CHARTING THE COURSE
ANNUAL REPORT 2016
Dear Friends,

North Star Fund and our growing, passionate community of donors help sustain and enrich the movement for social justice in New York City. The 150 organizations that we funded this year are on the front lines of some of today’s toughest battles. Their work is a testament to the power of community organizing to transform our city—and the lives of millions of New Yorkers—from the ground up.

As an activist, native New Yorker, and donor, it has been an honor and a joy to help steer North Star Fund during this transition. Having served as interim executive director of PENCIL, The Funding Exchange, and the Stonewall Community Foundation, among others, I believe that leadership transitions create an opportunity for innovation and the infusion of new ideas.

North Star Fund continues to thrive as we usher in a new chapter. As part of our former Executive Director Hugh Hogan’s impressive legacy, North Star Fund continues to stand on solid financial ground. Our unique stewardship model and the dedicated and talented staff who drive it continue to expand our extended community of donor activists and grantees. We hope you will join us for the important work ahead that we can only accomplish together.

Richard Burns
Interim Executive Director
It is not light that we need, but fire; it is not the gentle shower, but thunder. We need the storm, the whirlwind, and the earthquake.

—FREDERICK DOUGLASS

We are living in turbulent times. Across the country, there is both a deep desire for racial justice and an economy that works for everyone, and a tremendous backlash of divisive and reactionary ideologies. The North Star Fund community of donors and grantees know a powerful grassroots movement is needed now more than ever. Now is the moment to get it right.

Movements for justice don’t just happen. They require an interconnected constellation of elements that must operate together. Charting the course to victory includes everything from building a powerful base of affected people, like our grantees La Colmena (pg. 13) and the Queer Detainee Empowerment Project (pg. 12); building the leadership of brave youth and community leaders like Ugnayan Youth for Justice and Social Change and DRUM - South Asian Organizing Center (pg. 10); and developing a strong campaign to improve the lives of students and families across the city like the Coalition for Educational Justice (pg. 17); to resourcing the movement in creative ways through our strategic and timely grants (pp. 18-19), donor activists engaging their communities (pg. 11), and sharing a just future through planned giving (pg. 25).

These stories of struggle and victory are a call to action. Our community of organizers, donor activists, and North Star Fund staff is committed to the movement today for a better New York tomorrow. The fight is long, and charting the course requires faith, persistence, and resilience to face injustices head on. Thank you for being with us on this journey.
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MOVEMENT MOMENT
Fueling the spark of social change and working to turn passion into action.

Let Us Breathe: What We Learned from the Movement for Black Lives

North Star Fund is answering the call to move more resources to the Movement for Black Lives. We launched the Let Us Breathe Fund last year to support Black-led and multiracial organizations fighting police violence and structural racism—and we’ve learned some deep lessons along the way.

The activist grantmakers of the Let Us Breathe Community Funding Committee (CFC) distributed $348,000 in new North Star Fund grants. In addition, we provided $13,250 in technical assistance for the Black Organizer Strategy Sessions (BOSS). “BOSS emerged from conversations at the Let Us Breathe Forum and the need for Black organizers to support one another. BOSS was a dynamic and responsive space—that did not exist locally—to create strategic local connections in support of the national Movement for Black Lives,” says Ejeris Dixon, Vision Change Win Consulting founding director and BOSS co-coordinator.

We learned how best to support fledgling groups that emerged in the wake of the wrongful deaths of Islan Nettles, Michael Brown, Eric Garner, and Sandra Bland. Through fiscal sponsorship and other infrastructure, North Star Fund supported nontraditional organizing like Black Trans Media, which with the help of the Let Us Breathe Fund was able to pay staff for the first time. “I founded Black Trans Media to reframe the value and worth of Black trans people,” says Founder/Director Sasha Alexander. “That meant leveraging love and power outside the nonprofit industrial complex. We’re thankful North Star Fund invested in our work and didn’t ask us to compromise our values.”

Between April 2015 and July 2016, North Star Fund awarded $348,000 to the following Black-led grassroots organizations and allies in New York City:

- African Communities Together
- Audre Lorde Project
- Black Alliance for Just Immigration
- The Black Institute
- Black Lives Matter NYC
- Black Trans Media
- Black Youth Project 100
- Brooklyn Movement Center
- CAAAV Organizing Asian Communities
- Communities United for Police Reform
- Community Voices Heard
- DRUM - South Asian Organizing Center
- Equality for Flatbush
- Faith in New York
- FIERCE
- Girls for Gender Equity
- Harriet’s Apothecary
- Justice Committee
- JusticeInvestor Foundation
- LGBT Faith Leaders of African Descent
- Million Hoodies Movement for Justice
- Millions March NYC
- New York Campaign for Alternatives to Isolated Confinement
- People’s Justice
- Picture the Homeless
- Queer Detainee Empowerment Project
- Release Aging People in Prison (RAPP)
- SpreadMassLOVE
- Streetwise and Safe
- UndocuBlack Network
- Urban Youth Collaborative
- VOCAL-NY

We also learned the importance of funding healing work through organizations like Harriet’s Apothecary, which partners with community organizers by centering healing justice frameworks and practices: “Healing from the violence of structural racism is a necessary strategy to co-create and deepen our visions for social change,” says Founder and Director Adaku Utah.

The Let Us Breathe Fund elevated the leadership of Black women, youth, LGBTQ communities, immigrants, and seniors among our grantees. “Funders who understand the realities of the Black experience in the U.S. work with us to have earnest conversations and create authentic shifts,” says Opal Tometi, Black Alliance for Just Immigration executive director and co-founder of Black Lives Matter.

Through the Let Us Breathe CFC, organizers guide us in how best to move resources to the grassroots for the long haul. “The Movement for Black Lives is a constellation of diverse ecosystems,” says Ingrid Benedict, Let Us Breathe CFC activist grantmaker. “Resources are critical to support the needs and priorities of Black-led and Black-focused groups. Donors need to move resources to movements for shorter-term impacts and to seed a lasting movement infrastructure.”

