



PANDEMIC RESPONSE / COMMUNITIES SERVED / FINANCIAL TRANSPARENCY

ANNUAL REPORT

2020

TEAMRUBICONUSA.ORG



Embrace from a Grateful Resident:
Hurricane Response in Laurel, Mississippi



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ART DELACRUZ
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**WHEN THE PANDEMIC REACHED
OUR COMMUNITIES, THE MONTHS
AHEAD WERE UNCERTAIN. BUT
WE WERE CERTAIN WE'D BE
THERE TO HELP.**

A NOTE FROM TEAM RUBICON CEO, ART DELACRUZ

Thinking back to the early months of 2020, when normal as we knew it began to shift forever, I am struck by a sense of pride and deep gratitude. Pride for our team's resolution in the face of uncertainty and gratitude for our supporters whose trust in our mission, the men and women who volunteer their time and energy, and their ability to deliver impact helped Team Rubicon serve over nine million people.

In facing the pandemic, Team Rubicon didn't know what the future held but we knew we would be there for vulnerable communities.

March of 2020 marked a major test for the organization as we pivoted quickly to serve on new fronts, activating our veteran-led volunteer force to support overwhelmed food banks, COVID-19 testing sites in need of logistical support, and last-mile food and medical supplies delivery to rural communities. This was done while continuing to serve communities impacted by natural disasters. The unseen enemy made every operation a COVID-19 operation and added the mission to keep our volunteers, the communities we serve, and the communities we call home safe.

Your support in 2020 made an enormous impact, allowing us the resources and confidence to say yes to so many unmet

needs our neighbors faced. We assisted and brought hope to millions. Thank you for powering this veteran-led team and allowing us to serve in new ways.

In the following pages, you will see how your investment helped us complete more than 360 operations in 2020, the majority of which were in new services in response to the pandemic. However, as far-reaching as our COVID-19 response was, we continued to deliver on our core disaster-relief services, knowing vulnerable communities would need us more than ever. Throughout the most active Atlantic hurricane season on record, Team Rubicon said yes under strict safety protocols to protect those we serve, our team, and our families. Once again, thank you for giving us the power to say yes and fueling our Greyshirt volunteers' service in all fifty states and abroad in 2020.

And our work has only just begun. Together, we can and will continue to stand up for our neighbors in need and answer the call to serve.

Art delaCruz
CHIEF EXECUTIVE OFFICER



Sawyer Team En Route:
Tornado Response in Cookeville, Tennessee

THE MISSION OF TEAM RUBICON

Team Rubicon serves communities by mobilizing veterans to continue their service, leveraging their skills and experience to help people prepare, respond, and recover from disasters and humanitarian crises.



Founded in 2010, Team Rubicon has responded in all 50 United States states and around the world, working alongside communities to provide relief after disaster strikes.

WHO WE SERVE: PRIORITIZING FOR THE MOST VULNERABLE

Disasters do not discriminate and can strike, touch down, or flood any hometown at any time. While disasters are increasing in frequency, marginalized communities in affected areas are at a greater risk and struggle to recover and bounce back due to a lack of resources.

AN EMPHASIS ON EQUITY

Because many communities do not have the resources to fully recover on their own, Team Rubicon focuses response efforts on helping those most in need and those who have long been underserved. When disaster strikes, our team uses the Social Vulnerability Index (SVI) reported by the Centers for Disease Control and Prevention (CDC) to pinpoint the communities with higher degrees of social vulnerability within the affected radius.

The SVI data we rely on to prioritize response operations for those who are more vulnerable is created using United States census-tract information showing communities facing poverty, housing challenges, and unreliable access to transportation. Some of the most severe social vulnerability needs of communities we had the opportunity to serve in 2020 were along the Gulf Coast after Hurricanes Laura and Delta and the Navajo Nation where we responded throughout the COVID-19 outbreak.



A Greyshirt Providing Muck-Out Services:
Flood Response in Gilberton, Pennsylvania

DIVING DEEPER INTO THE SOCIAL VULNERABILITY INDEX (SVI)

“Social vulnerability” refers to the resilience of communities (the ability to survive and thrive) when confronted by external stressors on human health, stressors such as natural or human-caused disasters or disease outbreaks.

The CDC’s SVI rating uses United States Census data to determine vulnerabilities of each “census tract.” Census tracts are subdivisions of counties in which statistical data is collected. There are 15 social factors that go into SVI ratings, including poverty, lack of vehicle access, housing challenges, and more.

With SVI, community leaders, emergency managers, public health officials, and voluntary organizations active in disasters (VOADs) better prepare for and respond to hazards affecting communities.

HOW WE DO IT: OUR VETERAN-LED TEAM SERVES WITH UNIQUE SKILLS AND HEART

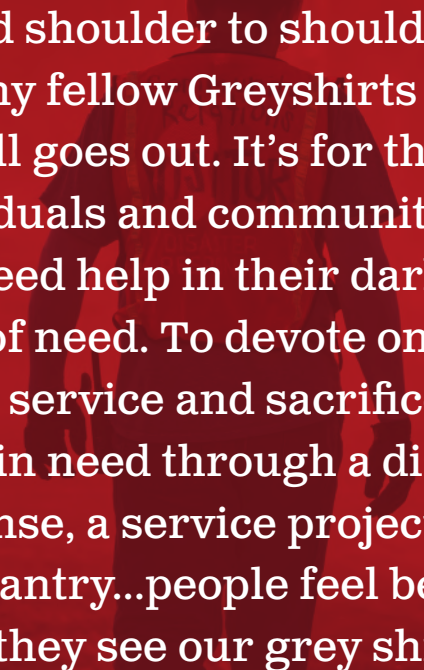
By calling upon Team Rubicon's volunteer force of 140,000 members—the majority of whom are military veterans—from across the country, we were able to step up and serve in new ways throughout 2020.

