

greenagers
youth environment community

2024 Annual Report

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TRADES CREW BUILDING A NEW STAIRCASE ON THE BARN.

OUR MISSION

Greenagers works to inspire teens and young adults to develop deep connections to land, work, and community. We prepare youth for success in work and life by offering paid jobs and education in the areas of conservation, sustainable farming, and related trades.

OUR VISION

Greenagers envisions a culture of community where young people work together to restore forests and fields, grow food, and build spaces that support natural systems and sustainability.

2024 PROGRAM IMPACT

Paid \$464,873 in youth wages and stipends in 2024.

PROVIDED 20 FIRST JOBS

An additional 15 youth returned for a second season after working their first job with us in 2023.

Employed 71 youth across all programs.

TRAILS WORK IN 2024

Stonework: Installed 229 steps, checkdams, waterbars, stepping stones

Removed 7.35 acres invasive plants

Created or improved 21.76 miles of trails

Created or improved 652 feet of bridges



"I worked three seasons with Greenagers. I couldn't get enough! The camaraderie and hard work is incomparable. I owe so much to Greenagers and couldn't be more thankful for all the opportunities it has given me." - Trail Crew alum



Five years ago, Greenagers purchased the Kellogg Conservation Center from the Appalachian Trail Conservancy. In keeping with Mary Margaret Kellogg's vision of the property, we renamed it April Hill Conservation and Education Center. At the time, we knew we needed more space; we knew we could grow our program; but we didn't know how the community would engage with the property.

Now, half a decade later, we know how you, our community, cherishes this space. Whether you've been with Greenagers for years or you've just made your first donation, thank you for having our back and thank you for looking forward with us to all the projects of the future.

What is to come, you ask? It's time to double down on what April Hill can do for our community. We're working on deepening our programming with schools and community organizations; we're seeking funding for a comprehensive public trail system around the historic farmstead; we have big ideas, more big plans that will be unveiled as we progress through 2025 and beyond. All of this will serve youth and it will serve our community. There will be more opportunities to gather together, more spaces to run into neighbors, more places to see the amazing work Greenagers youth accomplish at April Hill and beyond.

Stick with us and stay tuned. We need you, now more than ever, in community and in support of our kids.

With gratitude,

Will Conklin
Executive Director

Design 1: Meeting Grounds

Site-Wide Design

The first design alternative expands on the current Greenagers model with activity areas and work spaces scattered across a mixed-use working, educational, and recreational site. Walking trails, educational signs, and interactive destinations invite visitors to explore the property and to learn about the local environment, the history of April Hill, and the work that Greenagers does. Several outdoor classrooms provide varied environments for diverse programming. There is moderate growth at Warner Field, including an increased presence of the Farm program and a complete relocation of the Trades Program to Warner Field.

Outdoor Classrooms

- ① **A wilderness skills area** uses the forested areas along the western border trail for backcountry camping experiences, shelter building, and other skills. This is the area on site farthest removed from the noise of human activity and should therefore yield a more authentic backcountry experience.
- ② **The old orchard** has been cleared of undergrowth and undergoes a gradual reclamation pruning, which may only go as far as removing hazardous limbs. A stump seating circle and various gathering/play activities are here for Education and community members. This educational area recognizes the history of the farmstead.
- ③ **A living willow structure** overlooking the fen provides shade and features an educational sign about wetland conservation. The willow thrives in this wet area and creates a non-constructed structural experience within the conservation restriction.

- ④ **Two boardwalks** for foot traffic cross wet areas on site facilitating access across the property and showcasing Greenagers' work. One at the north end of the property allows dry passage across the wetland, and a second just north of the ford allows dry passage across the intermittent stream and wetland.
- ⑤ **An ADA trail** connects April Hill Center curves through hayfields and pasture to connect with the living willow structure, a round trip of about a third of a mile.
- ⑥ **Split-rail fencing** defines and contains the wood bank and sawmill.

