

**FOR &  
WITH THE  
PEOPLE**



# **CULTIVATE INITIATIVES**

**ANNUAL REPORT  
2023/2024**



**FREE FOOD**  
**LIVE MUSIC**  
**FUN GAMES**

**Fri. May 24th**  
**5pm - 8pm**

**Menlo Park**  
**Park & Ride**

**12202 E Burnside St**

# eat & greet



[CULTIVATEPDX.ORG](http://CULTIVATEPDX.ORG)



**EAT & GREET 2024**



# CULTIVATE INITIATIVES

## OUR MISSION

We are a nonprofit organization supporting East Portland that works alongside those who have been marginalized to empower individuals and communities through an inclusive range of services and supports.

We envision communities that are safe, supportive, and full of opportunity. We build communities from the inside out through workforce development, housing and homemaking, and supportive sheltering.

We measure tangible outcomes through data and stories. Ultimately our impact is empowering individuals, communities, and society.

**#FORANDWITHTHEPEOPLE**



**A WORD FROM  
CALEB CODER,  
EXECUTIVE  
DIRECTOR**



**A WORD FROM  
GREG DUFAULT,  
BOARD MEMBER**



**Greetings Friends and Neighbors,**

Throughout this year, an orienting question for Cultivate Initiatives has been “Who are we? And who are we becoming?”

**Who are we?** This part of the question requires looking back and reflecting - what are the values, rhythms, and habits that make us who we are, and what are our roots? Our origins started around bucket fires and parking lot eat & greets.

**Who are we becoming?** This part of the question requires looking in the present and casting a vision for the future - what do we aspire to look like a year from now, what are the gaps and opportunities in our communities?

Through these questions we’ve reframed some of our initiatives, focused some of our work, and expanded other areas. As you read the pages ahead, I hope you see yourself in the inspiring stories and life-changing impact, because you truly are part of them. We couldn’t do it without you, and we wouldn’t want to. I hope that this annual report will give you a sense of who we are and who we are becoming.

For & WITH,  
**Caleb Coder**

**Hello Friends of Cultivate Initiatives,**

Thank you for taking the time to read our 2023-2024 Annual Report. As a board member, I have the privilege of frequently visiting the Workforce Hub. What always astonishes me is the look on each person’s face. They often come from hopeless situations but now have meaning and confidence. You can see it in their eyes. It’s one of the most beautiful things I’ve seen. It inspires me to keep championing this work. I hope in these pages you see a glimpse of that meaning and confidence and that you, too, are inspired to join this work.

This past year, we’ve made some massive strides. We both expanded our services, stepping up to meet the needs of our community and focused on what makes us unique as a group of people. We couldn’t have taken these integral strides without you, our community of supporters.

I’m excited for the direction we are heading - perfecting the work we are already doing and beginning innovative new projects to truly empower our community.

With Gratitude,  
**Greg Dufault**

This past year has seen incredible growth, and we are so grateful you've been part of it. As we listen to our neighbors, we often hear ways we can grow and develop our work. We've responded to this by reframing our initiatives as Workforce Development, Housing & Homemaking, and Supportive Sheltering. This pivot allows us to meet and empower our neighbors with pathways that are creating real, sustainable change.



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**WHAT'S NEXT?**

# OUR JOURNEY FOR AND WITH THE PEOPLE

Every day and every person has mattered in our journey. You've all given us a friendly "fist-bump" in one way or another - through your donations, volunteering, and hard work - pushing us forward. Our evolution and growth would be impossible without the hard work and commitment of all of you, our Cultivate Initiatives community.

**HELP PEOPLE  
SEE THE VALUE  
IN THEIR LIVES**



**2018**

An idea emerges of being for and with our neighbors that results in the community hosting an Eat & Greet to welcome a new shelter in East Portland.



**2019**

A local side-yard becomes a space where neighbors gather, dream, and be inspired

**COMMITMENT TO  
HEALTHY & OPEN  
RELATIONSHIPS**



**2020**

These same neighbors form Cultivate Initiatives, officially becoming a non-profit organization, beginning with workforce development and East County outreach.



