

2020

ANNUAL REPORT

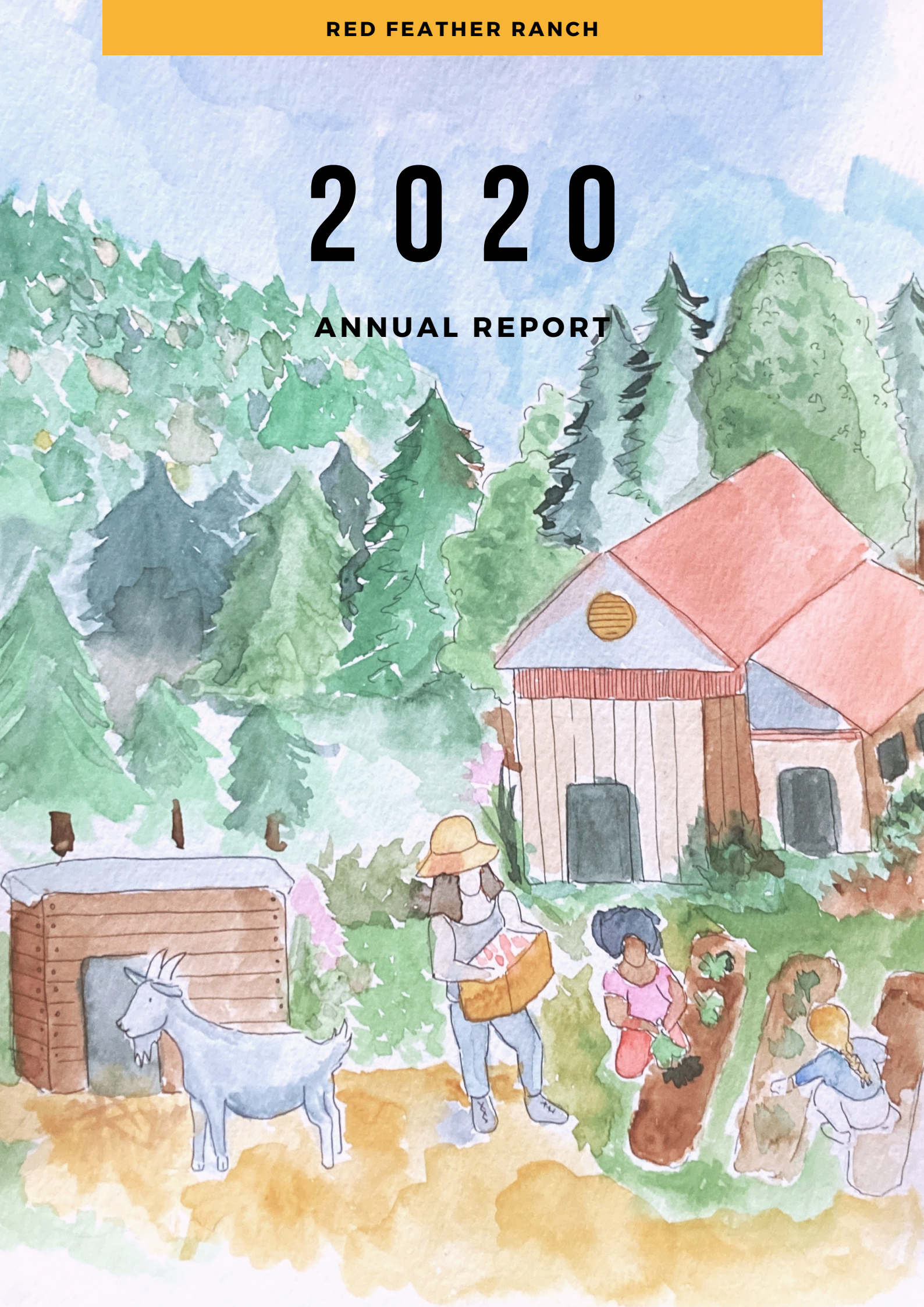


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LETTER FROM OUR FOUNDER

PAIGE JENKINS, MSW



DEAR FRIENDS & FAMILY,

Thank you for your interest in and support for Red Feather Ranch. We are proud to present you with our first annual report.

