



# TERRACORPS

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## Annual Report

FY20 (September 2019–August 2020)





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# 2020.

## A YEAR OF COMMUNITY.

## A YEAR OF CONNECTION.

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### **To our community,**

This was more than a year. It was a collective shift in the social fabric of our country and our world – unearthing the tenuous relationships between communities, environments, and our collective wellbeing. Amidst the challenges and upheavals, TerraCorps held fast to its core commitment of strengthening the bonds within its growing community. With land as our center of gravity, we continued to facilitate opportunities for service, for learning, and for the advancement of our shared vision of a unified land movement available and accessible to all.

As we look back on the 2019-2020 TerraCorps service year, we are humbled by the resiliency of our AmeriCorps Service Members' ability to flourish amidst deeply challenging circumstances. Even in the shadow of a global health pandemic and the systemic social injustices it revealed, 46 Members committed themselves to advancing equitable land stewardship practices across Massachusetts. At the same time, our staff secured funding to expand our program into Rhode Island, significantly growing our sphere of influence and the ecosystem of people and organizations we serve.

Traditionally, the land conservation movement has focused on rural and suburban landscapes while the urban land movement has operated independently. We at TerraCorps recognize that land is the common thread that binds us as conservationists, farmers, food justice advocates, and community revitalizers. We see our role as connectors, facilitating and nurturing partnerships in service to our vision of a resilient, sustainable, and equitable future where land is accessible to all.

In the pages that follow, we will demonstrate how we are utilizing the AmeriCorps national service model as fertile soil for the growth of a unified land movement grounded in leadership development, education, capacity building, and collaboration.

We acknowledge that we have immense work to do to counteract the systemic racial injustices that have disenfranchised Black, Indigenous, and People of Color (BIPOC) communities from the land and environmental conservation sectors. We are therefore committed to advancing equitable land access and stewardship practices across our growing ecosystem of people and organizations.

TerraCorps has big ideas. In FY21 we aim to:

- Launch another new program in Connecticut with 15 Service Site partners and 20 Members
- Scale the Rhode Island Program from 10 to 20 Service Members
- Improve our systems for recruiting more racially-diverse Service Member cohorts
- Secure an additional \$500,000 in AmeriCorps funding
- Expand the TerraCorps Board of Directors from 8 to 11 in line with our commitment to maintaining racially-diverse board representation

We begin here with our first annual report. This is an opportunity for us to share our journey towards advancing equitable land stewardship practices, a process of growing and learning that is continually gaining momentum as our community expands. We acknowledge that we are still learning and finding new ways to improve our program to better support and serve a diversity of communities. As engaged practitioners we also know that the seeds of change have already been planted...

To our Members who completed 70,584 hours of service, advancing equitable land access and stewardship practices amidst a global pandemic - we thank you.

To our dedicated staff who worked tirelessly, creatively, and remotely for so many months to ensure a seamless continuation of operational and professional support to our Service Members and partners - we thank you.

And to our 31 Service Site partners in Massachusetts we celebrate your commitment to the professional development of our Service Members, to your land-focused missions, and the diverse communities you serve - we thank you.

And to our and 7 newest Service Site Partners in Rhode Island, we welcome you to the TerraSphere.

Rooted in community with you, we will continue to nourish and cultivate the seeds of connectivity as we grow our ecosystem of people and organizations committed to our sustainable future.

## THE MISSION CIRCLE

# Who We Are

The universal importance of land is our core belief.  
For us, land is more than the ground we walk on, it is the  
connective tissue that breathes life into us all.



# Mission

The mission of TerraCorps is to prepare and mobilize emerging leaders to help communities gain access to and conserve land for people and nature.

# OUR VISION

A future where land is the foundation for health and well-being for ALL people in EVERY community.

**TerraCorps exists to achieve the following Ends:**

Lands are restored, protected, and managed for social and ecological resilience and sustainability.

The well-being of communities is advanced by equitable access to healthy food, clean water, and land.

A diversity of people have meaningful connections to local landscapes.

Communities collaborate to build thriving social and ecological systems.

Our alumni exemplify a diverse and inclusive network of accomplished professionals advancing these Ends.

# Ends Policy

# 2019-2020 SERVICE YEAR IMPACT

**46**

## TERRACORPS MEMBERS

A cohort of 46 resilient TerraCorps Members served with 31 Service Site partners across Massachusetts, advancing equitable land stewardship practices.

**70,584**

## HOURS OF SERVICE

TerraCorps Members collectively served 70,584 hours - valued at \$1.91 million\* - expanding the capacity of their host Service Sites to fulfill their land-centered missions.

