Creating more vibrant, resilient, and sustainable communities
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## MISSION

We inspire youth with nature and empower them with science, fostering tomorrow’s leaders.

## VISION

We envision a diverse movement building communities that cherish and restore the ecosystems that sustain them.
The last excursion I took before lockdown was to join a group of high school students from the Bitterroot Valley, in Montana, on EPI’s Winter Ecology Program. I watched in awe as young people who had grown up thinking of wolves as the enemies of ranchers engaged earnestly with the writings of one of America’s first conservationists, Aldo Leopold. By the time their week in Yellowstone was over, many of these young Montanans viewed wolves as essential keystone predators in a complex ecological web—and as profoundly beautiful creatures.

It was helpful for me to have one last potent reminder of what EPI can do before we entered the most challenging year the organization has faced in its twenty-year history. The pandemic compelled us to cancel every course on the books and to lay off half of our extraordinary staff.

And yet, against all odds, 2020 turned out also to be a year of improbable success stories. Our unflagging staff at Pacuare Reserve worked double shifts to guard nesting sea turtles, and they succeeded. Unable to run courses, our resourceful and creative team in Missoula concentrated on a plan for EPI to emerge from the pandemic stronger than ever, and from their effort were born two promising initiatives to extend and deepen the impact that EPI has on young people. In the Galapagos and Mexico, EPI’s leaders courageously continued their work in their communities and charted new programs.

All of this is testament to what makes EPI such an impactful organization: A mission and approach that ties together transformative education, environmental stewardship, scientific research, and cultural diversity. A resilient, idealistic, and deeply committed team. And, as important as all of that, the support of our donors, who stepped up and saw this organization through the toughest year we’ve seen. Here’s to the year ahead.

Aaron Hirsh
EPI Board Chair
Thanks to more than twenty years of steady and meaningful support of our donors and participants, EPI has built an international team of educators, scientists, and local community organizers, working together to inspire and empower youth through immersive experiences with nature and science.

During the extraordinarily challenging year that was 2020, our goal was to protect what we’d created together, to preserve our capacity to carry on and expand our impactful programs, and to re-emerge ready to work for the communities and critically threatened ecosystems that need us more than ever.

To achieve that goal, we mobilized an agile plan to sustain our team and safeguard infrastructure until we could resume our critical, income-generating programs. Crucial to that effort was the unrestricting of funds from major donors.

You’ve helped us weather this storm and continue to thrive. Thank you.
For the 10th year, EPI partnered with the Wolf Point School District to provide field science programming for students living on the Fort Peck Reservation. With heavily adapted programming to ensure student safety, six students from the Reservation attended a five-day immersive field science program in early July.

For the 7th year, EPI partnered with MPG Ranch to deliver the Bitterroot Wildlife Internship, a transformative program providing EPI alumni in Montana, Wyoming, and Idaho with an extended, immersive research and conservation service experience. EPI Yellowstone staff adapted the program for CDC COVID-19 guidelines, and 10 interns attended their modified 20-day internship on a 15,000 acre ranch managed for biodiversity in Montana’s Bitterroot Valley.

EPI students worked with the Galapagos National Park to study the ecology and migration patterns of two different species of critically endangered Santa Cruz giant tortoises. Youth also assisted researchers to identify seeds dispersed by giant tortoises, and eradicated invasive plant species. As part of the Reef Environmental Education Foundation’s (REEF) community science project, students also conducted roving diver marine biodiversity surveys.

For the seventh year, EPI Galapagos’ Mola Mola Eco Club members took action to protect the green sea turtle nests at Tortuga Bay and Puerto Villamil through a collaboration with the Galapagos National Park and Intercultural Outreach Initiative (DOI) to engage community members in sea turtle conservation efforts. With support from the Charles Darwin Research Center, eco club members also carried out a campaign that aimed to increase awareness among island drivers about avian-vehicle collisions.

One hundred young adults, all belonging to local organizations that promote social development for youth participated in EPI’s Matina Youth Camp. Pacuare Reserve staff provided opportunities for team-building across communities though these conservation activities. In addition, nine children from the Escuela de Atención Prioritaria de Matina and the local Pacuare Reserve’s first-ever “Leaders in Sustainability Program,” implementing tenets of the United Nation’s 2030 Agenda for Sustainable Development.

EPI Mexico students conducted snorkel surveys in the waters surrounding the Espiritu Santo Archipelago to monitor the diversity of endangered and economically important invertebrates, including outbreaks of the coral-predating sea star, Acanthaster, in the Gulf of California.

