

CNPS QUARTERLY PROGRAM REPORT

MARCH 2024



CNPS volunteers, partners, and staff proudly wore their purple Expand Berryessa t-shirts at the Molok Luyuk Public Hearing;
Image: CNPS

We're off to an incredibly strong start to the new year. Since December, CNPS has made exciting progress on ongoing projects and set the stage for new initiatives, in support of our CNPS strategic plan and campaigns. Highlights in this report include:



- Record-high CNPS membership, at nearly 13,000. A growing membership base enhances our ability to meaningfully connect more people with nature and empower their actions to protect native plants and their habitats.
- Formation of a new Education and Stewardship Team. Incoming director Sarah Barnes, who will start March 26, brings inclusive leadership and a background in formal and informal education, outdoor science education, sustainable agriculture, and nonprofit development to her role.
- Launch of the California Native Seed Strategy and a sharing toolkit. Chapters, staff, and partners are raising awareness of the strategy and inviting participation in its implementation. The strategy can be a game-changer for increasing the supply of locally appropriate native seed for large-scale ecological restoration in California.
- Launch of two new California Department of Food and Agriculture-supported projects to develop native plant propagation protocols and integrate data on native butterflies and bees into Calscape.
- Preparation for the release of Calscape 2.0 and publication of the long-awaited CNPS-Timber Press field guide *Wildflowers of California*, in conjunction with Native Plant Week in April.
- 15 new student grant recipients, selected through a more inclusive award process. The new process is designed to support students from a greater diversity of backgrounds and disciplines, including the social sciences.
- Planning for upcoming plant science workshops. Demand for our workshops is so high that registration for the first five workshops of the year is already almost full!
- An incredibly positive hearing on adding Molok Luyuk to the Berryessa Snow Mountain National Monument (BSMNM), supported by the testimony of numerous CNPS volunteers. Strong momentum in campaigns to expand BSMNM and San Gabriel Mountains National Monument fuels hope the President will act on both soon.
- Celebration of the Rare Plant Inventory's 50th anniversary. We also celebrate the contributions of our network of partners to the Inventory, the most widely used source of information on the status of California's rare plants.
- Data management of 25,269 plant occurrence records across the Los Padres and Angeles national forests.
- Compiling, quality controlling, and analyzing large vegetation datasets in support of ecoregional projects. CNPS and partners are supporting fine-scale mapping of more than 12 million acres in the Mojave Desert, Central Coast, North Coast, and Klamath Mountains in 2023-24.
- Awarding of \$1,970,000 in foundation and government grants to CNPS.
- Lots of new hires and job opportunities, supported by programs and our Operations and Public Affairs teams.

As we continue to strengthen relationships and build on our progress, I'm so excited to see what the months ahead will hold. Thank you for contributing to this progress, and for being a part of our native plant community.

EDUCATION AND STEWARDSHIP

A BRIGHT FUTURE AHEAD

On March 26, CNPS will welcome its first Education and Stewardship Director, Sarah Barnes. Under Sarah's leadership, CNPS horticulture, education, and biodiversity staff will come together under one umbrella to help synergize and elevate CNPS's mission-based work at the intersection of native plant education, gardening, horticultural best practices, stewardship, and community science.

COMMUNITY SCIENCE

[California OakWatch Project nears 100,000 observations!](#)

Jose Esparza continues his OakWatch outreach with a presentation to the Milo Baker Chapter on February 20. CNPS is working with partners in Kern County and Latino Outdoors to host a March 16 outreach event supporting Kern County's first-ever participation in the City Nature Challenge in late April. We're currently designing a community science project that will highlight the benefits of native plants for biodiversity in the built environment. The next couple of months will be focused on partner engagement and project metrics.

