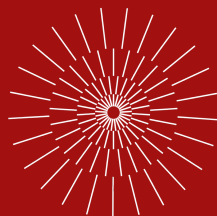


THE 2025 THINK REGENERATION ANNUAL REPORT

WE

RESTORE HEALTH TO OUR FARMS,
COMMUNITIES, AND ECONOMIES

CAN



THINK REGENERATION

501(C)(3) | EST 2022



MISSION & VALUES

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. Since 2022, our programs have delivered meaningful and measurable impact 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 trust are the critical pieces we need to enact real, lasting change.



TOGETHER, WE ARE



TRANSFORMING THE FOOD SUPPLY

We expand market opportunities for farmers, strengthen regional food systems, and ensure regenerative practices take root for generations to come.



ADVANCING FOOD IS MEDICINE

We connect healthcare and agriculture to improve community health, making fresh, nutrient-dense food a core part of patient care.



CONNECTING COMMUNITIES

We bring people together, spark lasting connections, and cultivate networks that amplify local leadership and regenerative solutions.



ACCELERATING ECONOMIC DEVELOPMENT

We create pathways for farmers to access land, grow high-value crops, and tap into markets that keep revenue and resilience in their communities.



BUILDING PEER-TO-PEER EDUCATION

We equip farmers with knowledge, resources, and strategies to transition to regenerative and organic systems that serve local and regional markets.



NATIONAL LEADERSHIP

We are unique in our focus on nimbleness that allows us to pivot to meet the unique needs of farmers and other stakeholders in their local context; in our emphasis on creating shared connections across disparate regions and disciplines so local leaders can advance regenerative agriculture together; and in creative technical assistance delivery through paperwork completion, fundraising for vehicles and equipment, and diverse other activities that often slip through the cracks of traditional capacity-building support.

TEAM



Ryan Slabaugh, Founder



Denise Nicol-Bahil, VP



Carl Mehlhope, Development



Brenda Stewart, Nurse



Maggie Meyer, Marketing



Brian Pugh, SkillBridge



Angela Blatt, Compliance

BOARD OF DIRECTORS



Abbey Kingdon, Chair



Leigh Fonseca, Treasurer



Ben Trollinger, Board



Ryan Erisman, Board



Kimberly Ratcliff, Board



Kay Meyer, Board



Matt Woodson, Board



Audrey Dorsey, Board



Jenni Harris, Board

An independent Board of Directors composed of trusted experts from across the regenerative agriculture community oversees the mission, programs, and finances of the organization.



FOCUSED ON IMPACT

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

"The Lumpkin Family Foundation is inspired by Think Regeneration's Food is Medicine work in East Central Illinois, which connects regenerative farmers with local healthcare providers to bring nutrient-dense foods directly to patients. This innovative approach demonstrates how healthy soil leads to healthier food—and ultimately, healthier people—while creating new markets for rural producers. It is a powerful model of how food systems can be reimagined to improve both community well-being and economic resilience."

Heidi Dusek, Executive Director, Lumpkin Family Foundation

\$1.89M

Expected Contributions

\$1.99M

Expected Expenses

95% 5%

Program

Administration & Fundraising

Top Contributors in 2025

- USDA LFPP (Illinois): \$1.1M base + \$410K extension
- Community Foundation of Greater Memphis: \$600K
- OCIA (TOPP): \$107,750
- Spokane Conservation District: \$93,697
- **Lumpkin Family Foundation: \$58,000**
- Roy A. Hunt Foundation: \$30,000
- Compeer Financial: \$7,500
- Additional Donations: \$90,000

