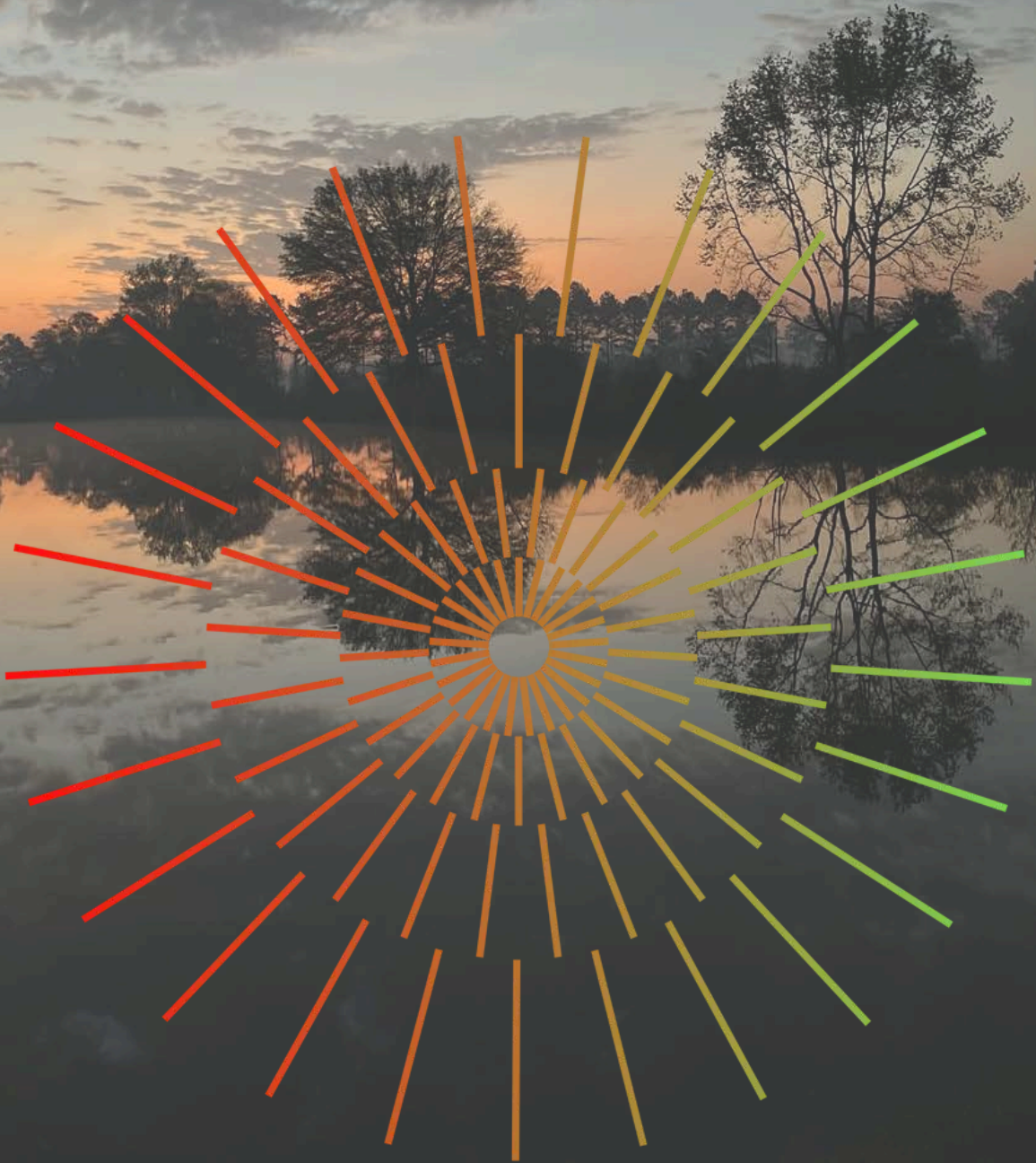


Pacific Northwest | Great Plains | Midwest | Southeast | Southwest

# ANNUAL REPORT

HELPING FARMERS ACCELERATE CHANGE IN THE FOOD SUPPLY THROUGH  
OUR PROGRAMS, EXPERTISE, AND PARTNERSHIPS



# THINK REGENERATION

2024

# MISSION & VALUES



FOUNDED 2022

## THINK REGENERATION

**Think Regeneration** is a 501(c)(3) nonprofit coalition of organizations, farmers, ranchers, scientists, researchers, and philanthropists who are leading on-the-ground regenerative agriculture and food supply projects. Our programs accelerate change by creating more circular local economies, sharing peer-to-peer education, fostering healthy communities, and supporting entrepreneurs.



