

ninety-nine girlfriends

COLLECTIVE GIVING FOR IMPACT: PORTLAND & SW WASHINGTON

VOTERS' GUIDE 2023



Original artwork by Azul Tellez Wright, Fellows Alum

Voting opens 9/28/23 at 8:00 PM PST and closes 10/08/23 at 11:59 PM PST

We strive for 100% voter turnout. Let's do this!

Dear Girlfriends,

We are thrilled to present our Impact Award Finalists for 2023! This year, we are privileged to award \$287,500 to ten very deserving nonprofits. Five organizations will receive \$50,000 each, and five will receive \$7,500 each.

To accommodate our strategic planning work this year, we streamlined our grant process and timeline. Instead of an open application process, we invited 50 former Impact Award recipients and funded finalists to apply. This allowed us to still provide a meaningful grant making experience for our members while amplifying the community impact of organizations that we have partnered with over the years.

As you view the videos provided by each organization for [Meet the Finalists](#), we ask you to consider the message, wisdom, passion, commitment, impact, and authenticity of our finalists rather than the quality of their production. Let's focus on what is important - doing our part to be a more generous, supportive community where all of us can live and thrive.

We want to hear from all 278 of you through your ballots! Vote online by October 8 at 11:59 PM PST and then join us on November 2 to hear from and celebrate this year's award winners in person. *(An important reminder to not lobby other members. Your vote is a personal choice. Ninety-nine girlfriends is committed to parity: one girlfriend, one vote.)*

We couldn't do this impactful work without **every one of you**. We are excited and honored to do this work, to learn and grow in this community of Girlfriends and nonprofits, and to become better, more informed grantmakers. We look forward to continuing to learn and grow with you.

Yours in collective community action,
Barbara Long and Megan Leftwich
Grants Steering Committee Co-Chairs 2023

Equitable Grantmaking

The members of the Grant Review Teams were trained in the following areas and were asked to apply this knowledge to the grant review process. We encourage you to read the following and apply these concepts while voting for the finalists.

In addition to our [Guiding Principles](#), we incorporate the following principles into our grantmaking.

Trust-Based Philanthropy

Trust-based philanthropy is about redistributing power—systemically, organizationally, and interpersonally—in service of a healthier and more equitable nonprofit sector.

[Source: <https://www.trustbasedphilanthropy.org/>]

Rather than focusing on project proposals with implied outcomes, we provide unrestricted funding, which allows awardees the flexibility to assess and determine where dollars can be best used. This allows for innovation and responsiveness. Our nonprofit applicants are the experts in their work, and we trust that they know best how to spend the funds we award.

Racial Equity

Ninety-nine girlfriends values organizations that advance equity by including the voices of the community they serve in their planning and leadership. Organizations led by and serving people of color have been historically underfunded, and we believe practicing equitable grantmaking can help change this.

Implicit Bias

Implicit biases are “stereotypes that affect our understanding, actions, and decisions in an unconscious manner” (Kirwan Institute for Race & Ethnicity). We all have them. And it’s important to recognize them in ourselves so we don’t apply them subconsciously to our nonprofit applicants.

Conditions under which we are more vulnerable to our implicit biases:

- Snap decision-making
- Emotional or cognitive stress
- Ambiguous standards, protocols, and practices

Helpful assumptions:

- Our implicit biases differ from our explicit values

- Implicit biases hide within the mainstream or “status quo,” and action must be taken to resist their negative impact
- Decision-making processes that don’t account for implicit biases are not equitable

When making challenging and/or impactful decisions:

- Take your time
- Ensure you are rested, centered, and focused
- Put away distractions and avoid multitasking
- Remember: if we are not looking for our own biases, we are not practicing equity

[Source: Marina Moro, Diamond Law Training]

VOTER WORKSHEET 2023

Each video is linked below to the finalist's name

CREATIVE EXPRESSION NOTES:

Friends of Noise	
LABS Media: Open Signal	

EDUCATION & LIFELONG LEARNING

Oregon Tradeswomen	
Voz Workers' Rights Education Project	

ENVIRONMENT & SUSTAINABILITY

Bark	
Community Energy Project	

FAMILY & HUMAN SERVICES

CARES Northwest	
WomenFirst Transition & Referral Center	

HEALTH & WELLNESS

Black Parent Initiative	
North by Northeast Community Health Center	

2023 VOTING INSTRUCTIONS

IMPORTANT DETAILS

- All votes must be cast online.
- Voting opens **September 28, 8:00 pm PST**, and closes **October 8, 11:59 pm PST**.
- Regardless of where you are physically, you can still vote! It just takes a few minutes.

VOTING IS AS EASY AS 1, 2, 3

1. Go to: <https://ninety-ninegirlfriends.com/voters-guide-2023>

2. Proceed through the online ballot:

Voting Information (page 1): Enter your full name and email address.

Please enter the email address that is affiliated with your ninety-nine girlfriends account. Your personal information will only be seen by our Ballot Masters, who are sworn to secrecy. They ensure that everyone's vote is only counted once and that only members vote.

Impact Awards (page 2): Review the 10 finalists—there are two finalists within each of the five focus areas. Vote for your **one preference** within each focus area.

The top selected organization within each focus area will receive a \$50,000 Impact Award (for a total of five Impact Awards). The five finalists that aren't selected for Impact Awards will each receive \$7,500 Finalist Awards.

3. Click "**Submit My Ballot**".

You'll see a confirmation note that reads "Your ballot has been submitted. Thank you for voting!" That's it - no need to click anything further in SurveyMonkey. Questions can be directed to info@ninety-ninegirlfriends.com.

THANKS FOR VOTING!

Special thanks to Members and Ballot Masters Jude Lieberman and Tong Zhang who are managing our voting system and will be certifying our election.



Friends of Noise

Key Information



Mission Friends of Noise is a non-profit organization built on the values of collectivism and restorative justice. We seek to transform the culture of BIPOC and LGBTQ+ youth access to the music industry. We foster a healthy ecosystem for all ages to thrive by providing youth-focused programs, teaching industry skills, developing resources, mentorship and professional development. We meet young people where they are by facilitating opportunities for immersion into a safer arts community while uplifting youth voices.

Counties served Multnomah

How addressing racial equity Empowering people of color and the LGBTQ+ community is at the heart of everything we do. For the youth we serve to have mentors they can relate to and programming relevant to their needs and interests, we ensure that our staff, board of directors, and teaching artists are from a variety of backgrounds. In hiring our most recent staff member, we strongly encouraged people from underrepresented backgrounds to apply. As a result, all 5 of the final candidates identified as persons of color, LGBTQ+, or both. We are also fiscal sponsor for several Black led orgs.

