

LEAF ANNUAL REPORT 2018





LEAF's mission is to cultivate young leaders from diverse backgrounds through meaningful work in the food system.

TO THE LEAF COMMUNITY,

OVER THIS PAST YEAR, LEAF HAS BEEN THINKING, TALKING, AND DREAMING A LOT ABOUT GROWTH. We start with the day-to-day, hands in the dirt view of growing that involves cultivating both the land and the youth leaders tending it. Then there is the deeper, longer perspective on where LEAF is headed over the next few years. We know that our model works, and we want to expand its impact in our community and food system. I have to say, it's thrilling to arrive at the place where our organization can thoughtfully dream about our future and have youth as full partners in that conversation.

Weeding is a great time to dream and scheme, and there was certainly a lot of weeding to do this season with the incessant rain. The weeds we were pulling almost always had the same growth pattern - rapidly replicating themselves as fast as possible, and choking competitors out of access to sun and nutrients. Compare this with the way native plants grow - or even the cultivated plants we were tending - and they can teach us about deep roots, resilience to the ever-changing environment, working in partnership with the rest of the ecosystem, and sustaining fruits. Through our conversations and in crafting LEAF's second strategic plan to guide our progress in the next few years, we are choosing that second form of growth. For us that means investing in deep roots - continuing to grow longer term, year-round youth leadership opportunities and meaningfully sharing authority with our youth leadership. This also looks like building strong partnerships to increase our impact in our community and food system. We will continue to thoughtfully and sustainably develop our youth-powered ventures, the fruits that nourish our organization. This report shows examples of this pattern of change across the program.

Thank you for investing in LEAF's growth.

Sincerely,

Heidi Witmer,
Executive Director



STAFF

- Heidi Witmer - Executive Director
- Shane Kaplan - Assistant Director
- Dave Cleck - Accountant
- Maggie Stonecash - Development Director
- Mackenzie Johnson - Program Coordinator
- Virginia Masland - Farm Assistant

BOARD MEMBERS

- Chef David T. Mills, III, Board Chair
- Tracy Stritch, Vice Chair
- Susan R. Otway, Treasurer
- Ellen Peters Otto, Secretary
- Megan Rulli
- Linda Lingle
- Vincent L. Stephens
- Sarah Bay Nawa

YOUTH SPOTLIGHT: MORGAN CLARK

Age: 16

Position: Level 1



This year, LEAF had its first ever intern from Susquehanna Township High School: Morgan. Morgan came to the crew and naturally connected with a peer leader, who became her mentor in quiet leadership. She frequently provided incredible insight into how she could utilize her strengths as an introvert and not just lead, but do it authentically. Morgan said, **"I learned from LEAF that leadership doesn't have to be loud... it's more just being there for your people that you're leading."** Morgan was able to share her experience at LEAF with the crowd at Savor.

SUMMER 2018 IMPACTS

LEAF's version of sustainable growth has yielded incredible, healthy fruits this year. Check out these impacts on youth and the community:

88%

increase in

**WORKFORCE
READINESS
SKILLS**

Including organization, timeliness, motivation, and working across difference

100%

**INCREASED or
MAINTAINED a HIGH LEVEL
of produce consumption**

Based on families' eating habits, supported by produce given to youth during the summer

2,295

**HOURS of
hands-on work**

Planting, cultivating, harvesting, weighing, packing, cooking, creating

80%

increase in

LEADERSHIP SKILLS

Including accurate self assessment, confidence, emotional intelligence, persistence, and consistency

64

received

**LEAF
PRODUCE
SHARES**

produce supplied to

6

**LOCAL
RESTAURANTS**

In Harrisburg, Camp Hill, and Carlisle

Over 20 weeks, reaching over 120 individuals

4

**WHOLESALE
PARTNERS**

Including Project SHARE and Provisions, a grocery store in downtown Harrisburg

SHARED AUTHORITY IN THE FIELD

"I look at my personal growth as the development from **being a farm worker to becoming a farmer**. The transition from farmworker to farmer involves gaining an extended awareness of how the farm works and what it needs, being able to partner the youths' abilities with different tasks in a way that encourages the growth of them both, and then leading them efficiently to get that task completed." - Dailah, 17

Over time, LEAF has seen young people thrive and grow through the challenges of raising food and working within a team. As individuals expanded their skill set, LEAF expanded with them, developing new opportunities to match their unique potential. This year, that manifested in the specialized management positions listed at the right.

