

Reflections on 2020 & 2021

2020 in Summary

2020 marked two momentous events: WA Women's Foundation's 25th anniversary of collective giving, and the year that COVID-19 global pandemic changed the way we worked and the way we lived. While such occasions would often serve as the catalyst for an organization to make swift changes, we at WA Women's Foundation (WaWF) were already on a steady path of implementing [our strategic plan](#) that the Board of Directors approved in 2018. In this plan, we outlined ways in which we could make our grantmaking more responsive and adaptive to the needs of our community, and more focused on reducing disparities and advancing equity. Thus, while 2020 had its mix of celebration and unprecedented challenges, we continued making grants, hosting programs and events (a total of 71 of them!), and pushing forward with what we had been doing the past few years: evaluating how to work better as a collective to influence community transformation.



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Snap shots from PowerUP! The Spark That Ignites Change

Here are some highlights from 2020:

- February 2020 - [PowerUP! The Spark That Ignites Change](#): More than 380 women philanthropists representing organizational members of Philanos, the national network of women's collective grantmaking and giving organizations, joined us for a 3-day conference. More than 60 members of WaWF helped plan and execute the conference. A special thanks to our members Bo Lee and Laura Midgley who co-chaired the Conference.
- March 2020 - Establishment of the WFA Fund for Women: After 30 years, Women's Funding Alliance ceased operations and asked WaWF to carry on its legacy of grantmaking to support women and girls across Washington State. WaWF received a terminating grant from Women's Funding Alliance and created the [WFA Fund for Women](#). This fund will serve as the grantmaking dollars we are distributing through the Women & Girls Grant (see "Grant Refresh and Restructure" for more information about this grant).
- March 2020 - [Responding to the COVID-19 Pandemic](#): We quickly shifted our operations to work remotely and began to facilitate our educational programming and committee meetings over Zoom. We also reached out to our grantees who were scheduled to receive funds later in the year to see if they wanted to lift restrictions to meet emerging needs and/or accelerate grant payments.
- April 2020 - Washington Census Equity Fund COVID-19 Response Fund: We awarded a

[\\$50,000 special response grant](#) to this fund to support the general operations of organizations working to improve Census 2020 participation in parts of the state that have been historically undercounted and were at greater risk of being undercounted due to the pandemic.

- June 2020 - [Black Lives Matter: Our Collective Responsibility](#): In response to the murders of Breonna Taylor, Ahmaud Arbery, and George Floyd, and recognizing we had not done enough to support the Black community, WaWF made a contribution to Black Lives Matter Seattle-King County from our operating budget to amplify the power of Black-led organizations.
- June 2020 - [Single Largest Day of Grantmaking in Our History](#): We announced the recipients of our five \$100,000 Pooled Fund grants. We also announced our five Merit Award winners who each received \$10,000. Our grants totaled \$550,000 that day, making it our largest single day of grantmaking in our history and one step closer to reaching a collective giving total of \$20 million over the past 25 years.
 - Pooled Fund grantees: Yakima Music en Acción, University Beyond Bars, Got Green, Sea Mar Community Health Centers, Casa Latina
 - Merit Award winners: KVRU 105.7 FM, Palmer Scholars, ECOSS, Somali Health Board, Gender Odyssey Alliance

- October-December 2020 - [Capacity Building Grant Committee](#): With dollars contributed by members in 2019 and building upon a proposal from the Impact Assessment Committee (IAC), the Board of Directors of the Foundation allocated \$100,000 to a new fund to provide capacity-building support to nonprofit organizations working to advance equity in Washington State. A task force consisting of IAC EDs, Foundation members, and representatives from the Statewide Capacity Collaborative co-created the design of the fund, defining capacity building as "equipping organizations with the leadership, technology, organizational culture, and systems needed to respond to a rapidly changing world, sustain successful programs and activities, and grow impact over time." The inaugural pilot Capacity Building Grant committee then reviewed Pooled Fund Grant applicants from the Top 15 organizations over the past two years and announced four grant award winners who each received a \$22,500 capacity building grant: Ingersoll Gender Center, KVRU 105.7 FM, Para Los Niños, and Somali Health Board.
- November 2020 - Intersect: Building Beloved Community: We hosted our first virtual Intersect event and broke down the typically all-day event into five days, each with its own focus around the central theme of building beloved community. To kick off the week, we hosted best-selling author Austin Channing Brown to address the current realities of systemic racism and the everyday actions which allow racism to thrive. We then heard from a collection of local, state, and national leaders on what it means to build beloved community through the lenses of education, health and safety, climate justice, and philanthropy. To see video recordings from all five days, please log into the Members Area of our website and head to the ["Recordings & Media" section](#) of the subsite (member login required).



