



**2022 S.L. Gimbel Foundation
Fund
Grant Application**

Internal Use Only:
Grant _____

Organization / Agency Information

1) Organization/Agency Name: Wild Earth Allies		
2) Physical Address: 2 Wisconsin Circle, Suite 900, Chevy Chase, MD 20815		City/State/Zip
3) Mailing Address: 2 Wisconsin Circle, Suite 900, Chevy Chase, MD 20815		City/State/Zip
4) CEO or Director: Katie Frohardt		Title: Executive Director
5) Phone: 202 375 7767	6) Fax:	7) Email: info@wildearthallies.org
8) Contact Person: Adam Henson		Title: Conservation Director
9) Phone: 202 677 0158	10) Fax:	11) Email: ahenson@wildearthallies.org
12) Web Site Address: www.wildearthallies.org		13) Tax ID: 04-2730954

Program / Grant Information

Interest Area: Animal Protection Education Environment Health Human Dignity

14) Program/Project Name: Restoring Delaware's Great Cypress Swamp			15) Amount of Grant Requested: \$50,000
16) Total Organization Budget: \$3,500,000	17) Per 990, Percentage of Program Service Expenses (Column B/ Column A x 100): 91%	18) Per 990, Percentage of Management & General Expenses Only (Column C/ Column A x 100): 6%	19) Per 990, Percentage of Management & General Expenses and Fundraising (Column C+D/ Column A x 100): 9%
20) Purpose of Grant Request (one sentence): Accelerate the active restoration of the 10,800-acre Great Cypress Swamp to maintain important communities of diminished native tree species and wildlife habitat to benefit Delaware's people and natural environment.			
21) Program Start Date (Month and Year): July 2022		22) Program End Date (Month and Year): June 2023	
23) Gimbel Grants Received: List Year(s) and Award Amount(s) 2021 \$25,000			

Signatures

24) Board President / Chair: (Print name and Title) Clea Newman Soderlund, Board Chair	Signature: 	Date: 3/31/2022
25) Executive Director/President: (Print name and Title) Katie Frohardt, Executive Director	Signature: 	Date: 3/31/2022

2022 S.L. Gimbel Foundation Fund APPLICATION

Narrative

I. Organization Background

A) What are the history, mission and purpose of your organization?

Wild Earth Allies has been protecting threatened wildlife and habitats around the world for decades, in collaboration with talented in-country partners and individuals. We believe that conservation can be accelerated through these partnerships and that together we can drive improved conditions for wildlife in culturally appropriate ways. Our mission is to protect vital areas of our natural world for the benefit of wildlife, habitats and people by inspiring collaborative action. We focus on delivering field level conservation impact, and our current program priorities include: great apes in central Africa; Asian elephants in Cambodia; marine turtles in the eastern Pacific and southeast Asia; and threatened trees in priority landscapes in the US and globally.

B) How long has the organization been providing programs and services to the community?

Wild Earth Allies has been implementing culturally appropriate conservation programs since its inception as a 501(c)3 organization in 1981.

C) What are some of your past organizational accomplishments (last three years)?

Threatened Trees: With Gimbel Foundation support, we worked with our partner Delaware Wild Lands to accelerate restoration of the 10,800-acre Great Cypress Swamp. This is a vitally important forested wetland and a critical part of the Chesapeake Bay watershed. We completed a botanical survey which documented a 124% increase in plant species diversity compared to the last survey in 1998. We discovered new plant species for the Swamp and also planted more than 12,000 Atlantic white cedar and bald cypress trees, native species that have been reduced to a fraction of their original extent. Gimbel Foundation support was instrumental in these accomplishments in Delaware.

Great Apes: Our emergency support during the pandemic has equipped park rangers to resume anti-poaching patrols in Kahuzi-Biega National Park, dismantling more than 500 snares in core Grauer's gorilla habitat last year alone. Outside the park, we reached three Indigenous Batwa villages with food and hygienic supplies. Our partner Primate Expertise produced 15,870 "ape trees" grown from seeds collected from gorilla dung and restored 100-hectares of degraded forest. We are delivering further emergency support as the park and communities continue grappling with pandemic-related challenges.

Marine Turtles: Our partner ProCosta and their community hawksbill network protected 367 critically endangered hawksbill turtle nests and released more than 31,000 hatchlings last year, making 2021 one of the most successful nesting seasons to date. Despite the pandemic, they achieved a record-breaking nest protection rate of 99.3% in El Salvador's Jiquilisco Bay.

Asian Elephants: In Cambodia's Prey Lang Forest, we achieved significant outcomes for Asian elephants and local communities. Wildlife monitoring and protection in Prey Lang indicates promising recovery of endangered and vulnerable species including Asian elephant and Malayan sun bear. Biologist Neang Thy also discovered a new species of gecko, bringing us to 89

recorded wildlife species, further highlighting the importance of Prey Lang for its unique biodiversity.

D) What are your key programs and activities?

Our natural world faces unprecedented threats from habitat loss, illegal wildlife trade, and climate change. The coronavirus pandemic has magnified these critical threats, which is leading to increased pressures on wildlife and economic insecurity in rural communities. In response, we work with a network of partners to protect wildlife and habitats in culturally appropriate ways that contribute real solutions for biodiversity and people around the globe. Our current priorities include: Threatened trees in priority landscapes in the US and globally; Asian elephants in Cambodia; great apes in central Africa; and marine turtles in the eastern Pacific and southeast Asia.