HORTICULTURE PROGRAM

RECENT AND UPCOMING NATUREHOOD WEBINAR SERIES

- February—[All About the Understory](#), Attendees: 452
 - March—Surviving Storms: Tips for Native Trees
 - April—Introducing the New Calscape
-

HORTICULTURAL TRAINING

With funding from the Stanley Smith Horticultural Trust, we have six CA **Native Plant Landscaper trainings** planned for this year—four in English and two in Spanish. We've opened discussions with water districts about supporting additional classes. Native plant landscapers will have the option to appear in a new directory in the upcoming Calscape 2.0.

The California Dept. of Food and Agriculture has awarded CNPS a multi-year agreement to develop **propagation protocols**. CNPS will convene a small advisory group to guide the development, focusing on plants that are important to pollinators and to challenged areas like the Central Valley. The project will include careful vetting, a searchable database of protocols, and written and video information and instructions on propagation. The goal is to help increase the availability of native plants for restoration and horticulture with information accessible to all.

STEWARDSHIP

[California Native Seed Strategy \(CNSS\)](#)

The California Native Seed Strategy has officially launched! CNPS is using this [survey](#) to gather participants for the regional working groups designed to foster collaboration across landownership boundaries and within ecological boundaries. Together we can get "the right seed, in the right place, at the right time."

[Invasive Species Committee](#) The quarterly Invasive Species Committee meeting was held on Feb. 15. A subcommittee has been working with the Policy Committee and Chapter Council to revise the CNPS herbicide and Integrated Weed Management policies.

CALSCAPE

We are diligently debugging, testing, and fine-tuning the new Calscape in preparation for its spring launch. Nurseries and professionals are setting up their profiles and inventories to help make finding locally native plants easier than ever. We are also kicking off a two-year project aimed at integrating native bees and butterflies into Calscape so all Californians can access data on which local native plants will support the richest diversity of native pollinators. A huge thanks to our

committee volunteers: Chrissy Freeman, Robin Mitchell, Kristy Bueche, Cathrin Callas, Emily Sluiman, Carol Bornstein, Vivian Neou, Deborah Halfpenny, Haven Keirs, Grace Amico, and Justin Maciulus, as well as volunteers Lisa Hertz and Veena Rajaraman, who have been instrumental in this final phase.

EDUCATION PROGRAM

- **Youth and Community Programming:** The School Nature Gardens Program continues with a new cohort of SoCal schools that are developing interpretive signage for their native plant gardens. Curriculum development is steadily moving forward and will be entering an initial review stage soon. In March 2024, Jen Aguilar will present at The Growing School Gardens Summit in San Diego on work done for the CNPS School Nature Gardens Project.
- **Plant Science Workshops:** Registration for our 2024 plant science workshops is now open and spaces are filling up fast. We're bringing back the Vernal Pool Plant Taxonomy Workshop for the first time since 2018 and offering a new Sensitive Natural Communities on the North Coast Workshop in Fort Bragg in August.
- **Student Research Grants:** Our student research grants committee has awarded \$14,100 in grants to 15 graduate students working on a variety of research projects focused on California native plants within the natural and social sciences.
- **CNPS 2026 Conference:** We've started planning for the next CNPS Conference, looking at potential locations and dates in Southern California for Jan/Feb 2026. Contact Alyssa Huante at ahuante@cnps.org if you'd like to get involved in our conference planning team.

STAFFING UPDATES

We are happy to welcome the newest member of the Conservation team, Isobel Nairn, who will be our Wyss Conservation Fellow for the next two years. Isobel is finishing a master's in Earth Systems at Stanford University, and previously worked on wildfire policy with the Karuk Tribe's Department of Natural Resources. Her primary role at CNPS will be to work on California's national monument campaigns. This effort, which involves close collaboration with partner organizations, Tribal partners, volunteers, and members of the public, could result in increased protections for nearly one million acres of land this year. We are thrilled to have Isobel as part of our team on this exciting endeavor.

