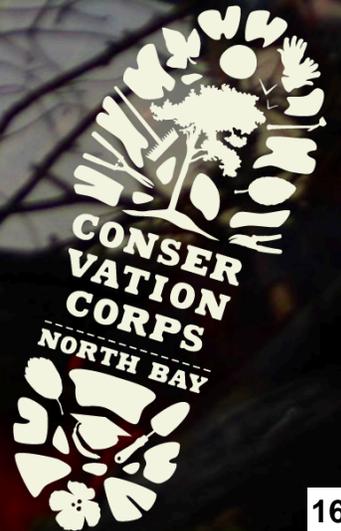


# 2024/ 2025

ANNUAL REPORT



## Times like these are what the original model anticipated.

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We recently received a note including these words from our founder Rich Hammond. His comment was about CCNB's ability to adapt and remain viable during changing times.

I can't think of a more appropriate way to frame this past year and am incredibly grateful to our Board, staff, partners, donors, and – most of all – the young people we serve for the flexibility, creativity, and grace they have shown in our current climate.

While the nonprofit landscape has been changing around us, CCNB is so far in the fortunate position to be able to continue providing dependable services for corpsmembers and to our communities when the resilience of both is especially critical.

Thanks to partners, donors, and the dedication of the youth we serve, we have expanded our Zero Waste Program services, provided specialized trainings for participants ready for their next step, and consistently maintained full crews that perform critical work throughout the North Bay.

None of this would be possible if corpsmembers didn't choose to invest in themselves. It has always been a priority for CCNB to help young adults reduce their dependence on safety net services, and this goal feels more important than ever.

We are proud to share an annual report that tells the story of the corpsmember journey toward self-sufficiency and economic mobility and how, with collaboration and reliable support, they can start their paths to a better future.

# 24/25



Angel Minor  
CEO

# Our Values

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## 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.

“

I have had the pleasure and honor of being a member of the CCNB Board for two years, and through my position have seen first-hand the inspiring, real world impact this organization has had on individuals throughout our community. CCNB is literally helping change lives by providing education and job skills to many in our community who need support to gain financial independence. Thanks to their own dedication and the tools provided by CCNB, corpsmembers have the resources they need to become knowledgeable and skilled individuals who will be productive and contributing employees not only to the betterment of themselves and their families, but for all of us within the community.

**Mark Peters, CCNB Board Member**



# CCNB CORPSMEMBERS



The young adults who come to CCNB are often only missing an extra push and someone to rely on. A myriad of circumstances position them in less-than-ideal positions to achieve self-sufficiency. At CCNB they learn how to navigate these barriers, and most exit on promising trajectories.

To join CCNB is to make strides toward living-wage careers. Corpsmembers complete high school via our on-site charter school. They have access to valuable training hours to gain job skills, earn certifications, and figure out their next step. Our format allows them to accomplish this preparation while supporting themselves financially with a paycheck.

At CCNB, corpsmembers find

what drives them. They are exposed to the many career paths they can follow within their communities, with an emphasis on jobs that care for the environment. When they are ready, and with the help of CCNB, corpsmembers find job placements in desired fields with a livable wage. They become skilled contributors to our local economy.

A labor force that is conscious of and attuned to the effects of climate change and the latest practices of climate resilience has become crucial now more than ever. They are armed with natural resources management skills, such as knowledge of native habitat restoration and wildfire resilience as part of our Natural Resources crews. Corpsmembers on our Zero

Waste crews learn about waste management; they are exposed to innovative ways of processing waste to divert a maximum of materials away from landfills.

The Career Pathways program supports the transition out of CCNB by matching each corpsmember with opportunities that align with their goals and provides support for up to two years after program completion.

Corpsmembers work with leading environmental organizations in the area, carrying out exciting projects. From Monarch Butterfly habitat restoration and edible food redistribution to fire resilience work, corpsmembers work on pressing issues that affect our communities, as they create a self-reliant future for themselves.

# ABOUT CCNB CORPSMEMBERS

For over 40 years, Conservation Corps North Bay has stepped up to the challenges that affect our local communities. While the work corpsmembers do addresses the impacts of climate change, CCNB also contributes to the labor force of the North Bay by uplifting young people who need it most.