\$1.62M

Funding directed to regenerative farms

30,000

Average annual website visitors

250

Workshop participants

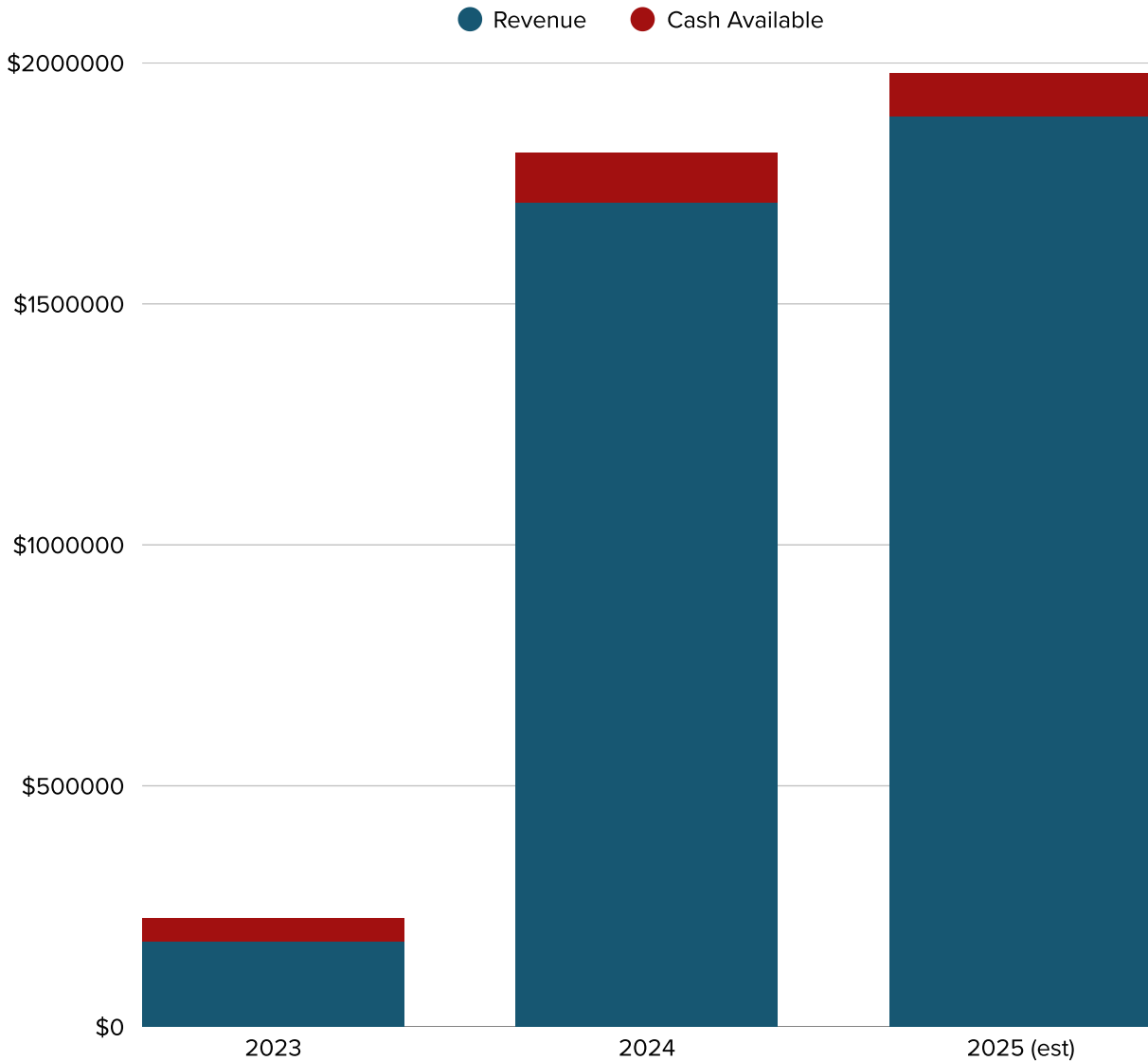
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New Entrepreneur Startups

2024 Single Audit Completed | Platinum Compliance



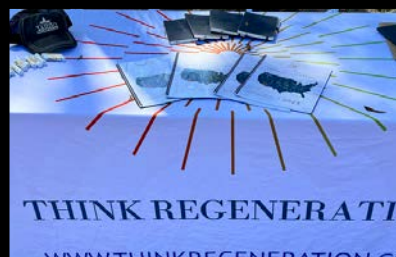
THREE YEARS OF GROWTH



Platinum
Transparency
2025

Candid.

