



ANNUAL REPORT



VIRGINIA CONSERVATION NETWORK
Spring 2025 - Winter 2026



MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear VCN Partners and Supporters,

Thank you for your support of the Virginia Conservation Network. In a year of transition, new challenges, and opportunities in Virginia, from changes in the legislature and administration to uncertainty caused by federal environmental rollbacks, the conservation movement's commitment to protecting Virginia's communities, air, water, land, and wildlife remains steadfast. The highly coordinated and collaborative work within the VCN Network continues to drive meaningful progress for environmental health at the state level – and we are so thankful for your support of that work.

This year, our Network advanced crucial environmental priorities and strengthened our relationships with people across the state:

- Partners worked collaboratively to keep the Regional Greenhouse Gas Initiative and its funding of flood preparedness and energy efficiency programs at the forefront of decision-makers' minds.
- A new cohort launched to help bridge gaps among climate, housing, and land-use partners to fight the housing crisis in Virginia.
- Over 130 decision-makers & advocates attended VCN's three-part virtual training series to learn potential pathways to achieve 100% clean energy.
- VCN partnered with Ebony Walden Consulting to offer trainings, strategy support, and leadership coaching for VCN Partners' racial equity journeys.
- VCN's General Assembly Preview watch parties and Conservation Lobby Day had record attendance.

As we reflect on this year, we are especially thankful to VCN's former Executive Director, Mary Rafferty, whose decade of leadership and commitment to Virginia's environment grew and strengthened the VCN Network. As you read about our work, you'll see both policy victories and a more engaged and coordinated environmental community. We look forward to your continued support of the Virginia Conservation

Network as we strengthen our work at the state level with you in 2026 and beyond.



Jessica Sims

Sincerely,
Jessica Sims
Executive Director
Virginia Conservation Network

A YEAR OF DEEPENING ENGAGEMENT

BY THE NUMBERS



151

151 PARTNERS FROM OVER 56 ORGANIZATIONS CAMPED OUT FOR THE ANNUAL MEETING & PARTNER RETREAT



483

483 ENVIRONMENTALLY FOCUSED BILLS TRACKED DURING THE 2026 VA GENERAL ASSEMBLY SESSION, WHERE PARTNERS LED ADVOCACY.

6

THIRD ANNUAL CONSERVATION AWARDS RECOGNIZED 6 VCN CONSERVATION CHAMPIONS



408

408 ADVOCATES GATHERED ACROSS 10 WATCH PARTIES FOR THE GENERAL ASSEMBLY PREVIEW



88

88 LEGISLATORS MET WITH CONSTITUENTS AT CONSERVATION LOBBY DAY



17

17 TRAININGS HOSTED ON EVERYTHING FROM EFFECTIVE ADVOCACY AND RELATIONSHIP BUILDING WITH DECISION-MAKERS TO RACIAL EQUITY

DEEPENING OUR ROOTS



BUILDING TRUST & COLLABORATION AMONG CLIMATE, HOUSING, & LAND USE

A new cohort was launched to help bridge gaps among climate, housing, and land-use partners and break down barriers that limit capacity to fight the housing crisis in Virginia. Through a cohort kickoff, ongoing virtual learning series, and many individual conversations, participants are gaining an increased understanding of different perspectives on how we can reach our shared housing justice and climate goals.



EDUCATING DECISION-MAKERS & ADVOCATES ON VIRGINIA'S TRANSITION TO CLEAN ENERGY

Through a three-part virtual training series, over 130 decision-makers & advocates learned from environmental and industry experts on Virginia's energy landscape, current progress towards a clean energy transition, and potential pathways to achieve 100% clean energy.



DOUBLING OUR ENVIRONMENTAL LEADERSHIP FELLOWSHIP PROGRAM

VCN doubled the size of our Environmental Leadership Program and hosted 7 summer fellows through partnerships with Virginia Commonwealth University and Yale University. For the 2nd year in a row, VCN's Fellows hosted our Intern & Fellow Day, bringing together interns and fellows from across our Network organizations for a day of networking and learning.

