

# ANNUAL GRANTEE CONVENING

June 12, 2019  
Bethaday Community  
Learning Space  
White Center, WA



## ABOUT NEIGHBOR TO NEIGHBOR (N2N)

Founded in 1991, N2N is a grassroots grant and technical assistance program that plays a crucial role in supporting the Foundation's mission to ignite powerful and rewarding philanthropy to make Greater Seattle a stronger, more vibrant community for all. N2N supports grassroots efforts that increase engagement, power and influence of community members affected by poverty and racial disparities. Each quarter, N2N invites funding requests from grassroots community based organizations serving Kent, South Seattle and White Center and award approximately \$200,000 annually.

For more information, browse the N2N section of the Seattle Foundation's website:

[www.seattlefoundation.org/nonprofits/neighbor-to-neighbor](http://www.seattlefoundation.org/nonprofits/neighbor-to-neighbor)

## ACKNOWLEDGMENTS

This year's annual grantee convening was successful because many partners came together to spark connections and build allyship. We want to acknowledge those who helped to organize this event:

- N2N Program staff and Advisory Committee members
- The Bethaday Community Learning Space
- Local food vendors: Best Roasted Corn, Crawfish House, DubSea Coffee, Salvadorean Bakery, Greenbridge Café, Queen's Deli, Native Soul Catering
- Mel Ponder Photography (all photos in this report reflect the original work of Melissa Ponder) [www.melponder.com](http://www.melponder.com)



# NOTES FROM THE HARVEST TEAM

The Community Café Collaborative was invited to provide live graphic recording during the event and capture the 'heart of the matter' from the evening's conversations in this summary report. We are a group of parent and community leaders who, like many of you, work to strengthen families and communities by sparking the leadership and relationships needed to create more inclusive and equitable systems.

It was a pleasure to participate in your annual convening as harvesters. Just as growers plant seeds with the hope for and promise of a bountiful harvest, the organizers of this event also hoped to yield greater connection within the N2N community. They took care to nurture powerful conversations throughout the evening, and our harvest team worked hard to note the big themes that emerged throughout the night. Pages 6-10 outline what we "harvested", organized in the following way:



Learn more about the  
Community Café Collaborative  
[www.thecommunitycafe.org](http://www.thecommunitycafe.org).

## DISCOVER

What's working?  
What do we face  
together?



## DREAM

What's possible  
when we work  
together?



## DESIGN

What strategies serve  
our communities best?



## DELIVER

What are our next  
bold steps?



2019 ATTENDEES:

# 116

N2N GRANTEES REPRESENTED:

# 36

FUNDERS/PARTNERS REPRESENTED:

# 20

## EVENT HIGHLIGHTS

Each year, our N2N community gathers to acknowledge each other's successes and deepen our understanding of what is being called for in building a multiracial movement. It's a simple design: engage in conversation, eat amazing food, meet interesting people, and hopefully leave with a full belly and renewed energy for the work. This year's convening invited so much more:



Neighborhood meet-ups that sparked connections for future partnership



Food that showcased local vendors and contributed to a thriving local economy



A youth panel of six exceptional community organizers who challenge us to redefine leadership



Provocative community conversations led by Wayfind/NAC and the Na'ah Illahee Fund



A deepened understanding of the daily experiences and professional climate we face in doing our best work



Addressing traditional funder-partner-community power imbalances through building personal relationships and understanding



## OVERARCHING THEMES

The following four themes stood out from conversations held throughout the event:

01

### STRONGER TOGETHER

Let's combine our efforts to amplify our impact

03

### LEADERSHIP REDEFINED

Grow leadership on their terms, not yours

02

### STORIES CHANGE LIVES

Learning each other's stories can fuel social and institutional change

04

### POWER THROUGH

Organizations thrive when their people commit to the hard work

## HIGHLIGHT: YOUTH LEADERSHIP

A major theme from last year's convening was the value and impact of investing in youth leadership. Through this year's youth panel, we were able to see the strength that today's youth bring to our shared work. We thank the six youth leaders who offered their insights on building organizational capacity to engage youth leaders.