EPI Mexico offered twelve internships for alumni in Water, Science, and Environmental Education Leadership, including five international scholarships to the Teton Science School. Eight alumni were also trained as leaders for sea turtle monitoring field trips with Grupo Tortuguero. In collaboration with other local nonprofits, Californios Verdes Eco Club members attended workshops in subjects ranging from mangrove forests to dune ecology – further developing their cooperative leadership, science, and communication skills.
In 2020, EPI engaged 6,551 participants in our field courses, community events, workshops, eco club activities, field trips, and community service projects. More than 6,300 of these participants were local, and of these local participants, 3,117 were students participating in field experiences.

Across EPI’s five program sites, students in our multi-day field courses experienced an average of 16% growth in environmental literacy, with a notable 38% increase in knowledge of environmental action strategies.

Prior to shut-downs imposed by the COVID-19 pandemic, EPI engaged more than 3,000 local community members in conservation-themed events and educational opportunities in 2020.

**LOCAL & VISITING STUDENTS**

- Visiting Students: 4%
- Local Students: 96%

**PARTICIPANTS BY COUNTRY**

- U.S.*: 5%
- Belize: 3%
- Galapagos: 14%
- Costa Rica: 21%
- Mexico: 57%

*U.S. includes both visiting and local students in Yellowstone, and all Eco Tour and Teacher Fellowship participants.

**GLOBAL PARTICIPATION**

Thanks to our supporters, EPI Reached 6,551 field-course participants & increased environmental literacy* by an average of **16%**

*Represents the average increase in environmental literacy (knowledge, competencies, and dispositions) from pre-course to post-course in all EPI programs.

**GLOSSARY OF TERMS:**

- Alumni Activities: Opportunities to increase environmental leadership roles for alumni within their community/school/workplace—most participants in these activities will have participated in an EPI core field program
- Community Service: Volunteer service work taking place in the community at large, led by EPI staff and/or alumni
- Core Programs: EPI’s flagship multi-day courses, partnering students and scientists in the field at every program site
- Eco Club Meetings: A gathering of EPI alumni and other local youth to collaborate or plan future alumni/community activities
- Eco Tour: Field courses or short trips for adults and families
- Field Trip: Short (1-3 days) alumni excursions into the field to participate in research and observation
- Festivals & Symposiums: Gatherings coordinated by EPI staff and volunteers that attract large numbers of participants, families, teachers, school administrators, partners, and community members.
- Outreach: Activities intended to reach a broader local audience who haven’t yet or can’t participate in our core programs
- Presentations & Events: Educational opportunities for the public or a specific group of EPI constituents led by EPI alumni, staff, and scientific partners
- Workshops: Short-term curriculum-based activities that take place in the field or other locations outside of a school

**ALUMNI & OUTREACH ACTIVITIES**

- Workshops & Eco Rallies: 54
- Presentations & Events: 28
- Eco Club Meetings: 24
- Festivals/Symposiums: 3
- Community Service: 4
- Field Trips: 8

*EXCLUDES CORE PROGRAMS*
This spring, we surveyed past participants from 20 years of EPI’s programs. We asked our alumni about their dispositions toward the environment, science, critical thinking skills, and social-emotional learning topics.

Responses across all categories of environmental literacy improved significantly. We see, first-hand, that the level of dispositions and confidence in abilities grows during a course and responses from alumni show that it is a lasting change – continuing to grow long after their course experience.

Most of the responding alumni (63%) are enrolled or have a college degree of some kind. Of those alumni, more than 65% indicated that their experiences with EPI influenced their education decisions and more than 86% pursued an education that allows them to have an impact on fields of science and conservation.

The frequency of environmentally-friendly behaviors increased substantially in all categories. Our alumni are taking actions every day to conserve water and power, pick up litter, compost organic waste, work in their communities, and convince others of the importance of environmentally-friendly behavior.

The most notable improvement is the increase in frequency of efforts to persuade others of the importance of the environment and conservation. Before a course, the majority of students indicated they engaged in this behavior monthly or rarely. Post course, a majority of alumni indicated that this was a daily behavior, second only to personal actions that could be taken to protect the planet. This is a powerful sign that we’re being successful in our mission to empower youth to be active participants in, and advocates for, sustainable communities.

