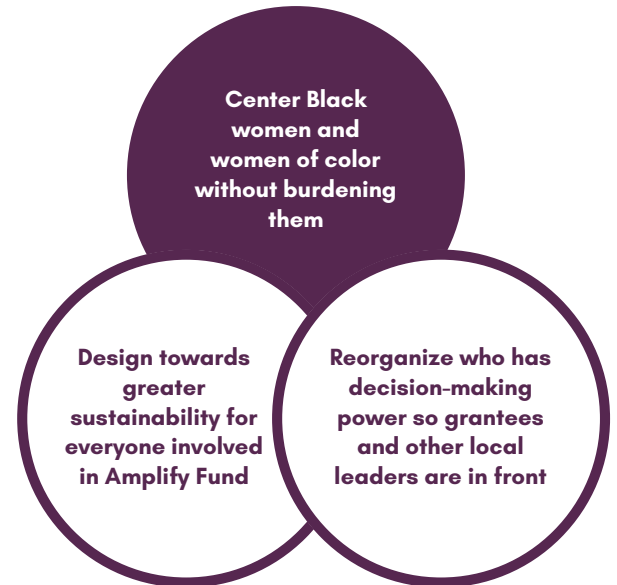


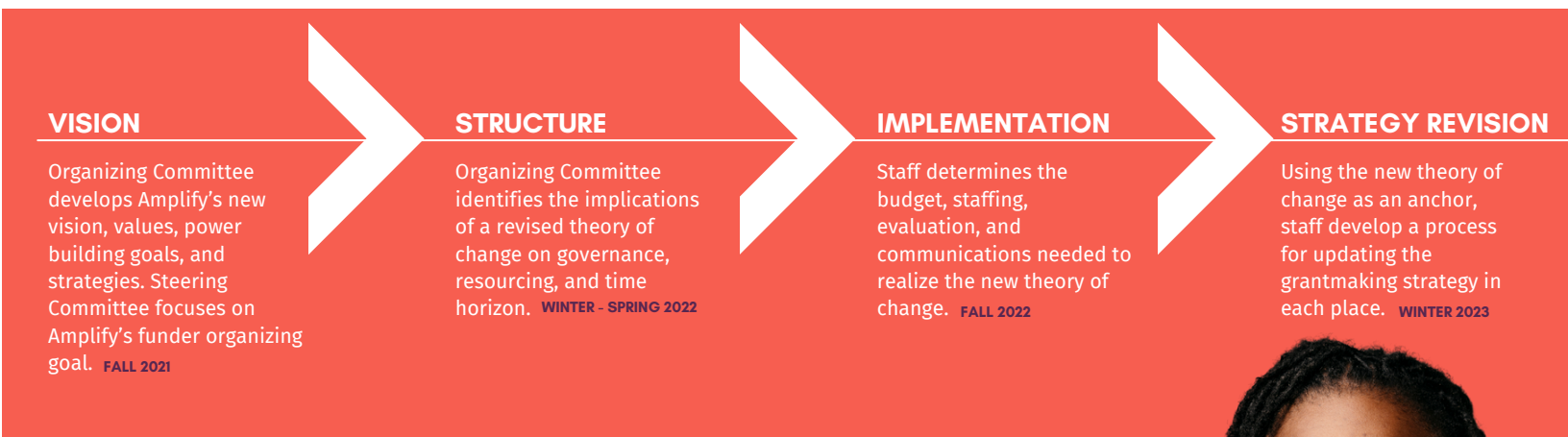
The Future of Amplify

In 2021 Amplify staff and Steering Committee got clear the Fund would extend beyond its original 4-year planned lifespan; in 2022 we are designing the “Future of Amplify,” guided by a sharpened set of values.

