

2016 Annual Report of Gratitude



GRuB Growing healthy food, people and community since 2001

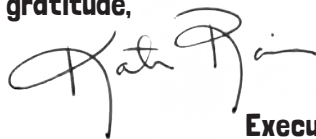


Dear GRuBbers,

2016 was a big year for us! This year, we celebrated our 20th anniversary of working with young people on the land that we currently call home. It was the final year of our existing 5 year strategic plan, in which we achieved many milestones, including the successful replication of the GRuB School model; a comprehensive leadership transition; acquisition of the Delducco land in partnership with the South of the Sound Community Farmland Trust; the emergence of authentic Community Food Solutions in the form of the Victory Farmers; Tend, Gather & Grow wild food curriculum; Seed to Table camps; as well as the germination of multicultural adult programming in the form of Roots & Shoots workshops. We've forged many new partnerships, and they truly have evolved the impact of our work, here locally and at large.

2016 was also a year for the big BOTH/AND. We BOTH celebrated new ventures and successes, AND the year was not without loss and challenges. We abruptly lost the Victory Farm. We learned from this loss and deepened our resolve to launch a new farm, guided by a deliberative process. In spite of a thorough year-long engagement process with community, staff and board, we're not yet approaching adoption of our next strategic plan. We're continuing refinements and look forward to sharing our ambitious, dynamic plan with our community. Like an abundant harvest, some good things are worth the wait, and I believe that GRuB has another ground-breaking year in store. I am endlessly grateful to germinate so many possibilities for our community with you all. Thank you for your support.

With love and gratitude,



Katie Rains
Executive Director



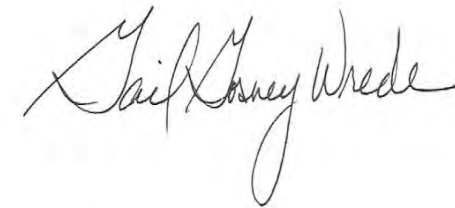
To Our Community,

There is always something happening at GRuB, whether out on the farm, in the classroom, out in the community or in the gardens of community members. That is what has compelled me to be an active volunteer with GRuB for the past three years.

I have been especially excited about serving as President of the Board of GRuB this past year and into 2017 as we have greatly expanded our outreach to the community to help us inform our strategic planning efforts. We have increased our emphasis on anti-oppression and anti-poverty work and have been exploring a strategic focus on trauma-informed approaches to the work we do.

I have been delighted and privileged to lead a Board of dedicated and talented members with diverse backgrounds, skills and perspectives. We are looking to diversify further in 2017 with the addition of a GRuB school alumnus and representatives of diverse populations in Thurston County.

We thank you for your continued support of our work. We invite you to join us – whether through participation at a GRuB event, purchase of our fresh produce, continued financial support of our work or even, service as a volunteer or Board member of GRuB. See you at the farm!

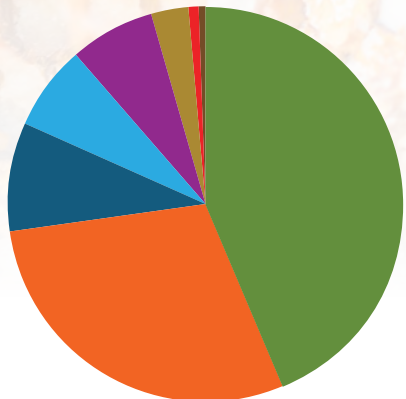


Gail Gosney-Wrede
Board President

Finances

Bounty

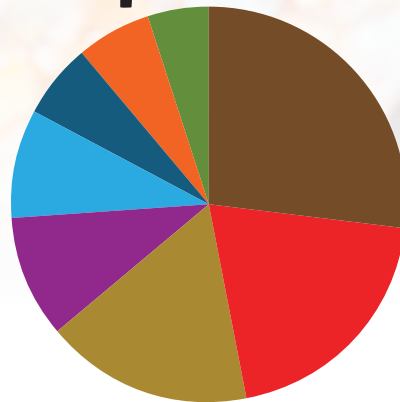
TOTAL - \$949,388



Community Donations - 413,469
Grants - 272,339
Special Events - 84,137
School District Partnerships - 70,638
Earned Income - 69,107
In-Kind Donations - 26,573
Contracts - 10,499
United Way - 2,627