**EPI’s Impact on Behavior**

The frequency of environmentally-friendly behaviors increased substantially in all categories. Our alumni are taking actions every day to conserve water and power, pick up litter, compost organic waste, work in their communities, and convince others of the importance of environmentally-friendly behavior.

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-DID EPI HAVE AN IMPACT ON HOW I SEE MYSELF AS A LEADER IN MY COMMUNITY? TOTALLY. THANKS TO MY EPI EXPERIENCES, I DISCOVERED WHAT REALLY FASCINATES ME, AND GAINED A NEW VISION OF LIFE. I’VE DEDICATED MYSELF TO HELPING MY COMMUNITY. CURRENTLY, THOSE EXPERIENCES HAVE HELPED SHAPE MY ACADEMIC APPROACH AND I KNOW THAT THEY WILL CONTRIBUTE GREATLY TO MY CURRICULUM IN THE FUTURE (AND IN FACT THEY ALREADY HAVE!)

- ARATH, 19, LOS CABOS, BCS.
Adriana Hernandez has been in EPI Mexico’s orbit since 2013 when two events – a Californios Verdes activity at a local community garden and a field course invitation at her high school – coincided to introduce her to the world of EPI.

It was there, on a unique student program on an island in the Gulf of California, that she found the encouragement to immerse herself in all that EPI had to offer, and excited to know more about nature and her Baja California Sur surroundings.

Adriana jumped head-first into EPI Mexico’s field and community opportunities for the next three years. She joined the Californios Verdes Eco Club; participating in sea turtle monitoring programs, sea lion and whale shark activities, Yo Amo Balandra rallies, Conociendo tus Raíces, cultural exchanges, and Whale Ecology courses.

She also volunteered 380 social service hours to EPI’s operations team. Her dedication and enthusiasm was apparent, and in 2015, she was offered an internship with EPI’s Outreach Coordinator. This experience, which she describes as full of learning and joy, led her to ask herself an important question at a pivotal time in her educational path, “What do I want to do with my life?”

EPI had instilled a desire to protect the environment, and her experiences had given her the competencies to utilize environmental education and scientific research to do it. But, facing an unsure financial situation, she took a year off to consider her future.

When she found a university program in Colima, MX – nearly 700 miles away – that partnered her interest in science, the environment, and an emphasis on managing risk on field-based environmental education programs, she thought she’d found the perfect fit. But the geographic distance posed additional financial hardships for her family. Through EPI’s Collegiate Scholarship, Adriana found the financial support needed to turn the opportunity into a reality.

“EPI supported my education from my very first field course. When this economic situation arose, EPI continued to support my education by providing this scholarship. Today, my parents and I are deeply grateful for the opportunities that – although I’ve worked hard – I would not have been able to do without EPI.”

Adriana completed her program in 2020 and plans to specialize in environmental communication; involving education that promotes environmental protection with an emphasis in risk management to combat climate change. She hopes to do this by synthesizing the results of various ongoing community projects and social movements that have the potential for great impacts on society and the environment.

In addition to finalizing her thesis, Adriana is currently working with EPI to bring knowledge she gained in Colima to her La Paz community by creating a manual of strategies that seeks solutions for water-stress.

“I want to thank all the people behind this scholarship; EPI, for being an institution that channels young people to be scientists and people active in the conservation of the environment and our community. And to the donors who allow all this to be possible, without them I would not be where I am, with the knowledge that I have acquired, and the desire to improve my community.”

“SCIENCE IS A WONDERFUL AND DIVERSE WORLD, WITHOUT ANY GENDER; SO DON’T BE AFRAID TO TRY DIFFERENT AREAS. ON THE CONTRARY, THIS WILL ALLOW YOU TO RECOGNIZE WHICH ONE IS OF INTEREST TO YOU. DARE TO IMMERSE YOURSELF AND DISCOVER YOUR PASSION, DO YOUR BEST, BE CURIOUS, INVESTIGATE, AND ABOVE ALL BELIEVE IN YOURSELF.

-ADRIANA HERNANDEZ, EPI COLLEGIATE SCHOLARSHIP RECIPIENT
In 2020, with the support of the U.S. Embassy in Costa Rica, EPI received a grant under the “Funding for English Language, STEAM, and Entrepreneurship” program to support 300 girls from communities in Limón and Los Santos.

