



**CULTIVATE**  
CHARLOTTESVILLE

**City Schoolyard Garden  
Urban Agriculture Collective  
Food Justice Network**

**IMPACT REPORT  
FISCAL YEAR 22**



## INTRODUCTION



UAC, ISS, and FJN pack the truck full of squash vines to compost

## Food is a human right.

We all need food to survive. We all need constant access to meals that are culturally relevant, healthy, and affordable. And to thrive, we need systems that support equity and agency across all aspects of the food system, including production, distribution, preparation, consumption, and waste recycling. We need food equity.

Cultivate Charlottesville is a nonprofit that uses an integrated, community-focused approach to building food equity in the city of Charlottesville. Through our programs—City Schoolyard Garden (CSG), Urban Agriculture Collective (UAC), and Food Justice Network (FJN)—we bring together youth, community members, anchor institutions, and City departments to [grow](#), [share](#), and [advocate](#) for food justice.

Of course, in 2020 and 2021 the COVID-19 crisis introduced both short-term and lasting effects on the way we engaged with others. School garden interactions were different, for many months we could not welcome volunteers for Saturday morning sessions, Community Market Days were streamlined, and the drastic increase of the high rate of food insecurity locally—which was 17% in the City of Charlottesville versus 11% across Virginia **before** the pandemic—meant we had to focus on immediate food access.

At the same time, Cultivate continued to speak about the importance of food justice work with an even broader group of people. Those who could not join us in person donated to support our equity work with youth and community members. The new temporary farm space at CATEC became a reality as staff also looked toward securing additional urban agriculture space within the city limits.

*Cultivate Charlottesville aims to empower individuals to create a healthy and equitable food system – personally, in community, and across systems and structures.*

Although COVID-19 was still a very real part of our lives in 2022, we were able to reclaim some ways of doing things from before the pandemic and apply what we learned during the height of the crisis. Our focus on equity never changed. We continued to build more wellness practices into our process. We remained committed to community throughout. We still prioritized learning and listening to students and others with lived food insecurity experience. We grew. We shared. We advocated.

As you flip through these pages, you'll read about that process, see lots of smiles, and gain insight into why and how we do what we do. If you have questions about our work, please reach out—we'd love to hear from you.

By the time you are reading this, we are already in Fiscal Year 23, and we are focused on The Power to Grow. This is a great time to join us as we focus on deepening connections, community leadership, collective work, and core impact. We encourage you to stay in the know about our programs by visiting our website, signing up for our email newsletter, and following us on Instagram & Facebook (see the back cover). And, of course, come get your hands dirty with us in the garden,

## *Team Cultivate*



Cultivate staff and Board members at Jackson-Via





Jenifer Minor, UAC Farm Manager  
Nik Lewis, UAC Seasonal Farm Associate



Gabby Wade, CSG Intern  
Shamera Banks  
CSG Farm to School Coordinator



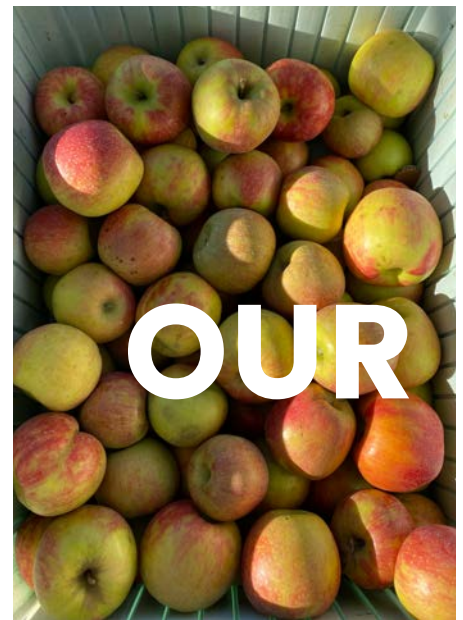
Jordan Johnson, CSG Program Director



Michael James, UAC Operations Manager



Rachael Boston, Board Chair



OUR



Joanna Currey  
UAC Seasonal Farm Associate



Yolonda Adams, CSG Youth Engagement  
& Garden Coordinator



Emma Brodeur, CSG Youth Engagement & Garden Coordinator



Quentia Taylor, FJN Program Associate  
Katrina Beitz, Organizational & Finance  
Systems Director



Sarah Wayne, Youth Engagement &  
Garden Coordinator Lead



Leon Nunez, CSG Garden Associate



# STAFF



Amyrose Foll, UAC Program Director



Jeanette Abi-Nader, Co-executive Director  
Selena Cozart, Transformational  
Leadership Coach



