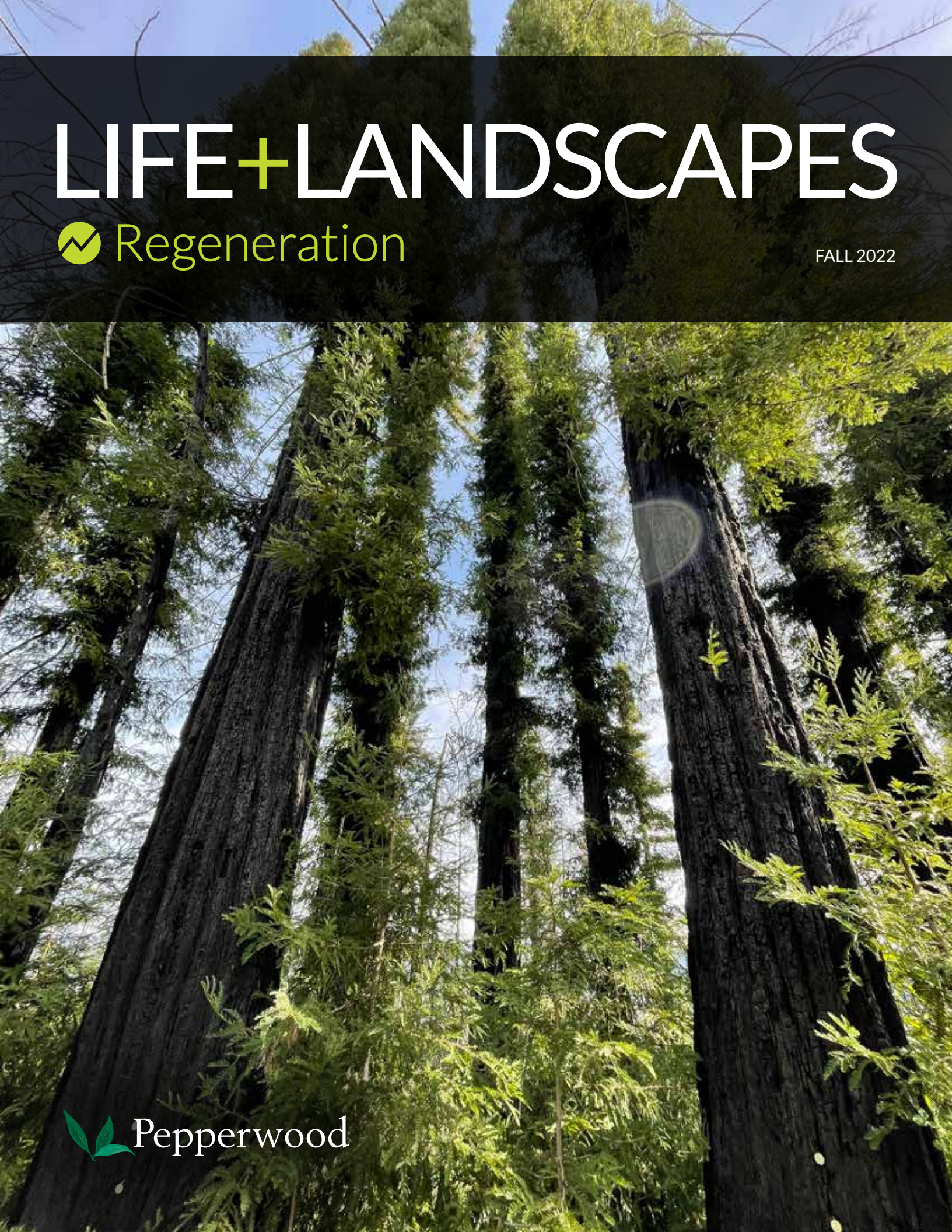
LIFE+LANDSCAPES

Regeneration

FALL 2022



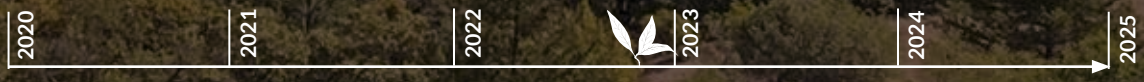
Pepperwood

We believe that our well-being depends on the health of our natural world. Every day our team studies California's land, water, and wildlife so we can educate decision makers, our community, and the next generation about how best to care for the Earth. With guidance grounded in science we can all take action to sustain the planet that sustains us.

> When I think of all the people - the neighbors, the youth and families, the scientists - that have benefited from and connected to Pepperwood, I am truly moved by the power of place-based conservation. This is Pepperwood's Power."

DR. SHANNON BENNETT,
CHIEF AND DEAN OF SCIENCE AND RESEARCH COLLECTIONS, CALIFORNIA ACADEMY OF SCIENCES, AND BOARD OF DIRECTORS, PEPPERWOOD

PEPPERWOOD'S STRATEGIC PLAN 2020-2025



SCIENCE SOLUTIONS FOR RESILIENCE

At the heart of Pepperwood's 2020-25 strategic plan are four cross-program initiatives that build on our foundations in research, education, and conservation action to address pressing needs for Northern California's resilience. Pepperwood's Strategic Plan 2020-2025

Connecting Our Life and Landscapes

Dear Friend,

Reflecting on our challenges and accomplishments of the last year, I'm struck by the recurring theme of regeneration. In the aftermath of COVID-19, wildfires, and amid recent social and economic turmoil, what still shines through is our collective capacity for renewal. At Pepperwood, we track the cycles of our natural world. I remind myself that these processes have evolved over millions and millions of years, through extreme events that exceed our human imaginings, and always in concert with the landscape we call home. This concept challenges my perspective. We are always in the midst of a process, even when it seems like an event.

