

"Philanthropy is commendable, but it must not cause the philanthropist to overlook the economic injustice that makes philanthropy necessary."

Dr. Martin Luther King, Jr.

ChinoOk FuNd

our mission

The Chinook Fund is committed to the transformation of society into one that promotes social justice and freedom from oppression, including but not limited to: racism, sexism, classism, heterosexism, ageism, and ableism.

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Nosotras hacemos el cambio

We make the Change!

from the co-executive directors



Neha Mahajan
Co-Executive Director, Programs and Education



Katie Thiede
Co-Executive Director, Resource Development

Dear Supporters and Friends,

Over 20 years ago, a group of visionaries came together to imagine a Colorado where movements for social change could thrive. They imagined an organization where traditional control over resources was turned over to the organizers and activists fighting on the front lines of justice.

They imagined a community that was deeply radical and yet deeply practical – a place where people could access real tools and resources to make their visions of change a reality. These seeds of imagination have grown over two decades to become the Chinook Fund as we know it today.

This past year, we were able to harvest fruits from the labor of past generations, even as we continued to plant new seeds. Many of our established grantees experienced incredible successes after long years of determined organizing, from winning police accountability for racial profiling in Aurora (Rights for All People) to receiving an award for advocacy around a transgender hate crime trial that received national attention (Colorado Anti Violence Program). At the same time, start-up grantees challenged our grantmaking committee to consider new ways of doing social change work, from urban food justice to poetry for movement building.

In a time when “non-profit” and “social justice” often seem to contradict each other, Chinook is leading the way with a new model of leadership.

Chinook’s history of intentional anti-oppression work brought us staff, board and volunteer leadership that is more diverse, constituent-led and reflective of the communities we fund. And, in a time when “non-profit” and “social justice” often seem to contradict each other, Chinook led the way by adopting a new model of collective leadership to embody our values in the operations of our organization.

In 2008-2009 we also saw a new generation of Chinook leaders grappling with old questions of money and justice, which became even sharper into focus during hard economic times. This dialogue highlighted our need to plan for the long-term sustainability of Chinook, and led to the decision to sell our building. We are committed to leveraging this asset for investing in the future growth of the organization.

We ended the year eager to explore the role of philanthropy in challenging or contributing to inequities.

These discussions also pointed us in new directions for our evolving social justice education. We ended the year eager to explore the history of wealth/race in this country, current struggles for economic justice, and the role of philanthropy in challenging or contributing to these inequities.

We know that the fruits of today would not exist without all of you - our donors, activists and allies who have watered Chinook’s growth with years of strategic thinking, dedicated energy and consistent support. We hope to build on this legacy and continue to refresh the original inspiration of Chinook to keep it ever-relevant and responsive to social justice movements on the ground.

In Solidarity,
The Leadership Team

disability rights environmental justice immigrant rights women's issues advocacy
 political action organizing reproductive rights anti-violence movement equal access
 workers' rights empowerment economic justice community change
 organizing
 lgbtq issues liberation self-determination youth organizing art as protest
 immigrant rights equal access lgbtq issues
 environmental justice economic justice
 social justice political action disability rights women's issues organizing anti-violence
 lgbtq issues land rights housing for all fight racism movement access justice
 workers' rights rights lgbtq issues
 environmental justice justice economic justice
 art as protest
 immigrant rights rights policy change action
 women's issues
 political action organizing lgbtq community organizing
 policy change movement
 no more sexism indigenous sovereignty
 education for all



grantees: fall 2008

Startup

Bus 15 & 15L Safety Coalition (Denver/Aurora) \$3,000
 Flobots.org (Denver) \$2,000
 Prax(us) (Denver) \$2,000

Established

9 to 5 Association of Working Women Colorado, \$6,500
 Center for Justice, Peace and Environment (Fort Collins) \$4,400
 Colorado ACORN (Denver) \$4,400
 Colorado Anti-Violence Program (Denver) \$6,500
 COLOR (Colorado Organization for Latina Opportunity and Reproductive Rights) (Denver) \$6,500
 Compañeros (Durango) \$6,500
 Higher Education Access Alliance (Denver) \$6,500
 Inside/Out Youth Services (Colorado Springs) \$4,400
 Pikes Peak Gay & Lesbian Community Center (Colorado Springs) \$4,400
 Rights for All People (Denver/Aurora) \$6,500
 Save Our Section 8 Coalition (Denver) \$4,400
 Two Spirit Society of Denver (Denver) \$2,000

grantees: spring 2009

Startup

Green Leaf (Denver) \$2,500
 Muslim American Youth Society of Colorado (Aurora) \$2,000
 Pueblo Inmigrante en Marcha (Pueblo) \$3,000
 Slam Nuba (Denver) \$2,500
 The ARC of Larimer County (Ft. Collins) \$2,500
 Young People's Front for Democracy & Justice (Aurora) \$2,500