In 2025, we completed State of Illinois compliance checks as well as our first third-party single audit, the highest standard of financial auditing available to a nonprofit. Those reports and our 2024 990 will be available on our website after November 2025.



IMPACT SPOTLIGHT

Think Regeneration **improves local food supply systems** by building farmer-led capacity and connecting markets.



ILLINOIS: SCALING FARMER-LED DISTRIBUTION MODELS

Illinois farmer Marty Travis of Down at the Farms, LLC, has doubled in size in the past three years working in partnership with Think Regeneration. From fundraising for trucks that transport fresh fruits and vegetables to enabling cross-state knowledge transfer among farmers, Think Regeneration enables regional supply transformation.



They didn't start there, Marty always says we started with an 8x8 cooler on the farm.

The Travis family started with an 8x8 cooler and expanded to a 1,900-sq.-ft. distribution center managing food grown on dozens of Illinois farms. In 2025, the Traveses expanded their operation to a 20,000-sq.-ft. distribution center and launched a distribution line that will connect Illinois farmers to the Nashville restaurant market.



"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
FAIRBURY, ILLINOIS



IMPACT SPOTLIGHT

We are **creating new business models for food and agriculture**. From Illinois to Arizona, our partnerships demonstrate how farmers, ranchers, entrepreneurs, and all professions can work together to sustain regenerative agriculture.



ARIZONA: BUILDING A CLIMATE-SMART MODEL FOR THE FUTURE

Arizona farmer Dr. Yadi Wang has partnered with Think Regeneration for more than three years to build and grow regenerative food and fiber distribution to vulnerable communities in the U.S. Southwest.



In 2025, Dr. Wang was named farm manager over a soon-to-be-launched model farm in the region that will actively implement regenerative systems for 99 years via a novel 501(c)(25) model in collaboration with Farmers Land Trust and Moline Regional Community Foundation.



"The work with Think Regeneration at DRY Co-op has been a journey of building an ecosystem service network. While our activity and exploration of increasing capacity are rooted in locally led efforts, the network and knowledge we have learned from TR's work are expansive from their national partnership."

YADI WANG

PRESIDENT, DEVELOPING REGENERATIVE YIELDS (DRY) COOPERATIVE
TUCSON, ARIZONA

IMPACT SPOTLIGHT

Food Is Medicine has moved from concept to action. Think Regeneration is connecting farmers and healthcare providers to deliver nutrient-dense food as a clinical intervention for chronic disease. The journey begins in Illinois, where pilots are demonstrating the close connection between soil health and human health. Now, the momentum is accelerating across the country.



DOWN AT THE FARMS RX: FARMER-LED PILOTS

In 2025, Think Regeneration launched Down at the Farms Rx in Pembroke Township, Ill., offering nutrient-dense food to diabetic patients through local farmers. This first-of-its-kind program in partnership with Run-A-Way Buckers is already making a measurable difference.



This healthcare model is unique because it starts with improving biological soil health on the farm to improve the nutrient density of food.

The pilot will measure outcomes such as A1C decline and weight loss. Additionally:

- In July 2025, a strategic planning meeting convened farmers, ranchers, healthcare professionals, policy leaders, educators, and public health advocates to plan next steps in this growing initiative.
- Highlight: One patient in our Pembroke Township pilot has lowered their a1c levels from the 13 to 6, from uncontrolled diabetes to pre-diabetic conditions.
- The Future: A broader Food Is Medicine coalition is forming nationally. Think Regeneration held a national event called Advancing Food is Medicine that included more than 150 farmers and health care professionals. They also led multi-state discussions in the U.S. Southwest on Food Is Medicine for a land-grant research program funded by Washington State University and New Mexico State University.

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





"We can't heal people with unhealthy food. Plain and simple. ... I am so honored and proud to be part of their 'family' and will do everything in my power to build the momentum to make our soil, plants, animals, people, and planet a more sustainable and thriving process."

