

# VALENTINE FOUNDATION

FUNDING SOCIAL  
CHANGE FOR  
WOMEN & GIRLS



2020 ANNUAL REPORT

[www.valentinefoundation.org](http://www.valentinefoundation.org)



## MESSAGE FROM THE CHAIR

Of course, this goes without saying; but 2020 was quite a year. Social change organizations, who expertly navigate and thrive in the tumultuous reality that capitalism and all forms of oppression creates, were tasked with navigating yet another challenge: operating in a pandemic. The big question that was on most of our minds: How do we continue to support one another in the “new normal”?

Our first response to this question was to ensure our 2019 grantees could use their funds for general operating to support whatever it was that they needed to make it through the year. We also made an emergency loan to the Women’s Opportunity Resource Center of \$100,000 with no interest to float PPP funds to minority-owned small businesses in Philadelphia. For our grantees, many amazing, creative answers to “the big question” have been actualized this year, and we are so happy that we were able to support them in their efforts.

Education Law Center continues their fight for justice for Black girls in the Philadelphia education system with their project, “Advancing Education Justice: Eliminating Educational Barriers for Black Girls.” Their advocacy and community outreach efforts remain undeniably important during virtual schooling.

Immigrant and refugee students in the US school system also face barriers to obtaining a quality education. Project Libertad began in 2019 to break down these barriers by fostering leadership in female-identifying immigrant and refugee students and creating change within the Phoenixville Area High School systems. Their RISE program scaled up this year and is flourishing.

Girls Rock Philly shifted their engagement to online programs like Youth Action Council, Anti-oppressive Facilitation and Youth Mental Health First Aid so participants can learn together and be in community with one another even while distanced.

The Evoluer House, a new grantee this year, also took their talents to the worldwide web to deliver gender responsive and

culturally relevant virtual programming for girls of color. They seek to provide support for building self-esteem and college preparedness for girls in the Philadelphia region.

The Women’s Medical Fund is continuing their community organizing efforts to work toward abortion liberation for those most impacted by racial and gender injustice. After providing financial assistance for abortions to individuals in the Southeastern Pennsylvania region for 35 years, their more recent organizing work gets us one step closer to abortion liberation for all!

Our other 2020 grantees include CeaseFirePA, Legal Resource Center on Violence Against Women, Lutheran Settlement House and more. You will find them all highlighted later in the report.

Within Valentine, we said goodbye to three trustees: Jen Hope, Nan Feyler and Hannah Sassaman. We thank them for their years of service and dedication to our mission. Our board welcomed two new trustees: Staci Moore and Jennifer Kates, who dove right into the work, despite the challenges of COVID and social distancing.

We honor those who continue their commitment to social change for women, girls, gender-queer and trans folks. We honor those who have worked in overdrive this year and those who are struggling and taking things day by day. We honor those we lost to COVID and racialized violence by police. On behalf of the board; we hope that you stay safe and encouraged and we look forward to continuing along the path to justice together.

Thank you to all our 2020 grantees for their wonderful work!

*Sincerely,  
Annikie Sprow, Chair*

**The Valentine Foundation** • 610-283-5579  
info@valentinefoundation.org • www.valentinefoundation.org



*Like so many activities in 2020, Valentine Board meetings went virtual. Pictured top to bottom, left to right: Vanessa Lowe, Alexandra Frazier (Executive Director), Azucena Ugarte, Jennifer Kates, Staci Moore, Aisha Mohammed, and Annikie Sprow.*