Expenses

TOTAL - \$821,714



Youth Programs - 223,119
Community Food Solutions - 161,055
Program Pollination - 138,008
GRuB Farm - 80,770
Fundraising & Events - 78,648
Special Projects - 48,023
Administration - 46,418
Cultivating Community & Leaders - 45,673

Our fiscal year is July 1st to June 30th, allowing us to align our budgeting and financial planning with our school district partners and to better plan for the seasonal flow of bounty into our organization. While most of this report covers 2016 as a whole, these financials are based on our most recently completed fiscal year, from July 1, 2015 to June 30, 2016. During this period, we cultivated deeper financial stability and resilience. We now own 1.86 acres and our farmhouse outright, carry no debt, have secured a 99-year lease with the South of the South Community Farmland Trust for the adjacent 1.18 acres of urban farmland that we've tended for years, and thanks to the Estate of Katherine Hayes, we have seed funding for a comprehensive site plan, a kitchen renovation (so that we can upgrade to a commercial kitchen!), and to build a second classroom on our land.

Our funding continues to diversify, with varied grant funding streams, including federal, state, corporate, and tribal grants; a growing base of community donors making one time and monthly sustaining gifts of all sizes; and special event revenues that have grown year after year. We ended the year with a net gain of \$127,000, much of which is in reserves for capital projects and future programming. We've continued to invest in our diversifying programs, and this year we had more special projects, including hosting the Rooted in Community Summit and bringing on a team of youth & alumni planning interns, as well as some technology upgrades and new program development.



Youth Programs

With two decades of powerful youth engagement under our belt, we're thrilled to be hosting our sixth GRuB School cohort during the 2016-2017 academic year. In 2016, twenty-two first-year high school students and six youth leaders completed the summer program, and 21 youth from Capital High School joined us for the school year. Our crew shared their work with the community by hosting field trips, speaking at local city council meetings, building gardens alongside families & growing good food.

As of last June, we have three school-based youth leadership & food justice programs operating in Thurston County! With funding from a USDA Farm to School grant, we provided technical assistance to help Tumwater School District launch the Tumwater FRESH Program (Farm Rooted Education for Sustainability & Health) in June, convened planning conversations to support the emergence of a farm-based high school program in the Eatonville School District, and hosted our fourth Youth Engagement Institute which drew educators and food justice leaders from around the country.

We engaged more than 200 younger kids through farm-based field trips, and for the first time ever, we hosted four Seed to Table Summer Camps engaging 57 six to twelve year olds in week-long camps. We also offered fiscal sponsorship to the Tend, Gather & Grow wild food & medicine teacher training and curriculum development program.

GRuB School gets results:

88%

of students improved their science GPAs

65%

of students reported an increased Locus of Control

75%

of students decreased behavior-related discipline issues



In the past 5 years...

Our strategic goal to replicate GRuB-like programs throughout the 5-county Pacific Mountain region in order to provide hundreds of youth with meaningful and relevant leadership and learning experiences has come to fruition.

Since we first launched GRuB school in 2011, 141 high school youth have had the unique opportunity to earn credit and stipends through a rich and relevant food system and youth development curriculum at the GRuB farm. Hundreds more youth have had credit and stipend-based learning opportunities at our partner programs the Freedom Farmers, Tumwater FRESH, LE@F, HOPE Garden Project, Cultivating Roots and soon to be GRITS (Growing Relationships in the Soil) in the Eatonville School District.

During this same period, GRuB's co-founders both made their way into new roles, with Blue taking the lead at Olympia High School's Freedom Farmers program and Kim stepping into leadership as our Director of Youth Programs and Initiatives. If the past five years are any indicator, we cannot wait to see how and where our youth programming will evolve and blossom next!

Community Food Solutions



Five years ago, we set out to evolve the Kitchen Garden Project to involve much greater family and community leadership, ownership and responsibility for creating good food solutions that fit our community's needs. We sought to cultivate partnerships with organizations serving disenfranchised people, and we hoped that gardens might be simple yet powerful leverage points to improve the health, well-being and sense of connection among diverse groups of people in our community.