Your fellow members saying hello at the 2020 Final 14



2020 Impact Assessment Committee



2020 Pooled Fund grantees
with the 2020 Grants Leadership Team



Climate Justice speakers from Intersect 2020



The Arts & Culture (left) and Education (right) Work Groups from the 2021 Pooled Fund Grant Committee

What's Happened in 2021

- January - March 2021 - Staff Transitions:
We saw changes to our staff team during this time. In January, we thanked both Morgan Dawson, our Strategic Partnerships & Programs Manager, and Beth McCaw, our President & CEO, for their respective 4.5 and 6.5 years of leadership at the Foundation. In February, we welcomed Maria Kolby-Wolfe, our new President & CEO, and in March, we welcomed Isabelle Shively, our new Programs & Communications Associate.
- March 2021 - [Standing in Solidarity with the Asian American Community](#): In response to the rise of hate crimes against the Asian American community and the Atlanta shootings, WaWF made a statement standing in solidarity with the Asian American community and in the short term, contributed funds to API Chaya.
- June 2021 - [Announcing Our New Grantees](#): We announced the recipients of our five \$100,000 Pooled Fund grants. We also announced our five Merit Award winners who each received \$5,000. These grants add to a total pool of more than \$20 million given by WaWF over the past 26 years.
 - Pooled Fund grantees: Look, Listen, and Learn, Palmer Scholars, Nurturing Roots, Planned Parenthood of Greater Washington and North Idaho, Community Credit Lab
 - Merit Award winners: International Examiner, Quinault Indian Nation Education Department, ECOSS, Ttáwaxt Birth Justice Center, Project Feast

- September 2021 - Announcing the Collective Grants: WA Women's Foundation announced its refreshed grantmaking structure that will kick off this year. Please read the "Grant Refresh and Restructure" section for more detailed information about this refresh and restructure.
- October 2021 - Thank You, Kathy; Welcome, Deborah: Earlier this month, we thanked Kathy Wehle, our Chief Financial Officer, for her 10 years of leadership at the Foundation. We then welcomed Deborah Houseworth, our new Chief Financial Officer, to the team.

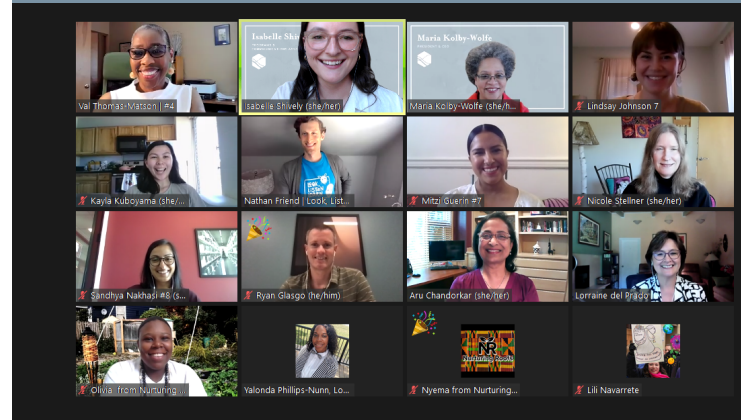
With a few more months of 2021 left, we still have much to look forward to!

- October - December 2021 - Issue-Based Grants: At the suggestion of members during the 2019 Annual Meeting, the Board of Directors [allocated \\$50,000 from members' 2019 contributions to fund this pilot initiative](#). In January 2021, we invited members and community members to participate in the development and implementation of an issue-focused grant pilot. The Design Team set parameters for the grantmaking structure, and made decisions about committee membership, application process, number, size, and types of grants, along with a consideration of time commitment and partnerships. The Research Committee also selected three issues for the membership vote: Mental Health, Housing/Homelessness, Healthcare

System/Access. Members selected Mental Health as the issue to focus on in the May 2021 Ballot. Over the next few months, the Issue-Based Grant Committee will look at nominations of organizations focused on mental health that are Black-led and serving the Black community, are small to mid-size organizations (budgets under \$1 million), and are engaging in advocacy and/or community organizing as part of their work. The unrestricted grants, which will range from \$10,000 to \$25,000 and up to \$50,000, will be announced in December at a celebration and learning event.

