

2024

CORE GRANTMAKING PROGRAMS

IMPACT REPORT



SEATTLE
FOUNDATION


In 2024, Seattle Foundation invested in the long-term strategies that lead to systemic change, with a focus on

capacity building, community organizing, power and movement building and **policy and advocacy**. As

our grantee partners shared their priorities, challenges and successes through our learning and evaluation efforts, some essential ingredients for systems change came to life.

We've shared those ingredients below and are weaving them into our grantmaking approach as we head into a new year with a continued commitment to racial and economic equity.





2024 BY THE NUMBERS

\$11.1 million in total grantmaking

173 core grants distributed across **126** organizations

85% of grantee organizations are BIPOC-led

**Organizations where at least 50% of executives and board members identify as Black, Indigenous, or People of Color (BIPOC).*

FUNDING SIZE

● >2M ○ 1.5M-2M ■ 1M-1.5M
□ 500K-1M ▲ <500K

Capacity Building

■ Nonprofit Sector Support

Community Organizing

□ Voter Education Fund
▲ Neighbor to Neighbor

Power & Movement Building

● Fund for Inclusive Recovery

Policy & Advocacy

● Communities of Opportunity
■ Climate Justice
■ Civic Participation



Disability Rights Washington

What's needed for systems change?

CAPACITY BUILDING

A focus on organizational infrastructure, navigating growth and transitions, and learning

Essential ingredients for capacity building include:

- **Timely and flexible dollars** to support grantee needs that are emerging, persistently underfunded, or focused on future strategic planning.
- **Trusted relationships.** Only when trust exists are grantees able to share their capacity-building needs, even in tough times.
- **Ecosystem support.** Grantees exist in a nonprofit ecosystem, reliant on many partners. Investing in trusted, BIPOC-led and -serving capacity building intermediaries that provide a greater foundation for this ecosystem is critical.

GRANTEE HIGHLIGHT

Communities Rise empowers communities facing systemic oppression through movement-building, cross-sector collaboration, capacity-building, and legal services for organizations and microenterprises.

*"For the nonprofits that we work with, we are seeing many recurring trends in challenges around formation & structures, sustainability, transition, and funding opportunities. More organizations are looking to learn more about **non-c3 organizational structures**, as well as **non-hierarchical leadership structures** within or outside of a 501c3 structure. They're looking to disrupt toxic patterns common to typical leadership and the issues that arise from those structures."*

COMMUNITY ORGANIZING

A focus on connections, voice and collective power

Essential ingredients for community organizing include:

- **Safe, welcoming and inclusive physical spaces** allowing for community members to gather and fostering a stronger sense of community.
- **Storytelling strategies** to uplift community member experiences and build new narratives.
- **Removing barriers to engagement** and participation by ensuring accessible meeting locations, offering childcare, providing stipends and developing curated content that aligns with community members' interests.
- **Community care at the center** with an emphasis on rest and wellness to sustain participation for the long-haul.



GRANTEE HIGHLIGHT

Writers Development Program connects aspiring incarcerated journalists in small groups with experienced mentors and outside volunteers to refine their work and publish in mainstream media.

*"It started with 4 people who had never published a single story and has now grown to 8 people across Washington State who have written over 200 articles. **It goes without saying that these and other articles have been instrumental in inspiring changes in the criminal justice system in Washington State and supporting the growth and healing of those within its prison system.**"*

POWER AND MOVEMENT BUILDING

A focus on a strong base, collective power and cross-movement connections

Rainier Beach Action Coalition



Essential ingredients for power and movement building include:

- **Shared values and goals** along with clear expectations around responsibility and ownership.
- **Organizational structures and tools**, allowing for streamlined processes and increased efficiency.
- **Skill building around public speaking and legislative analysis** to increase confidence of base and scale participants into more formalized leadership and facilitation roles.
- **Representative data** that speaks to the experiences and realities of community members and can be used as a tool for storytelling, education and outreach.

GRANTEE HIGHLIGHT

The Equitable Recovery and Reconciliation Alliance (ERRA) unites BIPOC leaders to amplify communities of color in post-COVID recovery. ERRA aims to establish a BIPOC-led policy institute to analyze policies, propose solutions, and shape public decision-making.

“Building trust, clear expectations, aligning on goals, and developing a shared leadership and decision-making structure and process has been fundamental to implementing this pilot and continues to be an enormous learning opportunity on **base building, shared advocacy, and generative conflict.**”



Seattle King County Coalition on Homelessness

POLICY AND ADVOCACY

A focus on advocating for systems change and influencing decision makers toward equitable practices

Essential ingredients for policy and advocacy:

- **Storytelling and communication strategies** to increase engagement, amplify voices of community members and change dominant narratives.
- **Community-driven research and policy development**, creating data and solutions that elected officials can champion.
- Long-term, diverse **partnerships and coalitions** to collectively move work forward.
- **Expanding access to the civic engagement process and working toward reforms to make our democracy truly inclusive**, particularly for youth, formerly incarcerated individuals and non-native English speakers.

GRANTEE HIGHLIGHT

Climate Solutions is accelerating clean energy solutions to the climate crisis.

***"Storytelling can be a way to explain complex ideas in simple terms and offers the opportunity to strengthen the climate action movement more broadly. The aim was to spark excitement, increase interpersonal connections, and establish a shared desire for clean energy solutions – as well as empower people with confidence in those solutions."** typical leadership and the issues that arise from those structures."*