We acknowledge that there is always more work to do. Our efforts to engage youth in neighborhoods such as East Portland are not as successful as we would like. We are strengthening these efforts by partnering with like-minded organizations in the area. For example, our E.D. is working with Youth Voice Youth Vote on an all-ages community event in East Portland in 2024.

Advocating for young people of color and LGBTQ+ youth means sometimes having difficult conversations with partnering organizations or community members. We've had to explain that people who don't identify with the dominant culture need to see and hear direct messaging to know that they are respected and celebrated in a space. We must also welcome criticism and feedback from the community (for example, why we are not more culturally specific), and how we can better meet the needs of the youth we serve.

Plans for 2023 award Funding from ninety-nine girlfriends would bolster our ability to host inclusive all-ages concerts that provide paid work for young performers and sound engineers, and safer spaces for Portland youth to gather. These events include costs like venue rental/permits, stipends for performers and sound engineers, promotion fees, and sound equipment upkeep. In 2022 we hosted 23 concerts and provided paid stipends for 263 performing artists of all ages and 15 youth sound engineers.

Funding would also benefit our BIPOC-centered monthly open mic event, Ya Heard. This growing event is coordinated by 2 adults and 2 youth leaders (all paid for their time) and is a great way for emerging artists from underrepresented communities to gain

experience and confidence among peers. We are working to expand this program and simultaneously host a second Ya Heard series at a school or affordable housing complex in North or East Portland. The goal is to train youth that live in the neighborhood to run this event themselves. Funding would help us provide instructional workshops and stipends for the youth leaders coordinating the events, as well as equipment and outreach efforts to encourage attendance.

We also hope to use funding to implement an event ticketing subscription system where people could purchase a subscription for themselves or as a donation to youth with restricted income. We also hope to provide mental health first aid certification for all 3 of our staff members.

How impact will be measured

One of the most inspiring things about being a staff member at Friends of Noise is witnessing the growth of a young person's skills and confidence over time. One BIPOC youth artist had her first performance ever in February of 2022 at our open mic, then went on to perform for hundreds of people at the Waterfront Blues Fest that July. There have also been many musical collaborations between youth who met at our open mic events.

We regularly have the pleasure of hearing feedback from the music community about how well Friends of Noise alumni are doing after leaving our program. One booking manager commented that a youth DJ she permitted to produce a show at her venue was more professional and did a better job of promoting the event than many of his adult counterparts.

Concrete measures we use to evaluate our impact include the following (from 2022):

- Number of hours of paid work we provide for our youth sound engineers: over 1200
- Number of new youth artists that we added to our roster: 16
- Number of youth audience members attending our events: 2,058

If we can even slightly increase these numbers in 2023, we will know that we are increasing our impact in the community. We share the results of our work through our newsletter and social media. We also share a report generated by SMU data arts, National Center for Arts Research, with grant funders who request this.

Year of prior award 2022

Website <http://friendsofnoise.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

Friends of Noise is a non-profit organization built on the values of collectivism and restorative justice. They seek to transform the culture of BIPOC and LGBTQ+ youth access to the music industry by fostering a healthy ecosystem for all ages to thrive by providing youth-focused programs, teaching industry skills, developing resources, mentorship and professional development. They meet young people where they are by facilitating opportunities for immersion into a safer arts community while uplifting youth voices. Our Team was excited about the wide support of opportunity provided to youth creatives as performers and as sound engineers for performance events. Youth participating in Friends of Noise receive well rounded support to safely engage in their creative endeavors. We also appreciated the depth of their racial equity journey.



Creative Expression - Finalist



LABS Media (Open Signal)

Key Information

Mission LABS Media's mission is to empower communities that are least represented in Portland's mainstream media to use media for creative expression, cultural exchange, and civic participation. LABS advances this mission by creating a locally cohesive, nationally networked, deeply resourced, Black-led film and cinema microeconomy. LABS provides professional development, cutting-edge equipment, paid production work, and other resources to enhance the skills and networks of Black media creatives in Portland and produces groundbreaking media content by Black and BIPOC filmmakers.

Counties served Multnomah

How addressing racial equity LABS was founded with a vision of what Black cinema can be and to build a thriving Black-led, microeconomy within the film and cinema industry that can serve as a national model. We maintain a Black-centered trajectory in our work. Building upon the initial support of ninety-nine girlfriends and other like-minded funders that allow this Black-led program to maintain strategic control, we are committed to the visibility of Black and BIPOC professionals in film and cinema to counter their tokenism on screen and in production work. To do this, we develop systems of media creation that can run alongside traditional structures but that do not rely on these structures for success. While LABS has made great strides to achieve these goals, challenges persist. Existing within Open Signal has inherent challenges in that the organization is not dedicated to cinema and is shifting from a white-led organization into a BIPOC-centered organization. Another challenge is the size of the Black community and the pressures of operating within a city dominated by white wealth and culture which cannibalizes the network of creatives and organizations of color to achieve their quantity-focused equity metrics. Competition for recognition and resources across the BIPOC creative community has been exacerbated by local initiatives rooted in tokenism and favoritism.

Plans for 2023 award Funding will support the ongoing success of LABS in a partnership with Lion Speaks to advance their shared goals of creating new paths of economic opportunity for Black & BIPOC creatives in film. This project focuses on cinema production and workforce development in a Black-led production model. It also builds upon our successful collaboration on Outdoor School, which was funded in part by ninety-nine girlfriends. Renewed investment from your members would support a new cooperative LABS and Lion Speaks is building of Black & BIPOC filmmakers based in Portland's first Black-centered film and cinema production hub. We will create a new online directory of the growing talent and community we convene and our goal is to engage up to 600 individuals in the grant period. Co-op members will run their own productions with fiscal sponsorship & career support from Lion Speaks and equipment & training from LABS. In between their projects, co-op members will contribute to LABS' roster of documentaries, narrative films, and web series. The model is designed to sustain all partners with paid

work and resources, visibility & promotion, and support in applying for union membership. These resources are essential for long-term career stability in the media industry, where reprehensible barriers still exist for people of color and women.

