

ANNUAL REPORT 2020



Concerned Resource & Environmental Workers

Dear Friends of The C.R.E.W.,

It's safe to say that 2020 pushed us all into strange and uncomfortable territory. We didn't all face the same challenges: some of us were plunged into isolation while others, especially essential workers, dealt with ongoing public exposure. Parents, teachers, family caregivers, and many others faced impossible decisions about how to best safeguard the physical health of people they love during the long months since March 2020.

In many ways, The C.R.E.W. was fortunate. We found out early that our work is indeed 'essential' and we examined all operations to minimize exposure between staff members. We made changes, figured out how to mask even when the global inventory of masks ran dry, and carried on. We headed into a fire clearance season that turned out much busier than usual due to the late and heavy rains of spring 2020, and we found out just how essential this work is.

The pandemic demanded our full attention as we practiced new ways, large and small, of navigating our lives. And in the midst of this, we keep an eye fixed on the future: the pandemic shone a spotlight on many vulnerabilities in our society and economy and we have deeply examined our role in preparing young people to succeed. We will continue to work with fellow community leaders to greet the years ahead with a robust array of projects and professional training. Our teens and young adults are smart, dynamic, and they're continuing to adapt, as our precious young people do. Our work is to give them all the tools and wisdom available. You are with us in this work, and we can only accomplish this together.

Sincerely,

*Jennifer Berry
Executive Director*

*Mary Bergen
Board President*



Jennifer Berry



Mary Bergen

OUR MISSION

To give young people employment, and develop lifelong skills through environmental work that restores natural land and protects communities against wildfire.

OUR IMPACT



11,800 hours worked in the field



23 fire prevention projects impacting 22,000 acres



16 miles of trail maintained



13 acres under ecological restoration



38 low-income and elderly neighbors received no-cost brush clearance



200 donors: community members, foundations, government agencies, and local businesses

OUR WORK

Since 1991, The C.R.E.W.'s has brought the employment and education of young people together with environmental stewardship. For all people, living a healthy and successful life is directly linked to having meaningful work and living in a healthy environment. From the farthest, wildest reaches of our watersheds to the habitats around our homes and cities, we need nature and the environment needs us to ensure its support and protection.

At the same time, young adulthood is a pivotal moment in a person's life when the available opportunities play an outsized role in shaping their lifelong paths. C.R.E.W. field staff take part in habitat restoration, fire prevention, conservation, and trail access, all of which require skilled and knowledgeable care.

The C.R.E.W. continues, as we have done for nearly three decades, to effectively take on this vital work while introducing each new generation to formative experiences and life lessons that will have a positive impact on the future for our whole community.



