



2022 ANNUAL REPORT

WINTER STORM ATTICA RESPONSE, KENTUCKY



FLOOD RESPONSE, WASHINGTON



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**COMMUNITY IS AT THE HEART OF
EVERYTHING TEAM RUBICON DOES.**

Team Rubicon's veteran-led humanitarian mission proved itself, again, in 2022 with 23,000+ individuals served from communities across the country and around the world.

Our community made that possible. The support of thousands made that possible.

You made that possible.

Without your backing, Team Rubicon would not have been able to:

- Issue two nation-wide calls for volunteers in back-to-back response operations in Kentucky after a devastating "1-in-1000 year" flood and then in Florida after Hurricane Ian. Thousands answered the call.
- Quickly mobilize an Emergency Medical Team to Ukraine to assist or treat those displaced by or injured in the conflict. Greyshirts returned to Ukraine two more times for medical training missions last year.
- Provide rebuild services for homeowners whose homes were ruined or destroyed by landslides, tornadoes, floods, or hurricanes, from Alabama to Alaska.

You permitted us to help communities defend against wildfires, to offer medical care in developing nations, to respond to human crises in hundreds of communities across the country.

You empowered our volunteers to serve people in need, to relocate refugees, to work in food banks, to help underserved communities across the world.

In this report, you'll see just some of the good we achieved together.

Thank you for being part of our community, and for your continued support.

In Service,

Art delaCruz
Chief Executive Officer & Greyshirt



Our mission

Team Rubicon is a veteran-led humanitarian organization that serves global communities before, during, and after disasters and crises.

HAINES REBUILD CREW, ALASKA



YOU SUPPORTED COMMUNITIES WHEN THEY NEEDED IT MOST



Judy Vermillion

All of the people working at Team Rubicon are like these Guardian Angels traveling from one disaster to the next, repairing sunken heart and spirits who have lost so much.



Peggy Weldon Perales

I love remote Alaska! Thanks for helping out the one forgotten.



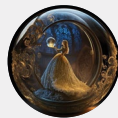
Connie Sams

I am originally from Letcher County, still my home, sure do appreciate what you all are doing to help the people there. God bless you all!



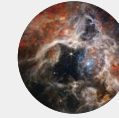
Jamie Wright-Myers

Thank y'all for helping! I have family in the Whitesburg area, one cousin lost his home and my Aunt and Uncle can only get out of their holler by their side by side. Praise the Lord my family is safe, some many others are not. Thank you from the bottom of my heart to all of you, I Pray that God will protect all y'all in this work!!



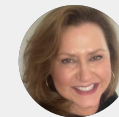
Sue Newell Almeter

Such an amazing group of volunteers. Worked with them in Wilmington NC after Florence. I delivered Water and Gatorade from friends and business's that donated money. It was the least I could do for THEM! Consider doing the same in your area if possible. They truly appreciated coming back to their base station and had it waiting for them!



Peggy Comella

There are no words for what you all do!!...for what kind of humans go to this place and do this work!! I'm beyond impressed! Beyond grateful! It's like a deep, sad despair about humanity inside of me feels a tiny breath of hope! If I could have dinner with any one person of my choice, it would be one of you!! As a matter of fact, this Nonna would love nothing more than to cook you a big lasagna!! Until there's a better word...THANK YOU SOOO MUCH!!! I believe what you have done for this small community, you have done for our entire nation!! Sending bunches of hugs & sweet wishes!!



Lee Ann Colwell Gabbard

My family and I are so appreciative of your help with my 86 year old mother's flooded home in Bulan in Perry County, KY. I received a call from Team Rubicon yesterday morning and a team was at Mom's house within half an hour. They assessed the situation, received approval and started cutting out walls that afternoon. They are professional, polite, compassionate and clearly have a plethora of knowledge and experience in this field of work.



Karen Norby

Thank you for helping them and creating awareness of this disaster in Alaska.



Emergency Preparedness Training Institute

I continue to be impressed with these compassionate TR posts! Is there anywhere you guys don't go!!! Keep up the fantastic effort!



TOGETHER WE SERVED **23,575 PEOPLE**
ACROSS **140 COMMUNITIES.**



WATER FILTER DISTRIBUTION, PUERTO RICO



HURRICANE IAN RESPONSE, FLORIDA

Every disaster begins and ends locally, so we have become part of communities across the globe; leveraging local volunteers, partners, community leaders, and emergency managers to make the greatest impact for communities in need.

From responses and recovery operations to special projects and skills training, over 48,000 volunteers donned their grey shirts this year to support communities big and small.

LOW ATTENTION DISASTER SPOTLIGHT

FAR AWAY, NOT FORGOTTEN



HURRICANE FIONA RESPONSE, PUERTO RICO

LOW ATTENTION, HIGH IMPORTANCE

Every year, communities across the U.S. experience weather events big enough to change lives, but not big enough to sustain support.

These Low-Attention Disasters (LADs) typically don't

garner on-going media attention, philanthropic response, or trigger a federal disaster declaration. Yet they cost people their homes, property, and livelihoods—particularly in already underserved communities that generally have insufficient infrastructure to respond effectively.



TYPHOON MERBOK RESPONSE, ALASKA

In September 2022, the remnants of Typhoon Merbok slammed into Alaska's west coast, severely impacting around 50 Alaska Native communities with hurricane-force winds and storm surges six feet high.

The storm damaged one-third of the houses in Golovin and destroyed their food stocks. Stocks procured from a year of subsistence hunting, gathering, and fishing, and which could not be replaced in the two weeks before winter. Even if they had the time, they had few working fridges or freezers, plus all their hunting and fishing equipment was lost or irreparably damaged.

A small team of Greyshirts hustled to muck out as much as they could before the ground froze. In the end, after a mere week on the ground, six volunteers completed work on five homes. In a community the size of Golovin, that crucial work represented more than 10% of the whole town.



TYPHOON MERBOK RESPONSE, ALASKA

“Gratitude is hard to put into words. But the reality is we wouldn't be where we are without you Team Rubicon guys doing all the dirty work.”

JACK
Inupiak Elder in Golovin



TYPHOON MERBOK RESPONSE, ALASKA



At Team Rubicon we believe that every person deserves an equal chance to recover.

From immediate response to long-term recovery, prioritizing the most vulnerable communities guides our service and will continue to drive our impact.

DISASTER LIFE CYCLE

Team Rubicon plays a critical role in each phase of the disaster cycle.

Every disaster is different. Some are abrupt, others provide advanced warning, and many evolve over time. Recovery efforts may last a few months or a few years, or even decades.

By serving throughout the cycle, Team Rubicon strives to provide the most equitable support.



