



THE CHAIN
collaborative

Annual Report

2020



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Coffee drying
beds in Fugi,
Rwanda

LETTER FROM THE FOUNDER

Dear Supporters and Collaborators,

As I sit down to write this letter, I almost have to laugh. This time last year, I started my annual address by stating, "Wow, what a year!" Given all the unprecedented challenges of 2020, it seems that I should have waited twelve months to make such a claim. But while it has been a challenging year for all, the silver lining of COVID-19 for us as an organization is it allowed us the time to improve ourselves internally, so that we could do more, externally. Here at TCC, we went through an incredible amount of modification amidst a changing world, revamping and launching the Investment Partnership Program, undergoing a board diversification process, re-designing our Fellowship program, onboarding new Change Leader partners, and creating a "Special Projects" category, to name just a few. What I am most proud of this year is that we met the challenge of growing our organization during the crisis, while still supporting those around us in fresh ways: heading a variety of relief efforts, supporting our partners to transition to new realities, and adapting our models for improved outcomes.

We now end the year boasting a variety of new funding and Change Leader partners, exciting opportunities for future collaborations with educational institutions and special projects, brave ideas for an improved Fellowship experience, and best of all: the incredible growth in our partner communities. In Uganda, for the first time ever, Now Africa Initiative was able to purchase coffee from all of their farmer members; and with their profits, they returned \$5,500 to the primary school they manage, supporting students and teachers alike. When NAI founder Denis and I met almost six years ago, we were sitting on an open field in Southwestern Uganda in front of skeptical producers, envisioning a brighter future. Now, that future is here, precisely because TCC believed in Denis' vision, capacity, and grit.

And we'll keep repeating this story, again and again, with your help. We are not lying when we say Zoom tears were shed this year as we imagined new futures with our partners in Ecuador, or when we say that nothing will have a greater impact than investing in mission-driven, community-focused, local leaders committed to change. We thank you for believing in this, for believing in us, and for believing in our Change Leader partners. There is nothing more rewarding than standing alongside them in their quest for transformation, so thank you for letting us do just that, year after year.

With love and gratitude,

Nora Burkey, Founder and Executive Director

Mission, Beliefs, and Vision

Our Mission

The mission of The Chain Collaborative is to invest in the capacity of Change Leaders in coffee growing regions and accompany them as they drive grassroots, sustainable development in their own communities, according to their own visions for change.

Our Beliefs

We believe that coffee communities make the best decisions about their own development and that sustainable change comes from local leadership. We believe local leaders possess the drive and capacity to mobilize and inspire their community toward reaching long-term goals that will bring positive change.

Our Vision

Our vision for the future is an equitable and responsive global coffee industry that recognizes, values, and accompanies the self-directed development of coffee communities.



Farmers in Fugi,
Rwanda sorting
cherries for drying

2020 Achievements at a Glance

In spite of the immense challenges that our global community had to face this year as a result of the COVID-19 pandemic, we are proud to highlight the many successes we've had this year and the resilience of our partners, board, and collaborators. Below we share insight into the launch of our revamped Investment Partnership Program, the partnerships we forged in order to respond to the impacts of the novel coronavirus, and the efforts of our board to create more diversity at this level of leadership.

Investment Partnership Program Revamp

Although we were delayed in launching the revamp of our primary program model due to the coronavirus pandemic, the new Investment Partnership Program officially began with the onboarding of two new Change Leader partners in the middle of the calendar year. The new model comprises three stages of partnership over three years. First, a Collaborative Learning Phase to build trust and strategic project plans for the rest of the time in the program. Second, an Accompaniment Phase whereby TCC works alongside partners as they launch their community programs. And third, a Peer Support phase whereby partners commit to an ongoing alumni network to share ideas, knowledge, and opportunities.

Special Projects and COVID-19 Collaborative Relief Efforts

In response to the global upheaval caused by the COVID-19 pandemic, in 2020, TCC organized multiple initiatives to bring relief to folks far and wide in the coffee sector. In addition to supporting our own partners, TCC sponsored advocacy organization Coffee at Large to raise emergency funding for the barista community in Washington state, and importer Primavera Coffee to access funds for food relief baskets for farmers in Guatemala. These emergency fundraising efforts and collaborative engagements also helped us to establish a new programmatic focus for our organization: Special Projects. While outside our normal program areas, these projects support other leaders to spark change and create an impact in the coffee sector. And we want to be a part of that.

Diversity, Equity, and Inclusion on the TCC Board

In 2020, TCC worked with The Diversity Gap and its founder, Bethaney Wilkinson, to lead our Board of Directors in a learning process for change. The 2019-2020 Board met bi-weekly over several months to learn about creating authentic diversity within TCC leadership. This focus on diversity led TCC to re-consider and re-establish our organizational values and the ways in which we cultivate equity and inclusion at all levels of the organization. After much intentional learning and planning, TCC decided to make space for new members, say goodbye to a few others, and establish an Advisory as well as decision-making Board. Looking toward 2021, we are proud to share that we have a new, more diverse board upholding our four organizational values: integrity, partnership, curiosity, and belonging.



