## CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>ON TRANSFORMATIVE COLLECTIVE LEADERSHIP</td>
<td>2</td>
</tr>
<tr>
<td>OUR 2019 GRANTEES</td>
<td>4</td>
</tr>
<tr>
<td>GRANTMAKING AREAS: RAPID-RESPONSE TO LONG-TERM FUNDING</td>
<td>11</td>
</tr>
<tr>
<td>WE'RE LEVELING UP AND DOUBLING-DOWN</td>
<td>15</td>
</tr>
<tr>
<td>GRANTEE HIGHLIGHTS</td>
<td>16</td>
</tr>
<tr>
<td>REFLECTIONS ON THE SEX WORKER GIVING CIRCLE</td>
<td>19</td>
</tr>
<tr>
<td>WHAT OUR DONORS HAVE TO SAY</td>
<td>20</td>
</tr>
<tr>
<td>FINANCIALS</td>
<td>22</td>
</tr>
<tr>
<td>OUR STAFF</td>
<td>24</td>
</tr>
<tr>
<td>OUR ADVISORY COUNCIL</td>
<td>27</td>
</tr>
<tr>
<td>THANK YOU TO OUR DONORS</td>
<td>28</td>
</tr>
</tbody>
</table>
ON TRANSFORMATIVE COLLECTIVE LEADERSHIP:
A LETTER FROM THE CO-COS

Dear Friends,

We write this letter to you with so much gratitude. At our October 2018 Gender Bash Fundraiser, we were (literally) handed the baton from former ED Rye Young, and granted the opportunity to continue the radical, grassroots, youth-led legacy of Third Wave Fund as Co-Directors. Even though the baton was passed to our hands, we were clear—the vision for resourcing our movements couldn’t be held by just one person, or even a pair. It would take all of us.

Now, just over a year later, we’re thankful that you stuck with us through that transition—you leaned in and helped make 2019 our biggest, boldest year yet.

In 2019, we saw how transformative collective leadership can be.

We held our first-ever values-aligned participatory budgeting process, creating more financial transparency and building financial management skills across our staff and Advisory Council.

We held our second Sex Worker Giving Circle Fellowship, bringing emerging movement and philanthropic leaders who are sex workers into grantmaking leadership, and committing over $600,000 to sex worker-led groups.

We worked with the Men’s Gender Justice Giving Circle and our Sustainable Leadership Fund members to bring more of our community into our fundraising work through organizing house parties, phone-banking marathons, and fundraising trainings.

For the first time ever, we broke one million dollars in grantmaking in 2019—giving out over $1.2m. We outraised our projected budget by $870,000, and have a base of 300 individuals and 5 foundations committed to multi-year pledges and monthly gifts.

These small and big actions of creating a leaderFULL organization have made a huge impact on our sustainability. This is what collective action looks like. It really does take all of us.

Looking ahead at 2020, we will need both visionary reflection and nimble action. We’ve grown so much since re-launching Third Wave Fund four years ago, and we’re now ready to plan ahead for the next five years. We’re excited to lead Third Wave Fund’s first strategic planning process, guided by our grantees, supporters, and community. And while we’ll be planning for the long-haul, we’ll also stay true to what Third Wave has always been—a scrappy, strategic hub for supporting organizations and activists often looked over by philanthropy. In 2020 and beyond, we’ll continue supporting movements with rapid response dollars and long-term support. We’re also excited to announce the launch of our Conflict Resolution Fund pilot—with grants going to youth-led organizations doing conflict, harm, and violence prevention work.
2020 will not be an easy year—but our ask of you is simple: Will you continue to stick with movements led by women of color, queer, trans, and intersex young folks for the long-haul, no matter what is thrown our way? Whether that’s offering your house for a fundraiser, making decorations for Gender Bash, committing to a monthly gift or 6-year pledge—every action and every dollar radically transforms the status quo in philanthropy, and allows us to dream and scheme in the present and future.

Thank you for trusting us to carry the Third Wave Fund baton forward. Thank you to all of our Grantees, Fellows, Grantmaking Committee Members, to our Advisory Council, staff, and to every single one of you that put dollars and energy towards our work. Thank you for sticking with us, and for believing in our youth-led, gender and reproductive justice vision. Thank you for believing in young, queer, trans, gender nonconforming leadership of color.

We have so much farther to go, and we’re right where we need to be—and we’re doing the damn thing! Bring it, 2020.

Wage love,

The Co-Cos

Kiyomi Fujikawa and Ana Conner
2019 GRANTEES

$1.2M
TOTAL AMOUNT OF GRANTS IN 2019

82
TOTAL NUMBER OF GRANTS MADE

38%
INCREASE IN GRANTS FROM 2018

$368,700
TOTAL DOLLARS GRANTED TO RURAL COMMUNITIES

90%
OF GRANT DOLLARS TO POC-LED ORGS
OUR GRANTEES

WEST COAST & PACIFIC REGION

Mirror Memoirs
Los Angeles CA / National
Mobilize Power Fund | $6,500
Own Our Power Fund | $15,000

API Equality Northern California
San Francisco, CA
Own Our Power Fund | $15,000

Somos Familia Valle
San Fernando Valley, CA
Sex Worker Giving Circle | $10,000

Sex Workers Outreach Project-USA (SWOP-USA)
Walnut, CA / National
Sex Worker Giving Circle | $20,000