Established

American Council of the Blind (Denver) \$3,750
 El Centro AMISTAD (Boulder) \$3,750
 Jobs with Justice (Denver) \$6,500
 Land Rights Council (San Luis) \$8,000
 Our Sister's Keeper (Durango) \$8,000

fall 2008 and spring 2009 grantmaking

types of grants

Chinook gives high impact grants to grassroots social change organizations in Colorado with an annual budget of \$350,000 or less.

Established Grants (\$10,000 max) support groups with a demonstrated ability to do social change work that is:

- 1) Constituent-led: the work is driven by people most affected by the issue they are fighting
- 2) Community-wide: the leadership and decision-making reflects the diversity of the constituency
- 3) Lasting effect: the work addresses root causes of problems and will create permanent, progressive and systemic change for the community

Start-Up Grants (\$4,000 max) support groups less than 4 years old who demonstrate potential and offer new ideas for creating effective social change.

special initiatives

In partnership with the Funding Exchange, the Chinook Fund channeled national civic engagement dollars to local grassroots organizations in Colorado for the 2008 election season. A special grantmaking committee was convened to distribute \$54,000 of **Reclaim Our Vote** monies to six groups working for voter registration, education, activism and overall engagement in disenfranchised communities.

In addition, the **Small Axe Project** racial justice grant was awarded to El Centro Humanitario in recognition of its work for racial justice. El Centro Humanitario promotes the rights and well-being of day laborers in Colorado through education, job skills and leadership development, united action and advocacy.

The workers of El Centro have organized against racism despite the risk of being detained, deported and attacked, whether institutionalized racism in policies that criminalize day laborers, police harassment and brutality, employer exploitation and neglect, or blatant attacks by "Minute-Men" patrolling outside the center with guns.

Reclaim Our Vote Initiative: Summer 2008

- Compañeros (Durango) \$9,000
- 9 to 5 Colorado (Denver) \$9,000
- We Are America Alliance (Denver) \$9,000
- Colorado ACORN (Denver) \$9,000
- Rights for All People (Denver) \$9,000
- African American Voter Registration and Information Project (Denver) \$9,000

Small AxeProject: December 2008

- El Centro Humanitario Para Los Trabajadores, (Denver/Aurora) \$6,000



Our Sister's Keeper



Two Spirit Society of Denver



Muslim American Society Youth Colorado



Higher Education Access Alliance



El Centro Humanitario Para Los Trabajadores



Adapted from a speech given at Chinook's Change Not Charity, October 15, 2009, by Kenia Morales, Organizational Development Mnnager, COLOR.

“The Colorado Organization for Latina Opportunity and Reproductive Rights, or COLOR, came together in 1998 when a group of Latinas saw a need to address health disparities in our community such as lower birth rates, higher STI (sexually transmitted infection) rates, and lack of health insurance through a culturally specific and inclusive stance. As Latinas, we know that we comprise the backbone of our households, and to a larger extent our families, so we decided to form a voice of Latinas for Latinas in Colorado. Fundamentally, we believe that if the mind, body and spirit of a Latina are strong and healthy, she will make a change in our community. I am proud to say that my organization is one of the few in Colorado leading the charge not only for reproductive justice, which is an inclusive framework for reproductive rights and health, but one of the few organizations that serves and is led by women of color.

Chinook Fund works to sustain the social justice movement by transforming the world of philanthropy and helping to get dollars into the hands of organizations like mine, who are talking about un-conventional things like contraception, condoms in Denver Public Schools, keeping school board members accountable to our communities (which is a big project we're working on right now) – and making those issues resonate with funders. Chinook is transforming philanthropy by giving the power of grantmaking to activists in the community, which ultimately ensures that good money goes to good people.

