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✂ Cut here and frame me!

Annual Report

2021-2022



Photo courtesy of Portland Harbor Community Coalition (PHCC)

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2021-2022 By-the-Numbers

\$43,100,000

received in
government
grants (to be
granted out
between
2023-2025)

\$3,391,180

total amount
granted out in
2021-2022

\$250,000

How much our
DMFs moved
to grantees

165

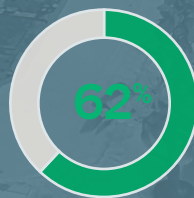
total grants
awarded

+3

staff grew
from 7 to 10
people



of our General
Fund Grant
dollars went to
groups with a
budget under
\$500,000



of our General
Fund Grant
dollars went to
groups **outside**
the Portland
metro area



of our General
Fund Grant
dollars went to
BIPOC-led
groups



of our grant
making dollars,
or **\$451,870**
went to Tribal
communities



of total
dollars were
granted out
in the last
3 years!

1976

\$29,452,762

total amount we've
granted out **since 1976**

2019 2022

\$11,228,449

total amount raised and
granted out **from 2019-2022**

The Power of Our Model is in Its Contradiction

Fiscal year 2021 - 2022

Friends and Relatives,

Artist Anthony Hudson (Confederated Tribes of Grand Ronde) says of their work, *“I’m interested in the edge – that line between satire and sincerity, between critique and reification – as a site where transgression and transformation occur.”*

It’s a reflection that has resonated with and inspired me for years. The description of a place where things break down, where there’s both confusion and truth, where our compasses spin and it may be unclear where we are going. It’s one of my favorite spaces.

If you know me, you know I love conflict (not the violent kind). I love dissent, disagreement, and process in trusted spaces that pushes us to interrogate our positions on issues while staying centered and remaining in relationship to one another.

By acknowledging our kinship, interdependence, and interconnect- edness as we work together – maybe not always on exactly the same side on every issue – we can still push forward towards justice together. There is a particular magic that happens in spaces like this, where movement wins and losses are

defined, refined, celebrated, interro- gated, and mourned. When this work is done well, we learn as much, if not more, from failures as we do from success.

We’ve embraced this philosophy and approach organizationally over the last three years since we all joined the staff. As a result, we’ve interrogated the “way things were” and why, and ultimately grappled with and came to terms with critical challenges that could no longer be ignored. We recog- nized that changes were necessary, though some have been challenging for the people who have known and loved this organization over its 46 years.

I’ll be honest, some of what we’ve heard in response can only be categorized as “unhappy feedback” from some in our field. But what we’ve gained is far more valuable: we’ve created an inclusive home for the movement for justice in philanthropy where there wasn’t one. And this time and space of transformation is more critical than ever.

This annual report may challenge you – and we invite you into that space with us. In this report we present not only our accomplishments but our lessons and reflections on what it means to be in service to the movement and ultimately, in pursuit of justice. Through embracing contra- diction and conflict, we’ve been able to achieve what was unimaginable only three years ago.

As a staff, we co-created a new mission, vision, and values that

helped redefine our work, beliefs and the future we’re working to build. We started decolonizing our work and switched to a four-day work week. We granted nearly \$3.4 million to more than 160 grassroots organizations and Tribes across the region. And we set up systems and practices to administer \$43.1 million in govern- ment funding over the next two years, including \$15 million to seed fund one of the country’s largest publicly funded abortion funds. And we’ve done all this since July 2021!

You may often hear that “now” is the critical time, but friends, that time for us really is now. If it feels like the future hangs in the balance some days, it’s because it does – and our work is to act now, to act boldly, to be brave. Now is the time to dream auda- ciously, and to realize those dreams through organizing and action.

So, buckle up, hang on, and dive in. We welcome the opportunity to join you in discomfort and conflict, and to embrace contradiction. We welcome your feedback and kinship as we learn and grow – and look forward to hearing from you.

In love and justice,



Se-ah-dom Edmo
(Shoshone-Bannock,
Nez Perce and
Yakama)
Executive Director

Our New Mission, Vision, and Values

When we grew from MRG Foundation to Seeding Justice, we took that moment in our history to pause and reflect on who we have been and who we want and need to be in order to serve the movement for justice in the years to come.

The Seeding Justice staff spent the better part of three days in October 2021 diving deep into the threads of our shared values that have shaped the organization since our inception in 1976 – and 1986, 1996, 2006 ... all the way to today and looking ahead to 2076. What we found was a rich tapestry of love, care, and commitment to our people and those who have carried our movement for nearly five decades.

By the end of those three days, we had created a refreshed mission and vision, as well as the underlying values that are the foundation and center of all that we do, that will help guide our decision-making into the future.

Our Mission

We build collective power by transforming philanthropy and funding movements, in the pursuit of justice and liberation for all communities.

Our Vision

We envision a world of imagination, joy, and abundance where everyone has enough, and no one has too much; where every living being is truly free.

Our Values

● **Community**

We are our communities and will only thrive when we work in service to them. We center our communities in our work and are guided by their needs in all that we do. A world of liberation is only possible when we see, hear, understand, and value our relationships and each other; link arms and build power together; and take collective action.

● **Audacity**

We boldly strive for justice and liberation as a daily practice; we question, push back, and courageously take risks. We are fearless in our commitment to learning, celebrating our successes and embracing our failures along the way.

● **Contradiction**

As a grantmaking organization, we embrace the power we hold to support and resource our communities, and also challenge the existence of a philanthropic sector that operates under capitalism and disproportionately benefits those with wealth.

● **Justice**

In our bodies, pain indicates that something needs attention and care. In our work the pain of injustice in our communities also needs tending to; we are committed to healing it, as we reimagine and transform systems in the process.

● **Transformation**

We reject status-quo philanthropic models that are extractive, unaccountable, and undemocratic. We commit to work over generations as we challenge, disrupt, transform philanthropy, and redefine who has power within it.

