



ECOLOGY PROJECT
INTERNATIONAL

2021 ANNUAL REPORT

Creating more vibrant, resilient, and sustainable communities

TABLE OF CONTENTS



ECOLOGY PROJECT
INTERNATIONAL

OUR MISSION: We inspire youth with nature and empower them with science, fostering tomorrow's leaders.

OUR VISION: We envision a diverse movement building communities that cherish and restore the ecosystems that sustain them.

Page 2.....Our Mission & Vision
Page 3.....A Message from Our Team
Page 3.....EPI's Board of Directors
Page 4.....EPI's Leadership Team
Page 5.....EPI in the Field
Page 7.....Global Participation
Page 9.....Local Alumni Reconnect
Page 11.....A Bridge to the Classroom
Page 13.....Financial Summary
Page 15.....Pacuare Reserve
Page 17.....Extending the Student Experience
Page 19.....Donor Recognition
Page 21.....Global Staff



EPI has realigned its fiscal year calendar to the calendar year in order to provide better support to our program staff and to enhance the accuracy of our budgeting. As a result, this Annual Report provides a comprehensive overview of the organization's finances and achievements during the fiscal year 2021, which was extended to run from September 1, 2020, to December 31, 2021.

GALAPAGOS STUDENTS SORT AND CATEGORIZE SEEDS TO UNCOVER INSIGHTS INTO GIANT TORTOISE MIGRATION AND BEHAVIOR.



**ECOLOGY PROJECT
INTERNATIONAL**

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A YEAR OF REBUILDING & RESILIENCY

Dear Supporters and Stakeholders of Ecology Project International,

It is with great pleasure that we present our annual report for the year 2021. This year has been one of the most challenging for our organization, as we faced the unprecedented impact of the COVID-19 pandemic. However, despite the obstacles, we have not only managed to survive but also rebuild our organization to continue providing valuable in-field education and research opportunities to students across the Americas.

We are delighted to report that we were able to successfully navigate the tricky international COVID-19 restrictions with five countries and multiple airlines, ensuring the safety of our staff and students while continuing to deliver our programs. Our team worked tirelessly to develop, implement, and adjust new protocols and procedures to meet the changing situation, and we are proud of our ability to adapt quickly and efficiently to the new reality.

Our historic diversity of revenue sources has been a key factor in promoting the sustainability of our activities and proved to be critical in our ability to rebuild post-pandemic.

The support of our donors, partners, and volunteers continues to be paramount in our efforts to provide life-changing programs to students. Thank you!

We remain committed to our mission of inspiring young people to take an active role in conservation and sustainability efforts through in-field education and research opportunities. We are confident that we will continue to make a positive impact on the environment and society, even in the face of future challenges.

We thank you for your continued support and partnership with us as we look forward to the future.

Sincerely,

ECOLOGY PROJECT INTERNATIONAL

EPI LEADERSHIP TEAM



BRANT WARREN
Executive Director



JOHN KAMMAN
Managing Director



NOREEN HUMES
Development Director



STEPHEN SIMPSON
Finance Director



KYLE WATSON
Admissions Director



MIGUEL FUENTES
Regional Program Director



HALEY HANSON
Director of
Communications &
Culture



ANA MARIA LOOSE
Galapagos Program Director

Ecology Project International (EPI) draws its strength from its programs that respect and commemorate local cultures. EPI has placed significant emphasis on in-country leadership at each field site since 2011, entrusting decision-making to those with the most relevant expertise. This commitment to acknowledging diverse cultural values across the organization, from its alumni to its leaders, has enabled the organization to address knowledge gaps and enhance its adaptability during the current period of unparalleled crisis.

EPI IN THE FIELD

NOTABLE MOMENTS IN 2021

YELLOWSTONE WILDLIFE ECOLOGY

The EPI Yellowstone Wildlife Program facilitated 14 courses and hosted 165 participants, resulting in approximately 2,000 hours of service and research for longstanding partners in the Yellowstone area. EPI Yellowstone successfully held six local courses, which involved 60 local participants and helped revitalize relationships with long-standing schools in the Greater Yellowstone Ecosystem. The projects included collecting demographic and spatial data and fecal samples from ungulates, specifically bison, in Yellowstone National Park and surveying ponds on forest service lands to identify amphibian presence and breeding activity in partnership with the USFS and NPS.

Each group had the opportunity to see wolves, and of these, 77% had never seen a wolf in the wild before. There was an overall 11% growth in environmental literacy, with consistent gains in scientific competencies and social-emotional skills across courses. Students' understanding of environmental issues and actions they can take to support conservation also saw substantial growth.

GALAPAGOS ISLAND ECOLOGY

For the ninth year, EPI Galapagos continued green sea turtle conservation efforts in Tortuga Bay and Puerto Villamil with the collaboration of the Galapagos National Park and Charles Darwin Foundation. EPI Alumni worked with these organizations to engage community members and protect the green sea turtle nests. Alumni successfully involved 164 community members from Santa Cruz, who contributed to protecting 32 nests.