CONTINUING OUR SERVICE

Team Rubicon's veteran-led volunteers are trained and built to serve anywhere there is a need, whether that need is in their own backyard or in a community across the country.

Skills like teamwork, risk assessment, emergency medicine, and decisive leadership are sharpened through military service and translate directly to disaster relief work.

The unique mindset and grit of military veterans ensures Team Rubicon volunteers can get the job done under any circumstances.



“I stand shoulder to shoulder with my fellow Greyshirts when the call goes out. It’s for the individuals and communities that need help in their darkest hour of need. To devote one’s self to service and sacrifice for those in need through a disaster response, a service project, a food pantry...people feel better when they see our grey shirts.”

Patrick

Army veteran and Greyshirt volunteer

CORE CAPABILITIES AND SERVICES FOR WHEN DISASTER STRIKES

Greyshirt volunteers work closely with local authorities and emergency managers locally and around the world to ensure community needs are met, big and small. We remain in the impacted area as long as it takes to deliver aid to those most affected.

EXAMPLES OF GREYSHIRT CAPABILITES



FLOOD MITIGATION



ROUTE CLEARANCE



**WATER SANITATION AND
HYGIENE (WASH)**



**INTERIOR WATER DAMAGE
AND MUCK REMOVAL**



CHAINSAW OPERATIONS



WILDFIRE MITIGATION



**ROOF TARPING AND EXPEDIENT
HOME REPAIR**



**HEAVY EQUIPMENT
OPERATIONS**



HOME REBUILD

OUR IMPACT IN

20
20

9.7
MILLION

people helped

363
OPERATIONS

launched and completed

\$12.2
MILLION+

worth of savings for
impacted communities
from volunteer service

339,000+
HOURS

of volunteered time, skills,
and grit in service nationwide

“When you all came, you came here with smiles, and it filled a lot of broken hearts, after what people went through. It’s the little things that mean so much. It was a great blessing having you all as a team.”

Kelley Parker

served by Team Rubicon in Louisiana

“It took us over five days to pump out over 10 feet of water. We lost most of our houses on the south side of town...Team Rubicon has been a great crew, and they helped me out significantly with all the debris that was through our house. “

Barry Brassington

served by Team Rubicon in Pennsylvania

“Nobody else came that day. We kept waiting all day all day all day. ‘Somebody’s going to come by.’ But where are all the people? Where’s all the help? Nobody but you guys.”

