In all the work we see and do, there is a commitment to transformation—foundations support the transformation of criminal justice systems toward safer and more equitable outcomes, social entrepreneurs transform food systems to be sustainable and healthy for all people, businesses transform their practices to be responsible to their local communities, and activists transform hearts and minds to inspire a more just world.

The stories shared in this report are but a snapshot of the incredible work our partners are doing to not just have an impact, but to fundamentally change our world for the better.

All of us at Tides are honored to accelerate that work. But we understand that in order for Tides and its partners to positively transform people, institutions, and policies, we must continuously transform our own organization to stay responsive to a rapidly changing world.

The transformation at Tides this past year has been deep and robust. Following the launch of our new vision, mission and approach last year, we are building not only new skills but also new mindsets in our own staff. We’re learning new methods for human-centered approaches to our work, to deliver on our commitment to practice empathy and cross boundaries and sectors. This has led to exciting new opportunities for collaboration. The Tides board of directors is also growing and diversifying with ten new members in twenty-four months.

We have invested heavily in all new infrastructure and technology systems. As they come on line in the coming months, our partners will have richer, quicker and more robust access to data so that they can respond more quickly to opportunities and drive greater impact. We are cultivating innovation and smart risk taking, prioritizing iteration over perfection in order to deliver better results.

We are already seeing the fruits of this transformation. Grantmaking is up over 50% from 2013, and assets under management are up 26%. This translates directly into more resources going to on-the-ground efforts around the world.

To solve the challenges of the world today will take real transformation in more ways than we can imagine. Tides remains committed to you, and we thank you for your continued partnership. We are inspired by your work every day.

Sincerely,

Kriss Deiglmeier

FROM OUR CEO

At Tides we are privileged to work with a vast and diverse array of partners that are committed to shared prosperity and social justice.

Cover photo: Courtesy of National Farm to School Network.
WE ARE CULTIVATING INNOVATION AND SMART RISK TAKING, PRIORITIZING ITERATION OVER PERFECTION IN ORDER TO DELIVER BETTER RESULTS.
OUR VISION

A world of **SHARED PROSPERITY & SOCIAL JUSTICE** founded on

- Equality & Human Rights
- Sustainable Environment,
- Quality Education
- Healthy Individuals & Communities

OUR MISSION

Tides **ACCELERATES THE PACE OF SOCIAL CHANGE**, working with innovative partners to solve society’s toughest problems.

OUR APPROACH

We **CROSS BOUNDARIES** and link sectors, communities, and cultures.
We **ACT WITH EMPATHY AND RESPECT**.
We **ENGAGE** with those whose lives are affected.
We **EMBRACE RISK**.
We **PRIORITIZE IDEAS THAT CAN SCALE**.
WHAT WE DO

CHARITABLE GIVING & GRANTMAKING
We design and implement philanthropic programs to help donors, institutions, and corporations achieve meaningful results and streamline the process for both grantees and funders. We provide donor advised funds, collective action funds, and many other charitable giving vehicles that support donors in driving impact.

SOCIAL IMPACT CONSULTING
Tides offers highly customized expertise to meet each client’s needs in pursuit of social impact. We can assist in designing philanthropic giving programs, managing grant application processes, structuring charitable investments in innovative social ventures, and much more.

IMPACT INVESTING
Tides offers partners a robust set of socially responsible investment options such as socially screened funds, mission-related investments (MRIs), fossil fuel-free funds, and high-growth, venture-backed funds, making it easy for clients to align their investments with their impact goals.
THE ADVOCACY FUND
Tides’ Advocacy Fund, a 501(c)(4) nonprofit organization, provides a unique opportunity for organizations, initiatives, and grantmakers to lobby for a cause, give money to an advocacy group, or impact legislative activity to advance their missions.

FISCAL SPONSORSHIP & MANAGEMENT SERVICES
Tides provides sophisticated management services so leaders can focus on their missions. Backbone services and expertise are available in areas such as financial management, legal compliance, grants management, human resources, payroll, and benefits.

COLLABORATIVE SPACE
Tides’ multi-tenant centers in San Francisco and New York City offer high-quality environments for social ventures, nonprofits, and innovators to work, learn, and grow together, amplifying their efforts to solve our world’s most complex social and environmental problems.

TIDES INNOVATION LAB
Tides Innovation Lab coordinates our efforts to experiment, iterate, and continually improve our own programs, share learning about the spectrum of Tides’ services and beyond, and shape the landscape for other organizations working for positive social change.

THE ADVOCACY FUND
Tides’ Advocacy Fund, a 501(c)(4) nonprofit organization, provides a unique opportunity for organizations, initiatives, and grantmakers to lobby for a cause, give money to an advocacy group, or impact legislative activity to advance their missions.
After the US Supreme Court declared California’s prisons overcrowded in 2011, Tides project Californians for Safety and Justice launched to reduce prison and jail populations and reallocate resources from incarceration to prevention, education and health.

