



2025

REPORT TO
THE COMMUNITY



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At the Parks Conservancy, we often talk about the power of small moments in national parks—a child pointing out their first hawk, a park ranger leading a history walk, a family returning to a place that once felt out of reach. In 2024, these moments added up to something big: a year of deepened belonging, shared learning, and growing resilience across the Golden Gate National Recreation Area (GGNRA).

From a tipi raised on Alcatraz by Occupiers and their descendants to honor the island's legacy, to more than 7,500 volunteers restoring trails and cleaning beaches across national parklands, to record visitation numbers like the 1.8 million people visiting Presidio Tunnel Tops, the message is clear: people see themselves in these national parks, and they're stepping up to protect them.

It was a year defined by partnerships and progress. In collaboration with the National Park Service, Presidio Trust and our One Tam partners, we advanced meaningful goals in ecological restoration, strengthened community connections, and deepened our commitment to climate resilience. At Piers 31–33, we broke ground—launching a long-awaited transformation to reshape a busy transportation hub into a vibrant, community gateway to Alcatraz.

These achievements were made possible by the care, commitment, and creativity of so many—from our dedicated staff and volunteers to our generous supporters and partners. Our Board of Trustees plays a vital role in this shared work—offering guidance, advocacy, and stewardship in service of our collective mission. Together with the community, they help us stay rooted in our values and focused on the future.

Thanks to you, we're building a future where everyone feels welcome in the parks. Your support sustains the shared responsibility that makes these public lands thrive—for today and for generations to come.

We're honored to do this work together.

Warmly,



Christine Lehnertz
CHRISTINE LEHNERTZ
President & CEO



Eric Alt
ERIC ALT
Chair, Board of Trustees



This page: Alcatraz was the site of transformative experiences in 2024.
Front cover: Presidio Tunnel Tops has bloomed since opening in 2022.



2024 Impact

Belonging Grows Here

In 2024, the Parks Conservancy helped thousands of people see national parks not as distant destinations—but as places where they truly belong. From youth leadership at the Crissy Field Center to pollinator surveys on Mt. Tam, our work made space for everyone to feel seen, valued, and vital to the future of public lands.

Thanks to your generous support, every park visit becomes the beginning of something deeper. When people feel connected, they return—as stewards, leaders, and change-makers. That’s how belonging grows—and how the promise of *Parks For All Forever* becomes a living, lasting reality.



Your Impact: Creating Space For Everyone

Belonging Begins with One Invitation

National parks are meant for everyone—but not everyone has felt welcome. These public lands are places to connect with nature, with one another, and with the stories—both celebrated and overlooked—that shape our country. For too long, too many have felt left out, unseen, or unable to access them. That’s changing.

Parks For All Forever is our bold vision: a future where everyone—no matter their background, identity, or experience—feels a true sense of welcome and belonging in the outdoors. That means creating parks that are inclusive, accessible, and built with the communities they serve.

And in 2024, that vision came to life.

At Crissy Field, over 90% of community program participants said they would return on their own. At the Crissy Field Center, youth reported a 20% increase in belonging and welcome from start to finish in their programs—especially among participants in I-YEL, Urban Trailblazers, and LINC.

“Being listened to—that in itself fosters this sense of belonging,” said 18-year-old I-YEL participant Lindsey Nguyen. “It was nice to collaborate with people without having to think of my age as something that would hinder my progress.”

\$256,000
in stipends and transportation support to expand access for youth and community groups in 2024.

The ripple effect is real. When young people feel at home in the parks, they return—as interns, mentors, and stewards. When community groups visit, they come back with friends and family. One invitation becomes a lifelong bond.

“I was just looking to try new things. I got to try new things and see new things and adventure, so I feel like I got more than I expected.”
— Park Hop participant

Park Hop: Empowering youth through history, storytelling

Park Hop is a powerful, week-long spring break program connecting Black and Latinx youth to stories of African American history at local park sites. This recently revived program sparks pride, learning, and creativity through park visits, community history, and student-created zines.

