



# 2024 ANNUALREPORT

FISCAL YEAR: JULY 1, 2023 – JUNE 30, 2024



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# ABOUT CHINOOK FUND

## *OUR MISSION*

Chinook Fund seeds community-led, systemic change by mobilizing resources for and trusting in grassroots social justice organizations across Colorado.



*Giving Project Alumni Gathering*

# OUR VALUES

*As we do our work, we are  
guided by the following values:*

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CHINOOK FUND

## LIBERATION

In our words and actions, we honor the inherent dignity, strength, and wisdom of the individual and the collective. We actively challenge practices that dehumanize and isolate people, and cultivate practices that bring people together across our differences to achieve community-led, systemic change, justice, and peace. We believe everyone has a role to play in collective liberation.

## COMMUNITY

We build caring, respectful relationships with one another. Recognizing our interdependence, we are committed to action that moves us all closer to our vision of liberation, connection, and abundance. We honor our relationship with the natural world, which sustains us all.

## LEADERSHIP

We encourage learning, experimentation, and innovative thinking, as well as support the development of grassroots leaders. We embrace our role as leaders in the movement for social justice philanthropy, and are willing to take strategic risks in service of our vision of abundantly resourced movements. We intentionally center BIPOC leadership and prioritize funding BIPOC-led groups.

## INTEGRITY

We are honest, accessible, and transparent in our work, and advocate for the same in our partner organizations and in the field of philanthropy. We understand the power and responsibility that comes with being a mobilizer of financial resources, and are accountable to our community.



**1,222**  
**GRANTS**



**\$5.1M**  
**GIVEN**



**571**  
**ORGANIZATIONS**  
**FUNDED SINCE 1987**



*National Philanthropy Day, November 2024. Chinook Fund was honored to accept the Outstanding Foundation Award from the Association of Fundraising Professionals.*

*Back left to right: Shelby Bates, Mac Liman, Melia Polynice, Angela Schreffler, Barclay Jones, Selamawit Gebre, Trena Moya;  
Front left to right: Alma Urbano, Crys Middlestadt, Anna Ghublikian, Angela Daniels*

## **37 YEARS** **OF SOCIAL IMPACT**

*Chinook Fund has a rich history of organizing  
and funding social justice work across Colorado.*

# LETTER FROM OUR EXECUTIVE DIRECTOR

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Dear Chinook Fund Community,

It's truly been bittersweet to wrap up my time here after serving as executive director since 2018. Chinook Fund is a part of a radical legacy of funding grassroots power and I am beyond grateful for the opportunity to steward this incredible organization through unprecedented crises, change, and growth. I am proud of all that we have accomplished over the past seven years, including distributing a record \$2.2M in grants!

We have doubled down on our commitment to grantees, increasing our average grantmaking from \$129,000 to \$479,000 annually and directing 83–92 percent of grants to BIPOC-led groups. We have built a dynamic team that centers our community with 81% BIPOC leaders, 38% current/former grantees, and 52% Giving Project alumni on the current staff and board. We have invested in new philanthropic leaders through the Giving Project's rigorous political education, dynamic skills building, and democratic grantmaking, equipping donor organizers with the tools they need to share the story of Chinook Fund as they raise critical grant funds from meaningful conversations with friends and family.

As I reflect on my time of leadership, one lesson stands out above the rest: Relationships are core to all that we do; they must be tended to, nourished, and respected. Relationships are our greatest currency and source of strength. They may also be tested in the face of conflict or disagreement. In these challenging



# LETTER FROM OUR EXECUTIVE DIRECTOR

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moments, we must act from a place of our values and remember that those in power benefit most when we turn on each other or when we doubt that our movements can hold this. The truth is we need each other now more than ever. Let us lean in with grace, integrity, and a steadfast commitment to collective liberation and solidarity.

As I transition from my role in this beloved organization, I hold the utmost trust in the staff and board to embody our core values of Liberation, Community, Integrity, and Leadership as they carry the work forward. May our vision of a Colorado where social justice movements are abundantly resourced and liberated communities are thriving come to fruition.

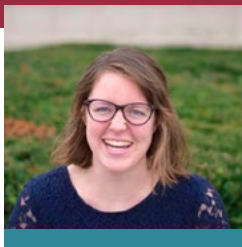
In community,

A handwritten signature in blue ink that reads "Crys Middlestadt".