Threatened Trees: A wide variety of tree species cover the globe—and an estimated 10,000 of these are in danger of extinction due to over-harvesting, habitat loss, and the effects of climate change. While we work to conserve threatened trees across all landscapes in which we work, our programs in Belize and Delaware focus on it specifically. The Trees of Belize Project is a multi-year effort dedicated to growing and cultivating in-country expertise and interest in botany. In the United States, we established a partnership with Delaware Wild Lands to restore the Great Cypress Swamp, the largest remaining contiguous forest and freshwater wetland on the Delmarva Peninsula and refuge for many neotropical migratory birds. It also provides essential ecosystem services such as improved water quality and climate change mitigation for the region.

Asian Elephants: We work in two of Cambodia's priority forested landscapes - Prey Lang and the Cardamoms – covering a combined area of 2,943 mi². These forests are ranked as globally significant and protect rich biodiversity, sustain local livelihoods, and mitigate climate change. Prey Lang is home to at least 55 threatened wildlife species, including the endangered Asian elephant, a keystone species essential for ecosystem health. Further west, the forests in the Cardamom Mountains host Cambodia's largest elephant population, estimated at 250 individuals, and are key to broader regional recovery of this endangered species.

Great Apes: Great ape conservation in Central Africa has been a signature of ours for 20+ years – in particular mountain gorilla conservation in central Africa. With our collaborative engagement and investment over more than two decades, the mountain gorilla population has nearly doubled. We are now leveraging our experience to benefit the critically endangered Grauer's gorilla in the forested landscapes of eastern Democratic Republic of the Congo (DRC) while we continue to ensure sustainability of mountain gorilla work in Rwanda through community projects.

Marine Turtles: Worldwide, sea turtle populations face severe threats from the poaching of turtle eggs, incompatible coastal development, and destructive fishing practices. We are leveraging more than a decade of marine turtle conservation work to support recovery of sea turtle populations in El Salvador and Cambodia. We work to protect critically endangered hawksbill turtles at Jiquilisco Bay, El Salvador, one of two primary hawksbill nesting sites in the region.

E) Describe the communities you serve. Include populations, geographic locations served, and relevant statistics.

In our programs around the world, we work with more than 10,000 direct local beneficiaries from rural communities who rely on the natural resources we protect. Millions more are indirect beneficiaries from ecosystem services maintained by our conservation activities, which include freshwater fisheries, forest products, agricultural soil, and climate change mitigation. For example, Cambodia's Prey Lang forest where we work, forms the catchment area for the Mekong River which supports freshwater fisheries that supply 75% of the protein for the people of Cambodia. Another example, in Delaware, we are protecting critical forests to benefit the people of Sussex County and the state of Delaware.

II. Project Information:

A) Statement of Need

1. Specify the community need(s) you want to address and are seeking funds for.

The rapid decline in biodiversity is eroding the foundations of our economies, livelihoods, food security, health and quality of life worldwide. According to a recent UN report, one million plant and animal species are facing extinction, which has alarming implications for human survival. These pressures are accelerating locally and affecting ecosystems and human well-being in Delaware. The Great Cypress Swamp (GCS) on the Delmarva Peninsula, owned and managed by Delaware Wild Lands, has important ecological value as a refuge for birds and other wildlife, and exceptional flora including several rare forest communities characterized by significant presence of Atlantic white cedar and bald cypress. The GCS also serves as the headwaters of two major watersheds -- the Delaware Inland Bays and the Pocomoke River, a tributary of the Chesapeake Bay -- and is instrumental in ensuring the provision of clean water and flood control. The region is increasingly affected by rapid land use change and today there is essentially no functional old-growth forest remaining. Substantial land conversion for new home construction for a growing population has resulted in the loss of 36,000 acres of forestland in Sussex County since 1986 and is leaving Sussex County without functional forests and the benefits they provide.

B) Project Description

1. Describe your project. How does your project meet the community need?

2. What is unique and innovative about this project?

Wild Earth Allies is partnering with Delaware Wild Lands (DWL) to bring complementary experience and expertise together to protect critical forests to benefit the people of Sussex County and the state of Delaware. The GCS, owned by Delaware Wild Lands, has garnered the attention of botanists and naturalists since at least the late 1700s¹. The flora of the Swamp and its environs is significant in part because, historically, it has been known for its assemblage of species at the northernmost reaches of their distributions. Furthermore, the GCS has some of the largest remaining protected, potential habitat for Atlantic white cedar. Finally, the accelerating development of Delmarva land means less habitat for the unique ecosystems and shrinking populations of rare plants.

¹ Bennett, K.A., Bowman, P.J., Heckscher, C.M., McAvoy, W.A., Zuelke, E.F. 1999. An Ecological Characterization of Delmarva's Great Cypress Swamp Conservation Area (No. 40-05990902). Delaware Natural Heritage Program, Division of Fish and Wildlife, Department of Natural Resources and Environmental Control, Smyrna, DE.

Since 2011, Delaware Wild Lands has increasingly actively and passively managed the GCS starting with restoration of hydrology regimes for large parts of the property and taking agricultural fields out of production. Projects underway include employing earthwork to create and facilitate the establishment of depressional ponds, and seasonally wet savannas and grasslands.

Based on recent botanic surveys conducted in 2021, plant diversity more than doubled after active restoration of the Swamp began in the 2000s. In the previous botanical survey of the GCS, 157 vascular species were documented from the Swamp¹. During the present survey, 200 new species records and one new variety were discovered. Of these species, approximately 9% are considered uncommon to extremely rare in Delaware.

