

NEW YORK STATE OUTDOOR EDUCATION ASSOCIATION



ANNUAL REPORT
FOR 2021



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Annual Report written by Rebecca Houser

A NOTE FROM OUR PRESIDENT



Over the past year we have all learned to embrace change, and for many, build stronger connections to each other and the natural world. This year has been a bit challenging. The changing climate of outdoor education has been exigent. However our work, and the commitment of our members, has been tremendous in reach.

The Annual Report is a time to reflect on our organization's accomplishments and highlight our achievements over the past year. This document outlines what NYSOEA and its members have done, above and beyond our daily work as professionals. It is a testament that despite the obstacles of this year, we are united in purpose to fulfill a greater vision.

During my first year as President, our goal has been to strengthen NYSOEA's commitment to equity, access, and inclusion in our organization as well as promote awareness to the value of our organization. Our board continues to make strides in providing resources, fiscal responsibility, outreach, scholarships, and award recognition.

This year, we moved our office away from Cortland and partnered with the Stony Kill Foundation, a move the board and many members felt was necessary to keep us moving forward. We welcomed our new office manager, Lily Ropes, who has seamlessly transitioned into this new role.

PATHWAYS, our quarterly newsletter, continues to provide professional content to our members - highlighting events, affiliate members and natural history. The Equity, Access, and Inclusion (EAI) committee has been very busy, hosting events, speakers and workshops and actively seeking grants, resources, and funding to host future programs.

Our Brother Yusuf Campership fund, which supports our Affiliate organizations by allowing them to offer camp scholarships in their regions, was able to send two kids to summer camp, when many of us weren't sure if summer camps would happen. This fund not only provides scholarship funds to our Affiliates but gives youth the opportunity to experience summer camp.

Despite not being able to offer a Winter Weekend this year, the NYSOEA board hosted a series of webinars to provide our community with creative avenues for sharing resources, and remote teaching, and provided in-person, socially-distanced hikes, pop-up events and bird walks for members.

We have much to celebrate and be thankful for. Please consider joining one of our committees or speaking with us about joining the board. Our best tools are each other, and it is important that we continue to support one another and keep creating pathways to the outdoors.

With gratitude,

Rebecca Houser



NYSOEA

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Chelsea, NY 12512

Executive Board

Rebecca Houser
President

Kate Phipps
VP for Administration

Taylor Morton
Ashawna Abbott
VP for Human Resources

Conrad Baker
VP for Communications
and Technology

Emily Nestlerode
VP for Programs

Sunny Corrao
Secretary

Carol Rogers
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Regional Directors

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Anna Harrod

Western
Mary Ronan
Shannon Lyaski

Central
Josh Teeter

Northern
Linda Besio

Metro
Shinara Sunderlal
Christina Tobitsch

Office Manager
Lily Ropes

CONFERENCE 2020

Written By: Emily Nestlerode, Conference Co-Chair & NYSOEA VP of Programs

The 2020 NYSOEA conference, The Climate of Outdoor Education, was unlike any other. Online workshops and trainings focused on resilience in outdoor education, connecting with nature in our communities, environmental education in schools and nature centers, and diversity, equity, and inclusion in the field. The conference allowed us to connect with old friends, make new connections, and improve the field of outdoor education. For over fifty years, this is what we've come to expect from the annual conference. This year, educators met through a brand-new virtual platform, Hopin, to learn together without leaving our own homes. The George Fuge scholarship allowed 8 educators and students to attend the conference at no cost to them. One of NYSOEA's goals is to assist members in expanding their knowledge about and skills in using the environment for responsible educational purposes even if they all can't be in the same room once a year. I'd love to see portions, or someday maybe even the whole conference, be available to folks that aren't able to join us on-site so that we might strengthen our community even more.

**"Those who contemplate
the beauty of the earth
find reserves of strength
that will endure as long as
life lasts."**

—Rachel Carson

Mission Statement

The New York State Outdoor Education Association (NYSOEA) is a professional organization that promotes interdisciplinary life-long learning in, for, and about the outdoors and seeks to inspire appreciation of the environment by all people.

Established in 1968, NYSOEA is a New York State non-profit, all volunteer organization supporting outdoor and environmental education, outdoor recreation, and interpretive services. Members make up a broad network of students and professionals working and learning together from classroom teachers and college professors to naturalists and interpreters, from students and youth leaders to parents and outdoor recreation specialists. All of us are dedicated to education and the outdoors.



