

ROOTED IN THE SOUTH RISING TOGETHER



2024
ANNUAL REPORT

ABOUT GRANTMAKERS FOR SOUTHERN PROGRESS

Grantmakers for Southern Progress (GSP) is a network of funders committed to supporting power, leadership. the and resilience of Southern communities-particularly Black, Indigenous, immigrant, income, and LGBTQ+ individuals -who have long been excluded from economic, political, and social opportunities. We work to advance structural and cultural change that results in tangible improvements in people's lives, such as access to living-wage jobs, quality public education, affordable housing, and fair representation in civic and GSP's processes. political mission is rooted in the belief that those most impacted by injustice must be at the center of solutions, and that sustained investment in their vision and leadership is essential to building a just and equitable South.

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Dear Friends and Partners,

This past year has been one of both great challenge and great success. Across the country, we continue to witness the fight to preserve democracy. Here in the South, the struggle is deeply felt—but so is the power of resistance and resilience.

At Grantmakers for Southern Progress, our commitment has remained steadfast: to drive critical investments into Black, Brown, and Indigenous-led organizations on the frontlines of change and justice across the South. These organizations are building the future of this region, so that it works for all people. Our role is to ensure they have the resources, partnerships, and infrastructure they need to win.



TAMIEKAMOSLEY

Our members have not stood on the sidelines! They have been acting as funder-organizers, pushing peers and colleagues in philanthropy to confront and dismantle the internal systems that continue to marginalize our people and our work. Together, through our programs, research, and partnerships, we've lifted up what is at stake and made the case for why now, more than ever, investment in the South is not optional. It is essential.

As we looked inward this year, we also grappled with challenges within the philanthropic sector. Resources are shifting away from philanthropy-infrastructure organizations (PIOs), like Grantmakers for Southern Progress, even as the needs of the South grow more urgent. In response, we've done the hard work of developing scenario plans to maximize limited funding and keep our mission moving forward. The work will continue, but it must evolve.

Philanthropy may see us as a PIO, but our role has always been bigger than that. We are funder-organizers. We are bridge builders. We are thought partners. We are strategy designers. We are implementation advisors. We are connectors. We are convenors. We are data gatherers. We are strengthening the infrastructure that sustains movement work across the South. And as resources for this work dwindle, we are clearer than ever: our work has purpose and it cannot stop.

We are here to fight for the South to be resourced. We are here to ensure that Black, Brown, and Indigenous-led organizations have what they need — the funding, the networks, the information, and the relationships with philanthropy — to carry this fight forward. Because the battle for justice in the South is a battle for the future of this country.

Sincerely, Tamieka Mosley

MEMBERSHIP IN MOTION



Rooted in Relationship, Leading with Insight

Grantmakers for Southern Progress (GSP) remains a trusted and respected resource for philanthropic institutions, funders, and movement leaders. Our role as a connector, thought partner, and strategic advisor is especially vital in the South, where our deep relationships and nuanced understanding of the region offer unmatched insight to the philanthropic ecosystem.

We provide technical assistance, data, and real-time insights that inform grantmaking strategies, enhance the effectiveness of funding practices, and ground philanthropic efforts in the lived realities of communities across the South. Our leadership is consistently engaged by national organizations, reflecting the broad trust in our expertise and our strong, respected ties to communities advancing justice and equity across the region.

The increasingly volatile political climate has created serious challenges for the philanthropic sector and communities large and small, rural and urban—particularly in the South. **Political polarization**, anti-DEI rhetoric, and a deluge of restrictive and often vague executive orders have introduced legal uncertainty and slowed the flow of critical funding, just as the need has grown exponentially more urgent. Conversations with our members and partners confirm the damaging impact of these shifts. While some retrenchment was expected, the pace and intensity have been alarming.

Strengthening Membership Amid Change

These dynamics have also affected GSP directly. This fiscal year, we've seen a notable slowdown in membership renewals, reflecting a broader trend across PSOs (Philanthropy-Serving Organizations) and PIOs (Philanthropy Infrastructure Organizations.) Many funders paused commitments early in the year to reassess their strategies, and have paused memberships or elected to not renew them entirely. Mid-size and smaller PSOs, like GSP, have been especially impacted by delayed recommitments.

