



2018

WILDLIFE LEADERSHIP ACADEMY

---

Annual Report

---



## Letter From Our Director

### THE NEXT GENERATION

After 12 years of serving our Alumni, we have realized more than ever the importance of support and connection. And, whether they are a first-year student or college-age alumni, this connection empowers these young leaders to work towards solving our greatest conservation challenges.

Along with our annual update, in this year's report, you will get a look into four alumni stories and their Academy experiences. As you read the interviews with Noelle, Kala, Freya, and Kyle, you will see the individuality of each of them. In this individuality, you will also see the way that Wildlife Leadership Academy has connected and served them, from learning how to command a classroom to opening their eyes to the nuances of science and natural resource management.

As we work to connect, serve, and empower this next generation of conservation leaders, we are grateful that YOU see the value in our efforts and continue to invest in and support the Wildlife Leadership Academy. We are grateful every day that you believe in our mission. THANK YOU.

Yours in doing what matters,

Michele Kittell  
Executive Director

# Noelle LaFaver

## Alumni Interview

Noelle is a 19-year-old Sophomore majoring in Conservation Biology at the State University of New York. She really enjoys her college because it is entirely based on conservation and all of the students are like-minded in these interests. Noelle is a PA Bucktail's Class of 2017 Alum.

**Noelle's field school experience:** Noelle shared she enjoyed seeing so many different people come together for a common interest, "I liked meeting a lot of people with the same interests. Back home I was the only one interested in conservation, and then coming to Wildlife Leadership Academy, I realized it's not just me. It made me want to go to the college that I'm going to, and study what I'm doing."

**Her specializations/areas of interest:** "So far I am most interested in birds, plants, and megafauna."

**In what ways do you think Wildlife Leadership Academy has helped prepare you for the path you're on now?** Noelle shared that the emphasis on public speaking helped her with her current pursuits, "I never thought I would be a Lead Coordinator at WLA, having to command the room is important, and I can do that now."

She went on to describe activities at the field school, including a mock-town hall which she said helped prepare students for real world situations.

She stated, "When they are faced with the challenge of having other opinions, they have to put aside their own feelings and understand the collective thought. As Lead Coordinator I can take the reins and lead other people. I can push the kids to think more critically and pay attention to things they might be close-minded to. They have five different projects going on, so trying to keep them on track and managing their time can be challenging, but it's exciting to see that they can do it."

Aside from leadership skills, she said that WLA helped her discover her areas of interest, and the career field she's in. In the future she hopes to study abroad, work for the government or DCNR, and to pursue advanced degrees.



*"EVERYONE AT WLA IS SUPPORTIVE AND IS THERE FOR YOU THE WHOLE WAY FROM THE FIELD SCHOOL, TO COLLEGE, TO CAREER."*

**What differences has she noticed in herself since she was a student at WLA:** "I loved being back at WLA. Not only was I able to watch the next generation learn and grow as conservation ambassadors, but I was able to watch their passion for fishing, hunting, and trapping."

Talking to them about their passions made me want to learn more about their interests and goals. I also liked meeting the wildlife professionals and picking their brains with any questions I had regarding their research and job experience. Everyone at WLA is supportive and is there for you the whole way from the field school, to college, to career."

## Our Mission

The mission of Wildlife Leadership Academy is to engage and empower high school age youth to become Conservation Ambassadors to ensure a sustained wildlife, fisheries, and natural resource legacy for future generations.



A year-round program, the Academy begins with rigorous summer field schools that focus on wildlife or fisheries biology and conservation, as well as leadership skills development. After field school, development continues with community outreach through education, service, media engagement, creative arts, and outdoor mentorship.



## Three-Year Vision

Expand our exclusive Conservation Ambassador training program. We are currently offering five field schools - Bucktails, Bass, Brookies, Drummers, and Gobblers. Future plans include (1) addition of new field schools and (2) offering Advanced Educational Trainings (AETs) for our alumni that focus in on specific natural resource subjects and skill set development in relation to those subjects (i.e. plant ID, GIS/GPS, nature photography).

Enhance our Alumni's opportunities as they transition from high school to college and/or career. Our Academy Alumni Network offers connection and support as our

students continue to grow into their careers. Current services for our Alumni at the high school level include opportunities to attend personalized college visit days and state-wide natural resource professional conferences. Over the next three years, we will focus on extending our services to college age alumni by turning our Alumni Reunion into a weekend networking event, creating an internal jobs board and recruiting conservation partners to share their job opportunities with us, and offering one-on-one advising as students transition from college to graduate school and/or the workplace.

