



October 15, 2021

Dear Chicago Wilderness Executive Council Members & Guests,

We look forward to seeing you next week at the OAKTOBER Executive Council Meeting:

Wednesday, October 20 from 9:30 AM – 11:45 AM

Join Zoom Meeting <https://us02web.zoom.us/j/623162292>

Meeting ID: 623 162 292

Password: 511661

One tap mobile +13126266799,,623162292#,,1#,511661# US (Chicago)

The Chicago Wilderness Alliance is an important force for conservation in the region and we look forward to working with all of our alliance members to continue our work to promote, preserve and restore the biodiversity of the region.

The agenda and support materials for the meeting is attached.

Sincerely,

Elizabeth S. Kessler, CW Chair
McHenry County Conservation District

James J. Jerozal, Jr., CW Vice-Chair
Nicor Gas/Corporate Council

Mike Glester, Treasurer
Cardno, INC.

Nathanael Pilla, Exec. Secretary
Orbis Environmental Consulting

At Large Members of the 2021 Steering Committee

Jerry Adelman, Openlands
Jim Anderson, Lake County Forest Preserves,
Michelle Carr, The Nature Conservancy
Leslie Dorwort, IL-IN Seagrant
Cathy B. Geraghty, Forest Preserves of Cook County
Amy Rosenberg, Field Museum
John Rogner, IL Department of Natural Resources
Daniel Suarez, Audubon Great Lakes
David Shimberg, Riverwoods Preservation Council



Executive Council Meeting

OAKtober 20, 2021 9:30 AM – 11:45 AM

AGENDA

- | | | |
|-----|--|---------------------|
| 1.0 | Introductions & Welcome
<i>Elizabeth S. Kessler, CW Chair</i>
<i>McHenry County Conservation District</i> | 9:30 AM–9:32 AM |
| 2.0 | Approval of Agenda

2.1 <i>Move to approve the Agenda for the Executive Council Meeting OAKtober 20, 2021</i> | 9:33 AM-9:34 AM |
| 3.0 | Approval of Consent Agenda
<i>Jim Jerozal, CW Vice Chair</i>
<i>Nicor Gas</i>

Approval of Executive Council Minutes – 7/21/21
Acceptance of Treasurer’s Report – 3 rd QTR FY 2021
Approval of FY 2022 Annual Budget
Acceptance of New Members | 9:34 AM-9:35 AM |
| 4.0 | JEDI Update - Culture & Inclusion Survey Results
<i>August Ball, Cream City Conservation, LLC</i> | 9:35 AM-10:05 AM |
| 5.0 | ICL Update on Green Vision Collective Goals & HUB
<i>Jim Anderson, Lake County Forest Preserves</i>
<i>Mark Johnston, Field Museum</i> | 10:05 AM-10:30 AM |
| 6.0 | Cook County Forest Preserve District Referendum
<i>Vote Yes for Clean Air, Clean Water and Wildlife Committee</i>
<i>Benjamin Cox, Friends of the Forest Preserves</i>
<i>Ellicia Sanchez, The Nature Conservancy</i> | 10:30 AM-10:45 AM |
| 7.0 | Steering Committee Slate for 2022
<i>Nominations Committee</i>
<i>Daniel Suarez, Audubon Great Lakes</i> | 10:45 AM-10:50 AM |
| 8.0 | EERP Site Accreditation – 2021 Accredited Sites
<i>Excellence in Ecological Restoration Commission</i>
<i>Ralph Schultz, Will County Forest Preserve District</i>
<i>Becky Collings, Forest Preserve District of Cook County</i> | 10:50 AM – 10:55 AM |
| 9.0 | America the Beautiful 30 x 30 Presentation
<i>Stacy Meyers, Openlands and Tonyisha Harris, IEC</i> | 10:55 AM-11:15 AM |

Chicago Wilderness

10.0	Reports from Working Groups/Committees	11:15 AM-11:25 AM
11.0	Chicago Wilderness Coordinator Report <i>Laura Reilly, CW Coordinator</i>	11:25 AM-11:30 AM
12.0	Announcements	11:30 AM – 11:45 AM
13.0	Adjournment	11:45 AM

Next Meeting: January 19, 2022, 9:30 AM – 11:30 AM
Zoom Meeting <https://us02web.zoom.us/j/623162292>

Meeting ID: 623 162 292
Password: 511661

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(Chicago)

SAVE THE DATE
December 8, 2021 – 3- 6:30 p.m.
EERP Force of Nature – Membership Appreciation Reception
Thatcher Woods, Forest Preserve District of Cook County

3.0a Consent Agenda



Chicago Wilderness Executive Council Zoom Conference Call

July 21, 2021 9:30-11:00am Central

MINUTES

Present:

Jerry Adelmann, Openlands
Jim Anderson, Lake County Forest Preserve District
Susan Ask, Animalia Project & University of Illinois Urbana-Champaign
August Ball, Cream City Conservation
Thomas J. Benson, Illinois Natural History Survey
Paul Botts, Wetlands Initiative
Mark Bouman, The Field Museum
Tim Brennan, Farm Foundation
Jack Brunner, Tetra Tech
Michelle Carr, The Nature Conservancy
Jack Darin, Sierra Club – Illinois Chapter
Leslie Dorworth, IL-IN SeaGrant
Cherie L. Fisher, United States Forest Service
Adam Flickinger, Friends of the Chicago River
Alison Fore, Metropolitan Water Reclamation District of Greater Chicago
Cathy Geraghty, Forest Preserve District of Cook County
Ben Haberthur, Forest Preserves of Kane County
Drew Hart, United States Forest Service
Jim Herkert, Illinois Audubon Society
James J. Jerozal, Jr., Nicor Gas
Marybeth Johnson, Lincoln Park Zoo
Mark Johnston, Field Museum
Elizabeth S. Kessler, McHenry County Conservation District
Andrea Kramer, Chicago Botanic Garden

Bill Miller, Northwestern University and The Nature Conservancy
Debra Moskovits, Field Museum
Greg Mueller, Chicago Botanic Garden
Ted Penesis, Illinois Department of Natural Resources
Nathanael J. Pilla, Orbis Environmental Consulting
Donna Prepejchal, LMV Lake Michigan Region
Laura Reilly, Chicago Wilderness
Amy Rosenthal, The Field Museum
Cassi Saari, Chicago Park's District & Illinois Native Plant Society
Maria Sadowski, Communications Consultant
Wayne Schimpff, Caretakers of the Environment International
Ralph Schultz, Forest Preserve District of Will County
Doug Stotz, Field Museum
Jerry Strub, GZA GeoEnvironmental
Daniel Suarez, Audubon Great Lakes
Casey Sullivan, Argonne National Laboratory
Max Webster, American Farmland Trust
Don Wilson, Illinois Beach State Park and Lake County Forest Preserve steward
Ellie Woodward, Field Museum

I. Call to Order and Welcome

Chair Elizabeth Kessler called the meeting to order at 9:33 AM central time thanking those that have joined adding that we are a participatory alliance.

II. Approval of Agenda

Jack Brunner (Tetrattech) motions to accept the agenda and meeting format, seconded by Ralph Schultz (FPD of Will County). No further discussion. All ayes. Approved.

III. Approval of Consent Agenda

- Acceptance of Treasurer's Report for April-June 2021 – 2nd Quarter (Appendix A); the approval of the Executive Council Meeting Minutes from April 15, 2021. Jack Brunner (Tetrattech) motions to accept the Consent Agenda, seconded by Jerry Adelman (Openlands). No further discussion on consent agenda items. All ayes. Approved.

IV. JEDI Evaluation for Chicago Wilderness with Cream City

Elizabeth S. Kessler, Chair:

August Ball, Cream City Consulting

- August Ball, President and Owner of Cream City Consulting, presented on the direction of their service in identifying the Alliance's goals as well as giving an historical glimpse of Cream City as an organization. She shared their numerous partnerships which encompassed areas such as environmental, worker placement, and advocacy. The presentation highlighted their process methodology and an in-depth explanation of Phase 1: *the purpose and expectations* which will assess the organizations culture. She highlighted the assessments factors which includes: belonging, fairness, opportunities and resources, decision making, diversity, voice, and contribution to a broader purpose. August answered questions and concerns stating that the assessments are for all organizations affiliated and "could-be" affiliated with CW. The presentation was ended with a glimpse of what Phase 2 will look like.

V. Institute for Conservation Leadership and Green Vision Collective Goals

Jim Anderson, Lake County Forest Preserves

Jim Anderson updated the participants on the status of the Green Vision making note that the Institute of Conservation Leadership (ICL) was hired to guide the CW through strategic thinking and cohesion within the differing groups. Jim discussed the results of the workshops and outcomes from the ICL (Appendix B).

John Rogner, Illinois DNR

John Rogner discussed the "what's next" for the Green Vision Collective Goals. John began the presentation providing context on the United Nations Convention on Biological Diversity global 30x30 initiative.

Amy Rosenthal, the Field Museum

Amy Rosenthal discussed the Conserving America the Beautiful and the partners within the CW's role in conserving, connecting, and restoring 30% of our lands by 2030.

VI. FY 2022 Draft Budget Discussion

James J. Jerozal, Jr., Nicor Gas

Jim Jerozal presented the draft 2022 budget. The Executive Board took the 2021 budget which took Covid-19 impacts into consideration and replicated much of the same line-cost/revenue items with a slight increase. Draft budget can be viewed in Appendix C.

Jim Anderson (Lake County Forest Preserves) motions to accept the FY 2022 draft budget, seconded by Wayne Schimpff (Caretakers of the Environment International). No further discussion. All ayes. Approved.

VII. Goal #4 Chicago Wilderness Boundary Map

Ben Haberthur, Forest Preserves of Kane County

Ben Haberthur discussed the approximately 7.7 million acres within the CW boundaries and proposed increase to 7.9 million acres based on the sub-watersheds.

Cathy Geraghty (Forest Preserve District of Cook County) motions to approve the CW boundary increase, seconded by Donna Prepejchal, LMV Lake Michigan Region. No further discussion. All ayes. Approved.

VIII. Nominations and Recruitment

Daniel Suarez, Audubon Great Lakes

Lynda Lancaster, Indiana Dunes National Park

Daniel Suarez opened the presentation discussing the Steering Committee (SC) and procedure for nominations. He also showed a breakdown of the current SC and their title and terms.

Chicago Wilderness - Steering Committee

TITLE	TERM	SECOND TERM		FIRST NAME	LAST NAME
Chair	2019, 2020, 2021	2022, 2023, 2024	Second Term	Elizabeth	Kessler
Vice-Chair	2019, 2020, 2021	2022, 2023, 2024	Second Term	James	Jerozal
Treasurer	2020	2021, 2022, 2023	Second Term	Mike	Glester
Executive Secy	2020, 2021, 2022		First Term	Nathanael	Pilla
At-Large	2021, 2022, 2023		First Term	Amy	Rosenthal
At-Large	2018, 2019, 2020	2021, 2022, 2023	Second Term	Daniel	Suarez
At-Large	2019, 2020, 2021	2022, 2023, 2024	Second Term	Cathy	Geraghty
At-Large	2020, 2021	2022, 2023, 2024	Second Term	John	Rogner
At-Large	2020, 2021, 2022		First Term	Leslie	Dorworth
At-Large	2020, 2021	2022, 2023, 2024	Second Term	Jerry	Adelmann
At-Large	2020, 2021, 2022		First Term	Michelle	Carr
At-Large	2020	2021, 2022, 2023	Second Term	Dave	Shimberg
At-Large	2020, 2021	2022, 2023, 2024	Second Term	Jim	Anderson
At-Large	2021, 2022, 2023		First Term	Dave	Giordano
At-Large	2021, 2022, 2023		First Term	Maggie	Soliz

Daniel added that the nomination forms will be coming soon.

IX. Reports from Working Groups/ Committees

Ralph Schultz, Forest Preserve District of Will County

Ralph Schultz is the co-chair for the Excellence in Ecological Restoration Awards. He updated the group that they have received five applications with site evaluations in process. Final recommendation for the EC in October.

Cherie Fischer, US Forest Service

Cherie Fischer stated that the Dr. George B. Radd Force of Nature Awards nominations are open through September 10, 2021.

Daniel Suarez, Audubon Great Lakes

Daniel Suarez mentioned that the CW Ag-team has a meeting on Thursday, August 5, 2021, from 10-11:30am central time.

