



**“There is no power for change  
greater than a community  
discovering what it cares about.”**

*MARGARET J. WHEATLEY*



**ANNUAL  
REPORT**

COMMUNITY | VOICE | LEADERSHIP

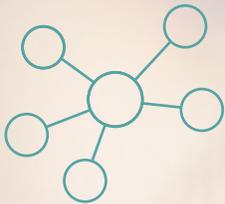
MEDINA FOUNDATION 2018

**“There's really no such thing as the 'voiceless'. There are only the deliberately silenced, or the preferably unheard.”**

*ARUNDHATI ROY*

**\$3,715,213**

**TOTAL GIVING IN 2018**



**164**

**ORGANIZATIONS SUPPORTED**





## DEAR FRIENDS,

*We believe that people who are the most affected by an issue are usually the most likely to see the best path to a solution. One of the greatest strengths of our grantees is their ability to listen to the people they are serving.*

Each year, the Medina Foundation funds more than 160 organizations throughout the Puget Sound region, and our grantees strive to put those they serve at the center of their work.

We are impressed with all of our grantees who listen deeply, and in this annual report we are highlighting a few that really excel at representing their communities. They don't pretend to know what people need—they share leadership and listen to those who have the knowledge and wisdom of lived experience.

We asked the featured organizations what need their agency meets, as well as what community voice means to them and how it influences their work. We heard from those who are at the heart of the work: those who are closest to the organizations and those who are participating in the programs or receiving services.

The Medina Foundation is inspired by all of our grantees for listening to the voices that most need to be heard, for sharing leadership, and for seeing the tremendous strength and resilience in people.

With gratitude,

Gail Gant, *Board President*

Jennifer Teunon, *Executive Director*

# POWERFUL VOICES TAKES COMMUNITY VOICE TO HEART

Powerful Voices addresses the needs of girls of color by giving them a platform to share their leadership and experienced wisdom. The Seattle-based organization creates space for girls (those who identify or are socialized as girls) to speak their truths, their struggles, and their dreams. Working with 11-19 year-olds, Powerful Voices offers a range of programs that focus on creative expression, job readiness, employment, and leadership.

Kim, a program participant, said that Powerful Voices “helps us make ourselves leaders and gives us that space we’ve never gotten before, to grow in whatever way or shape we want. Powerful Voices opens your eyes to the social injustices to girls of color that have been rooted so deeply into our society...they make you feel like family and build a community. Most importantly, they help you break down barriers and rise up with the utmost confidence of who you are and where you stand. They help you become the best version of yourself and because of that, we become leaders on our own terms as powerful women.”



**MORE THAN 300**  
**PARTICIPANTS IN THE POWERFUL**  
**VOICES PROGRAM IN 2018**

IN 2018

FOUNDATION  
SUPPORT

**\$20,000**





**“The Powerful Voices community has shown me that I am valuable and that what I have to share is needed.”**

***MAMASA, PROGRAM PARTICIPANT***

Powerful Voices takes community voice to heart. They know that they can't fully understand the needs of their girls if they do not consult, commune, and share space with the girls and their larger support systems.

The young people who go through Powerful Voices' programs and come through their doors for events are their ambassadors, returning speakers, advocates, and liaisons. Girls come back to work with Powerful Voices and share their stories of growth and gratitude for the organization and the lasting relationships that they have formed.

In the words of Mamasa, who participated in several programs, “I had a really good time doing these three programs with Powerful Voices. It was a transformational experience for me. I do not know many programs like this one for girls. I created so many amazing memories and would do these programs again. I have already recommended all three programs to my sisters and friends. I think all girls should do them, too. The Powerful Voices community has shown me that I am valuable and that what I have to share is needed.”

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◀ *Jaden and Kimaya smiling and starting off the 2018 Powerful Voices Luncheon with inspiring words. Photo by Ahamed Iqbal.*

# RURAL DEVELOPMENT INITIATIVES BRINGS COMMUNITY LEADERS TOGETHER

Rural Development Initiatives (RDI) is a leadership training program focused on rural areas. They believe that creating networks of positive and productive people is key to community and economic vitality. RDI has trained more than 9,000 rural leaders over 27 years, predominantly in Oregon and Northern California. In 2017, Medina made a three-year grant to help expand their work to Mason County, Washington.

