



Growing Healthy Food, People & Community



2018 ANNUAL REPORT



2016 Elliott Ave. NW, Olympia, WA 98502 • 360-753-5522 • goodgrub.org

A LETTER FROM OUR BOARD PRESIDENT



To Our Community:

How can you describe a bountiful harvest – of food and of people – that has spanned two decades?

Since we built our first gardens, GRuB has been helping youth grow in ways they never dreamed possible. This year was truly a celebration of GRuB's 20 years in community and youth development work: a kaleidoscope of new beginnings, continued cultivations, and a strategic expansion of a vision built on strong partnerships.

Tend, Gather & Grow nurtured connections to the land and brought youth closer to their natural world through plants, place, and culture. The Victory Farm partnership with the Thurston County Food Bank is beginning to empower veterans and community volunteers to create a healing space to grow healthy food for our neighbors. GRuB continues to share its youth leadership model, giving more youth in more communities access to strong personal skills such as self-awareness and self-determination and transferable skills in farming. The Roots, Shoots & Fruits educational series continued conversations and leadership training around social justice and cultural awareness. GRuB's volunteers spent thousands of hours working the land on the GRuB Farm and sharing the gift of food by building gardens for families with limited resources.

Underlying all of this is the joyful reality that GRuB youth still bring in the most beautiful harvest of all — a strong connection to food, the environment, the community, and their unique selves.

Take a moment and read through the reflections and thoughts from current program participants and alumni sprinkled throughout this report. Their words describe the depth of GRuB's impact on their lives, helping them see themselves as leaders and members of a larger community. You'll see a common thread of respect, insight, confidence, joy, and an eagerness to embrace the changes in their lives. Imagine how, over 20 years, these GRuB alumni continue to cultivate their values and enrich our entire community. It's a life-shaping harvest.

With gratitude,

Michelle Harvey

Michelle Harvey, Board President



ON THE COVER: GRuB Youth Crew alumni and their 2018 positions (left to right): Dayquan Williams (2012-2013), Paraeducator at Olympia High School's Freedom Farm; Mallorie Shellmer (2010-2011), GRuB Youth Counselor & Operations Coordinator; Climena Snyder (2012-2013), GRuB Youth Counselor & Farm Marketing Coordinator; Wade Uyeda (2000-2001), GRuB Youth Program Lead Educator



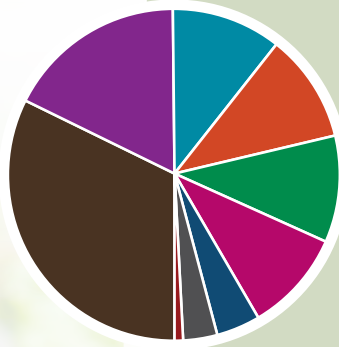
FINANCIALS

We had a strong year with a net gain of \$18,628.

We maintained diverse income streams and have grown our partnerships with tribes.

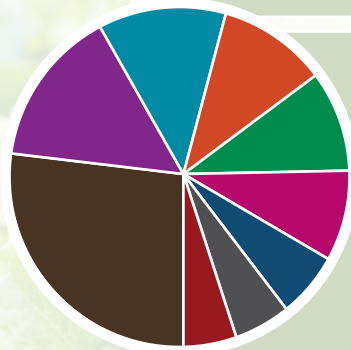
Our reserve funds have continued to grow, and we hold no debt!

While the majority of this annual report covers the 2018 calendar year, these financials are based on our most recently completed fiscal year: July 1, 2017 to June 30, 2018.



2018 INCOME

Grants	357,364
Community Donations	167,599
Special Events	93,012
Earned Income	91,450
School District Partnerships	89,118
Tribal Partnerships	84,315
In-Kind Donations	36,278
Contracts	28,188
United Way	<u>1,004</u>
Total Income	\$948,328



2018 EXPENSES

Youth Programs	250,053
Victory Garden Project	138,572
Fundraising & Events	114,532
Tend, Gather & Grow	99,320
GRuB Farm	91,796
Program Pollination	81,491
Cultivating Community & Leaders	57,557
Administration	49,990
Special Projects	<u>46,389</u>
Total Expenses	\$929,700

