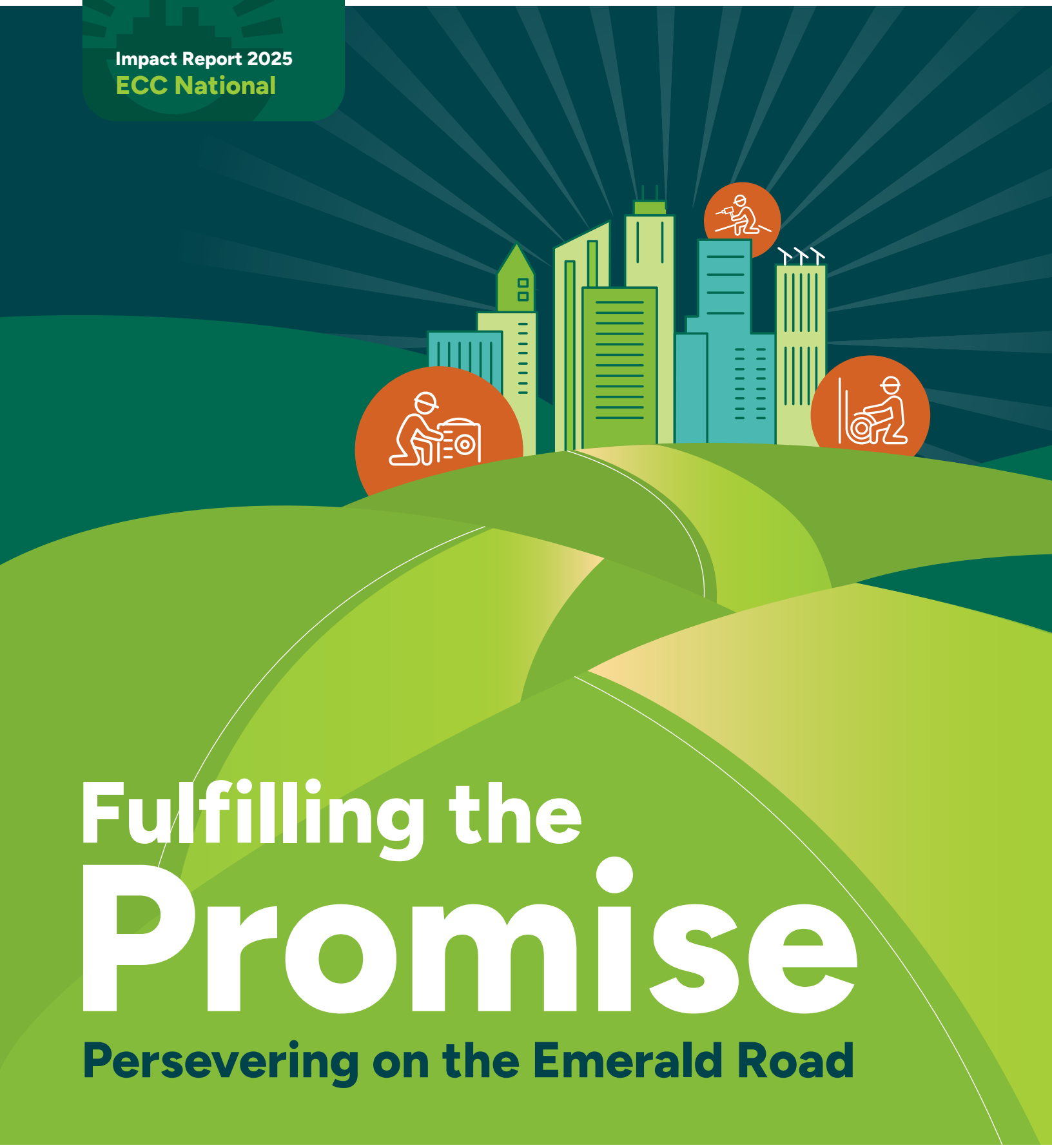
Impact Report 2025
ECC National



Fulfilling the Promise

Persevering on the Emerald Road

Emerald Cities
COLLABORATIVE
America empowered.

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Letter from the Interim CEO

A Nation of Emerald Cities

To our partners, friends, and the communities we serve:

It is with great enthusiasm and profound gratitude, that I present to you the Emerald Cities Collaborative 2025 Impact Report—*Fulfilling the Promise, Persevering on the Emerald Road.* What follows is more than a record of a remarkable year. It is the story of communities rising, of partners standing shoulder to shoulder, and of a promise being kept. The full measure of our progress lives in the pages ahead; here, I simply want to share what it all means.

When we talk about an Emerald City, we are not describing a place on a map. We are describing a standard, a community that is resilient by design and thriving by intent, where infrastructure withstands a changing climate, opportunity reaches those too often left at the margins, and good jobs build lasting wealth. Resilience and prosperity are not competing goals; they are one continuous climb, and that climb is our life's work.

