

**KIDS for  
the BAY**

Environmental education through action

# 2013-2014 School Year Annual Report

# Message from Mandi Billinge, Executive Director and Founder of KIDS for the BAY

People of color comprise approximately 38% of the population of the United States of America, yet the percentage of ethnic minorities and people of multi-racial backgrounds on the governing boards or general staff of environmental organizations does not exceed 16% according to a 2014 study by Green 2.0 focusing on 293 environmental organizations. The organizations included environmental government agencies, nonprofits and foundations.

*"As the nation continues to diversify, the environmental movement is left with one of the greatest challenges it will face this century. In order to become an influential and sustainable movement for generations to come, it needs to successfully address its diversity crisis."*

SOURCE: BONTA & JORDAN, 2007: 13.

The KIDS for the BAY mission statement asserts that: "We are committed to equal access to environmental education." This includes children from all ethnic, cultural and economic backgrounds. It includes children who are English Language Learners and children with special educational needs. In fact, when we recruit teachers and their students to participate in our programs, we specifically target schools with a high percentage of students in free school lunch programs in order to provide environmental education to schools and children who would not otherwise have this opportunity.

Inclusive, culturally relevant environmental education, which begins at an early age, is one solution to the low percentage of people of color in environmental organizations. KIDS for the BAY

teaches students about Environmental Justice Leaders of many ages and backgrounds, including: Henry Clark from the West County Toxics Coalition; Aurora Castillo from The Mothers of East Los Angeles; Sione Faka'osi from the Tonga International Waters Project; Claire Dworsky, a young environmental leader in San Francisco; and many more. We teach our students that they too can be environmental leaders in their communities.

KIDS for the BAY believes and teaches that everyone has the right to live in a clean and healthy environment, and we inspire our students to take action! In our hands-on, in-depth programs, our students design their own Environmental Action Projects. This inspires students to take a leadership role. KIDS for the BAY students at Glorietta Elementary School in Orinda started a Trash Clean-Up Campaign and engaged the entire school in reducing the amount of plastic debris washing into storm drains and polluting the ocean. Our students at Melrose Leadership Academy in Oakland created a Spanish bilingual presentation and video for their families and peers to educate everyone about the importance of keeping our watersheds clean and healthy. Students at King Elementary School in Richmond taught their families the importance of safe bay food consumption to reduce health risks from eating bay fish.

KIDS for the BAY staff are leaders and role models in our target school communities. Currently our lead Program Manager position is held by Kimberly Aguilar. Kim is Spanish bilingual, has a Biology Degree and is an amazingly



creative and engaging environmental science teacher.

The Green 2.0 Report found that people of color occupy fewer than 12% of the leadership positions, such as board members, in environmental organizations. We are proud to report that the KIDS for the BAY Advisory Board includes 66% women of color and 34% Caucasian women with expertise in education, environmental justice, communications, business management, nonprofit leadership, human resources, fundraising and development.

KIDS for the BAY is proud to prioritize an inclusive approach to environmental leadership, in our staff, our board, our curriculum, our program outreach, our Diversity Policy and the Diversity and Environmental Justice Training Workshops that we provide annually. However, we recognize that the environmental movement, including KIDS for the BAY, has a long way to go to become the influential, sustainable, inclusive movement it needs to become to truly address the environmental problems we are currently facing on our planet.

In this Annual Report we share some of the highlights of our work from the past school year in our effort to develop the next generation of diverse environmental leaders. Thank you for your support, which helps to make our work possible!

## KIDS for the BAY Advisory Board Members

Leilani Alo, *Advisory Board President*

Elaine Miyamori  
Mary Pueringer  
Sumana Rao  
Annika Rudback  
Shefali Shah

## KIDS for the BAY Staff 2013-2014 School Year

Mandi Billinge, *Executive Director/Founder*  
Sheela Shankar, *Associate Director*  
Daniela Jaramillo, *Development Manager*  
Kimberly Aguilar, *Program Manager*  
Taufui Halaholo, *Program Manager*  
Aislinn Sterling, *Program Coordinator*  
John Greiling, *Program Coordinator*



# IN THE 2013 – 2014 SCHOOL YEAR, KIDS for the BAY:

## Reached our \$25,000 Matching Gift Campaign Goal with the Footprint Foundation

KIDS for the BAY was awarded a \$25,000 matching grant from a new funder, the Footprint Foundation. We only had three months to raise new funding through our EverGreen Monthly Donors Club or our Watershed Action Program. Thanks to our

wonderful donors and funders we successfully raised the matching funds by December 15, 2013 and secured the \$25,000 grant from the Footprint Foundation for a total income of \$50,000.

