

Power & Purpose



40

YEARS OF
TRANSFORMING
LIVES AND
LANDSCAPES





40 Years of Power & Purpose

When Joanna Lennon founded the East Bay Conservation Corps (EBCC) in 1983, a gallon of gas cost \$1.24, Dianne Feinstein was Mayor of San Francisco and only 9% of the US population recycled.

Long before climate change was a household term, EBCC became one of the first local conservation corps in the State of California. EBCC pioneered many programs, including the recycling project in 1988 that would become a thriving social enterprise, and a local service project in 1993 that would eventually become AmeriCorps.

Today, climate change is the defining crisis of our time. Historically under-resourced communities like ours are disproportionately impacted by its effects. Further, residents of these communities have limited access to paid job training and family sustaining careers. **Civicrops is uniquely equipped to confront these challenges head-on.** In the four decades since our founding, we have weathered tectonic changes in the East Bay's climate and socio-economic landscape. But a few things have stayed constant:

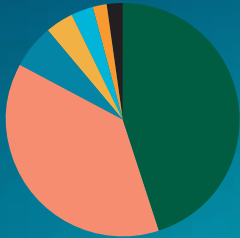
- Our commitment to young people's success through paid work experience, education and wrap-around support
- Our commitment to protecting our natural resources
- Our determination to offer meaningful and transformative experiences for our Corpsmembers while serving our community

We hope you enjoy this year's Annual Report which celebrates accomplishments of the past 12 months, and spotlights powerful moments in the history of our Corps. Read on to discover the ways in which we are ready to tackle the greatest challenges of our era.

Join us, as we move boldly into the future.

Civcorps at a Glance

RACE/ETHNICITY



- 45%** African/African American
- 38%** Hispanic/Latino
- 6%** Asian/Asian American/Pacific Islander
- 4%** White/Nonhispanic
- 3%** Other/Unknown
- 2%** American Indian/Alaska Native
- 2%** Two or More Races

224

Total Number of
Young People
Served

107,008

Hours of Paid
Conservation Training

1,656

Hours of
Career Education

87%

Live below 30% of
area median income

19%

Have experienced
housing instability

13%

English Language
Learners

27%

Have had contact
with the legal system

13%

Parents of
Young Children

15%

Have a documented
learning disability

40%

Reported being
exposed to violence

5%

Have had contact with
the foster care system

4%

Are engaged in
secondary education

\$48,953

Total AmeriCorps
Education Awards
Earned

\$2,009,808

Total Amount
Corpsmembers Earned

21%

Female

2%

Nonbinary

76%

Male

1%

Transgender/
Unknown

916

Hours of Counseling
Services Provided

PHOTO BY LAURE ANDRILLON

Outcome Highlights



Our work is driven by the belief in the power of job training conjoined with the aspirations of the youth we serve. 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. Many go on to launch careers in conservation.

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

CERTIFICATIONS EARNED

- 75** Chainsaw
- 76** Brushcutter
- 44** Chipper
- 66** OSHA-10
- 59** CPR
- 86** First Aid
- 34** Class B & C Permits or Licenses
- 45** Forklift
- 62** E-waste Certification

PROJECT ACTIVITIES COMPLETED

- 142** Miles of trail maintained
- 41** Miles of waterway maintained
- 739** Acres of land managed/treated
- 3** Acres of native species planted
- 51** Acres of invasive species cleared



RECYCLING ACTIVITIES

- 2203** Tons of single-stream material diverted from landfill
- 387** Tons of CRV material collected
- 189** Tons of E-waste collected
- 9,662** Abandoned tires collected
- 94** Used oil center visits



Partnerships with

Creating a Specialized Trail Crew with EBRPD

This year Civicorps initiated a program with East Bay Regional Park District (EBRPD) to create a Specialized Trail Crew that provided Corpsmembers with advanced skills that the Park District seeks in job applicants, while supporting EBRPD's trails maintenance work throughout its 73 parks.

After a competitive application process, a select group of Corpsmembers worked closely with EBRPD's Small Trails Crew Supervisor Patrick Demmons to complete conservation projects and increase their knowledge of career pathways within the Park District. From October to March, The Crew worked through some of the rainiest months the Bay Area has seen in years. When inclement weather made it impossible to conduct outdoor work projects, EBRPD staff used the time to work with Corpsmembers on their career goals, helping and encouraging them to prepare for job placement opportunities.

