



SOUL FIRE FARM
ANNUAL REPORT

2020

TABLE OF CONTENTS

REFLECTIONS ON THE SEASON...	2
INFOGRAPHIC OF YEAR'S WORK...	3
PANDEMIC RESPONSE...	4
SOUL FIRE IN THE CITY...	7
SOLIDARITY SHARING...	9
REGENERATIVE FARMING...	13
FARM ECOSYSTEM...	15
SEED KEEPING...	16
VIRTUAL PROGRAMMING...	17
LIBERATION ON LAND...	19
3D TEAM...	20
EACH ONE TEACH ONE...	21
STORYTELLING...	22
FLOW FUNDING...	23
NEFOC GRADUATION...	24
MOHICAN NATION...	25
COALITION & POLICY WORK...	27
ALUMNI SUPPORT...	28
ECOSYSTEM OF SUPPORT FOR BLACK & BROWN FARMERS...	29
UPROOTING RACISM...	31
FORTIFYING OUR FOUNDATION...	33
2021 STRATEGIC GOALS...	35
SUPPORTERS...	37
FINANCIAL STATEMENT...	38
2020 TEAM...	39
10 YEAR RETROSPECTIVE TIMELINE...	41
10 YEAR TEAM ROLL CALL...	43
CREDITS...	44



Mutually supporting and interdependent

beams comprise the spiraling reciprocal frame of Soul Fire Farm's new classroom. If one timber were to fail, the structure would topple. Each member is essential to the combined strength of the whole.

This year, multiple pandemics assaulted the very life breath of our communities. The pandemics of COVID-19, anti-Black racism, and raging wildfires left us gasping for air. While some responded by hoarding and isolating, the greater number wove ourselves into a mutually supportive network of community care, working as interdependent members of a collective body.

Together with our ecosystem partners, the Black Farmers United NYS, Black Farmer Fund, Corbin Hill Food Project, Farm School NYC, HEAL Food Alliance, and Northeast Farmers of Color Land Trust - Soul Fire Farm strengthened the connective tissues of mutuality and care, forming powerful links for food, medicine, seeds, support, and other resources to reach our communities. This year we reached 30,000 people through our Uprooting Racism trainings, Ask a Sista Farmer show, media appearances, keynotes, and workshops. We developed the online 3D webinar series and Liberation on Land video series for growers to deepen skills in specific farming practices rooted in Afro-Indigenous wisdom.

Locally, we supplied more than 1000 boxes of fresh produce, meat, eggs, medicinal herbs, and value-added products at no-cost to families living under food apartheid through our Solidarity Share program. Through Soul Fire in the City, we supported 44 families in our community to establish home gardens by offering materials, seedlings, soil, labor, and ongoing assistance. We see this work as a continuation of the legacy of a long lineage of BIPOC growers who developed alternative food systems to sustain their own communities.

Soul Fire Farm's 10th birthday was on August 30th, 2020, prompting us to reflect on our evolution from a small family farm to an interdependent community organization. We mark this milestone by deepening our commitment to uprooting structural racism, composting oppression, and cultivating a world where all of us can breathe. Let us channel our grief, rage, hope, and magic into meaningful action.

In collaboration,


Leah & Larisa, Co-Directors

REFLECTIONS

FIRE FARM 2020

DOLLARS

YOUTH PROGRAM
169

ADULT FARM PROGRAM
1,533

TRAINING
3,211

ACTIVIST
20,280

PUBLIC SPEAKING
194

ALUMNI MENTORSHIP
150

UTAMA FARM SHARE
41,803

ONLINE CLASSES
938

COMMUNITY PROGRAMS

68,659
TOTAL PARTICIPANTS

PANDEMIC RESPONSE

At Soul Fire Farm, we believe that “to free ourselves we must feed ourselves,” and the challenges the COVID-19 outbreak is posing to our communities exemplify the need for collective food sovereignty. Food insecurity continues to disproportionately impact Black, Indigenous, and people of color (BIPOC) communities who also face higher vulnerability to COVID-19 due to factors like shared housing, lack of access to health care, environmental racism, job layoffs, immigration status, employment in the wage economy without worker protections, and more.

Against the backdrop of COVID-19 in which Black and Indigenous people are dying at nearly three times the rate of white people, the police state has continued its lethal assault on our communities.

This time calls all of us to come together to decompose structural racism and white supremacy to fertilize our soils conducive to life. We commit to working alongside you to do everything within our power to dismantle structural racism, that we may cultivate a world where all of us can breathe.

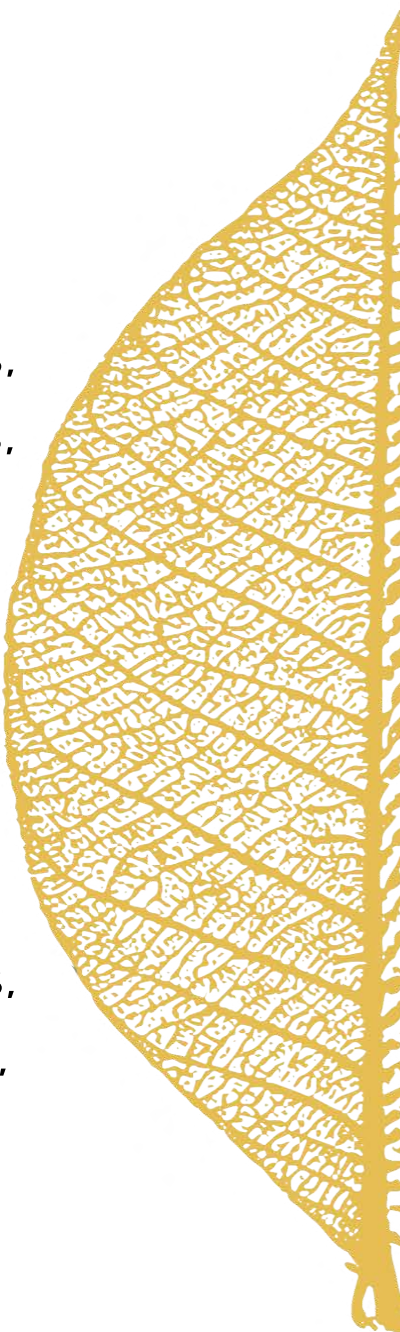





410 RESOURCES
IN OUR COVID-19 REFERENCE LIBRARY
44 NEW URBAN GARDENS
BUILT FOR LOCAL FAMILIES
700 BIPOC FARMER ATTENDEES +
24 SPEAKERS
FOR COVID-19 SKILLSHARE SERIES
1000 BUSHELS OF FOOD
DELIVERED TO LOCAL FAMILIES
21,000 PEOPLE RECEIVED
A RESOURCE LIST TO SUPPORT
THE MOVEMENT FOR BLACK LIVES

PANDEMIC RESPONSE STATS

A SMALL NEEDFUL FACT



IS THAT ERIC GARNER WORKED
FOR SOME TIME FOR THE PARKS AND REC.
HORTICULTURAL DEPARTMENT, WHICH MEANS,
PERHAPS, THAT WITH HIS VERY LARGE HANDS,
PERHAPS, IN ALL LIKELIHOOD,
HE PUT GENTLY INTO THE EARTH
SOME PLANTS WHICH, MOST LIKELY,
SOME OF THEM, IN ALL LIKELIHOOD,
CONTINUE TO GROW, CONTINUE
TO DO WHAT SUCH PLANTS DO, LIKE HOUSE
AND FEED SMALL AND NECESSARY CREATURES,
LIKE BEING PLEASANT TO TOUCH AND SMELL,
LIKE CONVERTING SUNLIGHT
INTO FOOD, LIKE MAKING IT EASIER
FOR US TO BREATHE.

