

# Annual Report 2025



# A Message From Our 2026 President



**Rebekah Padgett**

Incoming Board President, 2026

As a volunteer since 2019 and member of the Board for the past few years, I am honored to step into the role of Board President.

What stands out most about EcoWB is the strength of our community. Volunteers and staff speak of the connections formed across the organization and around the world through our shared passion and vision.

We celebrate the energy we draw from one another, our growing focus, the courage to try new things, and pride in completing tasks and watching local partners move projects forward.

In 2026, we will continue strengthening our model by transitioning key volunteer roles to part-time staff while engaging volunteers more

deeply. We will elevate our partnerships with communities through enhanced program development and a more intentional approach. We will also ensure build the resources within our Board to realize our vision.

EcoWB is at an exciting point in its evolution. With clear focus, strategic partnerships, and the dedication of our team, I am confident that we will make meaningful progress in the year ahead.

The accomplishments highlighted in this report would not be possible without you—our dedicated volunteers, staff, program partners around the world, and generous donors and supporters. I am deeply grateful for your enthusiasm, time, and support.

Please read on to learn more about EcoWB's 2025 activities and achievements.

I look forward to working together with you in 2026.

With gratitude,  
**Rebekah Padgett**

*"I am so proud to be part of EcoWB. Every day I see the commitment and energy of our team and the impact of our work. It fills my heart and inspires me to do more."*

# EcoWB Board 2025



**Stuart Buchanan**  
President



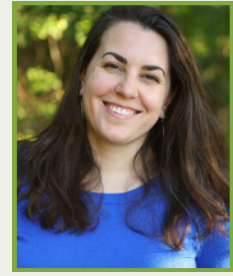
**Rebekah Padgett**  
Vice President



**Chris Matlack**  
Secretary



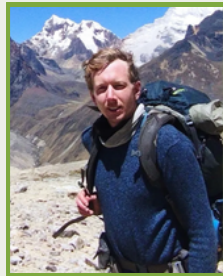
**Julie Budkowski**  
Treasurer



**Danielle Reich**  
Executive Director



**Faraaz Abdool**  
Board of Directors



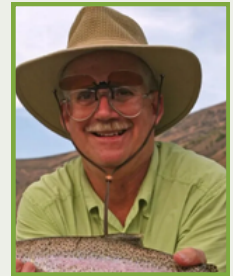
**Trevor Eakes**  
Board of Directors



**Hans Hartmann**  
Board of Directors



**Tony Machacha**  
Board of Directors



**Hal Michael**  
Board of Directors



**Shubha Pandit**  
Board of Directors



**Sylvia Rivera Valle**  
Board of Directors



**Jennifer Schlegel**  
Board of Directors



**Cheryl Wheeler**  
Board of Directors



**Ian Hendy**  
Board Advisor



**Leslie Mitchell**  
Board Advisor

EcoWB is supported by a Board that brings thoughtful guidance, diverse perspectives, and a shared commitment to our work. Their support helps create the conditions for EcoWB to grow and respond wherever it is needed most.



## Vision

A world where ecologically vulnerable communities worldwide are equipped to conserve, manage, and restore ecosystems to ensure environmental, social, and economic sustainability.

## Mission

Promoting healthy ecosystems, the sustainable use of natural resources, and community resilience to ecological change through international collaboration and volunteer service.

# Volunteers

**Volunteers mean everything to EcoWB** —their dedication and expertise drive every aspect of our work. From delivering services to our in-country partners and managing projects to guiding governance, shaping communications, and leading fundraising efforts, they make our impact possible.

After 15 years, EcoWB continues to grow with their dedication, playing a critical role in transforming ecology into a main theme of societal focus. Our volunteers bridge the gap between ecological research and on the ground impact, turning environmental concern into tangible action.



## 2025: A Year of Record Volunteer Growth



**Volunteer Hours in 2025**

**4,234**



**Registered Volunteers**

**786**



**New Volunteer Sign-ups in 2025**

**196**



**Countries & Languages Spoken**

**69**

Our volunteers contribute technical expertise and project management support across EcoWB's work, helping to address complex ecological challenges alongside community partners. They also play a vital role in raising funds and supporting the wider work of the organization. Their commitment remains at the heart of EcoWB's work.