Washington Immigrant Solidarity Network
Burien, WA
Mobilize Power Fund | $10,000

CID Massage Parlor Outreach Project
Seattle, WA
Mobilize Power Fund | $5,000

Coalition for Rights and Safety for People in the Sex Trade
Seattle, WA
Sex Worker Giving Circle | $20,000

QTPOC Birthwerq
Seattle, WA / National
Own Our Power Fund | $25,000

OUR GRANTEES

Bay Area Workers Support (BAWS)
Oakland, CA
Sex Worker Giving Circle | $20,000

Kween Culture Initiative
Oakland, CA
Mobilize Power Fund | $7,500

Power to Live Campaign
Oakland, CA
Mobilize Power Fund | $15,000

Queer Crescent Healing
Oakland, CA
Mobilize Power Fund | $5,000

Under the Red Umbrella
Oakland, CA
Sex Worker Giving Circle | $20,000

Hecate Society & Resistencia Relativa
Los Angeles, CA
Mobilize Power Fund | $15,000
**SOUTH & SOUTHEAST REGION**

- **Justice before Peace**  
  Louisville, KY  
  Mobilize Power Fund | $5,000

- **My Sistah’s House**  
  Memphis, TN  
  Mobilize Power Fund | $7,500

- **WECARETN**  
  Memphis, TN  
  Sex Worker Giving Circle | $20,000

- **Knoxville Abortion Doula Collective & Carolina Abortion Fund**  
  Knoxville, TN  
  Mobilize Power Fund | $20,000

- **TAKE Resource Center**  
  Birmingham, AL  
  Grow Power Fund | $55,000

- **TKO Society**  
  Selma, AL  
  Own Our Power Fund | $25,000

- **Yellowhammer Fund**  
  Tuscaloosa, AL  
  Mobilize Power Fund | $7,500  
  Own Our Power Fund | $15,000

- **Black Feminist Future**  
  Atlanta, GA  
  Mobilize Power Fund | $10,000

- **Intersex Justice Project**  
  Atlanta, GA / National  
  Own Our Power Fund | $25,000

- **Alerta Migratoria**  
  Chapel Hill, NC  
  Mobilize Power Fund | $7,500

- **Youth OUTright**  
  Asheville, NC  
  Mobilize Power Fund | $15,000

- **Project Blackbird**  
  Greensboro, NC & Oklahoma City, OK  
  Sex Worker Giving Circle | $10,000  
  Mobilize Power Fund | $4,350
Urban Survivors Union  
Greensboro, NC  
Sex Worker Giving Circle | $20,000

Youth Organizing Institute  
Durham, NC  
Grow Power Fund | $35,000

South Florida Healing Justice Project  
Ft. Lauderdale, FL  
Mobilize Power Fund | $7,000

Fanm Saj Inc  
Miami, FL  
Mobilize Power Fund | $7,500

Southern Birth Justice Project  
Miami, FL  
Own Our Power Fund | $15,000

Spring Up  
Miami Gardens, FL  
Own Our Power Fund | $15,000

Siempre Vivas  
Mayaguez, PR  
Mobilize Power Fund | $6,235

The Icarus Project & Caminando la Utopia  
Murrells Inlet, SC & Comerío, PR  
Mobilize Power Fund | $7,500

Orleans Parish Prison Reform Coalition  
New Orleans, LA  
Mobilize Power Fund | $15,000

Reproductive Justice Action Collective  
New Orleans, LA  
Grow Power Fund | $35,000

Women with a Vision  
New Orleans, LA  
Sex Worker Giving Circle | $20,000

West Fund  
El Paso, TX  
Grow Power Fund | $35,000

MIDWEST REGION

Release MN8  
Minneapolis, MN  
Mobilize Power Fund | $7,500

Native Justice Coalition  
Manistee, MI  
Mobilize Power Fund | $7,500

Interaction Initiative  
Mishawaka, IN  
Mobilize Power Fund | $8,000

Trans Sistas of Color Project  
Detroit, MI  
Sex Worker Giving Circle | $20,000  
Grow Power Fund | $35,000

Heaux Stroll Chicago  
Chicago, IL  
Mobilize Power Fund | $2,500

National LGBTQ Workers Center  
Chicago, IL  
Mobilize Power Fund | $7,500
Pilsen Alliance  
Chicago, IL  
Mobilize Power Fund | $7,500

Youth for Black Lives  
Chicago, IL  
Mobilize Power Fund | $2,450

Dissenters  
Chicago, IL  
Mobilize Power Fund | $10,000

Street Youth Rise Up  
Chicago, IL  
Sex Worker Giving Circle | $20,000

Assata’s Daughters  
Chicago, IL  
Grow Power Fund | $35,000

Support Ho(s)e  
Chicago, IL / New York, NY  
Sex Worker Giving Circle | $20,000

HEART Women & Girls  
Chicago, IL / National  
Grow Power Fund | $35,000

NORTHEAST REGION

New Jersey Red Umbrella Alliance (NJ-RUA)  
Long Branch, NJ  
Sex Worker Giving Circle | $20,000

Best Practices Policy Project  
Morristown, NJ  
Sex Worker Giving Circle | $20,000

