



GROWING HOPE

2025-2026
ANNUAL REPORT

Communities
Working Together
Towards
Salmon Recovery



Growing Hope, Together



A little over a year ago, I became a mother.

Like so many new parents, I find myself seeing the world differently. I notice the wonder of throwing sticks in a stream, the excitement of watching a dipper bobbing on a rock, and the joy that comes from simply being outside. I also find myself thinking more deeply about the future and the kind of world we will leave for the next generation.

There is no denying that these are challenging times. Conservation organizations continue to face funding uncertainty, and the work ahead can feel daunting. Yet, despite these challenges, I remain remarkably hopeful.

That hope comes from this community.

Over the past year, together, we celebrated a completed restoration project, launched new projects, strengthened partnerships with Tribes and local organizations, and expanded education programs that will inspire the next generation of environmental stewards. Each achievement reflects the dedication of people who believe that lasting change happens when communities work together.

As a mother, this work has taken on an even deeper meaning. I want my son to inherit rivers that still support wild salmon, forests that thrive, and a community that values working together to care for the places we all call home.

That is what salmon recovery has always represented to me. It is an act of optimism. Every tree planted, every stream restored, every student inspired, and every partnership built is a choice to believe that the future is worth investing in.

Thank you for being part of that future. Whether you volunteered, donated, partnered with us, or championed our mission, you have helped grow hope across the North Olympic Peninsula.

Together, we are restoring more than habitat. We are growing hope for our communities, for future generations, and for the salmon that connect us all.

Thank You

Jane Doyle
Executive Director



GROWING FUTURE STEWARDS

Through youth and adult education and member experiences, we inspire understanding, and cultivate future advocates for salmon.

BY THE NUMBERS



512

STUDENTS
PARTICIPATING IN
SALMON IN
SCHOOLS



337

MEMBERS THAT
SUPPORT NOSC'S
MISSION

“

Because of you we learned SO much more than you think. We learned how you take care of salmon, we know the salmon story, and we saw a BIG salmon.”

Franklin Elementary 5th Grader



SALMON IN SCHOOLS PARTNERSHIPS

Just as salmon habitat restoration benefits entire ecosystems, NOSC's education programs provide opportunities to local students, support teachers in meeting standards and filling curriculum gaps, and collaborate with other environmental education providers to better serve our public schools. This ripple effect was felt this year as NOSC partnered with the Lower Elwha Klallam Tribe, Port Angeles School District, and NOAA Fisheries to build culturally relevant curriculum about the Elwha River and provide a full day teacher training to Port Angeles teachers. We also worked to build a network of nine environmental education providers that serve Clallam and Jefferson Counties with the express goal of collaborating together to better serve our local schools.

MEMBER TOURS & ADULT PROGRAMS

NOSC welcomed community members to five guided member tours, a five-week Stream Stewards course, and two Winter Twig ID workshops. Tour participants explored the Pedersen Restoration Project, Morse Creek, observed spawning salmon, and joined WDFW biologists monitoring salmon on Salmon Creek. These hands-on experiences help participants better understand the science behind salmon recovery while building meaningful connections with the landscapes, partners, and people working every day to restore them. Together, we are cultivating informed, engaged community members who will champion healthy watersheds for generations to come.



GROWING HEALTHY WATERSHEDS

Our nursery and riparian restoration program work hand in hand to grow forests and create resilient habitats.

BY THE NUMBERS



3,400

NATIVE TREES AND
SHRUBS IN THE
NURSERY



832

VOLUNTEER HOURS
SPENT PLANTING
TREES AND IN THE
NURSERY

WHY IT MATTERS

Riparian forests keep streams cool, stabilize banks, filter pollution, reduce erosion, and provide food and shelter. Healthy streamside habitat creates the clean, connected waters salmon need to survive and thrive.

GROWING WHAT COMES NEXT

Restoration often starts long before a shovel hits the ground. Through our partnership with the Jefferson County Conservation District (JCCD) and the Washington State Conservation Commission's Riparian Plant Propagation Program, NOSC is growing the native plants that will help bring future restoration projects to life. Our shared nursery at Finnriver Ciderly in Chimacum has doubled in size, creating space for thousands of plants that will support projects planned to restore more than 120 acres of riparian habitat across our region. With new fencing, shade structures, and a 200-foot underground irrigation line, we're creating the conditions for these young plants to thrive and preparing today for healthier forests and rivers in the future.

RIPARIAN HABITAT STEWARDSHIP



Long-term site stewardship is frequently overlooked and underfunded. Yet the years following restoration are critical to ensuring projects achieve their intended ecological benefits. The East Jefferson Riparian Stewardship Project fills this gap by providing ongoing care to 16 restored riparian sites across eastern Jefferson County. Stewardship activities include controlling invasive weeds, managing beaver browse, replacing failed plantings, thinning maturing forests, and monitoring site conditions to guide adaptive management. These efforts help young restoration projects continue developing into healthy, resilient riparian forests. By investing in the long-term success of restoration work, this project protects the significant public investment already made in habitat recovery while ensuring these sites continue to improve over time.

GROWING COMMUNITY

The most meaningful restoration doesn't happen because of one organization. Every project is a testament to the power of partnership



BY THE NUMBERS



3.12

TONS OF TRASH
REMOVED FROM
THE SITE



400

NATIVES TREES
PLANTED ALONG
CHIMACUM CREEK



12

PARTNERS THAT
MADE THIS
RESTORATION
POSSIBLE

“

This project was about so much more than salmon. At this project site habitat issues and needs met squarely with social issues and needs. With time and lots of patience the habitat issues have been addressed. The social challenges are tougher and will take longer to resolve.