CALIFORNIA FOREVER

Over the past several months, CNPS, members of the community, and colleagues from other organizations have been meeting to discuss the large, new proposed city in Solano County, known as California Forever. The new city could place as many as 400,000 residents on tens of thousands of acres near Travis Air Force Base. CNPS's primary concerns are potential impacts to vernal pool and grassland habitats. Due to a voter-approved initiative that limits development beyond the boundaries of current cities, Solano County residents would have to greenlight California Forever by approving a proposed ballot initiative. On February 4, staff and members of the Sacramento Valley, Willis Linn Jepson, and Yolo Colusa chapters joined more than two hundred members of the community at the launch event of Solano Together, a coalition that seeks to focus development into existing cities. For more information, please visit <https://www.solanotogether.org>.

NATIONAL MONUMENT CAMPAIGNS

CNPS continues to play a role in the advancement of multiple national monument campaigns, which could increase habitat protection and enable better management of more than one million acres in California, leapfrogging the state toward its 30x30 goal to conserve 6 million new acres of land and 500,000 acres of coastal waters. New to our campaign portfolio are two Indigenous-led campaigns:

- Sáttítla Medicine Lake Highlands, which would protect more than 200,000 acres in Siskiyou County.
- Kw'tsán, which would protect more than 390,000 acres in Imperial County.

On December 13, CNPS staff and members were instrumental in organizing a successful public listening session for Molok Luyuk. (A huge thanks to all who were able to attend or have signed [the petition](#) to protect Molok Luyuk.) The BLM and the Forest Service hosted the event in Woodland, which was attended by more than 200 community members clad in purple Protect Molok Luyuk t-shirts. More than 70 members of the public provided oral testimony supporting the expansion of Berryessa Snow Mountain National Monument. The listening session was an overwhelming success, with Molok Luyuk's rare plants and habitats featuring prominently in dozens of people's testimony. Recent weeks have seen additional positive milestones for this campaign, including published opinion pieces, and the introduction of a state joint resolution by Senators Bill Dodd and Mike McGuire, and Assemblymember Cecilia Aguiar-Curry.

CNPS continues to support the Protect California Deserts campaign. As part of the youth ambassador program, Álvaro Casanova led a youth retreat in close collaboration with the Council of Mexican Federations in North America. They held the retreat at Corn Springs campground, which is within the proposed Chuckwalla National Monument boundary. The youth spent three days learning about the resources within the national monument while also holding team building activities. The trip was a success, with the youth feeling more confident in their abilities as advocates. They were very appreciative of the experience, given that it was the first time camping for several of the ambassadors. A key goal for the Chuckwalla campaign is to continue building public support for this new monument's designation.

COMMUNICATIONS

- **The California Native Seed Strategy:** launched with a [webpage](#), [press release](#), [toolkit](#), and social media messaging to introduce it to a wider audience. Emails went out to staff, Board, Chapter Council, and partners to share these resources. With Jennifer Jewell's permission, we also published [a blog post](#) that excerpted a passage from her book, *What We Sow*.
- **Conservation (CEQA) Toolkit:** All four animated videos for the CEQA toolkit have been completed and will launch with the website. We're excited to share a sneak peek with a look at the first video, [What Is CEQA?](#).
- **Welcome Caty Franco:** We're happy to announce the hiring of our new Strategic Communications Specialist, Caty Franco. Caty is based in Sacramento and has an extensive background in nonprofit communications. She'll join CNPS on Feb. 29.
- **Calscape:** With the new site set to launch soon, we have been building communications behind the scenes and recently completed a suite of graphics for public messaging.
- **Social Media:** We continue to message CNPS work, whether it's a call to action, such as the [Sáttítla Medicine Lake Highlands campaign](#); a playful yet informative post, like the [Rare Plant of the Month](#) focusing on the 50th anniversary of the RPI; or tied to national events, like [World Wetlands Day](#) with observations from our Vegetation Program.
- **California Native Plant Week (April 13-20):** Please help us promote your events by [submitting them](#) to our statewide event calendar.

