

2020

# Annual Report



Photo: Morgan Maassen



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PROTECT 100% OF THE COASTS





# Our Story

More than 35 years ago, a handful of surfers made a powerful statement by founding the Surfrider Foundation. The waves that they surfed in Malibu, California, were threatened by development and pollution. They wanted to protect what they loved, so they took action and organized a group to protest the threats to their local surf break. That spark ignited a movement that now consists of more than a million supporters, activists and members, with over 190 volunteer-led chapters and student clubs.

Today, the Surfrider Foundation is a powerful network of coastal defenders who share a deep passion for the ocean, waves and beaches because we live, work and play there. We're surfers, swimmers, divers, beachgoers, stand-up paddleboarders and coastal recreationists. It's our love for the ocean and coasts that drives us to defend clean water and healthy beaches.

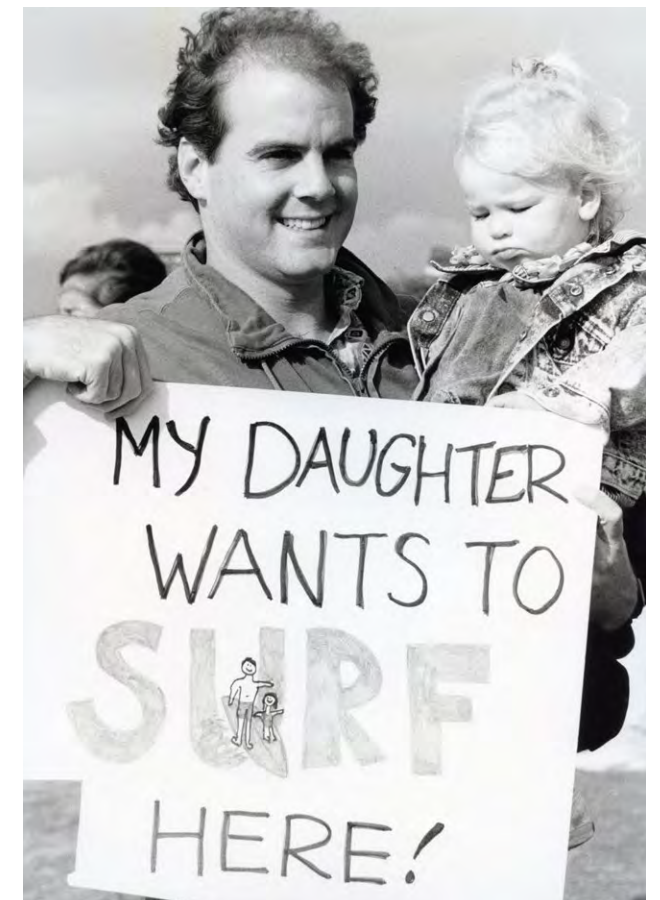
Our vision is to protect 100% of our coastlines. Surfrider's members and supporters, like you, empower citizens to be leaders in their communities. By bridging local knowledge with national experts in law, policy and science, our formula for success has produced hundreds of victories that result in scalable change. We don't just play. We win.

We each have a stake in taking action to ensure the places where we surf, swim, play and live are protected for this and future generations. The Surfrider Foundation invites all who care about the ocean, waves and beaches, regardless of background, socioeconomic class or geographic location, to join us as we work together to protect our coasts for the future.

Thank you for your continued support.



**We each have a stake in taking action to ensure the places where we surf, swim, play and live are protected for this and future generations.**







THE SEAS ARE RISING AND SO ARE WE

# Surfrider Is Rising to the Challenge

As we enter the fall of 2021, our lives and activities are still being impacted by the COVID-19 pandemic but when compared to the abrupt shutdown and uncertainty in the spring of 2020, it's clear that in many ways we have adjusted and adapted. The year 2020 was unlike any other in the Surfrider Foundation's history. The COVID-19 pandemic impacted nearly every aspect of our work - from how we organize chapters, to how we clean beaches, to how we wage campaigns. The pandemic also created new challenges for us to address, including a proliferation of plastic trash in our coastal environment and widespread beach closures in the spring of 2020 due to public health concerns.

Despite these formidable challenges, Surfrider's network showed its resolve by winning 68 coastal victories to protect our ocean, waves and beaches. These wins included a historic victory in the U.S. Supreme Court to uphold the Clean Water Act, the passage of the Great American Outdoors Act in Congress and successful defense against the Trump administration's 5-year offshore drilling proposal. Surfrider also won an impressive 26 victories to address the plastic pollution crisis that is suffocating marine life and invading every part of the ocean.

Yet, our victory count somehow feels insufficient to explain the growth and innovation that occurred over the past 12 months. Whether it was shifting our chapter events to virtual platforms or convening an expert task force to safely reopen beaches across the U.S., Surfrider showed its relevance and adaptability in a post-COVID-19 world. Surfrider's community was also deeply affected by the acts of racial violence that occurred during the summer. As an organization, we resolved to better address environmental justice in our work as part of our commitment to justice, equity, diversity and inclusion.

In recognition of the importance of our grassroots network to achieving our mission, Surfrider continued our focus on leadership development. In 2020, we pivoted from our scheduled eight National Chapter and Club Learning and Training Conferences to a virtual platform. This encompassed a series of virtual training in Plastic Pollution, Climate Change, Civic Engagement, Volunteer Engagement and Justice, Equity, Diversity and Inclusion training. Over the course of a two-month period, 573 chapter and club leaders participated in these series sessions.