Crissy Field: A welcoming vision

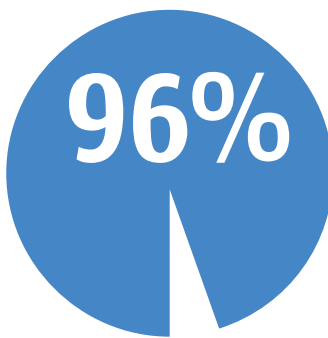
What could an Ecosystem of Welcome and Belonging look like at Crissy Field? We worked closely with youth leaders and several community groups to imagine a colorful, inviting future for Crissy Field, with a focus on alternative, carbon-friendly transportation.



BY THE NUMBERS

1,894

Young people who participated in youth programs and career development opportunities in the parks in 2024. We created deep connections, with an average of 143 hours of programming per youth program participant.



Crissy Field Center youth participants who identify as BIPOC, speaking a language other than English at home, or as transgender or nonbinary.

105 interns in the parks in summer 2024.



Your Impact: Connecting Past To Present

Alcatraz reimagined: Justice, Healing & Human Connection

Alcatraz is more than a landmark—it’s a living platform for truth-telling, reflection, and community connection. Every day, with the help of our partners, staff, and supporters, we bring new perspectives to over 5,000 visitors who walk its paths.

In 2024, the Parks Conservancy deepened its commitment to telling fuller, more human stories—about incarceration, Indigenous sovereignty, and environmental healing.

Seeds of justice are growing—literally.

Through our partnership with Land Together, we joined the country’s only farmers market inside a prison at Chowchilla Women’s Facility. Seeds from Chowchilla are now planted on Alcatraz, cared for by the families of incarcerated individuals—linking today’s justice efforts with the island’s legacy of gardens as places of healing.

We asked incarcerated journalists: what do people get wrong about prison?

In creating a new exhibit on prison newspapers, our Alcatraz team sat down with the newsroom of the San Quentin News. Their insights shaped an exhibit that lets visitors glimpse modern prison life—connecting our past to the realities of mass incarceration today.

The conversation doesn’t stop there.

Programs like the Formerly Incarcerated Speaker Series give voice to lived experience and foster dialogue on justice, dignity, and reform. In October 2024, descendants of the 1969 Occupation of Alcatraz returned to raise a tipi on the island—honoring its Indigenous legacy and reaffirming its role as a site of resistance and healing.

From prison walls to garden beds, headlines to healing spaces—Alcatraz is being redefined.

Thank you to everyone who joined us for the Trails Forever Dinner on Alcatraz in 2024. Together, we’re helping this island stand for more than its past—we’re making it a beacon for justice, connection, and change.

11 different languages offered on the Parks Conservancy’s award-winning Alcatraz audio tour. More than 1.4 million people took the tour in 2024.



Roving Ranger: Bringing parks to the people

Beep, beep! Last year the Roving Ranger and Tam Van, our mobile park “pop-ups,” brought the magic of parks to nearly 5,000 community members—connecting people to nature, our staff, and each other. From Rancho Corral de Tierra to Lands End, our team educates and inspires support for a more socially and environmentally just and resilient future.



Belonging in Nature: Celebrating all community members

Our Belonging in Nature programs foster a space for queer and trans people and allies to connect to community, nature, and themselves by way of land stewardship, art, meditation, inspiring conversation, and mindful movement.

“I believe a powerful future can be created through the simple act of deepening mine and my community’s knowledge of our land.”

— Jax Cuyno, Belonging in Nature participant

BY THE NUMBERS

 **61**

Community organizations served with more than 100 programs in 2024.

5,300

Community members engaged at Rancho Corral de Tierra through transformative outdoor experiences.



169

Veterans who found healing and camaraderie through programs like W.A.R.I.O.R. (Wellness and Recovery Incorporating Outdoor Recreation).