### Jason Hale, Spain

Volunteer Project Manager, Chimpanzee Restoration in Cameroon

*“My involvement with EcoWB has given me opportunities to both learn about and contribute to community-led conservation projects around the world. Most of my time has been spent as Project Manager assisting a small community in Cameroon to secure authority and responsibility for management of nearby habitats used by Nigerian-Cameroon chimpanzees.*

*It has been a great opportunity for me to learn about their community, the natural areas around them, sustainable farming, and to contribute to a conservation project with global significance.”*



# Volunteer Stories

Everything we do is made possible by our volunteers. From ecological and technical support to behind-the-scenes coordination. Here are just a few of the many amazing people behind our work.



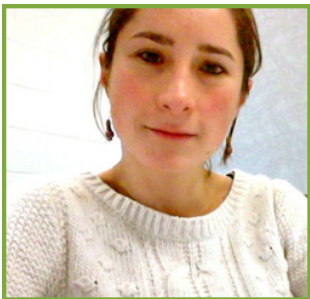
## Miro Osório, Portugal

Miro is EcoWB's Volunteer Coordinator, and serves in this role in a volunteer capacity himself, giving his time to support a function at the heart of everything we do. His commitment keeps EcoWB moving—recruiting, training, and connecting volunteers with projects—making EcoWB's work possible.



## Jennifer Walker, USA

Jennifer is a research scientist specializing in hydrology and landscape function. She volunteers her time to lead EcoWB's GIS Team and supports our work using GIS and spatial analysis to interpret ecosystem dynamics, map environmental change, and strengthen our projects through rigorous, data-driven insight.



## Lucía Corral, Germany

Lucía, who specialises in applied ecology and wildlife research, is volunteering as Project Manager for EcoWB's Macaw Recovery Project in Costa Rica, working closely with the Macaw Recovery Network. She helps coordinate volunteer teams and shape the project's technical direction, supporting efforts to restore habitats and protect this remarkable species.



## Chris Hogle, USA

Chris, an ecologist who specialises in sustainable land and natural resource use, is a volunteer overseeing our Retracing Coastal Biodiversity project in the Sea of Cortez and an active member of our Projects Committee. He helps review incoming project proposals and supports projects as they develop, ensuring they are thoughtful, well-grounded, and set up for success.



## Pommélien da Silva Cosme, Morocco

'Pomme' is our volunteer Social Media Manager, giving her time to write and create content that shapes how EcoWB communicates across our network. Through thoughtful, creative messaging, she helps keep volunteers, supporters, and communities connected, ensuring our work is shared, understood, and celebrated.

# Global Partners

Real change happens when our volunteers, communities, and dedicated local organizations unite with a shared vision. This year, we partnered with seven organizations across three continents, working hand in hand to ensure that community solutions are not only scientifically sound but also deeply rooted in local knowledge, culture, and long-term sustainability.

To our partners worldwide—thank you for all that you do. Your collaboration and commitment continue to shape a future where people and nature thrive. We look forward to another year of working together to create stronger communities and a healthier planet.

Read on to discover how our partnerships are making a difference and the impact we've created together.



## Mangrove Restoration Project

Jiquilisco Bay, El Salvador

EcoWB volunteers are advancing the next phase of work to protect and restore the mangroves of Jiquilisco Bay, one of the largest and most ecologically significant mangrove systems in Central America. Working alongside local partner **Asociación Mangle** and technical collaborators EcoResolve, the team is undertaking a comprehensive hydrological analysis of the bay and its surrounding watersheds.

This work is mapping how water moves through the landscape, identifying where natural flows have been disrupted, and highlighting areas where restoration actions are most likely to succeed.

EcoWB volunteers are also developing an interactive Google Earth Engine platform that will allow local organizations and government agencies to visualize mangrove conditions, track changes over time, and support coordinated restoration planning across the bay.



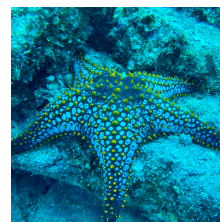
Photo: Green Flash Conservation Science

## Shifting Tides - Mareas en Movimiento Expedition

Baja California Sur, Mexico

EcoWB volunteers are supporting **Green Flash Conservation Science** in developing education and outreach materials for their spring 2026 sailing voyage to survey intertidal ecosystems in the Sea of Cortez.

