



WILDLIFE
LEADERSHIP
ACADEMY

ANNUAL REPORT 2020/2021



LETTER FROM THE DIRECTOR

As for so many, the last two years for the Wildlife Leadership Academy did not go as planned. The world reacted to the changes that were upon us and so did our organization. We began to make decisions and one thing was clear – we would train a full class of students to be Conservation Ambassadors in 2020 and 2021. We pivoted quickly, forming a passionate team of instructors and staff to modify our curriculum to a high quality virtual educational experience. In the throes of transforming our program, little did we know how much we would learn and grow.

We learned that willing and passionate high school students would step up to the plate to engage in learning about our natural resources no matter the format and that they were fully adaptable to reach their community to spread the conservation message.

We learned that great partnerships matter now more than ever. Our instructors from state agencies and conservation organizations went above and beyond to teach our students in unique and active ways – who knew a turkey calling contest could be so adaptable to Zoom!

And finally, we learned how important integrating diversity, equity and inclusion into the fabric of our organization matters. Not only did we verbalize our commitment to these efforts but staff have actively engage in learning and listening opportunities and, in our programming, we have taken steps to become more inclusive. Yes, we still have more work to do, and are committed to doing that work, including ensuring that ALL students are equally aware of the opportunity and have the resources to train as a Conservation Ambassador.

This 2020-2021 Annual Report is a celebration of our students and our efforts over the last two years. I hope that you will see how we aimed to uplift and engage over 230 outstanding youth and adult mentors during a trying time.

We are so grateful for you and everyone who supported us making a difference for these young leaders and, in turn, the conservation of our natural resources. Thank you!

Yours in doing what matters,

MICHELE KITTELL CONNOLLY

Executive Director

OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

As in nature, the more diverse an ecosystem is the more resilient it is. We honor these values in the diversity of our programmatic culture through gender, race, sexual orientation and/or religion – understanding and knowing our engagement with young conservation leaders better equips them to face the natural resource challenges ahead.

We understand there is always work to do and we do not shy away from challenging conversations. We hope that our current efforts move the needle in the right direction. We are dedicated to making even more of an impact through additional programming and deeper discussions with our students.



DIVERSITY

In the last five years...

Our summer field school recruitment and acceptance of female students has ranged from 40-60%. In the coming years, we aim to maintain this 50/50 ratio of male to female.

We focus on reaching out to underserved communities for both youth and adult opportunities.

Academy staff actively build relationships year-round with other organizations and community leaders with the focus on identification of interested youth and mentoring them through the application process.

We are committed to making our staff reflect the population we want to serve.

EQUITY

We are committed to ensuring equity in education for all students. No one should ever be prevented from engaging with the Academy because of barriers. We aim to ensure that if a student is accepted into the program because of their passion to become a Conservation Ambassador, we will work to reduce any barriers that may prevent them from attending.

Two ways we are currently taking action are:

1. Hoping to reduce any financial barrier to entry, 50-80% tuition scholarships (tuition is \$500) are offered for the program. Students are notified of this opportunity in their invitation to apply to the program.

2. Academy staff work to address other barriers such as coordinating transportation and being prepared with a Spanish language interpreter to communicate program details to students' parents whose native language is Spanish.



INCLUSION

The summer experience of the Wildlife Leadership Academy brings youth together of different identities and cultural backgrounds. Honoring each student's uniqueness, we aim to show them that we welcome the value their experience brings to the program, whether it be through conversation or through a reflection of their individual and/or team projects during their time with us.

The leadership of the Academy values fostering respectful listening and conversing, open and authentic learning, and non-judgmental discussions between our students, mentors, volunteers, staff and instructors.



"I am thoroughly impressed with the amount of information that I have learned from the incredibly knowledgeable instructors this week. I never imagined that I could learn this much in such a short amount of time!"

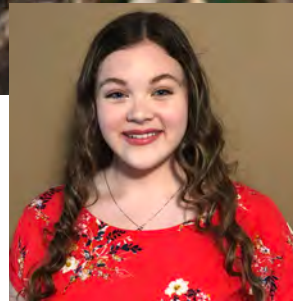


PHOTO AND QUOTE BY
FAITH W., PA BROOKIES ALUMNI

OUR MISSION

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.

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

YEAR ROUND STAFF



MICHELE KITTELL CONNOLLY

Executive Director

Leads administration and program development for the Wildlife Leadership Academy.



KATIE CASSIDY

Youth & Alumni Outreach Manager

Leads marketing and post-field school mentorship for our Conservation Ambassadors.



GARY ALT

Curriculum Coordinator

Leads field school curriculum development, implementation, and assessment.



KATIE MACE

Publication Designer and Social Media Specialist

Creates and manages content on the Academy's website and social media platforms.

BOARD OF DIRECTORS

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Honorary Director

PIVOTING TO VIRTUAL FIELD SCHOOL

Using the Academy's well-developed goals and objectives and detailed in-person schedule as guidelines, core planning components were used to adapt the Academy's in-person field school curriculum to an online (virtual) curriculum. The curriculum also focused on maintaining the Academy's core values, which included engaging students in a top notch educational experience, building leadership and communication skills, and creating a sense of community – all of which empowers these young leaders to serve as Conservation Ambassadors.

New resources that were created and resulted from the transition to virtual included:

5 VIRTUAL FIELD GUIDES

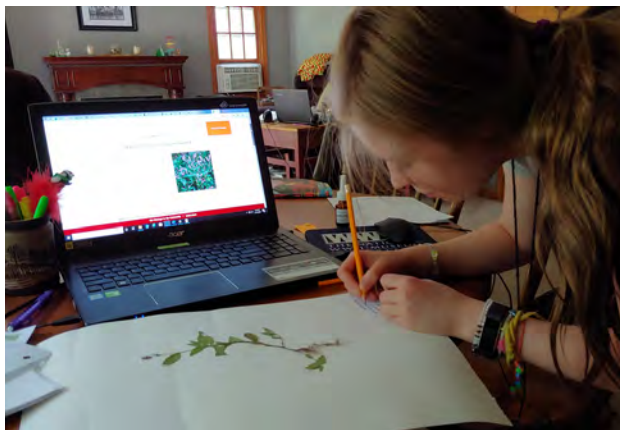
Virtual field guides included new curriculum materials and an adapted online field school schedule.

RESOURCE BOXES

A resource box was sent to all students containing a Virtual Field School guide, an instructor directory, a species specific educational resource binder, program supplies, a Parent Packet, t-shirt, water bottle, a snack pack, an Academy blue polo, name tag, and completion certificate.

171 EDUCATIONAL PRESENTATIONS

Academic presentations were given and recorded focusing on natural resources, outreach, and leadership.



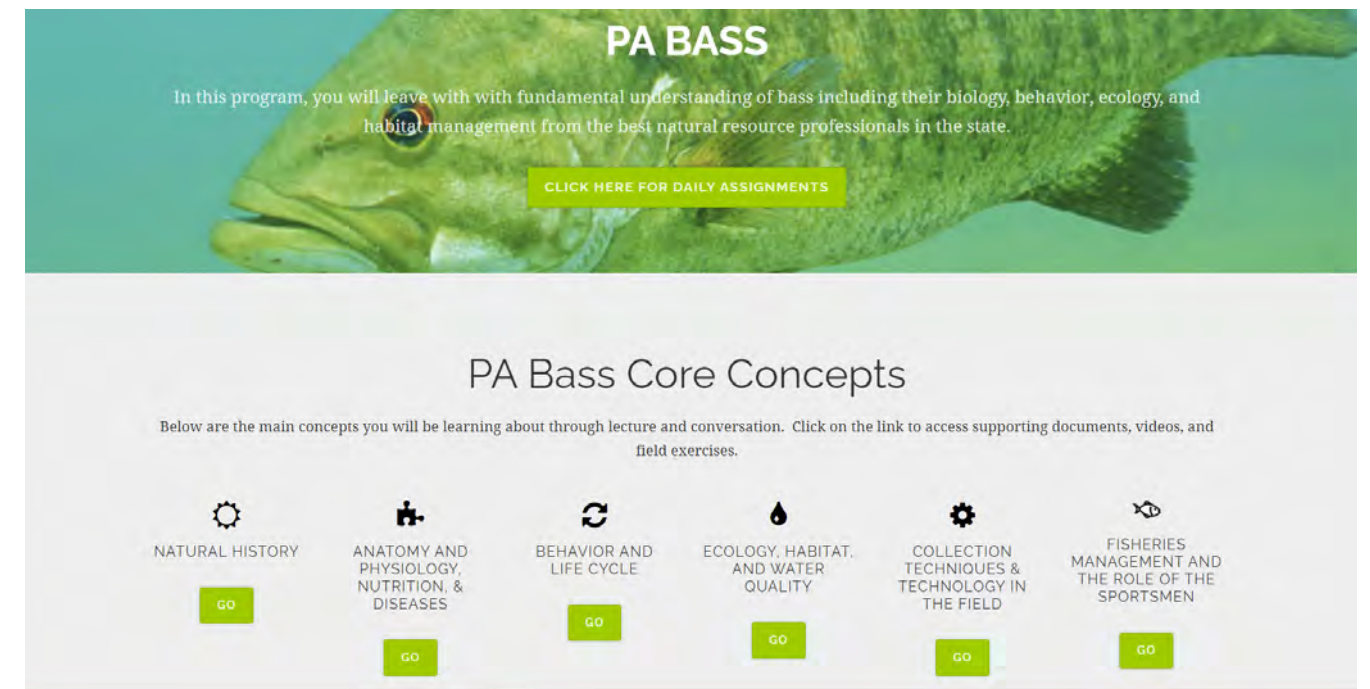
Lorelei M-B. works during a Zoom session to correctly label her voucher specimen with the plant's scientific name, common name, and the habitat and location of where it was found.



