



# ANNUAL REPORT 22/23



# *A better path ahead...*

So many metaphors come to mind when I reflect on this past year, and all of them have a common theme around preparing for something big. Whether we use a sports analogy or compare the last 12 months to planning for a big life event, it all points to Conservation Corps North Bay (CCNB) positioning itself for an exciting year to come.

Thanks to our donors, partners, and the support of our elected officials, fiscal year 2022/23 has been full of milestones that we have been working toward accomplishing, in some cases, for well over a year:

- Students in our English Language Learning program are thriving, gaining confidence in their skills, and earning credits toward their high school diplomas faster than ever.
- CCNB's Zero Waste team continues to expand the list of materials being diverted from the landfill, with our food recovery program gaining traction and most recently, the addition of solar panels to items we can collect from the public.
- Our Career Accelerator programs are gaining momentum: now in its second year, FIRE Foundry has already helped past corpsmembers secure employment in the fire service, and the pilot of our Ecological Career Accelerator program in partnership with the Ecological Workforce Initiative has trained three cohorts, with many participants moving on to living wage employment thanks to this enhanced training.
- The tireless efforts of state legislators from our districts have secured funding to support essential work projects that provide critical hands-on training opportunities for corpsmembers while helping our communities combat the effects of climate change.

All of this opportunity is positioning CCNB for sustained growth. To further our mission and accommodate our future plans, CCNB will be moving our Sonoma County facility from Cotati to Santa Rosa in 2024, enabling us to serve more corpsmembers at a central location accessible with public transportation; expand our service area for Zero Waste collections and Natural Resources projects including fire fuel reduction and flood prevention, providing more of an environmental benefit to the local community; increase onsite Zero Waste collection capacity for mattresses, carpet and future materials including solar panels, E-waste, tires, and more; and consolidate CCNB partner John Muir Charter School Sonoma County sites into one regional hub.

We end this year with full crews and a busy schedule ahead. We are proud to share the accomplishments from 2022/23 that have laid the groundwork for an exciting 2023/24!



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, serve.

## Sustainability

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

# CCNB CORPSMEMBERS

The young adults CCNB serves come from different walks of life. Some are seeking to provide for their families, open small businesses, find internships or apprenticeships, and some come to find their purpose. Many have yet to earn a high school diploma, and many lack work experience. Joining Conservation Corps North Bay allows corpsmembers to complete high school via our on-site charter school, develop job skills, earn certifications, access career opportunities, and prepare for their next step, all while earning a paycheck and helping our communities.

When they leave CCNB, corpsmembers find placement in living-wage jobs and careers, bringing expertise to their chosen fields, and they leave with the financial means to support themselves, their families, and in turn the economy of the North Bay.

Graduates of our programs are prepared to tackle pressing issues in the face of climate change. Exiting corpsmembers are equipped with natural resources management skills, helping our green spaces with native habitat restoration and wildfire resilience. They also know about waste diversion and the importance of recycling everything that is recyclable: from mattresses and carpet to e-waste and solar panels. These skills also seamlessly transfer to other workforce needs of the North Bay, such as landscape management, public works, parks and recreation, construction, waste management, and many more. CCNB's Career Pathways program supports this transition by matching each corpsmember with job opportunities that fit their career goals and providing support for up to two years after program completion.



“There is no place like CCNB! I remember my first day being scared, and now I can’t understand when I learned all the skills I have. I’m so ready to put to use all the skills I have learned.”