How impact will be measured

We will know our work is impactful by:

- Evidence of career advancement & reduced competition among Black creatives, such as:
 - Individual & organizational endorsements, referrals, and stories of impact
 - Numbers of individuals employed on LABS productions, initiating their own productions, and/or gaining employment on external productions
 - Numbers of productions receiving local, national, and international recognitions, awards, and visibility industry-wide through screenings and film festivals
 - Numbers of collaboratively funded productions, locally and nationally
- Demonstrated visibility & impact of centering the Black experience in film & cinema, such as:
 - Numbers of new films
 - Numbers of productions fully staffed by Black and BIPOC crews
 - Rate of increasing interest from local and national talent
 - New offers of support & sponsorship
 - Production value & economic weight of Black-led productions
 - Local & national media recognition
 - Impact on industry staffing statistics

We will seek the feedback and guidance of our co-op members, community partners, crews, like-minded organizations & industry agents to ensure the strategic use of resources to realize our vision. We will share achievements, and promote the talent within our cooperative, via a newsletter; by showcasing work on the web; seeking earned media; organizing community screenings, film festivals and conference entries; and workshops and social events we host for the community.

Year of prior award 2019

Website <https://www.opensignalpdx.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

LABS empowers Portland's most underrepresented communities in the mainstream media to use media for creative expression, cultural exchange, and civic participation. They advance this mission by creating a locally cohesive, nationally networked, deeply resourced, Black-led film and cinema micro-economy. LABS provides professional development, cutting-edge equipment, paid production work, and other resources to enhance the skills and networks of Black media creatives in Portland and produces groundbreaking media content by Black and BIPOC filmmakers. The GRT was impressed with the breadth of support and depth of experience that LABS provided to adult Black Media Creatives. They intentionally help participants to garner resources for long-term career stability. We were also in awe of their ability to articulate how they know their work is and will be making a difference.



Oregon Tradeswomen

Key Information



Mission Oregon Tradeswomen (OTW) helps transform lives by building community and economic independence through empowerment, training, career education, advocacy, and leadership development in the skilled construction trades. Our programs, services, and advocacy work address issues of gender wage disparity and occupational segregation. Employing specific strategies to address historically marginalized jobseekers, including Black, Indigenous, and People of Color (BIPOC) & LGBTQ+, we provide a rapid pathway from poverty to prosperity.

Counties served Clackamas, Clark, Multnomah, Washington

How addressing racial equity Interim Executive Director Donna Hammond is leading an initiative to provide training cohorts exclusively for women of color. We will leverage a partnership with Community Renewable Energy Association (an Oregon Department of Energy partner) for efficient, effective program delivery. Based on client feedback, this could be a game changer for many women of color who hope to enter the skilled construction trades. Ms. Hammond is also helping us move to an intake model where 100% of trainees are low income, earning less than 80% of the metro median income.

While Ms. Hammond is serving as interim executive director, she is an African American woman with deep roots in Oregon's construction industry, and she is working closely with the board to ensure these projects move forward. Ms. Hammond previously served as an OTW board member and helped develop our core programs. For the past decade, she has served as business representative for the International Brotherhood of Electrical Workers (IBEW) Local 48. She was the second Black woman admitted to the IBEW locally in 1980.

We have addressed equity internally through personnel and hiring practices as informed by our racial justice committee. As a result, BIPOC representation on our board of directors increased to 78%, and on our staff to 47%. We continue to work to increase diversity on our staff and board, provide leadership and professional development opportunities, and become a truly actively anti-racist organization.

Plans for 2023 award Funding will support our direct service and advocacy programming.

Our Pathways to Success program offers women long-term wraparound support to enter a career in the skilled trades, including career education, case management, job placement, and retention support. We graduate about 100 women annually (85% low income, 55% BIPOC, 40% unemployed, 18% single mothers, 28% criminal justice involved) and place them in construction careers with an average starting wage of \$22.33/hour, most often with good benefits and the knowledge that their wages will continue to increase.

Our annual Career Fair introduces women to OTW's debt-free career training, reaching 2,000 youth (predominantly young women) at over 80 schools, and 800 adult women at the NECA-IBEW Training Center in Portland. Tradeswomen lead hands-on workshops, and employers speak to career opportunities and wages.

We advocate in the community to build equitable and respectful workplaces where women and people of color can thrive and lead. Our RISE Up (Respect, Inclusion, Safety & Equity) program provides workplace consulting and training to help employers build a diverse, equitable, and inclusive environment free of the racism, sexism, discrimination, harassment, and bullying that has long plagued women and people of color in our industry. We are a leader in the Safe from Hate Alliance, addressing harmful jobsite cultures that force the attrition of skilled craft workers.

How impact will be measured

The data show that OTW has made a tremendous difference for women in Oregon. The percentage of Oregon's skilled construction trades jobs held by women (8%) is double the national average of 4%, and data from the State of Oregon indicates a full 80% of those women workers have come through OTW's pre-apprenticeship program!

OTW's impact is enhanced by reaching underrepresented women of color. Nationally, only 38% of the construction workforce (all genders) is BIPOC, with tradeswomen of color represented in even smaller numbers. In contrast, 55% of OTW's trainees are BIPOC women, and our goal is to increase that percentage.

Finally, we close the wage gap for women. In 2022, 40% of women in our pre-apprenticeship program were unemployed. After successfully completing our program, the average annual income of all participants jumped from \$18,905 to \$46,445.

We will measure success by completion rate, job placement rate, increase in earnings, and the rate at which graduates stay in the industry. Data are collected by case managers at intake, graduation, and post-graduation. We also gather qualitative insights including increased confidence, sense of purpose, and improved career opportunities. Metrics are regularly evaluated by OTW staff, using data disaggregated by race and ethnicity and other demographic indicators.

The impact of OTW's work will be shared through an annual report, shared on our website and distributed to partners and participants.

Year of prior award 2019

Website <https://oregontradeswomen.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

Oregon Tradeswomen help make career opportunities in the skilled trades accessible to women by giving them the skills, knowledge, and confidence they need. These jobs provide women access to high-income potential, giving them the opportunity to support their families and change the tide in a historically male career field. They are women founded and led with an impressive track record of education and helping women secure a strong living wage.

Previous winner in 2019



Voz Workers’ Rights Education Project

Key Information



Mission Voz is a worker-led organization that empowers diverse day laborers and immigrants to improve their working conditions and protect civil rights through leadership development, organizing, education, and economic opportunity.

We are a vehicle for social change and community mobilization. Voz was founded by day laborers who came together and were dedicated to fueling grassroots solutions. We are the only organization of its kind in Oregon, and our authentic commitment to elevating those most impacted by the issues at hand to leadership positions is the embodiment of our organization’s name: Voz.

Counties served Multnomah

How addressing racial equity For the first time in 23 years, Voz leadership and staff are all BIPOC women and have gone through intentional DEIJ training. We have a long way to go to dismantle all systems of oppression and address our own anti-blackness as a predominantly Latinx organization but are on the right path.

