

UC Master Gardener Program



# impact 821 report 822



It is with great pleasure that I welcome you to the biennial impact report for the UC Master Gardener Program. These past two years have been a time of growth and achievement, and I am proud to share with you some of the highlights of our work.

Since 1980, the UC Master Gardener Program has provided education, resources, and support to members of our community who are interested in gardening. Through our various projects, workshops, and events, we have been able to reach tens of thousands of people with our message of sustainability, conservation, and practical solutions.

As we reflect over the past two years, we see the impact that our efforts have had on our communities. From helping stop the spread of invasive plants and pests to teaching educators and students about the importance of pollinators, partnering with local organizations to prepare home landscapes for wildfire, reducing water waste in landscapes, and providing resources and support to novice gardeners, we have truly made a difference.

The UC Master Gardener Program continues to strengthen its commitment to diversity, equity, and inclusion (DEI). We have expanded available DEI training to both staff and volunteers and have implemented best practices in hiring, in volunteer selection, and in our work with community partners. Additionally, a program-review committee has provided recommendations and identified opportunities, both internally and within our communities, to better serve a more diverse clientele.

I want to take this opportunity to thank each and every one of you for your contributions to our program. Every day I continue to be inspired and tremendously grateful for the work of UC Master Gardener volunteers. I hope that while you read this report, you can feel my gratitude for our volunteers, leaders, and program supporters' contributions.

Missy Gable,
Statewide Director



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#### **OUR MISSION**

"To extend research-based knowledge and information on home horticulture, pest management and sustainable landscaping practices to the residents of California."

| UC ANR Public Values  | Primary Focus Areas     | Program Topics  |
|---|-------------------------|---|
| Building climate-resilient communities                      | Sustainable landscaping | Right plant, right place<br>Green waste<br>Pest management<br>Pollinator-friendly gardens<br>Water conservation |
| Safeguarding abundant and healthy food for all Californians | Food gardening          | Growing edible plants Expanding varieties grown Reducing produce loss Food security                             |
| Promoting healthy people and communities                    | Community well-being    | Health benefits of gardening and green spaces Spending more time outdoors                                       |

#### **IN OUR COMMUNITIES**

Since 1980, the UC Master Gardener Program has grown to 6,303 active volunteers and trained 33,901 people across fifty-two counties. UC Master Gardeners come from a variety of backgrounds and have a passion for helping others. They receive horticulture training and learn how to support gardeners and community partners. Working together, UC Master Gardeners are dedicated to empowering neighbors, conserving natural resources, protecting the environment, and supporting resilience in light of our changing climate.

#### **VOLUNTEERS BY COUNTY**

#### Single-county programs

| Alameda 220      | Glenn 9         | Napa 163           | San Diego 337       | Sonoma 296    |
|------------------|-----------------|--------------------|---------------------|---------------|
| Amador 66        | Lake 35         | Nevada 125         | San Joaquin 145     | Stanislaus 67 |
| Butte 107        | Los Angeles 382 | Orange 292         | San Luis Obispo 136 | Trinity 15    |
| Calaveras 78     | Madera 36       | Placer 166         | Santa Barbara 56    | Tuolumne 93   |
| Colusa 18        | Marin 348       | Riverside 311      | Santa Clara 302     | Ventura 200   |
| Contra Costa 255 | Mariposa 82     | Sacramento 216     | Shasta 45           | Yolo 124      |
| El Dorado 161    | Mendocino 30    | San Bernardino 214 | Solano 149          |               |
| Fresno 180       | Merced 53       |                    |                     |               |

#### Multi-county programs

| Del Norte-   | Kings-Tulare 98 | Monterey-Santa   | San Francisco- |
|--------------|-----------------|------------------|----------------|
| Humboldt 48  | Lake Tahoe      | Cruz 145         | San Mateo 197  |
| Inyo-Mono 49 | Basin 66        | Plumas-Sierra 10 | Sutter-Yuba 59 |

#### **DELIVERING THE UC ANR MISSION**

UC Agriculture and Natural Resources (UC ANR) connects local communities to the power of UC research in agriculture, natural resources, economic growth, nutrition, and youth development. In so doing, UC ANR improves the lives of all Californians by

- » promoting economic prosperity
- » developing an inclusive and equitable society
- » protecting the state's natural resources
- » safeguarding abundant and healthy food for all state residents
- » developing a qualified workforce
- » building climate-resilient communities and ecosystems
- » promoting healthy people and communities

#### **GROWING COMMUNITIES**

The UC Master Gardener Program teaches people how to sustainably grow food and cultivate gardens to protect California's natural resources. By customizing local gardening outreach to account for unique local landscapes and the diversity of California's residents, we strive to meet the needs of all the communities we serve.