I'm drafting this missive on the last day of my Global Fulbright Fellowship in Australia. I came here to link our work in California with the work of our global partners facing similar challenges around droughts, floods, fires, and threats to biodiversity. Uniting across oceans and continents with science practitioners reinforces our efforts, empowers innovation, and strengthens our collective commitment to steward our natural world as a global community. Not to mention, it joins us together in the greater process and cycles of life.

Australians know a thing or two about loss and regeneration. Our colleagues in the Southern Hemisphere are responding to extreme events, much like ours, with a commitment to investing public and private resources to restore impacted communities. They work from an understanding of the limitations of natural resources and the need for sustainability. Water supplies, soils, and forests that have reached a tipping point are being restored through radical nature-based innovations.

Heading back to our own Mediterranean climate and ecosystems of the Pacific Coast Ranges, I consider all that you've helped Pepperwood accomplish through your support over the last year. We are defining the stewardship needed for people to grow the health of our natural world. We're evaluating changes in biodiversity, the climate, and the impact of human activities over time. With your help, we're not merely seeking to sustain natural systems, but to nurture them so that they thrive.

The way we relate to and honor the world around us matters. Thank you for being right there with us: working with local Indigenous communities, collaborating with scientists across disciplines, engaging community leaders, government agencies, and other nonprofits. Together we can regenerate our native ecology, link the landscapes of California, and foster regeneration in the face of our changing climate.

With immense gratitude,

Lisa Micheli
President & CEO

LEFT: View of part of the Tubbs Fire footprint – five years later.
Photo by Michelle Halbur

Pepperwood sits within the traditional homeland of the Wappo people. We respect and honor past, present, and future generations of Wappo and their continued connection to this land. We are grateful for the opportunity to gather in this beautiful place and we give our respect to its first inhabitants.

By Clint McKay (Dry Creek Pomo, Wappo, Wintun)

They started listening to us at Pepperwood, so there was a partnership that was able to grow. We're in a real trusting spot right now in the relationship. In the future I think that the collaboration needs to be really felt by everybody, and that will be good for the land."

L. FRANK MANRIQUEZ (TONGVA AND AJACHMEM), MEMBER OF THE NATIVE ADVISORY COUNCIL AT PEPPERWOOD

Clint and Lucy McKay stand with their family to conduct the opening ceremony for the June 13 cultural grassland burn at Pepperwood. *Photo by Ian A. Nelson*

Healing with Cultural Fire

It had been a perfect day to burn. After months of preparation, the entire event could have been canceled entirely if the conditions hadn't conspired to be so blessedly ideal. Now, Devyn Friedfel walks along the charred perimeter of this grassland burn, surveying the result of a now extinguished fire that he'd helped light less than two hours ago.

Devyn is Pepperwood's Assistant Preserve Manager, and he's in training to become a certified California Burn Boss. This particular burn, which he orchestrated and conducted collaboratively with our Indigenous community and local fire practitioners, was a revitalization of an age-old tradition of what's known as *cultural burning* or *cultural fire*. This Native approach to stewardship uses fire as a tool to provide the land what it needs to be healthy. Revitalizing this method in collaboration with Native communities is one of Devyn's aims as a Burn Boss and land steward, because he understands how it can help to keep our communities safer.

(continued)

Devyn Friedfel surveys the perimeter of the cultural grassland burn, June 13, 2022.
Photo by Ian A. Nelson

This is not the kind of fire that often gets media attention, but it really should be. When we consider threats to human safety in California, "no fire" can ultimately be just as dangerous as "too much fire." The key is balance. This relationship between landscape and fire has been understood since time immemorial by Indigenous communities.

In our local ecosystems, fire has a very important purpose and function, acting as a sort of episodic "reset button." Low intensity intentional fires can eliminate excess fuels, cleanse the system of pests and pathogens, prevent invasive species encroachment, support habitat diversity, and improve water abundance, among other things. There is an entire branch of science called *disturbance ecology*, which documents how these kinds of cyclical "resets" are key to creating the landscape diversity that supports a healthy ecology.

This burn was designed from start to finish by Devyn as part of his certification to become a California State-certified Burn Boss, and is one element of implementation of our on-site vegetation management plan developed in partnership with CAL FIRE. Fundamental to his plan for this model 27-acre grassland cultural burn, was the presence of diverse community representation and participation. As a next-generation California Burn Boss, Devyn brings his innovation and ambition to realize what for many remains largely aspirational: a space where western and Indigenous perspectives can meet to advance the practice of cultural burns.

His training is overseen by Certified Burn Boss, wildfire ecologist, firefighter, and Director of Audubon Canyon Ranch's Fire Forward program, Dr. Sasha Berleman. Her mentorship and encouragement has been an invaluable resource to Devyn along this journey. Her training reflects western perspectives, but she's aligned with Devyn in his determination to include Native perspectives and collaboration.