Be a Voice for Justice Initiative  
Buffalo, NY  
Mobilize Power Fund | $6,500

BTGNC Resource  
Brooklyn, NY  
Mobilize Power Fund | $5,000

Hoe is (Our) Life  
Brooklyn, NY  
Mobilize Power Fund | $6,500

The Rockaway Youth Task Force  
Far Rockaway, NY  
Mobilize Power Fund | $5,000

Colectivo Intercultural TRANSgrediendo  
Queens, NY  
Sex Worker Giving Circle | $10,000

G.L.I.T.S.  
New York City, NY  
Sex Worker Giving Circle | $20,000

Black Sex Worker Collective  
New York City, NY  
Mobilize Power Fund | $7,500  
Sex Worker Giving Circle | $10,000

Multicultural Resource Center  
Ithaca, NY  
Mobilize Power Fund | $7,500
Alliance to Mobilize Our Resistance (AMOR)
Providence, RI
Mobilize Power Fund | $12,000

Sistafire
Providence, RI
Own Our Power Fund | $25,000

Okra Ethics
Pittsburgh, PA
Mobilize Power Fund | $5,000

Holler Health Justice
Charleston, WV
Mobilize Power Fund | $20,000

Justice for Jason & People Against Police Brutality
New Haven, CT
Mobilize Power Fund | $20,000

Out in the Open
Brattleboro, VT
Own Our Power Fund | $15,000

Trans United
Washington, D.C. / National
Own Our Power Fund | $25,000

Collective Action for Safe Spaces (CASS)
Washington, D.C.
Sex Worker Giving Circle | $20,000

No Justice No Pride
Washington, D.C.
Mobilize Power Fund | $7,500

Whose Corner is it Anyway?
Holyoke, MA
Sex Worker Giving Circle | $20,000

MOUNTAIN WEST

Compañeros: Four Corners Immigrant Resource Center
Durango, CO
Mobilize Power Fund | $5,700

Black Phoenix Organizing Collective
Phoenix, AZ
Mobilize Power Fund | $10,000

The Outlaw Project
Phoenix, AZ
Sex Worker Giving Circle | $20,000

Poder in Action
Phoenix, AZ
Mobilize Power Fund | $4,000

Trans Queer Pueblo
Phoenix, AZ
Grow Power Fund | $35,000

Transwoman Empowerment Initiative and Rez Spit
Albuquerque, NM
Mobilize Power Fund | $7,500
GRANTMAKING AREAS:
FROM RAPID-RESPONSE TO LONG-TERM FUNDING

RAPID-RESPONSE FUNDING

This year through the Mobilize Power Fund, we’ve awarded $366,735 through 43 grants, a 28% increase from 2018 ($274,500).

We launched the Mobilize Power Fund in 2015 as a rapid-response fund that supports the leadership of young women, trans, intersex, non-binary, and gender non-conforming youth of color under 35 in social justice movements in moments of much-needed direct action, community mobilizing, and healing justice.

We believe powerful movements need the ability to respond to and heal from immediate threats with flexible and responsive funding opportunities.

Mobilize Power Fund Grantees

Alerta Migratoria
Alliance to Mobilize our Resistance (AMOR)
Be a Voice for Justice Initiative
Black Feminist Future
Black Phoenix Organizing Collective
Black Sex Worker Collective
BTGNC Resource
CID Massage Parlor Outreach Project
Compañeros: Four Corners Immigrant Resource Center
Dissenters
Fanm Saj Inc
Heaux Stroll Chicago
Hecate Society & Resistencia Relativa
Hoe is (our) Life
Holler Health Justice
InterAction Initiative Inc
Justice Before Peace
Justice for Jason & People Against Police Brutality
Kween Culture Initiative
Mirror Memoirs

Multicultural Resource Center
My Sistah’s House
National LGBTQ Workers Center
Native Justice Coalition
OKRA Ethics
Orleans Parish Prison Reform Coalition
Pilsen Alliance
Poder in Action
Power to Live Campaign
Project Blackbird
Queer Crescent Healing
Release MN8
Siempre Vivas
South Florida Healing Justice Project
The Icarus Project & Caminando la Utopía
The Rockaway Youth Task Force
The Transwoman Empowerment Initiative & Rez Spit
Washington Immigrant Solidarity Network
Yellowhammer Fund
Youth for Black Lives
Youth OUTRight
CAPACITY-BUILDING FUNDING

In 2019 through the Own Our Power Fund, we awarded $225,000 through 11 grants!

The Own Our Power Fund makes one and two-year capacity-building grants of up to $25,000 for projects that seek to increase the agency communities have over their organizations by supporting leadership, sustainability, and self-representation.

The fund supports communities most impacted to lead the work, aiding in developing sustainable revenue models and fundraising strategies, and harnessing the power of self-representation through community-led research, storytelling or communications.

Own Our Power Fund was made possible by DataCenter, an institution which advanced research justice for 38 years. DataCenter dissolved in 2016 and chose Third Wave Fund to continue the legacy of their work.
LONG-TERM FUNDING

We are currently in our 3rd year of our inaugural Grow Power Fund grantee cohort and have awarded $245,000 to 8 grantees!

The Grow Power Fund is a long-term investment in emerging organizations led by young women of color; trans, gender non-conforming, queer, and intersex youth; and low-income communities.

The fund offers each grantee holistic support by providing a multi-year (6 year) grant inclusive of general operating funds, capacity-building funds, and funds for organizational development coaching.