- Saida Nor, All Girl Everything Ultimate (AGE UP)
- Brandon Trujillo, All Girl Everything Ultimate (AGE UP)
- Erlinda Perez Pablo, Food, Empowerment, Education Sustainability Team (FEEST)
- Savannah Son, Formerly Incarcerated Group Healing Together (FIGHT)
- Ilays Aden, Eat With Muslims
- Pulemau Savusa, Our Future Matters



Building youth power is building community with youth.  
(Savannah Son, Youth Panelist, FIGHT)

# DISCOVER

## WHAT DO WE FACE TOGETHER?

During neighborhood meet-ups, many grantees rejoiced in the opportunity to share where they shine, voice what support their organization needs, and learn about how other grantees are navigating their local social, political and economic climate. Some key takeaways are:

- We can help some of our youth struggling with identity by providing multiple options for claiming their heritage - choice is key
- Sharing personal stories helps us heal, connect with our culture, and create openings for partnership - when we are honest about our strengths and needs, we are more likely to engage others in finding creative paths forward

In general, N2N grantees are eager to connect over shared experiences and available resources. However, most noted the difficult situation of being deeply valued for their work in the community and at the same time struggling to



We are coming from different places, but at the end of the day, we are saying the same story.

(Phil Manzano, N2N Grantee, Connect 10K)

secure the funding, human power, and resources to sustain their work, let alone amplify their impact. Below are some challenges that were mentioned; innovative ideas for facing these challenges can be found on page 8.

- N2N Grantees have a good understanding of their current capacity and needs - the difficulty often lies in being able to take the steps needed to grow capacity
- Inconsistent funding leads to uncertainty about future programming and a lack of investment in professional development and leadership training - adding to staff turnover
- Turnover makes 'passing the torch' risky - this sometimes comes across as reluctance in transfer of leadership

# DREAM

## POSSIBILITIES BORN FROM COLLABORATION

Over the course of the night, participants painted a picture for a future they want to live in, one where:

- Systems are designed to heal communities of color, help any individual reach their potential, and build life-giving relationships
- Youth leaders are seen as capable - their gifts are valued and ideas woven into our mission
- We lead with curiosity about other's choices and always find ways to see our common humanity
- Reaching our highest potential isn't a matter of 'if', but 'when' - and we partner with each other along the way



Everyone can dream for a better environment than what we are currently living.

(Erlina Pablo Perez, Youth Panelist, FEEST)



- We elevate indigenous wisdom on stewarding the land and whole person, and native history/law are core to public and post-secondary education
- Our youth discover their best selves in community, with multiple out of school options for self-expression and self-discovery through culturally responsive programs

# DESIGN

## MOST PROMISING STRATEGIES IN ALLYSHIP

Highlights from conversations around culturally responsive programming:

- Build on past/current successes - no need to 'reinvent the wheel'
- Radio - tell your story on your terms
- Restorative justice 'stations' - promote positive alternatives to drugs/violence and help meet basic needs
- Brave conversations about jail, recidivism, and family life
- Barbershop chats - meet people where they're at
- Intergenerational spaces for mutual learning
- Go beyond land acknowledgments - donate to indigenous-serving organizations, educate on current native culture, share resources for additional learning
- Share meals with food from different cultures
- Walking, sewing, cooking groups - anything that brings people together for meaningful connection



"How do we come together and grow together so we can stay together?"

(from Community Conversation led by Wayfind/NAC)

The youth panel and community conversations explored how to work together across cultures to grow leadership capacity. The voices of those directly impacted by the work must be at the table. This requires a shift in organizational power structure and trying out different processes for decision-making, planning, and leadership development. Youth are gifted at giving honest feedback about what is working, and when given the space to do so, will rise to the opportunity to lead in uncharted territory. In the face of oppressive systems, the greatest resource we have is each other - when we commit to journeying with each other through the most challenging of circumstances, we build trust and understanding that yields exponential benefits over time.

# DELIVER

## FUELING OUR MULTIRACIAL MOVEMENT

Over the course of the convening, several key actions were identified (outlined on the following page). Participants valued hearing each other's stories, descriptions of others' programs, what is working well, and what gaps exist between their current state and desired future. Many asked N2N to convene more frequent social gatherings to enable collaboration on funding, cross-promotion, and sharing resources.