Year-End Assets

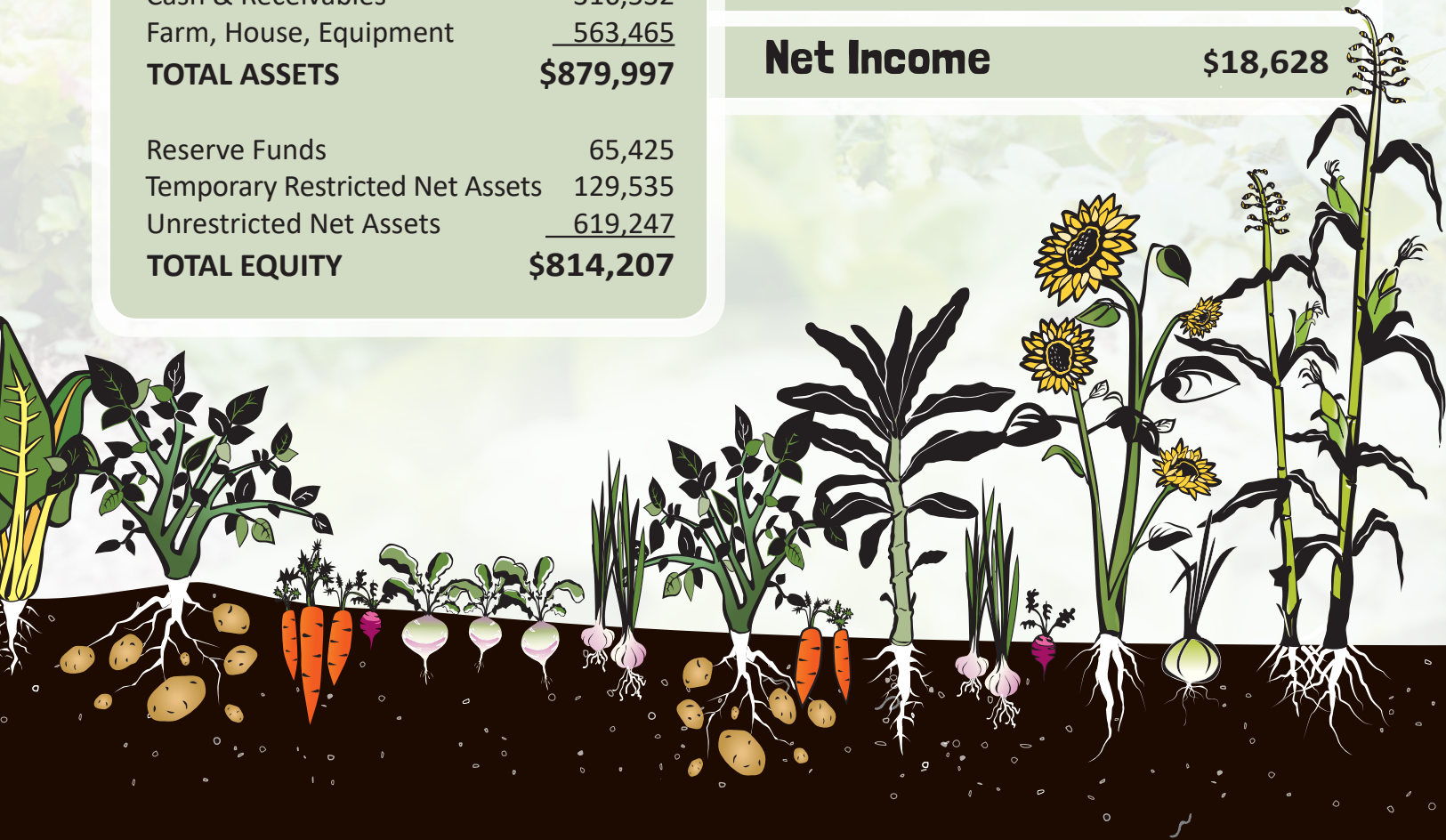
(6/30/2018)

Cash & Receivables	316,532
Farm, House, Equipment	<u>563,465</u>
TOTAL ASSETS	\$879,997

Reserve Funds	65,425
Temporary Restricted Net Assets	129,535
Unrestricted Net Assets	<u>619,247</u>
TOTAL EQUITY	\$814,207

Net Income

\$18,628





YEAR 1 ALUM

1999–2000

Vanessa Trudell

"One of the things I learned was conflict resolution. It was a huge learning experience, and I was able to understand where people were coming from, and they learned the same from me."

