority, and we are able to do this because of our support network of partners and donors, the tenacity of the young people we serve, and the dedication of our Board and staff. We mark our 40th year of service with respect for what we have learned in the decades behind us and excitement for what is to come.

With that, we are proud to share some highlights from the past year and a glimpse into what we have planned in the coming months. The inaugural crew of FIRE Foundry recruits has been hard at work performing fuel reduction throughout Marin while learning from mentors in the Fire service and completing required prerequisite units at College of Marin to prepare them to enter the Fire Academy. CCNB's Zero Waste team has been gleaning produce from local farms as we prepare to expand our work in edible food recovery with our partners at Zero Waste Sonoma, collecting food from local generators and delivering it to residents experiencing hunger. CCNB has also been selected as one of the Sonoma County nonprofits that will receive funding from the PG&E Kincaid Fire settlement, which will support wraparound services for corpsmembers who have not only been affected by fire themselves, but are also helping prevent future disasters through their work on our crews.

Thank you for taking this journey with us. As our Board Chair kindly pointed out, it is important to take time to celebrate our successes. We are proud to be in this moment with you and can't wait for what lies ahead.



**Angel Minor, CEO**



# OUR VALUES



## Empowerment

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



## Community

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.

🗨️ [CCNB Staff is good at] really being there for you. Supporting you in multiple ways. If you need help getting to work, they got you. You need someone to talk to, they got you. You wanna aim for a goal, they hella got you. - **Anonymous corpsmember**



# OUR CORPSMEMBERS

The young adults who join our corps enter the program with big dreams. They want to provide for their families, open their own small businesses, find internships or apprenticeships in their ideal fields, or sometimes simply find something to rekindle a dormant passion. Many of them have yet to earn their high school diploma and have unsteady and unrewarding job histories. Joining CCNB gives these young people an opportunity to receive a 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, construction, and more. CCNB's Career Pathways program supports this transition by matching each corpsmember with job opportunities that match their career goals and providing support for up to two years after program completion.

**“ Yeah, you work but you're also giving back to the community. - Esme, corpsmember**

# ABOUT OUR CORPSMEMBERS

Through working with thousands of young people over the past 40 years, 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 that provide housing and healthcare.

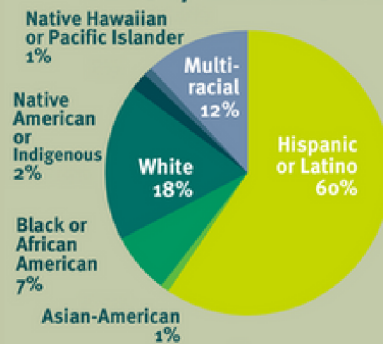
As you can see from this data pulled in April 2022, the diverse group of young people we serve often have a lot in common: the majority have yet to earn their high school diploma, most are unemployed, and almost all are from low-income backgrounds. Most importantly, though, the majority specifically joined our program to improve their work ethic and skills.