RDI's vision is that “rural communities are strong and vibrant as a result of skilled, inclusive local leadership and robust community-led efforts.” RDI selects local residents from all backgrounds and sectors for their trainings, ranging from youth and college students to retired seniors—all with varied leadership experience. A typical class averages between 25–35 people. They generally meet for 9-12 months and select a project to complete together. This provides a unique opportunity to apply the skills being taught by the curriculum to a real-life situation.

In the words of Kathy, a Mason County participant, “The objective is to recognize, organize, and develop informed, skilled, and engaged civic leaders committed to making our communities great places to live, work, and play.”

Mason County's first class successfully launched with the recruitment of 39 people. Their project was called “Kindness,” with the goal of eliminating loneliness and fostering friendship at each of the county's elementary schools. Buddy benches (where no child sits alone) were installed at ten Mason County elementary schools to help spread kindness on the playground. The class also created curriculum to support teachers in the implementation of the benches.





Mason County participants believe that they have strengthened the culture of collaboration in their community. This is consistent with what RDI hears. Most people describe going through the program as a “life changing experience,” and overall local volunteerism rates increase. Past participants report that RDI’s trainings increase the number of local leaders, help them create a better future for their community, and expand their own network.

As Kathy says, “RDI brings community leaders together, hearing and listening to each communities’ stories. This enables the community to speak with one voice in community affairs.”

**“The objective is to recognize, organize and develop informed, skilled, and engaged civic leaders.”**

**KATHY, PARTICIPANT**

**39** PARTICIPANTS  
MASON COUNTY'S  
FIRST CLASS



IN 2018

FOUNDATION SUPPORT

**\$20,000**

◀ *A “buddy bench” in action.*

## QUIXOTE COMMUNITIES OPERATES ON THE PRINCIPLE OF SELF-GOVERNANCE

Quixote Communities provides housing for adults experiencing homelessness through tiny house communities. The organization grew out of Camp Quixote in Olympia, which was a mobile tent city community that rotated locations. Camp Quixote operated on the fundamental principle of self-governance—that the people who lived in the camp would be the ones making decisions. This is community voice in a nutshell. The founders of Camp Quixote hoped to find land and build a permanent village for themselves, consisting of tiny houses and a shared building that would house showers, laundry, and cooking facilities. Quixote Communities is the nonprofit that worked with residents to make this dream a reality, and to provide resident services and property management for the new permanent community. On December 24, 2013, the 30 residents of Camp Quixote left their tents behind and became residents of Quixote Village.

Resident voice was critical throughout the process of creating the Village, providing input at every stage. A planning committee, including residents of Camp Quixote, collaborated with the architect to create the new Village's site layout and living model. Later, the plans were presented to an all-camp assembly. Quixote Village features 30 tiny homes (144 square feet each) that are heated and include a bathroom. A critical part of the Village is the Community Building, which includes a kitchen, dining area, laundry, TV room, showers, and staff offices.

These days at Quixote Village, residents meet weekly in a Resident Council and elect leaders to work with staff to ensure successful operation of the Village community. Residents help design and enforce the rules, maintain the property, and decide on the services they need. Quixote Communities is replicating their model, and working to open two additional communities in Pierce and Mason Counties.

Community voice has always been critical to Quixote Communities. “It means effective communication...it means everyone’s needs being heard and addressed,” described Mike, a resident at Quixote Village. It is “how we are able to see where community needs exist.” Heather, another resident, believes that “Community voice is heard at our [Resident Council] meetings, where we can speak up and voice our ideas and concerns.” By elevating the voices of those being served, Quixote Communities ensures that people get what they most need.

