

2024 ANNUAL REPORT



SIERRA NEVADA
— ALLIANCE —

Letter from the Executive Director



Dear Friends and Partners,

As we reflect on the past year, I am struck by the resilient roots that have anchored us through the Alliance's past 30 years of work to protect the Sierra. Just as the region's Juniper trees spread to support life above ground, our partners and community supporters are like roots that provide the foundation for programs that grow a sustainable future in the Sierra Nevada region.

We are excited to share our growth this year throughout this report. For example:

- This fall, we were honored to coordinate the inaugural Sierra Nevada Latino Conservation Week and host two of our own free community events in the Tahoe Basin.
- Our advocacy efforts led to over 50 in-person meetings with state legislators, including Sierra Day at the Capitol with 70+ participants. We also secured a Climate and Natural Resource Bond on the November ballot through Proposition 4, despite a challenging state budget, and saw it pass on Election Day.
- We've helped build conservation workforce to strengthen on-the-ground conservation by collaborating with over 40 organizations, agencies, and tribal partners.
- We continue to inspire youth to pursue conservation careers through our efforts such as the Lake Tahoe Ambassador Program, which secured over \$200 thousand in new funding this year.
- Our technical assistance with grants was provided to tribes across the region and helped secure over \$5 million in funding.

At the core of everything we do is a network of partners rooted in a diverse community of people who care deeply about protecting our natural landscapes, uplifting local communities, and creating a vibrant and resilient region.

As we continue to branch out and grow, our goals for the coming year are to do more for the underrepresented communities of the region through uplifting their voices and providing technical assistance to help implement their priorities. We also hope to sustain and expand our conservation impact by leading regional initiatives and capacity building efforts. Read on to learn more about the past year!

With warm wishes and appreciation,

Jenny Hatch

Jenny Hatch

EXECUTIVE DIRECTOR | SIERRA NEVADA ALLIANCE

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THANK YOU FOR THE SERVICE OF OUR OUTGOING MEMBERS:
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SIERRA NEVADA AMERICORPS PARTNERSHIP PROGRAM ASSOCIATE

MK Pennolar
EDUCATION & OUTREACH ASSISTANT

To learn more about the issues impacting the Sierra Nevada, Alliance programs to protect this magnificent region, and how to get involved, visit sierranevadaalliance.org.

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Designed by Melissa Welliver | mwelliver.com

Cover & Back Cover Photo:
Anthony Cupaiuolo | First Tracks Productions

Our Mission:
To unite people and organizations to protect Sierra Nevada ecosystems and communities.

Our Vision:
Every Sierra ecosystem and community is healthy, resilient, and collectively cared for through thriving partnerships, as a legacy for future generations.