A bi-national team of early-career scientists will retrace the iconic 1940 expedition of John Steinbeck and Ed Ricketts—resurveying coastal biodiversity at their original sites while capturing the scientific and philosophical spirit of their expedition. EcoWB citizen science education specialists are expanding the community impact of the expedition by creating locally focused educational materials in English and Spanish to facilitate observation and understanding of intertidal ecosystems. The team will also use the iNaturalist platform as an open scientific data repository for the expedition crew, community members, area visitors, and aspiring marine biologists.



## Nairobi Reservoir Reclamation Project

Nairobi, Kenya

EcoWB's involvement in efforts to reclaim the Nairobi Reservoir stands as a strong example of how connecting communities with the right support can enable meaningful environmental action.

In 2025, a significant step toward improving conditions in the reservoir and the headwaters of the Ngong River was the establishment of the first in a planned network of solid waste collection, sorting, and recycling facilities. This progress was made possible through the relentless efforts of EcoWB's local partner, **Empower the Community (ETCO)**, alongside technical assistance and financial support from **Power Engineers** (now WSP). The new facility will serve as a model for similar sites planned across Kibera, a sprawling suburb on the outskirts of Nairobi, offering residents environmentally and economically viable alternatives to unmanaged waste disposal.

Another major development came through tangible, large-scale action by the Kenyan government. Initial implementation of the Nairobi Rivers Commission's "Let the Rivers Flow" program has begun, reclaiming riparian zones from encroaching development, reconfiguring river channels to better manage stormwater, and installing sanitary water and sewer infrastructure along Nairobi's three major river systems. These efforts have enabled ETCO to concentrate on strengthening local representation and building essential community support services.

Over the past three years, ETCO has become a trusted representative for communities surrounding the Nairobi Reservoir and is well positioned to advance its environmental care program for the long term. As a result, EcoWB is now winding down our involvement and leaving the continued reclamation of the Nairobi Reservoir in ETCO's capable hands.





Photo: Dr. Julio C. Parra Alaniz

## Mulegé Sustainable Fisheries Project

Baja California Sur, Mexico

EcoWB volunteers continue to support sustainable fisheries in the Santa Rosalía–Mulegé Coastal Corridor, working alongside local partner **Fundación Hagamos Más por Santa Rosalía** and local fishing cooperatives. Our collaboration included a social assessment of small-scale fisheries across four coastal communities, helping partners understand the conditions and challenges facing artisanal fishermen.

Building on previous work in fisheries monitoring, safety training, and alternative livelihoods, the assessment explored issues including access to fishing permits and equipment, income stability, and market access. The findings will guide practical steps to strengthen fisheries management and support the long-term resilience of marine ecosystems and the communities that depend on them.

## Chimpanzee Conservation Project

Somié, Cameroon

EcoWB volunteers are supporting local partner, **Community-Based Biosynergy Management (CBBM)**, in Cameroon in their effort to help the village of Somié establish a 5,000 hectare community forest. This forest will protect critically endangered Nigeria–Cameroon chimpanzees, contribute to sustainable village income through non-timber forest products, and safeguard lands important to local cultures.

EcoWB volunteers have provided technical reviews for grant writing, guidance on camera trap placement, and website and social media support. Volunteers have also contributed important GIS expertise, with additional pro bono support from corporate partner **Arup**. Through a participatory mapping process, EcoWB volunteers digitized hand-drawn features from paper maps so that observations made by the people of Somié contribute directly to chimpanzee conservation. Volunteers have also drafted a GIS-based habitat suitability model, both of which will play an important role in field surveys planned for 2026.



Hand-drawn map from the community in Somié, whose local knowledge informs the GIS mapping process.

