# Table of Contents

4 LETTER FROM THE BOARD
5 A HELLO FROM STAFF
6 WHO WE ARE
8 FELLOWSHIP PROGRAMS
12 OPERATIONS SUPPORT PROGRAM
14 CAPACITY BUILDING PROGRAM
18 THOUGHT LEADERSHIP & SECTOR CHANGE
21 OUR PARTNERS
23 FINANCIALS
24 OUR SUPPORTERS
26 STAFF & BOARD
For both RVC and our partners, this has been a year of great perseverance and resilience. We learned to be nimble and adapt quickly in the midst of a pandemic, while also continuing to push our efforts to center the voices of our BIPOC community and build a more equitable society. We strived to think innovatively about how we embody leadership and how we partner with community. We grounded our efforts in sustainability, healing, and restorative practices to ensure our local grassroots organizations are taken care of.

Reflecting back on this past year, I see now that what we did more than anything was center our staff and partners’ wellbeing as we continued to collectively serve our community. The way we move through this work with so much intention and humility continues to amaze me — I couldn’t be more proud to be part of the RVC family. As we move into this new program year, we look forward to our continued growth and to building a sustainable and thriving RVC community.

Regina Elmi
RVC Board Chair
Beloved community,

As we all navigate the ongoing heartbreaks of this unending pandemic, we deeply appreciate the boundless love and energy our communities continue to pour into the work.

This was a year of deep reflection, learning, and community care — across our partner organizations, our Fellows, and RVC. Our partners continued to move with integrity and intentionality in their programs and services, while also taking the time to reflect on what they envision for the future of their communities.

With the end of this Fellowship cohort, our Fellows have been reflecting on the growth they’ve witnessed in themselves, among their peers, and at their organizations. They shared their learnings and wisdom through our Turn Up for Transformation virtual events, bringing community together with powerful and joyous storytelling.

And at RVC, we committed to caring for our community in meaningful and tangible ways. We collaborated with artists, healers, and practitioners of color to create a series of wellness workshops that center ritual and creativity in healing, and we provided a $2,000 Community Care Investment to each of our 100 staff members (including our Operations Support partner staff!), as a way to directly share our resources with our communities. Throughout the year, we also partnered with brilliant consultants who are leading our staff in deep reflection around pro-Blackness, helping us build up our self-management skills, and supporting us through a transition to a new distributed leadership structure.

In the upcoming year we’re committed to continuing these reflections and putting them into action, so that we can grow our work to better serve our communities. We will continue to find strength in one another, show up as our whole selves, and do right by our partner organizations and our Fellows. We’re excited for the transformations to come, and we hope to continue learning and growing alongside you.

With gratitude,

The RVC team
Rooted in Vibrant Communities (RVC) strengthens the power of communities by supporting organizations led by Black, Indigenous, and people of color (BIPOC) communities, cultivating local BIPOC leaders, and fostering collaboration between diverse communities.

Our mission and vision is rooted in the vibrant communities who work every day to create a more equitable society for us all. 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 and Green Pathways Fellowship Programs train emerging leaders of color and place them at grassroots organizations led by communities of color.

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

- Our Capacity Building Program strengthens organizations of color through culturally-relevant coaching, training, and consulting that allows organizations to strengthen the capacity of their organizations.

- Thought Leadership and Sector Change is central to who we are. We value collective learning and systems change—sharing our organization’s journey and our staff’s knowledge through conferences, publications, workshops, and more.

BY THE NUMBERS

6 YEARS STRENGTHENING BIPOC-LED ORGANIZATIONS

40+ PARTNER ORGANIZATIONS

20 RVC STAFF

2.4 MILLION DOLLAR BUDGET

40 LEADERS OF COLOR FROM 2015-2021
Our Community Impact and Green Pathways Fellowship Programs place emerging leaders of color in two-year, full-time positions at local grassroots organizations that are led by and serve communities of color. Our programs help build the next generation of leaders in the nonprofit and environmental sectors, while increasing resources going to these organizations.