# 2021

A big year as we operate our first Severe Weather Shelters, mobilize our first shower truck, partner with nursing programs, form our Intern Program and Beautification Team, and move into our temporary workforce hub.



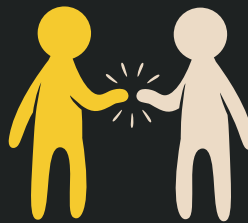
**DESIRE TO TREAT EVERYONE EQUALLY & RESPECT EACH OTHER'S DIFFERENCES**

# 2022

We celebrate our first neighbor housed in March, followed by over 75 by year-end, the opening of our Menlo Park Safe Rest Village, and our first Community Beautification Give-A-Thon.

# 2023

Our team hits milestone of 1 million lbs of garbage removed, hosts Eat & Greet with our Menlo Park SRV neighbors and moves to our permanent Workforce Hub.



**DEEP SENSE OF HOPE & PERSEVERANCE**

**PASSION TO INCLUDE EVERYONE**

# 2024

Now employing 70 team members, Cultivate Initiatives has become a trusted pathway to housing and employment, through Workforce Development, Housing & Homemaking, and Supportive Sheltering, always rooted in relationships and belonging.



# OUR NEIGHBORHOOD OF INITIATIVES



**SEVERE WEATHER SHELTERS**

**COMMUNITY BEAUTIFICATION**

**INTERNS**

**PROPERTY STEWARDSHIP**



**CULTIVATE  
INITIATIVES**

**WORKFORCE HUB**



# WORKFORCE DEVELOPMENT

**GAINING CONFIDENCE  
& GROWING SKILLS  
FOR PATHWAYS  
TO EMPLOYMENT**



*"Cultivate Initiatives has stirred a passion in me that I thought I'd lost. Helping me regain humanity I had forgotten existed, giving me a sense of community I know I belong to."*  
Nadine  
Beautification Lead

Through our Workforce Development initiative, we are creating opportunities for our community members to reenter the workforce. This initiative includes Community Beautification, the Intern Program, Property Stewardship, and Showers & Hygiene. Most people involved in this initiative have been unemployed and unhoused for an extended period. These are people who want to give back to their community - to give to the people who helped them and give to those they know are still hurting. We are thrilled to support them by offering short-term and long-term work opportunities and a wide variety of support. Through these opportunities, individuals acquire new skills and build confidence in their work.

**COMMUNITY  
BEAUTIFICATION**

**INTERNSHIPS**

**PROPERTY  
STEWARDSHIP**

**SHOWERS &  
HYGIENE**

# COMMUNITY BEAUTIFICATION

A SAFE & CLEAN ENVIRONMENT FOR ALL

13 PEOPLE EMPLOYED

CLEAN & SAFE NEIGHBORHOODS  
COMPASSIONATE GARBAGE REMOVAL  
LONG-TERM SUPPORTIVE EMPLOYMENT

Our hard-working Cultivate Initiatives Community Beautification team offers compassionate garbage removal services throughout East Portland and East Multnomah County, providing a benefit to the entire community. We collaborate with housed and unhoused neighbors to ensure safety, livability, and dignity. Graduates of our Intern Program have the opportunity to secure employment within our Community Beautification team. Contact us if you have an area you would like us to beautify!

OVER 1 MILLION POUNDS OF GARBAGE REMOVED THIS FISCAL YEAR!



Cultivate Initiatives' Give-A-Thon is a week-long event that raises funds and awareness for our work with unhoused neighbors in East Portland. Our 3rd Annual Community Beautification Give-A-Thon raised \$16,071 & removed 53,120 lbs to help serve our community!

# INTERN PROGRAM

## PATHWAYS TO EMPLOYMENT



*"I hadn't had a job for a long time. It changed my life, absolutely. They just got me to where I want to get up in the morning. I'm clean now, and just...happy."*

*Jay, Workforce Support Lead (Former Intern)*

Our Intern Program is dedicated to providing low-barrier, accessible day work for anyone interested. Interns work hard and earn cash payments, enjoy meals, get assistance with work readiness, and participate in a supportive community. After completing the program, we help interns find employment and other resources.

This past year marked the start of valuable workforce partnerships, hosting classes and training opportunities at our Workforce Hub, where community members can learn essential job readiness skills, enhancing confidence, communication and other critical employment skills.