# Class of 2018

## Conservation Ambassadors



**120 Youth participants** attended five field schools (100 new students; 20 returning youth mentors) from 49 counties across the commonwealth.



**PA BUCKTAILS:** Focusing on the white-tailed deer & their habitat.

*JUNE 12-16 Stone Valley Recreation Area, Huntingdon County*

**20 new Students, 4 youth mentors, and 4 adult mentors and 1 apprentice.** Youth hailed from 22 different PA counties.



**PA BASS:** Focusing on bass & the Susquehanna River watershed.

*JUNE 26-30 Camp Oak Hill, Lancaster County*

**20 new Students, 4 youth mentors, 4 adult mentors and 1 apprentice.** Youth hailed from 22 different PA counties.



**PA BROOKIES:** Focusing on brook trout & cold water conservation.

*JULY 17-24 Sieg Conference Center, Centre County*

**20 new Students, 4 youth mentors, 4 adult mentors and 2 apprentices.** Youth hailed from 16 different PA counties and one county in Maryland.



**PA DRUMMERS:** Focusing on ruffed grouse & their habitat.

*JULY 17-14 Stone Valley Recreation Area, Huntingdon County*

**20 new students, 4 youth mentors, 4 adult mentors and 2 apprentices.** Youth hailed from 20 different PA counties and one county in New York.



**PA GOBBBLERS:** Focusing on the wild turkey & their habitat.

*JULY 24-28 Stone Valley Recreation Area, Huntingdon County*

**20 new students, 4 youth mentors, 4 adult mentors and 2 apprentices.** Youth hailed from 19 different PA counties.

# Community Outreach

Equipped with knowledge and confidence, after field school, students extend their conservation knowledge to their communities across Pennsylvania

After the summer field school, the Academy asks youth to return to their communities to conduct a minimum of four outreach projects sharing their knowledge throughout their communities through: education, service work, media engagement, creative arts, and outdoor mentorship.

4,194

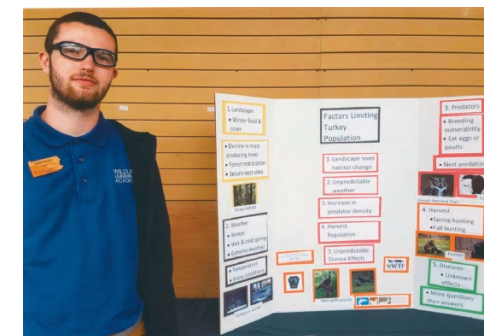
4,194 Outreach Projects Conducted To Date

16,000

Over 16,000 Contact Hours With the Public

72,000

Reaching An Audience Of Over 72,000 People Across The State.



# Kala Davis

## Alumni Interview

Kala is a recent graduate of Memorial University of Newfoundland with a Masters in Environmental Science. She received her undergrad from California University of Pennsylvania with a Bachelor's of Science concentration in Wildlife Fisheries Conservation. She worked for 4 ½ years as an Endangered Bat Biologist in Virginia. She then went on to pursue her master's degree, and worked at the Departments of Fisheries and Oceans Canada, as an international student concurrently. She recently accepted a position as a project manager with Resource Environmental Solutions.

**Kala's field school experience:** Kala attended the second ever Bucktail's field school in 2008. She reflected about classmates that continued to be a part of WLA since 2008, and how cool it was to see their separate progressions as she went off and did her own thing. She returned three years ago, after reconnecting with the Academy through an Alumni event. She is now a Field School Curriculum Coordinator, working with Gary Alt to plan and implement WLA's extensive curriculum.

**What differences has she noticed in herself since she was a student:** "It felt very overwhelming as a student, like how in the world will I learn all this? But coming back as an instructor, it's awesome to see how much the student's do retain. You, as a student, discredit yourself so much. But really, these students are truly grasping this information within hours. It's amazing, and very uplifting to see."

*"YOU, AS A STUDENT, DISCREDIT YOURSELF SO MUCH. BUT REALLY, THESE STUDENTS ARE TRULY GRASPING THIS INFORMATION WITHIN HOURS. IT'S AMAZING, AND VERY UPLIFTING TO SEE."*

**Her specializations or areas of interest:** "Because I'm a jack of all trades, I just generalize myself as an ecologist." She described herself as a big picture thinker, and said that's why consulting was really good for her. During her time as a consultant, she was in charge of permitting, wetland delineation, stream delineation, and critical habitat. She said this allowed her to look at the whole picture, and understand things from more than one perspective. "I'm very much a fan of the environmental assessment process, and making sure it's documented for years. This ensures that you're stacking on your environmental impacts, and not permitting just one little thing at a time." She went on to say that people often don't think about the way other companies are impacting the same area, which



can result in more negative impacts to ecosystems. Overall, Kala says she is very much an applied scientist. She wants to be in the field.