PUBLIC POLICY

- **Native plant landscaping legislation:** CNPS *will not* be sponsoring legislation this year and instead will be working over the next 12 months to build consensus and support for a biodiversity bill focused on native plant landscaping. If you are interested in participating in discussions, please send a note to CNPS Senior Director of Public Affairs Liv O'Keeffe (lokeeffe@cnps.org)
- **30x30:** CNPS continues to play a leadership role in the Power in Nature 30x30 coalition. This is a statewide coalition of more than 100 community, state, and national groups, organized by regions. On April 8 and 9, the coalition will be in Sacramento for a 30x30 Lobby Day. We encourage CNPS volunteers to participate in meeting with legislators in your respective districts. If you'd like to help, please contact Liv at lokeeffe@cnps.org.
- **Bill tracking:** As always, CNPS will be tracking bills introduced in this year's legislative session, preparing to take positions of support or opposition. Please feel free to contact Liv at lokeeffe@cnps.org or Nick Jensen at njensen@cnps.org if you have questions about legislation or want to alert the state team to a bill that you believe warrants CNPS attention or coordination.

PUBLICATIONS PROGRAM

Artemisia: Native Plants & Climate Change, Indigenous Perspectives Part II is in design with an estimated delivery in March.

The Winter 2024 issue of ***Flora* magazine** is out now. We hope you've enjoyed this edition featuring rare plant discoveries, a desert bloom pictorial, and more. If you would like to order additional copies for your upcoming events, please contact Ian Vorster at ivorster@cnps.org. Our next issue of *Flora* is in the works now with anticipated delivery just ahead of California Native Plant Week.

In very exciting book news, the much-anticipated CNPS-Timber Press collaboration, ***Wildflowers of California***, is back from the printer! We are working with Timber Press to celebrate this beautiful book's release in April. A very special congratulations to the authors: Sandra Namoff, John Game, Bruce Homer-Smith, Nick Jensen, Julie Kierstead, Shawna Martinez, and Dylan Neubauer, and to the many photographers who generously shared their images. We can't wait to see this CNPS creation in bookshops and park giftshops across the state. In more news, the CNPS Press's ***Lupines of California*** by author Teresa Sholars and photographer Stuart Wilson is in review as we prepare it for print. You can pre-order [your copy here](#).

RARE PLANT PROGRAM

This past quarter the Rare Plant Program made a tremendous effort to clear up the Rare Plant Inventory backlog by evaluating over 300 taxa that were originally proposed for addition to the 2001 Inventory. Many of the Rare Plant team attended the Northern California Botanists symposium in Chico and led outreach and sales at the CNPS sponsor booth. Additional accomplishments over the past three months included submitting a final report summarizing Gaviota tarplant surveys completed in the fall, hosting a grass ID workshop for CNPS staff and CDFW partners, and data management of over 25,000 plant observations amassed across Los Padres and Angeles national forests in the Utom River Watershed. Lastly, the Program is nearing completion of hiring two field-based positions to support new and continuing funded projects across the state.

RARE PLANT STATUS

- Completed 136 [reviews](#), including the aquatic plant [broadleaf pondweed](#) (CRPR 2B.3).
- Evaluated 301 taxa proposed for addition to the 2001 Inventory, resulting in a Considered But Rejected (CBR) document of 116 taxa.
- The [RPPC](#) met in January in conjunction with the [NorCalBot Symposium](#) in Chico. Agenda items included review of the 116 CBR taxa and approval of new CRPR definitions that will be updated on the RPI.
- Completed analysis of over 80 taxa in the RPI backlog that were interrupted or postponed after initial review; decisions are being made about what can be rejected, moved forward, or still postponed.

| Additions | Changes | Deletions | Retentions | Rejections | Postponed | Name Changes | Total |
|-----------|---------|-----------|------------|------------|-----------|--------------|-------|
| 2 | 1 | 1 | 2 | 116 | 2 | 12 | 136 |

RESEARCH PRIORITIES & COLLABORATION

- Participated in cross-agency collaboration for monitoring and data collection on endangered species in the BLM Redding Field Office, in support of funded work in the region.
- Submitted final survey report to The Nature Conservancy summarizing results of the Gaviota tarplant surveys completed in the fall; currently drafting a long-term monitoring protocol.
- Doug Stone taught a grass ID workshop for staff and CDFW partners.
- Rare Plant staff hosted an outreach and sales table at the [NorCalBot Symposium](#).
- Collaborated on a feature article in *Flora*, spotlighting interesting discoveries and research on rare plants.
- Aaron Sims created a [virtual presentation on the RPI 50th Anniversary](#) and kicked off the first presentation with the [SCV Chapter of CNPS](#).