YEAR 2 ALUM

2000–2001

Wade Uyeda

"This experience helped to completely transform my direction in life. I found hope that I had never had before. I realized I had the courage and ability to break the cycle of abusive men in my life. Most of all, I discovered my love for serving others. I am in my dream job now, providing this opportunity for teens and young adults as a GRuB staff member."





"IF IT WEREN'T FOR GRUB..."

For her Master's thesis this year, Shaina Salin, a student at the Evergreen State College, explored the sustained impacts of our youth program. She surveyed 45 people and interviewed 19 who took part in one of GRuB's youth development programs.

Participants spanned all 20 years of GRuB's teen programming, back to its earliest days as an after-school program. Her research found that participation in GRuB's youth program imparts positive, lasting impacts on alumni connection to the environment, food, community, and self.

"Statistical tests showed few significant differences across social groups," she found, "suggesting consistent and persistent positive outcomes from participation in GRuB's program."

The phrase "If it weren't for GRuB" came up over and over again as alumni described positive current experiences and life choices.

Participants reported that they learned a diverse set of skills that increased their self-confidence, from growing food to grant-writing. They appreciated the program's emphasis on getting along with others, following through on tasks, and being vulnerable — all challenges that became opportunities for profound learning.

Here are a few key findings:

COMMUNITY & SELF

- 98% reported feeling comfortable interacting with people of different races, genders, and abilities.
- 84% reported feeling connected to a larger community.
- 82% reported feeling capable of making change in their community and beyond.
- 53% surveyed reported taking leadership roles in their community.
- 91% considered themselves to be good leaders.
- 91% reported speaking up or taking action when they see a problem.
- 80% reported feeling comfortable talking out issues with others when they get upset.
- 82% reported feeling good about themselves.

EDUCATION & EMPLOYMENT

- 95% of low-income alumni have earned their diploma or GED.
- 45% completed degrees post high school.
- 76% are currently employed.

FOOD & ENVIRONMENT

- 96% surveyed reported having a good idea of where their food comes from.
- 93% reported cooking sometimes or often.
- 55% reported that they still garden.
- 75% indicated they eat fast food every once in a while, rarely, or never.
- 82% agreed or strongly agreed that all people should have access to culturally appropriate food.

"GRuB...still largely affects my decisions today. I still take on challenges happily and look for a recycling bin wherever I'm at. I started buying organic as soon as I could afford it, and it remains a part of my lifestyle. GRuB was an irreplaceable piece of my life puzzle and shaped my values and character, beyond food and environmental policies." — a program alum



YEAR 3 ALUM



2001–2002

Adrienne Drewe

"We had a sense of purpose and meaning for what we were doing, and it felt great to have a wider community also be in support of that vision."

YEAR 4 ALUM

2002–2003

Adrian Prevost

"It was really cool being a part of a community, with peers, working toward a common goal. I got to meet people that I still communicate with to this day."



GRUB SCHOOL

Through a partnership with Capital High School and the Olympia School District, GRuB School served 22 students in our three-period block class as part of an experiential curriculum based on sustainable agriculture practices on the GRuB Farm.

Students earned science, social studies, and elective credits. They learned about the complexities of an inequitable food system and built up their personal resilience and leadership skills. We were especially successful in serving low-income students and those with special education accommodations.

PROJECTS

- In the spring, Capital students taught kids from pre-school through middle school who took field trips to the GRuB Farm to learn about soil, plants, compost, and herbs.
- They built 12 gardens for families with limited financial resources through our Victory Garden Project.
- They built and installed a medicine garden in a single day at the Chehalis Tribal Center and dedicated four days to garden restoration and fall cleanup at the City of Olympia's two community gardens in Sunrise and Yauger Parks.

PERSONAL DEVELOPMENT

Participants got to know each other through team-building activities, dove into public speaking and communication, developed tools for emotional resiliency, learned about identity, and explored oppression and how it relates to hunger and malnutrition.



