



Nature For Justice 2024 Annual Report

CEO Letter

Dear Friends and Supporters,

I hope your 2025 is off to a productive and inspiring start. As we reflect on the past year, I am pleased to share Nature For Justice's (N4J) 2024 Annual Report, highlighting our progress and the impact we've made together. Our mission to leverage Nature-based Solutions (NbS) to support frontline communities in addressing the climate crisis remains our driving force. Guided by a commitment to social justice, community resilience, and climate adaptation, we've laid the foundation for transformative, lasting change.

This year's theme, "Creating a Foundation for Social Justice," underscores our belief that achieving durable social justice requires building strong foundations and consistently measuring progress. Through our efforts, we have advanced climate resilience, mobilized blended finance for high-impact NbS projects, and emphasized fairness and transparency in benefit distribution to local communities.

Our progress would not have been possible without our dedicated team, trusted local partners, and a supportive Board. Together, we co-create impactful projects that prioritized community-led solutions. In 2024, we achieved stability within our team and Board, with minimal turnover providing continuity to our mission.

While we celebrated significant successes, we also faced challenges. The Farmer Inclusion Program in the USA and the First 30x30 Project in Canada made great strides. However, our Africa program experienced setbacks due to funding constraints, resulting in a scaled-back approach. Despite these challenges, we remain committed to building new opportunities in Africa, as well as expanding our efforts in Latin America and the Asia-Pacific region.

With gratitude for your continued support, I invite you to explore this report, which details our 2024 achievements and the foundation we've built for future progress.

Warm regards,

Hank Cauley
CEO and Co-Founder

THE FOUNDATION NEEDED FOR SOCIAL JUSTICE

Creating durable social justice is both a vision and a process. At N4J, this requires building a strong foundation rooted in community trust, adequate capital, equitable benefit sharing, robust data collection, and scalable solutions. To guide our efforts, we've developed a framework with clear metrics:

1. **Partners:** Collaborating with local partners that have established trust relationships with communities.
 - o *Metric:* Number, type, and breadth of community members reached through our partnerships.
2. **Capital:** Securing resources for project co-development and long-term implementation.
 - o *Metric:* Capital raised, types of funding (equity, debt, philanthropic), community benefit-sharing mechanisms, and funding timelines.
3. **Benefits:** Ensuring material benefits for communities in the short and long term.
 - o *Metric:* Quantitative and qualitative benefits, equitable benefit-sharing agreements, and indicators of permanence (e.g., improved soils).
4. **Data Collection:** Establishing baselines and adaptive management systems.
 - o *Metric:* Output and outcome data, resilience stories, and data for project refinement.
5. **Scaling:** Designing pathways to broaden impact.
 - o *Metric:* Clear theories of change, assumptions, and pathways for achieving scale.

This framework serves as the backbone of our programs, ensuring that every initiative contributes to meaningful and measurable social justice outcomes.

USA: FARMER INCLUSION PROGRAM

Launched in January 2022, the Farmer Inclusion Program addresses systemic barriers faced by underserved Black, Indigenous, and People of Color (BIPOC) smallholder farmers. With support from multiple partners, the program achieved significant milestones in 2024:

Key Activities

- **Farmer Recruitment and Networking:** Expanded the Farmer Inclusion Network to include over 125 BIPOC farmers managing more than 6,000 acres under regenerative agriculture.
- **Microloan Initiative:** Provided zero-interest loans ranging from \$950 to \$11,000 to five farmers, offering critical financial support.
- **Internship Program:** In collaboration with Patagonia and North Carolina State University, launched an internship program pairing students with grower-educators, promoting hands-on learning in regenerative practices.
- **Annual Day of Healing:** Hosted by Briarwood Cattle Farm, this event brought together farmers, partners, and stakeholders to share insights and celebrate progress.



Outcomes and Impact



- **Funding Support:** Distributed over \$1 million in grants to BIPOC farmers, with an additional \$2 million anticipated for 2025.
- **Regional Expansion:** Extended program activities from North Carolina to Virginia, supported by a new partnership with Cargill and another organization supported by USDA Climate Smart Commodities funding.
- **Capacity Building:** Strengthened networks for knowledge sharing and advocacy, empowering farmers with resources and leadership opportunities.

Future Directions

Looking ahead, we aim to scale this program across the Southeastern U.S., driving systemic changes in agriculture to enhance food, water, and economic security.

With a shifting political climate, this work is increasingly essential and increasingly threatened. While we navigate these challenges, we are actively bolstering and diversifying our program's funding streams to ensure long-term sustainability in our work.