### **Farmers & Ranchers Are Essential**

Improving our food supply starts with farmers and ranchers.



### **Abundance is the Goal**

We strongly believe in the fundamentals of biodiversity as a strength in any ecosystem or business. When we see an abundance of life in the soil, we see the potential for abundant food, wildlife, and nutrition in the ecosystem.



### **Integrity Matters Most**

We will build relationships and conduct our business with the highest level of integrity. We will admit to our mistakes honestly, and never stop improving.



### **The World Has To Change**

We fundamentally believe the world's food supply has to change to decrease its negative environmental impact, while making nutritious food more available for all.



### **Communities Guide Our Decisions**

All of our programs and actions will be led and guided by the local communities in which we work. Their access to local history, culture, geography, and their neighbors are the critical pieces we need to enact real, lasting change.

# NATIONAL IMPACT

## WE ARE CREATING A PARADIGM SHIFT IN OUR FOOD SUPPLY

Awareness of the regenerative movement is rapidly increasing to nearly 1-in-10 Americans. **And today, we are rapidly moving from awareness to adoption.** This means creating options for communities to improve their agricultural practices, rebuild missing food supply infrastructure, and establish new baselines for preventative nutrition and treatment of chronic disease.

## WHAT WE DO:

01

### We Problem Solve with Community Leaders

We are actively supporting leadership in the Southwest U.S., Pacific Northwest, Midwest, and Great Plains regions who are actively engaged in farmer education, local food distribution, and community nutrition programs.

02

### We Create Peer-to-Peer Education

Peer-to-peer learning programs are helping farmers and ranchers test systems that lower costs, and optimize the activity of endophytic bacteria behavior, nutrient uptake, and crop protection.

03

### We Build Economic Development Pilots

We are actively building pilot prescription food and local food delivery programs in Illinois and the Great Plains that help residents suffering from diabetes, hypertension, or obesity find non-pharmaceutical methods of treatment.



# NATIONAL LEADERSHIP

FARMER-LED ECONOMIC DEVELOPMENT THAT IMPROVES THE FOOD SUPPLY



Ryan Slabaugh, founder



Abbey Kingdon, chair



Ryan Erisman, board



Leigh Fonseca, treasurer



Jenni Harris, board



Kimberly Ratcliff, board



Kay Meyer, board



Ben Trollinger, board



Denise Nicol-Bahil, staff



Carl Mehlhope, staff



Angela Blatt, staff



Nancy Wang, intern

# MESSAGE FROM OUR BOARD PRESIDENT

I first accepted the position of president on the Think Regeneration Board of Directors to volunteer my time to the regenerative agriculture movement in partnership with my friend and longtime colleague Ryan Slabaugh. We are now finishing our second year, and it's been incredible to watch how much we have been able to grow our impact and business in the process.

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Ryan and his team's values are the foundation of Think Regeneration, whose impact and exciting progress are illustrated in this second annual report.

Even as they wrap up just their second year, Think Regeneration has proven to get results. It jumped right out of the gate and is getting things done in 18 states and counting. For example, the regenerative agriculture leadership programs Think Regeneration has organized for the Spokane Conservation District underscore the importance of peer-to-peer learning and social support for transformation. In addition to putting boots on the ground, Think Regeneration highlights stories that help us understand group dynamics and encourage collaboration on the road to restoring regional supply chains.

Think Regeneration has momentum, and its leadership team is building more partnerships daily. They have a strong work ethic, a commitment to long-term relationships, and an underlying base of deep trust with producers and the regenerative community. They're tackling some pretty complex problems and not shying away from them.

As a Board, we want to see Think Regeneration give voice to people who operate small farms and ranches, and those finding success with regenerative systems at a larger scale.

The regenerative movement could lose its way easily, which is why Think Regeneration provides



**Think  
Regeneration  
is at the crux  
of ecological  
and social  
work.**

necessary focus on specific activities that will encourage the long-term viability of regenerative food systems.