Voz was founded by workers to protect against exploitative and abusive employers. To this day, it continues to be a worker-led organization that puts safety, justice, and racial equity for day laborers and domestic workers at its core.

We advance diversity, equity, and inclusion most directly through our worker-led structure. Our organization’s governance structure includes three stakeholder bodies. All leaders have first-hand experience with the complexities of issues affecting the day laborer community, including worker exploitation, classism, the economic instability of temporary work, racial injustice, anti-immigrant discrimination, housing instability, language barriers to accessing services, and more. We not only provide critical services to low-income BIPOC and immigrant workers, but we reject the often-patronizing power dynamics of traditional service providers by putting decision-making power in the hands of day laborers.

The work proposed in this application is critical because we must adapt our structure to continue to be effective in empowering day laborers to identify and implement solutions to the problems facing their community.

Plans for 2023 award 2023 is a critical year for our organization’s growth and development. Our new Co-Executive Directors are fully onboarded, and the organization is working with maximum impact, dignity, and efficiency under their leadership. From this strengthened foundation, we are now focused on moving on from the pandemic and transitional years to re-centering and stabilizing our organization:

- Establishing a monthly 2-day training in partnership with other organizations covering themes such as rain gardens, stormwater management, habitat restoration, planting, landscaping, and more.
- Partnering with local carpenters' unions to develop a pipeline into their apprenticeship program.
- Graduating at least 10 workers from the Emergency Preparedness Cohort, and work to obtain renewed funding to relaunch a new cohort in November 2023.
- Launching our Domestic Workers Bill of Rights Education Campaign to educate domestic workers on their rights, and recruit 6 new members that identify as women or nonbinary.
- Launching our inhouse educational clinic to support day laborers to obtain protection under the new Presidential executive order, which would give undocumented workers a temporary deportation relief and work permit.
- Proactively addressing a budget shortfall through strategic fundraising & philanthropy efforts, to raise a total of \$500,000 in 2023.
- Preparing for a comprehensive, organization-wide 3–5-year strategic plan.

How impact will be measured

We aim to accomplish the following in 2023:

- Serve 250 workers through our Worker Center.
- Offer 150 training courses, workshops, and educational offerings through our Leadership & Education programming, reaching an estimated 100 workers.
- Win at least 95% of wage theft cases. At the same time, work with Oregon's Bureau of Labor and Industries (BOLI) to educate workers on their rights regarding wage theft, to decrease the number of cases per month.
- Partner with the National Day Laborer Organizing Network to bring awareness to the DALE Campaign to protect workers regardless of their documentation status; encourage our workers to utilize this as needed.
- Partner with The National Domestic Workers Alliance to bring our domestic workers protections to a higher standard and increase the minimum hourly rate for domestic workers.

We will capture anecdotes from our participants and collect surveys in the beginning and end of the programming to evaluate the growth and learnings, from English level, skill building and workforce development. Voz also hosts monthly assemblies (asamblea) to inform the membership of current programs and priorities, have an open discussion about the daily operations of the Worker Center, and vote on funding opportunities and upcoming trainings. This is also the space where folks share their thoughts, feedback, concerns, questions and learnings on current program activities.

Year of prior award 2022

Website <https://portlandvoz.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

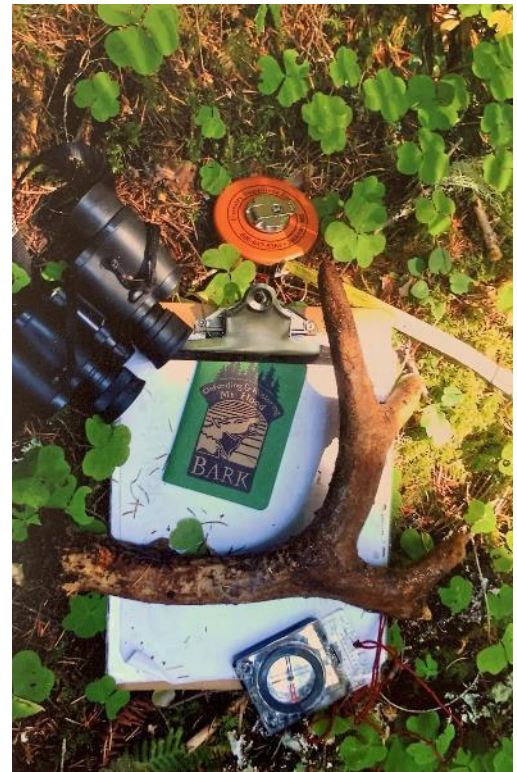
Voz Workers Rights Education Project empowers diverse day laborers and immigrants to improve their working conditions and protect civil rights by building awareness and education for leadership, organizing, financial literacy and job opportunities. They are a voice for rights, wage and workplace standards in what are often outdoor physical labor situations and domestic worker jobs. They operate a welcoming and comfortable "worker center" where people can gather to learn, connect, build community and develop their own agency and resiliency for the future.



Environment & Sustainability

Bark

Key Information



Mission Bark's mission is to transform "Mt. Hood National Forest" into a place where natural processes prevail, where wildlife thrives and where local communities have a social, cultural, and economic investment in its restoration and preservation.

Counties served Multnomah

How addressing racial equity Bark recognizes and is accountable to the historical fact that "environmental conservation" work is embedded in the white supremacist legacy of colonization: land theft, cultural erasure and genocide, and the systemic use of law to suppress Native sovereignty. Bark affirms that these are the rightful homelands of the Multnomah, Molalla, Kalapuya, Chinook, Clackamas, Tenino, Wasco, Wishram, Paiute, and the many other Native people who live here and who have always lived here, who have always belonged to and cared for this land and whose bold resistance to colonial oppression should guide us all. Bark engages in a constant process of revising and revisiting our mission, vision, and strategic goals to follow an environmental justice framework that centers the sovereignty of Indigenous people and anti-racism in our approach to building the power of public influence. This work is inherently challenging and hard. Bark is pushing the status quo of traditional conservation, and this challenges staff and our donors to think about how they value what we call "public lands" and to think critically about how we talk about "preservation" on stolen land.