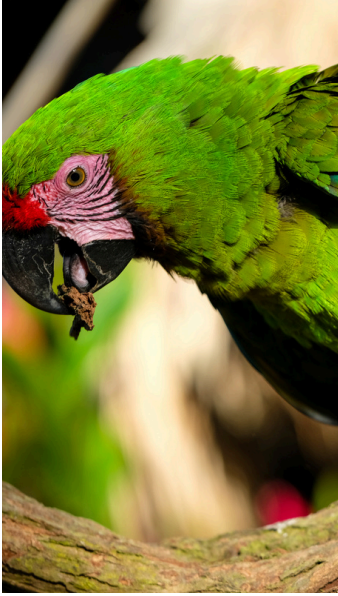


Photo: MRN

## Macaw Recovery Network

Costa Rica

Supporting work led by the **Macaw Recovery Network (MRN)** in Costa Rica, this project focuses on the conservation and restoration of two of the country's most emblematic macaw species—the critically endangered Great Green Macaw and the Scarlet Macaw—icons of Central America's tropical forests now under increasing threat.

MRN is an NGO dedicated to conserving and restoring endangered macaw populations and their habitats through habitat restoration, scientific research, and close collaboration with local communities.

Through this collaboration, EcoWB will provide specialized technical assistance by mobilizing expert volunteers and building strong capacity-building partnerships. Support will be delivered both in the field, and remotely across a range of conservation and organizational activities. Together, EcoWB volunteers will help protect priority forests, restore habitats, support macaw reintroductions, and strengthen community-based conservation and research on macaw population dynamics.

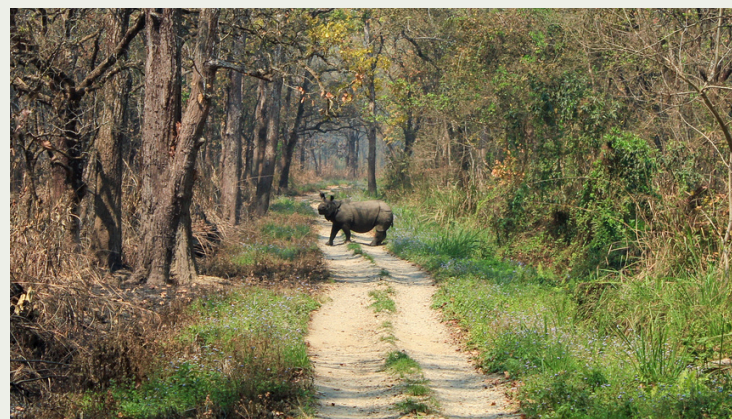
## Karuna Nature Conservation Campaign

Nepal

In late 2025, EcoWB received a request from **Karunalaya Nepal (Compassionate Nepal)**, a grassroots nonprofit working on environmental protection and community initiatives, seeking technical support for a river and wetland restoration effort in the Narayani River corridor. Planning for the initiative began in 2025, with implementation expected to begin in 2026.

The project focuses on a network of wetlands—including Bishazari Tal (Twenty Thousand Lakes), Batuli Pokhari, Tiger Lake, and Rhino Lake—located in the buffer zone and floodplain landscape surrounding Chitwan National Park. These wetlands form part of a broader ecological corridor connected to the Rapti–Narayani river system and provide critical habitat for wildlife moving between riverine ecosystems and the forests of Chitwan National Park.

Karunalaya Nepal has asked EcoWB to help strengthen the technical foundations of the work, including GIS mapping of pollution sources, monitoring systems, and training in project evaluation to support long-term ecological restoration.



# Investing in mission-critical infrastructure



**Biljana Aljinovic**  
EcoWB Program Manager

In 2025, EcoWB made an important investment in a Program Manager after recognizing that our growing portfolio of projects requires more structure to scale effectively and responsibly.

Since May 2025, Program Manager Biljana Aljinovic has led the design and rollout of organization-wide Project Management Standard Operating Procedures (SOPs). These SOPs now define how EcoWB initiates, reviews, develops, implements, monitors, and closes projects.

The SOPs clarify roles, standardize tools such as review rubrics, project collaboration agreements, work plans, budgets, monitoring

frameworks, and ensure that every project is co-designed with local partners. In short, these SOPs turn good ideas and intentions into executable, accountable work.

The impact has been immediate. With clearer processes and governance, EcoWB has been able to review project proposals more efficiently, reduce bottlenecks, and move three new initiatives into active development: Macaw Recovery Network (Costa Rica), Karuna Nature Conservation Campaign (Nepal), and Shifting Tides in the Sea of Cortez (Mexico). Additionally, organizational decisions are better documented, volunteer roles are clearer, and projects are becoming better aligned with EcoWB's strategic plan, mission, and standards.

