



Advancing a More Joyful Region:

Seattle Foundation's

# 2022 ANNUAL REPORT

Seattle Foundation's mission is to ignite powerful, rewarding philanthropy to make Greater Seattle a stronger, more vibrant community for all. As a community foundation, we work to advance equity, shared prosperity, and belonging throughout our region as a convener, grantmaker, and philanthropic advisor. Founded in 1946, we continue to evolve to be the organization our community needs.

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# REFLECT:

## A Letter from Our CEO

### To my community:

Seattle Foundation is on a long, imperfect, yet committed journey to be in right relationship with all of you, because we want to show up as a strong ally in the quest to build equitable and just systems that work for us all.

When I decided to join Seattle Foundation last May, it was because of the incredible work already underway with this team, board, community organizations, and donors to build trust, center equity and justice in grantmaking efforts, and push toward Seattle becoming its best. What I also saw was an opportunity to go forward—to rebuild Seattle Foundation as a social impact organization by first addressing our structural deficit to achieve financial sustainability, and then rewriting the story of what community philanthropy can be:

*Investing in the long game for a more just community.*

*Building movements that lead to policy wins.*

*Centering rest and healing as integral to the work.*

*Fostering joy.*

These are a handful of the themes that emerged from our work in 2022. They are the fruit from seeds we have quietly planted for decades in our grantmaking efforts. They are key components of the role we aspire to play going forward to achieve justice, shared prosperity, and belonging for our region.

In the pages that follow, you'll read about our collective efforts to drive critical investments in accessible and affordable housing through the Evergreen Impact Housing Fund and Black Home Initiative. You'll learn about work to ensure our region not just recovers from the COVID-19 pandemic but rebuilds with equity at the center through the Fund for Inclusive Recovery. You'll also read reflections from our grantee partners on how philanthropy can show up at its best, reflections I implore us to take to heart as we strive to be worthy of the trust and relationship we hope to have with each other.

Our accomplishments and learnings in 2022 continue to remind me that our work at Seattle Foundation is collective. It requires relationships with all of you: donors, grantees, government, business, community folks, and everyone in between. Our ability to foster a more joyful and equitable region for everyone who calls this place home does not and will not happen without all of us.

So, thank you for your partnership in 2022. Thank you for the opportunity to be on this journey with you. I am inspired and energized for all that is to come.

Yours in partnership,

Alesha Washington



# ELEVATE: Grantee Learnings Report

Photo Credit: Alphabet Alliance of Color

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Changing systems is a process of many individuals and groups working toward a common purpose. While the sky's the limit of what we can achieve, the reality of long-term work is that the winds can shift, and storms may brew. Knowing that, it's incredibly important to celebrate progress and the incremental elevation gains up to that sky together.

– Kris Hermanns, Chief Impact Officer, Seattle Foundation

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Last year, Seattle Foundation's grantees saw policy wins and progress in the effort to build trusting relationships between nonprofits, community, funders, and the public. The quotes and learnings that follow were gathered through written reports, focus groups, and midpoint check-in conversations with grantees. This summary of 2022 is an opportunity for grantees to share with us—and each other—what they have learned and what they need to move forward, and helps to inform how Seattle Foundation can show up as a better partner on this journey toward systemic change.

## 2022 Core Program Highlights



**86%** of grant dollars went to BIPOC-led and serving organizations\*



\*Self-reported data from grantee partners

## Core Strategic Grantmaking Programs

We envision a thriving region of shared prosperity, belonging, and justice, where all individuals and communities have equitable access and outcomes, regardless of race, place, and ability.

To achieve this vision, Seattle Foundation's Core Programs invest in a set of proven strategies that drive toward policy and systems change, resulting in greater racial justice and economic equity.

### CORE PROGRAMS

- Black-led Joy & Wellness Fund
- Catalyzing Community Impact Strategy
- Climate Justice Impact Strategy
- Communities of Opportunity
- Fund for Inclusive Recovery
- Neighbor to Neighbor
- Nonprofit Effectiveness
- Voter Education Fund



### POLICY WIN

Since 2015, Open Doors for Multicultural Families (ODMF)'s advocacy work has primarily focused on increasing language access in public schools K-12 (HB 1153). This includes advocating for families to have access to qualified interpreters and high-quality translations to meaningfully engage in their children's education. In 2022, Governor Inslee signed the bill into law and a Community Advisory Committee will lead its implementation. ODMF will continue to be involved in the process.