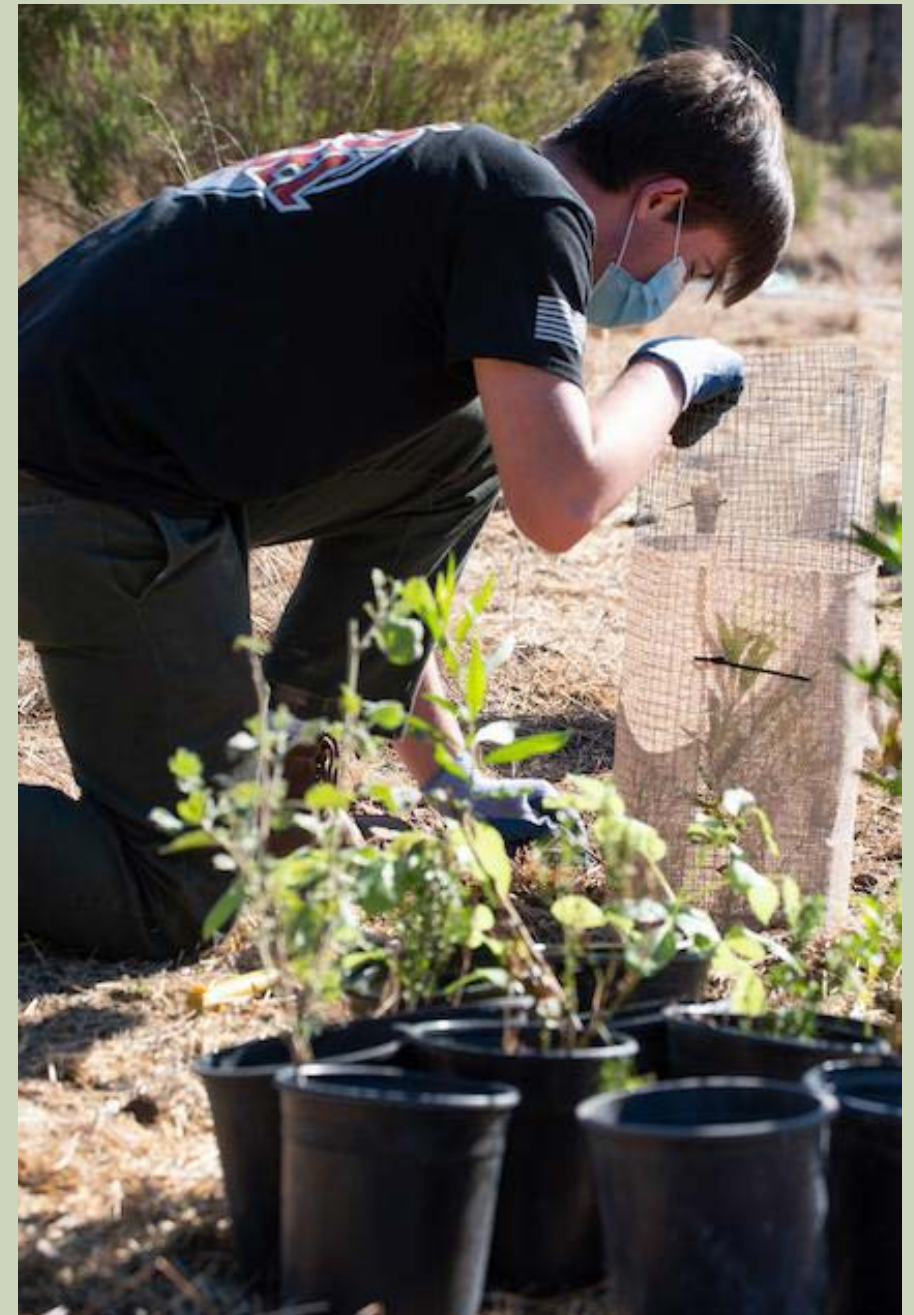
OUR PROJECT HIGHLIGHTS

Field work is where our values are put into action. We take part in dozens of projects each year, from reclaiming an overgrown wilderness trail, to planting trees along city parkways. Here are just two of our many projects with long-time partners:

Green Valley Project

At the start of 2020, Green Valley Project was a brand-new idea. Despite COVID and school closures and tremendous uncertainty, the idea grew: young people taking lead roles in environmental stewardship within their own community. Environmental science students at Nordhoff High School started the first of several acres of oak restoration at the Ojai Meadows Preserve, while a team of teens and young adults created the name and logo for Green Valley Project. Working with visionary partners from Ojai Valley Land Conservancy, Pax Environmental, and Once Upon A Watershed, we created a blueprint for the next twenty years so that the children of today's youth can be part of environmental learning, leadership, and careers to enrich the whole community.

Learn more about this dynamic new C.R.E.W. program at www.greenvalleyproject.org.



OUR PROJECT HIGHLIGHTS

Trailwork

Maintaining remote trails in the Los Padres National Forest is where The C.R.E.W. started and this remains a central part of our work today. For many of our team members, trails are their favorite and most satisfying type of work. It's the one that challenges their physical endurance, teaches a whole new range of skills, and takes them into brand-new wild places. In 2020 we took on Ortega OHV Trail, and in 2021 we'll tend to over 13 miles of trail throughout the Ojai Ranger District. Many of these trails, like Red Reef and Last Chance, are remote enough that we'll have the opportunity to revive the treasured experience of multi-day spike-outs.