She loves GIS mapping, synthesizing data, and figuring out a broader view of wildlife conservation, beyond specific specializations. She maintained that this isn't always what employers are looking for, but what she feels is important for the future of wildlife conservation.

**What was her favorite thing about field school when she attended:** "Going back to the big picture thing, I really appreciated how we learned everything about deer, and hunting,

but WLA made sure we learned about conserving the habitat, how deer impact the habitat, like the big picture. I think WLA is actually where I fell in love with the big picture."

**How WLA prepared her for the path she is on now:** "WLA was a turning point for me in high school. I don't know if it's changed, but when I was in high school they were always pushing you to make a decision on your career. Like any young girl who loved animals, I thought I wanted to be a vet. After I learned I really didn't want to be a vet, I had no clue what I wanted to do." She went on to share that was when she went to WLA and realized there were so many more options for careers working with and in defense of animals. She credits WLA for her appreciation of big picture thinking, and for leading her into wildlife conservation as a career path.

Kala went on to say that although she has the training to specialize in something like bat biology, she is interested in wetlands and many other areas. She wants to make sure other biologists can synthesize this information, and the general public can understand it as well.

She said, "I know there's a lot of issues with simplifying science, because you lose the nuances about it. But I think, if you can simplify it enough to get people interested, the second you spark that interest you can really start pushing them into the deeper knowledge. I think that's what this field school does. It brings kids who are vaguely interested, and really shoves them into the details, and helps them understand if they still want to do this."



## Alumni Network

The Academy Alumni Network serves our students in the following ways:

### SUPPORT

Katie Cassidy, Program and Outreach Coordinator, supports and mentors alumni through professional development opportunities including facilitating special college visit days and their attendance at professional meetings as well as serving as connector and counselor as their career interests evolve.

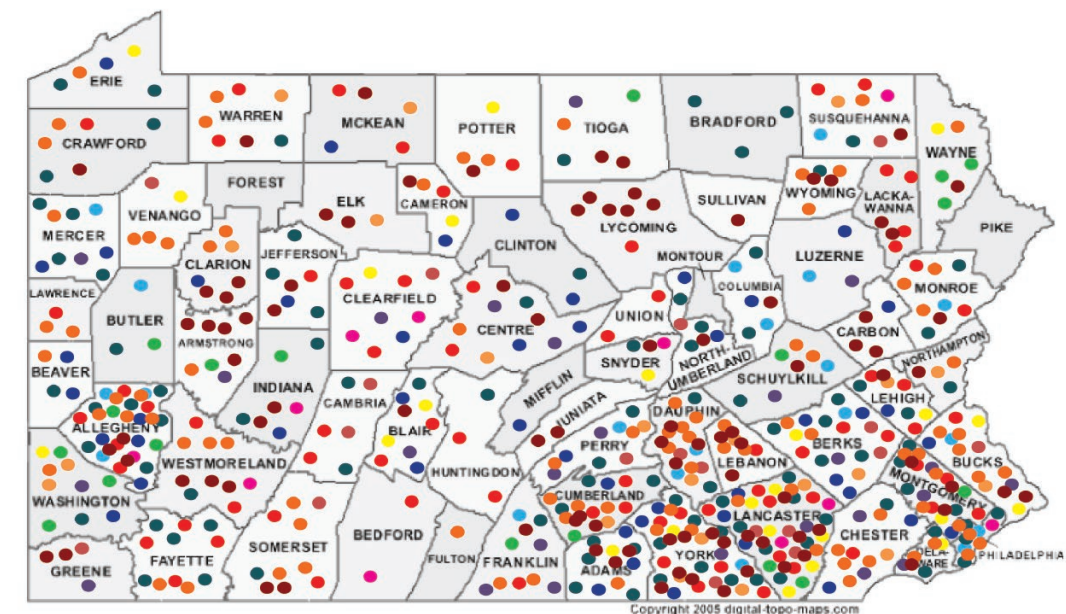
### CONNECTION

Future goals include engaging Alumni through the Academy Alumni Network via an online networking platform, job opportunities with the Academy, and career development workshops at our annual reunion.

### SERVICE

Students can take advantage of the opportunity to give back to the Academy by volunteering, working, or teaching at our summer field schools.

Our alumni hail from all over Pennsylvania, bringing different interests, backgrounds, and experiences to our field schools. Our diversity helps make a better experience for everyone involved in Wildlife Leadership Academy.