Jim Anderson, Lake County Forest Preserves

Jim Anderson added that the Healthy Landscapes – Natural Resources and Science Team plans on meeting on August 4th, from 12:15-3:15 focusing on “work streams” project areas. Work streams include invasive species, controlled burning, oak ecosystems, urban tree canopy, priority plant and wildlife species, climate adaptations measures, volunteer stewardship, wildlife task force, and ecological research and data. He also wants to reengage the aquatic task force as well.

Mark Bouman, the Field Museum

Mark Bouman updated the group on the Hub mentioning that they are now making spokes from the wheel of the Hub to the goals. They are on target to make the features from the Hub available to the public in a month.

Michelle Carr, the Nature Conservancy

Susan Ask, Animalia Project

Michelle Carr and Susan Ask added that the Climate goal is meeting regularly divided up into subgoals/workstreams = adaptation, mitigation, social justice awareness and engagement. They also met with the Ag Group and Land Protection Group and plan to meet with the other groups soon. Their goals represent the direction that the CW partners can align with.

Amy Rosenthal, the Field Museum

Amy Rosenthal updated the group on Goal 5, regarding the access and benefits for people. The Education Team participated with connections with the JEDI task force. Focus will be on education and engagement in natural areas within underserved areas with low socioeconomic level, with communities of color, or areas that have not received as much programming.

James J. Jerozal Jr., Nicor Gas

Jim Jerozal updated the group on Goal 3. They have a joint meeting with the mapping team on August 9th to get synchronized. On the 26th of August, they will have a full corporate council meeting. Group 3 goal has been broken down into four sub work-streams or groups – corporate industrial, school university campuses, rights-of-way, and municipalities and residential.

Laura Reilly, CW Coordinator

Laura Reilly spoke for Stacy Meyers (Openlands) who sent an update on the Healthy Waters goal. They met on Monday to discuss the metrics for the index which can be realistically employed across the ecoregions. They will explore which index best accommodates the metrics and would best serve to advance their common goals. She requests layers for the CW Data Hub and collaborations with the other Goal teams.

X. Chicago Wilderness Coordinator Report

Laura Reilly (CW Coordinator)

Laura Reilly began discussing the Community Calendar with the new ability to sort by award opportunity, funding opportunity, CW events or meetings, or just a public program event or meeting.

XI. Announcements

- Elizabeth Kessler thanked the McHenry Conservation Foundation, Illinois Audubon Society, and the Illinois Clean Energy Community Foundation and donors to purchase one of the last high quality natural areas in McHenry County.
- Mark Bouman mentioned that the USFW Service has released a visioning document for conservation in the Kankakee National Wildlife Refuge and Conservation Area with a public comment period right now that closes on July 31st.
- Jerry Adelmann updated the group on the efforts to create a civilian climate corps. Eighty (80) members of house and senate have come together on a united front and signed on.
- Ben Haberthur gave some good news that they have more Blanding's turtles in their incubators than they've ever had (n=216).

XII. Adjournment

Elizabeth Kessler thanked everyone for their time and work and asked for a motion to adjourn.

Susan Ask motions to adjourn, Cathy Geraghty seconded. No further discussion. Meeting adjourned at 11:30am central.

Next Meeting: October 20, 2021, 9:30 AM-11:30 AM

Zoom Meeting

<https://us02web.zoom.us/j/623162292>

Meeting ID: 623 162 292

Password: 511661

One tap mobile

*+13126266799,,623162292#,,1#,511661# US
(Chicago)*

CHICAGO WILDERNESS ALLIANCE

STATEMENT OF ASSETS, LIABILITIES and NET ASSETS
September 31, 2021**Assets**

Cash and Investments	\$	361,105.45
Total Assets	\$	361,105.45

Liabilities

Accounts Payable	\$	-
Other Liabilities	\$	-
Total Liabilities	\$	-

Net Assets

Net Assets at Beginning of Period	\$	358,807.45
Change in Net Assets	\$	2,298.00
Total Net Assets	\$	361,105.45

Total Liabilities and Net Assets	\$	361,105.45
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STATEMENT OF ACTIVITIES

For the period ending September 31, 2021

Revenue

Membership Dues	\$	-
Donations	\$	60.00
Grants	\$	18,579.06
Program - EERP		
Program - Conservation Congress	\$	-
Interest Earned	\$	-
Total Revenue		\$ 18,639.06

Expenses

Friends of the Forest Preserves	\$	559.17
Blue Pay/Other Transaction Fees	\$	46.73
Payroll/Employment Expenses	\$	5,236.10
Insurance	\$	-
Operational Expenses	\$	3,920.00
Program	\$	6,579.06
Total Expenses	\$	-
		\$ 16,341.06

Net Surplus/(Deficit)	\$	2,298.00
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Chicago Wilderness Alliance Fiscal Year is January 1 to December 31

CHICAGO WILDERNESS ALLIANCE

STATEMENT OF ASSETS, LIABILITIES and NET ASSETS
August 31, 2021

Assets

Cash and Investments	\$	358,807.45
Total Assets	\$	<u>358,807.45</u>

Liabilities

Accounts Payable	\$	-
Other Liabilities	\$	-
Total Liabilities	\$	<u>-</u>

Net Assets

Net Assets at Beginning of Period	\$	375,635.01
Change in Net Assets	\$	<u>(16,827.56)</u>
Total Net Assets	\$	<u>358,807.45</u>

Total Liabilities and Net Assets	\$	<u>358,807.45</u>
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STATEMENT OF ACTIVITIES

For the period ending August 31, 2021

Revenue

Membership Dues	\$	200.00
Donations	\$	10.00
Grants	\$	-
Program - EERP		
Program - Conservation Congress	\$	-
Interest Earned	\$	<u>-</u>
Total Revenue		\$ 210.00

Expenses

Friends of the Forest Preserves	\$	6.30
Blue Pay/Other Transaction Fees	\$	36.30
Payroll/Employment Expenses	\$	4,994.96
Insurance	\$	-
Operational Expenses	\$	-
Program	\$	<u>12,000.00</u>
Total Expenses		<u>\$ 17,037.56</u>

Net Surplus/(Deficit)	\$	<u>(16,827.56)</u>
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Chicago Wilderness Alliance Fiscal Year is January 1 to December 31

CHICAGO WILDERNESS ALLIANCE

STATEMENT OF ASSETS, LIABILITIES and NET ASSETS
July 31, 2021

Assets

Cash and Investments	\$	375,635.01
Total Assets	\$	<u>375,635.01</u>

Liabilities

Accounts Payable	\$	-
Other Liabilities	\$	-
Total Liabilities	\$	<u>-</u>

Net Assets

Net Assets at Beginning of Period	\$	378,889.33
Change in Net Assets	\$	<u>(3,254.32)</u>
Total Net Assets	\$	<u>375,635.01</u>

Total Liabilities and Net Assets	\$	<u>375,635.01</u>
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STATEMENT OF ACTIVITIES

For the period ending July 31, 2021

Revenue

Membership Dues	\$	9,100.00
Donations	\$	60.00
Grants	\$	-
Program - EERP	\$	-
Program - Conservation Congress	\$	-
Interest Earned	\$	<u>-</u>
Total Revenue		\$ 9,160.00

Expenses

Friends of the Forest Preserves	\$	274.80
Blue Pay/Other Transaction Fees	\$	41.22
Payroll/Employment Expenses	\$	5,098.30
Insurance	\$	-
Operational Expenses	\$	-
Program	\$	<u>7,000.00</u>
Total Expenses		<u>\$ 12,414.32</u>

Net Surplus/(Deficit)	\$	<u>(3,254.32)</u>
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Chicago Wilderness Alliance Fiscal Year is January 1 to December 31

2021 BUDGET		QTR 1 SUM	QTR 2 SUM	QTR 3 SUM														
AS OF		As of 3/31/2021	As of 6/30/2021	As of 9/30/2021		JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER				
REVENUE		\$ 45,705.00	\$ 118,810.00	\$ 146,819.06		\$ 18,435.00	\$ 20,710.00	\$ 6,560.00	\$ 72,260.00	\$ 310.00	\$ 535.00	\$ 9,160.00	\$ 210.00	\$ 18,639.06		\$ 146,819.06	YTD REVENUE	
EXPENSE		\$ 25,584.47	\$ 69,681.44	\$ 115,474.38		\$ 4,901.15	\$ 9,719.48	\$ 10,963.84	\$ 21,080.54	\$ 5,703.10	\$ 17,313.33	\$ 12,414.32	\$ 17,037.56	\$ 16,341.06		\$ 146,819.06	YTD EXPENDITURES	
NET SURPLUS/(DEFICIT)		\$ 20,120.53	\$ 49,128.56	\$ 31,344.68		\$ 13,533.85	\$ 10,990.52	\$ (4,403.84)	\$ 51,179.46	\$ (5,393.10)	\$ (16,778.33)	\$ (3,254.32)	\$ (16,827.56)	\$ 2,298.00		\$ 146,819.06	YTD NET SURPLUS/(DEFICIT)	
NET ASSETS		\$329,760.77	\$349,881.30	\$378,889.33	\$361,105.45	\$343,294.62	\$354,285.14	\$349,881.30	\$401,060.76	\$395,667.66	\$378,889.33	\$375,635.01	\$358,807.45	\$361,105.45		\$361,105.45	YTD NET ASSETS	
2021 ACTUAL	AS OF	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER								
Membership		\$ 41,485.00	\$ 63,660.00	\$ 72,960.00	\$ 14,650.00	\$ 20,700.00	\$ 6,135.00	\$ 22,150.00	\$ 310.00	\$ 25.00	\$ 9,100.00	\$ 200.00	\$ 60.00	\$ 72,960.00				
Donation		\$ 320.00	\$ 51,150.00	\$ 51,280.00	\$ 285.00	\$ 10.00	\$ 25.00	\$ 50,010.00	\$ 310.00	\$ 510.00	\$ 60.00	\$ 10.00	\$ 60.00	\$ 51,280.00				
Grants		\$ -	\$ -	\$ 18,579.06	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,579.06	\$ 18,579.06				
Conservation Congress		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
EERP		\$ 3,900.00	\$ 4,000.00	\$ 4,000.00	\$ 3,500.00	\$ -	\$ 400.00	\$ 100.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000.00				
Force of Nature		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
TOTAL REVENUE		\$ 45,705.00	\$ 118,810.00	\$ 146,819.06	\$ 18,435.00	\$ 20,710.00	\$ 6,560.00	\$ 72,260.00	\$ 310.00	\$ 535.00	\$ 9,160.00	\$ 210.00	\$ 18,639.06	\$ 146,819.06				
EXPENSES																		
FISCAL SPONSOR																		
Friends of the Forest Preserves		\$ 1,371.15	\$ 3,564.30	\$ 4,404.57	\$ 553.05	\$ 621.30	\$ 196.80	\$ 2,167.80	\$ 9.30	\$ 16.05	\$ 274.80	\$ 6.30	\$ 559.17	\$ 4,404.57				
TOTAL FISCAL SPONSOR		\$ 1,371.15	\$ 3,564.30	\$ 4,404.57	\$ 553.05	\$ 621.30	\$ 196.80	\$ 2,167.80	\$ 9.30	\$ 16.05	\$ 274.80	\$ 6.30	\$ 559.17	\$ 4,404.57				
INSURANCE																		
Insurance D/O		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
TOTAL INSURANCE		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
OFFICE																		
State of Illinois - Annual Filing		\$ -	\$ -	\$ 11.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11.00	\$ 11.00				
Blue Pay		\$ 697.44	\$ 898.22	\$ 1,009.57	\$ 351.62	\$ 170.98	\$ 174.84	\$ -	\$ 165.70	\$ 35.08	\$ 40.70	\$ 35.61	\$ 35.04	\$ 1,009.57				
PayPal		\$ 1.56	\$ 3.12	\$ 5.02	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.69	\$ 0.69	\$ 5.02				
Other E-Commerce		\$ -	\$ 15.90	\$ 15.90	\$ -	\$ -	\$ -	\$ -	\$ 15.90	\$ -	\$ -	\$ -	\$ -	\$ 15.90				
Web Domain		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
Formsite & Zoom		\$ 80.00	\$ 419.90	\$ 419.90	\$ -	\$ -	\$ 80.00	\$ 339.90	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 419.90				
Your Membership.com		\$ -	\$ 3,580.38	\$ 3,580.38	\$ -	\$ -	\$ -	\$ 3,580.38	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,580.38				
TOTAL OFFICE		\$ 779.00	\$ 4,917.52	\$ 5,041.77	\$ 352.14	\$ 171.50	\$ 255.36	\$ 3,920.80	\$ 182.12	\$ 35.60	\$ 41.22	\$ 36.30	\$ 46.73	\$ 5,041.77				
CONTRACTOR																		
CW Coordinator		\$ 15,019.32	\$ 34,034.62	\$ 49,363.98	\$ 3,995.96	\$ 5,511.68	\$ 5,511.68	\$ 7,991.94	\$ 5,511.68	\$ 5,511.68	\$ 5,098.30	\$ 4,994.96	\$ 5,236.10	\$ 49,363.98				
TOTAL CONTRACTOR		\$ 15,019.32	\$ 34,034.62	\$ 49,363.98	\$ 3,995.96	\$ 5,511.68	\$ 5,511.68	\$ 7,991.94	\$ 5,511.68	\$ 5,511.68	\$ 5,098.30	\$ 4,994.96	\$ 5,236.10	\$ 49,363.98				
PROGRAM																		
Conservation Congress		\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00				
EERP		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
Force of Nature		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
IDNR Program Grant - DEI & Trees Initiative		\$ -	\$ -	\$ 25,579.08	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,000.00	\$ 12,000.00	\$ 6,579.08	\$ 25,579.08				
TOTAL PROGRAM		\$ 5,000.00	\$ 5,000.00	\$ 30,579.08	\$ -	\$ -	\$ 5,000.00	\$ -	\$ -	\$ -	\$ 7,000.00	\$ 12,000.00	\$ 6,579.08	\$ 30,579.08				
MARKETING & COMMUNICATIONS																		
Member Appreciation		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
Consultant		\$ 3,415.00	\$ 10,665.00	\$ 14,585.00	\$ -	\$ 3,415.00	\$ -	\$ -	\$ 7,250.00	\$ -	\$ -	\$ -	\$ 3,920.00	\$ 14,585.00				
Print Collateral/Logo/Branding		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
TOTAL MARKETING & COMMUNICATIONS		\$ 3,415.00	\$ 10,665.00	\$ 14,585.00	\$ -	\$ 3,415.00	\$ -	\$ -	\$ 7,250.00	\$ -	\$ -	\$ -	\$ 3,920.00	\$ 14,585.00				
VISIONING																		
Visioning		\$ -	\$ 11,500.00	\$ 11,500.00	\$ -	\$ -	\$ -	\$ 7,000.00	\$ -	\$ 4,500.00	\$ -	\$ -	\$ -	\$ 11,500.00				
TOTAL VISIONING		\$ -	\$ 11,500.00	\$ 11,500.00	\$ -	\$ -	\$ -	\$ 7,000.00	\$ -	\$ 4,500.00	\$ -	\$ -	\$ -	\$ 11,500.00				
TOTAL EXPENSES		\$ 25,584.47	\$ 69,681.44	\$ 115,474.40	\$ 4,901.15	\$ 9,719.48	\$ 10,963.84	\$ 21,080.54	\$ 5,703.10	\$ 17,313.33	\$ 12,414.32	\$ 17,037.56	\$ 16,341.06	\$ 115,474.40				
NET SURPLUS/(DEFICIT)		\$ 20,120.53	\$ 49,128.56	\$ 31,344.66	\$ 13,533.85	\$ 10,990.52	\$ (4,403.84)	\$ 51,179.46	\$ (5,393.10)	\$ (16,778.33)	\$ (3,254.32)	\$ (16,827.56)	\$ 2,297.98	\$ 31,344.66				
NET ASSETS		\$329,760.77	\$349,881.30	\$378,889.33	\$361,105.43	\$343,294.62	\$354,285.14	\$349,881.30	\$401,060.76	\$395,667.66	\$378,889.33	\$375,635.01	\$358,807.45	\$361,105.43		\$361,105.43	YTD NET ASSETS	