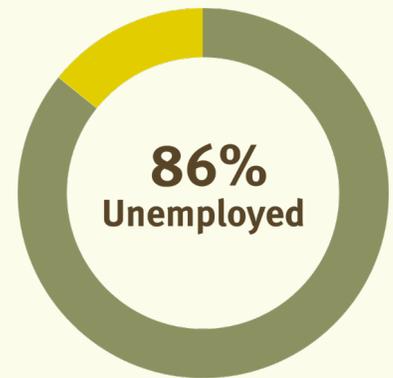
These numbers reflect the community CCNB serves. They face fundamental obstacles like lack of high school diploma, English skills, work experience, and/or professionalism skills, and access to critical services like housing and childcare. At CCNB they gain the skills to support themselves and their families.

Per data collected in April of 2025, corpsmembers continue to navigate similar barriers. 9 out of 10 come from low-income backgrounds, over half have yet to earn a high school diploma, and over 4 out of 5 are unemployed at entry.

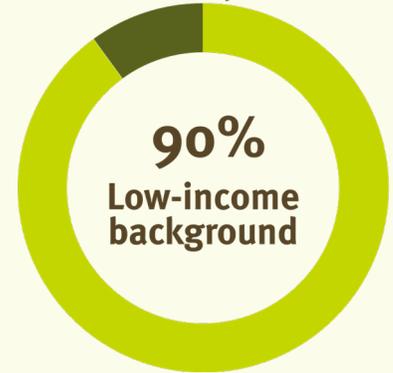
## Before Joining CCNB



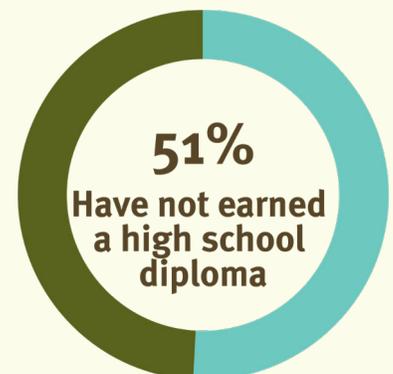
## Employment at Entry



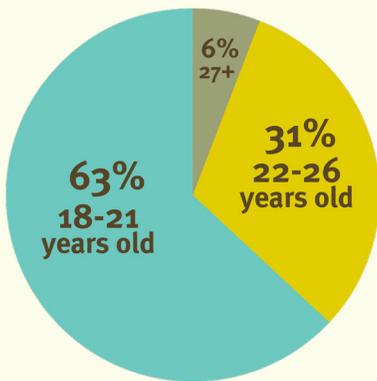
## Economic Background at Entry



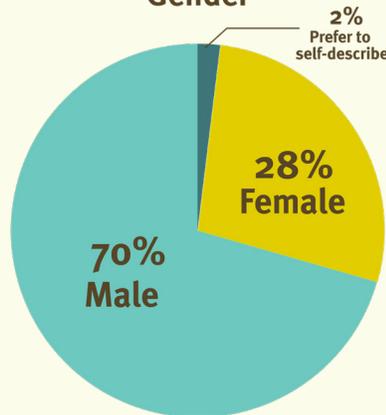
## Education at Entry



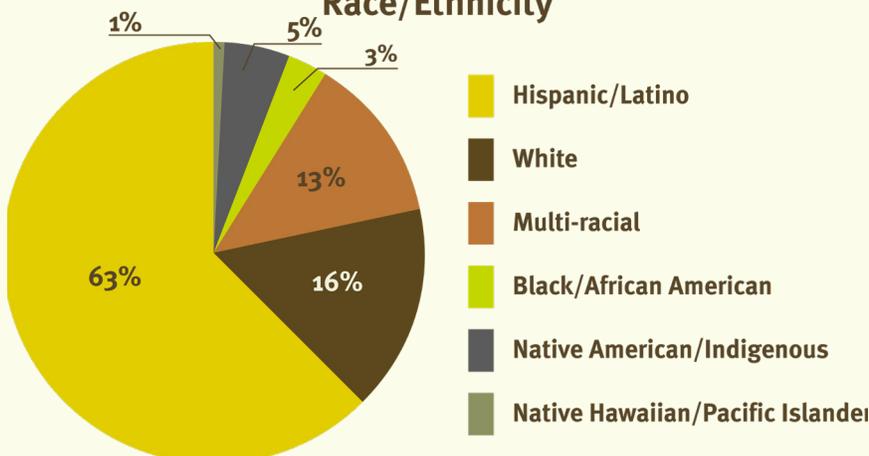
### Age at entry



### Gender



### Race/Ethnicity



# ABOUT CCNB CORPSMEMBERS

This data also revealed remarkable outcomes from their time at CCNB and after they exit the program.