The UC Master Gardener Program

- » hosts hands-on educational workshops that teach how to protect California's natural resources by gardening sustainably
- » answers questions by email or phone about how to grow fruit, vegetables, and flowers and manage pests in the garden
- » provides hands-on demonstrations at school, community, and demonstration gardens
- » teaches horticulture skills to youth and adults in detention centers, seniors in memory care facilities, and veterans at military-serving organizations
- » and does so much more!





UC Master Gardener volunteers in Ventura County demonstrating to residents how to plant a low-water use home landscape. Photo/Bob Carey

### OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

We are proud to be taking significant strides in improving DEI efforts across the UC Master Gardener Program. Our mission is to empower Californians to improve their lives and communities through gardening. It is critically important to ensure that the program is accessible to everyone, regardless of race, ethnicity, gender, age, socioeconomic status, or other factors. To achieve this goal, the UC Master Gardener Program has been actively working to promote DEI initiatives in various ways.

#### In 2021 & 2022, the UC Master Gardener Program:

- » ...provided inclusive and accessible education and training opportunities. We continue to work on providing resources in multiple languages to ensure that language differences do not prevent people from participating in the program. Additionally, we are creating gardens and event locations that are welcoming and inclusive for all participants, regardless of their physical abilities. This includes expanding the range of activities and projects that are specifically designed for children, seniors, and people with disabilities. In Contra Costa County, Spanish-speaking volunteers created Jardineros, a team that helps Spanish-speaking residents with gardening basics and growing food. They offer virtual and in-person gardening classes, partner with community organizations, and provide support to Spanish-speaking clients. The Jardineros team aims to expand partnerships, participate in cultural events, and share its skills and resources with other UC Master Gardener programs in the future.
- ...partnered with community-based organizations, schools, and other institutions to promote gardening as a tool for community building. By leveraging resources and supporting partners in areas where they identify needs, we cultivate beautiful partnerships. For example, Islah Academy in South Los Angeles, a K-8 Islamic community school, wanted to green their school and develop gardening skills. This led to a partnership with UC Master Gardener volunteers from Los Angeles County. Together, they have given gardening lessons and planted raised beds and vertical food gardens in trash cans. They now plan to add fruit trees to the school's campus by 2023. "As Master Gardeners, we often are lucky enough to work on a garden project that gives us the opportunity to be the bringers of joy, magic, and wonderment," says Sum-Sum Chan, a UC Master Gardener volunteer. "The students at Islah Academy made my job so easy—their enthusiasm and excitement to learn about the flowers and vegetables to be planted was contagious."
- » ...focused efforts on increasing the diversity of the program's volunteer base. Through outreach and recruitment efforts, the program strives to attract more diverse volunteers who bring a wide range of experiences and perspectives. This helps to broaden the program's reach and ensure that it is more representative of the communities we serve. Some counties have started recruiting and offering hybrid training classes with self-paced book learning that takes place online. Hands-on learning is offered in the evenings after the traditional workday has ended. We continue to learn about more inclusive ways to host our program and will foster adoption of best practices statewide.



#### BY THE NUMBERS

UC Master Gardener volunteers are passionate about extending their knowledge of sustainable gardening practices and building partnerships for sustainable community gardens and green spaces. Their tireless efforts are reflected in the impressive data and numbers presented in this impact report. From the number of volunteer hours logged to the pounds of produce grown and donated to local food banks, the impact of the UC Master Gardener Program is clear.

