



CONSERVATION CORPS NORTH BAY

NATURAL RESOURCES PROGRAM

STATEMENT OF QUALIFICATIONS

Conservation Corps North Bay is an established leader in natural resources management services across the Bay Area. Founded in 1982, our Natural Resources program has impacted lands in nearly every corner of Marin and Sonoma County, assisting government agencies, residents, and nonprofit partners in meeting their land management goals. 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.

In the past year alone, CCNB's Natural Resources program accomplished the following:

- Reduced fire fuels on 480 acres of public and private lands
- Restored or improved 213 acres of natural habitat
- Provided maintenance and renovations on 109 miles of trails
- Reduced the risk of flooding along 54 miles of urban creeks and streams

While we know the ins and outs of on-the-ground implementation, our services don't stop there. Our staff are active collaborators with leaders in their field, designing and implementing programs that provide innovative solutions to resource management challenges. In the past three years alone, we've secured nearly \$2 million in grant funding for project implementation on our partners' lands, with projects including construction of new trail systems, wetland restoration, shaded fuel breaks, and roadway emergency access. We're not complacent, either. To meet the urgent need for wildfire preparedness across the North Bay, we increased the volume of lands impacted by our fire fuel reduction projects 18% in just the past year. Meanwhile, our staff team are subject matter experts who can consult, design, and customize projects to meet the needs of each landholder.



We're also a launching pad for the environmental leaders of the future. Our program model targets young adults and prepares them to become engaged stewards of the local environment and community, with an emphasis on safety, quality, and professionalism. Corpsmembers receive instruction in forestry, native ecosystems, power tool operation, and operate in a team setting to provide the "people power" needed to implement large-scale projects.

The supervisory staff who lead our projects possess broad experience spanning the range of projects we undertake. All Crew Supervisors have thorough training and extensive experience in the operation of a wide variety of hand and power tools, including chainsaws, brush-cutters, pole pruners, and wood chippers. In addition, we provide ongoing training and development activities related to safety, leadership, and project execution.



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OUR SERVICES

Fire Fuel Reduction:

Our crews work year-round on projects that protect homeowners, communities, and landscapes while reducing the risk of widespread wildfires. Projects include the creation of shaded fuel breaks, maintaining defensible space around properties, selective tree pruning and vegetation removal, and seasonal grass cutting.

Creeks and Streams:

We partner each year with water districts, flood control agencies, and municipalities to implement a wide variety of in-stream projects, including selective vegetation management, invasive species removal, erosion control, bank stabilization, and debris removal.

Trail Construction and Maintenance:

Our team can address trail system needs of all types, whether it's the initial layout and construction, regular maintenance, or targeted renovations. We regularly conduct corridor clearance, cut new tread, install erosion control features, maintain trailside vegetation, and construct features such as fences, retaining walls, staircases, gates, and signage.

Invasive Species Management:

Large crews of energetic corpsmembers make CCNB a great match for invasive species control. Commonly targeted species include French broom, Himalayan blackberry, pampas grass, privets, and ice plant.

We would like to thank Patrick and his crew for the amazing and wonderful work they completed for the community of Novato. Patrick was professional, reliable, flexible and very nice to work with. I heard positive comments from the homeowners as well. I look forward to working with your organization in the future.

LYNN OSGOOD
NOVATO FIRE DISTRICT

The crew was a pleasure to work with, and we were satisfied with the quality and quantity of work that was completed. Thanks to their efforts, the creeks are more inviting to visitors, the quality of habitat was improved, and fence lines were maintained. We thank them for their hard work!

KELSEY DUNN,
CITY OF SANTA ROSA

CCNB crews perform the bulk of our yearly fire prevention, vegetation management, and storm preparation. They are indispensable to Marin County Parks, and their staff are knowledgeable and hardworking crew leaders.

JAKE FEICKERT,
MARIN COUNTY PARKS



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OUR SERVICES

Habitat Restoration:

Our staff can perform site assessment, planning, and design to match the needs of common Bay Area ecosystems. Common project types include erosion control, soil amendment and stabilization, native plantings, and site maintenance.

Ecological Landscaping:

Whether you want a garden landscape that features native species, reduces water use, or provides habitat for native pollinators, we can carry your project from design to installation.

Emergency Response:

When floods and fires hit, our crews can mobilize within 24 hours to meet immediate and long-term community needs. We regularly respond to winter storms, targeting flooding “hot spots” along urban creeks and streams to remove debris accumulation, reinforce levees, and place sandbags. Additional capabilities include distribution of food and supplies, staffing of emergency centers and shelters, and fire camp support.

I thoroughly appreciate CCNB's hard-working crew members and supervisors. Without CCNB participation, we wouldn't have the capacity to achieve what the CCNB team has helped accomplish.

