

Powerful Teamwork

Got Green
2013 Annual Report

got
green?

Environment, Equity, and Opportunity



2013 Highlights

MARCH

Launched Local Hire Ordinance Campaign with 150 in attendance to put the demands of the unemployed in Southeast Seattle on the map.

MAY

Launched Young Workers in the Green Economy Project, a ten-month project to learn from young people their priorities of the Green Economy, including access to education, jobs, and public transit.

JUNE

Petition Action at City Hall.

Supporters of Targeted Local Hire unveil a long roll of petitions to urge the council to pass a city wide ordinance.

SEPTEMBER

Targeted Local Hire resolution passed; the City Council began a stakeholder process to develop a local hire ordinance for Seattle.



double up
FRESH BUCKS
AUGUST & SEPTEMBER

Use your EBT/SNAP card at these Seattle Farmers Markets and receive an additional \$10 bonus in Fresh Bucks!

\$10 bonus
+
\$10 market purchase



NOVEMBER

Young Workers release report: Environmental Justice, Jobs and Education: Seattle's Young Adults Speak Out. 200 People attend at Jumbo Chinese Restaurant

Food Access Team won city funding for Fresh Bucks, matching farmers' market dollars for EBT users, making it a permanent program.
Young Workers Committee formed.



Letter from Got Green Executive Director

Jill Mangaliman



Dear Got Greeners and supporters,

I write with enthusiasm and much pride my very first letter as the director of Got Green. We've been working hard for the past 2 years to make this leadership transition process possible to guarantee that Got Green will be an organization that puts communities of color at the forefront of the green economy for many years to come, while living our values by cultivating young leaders from within. Never in my life have I imagined being in this position leading such an amazing organization. Thank you to the Got Green board and staff, and to our partners and funders who have supported me along my journey.

I joined Got Green in January 2009. I was a laid off young worker with little aspirations in life when I was asked by Michael Woo to train a crew of young people of color with door-to-door skills so that they could talk with their communities about climate change and energy. It was the first time I thought about how the environment related to my life and those I cared about. I was inspired by leaders like Michael Woo and Tammy Nguyen and I never wanted to leave. Over the years, I built up my skills, learned from others, and was asked to step up – as a trainer, as a strategist, and later as a

board member.

When I finally joined the staff in 2013 to begin my on-the-job-training as incoming executive director, I felt like I had walked right into the middle of it all.

The South Seattle Jobs Committee launched their Targeted Local Hire Campaign in March; I remember the packed hall at Southside Commons of over a hundred community leaders, workers, and organizers coming together to strategize for a city wide ordinance to guarantee local living wage jobs for historically marginalized workers.

The Women in the Green Economy Food Access Team was determined to win more healthy food dollars for low-income families by making the Fresh Bucks pilot program a permanent city program. I remember watching their music video for the first time and feeling that these women were fierce.

Then, on November 12th, at Jumbo, I watched the Young Workers in the Green Economy Project come together, as our new committee of young workers presented in front of a crowd of 200 issues prioritized by young adults in Seattle. All of these achievements go to show that when you bring together people who are determined and passionate about making change in their communities anything's possible; especially with the small but mighty team at Got Green.

Without further ado, it is my pleasure to present the theme of this year's annual report the "Powerful Teamwork of Got Green." It is because of all the heart and dedication of those leading and driving this work, that Got Green is where it is today. I am honored to be working along such an amazing team, and I am excited for what's to come.

Thank you for all that you do,

A handwritten signature in black ink, appearing to read "J. Mangaliman". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

“This

Southeast Seattle group parks at the intersection where **social justice meets the environment.**

They created two of the coolest projects ever to fly under your radar:

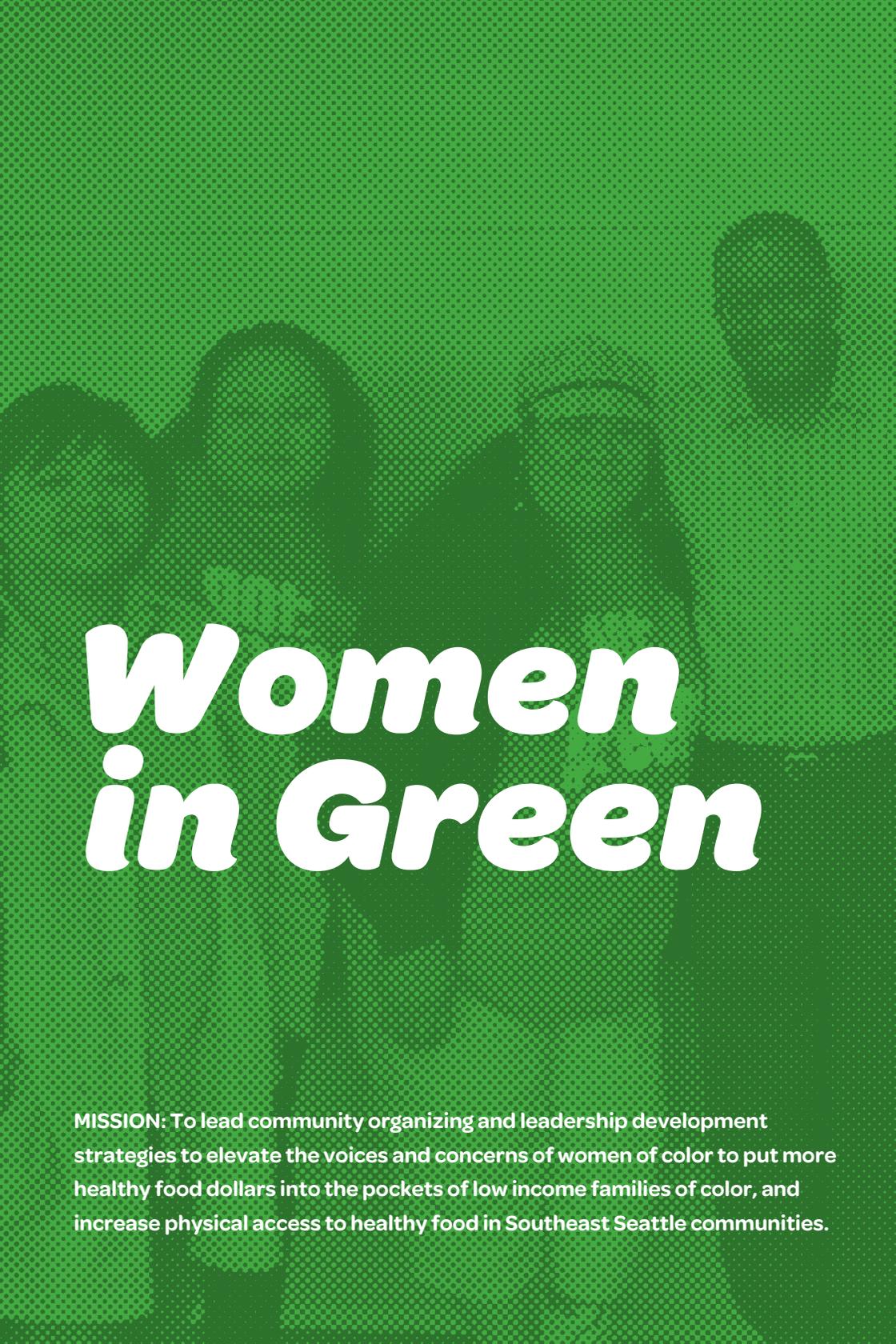
(1) a program to match food stamp money dollar-for-dollar when it's spent on fresh produce at farmers markets, and

***The Stranger* names Got Green as one of “The Smartest People in Seattle Politics”**

Anna Minard, *The Stranger*, November 2013

(2) a local hire program to guarantee some work in city contracts for local folks hardest hit in a divided economy. Thanks to their work, both projects now appear in drafts of the city budget. Next up: an as-yet-unannounced “Young Workers in the Green Economy” project.

Expect to see whatever issues they raise to be seriously considered by establishment politicians within a year.”



Women in Green

MISSION: To lead community organizing and leadership development strategies to elevate the voices and concerns of women of color to put more healthy food dollars into the pockets of low income families of color, and increase physical access to healthy food in Southeast Seattle communities.