- October 2021 - January 2022 - LOI for 2022 Collective Grants Opens: After the Annual Meeting for members, our Letter of Inquiry (LOI) will be open! Thank you to all our members who voted for this funding year's priorities within our three areas of Law, Justice, and Incarceration, Housing & Hunger, and Arts & Community Culture. If you know an organization working in any of the following three priority areas, please encourage them to apply:
 - School to Prison Pipeline: Focusing on the relationship between our education system and our justice system, and the trend of young adults being funneled into detention, creating a pipeline from school to jail.
 - Mental Health & Housing: Focusing on the intersection of mental health and housing and supporting organizations that address the many ways trauma and mental health can create additional challenges and unique needs in housing.
 - Community Cultural Preservation: Investing in systemically under-resourced communities by supporting the preservation of language, stories, performing arts, sites, crafts, relationships to land, forms of subsistence, and other cultural traditions.

We also are excited to use a new application tool that addresses some of the feedback we have received from grantees over the past few years to make the application process easier. This tool will also be used by grant committee members during the LOI review process. Stay tuned for training!



2021 Pooled Fund grantees
with the 2021 Grants Leadership Team



Missed Maria's presentation during our Member Town Hall on July 14? Head to the Members Area of the website and check out the video under the "[Recordings & Media](#)" subsite! (Member login required)

Grant Refresh and Restructure

Our new grantmaking framework, [the Collective Grants](#), is the product of our learning and listening to what the nonprofit community needed and what our members wanted to see in our next iteration of grantmaking. From the beginning, our goal was to develop a funding framework that would contribute to lasting change by deepening community resilience, strengthening community leadership, supporting community-led advocacy, and committing community-directed resources.

The Collective Grants run on a two-year cycle centered around six funding themes. Each year will focus on three themes, which will rotate biennially.

- Year One (2021-2022, 2023-2024, etc.)
 - Law, Justice, & Incarceration
 - Housing & Hunger
 - Arts & Community Culture
- Year Two (2022-2023, 2024-2025, etc.)
 - Healthcare
 - Climate & Agricultural Justice
 - Education

At the beginning of every program year in September (with the exception of this year, due to the Collective Grants' launch), we will hold a Convening to explore the three funding themes for that year. At the end of the Convening, all Convening attendees (WaWF members, Convening speakers, and all community members who attend) will be surveyed for funding priorities within each theme. The top funding priorities will then be voted upon by WaWF members, with the final priorities being announced at the Annual Meeting in October. There will be one priority issue chosen per theme.

Shortly after the three priorities have been selected, we will open our Letter of Inquiry (LOI) for the Collective Grants. To be considered for the Collective Grants, organizations must meet our granting criteria and work within one of the three priorities for that year.

The Collective Grants process is similar to our previous Pooled Fund Grant process. We begin with an LOI, move a select number of organizations into a deeper phase of understanding, proceed to a Site Visit or Conversation stage and finalize our choices with a vote from our members. There are, however, a few important distinctions.

The most vivid change is that all organizations moving out of the initial LOI submission phase will receive a donation from WaWF, ranging in size from \$1,500 to our top commitment of \$105,000. We recognize the additional work that our collective decision-making grant process entails for organizations, and we are working to compensate that labor.

In addition, while we are still asking for organizations to complete our LOI form, organizations won't be required to submit a Request for Proposal (RFP) at any time in the process; rather, WaWF members will now conduct research on the 30 nonprofit organizations moving out of the LOI stage. We hope this will alleviate the burden of putting together a lengthy application. Furthermore, the 15 organizations moving beyond the Research phase to the Conversation phase will have a choice of in-person or remote site visit for their conversation. We provide this choice, fully acknowledging the power dynamics that are in play during traditional site visits. We are hopeful that this new approach will lead to more of a conversation and less of a "panel interview" experience.

Finally, our annual Ballot will consist of six finalists, two per priority. All six finalists will receive a Leadership and Self-Care Grant of \$5,000. Unlike our other grants, which are unrestricted, these grants will be restricted to the support and care of the leadership of our six final organizations. Being a leader or emerging leader in nonprofit work is both exhilarating and exhausting. We provide these funds in encouragement for leaders to rest.