Grow Power Fund Grantees

Assata’s Daughters
HEART Women and Girls
Reproductive Justice Action Collective
TAKE Resource Center
Trans Queer Pueblo
Trans Sistas of Color Project
West Fund
Youth Organizing Institute

Own Our Power Fund Grantees

API Equality Northern California
Intersex Justice Project - Mirror Memoirs
Out in the Open
QTPOC Birthwerq
SistaFire
Southern Birth Justice Project
Spring Up
TKO Society
Trans United
Yellowhammer Fund
SEX WORKER-LED FUNDING

In 2018, we started the first sex-worker led fund housed at a U.S. foundation, awarding $200,000 through the Sex Worker Giving Circle. This year, the SWGC hired a Sex Work Funding Officer and awarded $370,000 (with an additional $30,000 allocated by fellows for early 2020) to over twenty groups including our first renewal and multi-year grants. The 2019 SWGC Fellows were selected for their expertise and skills as sex workers most impacted by oppression. These eleven fabulous Fellows were responsible for making all grant decisions, and helping to design and implement grassroots events and fundraising campaigns that reached audiences of over two million people this summer.

Between grant cycles, SWGC Fellows and staff are hard at work for more and better funding for frontline sex worker communities, through resource development, philanthropic advocacy, speaking engagements, and more. As we move towards our Spring 2020 cycle, we’re proud to keep building on these successes to resource sex workers to organize for safety, self-determination, and justice.

**Sex Worker Giving Circle Grantees**

Bay Area Workers Support (BAWS)
Best Practices Policy Project
Black Sex Worker Collective
Coalition for the Rights and Safety of People in the Sex Trade
Colectivo Intercultural TRANSgrediendo
Collection Action for Safe Spaces (CASS)
G.L.I.T.S.
New Jersey Red Umbrella Alliance
Project Blackbird
Somos Familia Valle
Street Youth Rise Up
Support Ho(s)e
Sex Workers Outreach Project USA (SWOP USA)
The Outlaw Project
Trans Sistas of Color Project
Trans Women of Color Collective
Under the Red Umbrella
Urban Survivors Union
U.T.O.P.I.A. Seattle
WECARETN
Whose Corner Is It Anyway?
Women With a Vision

Illustration by Monica Trinidad.
WE’RE LEVELING UP AND DOUBLING-DOWN

Third Wave has been on an exciting and powerful growth trajectory in recent years, and our grantmaking, capacity building, and philanthropic advocacy has leveled-up in tandem. As we started 2019, we had made nearly $2 million dollars in grants total from relaunching in 2015 - 2018. In 2019 alone, we made an additional $1.2 million in grants and sponsorships to under-resourced and grassroots gender justice movements, once again breaking our grantmaking record since our founding in 1996. We increased our giving across the board—from our rapid response grants, to our long term, 6-year, general operating support grants.

In addition to how much money we’re moving, we’ve heard time and time again that how we do it is just as important, if not more. We continue to double-down on supporting the leadership of young women of color and trans and gender-non-conforming people of color in movements for an expansive vision of gender justice. We continue to hear the need to not only resource the mobilizations and frontline work, but also the need for care work and healing justice that sustains and transforms grassroots organizing on the ground. We maintain our commitment to accessibility—taking applications by phone, written, DIY selfie video, and in English or Spanish. We are also one of the only funding institutions to resource groups that do not have a 501(c)3 status.

We know the experts are the people closest to the issues, and that the people with lived experiences have most critical, intersectional solutions to the problems they face. This means we must trust our grantees and fellows to show us the way to best support movements for social change. Our Sex Worker Giving Circle (SWGC) Fellows awarded $370,000 (with an additional $30,000 allocated by fellows for early 2020) after four months of learning the nuts and bolts of grantmaking and fundraising. The SWGC heard the need for long-term support, so it made its first multi-year grants in 2019.

In spite of the challenges and hostile political climate for so many of our communities, we know that gender justice is possible, and we see powerful and liberatory examples of it in our grantees work everyday. We know that long-term redistribution of wealth and shifts towards people power are essential—beyond any year, political cycle, or decade. As we reflect on 2019, we see the brilliance, joy, and rigor of our communities and are proud to be able to get resources where they need to go.

Third Wave Fund staff and members of the Men’s Gender Justice Giving Circle before going on stage at Gender Bash 2019. Photo by Tiph Browne.
GRANTEE HIGHLIGHTS

KWEEN CULTURE INITIATIVE (Oakland, CA | Mobilize Power Fund, January) promotes the social and cultural empowerment of transgender women of color. In response to needs that emerged out of their “State of Emergency: Violence Against Trans Women of Color” forum in November 2018, they led a series of convenings centered on building healing justice and leadership development infrastructure by and for Black & Brown trans women in the Bay Area. This project directly challenged philanthropic divestment from trans women of color leadership, infrastructure, healing, and wellness while bridging healing justice and leadership development with a racial and gender justice analysis. Their model aims to be replicable in other local trans women of color communities across the country, and builds peer networks for ongoing organizing, collaboration, and mutual support.

“Kween Culture aims to disrupt the notions that we, as Black and Brown women of transgender experience, cannot thrive. The “Cultivating Black Trans Joy” convening shared thought-leadership through sisterhood and created ideas towards our liberation that can be translated into actionable outcomes for Black transgender women leaders to use in their own lives [...] For Kween Culture, being a recipient of this grant award was an affirmation that our work is absolutely necessary and with a greater impact than we ever realized.”

