EARTH CORPS

2025 **Annual Report**



An equitable world where *all* people and nature thrive together.

EARTHCORPS.ORG

Dear Friends,

The year 2025 tested EarthCorps in ways few of us expected. The sudden disruption to AmeriCorps funding in the spring shook the organization deeply. At the same time, we were navigating leadership and staffing transitions, as well as a rapidly changing political and funding landscape.

And still, EarthCorps showed up.

Thirty-five Corpsmembers completed nearly 60,000 hours of service, and our field teams delivered 935 project days alongside more than 50 partners.

Together, we restored habitat, supported salmon recovery, and cared for forests, rivers, shorelines, trails, and public green spaces across our region.

But the Corps is about more than the work accomplished in a single year. Young people learn restoration by doing it, building technical skills, leadership, confidence, and a lasting connection to environmental stewardship.

They leave EarthCorps better prepared to lead meaningfully in their communities, careers, and the environmental challenges still ahead of us.

That work matters more every year. Pacific Northwest ecosystems and communities face growing pressure from hotter summers, wildfire smoke, flooding, habitat loss, and other effects of a changing climate.

Restoration is therefore also an investment in climate adaptation and resilience: helping landscapes absorb and recover from disturbance, protecting habitat and waterways, and strengthening the natural systems communities rely on.

Those impacts are not experienced equally, nor has every community benefited equally from investment in healthy forests, waterways, parks, and green spaces. EarthCorps works with communities and partners to direct restoration where environmental conditions and community needs make the work especially consequential, while preparing young adults from all backgrounds for environmental careers and leadership.

We also strengthened what sustains this work: rebuilding financial stewardship, restoring critical organizational capacity, and reinforcing the systems and partnerships that turn the investments of our donors, public funders, and partners into leadership development, healthier habitats, and long-term stewardship.

If 2025 taught us anything, it is that the work of restoring ecosystems and cultivating environmental leaders cannot depend on favorable circumstances. It requires sustained commitment, strong partnerships, and an organization built to weather uncertainty.

The challenges ahead are real. So is our capacity to meet them.

With skill, partnership, persistence, and the support of this community, EarthCorps is ready for the work ahead.



With gratitude,



Christine Tang
EXECUTIVE DIRECTOR

2025 Statistics*

Our Corpsmembers turned hard work into lasting impact across forests, trails, and habitats throughout the Puget Sound region.





7,676
Evergreen Trees Planted



12,554
Deciduous Trees Planted



11,196
Native Shrubs Planted



14,393
Feet of Trail Restored



429
Acres of Backcountry Restored

Figures are based on EarthCorps' 2025 internal field records and may be rounded or combined across multiple projects and partner sites

35

Crew Members Graduated in 2025

8,604

Total Crew Hours in 2025

935

Total Crew Days in 2025

2,586

Total Volunteer Hours in 2025

40

Total Volunteer Events in 2025

864

Volunteers Supporting An Event in 2025

Our Work

Duwamish River Valley

Seattle, Tukwila, & Kent, WA

In 2025, our crews worked across a network of restoration sites throughout the Duwamish River Valley, caring for streams, urban forests, riparian habitat, trails, and spaces used by surrounding communities. Although each project has its own needs, together they represent a larger effort to strengthen an interconnected landscape shaped by decades of development, habitat loss, invasive species, and environmental pressures.

"The impact we're able to have working along the river is huge.

We're able to reduce water temperatures, support terrestrial and aquatic insects that feed salmon, stabilize the banks, increase storm water infiltration, and restore habitat for the beavers, bald eagles, river otters and many other creatures we've seen living on the Duwamish."

- Sean Day
Project Manager

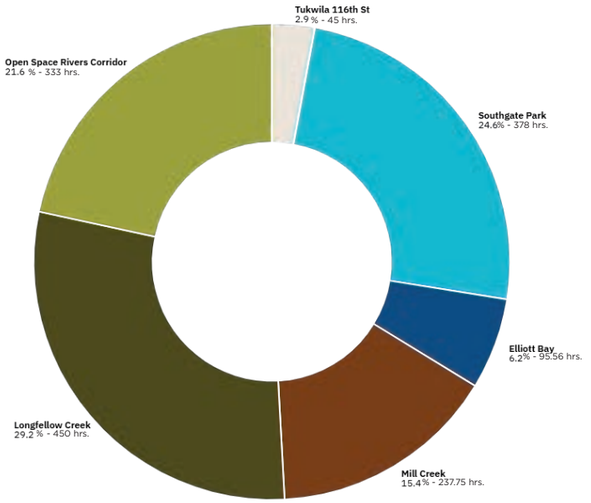
That connection is especially visible at Longfellow Creek, a 3.5-mile tributary that flows through West Seattle before entering the Duwamish River and is one of only two tributaries that still support spawning salmon.

