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What We Do

Rainier Valley Corps (RVC) strengthens the power of communities of color in order to create a more equitable society. We do this through our core programs and services as well as through leading partnerships with community members and organizations of color. These members and organizations provide support services tailored to the strengths and needs of the communities they serve.

HOW WE MAKE AN IMPACT

Rainier Valley Corps builds capacity and amplifies voices through:

- Our Community Impact Fellowship Program, which trains leaders of color and places them at grassroots organizations led by communities of color.
- Our Capacity Building Program, which builds capacity through culturally-relevant consulting, customized to organizations led by communities of color.
- Our Operations Support Program, which centralizes the administrative work of our partners so they have more time and energy to focus on the communities they serve.
- Our Partnership Fundraising efforts, which increase resources going to communities of color by bringing more general operating support to our members.
- Our Advocacy and Collaboration initiatives, which facilitate resource-sharing, creates strategic partnerships, and effects policy change through the convening of communities of color.

SECTOR SNAPSHOT

30% of the U.S. workforce is POC ... but only:

20% or less of nonprofit leaders are POC.

11% of nonprofit board members are POC.

*Data from Building Movement Project’s 2017 “Race to Lead: Confronting the Racial Leadership Gap” and BoardSource’s 2015 “Leading with Intent”
Our Staff

Vu Le
EXECUTIVE DIRECTOR

Ananda Valenzuela
MANAGING DIRECTOR

Abesha Shiferaw
PROGRAM DIRECTOR

Chris Rhodes
DEVELOPMENT DIRECTOR

April Nishimura
CAPACITY BUILDING DIRECTOR

JoJo Gaon
OPERATIONS SUPPORT PROGRAM DIRECTOR

Uma Rao
CAPACITY BUILDING COACH

Kristine Maramot
OPERATIONS SUPPORT PROGRAM MANAGER

Meron Kasahun
OPERATIONS SUPPORT PROGRAM MANAGER

Neal Capapas
OPERATIONS SUPPORT PROGRAM MANAGER

Florence Sum
PROGRAM MANAGER

Noelle Evangelista
DEVELOPMENT AND COMMUNICATIONS ASSOCIATE

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BOARD CHAIR

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VICE CHAIR

Miriam Zmiewski-Angelova
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TREASURER

Gaurab Bansal
Magan Do
Emilio Garza
Tsegaye Gebru
Shin Shin Hsia
Bob Hughes
Mindy Huang
Issa Ulo

FORMER MEMBERS

Faisal Jama
Tony To
Meron Kasahun

*Current Staff and Board lists are current as of February 2019
Friends:

For many of us, the past year has been marked by fear and uncertainty: immigrant and refugee communities are being targeted by a xenophobic administration; people of color continue to be shot by police with impunity; neighborhoods that have historically experienced disinvestment are now facing rapid gentrification; and corporate interests hold more sway over the political process than ever before. All of this, as our global climate marches toward uninhabitability.

Sometimes the world is a raging river and we’re fighting to keep our heads above water.

Yet, there is much to be thankful for. Despite the divisive rhetoric that spews from our nation’s capital and echoes in the darkest corners of our country, our people still have power at the local level. In spite of increasing income inequality, we are rich in community. In the face of outright violence committed against us, we are still here. We know that when we build together, we are powerful. This is our resiliency.

When the world is raging all around us, Rainier Valley Corps (RVC) and its partner organizations provide the buoyancy that keeps communities afloat.

When you support RVC, you aren’t just investing in smart, talented, and incredibly passionate people. You aren’t only funding an innovative model that centers resources on communities that need them most. Your gift doesn’t merely build the capacity of local organizations and community leaders to be both aspirational and effective.

When you invest in RVC, you are funding a critical means for communities to thrive. You are rejecting the narrative arc of the past year, and helping to soften the rigors of a raging world.

I hope you’ll join us. Be part of this work by making a personally meaningful gift to RVC today.

— Estevan Muñoz-Howard
RVC Board Chair
A Hello from Our Leadership

Hi everyone!

As Estevan mentioned, it’s been a rough couple of years for our nation. The constant assault on our communities, our families and children, the media, and democracy itself has been difficult to bear. I have been tempted to just abandon what is left of civilization to live in a bunker for a while.

This year, however, I have been spending time with our fellows one-on-one. We would have a half day or whole day where it would just be me and a fellow. We attended meetings and led trainings. We talked to funders and partners. These days are always amazing. I get to learn about our fellows’ work, get to know them as individuals, and get recharged by the hope, optimism, creativity, and authenticity they bring.