VENTURA MARSH MILKVETCH

- In Dec., 100-year-old seeds derived from herbarium specimens were planted on agar for germination by [SBBG](#).

UTOM RIVER CONSERVATION

- Jordan Collins worked on data management of all plant observations in the watershed to date gathered by CNPS, amassing 25,269 records across the Los Padres and Angeles national forests.
- Jordan Collins continues to identify bryophyte collections and reach out to experts for ID confirmation.
- Initiated the coordination for a potential backpacking trip into the remote Sespe Wilderness, as well as general trip planning and volunteer coordination for the upcoming field season.

LOCALLY RARE PLANTS

- Ellen Dean attended virtual meetings of the Locally Important Species Committee in Ventura County (and communicated with County staff) to help finalize the 2024 list that has been posted on the County website.

BOTANIST CERTIFICATION

- After successful exams held toward the end of 2023 there are now a total of 76 [certified botanists](#).
- Spring exams are expected to be held in mid-late April at the Casita Springs Community Center in Ventura, followed by summer exams on August 2 at UC Davis.

VEGETATION PROGRAM

The Vegetation Program engages in vegetation field-sampling, classification, mapping, and monitoring efforts. This winter's focus has been to compile, quality control, and analyze vegetation data across the state. CNPS and partners are collecting and analyzing vegetation data across > 12 million acres to inform fine-scale mapping in the Mojave Desert, Central Coast, North Coast, and Klamath Mountains with over \$3 million in state and federal agency support in 2023-24.

STAFFING UPDATES, OUTREACH, AND TRAININGS

- Welcome to new GIS/Data Analyst, Mara Huang, who is supporting long-term monitoring and analysis in conjunction with Bureau of Land Management's Assessment, Inventory, and Monitoring (AIM) program.
- Welcome to new Associate Vegetation Ecologist, Annie Zell, who is supporting field coordination of vegetation sampling projects along the Central Coast. We've said goodbye to Mark Bibbo, and we've promoted Paul Excoffier to Vegetation Field Data Specialist and Adam Hoeft to Associate Vegetation Ecologist. We're also hiring five new and two backfill term field staff for three projects in 2024.
- Staff attended Northern California Botanists' symposium, where Julie Evens presented a talk on our Vegetation Mapping projects of the Greater Bay Area, and Adam provided a poster on our BLM AIM riparian & wetland project.
- We are planning workshops and veg-a-thons for 2024, including a vernal pool workshop from April 22-24.

MANUAL OF CALIFORNIA VEGETATION (MCV)

- Kendra Sikes, Savannah Vu, and others are contributing to a biannual MCV update for >20 alliances, with updates on new and existing alliances' range maps, regional status, diagnostic species, and membership rules.
- Tom Reyes, Julie, and Kendra met with an MCV subcommittee for our [MCV Modernization](#) discovery stage.
- The Vegetation Committee met in December 2023 to discuss projects and priorities of fine-scale vegetation mapping and classification.

SENSITIVE NATURAL COMMUNITIES (SNC)

Members from the San Luis Obispo, Dorothy King Young, and North Coast Chapters continue to identify and sample SNCs along the Central and North coasts, prioritizing surveys for 2024.