One year ago we put together detailed plans for our first women veterans retreat slated for September 2020. At the last minute, grantors requested additional information due to the global interruption of COVID19. We cancelled our in-person retreat for health and safety reasons, forfeiting our grant opportunities.

It's been a challenging year for everyone. The good news is that we improvised and adapted by setting up a Zoom account and inviting our following to what we call "The Healing Room."

None of us could have guessed that we would be writing to you today to tell you we have now surpassed a year of Healing Room meetings. Nor did we know that our other experiment, the six-month-long "Harvesting Wisdom Cohort" would be successful enough to offer it again to a larger group of women veterans.

During all of this, we have received some heartwarming feedback from program participants. Here are a handful of quotes we received from participants when we asked what they feel as a result of participating in our programs: "I finally feel home," "I know that I'm going to be okay," and "I feel accepted like I belong and there is always a solution." Some more tangible results include one inspired participant who began doing water aerobics, woodshop classes, and losing weight that she's carried for years. Another participant courageously filed a compensation claim with the Veterans Administration after decades of silence following an assault in bootcamp.

Please follow us on social media and help us continue to grow by spreading the word about our work for women veterans who have experienced trauma, especially military sexual trauma. If you would like to make a donation, please visit our website redfeatherranch.org.



OUR MISSION & VISION

Red Feather Ranch
reconnects women veterans
to their authentic selves
through earth-based practices
and a supportive community
of sister veterans.

We envision a space
where all women veterans
realize their own
resilience and wisdom
as they find that they
ultimately are their own
source of inspiration.

OUR GOALS & STRATEGIC PLAN

EXPAND OUR REACH

- Expand our client base for our online programs to **50 new women veterans** by December 2021

DEVELOP NEW PROGRAMS

We have several new programs in the works. Here is an overview of the timeline for the next three years:

- **Summer 2021:** Host our second Harvesting Wisdom Cohort
- **Summer 2022:** Host our first in-person women veterans retreat (COVID-permitting)
- **Summer 2022:** Begin hosting monthly in-person workshops in sustainable agriculture and food production, foraging, and naturalist skills.
- **Fall 2022:** Establish transitional housing for women veterans in Benton County, Oregon
- **Spring 2023:** Seed our sustainable agriculture vocational skills training program for women veterans



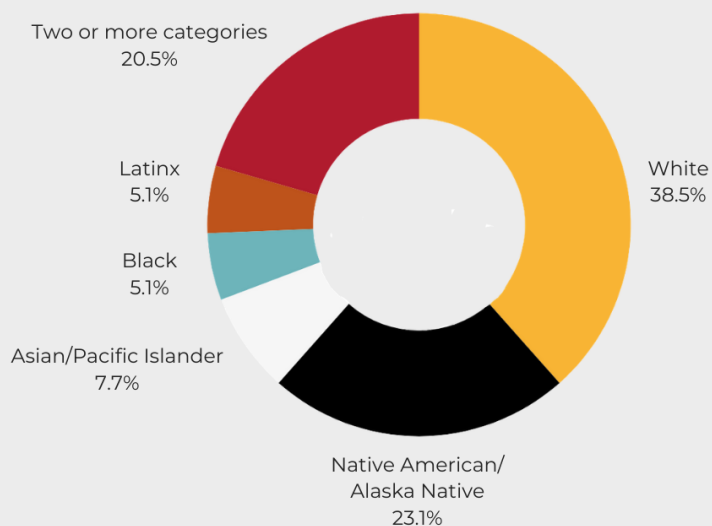
KEY FIGURES FROM 2020

hosted **114**
total hours of the Healing Room
between March 2020-2021

43 unique
individuals
participated in
the Healing
Room

2
new peer support
programs for
women veterans
addressing all
forms of trauma
including
childhood,
combat, cultural,
historical, and
sexual, with an
emphasis on
military sexual
trauma

