



2024-2025 IMPACT REPORT
UNION SPORTSMEN'S ALLIANCE

UNITING THE UNION COMMUNITY

Through Conservation to Preserve North America's Outdoor Heritage.



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Millions of active and retired union members hunt, fish, shoot and recreate outdoors. The Union Sportsmen's Alliance (USA) unites these union outdoor enthusiasts outside the workplace and provides them with opportunities to connect with their brothers and sisters of all ranks and trades and lend their skills to help preserve North America's outdoor heritage.





Board Chairman's Message

In January 2007, I stood with seven other national union leaders as we presented a check for \$1.2 million to launch the Union Sportsmen's Alliance (USA). The vision of those leaders and that seed money began the journey to bring muscle to America's conservation movement by harnessing the collective power of unions and their members. I was hopeful and excited, both as a union member and a passionate outdoorsman, about the USA's potential to provide union members with an outdoor organization of their own, build solidarity across the trades, and preserve North America's outdoor heritage.

Nearly two decades since we launched the USA, I couldn't be prouder of what it has become. Today, more than 350,000 members across North America stand united under one banner, combining union pride and a love for the outdoors. Through the USA's Work Boots on the Ground program and countless volunteer efforts, our members continue to build a legacy of conservation and community that grows stronger every year.

From the beginning, the USA's growth has been nothing short of phenomenal, uniting union members and setting fundraising records that propel our mission and value to both conservation and organized labor. Each year, the USA's gala at the AFL-CIO headquarters reaffirms longstanding partnerships. USA shoots and conservation dinners bring together thousands of members and supporters annually while raising critical funds and recruiting volunteers for conservation and community outreach projects.

The USA continues to strengthen its reach through partnerships with key industry and conservation organizations including the U.S. Department of the Interior (and several bureaus), U.S. Army Corps of Engineers, Illinois Conservation Foundation, National Shooting Sports Foundation, Theodore Roosevelt Conservation Partnership, Congressional Sportsmen's Foundation and many others. These alliances expand our impact and deliver greater value to members through shared resources.

Most importantly, the USA has delivered on its mission to unite union members to protect wildlife and their habitats while promoting our outdoor traditions. In 2024 and 2025 alone, USA volunteers contributed over 17,000 hours to complete more than 110 community-based conservation projects and events.

The past two years epitomized the power of an organized approach to conservation, fueled by union volunteerism and the steadfast support of the USA's founding partners, national partners, corporate sponsors, and friends of labor.

It is with great pride that I present the USA's 2024-2025 Impact Report. I hope you find it as inspiring as I do, and I invite you to continue supporting this incredible organization as we work together to unite the union community through conservation to preserve our outdoor heritage for generations to come.

Kinsey M. Robinson
Roofers International President Emeritus



MY WHY



Maggie Sager

USA CONSERVATION COORDINATOR

At the end of the San Antonio Take Kids Fishing event, a gentleman showed Shane Denn [San Antonio BCTC Secretary-Treasurer] and me a video of one of the kids he brought to the event reeling in a fish while other kids cheered. He then explained that the four kids were siblings separated through foster care, and this was the first time they had been together in a long time. He was grateful the event gave them a chance to just be kids again, laughing and fishing outdoors as a family.

By the time he finished sharing, we all had tears in our eyes. It was so special and incredible to see these kids reunited and having a blast together outdoors. This was the first USA event I ever attended, and it had a profound impact on me. I'm so grateful to be a part of an organization that provides opportunities for people to get outdoors and create lifelong memories because that's what it's all about. USA4Life!



THE HEART BEHIND THE WORK

LIFETIME IMPACT

511 COMPLETED PROJECTS
IN 30 STATES + DC

5,747 VOLUNTEERS

INFRASTRUCTURE
151 PROJECTS

SUPPORT
65 PROJECTS

276 OUTREACH EVENTS



40,263 PARTICIPANTS

\$2,996,068
IN VALUE

75,431 VOLUNTEER HOURS

USA projects have improved public access to the outdoors for more than **27 MILLION** people annually

2024 & 2025 Milestones

Began 2024 **debt-free** after paying off loan for USA's headquarters

Completed 500th **Work Boots on the Ground** project in 2025

Set **new record** for outreach event participation with 10,065 attendees in 2025

Awarded the USA's first two **scholarships** in 2025

Surpassed **10K subscribers** on the USA's YouTube channel in 2025

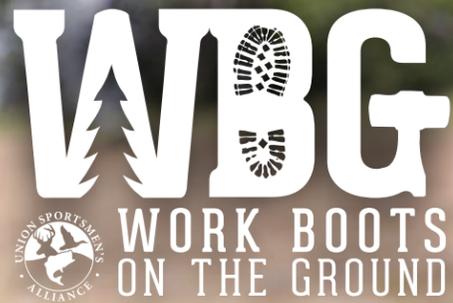
Hosted **more USA shoots and dinners** in 2025 than any previous year

Purchased a **new truck** for the USA shoot tour in 2025

Welcomed **USW** as new charter union in 2025

Surpassed **350,000 USA members** in 2025

Quadrupled participation at the 2025 Tradeswomen's Fishing Event from inaugural event in 2022 with 250+ attendees



