

OUR PROMISE: REPRODUCTIVE FREEDOM FOR ALL



2023 ANNUAL REPORT



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OUR MISSIONS

REPRODUCTIVE FREEDOM FOR ALL FOUNDATION

To support and protect, as a fundamental right and value, everybody's freedom to make personal decisions regarding the full range of reproductive choices through education, training, organizing, legal action, and public policy.

REPRODUCTIVE FREEDOM FOR ALL

To develop and sustain a constituency that uses the political process to guarantee everybody the right to make personal decisions regarding the full range of reproductive choices, including preventing unintended pregnancy, bearing healthy children, and choosing legal abortion.

REPRODUCTIVE
FREEDOM^{FOR} ALL

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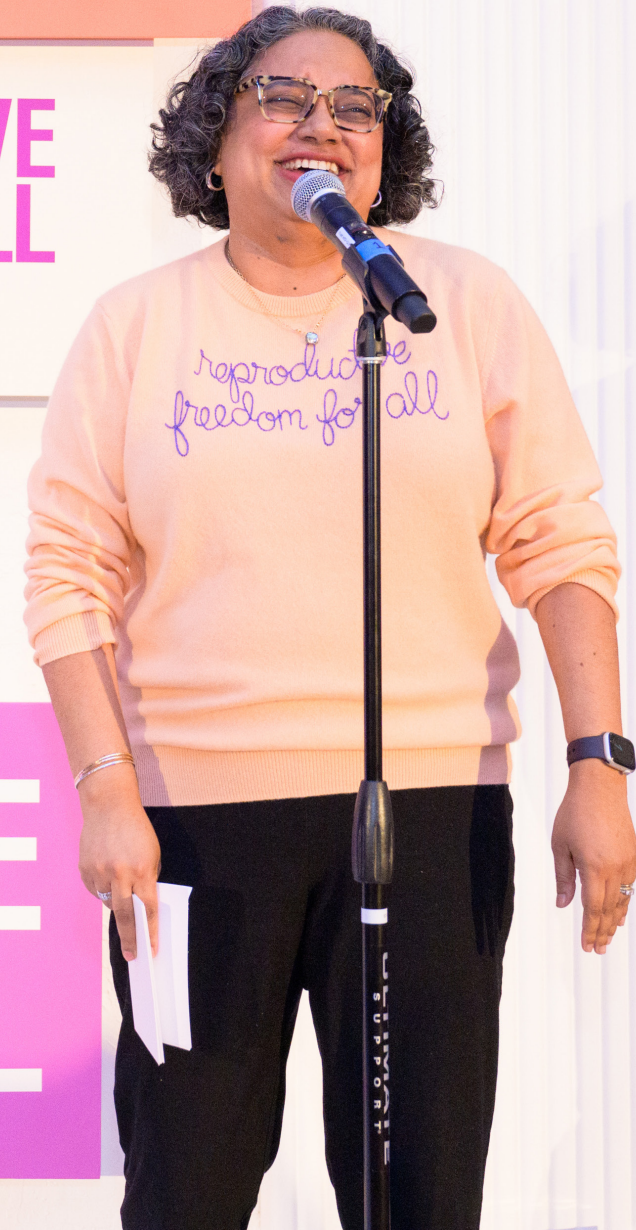
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LETTER FROM OUR PRESIDENT AND CEO

It is incredible to think how much has changed since this time last year. In September 2023, we announced our new name and brand: **Reproductive Freedom for All!** This change is based in years of research, and because of your belief and trust, **it is already making us stronger.**

We will need that strength in the fights ahead. It is not an exaggeration to say that **this coming year could change everything in the fight for reproductive freedom.** The Supreme Court will hear two more cases involving abortion—one that could severely restrict access to medication abortion care, and another about emergency abortion care.* And the 2024 elections, which will decide the fate of state legislatures, Congress, and the White House, are just around the corner.