Tides accelerated the campaign’s ability to scale by quickly hiring staff and making connections to partner organizations across California. Tides also handled core backbone services so the Californians for Safety and Justice team could focus on winning campaigns instead of navigating legal compliance questions, managing finances and developing personnel policies. Californians for Safety and Justice’s robust advocacy team focused on deep policy research, public education, strategic communications, and coalition building. It also brought new voices into the coalition, including crime survivors, law enforcement and prosecutors.

In 2014, Californians for Safety and Justice went to the ballot to spur policy efforts to de-crowd prisons. Through Tides’ 501(c)(4) sister organization, The Advocacy Fund, Californians for Safety and Justice was able to launch a new lobbying campaign, Vote Safe, to sponsor Proposition 47. The measure reclassified six nonviolent felonies to misdemeanors, reducing the number of people incarcerated and re-directing the savings to education and health services.

Building on its success, in 2015 Californians for Safety and Justice launched a national organization, Alliance for Safety and Justice. The new social venture of Tides will reform state justice systems and empower the communities most harmed by concentrated crime and overincarceration.

From reaching across traditional boundaries to bring new voices into the criminal justice coalition to pass Prop 47, to taking their successful reform model to national scale, Californians for Safety and Justice embodies the approach Tides takes to solving society’s toughest problems.
CALIFORNIA HAS GONE FROM A STATE EPITOMIZING OUR COUNTRY’S OVER-RELIANCE ON INCARCERATION TO NOW LEADING THE NATION IN ADVANCING SMART JUSTICE. IT IS A TRUE BREAKTHROUGH.

-Lenore Anderson, Executive Director, Californians for Safety and Justice
OUR GRANTMAKING FOCUSES RESOURCES ON THE ISSUES THAT MATTER TO YOU
ECONOMIC DEVELOPMENT
$22.1M

QUALITY EDUCATION
$47.4M

EQUALITY & HUMAN RIGHTS
$43.8M

HEALTHY INDIVIDUALS & COMMUNITIES
$23.7M

SUSTAINABLE ENVIRONMENT
$12.6M

Photo: Climate rally, credit: Megan Zapata, Asian Pacific Environmental Network
Threshold Foundation is the oldest progressive donor network in the country, mobilizing money, people and power to create a more just, joyful and sustainable world. Tides has managed Threshold’s activities and more than 300 members since the early 1980s when they were a small group of activists with a cutting edge approach to philanthropy and community. Adaptiveness and creativity are guiding principles for the hundreds of passionate progressive donors in the Threshold network. The now international foundation has granted over $40 million, including seed funding to many nonprofit startups. In 2015 the foundation worked closely with Tides on an ambitious grant structure redesign in order to stay ahead and be more responsive to its partner’s needs in a rapidly evolving field. Tides and Threshold share a commitment to the power of being in community and to continually renew strategies in philanthropy and push the edges to fuel transformative change.
Art 4 Moore is a fund providing art supplies to schools and community nonprofits. Putting pencils and crayons into people’s hands is a seemingly small act with a huge impact for the students, youth, disabled adults and elderly who create art with those materials. Art 4 Moore has grown tremendously over a decade of partnership with Tides, and in 2015 provided $351,000 to 134 organizations around the country.
Tides is deep in the fight to abolish the death penalty, having supported successful abolition efforts in a number of states since 1998. In 2015, Tides doubled down, in order to capitalize on growing momentum around the issue and respond to a fast-changing funding landscape. Tides hosted its first Death Penalty Abolition Activist Convening in New Orleans, which engaged national strategy leaders and grassroots organizers from across the nation to share best practices, develop fundraising and board governance skills, and align their strategies to ensure that policy work in various states supports and contributes to national campaign success. Tides also made general operating grants to a cohort of grantee organizations and provided training and technical assistance to grow their organizational capacity. We continue to invest in this work with a strong conviction that national abolition is attainable in the near future.
$39.8M
Tides grants outside the U.S. to social ventures, nonprofits, and innovators.

110 COUNTRIES
6 CONTINENTS
Patagonia is a leading outdoor apparel and gear company with a global presence. The company gives 1% of all its sales to the preservation and restoration of the natural environment, and about 20% of Patagonia grants go to non-U.S.-based organizations. Tides has been Patagonia’s international grantmaking partner since 2004. In 2015, Patagonia made 118 grants totaling nearly $800,000 to groups all over the world, working on issues ranging from marine debris to protecting indigenous people’s rights and access to their land.
Humble Bundle

