

Nature  
For Justice

2025  
**annual  
report**

[nature4justice.earth](https://nature4justice.earth)



Dear Friends and Supporters,

The best way to describe 2025 for Nature For Justice is to say that it was our year of the Phoenix. Unlike the original myth, the fire and ash from which we emerged were not of our own making. A series of external and contextual changes created significant financial and cultural challenges that tested our resilience as an organization. We witnessed—and were deeply saddened by—the struggles of peer organizations and partners who did not fare as well. Against this backdrop, it is fair to ask how Nature For Justice not only endured, but concluded the year stronger than ever—programmatically, culturally, and financially.

Several factors proved decisive in navigating this period of uncertainty.

First, we maintained a relentless commitment to the communities we serve. Second, we remained steadfastly mission-driven, even during moments of acute financial strain. Third, we benefited from the unwavering belief of our team members, board, advisors, partners, and associates, who never doubted our ability to move through the year with integrity and purpose. Finally, we demonstrated patience and discipline, building upon the foundations laid over the past four years, rather than compromising our values for short-term relief.

Financial resilience was a defining feature of the year. I am proud to report that we concluded 2025 in the strongest financial position in our history—an outcome that was far from assured at the year's outset. By maintaining fiscal discipline, reducing costs, and prioritizing our commitments to partners and communities, we stabilized the organization and strengthened its long-term footing.

By year's end, all outstanding obligations had been met. The BHP Foundation awarded Nature For Justice a \$10 million grant for our First 30x30 program in Canada, and a series of smaller grants helped sustain our Growing American Farmer Prosperity Program in the United States. While our Africa portfolio did not secure new funding during the year, it remained stable through the continued commitment of partners who share our long-term vision for impact.

Throughout the year, our team exemplified what it means to pull together. I remain deeply inspired by the professionalism, adaptability, and shared purpose of a group that draws strength from its diversity of cultures, disciplines, and lived experiences. This collective resilience—supported by committed partners across all regions—enabled us to respond effectively to policy conditions that differed markedly from those we had previously encountered.

Looking ahead to 2026, despite a changed political and funding context, Nature For Justice remains firmly focused on its mission: supporting frontline communities most affected by climate change. Our priorities include strengthening sustainable delivery models through revolving funds and building partnerships that close critical skill gaps—ensuring that our work remains both impactful and durable in an uncertain world.

Thank you for your continued trust, partnership, and belief in the work of Nature For Justice.

With gratitude,

A handwritten signature in black ink, appearing to read "Hank Cauley".

Hank Cauley  
Chief Executive Officer and Co-Founder  
Nature For Justice

## 1 | How We Differentiate Ourselves

Nature For Justice has evolved from a focused vision—to meet people where they are in responding to climate change through nature markets—into a robust organization with deep technical, financial, and management capabilities. Together, these capabilities differentiate Nature For Justice and position us to deliver community-led, high-integrity nature-based solutions at scale.

Our differentiation is grounded in three core strengths:

- **Authentic Voices:** We identify and elevate leaders who are authentic voices for the realities faced by Indigenous Peoples and local communities. Their lived experience informs how we design, implement, and govern our work, ensuring that solutions are locally grounded and socially just. These authentic visionaries often come with technical expertise such as deep knowledge and experience using regenerative agriculture techniques or Indigenous land stewardship approaches.
- **A 30x30 Vision:** The UN's global 30x30 initiative calls on countries to voluntarily designate and protect at least 30 percent of their land, marine, and water areas by 2030 to address biodiversity loss and climate change. According to The Nature Conservancy, 30x30 represents the largest conservation commitment ever undertaken, with more than 190 countries committed to the global goal. With deep roots in frontline communities, Nature For Justice understands the holistic role that nature conservation plays in livelihoods, culture, and climate resilience. At scale, our approach can make a meaningful contribution to national and global 30x30 ambitions.
- **Nature-based Solutions Markets as Long-Term Financing:** Nature For Justice and its partners have developed deep expertise in aligning community-led projects with the needs of carbon credit buyers. As markets for biodiversity and other nature credits continue to emerge, we are well positioned to co-create projects with Indigenous and local partners that can access long-term financing—often spanning 30 to 40 years—providing durable funding for stewardship, livelihoods, and ecosystem restoration.