This year tested what resilience means, and it affirmed a founding conviction: we do not wait for more resources to do better, we make the resources already present in our communities work harder. Through our E-Contractor Academy and workforce initiatives, we trained a new generation of participants, prepared contractors to compete, expanded internships and job placements, and put capacity-building grants in the hands of graduates ready to grow. This is how we move minority and women-owned businesses from the edges of opportunity into the center of it, from training to traction.

We also strengthened community capacity through our Energy Democracy initiatives, helping residents engage with local public utility commissions and policymakers to ensure those most affected by decisions have a voice in shaping them.

What I am proudest to report is not only what we accomplished, but how much faster we can now move. Contractors and entrepreneurs who once faced capped growth and closed doors are now winning larger projects, hiring, and building lasting wealth because they gained the network, financial knowledge, and confidence to bid bigger and build stronger.

> **"The infrastructure and high-road pathways we spent years building are now an engine, turning good intentions into measurable, life-changing progress."**
>
> ***Dr. Adetola Shabi, Chief Financial and Administrative Officer, Interim Chief Executive Officer***



A Nation of Emerald Cities

Communities who are historically excluded from infrastructure planning and decision-making are now designing policies at the city and state level for the future of climate investments. The infrastructure and high-road pathways we spent years building are now an engine, turning good intentions into measurable, life-changing progress.

Our ambition has never been one city. Across our regions, the same model is proving that it travels, scaling our E-Contractor Academy into new states, expanding into new markets, and earning national and regional recognition for our leadership in equitable clean energy. And even as we build opportunity, we build resilience itself, helping families make their homes healthier, safer, and more efficient. The Emerald model is not a single success story to be admired, but a repeatable system built to be adopted, adapted, and scaled.

That is why our goal has never been a single Emerald City. It is scores of them a nation of communities, each meeting the same standard of resilient infrastructure, equitable wealth-building, and real and rising pathways to opportunity. That is a goal large enough to demand the best of all of us and it is well within our reach.

But we cannot reach it alone, and we were never meant to.

To our philanthropic partners:

Your investment is not charity, it is catalytic capital. When you fund the infrastructure that lets a contractor scale, a worker advance, or a community plan for the next decade, you are not subsidizing a program, you are accelerating a movement and multiplying every dollar you commit. We invite you to build with us.

To our partners in local government:

You hold the levers that turn vision into impactful policy, equitable procurement, and accessible public resources that will put community resilience first. In cities like Seattle, partnership with local government sustained vital workforce programs through a period of federal funding uncertainty and aligned training with new building performance standards. The Emerald City standard cannot be solely legislated into existence or achieved in a silo. We invite you to partner with us.

The work ahead is urgent, and it is ours to do together. With disciplined stewardship, shared resolve, and partners willing to move at the speed this moment demands, we will accelerate our progress across America's cities, and we will build, community by community, a nation of Emerald Cities.

With gratitude and resolve,

Dr. Adetola Shabi
Chief Financial and Administrative Officer
Interim Chief Executive Officer



ECC Mission

Building High-Road Economies



Powering impact through partnership

JumpStart and HVAC Academy alumnus Manasseh M. works on replacing a furnace with an energy efficient heatpump

Emerald Cities Collaborative pursues a high-road approach to greening our cities, building resilient regional economies and strengthening our democracy. By building cross-sector collaborations, acutely focused on those historically left out of the economic and community development process, we help communities unleash their capacity to build high-road economies that are more sustainable, economically just, and democratic.

Emerald Cities Collaborative Ethos

With inclusion and equity as its foundation, Emerald Cities Collaborative (ECC) launched a bold vision in 2009 to build clean energy, high-road, democratically accountable "emerald cities." ECC approached this work with urgency, helping cities and communities adapt to climate challenges while drawing on our experience to ensure high-need communities can participate in the growing clean energy economy. Through innovation, strategic partnerships, and targeted programming, we are building the network needed to advance a high-road Emerald City transformation.

Nearly twenty years later, ECC has built a model framework that turns climate investments into inclusive economic opportunity, building stronger communities and cleaner, healthier infrastructure.

As emerald cities emerge from coast to coast, they are:

- Changing the lives of individuals employed in the clean energy workforce
- Expanding the viability of Minority and Women-owned Business Enterprises (MWBEs) as ready prime and sub-contractors
- Shaping climate policies accountable to communities most impacted
- Establishing and implementing equitable procurement practices
- Redefining access to clean energy investments by ensuring that equity is foundational, not an afterthought



From training to traction

E-Contractor Academy graduation class, ECC Northern California

ECC Mission

A Model Framework for Opportunity

Galvanizing cities around climate action requires cross-sector collaborations that are guided by a model framework for growth and opportunity. In this way, ECC government and labor partners, anchor institutions, and frontline communities, *together* increase the "collective capacity" to scale successful initiatives.

