



DESCHUTES
LAND
TRUST

2023 ANNUAL REPORT

The Deschutes Land Trust conserves and cares for the lands and waters that sustain Central Oregon, so local communities and the natural world can flourish together for generations to come.



23

Conservation Success Stories from 2023

From Our Executive Director

Last year was a year of superlatives for the Deschutes Land Trust. Our staff has now grown to the largest in our history, we completed our longest restoration project by stream miles on Whychus Creek, we received our largest single grant to date for Ochoco Preserve, and you, our supporters, contributed more funds than any other previous year. We are so proud of the work we have accomplished and so fortunate to have done it alongside incredible partners, communities, and supporters.

We know there is more work to do. We know we must grow the acres we are conserving. We know we must increase our connections to local communities. We know we must continue to restore the lands we have worked so hard to protect. We also know that we must do this work in a way that centers diversity, equity, and inclusion in order to truly serve the communities where we work.

In this report you will find measures of our organizational and financial health. You will also find updates on our commitment to making our work more equitable and inclusive. I hope that you will be inspired by all that we accomplished together in 2023 and will continue to support our mission and vision into 2024 and beyond!



With gratitude,

Rika Ayotte

Rika Ayotte
EXECUTIVE DIRECTOR

1 Removed fencing to help wildlife thrive.



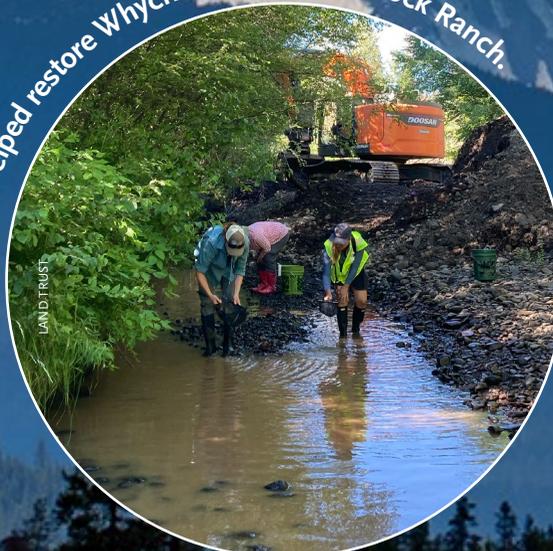
4 Reduced fire danger in Central Oregon by restoring forests at our Preserves.



1 Improved accessibility at Camp Polk Meadow Preserve.



8 Helped restore Whychus Creek at Rimrock Ranch.



5 Hosted community visioning sessions for Paulina Creek Preserve.



2 Planted more than 62,000 new native plants at Land Trust Preserves.



6 Shared our protected lands with others—nearly 700 folks joined us on a walk or hike!



6 Celebrated incredible volunteers who make a difference every day!



3 Expanded milkweed and pollinator plantings for monarch butterflies.



Read more 2023 Conservation Success Stories [here!](#)

#LoveTheLand!

Equity Report

In 2022 the Land Trust embarked on an internal equity assessment with a holistic audit of our organization that measured equity and inclusion through data and personal accounts from staff, board members, partners, and community members. From that process, we adopted organizational goals for 2023 and 2024. Here is our report on our progress.

129
hours of staff and
Board training in 2023

1ST
accessible trail and
parking lot built in 2023



1 Goal: Use an equity lens to root equity into all policies and systems. This includes our bylaws, strategic plan, conservation strategy, and stewardship work. Progress thus far:

- Developed an equity lens for Land Trust events to ensure that our events and programs are welcoming and inclusive for all.
- Revised our articles of incorporation and bylaws to better acknowledge partnerships with federally recognized Tribes and conservation for cultural value as core functions of our organization.
- Added accessibility information about our Preserves on our website and built a new accessible trail and parking area at Camp Polk Meadow Preserve.

2 Goal: Expand cultural community partnerships. While the Land Trust works with dozens of community partners each year, we will endeavor to work with and lift up new partners whose perspectives and engagement will make our work better and more impactful. Progress thus far:

- Partnered with Confederated Tribes of Warm Springs and Klamath Tribes to guide stewardship and conservation decisions on their ceded lands.
- Continued to build partnerships with local Latinx groups and groups that serve adults with different abilities.

3 Goal: Refine our employment process to improve staff diversity, retention, capacity, and professional development. We want to better reflect the communities we serve. Progress thus far:

- Instituted remote work and family care policies focused on wellness and flexibility for families of all kinds.
- Recruited and retained staff and Board from diverse backgrounds.

4 Goal: Embed equity training for staff, Board members, and volunteers. We want our team to reflect our values in their work and interactions with our communities. We seek to reduce bias and increase awareness across our organization. Progress thus far:

- Offered three staff and Board trainings on diversity, equity, and inclusion related topics.
- Updated our volunteer handbook to strengthen volunteer engagement and commitment to diversity, equity, and inclusion goals and values.

Financial Summary

The Land Trust's fiscal year runs from January 1 through December 31. This financial summary comes from the Land Trust's yet-to-be audited 2023 financial statements and are subject to change. Audited statements are available upon request. A copy of the Deschutes Land Trust's Form 990 can be found at www.guidestar.org.

18,742

acres conserved



JOHNNY OLIVER

Where did our support come from this year?		TOTAL \$2,629,115
Unrestricted Donations	53%	\$1,395,385
Restricted Donations	22%	\$584,776
Grants	16%	\$409,288
Investments + Other	9%	\$239,666
What did your support make possible this year?		TOTAL \$2,404,320
Conservation + Stewardship	57%	\$1,376,400
Education + Outreach	24%	\$579,002
Organizational Sustainability	14%	\$329,207
Management + Support	5%	\$119,711
Number of donor households:	1,730	
Volunteer hours donated since 1995:	120,113	
Endowment for stewardship of conserved lands:	\$2,605,707	
Value of conserved lands:	\$21,889,068	

Stay up-to-date with Land Trust news! Join our e-newsletter: deschuteslandtrust.org/enews



The Deschutes Land Trust conserves and cares for more than 18,742 acres in our region for today, tomorrow, and for generations to come.

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CONSERVATION. COMMUNITY. CARING FOR THE LAND.

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