**Fernando, Corpsmember**

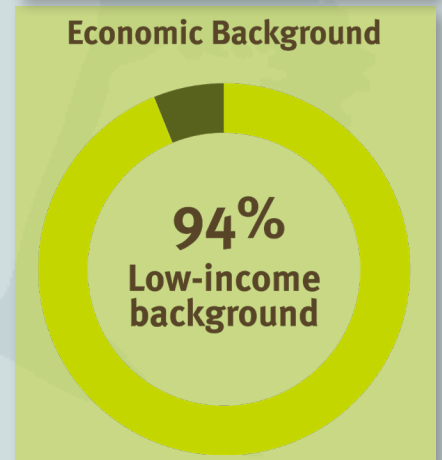
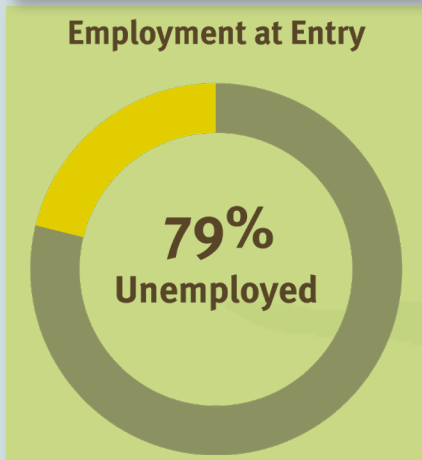
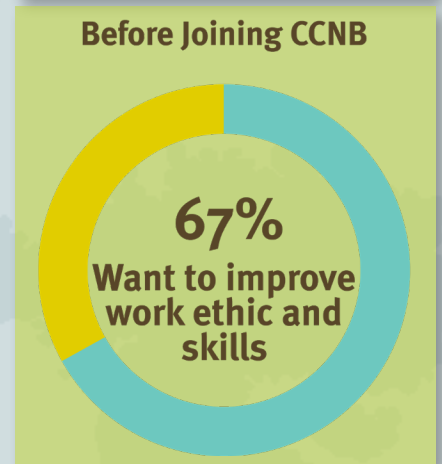
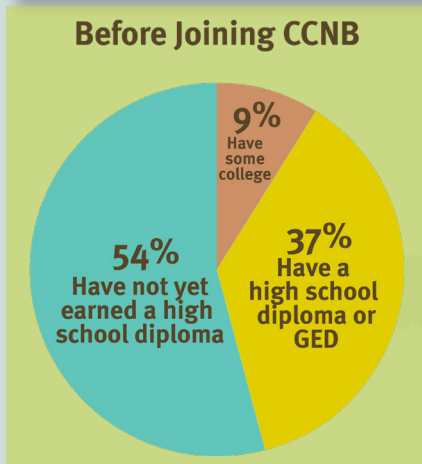
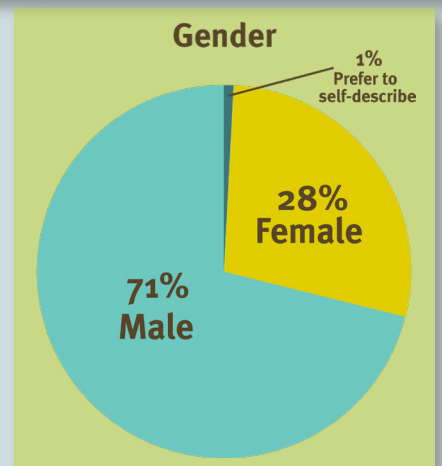
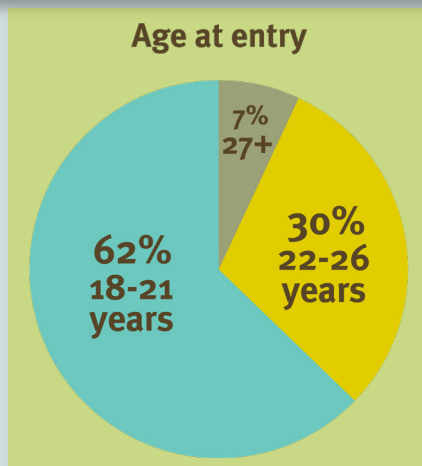
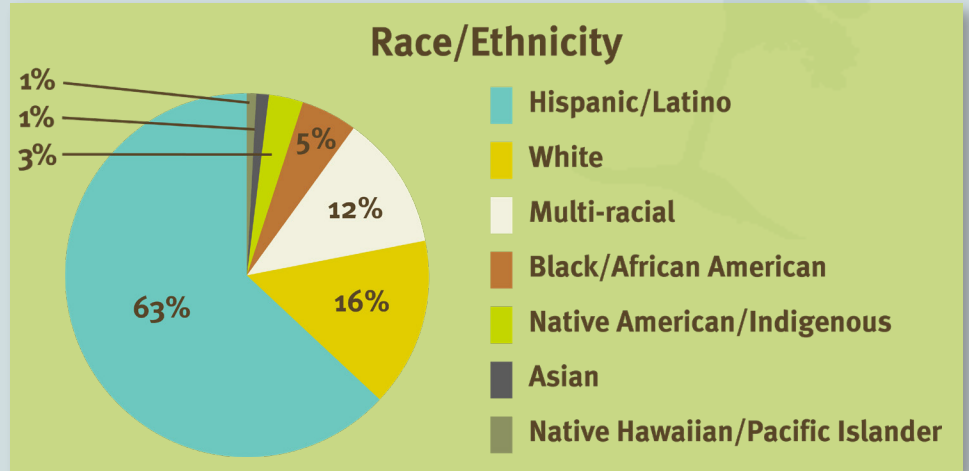
# ABOUT CCNB CORPSMEMBERS