We're proud to report that participants showed incredible growth in all 16 categories on their self-assessments!

Participants say they grew the most in the following areas:

- **87% in their problem-solving abilities**
- **87% in engagement in their community**
- **80% in public speaking abilities**
- **73% in healthy risk-taking**
- **73% in their self-confidence**

"I stepped up as a leader more often, and I'm most proud of that because without GRuB, I wouldn't have probably thought of myself as a leader." — Dayton Hodge Crombie

"Sometimes just spending some time working on something in nature is all you need to calm your mind."

— Masson Josiah



YEAR 5 ALUM

2003–2004

Noel Parrish

"I didn't have any positive influences regarding education before GRuB. I was the only one of seven kids to graduate from high school, and GRuB's popular education style helped me. I was also shown how to apply for FAFSA and was able to pursue college."

YEAR 6 ALUM

2004–2005

Linda Sok

"GRuB has shown me how powerful I can be and is a huge reason why I am who I am today."



SUMMER YOUTH PROGRAM

Through a partnership with New Market Skills Center, GRuB served 33 students from six different high schools over the summer in our six-week, 180-hour employment training program.

Youth completed almost all the day-to-day tasks on the GRuB farm over the summer, showed tremendous personal growth, and improved their leadership skills.

Ten of these youth returned to GRuB after completing the academic year program and four served as Peer Crew Leaders.

Our Summer 2018 Youth Cohort was:

- 42% youth of color
- 45% female
- 42% special educational accommodations
- 73% low-income & eligible for free or reduced price school meals

"I like that our GRuB community is diverse, and that I don't have to feel like I'm being left out of something because of my skin color, or because of where I'm from."

— Uluani Barker, 2018 Summer Youth



- 85% grew in their knowledge of organic farming.
- 70% are better public speakers.
- 67% improved their communications skills, including using a positive tone and respectful language.
- 63% grew in their cooperative teamwork abilities.
- 59% grew in their nutritional knowledge & choices.
- 59% are better at taking healthy risks.
- 52% are better at setting goals.
- 59% grew in effective leadership skills!



"Doing team-building really showed me what community meant. We worked on making our relationship strong, building trust, respecting boundaries & identities, and practicing open-mindedness. To me that explains what a community is."

— Lukas Smith, 2018 Summer Youth



YEAR 7 ALUM

2005–2006

Nicole Spink

“Now in my life, I feel like the world is my oyster. I feel really empowered, and I feel like GRuB did that for me.”

YEAR 8 ALUM

2006–2007

Ashley Yiannatji

“My time at GRuB changed the whole trajectory of my life. It gave me support when I had none. Without the time I spent at the farm healing and growing, I would never have gone to college, and I wouldn’t be as healthy - mentally, physically, or spiritually. Forever grateful.”



POLLINATION

GRuB has developed deep ties with communities in our region and around the country.

We partner to share GRuB's youth leadership model and to help programs get established and strengthen their communities. These programs work toward a common goal to develop youth leaders through farming.

In 2018, we supported four pollinated sites in Washington State: the Eatonville School District's Growing Relationships In The Soil (GRITS) program, Olympia High School's Freedom Farmers, the Tumwater School District's Farm Rooted Education for Sustainability and Health (FRESH) program, and Capital High School's new Roots program.

The FRESH program is a great example of our pollination work. This program is a partnership between the Tumwater School District, the City of Tumwater, and GRuB. In 2018, youth spent 28 days growing vegetables at Isabella Bush Park for the school nutrition program and the Tumwater Senior Center.

"I have [a FRESH program alum] in homeroom and weight training. I want to thank you so much for literally giving him hope. He has done a complete 180 from last year and gives credit to the FRESH program for changing his life. Thank you! Thank you! Thank you! Keep doing what you're doing... awesome stuff!"

