

ANONYMOUS

# You have the power to decide where \$100 million of your organization's funding goes. What do you dare to do?

**"I'd find grassroots organizations that are doing amazing work and provide them with enough funding to cover their overhead for the next five years. I'd love to see what they do when they're not worrying about paying the bills, but instead solving important challenges."**

**"Give it to cooperatives that are led by the people they serve, regardless of 501c3 status or legal status."**

**"Commit it all to multi-year, general operating grants with minimal reporting. Get the money out the door and be done with it!"**

**"Utilize it for one purpose; not a multitude of grants."**

**"I would provide long-term funding streams to support leaders of color and fund POC-led start-ups that are already doing amazing work toward our mission. Ask them what else they need, then get out of the way."**

**"Increase co-investment strategies with community-led or -driven initiatives and increase support of policy and advocacy work."**

**"I would funnel it into addressing the single most important infrastructure issue at each organization. It would be wonderful to see how the right technology and tools could propel them forward."**

**"Identify a mission area that is critical and typically underfunded. Gather a community of people who are personally affected to decide where the funds should go — and give them an honorarium for doing it."**

**"Create a diverse community review panel to decide who receives funding, without final board approval."**

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# What bold move do you wish your organization would make, but is too cautious to undertake?

“Let go of some bureaucratic functions and office space to save up more money for beneficiaries.”

“Stop funding ‘issues’ or ‘topics’ and start funding movements, leaders, and communities.”

“Be serious about racial equity and reflect it in internal and external processes.”

“Throw out our current grant review process, which has become overly cumbersome and time-intensive for staff and applicants, and do a major overhaul which incorporates real learning, grantee involvement, and flexibility.”

“Change our board so the members are directly from the communities we support.”

“Move into a 10-year spend-down mode and move funds to POC-led organizations so they have all the financial support they need to do their work.”

“How can our investment strategies align with our mission? There’s a lot more money sitting in there than going out the door every year.”

“Double or triple our grantmaking budget! Boldly engage other funders and donors to do the same. Add a 2% contingency to our annual grants budget so that we can respond to important opportunities at the year's end. Allow grants management more final decision-making authority over our grants process.”