Adult Mentor, Beth H. with her pre-field school packet resources. All participants received boxes that included materials to support the 5 days of virtual field school.

21 NEW VIDEOS

1 Introduction to Nature Journaling, 12 Plant of the Day, 4 Macros and More, and 4 Watershed of the Day videos featuring field school instructors were created to support additional learning for "end of day assignments".

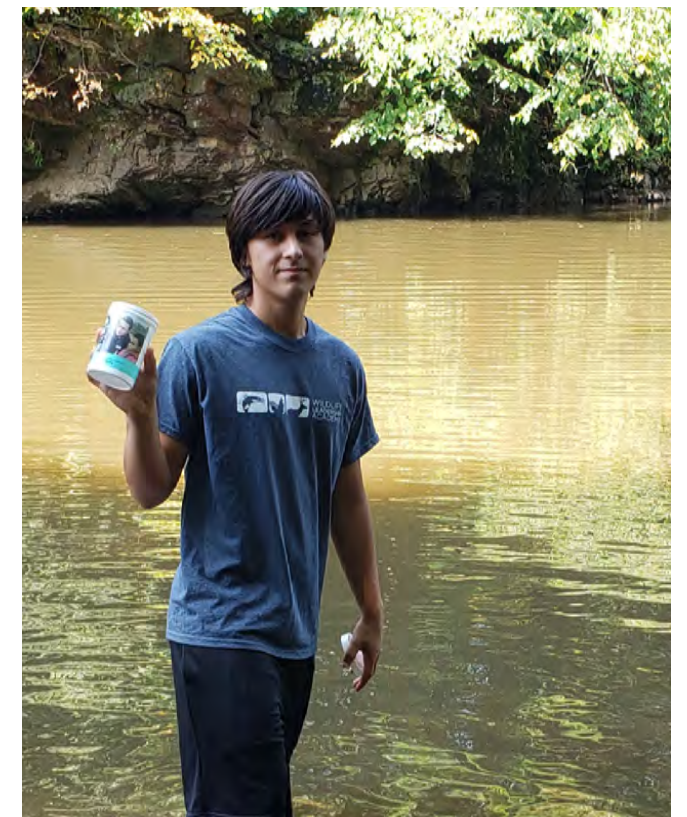


5 VIRTUAL HOME BASE WEBSITES

Species specific websites that included a digital copy of articles from their educational resource binder, links to take the quizzes, links to submit materials such as nature journal entries and photos for critiques, and all recorded lectures and activities from the week.



Claire C. poses with her certificate after completing the PA Bucktails field school.



Jonathan M. collects water samples for the water quality activity during the PA Brookies field school.

20 QUIZZES

12 Plant of the Day, 4 Macros and More, and 4 Watershed of the Day quizzes were created to support additional learning for "end of day assignments".

YOUTH ENROLLMENT

232 In 2020 and 2021, Wildlife Leadership Academy educated and empowered **232 young conservation leaders** from across Pennsylvania and beyond.

The program was met with enthusiasm by our students, one shared why they decided to attend virtual field school:

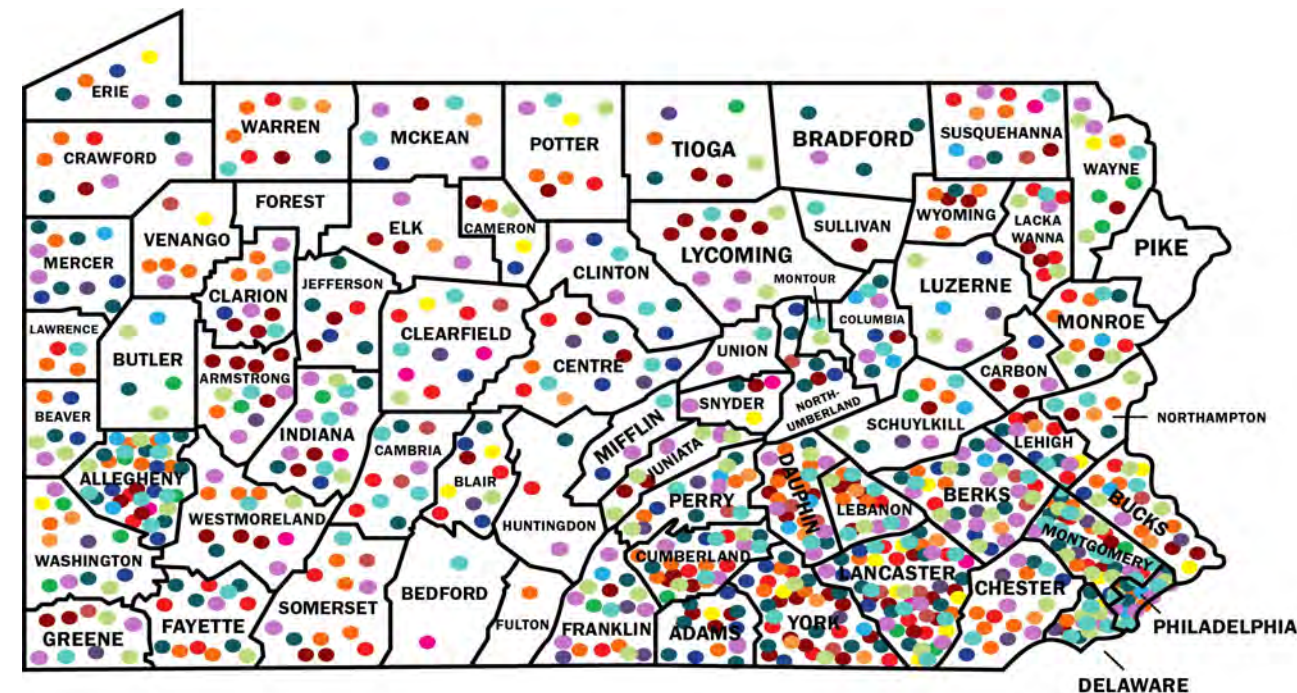
"I was nominated by one of my teachers and I was very honored. Not only that, this Academy was right up my alley (I love wildlife)! Virtual or not, I want to learn as much as possible."



The photo to the right shows the unique situation our students were in this summer participating in virtual field schools. Naomi's mother shared:

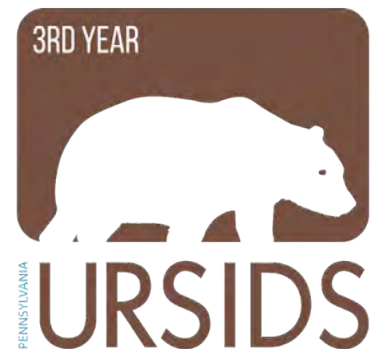
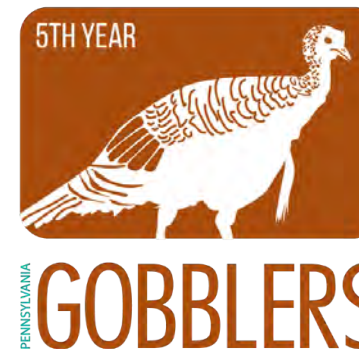
"Just sharing this photo and sending our gratitude! She has been out of bed every morning without a push or a pull - what a great program you have!"

