ANNUAL REPORT

2019–2020 JULY 1 - JUNE 30

Pictured: Green Pathways 2019–2021 Fellow Cohort
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A Hello from Our Board

Friends:

This past year we have found ourselves facing unprecedented challenges: the global pandemic and accompanying disinformation; widespread systemic racism that remains as entrenched as ever; record-breaking levels of housing insecurity; a rampant escalation in xenophobic rhetoric; a climate crisis whose negative effects continue to be felt disproportionately by low-income communities and communities of color; and an administration seemingly determined to turn a blind eye to it all.

Attempts to summarize the mounting problems we face only serve to further overwhelm us, and not much we say can cut through the fog of worry and uncertainty that clouds our vision for the future. And yet, even amidst the many hardships vying for our time and attention, there remain causes for celebration and gratitude.

This year we’ve witnessed the rise of so many powerful advocates for change, the unparalleled dedication of community organizers, and the stubborn hope displayed by those working to reform our broken systems. It’s the very same commitment, resiliency, and courage that we are lucky enough to see firsthand from members of RVC and our partner organizations.

As a community and country, we are confronted with an inordinate number of challenges, but a challenge is just that, an invitation to engage.

RVC’s work is more important now than ever. RVC’s commitment to lifting up communities is exactly what is needed in these trying times.

Many of us are struggling to navigate this unfamiliar landscape, and though it can be difficult to know where best to focus our energies, RVC and its partner organizations are still forging their own paths forward. An investment in RVC is an investment in our future as a community. Your contribution will support us in this work.

We hope you’ll join us!

Sarah & Regina
Beloved community,

This was a year of transformation. Not all good, by any means - our nation’s botched response to COVID-19 has changed our country in painful ways, and has shone a light on the deeply entrenched systems that oppress communities of color.

But it’s not all bad, either. Our internal leadership transition has inspired us to reflect on what kind of organization we want to be, and how we want to shape leadership moving forward. We’re reimagining our leadership structures and distributing power across the organization, putting us well on our way to becoming a fully self-managing organization.

At the same time, we are doubling down on our programs, improving their quality and impact. Our team has grown tremendously over the last year, allowing us to devote more time to working closely with each of our partner organizations to find a promising path forward together.

And as the world has quickly changed, so have we. Between the pandemic and the rise of the Black Lives Matter movement, we know our partners’ needs have shifted, and we have met them in stride. Whether it’s developing a completely new remote supervision training within weeks of office closures, or collaborating with funders to develop innovative ways to get more funding directly in our partners’ hands, we are adapting and learning together about how best to serve our communities.

We continue to be inspired by the passion and brilliance of our partners, and look to them to understand the best path forward. Despite how bleak the world seems, we know that our partners have always worked towards, and will continue to build, a brighter future. That gives us hope, and nourishes us to continue to transform the sector together.

With gratitude,
The RVC Team
Who We Are

RVC promotes social justice and strengthens the power of communities by cultivating leaders of color, supporting organizations led by communities of color, and fostering collaboration between diverse communities. We are invested in working with others to create a strong collective capacity that allows communities of color to have the power to fulfill their own dreams.

HOW WE MAKE AN IMPACT

- Our **Community Impact Fellowship Program** trains emerging leaders of color and places them at grassroots organizations led by communities of color.

- Our **Green Pathways Fellowship Program** provides leaders of color with training and experience at local organizations in the environmental sector.

- Our **Operations Support Program** provides support for our partners, so they can spend their time and energy focusing on serving their communities.

- Our **Capacity Building Program** strengthens organizations of color through culturally-relevant consulting that allows organizations to better carry out their missions.

- **Advocacy and Collaboration** are embedded into all of our work, and are thus central to who we are. We facilitate resource-sharing and create strategic partnerships that allow for local action across diverse communities of color.
Community Impact Fellowship

Our Community Impact Fellowship Program places talented leaders of color in two-year, full-time positions at local grassroots organizations that are led by and serve people of color. Our program helps build the next generation of nonprofits leaders while increasing resources going to these organizations.

Our Fellows bring their experience, passion, and talent, and we provide a livable wage, benefits, and ongoing opportunities for professional development and community building.

THIS YEAR’S ACCOMPLISHMENTS & HIGHLIGHTS

• Recruited, hired, and trained 12 emerging leaders of color as part of our third Community Impact Fellowship cohort. Our CI Fellows represent a wide array of communities, passions, and interests, and we’re so excited to bring on another cohort full of inspiring and dedicated leaders of color.

