




Fernhill Wetlands, once sewage lagoons, now provide habitat and recreational opportunities as they cool and clean water discharged into Oregon's Tualatin River.

Annual Benefit Report 2019



Keith Bowers, FASLA, PLA, PWS
President and Founder
Landscape Architect/Restoration Ecologist
Southeast Atlantic Bioregion Team Leader

From the President

Nature operates not by clock and calendar, but by seasons and sunsets, temperatures and tides. Fully regenerating a degraded ecosystem, for example, can be a long, long haul. That is why, when we crafted our first ever Annual Benefit Report last year, I remarked on the absurdity of gauging success on an annual basis. When your mission includes the directive “restore the earth,” that could seem short-sighted. But upon further reflection, I realized that we had accomplished a great deal, both in the advancement of our mission and in our efforts to become a more transparent, just, and sustainable company, during the previous calendar year. That is again the case as we look back on 2019 and the progress we made for our clients and their constituents, our firm and our team members, and our planet and its life-sustaining natural systems.

Every long haul is comprised of shorter-term, headway-making highpoints. And those more immediate milestones matter now more than ever. The 2018 special report from United Nations Intergovernmental Panel on Climate Change (UN IPCC) makes it clear that we must act now if we are to limit global warming to 1.5°C and avoid long-lasting, irreversible environmental devastation. We no longer have the luxury of taking only the long view on restoring ecosystems, conserving habitat, and regenerating the natural systems that sustain all life on Earth. We must not only initiate but also implement work that protects and regenerates these systems and functionally links them to people and the built environment. These are nature-based solutions for the challenges of our changing climate, and we need to get them in the ground now.

The cover of the 2018 IPCC special report features a quote from French aviator and writer, Antoine de Saint-Exupéry: “Pour ce qui est de l’avenir, il ne s’agit pas de le prévoir, mais de le rendre possible.” This translates roughly to “As for the future, it is not a question of foreseeing it, but of making it possible.”

There is no better time to deploy nature-based solutions that will make possible the future we imagine. We will soon enter what the UN has declared the Decade of Ecosystem Restoration. This global push to massively scale up the restoration of ecosystems as a proven measure to fight climate change and enhance food security, water supply and biodiversity, is one of many positive responses to the dire warnings of the IPCC report. Together with you, we are heeding that call.

So while we are proud to glance back and share the progress of the last year, we want you to know that we are deeply focused on the ground beneath us and the path ahead of us, and we are resolute in our commitment to address the urgency of now in the context of the long, beautiful haul of our collective work.

For the Wild,



Keith Bowers



Eastern painted turtle (Chrysemys picta picta)

Our Values & Mission

MISSION

Restore the Earth & Inspire Ecological Stewardship.
Inspire communities to rediscover a sense of place through preserving indigenous ecosystems, restoring biological diversity, and inspiring ecological stewardship.

REVERE WILD NATURE

Nature, and the full array of life this planet has to offer, is at the very core of what we are about. Increasingly we find ourselves living in an artificial world. A world where ecosystem processes are compromised and biodiversity is marginalized and commoditized. Nature, in its wildest and raw form, is at the essence of what we are about. Wild nature provides a blueprint for conserving, restoring, and regenerating the full expression of biological diversity and ecosystem functions to ensure our survival. It is at the heart of our collective souls.

HEAL COMPASSIONATELY

Nature is under assault. We are entering the next great extinction of flora and fauna. Our climate is shifting faster than ever before, and many of our ecosystem processes are beginning to break down. We know it’s not enough to slow down or even halt these impacts. We know that what we need to do is heal by making whole our relationship with the earth and each other. The core of what we do—conservation, restoration and regeneration, is about healing. And healing embodies a sense of caring—caring for the land and caring for each other.

PRACTICE WHOLENESS

Life on Earth is interconnected, and that damage to a part entails damage to the whole. Thinking and acting whole means feeling a sense of connection to all of life—to other people, to new ideas, to the world around us. We have a responsibility to honor our obligations to future generations

of all beings and to take their interests into account when we reflect on the consequences of our actions. Accordingly, our virtues are cooperation, respect, prudence, foresight, and justice. Living by the principle of reciprocity, giving as we receive, re-creates the richness of life.