ACADEMY YOUTH DISTRIBUTION SINCE 2007

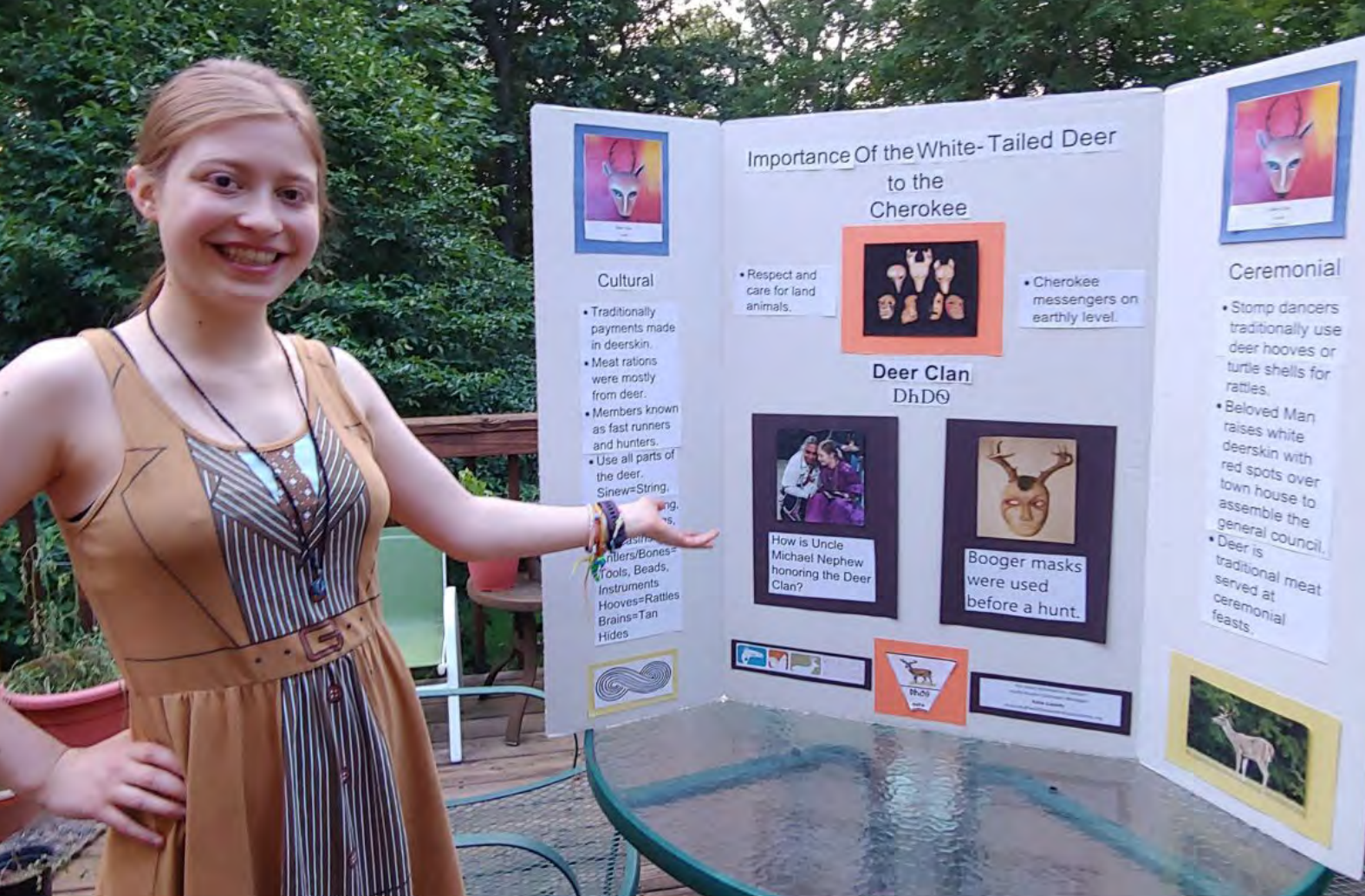


CELEBRATING 15 YEARS !!

Both in 2020 and 2021, 5 field school curriculums were offered. In 2021 PA Bucktails, our inaugural field school celebrated it's 15th year of educating Conservation Ambassadors!



824 To date, the Academy has engaged **824 high achieving youth** from 62 counties across the state as well as students from Indiana, Ohio, Maryland, New York, New Jersey, North Carolina, Texas, Vermont, and West Virginia.



FROM STUDENT TO TEACHER

Lorelei McIntyre-Brewer is a Bucktails, Brookies, Gobblers, and Ursids alumni. Lorelei is the Founder/CEO of Heart Hugs, a global organization that provides tangible support and advocacy for congenital heart defect awareness, detection, and treatment. Her work includes several educational publications explaining the Total Artificial Heart, 3-Stage Palliative Reconstruction, and the effects of trauma on patients. She has been instrumental in funding various medical response programs, advocating for transplantation approval for children with intellectual disabilities as well as better cardiac care for Wounded Warriors, providing compression heart pillows to over 36,000 open heart patients around the world, and advocating for informed and culturally responsive health programs to help detect congenital heart defects. She was recognized as the 2016 Military Child of the Year for the Army, a National Prudential Spirit of Community Award Recipient, an Everyday Health Hero by Dr. Mehmet Oz, and is an official Marvel superhero as part of Marvel's Hero Project, as well as numerous other distinctions. Her Cherokee heritage greatly influences her approaches to Resiliency and Healing as she faces her own complicated diagnosis of Hypoplastic Left Heart Syndrome, an incurable severe congenital heart defect. Lorelei's ability to make extremely complicated diagnoses understandable to the public creates hope and understanding in each community she serves.

Lorelei thrived in the virtual program, sharing her passion for conservation and bringing her Cherokee heritage into our conversations. Lorelei not only opened our eyes to the importance of accessibility for young conservationists like her but also brought an awareness about the importance of cultural heritage in conservation discussions. Because of what we learned from her, Lorelei taught Indigenous Natural Perspectives at all the virtual field schools and will be invited to continue to do so!

COVID-19 CAN'T STOP US FROM CHANGING THE WORLD!

Written by Lorelei McIntyre-Brewer for the Academy's NextGen Blog

This year, because of the COVID-19 outbreak, the Wildlife Leadership Academy did everything virtually. It might not seem very effective to conduct environmental field schools with students all over the place from their homes but I see it differently. I was born missing half of my heart and require a lot of medical care. I've been having a lot of problems with my heart stopping and my lungs filling with fluid easily. My medical team encourages me to achieve my dreams, but the WLA field schools are very rigorous and the heat of summer affects my health greatly. When the first round of applications happened, I didn't even apply because I knew it wouldn't be good for me. Then COVID-19 changed everything.



Due to social distancing measures, the Wildlife Leadership Academy field schools transitioned online. Miss Michele and Miss Katie sent out emails accepting new applicants and I applied immediately. For once, I was able to be a part of something I've dreamed about since I was little. I was so excited that, finally, after all my wishing, hoping, and wondering; I could! It wasn't just me though, other kids were able to apply who normally wouldn't, like my friend, Adrianna, who lives in New York. Usually, applicants are only from Pennsylvania, and being able to meet her was one of the highlights of my experience with WLA.

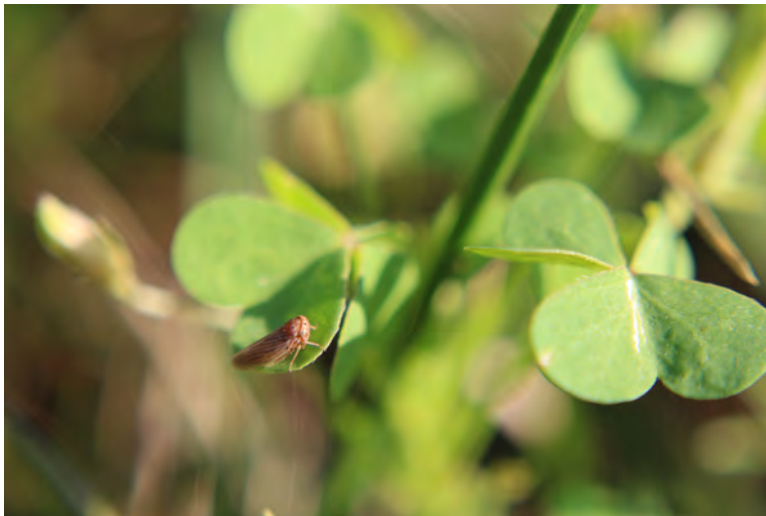
From my perspective, COVID-19 is a reminder that our attitudes and creativity determine how we persevere in tough times. Instead of me feeling sorry for myself because my family needs to cocoon to protect me, which means we cannot go anywhere, I applied to an amazing program and learned more than I could ever imagine. I was offered a place in four field schools to take advantage of the online opportunity and, not only did I learn about awi (deer), ajadi (trout), gvna (turkey), and yona (bear), but I was able to help others understand how important these animals are to my own Cherokee community throughout history and today.

We used Zoom as the platform for our meetings and classes. In order to do intensive work, we used its breakout room feature to meet for teamwork. Our executive director, Miss Michele Kittell, was afraid that it wouldn't work and that people would not want to come, but she needn't have worried. We came together and showed everyone that motivated teens can rise to any occasion and model leadership skills and a commitment to the environment.

I am so proud to be a Wildlife Leadership Academy Ambassador and serve our community through advocacy, education, and outreach!

NATURE PHOTOGRAPHY

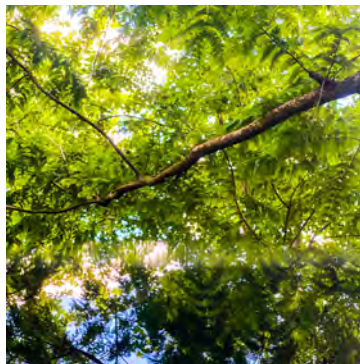
At all the field schools, students learned the key components of taking a good photograph. The virtual nature of the program allowed for our students to take photos and submit them for review and critiquing by experienced nature photographer, Gary Alt. On this page are a sample of some of those photos!