If you love trail work and are interested in volunteering alongside our team members, just say the word! Email jberry@thecrew.org to be included in trails updates.



Fire Safety in Carpinteria & Summerland

Sometimes new friends ask, "Do you work outside of Ojai?" We sure do! Our projects carry us from Santa Barbara to Thousand Oaks, and all along the Los Padres range. One project that we have enjoyed for many years is the Carpinteria-Summerland Fire Protection District's curbside chipping program. Serving neighborhoods tucked among fire-prone forests with fuel reduction service is one of many ways that The C.R.E.W. does its part to strategically manage wildfire risk.



OUR PARTNERS

The C.R.E.W. can offer hands-on work with real environmental impact, thanks to the partnership of these many excellent agencies and organizations. For us, partnership shows up in many different ways: sponsoring a project; hiring us directly for services; collaboration on grantmaking and project implementation; staff education and training; and hiring C.R.E.W. 'graduates.' Our relationships make The C.R.E.W. better and benefit of the whole community, and we thank each and every one of these organizations and the excellent people behind them:

Bank of America Charitable Foundation

CA Fire Safe Council

CA ReLeaf

Carpinteria-Summerland Fire Protection District

Center for Regenerative Agriculture

City of Ojai

Conejo Open Space Conservation Agency

HELP of Ojai

Los Padres Forest Association

Matilija Canyon Alliance

Meher Mount

Oak Ranch Estates

Ojai Trees

Ojai Unified School District

Ojai Valley Land Conservancy

Ojai Valley Sanitary District

Pax Environmental

Private Homeowners

Santa Ana Ranch

Sisar Mutual Water Company

State Coastal Conservancy

Thacher School

U.S. Forest Service

Ventura County Community Foundation

Ventura County Parks

Ventura County Resource Conservation Agency

Ventura Land Trust



OUR DONORS

For the last 30 years, an outstanding community of supporters has made possible the professional development, environmental training, special projects to serve the community, and other programs that set The C.R.E.W. apart. We want to recognize, with tremendous appreciation, all of you who have donated in 2020. You helped us weather a challenging year and come through it stronger than ever, and we look forward to continuing to serve in the years ahead.

\$10,000+

Ann Jackson Foundation
Cotyledon Fund
John J. Moller Family Foundation
Patagonia, Inc.
Shanbrom Family Foundation

Brokaw Nursery
John Dickenson
Lowthorp, Richard, McMillan, Miller
& Templeton
Fred Rothenberg
Slaughter, Reagan & Cole, LLP
Tony & Anne Thacher

Steven North & Becky Beckett
Ojai Oil Company
Optimist Club of Ojai
David & Leanne Tilmont
Cindy & Terry Wright

\$2,000 - \$9,999

Mary Bergen
Cal-Fire Foundation
Ann & Harry Oppenheimer
Patagonia
Carey Appel Pearlman & Tracy
Albert
Al Stroberg & Betsy Patterson

\$500-\$999
Anonymous
Judie & Larry Beckett
Susan Bee
Robert Bonewitz
The Camp Family
Charles Casey
Stefanie & Wiley Coeler
Roger Conrad
Patricia & Roger Essick
Dottie Loebel

Up to \$500
Anonymous
Debra & John Adair
Carol & Robert Adams
Mario & Patrice Aguirre
Lincoln Anderson
Jean Angle
Patricia & Ross Atkinson
Emily & Tony Ayala
Bobbi Balderman
Catherine & Gary Barnhart
Joe & Lily Barthelemy
George Ball & Amanda McBroom

