



2025 IMPACT REPORT

Dear Friends and Supporters,

2025 was a year of great change — and great resilience.

The federal government redefined how and with whom it does business, and the formerly predictable flow of financial resources was upended by cuts. Conservation Corps Minnesota & Iowa (CCMI) was caught in the storm, losing three of our largest AmeriCorps grants and putting 72 Corpsmembers at risk of immediate termination. It was, by any honest measure, a not-so-natural disaster.

But CCMI is in the disaster business. Much of our conservation work focuses on mitigation and preparedness: planting trees, burning prairies, culling invasives — building resilient landscapes against the forces of wind, fire, and severe storms. We also train our members to respond when communities need help most. What that work has taught us, time and again, is that recovery is the longest and often the hardest part.

When the cuts came, we leaned into the belief that resilience is not just about overcoming challenge, but about changing the odds so the world becomes a fairer place for everyone. Our members didn't deserve to pay the price of political crosshairs. So we kept them on, despite a grant termination letter instructing otherwise. We pledged to make them whole — and they trusted us to honor their service.

That trust was not ours alone to carry. Donors and supporters rose to meet the moment. Project partners accepted increased rates to help sustain our capacity and continue critical work that would otherwise go unaddressed. Our staff developed new revenue streams not tied to AmeriCorps funding. Together, we held the line.

And because we held it, our members stayed in the field — responding to natural disasters, restoring habitat, and building relationships with partner organizations that will shape their careers long after their service term ends.

Who we are is rooted in building up our members and protecting our public lands. The path forward after disaster is long. We will need you to keep standing with us.

This is a message of interdependence and promise. You can trust that CCMI will continue to show up: to serve the community, restore the prairies, build the trails, and plant the trees. After all — you deserve that. And so do the lands and communities we serve together.



Nalani McCutcheon
Executive Director



OUR MISSION

**Conservation Corps
Minnesota & Iowa**
cultivates a community
of emerging leaders in
service to people and
the planet.

With our partners, we
provide emerging leaders
in Minnesota & Iowa:

- › Meaningful service opportunities focused on environmental stewardship
- › Leadership and workforce skills
- › An ongoing community dedicated to service

OUR CORE PROGRAMS

Field Crews

Field Crews serve outdoors restoring habitat, managing natural resources, and occasionally responding to natural disasters or community needs.

Individual Placements

Individual Placement members serve directly with nonprofit or government agencies focused on natural resource management, urban forestry, and community outreach.

Youth Programs

Residential: High school students from across Minnesota participate in an intensive, multi-week summer residential program that connects them with the outdoors through paid, hands-on conservation work.

Community-Based: High school students and young adults connect through hands-on outdoor learning, mentorship, and service. Participants build a shared sense of belonging, stewardship, and responsibility to community and place.

SHOWING UP FOR THE COMMUNITY

After the June 2025 derecho caused significant storm damage in Bemidji, MN, Corpsmembers from Conservation Corps Minnesota & Iowa responded to support ongoing cleanup efforts, including removing downed and hazardous trees. Community collaborations and partnerships with United Way of Bemidji Area and ServeMinnesota enabled our Corpsmembers to serve the community in a crucial way when the cleanup fell short of receiving FEMA support.

Scan the QR code to watch the video of Corpsmembers serving the Bemidji community.



LEARNING FROM ALUMNI

Building connections is a skill CCMI encourages all Corpsmembers to develop — and Johnathan Nguyen's Individual Placement at Fort Snelling State Park shows exactly why. Johnathan served alongside Clara Brown, a CCMI alum who had held the same Corpsmember position at Fort Snelling before being hired as a Naturalist with the Minnesota Department of Natural Resources.

Working with Clara gave Johnathan a close-up view of where the pathway could lead. Through his placement, he built interpretive skills, gained program-writing experience, and found a new direction in communications and outreach. "Having that position available for me gave me that spark that I thought was not there anymore," he said.

Scan the QR code to watch Johnathan and Clara share their stories.