This is where Pepperwood's cultural leader Clint McKay (Dry Creek Pomo, Wappo, Wintun) comes in. Chairman of our Native Advisory Council, Clint's Wappo ancestors used intentional fire to steward this place since time immemorial and passed that knowledge down through the generations, keeping that human-to-land relationship strong. This burn at Pepperwood marked a unique collaboration between Indigenous and western fire application methods that would not have been possible without Clint's support.

On the day of the burn, in addition to Devyn, Clint, and Sasha, over 60 people contributed their time and knowledge to make it a success. The team included members of the local Indigenous community; experts from four local fire agencies who had never before worked together; representatives of local land management agencies including Sonoma County Regional Parks, the Laguna Foundation, and Audubon Canyon Ranch (ACR); volunteers from the Good Fire Alliance; and numerous members of Pepperwood's team.

Pepperwood is leading the charge on prescribed burning and brings all the pieces together including scientific documentation before and after a burn, long-term research, cultural burning, and education to promote understanding and acceptance of the natural wildfire process."

MARSHALL TURBEVILLE,
NORTH SONOMA COUNTY FIRE CHIEF & VOLUNTEER FIRE CHIEF OF THE YEAR 2022

Clint McKay, Devyn Friedfel, Sasha Berleman, and Michael Gillogly.
Photo by Ian A. Nelson.

Over 60 community members and fire practitioners contributed their time and knowledge to make this burn a success.
Photo by Ian A. Nelson.

UNDERSTANDING THE CALIFORNIA BURN BOSS PROGRAM

The California Burn Boss program is one prong of the State's response to the threat posed by the onset of megafires. Devyn is a member of the second cohort of Burn Bosses being trained and certified via this critical workforce development strategy. Less than a year ago, only Burn Bosses based at the USDA Forest Service and the California Department of Forestry and Fire Protection (CAL FIRE), with their federal and state backing, were authorized to oversee prescribed fires in California.

Given the increasing frequency and intensity of wildfires throughout the West, regulatory obstacles to Burn Boss training and certification needed to be addressed to meet wildfire mitigation needs. Through this new program, the State of California is expanding the pool of experts trained to safely oversee intentional and prescribed burns, and in the process, is also dealing with the legal liability issues that must be addressed to move forward.

The origins of the Burn Boss program date back to August of 2020, when the State of California and the USDA Forest Service established a shared long-term strategy to manage forests and rangelands. The strategy, among other things, called for treating one million acres of forest and wildlands annually to reduce risk of catastrophic wildfire (doubling the state's existing 500,000-acre annual commitment – a goal, by the way, that had never actually been realized). This meant a dramatic need for increased human capacity, beyond what the already strapped Forest Service and CAL FIRE workforce could realistically provide.

Passed in October of 2021, Senate Bill 332 generated solutions to make the liability hurdles around prescribed fire less prohibitive. Then, to meet the demand for a trained prescribed fire workforce, CAL FIRE launched the State-Certified Prescribed-Fire Burn Boss program, fashioned after an existing program based in the Southern US. The curriculum includes how to develop and implement burn plans, meet safety standards and obtain state and local approval and permits, monitor fire effects, uphold prescriptive requirements, and conduct an "After-Action Review" of the prescribed burn.

Our partners at ACR's Good Fire program were there during these early days to help make the case and design a model workforce development solution in collaboration with CAL FIRE under Dr. Berleman's leadership. Devyn is in the final stages of this certification process, meaning he's passed the test upon completion of his classroom training, and has entered the practical application stage. For this part of his certification, he builds on his previous experience as a land steward and fire response team volunteer with training on regulatory requirements and team management tasks key to job performance. Designing the burn plan for Pepperwood's June cultural grassland burn was a critical milestone in this process. It required that he engage stakeholders and participants, design and implement the technical plan, and supervise post-burn wrap-up procedures.

Devyn represents a new generation of fire practitioners. His experiences around fire are varied. Like many of us, on a personal level he too has lost much in the recent wildfires that devastated our beloved Sonoma County. But his career and mentors have made him privy to the beneficial sides of good fire. Fresh and capable, Devyn has set out to help write a new narrative, one that replaces the common depiction of wildfire as *only* devastating and destructive. Fire can be just as much a healer as it is a destroyer. With this knowledge he aims to strengthen our community and empower Californians with a new understanding of an old tradition that belongs to this place. This land needs good fire, and it is our responsibility to provide it.

Devyn's hard work and dedication is key to Pepperwood's role as an "early adopter" and demonstration site for good fire and cultural burns in concert with Indigenous leaders. He is playing a critical role in educating our whole community about how intentional fire treatments can be effectively used to reduce the hazards to human health and safety that we'd otherwise experience due to more catastrophic wildfires.

Regenerating Native Grasslands

LEARN MORE!

How we relate to the Earth matters. Support stewardship in your own community first, and watch the impact of that work ripple outward.

California's grasslands evolved with historical disturbances including grazing and Indigenous burning practices, the latter of which is known as cultural fire. Megafauna of the Pleistocene, and more recently vast herds of elk, antelope, and deer, moved across the landscape pursued by wolves and grizzly bears, prior to European contact. This intense grazing pressure was followed by periods of rest as the herds moved through the area. Loss of the elk and their predators, as well as additional biodiversity loss over the last 200 years effectively stopped this natural cycle, reducing our grasslands' health and resilience as a result. Pepperwood is showing how regenerative agriculture can mimic this natural process with grass-fed cattle replacing the elk herds, and people as the means of moving them. A benefit of this strategy is that in the process of regenerating our grasslands, we can also support local agriculture and provide high quality beef for people.