This differentiated set of capabilities is reflected directly in our strategy and underpins our ability to translate community leadership into lasting climate, biodiversity, and equitable rights-based social outcomes.



## 2 | 2025: An Updated Strategy

### 2.1 Our Updated Vision and Mission

**Vision:** Nature For Justice envisions a future where Indigenous Peoples, smallholder farmers, and other frontline rural communities are the architects of climate resilience—empowered with the resources, recognition, and rights to shape thriving landscapes and equitable economies.

**Mission:** We pursue our vision by empowering frontline communities to use nature-based solutions to drive climate justice, ecosystem restoration, and resilient livelihoods. We support locally-led initiatives by connecting communities to global nature markets, grant funding, and technical resources—equipping them to lead, scale, and sustain regenerative solutions that advance equity, self-determination, and long-term impact.



## 2.2 Who We Serve: Our Primary Beneficiaries

The frontline communities that we aim to serve through our work include:

- **Indigenous Peoples and Local Communities (IPLCs):** Ensuring they have agency and resources to lead conservation and climate resilience efforts.
- **Smallholder Farmers and Fishers:** Supporting the advancement of farmer prosperity, sustainable livelihoods and ecosystem restoration.
- **Women and Youth in Climate Action:** Empowering marginalized groups to take leadership roles in environmental stewardship.
- **Community-Based Organizations (CBOs) and Civil Society Organizations (CSOs):** Strengthening governance, advocacy, and impact at the local level.



## 2.3 How We Deliver on Our Mission

Our unique commitment to social justice and community-led, socially just approaches in nature-based solutions sets us apart, ensuring that frontline communities own, lead, and benefit optimally from climate and conservation initiatives. In contrast to top-down models, we foster local trust-based partnerships, innovative context-specific financing, and rigorous locally relevant social performance and equity standards. This enables us to de-risk investment in community-led conservation and regenerative food systems—delivering high-integrity, high-impact climate solutions with measurable social and ecological benefits.

Our work encompasses four key pillars:

- 1. Mobilizing and Blending Financial Resources:** We channel climate, agricultural and conservation finance directly to frontline communities by combining philanthropic, public, and private capital for maximum impact.
- 2. Building Local Capacity:** We provide technical assistance, strengthen governance systems, and invest in local leadership to ensure enduring community-led stewardship.
- 3. Creating Enabling Conditions:** We advocate for capacity and tools development and inclusive, just market access—ensuring equitable participation in carbon and biodiversity markets and reforming policies for fair benefit-sharing.
- 4. Forging Inclusive Partnerships:** We co-design nature-based solutions with a wide range of actors, from Indigenous and local communities to funders and businesses, ensuring scalability and justice.





## 2.4 Our Guiding Principles and Core Values

At the heart of our approach is a commitment to **measurable impact, the highest level of integrity, and shared accountability**. Every project we support is designed with transparent metrics to track benefits for both ecosystems and communities to deliver justice and equity.

We believe that **local trust relationships** are critical. By working with partners embedded in communities, and through **performance-based contracts**, we drive results while building long-term local capability. This **community-centered collaboration** builds deep, trust-based partnerships with frontline communities. We value local knowledge, leadership and co-creation to enable sustainable, community-driven impact.

We also address a central challenge: the **missing link of financing**. We co-develop financially viable projects with communities, investors, and experts, using **blended finance models** to foster self-sufficiency and technical strength. This approach champions **sustainability and stewardship** for regenerative, enduring solutions that protect ecosystems while advancing economic and social well-being. We honor cultural heritage, Indigenous knowledge systems, and responsible land care.

The ecosystems we help restore are **social lifelines**, vital to food, water, culture, and climate resilience. In supporting their stewardship, we reinforce the **well-being and identity** of the people who steward and depend on them.

Our work integrates **Indigenous knowledge systems** with Western science, embracing a **pluralistic, culturally grounded approach** that produces context-specific, durable solutions. We embrace evidence-based, flexible and culturally-informed approaches to tackle the climate crisis. Our focus is on building lasting resilience for people and nature.

