ANNUAL REPORT

2018–2019 JULY 1 // JUNE 30

Pictured: RVC staff
rvcseattle.org
Hi friends!

The last year has been tough. Everyday we hear stories of how our families, children, and communities are harmed by the systems our nation is built upon. Sometimes it can feel like we’re swimming against an endless current of injustice.

But in every story, you can find folks who are doing everything in their power to show up for one another. Community organizers pushing the work forward, nonprofit staffers challenging systems, and youth and elders alike defending our communities.

We at RVC feel incredibly grateful to support the critical work our amazing community partners do. Whether they’re focused on developing young leaders of color, fighting climate change, or supporting immigrant and refugee families, our partners are creating the change we need to strengthen our communities.

In the last year, RVC has grown a lot! As another cohort graduates from our Fellowship program, we’re gearing up to bring on two new cohorts for our Community Impact and Green Pathways Fellowship programs.

We’ve also brought on new folks to the RVC team, who are infusing their creativity and passion into the work they do everyday. And with this increased capacity, we’ve been able to partner with even more incredible, communities-of-color-led organizations through our Operations Support Program and Capacity Building Program.

The work isn’t always easy and the year ahead of us will likely bring even more challenges, but our communities energize us to push forward. We know that with the help of our donors, funders, board members, consultants, and volunteers, we’ll be able to continue help our communities build movements and fight injustice together.

With gratitude,
The RVC Team
Mohamed Shidane is a Community Impact Fellow with the Somali Health Board (SHB), one of our awesome partner organizations who is focused on reducing health disparities for Somali immigrants and refugees.

At SHB, Mohamed helped push for equitable educational opportunities for immigrant students, particularly medical students facing financial barriers to gaining residency. Through his advocacy for the state bill, SB 5846, he helped make space for immigrant students to express their concerns to lawmakers. This is cool because students will be able to inform the creation of a program that will reduce barriers to practice for international medical graduates.

Mohamed is excited to see what changes lie ahead now that the bill has been signed into law. “Having more doctors in our communities [benefits us] not only because they reflect the community, but also because [it would] help reduce disparities that already exist,” he proudly says.
Community Fellowship Program

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

- 12 leaders of color graduated from our Community Impact Fellowship Program. With monthly coaching and mentoring sessions throughout their two-year fellowships at local community-based organizations, fellows gained professional and leadership development in communications, fundraising, governance, and evaluation.

- We've engaged top-tier trainers and facilitators, and all seven have returned to lead or facilitate multiple trainings/workshops. Their commitment to helping cultivate leaders of color has resulted in deeper impact and relationship with the trainers and fellows.

- Fellows engaged with 13 mentors (including 1 alum fellow from the first cohort)

- Fellows collectively attended over 6 conferences locally and nationally (GIFT Money for Our Movement, NTEN Conference, WA State Nonprofit, People of the Global Majority in the Outdoors, Nature, and Environment, Impact Fellowship Summit, NW Leadership Summit)

EMPLOYMENT OUTCOMES

- 12 Community Impact fellows secured jobs after completing their fellowships

- 10 of these fellows are in leadership roles (director or manager)

- 9 fellows hired were by their host organizations
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*
In July of 2018, RVC hosted Turn Up for Transformation, a gathering to celebrate RVC Fellows and their awesome work. Our Community Impact Fellowship Program provides leaders of color with ongoing professional development and places them with grassroots organizations led by communities of color. We’re excited to not only build the next generation of nonprofit leaders, but also increase resources going to grassroots organizations in our community.

The evening featured stellar presentations from our Fellows, who showcased the work they did with their partner organizations during their two year fellowship. Miko Pugal from AGE UP (and who now is part of RVC’s Operations Support Program team) shared how organizations can put more young people in positions of leadership. Denechia Powell of Families of Color Seattle highlighted why we need to support community spaces for queer and transgender families of color.

With stories, food, music, powerful poetry, and good friends, we celebrated the emerging leaders who are creating lasting, positive change in communities of color.
In July 2019, RVC’s Green Pathways Fellowship Program Manager Florence Sun published their paper, “Stronger Investments in Leadership Programs will Diversify Environmental Justice Movement: A Paper of Color for Green Pathways.” The paper details how people of color are disproportionately impacted by climate change and yet are consistently underrepresented in environmentally focused organizations. The paper also proposes recommendations to grow diversity and inclusion in the green sector. Recommendations include a stronger investment in leadership programs that focus on recruiting and supporting leaders of color as well as creating more leadership pathway programs such as fellowships and internships supporting both entry-level and mid-career POCs.
Green Pathways Fellowship Program

Our Green Pathways Fellowship Program creates a pathway for future leaders of color in the green sector, while providing living wage, entry-level positions with benefits in the environmental justice movement.