— Aria Said, Executive Director of Kween Culture Initiative
QUEER CRESCENT HEALING (Oakland, CA | Mobilize Power Fund, March) is a cultural shift organization rooted in gender justice, queer liberation and creating collective possibilities for LGBTQIA+ Muslims in the Bay Area and nationally. Beginning as a support group, Queer Crescent Healing has evolved into a political home for queer, trans, and non-binary Muslim young people in the Bay Area to gather, practice, and learn at the intersection of healing justice and community organizing. In response to harm that had taken place within their programming, Queer Crescent Healing initiated a restorative justice process and digital security training as a way to proactively build skills and infrastructure to address future conflict and harm.

“With the support from Third Wave, we were able to work with a transformative justice practitioner to restore trust and build deeper alignment around our work. [...] We started this particular project on safety to address the clear and abusive harm of a community member, however through the process also learned about the subtle, yet also harmful unintentional dynamics that were being created through unexamined power. I am humbled and learning what leadership within one’s own community looks like.”

— Shenaaz Janmohamed, Founder/Lead Organizer of Queer Crescent Healing
U.T.O.P.I.A SEATTLE (Seattle, WA | Sex Worker Giving Circle renewed grantee) was born out of the struggles, challenges, strength, and resilience of the queer, trans, and Pacific Islander community in South Seattle and South King County. U.T.O.P.I.A (short for United Territories of Pacific Islander Alliance) is led by Indigenous Pasifika trans women, most of whom have current or past experiences with sex work. They approach their community work through an intersectional and cultural lens as their culture plays an integral role in the way they care and fight for the liberation of queer and trans people of color. With our funding, they have created a safety network for transgender and gender diverse PI sex workers and also ramped up support through health services, worker and tenant rights training, healing gatherings, story-centered policy agendas, local and regional QTPI sex worker convenings, and more.

“We demonstrate our belief in liberation by placing the most marginalized part of community at the center of our work. To get funded by the Sex Worker Giving Circle means that the work we do is not only led but also resourced by strong and resilient individuals with experiences in sex work.”

— Taffy T. Johnson, Executive Director, U.T.O.P.I.A. SEATTLE
REFLECTIONS ON THE SEX WORKER GIVING CIRCLE

by Cyrée Jarelle Johnson, 2018 SWGC Fellow

2019 marked the second year of Third Wave Fund’s groundbreaking Sex Worker Giving Circle. It was also year two of FOSTA-SESTA’s assault on the lives and livelihoods of people in the sex industry.

No one is more aware of the harm FOSTA-SESTA has caused than our SWGC Fellows, and no one is better able to rise to the task of defeating these anti-sex worker laws. Our brilliant Fellows not only make all funding decisions, define the character of the giving circle, and spread the word, they utilize tactics and talents unique to the sex trade to enhance our philanthropy. And it’s effective—2019 Fellows raised $15,000 in a single day and created social media campaigns seen by over two million people!

We recognized our Fellows’ amazing work by increasing their stipends from $500 to $1000 and continued to provide training in fundraising, grantmaking, and human rights in the philanthropic sector. The impact of the fellowship speaks for itself: Fellows have raised $110,000 since 2018 through major donor meetings and gone on to transform grantmaking organizations as new employees.

The genius of our Fellows is reflected in the grantees they select, all of whom share their commitment to creating innovative solutions to the dehumanization of sex workers. Every organization we fund is on the cutting edge of sex worker-led movements for justice. Our grantees’ efforts continue to move us toward ending the harm FOSTA-SESTA has wrought on sex workers and their communities.

Third Wave Fund is proud of what the SWGC has done to push for decriminalization of sex work through ethical grantmaking, reducing the harm of anti-sex worker laws by resourcing collective resilience, and celebrating people in the sex industry. We urge you to join us in keeping this essential work alive by donating to the Sex Worker Giving Circle, and hope you’ll draw on our model to bring sex worker-led and -informed philanthropy to your organization.
WHAT OUR DONORS HAVE TO SAY

“The fact that Third Wave Fund is actively dismantling traditional notions of what philanthropy is, is why I give. From who they consider and fund, to who runs it, to how the staff and board operate, all challenge how we can not only support marginalized communities but reimagine how we do so. It’s incredible.”

— Nina Kossoff, Advisory Council member & Gender Bash Planning Committee Member

“Giving to Third Wave brings me joy because I get to be a small part of something much larger. I know that my donations support organizing around the country that I might have never known about, and also support the small but mighty staff at Third Wave to do their work well!”

— Jes Kelley
“Not only is it so important for the movement for sex worker rights to be led by sex workers, but it’s also clear that directing money to small grassroots organizing means that money goes further and makes a bigger impact than if bogged down in a larger, bureaucratic organization. Third Wave helps make that happen, and also importantly does a lot of work to create community itself. I know that when I donate to Third Wave, the money is going to the places where it will make the biggest impact.”

— JB Brager

“Those of us in the Men’s Gender Justice Giving Circle were so lucky to partner with Third Wave Fund to move money to grassroots gender justice organizing. Ana, Maryse, Nicole, and everyone else at Third Wave have been both tender and rigorous with us as we’ve worked to be in right relationship with the movement. Their vision of gender justice has taught us so much about the way the world can and will be when we win.”