Working with thousands of young people over more than 40 years, CCNB understands the workforce development needs of Marin and Sonoma counties, and the barriers to employment young people have to navigate. CCNB helps youth address the most fundamental obstacles, such as the lack of a high school diploma, English skills, work experience and job readiness skills, and access to critical services that provide housing and healthcare.

Based on corpsmember data from April 2023, the young people we serve face many of the same barriers. Most of our corpsmembers do not have a high school diploma, are unemployed, and almost all come from low-income backgrounds. In search of better opportunities, the majority of corpsmembers join our program looking to improve their work ethic and skills.

“Marin and Sonoma are two of the jewels of not only the Bay Area but the world. CCNB’s leadership to help people and the planet thrive locally will protect these treasures for generations to come with our support.”

**Leela Stake, Donor**



# ABOUT CCNB CORPSMEMBERS

Corpsmembers that exited the program during the 2022-2023 fiscal year earned job placements at Clean Harbors, Bartlett Tree Company, Marin County Parks, Interstate Traffic, among other companies and agencies.

The work corpsmembers do at CCNB gives them access to several certifications designed to facilitate living-wage employment when they are ready to leave the program. On average, corpsmembers earn five certifications during their time in our program, with most of them earning at least three.

Corpsmembers earn  
on average

**\$20.65**

per hour after job  
placement.  
69% earn at least \$19  
per hour

**75%**

of corpsmembers are  
employed or in school  
after leaving CCNB

**85%**

of corpsmembers earn  
at least 3 training  
certificates



“ CCNB is not just a company, or a job, or a resource. It’s my home, away from home. The supervisors, and my coworkers are my family. I had a really difficult time this year, and they went that extra mile to make feel supported but most of all appreciated. I’m honored to be a part of a team like zero waste, where we share smiles, even when all we feel is hopeless. When I first started, I didn’t even know what a forklift was, and now I’m certified to use one. CCNB has changed my life, I look up to my supervisors, and manager, and director because they always work together to make sure we have everything we need from uniforms to practice on the forklift. They take care of everything. Thank you for all the endless hours and effort you put into our future.”

**Erik Rodas, Corpsmember**

# CORPSMEMBER SPOTLIGHT

## Elmer Luis G.

Luis' story exemplifies the untapped potential of the youth of Marin and Sonoma counties, as well as the barriers they must navigate to pursue their ideal employment. Since Luis joined CCNB over a year ago, he has gained an interest, as well as key skills, in forestry and the management of green spaces, and he is making strides to enter that field in the near future.

He originally heard about CCNB from his brother. "My brother mentioned that there is a company that takes care of the environment, and that they help you with education and job training," Luis said. He had no experience with power tools, and that became his first goal. He is now a Sawyer II, which allows him to take on more difficult chainsaw operations in the field, and he has earned a number of other certifications.