This experience underscores how investment in operations is not “overhead”—these investments provide mission-critical infrastructure. Funding strong systems enables transparency, safeguards impact, supports partners and volunteers, and ensures that donor investments translate more efficiently into long-lasting outcomes on the ground.

# EcoWB Endowment Fund

## A Foundation for the Future

At the close of 2024, EcoWB formally launched the EcoWB Endowment Fund as a long-term investment in the organization’s future. In 2025, we were honored to receive the first gifts to the Fund, marking an important milestone in strengthening the long-term sustainability of our work.

The endowment is designed to provide enduring support. Gifts are invested conservatively, and only the earnings are used to advance our mission, while the original contributions remain intact. Over time, this creates a stable source of funding that helps ensure EcoWB can continue connecting volunteer environmental professionals with communities working to safeguard their ecosystems.

For those considering a legacy gift, directing support to the EcoWB Endowment Fund is a meaningful way to extend your impact well beyond a lifetime. It is a commitment not only to the communities we’re working with today, but also to the generations who will turn to EcoWB to support their environmental resilience in the years ahead.

We are deeply grateful to the donors who have helped establish this fund, including EcoWB’s three founders, Eric Knudsen, Cleve Steward, and Larry Dominguez. To learn more about planned giving options, please visit the link or scan the QR code below.



EcoWB founders, Eric Knudsen, Cleve Steward, and Larry Dominguez



Scan or click the QR code to learn more about our Endowment & Planned Giving



# Special Thanks



## Thanks to Our Foundation Partners

EcoWB's work this year has been made possible through the generous support of a number of grantmaking foundations and trusts who share our belief that communities should have access to the environmental expertise they need to protect their lands and livelihoods.

We are deeply grateful to **The Butler Foundation**, whose support helped advance our mangrove work in El Salvador, and the **Paul M. Angell Family Foundation**, whose multi-year capacity-building support strengthened EcoWB's ability to respond to communities seeking help. We also thank the **The Leiter Foundation, Foundation for Sustainability and Innovation** and the **Creag Foundation** for their generous support.

We are also especially grateful to the **Nancy Carroll Draper Charitable Foundation**, whose commitment to match contributions dollar-for-dollar—up to \$33,000—has been instrumental in advancing our chimpanzee habitat project in Cameroon.

Our sincere thanks to the many supporters whose names cannot all be listed here—including those who choose to give anonymously. None of this work would be possible without you. Thank you!

## Seacross Ranch at Lodge Grass Creek

We are truly grateful to Seacross Ranch at Lodge Grass Creek for their generous year-on-year support of EcoWB, our Mulegé Sustainable Fisheries Project, and the important work of our in-country partner, Fundación Hagamos Más por Santa Rosalía, in Santa Rosalía, Mexico.

## Hamilton Family Fund

With sincere thanks to the Hamilton Family Fund for their generous support of EcoWB's end-of-year campaign. We are truly grateful for your kindness and encouragement.

## Eric Knudsen & Judy Farrar

A very special thank you to Eric and Judy for their generous support, and for their time and care that made so much possible in 2025.





## Thanks to Our Corporate & Non-Profit Partners

In 2025, EcoWB's work was greatly strengthened by the support of a number of corporate and non-profit partners who contributed both funding and professional expertise. Through pro bono technical support, employee volunteering, and financial contributions, these partnerships helped expand the reach and impact of our projects. This year we are especially grateful for the support of:



# Strengthening OUR Ecosystem

In 2025, we spent more time connecting in-person with nonprofit peers and industry leaders and strengthening the ecosystem of partnerships that supports and advances EcoWB's work.

## NAEP

After attending the annual conference of the **National Association of Environmental Professionals (NAEP)**, and connecting with environmental professionals from across the field, EcoWB formed a new partnership with NAEP, linking our partner communities with a broad network of specialists committed to ethical, science-based practice.