**31**

## SERVICE SITE PARTNERSHIPS

We partnered with 31 land-centered organizations in Massachusetts to build connections between urban, rural and suburban organizations working across land conservation, sustainable farming, food justice and community revitalization.

**4%**

## LIVING ALLOWANCE INCREASE

We increased living allowances 4% for every Service Member in FY20. Since the 2017/2018 service year, we have raised the allowance a total of 21% in an effort to ensure that the decision to serve is not limited to those who can make a financial sacrifice.

\*According to the nonprofit Independent Sector the dollar value of volunteer time is \$27.20 per hour

# LOOKING AHEAD

Our journey is only beginning. We have big ideas. In FY21 we aim to...

**LAUNCH ANOTHER NEW PROGRAM IN  
CONNECTICUT WITH 15 SERVICE SITE PARTNERS  
AND 20 MEMBERS**

**SCALE THE RHODE ISLAND PROGRAM FROM 10 TO  
20 SERVICE MEMBERS**

**IMPROVE OUR SYSTEMS FOR RECRUITING MORE  
RACIALLY-DIVERSE SERVICE MEMBER COHORTS**

**SECURE AN ADDITIONAL \$500,000 IN AMERICORPS  
FUNDING**

**EXPAND THE TERRACORPS BOARD OF DIRECTORS  
FROM 8 TO 11 IN LINE WITH OUR COMMITMENT TO  
MAINTAINING RACIALLY-DIVERSE BOARD  
REPRESENTATION**

**LAND IS FOUNDATIONAL TO HUMAN HEALTH AND WELL-BEING, BUT THE SOCIAL AND ENVIRONMENTAL BENEFITS OF LAND ARE NOT ACCESSIBLE TO ALL COMMUNITIES.**

## **Advancing Land Equity**

**We define land equity as the increased access, acquisition, and stewardship of land to strengthen the well-being of peoples and communities that have been historically deprived from its life-sustaining benefits.**

At TerraCorps, we see Land Equity as a process of diversifying opportunity, building capacity and acknowledging the richness of many forms of knowledge.





# OUR APPROACH

## **DEVELOP LEADERSHIP THROUGH SERVICE**

Through our 11-month leadership program, we cultivate and grow a committed group of professionals who devote their energy, willingness and knowledge to land-centered organizations.

## **SUPPORT CAPACITY BUILDING PARTNERSHIPS**

We strengthen organizational capacity through partnerships, resource-sharing and knowledge exchange across our diverse network.

## **PROVIDE EQUITY IN LAND EDUCATION**

We provide training to our Service Members who in turn embody these principles in their work and careers.

## **MODEL ORGANIZATIONAL EQUITY**

We strive to reflect our commitment to social and racial equity in our internal organizational growth while recognizing this as a long process in which we are continually learning and improving.



# WE ARE AN INVITATION

Maria Infante  
Chief People & Culture Officer

Over the past year, we have been focused on expanding TerraCorps' circle of influence. We've looked around the proverbial table for which voices are missing and, recognizing that the knowledge and expertise of many communities is absent, we set out to invite them. We devised a two-pronged strategy. Build an inclusive culture at all levels of the organization by developing our external and internal relationships.

In our external efforts we are working to consciously step out of our comfort zones and intentionally look at ways to further engage with Black, Indigenous and People of Color (BIPOC) communities which have for far too long been underrepresented in the land conservation sector.

For us, this has started with taking small initial steps to make ourselves known beyond the environmental community, where we count with so many friends and supporters, and embarking on the sometimes difficult process of venturing into unknown spaces and making new friends.

Yes, we've been working to deepen our existing partnerships, but we are also determined to create new ones. If we are serious about the benefits of land reaching all communities, we need to speak with and listen to the many organizations and people working directly with the populations we are trying to reach.

**"We've been working to deepen our existing partnerships, but we are also determined to create new ones."**

Relationship building takes time and effort, but the rewards are plenty. And like most good things, it is best done in person, with food, and with a readiness to listen more than to speak.

Our efforts (pre-COVID) included all of the above with plenty of opportunities for old fashioned in-person mingling at networking events, sector workshops, career fairs and community gatherings and celebrations. In recent months we've been learning, along with everyone else, to try to make connections across a glowing screen.