3.0c Consent Agenda

CHICAGO WILDERNESS ALLIANCE
FY 2021 APPROVED BUDGET - FY 2022 FINAL DRAFT BUDGET
REVENUE & EXPENSE REPORT FY 2021 - AS OF 9/30/2021

	<u>FY 2020</u>	<u>ACTUAL YE AS OF 12/31/20</u>	<u>APPROVED FY 2021 BUDGET</u>	<u>EST. YTD FY 2021 BUDGET AS OF 9/30/21</u>	<u>EST. YE FY 2021 12/31/2021</u>	<u>PROPOSED FY 2022 BUDGET</u>
REVENUE						
Membership	\$ 135,525	\$ 136,610	\$ 108,525	\$ 72,960	\$ 119,385	\$ 110,000
Donations	\$ 500	\$ 53,040	\$ 1,000	\$ 51,280	\$ 52,375	\$ 1,000
Grants	\$ 25,000	\$ -	\$ -	\$ 18,579	\$ 18,579	\$ 36,000
Programs	\$ 77,500	\$ 45,120	\$ 52,800	\$ 4,000	\$ 5,750	\$ 50,000
OPERATING REVENUE SUBTOTAL	\$ 238,525	\$ 234,770	\$ 162,325	\$ 146,819	\$ 196,089	\$ 197,000
CWA Fund Reserves Investment	\$ -	\$ -	\$ 42,367	\$ -	\$ -	\$ 125,247
TOTAL REVENUE	\$ 238,525	\$ 234,770	\$ 204,692	\$ 146,819	\$ 196,089	\$ 322,247
EXPENDITURES						
Fiscal Sponsor	\$ 5,000	\$ 7,043	\$ 5,000	\$ 4,405	\$ 5,829	\$ 7,500
Insurance D/O	\$ 1,569	\$ 1,585	\$ 1,600	\$ -	\$ 1,424	\$ 1,600
Office/Technology/Member Portal	\$ 14,943	\$ 16,100	\$ 16,010	\$ 5,042	\$ 10,241	\$ 18,810
Contractor - Alliance Coordinator	\$ 71,573	\$ 66,359	\$ 77,882	\$ 49,364	\$ 65,899	\$ 78,837
Program	\$ 130,190	\$ 7,268	\$ 68,950	\$ 42,079	\$ 55,179	\$ 142,500
Marketing & Communications	\$ 15,250	\$ 12,015	\$ 35,250	\$ 14,585	\$ 27,085	\$ 73,000
TOTAL EXPENDITURES	\$ 238,525	\$ 110,371	\$ 204,692	\$ 115,474	\$ 165,656	\$ 322,247
NET SURPLUS/(DEFICIT)	\$ -	\$ 124,399	\$ -	\$ 31,345	\$ 30,433	\$ -
25% GOAL	\$ 59,631	\$ 58,692	\$ 40,581	\$ 36,705	\$ 49,022	\$ 49,250

CASH RESERVES/OPERATING FUND BALANCE

Actual Net Assets as of 12/31/2017	\$33,600
Actual Net Assets as of 12/31/2018	\$121,545
Actual Net Assets as of 12/31/2019	\$205,362
Actual Net Assets of 12/31/2020	\$329,761
Actual Net Assets as of 9/30/2021	\$361,105
Est. Net Assets as of 12/31/2021	\$361,618

REVENUE	FISCAL YEAR 2022 (January 1, 2022 to December 31, 2022)						NOTES
OPERATING REVENUE							
Membership Dues							
2	Tier 1	\$ 12,500	\$ 25,000				COVID-19 Conservative with Slight Growth
4	Tier 2	\$ 8,500	\$ 34,000				
3	Tier 3	\$ 4,500	\$ 13,500				
6	Tier 4	\$ 2,500	\$ 15,000				
4	Tier 5	\$ 1,200	\$ 4,800				
20	Tier 6	\$ 550	\$ 11,000				
7	Tier 7	\$ 300	\$ 2,100				
27	Tier 8	\$ 100	\$ 2,700				
30	Tier 9	\$ 50	\$ 1,500				
16	Tier 10 - Individual/Retired	\$ 25	\$ 400				
0	Tier 11 - Student	\$ 10	\$ -				
6	Tier 12 - Other/Sponsorship	\$ -					
125	Sub-Total Membership Dues		\$ 110,000				
	Total Membership Dues			\$ 110,000			
Donations							
	Individual Donations		\$ 1,000				
	Total Donations			\$ 1,000			
Grants							
	Illinois Department of Natural Resources		\$ 36,000				Total grant \$75,000 (Green Vision work - IDNR secured for JEDI, Admin Support and Tree Initiative) \$
	Total Grants			\$ 36,000			
Programs							
New Rebranded Program - Conservation Congress - Hybrid - Fall 2022							
Sponsorship							Plan for 2022 Potential Hybrid - In-Person/Virtual
2	Sponsorship - Regional Visionary	\$ 10,000	\$ 20,000				America the Beautiful 30 x 30, Build Back Better (Climate & Equitable Jobs Act)
2	Sponsorship - Wilderness Patron	\$ 5,000	\$ 10,000				Congress - Seven Goals - Culminates - HUB MAP Social Gathering
5	Sponsorship - Conservative Collaborator	\$ 2,000	\$ 10,000				Fall 2022 - Mini-Workshops (October-November)
10	Sponsorship Wilderness Friend	\$ 1,000	\$ 10,000				No Straight Presentation Style
0	Student Sponsorship	\$ 40	\$ -				Institutional Registration for X Tickets for Attendance, Sponsorship, Scholarship/Outreach
Registration							
0	Early Bird Registration - Members	\$ 50	\$ -				
0	Early Bird Registration - Non-Members	\$ 75	\$ -				
0	After Deadline Registration - Members	\$ 75	\$ -				
0	After Deadline Registration - Non-Members	\$ 100	\$ -				
0	Student Registration (50 Students - Sponsored by Members)	\$ 40	\$ -				
0	Sub-Total Conservation Congress		\$ 50,000				
Excellence in Ecological Restoration Program (Biennial)							Program 11/4/ 2021 - No Program 2022
0	Sponsorship	\$ 500	\$ -				
0	Applicant Fee (\$100 Members/\$300 Non-Members)	\$ 100	\$ -				
	Sub-Total EERP		\$ -				
Force of Nature Awards (Biennial)							Program 11/4/2021 - No Program 2022
0	Sponsorship	\$ 500	\$ -				
0	Applicant Fee	\$ -	\$ -				
	Sub-Total Force of Nature Awards		\$ -				
	Total Program			\$ 50,000			
OPERATING REVENUE SUB-TOTAL				\$ 197,000			
CWA FUND RESERVES INVESTMENT				\$ 125,247			
TOTAL REVENUE					\$ 322,247		
EXPENSES							
Fiscal Sponsor							
	Sponsorship Fee of 3% of Revenue		\$ 7,500				
	Optional Services - TBD		\$ -				Increased due to Increased Revenue - IDNR Grant, Sponsorship, etc.
	Total Fiscal Agent			\$ 7,500			
Insurance							
	D/O Insurance & General Liability Insurance		\$ 1,600				Actual 2020 - \$1,585; Actual 2021 - \$X
	Total Insurance			\$ 1,600			Actual 2019 \$1,547 (\$1,347 and \$200 Service Fee) + 1.6%

