

# GROWING FOOD, PEOPLE, AND COMMUNITIES



## 2013 ANNUAL REPORT

2016 ELLIOTT AVE NW OLYMPIA, WA 98502  
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# FROM THE EXECUTIVE DIRECTOR AND BOARD PRESIDENT

What an honor it is to reflect on 2013 and to share our gratitude and awe at the profound successes GRuB and our community have experienced this past year. It was rich with joyful leaps of faith, programmatic zeniths, and graceful, grateful transitions.

As new leaders serving GRuB's mission, we've both learned so much from Board members, staff, volunteers, youth crewmembers, kitchen gardeners, and our incredible community of supporters. We've also learned a great deal from the deeply rooted values that are core to GRuB's mission. We'd like to let you in on a little secret – much of GRuB's success with youth engagement flows from an intentional weaving of the Four R's: **Relevance** (the work we do at GRuB is relevant to the lives of those who participate), **Responsibility** (the real stuff, not a token), **Rigor** (there's something to be said for the whole-body satisfaction that comes with a hard day's work), and **Relationships** (powerful, authentic, trusting peer-to-peer and youth-adult relationships are paramount).

Reflecting back on the last 12 months, we recognize the last "R," **relationships**, was key to GRuB's success in 2013. As you read the following pages and celebrate some of our successes with us, please know that it was only possible because of the relationship that each of you has with GRuB's work. Your contributions – in time, talents, resources, talking us up, and loving us from afar – have been the fertile soil in which a new crop of leaders has sprouted and is thriving.

Since 2012, GRuB has been working to build its "Second Story" while honoring the individuals and values that have brought us to this point. 2013 was the year that GRuB had the opportunity to test a powerful theory that's core to our mission: **Everyone in our community has a right to nourishing, just, and sustainably-grown food, and each of us shares the responsibility to create positive changes in ourselves and our community to that end.** This year, the volunteers, program participants, donors, community partners, and staff stepped into their power and have demonstrated their commitment to sharing that responsibility.

We are overjoyed and awed at how deeply GRuB's work is rooted in this community, and we are proud to celebrate another year of incredible success stories with you. From the bottom of our hearts, **thank you for the responsibility that you've taken to create positive change in our community.** While it may be our mission to inspire you, we can assure you that this year, you've deeply inspired us.

We look forward to another year of joyfully growing together, deepening our roots, and celebrating the transformative power of such a simple thing as good, fair food.

Yours in gratitude & community,



Katie Rains  
Executive Director



Steve Byers  
Board President





# GRUB IN THE SCHOOLS

In June 2013, we concluded a two-year experiment to answer the question “can schools create a GRuB-like program that re-engages students who are not thriving in a traditional school setting?” With over 40 students attending GRuB for a half day of school over the last two years, we can confidently say “YES!”

**New Farm & Program Born** - The highest expression of the GRuB School Pilot Program’s success is the launching this last summer of Olympia High School’s (OHS) new “Bear GRuB” Program, in partnership with the Olympia School District’s Career and Technical Education Department. The GRuB-pollinated program is operating on district-owned property, a historic piece of farmland behind Centennial Elementary off Yelm Hwy. Led by GRuB’s co-founder and now official OHS teacher, Blue Peetz, the program engaged more than 20 students this last year in learning-infused food production for the OHS cafeteria and Safeplace.

**GRuB Alum takes on GRuB School** - With Blue’s departure, GRuB transitioned to a new Lead Educator, Wade Arnold, who is our former Farm Manager and an alumnus of our Cultivating Youth Employment Program. Fellow alum, Mallorie Shellmer, stayed on for her second year as our AmeriCorps Youth Counselor. We brought on our own crew of students from Capital High School and several high schools in the North Thurston School District. Now, two strong programs are simultaneously delivering GRuB’s mission and engaging students in meaningful and relevant work in the community!

**Spreading the Love** - Thanks to efforts by WA State Rep. Chris Reykdal in the 2013 legislative session and the hundreds of community members who answered our call to advocate, the state legislature allocated \$100,000 in 2014 for “Farm-based drop-out prevention programs” similar to ours. Twenty-two schools districts from across the state applied for this funding to start GRuB School-like programs! Educators and youth alike are hungry for change and for a chance to make it happen in their community. To support this movement, we are offering teacher trainings as well as more comprehensive technical assistance and coaching to other communities. Be on the look-out for GRuB “pollinated” projects in Grays Harbor and Mason counties this next year.