# TOWARDS ORGANIZATIONAL EQUITY

Over the past fiscal year, we have worked to build equity internally. Here's what we've accomplished:

## THE ESTABLISHMENT OF AN INCLUSIVE-EMPLOYEE RECRUITMENT PROCESS

In FY2020, TerraCorps grew its six person, majority White staff (84%) to a much more diverse and inclusive team of nine – four identify as White, four identify as people of color (POC), and one as Latinx. Three of TerraCorps' top five leadership positions are held by staff who identify as people of color and/or Latinx, and two staff members identify as part of the LGBTQ+ community.

**"Three of TerraCorps' top five leadership positions are held by staff who identify as people of color and/or Latinx, and two staff members identify as part of the LGBTQ+ community."**

Over the next year we expect to welcome several new employees and will continue following an inclusive DEI-focused recruitment program, which has allowed us to reach and attract a more diverse pool of candidates.

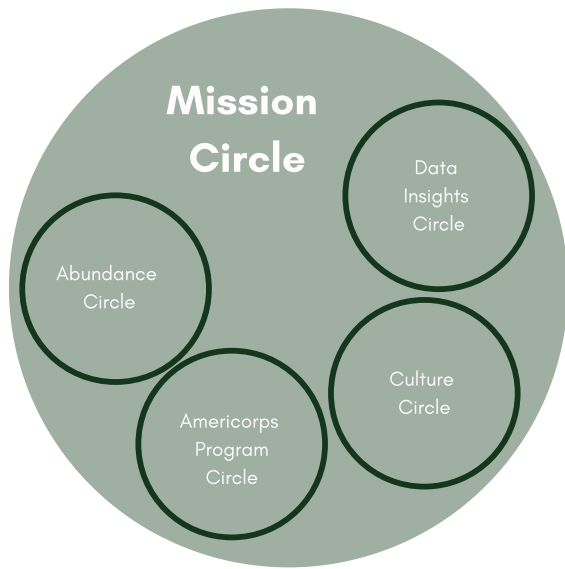
## EXPANDED DEI TRAINING OPPORTUNITIES FOR STAFF AND MEMBERS

Early into our hiring process timeline we saw the need for education and guidance for the entire staff on inclusive recruitment practices.

We're learning and applying strategies and best practices to build an organizational culture of inclusion that recognizes and embraces everyone's whole identity.

Last fall we launched a weekly series of DEI conversations called DINE (Diversity, Inclusion, Nibbles, and Equity) that bring us together over lunch for brave conversations that support organizational and individual learning and also help shape operations and program decisions. The purpose of these internal conversations is to help develop a practice of honest and vulnerable conversations learn more about how our different identities and experiences influence our perspectives and values, and also deepen our bonds as colleagues.





## AN EQUITY-BASED PAY SCALE

Research shows that implicit bias may too often play a role in employee wage negotiations and salary increases, and this can result in lower compensation for women and individuals who identify as part of the BIPOC community.

TerraCorps set out to ensure that our employees are compensated fairly and equitably according to their experience level, roles, and responsibilities and not their ability to negotiate. This effort also includes a commitment to transparency and open dialogue about our process.

Our equity-based pay scale also ensures that employees with positions at the lower end of the scale receive larger annual raises than those with higher up roles on the scale, thus building pay equity and closing the pay gap between employees on an accelerated schedule.

## POWER DISTRIBUTION

We seek to build an organization that steers away from traditional hierarchical power structures, creates transparency at every level, and distributes decision-making authority through team and individual accountability.

This includes empowering all staff members to understand their individual role and impact in building a racially diverse and equitable organization.

Earlier this year, we introduced the “One Voice Communications Protocol” a collaborative editorial process meant to elevate the voice of every TerraCorps employee when communicating critical and sensitive information externally. This means anyone may initiate the process for making a statement and/or participate in the development and approval of the written copy. The final product represents a consensus statement from the team.

We have followed a similar inclusive approach to board recruitment. Recognizing the decision-making power boards of directors wield and the importance of continuous visibly diverse representation in spheres of authority, we designed corporate bylaws that mandate proportional representation of people of color on the TerraCorps Board of Directors. In FY 2020, 50% of TerraCorps Board Directors identified as people of color. This is double the average reported by the top 40 environmental NGOs, as validated by Green 2.0.

We look back on all of this activity, on invitations extended and accepted and even those that were deferred or rejected, and we’re excited about what we’re building and what may come next. But more than anything, we are grateful to all of you who have joined the TerraSphere as Service Members, staff, Board Directors, partners, and collaborators. Thank you for sharing your knowledge, experience, skills, and advice with us.