COLOR, in partnership with two other organizations, put forth the largest people of color lobby day in our state, when we mobilized hundreds of Coloradans across the state to take action on the issues most important to our community. The most amazing part of this event for COLOR was that we were teaching young Latinas skills that have not traditionally been warranted to our community. Young Latinas from some of the poorest neighborhoods in Denver are the ones saying... “Yes, condoms in school are important, let me tell you why! Or we recognize that health disparities exist, and this is how we think we can change that.” And all of this is a result of doing systemic, far reaching and deep rooted work in our community.

Chinook is all about transforming oppressive systems and building a progressive social movement. Though Chinook has been around for over 20 years, it is still supporting change that is innovative and transformative. Such as getting Tom Boasberg from the school board to sign on to the Campaign for Accountable Public Schools. Such as young Latinas bringing HIV and Sexuality education to the forefront, so that it is no longer seen as a taboo, but rather as a life-changing tool for education and self-discovery. Just this year alone, COLOR was asked to testify on a number of bills ranging from designated beneficiaries, immigration and birth control. This, I think, demonstrates how Chinook dollars go far!

I hope this short exchange gives a clear picture of why we at COLOR value Chinook so much, but also how the work being done on the ground is transforming our state into a better place for all to live. Through Chinook, our organization is able to untie and leverage some of those direct service and “prevention” specific dollars we receive to do deeper education and organizing in our community about change that feels real and truly speaks to the person’s core.

I want to thank Chinook for inviting me to share my reflections on the value of its funding. I hope that my small and humble words move something in you to support the movement for equality and liberation in Colorado.”

more than a pass through funder

high impact grants

We provide seed funding to organizations that are too new, risky or radical to be initially considered by other institutional funders

Chinook only funds organizations which: address the root causes of injustices, employ effective strategies for social change, and offer concrete visions for a better future

These organizations are “vetted” by community activists who have the direct experience to recognize effective work when they see it

As organizations go through multiple cycles of Chinook funding, they are able to leverage support from other institutions and funders

Even long-time, established grantees can count on Chinook’s general operating money to support the more radical, long-term and confrontational work of creating systemic change that is often restricted by other funding

“What stands out to me about our relationship with Chinook is that it’s a “real” relationship. When we have yearly site visits, we can be honest about the work that we’re doing...it feels more like a conversation than a judgment. Chinook invites our input in setting their own priorities which is unlike most funders who are only interested in how well we fulfill their objectives. In that sense, it feels like we really are partners for social change. I also think that the value of a Chinook grant has been worth much more than the money we receive. It gives national funders who support social justice confidence that our work is valuable & gives our board confidence that we can continue shifting our priorities from direct services toward systems change because there are funders who will support that work.”

Jerrilyn Page,
Colorado Anti Violence Program

activist-led grantmaking

HOW we fund organizations is as important as WHO we fund

Chinook invests time and resources in recruiting social justice activists who reflect diverse communities and constituencies across the state

Working across identities and perspectives in a unique consensus-based process, these activists make decisions on how to best allocate Chinook’s resources

By participating in Chinook’s grantmaking committee, activists develop their own leadership, build solidarity and connections across movements, and learn about new methods for social change – which they take back to their own organizations and communities

Chinook challenges the top-down power dynamics of traditional philanthropy by giving control over money & decisions to the people most affected by the issues we fund. This in itself is an act of social change!

“The Grantmaking Committee uses an explicit consensus decision making process that elicits substantive participation and accountability from all of its members who come from a multiplicity of backgrounds and experiences. I leave each grantmaking committee meeting inspired that we can confront the top down power models that are responsible for so many of the inequities in our communities. The Chinook consensus model provides a way for people to work together in a profoundly egalitarian way.”

Mu Son Chi, Grantmaking Committee

giving as an act of justice

We believe that giving time, money or talent to social change work is also an act of justice

Chinook plays a critical role in educating and inspiring a diverse group of donors to organize their communities to give more to social justice

Our donors have become powerful agents of change, influencing family, community and other funders to participate in a different type of philanthropy

“I give to the Chinook Fund because it feels like a way to both support amazing work that is being done in Colorado for deep social change, and also be a part of changing how philanthropy happens. Giving to Chinook feels more like ‘connecting’ with social change, rather than just ‘giving’ from a distance.”

Mackenzie Liman, Chinook Donor

training, education and advocacy

Besides grantmaking, Chinook supports movement work through training, technical assistance and social justice education programming

Chinook’s trainings are based in a popular education and anti-oppression curriculum, which examines how systems such as racism, classism, heterosexism and sexism impact our individual lives, organizations and movements.