Protesters march against police brutality following the killing of Eric Garner.
Achieving social justice means building the leadership necessary to sustain our movements. From their shared community space in Jackson Heights, Queens, Ugnayan Youth for Justice and Social Change and DRUM - South Asian Organizing Center (DRUM) develop the leadership of members across issue and identity to combat institutionalized bullying in schools, unjust policing, surveillance, immigration, wage theft, militarism, and the other critical issues.

“Organizing with Ugnayan taught me a lot about my leadership. It’s a challenge to make sure our practices don’t reinforce systems of oppression like sexism and patriarchy,” says Ugnayan youth Meliza Santiago. “I learned about what it takes to be a social justice organizer and a liberation worker.”

Ugnayan and DRUM work to dismantle oppression by integrating a unique peer counseling practice in their political education, skill-building, and organizing work to nurture a new generation of organizers who can advance policy wins and transform conditions community organizers work in. By building the leadership of members to create safe, democratic, and participatory spaces, DRUM and Ugnayan are setting the agenda in the fights that have the greatest impact on their lives.

Rhiya Trivedi was a tenant organizer and aspiring movement lawyer when she decided she needed to use her class privilege to move more resources to the grassroots. She joined the Springboard Giving Circle, where she met Holly Fetter, another North Star Fund donor who wanted to develop the necessary skills to build relationships, raise money, and organize other people with wealth.

Through Springboard, Holly learned that giving circles are a powerful way to fill funding gaps in grassroots organizing. “I learned how to cultivate relationships with other people with class privilege to be part of the solution,” says Holly, who currently works as a donor organizer for the National Domestic Workers Alliance (NDWA). “I gained skills that help me support the national domestic workers movement in a deeper way.”

In addition to launching a NDWA giving circle, Holly recently helped North Star Fund inaugurate the Young Professionals for Social Justice program, which attracted hundreds of attendees to its first three events. “Young people with wealth aren’t expected or even encouraged to use their wealth as a social justice tool,” says Rhiya. “We have authentic conversations about privilege—and when you hold yourself out as a wealthy person, it encourages other wealthy people to take action too.”
Since its inception in a Brooklyn apartment two years ago, the Queer Detainee Empowerment Project (QDEP) has flipped the script on “good” versus “bad” immigrants and what family looks like. QDEP members are building a powerful base of LGBTQ, gender-nonconforming, undocumented immigrants and asylum seekers facing extreme violence and isolation. Through peer education, direct action, service provision, and campaigns—all grounded in social work best practices—QDEP’s growing membership is fighting against mass incarceration and unjust immigration policies, while queering the dialogue.

In addition to holding a chair on the National Prison Divestment Steering Committee, and building the Trans/Queer Migrant Freedom Fund, QDEP recently launched #WomenFightICE with fellow North Star Fund grantee Black Alliance for Just Immigration and other partners citywide. #WomenFightICE arms indigenous, migrant, trans, and LGBTQ women of color with practical strategies to fight prison violence and deportation—and keep themselves and their families safe. Jamila Hammami, QDEP executive director, puts it simply: “Revolution is about combating homophobia and transphobia to create caring, generative communities. We are all in this together.”

La Colmena’s worker-members mobilize for justice and dignity on Staten Island, where political conditions, isolation, and other barriers create immense challenges to organizing. Its storefront offices are a community hub where day laborers can access work and protections. La Colmena launched the borough’s first cooperative childcare business for economic security and independence for domestic workers.

Central to its work is sustaining community and culture across borders. Youth leaders mobilize their peers through immigrant rights and get-out-the-vote organizing, including a one-day campaign that registered 1,000 high school students. This year, La Colmena will send a DREAMer delegation to Mexico to meet with “The Other DREAMers”—youth who have been deported. At its annual Carnaval Mixteco and New York Tlan festivals, La Colmena worker-members share and sustain traditional dance and culture. By obtaining visas for family members who would otherwise be denied, over 20 families have been reunited through the festivals, including a mother and daughter who had been separated for 13 years.

Gonzalo Mercado, La Colmena executive director and North Star Fund board member, describes the impact: “When low-wage immigrant workers feel powerless, community organizing gives them the tools they need to change their lives and their communities.”
The Urban Youth Collaborative (UYC) has built a powerful youth-led coalition of New York City member organizations that is advancing education justice on a local, state, and national level. UYC campaigns are anchored by youth leaders working to create equity in higher education and dismantle the school-to-prison-pipeline. After years of budget cuts and freezes within the NYC Department of Education, UYC fought to hire 130 new guidance counselors in public high schools so that students get the support they deserve. Along with coalition partners, UYC advocated for and won $2.4 million in restorative justice funds to reduce the use and impact of the punitive policies that set students up to fail. Since then, NYC public schools have seen a dramatic drop in suspensions.

The key to UYC’s strong coalition work lies in its leadership. Student leaders are taking a stand to make sure the city invests in them and their futures. Whether it’s seeing the connections between education justice and police brutality, or failing to create safe environments for LGBTQ youth and students with disabilities, UYC Coordinator Kesi Foster says, “To build a coalition ready to win, it takes different communities coming together. We continue to show up for each other in all the ways necessary for us to thrive.”

Money talks, but North Star Fund shows up for our grantees in more ways than one. Our partnership approach includes getting grantees the tools and support they need to chart the path to victory—and making sure community organizing is a priority for philanthropy at large.

The Movement Leadership Program (MLP) at North Star Fund helps grantees take organizing to the next level through a year-long peer-led program. Powerful new collaborations emerge from each cohort, where staff, members, and board leaders learn advanced base building, legislative campaigns, and advocacy techniques. After participating in MLP and the Advocacy Institute, grantees Adhikaar and New Immigrant Community Empowerment had the tools they needed to build and mobilize their bases to advance historic legislation that improves the lives of hundreds of thousands of low-wage workers.

In addition, our new collaboration with NYC Funders provides workshops and technical assistance in finance, fundraising, organizing, communications and more, and we recently teamed up with NoVo Foundation and the New York Women’s Foundation for a unique and powerful collaboration: The New York City Fund for Girls and Young Women of Color. Jennifer Arieta, program officer and former community organizer, explains: “We are investing in young women of color to lead systemic change—and make sure that grassroots organizing groups have a seat at the table.”
Theatre of the Oppressed NYC (TONYC) brings social justice to life through participatory theater where communities can exercise agency and self-determination by advocating for solutions to complex problems through art and creativity.

