



The
CorpsNetwork

FY2023
Annual Report





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PHOTOS: ABOVE – San Jose Conservation Corps on a disaster response deployment to Guam following Typhoon Mawar. **FACING** – Corpsmember from New Jersey Youth Corps of Phillipsburg.



The Corps Network

About The Corps Network

Established in 1985, The Corps Network is the National Association of Service and Conservation Corps.

Our membership of more than 140 Corps across the United States provides young adults and veterans the opportunity to serve our country through projects on public lands and in communities.

The Corps Network supports Corps through advocacy, providing access to funding and project opportunities, and by offering expertise in Corps operations and programming.

Letter From Our President & CEO

Dear Friends,

I believe we may look upon 2023 as an important year for the Corps movement. First, we marked a milestone here at The Corps Network (TCN) with the launch of a five-year strategic plan focused on strengthening the Corps community. I am proud that central to this plan is a new equity statement to guide our growth in a way that is just and inclusive.

We are excited to already see progress towards our strategic plan goals. Over the past two years, Congress has invested billions in conservation and climate resilience work through the Inflation Reduction Act and Bipartisan Infrastructure Law. Not reflected in this growth was an investment of more than \$100 million in U.S. Forest Service Urban and Community Forestry grants to TCN and several of our members.

I am proud of work TCN is doing to be thoughtful about growth. Last year, our members received nearly \$750,000 in technical assistance (TA). This included customized support, trainings, toolkits, and webinars focused on workforce development, equity, evaluation, and more.

Finally, this past fall, ninety years after the launch of the Civilian Conservation Corps, we witnessed the launch of the Biden Administration's American Climate Corps (ACC). The memorandum of understanding among the federal agencies implementing the ACC includes principles for the ACC that TCN recommended, including a call to build the initiative upon existing Corps. We look forward to working with the Administration – and with you, our stakeholders – to continue expanding and improving the Corps movement.

Mary Ellen Sprinkel

Mary Ellen Sprinkel
President & CEO
The Corps Network



Our Mission

The Corps Network advances programs that transform young people's lives and communities through career development, conservation, and civic engagement.

Our Vision

Every young person in America has access to a meaningful Corps experience and an opportunity to make a positive impact on their lives and in their communities.

corpsnetwork.org
[@TheCorpsNetwork](https://twitter.com/TheCorpsNetwork)



FY23 Board of Directors

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Leading Inside Out

David Vela

Former Acting Director,
National Park Service

Mary Ellen Sprenkel – EX OFFICIO

The Corps Network



Corps in Numbers

Conservation Corps Minnesota & Iowa, Photo by David Minor

Membership

- 814 Total Member Organizations
- 145 Full Members
 - 131 *Service and Conservation Corps*
 - 14 *Emerging Corps*
- 51 Affiliate Members
- 618 AmeriCorps Basic Members

Learn about membership at bit.ly/TCNJoin

Corpsmember Race, Ethnicity

- 59% White
- 14% Black
- 10% Other
- 4% American Indian
- 3% Asian
- 2% Pacific Islander
- 23% Latino, Hispanic

Enrollment

- 22,592 Total Enrollment
- 54% Identify Male
- 39% Identify Female
- 3% Gender Non-Conforming or Gender Expansive
- 4% Prefer not to answer



12,373
Industry-recognized certifications earned by Corpsmembers



659
Corpsmembers who earned a high school diploma or GED while enrolled in a Corps program



3,204
Average number of Corpsmembers covered through The Corps Network Health Insurance program each month