### **VOLUNTEER STATS:** FISCAL YEAR 2020-21

418,122

Total volunteer and continuing education hours

6,303

Active volunteers

\$14,053,080\*

Value of volunteer service hours in Fiscal Year 2020–21

\*According to Independent Sector, California value of volunteer time at a rate of \$33.61 per hour

### **VOLUNTEER STATS:** FISCAL YEAR 2021-22

453,093

Total volunteer and continuing education hours

6,170

Active volunteers

\$16,111,987\*

Value of volunteer service hours in Fiscal Year 2021–22

\*According to Independent Sector, California value of volunteer time at a rate of \$35.56 per hour

### **VOLUNTEER STATS: ALL TIME**

7,735,154

Total all-time volunteer and continuing education hours

32,553

Total all-time trained volunteers

606,208

Number of face-to-face contacts served fiscal years 2020–22

9

Average number of years of volunteer service

"Thank you for all you do to serve our residents, schools, community gardens, hospitals, shelters, the incarcerated, and more. And, for all you've given me."

COMMUNITY IMPACTS FROM EDUCATIONAL EVENTS

# **76%** MONITORING FOR INSECTS, WEEDS, AND DISEASES

Reduces the use of pesticides that pollute our waterways.

# **76%** USING PLANTS THAT ATTRACT AND SUPPORT POLLINATORS

Increases the number and diversity of pollinating insects.

## **63%** SELECTING LOW WATER USE PLANTS

Saves limited water resources and reduces water waste in landscapes.

# **73%** IMPROVED FOOD-GROWING PRACTICES

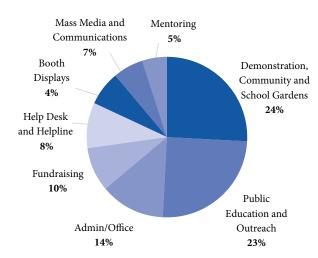
Increases consumption of fresh fruits and vegetables.

# **63%** SPENDING MORE TIME OUTDOORS

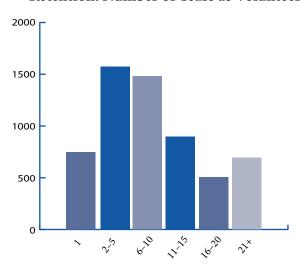
Fosters improved mental health and overall wellness.

All data collected from fiscal year 20-21 and 21-22 statewide program evaluation efforts

#### **Volunteer Hours by Activity**



#### Retention: Number of Years as Volunteer



"The UC Master Gardeners have taught me so much. I am so confident now because of them, and I'm using very little water and growing lots of good veggies."

### SAFEGUARDING ABUNDANT AND HEALTHY FOOD FOR ALL CALIFORNIANS

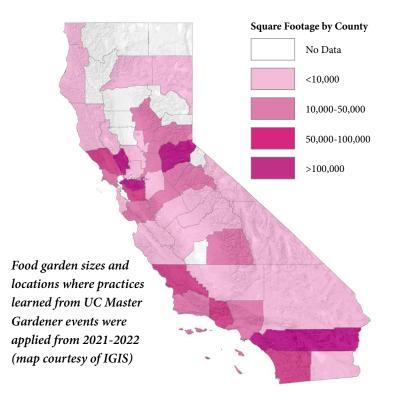


Through education and community support, the UC Master Gardener Program has inspired hundreds of thousands of people to begin successfully growing fruit and vegetables in their homes, schools, or community gardens. Participants in food gardening workshops reported positive behavior change in four areas:

- » growing edible plants
- » expanding varieties grown
- » reducing produce loss
- » food security

The UC Master Gardener Program makes a significant impact on California communities through its efforts to promote food gardening. By providing education and support to individuals and partner organizations interested in growing their own food, the program has helped increase access to fresh, healthy produce and promote sustainable food systems across the state.

Research shows that growing your own food can have numerous benefits, many of which are realized through the UC Master Gardener Program's efforts.



Home gardens are associated with higher fruit and vegetable intake, improved overall diet quality, and reduced risk of chronic diseases like heart disease and cancer. This is particularly relevant in California in food deserts. Food deserts are areas where access to fresh, healthy food is limited, typically due to a lack of grocery stores and other sources of fresh produce. Residents in these underserved communities are forced to travel for healthy food options or purchase from a closer source, typically a convenience or fast-food option. This can lead to poor diet quality and an increased risk of diet-related chronic diseases.