**THANK YOU FOR ACCEPTING  
OUR INVITATION.  
WE’RE GLAD YOU’RE HERE.**



# EMERGING LEADERS

Advancing Equitable Land Stewardship

**"Connectors in  
communities are  
desperately needed."**

- Tessa Dowling, Hilltown Land Trust

**"Changing ideas of what  
comfort is, redefine what  
comfort is. Growth can be  
comfort."**

- Eli Smith, Kestrel Land Trust

**"Don't limit yourself in  
situations of adversity,  
that's when and where you  
learn the most."**

- Mike Perrin, Wareham Land Trust

**"It's okay to not know  
what's next."**

- Sara Amish, Sudbury Valley Trustees



**MEMBER REFLECTIONS ON**

**"Be proud of the small things."**

- Melyssa Millett, Wareham Land Trust

**"Knowing your worth also  
means knowing you're  
worthy of help. Step up and  
ask for support."**

- Jonas Bruggemann, Mass Audubon's  
Broadmoor Wildlife Sanctuary

**"There is somewhere  
you belong, so change  
something and find it."**

- Emily Merlino, North County Land Trust

**"Be open to new experiences."**

- Elana Feldman, Mass Audubon's Ipswich River Wildlife Sanctuary



**SERVICE & LEADERSHIP**



# NAVIGATING CHALLENGING TIMES

Lianna Lee  
Chief Program Officer

The heart and soul of a TerraCorps service year is found within the people of a Service Member's community. Relationship building is a common thread within many AmeriCorps programs, and TerraCorps Members weave engaged networks throughout their 11-months of service. The generous support, feedback, and awareness of how much a Member is giving to their community makes all the difference.

This past March, COVID-19 sent Massachusetts into a swift lockdown. Simultaneously, AmeriCorps required all state programs to switch over to a fully virtual teleservice plan for their Members. As everyone scrambled to make sense of these sudden changes and bring projects online, the TerraSphere faced the challenge of creatively engaging people through virtual meetings, retreats, and programming. Pivoting to online events presented both a challenge and an opportunity for Members: how to develop engaging events online and the potential to reach more people than ever before.

For example, in a remarkable display of teamwork, five TerraCorps Members teamed up to launch the first-ever fully virtual Open Space conference in Western Massachusetts. On March 16th they decided to move everything onto Zoom, and by April 8th they were launching the first part of their month-long webinar series.

**"The heart and soul of a TerraCorps service year is found within the people of a Service Member's community."**

Their online marketing and hard work paid off – a record number of people attended the 2020 Open Space Conference! Sessions that previously attracted 15-20 in-person participants now had 60-plus. While we were all adjusting to remote service, warmer weather and the appeal of natural spaces drew more and more people to the great outdoors. TerraCorps Members were ready and eager to lead outdoor programming and finished out their service year with in-person service.

Throughout the highs and lows of COVID-19's interruption to the service year, the TerraCorps team came together to provide continuous support for Service Sites and Members.

