

# CROSSROADS

## Giving Project Pilot Raises \$137,905 to Support Movement Work in Chicago!

This year Crossroads Fund was excited to launch a new initiative, the Giving Project, a model that was developed in 2010 by our sister fund in Seattle, Social Justice Fund Northwest (SJFNW). For six months the Giving Project brought together 14 individuals to participate in a three stage process that encouraged building community across race, class and other identities through fundraising and grantmaking.

For the first stage of the project, participants attended a three day training on Racial Justice and Class Analysis where they discussed historical racial and class inequalities, examined their own race and class identity and evaluated how prior experiences impact the way they move in the world and organize.

During the second stage of the process, participants made a donation and built their fundraising skills by asking members of their own community to give. At the onset of the project the group made a collective commitment to raise \$100,000. Each person made a financial pledge and solicited donations from family, friends, and associates. In the end our first Giving Project cohort exceeded their goal and raised \$137,905 in six months!

In the third stage, participants engaged in a full grantmaking process. Drawing on their rich analysis of organizing across race and class, the group, along with Crossroads Fund Board members, reviewed grant proposals, attended site visits, and submitted recommendations for funding.

Due to the overwhelming success, we have committed to use the Giving Project model for our Seed Fund grantmaking again in 2016. In order to learn more about best practices, in November 2015, Crossroads Fund hosted a Giving Project Convening with seven sister fund organizations from across the country. We shared lessons learned, and explored more about how to effectively maximize the potential to implement the model.

Thinking about race and class is a central part of our work. It has always been part of our identity to organize people across



*Giving Project participants and Crossroads Fund Staff Top Row; Left to Right: Jane Kimondo, Elyse Schauer, Margaret Hunter, Sarah Hart, Susan Eleuterio, Rosa Yadira Ortiz, Mackenzie Speer, Jeanne Kracher, Julia Klein; 2nd Row: Anne Manly, Frederick Wells, Pascale Ife Williams, Charles Phillips V; Bottom Row: Sheila O'Donnell, Wambaire Wang'ombe, Lara Brooks, and Emmanuel Garcia. Not Pictured: Alma Rodriguez*

race and class, to learn about critical social justice issues and to conduct grantmaking together. Executive Director, Jeanne Kracher explains, "At the inception of the organization the founders understood that it was important to have a cross-race, cross-class, cross-community group of people to be the Board of Directors and to make decisions around grantmaking - this is at the heart of our model." Through initiatives like the Giving Project, Crossroads Fund is learning about how to bring a new generation into our overall work, going back to our roots and carrying forward the founding principles.

## Jane's 10th Anniversary Celebration

On October 15, 2015, Program Director Jane Kimondo was joined by colleagues, friends, and family to celebrate her 10th Anniversary at Crossroads Fund. Hosted at Wishbone Restaurant, guests enjoyed a southern style dinner and a lively DJ set by Sergio Hernandez.

We congratulate Jane for leading programs like award-winning Cultivate: Women of Color Leadership, Capacity Building Initiative, and for completing of our Social Movement Development Model evaluation tool! Thank you Jane, for being a great colleague, for the support you've given our grantees and for building Crossroads Fund now and in the future.



# This Particular Moment

## About Crossroads Fund

Crossroads Fund supports community organizations working on issues of racial, social and economic justice in the Chicago area. A public foundation, Crossroads Fund pools the resources of individuals, foundations and businesses, building a broad base of support for grassroots organizations working for social change.

## Board of Directors

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This Charles Dickens quote summarizes the times we are living in now – filled with opportunities and reasons to be hopeful but also with elements of despair when we reflect on all the issues that adversely affect our communities.

We are living in the “worst of times” when we think of the following: electoral politics that have left the majority of people feeling disenfranchised and disheartened due to the amount of money and special interests involved; massive privatization of vital services including education; stalling immigration reform; and the Illinois state budget impasse that has gutted vital services for working/poor families.