Work Boots on the Ground

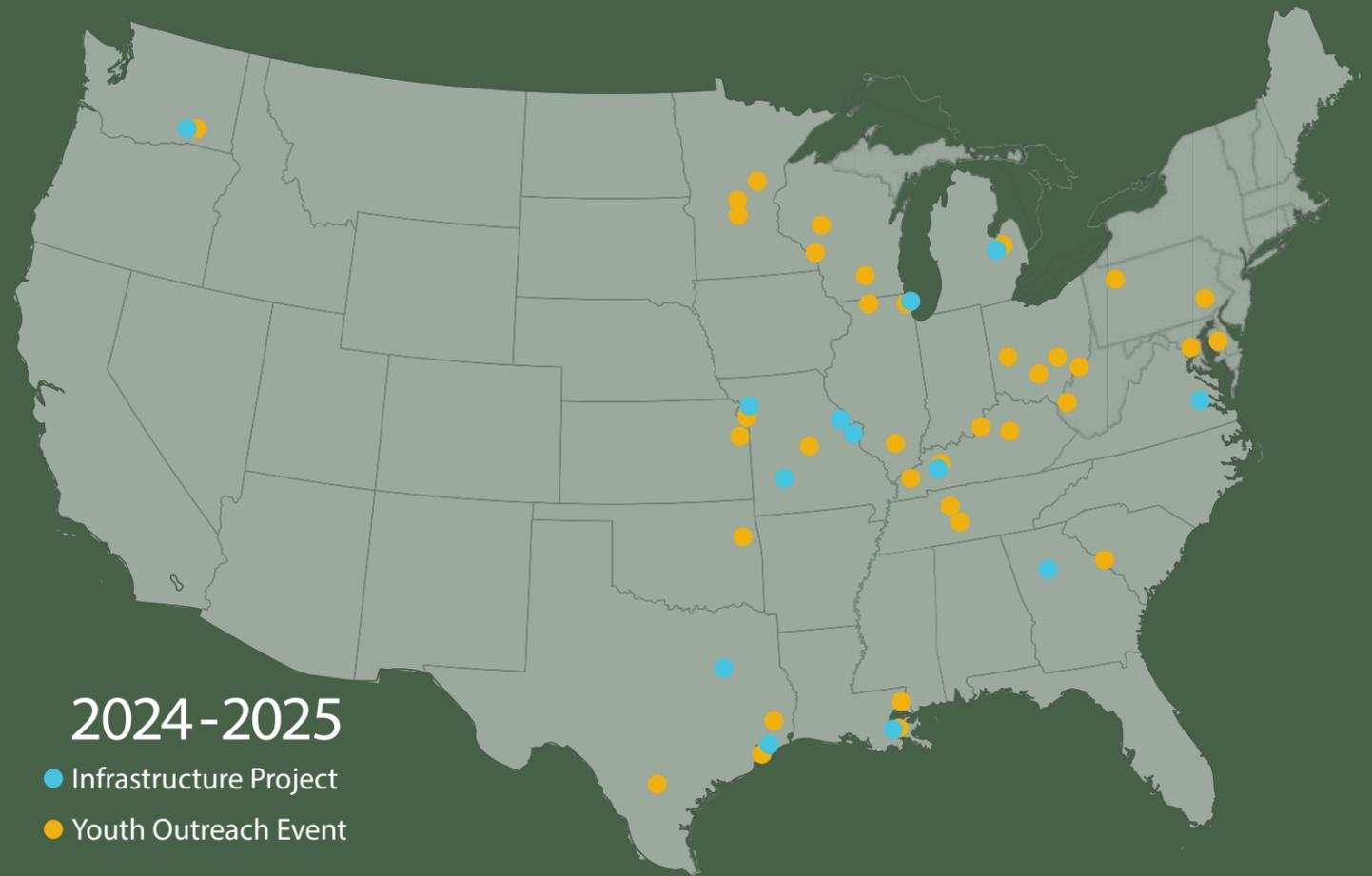
is the USA's flagship conservation program, powered by the skill and dedication of union members who roll up their sleeves to give back. Through hands-on volunteer projects, union men and women improve public access to the outdoors, enhance wildlife habitats, restore America's parks, and engage the next generation in outdoor traditions. Each project is both a gift to local communities and a powerful testament to the lasting impact of union solidarity and service.

"My biggest takeaway is not only do the kids want to learn, but the parents/guardians want them to learn. In a lot of cases they don't have anyone to teach them. One of the only things that gets close to that golden feeling you get when you see the smile on a kids face after they complete their first cast or catch their first fish, is the parents coming up after thanking you for taking the time to teach them how."

Nick Giovenco
 UIG



Where Union Boots Hit the Ground



2024 AT A GLANCE

- 55 Projects
- 485 Volunteers
- 8,500 Volunteer Hours
- 8,500 Outreach Participants
- \$130,274 Value in Skilled Hours

2025 AT A GLANCE

- 53 Projects Completed
- 471 Volunteers
- 9,027 Volunteer Hours
- 10,065 Outreach Participants
- \$60,420 Value in Skilled Hours



Union Volunteers Bring USA's Mission Full Circle in Tri-Cities

19 Union Volunteers from 6 Trades · Dock Funded by Tri-Cities Dinner · 300+ Youths & Families

In 2024, the USA brought its mission full circle in Washington's Tri-Cities. Funds raised at a conservation dinner were put to work as union volunteers installed fishing docks and then invited families to enjoy them.

Nineteen volunteers from six trades donated 200+ hours to install two ADA-compliant AccuDock piers at Hood Park, managed by the U.S. Army Corps of Engineers. Funded entirely by the Tri-Cities Conservation Dinner, the docks opened safe, accessible fishing for all.

"Projects like this show the community that union members are here to help," said IBEW Local 112 Business Manager Travis Swayze. **"It's also a great opportunity for members of different trades to connect outside the jobsite and get to know each other by name rather than just by trade."**

Two weeks later, the docks were the centerpiece of the Inaugural Tri-Cities Take Kids Fishing Day, drawing 300+ youths and families. Each child received a free rod and reel, and union volunteers helped bait hooks, cast lines, and reel in fish.

"It warmed my heart to see all the families fishing together," Swayze said. USACE biologist Brett Forge added, **"There were smiles and laughter everywhere. The docks and volunteers made it all possible."**

From dinner to dock to kids on the water, the Tri-Cities project exemplifies the USA's mission, uniting union members to give back, strengthen communities, and pass America's outdoor heritage to the next generation.



