

Chicago Wilderness

April 17, 2021

Dear Chicago Wilderness Executive Council Members & Guests,

We look forward to seeing you at the First Quarterly Executive Council Meeting:
Facilitated Strategic Planning on Wednesday, April 21, 2021 from 9:30 am – 12
noon

During the meeting, the leaders gathered will:

- Better understand Chicago Wilderness and the planning process to shape its implementation efforts;
- Learn how Institute of Conservation Leadership (ICL's) involvement will support Chicago Wilderness' development as a network, including a discussion of network theory; and
- Provide feedback about current member realities, as well as what members want the plan to do for them and the alliance.

Please join us via your computer or laptop if possible, as this will be a highly interactive experience. We also encourage you to invite other individuals from your organization to participate.

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

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 Dorworth, IL-IN Seagrant

Cathy B. Geraghty, Forest Preserves of Cook County

Dave Giordano, Root-Pike Watershed Initiative

Amy Rosenthal, Field Museum

John Rogner, IL Department of Natural Resources

Maggie Soliz, Applied Ecological Services

Daniel Suarez, Audubon Great Lakes

David Shimberg, Riverwoods Preservation Council

AGENDA

- | | | |
|------------|--|----------------------------|
| 1.0 | Introductions & Welcome
Elizabeth S. Kessler, CW Chair McHenry
County Conservation District | 9:30 AM – 9:32 AM |
| 2.0 | Approval of Agenda | 9:33 AM – 9:34 AM |
| 3.0 | Approval of Consent Agenda <ul style="list-style-type: none">• Approval Executive Council Minutes – February 3, 2021• Acceptance of Treasurer’s Report – Q1 – FY 2021• Acceptance of New Members | 9:35 AM – 9:44 AM |
| 4.0 | JEDI (Justice, Equity, Diversity, Inclusion) Consultant <ul style="list-style-type: none">• Consideration to authorize the Steering Committee to negotiate a contract with Cream City of Milwaukee, WI to facilitate Chicago Wilderness’ JEDI work (assessment/workshops/road map) for a cost not to exceed \$41,500. | |
| 5.0 | Facilitated Strategic Planning with The Institute for Conservation Leadership
<i>Peter Lane and Dianne Russell</i>
<i>Institute for Conservation Leadership</i> | 9:45 AM–11:45 AM |
| | Digging for Our Planning Work Today <ul style="list-style-type: none">○ What is planned, knowing who is here to work with | 9:45 AM – 10:00 AM |
| | Getting Grounded in Chicago Wilderness <ul style="list-style-type: none">○ Current focus and components of our work○ Hopes for strengthening Chicago Wilderness through planning | 10:00 AM – 10:10 AM |
| | Collaborative Networks - Framing Impact and Engagement <ul style="list-style-type: none">○ Network “mindsets” and creating robust engagement | 10:10 AM – 10:45 AM |

	Understand Our Current Reality	10:45 AM – 11:10 AM
	○ Reflecting on how our work to promote, preserve and restore the biodiversity of the region has changed over the last year	
	Chicago Wilderness -- Planning for Network Impact	11:10 AM – 11:50 AM
	○ Peer discussions to name what we want from the planning efforts ahead	
	What's Next -- Staying Engaged in Chicago Wilderness	11:45 AM – 11:50 AM
6.0	Announcements	11:50 AM – 11:55 AM
7.0	Adjournment	11:55 AM – 12:00 PM

Next Meeting: July 21, 2021, 9:30 AM – 11:30 PM

Zoom Meeting

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

Meeting ID: 623 162 292

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Chicago Wilderness Executive Council Zoom Conference Call

February 3, 2021 1:00-3:00pm Central

MINUTES

Present:

Jerry Adelmann, Openlands
Jim Anderson, Lake County Forest Preserve District
Susan Ask, Animalia Project
Nina Baki, Forest Preserves of Cook County
Donna Barnes, League of Women Voters LMR
Thomas J. Benson, Illinois Natural History Survey
Paul Botts, Wetlands Initiative
Mark Bouman, The Field Museum
Bill Bromer, Midewin Tallgrass Prairie Alliance
Jack Brunner, Tetra Tech
Natalie Burgos, Rivers, Trails & Conservation Assistance
Program (RTCA) – National Park Service
Carolyn Campbell, McHenry County Conservation District
Michelle Carr, The Nature Conservancy
Robert Chambers, guest
Annette B. Collins, Concerned Citizen of Chicago
Teishetta Daniel, Chicago Park District
Jack Darin, Sierra Club – Illinois Chapter
Susan Donovan, The Nature Conservancy, Illinois
Leslie Dorworth, IL-IN SeaGrant
Cherie L. Fisher, USDA Forest Service
Adam Flickinger, Friends of the Chicago River
Alison Fore, Metropolitan Water Reclamation District of
Greater Chicago
Julie Gangloff, Christopher B. Burke Engineering, Ltd.
Cathy Geraghty, Forest Preserve District of Cook County
Mike Glester, Cardno
Dave Giordano, Root-Pike Watershed Initiative Network
Ben Haberthur, The Forest Preserve District of Kane Co.
David Hall, The Land Conservancy of McHenry Co.
Keith Halper, Izaak Walton League of America - Indiana
Division
Kurt Hansen, Christopher B. Burke Engineering, Ltd.
Drew Hart, United States Forest Service
Brooke Hecht, Center for Humans and Nature
Kassie Henrikson, guest

Jim Herkert, Illinois Audubon Society
James J. Jerozal, Jr., Nicor Gas
Marybeth Johnson, Lincoln Park Zoo
Mark Johnston, Field Museum
Rebecca Judd, Gaylord & Dorothy Donnelley Foundation
Elizabeth S. Kessler, McHenry County Conservation District
Kris Krouse, Shirley Heinze Land Trust
Lynda Lancaster, Indiana Dunes National Park
John Legge, The Nature Conservancy - Illinois
Aynaz Lotfata, Chicago State University
Laura McCoy, St. Charles Park District
Karen Ann Miller, Kane County Development Department
Debra Moskovits, Field Museum
Greg Mueller, Chicago Botanic Garden
Kelsey Musich, Illinois Tollway
Jason Navota, Chicago Metropolitan Agency for Planning
Rachel Novick, Notre Dame University
Maurya Orr, individual
Alison Paul, The Field Museum
Ted Penesis, Illinois Department of Natural Resources
Trinity Pierce, Chicago Region Tree Initiative
Nathanael J. Pilla, Orbis Environmental Consulting
Donna Prepejchal, LMV Lake Michigan Region
Sai Ramakrishna, Volunteer - Cook County Forest Preserves
Naureen Rana, Chicago Park District
Laura Reilly, Chicago Wilderness
John Rogner, Illinois Department of Natural Resources
Amy Rosenthal, The Field Museum
Lynn Rotunno, Illinois Park & Recreation Association
Cassi Saari, Chicago Park's District & Illinois Native Plant
Society
Ellicia Sanchez, The Nature Conservancy
Henrietta Saunders, Village of Glenview Natural Resources
Maria Sadowski, Communications Consultant
Jean Schreiber, Waukegan Harbor Citizens Advisory Group
Lydia Scott, Morton Arboretum

David Shimberg, Riverwoods Preservation Council
Eric Siegel, Independent
Tom Slowinski, V3 Companies
Art Smith, Sustainable Futures
Maggie Soliz, Applied Ecological Services
Doug Stotz, Field Museum
Jerry Strub, GZA GeoEnvironmental

Daniel Suarez, Audubon Great Lakes
Casey Sullivan, Argonne National Laboratory
Pat Thompson, Metropolitan Water Reclamation District
Max Webster, American Farmland Trust
Lynne Westphal, US Forest Service Research & Development
Bill Zeigler, Chicago Zoological Society

I. Call to Order and Welcome

Chair Elizabeth Kessler called the meeting to order at 1:05 central time thanking those that have joined for participating.

II. Approval of Agenda

Jim Anderson motions to accept the agenda and meeting format, seconded by Maggie Soliz. No further discussion. All ayes. Approved.

III. Recognition of Outgoing Steering Committee Member – Alison Paul (The Field Museum)

Elizabeth Kessler recognized Alison Paul for the three years she served on the steering committee helping to shape and update the board, assisting in developing guidelines for the green goals, and has been an important and wonderful voice in promoting justice, equality, and inclusion in the Chicago Wilderness.

IV. Installation of New Steering Committee Members

Four Steering Committee members are returning:

- James J. Jerozal, Jr., CW Vice-Chair (Nicor Gas/Corporate Council)
- Mike Glester, Treasurer (Cardno, Inc.)
- Daniel Suarez, at-large member (Audubon Great Lakes)
- David Shimberg, at-large member (Riverwoods Preservation Council)

Three new Steering Committee members:

- Dave Giordano, at-large member (Root-Pike Watershed Initiative)
- Amy Rosenthal, at-large member (Field Museum)
- Maggie Soliz, at-large member (Applied Ecological Services)

V. Approval of Consent Agenda

Approval of Executive Council Minutes – 10/21/20

Acceptance of Treasurer's Report – 4th Quarter (Appendix A)

Acceptance of New Members. (Appendix B)

Jim Anderson motions to move the consent agenda, seconded by Maggie Soliz. No further discussion. All ayes. Motion to move consent agenda items approved.

VI. Presentation of Green Vision Goals

Goal #1 – Healthy Landscapes

Jim Anderson (Lake County Forest Preserves)

Jim Anderson began the presentation discussing the name change of the title from

Natural Resource Management team which was combined with the historic science team. The title change was to make it inclusive to all that live on the landscape. The focus of the goal is to restore landscapes, to develop a cooperative management weed area, and reinstate the Illinois invasive species council. Another important element would be to work with the Illinois fire council and continue oak recovery initiatives. See Appendix C for draft of collective goals.

A meeting on this goal will be set up in the next week with all members to receive a notification when that meeting will be.

Elizabeth Kessler requested any questions or feedback to be placed in the chat.

Goal #2 – Agriculture

Daniel Suarez (Audubon Great Lakes)

Daniel Suarez began the presentation by expressing the groups communication with the stakeholders who reiterated that the 1.1 million goal was obtainable. He talked about figuring out where our link is in locality as well as our strategy in moving forward and successfully. See Appendix C for draft of collective goals.

Goal #3 – Green Infrastructure in Built Spaces

James Jerozal, Jr. (Nicor)

James Jerozal, Jr. began by mentioning that goal has not changed heavily from its original inception. The group identified leaders and key stakeholders, mapping team, and beginning the process on having those discussions building this out hopefully identifying potential projects. Maggie Soliz (Applied Ecological Services) mentioned that there are hopes for federal money to help specifically in this area. See Appendix C for draft of collective goals.

Goal #4 – Increase Habitat/Conservation Lands

Cathy Geraghty (Forest Preserves of Cook County)

Cathy Geraghty discussed the difficulty with hitting the projected goals mentioning that even with full funding, we could only have acquired a maximum of 2,000 acres per year which would bring down the goal to an increase of 10,000 in five years. Because the committee has only met once, Cathy invited anyone that wants to join to please join, especially if from Indiana, Michigan, and Wisconsin. There is a priority to save lands with ecological significance.

Goal #5 – Nature Access and Benefits for People

Amy Rosenthal (The Field Museum)

Amy Rosenthal discussed the three sub-goals highlighting the lofty quantitative goal in 5 years with 3 million more people being reached. She mentioned the 13 indicators on how to reach those people. See Appendix C for draft of collective goals.

Goal #6 – Climate

Michelle Carr (The Nature Conservancy)

Michelle Carr discussed the climate goal with a mention that Doug Stotz is leading the

group. The group is making good progress. See Appendix C for draft of collective goals.

Goal #7– Aquatic Resources

Jerry Adelman (Openlands)

Jerry Adelman started by pointing out that the group has representatives from all states except Michigan. He made a point to mention that one of the things that has come out is getting people together from different backgrounds to begin to share what they are doing. Also, he mentioned that we need a good science based comprehensive data system with indices that can be used to measure success. Wisconsin adopted 26 different metrics, so it is something we are going to look at. This is the first short-term goal to create a baseline and determine what indices we can use to measure success over time. See Appendix C for draft of collective goals.

VII. Authorization to Negotiate and Finalize Contract and to Approve Funding for Strategic Planning Consultant - Institute for Conservation Leadership (ICL)

John Rogner (Illinois Department of Natural Resources)

Jim Anderson (Lake County Forest Preserve)

Jim Anderson began the presentation talking about the Steering Committee (SC) agreement wanting to bring an organization from outside the Chicago Wilderness (CW) to help guide the process in making sure we have alignment regarding the goals. The SC had a discussion, bringing in **Institute for Conservation Leadership (ICL)** who are in tuned to the Chicago Region and have a very reputable staff to make sure that we are aligned and focusing. ICL brought forward a conceptual beginning process, which will develop that network. The SC would like to move forward with the approval from the EC that a small group from SC engage with ICL and provide feedback to the greater SC and the EC. ICL will help assure all goals groups are working well and coordinated, helping guide our process. Costs are up to \$26,000. The work will be performed in four phases.

Consideration of Strategic Planning Consulting.

Motion to move on the authorization of the SC to negotiate and finalize contract and to approve funding for the strategic planning consultant ICL. Jim Anderson motions to move the authorization, seconded by Donna Prepejchal.