\$1,000 - \$1,999

Philip & Tucker Adams
Alexandra & Barend Bendorf

OUR DONORS

Briana & Steve Beebe
June & Shed Behar
Scott Bevans
Caryn & Charlie Bosson
Anne & Ken Boydston
Priscilla Brennan
Ellen Brokaw
Bill Brown
Sandy Buechley
Joanne & Michael Caldwell
Claire Carty
Fred Chase & Martha Moran
Amber Christensen
Jim Churchill, Churchill Orchard
Ned Clark & Bene Schoyen
Ann & Peter Costigan
Herbert Courtney
Crooked Creek Ranch
Cunningham Tree Service
Sharon Cunningham
Duane Dammeyer & Marian
Bonvechio
Robert Dautch & Liz Pretzinger
Shaun & Tamara Davis
Vanessa DeLuca
Lois & Stan Diamond
Harriet & Peter DiCapua
David & Wena Dows

Karin Dron
Dorothy & Larry Dron-Smith
Lucille Elrod
Barbara & Carl Enson
Eric & Mona Erhardt
Bill & Karen Evenden
Keiko Fujikura
Ken Falstrom
Gary Farr
William Fortier
Glenn Fout & Lorraine Lim
Helen Fredell
Gregory Gore
Ann Grupp-Kaplan
Andrea Haffner
Julie Hahn
Richard & Sandy Hajas
Julia & Walter Hamann
Michelle Henson
Karen Hesli
Bruce & Virginia Hibberd
Ronald Hoeppel
Brian & Camille Holly
Jeff & Kara Hooper
Rikki Horne
Vicki Hunt
Bernadette & Chester Jagiello
Elaine Johns

Carl & Jo Ann Johnston
John & Katherine Johnston
Doug & Peggy Jones
Adele Kaiser
Margaret Kaufman
Richard Keit & Mary Kennedy
Joan Kemper
David Kille
Douglas & Dulanie La Barre
Carole & Ken Lakes
Martha Laliberte
John Lamb
Lisa Larramendy & Larry Rose
Gloria & Tim Lawson
Paul & Theresa Leasure
Catherine Lee
Bettijo Legan-Adams
Paul Lepiane & Bo Bengston
Greg & Martha Lepine
Connie Lhautara
Sherry & William Loehr
Pat Lowthorp
Martineau Development
Mary Jane McCall
Kenneth & Virginia McConnell
Steven McDonald
Dan McGrath
Mary McGrath

OUR DONORS

Gloria & Oscar Melendez
George & Peggy Melton
Patricia Menne
Alice & Kurt Meyer
Bill Miley
Nomi Morris
Sylvia Narula
William Norris
Judy Oberlander
Jo O'Connell, Australian Native
Plant Nursery
Ojai Business Center
Ojai Digital
Ojai Quarterly
Janet Owens
Richard Parsons
Katherine Patton
Don & Melinda Pemberton
Ronald & Terree Pencek
Nancy Pepper
Linda & Ron Phillips
Judi & Ron Polito
Alexander Power
Judith Pugh
Barry & Donna Rabe
Ron Raschke
Larry Reilly
Kay Renius

Julie Rischar
John & Peggy Russell
Alan & Carol Saltzman
Martha Saxe
Doug Schmalenberger
Amy Schneider
SDM Realty
Mary & Michael Shore
Joe & Mary Silvestri
Charles & Sandra Sledd
Bob & Kathryn Soares
Carina & Doug Solecki
Lynne Stark
Alicia & Hall Stratton
Jerome Summerlin
Brian & Lillian Tally
Robert Tallyn
John & Caroline Thacher
Peter Strauss & Rachel Ticotin
Fred & Cricket Twichell
Patricia Unruhe
Dean Vadnais
Allen Vail
Ventura County Deputy Sheriff's
Association
The Vincent Family
Carolyn & Gil Vondrisk
Jakob & Marianne Vos

Judith & Philip Walker
Bill Weirick
Al & Joyce West
Elizabeth & J.B. White
Phil White
Peggy & Ric Wiles
Huora Williams
David & Kit Willis

Please join us in recognizing those
community members we lost in
2020, and in offering our support to
their friends and families:

Sheila Cluff
Harriet DiCapua
Chris Hilgers
David Kille
Cookie Miley
Larry Reilly

OUR FINANCIALS

Expenses

Program Services	\$452,480	80%
Management	\$61,090	11%
Fundraising	\$48,850	9%
Total Expenses	\$562,420	

Revenue

Contributions - Unrestricted	\$165,820	30%
Contributions - Restricted	\$76,000	13.6%
Program Fees	\$313,085	56%
Other Income	\$2,500	0.4%
Total Income	\$557,405	

Through the support of our partners and donors, and through investment in our long-term growth and sustainability, we are pleased to report that The C.R.E.W.'s overall budget grew 23% from 2019 to 2020.

OUR BOARD OF DIRECTORS

Mary Bergen, President

Larry Beckett, Vice-President

Laura Ciontea, Treasurer

Michelle Henson, Secretary

Greg Lepine

Sandy Buechley

Bill Brothers

Board Spotlight: Michelle Henson

What made you want to get involved with The C.R.E.W.?

I was asked to join by Wally McCall who I knew for many years. Wally knew of my work with the Rotary Interact Club at Nordhoff High School, and we both agreed I would be a good connection and opportunity for students interested in the work the C.R.E.W. was doing.

What does The C.R.E.W. mean to you?

I have always thought the mission of the C.R.E.W. was a great opportunity for any young person interested in finding a path that was not always offered through the education system.

What do you hope for in the coming year?

The continued success, opportunities for young people to find work in the environment or just work in general, and the development of relationships with other nonprofits like OVLC.

What is your favorite aspect of The C.R.E.W.'s work?

The opportunities for young people to find employment, and career training in various areas of the environment. Also, the wonderful work the C.R.E.W. does for our community



OUR ADVISORY COUNCIL

Advisory Council members have generously committed to advise The C.R.E.W. on opportunities and issues, current local events, and to contribute their time and expertise to expand The C.R.E.W.'s positive impact.

