



# TEENS GROW GREENS

**Annual Report  
2019-2020**



**We Grow More Than Plants**

## WHO WE ARE

At Teens Grow Greens, we grow more than plants: We focus on the development of teenagers' life skills through hands-on experience. We do this through a nine-month paid internship and Youth Apprenticeships in the areas of Agriculture, Education and Marketing.

### MISSION

To develop Teens through transformative experiences that cultivate belonging, skill-building and connections to opportunities that grow leadership.

### VISION

Empowering and inspiring teens to be successful in life and bring about transformation in the community.

### TEENS GROW GREENS: INTERNSHIP

A nine-month paid internship that develops teenagers' life skills through hands-on experience. The internship focuses on developing essential skills, healthy living, leadership, entrepreneurship and professionalism. Teens will graduate with a resume filled with work experience, connections to future opportunities and a bank account.

### KIDS GROW GREENS

Teens Grow Greens summer programming where the Teens develop their leadership skills by mentoring 3rd through 5th graders. The Teens mentor the Kids in growing: food, character and community.

## YOUTH APPRENTICES

Graduates of the internship who have been rehired in select career paths. Upon completing the apprenticeship, students will also earn two additional high school credits and a nationally recognized Level 1 Youth Apprenticeship Completion Certificate from the Department of Workforce Development.

“ I learned [that] we as minorities, especially, have to be careful...our lives depend on healthy eating as a way of saving ourselves. [There are] easy ways to adapt healthy eating into everyday meals that are still delicious.”  
- Shawnkia



Shawnkia - From the Healthy Living Unit of Teens Grow Greens



Manny (Southside Educator) and AJ (Graduate of Southside Pilot, Teen 2020)

“ As a Graduate, Teens Grow Greens really changed my life. It gave me an extended family and it gave me opportunities that I never thought were possible.”  
- AJ



## HOW WE HAVE GROWN

### INTERNSHIP NUMBERS

We hired 48 Teens and Apprentices and have retained 39 teenagers through the summer of 2020. The increase in numbers is due to the opening of our southside chapter of TGG as well as the expansion of our Youth Apprenticeship program.



Jason (Teen, 2020) receiving the first delivery of lettuce grown in the TGG gardens. This summer TGG pivoted to work in small groups in 10 TGG and community gardens throughout the city. The produce harvested was sent home with the Teens along with corresponding recipes and a virtual cooking class or donated to local food banks.

*As of late July, we delivered 120 lbs of lettuce, 50 lbs of zucchini, 4 lbs of sugar snap peas, 20 lbs of kale and 20 lbs of green tomatoes to the Teens and their families or to local food pantries.*



## WEBERS GREENHOUSE

Webers Greenhouse provides quality plants and flowers for the local community of Milwaukee, WI. Powered by Teens Grow Greens, we cater our products to those who care about a sustainable city with connections and opportunities for today's youth.

We had an historic year at Webers in terms of sales, customers served and most importantly, teenagers employed through our Youth Apprenticeship program.

- Eight teenagers employed at Webers through our Youth Apprenticeship program
- In 2020, Webers had a 45.98% increase in gross revenue
- Webers served over 1,000 customers
- We sold or donated food starts to 12 different community gardens across Milwaukee

## WHERE DO WE PLAN TO GO FROM HERE?

### OUR RESULTS - SURVEY DATA

In a retrospective survey of the Graduates of the 2019 internship.

  
**90%**

90% of TGG Interns were more comfortable with their communication skills after working with TGG

92% of TGG Interns are more likely to make and keep long-term commitments after working with TGG.

**92%**



92% of TGG Interns feel more likely to succeed after working with TGG.

  
**92%**

### OUR RESULTS: ALL GRADUATES OF TGG

**73%**

73% of all Teens Grow Greens Graduates were able to obtain and retain employment (Compared to the national average of 33% for 16-19 year olds during the summer of 2020 according to National Bureau of Labor Statistics)

Currently, 100% of the Teens Grow Greens Graduates have either graduated from high school or are on track to graduate from high school. (Compared to the MPS graduation rate for Black students of 55% and Hispanic students of 59%).

**100%**  




“Even though there was a pandemic, I was still able to work at the greenhouse and make myself a better worker and leader.”

Jaden, Agricultural Apprentice

“This year I learned a lot about each plant (how much sun, water and fertilizer they need). Because of this I can answer any question a customer might have.”

Shamonie, Agricultural Apprentice





## OUR BOARD

### **Ned Witte**

Shareholder at Godfrey and Kahn (President)

### **Tamara Pacada**

Development Director, City Year Milwaukee (Secretary)

### **Keyaira Braxton**

Financial Analyst, Aurora Medical Center (Treasurer)

### **Jill Compton**

Director of Community Relations, Stowell Associates,  
Mother of Teens Grow Greens Graduate

### **Rhonda Dubin**

Former Midwest Regional Program Director at New Teacher Center

### **Jamie Ferschinger**

Director of Environmental Health, Sixteenth Street Community Health Center

### **Carmelia Harris**

Initial Assessment Specialist, Department of Children and Families,  
Mother of Teens Grow Greens Graduate