ACT WITH UNCOMPROMISING INTEGRITY

Integrity in our work is doing our best to restore biodiversity and ecological processes. We must seek ways to employ science to objectively evaluate the performance of our projects, accept our findings and continuously learn. No matter what we do, if we don’t have integrity then none of our innovation, creativity, passion, commitment, synergy, or affirmation for life will mean anything to our constituency. While science should lead the way, it must be tempered by keen observation and the stories that are borne from traditional ecological knowledge. We must do what is right, even when it is difficult or less profitable.

EVOLVE TO BE THE BEST

Everything on this earth is in a continuous state of evolving, refining, improving, adapting, enhancing... changing. If we aren’t evolving, we aren’t relevant. Being inquisitive, curious, and probing should be encouraged and celebrated. As we evolve, we will fail, and that is many times the most important part of evolving. Learning from our successes and failures is built into everything we do. In order to be our best, we must encourage testing, objective analysis, tinkering, innovation, and creativity.

B Impact Assessment

Biohabitats is a Certified B Corporation®, which means that our overall environmental and social performance is comprehensively measured and verified by a credible, transparent, and independent third party. For that third party, we selected B Lab®, a 501(c)3 nonprofit organization that serves a global movement of people using business as a force for good.

Through a tool known as the B Impact Assessment, B Lab® provides a rigorous, point-based evaluation of a company's practices in the areas of governance, workers, community, environment, and customers. The B Impact Assessment enables us to assess how we perform against dozens of best practices and develop a roadmap of improvements to deepen our impact.

The B Impact Assessment scores environmental and social performance on a 200-point scale. To be certified, a company must score 80. Our score was 110.9.

To date, B Lab® has certified 2,655 companies representing 150 industries in 60 nations. As a Certified B Corporation®, Biohabitats is part of a global movement of people using business as a force for good.

More information about B Lab® and the B Impact Assessment is available at bimpactassessment.net.



B Impact Scorecard

| | |
|--|-------------|
| GOVERNANCE | 20.0 |
| MISSION + ENGAGEMENT | 3.1 |
| CORPORATE ACCOUNTABILITY | 0.9 |
| ETHICS | 1.1 |
| TRANSPARENCY | 4.7 |
| MISSION LOCKED | 10.0 |
| WORKERS | 33.6 |
| COMPENSATION + WAGES | 9.0 |
| BENEFITS | 9.9 |
| TRAINING + EDUCATION | 2.5 |
| WORKER OWNERSHIP | 5.5 |
| MANAGEMENT + WORKER COMMUNICATION | 3.7 |
| JOB FLEXIBILITY/CORPORATE CULTURE | 2.7 |
| COMMUNITY | 13.8 |
| JOB CREATION | 2.1 |
| DIVERSITY + INCLUSION | 3.1 |
| CIVIC ENGAGEMENT + GIVING | 4.5 |
| LOCAL INVOLVEMENT | 1.5 |
| SUPPLIERS, DISTRIBUTORS + PRODUCT | 2.0 |
| N/A POINTS | 0.5 |
| ENVIRONMENT | 43.5 |
| LAND, OFFICE, PLANT | 7.9 |
| INPUTS | 3.2 |
| OUTPUTS | 2.2 |
| ENVIRONMENT PRODUCTS + SERVICES INTRODUCTION | N/A |
| LAND/WILDLIFE CONSERVATION | 30.0 |
| CUSTOMERS | 0.0 |
| SERVING IN NEED POPULATIONS | N/A |

