



TUBMAN CENTER FOR  
HEALTH & FREEDOM

# ANNUAL REPORT 2023







MAMA

NIKE



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# MESSAGE FROM CEO AYENAY ABYE

## Dear Community,

As I sit down to reflect on the journey of the Tubman Center for Health & Freedom in 2023, I find myself in deep gratitude. How can I encapsulate the profound moments, the tireless efforts, and the unwavering commitment that define our shared mission in a letter? Tubman Health cannot be fully captured in pictures or neatly summarized in an annual report. It lives within the beating hearts and souls of each and every one of us.

The essence of Tubman Health is in the day-to-day grind, the moment-to-moment decisions, and the countless interactions that shape our path forward. It's in the challenges that test our resolve, the doubts that we overcome, and the triumphs that fuel our passion. But above all, it's in the love and the dream that binds us together, the unwavering belief in ourselves, and the sheer determination to advance #MedicineforthePeople!

I am consistently humbled by the outpouring of support from our community members, from the die-hards who have been with us since the beginning to those who are just now discovering the depth of our mission. I am grateful for the backing of

government officials and philanthropists who share our vision of a future of health and freedom for our communities. And I am endlessly inspired by our incredible team of experts, dreamers, and doers who bring their unique talents and perspectives to the table each and every day. This work takes all of us.

There are moments when I find myself in awe of all that we have accomplished in just four years. It feels like magic, yet I know that it is the result of countless hours of hard work, dedication, and unwavering faith in our collective vision. Tubman Health is created from love, from family, and from community. So many of us have the same dream.

In 2023, we achieved significant milestones, from purchasing land for our future health center to launching the Freedom Clinic at Rainier Valley Leadership Academy. We continued to envision our health and freedom together, and we put out some powerful research reports. But our work is far from done. We continue to refine and expand our model, setting a national standard for healthcare innovation.





Let me remind you that what Tubman Health offers is not just self-serving; it is a gift we are offering to all. It is a testament to what is possible when marginalized communities come together with a collective purpose and a commitment to chart a transformative course in healthcare delivery.

As we look to the future, I invite all those who are inspired by our mission to join us on this journey. Engage with us on social media, support our Campaign for Health & Freedom, and help us build the Center that will serve as a beacon of hope for generations to come.

With *all* my love and gratitude,



**AyeNay Abye,**  
Chief Executive Officer



**Tubman Health is created from love, from family, and from community. We've gotten to this point because of the support we've received. We've gotten to this point because our ancestors have guided us here. We've gotten to this point because we refer to our guiding principles on a daily basis – because we truly exist on our terms.**

AyeNay Abye,  
CEO



## Keep in touch with us!

tubmanhealth.org  
(206) 725-0747

Instagram, Facebook,  
Twitter & TikTok:  
@TubmanHealth



# OUR TEAM

At Tubman Health, we are a dream team of doers, believers, and hard workers dedicated to improving the health and well-being of our community. We thank our staff, board members, advisors, contractors, and volunteers for their commitment and unwavering dedication to our mission. We are also grateful to our summer community engagement team for building strong relationships within the community.

As we continue our work, we honor the labor and ancestral wisdom of those who have paved the way before us. We recognize that the work we do today is built upon their tireless efforts. It is with deep gratitude that we acknowledge their sacrifices, determination, and unwavering commitment to justice. It is through their guidance and inspiration that we carry on the fight for a more just and equitable future.