This new program kicked off this year and is a partnership between RVC and Got Green. It cultivates green leaders through racial equity and intersectional lens. The program will place Fellows at host environmental justice-focused organizations for two years, providing them with technical skill building and training in leadership development that is culturally relevant, community-centered, and context-driven.

PROGRAM ACCOMPLISHMENTS & HIGHLIGHTS

- **We recruited applicants of color and had 73 applicants for 10 positions**, which was more applicants than when the Community Impact Fellowship was launched.

- **65% of our applications had a postsecondary education and 12% had a high school diploma.** Our application does not have an education requirement. While having a meaningful career is certainly possible without a college degree, our intention for the program was to recruit folks who did not have postsecondary education so we could help to provide more pathways to potential careers.

- **47% of applicants have “roots” in King County.** One of our priorities for the program is to prioritize folks who have deep roots in the Seattle/South King County region because we wanted to invest in folks who were invested in staying in Seattle and being a part of the change that’s happening here.
MISSION

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**

- **Since the program’s start in January 2018, we’ve grown to 13 partner organizations.** Our amazing partners tackle a wide range of community issues, from helping Latina women learn to drive to building community with youth most impacted by the criminal justice system.

- **Our partners are saving money by being an OS partner.** For example, partners pay an average of $16K (12% of expenses, across the 15 programs). Outside consultants doing similar work can cost an organization $20K-35K on average.

- **Our partner Mujer Al Volante has been able to hire on their Executive Director full-time,** allowing for more time to focus on capacity building, solidifying their board, and expanding their programs.

- **Our partner Somali Parents Education Board has been able to expand their organization’s reach through the launch of their flagship program, Transforming Partnerships: A Learning Institute for Educators and Parents.** Through intensive monthly discussions and large-scale, multi-year projects created and led by parent-educator teams, SPEB is helping effect change in school systems.
IMPACT STORY

Global Perinatal Services (GPS), formerly known as Somali Doulas, is a community-based organization that provides expecting and new mothers with the emotional, physical, and educational support they need for their families to thrive.

Faisa Farole, Executive Director of GPS, says that being part of RVC’s Operations Support Program “has freed [her] up to do other work for the organization, such as managing and supervising, doing outreach, and searching and applying for grants.”

The extra time and energy has been great for GPS and has allowed them to focus on advocating for doula services to be covered by Medicaid. By pushing to reduce financial barriers for Somali mothers, GPS is working to secure important services for the communities who need it the most.
Floribert Mubalama is the Founder and Executive Director of Congolese Integration Network (CIN), a grassroots organization and RVC Operations Support Program partner that supports and serves Congolese refugees and immigrants.

“Our community is growing and solid integration services and community building are needed to...boost resilience, improve well-being, and reduce poverty,” says Floribert. “[RVC] gives us peace of mind as a small grassroots organization. [They] help us build credibility and trust in our community.”

With this new partnership, Floribert says CIN has been able to expand their services and focus on community-building efforts. Earlier this year, they held the first ever Washington State Congolese Summit, a gathering to celebrate and talk about issues concerning the Congolese community. Floribert and the CIN team are excited to keep creating opportunities for community to connect and support one another.
Capacity Building

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 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**

- **This year we doubled the number of community partners we served and expanded our team from 1 to 3 members.** We’re excited to see our partners grow their organizations, and to see our program grow too!

- **We served 43 organizations this year,** including 15 new partners through the Best Starts for Kids grant. We’re proud to support our amazing partner organizations and all the vibrant communities they represent.

- **We helped two organizations with executive director succession**

- **We conducted organizational assessments with many of our partners,** including East African Community Services, First Five Years and Beyond, and Totem Star. Together we identified their strengths and capacity building priorities, and provided support through supervision training, communications coaching, strategic planning, and more.

- **We support organizations in the following communities:** Somali, Ethiopian, Congolese, Latino, African American, Iraqi, Burmese, Native, Muslim, multi-ethnic coalitions, youth organizations, children and families of color, environmental organizations, reproductive justice, and restorative justice
Our Partners

RVC’s 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.
FY19 RVC Financials

Note: Our reported revenue includes multi-year time-restricted funding that has been released from restrictions during this fiscal year.
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Here at RVC, 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!

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• **MAIL** — Make a check out to RVC Seattle and send it to 1225 S. Weller St. Suite #400, Seattle, WA 98144.
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