



2022-2023

Annual Report

Siskiyou Land Trust

Siskiyou Land Trust Leadership: Conservation Community



Siskiyou Land Trust Board and Staff are brimming with energy, enthusiasm, and a collective sense of purpose during a strategic planning retreat. The joy of being connected to each other, our community, and our irreplaceable natural and working landscapes brings a deep sense of meaning to our work.

Photo above: Wendy Whitson, Kristin Davis, John Whitson, Hannah Link, Laura Bradley, Alexis Robertson, Gareth Plank, Ann Womack, Kathleen Hitt, Peter Townley, Ed Stanton, Stuart Somach, Dorinda Thompson, Steve Bollock, Kim Solga, Bruce Berlinger



Front and back cover photos by Bubba Suess, Hike Mt. Shasta

Dear Community,

This year, Siskiyou Land Trust reached a milestone, thirty years and going strong! Over the past three decades, SLT has embraced pivotal leadership roles for conservation and community. Together we've achieved far more than our founders may have imagined back in 1993, and we continue to forge ahead as "the little local land trust that could." Congratulations, SLT family!

SLT leadership is committed to staying true to the organization's core values and relationships as we continue to reach for what is possible for community and conservation in the next decade. We are confident that Siskiyou Land Trust is moving forward with the best of the past and a clear vision of what we will accomplish in the coming years.

Thank you for the many ways you support Siskiyou Land Trust. You make SLT what it is today and play a critical role in charting the course forward for a beautiful and vibrant world. Special thanks to SLT's founders and over 300 volunteers and employees who have kept the organization on a steady course. There is much to celebrate in the 2022-23 Annual Report *and* much work waiting for our attention and support. May this season of reflection and bounty bring us together to pause in gratitude, thanking all who stepped in, up, and forward for Siskiyou Land Trust over the years. And may our collective accomplishments urge us along to continue generating a bright future.

In Gratitude,

Kathleen Hitt

Wendy Whitson

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- Dorinda Thompson, Vice President, Gazelle
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- Kristin Davis, Grant & Admin. Coordinator
- Kim Solga, Communications & Outreach
- Laura Bradley, Stewardship Manager
- Peter Townley, Stewardship Manager
- Hannah Link, Conservation Coordinator
- Ed Stanton, Conservation Project Manager
- Alexis Robertson, Conservation Project Manager

Year in Review - Project Highlights

For thirty years, the Siskiyou Land Trust community has cultivated relationships with people and place to protect and care for our world. This year's accomplishments reflect the long-term investment in conservation that connects us to what matters most.

Together we are shaping a positive future.



Scott River Agricultural Easements

Deep gratitude for the Fowle, Spencer, and Batistich families who worked with SLT for five years to permanently conserve their family ranches and provide critical landscape links to neighboring CEs, protect a biodiversity hotspot, and support the local economy.



Scott River Headwaters

SLT is mid-stream on the third and final Scott River headwaters forest conservation easement with EFM. The epic 3-phased project totals nearly 40,000 acres of conserved forest and meadow that now create contiguous habitat between the Wilderness Areas of the Shasta Trinity and Klamath National Forests, the Quartz Valley Indian Reservation, and the richness of the Scott River Valley bottomland.



Shasta Valley Agricultural Easements

The Novy family commitment to conserve their ranches that provide intact Pacific flyway habitat along the Shasta River protects highly desirable land from encroaching subdivision forever. Situated between two state wildlife preserves along the Interstate-5 corridor, many species inhabit the area including tri-colored black birds, Sandhill Cranes, and coho salmon. Keeping the ranch intact is a gift and legacy that helps our region build climate resilience and maintain rural character.



Fall River Headwaters

Just over the hill from the mighty McCloud River, SLT's Upper Bear Creek Working Forest CE project is nearing completion thanks to our conservation partners at New Forests and FWS. This headwaters forest links 4500-acres of conserved lands, protecting nearly all of the Bear Creek watershed. The CE provides connectivity with public land, and keeps important forest habitat intact for endemic trout, aspen groves, elk, and grey wolves.



Upper Sacramento/Shasta Headwaters

Thirty years ago, SLT's founder Tom Hessledenz and landowner Kate Luginbuhl explored permanently protecting the family ranch that is perched atop the Upper Sacramento and Shasta River headwaters. That dream will become a reality soon thanks to Kate's commitment, Tom's enduring vision, SLT's enthusiasm and the Sierra Nevada Conservancy and Wildlife Conservation Board's financial support.