74% of respondents at UC Master Gardener Program hands-on workshops reported starting or improving gardening practices around growing edible plants.

The UC Master Gardener Program works to establish community, school, and demonstration gardens in underserved urban and rural areas that lack access to fresh produce. These gardens provide a source of fresh, healthy food for communities and can help reduce the impact of food deserts. Additionally, the program has provided education and training to

help individuals and partner organizations establish their own food gardens, which can help improve access to healthy foods and increase food security in California communities.

In rural Butte County, where nearly one-fifth (18%) of the population lacks access to enough food, and over one-quarter (28%) lives in areas with limited access to affordable, nutritious food, the UC Master Gardener Program and CalFresh Healthy Living collaborate to provide gardening lessons at lowincome school sites. UC Master Gardeners focus on instructing students and staff on how to grow food, while CalFresh Healthy Living emphasizes the importance of plant-based nutrition. After the students have successfully grown produce in the garden, they harvest and eat the fruit and vegetables they have cultivated. The UC Master Gardener Program and CalFresh Healthy Living have a vision for the future in which school gardens are established and supported as "living labs" throughout the state.

In our state's most populated county, Los Angeles, UC Master Gardener volunteers offer the Grow LA Vegetable Garden Initiative, a program that helps new gardeners start their own food gardens quickly and easily in containers, community gardens, or areas in the front yard or backyard. UC Master Gardener volunteers lead four-session classes across the county and encourage participants to support gardeners in their local communities after completion of the course. In Northeast Los Angeles County, in Eagle Rock, UC Master Gardeners collaborated with Saint Barnabas Episcopal Church to create a food garden that reflected the diverse cuisines of neighborhood residents.

"Replacing the grass lawns in the front of the church with grow beds has been one of the best decisions we've made," said Pastor Jamie Edwards-Acton. "UC Master Gardeners have helped us immensely to create an environment of vibrancy, new life, engagement, and community. We deeply appreciate our partnership."

The UC Master Gardener Program's food gardening efforts have had an incredible impact in California, promoting food security and access, expanding the variety of vegetables grown, reducing produce loss, and—most importantly—building community. As the program continues to expand and evolve, we have the potential to achieve an even greater impact and inspire individuals and organizations to take action to support sustainable food systems in the state.





### PROMOTING HEALTH FOR PEOPLE AND COMMUNITIES

California is one of the most populated and urbanized states in the United States, with cities that span hundreds of miles and house millions of people. Urbanization has resulted in the formation of urban heat islands, where the temperature is significantly higher than in the surrounding rural areas. This is due to the large amount of concrete and asphalt in cities, which absorbs and reradiates heat. As cities grow, so does the number of heat-absorbing surfaces, leading to an increase in temperature.

The high temperature in urban heat islands can significantly affect the health, economy, and environment of California's cities. The increased heat can lead to higher air conditioning use, which can strain the energy grid and increase greenhouse gas emissions. High temperatures can also lead to increased health problems such as heat exhaustion and heat strokes, particularly among elderly and low-income populations. Increased heat can impact local ecosystems and wildlife, altering behavior and leading to a decline in biodiversity. By increasing the number of urban green spaces such as parks and gardens, the UC Master Gardener Program has started work to combat urban heat islands across California. Trees also play a crucial role in reducing urban heat islands by providing shade and transpiring water, which cools the air around the trees.

Research by Janet Hartin, a UC ANR Environmental Horticulture Advisor, found that shade produced by a single tree in inland California cities can reduce the surface temperature of black asphalt by over 70 degrees on a hot summer afternoon. In San Bernardino County, the UC Master Gardener Program partnered with the Inland Empire Resource Conservation District, the California Climate Action Conservation Corps, and nonprofit organizations to provide free drought-, heat-, and pest-resistant trees. UC Master Gardeners provide free help and resources to all recipients on proper planting and tree care to help ensure tree health. More than 700 trees have been given away to families residing in underserved neighborhoods since 2021.

"The education the Master Gardener volunteers provide on tree planting and care is critical to long-term tree survival," says Hartin. "Since only about 40 percent of trees typically survive in urban settings for more than twenty years, this education helps ensure that maximum ecosystem and societal benefits are realized. It's a legacy for our children's children."