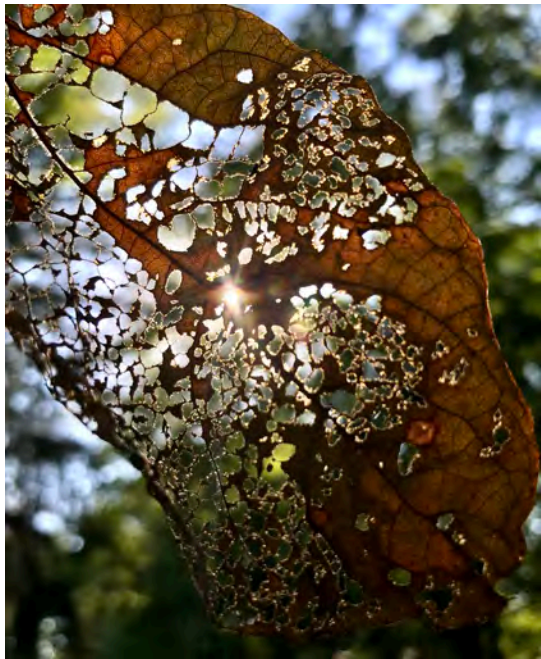
KELLAN S., PA URSIDS ALUMNI



DANIELLE G., PA BASS ALUMNI



CARTER J., PA BASS ALUMNI



ELIZABETH B., PA GOBBLERS ALUMNI



BEN B., PA BASS ALUMNI



PAIGE F., PA BASS ALUMNI



NATHANIEL T., PA GOBBLERS ALUMNI



JACOB S., PA GOBBLERS ALUMNI



EMMA W., PA URSIDS ALUMNI



TEAGAN W., PA GOBBLERS ALUMNI



JAKE R., PA BROOKIES ALUMNI



SOPHIA Z., PA BUCKTAILS ALUMNI



SAWYER B., PA BASS ALUMNI

NATURE JOURNALING

At all of the field schools, two Academy Alums, Freya and Bree, who are also experienced journalers and artists, paired up to teach Academy Students the art of nature journaling. With an educational video and daily journaling assignments, students practiced and shared their writings. At the end of the week students submitted a "Sit Spot" journal entry for review. This page shares some of those stories!



EMMA D., PA BROOKIES ALUMNI

July 21, 2020

Morning

Weather: Sunny



"This is the first time I have ever seen a Kestrel before! They are surprisingly small. Turns out they mostly eat bugs. The color of their wings is almost slate-blue and I love the spots that cover them. After seeing the Falco sparverius on our property, we were able to figure out that it is actually using the kestrel box we set up a few years ago."



NATHANIEL T., PA GOBBLERS ALUMNI

July 29, 2020

Weather: Partly cloudy and warm

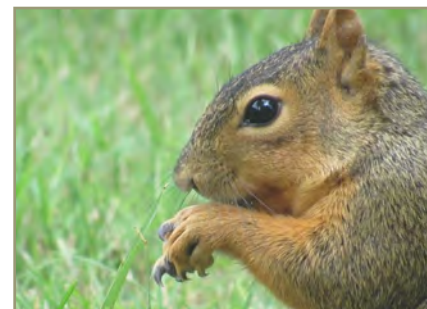
"Isn't it strange that the sun always smiles upon you with a full smile. He does for everyone. At any moment you are connected to someone you love, hate, or don't even know. Nature is the puddle that reflects the soul of our lives back upon us."



GABBY D., PA URSIDS ALUMNI

August 6, 2020

Weather: Sunny



"On a sunny, comfortable day I eased back in my blue lawn chair. Suddenly, a gentle crunching noise alerted my ears. The source of that noise was a plump and fluffy fox squirrel who was gnawing on a seed. Its extremely sharp nails and fuzzy paws grasped onto its tasty meal!"



LESSA L., PA BUCKTAILS ALUMNI

June 17, 2021

7:22 a.m.

Weather: Sunny and chilly



"I can hear birds chirping cheerfully. I see a petite gray bird hopping in the grass. Small ants crawl on the pavement of my driveway and even onto my paper. I also see a bright red cardinal and a robin pecking at the ground for food. I also hear a rustling in the trees. There's a bee pollinating the honey suckle beside me. It is very relaxing and therapeutic to be in nature with no distractions. I hear more rustling in the trees. There are two squirrels squeaking and chasing each other. While near the woods, I also notice that most of the black berries have turned pinkish-red but there are some early purple ones, too."



CHLOE W., PA BASS ALUMNI

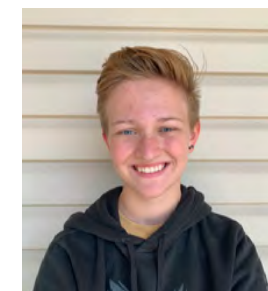
June 23, 2021

7:03 a.m.

Weather: Sunny with slight humidity



"A rose... the petals are soft almost like a silk. A rose thorn however is sharp and pokey. The rose grows tall with a sweet fragrant smell. Over a period of time I found this rose to be essential to bumble bees. This being the only flower in the surrounding area."



TEAGAN W., PA GOBBLERS ALUMNI

July 28, 2021

7:32 a.m.

Weather: Sunny



"What serenades the passerine as he greets the waking sky? Is it the whisper of trees, or the dew filled grass under one's feet? Perhaps the dying buzz of a cicada, for just a moment. It's a chorus now, other have joined in imperfect song. All have their own lines, and yet blend in. Once a solo, now an expression of the morning."

PENNSYLVANIA WATERSHEDS

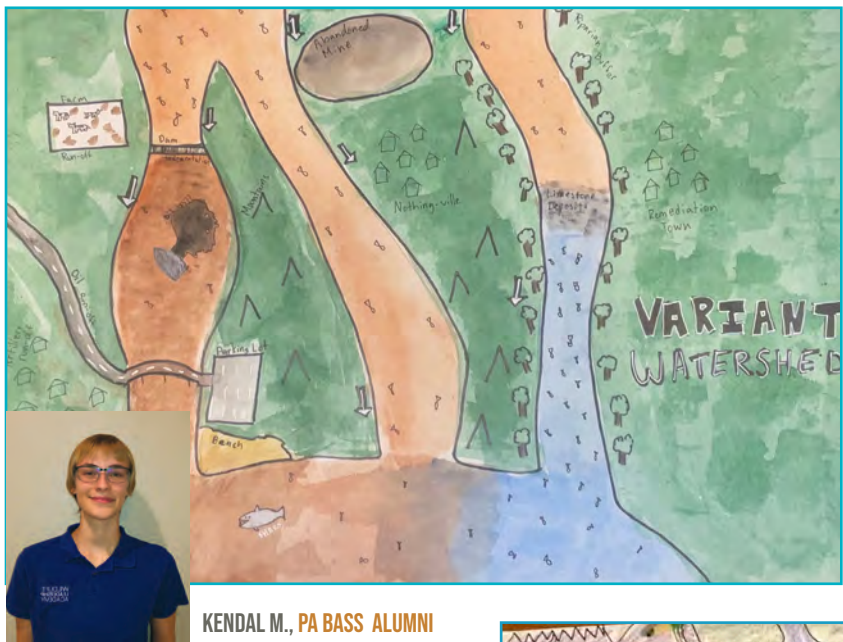
At Bass and Brookies, students learned how to monitor and report water quality in their local watershed. In addition, students were challenged to design their own watersheds integrating features such as topography, point/non-point source pollution and natural resources. Below are a few examples of their designs.