Special Projects: Collaborative Relief Efforts and Funds

Coffee at Large: Washington Emergency Barista Relief Fund

In 2020, TCC collaborated with Coffee at Large to implement one of our organization's first Special Projects. Coffee at Large is a coalition of baristas committed to the empowerment of coffee workers. In order to support Washington state's barista community through the challenges posed by the COVID-19 pandemic, Coffee at Large shifted from posting resources via social media and helping baristas and other workers advocate for their rights, to also providing direct relief. With the onset of stay-at-home orders issued at the start of March 2020, cafes were shuttered across the United States and the world, meaning that many baristas were suddenly out of work. While some workers were able to maintain their hourly pay throughout the pandemic and some were able to access unemployment, because baristas rely on tips to make rent and buy food, their pay was significantly decreased and many waited months for government relief to come through. Working as the non-profit partner and fiscal sponsor for this initiative, TCC was able to support Coffee at Large to launch an online fundraising campaign for baristas who were laid off, unemployed, or underemployed due to COVID-19.

The Chain Collaborative Rapid Response Fund

This past year, high-frequency natural disasters brought on by climate change and the COVID-19 pandemic have made working within the coffee sector increasingly precarious. As we continue to seek organizational sustainability through our funding partnerships and earned income models, we must grow our capacity to respond to the pressures and vulnerabilities our partners are experiencing. In mid-2020, we established a new initiative: an ongoing Rapid Response Fund that will allow us to provide unrestricted funding to our Change Leader partners and allies in the coffee sector so that they can overcome in times of emergency. This year, we were able to raise over \$3,000 from companies and individuals, half of which went to hurricane relief in Nicaragua. Meanwhile, we received \$2,800 in restricted funding for COVID relief in Uganda and \$5,000 in restricted funding for hurricane relief for the Las Diosas community. The remaining funds will be kept as a nest-egg for future relief, as we continue to grow this fund.

Special Projects: COVID-19 Food Relief

Primavera Coffee: Food Security for Farmers in Huehuetenango, Guatemala



Coffee producers who sell to Primavera organizing food relief packages. From left to right: Mateo Gaspar Gomez, Manuel Gómez Marcos, Diego Cardona Geronimo, Pablo Gaspar Vásquez

Being a coffee farmer is a tough job, to say the least. It's even tougher with a worldwide pandemic. As a result of the COVID-19 pandemic and subsequent national lockdowns in 2020, farmers in Guatemala began to face heightened challenges, such as increased food and production costs coupled with declining demand for specialty coffee. With support from TCC, Primavera Coffee launched a COVID Farmer Relief Fund. With TCC acting as their non-profit partner and fiscal sponsor for this initiative, Primavera was able to collect donations from roaster partners, cafes, and other stakeholders in the specialty coffee industry to provide short-term food relief to their coffee farming partners in Huehuetenango. TCC provided guidance to Primavera on fundraising and reporting to their network throughout the course of this Special Project, and what's more, future collaborations are to come between Primavera and TCC in 2021!

Special Project Highlight: Biblioteca Girasol

After launching several collaborative initiatives for COVID-19 relief this year, we realized that our impact at TCC could extend beyond the realms of our core Investment, Education, and Consulting Partnership Programs. Once we saw that by creating intentional partnerships that operate outside our traditional scopes of work, we were able to innovate and forge new collaborations to build our community and expand our mission, the "Special Projects" category was born.

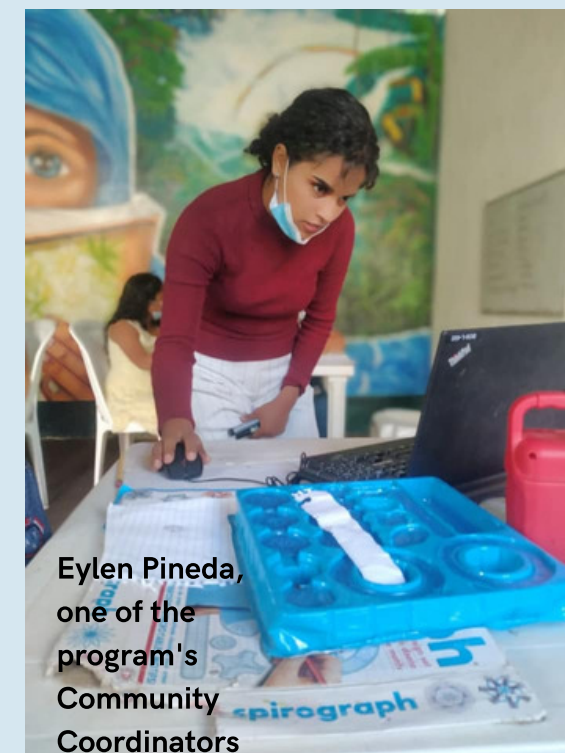
Introducing Biblioteca Girasol, our first ongoing Special Project partnership. Biblioteca Girasol is a small youth-led community library located in Matapalo, Nicaragua - a rural, coffee-growing community of about 500 people in the mountainous region of Matagalpa, in the northwest part of the country. Starting at the end of this year, TCC partnered with Biblioteca Girasol to fiscally sponsor the launch of their latest initiative: The Youth Initiative Fund.