Record-Breaking Youth Event Showcases Union Power in Flint

500 Participants · Pavilion Funded by UAW Region 1 Dinner · Largest Outreach Event to Date

More than 500 kids and their families poured into Bluegill Boat Launch in Flint, Michigan, for the USA's 3rd Annual Flint Get Youth Outdoors Day—shattering attendance records and marking the **largest youth outreach event in USA history.**

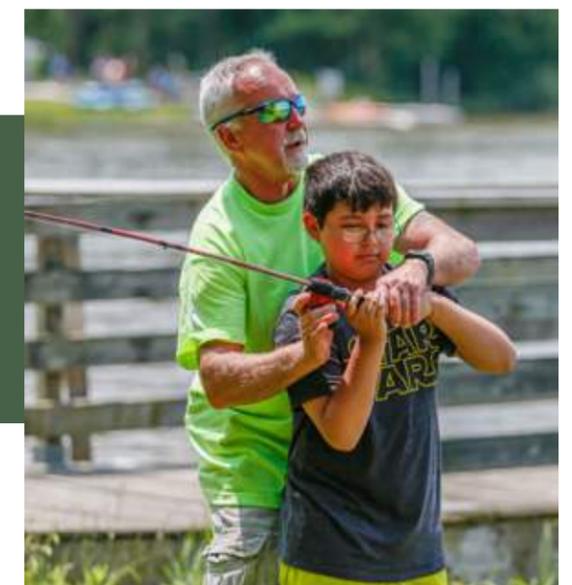
The free event featured fishing, kayaking, archery, BB gun shooting, birdhouse building, and even bird dog demonstrations. "Nobody expected the massive wave of people who turned out," said USA Director of Conservation Sam Phipps.

This year's celebration was also special for another reason: the dedication of a brand-new 32' x 48' pavilion at the launch, constructed just weeks earlier by 15 volunteers from UAW Local 659 alongside Genesee County Parks staff. **Funded entirely by proceeds from the USA's annual UAW Region 1-D Conservation Dinner,** the pavilion provides a shaded gathering space for park programs, including those serving individuals with special needs.

"After our first Flint youth event, I knew this park needed a pavilion, seeing hundreds of families use it right away made every step worth it."

Duane Ballard
UAW Local 659 Financial Secretary

From raising funds at a conservation dinner, to union hands building the pavilion, to families enjoying the outdoors together, the Flint project reflects the USA's mission in action, uniting union members to leave a lasting mark on their communities.



USA OUTREACH EVENTS

Passing on Our Outdoor Heritage

Union volunteers are leading the charge to reconnect families with the outdoors through the USA's free community outreach events. From fishing to target shooting, these hands-on experiences spark lifelong connections to nature, strengthen communities, and inspire the next generation to carry forward America's outdoor heritage.

2025 Take Kids Ice Fishing – MN

After postponing the USA's Take Kids Ice Fishing event at Lake George Regional Park due to frigid temperatures, 75 youths enjoyed a day on the ice on with temperatures rising to the high 40s.

"There's nothing more rewarding than seeing the kids' smiles. That's why a lot of us do this...it means nothing if we don't have kids coming up in the fishing industry because they are our future." - Mike Rodger, OPCMIA Local 633



2025 Roofers Twin Cities Get Youth Outdoors Day – MN

The USA's 13th Annual Roofers Twin Cities Get Youth Outdoors Day drew its largest crowd yet with 190 participants, including 96 kids who got to try archery, sporting clays, .22 rifles and casting.

"We see some of the younger individuals shooting a shotgun for the first time. The next thing you know, they're shooting at the sporting clays shoot as youth shooters. Before you know it, they are in the trades and shooting as union members." - Mark Conroy, Roofers Local 96 Business Manager

RIFLE SHOOTING

OUTDOOR EDUCATION

2024 Spring Hill Campin' in the Park – TN

568 campers packed Fischer Park for a weekend of outdoor activities at the 3rd Annual Spring Hill Campin' in the Park.

"We feel this event will continue to grow, not only because it is fun, but also because it gives people an opportunity to see if they like camping without having to spend a ton of money on gear or travel far." – Kayce Williams, Spring Hill Parks & Rec Director



2025 Kansas City Take Kids Fishing Day – MO

Nearly 200 kids and families cast lines at Kansas City's Penn Valley Lake for the USA's Take Kids Fishing Day, honoring the late Dave Coleman of Ironworkers Local 10. Volunteers from 12 unions and community groups helped kids reel in fish and experience the joy of the outdoors.

"It became more than just a fishing day. It was a tribute to the power of labor and community to show kids a lifelong sport they can carry with them. That spirit will continue to guide us every year." –Alise Martiny, OPCMIA Vice President



ARCHERY

2025 Tradeswomen's Fishing Event - IL

Nearly 250 union tradeswomen representing 13 trades from 29 states and Canada gathered in Chicago for the USA's Tradeswomen's Fishing Event. The annual event continues to grow each year, highlighting the power of the outdoors to unite union sisters.

"I caught so many fish and had the chance to help others too. For many, it was their very first catch, which is such a special experience to share with sisters from across the country. This event created lasting connections and lifelong memories." - Verleah Jones, Ironworkers Local 86



SPORTING CLAYS

CAMPING

USA Shooting Tour



"I joined the USA because of the shoots. I've been to many over the years and even placed top shooter in Minnesota one time. I had never been exposed to sporting clays events before. They are great for any skill level, especially someone who doesn't have the opportunity otherwise or is shooting for the first time."

Fred Karaba
Roofers Local 44

The USA Shooting Tour plays a vital role in fueling our mission. Each year, thousands of union members come together at shoots nationwide to build camaraderie, connect with sponsors, and gain a deeper understanding of our work. At the same time, these events generate critical funds that sustain our operations and power the USA's mission.

