



**MEYER
FOUNDATION**

Rooted in Humanity

2025 - 2030

Strategic Refresh



Table of Contents

PART ONE

Introduction

PART TWO

Background

PART THREE

Strategic Priorities



PART ONE

Introduction

Our Vision

We envision a just, connected, and inclusive Greater Washington community in which systemic racism and its consequences no longer exist.

Our Mission

The Meyer Foundation pursues and invests in solutions that build an equitable Greater Washington community in which economically disadvantaged people thrive.

Our Theory of Change

To achieve a Greater Washington where everyone thrives, we need racial equity

Achieving racial equity requires systems change

Systems change is achieved through movement building and transforming power



PART ONE

Introduction

Our Values

RACIAL JUSTICE AND SHARED HUMANITY

We believe racial equity is a moral and justice imperative that benefits all humanity. We are committed to advancing racial equity in all our spheres of influence in the interest of building a just, connected, inclusive future in which everyone thrives.

SOLIDARITY

We recognize solutions to racial injustice are built through the collective efforts of diverse people, perspectives and sectors; and by shifting power and voice to our community members who have been most directly affected by racial injustice.

REGIONAL RESPONSIBILITY

We use our resources and relationships to create opportunities, build capacity, and contribute to the strength, resiliency, and equity of the Greater Washington region.

STEWARDSHIP

We manage the long-term financial well-being of the Foundation consistent with our beliefs, mission, and vision while acting boldly to achieve racial equity.



PART TWO

Background



In 2024, the Meyer Foundation embarked on a community-centered strategic refresh to assess and refine our organizational approach. We engaged a diverse group of stakeholders, including grantee partners, philanthropic peers, and our board and staff, through feedback sessions to identify opportunities for strengthening our programming and relationships.

The feedback we received was clear: Meyer should maintain its commitment to investing in movements that aim to transform inequitable systems for racial and economic justice. In response, we collaborated with NOOR Consulting to co-develop a framework that will guide our work over the next several years.

Amplify. Catalyze. Transform.

- Amplify: Further elevate the work of grantee partners and leverage the Foundation's position to bring greater visibility to systemic issues impacting Black, Indigenous, and other people of the global majority communities in the region through a strong narrative change and strategic storytelling approach.

- Catalyze: Create spaces to foster greater connection and to organize philanthropy to strengthen the region's movement ecosystem.
- Transform: Enhance our responsiveness through improvements to our grantmaking process and through an ongoing rapid response funding mechanism.



We have embedded this A.C.T. framework in four strategic priorities the Foundation will pursue over the next five years. These strategic priorities are the basis for the Foundation's workplan in 2025.

PART THREE

Strategic Priorities



ONE

Continue to Invest in Movements

TWO

Assess Progress and Impact

THREE

Develop and Pursue a Narrative Change Strategy

FOUR

Equity, Rigor, and Discipline in Operations, Administration, and Finance Functions

PART THREE

Strategic Priorities:



1. Continue to Invest in Movements

Meyer will continue to invest in movements and provide resources to grantee partners focused on transforming inequitable systems. This work involves supporting the development of community leaders, strong and resilient organizations, and infrastructure that promotes the collaboration that is necessary to make systems racially and economically just. We accomplish this work through grantmaking, capacity building, and convening our grantee partners.

1. Core Grantmaking: Meyer will continue providing flexible, multiyear, general operating grants to well-aligned partners.

2. Rapid Response Grantmaking: Meyer will launch a rapid response fund to quickly mobilize resources to core grantee partners in response to emergent and urgent needs amid growing threats to their long-term work.

3. Fund for Black-Led Change: In 2026, Meyer will enter phase two of its commitment to resource local Black-led and Black-centered organizations in their efforts to improve the material conditions for Black people in Greater Washington.

4. Capacity Building: Meyer will continue to offer capacity-building opportunities re-introduced in 2024: Organizational Development Grants; Field Building Grants; the Restoration Fund's Restoration and Sabbatical Grants; and Direct Technical Assistance.

5. Convening: Meyer will create opportunities for grantee partners to meaningfully convene, facilitating collaboration, shared learning, and solidarity. These convenings will promote cross-regional skill building, networking, and connection.

PART THREE

Strategic Priorities:



2. Assess Progress and Impact

Meyer will design a new process to help staff and board better understand the progress we are making in our efforts to support systems change and to regularly assess the efficacy of our strategy. This process will ultimately enable our team to determine if we need to further adjust our strategy. To this end, we will:

- Conduct an ecosystem and power analysis in the region to better understand where we are making progress and where there are gaps that might benefit from additional investment.
- Review our current grantmaking guidelines and processes to ensure an efficient grantee partner experience and to build better, more timely feedback loops into the grantmaking cycle.



PART THREE

Strategic Priorities:

3. Develop and Pursue a Narrative Change Strategy

Meyer will develop a multiyear narrative change strategy that engages grantee partners in shared efforts to expose, disrupt, and challenge deeply held narratives that obstruct racial equity, justice, and systems change in the region, highlight grantee partner impact through strategic storytelling, and implement a framework for using Meyer's voice to proactively engage in issue advocacy alongside grantee partners. The goal of this body of work is to increase the understanding of the issues communities face in our region by elevating our grantee partners' work through diverse storytelling methods; challenge/disrupt harmful narratives to embrace new narratives that advance equity and justice; develop a framework to provide guidance on how and when the Foundation uses its voice to elevate issues – particularly amid challenges to the sector.

Additionally, the Foundation will mark its 80th anniversary by researching, developing, and communicating about the work we have done for the last 80 years, and our transformation into a systems change funder.



PART THREE

Strategic Priorities:

4. Equity, Rigor, and Discipline in Operations, Administration, and the Finance Functions

Meyer will continue to build a culture rooted in humanity by ensuring equity and rigor in our administrative procedures, operations, and finances. We will continue to evaluate our operations and assess our internal team culture to ensure our staff can do their best to support your critical work.