Uplifting the Sierra Nevada

13

youth environmental
Ambassadors served at
7 host sites

20

SNAP members
served at
13 host sites

14

Forestry Fellows
served at
14 host sites

12,302

service hours of
watershed monitoring
and restoration

1.2
million

trees planted

14,885

service hours in
environmental
education & outreach

\$5
million

secured for
tribal priorities

Capacity building for
34 Member
Groups

\$1
million

dedicated to forestry
workforce development

1,500+

volunteers
engaged

Held over
50

legislative meetings to
advocate for the Sierra

8,000+

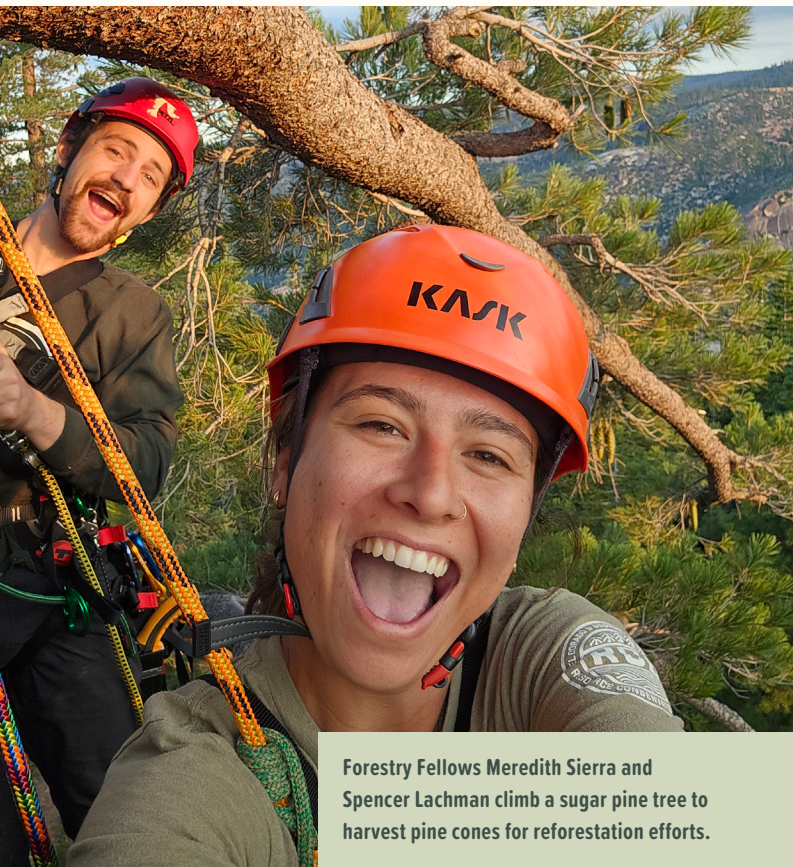
community members
engaged through
12 in-person events



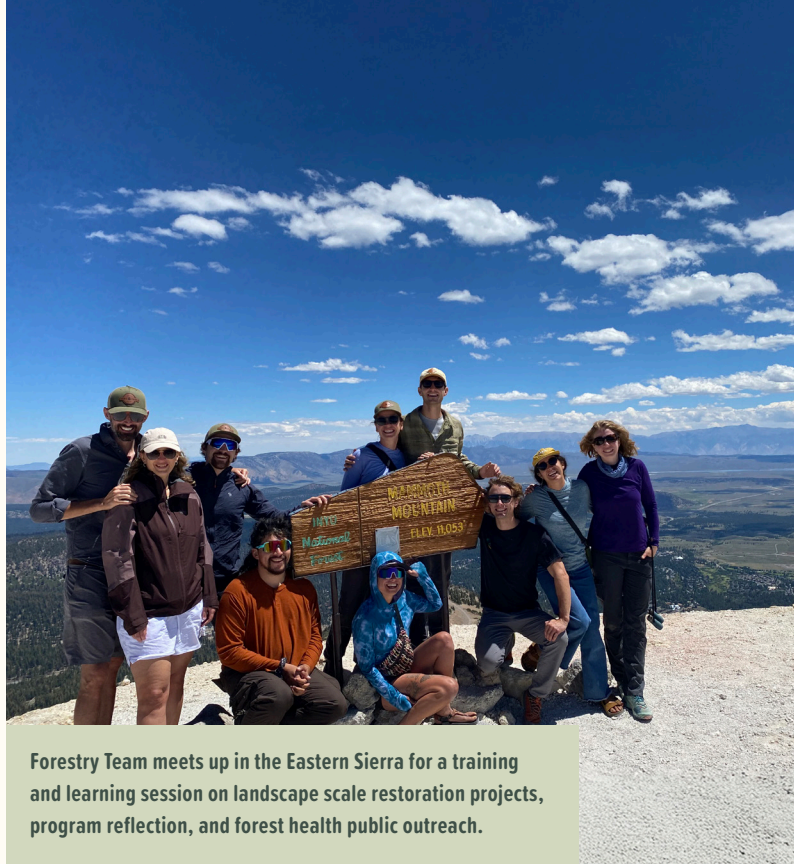
SNAP Graduation Ceremony at Camp Lotus CA where members, staff, SNA Board members and Host Site Supervisors gather to celebrate the culmination of a year of service.



Showing love for the trees during SNAP spring training.



Forestry Fellows Meredith Sierra and Spencer Lachman climb a sugar pine tree to harvest pine cones for reforestation efforts.



Forestry Team meets up in the Eastern Sierra for a training and learning session on landscape scale restoration projects, program reflection, and forest health public outreach.



This year's Ambassadors gathered with their collection of trash from Lake Tahoe's East shore during a Keep Tahoe Blue cleanup event on July 5.



Ambassadors learned a variety of skills this summer including how to build and maintain a trail with the Tahoe Area Mountain Biking Association (TAMBA).



