

# Impact 100 Seattle

2022 Annual Report



# A note from our president

Dear Members and Friends,

On June 6 2022, at the Impact 100 Seattle annual meeting, we completed our third grant cycle and awarded \$157,000 in grants to **Global Perinatal Services, Project Be Free, and The Good Foot Arts Collective**. This year marked the first time we'd been able to hold this event in-person, and it was there that, for the first time, I truly felt the power of what we have built together.

At the heart of Impact 100 Seattle is the belief that when we bring women together, we can move mountains. It's when we come together that we can truly see the ripples of our work – more than granting, it's the connections we've built and the insights we've shared that make Impact 100 Seattle what it is. Veronica Law, the Co-Chair of our Nonprofit Relations Committee said it best: "To me, human impact is defined by the collective experiences of who we meet, what we see, and how we react."

In this report you'll see the details of our work in 2022. You'll read about our membership growth, expanded Impactship program, social and educational events that our all-volunteer leadership team organized. You'll also see an evolved Vision, Mission, and Beliefs based on what we've learned in the last three years. And, you'll see the names of women who volunteered their time to take part in bias training, read all 50 grant applications, and worked through the process of narrowing them down to our three Grantee Partners.

As I write this, we are about to kick off the 2023 grant cycle. I encourage every member to get involved this year. Come as you are, give what you can. You can join the Grant Review Committee, participate in a panel, or attend a happy hour. Our Grantee Partners, donors, and friends: we hope you too can connect with us at one of our virtual or in-person events. I'd love to see you, hear your story, learn, and laugh together. I know we can lift each other up and maybe create a ripple that will lift others with us.

At the annual meeting, we asked our members to share something about themselves. There were some light-hearted tidbits. "I climbed to the top of the Golden Gate Bridge in the middle of the night." Others shared their stories "I am an abuse survivor, a writer, a mother and a work in progress. A feminist and leader of women." And there were those who told us why they joined us: "I have missed meeting people, interacting with people, and am so happy to have found this group of amazing women and opportunity to give back." Thank you all for sharing. I am humbled and inspired. I am thankful for every single person that I have met through this journey. Impact 100 Seattle has been shaped by each and every single one of you. Thank you for your bold commitment to our vision and the Puget Sound Region. Thank you for all that we have achieved together. I hope this annual report is a celebration of the community we've built and the ripples that we've created.

With Gratitude,

*Anna Graves*



# Our Vision

At Impact 100 Seattle we envision a world where nonprofits spend time transforming communities, not fundraising.

# Our Mission

We harness the collective power of diverse women to support and amplify the work of local community-based organizations, through high impact grantmaking and relationship building.

# We believe in...

***Trust-Based Grantmaking*** – *The organizations we partner with know best how to use our funds; we support their efforts.*

***Supporting Transformative Change*** – *Lasting change requires communities to address the root causes of systemic inequities.*

***Amplifying Voices*** – *We spotlight achievements of small, community-based organizations through grants and long-term relationships.*

***Long-Term Relationships*** – *It takes time to make an impact, and we're in it for the long haul.*

***Diversity*** – *We actively engage the perspective of a wide variety of lived experiences, so we all learn and evolve.*

***Equity*** – *Each member has a single vote, regardless of her level of contribution.*

***And that when joined together, women can move mountains*** – *We are more than the dollars we give.*

# How it Works

Each year, we partner with three local nonprofit organizations and support them with unrestricted grants (one \$100,000 grant, and two smaller ones). In addition to providing funding, we support our partners beyond the check by employing the skills, connections, and resources of our diverse membership.

In our work, we are guided by the principles of trust-based philanthropy through which, we hope to address some of the unhealthy power dynamics in traditional philanthropy.

## Our Granting Philosophy

IN OUR WORK, WE ARE GUIDED BY THESE PRINCIPLES:



### TRUST-BASED PHILANTHROPY

We work to move power toward those closest to community needs while reducing their burden.



### PARTNER FOR TRANSFORMATIVE CHANGE

We support community-based organizations that address root causes of social issues and disparities.



### EMBRACE RISK

We reward and encourage new ways of thinking and acting to increase resilience and impact.



### LISTEN, LEARN, AND EVOLVE

We are on a learning journey with each other and our partners.