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

This Year's Accomplishments & Highlights

20 Fellows
Twenty Fellows graduating from the 2019-2021 Community Impact and Green Pathways Fellowship Programs cohort.

40 Professional Development Trainings
40 training sessions and workshops covering topics including financial planning, liberatory evaluation, project management, power, and more.

240+ Coaching Hours
Over 240 coaching hours provided to Fellows and host organizations by RVC’s Fellowship and Capacity Building teams.

13 Organizations
Thirteen local BIPOC-led organizations hosted a Fellow.
A WORD WITH OUR GRADUATING FELLOWS

With our 2019-2021 Fellows at the end of their time in the Fellowship program, they’ve been reflecting on how they’ve grown over the past two years. Here are just a few highlights from their reflections:

“[Before the fellowship] I was less likely to come out and say what I felt was the best course of action, whereas now if there’s anything that I think could be more effective, I don’t hesitate to share or say my thoughts.”

“I was willing to take less and accept way less than I deserved, and now I’m able to set boundaries and be really confident in that and be more of a go-getter when it comes to asking for things I want.”

“It was a perfect experience for someone like me who didn’t have work experience and had never worked in a professional environment. There’s so many things that college doesn’t really teach you and prepare you for, and the Fellowship really supported me through that process of moving from college to a full-time job.”
We stayed virtual throughout the year at RVC, but we still found a way to come together in community! At our Turn Up for Transformation quarterly events, the 2019-2021 Community Impact and Green Pathways Fellows gathered online to be in conversation with community about their leadership journeys.

Fellows shared powerful stories about their passion for their work, their experience as community leaders, and their visions and dreams for their communities.

Community artists and performers also came through to share their talent and brilliance! We had the pleasure of hosting Totem Star artists, Grae Violett and Mirabai Kukathas, who played their music for us, Amina Dawud who performed spoken word, and Lourdez Velasco who danced and moved with us.
Some of our favorite moments

Each evening was full of joy, celebration, and awe for these amazing leaders of color and the change they’re making in our communities. These Fellows are a true testament to the wisdom of community leadership, and the strength of connections our Fellows have with one another and with community.

And while we loved every moment of connecting with the Fellows over the year — here are just a couple moments that stuck with us:

**Bilen Eshetu**

2019-2021 Community Impact Fellow

“Before working with Supporting Partnerships in Education and Beyond, I was a stay-at-home mom. I truly only wore the mom cap and it was very hard for me to even identify outside of that. When it was time for me to return to the workforce...given that I had a seven year hiatus, I don’t know if I would have been able to work anywhere else except RVC.

I appreciate and have learned so much. It’s the first time I’ve ever had to give my own pronouns. I’ve also never had a Black or female or immigrant or Muslim boss before — there were a lot of firsts that happened for me with RVC. I just feel beyond grateful that I have been able to have a coach, leaders, friends, peers, who quite literally carry you every step of the way.”

**Yolanda Altamirano**

2019-2021 Green Pathways Fellow

“In this Fellowship, I’ve learned a lot of flexibility and adaptability to understand that there are multiple ways to do something, and a lot of that stemmed from early on when we learned about the culture of white supremacy. Seeing all these things — either/or thinking, perfectionism, and power hoarding — and understanding all these things are related and in place to uplift white people and how stressful and toxic that feels, and really trying to practice understanding that... I can go outside of what I was being told and what I was seeing. That’s the biggest takeaway I’ve gotten from the Fellowship.”
Our **Operations Support Program** centralizes the administrative and operations work for BIPOC-led community organizations. With less time and energy spent on things like financial management, HR, and payroll, our Operations Support Program partners can focus on providing more effective services, building community power, and changing inequitable systems and policies.

**THIS YEAR’S ACCOMPLISHMENTS & HIGHLIGHTS**

**CELEBRATING 3 GREAT YEARS**

We’re in the third year of our Operations Support Program, which began in 2018. Since then, we’ve grown to a team of 5 RVC operations pros who are dedicated to supporting 16 amazing partner organizations.

**3 NEW PARTNERS**

We welcomed three new Operations Support partners this year — Skyway Coalition, Youth Speaks Seattle, and One Vibe Africa. Cheers to these amazing organizations!