Healing Room Client Makeup



Beta Tested Online Version
of Harvesting Wisdom
Cohort with 4 participants
for 6 months

2020

At a glance

2020 HIGHLIGHTS

INTRODUCING THE LEADERSHIP TEAM



PAIGE JENKINS, MSW
FOUNDER & CHAIR

Paige formerly served as:

- Veteran Program Coordinator at Marin Services for Women, a residential and outpatient substance abuse and co-occurring mental health and trauma recovery treatment program.
- Program Manager and Peer Facilitator for Veterans Healing Veterans from the Inside Out at San Quentin State Prison.
- Intern at Swords to Plowshares in Community Organizing, Planning and Administration.
- Co-facilitator for Veterans Path Women Veterans Retreat at Tassajara Hot Springs – San Francisco Zen Center.
- Co-facilitator for The Journey Home a women veterans equine therapy retreat.
- Inaugural board member of the California Women Veterans Leadership Council.

Currently she is Chair of the Military Women's Coalition.

Paige has a Master of Social Work from the University of Southern California, BA in American Studies University of California, Berkeley and graduate of Regenerative Design Institute's 12 month permaculture program.

She is a compassionate visionary, dedicated to trauma recovery and sustainable living through ancient practices and knowledge, as well as science and creative thinking. She is committed to addressing the intensifying and proliferating concerns of our generation and future generations, one woman veteran at a time.



**CAROL MCCLELLAND
FIELDS, PHD, BCC**
BOARD MEMBER &
SECRETARY

Carol brings several strengths to Red Feather Ranch. She has 30 years experience supporting clients who are navigating significant transitions. Her book and model, The Seasons of Change: Using Nature's Wisdom to Grow Through Life's Inevitable Ups and Downs, bring hope, direction, and inspiration to those finding their way through dark times.

Her extensive work in the area of career clarity and vision development gives her a nuanced understanding of what it takes to turn an idea with potential into a flourishing venture.

As the host of the Change Catalysts at the Growing Edge podcast, Carol tracks and highlights emerging trends as the pace, scope, intensity, and the number of changes we face grow exponentially. She supports Change Catalysts who are on the front lines of our time as they help clients find meaning in the chaos and create more of what they want in their lives.

Carol is also an accomplished speaker, award-winning author, and trainer.

2020 HIGHLIGHTS

IN 2020, WE ALSO WELCOMED TWO NEW BOARD MEMBERS:



**MELISSA BIRD,
PHD, MSW**
BOARD MEMBER

As a life coach, author, and fiery public speaker, Dr. Melissa Bird (Southern Paiute) has given hundreds of speeches and workshops across the world, including speaking to audiences at universities, national conferences, and churches. Her combination of education, real-life experience, and practical advice makes her a powerful force of change in the lives of the people she speaks to.

Past audience members have described her as “fierce,” “revelatory,” “life-changing,” “enthusiastic,” and “inspirational.” Dr. Bird creates the genesis for a new brand of leadership and graceful revolution. Her words awaken revolutionaries, trailblazers, and powerful innovators in the quest for justice. Melissa is proud to sit on the advisory council for the Native American Long House – Eena Haws at Oregon State University.



**KATE HARRIS,
MPA**
BOARD MEMBER &
TREASURER

Kate served in the Air Force for 10 years, as a C-21 and E-3 AWACS Instructor & Evaluator Pilot. She served in a number of executive assistant roles and leadership positions, including leading a diverse group of 55 Airmen, as they won the Air Force level award for their career-field. She separated as a Major to move back to Oregon with her husband, where they are now raising their three small children. She has a Bachelors of Science in Civil Engineering from the University of Portland and a Masters of Public Administration from the University of Oklahoma.