Ginger Jui (they/them) stokes a burning pile of manzanita during a fuel reduction work day with Greater Sierra Forestry Corps class at Columbia College. Photo: Alex Lima

Sierra Corps Forestry Fellowship Program

This year, the Sierra Nevada Alliance's Forestry Program truly excelled as a driving force for forest restoration in the Sierra! Through an ambitious combination of reforestation and fuels reduction initiatives, the Sierra Corps Forestry Fellowship Program hired staff that reduced wildfire risks and revitalized vital forest landscapes, positioning our work as a model of proactive conservation. Our technical training sessions empowered our team and local partners with essential project management skills, creating a community united in conservation and fully prepared to tackle restoration challenges.

Forest health is our main focus, and the team we've built has kept their eyes on the prize. Our team's dedicated reforestation efforts, fuel load reduction, and education about fire and living with the hazards of the forest are ensuring healthy habitats. Additionally, many on our team have been focused on cone scouting, surveying, and collection efforts that have laid the foundation for future forests, preserving the diversity of native seeds essential to the Sierra's resilience.

Each achievement brings us closer to a restored, thriving Sierra. Within this vision we look to experts for advice and were honored this year to learn from the Colfax-Todds Valley Consolidated Tribe and Maidu Summit Consortium as host sites sharing traditional ecological knowledge.

2024

SUCCESSES

Hired our biggest Forestry Fellowship cohort yet: **14 fellows**

Largest range of service to-date from Chester to Porterville and Reno to Sacramento

BY THE NUMBERS

2,440,298 tree seedlings grown and distributed

1.2 million trees planted

650 bushels of cones collected

6 grants written to support restoration projects in the Sierra Nevada

Created and implemented **12 Professional Development Courses**

HOST SITES

American Forests

Colfax-Todds Valley Consolidated Tribe

Columbia College

Eastern Madera County Fire Safe Council

Coarsegold Resource Conservation District

University of Nevada, Reno

Maidu Summit Consortium

University of Nevada, Reno-Bisbing Lab

Yosemite/Sequoia Resource Conservation & Development Council

CAL FIRE L.A. Moran Reforestation Center & Bureau of Land Management (Partnership w/ American Forests)

US Forest Service Chico Seed Orchard (Partnership w/ American Forests)

US Forest Service Foresthill Seed Orchard (Partnership w/ American Forests)

US Forest Service Placerville Nursery (Partnership w/ American Forests)

US Forest Service Sierra National Forest (Partnership w/ American Forests)

FUNDERS

CALFIRE Wood Products & Bioenergy

Tahoe Truckee Community Foundation



Spring 2024 SNAP member Stephanie Smith and Forestry Fellows Meredith Sierra and Kevin Kirk create vegetation piles for cultural burning lead by Chairman Ron Goode of the North Fork Mono Tribe. Photo: Rebecca Williams



Member Emily Griffin piques students' interest in the natural world by teaching about plants, pollinators and more during Summer Camp at Sierra House Elementary School's garden and grow domes. Photo: Nicole Laubach Ferretti

Lake Tahoe Ambassador Program

Summer presented yet another successful season of training youth to act as protectors of Lake Tahoe. Our long term goal is to see these students become inspired to pursue conservation careers and return to protect the region after pursuing education in years to come. Though the program contracted in size slightly this year with less participants, we fundraised harder and created new programming to expand training opportunities that will strengthen skills in the field and provide staffing to increase recruitment efforts next year.

Over the course of 12 weeks, our staff of 13 Lake Tahoe high school and college students served at popular beaches and trailheads educating the public about best environmental practices and modeling good behavior. Throughout their term they attended 16 additional skill-building trainings on aspects of conservation such as trail maintenance, environmental restoration, and defensible space/fuel reduction related to wildfire. In addition, for the first time ever they completed independent term-long research projects in collaboration with local scientist mentors, backed by science research skills gained during a hands-on training with Headwaters Science Institute in Truckee, California. By the end of the term, students had put over 2,500 hours into protecting the environment in the Tahoe Basin.



This year's Ambassadors at Eagle Falls in high-traffic area Emerald Bay, where they spent a day shadowing California State Parks employees.