In 2021, EPI Galapagos created the Sea Turtle Consortium, a partnership with local organizations such as the Galapagos National Park, Charles Darwin Foundation, Galapagos Conservation Trust, Intercultural Outreach Initiative, and Universidad San Francisco de Quito. The Consortium allowed us to share resources and trainings with other local organizations in the conservation of green sea turtles across three different islands (Santa Cruz, San Cristobal and Isabela).

EPI Alumni trained Galapagos National Park educators and staff, as well as four students at Quinta Playa, Isabela Island. The training enabled the participants to lead the green sea turtle monitoring program at Puerto Villamil nesting site. During this nesting season, 14 green sea turtle females were monitored by our alumni and Galapagos National Park staff. In total, 30 leaders from Isabela Galapagos National Park, Intercultural Outreach Initiative, and Charles Darwin Foundation were involved in protecting 26 green sea turtle nests from late January to mid-May.

Overall, this environmental education and community science-based program engaged 230 community members from Isabela and helped protect these amazing creatures. We are proud to continue this important work, and we look forward to collaborating with more organizations to protect the green sea turtles of the Galapagos in the years to come.

BAJA DESERT & COASTAL ECOLOGY

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.

The Urban Oasis program was born with the primary objective of transforming underutilized public spaces into safe, functional, and inclusive green areas. EPI's aim was to offer diverse programs that would not only enhance the knowledge and skills of participants but also help address pertinent regional issues. In 2021, we are excited to announce that this vision has become a reality, thanks to the partnership of Niparaja and Urbaneria, as well as the implementation of necessary COVID-19 protocols.

EPI Mexico celebrated the completion of several activities with volunteers from the broader community, marking a significant milestone in the Urban Oasis program's journey. Our hope is to continue expanding our reach and creating more sustainable green spaces that offer a range of educational programs and help address pressing regional challenges. We are grateful for the support we have received thus far, and we look forward to a brighter future for the communities we serve.

COSTA RICA SEA TURTLE ECOLOGY

EPI Costa Rica proudly executed a STEAM virtual program that had a tremendous impact on 120 students from five schools in the Caribbean region. Our program featured a virtual tour, two synchronous classes, five or more mentoring sessions, and a Biociencia event where students showcased their projects.

To ensure that our students had the best possible learning experience, we engaged 64 volunteers from various Latin American countries. These volunteers, who included both mentors and judges, brought a wealth of knowledge and expertise to the program.

Thanks to the generous support of the Mediterranean Shipping Company (MSC) and its local office and foundation, we were able to make this program a reality. We are thrilled to have partnered with MSC and to have provided these students with an engaging and inspiring program that nurtured their curiosity and passion for STEAM.

1. YELLOWSTONE
2. BAJA
3. COSTA RICA
4. GALAPAGOS ISLANDS

GLOBAL PARTICIPATION

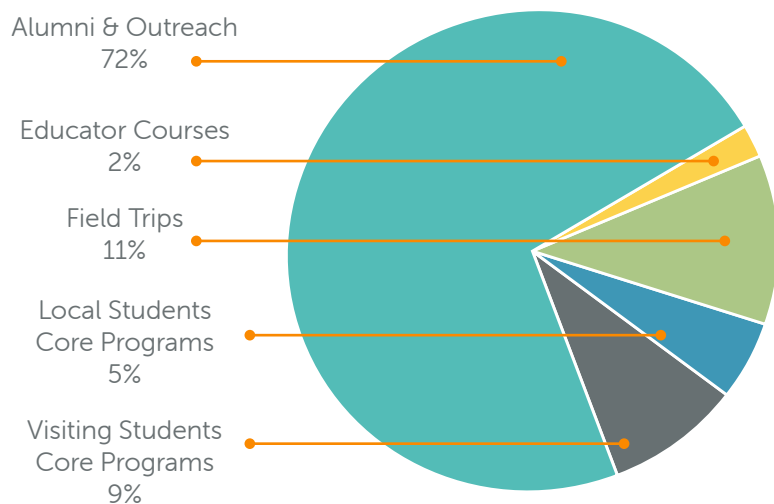
EPI made notable progress in 2021 by reinforcing our partnerships with teachers, community members, and Alumni, and taking measures to ensure our capacity to respond to challenges and restore our programs. We continued to provide activities such as field courses, workshops, eco club events, community service projects, and field trips, involving **4,517 individuals**, out of which more than **4,032** were local participants.

The results of the program were impressive, with students experiencing a **10% increase in environmental literacy and knowledge of environmental action strategies**. Despite the successes, the ongoing pandemic and its related restrictions posed significant challenges to the organization's operations and hindered our efforts to reach more participants.