And above all, we **invest in people**—developing local leaders and organizations so they can become long-term drivers of nature-based, community-powered transformation.

## 3 | How Are We Doing?

### 3.1 N4J in Canada: First 30x30

Indigenous-led conservation is essential to reconciliation in Canada and to achieving national “30x30” biodiversity targets. While carbon markets have the potential to unlock long-term funding for Indigenous stewardship, early-stage financing remains scarce, preventing many First Nations from accessing these opportunities.



The First 30x30 Canada program—led by Nature For Justice in partnership with IISAAK OLAM Foundation and Nature Focus Development—was launched in 2023 to close this gap. The program co-creates projects with Indigenous governments, provides no- or low-cost feasibility assessments, and builds trusted partnerships that connect Indigenous stewardship visions with sustainable sources of finance. Early support from RBC and Domtar helped establish the model and foundation for growth.

In 2025, we advanced this mission on multiple fronts:

- We completed three pre-feasibility assessments (Market Opportunity Assessments, or MOAs) with Indigenous Nations, analyzing 242,261 hectares (~600k acres) of Indigenous territory.
- These MOAs identified opportunities valued at CAD \$609 million and equipped Nations with transparent, decision-ready data related to salmon habitat, Sitka Spruce, and Western Red Cedar old-growth forests.

- Collectively, the completed MOAs represent the first step toward achieving approximately 16.7 million tonnes of sequestered and/or avoided CO<sub>2</sub>e emissions—equivalent to taking more than five million cars in Canada off the road for one year.
- Internally, we finalized MOA intake tools, decision rubrics, and financial models, and launched a British Columbia Nature-based Solutions (NbS) Eligibility Framework.
- To date, First 30x30 has engaged 38 Nations across six provinces and territories in Canada. Thirteen of these relationships are active, and ten Nations in British Columbia and Saskatchewan have signed Letters of Intent to begin NbS scoping.

Whether or not Nations choose to advance into full project development, they now have the clarity and information needed to guide stewardship decisions and negotiate future opportunities on their own terms.

### 3.1.1 Bottom Line for First 30x30

The Nature For Justice team, working in close collaboration with IISAAK OLAM Foundation and Nature Focus Development, has delivered strong results. In relation to our updated strategy outlined in Section 1:

**The Four Pillars:** The program is addressing all four pillars, with particular strength in forging Indigenous partnerships.

**Guiding Principles:** While it is still early to demonstrate long-term financing outcomes and sustained impacts, a solid foundation has been established through trusted local relationships, co-creation of projects led by Indigenous knowledge, and sustained investment in community leadership and capacity.

**Core Values:** First 30x30 is our strongest example of Community-Centered Collaboration, Sustainability & Stewardship, Integrity & Accountability, and Resilience, Adaptability & Innovation in practice.

Late in 2025 we secured a US\$10 million grant from the BHP Foundation for the next 5 years of effort. The quality and integrity of the work to date are clearly being recognized.