Restoration Opportunity

The Great Cypress Swamp has changed dramatically since the mid-2000s when the hydrology of large areas was actively restored. Vascular plant diversity has more than doubled, mostly through expansion of grasses, sedges, and other herbaceous species. The flora includes some very rare plant species, a reflection of the unique environments in the swamp and the protection that it receives. Restoration of Bald Cypress and Atlantic White Cedar in the swamp is underway and will continue.

Building on successful restoration activities with Gimbel Foundation support last year, which resulted in completion of an updated botanic inventory of the Great Cypress Swamp and planting of 13,000 trees (with matching funds), we request consideration of new grant support to plant additional Atlantic white cedar trees in Delaware.

To expand populations of diminished tree species and accelerate restoration of the Great Cypress Swamp, Gimbel Foundation support would be directed towards (1) planting an additional 13,000 Atlantic white cedar rooted plant cuttings; (2) enhancing recruitment of existing, but degraded, natural populations of Atlantic white cedar; and (3) implementing monitoring protocols to measure survival rates of plantings and the effects of deer herbivory on young trees.

C) Project Goal, Objective, Activities and Expected Outcome

GOAL: to accelerate restoration of the 10,800-acre Great Cypress Swamp to maintain important communities of diminished native tree species and wildlife habitat to benefit Delaware's people and natural environment.

OBJECTIVE: to significantly expand functioning populations of Atlantic white cedar in the Great Cypress Swamp through planting 13,000 trees using rooted cuttings.

ACTIVITIES designed to achieve the project objective and overall goal include:

1. **Tree planting:** Plant 13,000 Atlantic white cedar rooted plant cuttings to expand restoration of diminished native tree species. Plantings will take place in 10 established plots used to test the effect of fencing – to exclude deer – on survival of cuttings planted in the plots.

2. **Maintain historical tree plantings:** In addition to planting 13,000 Atlantic white cedar trees, we will maintain older plantings to promote healthy growth and reproductions. The older of these plantings are composed of trees tall enough to avoid catastrophic browsing, but the trees now require more space for lateral growth. We will dismantle enclosure fences and conduct thinning for those historical plantings where fencing threatens to degrade the health and reproduction of planted trees by overcrowding.
3. **Monitoring:** We will develop and implement a protocol for monitoring survival and health of 13,000 planted Atlantic white cedar trees to expand restoration of diminished tree species. We will field-test, refine, and implement protocols for monitoring survival of tree cuttings in experimental plantings, designed to test the effects of deer browsing on survival of cuttings.

OUTCOME: 13,000 Atlantic white cedar trees planted in 10 plots in the Great Cypress Swamp to expand restoration of diminished native trees.

EVALUATION: The project will be successful if it plants 13,000 trees in 10 monitoring plots as described in the activities and establishes an effective monitoring system to estimate growth and survival of the planted cuttings.

D) Timeline

The program start date is: July 2022

The program end date is: June 2023

Atlantic white cedar trees will be planted in late Fall 2022. Monitoring of tree survival and growth rates will be conducted throughout the year.

E) Target Population

1. Who will this grant serve?

The ecological services provided through restoration of the 10,800 acre Great Cypress Swamp, such as improved water quality and floodwater retention, will benefit the people of the Delmarva Peninsula, notably the populations of southern Sussex County, Delaware, and of northern Worcester County, Maryland. Wildlife, particularly waterfowl and migratory birds which are threatened throughout their ranges, will also benefit from this increased habitat protection.

2. How many people will be impacted? Provide a breakdown: Number of Children, Youth, Adults, Seniors, Animals.

The population estimate for Sussex County, DE, in 2019 was 234,225. The approximate breakdown is: Age under 5=11,700; Age 5-17=30,450; Age 18-64=124,140; Age over 65=67,900.

F) Projects in the Community

1. How does this program relate to other existing programs in the community?

The project works closely with surrounding community members and partner organizations. Some of these stakeholders include farmers, sportsmen, ornithological groups, and educational institutions.

2. Who are your community partners (if any)?

We are partnering with Delaware Wild Lands (DWL) which owns and manages the Great Cypress Swamp. Founded in 1961, DWL's mission is to protect and restore Delaware's important natural areas through the purchase and management of strategic parcels of land. DWL's work now goes well beyond acquisition and management to include wildlife habitat restoration and training the next generations of conservationists. DWL has protected 31,600 acres of land, 21,800 that they now own and actively manage. They continue to acquire land, but their work has expanded dramatically to include restoration of critical lands and waters. They also provide educational opportunities, for students of all ages, to cultivate present and future generations of environmentalists, and provide institutions, agencies, organizations, and individuals with research opportunities with the goal of improving conservation, restoration, and management of natural resources and wildlife habitat. DWL is connecting generations of residents and tourists to Delaware's critical natural resources and cultural heritage with regular visitations from Yale School of Forestry, West Virginia University, University of Delaware, Osher Lifelong Learning, Delaware Geological Society, New York Botanical Gardens, Salisbury, Scout Troops, Sunday School classes, birders, professional groups, and photographers.

3. Who else in the community is providing this service or has a similar project?

Delaware Wild Lands, as non-profit organization, is a leader and is unique in this region for owning and managing important natural areas for conservation. Partner organizations in other parts of the Delmarva peninsula include The Nature Conservancy, and US Fish and Wildlife Service.