You can find a complete summary of our 2020 achievements across our environmental focus areas [here](#).

We have always known that Surfrider's volunteers, activists, staff and chapter leaders are committed, tenacious and resilient. The year 2020 proved that despite massive obstacles in activism and every element of our lives, the passion and commitment to protect our ocean, waves and beaches is relentless.

This positive impact on our coasts and ocean would not be possible without the strong support of so many individuals, responsible companies and foundations. Thank you for your continued involvement and commitment to the Surfrider Foundation and our mission to protect and enjoy our ocean, waves and beaches for all people.

For Clean Water and Healthy Beaches,



Dr. Chad Nelsen  
CEO, Surfrider Foundation



# Justice, Equity, Diversity and Inclusion

Since 1984, the Surfrider Foundation has worked to ensure that the ocean, waves and beaches are safe and accessible for all people. We do this, in part, through grassroots organizing across the U.S. and Canada to give everyone a voice when it comes to protecting and enjoying our coasts.

In 2019, we began our journey in earnest to dedicate more time and resources toward building a more just, equitable, diverse and inclusive (JEDI) organization, as well as to connect our mission more effectively to a broader range of communities and seek new mutually supportive partnerships.

Our JEDI work is supported by Surfrider's leadership and a committee of board, staff and chapter members – all of whom have perspectives to share on JEDI issues. We also continue to engage with outside experts to broaden our knowledge and expertise on these important issues.

While our JEDI work is not a 'to do' list where we check things off and move on, it is important to keep track of progress we have made toward our commitments.

**We are committed to fostering a diverse, equitable and inclusive organization for all people who protect and enjoy the world's ocean, waves and beaches.**

## This is what we have accomplished to date:

- Ratified a JEDI Vision Statement
- Formed a standing JEDI Committee to assist, advise and keep the organization accountable to its JEDI goals. In addition, we have created Working Groups to help address the four pillars of our JEDI work: Communications, Learning and Training, Core Values and Engagement
- Increased diversity on the board by 30%
- Increase diversity of our staff by 8%
- Provided a series of anti-bias training sessions for board, staff and chapter leaders
- Published a statement on where we stand on the social justice movement
- Amplified underrepresented voices via social media
- Encouraged staff to volunteer for other causes and have applied a policy for up to three days paid time off to do so
- Broadened outreach to schools with higher levels of diversity for intern program
- Required a diverse pool of final candidates for job applicants
- Conducted compensation review and analysis to ensure equity
- Implemented a day of reflection and learning about Juneteenth for staff
- Celebrated Surfrider activists from a diversity of backgrounds
- Created toolkits and resource materials for our chapter network
- Updated our core values to reflect our JEDI goals
- Developed toolkits and guidelines for our chapter network

We realize that the necessary changes will not happen overnight. There is no quick fix. We recognize that we have a lot to learn and we are committed to these efforts for the long term.