• Community Impact Fellows have participated in 8 full-day trainings to learn, reflect, and grow their skills together. Through trainings and coaching sessions, fellows gain hands-on experience and professional development in non-profit management and collective, adaptive, transformational, and just leadership. Together, they delve into topics like navigating power, giving and receiving feedback, communication and storytelling, and sustainability and self-care.

• Fellows have engaged with 10 mentors who provide additional guidance and support. As experienced professionals in the sector, these mentors provide fellows with a unique perspective that allows for further leadership development and growth of their professional network.

• Fellows are building a strong network of community power and knowledge. Through Lunch n’ Learns, trainings, and retreats, fellows not only gain skills but also bond with and learn from one another. There’s an immense amount of love in the cohort, and the Fellows are deeply appreciative to know they can lean on one another for support.
Our Community Impact Fellows

Please meet our 2019-2021 Community Impact Fellowship cohort! Our emerging leaders are strengthening their skills in nonprofit management, adaptive and collective leadership, advocacy and policy, community organizing, and cultural dynamics. As they work to support communities of color, they also regularly engage in community-building through discussions on systemic racism, power, privilege, and intersectionality.

**Saida Bulhan**  
*RVC*

**Ashley Escobar**  
*All Girl Everything Ultimate Program*

**Bilen Eshetu**  
*Somali Parents Education Board*

**Ari Lozano**  
*All Girl Everything Ultimate Program*

**Francoise Milinganyo**  
*Congolese Integration Network*

**Débora Oliveira-Couch**  
*Seattle Music Partners*

**Naima Shaltu**  
*East African Community Services*

**Fundisha Tibebe**  
*Somali Family Safety Task Force*

**Thao-Uyên Vu**  
*Powerful Voices*

**Wanjiku Wainaina**  
*Multicultural Community Coalition*

**E.N. West**  
*Surge Reproductive Justice*

**Tracey Wong**  
*Totem Star*
A Community Impact Fellow combats reproductive oppression through community organizing

E.N. West is a Community Impact Fellow with Surge Reproductive Justice, one of our amazing partner organizations who aims to end reproductive oppression and ensure all communities have access to reproductive health services.

At Surge, E is the Communications and Community Engagement Manager, which means their work can involve anything from advocating around policies to planning events. Currently, E is heading Surge’s “Just Speak” open mic series, a quarterly event that brings community together to tell and listen to stories about the different sides of reproductive justice. On a day-to-day basis though, E has been focused on building relationships with community and developing Surge’s communications infrastructure.

Jackie Vaughn, Executive Director of Surge, is excited by the drive and passion E brings to the organization. “Working with E has truly been a pleasure,” explains Jackie. “E has been laying the foundations for our communications strategy and program at Surge. It’s important work that is long overdue… It will be exciting to see how E shapes our communications strategy and the way we speak about the work that Surge does.”
Green Pathways Fellowship

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

We place Fellows at host environmental justice-focused organizations for two years. During this time, Fellows develop their leadership and technical skill sets, which center cultural relevance, community, and contextual adaptability.

PROGRAM ACCOMPLISHMENTS & HIGHLIGHTS

- **We launched the first cohort of our Green Pathways Fellowship with 10 emerging leaders of color!** Fellows built community with one another at a kickoff retreat, and completed a 5-week training where they gained insight into the skills and knowledge needed to navigate nonprofits and lead change in the environmental justice movement.

- **GP Fellows engaged in monthly trainings and have active mentors in the sector.** In trainings, Fellows have learned about integrating disability justice and somatics-centered leadership into their work, as well as how to build resilience in white spaces. With their mentors, Fellows further their leadership development by getting the perspective of knowledgeable leaders in the movement and growing their own networks in the sector.

- **Fellows are already recognizing growth in leadership in themselves and others.** They’re gaining confidence in their decision-making skills, are more practiced at giving and receiving feedback, and are leaning into taking initiative and being creative in their roles.

- **Fellows are collaborating and connecting with one another.** Fellows have been able to organize tabling events, volunteer or attend one another’s events, share professional development opportunities, and support food justice projects.
Our Green Pathways Fellows

Introducing our 2019-2021 Green Pathways Fellowship cohort! All of our leaders are gaining experience in the green sector, while also building upon their understandings of environmental and climate justice and developing the leadership and other professional skills they need to be successful in the environmental sector.