Yreka Phlox

Landowners Al Kennedy and Judy Anderson partnered with SLT to ensure that their land and 70% of the endangered Yreka Phlox habitat would be protected forever. This five year land protection effort was completed in mid-February, 2023. Now the long-term stewardship of these important habitats begins for Siskiyou Land Trust.

Deepening Connections with People and Place



This year SLT strengthened connections with people and places. These relationships are integral to SLT values and success!

Nature Walks

From tours of SLT-owned Yreka Phlox habitat to wildflowers, butterflies, and star gazing, SLT partnered with naturalists and scientists to bring our community new opportunities to experience and learn about the wonders of Siskiyou County.

Friends of Sisson Meadow

With a growing staff and a return to working in the office, SLT was able to re-engage volunteers in regular care and maintenance of our precious meadow in Mount Shasta. SLT also partnered with Mt. Shasta High School volunteers and College of the Siskiyous interns to combat invasive species.

Wherrit Forest Neighborhood Stewards

A designated team of volunteers local to Wherrit Forest joined SLT staff to steward and monitor the land. In partnership with Shasta Valley RCD and Jefferson Recourse Co., SLT is preparing a demonstration forest plan that ties into a regional wildfire resiliency collaboration.

◀ *SLT Butterfly Walk led by field guide Caitlin Bean*

Outings

We are thankful for face-to-face time with SLT community this year. The Spring Social in the SLT garden was well attended and turned into a great opportunity for input to the strategic planning process. The annual Thompson Creek Rafting Trip was exciting and inspiring. We've got lots more planned for this upcoming year so stay-tuned.

Land Trust Garden

The Boys and Girls Club, Family Resource Center, Siskiyou Opportunity Center and Bear Wallow Herbs all made great use of our garden in Mount Shasta. Food and medicine was grown in community, exposing children and young adults to the practical and playful joys of tending to home-grown food while caring for the earth.

Slideshows and Webinars

SLT took a break from hosting webinars in 2022. SLT looks forward to bringing these back in-person and online this winter at the Sisson Museum.

Steve Suttel vermicomposting with the Boys and Girls Club ►





Strategic Planning

Listening and Learning

Before SLT began its Strategic Plan update, leadership reached out to our partners and supporters for input through a series of listening sessions, individual interviews, and a public forum. SLT worked with experienced land trust advisors at Solid Ground Consulting to gather this valuable input and summarize feedback so it can be integrated into developing the plan.

Aspirations and Capacity

SLT's future success is deeply rooted in a community that listens, reaches for possibilities, and trusts in our ability to attain our aspirations. Planning for the capacity to serve this important community role is essential. When SLT Board and staff met for a series of strategic planning retreats, three take-aways rose to the top for cultivating capacity: increase community engagement opportunities, update organizational structure to reflect growth, and refresh the conservation and revenue plans.

"In working together, we can sometimes make the seemingly impossible possible."