## BEFORE JOINING CCNB

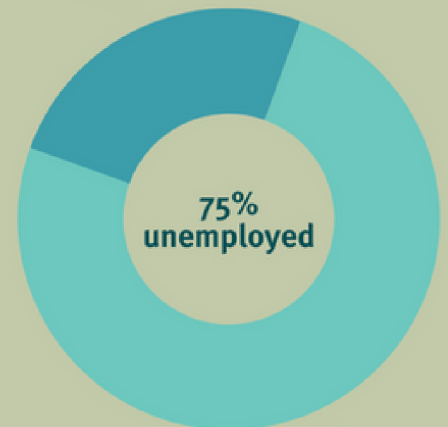
9% have at least some college credits



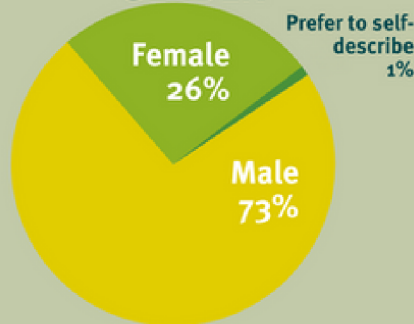
## RACE/ETHNICITY



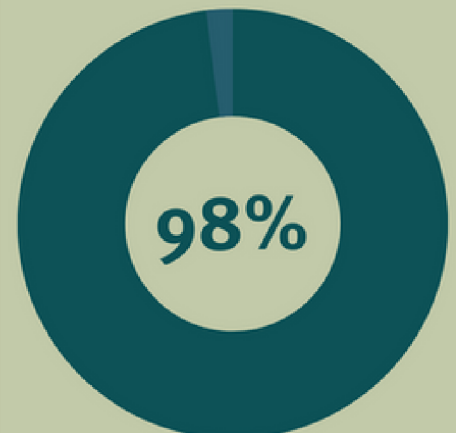
## EMPLOYMENT STATUS PRIOR TO CCNB



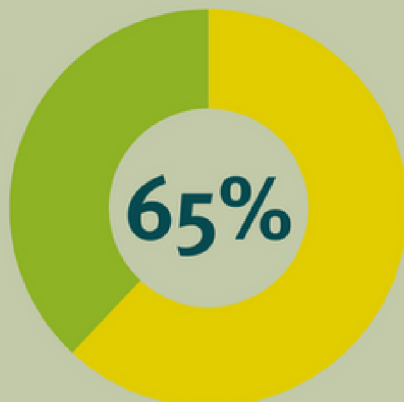
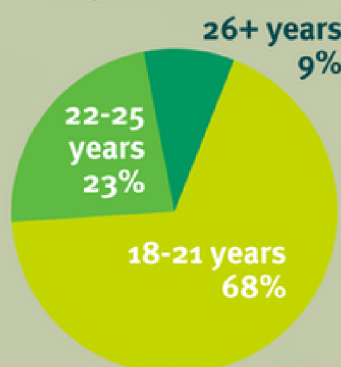
## GENDER



## FROM A LOW-INCOME BACKGROUND



## AGE AT ENTRY



join to improve their work ethic and skills

# CORPSMEMBER SPOTLIGHT: JESSICA M.

Jessica joined CCNB in early 2020—right before the pandemic swept onto the scene. Before CCNB, she was working doing landscaping with her brothers and learned about our program from her sister, who had worked with us in the past. In her nearly two and a half year time with CCNB, Jessica worked with both Natural Resources crews and the Zero Waste program while attending our onsite charter school and working towards her high school diploma. She really enjoyed school and continually impressed our staff members and teachers. One of her supervisors wrote, “Since day one, Jessica displayed an extremely thorough and hardworking ethic, and took no task lightly.”

At the start of 2022, she was promoted to Assistant Crew Leader, helping guide and mentor her teammates. Jessica values helping people and her community and hopes to become a doctor or nurse in the future, providing healthcare to those who need it most. At CCNB, one of her favorite parts of the job was helping the community at recycling events and talking to people about the importance of keeping waste out of our streets and landfills.

Jessica also praised the help provided by the Career Pathways team, saying how much the trainings and workshops have helped her and her fellow corpsmembers. In June, she opened her first bank account with the help of the Career Pathways team, enabling her to access her paycheck through direct deposit, avoid check-cashing feeds, and get a debit card. Jessica completed our program in June 2022 and moved to the East Coast to pursue her goals.



“ I like [being an Assistant Crew Leader] because it is allowing me to grow as a leader and has helped me achieve personal goals I set for myself.

# ABOUT OUR CORPSMEMBERS

Between July 1, 2021 and June 30, 2022, our Career Pathways team served 221 participants and 126 program alumni. Corpsmembers that completed the program this fiscal year went on to work for employers such as Bartlett Tree Experts, Hanford ARC, Sonoma County Regional Parks, the County of Marin, Clean Harbors, and many other companies and agencies.

CCNB offers various skill certifications designed to increase corpsmembers' likelihood of securing living-wage employment. On average, corpsmembers earn five certifications during their time in our program, with the majority earning at least three during their time in our program.