- |                 |                 |                 |
|-----------------|-----------------|-----------------|
| ● 2007 Students | ● 2011 Students | ● 2015 Students |
| ● 2008 Students | ● 2012 Students | ● 2016 Students |
| ● 2009 Students | ● 2013 Students | ● 2017 Students |
| ● 2010 Students | ● 2014 Students | ● 2018 Students |



# A Lifetime of Engagement

## YOUTH MENTOR



## ACADEMY SUPPORT TEAM

## STUDENT

The Wildlife Leadership Academy is not just a one-week experience. After field school, we want our students to continue to advance their skill and leadership levels within the Academy. This system creates not only a support system for our students, but a sustainable long-term program.

20 new **Students** attend each field school every year. If students excel in their outreach, they are eligible to return as a **Youth Mentor**.

Students who continue to follow through with their community outreach efforts are invited to attend in their third year as **Apprentices** helping “behind the scenes” at field school. In 2018, 8 **third year students** (high school age) volunteered as apprentices, supporting field school logistics

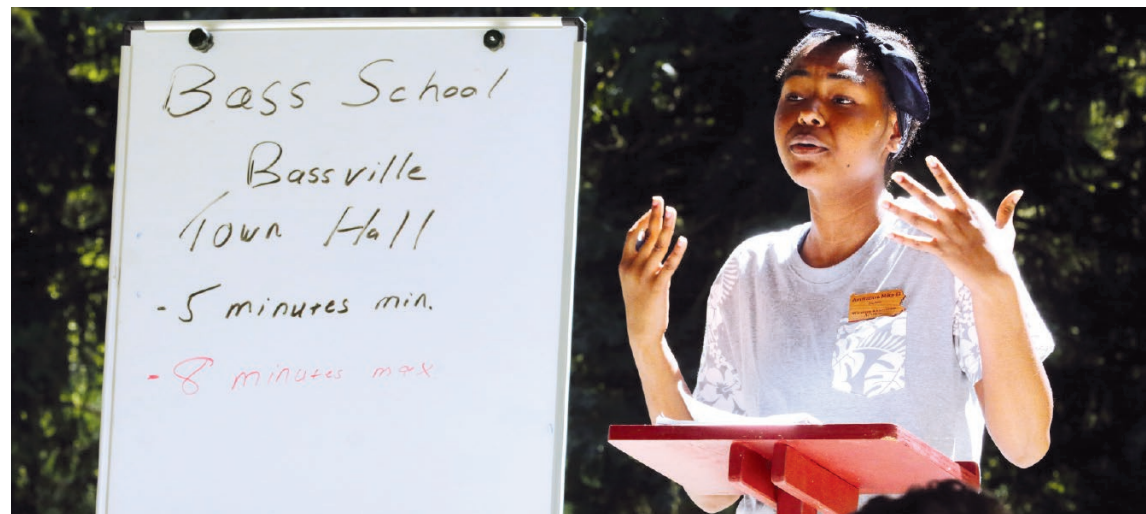
Alumni who are interested can work for the **Academy Support Team** at one or more field schools each summer, providing logistical support as well as taking a leadership role in team building activities and more! In 2018, 10 **Alumni** (high school and college age) worked as Academy Support Team members supporting field school logistics at various field schools.

**Academy Elites** are trained to become Lead Coordinators for a field school taking on more advanced roles in leading the week of field school, being responsible for staff, program logistics, as well as risk management and safety. In 2018, 4 **Alumni** worked as Academy Elites, training and serving as Lead Coordinator for 4 field schools.

## APPRENTICE



## ACADEMY ELITE



## Finding their Voices

Our students have opportunities to submit blogs, and other writing and photo endeavors, to be posted on our online platforms. This helps students show off their skills, interests, and unique knowledge bases to WLA's diverse audience.

### Next-Gen Blog

Every year alumni are selected to write blogs for the Academy's website, Facebook page, and email newsletter. This gives them a chance to have their writing read by students, alumni, and professionals in the field.

### Photo Fridays

Photo Friday submissions are posted on our Facebook page, and give students another opportunity to express themselves and their insights on wildlife topics that they encounter.

### Words of Wisdom

Students submit Words of Wisdom quotes and photos to be posted on our social media platforms throughout the year. This lets them show off their photography skills, as well as quotes they find insightful.



Emma O.

Since 2015, there have been **202 youth-written blogs** published on the Wildlife Leadership Academy's website.