WORDS BY ROSS GAY

image by Naima, from "INTRINSIC"

SOUL FIRE



As food supply chains were disrupted due to COVID-19, many people in our communities became more invested in growing their own sustenance. This year we established more than 40 vegetable gardens through our Soul Fire in the City initiative, in which we offered materials, seedlings, soil, labor, and ongoing guidance to support people impacted by food apartheid, unemployment and COVID related challenges, survivors of mass incarceration, refugees and immigrants, people with disabilities or chronic illness, elders, and families with children. We are grateful to the 25 people who volunteered their labor and the local farms and companies that donated seeds, seedlings, and compost. We see this work as a continuation of that legacy of a long lineage of BIPOC growers who developed alternative food systems to sustain their own communities.

IN THE CITY



"The garden is a true gift to our mental health. Before ever having harvested a single bean, we are nourished by the sight of green sprouts erupting from the ground, the feeling of dirt under our nails, and the smell of the soil. Each leaf brings hope and promise. In this time when we feel such a lack of control, we are blessed to have the opportunity to slow our breath, kneel down, and watch for signs of life in the dirt."

- Soul Fire in the City Garden Recipient

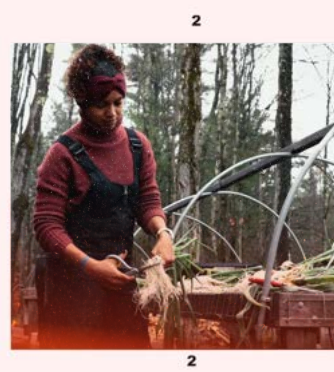
90% OF RESPONDENTS HAD AN ABUNDANT HARVEST FROM THEIR GARDEN

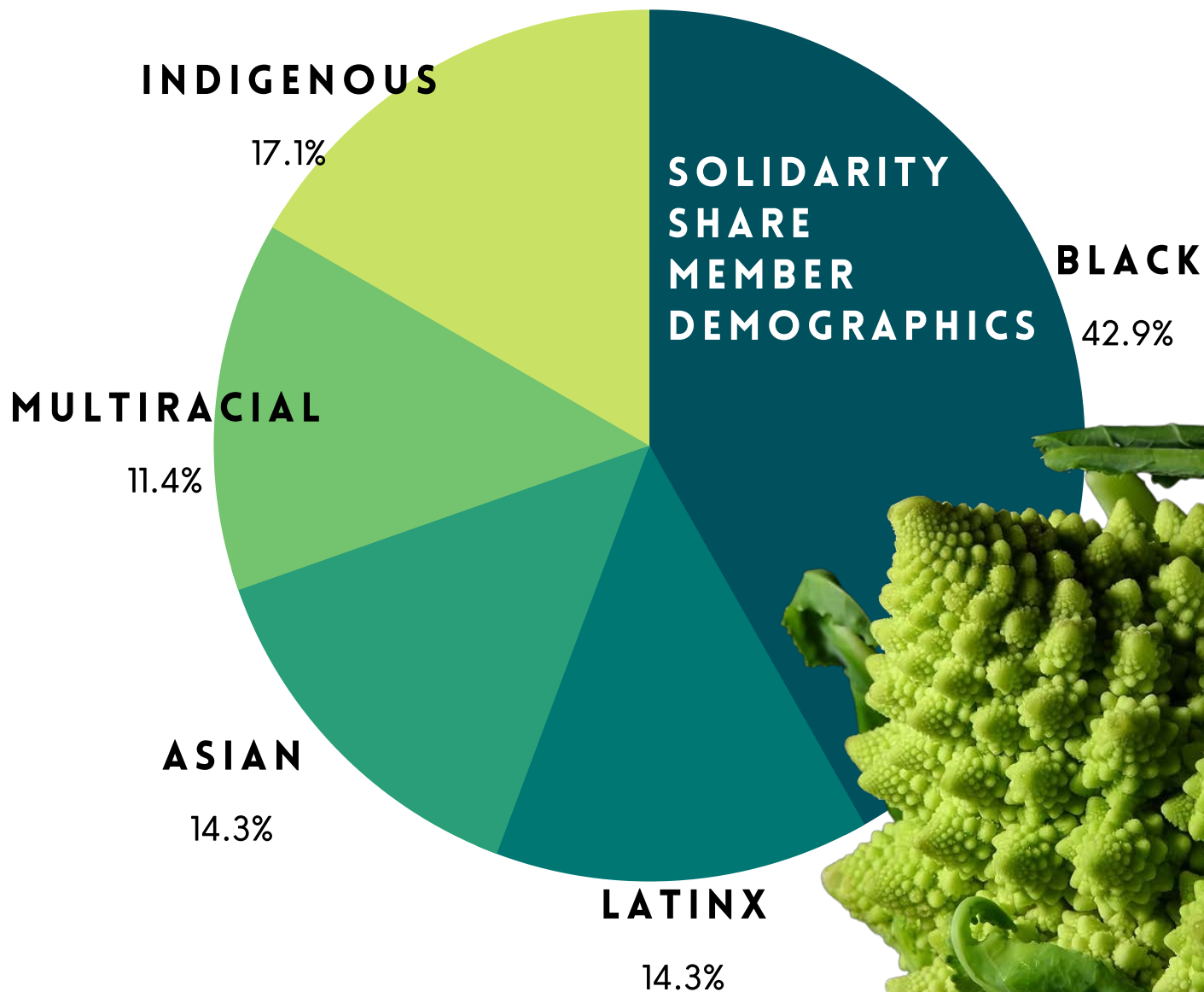
100% OF RESPONDENTS EXPERIENCED JOY AND SATISFACTION FROM THEIR GARDEN.

SOLIDARITY SHARING

This season, we shifted how we distribute food to accommodate the needs of our communities in the Capital Region. As part of our Solidarity Share program, **we delivered more than 1000 boxes of food at no cost to survivors of food apartheid in the Capital Region**, including heritage crops like amaranth, Kousa squash, fennel, and fish pepper and a weekly value-add such as jam or sauce.

We also sold over **900 units of healing medicine** through our new online store, in addition to items like frozen meat, preserves, and merchandise. Despite the fact that we only had a short four months of frost-free weather, our crop diversity allowed us to feed our people all season.







"The weekly donations you gave us made so many families happy! The most beautiful veggies we ever saw! Thank you!!"

~FOCUS Church





"We were wrapped within a circle of healing from Soul Fire Farm's gifts: We grew our own container garden with seeds gifted from Soul Fire, consumed cleansing teas in the evening, applied Soul Fire's healing salves to cuts this summer, dried the Solidarity Share plants for medicines, and prepared many healthful meals each week. I appreciated on a spiritual and cellular level the ability to be nourished with foods from my indigenous Mohican homeland, and to teach that significance each week to my son."

~2020 Solidarity Share Member



REGENERATIVE

This year, we deepened our commitment to climate resilient perennial agriculture, **planting thousands of perennial fruits and herbs** - raspberry, elderberry, blueberry, strawberry, mint, bee balm, chamomile, echinacea, hyssop, and more! We established a **forest garden** with ramps, fiddleheads, 50 shiitake and 20 oysterling mushroom logs. According to an inspection by USDA wildlife biologist, **our forest is in very good health**, and we entered the Conservation Stewardship Program to enhance native wildlife habitat and remove invasive species. We are thrilled that **our soil continues to be in excellent condition**, building on past years of stewardship, high organic matter, healthy levels of micro and macro-nutrients, and balanced pH. This year we were able to rely almost entirely on **farm-produced fertility**, such as mulch, cover crops, and manure from our livestock, rather than purchasing compost or bagged amendments. We expanded the livestock on the farm from laying hens and meat chickens to now include **14 sheep, a goat, guard geese, ducks, guinea hens, turkeys, and bees** which supports our closed loop fertility goals.



FARMING



We have already started preparing the land for the **100 fruit trees we are planting to establish a 4-acre silvopasture** next year! Silvopasture systems can trap 42 tons of carbon per acre per year, because pasture stores carbon in the above and below ground biomass of grasses, shrubs, and trees.

We are grateful to the **80+ volunteers** who attended our small group, COVID-careful volunteer days in the fall. Together we prepped the ground for 1 acre of lowbush blueberries, cared for our sheep & goat, improved our poultry housing and feed systems, maintained our beehives, split and stacked firewood, and nourished our soil.