# COMMUNITY FOOD SOLUTIONS

Thanks to the initiative and community-mindedness of the **Kitchen Garden Project's (KGP)** founders, Rich and Mariah Doss, and all of those who have stewarded the KGP over the years, we **celebrated its 20th anniversary in 2013**. We honored two decades of great work by building 70 home gardens, expanding the HOPE Gardens in Shelton, and building a garden at Avanti High School. We also hosted a series of workshops on gardening, cooking, and food preservation. The best way to grasp the power of this work is to hear from a gardener:

*"I have my degree in environmental health, and at the time we received our garden, my husband was a dislocated worker and a volunteer firefighter. All of our family is out of state, and we had just had our first child.*

***"We are not the typical image of what you might think of when you think of someone lacking food.** I always pictured a different image of hunger — something seen on television, or an individual living on the street, but I never pictured myself. I was devastated that I could not provide a healthy, organic option for my family. I could not offer my child something better because the great programs that are available limit and/or deny you the option to choose organic, sustainable food sources.*

***"GRuB gives those in the community an option, a choice.** For my family, having a food assistance program, like KGP, that gives you the choice to have organic, sustainable food was very important. Yes, the old saying is true: 'Give a man a fish; you have fed him for today. Teach a man to fish; and you have fed him for a lifetime.' GRuB and the KGP not only work on providing healthy options for those in need, it built a partnership with my family. Because of this, we learned how to use our own resources to be successful.*



*"GRuB and my family built our garden, and we helped other new KGP gardeners build theirs. It was a very rewarding experience. The most rewarding was watching my son grow and eat those vegetables! He would grab a tomato, and the juice would fly out into the sky or play hide and seek in the tall zucchini plants. **My family learned, laughed, and ate very well!***

*"The Kitchen Garden Project recognizes all of their community members and works on transforming this image of 'you're a victim in need and I am your resource' and turns it into a passionate partnership that encourages sustainability and health. These two forces are the catalyst that drives a community in need into a prosperous more viable community.*

*"Thank you GRuB and the Kitchen Garden Project for all of your work, and most importantly, **thank you to all the volunteers and those who donate.** You truly make a difference in the lives of others."*

*Sincerely,  
The Johnson Family:  
Ryan, Jacqueline, & Charles*



# STRONG BONES

Strong bones provide a critical framework to support a body, maintain its shape, and aid its movement. In our five-year strategic plan, we identified developing Strong Bones as one of our top five goals – improving our internal systems and structure to support the growth, success, and sustainability of our programs, vision, and values.

**Leadership Transitions** - The staff and board's thoughtful preparations created the structure for a successful leadership transition. At the end of 2012, we invited Rebeca Potasnik to join us as our Operations Director, succeeding the good work of her predecessor Justin Umholtz. Spring 2013 brought us more than the usual April showers as Katie Rains joined us as our new Executive Director. Following a month long overlap with Katie, Kim Gaffi, our co-founder and out-going Executive Director, took a much deserved, five-month sabbatical. Rebeca's solid five month orientation aided Katie's graceful landing. Kim returned in the fall as our Director of Programs, with a particular focus on our youth program oversight and pollination work.

**Land Acquisition** - For over 16 years, we've had a close relationship with our neighbors Darwin and Herta Delducco. In 2007, they began leasing 1.186 acres of their land to us for \$1 per year, so we could expand our farm and the number of youth we serve. This parcel has been in agricultural production for over 70 years and now makes up over 68% of our growing space. After Darwin and Herta passed on in 2012, their heirs offered to sell the land to us. Thanks to a partnership with South of the Sound Community Farm Land Trust (SSCFLT) and funding from Thurston County's Conservation Futures Program, SSCFLT will be purchasing the land in 2014. GRuB will have a 99 year, renewable, low cost lease, and the land will remain farmland in perpetuity.



# GRUB 2013 IMPACT

## GRUB IN THE SCHOOLS

On average, we saw the following changes in the 40+ GRuB School students involved in the 2-year pilot:

- 70% of students increased Self-Confidence, 92% of students perceived a greater sense of control over their own lives, 77% of students increased leadership skills, 85% of students exhibited improved cooperative teamwork, 90% of students showed more community engagement, and 95% demonstrated positive movement towards educational and career goals
- Earned credits increased from 3.62 to 5.28
- GPA increased from 1.81 to 2.77
- Science GPA increased from 1.74 to 3.36
- Discipline issues decreased 83%

"Learning how fresh, organic food is so much healthier than processed food, I became excited to bring home food that I personally harvested from the farm. I remember from the beginning of the summer, walking into my house with a bag full of fresh food and getting a strange look from my mother because she'd never seen me so pumped about vegetables." - Tina, GRuB School Student