**CHRISTINA MCWHORTER,
NOVATO BAYLANDS STEWARDS**

The Sonoma RCD was very pleased with Conservation Corps North Bay's work on our emergency fire restoration projects. We look forward to working with them again. The land has been greatly improved by the Corps.

**AARON FAIRBROOK,
SONOMA RESOURCE
CONSERVATION DISTRICT**





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OUR PROJECTS

Sonoma Resource Conservation District: Post-Fire Forest Management for Coho Recovery

Working on two properties within the burn scar of the 2017 Tubbs Fire, CCNB crews selectively thinned trees and vegetation on 164 acres over the course of two years. Slope-specific treatment methods were utilized in tandem with a combination of pile burns, chipping, and lop and scatter treatments. Combined with rural road upgrades included in the project, these efforts dramatically reduced sedimentation into Mark West Creek, enhanced wildfire resiliency, improved hydrological ecosystem services, and enhanced wildlife habitat.



Golden Gate National Recreation Area: Dipsea Trail Rehabilitation

CCNB secured a \$271,000 grant through the state's Active Transportation Program to address erosion and safety issues on portions of the Dipsea Trail that pass through Park Service lands. Corpsmembers restored 3.5 miles of the iconic trail through the construction of features such as check dams, water bars, staircases, and retaining walls. With the benefit of training from NPS trail crew staff members, crew members were able to learn and implement advanced techniques such as traditional dry stone masonry and high-line rigging systems.



Hamilton Wetlands Restoration

CCNB has partnered with the California State Coastal Conservancy, Novato Baylands Stewards, and other partners to provide ongoing services over multiple years at the Hamilton/Bel Marin Keys Wetland Restoration Project site. CCNB has successfully applied for two Prop 68 grants totaling over \$290,000 to support corpsmember activities at the site that augment existing staff and volunteer efforts. Accomplishments include more than 10 acres of wetland habitat restored, 20 acres of invasive species removal, and installation of more than 12,000 native plants.



Lawns to Habitat Program

Inspired by drought conditions across Northern California, CCNB partnered with Sonoma Water and Daily Acts to transform nine irrigated lawns into drought-resistant, native plant gardens. Working at four different schools within Sonoma County, crews utilized sheet mulching techniques, water-wise planting, and drip irrigation systems to convert 26,000 square feet of lawn, saving an estimated 326,000 gallons of water each year.





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KEY PERSONNEL

Tara Cornelisse, Natural Resources and Career Pathways Programs Director

Tara joined CCNB in 2021 as the Director of both the Natural Resources and Career Pathways programs. As the Programs Director, Tara oversees program outreach to our current and future partner agencies, large grants and contracts, and internal policies with a focus to bridge both community and CCNB program needs to foster environmental goals alongside corpsmember education, development, and training.

Tara brings 17 years of experience in land conservation as well as in youth education and development in environmental fields. Tara has served as a senior scientist at a national nonprofit, professor of ecology, as well as a biological consultant, working in habitat management and restoration, particularly for rare and native species conservation. Tara holds a PhD in Environmental Studies from the University of California Santa Cruz, a MS in Conservation Biology from San Francisco State University, and a BA in Ecology from Boston University.

Megan Meder, Natural Resources Manager

Megan joined CCNB in 2017 and has served as a Crew Supervisor, Natural Resources Coordinator, and Senior Programs Coordinator during her time with the organization. As the Natural Resources Manager, she provides oversight for all departmental operations and collaborates with partner agencies to develop projects in a variety of fields including habitat restoration, trail construction, flood prevention, fire fuel reduction, invasive species removal, and more. Megan also leads all contracting, budget management, grant management, and reporting in the Natural Resources Department.

Megan came to CCNB with over 10 years of vegetation management experience, most of this focused on conservation and restoration efforts. She earned her BA in Environmental Studies and Planning with a minor in Biology at Sonoma State University, and has since earned various other credentials including ISA Certified Arborist, Qualified Water Efficient Landscaper, and a Sustainable Landscaper certificate through Sonoma State University.

Greg Sitter, Senior Coordinator, Natural Resources

Greg joined CCNB in February of 2020 with over 10 years experience leading projects in the social justice and environmental fields. In his role as Senior Coordinator, Greg is the liaison between the administrative and field components of CCNB's Natural Resources projects. He supports project estimating, planning, and contracting, creates crew schedules, and oversees execution and satisfactory completion of projects. He also leads the implementation of Natural Resources training programs for corpsmembers and staff.

Before joining CCNB, Greg worked as a Climbing Arborist and Foreman for tree companies in Sonoma County. During that time he honed his skills in vegetation management and crew supervision. Prior to that, he spent five years coordinating projects for ATD Fourth World, an international nonprofit organization where Greg led educational and literacy programs on the streets for children and families living in persistent poverty in New Orleans and Paris. Greg holds a MS in Renewable Energies and Green Building Engineering from France, his native country.