### **Todd Leech**

Manager, The Riverwest Co-Op

### **Fardowso Shidad**

Student at Rufus King High School, Teens Grow Greens Graduate

## OUR STAFF

### **Charlie Uihlein**

Executive Director

### **Sylvia Wilson**

Program Director

### **Dominic Inouye**

Education Director

### **Claire Muza**

Growing Director

### **Will Harvill**

Urban Agriculturist

### **Manuel Irias**

South Side Educator

### **Kaya Schwarz**

Agriculture Lead



*Ned Witte (Board President) talking to Johan (Graduate of Southside Pilot, Teen 2020)*

## SPONSORS AND PARTNERS

88 Nine Radio  
Milwaukee

AO Smith

Associated Bank

Association of State  
and Territorial Solid  
Waste Management

Aurora Health Care  
(Advocate Aurora  
Health)

Bader Philanthropies

Bliffert Lumber &  
Hardware

BMO Harris Bank

Brewers Community  
Foundation

Bridgewood Advisors

Cargill Cares

Colectivo Coffee

Company Brewing

Direct Supply

Dohmen Company  
Foundation

Educators Credit  
Union

Godfrey & Khan

Greater Milwaukee  
Foundation

Harri Hoffmann Family  
Foundation

Herb Kohl  
Philanthropies

Herzfeld Foundation

Jane Bradley Pettit  
Foundation

Johnson Financial  
Group

Kohl's Hometown  
Giving

Lube Tech

Marietta Investments

Milwaukee Bucks

MPS Partnership  
for the Arts and  
Humanities

Northern Trust

Northwestern Mutual

Outpost Natural Foods  
Park Bank

PNC Financial  
Services

Riverwater Partners

Riverworks  
Development  
Corporation

Running Rebels

Secure Futures

Shoreline Contracting  
Services

The Lynde & Harry  
Bradley Foundation

US Bank

UWM Lubar  
Entrepreneurship  
Center

We Energies

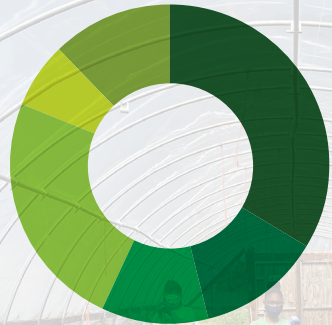
Wisconsin Farm  
Bureau

Wisconsin Public  
Radio

*And many generous  
individuals*

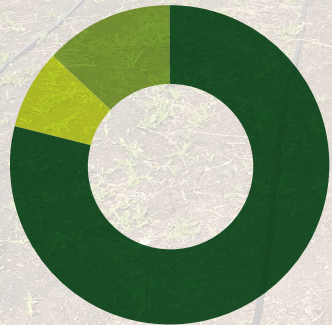
## FINANCIALS

### REVENUE: \$507,702



- Individual Contributions: \$171,801
- Corporate: \$63,065
- Organizations: \$54,693
- Grants: \$124,091
- Product Sales: \$33,536
- Special Events: \$60,515

### EXPENSES: \$429,649



- Program: \$339,262
- Management and General: \$34,336
- Fundraising: \$56,051

## HOW CAN YOU SUPPORT?

WE GROW MORE THAN PLANTS! AND YOU CAN HELP!

**Service:** In an effort to ensure that TGG's volunteer program is rooted in relationship-building and aligns with our mission, we provide three kinds of opportunities for engagement to volunteers: Co-Facilitating Co-Learning Co-Working.

**Co-Facilitating** - Our volunteers come from a large variety of backgrounds (i.e., professional, experience, cultural, etc.). Thus, TGG provides a number of opportunities for volunteers to share their expertise through co-facilitating lessons, with classroom Educators, for the Teens.

**Co-Learning** - Volunteers may find that they are interested in learning more about a topic that is covered through TGG's curriculum and/or other programming (i.e., relationship between food and cognition, basics of planting, etc.). In this case, there are a number of occasions in which volunteers are welcomed to engage in co-learning with the Teens during normal learning sessions.

**Co-Working** - Since much of what the Teens learn is experiential or "hands-on," there are several opportunities each year for volunteers to come work alongside the Teens (i.e., Webers, community gardens, etc.).

**Financial:** TGG is currently raising funds to expand our Internship and Apprenticeship opportunities to Teens on the north and south sides of Milwaukee. In 2021, we want to hire 10 more teenage interns (for a total of 60) and six more Apprentices (for a total of 13) and an Agricultural Lead to facilitate the Agricultural Apprenticeship, garden education and all of our garden planning, work and produce distribution.

**Go to [teensgrowgreens.org/donate](https://teensgrowgreens.org/donate) and support our growth!**

### If you are interested contact:

Sylvia Wilson (Program Director)  
[swilson@teensgrowgreens.org](mailto:swilson@teensgrowgreens.org) for **volunteering**

Charlie Uihlein (Executive Director)  
[cuihlein@teensgrowgreens.org](mailto:cuihlein@teensgrowgreens.org) for **donations**





322 East Michigan Street  
Suite 204  
Milwaukee, WI 53202  
[TeensGrowGreens.org](http://TeensGrowGreens.org)