## COMMUNITY FOOD SOLUTIONS

Through our Kitchen Garden Project:

- We built 73 backyard gardens and 2 large institutional gardens (the equivalent of 10 backyard gardens) in Thurston and Mason Counties.
- 46 backyard gardens and 1 institutional garden were built Thurston; 27 backyard gardens and 1 institutional garden were built in Mason.
- These gardens fed over 262 people who came from diverse households: 66% had children of which 29% were headed by single mothers; 36% had at least one member with a disability; 14% with seniors; and 69% with nutrition-related chronic health issues.
- After one growing season: 61% regularly cook with their homegrown veggies; 32% now eat 2-3 cups of fresh veggies every day; 26% use the food bank less; and 32% feel more food secure.

"The Kitchen Garden Project recognizes all of their community members and works on transforming this image of 'you're a victim in need and I am your resource' and turns it into a passionate partnership that encourages sustainability and health. These two forces are the catalyst that drives a community in need into a prosperous more viable community." - Jacqueline, KGP Gardener

## CULTIVATING COMMUNITY LEADERS

On the front lines of our Cultivating Community Leaders initiative are volunteers who contribute their time, energy, and talents in order to make our work possible. In 2013:

"I am a KGP Gardener Alum and started volunteering with GRuB in 2012 on the KGP Leadership Team. Many folks in

- Volunteers gave GRuB over 3,500 hours of their time.
- This volunteer time has an estimated value of \$79,415, more than two full-time staff (\$22.69/hr - 2012 value of volunteer hours in Washington State, Corporation for National & Community Service)!

this community know what a good thing we have going on at GRuB and want to support this work. I am delighted to have the opportunity to welcome you, appreciate you, and collaborate with you as we all continue to grow our GRuB!"

- Angie Kelly, GRuB VISTA Volunteer

## GRUB IN THE FOOD MOVEMENT

Through the food growing efforts of our GRuB School students, GRuB Farm Staff & Interns, and awesome Volunteers:

- 9,000+ pounds of sustainably grown produce were harvested
- 1,088 pounds of produce were donated to the Thurston County Food Bank
- 411 boxes of produce were distributed to our Community Supported Agriculture (CSA) members
- 1,700 pounds of produce were taken home by GRuB School youth
- 2,864 pounds of produce were sold at our on-site market stand and the West Olympia Farmers Market
- 384 pounds of potatoes were cooked in Olympia School District kitchens and eaten in district lunchrooms by happy students

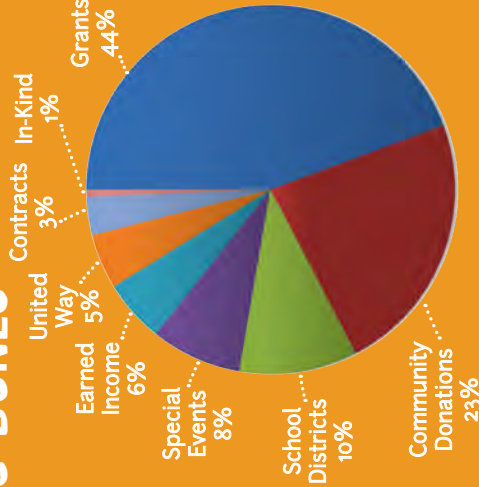
"...If we don't have control of our food system, we are vulnerable...The health community encourages individuals to 'know their numbers,' but we're just beginning to understand our 'numbers' related to our local food systems. How many farmers? How much acreage in food crops?...How do we ensure that people aren't hungry...?"

- Sustainable Thurston, Local Food Systems Panel

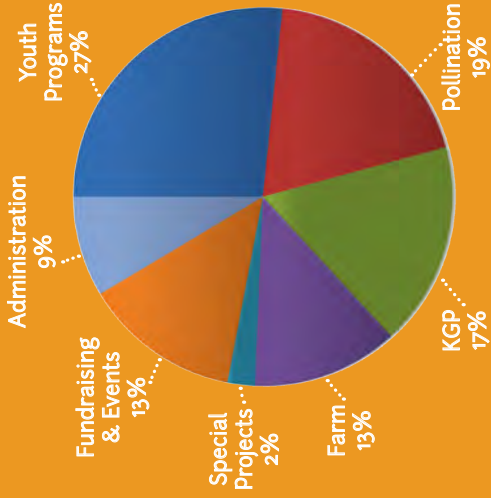
## STRONG BONES

REVENUE	EXPENSES
Grants	Youth Programs
Community Donations	Program Pollination
School District	KGP
Special Events	Farm
Earned Income	Special Projects
United Way	Fundraising & Events
Contracts	Administration
In-Kind Donations	TOTAL
TOTAL	
Net Income	
Net Assets	

\$269,728	\$160,534
\$140,802	\$115,174
\$62,928	\$104,726
\$48,527	\$75,317
\$33,498	\$14,022
\$29,343	\$80,807
\$20,489	\$51,669
\$3,784	\$602,248
\$608,379	
\$6,132	
\$693,113	



REVENUE: \$608,379



EXPENSES: \$602,248



# GRUB IN THE FOOD MOVEMENT



GRuB took our place at the table this past year in the local and national food justice movements.