Office Operations: Technology (Computer/Software, Credit Processing, Web)						
	Membership Portal (YourMembership.com)		\$	8,000		Actual 2020 \$6,819
	Website Domain Licensing (GoDaddy.com, Network Solutions.com)		\$	200		Paid in 2019 - 3 Years @ \$197.91 - Budget in 2022
	Credit Card Processing (BluePay.com, PayPal.com, etc.)		\$	3,100		
	EERP & FON Application - Formsite		\$	1,000		Remain on Formsite.com
	Zoom Communications Platform		\$	2,000		Cafe Series/Webinars - Capacity up to 500 Participants
	Computer		\$	3,500		13" Macbook Pro, Mouse, Microsoft Suite, etc.
	Project Management: Trello		\$	-		
	Surveys (Google)		\$	-		
	State of Illinois - Annual Filing Not-for-Profit		\$	10		
	Misc. Expenses		\$	1,000		
	Total Office Operations			\$ 18,810		
Alliance Coordination						
	CW Alliance Coordinator					
	1 @ 40 Hrs/Wk x \$33.28 (4%) Hr x 52 Weeks) & 11% Overhead		\$	76,837		\$33.28 - 2022 - \$32 - 2021. \$31 - 2020. \$30 - 2019.
	Mileage Reimbursement, Misc.		\$	2,000		
	Total Alliance Coordination			\$ 78,837		
Program						
	New Rebranded Program - Conservation Congress - Hybrid - Fall 2022					Opportunity for New Look & Feel - Aligned with Green Vision
	Event Coordination Management		\$	-		Field Trips - New Idea
	General Communication		\$	-		Outdoor Adventure - National Parks w/ Naturalist Leading Trek
	Facility Rental		\$	-		Destination - ZOOM in from locations
	Food & Beverage		\$	-		Phone Camera w/Leaders with YouTube/FB Live
	Speakers/Presenters		\$	-		Hikes of the CW Region
	Misc.		\$	50,000		
	Sub-Total Conservation Congress		\$	50,000		
	Excellence in Ecological Restoration - Biennial (2021)					
	0 Awards Reception (Food & Beverage)	\$	20	\$	-	
	0 Awards - Site Signage & Award	\$	150	\$	-	
	0 Postage/Mailing	\$	0	\$	-	
	Sub-Total EERP			\$	-	
	Force of Nature Awards - Biennial					
	0 Awards Reception (Food & Beverage)	\$	20	\$	-	
	0 Awards	\$	50	\$	-	
	0 Postage/Mailing	\$	0	\$	-	
	Sub-Total Force of Nature			\$	-	
Program Funding						
	Model Projects - Collective Impact Goals - Green Vision		\$	-		New Initiatives - Green Vision Goals
	Program Grants		\$	25,000		Team Working Groups - Review Process, Develop Timeline, etc.
	Facilitated Meetings		\$	5,000		
	HUB		\$	25,000		
	JEDI Consultant - Engagement Strategy		\$	26,000		Cream City Consulting, LLC - 6 @ \$3,500, 1 Road Map @ \$5,000
	Cream City Conservation, LLC - No. 7 - Equity Tools & Practice		\$	3,500		
	Funds for Key Work Activities - Strategic Support & Meetings		\$	5,000		Max. \$500 Working Teams/Groups
	Sub-Total Program Funding		\$	89,500		
Meeting Supplies						
	Members Appreciation Event		\$	3,000		
	Executive Council Meetings (4 @ \$200)		\$	-		
	Corporate Council Meetings (4 @ \$75)		\$	-		
	Misc. Supplies - Coffee Service (4 @ \$75)		\$	-		
	Sub-Total Meeting Supplies		\$	3,000		
	Total Program			\$ 142,500		
Marketing & Communications						
	Outreach to Donors/Supporters/Partners on Green Vision Stories (4 Stories - 15 Hours)		\$	4,200		Maria Sadowski - 5 to 10 Hours Per/Week @ \$52/Hour (4%) - Increase to \$70 per TNC - 500 Hours
	Annual Report (45 Hours)		\$	3,150		Pitch 6 Stories Chicago, IL; Milwaukee, WI; Lake-Porter, IN; Kalamazoo-Grand Rapids, MI)
	Café Series (20 Workshops x 5 Hours)		\$	7,000		Annual Report - 40r Hours
	Promote Cream City Workshops (6 Workshops x 10 Hours/Workshop)		\$	8,400		
	Supporting GV Process (7 Goals/1 DEI x 15 Hours)		\$	14,000		
	Promoting CW Brand & CW Activities and Work of Partners (12 Months x 25 Hours)		\$	21,000		
	Print Collateral & Branding					
	Misc. Campaign/Advertising		\$	15,000		Future Wish List Ideas: Video Informercial, Annual Report, Branding - Increased from \$10k to \$15k
	Postage/Mailing (\$0.49)		\$	250		
	Total Marketing & Communications			\$ 73,000		
TOTAL EXPENSES					\$ 322,247	
NET SURPLUS/LOSS					\$ 0	

Chicago Wilderness

New Partners Recommended by the Partnership Committee and voting on by Executive Council Members in advance of the meeting by separate electronic ballot.

Chicago Wilderness Executive Council Meeting, Wednesday, October 20, 2021

NEW PARTNERS

Name	Type of Partner
Brown Faces Green Spaces	General
Fox River Ecosystem Partnership (FREP)	Executive Council
Clean Up - Give Back	General
SCARCE	General

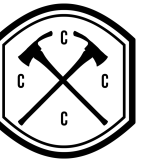
- 1) **Brown Faces Green Spaces**
 - a) **Representative to Chicago Wilderness: Kimmie Gordon**
 - b) **Mission/Goal of Organization: DEI in outdoor recreational/sporting activities. Environmental justice and conservation.**
- 2) **Fox River Ecosystem Partnership (FREP)**
 - a) **Representative to Chicago Wilderness: Becky Hoag (Jeff Mengler, President)**
 - b) **Mission/Goal of Organization: Preserve, protect and enhance the Fox River Watershed**
- 3) **Clean Up - Give Back**
 - a) **Representative to Chicago Wilderness: Adrienne Eyer**
 - b) **Mission/Goal of Organization: Building community through environmental stewardship.**
- 4) **SCARCE**
 - a) **Representative to Chicago Wilderness: Kay McKeen**
 - b) **Mission/ Goal of Organization: Inspiring people to care for the planet through education and taking action - with our Resource Rescue projects.**

CULTURE + INCLUSION SURVEY

Chicago
Wilderness

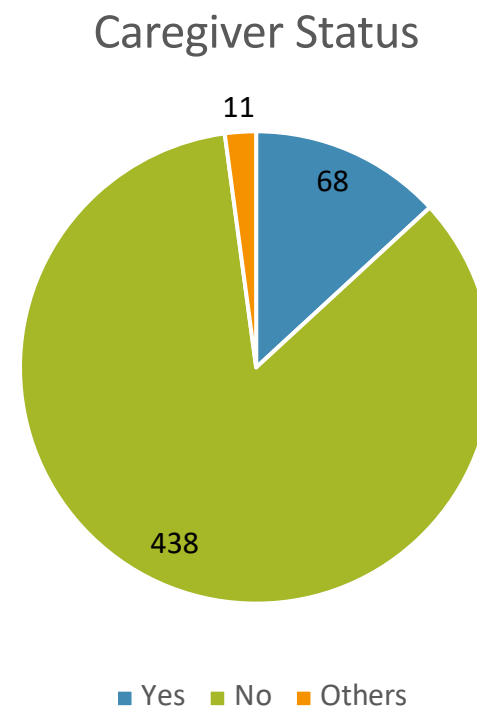
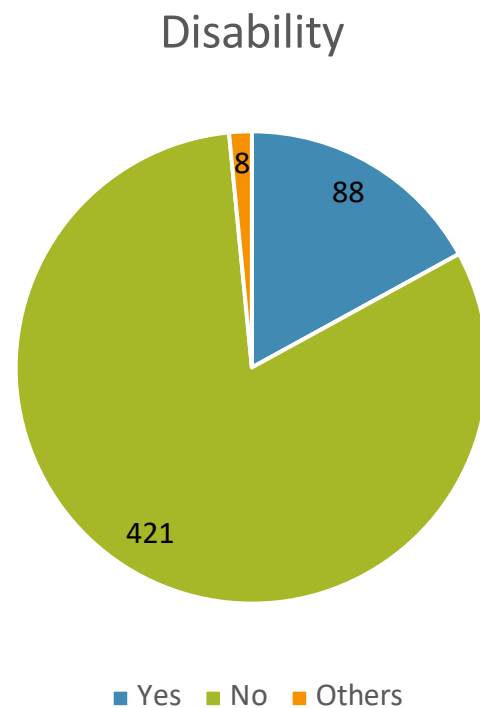
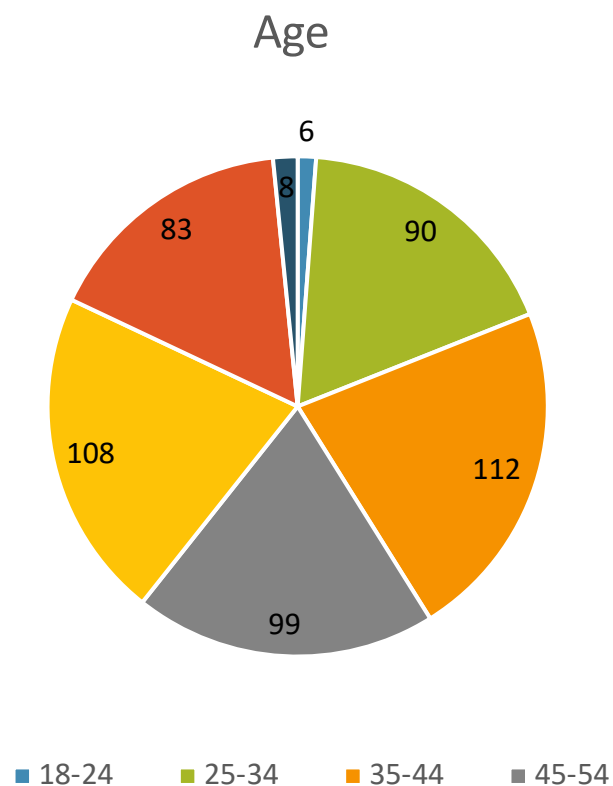


PREPARED BY:



PARTICIPANT DEMOGRAPHICS

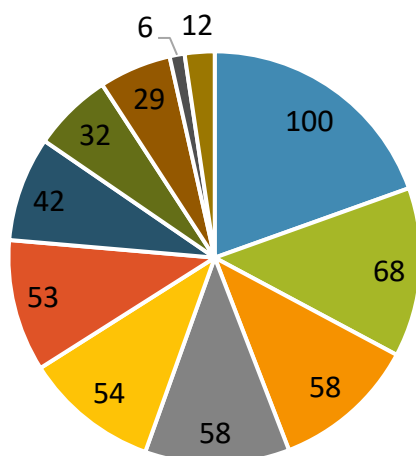
517 TOTAL PARTICIPANTS



PARTICIPANT DEMOGRAPHICS

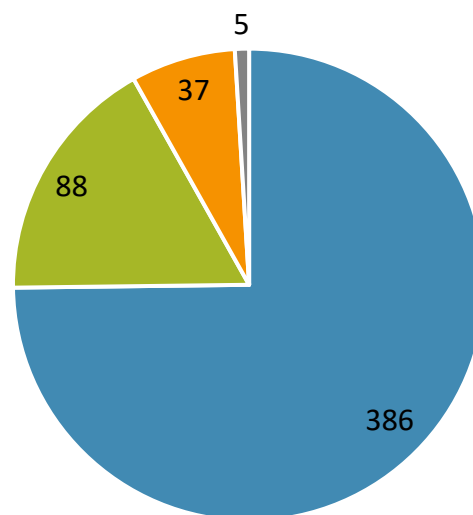
517 TOTAL PARTICIPANTS

Job Level



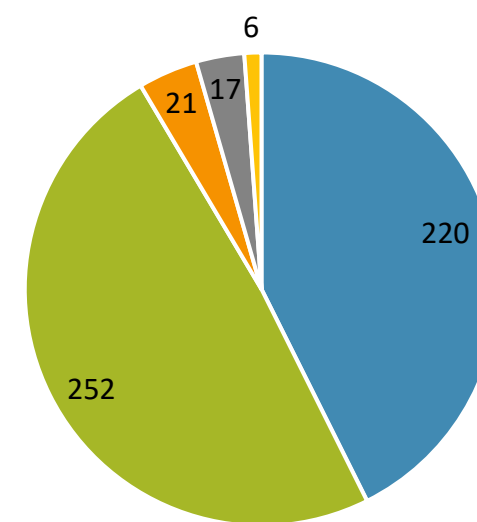
- Mid-Manager
- Field Staff
- Volunteer
- Board Member
- Supervisory Coordinator
- Others
- Specialist/Assistant
- Director
- Coordinator
- Executive
- Crew Leader

