

# TEENS GROW GREENS

A graphic of a hand with a green leaf on the palm, positioned between the words 'TEENS' and 'GREENS'.

2021/22 ANNUAL REPORT

WE GROW  
MORE THAN  
PLANTS!



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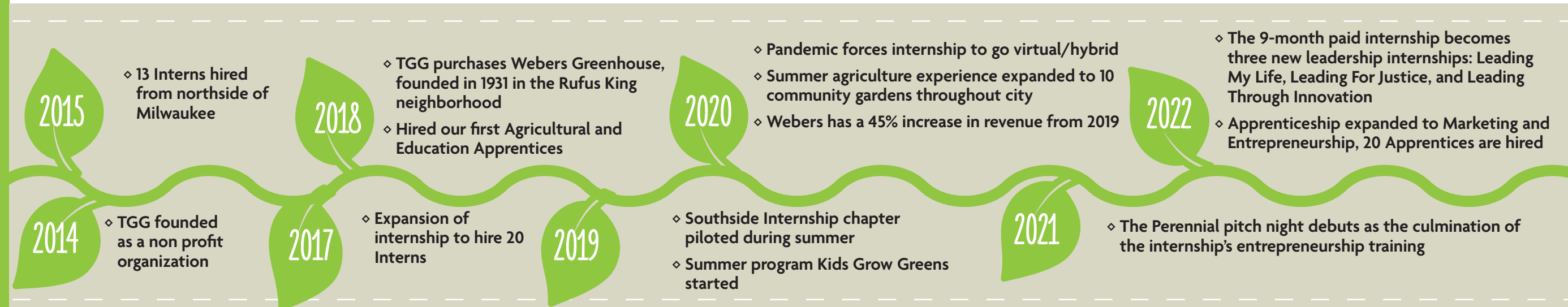
# WHO WE ARE

## MISSION

We develop teens through transformative experiences that cultivate belonging, life skills, and connections to opportunities that grow leadership.

## VISION

We believe in a future of healed and healthy humans leading change in their communities.



# INTERNSHIPS

In 2022, Teens Grow Greens developed a series of three paid leadership internships for high school students:

*Leading My Life: Healthy Brains, Bodies, & Bank Accounts*

*Leading For Justice: Food Sovereignty & Urban Gardening*

*Leading Through Innovation: Entrepreneurship & Personal Branding*

Teens can participate in one, two or three internships. The more they participate, the more they benefit, since all three provide life and career skills training through hands-on learning, storytelling, systems thinking, guest speakers and field trips, and a connection to the earth. All three internships are grounded in our values of Respect, Responsibility, and Resilience.

Personal and community leadership is fostered in each internship. Every Teen leaves with a resume filled with skills they have acquired, and connections to jobs and other opportunities after they graduate.



# APPRENTICESHIPS

TGG has expanded our opportunities for youth by developing paid Apprenticeships for Teens who successfully complete the Internships. TGG developed the Apprenticeships to help our youth continue on a pathway to educational and/or career success affordably after high school. In year two, they take on a leadership role with TGG or one of our community partners.



In 2022, Teens Grow Greens employed Apprentices in four skill-building pathways for interns graduating from all three internships:

AGRICULTURE  
EDUCATION

ENTREPRENEURSHIP  
MARKETING



Teens Grow Greens hired 20 Apprentices in these pathways and in 2023, we hope to double the number of Apprentices through our programming.



# STATS

TGG launched to expand the positive effects of employment. According to the U.S. Department of Education, teens who work at least 20 hours a week have a greater chance of being employed the following year, graduating from high school, and generating higher lifetime earnings.

TGG demonstrates the benefits of employment; of the previous seven internship cohorts:

81% of TGG Graduates were able to obtain and retain employment in the summer of 2021 (exceeding the national average of 54% according to the US Bureau of Labor Statistics).



Currently, 100% of TGG Graduates have either graduated or are on track to graduate from high school (above the recent MPS graduation rate of 66.2% for Black students and 70.2% for Hispanic students).



THIS PROGRAM HELPED ME BUILD MY CONFIDENCE FROM 2 TO 100!  
- KEAVONDRA, TEENS GROW GREENS GRADUATE (2021)



With your support, the Teens reported the growth below through the 2021 Internship comprehensive survey:

**77.4%**  
of Teens feel confident in who they are

**71%**  
of Teens feel they can communicate professionally via email, etc.

**80%**  
of Teens understand nutrition facts and labels

**83.9%**  
of Teens can cook healthy meals for themselves and their family

**83.9%**  
of Teens know how to positively contribute to their community

# FROM INTERN TO BOARD MEMBER



Since 2018, Teens Grow Greens has reserved a spot on the Board for a Graduate of the TGG internship. In 2021, we welcomed Tylon Jones (Intern Graduate, 2020) to the Board of Teens Grow Greens. The Graduates are on the Board because leadership recognized they were missing the Teen voices and experience in

major decisions but they also saw it as another opportunity to develop leadership skills and the voice of select Graduates.