"We have to take more risks because there is more at stake."

(Kris Hermanns, Seattle Foundation's Chief Impact Officer)

### REDEFINING CAPACITY BUILDING

[www.wayfindlegal.org](http://www.wayfindlegal.org) / [www.nacseattle.org](http://www.nacseattle.org)

Those who participated in Wayfind/NAC's community conversation examined the human and structural barriers grassroots organizations face in building capacity. Key ideas include:

- How to extend benefits to our staff while facing budget instability
- We must develop creative opportunities to advance within an organization
- We want future conversations to more deeply examine these issues and generate promising strategies together
- The insight, connections, and access to shared resources we gain when we come together is invaluable

### INDIGENOUS ALLYSHIP

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

Thanks to the Na'ah Illahee Fund, participants experienced the value of learning native history and dialogued about showing up as authentic allies to native peoples. To understand the 'why' behind certain social, health, and economic outcomes, we must commit to learning the real history of native peoples. To heal trauma, we must update the narratives we hold about native people and take steps to decolonize our ways of doing our work. This includes promoting educational events, getting more money to indigenous efforts, advocating for native law and native history in our schooling.

# DELIVER

## FUELING OUR MULTIRACIAL MOVEMENT

### ACTIONABLE STEPS

- 
 Build better bridges between past/present/future work and those who do the work:
  - Story sharing/mapping
  - Appreciative interviews that glean successful strategies from a place of genuine curiosity
- 
 Make time for agency planning, strategic plans, and staff retreats for both work and relaxation/camaraderie
- 
 Mine for stories of organizations successfully retaining employees to try to glean strategies; find creative ways to provide health care, retirement, paid time off, professional development, nice work spaces, and leadership opportunities
- 
 Create leadership tracks within programs/organizations that experience high participant/staff turnover to increase return on investment:
  - Provide opportunities to advance within the organization
  - Create mentorship model

Collaborate with arts groups, who have the vehicle to help navigate us through our toughest dialogues
- 
 We need *real* recognition that healing in communities of color takes time; funders, consider the way timing constraints impact the social growth of the organization and the communities it serves
- 
 Board of directors: model the leadership development and equitable collaboration you wish your organizational staff, partners, and participants to experience
- 
 Conversations we want to have together:
  - What is essential for true allyship with {youth, indigenous peoples, etc.}?
  - What makes an authentic partnership and how do we get there?
  - Where can we draw strength and tangible resources from in the face of {budget constraints, staff turnover, communication barriers, inequities within our organization}?
  - How do we transform into organizations that thrive?
  - How do we nurture a thriving organization - partner - funder network?

Aileen Balahadia, N2N Program Consultant, reflected on this year's convening in a blog post: "...N2N recognizes that relationships take nurturing and we don't often make the space for it in today's busy world. Our hope is this annual event continues to create a shared sense of ownership for the work of N2N and that it is that very collective energy that will advance racial and economic equity in our communities."

As you move forward, what will you carry with you from this year's convening - new connections? Ideas for collaboration? Strategies for youth leadership? Deeper intention around indigenous allyship? Where will you draw strength from to nurture these 'seeds'?

## ADVANCING OUR MULTIRACIAL MOVEMENT TOGETHER

"Everything we are trying to do has a human dimension — and that is the hard work and the essential work."

Kris Hermans  
Seattle Foundation's Chief Impact Officer



## APPENDIX A: N2N COMMUNITY

### GRANTEES

#### 2014 through Summer 2019

21st Century Basic Human Services  
African Americans for Climate Justice  
African Americans Reach and Teach Health Ministry (AARTH)  
African Community Housing Development  
African Women's Business Alliance  
Afrique Service Center  
All Girls Everything Ultimate (AGE UP)  
Aganu'u Fa'aSamoa  
Alajawan's Hands Foundation  
Asian Pacific Americans for Civic Engagement (APACE)  
BEGO  
Beacon Hill Council  
Being Empowered Through Supportive Transitions (BEST)  
Cambodian Cultural Alliance of WA  
Culturally Appropriate and Responsive Education (CARE) Center  
Caribbean SeaFest  
Circulo de Mamas Seattle  
Coalition of Immigrants, Refugees & Communities of Color  
Coalition for Refugees from Burma  
Colectiva Legal del Pueblo  
Communities in Schools Kent  
Community Network Council  
Congolese Integration Network  
CREATE Cooperative  
Delridge Grocery Cooperative  
Djibouti Community of America

