Dear Friends,

This isn’t just any annual report — it’s MSC’s first ever annual report. I will say, though, annual report is a bit of a misnomer. It covers our year in financials, of course; but it also covers two years of bold moves and big accomplishments. This period was one of great change here at MSC — and it echoes big shifts all over our ecosystem and all over the world: relentless assaults against Black lives, women’s and LGBTQIA rights, Asian hate and a deepening climate crisis all amidst a persistent global pandemic.

I came on as the new executive director towards the end of 2020. Since then we welcomed an all new senior leadership team; we onboarded other new staff and board members, including an in-house communications team; we helped a number of our founding partners spin off into their own 501c3 organizations and launched the Movement Strategy Network to accelerate transformative movement building work; we rebranded and launched a new website; and we refocused on expanded intermediary and philanthropic regranting services. We’re in a really good place.

At the same time — our core mission and values remain exactly the same. We show up every day to challenge systemic racism by providing space for reflection, experimentation, incubation, and fiscal sponsor services to BIPOC, women, and LGBTQIA Transformative Movement leaders. Our partners are tackling social justice issues that center on the interconnected issues of racial, gender, and environmental inequity. And we insist on a radical shift in philanthropy that transforms giving practices in support of a culture of equity and diversity.

And, always, we put love at the center.

We are so proud of what we’ve accomplished and of what we do, and we welcome any feedback.

Thank you, always, for your support.

Be well and stay safe,

Carla Dartis, Executive Director
Our Mission
Movement Strategy Center provides values-aligned, holistic intermediary services enabling access to crucial infrastructure and thought partnership for BIPOC, women, and LGBTQIA movement leaders, activists, and communities challenging intersectional issues of systemic racism, rampant environmental destruction, and crippling economic exploitation. We are unique in that we do not operate as a singular organization but as a collective ecosystem incubating and accelerating the work of our partner projects, which speaks to our values of radical interdependence and love.

Our Vision
Is of a Just Transition from a world of domination, extraction, and violence — where the few live at the expense of the many — to a world of interdependence, liberation, and resilience — where the many govern for the benefit of all. We understand that a Just Transition is only possible when the voices of BIPOC, women, and LGBTQIA leaders are honored, celebrated, and amplified, not merely tolerated.
The MSC Happenings Timeline

2020

October Carla Dartis joins MSC as Executive Director

December Movement Strategy Network launches, members receive over $1M in seed funding for transformative movement building work from the Movement Strategy Fund

2021

January Mohini Tadikonda joins MSC as Chief Advancement Officer

February In-house communications launches

April New branding and website debuts

June MSC debuts on Instagram on the anniversary of George Floyd’s murder; founding FSPs are spun off into 501c3s

May First e-newsletter goes out and MSC moves to a new office space

November Aileen Umali-Hermoso joins Menchu Ituralde as Co-CFO and Venita Ray joins the board; MSC’s new resources database goes live

October Victoria Martinez is promoted to Chief of Staff overseeing Operations, HR, and Compliance

December MSC wraps its first Giving Tuesday and End of Year Giving campaigns, raising $10,000 for the Movement Strategy Fund

2022

February Sandra Bass joins the board

April Jonathan Barona joins MSC as Chief Fiscal Sponsorship Program Officer

May MSC debuts the Move Blog

June Climate Innovation relaunches as People’s Climate Innovation Center
MSC Board
Anasa Troutman, Board Chair Executive Director, Clayborn Temple
Jacqueline Patterson Founder and Executive Director of The Chisholm Legacy Project
Judith LeBlanc Director, Native Organizing Alliance
Sandra Bass Associate Dean of Students and Director of the Public Service Center, UC Berkeley
Sihle Dinani, Treasurer Finance Director, Tides Advocacy
Taj James, President and Co-Founder Co-Founder, Full Spectrum Capital
Tomas Garduno National Field Director, Mijente
Venita Ray Co-Executive Director of the Positive Women’s Network - USA