2020 NYSOEA AWARD RECIPIANTS



CHRIS BOWSER
LEADERSHIP AWARD



HANK DEWEY
APPRECIATION AWARD

NYSOEA **2020** **AWARD WINNERS**



JEN HARGROVE
OUTDOOR EDUCATOR AWARD

KAREN ROBERTSON
SERVICE AWARD



KATIE SCHNEPP
VOLUNTEER AWARD

BROTHER YUSUF CAMBERSHIP

NYSOEA has a dedicated scholarship fund providing youth an opportunity to experience summer camp. The scholarship honors Brother Yusuf, past NYSOEA member and friend. He was a founding member of NYSOEA's Diversity Committee (now the Equity, Access, and Inclusion Committee) and the coordinator of the DEC's Capital District Campership Diversity Program. Money for camperships is raised at the annual conference and regional events through raffles, as well as personal donations. NYSOEA's Equity Access & Inclusion Committee, along with the NYSOEA regional board of directors, award the scholarships for campers.



2021 Summer Campers

Adriyanna and Breana both attended Reinstein Woods' Kids in the Woods Summer Camp of 2021. They were a part of the Junior Naturalists group, which consisted of campers from 7th-10th grade. While the sisters enjoyed scooping in the ponds, catching insects, and building the survival shelter together, they even more so enjoyed competing against each other in games such as Capture the Flag. Adriyanna and Breana brought enthusiasm and energy to the camp that grew with them throughout the week.

EQUITY, ACCESS, & INCLUSION COMMITTEE

NYSOEA's Equity, Access & Inclusion (EAI) Committee is committed to providing educational programming for the NYSOEA membership with the mission to increase diversity, accessibility, equity and inclusion in the field of environmental education.

5 WAYS TO DEDICATE EQUITABLE FUNDING

BE TRANSPARENT IN YOUR JOB DESCRIPTIONS

- PAY AND OFFER YOUR EMPLOYEES THE HIGHEST SALARY POSSIBLE FOR THE POSITION
- PUT THE SALARY EXPECTATIONS IN THE POSTINGS. THIS SAVES EVERYONE TIME AND IF PEOPLE CAN'T AFFORD TO BE PAID A CERTAIN AMOUNT, THEY WON'T APPLY!
- MAKE SURE YOUR REQUIREMENTS ALIGN WITH THE PAY/JOB DESCRIPTION - IF IT'S AN ENTRY LEVEL JOB, DON'T ACTUALLY REQUIRE 4 YEARS OF EXPERIENCE OR A 4-YEAR DEGREE.

WRITE SALARIES AND WAGES INTO EVERY SINGLE GRANT YOU CAN

DON'T FORGET ABOUT YOUR INTERNS. THEY SHOULD BE PAID!

IF WAGES ARE NON-NEGOTIABLE, BENEFITS CAN MAKE A BIG DIFFERENCE. YOU CAN OFFER:

- HEALTH CARE, EVEN FOR PART-TIME POSITIONS!
- TRANSPORTATION AND/OR HOUSING BENEFITS
- GENEROUS TIME OFF ALLOWANCES (BE FLEXIBLE WITH DAYS OFF, DON'T DIFFERENTIATE BETWEEN SICK DAYS AND PERSONAL/MENTAL HEALTH DAYS)
- FLEXIBLE SCHEDULES
- GENEROUS PARENTAL LEAVE POLICIES
- INCLUDE A 403(B) OR 401(K) % MATCH FOR YOUR EMPLOYEES

WHEN PAYING CONTRACT/FREELANCE EMPLOYEES, PAY THEM HIGH WAGES

QUESTIONS TO ASK YOURSELF: DO YOU NEED A CONTRACTOR? IS THIS SOMETHING YOU CAN PAY YOUR EMPLOYEE FOR? IF SO, CAN YOU PAY YOUR EMPLOYEE MORE?

MAKE A 5-YEAR PLAN

- ANALYZE YOUR CURRENT WAGE GAPS AND MAKE A LONG-TERM COMMITMENT ON HOW TO RECTIFY THEM
- ESTABLISH CLEAR AND TRANSPARENT FORMULAS FOR SALARIES AND RAISES



Created by Eli Caref & Shinara Sunderlal of the EAI Committee



Join NYSOEA's Equity, Access, & Inclusion Committee for the

Reframing the Narrative Book Club

"The provocative essays in *The Colors of Nature: Culture, Identity, and the Natural World*, explores the intersection of cultural identity and ecological awareness."