— Men’s Gender Justice Giving Circle
Thanks to your support, in 2019 Third Wave Fund had tremendous growth financially. We raised over $3.36 million up from roughly $2.01 million in 2018, and made $1.38 million in grantmaking, sponsorships, and capacity building. In addition to the money we raised this year, we wanted to share more about the overall financial health of the organization.

**Savings, Endowments, and Reserve**

**6-month reserve**
Proteus Fund’s best practice is for all fiscally sponsored projects to maintain a reserve of 6-months expenses (not including grantmaking). For Third Wave, we have $502,219 as a dedicated 6-month reserve.

**Endowments and Investments**

**DataCenter Endowment**
The DataCenter is an incredible movement-building research organization that coined the term Participatory Action Research - closed in 2017 and donated their assets (about $458,000 at time of closure) to Third Wave with the agreement we would use 5% of the restricted endowment to make grants towards Participatory Action Research projects. These are usually made through our Own Our Power Fund or Mobilize Power Fund.

**Lela Breitbart Memorial**
At time of the closure of Third Wave Foundation in 2014, we had an endowed fund called the Lela Breitbart Memorial fund, a fund which a donor generously set up when her daughter, an ardent young feminist activist who worked at Planned Parenthood, unexpectedly and tragically passed away.

**Total Investments**
With the Lela Breitbart Memorial Fund, DataCenter, and other funds, we have just under $1m invested in a LGBTQ-owned social responsible fund. In 2020, we hope to continue to explore creative investment strategies that are in line with our values.

**Liabilities**

We value multi-year funding across many of our funds. As a result, we currently are liable for $1.475m in multi-year grant commitments. We include this amount in our savings.

**Net Assets**

We have total net assets of $3.362m with $1,080,000 of that in Restricted Net Assets (these restricted assets are mostly multi-year grant commitments awarded to us, but will not be released until a future year).
Values-based Budgeting Process for 2020

With a staff and advisory council made up of mostly young queer and trans people of color with mixed class backgrounds, we know that many of us are not trusted or taught to navigate money matters. In the interest of building stronger financial skills across our team, we took inspiration from our friends at A Bookkeeping Cooperative (ABC) and AORTA to have a participatory, values-based budgeting process for 2020. After members of staff and advisors attended a workshop with ABC and AORTA, we collaboratively set “success statements” for our budget - knowing that budgets reflect values as much as they do how much is in the bank. From these success statements, we developed a budget that has input and buy-in from everyone on our team. We hope to continue this practice in the future and continue our learning and practice.

WE DON'T JUST WANT A SEAT AT THE TABLE.
WE WANT TO SET THE TABLE.

-Andrea Jenkins
Ana Conner (she/they)
*Co-Director*

Ana Conner is a mixed Black queer gender non-conforming young person living in Harlem, NY. They are committed to community building and resourcing movements, particularly those rooted in Black liberation, racial and gender justice, queer and trans liberation, and youth leadership development. Before Third Wave Fund, they were the Senior Program Associate for the Transforming Movements Fund and Black-Led Movement Fund at Borealis Philanthropy.

Kiyomi Fujikawa (she/her)
*Co-Director*

Kiyomi Fujikawa is a Seattle-based, mixed-race queer trans femme who has been involved with movements to end gender- and state-based violence since 2001. Her political home is with queer and trans communities of color and organizing to prevent and respond to intimate partner violence. Kiyomi is currently on the board of Groundswell Fund and is a Grantmakers United for Trans Communities (GUTC) Leadership Development Fellow. She was most recently a Senior Program Associate at the Fund for Trans Generations at Borealis Philanthropy, and the Queer Network Program Coordinator at API Chaya.

Maryse Mitchell Brody (they/them)
*Sex Worker Funding Officer*

Maryse Mitchell-Brody is a white, Jewish, queer, and trans facilitator, fundraiser, organizer, and radical social worker living on Lenape land in Brooklyn, NY. They have been active in movements for healing justice, sex worker organizing, racial justice, economic justice, and LGBTQI+ liberation in their hometown of New York City for over twenty years. In 2018, they co-organized the Sex Worker Giving Circle, the first and only sex worker-led fund housed at a U.S. foundation, and joined Third Wave’s staff in 2019 to deepen and broaden that work. They are a member of the Steering Committee of the Sex Work Donor Collaborative.
mai doan (she/her)  
*Program Associate*

mai doan is a writer, facilitator, and healing justice lover living in Albuquerque, NM. For the past 10 years, mai has been supporting young women, femmes, and queer and trans young people of color to heal, create, and resist through her work as a writer, youth worker, community organizer, teaching artist, and energy work practitioner. *water/tongue* (Omnidawn, 2019), is her first full-length poetry collection.

Woods Ervin (they/them)  
*Administrative Assistant*

Woods Ervin is a black non-binary trans-femme organizer that has lived for some time in each of the four corners of the US. They have been organizing for over a decade in movements both for trans self-determination as well as prison-industrial complex abolition. Woods has most recently worked with TGI Justice Project and Critical Resistance in the Bay Area. They currently are engaged in research on policing at Interrupting Criminalization at Barnard. They are an independent researcher on trans people in the labor market.