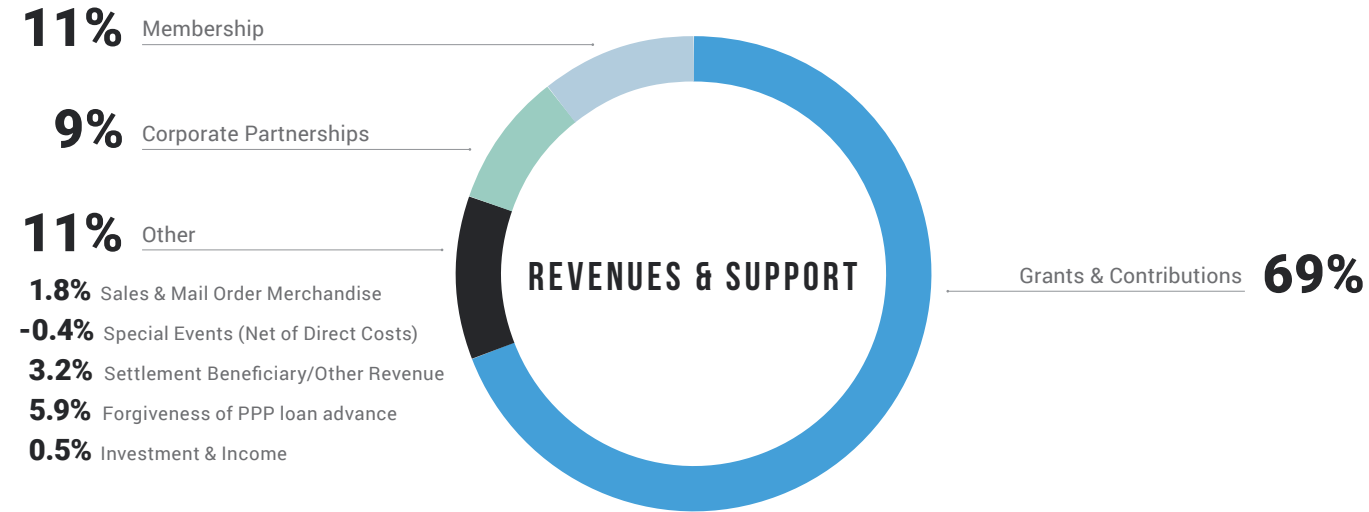
DEFENDING OUR OCEAN FOR ALL TO ENJOY





# Financials

Statement of Financial Activities:  
Years Ended December 31, 2020 / 2019



## REVENUES & SUPPORT

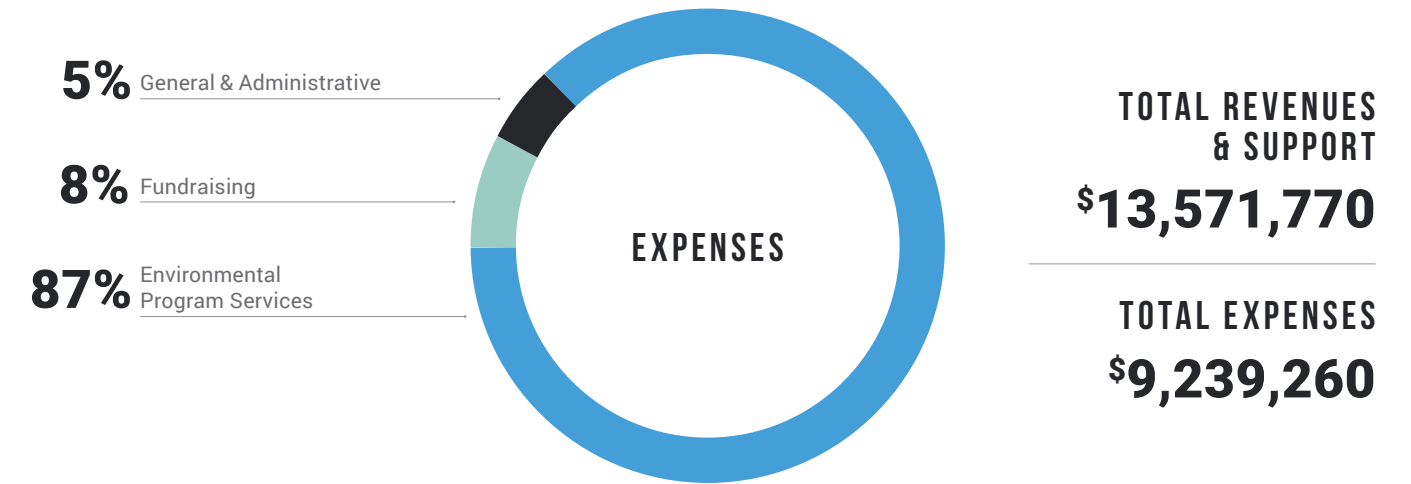
	2020	2019
Grants & Contributions	\$9,375,641	\$8,870,025
Membership	1,461,108	1,606,878
Sales, Mail Order Merchandise (net of cost of goods sold)	249,809	218,461
Corporate Partnership Revenue	1,225,055	1,031,471
Special Events (net of direct costs)	(51,466)	375,125
Settlement Beneficiary & Other Revenue	440,949	225
Forgiveness of PPP loan advance	807,170	0
Investment Income (loss)	63,504	77,240
<b>Total Revenues &amp; Support</b>	<b>\$13,571,770</b>	<b>\$12,179,425</b>

## EXPENSES

Environmental Program Services	8,025,691	7,186,913
Fundraising	710,798	673,729
General & Administrative	502,771	548,184
<b>Total Expenses</b>	<b>\$9,239,260</b>	<b>\$8,408,826</b>
Changes in Net Assets	4,332,510	3,770,599
Net Assets Beginning of Year	8,893,716	5,123,117
<b>Net Assets End of Year</b>	<b>\$13,226,226</b>	<b>\$8,893,716</b>

# Financials

Statement of Financial Position  
as of December 31, 2020 / 2019



**TOTAL REVENUES & SUPPORT**  
**\$13,571,770**

**TOTAL EXPENSES**  
**\$9,239,260**

## ASSETS

	2020	2019
Cash & Cash Equivalents	\$11,343,365	\$8,128,947
Investments	527,866	486,037
Accounts & Grants Receivable	1,675,355	546,260
Settlement Receivable		0
Inventory	75,214	75,186
Prepaid Expenses	85,549	65,227
Property & Equip. (net of depreciation)	45,077	66,424
<b>Total Assets</b>	<b>\$13,752,426</b>	<b>\$9,368,081</b>

## LIABILITIES

Accounts Payable & Accrued Liabilities	81,946	128,417
Payroll Related Liabilities	444,254	345,948
<b>Total Liabilities</b>	<b>\$526,200</b>	<b>\$474,365</b>

## NET ASSETS

Without Donor Restrictions	6,781,373	4,609,860
With Donor Restrictions	6,444,853	4,283,856
<b>Total Net Assets</b>	<b>\$13,226,226</b>	<b>\$8,893,716</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$13,752,426</b>	<b>\$9,368,081</b>



TRANSFORMING PASSION INTO PROTECTION

# Our Work

Our ocean and coasts face growing challenges from pollution, habitat loss, development and climate change. At the same time, expanding industries, such as offshore oil drilling and increased plastic production, threaten to destroy the health of our marine ecosystems and coastal economies.