**GROWTH AT AGE UP**

All Girl Everything Ultimate Program (AGE UP) bumped up their staff from 3 full-time and 3 part-time staff members to 6 full-time staff members — with better pay and full benefits! With more staff capacity and our Operations Support team taking care of the back-end admin work, AGE UP has been able to devote more of their time and energy on cultivating youth leadership among young people of color in the South End.

**FUNDS FOR FAMILIES OF COLOR**

Our partner, Families of Color Seattle (FOCS), has been crushing the grants game! Our Operations Support team and superstar grant writers support our partners in researching and applying to grants. We’re so pumped to see FOCS getting the resources they need to continue building a loving community of families of color!
Chi May Praseuth co-founded The Good Foot Arts Collective (TGFAC) 16 years ago with a group of young passionate artists who shared a desire to “impact youth and the communities they do life in.” What began as Hip Hop dance outreach in the Chinatown-International District has since expanded to an organization that provides domestic abuse awareness and youth violence prevention through arts education.

In May 2020, The Good Foot joined RVC as an Operations Support Program partner. They started their partnership with us as a volunteer-run organization, and now over a year later, they’re making big moves! “When we came on as an OS partner in May, we had $14,000 in our accounts, largely from small grants and faithful donors in our community. We hit the ground running with RVC and by December, we were up to $100,000 thanks to the extra time we could devote to fundraising and grants,” says May.

What’s even more exciting is that with this increase in funds, The Good Foot was able to hire May as their part-time Executive Director — the organization’s first salaried employee ever!

Now over a year into their partnership with RVC, they’re still on that hustle. They’ve been able to hire another part-time employee and are gearing up to launch “NO Excuses,” a new youth and artist-led campaign that “empowers youth to build an environment of NO tolerance for violence...in BIPOC youth communities and in the Hip Hop, street dance community.” Our Operations Support team is excited to continue supporting The Good Foot in their mission to empower youth and educate community through the arts.

This summer’s Beach scholars in partnership with Seattle Public Schools staff showing off their culminating TGFAC enrichment art projects.
Our **Capacity Building Program** goes hand-in-hand with our Fellowship and Operations Support Programs. Our team of stellar capacity builders works 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**

**THE DUWAMISH RIVER CLEANUP COALITION**

In the wake of the pandemic, Duwamish River Cleanup Coalition (DRCC) staff felt it was a good time to pause and reflect. Paulina Lopez, Executive Director of DRCC, shared, “We’ve been thinking a lot about how to better respond and serve the community. We’re doing a lot more community engagement and direct service work now, and we realized our mission statement isn’t reflecting the actual scope of our work anymore, which has grown far beyond river cleanup.”

With the support of Roshni Sampath, RVC Capacity Building Lead, the DRCC team began a deep dive into their mission and values. They reached out to partners and community members to get a sense of how they see DRCC in community, and as a team they had a lot of foundational conversations about their history and where they’re headed. “Roshni has a gift of facilitating tough conversations in the most gracious ways, so having her as our partner, mentor, and capacity builder throughout this process has been super helpful in building our strategy and strengthening our organization.”

DRCC is engaging in these reflections all while continuing to interconnect youth leaders, climate justice, anti-displacement, and community resilience in their programming. The organization values evolving alongside their community’s needs, and it shows in their commitment to reenvisioning DRCC in a way that feels true to community. We’re excited to see what they continue to build!
CREATIVE JUSTICE

Our Capacity Building team supported Creative Justice in a time of great growth and transition. We held a successful retreat where we established leadership role clarity and solidified organizational strategic goals for the future. We also facilitated succession planning and helped align the organization’s strategic direction with staff work plans as a part of their leadership transition process.

KOREAN COMMUNITY SERVICE CENTER

We supported our partner, Korean Community Service Center, through exciting and challenging growth opportunities as they moved from a small, grassroots organization to a larger sized, full service one. This included planning for increased administrative infrastructure, coaching new and emerging managers, and addressing other HR issues such as policies, job descriptions and supervision.

