

Concerned Resource & Environmental Workers



ANNUAL REPORT 2019



OUR MISSION

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

OUR VISION

Every teen and young adult should have the opportunity for meaningful employment that challenges them to grow, mature, and learn new skills. Through hands-on field work, The C.R.E.W. engages young people in environmental projects with lasting impact. At the same time, C.R.E.W. staff receive mentoring and career development at a pivotal time in their professional lives.



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

In the life of an organization, just as in our own lives, some years seem to be especially full of change, growth, surprises, and celebrations. For The C.R.E.W. 2019 was a great year: our staff team grew to include two brand-new positions (Lead Supervisor and Community Liaison) and crews worked more than 10,000 hours on trails, habitat, and fire prevention projects across two counties. As a community we celebrated the return of our Spring BBQ and the November Community Gathering, both in their 2nd consecutive years.

The C.R.E.W. has now pursued its mission of environmental work and employment for young people for 28 years, under the leadership of several fine directors. In 2018 and 2019, Executive Director Caryn Bosson revived community events, won new grants for fire and habitat work, additional support for staff development, and kept The C.R.E.W. fully connected with our enthusiastic and supportive community of advisors, partners, donors, and Board members.

In partnership with then-Deputy Director Jennifer Berry, we have slowly and thoughtfully transitioned leadership roles over the last quarter of 2019. The Executive Director baton was fully passed to Jennifer in January 2020, and in the coming year we look forward to extensive native habitat restoration in collaboration with local schools, an expanded fire prevention programs, and a broadened career development program. Caryn remains a member of the leadership team, in a role that draws on her long experience with youth, environmental restoration, and organizational development.

Bringing her own extensive background in youth and young adult development as well as environmental field work, Jennifer looks ahead to working with The C.R.E.W.'s dedicated community of supporters, partners, and alumni on our exciting projects already in motion as well as new opportunities that will surely arise. The C.R.E.W. is honored to have earned the trust and respect of this community, and together we will steadfastly continue to support the growth of our young people and the stewardship of our local environment.

Sincerely,

*Jennifer Berry
Executive Director*

*Caryn Bosson
Community Development Director*



Jennifer Berry



Caryn Bosson

OUR BOARD OF DIRECTORS

Mary Bergen, President
Marine Biologist (retired), Rancher

Larry Beckett, Vice-President
Educational Psychologist (retired)

Michelle Henson, Secretary
Bank of the Sierra

Laura Ciontea, CPA; Treasurer
Damitz Brooks Nightingale Turner & Morrisset

Sandy Buechley
Patagonia

James E. Clark II
Clark Corp.

Greg LePine
Environmental Science Educator (retired)

Patrick Loughman
Lowthorp, Richards, McMillan, Miller, & Templeman



Mary Bergen
Board President

Board member since 2005

What brought you to The C.R.E.W.?

Jim Clark asked me to join and I was very enthusiastic about the idea of helping kids and working on trails and other community projects. I believe in the value of outdoor work, particularly in coming to terms with growing up and adjusting to the adult world.

What does the CREW mean to you?

The CREW is very important to me. It melds kids, the environment and community in a unique way. It happens naturally with a benefit to all.

What do you hope for in the coming year?

I hope in the coming year we can do more projects and help more young people. I am particularly excited about working with schools on growing native plants and working on restoration projects.

OUR ADVISORY COUNCIL

Becky Beckett

Bret Bradigan

Rob Brokaw

Bill Brothers

Ned Clark

Stefanie Coeler

Willi Coeler

William Shanbrom

Bill Slaughter

Alicia Stratton

Tony Thacher

David Vadnais

Allan J. West



OUR YEAR IN REVIEW

The C.R.E.W. truck sets out for the day, with a cab full of people and a bed full of tools. Pulling onto Highway 150 around 6:35am, they're headed to a project that could be habitat restoration, or wildfire fuel reduction, or trail maintenance. The 'environmental work' at the core of our mission is complex - from reclaiming a trail nearly lost to fire and flood, to spreading mulch in a nearby park, or recording wildlife sightings at a previous restoration site – and gives our team members ample opportunities to apply their skills and learn new ones.

Our young staff learn perhaps even more through the small but mighty lessons of each day: show up on time. Use equipment with care, and respect both the power and the limitations of your tools. Talk with coworkers and supervisors respectfully, even in times of stress. Get enough sleep, decent food, and water and your body will do great things for you.

Between these life lessons, the technical skills learned, and the tangible accomplishments of a hard day's work, C.R.E.W. workers gain confidence, pride in their efforts, maturity, and community. This is an important foundation for all of our team members, and it is our hope that they always remember and appreciate their time with The C.R.E.W.



