

External Goals

Beneficiary and Granting-Related Outreach

The goals for beneficiary-related outreach, granting programs and connecting to social movements are interrelated but distinct. We aim to increase awareness of the RFC within activist communities and those who serve them throughout the United States. We also want to ensure that RFC grant funding is as relevant and accessible as possible to those who are eligible. Finally, we are committed to fostering a strong community among grantees, RFC staff and Board.

Donor and Supporter-Related Outreach

This category of outreach creates the public “face” and “voice” of the RFC through communications materials; fundraising campaigns; public events (our own and those we co-sponsor, promote or endorse); media coverage; our website, blog and social media content; staff and Board attendance at and/or participation in non-RFC events; and other engagement vehicles such as the Exonerate Ethel campaign.

Building Community

In light of ongoing travel and gathering restrictions/safety concerns caused by the COVID pandemic and the reality of the resulting numerous and specific challenges of building community among/between all constituents (Board, staff, donors, broader supporters/community members, allies, and current and potential grantees), we are committed to deliberately building and maintaining community/strong connections between all key RFC constituent groups.



"Almost every bright spot my kids had in the past few years has been at your hands. I am forever grateful that you chose to change the world through my children." — Targeted activist parent

Rosenberg Fund for Children's Strategic Plan, 2024-2028

(Approved July 10, 2024)

Executive Summary

Mission

The Rosenberg Fund for Children was established to provide for the educational and emotional needs of children whose parents have suffered because of their progressive activities and who, therefore, are no longer able to provide fully for their children. The RFC also provides grants for the educational and emotional needs of targeted activist youth. Professionals and institutions will be awarded grants to provide services to beneficiaries.

The RFC has four guiding principles: All people have equal worth; people are more important than profits; world peace is a necessity and society must function within ecologically sustainable limits. We actively oppose white supremacy, racism, homophobia, misogyny and all other forms of oppression by supporting people and organizations dedicated to eradicating them. As with our guidelines, the RFC applies these principles broadly rather than narrowly. The RFC Board does not apply a political litmus test when determining that a families' activism falls within its guidelines. Instead, our policy is to be supportive of all progressive groups, formations or projects, without being connected to or endorsing the program of any one of them. This enables the RFC to be generally supportive of the broadest possible array of progressive groups, formations and projects without engaging in sectarianism.

The RFC recognizes the unique systemic inequities faced by historically oppressed populations, and we stand with those who seek to transform or eradicate those systems. We are committed to fostering an organizational culture that takes these structural inequalities into account and aligns with the liberation of all people.

In 2023, the RFC made 187 grants to 123 families and 238 children (including 11 families and 27 children from two group grants) totaling \$452,434. This brought the total granted in the history of the RFC to almost \$9 million.



Supporting the Children of Resistance Since 1990

116 Pleasant St., Suite 348 · Easthampton, MA 01027 · www.rfc.org

(tel) 413-529-0063 · (fax) 413-529-0802 · info@rfc.org

Vision

The Rosenberg Fund for Children envisions a world where no child suffers alone when their family faces repression. Instead, we seek to create community between our staff, Board, beneficiary families, consultants, donors, funders, supporters, ally organizations and the broader progressive community. Board and staff draw upon their experience, commitment and expertise to support children of targeted progressive activists and targeted activist youth in a way that serves these individuals' needs and empowers and fulfills our beneficiaries, Board and staff.

We seek to demonstrate to the activist families we support that a broad progressive community stands with them and to connect our donors with contemporary activist currents by allowing them to stand with these young people. By raising the funds necessary to meet requests for our support from thousands of progressive donors, most of modest means, and bringing together staff, beneficiaries, board and providers through our *Gathering* programs, we build community and counteract the isolations that increases activist families' vulnerability. At the same time, we prioritize protecting our beneficiaries' privacy and allowing them to be "just kids." Thus the RFC usually does not publicly identify its beneficiaries and we do not have poster children.

Our application procedures and guidelines try to meet the needs of activist families, rather than serve as hurdles that potential beneficiaries must surmount. The RFC Board believes that it holds the funds we have raised in trust for activist families' benefit. Thus, it applies our guidelines expansively rather than mechanically.

Funding Philosophy

The RFC was created to echo the type of support that our founder and his brother received from the extended progressive community after their family was targeted and their parents were killed. In designing our granting programs, we drew from their experiences and the knowledge of the needs, both met and unmet, of prior generations of families who faced targeting and repression. Today, we make grant decisions based on the knowledge of how vital services like summer camp, art or cultural lessons, therapy, attending a progressive school, or traveling to visit a parent in prison, are for children and families experiencing political repression.

Internal Goals

Finances

Our financial goal is twofold: to guarantee both our continued operation and donor involvement by creating reserve accounts that generate the income to cover half our annual expenses, and a donor base that contributes the other half.

"Your work with these wonderful young people awakens my heart like nothing else...I say YES! to your vital healing and community-building work."

— RFC supporter

Staff Recruitment, Retention, and Development

The RFC aims to attract and retain excellent, committed, diverse staff, and provide them with a supportive, rewarding work environment where each staff member has a stake in the organization and opportunity for meaningful professional growth. This goal asks us to consider as an organization what should we keep front of mind over the next few years in order to be successful in this endeavor.

Board Recruitment and Retention

The RFC strives to maintain an active, diverse, engaged and nimble Board able to oversee the key work of the organization. To do so, we envision a Board that is not so large as to be unwieldy but big enough to have meaningful diversity racially, generationally, socio-economically, and professionally. As a Board, we seek to create intentional space in which divergent viewpoints and voices are valued while all recognizing and prioritizing the core vision and mission of the RFC as an organization that supports the children of targeted activists but is not an activist organization. Finally, the RFC aims to balance retaining existing Board members and the rich history and organizational memory they provide with bringing fresh, new perspectives to the group. [A full list of RFC Board and Advisory Board members is available at www.rfc.org/staffandboards.]