2024

SUCCESSES

Students completed their first-ever term long research projects paired with professional conservationist mentors

Partnered with Headwaters Science Institute to offer a science research training lead by professional scientists

Secured a two-year partnership with California State Parks aimed to inspire youth to pursue careers in conservation

BY THE NUMBERS

13 program participants

16 skill-building trainings outside regular workdays

Over \$250K secured in funding for the program

Self-reported strength of **environmental communication skills increased by 26%** for program members from start to end of the program

HOST SITES

- | | |
|------------------------------------|---------------------------------|
| Tallac Historic Site | Tahoe City Commons Beach |
| Taylor Creek Visitor Center | 64 Acres |
| Kiva Beach | Skylandia |
| | Kings Beach |

FUNDERS

- | | |
|---|---|
| Lake Tahoe Basin Management Unit (LTBMU) | Lake Tahoe Visitors Authority |
| North Tahoe Community Alliance | Latrobe Fund |
| | Career Pathways/Parks California |

Sierra Nevada AmeriCorps Partnership

The Sierra Nevada Alliance AmeriCorps Partnership (SNAP) program continues to address climate resilience through on-the-ground work and building capacity. Service sites across the Sierra are focused on a variety of aspects such as ecosystem assessment, restoration, and monitoring, youth and community stewardship education, and volunteer recruitment and management, all in support of climate resilience. This array of tasks allows the SNAP program to recruit a wider array of community members who care about our natural spaces, but might not see themselves doing traditional field work.

SNA and SNAP actively seek to draw under-represented and under-resourced community members outside and

involve them in the personal and communal resiliency building necessary to safeguard this irreplaceable region. Recognizing that this land has been stewarded for thousands of years, we prioritize partnerships with Tribes to elevate their ecological knowledge and train early-stage professionals in cultural humility. This year we partnered with Chairman Ron Goode of the North Fork Mono Tribe to attend a Cultural Burn training and we are thrilled that the Bishop Paiute Tribe continued as a long-term host site.

Overall, this year's 20 SNAP members infused the Sierra with over 31,000 volunteer hours in conservation work that contributed to watershed and human health.

2024

SUCCESSES

Due to a program focus on member satisfaction we have **high member retention and a 95% graduation rate**

432 acres restored in 23-24; SNAP 86 acres ahead of our 3 year, 3,000 acres goal

BY THE NUMBERS

20 SNAP Members; 8 SNAP Members found career positions post-service

Educated 1,512 volunteers; 5,180 hours of volunteering

\$11,918 raised for host sites

12,302 hours in watershed assessment & restoration service

12,885 hours in environmental education & outreach service

836 hours in volunteer recruitment & support service

3,346 professional development and training hours for Members

HOST SITES

Sierra House Elementary School
Sierra Nevada Alliance

South Yuba River Citizens League
Tahoe Regional Planning Agency
Sequoia Riverlands Trust

UC Davis Tahoe Environmental Research Center
American Forests, USFS Region 5 Placerville Nursery
Sierra Club

Bishop Paiute Tribe
American Rivers
Tuolumne River Trust
Trout Unlimited
Inyo County Water Department

FUNDERS

CA Volunteers
AmeriCorps



A guest chatting with Victoria Ortiz of TRPA during our Earth Day environmental tabling fair.



Our team of volunteers and Development Director Diana Dominguez getting ready to host dinner during our Earth Day Fundraiser.



Luis Rubio-Aguilar demonstrating how to hunt for mushrooms during our naturalist walk in May.



Community Engagement Director Le'a Gleason and SNAP member MK Pennolar welcome guests during the Wild and Scenic Film Festival.

Community Engagement

This year's community engagement efforts focused on expanding our topics and types of events to bring in new partners. For example, during our webinar series in April we met Jessica Jane Robinson, a filmmaker, activist, and superhero character that teaches youth environmental education. Then, we created a chance to engage face-to-face during the Wild and Scenic Film Festival on Tour where Jessica was a keynote speaker. In May, we met Pacific Crest Trail (PCT) Hiker Riordan Cicciu, an environmental activist fundraising for nonprofits through outdoor experiences. While hiking the PCT in summertime, he raised over \$4 thousand to protect and restore the Sierra Nevada. Later that month, we taught the public about sustainable foraging on a wild edible mushroom walk with Luis Rubio-Aguilar.

September brought about another Great Sierra River Cleanup with partners hosting cleanups across the Sierra, and we also hosted our first ever Sierra Nevada regional Latino Conservation week facilitation. We used our website as a hub to list regional events and created free hike and paddle board events of our own in the Tahoe Basin.