Providing access to high-impact conservation projects and professionals has proven to be a winning formula. Among Corpsmembers who have used this training to advance their career goals, both JT Mason and Erica Bradley (featured on page six and seven) leveraged their experiences. JT shared, "This opportunity was amazing. Being able to experience what EBRPD does on a day-to-day was phenomenal." The feeling was mutual. Patrick Demmons praised the work ethic of our Corpsmembers, adding, "I'm really excited to mentor and provide job training, certifications and potentially a pipeline to employment with EBRPD for local young adults."

Civicorps looks forward to continuing our Specialized Trail Crew at EBRPD in the coming year, and to advancing the skills of another group of Corpsmembers.

"We have recruited several fuels crew employees that had training and experience from Civicorps. This success in building our Fire Department staff to help prevent wildfires is a positive for these young people, the Park District, and our community."
— EBRPD Fire Chief Aileen Theile.



PHOTOS THIS PAGE BY PATRICK DEMMONS



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a Purpose

Opening a Job Training Satellite in Pittsburg

One of our biggest success stories in FY23 was our Contra Costa County Expansion Project. In the fall of 2022 Civicorps launched a second Job Training Site in the city of Pittsburg, realizing a long-anticipated dream.

At our launch party in October 2022, we were honored to be joined by Pittsburg City Councilwoman Merl Craft, Mayor Shanelle Scales-Preston and City Manager Garrett Evans. Many years in the making, we proudly celebrated our launch with over a dozen local youth service agencies and organizations.

An introduction from Civicorps' long standing partners at East Bay MUD helped us to create a new job-training partnership with Contra Costa Water District. We also established a new training collaboration with Mt. Diablo State Park. Major support from the Dean and Margaret Lesher Foundation, the state's Forestry Corps, and a Nature-Based Climate Solutions Grant, gave our expansion momentum, ushering in a powerful new chapter in the history of our service to the East Bay.

Civicorps is now the only program in Contra Costa County preparing young adults for public service careers in conservation. Our first Pittsburg Crew has already won accolades from our employer partners. One Contra Costa Water District Director reported that our Corpsmembers' work was "better than any contractor we have worked with in the past." As we mark 40 years of serving young people in the East Bay, we know that green collar jobs are an effective and equitable vehicle for lifting up low-income communities. We look forward with excitement to the years ahead.

"The Dean & Margaret Lesher Foundation is proud to partner with Civicorps in their efforts to provide youth with opportunities for advancement in both their educational pursuits and workforce development. Civicorps' programming allows people to see their potential which leads to a brighter future full of promise."
— Susan Haley,
Senior Program Officer/
Director of Operations,
Dean & Margaret
Lesher Foundation



Powerful Profiles

Building a Defensible Space: Wildland Firefighting in Modoc National Forest

In May 2023 Jawance "JT" Mason accepted a position with the US National Forest Service to serve on an Engine Crew engaged in wildland firefighting in Modoc National Forest. Tucked away in the northeastern corner of California, JT's Engine Crew works on one of the front lines of defense against wildfires in California.

In the year that JT was with Civicorps, he completed our rigorous Conservation Intern Investment Program, promoted to Crew Leader, and worked on our inaugural Special Trails Crew with EBRPD. As a Crew Leader he thrived. "I loved teaching. I loved making sure that my entire crew has everything they need." While at Civicorps JT traveled with staff to attend a job fair hosted by the US National Forest Service. "What drew me to Modoc was their project work. They do fuel reduction, create fire lines, and assist with opening roads for people to access. There's a lot of giving back to the community and building knowledge around creating a defensible area."

One of his recent projects was to clear a pathway for a wildland wildfire lookout. Essential to wildland firefighting, a lookout works to spot wildfires early and alert firefighters. JT's team cut back brush and cleared a landing pad for helicopters.

At Civicorps JT gained field experience and learned about teamwork. "Civicorps helped me learn how to work with a group of different people toward the same goal. And there's constant change: different projects, different skills, different sponsors. That experience helped me prepare to adapt from my city life to coming out here and working in fire."

Looking back on his journey, JT offers advice to young adults looking for their purpose. "Civicorps can help you find where you fit in. They don't just give you the fish, they teach you how to fish. They create numerous opportunities for you to connect with people and get hands-on training. You'll have the greatest opportunity to grow."

One day he hopes to return to Civicorps to teach a class on wildland firefighting. Down the line, JT has his sights set on obtaining an Oakland Firefighter Trainee position.

"Civicorps can help you find where you fit in. They don't just give you the fish, they teach you how to fish. They create numerous opportunities for you to connect with people and get hands-on training. You'll have the greatest opportunity to grow."