Plans for 2023 award Beaver habitat surveys, hydrological monitoring of wetlands, and volunteer-powered wetland mapping programs are at the heart of Bark's mission to transform "Mt. Hood National Forest." Understanding the water regime of wetlands during contrasting times of year allows us to assess the impact climate change is having on these sensitive ecosystems. Funding would allow Bark to take this to the next level by monitoring additional sites, installing 2+ more data loggers and developing restoration goals for wetland areas impacted by climate change. Our Beaver Habitat Surveys look at the suitability of specific sites for potential beaver introduction or reintroduction. Our current program trains and utilizes volunteers to collect data which we then give to Forest Service partners, allowing them access to on-the-ground information they otherwise wouldn't have the ability to collect. Funding from 99 Girlfriends would enable

us to provide increased staffing to allow for increased data collection and synthesis, to expand the Beaver Habitat program to include the construction of beaver dam analogs, increasing the amount of habitat suitable for beavers as well as increasing wetland area, water storage and natural fire breaks, and assist us with restoring beaver habitat by planting willows in areas historically populated by beavers.

How impact will be measured

Working at the intersections of environmental and climate justice, we are making long-term investments, and it is often challenging to see how we have made a difference in the short term. However, these programs are designed with short-term impacts in mind.

- Firstly, the creation of new programs will draw in and inspire new volunteers and veteran ones alike, helping Bark to further engage with the communities in and around “Mt. Hood National Forest”. Our goal is to increase our volunteer base by ten percent allowing us to not only collect more data and but also train 100+ new activists in community science.
- We will build one beaver dam analog, which provides habitat for one beaver family, replenishes the local aquifer by a measurable amount, and increases biodiversity in the newly created wetland ecosystem.
- Additionally, we will host willow plantings at the 3-4 riparian sites, which will increase food and building supplies for beavers, stabilize riverbanks and provide habitat for sensitive species.
- Expanding our hydrological monitoring program will utilize 20-30 volunteers as we install 2+ new hydrologic data loggers in wetlands on “Mt. Hood” that track the water levels and temperatures to allow us to assess the impact of climate change and other disturbances in “Mt. Hood National Forest.”

This fiscal year Bark would use the funding from 99 Girlfriends to support these programs which will provide substantive data and community support to create a comprehensive restoration plan

Year of prior award 2018

Website <https://bark-out.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

Bark was selected for an award because their commitment and deep immersion into their Beaver habitat program funded by ninety-nine girlfriends in 2018 has proven the capability to restore and build new wetland ecosystems. Now they are ready to take it to the next level for Mt. Hood National Forest by expanding the program on a much broader basis and creating a comprehensive restoration plan. Bark demonstrates the ability to produce specific and targeted outcomes working with beaver habitat to improve overall environmental conditions. Your vote for Bark will enable them to address immediate needs and increase the scope and breadth of their program with expanded locations.



Environment & Sustainability



Community Energy Project

Key Information

Mission Community Energy Project believes that everyone deserves a safe, healthy, and efficient home, regardless of income. Our in-home services provide energy upgrades and repairs that improve the quality of life of our clients and the quality of the environment. Our educational workshops teach practical methods for increasing energy affordability, sustainability, and provide participants with the resources to improve their home environment—regardless of income.

Counties served Clackamas, Multnomah

How addressing racial equity The people we serve are frontline communities experiencing an increased vulnerability to the uncertainty posed by climate change. We prioritize the service of BIPOC individuals, seniors, disabled people, and low-income households as these groups of people are often underserved due to lack of programs and resources. Building equity begins with recognizing that one size does not fit all. We know that the communities we serve understand their own needs better than anyone else can. Our work is connected with each community because we go directly into their homes. We sit at the kitchen table and listen. Our clients' input and perspectives play an integral role in guiding us towards implementing solutions that are equitable, accessible, and make a significant impact on their lives and the environment. CEP's staff come from a variety of different backgrounds with 43% of our staff identifying as BIPOC and 76% of our staff having experienced being low income. We strive to hire individuals who represent and are a part of our local communities. We recognize intersectionality and seek to find employees that have similar lived experiences to those we serve. This helps us build rapport within the community and relate to our clients to serve them more effectively. One of the biggest challenges in serving frontline communities is trust. CEP has worked to build community buy-in, so those "hard to reach" groups are served with dignity and become our biggest advocates.

Plans for 2023 award CEP sits on the axis of social justice and environmental sustainability. A person's home produces one of the most significant impacts humans can have on the environment. In 2020, Portland reported that single-family residential homes in Multnomah County emitted over one million metric tons of CO₂, making up 18% of the county's total emissions. While carbon emissions rise, so do our clients' utility bills. When the economy suffers, we know our clients are the first to bear the brunt of that impact. All our clients experience these disproportionately high safety and energy bill burdens, which compromise their ability to remain housed and stay protected from environmental hazards. Over the past two and a half years, we've witnessed an increased need for in-home repairs, air quality enhancements, and weatherization for seniors, low-income families, people with disabilities, and BIPOC folks. Seniors, especially, prefer to age in place, but unfortunately, as mobility becomes limited, issues such as broken stairs, missing railing, etc., can make it difficult to stay in their homes. In addition to the heightened need for in-home repairs and energy savings 16

programs, climate change isn't slowing down, and neither can CEP. Efficiency programs and green energy are out of reach for our low-income clients but we are able to bridge that gap and enhance their internal environment, while decreasing their impact on the external environment

How impact will be measured Our impact on the community is measurable in how many people we serve, how much carbon we offset, client energy bill savings, how many homes we are able to weatherize or make more efficient, and in survey results and testimonies from community members. Client stories are among the ways we know our work continues to make meaningful differences in people's lives. While we do not require any client to share their story, we are truly humbled when they choose to and grateful when they tell others about our services. In addition to data, we are able to examine demographics of our clients through surveys taken to participate in our programs. On average we serve over 3,000 clients annually. The effect of this program is felt by each individual we serve, their surrounding community, and the environment. The goal of our workshops is to provide participants with information and tools that they need to assess their situation and take action. CEP has conducted annual follow-up surveys for decades to ensure we are addressing the current needs of the community. Last year, 100% of families surveyed said that attending our educational workshops was worth their time, last year our survey results found that more than 90% of clients said they were more comfortable at home, and over 80% said they saved money on their energy bills. We have our data readily available to our funders (and anyone who inquires) in detail and summaries of our results on our website for full transparency.

Year of prior award 2020

Website <http://communityenergyproject.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

Putting Community Energy Project up for an award is very compelling for our team because we appreciate the grassroots structure of their program teaching sustainable home improvement combined with an effective self-serve culture of improving neighborhoods and households. This project uses data analytics and community involvement to move the needle on better environments in homes and improved lives for the community as a whole. Safe and healthy homes is their mission, and they teach communities to create changes in homes that are core to better lives and the environment. The community participates in building these improvements and the City of Portland benefits in the process.