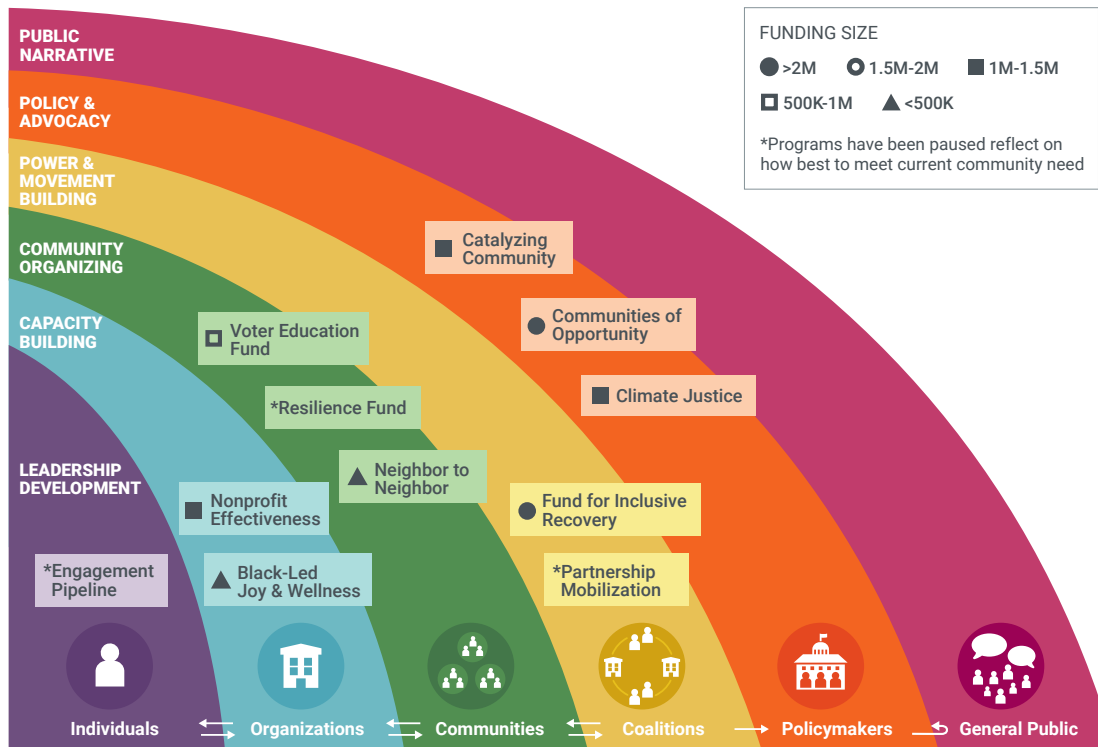


“ I am most proud that we were able to reimagine what employee care looks like and fight back against capitalistic expectations that promote overworking and exploiting people. Because of this funding, we were able to offer relaxation and restorative opportunities that combat burnout throughout the year. As a young, small organization trying to do a lot of impactful work, it is easy to feel spread thin and face exhaustion. Our organization has been able to commit to quarterly breaks this past year, which helped a lot and using this funding to weave in wellness days and experiences in between was crucial to our sustainability as individuals and an organization. — **Sea Potential** ”



## POLICY WIN

Seattle Indian Health Board (SIHB) continues advocating for amendments to the Indian Health Care Improvement Act to improve and/or expand behavioral health services for American Indian and Alaska Native people. Because of SIHB's advocacy, federal, state, and local government are heavily investing in behavioral health and infrastructure. This has resulted in \$18M saved for Indian health reinvestment and healthcare initiatives led by tribes and Indian organizations. SIHB continues participating in groups providing recommendations to Governor Inslee and state departments and offices.



## Bands of the Rainbow

Like the multifaceted layers of a rainbow, systems-change strategies build across a spectrum of individuals and groups. In order to resource systems change, we need to invest across the individuals, groups, and communities in a set of overlapping and reinforcing strategies: leadership development, capacity building, community organizing, power and movement building, and policy and advocacy. This work is anchored in the leadership of Black, Indigenous and People of Color (BIPOC) and communities experiencing low income—those most impacted by systemic inequities.

