

2026 ANNUAL IMPACT REPORT

Local Ripples, Lasting Change

Together, we are carving paths for students, educators, and administrators to rise as environmental leaders — shaping a sustainable future for the people and places we love.

See the Change You've Set in Motion

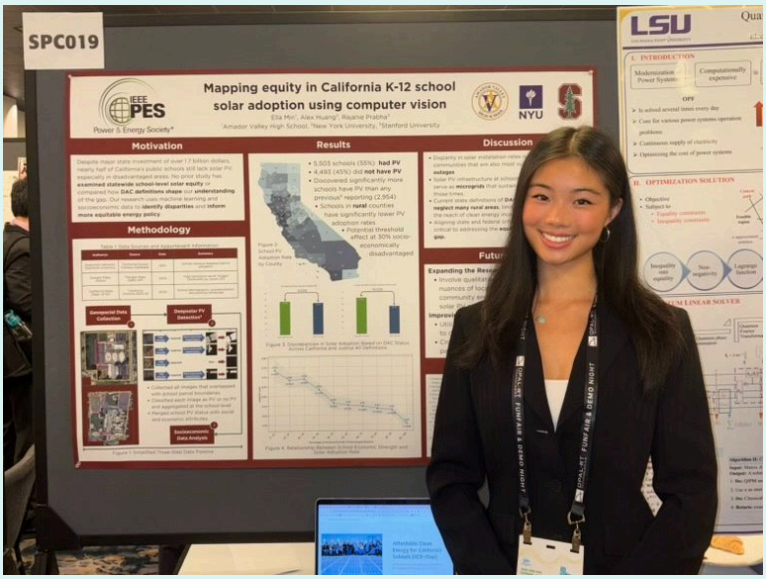
Ten Strands
Connecting Education, Environment, and Community

LOCAL RIPPLES, LASTING CHANGE

Education as a force for environmental protection

Environmental degradation and climate change are shaping the world our children are inheriting. While California champions bold environmental solutions, our education system's potential is largely overlooked.

Ten Strands equips students, educators, and administrators with the knowledge and confidence to lead, as well as turn campuses into models of sustainability and resilience. Because of the dedication of supporters like you, we're transforming education from a quiet stream into a powerful force for environmental protection and climate action.



California Youth Climate Policy Leadership Program participant Ella Min took first place in the IEEE Power and Energy general meeting student poster contest as the only high schooler competing alongside college students (Photo credit: Ella Min).

Leadership Messages

From our founder

Reflecting on Our Journey

I started Ten Strands in 2012 with the simple idea that teaching students about the environment could ripple into environmental change at scale.

I could not have imagined then what we've built together today: a movement to help schools, educators, and young people imagine and create a future where having a healthy environment is a high priority.

Perhaps most exciting to me, I see the growth in young people finding their voices and realizing they have agency to create the future they want.

This year, I have the privilege of mentoring our fourth cohort of youth leaders. Watching more than sixty students learn to lead with curiosity, conviction, and hope has been incredibly meaningful. I hope the handful of their stories in this report give you a dose of hope, too.

I'm deeply grateful to our staff, board members, partners, donors, and supporters who continue to believe in Ten Strands and the movement we put in motion. We're onto something, and it will take all of us playing our part to fully realize our vision.

Thank you,



Will Parish

Will Parish
Founder & Board Chair

From our executive team

When small things add up

Change across a system as large and diverse as TK–12 education in California rarely arrives in a single wave. Rather, a movement grows through hundreds of actions: a teacher bringing environmental learning into their classroom, a district investing in sustainability staff, a student advocating for change, or partners coming together to influence statewide policy.

The stories in this report offer a glimpse into that movement: local ripples that, together, create lasting change for our students and communities.

Our statewide data, combined with our experience with schools and partners on the ground, show that environmental literacy and climate action are taking hold across California. Ten Strands is proud to have played an important catalytic role in that progress. For fourteen years, we have worked alongside others to cultivate the conditions for a movement to flourish: building capacity, connecting people, developing and spreading promising approaches, elevating youth leadership, and advancing policy.

Still, our work remains. California has legitimized environmental literacy and climate readiness through laws, standards, and local commitments. Yet legitimacy is not the same as institutionalization. Our data reveals districts are more likely to name environmental goals than to dedicate the staffing, funding, and structures needed to actualize them.

We look back on this year with tremendous optimism — about how far this movement has come and the role that Ten Strands has played. Our work ahead is to continue growing this movement and translate its momentum into lasting change. Your support makes this possible — thank you.

With gratitude,



Karen Cowe
Chief Executive Officer



Andra Yeghoian
Chief Innovation Officer

Impact you made possible

CENTRAL VALLEY
Power of Environmental Curriculum

Roxana's Students Are Protecting the Central Valley's Water



Roxana Flores

In rural Woodville, Roxana Flores's 8th graders noticed empty canals and dry fields where their parents once worked. So Roxana taught a unit from Seeds to Solutions® — environmental lessons developed by Ten Strands and the San Mateo County Office of Education — to help students make sense of what was happening.