### THIS YEAR:

**\$112,115 PAID TO INTERNS**

**19 INTERNS GAINED EMPLOYMENT**  
(at Cultivate Initiatives or elsewhere)

**103 INTERNS COMPLETED THE PROGRAM**



# PROPERTY STEWARDSHIP

## PUTTING GREAT SKILLS TO USE

*"I'd done construction for so long. I really missed it. Having the opportunity again is pretty cool... It makes me better. I have something to take care of again."*

*Jessie, Property Stewardship Lead*

Our team loves using our skills to meet our community's needs. Many of our houseless neighbors are extremely skilled workers. Through Property Stewardship, our workforce members provide contracted services such as landscaping, maintenance, and garbage removal to various businesses, organizations, and municipalities, in addition to property maintenance at our Hub and village. This year we've helped our neighbors maintain thriving properties including Kaiser Permanente, East Portland Community Investment Trust, and Hacienda CDC, just to name a few!

**GARBAGE REMOVAL**

**LANDSCAPING**

**PROPERTY MAINTENANCE**



## A CLOSER LOOK... AT EMPLOYMENT PARTNERSHIPS

We have so many unhoused neighbors who are trying their best to find a job. There are quality organizations in Portland offering resources to help. Too often, though, our neighbors have to travel all over the city to connect with these resources. Empathizing with these challenges, we responded with a commitment to value their efforts, making the process more efficient. Consequently, we have worked to streamline and provide as many services in one place - at our Workforce Hub - as possible.

In parallel with providing work opportunities, coaching and employment assistance, we have developed partnerships with Goodwill Job Connections, Level Up Management and Oregon Departments of Human Services. These partnerships provide the comprehensive support neighbors really need to get, and keep, a job. Together we offer on-site job readiness classes, benefit acquisition, and soft skills development such as resume building, communication skills and interview preparation. We're joyful seeing people grow in confidence, celebrating the graduations of our neighbors, and helping them find employment.

# SHOWERS & HYGIENE

BRIDGING THE GAP



OVER 30 NURSING STUDENTS PER MONTH PROVIDING SERVICES



*"People need a chance. I got a great chance and I'm grateful for it."*  
Jerry, Showers & Hygiene Lead



**THIS YEAR WE PROVIDED:**

**3,696 SHOWERS**

**660 LAUNDRY SERVICES**

Part of our Workforce Development initiative focuses on addressing the effects of houselessness on individuals' health and hygiene. We provide mobile showers, hygiene supplies, peer support, and health services to support under-resourced neighbors. Our Showers & Hygiene team offers free showers, hygiene supplies, and clothing six days a week in various locations throughout East Portland and East Multnomah County. These services are operated by individuals who were previously or are currently experiencing homelessness, offering them employment and a way to reintegrate into the workforce.

We are proud to continue partnering with Nursing students through Sumner College and Concordia University, giving neighbors access to basic wound care, health resource referrals, health assessments and screenings - both on-site and at our mobile locations.

*"During our clinical we were able to be nurses and help people who needed it. Being in a clinical setting like this can be very challenging. But working with the team at Cultivate Initiatives, I always felt they had my back if something didn't go as planned."*

Sophia,  
Nursing Student



*"After being homeless for eight years, I know how important it is to have a shower. I love what I do. I love what we stand for and what we're trying to do in the community. I feel a sense of accomplishment and that I'm making a difference."*

*Mandy, Showers & Hygiene Program Team Member*

## THIS YEAR WE DISTRIBUTED:

**4,103** FOOD ITEMS

**4,377** HEALTH ITEMS

**2,821** CLOTHING PIECES

**1,484** RESOURCES & REFERRALS

**AVERAGE OF 209** PEOPLE SERVED PER MONTH

**13,620** TOTAL SERVICES PROVIDED

(including water given, food, referrals, resources, clothing & more)

## A CLOSER LOOK...

### BRING NEIGHBORS TOGETHER



Having done this work for many years, we understand the foundation for change begins with stronger, more connected communities. Simply providing services is not enough. Both through intentional events, and our organizational culture, we seek to bring out the neighborliness of our community. Our annual **Eat & Greets** have been a joy, bringing neighbors together for food, live music, and fun.