- Lauret Edith Savoy



"The Colors of Nature taps into the prose of writers of color in the largely white world of nature writing."

- Publishers Weekly

"An illuminating read for anyone interested in the future of American nature and environmental journalism."

- Bloomsbury Review

Date/Time



Sunday: January 24
(1-2:30pm)

Wednesday: February
10 (7-8:30pm)

Where to Buy



For a list of independent Black-owned Bookstores, scan the QR code

For Updates



Email the EAI Book Club at:
eaicommittee@nysoea.org



Join the NYSOEA Book Club Facebook Page

7 WAYS TO ADVOCATE AND EDUCATE FOR ENVIRONMENTAL JUSTICE



ASSESS YOUR ALLYSHIP

by devoting time and energy to self-study and reflection on your biases. Maintain a student mentality, remain nonjudgmental, and actively listen when others are sharing. If you are struggling with discomfort, try journaling about your feelings or adopt a willing accountability buddy.

PROMOTE COMMUNITY PARTNERS

who are addressing systemic racism, using your platform to elevate BIPOC voices and their work. Seek out and share infographics, podcasts, videos, articles, webinars, social media accounts, literature, and documentaries related to environmental racism.

COLLABORATE AND CREATE

progressive programming that addresses environmental justice and racism through community engagement. Research and connect with BIPOC-led organizations to discuss their goals, ask how you can support them, and suggest resources or ideas to be of service to them.

SURVEY YOUR CONSTITUENTS

to determine what factors may deter or prevent certain demographics from visiting your site. Examples may include income, primary language, culture, transportation, or disability. Hold a community meeting to discuss how to address those barriers at a convenient location.

INITIATE INCLUSIVITY

at your site through staff or educator trainings, diversity-based programs, and best practices like use of pronouns, traditional land recognition, and accurate historical representations. Host or compensate partners to offer workshops on inclusive practices in education and the workplace.

RE-FRAME THE NARRATIVE

of your site with the inclusive, accurate, and honest history of racial, social, and environmental conflict in your region. Incorporate the stories of BIPOC in educational programs and materials. Do not shy away from difficult topics, but do present them with empathy for those affected

DEDICATE FUNDING

to the inclusion of underrepresented and underserved groups in your programs. Advocate for the allocation of resources to diversity-based scholarships, camperships, internships, grants, and career pathways to increase exposure to the environmental field for people of color. If you can, try to offer more full time positions instead of part time roles to all educators as well.

Created by Rachel Jones & Shinara Sunderlal of the EAI Committee



Sips For Summer

May 20, 2021
7-8:30pm

Virtual HAPPY HOUR

Fundraising for NYSOEA EAI Committee & Campership opportunities

RE-FRAME THE NARRATIVE WITH

PRIYA PARROTTA

WRITER, MUSICIAN & ENVIRONMENTAL ACTIVIST



INCORPORATE MUSIC IN ENV EDUCATION TO ADDRESS ENV JUSTICE IN OUR WORK THROUGH AN EMPATHETIC LENS

TUESDAY FEBRUARY 23rd 7-8pm

SAVE THE DATE

FOR AN INSPIRING MUSICAL NIGHT



PRESENTED BY THE NYSOEA EAI COMMITTEE

The EAI committee finds ways to increase the equity, access, and inclusivity of our membership by identifying avenues to bring greater diversity to NYSOEA through speakers, workshops and collaborating with organizations that promote the outdoors to diverse audiences.

REGIONAL EVENTS

Central Region

The First Day Hike took place at Taughannock Falls State Park in Trumansburg, NY. Park Staff, and volunteers welcomed hikers, answered questions, handed out copious amounts of granola bars for snacks, gave out 10th anniversary FDH pins, and counted all hikers who passed by. To encourage people to keep spending time outdoors, NYSOEA Central region rep Josh Teeter gave out a variety items (bike pump, hammock, small hiking packs, reusable camp cutlery, running face masks...) about every 50-100 hikers. Each moment of surprise, smiles seen in just the eyes and the gratefulness for each gift was priceless. Each item, even though it was randomly pulled out of the box, seemed to find the perfect human to enjoy it. We had 1185 hikers and consider the event a huge success!



Western Region

Twenty educators representing fifteen local organizations gathered for a virtual Environmental Educator Exchange in January. The group shared in a round-table discussion on COVID-related challenges and success over the past 10 months before taking turns highlighting a favorite resource or activity.