OVERALL B IMPACT
SCORE



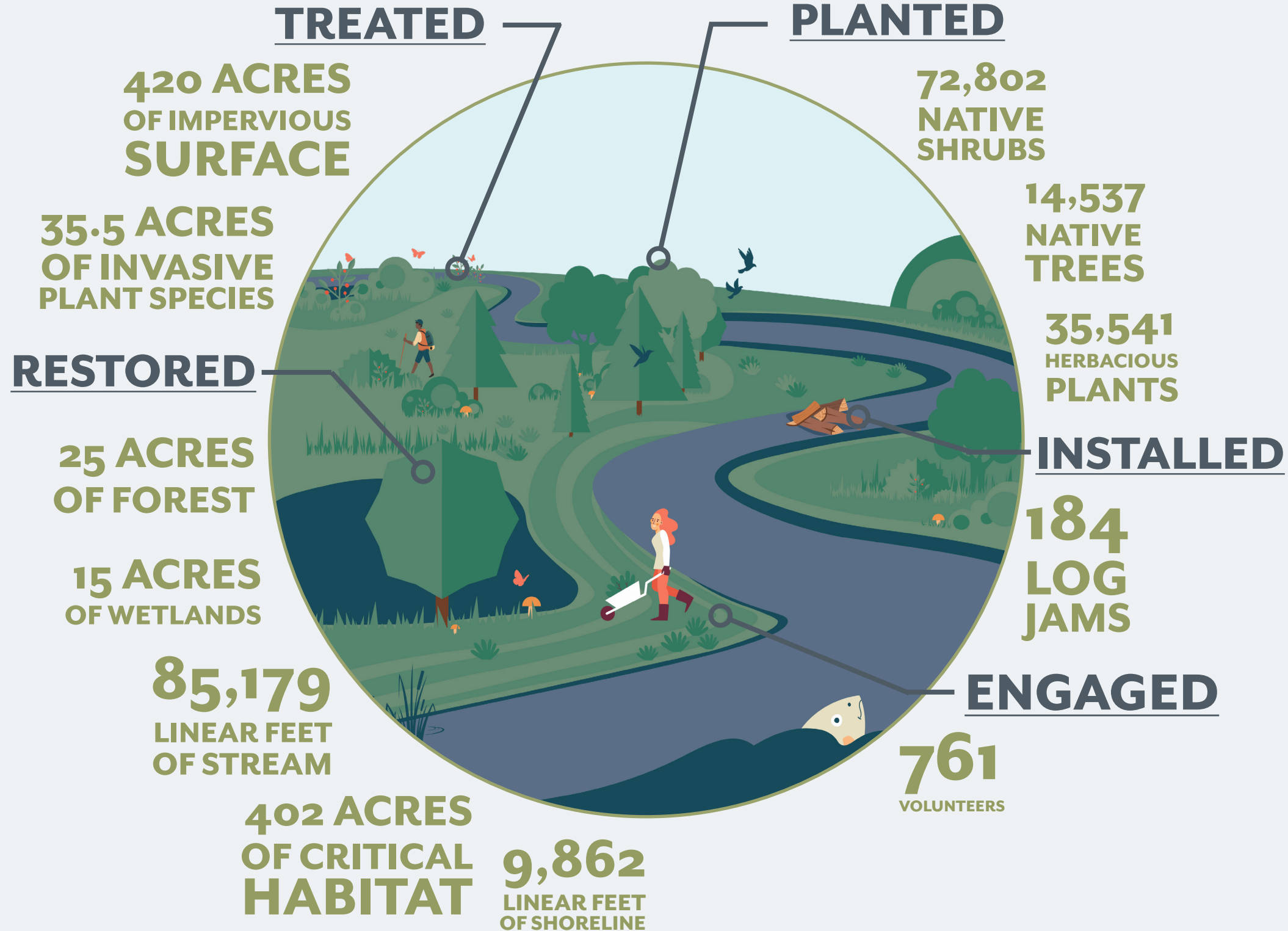


Our Handprint

Rather than consider our environmental impact as a footprint requiring mitigation, we prefer to think in terms of “handprints” as positive, intentional changes with the potential to ripple infinitely outward.

As a company that applies the science of ecology to restore ecosystems, conserve habitat, and regenerate the natural systems that sustain all life, our most powerful handprints come through the work that we do. When we help communities to heal degraded ecosystems, plan for the future in ways that enhance the environment, and link people and the built environment to the natural world, there are often immediate positive impacts, such as restored ecosystem function, improved biodiversity, and new opportunities for people to enjoy nature. But there are also ripple effects, as the fingers of these handprints extend outward. Those effects come in many forms: project volunteers who become long-term stewards; native plant communities that regenerate and expand; urban neighbors who maintain a new, green gathering space; wildlife that returns to newly created habitat; birdwatchers who flock to wetland that is treating wastewater; a stream system that becomes more complex and biodiverse over time; or educators who use a natural system as an outdoor classroom or living lab.

Why leave a footprint when you can make a handprint?