**CORPSMEMBERS  
CONTINUING IN WORK  
OR EDUCATION AFTER  
LEAVING THE PROGRAM**

**79%**

**WAGES AFTER  
JOB PLACEMENT**

Average wage:  
\$19.16 an hour  
67% earn more  
than \$18 an hour

**PERCENTAGE OF  
CORPSMEMBERS  
EARNING AT LEAST  
3 CERTIFICATIONS**

**66%**



“ It's really nice to not only be able to learn and get those skills, but know you're helping the planet, too.  
- Phoebe, corpsmember

# CORPSMEMBER SPOTLIGHT: SERGIO T.

Sergio has been with CCNB since the beginning of 2022 and is always happy to talk about his experience as he works to accomplish his goals. Before he heard about the program from a friend, he had worked various jobs that didn't offer room for growth or training. Because he also wanted to earn his high school diploma, our program checked all the boxes. Sergio really enjoys the style of learning offered by John Muir Charter School, having the opportunity to work independently but also having the support of his teacher and classmates when he needs it. Sergio is speeding through his graduation requirements, often taking the initiative to complete quadruple the credits suggested by his teacher!

In addition to being a voracious student, Sergio continually impresses his supervisors and our sponsors. He has earned quite a few certifications and currently serves in a leadership role on his crew as the Safety Officer. After earning his Basic 32 firefighting certification from a training with The Watershed Research and Training Center in the spring of 2022, Sergio joined the year-long Fire Forward fellowship program in July. In this program, he is already engaging in coursework, field work, and skills development. He will complete 300 hours work this year in areas of planning controlled burns, doing landowner outreach, and implementing the burns themselves. Sergio is prepared to use his time management skills to balance working for CCNB, participating in the fellowship, and achieving his academic goals. Sergio knows he wants to be a firefighter in the future and is working hard to make his dream a reality.



Sergio is kind, inclusive, and encouraging to his peers. He fosters a positive team environment, whoever he is with. Sergio is an absolute asset to the Fire Forward Fellowship program, and we're so grateful to have him in the cohort. Sergio works hard and is dedicated to constant growth and learning. I can't wait to see where life takes him; I know he's going to do great things, as he already is, and I'm honored to know and work with him.

**- Dr. Sasha Berleman,  
Fire Forward Director**



# FIELDWORK

Conservation Corps North Bay is an established leader in natural resources management services across the North Bay. 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 on public land and at community events, 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.

## **THIS YEAR ALONE, OUR CREWS:**

**recovered 22,339 pounds of edible food**

**removed 21,155 pounds of litter from public lands**

**reduced fire fuel on 428 acres of public and private land**

**collected 31,100 pounds of carpet for recycling**

**restored and maintained 148 miles of trails**

**placed 670 instructional medallions on storm drains**

**diverted 247,878 pounds of bottles and cans from landfill**





In 2021-2022, our corpsmembers maintained dozens of miles of creeks to mitigate flooding, prevent pollution, and restore habitat for native flora and fauna. They also restored hundreds of acres of natural habitat, removing invasive species, preventing erosion, and planting native plants.

**Acres of natural habitat restored:**

**556**



**Miles of creeks maintained:**

**36**

“ I’m always really excited about donating to CCNB because it’s a true trifecta organization. CCNB makes a huge impact by providing work and life skills for our Sonoma County youth, protecting the environment with waste management and trail maintenance, and providing free waste disposal drives for Sonoma County residents. Where else can you be a part of such a win-win-win organization?

**- Donor Sophie F.**

In 2021-2022, our corpsmembers began collecting edible food in addition to the hundreds of thousands of pounds of other materials from residents and businesses across the North Bay.

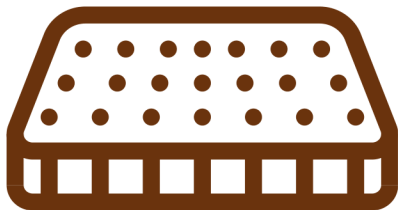


**10,641**  
waste tires  
collected for  
recycling

**506,756**  
pounds of  
electronic  
waste diverted  
from landfill



**6,879**  
used  
mattresses  
collected for  
recycling



“ It's been a real pleasure to work with an amazing CCNB crew over the years. We couldn't accomplish our zero-waste goals without you! You all have shown true professionalism and I've admired the efforts you've all made in promoting and fostering stewardship and keeping youth engaged with the outdoors. I will miss our collaborations at Point Reyes, though hopefully it's not the last.