Job Status



- Full Time
- Volunteer
- Part Time
- Others

Education

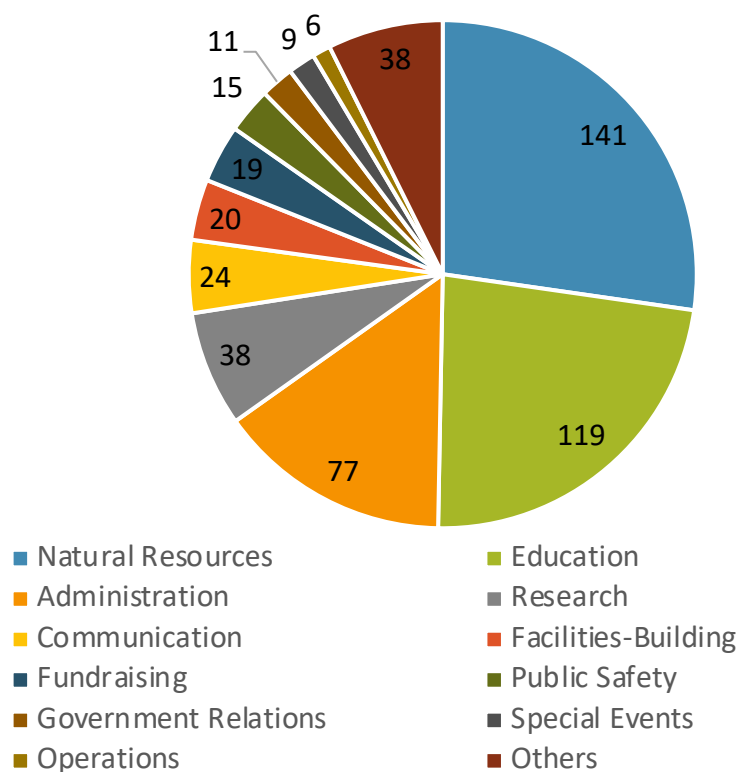


- 4-year college degree
- 2-year college degree
- Others
- Advanced degree
- High School/GED

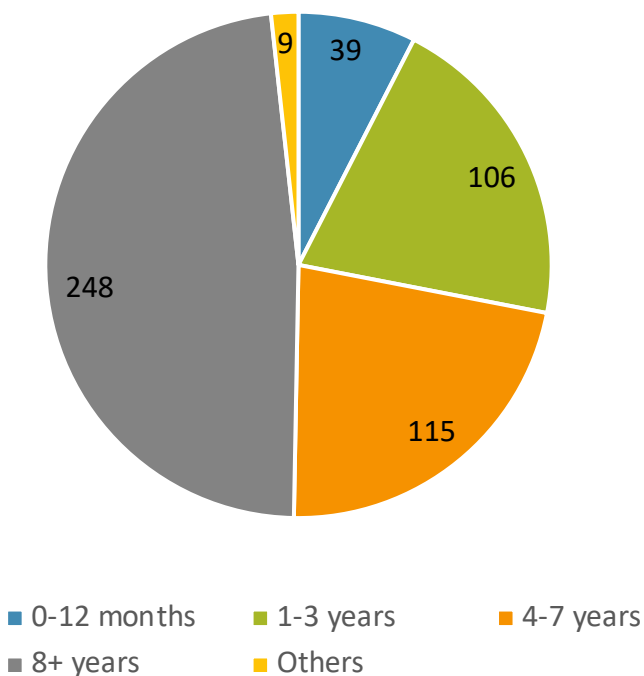
PARTICIPANT DEMOGRAPHICS

517 TOTAL PARTICIPANTS

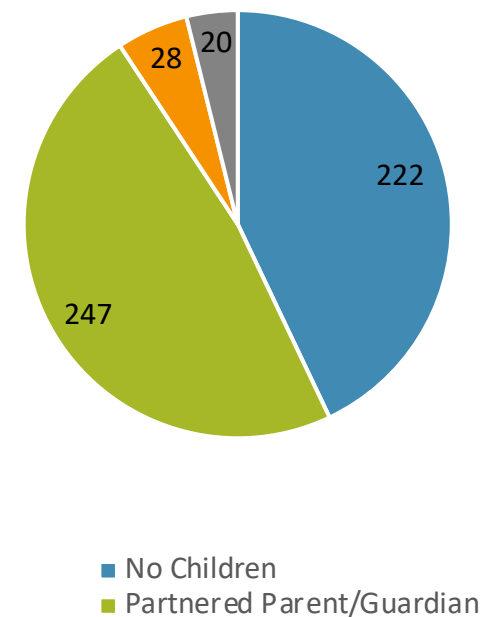
Department



Tenure



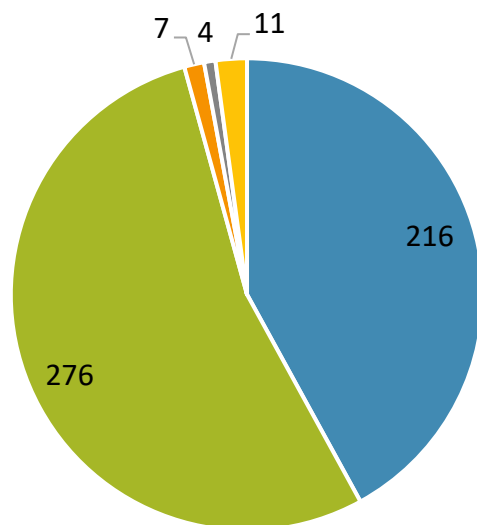
Family Status



PARTICIPANT DEMOGRAPHICS

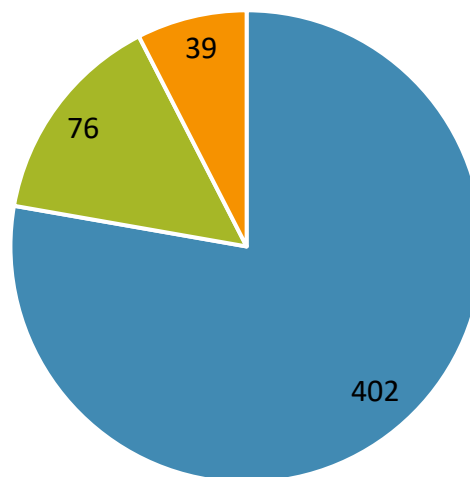
517 TOTAL PARTICIPANTS

Gender Identity



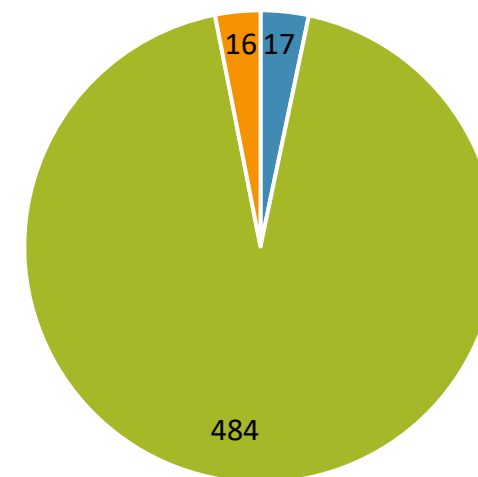
■ Man ■ Woman ■ Natural ■ Agender ■ Other

Sexual Orientation



■ Heterosexual ■ LGBTQA+ ■ Others

Transgender

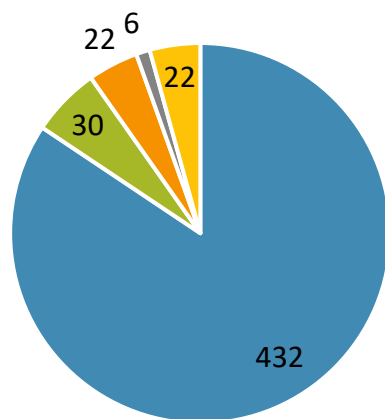


■ Yes ■ No ■ Others

PARTICIPANT DEMOGRAPHICS

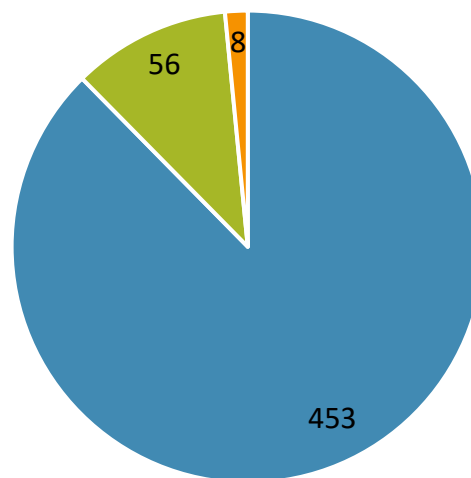
517 TOTAL PARTICIPANTS

Racial Identity



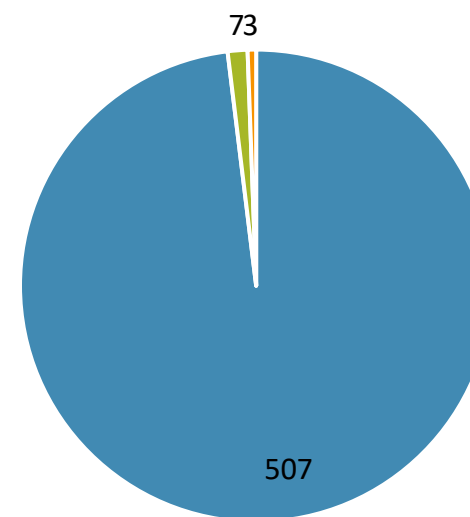
■ White
■ African/African-American
■ Others
■ Hispanic/Latinx
■ Asian

Native Language



■ English
■ Not English
■ Others

Immigration Status

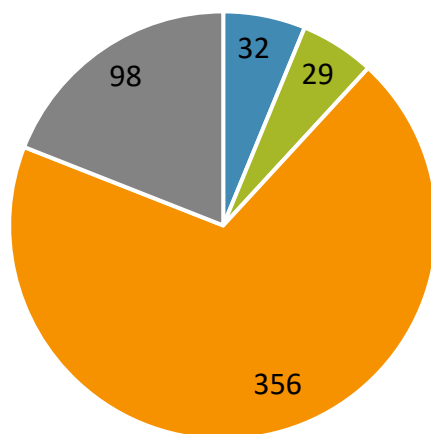


■ US Citizen
■ Visitor/Legal resident
■ Others

PARTICIPANT DEMOGRAPHICS

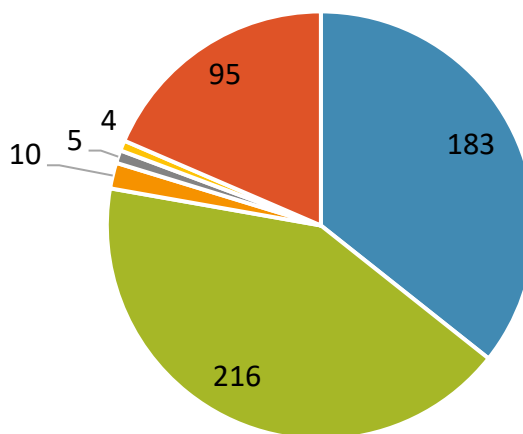
517 TOTAL PARTICIPANTS

Relocation Status



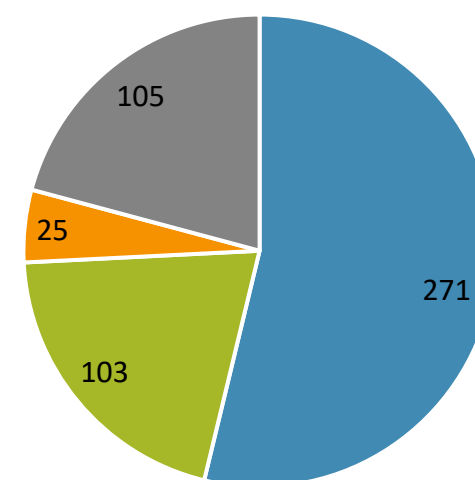
■ Moved out of state ■ Moved out of town
■ Did not move ■ Others