"Sowing a seed is an inherently hopeful act. It sends a message to the universe that you believe that a delicious future is possible, even if the journey ahead looks uncertain."

~ Claire Ratinon



FARM ECOSYSTEM

FOREST GARDEN
.5 ACRES

ANNUAL VEGETABLES
1 ACRE

PERENNIAL SMALL FRUITS & HERBS
1.5 ACRES

FARM-STEAD BUILDINGS & GROUNDS
2 ACRES

SILVO-PASTURE TREE ORCHARD
4 ACRES

WILD NATIVE ECOSYSTEM
70+ ACRES





SEEDKEEPING

We are keeping seed for the Truelove initiative including Plate de Haiti tomato, Scotch Bonnet pepper, Bee Balm #6, sweet annie, and calendula. We are also cultivating and saving Munsee black corn, Munsee white corn, and Stockbridge Indian Beans in collaboration with Warren Mihtukwsun of the Mohican Nation.

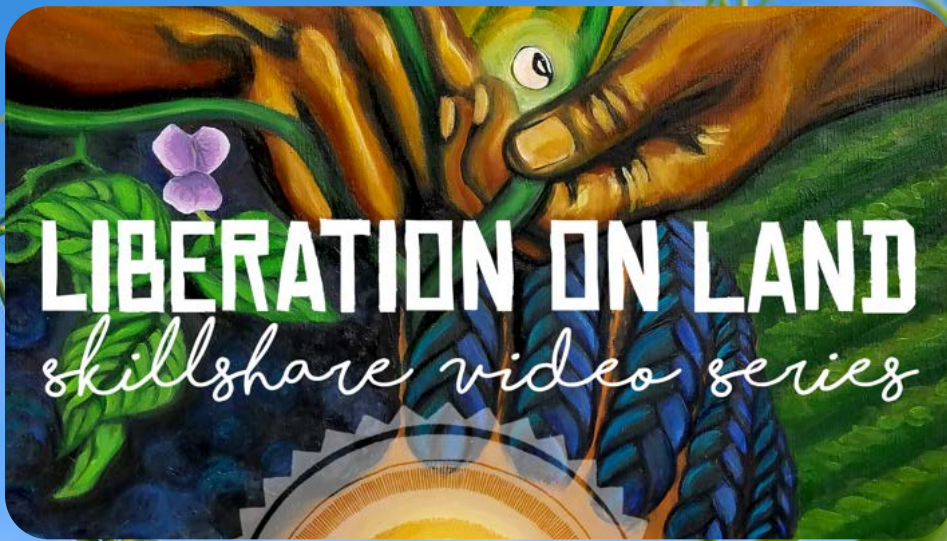


VIRTUAL PROGRAMMING

While our yearning to gather in person is fierce, we loved the ways we were able to connect with our alums and new program participants virtually. **Our bilingual 3D virtual skill share series for BIPOC was a massive success** thanks to our amazing facilitation team who Zoomed in from North Carolina to Ontario to share their knowledge on topics from seed keeping to agroforestry, soil health to honey bees, medicinal herbs to mushrooms. **We also produced 15 incredible how-to videos as part of our Liberation on Land Video Skill-share series** featuring BIPOC land stewards teaching hands-on skills.

We brought our youth and adult alumni together, as well as our 2020 farmer trainee cohorts for virtual gatherings. We offered a farm tour, workshops from worm composting to medicine making, as well as peer sharing of strategies for taking care of our emotional well being in this time of multiple pandemics.





We understand Language Justice as an integral part of Food Justice, as our food system is built on the labor of predominantly Spanish speaking workers from North, South, and Central America. To that end, **we developed the Soul Fire Farm Language Justice Guide**, which includes a multilingual communications style guide, notes on virtual interpreting, tech tips, and gender inclusivity guidelines.

Recognizing that we are just one in a number of media makers, Soul Fire Farm compiled over **50 BIPOC-led videos and online learning resources** in our public reference library. Our hope is that these resources equip all of us with the land-based skills needed to reclaim leadership as gardeners, farmers and food justice organizers in our communities, heal our relationship with earth, and imagine bolder futures.



2,200

LIBERATION ON LAND VIEWERS

745

3D SKILLSHARE PARTICIPANTS

VIDEO TOPICS NEXT PAGE





3D TEAM



CHERYL WHILBY
Admin & Tech Support



NAIMA PENNIMAN
Coordinator & MC



KIANI CONLEY-WILSON
Tech & Facilitator



AMIRAH MITCHELL
Seed Keeping Facilitator



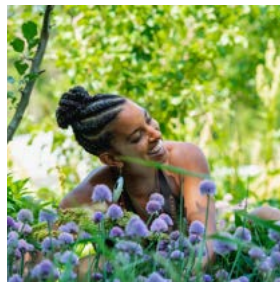
GERMAIN JENKINS
Soil Facilitator



JACQUELINE PILATI
Seed Keeping Facilitator



KRISTA SCRUGGS
Agroforestry Facilitator



LEAH PENNIMAN
Soil & Herbal Facilitator



TIFFANY LASHAE
Greenhouse Facilitator



ARIAN RIVERA
Poultry Facilitator



ARIF ULLAH
Honey Bees Facilitator



JUSTIN BUTTS
Livestock Facilitator



SEAN DESIREE
Carpentry Facilitator



ANTONIA PEREZ
Herbal Facilitator



JIE JIN
Mushroom Facilitator



YOLANDA GONZALEZ
Mushroom Facilitator



ADRIANA PEROCCHI
Language Coordinator



GABRIELA PEREYRA
Translator & Chat Moderator



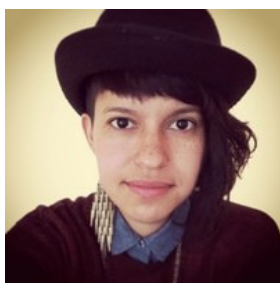
TELESH LOPEZ
Interpreter



CRISTOBAL GUERRA
Interpreter



PAO LEBRON
Interpreter



LI SIERRA
Interpreter



WENDELIN REGALADO
Translator & Interpreter



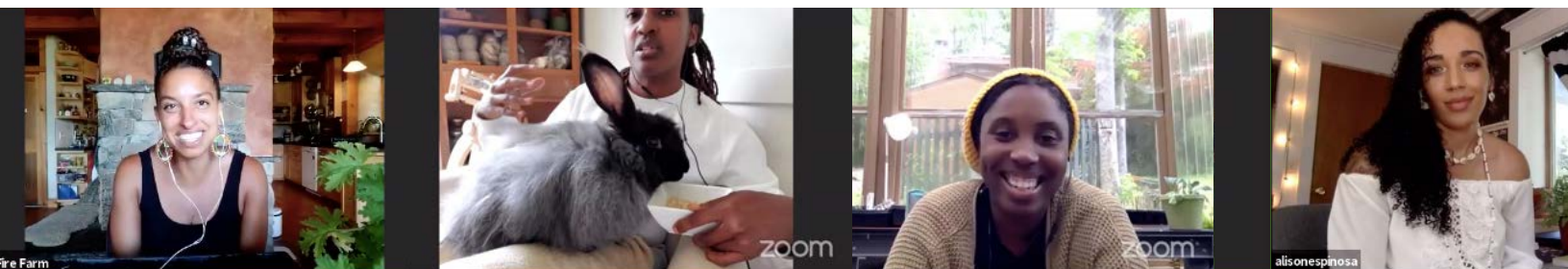
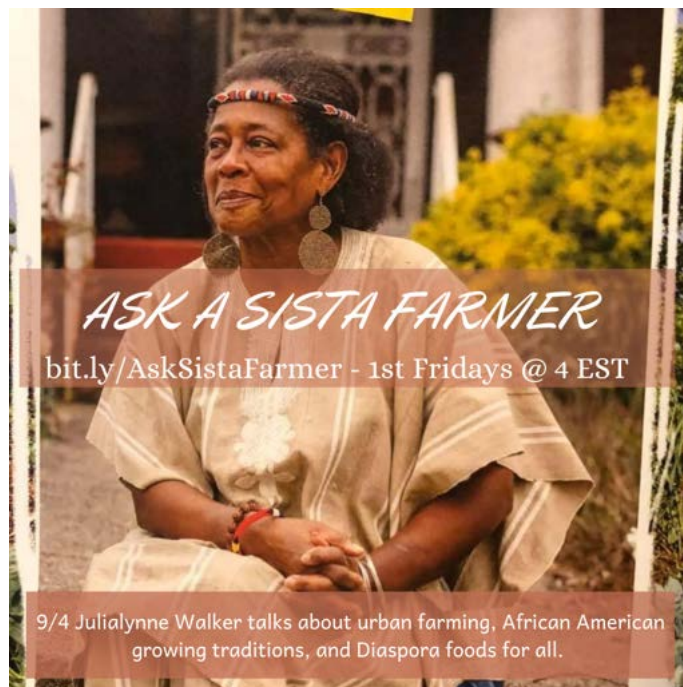
PATRI RAMIREZ
Interpreter