Douglass Youth Golf Club  
Duwamish River Cleanup Coalition  
Duwamish Valley Youth Corps  
East Indian Connection  
Eat with Muslims  
Education with Purpose for Pacific Islanders  
EmPower  
Eri-Ethiopian Senior Farming Project  
Eritrean Association in Greater Seattle  
Eritrean Community in Seattle and Vicinity  
Eritrean Medical Equipment and Supplies  
Relief Network  
Ethiopian Community in Seattle  
Evergreen Aquatics Center  
Experience Education  
Fathers and Sons Together (FAST)  
Falis Community Services  
Filipino Community of Seattle  
First Five Years & Beyond  
Food Empowerment Education Sustainability Team (FEEST)  
Forum Media Works  
Future Foundation International  
Guiding Area Motivation for Education Excellence  
Garinagu Houngua  
Heart of Africa Services Center of Washington  
Hope Academy of Seattle  
Iraqi Community Center of Washington  
Iraqi Womens Association  
John Muir Elementary PTA  
Kent Black Action Commission  
Kent Cultural Diversity Initiative Group  
Kenyan Women's Association

## APPENDIX A: N2N COMMUNITY

Key Tech Labs  
Khmer Community of South King County  
Kona Kai Coffee  
Kurdish Human Rights Watch  
La Sala  
Lao Community Services Center  
Latino Child Care Task Force  
LGBTQ Allyship  
Living Well Kent  
Longhouse Media  
Matumaini Counseling and Community Center  
Minority Veterans of America (local)  
Mother Africa  
Multi Media Resources and Training Institute (MMRTI)  
Mujer al Volante  
Na'ah Illahee Fund  
New Holly Community Cooks  
New Holly Parent Leaders  
Nsanga Corporation  
Nurturing Roots  
Organización Festival Centroamericano  
Oromo Community Services of Seattle  
Othello Park Alliance  
Our Future Matters  
Para Los Niños  
Pom Foundation (formerly Lao Heritage Foundation Pacific NW)  
Project Feast  
Promotoras Comunitarias  
Puentes  
Rainier Beach Emergency Hub  
Rainier Beach Action Coalition (Rainier Beach Moving Forward)  
Rainier Valley Radio / KVRU  
Rajana Society  
Reclaiming Our Expected End (ROEE)  
Restaurant Opportunities Center Seattle  
Restore, Assemble, Produce (RAP)  
Salaam Urban Village Association  
Seattle Black Panther Party Alumni Association  
Seattle Business Education Hub  
Second Chance Project  
Shakti  
Shine Bright  
Skyway Solutions  
Somali American Parents Association  
Somali Bantu Association of Washington  
Somali Community Services of Seattle  
Somali Family Safety Task Force  
Somali Health Board  
Somali Parent Education Board  
Somali Youth and Family Club  
South King County Discipline Coalition  
South King County Votes  
South Park Information and Referral Services  
South Park Information and Resource Center  
South Sudan Kuku Association of North America  
Southeast Asian Pacific Islander Education Health Summit Committee  
Southeast Seattle Education Coalition (SESEC)  
Steps to Equity and Profiling Stability (STEPS to Recovery)

## APPENDIX A: N2N COMMUNITY

### Surge NW

Tasveer Corporation  
The Civil Survival Project  
The Service Board  
Theatre Battery  
Thriving Artists  
Ubumwe Womens Association  
Ulang County Youth  
Urban Family  
United Territories of Pacific Islanders Alliance  
(UTOPIA)  
WA Dream Coalition  
Washington State Coalition of African  
Community Leaders  
White Center Community Development  
Association  
Women Empowered Network  
World Dance Party  
World Mind Creation Academy  
YES Foundation  
Your Housing Boxing Community Club  
Youth Empowered Youth Immigrants  
Zenyu

