



2018 ANNUAL REPORT

OPERATIONS | PARTNERS | MILESTONES



TEAM RUBICON
DISASTER RESPONSE

A NOTE FROM THE CEO

Team Rubicon's volunteer numbers have grown substantially since our response to the 2017 hurricane season, including hurricanes Harvey, Irma, and Maria. The direct effect of each veteran, first responder, or civilian who joins our ranks became clear everywhere we served throughout 2018. It's clear in the homeowners faces who return to a rebuilt home, completely free of charge or in the hurricane survivors who found hope in the service of strangers wearing grey shirts. I'd like to kick off this report with an update on our significant long-term hurricane response that began in 2017. Hurricanes Harvey, Irma, and Maria left their mark on coastal communities of the Southeastern United States and Puerto Rico, and TR responded immediately following each storm to help residents recover. These three devastating hurricanes taught us that we could do more to help. We set an objective in 2018 to increase long-term recovery capabilities by launching a Rebuild Program, which has shown continued success by the number of homeowners that our volunteers have been able to serve in the time since launch. By the end of 2018, our Rebuild teams in Florida and Texas completed over 50 homes. In Puerto Rico, TR was able to install over 500 hurricane-resistant roofs, restoring an essential and basic means of shelter that no one should be without.

The organization responded to a total of 90 disasters last year—another record year—each of them devastating a community that families call home. They ranged from small floods, to large fires out west, and to hurricanes on the coasts. While

hundreds of volunteers were on the ground in response to Hurricane Florence in North Carolina, Hurricane Michael bore down on the Florida Panhandle. But TR didn't flinch. Instead, we simultaneously launched an operation in response to the Category 5 hurricane that would become our longest running domestic operation. As the final work orders were completed, more than 2,000 TR volunteers had deployed to help those affected in North Carolina and Florida.

With growth and a wider impact of disaster relief provided year after year, it's possible to be satisfied and hold in place, but our core ethos of service demands action and innovation. We can never rest while there is work to be done. As we press on into the future and garner greater international capabilities, our new World Health Organization (WHO) verification as an Emergency Medical Team Type-1 (Mobile) opens doors to increase the level of aid that we provide during humanitarian emergencies and disasters around the globe. From those we serve, to the 90,000 volunteers who continue serving, and all of Team Rubicon, thank you for supporting our mission.



Jake Wood, CEO



Huerfano, Colorado
Flood Mitigation
Operation Southern Slope

2018 OVERVIEW

The value of our mission is not dictated by the number of storms or amount of rainfall—we measure it in units of service: sweat, chainsaws re-sharpened, hugs from homeowners received. This is what we're built for.

Last year our volunteer women and men in grey served on **25** flood relief operations, **25** wildfire responses, **15** hurricane operations, and **12** tornado clean-ups, along with **13** operations to help mitigate future disasters in at-risk locations.

WE ARE BUILT TO SERVE.



Jackson County, Florida
Hurricane Michael Response
Operation Amberjack

IMPACT OF SERVICE IN 2018

4,795

Number of Team Rubicon volunteers who served across the United States and internationally in the wake of disaster.

90

Operations launched in response to communities overwhelmed by severe weather, humanitarian emergencies, or to mitigate a potential natural hazard.

\$7.9M

Value of all Team Rubicon volunteer labor hours served to offset disaster costs for homeowners and local-level communities.

2018

SIGNIFICANT DISASTER RESPONSES



Wilmington, North Carolina
Hurricane Florence Response
Operation Silver Sun

HURRICANE FLORENCE

OPERATION SILVER SUN
NORTH CAROLINA | SEPTEMBER 12 – NOVEMBER 28, 2018

In the wake of Hurricane Florence, Team Rubicon sent in our troops in grey, shovels in-hand, to assist the communities of North Carolina across six cities. The operation put our resolve to the test when Hurricane Michael pummeled the Florida panhandle one month into our Hurricane Florence response. **We countered by doubling down in NC, mobilizing 981 Greyshirts who provided nearly \$1.7 M in volunteer service value to impacted communities.** Muck-outs, chainsaw work, and heavy equipment operations made up the bulk of the services provided to homeowners during TR's two and a half months on the ground in Wilmington, New Bern, Goldsboro, Jacksonville, Lumberton, and Rose Hill.





Jackson County, Florida
Hurricane Michael Response
Operation Amberjack

HURRICANE MICHAEL

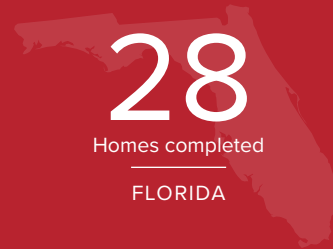
OPERATION AMBERJACK
FLORIDA | OCTOBER 10, 2018 – MARCH 5, 2019

Hurricane Michael made landfall as a Category 5 hurricane, unleashing 155+ mph winds on the Florida panhandle. Severe home damage was widespread and the impact demanded an immediate response to assist homeowners and those affected by this significant storm. Team Rubicon's volunteers were ready to serve and sounded off in record numbers to deploy and help Florida families. **In all, 954 volunteers served—many first-timers—on what became Team Rubicon's longest running domestic operation.**



UPDATE ON REBUILD OPERATIONS

Team Rubicon volunteers began putting hammer to nail and drywall to studs in the Houston area and in Collier County, Florida after both locations were devastated by Hurricane Harvey and Irma, respectively. Rebuild operations were also launched in Puerto Rico following Hurricane Maria. Here's a glance at the work throughout 2018.