Students investigated how history and agriculture have shaped the Central Valley's water, and interviewed local experts to explore solutions like recharge basins. Their journey culminated in an award-winning student documentary on groundwater solutions that was shared all the way up to the state capital. But the impact of this learning experience rippled far beyond academic knowledge.

"The students became leaders in their own right," Roxana reflected. "For them, it was like: I can make a change. Not just in 8th grade — I can go to high school and come back after college and make changes for my community."

Your support brings these transformative lessons to educators like Roxana, empowering the next generation to believe they can build a sustainable future.

The filming experience sparked students' interest in environmental science and agricultural technology careers. They also developed a profound belief that they can make long-term change.

"Water shaped this valley long before us. Now it's our turn to protect it," the students shared in their film.

Roxana and her students represent one of many ripples of change: Lessons from Seeds to Solutions are being taught across California and available at every grade level — cresting into a statewide wave of student empowerment and environmental protection.


Scene from the award-winning student documentary, "What the Ground Remembers." (Photo credit: Tristan Ortiz)

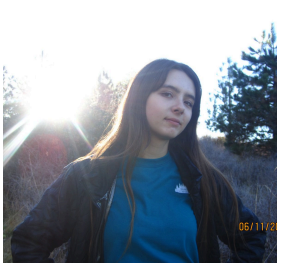
Watch the student documentary on YouTube

LOS ANGELES

Young Leaders for Climate Resilience

Viktoria and Ayn Went from Bystanders to Leaders

After the Palisades Fire damaged their Los Angeles high school, 11th graders Viktoria Amarillas-Dmitrienko and Ayn Jain saw an opportunity. Rather than waiting for adults to act, they wanted to inform the rebuild of their school to emphasize sustainability.





Students Viktoria and Ayn developed the skills to inform the rebuild of their school to emphasize sustainability (Photo credits: Viktoria Amarillas and Ayn Jain)

"With so much attention focused on recovery and rebuilding, it was easy for environmental issues to become a lower priority," Viktoria explained.

To achieve this, Ayn and Viktoria participated in Ten Strands' inaugural California Youth Environmental Data Leadership Program. The program strengthened their ability to gather evidence, assess their school site, and share recommendations with school leaders.

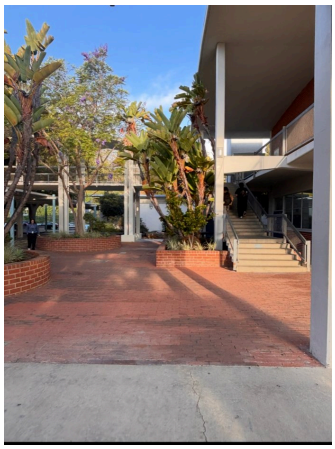
Your support gives youth the chance to take initiative, solve problems, and discover what they can do as environmental leaders.

"I learned how to move from just caring about environmental issues to taking real action. Instead of being a bystander, I had to take initiative," Ayn explained. "I learned to share my ideas clearly with authority figures at my school."

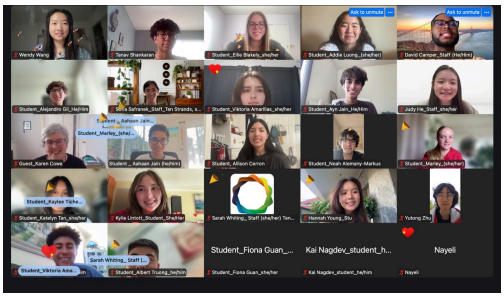
Ayn and Viktoria discovered the campus was ninety-two percent hardscape and are now advocating for permeable, flood-proof pavement and fire-safe designs in new buildings. They are also pushing for better visibility of existing environmental programs so more students can get involved.

Viktoria and Ayn aren't the only ones making waves. Students from Sacramento to San Diego participated this past year, and future cohorts are in the works.

Together, they're proving that youth environmental action is a force ready to be unleashed.



Ayn and Viktoria discovered the campus was ninety-two percent hardscape and are now advocating for permeable, flood-proof pavement (Photo credit: Viktoria Amarillas)



The virtual graduation ceremony for students participating in the California Youth Environmental Data Leadership Program (Photo credit: Ten Strands)

SAN DIEGO

Climate Justice and Community Resilience

Anne's Students Turned an Empty Courtyard into a Sustainable Urban Farm

At ALBA Community Day School, Anne Armstrong's students are dealing with suspension, expulsion, and deep generational trauma. Their community also faces food insecurity and water scarcity.

This spurred Anne to join the Climate Justice Teacher Grant and Community of Practice — a joint initiative between Ten Strands and the California Teachers Association's Institute for Teaching. Her vision: build an aquaponics system that teaches students about environmental and climate justice, and offers practical career and life skills to grow and prepare their own food.



Teacher Anne Armstrong (Photo credit: Ten Strands)

Their efforts culminated in monthly harvests of sustainably grown produce and fish, but the real transformation rippled beyond environmental learning.

"I saw an immense amount of pride," Anne reflected. "Students were saying, 'I grew this. This is mine.' They brought fresh vegetables home to their families."

Your support equips dedicated educators like Anne with the funding and peer network to turn climate education into life-changing, healing classroom experiences.