<b>30</b> TINY HOMES	
IN 2018 FOUNDATION SUPPORT	<b>\$13,750</b>

*Quixote Village resident in front of his home. ▶*



**"[Community voice] means effective communication...  
it means everyone's needs being heard and addressed."**

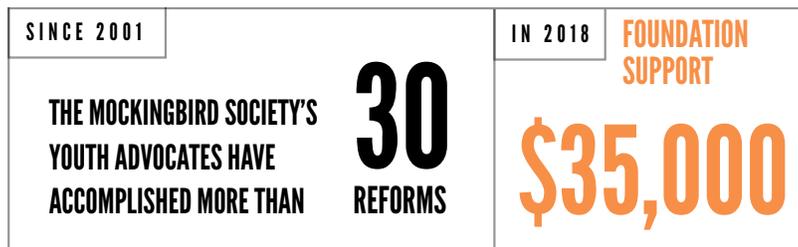
**MIKE, RESIDENT**



## MOCKINGBIRD SOCIETY PARTNERS WITH YOUNG PEOPLE WITH LIVED EXPERIENCE

The Mockingbird Society works to transform foster care and end youth homelessness across Washington. They create, support, and advocate for racially equitable, healthy environments that develop and empower young people at risk of—or who are experiencing—foster care or homelessness. Working in partnership with young people, they change policies and perceptions standing between any child and a safe, supportive, and stable home. They envision each young person, regardless of race or individual experience, reaching adulthood with an equitable opportunity to thrive.

Often, policies are developed that impact people who are not present at the decision-making table. Farid, who entered the federal foster care system as an unaccompanied refugee minor, says, “I know that to transform the child welfare system and end youth homelessness, reform must be rooted in the voice of youth and young adults with lived experience. By elevating these voices, we create a more intentional community to support families and give youth full opportunity to thrive.”





**"To transform the child welfare system and end youth homelessness, reform must be rooted in the voice of youth and young adults with lived experience."**

*FARID, MOCKINGBIRD NETWORK REPRESENTATIVE*

The Mockingbird Society believes that young people who have experienced foster care and homelessness are their own best advocates because they put a face on the issues and build public will for change. To this end, together with youth advocates and informed by coalitions and partner organizations, The Mockingbird Society develops an annual policy agenda with goals and priorities to reform child welfare and youth homelessness through changes in practice, policy, and budgets.

The Mockingbird Society's efforts ensure that young people have the opportunity and the support to present their ideas to decision-makers who can best move their issues forward, including at their annual Youth Leadership Summit and Youth Advocacy Day. Since 2001, The Mockingbird Society's youth advocates have won more than 30 legislative reforms, created by and for children, youth, and families who experience foster care or homelessness.