Catching up with Tylon this year, he reflected on his experience as a Board Member thus far. He said, *"It was something new and potentially on a bucket list. I felt very honored because not a lot of 17 year olds can say they were on the board."* As a new Board member he was assigned a mentor, Todd Leech, who



told him to not be afraid and push his opinion. As a result, Tylon has consistently asked questions in Board meetings. *"I have learned more every time I volunteer and go to certain events and it recalls my memory of my own experience. I'm hoping to continue to have connections and meet new people. I met another advisory committee member who connected me with a job at the grounds and maintenance at a local golf course."*

Connections and opportunities are a crucial part of the TGG programming that extends through every part of our organization. A leader is not defined by age but by the change they can bring to our mission.

Tylon said, *"I recommend other Grads to jump on the board position because we need that voice in our leadership."*

# APPRENTICESHIPS IN HER OWN WORDS



Karina has been employed by Teens Grow Greens for three years, beginning as an intern when she was a high school freshman. This will mark her 2nd year participating in the Apprenticeship program of a potential three year commitment.

Let's hear about the Apprenticeships in her voice:

*"After my internship I became an Agricultural Apprentice and started working at Webers Greenhouse, learning about germination, seeding, and how plants grow. I like being around plants, it's therapeutic and I think it would help out a lot of students. I learned gardening 101: what plants go together, how to keep away pests, as well as customer service. I learned a lot for only being there for one year."*

*In my second year I moved to the Entrepreneurship Apprenticeship. This year I have learned about developing effective communication with guests at Newline Cafe, as well as learning how to make a proposal, plan events, and how to check profits. All of these skills were developed to teach the Apprentices how to run a cafe and grow the business in partnership with Escuela Verde."*

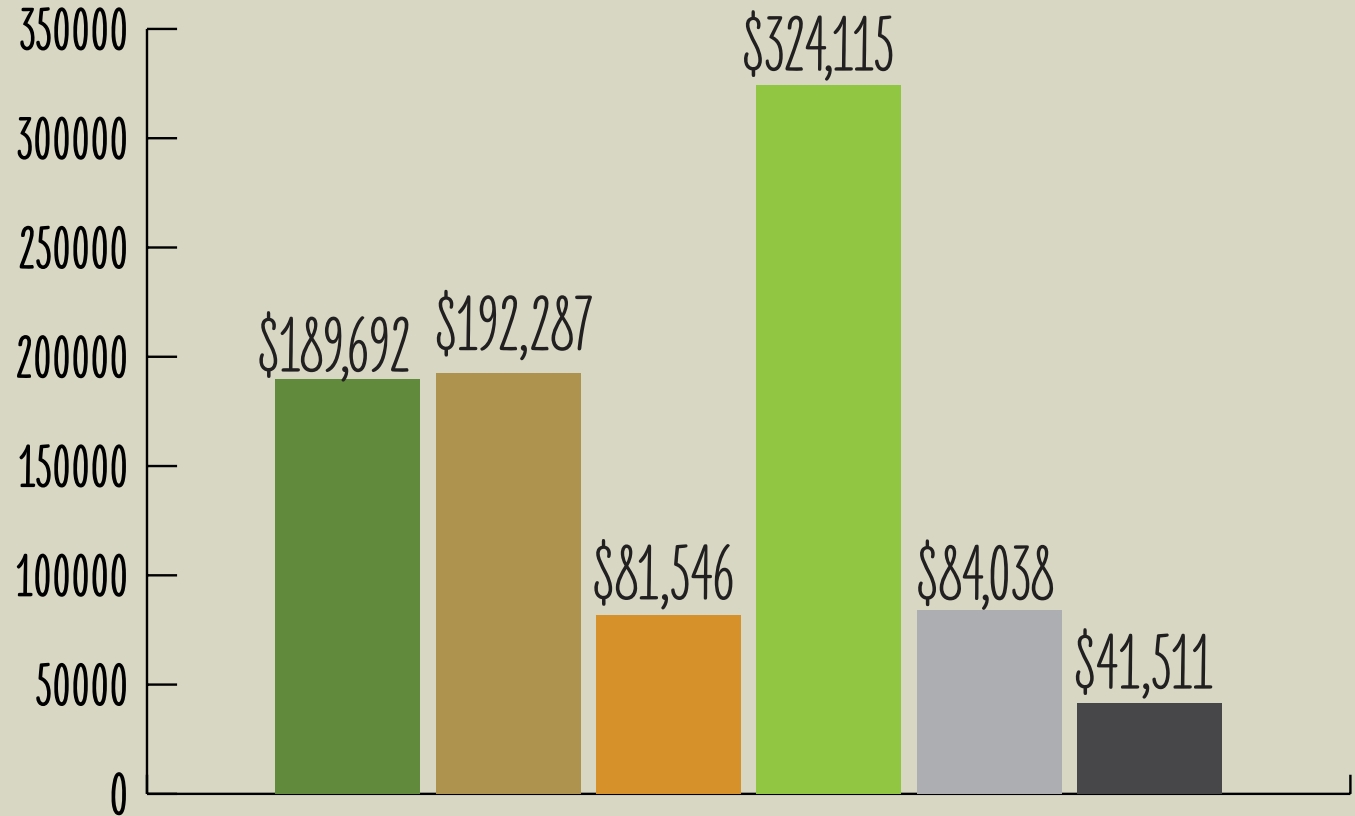
*If an intern is debating going into an Apprenticeship, I would encourage them 100 percent just because they never know what kind of opportunities will be presented to them. Being in this organization provides a lot of opportunities and it is up to us to take them or not ... and they're big opportunities."*