### FUNDERS

Brant Foundation  
City of Kent  
City of Seattle  
Decker Rimmer Family Foundation  
Gates Foundation  
Individual community investors  
Kirkpatrick Family Foundation  
Lauren Dudley  
Medina Foundation  
Seattle Foundation  
United Way of King County

## APPENDIX B: NEIGHBORHOOD MEET-UP NOTES

To kick off the convening each year, N2N invites current and past grantees to participate in neighborhood-based conversations before the main program. N2N Community Advocates, Tracie Friedman, Riham Hashi, and Patrice Thomas, facilitated grantees to share what they provide to the community (offers), what would help them achieve their mission (wants), and general issues they face in their work. Grantees were separated into Kent, South Seattle, and White Center meet-up groups. The following are highlights from the three meet-up conversations. The table includes information shared from participating grantees.



### CURRENT STATE (DISCOVER):

- It is common for people of color (POC) to not discuss jail and its impact on the family.
- Youth are struggling with identity; they don't speak their own language. In language and culture classes, they build relationships and bond within their community.
- Housing is in short supply, is expensive, and is not accessible to many families. Organizations that provide assistance with housing or transitional housing do not meet 100% of the need.
- Organizations function in silos or clusters; many grantees are unaware of what other organizations do, the extent of their reach, and possibilities for partnering
- Funding and staffing are in short supply. Funding is needed for better collaboration among similar groups, coordination of efforts, integration of services and to keep operations going.
- How do you jump from successful small-scale programming to larger operations? Unstable funding, staffing, and volunteer base, etc. make it challenging to maintain, grow, or plan for the future.



# APPENDIX B: NEIGHBORHOOD MEET-UP NOTES

## ASPIRATIONS (DREAM):

- Our youth programming meets the needs of all youth, especially different cultural communities, and there are after-school programs available for every child, more youth activities, and expanded summer youth employment opportunities
- Children discover themselves in community
- Communities of color talk about jail, recidivism, and supporting each other within the family
- Organizations take a collaborative mindset when seeking funding to make programs successful
- Our facilities (buildings, kitchens, outdoor spaces, etc.) enable us to do our best work
- Active participation in a thriving coalition of organizations focused on system change
- Stipends are available for those who volunteer

## WHAT WORKS (DESIGN):

- Radio programming/outreach, telling our story; if people do not want to identify, 'anonymize'
- Walking groups, sewing groups, dinners - bringing people together for meaningful connection
- Restorative Justice + being connected to adults that reflect your culture
- Pursuing opportunities in partnership with other organizations (seek funding together)
- Building programs based off other successful programs - not reinventing the wheel
- Uniting cultures to create system change (i.e. SPEB's Transforming Partnerships Institute)

## NEXT STEP (DELIVER):

N2N act as connector by keeping up to date information on the activities happening, organizations offering those activities, and sharing this and other information across the network

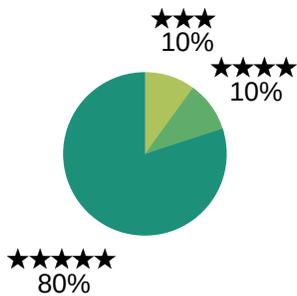


	We Are	We Offer	We Want
Kent	<a href="#">United Way of King County</a>	Help in getting you resources (Contact Ruel Olanday)	
	<a href="#">Mother Africa</a>	Support African immigrant women to reach highest potential, homelessness prevention, programs for victims of violence and children under age 5; Help in getting grants (\$800K annual budget)	
	<a href="#">WA State Coalition of African Community Leaders</a>	Leadership trainings	Community building
	<a href="#">Theatre Battery</a>	Theatre space for your use, lots of connections (network)	To engage young audiences in our theatre work and offerings
	<a href="#">Restore. Assemble. Produce. (RAP)</a>	Afterschool programming for underserved youth, mentorship program, youth board, parent engagement	To produce a play
	<a href="#">Seattle Mongolian Youth Center</a>	Cultural programming for youth, support to Mongolian families	Space to rent: 5-6 classrooms with 1-2 studio rooms
	Falis Community Service	Youth workshops and activities aiming to increase leadership skills, reduce youth violence and encourage community volunteerism in Kent	Funds for women's walking program, women's working collaborative
	<a href="#">Project Feast</a>	Culinary training for immigrants and refugees; Ubuntu Street Café (catering!); Platform for intercultural exchange	
	Somali Bantu Community Service	Youth programming (summer sports)	
	<a href="#">Iraqi Community Center of WA</a>	Case management; Homelessness support; Home visits with kids in multiple languages	
	<a href="#">Being Empowered through Supportive Transitions (BEST)</a>	Mentoring and support for community members returning from incarceration; Focus on community engagement and system/policy change; Tenant union for Kent	
<a href="#">Reclaiming Our Expected End (ROEE)</a>	Mentoring for at-risk youth experiencing social-emotional trauma using Restorative Justice		