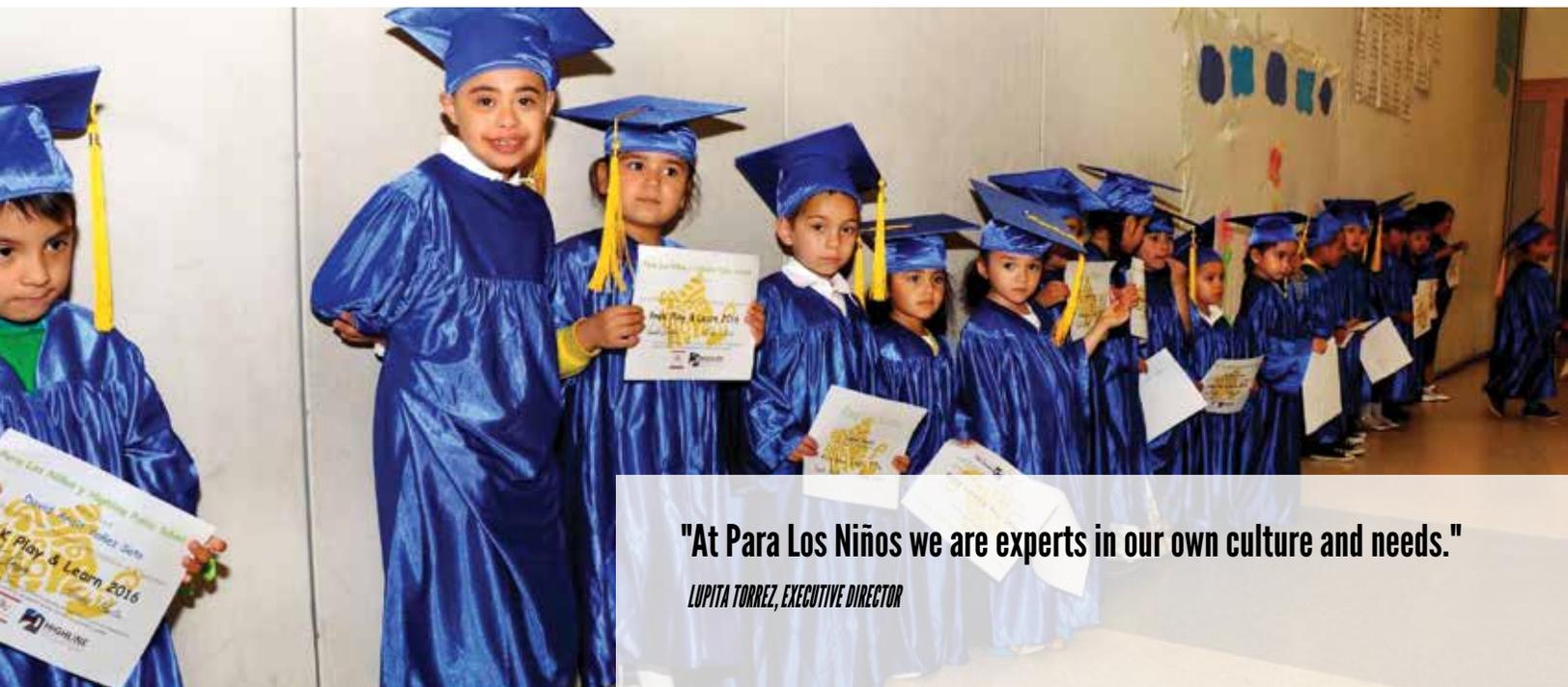
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◀ 2018 Youth Advocacy Day. Photo credit: Michael B. Maine

# PARA LOS NIÑOS IS LED BY AND FOR THE LATINO IMMIGRANT COMMUNITY

Para Los Niños is a grassroots community organization founded by members of the community it serves—the growing immigrant, Spanish-speaking population in South King County. They work in 6 Highline schools—where Latino children make up 28% of the school population.

In 2003, a group of Latino parents gathered to talk about their children's education. As a result of this meeting, Para Los Niños was born with the following priorities: to support the education of Latino children (with a focus on early childhood development); to maintain and promote their culture and language; and to teach English as a second language in order to develop leadership and civic engagement for parents in the community.



**"At Para Los Niños we are experts in our own culture and needs."**

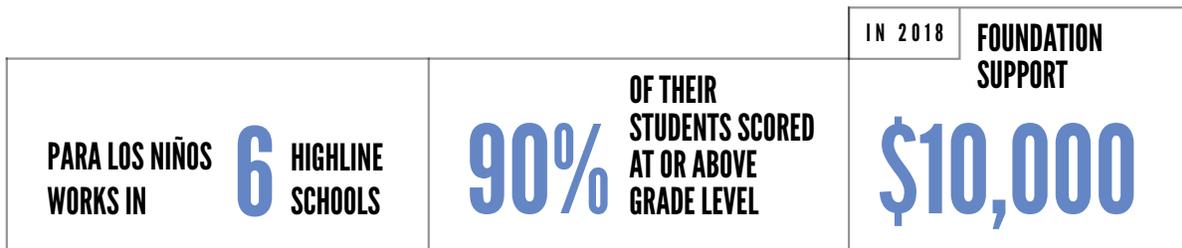
*LUPITA TORREZ, EXECUTIVE DIRECTOR*

To support these priorities, the founding group of parents knew they needed to address the particular barriers they faced as immigrants. Executive Director Lupita Torrez says, “Led by and for the Latino immigrant community, at Para Los Niños we are experts in our own culture and needs. We have built deep relationships of trust with hundreds of families in South King County because we operate as a bilingual and bicultural organization that uplifts our community’s language, culture, and heritage. The families we work with have a hand in shaping our programming and keeping us relevant to community needs as they occur.”