Chinook also takes its role as an ally in the funding world seriously. We participate in a number of foundation partnerships to advocate for more resources towards systemic social change, while calling for better practices in challenging oppression among our funding peers



Lynne Sprague, Kenia Morales, Jordan Garcia and DeQuan Mack
Grantmaking Committee and Board Members

At the Chinook Fund, we strive for leadership that reflects our values. Our board and volunteers are a diverse group of organizers, activists, donors and allies who work across identity to partner for social justice. At the staff level, Chinook has taken the bold step of adopting a collective leadership model that replaces hierarchy with shared power and decision-making.

diversity chart

As part of our funding process, Chinook asks applicants about the diversity of leaders in their organization. This is important to our grantmaking committee members, who believe that social change is most effective when it is led by and reflective of the community facing injustice or oppression.*

But it is critical for funders to ask ourselves the same questions we ask of our grantees. Is our leadership representative of the communities we fund? Across the nation, communities and organizations have demanded greater transparency and accountability from the philanthropic sector. In that spirit, we share our own diversity chart, which is a snapshot of who is sitting at Chinook's table, as well as who we need to work to bring in.

Age	Gender
Under 18.....0	Female.....18
19 to 25.....3	Male.....11
26 to 55.....23	Transgender.....2
56+.....5	
Race/ Ethnicity	Disabilities
African American/ Black.....4	People with disabilities.....1
Asian/ South Asian/ Pacific Islander.....3	People without disabilities...30
Latina/o, Chicana/o, Mexicana/o.....7	Income
Middle Eastern.....0	Low-income.....7
Multiracial.....1	Middle-income.....18
Native/ Indigenous.....3	High-income.....6
White/ Caucasian.....13	Total.....31
Sexual Orientation	Board, Staff & Volunteers
LGBQ.....10	
Heterosexual.....21	

* However, Chinook has also learned that representation of diverse identities alone will not dismantle oppression, but that internal work around power, practices and culture of an organization will ultimately lead to true leadership by communities facing oppression.

our board 2008-09

- Jesse King, Chair
Independent Consultant, Fulcrum Advisors
- Ken Stern, Vice Chair
Partner, Stern Elkind Curray & Alterman LLP
- Helen Giron-Mushfiq, Treasurer
Adjunct Faculty, Metro State College of Denver
- Karen Collier, Secretary
Ski Instructor
- David Burgess
Executive Director, CHARG (Capitol Hill Action and Recreation Group)
- Yvette Freeman
Manager, Silver Spring Urban District
- Jordan T. Garcia
Immigrant Ally Organizing Director, American Friends Service Committee (ASFC)
- DeQuan Mack
Independent Consultant
- Kenia Morales
Organizational Development Manager, COLOR
- Malaika Pettigrew
Adjunct Faculty, University of Colorado at Boulder
- Lynne Sprague
Adjunct Faculty, University of Denver
- Carlos Valverde
Co-Executive Director, Colorado Progressive Coalition

our leadership

volunteers 2008-09

Leah Bry
David Burgess
Mu Son Chi
Mano Cockrum
Karen Collier
Eleanor Dewey
Jim Donaldson
Tom Ferguson
Yvette Freeman
Jordan Garcia
Helen Giron-Mushfiq
Brian Hiatt
Mackenzie Liman
Lucy Loomis
DeQuan Mack
Kenia Morales
Sarah Nickels
Raul Paz Pastrana
Malaika Pettigrew
Candace Redshirt
Eddie Soto
Lynne Sprague
Ken Stern
Brian Underhill
Carlos Valverde
Jesse Walker
Helen Wolcott
Ruth Zerezghi