ECC's model framework focuses investments in three areas:

1. Economic Inclusion

Economic Inclusion creates equitable access to quality jobs, business opportunities, and the resources people need to thrive. ECC advances economic inclusion through small business training, policy advocacy, and cross-sector partnerships that help cities build a skilled clean energy workforce and expand access to economic opportunity.



2. Community Resilience

Community Resilience and self-determination empower communities through collective adaptability and self-reliance. ECC builds civic infrastructure and co-designs community-led initiatives in underserved climate vulnerable neighborhoods that contribute to community resilience through energy infrastructure, food procurement, and inclusion in the clean energy economy.



3. Equitable Building Decarbonization

Equitable Building Decarbonization programs help install new home energy upgrades for low-income households at no cost. ECC champions equitable approaches for residential building and electrification. Through our weatherization and healthy homes initiatives, communities can make important improvements to their homes that reflect their priorities—supporting community resilience and health.





Our Impact

Powering People, Communities, and a Cleaner Future

A strong clean energy future depends on people and businesses having the skills, resources, and opportunities to succeed. Across our network, we are helping build that foundation by preparing workers for in-demand careers, supporting contractors as they grow their businesses, and strengthening the local talent needed to meet evolving energy needs. Together, these efforts are building stronger regional economies and creating lasting opportunities for the communities we serve.

From Investment to Impact

This work is multi-faceted involving investment, coalition building, and programming. ECC regranted more than $225,000 to organizations participating in the Emerging Community Capacity Building program and empowered more than 475 residents and stakeholders to advance climate change action planning. ECC also participated in more than 38 coalitions and policy tables toward advancing climate goals, and cultivated nearly 100 government, industry, and community partnerships to maintain the efficacy of programs and initiatives.

Last year, almost 100 low-income families received essential no-cost energy efficiency upgrades. ECC performed two whole-home decarbonization retrofits to reduce carbon footprint and directly installed 55 heat pump water heaters through local partners. ECC also supported twelve priority energy efficiency policies at the state and regional levels, helping shape programs and investments that benefit underserved communities. Equitable building decarbonization programs invite underserved communities to participate in solutions that directly affect the climate change challenges they face.

Impact at a Glance

Economic Inclusion

418
workforce participants trained and equipped for high-road careers in the clean-energy economy

338
contractors trained and positioned to compete for public and private infrastructure contracts

26%
increase in internship placements, connecting emerging workers with hands-on experience on real-world projects

$175K
in capacity-building grants awarded to help contractors compete for and deliver larger projects

Community Resilience

475
community members and stakeholders equipped to advance climate and economic justice

$225K
regranted to community-based organizations

38
actively involved coalitions and policy tables

100
government, industry, and community partnerships

Equitable Building Decarbonization

55
heat pump water heaters installed, helping households access cleaner, more energy-efficient technology

100
low-income families received no-cost energy efficiency upgrades, making their homes more efficient and comfortable

12
priority energy efficiency policies supported at the state and regional level



Accomplishments

Major Accomplishments That Moved Our Mission Forward

Our mission moves forward when bold ideas become meaningful action. Across our network, we are turning opportunity into progress, strengthening local economies, expanding pathways to prosperity, and helping communities play an active role in shaping a cleaner future.

Investing in Inclusive Clean Energy

With billions invested in clean energy efforts, ECC initiatives, ranging from policy and programming to coalitions and technical assistance, are steadfast in creating economic opportunities for underserved communities. A successful clean energy transition requires identifying and addressing long-standing regional climate challenges such as worker shortages and diversity disparities, while simultaneously identifying opportunities for growth and economic inclusion, especially for Minority and Women-Owned Business Enterprises (MWBEs).

Driving Innovation Through Partnership

It also requires innovation and progress toward meeting ambitious climate goals. This is achieved when partners and coalitions meet the moment with bold initiatives that ensure disadvantaged communities aren't left behind and can adapt to rapidly changing environments. In response, emerald cities are building, strengthening and leveraging partnerships that advance clean energy projects, as well as high-road employment opportunities and inclusive climate efforts.

Every milestone in this report reflects a shared purpose: to persevere on the Emerald Road. We achieve that by Leading Change, Creating Opportunity, and Building Capacity.





Major Accomplishments That Moved Our Mission Forward

We Lead Change

Recognition for Climate Leadership and Economic Inclusion

Across the country, ECC's innovative programs, strategic partnerships, and community-centered approach were recognized for expanding economic opportunity, strengthening small businesses, and accelerating climate solutions that benefit underserved communities.