4. How are you utilizing volunteers?

Delaware Wild Lands owns and manages over 21,800 acres of land on Delmarva with a limited staff of eight people. Recognizing the need for additional capacity, DWL sponsors individuals in two Master Naturalist classes. Master Naturalist candidates and other DWL volunteers may be available to help with project activities, depending on skills and project needs. Volunteers receive regular updates on volunteer opportunities and can participate in events throughout the year. For this project, volunteers may be recruited to help map, measure, and monitor survival and growth of rooted cuttings and other appropriate activities.

G) Use of Grant Funds

How will you use the grant funds? This answer should align with the specific activities previously outlined in C) Project Goal, Objectives, Activities and Expected Outcomes

Grant funds will be used for implementation of restoration activities of the Great Cypress Swamp, as outlined in the activity description and project budget.

III. Project Future

A) Sustainability

Explain how you will support this program after the grant performance period. Include plans for fundraising or increasing financial support designated for the program.

The completed botanical inventory, made possible by support from Gimbel Foundation, will be used to inform overall management of Great Cypress Swamp and identify priority areas that will be targeted for accelerated restoration. Board members and other private supporters of Wild

Earth Allies have indicated strong support for this project as part of our conservation investment in the Chesapeake region. We are harnessing this interest and expanding our support base for this important work. For this initiative, we have received grant awards from Longwood Foundation and the Oak Hill Fund to complement project objectives. Furthermore, Great Cypress Swamp is a private land holding owned and operated by Delaware Wild Lands, a 501c3 in Delaware. They have long-term plans for management and restoration of this important forested wetland.

IV. Governance, Executive Leadership and Key Personnel/Staff Qualifications

A) Governance

1. Describe your board of directors and the role it plays in the organization.

Wild Earth Allies is governed by an active Board of Directors (currently **10** members) who bring depth of expertise in science, law, finance, art and philanthropy, to ensure we operate to the highest standards in pursuit of our mission. The Board meets twice annually, with committees that engage with us regularly (at least quarterly) to advance strategic priorities and further support strong governance.

2. What committees exist within your board of directors?

There are three committees: Finance & Audit, Executive, and Development.

3. How does the board of directors make decisions?

A majority of those present at any Board meeting at which a quorum is present may decide any question brought before such a meeting, except as otherwise provided by the law, the Articles of Incorporation, or the By-laws.

B) Management

1. Describe the qualifications of key personnel/staff responsible for the project.

Steven Brewer, PhD, Botanist: Dr. Brewer brings over 30 years of experience in field botany and ecology from a wide variety of ecosystems. He specializes in field and herbarium identification of vascular plants, field surveys for rare plants and their communities, plant population dynamics, plant-animal interactions, plant community surveys, and landscape-level assessments of vegetation. Dr. Brewer has conducted plant species inventory and vegetation characterizations in the western, southeastern, midwestern, boreal and arctic U.S. and the Neotropics. In Belize during the winter and spring of most years, he conducts floristic research, botanical training, and collaborative ecological studies with the Belize Forestry Department, university, and private landowners. Steven has a master's degree in Natural Resource Policy and Administration from the University of Michigan and a PhD in Plant Biology from the University of California, Davis. (Full CV available on request.)

Kate Hackett, Executive Director, Delaware Wild Lands: Kate has more than 20 years of leadership experience in land and water conservation and management that includes land acquisition, protection of surface and groundwater resources, public policy, government relations, fundraising, and constituency building. Her geographic experience includes work in the Mid-Atlantic, northern front range of the Rocky Mountains, Great Lakes region, Finger Lakes region of upstate New York, and East Africa (Kenya, and Eritrea). Prior to joining Delaware Wild Lands in 2011, Ms. Hackett worked for The Nature Conservancy, USDA Forest Service,

the Eritrean Ministry of Water Works, and UNICEF. Kate graduated from Yale University with a double major in Environmental Science and Political Science and holds a Master of Public Policy from the University of Michigan.

Adam Henson, Conservation Director: Adam has more than 20 years' experience working in international biodiversity conservation and natural resources management, with field work in the United States, Africa, Latin America, and Asia. His areas of technical expertise include watershed sciences, landscape-level conservation planning, project design, performance monitoring, and protected area management. Adam has held senior positions with African Wildlife Foundation and Fauna & Flora International, Inc., and worked for the US National Park Service at Rocky Mountain National Park, on forest restoration, wildlife monitoring, and wildland firefighting. Adam holds an MSc in Watershed Sciences from Colorado State University and a BA in Anthropology from the University of Louisville.

2. What is the CEO/Executive Director's salary? \$225,881

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V. Project Budget and Narrative (Do not delete these instructions on your completed form and use this form).

A) **Budget Table:** Provide a detailed line-item budget for your entire program by completing the table below. Note that if funded, this is the budget that you will have to refer to in the Evaluation (Final) Report.