We need to mobilize the majority of Americans who support reproductive freedom to act on their values. Everything we have done in the last year has set us up to do just that. Reproductive Freedom for All already has 4 million members across all 50 states and Washington, DC. In 2023, they proved how powerful they are. **This annual report is a testament to their commitment, creativity, and perseverance.** And this coming year is going to be even bigger and more impactful!

In solidarity,



Mini Timmaraju
President and CEO
Reproductive Freedom for All



LETTER FROM OUR BOARD CHAIRS

Since this organization was founded in 1969, we have fought every single day to protect and advance reproductive freedom.

It hasn't been easy, but with each passing year, we've become stronger. And our members have been there since our very first days, when we were known as the National Association for the Repeal of Abortion Laws. **Over the course of 55 years—as both our name and our work evolved—we've learned a thing or two.** We've learned how to help lead the charge on both the state and national levels to protect and advance reproductive freedom. We've learned how to set the narrative straight about the 8 in 10 Americans who support legal abortion. We've learned from our supporters and partners to better center our values and ensure that all of us have the fundamental freedoms we deserve. **And we've learned how to mobilize and motivate people to fight for what they believe in: Reproductive freedom.**

Now, as Reproductive Freedom for All, we are excited to see what the coming year brings. We expect it to be a hard fight, but a fight worth having to win back our rights. And with this team, we know we can do it. **We believe in Reproductive Freedom for All's mission, staff, and members to move us all forward, until the promise of our new name is a reality for everybody.**

In solidarity,



Dawn Koenigsknecht
Board Chair, Reproductive
Freedom for All Foundation



Kimberly Peeler-Allen
Board Chair, Reproductive
Freedom for All

OUR NEXT CHAPTER—REPRODUCTIVE FREEDOM FOR ALL

After over 50 years in this movement, in 2023 we embarked on the next stage in this fight as Reproductive Freedom for All. Our new name—which we announced in September—incorporates our values and makes it clear who we are and what we are fighting for.



WHERE WE CAME FROM

For the last 55 years, our organization and members have unapologetically helped lead the charge on both the state and national levels to protect and advance reproductive freedom.

- We helped shift the national public narrative to make clear that abortion is a winning issue.
- We built and led powerful statewide efforts to flip legislatures, block abortion bans and restrictions, and expand abortion coverage access.
- We pioneered and deployed groundbreaking messaging on reproductive freedom.

We are proud of the legacy we've built together as NARAL—now we have the opportunity to reimagine and reinvent the future we're fighting for.

WHERE WE'RE GOING

We are in a unique and pivotal moment for our movement and work. In the time since the Supreme Court overturned *Roe v. Wade*, the American people have, at every turn, shown that they support reproductive freedom. And we are ready to mobilize Americans to act on those values.

Our core mission hasn't changed: We will always fight to protect and expand reproductive freedom. While our new name and promise to double down on our organizing work are exciting changes, we haven't forgotten where we started. We're expanding our reach to **provide an organizing home to those who are most marginalized by abortion bans—especially young people, and Black, Indigenous, and people of color—knowing that they must be centered in our work as we reimagine our fight for reproductive freedom.**



We are **reinvigorating our organizing program—with an emphasis on digital organizing**—to further build the infrastructure needed to fuel our fight at the state and national levels.

Young people (18–35) are among the most affected by abortion bans and are a key piece of the future of our movement. We will **expand our college campus organizing program**—with an emphasis on community colleges—to Nevada and Arizona.



We will continue to **pioneer innovative research and drive cutting-edge messaging** to engage and mobilize the 8 in 10 Americans who support the legal right to abortion, especially when it comes to engaging new and diverse audiences.

We'll work to **ensure that reproductive freedom champions are elected from statehouses to the White House** and that we protect and expand abortion rights and access.



We'll continue to **engage in the fight for democracy**—including voting rights, court reform, and filibuster reform. We understand that the **systemic undermining of our democracy has impacted Black people, people of color, LGBTQ+ people, people with disabilities, and young people most.** We must strengthen our democracy for any of us to live our lives freely.