The Youth Initiative Fund will allow the youth leaders who run the library to design and carry out local projects that will foster community-led change. Cultivating and uplifting young leaders is central to Biblioteca Girasol's mission; investing in them to create and execute their own projects to benefit their community is a clear next step in their growth.

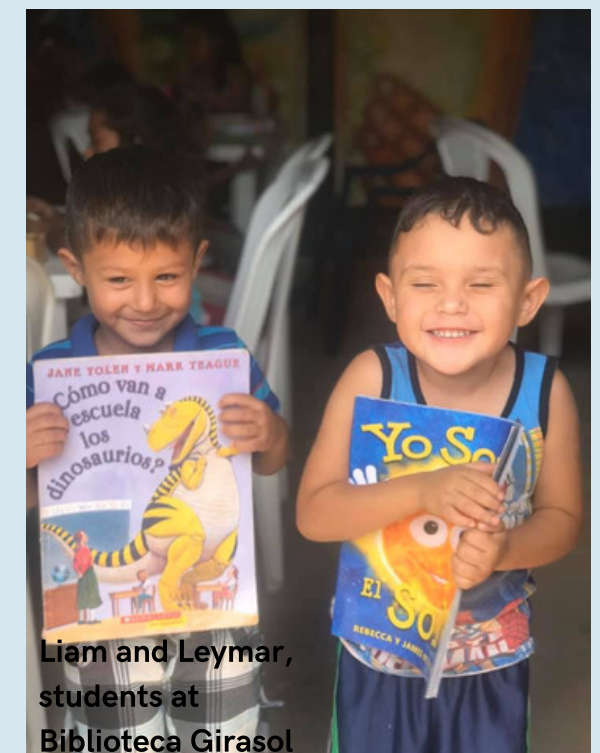
TCC is thrilled to partner with Biblioteca Girasol to support them in the launch of this community-led initiative. By accompanying Matapalo's next generation of leaders to strengthening their communities, Biblioteca Girasol not only demonstrates an important commitment to sustainability but also to the TCC mission. We are so glad they are a part of our family!



Youth Leaders
of Biblioteca
Girasol



Eylen Pineda,
one of the
program's
Community
Coordinators



Liam and Leymar,
students at
Biblioteca Girasol

The New Investment Partnership Program Model

Introduction

The new Investment Partnership Program model, launched this year, still focuses on the selection and accompaniment of Change Leader partners. What's different is that we have now split the program into phases, created a three-year timeline, and designed a new evaluation framework. We also made space for Coffee Industry Allies: people, or companies, who help TCC identify new Change Leaders, provide market guidance, and collaborate with us to secure funding.

Phase One: Collaborative Learning

The first six-month phase is Collaborative Learning. TCC engages each Change Leader in conversations around international and community-led development; servant leadership and strategic planning; organizational and business development; project planning, management, and evaluation; and partnership development for long-term sustainability. These robust conversations build trust and strategic plans for the rest of their time in the program.

Phase Two: Accompaniment

Next is a two-year Accompaniment phase. TCC provides guidance and project management support as Change Leaders realize their own visions for development; meet their strategic, organizational, and leadership goals; spark and measure change through community projects; and build meaningful partnerships. TCC also provides investment capital to launch and expand the community projects that have been strategically identified by each Change Leader.

Phase Three: Peer Support

The final six months is Peer Support, wherein Change Leaders have the option to join a remote alumni network. This serves as both off-boarding as well as a commitment to an ongoing informal support system (staffed by TCC) through which TCC, Coffee Industry Allies, and Change Leaders highlight collective successes on social media, introduce potential new partners and opportunities, and continually share ideas and best practices for organizational improvement.

Now Africa Initiative

Now Africa Initiative (NAI) is TCC's longest-standing Change Leader partner. They are a grassroots farmer organization in Kanungu district seeking to catalyze the socio-economic transformation of rural Southwestern Uganda through sustainable agricultural development and educational improvements. In 2020, NAI began the year by launching a technical assistance program that trained 17 Lead Farmers to become educators for their peers. After this exciting start, NAI was forced to adapt to the challenges posed by the COVID-19 pandemic, including a decreased ability to meet, travel, and access food. In response, NAI prioritized food security, and, with support from TCC, launched a homestead garden project, allowing families to access more nutritious food at home. Throughout 2021, Lead Farmers from both the technical assistance program and homestead garden project will train many others in their own communities when travel and gathering are less restricted. To date, they have trained nearby neighbors and friends.

Meanwhile, at Karama Education Center (KEC), teachers began the year with outdoor classes in the KEC organic school garden, but activities were quickly halted. Schools were closed, and the majority of Ugandan children were facing a year away from school. But with support from TCC, KEC became the only school in their sub-county offering homeschooling during the pandemic. Meanwhile, KEC maintained the school garden, purchased a new structure to house teachers, and erected a building that will house a clean water tank.

If that wasn't progress enough, despite the challenges of this year, NAI had its best harvest season yet! For the first time ever, NAI was able to purchase coffee from all of their associated farmers. And because of coffee quality training and proper storage, NAI farmers saw increased yields, higher prices, and reduced post-harvest loss for the third year in a row. Moving into 2021, they look forward to incorporating rehabilitation and renovation into their Lead Farmer Program, offering new training for alternative income sources, and establishing important infrastructure to start controlling the processing of their own coffee.



