



**GROUNDWORK**  
Richmond

Richmond, CA

# MAKE YOUR IMPACT LAST

2024-25 Impact Report



**ARBOR DAY** OCTOBER 2025 / Tree planting event

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**Lorena Castillo**  
Executive Director



## Reflections on Our Journey Together

As we move forward,  
let us continue to embrace  
challenges as opportunities  
for growth.

AS WE REACH THE END OF ANOTHER YEAR, I want to take a moment to reflect on the challenges, we have faced and the successes we have celebrated together.

I am proud to share that we have achieved remarkable successes and have planted 373 trees in our most vulnerable communities. Our Bosque de Barrio project has enhanced community engagement, with increased participation and positive feedback. We completed Phase 1 of our TreeFense, vegetation barrier, project along the Richmond Parkway planting over 200 trees and shrubs.

This past year has been marked by significant challenges. We navigated through unforeseen obstacles that tested our resilience and adaptability - from funding federal freezes to staff turn-over, each hurdle required us to come together and find solutions that align with our mission.

Through our third round of our Air Rangers program, we installed 35 Purple Air Sensors across Richmond, making air quality accessible to more communities.

These accomplishments are a testament to your hard work, dedication, and unwavering commitment to our community. I want to extend my heartfelt gratitude to each of you for your contributions.

As we move forward, let's continue to embrace challenges as opportunities for growth. Together, we can continue to grow Richmond's urban forestry canopy and make an even greater impact in the months ahead.

Thank you for your continued support and commitment.

## ***Message From The Board Chair***

Fellow Community Members,

On behalf of the Groundwork Richmond (GWR) Board of Directors, I am proud to share our accomplishments for 2025!

Like many environmental non-profits, our work has been challenging because of funding changes at the state and federal level. We have attracted significant state and federal government funding over time. But in 2025, some of those funding sources were eliminated or reduced and can no longer be relied on. While we are on solid ground, we have had to reduce programs and lay-off staff. Now, we must diversify our funding and attract more funding from corporations, foundations, and private donors to maintain and grow our strong environmental programs.

GWR staff has been working hard on Urban Greening, especially tree planting along the Richmond Greenway, Richmond Parkway, and neighborhood parks. Tree-plantings often take place at community events such as the Martin Luther King Jr. Day of Service and Arbor Day, where we are joined by volunteer community members and civic groups, fostering community stewardship and ownership of these vital open spaces.

**Tree-planting events are not just digging up some dirt, plopping a tree in and putting the dirt back in. They are a learning and training ground for our Green Team and Workforce Development participants who will become future stewards of the community's outdoor environment, and/or employed in an environmental field. They beautify our neighborhoods.**

The results are quite striking when a weedy section of the Greenway is replaced by a grove of native trees and plants, creating beauty in place of a run-down scruffy look. While the benefits of improving the appearance of a community are very important, it cannot be overstated that planting trees has an important impact on community health. Trees help sequester CO<sub>2</sub> (6250 pounds in 2025) thereby improving air quality and limiting incidences of respiratory disease. Neighbors also use the Greenway for walking for errands and to transportation and provide a

much-needed are for safe physical activity.

Our partnership with the City of Richmond, funders, and other non-profits has been vital for these community improvements, particularly on the western section of the Richmond Greenway. It has been nicely developed with trees, an "edible forest", play-ground, community event area, and a rammed earth bike track. Yet more needs to be done on the eastern section and additional community parks.

We have seen the visible changes that community involvement, funding partnerships, and hard work can bring! We look forward to new funding partners over the next few years to continue the revitalization that has already taken place. Please join us!

Sincerely,

***Nancy Baer***  
Founding Board Chair



# Urban Forestry

In 2025, Groundwork Richmond planted 373 trees throughout Richmond. At parks, along residential streets, and at residents' homes, the trees we planted will capture particulate matter and air pollution, provide shade, and sequester greenhouse gases. Trees are planted and maintained by our Tree Crew, our Workforce

Development Teams, and our Green Team. While making Richmond more vibrant and safer, Groundwork Richmond's education programs are also training Richmond youth and young adults in environmental sciences, urban forestry practices, and climate change solutions.