Reproductive Freedom for All is a demand. It's a call to action. And it's a vision of the future we're fighting for. [Read more on our website, ReproForAll.org/HowWeWin.](https://ReproForAll.org/HowWeWin)



WHO IS REPRODUCTIVE FREEDOM FOR ALL?

This organization, this mission, and this movement are propelled by people—we would be nowhere without the staff, members, donors, board members, and others who have invested their time, talent, and so much more with us.

These are just a few of the people who have made Repro Freedom for All what it is today. We are honored by their belief in us, and we're proud to be a home for their activism.

"The name Repro Freedom for All is a reflection of the inclusive work we aim to do to ensure our communities have the rights they deserve."

Liliana, Nevada Organizer



"I support Repro Freedom for All because creating a safe environment for people to share their personal experiences related to abortion and reproductive healthcare, while also developing new approaches to safeguard our rights both presently and in the future, is one of the most significant contributions one can make. Repro Freedom for All makes room for that."

Allysa, Maryland Member



"To me, this issue doesn't just affect one gender; it affects us all, men and women, in equal measure because it involves fundamental human interests and constitutional values. I couldn't just sit on the sidelines and complain. I had to do more. And so today, I lend my support by helping to lead, organize, educate, and lobby for Reproductive Freedom for All."

Michael, California Donor



"I'm so proud to work for Reproductive Freedom for All during this moment we're in. We're facing unprecedented attacks on abortion access, but I get to see firsthand, every day how committed to this movement my colleagues and our members are. The only way to get through these challenging times and barrage of attacks is together, and we couldn't have a better team."

Taryn, Associate Research Director



"We are here to fight for everyone's right to access abortion and plan their family if, when, and how they want. I look forward to seeing the work that Reproductive Freedom for All does, especially going into a year where abortion will be on the ballot in many states including Arizona."

Melissa, Arizona Member





thanks, abortion providers!

FREEDOM

thanks, abortion care providers!

thanks, abortion care providers!

MICHIGAN'S REPRODUCTIVE HEALTH CARE ACT
Frequently Asked Questions

We are the 8 in 10



thanks, abortion care providers!

thanks, abortion care providers!

thanks, abortion care providers!

Abortion Access For All



MEMBERS BY THE NUMBERS

Reproductive Freedom for All is what we are today because of our members. They push us every day to be better. And we invest in them, providing them with training, resources, and support so that they can act on their values to defend and expand reproductive freedom.

2023 MEMBER ACHIEVEMENTS



OUR MEMBERS HOSTED A SERIES OF **COMMUNITY DIALOGUES**

—events where members educate their own families, friends, and communities about threats and opportunities for reproductive freedom.



TEXT MESSAGES



COMPLETED
4,036
VOLUNTEER
SHIFTS



that we hosted
or co-hosted



COLLECTED
182,200
PETITION
SIGNATURES



MET WITH
153
LEGISLATORS



MADE
128,948
PHONE CALLS





YOUR
WOMEN'S RIGHTS ARE HUMAN RIGHTS

OUR bodies
OUR lives
OUR decisions
OUR COURT
FREEDOM IS FOR EVERY BODY

SILENCE IS NOT AN OPTION

Equal Justice for all bodies

HONK FOR CHOICE



PROBATION EVERY BODY

MOBILIZING IN THE STATES

Day after day, our members show up and show out to fight for reproductive freedom. Last year, they showed us exactly what they can accomplish as they fought in states across the country to defend and expand our most basic rights.

CALIFORNIA

We worked as part of the California Future of Abortion Council to support a package of **reproductive freedom bills in California—14 of those bills were signed into law.** These included bills to improve “shield” protections for providers of abortion and gender-affirming care—regardless of where the patient is located—and to strengthen California’s safe haven and privacy protections for out-of-state patients.

- We hosted or co-hosted **83 events** to educate, mobilize, and grow our membership, and **725 members volunteered** at those events.
- A total of **65 members attended our lobby day**, meeting with 50 legislative offices to support our co-sponsored legislation.
- We collected **3,000 petition signatures**, made **6,658 calls**, and sent **3,200 letters** in support of our co-sponsored legislation.