*This process that is based in trust based funding has allowed the creation of connecting to philanthropy in a very different way, what has felt more like the extension of our organizational family. Each event and thoughtful connection has allowed us the opportunity for growth and further cultivation of our mission and for that we feel supported, seen and are so thankful!*

*~Katya Wojcik, Project Be Free*

# 2022 Grantee Partners

## GLOBAL PERINATAL SERVICES

PREGNANCY, PARENTING & BEYOND

**\$100,000 Grant**

### **Global Perinatal Services (GPS)**

is a birth equity organization whose mission is to provide community-based doula services that will educate, respect, and empower Black, refugee, and immigrant women and their families during pregnancy, birth, and into early parenting.



## PROJECT BE FREE

**\$28,500 Grant**

### **Project Be Free (PBF)**

provides crisis response to individuals affected by Domestic Violence. They utilize partnerships that allow support of mental health needs to increase advocacy and promote individual wellbeing. Their immediate response services and therapy methods work towards breaking the cycles of generational trauma.



**\$28,500 Grant**

### **The Good Foot Arts Collective**

prevents youth violence through arts education and equips youth to end relationship violence before it begins. The Good Foot combines in-school programs with hip-hop street credibility to drive a culture shift of NO tolerance for abuse—preventing relationship violence before it starts.

Grant Pool:  
\$125,000

# 2021 Grantee Partners

Updates



Duwamish River Community Coalition rebranded from their cleanup committee origins to emphasize the intersectionality of environmental justice. They continue their focus on vital programming like the Duwamish Valley Youth Corps, Youth Leadership Council, and their Climate Justice Platform.



The Good Foot kicked off new mentorship pathways for youth in South Seattle, including C.L.A.Y. Advocacy, NO Excuses Campaign, organizing, and arts mentorships. It also secured a new space for their community with the help of an Impact 100 member.



FEEST increased capacity and a shift in focus from advocacy to organizing, with the continued goal of facilitating systemic change in schools. Impact 100 funding allowed for innovation and a deepening of FEEST's youth-led practices, bridging the gap in funders supporting this type of work.

Grant Pool:  
\$100,000

# 2020 Grantee Partners



Somali  
Family Safety  
Task Force



Para Los Niños



EAST AFRICAN  
COMMUNITY SERVICES



COMMUNITY  
PASSAGEWAYS

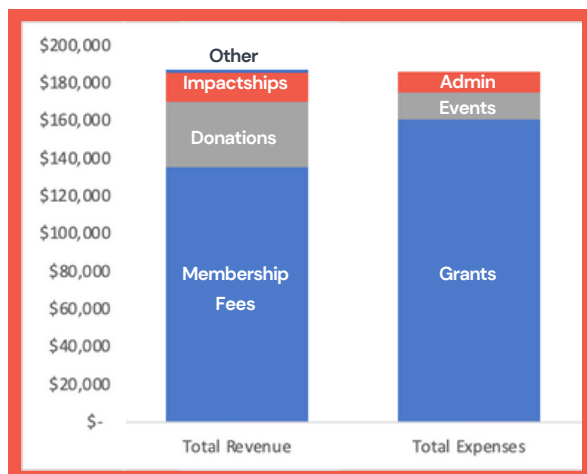
# Our Progress



I learned about Impact 100 Seattle through The Seattle Times article and was immediately intrigued by the trust-based philanthropy model. From the first meeting I joined, I knew I had met a group of kindred spirits and have greatly enjoyed getting engaged in the Communications Committee and learning about our Grantee Partners.

-Ginny Hoban, member

## 2022 Financials



- \$187,051 Total Revenue
- \$185,518 Total Expenditures

## Priority #1:

Ensure organizational sustainability by establishing systems, processes, and culture that outlasts the current leadership

- Updated organization vision and mission to reflect an evolving understanding of our role in the community.
- Created clear priorities to help us focus resources.
- Identified organization beliefs to help guide our decision making.
- Invested in a new website and CRM system to facilitate day to day operations.
- Added a community representative to the Board of Directors.

## Priority #2

Develop strategies to ensure a consistent base of over 100 diverse members

- Surpassed goal of 150 members (157) for the 2022 grant cycle, +25% vs. 2021.
- Nearly doubled the number of Impactship recipients to 22 from 13.
- Held first in-person Annual Meeting and Vote.
- Organized a member education event on personal giving and impact investing.
- Hosted 3 summer happy hours.
- Held 11 Wellness Week Events.