Warner Field

- ⑦ **Duplex housing for agricultural staff** is close to Warner Road for ease of access in winter. It is 125' from the hoophouse and 350 feet from sheep shed which both need daily attention. Trees and unmown fields buffer the house visually and auditorily from the main activity areas south and east of the dwelling. The private driveway also provides a degree of separation from the workplace. Proximity to the utilities at the north end of Warner Field and the pre-existing driveway mean lower costs compared to building a structure farther south. The building orientation allows for rooftop solar, with the buffering trees planted far enough away to not shade the panels.
- ⑧ **A bare-root tree nursery** raises seedlings, started from seed in the hoophouse, in raised soil-filled beds. Bare root seedlings are for on-site use, for Trails crews to plant in off-site conservation projects, and for sale.
- ⑨ **A fenced crop field** is used for soft fruits and perennial vegetables.
- ⑩ **An open-air communal area** includes a Trades-built pavilion and play structures for shaded and unshaded open-air work, education, and play space that the Education department and local community can use.
- ⑪ **The Trades program** resides in a dedicated work space. The shop includes built-in and portable work stations and an air filtration system.
- ⑫ **A wash/jack room** provides the Farm program with ample space to clean and package their harvests. Adjacent space includes hand-tool storage, an expanded flammables cabinet, and rodent/insect proof storage. There is a break room for Trades and Farm crew members.
- ⑬ **A large garage** houses large farm equipment, including the tractor. There is also room for shared lumber storage for all programs, keeping it dry and consolidating the many lumber piles across the property.
- ⑭ **The sheep shed** houses up to a dozen sheep, and opens into 1.5-acre pasture to the south.

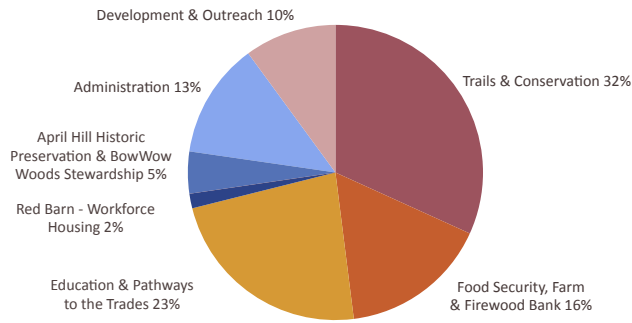


- ⑰ **A packed-gravel tractor road** follows the gradient from the central parking loop to Warner Road, where there is a truck turn-around and room for one or two vehicles to park.
- ⑱ **A mowed path** parallels the roadway and connects to other trails around the perimeter of the property.
- ⑲ **Silvopasture trees** have been added in the western portion of the fenced-in sheep pasture that occupies the center of the property, providing day-long shade in part of the pasture.
- ⑳ **A large mowed area** serves as a large open gathering space in the center of the meadow, close to the classroom and parking, with a winding mowed path connecting it to April Hill Center.

April Hill Center

April Hill Center offers a designated welcome area for visitors to orient themselves, an ADA path system to guide people, and indoor and outdoor gathering spaces. A plan detail of April Hill Center can be found on page 14.

EXPENSES 2024



Trails, Conservation & Paid Youth Jobs Program	\$4649,781	32%
Food Security, Farm & Firewood Bank	\$331,737	16%
Education & Pathways to the Trades	\$472,061	23%
Red Barn - Workforce Housing	\$32,741	2%
April Hill Historic Preservation & BowWow Woods Stewardship	\$93,801	5%
Administration	\$258,798	13%
Development & Outreach	\$205,650	10%
TOTAL	\$2,044,569	

Where do we get the funds to support this?

INCOME 2024

Individual Donations	29%
Private Grants	31%
Government Grants	9%

Program Income	19%
Events	5%
Other Revenue & Investments	6%



2024 PROGRAM IMPACT

70 students attended the 3rd annual Women in Conservation, Agriculture and Trades (WICAT) conference.

WICAT offered workshops in Trades for the first time in 2024. Workshops were led by women with expertise in fields such as carpentry, wildlife research, and arboriculture.

GREENAGERS' AMERICORPS PROGRAM

“One person can’t lift an 800lb rock alone, but with a few people and some rock bars, it moves.”

Greenagers began its partnership with Americorps in fall of 2024. Their service is supported primarily through federal funding with additional support from contracts through state and local government, and community groups. Brae, Brian, Jacob, Jake, Molly, and Zach make up our first Americorps team serving our Trails and Education Programs.

The team comes from near and far, with members from Claverack, NY; San Angelo, Texas and Andrews, Iowa. They bring a wide variety of knowledge - geology, communications, sustainable fashion, wildlife biology—and apply it to equally wide-ranging work: cutting new trails, leading hands-on activities for students, collaborating with the farm and trades teams to supply heating fuel through the community wood bank.