Other initiatives included our Take Care Sierra Program. We expanded our working group partners and formalized a charter to strengthen efforts across the region. Then, we published English and Spanish rack cards with environmental messaging and mailed these to partners for public distribution. We also sat on regional and local committees such as the South Tahoe Environmental Education Coalition, Take Care Tahoe, and more.

SPRING BOUNTY DINNER

On April 22, 2024, in celebration of Earth Day, the Alliance hosted a Spring Bounty Fundraising Dinner at the historic Valhalla Tahoe. With the stunning backdrop of Lake Tahoe, guests were brought together and inspired through a silent auction, raffle, and a special screening of the Wild & Scenic Film Festival On Tour. The dinner was our first take at a semi-formal Alliance in-person fundraising event. Through the support of our community, in-kind donations, sponsorships, and volunteerism, we raised over \$14,000, making a lasting difference toward our work in conservation.

MEMBER GROUP

This year, we also focused on expanding our membership base and deepening connections within the program. We dedicated time engaging with Member Groups to better understand their needs and strengthen relationships between Members and our other programs. To strengthen our conservation network we facilitated opportunities like encouraging Host Sites to become members. We also focused on providing technical assistance and capacity building for Member Groups. We did this by collaborating on events, co-writing grants, promoting Member Group initiatives throughout the community, sharing more Member updates in our communications, and more.



Spring Bounty Dinner at the historic Valhalla Tahoe Grand Hall.

2024

SUCCESSES

Connected with **2,000+** community members at **8 in-person events**

Participated in **over 40 environmental coalition meetings**

Drafted a new Take Care Sierra charter to inform a regional coalition to brand and market the Sierra Nevada as a region worth protecting

Developed and researched a cross-program database containing all Member Organizations and partners, and their Alliance affiliation

BY THE NUMBERS

34 Take Care Sierra group members

Increased digital engagement in conservation topics by **600+** people

Produced 2,000 rack cards in English and Spanish containing environmental messaging, for public distribution

\$14K raised at the Spring Bounty Dinner in celebration of Earth Day

Retention of 29 Member Group organizations, with **5 new memberships**



Guests browse items donated by sponsors such as Vail Resorts and Stio during the silent auction on Earth Day.

Sierra Day at the Capitol, April 17, 2024. With approximately 70 participants in attendance representing 45 organizations, we held over 50 legislative meetings to advocate for resource investments in support of our collective conservation and restoration goals benefiting the Sierra-Cascade region.



Advocacy

The Sierra must have sustained and coordinated advocacy to maintain progress on climate adaptation and forest health goals. Unfortunately, state budgets and policies are greatly underfunded and lack support in the Sierra Nevada and Cascade region. To address this, every year the Sierra Nevada Alliance works with local, regional, and statewide partners to advocate for policies that enhance the communities and environment of the Sierra. Throughout the year, we shared information with our partners and the public about these policies and created multiple opportunities to make our collective Sierra voice heard through call to actions and public comment letters.

We continued to be a key partner and represent our Member Groups in the Power in Nature, Sierra Consortium, Green California, and California Watershed Network coalitions. We also lead the Sierra Nevada 30x30 Regional Working Group Initiative, hosted monthly Sierra Nevada 30x30 meetings, and supported the coordination of statewide and local 30x30 efforts (a global conservation initiative aimed at protecting 30% of the planet by 2030).

Our goal is to help create political landscapes conducive to protecting and sustaining climate and natural resources-focused programs and policies. In the face of a very challenging budget deficit this year, our collective advocacy efforts have helped protect the legacy and importance of the Habitat Conservation Fund and secure a Climate and Natural Resource Bond on the November ballot through Proposition 4, which the public voted to pass on Election Day. In addition, while the Wildlife Conservation Board suffered reductions in funding, we did protect more than \$200 million for WCB.