The closed-loop system integrated physics, biology, and culinary arts while also serving as an outdoor sanctuary where students could decompress. Through trial, error, and shared responsibility, students rebuilt their self-esteem and realized their power to nourish themselves and their community.

"Seeing the growth of these plants, the system, and the fish, and the success of it all has impacted not only myself, but our students and our site," Anne emphasized. "[The cohort] has been so inspiring and supportive. It has probably been one of the most important projects I've done in my career."

Teachers like Anne, who participated in the Climate Justice Teacher Grant, are making waves across California — nurturing resilient youth and cultivating sustainable futures for their communities.



Students feed fish in the aquaponics system (Photo credit: Anne Armstrong)



Produce ready to be harvested (Photo credit: Anne Armstrong)

BAY AREA

Youth-Led Climate Policy

Chloe, Suhani, and Aahaan Passed Landmark District Climate Policies

Across the Fremont Union High School District, high schoolers Chloe Dahl (16), Suhani Nirwal (16), and Aahaan Jain (14) were tired of watching environmental threats disrupt their future without having a seat at the decision-making table.

Determined to turn their climate anxiety into civic action, they joined Ten Strands' California Youth Climate Policy (CYCP) Leadership Program — a knowledge-to-action program that equips students with the tools to influence local environmental policies. Navigating complex school board processes, the trio coordinated a multi-pronged strategy that resulted in a landmark suite of policies passed for their district.



Chloe and Suhani proposing board policy at a Fremont Union High School District board meeting (Photo credit: Chloe Dahl)

Your support equips passionate youth leaders like Chloe, Suhani, and Aahaan with the mentorship and skills needed to make lasting institutional change, turning the tide for generations of students to come.

Aahaan built a coalition of 15+ organizations and 120+ students, earning unanimous board approval for a comprehensive policy covering campus electrification, composting, and long-term sustainability targets. Chloe and Suhani co-authored updates to district environmental literacy policies, turning optional guidelines into mandatory requirements. Suhani helped integrate climate-related mental health metrics into the district's annual student survey to track progress toward a supportive learning environment.

"Policies build the framework, but providing resources, metrics, and intergenerational cooperation are key to making real change," the student leaders reflected. "We aren't just reading about the crisis — we are writing the policy."

These youth leaders are part of a rising tide of environmental leadership that has led to ongoing institutional changes, and contributed to Fremont Union High School District's recent Green Ribbon Award distinction.

Youth in CYCP are making a splash across California, proving that when young people are given the tools to engage in policy, they turn entire school districts into engines of climate resilience.



Aahaan (fourth from left) and other students with the Santa Clara County Office of Education Board celebrating the passage of an air pollution resolution (Photo credit: Aahaan Jain)

STATEWIDE

Expanding Outdoor Learning

Dr. Troy Brown Is Leading the Pack on Outdoor Learning

When Dr. Troy Brown was growing up, he loved spending time outdoors hiking, camping, and rafting. Being outside sparked curiosity and buffered stress.

That's why, as students face rising anxiety and mental health issues, Dr. Brown looked back to the outdoors — and sought to bring these experiences to every student in San Joaquin County and beyond. As San Joaquin County Superintendent of Schools, Dr. Brown has emerged as an outdoor learning champion among his peers.



Dr. Troy Brown with students (Photo credit: San Joaquin County Office of Education, Public Information Office)

"The research is clear on the benefits. Academically, students learn more quickly outdoors, and they retain what they learn. It increases physical activity and reduces stress and anxiety," says Dr. Brown. "Anyone who has stepped onto a hiking trail or eased a boat into a lake or stream does not need research to know this to be true."

This past year, he was an instrumental member of the coalition behind The Outdoor Learning and Environmental Literacy Act (AB 2158), sponsored by Ten Strands. From facilitating connections with fellow elected officials to lending his voice to the cause, Dr. Brown was there.

Your support forges relationships with education leaders with the power to expand outdoor learning and lead change from within the system.

While fiscal constraints held AB 2158 in the appropriations committee, the bill built unprecedented momentum—earning unanimous, bipartisan support through the Assembly and Senate Education Committees and more than 700 partner endorsements statewide.

Even before his role in the Campaign for Outdoor Learning, under Dr. Brown's leadership, the San Joaquin County Office of Education has invested in barrier-free outdoor learning for students. Experiences range from day camps along the San Joaquin River to overnight trips in the High Sierra.

Others have jumped in. Environmental educators, pediatricians, epidemiologists, neuroscientists, and youth advocates have joined the Ten Strands-led California Campaign for Outdoor Learning. Together, they are helping students trade screen-dominated routines for nature exploration, focus, and emotional resilience.

BAY AREA

Lasting Leadership Pipelines

Christine and Partners Built a Pipeline for Youth Climate Leaders



When Santa Clara County's Office of Sustainability and Resilience received a $2 million state grant, they made an unusual choice. Rather than funding one organization, they wanted to build a regionwide ecosystem with a shared goal: advancing youth climate literacy and action.

For Christine Zack, it meant new opportunities to reach students directly. Her organization, Silicon Valley Youth Climate Action, stepped up alongside eight other partners. Ten Strands' technical assistance team was asked to project manage the effort.