Conservation, Recreation, and Environmental Outcomes



526,453
Acres of habitat restored



370,911
Trees planted



123,039
Acres of invasive species treated



67,250
Acres of hazardous fire fuels treated



15,277
Miles of trail built or improved



4,068
Miles of waterway restored



25,091
Tons of waste collected and recycled or properly discarded



18,131
Number of households informed about energy efficiency practices

Community Outcomes



2,701,165
Square feet of graffiti removed



236,288
Volunteer service hours generated



390
Disasters responded to



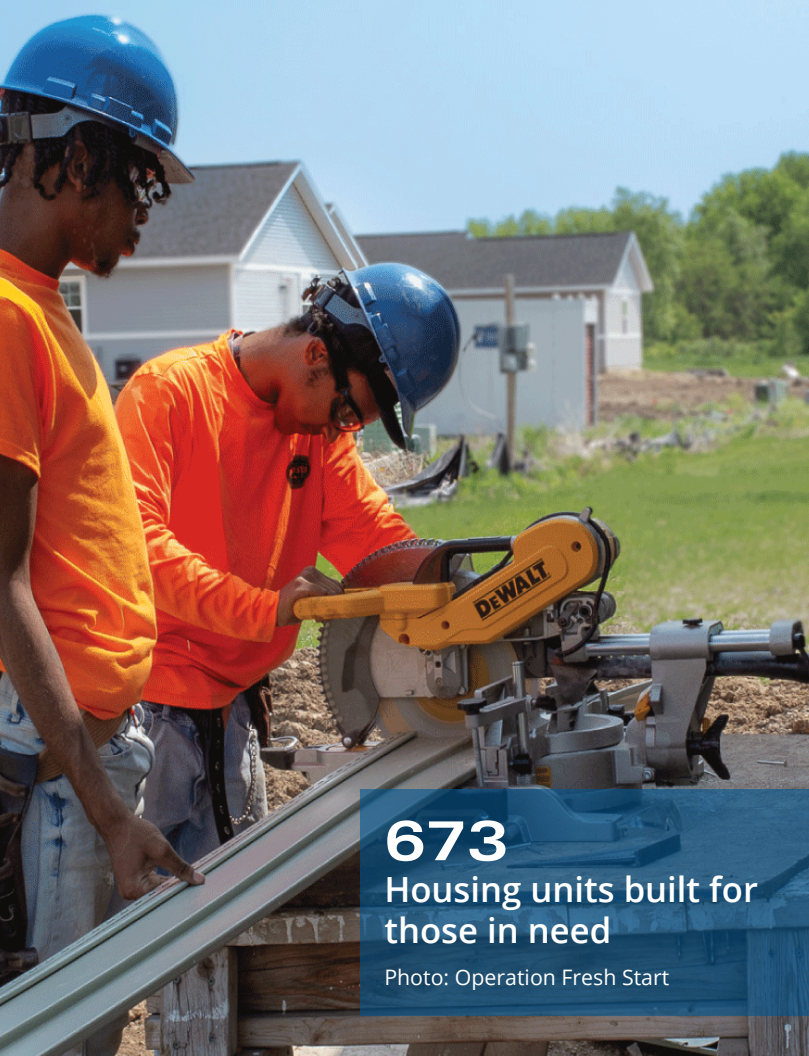
130,428
Community members served by Corps educational programs