Connie Mouton

served by Team Rubicon in Louisiana



Portrait of an Impacted Homeowner:
Hurricane Response in Robertsedale, Alabama

THE MAJOR CRISES, STORMS, AND DISASTERS WE FACED IN 2020

009

Tornado responses completed

006

Hurricane responses

015

Flood, severe weather, and miscellaneous responses

005

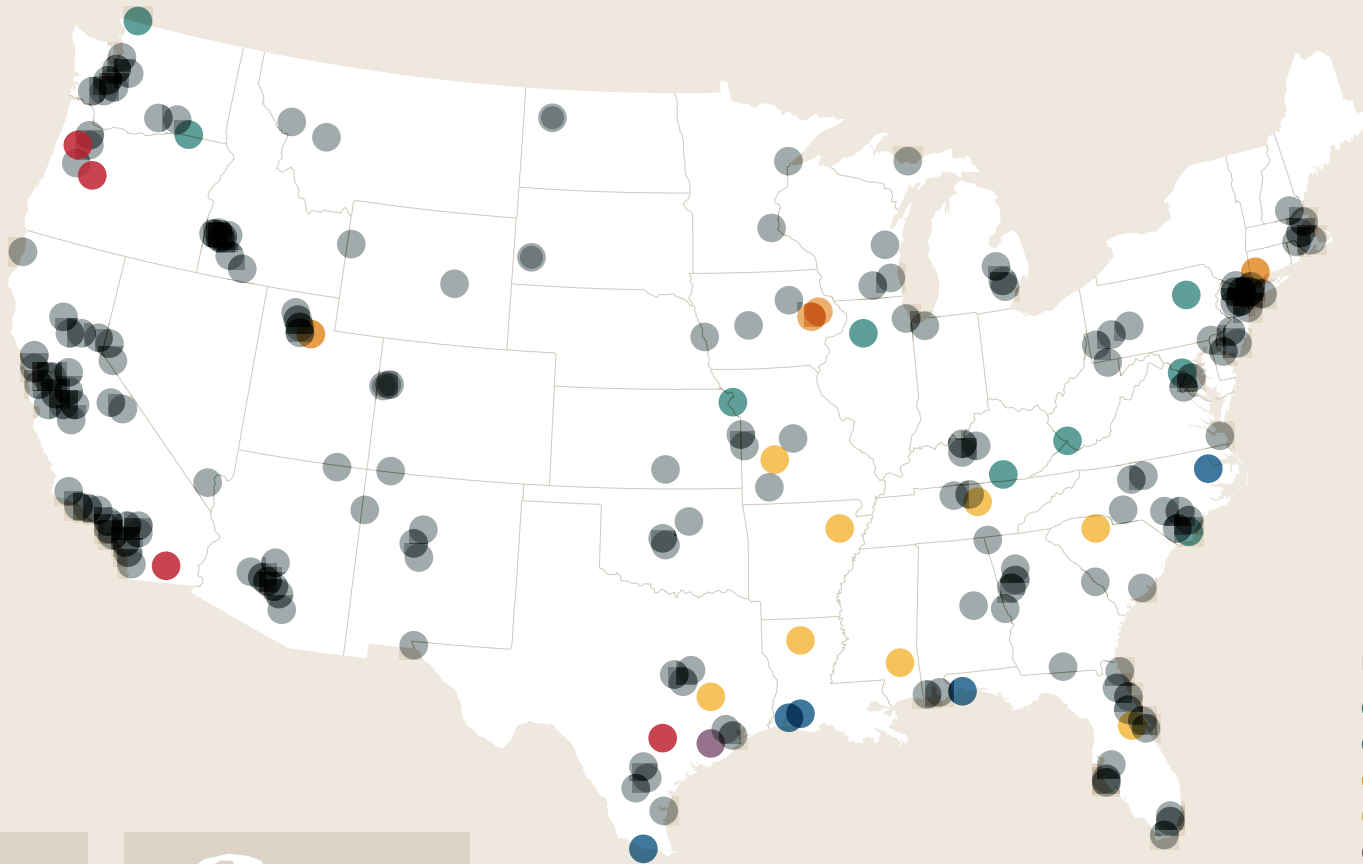
Wildfire responses

328

Medical and food support responses amid COVID-19

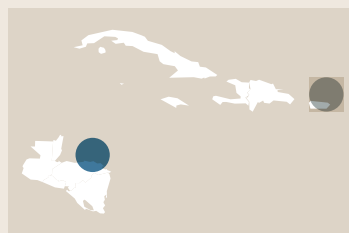
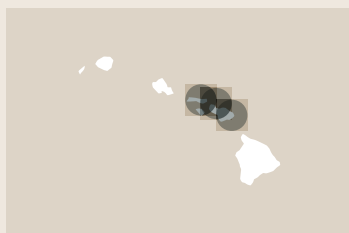
363

Total operations to help people prepare for, respond to, and recover from disasters and humanitarian crises.



DISASTER TYPE

- Flooding
- Hurricane/Typhoon
- Severe Weather
- Tornado
- Explosion
- Medical/COVID-19
- Wildfire



RESPONDING TO THE COVID-19 PANDEMIC NATIONWIDE

The men and women of Team Rubicon are veterans, first responders, doctors, nurses, paramedics, and skilled individuals who are built to serve, period.

Before 2020, the organization had yet to provide the services that the pandemic suddenly required in the United States. We watched and listened closely to reports coming out from authorities, and we made a decision. Team Rubicon would pivot the mission and serve wherever there was a need.

STRONGER TOGETHER: JOINT OPERATIONS AND PARTNERSHIPS

At the onset of the pandemic, Team Rubicon immediately recognized the need to shift resources and join forces with other organizations to respond in this unprecedented moment. Below are some of the organizations whose partnership quickly enabled maximum impact throughout the year.



FEEDING
AMERICA




verily



Atrium Health



Bristol Myers Squibb






Atrium Health
Levine Children's
Pediatric Institute

A Greyshirt Emergency Medical Team:
COVID-19 Testing Site in Charlotte, North Carolina

SERVING TO MEET THE MOMENT

NEIGHBORS HELPING NEIGHBORS

Team Rubicon empowered Greyshirts to serve in their neighborhoods and provide simple acts of service under strict safe distancing and masking guidance during the pandemic.

Greyshirts stepped up by getting groceries for higher-risk neighbors, making and distributing masks, checking on the elderly, and helping in any way they could.

EMERGENCY FOOD ASSISTANCE PROGRAM

Team Rubicon partnered with Bristol Myers Squibb on the **Emergency Food Assistance Program (EFAP)** to mobilize volunteers for food and supplies deliveries directly to the homes of immunocompromised people at a time when leaving their homes posed incredible risk.

MEDICAL SUPPORT: TESTING & VACCINE DISTRIBUTION

Team Rubicon deployed volunteer emergency medical teams to staff COVID-19 testing sites and provide critical back-up for overwhelmed hospitals nationwide.

In December of 2020, as the first COVID-19 vaccines became available, we mobilized to help with distribution efforts and support at vaccine sites.

FOOD BANK SUPPORT

Team Rubicon provided volunteers to serve at Feeding America locations and other community food banks as the pandemic increased unemployment and food insecurity for millions of families.



TEAM RUBEN BICAN
DISASTER RESPONSE

TEAM RUBEN BICAN
DISASTER RESPONSE
C/15

OC Food Bank

A PROGRAM OF Greyshirts Packing Meals for Families:
Food Bank Support in Garden Grove, California

EMERGENCY



Greyshirt Medical Teams Serving the Navajo Nation:
Hospital Staffing Support in Kayenta, Arizona

“In the military my role was that of vital care transport doctor. I took care of patients on airplanes as we were transporting them out of Afghanistan and Iraq, so I had a lot of critical care background. When I got to Navajo Nation, I discovered they didn’t have any respiratory therapists on staff in their hospital. So, I had to set up and run my own ventilators while I was there. The military training I had really, really helped me.”

Stanley Chartoff M.D.

Air Force veteran and Greyshirt volunteer

“The Navajo Nation has a very special place in my heart. I spent seven years living and working on the Navajo Nation. My daughter even went to first grade at Tsehootsooi Primary School in Fort Defiance. I have some close friends who are from the Navajo reservation, and it was heartbreaking to see how COVID-19 has devastated families and communities. I wanted to give back to the place that had given me so much and so many memories.”

Alicia Shields

Registered Nurse and Greyshirt volunteer

SERVICE IMPACT IN THE NAVAJO NATION



286

Greyshirt volunteers deployed



300+

days served on the ground



3,000+

patients seen in the first 90 days



12,528

volunteer hours

OPERATION IN FOCUS NAVAJO NATION

Once the coronavirus began to tear through cities and neighborhoods around the world, one of the hardest hit populations was within our own borders—the Navajo Nation. Spread over 27,000 square miles between Arizona, Utah, and New Mexico, its population of nearly 174,000 people were quickly overwhelmed by the virus.

Within the first month of quarantine, the people of the Navajo Nation logged almost 700 confirmed illnesses and 24 virus-related deaths. By May 2020, this community had the highest COVID-19 infection rate per capita in the United States.