A breakdown of specific line item requests and attendant costs should include:

- 1) Line item requests for materials, supplies, equipment and others:
 - a. Identify and list the type of materials, supplies, equipment, etc.
 - b. Specify the unit cost, number of units, and total cost**
 - c. Use a formula/equation as applicable. (i.e. 40 books @ \$100 each = \$4000)
- 2) Line item requests for staff compensation, benefits: **Do not use FTE percentages.**
 - a. Identify the position; for each position request, **specify the hourly rate and the number of hours** (i.e. \$20/hr x 20 hours/week x 20 weeks = \$8,000)
 - b. For benefits, provide the formula and calculation (i.e. \$8,000 x 25% = \$2,000)
- 3) Line items on Salaries/Personnel included in budget (contribution or in-kind) but NOT requested from the Gimbel Foundation must be broken down per number 2) above: Provide rate of pay per hour and number of hours.
- 4) The Gimbel Foundation **does not fund indirect costs.**

Line Item Request	Line Item Explanation	Support From Agency & Other Funders	Requested Amount From Gimbel	Line Item Total of Project
Personnel: Ecologist (DWL)	\$50/hr x 20hrs/wk x 20 weeks = \$20,000	\$13,625	\$6,375	\$20,000
Personnel: Forester (DWL)	\$50/hr x 20hrs/wk x 20 weeks = \$20,000	\$13,625	\$6,375	\$20,000
Personnel: Project Management (DWL)	\$95/hr x 10 hrs/wk x 16 weeks = \$15,200	\$9,700	\$5,500	\$15,200
Personnel: Technical design & Support (WEA)	\$93/hr x 16 hrs/wk x 26 weeks = \$38,688	\$28,688	\$10,000	\$38,688
Personnel: Botanist (WEA)	\$4,500/month x 4 months = \$18,000	\$11,250	\$6,750	\$18,000
Travel to site + field transport (WEA)	Details provided in budget narrative	\$7,000	\$3,000	\$10,000
Travel/operations at site (DWL)	Details provided in budget narrative	\$3,102	\$5,000	\$8,102
Equipment & Supplies	Details provided in budget narrative	\$15,715	\$7,000	\$22,715
Atlantic white cedar tree cuttings purchase/planting	\$3.69/tree x 13,000 trees = \$48,000	\$48,000	\$0	\$48,000

TOTALS:		150,603	\$50,000	\$200,705

B) Narrative:

Personnel - DWL: Ecologist and Forester will support implementation of field activities; monitoring tree growth and survival rates; and site preparation for tree planting, which includes clearing old trees, invasives and fire management. Executive Director will provide oversight for project delivery.

Personnel WEA: Botanist will provide overall technical support in ecological monitoring and project design of monitoring methodology for measuring tree survival and growth rates and assessing site selection for habitat protection / tree planting. Conservation Director will provide project design and technical support on reforestation activities.

Travel to site and field transport: Botanist travel to Great Cypress Swamp, 4 trips + rental car + meals and incidentals + accommodations. **Conservation Director 4 trips / year. Details:**

- 4 roundtrip airfares (Little Rock, AR – Baltimore, MD) @ \$500/trip = \$2,000**
- 4 car rentals to reach field site in DE @ \$750/week = \$3,000**
- 34 days meals and accommodations @ \$100/day = \$3,400**
- 4 trips per year Washington DC – Delaware @ \$300/trip = \$1,200**
- 4 trips per year long term airport parking (Little Rock, AR @ \$100/trip = \$400)**

Travel: Costs for field implementation, vehicle operations.

DWL travel to project site. Costs per trip include roundtrip in miles x mileage rate \$0.58 + tolls. Details:

- Executive Director, 18 trips @ \$120/trip = \$2,178**
- Forester, 160 trips @ \$8/trip = \$1,217**
- Ecologist, 120 trips @ \$22/trip = \$2,627**

Fuel needs on-site, i.e., four months of intensive site visits (prep, installation, monitoring) x 2 DWL staff using ~\$260 fuel on site per month = \$2,080

Equipment and Supplies: Field equipment includes, dibble bars, monitoring equipment, deer fencing materials, and other supplies.

Field equipment includes:

- Deer fencing (Rebar, plastic mesh, ties) = \$6,975**
- 25 dibble bars @ \$65/bar = \$1,250**
- Fire management: Indian pump - 2 x \$250; Drip torch - 2 x \$200; Protective equipment (gloves, goggles) - \$500; Chisel plow (for firebreaks) \$4,000 = \$5,400**
- UTV equipment (4-seat trailer - \$3,200; jumpseat -\$140)**
- DJI Mavic 2 Fly-more Drone Combo = \$3,300**
- Covert Ultrafire XR6 Trail Camera = \$600**
- Backpack sprayers (2 x \$175 = \$350)**

Monitoring equipment (Clinometer - \$275; Steel stakes - \$200; Fiberglass tapes - \$300; Pins, flags, compasses, calipers - \$475; Specimen collection/shipping - \$250) = \$1,500

Tree purchase and planting: purchase and planting costs for 13,000 Atlantic white cedar trees is covered from matching funds.

Costs are \$3.69/tree @ 13,000 trees = \$48,000

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VI. Sources of Funding: Please list your current sources of funding and amounts.

Secured/Awarded

Name of Funder: Foundation, Corporation, Government, Individual Donors, Other (specify)	Amount
Elinor Baker Patterson Trust	\$200,000
Oceans 5	\$185,000
Seller-Lehrer Family Foundation	\$160,000
Arcus Foundation	\$100,000
Blue Foundation	\$100,000
The Woodtiger Fund	\$90,000
Seadream Family Foundation	\$90,000
15+ foundations contributing an additional	\$485,000
US Fish & Wildlife Service	\$197,000
Private individuals (360+)	\$1,740,000

Pending

Name of Funder: Foundation, Corporation, Government, Individual Donors, Other (specify)	Amount	Decision Date
Oak Hill Fund	\$75,000	May 2022
Longwood Foundation	\$60,000	Dec 2022
National Geographic	\$199,000	Apr 2022
Disney Conservation Fund	\$50,000	Aug 2022
Pangolin Crisis Fund	\$49,000	Apr 2022

Diversity of Funding Sources: A financially healthy organization should have a diverse mix of funding sources. Complete those categories that apply to your organization using figures from your most recent fiscal year.