**Crys Middlestadt**

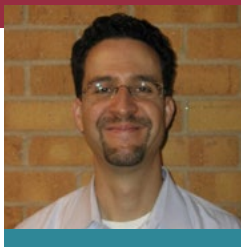
Executive Director (Through Jan. 2025)  
(they/them)

## OUR TEAM: STAFF



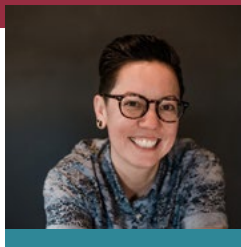
**Shelby Bates**

Development &  
Communications Manager  
She/Her | Since Dec. 2023



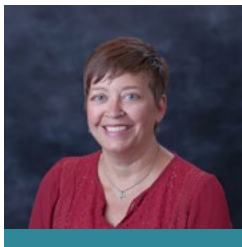
**P. Barclay Jones**

Program Manager | He/Him  
(Interim Program Director  
Dec. 2023–May 2024)



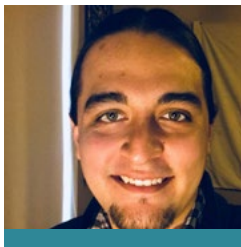
**Crys Middlestadt**

Executive Director  
They/Them | Through Jan.  
2025



**Trena Moya**

Finance & Operations  
Manager | She/Her



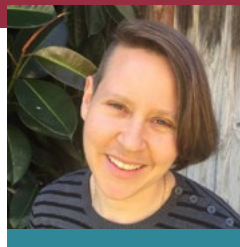
**Mateo Parsons**

Program Director  
He/Him | Since May 2024



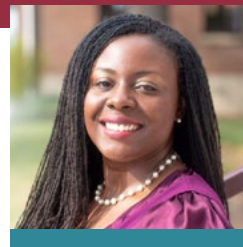
**Alma Urbano Torres**

Grants Manager  
She/Her | Since Apr. 2024



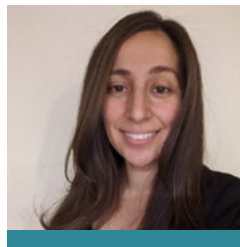
**Mac Liman**

Program Coordinator  
She/Her | Dec. 2023–Jul. 2024



**Ginnie Logan**

Program Director  
She/Her | Through Dec. 2023



**Judith Márquez**

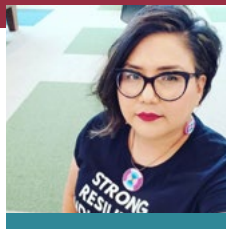
Grants Manager  
She/Her | Through Mar. 2024



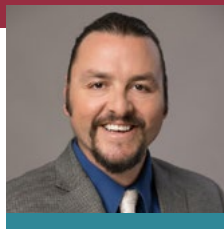
# OUR TEAM: BOARD OF DIRECTORS



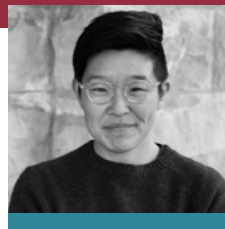
**Angela Daniels**  
Co-Chair | She/Her



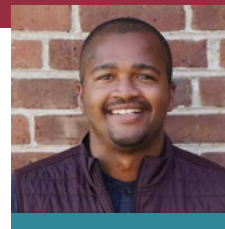
**Donna Chrisjohn**  
Co-Chair | Winyan/She/Her



**Erik Ortiz**  
Treasurer | He/Him



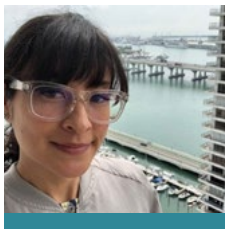
**Anna Eunjoo Ghublikian**  
Secretary | They/Them



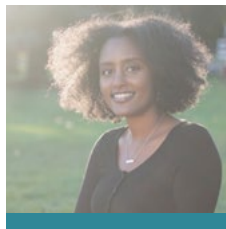
**V.J. Brown**  
Board | He/Him  
Through Jan. 2024