At the 2016 Legislative Theatre, homeless LGBTQ youth and formerly incarcerated veterans sparked a conversation through acting, improv, and dialogue. Over 400 participants developed three policy proposals on the spot, including “banning the box” on asking about criminal records on housing and job applications; raising the upper age limit on youth housing and increasing funding for youth services; and improving certification requirements for providers working with LGBTQ youth struggling with homelessness. A panel of legislators pledged their commitment to advancing the policies, and the actors and audience promised to hold them accountable through direct action and more.

Legislative Theatre has a proven track record. TONYC partnered with the federal Department of Housing and Urban Development, and a few years later, the Federal Interagency Working Group for Homeless and LGBTQ Youth was formed as a lasting vehicle for policy change. In the words of TONYC Executive Director Katy Rubin, “Legislative Theatre is a way for communities dealing with discrimination and oppression daily to tell their own stories, and take the lead on creating legislative and policy solutions.”

The parents of Coalition for Educational Justice (CEJ) recognized the barriers their kids faced to a quality education: families struggling to put food on the table; daily police harassment and violence in and out of school; overcrowded and underfunded classrooms; and a profound lack of investment in their children because of deeply-rooted beliefs that they were incapable or undeserving of academic excellence.

CEJ embarked on a process to develop a winnable campaign that would result in a solution, conducting in-depth research, consulting experts and policymakers across the country on best practices and the political climate, and seeking input at community meetings across the city. Coalition members arrived at a model that had been successful in other cities: college-ready community schools that serve as neighborhood hubs, including on-site medical services, job training, counseling, and other services, for students, parents, and the community; in combination with top-quality academics and deep engagement of parents and community members.

CEJ’s extensive campaign development process ensured that campaign demands reflected parents’ vision, and the campaign was ultimately a major driver of the creation of 130 college-ready community schools in New York City. To ensure quality implementation, CEJ also advocated for the Department of Education to adopt a citywide policy that includes high academic standards, shared leadership, holistic services, and parental engagement. “We found a solution to local education fights throughout the city. With compelling research, grassroots energy, and a ripe political landscape, we are making schools better for our kids,” says Natasha Capers, CEJ coordinator.
The Community Funding Committee, an activist-led grantmaking committee of both donors and community organizers, helps North Star Fund build reciprocal, responsive, and strategic relationships with our grantees. “By being a part of the committee, I can support the smart, gritty organizing work that’s building power throughout the city,” says Susanna Blankley, CASA director and activist grantmaker.

Each year, we also convene activists, organizers, donors, board members, and staff to assess our grantmaking guidelines to make sure we are responsive to the needs of communities on the ground. At our recent strategic grantmaking summit, we approved changes to streamline our grant making process for renewal applicants and make it easier for emerging organizations to apply for their first grant, as well as to make peer coaching and support more accessible to our current grantees.

By continually improving our grantmaking and technical support to grantees—with their direction and input—North Star Fund makes it easier to pivot unrestricted resources to under-resourced communities. “Our programmatic staff come from grassroots social justice organizations and know what it’s like to be an organizer asking foundations for money,” says Cori Schmanke Parrish, Deputy Director of Programs and Operations. “So we understand the value of a nimble, streamlined grantmaking process that allows overstretched activists to focus on what they do best—vital social change work.”

What North Star Fund donors have in common is a passion for social justice and the power that comes from giving as part of a larger community. “North Star brings people together. It provides people with the concrete skills to become better leaders,” says Arva Rice, who joined North Star Fund to give back to the communities that nurtured her. Donor activists want to change the way resources are distributed and support groups that often go unfunded. Our donors learn from each other, challenge each other, and create more powerful change by committing their resources for a just New York for all.

“Many people just don’t have access to resources. I donate to North Star Fund because it truly invests in grantees and their communities,” says Ivan Rosales, longtime North Star Fund donor. For Ivan and other donor activists, resourcing the movement means being part of a community that works together. By supporting emerging grassroots groups, progressive donors are helping to shift the balance of power to end injustice in our city.
**ACTIVIST-LED GRANTMAKING**

Giving led by those who are doing the work on the ground.

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**GRASSROOTS ACTION GRANTS**

Seed funding for new and emerging groups that expand opportunities for communities to fight against injustice.

**GRASSROOTS ACTION GRANTS - $10,000**

African Communities Together
Black Alliance for Just Immigration
BronxPOWER
Cabin's Immigrant Services of NYC
Child Welfare Organizing Project
Flatbush Development Corporation
Flushing Workers Center
Foreclosure Resisters
FPA Foundation
FUREE
La Colmena
Laundry Workers Center
Makong NYC
Milk Not Jals
Movimiento por Justicia del Barrio
NYC Community Land Initiative
PERSIST Health Project
Red Hook Initiative
Racial Justice Advocacy Project
Sapna NYC
Teachers Unite
Ugnayan Youth for Justice and Social Change
Urban Youth Collaborative
Young Women of Color HIV/AIDS Coalition

**GRASSROOTS ACTION GRANTS - $5,000**

AF3IRM NYC
Black Women’s Blueprint
Chinese Staff and Workers’ Association
Crown Heights Tenant Union
Urban Homesteading Assistance Board
Equity for Flatbush Incarcerated Nation Corporation
Indo-Caribbean Alliance
Mirabal Sisters Cultural and Community Center
Neighbors Helping Neighbors
Neighbors Together
New York Campaign for Alternatives to Isolated Confinement
Queer Detainee Empowerment Project

**INNOVATIVE ACTIVISM GRANTS**

Grants of $10,000 to organizations combining arts and activism, providing resources to grassroots groups, and building alternative institutions in marginalized communities.

**Global Action Project**
**Hattie Carthan Community Food Projects**
**NY Civic Engagement Table**
**Rise**
**Sure We Can**
**The BLK Projek**
**The Women’s Organizing Network**
**The Working World / WORCs**
**Theatre of the Oppressed NYC**

**MOVEMENT LEADERSHIP GRANTS**

Two-year grants of $50,000 to social justice organizations that demonstrate a strong record of community organizing and a commitment to a peer learning program.