DR. NASHA WINTERS

FOUNDER, METABOLIC TERRAIN INSTITUTE OF HEALTH AND
AUTHOR OF *THE METABOLIC APPROACH TO CANCER*
MEXICO/ARIZONA



"In 2025, Think Regeneration has been a driving force in moving Food is Medicine from concept into systems change. Together, we've amplified FreshRx Oklahoma's story, connected with influential medical and public health leaders nationwide, and demonstrated that sourcing nutrient-dense, regeneratively grown food is not a 'nice to have' in healthcare—it's a necessary intervention for reversing chronic disease."

ERIN MARTIN

CO-FOUNDER, FRESHRX OKLAHOMA & GERONTOLOGIST
TULSA, OKLAHOMA

IMPACT SPOTLIGHT

Community building is central to every Think Regeneration program. In addition to helping reshape how food is grown and distributed, Think Regeneration is breaking down siloes across the food system by connecting unlikely allies across regions, professions, and generations. Our gatherings consistently demonstrate the hunger people have to work together on programs to strengthen our communities.



REGIONAL BASED COMMUNITY PROGRAMS

For the past three years, the Spokane Conservation District has worked with Think Regeneration to build its BioFarming network among farmers in the region. In 2025, Think Regeneration played an integral role in launching the BioFarming App for local community groups, along with a curriculum that will be used to guide new farmers through a quick yet in-depth look at biological farming principles and practices. The idea had been incubated for years, and Think Regeneration served as a catalyst, supporting local leaders to turn a strong framework into actionable education and training resources.

In Champaign, Ill., Think Regeneration invited 25 leaders from different backgrounds to a facilitated dialogue about the future of the regional food system. The conversation drew 100% attendance, despite the fact that many of the participants had never met before. By the end of the meeting, attendees asked Think Regeneration to share their email addresses so they could continue connecting and taking action together.



Through programs such as Hiring Our Heroes and SkillBridge, Think Regeneration is bringing military veterans with deep life experience into the movement. Other initiatives are leveraging the passion, talent, and creativity of college students and career professionals from outside the regenerative movement.



"Think Regeneration is leading the charge in educating consumers on sourcing food locally, helping farmers transition to a different kind of agriculture, and facilitating supply chain relationships in which everyone wins. We are grateful to them for their work creating access, education, and opportunities for all of us."

WILL HARRIS

OWNER, WHITE OAK PASTURES, BLUFFTON, GEORGIA,
AND AUTHOR OF *A BOLD RETURN TO GIVING A DAMN*
BLUFFTON, GEORGIA



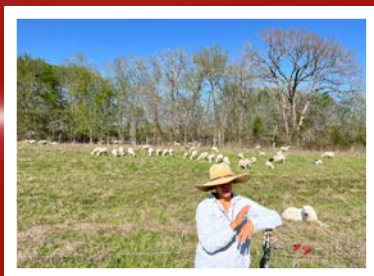
"Think Regeneration has been at the table with Spokane Conservation District and the BioFarming groups for several years developing a path forward. Today, we are working with Think Regeneration to build a comprehensive program for launching new BioFarming groups across the Pacific Northwest using the BioFarming app and curriculum as the foundation. Leadership and personal development are at the center of our program with our farmers, and Think Regeneration continues to develop this vital piece of our annual programs."

TY MEYER

DIRECTOR, BIOLOGICAL FARMING PROGRAM, SPOKANE
CONSERVATION DISTRICT
SPOKANE, WASHINGTON

IMPACT SPOTLIGHT

Think Regeneration's **economic development** work is rooted in building business models that farmers and partners can sustain on their own. Three years on, from the Pacific Northwest to Texas to Illinois, we're seeing the beneficial outcomes of connecting regenerative agriculture to real markets and long-term land access.



DEVELOPING CIRCULAR ECONOMIES WITH THINK REGENERATION ENTREPRENEUR ECOSYSTEM (T.R.E.E.)

In the Pacific Northwest, our team is working with dozens of farms to create a land-access system designed for specialty crop farmers. The vision:

- Shift land use away from international commodity markets and into regional and local markets.
- Create opportunities for specialty-crop lease ownership so new and beginning farmers can thrive.
- Increase revenue per acre by focusing on diversified, high-value crops and local distribution.