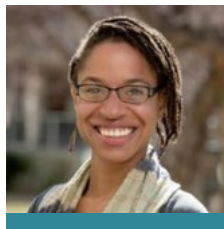
**Shannon Francis**  
Board | She/Her  
Through Jan. 2024



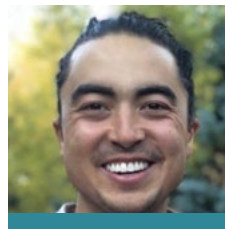
**Davian Gagne**  
Board | She/Her  
Through Oct. 2023



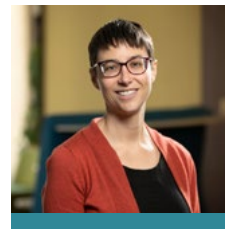
**Selamawit Gebre**  
Board | She/Her



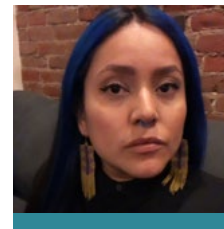
**Candace Johnson**  
Board | She/Her  
Through Jan. 2024



**Matt Karkut**  
Board | He/Him



**Angela Schreffler**  
Board | She/Her



**Pamela Reséndiz Trujano**  
Board | They/Them/Elle  
Through May 2023

# COMMITTEES & VOLUNTEERS

## FINANCE & INVESTMENT Committee

**V.J. Brown**  
**Selamawit Gebre**  
**Nancy Hernandez**  
**Matt Karkut**  
**Mac Liman**  
**Lucy Loomis**  
**Erik Ortiz**

## RESOURCE MOBILIZER Committee

**Dee Arias**  
**Marine Brichard**  
**Molly Delandsheer**  
**Emma Goldman**  
**Davian Gagne**  
**Rachel Garcia**  
**Angela Schreffler**

## GIVING PROJECT Caucus Facilitators

**Mac Liman**

# THE GIVING PROJECT

The Giving Project is an innovative program for leadership development and social justice philanthropy. Over six months, we work closely with a diverse group of 15–20 people from all income levels who are passionate about social justice and want to strengthen their skills in fundraising, grantmaking, and grassroots organizing. They develop a shared analysis of race, class, and power within society, make a personal donation of an amount that is meaningful to them, then collectively raise and grant money to grassroots organizations working for social change in Colorado.

Giving Projects have been especially successful at reaching traditionally underrepresented communities, including young people and BIPOC leaders, in Colorado and throughout the US. We are proud to collaborate with seven other community foundations across the country to develop this innovative model for social justice philanthropy.

## WE BUILD MOVEMENTS

**Since 2016, Chinook Fund's Giving Project has:**

Trained 228 donor organizers

Engaged over 3,773 new donors and supporters

Raised over \$1,446,000 for social change work in Colorado

Funded 122 community-led organizations

*The Fall 2023  
Giving Project granted*  
**\$102,000**  
*to 12 organizations\**

*The Spring  
2024 Grantmaking  
Committee granted*  
**\$150,000**  
*to 13 organizations\*\**

*\*Includes 3 start-up and 9 established groups*

*\*\* Includes 5 start-up, 3 established,  
and 5 multi-year grants*



## Fall 2023 GIVING PROJECT

Savannah Carlson

Katie Damas

Jennifer Hamilton

Lexi Kilbane

Leah Muntges

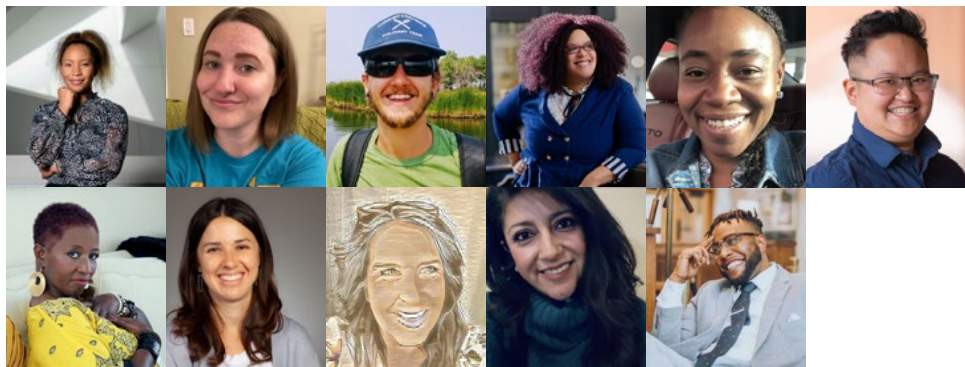
Molly Smith

Nicolas Walter

Reed Young

“ In many ways, the Giving Project exceeded my initial hopes when joining the project. It was nice to be immersed with a group of like-minded, motivated people from different backgrounds who worked together to make a big effort for Colorado’s social justice community.