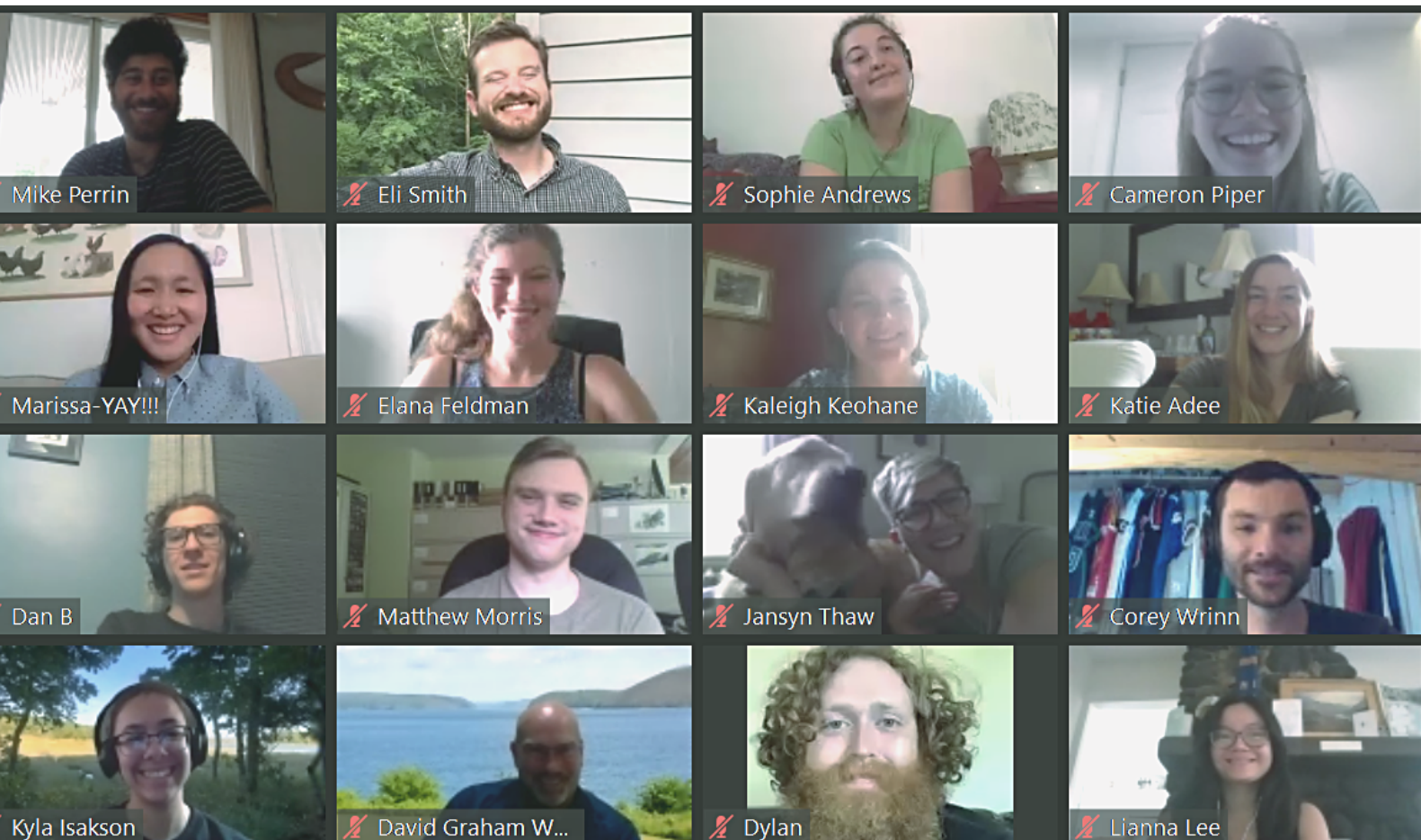
On behalf of the TerraCorps staff and Board of Directors we say a warm thank you to Members and Supervisors for your tenacity navigating the unknown. If the relationships that Members form throughout the service year are at the core of this AmeriCorps program, where does that leave us in a socially distanced world?

COVID-19 has required all of us to quickly adapt and become better communicators. The heart and soul of TerraCorps remains intact with an even stronger sense of community spirit than before because the TerraSphere is so much more than one team or one dream. We are a network that in the face of chaos takes each step forward guided by all of our collective knowledge.

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**"Throughout the highs and lows of COVID-19's interruption to the service year, the TerraCorps team came together to provide continuous support for Service Sites and Members."**

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The background image shows a lush community garden. In the foreground, there are raised garden beds filled with green plants. A green corrugated metal fence runs across the middle ground, with various handwritten notes and drawings on it, including a map of Ireland and some text. A person is visible behind the fence on the left, and another person is on the right. The overall scene is vibrant and green.

# CAPACITY BUILDING & EDUCATION IN ACTION

## DESIGNING THE 1ST VIRTUAL OPEN SPACE WEBINAR

Each year, the Regional Collaboration Coordinator (RCC) at the Mount Grace Land Conservation Trust and the North Quabbin Regional Landscape Partnership leads the coordination of the Virtual Open Space Conference, a free, peer-to-peer event focused on providing tools and resources for Open Space Committees, volunteers, and others involved in the development and implementation of community-based conservation planning and projects. The conference is a platform for participants to learn about everything from the open space planning process to conducting effective community outreach. Speakers share insights on how Open Space Committees can achieve their goals and attendees have access to networking opportunities to create connections with other Open Space Committee members.

During the 2019-20 Program Year, TerraCorps Members faced the significant challenge of adapting the conference to the realities and limitations enforced by Covid-19. RCC Valerie Cedrone managed the pivot from an in-person event to an ongoing webinar series in the spring. The online event attendance surpassed all expectations, leading the team to reconsider how future events could creatively engage a broader audience by continuing to offer opportunity for virtual as well as in-person engagement.



## **ENVIROTHON: INSPIRING LIFE-LONG COMMITMENT TO SERVICE & THE ENVIRONMENT**

Envirothon is a natural resource education program for high school students that engages participants in the hands-on exploration of soil, water, wildlife, and forest resources to better understand how environmental issues affect them, their families and their communities. Envirothon emphasizes team-oriented problem-solving and community involvement, preparing young people for environmental careers and active citizenship.

