



## 2011 Organizational Profile: Team Rubicon

### CONTACT DETAILS

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### ORGANIZATIONAL BASICS

- **What does your organization do? (200 word limit)**

Team Rubicon (TR) unites the skills and experiences of military veterans with medical professionals to deploy first response teams to natural and humanitarian disasters. TR is creating a new paradigm in disaster response while offering veterans a chance to continue their service by helping and empowering those afflicted by disasters, and also themselves.

Team Rubicon pioneered the concept of veteran-focused disaster response. Hundreds of young U.S. military veterans, many returning home after ten years of war, find a renewed sense of purpose for their skills and experiences through TR. Since its creation in January 2010, TR has helped thousands of people in Haiti, Chile, Burma, Mozambique, Pakistan, Sudan, Turkey, and here in the U.S. in Tuscaloosa, Joplin and for Hurricane Irene. With its unique model, TR reaches victims outside the limits of where traditional aid organizations venture; these are victims on the fringe.

A dual impact of TR is that through continued service, veterans have a better transition from military to civilian life. With a new community, good esprit de corps, and improved mental and emotional well-being, this generation of veterans are poised to have an enormous impact on the nation and the world.

- **When was it established?**

January 12, 2010

- **Where is it located?**

We are headquartered in Los Angeles and we have core team and regional leaders located throughout the nation. Our first regional office is now open in Kansas City, MO.

- **Please provide a succinct history of the organization. (200 word limit)**

On the streets of Port-au-Prince following the January 2010 earthquake in Haiti, TR's military veterans realized a simple truth – natural disasters present the same challenges that confront troops in combat: unstable populations, limited resources, horrific sights, sounds, and smells. The skills cultivated on those same battlefields – emergency medicine, risk management, teamwork and decisive leadership – are invaluable in disaster zones.

Since the Haiti earthquake, TR responded to the earthquake/tsunami in Chile, floods in Pakistan, tornadoes in Joplin, MO and Tuscaloosa, AL, and the recent earthquake in Turkey. Proactively, TR has partnered with medical doctors to train indigenous health providers in Burma, Mozambique and South Sudan.

TR is launching a new organizational structure aimed at engaging more veterans in domestic disaster response and preparedness. TR is forming localized teams of veteran first-responders that will be trained according to standard FEMA guidelines and will



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integrate directly into local government responses. Localized teams will be equipped to respond to natural disasters that are common to their region, and can form international disaster relief teams if needed. In between disasters, veterans will develop an invaluable community of veteran peers, which is something many veterans say they miss from military life.

- **Does your organization restrict services or discriminate in any form on the basis of race, religion, ethnic origin or sexual orientation?**  
No.

### THEORY OF CHANGE

- **What is the organization's theory of change?** *(200 word limit)*  
Team Rubicon addresses two significant problems facing both the United States and the world, by using each to solve the other. The first problem is an outmoded disaster response paradigm that lacks innovation, efficiency, and speed. The second problem is a deluge of military veterans struggling to return to normal civilian life after ten years of war. In Haiti, TR discovered that military veterans with skills cultivated on the battlefield – coordinated teamwork, decisive leadership, risk mitigation, and emergency medicine – were well prepared to respond to a natural disaster. Quite unexpectedly, TR later discovered that this continuing service in disaster zones helps the veterans nearly as much as they aid the victims.

2.2 million veterans are coming home after multiple tours to find a broken economy, with few ways to translate their skills into meaningful employment. Many veterans are having difficulties with the transition from military to civilian life, but TR is taking a new approach by engaging veterans as assets. TR empowers veterans to continue their service, provides them with an opportunity to utilize the skills they have learned, welcomes them to a community of veteran peers, and gives them the resources necessary to help with a successful transition home.

- **How might a grant from the One Percent Foundation to this organization be used?** *(200 word limit)*

Please note: our grants are unrestricted, meaning that you may use them for whatever program expense your organization selects. We are asking this question to give our Partners a sense of what it will go for—it helps us to understand your work and to connect with what you're doing.