Aleen Carey  
Outreach & Resource Program Director



Christopher Sims  
FJN Community Engagement Program  
Director



Richard Morris, Co-executive Director

**Cultivate Charlottesville's Board of Directors is an integral part of the work we do. Board members volunteer their time to set strategy for the organization, support the co-executive directors, and harvest alongside the staff. Cultivate receives funding from federal, state, and local grants. In addition, we are fortunate to have the support of each of our individual donors. Whether a gift is ten or ten thousand dollars—it makes and impact, and for that we thank you.**

*\* thank you \* thank you \* thank you \* thank you \* thank you \* thank you \* thank you \* thank you \* thank you \* thank you*

Jeanette Abi-Nader | Carolyn & William Achenbach | Adiuvars Foundation | Albemarle Garden Club | Allegheny Mountain Institute | Eric Anderson | Justin Anderson | Emma Andrews | Anonymous | Cyndy & Ray Aten | Miriam Axelbaum & Kai Van Horn | Stephen Bach | Baldwin Center for Preservation Development | Ballyshannon of CACF | Bama Works Fund of CACF | Louisa Barrett | Wendy Baucom | Benevity Community Impact Fund | Laurie Berman | Kathryn Bertoni | Herbert Beskin | Sarah Bingham | Katharine B. Birdsall Foundation | Black Bear Composting | Sheila & Douglas Mason Blackford | **Anne Blair** | Sarah Bland | Margaret Bloom | Carla Blumenkranz | Bodaken-Berstein Family Fund | Bodo's Bagels | Shelly Bogda | Fran & Andrew Boninti | Anthony Borash | RACHAEL BOSTON | Botwinick-Wolfensohn Foundation | Jamelle Bouie | Tara Boyd | Katy Brandt | Bright Funds | Peggy Brown Paviour | Derek & Deborah Brown | Pauline Brown | Ronald Burton | Nancy Butters | Charlottesville Area Community Foundation (CACF) | CACF Shaping Futures | Jana Campbell | Amber Capron | Aleen Carey | John David Castle | Charity on Top Foundation | Charlottesville City Schools | Charlottesville Garden Club | Karen Christiansen | City of Charlottesville - Food Equity Initiative | **Beatrice Clark** | CMA Borches Fund | Rebecca Cobbs | Terry Coffey & Mary Alice Hostetter | Kathleen & Steven Colle | Ashley Collier | Commonwealth of Virginia Campaign (CVC) | Community Food Projects Grant | Josephine Conover | Ellen Contini-Morava | Emily Cooke | Emily Cookson | John & Isabel Crane | Spencer Crowder | **Joanna Currey** | Daedalus Used Book Shop | Betsy Dalglish | Nancy & Fred Damon | MATT DARRING | Adrienne Dent | Caroline Dessouky | Devin Dobrowolski | Megan Donovan | Dorman Weiss Family Fund | Lisa Draine | Andrea Durbin | **Erin Eaker** | **Miranda Elliot Rader** | Lisa Ellison | Mark Ellison | Anne Ernst | Jody & Jeff Esselstyn | Farm to School Grant FNS | Farmacy | Federation of Virginia Food Banks | Julia Feldmeier | Adrian Felts | Corinne Field | Millie Fife | Focus for Health | Rebecca Foster | Four Corners Real Estate Solutions | **Courtney & Julianne Fox** | Lily Fox-Bruguere | Kay Fracher | Paul Freedman | ERICA GAINES | Sarah Gaines | Kate Galloway | Kathy Galvin | JEFF GANDER | Amy Gardner | **Georgia Garrett** | Katherine Gerry | **Scott Gest** | Franklin Gilliam | Shannon Gillikin | Melissa Goldman | Edith Brodhead Good | Margaret & Michael Gorman | DAISA GRANGER | Grelen Nursery | Courtney Guido | Reed & Christine Gyovai | Robin Hanes | Hartfield Foundation | Holly Hatcher | Douglas Hattaway | Fern Hauck | **Hannah Haught** | Heather Haynie | HEAL Food Alliance | Hedge Fine Blooms | June R. Heintz | Tony & Abigail Higgins | Heather Hill | Cynthia Hoehler-Fatton | Dick Howard | Hoxworth Family Fund | **Tom & Sara Hurley** | Ryan Jacoby | Joan Jay | JM Stock Provisions | Steven Johnson | Heidi Jones | **Ellen Kanzinger** | Arleen Kates Penny Keiter | Kathy Kildea | King Family Vineyards | Aven & Andy Kinley | Betsy & Tyler Kraft | Julia Kudravetz | L.E.A.W. Family Foundation | Bill Lanzana | Linnea Laux | Megan Leboutillier | Linda Lester | Jennifer Lewis | Richard Little | Little-Barzun Charitable Fund | Local Energy Alliance Program | Zanne Macdonald | Madwoman Project Foundation | Barbara Maille | Marie Bette | Jane Matthews | Michele Mattioli | MB & Edna Zale Foundation | **Michael McKee** | Susan McKinnon | Mary & Dan Lewis Meador | Mental Health Services Fund of CACF | Lori Mihalcik | Dan Monahan | Krista Mondschein | Ralph Morini | Marney Morrison | Bridget Moss | Hallam Movius | MIKE MURPHY | Marsha Musser | **James Mustin** | Jon Nafziger | Anand Nagraj | Evelyn Nazario | Network for Good | Louise Nielsen | Norcross Fund | R. Stedman & Elaine Oakey | Oakwood Foundation | AUDREY OLIVER | Panorama Paydirt | Kathy and F. Troost Parker Fund | **Olivia Paschal** | Leah Peeks | Jill Pegelow | Paige Perriello | Perrin and Peggy Quarles Fund | Perry Foundation | Christine Peterson | Petit Pois | Miriam Picus | Brian Pinkston | Jessica Primm | Julia Prince | **Kerri Rafferty** | John Ragosta | Glenda Regan | Becky Reid | Jennifer Rinehart | Mercedes & Daren Rios-Young | Andrew Robinson | **David Rogers** | Vivi Rogers | Rossetter-Cuthbert Fund at the CACF | Evie Safran | Mehrnaz Samimi | Katherine Scales | Scarpa | Ellen Schapiro | Rebecca Scott | **James Seitz** | Sentara Martha Jefferson Hospital | Jessica Sharp | Jane & Greg Shaw | **Aran & Margot Shetterly** | **Katie & Kenneth Shevlin** | Jacqueline Shimer | Stefan Slagowski | Karyn Gunther Smith | **Joann Sparacio** | Phillip Stafford | Sarah Stephens | Jessica Stern | Shell Stern | TAHA SUHRAWARDY | Tracy Sullenberger | Joan Swanberg | Kristin Swenson | T&N Printing | Target Corporation | Robyn Templeton | Steve & Nell Tharp | The Charles Fund | The Church of Our Savior | The June and Frank Heintz Charitable Fund | The Penny Fund | The Rimora Foundation | The Watterson Foundation | The Wool Factory | Mac & Elsie Thompson | Andrea Trimble | Jill Trischman-Marks | Brooke Tucker | Abigail Turner | Thomas Twomey | University of Virginia | Veritas Vineyard and Winery | Vesta Lee Gordon Fund | Robert & Erika Viccellio | Virginia Foundation for Healthy Youth | Virginia Humanities | Mary Voorhees | Bitsy Waters | KAREN WATERS | Kristin Watson | David & Ginny Wayland | Mary & Robert Webb | Krista Weih | David White | Phyllis White | Catherine Whittington | Jill Williams | Lesleigh Willie | Willow Tree Construction | Camille Wilson | Beverly & Brian Wispelwey | Matthew Wood | Woodard Properties | Judy A. Wyckoff | Bruce Young | Henry Young | Virginia Zeller