**GOALS:**
- Improve participants’ scientific knowledge and skills
- Empower and inspire Costa Rican girls from underserved areas to pursue further STEAM education

EPI created a comprehensive program that focused on developing participants’ STEAM skills and introducing youth to career and education opportunities in science-related fields. Despite COVID-19 conditions, we provided a program that allowed participants to appreciate nature, identify environmental research problems, and develop innovative solutions to communicate their results to the general public. Twelve schools were selected to participate in the program and 30 girls, ages 14 to 19, from each high school were invited to be part of the experience.

**Empowering Girls for a STEAM Future** focused on improving the scientific competences of participants. The fully virtual program was conducted with synchronous and asynchronous sessions and had a goal of improving participants’ Scientific Competences, motivating them to continue their studies at a university level to pursue STEAM-related careers.

Students developed projects that were focused on climate change effects, conservation of species, waste management, deforestation, excess use of agrochemicals, and waste/trash removal that the students felt impacted their local communities. Some of these projects were presented at the virtual Biociencia event and the general public were invited to ask questions and inquire more.

**RESULTS:**
- **300 GIRLS**
- **16 VOLUNTEER MENTORS**
- **22 ADJUDICATORS**
- **44 PROJECTS**
- **14.5% IMPROVEMENT IN SCIENTIFIC COMPETENCIES**
- **6% OVERALL IMPROVEMENT IN ENVIRONMENTAL LITERACY INDEX**
2020 FINANCIAL SUMMARY

The historic diversity of our revenue sources not only promotes sustainability of our activities, but was also critical in the organization’s ability to survive the pandemic.

**TOTAL REVENUE**

$2,946,417

—from 2019: $4,950,644

**TOTAL EXPENSES**

$3,217,516

—from 2019: $4,725,340

**Assets**

- Current Assets: $865,834
- Property & Equipment: $1,567,436
- Other Assets: $797,692
- TOTAL ASSETS: $3,230,962

**Liabilities & Net Assets**

- Current Liabilities: $1,170,378
- Long-term Debt: $1,125,617
- Net Assets: $934,967
- TOTAL LIABILITIES & NET ASSETS: $3,230,962

Figures as of August 31, 2020

**REVENUE**

Historically, EPI is a highly sustainable, tuition-driven organization. In 2019, 64% of our annual operating budget was covered by paying students and other earned income.

The cancellation of more than 120 student courses due to COVID-19 had a dramatic impact on this funding structure, and in 2020, this earned income potential fell to 44%.

**DIVERSE RESOURCES**

The historic diversity of our revenue sources not only promotes sustainability of our activities, but was also critical in the organization’s ability to survive the pandemic.

**FY2020 REVENUE SOURCES**

- Grants: 40%
- Tuition: 34%
- Donations: 13%
- Pacuare Income: 5%
- Other Income: 5%
- Non-Cash: 2%

**EXPENSES**

We operate as a lean organization, with 73% of every dollar covering direct program expenses. All of our expenses, including core mission support, are essential to producing robust, life-changing programs.

**EXPENSES BY PROGRAM**

We group our expenses into three main categories:

- **Direct Program Expenses**: The size of each program budget is determined by a variety of factors, including number of participants, activities, and length of courses
- **Core Mission Administrative Support**: Includes Finance, HR, Systems, and Board Oversight
- **Core Mission Fundraising Support**: Allowed 96% of our participants to be under-served students

The growth and effectiveness of our work depends on a solid core. Investing in these core support services is prudent and essential for long-term success.

**73% OF EPI SPENDING IS DIRECTED TO EDUCATION AND CONSERVATION**

- Direct Expenses: Program Operations: 73%
- Core Mission Support: Administration: 19%
- Core Mission Support: Fundraising: 8%
As the COVID-19 pandemic unfolded, EPI joined the one in three nonprofits that experienced a critical upending of traditional revenue structures. Seemingly overnight, EPI became an organization that relied almost exclusively on fundraised support. Despite early projections for a record-setting year, beginning in April of 2020, we cancelled or postponed more than 120 field courses – resulting in a greater than $2M reduction in our projected revenue. Additionally, the loss in visiting student tuition posed cascading curtailing to revenue-generating activities not captured in the chart below.

Uncertainty surrounding the future of student travel additionally impacted our ability to run our Spring campaigns, an indicator of further reduced future student enrollment. In response, potent-but-nimble decisions were made to ensure a sustainable future for EPI.