Stepping out of a Comfort Zone to Find Power and Purpose

In August 2023, Erica Bradley became a Fuels Crew Member in the East Bay Regional Park District's (EBRPD) Department of Public Safety.

A resident of San Leandro, Erica's conservation pathway began when she enrolled at Civicorps in 2021. Almost immediately she began to rack up skills certifications.

One of the things Erica worked hardest on was reducing social anxiety. "Being in a community that's so accepting made it easier for me to come out of my shell." Erica pushed herself out of her comfort zone and reaped the rewards.

Then Erica learned about an opportunity from Conservation Manager Steven Addison that would change her life.

At Steven's urging, Erica applied and was accepted into the California Conservation Corps' (CCC) Backcountry Trails Program (BTP) spending 5 months in a remote wilderness location. As part of a 12-person Crew, Erica worked and lived 100% off the grid while completing trail maintenance and construction.

Erica's BTP training began in Big Basin State Park after which her crew was sent to work at Inyo National Forest. Crew responsibilities included trail work, physical training, evening curriculum, wilderness stewardship, environmental awareness, and cooperative living. Erica's time in the backcountry left a lasting impression.

According to the CCC, 70% of BTP alumni go on to work in conservation and related fields, which is exactly what Erica has done.

When Erica returned to Civicorps, she became a Crew Leader and developed skills she would later use to obtain her new position. She was assigned to the inaugural Specialized Trail Crew conducting work for EBRPD. After 10 more months at Civicorps, Erica accepted the position as a Fuels Crew Member where she conducts difficult physical tasks related to hazardous wildland fuel.

Erica is meeting the challenges of her new position with courage and strength. "I feel nervous about my new position, but also really happy. It's the same way I felt when I first started Civicorps." She likened it to a butterfly. "If you just stay where you're comfortable you don't get as much growth as you could if you're constantly pushing yourself to do better."

Reflecting on the past few years, she added, "Being at Civicorps was transformational. It gave me a sense of direction and I'm very thankful."



"If you just stay where you're comfortable you don't get as much growth as you could if you're constantly pushing yourself to do better."

40th Anniversary

THROUGH THE DECADES

1983

East Bay Conservation Corps is founded by Joanna Lennon and hires its first Corpsmember.



1983–1993



1988

EBCC helped write and pass Assembly Bill 2020, more commonly known as the Bottle Bill. EBCC Recycling Team established and launched a pilot program to recycle beverage containers at seven East Bay marinas and selected East Bay Regional Parks.



1989

Project YES (Youth Engaged in Service) created program for 280 middle school students.



1991

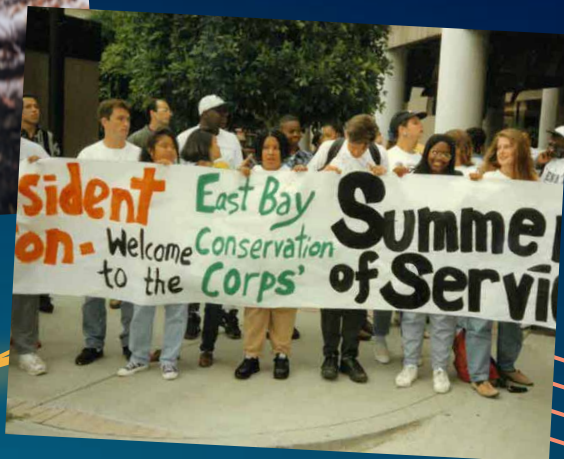
The Oakland Hills firestorm ravages 3,500 homes. EBCC responds with over 40 Corpsmembers working seven days a week for over a month.





1993

EBCC and Project YES run the largest Summer of Service program in the country, piloting what would become AmeriCorps.



1993-2003



1995

EBCC is granted a charter under OUSD, one of the first 100 charter schools in the state of California. From 1999 to 2021, the school bestows high school diplomas on 500 Corpsmembers.



2000

Tessa Nicholas joins the staff as a Conservation Crew Supervisor. Nearly two decades later, she will be appointed Executive Director.



2001

Civ Corps Elementary opens, serving 500 students over the course of 11 years.



2003-2013



2007

EBCC changes its name to Civicorps



2009

Civicorps receives national recognition with National Corpsmember of the Year award granted to Tatiana Moore, followed by 6 future winners from Civicorps.



2011

Alan Lessik becomes Civicorps' 2nd Executive Director and serves for 7 years.