She has been a residential property manager for 17 years, worked in accounting and marketing at a local insurance brokerage, and is on the Board of Directors of a local hospital, including leading their Planning & Strategy committee. Kate is currently founding a new business as a Confident Advocacy Guide, leading women back into their power and intuition as they learn to confidently advocate for themselves and their families.



2020 HIGHLIGHTS

WE ALSO GREW OUR ADVISORY BOARD TO 3 MEMBERS:



LINDA M. WOODS,
MSW,
USAF VETERAN
ADVISORY BOARD
MEMBER

A Tribal Member of the Grand Traverse Band of Ottawa Chippewa Indians, Linda Woods came from an Ottawa Indian village in Leelanau County, Michigan. After serving in the United States Air Force during the Vietnam Era, she became a substance abuse counselor in the 1970's then later earned her Master of Social Work from San Jose State University.

Though she retired in 2008, with over 30 years of experience in social work she continues to serve Native American communities who suffer with addiction by promoting recovery and healthy lifestyles. She also partners with nDigiDreams to create digital stories to promote education and healing through sharing of their personal stories in Michigan, Wisconsin, and Minnesota.

Ms. Woods is the first woman veteran to create and carry an Eagle Staff, an esteemed symbol in Native American culture generally carried by male veterans. She carries this healing Eagle Staff on behalf of all women, especially her fellow women veterans who have served our nation.

She is an Elder of her tribe, a mother, a Nokomis ~ grandmother, and recently a great-grandmother furthering her interest in promoting Mino Bimaadziwin ~ Good Life on behalf of the future Seven Generations.



CAROL BANQUER,
MD, MS
ADVISORY BOARD
MEMBER

Carol is a retired physician who now invests in biotechnology start-ups and is gratified to advance the prevention and treatment of disease.

Since 2017 Carol has been a member of the Women Donors Network, a group of women philanthropists who are committed to progressive social change and to building a just, equitable, and sustainable world united by a shared vision of justice and equity for all.

Carol obtained her M.D. from the University of California, Irvine, and her M.S. in Organic Chemistry from MIT.



PETER CASSIDY, CPA
ADVISORY BOARD MEMBER

Peter is a Navy Veteran, accountant, auditor, and an alumnus of the George C. Marshall Center for European Security Studies in Garmisch, Germany.

2020 HIGHLIGHTS

WE ALSO BROUGHT ON OUR FIRST PERMANENT STAFF MEMBER:



**GILLIAN
CHANDLER**

PART-TIME OPERATIONS
& COMMUNICATIONS
MANAGER

Gillian currently works as the Programs and Services Manager at Protect Our Defenders, a national nonprofit organization dedicated to ending sexual violence in the U.S. military. Gillian graduated with a B.A. from The George Washington University with a major in International Affairs and a minor in Religion and is currently working towards her Masters in Social Work.

Gillian has interned on Capitol Hill, a national security nonprofit organization, and the Maryland State Attorney's Office. Gillian is a Credentialed Advocate (C.A.) through the National Organization for Victim Assistance and a Certified Assessor of the DV Danger Assessment.





2020 HIGHLIGHTS

OUR COVID-19 RESPONSE

POSTPONING OUR INAUGURAL IN-PERSON RETREAT

We were prepared to hold our first-ever in-person retreat September 17-20, 2020. A total of 20 women veterans registered for the retreat. We secured a location, insurance, and agreements with Indigenous Elders and instructors to hold safe space and lead workshops on herbal and medicinal plant knowledge, therapeutic movement and dance, pit-fired ceramics, and drum circle. Despite holding out hope throughout the spring that COVID-19 would not force us to cancel the retreat, we ultimately decided to postpone until a time when we could safely meet in person.