Yolanda Altamirano  
Forterra

Ashley Arhin  
Forterra

Magdalena Angel Cano  
Duwamish River Cleanup Coalition

Rheana Dale  
Forterra

Sharon Huerta  
Resource Media

Shaylea Pilarski  
Got Green

Clyzzel Samson  
King Conservation District

Tuvshinzaya Tumurkhuyag  
The Nature Conservancy

Johanna Wasse  
Forterra

Venice Wong  
Forterra
Shaylea Pilarski is one of the fellows in our first cohort of the Green Pathways Fellowship Program, and she’s been engaging in really cool work with Got Green, a South Seattle-based organization led by people of color organizing for environmental, racial, and economic justice.

Prior to her fellowship, Shaylea had a lot of environmental groundwork experience, cleaning up neighborhoods and building rain gardens. She says that her fellowship has helped her understand all the different facets that make up the environmental movement. “Being at Got Green made me see that environmental justice isn’t all about planting trees, recycling, picking up trash, or taking public transit,” she explains. “It’s also about the people, the community, and policies and arguing cases to city council members, in order to give the people a chance to have their voices heard.”

Shaylea’s already learned so much, but is still excited to see what else her fellowship has in store for her. “Here at Got Green, it’s like I’ve gained another family. They make me feel comfortable, and Got Green is a place where I belong, where my voice can be heard,” she proudly says. “I’ve learned so much here, and I also know I’ll be leaving with so many new skills and a new lens of how I look at things and see people.”
There is an urgent need for organizations led by communities of color to have the stability they need to serve their communities effectively. But 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. We launched our Operations Support Program in 2018 because we believe there is another way.

By centralizing the operations of many smaller organizations, our Operations Support Program provides the highest quality back-office support and streamlines their administration. 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 program has grown to 16 partner organizations! All of our partners do amazing work to uplift and strengthen our communities. We’re so excited to welcome Creative Justice, Green Light Outreach, Renton Innovation Zone Partnership, and The Good Foot Arts Collective to the RVC family!

- Our partner, Somali Parents Education Board, tripled their budget, mostly through general operating funds. This has allowed them to transition from an all-volunteer organization to hiring 5 full and part-time staff. The unrestricted funding has also allowed SPEB to pivot quickly into a direct service organization during the COVID-19 crisis.

- We have 125 people on the RVC payroll, 65 of which are full-time employees with stable income and health benefits that provide some security and stability as we all navigate the challenges that COVID-19 brings.

- Our partner, Renton Innovation Zone Partnership, hired new staff to help manage their action team meetings and get the ball rolling on their innovation fund -- a pool of funds they’re advising and giving to community-based organizations in Renton.
Mujer al Volante is the first program in Seattle that empowers low-income immigrant Latinx women and mothers by encouraging and supporting them in learning how to drive.

As a grassroots organization, they’ve struggled with the lack of response from government agencies and other nonprofits, leaving their founding Executive Director (ED), Jacqueline Garcia, bogged down with proposals, paperwork, and other administrative tasks.

MAV teamed up with us as an Operations Support Program partner, so that we could provide back-office and administrative support in order to help manage their workload and allow Jacqueline and MAV to focus their attention on uplifting the Latinx community.

This partnership allowed MAV to not only hire Jacqueline on as ED, but also redirect her efforts to developing strategic relationships, build partnerships, and plan for MAV’s future.

Jacqueline is eager to continue their hard work and expand their scope to further serve communities. “We will continue to look for funding to build capacity and expand our services. Our program is very unique and we are looking to establish new and fair partnerships and collaborations.”
RVC's capacity building support goes hand-in-hand with our Fellowship and Operations Support Programs. We recognize that because of inequitable investment in communities of color, many organizations that serve our communities struggle with cycles of instability and burn out, leaving them without enough time, energy, or resources to fulfill their mission.

With our **Capacity Building Program**, our goal is to move organizations away from the burnout cycle by supporting them in building stronger infrastructure, leadership, and practices so that they can fulfill their mission and serve their community, while taking care of their staff’s well-being. We offer culturally-responsive coaching, customized capacity building plans, consulting support, and much more.

**THIS YEAR’S ACCOMPLISHMENTS & HIGHLIGHTS**

- **We served 42 organizations this year!**
  Our Capacity Building Program team grew to 5 capacity builders, and collectively we’ve engaged in strategic planning, board development, strategic budgeting, succession planning, and more with our partners.

- **We successfully supported Families of Color Seattle through a leadership transition.**
  We facilitated strategic planning to support the transition, which included having an interim Executive Director (ED) on the way to naming a new permanent ED.