## Themes Across Strategies

Listening to our grantee partners and looking at the data collected, some important throughline themes emerged across the various systems change strategies:

1

There is a need for multiyear investments that allow nonprofit organizations to do more than survive but to dream about new ways of working toward systems change.

2

Funders must look beyond traditional philanthropic norms of effectiveness in terms of how leaders are developed and capacity is built. These norms must be deconstructed to ensure that organizations, particularly BIPOC-led organizations, are able to engage, build, connect, and reimagine in more culturally specific and sustainable ways.

3

Trust and relationships (between funders and grantee partners, amongst grantee partners, between nonprofits and community, between government and nonprofits) are essential and require time and commitment to deepen.

4

Recognition that people make up organizations and if they aren't well, organizations suffer. Nonprofits are prioritizing care for themselves after the exhausting effects of the pandemic. Furthermore, our nonprofit partners called for funding that focuses on rest and healing.

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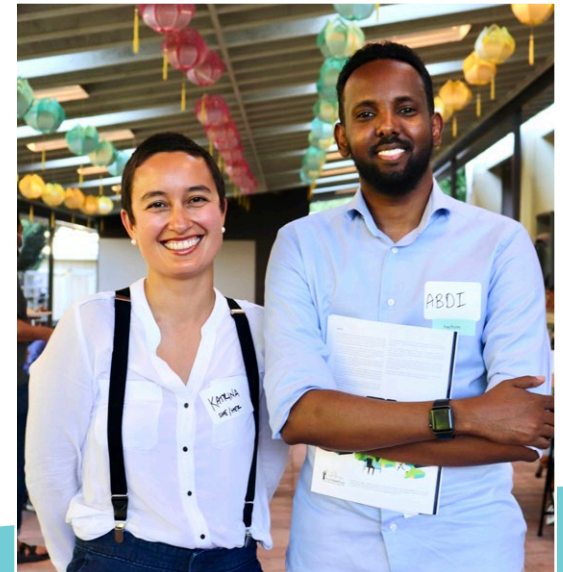
The how of grantees' work matters as much as the what of their work. Grantee organizations are building people-first processes that emphasize trust, listening, and connection, recognizing that systems change work often comes with challenges, fatigue, and frustration. Grantees are creating supportive and uplifting spaces that allow for staff and community members to show up as they are in the work toward organizational goals and outcomes.

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*We know that those most impacted must be the voices centered when developing and implementing solutions, which is why FEEST centers and is led by BIPOC youth. We are building our youth into strong leaders and organizers who will strengthen our movements for change now and in the future. — FEEST*

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Photo Credit: Puget Sound Sage



***We are grateful*** to be in community with you, to learn from you, and journey alongside you. Thank you to our grant partners and community of support, including individual donors and institutional funders, for your incredible work and generosity. Without you, none of this would be possible.

# COLORS: Blueprint in Action

**The Blueprint for Impact** is our guiding framework that charts a pathway for advancing racial and economic equity. It is our approach to grantmaking and civic leadership, informed by decades of relationships with diverse communities, candid feedback, and our partners' deep expertise. Through our Core Programs, we fund, convene, and partner with nonprofits, coalitions, and initiatives at all levels of systems change.

In 2022, we saw many examples of the Blueprint for Impact in action: tangible investments, regional expansions, policy wins, and progress across the spectrum of systems change strategies.



## Fund for Inclusive Recovery

*Driving investments to Black, Indigenous, and people of color (BIPOC) organizations, communities, and movements through a five-year, \$50 million effort.*

**The Fund for Inclusive Recovery is a pooled fund, guided by a Community Advisory Group, that meets the continuing needs of people most impacted by the COVID-19 pandemic. The Fund drives investments to BIPOC organizations, movements, and communities, creating a pathway for Greater Seattle's inclusive recovery.**

### GRANTEE REFLECTION

#### CASA LATINA

Casa Latina advances the power and well-being of Latino immigrants through employment, education, and community organizing.