~ Dr. Wangari Maathai
Environmentalist, Activist, Nobel Laureate

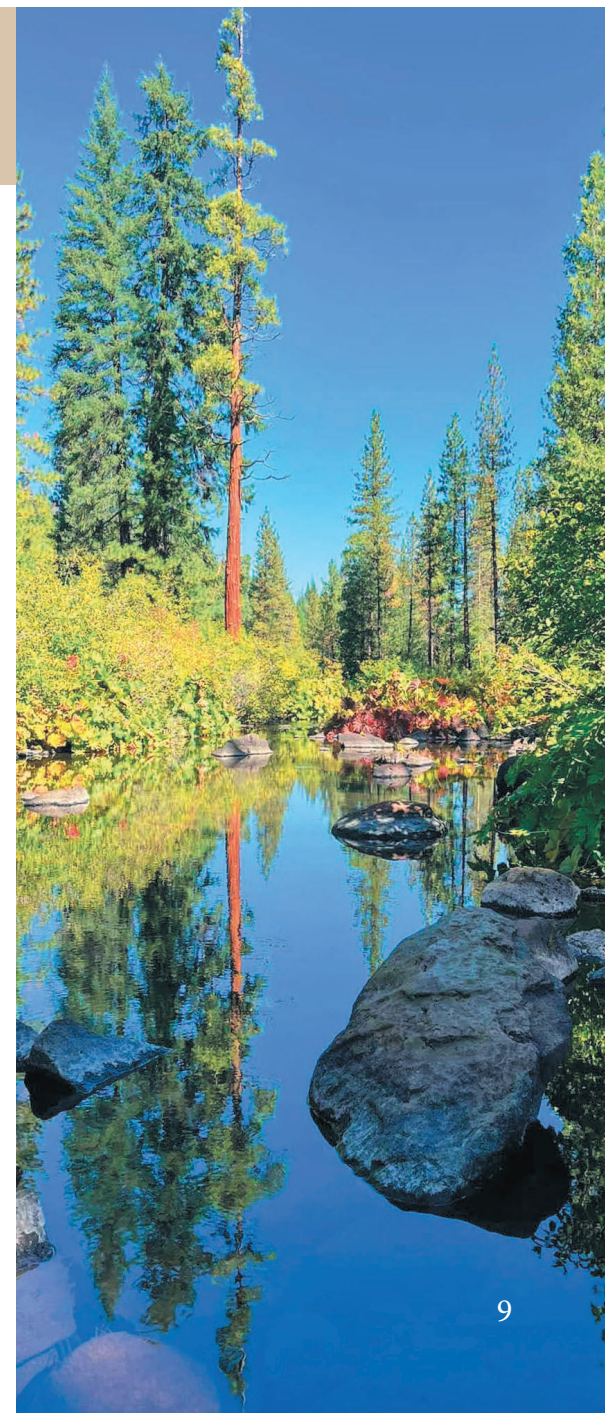
Community Input and Updates

SLT leadership is working on a Strategic Plan update that will be shared with community for review and input. The Strategic Plan will incorporate three focal areas of conservation, community engagement, and capacity. At the heart of these updates is a recognition and awareness that SLT has grown significantly over the last several years. With growth comes the need to re-establish foundational policies and practices, and the need to relate SLT's conservation work with community in ways that share accomplishments, direction, and potential.



Please join us on November 15th at 6:30 pm for the annual SLT meeting in Mount Shasta, CA at the Mount Shasta Resort for a heartfelt thank you and opportunity to share SLT accomplishments, hear about the draft Strategic Plan, and ways to connect with upcoming SLT programs and activities.