In response to the local need for combating climate change, and drawing inspiration from projects like Trees for Tomorrow and UC's Climate Ready Trees, the UC Master Gardener Program of Sonoma County—with funding from the City of Santa Rosa—created a selection of tree species that are expected to flourish in the future even as temperatures increase. UC Master Gardener volunteers developed a recommended tree list using eight criteria, including drought and temperature tolerance. This comprehensive tree list has been incorporated into the City of Santa Rosa's resources and recommendations to city residents for proper tree selection and planting.

"The City of Santa Rosa has been proud to partner with UC Master Gardeners on many watersaving initiatives over the years, including—most recently—the Climate Forward Trees project. This project will help Santa Rosa Water customers choose trees that will help our community adapt and thrive in the face of climate change."

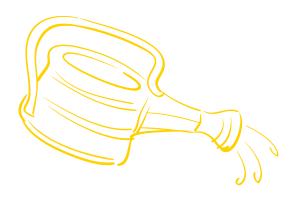
– Claire Nordlie, Santa Rosa Water

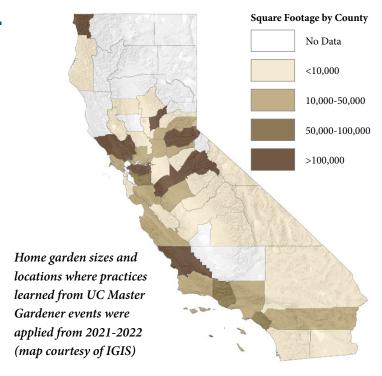
To ensure the success of planted trees, ongoing support is available to all residents. UC Master Gardener volunteers are available free of charge to provide education outreach and guidance on proper planting, watering, and tree care throughout the lifetime of the tree. This support is critical to ensuring that trees are properly maintained and able to thrive for future generations.

Urban heat islands are a growing concern in California, and their impacts can be far-reaching and significant. By implementing measures today to reduce urban temperatures, such as increasing green spaces and promoting tree planting, the UC Master Gardener Program is making significant contributions toward creating a healthier and more sustainable environment for future generations.

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### BUILDING CLIMATE-RESILIENT COMMUNITIES AND ECOSYSTEMS





The impact of climate change is visible across California, threatening diverse landscapes and impacting the lives of residents. In recent years, California has witnessed some of the most devastating wildfires in its history. Wildfires have become increasingly frequent and intense due to climate change, leading many Californians to take action to protect their homes and communities.

The UC Master Gardener Program is committed to assisting our partners at CalFire and fire safe councils across the state to build fire-resilient landscapes in communities. Across the state, UC Master Gardeners teach residents about various factors that contribute to wildfire risk and the steps they can take to reduce it.

Using the latest UC science and fire research, UC Master Gardener volunteers provide free resources and educational events to help residents understand the importance of creating defensible space and appropriately spacing plants around their homes. Through education and outreach, UC Master Gardeners in Marin County have helped Californians

build fire-resilient landscapes and create defensible space around their homes with their Fire-Smart Landscape project. Volunteers developed a toolkit of resources, in English and Spanish, for Marin County residents. The toolkit includes at-a-glance fire-smart tips to increase the safety of landscapes and homes. UC Master Gardeners collaborated to establish demonstration gardens that showcase ways locals can modify their landscapes to promote fire safety while maintaining ecological health through thoughtful design and upkeep.

"The Fire-Smart Landscaping team and UC Master Gardeners of Marin County work with community stakeholders to broaden the reach and promote the new norm of adapting to fire in the landscape. UC Master Gardeners bring a wealth of talent and wisdom to the table; such a great team to strengthen resolve, face exciting challenges, and thrive." – Sophia Porter, Fire-Smart Landscaping Science Coordinator, UC Cooperative Extension in Marin County

In El Dorado County, nestled in the central Sierra Nevada, UC Master Gardener volunteers teach residents how to identify potential fire hazards in their landscapes and develop strategies to mitigate them. This may involve removing flammable plants or materials, creating mini-firebreaks or fire-resistant zones, and using appropriate irrigation and mulching techniques to keep landscapes healthy and less susceptible to fire.