Julius Mbabazi, a Lead Farmer with NAI, and his coffee crop



KEC-led homeschooling due to COVID-19 restrictions

Impact in Numbers

250

NAI farmers sold coffee to the storage center (130 men, 80 women, and 40 youth farmers)

36,500

kg of coffee purchased by NAI in 2020, with an average of 130kg purchased per farmer

30%

increase in the coffee cherry price paid to farmers

5,500

U.S. dollars reinvested in KEC through profits from the NAI storage center, funding 100 student scholarships, teacher salaries, books, and desks

350

hours of homeschooling per month to 161 students during COVID-19, led by 8 teachers



100%

of NAI Lead Farmer participants reporting improvements on their farms in areas of pests and disease management and financial management

20

families trained as Lead Farmers in organic homestead gardening, leading to the creation of nursery beds and the transfer of 15 fruit and vegetable seedling varieties to home plots

100%

of female participants observing the inclusion of women in family decision-making regarding business management

88%

of farmers reported positively improving coffee yields as a result of farmer training

“



Ellen Kamusiime in
her home garden

My name is Ellen Kamusiime, a young mother of four children. I am a parent at Karama Education Center, as two of my children are enrolled there. The school is a blessing as it is near our home and so my young children can easily access education. The school has a lot of interesting projects like a school garden which has greatly boosted the nutrition of our children and when I was selected to be among the first participants for the home garden project, I was very excited. I did receive a startup kit which was comprised of tools, seeds, and some money to help with the fencing. Initially, I did not know how best one can raise vegetables from seeds, but with technical guidance from our trainers, I am now able to grow fruits and vegetables on my own. I have already started harvesting some of the vegetables like spinach and lettuce. My family is now enjoying meals because of the introduction of vegetables in our diet and everyone looks healthier. I do pledge to maintain my garden and I hope to sell the surplus produce so as generate additional money to meet other needs of our family. I am so grateful for this project, which is the first of its kind in my community!”

”

Ellen Kamusiime

KEC Parent and Homestead Gardener



Seth Kato
with his
coffee crop

“

My name is Seth Kato, I am a young farmer under NAI. I am passionate about agriculture and as a youth, I know that the future of coffee growing in our community entirely depends on us the youth by taking over from our aging parents. Having attended numerous trainings organized by NAI, I do realize that the time to act is now. I just completed my certificate in Agriculture and I am looking forward to doing my diploma in agriculture next year since I have already gotten an admission to the institution which I will be attending that is based in Mbarara. NAI has greatly supported me, including paying some of the tuition fees and I do promise to continue mobilizing fellow youth so that we work hand in hand and transform our rural community through coffee growing.

”

Seth Kato

NAI Youth Farmer

Las Diosas

Las Diosas is a women's coffee cooperative in Esteli, Nicaragua promoting agroecology, enhancing the position of women in the economy, and increasing food sovereignty. In 2020, with support from TCC, Las Diosas continued to build capacity for seed saving in ten communities. As part of their seed reservoirs project, Las Diosas aims to increase food sovereignty and security, reduce seed costs and reliance on agribusiness, and revive ancestral knowledge surrounding creole seed saving, cleaning, and reproduction.

This project began as a way for Las Diosas to create more community-wide resilience post-political crisis in Nicaragua. With the impacts of COVID-19 and the onslaught of two hurricanes at the end of 2020, home-grown resilience could not have been more important. Unfortunately, for TCC, 2020 marked the end of an era with Las Diosas as we off-boarded them as Change Leader partners. Fortunately, through commitments from company partners like Just Coffee Cooperative, we are still able to steward donations to their community of women farmers. After this final project with Las Diosas wrapped up, we provided them with \$5,000 in hurricane relief, thanks to Just Coffee.



Practical workshops in plots for plant breeding



Producer Bertilla Sánchez from the community of Los Llanos in Pueblo Nuevo, Esteli, in front of new water storage system



COVID safe training workshop on care and management of basic grains

Impact in Numbers

9

communities now have seed storage reservoirs

152

quintals of corns, beans, and sorghum purchased and delivered to eight seed storage reservoirs in 2020

375

female producers supported by Las Diosas to plant 224 manzanas of corn; 87 female producers supported to plant 47 manzanas of beans and 60 manzanas of sorghum

40

families making use of the four water storage systems constructed by Las Diosas in 2020

320

members trained on proper management of basic grains, soil prep, harvesting and post-harvesting, and participatory plant breeding

“

This project has been very valuable since it allowed us to give sustainability to a process already started in relation to seed cleaning – through participatory plant breeding. This allows producers to advance towards their autonomy in relation to food security and sovereignty. The project also became an immediate response to the main needs surrounding the COVID 19 pandemic, where one of the main strategies was food security. The water improvements that were built with this project allowed women to improve their conditions for water access, both for domestic and productive use. They will use the water in the irrigation of fruit trees and bio-intensive orchards. In addition, women who traveled long distances to go in search of water will no longer have to do so, which contributes to reducing their domestic load. The threats this year have been strong, but thanks to their organizational fabric and an ongoing strategy, our women have been strong.