## 2020 GRANTEES

Organization Name/Project Title	Shift in	Term	Grant Amount
<b>CeaseFirePA</b>   CeaseFire Pennsylvania Education Fund	Policy	1 year	\$ 10,000
<b>Education Law Center</b>   Advancing Education Justice: Eliminating Educational Barriers for Black Girls	Policy	1 year	\$ 15,000
<b>Girls Rock Philly</b>   General Operating	Engagement	1 year	\$ 12,000
<b>Legal Resource Center on Violence Against Women</b>   General Operating	Policy	3-year grant	\$ 15,000
<b>Lutheran Settlement House</b>   Expansion of Domestic Violence Survivors' Network	Engagement	1	\$ 15,000
<b>National Nurse-Led Care Consortium</b>   Nursing-Legal Partnership (NLP)	Definition	1	\$ 10,000
<b>Pennsylvania Domestic Workers Alliance—Philadelphia Jobs with Justice</b>   Implementing and Enforcing the Philadelphia Domestic Worker Bill of Rights	Policy	1	\$ 15,000
<b>Philadelphia Area Project on Occupational Safety and Health (PhilaPOSH)</b>   Coalition for Restaurant Safety & Health (CRSH)	Policy	1	\$ 15,000
<b>Philadelphia Works</b>   Women in Nontraditional Careers Project (WINC)	Engagement	1	\$ 6,000
<b>Project Libertad</b>   RISE, A Girls' Empowerment Program	Engagement	3-year grant	\$ 10,000
<b>She Can Win</b>   Women of Color Running for Office	Engagement	1	\$ 15,000
<b>The Evolver House</b>   Evolver House Innovative Digital Solutions	Engagement	1	\$ 15,000
<b>The Organizing Center</b>   Women Leading the Way: Peer Learning Lab	Engagement	1	\$ 15,000
<b>Women's Medical Fund</b>   Community Organizing for Abortion Access	Engagement	2-year grant	\$ 15,000

### 2020 Retiring Trustee Grants

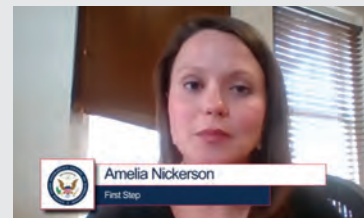
<b>National Domestic Workers Alliance</b>	\$ 500
<b>Philadelphia Community Bail Fund</b>	\$ 500
<b>Why Not Prosper</b>	\$ 500
	<b>\$184,500</b>

## Mission Aligned Investing (MAI) Update

DESPITE AND BECAUSE of its challenges, 2020 gave us opportunities to deepen our commitment to racial justice as a core goal of our investments. We have joined the year-long Mission Aligned Investing cohort training sponsored by the Philanthropy Network. This is a group of more than ten foundations with representatives from both staff and board. Each foundation has committed to a project to shift more capital into the community using a racial equity lens. In addition to the cohort, we have continued adding high-impact projects to our MAI portfolio. Here is a list of three new CDFI investments we made this year:

- In April, we were approached by the Women's Opportunity Resource Center (WORC) for a loan. WORC had approved more than 30 SBA Paycheck Protection Program (PPP) loans to women and minority owned micro and small businesses and needed \$1.5 million to quickly deploy the loans. WORC approached 15 foundations, including Valentine, to each lend \$100,000 interest free to be repaid on November 1st, 2020 when funds were repaid by the federal government. Valentine approved this COVID-19 response loan in less than a week.
- In June, also in response to the COVID-19 crisis, Valentine invested \$50,000 total (\$25,000 out of Leadership and \$25,000 out of the Foundation) in The Enterprise Center (TEC), a 30-year-old Black-led business incubator and non-extractive lender based in West Philadelphia. TEC supports 100% minority-owned businesses. We matched the pandemic adjusted terms they offered to their borrower—0% for the first 6 months and 1% interest for the remaining 2½ years.
- In August, we made a \$25,000 loan to the Impact Loan Fund for 5 years at 2% interest. Impact Loan Fund is the lending arm of Impact Services in Kensington, founded in 1974. Impact Services (a non-profit community-based organization) partners with Kensington Corridor Trust, an innovative cross-sector partnership that includes Shift Capital (a social impact real estate B-Corp), The Idea Factory (IF LAB) (an inclusive technical assistance provider), and PIDC (Philadelphia's public-private economic development corporation). This partnership takes a multi-stakeholder, multi-pronged approach to corridor revitalization, combining lessons from like-minded efforts that have proven effective in strengthening corridors.

These three



*Amelia Nickerson of First Step Staffing accepting the Power and Dignity of Work Extra Mile Recognition from the US Interagency Council on Homelessness this past December.*

new investments were added to our portfolio that includes Interfaith Housing Alliance, The Reinvestment Fund and First Step Staffing.

