



Annual Report 2025

Golden State Land Conservancy

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TO OUR STAKEHOLDERS

Strategic Highlights

Golden State Land Conservancy (GSLC) has undergone several changes in 2025: new leadership, new board members, and a new direction. In 2025, GSLC continued to strengthen its foundation as a trusted, mission-driven land trust dedicated to the lasting protection of California's landscapes. This year reflected a balance of continuity and change — a period where renewed leadership, deepened partnerships, and ongoing commitment came together to advance GSLC's enduring vision.

GSLC refined its stewardship and compliance systems to ensure every conservation easement under its care continues to meet the highest standards of permanence and accountability. The organization invested in new tools and workflows to support transparent, efficient monitoring and long-term record management. These improvements reaffirm GSLC's dedication to both excellence and integrity in conservation practice.

Collaboration remained central to GSLC's progress. By engaging with landowners, partner organizations, and agencies, GSLC helped move forward key conservation projects and fostered shared approaches to land protection and management. Through this work, GSLC strengthened its role as a reliable, solutions-oriented partner across the state.

Financial and operational sustainability were also areas of focus. GSLC enhanced its stewardship endowments, refined fiscal planning tools, and reinforced cybersecurity measures to support the organization's growing responsibilities. These efforts will ensure GSLC's long-term capacity to protect the lands entrusted to its care.

A significant highlight of the year was a thoughtful transition in leadership — one that brought renewed energy and fresh perspective, while maintaining GSLC's steadfast commitment to its mission. The organization's team and Board worked together to sustain momentum, nurture collaboration, and plan for the future with confidence.

As GSLC looks ahead, the organization remains focused on deepening its impact — advancing land conservation that supports habitat resilience, agricultural vitality, and community well-being. Guided

by purpose, grounded in partnership, and inspired by the landscapes it protects, GSLC continues to ensure that California's lands and as well as its legacy thrive together.

Financial Highlights

In 2025, GSLC's financial strength allowed the organization to advance critical conservation work across California, protecting additional working lands, restoring habitats, and supporting long-term stewardship of conserved properties. These resources ensure projects continue to deliver lasting ecological and community benefits, reinforcing GSLC's mission to safeguard the state's natural and agricultural landscapes for generations to come.

Operating Highlights

In 2025, GSLC made significant progress in advancing its operational excellence and organizational capacity. The year was marked by a strengthened stewardship framework, improved monitoring and recordkeeping systems, and the continued development of internal workflows to support efficient, high-quality conservation outcomes.

GSLC enhanced its compliance and stewardship practices by refining monitoring protocols, streamlining document management, and integrating updated tools for tracking conservation easements. These improvements have strengthened the organization's ability to manage its growing portfolio responsibly and transparently.

The team expanded its capacity through strategic hires and professional development, ensuring that staff have the expertise and resources necessary to meet the demands of land stewardship, compliance, and partner engagement. Operational planning and financial management were prioritized, with multi-year projections, budgeting tools, and cybersecurity measures implemented to safeguard both assets and information.

Collaboration and communication also remained central to GSLC's operations. The organization maintained regular engagement with landowners, partners, and stakeholders, facilitating smooth project implementation and reinforcing trust across all conservation activities.

Looking Ahead

GSLC remains committed to advancing its mission of protecting California's working and wild landscapes through strategic, science-based conservation. In the coming year, GSLC will focus on strengthening stewardship capacity, fortifying due diligence, improving data systems that support adaptive management, and cultivating partnerships that align long-term ecological integrity with community priorities. Our focus will be on projects that protect ecology, reduce water consumption, provide community benefits, and achieve California's 30x30 goals. Efforts will also continue to enhance fiscal sustainability and transparency, ensuring GSLC remains a trusted and resilient conservation organization.

Looking ahead, GSLC envisions a future where conservation easements not only safeguard land and water resources but also serve as catalysts for climate resilience and biodiversity recovery. Through collaboration, innovation, and a steadfast commitment to lasting stewardship, GSLC will continue shaping landscapes where sustainable agriculture, thriving ecosystems, and local communities coexist and prosper.

A handwritten signature in black ink, appearing to read "Devin Best". The signature is fluid and cursive, with the first name "Devin" and last name "Best" clearly distinguishable.

Devin Best
Executive Director

FINANCIAL SUMMARY

Revenue Growth

GSLC ended the fiscal year with strong financial performance, achieving an estimated 10% increase in total revenue over the previous year. Growth was driven by new conservation easement projects, applying for competitive grants, and engaging in donor and partner contributions. These resources enabled GSLC to expand its stewardship capacity and advance key conservation priorities across California.

Expenditure and Stewardship

Approximately 80% of total expenditures were dedicated to mission-driven activities, including conservation easement monitoring and long-term stewardship planning. The remaining 20% supported administration, compliance, and development—ensuring operational excellence and transparency. Strategic investments in technology, training, and data systems enhanced efficiency and strengthened the organization's ability to manage complex conservation projects.

Long-Term Financial Stability

GSLC's stewardship and endowment funds grew by an estimated 7%, reinforcing the organization's commitment to long-term sustainability and perpetual management of conserved lands. Through disciplined fiscal oversight and diversified funding strategies, GSLC continues to build a resilient financial foundation that supports enduring conservation outcomes.

