

Transforming Lives and Landscapes

SINCE 1983



ANNUAL REPORT
2022

TRANSITION. EVOLUTION. ACCELERATION.

LETTER FROM
EXECUTIVE DIRECTOR

When we reflect on the past year, our thoughts **abound** with visions of movement and growth. Driven by the demands of the youth we serve, inspired by their ambitions, compelled by the urgency of climate change and seizing on more opportunities for young people of color to pursue green collar careers—**FY22 was a year of huge transition for Civicorps.**



2021–22 was the first year since 1995 that we did not operate a single site charter school and we could not predict how this enormous transition would impact operations. By giving ourselves ample space to determine how best to move forward, **we had the latitude to fine tune our workforce development programming**, mindful of the future.

More than a year into the pandemic, **Corpsmembers were adamant about advancing their professional skills**, earning a total of 388 skills certifications and racking up over 89,000 hours of paid job training. In a three-day intensive training with the Oakland Fire Department, Crew Leaders and Staff were certified to become a Community Emergency Response Team—critical to respond to climate and other disasters that may impact our community. Civicorps and East Bay Municipal Utility District launched the Community Trainee Program, a dynamic year-long internship program, modeled after our successful partnership with Waste Management.

We celebrated when our **Corpsmembers received national recognition from The Corps Network which bestowed upon us the prestigious 2022 Project and Corpsmember of the Year Awards.** And we rejoiced when Civicorps was awarded nearly \$500,000 to participate in the City of Oakland's Oakland Forward grant as part of Governor Newsom's landmark #CaliforniansForAll initiative.

Like the youth we serve, our evolution is unstoppable. We have big plans for FY23. Civicorps is opening a satellite location in Contra Costa County. Collaborations with current and new partners have resulted in exciting new training opportunities. We are welcoming several new Board Members into our community of supporters eager to help us make conservation career pathways accessible for all youth.

This is what we call acceleration at Civicorps. **Join us as we move swiftly and boldly to create a future that serves all Californians.**

In partnership,

A handwritten signature in black ink that reads "Tessa Nicholas".

Tessa Nicholas
Executive Director



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510-992-7800 WWW.CVICORPS.ORG

civicorpsschool
 @Civicorps
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TOTAL
CORPSMEMBERS
SERVED

249

CIVICORPS AT A GLANCE

Youth in our Conservation Career Pathways Program form a community of people who care deeply about the Bay Area's landscape. They are motivated to obtain high-level training, eager to burnish their credentials and find their professional footing.

DEMOGRAPHICS

50%	African / African American
34%	Latinx
6%	Asian / Asian American / Pacific Islander
2%	Native American or Alaska Native
2%	Two or more races
4%	White (Not of Hispanic origin)
2%	Other

87% live below 30% of Area Median Income

44% reported being exposed to violence

24% are engaged in secondary education

22% have experienced housing instability

16% are parents of young children

15% are English language learners

13% have had contact with the legal system

12% have a documented learning disability

11% have had contact with the foster care system

100% received support from case counseling

GENDER

69%	Male
27%	Female
1%	Transgender
1%	Non-Binary
2%	Unknown

100% are motivated and passionate

TRANSITION.
EVOLUTION.
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Judith Verdin

A calling to build climate resiliency

Hayward resident Judith Verdin wakes up every day at 4:00 am, excited to head to her new training position at East Bay Municipal Utility District. Judith is part of the inaugural Community Trainee Program at EBMUD, a special 1-year internship program that enables Corpsmembers to transition into working with one of the East Bay's largest regional employer. Judith couldn't believe her luck when she was accepted into EBMUD's program in April 2022.

Only a year ago Judith was in a dead-end job, the pandemic was raging, and no one seemed interested in giving her a chance. Judith loved nature and longed for a career in wildfire mitigation. As she watched fires in California getting worse each year, she dreamed of being a part of the efforts to build climate resiliency in the Bay Area. But try as she may, without experience and networks, she was unable to pursue her career goals, and doors remained closed. In addition, family and friends discouraged her, worrying that she was pursuing work meant for men.

When Judith was introduced to Civicorps' Conservation Career Pathways Program she found a welcoming place with people who encouraged her to pursue her passions and launch an environmental career. Pushing past doubt and fear, Judith built her skills and network, and found a job she loves. Judith's desire to learn combined with Civicorps' work-based learning program put her on a pathway to success.

"Si haces lo que amas, nunca trabajarás un día en tu vida," says Judith. If you work in a place you love, you're never going to work a day in your life.



Martha Alva Velásquez

When passion meets opportunity

It was only last year when we introduced you to Crew Leader Martha Alva Velásquez, an Oakland resident paving her way toward a bright future in conservation. Originally from Guatemala, Martha came to the U.S. at age 16 and struggled in public school due to the language barrier and the need to balance work that would help support her family. Civicorps' "earn-while-you-learn" program was a perfect solution.