Family & Human Services

CARES Northwest

Key Information



Mission CARES Northwest's mission is to stop child abuse and neglect. A collaboration between Randall Children's Hospital at Legacy Emanuel, Kaiser Permanente, Providence Children's Health, and Oregon Health & Science University, we have been protecting children and families since 1987. We provide child abuse evaluation, support services, trauma therapy, and violence prevention education. Everything we do is designed to instill comfort and trust in each child and to help families heal and thrive. Over the past 36 years, we have served more than 47,000 children.

Counties served Multnomah, Washington

How addressing racial equity CARES Northwest is in its second year of a five-year racial equity implementation plan to become a more inclusive and anti-racist organization. After a thorough assessment by external equity consultants, our organization identified concrete, impactful changes we could make to become a safer, more inclusive employer and service provider. Guided by our staff-led Racial Equity Oversight Committee and an equity consultant, our team is implementing improvements that range from expanding transportation and language access to teaching healthy communication and intervention skills to staff for when they witness harm or events of racial or cultural bias.

A core racial equity service goal for CARES Northwest is to have strong racial, ethnic, and cultural representation of our community reflected in our staff. This will help us ensure every family feels welcome at CARES Northwest. With the recent hiring of a Spanish-speaking and bicultural male therapist to serve Washington County families, many of whom speak Spanish as a primary language, half of our therapist team now identify as BIPOC. This significantly improves our ability to reflect the diversity of our community and brings us closer to our goal of providing the most culturally responsive services possible.

While we are proud of the strides we have taken towards racial equity as a workplace and a service organization, we fully recognize that this work is ongoing and will take continued, intentional effort.

Plans for 2023 award CARES Northwest launched our satellite Beaverton clinic thanks to the 99 girlfriends and other key philanthropic partners, bringing our child abuse intervention and treatment services closer to home for Washington County families. We now respectfully request funds to support additional trauma therapy services in Washington County. Funds will be used for an additional bilingual and bi-cultural Spanish speaking therapist to ensure our Spanish-speaking families have full access to trauma-informed therapy; all children who have experienced significant abuse and maltreatment deserve to be able to get the care and support they need.

Therapy resources for children and families are at an all-time low in Oregon; Mental Health America ranks our state last, or nearly last, in measures relating to mental

health and behavioral health care access. Even when a family can find outpatient therapy for their child, it is rare that the therapist is trained in trauma treatment or child abuse issues. Some of our Spanish speaking families have told us that finding a skilled Spanish-speaking therapist feels borderline impossible. With your help, we will ensure more children can access trauma-focused therapy, which has been proven to help kids heal and reclaim their lives after traumatic experiences, with long-term improvements in life outcomes. We anticipate that in the next calendar year, our trauma therapists will serve approximately 50 children in Washington County over 460 appointments.

How impact will be measured

Our therapy model, Trauma-Focused Cognitive Behavioral Therapy (TF-CBT) is an evidence-based mental health treatment offered to children who have experienced abuse or neglect. Because exposure to child abuse and other traumas increase a person's lifelong potential for serious health problems and risk behaviors, this therapy provides children with coping skills and tools to process their trauma and heal. Research overwhelmingly shows that TF-CBT reduces PTSD symptoms (both in adolescence and later in adulthood), substance use, absenteeism from work or school, and interpersonal violence, and results in more successful interpersonal relationships. When appropriate, TF-CBT also includes non-offending parents or other caregivers in therapy so they can learn skills to help their children heal from their traumatic experience.

As each child is different and has experienced different trauma related to their abuse, we evaluate therapy individually, using standard therapeutic evaluation scales and other research-backed tools to show clinical improvements. We also regularly interact with parents to identify behavioral changes, adjust treatment plans, and improve the quality of therapy services. While clinical records of therapy are private, our most important results are shared with families and the greater community: children able to heal and be children again.

Year of prior award 2019

Website <http://www.caresnw.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

Since 1987, CARES Northwest has been working to stop child abuse and neglect by providing therapy, resources and education to children and families. CARES provides services in both Multnomah and Washington counties and is committed to providing therapy locations closer to the homes of their clients with locations in both Portland and west Beaverton.

We were impressed with CARES' vision to provide much needed services to the underserved families in Washington County, especially their focus on hiring bilingual and bi-cultural Spanish-speaking therapists. As anecdotally stated, finding a skilled Spanish speaking therapist is extremely difficult. A grant from 99 Girlfriends will provide Spanish speaking families and children full access to trauma informed therapy and care.



Family & Human Services

WomenFirst Transition & Referral Center

Key Information



Mission WomenFirst (WF) programming supports the health, well-being, and social equity of underserved women of color across the Portland Metro community. We provide peer mentorship and recovery programming for up to 75 women of color each year. Our programs and approaches help Black women re-enter their communities, avoid recidivism, heal from trauma, recover from addiction, and disrupt the cycle. Our mission is providing nourishing environments where women can rebuild their lives and self-worth through peer mentorship, life skills training, empowerment groups, and essential community support.

Counties served Multnomah

How addressing racial equity WomenFirst addresses racial equity by representing the voices of women we serve in all our work. We hold monthly Let’s Connect community events to bring women participants, staff members, board, and stakeholders together to share and provide feedback. These intimate events are where we celebrate sobriety milestones, birthdays, and other occasions, and recognize women graduating from our programs. We do team building activities, hear feedback from women, and take periodic field trips. All this feedback is used to guide, mold, and develop our programs. We also collect feedback from clients after we introduce any new programming. We send evaluations and surveys to women, asking what they liked or didn’t like, what was missing, and what was impactful. We have a rating scale of 1–10 and we use these surveys to improve upon services.

As we prepare to celebrate our six-year anniversary in serving women, WF is working to develop multiple new planning committees that will help us develop a three to five-year Strategic Plan and help us carry out the vision of the women we serve. Our goal is currently to continue developing an Advisory Board and a Sustainability Committee made up of women representatives who are currently receiving services. The Advisory Board will help determine programming direction and priorities, and the Sustainability Committee will help guide and plan Development and Fundraising activities at WF.

Plans for 2023 award WomenFirst is incredibly grateful to ninety-nine girlfriends for the investment in our work in 2022. These generous funds allowed us to grow our programming and visibility in the community, as well as to increase our impact on women, adding critical services identified by the women themselves. This second round of funding is essential to help pay for continued staffing and costs associated with continuing the

work we started. WomenFirst works with up to 75 women of color each year, and we expect to increase this number as we grow our internal capacity.