- Dale Dualan,  
National Park Service Environmental Protection Specialist



# BUILDING NEW PATHWAYS

This year, CCNB joined a variety of community partners in launching the **FIRE Foundry** with the goal of increasing access to sustainable wage careers in the fire services for women and people of color currently underrepresented in the sector. The **FIRE Foundry** is a workforce development program designed to support recruits through career exploration in fire services while strengthening their competitiveness for future employment as firefighters or in related careers in medicine, public safety, and environmental conservation in Marin County. The first cohort of 12 recruits, more than half of whom were former corpsmembers, started their journey in January 2022. You can learn more online at [FIREFoundry.org](https://FIREFoundry.org).



This program is an opportunity I never dreamed possible.

- Armando,  
FIRE Foundry  
Recruit

"In the early phases of developing the concept of the FIRE Foundry program we recognized the importance of utilizing established community partners. CCNB was at the top of the list for so many reasons. Their previous experience, talented, dedicated team and "can do" attitude was exactly what we needed to launch a program in a short time frame. We look forward to expanding our partnership and creating sustainable wage career paths while reducing wildland fire threat and creating a fire service that represents our communities."

- Jason Weber,  
Fire Chief of Marin County and Ross Valley Fire Departments

# PROJECT SPOTLIGHTS

## Waste Tire Collection

With California generating over 40 million waste tires every year, every tire and rim we can divert from landfill is worth it. Waste tires are just one example of the many materials CCNB corpsmembers are trained and equipped to collect for recycling. Old tires can be used for a variety of things once recycled for their rubber: playground floors, mulch, synthetic turf, and mixed with asphalt for new roads. Our Novato office even has both a new roof and a footpath in the front garden made out of recycled tires!

In 2021, our tire collection program expanded to include a rim removal component. Now, with the proper equipment and training, our corpsmembers can separate tires from their rims, allowing tires to be loaded into trailers more efficiently and safely. This has also created a new revenue stream for the organization because we can collect the rims and sell them for scrap metal—which is essentially ensuring the metal rims are recycled, too.



## Edible Food Recovery in Sonoma County

CCNB and Zero Waste Sonoma received a CalRecycle grant for 2022 to collect edible food for free from supermarkets, grocery stores, food service providers, food distributors, and wholesale food vendors in Sonoma County to divert that food to folks who need it and to help companies meet new regulations. This creates opportunities for our corpsmembers to earn new certifications including food handling and exposes them to different organizations in the community to make them even more appealing candidates for their future careers.

In addition to supporting companies, corpsmembers have been able to visit farms and orchards across Sonoma County to glean excess produce to redistribute to organizations like Farm to Pantry and Redwood Empire Food Bank.

# PROJECT SPOTLIGHTS

## Lawn Conversions in Marin County

Last fall, CCNB partnered with Marin Water to help reduce homeowner water usage by converting existing water-intensive irrigation systems to drip irrigation and removing lawns to replace with mulch across Marin County. Corpsmembers worked hard from July to October, converting thousands of square feet of lawn each month.

This project provided a unique opportunity to corpsmembers to explore a career in water-efficient landscaping and developing skills in plumbing. The homeowners and community were incredibly grateful for this program. Over the course of the project, multiple corpsmembers (and their supervisor) were able to be certified as Qualified Water Efficient Landscapers.



“ I first hired crews to repair erosion damage from the 1982-84 storms in west Marin, way back when CCNB was the Marin Conservation Corps, and have served on the Board for the last 10 years. I am still inspired by the corpsmembers, many who have persevered through incredible challenges, and by the CCNB staff and programs who give these courageous young men and women the structure and tools they need to build lives of hope and purpose. This is slow work, no quick fixes, but so is the work of protecting and restoring our planet. I am immensely grateful that CCNB is right here in our backyard, and proud to be a part of it.

- Liza Prunuske, CCNB Board Member

# 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.



Umpqua Bank is honored to support the Conservation Corps North Bay's invaluable Career Pathways program for young job seekers in Sonoma and Marin counties. This program is creating meaningful outcomes for so many deserving youth in this community.