STRENGTHENING OUR IMPACT

ADVANCING VCN PARTNERS' COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

VCN partnered with Ebony Walden Consulting again to continue advancing racial equity across the Network through a 3-part training series. Partners also worked directly with Ebony on trainings, strategy support, and leadership coaching tailored to their needs to strengthen their organization's inclusive leadership work.



CONNECTING BLACK PROFESSIONALS IN THE ENVIRONMENTAL FIELD

VCN partnered with BlackOak Collective for a fourth year to host Virginia's Black In Green: a virtual conservation career event. Young Black professionals launching careers within Virginia's environmental movement joined the career event to gain career advice and insights from experienced Black environmental leaders.

BLACK IN GREEN
EXPLORING CONSERVATION CAREERS

Kim Sudderth Virginia Interfaith Power & Light	Darren Hays II Lake Country Soil & Water Conservation District	Kim Hayes Southern Environmental Law Center	Langston Swafford GRISE Fellow U.S. Department of Energy	Kashanna Fair The Nature Conservancy

PRESENTED BY
VIRGINIA CONSERVATION NETWORK +
BLACK OAK COLLECTIVE

EMPOWERING PARTNERS TO ENGAGE AND INFORM THEIR ADVOCATES AND COMMUNITIES

A three-part virtual training series strengthened Partners' civic engagement advocacy, featuring trainings on what advocacy 501(c)(3) nonprofits can (and can't) do during election season and new trainings on effective storytelling for advocacy and best practices to building stronger, more informed communities.



OUR COMMON AGENDA

CRAFTING OUR SHARED POLICY PRIORITIES



Our Common Agenda process continued to see record engagement levels:

170 | **97** | **47** | **1**
 Partners | Authors | Policy Papers | Common Agenda

This is compared to **99 authors** writing **49 papers** last year. As another reference point, VCN's Briefing Book had **21 authors** who authored **17 papers** in 2016.

Our Common Agenda Briefing Book is a collection of policy papers written by, vetted through, and voted on by our 170+ Network Partners. It serves as an educational tool for policymakers and conservation advocates alike, highlighting state-level solutions to some of our most pressing environmental problems.



WORKGROUPS & CAMPAIGNS

As a facilitator for strategic action, VCN coordinates issue-based workgroups and campaign teams to share regular updates, strategize, and coordinate efforts between environmental advocates. **Campaigns are organized between 4 main workgroups:**

CLIMATE & ENERGY



WATER & FLOOD RESILIENCE



LAND USE & TRANSPORTATION



LAND & WILDLIFE CONSERVATION



In addition, VCN works with partners to convene campaign teams and subgroups within workgroups to coordinate strategic advocacy.

Throughout 2025, VCN's monthly workgroup meetings convened an average of **45 Partners, representing 30 different organizations**, with a total of **65 organizations** engaging in at least one workgroup meeting during the year.

See the highlights of our workgroup's efforts over the past year in the following pages.

PIEDMONT ENVIRONMENTAL COUNCIL'S CROP-BASED SOLAR INSTALLATION, THE FIRST OF ITS KIND IN VIRGINIA



ENERGY WORKGROUP PARTNERS

Appalachian Voices
BlueGreen Alliance
Center for Progressive Reform
Chesapeake Climate Action Network
Clean Virginia
Climate Action Alliance of the Valley
Climate Cabinet Education
Climate Equity Working Group
Community Climate Collaborative
EcoAction Arlington
Environmental Defense Fund
Faith Alliance for Climate Solutions
Generation180
Mothers Out Front

National Parks Conservation Association
Natural Resources Defense Council
New Virginia Majority
Piedmont Environmental Council
Sierra Club - Virginia Chapter
Sierra Club - Rappahannock Group
Southern Environmental Law Center
Solar United Neighbors
The Nature Conservancy
Virginia Clinicians for Climate Action
Virginia Interfaith Power & Light
Virginia League of Conservation Voters
Virginia Organizing
Wild Virginia