2020 HIGHLIGHTS

NEW ONLINE PROGRAMS

ONLINE WOMEN VETERANS HEALING ROOM

Foreseeing that online meetings would be the new normal, if only temporarily, we started our Online Women Veterans Healing Room March 19, 2020. The Healing Room was established as a safe and nurturing space where women veterans could find a sense of community and provide one another emotional and spiritual support. We wanted to create a space where women veterans could form relationships and build a network of support as we adjusted to the new normal. Due to its success, the Healing Room has run continuously every Friday since it began. In 2020, more than 43 women veterans from across the country participated in the Healing Room. Our numbers are underrepresented as we didn't record the numbers for the first few meetings.

For two hours each Friday, an average of nine women veterans join the peer facilitator, our Founder & Director, Paige Jenkins via Zoom. After a smudge and prayer song, participants introduce themselves and share one thing they are grateful for. Next, each participant shares a current challenge or victory. The Healing Room is typically closed with a prayer led by an Indigenous participant.

The Healing Room is expected to continue to run through 2021 and become a permanent program of Red Feather Ranch.

HARVESTING WISDOM COHORT PROGRAM

In early summer 2020, we learned that some of our regular Healing Room participants were looking to forge even stronger connections with themselves and other women veterans and learn skills to help them develop resilience. In response to this, we developed our Cohort Program, a six-month intensive program that helps participants build self-awareness, develop strength and resilience, and form deeper connections with their fellow Cohort members.

We launched the pilot program in mid-summer with four participants. Over the course of the next six months, the participants committed to one weekly one-hour phone call with their accountability partner, one monthly online full Cohort meeting, and daily individual practices. Once the pilot program ended in December, we conducted a comprehensive program evaluation and attained feedback from our participants.

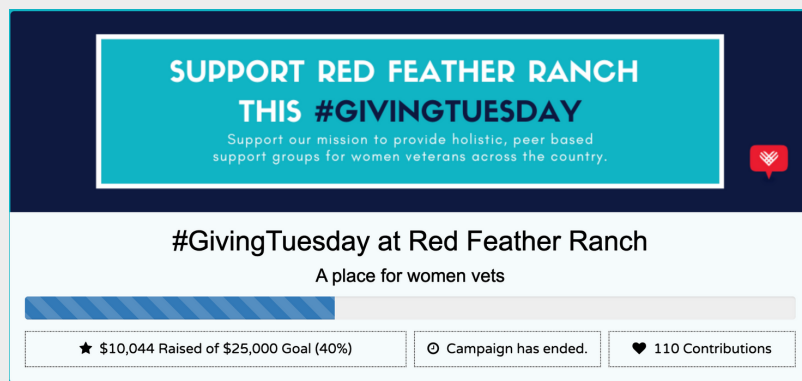
Due to the enthusiastic responses from our pilot program participants, we are launching our second Cohort in Summer 2021. We expect to continue to welcome women veterans into the Cohort program twice a year.



2020 HIGHLIGHTS

OUR FIRST FUNDRAISER

In case you missed it, we held our first-ever fundraising event on Giving Tuesday, December 1, 2020.



Drawing on our base of supporters and donors, we launched a week-long peer-to-peer fundraising challenge that culminated on Giving Tuesday with our Informational & Gratitude livestream hosted by our board member, Dr. Melissa Bird.



#GivingTuesday Informational Zoom Call

Thanks to the support and hard work of our donors, we raised a total of **\$9,939!**

OUR 2021 PLANS

2021 is shaping up to be a big year for Red Feather Ranch. As we move beyond the initial start-up phase of our organization, we are excited to begin to expand our impact by securing a permanent location for Red Feather Ranch and hiring a full-time Program Manager.