# Urban Forestry cont'd

**CRESCENT PARK** / Tree planting event:  
Planting alongside our Green Team and  
the City of Richmond.



Funded by the Strategic Growth Council, USDA, and CalFire, this Urban Forestry work is at the core of our organization. Strategically planning best practices for which trees will do the most for our city and in which locations do we help execute the city's Urban Greening Masterplan with pride and purpose.

**This Urban Forestry program serves as a primary opportunity for hands-on experience in gaining green skills, and education for our Green Team and Work-force Development Program.**

# Building Stewardship

## TAKE the Initiative



**When Groundwork Richmond begins Urban Forestry projects, our first step is listening.**

*For generations, our community has suffered from poor air quality and a lack of green spaces. Conversations with community members and close collaboration with the city help to define our project priorities: increase Richmond's Tree canopy, revitalize spaces along the Richmond Greenway, make parks more vibrant and safer, and support beautiful green spaces where the community can come together.*

## SOLVE the Problem



**Pollution from transportation and local industry currently make the air quality in Richmond soberingly poor.**

*One way Groundwork Richmond works to mitigate this harm is by planting trees that we maintain for years to maximize the positive impact those trees will have on sequestering greenhouse gasses and making our community healthier.*

## BE the Solution



### CARBON EMISSIONS REDUCED

- **373 trees planted in 2025**
- **6,250 lbs of CO<sub>2</sub> sequestered in 1-year**
- **2.3+ million lbs. of CO<sub>2</sub> captured over the next 40 years**

*Strategically planted trees reduce pollution at the source, improve air quality, and build long-term climate resilience for Richmond communities*



# Taking Care of the Trees



Our Tree Crew works year-round to maintain over 300 trees planted in Richmond.

We have responsibility to ensure that the trees are established after 3-years being planted. We water, prune, weed, and spread mulch.

*Recurring gifts help ensure we're always ready to take action!*



# TreeFense

One of the more harmful causes of pollution in Richmond comes from the cars, freeways, and railways that run through our city. To directly mitigate this pollution and capture greenhouse gases and particulate matter released into our air by being at the center of mass transportation, we implemented the TreeFense project in 2025.

As part of this project, Groundwork planted over 200 trees and shrubs along the Richmond Parkway. A vegetation barrier was created between oncoming traffic to increase safety for drivers, while simultaneously capturing particulate matter and greenhouse gases at their source.

# 200+

TREES & SHRUBS  
PLANTED



**RICHMOND PARKWAY** / A vegetation barrier



# TreeFense cont'd...

**RICHMOND PARKWAY** / This vegetation barrier will help with sound pollution from the busy roadway.



**Phase I** of this project was completed through our partnership with the City of Richmond and Groundwork Richmond, and with funding from the California Natural Resources Agency. With the hard work of our Urban Forestry Team in collaboration with our Workforce Development team, Groundwork completed 80% of this project in 2025. **Phase II** of the project will be completed in early 2026.



# Adopt-A-Tree

Groundwork continues its work towards increasing Richmond's tree canopy by planting along streets and at resident's homes. **In partnership with the City of Richmond, USDA and The Strategic Growth Council, a major part of our work is planting trees through our Adopt-A-Tree program.** Residents can apply for a free tree to be planted at their home along residential streets, in their front or backyard! We conduct site assessments, make determinations for the best trees to plant at each site, and within weeks residents enjoy new trees for free at their homes.

We are looking to expand this program into more Richmond neighborhoods in 2026 with support from our partners and funders. The further this program can reach throughout the city, the more we can increase the tree canopy and improve lives.



*Bosque del Barrio is a tree-planting initiative that will reforest Richmond. Groundwork Richmond is planting 1,000 trees in the Coronado, Santa Fe, Iron Triangle neighborhoods.*



Trees truly make a difference in our city by improving air quality, creating shade, reducing noise pollution, and increasing property value. If you would like to adopt a tree please follow the link and fill out our interest form.

You can also email:



# Air Rangers

**FUNDED**

**BY California Air  
Resources Board**

Groundwork's Air Rangers program installs air monitors for Richmond residents and businesses to monitor air quality in some of our most vulnerable neighborhoods.

**35**

**AIR MONITORS  
INSTALLED**





Four graduates of this program stayed on with Groundwork Richmond bolstering our Tree Crew and gaining valuable extended experience in urban forestry.