Your Impact: Expanding Access To Park Science

Climate Resilience Starts With Curiosity

From bees to birds, your support fuels science that protects nature—and brings people closer to it. Our community science and conservation programs do more than collect data—they connect people to purpose, and parks to protection. Every observation, photo, and field note helps build a deeper understanding of park ecosystems and a stronger bond between people and the places they love.

In 2024, that connection made headlines.

The Tamalpais Bee Lab helped rediscover the elusive San Francisco Leafcutter Bee—unseen for decades. Through 16 hands-on events, volunteers learned insect ID, practiced field research, and contributed to a growing body of pollinator data critical to fragile ecosystems.

Marin Wildlife Watch turned 10.

Our Marin Wildlife Watch program continued tracking mammals with motion-activated cameras—and took a tech leap by integrating Wildlife Insights, an AI-powered tool that accelerates photo analysis and helps track shifting wildlife patterns tied to climate change.

Raptors soared into their 40th season.

The Golden Gate Raptor Observatory marked four decades of migratory bird research, powered by 150+ volunteers who gave nearly 13,000 hours of service to protect birds of prey and the ecosystems they depend on.

This is what climate resilience looks like—curiosity in action, powered by community.

To every volunteer, observer, and supporter: thank you. Your dedication helps parks—and the people who cherish them—endure.

10 Million

images cataloged by Marin Wildlife Watch over 10 years, shedding light on population status, wellbeing, and more. Volunteers contributed more than 500 hours to the program in 2024.



Forest Health: Taking root in Marin classrooms

Education is critical to forest health, and in 2024 we began connecting high school students to the science and strategy behind our forest health and wildlife resilience efforts. The Parks Conservancy and our One Tam partners celebrated \$15M+ in new state funding to advance forest health and wildfire resilience across 60,000+ acres. Protecting forests means investing in youth, science, and community—together.

Climate study: Planning for a resilient future

We're advancing a regional climate vulnerability study to guide smart, long-term park stewardship. From tidal marsh protection at Bolinas Wye and Bothin Marsh to new insights from Peak Health, our study of Mt. Tamalpais' ecological health, we're shaping climate resilient landscapes and informed action.

BY THE NUMBERS



20+

Key indicator species and ecological communities tracked as part of One Tam's Peak Health initiative to monitor changes and identify areas for intervention.



2 fire-following fungi never before documented in the region, discovered by community scientists at our forest health BioBlitz events.

1,400



weed patches identified—and 600 treated—as part of our Early Detection, Rapid Response invasive species program.



2024 Volunteer Accomplishments

Thanks to everybody who showed up for the parks by digging in the dirt, improving trails, and more. You help these parks shine, so THANK YOU!

7,565

VOLUNTEERS

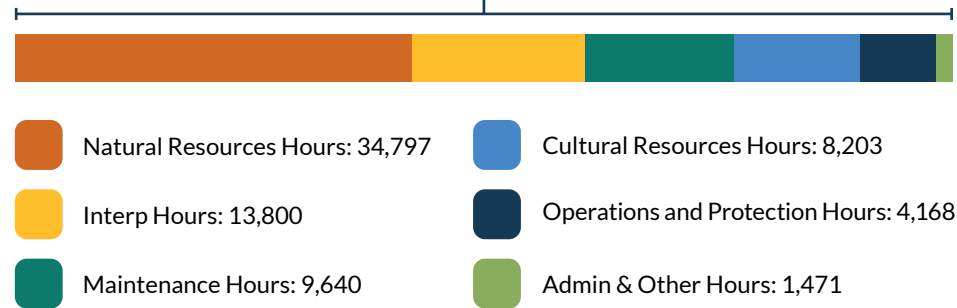
including

1,426

RETURNING DEDICATED VOLUNTEERS

71,959

hours donated



Roughly
45 UNIQUE programs

866
Community programs

296
Groups programs

1,130
Total programs

23
Programs with over 1,000 volunteer hours

21.5
Average programs/week



124 Staff providing admin, supervision and support to VIPs (Volunteers in Parks)



71,974 Wildlife camera photos catalogued



2,648 Hours patrolled on horseback



25 Junior Lifeguards



18,012 Plants planted throughout the park



7,210 bags of vegetation removed



1,717 Buckets of trash collected (5 gallon)



71,296 Pots washed



5,264 Grams of seed collected



MLK Day Weekend (1/12 thru 1/15)

272 volunteers participated, focusing on planting natives and invasive species removal, plus battery maintenance



Coastal Clean-up Day (9/21)

440 volunteers cleared 1,257 lbs of trash during the 40th anniversary event!