**FIRST YEAR GRANTEES**

Brooklyn Movement Center
CASA: Community Action for Safe Apartments / New Settlement Apartments
New York State Youth Leadership Council
NYC Coalition for Educational Justice
Parent Action Committee / New Settlement Apartments

**SECOND YEAR GRANTEES**

Community Food Advocates
DRUM - South Asian Organizing Center
Fath in New York
Riders Alliance
Worker’s Justice Project

**MOVEMENT LEADERSHIP RENEWALS**

One-year grants of up to $20,000 to grassroots organizations that successfully completed the initial Movement Leadership training and are poised to continue building on their previous victories.

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Picture the Homeless
Ugnayan Youth for Justice and Social Change
Sister Circle Collective and AF3IRM NYC

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#feminismonthe move
for Black women, girls, queer and trans lives
Sister Circle Collective & AF3IRM NYC

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Adhikaar for Human Rights and Social Justice
Arab American Association of New York
Brandworkers
CAAAV Organizing Asian Communities
Damayan Migrant Workers Association
FIERCE
Justice Committee
Metropolitan Council / MCREF
New Immigrant Community Empowerment (NICE)
Picture the Homeless Tenants and Neighbors
VOCAL-NY
“Telling my story changed my life. Many of us stay silent to survive, but now people are coming forward.” Pabitra Dash and other member-leaders are ensuring that recent nail salon legislation translates into real-life change for workers by organizing over 700 Nepali-speaking nail technicians.

In addition to new licensing pathways and worker protections, Adhikaar for Human Rights and Social Justice recently won passage of health and safety policies that will have a long-term impact on the reproductive health of thousands of nail salon workers across New York City. The legislation and unprecedented public interest was the culmination of years of organizing, fearless storytelling, and advocacy by women of color-led organizations like Adhikaar.

Adhikaar is already setting its plans in motion with a consumer engagement strategy and working with employees and business owners to ensure compliance with the new ventilation law. “Usually the story ends when a law is passed, but our work has just begun,” says Luna Ranjit, former executive director of Adhikaar. “Policy victories can only be meaningful when our communities—immigrants, women, and families—are organized to ensure implementation.”

Victory is Only the Beginning: Adhikaar Organizes for Meaningful Change

In 2008, New Immigrant Community Empowerment (NICE) was providing direct services to low-wage immigrant workers when it decided that its members should be the ones to identify problems and create a vision for change. North Star Fund was the first to support this early organizing work. The organization soon built a track record and joined the inaugural cohort of our Movement Leadership Program (MLP) for the political technical assistance to build a powerful base and hone its leadership, skills, and strategy.

When NICE members faced exploitation by employment agencies that charged them exorbitant fees but never delivered jobs, NICE took its fight to Albany and became the driving force behind the Justice for Job Seekers coalition. NICE built on the lessons of MLP at the Advocacy Institute—a legislative advocacy training North Star Fund supports. The organization learned to navigate government processes and overcome unexpected legislative hurdles.

When NICE needed to keep the pressure on between legislative sessions, it applied for a rapid response grant and kept up its political momentum, winning important new protections for immigrant workers.

Manuel Castro, NICE executive director, who first joined NICE as an intern 12 years ago, talks about the organization’s growth: “After a long journey, we have built a sustained movement of immigrant workers fighting for dignity and respect on their own terms.”
Beyond the Boroughs: Moving Resources to the Hudson Valley and Long Island

As it has become harder to make ends meet, many New York City residents have been pushed farther to the margins in areas like Long Island and the Hudson Valley. Economic disparities and racial tensions are on the rise, and conditions are harder for immigrants, farm workers, and low-income mothers who are fighting to raise their families with dignity.

In response, North Star Fund is exploring regional grantmaking, bringing our model of advancing social justice from the ground up to areas beyond the five boroughs. We have begun to make that vision a reality by engaging with communities, organizers, and activists in the Hudson Valley and Long Island. We have visited the communities that we are seeking to impact, learned from the leaders whose organizations have successfully expanded their reach, and spoken with potential partners who have long supported work in these areas.

As we begin our pilot grantmaking in the Hudson Valley in the spring of 2017, we will center local voices and visions, respecting the work that is already being done, and continue to organize donors. We will also continue to build relationships in Long Island and explore the best ways to impact the region.

We look forward to supporting our new partners beyond the city limits, as well as expanding our decades-long commitment to community organizing and donor engagement for social justice.

A long-term commitment to social justice activism helps to ensure a just future for all. The inaugural 18 members of Sharing a Just Future, North Star Fund’s newly launched legacy circle, have made this commitment by including North Star Fund in their estate plans. We look forward to growing this group of donor activists who have made planned gifts to support our work for years to come.

For more information please visit www.northstarfund.org/legacy or email Kofo Anifalaje at kofo@northstarfund.org.

“Inequalities are inherent in our society—by putting North Star Fund in my will, I know that activists will have the resources needed to level the playing field well into the future.”
—NISHA ATRE
North Star Fund board chair

“We want our investment to mean something beyond our lifetimes.”
—JOHN SAYLES AND MAGGIE RENZI
Film producers and social justice advocates

“North Star Fund has the capacity and infrastructure to put my gift to good long-term use... I want to support organizing for justice that’s unfolding decades from now.”
—KATHERINE WOLF
Former Springboard Giving Circle participant

Investing in the Fight for Justice Today, Tomorrow, and Into the Future
North Star Fund had a successful year ending June 30, 2016. We are in a strong financial position to take us through our leadership transition into the next phase of our work. We increased our unrestricted balance and brought in partnerships with new donors and foundations.

This year, North Star Fund launched our Sharing a Just Future Legacy Circle. We also grew our endowment by $1,020,000. These gifts will help ensure North Star Fund’s stability as the home for donors and grassroots activists across the city for decades to come.