Abortion policies and access after Roe v. Wade was overturned*

*State policies in effect as of 10/24/22
Source: Guttmacher Institute;
<https://states.guttmacher.org/policies/>

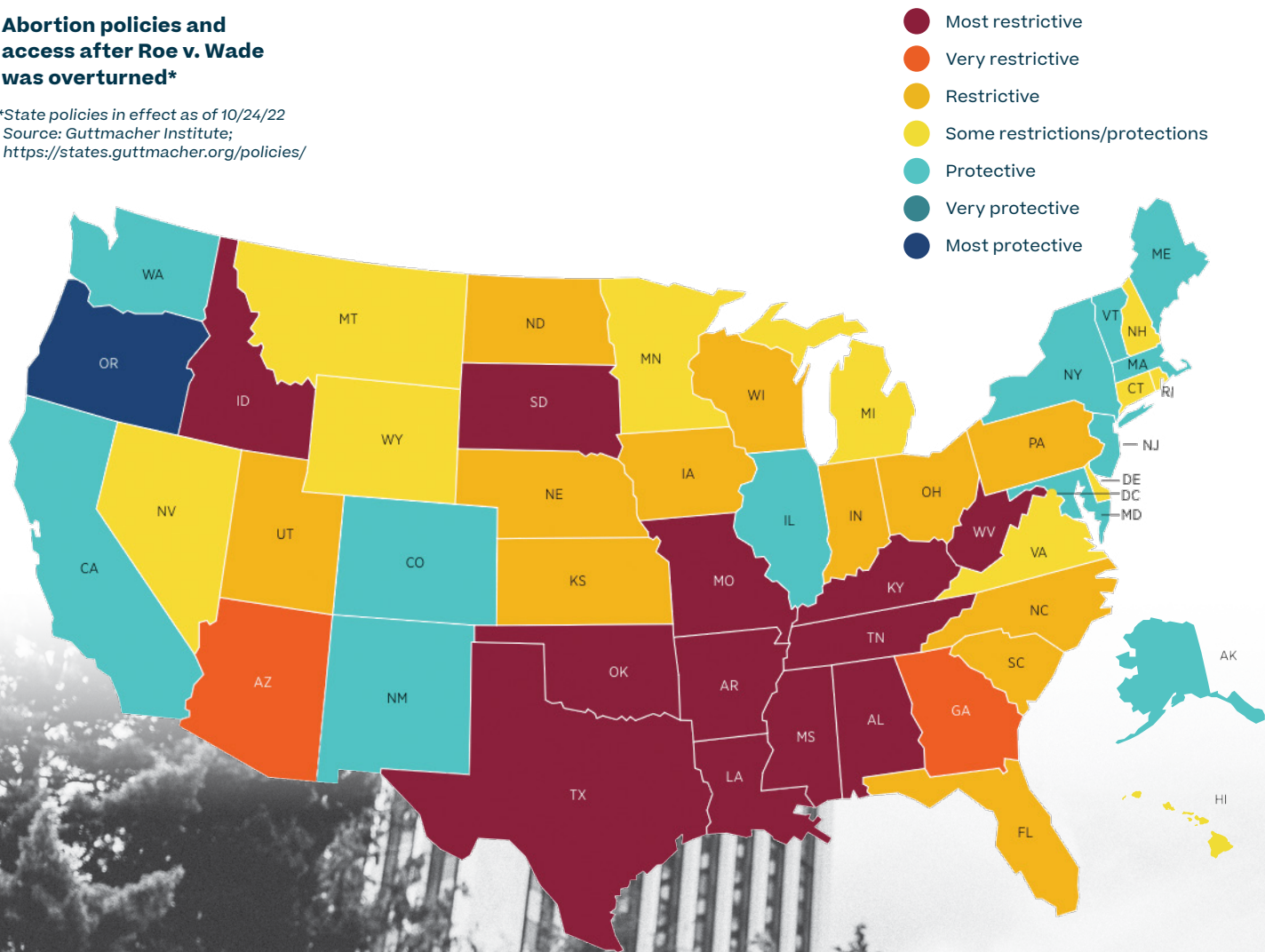


Photo courtesy of Pro-Choice Oregon

A Post-Roe America

We knew the loss of abortion rights was imminent, but that didn't make it any less traumatic.

At the beginning of 2022, Seeding Justice was asked to support five reproductive rights advocates — ACLU of Oregon, Forward Together, Northwest Abortion Access Fund, Planned Parenthood Advocates of Oregon, and Pro-Choice Oregon — to administer state funding to support Oregon's reproductive health infrastructure. Because even then, we knew the Supreme Court was gearing up to overturn Roe v. Wade.

In March, the Oregon Legislature approved the creation of the Reproductive Health Equity Fund with a \$15 million investment. The Fund, administered by Seeding Justice, is one of the largest publicly funded abortion funds in the country. Currently, Oregon has the most protective abortion laws of any state.

Through the Reproductive Health Equity Fund, our charge is to provide access to essential reproductive and gender-affirming care throughout the state. We are working to expand equitable access across Oregon's

health care infrastructure to support the communities who have struggled to access abortion care long before the Supreme Court decision came down, including people affected by poverty, people of color, immigrants, folks who are two-spirit and LGBTQ+, and people who live in Tribal and rural communities.

The Fund, administered by Seeding Justice, is one of the largest publicly funded abortion funds in the country. Currently, Oregon has the most protective abortion laws of any state.

Although this is the first year Seeding Justice has agreed to administer government funding, we have been a trusted partner in the reproductive justice movement for decades, providing seed funding for groups beginning in the 1990s. In fact, one of those initial grants in 1990 was awarded to Pro-Choice Oregon, now

one of our Reproductive Health Equity Fund partners, 32 years later.

Solutions designed by affected communities are the most effective because these communities understand best the impact health disparities have on their lives, and are able to create solutions that will actually speak to their needs. Investments like the Reproductive Health Equity Fund are also critical because when they are led by those most impacted by injustice, they set precedents; they become playbooks for further public and private investment to actually close gaps in services that we as a society ought to be providing in order to care for our people.

Currently, RHEF is preparing to grant funds in 2023. In the meantime, we are building out the steering committee and the Fund's values, bringing in community partners, and creating an application and guidelines for grantees.