Caroline and Anaya managed the harvests that happened each Monday and Wednesday, weighing, recording, packing, writing invoices, and preparing produce shares and restaurant orders for delivery. Caroline also masterminded the produce share newsletters, writing narratives from the field and collecting recipes for share members. Nic specialized in keeping the structure of the farm running, by taking charge of irrigation and various facility projects, while also contributing his efficiency to produce pack out. Dailah and Elizabeth, the season's field managers, spent each day leading farm tasks, balancing the needs of the farm with the needs of the program, and helping each run more smoothly. Dailah used her extensive knowledge of each farm task and her understanding of the individuals on the crew to pair them with a task each day that gave them appropriate challenges and a chance to foster their skills. Elizabeth showed us the farm through her lens, by taking photos through the summer (which appear throughout this annual report!) and crafting the end of season video.

Caroline Berry
Produce Share
Manager



Nic Adams
Farm & Facility
Manager



Anaya Montgomery
Post-harvest
Manager



Elizabeth Lynch
Field Crew Manager



Dailah Mial
Field Crew Manager

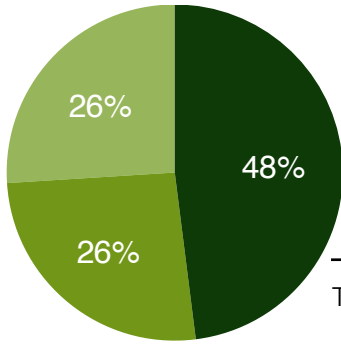


LEAF'S DEEPENING ROOTS

| | 2018 | Since 2013 |
|----------------------|-------|------------|
| Youth | 24 | 116 |
| Family Members | 72 | 394 |
| Individuals Impacted | 3,219 | 17,996 |

ANNUAL FINANCIALS

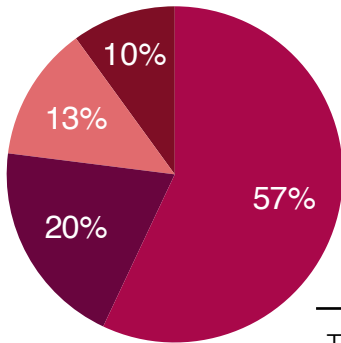
These numbers are based on projections for the 2018 calendar year



How we're funded:

- Grant funding: 48%
- Self-Generated Revenue: 26%
- + ● Contributions: 26%

Total Annual Funding: \$271,163.35



Annual Expenses:

- Program: 57%
- Ventures: 20%
- Administrative: 13%
- + ● Fundraising: 10%

Total Annual Expenses: \$260,968.50

"I love farming, it's really interesting, and you get to learn a lot about the land that you inhabit. Where you are and what you can grow."

- Anthony, 14



YOUTH SPOTLIGHT: ADNAN ALAGIC

Age: 18

Position: Level 1

Adnan joined the LEAF team after his senior year at Carlisle High School, before

continuing on to Pitt for a degree in engineering. Adnan frequently could be heard in the fields checking in with his crew members, asking how their day was going. Adnan was thoughtful in workshops, willing to be open and reflect on his experiences and opinions, as well as ask tough questions.

In addition to cooking skills, such as knife techniques and butchering, Adnan gained a deeper understanding of what it means to be a leader: **"Being a good leader's all about respect. Because if people don't respect you then they don't want to work with you, and here at LEAF I feel like it's in both directions. There's a lot of respect going around, for myself and the people that I work with."**



SEASON SPONSOR SPOTLIGHT: PA PREFERRED

LEAF has been so grateful for the support of PA Preferred! For the past two years, they have invested in the mission and work of LEAF through season-long sponsorships.



