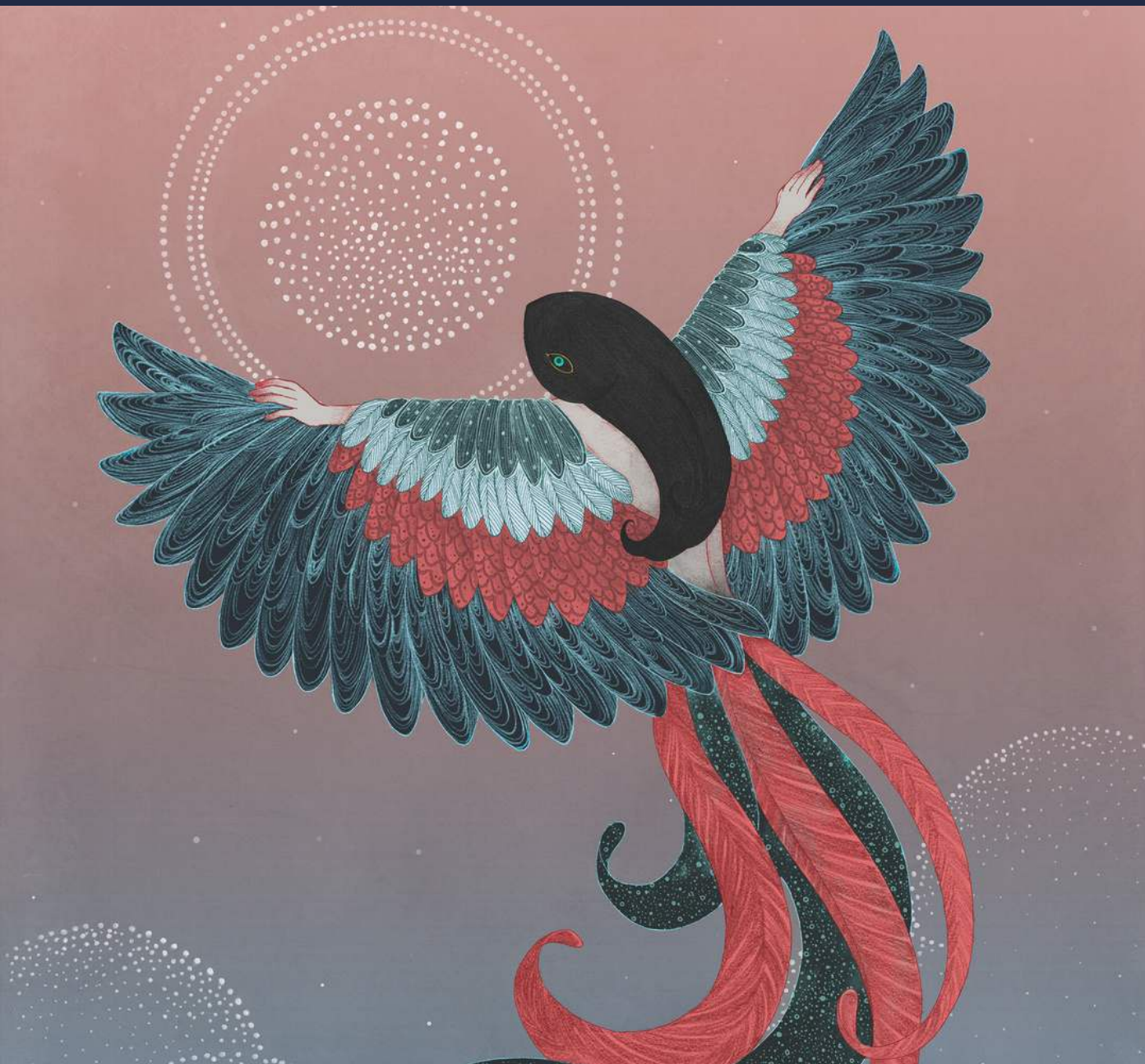




RACHEL'S NETWORK

ANNUAL REPORT 2024



Letter from Our Leaders



There's no getting around it: the years ahead will be arduous for both women and the environment. Everything our organization and members have worked for in the last 25 years is now at risk because of the new administration.