191 MT OF CARBON IS EQUIVALENT TO 1,622 BARRELS OF OIL CONSUMED

TRAVEL AND OFFICE
ENERGY EMISSIONS

191

METRIC TONS
OF CARBON
SEQUESTERED

VIA COOL EFFECTS PURCHASES

OFFICE ENERGY EMISSIONS

180

METRIC TONS
OF CARBON
OFFSET

VIA WIND ENERGY PROGRAMS



Environment

We strive to positively impact the environment not only through our work, but in the way we operate. Since establishing our Climate-Friendly Policy in 2016, we have been aggressively working toward our goal of becoming 100% carbon-free in our business operations by 2025 and in our applied work by 2030. Over the last year, we:

- Captured a clearer picture of our company-wide carbon footprint and energy use.
- Offset the carbon footprint created by our offices and air travel during 2018 and 2019 with help from Cool Effect, a non-profit platform that enables people to fund carbon-reducing projects around the world.
- Maintained our fleet of hybrid company vehicles.
- Through our free publication, Leaf Litter Quarterly, we presented in-depth explorations of topics related to ecological restoration, conservation planning, and regenerative design. Reaching 3,000 subscribers, topics included: Living Building Challenge, Ecology in Urban Planning, Bioneers, and Wood as a Tool in Stream and River Restoration.
- Continued our office composting program.
- Completed 179 projects involving ecological restoration, conservation planning, and regenerative design.



Restored salmonid habitat in a side channel of Oregon's Sandy River.



Community

To us, “community” is everyone and everything. We see it in the teammates, clients, and allied professionals with whom we collaborate; among the people who share the neighborhoods, campuses, watersheds, and landscapes where we work; and within the diverse assemblage of life on Earth. Through our projects, leadership in the field of applied ecology, and donated dollars and time, we worked hard in 2019 to bring value to all such communities. Over the last year, we:

- Joined 1% for the Planet and pledged to donate the equivalent of 1% of sales through monetary, in-kind, and approved advertising contributions to approved nonprofit environmental partners.
- Designed water conservation and reuse strategies for 291 residential units within low income housing communities.
- Completed 29 projects in partnership with universities, schools, and places of outdoor learning.
- Sponsored the Society for Ecological Restoration’s efforts to bring greater diversity to the field of ecological restoration.
- Provided the Metro Denver Nature Alliance with corporate sponsorship and kind services to support their mission to equitably connect people and nature and initiate a region-wide conservation assessment.
- Donated \$1,000 to organizations chosen by staff Golden Acorn Award winners: South Carolina Native Plant Society, the Mountain Center, New York/New Jersey Baykeeper, and Española Healing Foods Oasis.
- Provided paid internships for Baltimore area high school juniors and seniors, helped a high school student and aspiring ecological engineer attend the 2019 Bioneers Conference, and supported a Biomimicry Fellow in pursuit of her PhD.
- Developed a system to publicly share project data to advance knowledge and citizen science.
- Shared knowledge by presenting 39 talks, webinars, and workshops related to ecological restoration, conservation planning, and regenerative design.



Participants in Cleveland Metroparks' Watershed Volunteer Program join Biohabitats' landscape ecologist, Kevin Grieser to plant native emergent vegetation plugs along a restored section of West Creek, a tributary to the Cuyahoga River, in Parma, Ohio.



Workers

Biohabitats team members are more than our workforce. They are our life force. Their passion drives us in our mission and their knowledge fuels our growth as a learning organization. We believe in creating a safe and caring workplace where we nurture relationships, resolve conflicts, cultivate collaboration, encourage continuous learning, and support a healthy work/life balance. In other words, we believe in taking care of each other. In 2019, we:

- Continued team member “advocate” program to support career goals and champion achievements.
- Supported team member sabbaticals and continued unlimited paid time off policy and flexible work hours.
- Conducted company-wide listening session to improve team member development, annual reviews, and compensation.
- Created a team member Financial Committee to monitor our financial health and allow for more timely decision making to benefit all.
- Supported team members’ certification: Professional Engineers (5), Certified Engineering Intern (1), Professional Wetland Scientists (2), EcoDistrict Accredited Professional (1), SITES Accredited Professional (1), Ecosystem Restoration Practitioner (1), Associate Design-Build Professional (1).
- Invested in our team members by sending them to 90 conferences, workshops, and seminars.
- Maintained commitment to our pay scale equity program, which applies to every team member, across all classifications, regardless of gender, age, race, ethnicity, sexual orientation, or any other status protected by law.
- Continued regular “brain gardens,” where team members and outside speakers shared knowledge.
- Increased the number and variety of socially responsible investing options to our retirement plan.



