



SEATTLE
FOUNDATION

THE POWER OF US | Annual Report 2023



Community members gather at Neighbor 2 Neighbor's annual convening. Photo credit: Mel Ponder Photography

**We will approach our work,
partnerships, and interactions with
humility, integrity, and empathy**

To my community:

Is our work creating a more joyful region? This is the question that grounds me in my service to Seattle Foundation and the question that was at the center of strategic conversations in 2023.

Imagine what it would feel like to live in a place where everyone had access to housing that they loved, quality education, really good healthcare, and a living wage (with a little something to spare). A place with a thriving downtown where people throughout our region could come and experience why we are called the Emerald City. A place where the laughter of children playing in neighborhood parks becomes a siren of possibility, alerting us to the joy that abounds. Some of us already experience this kind of joy in and around our homes. It will require all of us to ensure that it becomes an accessible reality for everyone.

In this annual report, you will learn more about how we are leaning into this vision and the progress we're making. You'll get a preview of our three-year strategic plan and read about the power of community, the importance of systems change and collective action, and meaningful giving that leads to greater impact.



Seattle Foundation has consistently evolved over its more than 75-year history to meet the growing needs of our community, and we will continue to learn and grow with you. We will approach our work, partnerships, and interactions with humility, integrity, and empathy. We will meet people where they are in their philanthropic journeys while remaining steadfast to our values and vision.

The year 2023 laid a solid foundation for the next chapter of our journey and is a reminder of the power we hold as a collective. This grounding and knowing you are standing with us brings the confidence we need to not only imagine joy but assure everyone has access to it.

I'm excited for what's ahead and am grateful for you.

In partnership,

A handwritten signature in black ink, appearing to read 'A. Way'.

WHEN WE WORK TOGETHER, SEATTLE WORKS FOR EVERYONE

Seattle has big challenges but huge opportunities. In 2023, Seattle Foundation engaged in a strategic planning process to reimagine what community philanthropy can be. This process was rooted in a commitment to continue and deepen grantmaking that supports community-led priorities, racial equity and inclusion, and public policy advocacy (our Blueprint for Impact). The plan is focused on three strategic goals to help us make progress toward our vision.



Inspire

Inspire action around three near-term opportunities, community-led efforts focused on transforming systems: housing, transit, and childcare.



Reimagine

Reimagine what it means to invest in community by deepening relationships, putting more capital to work through impact investing, and creating shared learning opportunities to harness our collective power.



Evolve

Evolve to become a learning organization that values iteration and transparency, creates sustainable financial growth, and invests the time, support, and resources needed for our team to deliver on our vision.

The three-year strategic plan, to be released in the Fall of 2024, is the culmination of a nine-month process involving significant dialogue and iteration with core stakeholders and we are excited to share it with you soon!



THE POWER OF COMMUNITY

Community is more than a place or region. It's where cultures, values, and identities converge. It's the organizations driving work on the frontlines and the people most proximate to the issues of our time working together toward solutions. It's everyone who supports and invests in building a more just and joyful region. Community is the feeling that all people are part of a collective where our well-being and happiness are tied to one another.

In 2023, Seattle Foundation continued to add to the power of community and power of systems change through grantmaking and strategies rooted in the Blueprint for Impact framework that charts a pathway for advancing racial and economic equity.



Neighbor to Neighbor (N2N)

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

N2N is Seattle Foundation's grassroots grantmaking program committed to addressing a historic lack of investment in communities of color. In 2023, over 100 partners gathered at this year's annual grantee convening focused on "Community Care, Wellness, and Resilience." It was clear that post-pandemic grassroots efforts intersected around new models of care and supporting the wellness of our communities in diverse and culturally rooted ways. There was also an expressed need to focus on both individual healing as well as the health of our community organizations. N2N funded 57 Black, Indigenous, and people of color (BIPOC) led and serving organizations, totaling \$448,500. A total of 63% were first-time Seattle Foundation grant recipients and 14% received their first grant ever as an organization.

Fund for Inclusive Recovery

Driving investments over five years to BIPOC communities to meet the continuing needs of those most impacted by the COVID-19 pandemic.