Funding Source	Amount	% of Total Revenue	Funding Source	Amount	% of Total Revenue
Contributions	\$1,602,642	53%			
Fundraising/Special Events	\$5,335	0%			
Corp/Foundation Grants	\$1,421,622	47%			
Government Grants	\$17,000	1%			

Notes:

Based on 2020 audited financial statements

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VII. Financial Analysis

Agency Name: Wild Earth Allies, Inc.
 Most Current Fiscal Year (Dates): From 1/1/2020 To: 12/31/2020

This section presents an overview of an applicant organization’s financial health and will be reviewed along with the grant proposal. Provide all the information requested on your **entire organization**. Include any notes that may explain any extraordinary circumstances. Information should be taken from your most recent 990 and audit. **Double check your figures!**

Form 990, Part IX: Statement of Functional Expenses

1) Transfer the totals for each of the columns, Line 25- Total functional expenses (page 10)

(A) Total Expenses	(B) Program service expenses	(C) Management & general expenses	(D) Fundraising expenses
\$2,073,251	\$1,880,997	\$133,824	\$58,430

2) Calculate the percentages of Columns B, C, and D, over A (per totals above)

- Program services (B) – A general rule is that at least 75% of total expenses should be used to support programs
- Management & general administration (C) – A general rule is that no more than 15% of total expenses should be used for management & general expenses
- Fundraising (D) – A general rule is that no more than 10% of total expenses should be used for fundraising

(A) Total Expenses	(B) Program service expenses	(C) Management & general expenses	(D) Fundraising expenses
	Columns B / A x 100	Columns C / A x 100	Columns D / A x 100
Must equal 100%	91%	6%	3%

3) Calculate the difference between your CURRENT year budget for management & general expenses and your previous management & general expenses per your 990 (Column C)

Percentage of Organization’s <u>Current</u> Total Budget used for Administration = 6.5%	Column C, Management & general expenses per 990 above = 6%	Differential 0.5%
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If the differential is above (+) or below (-) **10%**, provide an explanation:

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Quick Ratio: Measures the level of liquidity and measures only current assets that can be quickly turned to cash. A generally standard Quick Ratio equals 1 or more.

Cash	+ Accounts Receivables	/Current Liabilities	= Quick Ratio
\$1,498,837	\$885,897	\$162,004	14.72

Excess or Deficit for the Year:

Excess or (Deficit) = \$973,348 Most recent fiscal year end 2020	Excess or (Deficit) = \$(208,010) Prior fiscal year end 2019
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Notes:

VIII. EMAIL TWO PDF files to Gimbel@iegives.org

- A. One PDF file of the following, #1 to #5 B. Second PDF file of the following, #6 & #7**

#1	Completed Grant Application Form (cover sheet, narrative), budget page and budget narrative (see sample) and sources of funding, financial analysis page	#6	A copy of your most recent year-end financial statements (audited if available)
#2	Your current operating budget and the previous year's actual expenses (see sample Budget Comparison)	#7	A copy of your most recent 990. Please make sure that the Form 990 you submit is no more than two (2) years old.
#3	Part IX only of the 990 form, Statement of Functional Expenses (one page). Please make sure that the Form 990 you submit is no more than two (2) years old.		
#4	For past grantees, a copy of your most recent final report.		
#5	A copy of your current 501(c)(3) letter from the IRS		

Wild Earth Allies, Inc.		
Approved 2022 Budget		
		2022
		Approved
Revenue		
	Foundation	1,162,500
	Government	172,500
	Individuals	2,000,000
	Other support	165,000
Total Revenue		\$3,500,000
Expenses		
	Salaries and Benefits	1,161,058
	Field Program and Subagreements	1,446,763
	Consulting Services	148,500
	Accounting Fees	35,000
	Auditing	23,000
	Payroll Processing	1,600
	Legal Fees	1,000
	Outside Computer Services	12,000
	Travel & Meetings	35,000
	IT Supplies/Software	1,000
	Equipment	7,000
	Depreciation	11,667
	EIDL Repayment	3,846
	Equipment Rental & Maintenance	700
	Books, Dues Subscriptions	7,500
	Rent/Occupancy	156,139
	Postage, Shipping, Delivery	3,100
	Printing & Copying	20,000
	Office Supplies	1,200
	Telephone & Internet	7,000
	Bank Service Charges	2,000
	Permits & Licenses	5,000
	Insurance	6,000
	Misc. Expenses	5,000
	Workshops & Conferences	3,000
Total Expenditure		\$ 3,104,073

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16	302,295.	302,295.		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	273,603.	245,437.	16,934.	11,232.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	514,202.	446,295.	37,159.	30,748.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	47,408.	42,229.	2,907.	2,272.
9 Other employee benefits	65,793.	58,662.	4,055.	3,076.
10 Payroll taxes	51,337.	45,824.	3,157.	2,356.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	47,651.	24,136.	23,515.	0.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)	159,488.	147,441.	12,047.	0.
12 Advertising and promotion				
13 Office expenses	27,195.	15,861.	11,334.	0.
14 Information technology				
15 Royalties				
16 Occupancy	167,251.	148,982.	9,523.	8,746.
17 Travel	4,078.	1,672.	2,406.	0.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	9,500.	9,500.	0.	0.
23 Insurance	5,750.	2,111.	3,639.	0.
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a <u>Field projects</u>	386,259.	386,259.	0.	0.
b <u>License & registrations</u>	3,991.	1,513.	2,478.	0.
c <u>Miscellaneous</u>	7,450.	2,780.	4,670.	0.
d _____				
e All other expenses _____				
25 Total functional expenses. Add lines 1 through 24e	2,073,251.	1,880,997.	133,824.	58,430.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

INLAND EMPIRE COMMUNITY FOUNDATION
S. L. GIMBEL FOUNDATION FUND

Please complete the form and type your answers directly underneath the questions. Leave one space between numbered questions.