We are also excited to announce two new grants as part of our grant refresh and restructuring: The Advocacy Grant and the Women & Girls Grant. When completing the LOI, organizations may opt-in to be considered for the Advocacy Grant (three to nine grants available per year ranging from \$5,000 to \$15,000) and the Women & Girls Grant (three grants of \$15,000 available per year). Just as in the Collective Grants, these new grants will focus on the same thematic priorities for each year. No additional application materials are necessary and the deadline for application remains the same.

All funding made through these three grants is unrestricted.

To view the Collective Grants in timeline form, including at what points we will ask for members' participation in grant committees, please see the timeline below and on the next page. You may also watch the [Grant Refresh & Restructure presentation](#) with President & CEO Maria Kolby-Wolfe.

COLLECTIVE GRANTS TIMELINE

LETTER OF INQUIRY (LOI) SUBMISSION: OCTOBER TO JANUARY

Eligible nonprofit organizations submit a Letter of Inquiry (LOI), which will be reviewed by one of three grantmaking work groups. The work groups represent each of the theme areas for the year. Organizations also have the option to be considered for an Advocacy Grant and/or a Women & Girls Grant.

GRANT COMMITTEES REVIEW LOIs: JANUARY TO FEBRUARY

LOIs are reviewed and the top 10 for each of the three work groups are selected (total 30 organizations) to move to the Research stage. All other organizations will be notified at this time.

GRANT COMMITTEES CONDUCT RESEARCH: FEBRUARY TO MARCH

Work groups gather information about their top 10 organizations and choose which 5 organizations will move to the Conversations stage (total 15 organizations). All organizations not moving on will each receive a \$1,500 grant.

CONVERSATIONS: APRIL

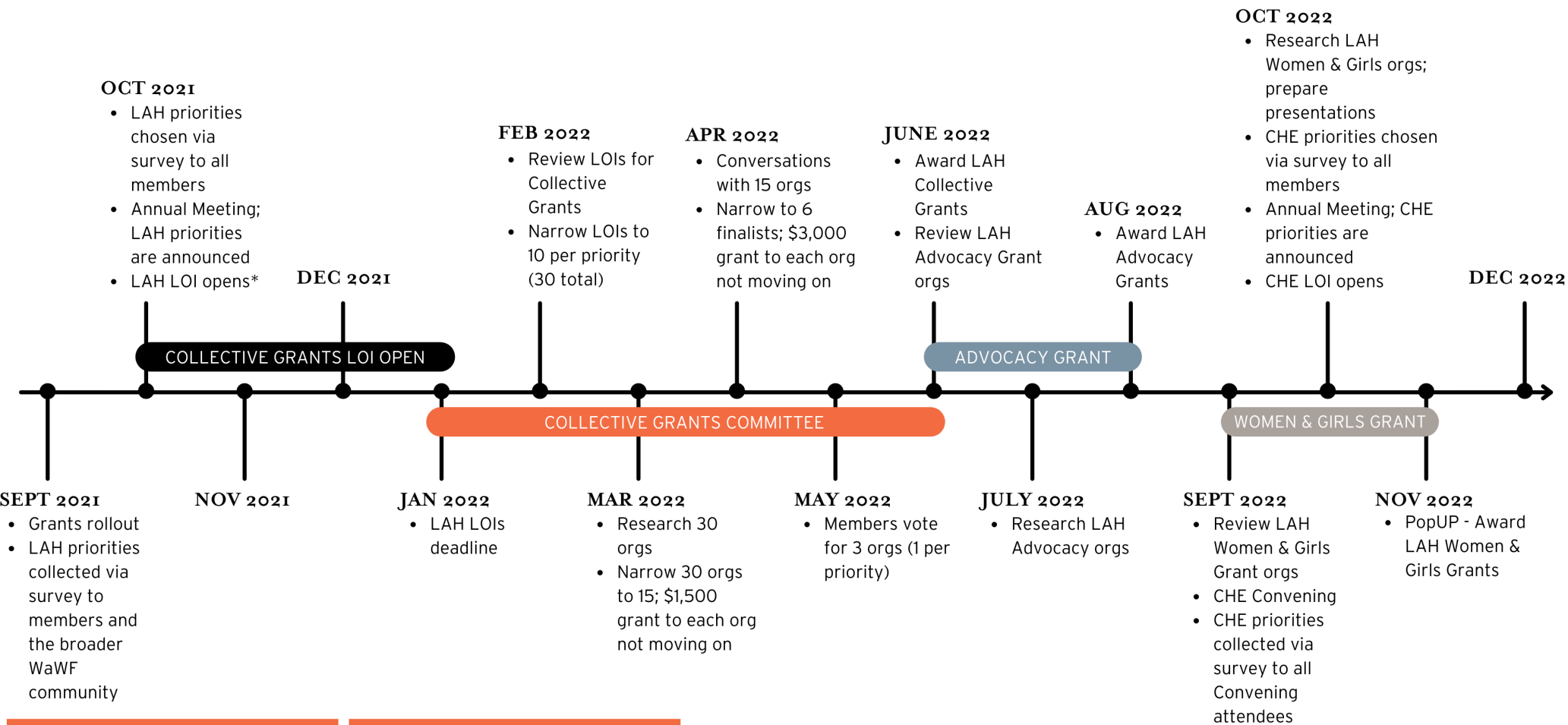
Work groups and organizations will have a conversation during a Site Visit or over Zoom, as the organization prefers. Based off these conversations, the work groups will choose 2 organizations will move to the ballot (total 6 organizations). All organizations not moving on will each receive a \$3,000 grant.