Discussion:

- Paul Botts added that the Wetland's Initiative had a very positive experience with ICL. Both Mark Bouman and Jerry Adelman agreed.
- Mark Bouman asked about the timing (timetable) to which Jim Anderson responded that work will take place in 2021.
- Alison asked if the work on goals will still be in process before and while the ICL work is done. Jim Anderson answered that the current work will not be stopped, and that ICL will catch up with us.
- Alison asked where the money is coming from to fund this to which Elizabeth Kessler answered that the CW is going to look for funding outside the budget but there is money available in the CW account.

After discussion, all ayes. Motion to move consent agenda items approved.

VIII. Presentation on CW Mapping Hub Concept

Mark Bouman (The Field Museum)

Mark Johnston (The Field Museum)

Mark Bouman and Mark Johnston discussed the direction of Mapping and Metrics framing it around the important maps that CW has created such as the Atlas to Biodiversity, and the great mapping products/projects that have come since including the Green Infrastructure work on the county scale that indicates social indicators. They thanked Jack Brunner (Tetra Tech) and Jason Navota (CMAP) for their continued support and help. After their presentation (Appendix D) they asked the participants for a member or an individual that can facilitate or coordinate the collection of the metrics between teams, vetting the data that comes in, and so forth.

IX. Government Relations Community Updates

Susan Donovan (The Nature Conservancy)

Ellicia Sanchez (The Nature Conservancy)

Michelle Uting (Forest Preserves of Cook County)

Susan Donovan began the presentation that amidst a pandemic, we are looking at a vastly changed political landscape with the transition of the Trump to Biden administration. Look at slide. She also discussed Biden's Environmental moves and Executive Orders and how they relate to the CW. See Appendix E for the slides.

Jerry Adelman updated the group on the civilian climate corps which could add one million people to work in environmental jobs for a 5-year period. In this consensus package, we are working together with everyone to make sure that we all align with this. There is a great deal of growing support from a large conservation choir.

Ellicia Sanchez presented on the Government Relations Community Updates – next step is to form a “how-to” on gaining more engagement on the portal.

Kris Krouse (Shirley Heinze Land Trust) added that the Indiana Senate passed a bill that will repeal the isolated wetlands in Indiana. He put more in the chat link.

X. Diversity, Equity and Inclusion Working Group Update

Elizabeth Kessler (CW Chair)

The select committee will bring a recommendation to the SC and they will make the final decision. The final decision should take place in the next 30 days or so. A big thank you to all that are working/have worked on it. The JEDI Working Group includes:

- *Carina Ruiz* (Audubon)
- *Olga Bautista* (Alliance for the Great Lakes)
- *Paul Fitzgerald* (Friends of Big Marsh)
- *Marcella Bondie Keenan* (The Center for Neighborhood Technology)
- *Cheryl Johnson* (People for Community Recovery)
- *Michael Rizo* (US Forest Service)

XI. Government Relations Community Updates
***Maria Sadowski* (Communication consultant)**

Maria Sadowski reminded the group that we are bringing back Dr. Carolyn Finney after the cancellation of an in-person Congress. At the time of the meeting, there have been over 700 registrants. It will be live on YouTube, shared on Facebook, and Instagram. See Appendix F for flyer.

XII. Team and Working Group Updates
***Jim Jerozal, Jr.* (CW Vice Chair)**

Jim Jerozal, Jr. opened the floor up for committees to update the Executive Council.

- Jim Jerozal, Jr. began by highlighting that the Corporate Council has been active getting involved in goal #3 and mapping efforts. The question they are targeting is “How we can grow membership?”
- Jerry Strubb added that there is a Corporate Council Meeting on February 11, 2021.
- Cherie Fischer updated the group that Force of Nature will be this fall (given out). Collecting nominations until July. Next CWCC on Feb 11, 2021 at 1:00 pm Central Time. Force of Nature Awards launch April/May for awards in November.
- Jim Anderson mentioned that the USACE is working within the Fox River Watershed, encouraged people to get involved to find out more information on with flood protection.
- Laura Reilly updated the group on The Excellence in Ecological Restoration Program (EERP) that we are now accepting applications for high quality sites. Information is on the website - [Excellence in Ecological Restoration Program- Chicago Wilderness](#).

XIII. Chicago Wilderness Coordinator Report
***Laura Reilly* (CW Coordinator)**

Laura Reilly began by mentioning that the CW has completed our first cut of the membership renewal process. We closed the deadline on March 31st. She shared that we are happy to have 40 individual students and retired individuals that have joined this year. Events coming up with a CW café - see slides. If you are interested in hosting a site, let us know!

XIV. Announcements

- David Shimberg shared that the Riverwoods Conservation Council had a successful JEDI workshop funded by the Chicago University Trust.
- Ted Penesis added that Elgin High School will be giving presentations/lessons zoom meetings throughout February to present on a variety of different topics. He added that the CW might be interested in reaching out to the high school to potentially do a Café.

XV. Adjournment

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

Jim Anderson motions to adjourn, Mike Glester seconded. No further discussion.

Meeting adjourned at 2:45pm central.

Next Meeting: April 21, 2021, 9:30am-11:30pm central time

Zoom meeting

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(Chicago)

Appendix A

Treasurer's Report – 4th Quarter

2021 Quarter 1: Execute Council Meeting

Chicago
Wilderness

CHICAGO WILDERNESS ALLIANCE

STATEMENT OF ASSETS, LIABILITIES and NET ASSETS
October 31, 2020

Assets

Cash and Investments	\$	298,254.05
Total Assets	\$	298,254.05

Liabilities

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

Net Assets

Net Assets at Beginning of Period	\$	313,999.16
Change in Net Assets	\$	(15,745.11)
Total Net Assets	\$	298,254.05

Total Liabilities and Net Assets	\$	298,254.05
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STATEMENT OF ACTIVITIES

For the period ending August 31, 2020

Revenue

Membership Dues	\$	500.00
Donations	\$	10.00
Program - EERP	\$	-
Program - Conservation Congress	\$	-
Interest Earned	\$	-
Total Revenue		\$ 510.00

Expenses

Friends of the Forest Preserves	\$	15.30
Blue Pay/Other Transaction Fees	\$	35.52
Payroll/Employment Expenses	\$	8,010.04
Insurance	\$	-
Operational Expenses	\$	3,580.37
Program	\$	4,613.88
Total Expenses		\$ 16,255.11

Net Surplus/(Deficit)	\$	(15,745.11)
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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
November 30, 2020

Assets

Cash and Investments	\$	311,302.56
Total Assets	\$	<u>311,302.56</u>

Liabilities

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

Net Assets

Net Assets at Beginning of Period	\$	298,254.05
Change in Net Assets	\$	<u>13,048.51</u>
Total Net Assets	\$	<u>311,302.56</u>

Total Liabilities and Net Assets	\$	<u>311,302.56</u>
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STATEMENT OF ACTIVITIES

For the period ending November 30, 2020

Revenue

Membership Dues	\$	20,675.00
Donations	\$	35.00
Program - EERP	\$	-
Program - Conservation Congress	\$	(50.00)
Interest Earned	\$	<u>-</u>
Total Revenue		\$ 20,660.00

Expenses

Friends of the Forest Preserves	\$	619.80
Blue Pay/Other Transaction Fees	\$	62.29
Payroll/Employment Expenses	\$	5,663.28
Insurance	\$	-
Operational Expenses	\$	1,016.12
Program	\$	<u>250.00</u>
Total Expenses		\$ <u>7,611.49</u>

Net Surplus/(Deficit)	\$	<u>13,048.51</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
December 31, 2020

Assets

Cash and Investments	\$	329,760.77
Total Assets	\$	<u>329,760.77</u>

Liabilities

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

Net Assets

Net Assets at Beginning of Period	\$	311,302.56
Change in Net Assets	\$	<u>18,458.21</u>
Total Net Assets	\$	<u>329,760.77</u>

Total Liabilities and Net Assets	\$	<u>329,760.77</u>
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STATEMENT OF ACTIVITIES

For the period ending December 31, 2020

Revenue

Membership Dues	\$	25,250.00
Donations	\$	1,050.00
Program - EERP	\$	-
Program - Conservation Congress	\$	-
Interest Earned	\$	<u>-</u>
Total Revenue		\$ 26,300.00

Expenses

Friends of the Forest Preserves	\$	789.00
Blue Pay/Other Transaction Fees	\$	729.54
Payroll/Employment Expenses	\$	5,098.30
Insurance	\$	-
Operational Expenses	\$	1,224.95
Program	\$	<u>-</u>
Total Expenses		\$ <u>7,841.79</u>

Net Surplus/(Deficit)	\$	<u>18,458.21</u>
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Chicago Wilderness Alliance Fiscal Year is January 1 to December 31