Every day poses new challenges to our ocean, waves and beaches. To turn the tide before further damage is done, we must proactively protect these resources from a range of growing threats.

This is why the Surfrider Foundation built a grassroots network of passion-driven people who serve as the collective voice for our ocean and coasts. With one foot in the sand and the other in the water, the Surfrider Foundation is the only nonprofit organization with 100% focus on protecting our coasts.



Photo: Adam Walker

**With one foot in the sand and the other in the water, the Surfrider Foundation is the only nonprofit organization with 100% focus on protecting our coasts.**



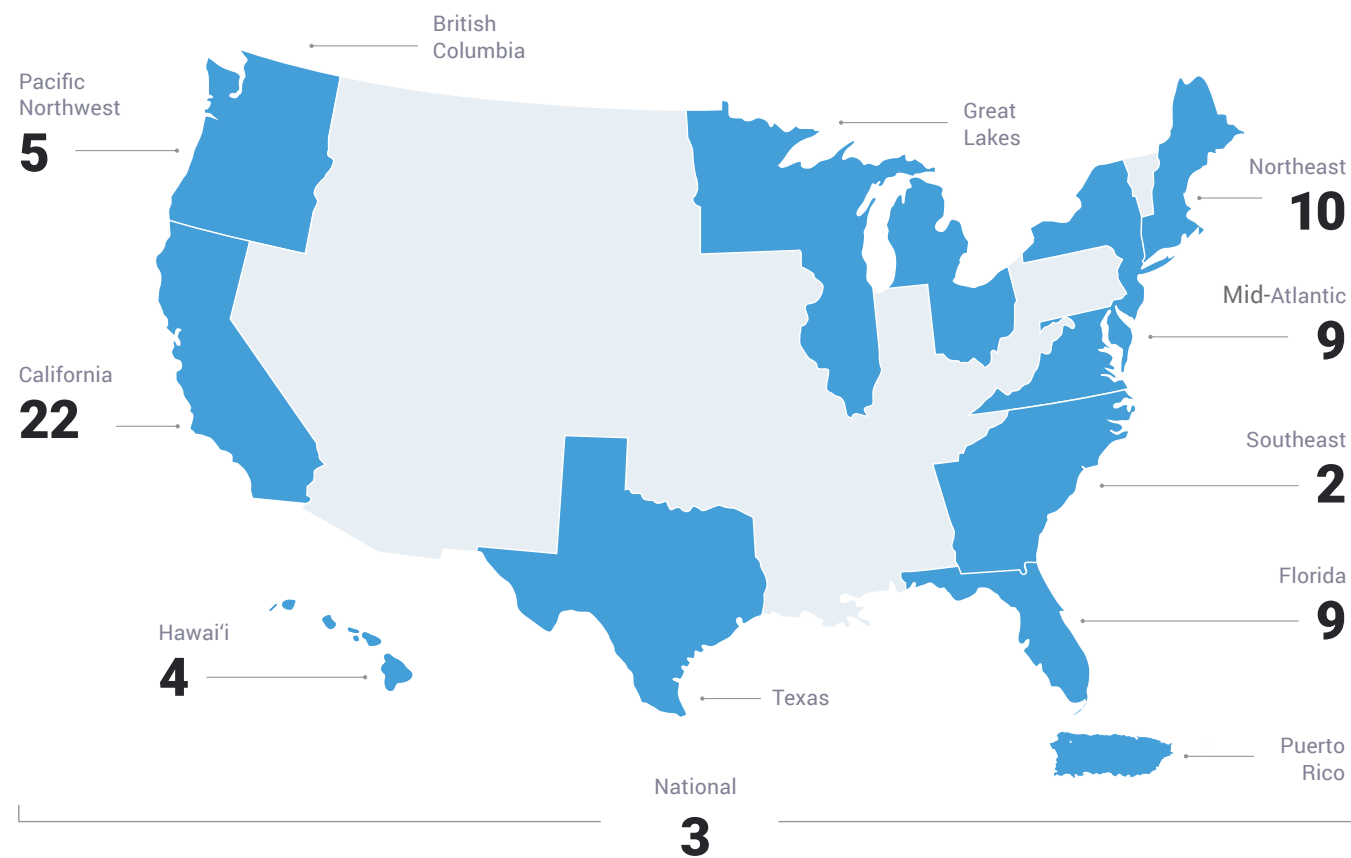
# Coastal Victories

# 68

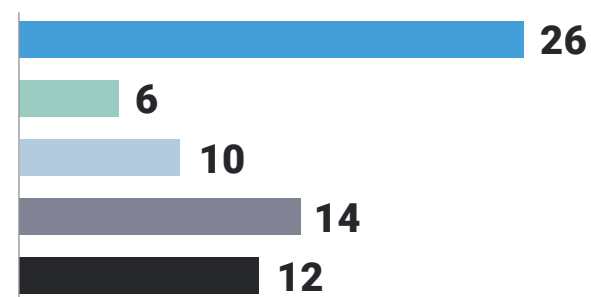
Total Victories

A coastal victory is a decision made in favor of the coastal and ocean environment that results in a positive conservation outcome, improves coastal access, or both. For more information visit [surfrider.org/campaigns](https://surfrider.org/campaigns).