We mitigated these deep financial losses by significantly restructuring EPI's staffing and programming:

- As of April 2020, 50-60% reduction in staff (FTE)
- $1.75M reduction in expenses for remainder of FY20 - a reduction of 66%.
- Local and visiting programming cancelled for the remainder of 2020

**COVID-19 EARNED REVENUE IMPACT**

Estimated >$2M negative impact from COVID-19 effect on 2020 visiting courses.

- $830K in lost sales
- $71K in vouchers issued or expected to be issued
- $230K in refunds issued as per cancellation policy

For a more detailed breakdown, see the chart below.
Every Egg Matters

Like many in the global community, Costa Rica’s tourism industry faced uncharted waters with the outbreak of COVID-19 – delivering an acute blow to Pacuare Reserve. The closure of Costa Rica’s borders reduced the Reserve’s projected revenue by more than $214K. In response, EPI launched an international fundraising campaign to sustain sea turtle research activities, preserving our capacity to protect every egg.

Throughout the nesting season, a dedicated cohort of local and international research assistants sheltered in place at Pacuare Reserve to provide ongoing protection for nests, eggs, and hatchlings. Staff and volunteers often worked more than 80 hours per week and monitored up to 8 miles each night. In 2020, the Reserve monitored 515 sea turtle nests, saved more than 54,601 eggs, and successfully released 22,275 hatchlings. Because of this ceaseless protection, Pacuare Reserve experienced the loss of just 4% of its nests – compared to other regional nesting sites who saw 70% of their nests lost to human predation.

We are deeply indebted to our research assistants, staff, and volunteers for their deep dedication to the wildlife at Pacuare Reserve. We are also profoundly grateful to our Every Egg funders, whose support of sea turtle research forged a path through and beyond the pandemic.

PACUARE RESERVE REVENUE LOSS

<table>
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<tr>
<th>FY20 PROJECTED REVENUE</th>
<th>REVENUE AFTER CANCELLATIONS</th>
<th>ACTUAL REVENUE</th>
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<td>$150,000</td>
<td>$100,000</td>
<td>$0</td>
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YOUR 2020 GIFTS

Our 2020 supporter lists include gifts made during the calendar year January 1 – December 31, 2020.