GSP has so far managed to avoid reductions in staff or programming, but our membership revenue has not been immune from impact. As we neared the end of our fiscal year, we were only halfway to our membership revenue goal. It's important to note that our membership model operates on a rolling basis, meaning renewal timelines vary depending on the original join date.

As of now, we have more than 40 active members. Of those, 44% are still in the process of renewing. Additional data reveals the diversity of our membership base: 53% are national funders, 25% are Southern or regional funders, and 20% are intermediary organizations. This broad mix speaks to the wide-reaching influence and appeal of GSP's work.



RELATIONSHIPS AS INFRASTRUCTURE

Building for the Future

GSP has undertaken important steps to strengthen our membership infrastructure, including cleaning historical data, re-engaging lapsed members, and improving our membership platform. We've also deepened our member engagement through efforts like hosting a reception at the Neighborhood Funders Group (NFG) conference this year, launched our annual member survey, and initiated one-on-one checkins to better understand member needs and expectations.

Looking ahead, our 2025 Convening and annual Membership Meeting will be a vital space for member connection, retention, and recruitment. In 2026, we plan to relaunch member-exclusive webinars and begin evaluating our fee structure and redesigning our membership framework to better reflect the evolving needs of our network.

Key Data Points & Membership Insights

- Current active members: 40+
- Membership renewal in progress: 44% of active members
- Membership composition:
 - 53% national funders
 - 25% Southern or regional funders
 - 20% intermediary organizations
- Membership revenue status: Only 50% of annual goal reached as of late fiscal year
- Revenue model: Rolling basis; renewals vary by join date



JOIN US IN STRENGTHENING SOUTHERN MOVEMENTS

G S P

Now more than ever, the South needs philanthropy that is courageous, thoughtful, responsive, and deeply rooted in relationships. By being a member of Grantmakers for Southern Progress, you are not just supporting a network—you are fueling a movement. A movement dedicated to advancing structural change for the South and its most marginalized communities.

Your membership enables us to provide real-time insights, connect funders with frontline leaders, and ensure that grantmaking strategies are grounded in the lived realities of Southern communities. In a time of deep political polarization resulting in uncertainty across the South, your commitment signals resolve, vision, and solidarity.

We invite you to **renew your membership** or **join us as a new member** as we step into a critical year of convening, collaboration, and collective action. **Together, we can shape a future that those who call the South home deserve.**

Renew or become a member today at g4sp.org/join

For questions about membership or to schedule a one-on-one conversation, contact us at membership@g4sp.org

Let's grow the South we believe in-together.



Scan the QR code or visit:

g4sp.org/join

FOSTERING SOUTHERN POWER THROUGH STORYTELLING

Last year, we released the second issue in our reimagined *As the South Grows* report series. "Propagating Power" focused on Southern political organizing and the region's legacy of resistance, and called on funders to fund democracy protection work year-round.

At its root, As the South Grows is an invitation: to shift how philanthropy moves in Southern states, to listen harder, and to support change led by experts who live in and fight for the South. Through our report series, Grantmakers for Southern Progress spotlights the insight, resilience, and strategy of movement leaders working on the frontlines, from racial and gender justice, to power building and democracy protection, climate resilience, workers' rights, economic justice, and more.

Over multiple report installments, including our most recent, *Propagating Power*, we unearth lessons, lift challenges, and propose pathways forward. These stories are rooted in real communities and deep challenges, but they also point to transformative opportunities: how funders can act as strategic allies rather than gatekeepers, how investment in local power can shift systems, and how solidarity across movements can sustain momentum.

As we look ahead, As the South Grows reminds us that the South is not a passive backdrop to struggle. It is a terrain of possibility. When philanthropy meets movement on equal footing, the seeds of generational transformation take hold. We invite you to learn with us, organize with us, and fund with us — as the South grows.

READ THE REPORTS
G4SP.ORG/ASTHESOUTHGROWS

PROGRAMMING THAT BUILDS SOUTHERN POWER

Southerners continue to navigate the dual realities of progress and crisis.

Systemic racism, political repression, and chronic underinvestment in Southern communities remain urgent challenges — **especially for Black, Brown, Indigenous, and directly-impacted communities.** GSP believes that advancing justice in the South requires fundamentally shifting the structures that shape economic opportunity, social inclusion, and political power.