**-Juanita Villareyna,
Fundacion Enre Mujeres**

”



Mural at Las
Diosas Cafe in
Esteli, Nicaragua

Introducing: Baho Coffee

Baho Coffee, owned and operated by Emmanuel and Christine Rusatira, comprises thousands of farmers across Rwanda organized through coffee washing stations. In East Africa, washing stations are key to ensuring a higher quality of coffee and greater value for farmers and the economy as a whole. By forming deep relationships with the communities from which they purchase cherries, Emmanuel and Christine's grassroots work connects a wide variety of producer groups to markets and importers and ensures a consistent and fair price for their coffee.

This year, TCC on-boarded Baho Coffee as one of our new Change Leader partners of the Investment Partnership Program. To date, we have completed the first Collaborative Learning sessions of the three-year IPP process. During this time, TCC and Baho have discussed ways our values align, the meaning of community-led development, and our commitments to servant leadership.

Most recently, Baho completed their Strategic Visioning format, which lays out the plan that they hope to see through with accompaniment from TCC. Moving forward, Baho aims to promote the development and revitalization of smallholder coffee farmers in the isolated community of Bweyeye, in the Nyungwe Forest in Southwestern Rwanda.



Emmanuel Rusatira at one of the washing stations he owns in Fugi



Emmanuel Rusatira overseeing coffee drying beds in Fugi



A group of farmers in Fugi, the Southern Province of Rwanda

Introducing: Alicia Roque Farms

A recent partnership forged in 2020, TCC is working with Alicia Roque Farms in northern Manabi, Ecuador. As an individual coffee farm incorporating sustainable agriculture practices in a region where coffee production has recently declined, owners Marlon Mera Falcones and Kat Castillo seek to organize other local producers to revitalize their coffee fields. They want to support the production of higher quality coffee, increase incomes, and curate a more cohesive and sustainable community of growers.

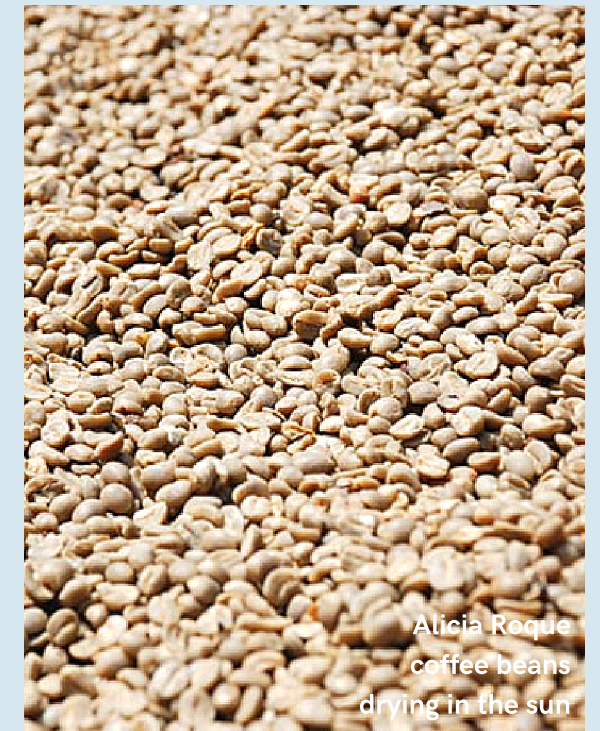
To date, TCC has completed the first Collaborative Learning Phase conversations of the Investment Partnership Program with Alicia Roque Farms, resulting in an initial strategic plan and community project designs. In 2021, Alicia Roque seeks to increase production capacity and play an advocacy role to ensure that the practice of organic agriculture in their region meets the basic needs of farmers. In looking towards this future, Marlon and Kat said, "We know there will be surprises along the way, but we feel safe and loved to be part of the TCC family. Some people have said that we will never be successful if we put the community first. But we think otherwise. We will only be successful if we put the community first." We could not agree more.



Marlon Mera
Falcones with two
local farmers,
surveying the soil



Kat Castillo
harvesting citrus
from Alicia
Roque Farms



Alicia Roque
coffee beans
drying in the sun

Consulting Partnership Program

Since 2016, TCC has provided a wide range of tailored services to companies and organizations throughout the coffee sector via our Consulting Partnership Program. This program allows us to support other leaders working within the development and coffee industries to see a greater impact of their own work. In 2020, TCC continued a couple of partnerships and forged a new relationship with Cooperative Coffees in order to consult on a three-year project in Latin America. In 2021, TCC will continue consulting for earned income independently as well as in collaboration with Italian-based consultancy Expressing Origin.

The Well Coffeehouse: Honduras and Colombia

The Well Coffeehouse is a coffee shop in Nashville, Tennessee committed to utilizing their business to donate to water projects in coffee communities around the globe. On behalf of The Well, TCC identifies local leaders and community-based organizations conducting water projects, provides them remote project management support, and leads impact reporting. In 2020, TCC identified and remotely supported The Well's grantees in Honduras and facilitated the launch of a new project to install coffee wastewater facilities in Colombia.