Since then, we've built hundreds of gardens throughout Thurston County and partnered with more than a dozen organizations, businesses and tribes to create opportunities for people to connect with the land and build skills for self-sufficiency and health. We've realized our goal to foster leadership in order to develop solutions that meet our community's unique needs in the form of Victory Farmers, as well as through new projects that we fiscally sponsored last year, Seed to Table Edible Education Camps and Tend, Gather & Grow programming.

While we experienced an undeniable set-back in 2016 with the loss of the Victory Farm, we are more convicted than ever to galvanize our community so that together we can create a space for growing, learning, healing & connecting in support of transitioning veterans and families experiencing hunger. In the meantime, we continue to engage families with limited incomes & veterans as builders, learners, growers & teachers as we continue to evolve our community food solutions.

In 2016, we...

- Built 75 gardens throughout Thurston County - 67 of these gardens were built free of charge with low-income people and their families.
Because of their garden -
 - 87% of gardeners regularly use vegetables in their cooking.
 - 87% of gardeners spend time outside in their yard or garden.
 - 77% of gardeners eat 2-3 cups of fresh vegetables per day.
- Hosted 30 workshops featuring gardening, cooking, wellness, mushroom cultivation & food preservation.
 - 65% of workshop attendees increased their skills & knowledge of healthy behaviors.
- Partnered with the Olympia Food Co-op, Slow Food of Greater Olympia, Olympia Mycelial Network, Lacey Veteran's Hub, Drexel House, the Mission Continues, Sea Mar and many others!

"My garden is beautiful. Being able to step outside my door and find fresh produce is truly a blessing." - 2016 Gardener

Since 2011, we...

- Built 386 gardens throughout our community.
- Partnered with the Chehalis Tribal Community Center, Oakville School District, LP Brown Elementary, Family Support Center, Olympia Pediatrics, Meadows Elementary, Hansen Elementary, Timberland Regional Library, & Salvation Army Community Kitchen.
- Began developing veteran programming (2014) and launched the Victory Farm (2015).
- Developed the framework for the Rx Garden pilot program in partnership with local health professionals.



GRuB in the Food Movement

GRuB continues to take our place at the table of local, regional and national mission-related food movement networks. Over the past few years, we've stepped into greater leadership roles in these networks by hosting a regional winter gathering of the Northwest Youth & Garden Network, as well as co-chairing the South Sound Food System Network and serving on the Thurston Thrives Coordinating Council.

GRuB hosted the Rooted in Community (RIC) Youth Leadership Summit once before, back in 2004 when RIC & GRuB were both still seedlings, and in 2016, in honor of 20 years of youth leadership programming here in Olympia, we had the privilege of once again hosting this inspiring national network of engaged youth leaders in partnership with the Nisqually Tribe. Sixty-eight youth and 32 adult allies from 16 communities across the country converged in the South Sound to breathe life into the summit's theme, "Honoring Our Lands: We lend our voice, we lend our hands."

Yet we are only able to offer meaningful leadership to the good food movement because of the relevant work that happens at the GRuB farm every day, where we continue to engage youth & volunteers to grow good food. Last year, more than 600 people lent their hands to steward the soils and crops (yes, and some weeding of course!) on the farm.



Last year,

- 14 interns and 5 youth program alumni deepened their understanding of small-scale sustainable agriculture and marketing on the GRuB farm.
- Between large volunteer groups' service days, interns and our regular volunteer drop-in hours, our community donated more than 2,000 hours of labor on the farm (the equivalent of a full-time employee!).
- Our produce sales grossed almost \$18,000 in revenues.

In 2016, our youth crew, farm team and volunteers grew 10,488 pounds of delicious & nutritious fresh produce.