MSC Senior Leadership Team
Aileen Umali-Hermoso, Co-CFO Noble Accounting
Carla Dantis, Executive Director
Jonathan Barona, Chief Fiscal Sponsorship Program Officer
Menchu Ituralde, Co-CFO Noble Accounting
Mohini Tadikonda, Chief Advancement Officer
Victoria Martinez, Chief of Staff

Racial Breakdown of MSC Board and Staff

- 23% Latinx
- 10% Asian
- 10% White
- 45% Black
- 4% Indigenous
- 4% Mixed Race

We’ve moved! In May of 2021 MSC moved to a smaller space in the same historic Oakland building we’ve called home for years — the historic Central Bank Building. Our sunny new space offers coworking areas and reservable desks for core staff and program staff to work and meet. The space reflects our new hybrid work schedule and houses the incredible MSC library. Come see us!
Fiscal Sponsorship

Fiscally Sponsored Projects
Our fiscal sponsorship program is designed to support transformative movement building with financial services, human resources, compliance management, capacity building, incubation, and new and evolving services built around communications and wellness. We currently support a growing portfolio of 30 organizations which include BIPOC and women-centered and led projects, local and national organizing, and community-based strategies and solutions. We use a network-centered approach that is relational, accessible, transparent, and designed to address a community’s need for resources. Our services are designed to holistically support each organization as they cross pollinate, deepen their operational knowledge, and expand their mission’s impact in support of systemic change.

Part of our fiscal sponsorship program includes the Movement Strategy Network. The organizations within this program serve as guideposts for the whole of MSC by creating the space for transformative movement building work to thrive through incubation, acceleration, and continued transitions initiatives and labs.

Over 60 organizations have inquired about FSP services since the website relaunch
11 new FSPs since summer 2021
MSC’s Partner Organizations

FSPs by State

- **CA** California 18 projects $10,750,046 final budget FY2122
- **NY** New York 3 projects $364,452 final budget FY2122
- **DC** Washington, D.C. 1 project $2,347,268 final budget FY2122
- **MI** Michigan 1 project $140,172 final budget FY2122
- **NV** Nevada 1 project
- **TN** Tennessee 1 project $220,141 final budget FY2122
- **WA** Washington 1 project

FSP Leadership Demographics

- **Race**
  - 48% Black
  - 9% White
  - 22% Latinx
  - 4% Arab
  - 4% Asian
  - 13% South Asian

- **Gender**
  - 9% gender non-conforming
  - 17% men
  - 74% women
## MSC’s Partner Organizations

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<th>Intelligent Mischief</th>
<th>Latinx Racial Equity Project</th>
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<th>President’s Youth Council</th>
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<th>The Plant.org</th>
<th>Thrive Network</th>
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<td>Oakland, CA</td>
<td>Hudson Valley, NY</td>
<td>Oakland, CA</td>
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### Focus Area Key

- **MSN**: MSN Member
- **FSP**: Fiscally Sponsored Project
- **GRT**: Grantee
- **Environmental Justice**
- **Social Justice**
- **Racial Equity**
- **Movement Building**
- **Agriculture**
- **Clean Energy**
- **Climate Resilience**
- **Food Security**
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<td>Las Vegas, NV / National</td>
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<td>After Incarceration</td>
<td>Hudson Valley, NY / National</td>
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<td>Beloved Communities Network</td>
<td>Oakland, CA / National</td>
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<td>Facilitating Power</td>
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<td>HEAL Food Alliance</td>
<td>Oakland, CA / National</td>
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<td>Full Spectrum Labs</td>
<td>Oakland, CA / National</td>
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<td>New Moon Collaborations</td>
<td>Michigan / National</td>
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<td>NEWHAB</td>
<td>Portland, OR / National</td>
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<td>People's Climate Innovation Center</td>
<td>(Climate Innovation) Oakland, CA / National</td>
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<td>Weyam Healing &amp; Conflict Transformation</td>
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**Themes:**
- Social Equity
- Disability Justice
- Gender Justice
- Immigrants & Refugees
- Indigenous
- LGBTQIA
- Racial Justice
- Systems Change
- Community-Driven Planning
- Decarceration
- Economic Justice
- Education Equity
- Health Equity
- Public Policy
- Cultural Strategy
- Art Activism
- Civic Engagement
- Embodied Practice
- Media
- Spirituality
- Leadership Development
- BIPOC
- Women
- Youth
MSC’s Partner Happenings