*\* thank you \* thank you \* thank you \* thank you \* thank you \* thank you \* thank you \* thank you \* thank you \* thank you*

Board Member names are CAPITALIZED, and names in BOLD are monthly donors.



**PRODUCTIVITY  
AND  
CORE IMPACTS**



Yolonda, Amyrose, Shamera, and former Board member Brooke Ray at Jackson-Via

✓ **CULTIVATING EQUITY**

- Elevating the the central importance of racial equity in food justice
- Collaborating with neighbor nonprofits to bring more Black residents into healing spaces

✓ **CULTIVATING SUSTAINABILITY**

- Increasing environmental sustainability through farm practices
- Advancing policies that support food justice in the City Comprehensive Plan

✓ **CULTIVATING YOUTH ENGAGEMENT**

- Partnering with Charlottesville City Schools for increased healthy school meal options
- Amplifying youth leadership in classrooms, gardens, and across the city

✓ **CULTIVATING CAPACITY & LEADERSHIP**

- Building an organization of transformational individuals and teams
- Supporting the efforts of partner organizations for greater impact

✓ **CULTIVATING ORGANIZATIONAL VITALITY**

- Hiring community members to lead initiatives
- Integrating across Cultivate's three core programs—CSG, UAC, and FJN

✓ **FUTURE GROWTH AND IMPACT**

- Securing land for long term urban agriculture, especially in low-wealth and BIPOC neighborhoods
- Adding an Apprenticeship Cohort for young adult graduates from our CCS programs

## CULTIVATING EQUITY



Carlton Jones, Coordinator of Nutrition for Charlottesville City Schools, Shamera, and Jordan present at the Virginia Department of Education Farm to School Conference

**At Cultivate Charlottesville, we recognize the role race has played and continues to play in agriculture and education in Charlottesville and the nation. Because we manage garden spaces and work with public school students and community members affected by racial inequities, we commit to building equity in all our work.**

## The Numbers: in agriculture

(Across the country as provided by the United States Department of Agriculture (USDA) 2017 Census of Agriculture. The Census is conducted every five years.)