This model offers a scalable path forward for this region and others like it: Farmers will grow more profitable crops. Consumers will gain access to fresh, local food. And communities will build economic resilience.

In Barton, Texas, Think Regeneration has established a formal partnership with Deeply Rooted Ranch. Our support is helping the ranch expand its fundraising capacity and organizational infrastructure, ensuring it can become a regional anchor for regenerative agriculture. This collaboration represents our broader strategy of pairing regenerative land stewards with the tools and resources they need to grow their impact.



"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."

CORRIE SCOTT & LAUREN REEDY (L-R)

CO-FOUNDERS, FARM FAMILY FOODS
BENSON, ILLINOIS



"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.'"

BRENDA & REGGIE STEWART

CO-FOUNDERS, RUN-A-WAY BUCKERS CAMP
PEMBROKE TOWNSHIP, ILLINOIS

IMPACT SPOTLIGHT

At Think Regeneration, we don't just inspire change. We also **equip farmers and institutions** with the knowledge, tools, and support to make change happen and stick. Our technical assistance programs meet people where they are, whether our clients are family wheat farmers or college faculty. We walk alongside them as they transition to more resilient, nutrient-dense food systems.



TECHNICAL ASSISTANCE AND EDUCATION

Growing, Marketing, and Building Demand for Nutrient-Dense Food

For three years running, we've supported Washington's Spokane Conservation District as they work directly with wheat farmers who are eager to diversify their crop mix and transition into growing nutrient-dense foods. The goal is ambitious yet practical: to build production that can be branded and marketed in local and regional communities. By combining regenerative practices with market development, Spokane farmers are beginning to see pathways that improve both soil health and farm income.



Training the Next Generation of Regenerative-Minded Agriculture Leaders

In partnership with Walla Walla Community College, Think Regeneration launched a leadership consulting practice to support the college's transition to a four-year curriculum focused on soil health and biological agriculture systems. This program is equipping the next generation of agriculture professionals with the skills they need to help communities thrive. More than that, it will ensure regenerative agriculture remains a viable career path for years to come at a time of tremendous change across the U.S. agriculture industry.





Identifying Barriers and Recommending Solutions for Greater Organic Farming Adoption

With funding generously provided by the U.S. Department of Agriculture's Agricultural Marketing Service, Think Regeneration implemented Transition to Organic Partnership Program (TOPP) funds to research and publish the TOPP Report on Barriers to Organic Agriculture. This study provides a critical blueprint for decision-makers seeking to understand the systemic challenges that face farmers who want to go organic, including certification hurdles and market access barriers. It outlines actionable strategies to overcome those obstacles for greater uptake of organic farming systems.

Practicing Excellence in Client Support, From Small Actions to Big Initiatives

Technical assistance doesn't stop in the field. Every member of our team provides hands-on support to farmers and partners navigating complex grants and compliance processes. Over the past year, our team has taken small but meaningful steps such as updating farmers' Wi-Fi connections and software to more time-intensive yet crucial initiatives such as helping them complete and submit 64-page grant applications.



"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 STERLING

OWNER, VALLEY FRESH PRODUCE
LADD, ILLINOIS



LOOKING AHEAD TO 2026

We are building the next chapter of Think Regeneration's impact. Every year, we've grown our ability to support farmers, public health professionals, and other local leaders, and 2026 will be no different. Together with farmers, health systems, funders, and community leaders, we are laying the groundwork for transformation at scale.

IMPACT PREVIEW: **SCALING FOOD IS MEDICINE**

We are rolling our Illinois pilots statewide, ensuring families across the state can access nutrient-dense foods prescribed by their doctors. We are preparing to expand nationally, bringing our proven Food Is Medicine model to new communities ready to link soil health, nutrient density, and human health. New pilots are coming online beyond Pembroke and Peoria, with healthcare partners already lining up.

IMPACT PREVIEW: **GROWING MARKETS FOR FARMERS**

We are expanding specialty crop leasing models through Carnation Farms and partners, creating pathways for farmers to own land, grow high-value crops, and access local markets. We are strengthening distribution channels, such as the Illinois-to-Nashville restaurant pipeline, to connect farmers directly to buyers while increasing revenue per acre.