committees

Development

Fundraising planning and implementation

Finance & Investment

Advancement of the organization's financial health

Grantmaking

Activist-controlled funding decisions

Nominating

Recruitment, training and cultivation of volunteers

Program

Advancement & evaluation of grantmaking & social justice education programs

Supervision

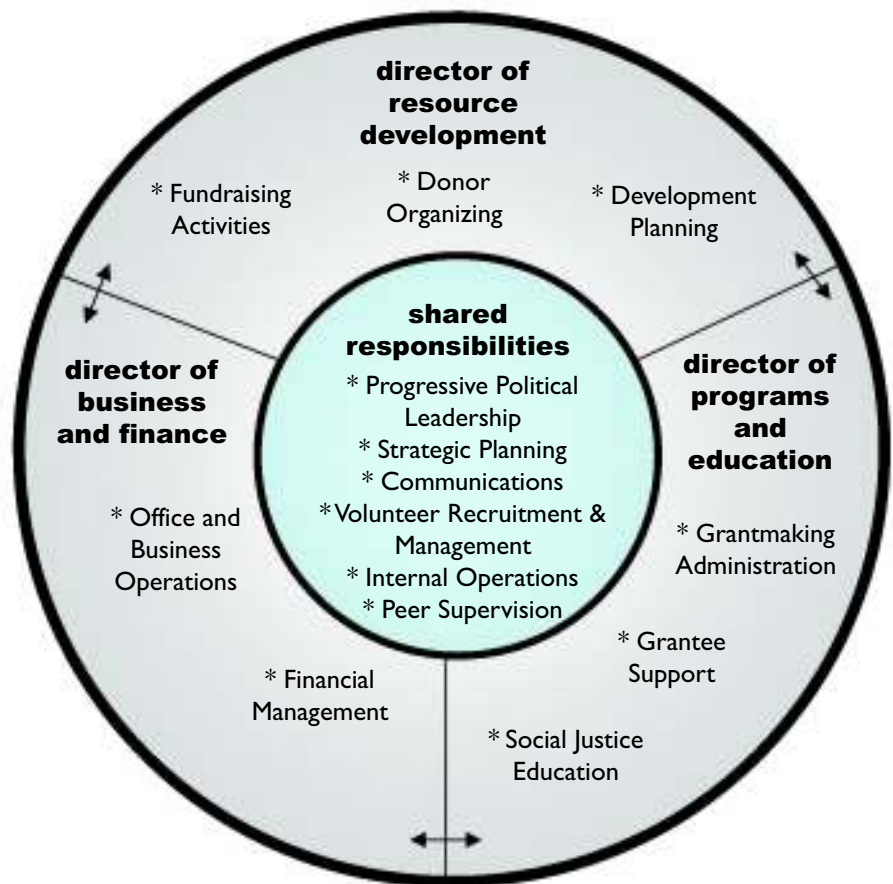
A sub-committee of the board, designed to provide support to leadership team

collective leadership model

values statement

We believe that a collective model of leadership is a powerful and practical way to embed the mission and social justice values of the Chinook Fund into our organizational structure. We believe that it is critical to honor the wisdom of our communities and cultures that practice collective, "power-with" modes of leadership for social change, particularly in a society where the dominant culture values individualism and "power-over" hierarchies to maintain the status-quo of oppression. We believe that collective leadership minimizes the experience of isolation and elevates the value of shared experience. We believe that this model brings intentionality in creating a culture of dignity, respect and equity at the Chinook Fund, and ultimately expands the universe of support for and accountability to the communities we work with.

the leadership team



50% investment in area of focus • 25% investment in shared responsibilities
25% investment in supporting the leadership team

our staff 2008-09

Victoria Gómez, Director of Business and Finance
Neha Mahajan, Director of Programs and Education
Katie Thiede, Director of Resource Development