Together, they formed the Santa Clara County Youth Climate Initiative. The launch of this alliance generated a powerful wave of impact across two years: more than 7,200 youth engagements through workshops, internships, summits, and focus groups, and roughly 200 educators trained to bring climate learning into their classrooms. Working together, they accomplished more than they could alone.

Your support enables Ten Strands to work with local leaders like Christine, building lasting networks to serve generations of youth to come.

"The Santa Clara County Office of Education gave us space and support to run our first academy last year," said Christine. "This initiative is very important for students because it's helping us build a pipeline of climate leaders for the next generation."

Though the grant has ended, the alliance remains. Christine's partners at Acterra and the Santa Clara County Office of Education have stepped up to lead the initiative. As Christine puts it, the network means students "know about all the opportunities out there . . . to participate in sustainability and climate action and climate advocacy."

Organizations like Silicon Valley Youth Climate Action are already repeating their programs this year, building on relationships that outlasted the funding cycle — and are in a position to serve wave after wave of youth.





Students in Santa Clara County pilot a place-based climate change curriculum while building climate literacy and connecting classroom learning to the environmental challenges facing their communities.

Watch the Santa Clara County Youth Climate Initiative Pilot Impact video on YouTube

NORTHERN CALIFORNIA

Green Careers and Combating Eco-Despair

Lisa and Gin's Students Are Finding Hope in Green Careers



Teachers Lisa Gottfried and Gin Betourne (Photo credit: David Camper)

The pandemic, coupled with massive wildfires and flooding, left Lisa Gottfried and Gin Betourne's high school students in Napa in despair. "They were talking about the pointlessness of school," Lisa recalls. "Since the world is ending anyway, why learn?"

So Lisa and Gin launched a first-of-its-kind science communication green career class at New Tech High School, teaming up with Ten Strands as a thought partner.

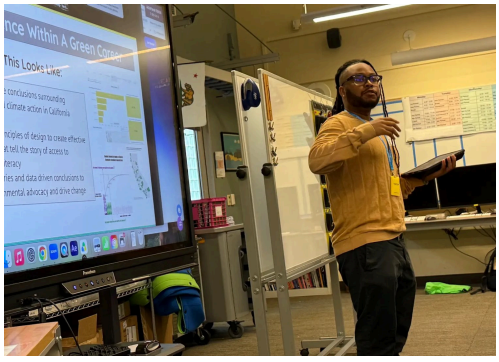
Fusing digital design with environmental science, students are learning to translate complex environmental science issues and developing in-demand, fast-growing skills. Nearly a quarter of the school's students signed up for the class — and there's a waiting list. "Students are hungry for this kind of knowledge and work," Gin adds.

Your support enables Ten Strands to be a vital support system for visionary educators like Lisa and Gin, helping them bring their ideas to life and connecting them to guest speakers and the broader environmental literacy community.

"Students told me they felt helpless thinking about the environment and our future, but now they see what part they can play. It honestly made me cry hearing that," Lisa shared after a Ten Strands green careers classroom presentation.

Lisa and Gin's innovative idea is rippling outward: Ten Strands is working with them to elevate their model to educators across the state.

Your support has also enabled us to work directly with the California Department of Education to infuse environmental and climate literacy into new revisions of the statewide career and technical education standards — introducing waves of youth to in-demand green careers and hope for the future.



David Camper from Ten Strands presenting information to students about green careers (Photo credit: Lisa Gottfried)



Students incorporating environmental science into business card designs (Photo credit: Lisa Gottfried)

STATEWIDE

Whole-System School Sustainability

George Has the Network to Help Green Ribbon Participation Surge



George Garcia believes in the power of people, working together, to create lasting change. He leads the California Department of Education's Green Ribbon Schools Award program, which incentivizes commitment to sustainability, health, and environmental education.

When George took over, he needed a network to build a critical mass of school sites and districts. In 2022, he began partnering with the California Environmental Literacy Initiative (CAELI): a network founded and supported, since 2016, by Ten Strands to elevate high-quality environmental learning. The CAELI community embraced this initiative and set a goal of fifteen percent participation among districts and school sites by 2028.

This year, participation in the California Green Ribbon Schools Award program reached a tipping point. Ten percent of districts are participating through a district or school site award, helping the Green Ribbon program stay on track to meet CAELI's goal.

"There is a lot of heart, collaboration, and unity across the state that wouldn't have happened without CAELI," George shared. "CAELI allowed Green Ribbon to expand at a rate much more quickly than expected."

Your support connects leaders like George to critical networks and partnerships that scale environmental literacy and sustainable practices across California — a rising tide that lifts all boats.

In 2026, twenty-six public schools, three private schools, and ten local educational agencies earned new Green Ribbon Schools Awards. Nearly a third were CAELI members.

The award is driving ripples of change at sites like Green Hills Elementary, where Principal Kerry Dees collaborated with families and facilities leaders to embed zero-waste routines, a twenty-student Green Team, and hands-on outdoor learning into campus life. Inspired students spray-painted campus storm drains with bay protection messages.