**Number of Black Farmers 35,470**

Black-operated farms sold \$1.4 billion in agricultural products in 2017.

**That number represented only 0.4 % of total U.S. agriculture sales.**



**All other farmers 2,042,220**





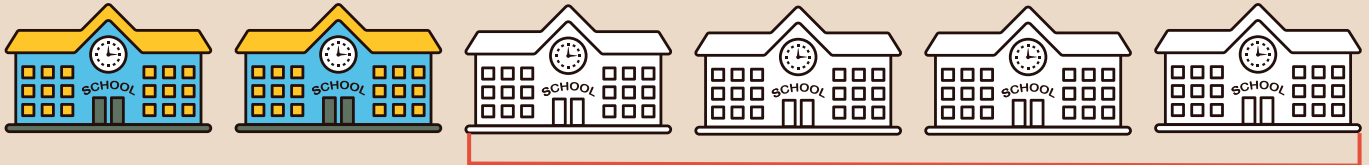
# The Numbers: in education

As provided by the Charlottesville City Schools website

**30.8 % of students are Black**



**12.6% of students identify as Hispanic or of Latin American Descent**



**Charlottesville City Schools data shows that 4 of the 6 elementary schools have a student body that is more than 50 percent "economically disadvantaged."**

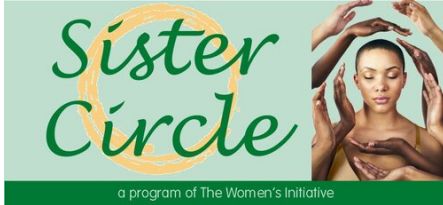
**Of those 4 schools, 3 have a student body that is more than half Black.**

## What do the numbers mean for Cultivate Charlottesville's work?

- ✓ Cultivate focuses our work on the city of Charlottesville where the razing of Vinegar Hill, racially-motivated zoning, and student busing have directly affected food equity.
- ✓ Cultivate practices consistency among all of the elementary schools.
- ✓ Staff and Board members are a multi-generational, multi-ethnic, multi-cultural group.
- ✓ We provide (for members of FJN) and participate in (as a staff) equity training done by nationally-recognized groups such as Open Source Leadership and Soul Fire Farm.
- ✓ We host affinity groups to discuss the intersection of racial justice and food justice.
- ✓ Community engagement is a priority in neighborhoods across Charlottesville including Westhaven, Friendship Court, South 1st Street, 6th Street, Michie Drive, and Riverview.
- ✓ Cultivate maintains strong partnerships with community organizations including:
  - Piedmont Housing Association of Residents (PHAR)
  - Charlottesville Housing and Redevelopment Authority (CHRA)
  - City of Promise
  - The Women's Initiative
  - Uhuru Foundation

**PARTNER  
HIGHLIGHT**

**HEALING  
IN THE  
GARDEN**



The Women's Initiative Sister Circle Program focuses on the support, healing, and wellbeing of Black women from across the diaspora. Because Sister Circle works to provide communal spaces where Black women can receive support and strength for their bodies, minds, and spirits—they suggested a partnership with Cultivate Charlottesville.

The goals of this collaboration are to:

- ✓ build equity in city spaces
- ✓ offer safe space to ask questions
- ✓ share knowledge

Healing in the Garden allows participants to:

- ✓ ground themselves in the earth
- ✓ learn from each other about agriculture and food
- ✓ plant their own pots to continue their garden journey at home
- ✓ create new relationships

After the success of the first two Saturday morning gatherings, Cultivate and The Women's Initiative have committed to continuing this offering annually.



**CULTIVATING  
SUSTAINABILITY**



Amyrose, Michael, Jenifer, and Nik at a UAC Community Market Day at Friendship Court

# The Numbers:

**9** school & neighborhood gardens

**3** community urban farm plots



**5,000** plants shared in the community through the Spring Seedling Project

**13,000** pounds of fruits and vegetables grown at community farm plots



**350** families picking up produce at weekly Community Market Days

In Cultivate garden and farm spaces, sustainability refers to the manner in which we respectfully steward the land we're on. This includes promoting urban agriculture to residents and partners as a component of a healthy and just food system.



- ✓ Several hundred pounds of compost were created from what would have been Cultivate garden waste.
- ✓ We used no industrial herbicides or pesticides.
- ✓ The UAC team saved seeds for use in the farm plots and also shared them with the community. The CSG youth engagement & garden coordinators will do so in the future as a measure of taking control of our own supply system.
- ✓ Volunteers from Presidential Precinct helped to leverage the benefits of polyculture by planting beans between rows of brassicas at CATEC.
- ✓ At West Street, irrigation was added under the weed barrier to conserve water by minimizing evaporation.
- ✓ At CATEC, deep mulch was donated by Meadow Creek Golf Course to be added between rows for moisture retention and weed control.
- ✓ Rainwater capture tanks were installed at the elementary and middle school gardens as well as at the Friendship Court, South 1st Street, and 6th Street farm plots.