TerraCorps members at Wildlands Trust support a longstanding relationship with the Brockton High School Envirothon teams and last year, Eamon, a Land Stewardship Coordinator (LSC) and Hayley a Community Engagement Coordinator (CEC) continued that partnership. Not only does Envirothon engage youth in environmental work, it also introduces them to the benefits of service. This year, a TerraCorps Member applicant recounted how she learned about TerraCorps when she herself was a member of the Brockton Envirothon team! The then-TerraCorps Member, Rachel Calderera, is now a staff member at Wildlands Trust where she supervises and mentors TerraCorps Members.

## **FEASTIVAL, A TASTE FOR COMMUNITY-BUILDING**

Just Roots is a community organization working to increase knowledge about and demand for local food in Franklin County with one of the highest Supplemental Nutrition Assistance Program (SNAP)-enrolled community-supported agriculture (CSA) programs in Massachusetts. Each year, the Community Engagement Coordinator (CEC) at Just Roots takes on outreach efforts to maintain and build this effort.

Feastivals are Farm Fresh community meals Just Roots puts on in collaboration with residents at two of Greenfield's low-income residencies. The events are intended to create a celebratory and community-oriented environment with activities for adults and youth, a raffle, cooking demonstrations, and resources available through conversation over the meal. CEC Jansyn Thaw built momentum for Festival and helped run last year's event. To adapt to COVID, the farm is now delivering a free farm fresh dinner once a month during the Fall season. This year, TerraCorps received an application to become a TerraCorps Service Member from a person in the community who had attended the Festivals and wanted to help expand the program at Just Roots.



# PARTNERSHIPS

Building the capacity of land-centered organizations to better serve their communities

“

**From creating more inclusive programming and communications to forging new partnerships, we have benefited tremendously from the service of our TerraCorps Members. We are very grateful to all our TerraCorps Members, past and present, and the TerraCorps program for helping to shape our land trust in ways that would be difficult without their service and support.**

”

**- Katie Carr**  
Hilltown Land Trust

# TERRACORPS SERVICE MEMBERS EXPAND THE CAPACITY OF NONPROFITS TO ACHIEVE THEIR LAND-CENTERED MISSIONS...

**2019-2020 MA**



Berkshire Natural Resources Council  
Buzzards Bay Coalition  
CitySprouts  
East Quabbin Land Trust  
Emerald Necklace Conservancy  
Full Circle Earth  
Gardening the Community  
Grow Food Northampton  
Growing Places  
Hilltown Land Trust  
Just Roots

Kestrel Land Trust  
Mount Grace Land Conservation Trust  
The Natick Community Organic Farm  
New England Forestry Foundation  
North County Land Trust  
Sippican Land Trusts  
Southeastern MA Pine Barrens Alliance  
Sudbury Valley Trustees  
Wareham Land Trust  
Wildlands Trust

A close-up photograph of several small green seedlings with two leaves each, growing out of dark, rich soil. The background is a soft, out-of-focus green, suggesting a natural outdoor setting. The overall tone is hopeful and growth-oriented.

## SITE PARTNERS

### **Mass Audubon:**

Boston Nature Center  
Broad Meadow Brook Conservation  
& Wildlife Center  
Broadmoor Wildlife Sanctuary  
Habitat Education Center &  
Wildlife Sanctuary  
Ipswich River Wildlife Sanctuary  
Conservation Science Department  
Moose Hill Wildlife Sanctuary  
Museum of American Bird Art  
Oak Knoll Wildlife Sanctuary  
Tidmarsh Wildlife Sanctuary

**...In return, Members receive support and  
professional development to launch their careers.**

# MENTORSHIP SPOTLIGHT

*TerraCorps alumni Casey Merkle served a second service year at the Massachusetts Audubon Boston Nature Center in 2019-2020. She reflects on the impactful relationship she built with her Site Supervisors and how their commitment to her professional growth shaped her work as a Service Member and beyond.*

by Casey Merkle, TerraCorps Alumni

During my TerraCorps service at the Massachusetts Audubon Boston Nature Center (BNC), I was mentored by two exceptional supervisors, Julie Brandlen and Erin Kelly. Both deserve immense credit for their approach to work and leadership. Julie, Sanctuary Director, cultivates an environment of unwavering support, with thoughtful intention, and gratitude while Erin, the Education Manager, builds cooperative partnerships and engagement within the Boston community. Erin also oversees in-school and after-school programming, community programming, camps, and more.