Thanks to leaders like George and strong statewide networks like CAELI, a wave of school environmental leadership is on the horizon.



Green Team Leaders with 5th grade teachers Trish Althaus and Clara Althaus (Photo credit: ACSA - March 2026)

2026 LEGISLATIVE VICTORY

Seal of Climate Literacy Passes

We're thrilled to share that high school students will be able to earn a California State Seal of Climate Literacy: a distinction on their diplomas after completing environmental coursework and a hands-on project that applies their learning to real-world challenges in their communities.

Your support made it possible for Ten Strands to co-sponsor the bill that led to this tidal wave of change: formal, statewide integration of climate and environmental literacy and strengthened pathways into green careers. Thank you to Sen. Josh Becker for his leadership in authoring the bill; to UndauntedK12, the California State PTA, and Silicon Valley Youth Climate Action for their partnership as co-sponsors; and to Gov. Newsom for signing the bill.

BY THE NUMBERS

Waves of progress

Your support expands our reach, holds the education system accountable, and grows the movement — creating even more ripples of change.

700+

Organizations endorsed the bills we sponsored

Your support helps us build broad coalitions to speak up for outdoor learning, environmental literacy, and climate readiness in Sacramento.

37

Thought leadership presentations this year, averaging three per month

Your support influences the field statewide and internationally, sending Ten Strands to speak with climate leaders, teachers, and education decisionmakers.

6,700+

Teachers reached with our Seeds to Solutions curriculum

Your support drives teacher adoption of this high-quality resource, which empowers students to explore solutions to their local environmental challenges.

158

Youth program alumni to date

Your support empowers youth to turn their environmental caring into climate action on their campuses, influencing school board policies, and career preparation.

~1,600

High school websites combed for evidence of green career and technical education pathways

Your support introduces students to green careers and infuses environmental sustainability into statewide career and technical education standards, helping meet green workforce development goals.

~355 hrs

Staff and intern time analyzing district Facilities Master Plans and Local Control Accountability Plans statewide

Your support enables us to monitor school districts so we can influence state and local decisionmaking on campus climate readiness, funding for environmental goals, and more.

SUPPORTER VOICES

Why this work matters



Jim Harleen and Stephanie DiMarco

Individual Supporters

"**We support Ten Strands because we believe the fight for a livable planet starts in the classroom.** Climate change can feel overwhelming, but giving kids the knowledge and confidence to understand it, and to see themselves as part of the solution, is one of the most hopeful, practical things we can do.

What we appreciate most about Ten Strands is the collaborative way they create their own impact and amplify the work of others. Their behind-the-scenes, structural work doesn't always get noticed, but it's exactly the kind of lasting change we want our investment to support. Every year, we see the ripple effects — more educators who feel equipped, more students who feel empowered — and it reminds us why this work matters."



Senator Ben Allen

California State Senator

"Environmental literacy gives young people the knowledge and tools to understand the challenges facing their communities and the confidence to help solve them. **I've been proud to partner with Ten Strands to make that opportunity available to students across California—not through one-time programs, but by embedding environmental literacy into our state's academic standards and classrooms.**

Ten Strands has been an invaluable partner in turning that vision into action, supporting thousands of teachers and students and helping establish a model that can endure for generations."



Marco A. Chávez

San Mateo County Superintendent of Schools

"**Ten Strands has been a vital partner in environmental literacy for more than a decade.** Together, Ten Strands and the San Mateo County Office of Education developed Seeds to Solutions, a free set of instructional materials that empower students to become environmental solutions seekers. During this time when California faces tremendous environmental challenges such as wildfires and flooding, it's essential to educate our students on environmental literacy. Our office appreciates all that Ten Strands is doing to introduce these groundbreaking instructional materials statewide."



Jim Riddell

Donor Advisor for the Riddell Fund at East Bay Community Foundation

"My mother, Kathryn Riddell, always considered nature, the environment, and education as keys to a healthy life and healthy world. So when she created a donor-advised fund, she initially was thinking of conserving natural and wild places. Gradually, however, she came to believe that if the next generation doesn't care, it won't matter if we protect it today, so our focus turned toward environmental education and environmental literacy.

With time, our family came to recognize that the availability of nature, parks, environmental programs, and outdoor learning is not even close to equitably distributed in our society. Ten Strands is doing amazing work to change that, so all children can grow, learn, and play in safe, nearby outdoor nature spaces.

I have been an enthusiastic supporter of Ten Strands' Statewide Campaign for Outdoor Learning. Ten Strands has gathered a vast coalition of experts, researchers, policymakers, influencers of all sorts, from a very wide range of fields, bringing together educators, health professionals, climate researchers, program providers, and young people to move the needle on society's priorities around how and where education happens, and who gets to share in its benefits. I believe the evidence is showing that this approach is the most cost-effective, impactful, equitable positive change for all California (and eventually other states') children and youth.

Ten Strands is building something that will have benefits for generations to come. I am extremely proud to be able to see the movement grow and thrive with Ten Strands' leadership, and to be part of making that happen with Riddell Fund support."