A Model of Union Pride & Partnerships

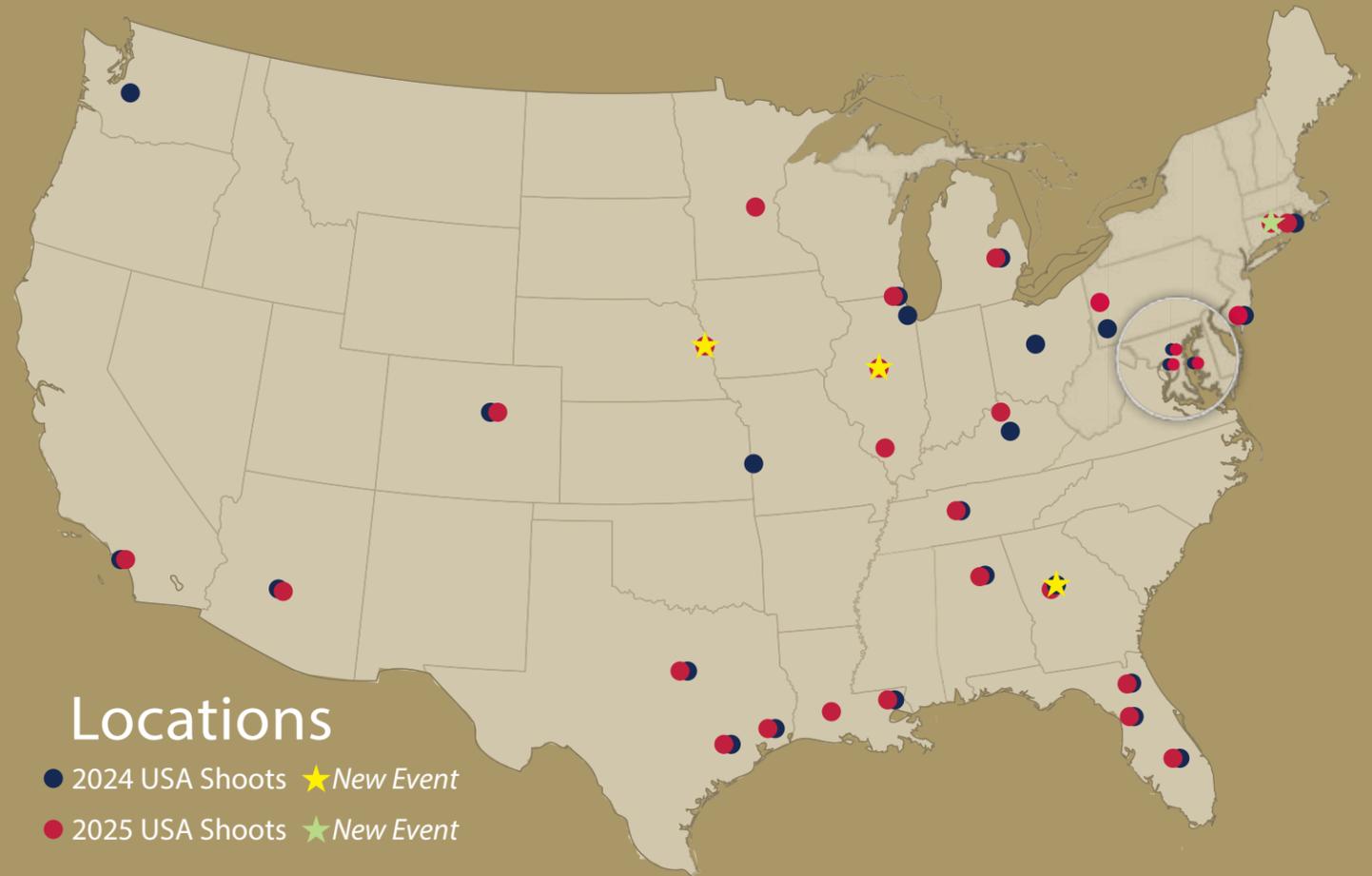
Back on the USA Shooting Tour since 2022, the South Florida Sporting Clays Shoot has surged under the leadership of UA Local 630's Mark Woodard, growing participation by 54% and revenue by 124% in just four years. The shoot has become a model for how union pride and partnerships can revive and transform an event.

"These days, you might be the only trade on a job site. The shoots bring us all together and create camaraderie between the trades and contractors. It's not about hitting clays. It's about keeping us all strong together."

Mark Woodard
UA Local 630 Business Manager/Financial Secretary-Treasurer



More Cities. More Shooters. More Impact.



Locations

- 2024 USA Shoots ★ New Event
- 2025 USA Shoots ★ New Event

2024 HIGHLIGHTS

- 26 Shoots - 1 New Event
- 2,274 Participants
- \$1.6M Raised

2025 HIGHLIGHTS

- 29 Shoots - New Record
- 2,640 Participants
3 New Events
- \$1.8M Raised





Nashville Sporting Clays Shoot: Growing the Next Generation

157% Growth in Participation 65 Youth Shooters Largest Single Year Growth in Tour History

The Nashville Area Sporting Clays Shoot has quickly grown into one of the largest events on the USA Shooting Tour, jumping from 72 shooters in 2023 to 133 in 2024 to 185 in 2025—a **157% increase in just two years**. Even more remarkable, **65 of the 185 participants in 2025 were youths**, the largest number in the tour’s history.

Through the Youth Sponsorship Program, pioneered by retired Nashville BCTC President Anthony Nicholson and carried forward by current President Jacen Davidson, union locals funded teams that included both competitive youth shooters and kids picking up a shotgun for the first time.

This mix of mentorship and opportunity embodies the USA’s mission of uniting the union community while passing on the outdoor heritage. Thanks to the support of sponsors, coaches, and parents, the Nashville Shoot is introducing young people to the outdoors and Labor, building skills, and sparking traditions that will last a lifetime.