The grant will fund TR's annual mission to South Sudan, where TR is using medicine as a bridge towards peace between previously hostile tribes. In January 2010, a TR advisor brokered a peace initiative between the warring Dinka Bor and Murle tribes; if in one year there were no deaths (previously in the thousands), TR would return with a medical team and supplies to outfit destroyed clinics and train indigenous physicians. The initiative stuck and in January 2011, TR: sent a team of veterans and medics; delivered a 40ft container of supplies; conducted up to 10 surgical cases per day; and created a transfer of services system where Murle patients are treated by Dinka physicians and vice versa. This unique approach is forcing previously hostile tribes to share in each other's destiny through health care.

In January 2012, TR is sending a medical team to South Sudan again to build on the initiative; this time including a half-marathon sporting event in another attempt to bring



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hostile tribes together for healthy competition. The winners will be flown to LA to run in the 2012 LA Marathon, giving this newest nation the opportunity to qualify for the Olympics for the first time.

- **How does your organization’s theory of change and work relate to the One Percent Foundation’s core values?** (200 word limit)

Please refer [here](#) for a description of our core values.

**Engagement** – TR almost completely operates by engaging our large volunteer base. We have three employees, but everyone else – from our operational leadership to our CPA, lawyers, graphic designers, and our medical / veteran first responders – are all volunteers.  
**Community** – We are TR Nation. We are friends and family coming together to change the paradigm of disaster response. We believe in the power of veterans and medical professionals joining together on a local level to respond to disasters, and to help our neighbors who are in need.

**Responsibility** – TR believes that young adult veterans have a special set of skills that when harnessed, can save lives in disaster situations. We have a responsibility to use these skills to help others during their greatest time of need, and collectively we have the ability to change the paradigm of disaster response.

**Respect** – Two of our guiding principles: We will always respect the culture and customs of the communities we serve, and we will always attempt to partner with and employ members of the local community.

**Commitment** – TR harnesses the skills of veterans to change the paradigm of disaster response; as veterans ourselves, we will do whatever it takes to achieve our vision.

### FINANCIALS AND STAFF

*When returning the profile, please attach your organization’s two most recent 990s.*

What is the most recent IRS 990 filing year?	2010
Total revenues?	\$275,193
Total expenditures?	\$202,858
What was the year-end balance as of December 31 <sup>st</sup> , 2010?	\$71,588
What was the amount spent on salaries, benefits, and payroll taxes?	\$0
What was the highest paid employee (title and salary)?	0
How many people staff the organization?	3 (as of 2011)
Full-time?	3
Part-time?	0

- **If the organization had a year-end surplus or deficit greater than \$30,000: what is the reason for the surplus or deficit?**

The Board of Directors has mandated that TR maintain an \$80,000 reserve fund in order to rapidly respond to at least two disasters in different areas of the world at the same time.

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- **Is there any other information you think is relevant to understanding the organization's budget or financial situation?**  
Team Rubicon's cofounders received no salary for the first 18 months of operation, and have since moved onto a half-salary; this commitment has freed scarce resources to be directed towards program development and implementation. In order to maintain organizational sustainability, however, Team Rubicon recognizes the need to offer employees a living wage.
- **If a specific program is nominated: what is the total budget for the program? How many people staff this program?**  
NA

### ADDITIONAL INFORMATION

- **Are there any volunteer opportunities with the organization for OPF members?**  
Team Rubicon engages military veterans and medical / emergency response professionals in disaster situations – any person who honorably served in the Armed Services or who is a medical professional is welcome to apply. Team Rubicon also has many opportunities – based on skill set and availability - for individuals who are neither veterans nor medical professionals.
- **Has the organization received any significant awards? (Limit to 3 awards)**  
Team Rubicon's President Jake Wood recently received GQ Magazine's top honor in the ['Better Man, Better World Search.'](#)  
[Team Rubicon's Vice President received the 2010 Johns Hopkins University Government Service Alumni Award.](#)  
*First Place – Mobilize.org Beyond the Welcome Home Summit.*
- **Has the organization received any significant press? Where? (Limit to 3 press mentions)**  
[NBC Nightly News with Brian Williams](#)  
[CNN](#)  
[TIME Magazine](#), cover story. Article is behind paywall – contact TR if you would like access.