AND A FEW COOL COLLABORATIONS, TOO

RVC & COMMUNITIES RISE WELLNESS SERIES

With the RVC & Communities Rise Wellness Series, we facilitated community healing spaces that centered creative and ritual methods. Whether it was the Benefits of Stillness & Reiki with Liz Davis, Altar Building with Movimiento Afrolatino, or African Dance and Movement with Sister Afua, these workshops centered healing of community members and leaders alike!

THE CAPACITY COLLECTIVE

In our partnership with The Capacity Collective we built a joint calendar offering trainings open to all of our partners. RVC trainings included Remote Supervision led by The Management Center, and Fundraising Strategies led by Uma Rao of Devi Consults. The Capacity Collective offered trainings in areas like Excel, creating a data culture, storytelling with data and more!
Over the last year our partner Totem Star has embraced innovation and transformed their programs, all while centering community care. They started a new monthly program called Lavender Sessions, where women and nonbinary artists show support for one another, audition their latest projects, and talk about issues they’re going through. They also established the Totem Star Leadership Collective, an advisory board that brings youth voice into decision-making and acts as an incubator for discovering the next generation of leaders. In addition to the creation of these new spaces and adaptation to virtual programming, throughout the pandemic Totem Star has been steadfast in ensuring that their artist mentors don’t lose work hours and that their talent gets paid -- with over $22,000 paid to local artists.

Daniel Pak, Executive Director and Co-founder of Totem Star, credits the organization’s growth to the brilliance of their staff and artists, as well as to the support from RVC’s Fellowship and Capacity Building teams. Pak describes Tracey Wong, their Communications Manager and RVC Community Impact Fellow, as “the glue that’s holding the Totem Star family together,” with her leading staff meetings, planning events, and leading programs. With the support of RVC Capacity Building Lead, Roshni Sampath, they work together to ensure that Totem Star’s transformation and growth is intentional and rooted in community. “Whether it be board development, strategic planning, or visioning for the future, Roshni’s provided so much insight in helping us re-envision where we want to go as we grow,” says Pak. Totem Star has some exciting transformations on the horizon, and they’re pumped to continue scaling up their organization, while making sure they continue to serve their young people with integrity and care.
TOTEM STAR LEADERSHIP COLLECTIVE

Haley Graves at Summer Kickback

Snapshots from Lavender Sessions

All Totem Star images by Tracey Wong
At RVC, when we learn, we like to share! We believe that sharing resources and learning out loud is one of the many ways we can affect systems change and embody our values of Equity, Integrity, Community, Action, and Transformation.

**BIPOC ED COALITION OF WASHINGTON**

Earlier this year, we co-founded the BIPOC ED Coalition of Washington—a multicultural, cross-sector collaborative of over 200 nonprofit leaders working to create lasting changes that result in wellness and abundance. We are especially supportive of their advocacy push for funders to change in the four following ways:

- Increase annual payout rates to 10% or more
- Designate all the additional funds from the increased payout rate to organizations led by Black, Indigenous and People of Color.
- Award the majority of funds as five-year or more unrestricted grants, to ensure organizational stability.
- Financially support BIPOC-led systems-change work, such as changing unfair tax codes, ending voter suppression, and other efforts to strengthen democracy and advance racial equity.
In Fall 2020, four of our RVC team members — April Nishimura, Roshni Sampath, Anbar Mahar Sheikh & Ananda Valenzuela — collaborated with RVC Founder Vu Le, to reflect on what we’re learning about capacity building and identify seven emerging key approaches in supporting nonprofits of color. Check out their insightful article, *Transformational Capacity Building* in the Fall 2020 issue of the Stanford Social Innovation Review or on our website!

**WEBINARS, PODCASTS, & BLOGS**

Our staff have been busy sharing their wisdom and their work through webinars, blogs, and more! Click through below to learn more:

- Watch the **Transformational Capacity Building Webinar with Washington Nonprofits** to learn about the seven key approaches to supporting nonprofits of color with the RVC team.

- Read **Making Philanthropy More Equitable: Introducing the Equitable Grantmaking Continuum** on the RVC blog.

- Listen in on the benefits of **Raises in a Pandemic with Ananda Valenzuela** on **The Ethical Rainmaker Podcast**.