EXPANDING OUR IMPACT THROUGH PARTNERSHIPS

Increased enjoyment of public lands, coupled with aging infrastructure and limited resources, has left the U.S. Forest Service with a maintenance backlog currently estimated at \$8.6 billion, according to the agency's latest figure. Through new partnerships, CCMI can broaden our impact and assist agencies with deferred maintenance, providing valuable experience for Corpsmembers and creating safer, more accessible public lands for visitors. Last year, CCMI's Iowa Program launched a new partnership with the U.S. Forest Service to address critical deferred maintenance across the Mark Twain National Forest in south-central Missouri.

Working solely with hand tools and traditional methods, five AmeriCorps members from a 2025 Iowa Trails Crew constructed and improved over 13,200 feet of non-motorized trail in designated wilderness areas. The experience provided advanced backcountry training, crosscut saw certification, and practical exposure to federal land management careers. Working in the wilderness strengthened their technical skills, endurance, and teamwork, while also forging connections to future career opportunities.

217

CORPSMEMBERS

served **287,739** hours

37,379

ACRES

improved and restored



98%

of Corpsmembers gained or improved technical skills



96%

of Corpsmembers are more knowledgeable about the environment

74

project partner agencies

37,827

trees/shrubs/forbs planted



96%



of Corpsmembers developed workforce readiness skills, like working better on teams

95%

of Corpsmembers developed a stronger sense of on-the-job safety

49,213

 EDUCATION HOURS

including personal development training, technical skills training, and professional networking

415

MILES

of trail constructed or maintained, including water trail improvement



10,505

 HOURS

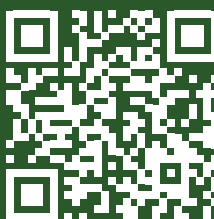
providing emergency response and preparedness

94%



of Corpsmembers reported being better prepared for their next job

Our impact is amplified through collaborations with government entities, nonprofit organizations, individuals, and other key partners.



Visit our website for a full list of our project partners from 2025, for whom we are grateful

conservationcorps.org/our-partners/



FINANCIALS

For the year ended December 31, 2025

Support and Revenue	Total
Federal Grants	\$2,485,379
Contributions	\$217,274
State Grants and Appropriations	\$1,643,760
Partner Support and Earned Revenue	\$7,698,289
Investment and Miscellaneous	\$227,702
Total Support and Revenue	\$12,272,404
Expenses	Total
Programs	\$9,072,686
General, Management, and Fundraising	\$3,242,864
Total Expenses	\$12,315,550
Organizational Totals	Total
Change in Net Assets	\$(43,146)
Beginning Net Assets	\$8,015,354
Ending Net Assets	\$7,972,208



- 20% – Federal Grants
- 2% – Contributions
- 13% – State Grants and Appropriations
- 63% – Partner Support & Earned Revenue
- 2% – Investment & Misc.



- 47% – Participant Stipend & Benefits
- 11% – Program Supplies, Equipment, Fleet, & Other
- 16% – Personnel
- 26% – General, Management, & Fundraising

View our latest audited financial report and 990 at conservationcorps.org/about/impact

Thank you to our generous donors who contributed during fiscal year 2025 to support the next generation of environmental stewards! conservationcorps.org/our-donors



SUPPORT THE CORPS

Donors directly support essential conservation efforts and workforce development in Minnesota and Iowa, including trail building, disaster response, wildland firefighting, habitat restoration, and more!



Make a gift today or join our community of recurring Evergreen Circle donors with a monthly gift.

conservationcorps.org/donate

“Serving with Conservation Corps gave me a foot in the door — I left with professional connections and a better sense of the kind of career I want to create in the future.”

— Luisa C., 2025 Individual Placement AmeriCorps Member

Conservation Corps Minnesota & Iowa
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“I am so grateful for my 3 years of being in the Corps. I have learned so many new skills that I will take with me for the rest of my life.”

– Alida DeGreeff, 2025 Field Specialist/ AmeriCorps Member

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