Cooperative Coffees and The Cool Farm Tool

This year, TCC began a partnership with Cooperative Coffees to consult on their three-year project with Interamerican Development Bank, Sustainable Food Lab, and Root Capital. "The Carbon, Climate, and Coffee: Moving the Needle from Cool Farms to Soil Carbon Premiums" project will train Latin American cooperatives and farmers to measure and increase carbon storage in their soils. TCC will conduct reporting and gender analyses for the project, and support the development of an industry-wide voluntary premium for carbon storage to pay farmers for their environmental services.

The Partnership for Gender Equity

One of our longest-standing consulting partners is The Partnership for Gender Equity (PGE). In 2020, TCC supported PGE to establish their producer organization scorecard, which allows farmer organizations to measure their current gender equity performance. TCC was further contracted to design and launch an online training module to guide organizations in the use of the scorecard. Alongside this video series, TCC created supplemental user documents and toolkits for cooperative action planning.

Consulting Partner Highlight: The Well Coffeehouse

The partnership between TCC and The Well Coffeehouse was first formed on behalf of Caja Rural de Ahorro y Crédito Nuevo Esfuerzo, located in San Antonio de Chaparral in the municipality of Danlí in El Paraíso, Honduras. A locally-based organization comprising 60 families, Caja Rural Nuevo Esfuerzo aims to address the impacts of five consecutive years of drought on their communities through a variety of water projects. With support from TCC and The Well, in 2020, Caja Rural Nuevo Esfuerzo was able to plant 2,350 trees to support the harvesting of water in soils (near existing source points), obtain formal protection of a water source from local governments, and improve the infrastructure of an existing water source and well to reduce contamination. Remaining funds were used for relief against hurricanes Eta and Iota.

This year, The Well Coffeehouse and TCC began a second partnership with La Asociación de Productores de Café de Alta Calidad del Suroccidente del Huila (OCCICAFE), located in the Huila Department in Colombia. OCCICAFE is an association of 172 small coffee producers who are seeking to improve the social and economic well-being of their members through sustainable coffee production. TCC is supporting The Well Coffeehouse to fund OCCICAFE's efforts to improve wastewater treatment on four farms between 2020 and 2021.



Community members of San Antonio de Chaparral volunteering to plant trees



Tree planting in the municipality of Danlí



Education Partnership Program

TCC launched the Education Partnership Program in 2018 with the goal of providing theoretical and practical education about the sustainability of the coffee value chain to coffee professionals from all over the world. This work allows us to inspire a greater focus on social, environmental, and economic justice at all levels of the coffee sector. In 2020, because we operate remotely, we were able to continue our three streams of work within this broader program.

SCA Coffee Sustainability Program

Our Authorized Specialty Coffee Association (SCA) Trainer provides all three levels of the SCA Coffee Sustainability Program online, to students worldwide. In 2020, these courses allowed us to reach 94 students in 35 countries at a Foundation, Intermediate, and Professional Level. Under our guidance, students worked on research projects surrounding digitalization, co-creation in the coffee sector, and business development in Indonesia, among many other initiatives.

The Chain Collaborative Fellowship

TCC's Sustainability Education Fellowship (now called the Program Fellowship) is a 10-month program that provides the opportunity for selected Fellows to complete the three levels of the SCA Coffee Sustainability Program at no cost and work alongside TCC to learn more about community-led development and non-profit work in the coffee sector. This year saw the graduation of TCC's first Fellows, the launch of the second class of Fellows, and the revamp of the Fellowship structure to better align with the needs of our organization.

Sustain Coffee Partnership

TCC continued our partnership with Sustain Coffee throughout 2020, supporting the growth of the online database in many ways. With support from TCC, Sustain Coffee was able to welcome two new contributors to Sustain Coffee, who will each contribute 25 resources; onboard a new Sustain Coffee Fellow, who will join us for 10 months; and say a bittersweet farewell to the first-ever Sustain Coffee Fellow, Elisa Criscione from Expressing Origin.

Impact in Numbers



7

Fellows collaborating with TCC in 2020

94

total students participating in courses

35

countries represented among the student body

16

SCA classes taught (5 in collaboration with co-trainer Erika Koss from A World in Your Cup)

46

unique resources uploaded onto the Sustain Coffee database from TCC alone

“

Since the first module, the sustainability course has been so interesting and excellent that without a doubt, I want to go on and continue developing all the content possible, deepen and advance to what comes later - always being aware of the benefits that can be obtained from this valuable information and where it is possible to have a positive impact on the coffee field. Even if it is starting from small but effective steps, we can have an influence, especially in a world where conscious actions are urgently taken. And that can be sustained by having good foundations to achieve optimal development.