There is a plethora of interesting flora and fauna in Maine. One surprising thing I was able to experience first-hand was the effects of invasive species. Once I reached Pemaquid, the first thing I noticed was the gorgeous swath of rich purples and creamy pinks that blanketed everything around me. Roadsides, fields, farms, and homes were all touched by these colors, and I was entranced by the vibrancy of the hues!

However, I quickly realized what the color was—it was a plant called a lupine (*Lupinus polyphyllus*). It is considered a perennial herb that can reach up to 1.5 meters tall. After some research, I learned that lupines are “probably invasive” in Maine. It would make sense because it seemed like the flower crept into every untouched crevice of land there was! I was able to see with my own eyes the far-reaching effects an invasive plant can have.

-Excerpt from blog *Lupines, Lobsters, and Lots of Kayaking: The Outdoor Attractions of Maine* by Emma O., a Drummers Alumni.



Photo taken by Devin G., a Bucktails Alumni for their blog, *My Passion for Photography*.

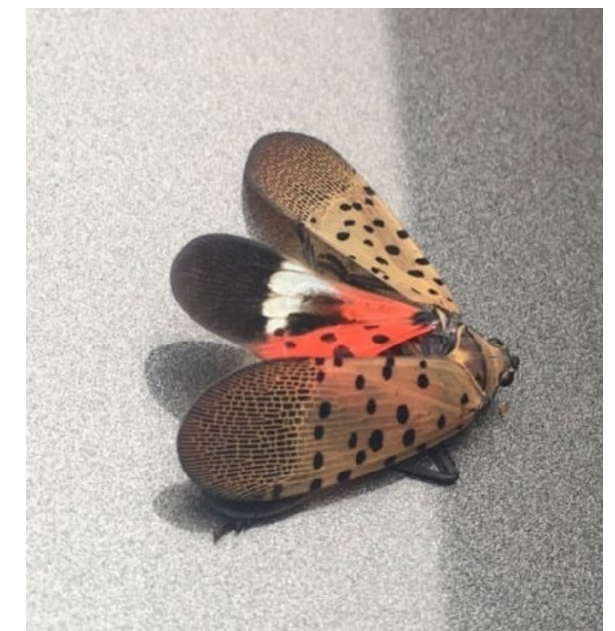


Photo taken by Faryn S., a Drummers Alumni for *How to Spot a Spotted Lantern Fly*.

# Freya Bairdsen

## Alumni Interview

Freya Bairdsen, is a 19-year-old Lead Coordinator at Wildlife Leadership Academy. After graduating high school, Freya took a gap year and took some classes at her local community college. She is currently attending Warren Wilson College in North Carolina for Conservation Biology. Freya attended our Bucktails and Ursids field schools in 2015.

**Where she's been:** After Freya's time at WLA she came back as Youth Mentor and a volunteer. The next year she returned to be in the Academy Support Team and for more volunteering. She rose to be Lead-Coordinator at WLA. When discussing her leadership journey she states "There is a ladder you can climb. If alums want to keep coming back, they can return and keep marching up. It's a good opportunity if you come back as a Youth Mentor because you're in a mentoring and leadership position." Freya said that since the Academy Elite program was founded, alum can come back and learn how the camps work, gain leadership skills, and rise through the ranks, eventually being promoted to Lead Coordinators.

**Freya's field school experience:** Freya said at first, it was a bit stressful. "The program is intense, kids are tired, a lot of projects are due. There is a ton of information and they keep you moving. But really, I loved the connections you got to make with all of the instructors here. Especially at Bucktails, they have a lot of instructors come through during the week. Over 20 instructors visit the camp, that's more instructors than students. You can just talk to them and they're willing to talk to you like people." She liked that you addressed instructors by their first names, and stated "It takes down the barriers between you and the experts that you want to get to know. You can just go eat breakfast with a bear biologist." To her this experience was really valuable, and some of these connections were even able to write her references.

*"IT TAKES DOWN THE BARRIERS BETWEEN YOU AND THE EXPERTS THAT YOU WANT TO GET TO KNOW. YOU CAN JUST GO EAT BREAKFAST WITH A BEAR BIOLOGIST."*

**What differences has she noticed in herself since she was a student:** Freya said she feels WLA had a lot to do with how much she has matured. "The field schools are designed to give you life skills. They overload you with work, and that's kind of



the college experience." When Freya first started coming to camp at age 15, she described herself as really quiet. She states "I'm not anymore, it's given me a lot of confidence and opportunities I wouldn't have had otherwise. I don't know where else I would have gotten them, or where I would be. It's really opened doors for me, and it all started when I was 15."

