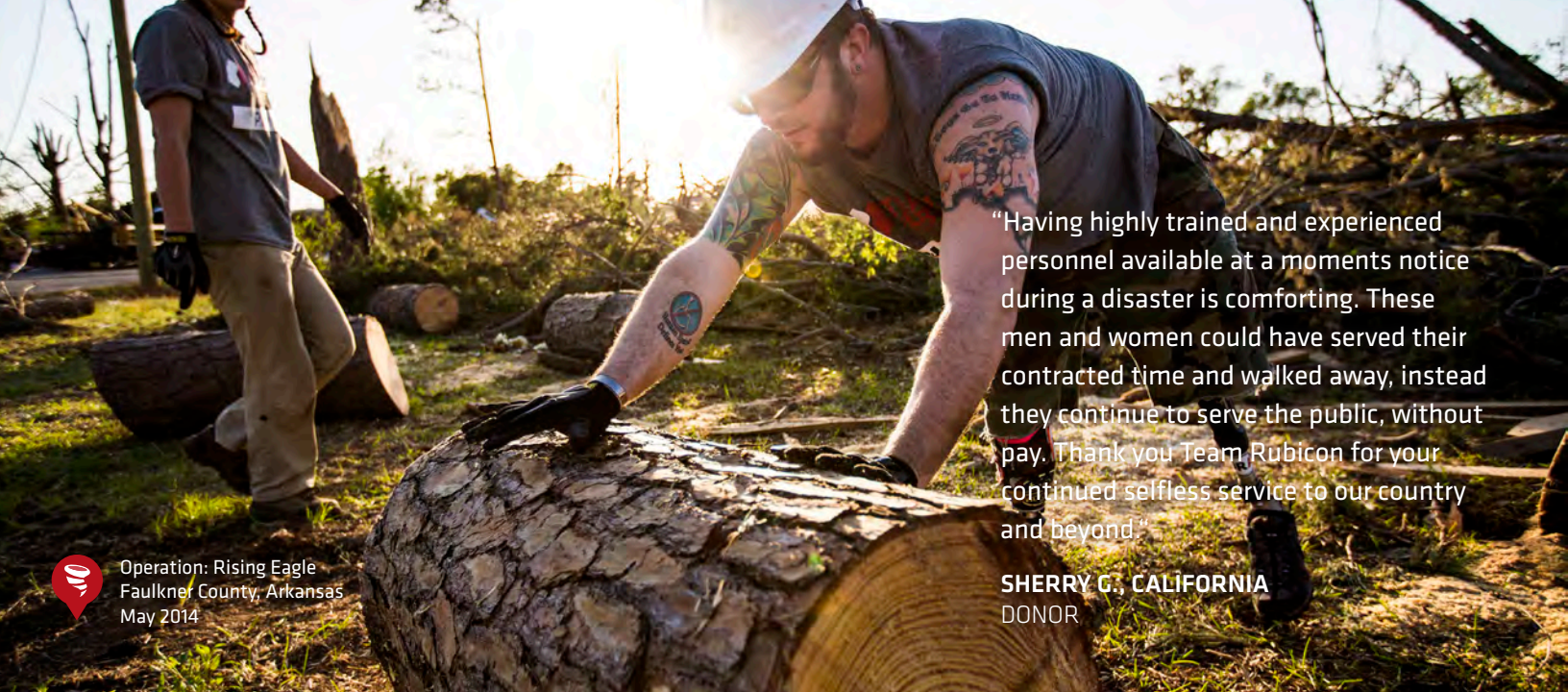




2014
ANNUAL
REPORT





“Having highly trained and experienced personnel available at a moments notice during a disaster is comforting. These men and women could have served their contracted time and walked away, instead they continue to serve the public, without pay. Thank you Team Rubicon for your continued selfless service to our country and beyond.”

SHERRY G., CALIFORNIA
DONOR



Operation: Rising Eagle
Faulkner County, Arkansas
May 2014

THANK YOU

This was never going to be a mission that could be fully told in numbers. Number of patients treated, metric tons of tornado debris removed, hours of service, hugs given and received: these we can keep track of. But the real impact is something less tangible. Growth of a community (some might call it TR Nation), a new purpose given, a sense of normalcy restored after a wildfire, the newly realized ability of

being able to continue to serve: this is what Team Rubicon means to many. We've started to joke that the only number we really care about is how many tattoos of the Team Rubicon X are out there.