Our produce was:

- **Distributed through CSA shares.**
- **Donated to the Thurston County Food Bank.**
- **Sent home with our youth crew & their families.**
- **Sold at local Market Stands.**
- **Served at events, shared with volunteers & donated to Senior Services of South Sound.**



Cultivating Community & Leaders



Back in 2012, we boldly envisioned that by this year, much of GRuB's work would be stewarded by graduates of our programs and volunteers. We dreamed that adults interacting with the organization would experience the same kinds of increased communication skills, leadership, and confidence that we've traditionally witnessed in our youth program. Today, we bring the best of our youth development model to our community at large by offering a series of multicultural communication workshops called *Roots & Shoots* that have been attended by Victory Farmers, gardeners, parents of GRuB School youth, community partners, volunteers and donors. Four of our 15 member staff are alumni of our programs, and two more first came into the organization as Ameri-Corps service members. Our executive director volunteered with us for six years before she took the reins.

Last year, we hosted more than a dozen adult field trips and service days on the farm, and we were once again proud to participate in United Way's Day of Caring in the fall. Volunteers served in various roles, including farming, market stand hosts, outreach ambassadors, guest chefs, GRuB's clean team, data entry and many others.

In addition to *Roots & Shoots*, we began offering more diverse training opportunities to our interns and volunteers to better equip them to take on more leadership and responsibility in our work. We offered many trainings including ambassador, guest chef, lead builder, facilitation mentorship (yup, we call that *Fruits!*), cultivation and the list goes on. Our work continues to grow and evolve only because we understand the value of cultivating community & leadership in partnership with all of you!

In 2016...

- 253 volunteers joined us in growing healthy food, people & community.
- More than half of them (133) were new volunteers!
- Volunteers donated 7,428 hours of their time (which is roughly the same as four full-time staff).
- 27 interns contributed to our work, including five youth program alumni.
- 63 people attended *Roots & Shoots* trainings, while two people stepped into leadership roles as *Fruits* and facilitated trainings alongside GRuB staff.
- We offered four *Roots* trainings and one *Shoots* training, as well as our first off-site *Roots* multicultural communication workshop in partnership with the Nisqually Tribe.



Deep Roots

Like any thriving plant, GRuB has continuously developed its internal systems and structure to forge “deep roots” that support the growth, success, and sustainability of our programs, vision, and values. What’s happening under the soil, so to speak, might not be the most visible or exciting part of our work, but without it, we could not continue to grow and evolve. Last year, we took strides to adopt revised policies, including updated financial and compensation policies. We’ve very nearly adopted a \$15/hour min. wage!

Over the past five years, we underwent a major leadership transition and thrived! Three senior staff, including both founding directors and the long-time operations manager all made their way onto greener pastures near and far. Their successors Katie & Rebeca continue to steward GRuB’s growth and evolution in partnership with our amazing staff team and board of directors.

We now own the farmhouse and 1.86 acres outright and have a 99-year lease with the South of the Sound Community Farmland Trust for the adjacent 1.18 acres. Empowered by our certain future on this land, we also received seed money for a site plan to inform the design and construction of an additional building to serve as a classroom and to house tools & supplies.



Since 2011...

- Our staff team has grown from a team of nine to a team of 15!
- While we still rely heavily on grant funding, our revenues continue to diversify, and community donations continue to grow.
- Our board of directors has transitioned their approach to that of a governing board.

Looking Ahead...

Last winter, we launched our strategic planning process by bringing Dr. Leticia Nieto in for a one day board & staff training to ground our process in anti-oppressive and liberation strategies. We then conducted a series of community engagement activities to gather feedback and ideas from our stakeholders so that we can grow a vision in which our whole community can see itself. We hosted a series of board and staff conversations and ultimately realized that given how much we’ve diversified over the past few years, we needed more time to connect and “compost” all that we’ve learned. So, we’ve extended our existing goals, shared with you throughout this report, and will be working over the course of the year to develop a robust vision and strategies for deepening our impact in the years ahead. Thank you to our community for being the fertile soil that brings our mission to life!