Advancing Equity and Leading the Field

Through keynote presentations, national workshops, and regional convenings, ECC elevated proven approaches that connect climate action with economic opportunity and community impact.

ECC Southern California was nominated for the National Association of Minority Contractors' Building Dreams Spirit Award, recognizing its leadership in supporting diverse small businesses through impactful programs and partnerships.



ECC Northeast received the Community Impact Award from The Alliance for Climate Transition (ACT) for advancing clean energy solutions that foster innovation and expand economic opportunity.



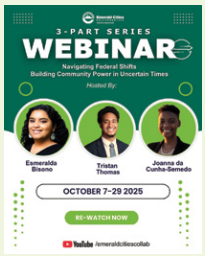
ECC DMV, the Metropolitan Washington Council of Governments honored ECC's DC Contractor Incubator with a 2025 Climate & Energy Leadership Award, recognizing its role in preparing local contractors to participate in the clean energy economy while advancing regional climate goals.



Mass Save's Supplier Diversity Summit
In the Northeast, Regional Director Alexis Washburn delivered the closing keynote at Mass Save's Supplier Diversity Summit, highlighting the importance of expanding opportunities for minority- and women-owned businesses to participate in the clean energy economy.



Navigating Federal Shifts Webinar Series
ECC Northeast also partnered with Resonant Energy and Alternatives for Community and Environment to host the highly attended "Navigating Federal Shifts" webinar series. The three-part series brought together more than 130 nonprofit leaders, municipalities, advocates, funders, and clean energy experts to examine changing federal policies, identify local strategies for resilience, and explore collaborative approaches to advancing equitable clean energy investments.



Advancing Energy Democracy
Nationally, ECC hosted an interactive webinars and workshops on advancing energy democracy in this moment, with over 70 attendees, including CBOs, funders, energy justice intermediaries and coalitions.



Major Accomplishments That Moved Our Mission Forward

We Lead Change continued

Shaping Policies That Advance Equitable Climate Solutions

Throughout 2025, we worked alongside community organizations, public agencies, and advocacy coalitions to influence policies that support equitable decarbonization, workforce development, and community resilience. By elevating local voices and advancing practical solutions, ECC helped lay the foundation for a more inclusive clean energy future.

In the Northwest, ECC partnered with Africatown Community Land Trust, Front & Centered, and Rural People's Voice to develop a community-led outreach strategy that helps building owners comply with Washington State's Clean Buildings Performance Standard. The region also collaborated with Shift Zero Alliance and the Weatherization Workgroup to advance weatherization legislation for the 2026 state legislative session. Further strengthening ECC's policy leadership, Northwest Regional Director Roz Jenkins was appointed Workforce Training Representative to the City of Seattle's Green New Deal Oversight Board, where she helps guide recommendations for policies, investments, and workforce strategies that advance Seattle's climate goals.



July 11th at Seattle City Hall board members and staff. **Roz Jenkins**, ECC Northwest Regional Director, second from left.

In Northern California, ECC advocated for community-owned energy utilities and greater public participation in air quality rulemaking. ECC also supported the integration of affordable housing considerations into Building Performance Standards and contractor readiness initiatives that ensure environmental justice communities benefit from building decarbonization investments.

Beyond the region, we contributed national subject matter expertise to collaborative initiatives and publications, including the Reconnecting Communities Summit, Blueprints for Change, and the Climate Justice Field Guide, helping strengthen climate justice efforts across the country.

> **"By focusing on state initiatives and emerging clean energy policy drivers, we created new pathways for action. This approach allowed us to advance policy into implementation while opening new opportunities to grow our impact and strengthen regional investment."**
>
> ***Avni Jamdar, ECC NorCal Regional Director***



Community Energy Program
hosted in partnership with Ava Community Energy





HVAC Career Prep Academy
Building Engineering Field Trip hosted by Wright Runstad & Company

We Create Opportunity

Partnerships That Turned Opportunity into Action

We strengthened our national network by forging and deepening partnerships that expanded opportunity, sustained essential workforce programs, and responded to evolving regional priorities. Working alongside public agencies, employers, and community organizations, ECC transformed collaboration into action—connecting people, resources, and systems to create lasting pathways into the clean energy economy.

In the Northwest, partnerships with the City of Seattle's Offices of Sustainability and Environment and Finance and Administrative Services secured new funding that preserved the Electrical Pathways Pre-Apprenticeship during a period of federal funding uncertainty, ensuring continued access to workforce training. At the same time, collaboration with the City of Seattle and the State of Washington aligned workforce development with newly adopted Building Performance Standards, preparing HVAC technicians and electricians with the skills needed to support the region's clean energy transition.

Through Green Path Careers in Southern California, we have expanded partnerships with organizations serving justice-impacted individuals, people experiencing homelessness, and underserved youth, contributing to a threefold increase in participants placed in jobs and internships between 2024 and 2025.