National Public Lands Day (9/28)

160 volunteers focused on vegetation removal and maintenance projects throughout the park

October '23 | 824 volunteers

November '23 | 690

December '23 | 760

January '24 | 757

February '24 | 590

March '24 | 831

April '24 | 1,099

May '24 | 752

June '24 | 733

July '24 | 736

August '24 | 830

September '24 | 935

Women's Trail Day (4/6)

19 volunteers cleaned about 800 sq ft of boardwalk in Muir Woods

Earth Day and Spring Days of Service (4/19 thru 4/23)

580 volunteers took part in French Broom busts and bee surveying, plus stewardship, maintenance, and nursery programs!



Hosted youth volunteers through YRangers, Enterprise for Youth, Mission Neighborhood Centers, Crissy Field Center programs, and more!





Power In Partnerships

Shared vision for real change

When agencies, communities, and landscapes come together, big things follow—restored ecosystems, greater access, and resilient parks shaped by inclusion and belonging. Here’s a quick look at how that vision came to life in 2024:

Strengthening core partnerships

Partners: NPS, Presidio Trust

In 2024, we finalized a new Partnership Agreement with the Presidio Trust and “Grants for the Next Generation of Parks” agreement with NPS, aligning on shared goals rooted in respect, action, and long-term change.

One Tam: A decade of collective impact

Partners: NPS, California State Parks, Marin Water, Marin County Parks

One Tam celebrated 10 years of trailblazing partnership with fresh energy—a new strategic plan, renewed commitments, and a major win: accessible, climate-ready upgrades at Roy’s Redwoods. A clear sign of what’s possible when we work as one.

Alcatraz Embarkation: Reimagining the waterfront

Partners: NPS, Alcatraz City Cruises, Port of San Francisco

In 2024 we advanced a vision for the revitalization of the Alcatraz Embarkation Plaza at Piers 31–33, including a new cafe and retail space, in place by 2026. This transformation will create a vibrant, community-centered gateway to thousands of Alcatraz and GGNRA visitors.

Right Relations: Progress through unity

A 9-month journey through the Right Relations program led to a bold action plan focused on strengthening ties with local Native American communities through learning and connection.

BY THE NUMBERS

26,847

Number of National Park Passes sold at our interpretive retail stores in 2024. Urban national parks are gateways to the entire National Park System!

21 Key species included in a landmark recent study across 28,000 miles of the Golden Gate Biosphere Network.



The Parks Conservancy is a proud partner in this impactful climate resilience work.

Your Impact: Empowering The People Behind The Parks

Investing in Our Staff: Building a Culture of Belonging and Growth

The people behind the parks make the mission real. From volunteer coordinators and youth mentors to scientists and visitor experience staff, our team brings care, creativity, and purpose to every corner of the Golden Gate National Recreation Area. And in 2024, we continued to invest in the people who make it all possible.

We’re committed to building an inclusive, equitable, and connected workplace. That means fostering a culture where all staff feel valued, supported, and empowered to lead—from the field to the office.

Guided by a clear vision for the future—and grounded in our mission—we focused on:

- » Fostering inclusion across every level of the organization
- » Expanding professional learning and development and growth opportunities
- » Promoting collaboration and care across teams and sites

One Parks Conservancy

One Parks Conservancy is our guiding framework for how we show up for one another—prioritizing trust, accountability, collaboration, and communication. It reflects our belief that when we work together with openness and intention, we strengthen not just our teams, but the impact we create across the parks and the communities we serve.

It’s a reminder that while our roles may differ, our shared purpose connects us all.