Visit our website for more info.



Our 2021-2022 Lilla Jewel Award Winners

The Lilla Jewel Award—named in honor of artist, radical feminist, and suffragist Lilla Jewel nearly 25 years ago—was created to address the inequities and injustice prevalent within our current patriarchal, white-and-male-dominant art sector. By resourcing and amplifying their work, the award hopes to support and give voice to Oregon-based women artists and other artists of marginalized genders who advance a social change message through their work. **This year, we are excited to announce: writer and DJ Emilly Prado and multidisciplinary artist May Maylisa Cat!**



Emilly Prado

Emilly Prado is a writer, DJ, and community organizer based in Portland, Oregon. Her debut essay collection, *Funeral for Flaca*, has been called, “Utterly vulnerable, bold, and unique,” by *Ms. Magazine* and is a winner of the 2022 Pacific Northwest Book Award. She is a Blackburn Fellow and current MFA Candidate at Randolph College. Emilly is the co-founder of the BIPOC-centered arts non-profit, Portland in Color, and also moonlights as DJ Mami Miami with Noche Libre, the Latinx DJ collective she co-founded in 2017.

Learn more about Emilly on social media @emillygprado.

AN EXCERPT FROM “MAD” FROM FUNERAL FOR FLACA

I don't know if I know what forgiveness is.

I know what it is not: an apology or accountability.

*“The journey to release all grudges, to relinquish the quest for revenge, and to let go of the fantasy of what might have been, is one of the most difficult spiritual challenges we will ever face,” Oprah Winfrey says of forgiveness on her podcast *Super Soul Conversations*. “The other side of forgiveness is freedom.” I think this sounds nice.*

When I was in fifth grade, Mrs. Rook assigned a state research project to our class. We could pick any state except California. The coolest ones were claimed first: Hawaii, New York, Texas, Alaska. I kept my noodley fingers crossed and got my pick: Illinois. The state my Papi lived in. My Mami took me to Walgreen's and let me get the thick fancy black foam board and sheets of thin red, white, and blue. I made the poster post-9/11

patriotic. I cut out squares and stars and used our printer instead of my messy handwriting to make sure my message was clear. I used AOL and checked out nonfiction books from our school library. I covered my ground: state flower, motto, flag, nickname, governor. I picked Oprah Winfrey for ‘famous person.’ I wrote that Oprah grew up in poverty and was raised by a single mom. She was raped as a child. Then she became one of the richest celebrities through her own hard work, her own version of an American dream.

*I wrote that me and my mom watched *The Oprah Winfrey Show* together, which (in 2001) had been on television more than one-and-a-half times as long as I'd been alive. Oprah helps people with her show. At that time, she had lived in Chicago for 17 years and would live there for another decade.*

I get a ‘B’ on my project because Oprah was not born in Illinois. I still haven't forgiven Mrs. Rook.



Listen to Emilly's Funeral for Flaca playlist while you read



May Maylisa Cat

May Maylisa Cat is a multidisciplinary artist whose work spans new media, performance art, sculpture, and installation. She grew up in Chicago and graduated from Cooper Union School of Art in New York.

May has attended residencies at Chautauqua Visual Arts, Santa Fe Art Institute, Fountainhead Arts, Pilchuck Glass School, Wassaic Project, Caldera Arts, and many others. She has spoken as a guest lecturer for Carnegie Mellon University School of Fine Art in Pittsburgh; Yale School of Art in New Haven, CT; Cooper Union in New York; and as a teaching artist for Caldera Arts in Sisters, OR.

Learn more about May Maylisa Cat: maymaylisacat.cargo.site



Fok Fok Industries is a multidisciplinary project utilizing copycat branding and intellectual property loopholes as a Trojan horse to examine capital, self-Orientalization, and gastronomic exploitation in response to the white-owned Thai restaurant franchise PokPok. It incorporates art interventions and worldmaking performances in the style of faux reality TV shows, using humor to interrogate the commodification of cultural artifacts. Through speculative fiction, it reveals uncomfortable systemic truths after luring viewers into a surreal word. As it continues to evolve, the project engages with issues of digital and transnational identity through the use of contemporary protest language from Southeast Asia.



Photo courtesy of Black and Beyond the Binary Collective

Radical Philanthropy

Everything you thought you knew about philanthropy is wrong.

Philanthropy has always been about more than just giving money away.

For status quo philanthropy – like corporate foundations and community foundations – it’s about public relations, appearances and, at its core, maintaining a brand as well as building and maintaining wealth and influence. Their grants are not aiming to change the world; they’re simply maintaining a structure that ultimately benefits them.

Mainstream philanthropy has always existed both as a product

of, and as a method to preserve, white supremacy, neocolonialism, capitalism, and all the other systems of oppression that are enemies to humanity. Status quo philanthropy has never been able to produce meaningful results because it exists within those systems and serves to perpetuate them.

The model of philanthropy we’ve been sold is a lie: It’s not just individuals and institutions, but whole systems of institutions that serve to protect and preserve their existence by creating

and manipulating entire areas of tax codes and laws. And it's sold with a narrative so powerful that our society has bought into the lie that this is normal and good, and the only way things can or should be done.

For Seeding Justice, THAT is what is radical: The lengths to which corporations and status quo philanthropy will go to protect white wealth and power – from the “origin story” of philanthropy “being born” of the largesse of the robber baron forefathers of late-stage capitalism like the Carnegies and the Rockefellers, to the foundations and financial institutions that have hoarded nearly \$1 trillion, stashed in donor-advised-funds without giving any of it away.

Today, inflation is the highest it has been in 40 years; the supply chain is breaking down; an actual living wage is nearly twice Oregon's minimum wage; and an unprecedented and pervasive rise in White nationalism and religious extremism threatens our communities, democracy, and basic human rights.

Plainly, our systems cannot continue this way. Doing business “as usual” is no longer acceptable — that's what got us here in the first place. We can no longer expect different results from taking the same action over and over.

Seeding Justice has actively pushed against all of these systems and

narratives since our founding and because of that, we have been able to imagine and create a different future.