- **Surge Reproductive Justice oriented and onboarded 6 new board members.**
  They’ve also begun a process to build their financial literacy and are planning to expand their internal staff to help increase the reach of their advocacy and community engagement work.

- **In response to COVID-19, we organized a series of virtual trainings to serve our partners collectively for the first time.**
  We connected with our partners over Zoom to provide trainings around virtual fundraising, remote supervision, and how to navigate information on new paid leave, payroll loans, and COVID-19 policies.

- **Our partner, Mujer al Volante, has been able to hire their Executive Director, form a board, and expand their programming.**
  MAV is hiring a program coordinator to support community outreach and education, and thanks to a grant our capacity builders co-wrote with them, they’ve also added voter engagement to their programs.
IMPACT STORY

WA-BLOC boosts their supervision skills with RVC support

Washington Building Leaders of Change (WA-BLOC) is an organization that empowers youth of color through academic, creative, and place-based leadership. As an RVC partner organization, they work with our capacity building team who provides them with ongoing, adaptive support so they can continue their important work of promoting and advocating for underserved communities.

This year, WA-BLOC underwent a week-long supervisor training through RVC’s Capacity Building program. “Before the training, I felt like I didn’t have enough of the necessary tools needed to communicate effectively with other team members, …but [the training] allowed me to take a step back and reflect on what my strengths and growth areas were, while also seeing how other members communicated,” says Makelah Smith, WA-BLOC’s Programming Manager.

WA-BLOC has been appreciative of the space to build their skills and grow as an organization, without having to compromise their values. They’re feeling energized and are as dedicated as ever to strengthening their organization and their service to the community. “Everyone on the team truly believes in our young people and we all work together tirelessly to reimagine a different world. I couldn’t ask for a better job,” says Makelah proudly.
Our Partners

RVC’s strength lies in the sense of community we’ve built with our partners. Through collaboration, we facilitate resource-sharing and foster strategic partnerships, creating the opportunity for local action across diverse communities of color.

OUR OPERATIONS SUPPORT AND FELLOWSHIP PROGRAM PARTNERS

AGE UP
Congolesse Integration Network
Creative Justice
Duwamish River Cleanup Coalition

East African Community Services
Families Of Color Seattle
First Five Years & Beyond
Forterra

Green Light Project
Got Green
King Conservation District
Mujer al Volante

Multicultural Community Coalition
Nurturing Roots
Partners for Educational Resources & Student Success
Powerful Voices
Our Partners, continued

Rainier Beach Action Coalition
Renton Innovation Zone Partnership
Resource Media
Seattle Music Partners

Somali Family Safety Task Force
Somali Parents Education Board
Somos Seattle
Surge Reproductive Justice

The Good Foot Arts Collective
The Nature Conservancy
Totem Star
Washington Building Leaders of Change

OUR CAPACITY BUILDING PARTNERS THROUGH BEST STARTS FOR KIDS

Atlantic Street Center
Coalition for Refugees from Burma
DADS (Divine Alternatives for Dads)
El Centro de la Raza
Hope Central
Iraqi Community Center of Washington
Korean Community Services Center

Open Arms Perinatal Services
Refugee Womens Alliance
Somali Health Board
St Vincent De Paul of Seattle KC
United Indians of All Tribes Foundation
Voices of Tomorrow
West African Community Council
During his time as a Community Impact Fellow (2017-2019) with Got Green, Johnny Fikru learned the importance of partnerships and building trusting relationships with other community organizations.

This led him to build a bond with Front and Centered, a statewide coalition that works to ensure that Indigenous, low-income, and communities of color have a prominent voice in issues of economic and environmental change.

Their partnership grew when Johnny was on the front lines advocating for Healthy Environment for All, the HEAL Act (SB 5489), a bill that will define environmental justice for state agencies, creating a foundation and pathway for all communities to benefit from environmental policy.

Alongside another RVC Community Impact alumnus from our very first cohort, Niesha Fort, Johnny rallied, supported, and dropped some knowledge on lawmakers around how important the HEAL Act is for all of us.