With input from the community, Para Los Niños developed programs that meet the needs of

the community. As a result, their outcomes are powerful: 88% of Para Los Niños pre-K students are ready to enter kindergarten (compared with just 32% readiness statewide for Latino children); 90% of their school-age children scored at or above grade level on oral word recognition and reading assessments; and they have graduated 138 immigrant parent leaders from their Leadership Academy—many of whom have gone on to advocate in their community.

Para Los Niños helps foster pathways to success through education, supporting families, and creating strong communities for children and youth to thrive.



◀ Graduation day for Para Los Niños preschoolers.

# GATEWAYS FOR INCARCERATED YOUTH DESCRIBE VOICE AS POWER

IN 2018

**\$15K**  
FOUNDATION  
SUPPORT



Gateways for Incarcerated Youth (a program of Evergreen State College) provides culturally relevant education and trusted mentors for incarcerated youth with the goal of improving future success and reducing recidivism. Taught by Evergreen faculty, incarcerated youth learn alongside Evergreen students and can earn college and high school credits. The youth play a leadership role in designing the class focus and giving presentations to their peers. In the words of Program Coordinator Talib Williams, “Gateways addresses the issue of: How do we help youth who are returning to our communities as adults who are not equipped with basic life skills to survive and enrich the community?”

The input of the youth is critical to the structure of Gateways. The youth they are serving are included in the decision-making process, helping to determine the focus of each session. Williams describes community voice as power. “It is a power that we as neighbors have to make sure that where we live is a thriving place and a better environment for all. It is a voice that has been muted from time to time or through self-isolation, but community voice has the power to change as well as the power to maintain and provide equality and prosperity for all.”

In discussing the structure of the Gateways program, and how community voice influences the work, Williams says, “We believe in Popular Education. Popular Education involves not a teacher but more of a facilitator that gives participants the room to teach each other collectively from different perspectives on the same topic, rooted in community and analyzing people’s own reality. When we work with incarcerated youth, we do not tell them what will help them, we ask them: What can we do to help you and how can we be a resource to you using what we know about the world? We combine our knowledge from our experiences in society to help find pathways to success.”

By listening to those being served and engaging with them in the design of the program, Gateways empowers incarcerated youth to help create their own best path forward.

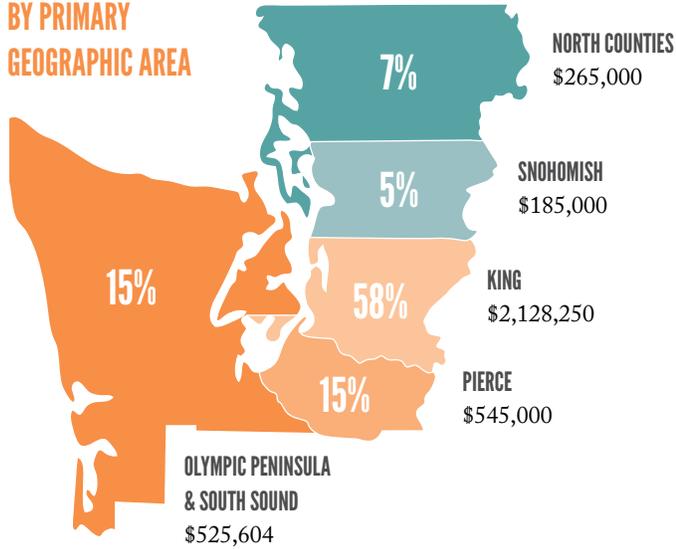
**“What can we do to help you and how can we be a resource to you using what we know about the world?”**