REBUILD, HOUSTON

To ensure our services reach the most vulnerable and at-risk communities, we utilize a mix of geotechnology platforms, historic data, and the CDC's Social Vulnerability Index (SVI). The SVI uses census data to measure a community's resiliency across 15 social factors. Factors include community unemployment rates, transportation infrastructure, and residents being 65+ years of age. Any combination of these factors may weaken a community's level of resiliency.



Response

Too many people live on the cusp of disaster, in communities prone to crisis.

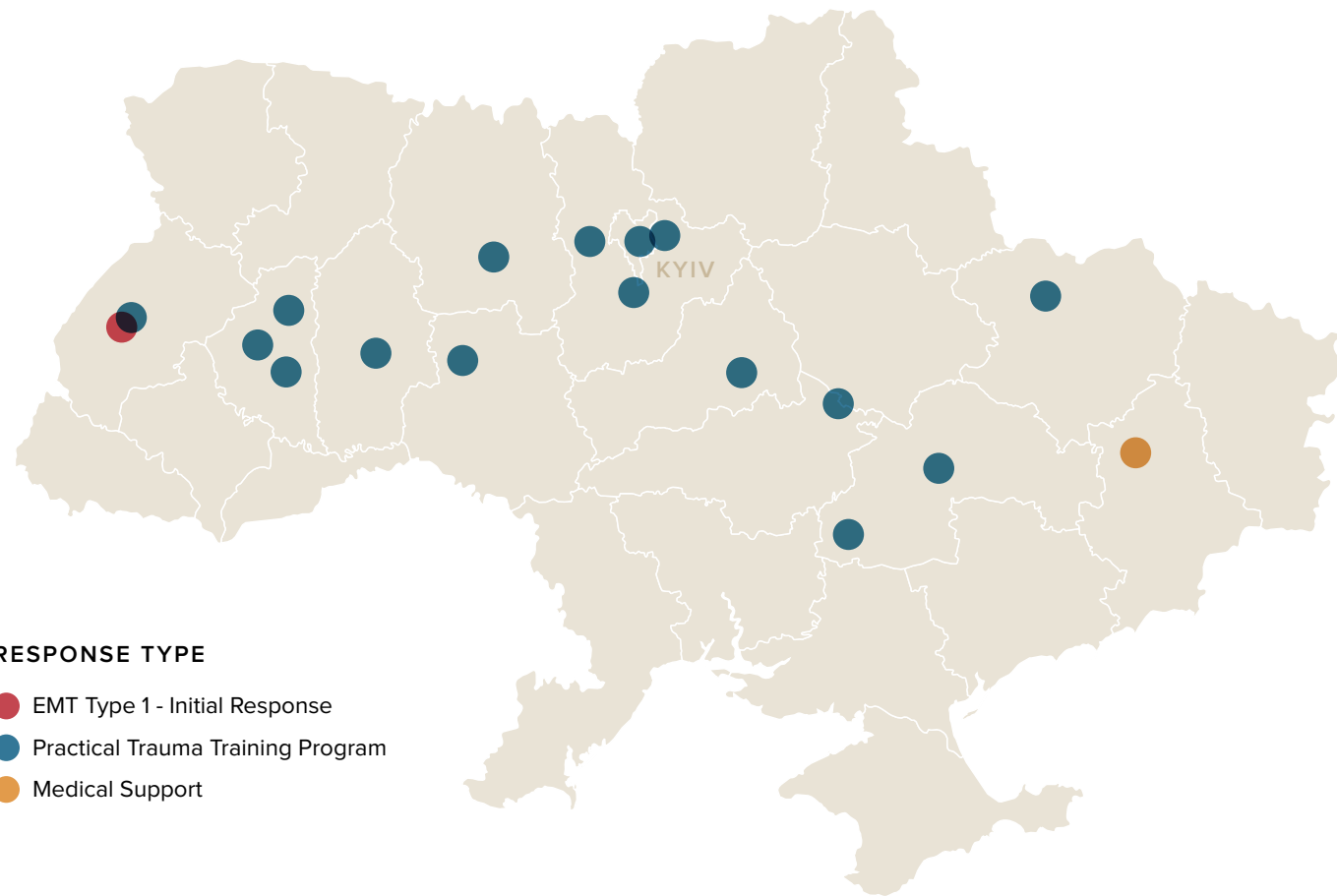
Intensifying weather and increased conflict especially impact those with limited resources or opportunities; homeowners without insurance, people living in climate-vulnerable regions, and communities lurching from disaster to disaster.

Team Rubicon provides disaster response services to communities when they need it, at zero cost to the people we serve.

+ RESPONSE: UKRAINE

MEETING MEDICAL NEEDS IN UKRAINE

When Russia invaded Ukraine in early 2022, over 7.1 million people became Internally Displaced Persons (IDPs) and 5.9 million fled the country within the first three months. As IDPs are forced to move, preexisting health issues compound in a highly stressful situation, resulting in unmet medical needs.



RESPONSE TYPE

- EMT Type 1 - Initial Response
- Practical Trauma Training Program
- Medical Support

“I am proud I am part of a team of such amazing professionals... I love that this team made a difference. That we made [Ukrainian medical providers] confident and that they can use these skills we taught them to save lives.”

STANISLAV SINYAVSKY

Ukrainian Greyshirt and interpreter for Team Rubicon



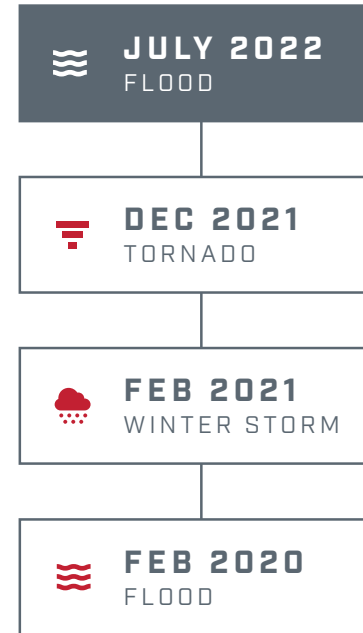
MEDICAL RESPONSE, UKRAINE

With our team’s medical certification and background, Team Rubicon worked with WHO, USAID, and partner INGOs to help alleviate pressure by providing continuity of care to IDPs, including access to maternal and reproductive health, pediatrics, COVID-19 support, and other vital services. Teams on the ground collaborated with the Hungarian and Spanish Red Cross at the border to assist with general medical needs of refugees, especially children and mothers.