2016 Supporters

Volunteers

Aaron Katz	Elise Podschwiet	Kim Benedict
Abe Burt	Elizabeth Kellogg	Kim Mai Pham
Adam Maubach	Elizabeth West	Kris Hardie
Addison Louejo	Ella Perdue	Laura Bogley
Aida Namukasa	Emilie Hirsch	Laura Shayder
Aksel Mark	Emma Rotolo	Lea Mitchell
Alexa Ryle	Eric Boxell	Leslie Wheeler
Alexandra Montague	Eric Fenno	Leslie Wolff
Alexandria Vickery	Ethan Oravsky	Lilyann Lim
Allen Acosta	Felix Sawicki	LiMei Chen
Allias Krohn	Fumiko Brown	Linda Bondurant
Amanda Adrian	Gabriel Priestler	Lindsay Herrera
Aminah Namukasa	Ginger Phalen	Lisa Riener
Amy Swick	Giselle Messing	Lola Mark
Anastasia Allum	Gordon Tambellini	Lon Smith
Andrew Malpica	Hannah Bailey	Lucas Ehinger
Andrew McCallum	Hannah Neumann	Lynne Glore
Angelica Perez	Hannah Sadler	Madi Neuman
Aslan Meade	Harrison Neumann	Madison Herrera
Athena Mapp	Hayden Ketter	Maggie Sinclair Enslow
Ava Arvest	Heather De Munn	Maria Paton
Barbara Bosch	Heather Hahn	Maria Van Newkirk
Becca Kenna-Schenk	Helena Meyer-Knapp	Mark Simpson
Ben Charles	Ian Hamilton	Matthew Hugo
Benjamin Priestler	Ida Haynes	Maxwell Gunter
Benjamin Witten	Imani Mabwa-Childress	Melissa Davis
Bob Neuharth	Isaac Moore	Melissa Hammond
Brent Erwin	Jacob Venema	Melody Fyre
Brian Enslow	James Vogelgesang	Menzo Bridge
Brian Mark	Jamie Milletary	Meredith Randell
Bridget Parent	Jan Kovach	Merry Trejo
Bryon Moore	Jane Neuharth	Michael Ray
Budd Blake	Jane Wingfield	Michaela Williams
Casey Wegner	Janet McIntosh	Michelle Brewer
Cassie Willbourn	Jasmin Blackwell	Michelle Harvey
Cera Woodke	Jason Keyes	Michelle Streeter
Chadwick Hodges	Jason Pentzer	Michi Thacker
Chelsea Oldenburg	Jeffrey Chan	Mick Pettersen
Chris Hamilton	Jennifer Konwinski	Mickie Lee-Merslich
Christa Lenssen	Jentzen Mooney	Mileen Gilkey
Christina Aguilar	Jeremy Clarke	Molra McNinch
Christina Sheppard	Jeremy Lester	Molly Gillispie
Christopher Howe	Jessi Doerpinghaus	Monique Bridges
Claudia Clark-Engstrom	Jessica Dean	My-Le Tang
Cody Clark	Jessie Turner	Najla Munshower
Courtney Bocher	Jillian Henze	Neumann
Crystal KelsoDan Ryan	Jim Sweeney	Naomi Priestler
Dani Villiva	Jimmy Benedict	Natasha Bynum
Daniel Wolff	Joanna Arlow	Nathan Lusk
David Ready	Crystal Childress	Nick Schmitt
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Denise Charles	Jon Neumann	Noah Moore
Derek Revisky	Joseph Roush	Osiris Gilkey
Derrick Dickey	Joshua Spalding	Panya Willer
Desiree Elliott	Julian Scott	Paula Moore
Deston Denniston	Karen Sweeney	Penny Oryn
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Don Sloma	Katherine Stallworth	Polly Rosmond
Dylan Jones	Kaylen Hendrick	Rachel Greene
Ean Neumann	Kean Saunders	Ralph Scala
Eliana Kuchnysky	Keely Liles	Rebecca Cotey
	Kendyl Van Dyck	Rebecca Swingle
	Kevin Gerlich	Regon Unsoeld
	Khurshida Begum	Rhea Allen

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 Bernsten Household
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 Brianna Manolopoulos
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 Becca Kenna-Schenk
 Caroline Metzger
 Christine Wendlenct
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 Jeanine Toth
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 Mercato Ristorante
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**From all of us at GRuB, thank you for another great year
& have a bountiful growing season!**



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