"To work in the mountains, in nature, it reminds me of working in my home country Guatemala," Luis said. While providing these crucial services to our communities, many corpsmembers like Luis also work toward their High School Diploma, and many are learning English simultaneously. Luis is enrolled in ESL classes at College of Marin, and he finds opportunities to practice it at work. "All supervisors in Marin are bilingual, but I try to speak to them in English to practice," he said.

Luis has also developed a keen knowledge about our local species. "I have learned so much. I have learned about trees: how to take care of the forest, how to identify native and invasive species. For example, I learned when to use manual tools and not a chainsaw with certain trees to not disturb birds' nests," he said. He is incentivized to pursue a career in forest management. "I want to have a position where I take care of the forest and trees—like a park ranger," he added.

"I feel grateful for CCNB's support in terms of work and education. Everyone on staff gives me good feedback, they motivate me, and they have supported me through employment even in winter, when work is harder to come by," said Luis. Witnessing the progress corpsmembers like Luis make in the face of additional barriers inspires CCNB to continue helping North Bay youth tap into their full potential.



# CORPSMEMBER SPOTLIGHT

## Esme C.

The driving force behind CCNB lies in empowering youth to aim high. Central to our program is the successful placement of corpsmembers in industries that are less accessible to underserved youth. For Esme, a Zero Waste corpsmember in Cotati, access to job readiness skills is opening a world of opportunities. “My main priority coming in was getting my high school diploma and now I am a few credits away from getting my diploma,” says Esme; she is on her way to achieving that objective, but along the way, she has garnered motivation to work towards more.

Esme recalls her beginnings at CCNB. “I was not good at talking to people when I first got here. I was very timid,” she said. “The people who work here with me made me feel welcome and I felt part of a community,” she said, adding that now she wants to become an esthetician: “CCNB is great at encouraging me to go for careers I am interested in.” Her work in Zero Waste Crews continues to have an impact, however. “Working here, you learn where trash ends up. It has helped me be more in tune with nature and to want to protect it,” she said.

Beyond the fieldwork, corpsmembers have access to workshops that focus on job-readiness skill development. “Specifically, I have benefited from the financial literacy presentations,” she said, “they talk about budgeting, credit cards. Sometimes you don’t have access to that information, so that is a great benefit for us.” Esme also recalls learning professionalism, how to deal with conflict, and time management. “I had to buckle down, and now [time management] is not a problem anymore,” she added.

At its core, CCNB hopes to give access to young people like Esme to prepare to enter their desired industries. They exit the program ready to start living-wage careers, and they carry with them a passion for protecting the environment and the knowledge of waste management and natural resources to make a difference.



A climate-friendly future involves Conservation Corps North Bay leading the way for our region. To support their values of empowerment, community, and sustainability is why I contribute and serve this organization.

**Dustin De Matteo,**  
CCNB Board Member



# FIELDWORK IMPACT

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 counties. Our services include fire fuel reduction, habitat restoration, invasive species removal, trail construction and maintenance, emergency response, among many others.

Our Zero Waste program is ready to address a myriad of waste diversion needs. Established in the year 2000, our award-winning Zero Waste program is now present throughout Marin and Sonoma counties, and regularly expands its reach to assist communities in other neighbouring counties.

Both programs work alongside government agencies, nonprofit partners, and community members to meet their land and/or waste management goals.



**64,548**

pounds of edible food recovered from local food producers and distributed to organizations fighting food insecurity.

**14,128**



pounds of litter removed from public lands.

**432**



acres of fire fuel reduction on public and private land.

**56**



drop-offs of carpet for recycling received by Zero Waste crews in Cotati.

**269,673**



pounds of bottles and cans diverted away from landfills.

**152**



miles of trails restored and maintained.

**3,390**



instructional medallions placed on storm drains to educate about our waterways.



In the fiscal year 2022-2023, CCNB corpsmembers cleared dozens of miles of creeks to mitigate flooding, prevent pollution, and create habitat for native plants and animals. They restored hundreds of acres of natural habitat in our green spaces, removing invasive plants, preventing erosion, and replanting with native species.