I have also been getting to know our partner organizations and the incredible work that they all do to lift up our families and communities. From Somali Doulas supporting mothers in giving birth, to Mujer Al Volante helping women obtain their driver’s permit and achieve independence, our partners play pivotal roles in creating a vibrant, beautiful community that we all benefit from.

Working with our partner organizations has reaffirmed that RVC’s strategic direction to provide holistic operations support was the right one. By handling back-office functions like payroll, financial management, insurance, and HR, our partners can focus on the critical work that only they can do, some of which is highlighted in this annual report.

Besides our partner organizations and fellows, I am also grateful for our donors, funders, volunteers, staff, board members, advisors, and consultants. None of what we are writing about in this report would have been possible without you. The community we have built together has sustained me and inspired me to continue fighting.

When we are surrounded by darkness, it is easy to be consumed by it; sometimes to the point that we forget that light exists. But lights are always brightest in darkness. Thank you for being the light.

— Vu Le

RVC Executive Director
IMPACT STORY

RVC’s Fellow and Partner Organization Blaze Trails in Green Movement

Johnny Fikru is a Community Impact Fellow with Got Green, one of our partner organizations. Got Green builds community power by leading intersecting campaigns around racial, economic, gender, and climate justice.

Johnny has greatly impacted strategic planning projects, such as reducing employment barriers in the hiring process for the City of Seattle. He advocates for equity in housing and employment and is currently kick-starting conversations with local green organizations in recruiting partners for Green Pathways, an upcoming RVC Fellowship Program that will launch in 2019.

But of all these accomplishments, Johnny shows pride in the growth of his young leaders. “It’s been amazing to see young leaders of color find passion in joining the green movement of social justice,” he said. “And it’s an inspiration to see them at public hearings and share their testimonies with fervor and courage.”
Fellowship Program Grows Leaders of Color

Our Community Impact Fellowship Program trains leaders of color and places them at host grassroots organizations led by communities of color, building the next generation of nonprofits leaders while increasing resources going to these organizations.

Our cohort of talented leaders of color engage in a two-year, full-time, paid placement at host organizations and are provided with ongoing professional development training.

THIS YEAR’S ACCOMPLISHMENTS & HIGHLIGHTS

- Recruited, hired, and trained 13 Emerging Fellows in 2017-2018 (meet them on the next page!). Fellows completed the RVC Leadership Institute training, a month-long overview of nonprofit leadership and management. Following the overview, fellows completed 11 monthly trainings on leadership development varying from conflict management, facilitation, giving and receiving feedback, gender identity, public speaking, supervision, leading with community and equity, etc. In addition, fellows attended a number of statewide and national conferences, such as: the WA Nonprofit Conference, Allied Media Conference, PolicyLink Equity Summit, GIFT (Grassroots Institute for Fundraising Training), Midwest Academy, and Facing Race.

- Three fellows were hired to their host organization after year one, helping us to meet one of our capacity-building outcomes. When fellows are hired at their organizations, it signifies to us that organizations have benefitted and grown from the good work of our fellows and that the fellows are ready to move on to the next stage in their careers as nonprofit leaders.

- All fellows said they would recommend the Fellowship Program to their peers and community and have found the program to be beneficial and one of the most unique experiences, according to an end-of-year feedback session.

- RVC engaged with top-tier individuals to help train our fellows. They include 15 diverse trainers, instructors, and facilitators and 15 committed mentors.
Our Community Impact Fellows

Please meet our Community Impact Fellowship class of 2017–2019! All of our emerging leaders are strengthening five key work areas: nonprofit management, adaptive and collective leadership, advocacy and policy, community organizing, and cultural dynamics. They are also regularly engaged in community-building through discussions on systemic racism, power, privilege, and intersectionality.

Febben Fekadu  
Ethiopian Community in Seattle

Jonathan Fikru  
Got Green

Rahel Gaguro  
Ethiopian Community in Seattle

Hana Gregory  
Voices of Tomorrow

Jessica Hartman  
Families of Color Seattle

Paul Laughlin  
Totem Star

Yolanda Matthews  
Puget Sound Sage

Denechia Powell  
Families of Color Seattle

Michael Pugal  
AGE UP

Metasabia Rigby  
Powerful Voices

Mohamed Shidane  
Somali Health Board

Amir Noir Soulkin  
East African Community Services

Florence Sum  
Rainier Valley Corps
RVC Fellow “Graduates”
Early, Creating Impact in New Spaces

Rahel Gaguro was an RVC Community Impact Fellow. One of Rahel’s notable projects while at Ethiopian Community in Seattle, was successfully transitioning the organization from volunteer-led to staff-led.