A shortage of doctors and nurses, limited hospital beds for patients, and decreased access to food and supplies for vulnerable members of the community put the Navajo Nation in a perilous situation. The leaders of the Navajo Nation sent out a request for help, and Team Rubicon quickly responded to assist.

THE IMPACT OF OUR COVID-19 RESPONSE

Team Rubicon completed over 300 COVID-19 response operations in 2020, fulfilling over 220 requests for assistance across all 50 states.

328

COVID-19 response operations completed

8,500+

coronavirus tests conducted by Greyshirt medical volunteers

48 MILLION+

pounds of food packaged and distributed for individuals and families in need

13,800+

vaccinations supported by Greyshirt volunteers in December 2020 alone

9,500+

individual acts of service performed through Neighbors Helping Neighbors

10,700+

COVID-19 patients assisted by Greyshirt medical volunteers

“We have so much going on in the world today...we need people to help people, to do what Team Rubicon is doing.”

Lonzo Conner

Florida resident served by Team Rubicon





A Greyshirt Helping Residents Check in for Testing:
COVID-19 Response in Carson City, Nevada

RESPONDING TO DISASTERS WITH CORE CAPABILITIES

COVID-19 was not the only disaster to hit United States soil, not by a long shot, as 2020 was an unprecedented year for disasters.

A record-breaking number of **hurricanes, tropical storms,** and **floods** struck, with Hurricane Laura alone causing up to \$19 billion in damages.

Tornadoes and **severe windstorms** struck the heartland, leaving up to \$11 billion in home damages in a single month.

Wildfires continued to rage, resulting in a staggering number of structures and homes burned and destroyed.

**30**

named tropical storms formed off U.S. coastlines

**58,950**

wildfires sparked on U.S. soil

**1,075**

recorded tornadoes, derechos, and other wind disasters

**\$98.9B**

in damages on U.S. soil



A Greyshirt Moving Charred Debris:
Wildfire Response in Niland, California

WILDFIRES

The 2020 season saw 2.3 million more acres burned than any other year in recent United States history.

In 2020, Team Rubicon launched wildfire mitigation operations throughout the United States. In partnership with land management teams, we cleared away brush and removed dead trees and dry vegetation that otherwise acts as kindling during a fire. These volunteer-run operations kept communities safe by reducing fire hazards and protecting structures.



10.1M
acres burned



58,950
wildfires ignited
on U.S. soil



\$213,605
in savings for
communities from
volunteer service



A Greyshirt Sorting Debris:
Wildfire Response in Niland, California



**A Resident Looks on as Greyshirts Remove a Fallen Tree:
Hurricane Response in Robertsdale, Alabama**

OPERATION IN FOCUS

LOW-ATTENTION DISASTERS

Many communities throughout the United States received little to no assistance in the aftermath of 2020's disaster season. Low media coverage combined with many already thin-stretched and overwhelmed disaster response organizations led to smaller communities having their requests for assistance go unanswered.

In August of 2020, a long-lasting and straight-lined windstorm (known as a "derecho") ripped through massive sections of the Midwest. Roofs torn off homes. Fields of farmland leveled and destroyed. Streets pummeled by trees and debris. While residents of Iowa, Nebraska, Wisconsin, and other Midwestern states took shelter in their cellars and basements, many news outlets provided minimal attention to this disaster. To serve communities struggling to recover from the derecho and live safely in their homes, Team Rubicon launched two different response operations over 32 days and helped over 380 individuals in need.

Team Rubicon knows communities affected by disasters cannot afford to wait for the national news cycle to bring attention and get the aid they need. Across the nation, thousands of people are affected by low-attention disasters that do not receive enough media attention and public awareness to bring vital resources to the impacted community. Low-income, isolated, and otherwise vulnerable and underserved communities are at an increased risk of experiencing the consequences of disasters.

2020 HURRICANE SEASON

With 30 named storms, 2020 broke the record for the most tropical storms and hurricanes formed in one Atlantic hurricane season, topping the previous record of 28 storms in 2005—the same year Hurricane Katrina devastated New Orleans, Louisiana and the surrounding Gulf Coast region.



30
named storms



11
hurricanes that
made U.S. landfall



\$51.14B
in damages caused
by the 2020
hurricane season



A Greyshirt Removing Water Damage From a Home:
Hurricane Response in Lake Charles, Louisiana



A Greyshirt Sorting Storm Debris for Removal:
Hurricane Response in Kinston, North Carolina



\$ **\$4M**
raised total

Thanks to PXG, in coordination with The Bob & Renee Parsons Foundation, individuals and families working to rebuild after Hurricanes Laura and Sally could continue to look to Team Rubicon for support. They issued a Two Million Dollar Challenge for our hurricane response in Louisiana and Texas, which inspired more donors to contribute and helped us reach our goal!

 **935**
People served

 **326**
Individual requests for assistance

“Who would know that there would be somebody that’d come out here and help somebody they’ve never met before? It’s so wonderful, and we want to thank you all so much. We can never repay what you all have done for us.”

Laura Turner

served by Team Rubicon in Louisiana

OPERATION IN FOCUS THE GULF COAST AND HURRICANE LAURA

Hurricane Laura was 2020’s first major hurricane to make landfall in the United States.

This category 4 storm brought sustained 150 mph winds to southwest Louisiana and southeast Texas, causing billions in damages to communities along the Gulf Coast.

Team Rubicon mobilized to Louisiana and Texas in waves to serve affected communities, providing chainsaw operations to remove fallen or damaged trees and interior home muck-outs to remove water damage. In total, our efforts saved Gulf Coast communities \$1.8 million through volunteer service.



“We were amazed at how things got torn up and had us start all over again. This is our third hurricane and this one was the worst. That makes us feel appreciative for the things which you all are doing.”