OUR FIELD & OFFICE STAFF

Todd Homer, Administrative Manager

Brian Campbell, Lead Supervisor

Carlos Garcia, Supervisor

Victor Velasco, Supervisor

Bennett Barthelemy, Supervisor

Tom Baughman, On-Call Supervisor

Tyson Tilmont, On-Call Supervisor

Billi Ray Ortega, Lead Sawyer

Cris Guzman, Crew Member

Nick LeBrock, Crew Member

Carson Davis, Crew Member

Sam Marks, Crew Member

Jared Dubrin, Crew Member



OUR STATISTICS



11,044 hours worked in the field



11 fire prevention projects impacting 20,000 acres



6 trails projects on 10 miles of trail



4 habitat restoration sites over 10 acres



36 low-income, elderly residents received no-cost weed and brush clearance service



180 individual donors - community members, foundations, and local businesses

OUR FINANCIALS

Expenses

Program Services	\$360,465	79%
Management	\$56,827	12%
Fundraising	\$41,204	9%
Total Expenses	\$458,496	

Revenue

Individual & Foundation Contributions	\$104,406	16%
Corporate Contributions & Grants	\$15,682	2.5%
Foundation & Individual Grants (restricted)	\$176,289	27%
Program Fees	\$357,343	54%
Other Income	\$3,380	0.5%
Total Income	\$657,100*	

** The C.R.E.W. has been awarded two grants totaling \$145,000 for programs to take place in 2020.*

OUR

WORK

The projects made available to The C.R.E.W. by our partners on both public and private lands, ensures that C.R.E.W. staff can gain a wide range of skills and experiences. From carving trails out of steep and fire-scarred hillsides to delicately planting young native grasses, no work site is the same as the next and team members thrive on the variety, challenges, and creativity required to complete each project.

OUR

PARTNERS

With tremendous appreciation to all of our project partners and funding agencies:

Bank of America Charitable Foundation
Carpinteria-Summerland Fire Protection District
City of Ojai
City of Santa Paula
Conejo Open Space Conservation Agency
HELP of Ojai
Matilija Canyon Estates
Oak Ranch Estates
Ojai Trees
Ojai Valley Fire Safe Council
Ojai Valley Green Coalition

Ojai Valley Land Conservancy
Ojai Valley Sanitary District
Patagonia – Ventura Store
Pax Environmental
Private Homeowners
State Coastal Conservancy
Thacher School
The Cotyledon Fund
Ventura County Parks
Ventura County Resource Conservation District
Ventura Land Trust

PROJECT HIGHLIGHTS 2019

The C.R.E.W. specializes in repairing damaged ecosystems. 2019's most prominent project restored the banks of San Antonio Creek at Camp Comfort, where drought and invasive species had devastated what once was a thriving habitat. Now 1,300 plants and trees are growing to replace what's been lost, and wildlife is returning (see photo of box turtle).

This project, in partnership with Pax Environmental and the Ojai Valley Land Conservancy, was funded by the State Coastal Conservancy and the Wildlife Conservation Board, with support from Ventura County Parks Department and the Ojai Valley Garden Club.



Wildfire Prevention Chipping Program

2019 saw the beginning of a multi-year effort by The C.R.E.W. to help Ojai Valley landowners reduce hazardous fuel in order to prevent future wildfires and create more defensible space around structures. C.R.E.W. members cleared the properties of 36 low-income seniors, held four drop-off chipping days, and chipped dead wood and brush curbside at 40 properties.



PROJECT HIGHLIGHTS 2019

For the 14th year, C.R.E.W. supporters gathered in the barn at Old Rancho Matilija, enjoyed delicious food and drink, and had a great time raising funds at a Western-themed auction. 2019's honorees were Brian and Camille Holly (pictured with family and C.R.E.W. members). Both C.R.E.W. leaders as teenagers, they have settled in Ojai to raise their young children and actively give back to their community. Brian is principal at Pax Environmental, a biological consulting firm that partners with C.R.E.W. on numerous environmental projects.



Conejo Open Space Conservation Agency

C.R.E.W.'s long-standing partnership with COSCA - Conejo Open Space Conservation Agency - gives our workers experience on a variety of conservation projects. COSCA currently owns and actively manages over 12,000 acres of open space and maintains more than 150 miles of trails. Each year, C.R.E.W. workers maintain these trails, perform seasonal fire prevention, and support the rangers through a variety of creative land-use projects.



Partnership with Thacher School

Maintaining Thacher School's more than 400 acres in the foothills of the Ojai Valley is no small job. Thanks to the school's partnership with The C.R.E.W., more than a dozen local young workers developed their skills in trail repair, erosion prevention, and water conservation on the Thacher campus. C.R.E.W. members repaired and rerouted beloved equestrian trails, built natural weirs in stream beds to slow water flow and increase ground water percolation, and supported many other projects that are part of Thacher's commitment to land management.



OUR APPRECIATION

The C.R.E.W. is going strong into its 29th year, sustained by the generous and enthusiastic support of our community. Each and every supporter is part of our work, as we strive to continuously grow and improve the services we offer to the community and to our staff members. Donations help to support off-the-job career training and leadership development, environmental workshops, and technical training – and this support is just one way that our team members know that this community believes in them and wants to help them succeed. From the whole C.R.E.W., Thank You!