“

*Casa Latina is deepening relationships with our long-time coalition partners, expanding our base of community members, building new community leaders, and advancing new policies. Funds from Seattle Foundation continue to be transformational in allowing us to move forward the many pieces of our work, while building the necessary operational foundation for our ongoing success. Thank you for being an important partner to Casa Latina.*

”

— Casa Latina

In spring 2022, the Fund made its first set of grants to 21 BIPOC-led organizations. The \$12.6 million in grants support community power and base-building approaches that create the necessary foundation for meaningful systems and policy change. Today, grantees are making progress by ensuring internal organizational readiness, building greater capacity for policy and advocacy work, and thinking about the processes behind this work. Throughout our engagement with grantees, we continue to lean into trust-based philanthropic practices—trusting that their expertise will help guide our region forward.



Contributions from funders like The Bill & Melinda Gates Foundation, The Butler Community Foundation, Deloitte LLP, Delta Dental of Washington, The Peach Foundation, The Raikes Foundation, The Seattle Mariners, The Seattle Seahawks, The Sunderland Foundation, Umpqua Bank—as well as hundreds of individual donors—collectively raised over \$13 million in 2022.

### Our first set of grants went to:

- Alphabet Alliance of Color
- Equitable Recovery and Reconciliation Alliance
- Casa Latina
- CHOOSE 180
- Collective Justice
- Community Health Board Coalition
- Families of Color Seattle
- Partnership between Indian American Community Services, Eastside for All, and Muslim Community Network Association
- Native Action Network
- OneAmerica
- Open Doors for Multicultural Families
- Pacific Islander Community Association of Washington
- Rainier Beach Action Coalition
- Skyway Coalition
- Southeast Seattle Education Coalition
- Surge Reproductive Justice
- United Indians of All Tribes Foundation
- UTOPIA Washington
- Voices of Tomorrow
- West African Community Council
- White Center Community Development Association

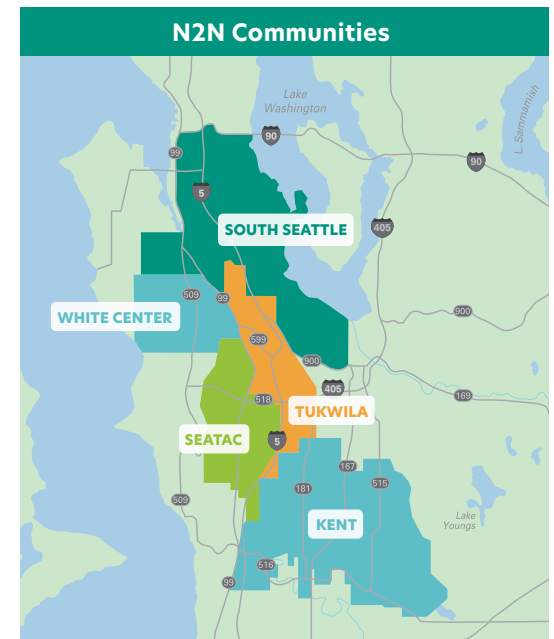


## Neighbor to Neighbor

*Advancing racial equity by investing in the power of place and community.*

**N2N plays a critical role in advancing Seattle Foundation's mission. As the grassroots grantmaking program of the Foundation, N2N is committed to addressing a historic lack of investment in communities of color.**

In 2022, N2N announced the expansion of its geographical reach to the SeaTac/Tukwila neighborhood. With this expansion, N2N now serves four communities in the region, including South Seattle, White Center, and Kent. With a rich ethnic and racially diverse local culture, the SeaTac/Tukwila communities are creating a region where residents work together so everyone thrives. In 2022, N2N funded 51 organizations, totaling \$405,500.





## GRANTEE SPOTLIGHT

### PRAXIS INSTITUTE FOR EARLY CHILDHOOD EDUCATION

The Praxis Institute for Early Childhood Education (Praxis ECE) aims to close the achievement gap between white students and students of color, especially Black children. A N2N summer 2022 grantee, Praxis ECE has used the funds to create the Ashé Community Educator Certification Panel. The community panel brings the voices and participation of the Black community back into the education of Black students. It recognizes that Black community members—including parents, families, and activists—understand the strategies, processes, and relationships needed to teach Black students and centers their input and experiences.