- ✓ CSG team members started to install plants that are more suited to the moist & acidic ground naturally occurring at Clark Elementary. These include both edible and medicinal native species for youth to interact with. This minimizes the need for amendments and inputs to augment growing conditions.
- ✓ Fall leaves were used along with straw mulch for garden beds which provided nutrients to the soil over the winter, while aiding in moisture retention.
- ✓ Because bats are insect predators and can reduce some plant pest populations, we collaborated with a community member to install a bat house at the 6th street plot.
- ✓ Green pathways, which sometimes include clover, were installed in the elementary gardens as a way to sequester more carbon and fix nitrogen.
- ✓ We shifted from regular tilling to a low till, and eventually to a no-till operation. No-till farming reduces carbon emissions through a decrease in the use of gas engines and from releasing carbon sequestered in the soil. It's also friendlier to soil microbes.





## A **TEMPORARY** Space for Urban Agriculture Collective

Urban Agriculture Collective of Charlottesville (UACC) started as the Quality Community Council's Farm Initiative. Led by the efforts of Karen Waters along with Jenifer Minor, Tamara Wright, and other community leaders, the first production plot was established at Friendship Court. Farmer Todd Neimeier and UACC team members expanded growing space to include South 1st Street, West Street, and 6th Street.

Many of those original farm spaces are now the site of necessary redevelopment to revitalize neighbors' homes. As UACC joined CSG and FJN to become Cultivate Charlottesville, one of the key goals was to find temporary farm land to continue producing up to 10,000 pounds of fresh fruit and vegetables for Community Market Days until construction is complete.

That's where Charlottesville Albemarle Technical Education Center (CATEC) came in. CATEC is shared city-county trade school for students to develop workforce skills before graduation.

The CATEC staff was enthusiastic about sharing their available land with Cultivate—there was just the not-so-small task of establishing a 10,000 acre farm plot.

That is where additional community partners came in. Piedmont Master Gardens volunteered numerous hours to help ready the soil, local nonprofit Building Goodness Foundation built a strong, rodent-deterrent fence, and UVA Morven Farm donated both fallen cedar trees as well as the hours and personnel to mill the wood. CATEC Building Trades students fashioned the wood into raised beds to put the finishing touch on the new space.



One of the benefits of the new UAC plot is collaborating with culinary students. The CATEC Technical Eats! Food Bus serves lunch to the public, often using fresh produce from UAC in their meals. With the expansive farm space, not only can UAC team members continue to grow everything from collard greens to tomatoes to herbs—they can also welcome large youth & volunteer groups to learn about crops & compost and help harvest!



## CULTIVATING YOUTH ENGAGEMENT



Students in the mud kitchen at Johnson Elementary

# The Numbers:

**6,800** student garden interactions



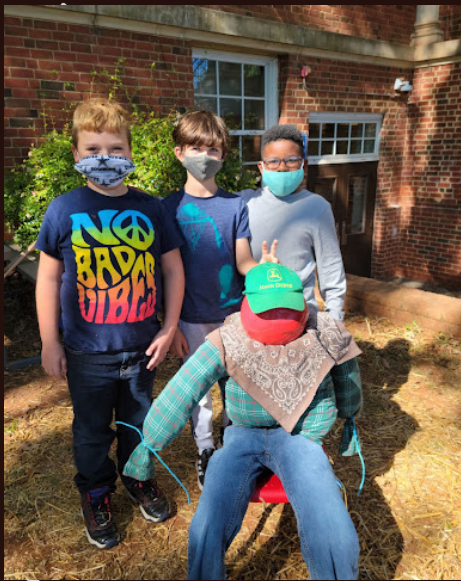
**20** paid youth food justice intern positions

**51** times that the Student Choice Meals items were highlighted on the CCS lunch menu



**20,000** Harvest of the Month fruit and vegetable taste tests





**PARTNER  
HIGHLIGHT**



**CHARLOTTESVILLE CITY SCHOOLS**  
Nutrition Services



## Healthy School Meals Initiative



City Schoolyard Garden (CSG) began collaborating with Charlottesville City Schools (CCS) in 2010 when the first garden was planted at Buford Middle School. Since then, our partnership has blossomed to also include growing spaces at each elementary school and Charlottesville High School. In addition to Cultivate's key commitment to provide experiential learning to students across the district, we are also working hand in hand with CCS on the Healthy School Meals Initiative.