Team Rubicon deployed on 30 operations this year, spanning the United States and reaching to Eastern Africa and back to the Philippines. And when we weren't jumping into trucks or running to catch a flight to a community affected by a disaster, we were preparing. Members trained in the Incident Command Structure, in Heavy Equipment Operation, in Chainsaw Operation. And perhaps most telling of all, in Applied Suicide Intervention Training (ASIST). I hope you will take a few minutes to explore TR's efforts in 2014 and see all you have helped us accomplish.



Jake Wood, CEO, Team Rubicon



Operation: Red Hills
Louisville, MS
May 2014

TR NATION

TR Nation [Tee-arr ney-shun] n. – The prodigious, good-looking, and service-minded team of volunteers and supporters fueling the relief machine that is Team Rubicon.

Some of us have beards and some of us rock crew cuts. Some have the TR X tattooed on their chest and others proudly slap a TR sticker on their water bottle. Some give weeks of their lives and sweat, others support with generous and hard-earned dollars.

It's not just a non-profit working to help those in need. It is a collection of committed individuals, a Nation, who believe together we can make a difference for those affected by disasters and for our veterans.

OVERVIEW *of* ACCOMPLISHMENTS

+5,998

new Team Rubicon
members added

2014 Numbers

6,437

new donors

424

total fundraisers

93

total service projects

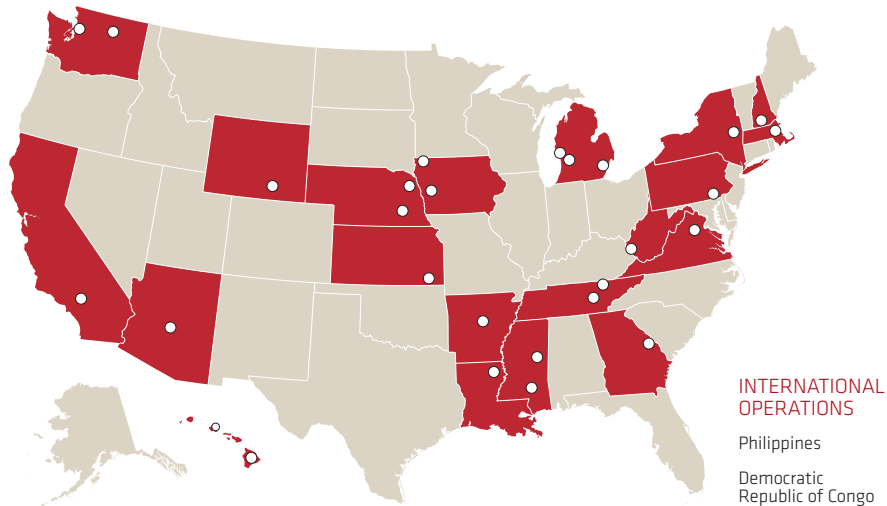
753

total trainings

30

total operations

2014 OPERATIONS MAP



OPERATIONAL ACCOMPLISHMENTS

Five years ago, Team Rubicon was formed around the thought that military veterans could effectively and quickly administer relief to those affected by catastrophic natural disasters; the next Haiti or Katrina, Team Rubicon's small cadre of volunteers stood ready.

And while that ethos has not changed, we've found the skills of our volunteers, both veteran and civilian, far extend beyond the initial scope of first response relief. These skills, coupled with TR-led training and a certain brand of service and drive, allows Team Rubicon members to impact whatever challenge is presented to them.

This year, we responded to 28 disasters in the United States, and 20 of those responses were wholly managed at the volunteer level with minimal support provided by HQ.



Thanks to a generous partnership with Tyson, TR is now equipped with a 53' Mobile Command Center. The MCC allows our team to manage operations and establish reliable comms even in the most austere situations.



Operation: Humble Trooper
Pateros, Washington
July 2014

“They are providing a critical support structure and taking care of the immediate needs of the community. Their efforts will have a direct impact on the success of the recovery for the city of Pateros and their citizens. We are incredibly impressed and honored to have worked with Team Rubicon and their volunteers.”