**-Niklas Casado Bernal, 28 years old, Barista
(Barista Skills Professional Certified)**



”

2020 Financials

Income

Expenditures



Grants - \$21,929.00

Education Fees - \$40,934.32

Consulting Fees - \$11,340.00

Contributed Support - 81,331.39

Total - \$155,534.71

Fundraising - 4.5%

Administration - 5.2%

Programs - 90.3%

Total - \$157,164.28

Looking Ahead to 2021

When we started out this year in early January 2020, before the shutdowns and the global upheaval brought on by COVID-19, we had one goal in mind as TCC: to poise ourselves for long-term growth. Planning for organizational growth is no easy task, and it takes a lot of time and collective effort. If the coronavirus gave us anything, it was the time we needed. So now, at the end of 2020, we can proudly share that we are poised for the growth we have been striving for over the past several years. We have launched a Special Projects initiative, revamped our primary organizational program, and made a number of commitments for 2021:

- We will build a stronger relationship with Elisa Criscione at Expressing Origin to forge new consulting partnerships; Elisa Criscione and our Executive Director, Nora Burkey, will act as TCC's Lead Consultants.
- We will continue existing our existing consulting partnerships into the new year.
- We will launch a new initiative to onboard several monthly donors for contributed support.
- We will welcome a brand new and diverse board who will work with us to ensure our long-term growth.
- Together, with our Board and Fellows, we will revamp the Fellowship program to improve the experience for our collaborators.
- We will launch the first community projects with Baho Coffee and Alicia Roque Farms, and continue to accompany Now Africa Initiative.
- We will partner with new educational institutions, such as several U.S. universities and institutions for continued learning, to bring our coffee and sustainability coursework to more people.
- We will design a new digitalization course with Expressing Origin to provide online.

Supporters

Company & Foundation Partners

49th Parallel Coffee
Roasters
Amazon Smile
Baratza
Blooming Prairie
Foundation
Bryn Mawr Presbyterian
Church
Collaborative Coffee
Source
Evermore Coffee Roasters
Just Coffee Cooperative

Mortenson Family
Foundation
Oatly
Rancilio
Savor Brands
Seattle Coffee Gear
Sourceress
Torani
Urnex
Waterbridge Outreach
Well Coffeehouse
Women in Coffee Project

In-Kind Donors

Acaia
Aeropress
Ancap
Baratza
BeLeaf Green
Brewed by Hand
Chemex
Cimbali
Clif Bar
Coffee People
Coffee Project NY
Comandante
Cxffeeblack
Fellow Products
Hasbean
It's American Press
James Hoffman
Junior's Roasted Coffee

Just Coffee Cooperative
MiiR
Nossa Familia
One Village Coffee
Pact Coffee
Passenger Coffee
Portland Bee Balm
Project Buna
Rise Up Coffee Roasters
Roast Magazine
Sandhill Coffee
Sea Lane Ceramics
See Beautiful
Sensio Brands
Succulent Coffee Roasters
Sweet Maria's
The Well Coffeehouse

Supporters

Individual Giving

Alex Patching
Amadeo Rasul
Anika Manzoor
Ann K Gary
Anonymous
Anshul Bongirwar
Bamutenda Thomas Kato
Benjamin Myers
Berly Cordeo
Candance York
Carolina Bevacqua
Edith Burkey
Eliana Cossio
Elise Shui

Eric Bonwitt
Gino Bianco
Henry Taylor
Hillary Rodriguez
Jason Finn
Jessica Quigley
Johnathan Mahabir
Joseph Robinson
Joyce Klassen
Karla Calidonio
Kathleen Burke
Kathleen Fitzgerald Camp
Kenneth Stabinski
Kent Goetz
Kerissa Narine

Kristen Holm
Kyle Rosa
Linda Taylor
Lizzy Nealy
Mary Phillips
Matt Slater
Mike Lenda
Moonidaye Narine
Nissa Bagelman
Nora Burkey
Omar Abdulla
Pat and Dave Patterson
Patrick Hanifin
Rebecca Roebber
Renee DeCoskey

Richard McElvain
Roxanne Aiello
Sahadeo Narine
Samo Smrke
Sandra Malard and Molly
Alcott
Satyam Narine
Sherry Joseph
Sophia Huynh
Tessa Tracy
Thomas Donaldson
Toby Tiktinsky
Trishanna Poyah-Rasul
Victor Maquilon

Supporters

Washington Emergency Barista Relief Fund (names appear as requested)

Aaron
Alea Shurmantine
Alicia
Amanda Bell
Amanda Byron
Amy Trompeter
Ana Andrade
Andrew
Anonymous
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Anonymous
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Anonymous
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Anthony B
Audrey Kelly
Brian Miller
Brit Alexandria
Cay Wren
Chuck M
Clif Gordon
Colleen Eaker
Conor Poull
Danielle Hulton
Danny Barron

Dawn & Tony
Deanna Brannigan
Deb Kreidler
Elika Liftee
Ellis Brewing
Evan Ingalls
Florian Mair
Gabe
Gabriel Mahan
Grace
Hannah Colwell
Hillary Rodriguez
Izzi & Eric
Jack Riewe
James
Jax Hasler
Jay R.
Jim Walseth

Joe M
Josh Littlefield
Junior's Roasted Coffee
Karla Ortiz
Kendra Sledzinski
Lewis Johnson
Lisa Cristian
Lyda
Marlana Kuper
Mary Akhtar
Mary Iannuzzi
Matthew Martin
Merilee
Nicole
Noah Briannon Martin
Patricia Pease
PK
Preethi Manohar