The addition of the Americorps program is helping Greenagers strengthen the connections across our programs. Team members might spend the morning moving stones to build a new trail in October Mountain, then in the afternoon, guide students through Ice Glen, exploring its geology.

A lot of the work is physically demanding, but members have learned that teamwork, compromise, and strategy are just as important as strength. Zach shared an example that is both literal and metaphorical for work they do. “You’re not going to move an 800lb rock with just your bare hands. You need physical strength, but also the ability to communicate and problem-solve. One person can’t lift an 800lb rock alone, but with a few people and some rock bars, it moves.”



MOLLY WITH AFTER SCHOOL STUDENTS.



ZACH TEACHING FIRE SKILLS.



Colebrook Reserve in Washington, MA is a project they are especially proud of. They built a new stone stairway, reinforced an old bridge, and blazed a new trail for The Nature Conservancy. "I think that's why it has a bit more of an impact on us," Brae reflected. "It was the first big project and something we could truly call our own."

Their work also ensures that more people have access to nature. One of Molly's favorite projects was building an accessible trail in North Adams. "It was really valuable to see the work we were doing for the community, meeting their needs there. The same goes for the accessible areas we built in Dalton at the nursing home. We're creating trails people can use every day."

In afterschool programs they lead activities like apple picking and making apple crisp, teach fire safety, or learn to read the land's history through observation. They help create space for young students to connect with their peers, try new things, and develop confidence. Jake Kr. noted, "Three kids we have now, they didn't know each other before, but now they're great friends and hang out during the school day. I'd say that's an important aspect."



THE AMERICORPS TEAM

Molly has seen students build confidence tackling new activities. "It's been really cool seeing them want to take on new things. Being a guiding hand while they try something new is really rewarding." Zach sees the program as a unique learning environment. "Our setting offers more creative freedom. While there are rules, the flexibility lets kids figure things out for themselves."

Greenagers' AmeriCorps program, like all our programs, goes well beyond the daily tasks. Participants are shaping both the landscape and community, building lasting connections along with skills.

2024 PROGRAM IMPACT

180 students participating in in-school workshops.

Engaged 1681 youth and 619 adults through employment, educational programs, workshops and events.

245 youth participating in summer enrichment programs.

441 students visiting April Hill.

38 students attending vacation week workshops.

76 students participating in after-school programs.



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Through projects at April Hill and around the community trades interns and crew members tried a variety of skills, gaining hands-on experience and discovering new interests:

Framing

Drywall

Wood joinery

Photovoltaic Solar

Plumbing

Electrical

Wood Carving

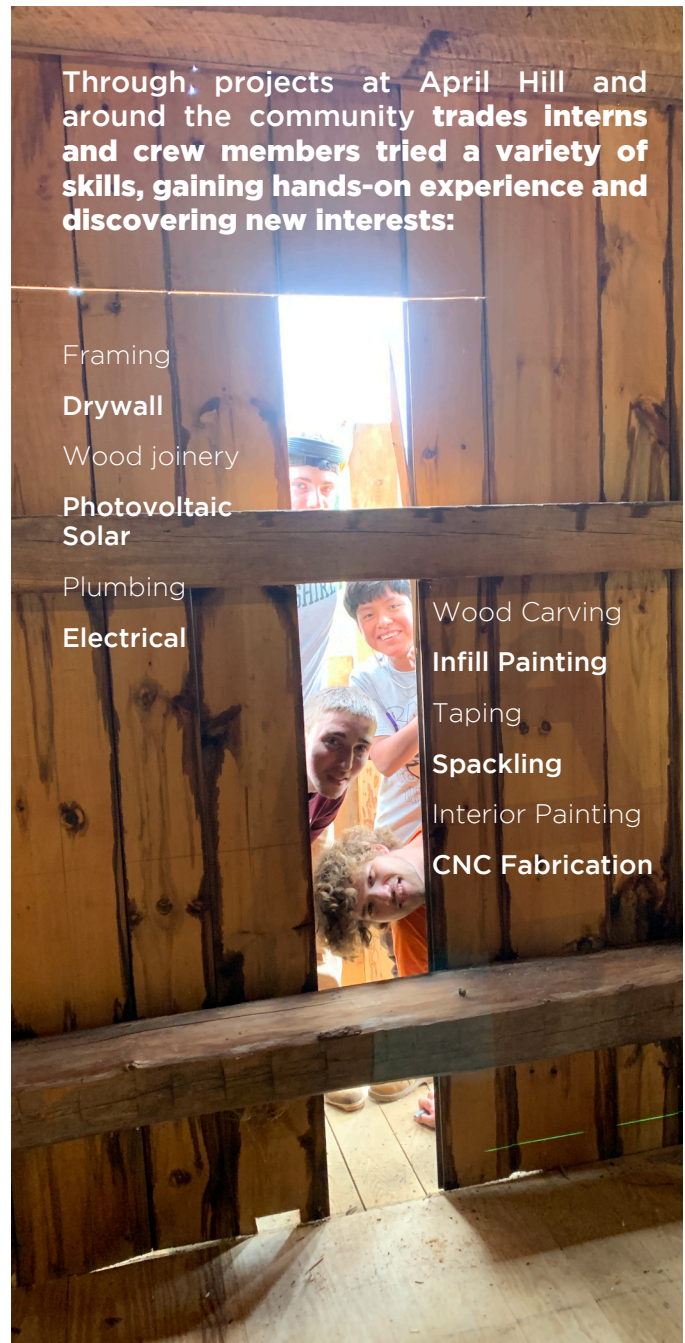
Infill Painting

Taping

Spackling

Interior Painting

CNC Fabrication



TRADES CREW CUTTING A NEW DOOR IN THE BLUE BARN.

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GIFTS IN TRIBUTE

we honor them, we remember them

In memory of Linda Armstrong Rittenhouse: Mike & Anne Armstrong, Mark Brogger & Caim Petrie, Lisa Laible, Brian & Margaret McGovern, Douglas Morrison

In memory of Sarah Bingham: Paul Singer

In memory of Lisa Caputzal: Louis Caputzal

In memory of Nancy Gallant: Dr. Steven Gallant

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In memory of Al Piccin: Tony and Teddie Brown, Elizabeth DiMattesa, Phyllis Maloy, Bruna Piccin & Jack Pucak

In memory of Matthew Potel: Mark & Cynthia Potel

In memory of Lucia Coulter Scala: Paula Wardynski & Jed Scala

In honor of Dr. & Mrs. Leonard Sharzer: Efreem & Frederica Sigel

In honor of David Sheehan & Keith Garton: Alison Colby-Campbell, P2 Foundation

In honor of Karen Shreefter: Roberta & Steven Haas

In memory of Derick Turner: Margaret Fluhr, Patricia Gardner, Bruce & Rita Gilbert, Joan Stillman

In memory of Ryan Ullrich: Richard Horsch & Jane Friedensohn

In honor of Ben Vella: Holly Kulka

In honor of Sue Wells: Dorothy Brill

In honor of The Willig Family: Charlotte & Nicholas Burrage

2024 PROGRAM IMPACT

Education Programs for K-12 students explored topics including:

The Carbon Cycle, Water, Air, Soil Quality, Basic Cooking Skills, Health, Safety, and First Aid Outdoors, Orienteering, Hiking, Wildlife Tracking and Habitats, Farm and Garden, Food Justice, Renewable Energy, Housatonic River Watershed, Basic Carpentry.



EDUCATION PROGRAM PARTICIPANTS

WAYS TO GIVE

NAME GREENAGERS IN YOUR WILL

"I can't think of a better way to have a positive impact than securing the future of our community's youth. That is why I named Greenagers as a beneficiary in my estate plan."

-David Sheehan

Benefits

- Create a lasting gift that reflects values you and Greenagers hold dear.
- Modify your gift at any time.
- Use your legacy gift to memorialize a loved one.
- Leave more for your beneficiaries by reducing tax burden on your estate.

GIFT STOCK

"Greenagers makes the world a better place. Through character building and through teamwork, Greenagers teaches incredibly valuable skill sets that have become de-emphasized in our culture. It is amazing watching their students in action, and it makes me confident that these young folks will make an indelible impact on society in the future. They are sorely needed.

We gift appreciated stock because it is extremely tax efficient and easy to transfer. We hope to keep doing this in the years ahead to support Greenagers. I want to thank Will and the entire staff for the work they do! Awe-inspiring!"

- Jon & Sara Budish

Benefits

- Double the Impact – Make a larger gift without impacting your cash flow.
- Tax Efficiency – Avoid capital gains tax
- Simple Process – Making a gift of stock is easy!