The pandemic and police violence against the Black community have

exposed and reminded us of the racism and inequities that exist in our community. We are excited about learning and doing more to uplift and address these issues. Be in touch if you hear of projects in which we might invest.



# 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.

In 2020, the Leadership Fund Committee took steps to encourage more women of color to apply for leadership development grants and announced that to help close the racial leadership gap at local nonprofits, priority would be given to applicants of color and leadership teams that include women of color in the 2021 grant cycle.

## LEADERSHIP FUND COMMITTEE

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

## 2020 LEADERSHIP FUND GRANTEES



From left:  
Sara Morningstar,  
Rachel Rutter,  
Brynn MacDougall

Organization/Visionary Leader(s)	Program	Grant Amount
<b>After School Activities Partnerships</b>   Sara Morningstar	NELI Executive	\$ 1,757
<b>Federation of Neighborhood Centers</b>   Nina Kenney McCrae	NELI Ascending	\$ 2,300
<b>Maternal and Child Health Consortium</b>   Cecilia de Arce	NELI Executive	\$ 5,850
<b>YWCA Tri-County</b>   Stacey Woodland	NELI Executive	\$ 5,000
<b>Girls Inc</b>   Cherice Gordon and Brianna Pendleton-Wise	NELI Ascending	\$ 4,400
<b>Girls Rock Philly</b>   Executive Team: Diane Foglizzo, Candice Johnson, Melanie Hsu and Samantha Rise	Coaching	\$ 6,000
<b>Project Libertad</b>   Rachel Rutter	LaSalle Certificates	\$ 3,500
<b>Women's Campaign International</b>   Brynn MacDougall	Univ of Penn, Positive Psychology	\$ 475
<b>La Salle Clear Circle</b>   Eight emerging nonprofit leaders	The Nonprofit Center at La Salle University	\$ 4,458
		<b>\$33,740</b>

## 2019 Leadership Grantees Reflect

**Cheryl Brubaker, Women's Resource Center**—Through coaching provided by Dr. Tiffenia Archie, our organization was able to address the more elusive aspects of changing one's organizational culture to allow for diversity and inclusion. Our organization emerged strongly committed to racial justice and creating space for everyone who identifies as female to participate fully with WRC. We would absolutely choose this same initiative, as the timing could not have been better for our organization.

**Natasha Andrews, Girl's Inc.** —Extraordinary! You was amazing! The training and coaching sessions were led by June Grushka-Rosen. She modified her sessions specifically for us, paying attention to mission, size, culture and goals. With these considerations, she also took an interest in each individual, used strength-based approaches to discuss leadership, valued each voice, and encouraged reflection and assessments.

**Catsy Pemberton, Peter's Place**—I believe the knowledge I gained during the NELI Executive Leadership program most definitely has helped me navigate the challenges our organization has faced as a result of the pandemic. Peter's Place has been able to remain nimble and respond effectively to the emergent needs of our communities while remaining financially stable in order to continue to sustain our mission.

**Ariel Brockman, Philadelphia Futures**—The Nonprofit Executive Leadership Institute (NELI) Ascending Leadership program was focused on strengthening leadership and programming for Philadelphia Futures' Young Women Rising after-school club. The initiative honed in on development of leadership skills, programming strategy, program building, organizational skills and macro-level thinking. Ariel would recommend NELI to other non-profit leaders because "it is well organized, they share their expertise in a way that is applicable to real-work situations, they possess an understanding of the challenges of operating a non-profit organization. It will contribute to the improvement of an organization.

**Elicia Gonzales, Women's Medical Fund**—The ED continued coaching with Alison Gerig and discussed challenges and successes in leading the organization through a cultural shift towards racial justice. Support helped Elicia navigate challenging conversations and develop tools for managing stress. We would highly recommend coaching for all leaders. The role can be isolative. Coaching serves as a container for honest and vulnerable conversations, discussions that cannot be shared with staff, board, or donors. All EDs need a person who is able to reflect back to them their strengths and blind spots. Anyone wanting to advance racial equity should call on experts for support and guidance.