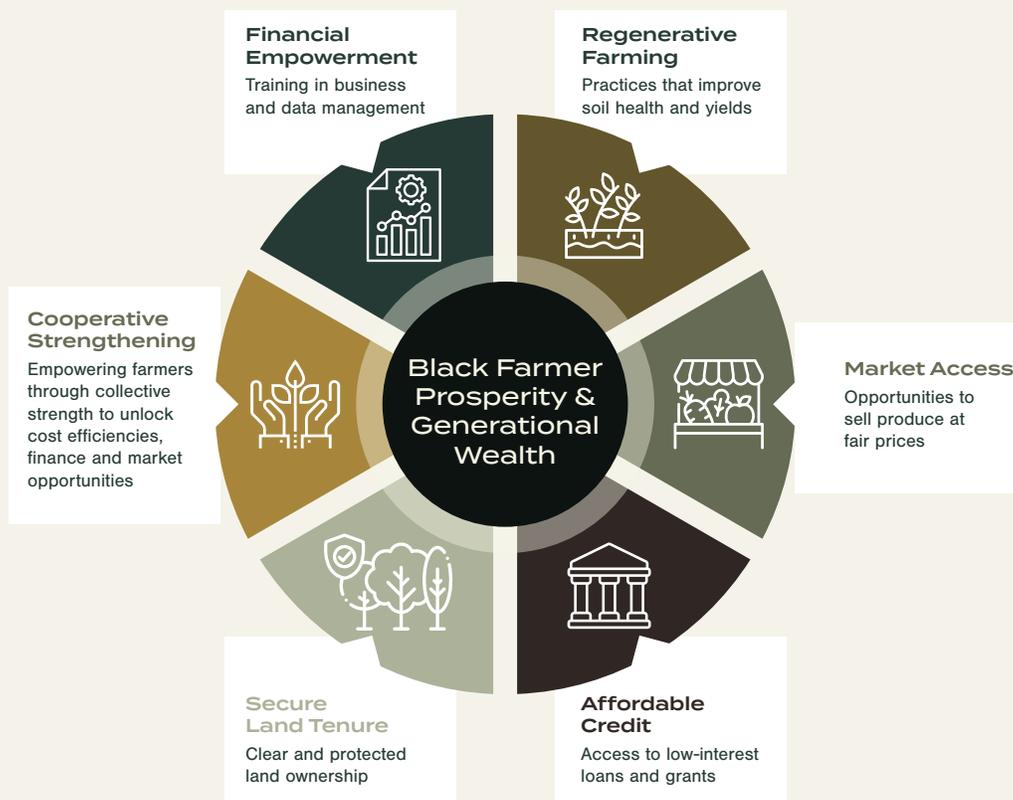
### 3.2 N4J in the US: Growing American Farmer Prosperity

Across the American South, a century of systemic injustice has stripped Black farmers of both land and legacy. In 1910, Black farmers owned nearly 19 million acres of farmland, and more than 925,000 farm operators identified as Black. Today, that figure has fallen to approximately 3 million acres and 48,700 Black farm operators. More than 60 percent of remaining Black-owned farmland is classified as heirs’ property — land held without clear title and therefore vulnerable to forced sales and legal dispossession. This erosion has also weakened local and regional food systems, leaving many rural Black communities disconnected from the land and from the capacity to feed themselves sustainably.



This loss was not accidental. It reflects generations of exclusion—from discriminatory lending and the denial of federal farm support to inequitable access to credit, predatory partition sales, and the legal vulnerability of heirs' property. Together, these barriers denied Black families the protection and financing needed to retain their land, displacing countless farmers and eroding the economic foundation of rural Black communities.

Nature For Justice's Growing American Farmer Prosperity Program was designed to confront these structural barriers directly. Our approach integrates six interlocking pillars (illustrated below) that enable Black farmers to adopt regenerative practices, strengthen farm viability, and build sustainable, generational wealth.



With this model as our guide, 2025 was a year of **consolidation, expansion, and renewed momentum** for Nature For Justice's Growing American Farmer Prosperity Program. Amid a challenging US Government funding environment, the program strengthened its foundations, deepened relationships with farmers, and took deliberate steps toward long-term, farmer-centred impact across the US Southeast.

One of the most significant achievements of the year was the **geographic expansion of the program** from North Carolina into Virginia, extending our support to a growing network of Black farmers adopting regenerative agricultural practices. This expansion was supported by Cargill and built directly on trusted partnerships and existing farmer networks, enabling the program to scale responsibly while maintaining the close, relationship-driven approach that is the foundation of its success. By the end of 2025, the program was supporting more than 210 Black farmers across the two states, strengthening farm viability, soil health, and resilience in regions with deep histories of land loss and agricultural exclusion.

Alongside geographic growth, Nature For Justice successfully **mobilised new private and philanthropic funding** to stabilise and advance the program during the year. This diversification of funding sources marked an important step toward a more resilient financial model, one capable of sustaining long-term engagement with farmers and reducing reliance on any single funding stream. These efforts ensured continuity of support for farmers while enabling strategic investment in program infrastructure and innovation.