To arrange a gift, or explore our giving options, contact
Samantha Suters, Development Director
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AT THE WOMEN IN CONSERVATION, AGRICULTURE, AND TRADES CONFERENCE

thank you to the monday mountain boys

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THE MONDAY MOUNTAIN BOYS AND PITTSFIELD TRAIL CREW

“Pushing your body past its limits and feeling more capable week by week and month by month is a powerful feeling!”



THE FARM CREW

thank you to our business & foundation supporters

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 Tomich Landscape
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 Town of Lee
 Twin Rivers Farm
 Unitarian Meeting of Southern Berkshires
 Ward's Nursery
 Webster Landscape

2024 PROGRAM IMPACT

Farm crew members built research and analysis skills through soil testing and data collection for the Perennial Atlas Project.

Youth crew helped distribute food at People's Pantry.

Farm management skills developed:

- crop planning
- rotation
- cover cropping
- soil health

9,024 lbs

Farm Crews grew, harvested and distributed 9,024 lbs of food to families managing food insecurity.

27 garden beds

Youth Front Lawn Food Crews built and installed 27 garden beds including 14 free of charge for income eligible families to grow their own food at home.



thank you to our community partners

18 Degrees
Americorps
Appalachian Trail Conservancy (ATC)
Bard College at Simon's Rock
Bennington Museum
Berkshire Agriculture Ventures
Berkshire Botanical Gardens
Berkshire Bounty
Berkshire Community
Action Council (BCAC)
Berkshire Environmental
Action Team (BEAT)
Berkshire Grown
Berkshire Hills Regional School District
Berkshire Natural Resources Council
Berkshire Regional Planning
Commission
Berkshire United Way
Berkshire Waldorf School
Berkshire Woodworkers Guild
Berkshire Youth Development Project
Bidwell House

Chatham Smart Climate Committee
Chris Romano, Artist
City of Holyoke
City of North Adams
City of Pittsfield
Columbia Land Conservancy
Community Health Partners (CHP)
Conway School of Design
Cornwall Land Trust
Council on Aging
Cricket Creek Farm
CT. Wilderness School
Decamanus-Greene Design & Build
Department of Conservation
& Recreation
Dewey Hall
Egremont Department of Veterans
Affairs
Egremont Land Trust
El Mercada de Vida
Family Resource Center
Farmington River Regional School
Flying Cloud
FROST
Game of Logging (Chainsaw
Certification)
Gould Farm
Great Mountain Forest
Gundum Lumber
Hancock Shaker Village
Hexagon Bagels
High Lawn Farm

High Spirit Community Farm
Hoosac Valley High School
Housatonic Heritage
Oral History Center at BCC
Housatonic Valley High School
Indian Mountain School
Lee High School
Lenox High School
Macedonia Baptist Church
Many Forks Farm
Mass Dept of Agricultural Resources
(MDAR)
Mass Service Alliance
MassHire
May Flower Farm
Millbrook Sugar House
Monument Mountain High School
Mountain One Bank
Mumbet's Freedom Farm
National Park Service
National Resources
Defense Council (NRDC)
New England Public Media
New Marlborough Land Trust
Norfolk Land Trust
Norman Rockwell Museum
North Adams Public Schools
Northern Berkshire
Community Coalition
Off The Shelf Farm
Old Parish Church
Orion Institute

Pittsfield Public Schools
Railroad Street Youth Project
Salisbury Land Trust
Schumacher Center for
New Economics
Second Chance Compost
Sharon Audubon
Sheffield Farmers market
Sheffield Historical Society
Sheffield Land Trust
Southern Berkshire
Regional School District
Southern Berkshire Rural
Health Network
Stanton Home
The Berkshire Museum
The Berkshire School
The Mount
The Nature Conservancy
The People's Pantry
Tom Harrington,
Mushroom Forager
Town of Dalton
Town of Egremont
Town of Great Barrington
Town of Lee
Town of Sandisfield
Wahconah High School
Wild Med (Wilderness First Aid)
Windy Hill Farm
Woven Roots Community Farm



TRAIL CREW MAKING A BENCHCUT.

"I can try and develop a wide variety of skills, tap into things I'm passionate about and things I don't know about yet."

Save the Date: August 15th, 2025



A Fundraiser and Celebration of youth & environment & community
cocktails in the April Hill Garden
dinner showcasing food grown by our youth Farm Crews
panel discussion with youth from our Trails, Trades, and Farm Crews



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