# 2021 TGG FINANCIALS

## Revenue

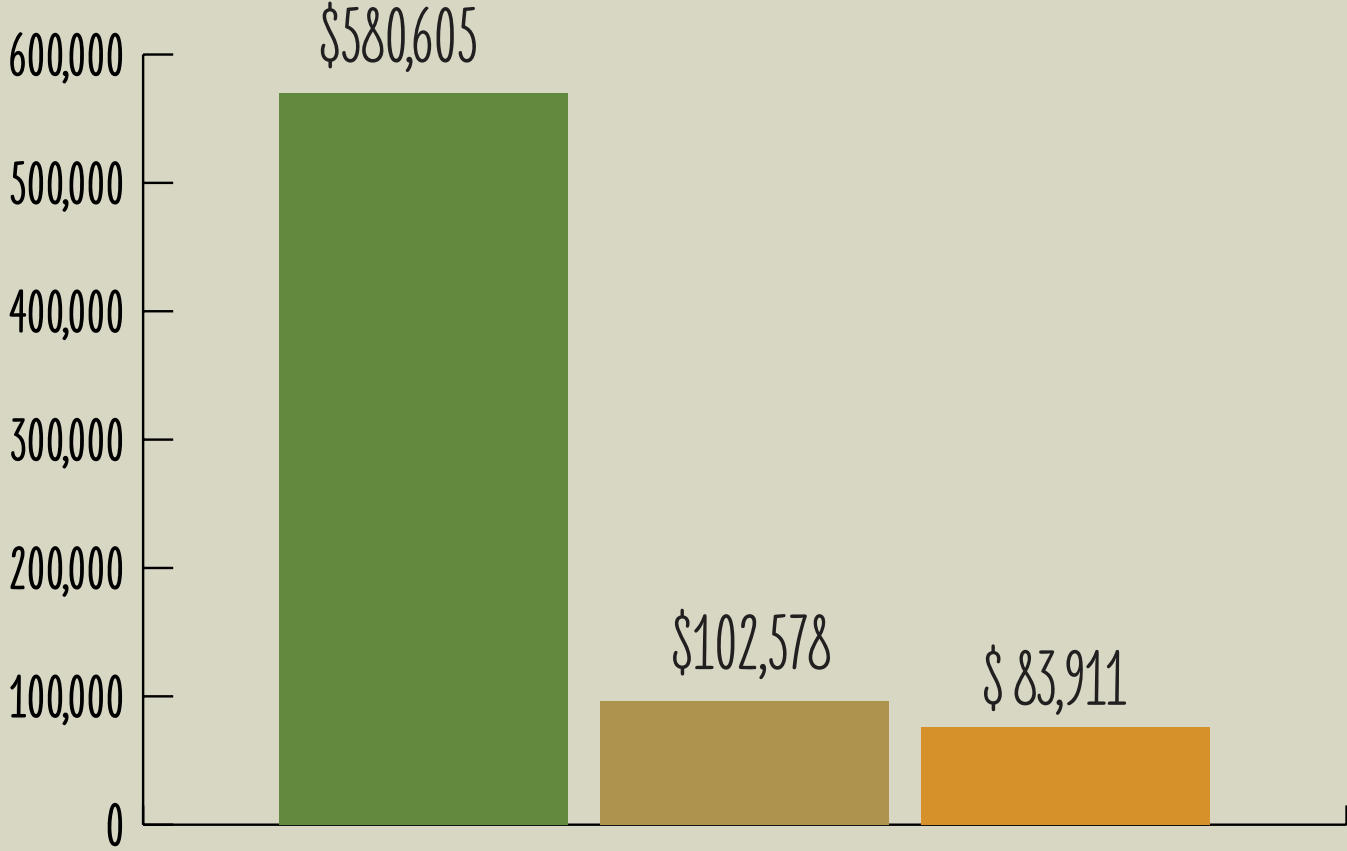
- Individuals
- Organizations
- Corporations
- Grants
- Product Sales
- Special Events