Anu Cairo

S.H. Cowell Foundation

"The S.H. Cowell Foundation seeks to create sustainable change for children and families—which is why we have supported Ten Strands since 2023. Through Seeds to Solutions, Ten Strands provides a climate and environmental justice curriculum built by and for our state's diverse communities, empowering students to make positive change for their families and neighbors. It has been gratifying to watch Seeds to Solutions grow from early development to the point where thousands of teachers now use the thirteen K-12 units in their classrooms. What excites us most is Ten Strands' commitment to equity. We are pleased to support their work scaling professional learning to all corners of the state, and translating materials into Spanish so multilingual students feel a sense of belonging and empowerment too. **Seeds to Solutions is exactly the kind of high-quality, community-centered resource California needs; we're proud to help Ten Strands bring it to the teachers and students who need it most.**"



Katrina Leni-Konig

Deputy Director, Office of Environmental Justice and Tribal Relations
California Department of Resources Recycling and Recovery (CalRecycle)

"CalRecycle is dedicated to protecting California's environment and climate for the health and prosperity of future generations, and schools play a critical role in that mission. That is why we have partnered with Ten Strands since their founding in 2012.

Together we introduced educators across the state to our model Education and the Environment Initiative (EEI) curriculum, giving teachers ready-to-use lessons that connect classroom learning to the world around them. We then worked to integrate the Environmental Principles and Concepts into the state's content frameworks, so that environmental literacy is part of what every California student learns rather than an add-on.

Our most recent project is building a clearer picture of how environmental education, zero waste, and climate resilience practices are taking root in TK–12 schools. This equity-informed data project is critical to our ability to have our investments reach the students and communities who need them most. **After fourteen years together, Ten Strands remains a partner we trust to help us in preparing the next generation to lead California's transition to a fully circular economy.**"



Susan and David Tunnell

Individual Supporters

"We have long believed in the need for a strong education system that equips students to understand and care for the environment. That's what drew us to Ten Strands. What convinces us every year to continue our support is how clearly Ten Strands puts students at the center.

It would be easy to teach kids that the environment is something to worry about. But Ten Strands teaches students how to have agency transforming anxiety into hope and action. We think about the students across California coming up through these programs, graduating with deep awareness of climate challenges and what to do about them. We feel hopeful about the future they'll build.

Ten Strands helps build the partnerships and systems supporting the change in students' attitude toward climate change. **We value how Ten Strands has taken climate change education way beyond one exceptional teacher or one lucky school, and is making steady progress toward including students all across California's 10,000 campuses.** Our support is an investment in the students of today that will keep paying off for generations of students who haven't set foot in a classroom yet."

GIVE TODAY

Keep the current moving



(Photo credit: David Rosen/Sacramento Splash)

Every act of generosity strengthens the current — and the water's force permanently changes the landscape. A lesson outdoors, a teacher's new confidence, or a student becoming empowered to shape their future can create ripples throughout a classroom, then a school, then a whole community.

Your gift today funds more than a moment in time: It creates lasting change for years to come.

Give Today

tenstrands.org/give

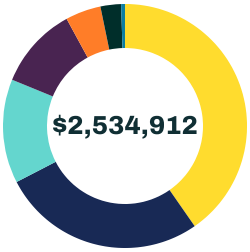
"Students told me they felt helpless thinking about the environment and our future, but now they see what part they can play. It honestly made me cry hearing that."

High school teacher Lisa Gottfried, after a Ten Strands green careers classroom presentation

TRANSPARENT STEWARDSHIP

Financials

For the 12 months ending June 30, 2026

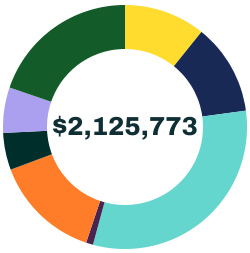


2025–26

Revenue & support

Generous support from institutions and individuals

Individuals	$1,022,286
Foundations	$686,500
Government Agencies	$349,285
Project Consulting	$275,522
Other Income	$119,377
Corporations	$69,000
In-kind	$12,942



2025–26

Program expenses

Investments in environmental literacy, climate justice, outdoor learning, and outreach.

California Environmental Literacy Initiative (CAELI)	$229,122
Outdoor Learning Initiatives	$256,810
Seeds to Solutions	$666,967
Sustainable and Climate Ready Schools	$19,728
Data Initiative	$300,968
Youth Engagement	$104,235
Technical Assistance	$128,041
Community Engagement	$419,902



2025–26

Support expenses

People and operations that help the work reach statewide scale

Total Support Expenses	$607,335

In previous annual reports, financials were presented on a cash basis. Beginning with this annual report, financials are presented on an accrual basis.