CHICAGO WILDERNESS STATEMENT OF CASH FLOW AS OF JUNE 30, 2020

2020 BUDGET																				
	AS OF	QTR 1 SUM As of	QTR 2 SUM As of	QTR 3 SUM As of	QTR 4 SUM As of	JANUARY	QTR 1 FEBRUARY	MARCH	APRIL	QTR 2 MAY	JUNE	JULY	QTR 3 AUGUST	SEPTEMBER	OCTOBER	QTR 4 NOVEMBER	DECEMBER			
REVENUE		\$ 157,463.63	\$ 173,319.52	\$ 187,299.52	\$ 234,769.52	\$ 100,045.00	\$ 33,883.63	\$ 23,535.00	\$ 102.26	\$ 14,668.63	\$ 1,085.00	\$ 12,785.00	\$ 85.00	\$ 1,110.00	\$ 510.00	\$ 20,660.00	\$ 26,300.00	\$ 234,769.52	YTD REVENUE	
EXPENSE		\$ 32,688.39	\$ 59,213.05	\$ 78,662.11	\$ 110,370.50	\$ 14,480.28	\$ 9,180.39	\$ 9,027.72	\$ 4,789.19	\$ 12,122.63	\$ 9,612.84	\$ 5,744.00	\$ 7,506.65	\$ 6,198.41	\$ 16,255.11	\$ 7,611.49	\$ 7,841.79	\$ 110,370.50	YTD EXPENDITURES	
NET SURPLUS/(DEFICIT)		\$ 124,775.24	\$ 114,106.47	\$ 108,637.41	\$ 124,399.02	\$ 85,564.72	\$ 24,703.24	\$ 14,507.28	\$ (4,686.93)	\$ 2,546.00	\$ (8,527.84)	\$ 7,041.00	\$ (7,421.65)	\$ (5,088.41)	\$ (15,745.11)	\$ 13,048.51	\$ 18,458.21	\$ 124,399.02	YTD NET SURPLUS/(DEFICIT)	
NET ASSETS		\$205,361.75	\$330,136.99	\$319,468.22	\$313,999.16	\$ 329,760.77	\$290,926.47	\$315,629.71	\$330,136.99	\$325,450.06	\$327,996.06	\$319,468.22	\$326,509.22	\$319,087.57	\$313,999.16	\$298,254.05	\$311,302.56	\$329,760.77	\$329,760.77	YTD NET ASSETS
	AS OF	QTR 1 JANUARY	QTR 1 FEBRUARY	MARCH	APRIL	QTR 2 MAY	JUNE	JULY	QTR 3 AUGUST	SEPTEMBER	OCTOBER	QTR 4 NOVEMBER	DECEMBER							
2020 ACTUAL																				
Membership		\$ 61,365.00	\$ 76,265.00	\$ 90,185.00	\$ 136,610.00	\$ 37,150.00	\$ 21,500.00	\$ 2,715.00	\$ 50.00	\$ 13,700.00	\$ 1,150.00	\$ 12,745.00	\$ 75.00	\$ 1,100.00	\$ 500.00	\$ 20,675.00	\$ 25,250.00	\$ 136,610.00		
Donation		\$ 51,538.63	\$ 51,694.52	\$ 51,944.52	\$ 53,039.52	\$ 51,510.00	\$ 18.63	\$ 10.00	\$ 77.26	\$ 18.63	\$ 60.00	\$ 230.00	\$ 10.00	\$ 10.00	\$ 10.00	\$ 35.00	\$ 1,050.00	\$ 53,039.52		
Conservation Congress		\$ 42,560.00	\$ 43,360.00	\$ 43,170.00	\$ 43,120.00	\$ 10,385.00	\$ 12,365.00	\$ 19,810.00	\$ (25.00)	\$ 950.00	\$ (125.00)	\$ (190.00)	\$ -	\$ -	\$ -	\$ (50.00)	\$ -	\$ 43,120.00		
EERP		\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 1,000.00	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,000.00		
Force of Nature		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
TOTAL REVENUE		\$ 157,463.63	\$ 173,319.52	\$ 187,299.52	\$ 234,769.52	\$ 100,045.00	\$ 33,883.63	\$ 23,535.00	\$ 102.26	\$ 14,668.63	\$ 1,085.00	\$ 12,785.00	\$ 85.00	\$ 1,110.00	\$ 510.00	\$ 20,660.00	\$ 26,300.00	\$ 234,769.52		
EXPENSES																				
FISCAL SPONSOR																				
Friends of the Forest Preserves		\$ 4,723.91	\$ 5,199.59	\$ 5,618.99	\$ 7,043.09	\$ 3,001.35	\$ 1,016.51	\$ 706.05	\$ 3.07	\$ 440.06	\$ 32.55	\$ 383.55	\$ 2.55	\$ 33.30	\$ 15.30	\$ 619.80	\$ 789.00	\$ 7,043.09		
TOTAL FISCAL SPONSOR		\$ 4,723.91	\$ 5,199.59	\$ 5,618.99	\$ 7,043.09	\$ 3,001.35	\$ 1,016.51	\$ 706.05	\$ 3.07	\$ 440.06	\$ 32.55	\$ 383.55	\$ 2.55	\$ 33.30	\$ 15.30	\$ 619.80	\$ 789.00	\$ 7,043.09		
INSURANCE																				
Insurance D/O		\$ -	\$ 1,585.00	\$ 1,585.00	\$ 1,585.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,585.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,585.00		
TOTAL INSURANCE		\$ -	\$ 1,585.00	\$ 1,585.00	\$ 1,585.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,585.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,585.00		
OFFICE																				
State of Illinois - Annual Filing		\$ -	\$ -	\$ 10.00	\$ 10.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10.00	\$ -	\$ -	\$ -	\$ 10.00		
Blue Pay		\$ 1,719.79	\$ 2,058.14	\$ 2,209.46	\$ 3,035.25	\$ 918.96	\$ 423.67	\$ 377.16	\$ 35.26	\$ 262.76	\$ 40.33	\$ 80.98	\$ 35.06	\$ 35.28	\$ 35.00	\$ 61.77	\$ 729.02	\$ 3,035.25		
PayPal		\$ 1.56	\$ 3.12	\$ 4.68	\$ 6.24	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 0.52	\$ 6.24		
Other E-Commerce		\$ 0.25	\$ 1.00	\$ 1.00	\$ 1.00	\$ -	\$ 0.25	\$ -	\$ 0.50	\$ 0.25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1.00		
Web Domain		\$ -	\$ -	\$ 159.96	\$ 159.96	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 159.96	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 159.96		
Formsite & Zoom		\$ 149.90	\$ 289.90	\$ 649.90	\$ 1,440.97	\$ -	\$ -	\$ 149.90	\$ -	\$ -	\$ 140.00	\$ 180.00	\$ 180.00	\$ -	\$ -	\$ 191.12	\$ 599.95	\$ 1,440.97		
Your Membership.com		\$ -	\$ 6,819.76	\$ 7,866.61	\$ 11,446.98	\$ -	\$ -	\$ -	\$ 3,409.88	\$ 3,409.88	\$ -	\$ -	\$ -	\$ 1,046.85	\$ 3,580.37	\$ -	\$ -	\$ 11,446.98		
TOTAL OFFICE		\$ 1,871.50	\$ 9,171.92	\$ 10,901.61	\$ 16,100.40	\$ 919.48	\$ 424.44	\$ 527.58	\$ 3,446.16	\$ 3,673.41	\$ 180.85	\$ 421.46	\$ 215.58	\$ 1,092.65	\$ 3,615.89	\$ 253.41	\$ 1,329.49	\$ 16,100.40		
CONTRACTOR																				
CW Coordinator		\$ 14,483.23	\$ 33,037.78	\$ 47,587.75	\$ 66,359.37	\$ 3,804.35	\$ 5,339.44	\$ 5,339.44	\$ 5,205.95	\$ 8,009.16	\$ 5,339.44	\$ 4,938.99	\$ 4,538.52	\$ 5,072.46	\$ 8,010.04	\$ 5,663.28	\$ 5,098.30	\$ 66,359.37		
TOTAL CONTRACTOR		\$ 14,483.23	\$ 33,037.78	\$ 47,587.75	\$ 66,359.37	\$ 3,804.35	\$ 5,339.44	\$ 5,339.44	\$ 5,205.95	\$ 8,009.16	\$ 5,339.44	\$ 4,938.99	\$ 4,538.52	\$ 5,072.46	\$ 8,010.04	\$ 5,663.28	\$ 5,098.30	\$ 66,359.37		
PROGRAM																				
Conservation Congress		\$ 8,959.75	\$ 2,478.76	\$ 2,478.76	\$ 2,478.76	\$ 6,755.10	\$ -	\$ 2,204.65	\$ (6,480.99)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,478.76		
EERP		\$ -	\$ -	\$ -	\$ 4,613.88	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,613.88	\$ -	\$ -	\$ 4,613.88		
Force of Nature		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
TOTAL PROGRAM		\$ 8,959.75	\$ 2,478.76	\$ 2,478.76	\$ 7,092.64	\$ 6,755.10	\$ -	\$ 2,204.65	\$ (6,480.99)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,613.88	\$ -	\$ -	\$ 7,092.64		
MARKETING & COMMUNICATIONS																				
Member Appreciation		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Consultant		\$ 2,725.00	\$ 7,815.00	\$ 10,565.00	\$ 12,015.00	\$ -	\$ 2,725.00	\$ -	\$ 2,615.00	\$ -	\$ 2,475.00	\$ -	\$ 2,750.00	\$ -	\$ -	\$ 825.00	\$ 625.00	\$ 12,015.00		
Print Collateral/Logo/Branding		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
TOTAL MARKETING & COMMUNICATIONS		\$ 2,725.00	\$ 7,815.00	\$ 10,565.00	\$ 12,015.00	\$ -	\$ 2,725.00	\$ -	\$ 2,615.00	\$ -	\$ 2,475.00	\$ -	\$ 2,750.00	\$ -	\$ -	\$ 825.00	\$ 625.00	\$ 12,015.00		
VISIONING																				
Visioning		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
TOTAL VISIONING		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
PROGRAM																				
Program Grants		\$ (75.00)	\$ (75.00)	\$ (75.00)	\$ 175.00	\$ -	\$ (325.00)	\$ 250.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250.00	\$ -	\$ 175.00		
TOTAL PROGRAM		\$ (75.00)	\$ (75.00)	\$ (75.00)	\$ 175.00	\$ -	\$ (325.00)	\$ 250.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250.00	\$ -	\$ 175.00		
TOTAL EXPENSES		\$ 32,688.39	\$ 59,213.05	\$ 78,662.11	\$ 110,370.50	\$ 14,480.28	\$ 9,180.39	\$ 9,027.72	\$ 4,789.19	\$ 12,122.63	\$ 9,612.84	\$ 5,744.00	\$ 7,506.65	\$ 6,198.41	\$ 16,255.11	\$ 7,611.49	\$ 7,841.79	\$ 110,370.50		
NET SURPLUS/(DEFICIT)		\$ 124,775.24	\$ 114,106.47	\$ 108,637.41	\$ 124,399.02	\$ 85,564.72	\$ 24,703.24	\$ 14,507.28	\$ (4,686.93)	\$ 2,546.00	\$ (8,527.84)	\$ 7,041.00	\$ (7,421.65)	\$ (5,088.41)	\$ (15,745.11)	\$ 13,048.51	\$ 18,458.21	\$ 124,399.02		
NET ASSETS		\$205,361.75	\$330,136.99	\$319,468.22	\$313,999.16	\$ 329,760.77	\$290,926.47	\$315,629.71	\$330,136.99	\$325,450.06	\$327,996.06	\$319,468.22	\$326,509.22	\$319,087.57	\$313,999.16	\$298,254.05	\$311,302.56	\$329,760.77	\$329,760.77	YTD NET ASSETS

Appendix B

New Members – 4th Quarter

2021 Quarter 1: Execute Council Meeting

Chicago
Wilderness

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, February 3, 2021

NEW PARTNERS

Name	Type of Partner
Sarett Nature Center	General
Elgin Roofing	Corporate
Evangelista Floral & Landscape Studio	General
League of Women Voters Chicago	General
All Seasons Tree Service of Elgin	General

- 1) **Sarett Nature Center**
 - a) **Representative to Chicago Wilderness:** Nate Fuller
 - b) **Mission/Goal of Organization:** Provide quality environmental education to the community.
 - c) **Collaborate in conservation education and restoration efforts in the region.**
- 2) **Elgin Roofing Company**
 - a) **Representative to Chicago Wilderness:** Jim Baker
 - b) **Mission/Goal of Organization:** We are committed to providing high quality roofing services to individuals and businesses throughout Elgin, as well as the greater Chicago area.
 - c) **We are passionate about the conservation and maintenance of forested areas throughout the Chicago area**
- 3) **Evangelists Floral and Landscape Studio**
 - a) **Representative to Chicago Wilderness:** Wanda Evangelista
 - b) **Mission/ Goal of Organization:** Cultivate natural for residential spaces
- 4) **League of Women Voters Chicago**
 - a) **Representative to Chicago Wilderness:** K.M. Sandrick
 - b) **Mission/ Goal of Organization:** Chicago citizen engagement, advocacy, and education
- 5) **All Season Tree Service of Elgin**
 - a) **Representative to Chicago Wilderness:** Juan Gabriel
 - b) **Mission:** Caring for trees and their health.

Appendix C

Collective Goals Draft

2021 Quarter 1: Execute
Council Meeting

Chicago
Wilderness

GREEN VISION COLLECTIVE GOALS

Draft January 27, 2021

Goal # 1: Healthy Landscapes

Background: In the Chicago Wilderness Region there are 500,000 acres of protection open space. Within this open space members of the alliance have been concerned with the conservation of biodiversity at all levels-natural communities, species, genes, large landscape and small remnant natural areas. These healthy landscapes provide habitat for 237 listed plant species and 114 listed animal species in one of the largest urban areas in North American. A major goal of the Green Vision is to increase management of healthy landscapes to preserve the biodiversity and the ecosystem benefits provided by healthy functioning landscapes

The Goal: The first goal is within the 7.7 million acres in Chicago Wilderness there will be 500,000 acres of healthy landscapes and we will increase the number of acres under management by 7% by 2025.

Coordination:

- **Lead Organization(s)/CW Committees: Science and Natural Resource Management**
- **Supporting Organizations/Committees:**
- **Primary Point Person: Jim Anderson**
- **Steering Committee Most Accountable Person: Jim Anderson**

Key Sub-Goals:

Given this goal we would like to survey organizations managing land in the CW region about where we are at in 2020. The survey questions look to identify the number of acres currently under management by community type and then ask what is the restoration potential of lands owned by community type that are not under management.

To endorse the use of effective restoration and management techniques

Increase the implementation of controlled prescribed burns to the landscape

Continue efforts focusing on improving Oak Ecosystems and Urban Tree Canopy through the Chicago Regional Tree Initiative

Reform a Cooperative Weed Management Area for both invasive plants and animal species

Restore the hydrological function of Chicago Wilderness' rivers, streams, wetlands, ephemeral ponds, lakes, and groundwater recharge and discharge areas.

Restore the historical composition of our natural communities by improving and enlarging habitat for native plants and animals to ensure the long-term regional viability of native species. Focus on Chicago Wilderness Priority Species and Plants of Concerns.

Increase the availability of native species, by increasing seed collection, propagation of native plant species and implement recovery efforts for wildlife species.

Increase efforts to limit damage to terrestrial and aquatic ecosystems from invasive wildlife species.

Implement conservation design based on historical ecological monitoring and implement a region-wide ecological assessment of restoration and management activities that can determine success and guide future adaptive management that can account for climatic conditions across the Chicago Wilderness Region.

Goal #2: Agriculture

Background: Agriculture represents a brand-new focus area for Chicago Wilderness. There are many organizations working within agriculture that have not traditionally been engaged with CW. The effort to make an impact on agricultural and working lands could have huge benefits to CW, due to the total acreage of farmlands in the region. By engaging new audiences and centering the health of people (both farmers and residents) as well as biodiversity, we can simultaneously create more habitat in the rural matrix, improve the region's food security, enhance our region's soil and water health, and, thereby, improve the health of our natural areas.

The Goal: For the 4.4 million acres in agriculture: Agricultural lands will remain an integral, permanent component of our regional fabric and an important contributor to food-system and climate resilience. Improved methods throughout our region's farms will restore life to our soils, lands, and waters, create habitat corridors for pollinators and grassland birds, increase diversity in food production for local consumption, and improve quality of life in rural communities.

By 2025, 25% (1.1 million acres) of our agricultural lands will be implementing conservation-forward, regenerative practices and adopting relevant BRP and CAPN measures, resulting in measurable and sustained ecological improvements.

Coordination:

- **Lead Organization(s)/CW Committees etc:**
 - Chicago Wilderness Agriculture Team
- **Supporting Organizations/Committees:**
 - Applied Ecological Services
 - Association of Illinois Soil and Water Conservation Districts
 - Audubon Great Lakes
 - Delta Institute
 - Farm Foundation
 - Forest Preserve District of Will County
 - Growing for Kane
 - Illinois Agri-Food Alliance
 - Illinois Department of Natural Resources
 - Illinois Environmental Council
 - Kinship Foundation
 - Lake County Forest Preserves
 - Liberty Prairie Foundation
 - McHenry County Conservation District
 - Openlands
 - The Conservation Fund
 - The Field Museum
 - The Nature Conservancy
 - The Wetlands Initiative
- **Primary Point Person:**
 - Debby Moskovits, The Field Museum (retired)
 - Maggie Soliz, Applied Ecological Services/Association of Illinois Soil and Water Conservation Districts
 - Daniel Suarez, Audubon Great Lakes
- **Steering Committee Most Accountable Person:**
 - Maggie Soliz, Applied Ecological Services
 - Daniel Suarez, Audubon Great Lakes

Key Sub-Goals:

- TBD. Our current next steps include:
- Keep 1.1 million acres as the goal and collect baseline data
 - a. Define Communications benchmarks
 - b. Define mapping/metrics/baseline efforts to reach goal
 - c. Use "regenerative" as the term for now; once we start collecting baseline information we will be able to define it more specifically.
- Define all the intermediate steps we need to take to get to 1.1 million acres. We need a game-changer to get there.