Think Regeneration provides the crucial evidence, information, and projects needed to take this movement to the level it must reach to benefit as many people as possible.

In short, Think Regeneration is at the crux of ecological and social work. It's helping to guide the U.S. regenerative agriculture movement in mindset, worldview, social support, and farmer well-being.

We have a lot of work to do.

Think Regeneration is willing and able to do it.

Abbey Kingdon,  
*Board President, Think Regeneration*  
*Savory Global Network Coordinator, Savory*  
*Institute. Owner and operator, UVE, a Savory*  
*Network Hub serving the West Coast and the*  
*Intermountain*

When someone asks us, “**What is Think Regeneration?**” here is the vision we share: We believe in a future where we can all reap the benefits of living symbiotically with nature. It is a world connected through health, an abundance of food, and a high quality of living. It is a world where farmers are valued and rewarded for growing food that prevents disease.

We are an organization founded on the principle that we must work on the ground, side by side with food growers, to help them achieve their wildly important vision for a paradigm shift in the food supply. We will continue to build communities of support that share education, resources, and action plans to solve problems and achieve these goals. We firmly believe the regenerative farmers and ranchers today are positioned to be leaders in restoring and protecting the little resources we have left on this planet.

We need your help to advance this mission. Your contributions can come in many shapes and sizes, but they are essential to advance the work we started in 2022. The communities working together in Arizona, Washington, Illinois, the South, and the Great Plains are now starting to connect. The local, grassroots hubs of innovation and entrepreneurship are opening large, new markets, creating more opportunities for future generations, and educating each other on changing the world in a way that delivers more resilient communities, and more hope, and joy.

We want to thank all of our supporters in 2024 for believing in us and the mission of Think Regeneration.