Last year, CCNB served 224 program participants, who collectively earned over 1,200 certificates. 88% earned at least 5 training certificates.

Corpsmembers earn  
on average

**\$22.80**

per hour after job  
placement.  
68% earn at least \$21  
per hour

**76%**

of corpsmembers are  
employed or in school  
after leaving CCNB

**88%**

of corpsmembers earn  
at least 5 training  
certificates

“““

CCNB has been most helpful for me so far by testing my endurance and challenging my limitations. It has helped me realize I am more resilient than I initially thought. In addition, CCNB has taught me how to communicate with different people more efficiently in the workplace.



# 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 many 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 neighboring counties.

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



312,142

pounds of beverage containers collected for recycling



780

acres of fire fuel reduction



27,570

pounds of litter removed



50

loads of carpet collected for recycling



137

miles of trails maintained or restored

“““

Thanks to CCNB I have learned how to work as a team and achieved many goals, and I am still working on some goals that I still have. I have developed very well, and I have learned to work in places that I never thought I would be. Thanks to CCNB I have been formed as a woman who fights to achieve my dreams.

# FIELDWORK IMPACT



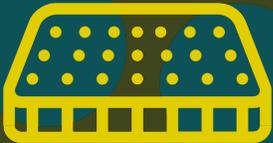
Additional outcomes from the 2024/2025 fiscal year:



recovered 39,432  
pounds of edible food



collected 601,585  
pounds of E-waste  
for recycling



collected 9,521  
used mattresses  
for recycling



diverted  
8,256  
waste  
tires  
from  
landfill



maintained 59  
miles of creeks



restored 166 acres of  
native habitat

# PROJECT SPOTLIGHTS



## Watershed Research and Training Center's Basic 32 Wildland Fire Training

For the third consecutive year, CCNB Sonoma offered a wildland fire fighting course to eighteen corpsmembers. Corpsmembers took part in the Watershed Research and Training Center's Basic 32 Wildland Fire Training. WRTC and the Healthy Forest Alliance provided the educational aspects of the fire training. Throughout the four-week program, corpsmembers took six courses across four modules, including an introduction to wildland fire behavior, and familiarized themselves with the roles and responsibilities of incident command systems. These courses required a mix of in-class instruction as well as practical demonstrations. These field exercises trained corpsmembers in the construction of a fire line, as well as the proper firing techniques required to light a prescribed pile burn.

The Basic 32 training requires an arduous work capacity test. Corpsmembers walk three miles with 30 pounds of weight in under 45 minutes. While this test is required to become a Fire Fighter type 2, it is not a requirement for completing the fire training. As such, fourteen corpsmembers passed the capacity test, and another two passed a less arduous version of the test. Two supervisors also took part in the test, and both passed.

## Solar Panel Recycling Continues

Partnering with Zero Waste Sonoma, CCNB launched a drop-off service for community members who want to dispose of solar panels, both in working and non-working conditions. Although the State of California does not have a concrete way to dispose of non-working solar panels, nor the infrastructure to reallocate the ones that work, CCNB is shipping the collected materials to one of the few certified recycling facilities. CCNB also sends reusable panels to organizations that find a home for them.

Earlier this year, Zero Waste crews were collecting at a rate of 80-100 panels per event! We are pleased to provide this additional service to the community.

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# PROJECT SPOTLIGHTS



## Ongoing Recycling Drop-Offs in Santa Rosa

Our recycling center in Santa Rosa is up and running! You can visit our facilities and safely dispose of many different types of recyclable materials we accept on an ongoing basis.