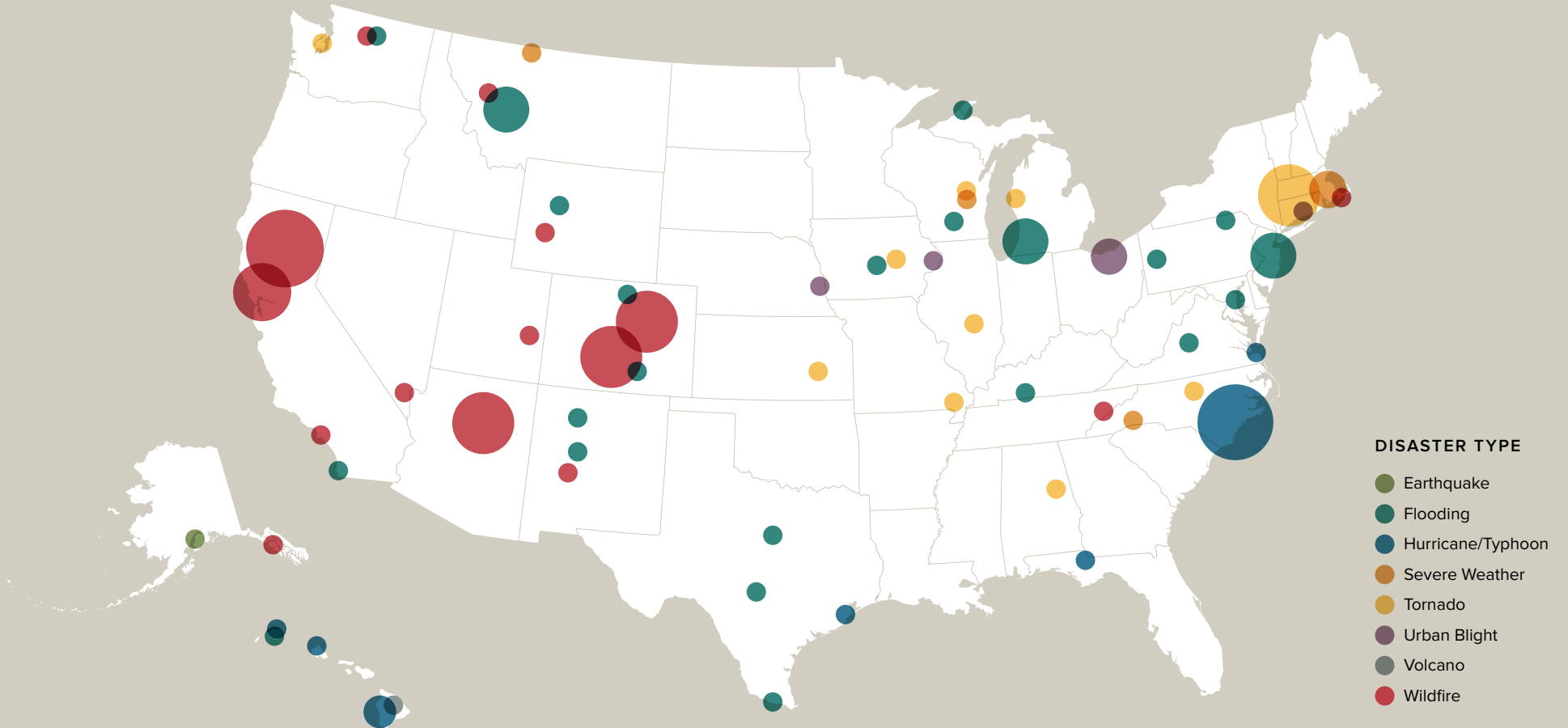


Houston, Texas

Hurricane Harvey Rebuild

Houston Rebuild

2018 DOMESTIC OPERATIONS



2018 INTERNATIONAL OPERATIONS



DISASTER TYPE

- Hurricane/Typhoon
- Proactive Medical

2019 OPERATIONAL & ORGANIZATIONAL GOALS

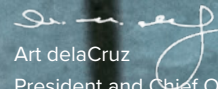
Step back for a moment. Instead of thinking about Team Rubicon in terms of the immediate future, one to two years from now, I ask you view Team Rubicon as a permanent fixture in any society 50–100 years from now. We deploy volunteer military veterans and first responders to disaster zones—Team Rubicon is an asset, and it is something desired by the community and country. Today, our supporters will discover that they’re making an investment to a mission of continued service that re-visions the veteran to civilian shift long into the future. We strive for a time when it will be assumed by all who serve in the military that when their service ends, they’ll continue serving with Team Rubicon.