A big THANK YOU to all the 2013 donors who helped us to reach our goal. We really appreciate all of your support for our work!

## Expanded our EverGreen Monthly Donors Program

As part of our capacity building efforts, we have expanded our monthly donors program in the past year. The Footprint Foundation matching gift campaign at the end of 2013 helped

us increase the number of donors who give monthly. Our goal for the 2014-2015 school year is to double the number of monthly donors.

The expansion plan includes a new web page exclusively for monthly donors, and communications dedicated to this special group of committed supporters.

## Hosted a Diversity Training Workshop

As part of our Internal Professional Development Program, KIDS for the BAY staff participated in our annual Diversity Training Workshop. This is an opportunity for all the members of our team to learn more about each other's backgrounds and develop an understanding of the importance of providing equal access

to environmental education. Everyone learned about the Diversity Policy at KIDS for the BAY. Staff role-played and discussed real situations in KftB programs in the classroom and in the outdoors. Facilitator Shefali Shah led a thought-provoking discussion about white privilege. Everyone left the training with more awareness

and more questions! These will be addressed at a follow-up workshop, also led by Shefali.

Shefali Shah is an Education Consultant with A.S. and Associates in Oakland, California, as well as a KftB Advisory Board Member.

## Created New Leadership Positions at KIDS for the BAY

### Daniela Jaramillo, New Development and Communications Manager

In April 2014 KftB created a new position, Development and Communications Manager. We were very excited to hire Daniela Jaramillo, and she has been doing a wonderful job for the past six months! Daniela has a B.A. Degree in Communications and is currently completing her M.A. Degree in Educational Leadership. Her interest in education began when she worked on fundraising for the education of Ecuadorian children. Daniela also worked as a classroom teacher in Ecuador and truly treasured the experience. Daniela is bilingual in English and Spanish. She is passionate about environmental education and the important work of KIDS for the BAY.

### Former Associate Director Sheela Shankar's New Position

Sheela Shankar, the former Associate Director of KftB, began a new position as the Development Manager for Earth Island Institute in May 2014. Sheela worked with KIDS for the BAY for fourteen years. She began as a Program Coordinator and became a Program Director and Education Director, before her position as Associate Director, which she held for five years. We are thankful for all the wonderful ways that Sheela helped shape KIDS for the BAY and we are thrilled that she will continue her leadership role as a new member of our Advisory Board.



# IN THE 2013-2014 SCHOOL YEAR, KIDS for the BAY DELIVERED PROGRAMS TO 4,590 SCHOOL STUDENTS AND 148 TEACHERS

We are proud to report that more than 70% of our students come from diverse ethnic backgrounds in low income schools across Alameda and Contra Costa Counties.

## Turning School Students on to Science

### Scientist Stereotypes

In the Watershed Action Program, KIDS for the BAY Instructor Kimberly Aguilar asked the students to close their eyes and imagine a scientist. Students shared their ideas of what a scientist looks like. Many students depicted a similar image. Ana shared, "He wears a lab coat, goggles, has crazy hair, and is holding chemicals." Ms. Aguilar explained that these are stereotypes about scientists, but women can also be scientists and scientists can be everyday people from many cultural backgrounds. Students were surprised to learn that they can be scientists too. When Ms. Aguilar shared that they would be doing exciting

science experiments and projects in the Watershed Action Program students cheered, "Yes!"

### Girls Science Summer Camp

In Summer 2014, KftB offered a new Girls Science Camp, which filled quickly! This camp inspired girls to participate in hands-on science in the outdoors in a positive, encouraging environment with all female staff. One of the highlights was when former KIDS for the BAY Education Director Kristina Cervantes-Yoshida met the group at the U.C. Berkeley Campus, led the girls in investigations



of Strawberry Creek and talked about her work as a field biologist. Kristina is currently completing her PhD degree in fisheries biology. She is an engaging and wonderful role model for young girl scientists.

## Students' Environmental Action Projects

### Inspired by Environmental Justice Leaders

Learning about environmental justice leaders is an eye-opening experience for KftB's students that inspires them to take action for the environment. Fifth graders at Lazear Charter Academy in Oakland found inspiration for their green pesticides Action Project through learning about the work of Cesar Chavez and the "No Grapes" boycott to protect farm workers from the health consequences of toxic pesticides.