**Address:**

Santa Rosa Facility (3555 Airway Drive)

**Materials Accepted:**

Carpet (for a fee)  
Tires (for a fee),  
E-waste (FREE),  
Mattresses (FREE)

**Hours:**

Mondays through Thursdays and Saturdays  
7:30 a.m. to 3 p.m.

Questions? Visit [ccnorthbay.org/events](http://ccnorthbay.org/events) or email us at [recycle@ccnorthbay.org](mailto:recycle@ccnorthbay.org).

“““

CCNB has been one of the largest stepping stones that I have developed on, I can't even begin to explain how far I have come from when I first started the program. Everything in my life has changed and grown since working here.

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25  
5

“““

I joined CCNB fairly recently, and it's been so incredible so far. I've never had a job that has had so many resources for me and additional help as much as CCNB does.

# CORPSMEMBER SPOTLIGHTS



## Lane

As a corpsmember, Lane was an inquisitive, fast-learning, and an absolute joy to work with, according to his supervisors. He never failed to show up with a good attitude and a friendly spirit. Lane helped fellow corpsmembers improve upon their skills. He was respectful of sponsors and cautious for pedestrians, a quintessential element of interacting with the public.

In April of this year, Lane joined the CCNB team as Assistant Shop Supervisor.

His tenacity, hard-work, and professionalism earned him a career with our team. Lane brings a unique perspective having participated in our program and utilizes this experience both while teaching corpsmembers about tool maintenance and when occasionally called upon to lead a crew in the field.

## Erixon

To witness the growth toward success of corpsmembers like Erixon, is to witness the need CCNB aims to meet in our community.

Motivated, engaged, and with an exceptional drive, Erixon needed additional support to navigate obstacles that made it difficult for him to achieve his full potential, namely lack of a driver's license, English skills, and a high school diploma. Fabian Romo Macias, Career Pathways Coordinator, said "he was very proactive in regards to his goals, and was able to reach them rather quickly. He was very active, sprinted through the tier system, and obtained his driver's license." He also obtained many training certificates, including Chipper 1 & 2, CAL IPC Native and Invasive Species Training, and CPR/AED. In April, he completed his credits and earned his high school diploma as well.

Recently, he earned his full-time position with McNear Brick and Block. We are excited for his new venture, and look forward to hearing what he will accomplish while making use of the skills he learned while at CCNB.



# PARTNERS AND DONORS

We love supporting Conservation Corps North Bay as they provide pathways to education and meaningful career tracks. When attending CCNB's events we never cease to be amazed at the caliber of the young men and women in the program and their commitment to not only their future, but our future. We are so thankful for the staff, corpsmembers and supporters that partner to make CCNB the fabulous organization that it is; transforming lives to ensure a future for all of us.

**John and Diane Henderson Glischinski**

“ ”

When we were looking at non-profits for potential year-end donations, we were directed to Conservation Corps North Bay. Our research led to our support, based on key elements of the program that we also value, such as emphasis on education, including English language learning, job training, recycling, and conservation of natural resources. We are pleased to be able to support this work.

**Debra Crow and Marshall Taxer**

“ ”

Community Foundation Sonoma County is proud to partner with Conservation Corps North Bay, an organization that shows what's possible when we champion youth and the environment together. Their programs don't just prepare future leaders—they open pathways to meaningful careers, economic mobility, and stronger communities, while also caring for the climate we all depend on. CCNB's work plays an important role in our vision of a vibrant Sonoma County.

**José Castro Gambino, MPH | Senior Community Impact Officer  
Community Foundation Sonoma County**

“ ”

# PARTNERS AND DONORS

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Over two weeks, the crew exceeded expectations across every task and left us with something priceless: confidence that we can keep the garden thriving.

**Evan Peterman, Gardener, Hallberg Butterfly Gardens**

“ ”

This is the first time since 2018 that we’ve seen real success in the battle against weeds—thanks to the help from the Conservation Corps North Bay team.

**Bret Leonard, Parks Maintenance Supervisor, Town of Windsor**

“ ”

The crew did a tremendous job and demonstrated great versatility. They adapted to each site with professionalism, good judgment, and a commitment to safety.