But while some politicians, corporations, and organizations are distancing themselves from vital environmental work and diversity, equity, and inclusion, Rachel's Network remains resolute.

We cannot retreat from the work for a better world, not now, not with so much at stake. And it's not work we can do alone: we need one another. That's why Rachel's Network is so important.

As a community of women environmentalists, Rachel's Network members lift up one another, and provide a bulwark against adversity.

This administration wants us to feel overwhelmed, depressed, and powerless. But we have agency and power, and we feel strongest when we are working together.

In the midst of it all, Rachel's Network also provides a place to find joy, laughter, and connection to rally your spirit. It's why women have joined our network for over 25 years. We are immensely grateful you are with us on this journey.

Fern Shepard & Kef Kasdin

President and Board Chair

2024 Programs Snapshot



305

Participants in Rachel's Network events (funders, Catalyst community members, and friends). Like our spring meeting in the Seattle area, left.

\$750,000

Grants to women of color leaders and environmental organizations.



Top 4

Program outcomes most valued by funder members*:

- Learned something new that helped them become a better or more informed funder
- Created/built community with other women funders and leaders
- Connected more deeply to a particular environmental issue or region
- Encouraged them to direct resources to under-funded women-led projects, programs, or organizations

** Results from annual membership survey*



Event Highlights

Connecting Movement Leaders

Rachel's Network hosted DC events on building resilience in the environmental movement, featuring policy leaders and musical guests.



Visiting Local Projects

Rachels traveled to Washington state and Argentina to hear from local environmental leaders on the impactful climate, justice, conservation, and advocacy work they've undertaken.



Learning from the Past

Rachels met in New York City for a performance of *Suffs*, the Tony Award-winning Broadway musical that celebrates the women whose activism led to the 19th Amendment.



Celebrating Activists

Our first ever live announcement of the Catalyst Award recipients left participants inspired and humbled by the warmth of this vibrant community of environmental changemakers.



These are just a few of the 17 events Rachel's Network hosted in 2024. To see upcoming events, visit rachelsnetwork.org/calendar.

Catalyst Award

Women of color are leading the environmental movement, advocating for clean air and water, building a green economy, fighting polluters, expanding access to healthy food, and much more.

Despite this critical work, they do not receive adequate funding, support, or recognition for their leadership. Less than 1 percent of foundation giving goes to women and girls of color, and according to Green 2.0, organizations led by people of color receive less than one percent of multiyear operational budget grants.

Rachel's Network is working to address this disparity. We launched the Catalyst Award in 2019 to shine a light on women of color carrying Rachel Carson's legacy.

Each year, the award provides women environmental leaders of color with a personal prize (\$10,000); a well-being stipend (\$5,000); and an organizational grant (\$10,000, if applicable). The program has granted more than \$1.7 million to 120 women leaders of color and their organizations. Awardees are selected by a committee of former awardees.



“At the heart of this award is the conviction that caring for movement leaders, particularly those who’ve been marginalized, is vital environmental work.”

**- Rachel's Network President
Fern Shepard**

2024 Catalyst Awardees



Joy Gary



**Ayanna Jolivet
Mccloud**



**Marissa
Mercurieff**



**Renae
Reynolds**



Jhana Young

2024 Awardees

Joy Gary, Boston Farms Community Land Trust; Boston, MA

Ayanna Jolivet Mccloud, Bayou City Waterkeeper; Houston, TX

Marissa Mercurieff, Aleut Community of St. Paul Island, St. Paul, AK

Renae Reynolds, Tri-State Transportation Campaign; North Bergen, NJ

Jhana Young, Conservation International Hawaii; Honolulu, HI

2024 Finalists

Sylvia Chi, Just Solutions Collective, Oakland, CA

Patricia Garcia-Nelson, GreenLatinos, Greeley, CO

Marsha Jackson, Southern Sector Rising, Dallas, TX

Adriann Killsnight (He'heenóhká'e), Northern Cheyenne Tribe and Charging Buffalo, LLC, Hot Springs, MT