WF operates multiple programs, including a Drop-In Center, empowerment groups for Black Women and Women of Color, recovery & housing support, parenting groups, and peer mentorship for women upon release from incarceration. Funding from ninety-nine girlfriends would allow us to fill an unmet gap in the community. We mentor, support, and nourish Black women, justice-involved women, women in recovery, women impacted by gun violence, and women seeking a transformation in their life after trauma. We teach women life skills that help empower them, such as assertiveness, effective communication, self-awareness, and conflict resolution. Every year, WF receives hundreds of community referrals for women in need of services who we do not have the capacity to assist. These funds would allow us to meet the needs as they arise in service to women of color.

How impact will be measured

WF is trained by the Mental Health & Addiction Association of Oregon (MHAO) on JotForm to categorize and track the successes and struggles of women we are working with. We also comply with the State of Oregon's Race, Ethnicity, Language, and Disability (REALd) data system, which is a system to help state leaders better understand which BIPOC populations are impacted by health inequities and how services can help them thrive. We analyze our data quarterly and adapt our programming to meet the changing needs of women.

The WF Board of Directors meets monthly to review organizational finance reports, programming updates, and to assess progress toward established goals. Our Executive Director works closely with several professional groups and consultants to assist with monitoring grant revenue, budget-to-actuals, and to monitor updates and changes to social justice initiatives.

To track individual progress of women, our staff also uses the "8 Dimensions of Wellness" assessment with all our clients. The assessment asks women to self-evaluate based on eight different wellness categories, including social, environmental, financial, emotional, etc. We monitor women by evaluating them twice each year and then comparing their progress to see which areas need more work. WomenFirst would provide an annual report of services provided to ninety-nine girlfriends at the end of the funding period cycle, including number of women served, demographics, progress made, goals achieved, etc.

Year of prior award 2022

Website <http://www.rebuildwomenfirst.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

WomenFirst Transition & Referral Center is a peer-led organization serving Black women in recovery and Black women transitioning from prison through peer mentorship, life skills training, and empowerment groups.

WomenFirst provides a supportive stable community living environment where women are welcome to stay for up to two years. We were excited to see they also focus on assisting women in obtaining meaningful work and a consistent income, completing education and vocational plans, and finding a place to live. This organization allows previously incarcerated women to re-enter their communities, heal from trauma, recover from addiction and to rebuild their lives and find self-worth.



Black Parent Initiative

Key Information

Mission Since 2006, the mission of the Black Parent Initiative (BPI) has been “to educate and mobilize the parents and caregivers of African American, African, Black, and African American Multiracial children to ensure they achieve success.” BPI improves the lives of Portland’s Black and multi-ethnic children and families by focusing on optimal health, cultural identity development, parent education, and ensuring parents and caregivers have the necessary resources to help their children succeed. Our relationship-based and culturally specific approach ensures we can reach and serve students many organizations cannot.

Counties served Multnomah

How addressing racial equity As the only culturally specific, community-based nonprofit focused solely on supporting Black and African American parents with children ages 0-18 in the state of Oregon, addressing racial equity is the heart of what we do. Our approach requires that individuals with lived experience being Black create meaningful partnerships within the Black community, and center Blackness in every aspect of our learning, building, and healing. Last year, BPI served 680 households comprised of 1,943 individuals. Two identified goals we are working towards based on community feedback and need include:

A Focus on Fathers: a new fatherhood program in partnership with Black Men’s Wellness, Black Men in Training, and Barbershop Discussions. This program will expand support available for Black fathers, while also finding ways to encourage Black fathers to have a presence at their child’s school, supporting in-school representation.

School Programs for High School Students: While BPI has historically focused on elementary and middle school-aged students, BPI is expanding after-school programming for high school students because of high enrollment, and in response to requests from school administrators for culturally specific mentorship to support Black students struggling with engagement and attendance.

Plans for 2023 award Funds from ninety-nine girlfriends would focus on two BPI health initiatives:

BPI Mental Health Services: Our families face a variety of barriers to accessing mental health services: a lack of access to affordable health care and insurance; a lack of culturally affirming providers; mistrust due to experiences of medical racism; and long waitlists for external providers. In response, BPI has added Mental Health services to our programming, intended to eliminate the stigma of seeking mental health support and to meet the needs of Black families with safe, culturally responsive approaches. BPI currently contracts with three professional mental health practitioners, serving at least 50 clients, and we anticipate significant growth moving forward.

Sacred Roots and Together We Can Home Services: We now have a Clinical Lactation Program and have trained 13 Doulas who are Certified Lactation Counselors. Most doulas are limited to a specific number of visits. however, BPI is providing a much higher level of services at no-cost to families, including increased post-partum support. BPI mothers are now also receiving health screenings for post-partum depression, diabetes, and other health issues. As needed, BPI then connects families to our internal mental health team or partner health professionals to receive the support they need.

How impact will be measured

We are excited to now have our new evidence-based program delivery model in place. The model was developed by Dr. Joy DeGruy, an internationally renowned researcher and educator, and centers relationships to positively influence self-efficacy, positive cultural affirmation, and healthy decision-making to create better outcomes for parents and their families. BPI is one of just three organizations across the United States selected to implement this model.

As part of this approach, we are developing a customized database that helps us track progress and measure improvement. The model helps clients map out areas of need and desired improvements, and then track outcomes against these desired changes. This helps identify strong correlations between our programming and sustainable, stabilizing outcomes among families.

We will also track and evaluate numbers served across programming. This includes:

Black Family Resource Center:

- 50 clients receive one-on-one mental health counseling sessions.
- At least 80 families receive food and other basic needs supplies monthly.
- At least one/month pro-social movement activity offered.

Sacred Roots Mobile Doula and Lactation Services: 150 mothers receive pre-and/or post-natal services.

Together We Can Home Visiting: Provide 100 families with in-person home visits and group offerings.

School-Based Program: 180 students receive year-long engagement.

Year of prior award 2020

Website <https://www.thebpi.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

Black Parent Initiative (BPI) works in flexible and creative ways with the parents and caregivers of African American, Black and multi-racial children by providing resources that parents will need to help their children succeed. Their goal is the overall well-being and health of the families they serve. They used the award they received in 2020 to create a flexible and responsive Community Health Team to guide their response to the impact of the pandemic on the families they serve. They now plan to introduce a new assessment model developed by Dr. Joy DeGruy to measure improvements in outcomes for families and to track the formation of relationships that positively influence self-sufficiency, cultural affirmation and healthy decision-making. BPI is expanding its focus from prenatal and postnatal care and early childhood to include teenagers. BPI now offers a variety of services and programs that focus on mothers and fathers as well as children from birth to age 18. Community feedback helps to shape BPI's programs.



North by Northeast Community Health Center

Key Information



Mission North by Northeast Community Health Center (NxNE) is the only clinic in Oregon devoted to Black/African American health. We exist to improve health outcomes and advance health equity by providing primary care services and health education and promotion focused on the Black/African American community.