Defender ($295,000+)
FOUNDATION/CORPORATE
Anonymous Donor Advised Fund at the Chicago Community Foundation
International Gift of Support - FEIG Foundation/CORPORATE
Champion ($100,000-$49,999)
FOUNDATION/CORPORATE
Edward L. Anderson Jr. Foundation
Paul M. Angel Family Foundation
BridgeMill Foundation
State of Montana COVID Relief Grant
Protector ($50,000-$99,999)
FOUNDATION/CORPORATE
Alubra Innovations Foundation
Anonymous
Guineas Trust
Houston Zoo, Inc.
International Galapagos Tour Operators Association
Champion ($10,000-$49,999)
FOUNDATION/GOVERNMENT
Anonymous
The Brock Foundation
Cross Charitable Foundation
Education for Sustainability: Invasive Species - FEIG Foundation to Decrease World Suck
Invasive Species - FEIG Foundation/CORPORATE
Steward ($2,500-$4,999)
FOUNDATION/CORPORATE
Cindee Foundation
First Intestate BancSystem Foundation
First Intestate Bank of Missoula Foundation
PLUS Foundation
INDIVIDUAL
David & Charly Kappel
Rebecca Lambert
William Maimone & Leslie Durbarow
Stephen & Annette McCarthy
Beverly McNamara
Sandi & Kevin Phillips
Si White
Community Leader ($1,001-$2,499)
FOUNDATION/CORPORATE
Amazone Foundation
Birding Experiences
Equinox, Inc.
foundy 10
Good Food Store
It's American Press
Kaiser Permanente
Microsoft Matching Gifts Program
Missoula Community Foundation onExpos, Inc.
Total Quality Logistics, LLC Matching Gifts Program
INDIVIDUAL
Trant & Kimberly Baker
Dale & Karen Barry
Janel Crawford & Johannes Meersjansen
Karen & Ken Dial
Linda Frey & Noah Goldberg
Porter & Brigitte Henson
Buzz & Lisa Hines
Pamela & Willie Hodes
Jonathan Hops
Richard & Lori Klein
Rick McIntyre
The Miracle Ticket Fund
Alan & Ellen Newberg
Julie Osbom & Scott Pankratz
Loran & Ethylin Pankratz
Catherine Parke
John Perkins
Gloria Polis
Rob Primmer & Shira Fruchtman
Ann Quirk
Katy Van Deusen & Frank Joyce
Mentor ($250-$999)
FOUNDATION/CORPORATE
Axis Physical Therapy
The Boeing Company
Caffé Dolce
Daimler Trucks North America
First Montana Bank
Good Food Store
Hai Kea DHPS
ink Realty Group
It’s American Press
LumenAD
Main Street Realty
Mediated Solutions
Microsoft Matching Gifts Program
Missoula Pediatric Dentistry
Missoula Property Management, LLC
OS2 Office Solutions & Services
PayneWest Insurance
Remick Capital Management, LLC
Sick Deals LLC
The Thomas Meagher Bar
Total Quality Logistics, LLC Matching Gifts Program
INDIVIDUAL
Steve & Jen Anderson
Heidi Angel
Roy Arezzo
Allen Arnaud
Nick & Sharon Barnett
Nicole Boyer
Jeanne Brooks
Peter Butler
April Doroski
Matthew & Lily Eggars
Maureen Eldridge
Ben & Mary Feinberg
William & Colleen Gardner
Douglas & Ann Grissom
Kay Grissom-Kiely & Daniel Kiely
Connie & Keith Hanson
Janie Hays
Aaron & Veronica Hirsh
Charles Holmes
Noreen Humes
Ann & Michael Jenkins
John Kamman & Grace Brogan
Bob & Ellen Knight
Caroline & Willis Kurtz
Sean McIntyre & Laura Nelson
Jerry & Maggie McMullen
Susan Mendelsohn
Famalio Naranjo Artavia
Tim Newman
Bedzy & Joel Ogute
Jean & Eugene Orante
Liz Rogers
Jennifer & Ryad Salma
Kathleen Sheard
Rocio Valentin-Gamazo Villar
Mathias von der Geest
Stefanie Kalk von der Geest
Anthony Wilson
Gary & Rita Wolfe
Friend (up to $249)
FOUNDATION/CORPORATE
ALPS Corporation
AmazonSmile Foundation
Confluent House Brewing Co.
Geinmich, Inc.
Kaiser Permanente
Kettle House Brewing Company
Lolo Peak Brewery & Grill
Missoula Community Foundation
Montana State Employees Charitable Giving Campaign
Pacific Gas & Electric Company
Rocking M Design
John Spierling Dentistry
Stockman Bank
Summit Property Management, Inc.
Whole Food Calculator
INDIVIDUAL
Anthony & Nora Abboreno
Margaret & Moussa Abboud
Stephen Acosta
Sandy & Wade Adams
Richard & Lucille Adelmann
Yelena Akim & Christian Starling
Lisa & Andrew Allen
Brighton Atman
Ben Anderson
Kathleen Anderson
Meghan & George Anderson
Susan & John Anderson
Anonymous
Alana & Joseph Archangelo
Maekie Baijle
Julie Baltimore
Collin Bangs & Patsy Plaggemeyer
The Banks Family
Nicole Barboure
Miles Bartoletti-Ley
John Berman
Julee, Jack, & Scarlett Bertsch
Lisa Betty
Patrick Blewett
Anna-Marie Blinn
Natalie Boettcher & Matthew Myers
Taryl & Tony Booth
Weston Booth
Shane Bowe
Judith Bronowski
Jo Brown
Robin Burning
Tarri & Glyn Burge
Susan & William Burgon
Nicole Butkus
Janice Byrne-Capnegro
Kevin & Pamela Cahil
Dayana Calderon
Silvia Calderon
Steve Carpenter & Lisa Hagen
Katie & Tars Carapiccia
Faron & Andrew Cassidy
Franco & Susyn Catherine
Elisa Chappin
Alison & Charlie Charman
Nancy Chotzen
William & Nancy Churchman
Erin Clark
Gary Clifford
Paul Close
Catherine & Joseph Comer
Carol Kulah & Bill Cone
Anna Connington
Sachi Constantine & Suzanne Delbanco
Franne & Michael Cooley
Cecilia Cordero
Diane & Ulric Cote
Catherine Deliso
Janet Daisley & Tipp Peake
Lynn Danielson
Jack & Allie Davis
Ed Defrancia
Stephan & Diane Derby
Tom Deveny
Rick Diamond & Alice Kaswan
Emma Didier
Rachel Dierksen
Camille Doan
Brittney Bush
John & Danuta Donovan
Robert Dorsett
Mary Ann Dussault & Diane Sands
Derek Dykman & Pat Burger
Nick Eddy
William & Patricia Ellis
Joseph Eto & Elizabeth Heller Eto
Katy & Tony Farlow
Santas Fleetwood Bradshaw
Julie & Thomas Fogarty
Katie & Faolchán Foy
Todd & Tessa Forthaus
Miguel Fuentes
Richard Gargiulo
Jacy Gerakios
Kate & Nik Geranos
Clara E. Giacomini
Dani & Scott Gilbert
Ben Gilbert
Walter J. Glynn, III
Allia Goldenkranz
Alexandra Gorman Scarton
Kristen Gorr
Shane & Kimberly Graham
Fern Grant & Gary Hudd
Kimberly & Eric Graubart
Andrea Greco
Janice & Barrett Green
Kate Gudnick
Katharina Guitierrez
Nicholas & Walieda Hales
Christina & Matthew Hall
Judith Hanson
Haley & Tyler Hanson
Jim Harte
Laura Halverson
Jennifer Heidler-Dalton
Lisa & Scott Hasel
Laura Hargis
Marcela & Mario Hernandez
Laura Henning
Jennifer Heidle-Dalton
Jim Harte
Christine & Matthew Hall
Nicholas & Walieda Hales
Annie & Mark Hall
Brooke Hanes
Haley Hanger
Jennifer Heidle-Dalton
Janet Heidelberg
Brian Houghton
Jeanne Hope
Ann Horton
Steve & Aline McCarthy
Chrisy & Donaldson Miele
Julie Osbom & Scott Pankratz
Catherine Parke
Tom Quick
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Jennifer & Norm Williamson
Dale Woodhouse & Nadya Thomson
Philip Zarr & Lisa Rooney-Zarri
Leadership Circle. These individuals have named EPI as a beneficiary in their wills. Their living example is a commitment to the improvement of our planet creates inspiration and hope for a bright future.