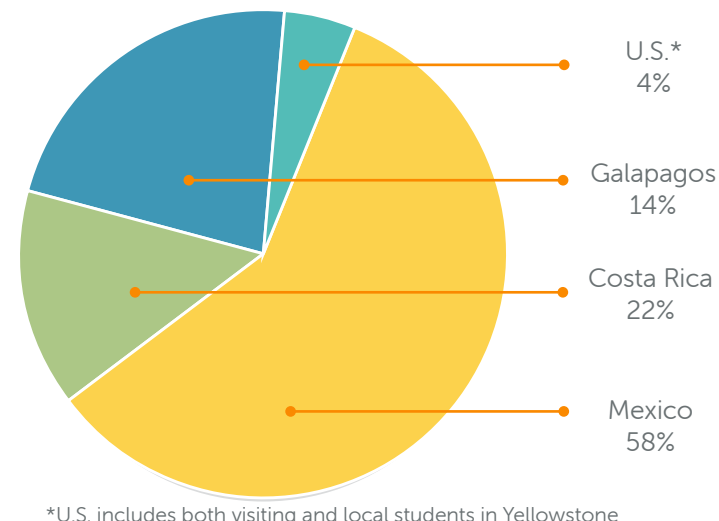
Nevertheless, EPI remains committed to providing quality environmental education to students and community members alike. The organization continues to adapt and innovate to ensure that programs remain accessible and engaging even in the face of the current pandemic-induced limitations.

EPI has reached a total of 106,289 participants through field and community-based programs to date!

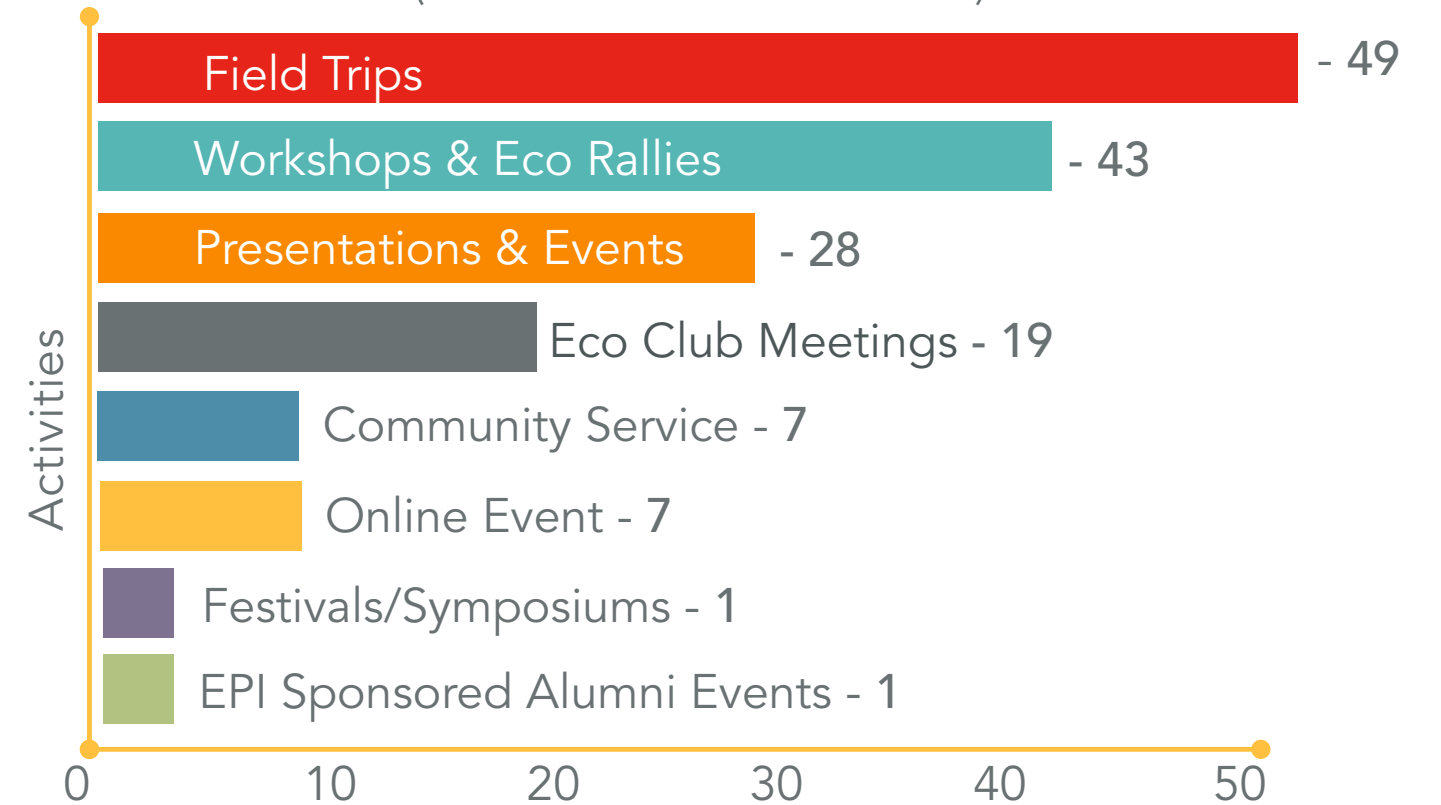
LOCAL & VISITING STUDENTS



PARTICIPANTS BY COUNTRY



ALUMNI & OUTREACH ACTIVITIES (EXCLUDES CORE PROGRAMS)



Thanks to our advocates in 2021, EPI engaged **4,517** participants in field-based programs & increased their knowledge of environmental action strategies by **33%**

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

LOCAL ALUMNI RECONNECT

VACCINE ROLLOUTS BRING RENEWED OPPORTUNITIES FOR LOCAL STUDENTS

In 2021, the eagerly awaited vaccine rollout yielded more than sore arms and CDC cards. It broke us free from our virtual bubble, allowing us to reconnect with loved ones and the community after more than a year of isolation. We were able to reignite our passion for work and hobbies, and our campus in La Paz, Mexico buzzed with life again. The energy was largely fueled by the resumption of in-person meetings with the dedicated EPI Alumni group, the Californios Verdes.