ROCKY OPLIGER

INCIDENT COMMANDER FOR CALIFORNIA INTERAGENCY
TYPE 1 INCIDENT MANAGEMENT TEAM 4



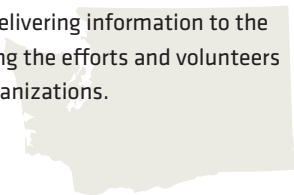
Operation: Humble Trooper
Pateros, Washington
July 2014



OPERATION: HUMBLE TROOPER

Carlton Complex Fires, Pateros, WA

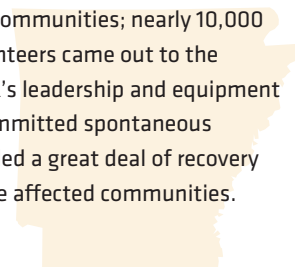
After **WILDFIRES** swept across Washington, the town of Pateros directly requested Team Rubicon's assistance in recovery efforts. TR deployed a full Incident Management Team (IMT) and organized the entire town's response—from delivering information to the public to managing the efforts and volunteers of other relief organizations.



OPERATION: RISING EAGLE

Faulkner County Tornadoes

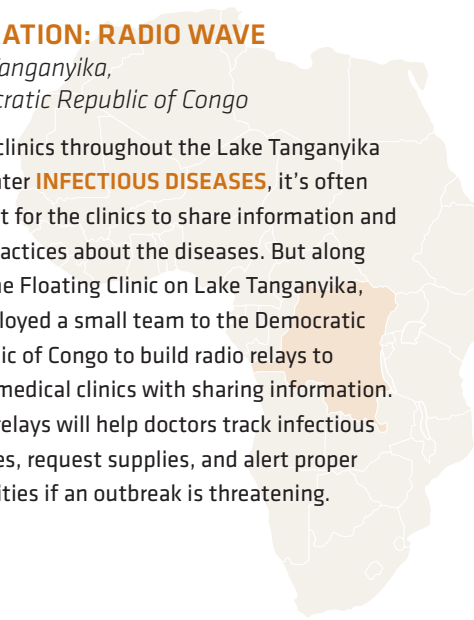
TORNADOES tore through Faulkner County, AR in April. Within 48 hours, Team Rubicon was on the ground and tasked with running the Volunteer Reception Center (VRC) for the entire county's response. While only 88 TR members deployed for Rising Eagle, their work and coordination was a force multiplier for the affected communities; nearly 10,000 unaffiliated volunteers came out to the disaster zone. TR's leadership and equipment alongside the committed spontaneous volunteers provided a great deal of recovery operations for the affected communities.



OPERATION: RADIO WAVE

*Lake Tanganyika,
Democratic Republic of Congo*

When clinics throughout the Lake Tanganyika encounter **INFECTIOUS DISEASES**, it's often difficult for the clinics to share information and best practices about the diseases. But along with the Floating Clinic on Lake Tanganyika, TR deployed a small team to the Democratic Republic of Congo to build radio relays to assist medical clinics with sharing information. These relays will help doctors track infectious diseases, request supplies, and alert proper authorities if an outbreak is threatening.



TRAINING ACCOMPLISHMENTS

To date, Team Rubicon is one of the few non-profits to implement the Incident Command Structure (ICS) into disaster relief. This adoption of a national standard allows TR to easily integrate and work alongside local governments and communities. While it adds a lot of new acronyms and lingo to the vocabulary, it allows TR volunteers to get on the ground faster and to provide relief where it is needed most.

All Team Rubicon members are deployed with a baseline knowledge of ICS, while leadership receives an advanced training.

MODULE 1

The first proprietary online training

1,200
TRAINED

course developed and distributed by TR, MOD 1 provides members with working knowledge of what to expect on a TR deployment, from basic safety guidelines to work ethic.

ASIST

Each day, at least 22 veterans commit suicide. While a strong community and opportunities for continued service can help those struggling with suicide, it's clear that more needs to be done. This year, Team Rubicon

132
TRAINED
IN ASIST

+6
TRAINERS

began offering Applied Suicide Intervention Skills Training (ASIST) to our members. ASIST teaches members how to be first responders in mental health crises.