2024

SUCCESSES

We facilitated over **50 in person meetings with California legislators and leaders on Sierra Nevada's funding and policies needs and threats**

Alongside our partners, we **hosted a reception celebrating 20 years of the Sierra Nevada Conservancy and our annual Sierra Day at the Capitol with approximately 70 participants in attendance representing over 45 organizations**

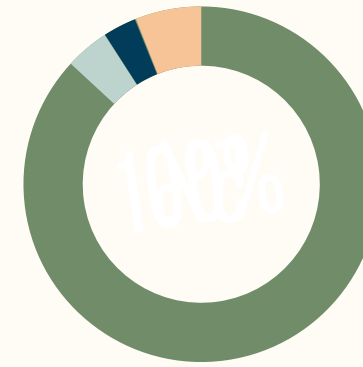
Our **technical assistance to tribes across the region has helped secure over \$5 million of dollars in funding to support their key priorities and projects**

Financials

2023-2024 FISCAL YEAR

The information presented below is drawn from Sierra Nevada Alliance's financial statements audited by Schettler Macy & Associates. They are available at sierranevadaalliance.org/financials.

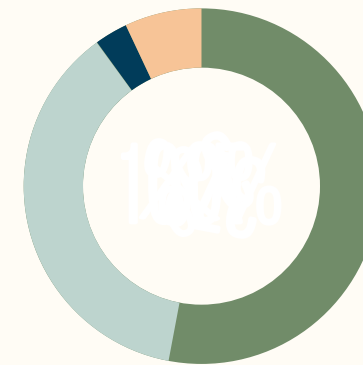
Revenue



GRANTS & FOUNDATIONS	91%
DONATIONS	3%
MEMBER GROUP/EVENTS	2%
OTHER	4%

Individual Donations :	\$56,563.71
Conference & Events:	\$49,945.58
Foundations:	\$47,133.83
Government Loans:	\$0.00
Grants:	\$2,241,238.78
In-Kind:	\$104,645.01
Member Group Fees:	\$9,954.55
Sales/Miscellaneous:	\$2,016.35
Total:	\$2,511,497.81

Expenses



PERSONNEL & CONSULTANTS	54%
SNAP	36%
OPERATING	2%
OTHER	6%

Alliance Personnel & Benefits:	\$1,291,857.18
Conference & Events:	\$36,731.06
Consulting:	\$41,887.50
In-Kind:	\$104,645.01
Operating:	\$46,212.71
SNAP (all):	\$900,001.00
Travel & Training:	\$32,613.86
Total:	\$2,453,948.32



A MESSAGE FROM JODI SCHMITZ, FINANCE & HUMAN RESOURCE DIRECTOR

The Alliance is pleased to share these financial reports to provide an honest and transparent picture of our financial health. To manage funds responsibly and effectively, short- and long-term revenue goals were set and expenses are closely monitored. Programs are fully funded, have an adequate cash reserve, and can provide competitive salaries for the valued team. This is possible thanks to generous supporters like you.

Friends of the Alliance



Photo: Anthony Cupaiuolo | First Tracks Productions

All of these accomplishments were made possible because of the support from caring conservation lovers like you. Your contributions support critical capacity building to do everything that we do. From keeping the lights on in the office to on-the-ground restoration that keeps our rivers, mountains, and waterways healthy, none of this would be possible without you. Thank you to every individual donor, business, foundation, sponsor, and partner who contributed to supporting our mission to protect and serve the Sierra from 2023-2024.

To join our Alliance of like-minded individuals dedicated to building a resilient Sierra Nevada region, please visit sierranevadaalliance.org/donate today.

GRANTS

Applewood Fund
Bashaw Family Foundation
Lake Tahoe Visitors Authority
Latrobe Fund
Arntz Family Foundation
Tahoe Truckee Community Foundation

Yuba Water Agency
John and Patty Brissenden
Lake Tahoe Community College
Regional Council of Rural Counties (RCRC)
Sierra Pacific Industries
Stantec

FREEL PEAK

\$100 - \$999

Truckee River Watershed Council
California Association of Resource Conservation Districts
Carstens, Black & Minter LLP
Forsgren Associates
Pacific Crest Trail Association
Summit to Shore Chiropractic
Trout Unlimited Truckee
Houston Magmami & Associates
Collins Pine
East Bay Municipal Utility District
El Dorado Community Foundation
Shute Mihaly & Weinberger LLP
Sierra County Land Trust
Truckee Donner Land Trust
Divided Sky

SPONSORS

MATTERHORN PEAK

\$1,000 - \$4,999

California State Association of Counties
Defenders of Wildlife
Eastern Sierra Land Trust (ESLT)
El Dorado Irrigation District
League to Save Lake Tahoe
Nevada Irrigation District
Placer County Water Agency
Sierra Forest Legacy
Sierra Institute for Community & Environment
The Mining and Metallurgical Society of America