**diverted  
8,618  
waste  
tires  
from  
landfill**



**maintained 51  
miles of creeks**



**restored and  
maintained 280 acres  
of natural habitat**



“We have about 6 former corpsmembers on our team, and even though some of them are young they are some of our best workers we have had on our team. They never turn down a task, always ready to learn. We appreciate the staff at CCNB, especially Jackie, for always being available to help all the corpsmembers”

**Juan Ochoa, Bartlett Tree Experts**

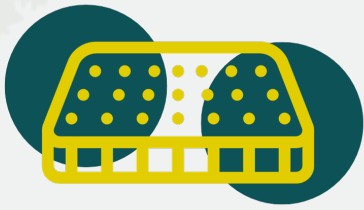
In 2022-2023, CCNB's edible food recovery services continued to take force. Our Zero Waste crews collect edible food and deliver it to organizations fighting food insecurity. They began collecting solar panels, and continue to offer e-waste, mattress, and tire collection services to our communities.



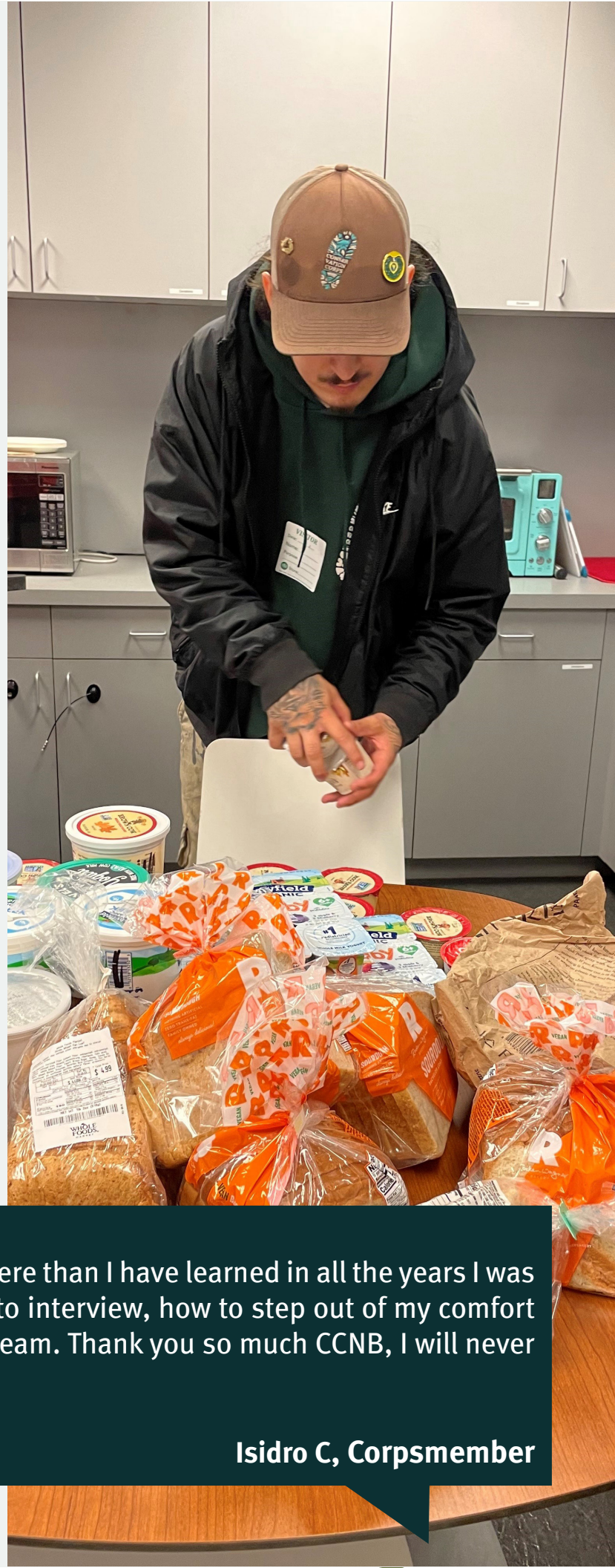
recovered 64,548  
pounds of edible food



collected 475,793  
pounds of E-waste  
for recycling



collected 8,623  
used mattresses  
for recycling



“CCNB is my home. I have learned more here than I have learned in all the years I was in my home country. I have learned how to interview, how to step out of my comfort zone, use power tools, how to work in a team. Thank you so much CCNB, I will never forget this place.”