This year, we organized our first-ever **Cultivate Comedy Hour**, bringing together housed and unhoused neighbors for a night of laughter and fun. It was heartwarming to see so many people laughing together. We agree, the old adage is true, the shortest distance between two strangers is laughter!

In addition to these events, bringing neighbors together is part of our ethos. Whether it be our valued volunteers flipping burgers, packing hygiene kits, making sandwiches or cutting hair, we create synergy. Seeing we are all better when neighbors come together and do what no one person could alone.



# HOUSING & HOMEMAKING

**A HOME FOR  
NEIGHBORS TO  
MAKE THEIR OWN**



We delight in helping our neighbors move from the streets into housing, often for the first time in years or even decades. We do so through consistent case management, financial assistance, landlord relationships, and more. When we help a neighbor sign their lease through housing navigation and rental assistance, we celebrate it big time. We celebrate, but we don't stop there. That's just the beginning. If you have ever broken a bone or had surgery, you know that ongoing physical therapy is critical.

Similarly, our homemaking efforts help our neighbors progress from a house (or an apartment, condo, etc.) to a home. This transition is different for everyone - it may require different homemaking resources such as getting a job, decorating the house, regular cleaning, making friends in the community, applying for benefits, finding furniture, healthy cooking, or even having visitors in the house. With their newfound homes, we seek to help our neighbors make this transition well so they can genuinely thrive.

**RENT ASSISTANCE**

**ON-GOING INDIVIDUAL  
SUPPORT**

**HOMEMAKING RESOURCES**

**FINANCIAL ASSISTANCE**

**LANDLORD – TENANT  
MEDIATION**

**HOUSING PROCESS  
& NAVIGATION**

**HOUSING ASSISTANCE**  
Help with rent payments,  
move-in costs, & deposits.

**COACHING THROUGH  
THE TRANSITION**

# MOVING FROM THE STREETS TO HOME

## WORKING TOWARD A SUSTAINABLE FUTURE



*A helpful example of a mapped out pathway towards long-term stability.*

## A CLOSER LOOK... AT HOMES FOR HUMANITY

Finding a home is a challenge for all of us, in particular for those trying to get off the streets. Even for those who do manage to find housing, too often we experience disconnection and loneliness. To help make housing more sustainable, we've proudly partnered with Homes For Humanity, an organization committed to mission aligned real estate services. Our partnership has enabled us to lease a house for some of our unhoused neighbors. In this shared living model, neighbors have a sense of independence while still being in proximity to those they know and trust. Our Homemaking Specialists provide the support needed to help them establish a sense of home and permanence.



One of our neighbors, Danny, is living in the house leased through this new partnership. Experiencing a difficult upbringing, he previously lived on the streets on and off starting his freshman year. Since then, he has not been housed for more than 9 months at a time. Now at 46 years old, Danny shares with us that he feels comfortable living inside for probably the first time in his life. He continues to meet with our Homemaking Specialists to develop a sense of home, find helpful resources, and set up sustainable living.

**"In the short time I've worked with Homes for Humanity, they've proven to be incredibly flexible and supportive, providing essential resources that enable us to support our neighbors as they continue their rehousing journey. Their partnership has truly been a blessing to us!"** says Binny Nguyen, our Housing & Homemaking Director.



# SUPPORTIVE SHELTERING

## SHELTER FOR RESTING & REBUILDING

Whether it's the storms of life or the storm of a weather emergency, our team is there to provide immediate respite and long-term support to our unhoused neighbors through our Supportive Sheltering initiative. We open cooling and warming shelters when the weather meets dangerous thresholds, while our Menlo Park Safe Rest Village provides life-changing support and shelter 24/7, 365 days a year. Accessing a safe and supportive shelter can be a critical part of many of our neighbors' journeys. Within the shelter environment we provide safety, empowerment, connection to services, and community support to ensure a transformative experience for all neighbors.