*Food
Access
Team*



Victory for the Women in Green Economy/Food Access Team: Fresh Bucks program renewed in 2013!

by Alice Park

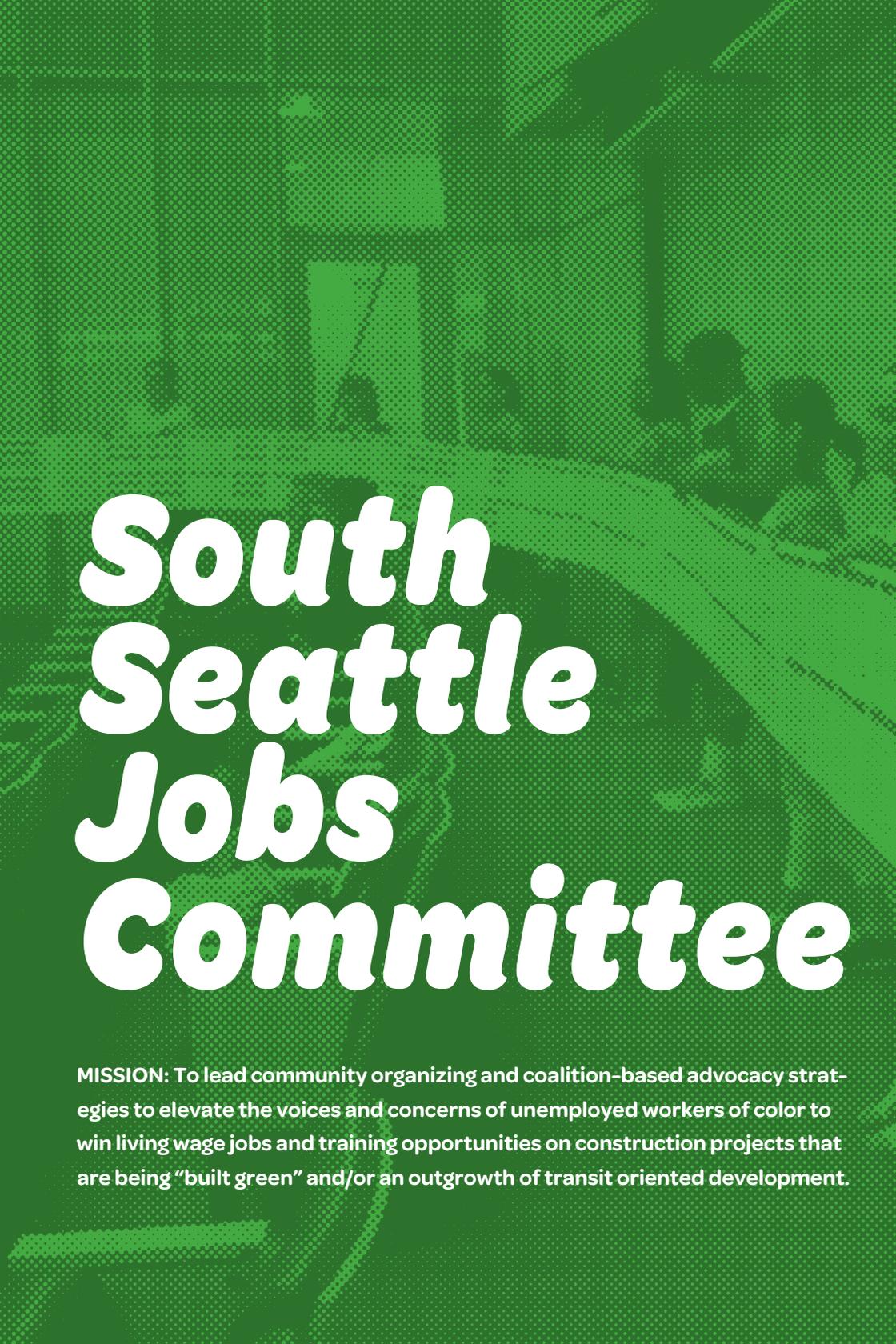
On the heels of their 2012 victory to establish the **Fresh Bucks Program, the pilot city program that matches up to \$10 spent for EBT users** with extra healthy food bucks, the Women in Green Food Access Team organized to successfully renew and expand the program to ALL Seattle farmers' markets in 2013.

The Food Access Team: Miss Emma, Miss Wanda, Miss Violet, Miss Laura, and Eden—with Got Green organizer Tammy coordinating and leading the way, the women were determined to bring back the Fresh Bucks program and secure it in the City of Seattle's budget. **They collected 400 signed petitions from community members and handfuls of stories of those who use EBT**, so that they could meet with council members and encourage them to make the **Fresh Bucks program a permanent program for years to come.**

As part of the organizing efforts to secure the Fresh Bucks program, the Food Access Team produced and released the **"Fresh Bucks" music video with the help of Johnny Justice Seeds** and testified at City Council Public Hearings in support of the Fresh Bucks program. This victory for Fresh Bucks is significant - **not only does it increase access to healthy foods for low income families, it boost business for local farmers and farmers markets, putting dollars back into Washington's local economy.**

"[Fresh Bucks] is a program that promotes healthier eating and it is good also for the farmers who make their living at the markets. We had fun with our kids, our steering committee W.I.G, Community 2 Community from Bellingham and the countless voices singing the song." –Violet Lavatai, Food Access Team member and Got Green board member.