**"Julie, Sanctuary Director, cultivates an environment of unwavering support, with thoughtful intention, and gratitude while Erin, the Education Manager, builds cooperative partnerships and engagement within the Boston community."**

I was welcomed during my service term by two mentors who provided me the incredible opportunity to grow my professional skills in team management, development, community planning, and civic engagement; skills that ultimately facilitated my acceptance into the



Julia Brandlen , Sanctuary Director at Boston Nature Center

Nature-Culture Sustainability Studies graduate program at the Rhode Island School of Design (RISD).

I began my service wide-eyed and filled with excitement. With Julie's encouragement, I stewarded the Canterbury Brook restoration project. It had been a decade since any thought had been given to the brook's state of health and the results of stress from flooding, storm water run-off, and litter were clearly evident. The brook is an important feature of the wetland at BNC, carrying water in and out. When I arrived, I found the brook slow and clogged from a century of sediment build-up and an old culvert. Managing the brook effectively required cooperation across municipal and state agencies in coordination with Boston Nature Center; a process I was able to engage with directly through my service.

Learning to navigate the complexity of environmental stewardship was a journey, and I was guided and encouraged by my supervisors. I can recall a particular meeting between BNC and the Boston Water and Sewer Commission to discuss the brook. Overwhelmed by nerves, I worried that I'd be late and forget important paperwork. But with Julie's advice and tips, I developed the confidence needed to effectively prepare for the meeting. In fact, I showed up early with an organized folder of stapled packets including pictures of the brook, a statement, and agendas to guide the meeting. With the right timing and connections, step one towards achieving restoration of the brook was well underway. Thanks to a team effort and Julie's strength as a supervisor, I was able to take part in accomplishing a major milestone for the brook and the sanctuary.

**"Her management style is built on an understanding that every one's voice should be heard. She is a champion for learning and professional development."**

I am not the only one to recognize Julie's skill as a leader. Everyone who works for Julie will say that they are her biggest fan, as I was told countless times around the office. Her management style is built on an understanding that every one's voice should be heard. Julie is a champion for learning and professional development, and I benefited immensely under her mentorship. I believe that Julie is one of the most extraordinary leaders I have ever encountered.

She is a skilled expert at managing the fine details while maintaining a commitment to the big picture of BNC's potential five or ten years from now. Julie has worked at BNC since 2002 - a clear demonstration of her remarkable dedication.

Now as a TerraCorps alum, I still keep in touch with Julie. We exchange updates about each others' milestones and the evolution of the restoration of Canterbury Brook. Looking towards the future, I hope to collaborate with Julie to set up a temporary exhibit on Canterbury Brook.

Thanks to TerraCorps, I had the opportunity to benefit from the leadership and personal mentorship of both Julie and Erin. From them, I gained priceless professional experience, exceeding all my initial expectations. The opportunity to witness the inner workings of a team built by and operating under strong, compassionate and consistent leadership is a formative experience that will continue with me throughout my career.



Erin Kelly, Education Manager at Boston Nature Center



# **FINANCIAL STATEMENT**

# Financial Statement

While COVID-19 made FY2020 a challenging year in many respects, TerraCorps managed to shift and adapt our systems and programs to continue operating at very close to our normal level. With an expanded Massachusetts Program and the launch of a new Rhode Island Program, our overall revenue and expenses both increased over the previous fiscal year. With the help of a Paycheck Protection Program loan and a significant relaxing of some AmeriCorps grant matching requirements, we were able to go forward confidently with full – though modified – programming.

Our Statement of Financial Position and our internal Cash Flow Analysis both indicate we are in a stable financial position heading into FY21.

%



**OF OUR EXPENSES ARE DEDICATED  
TO OUR PROGRAMS**

### **Expense Breakdown:**

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93% Programs

7% General & Administrative

1% Development

## Statement of Activities

	2020 Preliminary	2019 Audited
<b><u>Support &amp; Revenue</u></b>		
Federal Grants	\$721,215	\$539,131
Service Site Fees	\$360,572	\$207,504
Foundation Grants	\$235,382	\$265,000
Previous Year Net Assets	\$228,232	\$239,597
Individual Gifts	\$3,117	\$4,836
In-kind & Corporate Gifts	\$15,141	\$43,827
Other	\$3,240	\$10,203
<b>Total Support &amp; Revenue</b>	<b>\$1,566,899</b>	<b>\$1,310,098</b>