Timothy Mouton

Louisiana resident served by Team Rubicon



A Greyshirt Heavy Equipment Operator
Provides Route Clearance Services:
Hurricane Response in Jennings, Louisiana



510

individuals assisted



18,000

hours served by
Greyshirt volunteers



227

individual work orders
completed that resulted in
repaired homes, removed
debris, and routes cleared

OPERATION IN FOCUS HURRICANE DELTA

Only six weeks after Hurricane Laura, another Category 4 hurricane slammed into the Gulf Coast, critically impacting lifelines in Louisiana, Mississippi, and Alabama – many of the same communities impacted by Hurricane Laura just weeks earlier.

Once the storm had dissipated, Hurricane Delta had caused even more damage to a devastated community that was already facing delays in their ability to rebuild and recover. Team Rubicon mobilized over 200 Greyshirt volunteers to respond, while simultaneously hundreds of Greyshirts were serving in response to Hurricane Laura elsewhere along the coast.

LONG-TERM RECOVERY REBUILD OPERATIONS

In the aftermath of a disaster, many find themselves without shelter or with housing in desperate need of repair. The numbers are often staggering: 130,000 homes damaged by Hurricane Laura and over 200,000 from Hurricane Harvey in 2017.

Following Harvey's devastation, we launched the Rebuild Program to deliver free home repair and reconstruction services for vulnerable households and reduce the economic insecurities that persist after a disaster.

In 2020, southern Louisiana and parts of Texas were hit hard by Hurricanes Laura and Delta and in response Team Rubicon launched an ongoing operation. However, the reality for many of those we served was that their recovery would take much longer, and as part of our long-term commitment to those affected by disaster, we expanded our Rebuild Program from nearby Houston, Texas to include Lake Charles, Louisiana.

In 2020, we rebuilt 20 homes adding to over 110 homes in total since launching the program in 2017.

HELPING COMMUNITIES BUILD RESILIENCE

Wherever possible, we incorporate resilient methods and materials to help homes withstand future events, contributing to a client's sense of security and peace of mind. Our teams also work to identify ways to improve accessibility for clients with mobility challenges, such as adding ramps and removing trip hazards.





A Greyshirt Moving Boxes of Medical Equipment:
COVID-19 Response in Seattle, Washington

BUILDING FOR THE FUTURE

TEAM RUBICON TECHNOLOGY BUILD

Technology is deeply integrated into how we operate, ensuring we provide the greatest relief possible while remaining agile and efficient.

Generous partners like Microsoft and Esri have allowed us to build essential platforms like our Enterprise Management System (EMS) to recruit and deploy volunteers with specific skill sets and backgrounds.

VISIBILITY AND SYNTHESIS TASK FORCE

With so many individuals and families affected by the pandemic, we knew a one-size-fits-all solution could not be applied. Therefore, we established a special task force to study and synthesize the underlying reasons why certain communities face greater risk in the face of disaster, and how Team Rubicon can work alongside them to build resilience. Launching this task force allowed us to consolidate information and utilize tools that we use to respond to different communities quickly and efficiently.

PREPARING FOR THE ROAD AHEAD

Team Rubicon was built to help vulnerable communities recover from devastating events, and in 2020, we expanded our disaster relief services and met new needs thanks to generous support from donors and partners.

From serving at food banks, supporting testing sites, to distributing PPE like face masks and shields nationwide, we were there to help.

Together, we found new ways to serve and bring a lot of good into communities facing obstacles unrelated to natural disasters, transforming the organization we were into the Team Rubicon for the road ahead.

As we mobilized volunteer emergency medical teams to assist at Navajo Nation hospitals, we did so not knowing how long we'd be there or that it would become our largest medical response to date. Nor did we know it would become an entirely new staple of Team Rubicon's domestic services. Despite unprecedented losses, the Navajo Nation has shown us what resilience looks like.

11 years ago, we set out to redefine disaster relief and humanitarian aid by building a veteran-led volunteer force ready to go when disaster strikes and help people heal in its wake. Together, we will face the uncertain challenges to come and rush to serve so homeowners, families, and communities do not have to face their worst days alone.

**“There’s hard work and there’s heart work...
Team Rubicon offers the opportunity to do
both, and that’s what it’s all about.”**

