2025 MOVEMENT LEVEL IMPACT GOALS

BTF will change culture through its grantmaking, capacity building and philanthropic organizing. This work will contribute towards significantly shifting the narrative about Black Trans communities towards more joy and resilience, and away from violence and despair.

**Impact Goals**

Seeding and supporting the development of Black trans leadership, with aligned policy, through our grantmaking and capacity building programs. Specifically, BTF will move $5 million budget and across diverse geographies and trans identities, and designing, in partnership with the Black Trans Freedom Fund, a capacity building program to support the long-term sustainability of the movement for Black Trans Liberation.

**Key Indicators of Success will be:**

- Operating reserve of 6 months – 1 year to sustain staffing and operations needs.
- Spin Off Plan: key indicators of readiness
- Diversified funding stream (40% individual donors, 30% institutional — but no funder/donor is more than 15%).
- Running surplus annually (no deficits).
- Budget to sustain for key staff roles (not necessarily full time): ED, Program Manager, Operations & Digital Strategist.

**Spin Off Plan: Key Indicators of Readiness**

- Developed over 100 ambassadors (grantees, funders, advisors) for Black Trans thriving, joy and liberation through our capacity building, philanthropic organizing and building a team of 7 dynamic and impactful BTF advisors from various movements.
- Will move 15 major donors and philanthropic institutions to pledge to invest long term in Black Trans Liberation. Define major donors to define a fundraising strategy.

**Spin Off Plan: Key Indicators of Readiness**

- Operating reserve of 6 months – 1 year to sustain staffing and operations needs.
- Spinoff Strategic Plan Developed.
- Increased grantmaking by at least $500,000 to 30 organizations or more.
- Launch a report that uplifts the innovation, vision, and opportunities to strengthen Black trans communities.
- Increase grantmaking by at least $750,000 to 60 organizations or more.
- Develop and launch a campaign for Black Trans Liberation & Joy co-designed with grantees.
- Increase grantmaking by dispersing at least $1M to 90 organizations or more.
- Raise $1M for operations, future grantmaking, and capacity-building support.
- Partner with Grantmaking Girls for Color’s Hold a Sister Fund to distribute $500,000 to Black trans-led organizations supporting Black trans and gender-expansive youth.
- Distribute $675,000 to 47 organizations through new and ongoing programs.
- Raised over $1M for operations, future grantmaking, and capacity building.
- Partner with Transgender Strategy Center and Grantmaking for Girls of Color Hold a Sister Fund to deepen and develop capacity building programs for Black trans-led organizations.
- Launched first ever fund dedicated to Black Trans Communities centering joy and liberation.
- Distributed over $500K in grants to 34 organizations in core support and rapid response.
- Built the grantmaking muscles of seven Black Trans Advisors who produced the first Black Trans Fund Docket.
- Over 1,300 funders and donors supported BTF with an average donation between $50-500.
- Developed over 100 ambassadors (grantees, funders, advisors) for Black Trans thriving, joy and liberation through our capacity building, philanthropic organizing and building a team of 7 dynamic and impactful BTF advisors from various movements.
- Will move 15 major donors and philanthropic institutions to pledge to invest long term in Black Trans Liberation. Define major donors to define a fundraising strategy.

Learn more at groundswellfund.org/black-trans-fund/