### Expenses

Staff Wages & Benefits	\$550,683	\$418,678
Member Living Allowance & Support	\$640,437	\$440,565
Travel & Training	\$57,098	\$92,336
Other Program Expenses	\$29,009	\$29,413
Contract Services	\$40,852	\$11,809
Administrative Costs	\$60,665	\$69,246
<b>Total Expenses</b>	<b>\$1,378,743</b>	<b>\$1,062,047</b>
Net Operating Income	\$188,156	\$248,052

## Statement of Financial Position

	FY 2020 Preliminary	FY 2019 Audited
Current Assets	\$865,865	\$679,010
Fixed & Other Assets	\$17,010	\$18,154
<b>Total Assets</b>	<b>\$882,876</b>	<b>\$697,164</b>
Current & Long-term Liabilities	\$637,399	\$411,612
Net Assets	\$245,476	\$285,552
<b>Total Liabilities &amp; Assets</b>	<b>\$882,876</b>	<b>\$697,164</b>

# Impact Investors

Like rainwater and sunshine on the land, the visionary philanthropists behind the family foundations listed here bring life to TerraCorps' big ideas. In deep gratitude, we thank you. Our impact is truly your legacy.

**Stifler Family Foundation**

**Tortuga Foundation**

**Anonymous Family Foundation**



# Growers

**\$100+**

Reggie Hall  
Sally Loomis  
David Foster  
Karen Mauney-Brodek  
Marcela Maldonado  
Sarah K. Morrison  
David Graham Wolf & Christina Wolf

# Planters

**\$1-100**

Kathleen Doherty*	Jason Rhoades
Kevin Farrell*	Cara Sanford*
Thai Ha-Ngoc* & Sarah Kugel*	Anne Tarvin
Lianna Lee*	Molly Travers*
Carol Mayer*	Allegra Wrocklage*
Jay Rasku	

**Thank you for the generous support of all those who have made  
our work possible since 2018**

Abby Beissinger\*  
Bershire Natural Resources Council  
Maggie Brown\*  
Andrea Buglione\*  
Rachel Calderara\*  
Andrea Caluori\*  
Katie Carr\*  
Deborah Cary  
George & Michelle Caughey  
Fletcher Harrington\*  
Mimi Hellen Hones  
Jesse Koyen\*  
Gwen Kozlowski\*

Alex Krofta\*  
Charlotte Levy\*  
Moire Loftus\*  
Matthias Nevins\*  
Jamie Pottern  
Ethan Rubenstein\*  
South Shore YMCA Burgess Outdoor Education &  
Retreat Center  
Ally Sullivan\*  
Alice Tonry\*  
Chris Volonte\*  
Emilie Wetzel\*  
Leigh Youngblood



*\*TerraCorps Program Alum*

# TERRACORPS TEAM

We believe in leveraging the natural strengths and leadership abilities in each member of our team. In keeping with these values, TerraCorps does not follow a traditional top-down management hierarchy, but instead operates in self-managed teams with a flattened organizational structure. By doing so, we distribute decision-making authority broadly, build equity for every voice in our company, and speak as a unified leadership team.

## FY20 STAFF



**Maria Infante**  
*Chief People &  
Culture Officer*



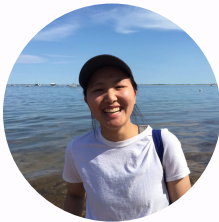
**Lianna Lee**  
*Chief Program  
Officer*



**Elizabeth Malloy**  
*Rhode Island Program  
Co-Director*



**Sarah Manion**  
*Storyteller &  
Campaign Creative*



**Marissa Patterson**  
*MA Program  
Co-Director*



**Sandra Perez Botero**  
*Chief Marketing &  
Development Officer*



**Sean Pollock**  
*Chief Operating &  
Innovation Officer*



**David Graham Wolf**  
*Chief Executive  
Officer*

## BOARD OF DIRECTORS



**David Graham Wolf**  
*President*



**Reggie Hall**  
*At-large Member  
Executive Committee*



**Thai Ha-Ngoc**  
*Treasurer*



**Brittany Laginhas**



**Lianna Lee**  
*Board Chair, Co-  
Chair Alumni Advisory  
Committee*



**Marcela Maldonado**  
*Secretary*



**Ben Padilla**  
*Co-chair & D&I  
Committee*



**Jason Rhoades**  
*Co-Chair Partner  
Steering Committee*



**Andrea Caluori**  
*Special thanks to our  
Founding Board Director  
and past Board Chair*



**Together, we are reaching new heights!**



# LAND CONNECTS US





**Thank You**



**TerraCorps**

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