The Fund for Inclusive Recovery is a pooled fund guided by a Community Advisory Group that helps meet the critical needs of people most impacted by the pandemic. The Fund drives investments to BIPOC organizations, movements, and communities, creating a pathway for Greater Seattle's inclusive recovery. As part of a \$12 million commitment over three years to the first set of grantees, the Fund for Inclusive Recovery made its second year of grants of \$4 million to 20 organizations. These grants support community power and base-building approaches that create the necessary foundation for systems and policy



N2N Grantee Panama Folklore entertains the crowd at the annual grantee convening. Photo credit: Mel Ponder Photography

change. Grantees reported making meaningful progress in building internal capacity, deepening relationships, conducting community-led research efforts, and advancing policies.

Voter Education Fund

Removing barriers to voting in diverse communities.

The Voter Education Fund is a joint funding approach with King County Elections that aims to increase voter turnout and registration in historically disenfranchised communities. For the 2023-2024 grant cycle, Seattle Foundation and King County Elections committed over \$1 million in grants for voter engagement and education work. Multi-year grants were awarded to 22 organizations and seed-level grants were awarded to 10 organizations. In 2023, Voter Education Fund grantees connected with over 82,640 individuals and registered and pre-registered 855 individuals to vote.

THE POWER OF SYSTEMS CHANGE

Civic Participation Impact Strategy

Increasing civic participation, community leadership, and organizing capacity.

The Civic Participation Impact Strategy seeks to further a just democracy by advancing community-driven policy measures that foster a strong civic infrastructure through more inclusive representation, fair and accessible electoral systems, and deliberative democratic processes. The cornerstone of this work is organizing—building community and civic power within underrepresented and marginalized groups, particularly Black, Indigenous, immigrant, and communities of color, to influence decision-makers and public policy. In 2023, we made 15 grants totaling \$965,000. Grantees reported progress in supporting youth engagement and leadership, creating opportunities for engagement with current and formerly incarcerated people, focusing on language inclusion, and helping candidates and elected officials learn more about community priorities and speak directly with community members.



Climate Justice Impact Strategy

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

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 toward climate justice requires simultaneous activities in mitigation, adaptation, resilience, and leadership. For the 2023-2024 year, we awarded 13 organizations over \$1 million to support collaboration and innovation, increase public understanding of climate justice, and secure policies that lower greenhouse gas emissions and protect communities most at risk from climate change.

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.

Communities of Opportunity is a unique public-private community initiative that began in 2014 and is funded jointly by King County (through Best Starts for Kids) and Seattle Foundation. This grant program prioritizes investments in community-led and community-engaged efforts to transform systems and policies that will decrease and/or prevent continued racism and inequities related to economic opportunity, health, housing, and community connections in communities of color in King County. This partnership was founded on the idea that the most meaningful, just, and sustainable solutions are generated in partnership with communities who know what they need. In 2023, Seattle Foundation and King County awarded \$2.8 million in multi-year grants to 19 organizations through the Systems and Policy Change strategy.

many of the issues we face
cannot be solved in silos

THE POWER OF COLLECTIVE ACTION

Nonprofits, private companies, government entities, and philanthropy are all doing incredible work in our region. But many of the issues we face cannot be solved in silos. It takes a collective effort of public and private partnership that includes collaborative civic leadership that brings people, organizations, and institutions together in meaningful ways to think strategically about complex, systemic issues.

In 2023, one of these complex issues, affordable housing, continued to be an area of focus with exciting progress toward innovative solutions to tackle the housing crisis in Seattle and its surrounding areas.



Evergreen Impact Housing Fund (EIHf), GMD Development, and partners celebrated the grand opening of Watershed in Renton. Watershed was the second EIHf-supported project to open to families.

Evergreen Impact Housing Fund

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

Evergreen Impact Housing Fund is a public-private partnership with Seattle Foundation, Washington State Housing Finance Commission, five area credit unions, and Microsoft Corporation, providing low-cost catalytic capital to build more affordable apartments in Washington state. This cross-sector partnership fills a financing gap in our region, using a strategic infusion of private funds to incentivize developers to build affordable housing, especially family-size, transit-oriented units. This first-of-its-kind impact finance tool encompasses two funds with combined investments of \$70 million. Since its launch four years ago, Evergreen Impact Housing Fund has invested in five housing developments, leveraging \$460 million in public financing to build nearly 1,200 affordable rental homes for working families. In 2023, the first 345 families began to move into two completed developments.

Black Home Initiative

Generating 1,500 new Black homeowners by 2027.

