



**Rooted in
Humanity**

Interim Outcomes Summary

The Meyer Foundation approaches grant reporting with a spirit of *learning* — not compliance or to hold organizations to impossible benchmarks. We understand that systems change work is characterized by trial and error and outcomes can take years to be fully realized. But we do want to learn more about the progress your organization is making toward long-term systems change goals by classifying information into broad “interim outcome” categories. Interim outcomes are measures of progress or specific achievements that are important benchmarks along the path to larger systems-change goals. These shared indicators are intended to:

1. provide a common way to identify and talk about progress and outcomes;
2. help track progress of individual organizations and the collective work of these organizations to change systems in Greater Washington; and
3. help our partners discuss their progress and impact with others.

This document defines six interim outcomes and provides examples of metrics that organizations could track (or may already be tracking) related to each outcome. The lists of example metrics are not exhaustive, and organizations may use other relevant metrics to track outcomes. What is important is that organizations consistently track interim outcomes throughout the year.

Going into 2026, Meyer staff underwent a thorough process to streamline our interim outcomes. We reduced the number of interim outcomes from twelve to six and grouped them into three categories to help grantee partners holistically consider key elements of systems change and to help Meyer better understand your work as it evolves. The three categories are:

- **Movement Growth**: How are you expanding your systems change work at individual, organizational, and ecosystem levels?
- **Engagement & People Power**: How are you engaging key stakeholders and partners in the work and who are you engaging with?
- **Organizational Influence**: What is your organization’s reach and impact around issues essential to your systems change work?

Starting in 2026, we ask that grantee partners report to the Foundation on all six of our interim outcomes. The information you provide will not only help the Foundation better understand your work as it evolves, it will also support your organization in evaluating your systems change efforts more holistically. While we understand this may sound time consuming, we are looking for short answers (in list format or short sentences) that concisely convey your organization’s progress on each indicator. For example, to report on your organization’s base building, you may tell us in one listed item the number of individuals who are part of your base and the number who are actively engaged in your work. We encourage you to be candid with us about both your successes and your struggles. Because we also understand that systems change work does not proceed in a linear or

predictable fashion, we will not base future funding decisions solely on your reported interim outcomes.

Meyer gratefully acknowledges the organizations whose research and analysis have developed excellent bases for evaluating the impact of systems change work. To develop this framework, we consulted several resources: *A Guide to Measuring Advocacy & Policy*, prepared for the Annie E. Casey Foundation by Organizational Research Services; *A User's Guide to Advocacy Evaluation Planning*, developed by the Harvard Family Research Project; *Build Your Advocacy Grantmaking*, developed by Alliance for Justice Grassroots Action; and *Learning for Social Change: Evaluating Community Organizing*, developed by Center for Evaluation Innovation and Blueprint Research & Design for Philanthropy.

Interim Outcomes	Example Metrics ¹
Movement Growth	
<p>Emerging, New, or Strengthened Champions or Partnerships <i>Growing, broadening, and developing formal or informal partnerships among individuals, community/system partners, and non-traditional allies to work in tandem to mobilize around and achieve key systems change opportunities.</i></p>	<ul style="list-style-type: none"> • The number of formal or informal partners supporting an issue, aligned across efforts by such factors as shared priorities, goals, or accountability measures. • Increased collaboration via stronger or more powerful relationships, alliances, or coalitions • The number or type of constituencies represented among your aligned partners, including bipartisan or unlikely champions
<p>Multi-Level Power Building <i>Over the last year, how have you worked to build deeper understanding of your issue areas/focus with your base and the broader ecosystem in ways that empower your communities?</i></p>	<ul style="list-style-type: none"> • Increased engagement of members in community meetings, direct actions, or other types of systems change tactics supporting racial and economic justice issues • Community-centered political education and learning opportunities for impacted members
Engagement & People Power	
<p>Engagement & Base Building <i>Recruiting and retaining a large group of volunteer members from impacted communities who participate in and help direct and implement the work of the organization. What is the size of your base? How have you worked to grow and/or broaden your base over the last year?</i></p>	<ul style="list-style-type: none"> • The number of members retained by your organization, including volunteers or paid community members supporting your work • The number of new members recruited • Diverse recruiting tactics (i.e., reaching out to people with different identities or lived experience, with expertise in other issue areas, who live in other neighborhoods or parts of the region, or who are part of other political homes (such as faith communities)
<p>Constituent Power & Leadership <i>Development of the leadership skills, capacity to advocate, and decision-making power of the people most connected to the issue the organization addresses.</i></p>	<ul style="list-style-type: none"> • Self-measured skills, knowledge, self-esteem, and self-efficacy to lead • Intentional leadership opportunities and roles, including through ladders of engagement or other spaces that center lived experience and expertise

	<ul style="list-style-type: none"> • Stature of leaders within community or among decision makers (e.g., community members being invited to testify at hearing, serving on commissions or committees, moving into a community leadership position)
Organizational Influence	
<p>Progress Toward Advocacy and Organizing Wins <i>Major achievement is reached when a decision-maker takes a desired action as a result of an organization/movement's influence. What campaigns are being worked on? Who are your partners in this work? What progress have you made toward a win(s)?</i></p>	<ul style="list-style-type: none"> • Shifts and gains, including policy or legislative wins, that show traction and progress • Standing firm against negative actions • Impacts of social and political factors and environments (at the local, state, and national levels)
<p>Meaningful Impact Following Wins <i>How advocacy/organizing wins are implemented, enforced, or expanded on.</i></p>	<ul style="list-style-type: none"> • Positive outcomes for the constituents • Progress, implementation, or enforcement of policies • Public accountability for action or inaction

¹ We've provided several examples of metrics, to convey the types of information we are looking for. But your organization does not need to provide more than one metric per interim outcome.