Along with primary care, our medical teams trained local medical professionals and frontline responders in mass casualty response, tactical combat casualty care, and Chemical, Biological, Radiological, Nuclear, Explosive (CBRNE) response. This training provides the necessary skills for effective and efficient response to incidents as a result of the war. From the end of March to end of April, our medical teams trained over 2,780 local medical personnel in Ukraine to help support the wounded and displaced.



MEDICAL RESPONSE, UKRAINE



“Some of America’s most vulnerable communities are in Kentucky, they get hit by floods, storms, even tornadoes. Team Rubicon has been here multiple times. We’re part of the community, and we’ll come back when needed.”

KATE AMARAL
Greyshirt

364

INDIVIDUALS SERVED

33

COMMUNITIES SERVED

733

VOLUNTEERS DEPLOYED

RESPONSE: KENTUCKY

SERVING VULNERABLE COMMUNITIES

In July much of Central Appalachia was hit by a week of heavy rain, causing catastrophic flooding. Thousands of homes were damaged, while roads and bridges were washed out in over a dozen counties. Flooding in some areas reached record-breaking levels, stretching to the roofs of homes and swelling rivers in some places to 43 feet above normal.

Eastern Kentucky was particularly affected, with approximately 4,300 homes and businesses impacted by what meteorologists called a “one-in-1000 year” flood.

Power was lost to thousands, and the sanitation systems in multiple counties were overwhelmed or impaired. The Kentucky governor declared a State of Emergency, the President ordered a declaration of disaster, and Team Rubicon was requested to assist.

Greyshirts had to wait nearly a week for the floodwaters to recede enough to safely deploy. Once it was safe to mobilize, over 800 Greyshirts from every part of the country, and even all the way from Canada, made their way to flood-ravaged hollers for a 58-day operation.



FLOOD RESPONSE, KENTUCKY

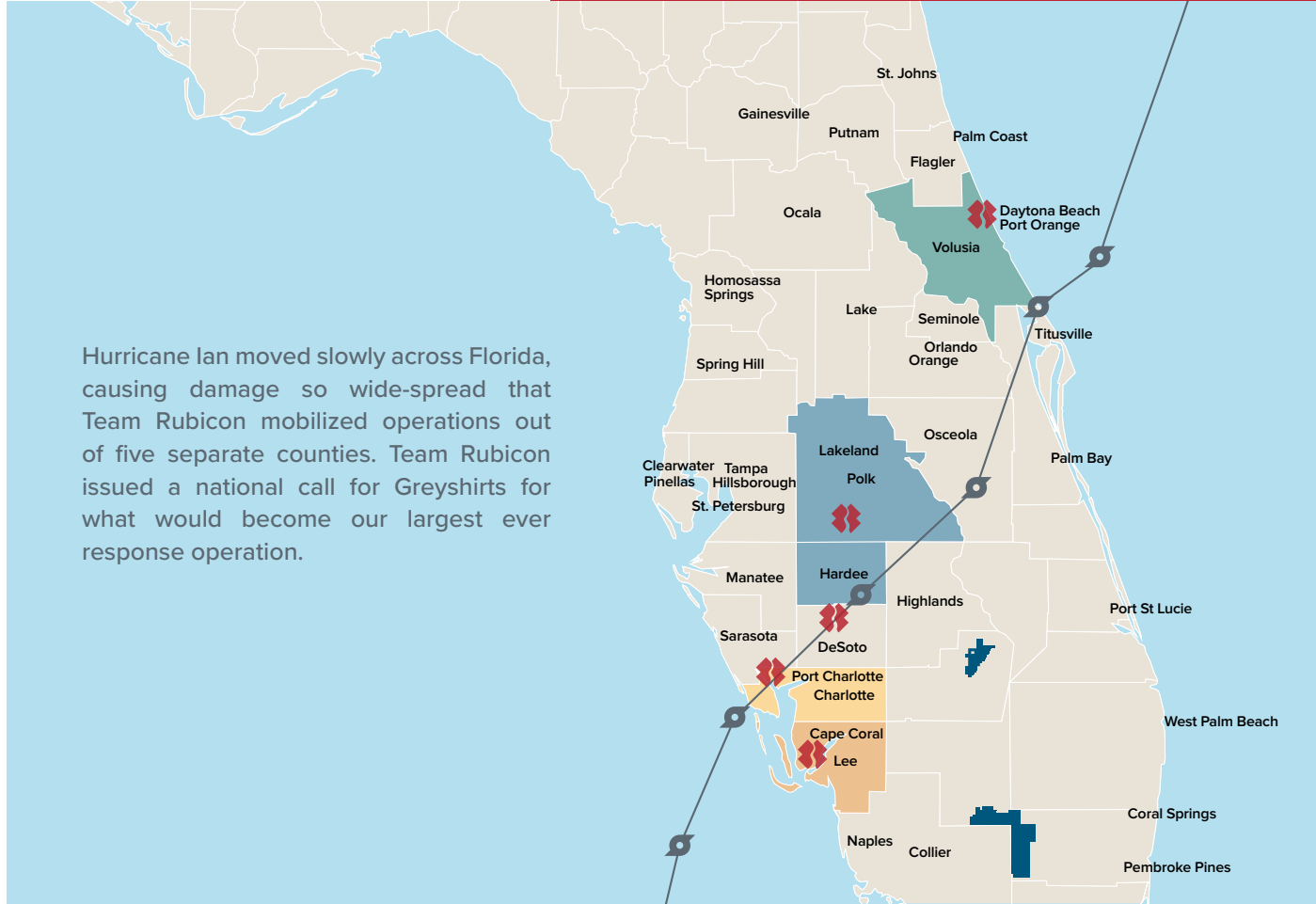
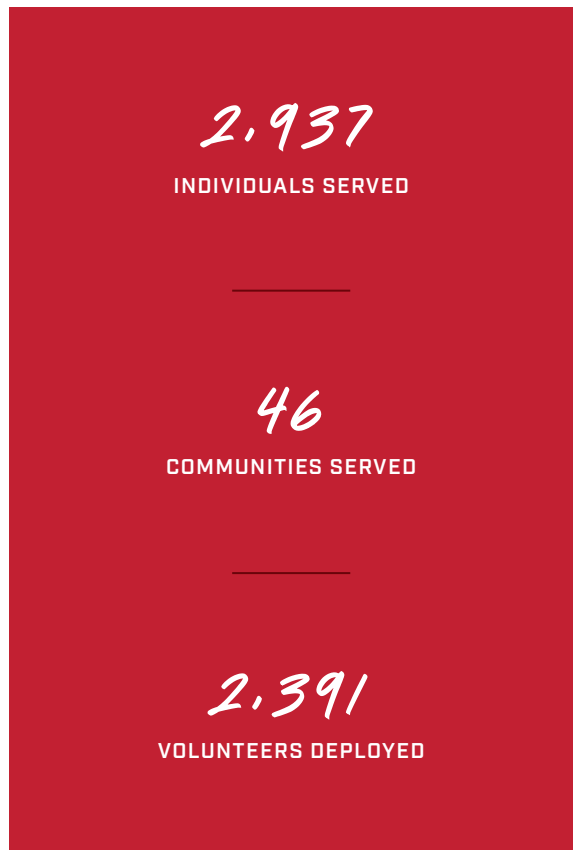
FLORIDA'S WORST STORM IN YEARS

Hurricane Ian was one of the deadliest storms to hit Florida's Gulf Coast in decades.