Funded in part by an Shaping Futures grant from Charlottesville Area Community Foundation (CACF), this work is focused on:

✓ **EQUITY THROUGH ACCESS: increase student meal participation**

*"CCS has been serving over 500 students per day. We have never served that many students in a single day."*

*Carlton Jones, CCS Nutrition Manager*

✓ **STAFF & EQUIPMENT: build school capacity to provide healthier food**

Key assistance to the CCS Nutrition Department during the COVID-19 crisis

Skills training for CCS Nutrition Department staff with HBO-star chef and local business owner Antwon Brinson's Culinary Concepts A/B.



- ✓ **FRESH, SCRATCH, LOCAL: increase access to healthy food options in school meals**  
Farm to School week twice a year  
Harvest of the Month
- ✓ **YOUTH VOICE & CHOICE: engage student & community leadership**  
Youth food justice intern cohort collaborating with the CCS Nutrition Department to pick menu offerings for breakfast and lunch
- ✓ **YOUTH NUTRITION EDUCATION: increase student healthy living skills**  
New farm to school coordinator  
Student interactions with youth engagement & garden coordinators



# 2021 Youth Food Justice Interns

Cultivate Charlottesville trains future leaders in food equity by mentoring Youth Food Justice Interns during summer months. For 8 weeks, paid interns spend 20 hours per week in the garden and in discussion groups learning about growing food, food access, food insecurity, and the food system in Charlottesville.

Many youth return to the internship program for subsequent years to hone their skills as gardeners, public speakers, critical thinkers, teammates, and leaders.



“ Being a food justice leader means being the person to go to who is present and accountable. Food Justice leaders speak up and out-letting your voice be heard. ”

SETHAUN NOWELL  
Youth Food Justice Intern | Charlottesville High School



“ Being a food justice leader means being open to people and asking people questions. ”

ROHAN PURI  
Youth Food Justice Intern | Charlottesville High School



“ Being a food justice leader means cooperating with peers and neighbors to get fresh, affordable, and accessible foods for all people who need the help. ”

DEMETRIUS BROWN  
Youth Food Justice Intern | Charlottesville High School



“ Being a food justice leader means that you don't back down when fighting for everyone to have the food they need. ”

ROSY PURI  
Youth Food Justice Intern | Charlottesville High School



“ Food justice leaders know that having an accessible, affordable and quality food system is necessary for our communities. ”

MOHAMMAD HAIDARI  
Youth Food Justice Intern | Charlottesville High School



“ Being a food justice leader means speaking up to fight for justice. ”

KAY-C PORRILLOS  
Youth Food Justice Intern | Charlottesville High School



“ A good food justice leader works with people who need more food access and teaches them how to gain it. ”

NOMA IKHLASSI  
Youth Food Justice Intern | Charlottesville High School



“ Being a food justice leader means providing for the community by advocating for their needs around nutritious foods. ”

HALLIE GOODE  
Youth Food Justice Intern | Charlottesville High School



“ Being a food justice leader means taking action for food equity and making a change for the community and people from all over. ”

KEYSHANNA CALLOWAY  
Youth Food Justice Intern | Charlottesville High School

*“These carrots are amazingly delicious; I didn't know they could be different colors. They are sweet! I like how you can take home fresh foods you grew yourself.”*

# 2022 YOUTH FOOD JUSTICE INTERNS

"In the garden I feel like I am actually taking care of a life. Preparing the garden beds and doing the physical work...makes me feel useful and confident about my strengths."



“ A food justice leader takes charge in a positive way without being asked to do so. They also advocate for food rights and focus on food equity for all people. ”

**KEYSHAMNA CALLOWAY**  
Youth Food Justice Intern | Charlottesville High School



“ A food leader is someone who is caring & loving and helps people who need access to food by going around and sharing food. ”

**ZAMEAR STINNIE**  
Youth Food Justice Intern | Charlottesville High School



“ A food justice leader is someone who takes action to provide others with the food they need. ”

**KAY-C PORRHILLOS**  
Youth Food Justice Intern | Charlottesville High School



“ Being a food justice leader is being able to work with beginning interns with patience and being able to help one another out. ”

**ROSY PURI**  
Youth Food Justice Intern | Charlottesville High School



“ A food justice leader is someone who leads the cause of the food security movement and has a major voice. ”

**RAHMED HAMILTON**  
Youth Food Justice Intern | Charlottesville High School



“ A food justice leader is someone who is part of a community that provides food equity. ”

**ROHAN PURI**  
Youth Food Justice Intern | Charlottesville High School

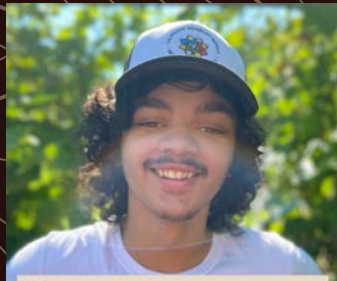


Cultivate Charlottesville engages with youth and community to build a healthy and just food system. We believe that working together to grow gardens, share food and power, and advocate for just systems cultivates a healthy community for all.