Partner Spotlight

Dave Norman and Johnstone Supply

Pre-apprentices in the ECC Northwest HVAC/R Career Prep Academy consistently share great acclaim for Senior Instructor Dave Norman. The program's high retention rate results from Dave's vast knowledge, effective instruction, and generosity of spirit. Norman has led instruction at the HVAC/R Training & Career Preparation Academy since its inception in 2018.

With decades of experience as an expert technician and instructor, Norman creates a learning space that many pre-apprentices describe as a "second home." Participants receive quality instruction, hands-on experience, and a home-cooked meal at nearly every session, courtesy of Kim Norman, Dave's wife. Through Norman's partnership, Academy training is now delivered at Johnstone Supply's state-of-the-art learning center in Sumner and learning laboratories in both Sumner and Lacey, WA.

Through the partnership with Johnstone Supply, Dave is building larger training labs and developing "train the trainers" models, so the work can continue when he retires.

> **"I'm a real firm believer in hands-on... getting out in the lab and applying what we've learned in the classroom. I'm building bigger labs at Johnstone Supply now, so we can have those hands-on classes and continue this Emerald Cities relationship through them." —** ***Dave Norman, Instructor,HVAC/R Training & Career Prep Academy***

Key Metric

HVAC/R technicians retire in large numbers every year. The U.S. Bureau of Statistics projects 40,100 new openings in HVAC/R nationally each year through 2034, largely to replace retirees. In response, Dave is on a mission to train as many new technicians as he can to fill the gap.

We Create Opportunity continued

Expanding Proven Programs to Grow Clean Energy Opportunities

As demand for an inclusive clean energy workforce continues to grow, we have expanded our portfolio of programs reaching new milestones that expanded access, improved participant support, and strengthened pathways into high-demand clean energy careers. By adapting proven models and introducing new learning opportunities, ECC increased access to the skills, networks, and resources needed to participate in the clean energy economy.

In the Northwest, ECC expanded into Oregon through Studio 2050, a new initiative funded by Energy Trust of Oregon that will prepare university students for careers in high-performance buildings through technical training, mentorship, networking, and paid internships. Similarly, the HVAC Academy achieved Washington State registration as a pre-apprenticeship program—the highest standard for workforce preparation—unlocking new public resources to support participants with essential tools such as computers, cell phones, and transportation assistance. The region also launched the HVAC Career Prep Scholarship in partnership with Clover Park Technical College, helping diverse students pursue careers in HVAC through tuition support at the college's new Eastside Training Center.

"Meeting the moment means investing in people and communities—building the capacity, resources, and readiness they need to turn opportunity into assets. When people are equipped to thrive, we build stronger businesses, a stronger workforce, stronger communities, and a stronger local economy."

Tabaris Smith, DMV Regional Director

In the Northeast, ECC secured implementation grants from the Massachusetts Clean Energy Center to launch and scale its E-Contractor Academy across the state, helping minority- and women-owned businesses access clean energy contracting opportunities.

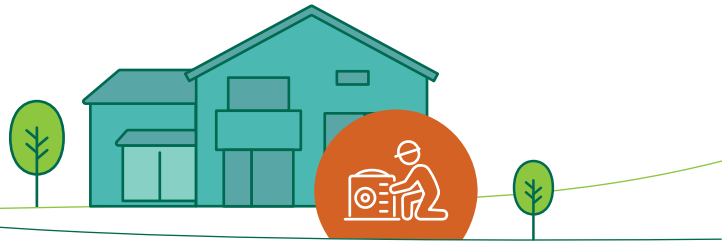
In Southern California, ECC expanded its student programming through the Future Green Leaders Summit, engaging more than 500 middle school students in STEAM and sustainability careers, while launching the iEngineering Summer Bridge Pilot to introduce students to engineering pathways through hands-on learning and career exploration. Similarly, the ACES Pathway Program celebrated its 10-year anniversary, marking a decade of preparing nearly 2,000 students for careers in architecture, construction, engineering, and sustainability through college credit, internships, field experiences, and industry engagement.

In the DMV region, ECC strengthened its contractor development model by expanding technical training, financial readiness resources, and networking opportunities that better position contractors to compete in the growing clean energy marketplace.



Women Build DC

ECC DMV's DC Contractor Incubator (DCI) launched Women Build DC, a 5-week, no-cost program for clean energy construction entrepreneurs



Major Accomplishments That Moved Our Mission Forward

Investing in Diverse Businesses to Expand Economic Opportunity

Access to capital can be the difference between potential and growth. This year we helped minority- and women-owned businesses (MWBEs) overcome one of the greatest barriers to success by connecting entrepreneurs with direct financial investments, business development opportunities, and the resources needed to compete in the clean energy marketplace.