25,000 low income Seattle families will have their food stamp dollars matched by the Fresh Bucks program.



South Seattle Jobs Committee

MISSION: To lead community organizing and coalition-based advocacy strategies to elevate the voices and concerns of unemployed workers of color to win living wage jobs and training opportunities on construction projects that are being “built green” and/or an outgrowth of transit oriented development.



LIFE

LIFE

LIFE

South Seattle Jobs Committee

by James Williams

The South Seattle Jobs Committee is a group of **men and women from low income communities of color** who have come together to make sure people who live around us have **access to good living wage jobs**. **In 2011, unemployed construction workers came together to fight for jobs** on the multi-million dollar, publicly funded Rainier Beach Community Center renovations.

Though we met with contractors and city officials repeatedly, submitted a list of over 60 work ready but out of work construction workers who reside within blocks of that project, community hiring on the project was next to none.

During that struggle, **the South Seattle Jobs Committee grew to include friends, family, and neighbors of the group's founding construction workers**. The next year, representatives of the SSJC participated on behalf of our communities in negotiations for Community Workforce Agreements on Publicly funded Yesler Terrace and Elliott Bay Sea Wall projects.

In 2013, we made a deliberate choice to abandon the project-by-project approach to winning jobs for our communities and instead to focus on winning a ordinance that will require community hiring and cover all large city funded projects.

Since then SSJC members **collected thousands of petition signatures supporting Targeted Local Hire for Seattle, packed City Council meetings, participated in Stakeholder meetings, worked to educate elected officials**, and in general kept a steady drum beat as the campaign marched forward.

We have come a long way, but the work is not done. In May, 2014 the Construction Careers Advisory Committee will release recommendations pertaining to what the City of Seattle should do to facilitate local hiring from contractors who are paid with city tax dollars. The South Seattle Jobs Committee needs the rest of Got Green to join us in demanding Seattle City Council adopt a community hiring strategy that works. Targeted Local Hire has proved extremely effective in connecting residents with jobs in there communities in cities like San Francisco and East Palo Alto. **Join us in calling your council member today, and tell them Seattle needs a strong Targeted Local Hire ordinance.**



ABLE & AFFORDABLE
EASTERN

Young Workers the Green

MISSION: To elevate the voices and leadership of young adults of color, ages 18-30, around the issues of jobs and employment and support them to win changes in public policy that increase their access to jobs and/or education programs leading to living wage jobs in "green" or environmentally sustainable careers.



***Workers in
Economy***



Young Workers in the Green Economy

When Got Green's board of directors met at their retreat in June of 2012 and discussed where they wanted to focus in 2013, the group decided they wanted to ensure a space where **young adults from communities of color have a voice in the public policy process**—particularly on issues such as youth unemployment, access to higher education, and pathways to green jobs.

From there, a steering committee headed by the two youngest board members, Sintayehu Tekle and Khalil Panni, formed for the Young Workers in the Green Economy Project (nick-named "YWIG"), a community research project to engage 150 young adults of color and young people from low-income backgrounds, ages 18-35.

"The result that we want, really, is just talking. Just getting people to talk, seeing what issues we young workers deal with. **Why aren't we included in the job sector in our own community? What are the barriers that people are actually facing to not go out and be able to get a job.**" Tekle said in an interview at the end of 2012.

In the next 10 months, Got Greeners took action. The YWIG steering committee designed a survey and sought an organizer to staff the coordination of the project. We found Mo! Avery, who has been organizing since age 12 and identified as a young worker herself. Mo! and the steering committee went on to conduct **150 face-to-face surveys and three community roundtables**, and follow up with the young adults involved with the project to form their own leadership team.