To a healthier future —



Ryan Slabaugh  
Founder, Think Regeneration



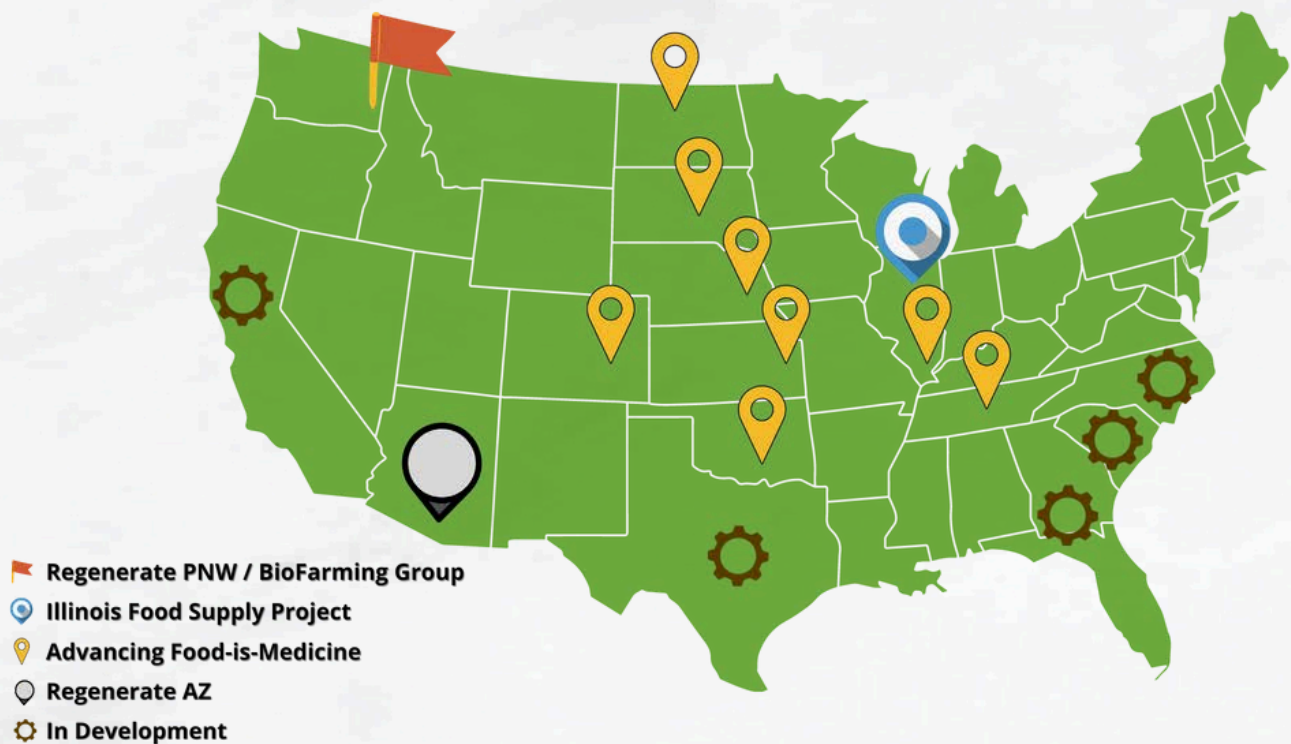


# NATIONAL IMPACT

WE ARE CREATING **A PARADIGM SHIFT** IN OUR FOOD SUPPLY

Think Regeneration programs are reversing negative trends in agriculture and health that affect every American. Our programs support a U.S. food supply that fosters innovation, protects soil health as a vital national resource, and reconnects agriculture to human health outcomes.

FOUNDED DECEMBER 2022

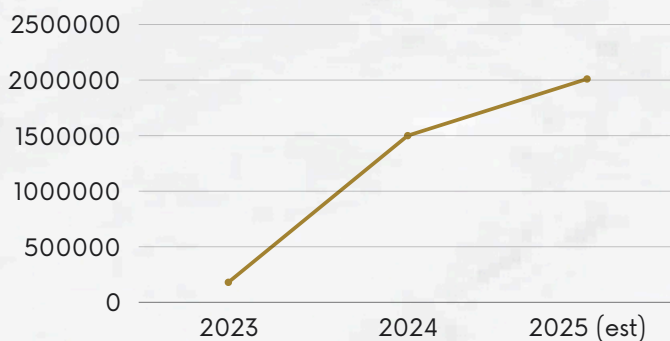


# We take great care to ensure our fundraising is **ethical, transparent**, and for **the greater good**.

There's never been a greater need for philanthropy in regenerative agriculture and the larger movement. That is why Think Regeneration emphasizes sound governance and wise stewardship of every donation we receive. An independent Board of Directors composed of trusted experts from across the regenerative agriculture community oversees the mission, programs, and finances of the organization, and we are a top-rated nonprofit in Guidestar for our program transparency (Platinum rating).

## Focused on Impact

We pledge that at least 80 percent of all donations, grants, program sponsorships, and underwriting will go directly to Think Regeneration program impact. Today, we are exceeding that goal.



2024 Expected Contributions: \$1.51 million

2024 Expected Expenses: \$1.49 million

Programs: 87.0%

Fundraising: 4.0%

Administration: 9.0%

Expected Cash Reserves on Dec. 31: \$45,000

Platinum  
Transparency  
2024

**Candid.**

We reached the highest level of public transparency in 2024.

990s are available for 2023 and 2024.

### Top Contributors

- Illinois EATS: \$1.1m
- Community Foundation of Greater Memphis: \$150,000
- Organic Crop Improvement Association (OCIA): \$121,375
- Spokane Conservation District: \$68,750

# 100%

*Our commitment to addressing the problems in the food supply causing disease, reducing farmer share, and damaging ecosystems.*





# IMPACT GUIDE

Read how Think Regeneration's work is helping the lives of farmers, ranchers, entrepreneurs, medical professionals, and educators around the country.

**COMMUNITY BUILDING | ECONOMIC DEVELOPMENT |  
FARMER SUPPORT | EDUCATION | HEALTH CARE**





# FARMER SUPPORT

Our programs are helping local family farmers and entrepreneurs who are committed to making their communities healthier. In 2024, we helped farmers purchase new tractors, distribution centers, storage spaces, trucks, and marketing materials, while ensuring all of our educational programs were free for farmers to attend. We also help farmers get access to public speaking, national regenerative events, and mass media.

## IMPACT EXAMPLES

We are the official fiscal sponsor representing more 100 farms and organizations in the Illinois-EATS program, as funded by the USDA-LFPP.

We are working with more than 300 farmers nationally on regenerative programs and practices through the USDA-TOPP program and conservation districts.

We help farmers focus on what they do best: growing our food.