**Jim Jensen, Tomales Bay Land Steward & Preserve Manager,  
Audubon Canyon Ranch**

“ ”

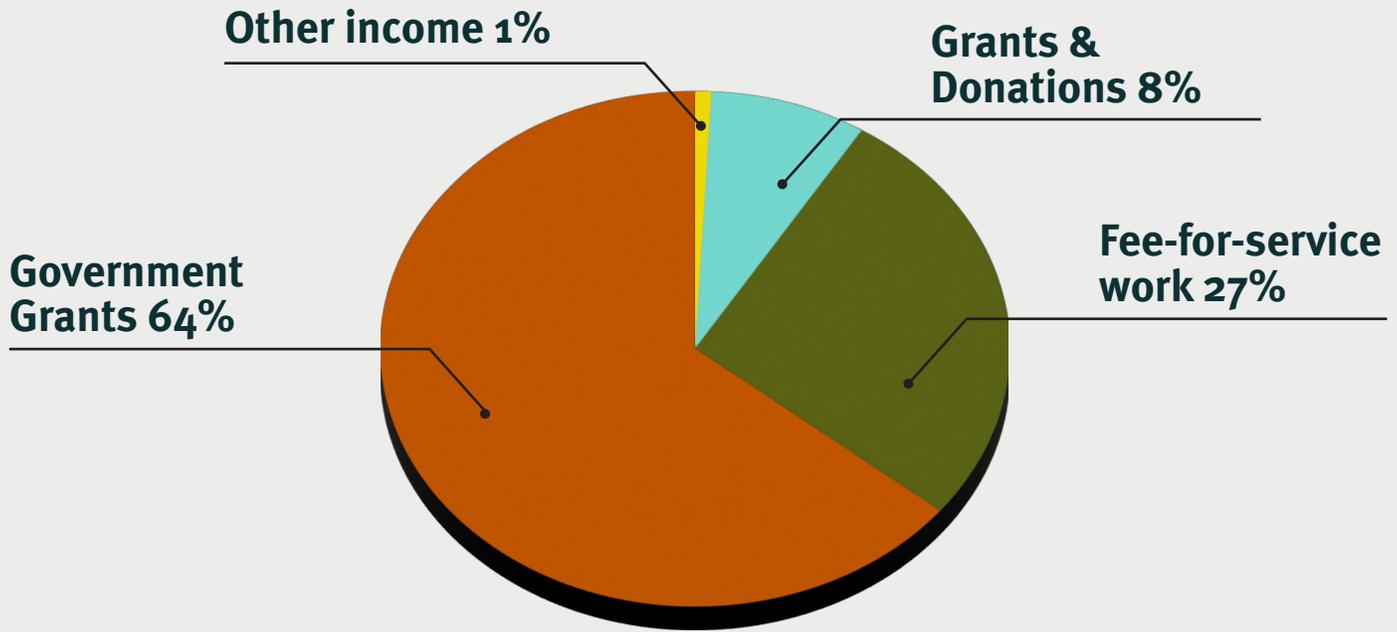
This year’s crew and experience was one of the best in my 11 years managing this project. The crew was focused, dedicated, productive, and professional. Great job!