DONORS

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\$1,000+

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Hollis Lenderking
Offerdahl Family Foundation
Samuel Mudie
Susan Hopkins
Jeff and Margaret Hatch
Rachel Appelblatt
Robert C. Braddock

\$500 - \$999

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Greg Bowerman
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Joan Boothe
Laura Jensen
Lee Rosenberg
Ralph Koldinger
Rosemarie and Stephen Smallcombe
Sarah Buck
Standish and Anne O'Grady
Thomas Harder
Aaron Hussmann
Aaron Davidson and Diana Dominguez
Joel Masser
Richard Taylor and Tracy Grubbs
Prakash Kasiraj and Laurie Flesher

PIKA PROTECTORS

\$1 - \$499

Jerry Joutet
Alex Lekacz
Denise Trease and Edward Galantowicz
Jackson Realo
Ollie and Jamie Craven
Benjamin Schiffrin
Jordan Dalton
Lisa Dearing
Meredith Anderson
Robert Buder

Tanya Elder
Will Peshall
Annika Artle
Drew Kimzey
Amanda Reilly
Andrew Laird
Elena Glaeser
Elizabeth Bigby
Eric Messer
Hannah Elzinga
Howard Ruderman
Ian Cooley
Kenneth Johnson
Kyra Barth
Liza Ferrier
Maggie Ziols
Miranda Weiss
Patricia Puterbaugh
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Samantha Wilson
Shane and Andrea Butnap
Shannon Rossow
Theresa Papandrea
Anders Bjella
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Gretchen Howard
Helen Hobart
Jack Ruderman
Janice Eastburn
Jeff Erdoes
Jerome Engle
Jim Warlow
John and Sue Sorensen
John Moore
John Osmond
Joy & David Spodick
Judith Leipold
Kak Elzinga
Karen and Brooks Martin
Kathy Hanson
Kelley Carroll and Paige Derdowski
Le'a Gleason
Libby Nickel
Lisa Beem
Lois Harter
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Malcolm Talcott
Marcia Edwards
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Mark Ginsburg
Melanie Ford
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Nicole Laubach Ferretti
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Peter and Nancy Hussmann
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Steven V Cochran
Susan Chandler
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The Breckenridge
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Kelsey Glastetter
Kerri and Nayla Garcia
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Laurel Ames
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Lisa Scorable
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Marla Jensen
Nema Traynor
Oscar Balaguer
Pardue Pflueger Family Pardue
Pat and Tom Martens
Paul Ogden
Rajan Kasiraj
Stephen McCord
The Sorrises
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Chip and Julie Ashley
Sandra Tummonds
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Bruce and Shannon Mohagen
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George and Peg Tanner
Hal Rosen
Kristen M Stevens
Lance and Barbara Williams
Linda Morris
Lois Ashley
Michael Papanian
Norine Hegy
Randy and Karen Barrow
Tim and Sandy McFarren
Truckee Overhead Door
Janet and K Baumgartner
Cole Hawkins
James and Diana McWilliams
James Ware
Judy Guinn
Luc Moyen

Rob and Judy May
Walter Eisele
John Chelson
Leigh Flesher & Mark Bailey
Margaret Hall
Susan Coryell
Terry and Carol Manning
Trish Rowe
Lynn Baumgartner
William Joyce
Diana Rosenberg
Anna Cederstav
Peter Sinclair
Sue Norman
Richard Kattelmann
Ed Cohen
Mignon and Gerald Gregg

IN-KIND

Bert's Café
Blue Dog Pizza
Botanical Arts Company
Cork & More
Edgewood Tahoe
Ernie's Coffee Shop
Flatstick Pub
Free Bird Chai
Gaialicious Boutique
Golden Nugget Lake Tahoe
Jennifer Marshall and Chad Laurence
Lake Tahoe AleWorX
Leigh DePeters
Patagonia Outlet Reno
Prakash Kasiraj and Laurie Flesher
Praxis Skis
PT Revolution
Re-Proof
Stio
Sunnyside Restaurant and Lodge
Tahoe Mushroom Company
Tahoe Snowmobiles
The OARS Family of Companies
Tube Tahoe
Vail Resorts



Cowork Tahoe
3079 Harrison Ave
South Lake Tahoe, CA 96150

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South Lake Tahoe, CA 96158

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