**INCOME**

- Individual Donors: $3,359,898
- Foundation Partners: 104,000
- Donor Advised Partners: 1,818,739
- Fiscal Sponsorship Income: 312,601
- Fees and Investments: 44,448
- Endowment: 1,020,000
- Total: $6,659,686

**EXPENSES**

- Program Services: 4,919,299
- Supporting Services: 900,937
- Total: 5,820,236

**Increase (Decrease) in Net Assets**

- 130,500

**Other Increases (Decreases)**

- (21,486)

**Net Assets, Beginning of Year**

- 2,573,169

**Net Assets, End of Year**

- 2,682,183

**SUMMARY STATEMENT OF ACTIVITIES**

**Year Ended June 30, 2016**

<table>
<thead>
<tr>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,950,736</td>
<td>(297,580)</td>
<td>1,004,530</td>
<td>6,659,686</td>
</tr>
</tbody>
</table>

**SUMMARY STATEMENT OF FINANCIAL POSITION**

**Year Ended June 30, 2016**

<table>
<thead>
<tr>
<th>Assets</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$9,100,523</td>
<td>2,682,183</td>
<td>3,051,354</td>
<td>2,628,071</td>
<td>$8,361,608</td>
</tr>
</tbody>
</table>

**Liabilities**

- Grants Payable: 556,020
- Other Liabilities: 182,895
- Total Liabilities: $738,915
North Star Fund uses unique philanthropic models, including donor advised funds, giving circles, and expedited grantmaking in times of need. This allows us to move hundreds of thousands of dollars in additional grants to support timely and innovative work on the ground. These are the additional grants that we are proud to have made in 2015-2016.

**RAPID RESPONSE GRANTS**

Expeditied grants that enable groups to respond quickly to late-breaking events and organizing opportunities.

- Community Food Advocates
- Equality Labs/Touchable Project
- Movimiento por Justicia del Barrio
- NY Immigration Coalition
- People’s Climate Movement
- Picture the Homeless
- Queer Danniee Empowerment Project
- Red Hook Initiative
- Riders Alliance
- The BLK ProjeK
- VOCAL-NY

**POWER TOGETHER**

Large matching grants of $100,000 to $200,000 to support major city-wide coalitions.

- Communities United for Police Reform (CPR)
- Education Justice Fund

**EDUCATION JUSTICE FUND**

Matching grants that leverage labor and private donations so that every child in New York City can receive a quality public education.

- NYC Coalition for Educational Justice
- Urban Youth Collaborative

**SPECIAL INITIATIVE**

These grants support leadership transition or increased organizational capacity.

- Adhkaar for Human Rights and Social Justice
- Picture the Homeless

**SPRINGBOARD GIVING CIRCLE**

Springboard Giving Circle members work alongside North Star Fund’s Community Funding Committee during the grantmaking cycle and fundraised in order to make additional grants to these organizations.

- Cabrini Immigrant Services of NYC
- Foreclosure Resisters
- FPA Foundation Neighbors Together
- New Immigrant Community Empowerment (NICE)
- NYC Coalition for Educational Justice
- Picture the Homeless
- Queer Danniee Empowerment Project
- Ugayan Youth for Justice and Social Change

**FREDERICK DOUGLASS AWARDS**

Grants of $2,500 in recognition of outstanding work, presented at the 2016 Community Gala.

- Adhkaar for Human Rights and Social Justice
- Black Alliance for Just Immigration

**DONOR ADVISED GRANTS**

North Star Fund partners with individual donors, foundations, and businesses to support cutting-edge work in line with their giving priorities.

**ASIAN AMERICAN IMPACT FUND**

- Asian American Legal Defense and Education Fund
- Flushing Workers Center

**BARBARA ADLER ZELUCK FUND**

Association for Union Democracy
- Center for Change (Solidarity)

**DINNER GUYS GIVING CIRCLE**

Gay Asian and Pacific Islander Men of NY (GAPIMNY)
- PFLAG NYC
- SAGE

**EMMA GOLDMAN FUND**

Madre

**BRONX DREAMING SCHOLARSHIP FUND**

- Dzetzani Campos
- Abdoul Nikiema
- Katy Serrano

**DAWN FUND**

- Center for Community Change
- Community Voices Heard
- Long Island Civic Engagement Table
- New York Communities Organizing Fund
- Project Vate
- VOCAL-NY
- Working America

**INTERNATIONAL DREAMERS SCHOLARSHIP FUND**

- Elza Corado
- Carolina Hernandez
- Roberto Morales

**JOANNE LUKOMNIK FUND FOR HEALTH CARE REFORM**

- Physicians for a National Health Program/NY Chapter (PNHP)

**KINDLING FUND**

- Allied Media Projects
- Black Lives Matter National Black Organizing for Leadership & Dignity (BOLD)
- Black Youth Project 100
- Blackbird
- Brooklyn Movement Center
- generative somatics

**HOLLY FETTER FUND**

- Astraea Foundation
- Faith in Action Bay Area
- National Domestic Workers Association
- Resource Generation
- Showing Up for Racial Justice (SURJ)

**NEW YORK CITY YOUNG FEMINIST GIVING CIRCLE**

- Frida Foundation

**RENFUND FOR JUSTICE**

- Faith in New York
- Global Greengrants Fund
- In These Times Solar One
- United for a Fair Economy

**TOM AND MICHELE SOLIDARITY FUND**

- American Jewish World Service
- Brandworkers
- Child Welfare Organizing Project
- Doctors Without Borders
- Good Old Lower East Side
- Latchfield Performing Arts
- LSA Family Health Services
- Make the Road New York
- New York Times Neediest Cases Fund
- Picture the Homeless

**MADRE**

- Hand in Hand: The Domestic Employer’s Association
- Jews for Racial and Economic Justice
- National Day Laborer Organizing Network
- New American Leaders Project
- NY Civic Engagement Table
- Prison Policy Initiative
- Project South
- Resource Generation
- Showing Up for Racial Justice (SURJ)
- Wildfire Project

**EMMA GOLDMAN FUND**

- Audre Lorde Project
- FIRECE
- Jay Toole
- Miss Major Griffin-Gracy
- Streetwise and Safe
- Sylvia Rivera Law Project