“We’ve had this shoot for years, and there were always a few youth shooters mixed in, but this year was different. I saw that we had a sponsor for a youth shooter, so why not a sponsor for a youth team? And that’s when union sponsors stepped up in a big way.”

Anthony Nicholson
Retired business manager of Insulators Local 86 & president of the Nashville BCTC.



Roofers’ Leadership Powers Record-Breaking Shoot

The annual Roofers & Waterproofers Twin Cities Sporting Clays Shoot has become one of the most impactful stops on the USA Shooting Tour, **setting all-time tour records for participation in 2024 and gross revenue in 2025**.

At the heart of this success is the unwavering support of the Roofers International and Roofers Local 96. Their leaders don’t just sponsor the event; they show up, volunteer, and rally their union family, vendors and partners to be part of it. Their presence and hands-on involvement demonstrate the power of union solidarity and the shared commitment to strengthening both our communities and the great outdoors.



“I am extremely proud of our affiliation and support of USA over the years as it benefits our members who enjoy hunting, fishing as well as the great outdoors,” said Roofers International President James Hadel. “The Roofers Twin Cities Shoot is our way of giving back to USA. Nothing gives me greater pleasure than seeing so many of our union brothers and sisters attend and support the event. We look forward to growing it even more.”

Together, the Roofers International and Local 96 are proving that when union members lead from the front, participation grows, communities benefit, and the future of our outdoor heritage shines brighter.



USA DINNERS

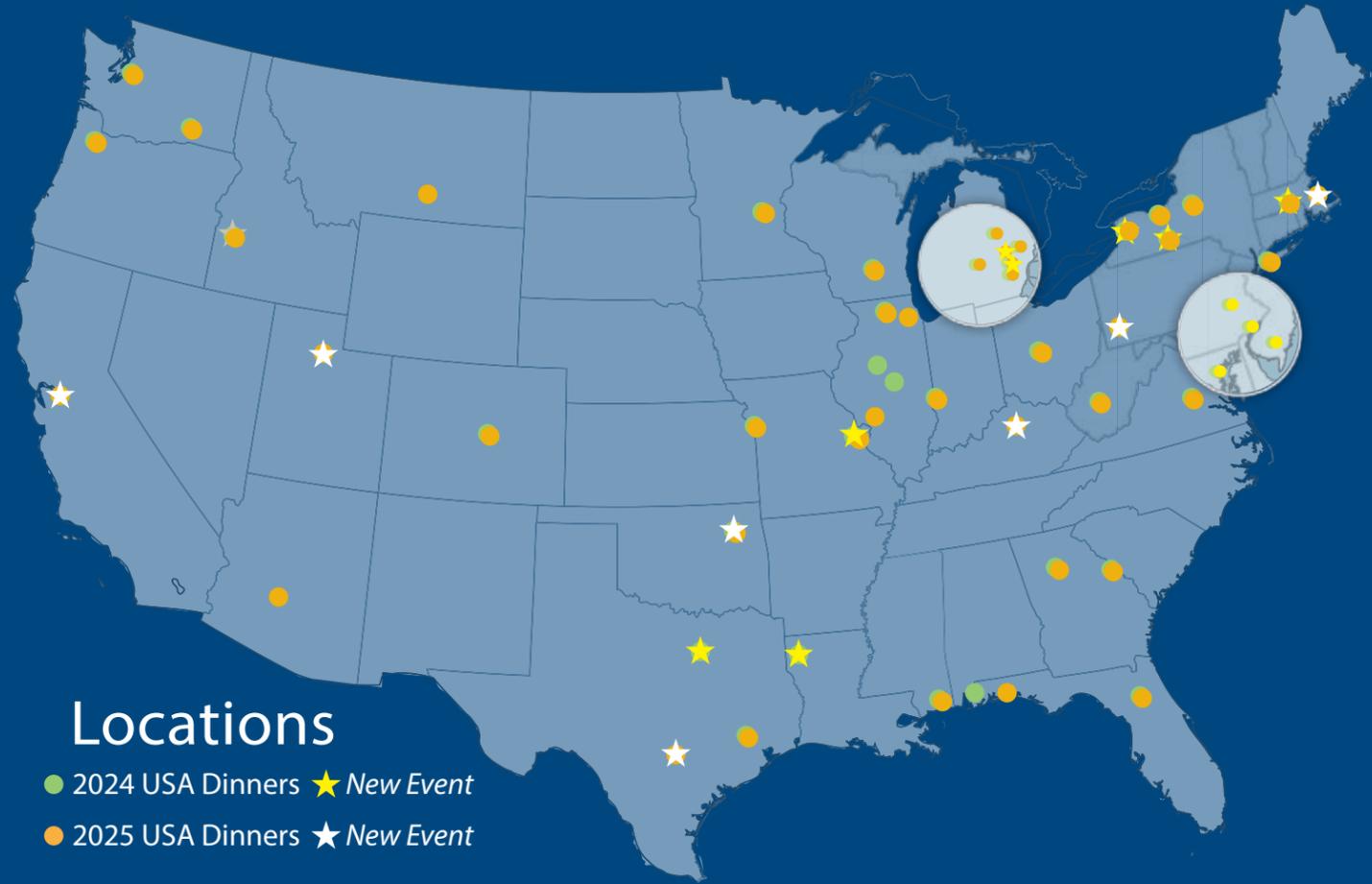


The USA's Conservation Dinner program brings union members and their families together for food, fun, and fellowship while fueling local Work Boots on the Ground projects. Each dinner raises vital funds, recruits skilled volunteers, and shines a spotlight on the power of labor to give back to local communities and preserve our outdoor heritage.