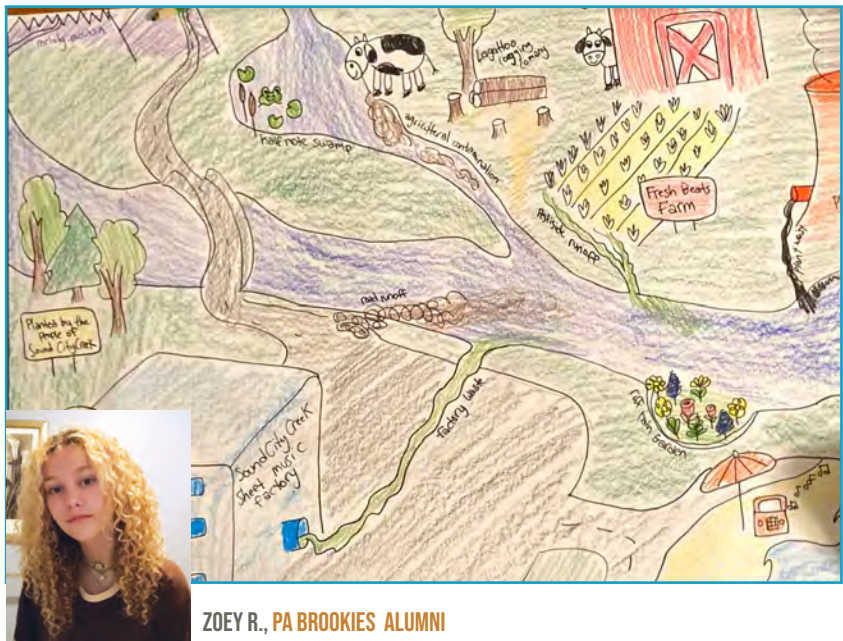
REESE C., PA BROOKIES ALUMNI



JAIDYN G., PA BROOKIES ALUMNI



KENDAL M., PA BASS ALUMNI



ZOEY R., PA BROOKIES ALUMNI



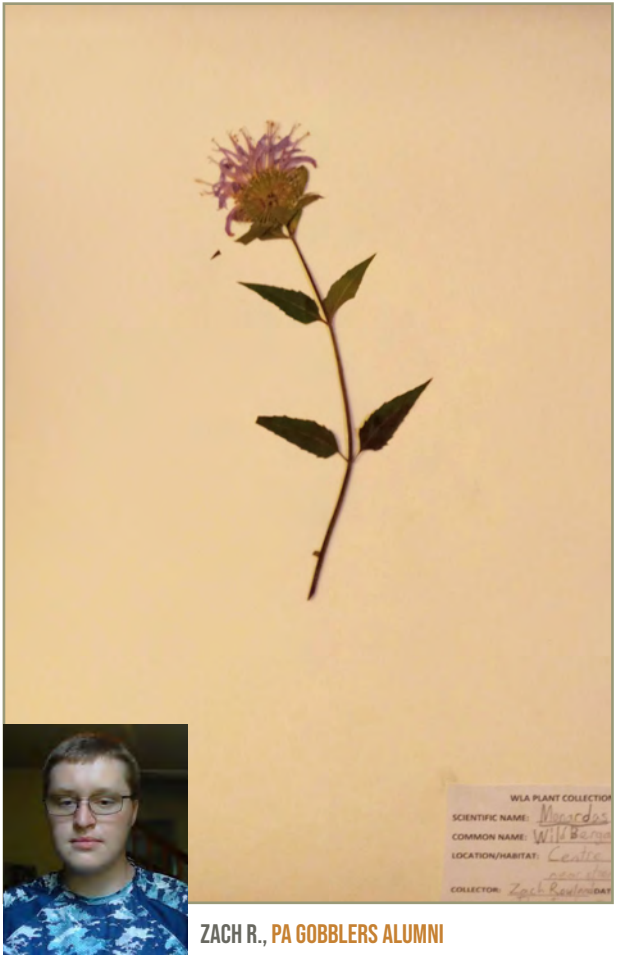
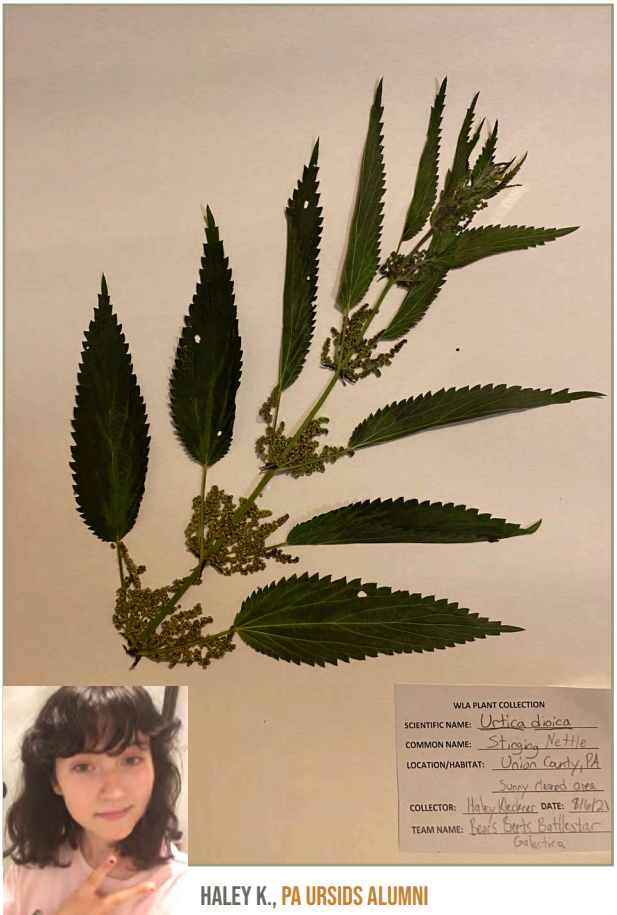
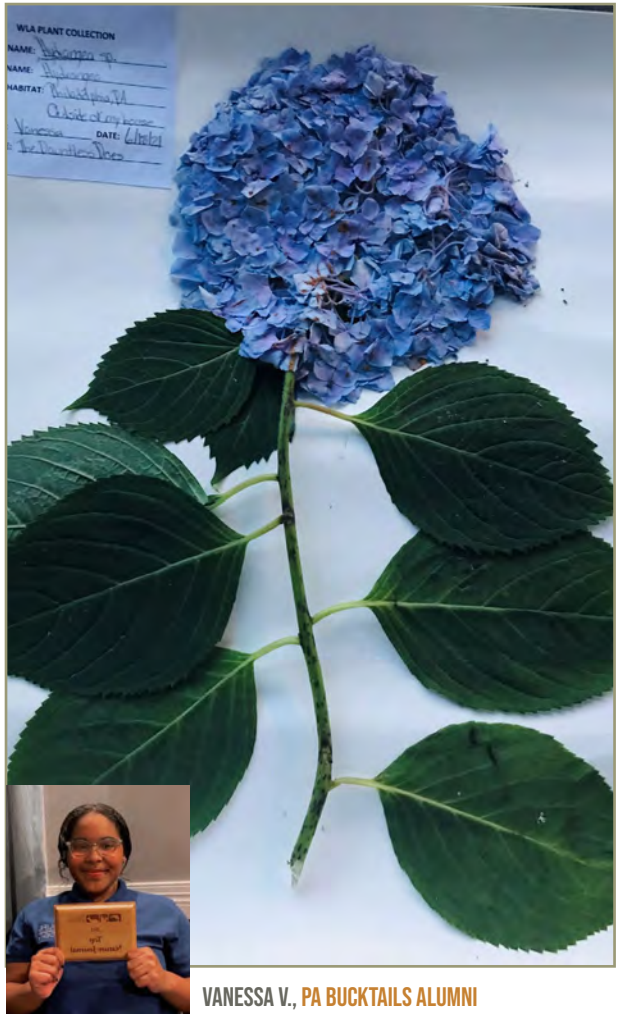
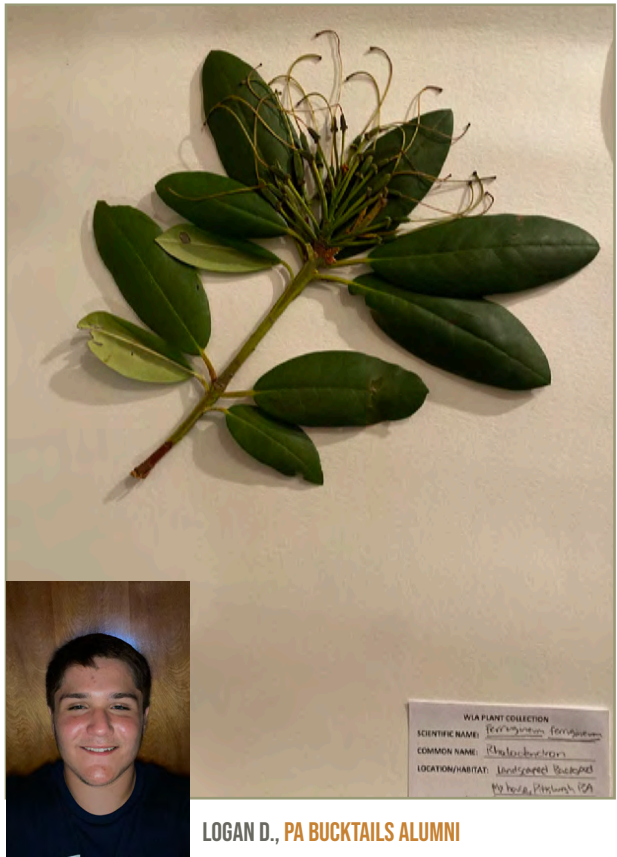
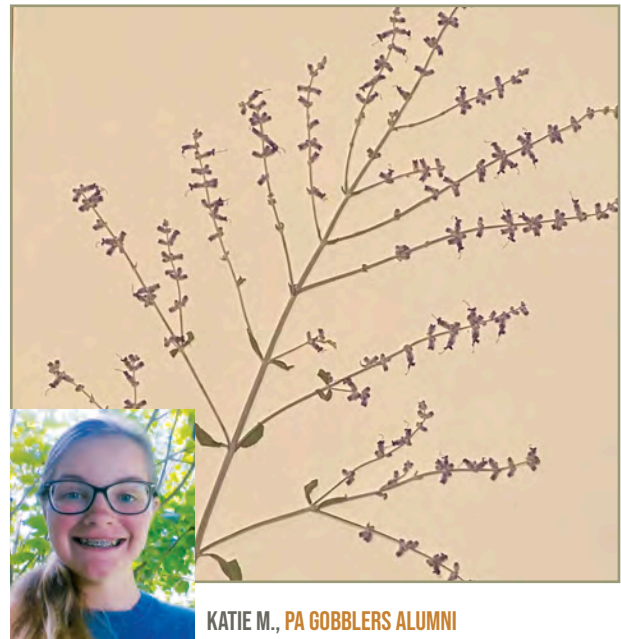
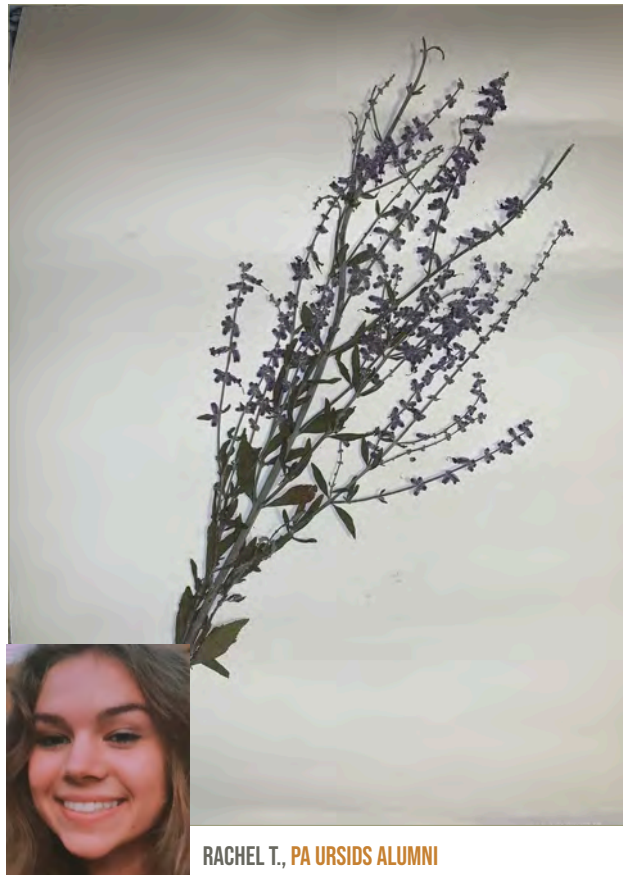
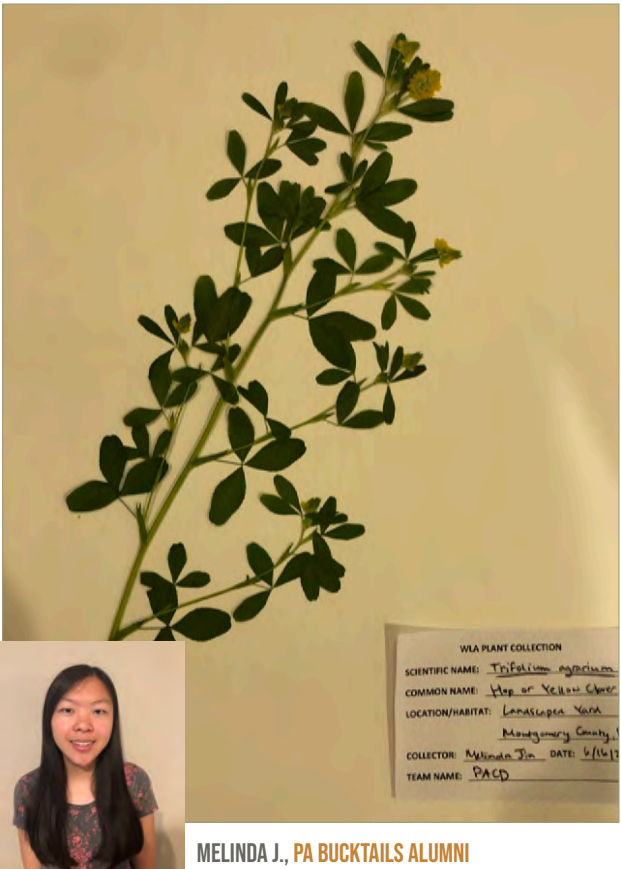
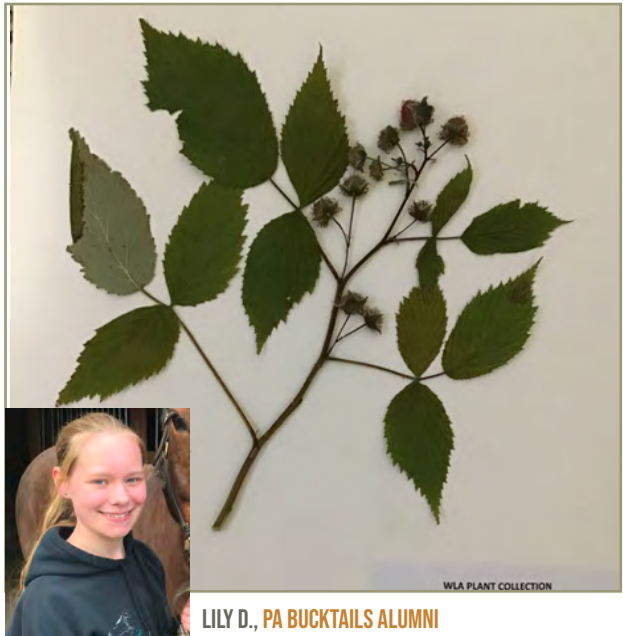
KEITH R., PA BASS ALUMNI