"The class on fire resiliency has been a tremendous benefit to our community. More than one hundred people who live in our Fire Safe Council territory have attended the class in the past two years, and I know many of them have used what they learned to make changes in their own houses and landscapes. I have personally attended three times and have learned something new every time!"

- Tamara Johnston, Chair, Georgetown Divide Fire Safe Council

The UC Master Gardener Program of Sonoma County, alongside Fire Safe Sonoma and other community partners, developed the Resilient Landscapes Coalition. The coalition encourages
Sonoma County residents to adopt fire-wise
landscape design and management in defensiblespace zones while considering sustainable
landscaping practices. The Resilient Landscapes
Coalition was formed to ensure that wildlife habitat
and biodiversity continues to be supported by firewise recommendations, to promote water and energy
conservation, and to assist residents in navigating
occasionally confusing fire-agency guidelines.

UC Master Gardener volunteers have helped educate thousands of Californians on how to reduce the risk of wildfire while protecting their homes and communities. The work of UC Master Gardener volunteers is critical in helping Californians adapt to the increasing threat of wildfires. By providing research-based information and education, UC Master Gardener volunteers help residents create beautiful and safe landscapes and build stronger, more resilient communities. UC Master Gardener efforts are making a real difference and will continue to do so as the state faces ongoing challenges from climate change and other environmental threats.



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### **VOLUNTEER MILESTONES**

Our gratitude goes to each and every UC Master Gardener volunteer for the time, energy, and enthusiasm they display as they improve the sustainability of California landscapes and communities. Here we offer special appreciation to those volunteers whose commitment, in terms of longevity and time, inspires us all to continue working toward our program's mission.

#### **35+ YEARS**

| <ul> <li>» Lori Ann Asmus</li> <li>» Gerrie Bannister</li> <li>» Ottillia Bier</li> <li>» Diana Blasingame</li> <li>» Pamela Bone</li> <li>» Fran Clarke</li> </ul> | <ul> <li>» Kay Clegg</li> <li>» Cathy Coulter</li> <li>» Pearl Eddy</li> <li>» Virginia Feagans</li> <li>» Joyce Gemmell</li> <li>» Rose Gong</li> </ul> | <ul> <li>» Carol Graham</li> <li>» Fred Hoffman</li> <li>» Gwen Kilchherr</li> <li>» Greta Lacin</li> <li>» Dana Lozano</li> <li>» Marilyn Madrone</li> </ul> | <ul> <li>» Gail McFarland</li> <li>» Val Myrick</li> <li>» Anita Pane</li> <li>» Duke Petersen</li> <li>» Marsha Prillwitz</li> <li>» Steve Radosevich</li> </ul> | <ul><li>» Candace Schuncke</li><li>» Pamela Smith</li><li>» Robin Stanley</li><li>» Dmaris Whitehill</li><li>» Ruth Wilson</li></ul> |
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| <ul><li>» Gerrie Bannister</li><li>» Ottillia Bier</li><li>» Diana Blasingame</li><li>» Pamela Bone</li></ul>   | <ul><li>» Cathy Coulter</li><li>» Pearl Eddy</li><li>» Virginia Feagans</li><li>» Joyce Gemmell</li></ul>  | <ul><li>» Fred Hoffman</li><li>» Gwen Kilchherr</li><li>» Greta Lacin</li><li>» Dana Lozano</li></ul>   | <ul><li>» Val Myrick</li><li>» Anita Pane</li><li>» Duke Petersen</li><li>» Marsha Prillwitz</li></ul>  | <ul><li>» Pamela Smith</li><li>» Robin Stanley</li><li>» Dmaris Whitehill</li></ul>  |