511
Historic structures restored



1,266
Community spaces improved



673

Housing units built for those in need

Photo: Operation Fresh Start



279,086

Number of sandbags prepped and placed

Photo: California Conservation Corps



860,636

Linear feet of fence constructed or restored

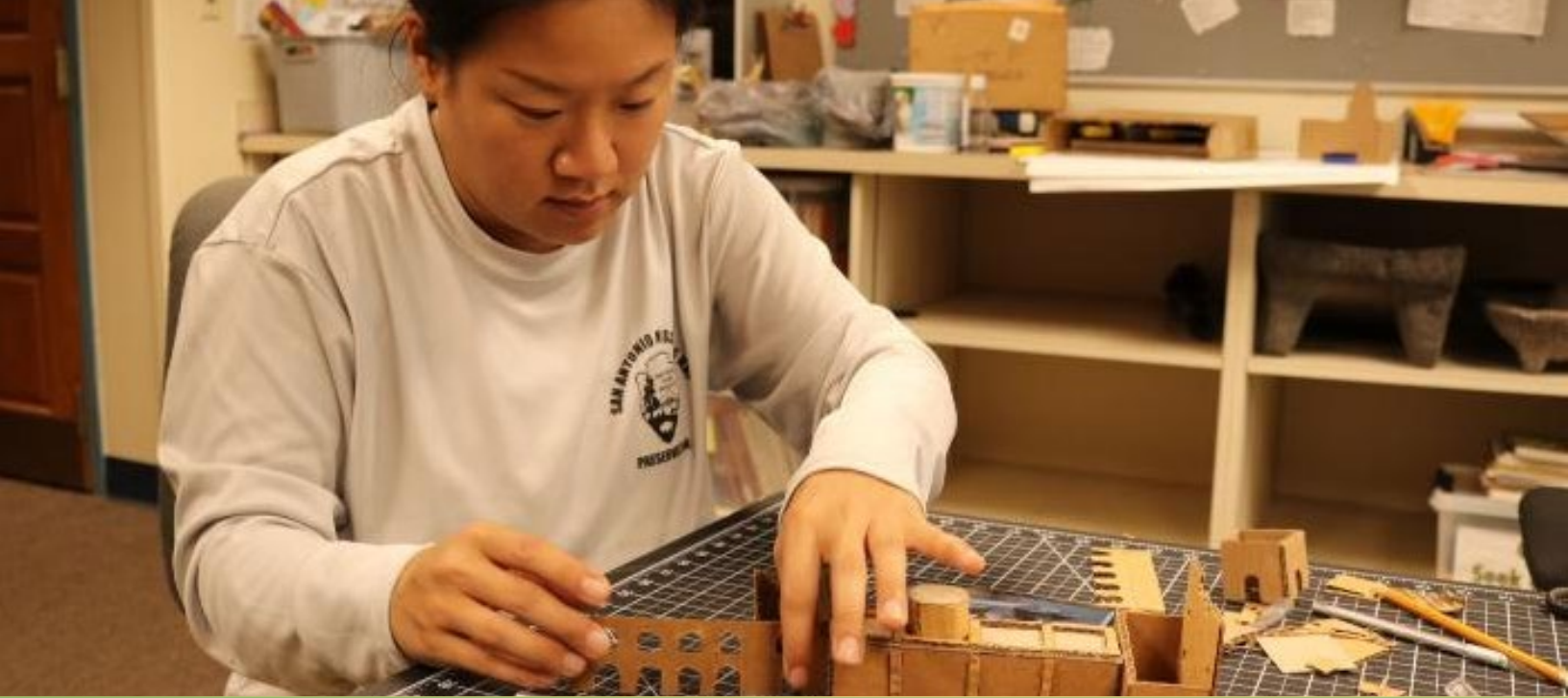
Photo: Montana Conservation Corps



271,999

Pounds of fresh food grown and harvested

Photo: PowerCorps Boston



Programs & Partnerships

AmeriCorps Programs

Education Award Program

The Corps Network has operated an AmeriCorps Education Award Program (EAP) since 2000. Through partnerships with federal, state, and local agencies, EAP members engage in environmental, public lands improvement, and disaster response and mitigation projects. Members also gain valuable certifications, job experience, and life skills. In FY23, EAP engaged **1,818 AmeriCorps members serving in 24 Corps across 41 states**. These AmeriCorps members had the potential to collectively earn **over \$4.7 million** in AmeriCorps Education Awards.

"I'm genuinely impressed by the program's commitment to inclusivity and accessibility...The emphasis on interactive learning and practical experiences has been a highlight, and the program's openness to feedback reflects its dedication to improvement."

Taylor
EAP AmeriCorps member, National Park Service intern at San Antonio Missions through American YouthWorks (photo above)

Snapshot	
\$32.6 million	Cash and in-kind dollars leveraged
143,104	Trees planted
69,651	Acres of public/Tribal lands treated
13,176	Acres cleared of invasive species
2,503	Tons of materials collected for recycling



Ancestral Lands Conservation Corps, an OYSI program.