This kind of “doing business differently” hasn't made us popular with many of our more mainstream peers. We're no strangers to criticism: we've been called radical, naive, Pollyannas, and “too small to make a difference.”

Our systems cannot continue this way. Doing business “as usual” is no longer acceptable — that's what got us here in the first place. We can no longer expect different results from taking the same action over and over.

But as a community-embedded organization, who has consistently responded to community calls for nearly 50 years, we've been able to make waves far larger than the stones we've thrown.

In the last three years alone, we've raised and granted almost \$12 million dollars, an amount that represents roughly 38% of what Seeding Justice has granted out since our founding in 1976.

With that \$12 million, we've supported the community to build one of the country's largest mass mutual aid funds supporting undocumented people. We've created funding networks to support Tribal water rights across the state. We hold one of the largest public abortion funds in the country. Just our general fund grantmaking alone has invested more than \$2 million in grassroots-led organizations across the state.

That \$12 million number may seem small, but when you look at it relative to our size, and compare it to the grantmaking and operating budgets of our peers in mainstream philanthropy, it becomes clear that Seeding Justice grants out, proportionally, a much higher percentage of our assets.

We are proud of that higher percentage, but we are also always tempered by the knowledge that ultimately, it doesn't matter how much money you give away – what matters is how effectively you do it.

It's time to be honest about who we are. Seeding Justice is philanthropy at its most practical and effective. We represent the ideals and goals that philanthropy should have been embracing all along. Our hope and vision is that someday in the not-too-distant future, the rest of philanthropy will, too.



Photo courtesy of Pueblo Unido

Not Funding Overhead is Racist and Classist

If you have ever donated to an organization or cause, you may have heard that healthy non-profits “keep their administrative costs low.” In other words, for your contribution to really create the change you wish to see in the world, it must only go to the projects or programs, not to the people running them.

This has long been considered the perspective of a “smart donor,” but in truth, this practice is harmful and destructive.

The most impactful donations don’t just support programs: they are given without strings to support general overhead like buying work computers; paying for health insurance and the salaries of staff members; and paying rent and utilities. Unrestricted funds are what allow organizations to have the time and space to dream, build, and implement new programs that

continue to support our communities region-wide.

As an operating foundation, we’ve felt the pressure to try to keep our fundraising and administrative numbers as low as possible, because we know there are donors who believe the flawed narrative and think we are only doing a good job if our overhead is below 20 percent. So yes, it’s a system we’ve participated in. And we are done.

Our expense numbers have changed this year: our administrative costs increased from 3 to 11 percent of our total spending. This is, in large part, because we hired new staff and our work has expanded significantly, plus we are now the stewards of funds that are large enough to be landscape-altering for decades to come. Simply put, the work to support the movement has become more



Photo courtesy of PHCC



Photo courtesy of RAICES

complicated and costly, and it takes more staff and more time to do it.

We are okay with that increase. Administrative expenses should not be kept artificially low because the important work of advocating and caring for our impacted communities can't also be carried out off their backs. Placing restrictions on grants and donations means we and other nonprofits can't pay fair wages, can't care for ourselves and our families, and can't take the time to build the community relationships that are so crucial to our work. And it forces nonprofits to engage in a perverse race to the bottom that leads to exploited workers, turnover and burnout, and ultimately, ineffective programs. It's racist, classist, and signals a complete lack of trust.

Put simply, there is no program work without the staff members who carry

it out – the staff organizing legal clinics for queer folks (shout out to Trans*Ponder!), or registering people to vote (we see you, Next Up!), or, in

Placing restrictions on grants and donations means we and other nonprofits can't pay fair wages, can't care for ourselves and our families, and can't take the time to build the community relationships that are so crucial to our work.

our case, supporting our grantees and communities. But there's also a whole cast of other staff members who support that staff by raising

enough money to pay their salaries and healthcare, actually getting the word out about those grant opportunities, and keeping track of financials to make sure everyone – grantees included – are paid on time.

Without a salary or healthcare, that staff member who organizes legal clinics will not be able to survive under capitalism, much less continue organizing clinics. The truth is that all of our work IS interconnected. We are not each discrete systems, we are an ecosystem that needs every other living being to fully thrive, and survive.

Long-lasting, systemic, community-led change—unlike charity—takes time, resources, patience, and above all, vision. It's also the only thing that will result in a better world for everyone, today, tomorrow, and in years to come.

The Case for a Four-Day Work Week

Before European colonization, Indigenous communities the world over were ruled by the seasons and the pathways of the sun.

As colonizers sailed across the oceans, one of their tools of subjugation was imposing the concept of “time”: time as a vehicle of control, as a measure of productivity, and as a way to serve the wealthy, property-owning, and ruling classes that benefited from workers’ speed and efficiency.

The “40-hour work week” that is standard today across the United States is, reductively, the centuries-long distillation of those violent policies. In many sectors, it’s largely become the assumed minimum amount of work expected of “full-time” employees, as well.

Earlier this year, as a step towards decolonizing the ways in which we work, we decided as an organization to move to a four-day work week. Not only is a shorter work week better for business, but also better to sustain our work, each other, and ourselves.

To be fully transparent, we don’t have it all figured out either. Over the past year, our journey to a four-day work week transitioned from a “40-hour work week” to “no meeting Fridays” first. There were times we had to schedule meetings on those Fridays.

We’ve all, of course, worked late ahead of a major deadline.

In our time at work though, we embody care for ourselves and each other above everything else. More often than we care to admit in our working lives, shit happens. In Corporate America, it’s normal (encouraged even!) to ignore the aches and pains from our bodies and minds,

Our value as an organization and as people, we’ve decided, will no longer be measured by the number of hours we work, how “productive” we can be, or the delusional and deeply artificial “goals” capitalism demands of us.

and to only bring the “professional” parts of ourselves to work, all while suppressing that which ails us out of fear of retribution or bad performance reviews.

Our value as an organization and as people, we’ve decided, will no longer be measured by the number of hours we work, how “productive” we can be, or the delusional and deeply artificial “goals” capitalism demands of us. Our

value is in our people and the communities we serve – and to whom we are accountable – being healthy, whole, and cared for.