GRATITUDE AT EVERY LEVEL

Thank you to our generous donors

5+ Years of Support · 3 Years Consecutive Giving · New Supporter

$100,000+

- Anonymous
- Bronfman Hauptman Foundation
- Cisco Foundation ✓
- Kathryn & Robert Riddell Fund 3
- S.H. Cowell Foundation 3
- Suzanne U.D. Parish Foundation 5 3

$50,000–$99,999

- American Honda Motor Co., Inc. ✓
- BelleJAR Foundation 5 3
- Caldwell Fisher Family Foundation 5 3
- Julie and Will Parish 5 3
- Robert and Dana Emery Family Foundation 5 3
- Stuart Foundation 5 3
- Susan Byrd Fund 5 3
- The David and Lucile Packard Foundation 3

$25,000–$49,999

- David and Susan Tunnell 5 3
- Eliza Brown and Hal Candee 5 3
- Horace W. Goldsmith Foundation 5 3
- HRH Foundation 5 3
- Hunter Family Foundation 3
- John Atwater and Diana Nelson 5
- Silver Giving Foundation 5 3
- Stockel Family Foundation ✓
- The William K. Bowes, Jr. Foundation 5

$10,000–$24,999

- Anonymous
- Betsy and Ed McDermott 5 3
- Crankstart Giving Fund ✓
- Fox Family KALB Foundation ✓
- Jimmy Hormel Family Fund
- Laura and Greg Spivy 5 3
- Louise and Arthur Patterson 5 3
- Matthew and Janice Barger 5 3
- Maxwell/Hanrahan Foundation 3
- Nina Brown de Clercq 5 3
- NOAA
- Sam and Kelly Bronfman 3
- San Joaquin County Office of Education
- Sheila and Paul Nahi 5 3
- Stephanie DiMarco and Jim Harleen 5 3
- Summer Tompkins Walker Family Conservation Fund ✓
- UndauntedK12 ✓

$5,000–$9,999

- Anonymous
- Bill and Stephanie Mellin
- Bill and Susan Oberndorf Foundation
- California Outdoor School Association
- Christine Gardner
- Escondido Creek Conservancy
- Glen Price and Rita Huybrechts
- The Goldin Foundation for Excellence in Education
- JaMel and Tom Perkins
- The James B. McClatchy Foundation
- John Keker
- John Lamm
- Jon and Pam Shields
- Katie Hall and Tom Knutsen
- Nia Community Foundation
- Owsley Brown III Philanthropic Foundation
- Paul Danielsen

$1,000–$4,999

- Adams Legacy Foundation
- Adrian Hightower
- Alison Carlson
- Anne and Michael Parish
- Brock Adler
- Carl Vogt
- Carla and David Crane
- Cathy and Sandy Dean
- Celeste and Jim Royer
- Charlotte and David Winton
- Christopher Chase
- Dagny Maidman and Molly Wood
- Daniel Chandler
- Deirdre and Christopher Hockett
- Eileen and Paul Growald
- Embolden Environmental Foundation
- Emilie and Doug Ogden
- Gail and Hardin Coleman
- Glen Price Group
- Hannah B. Quimby
- Hathaway Barry
- James and Diane Mousalimas
- Jamie and Philip Bowles
- Jerome and Mary Vascellaro
- JoAnn and Jack Bertges
- Karen Cowe
- Kate Ditzler
- Lisa and Douglas Goldman Fund
- Lynn and Peter Wendell
- Mauree Jane and Mark W. Perry
- Melinda and Will Evers
- Melissa and Shepard Harris
- Meridee Moore
- Milton Chen
- Nion McEvoy and Leslie Berriman
- The Ouimet Family
- Putnam Foundation
- Rebecca Draper
- Sabrina and Mick Hellman
- Shelly Guyer and Thomas Huntington
- Stuart Gasner
- Su-Moon Paik
- Suds and Lori Jain
- Suzanne and Will Schutte
- Swantz Family Foundation

$1–$999

- Anonymous
- Alexis Davis Millar
- Amy Omand ✓
- Andra Yeghoian 3
- Andrea Lewis
- Angel Pinedo ✓
- Angela Howe in Honor of Leslie Tamminen
- Bella Santos ✓
- Bill Andrews 5 3
- Billy and Kathleen Volkmann ✓
- Carol Inkellis and Joel Gingold 5 3
- Chris Tellis and Isabella Kirkland ✓
- Craig Strang
- Dan Gregory
- Deborah Cogan ✓
- Della Robertson ✓
- Devin Ngo ✓
- Diran Yanikian ✓
- Donald R. Share 5 3
- Emalyn Leppard ✓
- Eric Blasen 5 3
- Fenna Gatty ✓
- Gordon Rubenstein ✓
- Holly Steele ✓
- J. Whiting ✓
- Jack Chin ✓
- Jack Holzman ✓
- Janet Wortman ✓
- Joe Boyd ✓
- Kate Miller ✓
- Kirk Anne Taylor 5 3
- Linda Livers 5 3
- Lisa C. Van Dusen 5 3
- Maryanne Wolf
- Milton Reynolds
- Natasha Bergson-Michelson ✓
- Nate Ivy ✓
- Navreet Dhaliwal 3
- Pam Polite and Dennis Fisco ✓
- Pam and Nelson Heller ✓
- Patti and Richard Shavelson 5 3
- Paul Chapman
- Rachel Weisbrot ✓
- Rishi Gurjar ✓
- Samuel Lawrence Foundation
- Sarah Whiting
- Stephanie Seidmon ✓
- Tamara Murray ✓
- Thomas Adams 5 3
- Tom Van Dyck
- Xiping Yang ✓
- Yalda Modabber
- Yanek Chiu 5 3

IN MEMORIAM

Nancy Magee

This year, Ten Strands lost one of our most trusted partners when Nancy Magee, San Mateo County Superintendent of Schools, passed away. She was widely respected for her compassionate leadership and integrity.