On November 12th the newly formed Young Workers Committee released the results in front of a crowd of 200 community leaders, elected officials, and peers. In their report Environmental Justice, Jobs and Education: Seattle's Young Adults Speak Out, YWIG called attention to three key issues highlighted in the report: **1) Financial access to college/post-secondary education; 2) Paid internships and access to living wage jobs; and 3) Quality public transportation.**

In spite of their economic woes, when asked, "How important for you is it to work in a job that is good for the environment?", two out of three young people chose 4 or 5 on a scale of 1-5. **"Even while struggling to make it, young people have environmental values and want to make a difference."** said Mo!

The Young Workers Committee is currently working on their next steps and will be launching their campaign in the summer of 2014.

Interview

Claira Le



How did you get involved? I got involved with Got Green, when Mo! asked me to take a survey for the Young Workers in the Green Economy Project at a farmer market last year in June. After the survey, Mo! invited me to a round table dinner. The dinner caught my attention when Mo! mentioned the barriers that the community was facing when it came to unemployment. I was hungry for more information. Since then I have been involved with Young Workers steering committee at Got Green and much more.

What motivates you? What motivates me is the impact Got Green makes on other people in the community. I have a passion for helping others and when I met Got Green staff, I was able to see how amazing these people are and that they truly care for their community. It motivates me to continue giving back to the community even when I have to face difficult obstacles. Even so, Got Green pushes me to try new things and have a positive mind set. Got Green not only motivates me but all young people to stand up and fight for our rights.

What issues impacts you and your family? A lot of issues impact my family and me, mostly access to financial aid for college and being able to afford healthier food and transportation. These issues impact us the most because this is what our everyday lives consist of and it sucks that we can't afford it. It's hard for me to get to school or even have a nice healthy meal without the cost of it being too expensive. Growing up in a family that is bilingual, imagine how hard it is to get help when everything is in English, especially when my mother is a single mother who doesn't speak English so well. This has led me to juggling work and school to help my mother.

Why Got Green? I choose to volunteer at Got Green because Got Green is a well-respected organization in the community that loves to take on the challenge to make the community a better place. Got Green puts all of their effort into making sure everyone's voice and opinions are heard. I remember when I first walked into Got Green, Michael Woo had a big smile on his face welcoming me into the office. Every staff member made me feel like family and that is what we became, family. I am very happy that I made the right decision to volunteer at Got Green.

What new experiences have you had? I gain new experiences with Got Green every time whether I'm in or out of the office. I have met so many people with the same passion as me. Being able to communicate and introduce Young Workers to the community and also take on responsibility as a young leader is an amazing feeling, because I am able to see my dream slowly turning into reality. Just a few months ago, I was announced to be one of the new members of the Got Green board. I was full of excitement and joy because Got Green saw my creativity and talent that I didn't even know. What made it even more interesting is that they are always willing to challenge me to be better and stronger with my decisions. They shaped me into a better and wiser young leader.

From the bottom of my heart, I truly admire everyone who is a part of Got Green. Words can't explain how much Got Green has impacted me since I walked in the door. I love each and every one like they are my family. Got Green taught me the true meaning of hard work and dedication.

Interview

Tanika Thompson



How did you get involved? Michael Woo asked me to join the Jobs Committee and help to plan the Campaign Launch for Targeted Local Hire. When he told me about the campaign, I knew that I had to get involved. I had recently completed a 9 month course at Seattle Vocational Institute and graduated with a 3.8 GPA, and was seeking employment. I hadn't even been called in for an interview after applying for over a year. I was skilled and trained to do a job that no one would give me the chance to do, and understood the benefits of Targeted Local Hire would bring to others like me, just in another line of work..

What motivates you? Being a part of creating opportunity for people of color, low income families, and women gives me a chance to help individuals like myself. I love to be a part of movement, a group of people who have the courage to fight for change. The willingness of others to stand for fairness motivates me in my efforts.

What issues impacts you and your family? My family is most impacted by unemployment. I have many skills and abilities, but have had no luck finding a living wage job. I have been trained to work as a Patient Services Representative, but haven't actually worked in the field. Members of my family have been affected by homelessness. Fortunately, that is not the case today.

Why Got Green? I became involved with Got Green because a friend asked me to volunteer and help with a project. Since becoming involved I have had the opportunity to learn about and participate in other areas of Got Green's work. I was immediately impressed with the consistent hard work behind the words of staff members and volunteers. Everyone shares the same vision for the organization and is willing to put forth the effort to accomplish its goals. I had never seen in any other organization the special qualities that Got Green has that make us successful as a whole. I am proud to be a member and find it a privilege to be on the Board.