Many students had heard about Cesar Chavez, but none of them knew about his environmental work. Fifth grader Sergio commented, "I knew Cesar Chavez helped a lot of people, but I didn't know about the pesticides." Fifth grade teacher Ms. Maria Martinez shared an inspiring personal anecdote with the class in order to demonstrate the importance of Cesar Chavez's work:

*"I was living in Indiana and in college when the United Farm Workers were asking people around the world to boycott grapes. I joined with some other students and we planned to hold a protest at our local grocery store in hopes of getting the store to stop selling grapes from California. Just before we began to protest the store owner ceded to our request and stopped selling California grapes."*

Ms. Martinez's students were captivated. "You mean you actually helped Cesar Chavez?" asked a student named Jose. "Yes, I did and because we took action our store made the right decision to boycott those farm owners who were making their workers sick from pesticides," replied Ms. Martinez.

The green pesticide project was a great success. Students learned that they could make safe pesticides with garlic and jalapeno peppers. The fifth graders were inspired to share the information they learned with their families and school community.

*"I'm going to show my Mom this [environmentally friendly pesticide] recipe and ask her to make it with me. Then she can use it on her garden instead of toxic pesticides."*

— ASMA, FIFTH GRADE STUDENT, LAZEAR CHARTER ACADEMY, OAKLAND



# KIDS for the BAY Students Teach the Watershed Action Program in Spanish



“What is an estuary?” and “What is a food chain?” are two of the questions third graders at Melrose Leadership Academy in Oakland answered by creating a bilingual video. The video was presented in English and Spanish to parents during the school’s EXPO (open house). Students were excited to see and hear themselves in the video explaining concepts learned in the Watershed Action Program. Parents were very impressed with all of the students’ hard work. Students prepared San Francisco Bay portfolios containing written work and worksheets they had completed about the bay. The third graders read and taught their parents about the geography of the bay, storm drain pollution, animal adaptations, and other topics. To watch the video, visit our YouTube page.

“Students learned a lot about our community’s watershed. The hands on activities had a big impact on their learning.”

— HILDA BUCCIO, THIRD GRADE TEACHER,  
MELROSE LEADERSHIP ACADEMY, OAKLAND

 <https://www.youtube.com/user/KIDSfortheBAY>

## Lion Creek Clean-Up Action Project Update

Third graders from Community United Elementary School (CUES) in Oakland were thrilled to go on a walking Field Trip to their local creek! Since our last report on Lion Creek, the fence that had been up around the creek has been taken down to allow for community access. As they approached the creek, students from CUES were mesmerized by the creek water. One student shared, “**I love the way the water flows! I want to touch it!**”

Students felt like professionals wearing bright yellow City of Oakland volunteer vests. One student said, “These vests are so cool! They make me feel official.” During their Action Project, students found a remarkable amount of trash. A student exclaimed, “Oh wow! I found a baseball, golf ball, and a McDonald’s pit ball.” Another student and her mother worked very hard to clean up even the tiniest pieces of trash found near the creek. Students also pulled out large bristly ox tongue weeds, an invasive plant that prevents native, creek-side plants from growing and providing habitat for local animals.

Year after year, KftB students take care of their local watershed through clean-ups, planting native, creek-side plants and taking action for their environment. Our Inspired Environmentalists from CUES picked up three large, full bags of trash and pulled out a huge bag of weeds.



“During our Action Project, it was hard to get the students back into the classroom. They just wanted to keep cleaning up litter!”

— CHUCK ERDMAN, FOURTH GRADE TEACHER,  
GREENLEAF ELEMENTARY SCHOOL, OAKLAND

# Connecting Students with Nature

In the 2013-2014 school year, KIDS for the BAY students went on Field Trips to local creek, San Francisco Bay/Delta and ocean habitats including:

- Wildcat Creek, Richmond
- Brannan Island, Antioch
- Muir Beach, Marin County
- Crab Cove, Alameda
- Martinez Shoreline
- Berkeley Marina
- Strawberry Creek, Berkeley



## WILDCAT CREEK

**“We can walk to this creek!”** Third grader Jamal was excited about having a creek so close to his school. Once they arrived at Wildcat Creek in Alvarado Park, students from Mira Vista School noticed the beauty of the trees all

around them. KftB Instructor John Greiling reminded students about some of the ways trees benefit the creek habitat. He shared that trees are there to protect animals from the sun and are also homes to some of the birds around the creek. Third graders shared their concern about trees and pledged to make sure people don't cut down trees by the creek.