With our deep relationships with county and state Emergency Operations Centers, local Greyshirts were strategically pre-staged days before Ian crashed onto the coast. Armed with chainsaws and heavy equipment, route clearance teams were the first dispatched to assist.

Route clearance provides immediate access to lifesaving emergency services after a disaster and is one of the most important services Greyshirts offer. It meant clear roads for utility service workers, and safe access to food and health care for residents.

One Port Charlotte fire department chief requested a route clearance team to a neighborhood totally cut off, in which a family with a special needs daughter had just run out of her medicine. "Because we were literally part of the County's Emergency Response," says Team Rubicon Senior Associate for Mobile Training Jacob "Junior" Nilz, "we were the only ones. Nobody else could get to them."



“If you’re not there before the storm, you’re too late. Our local connections are all we have.”

JACOB "JUNIOR" NILZ
Greyshirt



“We couldn’t have got none of this done if it wasn’t for Team Rubicon. They did exactly what they said they were gonna do. Trust Team Rubicon. It was a great feeling to be with them.”

WILLIAM
Florida homeowner and U.S. Marine Vietnam Veteran impacted by the storm





Recovery

Disasters don't end when the storm does.

It can be difficult for communities with persistent historical inequalities to get long-term help. By integrating into these communities, earning the trust of homeowners and decision makers, Team Rubicon can help them rebuild and recover.

Team Rubicon helps communities recover by leveraging local resources wherever possible, with a focus on equity. Sustainable and resilient building materials and techniques are used so homeowners have greater levels of disaster readiness and preparedness.

REBUILD SPOTLIGHT

REBUILDING HOPE. ONE HOUSE AT A TIME.

ALABAMA

Team Rubicon began rebuilding and repairing homes in Selma after Hurricane Zeta in 2020 and is still in the community, currently finishing up homes affected by the tornadoes of March 2021.



LOUISIANA

Hurricanes Laura and Delta destroyed many homes in Lake Charles in 2020. Team Rubicon has been there since, rebuilding more than a dozen homes so far, with more in progress in Southeastern Louisiana.

TEXAS

The Rebuild program began after Hurricane Harvey devastated Houston in 2017. Houston now houses the Rebuild Operations Center. This year we welcomed home families affected by extreme winter storms in 2021.



RECOVERY: ALASKA

RESTORING COMMUNITY

Fewer than 2,000 people live in Haines, Alaska, so when a deadly landslide swept away two homes, the whole community was devastated. It took six months of planning but, nine months after the landslide, a team of around a dozen Greyshirts flew to Alaska for rebuilding.

Alaska is a challenging environment, but Haines residents came out in force and together, a community was allowed to mend its wounds.

The project could not have been successful without strong collaboration, at all levels, between Team Rubicon and the Haines community. Gifts of smoked salmon and moose meat were common, personal vehicles were loaned to help the team haul equipment and personnel, and local knowledge was leveraged, listened to, and leaned on heavily.

Sylvia Heinz, Greyshirt and Coordinator for the Haines Long Term Recovery Group, says that "Resilience is built on relationships. I'm so grateful to see the successful partnership between Team Rubicon, Chilkoot Indian Association, and Haines Long Term Recovery Group result in our community members returning to their once-destroyed homes."



“Being able to say ‘Thank You,’ that helps us heal too. It brings us closer as a community.”

SARA
Southeast Alaska Independent Living (SAIL)

RECOVERY: PUERTO RICO

REBUILDING ROOFS BEFORE AND AFTER A HURRICANE

Within a week of Hurricane Fiona making landfall in Puerto Rico, Greyshirts were helping local municipalities that had been overwhelmed by requests from communities left without power or water. From September to November 2022, Greyshirts from all over the U.S. stepped up and performed chainsaw operations, mucked out homes, cleared debris, and tarped roofs.

Along with the destruction Fiona caused to homes and roads, the debris left behind polluted wells and cisterns in most rural areas, cutting access to clean water. So, in addition to the core response to the Hurricane, Greyshirts delivered disaster relief by providing rural homes with water filtration systems, ensuring that over 375 families have clean water for the next few years.

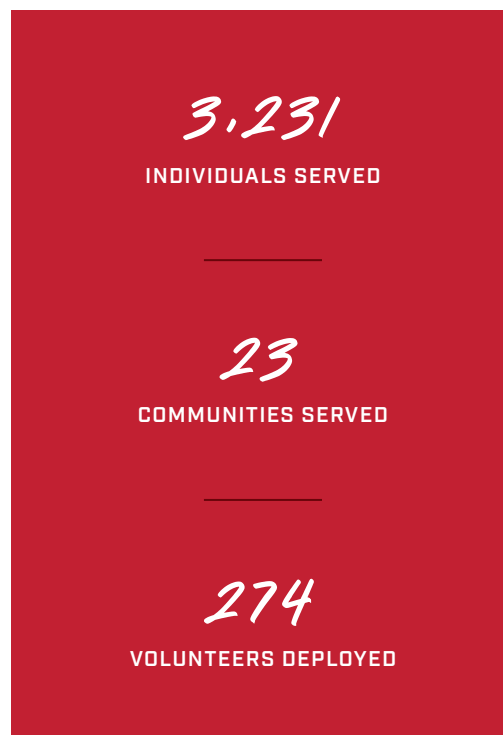
But the Greyshirts had less to respond to for Hurricane Fiona because Team Rubicon spent two years after the last hurricane refurbishing and rebuilding the homes of over 1300 Puerto Ricans. Using resilient construction methods, they reinforced the roofs on over 500 homes and totally rebuilt three homes. After Hurricane Fiona, when Greyshirts checked on the rebuilt homes and reinforced roofs, they found dry, safe, and grateful families.



REBUILD, PUERTO RICO



REBUILD, PUERTO RICO



RECOVERY: ALABAMA

INVESTING IN THE FUTURE

Recovering from disaster is a long road, especially in a community like Selma, Alabama, that has limited resources and has been hit by one disaster after another for several years. After Barbara's house was devastated by tornadoes, Greyshirts rebuilt most of her Selma home in 2022, using local contractors and local volunteers.