CLEAN ENERGY & CLIMATE JUSTICE

- CHARTING VIRGINIA'S CLEAN ENERGY PATH
- REJOINING THE REGIONAL GREENHOUSE GAS INITIATIVE
- ADDRESSING DATA CENTER ENERGY DEMAND
- ENSURING ACCESS TO ENERGY EFFICIENCY
- BUILDING OFFSHORE WIND
- MAXIMIZING ROOFTOP SOLAR & DISTRIBUTED GENERATION
- ACCELERATING LARGE-SCALE SOLAR WHILE PROTECTING NATURAL RESOURCES
- LEVERAGING BATTERY STORAGE
- APPROACHING NUCLEAR WITH CAUTION
- PREVENTING NEW FOSSIL FUEL INFRASTRUCTURE
- PREVENTING PIPELINE HARMS
- RECLAIMING COAL MINES

TRANSITIONING TO A CLEAN ENERGY ECONOMY

VCN's Energy Workgroup saw several significant milestones throughout the year:

- The Coastal Virginia Offshore Wind project started delivering its first power to the grid and will deliver **2.6 GW of clean energy** once complete.
- The General Assembly and Governor passed a caboose budget, directing Virginia to re-enter RGGI as soon as possible. **Virginia is expected to officially re-enter the program later this year.**
- **Rising energy demand and electricity costs** driven by data centers have continued to garner public attention and momentum thanks to the work of many VCN partners, causing the issue to take center stage during this year's General Assembly session.
- VCN's equitable solar & storage coalition successfully advocated for a package of solar and storage legislation, **the Affordable Clean Energy package**, to pass through the General Assembly.
- **The energy workgroup continues to fight** the proposed build-out of new gas plants through legal, policy, and grassroots mobilization efforts.





PARTNERS CONNECTED WITH LOCAL PLANNING EXPERTS AT VCN'S ANNUAL MEETING & PARTNER RETREAT

LAND USE & TRANSPORTATION WORKGROUP PARTNERS

Alliance for the Shenandoah Valley
 American Battlefield Trust
 Appalachian Voices
 Bike Walk RVA
 Center for Progressive Reform
 Chesapeake Climate Action Network
 Clean Fairfax
 Climate Cabinet Education
 Coalition for Smarter Growth
 Community Climate Collaborative
 Drive Electric RVA
 East Coast Greenway Alliance
 Environmental Defense Fund
 Generation180
 Greater Richmond Fit4Kids
 Groundwork RVA
 Lynnhaven River NOW
 Mothers Out Front
 National Parks Conservation Association
 Northern Virginia Families for Safe Streets
 Natural Resources Defense Council

New Virginia Majority
 Partnership for Smarter Growth
 Piedmont Environmental Council
 Rail Solution
 Rockbridge Conservation
 RVA Rapid Transit
 RVA YIMBY
 Sierra Club - Virginia Chapter
 Sierra Club - Rappahannock Group
 Southern Environmental Law Center
 Sustainable Mobility for Arlington County
 The Nature Conservancy
 Virginia Association for Parks
 Virginia Bicycling Federation
 Virginia Capital Trail Foundation
 Virginia Interfaith Power & Light
 Virginia League of Conservation Voters
 Virginians for High-Speed Rail
 Virginia Transit Association
 Washington Area Bicycling Association

LAND USE & TRANSPORTATION

- HOUSING FOR THE CLIMATE
- ADDRESSING DATA CENTER IMPACTS & ENSURING TRANSPARENCY
- TRANSFORMING TRANSPORTATION
- EXPANDING OUR TRANSIT SYSTEMS
- EXPANDING RAIL
- ACCELERATING OUR TRANSITION TO ELECTRIC CARS
- CONNECTING & INVESTING IN VIRGINIA'S TRAIL NETWORK
- BIKING AND WALKING SAFETY & ACCESSIBILITY