**NEW YORK CITY YOUNG FEMINIST GIVING CIRCLE**

- Frida Foundation

**PALINDROME FUND**

- Ella Baker Organizing Fund
- NY Immigration Coalition

**PARTNERSHIP**

Building long-term relationships that help us to be nimble, strategic, and responsive along the journey.
Thank you to our donor community for being partners in the struggle for social justice.
FY16 SUPPORTERS

Charlotte Phillips, M.D.
Susan Puder
Jennifer Queanan
Nisha Raj
Lisa Ranghelli
Margaret Rauch
Frank Roosevelt
Michaela Ross
David Ruder

Lea and Byron Stookey
Andrea Swanson
Anne Tateaux
James Traub
Katia Unger
Nisha Vana and Ritchie Abraham
Lisa Vogel
Bethany Wall
Laura Wornick
Leonora Wiener
Sam Wiener and Lynn Mayocile
Megan Williams
John Wolf
Workers United
Nancy Youman
Stella Zahn

$1,599
Anonymous (14)
Rachel W. Adrian
Christina Agular
Hillary Aidun
Yahya Alaizak
Na Tsh Amaru
Amee Amin
Cesar Andrade
Ankur Arvach
Mary Battles
Molly Battles
Andrew Bogle
Elizabeth Bradley
Todd Braitbard
Benjamin Brewer
Gay Brookes
Magen Bruce

Lousia Hall
Toren Hardee
Lauren Haynes
Luis Hernandez
Michelle Hestor
Sarah Heydemann
Jaka Hirsberg
Carly Hoffmann
Edward Hong
Zachary Howe
Huron Consulting Group
Megan Ivanovich
William Jeffries
Liana Johnson
Amalia Kane
Noah Kaplan
Hyjana Dibra
Timothy Dyster
Laura Epstein
Bradley Kerr
Anastasia Kouriatova
Anielle Lawson
Suzanne Lipkin
Joseph Lipofsky
Jeremy Liu
Wills Logan
Carol Lynch and Lon Risley
Gabrielle Maguire
Sumana Maity
Jon Mannion
John and Carmen Marcus
Erin Mazursky
Steward McClanahan, Jr.
Sarah McLaughlin
Hannah McNeill
Leo Menashe
Elisabeth Mendez
Heather Merfeld
Ruth Milkman
Rachel Miller
Ruth Misheloff
Emily Ozart Mohammed
Megan Morrison
Alexander Morse
James Mumm
Abraham Nelson
Ann Nolting
Stefan Noergaard
John Norwood
NYC Dols Partners
Laura Oedenthal
Shine Tankawa Oglesby and Calab Oglesby
Patricia Paffendorf
Niki Papadopoulos
John Parker
Michele Parrella and Richard Rubin
cori schmanke parrish and Sierra Springfield
Virginia Pasley
Krisa Perez
Christina Pierre
Camille Platt
Altaf Rahmatullah
Janak Ramakrishnan
Logan Reed
Austin Ritter
Jonathan Roberts
Robert Robinson
Martha Rose
Rusty Stahl
Robert and Janice Stone
Abigail Stone
Justin Striebel
Santha Susan
Stephen Sykes
Cheryl Taruc
Laura Taylor
Erika Teutsch
Trinity Thompson
Bernard Tuchman and Judith P. Ward
Sara Varon
Craig Weinrib
Candice and Adam Manson
Weinstock
Adam Wexelbaum
Lemuel White
Jacquelyn Wilson
Reid Wilson
Jessica Wrenn
Reid Wilson
Jessica Wrenn

This list reflects contributions received July 1, 2015 through June 30, 2016

Gen Mannon
Diana Martinez
Andrew Menard
Juliette Menga
Susan Miller
Jula Motyka
Neighborhood Economic Development Advocacy Project
The New Press
New York Society for Ethical Culture
Bronwyn Oatley
Paul O’Neil
Susan and Peter Osnos
Anne Patterson
Vanessa Sakzor
John Sisko
Andrea Batista Schlesinger and Ana Maria Archilla
Donna Schneideman and Mitchell Drach
Sallijana and Allan Seif
Linn Shapiro
Hidy J. Simmons
Alexander Slater
Marjorie Smith
Marjorie Snyder
Lena Solow
Menie Speath
Robert Spencer
Charles and Susan Stillman

Geneva Bourn
Esha Gupta

April Bourn
Esha Gupta

Nisha Apte and
Art Richardson
C. Edwin Baker*
Peter Brest
Marjorie Fine
Asa Johnson
Betty Kapetanakis*
Elizabeth Molnar*
Betty Millard*
Anrza Mirza
Jean Riezman
John Sayles and
Magge Renzi
Merry Tucker
Lisse Vogel
Michael Waterman and
Yuka Hagawa
Maggie Williams
Barbara Winslow
Katherine Wolf

*In Memoriam

SHARING A JUST FUTURE LEGACY CIRCLE MEMBERS

This list reflects contributions received July 1, 2015 through June 30, 2016

Martha Baker, Craig Kaplan, Ruth Massinger

CIRCLE MEMBERS

John Sayles and
Arva Rice
Betty Millard*
Trinity Thompson

Jessie and Abby Spector at Young Professionals for Social Justice Trivia Night
**FY16 SUPPORTERS**

**ASIAN AMERICAN IMPACT FUND**
Grace Cho
Amy Chou
Addie Davray
Erik M. Fromm
Jessica Kawamura
Nicole Kwoh
Jaclyn Lo
Frank Liu
Laura Ma
Olympia May
Daniel Park
To Trinh (Jackie) Quan
Tiffany Hyeon Rogers
Roger and Jennifer Tyng
Tjin Ta