A key focus in 2025 was **amplifying farmer voices on their lived experience**. The launch of our *Voices from the Field* series created a platform for farmers within our network to share their stories of transition to regenerative practices, highlighting both the challenges and the tangible benefits they are experiencing on their land. By centering farmer perspectives, the series strengthened peer learning, reinforced trust within the network, and helped communicate the real-world impacts of regenerative agriculture to funders, partners, and the wider public.

The year also saw important **investment in people and leadership capacity**. Nature For Justice welcomed **B. Ray Jeffers** as Partnerships and Network Lead for the program, bringing deep agricultural experience, policy insight, and longstanding credibility within Black farming communities across the Southeast. His addition has significantly strengthened the program's ability to cultivate strategic partnerships, support cooperative development, and deepen engagement across an expanding regional footprint.

Looking beyond immediate delivery, 2025 was also a year of **systems-building**. Significant time and effort were dedicated to developing the foundations of a **tech-enabled Revolving Loan Fund**, designed to address one of the most persistent barriers faced by Black smallholder farmers: access to affordable, appropriate finance aligned with the realities of regenerative transitions. While still in its design phase, this work laid critical groundwork for a durable financing mechanism that can recycle capital, reduce risk, and support farmers to invest in regenerative practices, shared infrastructure, and long-term farm viability.

Together, these achievements reflect a program that is moving deliberately toward **durable, scalable impact**. By expanding our geographic presence, strengthening our team, elevating farmer voices, and investing in long-term financial solutions for our farmers, our Growing American Farmer Prosperity Program is building the conditions for regenerative agriculture to serve not only as a climate solution, but as a pathway to land retention, economic resilience, and generational prosperity for Black farmers across the Southeast.

### 3.2.1 Bottom Line for Growing American Farmer Prosperity

The Nature For Justice team—led by Patrick Brown and supported by B. Ray Jeffers, Lorena James, Jasmine Gibson, and Nicci Mander—successfully stabilized a program that faced serious financial constraints early in the year through raising a series of new, targeted grants.

In relation to our strategy:

**The Four Pillars:** The loss of USDA funding forced a sharper focus on mobilizing financial resources beyond government sources. This enabled us to meet obligations, maintain trusted partnerships, and begin building a more sustainable, diversified financial model.

**Guiding Principles:** Through consistent engagement with farmer partners throughout 2025, we maintained the social lifelines essential to food security, culture, and climate resilience. Our field partners recognized that we remained focused on their well-being, identity, and long-term success.

**Core Values:** The pursuit of justice and equity for BIPOC farmers has always been central to this program, and it became even more critical in 2025 as farmers navigated heightened uncertainty.

2025 marked a strategic pivot away from reliance on US government funding toward a private-sector-oriented approach. Regenerative agricultural practices continue to deliver tangible benefits for farmers and their communities. In 2026, we will expand across the Southeast (Louisiana, Mississippi, Arkansas, Florida, Georgia, and South Carolina) through the creation of a revolving fund to provide sustainable and appropriate financing, the application of biochar to improve soil health, and the adoption of technologies—including AI—to reduce costs and improve farm profitability.

### 3.3 N4J in Africa: Nature-based Solutions Project Development

In 2025, we made significant progress in advancing our NbS work in Africa, laying strong foundations for long-term, community-centred impact across the region. Our work this year has focused on translating vision into implementable, investable projects that restore ecosystems, strengthen rural livelihoods, and enhance climate resilience.

A major milestone was the completion of detailed project planning and due diligence for a large-scale ecological restoration initiative covering approximately 15,600 hectares in South Africa's Eastern Cape region, developed by Nature For Justice in partnership with ACT Group, Ecosystemiq and Apex Conservation Services. The project focuses on restoring degraded thicket ecosystems dominated by Spekboom, a highly resilient indigenous succulent plant with exceptional ecological and climate protection value. Over the course of the year, our team led the development of robust technical, environmental, and social foundations for the project, ensuring it is designed to deliver lasting biodiversity recovery, improved land productivity, and meaningful local economic opportunities, while meeting high standards of environmental and social integrity.