## VICTORY LOCATIONS

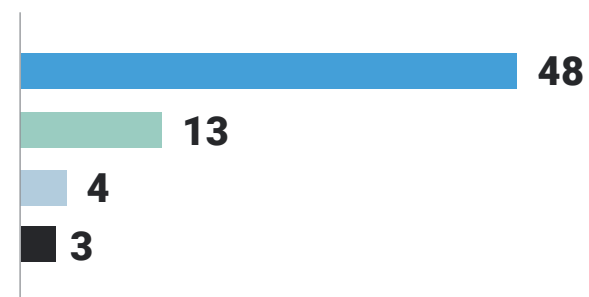


## VICTORY TYPE



● Plastic Pollution   
 ● Ocean Protection   
 ● Clean Water  
● Coastal Preservation   
 ● Beach Access

## VICTORY SCOPE



● Local   
 ● State   
 ● Regional   
 ● National

# Our Impact

The Surfrider Foundation won 68 coastal victories in 2020 as our network showed its innovation and growth. The COVID-19 pandemic impacted nearly every aspect of our work in 2020 – from how we organize chapters, to how we clean beaches, to how we wage campaigns. Despite these formidable challenges, Surfrider's network showed its resolve by winning 68 coastal victories to protect our ocean, waves and beaches. See our [2020 Year in Review](#) blog post for more details on the victories achieved by the Surfrider Foundation.

## HIGHLIGHTS



A historic victory in the U.S. Supreme Court to uphold the Clean Water Act.



Passage of the Great American Outdoors Act in Congress.



Successful defense against the federal administration's 5-year offshore drilling proposal.



26 victories to address the plastic pollution crisis that is suffocating marine life and invading every part of the ocean.

## CLEAN WATER

**3,500**  
Beaches Monitored

**485**  
Sampling Sites

**5,796**  
Samples Collected

**50**  
BWTF Labs

## PLASTIC POLLUTION

**13**  
Plastic Reduction Laws Passed

**6.3 Billion**  
Plastic Items Removed From Circulation Through New Laws

**927**  
Beach Cleanups

**8,895**  
Volunteers Engaged

**414,037**  
Items Collected

**53,843**  
Pounds of Trash Removed

## OCEAN PROTECTION

**50**  
Marine Protected Areas (MPAs) Supported Through Community Outreach, Advocacy and Stewardship



## COASTAL PRESERVATION

**1,100**  
Miles of California Coastline Protected Through Ongoing Advocacy at the California Coastal Commission



## BEACH ACCESS

Supported the safe reopening of beaches across the U.S. through science and policy leadership and community outreach.





# Initiatives



## PLASTIC POLLUTION

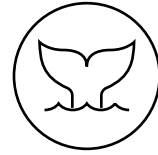
Plastic pollution is suffocating the ocean and the many animals that call it home. To address the plastic pollution crisis, we work to educate the public, clean up litter at beaches, pass laws that reduce single-use plastic consumption and register Ocean Friendly Restaurants. [surfrider.org/initiatives/plastic-pollution](https://surfrider.org/initiatives/plastic-pollution)

**Our model is to engage environmental experts to create solutions by uniting local and national resources to protect the coast.**



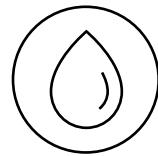
## BEACH ACCESS

Our beaches mean so much to us. The coasts are where we live, work, play and visit. They are the entryway to our ocean and we need access in order to enjoy these special places. We work hard to ensure that our beaches are accessible for all people. [surfrider.org/initiatives/beach-access](https://surfrider.org/initiatives/beach-access)



## OCEAN PROTECTION

Our ocean faces growing challenges from pollution, habitat loss, development and climate change. To protect the ocean, we work to stop offshore oil drilling, establish marine protected areas (MPAs), support regional ocean planning and apply best practices to renewable energy development. [surfrider.org/initiatives/ocean-protection](https://surfrider.org/initiatives/ocean-protection)



## CLEAN WATER

We protect our water resources and prevent pollution along our coasts and waterways by conducting community outreach, planting Ocean Friendly Gardens, testing water quality through the Blue Water Task Force and advocating for clean water solutions. [surfrider.org/initiatives/clean-water](https://surfrider.org/initiatives/clean-water)



## COASTAL PRESERVATION

Our network of volunteers address threats, including poorly planned coastal development, shoreline armoring and sand dredging projects. We also work proactively with community planners to tackle the impacts of climate change and sea level rise. [surfrider.org/initiatives/coastal-preservation](https://surfrider.org/initiatives/coastal-preservation)

# Programs



## BEACH CLEANUPS

Beach cleanups reduce litter, protect our ocean and raise awareness about plastic pollution. The Surfrider Foundation's volunteer network conducts beach cleanups throughout the East, West, Gulf, Great Lakes, Hawaiian and Puerto Rican coasts. Surfrider published its most recent annual Beach Cleanup Report for 2020, which can be accessed [here](https://surfrider.org/pages/beach-cleanup-activist-guide). [surfrider.org/pages/beach-cleanup-activist-guide](https://surfrider.org/pages/beach-cleanup-activist-guide)



## BLUE WATER TASK FORCE

The Blue Water Task Force is the Surfrider Foundation's volunteer-run water testing, education and advocacy program. Our chapters use this program to alert communities and local officials of water quality problems and to work toward solutions. [surfrider.org/blue-water-task-force](https://surfrider.org/blue-water-task-force)