Rooted in deep relationships with movement leaders and philanthropic partners, GSP supports a growing network of funders committed to transformative change. Through learning, technical assistance, and peer exchange, we equip funders to lead with a Southern analysis and invest in building long-term power.

Our programs offer a space for national and Southern funders to collaborate with movement organizations, set a shared agenda, and disrupt injustices and harms. We organize this programming across four core focus areas:

Programming Focus Area	Objective	Examples
Knowledge Building, Training, and Strategy Development	To increase funder knowledge and skillsets for providing social justice grants in the South within right-relationship to the Southern movement infrastructure.	 Funders Briefings Learning Tours Regional or Topical Strategy Sessions Funder Organizing
Networking, Convening, and Relationship Building	To increase opportunities for engagement with peers and practitioners who are supporting the critical work of movement in the South and to ensure the building of a well-resourced philanthropic ecosystem.	 Biennial Convening Annual Membership Meeting Member Connection Meet-Ups Funder/Practitioner Relationship Building
Professional Leadership Development	To build a cadre of leaders committed to establishing field-level equitable philanthropic practices rooted in the principles of justice.	Fellows for Southern Progress
Data and Landscape Analysis	To increase philanthropic institutions and leaders' knowledge of the Southern movement landscape, resource needs, and strategies for structural change in the South.	As the South Grows Reports

PROGRAMS OVERVIEW

LEADERSHIP DEVELOPMENT

Fellows for Southern Progress (FSP), formerly known as the Race and Gender Equity Cohort, is an innovative community of practice that helps participants develop the knowledge and skills necessary to support grassroots movements and structural change for racial, gender, and economic justice in the South. Our pilot program launched in October 2023 with a cohort of Fellows representing both national and southern-based philanthropy.

An external evaluation of the program found that FSP had a deep and lasting impact on participants, citing that through the program, our Fellows:

- Gained a deeper understanding of being in right relationship with Southern social justice movements:
- Deepened their understanding of the connections between philanthropy and white supremacy;
- Explored the connections between personal and collective healing and justice;
- The FSP program fostered connection and belonging within philanthropy as Fellows.

The second FSP cohort will launch in January 2026. Applications are available August 25, 2025 – October 24, 2025. **Visit g4sp.org/fellows to learn more.**





LEARNING TOURS

Our learning tours offer funders a unique, immersive opportunity to engage directly with the vibrant work being done in place across Southern communities. These guided experiences provide an in-depth look at grassroots initiatives, movement leaders, and innovative solutions driving justice and equity on the ground. By fostering meaningful connections and firsthand insights, GSP's Learning Tours empower funders to make informed, impactful investments that truly support and uplift the South's most pressing challenges and opportunities.



We are growing a digital library for each of our Learning Tours to create an ongoing overview of movement organizations working in the South. Our YouTube channel currently features videos from Texas, Mississippi, and Florida and will include our Gullah Geechee and Arkansas Learning Tours in 2026.

BIENNIAL CONVENING

GSP's Biennial Convening is a cornerstone of our work, offering a three-day space for funders at all levels to collaborate on advancing structural change in the South. **Collective spaces to come together, strategize, and engage each other around our shared values with Southern movement organizations are imperative now more than ever.**

Our 2025 Convening theme, The Seeds of Sovereignty, honors the rural South's role in transformative movements and emphasizes shifting the narrative of the rural South from scarcity to prosperity. It highlights the importance of long-term investments **centering Black, Brown, and Indigenous voices to advance racial, economic, and climate justice, worker rights, rural healthcare, and more.**

This event serves to mobilize funders and practitioners to **build transformational** relationships and leave feeling energized and prepared to sustain Southern social justice infrastructure.