ALL WA WOMEN'S FDN MEMBERS VOTE: MAY

All WA Women's Fdn members vote for 1 organization per priority area. All organizations on the ballot may receive an optional, restricted \$5,000 Leadership and Self-Care Grant.

GRANTS AWARDED: JUNE

The 3 organizations (1 per priority area) with the majority number of votes will each receive a \$100,000 Collective Grant. The remaining 3 organizations will each receive a \$25,000 grant.



YEAR 1 (2021-2022) THEMES

- Law, Justice, and Incarceration (L)
- Arts and Community Culture (A)
- Housing and Hunger (H)

YEAR 2 (2022-2023) THEMES

- Climate and Agricultural Justice (C)
- Healthcare (H)
- Education (E)

* NOTE: Organizations that work in advocacy or with Women and Girls and that are applying for the Collective Grants are eligible to be considered for the Advocacy Grant and/or Women & Girls Grant by opting-in on the LOI form.

Grant themes rotate biennially.

Reintroducing Our Staff

With lots of staff changes over the past year, we wanted to reintroduce our hardworking team to you all. Our staff is made up of five talented women who are dedicated to supporting the work of the Foundation and ensuring its smooth operations, grantmaking, and programming. Full bios can be found on [our website](#).



MARIA KOLBY-WOLFE

President & CEO

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Contact for: how to increase your philanthropic influence and impact, partnership/collaboration opportunities, strategic initiatives and ideas, speaking engagements on behalf of the Foundation, the Foundation's Board and Board committee work, corporate and foundation sponsorship opportunities, planned giving and other ways to contribute to the Foundation.

Maria Kolby-Wolfe is the President and CEO of Washington Women's Foundation. She came to the Foundation from Northwest Immigrant Rights Project (NWIRP), where she served as Director of Development and

Communications. She sits on the boards of TeamChild, the Rainier Valley Food Bank, Global Leadership Forum, and the Allied Arts Foundation. Previously, Maria worked as Director of Development for Path with Art and ACT Theatre, and in other fundraising roles with the Seattle Symphony Orchestra, the Museum of Pop Culture, and Swedish Medical Center Foundation. Maria was raised in Bellingham, WA, graduated from the University of Puget Sound, and achieved doctoral candidacy in American History at Northwestern University. Her passions and beliefs align directly with her work: Food, Art, and Justice for All. Maria joined the WaWF transformation because she believes the only way to bring lasting change to the world is by building strong communities and working collectively.



DEBORAH HOUSEWORTH

CFO

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Contact for: the Foundation's financial information, the Foundation's audit or IRS Form 990, the Foundation's Finance, Investment & Audit Committee.