Opportunity Youth Service Initiative

The Corps Network’s Opportunity Youth Service Initiative (OYSI) is an AmeriCorps program that connects education and conservation service opportunities to young adults facing economic challenges and other barriers to work and school. While gaining work experience in conservation projects, OYSI members develop job skills, earn certifications, complete high school requirements, and receive assistance to advance their education or career. In the 2022-2023 program year, OYSI engaged **995 AmeriCorps members across 21 Corps and 19 states, DC, and Puerto Rico.** These members had the potential to collectively earn **over \$2.6 million** in AmeriCorps Education Awards.

Gerard earned his high school equivalency and obtained certifications in construction and carpentry. He tested his skills during service projects, receiving a job offer from the Corps’ worksite partner, a property preservation company. He has since been promoted to a supervisory role.

Gerard, OYSI AmeriCorps Member, Civic Works (MD)

Snapshot

\$7.4 million	Cash and in-kind dollars leveraged
210,459	Acres of land surveyed or mapped
17,700	Trees planted
15,629	Acres of public or Tribal lands treated
66	Community gardens installed or maintained





Tree care training at Urban Corps of San Diego County. Photo by Vito Di Stefano.

Workforce Development

The Corps Network (TCN) helps Corps provide Corpsmembers high quality job training and certification programs that can lead to fulfilling careers. Here is how The Corps Network promoted workforce development at Corps in 2023.

Building Trades

TCN worked with the Laborer's International Union of North America (LIUNA) to launch a building trades career pathway at Operation Fresh Start (WI) and Civic Works (MD). Those who complete the program will connect with local labor unions.

Energy

TCN worked with the National Renewable Energy Laboratory (NREL) on developing a resource for Corps that outlines training, certification, and career opportunities in the energy efficiency sector.

Landscaping and Tree Care

TCN continued partnerships with the National Association of Landscape Professionals and the National Forest Foundation to engage Corpsmembers

in pre-apprenticeship programs focused respectively on landscaping and arboriculture. These programs focus on engaging young adults who face barriers to employment.

Technology

Through a partnership between TCN and Jobs for the Future (JFF), 21 Corpsmembers from six Corps completed an IT certification program via Google Professional Certificates. The curriculum is targeted at populations underrepresented in tech.

Water Management

TCN launched a pilot program at Civic Works (MD) that uses the Center for Watershed Protection Clean Water Curriculum to provide underemployed individuals with job training in the stormwater management industry.



Civicorps members doing trail restoration at Black Diamond Mines.

Diversity, Equity, Inclusion, and Justice

TCN has a duty as a membership organization and prominent voice in the Corps movement to guide and collaborate with our members to ensure equity is at the forefront of all we do. We aim to promote diversity, equity, inclusion, and justice in the Corps community through trainings, webinars, working groups, and several other initiatives. Below are highlights of our DEIJ efforts in FY23.

- ▶ TCN released an [equity statement](#) to guide our 2023–2027 strategic plan.
- ▶ More than half of TCN’s staff, as well as more than two dozen employees at GulfCorps and Delaware River Climate Corps programs, completed a **racial equity certification course**. The course explores the foundational concepts of DEIJ work.
- ▶ The organization Third Settlement conducted an **equity audit** of TCN. The process included a staff survey and an artifact review. The findings will inform TCN’s strategic plan and internal operations.
- ▶ TCN is working to redesign our signature **Corpsmember Liberation and Leadership** curriculum (CLL) into 10-minute, self-guided modules. Designed for Corpsmembers, CLL explores the impact of systemic racism on the individual. Participants examine how they have absorbed negative messages, and learn how to practice new, life-giving patterns. TCN is also adapting CLL for Corps staff and other interested parties.
- ▶ 82 GulfCorps members and 71 Delaware River Climate Corps members attended Sending the Right Signal, a precursor workshop to CLL, as well as the CLL workshop itself.
- ▶ TCN began offering Corps a CLL Foundational Elements workshop. Fifteen staff from different Corps participated. This training gives Corps knowledge to help Corpsmembers understand their personal and professional connections to DEIJ principles.
- ▶ TCN was [highlighted in a report](#) by the W.K. Kellogg Foundation on how organizations are **centering equity** in their operations.