If we can’t dream it, we can’t make it real. Dreaming gives us space for imagination ... and dreaming helped me decide to be an artist.
- Aisha Shillingford, Intelligent Mischief
from the MSC produced 73 Questions video on the Move Blog

Welcome to our newest FSPs!
1 Million Madly Motivated Moms (1M4)
After Incarceration
Breathe
NEWHAB
Rad Ops
TAY HUB
The Plant.org
Thrive

Wakanda Dream Lab was featured in “Mothership: Voyage Into Afrofuturism” at the Oakland Museum of Art and participated, with Intelligent Mischief, in the immersive “AfroCosmicMelatopia” experience at Carnegie Hall’s Afrofuturism Festival. Intelligent Mischief was chosen as a Popcollab’s 2022 #BecomingAmerica grantees — a pop culture for social change grant supporting public imagination.
Facilitating Power partnered with the National Association of Climate Resilience Planners, the NAACP, and People’s Climate Innovation Center to design a 12-workshop series called Vision | Power | Solutions focused on community-driven racial and climate justice.

The Big We launched Love Over Empire, a podcast hosted by MSC board member Anasa Troutman and Princeton James. It’s a fun look at the Star Wars canon through the lens of culture and social impact.

Climate Innovation is now People’s Climate Innovation Center. They launched a brand new website; and joined partners in calling for $100 million in support for the White House-led National Building Performance Standards Coalition for environmental justice and building decarbonization.

Positive Women’s Network - USA co-released the Demanding Better policy agenda, the first HIV strategy created by and for people living with HIV; while successfully modernizing HIV laws in three states and launching the annual Celebrate and Honor Black Women in the HIV Movement Day of Action.

Beloved Communities Network launched with a season of BCN Radio chats featuring Judith Le Blanc, Jovida Ross, Weyam Ghadhbian, Anasa Troutman, and others — and their new website is live.

HEAL Food Alliance took action to protect America’s meatpacking workers and put pressure on Tyson Foods to live up to its sustainability promises; while collaborating on a restaurant worker bill of rights.

Thrive Network launched the Beloved Community Journey in January 2022, a virtual nine month series of learning, practicing, and taking action to create a world where we all belong and thrive featuring visionary, artist, and activist speakers.

MSC Heads East
The Bay Area is the physical and spiritual home of MSC, but we are working to expand our services and our ethos east, adding partners all over, including these two new east coasters.

After Incarceration, based in the Hudson Valley, NY, brings restorative practices to the reentry experience with a community-centered model that supports people impacted by over-policing and mass incarceration.

The Plant.org, just off Manhattan, is the nonprofit arm of a mission-driven real estate and investment company working to provide their community with climate solutions through education, job training, and art.
Our Philanthropic Services program promotes equity and accessibility to resources and addresses the concept of collaborative grantmaking, shifting the power from grantmakers to frontline community projects leading crucial justice work. Our regranting process is relationship based, with transparency, accountability, and efficiency built into the process.

We have been a key regranting partner for the philanthropic sector since 2014, and now manage over $15 million in foundation regrants each year to nonprofit organizations, communities, individuals, and contractors all over the country, who might otherwise lack access to funds and sometimes contend with language barriers and limited access to wifi or traditional bank accounts. In addition to our growth in regranting, we support our philanthropic partners with research and design, RFP and proposal evaluations, and by uplifting BIPOC-led and centered work in the field.
The Climate Solutions Fund supports BIPOC-centered efforts to advance critical climate and environmental solutions in the areas of sustainable communities via electrifying buildings and decarbonizing transportation; energy transition to eliminate fossil fuels, advance clean energy, and transform public utilities; along with nature conservation and regenerative agriculture.