Blue-eyed grass (Sisyrinchum bellum), which is actually in the iris family, blooms throughout Pepperwood's native grasslands in the springtime, and is especially abundant after wildfire.

For millennia, Native peoples set fire to these lands to encourage favored foods and plants for textiles and basketry, among other things. Thus, good fire joins regenerative grazing as a foundational element of our stewardship here at Pepperwood. Our stewardship team collaborates with our Native Advisory Council and grass-fed cattle operators to integrate carefully-managed grazing into our stewardship program. Pepperwood volunteers also play an integral role in our perennial native grass restoration work, collecting and propagating seeds and planting out tens of thousands of native plant starts every year.

We're proud to be partnering with Markegard Family Grass-fed LLC, the first ranch in California to receive the Audubon Society seal of approval. Their Belted Galloway cattle arrived this Spring to start grazing the 900 acres of grasslands at Pepperwood. Key to this partnership is a mutual understanding that careful herd management is vital in achieving our goals of fostering native biodiversity, carbon sequestration, water infiltration, erosion control, and high-quality wildlife habitat.

Doniga and Erik Markegard have created a successful business bringing high quality beef to consumers while advancing ecologically-sound land stewardship. Their grazing philosophy is "to simulate the large herds of elk and antelope that once roamed California's grasslands by keeping the herd moving with holistic planned grazing." This ensures that no area is overgrazed, while stimulating growth and grassland health through proper timing. Partnerships like this one demonstrate how conservation and agriculture can be done collaboratively and with mutual benefits to people and the land.

While in the past conservation practitioners locked cattle out of protected areas, we are learning that cows can actually help *protect* native grasses, forbs, and wildflowers. Our grazing program also prevents incursions of shrubs into our grasslands and helps keep potential wildfire fuels low — which is how CAL FIRE was able to slow down the Kincade Fire of 2019, by essentially using Pepperwood's, grasslands as one big fuel break.

Elk, antelope, grizzly bears and wolves may one day return to this landscape. But in the meantime, we will steward our native grasslands with methods that uplift traditional knowledge, support regenerative agriculture, and include our community so that together we can sustain the land that sustains us.

OPPOSITE: Markegard Family Grass-fed's galloway cattle, grazing in front of the newly built Preserve Manager's homestead at Pepperwood.

Legacy-level Generosity

Gerald and Buff Corsi at their art exhibit opening at Pepperwood. *Photo by Isabel Luevano*

World-class nature photographers and long-time Pepperwood supporters, Gerald and Buff Corsi, traverse the world capturing flora and fauna on film and video. But they always come home to Pepperwood. For nearly five decades, Pepperwood has held a special place in their hearts — so much so that Gerald and Buff joined our new legacy giving program, the Sentinel Society, to ensure that science-based conservation benefits wildlife, community, open space, and our local youth, forever.

WHAT INSPIRED THE CORSIS TO TIE THEIR LASTING LEGACY TO PEPPERWOOD?

Gerald, now a retired oral surgeon, met Buff almost 50-years ago at a photography workshop at the California Academy of Sciences, where Buff worked for many years. Since the early 1970's, they have explored and photographed the life and landscapes of Pepperwood.

They were both passionate about nature and photography from early childhood, but had lacked access to a place like Pepperwood – where local elementary students now learn in the field how to apply scientific inquiry and observation of the natural world to their own budding interests.

A passion for nature and environmental education drives the Corsis' commitment to Pepperwood and its mission. Gerald has served as an instructor at Pepperwood's youth science institute, TeenNat, to share nature photography tips and techniques with the kids. He was honored to provide this hands-on experience in our classroom and was inspired by these dedicated young nature stewards and their growing knowledge and passion for science and the world around them. This was the kind of place-based experience he'd yearned for as a youth.

Gerald and Buff witnessed the power of TeenNat to change lives, and that inspired them to leave a legacy that will foster connections between youth and the natural world at Pepperwood for generations to come. We are eternally grateful for Gerald and Buff Corsi's continued support. As members of Pepperwood's Sentinel Society, the Corsis' legacy gift empowers our community to sustain the planet that sustains us.

Pepperwood is here for the long haul. We are realizing a science-based, century-scale community vision for protecting our region's land, waters, and wildlife. A gift to Pepperwood's Sentinel Society ensures Pepperwood can support the regeneration of local lives and landscapes for generations to come.

LEARN MORE!

Learn how you can sustain the planet that sustains us by including a legacy gift to Pepperwood in your will or estate plan.

Our connection with Pepperwood goes back 43 years. After all those years of being associated with the property, we feel a close and warm relationship with this beautiful place. We appreciate the fact that it is being utilized for so many important functions and is such a wonderful asset for Sonoma County."

GERALD & BUFF CORSI,
PEPPERWOOD SENTINEL SOCIETY FOUNDING MEMBERS

TeenNat participants from the 2022 cohort, observing a feather during a field research day.
Photo by Ian A. Nelson

The Magic of Connecting Youth and Nature

It's our privilege to introduce the next generation of stewards, scientists, naturalists, educators, and caretakers of the Earth: this year's incredible cohort of our TeenNat program! TeenNat is an award-winning, evidence-based program that prepares teens to become leaders in protecting and enhancing our natural world. Pepperwood donors fully sponsor this annual program for 24 fully motivated participants ranging in age from 13 to 17 years old. This year, our summer institute returned to an entirely in-person program after two years of adaptation to virtual and hybrid formats.

