



2019

VALENTINE
FOUNDATION

FUNDING SOCIAL
CHANGE FOR
WOMEN & GIRLS

ANNUAL REPORT

www.valentinefoundation.org





Valentine Foundation trustees (l to r): Annike Sprow, Alexandra V.A. Frazier (Executive Director), Jennifer Hope, Azucena Ugarte, Aisha Mohammed, Hannah Sassaman, Vanessa Lowe, Nan E. Feyler

It is not hyperbolic to say that in 2019 the world was literally on fire (and it continues to be so). Metaphorically, it also feels like social change organizations have been dealing with fires under this Administration and under our current political and social climate that have further eroded already fraught safety nets and widened chasms between the have and have nots.

We have struggled internally with how to best meet the needs of organizations we serve as crises arise while maintaining our commitment to funding social change initiatives with a focus on long-term structural change. While continuing to find the appropriate balance, we are excited about Valentine Foundation's 2019 grant recipients.

A new grantee, **Project Libertad**, will provide young refugee and immigrant girls at Phoenixville Area High School weekly academic support, mentoring, career development training, and immigration legal services to help them address significant barriers to academic and career success. Our commitment to young people is also embodied through the Sound Scholars program at **Girls Rock Philly**, a youth-centered music organization dedicated to building a community of

girls, women, and trans and gender non-conforming people, and **We REIGN** who are providing girls of color opportunities to work inter-generationally and collectively to increase youth advocacy around issues of trauma and community violence. As well, the **Education Law Center** will be working to remove barriers to quality education for Black girls by promoting policies and practices that support developmentally appropriate, gender-specific, race-positive, trauma-informed, and strength-based approaches that decrease Black girls' exclusion from school and lower the disproportionate number of Black girls in the school-to-prison pipeline.

We expanded our commitment towards economic, racial and gender justice with grants to **PA Domestic Workers Alliance** and **One Pennsylvania**. The former, responsible for passage of the Philadelphia Domestic Workers Bill of Rights in October 2019, will use support from the Valentine Foundation to help domestic worker leaders implement and enforce the new ordinance, support the leadership development of women workers, and identify and launch future campaigns to

guarantee the safety and dignity for domestic workers. One Pennsylvania's project "The Rent is Too Damn High" takes on rent control through engaging women in neighborhoods impacted by displacement and building public support for rent control laws in Philadelphia.

The **Black Women's Blueprint**, another new grantee, is working on creating a unified approach to black maternal mortality, sexual violence and the reproductive health crisis in the United States. While **Artwell** is using Valentine funding for their no-cost peer leadership development space supporting women of color as change agents to tackle institutional race and gender bias in their organizations.

First-time grantee **TransWork**, through the Independence Business Alliance, will use Valentine funding to enable employers to become more transgender competent as employers and help connect transgender and non-binary job seekers and entrepreneurs to a network of supportive, trans-competent employers and business partners.

Valentine Foundation deepens its support of the essential work of **Women's Medical Fund** in providing access to safe abortions and the **Women's Law Project** as Pennsylvania's leading legal advocate for equality and economic justice continues. Additional grantees this year include **Love Speaks for ME**, **Pathways PA**, **Philadelphia Area Project on Occupational Health and Safety**, the **Domestic Abuse Project of Delaware County—TRUTH** and **IGNITE**.

We will continue to hold up the amazing work of our grantees that strive towards a world where justice, and racial and gender equity, is central.