The Californios Verdes are an ecoclub comprised of local Alumni, with participants' ages ranging from 14 to 21 years old. Pre-pandemic, the group met in-person at the campus every Friday to organize community environmental activities, like beach cleanups. When COVID-19 struck, the group hopped on the Zoom bandwagon and tried to remain active and connected. Predictably, group attendance dwindled as the pandemic droned on with no hope of getting back together in sight.

Californios Verdes leader Adriana Hernandez feared that COVID may have extinguished the fire of the club for good.

To her relief, the vaccinations of 2021 brought the Californios Verdes back together with twice as many people and more motivation than ever.

Under the shade of the campus palapa, the reformed group brainstormed ways to safely resume their work under the guise of the everpresent pandemic's "new normal." The mission to protect La Paz remained central to their mission, but with a precautious COVID twist. Beach cleanups that once gathered more than a hundred people were broken into smaller groups

of masked individuals, still creating as profound of an impact as the massive cleanups once did.

The majority of the group's effort went to creating a professional, educational video series in lieu of in-person beach rallies. The rallies aimed to educate local residents of La Paz and surrounding areas on the ecological value of the beaches, in hopes of inspiring the community to favor preservation over development. The video series did just that, while reaching a broader audience and respecting public health guidelines.

2021 may have put large-scale community activities on hold, but the Californios Verdes rejoiced in their ability to reconnect. Playing games, sharing meals, volunteering, and laughing together again beyond the confines of a computer screen made the group feel just as accomplished as any successful beach rally could. The videos that were born out of the social restrictions of 2021 proved to be an incredibly effective communication, outreach, and educational tool that will serve the club and community for years to come, pandemic or not!

“ THIS EXPERIENCE HELPED ME TO QUESTION THE ACTIONS THAT I CARRY OUT ON A DAILY BASIS THAT HARM THE ENVIRONMENT, AND WHAT I CAN DO TO IMPROVE. ”

-DARINKA, EPI MEXICO PARTICIPANT

LIGHTS, CAMERA, ACTION! FROM PLASTIC POLLUTION TO BEACH EROSION, CALIFORNIOS VERDES SPREAD AWARENESS ABOUT THE IMPACT OF HUMAN ACTIONS ON LA PAZ'S PRECIOUS BEACHES.



A BRIDGE TO THE CLASSROOM

LAYING THE GROUNDWORK FOR INCREASING IMPACT

In 2021, Ecology Project International (EPI) accomplished an important milestone by introducing the EPI Classroom, a hybrid model that combines classroom and field experiences. This new model allowed us to expand our reach and engage with more participants while staying true to our immersive, field-based roots.

The EPI Classroom provided teachers and students with resources such as lesson plans, multimedia resources, and digital tools to support, expand, and enhance traditional field experiences. We aimed to increase student curiosity, knowledge, and science abilities through pre-course content, allowing them to apply their skills to answer questions during the program. Additionally, post-course content leveraged technology and additional research, resource, and interactive tools to extend learning.

By expanding EPI's impact window with pre-course curriculum and post-course engagement, we expect to see significant increases on environmental literacy gains in knowledge, dispositions, competencies, and social-emotional learning. In addition, we hope to see growth in participants' leadership, social-emotional learning, and environmentally friendly behaviors as they create projects, collaborate with their peers, and create positive change in their communities.

In 2022, EPI looks forward to continuing our evolution with EPI Classroom and expand our reach to engage even more participants while staying true to our core values of immersive, field-based learning.

The EPI Classroom
introduced
261 New Educators
to EPI's programs

SKILLS: SCIENCE COMPETENCIES

EPI's greatest strength lies in its ability to provide students with a long-term, immersive experience that encourages them to engage with science, grapple with challenges, and make discoveries. The EPI Classroom takes this approach a step further by specifically targeting the Science Competencies, which encompass the NGSS Science and Engineering Practices. Through a series of activities designed to reinforce these skills, students and educators are empowered to apply them to their own investigations or projects, further enhancing their understanding and appreciation of the scientific process.

SKILLS

ACTION: CONNECTION TO ENVIRONMENT & COMMUNITY

EPI's online curriculum is designed to guide students in exploring natural phenomena and utilizing their environmental literacy to tackle local issues through a capstone project. The curriculum actively encourages students to engage in off-screen nature exploration through community-relevant projects that promote hands-on learning. In the field programs, participants engage in discussions and project planning sessions that are relevant to their communities, allowing them to apply their skills in real-life scenarios.