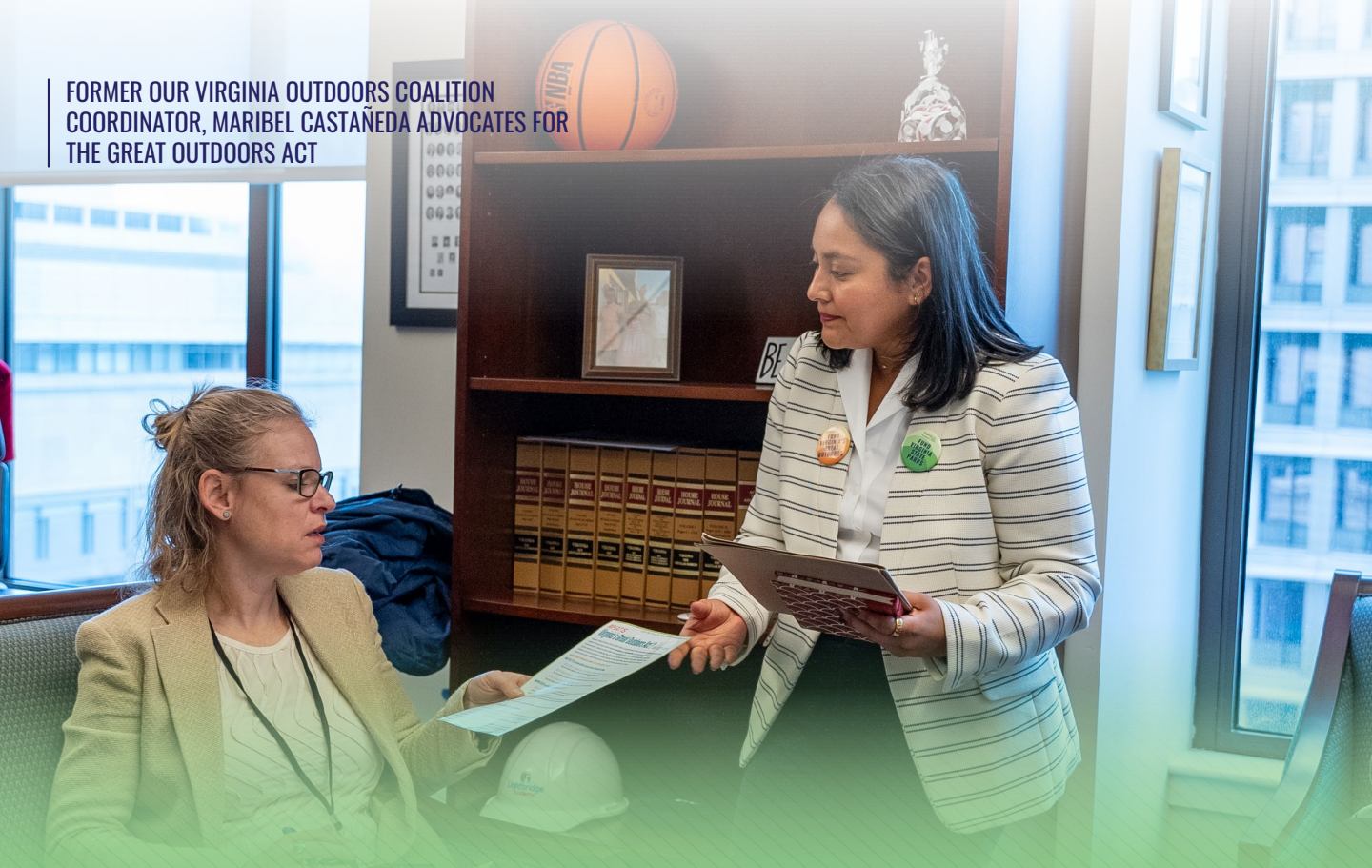
HEALTHY & SUSTAINABLE COMMUNITIES

VCN's Land Use & Transportation Workgroup saw several significant milestones throughout the year:

- **Advocating for smart growth and zoning reform** in Richmond's Code Refresh and Chesterfield County's Zoning Modernization, updating decades-old zoning codes.
- **Providing input on the I-81 Corridor Improvement Program process** to support transportation improvements that avoid lane-widening projects and consider investments into passenger rail.
- **Advocating for zero-fare transit** to remain for the Greater Richmond Transit Company to support transit ridership and investment, and reduce carbon emissions.
- **Wrote a sign-on letter** opposing the elimination of the federal electric vehicle (EV) tax credit and of the creation of a nationwide EV ownership fee.
- The land use & transportation workgroup **continues to advocate for responsible data center development**, transparency, oversight, and planning through legal, policy, and grassroots mobilization efforts.



FORMER OUR VIRGINIA OUTDOORS COALITION
COORDINATOR, MARIBEL CASTAÑEDA ADVOCATES FOR
THE GREAT OUTDOORS ACT



LAND CONSERVATION WORKGROUP PARTNERS

Alliance for the Shenandoah Valley
American Battlefield Trust
American Farmland Trust
American Rivers
Blue Ridge PRISM
Capital Trees
Capital Region Land Conservancy
Chesapeake Bay Foundation
Chesapeake Conservancy
East Coast Greenway Alliance
Environment Virginia
Environmental Defense Fund
Friends of Dragon Run
Friends of Dyke Marsh
Friends of the Lower Appomattox River
Friends of the Rappahannock
Garden Club of the Middle Peninsula
Land Savers United

National Parks Conservation Association
Nature Forward
Northern Virginia Conservation Trust
Piedmont Environmental Council
Potomac Conservancy
Preservation Virginia
Rockfish Valley Foundation
Shenandoah Valley Conservancy
The Clinch Coalition
The Conservation Fund
The Nature Conservancy
Trust for Public Land
Virginia Association for Parks
Virginia Capital Trail Foundation
Virginia's United Land Trusts
Wildlands Network
Wild Virginia

LAND & WILDLIFE CONSERVATION

- LAND CONSERVATION FUNDING: A PRIMER
- PROTECTING WORKING FARMS & FORESTS
- PROTECTING HISTORIC & CULTURAL RESOURCES
- INVESTING IN ACCESSIBLE PUBLIC LANDS
- ACCESS TO THE OUTDOORS
- LINKING LANDSCAPES FOR WILDLIFE & SAFETY
- REBUILDING HEALTHY FISHERIES
- PROTECTING FRESHWATER MUSSELS
- PRESERVING & EXPANDING TREE CANOPY
- PREVENTING HARMS FROM INVASIVE PLANTS

PROTECTING OUR NATURAL RESOURCES

In partnership with Virginia's United Land Trusts (VaULT), VCN's Land & Wildlife Conservation Workgroup saw several significant milestones throughout the year:

- **2025 was a landmark year for tribal land conservation in Virginia**, including the return of ancestral lands to Indigenous tribes such as the Rappahannock and Patowomeck.
- **VCN Partners helped secure thousands of acres for land conservation**, including the historic Oak Hill, Bull Run, the Shenandoah Borderlands Project, Piney Grove, and Mayo's Island.
- **Virginia's legislature expanded local authority statewide** to enforce tree canopy replacement during development, allowing higher, density-based replacement percentages that protect and increase vital tree canopy cover across the state.
- **Virginia's legislature passed legislation to protect native species**, such as the Wildlife Corridor Grant Fund, and manage invasive species across the state.
- **Bipartisan support for the Virginia Great Outdoors Act increased among lawmakers** during the General Assembly session, signaling support for dedicated annual funding for Virginia's parks and outdoor recreation programs.