”

Kevin Long, Senior Project Manager

PRICE STREET RESTORATION

The Price Street Restoration Project demonstrates what is possible when a community comes together for salmon. Once threatened by abandoned structures, illegal dumping, and polluted stormwater runoff, this critical reach of Chimacum Creek has been transformed into protected, healthy habitat for Hood Canal summer chum salmon. Through nearly a decade of collaboration among Tribes, Jefferson Land Trust, Jefferson County, federal and state agencies, funders and local partners, the site is protected and now supports cleaner water, restored streambanks, and a healthier watershed. This creates lasting benefits for salmon, wildlife, and the community, for generations to come.



GROWING CAPACITY

By investing in people, we are growing the knowledge, leadership, and partnerships that make salmon recovery possible.



Thank you to Education Intern, Maeve Kenney and WCC AmeriCorps member, Emma Weaver, for the enthusiasm and dedication you brought to our education and outreach programs this year. Whether leading students on field trips, supporting classroom lessons, or connecting with community members at our events, you both helped to educate future salmon champions.

WCC CAREER PATHWAYS TRAINING

In June 2026, NOSC hosted a Career Pathways training for the Washington Conservation Corps (WCC), bringing together 8 crews totaling 48 members to explore career opportunities across the diverse natural resource sectors on the Olympic Peninsula. Instructors from the Jamestown S'Klallam Tribe, NOSC, WA Sea Grant, Natural Systems Design, and Clarity Enterprises shared regional expertise spanning geographic information systems, habitat restoration, and environmental consulting.

This training was made possible through Habitat Strategic Initiative Lead funding from the Washington Department of Fish and Wildlife (WDFW) and Environmental Protection Agency (EPA).

PROJECT MANAGER COALITION

Every quarter, NOSC convenes habitat project managers from across the Olympic Peninsula to strengthen the region's capacity to deliver high-quality salmon recovery projects. Through trainings, roundtables, and peer exchange, members shared challenges, lessons learned, and technical expertise on topics ranging from construction oversight to permitting. In 2026, the coalition gathered for a full-day training pairing engineer and project manager perspectives on specifications and design review. By bringing together tribal, nonprofit, and agency practitioners, the coalition builds a stronger, more connected restoration workforce.



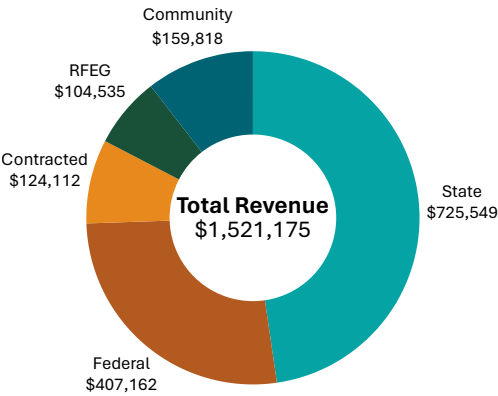
INVESTING IN OUR MISSION

Every dollar entrusted to NOSC strengthens habitat, supports education, and builds a healthier future for our communities.

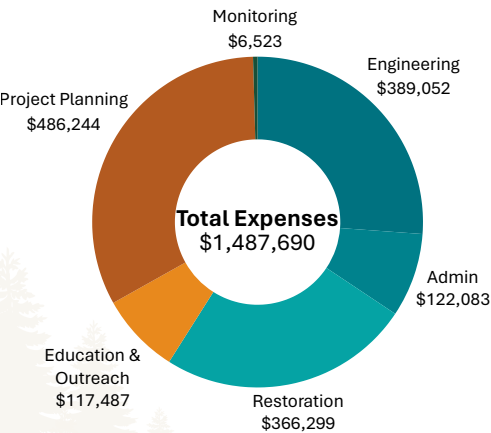
FINANCIAL SUMMARY

Fiscal Year 2025-2026

REVENUE



EXPENSES



OUR IMPACT AT A GLANCE

2025-2026

-  **11** RESTORATION PROJECTS CURRENTLY IN PROGRESS
-  **2,490** NATIVE TREES AND SHRUBS PLANTED
-  **877** K-12 STUDENTS EDUCATED IN CLASSROOMS AND THE FIELD
-  **2,135** VOLUNTEER HOURS SUPPORTING OUR WORK
-  **4,777** MEMBERS OF THE COMMUNITY ENGAGED IN SALMON RECOVERY

Thank you for believing in healthy rivers, thriving salmon, and strong communities. Your generosity makes this work possible. If you haven't yet joined us, there's never been a better time. Make a gift today and help grow hope across the North Olympic Peninsula.



*Scan here to
make a
donation*

 nosc.org/donate



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NOSC Staff

Sarah Doyle - *Executive Director*

Kevin Long - *Senior Project Manager*

LJ Stensgar - *Finance Manager*

Jim Stanger - *Development & Communications Manager*

Lindsay McCord - *Education & Outreach Coordinator*

Nate Roberts - *Stewardship Coordinator*

Maude Richards - *Accounting Assistant*

Emma Weaver - *WCC Individual Placement*

Maeve Kenney - *Education Intern*

25-26 Board of Directors

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