We facilitate Energy Efficiency Solutions in Affordable Multi-family Homes by allocating funds nationally to organizations working to fight the nation’s climate and affordable housing crises with health, clean energy, environmental resilience, and community building. These multi-state coalitions unify organizations behind equitable investment in efficiency, design and implementation, policy, and healthy building materials. By the end of 2021 MSC supported over 50 grantees and 20 contractors nationwide.

We support Latinx, Immigrant, and Refugee Youth Power Building through two projects that provide accessibility to stipends for youth leaders. The first supported 13 Latinx youth organizations participating in interactive online discussions centering on language, creating space for plurality, wellbeing, and developing individual and community power. The second project focused on providing post secondary and vocational training plus college and employment support to 15 and 16 year old immigrants and refugees.

The Next Generation Fund was created to support and strengthen transformative youth organizing with a focus on healing and resilience while shining a light on the stories, research, and practices at the heart of this crucial field. The fund, which has supported 19 frontline groups, uplifts this rising generation of young activists as they learn restorative practices, resilience, healing, and the transformative power of building communities of justice through organizing.

The California BIPOC Farmer and Land Steward Relief Fund was a response to the crises of 2020 and supported 80 BIPOC farmers affected by the COVID-19 pandemic and the 2020 California wildfires. Many of these BIPOC farmers are leading on implementing climate resilient practices in the sector but also face incredible barriers accessing financial support for their enterprises.
MSC Communications

The website, relaunched in April 2021, continues to grow and evolve with improved searchability for partners and resources, a fleshed out Glossary page, a dedicated page for the Move Blog, and reimagined and expanded Our Programs pages.

Increased organic inquiries regarding intermediary services, thought partnership, and consulting are a direct result of the new website.

Readership of our monthly newsletters, sent via Mailchimp, continue to grow, with organic subscriber growth and members of the ecosystem contributing events to share.

Our social media reach continues to grow as well, with especially impressive gains on Instagram.

Great work! You just hit a new record for monthly users.

Jun 10, 2021 – May 31, 2022

Your website had 3K users this month.
2,553 newsletter subscribers and
a 35.4% average newsletter open rate
(20-22% is industry standard)
15,516 follows across all
social media channels
1.66 Million Twitter impressions,
year ending June 2022
15 blog posts
875 organic followers since
June 2021 Instagram launch with
a 4.39% engagement rate
(comparable to adrienne maree brown;
higher than the Environmental
Defense Fund (.33%) and
Human Rights Campaign (.49%)
MSC’s Consolidated Financial Information

**Unaudited Results for Fiscal Year 2021-2022**

**Revenue**
- Foundation and Corporate Grants: $55,510,847
- Philanthropic Service Allocations: $2,550,000
- Fees for Service/Consulting Contracts: $1,980,087
- Other Revenues: $2,308,955

**Total Revenues**: $62,349,889

**Operating Expenses**
- Personnel: $6,798,895
- Professional Fees: $5,391,826
- Occupancy: $623,883
- Grants/Pass-through: $2,914,373
- All Other Expenses: $1,841,733