# MENLO PARK SAFE REST VILLAGE

## A PLACE TO GET BACK ON YOUR FEET

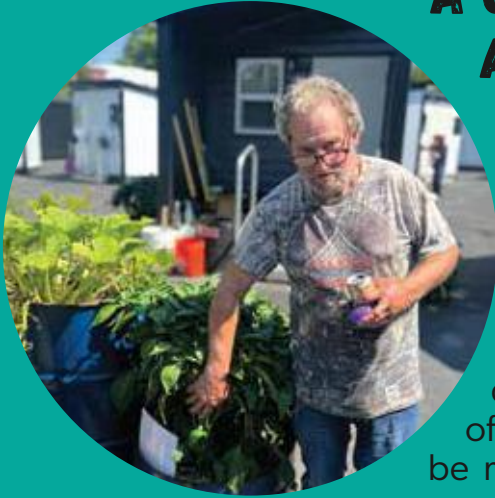
**50**  
**SLEEPING**  
**UNITS**

**21 NEIGHBORS**  
**TRANSITIONED**  
**SUCCESSFULLY**  
**INTO HOUSING**

This village provides a positive environment for our unhoused neighbors to rest and rebuild their lives. We have partnered with the City of Portland and the Joint Office of Homeless Services to sustain this community in the heart of our neighborhood. Menlo Park Neighbors gain safety, stability, and community support through wrap-around services, including peer support, health services, case management, engagement activities, and connections to community resources to support their holistic well-being.

## A CLOSER LOOK...

### AT GROWING GARDENS & LIVES




**"It saved my life. I was about ready to give up. I'd had a heart attack, brain surgery, cerebral palsy. I wouldn't have made it very much longer out there."**

After 15 years of navigating life on the streets, a friend of Ron's told him about the newly opened Menlo Park Safe Rest Village, and Ron moved in shortly thereafter. Through his dedication and efforts, he's cultivated a garden blossoming full of zucchini, squash, tomatoes, and more! Now, he is thrilled to be moving into a home of his own, one he believes will be his permanent home. Ron is a testament to sticking with people for the long haul and creating a space where they can contribute their talents. His personal journey of transformation parallels the growth of this garden, bringing life and beauty to a once hopeless landscape. He looks back on his time at Menlo Park with pride and gratitude.

**"I look at this garden,"** Ron says, as he is gazing over the barrel's of flourishing plants, **"and I see more than just vegetables and flowers. I see a community that believed in a man who once had nothing. And now, together, we've created something truly beautiful."**


## SEVERE WEATHER SHELTER SHELTER FROM THE STORM

**THIS YEAR:  
410 PEOPLE SHELTERED  
8 DAYS OF WARMING SHELTERS  
4 DAYS OF COOLING SHELTERS**



Cultivate Initiatives operates severe weather shelters with the help of volunteers and partner organizations. Several times per year, we go all-hands-on-deck to operate cooling and warming shelters. These shelters are essential for protecting neighbors from life-threatening conditions such as extreme heat and freezing weather, as well as providing food, water, clothing, hygiene necessities, and connection to long-term support.

We thank Multnomah County and the City of Portland for activating these resources. This past year marked three years of serving our community through severe weather shelters.



**"There's not many places for us to just exist. So it's really wonderful to find a place that can just take us in and allow us to exist here."**

*Trevor, Neighbor*

# THANKS TO OUR COMMUNITY PARTNERS



Trimet  
 PNW Iconic Events  
 Herencia Elegante  
 Our Streets PDX  
 Pilgrim Lutheran  
 City of Portland BES  
 Parkrose Community UCC  
 Mill Park Neighborhood Association  
 Oasis International House of Praise  
 McMenamins Pub and Breweries  
 St. Michael & All Angels Episcopal  
 Portland Refugee Support Group  
 Shawn Morgan - Attorney-at-Law  
 TogetherPDX

AFHHO  
 APANO  
 St. Timothy Lutheran  
 Gethsemane Lutheran  
 CSNW Benefits  
 Family of Grace Church  
 Jubilee Hall  
 Hair By Betty Ford  
 Pilgrim Lutheran  
 Portland Rescue Mission  
 Hair by Sina Leftwich  
 Stark Firs Management  
 Rise City Church  
 21ten Theatre