CANADA: FIRST 30X30



The Government of Canada has pledged to protect 30 percent of its land by 2030, including the vast boreal forest—a critical carbon sink spanning 1.3 billion acres and home to over 600 Indigenous communities. Indigenous-led conservation, in collaboration with Canada’s First Nation, Inuit, and Métis communities, will be pivotal in achieving this ambitious conservation goal. To date, Indigenous communities have proposed over 100 Indigenous Protected and Conserved Areas (IPCAs).

To address this opportunity and need, Nature For Justice (N4J) has convened a powerful partnership with the IISAAK OLAM Foundation (IOF) and Nature Focus Development (NFD). Together, we are leveraging our strong networks with Indigenous communities across Canada to support the creation, management and long-term funding of IPCAs. Our approach integrates nature-based solutions (NbS) with social justice principles to deliver long-lasting benefits for communities, biodiversity, and the environment. We emphasize

fairness, financial sustainability, adaptive management, and long-term positive impacts in every project we undertake.

Key Activities In 2024

- **Building Partnerships:** Cultivated relationships with key stakeholders—including Indigenous governments, conservation and climate organizations, private sector representatives, philanthropies, and government—to mobilize funding and action for Indigenous-led conservation and NbS projects in Canada.
- **Supporting Indigenous-Led Projects:** Connected with over 40 Indigenous governments interested in exploring carbon and NbS projects across eight provinces and three territories. These were identified through our networks, events, and the relationships established by our partners at IOF and NFD.
- **Developing Tools and Resources:** Created practical resources such as an NbS project development process map, community outreach materials, project templates, and intake forms to streamline project design and implementation.
- **Financial Modeling:** Refined revenue generation models for Indigenous-led projects, focusing on long-term viability and scalability, including scenarios for carbon and nature credits from forestry-related projects.



- **Outreach and Communications:** Launched our new program website: First30x30.earth, participated in 13 events and speaking engagements, co-hosted 2 webinars featuring First 30x30 Canada, directly engaged with >40 private sector organizations, networking partners, and foundations to date.

Outcomes and Impact



2024 was defined by program development, relationship building, and working at the “speed of trust” with Indigenous partners. Significant groundwork was laid for a successful year ahead. In laying this strong foundation our team:

- Raised CAD \$1.8 million from the Royal Bank of Canada to support project development and accepted generous donations from TELUS and Domtar.
- Strengthened relationships with Indigenous communities and other key stakeholders, establishing the foundation for long-term collaboration.
- Developed a network of collaborators with diverse expertise, including the National Indian Carbon Coalition, Nature Investment Hub, Social Carbon Foundation, Wildmon and Hyphen Global.

Future Directions

In 2025, we will focus on:

- Establishing proof-of-concept projects to demonstrate the viability of Indigenous-led conservation initiatives.
- Carrying out a series of 8-10 NbS Market Opportunities Assessments for Indigenous governments - allowing for greater insights into the potential viability of carbon or other NbS markets that can be leveraged to finance proposed stewardship activities.
- Developing an Eligibility Framework tool for prioritized provinces in Canada that can guide rapid identification of NbS projects that could be viable for financing through the carbon, biodiversity of Nature Stewardship Credit marketplaces.
- Initiating a Nature Stewardship Credit pilot using the draft Social Carbon methodology for Nature Stewardship Credits.
- Structuring benefit-sharing agreements that ensure fairness for Indigenous communities while attracting sustainable investment.



- Identifying the most appropriate financing mechanisms, such as blending philanthropic and private-sector capital, to accelerate progress.
- Expanding our partnerships and refining our strategies to address barriers to entry for Indigenous communities in carbon and NbS markets.

With a commitment to collaboration and equity, we are confident that the First 30x30 program will drive meaningful progress toward Canada’s conservation and climate goals while empowering Indigenous communities to lead the way.

AFRICA: NATURE-BASED SOLUTION PROJECTS

In 2024, a strategic shift in investment direction by our primary Africa NbS program funder significantly affected our operations, forcing the suspension of most of the 21 projects in our portfolio. However, thanks to the strength of our local partnership networks, two projects in South Africa—Spekboom Restoration and community-led Marula Agroforestry—are continuing.

The Spekboom project is actively seeking funding, while the Marula Agroforestry initiative remains in development. Meanwhile, new partnerships have expanded our access to project development funding opportunities in the region, including in Ethiopia.

These setbacks highlight the volatility of early-stage funding for smaller organizations like N4J but also underscore our resilience and dedication to progress.

Key Projects

1. South Africa: Spekboom Restoration (In Negotiations)

This project focuses on restoring Spekboom thicket vegetation to enhance soil health and carbon sequestration. It is currently in negotiations regarding potential investor funding to proceed to implementation.