Convened and led by Civic Commons, Black Home Initiative (BHI) is a network of nonprofits, private companies, philanthropy, governments, and associations focused on increasing Black homeownership in our region. BHI is a multisector effort to increase rates of homeownership for 1,500 new low- and moderate-income Black households in King and Pierce counties. In 2023, the Washington State Legislature passed the Covenant Homeownership Act with bipartisan support. This landmark legislation makes Washington the first state to face and address the role of government institutions in housing-related racial discrimination. The BHI Policy Network played a significant role in gaining the Legislature's support of the Act. Additionally, BHI created funding mechanisms to support the needs of BIPOC developers: BIPOC-led nonprofits and low- and moderate-income Black homebuyers who have accrued debt from life events that prohibit them from obtaining a mortgage or closing a loan.

THE POWER OF GIVING

Seattle Foundation offers many ways to give. Working with skilled and compassionate Philanthropic Advisors who have deep community knowledge and the ability to judiciously steward your assets, we help guide your giving to organizations and initiatives to create powerful and lasting impact.

Some Highlights in 2023:

- Revitalized our Changemaker's Circle, engaging with hundreds of fundholders who have chosen to continue their giving through bequests, trusts, and other planned giving options to leave a legacy of philanthropy.
- Continued to build relationships with our fundholders, helping to guide their philanthropy and align their giving with their values, interests, and community needs.
- Reimagined co-investment strategies to inspire action around investing with Seattle Foundation around community-led, high-impact efforts.

6,561

grants were distributed from our Donor Advised Funds for a total of

\$95,466,600



\$14,279.11

Average Grant Size



58.52%

of these DAF grant dollars went to organizations in Washington state:

\$41.6M / 2,888

Seattle

\$4.7M / 604

King County (not including Seattle)

\$8.4M / 759

WA (not including Seattle and King County)



Community members gather for a healing ceremony led by Casa Surya Healings at the Neighbor 2 Neighbor's annual convening



Michael Vitiello and Mary Baroni

Changemakers Michael Vitiello + Mary Baroni

Michael Vitiello and Mary Baroni, Seattle Foundation fundholders and Changemakers, grew up in working class Italian-American households and went on to attain careers that they describe as “far beyond our wildest dreams as children.”

“In many ways, we have had blessed lives but always want to remember our humble roots,” they explain. “When we were thinking about a name for our fund at Seattle Foundation, we wanted to honor our Italian heritage and decided to name our foundation DonoSaggio, which means ‘wise giving’ or ‘wise gift’. Since our estate will fund the DonoSaggio Foundation, Seattle Foundation provides the perfect structure for us to set up and administer our foundation both during and after our lives.”

When asked about their philanthropic goals, the couple shared that Mary spent her career advocating for nurses, so nursing education is something she is particularly excited about, and Michael is hoping to develop a structure for charities to use DonoSaggio Foundation as matching funds to enhance their fundraising efforts.

Here at Seattle Foundation, we are so inspired to work with amazing philanthropists like Mary and Michael every single day, making “wise gifts” to organizations doing vital work in our community.



Founders and architects of the Black Future Co-op Fund

Black Future Co-op Fund

One of the ways donors can support community in partnership with Seattle Foundation is through an area of interest fund.

These funds drive impactful philanthropy in a specific focus area, and we are honored to host Washington state’s first all Black-led philanthropic organization: Black Future Co-Op Fund (BFCF). Established in 2020, BFCF’s mission is to ignite wealth, health, and well-being for Black Washingtonians through Black community-led philanthropy.

“Black Future Co-Op Fund was founded by four Black women,” says T’wina Nobles, Co-Architect and CEO. “The world of philanthropy is still very white, and we have a long way to go in terms of who is doing grantmaking and who is holding money. We’re unique in being co-founded and staffed by communities we serve and that impacts how we operate. For example, we grant out what are called We See You grants. Through our Black Well-Being Report, out in community, or by word of mouth, we see work that is important and needs investment and we can just make those grants, without a formal application process.”

BFCF also recently culminated a yearlong statewide listening tour, connecting with Black communities from Kitsap to Yakima counties and beyond.

As part of hosting BFCF, Seattle Foundation provides support with operational aspects of the work, including financials, data, and reporting.

“We have access to tremendous resources through our relationship with Seattle Foundation,” says Nobles. “This is crucial at this stage because as we celebrate our four-year anniversary and look ahead to releasing our Community Engagement Plan, we have ambitious fundraising goals to fuel the next chapter of the work. Partnering with Seattle Foundation gives us operational support and helps us amplify our mission to connect with donors aligned with our vision for Black Washingtonians.”