It felt magical to have the teens back on the land for the entirety of the program. Students returned to the field where they made observations alongside our top scientists, practiced stewardship as members of our preserve management team, apprenticed with our Indigenous education coordinator, and experienced the wonder of our natural world with the mentorship of our environmental educators. Here are some TeenNat 2022 magic highlights.

LEARN MORE!

Let's inspire our children to care for the life, land, and waters that support us. Empower the next generation through your support, today.

TeenNat 2022 cohort learning about native grassland stewardship from Facilities Assistant, Sonja Barringer. *Photo by Summer Swallow*

"The best part of TeenNat was learning about our part in nature, and what we can do as individuals to help."
LIAM KELLY, 17

My most favorite thing I learned was what stewardship is and how it differs from management, along with truly considering other points of view and looking for every possible way to solve a problem."

DANTE MARQUEZ, 15

I became much more conscious of the organisms around me and the way they interact with each other. I learned to take quiet moments and smell, look, and listen for everything the setting has to offer. I believe that I leave this experience with a stronger sense of mindfulness and a better eye for observation... along with some fascinating wildlife encounters!"

DANIELLE LEVI, 17

To me the word "science" means learning and educating yourself about the natural world. How it works, why it works the way it does, stewardship, and what we can do to help the natural world. To me the word also means hands-on activities that will help the world around us, and learning about the different types of environments, habitats, species, taxonomy, etc. In general, to me it means educating yourself and taking care of our world."

ESTHEFANY BATRES, 15

The best part of TeenNat was going out into nature with newfound friends and colleagues. I loved being out observing, learning new things, and having a fun time in nature."

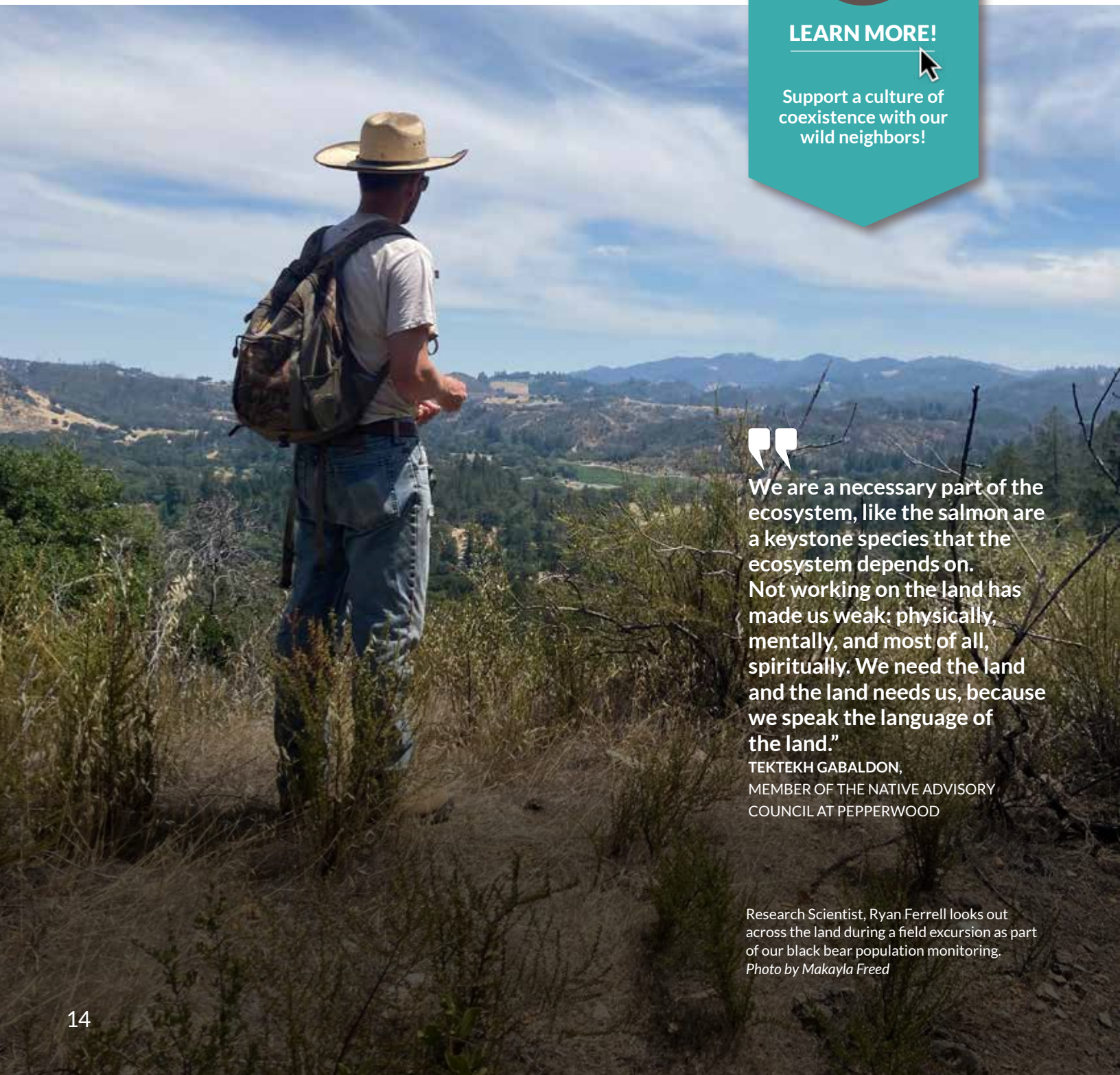
CESAR ROSALES, 17

The beautiful nature sketches shown here were created by participants of the 2022 TeenNat cohort.