**BRONX DREAMING SCHOLARSHIP FUND**
Anonymous (6)
Kate Abrams
Benjamin Alter
Steven Alter
Matthew Arcidy
Emily Atwood
Charlotte Austin
Megan Barnett
Farhana Begum
Melba Beltra
Camara Bidder-Thara Falcon
Bronx Dreaming Fund
Evenbrite
Bronx International Dream Team
Anthony Casasnovas
Allison Caviness
Christine Calentano
Patricia Chang
Deborah Clearman
Theresa Cordero
Tom Cordero
Rosmarie Cordero and Constance Delio
Sharon Cromwell
Constance Delio
David Einhorn
Lily Feinberg
Eric Fournier
Ilana Gatoff
Adra Gattino
Dawns Gomez
John Greenwood and Eddie Gonzalez
Daniel H.
Leo Haug
Tess Hofmann
Sara Jane Kruwich
Keith Johnston
Jason LaChick
Jillian Levi
Alison Lisnow
Heidi Lopez
Eli Marcus
Bess Massey
Bonnie Massey
Marie Megwier
Cristyn Mingo
Martha Moldovan
Carolina Muelaenaer
Anna Nachamie
Shino Tanikawa Oglesby and Caleb Oglesby
Abigail Parrish
Catherine Parrish
William Parrish
Laura, Eddie, Maya, Charlie Parrish
Lauren Price
Jennifer Queean
Yaël Reich
Rian Rooney
Justine Rosenthal
Emma Sacks
Suzanne Salamon and Alan Einhorn
Jule Salamon and Bill Abrams
Roxie Salamon-Abrams
Marlyn Salaway
Nathan Simonini
Hector Soriano
Samantha Tromble
Elizabeth Wilson
Alex Zhang

**COMMUNITIES UNITED FOR POLICE REFORM**
Anonymous (8)
Advocacy Fund
Russ Agdorn
Kate Barnett and Akiva Rubin
Susan Blickstein and Kathryn Stewart
Sara Buettner-Connolly
Calvert Social Investment Foundation
Jordan Camp
Center for Popular Democracy
Carolyn Chou
Sandra Dietrick
Maria Golten
The Gloster Arts Projects
Carol Gerstl
Norm Fruchter
Carol Garstl
The Glostor Arts Projects
Mary M. Golten
Keith Gordon
Barbara Gross
Margaret Haskett
Anne Henderson
Douglas Israel
Sandye Johnson
The Joseph H. Flom Foundation
Sandye Johnson
The Joseph H. Flom Foundation
Charles Khan
Melissa Kostovski
Lamson Lam
Michael and Linda Lindsman
Susan Leighnton
Paulette LeMonaco
Angela Martin
Sara McAlister

**COMMUNITY FOOD FUNDERS**
Ann F. and Lawrence A.
Wiener Educational Foundation
Donis Duke Charitable Foundation
Jessie Smith Noyes Foundation
Levitt Foundation
Mech Family Fund
New York Community Trust
Surdna Foundation
The Laurie M. Tisch Foundation

**EDUCATION JUSTICE FUND**
Anonymous (2)
A. Sandra Abramson
Zelda Algren
Gisela Alvarez
American Federation of Teachers, AFL-CIO
Yank Archer
Steven J. Araszy
Jim Atwell
Maria Bautista
Judith A. Bigelow
Jessica Capers
Keith Catone and Dulari Tahbilde
Lori Chajet
Andy Cheng
Masie Chin
Harvey Citerman
Amy Cohen
Rachel Cohen
Marya Cahn
Lisa Cowan
Mary McGraw
Bryce Malvin
Garan Mitrovski
Sarah Najarian
Tuihins O’Connor
Thomas Palatucci
Sara McAlister

**DINNER GUYS**
Joy Adler
Carolyn Antonio
Asian Americans/Pacific Islanders in Philanthropy
Matthew Bernstein
Pat Eng
Noam Freshman
Peter Taddeo Gee and Jeffrey A. Hellgott
Tim Hawkins
Stephen Hilton
Ann Kelly
Kung Kao
Benjamin Lehhoff
Frank Liu
Mary McGraw
Bryce Malvin
Garan Mitrovski
Sarah Najarian
Tuihins O’Connor
Thomas Palatucci
Sara McAlister

**This list reflects contributions received July 1, 2015 through June 30, 2016**

[Image of people at event]
Marbro Stahly-Butts
Francine Streich
Ann Sullivan
Kim Sweet
Claire Sylvan
Evon Theis
Saska Trail
United Federation of Teachers
Julia Vinocur
Laura Wolff and Clayton
Gordon
Heding Yang
Eric Zachary and Susannah
Laskaris

INTERNATIONAL DREAMERS SCHOLARSHIP FUND
Anonymous (10)
Sammy Abdelaziz
Ingrid Abelda
Claire Adams
Chris and Bethany
Jame M. Andrade
Diana M. Araujo

Ares Management
Yanet Bueno
Thomas Burns
Thea Button
King and Evan Chan
Cynthia Chatman
Nedda De Castro
Cesar De Castro
Angela Dilalla
Richard Eisen
Kristin Eustig
Carol Francescani
Libby Garland
Daniel Gelbtuch
Don Hasch and Hersin
Magent
Christina Hila
Kathy Hon
IDSF Winter Fundraiser
IHSPT Soccer Tournament
Fundraiser
Reva Jaffe-Walter
Rita Kamani-Renedo
Jessica Klonsky
Frederick Klonsky
Sandra A. Koch

David Kasoff
Rachel Lee
Suanno L. Lee
Manni Lee
Ricky Li
Scott Luksh
Oksana Minovna
Jonah and Massiel Misterka
Daniel R. Mitchell
Alvaro Morales
John Moreno-Escobar
Lenina Nadal
Natala Ortiz
Catherine Parish
Jennifer Phuang
Gina Quinnzars
Arthur and Jay Richardson
Laura Roberts
Petr Rosenblum
Ariela Rothstein
Stephen Ruzczcyk
Lee Schere
Isuru Seneviratne
Daniel Singh
Pera Soho
Julia Sommer
Maoma Spadola
Diane Steingart
Keith Catone and Dulan
Tabillard
Richard Van Savage
Claudia Ojeda Vidal
Qian Wan
Lucy Warrington
Chun Yee Yip
Joanna Yip

LET US BREATHE
Anonymous (7)
Laura Epstein
Benjamn Brewer
Allison Corbett
Patrick Cranston
Ed Hong
Grace Mann
Heather Merfeld
Susan Miller
Nelvo Foundation
Michaella Ross
Audrey Saxon
Lise Vogel