- Develop a strategic plan and to think systematically and methodically, rather than perform “random acts of conservation.” We need alignment and to define where we intersect and where we can make a real difference. Once we define that well, we can get more people on board.
- Identify the low-hanging fruit (Climate, Farm Bill 2023, Strategic Alliances, Watershed Planning, targeted subgeographies)
- Jill Kostel (Wetlands Initiative), Tyler Strom (IL Agri-Food Alliance), and Megan Baskerville (The Nature Conservancy) offered to help inventory what is going on in the CW region (for Goal’s baseline)
- Jill Kostel can connect CW to Illinois Stewardship Alliance
- Tim Brennan (Farm Foundation) can connect CW to The Chicago Farmers
- Jill K, Tyler S, and Janice H (Growing for Kane) offered to help connect the AG Team to farmer networks like the Illinois Farm Bureau and other commodity groups that have the largest contact lists in the state
- Maggie Soliz-AES can add to the Watershed Planning and Prioritization niche

Goal #3: Green Infrastructure in Built Spaces 1.26.21

Background: Background: Much work has been done Chicago Wilderness region to increase Green Infrastructure. How do we utilize mapping and metrics to identify and show progress in this area while developing a model for the region? Consider expanding mapping and extrapolating exemplary project(s) to the Chicago Wilderness region-(Right of Way, Tree Canopy, Corporate, Industrial, Municipality, Residential and school campuses).

Priority areas to consider:

1. Corporate/Industrial/Schools/Universities Campuses
2. Rights of Ways
3. Municipalities and Residential
4. Tree Canopy
5. Reviewing/Expanding the GIV

The Goal:

By 2025, a Chicago Wilderness alliance representing the full diversity of the region will have identified and implemented the best approaches to:

For the built-up 2.8 million acres where people live, work, and commute: increase native landscaping and green infrastructure to improve local quality of life, following relevant Chicago Wilderness Biodiversity Recovery Plan and Chicago Wilderness Climate Action Plan for Nature – with 3% (84,000 acres) showing results by 2025.

Coordination:

- **Lead Organization(s)/CW Committees:** CW Corporate Council-Jim Jerozal, Maggie Soliz, Sara Race, Jim Kleinwachter
- **1. Corporate/Industrial/Schools/Universities Campuses-**
 - **Primary Point Person:** Jim Kleinwachter, Conservation Foundation
 - **Potential Supporting Organizations/Committees**
 - Conservation@work,
 - Wildlife Habitat Council
 - Chicago Living Corridor
 - Loyola-Nancy Tuchman
 - IGEN Illinois Community College Monarch Pledge
 - Other partners to be determined
- **2. Rights of Ways-**
 - **Primary Point Person:** Sara Race, ComEd
 - **Potential Supporting Organizations/Committees**
 - Mark Johnson Right of Way Working Group
 - Iris Caldwell-UIC
 - Julie Pascal, John Dakarian Nicor
 - IDOT, INDOT, MDOT, WDOT
 - Metropolitan Water Reclamation District
 - Cardno-Daniel Salas
 - GIS Consortium-reach out
- **3. Municipalities and Residential-**
 - **Primary Point Person:** Maggie Soliz, AES
 - **Potential Supporting Organizations/Committees:**
 - Conservation@home
 - GIS Consortium-reach out
 - Wild Ones- Chicago Living Corridor
 - Metropolitan Mayors Caucus
 - Watershed Plans**
 - Green Infrastructure Champions
 - MWRD green infrastructure maps/grant recipients
 - CMAP
 - Algonquin
 - Riverwoods, Montgomery
 - 319 funded projects
 - American Public Works Association
- **4. Tree Canopy**
 - **Primary Point Person:** Jim Jerozal, Nicor Gas
 - **Potential Supporting Organizations/Committees:**
 - Chicago Region Tree Initiative-
 - Soil and Water Conservation Districts, AISWCD
 - Land Trusts,
 - Openlands,
 - Oak Ecosystem Recovery Plan-
 - Chicago Park District
 - The Nature Conservancy
 - Dave Shimberg-Tree Canopy
- **5. Reviewing/Expanding the Green Infrastructure Vision**

- **Primary Point Person:**
- **Potential Supporting Organizations/Committees: TBD**
 - Check in with former GIV task force members
 - **Steering Committee Most Accountable Person: Jim Jerozal/Maggie Soliz**

Key Sub-Goals:

Increased **Green Infrastructure** will be fostered by:

- **Identifying ways that work is currently being quantified and determine how to feed into the mapping efforts** to truly understand where this is taking place and how we can help expand. (Survey)
- **Increasing outreach and collaboration with others doing this work** that expand and change local knowledge of the ecological, community and cost benefits of green infrastructure. Marketing and professional communications expertise to expand reach and influence decisionmakers.
- **Creating a template based on the efforts of an exemplary municipalities and extrapolate to other in region.**
- **Providing resources and training for those interested in adopting green** available to increase the number of acres.
- This feeds into Goal #5 by Annual increases in **green space** in the majority of jurisdictions in the region, incorporating as much as possible community-defined green spaces such as community gardens, neighborhood trees, schoolyard gardens, and backyards.

Process

- Review of goal and concept of 5 sub-committees: Corporate/Industrial/Schools, ROW, Municipal/Residential, Tree Canopy, GIV Intersection
- ID People we need to get to the table.
- Confirm subcommittee lead
- Explore ID Survey maps/plans that exist
- Convene Workshop around Subcommittees
- Identify Potential Pilot Projects
- Earth Day kickoff

Goal # 4: Increase Habitat/Conservation Lands

Background:

The “classic conservation lands” (CCL) form the core of the conservation estate in the CW region and always will. It is the land base that has allowed us to hold onto the unique natural heritage that is our region’s hallmark. While it is impressive in terms of size it is not finished. If we look to conservation goals for CCL open space starting in 1918-20 with the passage of the Forest Preserve Act we can see that the first century produced the roughly 300,000+ acres we now have. We should do no less. This number by 2120 should be close to a half million or more acres. The number is daunting when it is written by itself but let’s look at it another way. If we look at it on a yearly average it is about 2,000 additional acres per year across the region. That gets us to a half million in a century. *Ed Collins, 2020*

The Goal: By 2025 Increase conservation lands from the current 6.5% of our region to 9% (195,000-acre increase)

Coordination:

- **Lead Organization(s)** Forest Preserve of Kane County, Forest Preserves of Cook County
- **Supporting Organizations/Committees:** TPL, Openlands, Government Agencies (IDNR, MWRD, Forest Preserve and Conservation Districts)
- **Primary Point Person:** TBD
- **Steering Committee Most Accountable Person:** Cathy Geraghty

Key Sub-Goals:

Figure out what’s possible: Even with successful referenda the average number of acres per year acquired and protected is around 2,000-acres. This means that in the next five years we can expect to acquire 10,000-acres not 195,000-acres.

Next steps

1. Poll existing plans for ‘acquisition’ or ‘easements’ throughout CW to understand whether we need to revise the 195K acres
2. Confirm definition of conservation lands (permanence, size)
3. Identify new sources of funding and mechanisms for ‘acquisition’
4. Develop communications plan to engage people in the region for support (using Brook’s study for guidance)
5. Consider some mechanism to engage people beyond the choir (CW Magazine type)
6. Identify the priority acres and determine the ways that CW Alliance can best support their addition to conservation lands

General discussion and consensus:

- (i) There are several plans, and the group believes that the priority areas already are known throughout the region.
- (ii) We don’t have a handle on the acres targeted for acquisition by members in the CW region – once we know that number, it will be easier to assess whether the goal of 195K is achievable.

General discussion:

- (i) We need to agree on what we mean by “**Conservation Lands**.”
The Green Vision encompasses the **entire** region of **7.7** million acres. The first 3 goals target the different land cover types: (1) green spaces (**0.5** million acres); (2) AG lands (**4.4** million acres); (3) built-up lands (**2.8** million acres). Goal 4 is meant to increase the 0.5 million acres in “green spaces” – lands permanently dedicated to green – with an emphasis on creating habitat for conservation. But where the 0.2 million acres (or 195K) come from – i.e., built-up lands or AG lands – would need to be determined, because there isn’t much left that might be consider CCL.
- (ii) We need to agree on whether there is a minimum number of acres required for an area to be called “conservation lands.”
- (iii) We need to embrace the tension between acreage goals, access, and equity goals.
- (iv) All agree that ecologically sensitive lands are a priority. But access and equity are hugely important as well.
- (iii) We need to make sure that we include IN, MI, and WI in these discussions

Discussion: How can Chicago Wilderness as an Alliance best support this goal?

1. **Coordination?**
 - Regional polling – it’s a rare moment in time. People are visiting nature in greater numbers than ever before
 - Develop messaging (the brand) beyond government ownership
2. **Mapping?**
 - CMAP has a ton of data that can support this effort
 - Survey members to see who is doing what before we update the GIV (talk with Mapping Group to see what already is happening)
3. **Communications?**
 - Provide consistent public communication like the CW magazine once did.

Goal 5: Nature Access and Benefits for People

Background: Nature is for everyone. The plants, animals, and habitats in the Chicago Wilderness region provide tangible economic, social, cultural, and health benefits to the 11.5M residents who live here and the 60M who work, convene, and visit every year. Combined with the diverse human communities of the region, they constitute the shared natural and cultural heritage inherited by each generation. Yet currently, these benefits are not equitably distributed, and the natural assets that sustain them are not equally accessible to all, damaging quality of life and opportunity in many neighborhoods and jurisdictions.

The Goal: By 2025, a Chicago Wilderness alliance representing the full diversity of the region will have identified and implemented the best approaches to (1) **increase access** to natural areas and green spaces of all types that are welcoming to all; (2) **expand nature-based programming** across the region, particularly in places with the least area of healthy green space in 2020; and (3) foster a regional partnership that addresses the region's legacy of environmental injustice and as part of its internal operations and external relationships. At least **3M more people** will reap nature's benefits from this activation of local green spaces, with an emphasis on those who have historically been excluded.

Coordination:

- **Lead Organization(s)/CW Committees etc:** The Field Museum, Chicago Park District, TBD
- **Supporting Organizations/Committees:** CW Education Committee
- **Primary Point Person:** Amy Rosenthal, Teishetta Daniel
- **Steering Committee Most Accountable Person:** Amy Rosenthal

Key Sub-Goals on access, programming, and process:

Increased **access** will be fostered by:

- **Growing community partnerships** to truly understand barriers to access to nature and collaboratively address them in ways that mitigate negative impacts such as green gentrification, etc.
- **Increasing outreach and communications** that expand and enhance local knowledge and perceptions of what and where nature is and provide tools for parents, teachers, students, residents, and others
- **Providing multilingual information** available about double the number of green spaces and natural areas
- Increasing the **length of greenways and blueways by 10%**
- Creating 20% more **bike lanes** connected to green space
- **Decreasing costs and fees** associated with accessing these areas, including transport, parking, and site fees
- Annual increases in **green space** in the majority of jurisdictions in the region, incorporating as much as possible community-defined green spaces such as community gardens, neighborhood trees, schoolyard gardens, and backyards

Increased **programming** will be fostered by:

- 10% increase in children served by **environmental education programs** through collaboration and partnerships with families, schools, health care professionals, day cares, and other avenues
- 10% increase in participation in nature-based and outdoor programming for people of all ages
- **Annual expansion** in partnership, programming, outreach, and education in jurisdictions where the majority of residents are low-income and/or people of color

More equitable distribution of resources will be fostered by **decision-making processes** that include a variety of stakeholders reflecting the diversity of the region. To this end, the Chicago Wilderness alliance will:

- Sustain a more **diverse membership** across the dimensions of race, ability, geography, age, sexual orientation, and religion preference
- Build capacity to 1) address long standing barriers to diversity, equity and inclusion in the conservation movement, such as implicit bias, narrow recruitment practices, inadequate training, and poor retention of people of color and 2) support anti-bias and anti-racist practices that aim to make green spaces and CW organizations more inclusive and diverse
- Establish practices that annually increase the number of **community-based organizations participating in CW** and the socioeconomic and **racial diversity of stakeholders** actively engaged in all aspects of the alliance, including its leadership

GOAL #6 CLIMATE GOAL

BACKGROUND

Climate change disrupts the natural patterns and systems of the Chicago Wilderness region, threatening devastating heat waves, flooding, and polar vortices that harm people and nature -- disproportionately affecting historically marginalized communities and vulnerable species. To avoid the worst impacts of climate change, immediate action is needed to reduce greenhouse gas emissions across all sectors in line with global goals to keep global average temperature rise to 2°C or less. While nature-based solutions are only part of the answer, efforts to expand/restore, protect, and sustainably manage natural areas and green space have the potential to contribute to meaningful mitigation and adaptation measures that increase resilience and slow warming in the Chicago Wilderness region. Nature -- in the form of the woodlands, wetlands, urban forests, prairies and other landscapes that co-exist here -- is already providing important climate benefits, such as flood mitigation, local temperature regulation, and carbon storage. Currently efforts to realize the full potential of nature-based solutions are poorly linked with important considerations of equity and justice, which are necessary to incorporate into effective climate solutions for the Chicago Wilderness Region -- from urban city centers to rural working lands.