Advancing a Culture of Coexistence with Our Wild Neighbors

LEARN MORE!

Support a culture of coexistence with our wild neighbors!



> We are a necessary part of the ecosystem, like the salmon are a keystone species that the ecosystem depends on. Not working on the land has made us weak: physically, mentally, and most of all, spiritually. We need the land and the land needs us, because we speak the language of the land."
>
> **TEKTEKH GABALDON,**
> MEMBER OF THE NATIVE ADVISORY COUNCIL AT PEPPERWOOD

Research Scientist, Ryan Ferrell looks out across the land during a field excursion as part of our black bear population monitoring.
Photo by Makayla Freed

Have you ever heard of a keystone species? If so, you know they're a species that's so integral to their ecosystem that if they were removed, the ecosystem would change drastically, because each keystone species fulfills a critical function. Can you name some examples? How about sea otters, salmon, beavers, predatory megafauna like wolves, and even bees.

Let's take bees as our example. If you've ever been stung by one you might angrily curse them in the moment, but you probably wouldn't enjoy living in a world without these insect allies. And for good reason, since you'd also be sacrificing your own access to more than 70 types of food crops that rely on bees for their critical function: pollination.

Humans have a profound influence on their ecosystems, and can also be considered a keystone species. However, with such power comes great responsibility to understand the impact of our actions on the environment and the plants and wildlife that share our human habitats. In addition to the positive impacts people can have on the land around them through stewardship, like intentional fire and regenerative agriculture, people can also promote a regenerative approach to land use by fostering landscape connectivity.

In Northern California's Coast Ranges and across the West, patterns of human development are carving the natural landscape into a patchwork of fragments. A black bear walking a random path through undeveloped areas in the West is on average only 3.5 miles from human development. Sonoma County, where Pepperwood is located, is known for its lush landscapes, yet it is accruing habitat conversion to development 20% faster than other California counties and 80% faster than elsewhere in the US. This landscape fragmentation is detrimental to ecosystem health and the watersheds that sustain us.

Well-connected landscapes are mixtures of natural and protected areas linked together by blocks and pathways of viable habitat. Open streams, ridgelines, working lands, and natural landscapes protect wildlife movement on daily, seasonal, and generational time scales. Historic records and future forecasts show our region is getting hotter, drier, and faces more frequent and extreme wildfire and precipitation events. To increase the likelihood that people and wildlife can coexist and thrive in changing conditions, it is critical to fill knowledge gaps and build networks of people regenerating and linking landscapes that sustain wildlife and wildlife movement.

One of Pepperwood's strategic initiatives, Linking Landscapes for Wildlife, focuses on cultivating a culture of healthy wildlife-human coexistence. With partner land trusts and park agencies, we are evaluating landscape-level opportunities for wildlife movement for climate resilience. Land acquisition organizations use these results to prioritize and justify private and public investments in land protection. We aim to increase the pace and scale of actions that improve habitat pathways throughout Northern California.

For many species, we face substantial gaps in knowledge about population sizes, distributions, and habitat requirements. With more than a decade of Wildlife Picture Index (WPI) data collection at Pepperwood and surrounding areas, our team is a leader in monitoring trends in species abundance and behaviors. Understanding key processes like reproduction and dispersal are vital to guiding local and regional conservation planning and stewardship actions.

How do we reduce barriers to wildlife movement across our landscape, especially as our climate changes? How has wildlife been impacted by recent fires and rebuilding efforts? How can we better connect our natural resources and landscapes to support wildlife and humans? The strength of our work here at Pepperwood is to connect our communities to solutions that allow us to thrive alongside our wild neighbors.

ABOVE: Wildlife Specialist, Steven Hammerich collects black bear scat samples to support research on their population size, distribution, and habitat requirements. *Photo by Makayla Freed*

Your Impact in Numbers

370,000+
images captured via our Wildlife Picture Index grid across Pepperwood and Modini Preserve (owned by Audubon Canyon Ranch)

46
natural history classes and events offered to the public

12
art installations and experiences inspiring connections with nature

100+
Visiting Scholar projects supported through 2022 at the reserve*

5.25
acres and
2,879
trees monitored to track post-wildfire mortality and recovery

46
acres treated with forest thinning for fuels management to increase forest health and mitigate fire risk

13
new long-term forest monitoring plots* established

26
acre cultural grassland burn*

FROM TOP LEFT CLOCKWISE: A Visiting Scholar and Scientific Aid with the CA Department of Fish & Wildlife conducting snake research; SCENIQ students working in their bilingual nature journals; volunteers assisting with native grass seed propagation; Preserve Ecologist, Michelle Halbur and Research Scientist, Ryan Ferrell collecting data for long-term forest monitoring.

*Many of these scholars found out about us from our online iNaturalist observations, highlighting the importance of our community naturalists and on-site biodiversity observations.