## Staff

**AyeNay Abye,**  
CEO

**Danisha Jefferson-Abye,**  
COO & Founder

**Dr. Peter Asante,**  
Director of Health Services

**Julie Chinitz,**  
Director of Development

**Mersadies Sanders,**  
Director of Admin & Finance

**Emijah Smith,**  
Director of Community Engagement & Partnerships

**Monique Altheimer,**  
Certified Peer Counselor & Clinical Support

**Johnny Buck,**  
Design & Research Fellow

**Kendra Canton,**  
Research Fellow

**Nicole Hood,**  
Events & Special Projects Lead

**Dr. Vanda Huang,**  
Naturopathic Physician & Licensed Acupuncturist

**Mariah Jiles,**  
APHA/KP Community Health Fellow

**Ata Ma'ae,**  
Admin & Bookkeeping Assistant

**Emma Medicine White Crow,**  
Senior Program Manager, Tubman Guides

**Karina Patel,**  
Public Affairs Manager

**Tiara Ranson,**  
Research Fellow

**Dr. Tiyanna Rodgers,**  
Lead Clinician & Nurse Practitioner

**Amanda Shi,**  
Research & Evaluation Manager

**Trinh Vo,**  
Executive Assistant

**Logan Wilson,**  
Research Fellow

## Board

LaKeith Asphy  
Nacala Ayele  
Amiira Barton  
Dr. Ben Danielson  
Curtiss Calhoun  
Carmen Davis  
Imani Dinish

Angela Garbes  
Dr. Marleen Haverty  
Fernando Mejia-Ledesma  
Martine Pierre-Louis  
Francxs Placide  
Makani Themba







**Building Tubman Health is similar to building something new, and massive, while making our own tools and examining each and every screw used in the process. It's labor intensive and only possible when the purpose is clear, there's a committed team, and support from those who believe in the need.**

Danisha Jefferson-Abye,  
*Founder & Chief Operating Officer*





# RESEARCH: Continuing to Grow & Innovate

In 2023, we laid the groundwork for the Community Health Research Institute (CHRI) at the Tubman Center for Health & Freedom.

Our research ethos champions uplifting the insights and solutions that already exist within our communities. Through analysis and collaboration, CHRI focuses research on topics community prioritizes, crafting pivotal recommendations for public health and policy. As we surge forward, CHRI stands unwavering in its commitment to championing health equity, igniting innovation, and working toward a vibrant and liberated future.

We're immensely proud of our research team's 2023 achievements! They have infused our care model with community insights and passion. Their work strengthens our ties within our community and professional networks, while also yielding key policy and design recommendations vital to our mission of addressing harmful systems while working towards our collective healing.

## Key Reports:

- Built Environment Design Report
- Geographic Information System Report on Rainier Valley
- Formative Evaluation Report on Piloting the Freedom Clinic
- Tubman Guides Report and Modeling
- Payment Models Report (Feb. 2024)



## Visions for Our Wellness

Our Mental Wellness Vision Board (pictured to the right), made its debut in community this summer! Participants were asked to identify healing resources and modalities they are interested in, as well as those they currently rely on. We learned more about community wellness needs we can address through our services. We also worked to identify pathways for training community members to provide those services.



**364 touchpoints with community**

**31% of participants want access to complementary and alternative medicine, but only 12% currently have access.**







## Additional Research Highlights:

- Onboarded six research fellows, including two from the American Public Health Association/Kaiser Permanente Fellowship and fellows from the University of Washington.
- We strengthened our connection with mentors and other radical researchers in the community health field.
- Three Tubman Health research team members represented us at the American Public Health Association Annual Conference, and two presented!
- We created a centralized repository to store data, synergizing information flow and policies across our organization.
- We strengthened protocols for data sharing and confidentiality to steward and protect community data.
- We completed multiple in-depth literature reviews on topics such as:
  - Billing for Integrative Medicine
  - Healthcare Payment Landscape (Federal, State, and Local)
  - Integrative Medicine Models in Comparable Communities
  - Internal Environments Design/Retention for Healthcare Providers
- A group of our team members travelled to Oakland, California to conduct clinical tours of aligned organizations. Team members used our site visit guide to document and debrief experiences and learnings from the experience. It was an exciting field experience, and team members returned to Seattle with many ideas and reflections for how we move forward with our model of care.

# FREEDOM CLINIC AT RVLA: Infusing a Culture of Health

In 2023, the Freedom Clinic at Rainier Valley Leadership Academy uplifted the innovative ideas of our young people to shape groundbreaking services and create a vibrant space dedicated to fostering both personal and community autonomy in wellness.