ACTION

ENGAGEMENT

ENGAGEMENT: EPI PROGRAM CONNECTION

In the EPI Classroom, anchoring questions and natural phenomena are used to connect students to field-based learning experiences. Through remote "On-Screen Nature" activities and independent projects, students are able to engage with ongoing research, conservation partners, and project data-sets, allowing them to deepen their understanding of environmental science and conservation efforts.

FY2021 & 2021 EXT FINANCIAL SUMMARY

TOTAL REVENUE
\$5,231,498

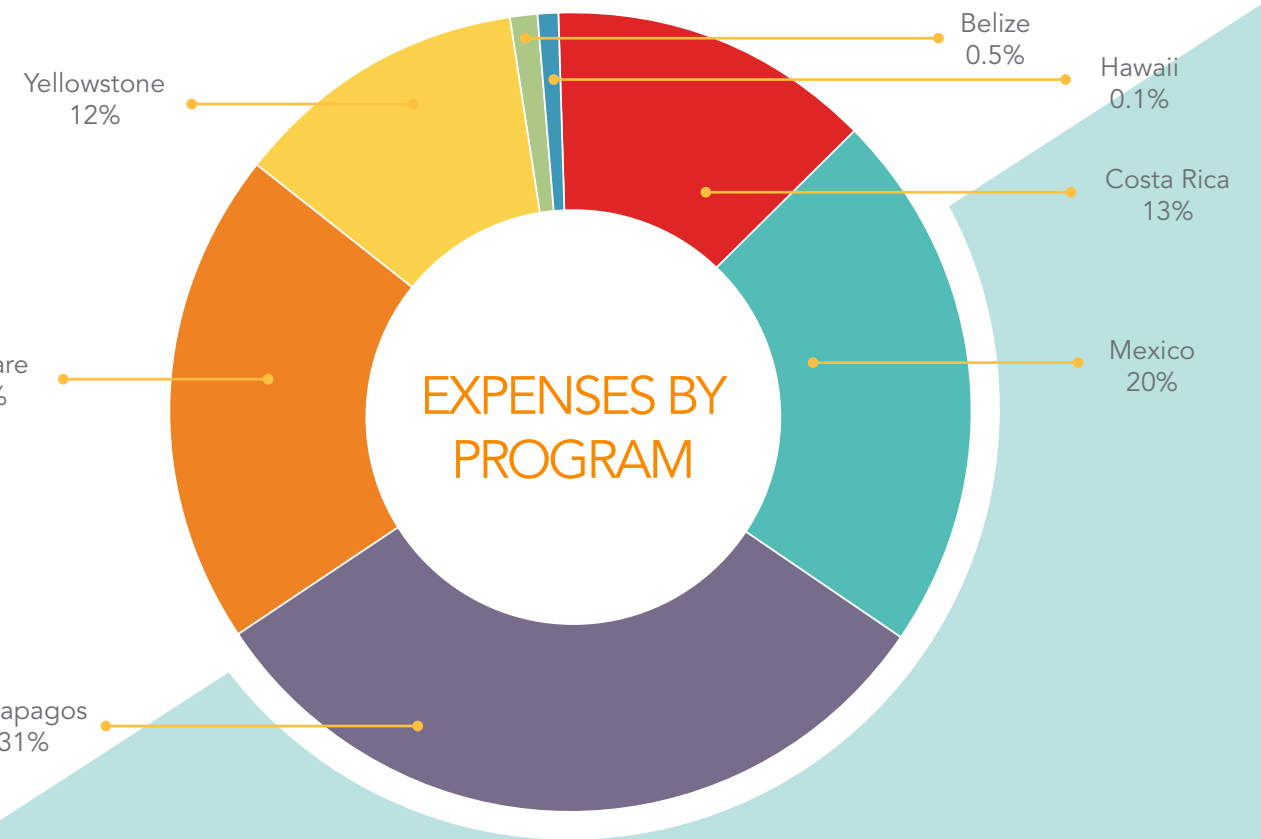
TOTAL EXPENSES
\$4,260,208

Assets

Current Assets	\$2,692,636
Fixed Assets (Property & Equipment)	\$1,425,885
TOTAL ASSETS	\$4,118,622
Liabilities & Net Assets	
Accounts Payable	\$480,684
Credit Cards	\$34,557
Other Current Liabilities	\$580,782
COVID-19 Vouchers	\$710,957
Long-term Liabilities	\$404,352
Equity	\$1,907,287
TOTAL LIABILITIES & NET ASSETS	\$4,118,622

Figures as of December 31, 2021

FOR ME, IT WAS THE CONNECTIONS I MADE. THE FRIENDSHIPS WE HAVE HERE ARE UNRIVALED. THIS EXPERIENCE HAS JUST STRENGTHENED THE IDEA TO GO INTO WILDLIFE BIOLOGY.
-ATHEN, 2021 BWI INTERN



EXPENSES

In the last five years, EPI has directed an average of 80% of each raised dollar towards program expenses. However, in 2021, this percentage was reduced in response to the pandemic and to maintain sustainability. Every expense, including fundamental mission support, plays a crucial role in developing impactful and transformative programs.

