



SVP SEATTLE REIMAGINED - FREQUENTLY ASKED QUESTIONS

Why is SVP Seattle reimagining its work?

SVP Seattle knows systemic racial injustice keeps our communities from thriving. We recognize our wealth, and philanthropic wealth is a direct result of racist systems and practices.

We also recognize philanthropy has not met the needs of Black, Indigenous, and People of Color. Philanthropic organizations continue to hold wealth, power, and one-way relationships with their grantees.

SVP Seattle has been on a racial equity journey that has changed how we understand racial justice, how we operate our programs, and how we show up in community. We also know we have not fully transformed our organization into one that is in accountable relationships with BIPOC communities.

We have also experienced multiple leadership transitions that did not allow the space to fully realize a vision in line with our new priorities. As a result, we have seen a decline in Partners, and this causes a decline in funding that impacts our ability to deliver programs.

We must transform for our organization and our community to thrive.

When will SVP Seattle announce new programs or initiatives under the Reimagined Vision?

We plan to announce new programs and initiatives on September 1, 2021. We will spend the spring and summer developing these programs with Partners and community partners and securing funding to launch these initiatives.

How will SVP Seattle develop new programs or initiatives?

Our reimagined organization is responsive to the Black, Indigenous, and People of Color-led community-based organizations we collaborate with. We expect new SVP Seattle programs or initiatives to be developed in relationship with our Partners and other people and organizations who have direct, lived experiences with the impacts of inequality.

During this time, we'd love for you to help us develop the new programming and initiatives!

OUR TIMELINE

May 2021

- Recruit Partners and community members to help co-create new programs
- Fundraise for programming and initiatives

June – July 2021

- Convene spaces and convene existing committees to brainstorm and develop new programs
- Fundraise for programming and initiatives

August 2021

- Fine-tune programming
- Fundraise for programming and initiatives

September 2021: Announce and launch new programs and initiatives

What current programs or initiatives is SVP Seattle evolving, and why?

SVP Seattle plans to continue its core philanthropic activities, including grantmaking, crafting learning journeys, and offering skilled volunteer opportunities through our capacity-building program. We are proud of how we have evolved our programs to center racial equity. For example, over the last few years, we have added the Advisory Grant Committee to our new grants process to elevate the voices of community; transformed Fast Pitch from a high stakes competition to a supportive cohort model using feedback from participants; and integrated equity into most of our programming. Now we want to fully align our programs with our Reimagined Vision.

Grantmaking

- We are committed to existing relationships with our current Investee Partners. We will continue a committee that works with our existing Investee Partners and Collective Action Teams. We will work with Partners and communities to evolve how our committees can be a space of co-creation where we learn to be in mutually accountable relationships with our Investees.
- We hope to relaunch the New Grant Committee to further develop how we offer new, multi-year grants, centering the decision-making with BIPOC-led community-based organizations. The relaunch of this program is dependent on funding.

Crafting Learning Journeys

- A central piece of our Reimagined Vision is the desire to create community through a shared learning experience. We will continue to offer learnings through cohort-based racial equity training, panels, and our Communities of Practice. Additionally, we are excited to develop new ways for us to learn as a Partnership.

Capacity Building

- Capacity building will continue as a central part of our programs. We will continue our Lead Partners program and capacity building support for our Investees Partners.

Fast Pitch

- We recognized that Fast Pitch was not feasible in the current program year. Moving forward, we will explore restarting Fast Pitch under our new Reimagined Vision. However, relaunching is dependent on a financially feasible program.

What new program areas will SVP Seattle offer?

As part of the evolution of our programs, SVP Seattle's toolbox is expanding to move money and power at the systems level. We will do this through new techniques such as collective advocacy and civic engagement. We plan to organize our Partners around shared advocacy that can affect policy and behavior change and expect to follow the lead of community-based partners as they identify and prioritize advocacy opportunities. We believe advocacy must become as central to philanthropy as our existing culture of giving and service.

With its reimagined work, what is SVP Seattle's goal to achieve in 3 years? 5 years?

In five years, we envision a robust Partnership of hundreds of people who are in mutually accountable relationships with Black, Indigenous, and People of Color-led community-based organizations around the region. This approach will be demonstrated in several ways:

- We have worked in these relationships to pilot new ways of sharing wealth through grantmaking.
- We have shared and transferred our power by organizing ourselves to support our community Partners' advocacy efforts and participated in advocacy that has shifted the racial wealth divide.

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- We have co-developed our skills and talents alongside community through our capacity-building programs.
 - We have co-created a community that has made possible what we could only imagine before – people organized together in a lifelong commitment to center racial equity, shift wealth, and share power.

AS SVP SEATTLE ENGAGES IN A REIMAGINED APPROACH WITH A FOCUS ON RACIAL EQUITY, WE UNDERSTAND IT WILL REQUIRE A NEW WAY OF MEASURING SUCCESS THAT IS NOT ALWAYS BASED ON NUMBERS. ALONG WITH OTHER PHILANTHROPIC AND NON-PROFIT PARTNERS, WE ARE LEARNING HOW TO CENTER THE VOICES AND EXPERTISE OF THOSE CLOSEST TO THE ISSUES WE SEEK TO ADDRESS. WE KNOW THIS IS NEW TERRITORY FOR US AND IT REQUIRES COMMITMENT, PATIENCE, AND PERSEVERANCE.

How can I support SVP Seattle?

SVP Seattle is a non-profit organization and the ability for us to reimagine and continue programming depends on you! We are asking you – our Partners – to continue your journey with us and recommit to SVP Seattle now.

How can I get involved with developing the new programming?

We'd love your help developing new programs and initiatives (see the timeline below) – please email info@svpseattle.org to let us know you are interested. And if you're busy this summer, we will have many future opportunities ahead!

What will it mean to be a Partner moving forward?

- 1) As part of our reimagining, we are moving to a more inclusive and flexible revenue model that emphasizes personally significant giving.
- 2) Starting September 1, we will ask Partners to make personally significant contributions of time, talent, and treasure to ensure the resources needed to do the work you've heard about.
- 3) This model reflects an expanded view of philanthropy – beyond writing checks – that SVP innovated and has promoted for the last twenty years.

Does this mean SVP Seattle is eliminating the U35 and giving levels?

Yes. We are moving away from our current donation minimums towards a personally significant giving model that is more inclusive and reflects our expanded view of philanthropy. This means we will ask some Partners to consider increasing their giving to support our new model. However, we also want other Partners to stay or join, whose personally significant donation may not be \$6,000/\$2,500.

What should Partners who are renewing this summer do?

We will be reaching out to have individual conversations with Partners who have upcoming renewals to discuss how they'd like to engage with and support the future of SVP Seattle.

Will there be a minimum financial gift to join SVP?

We will ask Partners to give at a personally significant level, and this will vary by partner depending on individual circumstances. We envision that financial contributions could range anywhere from \$250 a year to six-figure gifts.

Does this mean that Partners are required to volunteer time? What is SVP's perspective on Partners who are unable to volunteer due to personal circumstances?

As we've seen over the last twenty years, our Partners' involvement often ebbs and flows over time, depending on job, family, and other circumstances. We welcome all levels of Partner engagement with SVP.