Reflecting the strategic importance of this work, the N4J Board approved the establishment of a registered local entity, **Nature For Justice South Africa**. This marks an important step in expanding N4J's geographic presence and embedding our work more deeply within African contexts. During 2026, this entity will enable the gradual growth of an in-country team, strengthening local partnerships, governance, and long-term delivery capacity.

Alongside ecosystem restoration, N4J continued to advance regenerative agroforestry initiatives that place food security and farmer resilience at their core. In Ethiopia, we deepened our partnership with **Alabaster International** to co-develop an Enset-based mixed agroforestry programme. Enset - often referred to as the "tree against hunger" - is a drought-resilient staple crop central to rural livelihoods. Throughout 2025, N4J provided technical support to refine project design, assess financial and implementation pathways, and prepare for a pilot phase that integrates Enset with complementary crops to improve soil health, diversify incomes, and enhance climate resilience for smallholder women farmers in the Ethiopian highlands.

Looking ahead to 2026, our Africa NbS programme will move from preparation toward early implementation. Priorities include launching initial restoration and agroforestry pilots, strengthening locally-led delivery structures, and mobilising blended finance that aligns long-term ecological outcomes with equitable community benefits. Together, these efforts reflect N4J's commitment to empowering frontline communities to lead nature-based solutions that restore landscapes, build resilient livelihoods, and contribute meaningfully to global climate and biodiversity goals.

#### 3.3.1 Bottom Line for our Africa NbS Program

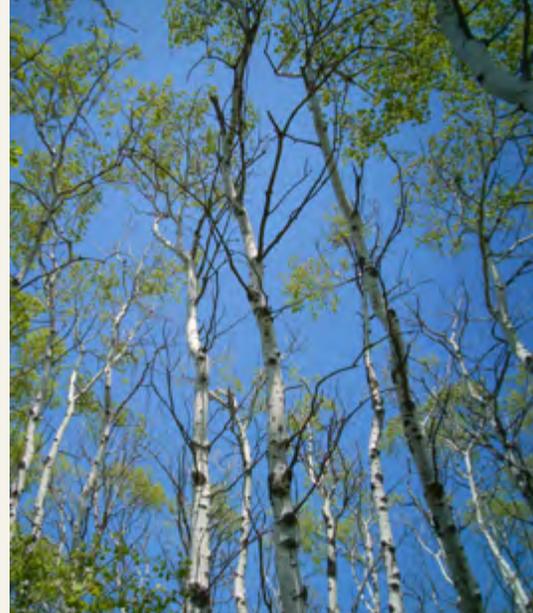
In 2025, N4J laid strong technical, financial, and institutional foundations for community-led nature-based solutions in Africa. Through rigorous project development in South Africa and agroforestry design in Ethiopia, we positioned the program to move from preparation to early implementation with integrity and scale.

In relation to our strategy:

**The Four Pillars:** Our Africa program advanced all four pillars by mobilizing sustainable finance pathways for restoration and agroforestry projects, strengthening local technical partnerships, and a decision to establish Nature For Justice South Africa as a registered entity to support locally led delivery and long-term governance.

**Guiding Principles:** Through rigorous due diligence, transparent financial modeling, and strong environmental and social safeguards, we reinforced our commitment to high-integrity outcomes, shared accountability, and durable community benefits over the long term.

**Core Values:** Our program demonstrates community-centered collaboration and sustainability and stewardship in practice—restoring degraded ecosystems, strengthening rural livelihoods, and embedding resilience, equity, and integrity at the centre of project design.





## 4 | Looking Ahead to 2026

**2025 proved our resilience.**

**2026 will prove our scalability.**

In 2026, Nature For Justice will shift from strengthening foundations to scaling execution across all three regions. The strategic pivots made in 2025—diversifying funding, reinforcing regional leadership, and sharpening our technical capabilities—position us to accelerate measurable impact.

Our strategy remains consistent. What changes in 2026 is speed, structure, scale, and further refinement of our management systems.

### **Authentic Voices: Regional Leadership at the Forefront**

Each region will be led by an Executive Vice President reporting directly to the CEO. These leaders represent authentic voices rooted in the communities we serve and will focus on two priorities: deepening local delivery and expanding strategic external partnerships.