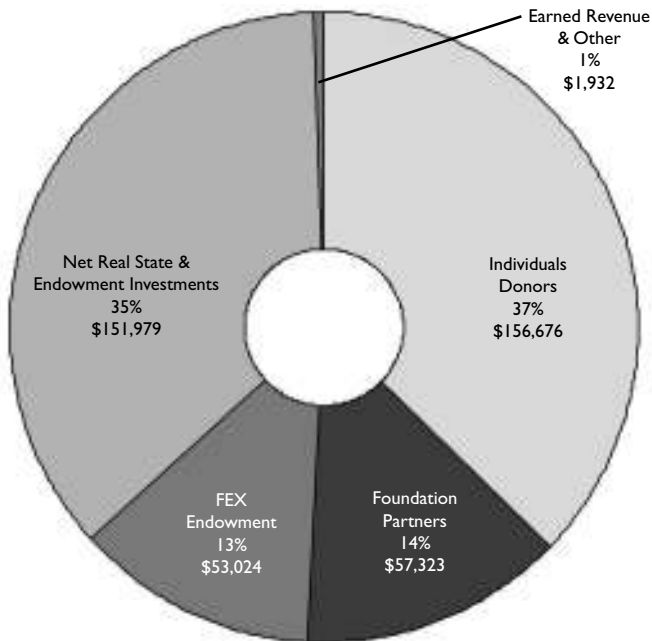
balance sheet june 30, 2009

ASSETS	2009	2008
Cash and Cash Equivalents	\$ 69,784	\$ 124,803
Contributions Receivable	20,848	65,000
Prepaid Expenses	909	0
Notes Receivable	325,000	0
Investments	0	101,231
Endowment Portfolio	776,108	798,692
Fixed Assets (Net of Accumulated Depreciation)	335	106,192
Total Assets	\$1,192,984	\$1,195,918
LIABILITIES		
Accrued Liabilities	\$12,062	\$8,642
NET ASSETS		
Unrestricted	361,382	317,284
Temporarily Restricted	20,848	71,300
Permanently Restricted	798,692	798,692
Total Net Assets	\$1,180,922	\$1,187,276
TOTAL LIABILITIES AND NET ASSETS	\$1,192,984	\$1,195,918

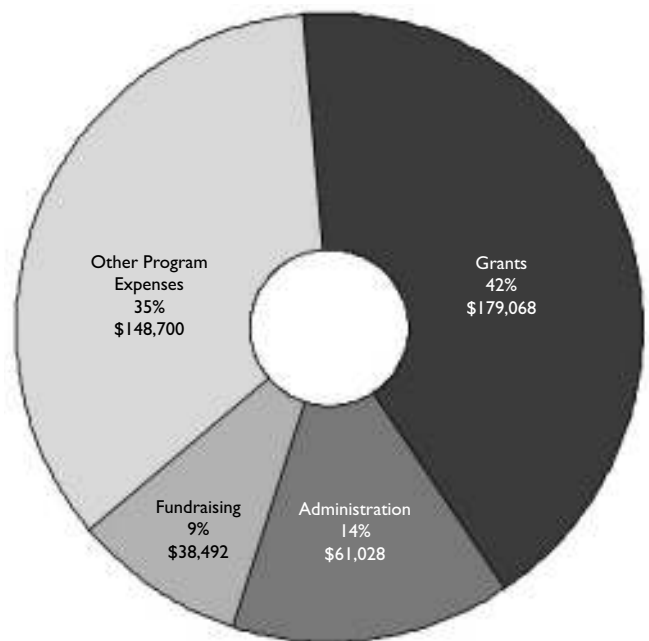
operating summary

REVENUE	2009	2008
Contributions	\$156,676	\$189,077
Foundation Grants	57,323	89,300
FEX Endowment	53,024	52,788
Net Investment Income	(110,255)	(83,040)
Gain on Sale of Building	262,234	0
Other	1,932	12,386
Total Revenue	\$420,934	\$260,511
EXPENSES		
Grantmaking	179,068	142,600
Social Justice Programming	148,700	175,697
Administration	61,028	52,262
Fundraising	38,492	71,125
Total Expenses	\$427,288	\$441,684
NET INCOME	(6,354)	(181,173)

revenue chart 2009



spending chart 2009



Note on Revenues:

- FEX Endowment reflects earnings derived from investments shared among Funding Exchange member Funds
- Net Real State and Endowment Investments reflects the gain on the sale of Chinook's building in June 2008 in combination with net losses in Chinook's investment portfolio at the end of the year.

our donors and supporters

how to become a donor or supporter

give

You can have a powerful impact through your giving, spending and investment no matter what your financial resources.

We invite you to help advance our mission by making a gift of cash, stock, or by putting Chinook Fund in your will or long-term financial plans.

We also encourage you to give directly to the organizations Chinook invests in, as their efforts can only be enhanced through added support.

engage others

Talk to friends and colleagues about the incredible work we do. People you know might be interested in learning more about Chinook.

stay tuned

Sign up for our online bulletin or mailing list by emailing us at office@chinookfund.org or calling us at (303) 455-6905. Find us on Facebook and become a fan!

volunteer

Opportunities for lending your talents, expertise and time abound. Ask us about board, committee and volunteer roles!