Randy René

Army veteran and Greyshirt volunteer

TEAM RUBICON



DISASTER
RESPONSE

carhartt

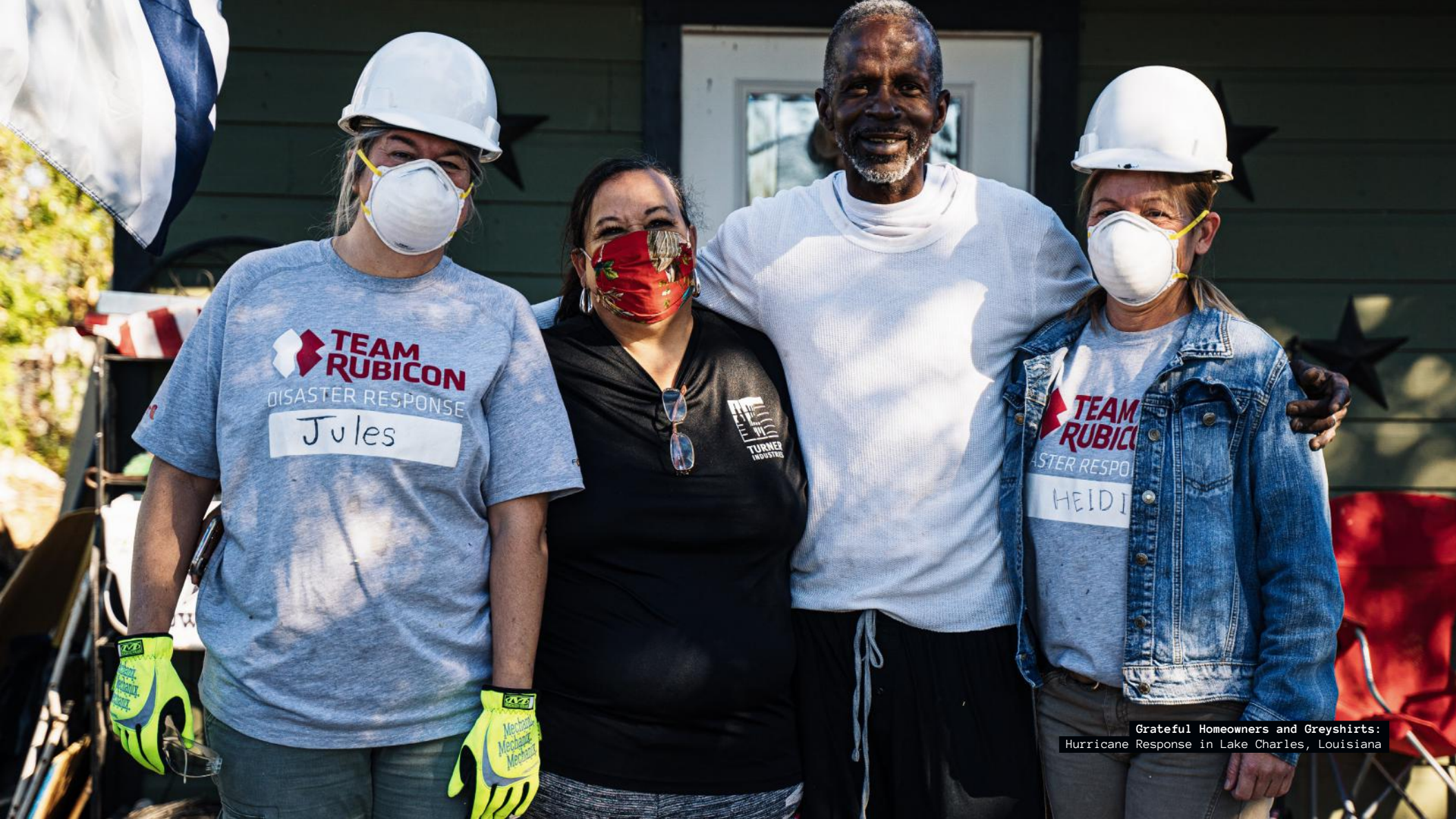
A Rapid Response Recon Team Member:
Hurricane Early-Response in Coden, Alabama

THANK YOU FUELING OUR MISSION

Impact does not start when we get volunteers on the ground. It starts with your support, and in 2020, the Team Rubicon community stepped up in a major way.

Homes rebuilt. Meals packaged and delivered. COVID-19 tests administered and lives recovered.

Thank you for fueling Team Rubicon to help communities prepare, respond, and recover from disaster, and thank you for giving our Greyshirts a way to serve again.



TEAM RUBICON
DISASTER RESPONSE
Jules

TURNER
INDUSTRIES

TEAM RUBICON
DISASTER RESPONSE
HEIDI

Grateful Homeowners and Greyshirts:
Hurricane Response in Lake Charles, Louisiana

THE 2020 PARTNERS BEHIND OUR RESPONSE

Thank you to our \$1M+ partners whose generous investments powered recovery for devastated communities.



PXG AND THE BOB & RENEE PARSONS FOUNDATION

“It is our mission to step in when no one else will. To provide hope on the darkest of days and help ensure that the most vulnerable are not forgotten in the wake of a disaster,” said Bob Parsons, Co-founder of The Bob & Renee Parsons Foundation and Founder & CEO of PXG. “PXG is proud to support Team Rubicon and the many veterans who make up its ranks as they fall in to resurrect communities devastated by disasters and humanitarian crisis.”



THE BRISTOL MYERS SQUIBB FOUNDATION

“Working with patient advocacy organizations in the early months of the COVID-19 pandemic, The Bristol Myers Squibb Foundation identified access to food as an urgent need for immunocompromised patients who were unable to leave their homes for risk of exposure. Working with Team Rubicon’s vast network of volunteers and with a funding platform provided by Patient Advocate Foundation, we were able to deliver support to patients quickly. This collaboration reached more than 20,000 patients with emergency food and financial resources. The success of this effort is largely thanks to Team Rubicon volunteers’ agility, skills and dedication to their mission to serve people in need.”



FARMERS INSURANCE

“For more than 90 years, serving customers and helping communities impacted by disasters around the country has been core to our business and community giving efforts,” said Jeff Dailey, CEO of Farmers Insurance®. “Through our ongoing commitment to disaster resilience, Farmers® is proud to support Team Rubicon and its mission to leverage the skills of military veterans and first responders to rapidly deploy to large-scale disasters and humanitarian crises around the world.”



MICROSOFT

“Bold, innovative and strategic – Team Rubicon continually rises and exceeds the high expectation set for them. With a modern digital backbone and an infectious culture to serve, they never fail to respond with overwhelming tenacity to the toughest challenges in our communities. For years they have blazed the digital trail, building and executing a strong technology strategy to drive exponential mission impact. Shoulder to shoulder, Microsoft remains committed to serve and partner with Team Rubicon as they continue to serve our communities.”



THE HOME DEPOT FOUNDATION

“The Home Depot Foundation works to improve the homes and lives of U.S. veterans, train skilled tradespeople to fill the labor gap and support communities impacted by natural disasters,” said Sean Vissar, manager of strategic programs and partnerships at The Home Depot Foundation. “With the help of Team Rubicon and our other experienced nonprofit partners, the Foundation was able to commit more than \$6 million to disaster response in 2021. We’re grateful for the opportunity to work alongside Team Rubicon, to empower veterans and help rebuild communities in need.”