## Communities of Opportunity (COO)

*Creating greater health, social, economic, and racial equity in King County so that all people thrive and prosper, regardless of race or place.*

COO is a growing network of residents, communities, decision makers, and funders who believe every community can be a healthy, thriving community—and that equity and racial justice are both necessary and achievable. This public-private partnership with King County was founded on the idea that the most meaningful, just, and sustainable solutions are generated in partnership with communities, who know what they need to be healthy and thrive.

Seattle Foundation leads the Systems and Policy Change Strategy of COO, which aims to invest in community-led efforts using policy as a mechanism to advance systems change. Last year, we granted more than \$2.7 million to 22 organizations.

## Voter Education Fund

*Removing barriers to voting in diverse communities.*

The Voter Education Fund is a government, philanthropic, and community partnership that aims to increase voter turnout and registration in historically disenfranchised communities. For the 2021-2022 grant cycle, Seattle Foundation and King County Elections provided nearly \$1 million in grants for voter engagement and education work in historically excluded and underrepresented communities. Grants were awarded to 30 organizations for the Voter Education Fund's next cycle. In addition to two-year funding, grantees also received training and support to increase their ability to register and educate voters in the communities that they serve.

In 2022, Voter Education Fund grantees engaged with more than 21,000 individuals through 100 virtual and in-person events, and reached more than 152,000 people through social media campaigns, phone calls, and text bank sessions. As a result, grantees collectively registered 1,790 individuals to vote.



# CONNECT:

## Civic Leadership

Our approach to civic leadership is a collaborative one. We seek to fund and support community partners who lead policy efforts through our Core Programs; deepen our role as a civic leader in our region over time; and learn from other foundations, organizations, and leaders across the country doing this important work.

In 2022, we made exciting strides with the Evergreen Impact Housing Fund to build affordable housing developments throughout our region and made continued investments in our Climate Justice Impact Strategy. This work highlights how Seattle Foundation catalyzes and leverages resources and relationships for long-term structural change that centers community power and supports equitable decision-making.



*A cross-sector partnership creating more affordable housing for working families in Washington state.*

**EIHF launched in early 2020 as housing costs were skyrocketing in the Puget Sound region. Our partners, including a consortium of credit unions and Microsoft, increasingly saw that working people with modest incomes—school teachers, grocery clerks, caregivers for the elderly—were getting priced out. In response, EIHF builds the kind of housing projects that people in Washington state need: large-scale projects with 200+ units, including family-sized apartments.**

EIHF made exciting strides in 2022. Two projects broke ground this year: Watershed in Renton and Aries in the Bitter Lake neighborhood of Seattle. These developments will provide a combined 345 units, the majority of which will be for low- to middle-income working families. This cross-sector partnership provides catalytic capital to help thousands of working families gain access to affordable housing in Washington state.

### EIHF PROJECT: THE WATERSHED PROJECT

The Watershed project will offer 145 units of affordable housing for over 350 people. Financing for the Renton project closed in June 2022 thanks to funding from EIHF, Microsoft, and Citi Community Capital. It also used public money from the Washington State Housing Finance Commission. The affordable housing development will open in early 2024.



### Climate Justice Impact Strategy

*Reducing the disproportionate impact of climate change on communities of color and low-income communities.*

Everyone has a stake in achieving climate justice, and we believe that focusing on those first and worst impacted ensures that we all thrive. Working towards climate justice requires simultaneous activities in mitigation, adaptation, resilience, and leadership. For the 2022-2023 year, we awarded 11 organizations \$890,000 to support collaboration and innovation; secure policies that lower greenhouse gas emissions and protect communities most at risk from climate change; and invested in narrative change work to increase public understanding of climate justice.



# LIGHT: Racial Justice

Structural racism, wealth inequalities, and police brutality have existed for centuries and continue to disproportionately impact Black people here in King County and nationwide. Philanthropic institutions, including Seattle Foundation, must acknowledge our role in underfunding the Black community for generations. Reparative action is necessary to directly address those past harms.

In 2022, Seattle Foundation continued its long-term investments in REPAIR and the Black-led Joy and Wellness Fund to boldly center equity and focus on innovative, community-led solutions.

## Racially Equitable Philanthropy Aimed at Initiating Reparations (REPAIR):

*Supporting and advancing Black-led community leadership.*

Through this framework, we are committed to investing \$25 million in Black-led organizations in the Seattle region by 2026. This commitment to the Black community cuts across the entire Foundation—including our grantmaking, donor advised funds, sponsorships, and vendors.