But our grantees are tenacious, and demand that we celebrate their work as the best of times! A few highlights are:

- In 2015 Crossroads Fund supported 80 remarkable organizations and increased our grantmaking dollars to a historic \$642,452.
- The Black Lives Matter movement has brought national attention to issues of police violence toward communities of color. Crossroads Fund grantees have long worked on these issues and we acknowledge and celebrate the renewed energy infused by young people responding to this movement moment, coming through youth fund grantees like Fearless Leading by the Youth, Black Youth Project 100, We Charge Genocide, among others.
- Grantees continue to work across generations and communities. To celebrate the 50th anniversary of the Civil Rights Legislation, Chicago Friends of Student Nonviolent Coordinating Committee (SNCC) hosted an intergenerational gathering that included SNCC Freedom singers and Chicago youth. In addition, a multi-racial contingent of Chicago organizers, funded in part by Crossroads Fund, attended the Ferguson National Convergence after the shooting death of Michael Brown in Ferguson, MO.
- After decades of organizing by multiple organizations and individuals, the Chicago City Council passed a comprehensive reparations package for the survivors of racially motivated police torture which took place in the 1980's under Chicago Police Commander Jon Burge. Even more importantly, part of the ordinance mandates that Chicago Public School students will learn about the torture as part of the curriculum in high school.

Through all the above and more, Crossroads Fund grantees continue to charge along with resilience, recognizing that change does not come to those who wait on the sidelines but to those who demand and take action to make change happen! We hope you will enjoy the enclosed list of 80 powerful grantees.

*“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us...”*

**- Charles Dickens**

**IN ADDITION TO GIVING OUT GRANTS**, Crossroads Fund supported our grantees' organizational growth and sustainability through Technical Assistance workshops and one-on-one time with consultants on a wide range of topics, from program evaluation and strategic planning to fundraising and communications. We thank Polk Bros Foundation, Cricket Island Foundation, Chicago Community Trust, Pierce Family Foundation, Chicago Foundation for Women, and Woods Fund for their partnership in these programs.

# Cultivate: Women of Color Leadership Five Lessons Learned

## ANGELA BAILEY, CULTIVATE ALUMNUS

A joint project of the Crossroads Fund, Chicago Community Trust, Chicago Foundation for Women, and Woods Fund, Cultivate: Women of Color Leadership (Cultivate) is a one-year program that gives participants the opportunity to develop leadership skills, deepen their analysis of organizing and advocacy from a women of color perspective, and learn from each other and other experts in the field. Now in its third year, Cultivate has supported over 40 women of color leaders in Chicago from organizations like Affinity Community Services, Chicago Abortion Fund, Blocks Together, Centro de Trabajadores Unidos, Alliance of the Southeast, and Southwest Suburban Immigrant Project, as well as other non-profits in Chicago. Crossroads Fund invited Angela M. Bailey, Senior Education Associate at Business and Professional People for the Public Interest (BPI), to share five lessons learned from her experience as a Cultivate participant in 2014 and 2015.



*Angela Bailey*

### 1. MY STORY IS IMPORTANT

**AB:** I feel like there are dynamics where you are the only one in the room who has been in the situation that everyone is talking about. For example, I have been homeless before in my life. At work we have been having conversations about affordable housing and public housing. My lens is I have actually experienced homelessness as a child. Learning how to talk to my colleagues about my experiences was really helpful for me and I got that through the coaching and through the sessions that Cultivate provides.

### 2. I'M NOT ALONE

**AB:** Something that has been an issue for me was figuring out what to do with my hair. Is it ok for me to wear my afro in the workplace? I decided if a place doesn't want me to wear my afro it's not the place for me, that was the choice I made for myself prior to coming to Cultivate, but it was definitely nice to meet other women who had made that choice for themselves too. It was just nice to hear someone else say that they were in the same boat and while I didn't think I was the only one, it did feel at times that I was the only one in Chicago.