LORELEI M-B., PA BASS ALUMNI

HERBARIUM SPECIMENS

At Bucktails, Gobblers, and Ursids, students learned how to collect, identify, and press plants. Later in the week, using the supplies from their resource boxes, students learned how to mount and classify their sample to document their findings as a herbarium specimen. This page features a few examples of their work.



COMMUNITY OUTREACH ACCOMPLISHMENTS

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



Youth give educational presentations at their local sportsmen's clubs and school classrooms, share their tri-folds at local locations like libraries, businesses, and community organizations.

SERVICE



Youth are encouraged to participate in activities with wildlife biologists and assist local conservation organizations with field projects like stream cleaning and habitat enhancement.

MEDIA ENGAGEMENT



Youth write articles for the Academy's Next Gen Blog, their local papers, and conservation magazines. They also engage the media through interviews with their community newspapers and radio stations.

CREATIVE ARTS



Youth are encouraged to connect with the outdoors through the arts. Students create portfolios of nature photos, write journal entries about their experiences in the natural world, sketch, paint and more!

OUTDOOR MENTORSHIP



Youth get other youth and adults outside! From teaching other students about plants on a hike to mentoring a little brother or sister in fishing - students are passing on their passion for the out-of-doors!

SINCE 2017

7,293
OUTREACH
PROJECTS
COMPLETED

130,000
CITIZENS ENGAGED
BY CONSERVATION
AMBASSADORS

28,000
HOURS OF WORK
GIVEN BACK TO
COMMUNITIES



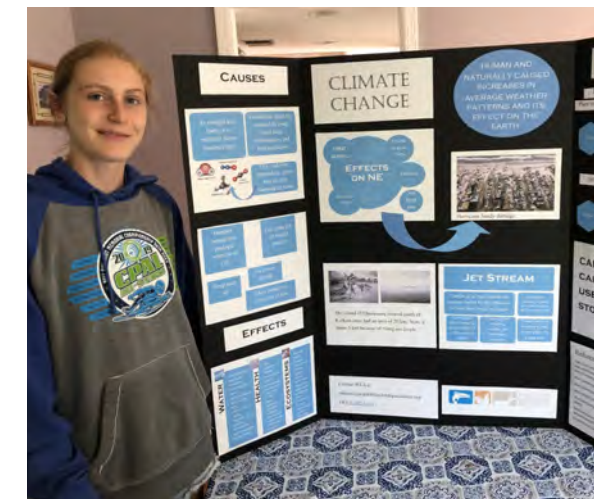
Mary G., a Bucktails alumni shares a presentation about animals native to Pennsylvania.



Stephen P., a Gobblers alumni shows off his plant collection to the public.



Elizabeth B., a Bass alumni recorded a public service announcement with the Governor's Youth Council.



Sophia R., a Bass alumni displays her tri-fold at the Annville Free Library to educate the public on climate change.

A LIFETIME OF ENGAGEMENT

43 After attending as participants, students have the opportunity to continue to gain experience, giving them workforce experience as they are trained in program logistics, conservation education, leadership skill development, risk management, and staff management. **Over the last two years, 43 alumni engaged with the Academy.**

STUDENT

YOUTH MENTOR

APPRENTICE

ACADEMY
SUPPORT TEAM

LEAD
COORDINATOR

2021 WEEKEND INTENSIVES

The Academy's weekend intensives were a continuation of relationship building and discussions from the summer with instructors, fellow Conservation Ambassadors, and Academy staff, allowing the students to experience hand-on activities. Students from Bucktails, Gobblers and Ursids were invited to attend the Terrestrial Weekend Intensive, and Students from Bass and Brookies were invited to attend the Aquatic Weekend Intensive.



CROSS-CURRICULAR LEARNING ABOUT DEER, TURKEY, AND BEAR

September 17-19, 2021

Krislund Camp and Conference Center (Centre County)

Instructors engaged with the students from agencies and conservation organizations including the PA Game Commission, Wildlife Services - USDA Wildlife Services, Penn State Animal Diagnostics Lab, Penn Vet | Wildlife Futures Program, National Wild Turkey Federation, National Deer Alliance, PA Trappers Association, and the Southern Clinton County Sportsmen's Club.



Gary Alt discusses a student's nature photos at our Celebration of Outreach Saturday evening!



Students spent an afternoon at the rifle range, which also included an introduction to archery!



Students learned about population, monitoring, and research techniques for wildlife. Above, PGC wildlife biologist, Brett Wallingford, is preparing the students for a capture technique called rocket netting.



CROSS-CURRICULAR LEARNING ABOUT BROOK TROUT AND BASS

September 24-26, 2021

Krislund Camp and Conference Center (Centre County)

Instructors engaged with the students from agencies and conservation organizations including the PA Fish and Boat Commission, Penn State University, Huntingdon County Conservation District, Bucknell University and the PSU Fly Fishing Club.



Above, students are collecting macroinvertebrate samples to assess the quality of this small tributary.



Saturday afternoon was spent learning about fishing - how to cast, how to tie flies, and bass fishing techniques. The evening was then spent putting those techniques to practice at Bald Eagle State Park's Sayers Reservoir.