WATER WORKGROUP PARTNERS

Alliance for the Chesapeake Bay
Alliance for the Shenandoah Valley
American Rivers
Appalachian Voices
Chesapeake Bay Foundation
Chesapeake Conservancy
Chesapeake Legal Alliance
Clean Fairfax Council
Clean Virginia
Clean Virginia Waterways
Elizabeth River Project
Environment Virginia
Environmental Defense Fund
Friends of Buckingham
Friends of Dyke Marsh
Friends of the Rappahannock
Friends of the Rivers of Virginia
Garden Club of Virginia
Indigenous Conservation Council
James River Association
Lake Anna Civic Association
Lynnhaven River NOW
Mothers Out Front
National Parks Conservation Association

Nature Forward
Oceana
Piedmont Environmental Council
Potomac Conservancy
Potomac Riverkeeper Network
Rockbridge Conservation
Shenandoah Riverkeeper
Shenandoah Valley Battlefields Foundation
Southern Environmental Law Center
Southside ReLeaf
Southwings
The Nature Conservancy
Virginia Association of Soil & Water
Conservation Districts
Virginia Association for Parks
Virginia Aquarium & Marine Science Center
Foundation
Virginia League of Conservation Voters
Waterkeepers Chesapeake
Wetlands Watch
Wild Virginia
York River Steward

CLEAN WATER & FLOOD RESILIENCE

- SAFEGUARDING WATER SUPPLIES
- PREVENTING EROSION RUNOFF AND MANAGING STORMWATER
- SUPPORTING AGRICULTURE FOR A HEALTHY ENVIRONMENT
- ENFORCING WATER QUALITY STANDARDS
- CLOSING THE WASTEWATER GAP
- BUILDING RESILIENCE & STRENGTHENING RECOVERY
- WETLANDS RESOURCE RESILIENCE ACTION
- LIVING SHORELINES FOR COASTAL RESILIENCE
- STOPPING PFAS POLLUTION AT ITS SOURCE
- PRIVATE WELL HEALTH PROTECTIONS
- PREVENTING HARMS FROM METALS MINING
- PLASTIC POLLUTION & PRODUCER RESPONSIBILITY
- PLASTIC-TO-FUEL: A FALSE SOLUTION

RECOMMITTING TO THE HEALTH OF OUR WATER

In partnership with the Choose Clean Water Coalition, VCN's Water Workgroup saw several significant milestones throughout the year:

- **The revised 2025 Chesapeake Bay Agreement established realistic, targeted goals through 2040**, focusing on clean water, habitat restoration, and, for the first time, formally integrating Virginia's six federally recognized tribal nations into restoration partnerships. VCN Partners worked closely with Chesapeake Bay Commission staff and the Choose Clean Water Coalition to advocate for these updates.
- **Virginia maintained \$50 million in funding for recurrent flooding and coastal resilience**, with expanded eligibility allowing Virginia Tribes to access these resources, strengthening statewide resilience planning. This includes continued implementation of the Community Flood Preparedness Fund, which remains a key tool for advancing local and regional resilience projects.
- **Virginia invested over \$730 million** in the Virginia Agricultural Cost Share (VACS) program, wastewater treatment plant upgrades, and Richmond's combined sewer overflow (CSO) mitigation efforts. VCN Partners also coordinated long-term strategies through the Water Quality Improvement Fund (WQIF) workgroup.
- **Virginia advanced wetlands protection through the Wetlands Policy Task Force**, which convened agencies, nonprofits, and academic partners to strengthen Virginia's "no net loss" framework.
- **Statewide phase-out of polystyrene food service containers became effective on July 1, 2025**, requiring large food vendors to transition to safer alternatives and reduce plastic pollution impacting Virginia's waterways by July 1, 2026.