Our expenses are classified into four primary categories as follows:

- **Direct Program Expenses:** The budget for each program is determined by factors such as the number of participants, activities, and course duration.
- **Core Mission Administrative Support:** This includes Finance, HR, Systems, and Board Oversight.
- **Core Mission Fundraising Support:** Allows an average of 90% of our participants to be under-served students
- **Core Mission Communications & Marketing Support:** Allowing EPI to build and maintain relationships with stakeholders, including donors, volunteers, beneficiaries, and the wider community

REVENUE

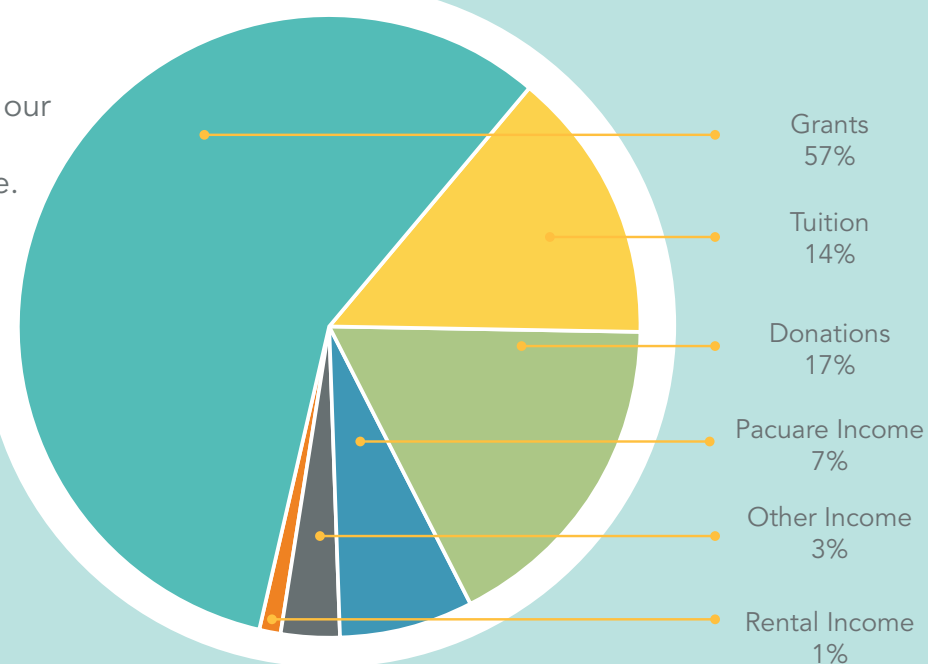
EPI has been a highly sustainable, tuition-driven organization. Despite lower than historic tuition revenue in 2021 due to continuing pandemic restrictions, 26% of our annual operating budget was covered by paying students and other earned income.

DIVERSE RESOURCES

The rich variety of our revenue sources not only ensures the endurance of our operations, but also proved to be vital in enabling the organization to recover after the pandemic.

A point of significance is that our revenue sources in 2021 were comprised of 57% grant funding, highlighting our increased proficiency in securing such funding.

FY2021 REVENUE SOURCES



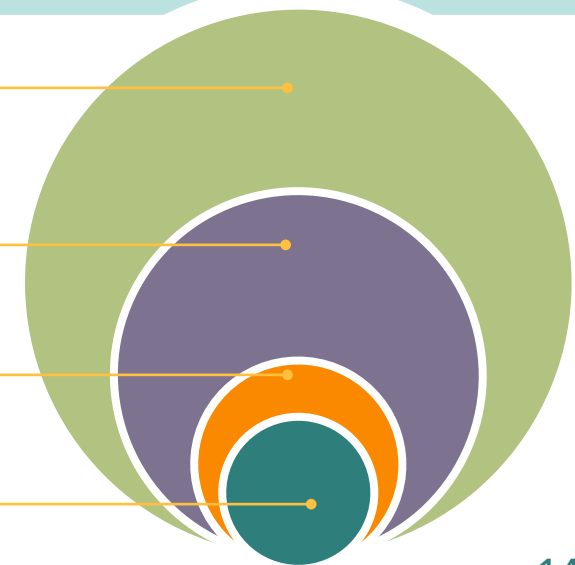
The growth and effectiveness of our work depends on a solid core. Investing in support services is prudent and essential for long-term success.

Direct Expenses:
Program Operations 67%

Core Mission Support:
Administration 20%

Core Mission Support:
Fundraising 9%

Core Mission Support:
Communications & Marketing 4%



PACUARE RESERVE

A RECORD YEAR FOR SEA TURTLE CONSERVATION



A TOTAL OF 22 RESEARCH ASSISTANTS HAILING FROM CHILE, COSTA RICA, FRANCE, HUNGARY, ITALY, SPAIN, SOUTH AFRICA, THE UNITED KINGDOM, AND THE UNITED STATES, DEDICATED AN IMPRESSIVE 5,400 HOURS OF SERVICE AT PACUARE RESERVE.