Counties served Multnomah

How addressing racial equity Our work is informed and driven by racial equity in several ways:

- All our work is guided by our Anti-Racism Policy, which provides guidelines for implementing new projects and decision-making with a racial equity lens. Our Racial Equity Committee serves as the accountability group for this policy.
- We rely on our Patient Wellness Council to help ensure we're rolling out services and opportunities in a way that is responsive to the community. The Council is made up of 15 current and former NxNE patients who meet once a month to provide input and feedback to NxNE staff and board on upcoming decisions, plan outreach and health promotion activities for the upcoming months and discuss community health issues. (We compensate Council members for their time spent providing their expertise.)
- Our model of care is culturally-specific and -responsive, with staff who are representative of the community, long appointment times to build relationships, and Community Health Workers embedded in primary care.

Our main racial equity goal for 2023 is to formalize baseline and ongoing racial equity trainings for our staff, Board and Patient Wellness Council to ensure we're continuing to move together toward greater equity.

COVID proved a challenge for our racial equity work as it severely inhibited our ability to build relationships with patients. Now that we have been able to resume a high-touch care model, we are seeing health outcomes improve and disparities decrease.

Plans for 2023 award We have two overarching expansion goals for 2023-2024 that would be advanced by funding from ninety-nine girlfriends. Both goals aim to expand access to culturally-specific care for our target population, African American adults in Multnomah County.

First, we will be creating and hiring for a new position, Nurse Clinic Manager, to build organizational capacity to see more patients. We expect that meeting this goal will result in an increase in the number of new patients, from approximately 15/month to 25-30/month, as well as an increase in revenue from insurance reimbursement. The latter will ensure that our operating budget is balanced even as we increase expenses to provide care to a growing patient population.

Second, we plan to hire a Clinical Social Worker and implement an Integrated Behavioral Health (IBH) program to provide behavioral and mental health services to our patients. The goal of IBH is to improve a primary care clinic's ability to care for its patients' mental health, substance use and developmental issues; address patients' health behaviors that impact chronic medical conditions; and provide prevention of and early intervention for acute mental health issues. We anticipate the following outcomes if we meet this goal:

- At least 15 IBH visits per week available for NxNE patients, including 50% available on a same-day basis.
- An increase in Medicaid revenue from billable mental health services rendered by Clinical Social Worker.

How impact will be measured

We will know our work has made a difference if we can grow our patient population as described above while also:

- Maintaining the percentage of active patients who identify as Black and/or African American at or above 60%.
- Returning to high rates of hypertension and diabetes control among our established patients as well as our new patients. Pre-pandemic, our hypertension control rate was 70%, and our diabetes excellent control rate was 80%. While those rates have fallen during the pandemic due to challenges around maintaining in-person care, we anticipate that our increased capacity will result in getting back to those high rates of control. We're on our way back now with 65% of hypertensive patients at goal and 75% of diabetic patients with excellent control.

We measure the data above using our Electronic Health Records and a patient database that tracks demographics. We report on a monthly basis to our Board, staff and Patient Wellness Council on health outcomes (hypertension and diabetes, cancer screening, oral health), demographics and operational measures (e.g., no-show rate and appointment availability). Finally, we conduct a patient satisfaction survey annually to ensure our patients are receiving care that is not only high-quality but that is welcoming and responsive.

Year of prior award 2020

Website <http://www.nxneclinic.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2023

North by Northeast Community Health Center (NxNE) is the only clinic in Oregon that is devoted to Black/African American health. Their mission is to improve health outcomes, advance health equity and eliminate health disparities by providing health services and health education. NxNE responded effectively and quickly to the pandemic by offering telehealth services, prioritizing the patients at greatest risk, and seeking regular feedback from their Patient Wellness Council. They used the funds they received in their first grant in 2020 wisely and have learned from these experiences. They are very clear about the capacity they need to add next to deal with high rates of diabetes and hypertension in the people they serve. They plan to use the funds they receive to hire a Nurse Clinic Manager to build greater capacity to see more patients and a Clinical Social Worker to address behavioral and mental health issues.

2023 Grants Process Volunteers

Outreach Team

Team Leads: **Elena Hein & Wendy Wray**

Team Members: Bethany Thomas, Carrie Rackey, Chitra Tovinkere, Heidi Knodell, Megan Colwell, Robin Springer, Valerie Ilseley

Intake Team

Team Leads: **Cindy Lozeau & Heidi Sobol**

Team Members: *Due to the abbreviated nature of this year's process, volunteers got a year off. In 2024, we'll need a much broader group of volunteers, and we look forward to working with new and returning volunteers.*

Grant Review Teams

Team Coordinators: **Barbara Long & Megan Leftwich**

Creative Expression Team Lead: **Kathy Sharp**

Members: Elizabeth King, Michelle Hynes, Natalie Mallis, Stacy Hankin

Education & Lifelong Learning: Team Lead: **Ara Vallaster**

Members: Andrea Duflon, Leslie Mackenzie, Linda Carpenter, Pramela Reddi

Environment & Sustainability: Team Lead: **Becky Jackson**

Members: Christie Kline, Katrina Machorro, Marie Jamieson, Tina Romine

Family & Human Services: Team Lead: **Trisha Swanson**

Members: Karen McCall, Katherine Fox, Kaye Gardner-O'Kearny, Stephanie Birdsall

Health & Wellness: Team Lead: **Judith Ramaley**

Members: Holly Vaughn-Edmonds, Katherine Pease, Kathy Lynch Hostetler, Heidi Sobol

Financial Review Team

Team Lead: **Heidi Sobol**

Team Members: *Due to the abbreviated nature of this year's process, volunteers got a year off. In 2024 we'll need a much broader group of volunteers and we look forward to working with new and returning volunteers.*

Voters' Guide & Voting Systems Team

Project Lead, Writer: **Jean Malarkey**

Editors: Megan Leftwich and Tammy Wilhoite

Ballot Masters: **Jude Lieberman and Tong Zhang**

Impact Team & Impact Liaisons

Team Leads: **Robin Springer & Van Pham**

Liaisons: Anne Castleton, Beth Parmenter, Betty Brickson, Elisa Hornecker, Elizabeth Fraser, Francie Royce, Melanie Nelson, Sarah Cleveland

Grants Steering Committee

Co-Chairs: **Barbara Long & Megan Leftwich**

Members: Cindy Lozeau, Elena Hein, Heidi Sobol, Jean Malarkey, Robin Springer, Tammy Wilhoite, Van Pham, Wendy Wray