We will also expand our **Voices from the Field** platform to elevate Indigenous leaders, Black farmers, and African restoration partners—ensuring that lived experience continues to shape our growth and influence.

### **A 30x30 Vision: Expanding a Proven Model**

First 30x30 in Canada will remain the anchor of the N4J network in 2026. With strong Indigenous partnerships and five-year support from the BHP Foundation, the program demonstrates how high-integrity conservation can align biodiversity protection, carbon outcomes, and community governance.

Building on this credibility, we will begin extending our 30x30 model beyond Canada—supporting additional geographies seeking to meet global biodiversity commitments while safeguarding community rights and livelihoods.

### **Nature-Based Solutions as Durable Finance**

In Africa, our South Africa restoration initiative will move toward early implementation and capital mobilization, serving as a flagship demonstration of high-integrity, community-centered carbon finance.

In Canada, we will advance carbon, biodiversity, and emerging nature-credit pathways to provide long-term stewardship funding for Indigenous Nations.

In the United States, priority will be placed on launching a tech-enabled Revolving Loan Fund to provide regenerative farmers with practical, affordable financing. We will also advance tools—such as biochar applications and AI-enabled farm optimization—to improve soil health, reduce costs, and increase profitability.

### **Institutional Strength for Scaled Impact**

As growth accelerates, we will invest in governance, financial systems, and impact measurement to ensure transparency, rigor, and accountability. High-integrity markets require disciplined execution.

By centering authentic leadership, expanding 30x30 partnerships, and mobilizing long-term nature finance, Nature For Justice will move from building models to shaping markets—ensuring that climate and biodiversity solutions are led by, and deliver lasting benefit to, the communities closest to the land.

# 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: Chief Executive Officer, Co-founder.** Hank Cauley is a seasoned leader with over 35 years of experience spanning the corporate, academic, and nonprofit sectors. He has launched or revitalized seven organizations and major initiatives, consistently working at the intersection of social, environmental, and business priorities. Known for his ability to foster collaboration and find common ground across diverse stakeholders, Hank excels in fast-paced, mission-critical environments that demand both strategic thinking and measurable results. As Founder and CEO of Nature For Justice, he brings a steady hand, a bold vision, and a deep commitment to creating lasting, systemic change.



**Nicci (Nicola) Mander: Chief Operating Officer.** Nicci is a strategic leader and seasoned technical expert with over 28 years of experience working at the intersection of climate change, nature, and social justice across Africa, Europe, and the Americas. She brings a rare blend of policy acumen and hands-on implementation expertise, bridging high-level strategic vision with practical, on-the-ground impact. Nicola leads Nature For Justice strategy and operational oversight, and currently directs our Africa program.



**Steven Nitah: Executive Vice President, Canada.** Steven is a respected Indigenous leader and negotiator with extensive experience advancing Aboriginal and Treaty Constitutional Rights, negotiations, and relationship-building with Indigenous communities. A former Chief of the Łutsël K'éd' Dene First Nation, he has played a pivotal role in shaping Indigenous governance and advocating for community-led conservation. Steven is widely recognized for his ability to bridge traditional knowledge with policy and legal frameworks, fostering respectful, enduring partnerships between Indigenous Peoples, governments, and other stakeholders. As Executive Vice President for Canada, he brings a powerful voice and deep expertise to the forefront of Indigenous-led environmental and social initiatives.



**Robin Barr: Vice President, Funding Indigenous-led Conservation.** Robin is an accomplished program leader with over 20 years of international experience designing and managing initiatives that advance community empowerment and environmental conservation across global value chains. As Director of the First 30x30 Program in Canada, she guides efforts to support Indigenous-led conservation and biodiversity protection in alignment with national and global targets.



**Patrick Brown: Vice President, Growing America Farmer Prosperity Program.** Patrick brings a lifetime of dedication to agriculture and public service, with over 30 years of farming experience and a strong background in federal government leadership. As the Owner and Operator of Brown Family Farms in Warren County, North Carolina for over a decade, he has built a successful enterprise focused on sustainable agriculture and community advancement. He also served for 16 years in the federal government, including 13 years in a range of management roles, where he helped shape programs supporting American farmers.