"PA Preferred is a proud season sponsor of the LEAF Project. LEAF embodies so many of the tenants that the Pennsylvania Department of Agriculture embraces and encourages: agricultural education, workforce development and diversity in the ways that farm fresh produce is marketed to the community. We are especially impressed by how LEAF empowers young people to be dynamic leaders-- putting their mark on the future of agriculture--because we know that is something critical to ensuring that our industry continues to thrive in the decades to come." - **Cheryl Cook, Deputy Secretary**, Pennsylvania Department of Agriculture

THANK YOU TO THOSE WHO MADE IT POSSIBLE!

BUSINESS SPONSORS

- **PA Preferred Program, PA Department of Agriculture (Season Sponsor)**
- **AgChoice Farm Credit (Farm Sponsor)**
- Camille Baughman & Associates Therapeutic Massage
- Carlisle Construction Materials
- Centerpoint Counseling & Consulting
- Deibler Insurance Associates Inc
- Jacqueline L. Powell & Associates, Inc
- M&T Bank
- Madison Settlement Services
- Martson Law Offices
- Members 1st Federal Credit Union
- Miss Ruth's Time Bomb
- NTM Engineering, Inc.
- Rice Fruit Company
- Smoked Trout
- Spiral Path Farm
- Sun Motor Cars BMW
- The Millworks
- Troegs Brewing Company
- Wegmans Food Market, Inc.

ORGANIZATION CONTRIBUTORS

- **ACF Harrisburg Chapter PA 181 (Culinary Sponsor)**
- Amvets Post 274
- Benevity Fund
- Carlisle Kiwanis Club Foundation
- Carlisle Moose Family Center 761
- Conagra Brands Foundation Matching Gifts Program
- Fraternal Order of Eagles #1299
- Louis & Joyce Tucker Foundation
- Rotary Club of Carlisle - Sunrise
- South Mountain American Legion Post 674 Inc, Home Association Gaming
- St. Paul Evangelical Lutheran Church
- Thrivent Financial
- VFW Post 477, Carlisle
- VFW Post 7463, New Bloomfield
- White Circle Club
- William Penn Social Association

- Robin Atwood Fidler
- Julie Barrick
- Glenda & William Baublitz
- Martha Bergsten
- Melissa & Eric Berry
- Pierce Bounds & Donna Williams
- Douglas & Ann Bower
- Ryan & Maureen Brown
- Karla Browne
- Merideth Bucher
- Victoria & Ralph Burnham
- Barbara & Carlton Busko
- Joyce Bylander
- Paul & Janice Caulfield
- Ann Chadwell
- Jessie Clark
- Dave & Holly Cleck
- Juli Daniels
- Vicki & Gregory Darr
- Steve Dederer
- Lisa DeLorenzo
- David Derenick
- Carole & Tom DeWall
- Jenifer & Thomas Donnelly
- Kaye Edwards
- Carey & Annette Ehly
- Kathy Ellis & Rick Heckman
- Mary Ann Ernst
- Susie Eslinger
- Amy Farrell & John D. Bloom

- Audrey Fisher-Pedersen
- Janet Flanagan
- Dawn Flower
- Nadine Frey & Andrew Bradley
- Deborah Fulham-Winston & Robert Winston
- Larry & Melissa Garner
- Katherine Gehris
- Kelli & Warren Godfrey
- Vern Graham
- Barbara & David Green
- Nancy Gregor
- Aunnalea Grove
- Becky Hammell & David Crouch
- Georgia & Olaf Hasse
- Anne Hawbaker
- Brian & Inna Hely
- Billy & Joyce Hemminger
- Elaine & Thomas Herstek
- Judith Holst & Nicole Carvalho
- Elizabeth Hutchinson
- Joan Jones
- Drew & Vanessa Kalbach
- Dave Kann
- Gladys & Arnold Kaplan
- Heidi & Mitchel Kaufman
- Marilyn Keener & Fred Baldwin
- Deborah & Rob Klawitter
- Jim & Jan Kohler
- Barbara Kohutiak