*TALIB WILLIAMS, GATEWAYS PROGRAM COORDINATOR*

# 2018 GRANT SUMMARY

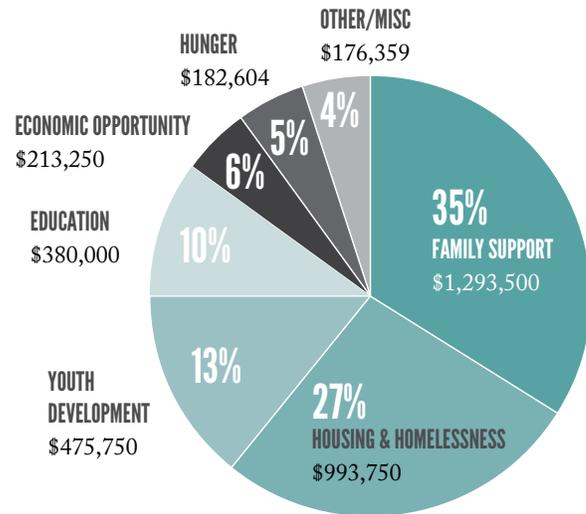
Unaudited summary from January 1, 2018 - December 31, 2018

## BY PRIMARY GEOGRAPHIC AREA



UNCATEGORIZED - DUES, POOLED FUNDS, ETC. \$66,359

## BY PRIMARY PROGRAM AREA



## BY FUNDING TYPE

1% OTHER 21% PROJECT



\*Regional percentages exclude dues & pooled funds

## ECONOMIC OPPORTUNITY

*Opportunities that help people become economically self-sufficient, such as financial literacy, asset building, or skills-building programs*

CASA Latina	\$3,750
CCS* - ASSET Program	\$15,000
FareStart	\$40,000
Grays Harbor Youth Works	\$27,500
Juma Ventures	\$20,000
Project Feast	\$12,000
Seattle Jobs Initiative	\$20,000
Sound Outreach	\$25,000
Workforce Snohomish	\$20,000
Year Up Puget Sound	\$30,000
<b>TOTAL:</b>	<b>\$213,250</b>

## HUNGER

*Efforts to alleviate hunger, with an emphasis on distribution and rural communities*

Bay Center Food Bank	\$27,604
Bellingham Food Bank	\$25,000
CCS - Feed the Hungry	\$8,000
CCS - The Community Kitchen	\$7,000
Emergency Food Network of Tacoma-Pierce County	\$30,000
Northwest Harvest	\$50,000
Rotary First Harvest	\$35,000
<b>TOTAL:</b>	<b>\$182,604</b>

*\*Catholic Community Services*

*\*\*Catholic Housing Services*

## HOUSING & HOMELESSNESS

*Housing and related services to support those in need, with the goal of helping people achieve housing stability*

Anacortes Family Center	\$25,000
Associated Ministries of Tacoma-Pierce County	\$30,000
CCS - Benedict House	\$25,000
CCS - Drexel House	\$25,000
CCS - Family Housing Network	\$25,000
CCS - Grays Harbor Youth Center	\$10,000
CCS - HOME/ARISE/Reach Out	\$15,000
CCS - Katherine's House & Rita's House	\$20,000
CCS - Nativity House	\$30,000
CCS - Sacred Heart Shelter	\$20,000
CCS - Spirit Journey	\$10,000
CCS - St. Martin de Porres Shelter	\$20,000
CHS** - Noel House	\$25,000
CHS - Rose of Lima	\$10,000
Chief Seattle Club	\$10,000
Cocoon House	\$45,000
Congregations for the Homeless	\$25,000
Crossroads Housing	\$15,000
Downtown Emergency Service Center (DESC)	\$75,000
Family Promise of Grays Harbor	\$5,000
Friends of Youth	\$50,000