FINDING A HOME FOR RED FEATHER RANCH

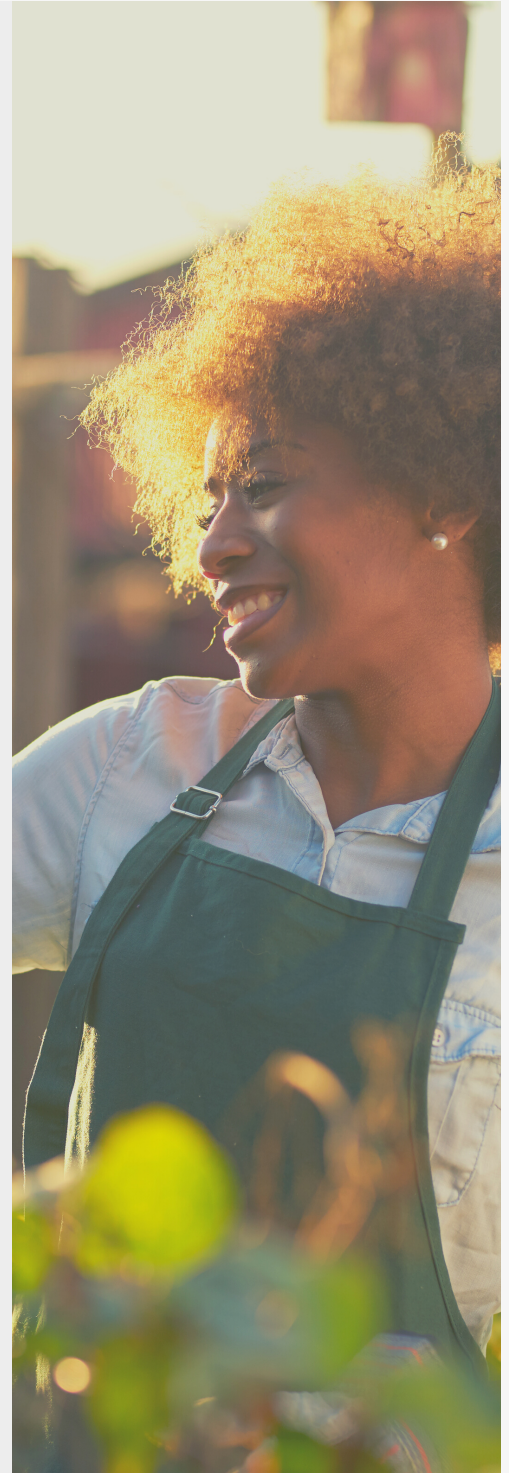
In order to achieve our goal of opening transitional housing to women veterans by Fall 2022, we are currently searching for a property to become the home of Red Feather Ranch. We expect to begin a capital campaign later this year to start fundraising for our dream property.

Stay tuned for updates on our search and progress towards securing our new home!

BUILDING OUR STAFF

As we launch additional Cohorts and participation in our Healing Room continues to grow, we want to hire a full-time Program Manager to support our work. With this additional support, Red Feather Ranch will be able to serve even more women veterans and get our future programs up and running as soon as possible!

To ensure our Healing Rooms and Cohort programs are scalable and sustainable over time, our goal is to increase our income via donations and grants for these programs by at least \$150,000 per year.



DONOR PROFILE:

WILL HOLSINGER

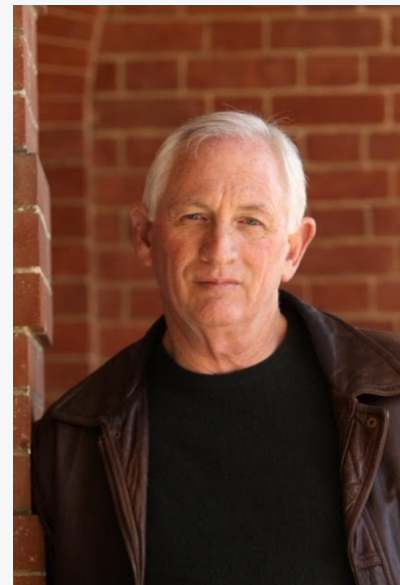


WHY WILL DONATES TO RED FEATHER RANCH, IN HIS OWN WORDS

My mother was a "BAMMIE" in World War II, serving as a code breaker at Naval Station Treasure Island in San Francisco. She was also a traumatized woman, though not during her military service, but rather as a girl. Trauma is trauma, no matter the age, the circumstances or the results. I know her life would have been much different without the trauma, as well as if she had help available of the kind Red Feather Ranch provides.