*“It’s not a transaction, it’s a relationship. That carries through the whole ethos without a doubt. I don’t need to say anything more than that—that’s the core piece that keeps us engaged, that keeps Ryan and his team engaged. I know when I can bring people to learn about Think Regeneration, they’re not looking to make a one-time donation. They’re realizing that this is the real deal and that they care about the relationship and the work that they’re doing.”*

**MARTY TRAVIS | DOWN AT THE FARMS LLC | ILLINOIS**





*“They show up and do the work. We can all talk the talk, go to newspapers, and get glorified, but you can’t commit to getting your hands dirty—that’s really hard to work with. I’ve known Ryan for a while. From Day 1 when we met, he flew down to Tucson and said, ‘For the next three days, I’m yours. Tell me what I need to do.’ That fundamentally showed me how Ryan started this, and with a vision—how can we be out there and help? Equally, his team—everyone I’ve worked with is the same way. Every time I email or text, I know I will get a response in a short time. Either it’s a “no,” or they don’t know but will try to figure it out, or they’ll send me in the right direction.”*

**DR. YADI WANG | DRY COOPERATIVE | ARIZONA**



THINK REGENERATION

# COMMUNITY BUILDING

We are building an effective coalition of grassroots leaders who work together to expand one another's capacities, create paradigm shifts within regions, and overcome shared challenges. Our programs connect farmers to their peers, food producers to health care professionals, investors to entrepreneurs, and resources to rural communities.

## IMPACT EXAMPLES

In every region we work, our programs start by building partnerships with local organizations and leaders.

Our focus group research has qualified how much relationship-building matters in creating lasting, affirmative changes.

Two of our program partners were invited in 2024 to speak to Congress and the White House about policies to support rural communities.





*“They came into our lives not knowing anything about us. ... They trusted us and said, ‘Hey, we want to come in and help you, even though we don’t know much about you.’ They took the chance and came in, saying, ‘Hey, we will support you and help you with what you’re trying to do.’”*

**BRENDA STEWART | RUN-A-WAY BUCKERS | ILLINOIS**





# ECONOMIC DEVELOPMENT

We work to improve the economies in all communities, rural and urban, by creating more circular economies in the food supply between regional-based farmers, ranchers, consumers, lenders, CPG companies, wholesale buyers and services. Our goal is to develop sustainable markets that extend beyond the traditional farmer's market, and open new doors for established companies and entrepreneurs.

## IMPACT EXAMPLES

We are allocating \$1.1 million in federal grant program funding to underserved growers in Illinois in 2024, while establishing prescription food pilot programs.



Our program in Arizona is connecting grassroots food distribution suppliers.



Our program in the Pacific Northwest is charged with helping transition millions of pounds of grain into regenerative systems and local food markets.





*“Think Regeneration meets farmers and leaders in food systems and highlights the value of the work we are doing, but more than that, they espouse the values that are foundational to this work continuing in tangible, sustainable, relevant ways. We loved having Ryan and his team to Benson this summer (again) to get to share with them first-hand the business we are building in our food desert community.”*

**LAUREN REEDY | FARM FAMILY FOODS | ILLINOIS**





*“Think Regeneration is helping me to develop relationships with leaders who are working directly with people of need in our community. We are trying to build relationships with not only the community, but also the farm community so that we can bring healthy local food to all.”*

**TONY STIRLING | VALLEY FRESH PRODUCE | ILLINOIS**





## HEALTH CARE

We are building our first food-is-medicine pilot program in Illinois by building a system that connects organic and regenerative food producers to real-world human health outcomes, such as lower rates of chronic disease and reduced health care costs.

### IMPACT EXAMPLES

We connected more than 125 farmers, ranchers, and medical professionals through our Advancing Food is Medicine programs in the Great Plains

Our new enterprise, **Down at the Farms Rx**, is building a unique prescription food pilot program that connects soil health to human health.

We are building a coalition exploring how to measure and communicate nutrient density and flavor information.