MOUNTAIN DEW

“The COVID-19 pandemic led to challenges for all of us, but Team Rubicon was able to rise to the occasion by not only continuing the organization’s great work - but also expanding in response,” says Matt Nielsten, Sr. Director, Marketing, MTN DEW. “MTN DEW is incredibly proud to be able to support Team Rubicon and their inspiring work in these unprecedented times. MTN DEW and DEW Nation have always honored the heroes serving their communities - and Team Rubicon represents the ultimate doers on the front lines of disaster relief.”



PEPSICO FOUNDATION

“PepsiCo Foundation donated \$3.5M dollars, our largest United States contribution, to Team Rubicon for their COVID-19 response and last mile food distribution because their Greyshirts are efficient and adept at problem solving. I heard many stories from foodbanks across the country being assisted by Team Rubicon about their shock and amazement when projects like mass food packaging (that normally takes upwards of 20 volunteers to complete) were completed by just five Greyshirts at a higher level of execution and quality and at a faster pace. This even applied to a scenario when Greyshirts were working alongside members of the National Guard. It’s stories like these that reinforce the effectiveness and pride Greyshirts take in doing more work with fewer people and, often, less resources, and that reinforces why Team Rubicon is an incredible organization we are proud to continue supporting.”



TRAVELERS

“Team Rubicon’s mission directly aligns with our commitment to ensuring the vitality and resilience of the communities where we live and work. From providing veterans with a renewed sense of purpose to helping neighborhoods and families build back stronger after a disaster, being there for others is what Team Rubicon is all about, and we’re proud to support them in those efforts.”



UNDER ARMOUR

“Team Rubicon’s mission means empowering those who continue to serve. It’s about the grit and character of the veterans, active duty, first responders, and civilian greyshirts who continue to show up when people need it the most. We are honored to partner with Team Rubicon as they continue to serve and build better communities.”

THANK YOU TO THE FOUNDATIONS AND PARTNERS WHO INVESTED \$100K+* IN OUR MISSION IN 2020

Adolph Coors Foundation

ALE Solutions

Ariat International

Bank of America

Cargill

Carhartt

Chevron

Chevron's Gulf of Mexico Business Unit

Chobani

CNH Industrial Foundation / CASE

Construction Equipment

Cook Family Foundation

Diageo Beer Company USA

Dow

Edison International

FCA Foundation

FedEx

GAF Materials Corporation

Garrison Brothers Distillery

Goldman Sachs Gives

Goldman, Sachs & Co.

Hoonigan Racing

LG Electronics USA

Manitou Fund

The Marcus Foundation

MassMutual Foundation

May & Stanley Smith Charitable Trust

Mechanix Wear LLC

Mercury One, Inc.

Metabolic Studio

Morris Foundation

New York State Health Foundation

NFL Foundation

Omaze

Patrick J. McGovern Foundation

Prudential Foundation

Schultz Family Foundation

Starbucks

Steven & Alexandra Cohen Foundation

Target Corporation

Tetra Laval Group

The Hearst Foundations

The Kendeda Fund

The Marcus Foundation

The Quaker Oats Company

The USAA Foundation

Tito's Handmade Vodka

Travelers

Trimble

Wells Fargo

* Approximately

THANK YOU TO THE INDIVIDUALS WHO INVESTED \$25K+ IN OUR MISSION IN 2020

Bart & Martha McDade

Ben Frost, Goldman Sachs Gives

Brian Lee, Goldman Sachs Gives

Brian O'Callaghan

Charles Smith

Christina Park & Jim Seery

Christopher and Crystal Sacca

Cliff & Laurel Asness

Daniel Dees

David M. Solomon

Gregg & Kate Lemkau

Edward O. Sassower, Kirkland & Ellis LLP

Jewell Pliny

John & Karen Beekley

Jonathan Ruggiero, Manly Bands

Jonathan Smidt

Joseph Baratta

Ken Hirsch, Goldman Sachs Gives

Laura Borsheim

Mary Solomon

Michael Carr, Goldman Sachs Gives

Michael Rimland, Goldman Sachs Gives

Mike Graziano, Goldman Sachs Gives

Neil Wolitzer, Goldman Sachs Gives

Pawan Tewari, Goldman Sachs Gives

Post Malone

Rich and Kerry Wartel

Rob & Brenda Kunzweiler

Robert H. Graham

Samuel Cole

Scott and Beth Stephenson

Susie Scher, Goldman Sachs Gives

The Jeff Stegenga Family

The Niederauer Family Fund

Tori Kelley

LEGACY GIVING PROGRAM

We recognize the following donors for their generosity and commitment to our mission as members of Team Rubicon's Legacy Giving Program.

Members of our Legacy & Planned Giving Program have designated Team Rubicon as a beneficiary in their will or estate plans.

Patricia Adams

Cindy Lee Harris

Lana B. Petersen*

Timothy Todd Anders

Cynthia Sue Harrod

Bruce Randall

Deborah Benjamin

Kevin Herbert

Claudia Suarez

Dough and Eleanor Blair

Gregory Alan Jesse*

Allison L. Tepper

Scot Bruham Brewer

Lois Koch

Darcy Valenti

Nancy Lou Clark

Jazmin Marshall

Robert Alan Walls

Steven Lee Conrad*

Alyce Moore

** Deceased*



Greyshirt Medical Professional Hugs a Resident Outside a Team Rubicon Overflow Hospital:
COVID-19 Response in Santa Clara, California