2013

Grand Opening of New Job Training Center at 1425 5th Street





2014

Civicorps Recycling was written into the City of Oakland's garbage franchise agreement in a pioneering partnership with Waste Management and Teamsters Local 70.

2013–2023



2019

Tessa Nicholas becomes Civicorps' 3rd Executive Director.

2020

Corpsmembers worked on pandemic relief at food banks in Alameda and Santa Clara counties.



2021

Civicorps partners with ACOE's Opportunity Academy to offer its High School Diploma program at our site.



2023

Civicorps opens its first satellite Job Training Center in Contra Costa County

2022

Civicorps wins National Project of the Year for co-constructing 110 tiny homes on two sites in Oakland.



A Conversation with a Corpsmember

Conservation and Video Intern Tommy Kauffman is capturing staff voices to share on social media. Here's an excerpt of his chat with Tessa Nicholas, Executive Director.

TOMMY This is a big anniversary for **Civ Corps**. What comes to mind when you think of celebrating 40 years of the Corps?

TESSA The hundreds of young people who have come through the door and who have earned HSDs, have inspired me. I've been inspired by the work that they're doing out in the community while also gaining skills that have allowed them to go off into the career world with success.

TOMMY You've been here since 2000. What's a fond early memory at the Corps?

TESSA I remember being out with my crew on a rainy day on a project for EBMUD. I brought lunch for my crew — tuna noodle casserole — so we huddled in the van in the pouring rain eating it! To me, that symbolizes the family vibe that is created here. We all look out for one another, learn and grow together.

Also I remember doing reading circles with Recycling Interns. We got to work early, and the first 30 minutes we would sit and read aloud from sets of books. For example we read *Star Girl*, *Romeo and Juliet*, etc.

TOMMY What remains the same that brings you pride? What has changed that makes you excited?

TESSA The fact that our Conservation program is so solid, it hasn't changed much over 40 years nor has it needed to. The work is still relevant. The crew based structure, the land management needs that we continue to meet. Because of that consistency, we've been able to shift other programming around it.

For Recycling, what's changed is how we've become more of a service provider and we've been able to elevate our training. In Conservation we've developed high-level skills and have been able to move people into positions at our partner agencies.

More energy into more technical skills and training = more jobs.





TOMMY What keeps the Corps relevant?

TESSA We've had to acknowledge the fact that while we've always served ages 18–26, what a young person is looking for today is different than 20, 30, 40 years ago. We've thus had to shift our support services, our education program, and our training in order to meet the needs of young people today.

For example, more mental health needs, a lot more transportation needs.

TOMMY Thinking ahead to 2033, where do you see Civicorps at 50?

TESSA WOW! We're moving towards increased connections and pathways to careers with local and federal land management partners. And a build out of our conservation work in terms of climate resiliency, shoreline health and restoration, and management of the urban and rural public lands.

TOMMY Cool, so what are some jobs you imagine we will place Corpsmembers into in 10 years?

TESSA

USFS Ranger and Firefighter

State Park Naturalists and Rangers

Driver and Machinists at Waste Management, Recology and other resource sustainability focused companies.

TOMMY Great. Any last words of wisdom or thoughts you want to share?

TESSA

While striving for all of this, I feel confident that Civicorps will always have the family and community dynamic that makes us so special. This Anniversary has given us the chance to talk to lots of people from the 4 decades of our lifespan, and the common thread is a commitment to the success of the young people we serve.

I'd love for you to give the last word as an active Corpsmember, Tommy. What do you most appreciate about the Corps?

TOMMY Oh, honestly. I would have to say **"Trust the Process" and take every opportunity that Civicorps has to offer because there are so many different avenues to take.** Step out of your comfort zone and try something you've never done before. Try not to be too hard on yourself along the way and enjoy the journey.

One my favorite quotes I live by: "Angels can fly because they take themselves lightly" — GK Chesterton

THIS FISCAL YEAR WE WELCOMED THREE NEW COMMUNITY MEMBERS ONTO OUR BOARD!

Colette Lucas-Conwell

Colette is Manager of Operations, Office of the President for the Oakland A's. She was born in France and moved to California when she was 10 years old. She got her BA in Economics from the University of Virginia and was an NCAA D1 athlete on the Women's Rowing team. When she's not in the office, she's out on the Estuary training with the USRowing team, who she most recently represented at the 2023 Santiago Pan American Games. Colette is passionate about giving back to the Oakland community, specifically youth, and is excited to work with Civicorps!