While the first version of our theory of change, created by our early funders and staff, served us well, so much has shifted since 2018. We now have more than 55 grantees and a robust funding community. The COVID-19 pandemic, 2020 elections, and racial justice uprisings have made inequalities even more pronounced. We have also learned so much from grantees, local strategy advisors, consultants, funders, and steering committee members. Our goal with the Future of Amplify design process is to revisit some of our initial design decisions without an artificial time horizon and take leadership from our grantees about the future of the Fund.



Knowing the only way to bake our values into Amplify’s future design was to center them also in the process, staff hired experienced design consultants Latonya Slack and Susan Misra to facilitate a values-driven process and to craft clear roles for grantees, funders and staff. While the majority of decision-making power resides in a representative group of grantees, all Amplify Fund stakeholders have a role to play in the Future of Amplify.



"Having a voice in how this fund will behave and operate going forward is truly how we build collective power. If this process becomes the norm for philanthropy then our ability to have a wide spreading impact is just a matter of time."

ODESSA KELLY
EXECUTIVE DIRECTOR, STAND UP NASHVILLE (SUN)
MEMBER OF THE ORGANIZING COMMITTEE



Everyone's role is clear in the Future of Amplify process.

ORGANIZING COMMITTEE

Composed of 13 grantee representatives who will determine Amplify Fund's future vision, values, power building goal, strategies, and structure. As regional organizers, each grantee member is responsible for gathering information from other grantees in their region through 1:1 conversations, and then incorporating the gathered information into documents, meetings, and decisions. Each Organizing Committee member's organization received a \$25,000 grant to off-set the individual's time away from their daily responsibilities.

ALL AMPLIFY GRANTEES

All organizations have the opportunity to provide input through conversations with Organizing Committee members, and participation in two town hall meetings via Zoom. Each organization received a \$1,500 grant in the hopes that the grant will make it more possible to allocate time for participation.

STEERING COMMITTEE MEMBERS

As funders, Steering Committee members are responsible for determining Amplify Fund's funder organizing goal, and resourcing the new vision.

STAFF

The team is responsible for implementing the new vision, values, goals, strategies, and structure. Decisions and activities in this role include budgeting, staffing, evaluation, and communications.

We anticipate the next version of Amplify Fund to be more bold, courageous, and clear in our support for BIPOC-led power building. We will have additional details to share by summer 2022.

Please reach out to Amy Morris with any questions or to join.

amy@nfg.org



The original theory of change listed a set of values that we continue to swear by. Examples of these values in action are described below.

Be transparent, open, and honest:

We created a “job description” for grantees to review, a common rubric for staff to use when evaluating the applications, and defined our requirements for the final Organizing Committee composition including: Black women and women of color will be a majority; we will have representation from each place; we will ensure diversity in terms of organizational budget size and issue area; and we will promote diversity in terms of other demographics like disability.

2 members from Missouri
1 member from Nevada
3 members from North Carolina
1 member from Pennsylvania
3 members from Puerto Rico
2 members from South Carolina
1 member from Tennessee

Position BIPOC communities as decision-makers and center racial justice:

Since only Amplify Fund grantees were eligible for committee positions, and all grantees have a racial justice analysis undergirding their work, we were confident the body would center racial justice. However, the Organizing Committee application also asked for demographic information to ensure majority Black women and women of color. Of the 13 Organizing Committee members chosen, 6 identify as Black women/gender non-conforming individuals, and 2 identify as Caribbean women. All the men on the committee (5) identify as Black or mixed-race.

Maintain clarity of roles between field and funder, and follow local leadership and expertise:

As mentioned above, we clearly identified roles for grantees, Steering Committee members, and staff to maintain clarity of roles between field and funder. We also committed to following local leadership and expertise. These values drove our Organizing Committee selection as well.

Consider the ecosystem and support collaboration:

We designed the structure of the Organizing Committee to ensure that all Amplify grantees have a voice in the Future of Amplify process, even though the committee would be a representative body, by encouraging grantees to speak to each other. We also decided on the size of the committee based on the total number of grantees in each region.