Joy Messinger (she/her)  
*Program Officer*

Joy Messinger is a queer, disabled, femme organizer of spreadsheets, funding, and people to build sustainability, healing, wellness, and power for reproductive justice, queer and trans liberation, and disabled, migrant, and POC communities. She became passionate about community-led philanthropy as a member and co-chair of the Chicago Foundation for Women’s LBTQ Giving Council, where she helped implement an inclusive name and an intersectional grantmaking analysis. Joy is active in Third Wave’s philanthropic advocacy efforts, serving as Co-Lead of the Funders for Justice Healing Justice Strategy Group and Co-Chair of the Funders for Reproductive Equity Youth Leadership & Engagement Working Group.
Nicole Myles (she/her)
*External Relations Associate*

Nicole is a Black queer femme who has lived in Phoenix and Philadelphia and now calls Brooklyn home. She holds a Master’s in Arts Administration and interned with Open Society Foundations and Leeway Foundation. Nicole believes in the power of community to resource collective liberation. When she’s not busy donor organizing or throwing parties for Third Wave, you can find Nicole at dance class, reading Afrofuturism, and trying not to kill her plants.

Monica Trinidad (she/her)
*Communications Officer*

Monica Trinidad is a queer, Latinx artist and organizer, born and raised on the southeast side of Chicago, IL. She is a co-founder of Brown & Proud Press (2012), For the People Artists Collective (2015) and the People’s Response Team (2016). Monica has created movement art for over 30 organizations, campaigns, and efforts, and her work is in permanent collection at the DuSable Museum of African American History.
Our Advisory Council

Hana Sun  
*Outgoing Co-Chair*

deesha narichania  
*Outgoing Co-Chair*

Adjoa Sankofia Tetteh  
*Incoming Co-Chair*

Christine Davitt

Jaime-Jin Lewis

Eugenia Lee

Nina Kossoff

Verónica Bayetti Flores

Julia Lukomnik *(until March 2019)*

Sarah Abbott *(until June 2019)*

“Gender Justice is in Every Movement” stickers on a table, designed by Rommy Torrico. Photo by Tiph Browne.
THANK YOU TO OUR DONORS

First 100
Anonymous (6)
Sarah Abelow
Ro Adler
Nora Aimee McDonnell
Nora Berenstain
Hallie Boas
Vicki Breitbart
Tracy Burt
Leahjo & Berkley Carnine
Charlene Carruthers
Perry Cohen & Brooke Bull
Chia Collins
Willa Conway
Laura D’Amato-Contreras
Pierce Delahunt
Kate Donahue
Ansel Dow
Jamie Estrada
Siena Ezekiel
Holly Fetter
Ben Francisco Maulbeck
Jason Franklin
Samantha Franklin
Lane Fury
The Gast Family
Rachel Gelman
Ben Greisinger
Agnes Gund
Harshita Gupta
Naa Hammond
Jessica Holland
Mikayla Hutchinson
Beth Jacobs
Dylan Jacobs
Sam Jacobs
Nate Jones
Lucia Kahn
Surina Khan & Jennifer Terry
Dana King
Paige Kirstein
Meg Loomis
Elizabeth & Anthony Lower-Basch
Anna March
Olivia Merchant
Rosalba Messina
Barbara Meyer
Harley Meyer
Gerrish & Gail Milliken
Weston Milliken
Susan Mooney & Rebecca Rolfe
Jessica Morgan
Amoreta Morris
Arielle Narva
Julie Parker Benello
Polly Pillen
Ellie Poley & Brittany Alsot
Adam Roberts
Iván Rosales
Aviva & Jeremy Rothman-Shore
Anya Rous
Katrina Schaffer
J Schild
Tuti Scott
Margot Seigle
Liza Siegler
Hannah Soreng
Sparks
David Steely
Lars Stephenson
Helen Stillman
Julia Stone
Liz Sullivan
Alexandra Teixeira
Sam Vinal
Anna Weisberg
Reid Williams
Joe Williams
Olivia Woollam
Rye Young
Liz Zale

Monthly/Quarterly Donors
Anonymous (5)
Sally A Ryman
Jhaleh Akhavan
Yahya Alazrak
Natalie Alexander
Theresa Anasti
Kyle Anderson
Elizabeth Barnett
Kate Bernyk
Owen Berson
April Bethea
Micah Blaise
Devan Boyle
Renee Bracey Sherman
Graham Bridgeman
Wayne Brody
Ruben Brosbe
Jen Bryan
Emma Buck
Kate Bui
Emma Burke
Elizabeth Busch
Kelsey Butterworth
Mahx Capacity
Lulu Carpenter
Jill Casey
Aimee Castenell
Cynthia Chandler
Yuni Chang
Allison Chapin
Cindy Choug
Katy Clark
Shaka Clark
Erin Cline
Rebecca Coates-Finke
Mariel Cohn
Ana Conner
Anna Cooper
Lissa Crane
Candice Crutchfield
Hadassah Damien
Masen Davis
Kaja Dawkins
Bridget de Gersigny
Lisa Del Monte
Pierce Delahunt
Alexandra DelValle
Kara Desiderio
Katie Diamond
Lucy Diavolo
Jovana Djordjevic
Jenny Dodson
Ila Duncan
Madeleine Durante
Melody Eaton
Zachary Eaton
Bets Edasery
Becky Edmonds
Chris Edmonds
Tara Ellison
Joanna Eng
Marigo Farr
Phoebe Feeley
Vanessa Ferrel
Bree Ferrin
Em Fish
Kristen Fitzpatrick
Alexis Flower
Andrea Flynn
Samantha Franklin
Marlene Fried
Elizabeth Garcia
Kaliyah Gardner
Michael Gast
Melissa Gira Grant
Molly Glenn
Zil Goldstein
Laurel Golio
Morgaine Gooding-Silverwood
Sara Gould
Alexa Grae
Kaitlin Gravitt
Katrina Green
Joanna Gurin
Adam Haber
Alex Haber
Candice Haddad
Sophie Hagen
India Harris
Rachel Harris-Phillips
Natasha Hay
Lindsey Hennawi
Darby Hickey
Justine Hong
Tiffany Hong
Ricky Hougland
Adair Iacono
Cynthia Ibarra