— Teacher, Black Hills High School



"FRESH made me want to get more involved with my community and help out more, and it made me try dope food that's healthier than what my family would usually eat." — FRESH Participant

FRESH PROGRAM

- 25 youth grew 1,300 pounds of food!
- 3 FRESH alumni returned as Peer Crew Leaders.
- All food went to the Tumwater School District Lunch Program, an on-site market stand, TOGETHER!, the Tumwater Senior Center, and students' families.
- Youth reported significant growth in personal development and leadership skills.
- 70% feel like they have more control over their own lives.
- 75% of the crew say they have better communication skills.
- The group reported a 25% overall increase in their organic farming know-how.



YEAR 9 ALUM

2007–2008

Kayla Jensen

"I had never had the level of trust that there was with all of the crew members, peer crew leaders, and staff."



YEAR 10 ALUM

2008–2009

Selena Rodocker

"One of the things I'm most proud of is being able to bring the skills I learned as a youth into my jobs, including the one I have now on the GRuB staff."



TEND, GATHER & GROW



"My favorite was the bath salt making. I loved crumbling the cedar, adding the salt and the rose petals, and everything. I like the smell and feel."

— Clare Hopkins, age 9, winter gift-making participant

Pilot lessons are going strong!

- Our team has co-written and piloted over 50 lessons on local plants.
- 68 teachers attended trainings.
- Team educators piloted lessons at 12 schools and organizations.
- Lessons were taught in 12 tribal communities.
- We reached more than 700 students through pilot lessons and activities.

"Tend, Gather & Grow has been a tremendous support. It has opened the door to food sovereignty conversations at Swinomish and brought much needed traditional food-based workshops and collaborations with our hunting and gathering program, as well as the Elders luncheons, and other community events where we showcase sample tables of traditional foods."

— Michael Hyt, Tend internship participant and tribal educator

Tend, Gather & Grow helps youth connect with plants, place, and culture, creating opportunities to get outside, wake up the senses, and notice the world.

This year the program introduced youth to wild, edible, and medicinal plants through hands-on classes.

We led our first "train-the-teacher" workshops and brought lessons to 12 tribal communities, six Thurston County Schools, and dozens of community programs.

Elise Krohn, Traditional Plants Program Director, led a nine-month herbal apprenticeship for people exploring body systems, herbal therapeutics, medicine making, healing trauma, and strategies for community resilience.

Sixteen representatives from seven tribal communities gathered monthly for Tend's teacher internship program to support one another and nurture their connections to the land. They are now teaching the *Tend Curriculum* in their own communities.

Alder, Camas, Cattail, Cedar...

The *Tend Curriculum* is getting stronger! Eight of our plant-specific resources are even downloadable and available on our website.

We've finished:

- Lessons for 20 Northwest plants.
- The entire Herbal Apothecary Module.
- Significant portions of our Tree Communities Module.
- Wild food traditions lessons plus native berry identification cards, greeting cards, and a drawing book!
- Portions of a field trip guide to native-stewarded local ecosystems. The Muckleshoot Tribe, Feed 7 Generations, and the University of Washington Center for Conservation Biology are partnering with us to finish creating this resource.





YEAR 11 ALUM

2009–2010

Sam Guzman

"This program really helped me out in so many different areas because I would talk about my work life and my home life, and this would give the space to open up and not feel like people were going to judge me or criticize me."

YEAR 12 ALUM

2010–2011

Mallorie Shellmer

"I got to help Tumwater School District create a program similar to one that I was a part of as a youth. It's awesome that I got to do that, to make sure that other youth get the same kind of experience that I did. I'm now trying to be the type of educator that I had at GRuB."



CULTIVATING COMMUNITY & LEADERS



GRuB volunteers contribute thousands of hours to the Farm and other programs.

Volunteers built backyard gardens for families with limited resources through the Victory Garden Project and prepared the land for the new Victory Farm at the site of the Thurston County Food Bank's new Lacey distribution center.

Many volunteers and community members also engaged in Roots, Shoots & Fruits, our leadership skills trainings on multicultural understanding, social justice, effective communication, and facilitation.

Cultivating by the numbers

- 152 volunteers gathered on the land, built gardens, worked in community, helped grow healthy food, and cared for the GRuB Farm.
- 152 volunteers logged a total of 4,631 hours—2,050 on the Farm alone!
- Volunteers built 59 backyard gardens and 14 Food Investment Gardens.
- We shared 44 meals this year, a total of more than 500 individual meals!
- Volunteers with special needs and their caregivers logged 75 hours on farm and farmhouse projects.
- Seven veterans, active duty, or veteran family members contributed 119 hours.
- 21 seniors volunteered a total of 983 hours.