What new experiences have you had? I have had the opportunity to step up as a leader in my community and have my voice heard. I have been made aware of the struggles of the people in my neighborhood, both different and similar to my own.

Interview

Inye Wokoma



How did you get involved? The first time I was involved was in 2009, when my friend and radio host, Keith Tucker, suggested that Got Green do a video promoting the weatherization and solarization training. Keith knew I had the video production experience and brought me into the mix. That's how I met Michael Woo. Then, we produced the Got Green music video. From there, it was about a year or so when Michael asked me to join the founding board.

What motivates you? I'm really interested in having more people of color involved in the environmental movement. I think the experiences of poor people, people of color, and folks in the immigrant community can provide some important framing on what environmentalism could and should be about. If the solutions reflect only the privileged and don't encompass everybody, there isn't going to be progress made in environmentalism. Got Green provides the intersection of environmental justice, racial justice, and economic justice. You got to tackle all those things if you're going to make substantial progress. Folks need to be pushing from the bottom up.

What issues impacts you and your family? Both my wife and I are independent business owners and operate on tight personal budgets. The healthy foods issue impacts us. Although we might not be classified as working class, we fall in the gray area where we don't always have the luxury of buying organic food. We need to have consistent access to healthy food because our youngest daughter is 7 years old and we try to keep her off as much processed food. She has a wheat allergy that expresses itself as eczema or asthma, so we definitely try to manage her diet. It's difficult to afford fresh organic healthy food all the time.

We have two children in their early 20's and entering the professional working world, so issues that impact young workers is definitely of concern for us. Not just for our children but also for their peers and other families we know.

Why Got Green? From a broader standpoint, the way Got Green engages our community is really effective and impactful. For folks like us who are environmentally conscious in a society where it ranges widely, it's really good to have an organization that prioritizes the environment and racial justice. There's room for us to be who we are and to live according to our values in a community that supports us.

This is the second board I've been on. I really wanted to work with an organization where I knew I was going to be filling a gap and adding capacity in substantial way. Now I can step back and see where my contributions have made a difference.

What new experiences have you had? For me, just having a real insider experience of grassroots organizing has been great. I've been involved in activist groups and community organizations throughout my life, but Got Green was founded by two really smart and veteran organizers, Michael Woo and Kristyn Joy. They walked into this, bringing in really effective organizing, supporting people to pick up new skills, and then making it successful. It's been very exciting and a very new experience for me. I like to come in the Got Green office and just be around it all.

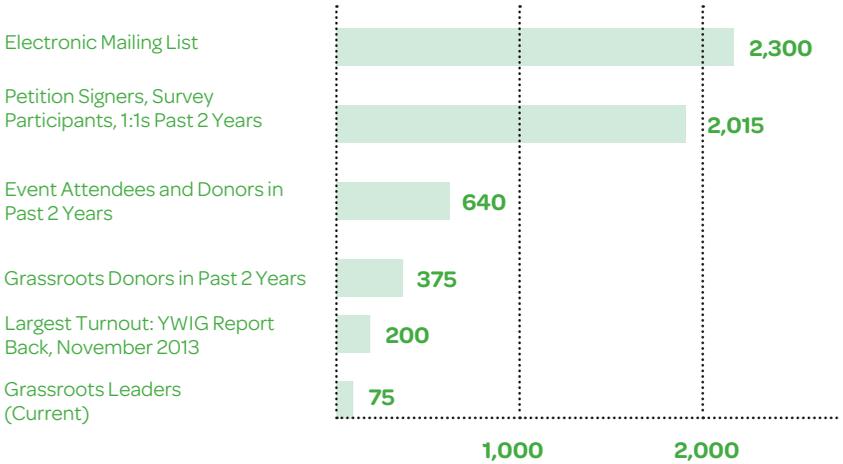
Got Green's Base

Got Green's constituents are low-income people and people of color in Seattle and King County. We believe that lifting up the opinions and the voices of disproportionately impacted groups will lead to real solutions for our community. In 2013, we had 75 currently active volunteer leaders, majority of whom are people of color. Our grassroots committees consist of women, workers, and young people who shape and lead Got Green's work. Our working board consists of community members with "hands on" involvement in the organizing and sustainability of Got Green. Got Green is powered by our base of volunteer leaders who are at the center of our work.