PAY IT FORWARD

The Pay It Forward challenge encourages students to raise \$500 each to “Pay It Forward” to next year’s incoming class of Conservation Ambassadors. Both Pay it Forward Teams were challenged by a 1-to-1 to matching grant from the Campbell Foundation - \$10,000 in 2020 and \$11,000 in 2021 !!!

286
INDIVIDUAL
DONORS

98%
OF DONATIONS
WERE UNDER \$250

IN TOTAL
\$18,707
WAS RAISED BY THE CLASS OF 2020 AND 2021



Emma C., a Bucktails alumni shares why she participated in the Pay it Forward challenge:

“I want to raise money for WLA so others can have the same experience. The Wildlife Leadership Academy is a great opportunity to not only learn about nature but to explore careers too. The network of people you are introduced to is not just for the summer, but for a lifetime.”

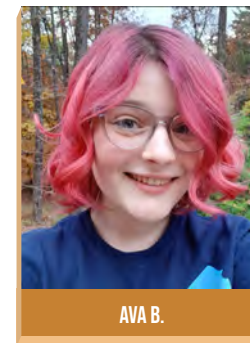
Emma C. sold fresh herbs to fundraise as part of her Pay it Forward contribution.



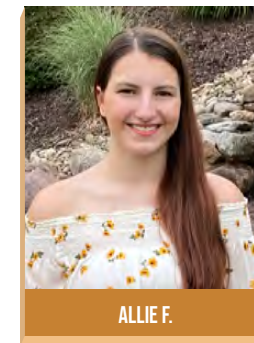
BLUE POLO SOCIETY
Distinguished Members
\$500+ RAISED



2020



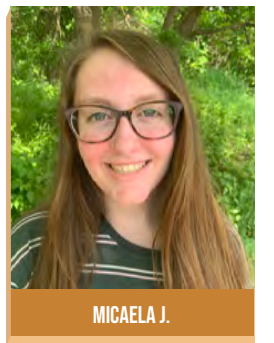
AVA B.



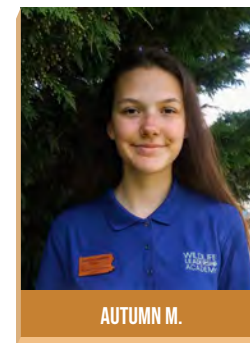
ALLIE F.



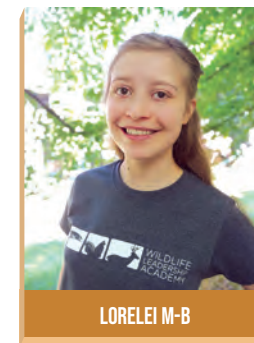
EMMA C.



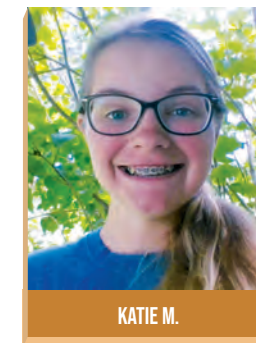
MICAELA J.



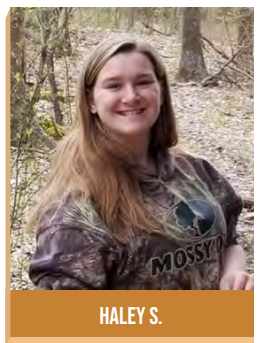
AUTUMN M.



LORELEI M-B

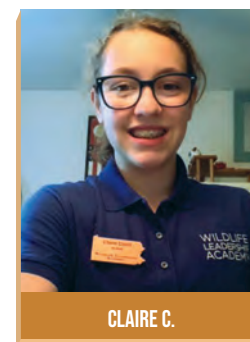


KATIE M.

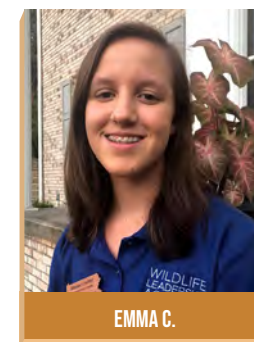


HALEY S.

2021



CLAIRE C.



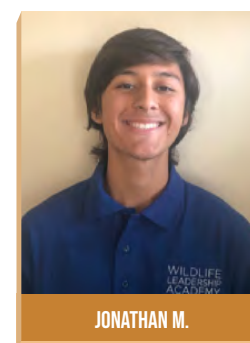
EMMA C.



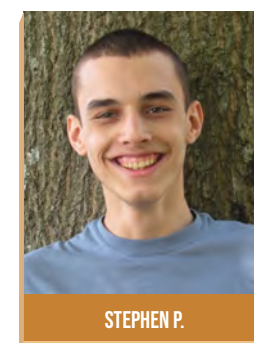
BROOKE K.



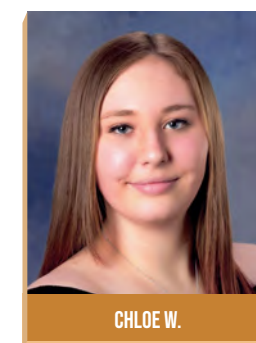
ISABELLA M.



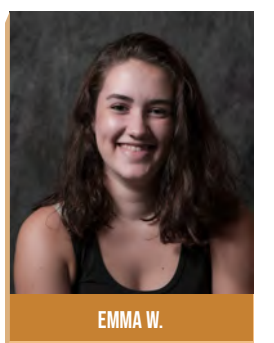
JONATHAN M.



STEPHEN P.

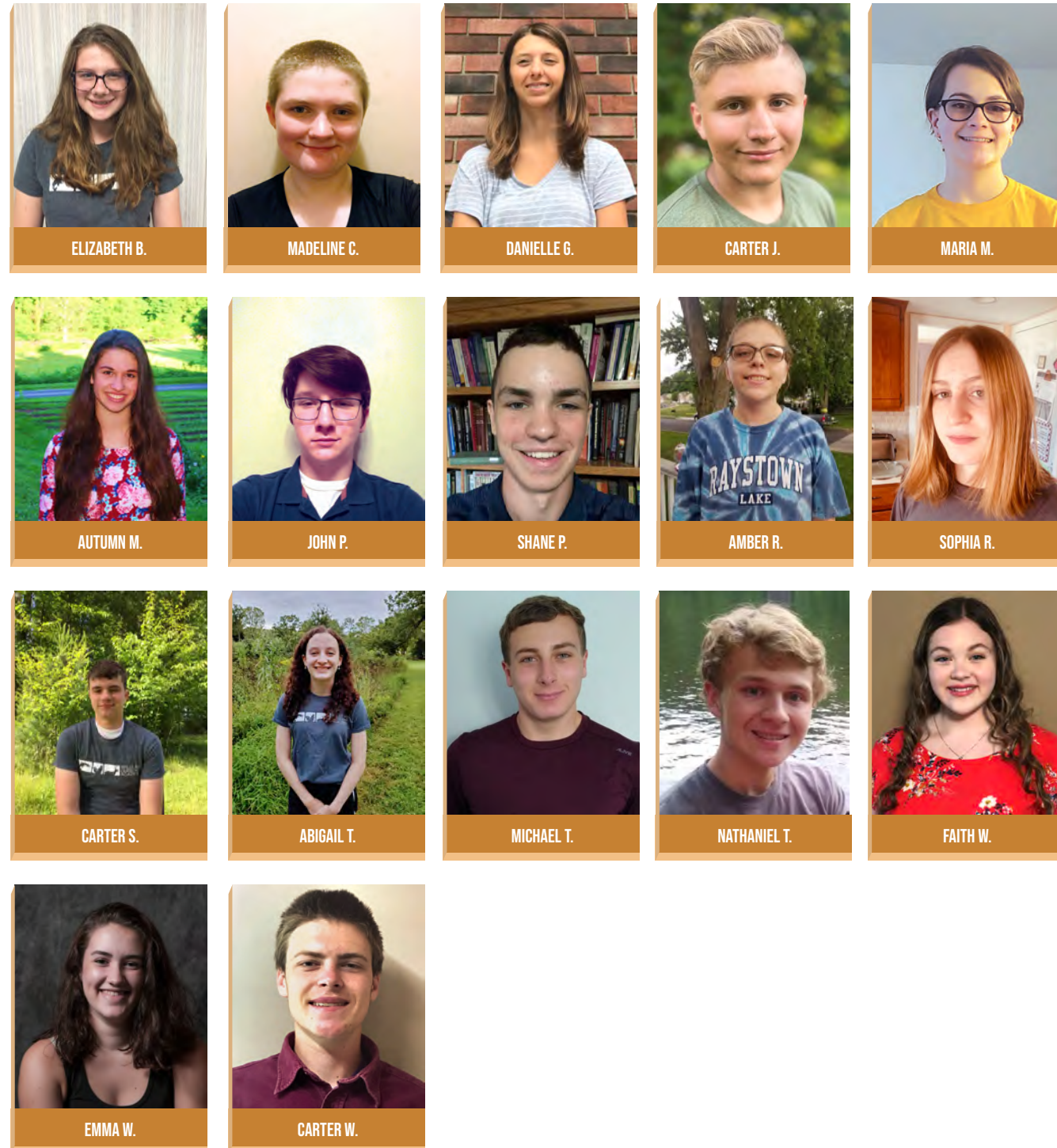


CHLOE W.



EMMA W.