VCN NETWORK PARTNERS

BALD EAGLE



CHESAPEAKE BAY FOUNDATION
Saving a National Treasure



VIRGINIA LEAGUE OF CONSERVATION VOTERS EDUCATION FUND



CARDINAL

Alliance For The Shenandoah Valley
American Rivers
Appalachian Citizens' Law Center
CASA
Chesapeake Legal Alliance
Climate Cabinet Education
Community Climate Collaborative
Environment Virginia
Friends Of The Rappahannock
Garden Club Of Virginia
Generation180
Greater Greater Washington
James River Garden Club
Land Savers United DBAs

Lynnhaven River Now
Mothers Out Front
Natural Resources Defense Council
New Virginia Majority
Permit Power Education Fund
Potomac Conservancy
Potomac Riverkeeper Network
Powered By Facts
Shenandoah National Park Trust
Shenandoah Valley Conservancy
The Conservation Fund
The Nature Conservancy In Virginia
Virginia Interfaith Power & Light
Wetlands Watch

TIGER SWALLOWTAIL BUTTERFLY

Allegheny-Blue Ridge Alliance
Appalachian Voices
Bike Walk RVA
Blue Green Alliance
Blue Ridge PRISM
Capital Region Land Conservancy
Capital Trees
Center For Progressive Reform
Chesapeake Climate Action Network
Clean Fairfax Council
Climate Equity Working Group
Coalition For Smarter Growth
Cowpasture River Preservation Association
Dan River Basin Association
East Coast Greenway Alliance
Edith J. Carrier Arboretum At James Madison University
Fairfax County Park Foundation
Faith Alliance For Climate Solutions

Friends Of The Lower Appomattox River
Indigenous Conservation Council
Keep Virginia Beautiful
Loudoun Wildlife Conservancy
Nature Forward
New River Land Trust
Northern Virginia Bird Alliance
Oceana
Partnership For Smarter Growth
Renew Rocktown
Rockbridge Conservation
Rockfish Wildlife Sanctuary
Rockfish Valley Foundation
RVA Rapid Transit
Shenandoah Valley Bicycle Coalition
Solar United Neighbors
Southwings
Spotswood Garden Club
Trust For Public Land
Unitarian Universalist Church Of

Roanoke
UVA School Of Law, Environmental, And Regulatory Law Clinic
Virginia Association for Biological Farming
Virginia Association for Parks
Virginia Association of Soil & Water Conservation Districts
Virginia Clinicians for Climate Action
Virginia Native Plant Society
Virginia Organizing
Virginia Wilderness Committee
Virginia's United Land Trusts
Virginians For High Speed Rail
Waterkeepers Chesapeake
White House Farm Foundation
Wild Virginia
Wildlands Network
York River Stewards

DOGWOOD

Augusta Garden Club
Back Bay Restoration Foundation
Black Family Land Trust
Boxwood Garden Club
Bus Riders Of Roanoke Advocacy Group
Clean Virginia Waterways
Climate Action Alliance Of The Valley
Climate Changemakers
Concerned Citizens Of Charles City County
Drive Electric RVA
EcoAction Arlington
Elders Climate Action - VA Chapter
Friends of Accotink Creek
Friends of Buckingham
Friends of Dragon Run
Friends of Dyke Marsh
Friends of the Dahlgren Railroad Heritage Trail
Friends of the Rivers of Virginia
Garden Club of Norfolk
Garden Club of The Middle Peninsula
Greater Richmond Fit4kids
Groundwork RVA
Henrico Conservation Action Network
Hunting Creek Garden Club

Lake Anna Civic Association
Loudoun Climate Project
Mattaponi & Pamunkey Rivers Association
Mill Mountain Garden Club
Nansemond River
Preservation Alliance
Nelson County Garden Club
New River Valley Bicycle Association
Northern Virginia Families for Safe Streets
Preserve Grayson
Rail Solution
Rappahannock League for Environmental Protection
Rappahannock Valley Garden Club
Rivanna Conservation Alliance
Rotary Club of Orange County, VA
RVA YIMBY
Shenandoah Green
Sierra Club - Chesapeake Bay Group
Sierra Club - Falls of the James Group
Sierra Club - Great Falls Group
Sierra Club - Piedmont Group
Sierra Club - Potomac Region Outings
Sierra Club - Potomac River Group
Sierra Club - Rappahannock Group