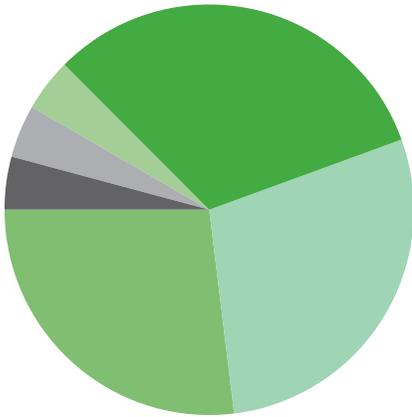


Leadership Sphere Statistics

GOT GREEN BASE (DECEMBER 2013)

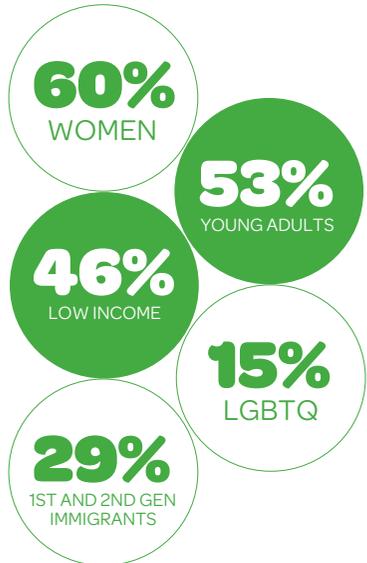


RACE/ETHNICITY of Grassroots Leaders



African American, 31%
White, 28%
Asian Pacific American, 26%
Latino, 4%
Native American, 4%
Multiracial, 4%

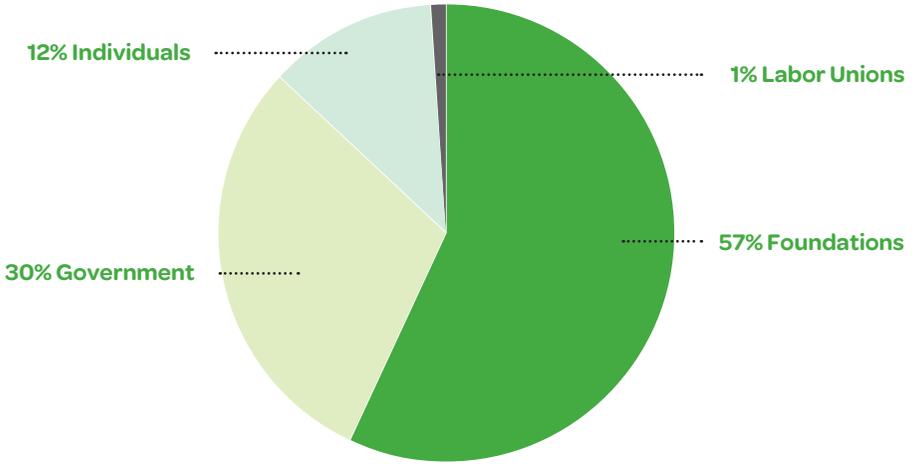
OTHER DEMOGRAPHICS of Grassroots Leaders



Funding Statistics

2013 REVENUE: \$317,000

REVENUE RESOURCES



355

GRASSROOTS DONORS IN THE PAST 2 YEARS

18

NUMBER OF GRANTS \$5,000+

Grants and Contracts

Ben and Jerry's
Central Co-Op
City of Seattle Office
of Sustainability and
Environment
City of Seattle
Department of
Neighborhoods
Emerald Cities Seattle
Impact Capital: PSRC
Growing Transit
Communities Equity
Grant
Kirkpatrick Foundation
Loom Foundation
Margola Fund
Massena Foundation
Muckleshoot Charity
Fund
Presbyterian
Committee on the Self-
Development of People
Satterberg Foundation
Social Justice Fund
Northwest
Stansbury Family
Foundation
The Seattle Foundation
UFCW Local 21
Women's Funding
Alliance
United Way King County
New Solutions Fund

Individual Donors

Aileen Balahadia
Alex Miller
Alex Stonehill
alma khasawnih
Alvina Wong
Amelia Swinton
Andrew Kashyap
Angelena Dunn
Annie Galarosa
Barbara Wiley Taylor
Belinda Chin
Benjamin Henry
Bernie Matsuno
Bobby Righi