PAY IT FORWARD CLASS OF 2020



PAY IT FORWARD CLASS OF 2021



2020/21 FINANCIALS

INCOME	2020	2021
Government Grants	\$170,944	\$156,041
Foundation Grants	\$123,500	\$136,864
Individual/Business Contributions	\$28,546	\$25,950
Pay it Forward	\$15,601	\$8,210
Camp Tuition Scholarship Fund	\$6,883	\$8,050
Field School Tuition	\$23,675	\$25,075
Field School Tuition Scholarships	(\$11,100)	(\$7,625)
Merchandise Sales	\$65	-
Misc Revenue	\$300	\$2,762
Interest Income	\$46	\$25
TOTAL INCOME	\$358,459	\$355,352

IN KIND SUPPORT

PROFESSIONAL SERVICES

staff from partners serving as instructors

119 instructors volunteering for 49+ organizations and agencies with a total of **246 hours** of instructional support with an estimated cost of **\$8,180**.

VOLUNTEER SERVICES

adult mentors, student mentors, and alumni

62 individuals volunteering **3,024 hours** of support with and estimated cost as **\$84,204**.

DONATIONS OF EDUCATIONAL MATERIALS

At an estimated cost of **\$23,030** includes items such as printing of educational binders for students by PGC and PFBC and water quality test kits from Izaak Walton League of America - Harry Enstrom Chapter.

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

EXPENSES	2020	2021
Salaries and Wages	\$130,615	\$152,245
Payroll Tax Expense	\$11,018	\$12,384
Workers Comp Insurance	\$2,429	\$777
Program Meals	\$4,375	\$13,241
Program Facility	\$6,894	\$4,291
Program Supplies	\$18,016	\$21,676
Curriculum Coordinator/ Instructor Services	\$50,450	\$48,750
Program Transportation	-	\$1,681
Equip Rental/Maint	-	\$1,943
Printing	\$9,773	\$10,941
Postage	\$10,234	\$7,326
Background Checks	\$160	\$83
Event - Reward Weekend/ Reunion	\$1,100	\$52
Fundraising Supplies	-	\$529
Rent	\$11,425	\$12,000
Utilities	\$417	\$270
Office Supplies	\$3,401	\$737
Telephone	\$1,634	\$1,496
Software & Computer Supplies	\$4,839	\$6,567
Internet Expense	\$1,205	\$1,617
Travel	\$2,341	\$2,132
Advertising and Promotion	\$743	\$156
Accounting and Auditing	\$13,097	\$12,101
Payroll Service Fees	\$282	\$317
Other Professional Services	\$323	\$100
Website Services	\$1,461	\$515
Dues and Subscriptions	\$979	\$1,422
College Scholarships Provided	\$3,000	\$2,500
Outreach Project Support	-	\$1,100
Insurance	\$3,916	\$6,412
Bank and Finance Expenses	\$622	\$411
TOTAL EXPENSES	\$294,750	\$325,771
NET OPERATING RESERVE	\$63,710	\$33,631

RALPH ABELE EXCELLENCE IN OUTREACH AWARD

Named in honor of conservation leader Ralph Abele, 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 in their class for outreach.



KATIE MOYER (LEFT)
PA Bucktails

Gave 428 hours to her community.
Reached 6,095 people with her outreach.

KENDAL MASSEY
PA Bass

Gave 163 hours to their community.
Reached 53 people with their outreach.

GRACE MILLER
PA Brookies

Gave 383 hours to her community.
Reached 124 people with her outreach.



JOSEPH SIMAK (RIGHT)
PA Gobblers

Gave 243 hours to his community.
Reached 57 people with his outreach.

LORELEI MCINTYRE-BREWER
PA Ursids

Gave 80 hours to her community.
Reached 276 people with her outreach.

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 SPONSOR \$10,000+



HEMLOCK \$5,000+



MOUNTAIN LAUREL \$1,000+

Black Forest Conservation Association | Energy Transfer | Fryburg Sportsman Club

GRASSROOTS \$250+

Adirondack-Catskill Sables Safari Club
International
Allegheny Highlands Bird Club
American Fisheries Society, PA Chapter
Appalachian Audubon Society
Cameron County Outdoor Youth Activities
Clarion Rod and Gun Club
Earth Conservancy
Fryburg Sportsman Club
Izaak Walton League of America, Harry
Enstrom (Green Co.) Chapter
Lebanon County Conservation District
McKean County Conservation District
Merrill W. Linn Land & Waterways
Conservancy
National Wild Turkey Federation (NWTF),
Lake Region Longbeards

NWTF, Lakeland Longbeards Chapter 41
NWTF, Shermans Valley Strutters Chapter
NWTF, Southern End Strutters
NWTF, SUN Area Chapter
NWTF, Wilson F. Moore Chapter
PA CareerLink Bridges to the Future Program
Pennsylvania Outdoor Writers Association
Potter County Conservation District
Safari Club International (SCI), Pittsburgh
Chapter
SCI, Lehigh Valley Chapter
South Mountain Audubon Society
The Wildlife Society, PA Chapter
Waynesboro Area Business Education and
Community Foundation

FOUNDATION SUPPORT

Amaranth Foundation
Foundation for Pennsylvania Watersheds
NRA Foundation
PA DCNR Community Conservation
Partnerships Program
PNC Charitable Trusts
PPL Foundation
Reidler Foundation
Richard King Mellon Foundation
Rocky Mountain Elk Foundation
S. Kent Rockwell Foundation
Schuylkill Area Community Foundation
The Campbell Foundation

PARTNERING AGENCIES AND ORGANIZATIONS

Advanced Telemetry Systems, Inc. | Cedar
Crest College | Chester Water Authority |
Clearwater Conservancy | Clinton County
Conservation 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

SCHOLARSHIP FUND

During the virtual field schools tuition was reduced from \$500 to \$250. Many 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.

IN 2020 AND 2021
THE ACADEMY PROVIDED
101 STUDENTS WITH
\$18,735
OF TUITION SUPPORT

Emma W. an Ursids alumni shares, "I received a scholarship when I applied and was able to attend camp. Because of this, I've gained a platform to use my voice and use everything I've learned to advocate for conservation which is something that has been a part of my life since I was little." Photo by Emma.

YOU CAN MAKE A DIFFERENCE

Isabella M. (below), one of our recent Alumni who raised funds for Pay It Forward, shares the impact of her Academy experience. YOUR SUPPORT can help us to continue to reach more students like Isabella - whether it be a one time give or a legacy gift - **YOUR DONATION WILL TRULY MAKES A DIFFERENCE!**



"The Wildlife Leadership Academy allowed me to extend my knowledge by learning from experts in their fields as well as my fellow peers who shared with me their passions and different views on environmental issues in Pennsylvania and possible solutions to those problems. The Wildlife Leadership Academy has taught me more than I ever thought possible. Not only did this program expand my knowledge of the environment in Pennsylvania, but it also taught me how to be a leader in my community. By becoming the Youth Coordinator of the Appalachian Audubon Society, I am now able to impact other

young people in my community by sharing my knowledge with them as well as nurturing and encouraging their passion for conservation and respect for our environment."

WAYS YOU CAN GIVE

THE SCHOLARSHIP FUND

Tuition is \$500 and at least 50% of our students request support each year. Your donation will help us continue to provide this support and keep tuition low.

GIVE #10FORTHENEXTGEN

Make a one time gift or give monthly and invest in the next generation of conservation leaders! Even \$10 makes a difference!

PLANNED GIVING OPPORTUNITIES

Create a lasting legacy by including the Wildlife Leadership Academy in your final estate plans.

GIFTS OF STOCK, IRA, OR RETIREMENT ACCOUNTS

Ask your financial advisor about these other ways to give to WLA. Some may offer you tax advantages!

CREATE A GIVING PAGE FOR YOUR NEXT SPECIAL OCCASION

Do you have a birthday, anniversary, or another special occasion coming up? We'll create a personalized giving page for you on our website. Share it on social media and raise funds for WLA in honor of your next special occasion.

BECOME A FIELD SCHOOL SPONSOR

Engage our youth. Promote your brand. Strengthen Your Conservation Legacy. Giving at the sponsorship level offers a unique opportunity for you, your company or your organization to support the next generation of conservation leaders! Below are the levels of sponsorship and the benefits to your organization!

HABITAT LEVEL \$10,000+

- Logo on sponsorship banner that is displayed at all field schools
- Logo and link on our website
- Logo in each field schools' closing ceremonies program
- Logo featured in the Academy's Annual Report

HEMLOCK LEVEL \$5,000+

- Logo on sponsorship banner that is displayed at all field schools
- Logo and link on our website
- Logo in each field schools' closing ceremonies program
- Logo featured in the Academy's Annual Report

MOUNTAIN LAUREL LEVEL \$1,000+

- Logo on sponsorship banner that is displayed at all field schools
- Name and link on our website
- Name in each field schools' closing ceremonies program
- Mention in the Academy's Annual Report

GRASSROOTS \$250+

- Name and link our our website
- Mention in the Academy's Annual Report

LEARN MORE!

To learn more and discuss giving to support the next generation of conservation leaders please reach out to Executive Director, Michele Kittell Connolly, at mkittell@wildlifeleadershipacademy.org or 570.245.8515.

PHOTO CREDIT: EMILIE R., ACADEMY ALUMNI



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 nature resource legacy for future generations.

7 East Water Street
Lock Haven, PA 17745

570-245-8518

wildlifeleadershipacademy.org

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