*We are looking at post-wildfire conditions and how our thinning and burning practices are impacting the individual trees as well as the forest's ecological recovery over time from these disturbances (alongside climate change).

*Conducted in partnership with our Native Advisory Council, Cal Fire, three local fire departments, the Good Fire Alliance, Audubon Canyon Ranch's Fire Forward team, Sonoma County Regional Parks, Sonoma Land Trust, the Laguna Foundation, Santa Rosa Junior College Shone Farm, and Monan's Rill Community.

20
regional schools served through our educational opportunities in nature

700
youth inspired through educational programming

1,388
biodiversity observations collected

1,300
community members engaged via classes, hikes, online lectures, and summercamp

1,000
people reached with Indigenous education and outreach programs

3,000
native grass seed plugs sown for grassland restoration by TeenNat participants

6
miles of wildlife friendly fencing installed for our conservation grazing program

12
acres of oak woodland and chaparral stewarded as part of ecological restoration

770
acres sustainably grazed

26
land stewardship workshops and volunteer workdays conducted to expand stewardship literacy and outreach throughout our region

20
miles of trails maintained to support environmental educational programming andcommunity access to nature

78
acres treated for invasive species*

25,000
native grass plugs propagated from seeds harvested at the reserve

700+
piles of excess forest fuels burned in controlled pile burns

The research done at Pepperwood is useful not just for my community but all the communities worldwide dealing with climate change and the risks of devastating wildfires. Knowing that [when I volunteer] I am helping my community and the greater good, makes it that much more rewarding."

STEVE FINKELSTEIN,
FREIND OF PEPPERWOOD & VOLUNTEER

Western fence lizard. *Photo by Isabel Luevano*

Financial Statement

REVENUE $2,918,635

- Individual Gifts and Membership 13%
- Foundation/Corporate Grants 23%
- Earned Income 23%
- Government Grants 28%
- Other Income 13%

EXPENSES $3,130,564

- Programs 77%
- Administration 13%
- Development 10%

Revenue and Operational Expenses are based on preliminary data. These figures do not include unrealized losses or gains. Audited financial statements will be available upon completion here: **pepperwoodpreserve.org/about-us/ar-financials.**

Our Board & Staff

At Pepperwood, we are resolved to create a future where we understand, value, embrace, and actively protect the diversity of Earth's natural systems for the benefit of current and future generations.

BOARD

Herbert Dwight, Chairman – Co-Founder, Pepperwood Foundation
Jane Dwight, Secretary – Co-Founder, Pepperwood Foundation
Paul Downey, Treasurer – Investment Banking Consultant
Dr. Shannon Bennett, Director – Chief of Science, California Academy of Sciences
Dr. Frank Chong, Director – President and Superintendent, Santa Rosa Junior College
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Lisa Carreño, President and CEO – United Way of the Wine Country
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NATIVE ADVISORY COUNCIL

Clint McKay (Wappo, Wintun, Dry Creek Pomo), Chairman
Lucy McKay (Pomo, Northern Sierra Miwok), Member
L Frank Manriquez (Tongva, Ajachmem Rarámuri), Member
TekTekh Gabaldon (Mishewal Wappo), Member

**Indicates membership in Executive Committee leadership team*

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Stephanie Beard, Communications Coordinator
Ben Benson, Cultural Resources Coordinator
Gwynne Corrigan, Development Manager*
Isabel Luevano, Finance and Operations Coordinator
Kelly Kohrs, Business System Analyst
Lisa McCortney, Senior Accountant and Human Resources Specialist
Sloane Shinn, Donor Relations

Research and Preserve Management

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Dr. Tosha Comendant, Conservation Science Manager*
Ryan Ferrell, Research Technician
Devyn Friedfel, Assistant Preserve Manager
Michael Gillogly, Preserve Manager*
Morgan Gray, Conservation Analyst
Michelle Halbur, Preserve Ecologist
Steven Hammerich, Wildlife Specialist
Makayla Freed, Field Technician and GrizzlyCorps Fellow

Education

Margaret Boeger, Education Director*
Holland Gistelli, Education Program Coordinator
Stephanie Gonzalez, Bilingual Environmental Educator
Clint McKay, Indigenous Education Coordinator
Summer Swallow, Bilingual Environmental Educator

"We are so fortunate to have a world class science-based environmental preserve whose focus is climate resilience. Pepperwood's vision will benefit our community both economically and ecologically and will help us recover more quickly from climate impacts in the near and long term."

JULIANNA GRAHAM,
WELLS FARGO COMMERCIAL BANKING SENIOR BUSINESS DEVELOPMENT OFFICER & PEPPERWOOD BOARD MEMBER

Photo by Gary Morgret

Appreciating Friends of Pepperwood

This list reflects our generous donors who gave $100 or more between July 1, 2021 and June 30, 2022

REDWOOD CIRCLE
$50,000+

Herb and Jane Dwight
Rob Das and Beth Berkson
J-P Conte Family Foundation
William and Selina Dwight Family Fund
Flora L. Thornton Foundation

OAK CIRCLE
$25,000–$49,999

Austin Foundation
Roger and Michele Burch
Donald and Maureen Green Foundation
William and Marilyn Henderson
William and Flora Hewlett Foundation
Micheli Family Foundation
Roger and Monica Nelson
Preston Family Donor Advised Fund
Purdom Family Fund
Vic and Karen Trione
Jim Walters and Diane Lubich