Thank you, thank you, thank you.

Will Holsinger



OPERATIONAL OVERVIEW

BOARD OF DIRECTORS

Paige Jenkins, MSW
Founder & Director

Kate Harris, MPA
Director & Treasurer

Carol McClelland Fields, PhD, BCC
Director & Secretary

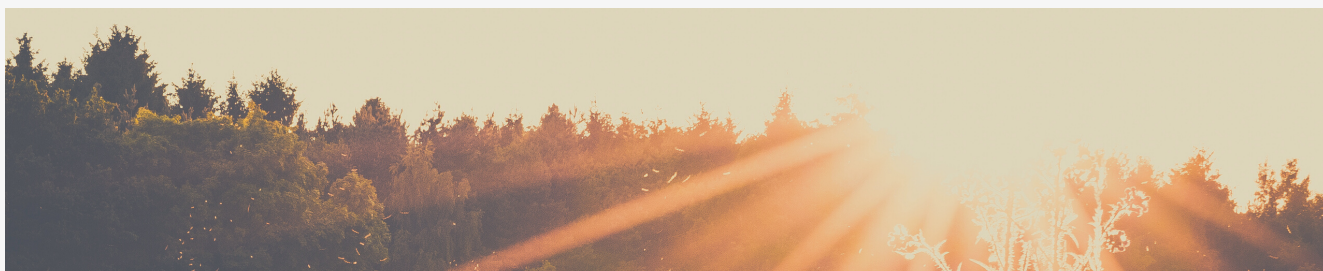
Melissa Bird, PhD, MSW
Director

ADVISORY BOARD

Linda Woods, MSW
Carol Banquer, MD, MS
Peter Cassidy, CPA

STAFF

Gillian Chandler
*Part-time Operations &
Communications Administrator*



MAJOR DONORS

Carol Banquer - Julie Case - Peter Cassidy - Veronica Chandler -
Gregory Chandler - Rebecca Chapman - Rose Ciraco - Valerie Conner -
William Cuppoletti - Lucy Davis - Jeri Davis - Dominic Defelice - Robbie Duke -
Zoe Dunning - Sean Franey - Shari Franey - Katharine Harris - Helen Hiser -
Rik Holeman - William Holsinger - Yvonne Huber-Ito - Evelyn Hukari -
Amy Jenkins Eaton - Tina Larsen - Kenneth Lones - Carol McClelland Fields -
Laura Martin - Rebecca Miller - Lola Mondragon - Lynn Rhodes -
Michael Rolman - Linda Samuels - Melody Schultze - Mary Shackelford -
Katheryn Shamrell - Sierra Strother - Charmin Velez - Doyle Wiseman -
Linda Woods

FINANCIAL OVERVIEW

FOR THE YEAR ENDING 2/28/2021

STATEMENT OF FINANCIAL POSITION

1. Assets	
a. Cash/cash equivalents.....	\$10,013.08
b. Other current assets.....	\$0
c. Property and equipment.....	\$0
2. Liabilities	
a. Accounts payable.....	\$0
b. Credit cards.....	\$0
c. Other current liabilities.....	\$0
3. Equity	
a. Opening balance equity.....	\$2,901.13
b. Ending balance equity.....	\$10,013.08
Net assets as of 2/28/2021.....	\$10,013.08

STATEMENT OF OPERATIONS

1. Income	
a. Website donations.....	\$3,725.47
b. Facebook fundraisers.....	\$3,512.11
c. Individual contributions.....	\$1,043.33
d. Grants.....	\$0
e. Program fees.....	\$0
f. Total cash income	\$8,280.91
g. In-kind contributions.....	\$82,960.00
h. Total income	\$91,240.91
2. Expenses	
a. Advertising and marketing.....	\$180.00
b. Administration.....	\$693.96
c. Education and training.....	\$295.00
d. Program services.....	\$82,960.00
e. Housing program development.....	\$0
f. Total expenses	\$84,128.96
Net income	\$7,111.95