This list includes individuals, foundations, and businesses who have generously provided donations and grants not associated with specific field projects. For field project grantors, see the Project Partners listed above. Please let us know of any corrections or omissions.



OUR DONORS

\$10,000+

Ann Jackson Foundation
Michael J. Connell Foundation
John Moller Family Foundation
Patagonia Action Works
Shanbrom Family Foundation
Wood-Claeysens Foundation

\$2,000-\$9,999

Baltoro Trust
Mary Bergen
Jim & Bambi Clark
Lowethorp, Richards, McMillan,
Miller, & Templeton
Jim & Mandi Roberts

\$1,000-\$1,999

Brokaw Nursery, LLC
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Katie Cook

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Friend's Ranches

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Island Packers

Lions Club of Ojai Valley

Roger McDivitt

Ojai Valley Brewery

Ojai Women's Club

The Oppenheimer Family Foundation

Matthew & Jennifer Roland

Timothy Teague

Tony Thacher

\$500-\$999

Anonymous

Philip Adams

Bank of the Sierra

Barend Bendorf

Bill Brothers & Susie Ault

Bill Brown

Sandy Buechley

Camp Family Trust

Charles Casey

Laura Ciontea

Roger Conrad

John Cuthbert

Karen & Bill Evenden

Ronald Helson

Ojai Oil Company

Optimist Club of Ojai

Slaughter, Reagan & Cole, LLC

Thacher School

Leanne & David Tilmont

Andrew & Patricia West

Terry & Cindy Wright

OUR DONORS

Up To \$500

Anonymous (8)

Robert Adams

Jean Angle

Patricia & Ross Atkinson

James Atunez, A to Z Musical Services

Emily & Tony Ayala

Barbara Balderman

Gary & Catherine Barnhart

Becky Beckett & Steven North

Judie & Larry Beckett

Briana & Steve Beebe

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Nanette & Tom Benbrook

George Berg

Jennifer Berry & Danny Armanino

Jerry & Brenda Bodie

Robert Bonewitz

Caryn & Charlie Bosson

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Priscilla Brennan

Aaron Brown

Donald Campbell

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Crooked Creek Ranch

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Ernest Ford

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Hendren Company, LLC

Michelle Henson

OUR DONORS

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Patrick Mahoney

Jennifer Marks

Martineau Development

Amanda McBroom

Thomas McCormick

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Mary McGrath

Gloria & Oscar Melendez

Margaret Melton

Bob Meyer

Theodore Miller

Nomi Morris

Kathleen Nolan

William Norris

Richard Parsons

Nancy Pepper

Ronald Phillips

Judi & Ron Polito

Lisa Polley

Alexander Power

Suzette Renaud

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Catherine Rios

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Adele Schmalenberger

Bryan Scordamaglia

John Shores Family Partnership

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William Spellman

Lynne Stark

Peter Strauss & Rachel Ticotin

Al Stroberg & Betsy Patterson

Dana Stuart-Moore

OUR DONORS

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George & Linda Tabata

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John & Caroline Thacher

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Patricia Unruhe

Ventura County Sheriff's Department

Vincent Family Trust

Gilbert & Carolyn Vondriska

Jakob Vos

William Weirick

Barbara & Jack Wells

Allan & Joyce West

J.B. & Elizabeth White

Mark Wilkinson

Huora Williams

David & Kit Willis



OUR YEAR AHEAD

As 2020 opens, we are grateful for everyone who has shaped The C.R.E.W. since 1991: field team leaders and workers, Board members, and benefactors. The C.R.E.W. today is a strong and healthy organization thanks to the dedication of this extended family.

We greet the year ahead with exciting new projects and ambitious goals. Our professional development program is expanding to help young workers become even more skilled and ready to pursue their long-term ambitions. We are launching a multi-year restoration initiative led by teens and young adults, which will offer abundant educational and environmental benefits. And one of our most central goals remains the continued growth of our field work hours each year, which is part of demonstrating our environmental impact and greater employment opportunity for our entire field staff.

As part of The C.R.E.W. family, thank you for sharing this journey with us and we look forward to the days ahead!



YOUR SUPPORT

We are a reflection of the many talents, contributions, and the dedicated work of our entire community. These are a few of the ways that you can be part of ensuring that The C.R.E.W. continues to grow and deepen its impact:

Become a 'Project Partner' – Hire The C.R.E.W. or recommend us to a friend! We have an impressive range of skills and we're always interested in taking on new projects and working in new locations.

Career Development – We welcome active and retired professionals, as well as skilled volunteers, in fields related to C.R.E.W.'s mission to share their knowledge and wisdom with our teams. Either on the job or in the classroom, your expertise will find an appreciative audience here!

Donate – As a nonprofit organization, the contributions of our many donors are central to our long-term vitality. In-service and classroom education, special events, and other 'off the job' growth opportunities are made possible by the generosity of our donors. [DONATE HERE](#)

Spread the Word – If you believe in the mission and the impact of The C.R.E.W. – share it! We're always meeting new friends, and our community becomes all the better for it.

Thank you, and we'll see you in 2020!

OUR CONTACT

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