“ I learned a lot about what grassroots organizations are doing in Colorado. I now feel connected to that work and groups that I might not have otherwise heard about.



## Spring 2024 GRANTMAKING COMMITTEE

Alisha Andrews-Simmons  
Hannah Rose Baker  
Zach Booz  
Regan Byrd  
LeRita Cavness  
Max Chen

Hanifah Chiku  
Kathleen Ferrick  
Shannon Fitzpatrick  
Denise Gomez  
Kyron Rashad Hamilton

CHINOOK FUND

“

*The GMC was like a sequel to my favorite movie and the second time was even better than the first. I loved getting to really focus on grantmaking and interrogate my own values and practices around it. Thank you for the high-quality and innovative facilitation and agendas, and lots of real-time adjustments and pivoting.*

“

*I felt that it was a more reflective process for me this time because I have more awareness than when I initially went through the Giving Project—even how anti-Blackness & anti-Indigeneity show up for me.*

# OUR GRANTEES Fall 2023

## ESTABLISHED - \$10,000

- Asian Girls Ignite** ..... Denver
- Denver Alliance for Street Health Response (DASHR)** ..... Denver
- Colorado River Valley Team (formerly Grand Valley Resident Team)** ..... Parachute
- Justice for the People Legal Center** ..... Denver
- Lamar Unidos** ..... Lamar
- Mo' Betta Green** ..... Denver
- Pine River Shares** ..... Bayfield
- Sheridan Rising Together for Equity** ..... Sheridan
- Una Mano Una Esperanza** ..... Denver

## START-UP - \$4,000

- Abundant Black Health** ..... Denver
- Undestructable** ..... Denver
- Urban Symbiosis** ..... Aurora

*Asian Girls Ignite*





# OUR GRANTEES Spring 2024

## ESTABLISHED - \$10,000

- Black Lives Matter 5280** ..... Denver
- El Alba Cooperative** ..... Aurora
- Resident Leadership Council** ..... Aurora

*Compound of Compassion*



## STARTUP - \$4,000

- Denver Black Queer Collective** ..... Denver
- Housekeys Action Network Denver** ..... Denver
- Indigenous Wellbriety Program** ..... Cortez
- Voices of the Land** ..... Greeley
- Western Slope Native American Resource Center** ..... Mack

## MULTI-YEAR - \$20,000 OVER 2 YEARS

- Compound of Compassion** ..... Aurora
- Fortaleza Familiar** ..... Commerce City
- Higher Learning U Inc** ..... Centennial
- Move Mountains Project** ..... San Luis
- Seasoned with Grace UnBoxed** ..... Denver

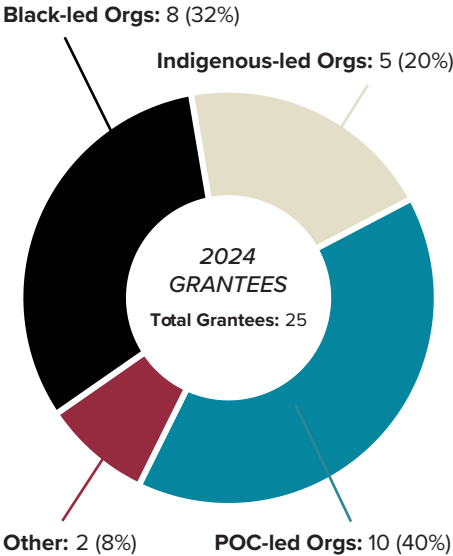
# INVESTING IN BLACK, INDIGENOUS, & PEOPLE OF COLOR-LED MOVEMENTS

Chinook Fund believes communities are best equipped to solve the challenges they face. By trusting grassroots leadership and providing funding to groups led by and for communities impacted by injustice, we support Colorado’s movements for social justice.