Placing woody habitat structures during restoration of the Gibbons Creek alluvial fan and floodplain in Steigerwald Lake National Wildlife Refuge for the Lower Columbia River Estuary Partnership



Governance

While we see the rights of nature, the Precautionary Principle, the Universal Declaration of Human Rights, and the laws of nature as ultimate guideposts for governance, we cultivate leadership throughout our organization, and our team members have many opportunities to help guide the direction of our company. We prefer self-management to a top-down approach to leadership. While that comes with a great deal of freedom and autonomy, we are always aware of the responsibility and accountability we have to each other and to the people and planet we serve.

- Increased team member participation in Stock Ownership Program to 35 participants
- Continued to have our Leadership Council, which includes three rotating at-large members, guide operational decisions.
- Formed Business Development Teams to guide strategy and decision making as we pursue new opportunities to advance our mission.
- Based technical advancement initiatives and decisions on the guidance of our Practice Leaders, senior staff members with technical expertise.
- Continued open book management, sharing all financial information with everyone in the organization on a quarterly basis.
- Continued to display our JUST Label, which helps our team and stakeholders understand our values, business model, policies, and workplace culture.
- Maintained status as a Maryland Benefit Corporation
- Maintained B Corporation® certification, meaning we continued to meet rigorous standards of social and environmental performance, accountability, and transparency.
- Offices remained organized by bioregions—areas sharing physical and ecological attributes as well as human communities—with each office led by a Bioregion Team Leader.



A former gravel pit is transformed into a functioning wetland ecosystem at Gadwall Pond in the Kingfisher Point Natural Area in Fort Collins, Colorado



Goals for 2020

We don't just say we a learning organization, we mean it. We know that we have more to learn about using our business as a force for good. As we move into the new year, we intend to strengthen our commitment to the principles and practices that make us a Certified B Corporation®. Guided by our Values Council, we have established the following overarching goals for 2020:

- Evaluate the implications of our work on the planet and on issues such as human rights, equity, and justice.
- Continually strive to approach project work with humility and accountability, in ways that push the status quo, inspire trust, encourage engaged listening, and allow for adaptability.
- Identify new ways to highlight and reinforce our values in all aspects of business.
- As we strive to further align with and uphold our values, identify intersections with B-Corp and JUST metrics and improve our scores.
- Identify ways to align our work to support the UN Sustainable Development Goals, the upcoming Decade of Ecological Restoration and the CBD Post 2020 Biodiversity Framework.
- Increase our educational outreach through Leaf Litter and online educational forums.



Our 2019 Team

| | | | |
|------------------|------------------|--------------------|-----------------------|
| Adam Feuerstein | Elena Stachew | Kevin Dahms | Rachel Salazar |
| Aiman Duckworth | Ellen McClure | Kevin Grieser | Rachel Whiteheart |
| Amy Longcrier | Erica Robak | Kevin Nunnery | Rebecca Winer-Skonovd |
| Amy Nelson | Erin English | Lauren Anderson | Rob von Rohr |
| Andi Rutherford | Gail Harris | Lee Mallonee | Rose Marie Price |
| Anne Berg | George Battersby | Lisa Feather | Ryan Masé |
| Ashley Bacco | Greg Zuknick | Markku McGlynn | Sara McGarity |
| Beth Forbes | Jacques Varvel | Matt Koozer | Sarah Roberts |
| Brett Long | James Way | Megan Baker | Shayla Woodhouse |
| Bryan Arvai | Jeff Reagan | Meghan Gloyd | Susan Sherrod |
| Bryon Salladin | Jennifer Dowdell | Michael Lighthiser | Susan Thamavong |
| Carmen Franks | Jennifer Missett | Michael Moore | Suzanne Hoehne |
| Carson Smith | Jessica Norris | Michael Spina | Tanaira Cullens |
| Chris Rehak | Jim Cooper | Miguel Arteaga | Ted Brown |
| Chris Streb | Jim Favret | Mike Thompson | Tom Denbow |
| Claudia Browne | Joe Berg | Mike Trumbauer | Tristan Burwell |
| Crystal Grinnell | Juan Rovalo | Neil Williams | Tyler Schlachter |
| David Yocca | Justin Lyon | Olin Christy | Vince Sortman |
| Deb Vere | Justin Park | Pete Muñoz | Visha Lewis |
| Doug Streaker | Katie Talley | Quinn Caralle | Zenali Martin |
| Ed Morgereth | Keith Bowers | | |



Restore The Earth & Inspire Ecological Stewardship.

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Just.