▲ *SLT Butterfly Nature Walks to Sisson Meadow and McCloud River* ►





Keeping Pace with Growth and Opportunity

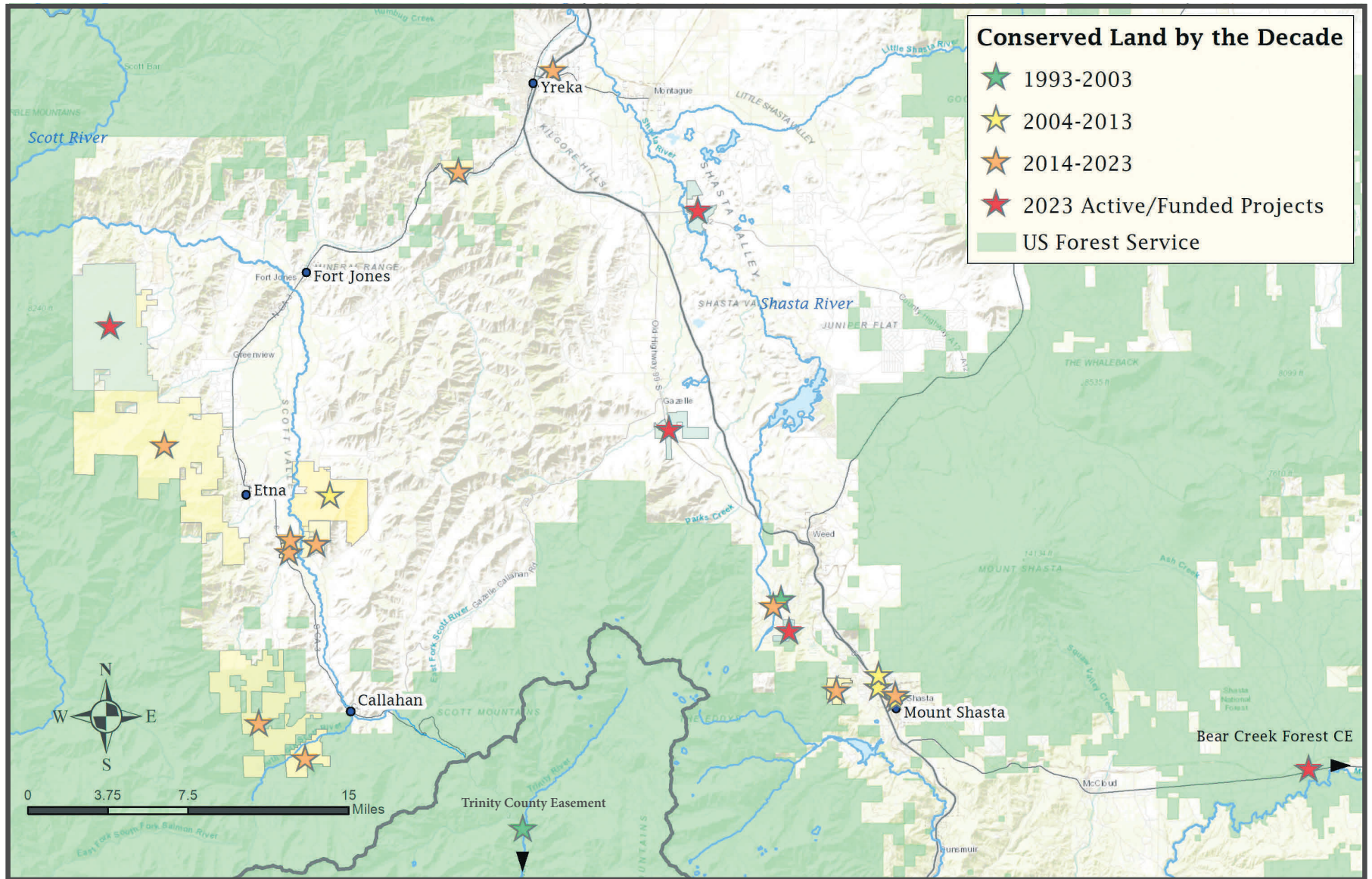
As SLT's reach and impact grows, so too do our roots and connections to the people and places that sustain this important conservation work. From two acquisitions completed in SLT's first decade that totaled about 140-acres to conserving 38,000-acres of land as of 2023, SLT has come a long way. Investing in staff and connecting more broadly with community through events and volunteer activities has brought SLT to where it is today.

Last year was a big leap for SLT in size and scope of work to meet increasing demands and opportunities. Four new staff members now help to steward, acquire, administer, and communicate our land conservation stories. With twenty projects that will protect 30,000-acres, responsibilities and opportunities grew by a magnitude of ten in a very short time. While SLT continues its trajectory of growth to meet opportunity, leadership focused on important organizational planning efforts key for continuing success. The trend is clear - opportunities abound!

"Land Trusts who listen to the community succeed by being relevant, and cultivate a community of conservationists."