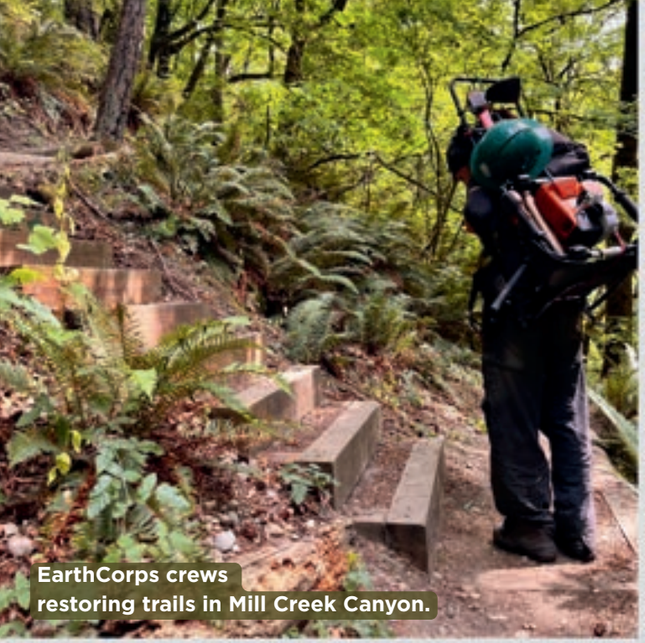
Urban development has rerouted roughly one-third of the creek through pipes, while stormwater pollution continues to affect water quality and salmon habitat.

Across the valley, restoration took many forms. Crews maintained native plantings and controlled invasive vegetation near salmon habitat, cared for urban forests and riparian areas, supported established restoration sites along the Lower Duwamish, and continued improving trails and forest health at Mill Creek Canyon.

Taking everything into account, the work illustrates why restoration is rarely a one-time action. Healthy landscapes require crews and partners to return year after year to protect earlier investments, respond to new challenges, plant the next generation of forest, and care for the places that connect people, water, and wildlife.

Hours Worked in Duwamish River Valley Projects





EarthCorps crews restoring trails in Mill Creek Canyon.









Our Work

Restoration Across the Valley

Seattle, Tukwila, & Kent, WA

Restoring the **Duwamish River Valley** takes more than caring for one park or stream. It means strengthening many connected places across the landscape.

Longfellow Creek Greenspace and **Southgate Park** show how restoring tributaries and urban forests can strengthen the larger Duwamish system, from filtering stormwater to protecting streamside habitat. Crews maintained native plantings, controlled invasive blackberry and ivy, prepared new restoration areas at Longfellow, and continued vegetation management at Southgate to support canopy and riparian health.

At the **Tukwila 116th Street Parcel,** our crews extended that restoration footprint farther through the valley. Crews worked 45 hours across 1.04 acres and installed 545 plants, adding another actively managed site to the broader Duwamish effort.

Closer to the river, the **Elliott Bay/Duwamish River Restoration Program** connects restoration sites including Tualtwx/Herring's House, Hamm Creek, Turning Basin 3, and Cecil B. Moses Park around the shared goal of supporting salmon habitat. From there, we monitored restoration areas and controlled invasive blackberry and ivy within stream, marsh, and shoreline habitat.

The **King County DNR Open Space Rivers Corridor** and **Mill Creek Canyon** add large-scale land stewardship and trail restoration to the valley-wide story. Our crews managed 7.75 acres and installed 232 plants through the King County project, while work at Mill Creek included invasive-species treatment, revegetation preparation, and continued improvements to the canyon's trail system and forest health.

Together, these projects show how work in tributaries, forests, wetlands, and public green spaces can support the health of the larger Duwamish system.

> **"Mill Creek Canyon is home to a rich ecosystem with so much potential and as crews have coaxed it toward that future, it has returned the favor by nurturing immense personal growth and teamwork.**
>
> - Christyn Riehl
>
> **Project Manager**



Our Alumni

Quena Batres

From Corpsmember to 2025 Vice President

When Quena Batres arrived at EarthCorps in 2016, she had moved to Seattle without knowing exactly where her career would lead. EarthCorps gave her room to learn environmental restoration from the ground up while discovering what it meant to work hard, grow alongside a crew, and find her place within a community.