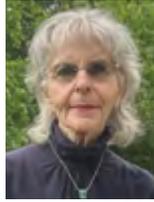
**B. Ray Jeffers: Farming Partnerships & Network Lead.** B. Ray Jeffers is a lifelong resident of Person County, North Carolina, where he grew up working on his family's farm—a place that instilled in him the values of hard work, community, and stewardship of the land. His deep roots in agriculture shaped his commitment to serving others and supporting rural communities. Ray has carried those values into public service, including his time on the Person County Board of Commissioners and now as a member of the North Carolina House of Representatives. He continues to be active in local farming and community development, always working to make a positive difference close to home.

## Nature For Justice Board

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**Kate Thompson**  
*Board Chair*



**Debbie Cohen**  
*Treasurer*



**Michael  
O'Brien-Onyeka**  
*Board Member*



**Jeff Rose**  
*Board Member*



**Annie Schouw**  
*Board Member*



**Frank Hicks**  
*Co-Founder,  
Board Member*



**John Furlow**  
*Board Member*

## Advisory Council

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**Anne Bodnar**  
*Advisory Council*



**Greg Hoogkamp**  
*Advisory Council*



**Jeff Davidson**  
*Advisory Council*



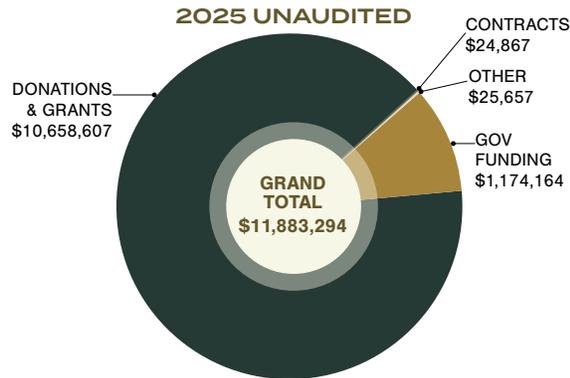
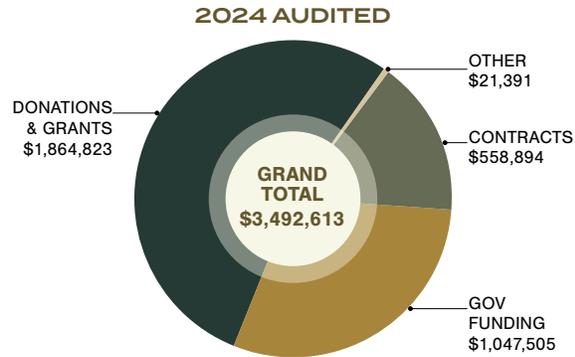
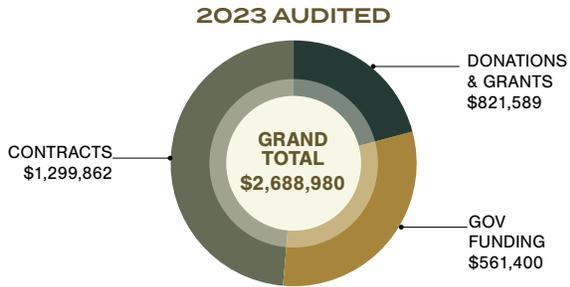
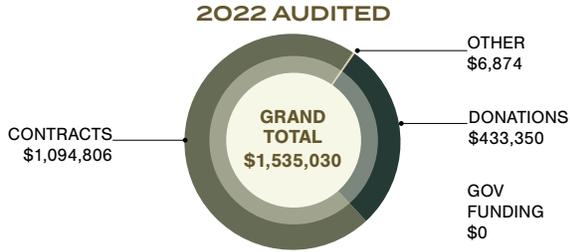
**Mark  
Gainsborough**  
*Advisory Council*



**Mary Kelly**  
*Advisory Council*

# 2022–2025 Annual Revenues

## By Source



## By Geography