Barbara gratefully brought the Greyshirts lunch every day, straight from the grill she uses to prepare an after-school meal for her grandson, Gene. And these days Gene is wearing a grey shirt too, volunteering to help build his grandmother a better future.

“It’s a valuable experience, and it feels good. I’m helping my grandma.”

Gene wears his honorary grey shirt with pride and wants to work with Team Rubicon after he graduates. His grandmother's home will be finished early next year, and Gene is looking forward to doing more to help build his community. “I want to work with my hands. Maybe become a builder.”



REBUILD, SELMA



REBUILD, SELMA

THANK YOU

“

Because of your support, there’s a place for everyone who wants to serve in Team Rubicon. Thank you.”

JENN WALKER
Greyshirt



“

We work hard together, to take care of what needs to be done. It’s all about partnerships. That’s why we can be here. Thank you.”

AM DILLON & LUCKY
Greyshirts



“

We absolutely love your support. Without your support, we wouldn’t be able to be here and do the things we need to do. Thank you.”

JOE MAKI
Greyshirt



“

Being a Greyshirt is being humble, being gracious. You keep us going so that we can help these communities. Thank you.”

TK KOTULAK
Greyshirt



FROM THE FIELD



Resilience

Resilient communities look different because they face different hazards.

Team Rubicon works closely with local communities to ensure that homeowners, emergency managers, and community leaders have the appropriate tools, knowledge, materials, and support to assist each other before, during, and after a disaster.

By integrating into the fabric of vulnerable communities, Team Rubicon delivers the services that individual communities and homeowners actually need.

EXPANDING CAPABILITIES TO FACE GROWING THREATS

Team Rubicon partnered with the Red Cross for the largest mitigation effort that Team Rubicon has performed to date. Skilled Greyshirts from all over the country, even as far as Canada, came to help the community of Grand County, Colorado.

Over six weeks, Greyshirts visited homeowners in three communities under Very High Hazard from wildfire to assess the risks around their houses, in a new pilot program to broaden Team Rubicon’s mitigation capabilities. Greyshirts looked for potential entry points for embers in a home, like unscreened vents or chimneys, advised homeowners to replace their roofs and siding with fire-resistant materials, and then landscaped the Home Ignition Zone (HIZ), the first five feet surrounding the house – the most dangerous area for fires.

Over 56 acres of HIZ around 108 homes were cleared of flammable debris. While their homes were assessed, residents received fire education, learning how to protect their homes and build community resilience to future fire risks. To top it off, the assessment data collected by the

Greyshirts is being used by the Grand County Office of Emergency Planning to update their emergency wildfire plans.

“We’re out even more, doing even more assessments. We were so fortunate to have Team Rubicon come in. They’re doing mitigation work in addition to hundreds of assessments.”

RYAN MOWREY MCCALL
East Grand Assistant Fire Marshal



WILDFIRE MITIGATION, COLORADO



WILDFIRE MITIGATION, COLORADO

282

INDIVIDUALS SERVED

3

COMMUNITIES SERVED

274

VOLUNTEERS DEPLOYED

RESILIENCE: **NATIONWIDE**

RESETTLING A COMMUNITY

After the fall of Kabul, Team Rubicon's veteran-led volunteers, many of whom served in Afghanistan, were eager to support Afghan families transitioning in to the U.S. The Afghan Resettlement program was one of the most personal operations Team Rubicon ever conducted for our military-veteran volunteers. Greyshirts came out all over the nation to support people our country had depended on in war, especially those who had served alongside them in that war.

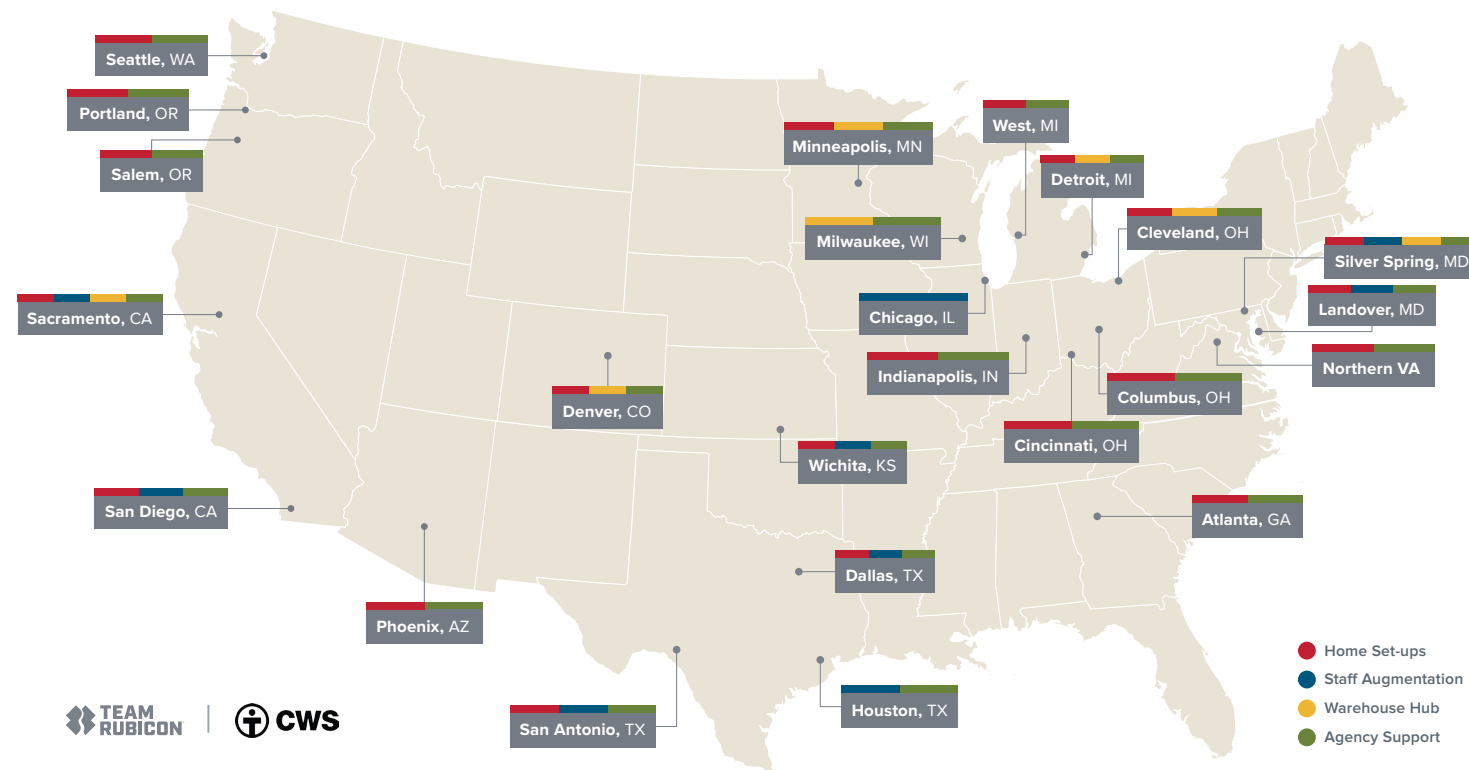
With critical support from the U.S. Department of State and Church World Service, Team Rubicon was able to work with local partners to provide essential household goods and move-in support for resettling Afghan families. As families and individuals reached "Safe Havens" across the U.S., and later moved into more permanent homes, Greyshirt volunteers