**- Pedar Bruce, Umpqua Bank Vice President**



UMPQUA  
B · A · N · K



I started donating to CCNB decades ago because the summer program for teens, Project Regen, was such a good introduction into the working world for my kids. So why do I continue to donate now?

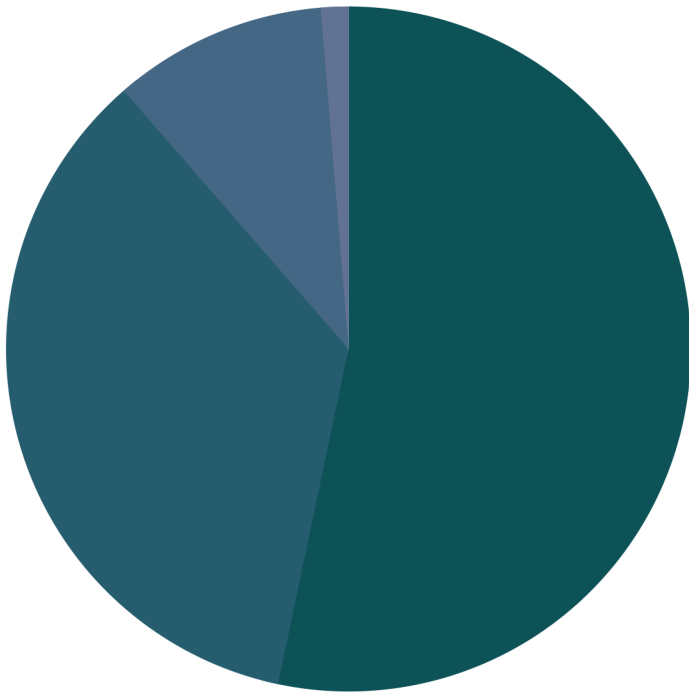
My family and I don't have to look far to see CCNB crews performing litter abatement, creek clearing, E-Waste collection events, and more. CCNB is also giving "a hand up" for young adults who know they need one. Every community needs places where people can learn new skills and confidence to be active members. I am so proud to be able to support a nonprofit that helps our community in so many ways!