Johnny knows the impact that our communities can have if we work together, and he was overjoyed to be a part of collaboration on this level. “Front and Centered is advocating on the state level for the work that I am doing with Got Green in South Seattle, it is so important to show up to support the people who are fighting for us on a state level!” said Johnny.
FY20 RVC Financials

REVENUE

- 48.06% Foundation, Corporate, and Nonprofit Grants
- 25.74% Program Revenue
- 9.64% Individual Giving
- 11.79% Government Grants
- 4.76% Other Sources

EXPENDITURES

- 36.63% Fellowship Programs
- 17.79% Capacity Building and Coaching
- 15.25% Operations Support
- 15.01% General Operations
- 8.35% Community Engagement
- 15.25% Other Sources

Revenue:

- Total Revenue $2,756,401

Expenditures:

- Total Expenditures $2,289,660
Our Donors

FUNDERS
American Express
Anthony-Maymudes Foundation
Ausherman Family Foundation
Bill and Melinda Gates Foundation
Borealis Philanthropy
Cedarmere Foundation
Cuyamaca Foundation
Desert Management Corp
Equity Matters
Freedom Project WA
Harvey Curtis Family Fund
Kinetic West LLC
Llewelyn Foundation
Mize Family Foundation
North Forty Group LLC
Progress Alliance of Washington
Robert Sterling Clark Foundation
Russell Family Foundation
Satterburg Foundation
Seattle Foundation
Stansbury Foundation
Stolte Family Foundation
The Jesus Christ Foundation
Wellspring Advisors

INDIVIDUALS
Aaron Anderson
Aaron Jacobs
Aaron Robertson
Aberasu
Kibirosegeta
Abesha Shiferaw
Alessandra Pollock
Alex Johnson
Alexandra Potter
Alice Fong
Alice Itô
Alison Cheung
Aliyah Vinikoor
Allison Carney
Allison Handler
Amanda Helfer
Amir Noir Souli
Amy Stephson
Andrea Caupain
Andrea Domgaard
Andrew and Mary McMasters
Andy Valdez-Pape
Angela Powell
Ann Elizabeth O’Brien
Anna Anderson Lazo
Anna Schlotz
Anna Weaver
Annya Pintak
Ashley Seffernick
Bang Nguyen
Becky Edmonds
Ben Reuler
Ben Stuart
Blair Hutchinson
Bob Hughes
Bob Swanson
Bonnie Main
Brandy Piper
Brenda Berry
Brett Kiah
Brian Collins-Friedrichs
Britt Madsen
Brooke Williams
Burke Stansbury
C. Davida Ingram
Cara Bioldeau
Carly Schmidt
Carole Bianquis
Carolyn Taggart
Carrie Plank
Charles Curtis
Chloe Harris
Chris Black
Chris Castañeda-Barajas
Chris Rhodes
Chris Thrasher
Christian Thuraisingham
Christa Mazzone Palmberg
Christelle Silue
Christina Arcidy
Christine Hanley
Clancy Tripp
Clara Berg
Clarence Kim
Craig Farrar
Damian
Dana Arviso
Dana Coelho
Daniel Sholtis
Danielle Downey
Darcie Larson
Darryl and Andrea John-Smith
Dave Rosencrans
Dave Woolley-Wilson
David Habib
David Keyes
Dawn Rains
Deb Salls
Dennis Perez
Diana and Jay Vail-llobera
DJ Sands
Don Pham
Donna Trost
Doris Elliott
Ed Platt
Eileen Aparis
Elaine Chu
Elise Nicholl
Elizabeth Ann Sall
Elizabeth Dunlevy
Elizabeth O’Brien
Elizabeth Seymour
Elizabeth Snow
Elizabeth Wendell
Elle Trout
Emi Okikawa
Emilio Garza
Emily Anthony
Emily Robbins
Erika Chen
Erik Spannan
Estevan Munoz-Howard
Eve Sun
Faiza Mohamed
Fikru Dido
Fleur Larsen
Forrest Collman
Gail Lopes
Gail Stone
Gaurab Bansal
Gracie Simendinger
Graham Baran-Mickle
Hana Gregory
Hani Sallum
Heather Carawan
Heidi Neff
Hla Yin Yin Waing
Huitzilcuauhtli Jimenez
Hut Ugalino
Ilona Davis
J Fitzgerald
Jamal Anifowoshe
Janet Levinger
Jeanne Haws
JeeYoung Dobbs
Jennifer Hobbs
Jennifer Spalthe
Jennifer Teunon
Jessica & Patrick Green
Jessica Brockman
Jessica Jones
Jill Boone
Jill Eikenhorst
Jill Wasberg
Joana Cunha-Cruz
Joaquin Uy
Jocelyn Tidwell
John Dumey
Johnny Fikru
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### Donors, continued

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