**Her specializations or areas of interest:** Freya isn't exactly sure what area of conservation she wants to go into yet but she stated "I know that I don't want a desk job. I want to go outside and work with people. I'm just planning to not plan too much." She hopes to do a lot of internships in college to get experience, and to help her figure out what areas of conserva-

tion she wants to pursue in the future. When discussing her interests more, Freya listed one of her role models as a controlled burn-specialist in Georgia. "That is appealing to me because it's a nationwide thing. You need it in Idaho, you need it in North Carolina, you need it in Wyoming. So if you get the skills to do that, you can end up anywhere."

*"[WLA] HAS GIVEN ME A LOT OF CONFIDENCE AND OPPORTUNITIES. IT'S REALLY OPENED DOORS FOR ME, AND IT ALL STARTED WHEN I WAS 15."*

When discussing her future plans she said she wants to jump around and try many things to get as much experience as she can. Freya has received a scholarship to the National Outdoor Leadership Schools (NOLS) , and hopes to eventually be a NOLS instructor. She said that with her WLA experience and future endeavors she hopes to get the wilderness, nature, and first-aid experience necessary to competently lead others through nature.

# Our Supporters

Thank you! The Wildlife Leadership Academy is only possible because of support from every level. From sponsorships to our partners in state agencies and conservation organizations, these folks are the reason we can continue to educate and empower the next generation of conservation leaders!

## Habitat Level \$10,000+



## Hemlock \$5,000+



## Aspen \$2,500+



## Mountain Laurel \$1,000+

The Pennsylvania Wildlife Federation  
WHM Solutions, Inc.

## Grassroots/Scholarship Fund \$250+

Black Forest Conservation Assn  
Clarion County Sportsmen  
Eastern Chapter of the Wild Sheep Foundation  
Lancaster County Conservation District  
Lebanon County Conservation District  
PA Chapter of The Wildlife Society  
PA Outdoor Writers Association  
Pheasants Forever, North Central PA Chapter #630  
PA Council of Trout Unlimited  
Potter County Conservation District  
QDMA, SE PA Branch,  
In memory of Mike Gerth  
QDMA Susquehanna Branch  
Rocky Mountain Elk Foundation  
South Mountain Audubon  
Susquehanna County Federation of Sportsman's Clubs  
Washington County Sportsmen  
White Covered Bridge Association

## Foundation & Agency Support

Richard King Mellon Foundation  
The Campbell Foundation  
Colcom Foundation  
Laurel Foundation  
PA DCNR Community Conservation Partnerships Program  
PA DEP Environmental Education Grant  
The NRA Foundation  
Schuylkill Area Community Foundation  
Sordoni Family Foundation  
Reidler Foundation

## Partnering Agencies & Organizations

Advanced Telemetry Systems, Inc. | Cedar Crest College | Chester Water Authority | Clearwater Conservancy | Clinton County Conservation District | District Hunters Sharing the Harvest | PA Department of Environmental Protection | Kutztown University | Lancaster County Conservation District | NWTF, Pennsylvania | Ned Smith Center for Nature and Art | Pennsylvania Fish and Boat Commission | Pennsylvania Game Commission | Pennsylvania Department of Conservation and Natural Resources | Pennsylvania Outdoor Writers Association | Pennsylvania State University | Penn State Dubois Penn State Extension | QDMA, PA Council and Chapters | Ruffed Grouse Society | Susquehanna University | The Wildlife Society, PA Chapter | Texas Brigades | Trout Unlimited, Pennsylvania Council | TU, Lloyd Wilson Chapter | TU, Spring Creek Chapter | Tylersville State Fish Hatchery

# Pay it Forward

Alumni raising funds to support our communities and the next class of Conservation Ambassadors!

**2018 FUNDRAISING TOTAL**  
*\$3,224 from 43 Donors!*



**Donovan Faith**  
Blue Polo Society, \$1000+



**Ashley Dunmire**  
Blue Polo Society, \$500+



**Elizabeth Bruner**  
Blue Polo Society, \$500+



**Laura Malehorn**  
Blue Polo Society, \$500+



**Pierce Landis**  
Blue Polo Society, \$500+



**Caleb Dailey**  
Blue Polo Society, \$500+



**Chloe Horning**



**Nicole Croushore**



**Hannah Gaibor**

# Scholarship

## Tuition Support

With a tuition cost of \$500, over 50% of our Academy students apply for financial assistance based on need and academic qualifications. We continue to grow our scholarship fund to support students in need of assistance.

## Ralph Abele Excellence in Outreach Award

Each year this award is given to students who excel as Conservation Ambassadors. For each field school, a \$500 scholarship is awarded to the student who is top of their class for outreach.