GOAL STATEMENT

By 2025, the Chicago Wilderness alliance will be positioned to **address climate change and its disproportionate impacts in the region** by engaging a diversity of communities and institutions across the region and working together to **slow regional emissions, expand the suite of nature-based adaptation activities** and their application, and **institute equitable solutions to the climate-driven impacts** already underway. These efforts will be underpinned by an up-to-date and publicly available **CW Climate Action Plan for Nature**.

To achieve these objectives in climate mitigation, adaptation, engagement, and justice, the CW Alliance will:

- Advance **ambitious regional emissions reductions** in line with the global climate goals of the Paris Accord and work to identify and **reduce GHG emissions sources derived from the organization's activities** and operations in accordance with local, national and international efforts, while enhancing the mitigation benefits of ecological land management.
- Develop a set of strategies and tools to **enable land managers to adjust to climate changes** and maintain protected landscapes and urban green space in good ecological condition, **protecting the most vulnerable ecological communities** and **reducing climate impacts** suffered by human communities.
- Facilitate the members' **connections with the wider community** working on climate issues in the region, and **offer training and tools to help CW members** mitigate their climate footprints, enhance their outreach and engagement programs, adapt to climate impacts, and communicate with public officials.
- **Prioritize inclusive climate actions by CW members that improve equity and amplify the efforts of regional climate justice leaders** by bringing attention and material support to their efforts.

Goal #7: Chicago Wilderness Aquatic Resource

January 26, 2021

Chicago Wilderness members and partners will unite to engage people across the region, with approximately 34,700 linear miles of streams, over 169,000 acres of inland lakes and marshes, and 126 miles of Lake Michigan coastline, to protect, restore and maintain the quality of the region's aquatic resources to achieve the goals of the Biodiversity Recovery Plan and Climate Action Plan for Nature.

Over the next three years, Chicago Wilderness will adapt or develop a regionalized index to establish a baseline for its members and partners to contribute to and comprehensively measure improvements to watershed health, including:

- **Connectivity** (Waters are more connected so people and wildlife can travel and thrive.)
- **Physical integrity** (Includes shorelines, riverbanks, instream habitat, flow, wetland preservation, connected floodplains, land use practices)
- **Health** (Humans and native aquatic life flourish with clean ground and surface water, biological integrity, healthy habitat, and controlled invasive species.)
- **Resilience** (Humans and aquatic life adapt to climate change impacts and fluctuating lake levels.)
- **Source protection** (Headwater streams, fens, springs, wetlands, and connected uplands are monitored, protected, and restored.)
- **Restored absorption** (Increased storage, infiltration, and nature-based solutions, including the use of restoration as a green infrastructure practice.)

Once complete, Chicago Wilderness will have a baseline to evaluate and determine a targeted percent increase in the comprehensive index value as the next aspirational and grounded goal of improved watershed health.

Coordination:

- **Lead Organization(s): TBD**
- **Supporting Organizations/Committees: TBD**
- **Primary Point Person: Stacy Meyers**
- **Steering Committee Most Accountable Person: Jerry Adelman, Openlands**

Appendix D

CMAP Presentation Slides

2021 Quarter 1: Execute
Council Meeting

Chicago
Wilderness



Chicago Wilderness Green Vision

Diverse members working together in the region for vibrant nature that improves environmental and human health, promotes better quality of life, and benefits our collective home – today and for generations to come

MAPPING THE GREEN VISION

Mark Bouman, The Field Museum

Mark Johnson, The Field Museum



Mapping the Green Vision CW Hub Part 2

CHICAGO WILDERNESS

Cafe

• DIVERSE VOICES •
GREEN VISION • UNITED REGION

Chicago Wilderness Hub

Green Infrastructure Visioning, Tracking, and Resources

We are a regional alliance leading strategy to preserve, improve, and expand nature and quality of life. By connecting leaders in conservation, health, business, science, and beyond, we tackle challenging issues to ensure a resilient region. Building on a 20-year legacy of collaboration, our broad alliance of member organizations advance work in Illinois, Indiana, Wisconsin, and Michigan.

Regional Goals by the year 2025



Goal-1
Managed
Habitat



Goal-2
Regenerative
Agriculture



Goal-3
Green Spaces in
Built-Up Areas



Goal-4
Increased
Habitat



Goal-5
Nature Access and
Benefits



Goal-6
Thriving Aquatic Resources

Chicago Wilderness CW Hub

Chicago Wilderness Goal 2

Regenerative Agriculture

For the 4.4 million acres in agriculture: No farmland will be lost to built-up landscapes, and farms will use principles of regenerative agriculture to improve ecological conditions, provide habitat corridors for pollinators and grassland birds, and focus increasingly on regional food production, adopting relevant BRP and CAPN measures - with 5% (220,000 acres) showing results by 2025.

Anna Stange, a volunteer with the Blue Island Organic Sustainable Farm (Ted Slowik/Daily Southtown)

CW Goal-2 Web App with ArcGIS Web Application

- Each Goal has an interactive map with key layers and tracking metrics
- Repository layers can be easily added

October Cafe

- Strong interest in hub
- Data layers contributed
- Offers of support
- Some meetings with goal teams
- Groundwork for more Green Infrastructure thinking
- CW moving forward



What we learned at January 28 Cafe

- About 85 attendees
- 75% knew of Green Vision; but only 25% attended October cafe
- 80% likely to upload data to hub
- 60% likely to download data from hub
- 29 completed survey -- volunteering time, data, insights, questions

In short, we are on the right path.

Critical Questions and Next Steps

Process and planning

- How can we coordinate work in the CW goal working groups with mapping in CW Hub?
- How should the next steps with planning and green infrastructure vision be integrated into the CW Hub platform, and how should that work be phased?

Governance and sustainability

- Field Museum is currently leading the CW Hub development, but where should it eventually live?
- What elements, if any, might require a higher level of access and what should be open access?

Continue to resolve technical questions (e.g. data quality; data updated; integration of community science needs; functionality of site)

Proposal development

Appendix E

Government Relations Community Update Presentation Slides

2021 Quarter 1: Execute Council Meeting

Chicago
Wilderness



GOVERNMENT RELATIONS COMMITTEE

Susan Donovan, The Nature Conservancy

Ellicia Sanchez, The Nature Conservancy

Government Relations Community Update

February 3rd, 2021

- **Susan Donovan** (Director of Government Relations, The Nature Conservancy)
- **Michelle Uting** (Grants Administrator, Forest Preserves of Cook County)
- **Ellicia Sanchez** (External Affairs Coordinator, The Nature Conservancy)

Chicago
Wilderness

Federal: Changes in Administration

- ▶ Transitioning in Biden Administration
- ▶ Focus on COVID-19 and economic stimulus
- ▶ Recommitment to climate action
- ▶ Environmental Priorities
 - ▶ Comprehensive climate legislation
 - ▶ Environmental justice/job creation
 - ▶ Land protection: 30x30





Federal: Committees

- ▶ Still finalizing rosters for House/Senate committee assignments
- ▶ Committees to watch include:
 - ▶ Natural Resources
 - ▶ Transportation & Infrastructure
 - ▶ Agriculture
 - ▶ Appropriations
 - ▶ Environment & Public Works
- ▶ Lauren Underwood (D-14) was assigned to Appropriations and freshman Marie Newman (D-3) was assigned to T&I

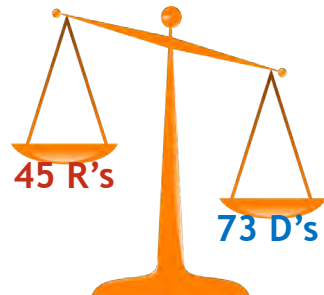


State: Illinois

- 
- ▶ New leadership: Rep. Chris Welch (D-7)
 - ▶ Failure of [Fair Tax Amendment](#)
 - ▶ Budget issues
 - ▶ \$700 Million in cuts total
 - ▶ \$29 M in cuts to OSLAD (Open Space Lands Acquisition & Development) grants
 - ▶ Legislation to watch in 2021: Clean Energy Jobs Act

Notable events in CW Region

- ▶ General Assembly Democrats retain super-majority



House



Senate

- ▶ Michigan: passed November 2020 ballot measure Prop. 1, which safeguards Natural Resource Trust Fund and the State Park Endowment Fund. Funds have garnered \$1 billion into Michigan land protection over the past 40 years
- ▶ Wisconsin: Elections in suburbs, particularly around Milwaukee, are trending increasingly blue
- ▶ Indiana: No notable delegation changes

Government Relations Community Update



- ▶ Transitioning to a more inclusive, grassroots-oriented approach
- ▶ Hosted fall Café series to explore the advocacy needs of GRC members, especially in time of COVID-19
- ▶ 2021: working with Laura Reilly and Maria Sadowski to develop “how-to” document to encourage engagement in GRC Social Link portal

Appendix F

Carolyn Finney Flyer

2021 Quarter 1: Execute Council Meeting

Chicago
Wilderness

Carolyn Finney Event Sponsorship Information

Chicago
Wilderness

Chicago Wilderness

**Sponsor
this event!**

DR CAROLYN FINNEY



REIMAGINING HEALTHY
COMMUNITIES
FOR PEOPLE
AND NATURE

WED, FEB 17
2-3:30PM CST

We are pleased to live-stream a conversation with storyteller, author, and cultural geographer Dr. Carolyn Finney. She is the author of the best-selling book *Black Faces, White Spaces: Reimagining the Relationship of African Americans to the Great Outdoors*. This event is free and open to all.

Event attendees will include conservation leaders, environmental professionals and interested community members primarily from Illinois, Indiana, Michigan and Wisconsin as well as nationally.

Your support will make it possible for people living in the Chicago Wilderness region and beyond to learn and be inspired.

The conversation serves as a launching point for a new Green Vision, where diverse communities in our region are engaged to promote health, economic vitality, and well-being for all.

We appreciate your support.

"In the case of race and the environment, it's not just who we imagine has something valuable to say. These assumptions, beliefs, and perceptions can be found in the very foundation of our environmental thinking, how we define the environment and how we think of ourselves in relationship with the environment. Who do we see, what do we see?"

— FROM BLACK FACES, WHITE SPACES: REIMAGINING THE RELATIONSHIP OF AFRICAN AMERICANS TO THE GREAT OUTDOORS

**Diverse Voices
Green Vision
United Region**

Join us as a sponsor!
February 17, 2021
2 pm –3:30 pm

**Questions?Contact
Laura Reilly**

Laura.ReillyCW@gmail.com

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:

	Platinum	Silver	Bronze
Participation Level	\$6,000	\$1,500	\$500
Platinum: \$6,000			
• Exclusive sponsor of the event • Introduce Dr. Finney on the livestream • Logo featured prominently during the event • Thanked personally by host during the event • Thanked on Facebook, Twitter, Instagram, and LinkedIn posts • Logo featured prominently on website, event landing page, and all promotional materials • Logo featured prominently in thank you email to registrants • Logo featured prominently on e-newsletters			
Silver: \$1,500			
• Logo featured prominently during the event • Thanked personally by host during the event • Thanked on Facebook, Twitter, Instagram, and LinkedIn posts • Logo on event landing page and all promotional materials • Logo on thank you email to registrants • Logo on e-newsletters			
Bronze: \$500			
• Logo on event landing page and all promotional materials • Logo on thank you email to registrants • Thanked on Facebook, Twitter, Instagram, and LinkedIn posts • Logo on e-newsletters			

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".