"The 7th Annual Mississippi Dinner was a very big success this year. It's a time where Labor, contractors, vendors, owners, and so many others come together for a common cause, to fellowship and raise money for conservation projects within the state."

Chris Newell, UA Local 619 business manager & Central MS Building Trades president

More Dinners. More Dollars for Conservation.



Locations

- 2024 USA Dinners ★ New Event
- 2025 USA Dinners ★ New Event

2024 HIGHLIGHTS

- 42 dinners
- 10 new dinners
- 5,556 participants
- \$2.8M raised

2025 HIGHLIGHTS

- 46 dinners (New Record)
- 6 new dinners
- 6,158 attendees
- \$3.4M raised

"We love these events and find ourselves at every single one of them across the South. The Alabama AFL-CIO has always been a proud supporter of the USA mission and will continue to support in every way possible. The USA does great things for labor. Encourage your members to get involved with this great organization and cause."

- Bren Riley, Alabama AFL-CIO President



2024 Augusta Dinner Celebrates Union Resilience

Just weeks after a “once-in-a-century” storm battered Augusta, Georgia, union members came together for a USA dinner to reconnect and stand strong. With their lakefront venue damaged, IBEW Local 1579 stepped up to host, proving nothing could shake the labor family.

“It shows that the union family is strong, resilient,” said Jeff Britt, IUOE Local 470 business manager. For many, the night was more than a dinner. It was a chance to support one another and reclaim normalcy. “We will always find a way to take care of each other and have a good time,” added JR Richardson, IBEW Local 1579 business manager. As Glenn Kelly, NABTU Southern Region manager, put it: “The USA is consoling and comforting our people tonight.”

10 Years of Uniting UA Members in Ann Arbor

The 10th Annual UA & Milwaukee Tool Ann Arbor Conservation Dinner celebrated a decade of success in 2025, **drawing 420 attendees** from across the country and surpassing last year’s fundraising total by over \$40,000. With 42 tables filled by UA members, leaders and contractors, the event highlighted the union’s strength and commitment to conservation.

The dinner has become a model for other initiative dinners nationwide, including the Northern California Dinner launched this year. The presence of UA International leaders, including General President Mark McManus and Assistant General President Michael Pleasant, underscored its significance. Thanks to the UA and Milwaukee Tool’s ongoing partnership, the Ann Arbor Dinner remains a powerful example of solidarity, leadership, and impact.



Diverse Unions, One Powerful Impact in MN

The 2025 Minnesota State BCTC Conservation Dinner has become one of the USA’s most spirited gatherings, **fueled by the diversity of unions, contractors, and labor leaders** who attend. This year, IBEW Local 292 proudly hosted and brought great energy with over 15 volunteers. The dinner showcased participation from nine different trades, along with the AFL-CIO, Building Trades, and contractors—a reflection of Minnesota’s union strength. Friendly competition added to the excitement as Locals rallied to top Boston’s strong showing the month before. In the end, Minnesota didn’t just meet expectations, they crushed them, raising nearly \$99,000 and proving the power of unions united for conservation.



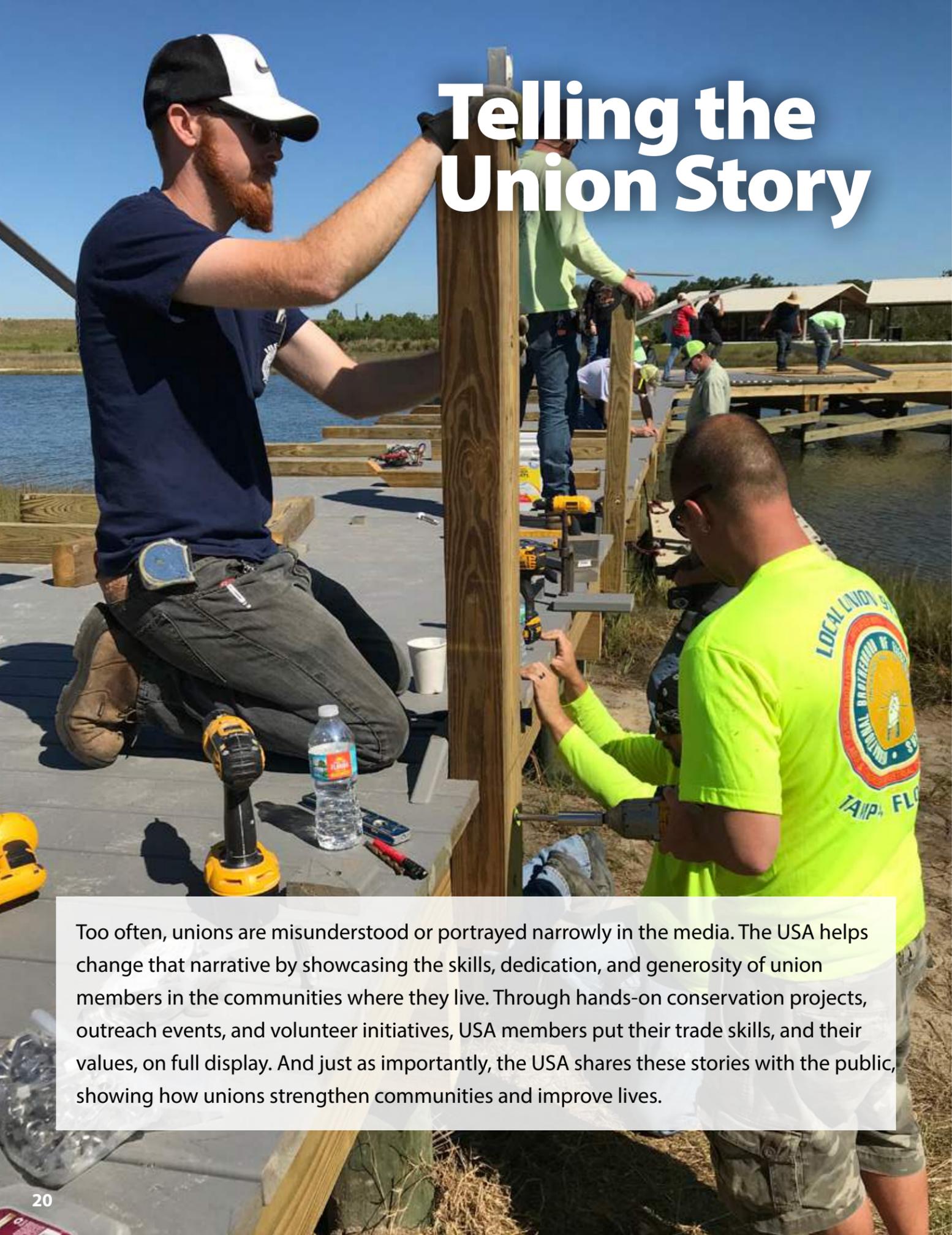
USA’s Capital Area Dinner Continues to Raise the Bar