Deborah began her nonprofit career, fresh out of college, as Director of Jubilee Crafts, a women-led organization that assisted women artisans throughout the world to market indigenous crafts. Often this was the only revenue stream for their families and communities. Central to Jubilee's mission was sharing the stories of the artists to heighten awareness regarding the impact of US foreign policy on perpetuating their political and

social struggles. Decades, and several nonprofit organizations later, Deborah is thrilled to be working with a women-led organization once again, having joined the Washington Women's Foundation staff as CFO in 2021. In addition to her career in nonprofit management, Deborah is licensed as a Counselor and East Asian Medicine Practitioner. She was CFO of the Seattle Institute of East Asian Medicine from its inception until 2006, when she left to simplify life for a bit while nurturing her newly born son, who is the luminescent star at the center of her life. When she returned to her practice in 2007, she focused on supporting other women through conception and birth with acupuncture and herbs. She served the Children's Alliance as Finance Manager and Conservation Northwest as Finance Director alongside this work. She holds a Bachelor degree with Honors from Bryn Mawr College, a Masters in Acupuncture from the Northwest Institute of Oriental Medicine, and she studied Organizational Development at the Leadership Institute of Seattle.



AKI SHIBUYA

Operations & Technology Manager
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Contact for: general gifts to the Foundation, membership payments, tax receipts, stock transfer instructions, our website, events and meeting-related technical questions, general operations inquiries, vendor inquiries.

Aki Shibuya is the Operations & Technology Manager of Washington Women's Foundation. She joined the team in 2017 after working several years with Asian Americans/Pacific Islanders in Philanthropy (AAPIP), a San Francisco Bay Area-based national membership organization dedicated to expanding and mobilizing philanthropic and community resources for underserved AAPI

communities. Locally, Aki volunteers with Densho and is a member of Social Justice Fund, where she participated in the 2018 Coalitions and Alliances Giving Project. Aki currently serves on the Board of Directors for NTEN and is an Emerging Leader with Technology Association of Grantmakers (TAG) and the U.S.-Japan Council. She has an M.S. in Information Management from the University of Washington, an M.A. in South East Asian Studies with distinction from the School of Oriental and African Studies (SOAS) at the University of London, and a B.A. with honors in History from Grinnell College. Aki joined the WaWF transformation to build relationships with leaders in the community, so that together, the collective can make greater impact than what one individual can do alone.



ISABELLE SHIVELY

Programs & Communications Associate
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Contact for: becoming a member, membership renewals, registering for programs or events, attending programs or events, social media and email newsletter.

Isabelle Shively is the Programs & Communications Associate at Washington Women's Foundation. She joined the staff in 2021 after working with the Jesuit Refugee Service, an international humanitarian organization accompanying forced migrants, and Sahar, a Seattle-based nonprofit promoting girls' education in Afghanistan. Originally from Duvall, Washington,

Isabelle earned a B.A. in International Studies from Loyola University Chicago and M.S. in International Public Service from DePaul University. She also has a postgraduate diploma in Human Rights and Forced Displacement from the United Nations University for Peace. Isabelle is part of the WaWF transformation because she believes that collective action drives community change and social, economic, and environmental justice.



AVIVA STAMPFER

Senior Grants Program Manager
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Contact for: any of the Foundation's grantmaking activities, grantmaking criteria and applications and timelines, how to join a grantmaking committee at the Foundation, how to join the Foundation's Grantee Engagement Team (formerly IAC).

Aviva Stampfer is the Senior Grants Program Manager at Washington Women's Foundation. Born in Portland, Oregon, Aviva joined the staff in 2017 after moving to Seattle from New York City. In NYC, Aviva worked at the Natan Fund, a giving circle that funds Jewish and Israeli social innovation. As part of her work with Natan, she helped build and manage Amplifier, a global

network of giving circles inspired by Jewish values. Aviva earned a B.A. in Urban Studies at Barnard College. Locally, she is a member of Social Justice Fund, a graduate of Leadership Tomorrow (class of 2020) and on the steering committee for the Seattle chapter of Emerging Practitioners in Philanthropy (EPIP). Aviva is a part of the WaWF transformation because she believes in the power of collective giving to make systemic change.

IN ALL THINGS, WE WILL

Build relationships + Elevate or amplify the power of all who identify as women + Advance equity

Enter partnerships and conversations with a learning mindset + Support and celebrate each other + Counteract the systems built and maintained by systemic oppression

Be bold + Embrace discomfort + Be in community + Share power



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