CHICAGO WILDERNESS ALLIANCE

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

Assets

Cash and Investments	\$	349,881.30
Total Assets	\$	349,881.30

Liabilities

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

Net Assets

Net Assets at Beginning of Period	\$	354,285.14
Change in Net Assets	\$	(4,403.84)
Total Net Assets	\$	349,881.30

Total Liabilities and Net Assets	\$	349,881.30
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STATEMENT OF ACTIVITIES

For the period ending March 31, 2021

Revenue

Membership Dues	\$	4,935.00
Donations	\$	1,225.00
Program - EERP	\$	400.00
Program - Conservation Congress	\$	-
Interest Earned	\$	-
Total Revenue		\$ 6,560.00

Expenses

Friends of the Forest Preserves	\$	196.80
Blue Pay/Other Transaction Fees	\$	175.36
Payroll/Employment Expenses	\$	5,511.68
Insurance	\$	-
Operational Expenses	\$	80.00
Program	\$	5,000.00
Total Expenses		\$ 10,963.84

Net Surplus/(Deficit)	\$	(4,403.84)
------------------------------	-----------	-------------------

Chicago Wilderness Alliance Fiscal Year is January 1 to December 31

CHICAGO WILDERNESS ALLIANCE

STATEMENT OF ASSETS, LIABILITIES and NET ASSETS
February 28, 2021

Assets

Cash and Investments	\$	343,294.62
Total Assets	\$	<u>343,294.62</u>

Liabilities

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

Net Assets

Net Assets at Beginning of Period	\$	329,760.77
Change in Net Assets	\$	<u>(4,901.15)</u>
Total Net Assets	\$	<u>324,859.62</u>

Total Liabilities and Net Assets	\$	<u>324,859.62</u>
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STATEMENT OF ACTIVITIES

For the period ending February 28, 2021

Revenue

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

Expenses

Friends of the Forest Preserves	\$	553.05
Blue Pay/Other Transaction Fees	\$	352.14
Payroll/Employment Expenses	\$	3,995.96
Insurance	\$	-
Operational Expenses	\$	-
Program	\$	<u>-</u>
Total Expenses		<u>\$ 4,901.15</u>

Net Surplus/(Deficit)	\$	<u>(4,901.15)</u>
------------------------------	-----------	--------------------------

Chicago Wilderness Alliance Fiscal Year is January 1 to December 31

CHICAGO WILDERNESS ALLIANCE

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

Assets

Cash and Investments	\$	343,294.62
Total Assets	\$	<u>343,294.62</u>

Liabilities

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

Net Assets

Net Assets at Beginning of Period	\$	329,760.77
Change in Net Assets	\$	<u>13,533.85</u>
Total Net Assets	\$	<u>343,294.62</u>

Total Liabilities and Net Assets	\$	<u>343,294.62</u>
---	-----------	--------------------------

STATEMENT OF ACTIVITIES

For the period ending January 31, 2021

Revenue

Membership Dues	\$	14,650.00
Donations	\$	285.00
Program - EERP	\$	3,500.00
Program - Conservation Congress	\$	-
Interest Earned	\$	<u>-</u>
Total Revenue		\$ 18,435.00

Expenses

Friends of the Forest Preserves	\$	553.05
Blue Pay/Other Transaction Fees	\$	352.14
Payroll/Employment Expenses	\$	3,995.96
Insurance	\$	-
Operational Expenses	\$	-
Program	\$	<u>-</u>
Total Expenses		\$ <u>4,901.15</u>

Net Surplus/(Deficit)	\$	<u>13,533.85</u>
------------------------------	-----------	-------------------------

Chicago Wilderness Alliance Fiscal Year is January 1 to December 31

CHICAGO WILDERNESS STATEMENT OF CASH FLOW AS OF MARCH 31, 2021

2021 BUDGET	AS OF	QTR 1 SUM	QTR 1			
		As of 3/31/2020	JANUARY	FEBRUARY	MARCH	
REVENUE		\$ 45,705.00	\$ 18,435.00	\$ 20,710.00	\$ 6,560.00	\$ 45,705.00 YTD REVENUE
EXPENSE		\$ 25,584.47	\$ 4,901.15	\$ 9,719.48	\$ 10,963.84	\$ 25,584.47 YTD EXPENDITURES
NET SURPLUS/(DEFICIT)		\$ 20,120.53	\$ 13,533.85	\$ 10,990.52	\$ (4,403.84)	\$ 20,120.53 YTD NET SURPLUS/(DEFICIT)
NET ASSETS		\$329,760.77 \$349,881.30	\$343,294.62	\$354,285.14	\$349,881.30	\$349,881.30 YTD NET ASSETS
2021 ACTUAL	AS OF		JANUARY	FEBRUARY	MARCH	
Membership		\$ 41,485.00	\$ 14,650.00	\$ 20,700.00	\$ 6,135.00	\$ 41,485.00
Donation		\$ 320.00	\$ 285.00	\$ 10.00	\$ 25.00	\$ 320.00
Conservation Congress		\$ -	\$ -	\$ -	\$ -	\$ -
EERP		\$ 3,900.00	\$ 3,500.00	\$ -	\$ 400.00	\$ 3,900.00
Force of Nature		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL REVENUE		\$ 45,705.00	\$ 18,435.00	\$ 20,710.00	\$ 6,560.00	\$ 45,705.00
EXPENSES						
FISCAL SPONSOR						
Friends of the Forest Preserves		\$ 1,371.15	\$ 553.05	\$ 621.30	\$ 196.80	\$ 1,371.15
TOTAL FISCAL SPONSOR		\$ 1,371.15	\$ 553.05	\$ 621.30	\$ 196.80	\$ 1,371.15
INSURANCE						
Insurance D/O		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL INSURANCE		\$ -	\$ -	\$ -	\$ -	\$ -
OFFICE						
State of Illinois - Annual Filing		\$ -	\$ -	\$ -	\$ -	\$ -
Blue Pay		\$ 697.44	\$ 351.62	\$ 170.98	\$ 174.84	\$ 697.44
PayPal		\$ 1.56	\$ 0.52	\$ 0.52	\$ 0.52	\$ 1.56
Other E-Commerce		\$ -	\$ -	\$ -	\$ -	\$ -
Web Domain		\$ -	\$ -	\$ -	\$ -	\$ -
Formsite & Zoom		\$ 80.00	\$ -	\$ -	\$ 80.00	\$ 80.00
Your Membership.com		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL OFFICE		\$ 779.00	\$ 352.14	\$ 171.50	\$ 255.36	\$ 779.00
CONTRACTOR						
CW Coordinator		\$ 15,019.32	\$ 3,995.96	\$ 5,511.68	\$ 5,511.68	\$ 15,019.32
TOTAL CONTRACTOR		\$ 15,019.32	\$ 3,995.96	\$ 5,511.68	\$ 5,511.68	\$ 15,019.32
PROGRAM						
Conservation Congress		\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 5,000.00
EERP		\$ -	\$ -	\$ -	\$ -	\$ -
Force of Nature		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL PROGRAM		\$ 5,000.00	\$ -	\$ -	\$ 5,000.00	\$ 5,000.00
MARKETING & COMMUNICATIONS						
Member Appreciation		\$ -	\$ -	\$ -	\$ -	\$ -
Consultant		\$ 3,415.00	\$ -	\$ 3,415.00	\$ -	\$ 3,415.00
Print Collateral/Logo/Branding		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL MARKETING & COMMUNICATIONS		\$ 3,415.00	\$ -	\$ 3,415.00	\$ -	\$ 3,415.00
VISIONING						
Visioning		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL VISIONING		\$ -	\$ -	\$ -	\$ -	\$ -
PROGRAM						
Program Grants		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL PROGRAM		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENSES		\$ 25,584.47	\$ 4,901.15	\$ 9,719.48	\$ 10,963.84	\$ 25,584.47
NET SURPLUS/(DEFICIT)		\$ 20,120.53	\$ 13,533.85	\$ 10,990.52	\$ (4,403.84)	\$ 20,120.53
NET ASSETS		\$329,760.77 \$349,881.30	\$343,294.62	\$354,285.14	\$349,881.30	\$349,881.30 YTD NET ASSETS

Chicago Wilderness

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

Chicago Wilderness Executive Council Meeting, Wednesday, April 21, 2021

NEW PARTNERS

Name	Type of Partner
Grace Farm Studios	Corporate
Panther Training, LLC	Corporate
McGinty Bros	Corporate
Chicago Adventure Therapy	General
Wisconsin Society for Ornithology	General
University of Illinois at Chicago School of Public Health	General
Wildlife Habitat Council	Executive Council

- 1) **Grace Farm Studios**
 - a) **Representative to Chicago Wilderness: Ann Chaney and Mike Owney**
 - b) **Mission/Goal of Organization: Specialty Crop Grower**
 - c) **Interested Education and restoration efforts in the region.**
- 2) **Panther Training, LLC**
 - a) **Representative to Chicago Wilderness: Claudia L Gunter**
 - b) **Mission/Goal of Organization: Panther Training is an outdoor fitness company. We provide functional training for all ages, physical abilities, etc. Our gym IS the GREAT OUTDOORS. We sponsor FITTRIPS all year round. We LOVE and RESPECT our environment and we want to share the beauty, admiration and stewardship with others**
 - c) **We are passionate about the conservation and maintenance of forested areas throughout the Chicago area**
- 3) **McGinty Bros**
 - a) **Representative to Chicago Wilderness: Brian McGinty**
 - b) **Mission/ Goal of Organization: To help restore and maintain the beauty of prairie and all of their benefits**
- 4) **Chicago Adventure Therapy**
 - a) **Representative to Chicago Wilderness: Andrea Knepper**
 - b) **Mission/Goal of Organization: Chicago Adventure Therapy (CAT) works with marginalized youth in Chicago using outdoor sports to build community and develop healthy leaders.**

5) Wisconsin Society for Ornithology

- a) Representative to Chicago Wilderness: Mary Murrell**
- b) Mission/Goal of Organization: Promote the study, enjoyment, and preservation of Wisconsin's birds**

6) Wildlife Habitat Council

- a) Representative to Chicago Wilderness: Daniel Goldfarb**
- b) Mission/Goal of Organization: Work with industries and communities in conservation, Ecological Land reclamation, Urban and community forestry**

Chicago Wilderness

April 14, 2021

TO: Executive Council Members

FROM: Steering Committee

RE: Selection of JEDI Consultant

The JEDI Working Group assisted in reviewing the proposals received this past year and helped identify the two preferred consultants to assist the Chicago Wilderness Alliance. Following this recommendation several members of the Steering Committee interviewed Cream City and Organic Oneness on Tuesday, April 6, 2021 through the ZOOM communications platform. Based on the results of those conversations, timeline, availability and budget, we proposed the following to the Steering Committee for consideration.

1. Engage *Organic Oneness* and pay the sponsorship fee (\$1,250) to set-up the customized breakout session and promote the upcoming virtual *Be the Healing Conference* on April 29-30, 2021 which is at the end of the month. This strategy continues to build upon our successful Congress with Dr. Carolyn Finney, Café Series on JEDI and keeps everyone moving and engages these members of the Alliance in a meaningful way. This was expressed by the JEDI group in their desire for the consultants to work together – which was thoughtful and a way of being inclusive; however, not possible. Information about the *Be the Healing Conference* and keynote by [Dr. Joy DeGruy](#) including registration can be found [here](#). The Steering Committee had voted in support of this endeavor and after learning that the breakout sessions customized to the Chicago Wilderness Alliance would not be possible, voted to reconsider this past week and rescinded the offer to sponsor the *Be the Healing Conference* for \$1,250 at this time. Chicago Wilderness will promote the free conference to its partners/members.
2. The Steering Committee voted in favor of developing a working group within the Steering Committee to negotiate terms with Cream City for the Chicago Wilderness Alliance's JEDI work over the 2021 and 2022 fiscal year at a cost not to exceed \$41,500.

It would be envisioned that Cream City conduct the assessment which could be initiated in later this year in 2021 and then continue into 2022 with the Educational Plan and Virtual Workshop and Road Map in 2022 – due to their availability. This gives the Alliance ample runway to continue to work with ICL and obtain necessary funds. What we like a lot is the value-added assessment data which can be provided to our partners (and their individual organizations) and the ability to have a larger data set for survey responses and a baseline that helps us establish a baseline for our Green Vision work while ensuring the thread of JEDI runs through all of our established and evolving goals and actions.

Proposed Timeline:

2021

April 15: Promote the "Be the Healing Conference "

April 29-30: All available CW members are invited to participate in the [Be the Healing Conference](#).

July 1-

December 31: Work to contract with Cream City
Develop Phase 1: Assessing Organizational Culture (while simultaneously continuing work with ICL, develop a funding strategy for advanced work with Cream City in 2022)

2022 Potential

Quarter (TBD)

Cream City Phase 2: Foundational & Advanced Level Workshops

Cream City Phase 3: DEI Strategy Design (aka The Roadmap)

Budget:

2021/2022

Cream City

Organization-wide survey and analysis \$12,000

Meetings with a sampling of staff (+ other stakeholders)
included in retainer

Education Plan & Virtual Workshop Facilitation \$24,500

Recommendations for 12-18 month action plan \$5,000 (roadmap)

Base Total: \$41, 550

One on one meetings with Leadership Team \$13,500

(for 9-month retainer) – Option A

TOTAL Investment \$56,250

Motion:

Consideration to authorize the Steering Committee to negotiate a contract with Cream City of Milwaukee, WI to facilitate Chicago Wilderness' JEDI work (assessment/workshops/road map) for a cost not to exceed \$41,500 over FY 2021 and FY 2022.

A hiker wearing a blue puffy jacket, a dark beanie, and a tan Patagonia backpack is seen from behind, looking out over a vast landscape of snow-capped mountains and evergreen trees. The hiker is holding blue trekking poles. A dark grey rectangular box is overlaid on the right side of the image, containing the title text.

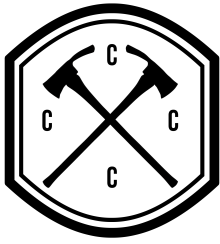
— 2021
PROJECT
PROPOSAL

Chicago
Wilderness

PREPARED BY:



CREAM CITY
CONSERVATION



AUGUST M. BALL

MILWAUKEE: GREEN + EQUITABLE

august@creamcityconservation.org

414.322.8482

MEET THE FOUNDER & LEAD CONSULTANT

SPECIALTIES:

- Company Culture & Conflict Management
- Organizational Assessment & Capacity Building
- Recruitment, Hiring & Retention for Diversity, Equity & Inclusion
- Employee Engagement & Professional Development
- Environmental Education & Training Program Design
- Public Speaking (Keynotes, Plenary Sessions & Panel Discussions)

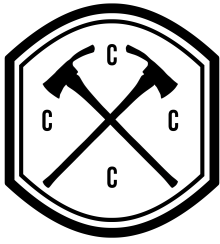
August M. Ball is the founder, CEO, and Lead Consultant of **Cream City Conservation**, a two-prong social enterprise. First, Cream City Conservation & Consulting works with environmental, corporate, and community-based organizations to address internal cultures and practices that contribute to racial homogeneity. Through equity audits, inclusion surveys, racial literacy building workshops, policy and practice review and coaching, the firm provides insight and recommendations to organizations that help them cultivate inclusive and equitable environments, develop intentional green career pathways, culturally responsive programs, and identify and mitigate bias in all aspects of the organization.