NYC YOUNG FEMINIST GIVING CIRCLE
Anonymous (2)
Christen Dobson

BRIGHTER FUTURE FUND
Mary Foye
Tony Tsui

MMJT
Anonymous (13)
Katherine Asey
Sasha Ahuja
Yahya Alzarak
Z. Gabriel Arkles
Astrea Lesbian Foundation
For Justice
The Audre Lorde Project
Maura Barley and Elizabeth
Shipley
Leah Barker

Nora Berson
Tamiko Beyer
John Blasco
Richard Blum
Jula Blydenburgh
Naomi Braine
Graham Bridgerman
Maibi Cheaterj
Daniel Charill
Dayna-Joy Chin
Ana Conner
Caroline Cotter
James B. Cummings
Ami Cummings
Cat Cunningham
Katherine D’Amato and
Darcey Baxter
Hope Doctor
Km Diehl
Jai Dulan
Andy Durqayie
The Eskilon Family
Holly Fetter
Kim Ford and Avril Dass
Gabriel Foster
Elizabeth Garret
Rebecca Glisser
Lora Goldensher
Lisa O’ Donnell Goldensher
Meredith Gray
Jous Greene
Sarah Gunther
Nadja E. Guyat
Margarita Guzman
Sophie Hagen
Sky Hall
Nara Hammond
Tara Hart
Hiking For The Revolution
Zira
Imay Ho
K. Howard
Mika Inglehart
Janet Jakobsen
Erica Karmen
Jamila Ruya Khan
Chelsey Kvind
Leonard Kolins
Gretchin Kunz and Marci
Melondon
Dania Lewis
Ethan Lin
Zakiya Johnson Lord
Cayden Lovejoy
Rickie Mananzala
Desrie Marshall
Daniel McGee
Crystal Middletstadt
Nikki Morse
Micia Mosely
Asem Mulji
Katharine Murphy
Bhavana Nancherla
Brenda Salas Nieves
Cara Page
Allison Palmer
Pamela Phillips
Manika Piatar
Kristal Portalfin
Nikita Raj
Kyle Rapinan
Elana Redfield
Cassy Regan
Andrea Ritchie
Nelson Santos
Stevie Schafenacker
Katia Schaffer
Margar Segle
Jean Shepard and Jack
Skilton
Natala Shovin
Lil Shidovskiy
Naomi Sobal
Jesse Specter
Anna Steffins
Lee Strock
Mark Swier
Tara Tabassi
Sam Tabat
Jeannine Tang
Dex Thompson
Riv Voronezh
Elizabeth Warh
Mann Watts
Laura Whitthorn
Shannon Wilber
Quito Zaglur
Nya Zuhur

HOUSING NOW FUND
Anonymous (2)
Amalagated Bank
Ruben Ar
Kristen Anderson
Joseph Azopardi
Lucy Black
Mariem Boudjara
Michael Brasher
Ellen Brooks
David Carlin
Charlene Caronan
Britny Chong
Elon Cornelius

If you’re interested
in learning more about our donor
advised services or donating to
a donor advised fund, please
contact Kate Coley at
kate@northstarfund.org
or (212) 620-9110.
This spring, our inspiring community of donors, grantees, and supporters gathered at the 2016 North Star Community Gala to honor individuals and organizations that chart the course for social justice in New York City. North Star Awards honored labor rights activist George Gresham, sports icon and pioneer Billie Jean King, and social justice advocate Gara LaMarche for their enduring commitment to equal rights and dignity for all people. North Star Fund grantees Adhikaar for Human Rights and Social Justice, which organizes Nepali-speaking communities for worker and immigrant rights, and Black Alliance for Just Immigration, mobilizing African American and Black immigrant communities for racial and social justice, were recipients of the Frederick Douglass Award for their work in building stronger communities through grassroots organizing.

Hugh Hogan arrived to North Star Fund as executive director in 2003. Under his leadership, we grew our grantmaking capacity four times over, streamlined our operations, and expanded grantee support. But as a true catalyst for transformation throughout the city, Hugh’s contributions continue to reach beyond any quantifiable measure.

Hugh brought years of experience in the environmental justice movement, along with his tenacity, kindness, and great sense of humor, to North Star Fund and our grantees. By championing North Star Fund’s commitment to funding grassroots and emerging organizations, even when others would not, Hugh stayed true to his vision “to ensure that those who most deeply felt the sting of injustice had the platform to stand, organize, and be heard.”

Community building and donor engagement were hallmarks of Hugh’s approach, and under his leadership, North Star Fund has maintained our progressive influence on the very landscape of philanthropy.

A visionary leader and devoted father, Hugh recognized that it took a team effort to create “a more peaceful, just, and sustainable planet.” It is with deep gratitude and celebration that we recognize Hugh’s remarkable impact and continue to carry the torch in serving the groundswell for social justice in New York City.

Celebrate

A joyful demonstration of our resilience and love for our community.

A TIMELINE OF ACHIEVEMENT

Under Hugh’s leadership, an ambitious course was charted for North Star Fund.

2005

We Who Believe in Freedom Forum

2006

North Star News Prize for outstanding journalists of color

2009

Greening Western Queens invests in energy-efficiency and environmental projects in the Western Queens community affected by the 2006 power outage

2010

Movement Leadership Program welcomes its first cohort of grantees

2011

Community Food Funders supports the growth of a sustainable regional food system

2012

Hurricane Sandy Relief Fund awards 41 grants to the communities hardest hit by the superstorm

2014

Launch of the Activism’s Future Campaign to increase giving and operational capacity

2015

Education Justice Fund provides grants for meaningful school reform led by students, parents, teachers, and community members

2016

North Star Fund becomes the fiscal sponsor for Communities United for Police Reform

2017

The Let Us Breathe Fund for Black-led organizing and their allies working for police reform, community safety, and economic justice

Activism’s Future Campaign closes having raised $8.5 million for philanthropic and grassroots leadership

2018

Funds secured for pilot regional grantmaking in the Hudson Valley

2019

Launch of Sharing a Just Future, North Star Fund’s Legacy Circle
UNITY
A group of diverse people working together for the purpose of achieving a harmonious whole.
NORTH STAR FUND

520 Eighth Avenue, Suite 1800
New York, NY 10018-6656
T 212 620 9110
F 212 620 8178
northstarfund.org