### 3. A LEADER MINDSET

**AB:** In terms of talking about and thinking about myself as a leader, I used to say, "I'm working on this project" and now I say, "I lead this work", because it is the truth, it has always been the truth.

### 4. TO SAY, "NO."

**AB:** A big thing that I learned through the whole Cultivate process was that it's ok to just say, "No, I don't have the capacity to do this right now." I learned a lot about managing self-care. Every day there will always be a lot of work, you have to set boundaries for yourself.

### 5. TO TAKE CHANCES

**AB:** Take advantage of every possible opportunity that you can get through [Cultivate]. It's so important to attend every session. Every person you meet - get their card, listen to what they are saying and follow up with them. It expanded my professional network here in this city in a way that I didn't think was possible. I didn't know there were this many women of color in leadership roles in Chicago. Some of my closest professional friends now are people that I met through Cultivate.

Crossroads Fund is honored to participate as a leader of this award-winning collaborative. Together with our partner organizations, like Polk Bros Foundation, we are committed to supporting the personal and professional leadership development of women of color leaders.

# BECOME A PARTNER IN CREATING SOCIAL CHANGE

When you give to Crossroads Fund, your gift is pooled with others and becomes a significant resource to foster social change in Chicago and beyond.

**Here are some ways you can give to Crossroads Fund:**

## **ATTEND OUR ANNUAL BENEFIT**

and bring friends!

## **WRITE A CHECK**

and return it in the enclosed remittance envelope. Find out if your employer matches contributions — that is an easy way to make your gift go much further.

## **BECOME A SUSTAINER**

and have your contribution deducted from your credit card monthly or quarterly. As a sustainer, you can take pride in knowing that you are one of our most reliable sources of support.

## **CONTRIBUTE ONLINE**

via our secure service. It's quick, convenient and safe — just log on to [www.crossroadsfund.org](http://www.crossroadsfund.org).

## **HONOR OR REMEMBER SOMEONE SPECIAL**

with a gift in their name.

## **CO-HOST A HOUSE PARTY**

and help us spread the word about the good work of Crossroads Fund to your colleagues, friends and family.

## **REMEMBER CROSSROADS FUND IN YOUR WILL, INSURANCE OR RETIREMENT PLAN**

all three are easy ways to have a lasting impact for social justice.

## **OPEN A DONOR ADVISED FUND**

and partner with us to have an impact on social justice issues.

## **ESTABLISH A CHARITABLE TRUST**

to benefit Crossroads Fund and reduce your tax burden.

**For more information, please contact Sheila O'Donnell, Development Director,  
at 773.227.7676 or [sheila@crossroadsfund.org](mailto:sheila@crossroadsfund.org).**

## THANK YOU CROSSROADS FUND VISIONARIES

These dedicated individuals have included Crossroads Fund in their will or estate plan, ensuring the long-term strength & stability of the fund & leaving a legacy of their values & vision.

**Anonymous (3)**  
**Bill Barclay & Peg Strobel**  
**Henry T. Chandler, Jr.\***  
**Ferd Eggan\***  
**Sandy & Mark Ehler**  
**Susan K Eleuterio & Tom Sourlis**  
**Ruth & Dale Fast**  
**Maggie Gibbs**  
**Linda Harlan**  
**Neena Hemmady**  
**Barbara Kemmis**  
**Jeanne Kracher & Laura McAlpine**  
**Nancy Fleck Myers**  
**Susan Nussbaum**  
**Patricia O'Brien**  
**Sheila O'Donnell & Nora Gallagher**  
**Rachel Wallis & Alex Rocklin**  
**Bob Weissbourd**  
**Tom Wilson**  
**Martha Wright**  
**Iris Young\***  
**Jaquelyn Zevin**

*\*in memory*

For more information, please contact  
Jeanne Kracher, Executive Director,

**Save the Date!**  
**Mark your calendars for our Annual  
Benefit, Seeds of Change!  
Friday, April 8, 2016**  
**For more information see  
[www.crossroadsfund.org](http://www.crossroadsfund.org)**

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

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