**- Miriam C., Donor**



# FISCAL OVERVIEW

**Total  
Income:  
\$7,740,761**



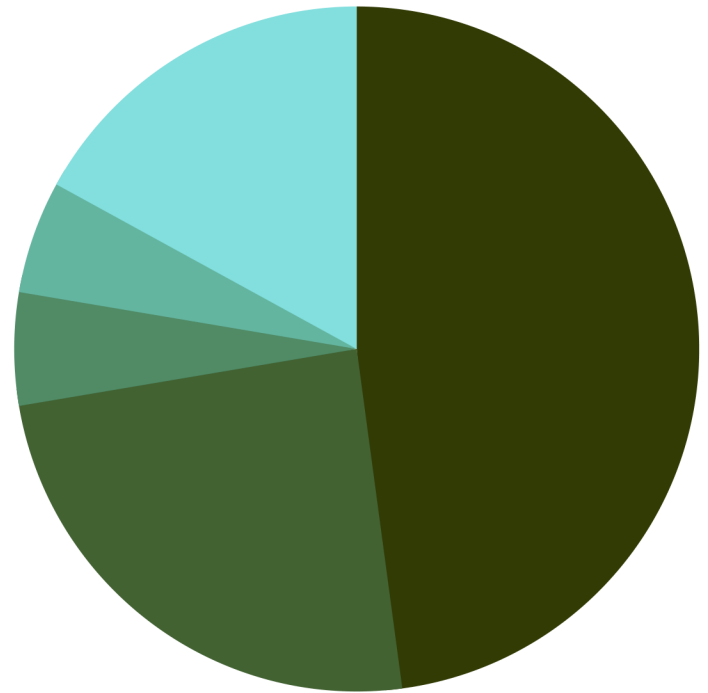
Government Grants: 53.3%

Fee-for-Service Work: 35.3%

Grants and Donations: 10.1%

Other Income: 1.3%

**Total  
Expenses:  
\$7,622,229**



Natural  
Resources  
Program:  
45%

Zero  
Waste  
Program:  
23%

Career Pathways Program: 5%

Fundraising: 5%

Administration: 22%



## **BOARD OF DIRECTORS**

**Marc Intermaggio**  
Board Chair

**Joe Delaney**  
Board Vice Chair

**Dennis Latta**  
Secretary

**Michelle Kenney**  
Treasurer/CFO

**Sierra Cantor**

**Dustin DeMatteo**

**Todd Lindemann**

**Robyn Luhning**

**Rodrigo Moreira**

**Sara Olsen**

**Mark Peters**

**Liza Prunuske**

## **ADVISORY COUNCIL**

Amy Ahanotu  
Gary Anspach  
Efren Carrillo  
Hon. Damon Connolly, Marin County Board of Supervisors  
David Wain Coon  
Cyane Dandridge  
Grant Davis  
Alison Dykstra  
Juanita Edwards  
Karen A. Gaffney  
Michael Glass  
Diane Glischinski  
Hon. Susan Gorin, Sonoma County Board of Supervisors  
Richard Hammond  
Paul Helliker  
Hon. Jared Huffman, Congress  
Jennifer Imbimbo  
David Katz  
Hon. Marc Levine, California State Assembly  
Jake Mackenzie  
Kerry Mazzoni  
Hon. Mike McGuire, California State Senate  
Brigitte Moran  
John Mutz  
Paul Olbrantz  
Neil Pacheco  
Michael Pritchard  
Steve Rabinowitsh  
Ellie Rilla  
Hon. John Sawyer, Santa Rosa City Council  
Kate Sears  
Leela Stake  
Roy Tennant  
Roxanne Turnage  
Bryan Varner

“ I have been inspired to contribute to CCNB for several years and moved by the results that are achieved with our corpsmembers. It is an extraordinary effort that makes a difference.

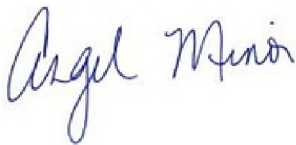
**- John Mutz, CCNB Advisory Council Member**

# CCNB'S 40TH ANNIVERSARY: REFLECTIONS ON THE FUTURE

It is a unique and good problem to be in the position of having choices. In our daily work in the field, school, and workshops, we counsel corpsmembers on ways to make decisions that are best for them and the goals they want to achieve. As we take a step back and reflect on how far we have come in 40 years, I recognize that we sometimes need that same guidance as leaders of our organization. As CCNB starts a new year weighing options to better serve program participants and our communities, we are fortunate to have reliable advisors in our Board Members and partner agencies that continually help us prioritize opportunities into short and long-term categories and guide us as we sometimes make those difficult “not now” decisions.

With that guidance in mind, in the coming year we plan to expand our “next step” training programs, building from what we have learned in the first year of the FIRE Foundry to collaborate on other specialized tracks around careers in ecological restoration. We will continue to grow the capacity of our Zero Waste teams to collect more types recyclable materials and to make our services more accessible to different areas in our region. We will offer exciting activities for our corpsmembers to explore their own back yards, connecting the work they do each day with the enjoyment it brings to visitors to Marin and Sonoma’s most beautiful public lands.

And with your support, we will continue to coach corpsmembers as they navigate their own paths, empowered to choose the best options for them and their families. Thank you for taking this journey with us. Here’s to (at least) another 40 years of developing youth and conserving natural resources for a resilient, sustainable, and equitable community.



**Angel Minor, CEO**

“ The early Marin Conservation Corps (MCC) Boards of Directors, executive staff, project managers, and corpsmember crews then indeed performed their way through innumerable thickets to translate the program vision into on-the-grade reality, and, subsequently to transplant of the “local conservation corps” idea to Sonoma County as today’s Conservation Corps North Bay... In today’s parlance, the MCC/CCNB have proven to be a successful and enduring non-profit “start-up”!

**- Richard Hammond, Founder of MCC (now CCNB)**  
[Click here to view Richard's full statement in honor of our 40th anniversary.](#)