Celebrating its second year, \$7.6 million was invested in alignment with REPAIR, bringing the total to \$19.8 million over two years. This total includes grants through our Core Programs and donor-advised funds (DAFs) and sponsorships to Black-led organizations and increased utilization of Black vendors.

## Black-led Joy and Wellness Fund

*Supporting staff well-being at Black-led organizations.*

Now in its second year, the Black-led Joy and Wellness Fund supports activities of joy and wellness for staff in Black-led, rooted, and serving organizations. The Fund grants flexible funding for organizations to use that they believe will best support joy and wellness for staff. Twenty-nine organizations received Black-led Joy and Wellness grants in December 2021. In 2022, grantees used funds for healing and restoration activities including therapy sessions, organizational retreats, employee stipends, and staff bonuses. In 2022, 22 grantees collectively received \$435,000.

“Black women carry a lot and do a lot. We learned together. We meditated together. We laughed together. We acknowledged each other and poured into each other with intention. We paused just for a moment and saw each other. That was needed. It was amazing.  
—**Colorful Communities**

”During our wellness retreat, it was refreshing to see our team relax (mentally and physically), play games, joke, laugh, and (if only for a moment) forget about the socioeconomic pressures that Black men are forced to deal with every day. The entire team left the retreat motivated and invigorated. —**BUILD**



Credit: Michael B. Maine



Credit: Michael B. Maine

# RADIATE: Civic Commons



*Building the civic muscle that's needed to effect lasting change.*

An initiative of Seattle Foundation, Civic Commons brings cross-sector collaborators together to take action on Greater Seattle's biggest economic and social challenges. By lifting up community voices and uniting unlikely partners around mutually agreed goals, Civic Commons aims to build the infrastructure and collective muscle needed to address the root causes of inequity in our region. Their work in action made significant strides last year.

## Black Home Initiative (BHI)

*Generating 1,500 new Black homeowners by 2027.*

In spring 2022, Civic Commons launched Black Home Initiative, backed by a \$1.95 million investment from JPMorgan Chase. BHI is a multisector effort to increase rates of BIPOC homeownership in Seattle, South King County, Tacoma, and North Pierce County. It is part of a national effort led by the Center for Community Investment; Civic Commons is the convening organization for the Greater Seattle region.

Throughout 2022, BHI secured dozens of partnerships in the public, private and nonprofit sectors to build a network-backed, community-based initiative. BHI's cross-sector approach includes obtaining land, creating new funding mechanisms aligned with the needs of developers, and targeting a variety of housing types and methods of sale. This work is core to Civic Commons' mission of uniting unconventional collaborators to achieve something that hasn't been done before.



## We Belong Here

*Bridging the growing divides in our region by changing the way we work together to address our greatest challenges.*

The We Belong Here initiative showcases Civic Commons' values-based approach to working across differences. The year 2022 started with the planning and convening of the third Belonging Gathering—the first public event Civic Commons has held since the pandemic.

In the fall of 2022, Civic Commons launched the Greater Seattle Compact for Belonging, a social compact that provides a blueprint for practicing belonging in one's professional, personal, and community circles. The Bill & Melinda Gates Foundation Discovery Center hosted a launch party for the Belonging Compact in October, and the conversations that followed have laid a foundation for future partnerships with the local arts community and city jurisdictions.