When asked about what her relationship with RVC is like, Rahel said, “RVC is like a parent that encourages your growth and pushes you to fly and succeed. And if you fail, you don’t have to feel hopeless and alone. They’ll always be here to help you navigate it.”

Rahel was recently hired by the Social Justice Fund as a Financial Associate and continues to attend RVC trainings and events for professional development.

RVC is ecstatic when our fellows are hired on full-time at other organizations because it means they’ve amassed the skillsets needed, through our program, to go out and step off into their community-building career.
Operations Support Lifts Organizations of Color

Today, there is an urgent need for organizations led by communities of color to be stable and do their work effectively. However, many organizations are forced to spend a significant amount of time and energy on operations, such as financial management, HR, payroll, legal compliance, and insurance. RVC believes there is another way and launched our Operations Support Program this year.

By centralizing the operations of many smaller organizations, RVC streamlines their administration and provides the highest quality back-office support. This frees up the time and energy of our Operations Support Partners to focus on providing more effective services, building community power, and changing inequitable systems and policies.

**THIS YEAR’S ACCOMPLISHMENTS & HIGHLIGHTS**

- Our Operations Support Program officially kicked off in January 2018, and since then has already grown to 12 partner organizations, with budgets ranging from $50,000 to $750,000.
- Since RVC manages payroll for our partners, we have now grown to 80 employees on payroll, meaning 80 employees with access to excellent benefits, such as low-cost, zero-deductible health insurance for full-time employees and ORCA cards for everyone.
- Our partner Somali Doulas joined us as a brand-new organization that had just received a large Best Starts for Kids grant, and we were able to holistically support them in creating and growing their organization, which now has grown to a team of four excellent staff serving over 20 families of color.
- We worked with Rainier Beach Action Coalition to navigate rapidly, doubling their budget, tracking a complex array of grants, and supporting them in creating a healthy environment for youth of color to work to strengthen the Rainier Beach community.

Amy Pak with RVC Executive Director Vu Le. Amy founded Families of Color Seattle, our very first Operations Support Partner.
RVC’s First Operations Support Partner Flourishing

Amy Pak is the executive director of Families of Color Seattle (FOCS), RVC’s first-ever Operations Support Partner.

“I used to feel buried by the administrative work,” said Amy. “Too much time was spent on these challenges rather than on being a community-builder and being the visionary executive director that I need to be.”

Since the partnership between FOCS and RVC began, Amy and FOCS staff have been able to hone their capacity building skills and craft budgeting strategies.

By focusing their attention on analyzing trends in their evaluation data and improving the quality of service to Seattle families of color, FOCS is a proud winner of $50k from the Gates Foundation, $100k from the Satterburg Foundation, and a $300k grant from Best Starts for Kids.
Capacity Building Program
Strengthens Communities of Color

Dynamic grassroots organizations and nonprofits need ongoing solutions customized to their structure, community, and budget. They need ongoing, adaptive support that helps move them forward. They need culturally-relevant coaching from someone who understands the unique needs of their organization and community.

At RVC, our Capacity Building Program, which kicked off in March 2017, offers culturally-responsive coaching, organizational assessments, customized capacity building plans, consulting support, and much more for our partners’ organizational needs.

**THIS YEAR’S ACCOMPLISHMENTS & HIGHLIGHTS**

- We provided culturally relevant capacity building services to **18 organizations** as part of our holistic capacity building model.
- We co-wrote and administered our very own organizational assessment, the **Delta Vision for Capacity Building**. Our partner organizations are using this tool to identify strengths and gaps, and together we determine their capacity building priorities.
- We are part of the **Delta Project**, a collective of capacity builders that serve communities of color. Together we conducted interviews and community meetings, to come up with the Delta Vision for Capacity Building, a model that sees capacity based on People, Place, Practice, and Power.
- We launched **Affinity Peer Learning Groups**, a monthly space for nonprofit professionals of color to get peer support from each other on various topics like fundraising, staff management, and operations.
Affinity Peer Learning Groups

There are very few spaces where nonprofit professionals of color can convene and support one another as professionals. This is why we launched our Affinity Peer Learning Groups in the winter of 2017. Every first Friday of each month, RVC hosts a space in areas of work, such as organizational management and operations, advocacy, policy, and community organizing, program management, and more.