PowerCorpsPHL

Louisiana Conservation Corps



Delaware River Climate Corps (DRCC)

Supported by the William Penn Foundation, [the DRCC](#) seeks to **expand Corps across the Delaware River watershed** in DE, NJ, NY, and PA. The goal is to enhance climate resiliency and strengthen green career pathways. FY23 was the second year of the program: the 10 original Corps continued their work and two additional Corps in PA and NJ launched pilot programs. TCN's role is to provide technical assistance. The past year focused on increasing Corpsmember enrollment and retention, helping Corps pursue funding (and eventually) TCN Accreditation, and expanding Corpsmember trainings.

Snapshot

PowerCorpsPHL hosted seven DRCC Corps for service projects in Philadelphia targeted at invasive species removal and laying down woodchips to protect young trees.

GulfCorps

GulfCorps is funded by a RESTORE Act grant administered by the National Oceanic and Atmospheric Administration (NOAA) and The Nature Conservancy. Through this initiative, The Nature Conservancy works with The Corps Network and Corps to **engage local young people in projects to protect and restore coastal areas** in the five states bordering the Gulf of Mexico. The Corps Network's primary role in GulfCorps is to provide workforce development trainings and resources to prepare Corpsmembers for post-program job placement.

Snapshot - [More details here](#)

78,305	Project hours
16,618	Training hours
5,026	Acres restored (3,045 wetland; 1,981 upland)



LEFT: Conservation Corps of Long Beach; RIGHT: Green City Force

Patricia Sagawa Corpsmember Relief Fund

The Sagawa Fund provides financial support to young adults facing barriers that could prevent completion of their service in a Corps. Corpsmembers can request funds for essentials, such as clothing, medical bills, transportation, and utilities. In FY23, TCN **distributed more than \$35,000 in relief payments** to 75 Corpsmembers. The Sagawa fund is made possible through donations – including generous support from Shirley Sagawa, a member of our Board of Directors and daughter of the late Patricia Sagawa, the fund’s inspiration.

Being an AmeriCorps member is rewarding. I learn something new every day and I am able to gain opportunities that cannot be found anywhere else.

The stipend, however, is a hurdle. More than half goes towards my bills. Thank you for this opportunity.

M, a 2023 Sagawa Fund Recipient

Accreditation

To be recognized by The Corps Network’s Accreditation program, a Corps must undergo an in-depth review of its operations and programming. Accreditation is granted to Corps that **demonstrate a high level of accountability** to funders and donors, as well as the capacity to provide meaningful programming to Corpsmembers and quality results to project partners. Accreditation lasts for five years with the requirement that Corps provide an annual update.

Completed Accreditation in 2023

- ▶ GEM Environmental

Renewed Accreditation in 2023

- ▶ American Conservation Experience
- ▶ Green City Force
- ▶ San Jose Conservation Corps + Charter School



Federal Partnerships

U.S. Fish and Wildlife Service

The Corps Network has a national cooperative agreement with the U.S. Fish and Wildlife Service that provides a mechanism for Corps to partner with the agency on critical projects. In FY23, The Corps Network received **\$128,000 in federal funds to support two new projects** in New Mexico and Wisconsin.