Religious/Spiritual Affiliation



■ Secular/Non-religious ■ Christian
■ Jewish ■ Buddhist
■ Muslim ■ Other

Political Affiliation

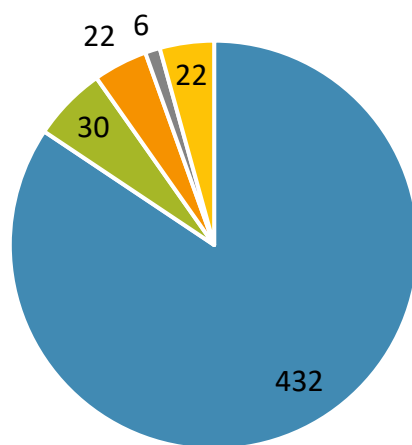


■ Liberal ■ Moderate ■ Conservative ■ Others

OPPORTUNITY FOR DIVERSITY

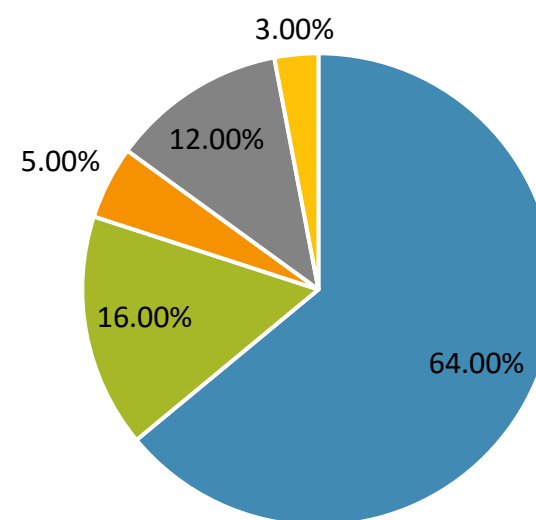
517 TOTAL PARTICIPANTS

Racial Identity



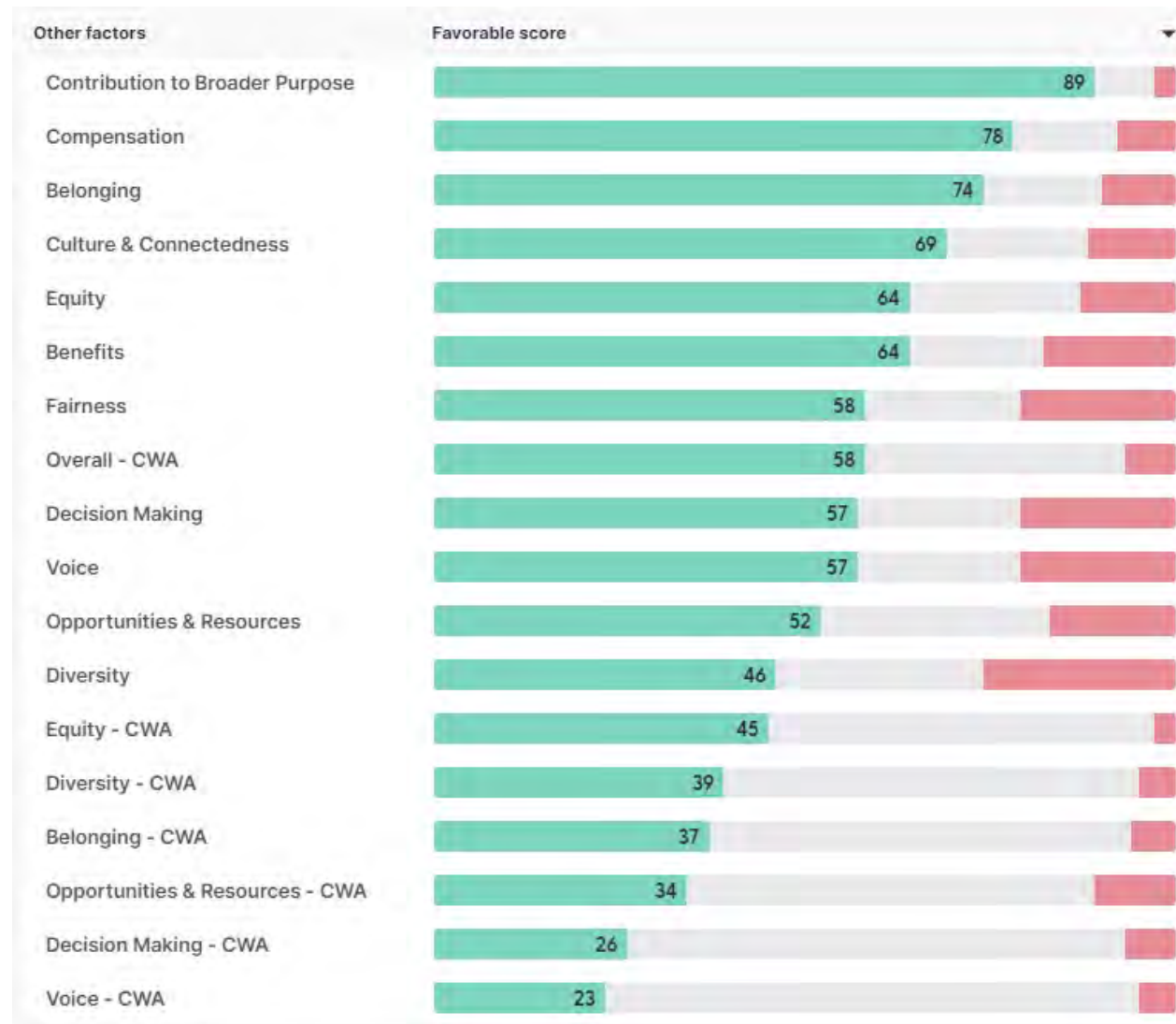
■ White
■ African/African-American
■ Others
■ Hispanic/Latine
■ Asian

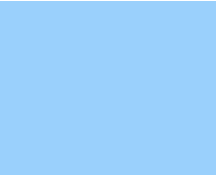
United States Laborforce



■ White
■ Hispanic/Latine
■ Asian
■ Black
■ All Others

INSIGHT





KEY AREA WHERE WE ARE THRIVING

CONTRIBUTION TO BROADER PURPOSE	89%
COMPENSATION	78%

KEY AREAS OF OPPORTUNITY

VOICE	57%
DECISION MAKING	57%
OPPORTUNITIES & RESOURCES	52%
DIVERSITY	46%

KEY AREAS OF OPPORTUNITY

AGE

		Overall	35-44	55-64	45-54	25-34	65+	Not Specified	18-24	<18
No. of responses	517	122	108	99	90	83	8	6	n/a	
Engagement	68%	59	80	64	55	86	38	78	n/a	
Opportunities & Resources	52%	49	55	48	55	53	50	80	n/a	
Belonging	74%	71	81	68	64	89	68	73	n/a	
Diversity	46%	35	54	48	39	57	67	50	n/a	
Equity	64%	59	74	61	56	72	50	85	n/a	
Compensation	78%	67	87	77	69	94	50	100	n/a	
Culture & Connectedness	69%	66	76	68	63	75	56	80	n/a	
Benefits	64%	54	69	71	58	72	30	92	n/a	
Fairness	58%	53	67	58	53	67	50	68	n/a	
Decision Making	57%	50	65	53	48	77	40	60	n/a	
Voice	57%	49	68	54	53	69	46	69	n/a	
Overall - CWA	58%	58	67	49	50	75	29	30	n/a	
Opportunities & Resources - C...	34%	35	32	31	38	39	17	20	n/a	

Decision Making - CWA	26%	20	30	19	22	44	25	73	n/a
Voice - CWA	23%	15	27	16	20	44	27	20	n/a
Belonging - CWA	37%	33	44	31	30	50	24	20	n/a
Diversity - CWA	39%	34	46	36	34	54	20	30	n/a
Equity - CWA	45%	37	46	45	43	59	20	40	n/a
Contribution to Broader Purpo...	89%	88	95	86	88	92	65	92	n/a

KEY AREAS OF OPPORTUNITY

ABILITIES/ACCESSIBILITY

		Overall	No	Yes	Not Specified
No. of responses	517	421	88	8	
Engagement	68%	71	54	33	
Opportunities & Resources	52%	55	38	42	
Belonging	74%	78	58	53	
Diversity	46%	50	30	33	
Equity	64%	66	55	35	
Compensation	78%	81	67	43	
Culture & Connectedness	69%	73	57	44	
Benefits	64%	68	48	42	
Fairness	58%	61	47	21	
Decision Making	57%	61	40	37	
Voice	57%	60	44	46	
Overall - CWA	58%	59	57	50	
Opportunities & Resources - C...	34%	33	38	33	

Belonging	74%	78	58	53
Diversity	46%	50	30	33
Equity	64%	66	55	35
Compensation	78%	81	67	43
Culture & Connectedness	69%	73	57	44
Benefits	64%	68	48	42
Fairness	58%	61	47	21
Decision Making	57%	61	40	37
Voice	57%	60	44	46
Overall - CWA	58%	59	57	50
Opportunities & Resources - C...	34%	33	38	33
Decision Making - CWA	26%	28	18	56
Voice - CWA	23%	24	18	42
Belonging - CWA	37%	38	32	32
Diversity - CWA	39%	42	29	38
Equity - CWA	45%	47	35	50
Contribution to Broader Purpo...	89%	90	87	70

KEY AREAS OF OPPORTUNITY

CAREGIVER STATUS

		Overall	No	Yes	Not Specified
No. of responses	517	438	68	11	
Engagement	68%	70	55	43	
Opportunities & Resources	52%	54	40	50	
Belonging	74%	76	66	66	
Diversity	46%	47	42	43	
Equity	64%	65	57	46	
Compensation	78%	80	68	63	
Culture & Connectedness	69%	72	57	57	
Benefits	64%	66	54	57	
Fairness	58%	61	46	29	
Decision Making	57%	60	41	49	
Voice	57%	60	43	48	
Overall - CWA	58%	59	55	45	
Opportunities & Resources - C...	34%	34	35	17	

Decision Making - CWA	26%	27	22	33
Voice - CWA	23%	23	24	33
Belonging - CWA	37%	37	36	28
Diversity - CWA	39%	40	34	44
Equity - CWA	45%	46	37	25
Contribution to Broader Purpo...	89%	90	84	75

KEY AREAS OF OPPORTUNITY

JOB LEVEL

		Overall	Mid-Manager	Specialist/Assi...	Field Staff	Director	Volunteer	Coordinator	Board Member	Executive	Supervisory Co...	Not Specified	Crew Leader
No. of responses	517	100	68	63	58	54	53	42	32	29	12	6	
Engagement	68%	67	62	49	76	78	58	90	87	59	64	61	
Opportunities & Resources	52%	51	52	33	66	48	53	71	71	40	48	40	
Belonging	74%	71	72	59	77	92	68	95	87	64	64	67	
Diversity	46%	48	58	34	46	54	31	44	52	43	70	33	
Equity	64%	63	73	43	64	68	62	85	72	57	65	50	
Compensation	78%	78	85	48	84	96	67	92	90	72	70	67	
Culture & Connectedness	69%	65	70	62	72	72	68	79	90	61	71	73	
Benefits	64%	57	63	65	69	83	65	76	66	43	60	50	
Fairness	58%	59	55	47	68	73	53	74	78	51	40	53	
Decision Making	57%	54	48	33	68	74	52	93	84	42	51	33	
Voice	57%	59	55	36	69	61	50	81	78	47	52	60	
Overall - CWA	58%	59	55	30	73	70	64	61	66	62	53	35	
Opportunities & Resources - C...	34%	35	26	22	47	33	50	27	32	32	33	17	

Decision Making - CWA	26%	20	15	18	43	30	33	37	41	15	38	0	
Voice - CWA	23%	24	6	11	33	39	36	25	35	7	38	0	
Belonging - CWA	37%	40	22	23	49	49	44	33	51	28	38	16	
Diversity - CWA	39%	38	28	26	44	61	49	42	54	35	34	20	
Equity - CWA	45%	43	32	27	61	57	62	45	58	35	38	10	
Contribution to Broader Purpo...	89%	90	88	75	94	94	92	94	95	85	84	90	

KEY AREAS OF OPPORTUNITY

JOB STATUS

		Overall	Full Time	Volunteer	Part Time	Not Specified	Seasonal
No. of responses	517	386	88	37	5	n/a	
Engagement	68%	64	83	78	73	n/a	
Opportunities & Resources	52%	50	58	63	n/a	n/a	
Belonging	74%	70	92	82	96	n/a	
Diversity	46%	45	52	47	20	n/a	
Equity	64%	60	74	81	75	n/a	
Compensation	78%	73	96	83	100	n/a	
Culture & Connectedness	69%	68	75	79	n/a	n/a	
Benefits	64%	60	82	69	63	n/a	
Fairness	58%	58	74	55	55	n/a	
Decision Making	57%	51	83	69	88	n/a	
Voice	57%	55	71	67	n/a	n/a	
Overall - CWA	58%	55	67	68	94	n/a	
Opportunities & Resources - C...	34%	33	33	39	n/a	n/a	