Ellen Anderman
& Jim Donaldson
Sue Anderson
Brad Armstrong & Julie Dolin
Liz Armstrong
& Michelle Alford
Sarah Asher
Karen Ashmore & Scott Ross
David Beeman
& Corrine Morse
Terry Benjamin
Thomas & Trinda Bishop
Zachary Bishop
Sarah Bishop
Billie & Dave Bramhall
Mike Brewer & Ben Kemena
Linda & Wes Brown
Don & Nita Burkhardt
Lynn & Don Burnes
Rudolph Bustamante
Cindi Carlisle & Baine Kerr
Juliet Carpenter
John & Ann Chafe
Mu Son Chi
Tom Christensen
Karen E. Collier
Betsy Crane & Bill Mushkin
Ara Cruz
Hope Curfman
Ira Dauber
Art Davidson
Duane Davidson
Winston Dines
Cheryl Distaso
Leslie Durgin
Michael & Tracy Ehlers
Wendy Emrich
Rumi Engineer
Juan & Deborah Espinosa
Garold & Joyce Faber
Lorraine Fairmont
Michael Falick
Jannah Farooque
Yvette Freeman
David & Emelita Gagne
Davian Gagne
Jordan Garcia
Walter & Georgia Garnsey
Ken & Rebecca Gart
Ken & Karen Gerdes
Laura Goldin
Victoria Gómez
Jean Gore
Gertrude Grant
Mona & Charles Grant
Roslyn & Harold Grueskin
Jean Guyton
Roland & Marilyn Halpern
Mary Hansen

Lora Hansen & James Haile
Nick & Suzanne Helburn
Nancy Hernandez
Faye & Richard Hershey
Nora Jacquez
Minsun Ji & Tony Robinson
Arturo Jimenez
Vicki Johnson
Roger & Diane Kahn
Cyndi & Ed Kahn
Pavithra Kathanadi
Michael Katz
Jim Kelley & Amie Knox
Jesse & Jodi King
James & Becky Kinsinger
Mike Kromrey
Janaki LeFils
Douglas Linkhart
& Dorothy Norbie
Peg Logan & Rolfe Larson
Jim & Marnie Logan
Lucy Loomis
Indra Lusero
Kate & Richard Lyda
Neha Mahajan
Kavita & Roop Mahajan
Daniel Adrian Manriquez
Mark & Saranne Maxwell
Ben & Jan McCoy
Linda Meric
D'Alva Messina
Crystal Middlestadt
Robert & Sarah Moench
Judy Montero
Kenia Morales-Zamora
Virginia Moran
Edith Morris
Jeff Moser
Tanya Mote
Tracy Mott
Sarah Nickels
Lynn Olson
Jerrilyn Page
Charlie Papazian
Neil Patel
Malaika & Andre Pettigrew
Dean Prina
Joan Prusse
Eugenio Rodarte
Beatrice Romer
Richard Roth
David Ruchman
Maurine Ruddy
Emanuel & Joanne Salzman
Jim & Prudence Scarritt
Brad & Ruth Segal
Ray & Mary Sell
Sam Sharp
Amy Sheber Howard

Betty & Seymour Simmons
Avy Skolnik
Dennis Skovgaard & Cheryl Jenni
Lynn Sonfield
Susanne Spielman
Donna Mae Spring
Pat Steadman
Charles Stein
Ken Stern & Linda Stein
Katie & Jeff Thiede
Bruce & Penny Thron-Weber
Martha Vail
Carlos Valverde & Yessica Holguin
Jesse Walker
Al & Judith Weinburg
Marla Williams
Helen & Oliver Wolcott
Carle Zimmerman & Rita Derjue
The Bamboo Fund
The Brett Family Foundation
The Denver Foundation
The Funding Exchange
The Gay & Lesbian Fund
for Colorado
The Rose Community Foundation
Plus several Anonymous Donors



current staff

Neha Mahajan, Co-Executive Director, Programs and Education

Katie Thiede, Co-Executive Director, Resource Development

current board

Jordan T. Garcia, Chair

DeQuan Mack, Treasurer

Lynne Sprague, Secretary

Davian Gagne

Carly Hare

Jesse King

Kenia Morales

Malaika Pettigrew

Ken Stern

Carlos Valverde

Day Laborers taking care of their worker's center -
El Centro Humanitario Para Los Trabajadores,
one of Chinook's long-time grantees

Chinook Fund is a 501(c)3 nonprofit organization that relies on community funding to further its mission of social change in Colorado. All gifts are tax-deductible and ensure the vital continuity of numerous social justice groups. Partner with us today!

2465 sheridan boulevard
denver, co 80214
phone (303) 455-6905
fax (303) 477-1617
website: www.chinookfund.org
email: office@chinookfund.org