NAYRA PACHECO
Interpreter

EACH ONE TEACH ONE

We responded to our communities' increased yearning to grow their own food and medicine during the pandemic and beyond, and embraced the increased accessibility of developing more educational programming online. We offered a monthly call-in show, "**Ask a Sista Farmer**," and hosted 25 Black womxn growers as guest experts to explore topics from making your own sprouts, planting with the moon, food preservation, fiber farming to aquaponics. On average, 3,000 people viewed each of the 22 episodes.



In rapid response to the pandemic, we also collaborated with HEAL Food Alliance, Castanea Fellowship, Northeast Farmers of Color Land Trust, and Black Farmer Fund to co-host 10 bilingual **BIPOC Farmers COVID-19 Skillshares** March-June, welcoming 24 speakers and reaching ~700 attendees. We compiled an ever-growing pandemic resource list to support our farming community.

**OVER 700 ATTENDEES AT BIPOC FARMERS
COVID-19 SKILLSHARES**

OVER 60,000 VIEWS OF ASK A SISTA FARMER

STORYTELLING

"I dare to be powerful."

Our public storytelling reached over **30,000 people** this year. We use our media, speaking, and writing platforms to fiercely and unapologetically advocate for societal action toward food and land sovereignty. We also actively refer media and speaking opportunities to those often overlooked, legacy Black farmers in the South, Spanish-speaking farm employees, and Indigenous land stewards.

We published articles and briefs in YES! Magazine, Harper's Bazaar, and Data for Progress as well as an essay and poem in the feminist anthology, **All We Can Save: Truth, Courage, and Solutions for the Climate Crisis**. Our 100+ media interviews included conversations with the **New York Times, BBC, Today Show, NBC, Rachel Ray, Cameron Diaz, CBS, Wall Street Journal, USA Today, CNN, Vogue,** and **Al Jazeera**. Our 80+ speaking engagements included

Bioneers, National Young Farmers Coalition, Schumacher Center, Central Florida Jobs with Justice, Oxford Real Farming Conference, and the **United Nations Food System summit**.

Farming While Black sales topped 22,000 and we just signed a new book deal with Harper Collins for **Black Earth Wisdom**, centering the voices of Black environmentalists who have cultivated the art of listening to the planet.

I use my strength in service to my vision."

~Audre Lorde



FLOW FUNDING

We are proud of the ways we were able to redistribute resources to BIPOC farmers across the country. We directly moved **\$35,000 of funding to 10 BIPOC farming and justice organizations** and advised foundation donors to move **\$1.2 million to Black farming organizations in the South**. We served on the advisory and application review committees for \$5,000 grants from the Chipotle Foundation and National Young Farmers Coalition, **80% of which were awarded to BIPOC farmers**.

"Think galactic and act local!"
~Alexis Cunningfolk

With deep reverence for their inspiration to Soul Fire's founding, our team awarded the Many Krobo District **Queen Mothers in Odumase-Krobo, Ghana** a Citation of Honor and scholarship funds for their work in community sustainability, mentorship, economic opportunity, and maintaining their cultural traditions.

Some of the projects supported by Soul Fire Farm's Flow Funding include:

- Oko Farms
- Eastern Woodlands Rematriation Collective
- Love Fed New Haven
- Buffalo Food Equity Network
- Black Farmer Fund
- Ever-Growing Family Farm
- Jubilee Justice SRI Rice Farm
- SAAFON
- Huerto Semilla
- BK Rot

NEFOC GRADUATION



The Northeast Farmers of Color (NEFOC) Land Trust is an Indigenous and Black-led project working to advance permanent and secure land tenure through farmland acquisition and land access for farmers, protecting native species ecosystems, and advancing environmental policy that upholds the Rights of Nature. Soul Fire Farm, Wildseed Community Farm, and Global Village Farm founded the NEFOC network in 2017, which in turn birthed the land trust.

After 22 months, NEFOC graduated from Soul Fire Farm's incubation and fiscal sponsorship strong, agile, and ready! We celebrate NEFOC's incredible work building their governance and organizational structures, advocating for consultation and partnership with Indigenous nations on their unceded territories, strengthening Black/Indigenous POC solidarity, and addressing the root causes of food apartheid and land dispossession. NEFOC's next phase will include continued Indigenous consultation, developing enforceable land pledge agreements, and beginning to connect BIPOC farmers to land!

MOHICAN NATION

"I am unlearning the illusion that we can possibly heal our human relationships without healing our relationship to the earth. This healing includes following and supporting indigenous leadership."

~ Rebekah Sze-Tung Olstad

As people not indigenous to the land we inhabit, it has been integral that we explore the ways we can be accountable to the land's original stewards, the Stockbridge-Munsee Band of the Mohican Nation who were forcibly displaced to a reservation in northern Wisconsin in the 1800s. Part of our relationship building process has been establishing a cultural respect easement that gives Mohican citizens the legal right to use the Soul Fire Land for ceremonies and wildcrafting in perpetuity. This year, the Tribal Council passed and signed the easement! As in years past, all proceeds of our seed sales are remitted to the Mohican Nation to support their cultural work.





For two years, National Grid was seeking approval to construct and operate the E37 natural gas pipeline that would cut through Papscaanee Island on the Mahicannituck (Hudson) River, part of the homelands of the Stockbridge Munsee-Mohican people. Soul Fire Farm wasWe were part of the resistance, and we are excited that the project has now been suspended indefinitely! The island holds the bones of their ancestors, the artifacts of their villages, and the memory of their fertile maize mounds, and we are relieved that this sacred space will be preserved. We are now collaborating with the Mohican community to resist rezoning and developing some of their sacred lands in Troy, NY. We remain committed to ongoing solidarity with and accountability to the Mohican community.

COALITION & POLICY WORK

"Until I am free, you are not free either."

~ Fannie Lou Hammer

Our freedom is inexorably intertwined with yours. This is why we show up for coalition work, collaborating regionally and nationally with our alumni and community partners to address systemic oppression at its root. We added our voice to the chorus of 100's who contributed to the **Green New Deal**, the **BREATHE Act**, and the **Justice for Black Farmers Act**.

THE JUSTICE FOR BLACK FARMERS ACT

is an opportunity to reverse and correct the millions of acres of land loss within the Black farming community and fortify the next generation of Black farmers. The bill includes the return of acres of land to dispossessed Black farmers, a conservation corps for farmer training, funding for Historically Black Colleges and Universities, USDA Civil rights reforms, expanded farm credit, contract protections, and legal assistance to prevent further land loss for Black farmers. During the consultation process, Soul Fire Farm advocated for Indigenous consultation and farmworker consultation, as well as the centering of voices of legacy Black farmers most directly impacted by historical discrimination. Our commitment to Black-Indigenous solidarity and implementing land sharing that is consistent with Native land sovereignty is unwavering.





This year, we deepened our commitment to support our alumni's land and food-based work. Alumni identified that farm mentorship, peer networking, and land access are their top three needs. To respond to these priorities, we are launching **The Braiding Seeds Fellowship** in 2021 to provide funding, land, and mentorship to BIPOC farmers. We also provided **technical assistance to more than 150 partners and 40 alumni** including consultation, support letters, referrals, curriculum sharing, advocacy letters, advisory & review committees, award nominations, and more.