### DOWN AT THE FARMS FARMER-DRIVEN FOOD PROGRAM FOR BETTER HEALTH **RX**





*“They’re very transparent. They’re very collaborative. I really like that they engage me in a very fair and equitable way, and I mean that by collaborating with me but also financially. ... They don’t expect me to work for free. So many people do that. Ryan and the team are very clear—he does what he says, and all of them do—but it certainly comes from leadership.”*

**ERIN MARTIN | FRESHRX OKLAHOMA | OKLAHOMA**





## EDUCATION

Farmers tell us they need to know about how biology in the soil builds resilient systems and nutritious food. Distributors and buyers need to know about the challenges farmers face to grow our food. Medical professionals need to know that soil health matters in our fight to prevent chronic diseases. All of our programs are led by farmers, but connect roles serving the entire supply chain.

### IMPACT EXAMPLES

Our two years of work with the Spokane Conservation District have resulted in a new curriculum and online learning tools to support peer-to-peer learning.

We launched the BioFarming App, a peer-to-peer social media and learning platform for the BioFarming Pacific Northwest program.

We organized or led sessions at six education-based events around the United States in 2024.





*“Think Regeneration has a wider lens that they see agriculture through that gives them a unique perspective to add value to our local and regional efforts. We do not have to reinvent the wheel each time we see an opportunity because we have Think Regeneration as part of our team. Think Regeneration has been the entity behind our efforts to build a BioFarming curriculum that will be made available to farmers across the region that participate in our program. It is the epitome of re-educating our community to begin thinking on our own about how to build a new food system on a regenerative foundation.*”

**TY MEYER | SPOKANE CONSERVATION DISTRICT | WASHINGTON**





*“I think [Think Regeneration’s] grassroots efforts of traveling around, listening, and asking compelling questions are vital. The interrogation of the system—it sounds negative, but it really isn’t when you’re trying to change things from within. Posing the right questions to help a group of people think from a different perspective is really important in this work. The kinds of humans, growers, and regions they’re supporting show their integrity. It really shows the integrity of their purpose and their desires. And the way they communicate what they’re doing is deeply thoughtful.”*

**MEREDITH GARRIGAN | ENLIGHTENED SOIL CORP | S. CAROLINA**



# PROGRAM GUIDE

Our programs **accelerate change** by creating new food markets, sharing peer-to-peer education, fostering healthy communities, and supporting entrepreneurs.

## BY THE NUMBERS

**300:** Farmers engaged in programs in 2024

**\$1.2 million:** Funds redistributed to farmers and ranchers in 2024

**2:** New business enterprises started in 2024

**200:** Families fed per week through food supply work





# ADVANCING FOOD-IS-MEDICINE

We are building prescription food pilot programs throughout the U.S. to address public health issues like diabetes, hypertension, and obesity.



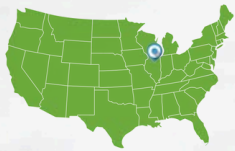
**Impact:** We are opening nutritious local food markets by connecting regenerative and organic growers and health care professionals and buyers interested in nutrient dense food. New exemptions in Medicare are creating new markets farmers and ranchers who are focusing on growing the most nutritious food they can. We are starting a pilot program in Central Illinois, followed by new programs across the country.

**Description:** We are opening community-based prescription food programs in the United States that are proven to help prevent long-term issues related to diabetes, hypertension, and weight loss. We are producing educational events that are free for farmers and ranchers to connect them to health care professionals for cross-pollination of their experiences and education. We are also building a pilot program in Illinois with our partners at one of the first pilot projects in the country in Tulsa, Oklahoma.