Alli Chagi-Starr

Alli has more than two decades working as a social impact strategist, campaign organizer and outreach/marketing consultant. Alli is the Oakland Regional Director of Community to Community: Policy Equity for All, an Impact Accelerator at Northeastern University. Alli is a longtime fan of Civicorps and is honored to support the stellar work of the organization in this critical time for our East Bay communities. Alli believes that social equity, environmental sustainability, and heartfelt, authentic leadership are key pillars to creating a world that works for all. Alli has a BA in Cultural Organizing and an MBA in Business Innovation and Social Impact from Mills College.



Bob Huttar

Bob is a field biologist for environmental consulting firms specializing in botanical studies. He has expertise in trees and is a certified arborist. He is passionate about protecting California's precious biodiversity through community-based programs which connect the public with nature. Bob is currently on the board of the Chavez Park Conservancy in Berkeley and has served on the board of a chapter of the California Native Plant Society. Bob earned a bachelor's degree from UC Santa Barbara in biology majoring in botany and an MBA in marketing from National University. In his spare time he and his partner volunteer with community conservation organizations and together they sail and tinker on their sailboat Zephyrus.



NOVEMBER 2, 2023

We celebrated our 40th Anniversary with a fabulous “Power & Purpose” event in Uptown Oakland.

We had a turnout of over 250 guests including friends, former staff, alumni and current Corpsmembers. We were honored to welcome Mayor Sheng Thao, Deputy Mayor Dr. Kimberly Mayfield and City Councilmembers Carroll Fife and Dan Kalb to the party.

We danced to fantastic live entertainment provided by Kev Choice & Ensemble and DJ SideSho, and walked through a four-decade Milestones Gallery to reminisce over some of the powerful moments in our history. Thanks to the generosity of our corporate sponsors and ticket buyers, we raised over \$85,000 to invest in Conservation Career Pathways.

During the event, we presented Conservation Champion awards to acknowledge and honor three long-time partners who have played a crucial role in the continued success and impact of EBCC and Civicorps over the past 40 years.

Each Awardee has allowed us to arrive at our 40th year of providing transformative workforce opportunities to the young people of the East Bay. We are profoundly grateful to each of them.

We were humbled by the outpouring of love and support for Civicorps we felt at our Power & Purpose event. Thank you to everyone who came out or contributed!



Conservation Champion Awardees

State Senator Nancy Skinner

East Bay Regional Park District

East Bay Municipal Utility District



INSTITUTIONAL FUNDERS

JULY 1, 2022-JUNE 30, 2023

Civicorps 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.

FOUNDATIONS

Crankstart Foundation
Dean and Margaret Leshner Foundation
Hellman Foundation
Morris Stulsaft Foundation
Save the Redwoods League
The Koshland-Wachtel Fund of the San Francisco Foundation
The Lowell Berry Foundation
Tipping Point Community Foundation
WPW Foundation

GOVERNMENT

CalFresh Employment and Training/SNAP
CalRecycle
#Californiansforall
Youth Job Corps
City of Oakland: Workforce Innovation and Opportunity Act
Oakland Fund for Children and Youth
Port of Oakland

CORPORATIONS

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Gigantic Idea Studio, Inc.
Matson
Orion Business Insurance and Risk Management Services, Inc.
Ross Stores Foundation
Royal Coffee, Inc.
Schnitzer Steel Industries, Inc.

UNAUDITED FINANCIALS

For the twelve months ended June 30, 2023

REVENUE

30%	Recycling Contracts	\$3,036,070
22%	Conservation Contracts	\$2,239,732
20%	Government Grants	\$2,061,201
19%	CalRecycle & CCC Grant	\$1,899,738
6%	Foundations & Corporations	\$597,877
1%	Donations	\$102,642
2%	Other	\$275,635
	TOTAL	\$10,212,895

EXPENSES

33%	Recycling Program	\$2,883,968
31%	Conservation Program	\$2,802,110
24%	General & Administrative	\$2,118,729
12%	Support Services	\$1,108,347
	TOTAL	\$8,913,154

BOARD OF DIRECTORS

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VICE CHAIR
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Eduardo J. Chaidez
Aja Cooper
Bob Huttar
Gary Lyla
Colette Lucas-Conwell
Eric Premack
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Samantha Vitti
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EXECUTIVE DIRECTOR
Trinitonial Morgan,
FRONT OFFICE
COORDINATOR

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MANAGER
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Sergio Brambila
Jeff Chilcott
Naji Lockett
Marisela Saeteurn
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MANAGER