STATEWIDE INVENTORY AND MAPPING

- *Alameda & Contra Costa*—CNPS & partners with East Bay Regional Parks compiled over 1,000 vegetation surveys to analyze & classify grassland & meadow vegetation this quarter; Tukman Geospatial is working on a fine-scale map.
- *Central Coast*—Paul Excoffier, Julie, and others are collaborating with Coastal San Luis RCD, Tukman Geospatial, and chapters on the second year's sampling priorities, while Alexis LaFever-Jackson and Sam Swatling-Holcomb continued to edit a lifeform map for San Benito Co. with CA Department of Fish & Wildlife (CDFW) & Coastal Conservancy funding.
- *Dangermond Preserve*—Paul Excoffier and others are collaborating with The Nature Conservancy & UC Natural Reserves to sample vegetation at the Dangermond Preserve & Sedgwick Reserve this spring–summer 2024.
- *Klamath Mountains*—CNPS, Michael Kauffmann, and Cal Poly Humboldt worked on data entry, quality control, plant identification, herbarium vouchers, and planning for 2024 sampling with CDFW funding.
- *North California Coast*—Kelsey Guest, Tommy Van Eyk, and others submitted the vegetation dataset, wrote a summary report, and processed herbarium vouchers from 2022–2023 with CDFW funding.

VEGETATION LONG-TERM MONITORING

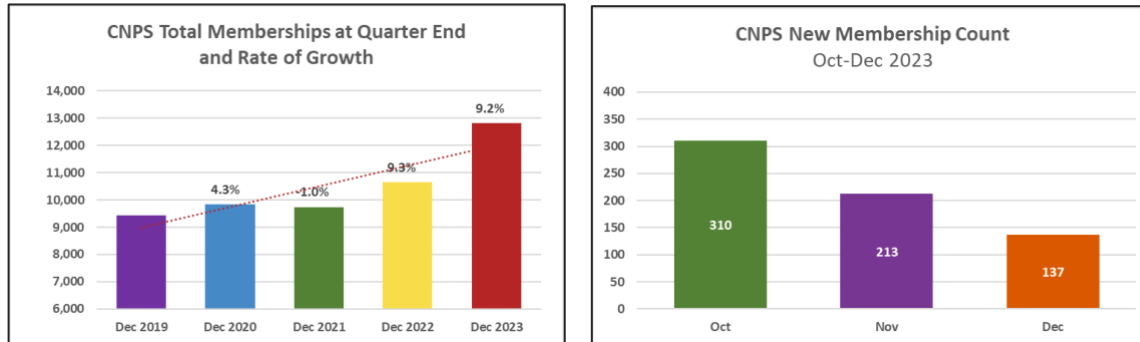
- *BLM Assessment Inventory & Monitoring (AIM) for Riparian/Wetland & Terrestrial Areas*— Adam Hoeft and Michael Heine are purchasing field gear and planning for collection of 120 AIM riparian/wetland surveys across CA in 2024.
- Mara Huang assisted the BLM CA office and field staff in allocating field sites for the 2024 AIM sampling for 10+ crews across California, which will include random, targeted, and repeat-monitoring sites.

DEVELOPMENT

The Development team secures the revenue needed to support CNPS activities from members, generous donors, and institutions (foundations and corporations). New bequest commitments support long-term sustainability.

MEMBERSHIP

CNPS has **12,818** members as of **December 31**; nearly 20% of these members are giving monthly (Perennial).



Chapter events, such as plant sales, are an important means of attracting new members. The chart above (right) shows how many new members CNPS gained this fall.

In November, the Membership Workgroup shared ideas about the type of information that would help their chapters understand membership trends and plan outreach strategies. The new quarterly statistics report will launch in April with 2024 Q1 data.

CNPS is once again offering a new member discount associated with spring chapter garden tours and plant sales. This is an optional discount that chapters can choose to offer. These membership discounts are a popular way to attract new members. Last spring 97 memberships were purchased using the discount!

APPEALS, MAJOR GIFTS, AND PLANNED GIVING

The fall 2023 appeal raised unrestricted support for CNPS, **bringing in about 15% more than last year**. We hosted a successful donor appreciation event in San Diego in December and hope to do more of these in the future.