Sincerely,
Jennifer Hope, Chair

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<i>Organization/Project Title</i>	<i>Social Change Indicator</i>	<i># of Years</i>	<i>Grant Amount</i>
Artwell—Women of Equity	Shift in Engagement	2nd year of a 2-year grant	\$ 10,000
Black Women's Blueprint—The Sexual Assault and Maternal Mortality Pipeline	Shift in Definition	1 year	\$ 10,000
Domestic Abuse Project of Delaware County—TRUTH—DAP: Delaware Teen Dating Violence Task Force	Shift in Engagement	1 year	\$ 10,000
Education Law Center—Unlocking Possibilities: Education Collaborative for Philadelphia's Black Girls	Shift in Policy	3rd year of a 3-year grant	\$ 10,000
Girls Rock Philly—Sound Scholars	Shift in Engagement	1 year	\$ 11,500
IGNITE—Mobilizing and training the next generation of women to step into political power	Shift in Engagement	1 year	\$ 10,000
Independence Business Alliance—TransWork	Shift in Policy	1 year	\$ 10,000
Love Speak for ME	Shift in Engagement	1 year	\$ 10,000
One Pennsylvania—The Rent is Too Damn High: Women Fighting for Rent Control	Shift in Engagement	1 year	\$ 10,000
PA Domestic Workers Alliance	Shift in Policy	1 year	\$ 11,000
Pathways PA—Caring for Families	Shift in Policy	1 year	\$ 10,000
Philadelphia Area Project on Occupational Safety and Health (POSH)—Impacting Sexual Harassment Policies and Practices at Philadelphia Area Restaurants	Shift in Policy	Final year of a 2-year grant	\$ 15,000
Project Libertad—RISE: Refugee and Immigrant Students Excelling	Shift in Engagement	1 year	\$ 3,000
We REIGN—we.SPEAK: Community Violence & Systems Thinking Initiative	Shift in Definition	1 year	\$ 10,000
Women's Law Project—General Operating Support	Shift in Engagement	Final year of a 3-year grant	\$ 10,000
Women's Medical Fund—Community Organizing for Abortion Access	Shift in Engagement	1 year	\$ 11,000
TOTAL 2019 FOUNDATION GRANTS			\$161,500

RETIRING TRUSTEE GRANT	\$500
Women's Medical Fund—General Operating Support	

Mission Aligned Investing

We continued to pursue our 10% commitment to mission aligned investing in 2019. The board approved a 5-year \$25,000 working capital investment in First Step Staffing, adding workforce development and returning citizens to our areas of impact. First Step Staffing connects people experiencing homelessness and those returning from prison with jobs. The Atlanta-based non-profit opened operations in Philadelphia in January 2018. In July 2019, the *Inquirer* reported on the job fair they hosted for people who had been arrested and were on pretrial supervision. They had 270 temporary jobs available, with pay ranging from minimum wage to \$15 an hour.

First Step provides companies with a socially responsible alternative to typical staffing agencies, while offering meaningful employment opportunities for individuals who are in transition. They provide critical supportive services including job coaching, door to door transportation, uniforms, and other supports needed to increase employees' chances for long-term success. Upon hearing our proposal Valentine Board member, Annike Sprow, gave it a resounding Yes vote. As a social worker working daily with returning citizens, she knows first-hand the challenges they face in finding employment. She says First Step is a go-to resource for her and that they are truly successful in finding quality jobs for her clients.

In addition to the First Step investment the board also approved expanding the 10% commitment to include the Leadership Fund portion of the Valentine endowment. Contact us at info@valentinefoundation.org if you have a high impact social investment, you'd like us to consider. Here is a complete list of our Mission Aligned Investments:

- Interfaith Housing Alliance—\$25,000
- The Reinvestment Fund—\$100,000
- First Step Staffing, Philadelphia—\$25,000

VISIONARY LEADERSHIP FUND

of the VALENTINE FOUNDATION

The Valentine Fund for Visionary Leadership is a separate endowment established at the Valentine Foundation through the generosity of many individual and foundation donors. Our commitment is to develop the leadership capacity of local nonprofit organizations whose primary focus and mission-driven activities benefit women and girls. Grant funds support leadership development for both current and emerging women leaders. Applicant organizations are encouraged to propose initiatives that address their unique leadership needs, including but not limited to courses, workshops, certificate programs, coaching, and succession planning.