Laurie & Virgil Boss
Marianne & Jimmy Capra
Buzz & Lisa Hines
Ann Horton
Steve & Aline McCarthy
Chrisy & Donaldson Miele
Julie Osbom & Scott Pankratz
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<td>Nan Zhou</td>
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<td>José Andrés Rodríguez-Zumbado</td>
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**MISSOULA OFFICE**

- Rebeca Aranda, Finance Controller & Human Resource Manager
- Kimberly Breivik, Enrollment Supervisor
- Sparr DyRoser, Enrollment Coordinator
- Bryan Chalmers, Finance & Administration Director
- Katrina Connelly, Field Experience Coordinator
- Caitlin Gill, Education Partnership Coordinator
- Haley Hanson, Brand Manager
- Julia Horn, Development Officer
- Noreen Humes, Development Director
- Kladvia Jenko, Fellowship Coordinator
- Miles Knotek, Field Experience Coordinator
- John Karman, Managing Director
- Denise Laine, ITF Coordinator
- Autumn Lee, Field Experience Coordinator
- Gregory Luther, Marketing Manager
- Lisa Macki, Enrollment Supervisor
- Heathca McKee, Content Creator
- Kelsey McMullen, Admission Coordinator
- Jenny Mish, Grants Supervisor
- Jennifer Muser, Finance Assistant
- Christina Olivieri, Finance Office Assistant
- Julie Osborn, Advancement Director & Co-founder
- Scott Pankrutz, Executive Director & Co-founder
- Ann Quirk, Development Supervisor
- Joan Schafer, Chief Medical Screener
- David Schmelving, Global Field Program Manager
- Stephen Simpson, Finance & Administration Director
- Clara Thomas, Development Assistant
- Lilian Thomas, Enrollment Assistant
- Brant Warren, Executive Director
- Kyle Watson, Admissions Director
- Catherine Yumi, Finance Coordinator

**GLOBAL STAFF**

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- Kyle Watson, Admissions Director
- Catherine Yumi, Finance Coordinator

**FIELD OFFICES**

**BELIZE**

- Jeremy Enriquez, Program Manager
- Andrs Fiallo, Field Experience Coordinator
- Connally Canto, Program Coordinator
- Lisa Macki, Enrollment Supervisor
- Emily Martin, Program Assistant

**MEXICO**

- Miguel Fuentes Duran, Regional Program Director
- Edson de la O Barquero, Program Assistant

**COSTA RICA**

- Katherine Martinez Campos, Local Program Assistant
- Paula Roman Hernandez, Field Program Assistant
- Jessaca Diaz Orozco, Operations Assistant
- Melissa Segura, Communications & Outreach Manager
- Diana Vargas, Administration & Finance Manager
- Juan Carlos Zúñiga, Program Supervisor