The Class of 2018 Awardees were:

**PA Bucktails: Elizabeth Bruner**

Completed: 181 projects.  
Gave 320 hours to her community.  
Reached 3,213 people with her outreach.

**PA Drummers: Emma Olney**

Completed: 87 projects.  
Gave 90 hours to her community.  
Reached 803 people with her outreach.

**PA Bass: Laura Malehorn**

Completed: 30 projects.  
Gave 80 hours to her community.  
Reached 353 people with her outreach.

**PA Gobblers: Zachary Mosier**

Completed: 22 projects.  
Gave 412 hours to his community.  
Reached 443 people with his outreach.

**PA Brookies: Carter Wynn**

Completed: 55 projects.  
Gave 176 hours to his community.  
Reached 476 people with his outreach.

*“After I graduate I would like to study environmental science and conservation in college, and later get a job in the field. Because of this, I specifically wanted to go to the Wildlife Leadership Academy. In July, I was lucky to be selected to attend. I was very thankful to go, and I was even more grateful to receive an academic scholarship.” -Emma S., Drummers Alumni*



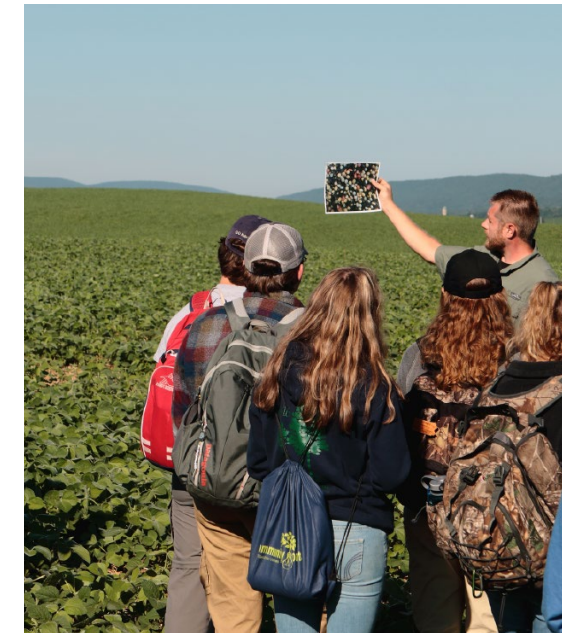
## A Team Effort

In 2018, 95 professionals from state agencies and conservation organizations engaged in some level of instruction at Academy field schools. The support of these people plays a vital role in our continued success educating and empowering the next generation of conservation leaders.

Some of our partners this year included: Advanced Telemetry Systems, Inc., Clinton County Conservation District, PA Department of Conservation and Natural Resources, PA Department of Environmental Protection, Kutztown University, National Wild Turkey Federation-PA Chapter, Pennsylvania Fish and Boat Commission, Pennsylvania Game Commission, PA Conservation Heritage Project, PA Outdoors Writers Association, Pennsylvania State University, Penn State Extension, Quality Deer Management Association-PA Council and Branches, Ruffed Grouse Society, The Wildlife Society - PA Chapter, Trout Unlimited-Lloyd Wilson and Spring Creek Chapters, Tylersville State Fish Hatchery, Lancaster County Conservation District, Mid-Atlantic Youth Anglers, Stroud Water Research Center, US Fish and Wildlife Service and USDA-APHIS.



Linda Ordiway,  
*Ruffed Grouse Society Biologist*



Scott Koser,  
*Clinton County Conservation District*



Grady Zuiderveen,  
*Botanist, U.S. Forest Service*

# Kyle Clark

## Alumni Interview

Kyle Clark is a PhD. candidate at the Pennsylvania State University majoring in Wildlife and Fisheries Science. He has a B.S. and M.S. from Penn State in Wildlife and Fisheries Science. Kyle is PA Bucktail's Class of 2010 Alum.

**Where he's been:** Kyle has served as the fisheries expert for the Bass camp, and says he was ecstatic to be doing so. Kyle grew up participating in many outdoor activities, and said, "Pretty much anything that involved being outside always interested me. My father also owned a taxidermy business, so I was constantly exposed to different types of wildlife. I began to appreciate the animals for their beauty and recreational value, so I decided a job that focused on managing these populations was the best fit for me."

**Kyle's field school experience:** Kyle said since his time at WLA field school has remained very similar in structure. When discussing his experiences here as a student he said, "My time spent at bass field school this year was full of fond memories of my time at Bucktails back in 2010. The experiences offered to students have improved since my time, but the feel is exactly the same. I cannot express how much this camp changed my life and am grateful to be a part of such an awesome program."