**Program Locations:** Longmont, Colorado; Tulsa, Oklahoma; Nashville, Tennessee; Peoria, Illinois.

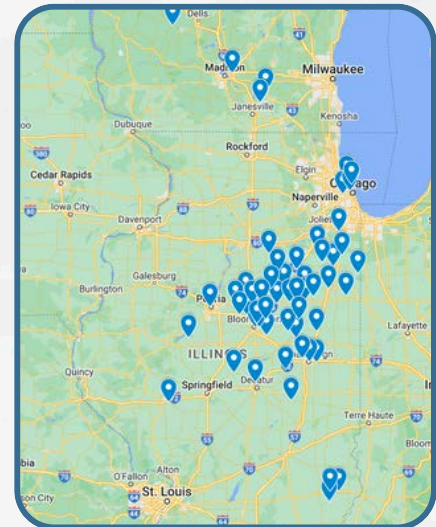
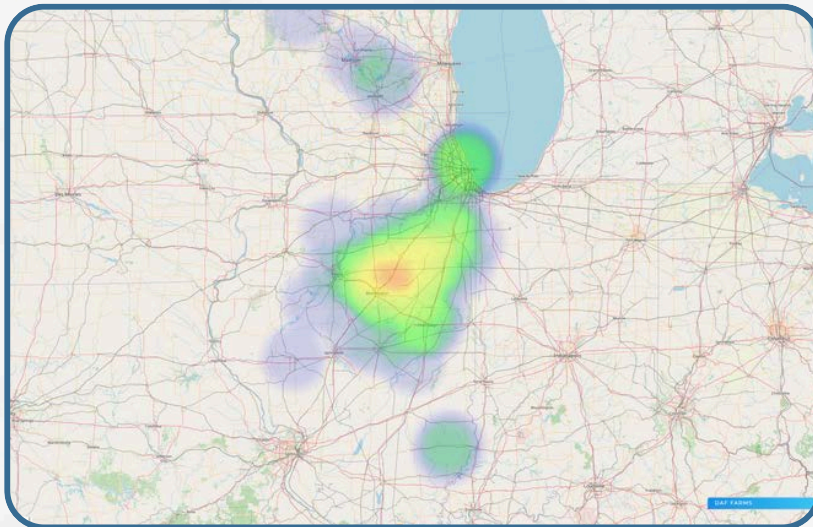
**Funding will support:** Educational events, community networking, pilot programs, food purchasing, and strategic planning.

**Coming in 2025:** The launch of our first pilot in Central Illinois.



# ILLINOIS FOOD SUPPLY PROJECT

We are connecting hundreds of regenerative family farmers to new markets, vital infrastructure, and communities in need.



**Impact:** We are building a viable alternative to our conventional food system by investing in local infrastructure, food purchasing, and farmer education in Illinois. With our partners, we will help generate more than \$1 million in sales for local family farmers in 2024. Above is pictured the relative economic impact and the locations of our partner farms.

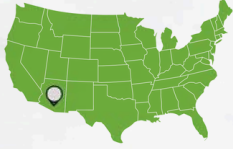
**Description:** Illinois's legislature has recently set aside millions to expand local food infrastructure. We are raising money to build a state-of-the-art distribution center in Central Illinois that would serve more than 100 farmers, and allow for testing of nutrient density, soil health, and human health.

**Current Programs:** We will serve the Illinois-EATS program as a lead agency representing two farming communities that will distribute more than \$600,000 in food purchased locally from underserved farmers.

**Funding will support:** Nutrient density testing technology, cold storage, transportation, farmer training, food safety, database management, and data entry.

**Coming in 2025:** The expansion of a distribution center to include a lab for nutrient density testing, labeling, and marketing.





# REGENERATE **AZ**

We are creating opportunities for distribution services to increase local food and fiber distribution to vulnerable communities in the U.S. Southwest.



**Impact:** We are expanding local food distribution services and increasing the number of local food producers in Arizona and the U.S. Southwest. We are also supporting the start of the Developing Regenerative Yields Cooperative (DRY Coop), a decentralized effort to build opportunities for regenerative communities through farming, ranching, architecture, and service.

**Description:** Arizona's arid desert and rapid population growth means that more than 98% of all food is imported into the region from over 500 miles away. We are partnering with the Developing Regenerative Yields Cooperative (DRY Coop) supporting a grassroots effort in 2024 to connect food distribution hubs at the Blue Sky Distribution Center in Phoenix, Arizona, to find ways to collectively serve local food growers, market gardeners, and large-scale organic vegetable, grain and livestock growers.

**Current Program:** We are in year 3 of working on the ground with leaders in the Tucson-Phoenix region. Our worksession held in November 2024 connected round 30 leaders in food systems and distribution to focus on the missing middle development.

**Funding will support:** Program facilitation, strategic planning, and economic development.

**Coming in 2025:** A new action plan to connect grassroots distribution hub, led by the Developing Regenerative Yields Cooperative (DRY Coop).

## NEW IN 2025

Our programs in 2025 will expand to include new Advancing Food is Medicine events, two new startup enterprises opening regenerative markets, and partnerships in Texas and South Carolina.



**Advancing Food is Medicine:** Look for new programs connecting health care professionals and regenerative farmers and ranchers in Tennessee, Colorado and Oklahoma in 2025.