Your support in 2021 helped EPI & Pacuare Reserve:

- Safeguard 60% of all nesting leatherback sea turtles on the Caribbean side of Costa Rica
- Protect 665 total sea turtle nests
- Safely release 22,275 sea turtle hatchlings
- Achieve an all-time low illegal harvesting rate of less than 1%
- Achieve a 71% hatchery success rate, more than triple that of natural nests
- Employ 17 local individuals as Pacuare Reserve staff

EXTENDING THE STUDENT EXPERIENCE

EPI is fortunate to have a passionate and well-connected Board of Directors, which allows our staff, students, and Alumni to network with environmental organizations and stakeholders across the globe. Despite the pandemic causing changes in what these opportunities look like, they have not been entirely eliminated. In 2021, Board Member T’Noya Thomson played a key role in keeping these opportunities alive for a group of highly motivated EPI Alumni.

Thanks to funding from the North American Association for Environmental Education (NAAEE), three of our Alumni attended annual Research Symposium virtually. The theme, “The Power of Connection,” was aptly named for a symposium held during a time when most of us recognized the importance of connection more than ever.

The NAAEE symposium brings together new and experienced researchers from around the globe to explore the current state and future directions of environmental education research and advance the use of practices proven to be effective. From the safety of their homes, our Alumni had first-hand interactions with global leaders in environmental research and policy.

Dubbed “astonishing” by two-time alum and former Bitterroot Wildlife Intern (BWI), Mason, the virtual nature of the symposium did not hinder the impact of its delivery.

“THE SYMPOSIUM WAS VERY INFORMATIVE. THE WAY NAAEE SPEAKERS OUTLINED CLIMATE CHANGE WAS WONDERFUL- THEY MADE IT MORE UNDERSTANDABLE. THEY LEFT OPEN-ENDED QUESTIONS AND ALWAYS ASKED FOR OUR THOUGHTS AND OPINIONS, WHICH WAS REALLY REWARDING.”

Mason is currently enrolled in the University of Montana’s Wildlife Biology program, where he will be required to conduct and present research similar to the presenters at the symposium. Witnessing professionals translate scientific data into easily understandable information for the general public has left Mason feeling better equipped to embark on his journey as a wildlife biologist.

“THANK YOU FOR EXPOSING ME TO THE VOICES OF THE PROFESSIONALS MENTORING US, TEACHING US THE WAYS OF CONSERVATION, ECOLOGY, AND EDUCATION. ALL OF YOU INDIVIDUALS AT EPI PUT YOUR HEARTS INTO WHAT YOU CARE ABOUT, AND IT’S MAKING THE WORLD A BETTER PLACE.”



Above: Mason presents the findings from his Bitterroot Wildlife Internship research project to members of Missoula’s science community. Passionate supporters and board members at EPI make opportunities like these available for our alumni, and we are grateful for their support. If you are interested in funding professional development for EPI youth, please contact sierra@ecologyproject.org.

YOUR 2021 GIFTS

Our 2021 supporter lists include gifts made during the calendar year: January 1 - December 31, 2021.

Leatherbacks (\$200,000+)

FOUNDATION/CORPORATE

Alumbra Innovations Foundation
M.J. Murdock Charitable Trust

Bison (\$100,000-\$199,999)

FOUNDATION/CORPORATE

Anonymous
Anonymous
Bridgmill Foundation
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
Houston Zoo, Inc.
Manitou Fund

Whale Sharks (\$50,000-\$99,999)

FOUNDATION/CORPORATE

Anonymous
Edward L Anderson Jr. Foundation
Paul M. Angell Family Foundation

IN-KIND

Google

Agami Heron (\$10,000-\$49,999)

FOUNDATION/CORPORATE/GOVERNMENT

BAC Credomatic
Cross Charitable Foundation
Foundation to Decrease World Suck
High Stakes Foundation
Llewellyn Foundation
Siemens Stiftung Foundation
State of Montana GEAR UP Program
The Ida & William Rosenthal Foundation
The Lightfoot Foundation
Patagonia
The William H. & Margaret M. Wallace Foundation

INDIVIDUAL

Kelly Castleberry
The David C Wilson Fund
Christy & Donaldson Miele
Lorraine Pankratz
Rebecca Schultz

IN-KIND

Salesforce

Grey Wolves (\$5,000-\$9,999)

FOUNDATION/CORPORATE

Park County Community Foundation
The William H. & Mattie Wattis Harris Foundation

INDIVIDUAL

F.I. Hutchins Charitable Trust
John Perkins
Melinda J. Wilson Donor Advisory Fund

IN-KIND

BOX
Podio

Dolphin (\$2,500-\$4,999)

FOUNDATION/CORPORATE

ALPS Corporation
Mediterranean Shipping Company
First Interstate Bancsystem Foundation, Inc.