Decolonizing our time and our pay and working four days a week presents an opportunity to reclaim our time, energy, and value from the industrial-capitalist system that was built on the ruthless extraction of labor from our bodies, a practice that continues still to this day.

For us, a four-day work week is about more than combating burnout or a quick-fix to boost productivity. It’s not about trying to pack 40 or even 32 hours worth of work into four days. It’s about doing what needs done or all that can be done, four days a week, without strict boundaries or administrations.

Even now, as we’re still making adjustments to this model, we recognize there will be times when something has to give.

At Seeding Justice, we strive to be people-first, as we do in all of our work. So when a midday headache strikes or end-of-week exhaustion (or exhaustion in general) bubbles over, we make sure to support each other, however we can.

The work, as we say, will always be there. If we don’t take care of ourselves and our communities, who will?

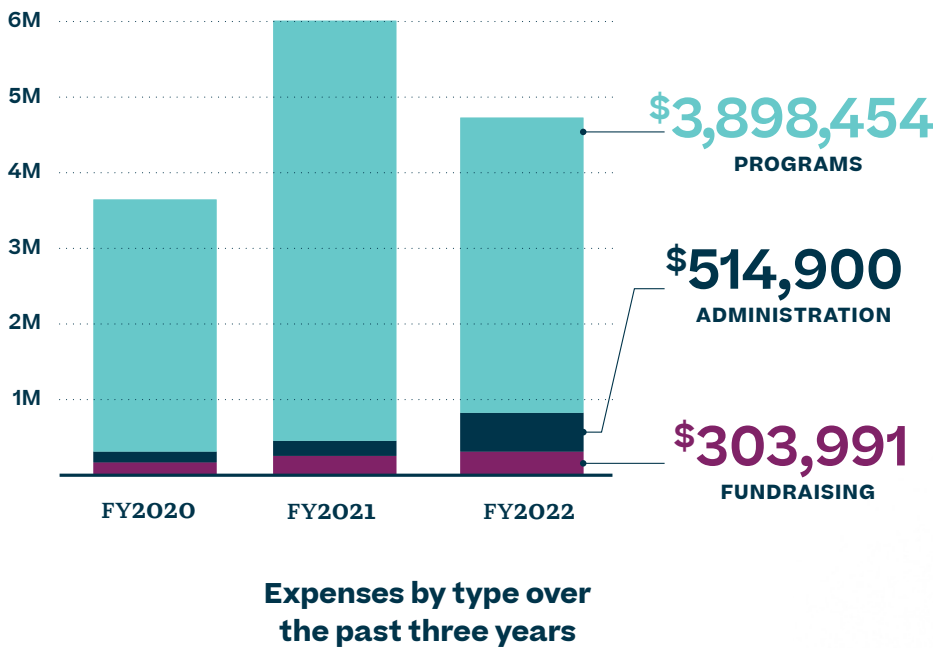
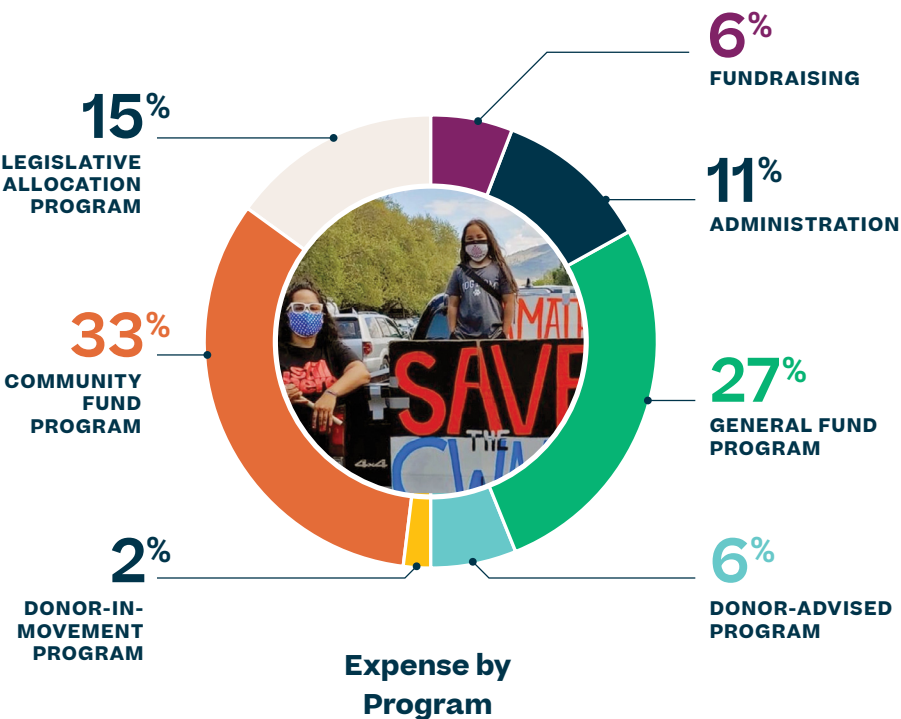


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Our value is in our people and the communities we serve – and to whom we are accountable – being healthy, whole, and cared for.

Our Expenses

Our purpose has and always will be to fund social justice movements to advance justice and liberation. This page highlights our expenses over the past three years as well as our expenses by program this year. We're a small-but-mighty team functioning on a very lean model. If you're curious about our Administrative numbers in particular, flip to page 11 to read more!



“

The truth is that all of our work is interconnected. We are not each discrete systems, we are an ecosystem that needs every other living being to fully thrive, and survive.”

Photo courtesy of Portland All Nations Canoe



Grants List

Two years into the pandemic, our grantees showed us the power of organizing and what intentional investing in community can do. Seeding Justice is honored to be in partnership with them as we fight together for disability, economic, environmental, gender, racial, and social justice, and our collective liberation.