In the Northeast, ECC partnered with the Western Massachusetts Economic Development Council to distribute more than $100,000 in direct investments to 16 MWBEs working in the green economy, including graduates of the E-Contractor Academy. These investments provided contractors with the capital, tools, and support needed to strengthen their businesses and pursue new clean energy opportunities.

In the DMV region, ECC's Women Build DC initiative empowered women entrepreneurs through a business pitch competition that offered participants the opportunity to compete for $25,000 in business growth funding while strengthening their business strategies, investor readiness, and connections to potential funders.

> **"A lesson from the E-Contractor Academy Training is the importance of being 'contract-ready.' I learned how to structure my business to meet government requirements, network with larger contractors, and take advantage of local contracting opportunities to grow sustainably."**
>
> ***Western Massachusetts Fall 2025 E-Contractor Academy Participant***





We Create Opportunity continued



E-Contractor Academy Graduate Spotlight

Genesis Vanderhost Batista

Genesis Vanderhost Batista is the co owner of Quality Air Solutions, a heating, ventilation, and air conditioning company she and her husband, Jorge, built together. Based in Massachusetts and serving communities across Merrimack Valley and Southern New Hampshire, Genesis leads the operations, strategy, and growth of the business while Jorge, an experienced HVAC technician, leads the technical work. Together, they deliver high quality, energy efficient HVAC solutions that ensure homeowners feel confident and well cared for.

Genesis first learned about the E Contractor Academy (ECA) through word of mouth—a suggestion that quickly took root. As she describes it, ECA was a "clean energy ecosystem," one where she could immerse herself in new knowledge, gain tools to grow her business, and build the strong network she was seeking for future opportunities and partnerships.

Before joining ECA, Genesis and Jorge faced real industry and economic barriers, including stagnant sales, capped profits, and limited access to larger projects. Without strong banking relationships or a clear understanding of how to access capital, the mere idea of expanding the business, investing in equipment, hiring talent, or taking on more complex work seemed impossible. These challenges not only slowed their momentum but also constrained their ability to fully meet the needs of the families and businesses they serve—setting the stage for why access to the right training, networks, and ecosystem would become transformative.

Through Genesis's participation and graduation from the E-Contractor Academy, life looks remarkably different for her business, family, and community. Between 2024 and 2025, Quality Air Solutions experienced significant growth and more than tripled their annual revenue. This growth was driven by their ability to generate more bids, build stronger partnerships, and collaborate with other contractors—opportunities Genesis attributes directly to ECA. The business is now better positioned within the clean energy and high-efficiency HVAC market. Looking ahead, she plans to continue to strategically position Quality Air Solutions for long-term expansion as the business enters its next phase by leveraging networking relationships, applying knowledge gained from the ECA, while exploring opportunities post-academy.

164% **increase in Quality Air Solutions' revenue from 2024 to 2025**

> **"Barriers didn't stop us from pushing forward, but they did make the path to growth more challenging. It reinforced the importance of building strong connections and understanding the financial side of the business so that we could position our company to continue growing and expand our reach."** — ***Genesis Vanderhost Batista***



Major Accomplishments That Moved Our Mission Forward

We Build Capacity

Publishing Practical Resources That Empower Communities

We expanded our impact by developing practical resources that help individuals and communities make informed decisions, navigate clean energy opportunities, and take meaningful action. By translating technical information into easy-to-use tools, we equipped people with the confidence and knowledge to improve their homes, reduce energy costs, and support healthier living environments.

In the Northeast, we published the *Emerald Connections Weatherization and Healthy Homes Guidebook*, a comprehensive resource for program participants and homeowners considering energy improvements. The guidebook provides easy-to-understand explanations of commonly installed weatherization equipment, practical tips for saving energy and maintaining a healthy home, seasonal maintenance checklists, and information about local programs that can help residents access additional support.



Helping residents improve their home's energy efficiency, comfort, and overall health

> **"Before I had baseboard heaters in every room with separate thermostats. Now I have a heat pump outside—it's regulated and very efficient. Compared to the baseboards, my light bill is half of what is was before."**
>
> ***Madrea de la Cruz, Emerald Connections participant***

Strengthening Civic Infrastructure for Community-Led Climate Action

Strong communities need more than funding—they need the knowledge, relationships, and tools to shape their own future. In 2025, we invested in civic infrastructure by equipping community leaders, organizations, and local coalitions with the resources, technical assistance, and frameworks needed to advance equitable energy solutions and build long-term community capacity.