Decision Making - CWA	26%	24	41	30	n/a	n/a
Voice - CWA	23%	20	39	25	n/a	n/a
Belonging - CWA	37%	34	45	42	n/a	n/a
Diversity - CWA	39%	37	55	36	n/a	n/a
Equity - CWA	45%	42	55	54	n/a	n/a
Contribution to Broader Purpo...	89%	88	94	92	100	n/a

KEY AREAS OF OPPORTUNITY

GENDER IDENTITY

		Overall	Woman	Man	Not Specified	Gender Neutral	Other	Agender	Bigender	Androgynous
No. of responses	517	276	216	7	7	4	4	n/a	n/a	
Engagement	68%	66	73	39	48	42	33	n/a	n/a	
Opportunities & Resources	52%	51	55	58	56	44	17	n/a	n/a	
Belonging	74%	74	78	60	54	45	25	n/a	n/a	
Diversity	46%	41	53	67	29	0	25	n/a	n/a	
Equity	64%	63	68	65	50	67	25	n/a	n/a	
Compensation	78%	78	80	67	43	75	25	n/a	n/a	
Culture & Connectedness	69%	67	73	60	77	60	25	n/a	n/a	
Benefits	64%	61	68	50	67	63	50	n/a	n/a	
Fairness	58%	56	64	58	44	n/a	20	n/a	n/a	
Decision Making	57%	54	63	44	30	40	35	n/a	n/a	
Voice	57%	54	62	64	50	38	29	n/a	n/a	
Overall - CWA	58%	62	55	35	79	8	13	n/a	n/a	
Opportunities & Resources - C...	34%	33	35	22	60	44	50	n/a	n/a	

Decision Making - CWA	26%	22	32	33	33	22	11	n/a	n/a
Voice - CWA	23%	21	24	33	33	0	22	n/a	n/a
Belonging - CWA	37%	36	38	40	55	13	0	n/a	n/a
Diversity - CWA	39%	42	38	31	44	17	8	n/a	n/a
Equity - CWA	45%	45	46	25	60	67	0	n/a	n/a
Contribution to Broader Purpo...	89%	91	88	75	90	88	56	n/a	n/a

KEY AREAS OF OPPORTUNITY

IMMIGRATION STATUS

		Overall	US Citizen (US ...	Visitor/Legal R...	Not Specified
No. of responses	517	507	7	3	
Engagement	68%	68	52	67	
Opportunities & Resources	52%	52	44	56	
Belonging	74%	74	77	73	
Diversity	46%	46	50	67	
Equity	64%	64	63	75	
Compensation	78%	78	83	67	
Culture & Connectedness	69%	69	63	n/a	
Benefits	64%	64	50	50	
Fairness	58%	59	40	25	
Decision Making	57%	58	40	47	
Voice	57%	57	63	48	
Overall - CWA	58%	58	43	n/a	
Opportunities & Resources - C...	34%	34	13	n/a	

Decision Making - CWA	26%	27	7	n/a
Voice - CWA	23%	23	0	n/a
Belonging - CWA	37%	36	40	n/a
Diversity - CWA	39%	39	33	n/a
Equity - CWA	45%	45	50	n/a
Contribution to Broader Purpo...	89%	89	81	n/a

KEY AREAS OF OPPORTUNITY

DEPARTMENT

		Overall	Natural Resour...	Education/Publ...	Administration...	Not Specified	Research/Plan...	Communicatio...	Facilities-Buildi...	Fundraising/De...	Public Safety	Government Re...	Special Events/...	Operations - IT
No. of responses	517	141	119	77	38	38	24	20	19	15	11	9	6	
Engagement	68%	68	65	79	74	58	68	48	75	67	67	56	72	
Opportunities & Resources	52%	54	49	61	47	46	44	37	59	46	58	33	78	
Belonging	74%	72	71	84	85	66	69	65	76	69	85	60	83	
Diversity	46%	48	42	51	48	43	29	50	50	69	36	38	33	
Equity	64%	65	61	72	71	58	56	48	69	69	68	44	79	
Compensation	78%	72	81	85	88	63	90	60	89	62	91	63	100	
Culture & Connectedness	69%	69	65	81	72	61	69	69	73	72	71	55	83	
Benefits	64%	65	61	69	60	53	70	60	82	62	68	50	67	
Fairness	58%	61	55	69	56	45	54	46	72	55	65	41	60	
Decision Making	57%	53	51	73	73	51	61	40	72	57	64	38	60	
Voice	57%	58	51	69	55	52	64	42	63	54	60	48	71	
Overall - CWA	58%	60	63	60	62	59	55	28	68	32	39	42	90	
Opportunities & Resources - C...	34%	37	32	33	36	51	30	13	30	42	21	11	42	

Decision Making - CWA	26%	31	17	34	36	30	17	12	36	27	27	7	44
Voice - CWA	23%	23	19	28	38	24	16	6	30	27	43	0	0
Belonging - CWA	37%	43	31	43	35	42	32	9	34	30	38	0	45
Diversity - CWA	39%	42	41	45	48	28	33	12	45	32	45	5	50
Equity - CWA	45%	52	41	47	58	46	42	10	42	32	60	0	50
Contribution to Broader Purpo...	89%	90	91	92	91	87	81	77	98	75	89	75	100

KEY AREAS OF OPPORTUNITY

RACE/ETHNICITY

		Overall	White	Hispanic/Latinx...	African/African...	Not Specified	Other	Middle Eastern	South Asian (in...	East Asian (incl...	Southeast Asia...	Native America...
No. of responses	517	432	30	22	11	11	3	3	3	n/a	n/a	
Engagement	68%	70	62	77	40	33	n/a	22	44	n/a	n/a	
Opportunities & Resources	52%	54	41	61	24	37	n/a	22	n/a	n/a	n/a	
Belonging	74%	76	57	83	58	56	n/a	53	n/a	n/a	n/a	
Diversity	46%	45	29	74	56	70	n/a	67	33	n/a	n/a	
Equity	64%	66	45	67	38	55	n/a	75	n/a	n/a	n/a	
Compensation	78%	80	64	84	44	64	n/a	33	100	n/a	n/a	
Culture & Connectedness	69%	71	57	82	60	62	n/a	27	n/a	n/a	n/a	
Benefits	64%	66	43	69	56	68	n/a	17	n/a	n/a	n/a	
Fairness	58%	59	53	65	32	52	n/a	27	n/a	n/a	n/a	
Decision Making	57%	60	35	61	23	56	n/a	27	n/a	n/a	n/a	
Voice	57%	59	47	65	35	52	n/a	38	n/a	n/a	n/a	
Overall - CWA	58%	60	56	54	31	34	25	n/a	42	n/a	n/a	
Opportunities & Resources - C...	34%	36	30	10	29	15	33	n/a	n/a	n/a	n/a	

Decision Making - CWA	26%	28	17	19	17	10	22	n/a	n/a	n/a	n/a
Voice - CWA	23%	25	8	21	19	4	22	n/a	n/a	n/a	n/a
Belonging - CWA	37%	39	30	20	23	8	20	n/a	n/a	n/a	n/a
Diversity - CWA	39%	42	36	21	14	9	33	n/a	n/a	n/a	n/a
Equity - CWA	45%	48	39	21	14	13	0	n/a	n/a	n/a	n/a
Contribution to Broader Purpo...	89%	91	85	90	57	78	n/a	n/a	83	n/a	n/a

KEY AREAS OF OPPORTUNITY

RELIGION/SPIRITUAL AFFILIATION

		Overall	Christian (Any ...	Secular/Non-re...	Other	Not Specified	Jewish	Buddhist	Muslim	Bahá'í	Ethnic/ Indigen...	Taoist/Confuci...	Sikh
No. of responses	517	216	183	53	42	10	5	4	n/a	n/a	n/a	n/a	
Engagement	68%	74	65	64	57	63	60	33	n/a	n/a	n/a	n/a	
Opportunities & Resources	52%	54	53	44	46	67	67	17	n/a	n/a	n/a	n/a	
Belonging	74%	79	73	70	65	80	76	10	n/a	n/a	n/a	n/a	
Diversity	46%	57	38	36	43	44	80	0	n/a	n/a	n/a	n/a	
Equity	64%	67	64	59	59	58	75	31	n/a	n/a	n/a	n/a	
Compensation	78%	84	78	73	63	78	60	0	n/a	n/a	n/a	n/a	
Culture & Connectedness	69%	73	68	68	63	68	84	30	n/a	n/a	n/a	n/a	
Benefits	64%	69	61	61	59	61	60	25	n/a	n/a	n/a	n/a	
Fairness	58%	61	58	56	52	50	73	15	n/a	n/a	n/a	n/a	
Decision Making	57%	59	58	56	51	62	64	15	n/a	n/a	n/a	n/a	
Voice	57%	60	58	51	50	71	69	21	n/a	n/a	n/a	n/a	
Overall - CWA	58%	59	59	52	55	61	69	44	n/a	n/a	n/a	n/a	
Opportunities & Resources - C...	34%	32	40	31	22	30	50	42	n/a	n/a	n/a	n/a	

Decision Making - CWA	26%	26	29	18	21	42	n/a	17	n/a	n/a	n/a	n/a	
Voice - CWA	23%	23	25	16	27	33	0	0	n/a	n/a	n/a	n/a	
Belonging - CWA	37%	37	38	27	39	45	30	25	n/a	n/a	n/a	n/a	
Diversity - CWA	39%	42	39	32	40	42	38	25	n/a	n/a	n/a	n/a	
Equity - CWA	45%	46	46	41	46	44	0	38	n/a	n/a	n/a	n/a	
Contribution to Broader Purpo...	89%	90	92	84	81	94	100	63	n/a	n/a	n/a	n/a	

KEY AREAS OF OPPORTUNITY

RELOCATION STATUS

		Overall	Did not move to...	Not Specified	Moved from ou...	Moved from ou...	Moved from ou...
No. of responses	517	356	98	32	29	n/a	
Engagement	68%	67	78	54	56	n/a	
Opportunities & Resources	52%	52	55	53	47	n/a	
Belonging	74%	72	89	63	71	n/a	
Diversity	46%	46	48	43	36	n/a	
Equity	64%	63	70	57	61	n/a	
Compensation	78%	76	91	63	75	n/a	
Culture & Connectedness	69%	69	73	63	73	n/a	
Benefits	64%	62	76	50	69	n/a	
Fairness	58%	58	66	49	61	n/a	
Decision Making	57%	54	78	49	43	n/a	
Voice	57%	57	67	44	52	n/a	
Overall - CWA	58%	59	66	44	40	n/a	
Opportunities & Resources - C...	34%	34	33	28	35	n/a	

Decision Making - CWA	26%	26	39	17	19	n/a
Voice - CWA	23%	22	38	13	15	n/a
Belonging - CWA	37%	36	44	38	29	n/a
Diversity - CWA	39%	38	53	25	37	n/a
Equity - CWA	45%	43	54	47	50	n/a
Contribution to Broader Purpo...	89%	89	91	86	86	n/a

KEY AREAS OF OPPORTUNITY

SEXUAL ORIENTATION

		Overall	Heterosexual	Not Specified	Bisexual	Gay	Asexual	Queer	Other	Pansexual	Lesbian
No. of responses	517	402	33	25	15	14	12	6	6	4	
Engagement	68%	71	56	56	73	52	47	22	44	92	
Opportunities & Resources	52%	53	42	52	72	44	47	7	33	78	
Belonging	74%	78	67	65	68	66	45	27	47	100	
Diversity	46%	48	54	22	57	46	33	17	33	33	
Equity	64%	67	61	48	68	44	45	20	63	67	
Compensation	78%	81	62	71	86	77	50	33	33	75	
Culture & Connectedness	69%	71	60	70	77	55	55	36	60	80	
Benefits	64%	66	58	56	68	65	59	25	67	33	
Fairness	58%	61	54	43	69	39	42	10	53	75	
Decision Making	57%	60	49	47	69	45	38	16	40	87	
Voice	57%	59	47	50	70	42	51	17	40	81	
Overall - CWA	58%	61	42	61	60	39	61	21	46	25	
Opportunities & Resources - C...	34%	34	18	29	64	18	63	27	40	22	