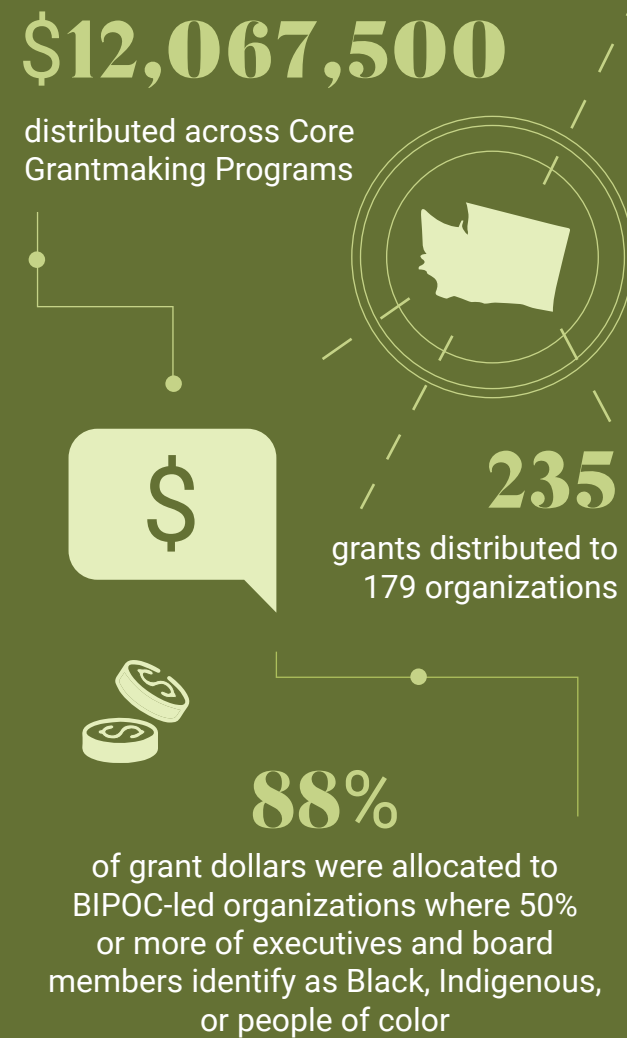
Seattle Foundation is proud to work with philanthropists and funds like BFCF, who are making our region a place where everyone can thrive.

THE POWER OF OUR IMPACT

In 2023, Seattle Foundation's grantees reached pivotal milestones and shared key learnings and reflections across the continuum of efforts for systems change: leadership development, capacity building, community organizing, power and movement building, policy and advocacy, and public narrative.

LEADERSHIP DEVELOPMENT

In 2023, grantee partners supported and nourished BIPOC leadership through curated trainings, sabbatical programs, and fellowship programs, ensuring staff at every level within the organization could step into their leadership and be sustained in their work.



BIPOC ED Coalition

BIPOC ED Coalition awarded \$1.37 million toward 20 three-month sabbaticals for their inaugural cohort of BIPOC nonprofit leaders, along with 12 one-month Respite awards. Their sabbatical program also provided approximately 25 hours of capacity-building coaching to the leader and organization. Focus areas of this coaching included creating a plan to manage the leader's responsibilities during sabbatical; providing leadership skill-building for staff, board and interim leaders; and exploring leadership-sharing and other skill-building to support sustainable leadership post-sabbatical.



Sage Leaders, a 501(c)(4) nonprofit affiliated with Puget Sound Sage

Puget Sound Sage

Puget Sound Sage recruited 15 fellows for the King and Pierce County Community Leadership Institute (CLI) cohort for BIPOC leaders across Washington state to get training and mentorship to take on community roles on public boards and commissions.

“Community Leadership Institute changed my life. Had I not done the program, I probably would still be banging my head against the wall as a clinician, working within systems that really don't serve people... To be with a group where you can really show up with your authentic self and that is met with warmth and compassion, it gives you confidence to bring that outside of that space, into spaces of dominant culture. It fills your bucket in a way that says, I can do this.”

- Puget Sound Sage Community Leadership Institute Fellow

CAPACITY BUILDING

In 2023, grantee partners readied the soil, focusing on their internal capacity so their programs could flourish. This included intentionally hiring and onboarding staff, investing in opportunities for staff learning, planning for long-term sustainability, and focusing on staff well-being.

Washington Therapy Fund Foundation

Washington Therapy Fund Foundation funded 117 people to receive free therapy, helping to increase access to culturally relevant mental health services for Black community members. They also created an internal wellness practice, giving each of their four team members two weeks of paid time off to focus on their individual self-care needs.