- Check out the **Liberatory Leadership Webinar** to dive into distributed leadership and self-management learnings from RVC.
The onset of COVID-19, the resulting economic crisis, and the uprising against systemic racism forced us to reflect on our commitment to community. We recognized that RVC has the privilege of having steady funding, at a time when so many in our communities do not even have a steady place to call home. Given the lack of meaningful government financial support during this crisis, we felt that the most impactful thing to do with our resources was to give them to our communities, so that they can be distributed directly to those most impacted.

In December 2020, RVC provided a $2000 Community Care Investment to each of the 100 staff on RVC’s payroll, including the staff of our Operations Support partner organizations. This act is the single largest expenditure in our organization’s history to date. With these funds, we had community members who could better care for new family members, folks who put their $2,000 towards mutual aid funds, and even someone who could pay off their student loans. We believe it is our moral imperative to care for our community in meaningful and tangible ways, and our Community Care Investment is our way of doing just that. Here’s what a few of our community members had to say:

“That’s fantastic news and a great way to end the year for so many! So glad to be a part of an organization that continues to lead in the sector and put our values into action - and be in good enough financial position to pull this kinda thing off.”

“What an amazing gift to end a year of such uncertainty and gloom. As you know, many of our staff are young people who work with us in an extremely part time capacity. They were and are ecstatic. Thank you from them and from all of us.”

“I want to thank RVC for myself and on behalf of our organization for holding up this vision of care for all of us. It is such a great and welcome reminder of the power of community to be each other’s safety net.”

Our 2020 Community Care Investment

The onsets of COVID-19, the resulting economic crisis, and the uprising against systemic racism forced us to reflect on our commitment to community. We recognized that RVC has the privilege of having steady funding, at a time when so many in our communities do not even have a steady place to call home. Given the lack of meaningful government financial support during this crisis, we felt that the most impactful thing to do with our resources was to give them to our communities, so that they can be distributed directly to those most impacted.

In December 2020, RVC provided a $2000 Community Care Investment to each of the 100 staff on RVC’s payroll, including the staff of our Operations Support partner organizations. This act is the single largest expenditure in our organization’s history to date. With these funds, we had community members who could better care for new family members, folks who put their $2,000 towards mutual aid funds, and even someone who could pay off their student loans. We believe it is our moral imperative to care for our community in meaningful and tangible ways, and our Community Care Investment is our way of doing just that. Here’s what a few of our community members had to say:

“That’s fantastic news and a great way to end the year for so many! So glad to be a part of an organization that continues to lead in the sector and put our values into action - and be in good enough financial position to pull this kinda thing off.”

“What an amazing gift to end a year of such uncertainty and gloom. As you know, many of our staff are young people who work with us in an extremely part time capacity. They were and are ecstatic. Thank you from them and from all of us.”

“I want to thank RVC for myself and on behalf of our organization for holding up this vision of care for all of us. It is such a great and welcome reminder of the power of community to be each other’s safety net.”
OUR PARTNERS

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

- All Girl Everything Ultimate Program
- Atlantic Street Center
- Center for Human Services
- Coalition for Refugees from Burma
- Congolese Integration Network
- Creative Justice
- Divine Alternative for Dads
- Duwamish River Cleanup Coalition
- East African Community Services
- El Centro de la Raza
- Families Of Color Seattle
- First Five Years & Beyond
- Got Green
- Hope Central
- Multicultural Community Coalition
- Iraqi Community Center of Washington
- King Conservation District
- Korean Community Service Center
- Mujer al Volante
- One Vibe Africa
OUR SUPPORTERS

FUNDERS
American Express
Bill and Melinda Gates Foundation
Borealis Philanthropy
Cedarmere Foundation
Columbia Bank
Group Health Foundation
Minneapolis Foundation
Progress Alliance of Washington
Robert Sterling Clark Foundation
Satterburg Foundation
Seattle Foundation
Stansbury Foundation
Stolte Family Foundation