~ Mark Smiley
SLT Strategic Planning Consultant

◀ The SLT Garden, inspiring the next generation of stewards

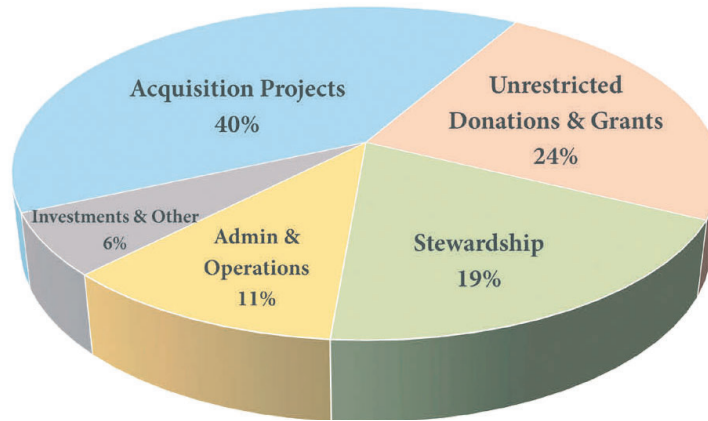




Financial Summary

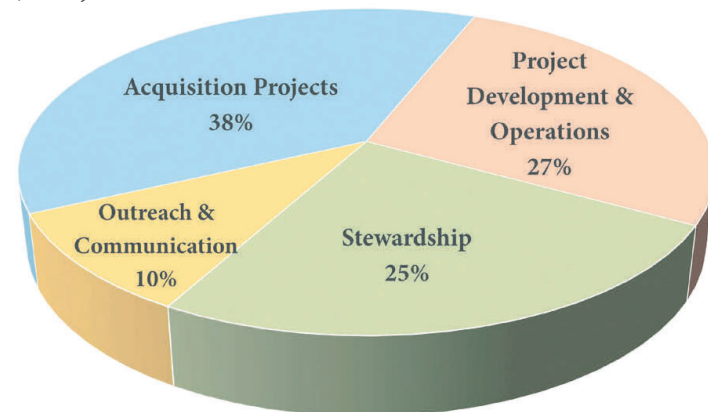
Total Revenue

Including Acquired Conserved Lands: \$1,240,000
Excluding Acquired Conserved Lands: \$740,000



Total Expenses

\$769,000



Fiscal Year 2023 Highlights

Fiscal 2023 was a year of growth. Our financial reports reflect \$500K in land acquisition (Yreka Phlox parcels), a 50% increase in grant funding, and a 49% increase in community support from donations and grants. We invested in staff development, resulting in 63% higher personnel costs.

In FY23, SLT exceeded budget by 5%, generating \$472K net income, driven by land acquisition. Cash flow remains a challenge due to non-cash land acquisition income and operational growth.

SLT expects growth trends to continue strongly into the new fiscal year, with an active slate of acquisition projects, and continued development of our stewardship, outreach and administrative activities.

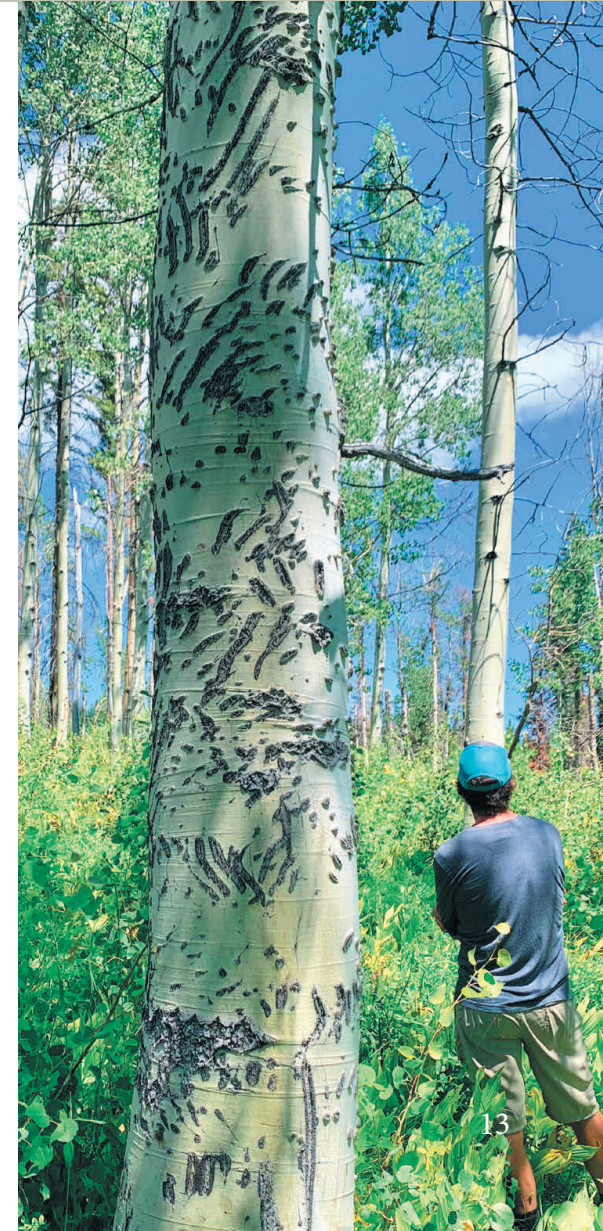
Adjusting Business Practices

SLT's business practices developed to support conservation opportunities and growth. This was critical to sustain the amount and scale of resources and skills needed for a growing organization. SLT reached out to two consultants and a new accountant for their expertise in assisting land trusts in strengthening organizational capacity while meeting national standards and practices.