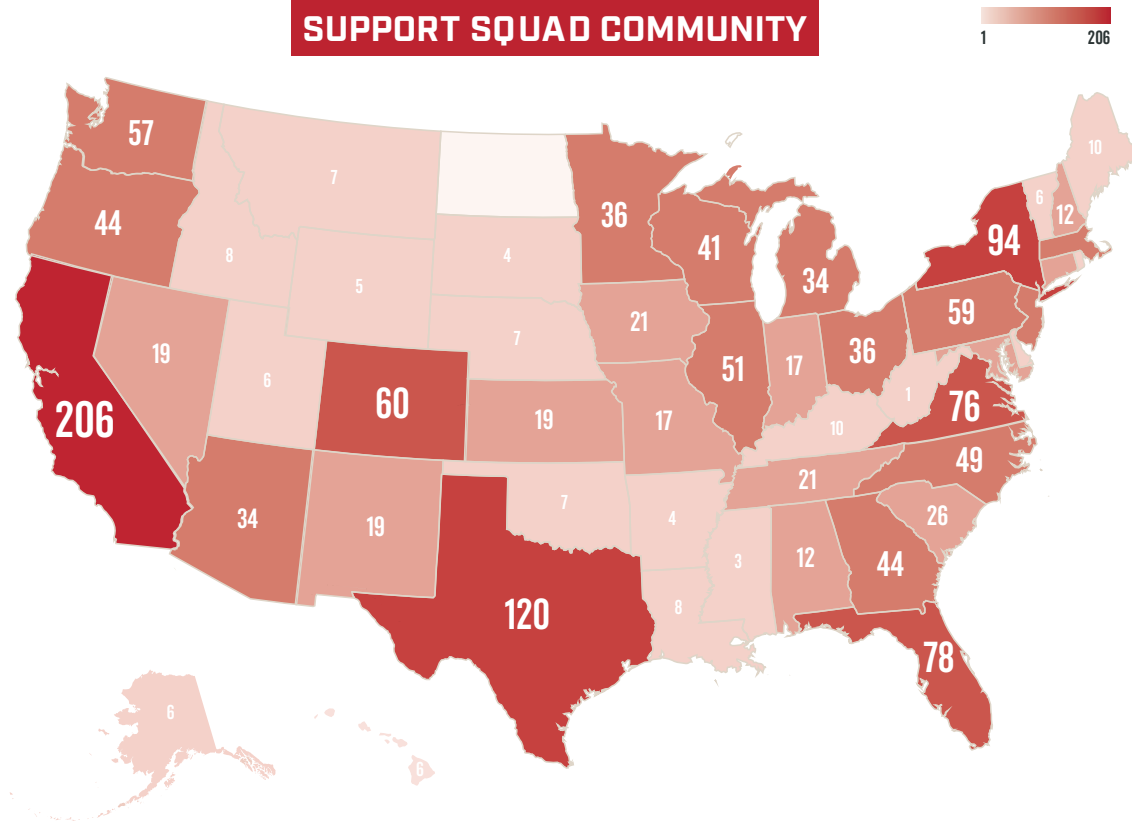
THANK YOU TO OUR MONTHLY SUPPORT SQUAD DONORS

The Support Squad community is a dedicated and passionate group of monthly givers who allow us to forecast and plan responses, trainings, and capabilities further into the future, be more aggressive when responding to disasters, and deploy more veterans and resources when needed. In 2020, this incredible community grew to nearly 2,000 monthly members, and we're just getting started.

FUELING OUR READY RESERVE FUND

The Support Squad fuels Team Rubicon's Ready Reserve Fund, unlocking a full spectrum of capabilities and enables our veteran-led response teams to provide relief to at-risk communities. Our unrestricted Ready Reserve Fund is essential to maintaining the core of our capabilities including trainings, volunteer engagements, and low-attention disaster response operations.

SUPPORT SQUAD COMMUNITY



“As a resident of Florida, I know how devastating a hurricane can be, and how random the location can be. As a veteran, I appreciate that Team Rubicon provides a way for veterans to keep serving. Your organization sounded like the perfect outlet for my charitable giving on a monthly basis.”

Debra Beatty

Team Rubicon Support Squad member since 2020

“Having done disaster response following Hurricane Katrina’s impact on Louisiana and Mississippi, I know how every dollar makes a difference in doing all that’s necessary to help folks get back to a more normal life. What Team Rubicon does make that possibility a lot faster and more thorough based on the skills of our teams. Keep up the great work!”

Pete Shipp

Team Rubicon Support Squad member since 2020



“I wholeheartedly believe in what we do and more specifically, how we do it.”

Jeff Nixon

Team Rubicon Greyshirt and Support Squad member

Condensed Statement of Financial Position as of December 31, 2020

[Preliminary/Un-audited]

Total Assets	\$40,708,002
<hr/>	
Total Liabilities	\$5,540,512
Total Net Assets	\$35,167,490
<hr/>	
Total Liabilities & Net Assets	\$40,708,002
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Statement of Activities for the Year Ending December 31, 2020

[Preliminary/Un-audited]

	Total
Revenue, Public Support and Other Income	
Contributions and Grants	\$37,835,906
In-Kind Contributions	\$24,447,935
Other Income	\$1,904,895
Total Revenue, Public Support and Other Income	\$64,188,736
Total Expenses	\$63,779,844
Change In Net Assets	\$408,892
Net Assets, Beginning of the Year	\$34,758,598
Net Assets, End of the Year	\$35,167,490

Team Rubicon serves communities by mobilizing veterans to continue their service by leveraging their skills and experience to help people prepare, respond, and recover from disasters and humanitarian crises. Founded following the Haiti earthquake in 2010, the organization has grown to almost 140,000 volunteers across the United States and has launched nearly 1,000 operations both domestically and internationally. During the pandemic, Team Rubicon pivoted its mission to include services communities needed most as COVID-19 increased food insecurity and hospitalizations. Throughout Team Rubicon's COVID-19 response efforts, they also continued to deliver their core services in response to natural disasters.

Visit www.teamrubiconusa.org for more information.



BUILT TO SERVE



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