To enhance our Workforce Development Program, we partner with the National Park Service for certified arborist workshops, take field trips for cultural education and outdoor equity, and partner with peer organizations to maximize career pathways.

# Workforce Development

**This year Groundwork Richmond graduated it's third cohort of Workforce Development participants.** In partnership with the City of Richmond, the National Park Service, and CalFire, our Workforce Development team, made up of seven Richmond residents, planted 100 trees, learned community engagement skills, earned several professional certifications, and built connections for career opportunities.





# Green Team



The goal of Groundwork Richmond's Green Team is to connect Richmond youth from disadvantaged neighborhoods with the skills and resources necessary to pursue higher education, careers in green skills, or other opportunities related to environmental conservation, preservation, and equity. We accomplish this through a mixture of academic curriculum, experiential and project based learning, and green skills development workshops.

The overall crime rate in Richmond is 47% higher than the national average. Joining the Green Team creates a safe place for high school aged youth. It serves as a gateway to opportunities that they may not have otherwise had in their schools or in their personal lives. By providing our students with educational and career opportunities, we have been able to change lives.

## Groundwork Richmond's Green Team program prioritizes

- Viewing youth as assets and valuable to society
- Involving youth as partners rather than clients
- Building character, connections, confidence and that they realize their contributions
- Engaging in activities that promote self-awareness, self-worth, resiliency, and a sense of belonging



## Green Team cont'd...

Our 2025 cohort went on **12 field trips** over 8 weeks to connect local youth to the outdoors and inspire a sense of belonging. **100%** of last summer's Green Team said they improved their knowledge of local opportunities in nature, and **90%** reported they had an increased sense of belonging in nature.



Through our youth development programming, we are investing in the future of individuals and their communities. We are paving the way with hope that future generations can thrive through improved green spaces, increased opportunities in green skills education and jobs, and inspire youth to

work together to protect the environment and revitalize our communities.

# OUR Mission – Our Journey Together

## Our COMMUNITY



At the core of our mission is working with local residents, businesses and partners to revitalize communities through collaboration.

*One of our goals is to build upon the vision of Lillie Mae Jones and to continue to build up the Richmond Greenway, provide community events to inspire stewardship, and listen and learn to design creative, sustainable ways to improve the health of our community.*

## Our PARTNERSHIPS



On MLK day, we partnered with Urban Tilth, Watershed Project and Contra Costa Natural Resources District to host hundreds of volunteers along the Richmond Greenway to plant trees, native plants, pick up trash and come together to inspire positive change.

*Groundwork Richmond has adopted 4 spots on the Greenway, and we regularly maintain these groves. We see the Greenway as a generational opportunity shaped by the people who live and work along its path, and we are committed to its constant improvement.*

*Project goals for 2026 include expanding our groves to include native plants for habitat restoration for local pollinators and increased health for both the trees and the people who live nearby.*