From 2022-2024, the USA’s Capital Area Conservation Dinner achieved the USA’s High Net Dinner Award. Building on that success for the event’s 10th anniversary in 2025, IBEW Local 26 rallied more than 400 union members and partners under one giant tent, uniting trades across the region. Driven by what Local 26 Recording Secretary Rich Murphy calls a “labor of love,” Local 26’s leadership and volunteers once again took the helm, ensuring the event’s continued success while inspiring others to join the cause.

“All the different trades, our parent groups, the IBEW International, and our NECA chapter had tables. It’s about pulling everyone together for one common goal to raise money for conservation,” Murphy said.



Telling the Union Story



Too often, unions are misunderstood or portrayed narrowly in the media. The USA helps change that narrative by showcasing the skills, dedication, and generosity of union members in the communities where they live. Through hands-on conservation projects, outreach events, and volunteer initiatives, USA members put their trade skills, and their values, on full display. And just as importantly, the USA shares these stories with the public, showing how unions strengthen communities and improve lives.

In the Media

In 2025 (as of Oct. 30), the USA achieved 237 social and editorial media mentions with an estimated 245,000 views and a 206 million reach.

Kids trade in cell phones for fishing poles on Get Youth Outdoors Day



Top Mentions by Reach



Through Video

Recognizing the power of video to tell compelling stories, the USA put significant resources and effort toward building its YouTube presence in the last few years and producing high-quality video content that showcases the dedication, skill, and impact of USA members.

The USA's educational **SMART Tips & Tricks videos** provide valuable outdoor tips that have helped the USA's YouTube channel achieve a **940% increase** in subscribers since 2022, when the USA shifted from network television to YouTube videos.

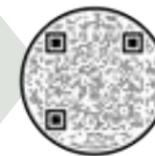
2 Tips & Tricks videos had 100,000+ views

USA surpassed 10,000 YouTube subscribers

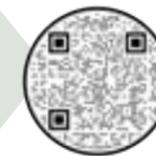
YouTube channel is approaching 1,000 views per day



SCAN TO WATCH VIDEO



SCAN TO WATCH VIDEO



SCAN TO WATCH VIDEO



The USA's growing YouTube channel has meant a larger audience for the USA's mission-focused project videos and USA4Life member features, which share the inspiring stories of dedicated union members who believe in their union, love the outdoors, and are committed to giving back through the USA.

Our Valued Partners



Our partners make our work possible.

We are grateful to all of our partners whose steadfast support drives every project, program, and event. Their commitment allows the USA to unite the labor community, advance conservation efforts, and provide meaningful outdoor experiences for members and their families. Simply put, their partnership is critical to everything we do.

USW Reaffirms Its Commitment

The USA proudly welcomed the United Steelworkers (USW) as a charter union in 2025. Representing more than 850,000 members, the USW strengthens our mission to unite the labor community through the outdoors and advance conservation nationwide. As one of the original unions that helped launch the USA in 2007, the USW's renewed partnership honors our shared history while propelling us toward an even stronger future.



NATIONAL PARTNERS



FOUNDING PARTNERS



CHARTER UNIONS



"By supporting an organization that benefits members and their families, we can do our primary work of protecting labor and their media assets as well as our responsible work of protecting union members' ability to recreate outdoors."

Chris L. DeCaigny
Union Insurance Group President

"Our partnership with the USA offers a meaningful and impactful way to give back—a value we hold in the highest regard. From conservation to outdoor youth education, USA is helping guarantee the future of this country's outdoor heritage. It's one of the best partnership decisions we've ever made."

Joe J. Fisher II
Provost Umphrey Law Firm

New Corporate Partners

The USA welcomed Start Hearing and SoundGear as partners in early 2025. Through this collaboration, USA members gain access to exclusive discounts on hearing aids and advanced hearing protection—innovations that safeguard hearing health on the job, in the outdoors, and at our events. Together, we're raising awareness about the importance of hearing protection while enhancing the safety and quality of life for union members.

In late 2024, the USA partnered with Employee Benefit Systems (EBS) to make higher education more accessible for members and their families. The EBS Union College Benefit offers discounted tuition, flexible online programs, and more than 150 degree and certificate options. Through the partnership, the USA also awarded its first USA scholarships.