In the DMV region, our Energy Community Capacity Building (ECCB) Program convened a place-based cohort through six workshops and published the DC Energy Democracy Scorecard, a community vision report, and evaluation materials. Nationally, we provided technical assistance and grant funding, enabling the Human Rights Coalition to develop the Abolitionist Energy Democracy Scorecard and companion Toxic Prisons Campaign curriculum, which equips communities inside and outside prison walls to understand the extractive energy economy and advance energy democracy. Although ECCB concluded due to funding constraints, its tools, relationships, and locally driven models continue to inform community-led action.

> **"We wouldn't have been able to get this far without the support of ECC. It was abstract before we collaborated and over the last year it feels very tangible and accessible and something that went from an idea to a real product that we can use and we couldn't have done that from the grant and support."**
>
> ***Human Rights Coalition ECCB participant***

We Build Capacity continued

Building Capacity for Emerald Cities

Building capacity is what makes every other outcome in the high road journey possible. In Northern California, we are preparing contractors before opportunities arrive by giving them the knowledge, hands-on experience, and field connections they need to meet the demands of a changing clean-energy market. Contractors leave with more than installation skills. They gain the confidence to manage projects, explain electrification, connect households to incentives, and help families move toward healthier, more efficient homes.

Across the country, cities are moving toward clean energy, and in the San Francisco Bay Area, the Bay Area Air District's NOx rule is helping move homes away from gas and toward efficient electric water heaters. For many low-income, minority, and underserved households, that transition can feel out of reach because of cost, information gaps, and technical barriers. That is where ECC steps in: connecting trained contractors, trusted community partners, and household support so families can see a clear path toward a cleaner and more efficient home.



Community Energy Program
hosted in partnership with Ava Community Energy



Hands-On Field Experience
Electric heater installation in the Mission District, San Francisco

Spotlight

Building Capacity Through the San Francisco Climate Equity Hub

Through ECC NorCal's E-Contractor Program, contractors learn about heat pump water heaters and emerging electrification technologies, then move into the San Francisco Climate Equity Hub for hands-on field experience upon referral. The Hub becomes a working classroom, where contractors shadow installations, practice in real project conditions, and build the confidence to complete installations themselves.

ECC's capacity-building efforts also mean helping contractors communicate clearly with individuals and families. They learn how to explain electrification benefits, rebates, incentives, and options for overcoming barriers. In this role, contractors are not only installers; they are guides helping households understand what is possible.

Many of these contractors come from the same communities they serve. That connection builds trust and helps make the clean-energy transition feel real, reachable, and rooted in the neighborhood throughout the multipronged process.

- **Eligibility:** Smaller residential buildings with older equipment are prioritized, especially homes unlikely to switch without additional support.
- **Contractor learning:** Local MWBDE contractors shadow heat pump water heater installations and, after training, complete installations themselves.
- **Household support:** Community organizations, San Francisco Climate Environment staff, advisors, and other stakeholders guide residents and contractors from interest through post-installation support.

About half of the heat pump projects were fully covered by rebates, state incentives, and Hub financial support, allowing households to receive free electrification appliances.



"There's definitely not enough installers, so incentives and training for contractors would be a great boost to get this work done"

Randy Williamson, Dreamworks Construction, E-Contractor Graduate Spring 2024

2025 Outcomes:



55
electric heat pump water heaters installed by ECC-trained contractors

3
heat pump HVAC systems installed

2
fully electrified homes



This is How ECC Builds Emerald Cities
One community at a time, through capacity building that trains contractors, supports households, and guides communities through the clean-energy transition with the tools, trust, and support needed to make healthier, more efficient homes possible.