25% OF ALUMNI ARE LIVELIHOOD FARMERS

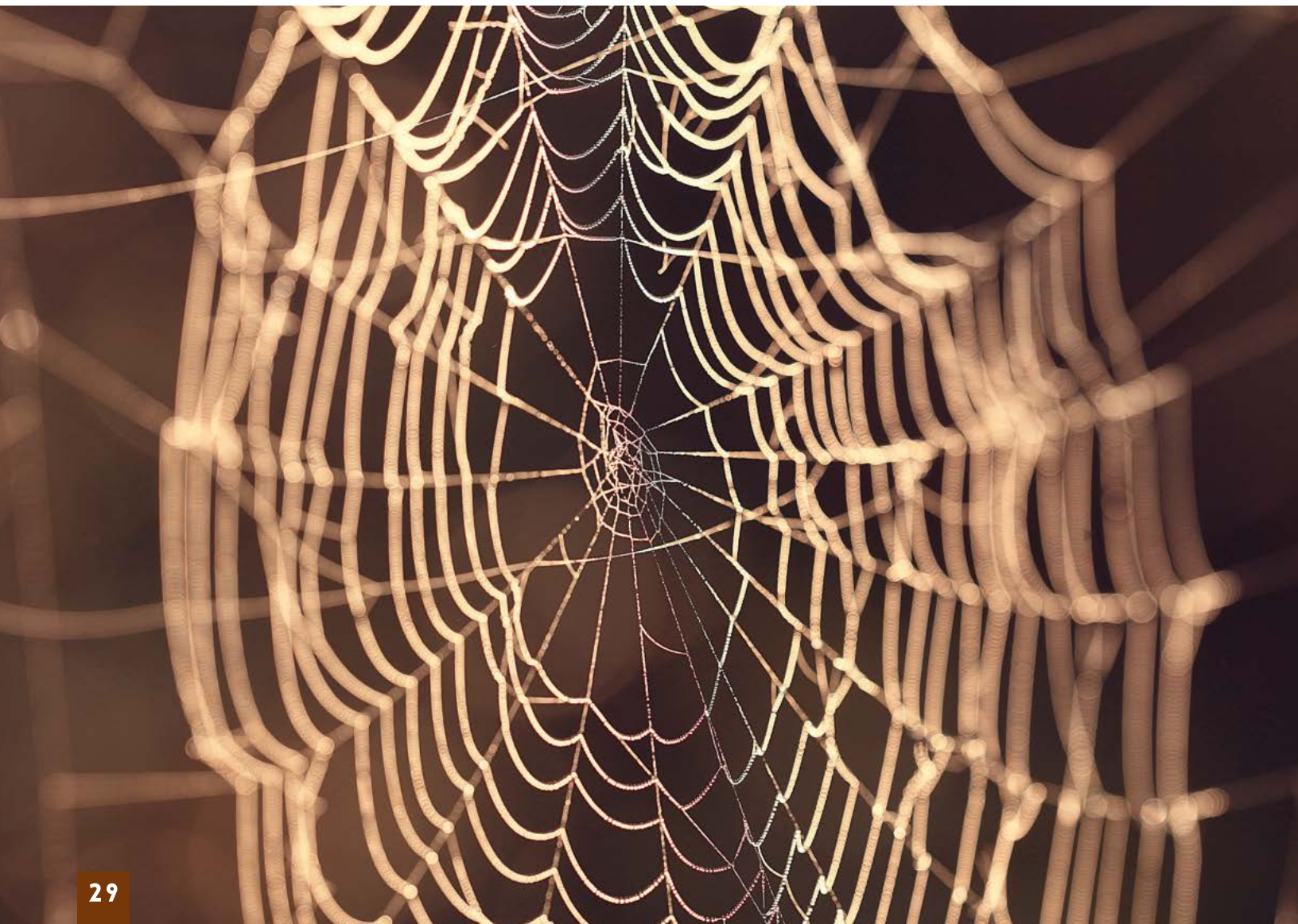
57% OF ALUMNI ARE SUBSISTENCE FARMERS

70% OF ALUMNI ARE TEACHING OTHERS ABOUT FARMING AND FOOD JUSTICE

72% OF ALUMNI ARE ACTIVELY SEEKING LAND AND LIVELIHOOD OPPORTUNITIES IN FARMING

ECOSYSTEM OF SUPPORT FOR BLACK & BROWN FARMERS

No one individual and no one organization can heal the food system from sunshine to plate. We are part of an ecosystem of mutual aid regionally and nationally to provide land access, financial resources, technical assistance, markets, policy advocacy, and training to Black, Indigenous, Latinx, Asian and Farmers of Color in the Northeast and beyond.



US FOOD SOVEREIGNTY ALLIANCE
Organizing

LA VIA CAMPESINA
Worldwide
Organizing

FARM SCHOOL NYC
Urban Farmer
Training

SOUL FIRE FARM
Rural Farmer
Training

CORBIN HILL FOOD PROJECT
Market

BLACK FARMER FUND
Capital

NORTHEAST FARMERS OF COLOR LAND TRUST
Land

BLACK FARMERS UNITED NYS
State
Policy

NAT'L BLACK FOOD + JUSTICE ALLIANCE
Land Commons
+ Policy

HEAL FOOD ALLIANCE
National
Policy



UPROOTING RACISM

"I am here to change history." ~Sandra Bland

Uprooting Racism in the Food System is a theory and action training we offer for farming and food justice leaders to uproot systemic racism in our organizations and society. It has evolved over the years from a weeklong residential program, to a 1-2 day in-person workshop, to its current virtual iteration. During the program, we delve deep into the history and structural realities of racial injustice and develop an understanding of the movement strategies of frontline communities struggling for food sovereignty. We examine our personal and societal roles of complicity in and resistance to the system. We then charge graduates to create tangible action plans – to use our sphere of influence to uproot these oppressions.

This work is rooted in fierce love, courageous self-reflection, and healing connection to land.

"Creating a space that safely allows and encourages people to confront and understand our personal place in systemic racism is a gift. With great skill and love you opened doors for self reflection and action, underscored by immediacy. Thank you for your brilliant work."

- 2020 Uprooting Racism participant



OF PARTICIPANTS

2150

AVERAGE RATING

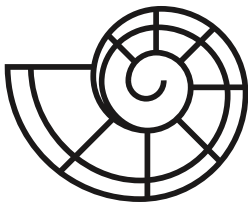
9.5 / 10

**GRADUATES WHO COMMIT TO
SPECIFIC ANTI-RACIST ACTION**

80%







FORTIFYING

Every year we welcome thousands of people to Soul Fire Farm for our food sovereignty programs and we are excited to share that we are **Fortifying Our Foundation** so that we can better accommodate our program participants. Since 2010, we have primarily operated out of the living room of a single family farmhouse, and as we grow as an organization we realize we need to upgrade our infrastructure to meet the needs of our community as well improve the well-being of our staff. Therefore, we are raising money to build a **Program Center, Guest Lodge, Classroom, and Commercial Drinking Water and Wastewater Systems**. All buildings will be energy efficient, accessible, fire-safe, environmentally sustainable, and bring us up to code with our County Health Department. These campus improvements are quite literally essential for the continued food sovereignty work of the organization. It's about investment in the long term future of the farm and our community.



OUR FOUNDATION



"We delight in the beauty of the butterfly, but rarely admit the changes it has gone through to achieve that beauty." ~Maya Angelou

Thanks to your support, construction is well underway. This year, we completed the new bathhouse, equipment shed, employee duplex cabins, wastewater and drinking water systems, and underground networked utilities. We also upgraded the barn for fire safety, and improved drainage and parking. The classroom, featuring a beautiful timber-framed reciprocal roof, is nearly complete.