2. South Africa: Marula Agroforestry (Seeking Funding)

Centered on community-owned land, this project supports the regeneration of degraded grazing lands and the establishment of regenerative agroforestry using indigenous Marula trees alongside high-value fruit crops like avocado. In collaboration with BioTrade Ventures, we are working to bring this highly scalable project model to an investable stage, leveraging carbon finance for transformational agricultural shifts that deliver significant livelihood benefits to marginalized rural communities.



3. Ethiopia: Enset Agroforestry (Seeking Funding)

In partnership with Alabaster International, this initiative scales regenerative agroforestry by integrating Enset cultivation and biochar production to enhance food security, livelihoods, and climate resilience.

Strategic Approach

- **Capacity Building:** Partnering with trusted local organizations to ensure community ownership and project sustainability.
- **Government Engagement:** In Ethiopia, our partner Alabaster International is working closely with Government to support development of the Enset Agroforestry project.
- **Project Bundling:** Developing cost-efficient, scalable solutions through bundled projects and shared learning.
- **Strategic partnerships:** Creating partnerships with companies or NGOs that are well positioned to advance our mission and giving N4J an opportunity to add value to our partners' efforts.



While funding setbacks were a challenge, N4J remains committed to pursuing opportunities in Africa on our own and through strategic partnerships with companies like West Africa Blue. By securing early-stage investments and leveraging strategic partnerships, we aim to advance projects that create lasting social and ecological benefits. In addition, the Africa team has developed a Social Safeguarding service offering, including FPIC and benefit sharing support (e.g. drafting or reviewing Benefit Sharing Agreements) for project developers and implementers, that has recently been launched.

As we close 2024, the foundation we've built reinforces our belief in the power of community-led solutions to address the climate crisis. With your continued support, we will further our mission to create a more just and resilient world for all.

NATURE FOR JUSTICE'S LEADERSHIP TEAM

N4J draws tremendous value from its [Team of Board members, staff, consultants, and advisors](#). In this annual report we are highlighting the members of our leadership team.



Hank Cauley: CEO and Co-Founder. Hank co-founded N4J in late 2020 with Board Member Frank Hicks. Hank spends his days on strategic planning, communications, and administrative management. Hank's background is a combination of business, environmental conservation, and social justice. He likes making a vision a reality and has done so on numerous occasions.

[Help People Where They Are](#) (The first blog of N4J.)



Nicci Mander: Chief Strategy Officer. Nicci led the development of N4J's Africa portfolio of 21 projects. She continues to work in Africa and now assists the Farmer Inclusion and First 30x30 programs. Nicci is an environmental scientist with over 25 years of experience working at the nexus of nature, climate change, and social justice across sub-Saharan Africa. She has designed, developed, and managed the delivery of large-scale community and climate change-focused programs in both urban and rural settings. Nicci is South African and based in the UK.



Steven Nitah: Managing Director - Canada. Steven has been instrumental in the development of N4J's First 30x30 Program and the partnerships with IISAAK OLAM Foundation and Nature Focus Development. He is a former tribal chief and negotiator for the Łutsël K'é' Dene First Nation and a specialist in Aboriginal and Treaty Constitutional Rights, Negotiations, and Relationship Building with indigenous peoples. Steven led the negotiation to create the Thaidene Nënë or "Land of the Ancestors" Indigenous Protected Area. The protected area span 26,376 square kilometres of boreal forest and tundra with lakes, rivers, and waterfalls. The designation led to his Nation being awarded the UN Equator Prize. Steven now lives in Guelph but was originally from Yellowknife.



Robin Barr: Director, Funding Indigenous-led Conservation. Robin works closely with Steven and our First 30x30 partners to design program strategy and ensure the timely delivery of impacts. Robin brings nearly twenty years' international experience establishing and facilitating successful teams, programs and projects for community empowerment and environmental conservation across international value chains. She has deep experience related to implementation of free, prior, informed consent (FPIC) processes and co-creation of development projects with communities and companies across SE Asia, Africa, and the Americas. Her work has included facilitating company-First Nation partnerships and IPCA development in British Columbia, and development of training curricula related to FPIC and Human Rights for company staff and investors. Robin is based in Seattle.