We are proud to present our 2021-2022 Grantees:

General Fund Grants

Beaverton Black Parent Union	\$15,000	Komemmma Cultural Protection Association (abbreviation: KCPA)	\$11,000
Beyond These Walls	\$15,000	KPOV	\$5,000
Beyond Toxics	\$5,000	Latinos Unidos Siempre	\$15,000
Black & Beyond the Binary Collective	\$13,000	Red Earth Descendants	\$13,000
Brown Girl Rise	\$15,000	New Oregon Movement	\$15,000
Civil Liberties Defense Center	\$8,000	Nimiipuu Protecting the Environment	\$15,000
Coalición Fortaleza	\$17,500	Oregon Alliance for Gun Safety Foundation	\$8,420
Columbia Riverkeeper	\$3,000	Oregon DACA Coalition	\$13,000
Freedom To Thrive	\$13,000	Oregon Futures Lab Education Fund	\$19,000
Community Alliance of Lane County (CALC)	\$17,140	Oregon Native American Chamber	\$13,000
Critical Resistance Portland	\$8,000	Oregon Physicians for Social Responsibility	\$5,000
Dignity Village	\$15,000	Next Up	\$15,000
East Portland Resilience Coalition (EPRC)	\$15,000	Oregon Recovers	\$13,000
Edúcate Ya	\$15,000	Oregon Voice	\$15,000
Escudo Latino	\$10,000	Outgrowing Hunger	\$12,000
Friends of Family Farmers	\$10,000	Pacific Northwest Council of Water Protectors (PNWCWP)	\$15,000
Gather Repertory	\$10,000	PEWM Visions	\$15,000
Gordly Burch Center for Black Leadership and Civic Engagement	\$15,000	Portland All Nations Canoe Family	\$15,000

General Fund Grants

Portland Harbor Community Coalition (PHCC)	\$15,000
Portland Indigenous Marketplace	\$15,000
Portland State University Higher Education in Prison Program	\$5,000
Pueblo Unido PDX	\$15,500
Raíces de Bienestar	\$15,000
Red Lodge Transition Services	\$15,000
Rogue Climate	\$3,000
Samoa Pacific Development Corporation	\$5,000
Southern Oregon Coast Pride	\$13,580
Southern Oregon Under the Jackson County Community Services Consortium	\$15,000
The Kijani Collective	\$15,000
The UPRISE Collective	\$14,000
TischPDX	\$15,000
TransPonder	\$15,000
Tribal Democracy Project	\$15,000
United Pendleton Pride	\$7,000
Voz Workers' Rights Education Project	\$17,000
Washington County Ignite	\$15,000

Wild Diversity	\$15,000
Community Outreach through Radical Empowerment*	\$4,000
Community's Non-Profit	\$4,000
Haymarket Pole Collective	\$1,500
Independent Publishing Resource Center	\$4,000
Ka Aha Lahui O Olekona	\$1,000
Participatory Budgeting Oregon	\$4,000
Threads of Justice Collective	\$4,000

“

With the support of Seeding Justice, we give the most marginalized individuals of our community the tools to not just survive but to succeed.”

**HAILEY OCKINGA,
EXECUTIVE DIRECTOR AT
BEYOND THESE WALLS**

Community Fund Grants

Klamath Tribes	\$60,398
MetroPlus Association of Addiction Peer Professionals*	\$440,038
Western States Center	\$44,962
Confederated Tribes of Warm Springs	\$131,472
Coalición Fortaleza	\$31,747
Asian Pacific American Network of Oregon (APANO)	\$76,000
Consejo Hispano	\$69,640
Farmworker Housing Development Corporation	\$7,500
Northwest Workers' Justice Project	\$14,925
Oregon Interfaith Movement for Immigrant Justice (IMIrJ)	\$30,000
Rogue Valley Mentoring	\$511,678
Burns Paiute Tribe - Burns Paiute Tribe Economic Development Department	\$6,000
Climate Justice Initiative	\$6,000
Confederated Tribes of the Lower Rogue	\$6,000
First Foods and Family	\$6,000

** Amounts listed have been consolidated by grantee*

Community Fund Grants

Indian Country Today, LLC	\$6,000
Indigenous Peoples Power Project, IP3	\$6,000
Jim Pepper Native Arts Council	\$6,000
Komemama Cultural Protection Association (KCPA)	\$6,000
Nch'i Wana Housing	\$6,000
Nimiipuu Protecting the Environment	\$6,000
Portland All Nations Canoe Family	\$6,000
Portland Indigenous Marketplace	\$6,000
Red Lodge Transition Services	\$6,000
Signal Fire	\$6,000
Swinomish Indian Tribal Community, Community Environmental Healthy Program	\$6,000
Tananáwit	\$6,000
Warm Springs Community Action Team	\$6,000
Washington Environmental Council	\$6,000
Whiteswan Environmental (WE)	\$6,000
Willamette River Network	\$6,000
yəhaw' Indigenous Creatives Collective	\$6,000

Donor-in-Movement Grants

African American Alliance for Homeownership	\$5,000
Bark	\$1,000
Black & Beyond the Binary	\$500
Black Oregon Land Trust	\$4,500
Black Resilience Fund, a program of Brown Hope	\$2,000
Blanchet House	\$2,500
PTA Oregon Congress	\$2,000
Bradley Angle House	\$2,000
Budding Roses	\$500
Causa Oregon	\$1,000
Children's Community Clinic	\$1,000
Columbia Riverkeeper	\$1,000
Critical Resistance Portland	\$2,000
Direct Relief	\$2,000
Fistula Foundation	\$1,500
Immigration Counseling Service	\$2,000
Learning Academy	\$2,000
Max Higbee Community Recreation Center	\$500
Mobility International	\$1,000
Mudbone Grown	\$5,000

NAACP Legal Defense Fund	\$1,500
Native American Rights Fund	\$2,000
Native American Youth and Family Center	\$2,000
Neighborhood Partnerships	\$5,000
Outside In	\$2,000
Partners in Health	\$1,500
Portland Jobs With Justice Education Fund	\$14,000
RAICES	\$2,000
RE Sources	\$500
Rogue Farm Corps	\$5,000
S.T.A.R.S. Mentoring Program	\$1,500
Spread the Vote	\$2,000
Taking Ownership PDX	\$2,500
The New Georgia Project	\$500
TischPDX	\$500
Transitions Project	\$2,500
Voz Workers' Rights Education Project*	\$3,500
Wild Diversity	\$1,000
Women For Women International	\$2,000
Word is Bond	\$500