were on site to aid in the resettlement process and ensure the wellbeing of Afghan families and individuals in need.

At the end of the operation, more than \$34.4 million worth of donated goods were distributed to Afghan families to support their transition from initial settlement sites on military bases and into permanent homes in communities across the country.

Team Rubicon set up and managed warehouse space for the intake of donated goods like furniture, household goods, and clothing. Greyshirts also helped families set up furniture and move into their homes.

Together these efforts helped provide Afghan families with the tools and resources they needed as they settled into their new homes.

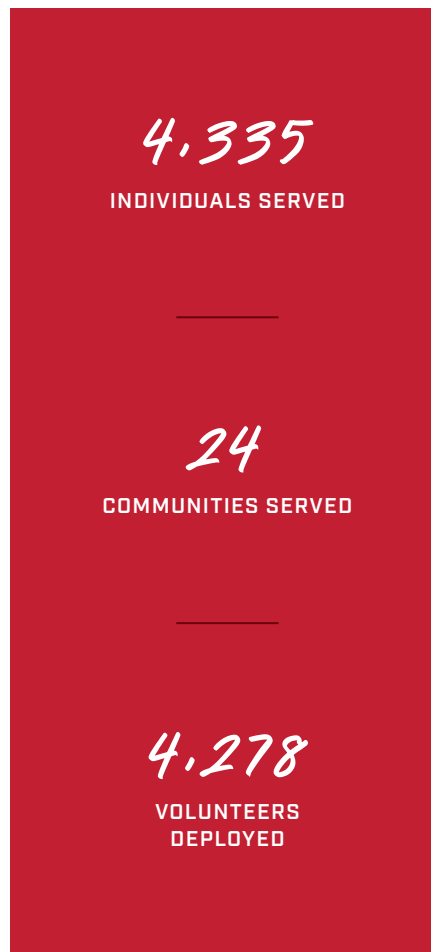


AFGHAN RESETTLEMENT, COLORADO



“For me, helping a family escape the chaos of Afghanistan and start over is healing in two ways: First, I am honoring the memory of those who served with me but did not make it home. Second, I am healing myself.”

SHAWN GLINIEWICZ
Greyshirt



AFGHAN RESETTLEMENT, CALIFORNIA



+ RESILIENCE: GUATEMALA & HONDURAS

MEDICAL RESPONSE AND TRAINING IN GUATEMALA AND HONDURAS

The Guatemalan and Honduran governments requested medical assistance and training programs, which required coordination across several humanitarian organizations, including Team Rubicon. As an Emergency Medical Team Type-1 Mobile, our team's expertise in rapid-onset disaster was integral to the service in both countries.

A lack of critical infrastructure coupled with a large and mostly impoverished rural population has left almost half of Guatemalans without access to basic health care services. With fewer than one doctor for every thousand people in their underdeveloped communities, rural Guatemalans are at severe risk from climate-related hazards. From May to August, multiple teams of Greyshirts worked alongside

government, military, and non-governmental entities to provide primary health care services in rural Guatemala.

Honduras is highly vulnerable to multiple natural hazards, including seismic activity, hurricanes, flooding, and drought. Additionally, over two thirds of the population lives in poverty, meaning the country's health resources are inadequate even during blue skies and calm waters. In June, Greyshirts were there training Honduran doctors, nurses, and paramedics in trauma assessment and management, ultrasound, advanced airway in trauma, and other emergency medical procedures that will increase resilience to disaster and humanitarian crises at the most local level.



MEDICAL TRAINING, HONDURAS

“What I can say to TR and all the donors who helped this amazing project is **THANK YOU**. Because of all you do, people in countries in need, like mine, can receive this kind of training and learn more about providing good quality medical service to people in need. It was an amazing experience. God bless you all.”

DR. PAYAN
Medical Interpreter Volunteer

125 HONDURAN DOCTORS, NURSES, AND PARAMEDICS TRAINED	5,662 PATIENTS TREATED IN GUATEMALA	27 GREYSHIRTS DEPLOYED IN EITHER GUATEMALA OR HONDURAS
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RESILIENCE: HOOPA VALLEY INDIAN RESERVATION

FIRE MITIGATION IN SACRED SPACES

The Hoopa Valley Tribe lives under extreme fire-hazard. More than just their homes and lives are at risk, their cultural and religious heritage is threatened too.

As one of the few California tribes still in their ancestral territory, Tribal Elder Arthur Jones says “all our properties here are highly spiritual.” A thousand years of history and culture are under siege from recurring wildfires as the local fire department and community managers don't have the resources or personnel to protect the community's homes and heritage.

It's a remote area, rural and economically disadvantaged, with a high-fire danger worsened by its geographic isolation. The mitigation work Team Rubicon has been conducting is essential for the community to survive long-term. From creating 100-foot fire-defensible spaces around individual homes to clearing the roads entering and leaving town, Greyshirts have collaborated with the Hoopa to build a more resilient community.

“You're giving people hope because it's a big job. It's become a ray of hope for our community. When we have folks like Team Rubicon come in and add to our capacity, not only do we have the acres and the brush done but it builds a spirit of community hope.”

GREG MOON
Hoopa Valley Fire Chief

82 INDIVIDUALS SERVED	1 COMMUNITY SERVED	32 VOLUNTEERS DEPLOYED
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WILDFIRE MITIGATION, HOOPA VALLEY INDIAN RESERVATION



OUR CORE CAPABILITIES



FLOOD MITIGATION



ROUTE CLEARANCE



CHAINSAW OPERATIONS



WILDFIRE MITIGATION



**HEAVY EQUIPMENT
OPERATIONS**



HOME REBUILD



**WATER SANITATION AND
HYGIENE (WASH)**



**INTERIOR WATER DAMAGE
AND MUCK REMOVAL**



**ROOF TARPING AND
EXPEDIENT HOME REPAIR**



**EMERGENCY
MEDICAL TEAM**

Thank you, donors!