How does a video game store contribute over $75 million to over 1,000 nonprofits in only five years? By challenging the status quo of corporate social responsibility. Humble Bundle, a privately-held corporation, bundles video games, books and other media, and lets their customers choose how much they pay and how they want to distribute their payment among game developers, Humble Bundle, and charitable organizations. In any given promotion, the company can sell 100,000 or more bundles to passionate consumers. In 2015, Humble Bundle allied with Tides in order to expand and diversify their charitable work. Our partnership allows them to include international organizations and other social good companies in their list of potential beneficiaries. In 2015, Tides helped Humble Bundle distribute over $260,000 to organizations around the world.
The National Farm to School Network (NFSN) is an information, advocacy, and networking hub for communities dedicated to improving children’s health, strengthening family farms, and cultivating vibrant communities. By shifting food purchasing in schools to favor local producers, farm to school ensures children have access to high-quality, healthy food while simultaneously bolstering the local economy. Since 2011, Tides has provided backbone services to NFSN that have allowed it to focus on scaling and connecting farm to school efforts nationwide. In 2015 a national census by USDA found that farm to school initiatives are not only growing in number and size, but also improving children’s health, reducing food waste and lowering school food program costs. In 2016, NFSN is building on that momentum with continued federal policy leadership, stronger support for early care and education, and a national convening of 1,000+ farm to school practitioners and advocates.
The National Asian Pacific American Women’s Forum (NAPAWF) is the only national, multi-issue progressive organization dedicated to social justice and human rights for Asian American and Pacific Islander women and girls. NAPAWF focuses on immigrant rights, reproductive justice, and economic justice. With Tides as their fiscal sponsor for the last 19 years, NAPAWF has been able to scale and increase their capacity every year. NAPAWF celebrated several wins in 2015, including achieving rights for New York nail salon workers and marching 100 miles for the We Belong Together campaign, exposing the need for common sense immigration policies. NAPAWF also published Turning the Page, the first articulation of a policy agenda for immigrant rights with an AAPI women’s lens.
Three women storytellers and producers came together in 2005 with a vision to increase the number and diversity of women making documentary films for social change. They started a fund at Tides, and two years later, Chicken & Egg Pictures joined us as a fiscally sponsored project. Since then, the organization has grown tremendously. Over 11 years, they have awarded $4.5 million in grants and thousands of hours of mentorship to over 210 films. Supported films have won awards and changed minds and policies. With Tides as its home, Chicken & Egg Pictures was able to grow responsibly and scale their impact. In 2015 they launched five new initiatives aimed at achieving further equity and social impact in the non-fiction film world. In 2016, Chicken & Egg Pictures will take the momentous step of becoming an independent 501(c)(3). Their fund will remain active at Tides.
In Tides collaborative space, more than 80 social ventures worked, learned and grew together in San Francisco & New York.

THE TIDEPOOL

Tides is committed to accelerating change through physical environments as well as services. With a goal of increasing collaboration, we engaged staff, tenants, and visitors through surveys, data collection, space usage mapping and design thinking, ultimately redesigning our San Francisco office to allow for serendipitous connections. In mid-2015 we converted our reception area into a modular shared space. The Tide Pool is now open to all tenants of Tides Thoreau Center to enjoy workspace, informal meetings, receptions, film screening and happy hours.
Fast Forward is a tech nonprofit accelerator, providing financial capital and human mentorship and support to scale technology solutions to pressing social and environmental issues. In 2015, nine organizations came through their accelerator. With 79% of their teams founded by women or people of color and their solutions impacting over 3.4 million lives in 2015 alone, they are bringing gamechanging technology to life. Fast Forward is one of the tenants at the Tides Thoreau Center San Francisco, and is taking advantage of our shared space to spark new ideas and create new connections.
2015 Financial Snapshot

Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants &amp; Contributions</td>
<td>$240M</td>
<td></td>
</tr>
<tr>
<td>All Other</td>
<td>$19M</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$259M</strong></td>
<td></td>
</tr>
</tbody>
</table>

Expenses

<table>
<thead>
<tr>
<th>Source</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$73M</td>
<td></td>
</tr>
<tr>
<td>Grants &amp; Awards</td>
<td>$164M</td>
<td></td>
</tr>
<tr>
<td>Shared Services &amp; Fundraising</td>
<td>$21M</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$258M</strong></td>
<td></td>
</tr>
</tbody>
</table>

Surplus

<table>
<thead>
<tr>
<th>Source</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Surplus</strong></td>
<td>$1M</td>
</tr>
</tbody>
</table>

For more information: tides.org/about/financials

2015 was a year of growth and increasing impact. 92% of total revenue was distributed in grants or expended in programs, directly driving social change in communities around the world.
OUR BOARD OF DIRECTORS

Noa Emmett Aluli, Kafi D. Blumenfield, Joanie Bronfman, Brickson Diamond, Suzanne DiBianca, Sid Espinosa (Vice-Chair), Michael Fernandez, Edward G. Lloyd, Vincent McGee (Chair), Peter Mellen, Suzanne Nossel, John A. Powell, Deepak Puri, Tuti B. Scott, Jacob Weldon & Steve Zuckerman.

WE ARE THANKFUL TO OUR STAFF AT TIDES AND APPRECIATE THEIR DEDICATION TO BUILDING A BETTER WORLD IN COLLABORATION WITH OUR PARTNERS.

Join the conversation as we work together for social impact. @TidesCommunity

TIDES

P.O. BOX 29198 SAN FRANCISCO CALIFORNIA 94129-0198 tides.org