Jeffrey Jacobs
Jillian Jacobs
Sam Jacobs
Phoebe Jenkins
Jenna Jerman
Lucretia John
Blake Johnson
Emily Johnson
Edie Joseph
Kirin Kanakkanatt
Barbara Kass
Abigail Keel
Hank Kelley
Jes Kelley
Saenam Kim
Leah & Jahnna Knobler
Noah Koch
Sydney Kopp-Richardson
Beckett Koretz
Nina Kossoff
Sarika Kumar
Emma Kupferman
Meagan L. Butler
Eugenia Lee
Rosalyn Lee
Maedeline Legg
Tovah Leibowitz
Braeden Lentz
Anna Leschen-Lindell
Issac Lev Szmanko
Ariel Levin
Jaime-Jin Lewis
Ryan Li Dahlstrom
Morgan Light
Ri Lindegren
Zakiya Lord
Essex Lordes
Antonio Lorusso
Amanda Lu
Catherine Lundoff
Sadie Lune
Katie Lynch
Katherine Madhuri-Asencio
Devin Malone
Rickke Mananzala
Aida Manduley
Ian Mansfield
Raffi Marhaba
Abbey Marr
Oliver Matte
Gillian May Boeve
Emma McDonald
Kate McDonough
Emma McGowan
Meghan McNamara
Melissa Meade
Kevin Mernin
Crystal Middlestadt
Maryse Mitchell-Brody
Sydney Mokel
Evelin Montes
Chelsea Moore
Kimberly Murray
Nicole Myles
Priya Nair
Bhavana Nancherla
Alex Natale
Megan Nickerson
Lindsay Noyes
Nina O’Connor
Caitlin Offinger
Julie Olson
Aidan Orly
Sivan Orr
Christa Orth
Emil Paddison
Clare Parks
Matias Pelenur
Iola Pellegrino
Shannon Perez-Darby
Camellia Phillips
Ambar Pinto
Stephanie Poggi
Steve Quester
Sarah Quinto
Cassidy Regan
Gabriel Reichler
Julia Reticker-Flynn
Amanda Richards
Ivan Rosales
Sarah Rosenthal
Thea Rossman
Nic Ryan
Mia Rybeck
Anna Sacks
Allison Samuels
Maxwell Scales
James Schaffer
Ian Schiffer
J Schild
Jenna Schmitz
Diana Scholl
Dallas Schubert
Marybeth Seitz-Brown
Lolan Sevilla
Caroline Sheffield
Laurel Sheffield
Genya Shimkin
Hyunhee Shin
Wendy Sibbison
Charlene Sinclair
Rodney Smith
Lena Solow
Hannah Soreng
Jessie Spector
Laura Stempel
Alexandra Sterman
JD Stokely
Julia Stone
Megan Stories
Lee Strock
Hana Sun
Tara Tabassi
Mana Tahaie
Alexandra Teixeira
Adjoa Tetteh
Sarah Trachtenberg
Alane Trafford
Lucy Trainor
Paige Trubatch
Nicole Turcotte
Dylan Turmeque-Lament
Celia Turner
Rachel Valentine
Leah van Hoeve
Anthony Vasquez
Reed Vreeland
Amanda Wallwin
Catherine Wang
Joanna Ware
Marin Watts
Georgie Wei
Juliana Weissbein
Kristina Wertz
Vic Wiener
Christine Williams
Joe Williams
Britt Willis
Olivia Woollam
Kelly Wooten
Chelsea Wynn
Xin Xin
Chris Xu
Bean Yogi
Ayelet Yonah
Demian Yoon
Liz Zale & Maria Baugh
Cecilia Zvosec
Liza Siegler
Naomi Sobel &
Becky Silverstein
Alex Teixeira
Joanna Ware
Anna Weisberg
Syd Yang
Liz Zale
Sparks

Sustaining Leadership Fund

Anonymous (2)
Tony Bowen
Vicki Breitbart
Tiffany Brown
Willa Conway
Ben Francisco Maulbeck
Rachel Gelman
Cat Gund
Harshita Gupta
Naa Hammond
Beth Jacobs
Sam Jacobs
Nate Jones
Kirin Kanakkanatt
Hildy Karp
Rickke Mananzala
Weston Milliken
Arielle Narva
Hez Norton
Christa Orth
Polly Pillen
Amy Richards
Adam Roberts
Gretchen Rohr
Any Rous
Third Wave Fund staff at their January 2020 staff retreat in Miami, Florida.