Martha's career pathway accelerated at breathtaking speed after meeting a Park Ranger who came to speak with Corpsmembers. We applauded as she leveraged every opportunity Civicorps provided. Now a Crew Leader II, Martha holds the highest level position that a Corpsmember can have at Civicorps, running crews even in the absence of a Job Training Supervisor. She is well on her way to achieving her dream of working in parks.

We weren't the only ones watching her ascent. This spring Martha became one of only four Corpsmembers nationwide to be honored as a 2022 Corpsmember of the Year. This prestigious award comes from The Corps Network, the National Association of Service and Conservation Corps encompassing 140 Corps across the United States. Martha was selected for her outstanding commitment to her community and the environment.

This is what can be accomplished when passion meets opportunity: transition. evolution. acceleration.



"Taking care of nature and our environment is an issue that my generation needs to address."



OUTCOME HIGHLIGHTS

CERTIFICATIONS

- 11** CERT trained
- 64** Brushcutter
- 53** Chainsaw
- 24** Chipper
- 28** Class B & C Permit or Licenses
- 31** High School Diplomas
- 59** E-waste
- 72** Red Cross First Aid
- 66** Red Cross CPR
- 35** Forklift



Partnerships with regional agencies helped us complete the following climate resiliency projects for our East Bay Community.

89,630
HOURS OF PAID
CONSERVATION
TRAINING

\$104,370
TOTAL AMERICORPS
EDUCATION AWARDS
EARNED

\$1,621,586
TOTAL AMOUNT
CORPSMEMBERS
EARNED



ENVIRONMENTAL MANAGEMENT SOCIAL ENTERPRISE

- 997** Acres of wildland fire mitigation
- 53** Miles of trail construction and maintenance
- 37** Miles of shoreline and waterway improvement
- 38** Acres of habitat restoration
- 110** Pallet shelters built

RECYCLING SOCIAL ENTERPRISE

- 361** Tons of CRV material collected
- 192** Tons of E-waste collected
- 107** Used oil centers visited
- 7,564** Abandoned tires collected



Anthony Silva

A commitment to going the extra mile

Crew Leader II Anthony Silva drives every day from his home in Stockton to our Job Training Center in West Oakland. Most days his commute takes nearly 2 hours or more.

When asked why he endures the crushing Bay Area traffic, Anthony says, "A sense of responsibility. I made a commitment to this job and I'm trying to fulfill it to the best of my ability."

Anthony has been making this commute since October 2020. Unemployed and needing to pay for college at a time when everything was shutting down, Anthony tagged along one day with his brother Milton who was already a Corpsmember, and signed up on the spot.

Anthony worked diligently to fill his resume, completing all certifications and requirements for our Conservation Intern Investment Program. He earned Corpsmember of the Quarter, graduated from Crew Leader Academy, and eventually obtained the highest rank of Crew Leader II.

Anthony wants to help youth find the opportunities he didn't have as a child. He's working full time at Civicorps this year so that he can earn enough AmeriCorps Education Awards to be able to study sociology full time at Las Positas College next fall. His tireless dedication is the key to his success.

When he was training for Crew Leader II, Anthony's supervisors assigned him to manage the Crew building 110 tiny shelters for unhoused neighbors in Oakland. Anthony led his Crew to complete the project, which received national recognition for 2022 Corps Project of the Year (see next page).

Anthony's motivation to help others is demonstrative of the spirit of Civicorps and illustrates what it means to go the extra mile to get the job done well.

"Having the opportunity to do something on a larger scale that impacts lives and gives people an opportunity to get back on their feet was great."



**TRANSITION.
EVOLUTION.
ACCELERATION.**



“Through projects like these, we can provide compassionate solutions to address homelessness and help our residents experience less harm and stabilize towards long-term, permanent housing and health.”

—Oakland City Council President Nikki Fortunato Bas



Project of the Year Award: Pallet Shelters

CIVICORPS WAS AWARDED 2022 CORPS PROJECT OF THE YEAR

by the National Association of Service and Conservation Corps for our collaboration with the San Jose and Los Angeles Conservation Corps to build 960 “tiny home” Pallet shelters for unhoused neighbors in our communities. Our project partnered Corpsmembers with the City of Oakland and Pallet to build 110 tiny home shelters for people experiencing homelessness.

Serving their community in this unique training opportunity, Corpsmembers gained more than building construction skills. The majority of our Corpsmembers live below 30% of the Area Median Income and some have experienced homelessness and housing insecurity. In addition, when driving in our crew vans to and from project sites across the East Bay, Corpsmembers witness the housing and homelessness crisis impacting our region on a daily basis. Because our Corpsmembers understand deeply how difficult it is to live in the Bay Area and how important it is to have a safe place to call home, this project was personal. When the project was completed, Corpsmembers were bursting with pride.