“[When I participated in these groups,] it was nice to hear what general concerns are happening for people,” said a participant. “It also felt affirming to have my ideas feel useful to others.”

“The affinity groups have been a nourishing space for me because I get to test my leadership skills in real time by facilitating these spaces,” said Florence Sum, an RVC Community Impact Fellow and co-leader of the Affinity Groups with Uma Rao. “I also appreciate connecting to other nonprofit folks of color who are on the struggle bus with a common goal to learn and change this sector up.”
Our Partners

Rainier Valley Corps’ strength is in the sense of community we’ve built with all of our partners. We believe that collaboration facilitates resource-sharing and creates strategic partnerships, creating the opportunity for local action across diverse communities of color.
RVC Alumni Still Reaping Benefits of Fellowship, Years Later

Recognizing how systemic oppression like poverty affects educational outcomes, SuYoung Yun joined RVC’s Community Impact Fellowship program in its first year.

While in RVC’s Fellowship program, SuYoung learned how to create communications plans, plan events, build and manage budgets, execute programs — all in which resulted in raising $60,000 for Families of Color Seattle in 2017.

After graduating from our program, SuYoung was hired on by Asian Pacific Islander Americans for Civic Engagement (APACE), where they worked on increasing Asian American voter engagement. SuYoung was recently promoted to Program Manager for APACE.

“Looking back, RVC has paved the way for where I am now, and I am incredibly grateful to still be in the sector utilizing the skills I learned as a fellow. It was a matter of finding an organization’s mission and values to align with yours, as well as having them see you as your holistic self.”
FY18 Rainier Valley Corps Financials

**Revenue**
- 47% Grants from Foundations
- 23% Program Revenue
- 17% Grants from Government Agencies and Organizations
- 11% Direct Giving
- 2% Donated Professional Services

**Expenditures**
- 72% Community Impact Fellowship
- 10% Capacity Building and Coaching
- 7% Community Engagement
- 11% Operations Support
- 11% Core Support

**Total Revenue**: $1,704,298.33
**Total Expenditures**: $1,385,629.42
Our Donors

**FUNDERS**

- American Express Foundation
- Bill and Melinda Gates Foundation
- Boeing Company
- Cedarmere Foundation
- The Kerruish Fund
- Liberty Hill Foundation
- Loom Foundation
- Medina Foundation
- Miller Johnson Family Fund
- Minneapolis Foundation
- MJ Murdock Charitable Trust
- Opus Community Foundation
- Ordinary People Foundation
- The Pinto Foundation
- Robert Sterling Clark
- Satterberg Foundation
- Seattle Foundation
- Chris & Heidi Stolte
- The Russell Family Foundation
- Swift Foundation
- Tipping Point Community
- University Unitarian Church Seeds of Justice Program
- Washington Progress Fund
- The Whitman Institute

**INDIVIDUALS**

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- Akemi Imai
- Alex Johnson
- Alice Rich Lewis
- Alice Shobe
- Alicia Templeton
- Alison Baron
- Alison Overseth
- Allyn Lord
- Amanda Andrews
- Amanda Card
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- Carla McDonald
- Caroline Angel Burke
- Caroline Kinney
- Cassie McGannon
- Catherine Hillenbrand
- Catherine Zeiner
- Cedra DuFlon-Heide
- Chris Clark
- Chris Rhodes
- Christa Mazzone Palmberg
- Christina Arcidy
PROGRAMS

Our Donors

INDIVIDUALS, CONTINUED

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Christine Loredo  
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Christine Shifflett  
Cicely Smith  
Cindy Chang  
Cristina Yoon  
Cynthia de Leon  
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Daniel Bao  
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David Moren

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Erin Kahn  
Ernie Seevers  
Estevan Munoz-Howard  
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Eula Liane Hernandez  
Febben Fekadu  
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Florence Miller  
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Gaelen McCormick  
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A BIG THANKS TO OUR VOLUNTEERS!

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You Make A Difference

Here at Rainier Valley Corps, we believe that all of us must work together to create a more just society. We must strengthen the power of communities of color by building capacity.

Please help us in this endeavor. Your financial contribution will support our programs and much, much more!

HOW TO GIVE TO RAINIER VALLEY CORPS

- ONLINE — rainiervalleycorps.org/donate
- MAIL — Make a check out to Rainier Valley Corps and send it to 1225 S. Weller St. Suite #400, Seattle, WA 98144.
- BY PHONE — Give us a call at 206-436-9536.