## Democracy Network

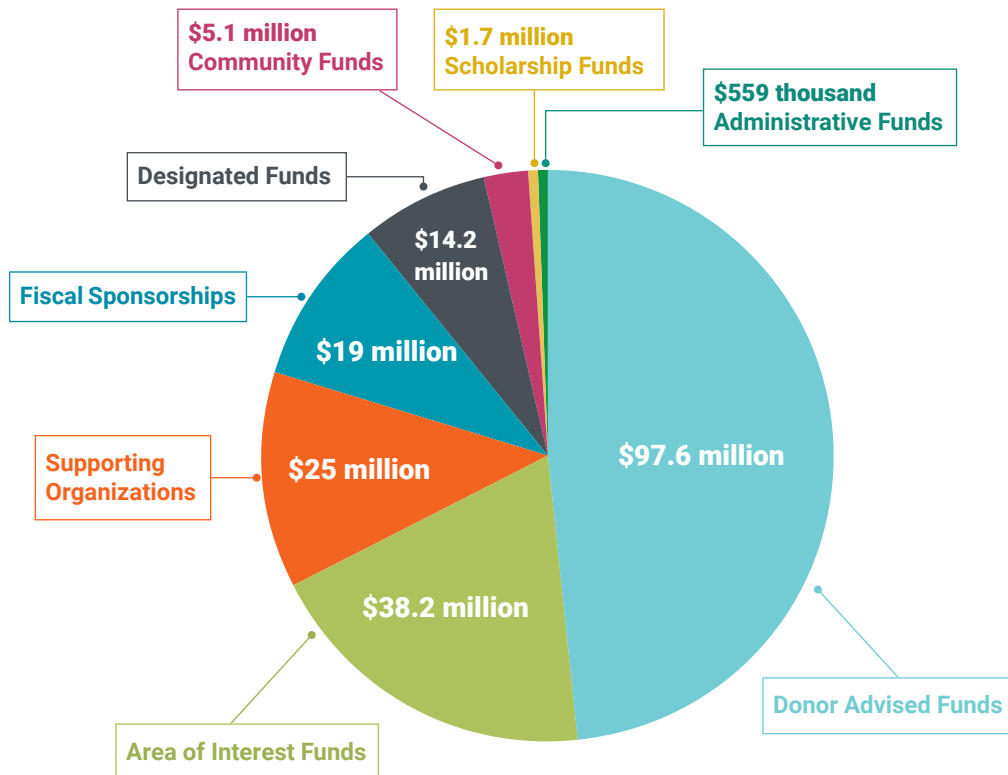
*Going beyond the ballot to strengthen engagement and participation in civic and political life to achieve shared prosperity.*

Civic Commons helped lead the Democracy Network to evaluate the local civic engagement landscape and develop a tool for gauging the success of related engagement efforts. Phase one of this project, a regional civic engagement scan by Public Agenda, is complete. The design team behind this work included Seattle CityClub, Greater Seattle Chamber of Commerce, the City of Seattle's Department of Neighborhoods, and Asian Counseling and Referral Service. The scan and interviews with stakeholders uncovered six key findings that offer a broad understanding of Seattle's civic engagement infrastructure and 19 recommendations for strengthening civic engagement in our city.

# FINANCIALS

In 2022, Seattle Foundation made over 9,033 grants, totaling more than \$201.55 million from 1,041 funds. Seattle Foundation works with our community of support to align their giving with their values and interests. Through our donor advised funds, area of interest funds, and designated funds, individuals and families can support a specific field of interest or give directly to programmatic efforts.

The pie chart below shows a breakdown of giving by fund type. We also invite you to review our full [audited consolidated financials](#).



## Donor Advised

Allows donors to recommend grant recipients, aligned with their values and interests, subject to Seattle Foundation's due diligence and approval.

## Community

Distributions from these funds are made based on identified community needs, including health and wellness, basic needs, arts and culture, education, climate justice, economic opportunity, and civic leadership.

## Area of Interest

This type of fund allows donors to identify and support a specific charitable purpose or geographic area in Washington state, aligning fund distributions with donor intent. These funds also support community grantmaking based on donor intent alignment.

## Designated

Allows donors who wish to support a specific charitable organization, in many cases both during their lifetimes and beyond. These funds may be endowed but this is not a requirement.

## Scholarship

Driven by donors, a variety of scholarship funds support areas of study, communities of students, and other specific areas of focus.

## Supporting Organizations

Seattle Foundation currently partners with eight established non-profit organizations and performs governance, accounting, and administrative functions that assist these organizations in furthering their charitable purpose.

## Fiscal Sponsorships

Seattle Foundation currently partners with 11 organizations to carry out specific charitable programs. Each of the sponsored organizations are considered programs of Seattle Foundation, and contributions received for the sponsored organizations are recognized as donor-restricted contributions.

## Administrative

These funds support the general operations of Seattle Foundation.





# Thank you

to our community of support—grantees, fundholders, community leaders and partners, advisors, and supporters who are journeying with us toward a more equitable region.



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