Locally, we participated on the Thurston Food System Council and Thurston Thrives Food Action Team. We also contributed directly to our local foodshed by **sustainably growing and distributing more than 9,000 pounds of produce**. We provided summer and fall CSA shares, had an on-site market stand and a booth at the West Oly Farmers Market, donated to the Thurston County Food Bank, sold produce to the Olympia School District, and sent food home with GRuB school students.

We cultivated a deeper connection to the national movement by attending the Growing Food & Justice gathering in Taos, NM and sending a team to the annual Rooted in Community (RIC) Youth Leadership Summit in South Central LA. RIC is a national grassroots network that empowers young people to lead their communities towards food justice through urban and rural agriculture, community gardening, food security, and related environmental justice work.

Four 2nd-year Peer Crew Leaders (PCLs) and two staff represented GRuB at the Summit, joining over 80 youth ages 11 to 20 from organizations across the nation. Youth participated in and led workshops on a variety of topics, such as permaculture, traditional and ancestral foods, the effects of climate change, land grabbing, youth participatory research, sustainable youth business models, and sustainable vs. conventional food systems. **GRuB youth joined their peers in exploring violations to the Youth Food Bill of Rights and announced their findings and commitments at a youth press conference at the culminating Youth Day of Action and March.**

GRuB youth were deeply inspired by the Summit, meeting youth from other organizations that do similar work across the nation. As representatives of GRuB, our PCLs stood out. They showed up with their best GRuB ambassadorship - volunteering whenever asked, fully participating, and setting an example of GRuB's values around collaborative and respectful communication. In meeting other young food justice leaders, the youth saw how local, collective efforts intersect with leadership, culture, and social justice on a national level. They could hardly keep their composure when they met the Summit plenary speaker, Will Allen, founder and director of Growing Power in Wisconsin.

The GRuB youth and staff left RIC humbled, connected, and inspired, with the conviction that empowerment and opportunity ought to include the voices of youth. RIC reaffirmed that **youth have the right to lead and create new solutions as we all work together for good food for all people**. Our next job will be to enhance our connection to the work of RIC, perhaps by having an alum serve on the RIC Advisory Council or like GRuB did in 2004, by hosting a future RIC Summit in Olympia!





# CULTIVATING COMMUNITY LEADERS

What does a leader at GRuB look like? It isn't always obvious right away, but if you interact long enough with folks who are a part of GRuB, you start to see that leadership is something that flourishes here. **A leader can show up in any role.**

GRuB School is intrinsically set up to inspire leadership, so students have an opportunity to steep in a leadership development marinade for the duration of their experience. GRuB Staff and Board members aim to continually renew their commitment to leadership development, both individually and collectively. KGP Gardeners bring powerful energy into the organization through serving on the KGP Leadership Team or as role models for others in their neighborhoods and communities. **As volunteers go through our orientations, they are invited to “try things on” here and to “work to their growing edge.”**

Through our Cultivating Community Leaders Initiative, we have begun to expand opportunities for underserved youth and families to become community leaders through trainings and hands-on food justice work. **We have begun the expansion of our programmatic work to include greater family and neighborhood leadership in creating community food security.** This expansion includes increased education and skill-sharing and offering the best of our Youth Program's personal development and leadership curriculum to current and alumni gardeners, families of our students, volunteers, and community members at large.

These efforts are only just beginning, so look for increased opportunities in the coming years to cultivate your own leadership through your connection to GRuB!



While we wish we could acknowledge every one of our amazing volunteers in print, we're fortunate enough to have the problem that it would take pages and pages! We are working to update the active volunteer list on our website, so keep an eye on [goodgrub.org/about/supporters](http://goodgrub.org/about/supporters).