Natalie Mebane, Rise to Thrive, Washington, DC

Tessine Murji, Sierra Club, Chicago, IL

Shimekia Nichols, Soulardarity, Detroit, MI

Jacquelyn Omosunbo Omotalade, Dream.Org, Pittsburgh, PA

Portia Shepherd, Blackbelt Women Rising, Uniontown, AL

Gwen Smith, CHARRS (Community Health Aligning Revitalization Resilience & Sustainability), Atlanta, GA

Isabel Solorio, Community United, Vallejo, CA

Diamond Spratling, Girl Plus Environment, Atlanta, GA

Amy Stelly, Claiborne Avenue Alliance Design Studio, New Orleans, LA

Candice Youngblood, Youth on Root, Los Angeles, CA

Catalyst Retreat



The word “care” comes up a lot at Rachel’s Network. Care was also a big impetus behind our inaugural wellness and restoration retreat. In November, Rachel’s Network hosted the first of its kind retreat for women of color leaders at the Kripalu Center for Yoga & Health in Stockbridge, Massachusetts.

Awardees, finalists, and staff were also joined by grantees of the Tides Foundation’s Women’s Environmental Leadership (WE LEAD) fund for a gathering focused on care and restoration for women environmental leaders of color.

With news of the election results still fresh, the retreat served as a vital gathering space for 14 leaders to process their emotions and fears in a supportive space. The agenda included shared meals, a guided hike, yoga classes, and reflective time in nature.

Gatherings like these will be vital over the next four years as women leaders face increased threats to their wellbeing and communities. We hope to continue creating spaces for environmental leaders to come together, rest, and connect to each other.

“It was comforting to be in a space where everyone in the room understood the struggles and barriers we face as women of color.”

- Catalyst Retreat Participant



Grantee-Partners



Since 2000, our network has collectively granted over \$3 million to organizations that grow healthy communities and promote women’s leadership. We also provide selective place-based grants to organizations located where our events are held. In 2024, we provided grants totaling \$220,987 to the following organizations*:

Agri-Cultura Cooperative Network
Aleut Community of St. Paul Island
American Rivers
Association of Black Foundation Executives
Bayou City Waterkeeper
Bennington College Beyond Plastics
Birds Connect Seattle
Black in Marine Science
Boston Farms Community Land Trust
Chester Residents Concerned for Quality Living
Children’s Environmental Health Network
Climate Access
Conservation International Hawaii
Duwamish River Community Coalition
Earthjustice

FrontLine Farming
Hip Hop Congress
Movement Training Network
Philanos
Rewilding Argentina
Soulardarity
Snoqualmie Tribe Ancestral Lands Movement
SongRise DC
SR3 Sealife Emergency Response
Student Organizing, Inc.
SVP Seattle
Taproot Earth
The Chisholm Legacy Project
Through Piscataway Eyes
Tri-State Transportation Campaign
Urban Growers Collective
West Virginia Rivers Coalition

* Total doesn’t include grants to individuals through the Catalyst Award or individual member giving.

Grantee-Partner Spotlight

Bayou City Waterkeeper

Protects the waters and people of the Houston region through bold legal action, community science, and creative, grassroots policy to further justice, health, and safety.



Boston Farms Community Land Trust

Turns vacant urban land into collective opportunity, supporting neighborhood farmers to grow the food that sustains us.



Soulardarity

Building a brighter future in Highland Park, MI with education, organizing, and people-powered clean energy. They work to build a just and equitable energy system for all.



Tri-State Transportation Campaign

Promoting sustainable transportation, equitable planning policies and practices, and strong communities in the New York City metro area.