Second, through proceeds from the consulting firm, the **Cream City Conservation Corps** provides paid training and work experience to young adults 15-25 years of age, whose social identities are under and inequitably represented in various conservation, agriculture, and green infrastructure industries. The model is a closed-loop system between the Consulting firm and the Corps program which cultivates the next generation of environmental stewards while preparing organizations to attract, develop, and retain a diverse pool of leaders. The Corps program is supported by profits from the consulting firm, fee-for-service contracts, and community partnerships.

August received her formal education from UW-Parkside and UW-Milwaukee. She studied Sociology, Community Education, and Non-Profit Management. A self-taught conservationist, she has continued her education informally via organizations such as the Center for Diversity in the Environment, The Student Conservation Association, Paradigm, Policy Link, and the National Outdoor Leadership School (NOLS)

A native of Southeastern Wisconsin but citizen of the world, having lived in Southeast Asia for 15 years, she speaks three languages fluently. When not teaching, August enjoys traveling the globe, cooking, hiking, and will shamelessly sing karaoke whenever the opportunity presents itself.

WWW.CREAMCITYCONSERVATION.ORG



AUGUST M. BALL

MILWAUKEE: GREEN + EQUITABLE
august@creamcityconservation.org
414.322.8482

BASED IN MILWAUKEE, WI - WORKING WORLDWIDE

COMMUNITY SERVICE:

- WI Governor Evers' Climate Action Task Force - Appointee
- Milwaukee City/County Climate & Economic Equity Task Force - Appointee
- US Water Alliance - Milwaukee Water Equity Team Delegate
- Green Leadership Trust - Member

AWARDS & RECOGNITION:

- TEDx Milwaukee 2021 Speaker
- YWCA - Eliminating Racism Award 2018
- United Way - Philanthropic 5 Award 2018
- Wisconsin Conservation Voters - Green Tie Award 2018
- WI Association of Environmental Educators - Eco-Justice Award 2018
- Force for Positive Change - *Finalist* 2018

FEATURED PRESS:

- WUWM 89.7 (Milwaukee's NPR) - A Starting Place to Mutual Understanding.
- Shepard Express - Hero of the Week 2020
- Wisconsin EYE - Morning Minute
- TMJ4 - Racial Equity in the Environmental Sector
- Next City - Milwaukee Feature

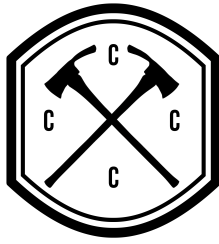
EXAMPLES OF WHO WE'VE HELPED:



ALLIANCE FOR
CLIMATE EDUCATION



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METHODOLOGY

DIVERSITY • EQUITY • INCLUSION

HOW WE WORK & WHY

Cream City Conservation utilizes a combination of social science-backed assessments, a suite of interactive workshops and presentations to build racial literacy and assist in developing a shared language. These components are critical to not only envisioning an organization's desired future state but in cultivating the internal culture and outward communication necessary to make that vision a reality.

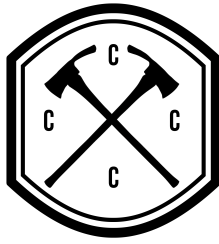
While we are clear that diversity goes beyond color and our workshops/assessments capture a breadth of diversity facets (including socioeconomic, ability, language, gender identity/expression, sexual orientation, neurodiversity, national origin, etc.), we intentionally center our teachings around race and anti-racism as it is the foundation of all other forms of oppression. We also center our work around race because people of the global majority continue to be disproportionately impacted by climate change and environmental injustice and therefore should be at the center of key decision making when it comes to sustainability.

We employ interactive techniques not only because they are the most effective for cognitive learning but because we believe the seeds of solutions lay within those experiencing the problem. We believe your organization already holds the knowledge required for resolution. What's needed is often a skilled facilitator to foster internal awareness and guide action toward the desired future state.

Upon completion of our time together, past clients have revamped or created holistic practices affecting the employee/board member/volunteer life-cycle from attraction to selection to development to retention and when necessary: off-boarding. They've developed new programs to funnel talent into their succession plan, launched campaigns to build awareness and non-traditional membership engagement. Diversity is the result of inclusive practices after all and the main marker of an anti-racist organization is whether or not racial justice and equity are embedded within all aspects of the organization.

Individual assessments typically take participants 15-20 minutes to complete. Phase 2 Workshops (descriptions on page 6 of this document) run 2.5 hours each. We recommend these workshops be scheduled at least a week apart to allow space for reflection, additional readings, and dialogue. Assessments should be re-administered no sooner than 10 months from the initial evaluation. All assessments and workshops are administered virtually.

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METHODOLOGY

DIVERSITY • EQUITY • INCLUSION

HOW WE WORK & WHY

Phase 1: Assessing Organizational Culture

Phase 2: Foundational & Advanced Level Workshops

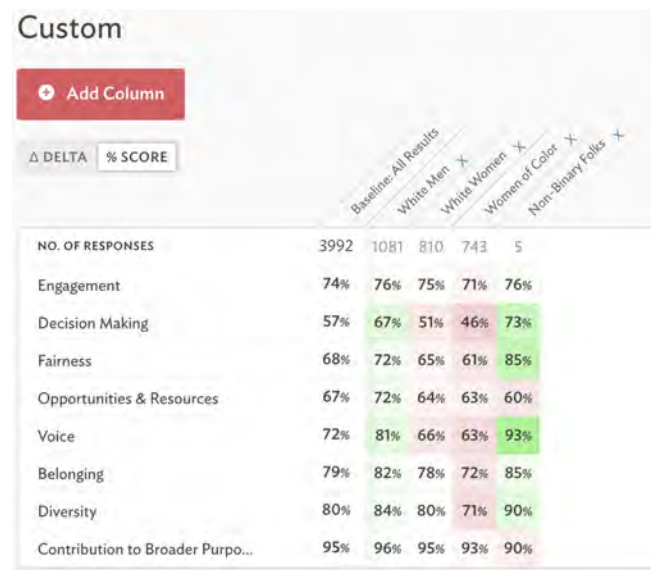
Phase 3: DEI Strategy Design (aka The Roadmap)

Assessing Organizational Culture

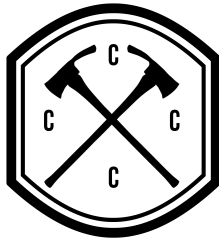
The consultant will work alongside your organization's established workgroup to customize our existing **Inclusion Survey**. The Inclusion Survey (also referred to as "the assessment") measures culture, practices, and sense of belonging among staff. This survey provides insights to help companies better understand the differing experiences of employees across social demographics via heatmaps. You'll be able to identify and understand whether underrepresented groups feel that decisions are fair, their voices are heard, whether they see opportunities for themselves, and whether they feel a sense of belonging. The results will highlight areas where Chicago Wilderness is currently thriving and identify areas of opportunity. The customized Inclusion Survey will help your organization establish a true benchmark of readiness to engage in racial equity work by evaluating existing organizational structure and culture. Consultant will compile results from the assessment and provide an overview presentation to the workgroup and leadership team and help craft a presentation for the entire organization.

The assessment takes a minimum of two weeks to customize, dependant upon availability of your workgroup to review, and another 2-3 weeks to launch. The consultant will require 2-3 weeks lead time to compile data into an overview presentation.

To the right is an example of a customized heatmap based on survey responses for each factor. Each factor has an established set of questions. Your workgroup may choose to expand upon each factor's questions or add/remove factors altogether. If selected, consultant will demo this platform.



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EDUCATION

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VIRTUAL WORKSHOPS - 2.5 HOURS EACH

Reflective Leadership & Effective Communication

In this initial workshop, we will lay the foundation for effective communication by establishing mutual understanding across communication styles and leadership values. Participants from all levels of the organization will get clear on their unique communication style along with that of their peers. Participants will explore skills for communicating across differences, effective problem solving and empathy building.

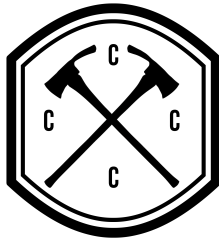
Racial Equity & Environmentalism

Workshop participants will explore how compounded disparities impact communities of color in every corner of society. Be it socio-economic, political, educational, health, etc. In addition, communities of color remain disproportionately impacted by environmental hazards yet grossly under-represented in spaces that hold key decision-making power related to conservation and sustainability. This workshop will provide the history of the construction of race, a key component in driving these inequities, while also evaluating environmental policies that have negatively impacted the environmental movement and produced the racial homogeneity we see today. The goal of this workshop is to help participants understand why these inequities exist, so we can do something about them. Participants will develop shared language for how to discuss these issues and interrogate the intricate relationship between race and institutional outcomes. This workshop will be challenging as participants will be invited to examine the ways in which they have interacted with race on internalized, interpersonal, institutional, and systemic levels.

Foundations of Internalized Racism

This session helps participants understand why power dynamics exist among racial identities. As a follow-up to the historical context set in Racial Equity, this session will guide participants in assessing the impact of race on individual socialization and exam one's role and agency. This workshop fosters collective understanding of the implications of race and assesses the ways we unintentionally uphold these dynamics in our policies, practices, organizational culture, partnerships, funding, decision-making, etc.

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EDUCATION

DIVERSITY • EQUITY • INCLUSION

VIRTUAL WORKSHOPS - 2.5 HOURS EACH

Decentering White Dominant Culture

Participants will practice identifying the various attributes of white dominant culture in both the working environment and in personal behaviors and mindsets. Participants will leave with an understanding of how white dominant culture harms us as individuals and our colleagues across all racial identities.

- Understand the definition and components of White Dominant Culture;
- Recognize and evaluate harm done to self and others;
- Examine characteristics of white fragility and racial battle fatigue
- Articulate alternative practices/cultures that mitigate trauma and foster a thriving environment.

Social Identities & Intersectionality

Workshop participants will explore their unique identities and identify areas that intersect. This workshop will highlight the business case for prioritizing socioeconomics mindfully in organizational culture. Session participants will be able to:

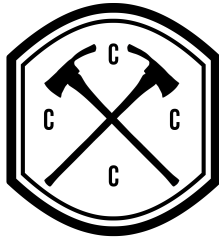
- Articulate the definition of intersectionality
- Understand there is an aggregate impact when different identities are combined
- Understand how socio-economics impacts the culture of work in America and how to identify and eliminate inequitable practices.

Recruitment & Retention for the 21st Century

In this workshop, participants will learn how to attract a diverse candidate pool and cultivate the culture necessary to foster a diverse and dynamic team. Participants must be ready to objectively evaluate current hiring, recruitment, evaluation, and staff development practices and strategies. Session participants will be able to:

- Debunk commonly held myths regarding talent acquisition
- Evaluate sample job/volunteer descriptions with an inclusive, equity lens
- Identify existing practices that contribute to homogeneous work teams
- Gain tips for cultivating equitable workforce practices, identify other areas of opportunity

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PROJECT DELIVERABLES

DIVERSITY • EQUITY • INCLUSION

VIRTUAL WORKSHOPS

Equity Tools Practical

In this final session, participants will review the various tools for equitable decision-making (especially across remote teams) presented in prior workshops and practice using them within the unique aspects of Chicago Wilderness. This session will also provide opportunity to unpack initial recommendations secured from the initial assessment.

Tools include but are not limited to:

- Equity Lens Framework
- Spectrum of Safety
- Memorandum of Mutual Accountability (MOMA)

PROJECT PRICING

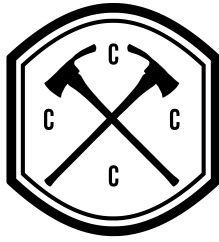
Project Deliverables & Cost

Total Investment \$55,000

1. Organization-wide survey and analysis-----\$12,000
2. One on one meetings with Leadership Team -----\$13,500 (for 9-month retainer)
3. Meetings with a sampling of staff (+ other stakeholders)-----included in retainer
4. Education Plan & Virtual Workshop Facilitation-----\$24,500
5. Recommendations for 12-18 month action plan -----\$5,000 (roadmap)

Additional customized workshops may be added a la cart based on needs of the client.

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PROJECT TIMELINE

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ESTIMATED TIMELINE

This timeline is a sample.