Third party assessments of SLT policies and practices focused on four areas: governance, finance, land conservation transactions, and stewardship. The award of national Land Trust Alliance accreditation will be based on compliance with following best practices in these categories. Thanks to the assessments of our current operations, SLT now has a clear picture of how the organization is doing and how to move forward to implement best practices.

Financial support from the California Strategic Growth Council's Sustainable Agricultural Lands Conservation Program and the Nancy Driscoll Foundation made this possible.

Bear-clawed Aspen in Shackleford Forest CE ►



Relationships that Sparked SLT



LuginBuhl Ranch

Thirty years after SLT opened its doors, we return to focus our attention on conserving the place of the organization's origin, inspiration, and first landowner relationship: the LuginBuhl Ranch. SLT's founder, Tom Hesseldenz and LuginBuhl Ranch landowner Kate LuginBuhl reached out to SLT about bringing the family's dream of forever protecting their land forward.

It's no wonder this treasure of the Sacramento and Shasta Rivers headwaters inspired Tom to generate interest in starting the Siskiyou Land Trust. With much patience and perseverance, SLT and our landowner partner secured funding to acquire the property. Thanks to the generous support from Sierra Nevada Conservancy and the CA Wildlife Conservation Board, the Land Trust will be purchasing LuginBuhl Ranch!

SLT is reaching out to local tribes for support in establishing a relationship with the property, and seeking guidance for how to respect the past and care for this land in the future. This is the story of relationships, of dreams long tended, of the Land Trust coming into being. Sincere thanks to Tom and Kate for keeping the dream alive.

◀ *Pitcher plants and shooting-stars, fen at LuginBuhl Ranch*

Demonstration Forest

Siskiyou Land Trust entered new territory this year as we outlined a demonstration forest at the Wherrit property. The overarching goal is to prepare for climate change resilience by planning for the return of “the good fire.” Stewardship activities that stem from this work will include property-wide fuels treatment to address impacts from drought, a shaded fuel break, demonstration plots, and prescribed fire.

Western Mt. Shasta Forest Resiliency Project

SLT began participating in a community scale wildfire resiliency project that crosses watershed and ownership boundaries over a 7,000-acre area. SLT entered a partnership with the Shasta Valley RCD, CalFire, MSBEC, and Siskiyou Prescribed Burn Association to demonstrate fuel treatment options. The demonstration will show management options, equipment needs, and cost/benefit analysis.



Neighborhood Stewards

SLT engaged neighbors to support forest stewardship. Staff and neighborhood stewards gathered for orientation meetings, fuels reduction days, invasive weed pulls, and to collect data on forest conditions.





Revenue Streams for Conservation

Your Financial Support at Work

This year, SLT's conservation successes relied on individuals, businesses, corporate matching gifts, and private foundations to support approximately 35% of the year's annual budget. This support was critical for SLT's ability to engage with conservation partners and community. We developed new projects, presented at educational workshops, began a Nature Walks series, and increased community stewardship activities. Government grants supported land acquisition and stewardship projects.

Investing in Conservation

The SLT Board took a close look at financial planning opportunities to keep the momentum of success on a positive trend. As the organization grew, financial management required more sophistication, prompting new understanding of capacity needs, nuanced revenue management and related fundraising goals. The Board recognized the best path forward is to establish three additional conservation funds to meet short-term cash flow needs related to grant revenue streams and investments in long-term sustainability: (1) general operating, (2) operating reserve, and (3) an endowment. Seeing meaningful growth and the support realized from a decade + of Stewardship Fund investments gave rise to identifying similar tools for the whole of SLT's conservation goals.

◀ *SLT Stewardship Manager, Laura Bradley at recently conserved Yreka Phlox Preserve*

Fund Development Horizons

As the organization and its community of supporters grow, so too do ways to offer support. The SLT Board set goals for four distinct investment funds:

Operating Reserve: \$500,000

The goal is to have a minimum of six months' reserves to cover operational expenses. Building this fund is a priority, with funding anticipated to come from individuals, businesses, and foundations.