INDIVIDUAL

The Merlin Foundation
Philip Zarri & Lisa Rooney-Zarri
Si White
Roger Wu

IN-KIND

Assured Strategy

Jaguar (\$1,000-\$2,499)

FOUNDATION/CORPORATE

First Interstate Bank Billings
Cinnabar Foundation

INDIVIDUAL

Kimberly & Trent Baker
Nicole-Anne Boyer
Peter Butler
Karen Dial
Rob Primmer & Shira Fruchtman
Mike & Christy den Haan
Matthew Heine
Porter & Bridget Henson
Buzz & Lisa Hines
Aaron & Veronica Hirsh
Pamela & Willie Hodges
Richard & Lori Klein
Stephen & Annette McCarthy
Rick McIntyre
Janel Crawford & Johannes Meerjanssen
Alan & Ellen Newberg
Loren & Ethelyn Pankratz
Lynn & John Price

Pronghorn (\$250-\$999)

FOUNDATION/CORPORATE

Anderson ZurMuehlen & Co.
It's American Press
Logjam Presents
Microsoft Matching Gifts Program
Mitica Costa Rica

Niparaja

Picola Pizza Pub
Total Quality Logistics, LLC Matching Gifts Program

INDIVIDUAL

Anonymous
Anonymous
Anonymous
Lisa Bircher
Jeanne Brooks
Clarkston United Methodist Church
Bob Dorsett
Maureen Eldredge
Mary & Ben Feinberg
Julie & Thomas Fogarty
William & Colleen Gardner
Linda Frey & Noah Goldberg
Connie & Keith Hanson
Jane Hays
George Herr
David & Nelda Hirsh
Ann Horton
Ann & Michael Jenkins
Martha Newell & Mike Kadas
Carl Palmer & Carrie Kappel
Bob & Ellen Knight
Jonathan & Melissa Koomey
John & Laura LaMotte
Bruce & Linda Mawhinney
Susan Mendelsohn
Timothy Newman
Julie Osborn & Scott Pankratz
Catherine Parke
Rick Potts
Kevin Price
William A. Rossbach
Jennifer & Riyad Salma
Elizabeth Schimelpfenig
Paul Shore
Steve & Karen Wiel
Don & Bente Winston

IN-KIND

MTCX
NAAEE & T'Noya Thompson

Green Sea Turtle (up to \$249)

FOUNDATION/CORPORATE

AAmazonSmile Foundation
Big Sky Professional Baseball
Cisco
Hearst Matching Gifts Program
Ink Realty Group
Kaiser Permanente
KIALÄ LIMITADA & Dinorah Graue

Okta Matching Gifts Program
Planet Post Box

IN-KIND

AlphaGraphics Missoula
Big Dipper Ice Cream
Cambie
Five on Black
GILD
Missoula Brewing Company
REI
VRTX Fitness
VEERA Donuts

INDIVIDUAL

Anonymous
Anonymous
Anonymous
Anonymous
Anonymous
Katherine Aaron
Buddhika Abeyratne
John Adamcik
Sandy & Wade Adams
Richard & Lucille Adelman
Doris Adler
Diana Allen
Jill Allen
Rebecca Allen
Amy & Brad Andersen
Kathleen Anderson
Steve & Jen Anderson
Allan Apter
Shakoor Arain
Mary Armstrong
Elaine & Reed Asplundh
Raymond & Cynthia Aten
Lisa Augustine-Chizmar
Charmaine & Scott Bacallao
Grace Baer
Tina Alleguez & Paula Bahamon
Joseph Baldassarra
Jane Baldwin
Gabriela Barelli
Thomas Barlow
Wendy Schwartz & Benjamin Barnett
Jeffrey Bates
Adenike Batiste
Michael & Michele Bearducci
Korrie & Todd Beaulieu
Gina & Troy Bebeau
John Brown & Jennifer Beck
Brandon Belcourt
Cathryn Bigham
Anna-Marie Blinn
Christian & Tracey Blum
Carole & Robert Bogden
Karl Stetson & Heather Bogner-Stetson
Debra & Joseph Bonomi
Laura Reed & Anthony Boote
Laurann Boss
Claudia & George Botoulas
Laura Bovard
Alice Bowling
Cassandra Bown
Margrit von Braun
Irene & James Briggs
Valerie & Bryan Brock
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Heidi & Barry Brookes
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Paula Buchholz
Derek Dykman & Pat Burger
Steven Burgoon
Jim Burke
John Flak & Jenny Burkholder
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Mark & Shelly Callaghan
Marianne & Jimmy Capra
Lisa Hogen & Steve Carpenter
Robert Chamberlin
Xingrui Chen
Dawn Chester
Debbie & Christopher Chung
Erin Clark
Ashleigh & Monty Clayton
Rose & T Jay Clevenger
Barbara Clifford
Farrah Cole
Marivic Borromeo & David Coleman
Jeannette Mayes & Scott Colville
Carol Kulish & Bill Cone
Stacie & Desmond Conway
Darcy & Scott Cook
Diane & Ulric Cote
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Ana Coyne
Richard Critchfield
Janet Csolak
Stacey & Daniel Cunitz
Melanie Cutler
Dolores Dang-Wright
AnnMarie & Nicola DeAngelis
Ed Defrancia
Kimberly Delgado
Jeanenne & Sean Deorsey
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MY EPI EXPERIENCE HELPED ME UNDERSTAND ALL OF
THE SCIENCE AND RESEARCH BEHIND THE REPORTS AND
FACTS – IT'S MORE COMPLEX THAN I IMAGINED.

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