## CORE FUNDING CRITERIA

- Constituent-Led** The work is led by the people most impacted by injustice.
- Community-Wide** The work reflects all members of the constituency, especially those who experience multiple forms of oppression.
- Lasting Effect** The work makes change not just for one individual today, but for the community as a whole, and for future generations.

Chinook Fund prioritizes funding for groups that are Black-led, Indigenous-led, based in rural communities, and those using community organizing as a strategy for change. The Giving Project model centers **Black liberation and Indigenous sovereignty** as a part of Chinook Fund’s racial justice commitment and the reality that all wealth in the U.S. is built on stolen land and stolen labor.



**92%** of our 2024 Grantees are BIPOC-led Organizations

# GRANTEE SPOTLIGHT

Lamar, Colorado

LAMAR UNIDOS

Fall 2023 Grantee



**Lamar Unidos** was started in 2015 as a response to the critical need to have a space for Lamar's Latino immigrant families to address collective challenges, have a reliable source of information and accessible services. Lamar Unidos has become a primary source of trusted information and support to the Lamar Latino Community. Since its inception, Lamar Unidos has worked with the community to tackle issues that are most pressing such as education, economic justice, immigration, financial and tax help, physical health and civic engagement. While Lamar Unidos is proud of its Latino identity, culture and roots, it strives to integrate into the wider Lamar community as equals, welcomes immigrants of all backgrounds and origin, and seeks to support anyone in need of its services.

# GRANTEE SPOTLIGHT

Mack, Colorado

## WESTERN SLOPE NATIVE AMERICAN RESOURCE CENTER

Spring 2024 Grantee



The **Western Slope Native American Resource Center (WSNARC)** was founded to empower Native Americans/Alaskan Natives to exercise their cultural values with integrity, in partnership with the communities we live in, through cultural identity, while advocating for racial justice and health equity.