WeShine  
 Central City Concern  
 Portland Street Medicine  
 City of Wood Village  
 Office of Civic Life  
 Gather:Make:Shelter  
 Homes For Humanity  
 Freedom Foursquare Church  
 Portland Street Response  
 Abby's Legendary Pizza  
 Resurrection Lutheran  
 Regal Division Street

# THANKS TO OUR FUNDING PARTNERS



Jaffe Family Fund of OCF  
 Raymond Family Foundation  
 Mary Norris Preyer Foundation  
 Charter Mechanical  
 Rotary Club of Portland  
 Twin Peaks Foundation  
 Vivian S. Abbott Fund of OCF  
 Mary McKinney & Flay Ezell Fund of OCF  
 GorgeVivian S. Abbott Fund of OCF  
 Anonymous Fund of OCF  
 SOLVE

William H. Hunt Fund for the Homeless,  
 Hungry, and Poor of OCF  
 Rotary Club of the West Columbia Gorge  
 Downtown Community Housing Inc. Fund of OCF  
 James G Stevens & Andree H Stevens Fund of OCF  
 Downtown Community Housing Inc. Fund of OCF  
 Multnomah County Chair Jessica Vega Pederson  
 McDaniels High School via Communicare  
 Benson Polytechnic via Communicare  
 Macy's

**YOU! OUR CULTIVATE INITIATIVES COMMUNITY**

## A CLOSER LOOK... AT THE SKIDMORE PRIZE



A massive highlight of the year was our Executive Director, Caleb Coder, being awarded the Skidmore Prize by Willamette Week. The Skidmore Prize is an annual tradition where four outstanding community nonprofit leaders under the age of 36 are recognized for their exceptional accomplishments and future potential. Named after the inscription on the Skidmore Foundation in Portland's Old Town, recipients embody the belief that "Good citizens are the riches of a city."

The selection committee was amazed by Caleb's role in Cultivate Initiatives' journey. They highlighted our organization's ability to provide much-needed services while remaining centered around community and belonging.

The Skidmore Prize came with a valued opportunity for Cultivate Initiatives to participate in the 2023 Give!Guide, through which we were grateful that our supporters raised \$25,738.

In accepting the award, Caleb was eager to recognize the partnerships and relationships that have empowered our organization to get where we are today. We are thrilled to take part in this year's Give!Guide 2024 and, with your help, hope to surpass last year's result.

## FINANCES

FISCAL YEAR  
JULY 1, 2023 TO  
JUNE 30, 2024

We'd like to thank all of our generous financial supporters. Special shoutout to the voters supporting the Supportive Housing Services measure, Metro, and the Joint Office of Homeless Services

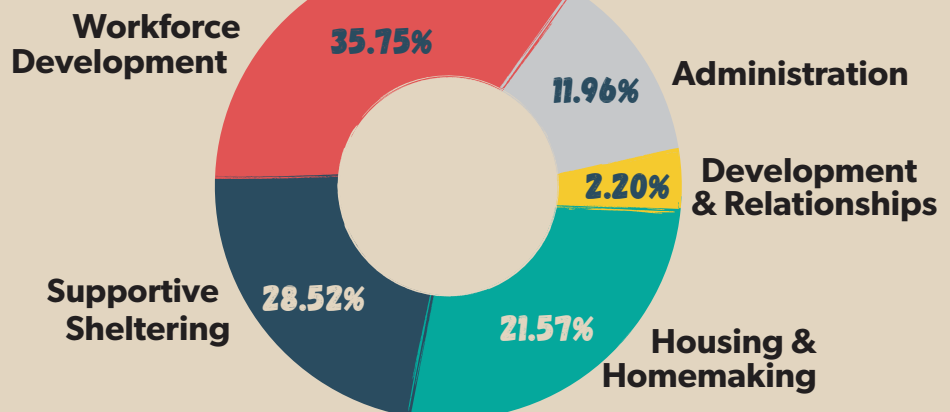
"Thank you to each and everyone of our funding partners for making the progress you've read about possible. As a founding member of the Cultivate Initiatives Finance Committee, I am thrilled with the financial maturity that has developed over the last year. With your support we intend to continue growing, diversifying our funding, and remain focused on providing unparalleled opportunities for our neighbors in Portland."