“ A food justice leader is someone who guides people to accessing food, learns more about healthy foods, and shares their knowledge to more people. ”

**HOMA INHLASSEI**  
Youth Food Justice Intern | Charlottesville High School



“ A food justice leader is someone who works with others to make sure people always have access to healthy and affordable produce. ”

**DEHI BROWN**  
Youth Food Justice Intern | Charlottesville High School



“ A food justice leader is someone who knows about the security of food and helps others learn more about it too. ”

**ZENIAH RICHARDSON**  
Youth Food Justice Intern | Charlottesville High School



“ A food justice leader is someone who helps people get the healthy food they need from the garden and helps people learn more about food security. ”

**MARKAJAH BURTON**  
Youth Food Justice Intern | Charlottesville High School



“ A food justice leader is someone who is dedicated and determined to help those without access to fresh and healthy food. ”

**ANANDA MCCLURKEN-GIBNEY**  
Youth Food Justice Intern | Charlottesville High School



**CULTIVATING  
CAPACITY  
AND  
LEADERSHIP**



Rachael, Richard, and Jeanette

## **Transformational Leadership**

In May 2021, Cultivate Charlottesville introduced a **TRANSFORMATIONAL LEADERSHIP** model to talk about our current work model and to continue the process of developing a structure where team members can grow and thrive in equity. The most visible aspect of this model is shared leadership, which promoted an internal staff member, Richard Morris, to become co-executive director alongside long-time leader Jeanette Abi-Nader. While not many organizations operate in this way, the mission and values of Cultivate make it a good fit for our programs. In addition to shared directorship, this model includes:

- ✓ Cultivate leadership is distributed, active at every level of the organization, and grounded in racial equity.
- ✓ Cultivate programs are integrated and create a complex system where goals are addressed with multiple strategies which provide impact across multiple goals.
- ✓ Cultivate leadership clearly practices our values and focuses on program impacts.
- ✓ Cultivate is a diverse, multi-generational, multi-racial, multi-lingual, multi-gender, multi-skilled work community that is respected, cared for, and well-utilized.
- ✓ Cultivate impacts partner institutions as an activist and networking force that amplifies food equity.



*We make the heavy lifts lighter because we lift together*



# WE INVEST IN EACH OTHER



Everyone at Cultivate has the opportunity to stand in leadership in ways that play to their strengths and that align with their area of focus. We work within and across teams. This is an intentional design to share power with people of color across all levels.

**PARTNER  
HIGHLIGHT**

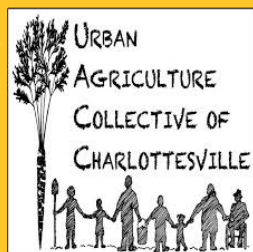


**Between 2015 and 2022  
Cultivate Charlottesville invested more than**

**\$500,000**

**in the work of our partners!**

Blue Ridge Area Food Bank (BRAFF)/ Blue Ridge Area Health District | Hunger Action Coalition | Black and small farmer stipends | Charlottesville City Schools (CCS) | City of Charlottesville Department of Human Services | City of Promise | Congregate Charlottesville | COVID Text Messaging System | Cville Cares – Neighborhood Navigators | Food Justice Network partners | The Haven | IRC New Roots | Local Food Hub | Nourish our Neighbor | Piedmont Virginia Community College (PVCC) | Public Housing Association of Residents (PHAR) | Women's Initiative Sister Circle | Racial equity trainings for partners | Spring Seedling Plants to local gardens & farms | Trinity Episcopal Church – Bread and Roses | Urban Agriculture Collective of Charlottesville (UACC) | Uhuru Foundation | Virginia Foodshed Capital





## CULTIVATING ORGANIZATIONAL VITALITY



Cultivate staff at Booker T. Washington Park

## Integrated Systems and Structures

While City Schoolyard Garden (CSG), Urban Agriculture Collective (UAC), and Food Justice Network (FJN) are our public-facing programs, we also have an internal program —Integrated Systems and Structures (ISS)—that coordinates across programs for a healthy, rewarding, and efficient work experience. Behind the scenes this team is making sure that the sausage (or kimchi) gets made. Some of the cores functions of ISS include:

- ✓ Onboarding new team members
- ✓ Engaging supporters
- ✓ Working with the co-executive directors on strategic initiatives
- ✓ Coordinating social media
- ✓ Implementing internal equity practices
- ✓ Collaborating with the Board
- ✓ Communicating staff benefits
- ✓ Thanking donors
- ✓ Training staff
- ✓ Maximizing the impact of all of Cultivate's programs



## COMMUNITY SPOTLIGHT

# The Charlottesville Twelve

On Tuesday, September 8, 1959 nine Black elementary students and three of their high school peers go to school. This ends the year-long Massive Resistance policy put in place by the Virginia government in opposition to Black and white children attending desegregated schools together. With the support of their parents, these brave youngsters finally integrate the Charlottesville City Schools in accordance with Brown v. Board of Education and become known as the Charlottesville Twelve.

