you're able, please consider supporting us through One Call for All today. For All ensures that Bainbridge residents can easily and securely donate to multiple local organizations, including IslandWood, using one simple donor form.

It's red envelope time! As a reminder, IslandWood is a commitment to an equitable hiring process, and we welcome your support during this season of giving.

Join IslandWood and the National Outdoor Leadership School (NOLS) for a 9-10 day Wilderness First Responder Course this winter! This nationally recognized course, offered from December 27 to January 5, is the industry standard for anyone who works or recreates in the outdoors or any other environment with limited access to medical care and external communication. Course participants will learn how to provide emergency care in the wilderness, and will gain Wilderness First Responder certifications.

Interested in joining our idealistic, collaborative, and purpose-driven team? Know someone who might be? We currently have several positions open, including Director of People and Culture, Community Education Manager, Communications Manager, and more!

We're excited to announce that we have been accepted to join the two- year Expertise Sharing) Led by UC-Berkeley's Lawrence Hall of Science, Justice Outside, Working Towards Racial Equity (WTRE) workshop. So, through our peers, and to continue the work of advancing equity throughout our outdoor education organizations in advancing racial equity and fostering equitable and inclusive work environments. We are honored to be able to learn from and informing Change, this series is designed to support environmental and community education is so critical to our future.

We recently sat down with Rob Smallwood of Smallwood Design & Construction, a longtime IslandWood supporter, to learn more about the process of designing and building the new Harbor Classroom on IslandWood's Bainbridge campus, and why.

"It's through work like this that we become a better species, and can change seasons!"