Dear Third Wave Fund Community,

As many of you have already heard, after five years of leading Third Wave Fund, Ana Conner and Kiyomi Fujikawa are stepping down as Co-Directors at the beginning of 2024. This has been a planned transition, centering the values of Third Wave in creating space for bold, young leaders to always be at the helm in philanthropy.

Successful leadership transitions are strongest with community support. In addition to working with Strategies for Social Change and a formed committee of staff and Advisory Council members, we’re counting on you for support as we enter this new chapter of Third Wave Fund. **We are looking for a bold and excited Co-Director duo that is ready to receive the baton being passed from Ana and Kiyomi.** We are asking you to please share our position announcement widely. You can also make a commitment to support Third Wave for the next five years by signing up to take the Powerful Futures Pledge.

Ana and Kiyomi’s leadership, vision, and commitment to Third Wave’s purpose has transformed our work. During their tenure, Third Wave scaled up its budget and grantmaking, launched two new funds, and granted over $3M annually; built organizational infrastructure to deepen capacity; and remained unapologetically committed to resourcing and supporting youth-led, intersectional gender justice activism. We’d be remiss not sharing how much levity, humor, kindness, and high-spirited energy they both brought to work that can often be strenuous and uphill as we fight to fully resource our gender justice movements.

Some of Third Wave’s accomplishments during their time has included:

- **Prioritized collective ownership over Third Wave’s finances:** Third Wave created a values-aligned collective budgeting process for staff and Advisory Council members to not only have an active role in how Third Wave spends its funds, but also in demystifying financial decision-making —shout out to A Bookeeping Cooperative and AORTA for your guidance!

- **Funding directly-impacted communities:** Underscoring the importance of funding disability justice, transformative justice, and sex-worker liberation within gender justice grantmaking, Third Wave launched the Accountable Futures Fund, the Disability Frontlines Fund, and continues to bolster the capacity for the Sex Worker Giving Circle.

- **Meeting movements in the moment:** Scaling up during the pandemic by nearly tripling rapid response funds and increasing our long-term grants to meet movement needs, we increased our annual grantmaking by over 374%, from $874k in 2018 to over $3.2
million in 2023. 85% of our grantmaking in 2022 went towards multi-year funding.

- **Bolstering our capacity**: Our staffing went from 6 in 2018 to 18 at the time of this letter. Organizational infrastructure to make Third Wave more sustainable, including building out a new leadership structure and leading a strategic plan through the pandemic, was essential to our continuing success.

Third Wave Fund’s Advisory Council is incredibly grateful for and proud of Ana and Kiyomi’s work. We are very confident that Third Wave is in a strong place for this transition. While we are sad to see Ana and Kiyomi say goodbye, we are also beyond excited about the opportunity to bring new leadership into the organization. It’s not goodbye just yet — there will be much more time to celebrate later in the year. Please stay tuned!

Thank you, as always, for supporting our work to advance intersectional, youth-led gender justice movements.

Adjoa Sankofia Tetteh & Loan Tran  
Third Wave Fund Advisory Council Co-Chairs  
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