Donor-Advised Grants

1000 Friends of Oregon	\$2,000
ACCESS	\$15,994
Catholic Charities of Oregon	\$2,000
Coalición Fortaleza	\$20,000
Crater Foundation	\$20,000
De La Salle North Catholic High School	\$3,000
Deschutes Land Trust	\$4,000
Ecumenical Ministries of Oregon	\$1,000
Friends of the Columbia Gorge	\$1,000
Hacienda Community Development Corporation	\$1,000
JOIN	\$1,000
Josephine County Food Bank	\$15,994
Klamath-Siskiyou Wildlands Center	\$20,000
Latino Community Association	\$1,000
Native American Youth and Family Center	\$2,000
Oregon Environmental Council	\$4,000
Oregon Natural Desert Association	\$1,000
Pineros y Campesinos Unidos del Noroeste	\$1,000

Legislative Allocations**

Portland Piano International	\$1,000	African Youth and Community Organization	\$290,000
Reed College*	\$5,000	City of Gresham, Play Grow Learn	\$214,830
Rogue Advocates	\$10,000	Habitat for Humanity Portland Region	\$182,160
Rogue Climate	\$20,000		
Rogue Farm Corps	\$20,000		
Siskiyou Field Institute	\$20,000		
Siskiyou Mountain Club	\$20,000		
Southern Oregon Land Conservancy	\$20,000		
BASE Southern Oregon	\$20,000		
St. Andrew Nativity School	\$4,000		
State Voices	\$5,000		
The Library Foundation	\$2,000		
Vesper Meadow Education Program	\$10,000		
Virginia Garcia Memorial Foundation	\$1,000		
Voz Workers' Rights Education Project*	\$5,500		
Women's Foundation of the South	\$15,000		

****These government funds were granted out in partnership with Senators Kayse Jama and Chris Gorsek as part of American Rescue Plan Act funding.**

** Amounts listed have been consolidated by grantee*



Seeding Justice has been at the forefront of the movement for justice for 46 years. Join us.

With the support of people like you, we have been able to lead the movement for justice across the region. Without you, there is no Seeding Justice.

We were among the first funding partners for groups like Cascade AIDS Project, Black United Fund, Pineros y Campesinos Unidos del Noroeste (PCUN), Center for Intercultural Organizing (now Unite Oregon), Columbia Riverkeeper, Pro-Choice Oregon, and Trans*Ponder. We also funded the legal restoration of many terminated Tribes at a time no one else did.

We have opened funds to address urgent, critical issues as they

have arisen, including the Bigotry Fund (1994) for LGBTQ+ rights; our 9/11 Critical Response Grants (2002) to promote peace and fight Islamophobia; our Democracy & Rights Fund (2018); and the Oregon Worker Relief Fund (2020). And today, we are proud to hold the Reproductive Health Equity Fund for abortion care, as well as the Chúush Fund and the Ambo Fund for Tribal water rights.

For more than 46 years, we have centered and been guided by those closest to the pain of injustice, and believe that philanthropy was created to be in service to the movement and work in the pursuit of justice. For us, this is not a far-off goal, it is our everyday work.

We are at a critical point in the movement for justice – supporting nearly 200 non-profits across our region requires more than simply making grants; **what Seeding Justice provides our grantees and communities is a full spectrum of care and resources, including coaching, connection, technical assistance, a deep support network, and, of course, funding.**

In order for Seeding Justice to respond quickly and nimbly, we need your support. Your gift does so much more than fund the movement for justice – it helps transform our systems, and makes the future we envision possible.

The Gathering Circle

In 1976, Seeding Justice was born from an intentional gathering of people with wealth who wanted to change the world around them.

In honor of our roots as McKenzie River Gathering, we're excited to invite you to join **The Gathering Circle: a group of Seeding Justice family and community members who are interested in going deeper into the movement for justice**, and want to stay up-to-date with everything we are doing across the region. Gathering Circle members will be the first to know about our awards, new initiatives, and updates, and will receive invitations to workshops, events, and group conversations about the movement.

Join The Gathering Circle

You can join The Gathering Circle to stay connected to community by making a gift of \$1 or more and letting us know you would like to join. If you are someone who already donates regularly or holds a Donor-in-Movement Fund, you will automatically be included in The Gathering Circle (find more details online).



The Perks

- Quarterly updates on our work and our grantees
- Special invitations to donor conversations and other local events
- Invitation to the exclusive Gathering Circle reception prior to our Justice Within Reach spring gala
- Monthly newsletters
- Annual Reports
- Stickers and other cool merch
- Hugs and kisses (with consent)

Our People

BOARD OF DIRECTORS

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(Portland)

Monica Cho Brewer
(Portland)

Crystallee Crain

Ryan Curren
(Portland)

Liz Fother-Branch
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Lizzie Martinez
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Ana Molina
(Eugene)

Oblio Stroyman
(Eugene)

Jaylyn Suppah
(Warm Springs)

Esperanza K Tervalon
(Bend)

Kim Thomas
(Portland, now retired)

GENERAL FUND GRANTMAKERS

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(Portland)

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(Portland)

Camerina Galván
(Portland)

Ubaldo Hernández
(Hood River)

Ana Molina, Board liaison (Eugene)

Bruce Morris
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(Portland)

Davis Esther Rose
(Corvallis)

Alessandra de la Torre
(Medford)

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RaShaunda Brooks
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Michelle Fujii
(Portland)

Marilyn Keller
(Portland)

Dawn Jones Redstone
(Portland)

Tazha Williams
(Portland)

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(Portland)

Alessandra de la Torre
(Medford)

Davis Esther Rose
(Corvallis)

SINCE TIME IMMEMORIAL FUND GRANTMAKERS

Cleora Hill-Scott - Crow, Sioux, Pawnee
(Seattle)