Rilee
Robin Chow
Rod F. Armstrong
Scott Havel
Scott Lost
Seattle Coffee Gear
Shannon Fisher
Sierra Neville
Stephanie Lozada
Stephanie Roh
Talia Alongi
Terence Chan
The Hat Dang Team -
Windermere Bellvue West
Torani
Umeko Motoyoshi
Vincent Chen
William McEwan

Supporters

Primavera Coffee COVID Farmer Relief Fund (names appear as requested)

Biblioteca Girasol

Academy of Coffee Excellence

Alex Piasecki

Alexandra Rasch

Anonymous

Anonymous

Anonymous

Anonymous

Anonymous

Bluebird Coffee Roaster

Butterworth & Sons Coffee
Roasters

Charles Saginaw

Christian Rasch

Curve Roasters Ltd

David Covelli

Dominique Christiansen

Drip Roasters

Dune Coffee

Emmi

Erin O'Malley

Espresso Lab Microroasters

Geri & Sergio Rodriguez

Hannah Huhtonen

Hillary Rodriguez

James Gourmet

Jacqueline

Jesse Parkkali

Kaffe Obscura

Katherine

Katie Dill

Katie Knapp

Kelli & Kailin Collins

Knapp Family

LIPPE AS

Liz

Lofty Coffee

Makea Coffee

MTRMroast

Neues Schwarz

Noah G

Notes Coffee Roasters

Peter Roberts

Rostrommel Kaffeerosterei

Seiner

Silva L Rasch

Steph

Stijn Braas

Succulent Coffee Roasters

Sweet Bloom Coffee

The Barn Berlin

The Roasting Shed

Timothy Maher

Tudor Montague

Vertical Coffee Roasters

Yume Coffee Roasters

A Faith Tracy

Amita Wanar

Angelica Brisk

Anika Manzoor

Caroline & Sigmund Schott Fund

Christine Nault

Emy Thomas

Jack Thomas

John Campbell

Joseph Mears

Kalynne Aufiero

Leo Bowes

Maureen Patroli

Nancy Tauber

Rachel Ibreck

Sanna Wright

Sarah Gibbons

Sophia Santos

Susan Coughlin

Thandi Nyambose

Our Team

Staff and Chief Collaborators

Nora Burkey - Founder and Executive Director

Alexander Porte - Programs and Communications Manager

Will Garde - Sustain Coffee Founder

Erika Koss - Co-teacher and Authorized SCA Trainer

Consultants

Sara Israel - Grant Writer

Bethaney Wilkinson - Diversity Consultant

Change Leaders

Denis Twinamatsiko - Founder and CEO, Now Africa Initiative

Juanita Villareyna - Director, Fundacion Entre Mujeres

Aracely Rivera - General Manager, Las Diosas

Emmanuel and Christine Rusatira - Owners, Baho Coffee

Marlon Mera and Kat Castillo - Founders, Alicia Roque Farms

Fellows

Ella Taylor - Program Fellow

Tessa Tracy - Program Fellow

Kerissa Narine - Sustainability Education Fellow

Bamuntenda Kato - Sustainability Education Fellow

Teresa Plotkin Garcia - Sustain Coffee Fellow

Elisa Criscione - Sustain Coffee Fellow

Board

Benjamin Myers - President

Nadine Rasch - Vice President

Kyle Rosa - Treasurer

Hillary Rodriguez - Secretary

Matt Slater

Becca Roebber

Robert Ditchey

Akin Akinsanya

Ways to Support Our Work

In 2021, The Chain Collaborative will launch a new monthly donor initiative as part of our ongoing effort to secure organizational sustainability. Return customers are what keep enterprises alive, and they are what keep a non-profit in business, too. If you love what we do, please become a monthly donor today. For everything else, reach out to us via TheChainCollaborative.org.

Sustainability Classes

Joining an SCA Coffee Sustainability Course is one of the best ways to support our organization. As one of our earned income models, our educational offerings allow us to pay our staff without relying solely on donor funds. That means more of your donations go directly to our Change Leader partners. Plus, sustainability courses are a great way to build your career. Join us today at a Foundation, Intermediate, or Professional level.

Consulting Opportunities

In 2021, The Chain Collaborative is partnering with [Expressing Origin](https://ExpressingOrigin.com) to provide consulting services to organizations and companies throughout the coffee sector. Offering a wide range of opportunities, from project design and management to the digitalization of your supply chain, we are confident that together, we can do more for diverse clients throughout the coffee, development, and agriculture sectors. Reach out to our team today at TheChainCollaborative.org or ExpressingOrigin.com.

Collaboration, Etc.

At The Chain Collaborative, there is always a way to get involved. From our two Fellowship opportunities to our collaboration with Sustain Coffee to our new Special Projects Initiative, if you have something to share with us, we want to hear from you. We love meeting new people and partners, and believe that collaboration is what will grow our mission and allow us to thrive into the future.



Farmers picking
coffee in the Muzo
region of Rwanda

Thank You!

Your support is greatly appreciated – more than you know. We are so grateful for the network of collaborators that keep us going and allow our work to be stronger year after year. For questions, requests, or anything else we can help with, please email Nora Burkey at [**nora@thechaincollaborative.org**](mailto:nora@thechaincollaborative.org)



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