## OCEAN FRIENDLY GARDENS

Surfrider Foundation volunteers help local communities to create Ocean Friendly Gardens, which conserve water and wildlife habitats with native plants, restore soil, sponge up rainwater, filter out pollution and ultimately reduce the amount of runoff reaching the ocean. [surfrider.org/programs/ocean-friendly-gardens](https://surfrider.org/programs/ocean-friendly-gardens)



## OCEAN FRIENDLY RESTAURANTS

Surfrider's Ocean Friendly Restaurants program recognizes businesses that adopt sustainable practices to protect our ocean. Partnering with Ocean Friendly Restaurants increases awareness, drives change in behavior and ultimately creates scalable impact to reduce our plastic and water footprint. [surfrider.org/programs/ocean-friendly-restaurants](https://surfrider.org/programs/ocean-friendly-restaurants)





# Our Network

The Surfrider Foundation's network of more than 190 chapters and student clubs works collectively across 10 regions on hundreds of campaigns, programs and community events annually.

Our network is provided with a host of resources, including legal, financial, scientific, organizational capacity building and governance services. In turn, the network fulfills our mission within local communities by providing opportunities to volunteer and engage in conservation campaigns, program implementation and fundraising efforts.

Operating under the core principles of direct action organizing, our network is trained and supported by Surfrider Regional Managers and Policy Manager staff that provide expertise in community organizing, management and ocean and coastal policy. They also help to implement chapter-led programs and campaigns at the federal, regional and local levels. To inspire and train our volunteers, we utilize a comprehensive learning program that incorporates conferences, online resources through Surfrider Foundation University, micro-learning, effective leadership transition and on-the-ground support.

## SURFRIDER LEADERSHIP

Surfrider is committed to preparing current and future volunteer leaders with development that transforms them into capable, agile activists and chapter leaders. Our volunteers and chapter leaders are seen as some of the most well-trained in our field. This is achieved by creating an immersive learning environment that is supported by leadership conferences, hands-on training and virtual platforms, among a host of other cohesive and innovative approaches. Chapter and club leadership may begin at Surfrider but our volunteers also become leaders within their communities.

## STUDENT CLUB NETWORK

In 2008, Surfrider launched our Student Club Network, providing young people with opportunities to influence environmental action through service, development, leadership, civic engagement and organization through the collective empowerment of our chapter network. The Student Club Network sets the stage to ensure our Surfrider network grows and builds the next generation of leaders. It also provides us with the opportunity to expand beyond the coastal zone.

[surfrider.org/programs/student-clubs](https://surfrider.org/programs/student-clubs)



# Network Highlights

- In 2020, the Surfrider Foundation pivoted from our eight scheduled in-person National Chapter & Club Learning and Training Conferences to a virtual platform. This encompassed a series of virtual training in Plastic Pollution, Climate Change, Civic Engagement, Volunteer Engagement and Justice, Equity, Diversity and Inclusion training. Over the course of a two-month period, we had close to 600 chapter and club leaders and staff participate in these virtual series sessions.
- Nearly 200 chapter and club leaders and staff participated in our Justice, Equity, Diversity and Inclusion training, demonstrating a strong commitment to our organization becoming more inclusive.
- Throughout 2020, we developed new resources, materials and training that assisted our chapter and club network with the transition from in-person to virtual engagement. This included civic engagement through virtual participation, recruiting and engaging volunteers, solo activities that contributed to larger collective actions and science-based guidance on conducting business during the COVID-19 pandemic.
- We held true to our “learning organization” core value and have incorporated virtual engagement techniques into our long-term chapter and club operating procedures that include hosting virtual and in-person meetings, governance that allows for executive committee elections to be held virtually and continuing to host virtual CEO town halls and training for our network.

**Our irreplaceable national network of volunteers serves as the first response to local threats in coastal communities.**

## STUDENT CLUBS

Despite all of the challenges that 2020 presented, especially for students, we were able to successfully keep the majority of our student club network engaged and active. We had 116 clubs officially register to be active for the 2020-2021 school year. As many of them struggled with keeping their members motivated, most focused on either solo cleanups or online events, such as film screenings and educational speakers.

- We had six clubs and 27 students from Hawai'i, Florida, California, Maryland and Washington, D.C. attend the 2020 Ocean Recreation Hill Day, marking our highest student engagement in this event.
- We officially launched our Student Club Leadership Council in April 2020, with seven of our best leaders from Hawai'i, Florida, California and the Mid-Atlantic. The goals were to seek their input and perspectives on how to better reach their peers and assistance in helping develop resources for the club network. [Learn more here.](#)
- We launched a GroupMe text platform to help facilitate peer-to-peer sharing and networking
- We developed a risk management and tracking system
- We had 14 clubs engage in our Love, Beauty and Planet fall activation, hosting more than 140 cleanups
- We developed and launched the following to keep our clubs engaged during lockdowns and remote schooling:
  1. Heartwired To Love The Ocean webinar series and Coastal Defender video contest
  2. Water quality monitoring partnership with EarthEcho International
  3. Rolled out Marine Debris Tracker app to help with data collection and encouraging solo cleanups
  4. Hosted monthly roundtable discussions for club leaders