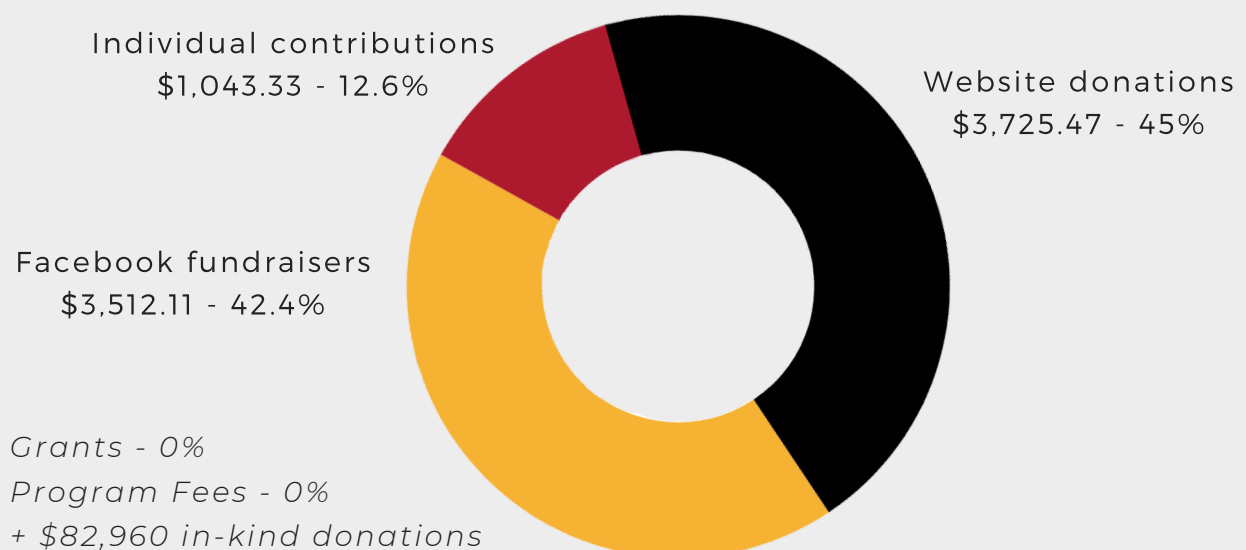
FINANCIAL OVERVIEW


FOR THE YEAR ENDING 2/28/2021

PROGRAM SERVICES FINANCIAL SUMMARY

Program Services expenditures this past year were made possible solely by numerous hours donated by both Paige Jenkins, Executive Director, and Gillian Chandler, Program Manager Intern. To provide for advertising, preparation, and facilitation of our Healing Rooms and Cohort Program, Paige donated approximately 2,000 hours and Gillian donated approximately 540 hours. In order to allow these programs to expand and become sustainable, we expect future efforts to be paid at approximately \$35 per hour for Executive Director and \$24 per hour for Program Manager. Program Services expenses required to host 57 Healing Rooms and a 6-month Cohort Program approached \$83,000 this past year.

RED FEATHER RANCH 2020 CASH INCOME SOURCES





**Thank you to all our supporters, donors,
participants, and advocates who have been here
for us during the last year.**

**We look forward to reconnecting more women veterans
who have experienced trauma, especially military
sexual trauma, to their authentic selves
through earth-based practices and a
supportive community of sister veterans.**



www.redfeatherranch.org

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Red Feather Ranch is a non-profit 501(c)(3) charitable organization. The IRS has determined that donations to Red Feather Ranch are tax-deductible for the donor as charitable contributions. There are no limits or restrictions on these donations. EIN 82-4076139.