In February, NYSOEA partnered with the staff at the Humphrey Nature Center at Letchworth State Park to host a "Maple Sugaring EE Pop-Up" event. Educators came together to learn the process of maple sugaring from NYS Parks Educator Elijah Kruger and tour the new sugar shack on the property. The group also brainstormed innovative ways to incorporate cultural connections to sugaring talks and support sugaring in urban neighborhoods. After lunch, the group enjoyed a hike to the Upper and Middle Falls of the park.



REGIONAL EVENTS

Metro Region

Metro Region members and members of the Outdoor Education Peer Group of NYCMER (NYC Museum Educators Roundtable) met virtually in January to swap experiences and questions with other outdoor educators as well as all continue navigating the virtual learning world and the return of in-person programs. Bringing the two groups together allowed for us all to gather new ideas and perspectives beyond our most familiar colleagues.

In late March, NYSOEA partnered with the Brooklyn Bridge Conservancy and gathered at Inwood Hill Park to explore spring bird migrations with some of our regional members.

On May 16, NYSOEA members gathered in Bellport, New York, to explore the CEED campus (Center for Environmental Education and Discovery). Eric Powers, Ranger and director, led a nature walk which was followed by a barbeque/social. We had a wonderful afternoon exploring the grounds and connecting with NYSOEA friends.



SAVE THE DATE

NYSOEA WINTER WEEKEND

Spend the weekend immersing yourself in Nature



February 11-13, 2022

***Taconic Outdoor Education Center
Cold Spring, New York***

Winter Weekend is an opportunity for learning, networking, and celebrating the outdoors in the winter season. We always include a little fun and there are plenty of outdoor experiences and nature topics to interest anyone who enjoys spending time outside.



For more information visit our website at www.nysoea.org



SAVE THE DATE
NYSOEA's Annual Conference

NOVEMBER 3-6, 2022

Fresh Air Fund's Sharpe Reservation
Fishkill, NY

FINANCIAL REPORT

January 1, 2021-September 30, 2021

Starting Balance: Jan. 1, 2021- \$2,422.89

March 2021: Transfer KeyBank to M&T Bank: \$10,000

Total: \$12,422.89

Estimated 2021 Ending Balance: \$13,331.74

Annual Appeal

Thank you to our generous donors for supporting NYSOEA's mission and allowing us to continue to offer scholarships, grants, and other opportunities to get future generations outdoors. \$1750 was donated.

Frank Benenati
Barbara Bosch
Susan Cook
Sunny Corrao
Hank Dewey
William Hammond
Ann Harrison
Brian Heinz
Rebecca Houser
Diane Huber
Carolann James
Daniel Kriesberg
Stevie Latham
Midge Monat
Maria and Snapper Petta
Mary Anna Russo
Tim Stanley
Tom Stock
Marty Strong
Jack Swan
Dave Turan
Raymond Young



EXPENSES

	TO DATE	ESTIMATED TO END OF YEAR
OFFICE QUARTERLY PAYMENTS	4,577.62	6,237.00
MATT FRAHER(PATHWAYS)	500.00	500.00
POSTAGE	881.61	1200.00
PRINTING	3,327.76	5,000.00
SUPPLIES	139.36	250.00
INSURANCES	1,961.00	1,961.00
WEBSITES	1,232.25	1,400.00
AWARDS	0	143.15
STORE	0	0
CAMPERSHIP	0	400.00
WINTER WEEKEND	0	0
MEMBERSHIPS AND BENEFITS	200.00	200.00
OTHER COSTS	154.60	400.00
MEETINGS/TRAVEL EXPENSES	166.16	650.00
TOTAL	\$13,140.36	\$18,341.15

INCOME

	TO DATE	ESTIMATED TO END OF YEAR
MEMBERSHIPS	4,296.00	7,000.00
WINTER WEEKEND	0	0
STORE	0	0
CAMPERSHIP DONATIONS	250.00	400.00
DONATIONS	1,750.00	2,500.00
CONFERENCE 2021 SPONSORSHIP	850	850
CONFERENCE 2021	6,975.54	8,500.00
TOTAL	\$14,121.54	\$19,250.00

ESTIMATED ENDING BALANCE: \$13,331.74

Other Funds:

Brother Yusuf Campership Fund:\$ 5,001.44

George Fuge Conference Scholarship Fund: \$2,400.69

Investment Report as of September 30, 2021:

Endowment Fund:	\$136,989.89
Memorial Fund	\$10,937.37
General Fund:	\$41,036.12