**Bob Sternberg, Finance Committee**

## REVENUE

**JOHS: \$6,634,717.93**  
**Operating Grants: \$397,690.73**  
**Capital Grants: \$753,585.11**  
**Donations: \$94,623.42**  
**In Kind: \$48,475.04**  
**Fee For Service: \$204,502.87**  
**Other: \$31,673.08**

## EXPENSES



# WHAT'S NEXT?



## **WORKFORCE VILLAGE**

This year we're beginning step one in developing our very own Workforce Village, with the first sleeping unit already under construction! Slated for 20 units on-site at our Workforce Hub, this village will provide stability and support for neighbors re-entering the workforce and housing.

## **NEW WORKFORCE PATHWAYS**

We've revamped our workforce programs to allow for more neighbors to become job-ready and get hired at Cultivate Initiatives and in the greater community. Look out for our graduates making waves as they find their new jobs!

## **FIRST FULL YEAR OF HOMEMAKING**

This year will mark the first complete year of our Housing & Homemaking initiative. We are eager to see many neighbors we housed last year gain stability, interdependence, and a sense of home.

## **GRAFFITI REMOVAL & JOBS**

We've all heard the calls for something to be done about the graffiti. This year, not only are we cleaning it up - we're providing unhoused neighbors with work opportunities at the same time!

## **GIVE!GUIDE 2024 & BEYOND**

To sustain the growth you've read about and successfully move forward, our community's support is essential. Whether it be our upcoming Give!Guide 2024 (starting this November), gathering support for the Workforce Village, or sustaining our ongoing operations, there are so many opportunities to work together to empower individuals and communities.

**HOW CAN YOU  
JOIN IN THE  
CHANGE?**

feel the power of  
**FRESH LAUNDRY**  
a clean

**CULTIVATE  
INITIATIVES**

**DONATE | VOLUNTEER | SPREAD THE WORD**

**Got Questions? Like to get involved?**

We'd love to connect with you.  
Please reach out to us via the information below.

**[WWW.CULTIVATEINITIATIVES.ORG](http://WWW.CULTIVATEINITIATIVES.ORG)**

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(503) 477-9742 | [info@cultivatepdx.org](mailto:info@cultivatepdx.org)**

**We appreciate your  
financial support.  
Follow this QR code  
to donate today.**



# BOARD OF DIRECTORS

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*President*

**Alex Palm**  
*Secretary*

**Ron Hockley**  
*Treasurer*

**Seraphie Allen**  
*Board Member at Large*

**Vince Jones-Dixon**  
*Board Member at Large*

**Haika Mushi**  
*Board Member at Large*

**Greg Dufault**  
*Board Member at Large*

**THANK YOU**  
**FRIENDS OF**  
**CULTIVATE**  
**INITIATIVES**

Scan QR codes below to  
watch videos & stories.

Watch  
Gary's  
Story



Hear  
From  
Nadine



See an  
overview of  
what we do  
at Cultivate  
Initiatives



## Friends of Cultivate Initiatives,

In these pages you've read about Ron, Nadine, Gary, and other members of our team. Through the combination of your tremendous support and their individual efforts, lives and communities are being transformed. Support comes in myriad forms - volunteers packing hygiene kits, gifts from foundations, individual donations, volunteer haircuts, and the kindness of neighbors choosing to welcome their unhoused neighbors. All this and more, you have empowered the work of Cultivate Initiatives and the lives of our neighbors. We are so grateful. It truly takes a community. As you've read, we have even bigger goals for this next year, and with your help we're confident more positive change is on the way.

Gratefully,

**Matthew McCarl**

**Director of Development & Relationships**

# THANK YOU TO OUR WONDERFUL STAFF TEAM





## IN MEMORY OF BOBBY TODD MITCHELL

We want to honor the commitment, character, and dedication of Bobby Mitchell. As an original team member of Cultivate Initiatives, he embodied compassion in action, caring for our community. He will always be missed and his positivity will continue to inspire us.

**"HELPING OUR NEIGHBORS STAY WARM & SAFE IS REALLY WHAT MAKES WHAT WE DO WORTH THE EFFORT."**  
*Bobby*





**#FORANDWITHTHEPEOPLE**

*In-Kind Printing  
Generously Provided By*