LEADERSHIP FUND COMMITTEE

Mary McTernan, Co-Chair
Alexandra Samuels, Co-Chair
Ann Ricksecker, Vanessa Lowe, Frances Vilella-Velez,
Cheryl Weiss, Laura Morris, Tracy Tripp

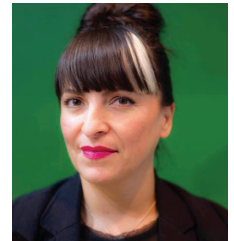
2019

Leadership Fund Grantees

Organization/Leader(s)	Leadership Initiative	Grant Amount
Girl's Inc. — <i>Executive Director and Team</i>	ExtraudinarYou	\$ 2,500
Peter's Place — <i>Catsy Pemberton</i>	NELI Executive	\$ 3,850
Philadelphia Futures — <i>Ariel Brockman</i>	NELI Ascending	\$ 2,200
Women's Medical Fund — <i>Executive Director and Team</i>	Coaching/Cultural Shift	\$ 5,240
Women's Resource Center — <i>Cheryl Brubaker</i>	Cultural Competency	\$ 5,760
TOTAL 2019 LEADERSHIP GRANTS		\$19,550



Catsy Pemberton,
Executive Director,
Peter's Place



Elicia Gonzales
Executive Director,
Women's Medical Fund

2018 Leadership Grantees Reflect

Cathy Binz, Maternal and Child Health Consortium—The Valentine Leadership Fund is an excellent way to provide women in leadership in the non-profit sector with opportunities to come together to develop their professional experience. Creating programs, conferences, and workshops that encourage women and girls to build connections and come up with innovative ways to strengthen their work is an effective way to positively shape the futures of women and girls in our shared communities.

LeeAnn Kinney, Girl Develop It—I chose this initiative based on the program description as well as the opportunity to meet and work with people all over the world doing social impact work. I would choose the same initiative as it was an incredible experience and one that taught me so much. I loved the structure of the program being primarily online which allowed for flexibility of when to get my work done on top of my full-time role, but also gave us in person time to meet one another and work together face to face. Thank you for this opportunity to support women leaders!

Dana N. Goldberg, Esq., Director, Victim Services (now Legal Director), Senior Law Center—We are most grateful for the support of the Valentine Foundation to help us empower an exemplary woman leader in the organization. We are proud that the majority of our staff are women and that our Executive Director of 22 years is also a woman. 72% of our clients are women. The work that Dana helps lead, preventing elder abuse and financial exploitation, preventing intimate partner violence, reducing homelessness for older women, and helping grandmothers raising grandchildren and women veterans speaks to her passion and commitment to access to justice for all.

If we live, we will age, and we are proud to make sure justice is there. The application and reporting process were efficient, and the online forms were easy to fill out. Thank you again for your support.

Diane Lauer, YWCA Tri-County—I appreciate the support of Valentine Foundation's Visionary Leadership Fund to participate in Bryn Mawr College Nonprofit Executive Leadership Institute. I would recommend this program to Nonprofit Executive Leaders. In 2019, I also completed University of Pennsylvania Center for Social Impact Strategy (CSIS) Executive Program. I would also recommend this program for executive leaders seeking to improve mission impact and social impact.

Caroline Campana, Delaware Valley Association for the Education of Young Children (DVAEYC)—Thanks to NELI, I was successfully able to apply the knowledge I gained during my time at NELI to help First Up with our rebranding, leadership changes, and navigating the changes in standards and funding in the early childhood education field. I am excited to continue helping First Up grow and continue to positively impact the early education field in both our region and the state of Pennsylvania.

Elicia Gonzales, Women's Medical Fund—Coaching helped Elicia bring her whole self to the process of shifting culture, while mitigating harm. As a queer woman, it affords her a chance to model a practice that intentionally focuses on healing from internalized sexism, racism, and ageism. This advances WMF's cultural shift. Anti-racism training benefits everyone—from callers to broader community. We have an opportunity and obligation to center this work within racial justice and are operationalizing an anti-racist framework.