See a list of all our past grantee-partners at rachelsnetwork.org/impact.

Leadership



Board of Directors

Martha Davis
Josie Gabel, *Treasurer*
Barbara Gonzalez-McIntosh
Annel Hernandez
Tacy Hahn
Kef Kasdin, *Chair*
Maria Kolby-Wolfe
Alice Liddell
Fa Liddell, *Secretary*
Elena Marszalek
Kim Milligan
Dr. Virginia Necochea
Molly Ross, *Vice Chair*
Autumn Saxton-Ross, PhD
Dr. Nikki Traylor-Knowles

Advisors

Maite Arce, President & CEO, Hispanic Access Foundation
Abigail Dillen, President, Earthjustice
Angelou Ezeilo, CEO and Founder, Greening Youth Foundation
Jennifer Dianto Kemmerly, Vice President, Global Ocean Conservation, Monterey Bay Aquarium
Ebony Twilley Martin
Theresa Pierno, President & CEO, National Parks Conservation Association
Kathleen Rogers, President, EARTHDAY.ORG
Janis Searles Jones, CEO, Ocean Conservancy
Dilly Severin, Executive Director, Universal Access Project
Whitney Tome, Principal, Raben Group

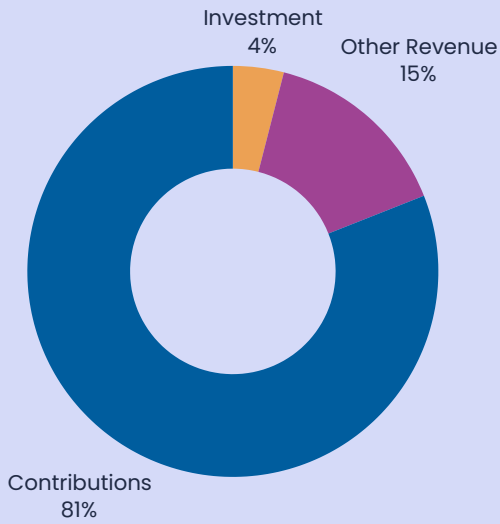
Staff

Jamie Boese, Program Director
Shreya Durvasula, Catalyst Program Director
Erica Flock, Communications & Advocacy Director
Hannan Sheikh, Finance Director
Fern Shepard, President
Sarah Walker, Membership & Development Director

"All flourishing is mutual... We make a grave error if we try to separate individual well-being from the health of the whole."

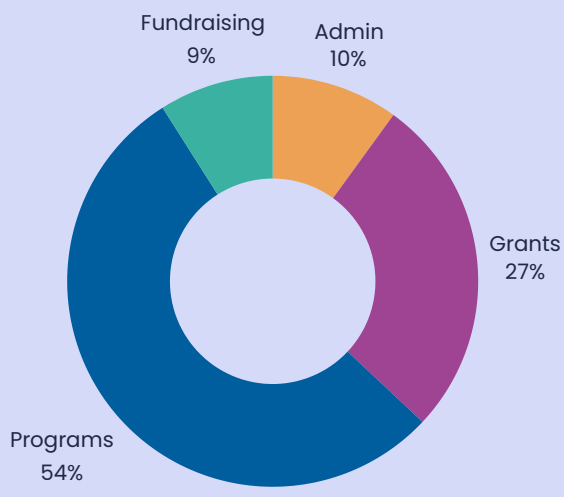
– Robin Wall Kimmerer

2024 Financials



Revenue

Contributions	\$1,270,989
Investment Income	\$70,524
Other Revenue (event fees, etc.)	\$228,731
Total	\$1,570,244



Expenses

Programs and Services	\$984,136
Grants	\$481,603
Fundraising	\$162,646
Administration	\$183,145
Total	\$1,811,530

Change in Net Assets **\$(241,286)**



**Rachel's
Network**

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*Traditional lands of the Nacotchtank
and Piscataway people*

*“In nature nothing
exists alone.”*

– Rachel Carson