Operations & Opportunity Fund: \$500,000

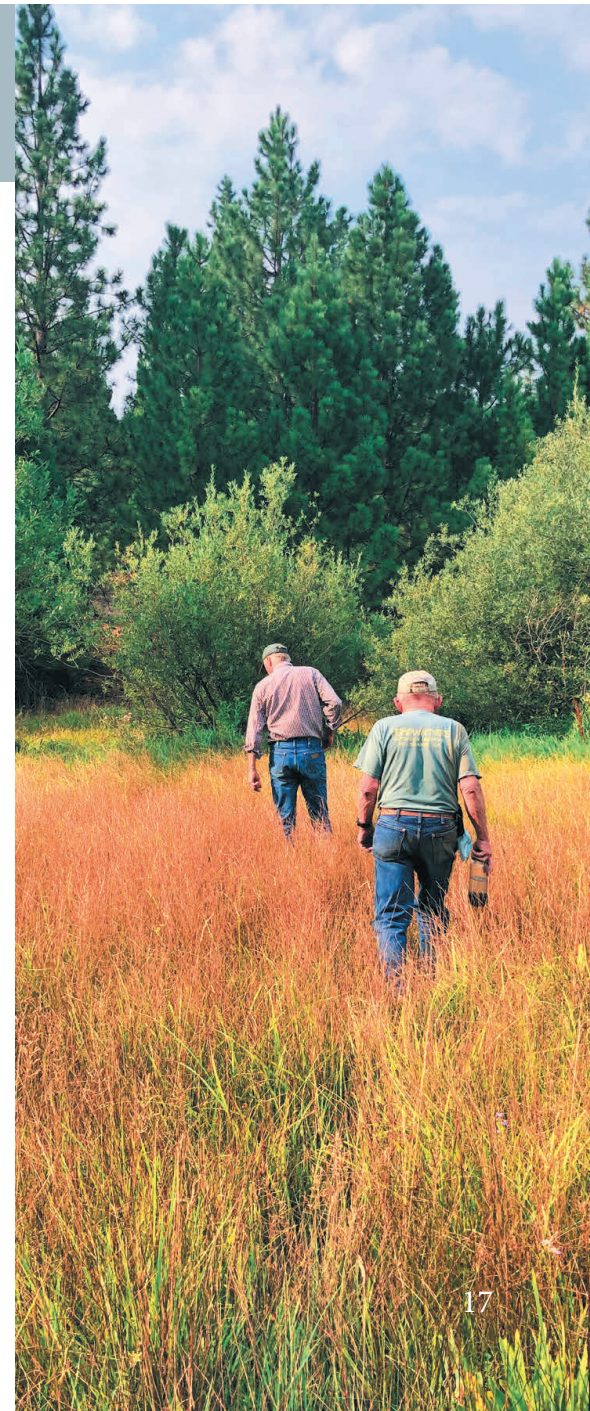
Envisioned as a revolving fund with flexibility to be used as needed for conservation and organizational work, to be replenished on an ongoing basis. Growing this fund will respond to unforeseen opportunities.

Stewardship Fund (established): \$5,000,000

This fund currently provides a stream of income for easement monitoring and expenses for SLT owned properties. It was established and developed by our CE landowner partners. Additional investments will be important for managing properties owned by the Land Trust that require ongoing maintenance, restoration, and community engagement.

Endowment: \$8M - 24M

This fund will generate a stream of income to ensure SLT can honor its promise of conserving land forever. Use of the endowment is expected to be flexible to meet the needs of a growing and responsive land trust. The Board anticipates developing this fund through planned gifts and legacy bequests.



Thank You Land Trust Supporters!

For 30 years, Siskiyou Land Trust has worked to preserve agricultural, forest and wildlands in far northern California. Our donors make this possible.

We're deeply grateful for each of you.



Nature Walk to Yreka Phlox habitat

* monthly donors

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NORTH STATE
GIVING
TUESDAY

Celebrate SLT's 30 Years of Conservation!

November 15

Annual Meeting 6:30 - 8 pm

Mt Shasta Resort, 1000 Siskiyou Lake Blvd

November 14 - 27

Early Giving Tuesday Pledges

online at NorthStateGives.org/SLT

November 28

Giving Tuesday 6 am - 8 pm online

NorthStateGives.org/SLT

November 28th

Giving Tuesday Party 4 - 8 pm

SLT Office, 522 E. Alma Street, Mt Shasta



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