“It was great that we were able to take two weeks off and truly rest and reflect on ourselves and our own wellness. So much of our time is devoted toward improving the wellness of other Black community members. It was a reminder that we're a part of this community too and wellness is our birthright. We have to model the things that we're teaching in community.”

- Washington Therapy Fund Foundation

COMMUNITY ORGANIZING

In 2023, grantee partners built the people power and base necessary to carry out their priorities. Grantees expanded their base of engaged participants and prioritized language and culture in their community organizing strategies to ensure that historically excluded communities can see themselves reflected. They focused on youth engagement, centering the next generation in organizing efforts.

Global Wisdom Collective

Global Wisdom Collective partnered with Khmer Community of Seattle King County to implement their first intergenerational knowledge sharing program, where 15 youth were trained in how to conduct intergenerational dialogue to hold conversations and begin preserving knowledge systems of the Khmer elder refugee population.

“We held a lot of conversations with elders on why we care to hear from them, why their knowledge is not insignificant, why they matter, and, why the western education system isn't superior to our ways of life. We're proud of all of the new youth that now have a different type of calling. They want to reconnect to their roots despite being far from their ancestral lands.”

- Global Wisdom Collective



Participants at More Equitable Democracy's Electoral Justice in King County Event

POWER & MOVEMENT BUILDING

In 2023, grantee partners centered the voices and experiences of those closest to the issues in their movements and strived to activate their base of community advocates and champions in new and creative ways.

Native Action Network

Native Action Network hosted its fifth Legacy of Leadership Cohort with 12 participants, nourishing the next generation of community leaders and advocates serving Native populations in King County and across Washington, and had 18 participants in their Advocacy Boot Camp Retreat focused on ensuring greater Native representation in political offices.

“We're excited to see Native voices being in rooms that we're not normally in and really the intent of the work that we're doing around Advocacy Boot Camp is how can we ensure that we have voices on governor-appointed commissions and city-appointed commissions. We're preparing our boot camp members to take on those roles as well as seek elected opportunities.”

- Native Action Network



Staff from Tubman Center for Health & Freedom at a community event

nourishing the next generation of community leaders

POLICY & ADVOCACY

In 2023, grantee partners' efforts could be seen across the arc of policy work. Grantees saw forward momentum with policies and community initiatives moving through legislative and city government processes.

Tubman Center for Health & Freedom

The Tubman Center for Health & Freedom successfully secured \$11.7 million in capital investment from the Washington State Legislature to support the building of their transformative health center during the 2023 legislative session.