We can serve because
you support us.



SERVING TOGETHER

All of our efforts are made possible by your support.

Our donors, supporters, partners, and Greyshirts
fueled our mission in 2022.

YOU empowered our veteran-led volunteers to serve
more people, in more ways, than ever before.

ONE MILLION+

ONE MILLION+ (CONT)

1P FOUNDATION

“The 1P Foundation is proud to support Team Rubicon. We believe wholeheartedly in Team Rubicon’s humanitarian mission of serving global communities before, during, and after disasters. 1P remains a committed partner as Team Rubicon continues to serve more communities domestically and internationally.”

CHURCH WORLD SERVICE (CWS)

“The State Department’s Bureau for Population, Refugees, and Migration (PRM) invited Church World Service (CWS) to partner with Team Rubicon to accelerate support to Afghans arriving to the U.S. through Operation Allies Welcome. CWS Senior leaders were pleased with the opportunity to have such a distinguished new partner as Team Rubicon to accomplish this.”

FARMERS INSURANCE

“For more than 90 years, serving customers and helping communities impacted by disasters have been core to our business and community giving efforts. As part of our ongoing commitment to disaster resilience, Farmers® is proud to support Team Rubicon’s Ready Reserve Fund and help the organization’s veteran-led response teams continue to provide vital relief when disaster strikes around the world.”

TRAVELERS

“We’re proud to have partnered with Team Rubicon since 2015, when we presented them with the first Travelers Excellence in Community Resilience Award, and our relationship has only grown stronger over the years. Team Rubicon’s Low Attention Disaster Rebuild program aligns with our efforts to create stronger neighborhoods by preserving and building safe, affordable, and resilient housing in the communities that need it most.”

UNDER ARMOUR

“Under Armour Freedom is proud to support Team Rubicon in its dedication to strengthening the communities across the globe that we call home. Through our work with the development of mobile locker rooms, supporting the resilient communities initiative and the expansion of TR International, we are able to assist Team Rubicon in helping people prepare, respond and recover from disasters, living out our value of Fight on Together.”

USAA

“Serving others in their time of need is a bond shared by USAA and Team Rubicon. Since 2018, USAA employees and thousands of Team Rubicon volunteers have answered the call to serve - rolling up their sleeves, picking up tools and helping communities and families rebuild when they’ve lost it all. Together, we can all play a role in helping communities get back on their feet.”

WELLS FARGO FOUNDATION

“Wells Fargo is proud to fuel Team Rubicon’s Ready Reserve Fund. We proactively invest in Ready Reserve because we share Team Rubicon’s commitment to support local communities, especially in times of urgent need. The disaster landscape is dynamic and uncertain, and we believe in Team Rubicon’s ability to bridge the gap with a nimble response that brings relief and services for thousands of people across the nation.”

A. JAMES & ALICE B. CLARK FOUNDATION

THE HOME DEPOT FOUNDATION

THE MARCUS FOUNDATION, INC.

T-MOBILE



In 2022, we launched The Arena to cultivate community and ambassadorship amongst Team Rubicon's donors and partners. It is a recognition program designed to offer those who invest in our mission the opportunity to connect with their fellow supporters and learn more about the impact they fuel.

Members of The Arena have made a cumulative contribution of \$25,000 or more in Team Rubicon's mission.

For more information, please email thearena@teamrubiconusa.org

Please note: Arena members listed in the 2022 Annual Report are recognized for their gifts in 2022, specifically.

TWENTY-FIVE THOUSAND+ CORPORATE & FAMILY FOUNDATIONS



4PATRIOTS	BOOZ ALLEN HAMILTON	FABLETICS
ABELL-HANGER FOUNDATION	BUNGIE FOUNDATION	FEDEX
ADOLPH COORS FOUNDATION	CALIFORNIA COMMUNITY FOUNDATION WILDFIRE RECOVERY FUND	FORD MOTOR COMPANY FUND
ADP FOUNDATION	CARHARTT	GAF MATERIALS CORPORATION
AINSWORTH FOUNDATION	CASE CONSTRUCTION EQUIPMENT	GE FOUNDATION
ALL WITHIN MY HANDS	CHEVRON GULF OF MEXICO BUSINESS UNIT	GOLDMAN SACHS GIVES
AMAZIN' METS FOUNDATION	CHEVRON HOUSTON	INSIGHT GLOBAL
AMRISC GROUP	CISCO	J.M. HUBER CORPORATION
AMWINS	CNH INDUSTRIAL FOUNDATION	KBR
APPLE INC.	COLGATE-PALMOLIVE	KENDEDA FUND
ARIAT INTERNATIONAL	COMCAST NBCUNIVERSAL	KIRKLAND & ELLIS LLP
ARTHUR M. BLANK FOUNDATION	COMMUNITY FOUNDATION OF NEW JERSEY	KUIU
ATLANTA BRAVES FOUNDATION	DELTA DENTAL	LOWE'S COMPANIES, INC
AXONIC CAPITAL	DEW FOUNDATION	MASSMUTUAL FOUNDATION
BANK OF AMERICA	DOW, INC.	MAY & STANLEY SMITH CHARITABLE TRUST
BLACKENED WHISKEY	EDISON INTERNATIONAL	MCMASTER-CARR SUPPLY COMPANY
BLACKROCK	ENBRIDGE	MERCK & CO.
BLUE CROSS BLUE SHIELD OF MASSACHUSETTS		

TWENTY-FIVE THOUSAND+ (CONT.)

CORPORATE & FAMILY FOUNDATIONS



MERCURY ONE, INC.	RADEMAKERS FOUNDATION
METLIFE FOUNDATION	SAGA FOUNDATION
MICROSOFT	SAMSUNG ELECTRONICS AMERICA
MLB PLAYERS TRUST	SAVE THE CHILDREN
MONSTER ENERGY CARES	SCHULTZ FAMILY FOUNDATION
MORRIS FOUNDATION	STARBUCKS CORPORATION
MOUNTAIN DEW	TARGET
MUNICH RE US P&C COMPANIES	THE ACORN HILL FOUNDATION
NATIONAL ASSOCIATION CONVENIENCE STORES	THE BIELLA FOUNDATION
NBA CARES	THE GEORGE LINK JR. CHARITABLE TRUST
PACHULSKI, STANG, ZIEHL & JONES	THE GUARDIAN LIFE INSURANCE COMPANY
PALOMAR SPECIALTY	THE HARRY AND JEANETTE WEINBERG FOUNDATION
PATRICK J. MCGOVERN FOUNDATION	THE JOHNSON CHARITABLE TRUST
PENNYMAC	THE SELECTIVE INSURANCE GROUP FOUNDATION
PEPSICO FOUNDATION	TITO'S HANDMADE VODKA
PMI WORLDWIDE	TRES GRACE FAMILY FOUNDATION
PRUDENTIAL FOUNDATION	
PwC CHARITABLE FOUNDATION INC.	