We are enormously proud of our Corpsmembers’ commitment to public service and for earning national recognition.



Oakland Forward: #CaliforniansForAll

This spring, Civicorps was honored to host the launch of the City of Oakland's inaugural #CaliforniansForAll Youth Jobs Corps program. Aptly named Oakland Forward, Civicorps is among several youth-serving organizations in Oakland who will collectively receive nearly \$6 Million. The grant, awarded from California Volunteers, Office of the Governor, supports green collar jobs, workforce development, and public service careers. We are proud to participate in Governor Newsom's trailblazing leadership plan to tackle climate change and environmental injustice and create a powerful climate resiliency plan for California—a blueprint for the country.



**"These are not just jobs.
These are pathways to
careers in public service."
—Oakland Mayor
Libby Schaaf**

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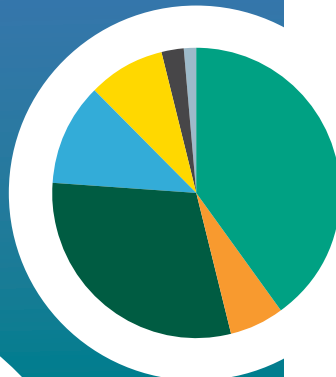


UNAUDITED FINANCIALS

For the twelve months ended June 30, 2022

Civcorps is honored to be supported by a diverse array of Corporate, Government, and Foundation sponsors, as well as individual donors. Our mission can only be advanced in partnership with our community.

More information about our sponsors can be found on our website at cvcorps.org/engage/donate/.



REVENUE

32%	Recycling Contracts	\$2,750,795
25%	Conservation Contracts	\$2,163,434
24%	CalRecycle & CCC Grant	\$2,026,724
9%	Government Grants	\$791,249
7%	Foundations & Corporations	\$568,179
2%	Donations	\$133,002
1%	Others	\$86,842
100%	TOTAL	\$8,520,225



EXPENSES

33%	Recycling	\$2,578,726
28%	Conservation	\$2,245,167
14%	Support Services	\$1,092,229
25%	General & Administrative	\$1,988,247
100%	TOTAL	\$7,904,369



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NEW BOARD
MEMBER
SPOTLIGHT

Samantha Vitti

Sam is a former foster youth with a voice, a former at-risk youth with a mission. Currently an employee of the Oakland Housing Authority working as an Office Specialist, Sam is in the beginning stages of "Talk With Sammy," a blog platform that offers positive and motivating content.



"Being a Civicorps alum from Oakland has shaped my opportunities to better contribute in my community. Once a Corpsmember, always a Corpsmember."



CIVICORPS STAFF

EXECUTIVE DIRECTOR

Tessa Nicholas

ADMINISTRATION

Cornelius Shields, OFFICE
MANAGER

CONSERVATION PROGRAM

Steven Addison, MANAGER
Felicia Biffle
Sergio Brambila
Jeff Chilcott
Naji Lockett
Marisela Saeteurn
Aaron Sims
Danny Swift
Cil Tuazon
Ty Washburn
Monique Williams

DEVELOPMENT & COMMUNICATIONS

Rachel Eisner, DIRECTOR
Libbie Hodas
LeeAnna White

FINANCE

Brian Hickey, CFO/COO
Imie Lam
Vu Dinh Le
Rosario Morales
Wendy Wang

HUMAN RESOURCES

Audrey Blanson,
MANAGER

IT

Joycelyn Bishop,
MANAGER

JESUIT VOLUNTEERS

Mary Woodall (22-23)
Tyler Boente (21-22)
Mack Sullivan (21-22)

RECRUITMENT AND RELATIONS

Qa'id Aqeel, MANAGER

RECYCLING PROGRAM

Hector Abarca, MANAGER
Tiffany Dinkins
Tarkan Guldur
Trintonial Morgan
Antoine Penn

SUPPORT SERVICES

Yvette Arroyo-Agredano,
MANAGER
Joseph "JAB" Billingsley,
MANAGER
Brandy Burke
Rodney Dunn
Daniel Murray-Badal
Annette PonTell
Natasha Vinakor

as of 10/7/2022

BOARD OF DIRECTORS

Nita Kirby, CHAIR
Steven Hanson, VICE CHAIR
Eduardo J. Chaidez
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Aja Cooper
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Colette Lucas-Conwell
Eric Premack
Joel Rogers
Amy Slater
Samantha Vitti
Robbie Yohai

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Civicorps' mission is to re-engage young adults, age 18–26, to earn their high school diplomas, gain job skills, pursue college, and embark on family sustaining careers.



CIVICORPS

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