**Kevin Odonoghue, Supervising Park Ranger, Marin County Parks  
and Open Space District**

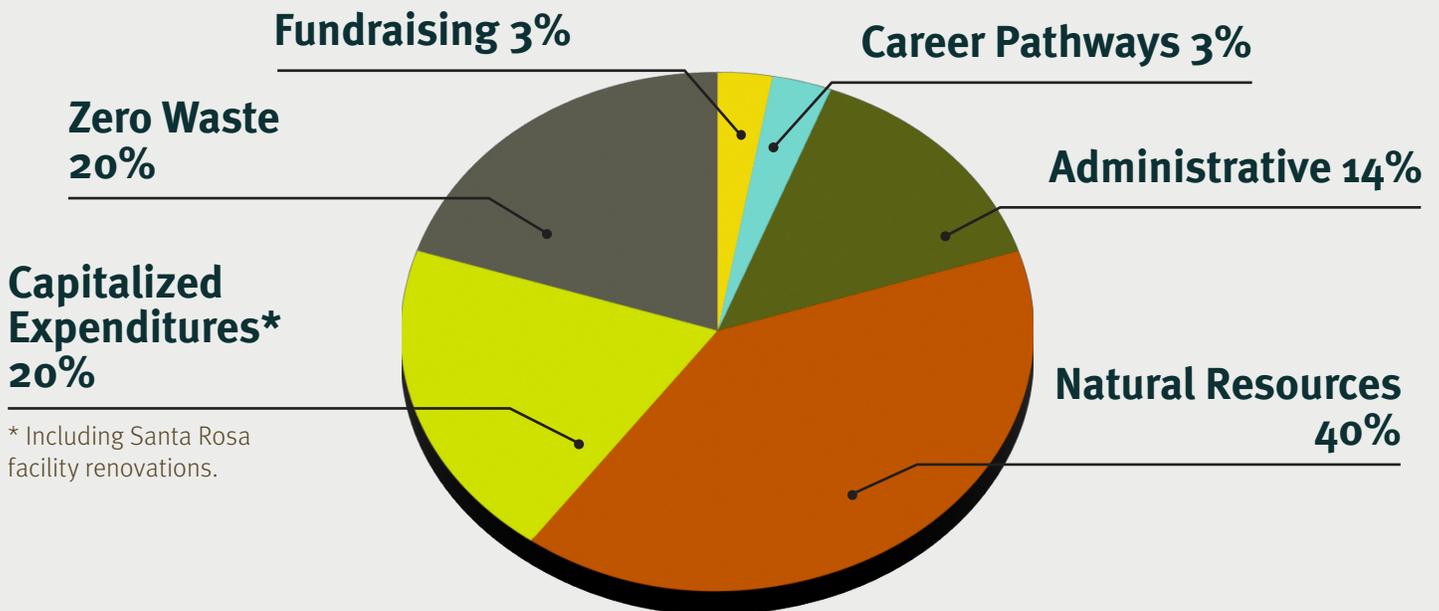
“ ”

# FISCAL OVERVIEW

Total Income: \$14,228,497



Total Expenses: \$14,151,258



\* Including Santa Rosa facility renovations.

Data provided are unaudited actuals as of August 2025. Audited actuals will be available after January 1st, 2025. Past years' audited financials are available on our Candid profile.

## In closing...

As I reflect on the past year, I can't help but come away with a feeling of hope. I won't deny that we, along with so many of our fellow nonprofits, have faced unprecedented challenges. But it is in these times that people show you who they really are. From our representatives at the state level all the way to our city councils, to our work partners and donors, our community has doubled down on remaining true to their values, which are so closely aligned with those of CCNB. Our Board and staff have channeled their energy into providing as much support as possible for the young people in our program.

But the biggest source of inspiration comes from the corpsmembers themselves. Despite the obstacles in their way, they exhibit tremendous resiliency and even increased determination to accomplish their goals. We are incredibly grateful for our community network that contributes to this environment where young people feel safe and empowered to learn and grow.

This momentum has carried over into the new fiscal year: with the renovations at our Santa Rosa nearly complete including a second classroom, we will be able to enroll even more corpsmembers who need to complete high school. This central location will enable us to offer essential services in Napa and Mendocino, providing more young adults with hands-on work experience while serving our neighboring communities. And even more corpsmembers from both Marin and Sonoma will start their new careers after completing our program and starting on their paths to economic independence.

Here's to another year of working together to accomplish great things,



Angel Minor  
CEO



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**Board Chair**

**Joe Delaney**  
**Vice Chair**

**Dennis Latta**  
**Secretary**

**Michelle Kenney**  
**Treasurer**

**Ahmed Aly**

**Sierra Cantor**

**Todd Lindemann**

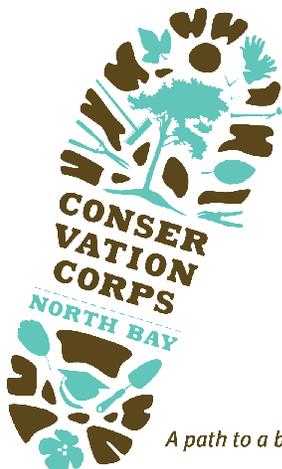
**Robyn Luhning**

**Sara Olsen**

**Mark Peters**

**Liza Prunuske**

**Scott Rich**



*A path to a better future.*

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