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BENEFITS OF PARTNERING WITH CCNB

When you choose CCNB, you're getting more than just a crew who will get the job done. We offer a wide variety of benefits to our partners, our corpsmembers, and our community.

Youth Development:

Most of the young adults who join our corps enter the program with no high school diploma and minimal work experience. Some have been involved in the carceral system. Almost all are from extremely low-income households. Joining CCNB gives these young people an opportunity to receive a steady paycheck, complete high school via our onsite charter school, develop job skills, and launch their career.

Community Economic Vitality:

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.

Find Your Next Employee:

Graduates of our program are highly trained and ready to enter fields including natural resources, waste management, landscape management, public works, parks & recreation, arboriculture, construction, and more. CCNB's Career Pathways program supports this transition by matching each corpsmember with job opportunities that match their career goals, and we regularly collaborate with our partners to help fill their staff vacancies.



Collaborative Funding:

As a 501(c)(3) nonprofit organization, CCNB can be the lead applicant or a partner for most state, federal, and foundation grant programs. We secure and manage millions in grant funding each year, with most of these funds directly benefitting the lands, facilities, and infrastructure of our partner agencies. If you have a grant application in mind, we would love to discuss opportunities to support the process.

Prevailing Wage Exemption:

Per California Labor Code Section 1720.4, CCNB and other certified local conservation corps are exempt from prevailing wage requirements for public works bids. This keeps our crew rates competitive and provides an extra incentive for partners to utilize our services, allowing us to continue providing life-changing experiences to corpsmembers.

Conservation Corps North Bay (CCNB) is the oldest local nonprofit youth conservation corps in the country. Since 1982, CCNB has helped thousands of young people in Marin and Sonoma counties achieve their goals through education and job skills, while serving the environment and community.

Our mission is to develop youth and conserve natural resources for a resilient, sustainable, and equitable community.



CORPSMEMBER
EMPLOYMENT AT
PROGRAM ENTRY

CORPSMEMBERS
LIVING IN LOW-INCOME
HOUSEHOLDS

73%
unemployed

99%

Most of the youth that comprise our corps enter the program with no high school diploma and minimal work experience. Some have been incarcerated. Almost all are from extremely low income households. Our systems and society are not set up to ensure their success.

JOINING CCNB GIVES YOUNG PEOPLE THE POWER TO:



complete high school at our on-site charter school



earn a paycheck and benefits



learn and practice industry-certified skills



access wraparound support services and career guidance



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!

74% of corpsmembers successfully completing the program continue into higher education or jobs making an average of \$17.72 an hour in industries like the parks, waste management, construction and public works.

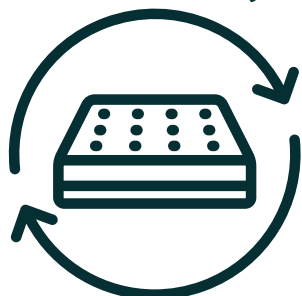
The impact CCNB has on the environment is significant and visible.

Here in the North Bay we are lucky to be surrounded by nature—whether you hike in the hills, enjoy the beaches, or even just lounge in your neighborhood park, you are benefiting from the work of our corpsmembers and crews. We partner with local agencies, landowners, business owners, and community organizations to make sure our outdoor spaces are safe, accessible, and well-maintained.

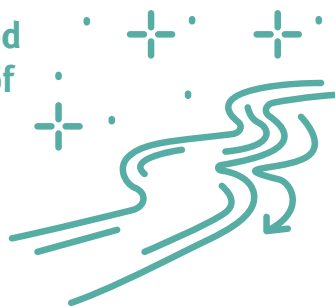
With Californians facing increasing uncertainty from fires, floods, and landslides, we're also adding to our efforts to help communities prepare for and respond to these natural disasters. We increased fire fuel reduction projects by 18% in the past year alone, and corpsmembers reduced the risk of flooding along dozens of miles of urban creeks across the North Bay.

Last year, our crews:

Collected 6,900
mattresses for recycling

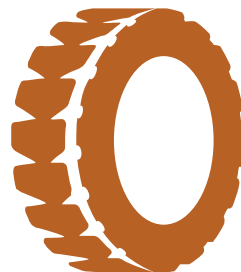
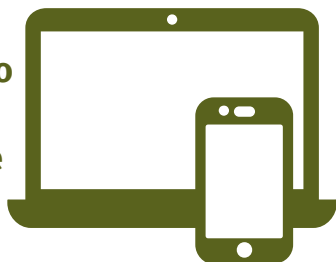


Maintained
54 miles of
creeks



Removed
12,995
pounds of
litter from
public
lands

Diverted 401,000
pounds of
electronic waste
from landfill



collected
12,600
waste tires
for recycling



diverted 255,000
pounds of bottles
and cans from
landfill



reduced fire fuel on 480 acres
of public and private land

restored 213
acres of
natural
habitat



restored and
maintained 109
miles of trails