## Independent Sector & National Museum and Center for Service

In 2025, EcoWB joined Independent Sector and took part in their national conference, where the **National Museum and Center for Service** generously hosted us within their exhibit space. The exhibit highlighted the many ways skilled volunteers contribute across sectors—including environmental work—and gave us a chance to shine a spotlight on our work while connecting with peers and sharing ideas across the nonprofit community.



## Global Washington

In 2025, EcoWB joined **Global Washington**, a network that brings together organizations from Washington State working to advance global development. As one of their new members, EcoWB was invited to speak at the organization's November conference in Seattle.

The event provided a valuable opportunity to introduce our work, connect with fellow practitioners, and spark interest among audiences in our home state.

Following the conference, we gathered with local supporters for an informal evening of pizza and conversation, sharing ideas and building new relationships around EcoWB's work.



# Financial Overview

Income	2025
Donations	\$104,617
Grants	\$82,800
Other Income	\$1,624
<b>Total Income</b>	<b>\$189,041</b>

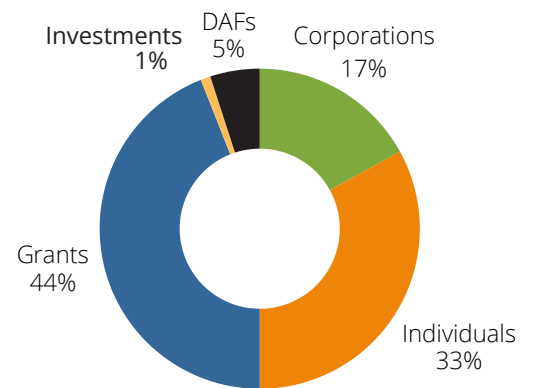
Expenses	2025
Programs	\$87,969
Operating & Admin	\$79,706
<b>Total Expenses</b>	<b>\$167,675</b>

<b>Net Income</b>	<b>\$21,366</b>
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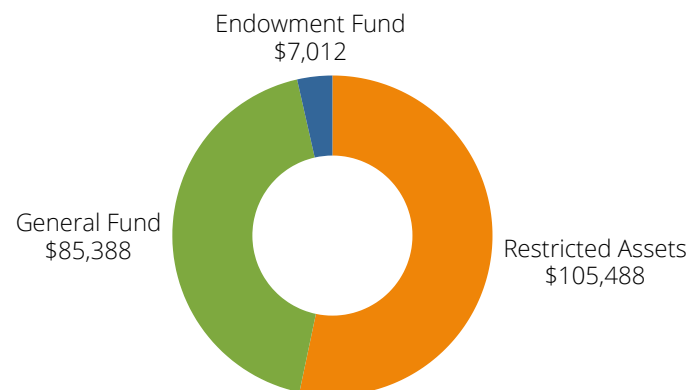
Volunteer Contribution in 2024	
Number of Volunteer Hours	4,234
Value of In-kind Volunteer Hours	\$148,857

Every dollar entrusted to EcoWB is carefully stewarded to deliver meaningful impact. In 2025, support from individual donors, businesses, and foundations enabled us to advance projects with communities, strengthen partnerships, and respond to emerging environmental challenges. We remain committed to transparency and accountability, ensuring that each contribution supports practical, lasting solutions for people and the ecosystems they depend on.

## Income Sources



## Asset Distribution



All figures are as of December 31, 2025

# 2025 in Numbers

786

Registered  
Volunteers

196

New Volunteer  
Sign-ups

17

Board Members  
& Advisors

5

Corporate  
Partners

6

Grants from  
Foundations

4,234

Volunteer  
Hours

132

Individual  
Donors

7

Project  
Partners

## Our Operational Team



**Danielle Reich**  
Executive  
Director



**Becky Muston**  
Development  
Director



**Biljana Aljinovic**  
Program  
Manager



**Miro Osório**  
Volunteer  
Coordinator

### Join Us in 2026

Discover how you can make a difference in 2026—volunteer, support our work, or explore partnership opportunities.

Click the links below to follow us on social media:



[www.ecowb.org](http://www.ecowb.org)



[giving@ecowb.org](mailto:giving@ecowb.org)



P.O. Box 51094  
Seattle, WA 98115



[Click here to register as a volunteer](#)

Platinum  
Transparency  
2025

Candid.

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