# DONORS

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 Yvonne Thomas  
 Zachary Stewart-Glazer

**...and all those who are  
 in our hearts, but not in  
 our files! If your name is  
 missing, please contact us  
 so we can correct it.**

## GRANTORS & BUSINESSES

### \$20,000 to \$50,000

Boeing Employees  
 Community Fund  
 Discuren Charitable  
 Foundation  
 Mannix Canby Foundation  
 Medina Foundation  
 Nisqually Tribe  
 Peach Foundation  
 Simply Organic  
 United Way of Thurston  
 County

### \$9,000 to \$15,000

D.V. and Ida J. McEachern  
 Charitable Trust  
 Chehalis Tribe  
 Freas Foundation

### \$2500 to \$5000

City of Tumwater  
 Clif Bar Family Foundation  
 Edwards Mother Earth  
 Foundation  
 Harry Chapin Foundation  
 Lucky Eagle Casino  
 Middleton Foundation for  
 Ethical Studies  
 NW Horticultural Society  
 Patagonia  
 Peg & Rick Young Foundation  
 Temple Beth Hatfiloh  
 The Community Foundation  
 of South Puget Sound  
 Thurston Community  
 Network  
 Titus Will  
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### \$1000 to \$2000

City of Lacey

Jeffris Wood Foundation  
 Olympia Kiwanis Foundation  
 Olympia Supply Company  
 Renah Blair Rietzke Family  
 Community Foundation  
 South Puget Sound Rotary  
 Charitable Fund  
 Squaxin Island Tribe

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Bake Olympia  
 Berschauer Mediation  
 Services  
 Brotherhood Tavern  
 Capital Lake Investment Club  
 Clover Park Technical College  
 Headstart  
 Community For Interfaith  
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 Slow Food  
 New Old Time Chautauqua  
 Olympia Host Lions Club

Olympia Pediatrics, PLLC  
 Port Blakely Tree Farm  
 Saltchuk Resources, Inc.  
 Simple Gifts Fund  
 South Sound Partners for  
 Philanthropy  
 The Statement TMS LLC  
 Washington Community  
 Reinvestment Association  
 West Olympia Rotary  
 Charities Fund  
 Westminster Presbyterian  
 Church  
 Westwood Baptist Church

### \$1 to \$150

Frost & Company  
 Italia  
 Mercato Ristorante  
 Quaker Olympia Friends  
 Meeting  
 Ramblin' Jacks  
 Stormans, Inc.  
 University of Illinois  
 Yamaguchi Family Dentistry

# WHERE ARE WE NOW?



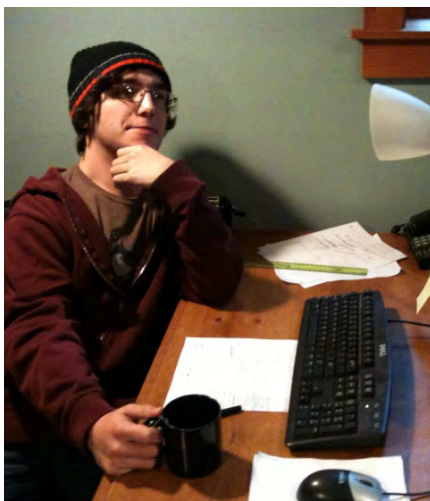
2007 KGP Gardener and 2012/13 KGP Leadership Team member, Angie Kelly, joined us as our new VISTA Volunteer Coordinator



2012/13 GRuB School students Shannon, Katie, and Dayquan, went on to become 2nd-year Leaders at GRuB & Bear GRuB. Shannon has a 4.0; Katie will be attending Evergreen in the fall, is the City of Olympia nominee for the Association of WA Cities "Youth Leadership Award," and was featured in a 2013 article in The Olympian about her efforts to preserve a 94-acre farm; and Dayquan has completed his Culminating Project and will graduate this year.



KGP Community & Backyard Gardener Alum, Maxim Étilé, joined the KGP Leadership Team and GRuB Board of Directors in 2011 and is now our Vice President. He is also a collective staff member at the Olympia Food Co-op.



Inaugural 2011/12 GRuB School student and 12/13 Peer Crew Leader, Eric Fenno, has rejoined GRuB as a Pollination intern as well as a new Board member.



Sean, a 2011/12 GRuB School Alum, was accepted into WSU, Cornish, and Evergreen - he chose the latter and starts this fall.



Mallorie Shellmer joined our crew in 2010/11, stayed on as a Peer Crew Leader, and will be wrapping up two years as our AmeriCorps Youth Counselor this summer - all while completing her Associates degree! She heads off to earn her BA and change the world this fall.



We sadly lost two former GRuB youth crewmembers, Becca Martinson and Janelle Goodwin, this past year. We dedicate our continued youth work to their memories.