The fieldwork mattered, but Quena says the people ultimately shaped her most. Working alongside Corpsmembers from different backgrounds taught her that restoration is not only about improving land, but also about building reciprocal relationships, caring for one another, and learning how to move toward a shared purpose even when people bring different experiences and perspectives.

That lesson followed Quena beyond her first Corps year and into a second year as a Volunteer Specialist, where she discovered a passion for connecting people with nature.

It became a thread throughout her career at environmental nonprofits, her work at The Nature Conservancy, and the creation of Trail Mixed Collective, where the confidence she developed at EarthCorps helped her recognize gaps in outdoor spaces and believe she could help create something different.

Nearly a decade later, Quena returned to EarthCorps with a new perspective as a member of the Board and ultimately Board Vice President. Through the uncertainty of 2025, she saw EarthCorps stay focused on its mission, its values, and the Corpsmembers at the center of the organization.

Quena now encourages the next generation to stay open to where their Corps experience might lead. To her, investing in today's Corpsmembers means investing in future leaders who will bring new perspectives, challenge old approaches, and shape what environmental leadership becomes next.

> **"We have the power to form the future we want right now by investing in the people who will be leading."**
>
> - Quena Batres
> **Board Vice President**





Our Impact

EarthCorps Named **"Team of Champions"** Seattle, WA

In 2025, EarthCorps was selected as one of eight **Team of Champions** organizations recognized by the **Seattle Seahawks** and **Boeing** for creating positive change in the community.

The recognition elevated EarthCorps' work to cultivate environmental leaders, restore critical habitats, and build more resilient and equitable communities across the Puget Sound region.

> **"We are incredibly grateful to the Seahawks and Boeing for this recognition and platform.**
>
> **As we formalize our role in the clean energy and restoration economy, we want to continue to expand partnerships across the Puget Sound region that strengthen resilience, expand access to green space, and advance environmental justice outcomes."**
>
> - Christine Tang
> **Executive Director**

As part of the program, Seahawks Legend Marcus Trufant visited EarthCorps in September to meet staff, tour the organization, and learn how restoration, environmental justice, and leadership development intersect.

The visit created space to share not only what EarthCorps restores, but how investing in people strengthens the long-term stewardship of those places.

The Team of Champions recognition also brought EarthCorps' mission to audiences beyond the conservation community. It provided a regional platform to highlight the connection between healthy ecosystems, strong communities, and the people developing the skills to care for both.



On **October 5**, EarthCorps was honored during halftime at the Seahawks' home game against the **Tampa Bay Buccaneers**. Seeing EarthCorps team members and their families recognized on that stage offered a powerful public affirmation of work that often happens quietly in forests, wetlands, shorelines, and communities throughout the region.

In a year that tested EarthCorps' resilience, the recognition carried added meaning. Being named a **Team of Champions** affirmed the value of staying rooted in environmental justice, strong partnerships, and the next generation of environmental leaders while continuing to build healthier, more resilient communities.



EarthCorps Corps members, Staff, and Board members are recognized during halftime at the Oct. 5th Seahawks vs. Buccaneers game.

Our Work

Green Lake Frog Pond
Seattle, WA

At the south end of Green Lake, a small wetland is being given new life as habitat for frogs, birds, pollinators, and other wildlife. In 2025, Friends of Green Lake partnered with EarthCorps to restore the South Willows Wetland and transform an existing seasonal pond into the **Tufel Pond Frog Sanctuary.**

Years of shoreline alteration and introduced fish left Green Lake with little of the shallow, marshy habitat native amphibians depend on. Pacific Chorus Frogs need seasonal ponds without predatory fish, making protected spaces like this an important step toward rebuilding habitat that has largely disappeared around the lake.

EarthCorps joined Friends of Green Lake in October to deepen the existing pond by hand, following its natural footprint and reaching a maximum depth of two feet. Crews separated the soil as they worked, donating the rich organic layer to local gardeners and using the underlying clay to build a berm designed to help keep predatory fish out.

The larger restoration added gravel trenches for water exchange, temporary fencing to reduce disturbance, and more than 500 native plants representing 32 species around the pond and surrounding wetland.

Those plants will provide cover and breeding habitat while helping the wetland slow stormwater and filter sediment and pollutants before they reach Green Lake.