Isidro C, Corpsmember

# PROJECT SPOTLIGHTS

## Pile Burning

Pile burning is one of many strategies used to help reduce fire fuels in our region. This past spring, CCNB staff participated in trainings supported by our partners at The Watershed Research & Training Center and Sonoma Land Trust, providing an immersive learning experience for crew supervisors, equipping them with comprehensive knowledge of burn pile tools, techniques, and safety protocols. Additionally, a collaboration with California State Parks created an opportunity for corpsmembers to gain hands-on experience with this technique at Trione-Annadel State Park, adding to the work skills they gain while in our program. These trainings built on CCNB's vegetation management expertise, expanding the services we provide for partners to help protect our communities from the impacts of fire.



## Flood Response

Did you know? CCNB crews have been providing emergency flood support in Marin County for years. Corpsmembers receive specialized training in clearing drains and culverts and are on call during especially wet winters like the one we just had. This past January, CCNB's Sonoma County Youth Ecology Corps (SCYEC) crew also helped mitigate the effects of a very rainy month. Corpsmembers cleared a distance of 2.2 miles of drains and treated an area of over 7 acres of vegetation in various locations across West Sonoma County, providing crucial flood control to those communities.

# PROJECT SPOTLIGHTS

## Storm Drain Medallions

Since October of 2022, our Zero Waste crews have placed instructional medallions on drains and inlets, to raise awareness about the potential negative effects of letting substances like soap water and used oil reach storm drains. The City of Santa Rosa developed a multi-layered map using a geographic information system software, and through this project, our crews are helping identify additional inlets and drains, making the city's data more robust. In conjunction with the placement of medallions, CCNB crews are bringing additional education resources to Santa Rosa residents about the importance of protecting what ends up washing away in storm drains across the city. We are proud to bring this service to Santa Rosa residents and help the city preserve and protect our natural resources.



Patrick and I are honored to be a part of the Conservation Corps North Bay family. Both of us in the past worked in alternative youth conservation corps training programs in forestry, natural resources and carpentry and woodworking.

I currently serve on the CCNB Advisory Council and had a hand in setting up and running the first summer program (as Marin Conservation Corps) in 1982 so our support for this wonderful youth conservation corps goes way back. This is the only local program we know of that provides our youth with the step up they need when they are teens and young adults by providing new-age skills training along with an education component. With CCNB work and life skills experience under their belts, many graduates have gone on to become rangers, field crew, waste facility technicians, college graduates and more. We're so happy to support their efforts.

**Ellie and Patrick Rilla-Laherty**

# PARTNERS AND DONORS



## Redwood Credit Union

“RCU has many collaborations with CCNB from making our annual shred events more environmentally impactful to setting time aside for corps members to receive educational programming. CCNB invites RCU to share its expertise with corpmembers as they begin their financial journey. CCNB is a solid partner in our shared commitment to have a positive impact across our service areas.”

Kate Harkin, Community Program Coordinator



## Electronic Recyclers International, Inc.

“Conservation Corps North Bay exemplifies an unwavering dedication to sustainable recycling practices while fostering exceptional partnerships. From the inception of our collaboration, they have demonstrated friendliness, adaptability, and innovation, establishing themselves as a paramount ally in our collective pursuit of a positive environmental impact.”

Evan Selander, Global Account Executive



## City of San Rafael

“We get so much out of our work with the Corps. They do such great work in conservation, workforce development, and in serving community needs.”

Cory Bytoff, Sustainability Program Manager

# PARTNERS AND DONORS

**“The Lindskog Foundation** is very proud to be a supporter of the outstanding work done by Conservation Corps North Bay in providing low-income youth from Marin County with the life-changing job training, education and job placement services needed to become productive members of society and achieve financial independence. These young corpsmembers are not only advancing themselves—they are conferring an invaluable benefit on the residents of Marin County by helping to conserve and restore natural resources, and improve recreational and public areas.”