Sierra Club - Roanoke Group
Sierra Club - Shenandoah Group
Sierra Club - York River Group
Southside ReLeaf
Surfrider Foundation - VA Chapter
Sustainable Mobility For Arlington County
Sustainable Roanoke
The Clinch Coalition
ThirdAct Virginia
Totier Creek Watershed Association
TrailHead Collective
Tree Fredericksburg
Virginia Association for Environmental Education
Virginia Bicycling Federation
Virginia Council of Trout Unlimited
Virginia Green Travel Alliance
Virginia Recreation and Park Society
Virginia Society of Ornithology
Virginia Transit Association
Virginia Saltwater Sportfishing Association
Washington Area Bicycle Association
Winchester-Clarke Garden Club
YIMBY Hampton Roads
YIMBYs Of Northern Virginia

ABOUT VCN

VCN coordinates over 170 environmental nonprofits working in the Commonwealth of Virginia to build a powerful, diverse, and highly coordinated conservation movement through four main working groups: Water, Energy, Land & Wildlife Conservation, and Land Use & Transportation.

VCN is a facilitator of strategic action, a resource for Network Partners statewide, and a constant conservation presence in Virginia's Capitol. Staff focus on strengthening the conservation community as a whole and winning environmental victories that benefit all Virginians.

2026 BOARD OF DIRECTORS

- Kendyl Crawford*
- Clarence Tong*
- Chris Miller*
- Kate Wofford*
- Karen Forget*
- Peter Anderson
- Pamela Bingham
- Jeanette Cadwallender
- Karen Campblin
- Daryl Downing
- John Eustis
- Jonathan Gendzier
- Mike Gerel
- Weston Gobar
- Victoria Higgins
- Jeremy Hoffman
- Stewart Schwartz
- Mary-Carson Stiff
- Calandra Waters Lake

*Executive Committee

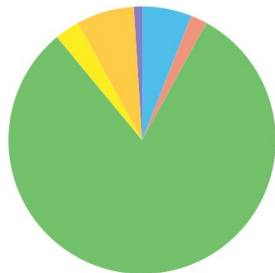


Pictured: Mary-Carson Stiff, Wetlands Watch; Peter Anderson, Appalachian Voices; Jonathan Gendzier, SELC; and Victoria Higgins, CCAN, joined VCN's Board of Directors after getting voted on at the Annual Meeting & Partner Retreat in September.

FINANCIALS

2025 INCOME

- 6% Partnership Dues
- 2% Individual Donations
- 81% Foundation Grants
- 3% Event Income
- 7% Partner Projects
- 1% Other Revenue



2024 EXPENSES

- 60% Personnel
- 3% Travel
- 5% Events
- 21% Partner Projects
- 11% Office, Tech, & Administration



VCN STAFF



NICOLE VAUGHAN
Director of Communications



LILLIAN ANDERSON
Program Director – Energy Programs



BRITTNEY BEAZLEY
Director of Operations & Fundraising



JAIME TREJO-ANGELES
Communications Manager



FATIMA KAMARA
Policy Manager – Land Use & Transportation



LAURA BOWER
Administrative Assistant

NEW STAFF SPOTLIGHT



JESSICA SIMS, Executive Director

Jessica joined as VCN's incoming Executive Director in February 2026. Prior to this, Jessica worked with a few of VCN's Network Partners, including the Sierra Club Virginia Chapter and Appalachian Voices. Born and raised in Central Virginia, Jessica brings a lifelong passion for protecting Virginia's environment, which has grown over a decade of experience leading campaigns advocating for clean water and air.



REBECCA MALPASS, Program Director – Clean Water & Land Conservation

Rebecca Malpass spent the past four years as the Director of Policy and Research at the Water Collaborative in New Orleans, Louisiana. She brings deep experience in clean water, resilience, and toxics issues and is excited to bring her background to VCN. Rebecca graduated from Tulane University with a degree in Psychology and is finishing her Master's in Public Administration at Tulane University.



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