Like so much of EarthCorps' work in 2025, the project is only the beginning of a longer relationship with the site. Amphibian monitoring, invasive species management, plant care, and volunteer stewardship will continue as the habitat establishes, giving the next generation of restoration leaders a living example of what patient, long-term care can make possible.

"The most important thing is the overall benefit that improving the structure and function of urban habitat can have for both people and wildlife.

This project shows the creative ways we can improve highly urbanized places like lake waterfronts and make a meaningful difference for urban green spaces.

- Nelson Salisbury
Senior Ecologist & GIS Specialist













EarthCorps works with Friends of Green Lake to bring life to the Tufel Pond Frog Sanctuary.

Community Volunteer Team Highlight

Seward Park • Seattle, WA

In **September 2025**, EarthCorps' Community & Volunteer Team joined partners at Seward Park for **Latino Conservation Week.** The event celebrated Latino connections to nature through conservation, education, food, music, and community.

Visitors explored the park, learned about native plants and wildlife, and connected with organizations working throughout the region. Volunteers also supported restoration at Clark's Meadow, helping protect its camas field from invasive blackberry.

Participation was smaller than in previous years as organizers responded to community concerns around immigration enforcement and adjusted how the event was promoted. Even so, 10 volunteers contributed 50 hours of service, showing that meaningful community stewardship is not defined by turnout alone.

Continuing the event reflected a larger theme of EarthCorps' work in 2025: adapting to uncertainty while staying rooted in community. Creating safe, welcoming opportunities to gather and care for nature remains an important part of building long-term resilience.

Latino Conservation Week is one example of how EarthCorps connects restoration with belonging.

By investing in relationships, culturally relevant programs, and accessible ways to participate, the CV Team helps grow a network of people ready to care for their communities and the environment.

2025 CV Team Highlights

49 BIPOC Student Interns

2,586 Volunteer Hours

864 Volunteers Supporting an Event

55 Total Student Interns

2 High Schools Represented











EarthCorps' CV team holds its annual Latino Conservation Week event at Seward Park.



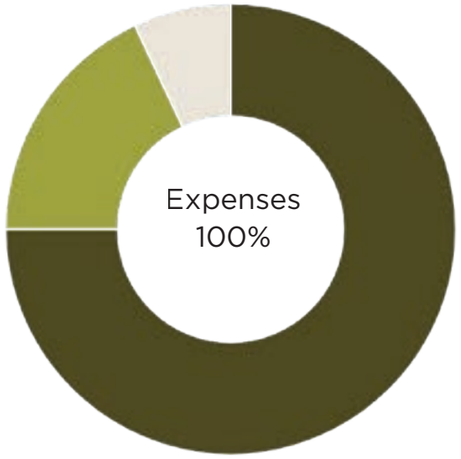
2025 EarthCorps Team Photo

2025 Financials

Audited Financials

Total assets . . . . . **$2.26 MILLION**
Total liabilities . . . . . **$1.13 MILLION**
Net assets . . . . . **$1.13 MILLION**





Total Income: **$4.93 MILLION**

Grants and Contracts 79.5%
Contributions 19.6%
Other 0.9%

Total Expenses: **$4.57 MILLION**

Program Services 75%
Management & General 18%
Fundraising 7%



OUR PEOPLE

2025 Board of Directors

Shanon Tysland, President
EXPERIENCE MOMENTUM

Quena Batres, Vice President
THE NATURE CONSERVANCY

Nathan Barnes, Treasurer
CAIRNCROSS & HEMPLEMANN, P.S.

Adam Nebenzahl, Secretary
CITY OF BAINBRIDGE ISLAND

Christine Tang, Executive Director
EARTHCORPS

Malia Morrison, N&G Chair
AMAZON

Shava Lawson, DEI co-chair
SEATTLE PARKS FOUNDATION

Stephanie LaBoo, DEI co-chair
AMAZON

Angela Patricia Poulos
WA DEPT OF FISH & WILDLIFE

Ayesha Harper
BRIGHTWHEEL

Betsey Curran
INDEPENDANT CONSULTANT

Danny Rees
SAVE THE CHILDREN

Emily Tomita
NEIGHBORHOOD HOUSE

Joanna Pickup
THE BOEING COMPANY

Maya Sullivan
INSIGHT GLOBAL

Paul Wright
THE BOEING COMPANY

Shruti Madathanapalli
AMAZON


An equitable world where *all* people and nature thrive together.
EARTHCORPS.ORG