Our organization is scaling in tremendous directions, engaging our volunteers to train and remain ready, while simultaneously increasing our ability to respond to more disasters and humanitarian crises. In 2018, Team Rubicon conducted a record 90 responses—a combination of recovery, mitigation, and humanitarian operations. We’ve already surpassed that figure in 2019. A key shift in facilitating increased capacity for disaster response has been our digital transformation, thanks to our partnership with Microsoft. Together, what we began in 2018 has become an established platform to better track data,

mobilize volunteers, and communicate across channels, which we intend to model and share with other non-profit organizations. Upgrading our systems with twenty-first century solutions was a vital move, as we continue to reach more communities struck by disaster and connect with new volunteers.

More and more volunteers are stepping into our ranks and actively raising their hands to deploy; we reached 90,000 volunteers in 2018. It’s an amazing thing to witness so many new faces first thing in the morning on day one of a disaster response. Now, we have a responsibility to manage the well-being of volunteers over a longer span of time, to be a home base for our members through all of life’s pitches and yaws, to consider that future military veteran who has yet to don the uniform for the first time, and to re-imagine the longevity of the organization as an investment beyond immediate disaster response. Let’s go forth and build together.

In service,



Art delaCruz
President and Chief Operating Officer

THE DIGITAL TRANSFORMATION



Tinian, Saipan
Typhoon Yutu Response
Operation Latte Stone

MICROSOFT & WIPFLI

The partnership that powered Team Rubicon with 21st century technology

In the wake of destruction left by back-to-back Hurricanes Florence and Michael, we faced an urgent need to rethink our digital infrastructure to keep pace with future disasters and an expanding volunteer base. Microsoft partnered with Wipfli to ensure that TR was equipped with the latest generation of cutting-edge technologies required to scale up an organization that was becoming more and more critical to the first response process of environmental disasters.

The new Microsoft platform arms us with promotional tools to build awareness for the TR mission, while improving operational efficiency through the new Volunteer Management System (VMS). What makes this partnership even more transformative is that we're sharing this innovative technology with nonprofits across the globe to accelerate its impact.



SUPPORT AND BACKING

Team Rubicon's Top Supporters in 2018

AbbVie Foundation
Adolph Coors Foundation
ALE Solutions
American Express Foundation
Bank of America
Bob Woodruff Foundation
Carhartt
CBS EcoMedia
Steven & Alexandra Cohen Foundation
The Community Foundation of Middle Tennessee
Craig H. Neilsen Foundation
The Dow Chemical Company
FedEx Corporation
Ford Motor Company

GAF
Google
The Grover Hermann Foundation
The Home Depot Foundation
J.A. and Kathryn Albertson Foundation
Jack Links
Kendeda Fund
Macy's
The Marcus Foundation, Inc.
McJunkin Family Charitable Foundation
Mercury One, Inc.
Microsoft
Parsons Xtreme Golf (PXG)
Prudential Foundation

PwC Charitable Foundation
Quantum Energy Partners
SBP
Schultz Family Foundation
May & Stanley Smith Charitable Trust
T-Mobile
Target Corporation
Travelers
USAA Federal Savings
Veterans United Foundation
Walmart
Wounded Warrior Project

Condensed Statement of Financial Position
as of December 31, 2018 *(audited)*

Total Assets	\$	31,834,979
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Total Liabilities	\$	2,574,222
Net Assets		
Without Donor Restrictions		20,793,441
With Donor Restrictions		8,467,316
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Total Net Assets		29,260,757
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Total Liabilities & Net Assets	\$	31,834,979
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Statement of Activities for the Year Ending December 31, 2018 *(audited)*

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Revenue, Public Support & Other Income			
Contributions and Grants	\$ 15,808,528	\$ 15,072,960	\$ 30,881,488
In-Kind Contributions	12,751,563	-	12,751,563
Special Events, Net	1,208,633	-	1,208,633
Other Income	62,970	-	62,970
Investment Income, Net	(171,353)	-	(171,353)
Net Assets Released From Restrictions	18,448,260	(18,448,260)	-
Total Revenue, Public Support and Other Income	48,108,601	(3,375,300)	44,733,301
Expenses			
Program Services	37,446,993	-	37,446,993
Management & General	2,405,713	-	2,405,713
Fundraising	2,005,482	-	2,005,482
Total Expenses	41,858,188	-	41,858,188
Change in Net Assets	6,250,413	(3,375,300)	2,875,113
Net Assets, Beginning of the Year	14,543,028	11,842,616	26,385,644
Net Assets, End of the Year	\$ 20,793,441	\$ 8,467,316	\$ 29,260,757

Cover photo

San Diego, California

Flooding Response

Operation White Sage



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