ORGANIZATION INFORMATION

1. Name of your Organization

Wild Earth Allies

2. Grant #

20210061

3. Grant Amount:

\$25,000

4. Date Awarded (date on award letter)

3/5/21

5. Grant Period (Indicate start date and end date per Grant Agreement)

Start date 3/5/21 End date 3/5/22

6. Location of your Organization (City, State)

Chevy Chase, MD

7. Name and Title of person completing evaluation

Adam Henson

8. Phone Number

202.375.7767

9. Email Address

ahenson@wildearthallies.org

KEY OUTCOMES AND RESULTS

10. Total number of clients served through this grant funding:

A) Per original grant application, what is the estimate number served:

234,225 [Sussex County, DE population estimate 2019 US Census Bureau]

B) Actual number served:

237,378 [Sussex County, DE population estimate 2020 US Census Bureau]

11. Describe the project's key outcomes and results based on the goals and objectives.

(Include the program accomplishments as a result of the Gimbel grant AND for the entire program. Please make the distinction between the Gimbel funded program accomplishments and the total organizational program, as a whole).

Goal:

The overall goal of our program is to accelerate restoration of the 10,800-acre Great Cypress Swamp (GCS), the largest remaining contiguous forest and freshwater wetland on the Delmarva Peninsula, to maintain important communities of threatened tree species and wildlife habitat to benefit Delaware's people and natural environment.

To help meet this goal, Gimbel support enabled us to complete an updated comprehensive botanical inventory of the 10,800-acre Great Cypress Swamp by the end of 2021. Field surveys for the GCS of the vegetation types identified areas for potential restoration, such as seasonally wet savannas, oak woodlands, and deep-water wetlands, and creates a framework for restoration and long-term management plans.

Activities:

Support from the Gimble Foundation ensured the following activities were all completed:

- 1) Conduct three botanic surveys (1 in the spring, 1 in summer, 1 in the fall) over 10,800 acres to inventory the plant species of the Great Cypress Swamp.
- 2) Analyze survey data and document specimens collected.
- 3) Establish baseline vegetation conditions to monitor restoration efforts and progress.

During 2021, Wild Earth Allies botanist Dr. Steven Brewer, together with landowner Delaware Wild Lands, conducted three botanical surveys of the GCS: in early April, early June, and late August, to account for seasonal changes in the flora. Satellite images and maps were examined for discernible differences in vegetation to maximize coverage within the heterogeneity of the landscape, and field reconnaissance were employed to choose priority areas for botanical surveys. The full botanic inventory report is provided as Annex 1.

The broader program goal to accelerate restoration of forested wetland habitat was also met during this time -- we located habitats with strong potential for restoration and enhancement of populations of native Atlantic white cedar and bald cypress trees and planted over 13,000 cuttings in plots that are being monitored to track tree survival and growth rates over time. These activities are part of broader efforts to reestablish GCS's natural hydrological regime, expand habitat for threatened plants and wildlife, and increase forest diversity and resiliency. Current restoration efforts are resulting in the resurgence of the ecology and biodiversity of the GCS.

Objective: In terms of specific quantifiable criteria:

A) Per original grant application:

Botanical inventory of the 10,800-acre Great Cypress Swamp completed by the end of 2021 to guide management and restoration monitoring

B) Actual grant outcome, results, accomplishments:

The botanic inventory was completed by the end of 2021 and the results are remarkable, indicating a 124% increase of plant diversity documented since the previous study. The Great Cypress Swamp has changed dramatically since the last botanical survey was conducted in the late 1990s, due to restoration activities by Delaware Wild Lands starting from the mid-2000s when the hydrology of large areas was actively restored. Vascular plant diversity has more than doubled, mostly through expansion of grasses, sedges, and other herbaceous species. The flora includes some very rare plant species, a reflection of the unique environments in the swamp and the protection that it receives. In the previous botanical survey of the GCS, 157 vascular species were documented from the Swamp (Bennett et.al 1999). During the present survey, 200 new species records were recorded, and one new variety was discovered.

This updated inventory of the vascular plant flora of the GCS sets a second baseline for long-term monitoring and provides a fresh perspective of the vegetation, not only how the flora changes, but what measures can be made to adapt management to protect and strengthen populations of sensitive and rare plant and unique plant communities, and to control potentially invasive plants.

12. Describe any challenges/obstacles the organization encountered (if any) in attaining goals and objectives.

We had originally planned to conduct four botanical surveys but due to covid travel restrictions, three surveys were conducted.

13. How did you overcome and/or address the challenges and obstacles?

Dr. Brewer adjusted the timing of the surveys to minimize potential data loss.

14. Describe any unintended positive outcomes as a result of the efforts supported by this grant.

The most unexpected and positive outcome is how dramatically the GSC has changed since the last botanical survey was conducted in the late 1990s, most likely from the mid-2000s when the hydrology of large areas was actively restored. Vascular plant diversity has more than doubled, mostly through expansion of grasses, sedges, and other herbaceous species. The flora includes some very rare plant species, a reflection of the unique environments in the swamp and the protection that it receives.