# GRANTEE SPOTLIGHT

Denver, Colorado

## SEASONED WITH GRACE UNBOXED

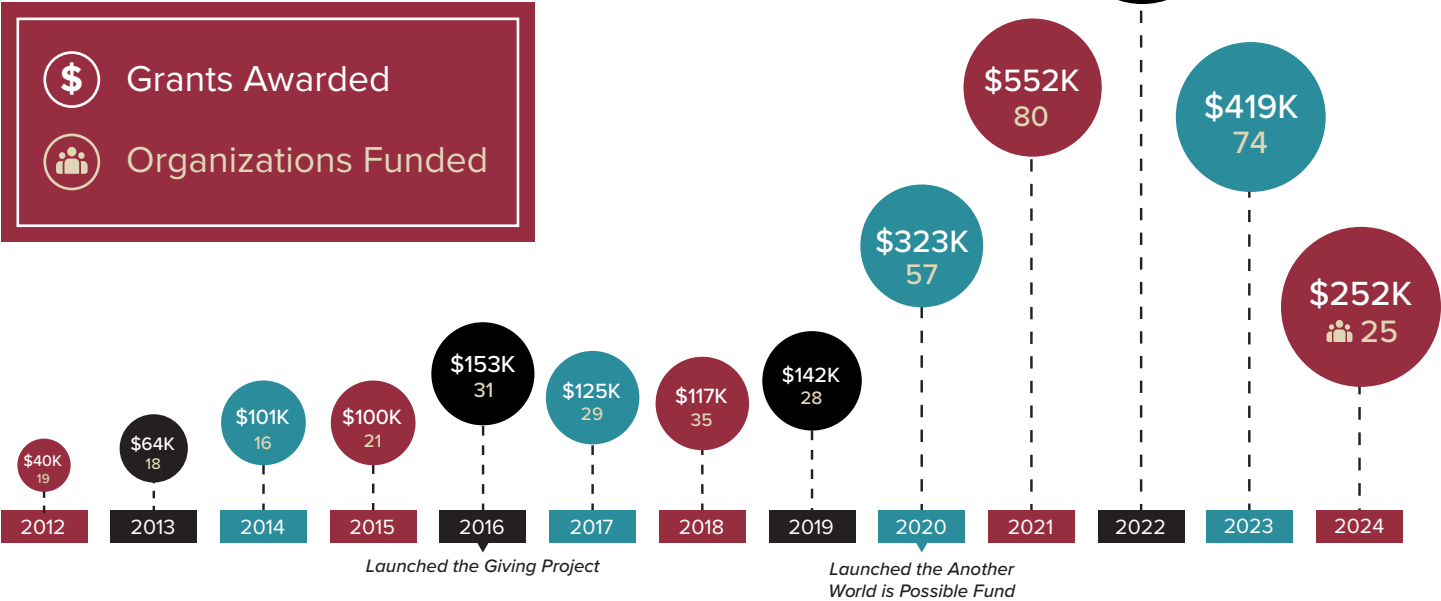
Spring 2024 Grantee



**Seasoned With Grace UnBoxed** is a non-profit organization dedicated to enhancing the quality of life for individuals and families in our community through education, community programs, and partnerships with other organizations. UnBoxed centers the voices of those who have been most impacted by systemic injustices resulting from criminal justice policies and practices that fueled hyper-criminalization and mass incarceration of communities of color for generations.

# GRANTMAKING IMPACT

2012 – 2024





# STRATEGIC PLAN

Over the course of a year, our board and staff members worked to imagine and craft our vision for the world we know is possible. As part of the strategic plan process, Chinook Fund board and staff comprehensively reviewed our core organizational pillars and reaffirmed our mission, vision, and values. **In support of our vision, Chinook Fund identified four areas for action in the coming years.**

*Justice for the People Legal Center, Fall 2023 Grantee*



## RENAMING AND REBRANDING CHINOOK FUND:

Chinook Fund's founders named the organization after the Chinook Winds. These winds were a symbol for the change Chinook Fund founders envisioned for our communities. We honor this history, and recognize the term "Chinook" refers to a group of Indigenous Peoples, cultures, and languages of the Pacific Northwest and look forward to gathering community feedback as we embark towards our new name.

## DEFINING BLACK LIBERATION AND INDIGENOUS SOVEREIGNTY:

Chinook Fund will continue to develop and refine our organization's understanding of Black Liberation and Indigenous Sovereignty as it relates to grantmaking, political education, and organizational leadership.

## CLARIFY AND SHIFT FUNDING CRITERIA:

We will refine Chinook Fund's funding criteria to better align with the organization's mission and vision. We do not anticipate significant changes to core criteria or priority areas. To drive this work forward, we will be convening a Program Committee that includes representatives from grantee organizations.

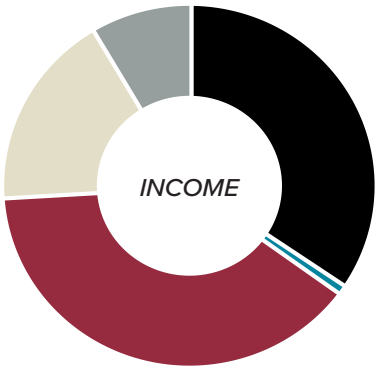
## ALIGNING INTERNAL CULTURE:

We commit to ensuring staff feel supported, resourced, and valued. To foster a healthy culture and work environment, we remain committed to a 32-hour full-time work week and plan to deepen investments in team building, collaborative goal-setting, and cultivating spaces of belonging.

**As we progress with our new strategic plan, we look forward to continuing to seed organizations at the forefront of racial, economic, disability, immigrant, and LGBTQ+ justice.**

*To read the full strategic plan, visit:*  
<https://chinookfund.org/about-chinook-fund/vision-and-values>

# FINANCIAL SUMMARY

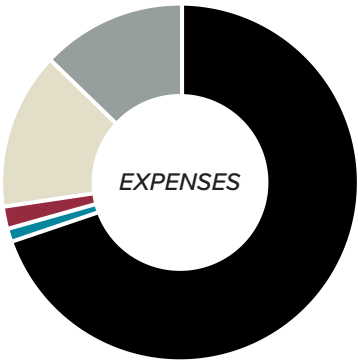


## INCOME

*Support & Revenue*

|                                    |                    |
|------------------------------------|--------------------|
| Contributions                      | \$426,644          |
| Foundation Grants                  | \$376,667          |
| Another World Contributions        | \$5,000            |
| Net Investment Income              | \$191,084          |
| Fiscal Sponsorship, Other          | \$92,016           |
| <hr/>                              |                    |
| <b>Total Support &amp; Revenue</b> | <b>\$1,091,411</b> |