CLEAN WATER AND HEALTHY BEACHES

# Communications

## SURFRIDER.ORG

The Surfrider Foundation's website, [surfrider.org](https://surfrider.org), shares the campaigns, programs and initiatives that our dedicated network is working on across the nation to protect clean water and healthy beaches. In addition, nearly all Surfrider chapters maintain individual websites, which host information on local issues, events and ways to get involved. Chapter websites can be accessed directly through the Surfrider Foundation website. [surfrider.org/chapters](https://surfrider.org/chapters)

## COASTAL BLOG

The Surfrider Foundation website hosts the Coastal Blog, which is a resource that provides updates from subject experts on Surfrider's initiatives, including plastic pollution, ocean protection, coastal preservation, beach access and clean water, in addition to content from the legal team. It is a one-stop-shop for a wealth of voices and information on the most current campaigns, programs, victories and stories about Surfrider's on-the-ground, nationwide network. [surfrider.org/coastal-blog](https://surfrider.org/coastal-blog)

## ACTION NETWORK

Through Action Alerts, Surfrider mobilizes activists by email, inviting them to weigh in when it counts by sending a message or petition to key policymakers at local, state and national levels. A personalized letter is included simply by replying to each email or by clicking on the website. The Action Network does the rest, sending handcrafted email messages to elected officials, corporate leaders and other important decision-makers. [secured.surfrider.org/action](https://secured.surfrider.org/action)

## SOCIAL MEDIA

The Surfrider Foundation makes the most effective use of social networks, including Twitter, Facebook, YouTube and Instagram, by engaging with supporters and followers, posting organizational updates, answering questions and providing resources. Surfrider's social media channels are also tools for staff and chapter leaders to amplify messaging through additional regional and chapter social media outlets. [@surfrider](https://twitter.com/surfrider)

## MAKING WAVES

The Surfrider Foundation publishes a bimonthly digital newsletter, Making Waves, which features campaign developments, chapter updates and environmental news stories. Making Waves remains one of the Surfrider Foundation's most effective vehicles for increasing awareness and communicating with our members on activities and achievements within the organization. [Sign up at surfrider.org](https://surfrider.org)

## BEACHAPEDIA

Beachapedia is the Surfrider Foundation's community-driven online reference tool that catalogs combined coastal science information taken from the Surfrider Foundation's activist network and environmental experts. This comprehensive resource captures relevant and timely updates related to the protection of our coasts using Wiki technology. With its constant influx of content, Beachapedia serves as a valuable source of information for the general public, media and elected officials. Beachapedia covers a vast assortment of topics that range from beach access and water quality testing, to coastal preservation and plastic pollution. [beachapedia.org](https://beachapedia.org)

**The Surfrider Foundation has many channels to stay connected and get involved with our work.**



# Giving Options

## CURRENT GIFTS

**Cash:** A gift of cash is the simplest and most popular gift to the Surfrider Foundation. It provides immediate support for our mission-related work and gives the donor a charitable income tax deduction in the year of the gift.

**Securities:** Gifts of appreciated securities are an excellent vehicle for giving to Surfrider. If you have appreciated securities that you have owned for more than one year, you may want to consider using such an asset to make charitable gifts. When a gift of long-term appreciated securities (securities held for more than a year) is made directly to Surfrider, there is no tax on your capital gains, even though the gain is counted as part of your charitable deduction. To receive the greatest tax benefit, gifts of appreciated securities should be made directly to Surfrider, rather than selling them first and making a donation of the proceeds (you would then have to pay tax on the gains).

If your gift of appreciated stock, combined with other gifts, exceeds 30% of your adjusted gross income — the maximum deduction allowed for most appreciated securities gifts — the excess might be carried forward for five additional years. The value of the gift is based on the date the transfer of shares is complete.



## FUTURE GIFTS

In addition to these current gifts, individuals may make contributions to the Surfrider Foundation through one or more of the following planned giving opportunities.

Maximizing your gift and participating in planned giving are wonderful strategic ways to leave the legacy of a healthy ocean environment and help secure the work of the Surfrider Foundation into the future. The Legacy Circle recognizes and honors those who have included the Surfrider Foundation in their financial plans. They have done so by naming Surfrider as a beneficiary of wills, living trusts, IRAs, life insurance and other life-income gifts or have made an outright gift to the Surfrider Foundation Endowment Fund.

If you qualify for membership in the Legacy Circle or would like to learn more about becoming a member, please contact the Surfrider Foundation's Director of Development. We would be happy to show you the potential benefits to you and/or your heirs of a planned gift supporting our efforts. Such a consultation creates absolutely no obligation on your part and all information is completely confidential.

**Bequests:** You can establish a legacy that will reflect your commitment to the coastal environment by including the Surfrider Foundation in your will or living trust. Bequests to Surfrider are generally exempt from federal or state inheritance taxes, and subject to an unlimited deduction. Please consult with your financial and tax advisors in selecting a program or specific target for such a bequest.

**Individual Retirement Account (IRA):** Naming the Surfrider Foundation as a beneficiary of your IRA is a very tax-efficient way to make a charitable gift. In fact, retirement plans and IRAs should be the first asset considered in planned giving. This is because retirement funds have never been taxed.