Helping Hand House	\$25,000
Home Shows Pooled Fund	\$25,000
Hospitality House	\$15,000
Interfaith Coalition of Whatcom County	\$15,000
Interim CDA	\$30,000
Lydia Place	\$25,000
Mercy Housing Northwest	\$10,000
New Horizons Ministries	\$35,000
Operation Nightwatch/Seattle	\$15,000
Plymouth Housing Group	\$60,000
Quixote Communities	\$13,750
Rescue Mission	\$35,000
Shared Housing Services	\$20,000
Teen Feed	\$25,000
The Coffee Oasis	\$35,000
The Sophia Way	\$20,000
United Indians of All Tribes Foundation	\$20,000
Valley Cities Counseling	\$20,000
Way Back Inn Foundation	\$20,000
YMCA of Greater Seattle	\$15,000
<b>TOTAL:</b>	<b>\$993,750</b>

## FAMILY SUPPORT

*Programs for those suffering from the effects of domestic violence or sexual assault, services to support child welfare, programs providing for basic needs, and other human services*

Abused Deaf Women's Advocacy Services	\$30,000
Amara	\$45,000
API Chaya	\$20,000
Assistance League of Bellingham	\$10,000
Beyond Survival	\$15,000
Brigid Collins Family Support Center	\$30,000
Byrd Barr Place	\$3,750
Catherine Place	\$13,500
CCS - Hope House	\$10,000
Childhaven	\$25,000
Children's Therapy Center	\$30,000
ChildStrive	\$25,000
Coalition Ending Gender-Based Violence	\$25,000
Community Action of Skagit County	\$35,000
Confederated Lower Chinook Tribes and Bands	\$10,000
Denise Louie Education Center	\$15,000
Domestic Violence & Sexual Assault Services of Whatcom County	\$45,000
Domestic Violence Services of Snohomish County	\$25,000
Dove House Advocacy Services	\$25,000
Encompass	\$25,000
Exodus Housing	\$20,000
Family Education and Support Services	\$3,750

FamilyWorks	\$10,000
First Step Family Support Center	\$30,000
Greater Lakes Mental Healthcare	\$25,000
Hand in Hand	\$30,000
Hopelink	\$50,000
Jewish Family Service	\$30,000
Jumping Mouse Children's Center	\$25,000
Kindering Center	\$50,000
LifeWire	\$40,000
Lopez Island Family Resource Center	\$20,000
Market Foundation	\$35,000
Multi-Service Center	\$30,000
North Kitsap Fishline	\$25,000
NW Furniture Bank	\$15,000
Olive Crest	\$30,000
Organization for Prostitution Survivors	\$10,000
Philanthropist Forum	\$10,000
Readiness to Learn	\$10,000
Real Escape from the Sex Trade (REST)	\$7,500
SafePlace	\$25,000
Solid Ground	\$55,000
Southwest Youth & Family Services	\$30,000
StolenYouth	\$10,000
Tacoma Community House	\$25,000
The Mockingbird Society	\$35,000
Treehouse	\$40,000

Vashon Youth & Family Services	\$25,000
Vine Maple Place	\$35,000
WestSide Baby	\$15,000
YWCA of Tacoma & Pierce County	\$30,000
<b>TOTAL:</b>	<b>\$1,293,500</b>

## OTHER

*Trustee requests, memberships, etc.*

501 Commons	\$35,000
EarthHeart Foundation	\$10,000
Employee Matching Gifts	\$6,254
Grantmakers for Effective Organizations	\$11,920
Jefferson Community Foundation	\$20,000
National Center for Family Philanthropy	\$2,400
Nonprofit Leaders Conference for Coastal & SW Washington	\$2,500
Olympic View Community Foundation	\$5,000
Philanthropy Northwest	\$8,785
Rural Development Initiatives	\$20,000
Statewide Capacity Collaborative	\$16,000
University of Washington Foundation	\$25,000
Washington Nonprofits	\$13,500
<b>TOTAL:</b>	<b>\$176,359</b>

## EDUCATION

*Birth to 12th-grade educational opportunities, adult literacy, and other programs that enhance academic skills*