Opportunities & Resources - C...	34%	34	18	29	64	18	63	27	40	22
Decision Making - CWA	26%	28	18	24	42	15	33	7	13	n/a
Voice - CWA	23%	24	10	20	33	8	46	0	20	n/a
Belonging - CWA	37%	37	23	35	64	7	48	20	48	n/a
Diversity - CWA	39%	42	25	28	53	29	50	10	31	n/a
Equity - CWA	45%	46	26	47	50	35	56	33	40	n/a
Contribution to Broader Purpo...	89%	91	79	87	91	77	89	58	80	n/a

KEY AREAS OF OPPORTUNITY

TRANSGENDER

		Overall	No	Yes	Not Specified
No. of responses	517	484	17	16	
Engagement	68%	68	65	61	
Opportunities & Resources	52%	52	39	59	
Belonging	74%	74	67	78	
Diversity	46%	46	53	58	
Equity	64%	65	53	59	
Compensation	78%	78	75	77	
Culture & Connectedness	69%	70	71	56	
Benefits	64%	64	63	75	
Fairness	58%	59	52	56	
Decision Making	57%	57	60	70	
Voice	57%	57	52	66	
Overall - CWA	58%	59	44	57	
Opportunities & Resources - C...	34%	35	30	21	

Decision Making - CWA	26%	27	17	33
Voice - CWA	23%	23	15	33
Belonging - CWA	37%	37	20	35
Diversity - CWA	39%	40	30	40
Equity - CWA	45%	46	30	30
Contribution to Broader Purpo...	89%	90	86	79

KEY AREAS OF NOTE

TENURE

		Overall	8+ years	4-7 years	1-3 years	0-12 months	Not Specified
No. of responses	517	248	115	106	39	9	
Engagement	68%	69	62	69	79	29	
Opportunities & Resources	52%	49	51	54	71	27	
Belonging	74%	78	73	70	69	53	
Diversity	46%	48	48	40	47	33	
Equity	64%	65	63	62	73	25	
Compensation	78%	80	76	74	86	43	
Culture & Connectedness	69%	70	67	70	72	60	
Benefits	64%	67	60	58	76	50	
Fairness	58%	60	55	58	60	44	
Decision Making	57%	60	52	57	62	34	
Voice	57%	58	52	61	66	29	
Overall - CWA	58%	58	58	61	57	25	
Opportunities & Resources - C...	34%	33	32	40	31	24	

Decision Making - CWA	26%	27	25	25	33	20
Voice - CWA	23%	22	23	29	13	20
Belonging - CWA	37%	39	30	41	33	20
Diversity - CWA	39%	42	36	43	30	15
Equity - CWA	45%	44	43	49	50	20
Contribution to Broader Purpo...	89%	90	91	88	90	63

KEY AREAS OF NOTE

EDUCATION

		Overall	Advanced degr...	4-year college ...	2-year college ...	High school or ...	Not Specified	Less than high ...
No. of responses	517	252	220	21	17	6	n/a	
Engagement	68%	72	63	72	73	47	n/a	
Opportunities & Resources	52%	56	50	44	38	n/a	n/a	
Belonging	74%	78	70	83	55	75	n/a	
Diversity	46%	44	44	76	53	60	n/a	
Equity	64%	66	63	60	54	63	n/a	
Compensation	78%	81	76	84	53	60	n/a	
Culture & Connectedness	69%	70	69	71	72	65	n/a	
Benefits	64%	63	65	75	56	63	n/a	
Fairness	58%	61	57	50	47	33	n/a	
Decision Making	57%	65	50	48	40	50	n/a	
Voice	57%	61	54	53	44	n/a	n/a	
Overall - CWA	58%	60	57	72	31	56	n/a	
Opportunities & Resources - C...	34%	35	35	23	18	40	n/a	

Decision Making - CWA	26%	31	21	27	15	67	n/a
Voice - CWA	23%	26	19	18	15	58	n/a
Belonging - CWA	37%	41	33	33	17	55	n/a
Diversity - CWA	39%	42	38	36	23	50	n/a
Equity - CWA	45%	49	43	27	23	50	n/a
Contribution to Broader Purpo...	89%	90	89	94	73	75	n/a

KEY AREAS OF NOTE

FAMILY STATUS

		Overall	Partnered Pare...	No children	Single Parent/L...	Not Specified
No. of responses	517	247	222	28	20	
Engagement	68%	72	63	77	55	
Opportunities & Resources	52%	51	54	52	42	
Belonging	74%	77	72	77	64	
Diversity	46%	46	41	67	71	
Equity	64%	64	64	74	50	
Compensation	78%	78	78	81	63	
Culture & Connectedness	69%	72	67	75	57	
Benefits	64%	66	62	65	50	
Fairness	58%	58	59	56	51	
Decision Making	57%	59	57	50	46	
Voice	57%	60	54	65	49	
Overall - CWA	58%	60	57	72	38	
Opportunities & Resources - C...	34%	35	35	14	17	

Decision Making - CWA	26%	28	26	9	33
Voice - CWA	23%	24	23	8	27
Belonging - CWA	37%	39	36	19	26
Diversity - CWA	39%	40	41	23	27
Equity - CWA	45%	45	48	23	32
Contribution to Broader Purpo...	89%	90	90	89	75

KEY AREAS OF NOTE

GEOGRAPHIC LOCATION

		Overall	Illinois	Indiana	Michigan	Not Specified	Wisconsin
No. of responses	517	484	21	5	4	3	
Engagement	68%	68	65	100	33	44	
Opportunities & Resources	52%	52	67	67	33	33	
Belonging	74%	74	79	85	50	80	
Diversity	46%	47	33	33	50	67	
Equity	64%	64	71	n/a	31	58	
Compensation	78%	78	83	100	50	67	
Culture & Connectedness	69%	69	73	87	40	73	
Benefits	64%	64	66	n/a	38	100	
Fairness	58%	58	67	65	29	47	
Decision Making	57%	57	76	80	30	27	
Voice	57%	58	49	n/a	25	33	
Overall - CWA	58%	58	83	67	50	50	
Opportunities & Resources - C...	34%	33	58	50	33	0	

Decision Making - CWA	26%	25	74	33	25	0
Voice - CWA	23%	22	56	22	33	0
Belonging - CWA	37%	35	76	20	33	33
Diversity - CWA	39%	38	86	25	25	67
Equity - CWA	45%	43	95	67	33	67
Contribution to Broader Purpo...	89%	89	100	100	81	92

KEY AREAS OF NOTE

NATIVE LANGUAGE

		Overall	Native English ...	English is not ...	Not Specified
No. of responses	517	453	56	8	
Engagement	68%	68	71	43	
Opportunities & Resources	52%	52	51	27	
Belonging	74%	75	72	44	
Diversity	46%	46	51	33	
Equity	64%	65	61	40	
Compensation	78%	79	74	33	
Culture & Connectedness	69%	70	69	53	
Benefits	64%	65	57	30	
Fairness	58%	59	52	29	
Decision Making	57%	58	52	23	
Voice	57%	58	55	34	
Overall - CWA	58%	58	61	63	
Opportunities & Resources - C...	34%	34	36	33	

Decision Making - CWA	26%	26	28	58
Voice - CWA	23%	23	18	33
Belonging - CWA	37%	37	31	52
Diversity - CWA	39%	40	35	50
Equity - CWA	45%	46	37	50
Contribution to Broader Purpo...	89%	90	87	71

KEY AREAS OF NOTE

POLITICAL AFFILIATION

		Overall Cream	Liberal	None/Other	Moderate	Conservative	Not Specified
No. of responses	517	271	105	103	25	13	
Engagement	68%	70	60	66	69	79	
Opportunities & Resources	52%	52	52	51	44	81	
Belonging	74%	75	67	80	68	84	
Diversity	46%	41	51	47	65	70	
Equity	64%	62	64	67	63	92	
Compensation	78%	81	68	81	70	90	
Culture & Connectedness	69%	69	69	69	70	80	
Benefits	64%	60	65	73	63	69	
Fairness	58%	59	54	60	56	74	
Decision Making	57%	59	55	56	43	74	
Voice	57%	58	59	52	54	73	
Overall - CWA	58%	64	48	58	31	72	
Opportunities & Resources - C...	34%	37	29	36	16	19	

Decision Making - CWA	26%	30	23	25	14	27
Voice - CWA	23%	27	15	22	14	40
Belonging - CWA	37%	43	23	36	20	50
Diversity - CWA	39%	47	23	40	26	50
Equity - CWA	45%	53	29	45	29	50
Contribution to Broader Purpo...	89%	91	84	91	85	97

COMMENT THEMES



FOCUS AREAS

AND SUGGESTED
ACTION ITEMS



What can your organization do to be more attractive and inclusive to a diverse pool of partners (staff, volunteers, collaborators, communities, community members)?

Community/org partnerships and outreach	31
Focus on inclusion-culture, diversity will follow	23
Hire more BIPOC, especially higher-level positions	19

What can the Chicago Wilderness Alliance do to be more attractive and inclusive to a diverse pool of partners (member organizations, workgroup team members, collaborators, communities, and community members)?

Increase education/awareness + cultural activities	16
Change ways – reinvent the current traditional models	12
Hire diverse staff and leaders	11



Links for more information

Cream City Raw data w/o Organization names:

https://www.chicagowilderness.org/resource/resmgr/2021_images/jedi/Chicago_Wilderness_Alliance_.pdf

Cream City Summary of comments JEDI:

https://www.chicagowilderness.org/resource/resmgr/2021_images/jedi/CWA_summary_of_comments.pdf

Member Appreciation Event

Excellence in Ecological Restoration Program and Force of Nature Awards Ceremony

Chicago
Wilderness



Join fellow conservationists at a celebration in appreciation of all that our members do to make this region great. Recognize Excellence in Ecological Restoration and Forces of Nature!

Sponsoring the ceremony on December 8, 2021 at the Thatcher Woods Event Pavilion provides an exceptional opportunity to demonstrate your commitment to excellence in conservation and to creating a sustainable region where our residents live, work and play.

Sponsorships are contributions made to Chicago Wilderness for which the sponsor receives promotional, civic engagement, and community relations value. Your sponsorship will:

- Show your support for conservation in your local community and the region
- Strengthen your business relationships and enable networking with diverse stakeholders
- Raise crucial funds for Chicago Wilderness' collaborative conservation programs

Diverse Voices
Green Vision
United Region

Join us as a sponsor!

December 8, 2021 Thatcher

Woods Event Pavilion

8030 Chicago Ave.

River Forest, IL 60305

3 - 6:30 pm CST

**Contact Laura Reilly at Laura.ReillyCW@gmail.com or
(312)282-0481 for more information.**

Sponsorships are contributions made to Chicago Wilderness for which the sponsor receives promotional, civic engagement, and community relations value.

CONTACT INFORMATION

COMPANY NAME: _____

CONTACT NAME: _____

MAILING ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

TELEPHONE: _____ EMAIL: _____

SPONSORSHIP LEVELS

Select a sponsorship level:

☐
☐
☐

Participation Level

Visionary

Patron

Collaborator

Advocate

Friend

\$5,000

\$2,500

\$1,000

\$500

\$100

Regional Visionary \$5,000

- Featured sponsor of evening reception and award plaques
- Verbal recognition during the event
- Prominent listing of logo on Event materials
- Prominent listing of logo on website
- Logo on slideshow running throughout the event
- Thank you on Twitter, Instagram, Facebook and LinkedIn

Advocate \$500

- Listing of logo on website
- Logo on slideshow running throughout the event
- Thank you on Twitter, Instagram, Facebook and LinkedIn

Wilderness Patron \$2,500

- Verbal recognition during the event
- Listing of logo on event materials
- Prominent listing of logo on website
- Logo on slideshow running throughout the event
- Thank you on Twitter, Instagram, Facebook and LinkedIn

Friend \$100

- Logo/Name on slideshow running throughout the event
- Thank you on Twitter, Instagram, Facebook and LinkedIn

Conservation Collaborator- \$1,000

- Listing of logo on event materials
- Listing of logo on website
- Logo on slideshow running throughout the event
- Thank you on Twitter, Instagram, Facebook and LinkedIn

AGREEMENT AND PAYMENT

Signature of organization representative constitutes a contract.

Signature

Printed Name

Date

Contract can be submitted via email to Laura.ReillyCW@gmail.com and electronic payment information will be sent to you, or submit contract and payment by mail to Chicago Wilderness, 411 S. Wells St., Suite 300, Chicago, IL 60607. Make checks payable to "Chicago Wilderness Alliance".