**Total Operating Expenses**: $17,570,710

**Net Surplus**: $44,779,179

*Most of the net surplus will be carried forward to next year (TRNA)*
Akonadi Foundation
Amalgamated Charitable Foundation
Annenberg Foundation
Annie E. Casey Foundation
Arizmendi Bakery
Broadway Cares Equity Fights AIDS
Burt Family Foundation
California Community Reinvestment Grants Program
California Wellness Foundation
Ceres Trust
Chicago Community Trust
Chicago Region Food System Fund
City of Oakland
Clarence E. Heller Charitable Foundation
Cliff Family Foundation
Clorox Company Foundation
Common Counsel Foundation
Cynthia Beard
Dr. Bronners
East Bay Community Foundation
Ella Baker Center for Human Rights
Energy Foundation
Episcopal Society of Christ Church
Ernest G. Herman Foundation
Estee Lauder MAC VIVA GLAM Fund
Fidelity Charity
Ford Foundation
Foundation for Louisiana
Gail Milliken
Garfield Foundation
General Service Foundation
Grace in Action Church
Grassroots Global Justice It Takes Roots
Greater Kansas City Community Foundation
Groundswell Fund
Hazen Foundation
Heising-Simons Foundation
Hidden Leaf Foundation
Horizons
If/When/How: Lawyering for Reproductive Justice
Isaac Pritzker
Janet Eileen Singer Revocable Trust
Jewish Communal Fund
Johnson Ohana Foundation
JPB Foundation
Judith Steiner
JustFund
Kathryn Greis
Kiss the Ground
Kresge Foundation
Lynn and Scott Hundleman Ttee Charitable Foundation
Margot and Thomas Pritzker Family Foundation
Mechanics Bank
Mighty Aarow Family Foundation
Natural Resources Defense Council Inc
NEO Philanthropy
New York Community Trust
Northern California Grantmakers - Youth Power Fund
Novo Foundation
Pamela K. Omidyar Trust
Panta Rhea Foundation
Patagonia Works
Practical Farmer’s of Iowa
Race Forward
Raikes Foundation
Red Hat Charitable Giving Fund of Triangle Community Foundation
Renaissance Charitable Fund
Return to the Heart Foundation
RMLow Foundation
Robert Sterling Clark Foundation
Robert Wood Johnson Foundation
Rosenburg Foundation
San Francisco Foundation
Sandra E. North and Angela Letizia
Scarlet Huber
Schmidt Family Foundation - 11th Hour Project
Sherman Foundation
Sierra Health
Simmons Foundation
Sister Song
Soda Foundation
Tara Health Foundation
The California Endowment
The Institute for Market Transformation
The Kendeda Fund
The New York Community Trust
The Scorpion Fund Vanguard Charitable
The Shentel Fund
The Shurman Foundation
The Windward Fund
Tides Foundation
Unitarian Universalist Veatch Program at Shelter Rock
Victor Williams and Maria S. Scurria
ViiV Healthcare
W. K. Kellog Foundation
WellSpring Philanthropic Fund
Wheat Co. Charitable Fund
Will and Jada Smith Family Foundation
Women’s Foundation California
Zellerbach Family Foundation
Movement leaders, community-led initiatives, and mutual aid efforts, confronted with the ongoing pandemic and increased awareness of systemic racism, are demanding to operate in a manner consistent with their missions and are seeking new and equitable ways to do business. Movement Strategy Center is answering the call, leading with equity-focused intermediary services.

Our partners are serving their communities and working to shift the dominant culture paradigm, while addressing management issues like operations, fundraising, and staff — all competing priorities. MSC recognizes this and we are stretching to provide more than just transactional support — legal, financial, and human resources services. We aim to lighten the load with transformational support like coaching, capacity-building, and advocacy efforts that can help leaders flourish, develop relationships, and move forward. It’s just one of the ways we hope to evolve equity, opportunity, and visibility in philanthropy.
What’s next for MSC?

- Our Summer 2022 incoming FSPs include STEM Funders Network, Kilombo, and Roots.

- Our Strategic Planning Process will complete by Fall/Winter 2022.

- We are launching Community Development Corporation (CDC) services and Donor Advised Fund (DAF) services to connect historically excluded communities to capital.

- We are expanding our philanthropic regranting partnerships to build true equitability in the funding space.

- We are developing additional FSP services to include Model C fiscal sponsorship, strategic planning and organizational design support, communications assistance, fundraising and crowd funding strategy, well-being support, collaboration within our ecosystem, and additional services identified as crucial by our FSPs.

- And, we plan to develop and share a streamlined set of tools with other activist groups, intermediaries, and funders to foster an expanded community of practice with accessible opportunities for equitable intermediary services.