2021



regenerate

1. Implement Afro-indigenous agroforestry, silvopasture, wildcrafting, polyculture, regenerative, and ancestral farming practices on **80 acres** of mountainside land

2. "Solidarity share" at least **1000 bushels** of naturally-grown farm produce and **2000+ units** of value-add products with community members living under food apartheid

3. Build **15+ new urban gardens** and support **40+ built previously** for households in the Capital District through "Soul Fire in the City"



equip

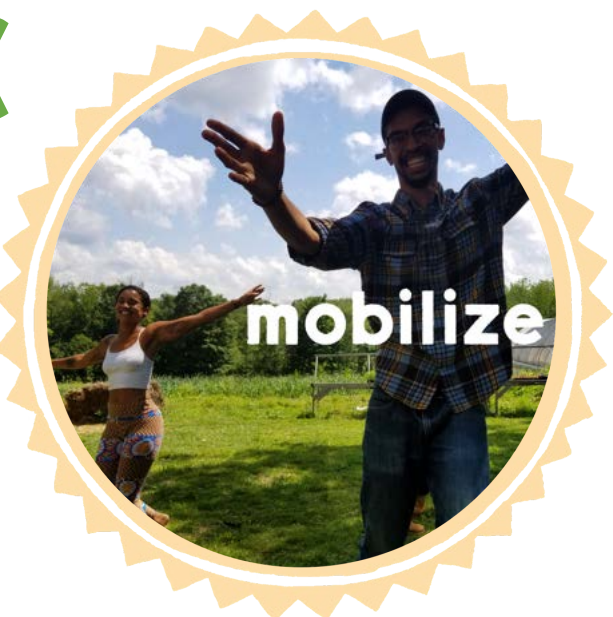
1. Train **1700+ BIPOC farmers** through our weeklong Farming Immersions, bilingual virtual and on-farm skill shares, and our "Liberation on Land" video series

2. Inspire **400+ youth and intergenerational community members** to connect to the land, respect farmers, and advocate for food justice through daylong educational programs on the farm

3. Welcome **20 farmers** into the "Braiding Seeds Soul Fire Farm Fellowship," providing a stipend and technical assistance to support their land stewardship projects

STRATEGIC GOALS

1. Collaborate regionally, nationally, and internationally with frontlines BIPOC-led coalitions on campaigns to support farmworkers, rematriate land for indigenous people, advance reparations for Black farmers, and regenerate ecosystems



2. Catalyze the transfer of resources and power to BIPOC Farmers through powerful storytelling and deft facilitation, reaching **40,000+** through Uprooting Racism in the Food System, public speaking, and published media



1. Increase the efficiency, safety, and quality of life of staff and participants through advancement of key infrastructure and capital improvements

2. Uplift radical self-care and healthy work culture

3. Maintain the financial integrity of the organization, while upholding ethical standards to discern sources of our funding and relationship to donors

SUPPORTERS

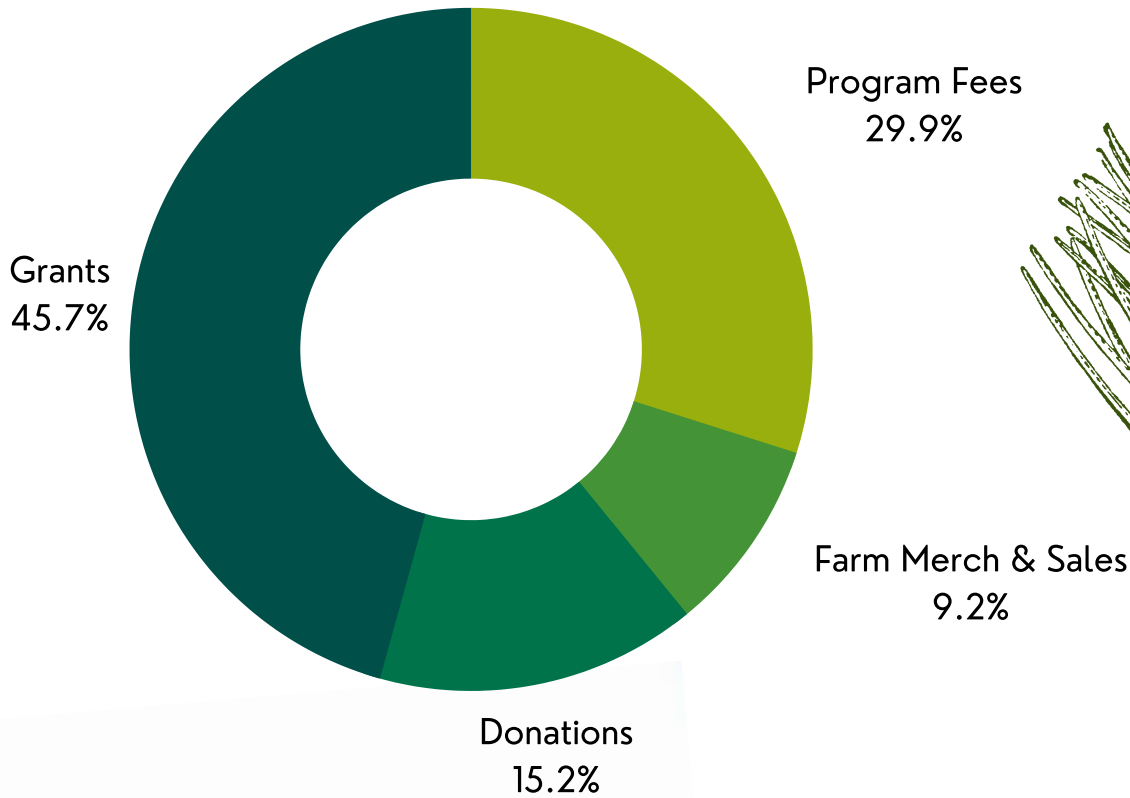


ALBANY GIRL FRIENDS COMMUNITY FOUNDATION INC.
ASCIENZO FAMILY FOUNDATION
BALDWIN FOUNDATION
BAFRAYUNG FUND
HUGH C & THOMAS LORD FUND
BEZOS FAMILY FOUNDATION
BLOOMFIELD FAMILY FOUNDATION
BLUE FUND BSNEY
CEDAR TREE FOUNDATION
CHICAGO COMMUNITY FOUNDATION - NORTHERN TRUST
CLANEIL FOUNDATION
DORIS DUKE CHARITABLE FOUNDATION
DR. BRONNERS
GRASSROOTS INTERNATIONAL
JANEY FUND CHARITABLE TRUST
JONES FAMILY FOUNDATION
JUSTFUND
KALLIOPEIA FOUNDATION
KINDLE PROJECT
LAWSON VALENTINE FOUNDATION
NO REGRETS INITIATIVE
NEW FIELD FOUNDATION
NEWMAN'S OWN FOUNDATION
NORTH STAR FUND
NOVO FOUNDATION
PRESBYTERIAN HUNGER PROGRAM
RACHEL'S CATALYST AWARD
RSF SOCIAL FINANCE
USDA SARE
SCHEERER FAMILY FOUNDATION
SNAPED USDA AG & MARKETS
TIDES FOUNDATION
THE OPALINE FUND
THE SYE FUND
UNITED WAY FIVE TO WATCH
VALENTINES FARM FOUNDATION
WE ACT
WEND II INC.

WE ADDITIONALLY THANK THE 3,800
INDIVIDUAL DONORS WHO CONTRIBUTED
TO OUR WORK THIS YEAR.

FINANCIAL STATEMENT

2020 DIVERSIFIED INCOME SOURCES



CATEGORY	EXPENSE
PAYROLL	\$406,130
CONTRACT SERVICES	\$120,235
PROGRAM EXPENSES	\$49,737
FARM EXPENSES	\$31,514
INSURANCE	\$27,134
BUILDINGS & GROUNDS	\$25,084
LAND & BUILDING LEASE	\$19,973
BUSINESS EXPENSES	\$18,192
MERCHANDISE	\$13,711
OFFICE	\$9,305
TRAVEL & TRAINING	\$9,124
EQUIPMENT MAINTENANCE	\$5,615
UTILITIES	\$5,577
TOTAL EXPENDITURES	\$741,331

*Table includes operating expenses only, not NEFOC fiscal sponsorship or the capital campaign.