Since April 2023, CNPS received **22 new planned giving commitments** (plus three anonymous commitments), bringing the number of Legacy Circle members to 156. In 2023, we were notified about eight bequests from recently deceased members.

GRANTS

Since December, CNPS has been awarded **\$1,970,000** in foundation and government grants, including to:

- Develop protocols for California native plant propagation. California Department of Food and Agriculture-Pollinator Program: **\$1,286,000** for three years
- Integrate pollinator data into Calscape. California Department of Food and Agriculture-Pollinator Program: **\$609,000** for two years
- Provide general operating support. Anonymous conservation funder: **\$75,000**

CNPS has letters of inquiry to both the Western Conservation Foundation and Resources Legacy Fund, totaling an estimated **\$50,000** in support of California's national monuments campaign efforts.

WHAT'S NEXT

- It's time to update the CNPS Membership Brochure. Membership chairs are helping gather feedback from their respective chapters about how to make it even more useful. Email feedback/suggestions to blezon@cnps.org.
- **The Big Day of Giving is May 2.** Fundraising for this Sacramento-area giving day will dovetail with our spring appeal mailing in late April.
- The Development team is adding a Major Gifts Officer, who will build support from individual donors for projects and unrestricted.

OPERATIONS

The Operations Department's mission is to develop operational tools, resources, and processes in collaboration with CNPS staff, volunteers, partners, and vendors to support the work that saves California's native plants and places.

CHAPTER RESOURCES MEETING

The Operations team hosted the recurring quarterly Chapter Resources meeting on January 25, 2024, where the following topics were discussed:

- [Chapter Handbook](#) (a great resource) password: panamint
- Chapter Leadership Role Descriptions
- Chapter Annual Reporting
- Microsoft Resources
- CNPS Connect
- Open Discussion

Chapter Resource meetings are scheduled to recur the last Thursday of January, April, July, and October from 5:30 to 7:00 pm. Interested chapter volunteers are welcome to join the meetings from [this link](#).

Meeting materials (agenda, notes, recordings, presentations) are available for viewing on the [Chapter Resources shared drive](#).

INFORMATION TECHNOLOGY

We have been steadily rolling out Microsoft resources for chapter use. Each chapter is assigned a Microsoft account at no cost that provides access to email, file storage, meeting hosting, and more. By using these services, chapters can easily centralize documents and communication which will help ensure consistent access as volunteer leadership changes over time. The [Chapter Microsoft Experience](#) document provides details on available resources and their use.

The CNPS Connect event management solution is currently being tested by several chapters with very positive feedback. We plan to schedule a kickoff meeting in mid-March specifically to discuss CNPS Connect functionality and use by chapter leaders, including step-by-step instructions. Please schedule time to learn more or to access and test the functionality via the [CNPS IT Support](#) scheduler or reach out directly to CNPS IT Administrator Gavin Arblaster at garblaster@cnps.org.

STAFF CHANGES

New Hires

CNPS has hired the [following employees](#).

- Mara Huang, Associate Vegetation Ecologist/Data Analyst
- Isobel Nairn, Wyss Conservation Fellow
- Annie Zell, Associate Vegetation Ecologist
- Bryce King, Lead Field Botanist
- Katy Franco, Strategic Communications Specialist
- Sarah Barnes, Director of Education and Stewardship

Open Positions

CNPS is in various stages of the recruitment process for the following positions. [Jobs at California Native Plant Society](#)

- Vegetation: Vegetation Field Coordinator (x2)
- Vegetation: Assistant Field Botanist (x4)
- Rare Plant Program: Lead Field Botanist
- Rare Plant Program: Field Coordinator
- Operations: Senior Account Specialist
- Development: Major Gifts Officer

Departures

Staff change is never easy, but it is an ongoing and natural reality of the workplace. We wish our departing staff very bright futures and are deeply grateful for the role they played and will continue to play in supporting the mission critical work we do every day.

- Mark Bibbo, Vegetation Program Manager