# Our Progress



Impact 100's transparent and respectful grantmaking bodes well for long-term relationships with nonprofits based in trust and a common purpose to serve the under-served. ~Don Doering



## Priority #3

Develop programs to deepen our support of the Puget Sound nonprofit community

- To date, awarded over \$380,000 to local nonprofits.
- Continued to refine the grant application and selection process to reduce the time and effort required by nonprofits and eliminate bias.
- Based on nonprofit feedback, launched "operation cafe" with the goal of educating the nonprofit community on topics that are of interest to them.
- Hosted 2 nonprofit partner events, including 1 in-person panel, enabling our Grantee Partners, members, and friends to come together.
- Created a 'buddy system' for Grantee Partners to facilitate their engagement with our members.
- Amplified the messages of Grantee Partners via our social media channels.
- Helped beyond the check via Wishlist Wednesdays, gift and coat drives, as well as hands-on help.
- Impact 100 members joined boards of Grantee Partners and past applicants.

Unrestricted funds from IMPACT 100 meant we can channel the funding to where we needed the most. Our Doula certification program has been made possible by this unrestricted funding. The program is thriving and Washington now has a local certifying body.

~Faisa Farole, Global Perinatal Services



# What People Are Saying...

Making an impact is about making a better tomorrow. It is important to me because I have to leave the world a better place than I found it. I love that Impact 100 has listened to grantees and is willing to be responsive and respectful to those that are doing the work every day.

-Silvia Giannattasio-Lugo, Member

The GRT was a great way to get connected to the Impact 100 community in my first year of membership. I learned about so many community organizations doing amazing work! I also really appreciated the GRT's attention to equity and mitigating bias in grantmaking.

-JulieAnne Behar, GRT Member

My entire life has changed ever since I started the Youth Collective. Academically as well, growing in relationships and understanding people, my feelings. [...] I feel like I've learned so much in even the small situations I've been a part of here at The Good Foot. It's given me such a safe space, this is a place I call my 2nd home."

-The Good Foot Arts Collective Youth Scholar

As they say "Miracles happen when someone cares enough to act." Impact for me is being that miracle in someone's life. It could be as simple as a timely compliment, a cup of water, a smile or a trust-based grant to a struggling nonprofit. I'm always a miracle waiting to happen. It doesn't have to be costly or complicated. I just have to be intentional. Impact 100 is making miracles everyday through its members

-Ndudi Chuku, Member

You don't need to have any prior experience with grants or grant writing, just an interest in participating in the process. We were given a great training about unconscious bias before beginning our review, and the virtual "package" of applications were well organized and easy to access.

-Dascha Bright, GRT member



# Thank you to the volunteers that make our organization run

## 2021/22 Leadership Team and Board Members (\*)

Alicia Alberg  
Lilly Berry  
Krista Davis \*  
Elizabeth Geri \*  
Anna Graves \*  
Virginia Herrera-Paramo \*  
Brianna Humphreville \*  
Anne Janda  
Jennifer Larson \*  
Mary Lloyd  
Katrina Russell  
Nirupa Shah \*  
Maia Suhr \*  
Sarah Sung  
Rhonda Tilford  
Melissa West

## 2022 Grant Review Team and Grant Leadership Team (\*\*)

Jessamy Almquist  
Kim Armstrong  
JulieAnne Behar  
Gretchen Boehm  
Dascha Bright  
Erin Cassidy  
Julia Clarke  
Krista Davis \*\*  
Nicole DeCario  
Barb Gauld  
Elizabeth Geri \*\*  
Anna Graves  
Kelly Griffith-Bauer  
Julia Hitch  
Brooke Krekow  
Jennifer Larson \*\*  
Anne Malmo  
Karyn McKelvey  
Aricca McReynolds  
Cadence Miller  
Heidi Narayan  
Meghan Patino  
Marijo Ratcliffe  
Angela Rogiers  
Katrina Russell  
Nirupa Shah  
Hadyra Stinebuck  
Geneva Stolze  
Rhonda Tilford  
Melissa West \*\*  
Marianne Wong \*\*

## Thank you to those that lend their time and talent

Personal Giving and Impact Investing experts for helping us consider what we can do to invest more responsibly (**Cameron Barsness, Tresa Thomas Massiongale, Michelle Mathieu**)

Clark Nuber for providing invaluable nonprofit accounting expertise to our nonprofit community (**Candi Avery, Sharon Corlett, Sarah Elizabeth Jones**)

**Don Doering** for providing insight on grant writing to our nonprofit community and working with Impact 100 on improving our grants process

## Thank you to our event sponsors