Students were excited to explore the creek and to investigate aquatic invertebrates. Students closely observed the aquatic invertebrates using two-way microscopes. They loved studying the anatomy of stone fly nymphs and were surprised by what they found. One of the students exclaimed, “Wow! This stone fly nymph has two tail parts.”

After observing the flora and fauna, it was time to evaluate the health of the creek. Mr. Greiling reviewed the procedures already completed in the classroom and had the students complete them at Wildcat Creek. Students gathered water samples and took measurements of pH, temperature, turbidity, and dissolved oxygen. Students determined Wildcat Creek to be healthy. “The color of this test is



orange and that means that there is lots of oxygen,” said third grade student Kamir.

It was an exciting day full of learning hands-on science. Students were eager to tell their families about the creek and to bring them back to see it for themselves.

“It was great to do the water tests again because of their complexity. The Field Trip was enjoyable and the students got a lot of exercise; art and playtime were integrated to provide for a balanced day.”

— MR. STEVE LUCAS, THIRD GRADE TEACHER, MIRA VISTA SCHOOL, RICHMOND

## KIDS for the BAY Summer Camp

A new adventure awaited KIDS for the BAY's campers each summer morning. Every day of camp was filled with learning and discovery. Some special experiences included:

- Kayaking on the bay
- Exploring Angel Island
- Creating nature-inspired art
- Feeding farm animals
- Meeting fascinating insects
- Participating in environmental clean-up activities
- Investigating aquatic invertebrates
- Belly Biology at Berkeley Marina
- Playing in the water at Lake Anza

**“This is exactly what camp is supposed to be—stimulating, outdoors, organized and with some interpretive guidance of individual environments and sub-climates... Oh, and FUN! [...] All of the counselors were great, energetic, responsive, flexible, patient and optimistic! Thank you and we'll be back!”**

— RY GUTHRIE'S DAD, AQUATIC SCIENCE ADVENTURES

**“I learned that we need trees because they give us oxygen.”**

— MAYA, AQUATIC SCIENCE ADVENTURES CAMPER

**“My favorite part of the day was belly biology. I liked learning about sea squirts and sponges.”**

— RAINA, BAY EXPLORERS CAMPER



# Creating a Lasting Impact

## KIDS for the BAY

### Guardian Awards

KIDS for the BAY's Guardian Awards are bestowed upon teachers and principals who show their continuous commitment to one or more of our programs. These educators continue to teach the program year after year as part of their science curriculum, reaching hundreds of students and motivating them to become stewards for the environment.

#### Ms. Wendy Silkworth

Ms. Wendy Silkworth, a third grade teacher at Harding Elementary School in El Cerrito, completed the Watershed Action Program in 2004. Ms. Silkworth has now taught the program to her students at Harding Elementary for ten years in a row!



This year, Ms. Silkworth received a well-deserved Guardian Award. KftB presented the award while she and her third grade students were on a Field Trip studying the aquatic invertebrates at Creekside Park in El Cerrito.

"I love teaching the program!" exclaimed Ms. Silkworth. "My students always look forward to participating in the hands-on science activities."

— MS. WENDY SILKWORTH,  
THIRD GRADE TEACHER, HARDING  
ELEMENTARY SCHOOL, EL CERRITO

#### Ms. Elaine Weissman, Ms. Denisse Fitzgerald, Ms. Mary Burke

For the past three years, a team of three fifth grade teachers at Hesperian Elementary



School in Ashland, San Leandro, have been teaching the Storm Drain Rangers Program. Ms. Elaine Weissman, Ms. Denisse Fitzgerald and Ms. Mary Burke shared how KftB's Teacher Training Model helped them deliver the program on their own years after their first lesson with a KftB Instructor.

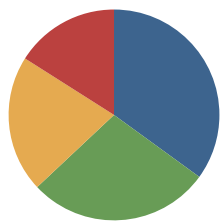
"Having the KftB Instructor model the lessons for each of our classes gave us an excellent example to emulate. I like the follow-up as well because every year there's been some contact made with us to see how we are doing and when we need the kit, as well as general support."