MADRONE CIRCLE
$10,000–$24,999

Bedford Family Foundation
Gordon Blumenfeld
Codding Foundation
Community Foundation Sonoma County (CFSC)
The Gordon J. Dow Trust
Joanne D. Dow Family Charitable Fund
Paul and Hallie Downey
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Elementary students participating in Pepperwood's Students Conducting Environmental Inquiry (SCENIQ) program, using bilingual nature journals to document their experience. *Photo by Isabel Luevano*

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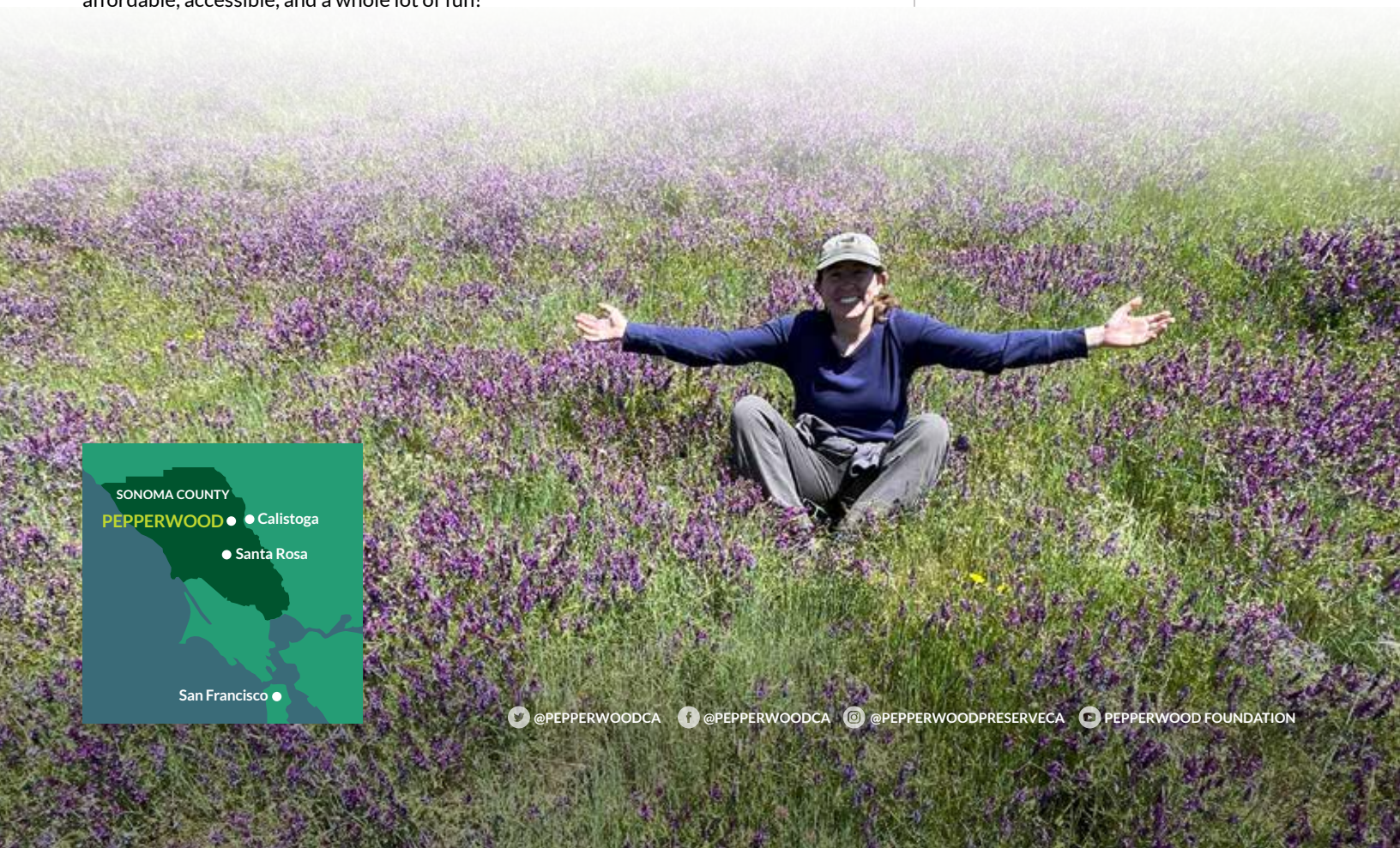
Since our founding in 2005, Pepperwood has established itself as a leader in crafting resilience solutions for California's wild and working lands. Located in the heart of Sonoma County — a globally recognized biodiversity "hotspot" — Pepperwood manages a 3,200-acre biological reserve and the Dwight Center for Conservation Science. The Dwight Center serves as a hub for ecological research and education. An important refuge for more than 900 species of native plants and wildlife, our reserve is a living laboratory hosting researchers from around the world. Serving tens of thousands annually, Pepperwood's operations are supported by individual gifts, foundation and government grants, and fee-for-service revenue. Our calling is to bring scientists and community together to ensure that local communities and our natural world continue to thrive together for generations to come.

NATURE DISCOVERY FOR ALL AGES

With the vital support of our donors, Pepperwood makes environmental education affordable, accessible, and a whole lot of fun!

ON THE COVER: Redwoods regenerating after fire. *Photo by Michelle Halbur*

BELOW: GrizzlyCorps Field Technician, Makayla Freed in a field of wildflowers at Pepperwood.

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