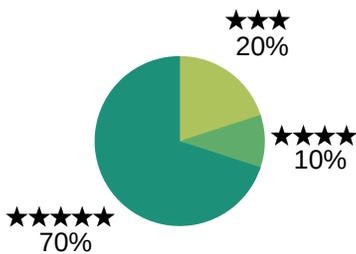
South Seattle	<a href="#">Garinagu Houngua</a>	Classes on technological literacy, culture/language, cultural events, and advocacy for Garifuna people/undocumented	
	<a href="#">Na'ah Illahee Fund</a>	Support to all indigenous people, empowerment to girls/women, practice in indigenous culture; Advocacy for climate justice through indigenous eyes/context	Expand out-of-school programs; Support and allyship across organizations to advocate for indigenous peoples locally
	<a href="#">Brothers United In Leadership Development (BUILD) 206</a>	Barbershop conversation series, focus on black men and boys, effective strategies for grassroots outreach; Event equipment rental (tents, chairs, tables, sound system); Workshops on leadership, restorative justice, etc.	Employment opportunities to connect our men to
	<a href="#">Rainier Valley Radio - KVRU</a> 105.7 FM	Community-supported radio programming, 3 recording studios, radio outreach about events	Help translating (Amharic, Chinese, Oromo, Somali, Spanish, Tagalog, Tigrinya, Vietnamese); Funding to cover operating costs
	<a href="#">Coalition of Immigrants, Refugees and Communities of Color</a>	Opportunities for organizations to connect in their shared effort to undo institutional racism; Candidate forums, voter registration, democracy voucher, tax reform, census; Translations (Tigrinya, Amharic, Khmer, Vietnamese, Tagalog); Capacity funds	Capacity building funds
	<a href="#">Connect 10,000 / Rainier Chamber of Commerce</a>	Video stories about small business owners, making connections on social media	Funding; Support from local businesses (join campaign or tell their story)
	<a href="#">Seattle Repertory Theatre</a>	Our platform to amplify your work	
	<a href="#">Thriving Artists Café &amp; Theatre Company</a>	Translated performances of theatre work; Performances focusing on Latinxs and POC in the US	
	<a href="#">One Vibe Africa</a>	Music programs to replace violence, ways to change narrative of African peoples, leadership development, entrepreneurship support	Connect with tech companies to show our video locally; Funding; Guests for our podcast; Capacity-building trainings on efficiency/financial sustainability
	<a href="#">Center for Ethical Leadership / United Way of King County</a>	Restorative justice practice, for example at Washington HS	
	<a href="#">WA Building Leaders of Change (WA-BLOC)</a>	Restorative justice practice, advocacy for black/brown youth	More people to join our team