USA BOARD OF DIRECTORS

Kinsey Robinson
USA Board Chairman
President Emeritus, Roofers

Kenny Cooper
USA Secretary-Treasurer
International President, IBEW

John Paul Smith
Executive Assistant, AFL-CIO

Timothy Driscoll
International President, BAC

Terrance M. Larkin
General President, IAHFIAW

Brian Bryant
International President, IAM

Timothy Simmons
International President, IBB

Frank Christensen
General President, IUFC

Carl Kennebrew
President, IUE-CWA

Ryan Anderson
Business Manager, IUPAT DC 30

Brian Hale
LIUNA

Brandon Bishop
Secretary-Treasurer, NABTU

Nolan Harrison III
Sr. Director of Former Players Services,
NFLPA

Kevin Sexton
General President, OPCMIA

Joseph Sellers
General President Emeritus, SMART

Shawn Fain
President, UAW

David McCall
International President, USW

Michael Coleman
Secretary-Treasurer, UWUA

2024-2025 FINANCIAL SUMMARY

Strong revenue streams and responsible stewardship enable the USA to invest more into conservation and outdoor access each year. Here's a snapshot of the support that powers our mission.

MAJOR REVENUE SOURCES

	2024	2025
EVENTS	\$3.69M	\$5.6M
CALENDARS	\$368K	\$370K
CHARTER UNION DUES	\$1.41M	\$1.58M
CORPORATE PARTNERS	\$462K	\$371K

MARKET FUNDS BALANCE \$2.7M
available for market-specific conservation projects



"For many IBEW members, hunting and fishing aren't just hobbies. They're a way of life. That's why I'm a proud supporter of the Union Sportsmen's Alliance. The USA unites union members from across all 50 states and Canada to preserve our outdoor heritage and pass it on to future generations of sportsmen and women. Through this alliance, union members are actively engaged in conservation projects that strengthen our communities and reflect the values we stand for. I'm committed to continuing our support for the USA and the important work they do to protect the traditions that mean so much to our members and their families."

Kenneth Cooper, IBEW International President



MY WHY

Ryan Anderson

IUPAT DC 30 / Business Manager/Secretary-Treasurer

When you connect and identify with an organization like the Union Sportsmen's Alliance and see the great things they're doing, it's contagious. Helping with the USA's annual youth hunt at the Torstenson Youth Conservation Education Center takes me back to those early years in the field with my own kids. Watching young people discover hunting and the outdoors alongside their mom or dad—and knowing those memories will be shared for generations—is just incredible.

That's what fuels my passion to stay involved with the USA and to help create those same first experiences for families who want to hunt, fish, and learn about the outdoors. I'm grateful to have a family who supports me in that, because there's nowhere I'd rather be than at the Torstenson Center during youth weekend, mentoring the next generation of hunters.

THE HEART BEHIND THE WORK



Membership



A Focus on the Future

Just as the future of conservation relies on inspiring the next generation to care for the outdoors, the future of the USA relies on engaging young union members who will carry our mission forward. By reaching apprentices early in their careers, we will inspire a lifelong connection between their union values and passion for the outdoors.

With that in mind, the USA set a goal in 2024 to welcome 20,000 union apprentices as new USA members. As part of that effort, the USA worked with the IBEW to add a USA membership appeal to its Learning Management System with a special giveaway to incentivize IBEW apprentices to activate their no-cost USA membership.

The USA ran a similar campaign with Insulators apprentices, utilizing its timecard portal to promote the USA, and worked with the IUEC and Roofers Internationals to sign-up their apprentice members.



21,150+ New Apprentice Members in 2024 and 2025





USA winter staff meeting 2025



A Letter from the CEO

There's no question that the USA members who volunteer for our dinners, shoots, and conservation projects are the fuel that powers the engine behind our mission. Their dedication is reflected throughout this Impact Report, in every story, photo, and accomplishment shared within these pages.

While 2025 has been called "The Year of the Volunteer," the truth is that the USA's entire history has been built on volunteer spirit. You, our members, partners, and supporters, deserve tremendous credit for our growth and success.

But there's another story worth recognizing: the personal and professional growth of our USA staff. Over the past two years, I've witnessed firsthand their incredible drive and teamwork as they've built stronger systems, improved processes, and, most importantly, deepened trust—trust in one another, in the organization, and in the leadership of our Board of Directors.

When our staff, members, and leadership are all aligned and working toward a shared goal, it's a powerful force. And as proud as I am of what we've achieved so far, I can't help but think of the old BTO lyric: "Baby, you ain't seen nothin' yet."

To those who laid the foundation and helped take the USA from an idea to reality, thank you. From our longest-serving employee, Kate Nation, to our newest team member, Maggie Sager, and to everyone who has contributed to our mission over the years, your legacy continues through the hard work of today's team. I couldn't be prouder of what they, and all of you, are accomplishing together.

Walt Ingram
CEO & Executive Director | Director of Union Relations

MY WHY



Tom Myers

IBEW LOCAL 26 PRESIDENT / USA Capital Area Conservation Dinner Committee Member

The whole point of USA dinners is union people taking their union dollars out of their pocket to help the community they live in, to fix the park that isn't as nice as it should be, to provide outdoor opportunities for those who live in the city.

I grew up in New York City. **For most of my childhood, I never saw a tree outside of a fence.** Kids growing up in DC, St. Louis, Chicago have very little chance of getting out and doing what we take for granted as union members because of our high wages, good conditions, ability to take the weekend off. My father never took me anywhere. Why? He wasn't union, so he worked every day.

The greatest thing the union has given me is the ability to take time off to take my son hunting, fishing and camping. **The USA gives me the ability to give back to the kids who were just like me when I was 10 years old.**



THE HEART BEHIND THE WORK

THE STORY CONTINUES

Our parks are aging. Access is shrinking.
Wildlife is losing ground.
And too many young people are
growing up indoors.

These are big challenges.

BUT TOGETHER, WE ARE BIGGER.

Through our Work Boots on the Ground
program, union members are restoring
wild places, opening doors to the outdoors,
and inspiring the next generation.
Fueled by our sporting clays shoots and
conservation dinners, we're proving that
when union brothers and sisters unite
outside the workplace, we can change
the future of conservation.

THIS IS OUR FIGHT. THIS IS OUR HERITAGE.

And together, we will protect it for today,
and for generations to come.



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