**David Bradlow**

“40 years after its founding as the Marin Conservation Corps, Conservation Corps North Bay has become a permanent, highly respected, non-profit, public service entity-providing both invaluable environmental protection and youth services to our community. Every year, CCNB provides an on-the-ground, trained task force to join other public agencies in the healthy maintenance and protection of our open spaces and natural resources. Every year, CCNB graduates and honors a new cadre of young people who have acquired lifelong skills from their participation in its unique on-the-job-learning program: A multi-faceted youth training program to build physical land management skills, environmental awareness and the opportunity to advance academic educational levels, and open career pathways going forward.

CCNB’s long history of achievement has been enabled by its ability/agility to reach out, expand its services, respond to changing challenges - and, as a founding member, past board member - I continue to respect and applaud CCNB as it continues to grow and contribute to the natural and human resources of our community.”

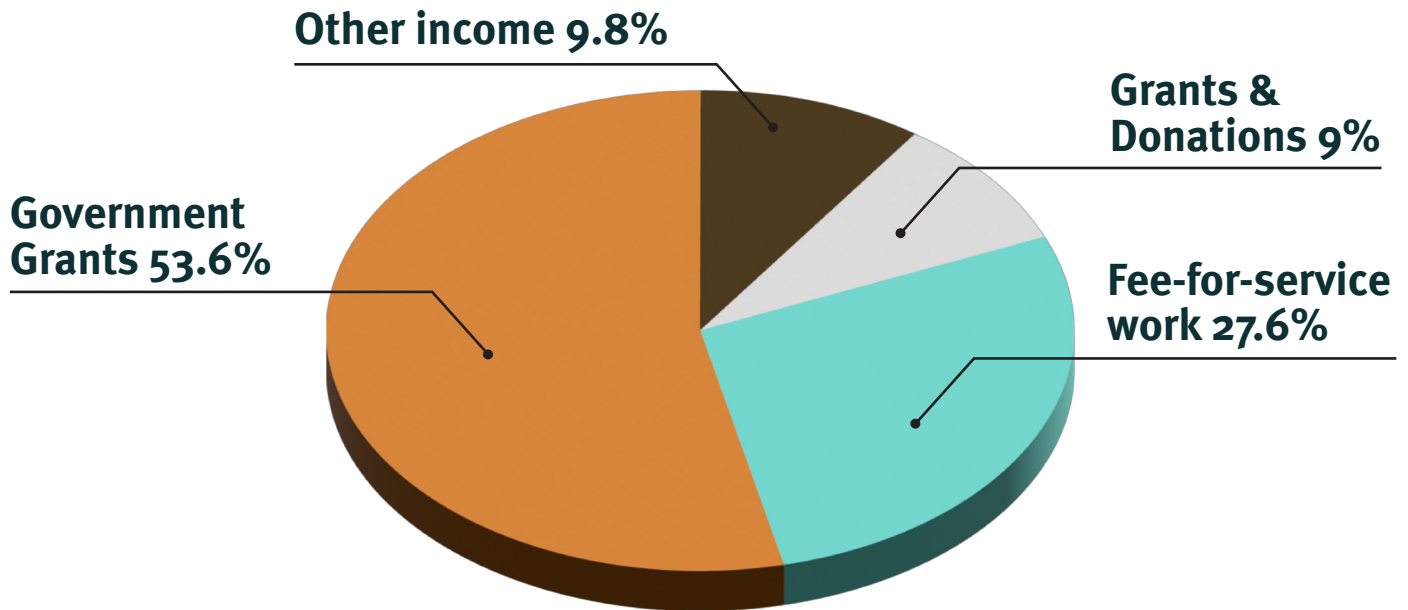
**Pam Lloyd**

“We were excited to offer a Whale Tail Grant to Conservation Corps North Bay for a project that combined learning about watershed health and stewardship, doing hands-on restoration of salmon habitat, and kayaking in the river. Getting to enjoy what you’ve worked to protect has a lasting impact!”