2020 STAFF & CORE CONTRACTORS



CHERYL WHILBY
Administrative
Program Manager



LEAH PENNIMAN
Co-Director &
Farm Manager



NAIMA PENNIMAN
Program Director



LARISA JACOBSON
Co-Director &
Partnership Director



JONAH VITALE-WOLFF
Site Director



KIANI CONLEY-WILSON
Assistant Program
Manager



JUSTIN BUTTS
Livestock Manager



DAYO MARSH
Alumni, Partnerships,
& Administrative Services



BROOKE BRIDGES
Food Justice
Coordinator



RIA IBRAHIM
Kitchen Magician



AZURÉ KEAHI
Bookkeeper



LYTISHA WYATT
Social Media
Coordinator



WENDELIN REGALADO
Language Justice
Coordinator



EMET VITALE-PENNIMAN
Farming & Building
Assistant



NESHIMA V-P
Farming & Building
Assistant

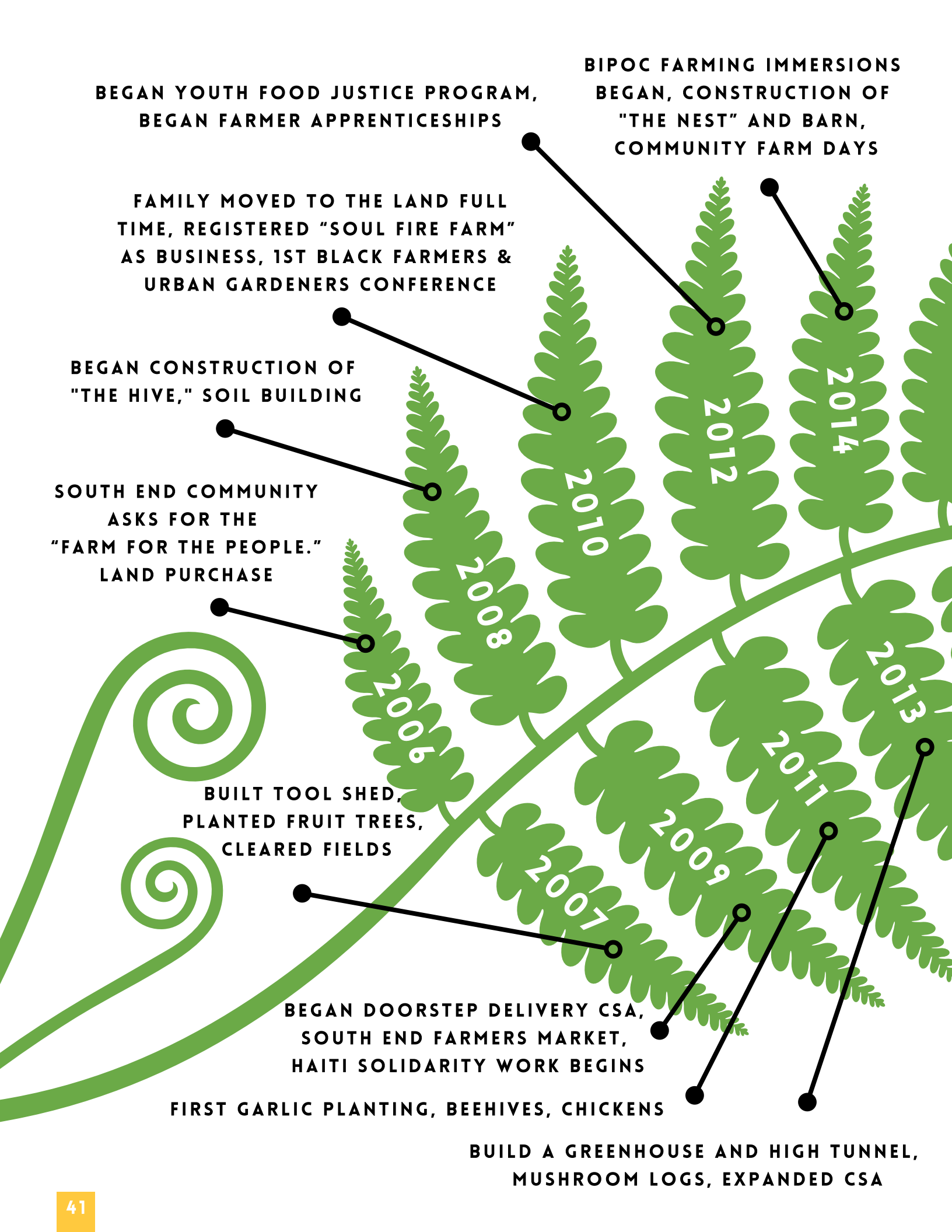


CHAGA
Farm Dog

TEAM GATHERINGS



Our whole team gathered outside on the farm in comradeship and gratitude for each other and the land in August and November, with a scavenger hunt, storytelling, scarecrow making, hot drinks and good food! 1) Leah & Larisa in front of corn harvest altar. 2) Naima and Sol, the Scarevole we built together. 3) Team photo in front of the pond. 4) Joining our flames ritual, L to R Justin, Ria, Kaura, Kiani, Cheryl. 4) Azuré and Wendelin's sons playing the charades game we co-created, each contributing prompts based on activities that were most meaningful to us this year.



**BEGAN YOUTH FOOD JUSTICE PROGRAM,
BEGAN FARMER APPRENTICESHIPS**

**BIPOC FARMING IMMERSIONS
BEGAN, CONSTRUCTION OF
"THE NEST" AND BARN,
COMMUNITY FARM DAYS**

**FAMILY MOVED TO THE LAND FULL
TIME, REGISTERED "SOUL FIRE FARM"
AS BUSINESS, 1ST BLACK FARMERS &
URBAN GARDENERS CONFERENCE**