Arts Corps	\$15,000
CCS - Youth Tutoring Program	\$20,000
City Year, Inc.	\$25,000
College Access Now	\$20,000
College Success Foundation	\$25,000
Eastside Academy	\$30,000
Foundation for Tacoma Students	\$20,000
Rainier Prep	\$30,000
Rainier Scholars	\$30,000
Rapid Resource Fund for the Roadmap Project	\$10,000
Seattle Education Access	\$25,000
Tacoma Housing Development Group	\$20,000
Teach For America - Washington	\$15,000
Team Read	\$35,000
Technology Access Foundation	\$25,000
Washington Alliance for Better Schools (WABS)	\$20,000
Whatcom Literacy Council	\$15,000
<b>Total:</b>	<b>\$380,000</b>

## YOUTH DEVELOPMENT

*Organizations working with underserved youth, offering mentoring, tutoring, or out-of-school time/enrichment activities*

Alliance for a Better Community	\$5,000
America SCORES Seattle	\$15,000
Boys & Girls Club of the Long Beach Peninsula	\$25,000
Boys & Girls Clubs of Bellevue	\$35,000
Boys & Girls Clubs of King County	\$40,000
Boys & Girls Clubs of Snohomish County	\$20,000
Boys & Girls Clubs of Thurston County	\$35,000
East African Community Services	\$15,000
Evergreen State College Foundation	\$15,000
Garden Raised Bounty (GRuB)	\$30,000
Hilltop Artists in Residence	\$15,000
Jefferson Teen Center	\$5,000

Opportunity Center of Orting	\$7,500
Para Los Niños	\$10,000
Peace Community Center	\$20,000
Powerful Voices	\$20,000
SafeFutures Youth Center	\$20,000
Sawhorse Revolution	\$15,000
School's Out Washington	\$20,000
Summer Search	\$25,000
Tacoma Area Youth for Christ	\$10,000
The Big-Brained Superheroes Club	\$12,500
The Youth Connection	\$7,000
TOGETHER!	\$25,000
Vietnamese Friendship Association	\$3,750
YMCA of Pierce & Kitsap Counties	\$25,000
<b>TOTAL:</b>	<b>\$475,750</b>

**TOTAL GIVING  
IN 2018**

**\$3,715,213**

# 2018 FINANCIAL SUMMARY

Unaudited summary from January 1, 2018 - December 31, 2018

## QUALIFIED DISTRIBUTIONS

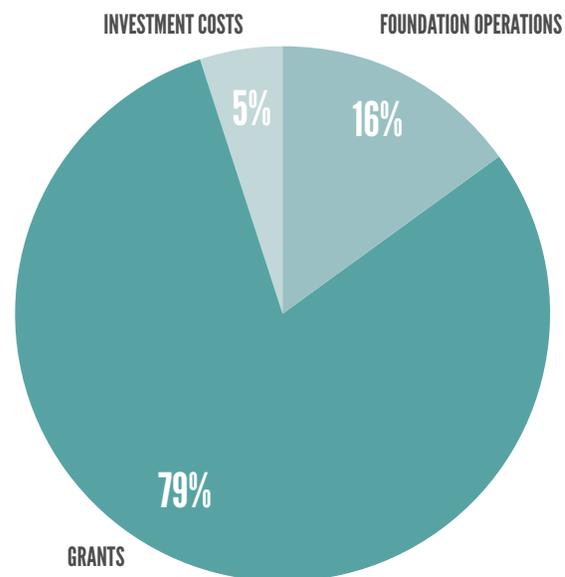
Foundation Operations	\$776,791
Grants	\$3,715,213
Total Distribution Expenses	\$4,492,004

## OTHER EXPENSES

Investment Costs	\$236,640
Investment Costs as a Percent of Assets	0.27%
Total Disbursement	\$4,728,644

## ASSETS

Total Assets, Dec. 31, 2017	\$97,189,560
Total Assets, Dec. 31, 2018	\$86,711,675



## **2018 Board of Trustees**

Gail Gant, *President*

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Jean Gardner, *Treasurer*

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Margaret Clapp

Matthew N. Clapp Jr.

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Aana Lauckhart, *Program Officer*

Jessica Case, *Program Officer*

Alexia Cameron, *Office & Grants Administrator*

**MEDINA**  
**FOUNDATION**