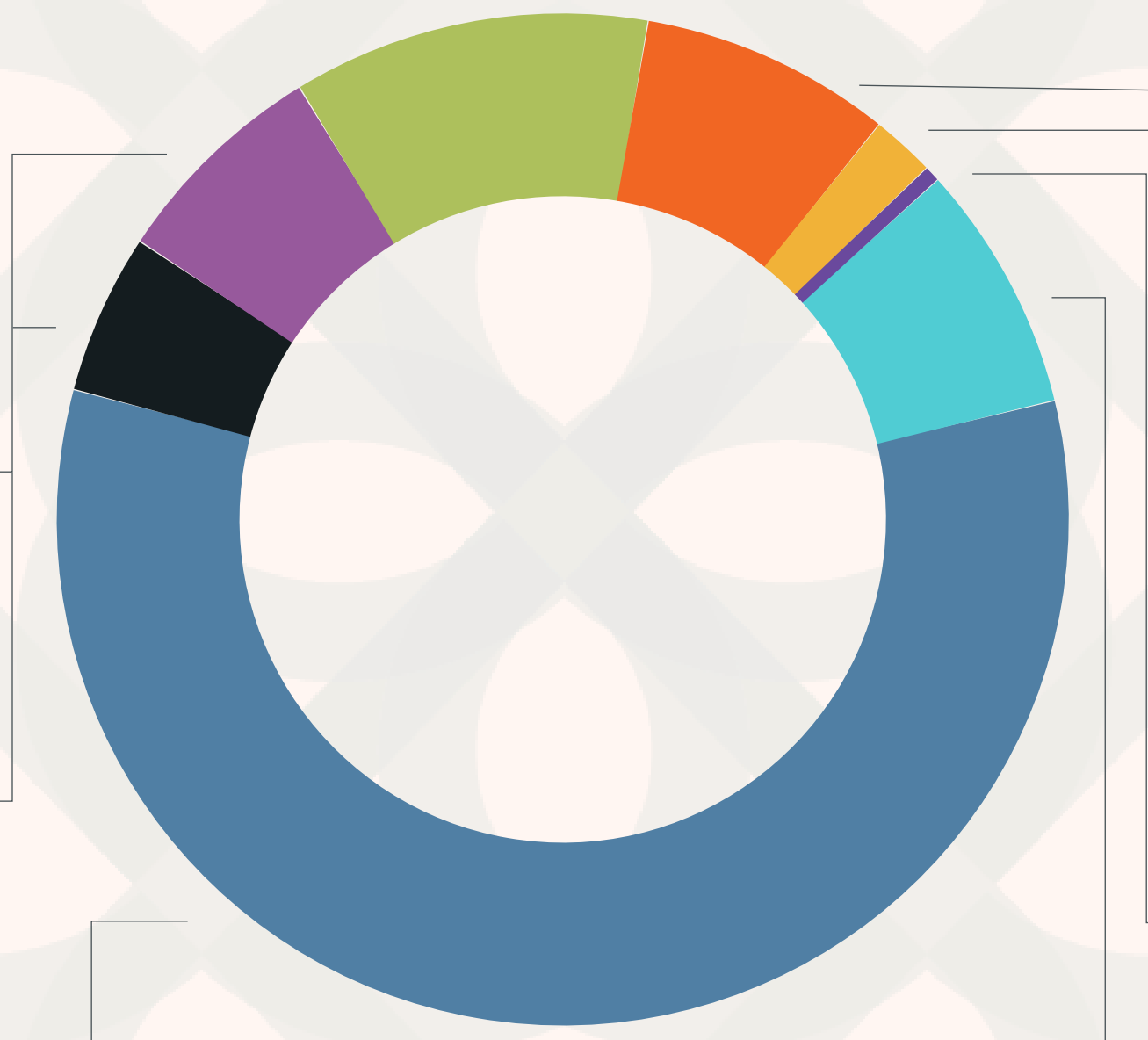
“In its first year, Working Our Solutions had both external- and internal-facing components. Our external work focused on creating decision maker awareness of our approach, building relationships with agency policymakers and researchers, and securing state commitment to supporting our whole-system solution. We had great success, winning \$11.7 million toward construction of our health services and workforce development center.”

- Tubman Center for Health & Freedom

FINANCIALS

In 2023, Seattle Foundation made over 8,250 grants, totaling more than \$165.94 million from 885 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. This pie chart shows a breakdown of giving by fund type.

We also invite you to review our [full audited consolidated financials](#).



• **\$19,169,625**
Supporting Organizations
Seattle Foundation currently partners with eight established nonprofit organizations and performs governance, accounting, and administrative functions that assist these organizations in furthering their charitable purpose.

• **\$13,409,825**
Area of Interest
This type of fund allows donors to identify and support a specific charitable purpose or geographic area aligning fund distributions with donor intent. These funds also support community grantmaking based on donor intent alignment.

• **\$2,901,000**
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.

• **\$500**
Administrative
These funds support the general operations of Seattle Foundation.

• **\$14,783,906**
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.

• **\$95,466,600**
Donor Advised
Allows donors to recommend grant recipients, aligned with their values and interests, subject to Seattle Foundation’s due diligence and approval.

• **\$8,349,563**
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 are recognized as donor-restricted contributions.

• **\$11,857,547**
Scholarship
Driven by donors, a variety of scholarship funds support areas of study, communities of students, and other specific areas of focus.

THANK YOU

Thank you for being our partner on this journey.
We are grateful to be in community with you, learn from you,
and work with you to create a region where all people thrive.

Thank you to our grantees, donors and funders,
community partners, and our board of trustees for
your incredible work and generosity.



Seattle Foundation staff members James McCall and Aileen Balahadia.

**without you none of this
would be possible**





SEATTLE
FOUNDATION



CONTACT US

Seattle Foundation
Westlake Tower
1601 Fifth Ave, Suite 1900
Seattle, WA 98101-3615
For donations, mail to:
Seattle Foundation
PO Box 35146
Seattle, WA 98124-5146

Phone: 206.622.2294
Fax: 206.622.7673
Email: info@seattlefoundation.org



Learn more at seattlefoundation.org and stay up to date by following our blog, Instagram, and LinkedIn.