Exact timeline will be established in collaboration with client's designated workgroup

(Two meetings, 1-2 hours each)

Introductory Presentation/Meet & Greet with Workgroup & Entire Organization

(2 weeks)

Customize Assessment with Workgroup

(1-2 weeks)

Launch Assessment

(1-2 weeks)

Consultant compiles results

(One meeting, 1-1.5 hours)

Consultant presents results to workgroup

(One meeting, 1-1.5 hours)

Consultant or workgroup presents results to entire organization

(One session weekly, 2.5 hours)

Weekly Education Workshops (7)

(varies)

Consultant and workgroup co-design Roadmap

(1-2 weeks)

Disperse 1st draft of roadmap to organization for feedback

(1-2 weeks)

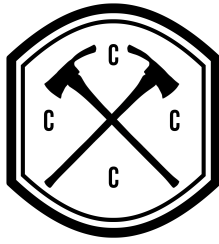
Incorporate feedback into roadmap

(2 weeks)

Disperse 2nd/final draft to organization

(One meeting, 1-1.5 hours)

Present final 12-18 month Roadmap



REFERENCES

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REFERENCES & TESTIMONIALS

Forrest Cortes
Director of Community Engagement
The Nature Conservancy
forrest.cortes@tnc.org
773-220-1393 (cell)

Kerry Schumann
Executive Director
Wisconsin Conservation Voters
kerry@conservationvoters.org
608-661-0845

Joey Zocher, Ph.D.
Advisor/Board Member
Escuela Verde
WI Association Of Environmental Educators (WAEI)
joey@escuelaverde.org
414-988-7960



"In every context, August is a dream to work with! She brings such a wealth of knowledge, expertise, tools, and strategies and shares them generously. August is masterful at the art of balancing support and accountability--she deftly calls people in to learning and to looking at things differently, without calling them "out" and without letting them off the hook. She is kind, empathetic, charismatic, and equally talented in front of a group and working one-on-one."

GLENN HOLSTEIN - URBAN ECOLOGY CENTER
GHOLSTEIN@URBANECOLOGYCENTER.ORG

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AUGUST M. BALL

CEO/FOUNDER

EXPERIENCE

CHIEF EXECUTIVE OFFICER/FOUNDER

Cream City Conservation | Aug 2016 – present

- Designed and underwrote Milwaukee's inaugural Youth Green Job Summit.
- Developed profitable two-prong social enterprise model to address public land stewardship needs and workforce succession planning.
- Re-invest profits from consulting firm to promote a more equitable and sustainable Milwaukee through environmental education and youth employment programs.
- Develop Diversity, Equity & Inclusion (DEI) strategies, conduct culture and equity audits for clientele.
- Train executive teams to develop change management strategies.
- Foster collaboration with organizations led by those of the global majority.
- Convene local and national leaders in planning community engagement and outdoor education programs for the enrichment and revitalization of public green space.
- Create behavioral standards, diversity metrics, and systems of accountability for measurable results.
- Develop and facilitate continuous education modules for multi-level agency staff on diversity and effective communication.
- Partner with HR staff to embed equitable practices in all facets of the employee life-cycle.

EXECUTIVE SUMMARY

I help environmental and government organizations develop systems and practices that cultivate a 21st Century workforce, board and volunteer base that is representative of the communities they work within.

CORE SKILLS & EXPERTISE

15+ years of management experience, renowned public speaker and thought leader for racial equity and environmental justice work, proven track record of strengthening team dynamics through change navigation, strong background in youth development pedagogy, community development and government relations.

CONTACT ME AT:

august@creamcityconservation.org
(414) 322-8482

www.creamcityconservation.org

Office Address:

3628 W Pierce St. Milwaukee, WI 53215

WHO I'VE HELPED

Some Past and Current Clients



AUGUST M. BALL

CEO/FOUNDER

EXPERIENCE CONTINUED

COMMUNITY ENGAGEMENT OFFICER

Milwaukee County Parks | September 2016 – August 2018

- Facilitated brand strategy & program design for volunteer program
- Serve as lead community liaison on behalf of county department at key functions (local & national)
- Standardized operating procedures for park advocacy groups and fund development
- Audit services and programs to evaluate equity, inclusion and access for all county residents
- Instituted new on-boarding and retention program for department
- Facilitate countywide Diversity, Equity and Inclusion workshops for field staff, executive leadership & elected officials
- Establish partnerships with state government agencies, schools, national organizations and corporate businesses to promote and fund intentional and equitable workforce development programs
- Oversee 80-100 subsidized workers annually

WISCONSIN PROGRAM MANAGER

Student Conservation Association | February 2008 – Sept 2016

- Manage fluctuating department budget of \$350,000-\$550,000
- Develop and maintain relationships with philanthropic community
- Develop and facilitate national crew leader training on Equity, Diversity & Inclusion & Group Dynamics
- Ensure youth development & cultural competency among local staff
- Manage day-to-day activities of local conservation employment program
- Supervise 21 Crew Leaders, 1 program assistant and up to 100 youth members
- Maintain existing and expand new partnerships with area schools, organizations and businesses to promote equitable pipelines into green careers
- Conduct recruitment, hiring and performance reviews of youth and adult staff annually
- Work with executive leadership to collect data, track outcomes and evaluate progress of programs
- Ensure national standards and program policies are executed consistently
- Create, secure memorandums of understanding (MOUs), respond to Requests For Proposals (RFPs)

COMMUNITY EDUCATION & TECHNOLOGY

Agape Community Center | 2005 – February 2008

- Complete Individual Development Plans for youth participants ages 7-19.
- Develop and facilitate community education curricula for participants.
- Coordinate and facilitate professional development training for staff.
- Leverage partnerships with area universities and community centers.
- Plan & host three (3) large-scale annual recognition events.
- Provide fiscal management for department budget and grant obligations.
- Develop and manage relationships with philanthropic community, respond to RFPs & manage grants.



EXPERIENCE CONTINUED

SERVICE LEARNING CURRICULUM SPECIALIST – TEAM LEADER

AMERICORPS – Youth Volunteer Corps | 2003 – 2005

- Build and served as Team Leader for Youth Advisory Council
- Developed and executed annual Service Learning Summer Camps
- Forged community partnerships with schools, organizations and businesses
- Recruited, trained and coordinated volunteers for large scale projects
- Serve as lead liaison to media outlets
- Coordinate annual volunteer expo with over 25 agencies

CURRENT COMMUNITY SERVICE:

- WI Governor Ever's Climate Action Task Force – Appointee
- Milwaukee City/County Climate & Economic Equity Task Force – Appointee
- US Water Alliance – Milwaukee Water Equity Team Delegate
- Green Leadership Trust – Member

RECENT AWARDS & RECOGNITION:

- YWCA – Eliminating Racism Award 2018
- United Way – Philanthropic 5 Award 2018
- Wisconsin Conservation Voters – Green Tie Award 2018
- WI Association of Environmental Educators – Eco-Justice Award 2018
- Force for Positive Change – Finalist 2018

FEATURED PRESS:

Shepard Express – [Hero of the Week 2020](#)

Next City – [Milwaukee Feature](#)

Wisconsin Gazette – [Wisconsin Conservation Program Grows Youth Passion for Nature](#)

LANGUAGES

- ENGLISH (Mastery)
- TAGALOG (Advanced)
- CEBUANO (Advanced)
- SPANISH (Novice)



FORMAL EDUCATION

UNIVERSITY OF WI – PARKSIDE

Sociology BA | May 2006

Continuing Education Certificates

– Youth Work – 2007

– Spanish 1 & 2 – current

UNIVERSITY OF WI – MILWAUKEE

Non-Profit Management

Graduate Certificate

CARDINAL STRITCH

African American Leadership Program

Cohort 10 – 2017

NOTABLE PROFESSIONAL APPEARANCE

Creating a Thriving 21st Century Workforce – Plenary Session
Vital Lands Summit 2020, Champaign, IL January 2020

Confronting White Fragility & Mitigating Racial Battle Fatigue in Environmental Education
Wisconsin Association of Environmental Educators, Annual Conference, Madison, WI 2019

Attracting, Selecting & Retaining a Thriving 21st Century Workforce,
Tamara D. Grigsby Office for Equity & Inclusion, Madison WI November 2018

Diversity & Inclusion: Creating a Thriving 21st Century Workforce,
Walnut Way Conservation Corps Solar Industry Workshop, Milwaukee, WI October 2018

The Obstacle is the Advantage: Commencement Ceremony Address, 2018
Escuela Verde Graduation, Milwaukee, WI June 2018

Creating a Culture of Belonging: Transgender Youth Focus for Outdoor Programming
Global Youth Leadership Institute in partnership with Cream City Conservation presents The Experiential Leadership Workshop, Discovery World, Milwaukee, WI May 2018

Equity and Inclusion in the Environmental Field (Four Reasons Your Environmental Organization is Still Predominantly White) 2018 Midwest Fish & Wildlife Conference, Plenary Speaker.
Hilton City Center, Milwaukee, WI January 2018

WAEF Keynote Address 2018 Wisconsin Association of Environmental Educators Winter Workshop.
Treehaven, Tomahawk, WI January 2018

Diversity, Equity and Inclusion Short Course 2018 Wisconsin Association of Environmental Educators Winter Workshop, Treehaven, Tomahawk, WI January 2018

Creating a Calling in Culture 2018 Wisconsin Association of Environmental Educators, Fall Conference, Concordia University, Mequon, WI October 2017

save
the
date

BE THE HEALING CONFERENCE

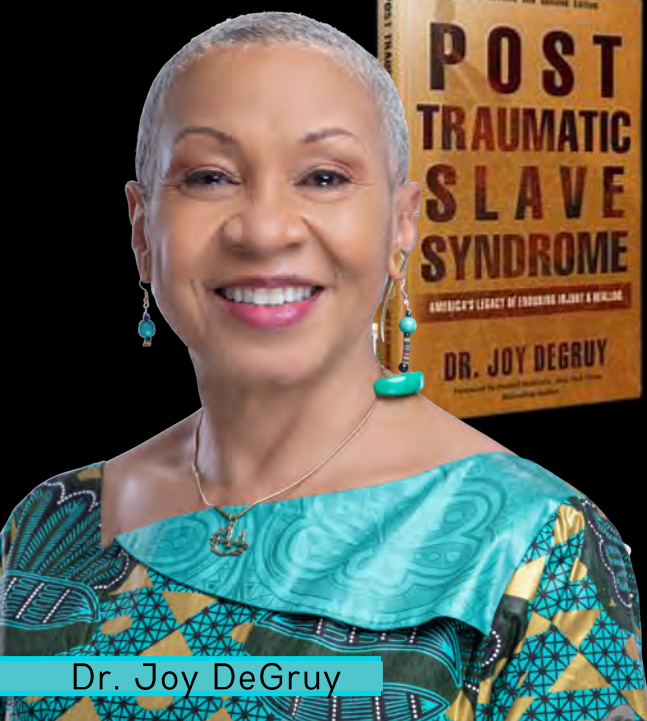
4TH ANNUAL | CHICAGO 2021

INSTITUTIONAL RACISM
MULTI-GENERATIONAL TRAUMA
COLLECTIVE IMPACT
FAIRNESS-JUSTICE-SAFETY-EQUITY

APRIL 29TH & 30TH
9:00AM- 3:30PM

via zoom

Registration coming soon!



Dr. Joy DeGruy

LET'S WORK
TOWARDS
HEALING
TOGETHER.



FOR MORE INFORMATION EMAIL INFO@ORGANICONESS.ORG OR CALL 312.371.7036



THE CHICAGO
COMMUNITY TRUST



Spiritual Assembly
BAHA'IS OF CHICAGO



Family and Community
Engagement



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Wilson



BE THE HEALING CONFERENCE

4TH ANNUAL | CHICAGO 2021

APRIL
29TH & 30TH

Be the Healing Conference will be free to the public and address topics of systemic racism derived from Anti-Blackness and White Supremacy, intergenerational and historical trauma, structural violence, mental health and COVID-19, sexism and xenophobia, and will provide improvement strategies through an inspirational and solution-oriented lens.

This event is designed to enable participants to develop a knowledge base and critical awareness of issues specifically impacting children and youth of color and their families and the skills set to address them. Post activities will be planned to continue this journey together throughout 2021.

PARTICIPANTS WILL INCLUDE:

Youth, young adults, and a cross-sector of the community that influence the ecosystem of children and youth: educators, social workers, housing advocates, health professionals, community activists, law enforcement, and community members.

The conference will be conducted in two full-days. Confirmed speakers include:

- Dr. Joy DeGruy, world-renowned content expert, educator, and author
- Dr. Maurice Swinney, Chief Equity Officer of Chicago Public Schools
- Candace Moore, Mayor's Office Chief Equity Officer

Chicago experts will lead breakout sessions addressing various types of trauma at the individual, community, and systemic levels in the fields of education, environment, health, housing, politics, economics, and justice system. Seminars will also address the Oppression and Trauma from a Cultural Lens: African American/Black, Asian, Latinx, Biracial/Multiracial, Native/Indigenous, and White.

SPONSORSHIP

If you are interested in sponsoring this event, please contact Elizabeth Vivas, Senior Development Director, at elizabeth@organiconeness.org. Your generous support will allow unique speakers the opportunity to connect with community members from across Chicago to build capacity and heal together. The more robust our funding the more beneficial, accessible, and long term/sustainable this effort becomes.

If you would like to make a public donation, there are opportunities for name/brand recognition on flyers, videos, and other marketing materials. Anonymous contributions are also welcome. Organic Oneness is the acting fiscal agent for this event so all contributions are considered charitable to the extent allowed by law.



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