Roots, Shoots & Fruits

Eighty-one people participated in GRuB's multicultural communication series and facilitation workshops, including two who completed "train-the-trainer" workshops and helped co-facilitate trainings.

GRuB does field trips for adults, too!

- 35 first year students from the Evergreen State College participated in a GRuB work day and discussion during a week-long study on community, civic engagement, and inquiry.
- The GRuB Farm was the site of field trips for 11 service groups this year!



A few of our Super Volunteers: Lynn Valentine, Cal Brooks, Melissa Davis, Scott Bishop, and Sharon Conboy



YEAR 13 ALUM

2011–2012

Eric Fenno

"Before I set foot on the farm, I was a depressed kid without self-respect or confidence. I was making myself what I thought others wanted me to be. I did drugs. I hated school, and I didn't care about much, especially my future. Today, I am confident, happy, and proud to be a different person than I was."

YEAR 14 ALUM

2012–2013

Climena Snyder

"Gardening is my love in life. I didn't know anything about gardening before starting at GRuB. My eating habits have changed, and my family's eating habits have changed."



GRUB FARM

The Farm is our hub, our anchor, our home.

It's where volunteers gather to plant cover crops, weed the carrot beds, feed the chickens, harvest the potatoes. It's the space where hundreds of youth, volunteers, kids, and interns connect physically with the land and where people do something tangible for the community, for the earth, and for themselves: Grow good food!

On the GRuB Farm, youth are equipped

to lead, and kids see vegetables growing for the first time. It's our place in the region, a tether to our vision for an equitable, healthy, resilient community.



Our interns gained solid skills that will help them become effective, lifelong leaders. When asked what they learned about facilitation, one GRuB intern replied,

"SO MUCH! Respectful ways to lead people, how to keep folks involved, how to request changes in behavior respectfully. I've always been a natural leader, but it taught me how to really shape that & make it my own."

- We grew 13,223 pounds of food on the Farm.
- GRuB interns & volunteers logged more than 3,000 hours on the Farm.
- Volunteers included college students, people from three school districts, and members of the corporate and nonprofit communities.
- We donated 7,400 pounds of food—more than half of what we grew—to program participants, seniors, youth, community events, and on-farm volunteers, interns & staff.
- GRuB secured a partnership that helped us fund \$15,443 in wages for eight farm assistant positions.
- The GRuB Farm hosted 18 field trips, welcoming more than 550 kids to work, learn, and play on the land.
- Our market stand sold 1,797 pounds of food and earned \$3,680 in 20 weeks.
- We hosted 13 families in farm activities who took home 713 pounds of food through Families on the Farm.
- 24 seniors enrolled in a 10-week Senior Food Share program.



YEAR 15 ALUM

2013–2014

Jet'Adiah Hale

"GRuB is a very special place for me, a place I can feel safe about expressing my feelings and my personality without being judged by my peers. I have been more confident of who I am as a person."

YEAR 16 ALUM

2014–2015

Joseph Sylvester

"GRuB saved my life from disaster and strives every day to do the same for others."



VICTORY GARDEN PROJECT

This year we celebrated our 26th season of building gardens!
Since 1993, we have built more than 2,800 gardens.



"It was very satisfying to see my garden grow and flourish. I took every opportunity to show it to friends and neighbors. It made me very proud. And my kids loved pulling and picking stuff from their garden to munch on."

Victory Gardens are growing!

Victory Gardens benefit limited-income individuals and families whose income is at or below 185% of the Federal Poverty Level. Victory Gardens are free for Thurston County families and give them an opportunity to grow healthy food for themselves.

Between March and May, we built gardens at 59 households, serving 189 individuals, including 77 children and 12 seniors.

Plus!

- 83% of applicants were women.
- 59% of households include children.
- 31% report monthly food insecurity.
- 24% are single-parent households.
- 20% of households include people over 65.
- 14% are veteran households.

"Gardening has become a metaphor for life. Caring and tending to others the best I can, while weeding out negativity and that which doesn't belong."