15. Briefly describe the impact this grant has had on the organization and community served.

The completion of the botanic inventory forms the foundation for current and future restoration planning for the GCS. Habitat restoration is a long-term endeavor but can be accelerated by knowing and understanding the variety of ecosystems that comprise the larger landscape and the services they provide such as wildlife habitats, carbon sequestration and climate change mitigation. For the GCS, such ecosystem services also include improved water quality and flood protection, of prime importance to the communities of the Delmarva Peninsula, where increased development and urbanization increasingly threaten human well-being and ecosystems.

More broadly, Gimbel Foundation support helped strengthen our partnership with Delaware Wild Lands to advance restoration of the Great Cypress Swamp. Together this year, we completed a botanic inventory of the Swamp and planted over 13,000 native Atlantic white cedar and bald cypress trees—a critical step to restore the first 200 acres of forested wetland habitat. By bringing together our teams’ complementary skills, we are amplifying our impact.

BUDGET

16. Please provide a budget expenditure report. Also, provide a budget narrative that explains how the funds were utilized, what was purchased, what were the expenses items based upon the original budget submitted and approved. Use the form below and expand as needed:

Line Item	Line item description	Approved amount from IECF (per the submitted budget)	Actual Expenditure
Personnel: Botanist	Field surveying, specimen collection & identification	6,700	6,700
Personnel: Field support	Reconnaissance & field surveying	4,000	5,000
Personnel: Technical support	Project design and performance monitoring	8,000	8,000
Field Accommodations	Accommodations, meals and lodging	1,800	1,800
Travel at field site	Vehicle operations during surveys	3,000	2,911
Equipment and Supplies	Field survey & monitoring supplies	1,500	589
		\$25,000	\$25,000

Budget Narrative

Expenses were in line with the submitted budget. Monitoring equipment was purchased, which included steel stakes, fiberglass tapes, pins, flags, and calipers. Equipment and was slightly under budget, which was offset by a small increase of personnel time for implementation of field activities (botanic surveys).

SUCCESS STORIES

17. Please tell us ONE success story.

RE-DISCOVERED AFTER MORE THAN A CENTURY: Marsh Fleabane, *Pluchea camphorata*

Perhaps the most important discovery from the botanic inventory was the resurrection of Marsh Fleabane or Camphor Weed. *Pluchea camphorata*, an annual to perennial herb, was first discovered and collected in the GCS on 15 August 1877 by the botanist Albert Commons. This was the only known record for this species in Delaware and had not been seen in Delaware since that time, not even in the 1998 botanical survey which specifically targeted that species. We discovered a robust population of Marsh Fleabane in the GCS in August of 2021, 144 years later!



NEW TO DELAWARE: Opposite-leaf dwarf dandelion, *Krigia cespitosa*

The Opposite-leaf Dwarf Dandelion, *Krigia cespitosa*, in the Aster family is a species new to Delaware and Delmarva. This jewel was discovered in the “Long Field”, an agricultural field restored to seasonally wet grasslands and depression-ponds.



Krigia cespitosa is unusual among dandelion relatives in that its fruits lack the feathery pappus – the “fluffy” part of other dandelions – that carry their seeds in the wind.

Instead, this species relies on dispersal by gravity and grazing animals carrying the seeds in their guts.

AN ELUSIVE BIRD: The three-birds orchid (*Triphora trianthophoros*)

The Three Birds Orchid is (in)famous for its elusive nature: searching for this orchid is a cross between gambling and sport. This orchid’s flowers – often in 3s on a stem – are ephemeral and last for only a few hours. Bloom may last for only 1-2 days. Three Birds Orchids are hemiparasites – they produce some food with their tiny leaves, but they also steal food from mycorrhizal fungi that are getting some of *their* food from a mutual relationship with other plants.





Department of the Treasury
Internal Revenue Service

P.O. Box 2508, Room 4010
Cincinnati OH 45201

In reply refer to: 4055252422
Dec. 16, 2016 LTR 4168C 0
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BODC: TE

WILD EARTH ALLIES INC
% SARAI FRANCOIS
2 WISCONSIN CIR STE 900
CHEVY CHASE MD 20815-7037

015020

Employer ID Number: 04-2730954
Form 990 required: Yes

Dear Taxpayer:

This is in response to your request dated Nov. 21, 2016, regarding your tax-exempt status.

We issued you a determination letter in September 1981, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c) (3).

Our records also indicate you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC Sections 509(a)(1) and 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading of this letter, we indicated whether you must file an annual information return. If a return is required, you must file Form 990, 990-EZ, 990-N, or 990-PF by the 15th day of the fifth month after the end of your annual accounting period. IRC Section 6033(j) provides that, if you don't file a required annual information return or notice for three consecutive years, your exempt status will be automatically revoked on the filing due date of the third required return or notice.

For tax forms, instructions, and publications, visit www.irs.gov or call 1-800-TAX-FORM (1-800-829-3676).

If you have questions, call 1-877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific Time).

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Dec. 16, 2016 LTR 4168C 0
04-2730954 000000 00
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WILD EARTH ALLIES INC
% SARAI FRANCOIS
2 WISCONSIN CIR STE 900
CHEVY CHASE MD 20815-7037

Sincerely yours,



Jeffrey I. Cooper
Director, EO Rulings & Agreement