**BEGAN CONSTRUCTION OF
"THE HIVE," SOIL BUILDING**

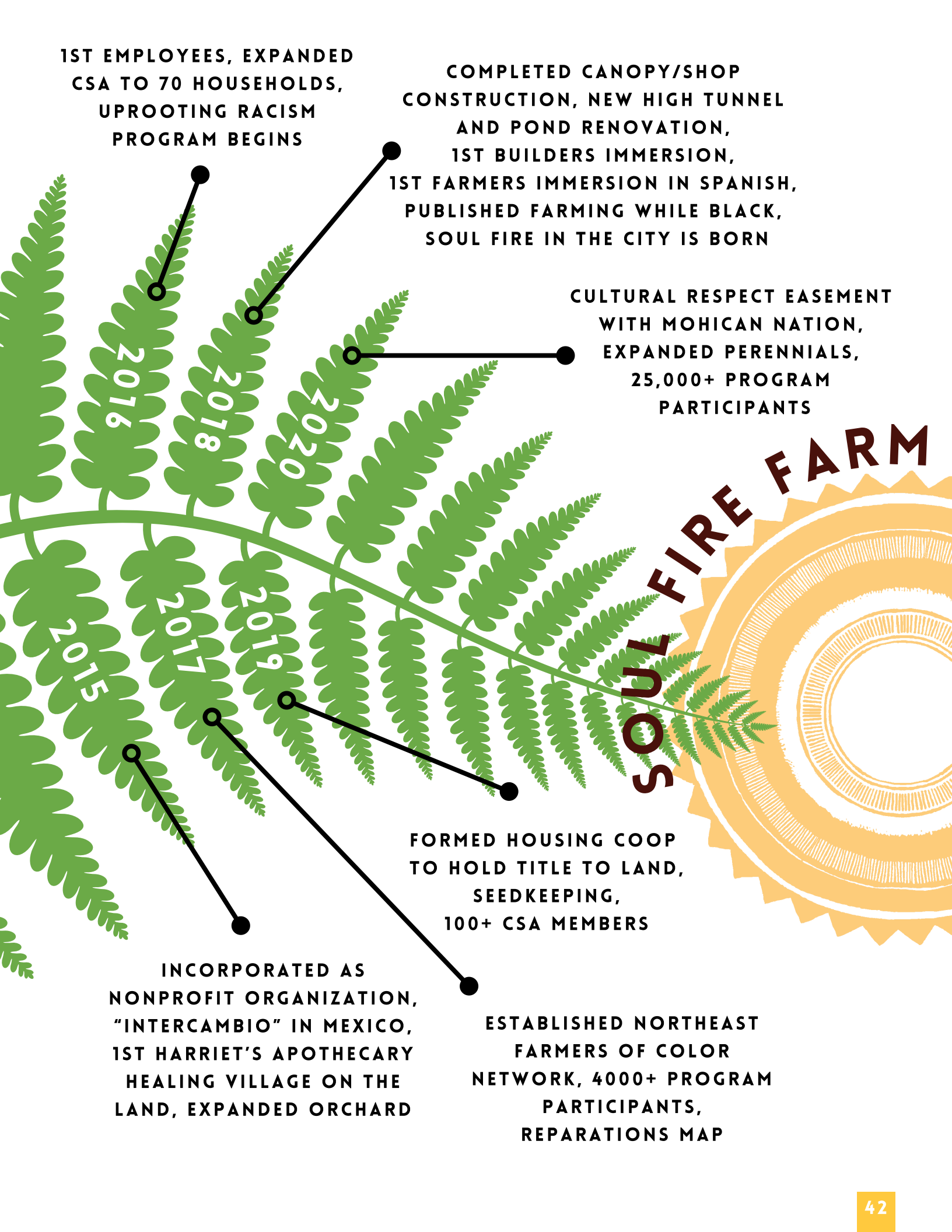
**SOUTH END COMMUNITY
ASKS FOR THE
"FARM FOR THE PEOPLE."
LAND PURCHASE**

**BUILT TOOL SHED,
PLANTED FRUIT TREES,
CLEARED FIELDS**

**BEGAN DOORSTEP DELIVERY CSA,
SOUTH END FARMERS MARKET,
HAITI SOLIDARITY WORK BEGINS**

FIRST GARLIC PLANTING, BEEHIVES, CHICKENS

**BUILD A GREENHOUSE AND HIGH TUNNEL,
MUSHROOM LOGS, EXPANDED CSA**



**1ST EMPLOYEES, EXPANDED
CSA TO 70 HOUSEHOLDS,
UPROOTING RACISM
PROGRAM BEGINS**

**COMPLETED CANOPY/SHOP
CONSTRUCTION, NEW HIGH TUNNEL
AND POND RENOVATION,
1ST BUILDERS IMMERSION,
1ST FARMERS IMMERSION IN SPANISH,
PUBLISHED FARMING WHILE BLACK,
SOUL FIRE IN THE CITY IS BORN**

**CULTURAL RESPECT EASEMENT
WITH MOHICAN NATION,
EXPANDED PERENNIALS,
25,000+ PROGRAM
PARTICIPANTS**

SOUL FIRE FARM

**FORMED HOUSING COOP
TO HOLD TITLE TO LAND,
SEEDKEEPING,
100+ CSA MEMBERS**

**INCORPORATED AS
NONPROFIT ORGANIZATION,
"INTERCAMBIO" IN MEXICO,
1ST HARRIET'S APOTHECARY
HEALING VILLAGE ON THE
LAND, EXPANDED ORCHARD**

**ESTABLISHED NORTHEAST
FARMERS OF COLOR
NETWORK, 4000+ PROGRAM
PARTICIPANTS,
REPARATIONS MAP**

TEAM ROLL CALL



STAFF & APPRENTICES:

Leah Penniman, Founding Co-Director, 2010-present
Jonah Vitale-Wolff, Co-Founder, Site Director, 2010-present
Neshima Vitale-Penniman, Youth Leader, 2010-present
Emet Vitale-Penniman, Youth Leader, 2010-present
Francesca Omolara Wuyasi, Farm Apprentice, 2012
Abram Johnson, Farm Apprentice, 2012
Caroline Woolard, Farm Apprentice, 2012
Colin McMullan, Farm Apprentice, 2012
Dane Felton, Farm Apprentice, 2012
Eshe Isaa, Farm Apprentice, 2012
Kristin Reynolds, Farm Apprentice, 2012
Mark Russo, Farm Apprentice, 2012
Melissa Perkins, Farm Apprentice, 2012
Sindhu Siva, Farm Apprentice, 2012
Alex Yvonee White, Farm Apprentice, 2012
Alicia Pettys, Farm Apprentice, 2013
Sade Bruce, Farm Apprentice, 2013
Simone Johnson, Farm Apprentice, 2013
Melissa Danielle, Farm Apprentice, 2013
Naima Penniman, Facilitator, Program Director 2014-present
Melissa Elie, Farm Apprentice, 2014
Lissa Vanderbeck, Farm Apprentice, 2014, Farm Team, 2016
Crysel Tejada, Farm Apprentice, 2014
Capers Rumph, Assistant Farm Manager, 2013-2014
Ravonne Thorne, Farmer, 2016
Hannah Slipakoff, Farmer, 2016
Cheryl DeSanctis, Farmer, 2016
Gabriela Alvarez, Kitchen Manager, 2016-2019
Amani Olugbala, Community Educator, 2016-2020
Damaris Miller, Assistant Farm Manager, Fall 2017-2019
Ria Ibrahim Taylor, Kitchen Magician, 2017-present
Larisa Jacobson, Farm Manager, Co-Director, 2017-present
Keidra Gordon, Farmer, 2017
Jas Wade, Farmer, 2017
Ceci Pineda, Farm Apprentice, 2018
Olive Watkins, Farm Apprentice, 2018
Jessica Turner, Booking Coordinator, 2018
Lytisha Wyatt, Farmer & Social Media Coordinator, 2018-2020
Azuré Keahi, Bookkeeper, 2018 - present
Kai Thomas, Builders Assistant, 2019
Noah McDonald, Farm Apprentice, 2019
Kiya Vega-Hutchins, Builders Assistant, 2019
Cheryl Whilby, Communications Director, 2019-present
Brooke Bridges, Assistant Kitchen Manager, 2019-present
Wendelin Regalado, Language Justice Coordinator, 2019-present
Kiani Conley-Wilson, Assistant Program Manager, 2020-present
Dayo Marsh, Alumni Network Coordinator, 2020-present
Justin Butts, Livestock Manager, 2020-present

CURRENT BOARD MEMBERS:

Dr. Claudia Ford
Dr. Gail Myers
Gerald Mitchell
Jalal Sabur
Karen Washington
Kavitha Rao
Keisha Cameron
Olivia Watkins
Rosa Rivera
Tagan Engel
Tafna Asili

NON-VOTING BOARD MEMBERS:

Leah Penniman
Larisa Jacobson

PAST BOARD MEMBERS:

Elena Rosenbaum
Gabrilla Ballard
Owen Taylor
Dan Lyles
Adán Martinez
Naima Penniman
Rev. Dr. Adele Smith-Penniman
Jonah Vitale-Wolff
Abby Lublin
Adaku Utah
Dr. Kristin Reynolds



WE HAVE PROFOUND GRATITUDE FOR THE LAND,
EACH MEMBER OF OUR TEAM, THE SUPPORT OF
OUR COMMUNITY, THE COLLABORATION OF
OUR ANCESTORS, AND THE POWER OF
THE MOVEMENTS WE BELONG TO.

SOUL FIRE FARM

GRAPHIC DESIGN BY NAIMA PENNIMAN

TEXT BY LEAH PENNIMAN AND LYTISHA WYATT

PHOTOGRAPHY BY NESHIMA VITALE-PENNIMAN, NAIMA PENNIMAN, LEAH PENNIMAN, KIANI CONLEY-WILSON, IDA CHENG, JORDAN WILLIAMS



SOUL FIRE FARM

**1972 NY HWY 2
PETERSBURG, NY 12138**

(518) 880-9372

@SOULFIREFARM

LOVE@SOULFIREFARM.ORG

WWW.SOULFIREFARM.ORG