# FINANCIAL SUMMARY



## EXPENSES

### *Support & Revenue*

#### *Program Services:*

|                              |           |
|------------------------------|-----------|
| ● Support for Social Justice | \$766,545 |
| ● Another World              | \$9,094   |
| ● Fiscal Sponsorship         | \$22,115  |

---

|                        |           |
|------------------------|-----------|
| Total Program Services | \$797,754 |
|------------------------|-----------|

#### *Supporting Services:*

|                          |           |
|--------------------------|-----------|
| ● General Administration | \$160,246 |
| ● Fundraising            | \$140,202 |

---

|                           |           |
|---------------------------|-----------|
| Total Supporting Services | \$300,448 |
|---------------------------|-----------|

|                       |                    |
|-----------------------|--------------------|
| <b>Total Expenses</b> | <b>\$1,098,202</b> |
|-----------------------|--------------------|

|                       |          |
|-----------------------|----------|
| Changes in Net Assets | -\$6,791 |
|-----------------------|----------|

|                               |             |
|-------------------------------|-------------|
| Net Assets: Beginning of Year | \$2,694,876 |
|-------------------------------|-------------|

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|                                |                    |
|--------------------------------|--------------------|
| <b>Net Assets: End of Year</b> | <b>\$2,688,085</b> |
|--------------------------------|--------------------|

# COLORADO FUNDERS

## FOR INCLUSIVENESS AND EQUITY

Chinook Fund Serves as the fiscal sponsor for **Colorado Funders for Inclusiveness and Equity** (COFIE). COFIE was founded in 2008 and **exists to support, educate and embolden Colorado funders to lead the movement toward inclusivity and equity in philanthropy.**

What started as a small group of about ten people has grown into a vibrant group of more than 300 grantmakers committed to personal and professional development to advance and promote inclusiveness and equity.

The group serves as a resource to local funders as they challenge their thinking and consider implementing changes within their own organizations regarding inclusiveness and equity. The group also serves as a support network for members as they educate themselves about inclusiveness, equity, diversity, and anti-oppression practices. Membership is open to all Colorado funders.

## COFIE SPONSORS & DONORS

AJL Foundation  
Bee Vradenburg Foundation  
Bonfils-Stanton Foundation  
Chambers Initiative  
Chinook Fund  
Denver Arts and Venues  
GreenLight Fund Denver  
Kaiser Permanente  
Philanthropy Colorado  
Rocky Mountain Health Foundation  
State of Colorado Dept. of Human Services  
The Colorado Health Foundation  
The Colorado Trust  
The Denver Foundation  
Windy Pines Foundation  
Individual Donations and Membership Contributions

# CONSTELLATIONS OF CHANGE

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**Constellations of Change** is a series of intergenerational, intimate gatherings of Chinook Fund supporters passionate about mobilizing resources and co-creating a meaningful community of donor activists. The Constellations community includes sustaining donors, both multi-year and monthly, who collectively contribute \$240,000 a year in critical, unrestricted support to Chinook Fund. Through Constellations of Change, we aim to imagine something beyond the typical donor/funder exchange, and invite you to join us in dreaming among the stars.

To join, or for more information, contact Shelby Bates at [sbates@chinookfund.org](mailto:sbates@chinookfund.org).



*Celebrating community at our January 2024 Constellations of Change event*

*Grantee leader and Giving Project alumni meet at a Constellations event*



change  
not  
charity™

## FEEL INSPIRED BY THIS YEAR'S WORK?

**LEARN** Visit [chinookfund.org/grantees](http://chinookfund.org/grantees) to learn about the most innovative and effective grassroots organizations and activism in CO.

**CONNECT** Join our **Giving Project**. Chinook Fund's democratized grantmaking brings together a diverse cohort of people from all income levels who are passionate about social change and interested in developing skills in fundraising, grantmaking, and community building.

**ACT** Give generously. **Make a meaningful gift** to ensure all communities have a voice and the power to create a better life.

**SHARE** Follow us on Instagram, Facebook, and LinkedIn!



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 [facebook.com/chinookfund](https://facebook.com/chinookfund)

 [@chinookfund](https://instagram.com/chinookfund)



To subscribe to our monthly  
newsletter, Seed Notes!