



Kinship   
CONSERVATION FELLOWS  
Innovative tools.  
Inspired leaders.

From start-up to scale. Get there with Kinship.



# Where do you go when faced with questions of scale?

Kinship Conservation Fellows offers a month-long, in-residence training to equip mid-career conservation practitioners with the tools they need to implement their ideas at scale.

Using market-based conservation case studies and specialized leadership training, Fellows move beyond theory to arrive at real-world solutions.

As a Fellow, you'll join a dynamic community of thought leaders working to create lasting change.

With a focus on peer learning, problem solving, and innovation, Kinship's intensive training program will help you to advance your conservation goals.





## Kinship Fellows Program Overview

- Training in the implementation of market-based tools
- Core instruction in leadership, communication, and business and finance principles
- Inclusion in a global Fellows community
- Month-long in-residence program
- \$6,000 stipend award with lodging provided

## Fellows Requirements

- Mid-career conservation professional familiar with market-based mechanisms
- 5+ years experience
- Demonstrated leader, innovative thinker, mission-driven achiever

# Focused Curriculum

Implementing conservation projects is challenging. Bringing them to scale is even harder. With a curriculum focused on market-based tools, Kinship's training gives Fellows the leadership skills, business and management practices, finance principles, and communication techniques they need to manage complex environmental systems.

Kinship's expert faculty facilitate a structured, peer-based approach to learning. Using specially chosen case studies, Fellows quickly move past theoretical concepts to examine and learn from actual, on-the-ground projects.

Fellows are carefully selected from diverse regions and specialties to participate in Kinship's intensive residential learning experience. A month spent in this unique environment allows for Fellows' ideas to cross-pollinate and for the possibility for truly innovative solutions to emerge.





# Engaged Community

With 191 Fellows in 47 countries on six continents, the Kinship Community serves as a vital resource for Fellows throughout their careers. Kinship's growing network of regional chapters and affinity groups gives Fellows new opportunities for collaboration and learning across cohorts. At gatherings and workshops in places like Kenya, Sweden, and the Bahamas, Fellows meet to help each other find scalable solutions to the specific challenges they face in their regions.

Kinship's blog, annual webinar series, and social media platforms give Fellows multiple avenues to connect, collaborate, and share thought leadership with each other and with the broader conservation community. Whether it's in person or online, Kinship's engaged community offers ongoing opportunities to learn, grow, and lead.









## Glúmur Björnsson, 2003 Fellow

Founder and Board Member of Andríki  
Iceland

Public policy work is an ongoing struggle, but Glúmur encourages those in his field to enjoy it, “regardless of how the wind blows.” Andríki, the public policy institute that he founded, focuses on fiscal policy, personal freedom, and environmental issues.

Glúmur works to harness free market forces in conservation by advocating for well-defined property rights to land and water.

One example of this is Andríki’s support for private property rights in Icelandic fisheries through the use of individual transferable quotas (ITQs). The ITQs provide an incentive for fishermen to support a reasonable limit for the total allowable catch. Now, the stocks in their companies are directly linked to the condition of the fish stocks. As a result, the decline of the fish stocks was halted and the fishing industry has thrived without government subsidies, unlike elsewhere in Europe.

“Kinship gives you a very good idea of how much you may achieve in a few weeks if you focus on things in such a vigorous environment.”



## Maria Teresa Vargas, 2005 Fellow

Founder and Executive Director, Fundación Natura Bolivia  
Bolivia

**M**aria Teresa, "Tere," runs Fundación Natura Bolivia using the principle that people who benefit from the environment should help pay to protect it.

Tere was instrumental in developing a working system of payments for environmental services that demonstrates how market incentives can enhance watershed management, conserve forests, and improve community livelihoods in Bolivia.

Under Tere's leadership, Fundación Natura Bolivia, which started in 2003 with three people and \$14,000, has grown to an organization with 50 staff and a \$1.5

million annual budget.

To Tere, "there is no substitute for working on the ground with the people, farmers, businesses, and park guards on the front lines of conservation. It is they who will teach you how to succeed."

**“Kinship is effectively a one-month MBA for environmentalists. I learned so much, so quickly about how to use markets to improve environmental management. The tools I came away with have served me ever since I was a Fellow.”**





## James Remuzzi, 2007 Fellow

President, Sustainable Solutions, LLC

United States

For James, the impact of his work is most apparent when he takes a degraded or under-utilized forest and restores it to its full ecologic and economic potential. He says, "I want to use markets to make the case for why natural resource management matters."

A case in point: three years ago, James took on management of a 1,000 acre wetland mitigation bank facing tree survival issues. James' team started planting the right trees in the right places, managing competing vegetation, and killing invasives. Within one year, the overall performing acres of the bank increased by 392%. In jobs like this, James' goal is to generate ecological uplift, quantify it, then work to develop its value in the marketplace.

James' combined forestry and market-based conservation expertise pioneered the development of both the Bay Bank and the LandServer conservation assessment tools, connecting the divide between buyers and sellers of land for environmental mitigation.

**“Kinship Fellows is an incredible network of mega-talented conservationists.”**

## Be part of something bigger than yourself.



**“What attracts you to the idea of Kinship is the knowledge and network you’ll gain, but it’s the experience of building real and lasting connections with like-minded professionals around the world that reframes your perspective and changes your life.”**

**Jeff Berckes, 2013 Kinship Fellow**

Senior Environmental Specialist, Iowa Department of Natural Resources



**“My horizons broadened substantially. I have been using the knowledge I gained since the day I left, and the time I was able to invest in my personal leadership development gave me skills and insights to help me increase the impact of my work.”**

**Zoë Cullen, 2013 Kinship Fellow**

Senior Program Manager of Environmental Markets, Fauna & Flora International



**“The Kinship program is both an educational and a network-building experience. For four weeks you get to focus on your own development whilst surrounded by incredibly inspiring people!”**

**Anna Jamieson, 2010 Kinship Fellow**

Project Coordinator for pasture beef programs, WWF-Sweden



**“Kinship’s program brings together extensive expertise from different regions and environmental industries. The diverse backgrounds and experience of Fellows is an extremely valuable asset of the program and perhaps the best way for learning different approaches and views on conservation.”**

**Rodrigo Martinez, 2009 Kinship Fellow**

Consultant on Climate Change, Inter-American Development Bank

**Join Kinship Conservation Fellows.**



Implement conservation incentives at scale.  
Apply today.



For details about the program and for application instructions,  
scan the code or visit: [www.kinshipfellows.org](http://www.kinshipfellows.org).

**Application Deadline**

January 27, 2014

**2014 Program Dates**

June 29 - July 30, 2014

**Location**

Bellingham, Washington

**Our mission** is to develop a community of leaders dedicated to collaborative approaches to environmental issues with an emphasis on market-based principles.



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Inspired leaders.**

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