OUR LEADERSHIP

STEERING COMMITTEE

- · Katrina Mitchell, United Way of Greater Atlanta, Co-Chair
- Melanie Allen, The Hive Fund, Co-Chair
- Lavastian Glenn, Senior Philanthropic Advisor at GSP
- Ben Barge, National Committee for Responsive Philanthropy
- Salimah Salaam Muhammad, Highlander Education Center
- Ola Osaze, Four Freedoms Fund
- Felecia Lucky, Black Belt Community Foundation
- Marco Quiroga, Contigo Fund
- Samuel Jackson, The Healing Trust
- Shannon Cofrin Gaggero, The Homestead Foundation
- Teumbay Barnes, Southern Partners Fund

GSP STAFF

- Tamieka Mosley, President and CEO
- Amber Brown, Director of Programs
- Veronica Hemmingway, Director of Member Engagement and Strategic Partnerships
- Taylor Chapman, Communications Manager
- Katie Sonnen-Lee, Program Manager
- Angela Reardon Anderson, Senior Operations Manager
- Shenika Sanders, Senior Administrative Coordinator
- ReZsaun Lewis, Program Coordinator

STEERING US TOWARD PROGRESS

We extend our deepest gratitude to Melanie Allen as she steps down from the GSP Steering Committee.

Her leadership, insight, and unwavering commitment have been invaluable in guiding our work and deepening our impact across the South.



Melanie is the Co-Director of the Hive Fund, which raises funds and makes grants to groups working to accelerate the transition from dirty to clean energy in ways that center justice, redistribute power, and create healthier, safer, and more prosperous communities, particularly for Black, Indigenous, and additional communities of color in the US South.

Melanie's leadership on GSP's Steering Committee, along with the wisdom, heart, and tenacity she carries with her into every room, exemplifies what it looks like to keep Southern communities at the center while working towards liberation and equity in the United States.

We thank Melanie for her years of service and steadfast support in advancing equity and justice in the region, and know she will continue being a bold, visionary leader in the South and beyond.

THANK YOU

OUR FINANCIALS

Statement of Activities

	Oct 23-Sep 24	Oct 22-Sep 23	Oct 21-Sep 22	Oct 20-Sep 21
INCOME				
CONTRIBUTIONS AND GRANTS	\$943,862	\$1,427,565	\$1,174,375	\$261,500
CARRYOVER	779,517	496,543	282,895	310,428
EVENT/SPONSORSHIP	157,633	153,500	14,650	6,473
MEMBERSHIP	142,228	183,550	223,550	98,650
INCOME TOTAL	\$2,023,241	\$2,261,158	\$1,695,470	\$677,050
EXPENSE				
SALARY AND BENEFITS	\$881,573	\$781,526	\$513,313	\$251,518
PROFESSIONAL SERVICES	255,490	294,569	461,745	60,544
OFFICE/GENERAL ADMIN EXP	134,746	165,944	131,049	40,030
TRAVEL	127,951	138,222	35,028	9,252
MEETING EXPENSES	42,922	26,895	29,284	4,946
PROGRAM EXPENSE	41,800	42,414		11,350
TECHNOLOGY	40,004	22,357	20,529	7,811
REGRANTING	27,183			
STAFF DEVELOPMENT	12,194	3,297	3,719	
INTERNET AND PHONES	10,001	9,626	6,549	3,779
EQUIPMENT	5,693	1,377	657	2,454
MISC. EXPENSES		(4,585)		2,750
RESERVES	444,689	779,517	493,596	282,895
EXPENSE TOTAL	\$2,024,246	\$2,261,157	\$1,695,470	\$677,330
NET INCOME	(\$1,005)	\$0	\$0	(\$279



JOIN US IN BUILDING A JUST AND THRIVING SOUTH

The South holds both the deepest disparities and the greatest potential for transformative change. Grantmakers for Southern Progress is deeply embedded in the South and has been a leader in the region's philanthropic change work for years. We are experts who understand the South in all its nuance and complexities, and we have influenced funders to move millions of dollars into the Southern communities who need them most. We know what it takes to move resources, shift power, and invest in communities leading that change. But we can't do it alone.

Our collective strength lies not only with the leaders we work with, but with our members supporting the work — funders and changemakers who believe in a South where justice, equity, and opportunity are not the exception, but the norm. Our members understand that how philanthropy shows up must reflect the realities of our people to be impactful. In a time of escalating attacks on our most vulnerable communities, your commitment matters more than ever.

Stand with us. Invest in bold, community-rooted solutions that move the South forward.

Together, we can build a future where all Southerners not only survive—but thrive.



Scan the QR code or visit:

g4sp.org/join





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info@g4sp.org g4sp.org

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