Snapshot

Ongoing project in FY23 (funded in FY22) by California Conservation Corps members at Ellicott Slough National Wildlife Refuge. (pictured above and at right)



Federal Highway Administration

Through a cooperative agreement with the Federal Highway Administration (FHWA), The Corps Network is helping expand transportation career pathways and encourage partnerships between Corps and state and regional transportation agencies. In FY23, The Corps Network worked with trail programs and state agencies to identify infrastructure-related job training opportunities for Corpsmembers and produce resources highlighting best practices for creating employment pathways. **TCN produced three guidebooks in FY23:** one providing an overview of Corps partnerships supported by Federal-aid program funding, one providing information on identity-based programs at Corps, and one providing information for recruiting the next generation of trail and transportation professionals. These guidebooks and more are available in the [Trails and Transportation Resource Library on corpsnetwork.org](https://corpsnetwork.org/trails-transportation-resource-library).



Snapshot
 Under The Corps Network’s cooperative agreement, Wyoming Conservation Corps Women’s and Veterans Trail Crews served at Grand Teton National Park and conducted vegetation management projects.

Wyoming Conservation Corps

National Park Service (NPS)

Corps Project Assistance Team

TCN’s Corps Project Assistance Team (CPA Team) works with Maintenance Action Team coordinators at the NPS to scope appropriate Corps projects at small and medium parks across the country. In FY23, the CPA Team’s work **resulted in six Corps projects** at NPS sites in the Southeast and Midwest. Through virtual work and site visits, the team also **scoped potential FY24 projects at 23 parks** across six of the seven NPS regions.

Snapshot

AmeriCorps members from American Conservation Experience served at Abraham Lincoln Birthplace National Historic Park in Kentucky to remove and replace nearly 2,000 feet of deteriorated split rail fencing.



Cooperative Agreements

The Corps Network has a national cooperative agreement with the NPS that allows Corps to partner with the park service on projects. In FY23, The Corps Network was awarded over **\$730,000 in federal funds** to support projects conducted by seven Corps.

Northeast Region Youth Programs

The Corps Network and NPS have a partnership to support a Youth Program Assistant position for the park service’s Northeast Region (Region 1). This relationship facilitates partnerships between Corps and parks to address priority projects. In FY23, Region 1 hired **1,441 youth and young adults and engaged more than 21,180 youth across parks spanning Virginia to Maine**. In addition, youth volunteers provided 7,096 service hours to the NPS and partners. Corps were critical to these outcomes.

Events & Awards



Snapshot

The Corps Network's 2023 Great Outdoors Day of Service also marked the first National Service and Conservation Corps Day. Our hashtag for this observance - #ServeOutdoors - generated over 530,000 impressions on June 16 alone. Learn more [on page 18](#).



Learn about the 2023 Projects of the Year on the next page.

#CorpsCon23

The Corps Network 2023 National Conference

March 7 – 9 | Washington, DC + Virtual

The Corps Network National Conference is an annual gathering of leaders in national service, conservation, and workforce development. The 2023 Conference was our **first hybrid event**; with more than 320 guests joining us in Washington, DC, it was also our **largest in-person gathering to date**. Among others, notable guests and speakers included U.S. Secretary of the Interior Deb Haaland; AmeriCorps CEO Michael Smith; senior presidential advisor Julie Chávez Rodriguez; filmmaker Gilda Sheppard; author, attorney and activist Gyasi Ross, and more. The 2023 event saw high attendance from our partners at the federal agencies that work with Corps.

Thank you to our #CorpsCon23 sponsors

Title	Silver
Delaware North Southern California Edison	The Annie E. Casey Foundation Cigna, Smic, Willis Towers Watson The Corps Cooperative Fred C. Church Ijaz Group LiUNA U.S. Department of Transportation U.S. Forest Service
Gold William Penn Foundation Environmental Protection Agency U.S. Fish and Wildlife Service	
Bronze	Supporter
Bureau of Land Management Metamorpho-Sys	NOAA National Park Foundation



Congratulations to our 2023 Awardees

The Corps Network National Conference offers an opportunity to recognize greatness in the Corps community. The following individuals and programs were honored in 2023.