Total Annual Revenue = \$913,189

## Expenses

- Program
- Management
- Fundraising



Total Annual Expenses = \$767,094

# GREEN ACRE

The Green Acre, (TGA), a \$7 million mixed use development, will advance youth leadership and educational opportunities, develop the workforce and advance community economic growth. TGA will expand the resources available to the Rufus King community at our headquarters as well as educational, employment and leadership opportunities for youth. TGG continues to raise funds to complete TGA. Naming and sponsorship opportunities remain.

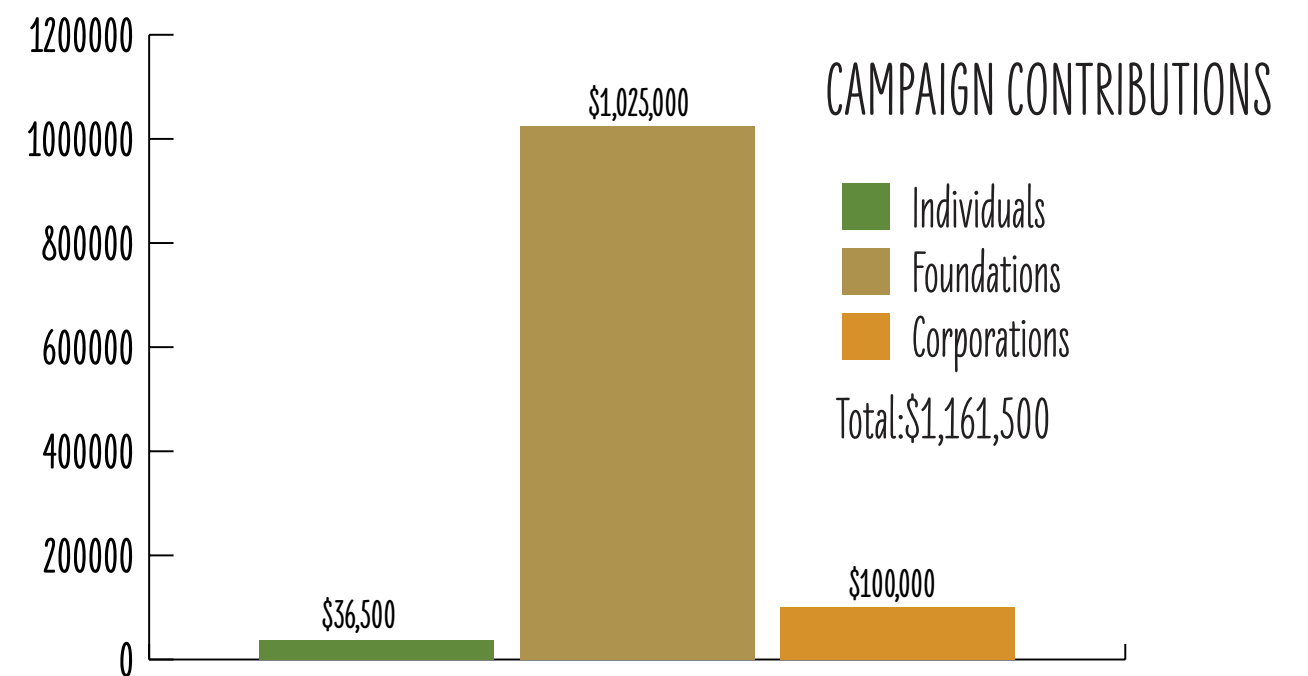


## Phase 2 of the Green Acre is comprised of:

- ◇ Capital Construction: A teaching cafe, multipurpose learning/event space, teaching kitchen and offices

## Phase 1 of the Green Acre is comprised of:

- ◇ Capital Construction: The Teaching Greenhouse and Growing Greenhouses
- ◇ Program: Expansion of Apprenticeship program
- ◇ Phase 1 construction will begin 2023.





# WE GROW MORE THAN PLANTS!



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[www.teensgrowgreens.org](http://www.teensgrowgreens.org)

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