| » Fran Clarke  | » Rose Gong  | » Marilyn Madrone   | » Steve Radosevich  | " Rutii Wiisoii  |
|--|--|---|---|--|
| 30+ YEARS  |  |   |   |  |
| <ul> <li>» Elaine Byrd</li> <li>» Cathy Calef</li> <li>» Laura Cerles-Rogers</li> <li>» Yvonne Fee</li> <li>» Cathe' Fish</li> </ul> | <ul> <li>» Diane Galvan</li> <li>» Jennifer Greenfield</li> <li>» Caroline Hathaway</li> <li>» Cathy Holden</li> <li>» Nancy Kissam</li> </ul> | <ul><li>» Irene Krepak</li><li>» Sandra Massen</li><li>» Rosemary McCreary</li><li>» Tony Mekisich</li><li>» Theresa Phipps</li></ul> | <ul><li>» Diane Pollock</li><li>» Jerry Rickard</li><li>» June Stewart</li><li>» Toots Van Ruiten</li><li>» Cooki Vonasek</li></ul> | <ul><li>» Lyn Woodall</li><li>» Milli Wright</li></ul> |
| 25+ YEARS  |  |   |   |  |
| » Marie Antoniou   | » Robbie Cranch  | » Julie Guagliardo  | » Judith Macomber   | » Kathy Tranmer  |

| <ul> <li>» Cathy Calef</li> <li>» Laura Cerles-Rogers</li> <li>» Yvonne Fee</li> <li>» Cathe' Fish</li> </ul> | <ul> <li>» Jennifer Greenfield</li> <li>» Caroline Hathaway</li> <li>» Cathy Holden</li> <li>» Nancy Kissam</li> </ul> | <ul> <li>» Irene Krepak</li> <li>» Sandra Massen</li> <li>» Rosemary McCreary</li> <li>» Tony Mekisich</li> <li>» Theresa Phipps</li> </ul> | <ul> <li>» Jerry Rickard</li> <li>» June Stewart</li> <li>» Toots Van Ruiten</li> <li>» Cooki Vonasek</li> </ul> | » Lyn Woodan<br>» Milli Wright  |
|---|--|---|--|---|
| 25+ YEARS   |  |   |  |   |
| <ul><li>» Marie Antoniou</li><li>» Reka Badger</li><li>» Barbara Beck</li></ul>                               | <ul><li>» Robbie Cranch</li><li>» Loleta Cruse</li><li>» Ellen Dana</li></ul>  | <ul><li>» Julie Guagliardo</li><li>» Karen Hagen</li><li>» Dianne Hanzlicek</li></ul>   | <ul><li>» Judith Macomber</li><li>» Carole Manley</li><li>» Sharon McCray</li></ul>                              | <ul><li>» Kathy Tranmer</li><li>» Laramie Trevino</li><li>» Treva Valentine</li></ul> |
| <ul><li>» Kim Belford</li><li>» Gayle Bergmann</li></ul>  | <ul><li>» Charlene Daniel</li><li>» Tina Fein Dinitz</li></ul>   | <ul><li>» Margaret Hart Lewis</li><li>» Suzie Heap</li></ul>  | <ul><li>» Dorothy Notter</li><li>» Leanne O'Neal</li></ul>   | <ul><li>» Dave Vaughan</li><li>» Carvill Veech</li></ul>                              |
| <ul><li>» Bethallyn Black</li><li>» Joan Borgman</li><li>» Grace Boyle</li></ul>                              | <ul><li>» Betty Drake</li><li>» Sharon Dunbar</li><li>» Charles Baker</li></ul>  | <ul><li>» Ersten Imaoka</li><li>» Rosemary Imes</li><li>» Jessie James</li></ul>  | <ul><li>» Mary Keith Osborn</li><li>» Adelle Owen</li><li>» Linda Peirce</li></ul>                               | <ul><li>» Pam Wallace</li><li>» Vickie-Marie Ward</li><li>» Lucy Warren</li></ul>     |
| <ul><li>» Jackie Bradley</li><li>» Barbara Brown-</li><li>Neville</li></ul>                                   | Duncan » Eileen Duncan   | <ul><li>» Linda Kadubec</li><li>» Eve Keener</li><li>» Bader Kudsi</li></ul>  | <ul><li>» Bonnie Preston</li><li>» Sharon Radish</li><li>» Robin Rivet</li></ul>                                 | <ul><li>» Jean Weiss</li><li>» Gay Wilhelm</li><li>» Ken Williams</li></ul>           |
| » Bonnie Burrows-<br>Gillespie  | <ul><li>» Jerry Edwards</li><li>» Marilou Ellis</li><li>» Rita Evans</li></ul>   | <ul><li>» Nancy Lange</li><li>» Terumi Leinow</li></ul>   | <ul><li>» Marlena Ross</li><li>» Prabhakar Sathe</li></ul>   | <ul><li>» Helene Winebrenner</li><li>» Carol Jean Wolcott</li></ul>                   |
| <ul><li>» Mindy Cecchettini</li><li>» Carole Chavin</li><li>» John Chwistek</li></ul>                         | <ul><li>» Joanie Finch</li><li>» Elizabeth Finley</li><li>» Joanne Geggatt</li></ul>                                   | <ul><li>» Denise Levine</li><li>» Hazel Lew</li><li>» Marie Loretta</li></ul>   | <ul><li>» Stephen Savage</li><li>» Bella Schimmel</li><li>» Harold Severson</li></ul>                            | <ul><li>» Sharon Wulff</li><li>» Alice Yee</li><li>» Darlene Young</li></ul>          |
| <ul><li>» Jeannie Claypoole</li><li>» Gail Cole</li><li>» Emma Connery</li></ul>                              | <ul><li>» Charlotte Getz</li><li>» Barbara Grieco</li><li>» Hildegard Griffin</li></ul>                                | <ul><li>» Nancy Lower</li><li>» Nancy Mack</li><li>» Suzanne Mack-</li></ul>  | <ul><li>» Emily Shibata</li><li>» Nancy Spangler</li><li>» Elinor Teague</li></ul>                               |   |
| » Duane Cornett   | » Sherrin Grout  | Loeber  | » Marge Tobias   |   |