Jesse Jarosz
Jewish Voice for Peace
Jill Mangaliman
Jon Gunther
Jonathan Rosenblum
Josh Fogt
Joy Borkholder
Joyce Yee
Judy de Barros
Judy Pigott
Julie Horowitz
Julio Sanchez
Justin Hellier
Kara Schoonmaker
Karen Kinney
Kathleen Pierce
KC Golden
Keiko Koizumi
Kellie Rose
Kristyn Joy
Lauren Spokane
Leah Montange
Lillian Hankins
Linda Cannon
Linda Couch
Lindsey Chen
Lisa Karl
Lisa Mikesell
Lisa Stone
Lissa & Paul Gruman
Lori Gutierrez
Iupita Ayon
Lylliana Allala
Marilyn Kihara
Marisa Ordonia
Marissa Esteban
Marjorie & Garry
Prince
Maru Mora Villalpando
Mary Ann Schroeder
Mary Ellen
Cunningham
Michael Baker
Michael de Give
Michael Woo
Miguel Cardoso de
Campos
Mijo Lee
Mike Graham-Squire
Mo!

Burke Michael
Stansbury
C Davida Ingram
Carl Woestwin
Carrie Brennan
Carrie Dolwick
Catherine Carter
Charlene Ishida
Charles Tillman
Chio Saeteurn
Chloe Waters
Claire Loe
Damon Barnett
Daphne Schneider
David West
Dennis &
Dibbon Joy
Devin Theriot-Orr
Diane Horn
Donna Denina
Dr. Henry DeGive
Ed Karl
Eden Lord
Elaine Agoot
Elaine Ishihara
Elaine Nonneman
Eleanor Poley
Elissa Thomas
Elizabeth Nixon
Emil Paddison
Emily Inkpen
Esther Handy
Fai Coffin
Gabe Aeschliman
Harold Taniguchi
Heidi Schillinger
Hester Angus
Hilary Stern
Hiroko Spees
Howard Greenwich
Inye Wokoma
Isabel Brown
J. Bean Yogi
Jami Armstrong
Janet Stecher
Jasmine Marwaha
Jay Thompson
Jenny Asarpon
Jeremy Simer
Jerry Large

Murphy Stack
Nancy Mason
Nancy Peterfreund
Naomi Ishisaka
Nicole Ramirez
Orietta Mendez
Paola Maranan
Paul Kurose
Rebecca Golden
Rebecca Roy
Rebecca Sayre
Richard Mar
Robert Loe
Rodrick Williams
Roger Yockey
Ronni Klompus
Ruth Yarrow
Scott Cooper
Scott Winn
Sean O'Neill
Shaula Massena
Shelby Handler
Shin Shin Hsia
Siobhan Ring
Stan & Gretchen
Wagner
Stan Lock
Steve Lansing
Steve Marquardt
Steven Gelb
Stina Janssen
Susanna Smith
Tamara Broadhead
Tammy Nguyen
Theresa Fujiwara
Toby Crittenden
Todd Vogel
Trevor Griffey
Tricia Wagner
Virginia Weihs
Wendy Watanabe
Y.K. Kuniyuki
Zoe Bermet

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Ben Henry
Burke Stansbury
Claira Le
Elaine Agoot
Inye Wokoma, Chair
James Williams
Jasmine Marwaha
Joy Borkholder
Julio Sanchez
Khalil Panni
Sintayehu Tekle *
Tanika Thompson
Tori Loe
Violet Lavatai

*Term ended December 2013

Got Green Staff

Alicia Moreno, MSW Practicum Student
Jill Mangaliman, Executive Director
Kristyn Joy, Development and Operations Manager
Michael Woo, Green Jobs Organizer
Mo!, Young Workers in the Green Economy Program
Organizer
Tammy Nguyen, Women in Green Economy Organizer

Annual Report Team

Alice Park
Anna Goren
James Williams
Jill Mangaliman
Tanika Thompson

Graphic Design

Nicole Ramirez

Printing

Urban Press



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Got Green
P.O. Box 18794
Seattle, WA 98118

Got Green is a grassroots organizing group led by people of color, and based in Southeast Seattle that works to ensure that the benefits of the green movement and green economy green jobs, access to healthy food, energy efficient and healthy homes, and public transit reach low income communities of color. We do this by cultivating leaders - especially 18-35 year olds to educate, advocate, organize and build coalitions.

Got Green is fiscally sponsored by the White Center Community Development Association.



Environment, Equity, and Opportunity

206.290.5136
gotgreenseattle.org