	<a href="#">Bridging Wisdom</a>	Intergenerational mutual mentoring between youth and elders, allyship, supportive spaces, practices in connecting generations	Help working our way into the public school structure; How-to in growing our organization sustainably
	<a href="#">Somali Family Safety Task Force</a>	Support to Somali women, teens (particularly girls) Space to find community and connect, reduce isolation; Technology classes for women; Support around gender-based violence	Space to do programming
White Center	<a href="#">Evergreen Aquatic Center</a>	Partnerships with shelters; Public swimming times and youth/adult swim lessons; Masters teams, swim teams	Funding; Updated building; Translating; Board members
	<a href="#">YES</a>	After-school programs in middle schools	Funding; Resources; Go deeper with Cascade
	<a href="#">Somali Parents Education Board</a>	Experience collecting large amounts of data Experience in cross-cultural work in schools: Transforming Partnerships Institute	More partnership and volunteers for capacity building
	<a href="#">Khmer Community Center</a>	Arts and culture classes that help youth and seniors embrace culture and others in their cultural community	Funding; Outdoor space for youth; Paid staff/Executive Director for youth programs
	<a href="#">White Center CDA</a>	Support to partners; Access to housing; Experience in creatively stretching resources	
	<a href="#">FEEST</a>	Wide reach; Improved food in schools; Model where young people are in charge; Coalition of organizations working on school policies and funding	Place with a kitchen and that is youth-friendly
	<a href="#">Pacific Islander Community Association</a>	Help in understanding rights and criminal justice systems; Civic engagement summit; Political organizing	
	<a href="#">Somali Family Safety Task Force</a>	Focus on language in schools, violence prevention and sexual assault	
	<a href="#">Colectiva Legal del Pueblo</a>	Monthly meetings, wellness, mental health programming (was only a law firm for a long time)	Cultivate relationships
	<a href="#">Lao Community Service Center of WA</a>	Computer skills classes for adults and youth Home visits and support to parents in how to support youth in the community	To develop a training on how to effectively engage (our) youth

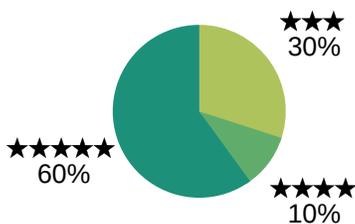
# APPENDIX C: POST-EVENT SURVEY FEEDBACK



Overall Experience  
(Average 4.7 of 5 stars)  
n=10



Value Added to  
Attendee's Work  
(Average 4.5 of 5 stars)  
n=10



Experience with  
Facilitators,  
Documenters, &  
Support Staff  
(Average 4.3 of 5 stars)  
n=10

## POSITIVE FEEDBACK

"It was an inspiring meeting, not only the main address but hearing from participants about their story was key to making connections... I am in the process of following up on some storylines that emerged from the Convening..."

"[The convening] is important because our organization is able to build relationships, partnerships and collaboration. We want to be able to share our resources working with other organizations but we must be able to [also] build capacity so our focus will be on helping people."

"Hearing/sharing about others' work, meeting people - everyone is so friendly and has an amazing story."

## FEEDBACK: YOU MIGHT TRY...

- More frequent informal gatherings, more formal gatherings like the annual grantee convening, and Undoing Institutional Racism (UIR) trainings
- A fishbowl format instead of interview panel
- Spotlight on past grantees, their lessons learned and successful strategies
- Coaching/training on organizational growth and budgets
- Focus on veteran communities
- More time/opportunities to connect with:
  - Seattle Foundation staff and leadership
  - Others outside my neighborhood meet-up group
  - Others experiencing similar issues, to learn how we can help one another
  - Others who have successfully overcome organizational barriers

# APPENDIX C: N2N GRANTEE CONVENING EVENT FEEDBACK

## WHAT PARTICIPANTS LEARNED FROM FELLOW ATTENDEES

"It's always wonderful to gather with other folks in the community, and especially to learn about what the young people are doing from the panel!"

"I learned that there are many people putting in the work, but most of us don't know about each other or what we are trying to do for our communities."

"We learned that other organizations need to build partnerships... sharing our resources to help the people who do not have a voice and those who are underserved."

"There were a couple of organizations at the Kent neighborhood meet-up I had not heard of before. It was great to learn about them."

"I learned that there were far more organizations with similar focuses than I thought. We began to build these connections right away and helping one another to not only grow, but to find ways to better serve those in... our communities."

"I learned about the diversity of efforts. I learned about a wide variety of communities and contacts. I met and learned from social justice and community activists who have been at it for decades. I needed to hear notes of optimism."

"I learned about new organizations, struggles (that all seem so familiar) being POC running an organization."

"So much from the indigenous collaborations breakout. Also I made so many great connections."