From left: Sharon Olken (California State Board of Education), Nancy Magee, and Karen Cowe (Ten Strands)

Nancy was a driving partner behind Seeds to Solutions®, California's first K–12 climate and environmental justice curriculum, co-developed by the San Mateo County Office of Education and Ten Strands. **She believed in moving climate education "away from doom and gloom and toward solutions and hope."** That spirit defined her leadership and still guides our work.

Nancy was the first county office of education leader in California to support a Director of Sustainable Construction and Facilities position, helping districts across San Mateo County bring sustainability and climate resilience into their buildings and grounds. She will be deeply missed and long remembered.

A BROAD MOVEMENT

Thank you to our partners

We can achieve even more when we work together. Thank you to the organizations that were essential to this year's impact.

- Association for Environmental and Outdoor Education (AEOE)
- Bay Area Climate Literacy Exchange
- CAL FIRE
- California Alliance for Clean Air in Schools
- California Association of Science Educators
- California Campaign for Outdoor Learning Coalition Members
- California Collaborative for Educational Excellence (CCEE)
- California Council for the Social Studies
- California Department of Education
- California Global Education Project
- California Green Ribbon Program
- California Mathematics Council
- California Mathematics, Science, and Computer Science Partnership
- California Regional Environmental Education Community Network (CREEC)
- California State PTA
- California Subject Matter Project
- CalRecycle
- Center for Cities and Schools
- Center for Ecoliteracy
- Children and Nature Network
- Children and Screens
- Children Now
- Climate Action Pathways for Schools (CAPS)
- ClimateScope
- Collective Resilience
- ConServe
- Craig Strang Consulting
- CTA Institute for Teaching (IFT)
- Cummings Group
- Dirango
- ECCLPs, UC Irvine
- EcoRise
- Environmental Charter Schools
- Fremont Unified School District
- Fresno County Superintendent of Schools
- Green Guardians
- Green Schoolyards America
- Green Technology
- Growing Together
- iCrest Foundation
- K12 Alliance, WestEd
- Kern County Superintendent of Schools

Thank you to our partners, continued

Laguna Beach Unified School District
Lawrence Hall of Science
Learning Tapestry
Life Lab
Living Classroom
Long Beach Unified School District
Los Angeles Unified School District
Mendocino County Office of Education
Napa County Office of Education
O'Neill Sea Odyssey
Orange County Department of Education
Petaluma City Schools
Reconnect Strategies
Resources Legacy Fund
Sacramento Splash
San Diego County Office of Education
San Joaquin County Office of Education
San Mateo County Office of Education
San Ramon Valley Unified School District
Santa Clara County Office of Education
Santa Clara County Office of Sustainability and Resilience
Santa Clara County Youth Climate Initiative
Santa Clara Unified School District
Santa Cruz County Office of Education
School Garden Coalition
Science Writing Advancing Global and Planetary Health
SEI
Sequoia Environmental Education Directive (SEED)
Sequoia Riverlands Trust
Sierra Club San Francisco Bay Chapter
Silicon Valley Youth Climate Action (SVYCA)
Sonoma Water
Stopwaste.org
Sustain Consulting
The Office of Assemblymember Josh Hoover
The Office of Assemblymember Josh Lowenthal
The Office of Senator Josh Becker
TreePeople
UC Berkeley Data Discovery Program
UC Irvine, Science Project
UndauntedK12
University of Washington E-Science Institute

THE PEOPLE BEHIND THE WORK

Ten Strands team



David Camper

Data Sustainability Intern



Deborah Cogan

Production Manager



Karen Cowe

Chief Executive Officer



Mariah Grooms

Youth Programs Manager



Xun “Judy” He

Data Analyst



Devin Ngo

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Julia Oran

Director of Operations



Abby Cruz Ouimet

Chief Development Officer



Sofia Safranek-Uribe

Advancement Associate



Holly Steele

Director of Professional Learning and Community Building



Camille Soliva

Communications Specialist



Sarah Whiting

Director of Client Engagement Services and Data Science



Andra Yeghoian

Chief Innovation Officer

THE PEOPLE BEHIND THE WORK

Board of Directors



Dr. Tom Adams



Joe Boyd



Susanna Cooper



Rishi Gurjar



Dr. Adrian Hightower



James Mousalimas



Sheila Nahi



Will Parish

Founder and Board Chair



Glen Price



Bella Santos



Dr. Robert Sheffield



Greg Moore

Board Advisor

Advisory Board

Bill Andrews

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Jayni Chase

Paul Chapman

Dr. Milton Chen

Jack Chin

Dr. Hardin Coleman

Diana Dehm

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Mark Gold

A.J. Hudson

Cannon Michael

Suzanne Schutte

Leslie Mintz Tamminen

Thank You

Ten Strands
Connecting Education, Environment, and Community

Opening photo credit: South Fork American River, Bureau of Land Management.