303 TOTAL STAFF at the end of 2024

Onboarding & Orientation

Our revamped New Hire Orientation aims to reach

80%
of new hires
within 90 days
of starting



Employee Events:

180 STAFF

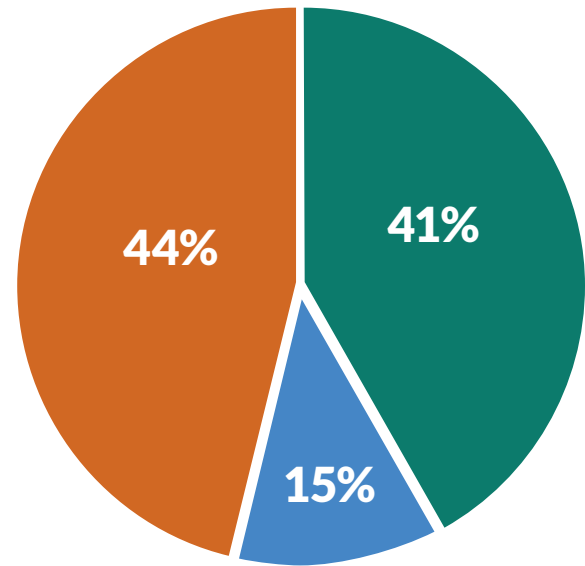
celebrated across 2 Park Days (Presidio Nursery and Lands End)—volunteering and making connections. We also hosted National Parks at the Ballpark Night at a San Francisco Giants game!



By investing in our people, we’re investing in the future of the parks—and the communities who rely on them. Because when staff thrive, the mission thrives.



FINANCIALS



Total support 2024
\$40,527,649

Total support to the parks 1982-2024
\$825 million

\$17,634,014
(44%)

\$6,158,252
(15%)

\$16,735,383
(41%)

Download full financial statements online at annualreport.parksconservancy.org



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#parks4all



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The National Park Service (NPS) is a federal agency within the U.S. Department of the Interior charged with managing the preservation and public use of America's most significant natural, scenic, historic, and cultural treasures. Established in 1916, the NPS manages more than 430 sites across the United States, including the Golden Gate National Recreation Area. For more information, call (415) 561-4700 or visit nps.gov/goga.

DAVID SMITH
General Superintendent,
Golden Gate National Recreation Area



In partnership with the National Park Service and the Golden Gate National Parks Conservancy, and at no cost to taxpayers, the Presidio Trust brings alive the unique historic, natural, and recreational assets of the Presidio for the inspiration, education, health, and enjoyment of all people. For more information, call (415) 561-5300 or visit presidio.gov.

MARK BUELL
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Incorporated in 1928 as a special district of the State of California to design, construct, finance, and operate the Golden Gate Bridge, the District today continues to provide safe and reliable operation, maintenance, and enhancement of the Bridge and to provide transportation services, as resources allow, for customers within the U.S. Highway 101 Golden Gate Corridor.

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General Manager



In 2014, four public land agencies (the National Park Service, California State Parks, Marin County Parks, and Marin Water) partnered with the Parks Conservancy to form One Tam, which brings together their resources, talents, and philanthropic efforts to support the stewardship, conservation, and enjoyment of Mt. Tamalpais.





- Golden Gate National Recreation Area, Fort Point National Historic Site, and Muir Woods National Monument lands managed by the National Park Service
- Lands managed by the Presidio Trust
- Lands within the legislated boundary of Golden Gate National Recreation Area not managed by the National Park Service
- Visitor centers

PACIFIC OCEAN



FIND YOUR PARK

Stretching across more than 82,000 acres, the Golden Gate national parks include the Golden Gate National Recreation Area, Muir Woods National Monument, and Fort Point National Historic Site. Together, they were the most-visited units in the National Park System in 2024.

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Golden Gate National Parks Conservancy

The Golden Gate National Parks Conservancy is the nonprofit membership organization created to preserve the Golden Gate national parks, enhance the experiences of park visitors, and build a community dedicated to conserving the parks for the future.

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