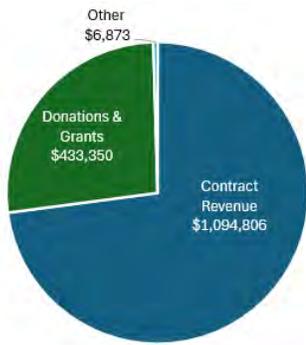


Patrick Brown: Director, Farmer Inclusion (FI). Patrick is a key influencer in promoting regenerative agricultural practices. He has led the rapid development of the FI program in NC and will lead our expansion plans. Patrick is a 4th generation farmer training the 5th generation of his family. His familial history, rooted in slavery on the land, enhances his motivation and commitment to regenerative farming, thus positioning him as a crucial resource for other farmers in the region. He was recently recognized as the Small Farmer of the Year in North Carolina. Patrick is based on his farm, Brown Family Farms, in Warren County, NC.

2024 FINANCIALS¹

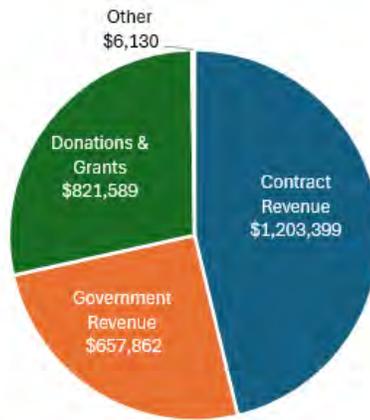
Revenue by Type by Year

**2022 REVENUE
AUDITED**



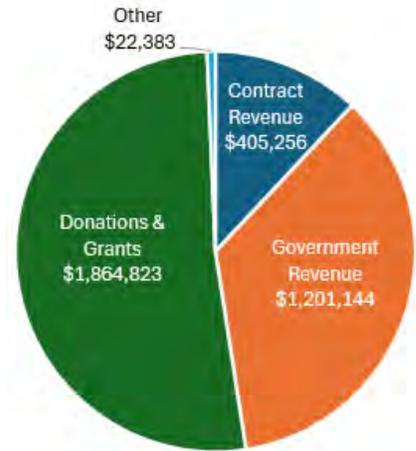
Total: \$1,535,030

**2023 REVENUE
AUDITED**



Total: \$2,688,980

**2024 REVENUE
UNAUDITED²**



Total: \$3,493,605

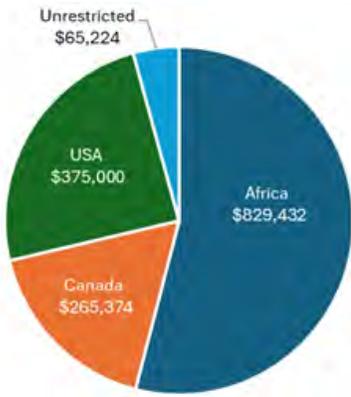
¹ Prior to 2022, RESOLVE was N4J's fiscal sponsor. N4J's first year of operations was 2021.

² Audit & 990 to be completed April 2025.

2024 FINANCIALS³

Revenue by Region by Year

**2022 REVENUE
AUDITED**



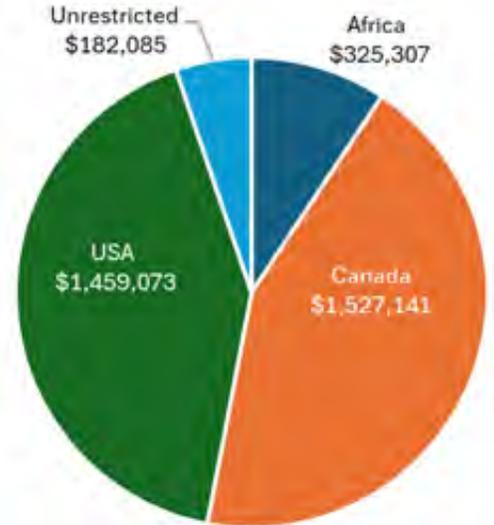
Total: 1,535,030

**2023 REVENUE
AUDITED**



Total: \$2,688,980

**2024 REVENUE
UNAUDITED⁴**



Total: \$3,493,605

³ Prior to 2022, RESOLVE was N4J's fiscal sponsor. N4J's first year of operations was 2021.

⁴ Audit & 990 to be completed April 2025.

PHOTO CREDITS

- Cover: Thaidene Nene
Source: Government of the NWT, Canada
- Page 2: Fourtee Acres LLC, NC
Source: Jasmine Gibson
- Page 3: Brown Family Farms
Source Patrick Brown
- Page 3: Patrick and his nephews
Source: Patrick Brown
- Page 4 British Columbia
Source: Ducks Unlimited Canada
- Page 4: Steven Nitah, Jeffrey Brown, Robin Barr, British Colombia
Source: Robin Barr
- Page 5: NWT Canada
Source: Government of the NWT, Canada
- Page 6: South Africa
Source: Gouritz Biosphere Reserve
- Page 7: LIMA Project Area, Tanzania
Source: Khulule Lamula