IMPACT PREVIEW: **BUILDING LEADERSHIP FOR THE FUTURE**

We are launching regional leadership cohorts to deepen the pipeline of regenerative leaders, including veterans, student leaders, and next-generation farmers. We are investing in capacity-building partnerships ensuring long-term viability for farmers and communities.



BOARD PRESIDENT

In 2022, 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 third year, and it's been incredible to watch how much we have been able to grow our impact and business in the process.

The team at Think Regeneration is the foundation of our mission, which directs our impact and progress illustrated in this second annual report.

Even as we wrap up just their third year, Think Regeneration has proven to get results. It jumped right out of the gate and created meaningful change in communities in Illinois, Washington, Arizona, Oklahoma, Colorado, and beyond. 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 is creating paths for entrepreneurs to help fill gaps in farming and food supplies across the country.

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 ask Think Regeneration to give a 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 the necessary focus on specific activities



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

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.

Will you join us in making an impact?

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 West. Leigh Fonseca, current board treasurer, will be filling the role of board president in 2026. Abbey will step into the role of outgoing president.*



EXECUTIVE DIRECTOR

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.



For the past three years, our organization has worked on the principle that we must be 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. From the vast plains of Montana to the Appalachian hills of Tennessee to the hot Texas river country to our home in Illinois, we've seen the tremendous work going on to transform our food and agriculture systems away from extraction and pollution and disease and into something much healthier.

Let it be known, though, that this is not a movement solely rooted on farms and in agriculture. We've now built partnerships with health care companies, subdivision builders, agronomists, research institutions, grocery stores, food aggregators, and other nonprofits. It's been an inspiring road so far that leads us to believe the movement to reinvent our rural economies and food supplies is worth fighting for. When we find a mother who has lost their son to cancer, or rooms filled with doctors who only treat patients suffering from chronic diseases, we see a problem that needs all of our attention.

We want to thank all of our supporters in 2025 for believing in us and the mission of Think Regeneration. Your vision for a better world keeps us moving.

To a healthier future —

Ryan Slabaugh
Founder, Think Regeneration



ACKNOWLEDGEMENTS

Special thanks to our active partners and sponsors:

- AETNA
- Anonymous Donors
- Benson Farm Family Foods
- Bionutrient Food Association
- Budded Mattah
- Carnation Farms
- Castle Hot Springs Resort
- Center for Agriculture Resilience (CFAR)
- The Chicago Market
- Compeer Financial
- Deeply Rooted Ranch
- Development of Regenerative Yields (DRY) Cooperative
- Down at the Farms LLC
- Ecdysis Foundation
- Enlightened Soil Corp.
- Essential Provisions
- Farmers Land Trust
- FARMpreneurs
- FreshRx Oklahoma
- Fuller Field School
- Heifer International U.S.A.
- Hiring Our Heroes
- Humana
- Illinois Department of Human Services
- Illinois Institute of Technology
- Illinois Stewardship Alliance
- Lumpkin Family Foundation
- Metabolic Terrain Institute of Health (MTIH)
- microBIOMETER
- Monteverde Restaurant
- Mollen Foundation
- Nashville Food Project
- Natural Grocers
- Noble Institute
- Nutrition Density Alliance
- Nutrition Therapy Institute
- Oklahoma Association of Conservation Districts
- Oklahoma Conservation Commission
- Organic Crop Improvement Association (OCIA)
- Organic Farm Association
- OSF HealthCare
- Quivera Coalition
- Red Barn Farms
- Remission Nutrition
- Regenerative Agriculture & Food Systems Summit
- RegenIOWA
- The Rhizophagy
- Roy A. Hunt Foundation
- Rutgers University
- Silver Maple Strategies
- Sustainably Fresh
- Run-A-Way Buckers Farm & Camp
- Spokane Conservation District
- Tainio Biologicals LLC
- Tennessee Local Food Summit
- Tobacco Settlement Endowment Trust
- USDA Transition to Organic Partnership Program (TOPP)
- Valley Fresh Produce
- Washington State University
- †‡ Yaupon Brothers Tea



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