JESUIT VOLUNTEER

Ella Gilles

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Qa'id Aqeel, MANAGER

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MANAGER
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DIRECTOR
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DIRECTOR
Brandy Burke
Rodney Dunn
Daniel Murray-Badal
Annette PonTell
Natasha Vinakor

AS OF 10/1/23



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California Legislature Assembly
Certificate
Of
Recognition
Presented To:
EAST BAY CONSERVATION CORPS
March 20, 1992
Barbara Tan
Member of the Assembly
California State Legislature

PHOTO BY LAURE ANDRILLON

PHOTO BY PATRICK DEMMONS

19

March 20, 1992

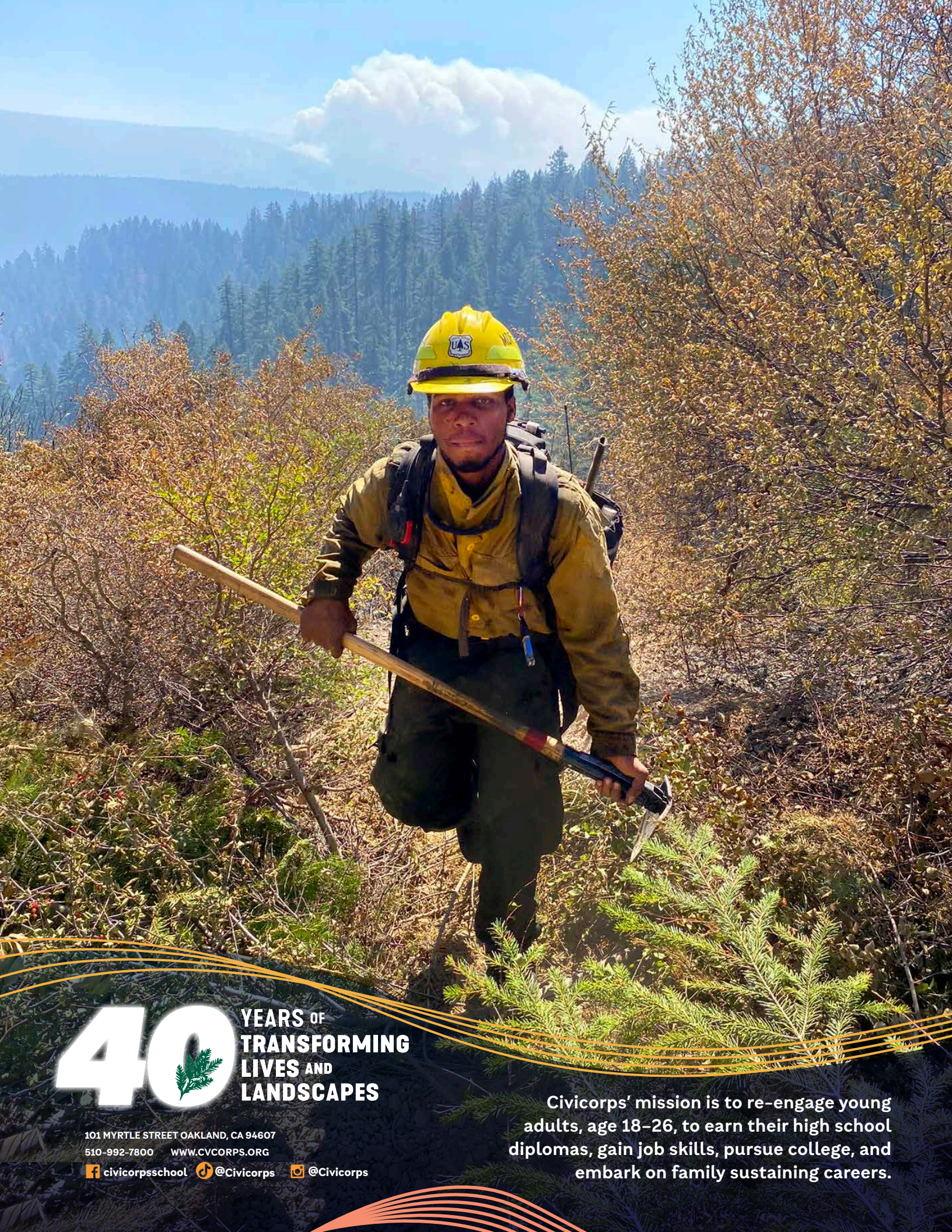


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40 YEARS OF TRANSFORMING LIVES AND LANDSCAPES

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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.