We have meticulously created a beautiful, welcoming space that serves as a sanctuary for health and wellness. The Freedom Clinic is a known safe space with trusted adults to provide care and support scholars.

**“In just two years, the Freedom Clinic has become a critical component of the RVLA community. It’s an honor to care for and love upon these scholars.”**

Dr. Tiyannda Rodgers,  
*Lead Clinician*

We continue to grow our team, with our Director of Health Services, Dr. Peter Asante joining our team in early 2024.

We were deeply moved to learn that **two scholars have found inspiration to pursue healthcare careers through their experiences at the Freedom Clinic.** This is a testament to the importance of having providers from our communities who lead with empathy, compassion, and love. We continue to be dedicated to supporting youth enter the healthcare field.



## Highlights Beyond the Clinic Walls:

- Our **Community Caretaking Training** was a hit! Students received a stipend, CPR certification and their own first aid kits!
- Vibrant **back-to-school kits** were crafted for RVLA scholars, featuring items like elderberry, stress balls, scratch pads, pencils, and more.
- Thanks to our hygiene closet, scholars enjoyed convenient access to a range of **self-care essentials**, from soothing cough drops to refreshing deodorant and hygiene products.
- A dynamic **stress-busting drawer** was introduced, offering scholars innovative tools and techniques to conquer stress.
- We hosted **Herbal DIY holiday gift events**, educating about aromatherapy and spreading the joy of holistic wellness.
- Our **herbal tea-making station** quickly became a beloved hotspot among scholars, delighting taste buds and teaching the medicinal properties of herbs.
- We introduced the **Healthy Foods Vending Machine!** Free of candy and soda, scholars can now access healthy snacks when they need them.











## **BUILDING THE CENTER**

**Community has reimagined healthcare. Now we're building the healthcare model we deserve and need. A healthcare model that honors generations of wisdom, acts on our desires, and builds on our communal networks.**


The need for the Tubman Center for Health & Freedom is loud and clear. As we design and construct our 40,000 square-foot health center slated to open its doors in 2027, we've been diligently building capacity to refine our community-designed model of care.

At the Freedom Clinic at Rainier Valley Leadership Academy, we have the capacity to serve 250 community members. And, in 2024, we'll proudly open the Healing House, extending transformational services to an additional 250 community members.

We are acutely aware of the deep-seated need within our community for access to our services. Our journey towards the Center continues unabated, with the knowledge that we'll have capacity to serve 8,000-12,000 primary care patients, while also touching the lives of an additional 16,000 community members through health promotion initiatives.







**We're doing something that is innovative, that is brave, that is different. Normally, when a health center is built, the people are expected to fit into that health center. What we're doing is first understanding community needs and wants. And the health center is fitting into the community.**

Francxs Placide,  
*Board Member*



## Putting Roots Down In Community

In 2023, Tubman Health proudly purchased the community-owned land for our transformative health center. This milestone, years in the making, stands as a testament to what's possible when community comes together to build something transformational. Nestled just north of the Rainier Beach light rail station, the Center will stand as a beacon of hope and resilience, a tangible expression of our shared dreams and desires.

What's remarkable about this achievement is that it took all of us to get here. From the initial support that founded Tubman Health to the valuable insights which made our community visioning process something truly inspirational, every voice, every contribution, every ounce of energy and love has played a crucial role in bringing this vision to life.

As we move forward, let's carry this spirit of togetherness with us. Your unwavering support has brought us to this moment, and it will continue to guide us as we embark on the next phase of our journey.



# POLICY ADVOCACY: Leading & Engaging

Organizing for systems change remains central to Tubman Health's model. We are steadfast in our commitment to addressing health through both clinical and systemic approaches, which includes actively engaging elected officials to address the systems that make our communities unwell. Our efforts extend to building intersectoral partnerships, advocating for health justice, and amplifying community voice to advocate for investment in community-led health solutions.





## State Legislative Session 2023

During the 2023 legislative session, Tubman Health successfully secured an \$11.7 million capital investment from the Washington State Legislature to support our project in building the Center. Our successes are fueled by passionate advocacy and deep partnership. The champions who keep Tubman Health in the legislative dialogue. The legislators who see the promise of our vision. The community supporters who have our back and support us in the moments where it counts the most. Our base is strong! We approach all of our work from the lens of community organizing.