T3 : TOOLS, TACTICS, and TECHNIQUES

With more operations comes more complex challenges. So, we're training specialists in chainsaw and heavy equipment operation, wilderness first aid, and Palantir assessments.

⋮ **480**
⋮ **TRAINED**

INCIDENT MANAGEMENT TRAINING

While all TR members are required to take baseline courses in the Incident Command Structure, field leaders are held to a higher standard of knowledge. In 2014, we trained 273 leaders in advanced emergency management through ICS 300, ICS 400, and FEMA Table Top Exercises.


⋮ **273**
⋮ **TRAINED**



2014 saw the launch of Roll Call, our new volunteer management database. With over 22,000 registered members in, keeping

accurate records of team members allows us to quickly and effectively deploy members for an operation. Additionally, TR members are able to register for events and training opportunities in their area.

Thanks to the Cornerstone Foundation for their help in building Roll Call.

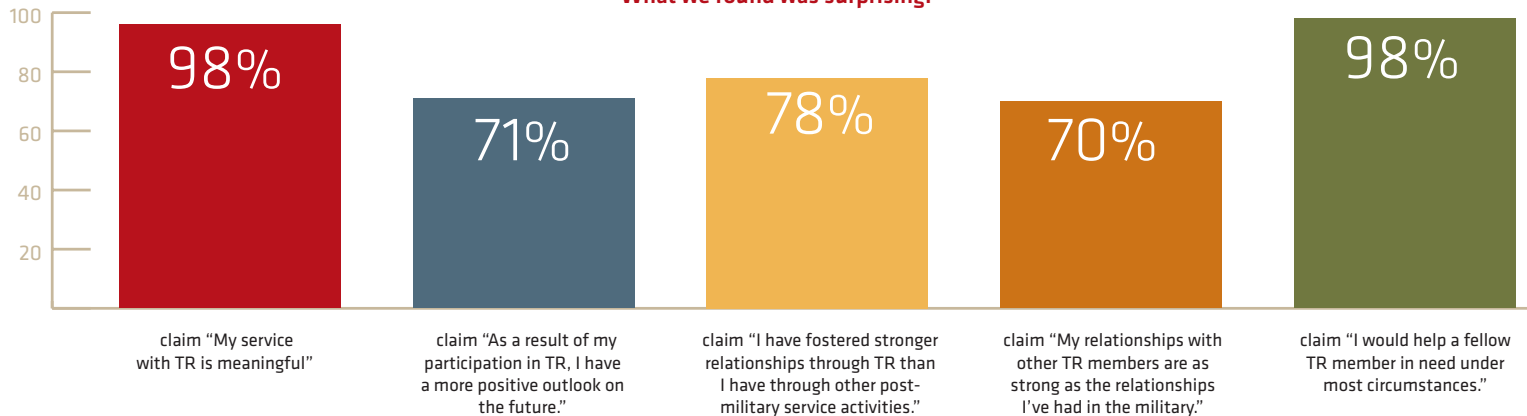


“Every time I put on my Team Rubicon shirt, it reminds me why our organization exists and the ideals we stand for: a band of brothers and sisters who share a common bond of former service to our country, now bonding together for a greater service yet again.”

JONATHAN CHIANG
US ARMY VETERAN

In conjunction with the Institute for Veterans and Military Families, we delivered a mental health survey to our members. We hypothesized back in 2010 that continued service could be a bridge between military and civilian life by creating a new community, purpose, and sense of self for our veterans.

What we found was surprising.



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Labs



NEWMAN'S OWN
FOUNDATION

“My service is now defined by the tears I share with a homeowner who recently lost her son. It’s holding the hand of a volunteer who’s having a rough time at home but came on deployment because it made him feel like more than nothing. It’s the eager church members who provide way more food than we could possibly eat or the new TR volunteer who bravely meets a group of strangers and quickly becomes family, finding a place of safety and comfort. It’s the faith I lost from my service overseas being restored in humanity.”