INDIVIDUALS
Aaron Oravillo
Adrian Down
Alec Duffy
Alexandria Potter
Alfredo Berg
Aline Carton-Listfjeld
Allison Carney
Allison Lee
Allyson Fredericksen
Amy Stephson
Ananda Valenzuela
Angela Cabatbat
Angela Powell
Anitra Hovelson
Anna Chute
Anna Schlotz Schlotz
Anne Shulock
Arinna Pongrey
Barbara Fielden
Becky Edmonds
Beth Hintz
Bonnie Main
Bradley Brickman
Brandy Piper
Brenda Berry
Brett Kiah
Brian Collins-Friedrichs
Britt Madsen
Carly Magnusson
Carole Bianquis
Carrie Hawthorne
Carrie Plank
Cathryn Vandenbrink
Cathy Habib
Charles Curtis
Charlotte Beyer
Chris & Heidi Rogers
Christine Anderson
Clara Berg
Clarence Dancer
Cynthia Kazanis
Darcie Larson
David Habib
David Keyes
Doris Elliott
Doug Waun
Ed Platt
Elizabeth Murtaugh Gillespie
Elizabeth Solursh
Emily Anthony
Eric Agyemang
Erika Chen
Erin Spannan
Fabiola Arvizu
Forrest Collman
Gail Stone
Greg Promani
Hani Sallum
Heath Keirstead
Hillary Behrman
Holly and Lacie Braun
Holly Sidford
Ilona Davis
J Fitzgerald
Jamal Anifowoshe
James Lovell
Janet Levinger
Javier Womeldorff
Jean Edelhertz
Jeanne Haws
JeeYoung Dobbs
Jennifer Hobbs
Jennifer Tran
Jennifer Wieland
Jessica & Patrick Green
Jessica Jones
OUR SUPPORTERS, CONTINUED