TRIMBLE FOUNDATION
TWILIO.ORG
UD HPB FOUNDATION
UNIVERSAL INSURANCE HOLDINGS
US LBM FOUNDATION
VERISK
VETERANS UNITED FOUNDATION
VOLUNTEER FLORIDA FOUNDATION
WALMART FOUNDATION
WASILY FAMILY FOUNDATION
WAYFAIR

TWENTY-FIVE THOUSAND+

INDIVIDUAL DONORS



CARBAUGH FAMILY FUND	MANITOU FUND
CHRISTINA PARK AND JIM SEERY	MARJORIE AND MICHAEL STERN
COOK FAMILY FOUNDATION	MARY SOLOMON
CYNDY AND CLAY DEGIACINTO	MATT & JULIE TEWKSBURY
DAVID M. SOLOMON	MST FOUNDATION
GEORGE & GERALDINE YOUNT	PETE PARSONS
GREGG & KATE LEMKAU	ROBERT H. GRAHAM
HARVEY FAMILY CHARITABLE FOUNDATION	SAMUEL GREEN
JAKE & INDRA WOOD	SECUNDA FAMILY FOUNDATION
JOE & CHRISITE MARCHESE	SHARON DEVITT
JOHN & LINDA MACDONALD FOUNDATION	STEVEN & ALEXANDRA COHEN FOUNDATION
JOHN AND KAREN BEEKLEY	THE CLIFF AND LAUREL ASNESS FOUNDATION
JOHN AND LAURA BRODERICK	THE CONIGLIARO AND HUBBARD FAMILIES
JOHN R. AND M. MARGRITE DAVIS FOUNDATION	THE JEFF STEGENGA FAMILY
JONATHAN SMIDT	THE SENKUT FAMILY FUND
KEVIN YOUNG, CBE	TUCKER & SUSAN YORK
LAURA BORSHEIM, SIGN AND DESIGN SOLUTIONS	WHALLEY FAMILY FOUNDATION
LESLIE AND JOHN PITTS	YELLOW BOULDER FOUNDATION
LINDOR FAMILY	ZANDER INSURANCE
LOVETT-WOODSUM FOUNDATION	ZISSON FOUNDATION
MADELAINE EINBINDER	

LEGACY GIVING PROGRAM

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

(3) ANONYMOUS

ALLISON L. TEPPER

ALYCE MOORE

BRUCE RANDALL

CHRISTINA PARK

CINDY LEE HARRIS

CLAUDIA SUAREZ

CYNTHIA SUE HARROD

DARCY VALENTI

DEBORAH BENJAMIN

DOUG AND ELEANOR BLAIR

GREGORY ALAN JESSE *

JACKLYN VITAS

JAZMIN MARSHALL

JONATHAN BEEKLEY

JULIE PALAIS

KEVIN HERBERT

LANA B. PETERSEN *

LAURA ATWELL

LOIS KOCH

MEREDITH UTTLEY

MICHALE NIELSEN

MORGAN ACTON

MORIA FITZGERALD

NANCY LOU CLARK

PAM ANDERSON

PATRICIA ADAMS

ROBERT ALAN WALLS

SCOT BRUHAM BREWER

STEVEN KENNEDY

STEVEN LEE CONRAD *

TIMOTHY TODD ANDERS

* deceased

HURRICANE IAN RESPONSE, FLORIDA



OUR READY RESERVE FUND KEEPS US IN THE FIELD

Our actions and investments are driven by the constant pursuit of bringing disaster equity to communities around the globe.

With your trust and support we can invest in the right places and have greater impact, together. Team Rubicon's Ready Reserve Fund is vital for communities of every size.

It serves as a resource always at the ready for us to launch much needed responses with speed and efficiency.

FLOOD RESPONSE, KENTUCKY





YOUR SUPPORT MEANS WE CAN SERVE

From weather-tracking software, to transportation resources, to protective equipment, Greyshirts assist vulnerable communities thanks to the generous support of our in-kind partners that keep our mission going every day of the year.

AIRLINK

ASANA

BARON WEATHER

CASE

CLEAR CHANNEL

COMCAST

CORNERSTONE

DOCUSIGN

DUPONT

ESRI

FACTAL

FEDEX

GOOGLE

HERTZ CORPORATION

KIRKLAND & ELLIS, LLP

LOWES

MAXAR TECHNOLOGIES

MECHANIX WEAR

MICROSOFT

SOUTHWEST AIRLINES

TYSON FOODS, INC

WIPFLI

In-kind partners have contributed a cumulative value of \$100,000 or more in 2022.

FINANCIALS

CONDENSED STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31, 2022

[Preliminary/Unaudited]

Total Assets	\$47,701,782
Total Liabilities	5,990,174
Total Net Assets	41,711,608
Total Liabilities & Net Assets	\$47,701,782

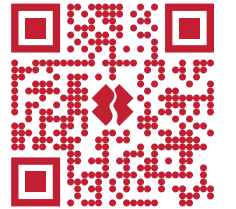
STATEMENT OF ACTIVITIES FOR THE YEAR ENDING DECEMBER 31, 2022

[Preliminary/Unaudited]

	Total
Revenue, Public Support and Other Income	
Contributions and Grants	\$49,951,057
In-Kind Contributions	56,668,134
Other Income	508,137
Total Revenue, Public Support and Other Income	107,127,328
Total Expenses	105,549,627
Change In Net Assets	1,577,701
Net Assets, Beginning of the Year	40,133,907
Net Assets, End of the Year	\$41,711,608



DONATE, VOLUNTEER,
SHARE OUR STORY.
ACT NOW.



DONATIONS TO TEAM RUBICON

L.A. Headquarters
5230 Pacific Concourse, Suite 200
Los Angeles, CA 90045

DONATE ONLINE

For more information, visit TeamRubiconUSA.org/Give

FUNDRAISE

For more information, visit TeamRubiconUSA.org/Fundraise
or drop us a line at fundraising@teamrubiconusa.org

VOLUNTEER

For more information, visit TeamRubiconUSA.org/Volunteer

CORPORATE VOLUNTEERING

For more information, visit TeamRubiconUSA.org/CorporateVolunteers

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