Becky Beckett

Bret Bradigan

Rob Brokaw

Jim Clark

Ned Clark

Stefanie Coeler

Wiley Coeler

Pat Loughman

Bill Shanbrom

Alicia Stratton

Tony Thacher

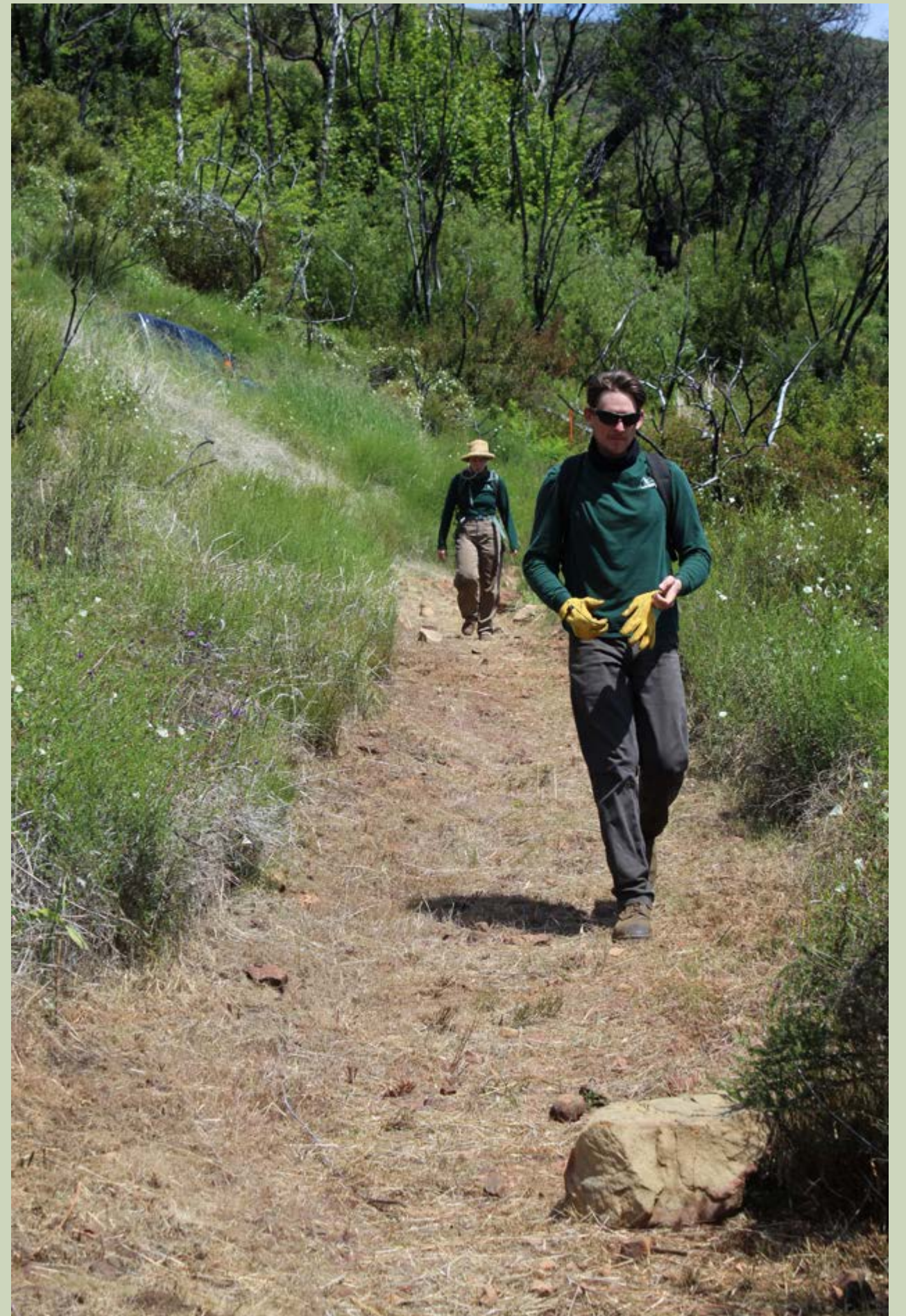
Al West



OUR YEAR AHEAD

When 2020 came to a close, we looked to 2021 with cautious optimism. We have a strong team; a knowledgeable and active Board of Directors; an incredibly supportive community; and 30 years' experience to carry us forward. With such a foundation, The C.R.E.W. moves thoughtfully and confidently into the months and years ahead. We look forward to:

- Repairing trails and restoring ecosystems ruined by recent wildfires. The Los Padres National Forest is a treasure, and caring for this land is where The C.R.E.W. got its start. In the next few years we will repair dozens of miles of backcountry trails;
- Growing native trees in our new tree nursery, and planting trees along roadways and on public lands;
- Restoring ecosystems, especially surrounding local creeks and rivers;
- Playing a key role in our regional strategy for wildfire prevention including chipping, defensible space around homes and other structures, and home hardening;
- Expanding our workforce development to include more high schoolers and young adults who are able to experience an ever-widening array of outdoor and green collar jobs.



OUR YEAR AHEAD

There are challenges ahead, to be sure. Growth is always challenging, but we are ready to meet 2021 and beyond. Join your C.R.E.W. members along the way with events and volunteer opportunities for all ages. To stay up-to-date with these and other opportunities:

Sign up for The C.R.E.W. newsletter:
www.TheCREW.org/contact

Sign up for Green Valley Project updates:
www.GreenValleyProject.org/getinvolved

 @TheOjaiCREW
@GreenValleyProjectOjai

 the_ojai_c.r.e.w
greenvalleyprojectojai



We hope to enjoy our fall community gathering in October, and to host our annual BBQ celebration in April 2022 – and this time, we'll be marking The C.R.E.W.'s 30th anniversary! Stay tuned...and together, let's hope for a swift and smooth end to the pandemic. For now, stay safe and well, from all of your friends at The C.R.E.W.