**PACUARE**

- Eflyn Zúñiga Acuña, Pacuare Reserve Manager
- Esteban Lobo, Community Outreach & Reservations
- Claudio Quesada Rodriguez, Research & Conservation Coordinator
- Giovanni Quesada Rodriguez, Operations Assistant
- Heike Russell, Sales & Marketing Coordinator

**GALAPAGOS**

- Ana Maria Loose, Program Director
- Andrés Fiallo, Field Experience Coordinator
- Martin Naranjo, Field Experience Coordinator
- Lady Marquez, Alumni Program Coordinator
- Sofia Padilla, Administration & Finance Coordinator
- Karina Pilla, Operations Assistant
- Edith Quinteros, Accountant

**YELLOWSTONE**

- Rachel Garvin, Program Manager
- Stephanie Barron, Program Assistant
- Adam Bavier, Recruitment Coordinator
- Alexander Desmarais, Program Supervisor

**MEXICO**

- Andrea Guaine Amoa, Program Manager
- Salvador Prado Flores, Administrative Coordinator
- Blanca Gracida, Maintenance Assistant
- Marco Robledo Mejia, Program Supervisor
- Heidi Porras Peters, Program Coordinator
- Carolina Navarro Reyes, Partnerships & Alumni Coordinator
- Karla Rochin, Campus Coordinator

**COVID-19 IMPACTS ON EPI STAFF**

In response to the financial impact that the COVID-19 pandemic posed to revenue-generating operations, we were forced to furlough 50% of our Missoula staff in April and another 10% in May. Our international staff was also reduced by 60%.

Remaining staff worked with families, teachers, and schools to reschedule courses, create new COVID-19 safety protocols in preparation for a return to the field when restrictions lifted, and coordinate fundraising efforts to ensure that EPI could weather these monumental hardships.
Even though they had been going to the same school for years, most of the students had not said more than three words to one another before meeting in the school parking lot to embark on their journey to Yellowstone. And now, they were talking like they had been friends for years. It is crazy how much one can learn about one another when you don’t have the world of technology distracting you.

Before long, we were snowshoeing up a steep hill to get a better look at a herd of bison. The hill seemed to be never-ending as we grew close to a peak only to see another up ahead. Every student’s feet were sore and tired, but we kept going up and up the hill until we finally reached the top. I threw off my pack and collapsed into the snow alongside my classmates. We were exhausted. We all sat in the snow silently. But then the silence was broken, and we heard it—the low, quiet snorting of a bison plowing through the snow. As I watched the bison graze, I removed my snowshoes and stepped into the deep snow that lay beneath me. I wanted to feel what the bison felt. I, too, wanted to take on obstacles head-on. From that day, I vowed to live like a bison. I would be strong yet gentle, stubborn to the point of never faltering on my beliefs, and I would be a force of nature to be reckoned with.

On our last day in Yellowstone, we ventured down to the river that lay below the lodge. I watched the water rush over the rocks and disappear. I found myself envying the river. The river lived a nomadic life; full of constant motion and movement. It flowed and flowed until an obstacle arose, and then it would chart a new path and keep flowing. I wanted to be as dedicated to my purpose as the river was to its. But dedication is hard to come by. In a world where people change so much, it’s hard to find many people as dedicated as the river. Even in the harshest of environments, the river would keep flowing. I realized that even though I could not be the river, I could let the river guide and inspire my life. I would adapt to hostile environments, push through and erode the obstacles that stood in my path, and never give up until I got to where I was going.

BY JENNY STOKER, EPI Yellowstone Alumna, 2019 & 2020 - I am currently attending the University of Montana-Western to pursue a bachelor’s degree in Elementary Education. My life was changed forever by my experiences with Ecology Project International in Yellowstone. I loved my first experience in 2019 so much that I applied and went again in the early months of 2020. My love for nature was heightened by all of the breath-taking aspects of Yellowstone. As an elementary teacher, I plan to integrate love and respect for Earth’s natural beauty into my classroom, and I am unbelievably grateful for the experiences that I have had with EPI. I hope to pass on the passion for Yellowstone that I have developed because of them.
EPI showed me what I wanted to do for the rest of my life; contribute my grain of sand to the conservation of the planet.

-KAREN, LOCAL GALAPAGOS ALUMNI IN 2014