This year 158 volunteers

contributed over 492 hours building gardens and supporting events with the Victory Garden Project.

They built 73 gardens in Thurston County, 59 of which were free of charge (Victory Gardens) for limited-income individuals and families.

Military veterans built 22 gardens, 33 young people from the GRuB School and Tumwater FRESH programs helped build gardens, and 284 community members attended 21 free Victory Garden events.

According to participants...

- 91% have access to the resources needed to grow their own food.
- 82% spend time outside in my yard or garden every day.
- 73% eat more vegetables or fruits that they grew every day.
- 64% get physical activity 2-3 times per week.
- 55% share their skills & resources with others in my community.

"Good Lord, I and my neighbors couldn't believe how large and quickly things grew. The whole neighborhood had fun with the garden. The lushness of it was the talk of most of the summer."



YEAR 17 ALUM

2015–2016

Lilly Bulski

"GRuB impacted my communication, organization, and problem-solving skills in a positive way that my family, friends, and community have noticed and appreciate."



YEAR 18 ALUM

2016–2017

Tristen Howe

"I loved being able to teach so many people about what we do at GRuB. It impacted me by teaching me I can talk in front of crowds."



VICTORY FARM

The Victory Farm site began as a plot that was strewn with garbage and covered in blackberries.

Located in Lacey at 7027 Martin Way East, the Farm is veteran-led and veteran-designed and offers hands-on opportunities for veterans to develop their skills in sustainable small-scale urban agriculture and food production. It's a partnership between GRuB and the Thurston County Food Bank.

To create the garden, GRuB facilitated three design sessions with 12 veterans plus professional landscaping community volunteers who are creating an intentional, flourishing space to grow good food, provide educational opportunities, and allow for healing.

In 2018, volunteers created a planting plan for the 15-foot-wide edible food forest buffer to include 50% native edible evergreens as well as pollinator-friendly plants. They also designated green spaces for spring planting, built garden beds, constructed a tool shed and community meeting space, and finished the fence.

35 veterans have helped design or worked on the Victory Farm.

Over 70 volunteers cleared the site of debris, built the fence, and constructed the tool shed, community meeting space, and garden bed frames.



**"I'm thankful to GRuB for the opportunity to build gardens.
I'm thankful to GRuB for showing that kindness is not weakness.
I'm thankful to GRuB for being an example of how to intentionally
live better: By the food we eat, by the relationships we build, by the
service we provide; simply how to be the best person we can be."**

— Tara Blue, Veterans Conservation Corps, GRuB intern (pictured with her daughter)



YEAR 19 ALUM

2017–2018

Christina Small

"One of my favorite things to do here is harvesting. It makes me so happy to know that the people here are working hard to feed others that might not have the means to do so themselves."

YEAR 20 ALUM

2018–2019

Derek Gary

"Before GRuB I had no sense of community. I had never felt welcomed or wanted by a group of people. I've truly felt community here at GRuB because every minute here I feel like I'm part of something important. Whether we are in the middle of working towards a common goal, team-building, or just hanging, I always feel welcomed and wanted."



PRESCRIPTION GARDEN PILOT PROJECT

GRuB piloted a project in partnership with Olympia Pediatrics that "prescribed" home gardens, garden coaching, and monthly cohort gatherings led by physicians at Olympia Pediatrics.

The pilot served eight families of children diagnosed as either overweight or obese, based on their Body Mass Index (BMI).

Each household received a home garden, plant starts, a growing guide, seeds, and a monthly site visit from a volunteer health coach. GRuB hosted monthly gatherings where participants shared a plant-based meal and had team-building and educational activities.

Though it was a modest program, we saw positive outcomes:

- 100% of participants reported eating more vegetables!
- 50% reported improved gardening & healthy cooking skills.
- 34% of participants' BMI decreased.
- 66% of participants had a BMI increase but their rate of increase had slowed.



"This was a great learning opportunity for my son. The design, scheduling, and outcomes were very positive. My child grew vegetables, flowers, and Halloween pumpkins. Thank you!"

— Parent Participant

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**And to everyone in our hearts
and not in our database—
please contact us,
so we can correct it!**

Thank you to all our 2018 Donors!

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