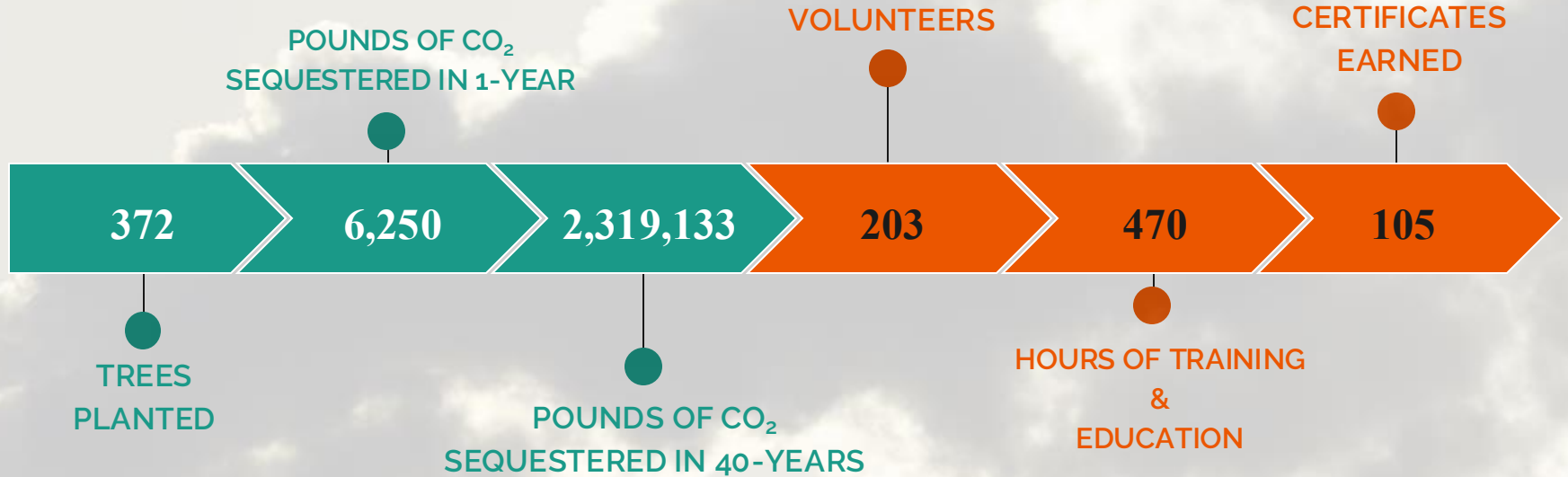
## Our EVENTS



### Other 2025 community events

- **Coastal Clean-Up Day:**  
*volunteers picked up hundreds of pounds of trash*
- **Arbor Day:**  
*in partnership with the City of Richmond, we hosted 50 volunteers and planted 29 trees*
- **Earth Day:**  
*30 volunteers maintained trees along Ohio Avenue*

# OUR Impact



# OUR Financials

## Balance Sheet

Groundwork Richmond  
As of September 30, 2025

Account	Total
∨ Assets	
∨ Current Assets	
> Bank Accounts	\$105,211.83
> Accounts Receivable	\$144,325.00
> Other Current Assets	\$649.24
Total for Current Assets	\$250,186.07
> Fixed Assets	\$38,032.30
> Other Assets	\$200.04
Total for Assets	\$288,418.41
∨ Liabilities and Equity	
∨ Liabilities	
> Current Liabilities	\$94,356.21
> Long-term Liabilities	\$143,895.00
Total for Liabilities	\$238,251.21
> Equity	\$50,167.20
Total for Liabilities and Equity	\$288,418.41

## PROFIT & LOSS

Net profit for FY25

\$27,005

↓ Down 75% from FY 24

\$1,201,810

Income



\$1,174,805

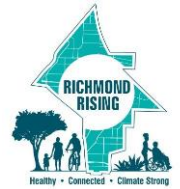
Expenses



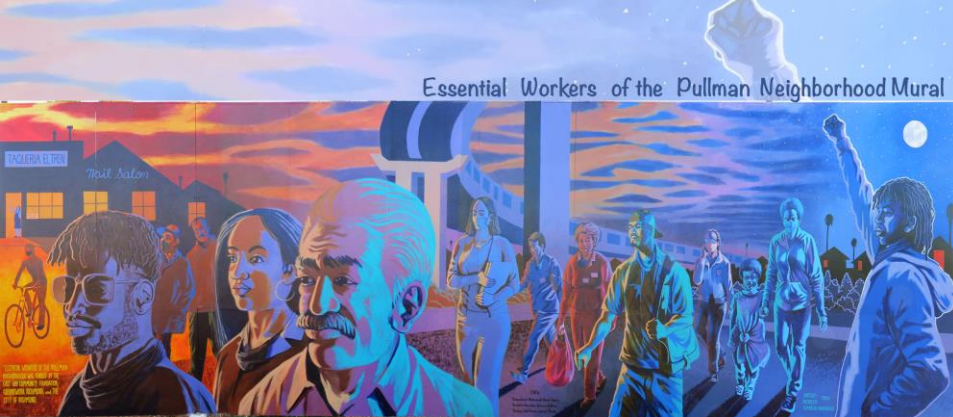
# OUR Partners



HELLMAN  
FOUNDATION



Essential Workers of the Pullman Neighborhood Mural



URBAN FOREST ADVISORY COMMITTEE  
FULL COLOR LOGO FINAL 9-29-17



Funded by the East Bay Community Foundation, Groundwork Richmond, and the City of Richmond.