**What differences he noticed in himself since he was a student:** Kyle attended our Bucktails camp in 2010. During our interview, he said, "I was more interested in working with mammals then, white-tail deer in particular. However, since that time, I have become more interested in freshwater fishes and freshwater mussels."

**His specializations or areas of interest:** Kyle specializes in fisheries research and management. When discussing this he said, "In my position, I have had the privilege of traveling all over Pennsylvania surveying streams, lakes, swamps, and ponds for different types of fishes. I have used a spectrum of fish sampling gears, including electrofishing backpack units, electrofishing boats, electrofishing towboats, electrified trawls, seines, as well as many other types of gears."



Also, I specialize in working with native freshwater mussels (Unionidae) in the Allegheny drainage in Pennsylvania.

WLA helped prepare me to go into this field in many ways. It helped me gain confidence in public speaking. In addition, it taught me the importance of networking. These two skills are invaluable in my field and are essential to me. These skills aid in forming collaborations between people in a scientific setting. Also, they help me communicate scientific knowledge to the general public."



Photos from Kyle's Field Work  
It's great to see our Alumni doing what they love.

# 2018 Financials

INCOME	Total
Individual Contributions	48,811.78
Scholarship Contributions	22,990.59
Foundations	251,750
State Grants	122,080.43
Earned Revenue-Tuition	26,850
Other Income	2,585.11
<b>TOTAL INCOME</b>	<b>475,067.91</b>

Professional, volunteer, and other in-kind service estimated for the Wildlife Leadership Academy in 2018 includes:

471 Hours of support with an estimated cost of \$14,753

Professional Services (i.e. PGC, PFBC, and other consultants serving as instructors).

2,198 Hours of support with an estimated cost of \$54,268

Volunteer Services, (i.e. volunteer and adult mentors at field school and general adult and youth volunteers).

Other in-kind support at an estimated cost of \$18,789

Items such as the printing of educational binders for students by PGC and PFBC, and radio telemetry equipment donation.

**Special Note:** As per accounting standards, all income is reported in the year received. Therefore, our surplus not only reflects an operating reserve but also multi-year grant award surpluses that are allocated to support the next year's operating budget.

EXPENSES	TOTAL
Scholarships (College)	2,000
Salaries and Wages	127,224.55
Intern Wages	8,050
Payroll Expenses	11,929.19
Workers Comp Insurance	1,811
Accounting Fees	7,505.9
Professional Fees (Instructors/ Curriculum Coord.)	36,939
Office Supplies	2,957.3
Program Supplies	21,415.18
Computer & Software	4,287.76
Fundraising Supplies	1,386
WLA Reunion Exp	172.73
Educational Reward Trip	8,737.22
Postage and Shipping	4,432.73
Website and Internet	1,865.49
Equipment/Vehicle Rental	3,050
Program Transportation Rental	6,444.56
Printing and Copying	12,551.49
Subscriptions	126.14
Promotions and Publications	1,510.98
Program Facility	16,893.36
Program Meals	32,968.95
Office Rental	10,150
Utilities	661.83
Travel and Meeting Expenses	12,989
Insurance-Auto, Liability, Directors	4,883.91
Membership Dues	755
Background Checks	854
Miscellaneous	175.02
Bank Charges	82.3
<b>TOTAL EXPENSES</b>	<b>346,800.47</b>
Net Operating Reserve	128,267.44

## Board of Directors

Joseph Reibman, Esq.  
President

R. Charles Stehly  
Vice-President

Ann DePaulis, Esq.  
Secretary

Wayne Kober  
Treasurer

James Brett  
Honorary Director

Peter Duncan  
Honorary Director

Tim Romig

Gary Wessner

## Year Round Staff

**Michele Kittell**  
Executive Director

Leads administration and program development for the Wildlife Leadership Academy. (right in photo)

**Katie Cassidy**  
Program & Outreach Coordinator

Leads marketing and post-field school mentorship for our Conservation Ambassadors. (left in photo)

**Gary Alt**  
Curriculum Coordinator

Leads field school curriculum development, implementation, and assessment.







The mission of the Wildlife Leadership Academy is to engage and empower high school age youth to become Conservation Ambassadors to ensure a sustained wildlife, fisheries and natural resource legacy for future generations.

The Academy, a 501(c)(3) non-profit organization, is a cooperative initiative involving state agencies and conservation organizations.

116 Market St., Lewisburg PA 17837 | (570) 245-8518  
[wildlifeleadershipacademy.org](http://wildlifeleadershipacademy.org)

THIS REPORT WAS PRINTED ON 100% POST-CONSUMER WASTE PAPER.