1

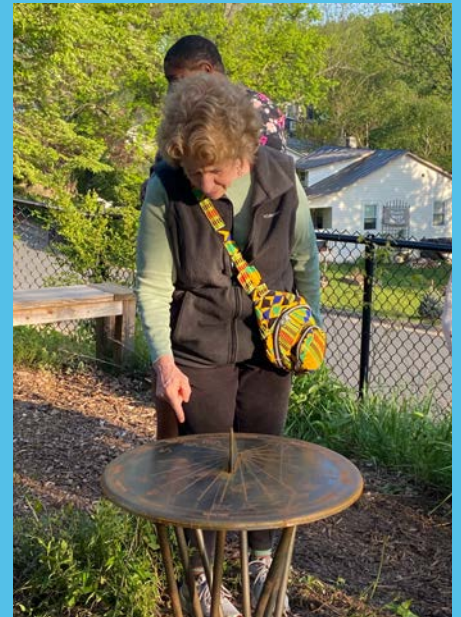


Mr. Charles "Alex-Zan" holding a picture of himself from September 8, 1959



The installation begins with sundials going into place in the gardens at Buford Middle and Clark Elementary. Community members, such as former CCS School Board member Dr. Sherry Kraft and Mr. Alex-Zan, who attend the spring 2022 ROOT! event see the sundial at Clark.

4



2

Cultivate youth food justice interns design a sundial to be placed in each school garden that will honor the legacy of the Charlottesville Twelve and meet with some of the living legends to show them the demo.



Once the individual pieces are delivered, interns, the Cultivate team, Charlottesville City Schools staff, community members and the 4 living members of the Charlottesville Twelve (as well as Mr. Alex-Zan's mother) gather at Vinegar Hill Theatre for the unveiling of the finished sundials.

3



On September 8, 2022—63 years after the day that the Charlottesville Twelve integrated the City's public school system—three Walker Upper Elementary students read letters they wrote to Mr. Alex-Zan and his former classmates in front of the newly installed Clark sundial.

5





**THANK YOU**  
*to all of the volunteers  
who give their time to  
prepare healthy snacks,  
plant seeds, tend growing  
spaces, and harvest  
fresh produce with us*  
**WE APPRECIATE YOU!**





## Welcoming Youth Gardeners to Charlottesville



Cultivate staff and interns hosted the exceptional ladies of “I Believe in Me” at CATEC. “I Believe in Me” (IBIM Girls) is an organization in Baltimore, Maryland that supports the physical, mental, social, emotional, and financial success of young Black and brown girls. The inspiration Cortney “Farmer Cortney” Robertson had to start the organization came from her grandfather who had a small urban garden when she was young. “I would work with my cousins and friends in the garden. The food helped to feed our family, and working in the garden allowed me to establish independence at a young age,” said Robertson.

To foster independence in today's youth, IBIM Girls focuses on mentorship, engaging community, growing/sharing food, and working to dismantle systemic issues. Rosy and Markasia shared their experience in those areas as Cultivate food justice interns.

The day was filled with laughter, conversations about favorite foods, samples of the produce, and of course SELFIES!



## FUTURE GROWTH AND IMPACT



Cultivate staff and interns at team dinner

## The Power to Grow

The Power to Grow extends far beyond the plants in our garden and farm spaces. In the year ahead, Cultivate is focused on securing long-term, urban farming land where the produce harvested will continue to go to BIPOC and low-wealth neighborhoods; expanding our community initiatives; and adding a stairway to leadership for young adults who have grown up through the CCS gardens and want to stay engaged as they navigate career building.



- ✓ **GROW CONNECTIONS** - As in-person events return, stepping back into community events and reigniting connections and relationships is key. Cultivate Charlottesville is people-powered—at the heart of our work, are our team and the partnerships we forge.
- ✓ **GROW COMMUNITY LEADERSHIP** - We are adding a paid Apprentice Cohort for young adults navigating post-high school jobs, education, and life skills. Each apprentice will focus their work on a certain program activity and come together for shared skill building, peer learning, and food justice advocacy.
- ✓ **GROW COLLECTIVE WORK** - Cultivate will ignite our collective work by amplifying community leaders, collaborations, and partnerships. We have secured two grants that include sub-awards to partners in the Food Justice Network who are working together to build food equity.
- ✓ **GROW CORE IMPACT** - Approval for the Food Equity Initiative Policy Platform and City Comprehensive Plan Food Equity chapter is just the beginning. This year we aim to secure more urban agriculture land, produce more crops to share in the community, and engage more youth and partners in leadership and hands-on learning.





# GROW | SHARE | ADVOCATE

To learn more:



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