Jett Jones  
Joaquin Uy  
Jon Kauffman  
Jordan N Goldwarg  
Juliane McAdam  
Julie Silverman  
Justin Hellier  
Kate Roosevelt  
Kelle Rose  
Kerani Mitchell  
Kibiibi Monie  
Kim Holland  
Kim Pham  
Kim Wright  
Kimberly and Raphael Bernier  
Krista Camenzind  
Kristen Kaul  
Laura Boram  
Laura Poyneer  
Leah Rapalee  
Lisa Jervis  
Lisa Olason  
Liz Argall  
Louise Pathe  
Lydia Munz  
Lynsey Steele  
Magan Do  
Maia Mares  
Manami Kano  
Marc Casale  
Maria Reyna  
Marina Valenzuela  
Marion Romero  
Marshall Clement  
Martha Ketelle  
Mary Kimball  
Mary Martin  
Matthew Kastellec  
Matthew Lapora  
Matthew Mirarchi  
Matthew Tole  
Matthew Viggiano  
Maureen & David Feit  
Meera Sethi  
Megan Jenny  
Meghan Duffy  
Melanie Carter  
Melanie Mayock  
Melinda Milner  
Melissa Ransdell  
Metasabia Rigby  
Michael Kreis  
Michael Matsunaga  
Michele Piras Sager  
Mike Kinney  
Mike Schloss  
Mimi Chau  
Mindy Huang  
Miriam Zmiewski-Angelova  
Mollie Alworth  
Molly Moses  
Mynga Le  
Nanette Fok  
Natalie Gray  
Nicholas Figueiredo  
Nicole Young  
Nikki Hurley  
Nikki Wolf  
Norah Kates  
Norm Bontje  
Pamela MacRae  
Patricia Keegan  
Paul McGinley  
Paul Tice  
Paula Riggert  
Peder Hoiland  
Rae Levine  
Raisa Akram  
Rebecca Laszlo  
Rebecca Lavigne  
Rebecca Leong  
Rebecca Reeves  
Rebecca Shea  
Rehana Lanewala  
Renato Almanzor  
Robert Smith  
Rona Pryor  
Ruth Callard  
Ruth Rodgers  
Ryan Treit  
Samantha Wittrock  
Samuel Backus  
sandra amolo  
Sarah Bahn  
Sarah Bonser  
Sarah Hart  
Sarah Ramirez  
Scott Renschler  
Steven Gelb  
Steven Kwan  
Sylvia Imbrock  
Thomas Varga  
Tracy Wallach  
Trish Tchume  
Val Rie Smith  
Van Pham  
Vegavahini Subramaniam  
Venus Pettersen  
Vera Hoang  
Wendy Epstein  
Wendy Walker  
Whitney Fraser  
Will Coster  
Yuji Hakuno  
Zane Behnke  
Zoe True
## RVC STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ananda Valenzuela</td>
<td>INTERIM EXECUTIVE DIRECTOR</td>
</tr>
<tr>
<td>JoJo Gaon</td>
<td>OPERATIONS SUPPORT PROGRAM DIRECTOR</td>
</tr>
<tr>
<td>April Nishimura</td>
<td>CAPACITY BUILDING DIRECTOR</td>
</tr>
<tr>
<td>Chris Rhodes</td>
<td>DEVELOPMENT DIRECTOR</td>
</tr>
<tr>
<td>Sandra Amolo</td>
<td>CAPACITY BUILDING LEAD</td>
</tr>
<tr>
<td>Fabiola Arvizu</td>
<td>OPERATIONS MANAGER</td>
</tr>
<tr>
<td>Michel Baños García</td>
<td>OPERATIONS SUPPORT PROGRAM MANAGER</td>
</tr>
<tr>
<td>Bianca Barnes</td>
<td>OPERATIONS ASSOCIATE</td>
</tr>
<tr>
<td>Saida Bulhan</td>
<td>COMMUNICATIONS ASSOCIATE</td>
</tr>
<tr>
<td>Regina Dove</td>
<td>CAPACITY BUILDING ASSOCIATE</td>
</tr>
<tr>
<td>Johnny Fikru</td>
<td>FELLOWSHIP PROGRAM COORDINATOR</td>
</tr>
<tr>
<td>Hana Jang</td>
<td>GRANT STRATEGIST</td>
</tr>
<tr>
<td>Amanda Mancenido</td>
<td>ORGANIZATIONAL LEARNING COORDINATOR</td>
</tr>
<tr>
<td>Kristine Maramot</td>
<td>OPERATIONS SUPPORT PROGRAM MANAGER</td>
</tr>
<tr>
<td>Osca Opoku</td>
<td>OPERATIONS ASSOCIATE</td>
</tr>
<tr>
<td>Miko Pugal</td>
<td>OPERATIONS SUPPORT PROGRAM MANAGER</td>
</tr>
<tr>
<td>Mandie Rice</td>
<td>DEVELOPMENT ASSOCIATE</td>
</tr>
<tr>
<td>Anbar Mahar Sheikh</td>
<td>CAPACITY BUILDING LEAD</td>
</tr>
<tr>
<td>Florence Sum</td>
<td>GREEN PATHWAYS FELLOWSHIP PROGRAM MANAGER</td>
</tr>
<tr>
<td>Yecelica Jaime Valdivia</td>
<td>COMMUNITY IMPACT FELLOWSHIP PROGRAM MANAGER</td>
</tr>
</tbody>
</table>

## RVC BOARD

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regina Elmi</td>
<td>CHAIR</td>
</tr>
<tr>
<td>Mindy Huang</td>
<td>SECRETARY</td>
</tr>
<tr>
<td>Magan Do</td>
<td>TREASURER</td>
</tr>
<tr>
<td>Rachel Greenwood</td>
<td></td>
</tr>
<tr>
<td>Paul Laughlin</td>
<td></td>
</tr>
<tr>
<td>James W. Lovell</td>
<td></td>
</tr>
<tr>
<td>Angela Powell</td>
<td></td>
</tr>
<tr>
<td>Mohamed Shidane</td>
<td></td>
</tr>
<tr>
<td>Miriam Zmiewski-Angelova</td>
<td></td>
</tr>
</tbody>
</table>

All names and titles are listed according to the July 2020 to June 2021 fiscal year.
Here at RVC, we believe that we must all 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 RVC**

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

**SEND US MAIL**

1225 S. Weller St.
Suite #400
Seattle, WA 98144
206-436-9536