— MS. DENISE FITZGERALD,  
FIFTH GRADE TEACHER, HESPERIAN  
ELEMENTARY SCHOOL, ASHLAND

These three teachers are doing a wonderful job educating our youth to better protect their local environment. KIDS for the BAY has awarded them with a Storm Drain Rangers equipment kit and our 2014 Guardian Award.

## Statement of Financials 2013

### January 2013 – December 2013

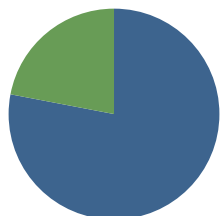


#### Support and Revenue

**Total Support and Revenue:**

**\$582,504**

- Foundation and Corporate Grants \$202,577 (35%)
- Government Contracts \$166,000 (28%)
- Donations \$118,886 (21%)
- Service Revenue \$95,041 (16%)



#### Expenses

**Total Expenses:**

**\$503,044**

- Program \$392,374 (78%)
- Administration, Development and Fundraising \$110,670 (22%)

#### Financial Position as of December 2013

**Assets:** \$586,909

**Liabilities:** \$6,549

**Net Assets:** \$580,360

# Thank You

## KIDS for the BAY Foundations, Corporations, Public Agencies and Other Funders, 2013

Alameda County Fish and Game  
Alameda Countywide Clean Water  
Program  
Aquatic Park EGRET  
The Bernard Osher Foundation  
California Coastal Conservancy  
Cedar Tree Foundation  
Cheese Board Pizza Collective  
City of Alameda  
City of Antioch  
City of El Cerrito  
City of Hercules

City of Pittsburg  
City of Pleasant Hill  
City of Richmond  
City of San Pablo  
City of Walnut Creek  
Clif Bar Family Foundation  
Community Foundation of  
Boulder–Anonymous Donor  
Fund  
Dean and Margaret Leshar  
Foundation  
Dean Witter Foundation

East Bay Community Foundation–  
Anonymous Donor Fund  
East Bay Community Foundation–  
Meyer's Fund  
East Bay Community Foundation–  
Meyer Family Fund  
East Bay Community Foundation–  
Randall T. Lang Fund  
Footprint Foundation Inc.  
J. Vance Huckins Fund  
National Oceanic and Atmospheric  
Administration–Bay Watershed  
Education & Training Program

Rose Foundation for Communities  
and the Environment  
S.D. Bechtel, Jr. Foundation  
State Farm Insurance Company  
Stege Sanitary District  
Town of Danville  
West Contra Costa Integrated  
Waste Management Authority/  
Recyclemore

## Monthly Donors

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Board Member  
Ernesto Quintanilla and  
Seth Skolnick

Joshua Rai  
Kathleen Azada  
Leilani Alo, Advisory  
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Mandi Billinge and James Kliegel  
Natalie Silverstein

Pamela C. Auxter  
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Shefali Shah, Advisory  
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Sheela Shankar and  
Anthony DiCicco

Sumana Rao, Advisory  
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Susan Goldstein and Andy Kivel  
Toni Garrett  
Tricia Andres and Jacki Murray

## 2013 Donors

### ENVIRONMENTAL VISIONARIES: \$10,000+

Cynthia Dunham  
Mrs. Kathryn G. Riddell  
James Riddell

### WATERSHED ACTIVISTS: \$5,000 TO \$9,999

Ricardo Torres and Nat Damon  
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Angora Ridge Foundation

### ESTUARY GUARDIANS: \$2,500 TO \$4,999

Capital Group Companies  
Charitable Foundation  
Lynn Landor

### HABITAT PROTECTORS: \$1,000 TO \$2,499

Leilani Alo  
Cheese Board Pizza Collective  
Kuppe and Shaku Shankar

### BAY SPONSORS: \$500 TO \$999

Mandi Billinge and James Kliegel  
Gail and Charles Entekin  
Richard and Marlene Millikan  
Dilip Shah and Carlos Burgos

### CREEK STEWARDS: \$250 TO \$499

Jane Barrett  
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Bharat and Bharati Mody  
Oracle Corporation Matching  
Gifts Program  
Promotional Product Solutions,  
LLC  
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Jordan  
Alison and Virgil Rhodius  
Sheela Shankar and  
Anthony DeCicco  
Kathy and George Wolf

### DONORS: \$1 TO \$249

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Benjamin Siegel  
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Shefali Shah  
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