Corpsmember of the Year

(Pictured at left in alphabetical order by last name)

- ▶ **Charity Dikson**, Rockland Conservation & Service Corps
- ▶ **Christopher "CJ" Franco**, Stewards Individual Placements
- ▶ **Rosalina Lopez**, San Jose Conservation Corps
- ▶ **Cory Sheers**, X-Cel Conservation Corps
- ▶ **Precious Vicente**, American Conservation Experience



Project of the Year

- ▶ **Acoma Pueblo Water Delivery**
Ancestral Lands Conservation Corps **acted quickly** to deliver potable water and other essential supplies to Acoma Pueblo residents when the community experienced a water system failure.
- ▶ **Greenwood Cemetery Restoration**
AmeriCorps St. Louis and community partners addressed overgrowth and decay at a historic Black cemetery. Their work uncovered headstones and **reconnected families with their ancestors.**
- ▶ **Louisiana Coastal Restoration Workforce**
Louisiana Green Corps is helping **address the loss of critical coastal wetland** around New Orleans by engaging local young adults in planting and caring for cypress trees.



Legacy Achievement Award

- ▶ **Harry Bruell**, Conservation Legacy
- ▶ **Deborah Dorsett**, Greater Miami Service Corps
- ▶ **Marie Walker**, The Corps Network





Great Outdoors Day of Service

[The Corps Network's annual Great Outdoors Day of Service](#) unites Corps, the National Park Service, and other partners for a service project. The event celebrates Corps and aims to raise awareness about the important role of national service programs and volunteers in maintaining public lands. The 2023 Day of Service on June 16 gathered **150 volunteers, including Corpsmembers and staff from nine different Corps**, for maintenance projects at Lyndon Baines Johnson Memorial Grove in Washington, DC. Officials from the National Park Service, Department of Agriculture, and AmeriCorps attended.

National Service and Conservation Corps Day

Thanks to the work of The Corps Network's Government Relations Team, June 16 also marked the first National Service and Conservation Corps Day. This recognition was made official through a [bipartisan Resolution](#) introduced by Senators Martin Heinrich (D-NM) and Bill Cassidy (R-LA). Co-sponsors included Senators Chris Coons (D-DE), Shelley Moore Capito (R-WV), and John Hickenlooper (D-CO). This holiday seeks to **celebrate Corps**, thank Corpsmembers and alums, and raise awareness about the importance of service in maintaining public lands and empowering our next generation of conservation leaders.

Corps Rendezvous

The Corps Rendezvous is a gathering focused on networking and trainings for Corps field staff. The Corps Network hosted the 2023 Corps Rendezvous in Twin Rocks, OR, with transportation assistance from Northwest Youth Corps. The event brought together **60 emerging leaders from 25 Corps** to discuss topics related to staff burnout, technical tools training, and program recruitment. With Corps from Hawaii to Brooklyn in attendance, staff had the opportunity to learn about the breadth of the Corps movement, build relationships across communities, and recharge from the field season.



Government Relations

The Corps Network is a voice for Corps in the Nation's Capital

Federal Outreach and Partnerships

Administration Engagement

TCN continues to have regular engagement with our federal partners. In FY23, this included advocacy with AmeriCorps that led to guidance on public-private partnerships, and work with the federal land management agencies on expanding usage of the Public Lands Corps hiring authority.

TCN also advocated for funding from the Bipartisan Infrastructure Law and the Inflation Reduction Act to be directed to project opportunities for Corps. In some cases, Corps are called out in the legislation as preferred partners for projects. From FY21 to FY22, member **Corps collectively reported an increase of more than \$200 million in their budgets.** There was an additional increase of **over \$130 million** from FY22 to FY23.

Much of our recent federal engagement has focused on the Biden-Harris Administration's **American Climate Corps (ACC)**, launched in September 2023. The ACC is an initiative led by AmeriCorps, the Environmental Protection Agency, and the Departments of the Interior, Agriculture, Commerce, Labor, and Energy that will engage young adults in climate and resource management work while training them for careers in conservation, resiliency, and clean energy. TCN continues to work with our federal partners to support ACC implementation. Since the announcement of the ACC, The Corps Network has done outreach to the Departments of Transportation and Housing and Urban Development on increasing their partnerships with Corps.