MONTHLY SUPPORTERS

- Bill & Jane Allis
- Ned & Melissa Allis
- Stephanie & Joel Anderberg
- Dorothy Andrews
- Camille Baughman
- Anna Bilz
- Linda Brindeau
- Jessie Clark
- Dianne Conaway
- Lu Conser & Timothy Potts
- Daniela Crawford
- Emily Daniels
- Vincent Stephens
- Richelle & Josh Dourte
- Mary & Hubert Gilroy
- Stephen Hughes
- Bethany Johnson
- Ted LeBow
- Linda & Emily Lingle
- Cynthia & Zach Lupold
- Mary McManus
- David & Kelli Mills
- Julie & Matt Morton
- Sarah & Jan Nawa
- Susan & Robert L. Otway
- Emily Pawley & Roger Turner
- Sara & Jeff Predmore
- Pamela Rhoads
- Emily Rice Townsend
- Shirley & Mark Ruhl
- Diane Rulli
- Megan Rulli
- Kathy Schreffler
- Audrey Scott
- C. Ann Sheehan
- Lauren Smith
- Hannah Smith-Brubaker & Deb Brubaker
- Carla Snyder
- Sue Stonecash
- Suzanne Stritch
- Tracy & Barney Stritch
- Bryan Syak
- Sarah Taby & Dave Bender
- Robyn Wampler
- Kathy Witmer
- Kevin Witmer

GRANT FUNDING

- G.B. Stuart Charitable Foundation
- Lawrence L. & Julia Z. Hoverter Charitable Foundation
- Donald B. & Dorothy L. Stabler Foundation
- Partnership for Better Health
- Josiah W. & Bessie H. Kline Foundation
- PPL Foundation
- J. William Warehime Foundation
- Clif Bar Family Foundation
- McCormick Family Foundation
- Highmark Blue Shield
- Anne & Philip Glatfelter III Family Foundation

SUPPORTERS

- Judi & Jim Largent
- Anne Lauritzen
- Neil Leary
- Shannon & Dave Leffler
- Gregory Lidrbauch
- Maribeth & Steven Lindberg
- Barb Lockard
- Robert & Kathy Long
- Liz Lowry & Sam Hewitt
- June Lutz
- Machele & Michael Lynch
- Lisa & Jason Maddux
- Dave & Carrie Breschi
- Camille & Dennis Marion
- Dale Mathias
- Jana McCommon
- James & Anna McPherson
- Cornelia & Robert Middleton
- Alan Miller
- Susan & Ian Milnes
- Mary Beth & John Moritz
- Lynda Morris
- Annette & Rich Morrison
- Susan & James Mowery
- Denise Mullen
- Maureen Neary
- Ivo Otto III & Ellen Peters-Otto
- Cheryl Parsons & Wendy Gebb
- Lori Peters
- Tom Place & Grace D'Alo
- Keri Puna
- Christopher & Selina Read
- Maureen Reed
- Elizabeth Rowe
- Sarah Ryan
- Joy Seavers
- Lauren Sheeler
- June Shomaker
- Amit Sinha
- Cindy Sisto
- Josh Slothower
- Betsy & Jim Smith
- Holly & Ed Smith
- Drew & Kathleen Stoken
- Deborah Sweaney
- C. Helen Takacs
- Donald & Emily Thomas
- Michael Tonelli
- Diane V Difante
- Mary Vallance & Ed Franco
- Julie Vastine
- Margaret Weitzel
- Jenifer & Dave Wellman
- Martha Williams & Davis Tracy
- Marc & Robin Winter
- Sondra Wolfe
- Karen & Todd Wronski