|   | 20+ YEARS         |
|---|-------------------|
| X | Joanne Abing      |
| X |                   |
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#### 15,000+ HOURS

» Michael Kent

#### 10,000-14,999 HOURS

» Fred Hoffman » Sharon McCray » Rose Pipkin » Dolores Ransom » Karen Schaffer

#### 7,500-9,999 HOURS

» Leta Bender » Thurman Howard » Ann Platzer » Candace Simpson » Bev Vierra-» Allen Buchinski » Bette Lloyd » Gail Pothour » Beth Teviotdale Pennington » Jane Cohen » Franc-i Nicholson » Ginni Renfrew » Cheryl Turner

#### 5,000-7,499 HOURS

» Ed Andrade » Judy Crall » Janet Miller » John Rizzi » Hope Henninger » Karen Basso » DI DeProspero » Barry Hoffman » Marie Narlock » Alice Schwegman » Ottillia Bier » Deb El Dorado » Melody Kendall » Judy Parker » Lois Stevens » Rita Evans » Kris Lauritson » Pauline Pedigo » Terri Takusagawa » Bonnie Bradt » Merry Campbell » Tamara Fine » Nancy Lockwood » Sherida Phibbs » Phyllis Turrill » Laura Cerles-Rogers » Gail Fulbeck » Nanette Londeree » Pat Randolph » Bonnie Wagner » Mary Collins » Charlotte Getz » Rosemary McCreary » Ann Ranish » Anne-Marie Walker » Emma Connery » Carol Graham » Sue McDavid » Cindy Riverside » Gretchen Zane

#### 2,500-4,999 HOURS

» Betsy Buxton

» Cathy Calef

» Jane Callier

» Susan Carter

» Don Chapman

» Carole Chavin

» Emi Carvell

» Cie Cary

» Louisa Cardenas

» Judy Ascheman » Kathy Cinowalt » Rusty Avery » Frances Clarke » Dawn Avery » Anita Clevenger » Robin Bastianelli » Joan Cloutier » Judy Ascheman » Judith Cody » Rusty Avery » Ray Conser » Dawn Avery » Debbra Corbin-» Robin Bastianelli Euston Irene Beebe » Mary Jo Corby » Peggy Beltramo » Mike Corby » Peggy Black » Nancy Creveling » Jeffrey Blake » Ellen Daisher » Lani Blazer » Electra de Peyster » Pamela Bone » Pat Decker » Anne Brewer » Mary Perez Dong » Faith Brown » Dorothy Downing » Cindy Bruecks » Nora Dvosin » Sheri Burke » Bonnie Dwyer » Ann Burrell » Kathy Eisele

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| 2021           | 2022           |
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| \$274,478      | \$231,565      |
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