Looking Ahead

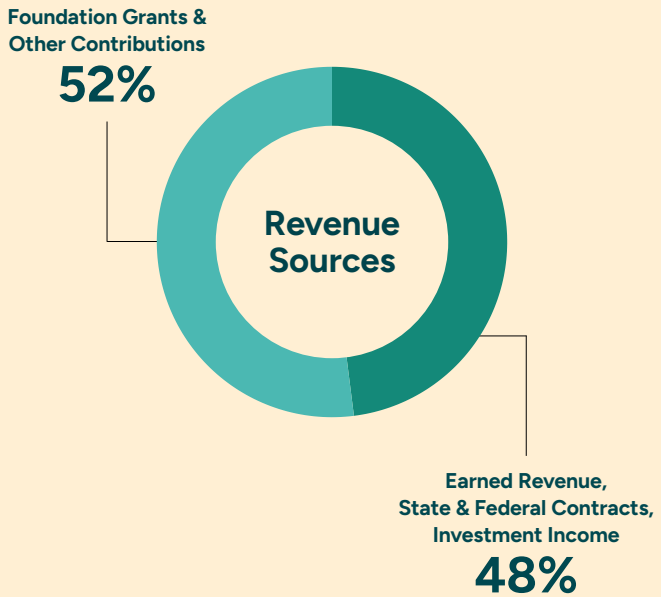
From Training to Lasting Opportunity

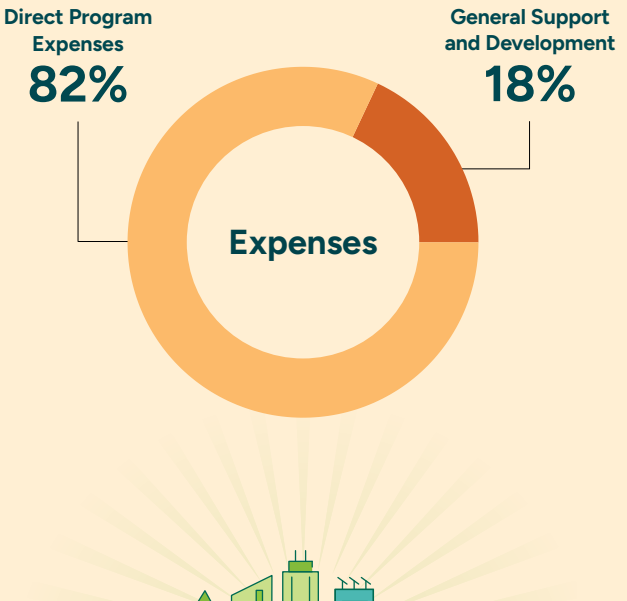
Looking ahead, we are focused on turning training into lasting economic opportunity while building the workforce and businesses needed for a more climate-resilient future. Through our From Training to Traction framework, we will help contractors move beyond training to successfully compete for and deliver clean energy and infrastructure projects.

Across our five regions, we will strengthen access to bonding and capital, estimating and bid support, compliance systems, and relationships with institutions and utilities seeking qualified firms. At the same time, we will continue preparing workers for in-demand careers that strengthen communities and local economies. By connecting skilled workers, capable contractors, and a growing pipeline of projects, we are building the local capacity needed to meet tomorrow's energy and climate challenges.

About Us

Financial Overview FY'25







Our Supporters

We are grateful to the following foundations and institutions for their generous support between January 1, 2025, and December 31, 2025. Their partnership helped advance our mission and expand our impact.

Amalgamated Charitable Foundation
American Council for an Energy Efficient Economy
Anneberg Foundation
Ava Community Foundation
Barr Foundation
Boeing Employees Credit Union
City of Seattle
Civic Makers
Cliff Family Foundation
Climate Breakthrough
Climate Imperative Foundation
Eastern Bank Foundation
Greater Washington Community Foundation
Healthcare Without Harm
Institute for Market Transformation
Institute for Sustainable Communities
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Linxs Constructors
Marguerite Casey Foundation
Massachusetts Clean Enrgy Center
Metropolitan Area Planning Council
Nathan Cummings Foundation
Physicians for Social Responsibility - Los Angeles
Physicians for Social Responsibility - San Francisco
Port of Seattle
Richmond Community Foundation
Russell Family Foundation
San Francisco Foundation
Sierra Health Foundation
Solutions Project
Stolte Family Foundation
Surdna Foundation
Taco Bell Foundation
Tides Center
United States Climate Alliance
US Department of Agriculture
US Department of Energy
US Energy Foundation
Waverly Street Foundation

Leadership

Executive Team

Meishka Mitchell
Outgoing Chief Executive Officer

Adetola Shabi
Chief Financial and Administrative Officer, and Interim Chief Executive Officer

Leadership Team

Wendy Angel
Southern California Regional Director

Chelsey Bryant
Director of Strategic Initiatives

Avni Jamdar
Northern California Regional Director

Roz Jenkins
Northwest Regional Director

Sonia Kikeri
National Director of Civic Infrastructure

Tabaris Smith
DMV Regional Director

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Impact Report 2025

ECC National

Emerald Cities Collaborative National
1660 L Street NW, Suite 204
Washington, DC 20036
202-449-9780
emeraldcities.org
newsletter sign up

Emerald Cities Collaborative Southern California Region
177 E. Colorado Boulevard, Suite 2029
Pasadena, CA 91105
202-449-9780
southerncaregion@emeraldcities.org

Emerald Cities Collaborative Northwest Region
7100 Fort Dent Way, Suite 100
Tukwila, WA 98188
360-970-3591
rjenkins@emeraldcities.org

Emerald Cities Collaborative Northeast Region
50 Milk Street
Boston, MA 02108
202-449-9780
northeast@emeraldcities.org

Emerald Cities Collaborative Northern California Region
580 California Street, Suite 1204
San Francisco, CA 94104
202-449-9780
northerncaregion@emeraldcities.org

Emerald Cities Collaborative DMV Region
1660 L Street NW, Suite 204
Washington, DC 20036
202-449-9780
dmvregion@emeraldcities.org



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