### Additional Highlights:

- 20 state legislators and hundreds of community members signed a letter in support of Tubman Health’s capital project to build our transformative health center.
- Tubman Health continues to be active in Olympia, building relationships, taking legislative meetings, and speaking in public hearings to advance our work.
- In February 2023, we hosted legislators for a legislative engagement event to thank them for their partnership as we advance #MedicineforthePeople.
- In February 2024, a group of Tubman Health board and staff went down to Olympia to spread the word on how Tubman Health is innovating solutions for the most pressing health equity challenges facing our state.

## Celebrating Our Successes Together



We always have a good time celebrating our collective wins in the 37th Legislative District! In June, Tubman Health hosted our district’s state legislators and King County/ Seattle City Councilmembers, along with our community partners. We shared reflections on the collaborative advocacy efforts that led to historical investment into the neighborhoods many of us call home.

# COMMUNITY OUTREACH: Connecting & Honoring

In 2023, we remained steadfast in our commitment to fostering meaningful connections in community. We're thrilled to have continued our journey of connection and honoring each other with you!

If you know Tubman Health, you know we like to have a good time! We are known for meeting community where they are at and creating space to show up as you are. When you're with us, you can expect to be made to feel welcomed, fill up on some Tubman Love, and leave inspired for all that's to come. Just know that we deeply value each and every interaction with community. Thank you for your eagerness to support and stay informed about our work!



## Summer In Community

Summer is one of our favorite times of the year because of the vibrant community events we are able to participate in! This summer, we had an incredible time offering complimentary services in our healing tent, distributing valuable resources, and sharing insights from our community-led research initiatives. Community got to know our clinical team with Dr. Vanda and Dr. Tiyanna providing services in the healing tent.





## Harriet Tubman Day Brunch

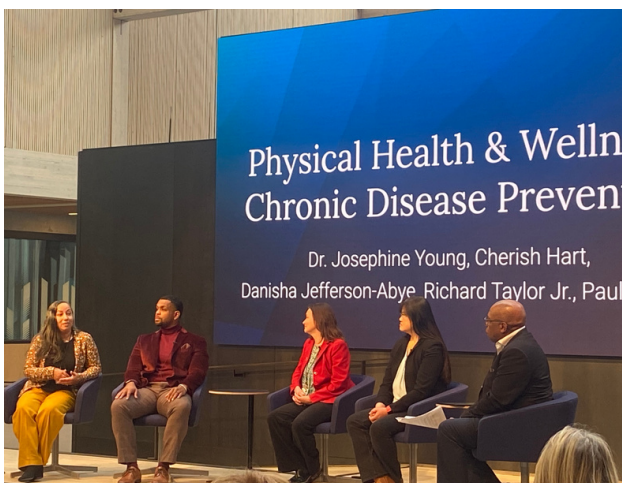
On Harriet Tubman Day 2023, we celebrated in the Tubman Way with a meaningful brunch. We paused to share and reflect upon insights from our Phase I Community Research. Energized and inspired, we journeyed to our future health center site, infusing the land with our hopes, intentions, and offerings. Our beautiful altar anchored our collective energies as we forge ahead to build the center our community deserves.



**Seattle Pride**



**Community Visioning Session**



**Premera Health Equity Forum**



**MLK Day Rally 2024**



# MORE HIGHLIGHTS



*MLK Day March*  
*January 2023*



*Harriet Tubman Day  
Brunch*

*March 2023*



*Tubman Van Purchase*

*Spring 2023*



*Seattle Storm Game*

Shout out to Gabby Williams for her generous donation!

*August 2023*







# Board and Staff Retreat

October 2023



# American Public Health Association Conference

November 2023



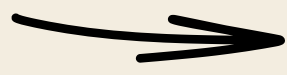
# The Day with Trae

January 2024



# State Advocacy Day

February 2024



# BY THE NUMBERS



## Countless

community members engaged with us at community events and through social media. The support and momentum from community continues to energize us as we carry out this important work.