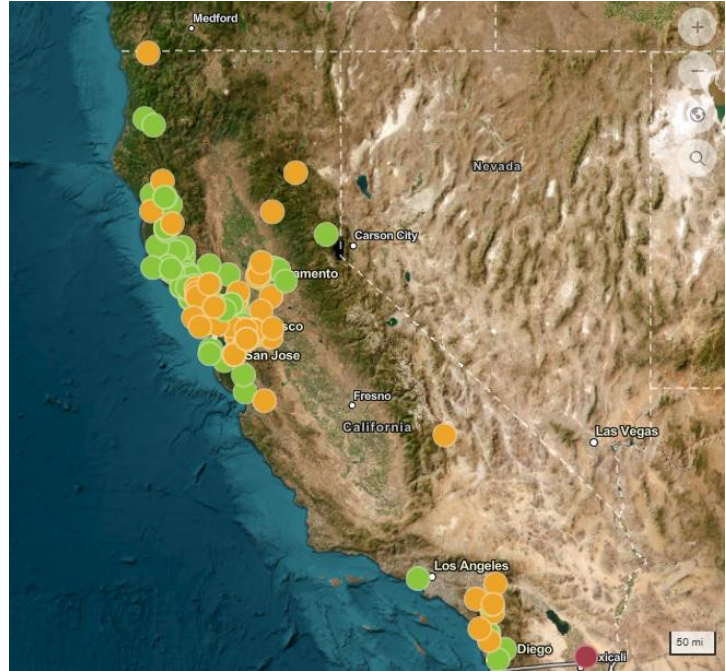
Looking Ahead

In the coming year, GSLC will focus on diversifying funding sources, expanding partnerships with landowners and public agencies, and strengthening internal systems that ensure accountability and impact. These efforts will position the organization to protect even more of California's working and wild landscapes - now and for future generations.

2025 PROJECTS AND STATEWIDE EXPANSION

Expanding Conservation Impact

In 2025, Golden State Land Conservancy (GSLC) broadened its reach across California with new projects that strengthen climate resilience, protect working lands, and enhance habitat connectivity. Building on more than 86 conserved properties and 35,000 acres, GSLC is developing new easements in the Bay Area, Central Coast, and Southern California—focusing on rangeland protection, watershed conservation, and restoration of critical wildlife corridors.



Building Capacity for Growth

To support statewide expansion, GSLC is investing in modern data systems, standardized monitoring protocols, and regional partnerships that strengthen stewardship capacity. These improvements ensure consistent, science-based management across all conserved lands and position GSLC as a trusted conservation leader.

Looking Forward

GSLC's statewide growth reflects its commitment to collaboration, innovation, and lasting stewardship. Through strategic partnerships and diversified funding, GSLC is shaping a resilient future where California's natural and working landscapes continue to thrive for generations to come.

BOARD DEVELOPMENT

Board of Directors

GSLC is guided by a dedicated and diverse Board of Directors, whose expertise spans conservation, agriculture, finance, law, and community engagement. The board provides strategic oversight, ensures strong governance, and helps shape the organization's long-term vision, ensuring that GSLC's work balances ecological protection with community benefit.

Our board members are deeply committed to advancing GSLC's mission of protecting California's working and wild landscapes. Through their leadership, guidance, and advocacy, they help secure resources, foster partnerships, and provide insight that strengthens both the organization's operations and its statewide impact. Their collective experience and stewardship help ensure GSLC's conservation efforts endure for generations to come.

Casey Edmondson

GSLC extends its heartfelt thanks to Casey Edmondson for his service as Treasurer of the Board of Directors. Casey's leadership, financial expertise, and commitment to conservation have been invaluable in guiding GSLC's fiscal stewardship and supporting the organization's mission. Casey Edmondson served on GSLC's Board of Directors from 2018 to 2025, offered steadfast leadership through the unprecedented challenges of the COVID-19 pandemic and helped to chart a clear path for the organization's next phase of growth, impact, and long-term stewardship.

While we are sad to see him step down, we celebrate the lasting impact of his contributions and look forward to building on the strong foundation he helped create. Casey's dedication to protecting California's working and wild landscapes will continue to inspire GSLC's work for years to come.

New Board Members

GSLC is pleased to welcome three new members to its Board of Directors: Will Hauser, Kyrsten Shields, and Marina Washburn. Their diverse expertise, experience, and commitment to conservation will strengthen GSLC's leadership as the organization expands its statewide impact. Each brings unique experience in land management, environmental policy, finance, and community engagement, enhancing the board's ability to guide GSLC's strategic vision and stewardship efforts.

Will Hauser brings extensive experience in financial management, organizational growth, and data systems development. Kyrsten Shields contributes expertise in nonprofit governance, environmental policy, and community partnerships, supporting GSLC's mission to protect critical habitats while fostering local engagement. Marina Washburn adds a strong background in finance and organizational leadership, helping ensure the organization maintains fiscal strength while pursuing long-term conservation goals.

Together, Will, Kyrsten, and Marina strengthen GSLC's capacity to address the complex challenges of land conservation in California. Their leadership and guidance will help advance strategic priorities, foster collaboration with partners, and ensure that GSLC continues to protect California's natural and agricultural landscapes for generations to come.

WITH GRATITUDE

With 2025 behind us, GSLC stands ready to meet the challenges and opportunities that lie ahead. Our work this year strengthened our foundation for lasting conservation impact—investing in communities, stewarding critical habitats, and expanding our partnerships. The path forward is clear: to ensure the lands we protect today will sustain the generations of tomorrow.