So, when you make a withdrawal from your IRA or retirement plan you must pay taxes on it as ordinary income. At your death, whatever remains in these plans does not escape taxes and is actually subject to both income tax and estate tax. In the highest estate tax bracket this could reduce the value of your retirement funds by 70 percent or more! Making a gift via your IRA or retirement plan is simple to do and can be changed if your financial or estate plans change.

## WORKPLACE GIVING

The Surfrider Foundation is a member of EarthShare, a nationwide network of the most respected environmental and conservation organizations. EarthShare partners with employees and employers across the country to support hundreds of environmental groups through efficient and effective payroll deduction giving and offers a simple way to care for the environment.

Workplace giving is probably the easiest way to make a charitable gift. If your company offers an EarthShare workplace-giving program, you can choose an amount that you wish to have deducted from your paycheck each pay period. These payroll deductions are fully tax deductible and take place automatically.

Through EarthShare's workplace giving programs, you can elect to contribute only to the Surfrider Foundation or you can donate to all of the environmental and conservation charities you normally support by designating them in your EarthShare gift. Federal employees and military personnel can get involved too. Each year, the U.S. government offers its employees the chance to participate in the Combined Federal Campaign (CFC). Surfrider's CFC code is 10642. EarthShare is a part of many state and municipal government agencies' giving programs as well.

If EarthShare is not offered in your campaign, or if there is no campaign at your workplace, you can help us introduce the program to your employer.

## EMPLOYER MATCHING CONTRIBUTIONS

Many employers sponsor matching gift programs and will match any charitable contributions made by their employees. Some corporations set aside millions of dollars for matching gifts each year and only a small portion of the funds are ever used. Most companies match dollar for dollar, and some will even double or triple match your gift. To find out if your company offers gift matching, please contact your human resources department.

## TRIBUTES & MEMORIALS

Honor someone's accomplishment or memory, celebrate a friend's birthday or recognize an individual's achievement with a tribute or memorial to the Surfrider Foundation. Tribute or memorial acknowledgement cards are sent directly to the recipient to recognize your gift in their honor. You receive a letter for tax purposes and honor a friend while supporting Surfrider at the same time.

## DILLON HENRY MEMORIAL ENDOWED FUND DONORS

Created in 2007 by Harriet Zaretsky and Stephen Henry, the Dillon Henry Memorial Internship was created to honor their son Dillon's memory, recognize his commitment to the oceans and coastal environment and to help young people to pursue a career in coastal and marine conservation. The Endowment provides funds on an annual basis for two interns working with Surfrider Foundation's Environmental and/or Legal Departments. The Henry Family welcomes additional donations to the fund. For more information please visit [dillonslist.org](http://dillonslist.org).



**In addition to gifts, there are a variety of other ways to make a lasting contribution to ensure that our ocean, waves and beaches are protected for future generations.**



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**Florida Policy Manager**  
Nicole de Venoge

**Mid-Atlantic Policy Manager**  
Matthew Gove

**Oregon Policy Manager**  
Charlie Plybon

**Washington Policy Manager**  
Gus Gates

## INITIATIVES

**Coastal Preservation Manager**  
Stefanie Sekich-Quinn

**Plastic Pollution Manager**  
Rachael Coccia

**Plastic Pollution Coordinator**  
Jenny Hart

**Plastic Pollution Policy Coordinator**  
Miho Ligare

**Water Quality Manager**  
Mara Dias

**Blue Water Task Force Manager**  
Michelle Pena-Ortiz

## LEGAL

**Legal Director**  
Angela Howe

**Legal Associate**  
Staley Prom

**Legal Associate, Plastic Pollution Initiative**  
Jennie Romer

## MARKETING & COMMUNICATIONS

**Marketing & Communications Director**  
Eddie Anaya

**Senior Marketing Manager**  
Ty Smith

**Brand Manager**  
Kyle Lishok

**Communications Manager**  
Melissa Mefford

**Graphic Designer**  
Katie Kland

**Social Media & Content Coordinator**  
Mona Haddad

## TECHNOLOGY

**Technology Manager**  
Ruarri Serpa

## OPERATIONS

**Human Resources & Operations Manager**  
Dani Mimm

**Chapter/Club Operations & Compliance Manager**  
Jess Hodel

**Office Coordinator**  
Chi Le

## CHAPTER TEAM

**Eastern Long Island Chapter Coordinator**  
Jenna Scherzmann

**Huntington/Seal Beach Chapter Coordinator**  
Tony Soriano

**Los Angeles Chapter Manager**  
Newara Brosnan-Faltas

**Newport Beach Chapter Beach Cleanups Coordinator**  
Sarah Burgess

**O'ahu Chapter Coordinator**  
Doorae Shin

**San Diego County Chapter Manager**  
Mitch Silverstein

**San Diego County Chapter Policy Coordinator**  
Laura Walsh

**San Diego County Chapter Beach Cleanups Coordinator**  
Melissa Reyes

**South Orange County Chapter Coordinator**  
Denise Erkeneff

**Ventura County Chapter Coordinator**  
Cassie Rogers

**Canada: Pacific Rim Chapter Manager**  
Lilly Woodbury

**Canada: Pacific Rim Chapter Youth Coordinator**  
Alys Hoyland

**Canada: Pacific Rim Chapter Coordinator**  
Laurie Hannah





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