20

state legislators signed our letter of support.



5 key research reports.

13+

summer community events attended.



We grew our capacity by

12

new staff members!

144

individual donors.





# SPONSOR MESSAGES

**TUBMAN HEALTH IS PROUD TO SERVE AS THE FISCAL SPONSOR FOR AFRICAN AMERICAN HEALTH BOARD (AAHB) AND ALLIES IN HEALTHIER SYSTEMS FOR HEALTH AND ABUNDANCE IN YOUTH (AHSAY).**



AHSAY holds a deep sense of honor and purpose by being under the sponsorship of the Tubman Center for Health & Freedom. Our center works to unbuild the racist and unjust fortifications of the youth incarceration system, and we strive to build hope, health, belonging and leadership into the lives of youth. As our signature co-creation project, Fortifying Futures for Our Youth, gains momentum, we celebrate youth brilliance and we show that we have all we need for a better world.

***To learn more about AHSAY, visit [ahshaycenter.org](http://ahshaycenter.org).***



African American Health Board works collectively to achieve health equity and justice by impacting policy, creating systems change, and demanding institutional accountability. We advocate for antiracist, accessible, and community-centered approaches to wellbeing.

***To learn more about AAHB, visit [aahbwa.org](http://aahbwa.org).***

# FINANCIALS

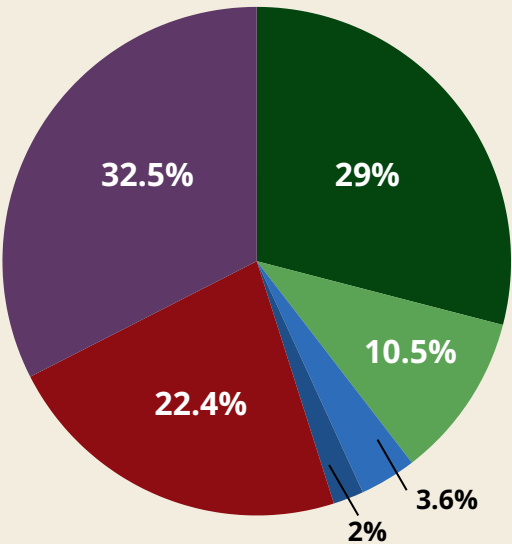
## REVENUE & SUPPORT

**Total Revenue: \$6,243,678**  
**Tubman Health: \$4,214,019**  
**AHSAY: \$2,029,659**

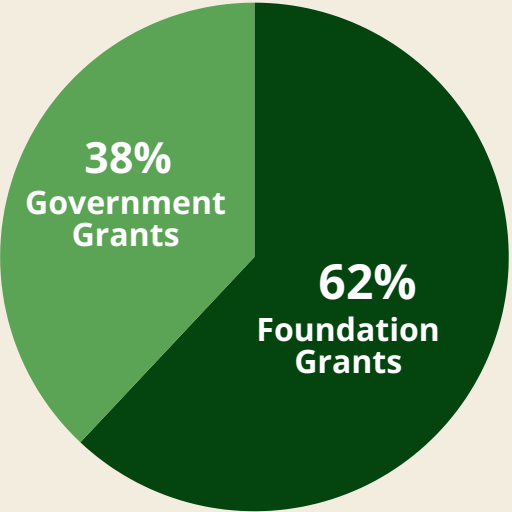


### Tubman Health Revenue Breakdown

- Grants
- Tubman Community & Philanthropic Gifts
- Tubman Consulting & Technical Assistance
- Service & Partner Contracts
- State Operating & Pre-Development Investm...
- AHSAY Grants & Donations