**Down at the Farms Rx:** We are launching a new prescription food consulting company with Erin Martin, co-founder of FreshRx Oklahoma, and Marty Travis, co-founder of Down at the Farms LLC.



**Regenerate PNW:** We are building a program to transition large-scale producers from commodity markets and into local and regional food systems.



**Farm-Grown Materials:** We are partnering with organizations in South Carolina and Arizona to explore how material and construction companies can establish new markets for regenerative material and fiber farmers.



**Deeply Rooted Ranch:** We are working with the Community Foundation of Greater Memphis to bring new resources to Deeply Rooted Ranch, a regenerative operation in Burton, Texas.

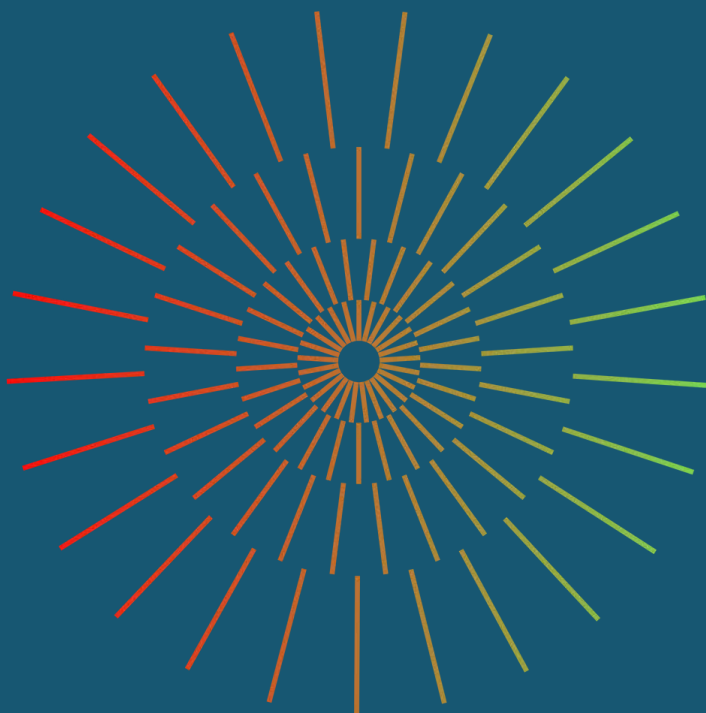


# ACKNOWLEDGEMENTS

Special thanks to our active partners and sponsors:

- 19x1950 Farm
- Acres U.S.A.
- Anonymous Donors
- Benson Farm Family Foods
- Budded Mattah
- Carnation Farms
- Center for Agriculture Resilience (CFAR)
- The Chicago Market
- Compeer Financial
- Development of Regenerative Yields (DRY) Cooperative
- Down at the Farms LLC
- Enlightened Soil Corp.
- Essential Provisions
- Flowers & Bullets
- Foundation for Agricultural and Rural Resources Management and Sustainability (FARRMS)
- Food Finance Institute
- Fresh Rx Oklahoma
- Fuller Field School
- Harvest Fresh Produce
- Happy Day Restaurants
- Illinois-EATS
- Illinois Stewardship Alliance
- K.C. Farm School
- Mary Purdy
- Metabolic Terrain Institute of Health (MTIH)
- microBIOMETER
- Monteverde Restaurant
- Nashville Food Project
- Nutrition Density Alliance
- Oatman Flats Ranch / Oatman Farms
- Oklahoma Association of Conservation Districts
- Oklahoma Conservation Commission
- Organic Crop Improvement Association (OCIA)
- Organic Farm Association
- Ranch House Media
- Red Barn Farms
- Remission Nutrition
- Regenerative Agriculture & Food Systems Summit
- Rutgers University
- Silver Maple Strategies
- Spence Farm
- Run-A-Way Buckers Farm & Camp
- Spokane Conservation District
- Tainio Biologicals LLC
- Tennessee Local Food Summit
- Tennessee State University
- Tobacco Settlement Endowment Trust
- Uhlorn Family Farms
- USDA Transition to Organic Partnership Program (TOPP)
- Valley Fresh Produce
- Yellow Barn Farms

# REAL IMPACT GIVING



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*Our programs accelerate change by creating new food markets, sharing peer-to-peer education, fostering healthy communities, and supporting entrepreneurs.*

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## CONTACT

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