VICTORIA YOUNG
NAVY VETERAN



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Charlie Ebersol
Edison International
David Eisman
Flora Family Foundation
Margarete Gaffney
John Garcia
Gary Giglio
Walter Haydock
Kenneth & Leslie Hitchner
Gregory Ho
Stacy & Dianne Hunt
Lori Ireland
Raymond Iwanowski

Keith Jalbert
Kirkland Ellis LLP
Laura D. Wanser
Foundation
Carrie Laureno
(for Google)
Legacy Works Foundation
Jim Leonhard
Gary Moffitt
Lawrence & Elizabeth
Noble
PetSMART
Robert & Marijeanne
Swift Fund
Stephen & Susan Scherr
Matthew Schlossberg
Philip Segal
Gad Shaanan
Michael & Marjorie
Stern
The Benevity Community
Impact Fund
The Burning Foundation
The Omer Foundation
The Tapeats Fund
Sally Tyree-brumley

United Stationers
Charitable Trust
United Talent Agency
Ursa Foundation, Inc.
Variety Foundation Inc
Verizon Communications
Joshua Weintraub
David Wong
Celeste & Steven Yager

**\$10,000 -
\$24,999**

Academy of Country
Music
Activision Publishing, Inc.
James & Catherine Berges
Bluejeans
Centennial Bank
Dew Foundation
Martha & William Dudley
eBay
Shine Foundation &
Wendy Haverdink
Grainger
GreaterGood Network

Nicholas Kaiser
Ryan Kavanaugh
Jes & Mary Ann Lawson
Michael Lehman
John & Tracy Mallory
Marlin Management
Company
Mattel Sales
Michael & Mari Johnson
Charitable Foundation
Philanthropy New York
Salamander
Mari Snyder Johnson
David & Mary Solomon
Target Corporation
Quinstar Technology
The Ahmanson
Foundation
The Big Wood
Foundation
The Brown Foundation
The Larsen Foundation
The Rosalinde & Arthur
Gilbert Foundation
Time Inc.
Visa Inc.

Brita Wald
Kevin Washington
Adam Yarnold &
Laura Hunt

**\$25,000 –
\$49,999**

Arlington County Police
Bank of America
Lloyd & Laura Blankfein
Box
Eileen Fisher, Inc.
Gardner Foundation
JPMorgan Chase & Co.
Gregg Lemkau
The Held Foundation
USAA Federal Savings
Thomas York

**\$50,000 –
\$99,999**

American Express
Foundation
Bernice & Milton Stern
Foundation
Employment Screening
Resources (ESR)
Donald Engle
Everbridge
Google, Inc.
Got Your 6
Newman's Own
Foundation
The Riley Family
Foundation
Vaurum Labs

\$100,000+

A+E Networks/
History Channel
Veronica Atkins
Bob Woodruff
Foundation

Classy
Cornerstone OnDemand
Everbridge
Goldman, Sachs & Co.
Home Depot Foundation
Onward Veterans
Palantir
Pricewaterhouse Coopers
LLP
Rockefeller Foundation
Southwest Airlines
The Brin Wojcicki
Foundation
Tyson Foods, Inc.
Wounded Warrior Project

**CONDENSED STATEMENT
of FINANCIAL POSITION
as of DECEMBER 31, 2014**

Total Assets	\$ 3,805,957
Total Liabilities	\$ 341,172
Net Assets	
Unrestricted	2,121,697
Temporarily Restricted	1,343,088
Total Net Assets	3,464,785
Total Liabilities & Net Assets	\$ 3,805,957

Visit www.teamrubiconusa.org for a copy of audited financials.

**STATEMENT of
ACTIVITIES for
THE YEAR ENDING
DECEMBER 31, 2014**

	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
Revenue Gains & Other Support			
Contributions	\$ 2,937,448	\$ 2,025,256	\$ 4,962,704
Inkind Contributions	2,546,888	-	2,546,888
Other Revenue	76,293	-	76,293
Release from Restriction, Net	913,009	(913,009)	-
Total Revenue Gains & Other Support	6,473,638	1,112,247	7,585,885
Expenses			
Program Services	6,425,589	-	6,425,589
Development & Fundraising	705,803	-	705,803
Management & General	742,852	-	742,852
Total Expenses	7,874,244	-	7,874,244
Change In Net Assets	\$ (1,400,606)	\$ 1,112,247	\$ (288,359)
Net Assets, Beginning of the Year	3,522,303	230,841	3,753,144
Net Assets, End of the Year	\$ 2,121,697	\$ 1,343,088	\$ 3,464,785

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