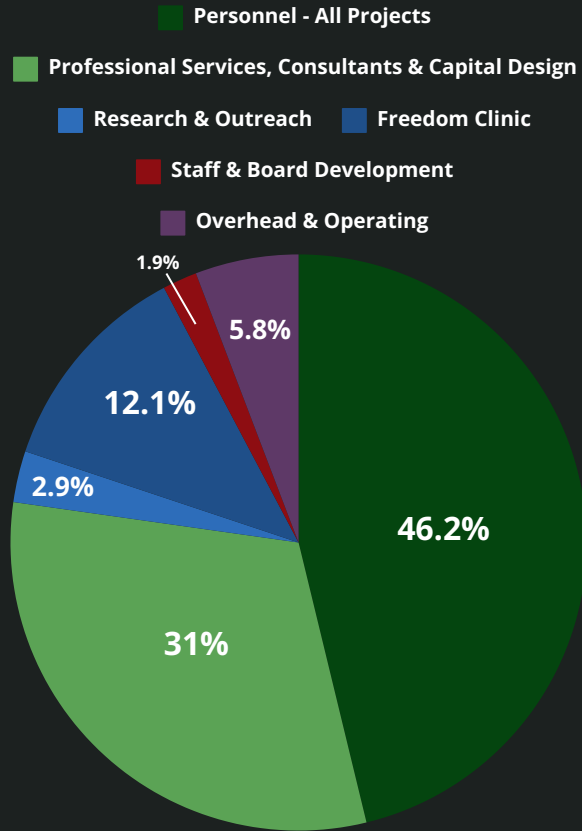
### Tubman Health Grant Breakdown





# EXPENSES

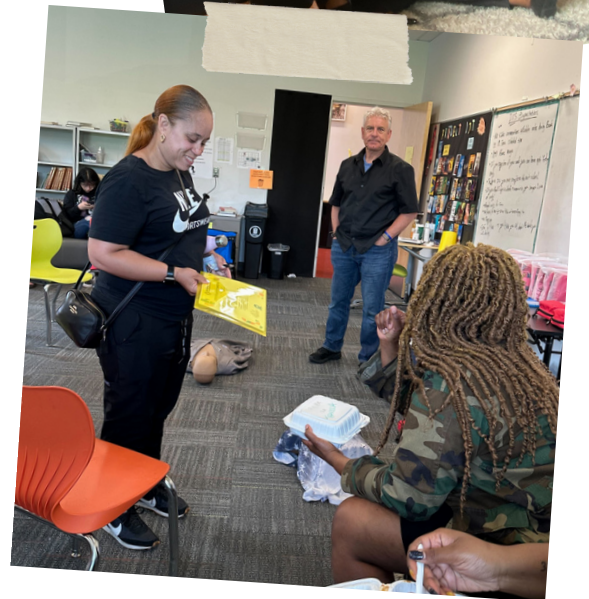
Total Organizational Expenses: \$2,640,120



# COMMUNITY SUPPORTERS

Anonymous  
Anonymous  
Anonymous  
AyeNay Abye  
Hafidha Acuay  
Jon Agnone  
Andrea Akita  
Joanne Alcantara  
Evelyn Allen  
Marie Angeles  
Marie Augustine  
Janis Avery  
Nacala Ayele  
Maggie Bardacke  
Pete Beaupain  
Lauren Blackham  
Erica Blake  
Rebecca Bolden  
Reya Born  
Rachel Briegel  
adrienne brown  
Colina Bruce  
Garrett Bucks  
Amanda Caney  
Paula Carvalho  
Courtney Chaney  
Abby Chapin  
Jondou Chen  
Amy Chinitz  
Lori Chinitz  
Arlene Clark  
Steven Cole-Schwartz  
Merril Cousin  
Rachel Crick  
Channing Daniel  
Ben Danielson  
Zoe Darling  
Carmen Davis  
Liz Davis

Sara Dilley  
Celine Dorion  
Lucy Elenbaas  
FrancXs Elkins-Placide  
Sara Erickson  
Thomas Fanelli  
Katherine Ferguson-  
Mahan Latet  
Allyson Fredericksen  
Shawna Gamache  
Angela Garbes  
Christie George  
Sue Gibbs  
Alexandra Gillespie  
Katrina Go  
Jordan Goldwarg &  
Sam McVeety  
Jen Graves  
Nell Gross  
Carling Harps  
Wendy Harris  
Marleen Haverty  
Ari Hertz  
Elizabeth Hertz-Wahl  
Catherine Hillenbrand  
Beth Hintz  
Leigh Hofheimer  
John Hotta  
Nancy & Robert Hoyt  
Vanda Huang  
David Ingram  
Janine Jackson  
Cynthia Jefferson  
Danisha Jefferson-Abye  
Broehe Karpenko  
Jonathan & Mary  
Kauffman  
Michelle Kelly  
Rachel Klein