FACING PAGE: Appalachian Mountain Club crew Lead measures lumber for boardwalk construction. Photo by Robin Lemmerz.

ABOVE: Student Conservation Association member from the Atlanta Black Women's Crew.

Legislation

See [page 18](#) to learn more about our work with Corps supporters in the U.S. Senate to establish the first **National Service and Conservation Corps Day**.

Partnership for the Civilian Climate Corps (PCCC)

The Corps Network continues to co-lead the Partnership for the Civilian Climate Corps (PCCC), a non-partisan collection of national, state, and local organizations working toward implementing a national service Corps to tackle climate change. With the announcement of the American Climate Corps, the focus of the PCCC has been on ACC implementation.

Events

Meetings with Federal Partners

In late September 2023, The Corps Network gathered Corps directors in Washington, DC, for small, informal meetings with staff from the White House, AmeriCorps, the National Park Foundation, the Department of the Interior (and its various agencies), the Department of Agriculture, the U.S. Forest Service, the Environmental Protection Agency, and the Department of Labor. **The meetings focused on the American Climate Corps, career pathways, recruitment, and a living wage for Corpsmembers.**

Credits

Credit for graphics [can be found here](#).

Statement of Financial Position

As of September 30, 2023

	Period Ending 9/30/23
Assets	
Current Assets	
Cash and Cash Equivalents	\$ 1,491,100.84
Accounts Receivables	260,223.72
Grant Receivables	3,914,568.23
Prepays	55,204.08
Other Current Assets	49,854.00
Total Current Assets	5,770,950.87
Non Current Assets	
Fixed Assets	
Total Fixed Assets	410,977.93
Total Assets	\$ 6,181,928.80
 Liabilities and Net Assets	
Liabilities	
Current Liabilities	
Accounts Payable	\$ 1,499,457.98
Accrued Liabilities	89,867.03
Other Current Liabilities	42,054.43
Total Current Liabilities	1,631,379.44
Non Current Liabilities	
Long-Term Liabilities	459,745.31
Total Non Current Liabilities	459,745.31
Total Liabilities	2,091,124.75
Net Assets	
Restricted	1,893,998.29
Unrestricted	2,196,805.76
Total Net Assets	4,090,804.05
Total Liabilities and Net Assets	\$ 6,181,928.80

Statement of Activities

For the Year Ended September 30, 2023

	Period Ending 9/30/23
Operating Revenue	
Grant Revenue	\$ 4,119,633.40
Membership Dues	462,781.04
National Conference Revenue	315,980.00
Health Insurance Commissions	77,955.06
Accreditation Fee Revenue	14,105.00
Contract Revenue	15,000.00
Donations	47,278.54
Other Income	170,453.33
Total Core Revenue - HQ	5,223,186.37
Grant Revenue - Passthrough	6,386,745.05
Total Operating Revenue	11,609,931.42
 Expenditures	
Expenditures without Indirect Cost	
Personnel Expenses	2,837,120.10
Contracted Services	846,945.97
Meeting Expenses	317,002.93
Office Expenses	342,632.71
Rent Expenses	199,124.26
Travel Expenses	279,304.04
Total Core Expenses HQ	4,822,130.01
Subgrantee Expenses - Passthrough	6,454,976.41
Total Expenses	11,277,106.42
Net Change in Assets	\$ 332,825.00



The Corps Network

The Corps Network
1275 K Street NW - Suite 1050
Washington, DC 20005

(202) 737-6272
corpsnetwork.org | @TheCorpsNetwork

FRONT COVER: American Conservation Experience (ACE) AmeriCorps member
Adrian serves in Southern Sierra
BACK COVER: Conservation Corps of Long Beach recycling program