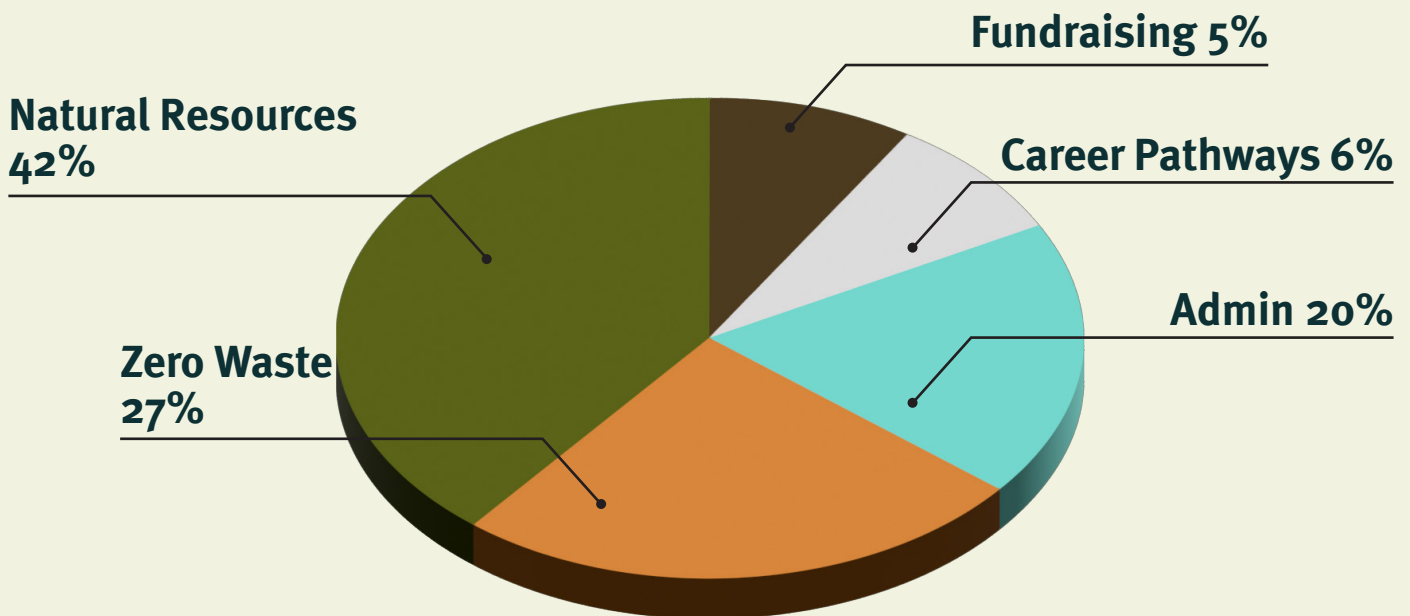
**Annie Kohut Frankel, California Coastal Commission Grants Manager**

# FISCAL OVERVIEW

**Total Income: \$9,785,869**



**Total Expenses: \$9,737,450**





# *A Reflection and thoughts for the future*

We started this year as we have done for some time now: doing our best to plan to offer consistent services while exploring new ideas and being ready to adjust depending on how public health challenges continued to unfold.

But as the year progressed, we grew more optimistic as we appeared to be emerging from a constant state of uncertainty. While the effects of the pandemic have certainly lingered, we were excited as the world seemed to reopen, long-postponed community events resumed, and we could gather with partners again. It felt like a reunion.

Here at CCNB, we opened our own doors and hosted our full slate of events including graduation, open houses, information sessions, and more. And we ended the year with the keys to yet another door to our future facility in Santa Rosa. We are incredibly excited about the opportunities that will be possible in this new central location which will be more accessible to the corpsmembers we serve and position CCNB to provide even more essential services to our community.

We can't wait to cross that threshold and look forward to the next leg of the CCNB journey!



Angel Minor, CEO



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