Buck Jones - Cayuse-Umatilla
(Columbia River Gorge)

Tam Lutz, MPH, MHA, CPST - Lummi
(Beaverton)

Jaylyn Suppah, Board liaison - Confederated Tribes of Warm Springs
(Warm Springs)

Shilo Tippet, Ph.D. - Confederated Tribes of Warm Springs
(Madras)

STAFF

Rachel Alm
(Bend)

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(Portland)

Wendy Cluse
(Portland)

Se-ah-dom Edmo - Shoshone-Bannock, Nez Perce and Yakama
(Gresham)

Sandee Huang
(Portland)

Jude Perez
(Portland)

Violeta Rubiani
(Portland)

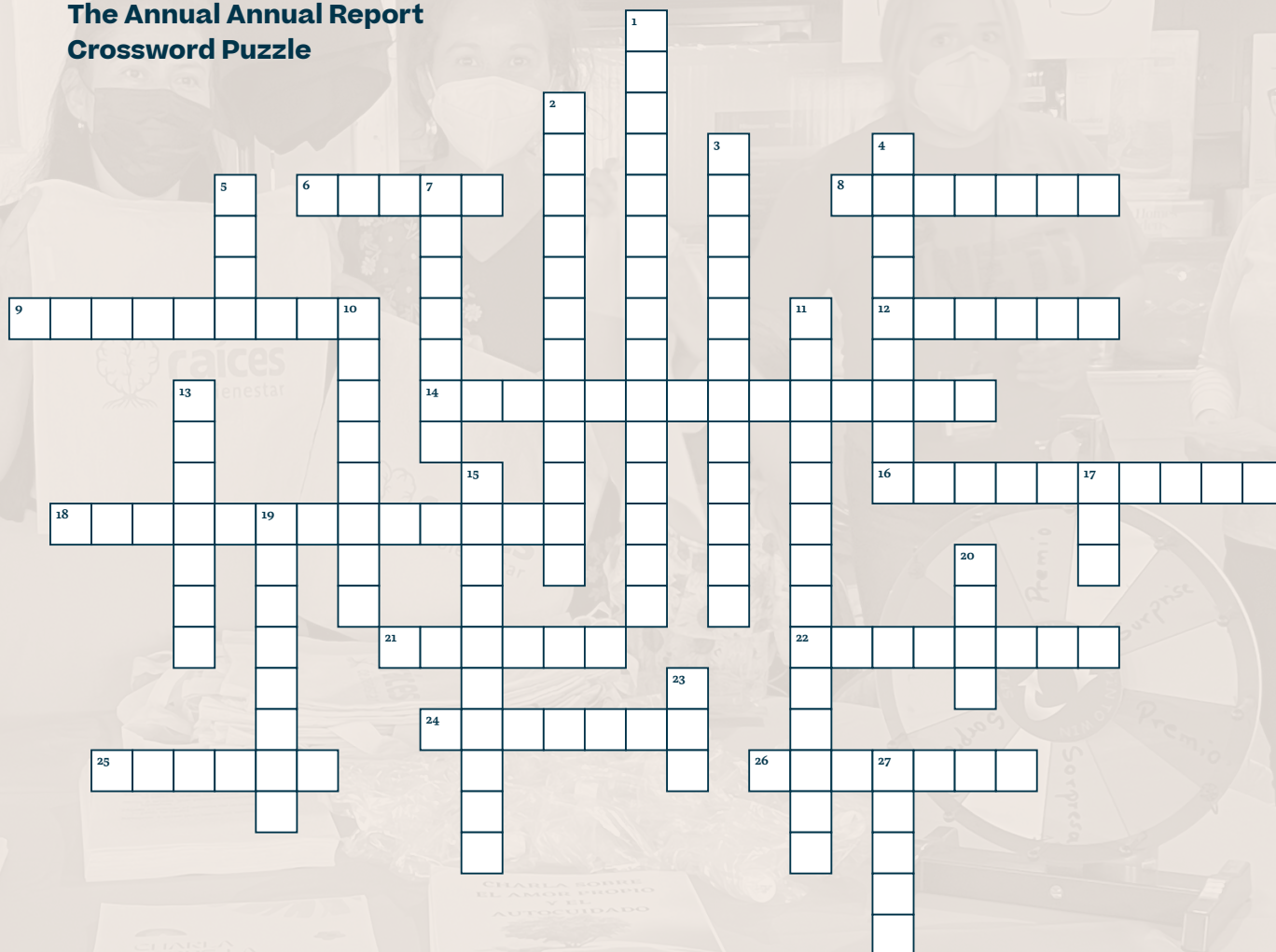
Ramón Valdez
(Portland)

Ryan Wight
(Portland)

Dena Zaldúa
(Eugene)



The Annual Annual Report Crossword Puzzle



Last year, our Communications Director Samantha Bakall created a crossword puzzle celebrating Seeding Justice and our work in service to the movement. We've decided to make it a tradition!

Enjoy this deep dive into Seeding Justice's mission, programs, and everything we've been up to for the last year. Almost every answer to the puzzle can be found within these pages, and the first three people to tag us in a photo of their correctly finished crossword on Instagram, Facebook, or Twitter (@seedingjustice) will win eternal glory and reposts. Good luck!

DOWN

1. The care we're funding
2. Our 4-day work week is part of this
3. We are this at its most practical
4. The _____ Circle
5. The first government grants
7. _____ for Flaca
10. Boldness by another name
11. "Ch-ch-ch-ch-changes!"
13. Central to us, and in a name
15. Our artist Award
17. New staff letters
19. Still legal in Oregon
20. Subjugator's tool
23. Staff count
27. No program exists without these

ACROSS

6. _____ power
8. What our philanthropy isn't
9. A literary critique of us
12. Everyone has this in our vision
14. You're "supposed" to keep these costs low
16. Most of our grantees are in this movement
18. A value we hold close
21. Move _____
22. Donor-in- _____
24. In _____ to the Movement
25. A Trojan Horse examination
26. We wrote a new one this year



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