*Nearly 75% of gifts in  
2023 were under \$100.*





Kent Koth  
Bernard Langer  
Michaela Leslie-Rule  
Laurie Lippold  
Brenda Majercin  
Stephanie Manuzak  
Chris Martin  
Dawn Mason  
Tairea Mattox  
Virginia McDonald  
Emer McKenna  
Mackenzie Miller  
Gail Milliken  
Cookie & Kenneth Neil  
Jiquanda Nelson  
Amie Newman  
Elena Nishizaki  
Molly Norton  
Rahel Nuguse  
Lori Oliver  
William Packard  
Catherine Pagano  
Karina Patel  
Daniel Perez Moreno  
Eric Pettigrew  
Sean Phelan  
Sarah Pierce  
Martine Pierre-Louis  
Robert Pring  
Tali Rausch  
Jill Reese  
Srilata Remala  
Suzanne Roberts  
Kesha Rodgers  
Becca & Adam Rose  
Kristin Ryan

Mersadies Sanders  
Kim Sarnecki  
Bethany Schell  
Carina Schubert  
Amanda Shi  
Tara Shi  
James Sims  
Nicole Sirivansanti  
Elizabeth Slye  
Emijah Smith  
Krista Hanson &  
Burke Stansbury  
Ingrid Stegemoeller  
Scot Sternberg  
Hattie Steward  
Kate Suddes  
Eric Swanson  
Brandon Sweeney  
Gregory Swinton  
sue taoka  
Claire Tarlson  
Makani Themba  
Shelley Thorsen  
Candace Tkachuck  
Trinh Vo  
Valentina Warner  
Sara Waterman  
Caitlin Webster  
Eli Williams  
Gabby Williams  
Kate Wilson  
Jerry Yamamoto  
Lisa & Rich Youngs  
Rorie &  
Brianna Zajac

*31 sustainers committed to a scheduled recurring donation.*



*Thank you all!*

# INSTITUTIONAL SUPPORTERS

- Adidas
- Arcora Foundation
- Best Starts for Kids
- Black Future Co-op Fund
- Byrd Barr Place
- Cambia Health Foundation
- Chaney Family Foundation
- City of Seattle Equitable Development Initiative
- Communities of Opportunity
- Gaia Herbs
- Grousemont Foundation
- Hoyt Family Foundation
- Inatai Foundation
- Kaiser Permanente Washington
- King County Department of Community & Human Services
- King County Gathering Collaborative
- Klein Trimble Family Fund
- Mental Wellness Foundation
- Molly Moon's Homemade Ice Cream
- Pacific Hospital Preservation & Development Authority
- Perigee Fund
- Polsinelli Law Firm
- Premera Social Impact
- Public Health – Seattle & King County
- The Rouse Family Foundation
- Satya & Rao Remala Foundation
- Seattle Foundation
- Sheng-Yen Lu Foundation
- Washington State Department of Commerce
- Washington State Department of Health
- Washington Women's Fund
- Winky Foundation



*Pictured: Inatai Foundation visits Tubman Health.*

**We're immensely grateful to the government agencies, foundations, and businesses that have supported Tubman Health.**

**Thank you for being part of this journey with us!**

*Julie Chinitz,  
Development Director*





# TRIBUTE

In memory of our ancestors and those we lost this year. We carry on our work in their honor.



Allyson Fredericksen  
Kenneth and Marjorie "Cookie" Neil  
Harry Belafonte  
Dianne Feinstein  
...and many others.



TUBMAN CENTER FOR  
HEALTH & FREEDOM

SCAN  
ME