MICHIGAN

On the heels of reproductive freedom victories in the 2022 elections, in spring 2023, Michigan Governor Gretchen Whitmer made history by **signing into law bills to repeal Michigan’s 92-year-old total ban on abortion.** And in November, the **Reproductive Health Act (RHA)**—a package of bills aimed at expanding access to reproductive freedom in the state—was signed into law.

- We hosted or co-hosted **16 events** to educate and engage our members, and **224 members** attended. That included our **Michigan Day of Action** in support of the RHA on Sept. 15, attended by **53 members** who met with 22 legislators.
- Our members sent **51,354 texts** and made **1,233 phone calls** in support of key legislation.
- **Four Michigan members hosted community dialogues**—events to educate and engage their friends and families about opportunities and threats to reproductive freedom.



NEVADA

In 2023, we helped form the **Nevadans for Reproductive Freedom coalition**—a group of organizations, led by Repro Freedom for All Nevada, Planned Parenthood Nevada, and ACLU of Nevada, striving for bold advancements in reproductive freedom in the state.

In spring 2023, we conducted polling demonstrating that there is **wide-reaching support for a constitutional amendment that would fill gaps in abortion care in the state.** Since then, the coalition filed paperwork, and has now collected enough signatures to qualify for the Nov. 2024 ballot.

- We hosted or co-hosted **12 events** in Nevada to educate our members and help build community.
- Our Nevada members completed **104 volunteer shifts** to help educate their communities about opportunities to expand access in the state.
- Members sent **134,953 texts** and made **4,249 calls** to mobilize other members across the state.





Repro Freedom for All members speaking with members of the U.S. House of Representatives at a Women's Health Protection Act press conference.

FIGHTING FOR OUR RIGHTS IN WASHINGTON, DC

Everyone, no matter what state they live in, is vulnerable to attacks on reproductive freedom at the federal level. That is why **our government relations team works with lawmakers and allies to defend reproductive freedom and to seize opportunities to expand access** that will mean more people are able to make decisions about their lives, bodies, and futures.

OUR GOVERNMENT RELATIONS TEAM:

Holds lawmakers accountable to act on their values and the values of the 8 in 10 Americans who support legal abortion.

Monitors state and federal legislation to ensure we are ready to take action at a moment's notice on opportunities or threats as they appear.

Tracks the federal court system for any case with the potential to cause sweeping shifts in abortion and reproductive health access or policy.

In 2023, we supported several key judicial nominees who have established records protecting reproductive freedom. They are each taking us a step closer to restoring some trust in our judicial system.



Julie Rikelman

Appointed to the U.S. Court of Appeals for the First Circuit



Nancy Abudu

Appointed to the U.S. Court of Appeals for the Eleventh Circuit



Bradley Garcia

Appointed to the U.S. Court of Appeals for the District of Columbia Circuit



Nicole Berner

Appointed to the U.S. Court of Appeals for the Fourth Circuit

In 2023, we monitored and took action on federal bills to protect and expand reproductive freedom, as well as our intersectional commitments.

Nothing that we do happens in a vacuum, and it is vital that we show up in support of our partners across the progressive movement.

National Defense Authorization Act

We defended against efforts to roll back the administration's travel and leave policy that eases the burden service members and dependents face when forced to travel to access abortion or fertility care they cannot access through the military.

Federal Spending Bills

We protected against attacks on abortion in key funding bills, including the Agriculture, Rural Development, Food and Drug Administration, and Related Agencies Appropriations Act of 2024, which attacked medication abortion access by including new language aimed at rolling back changes the FDA instituted in 2023 that made mifepristone—one of two medications typically used in medication abortion—more accessible.

We also lobbied against problematic riders in spending bills that would harm immigrants and the LGBTQ+ community.

HR 5—the "Politics Over Parents Act"

We took action to combat HR 5, which sought to impose harmful policies in schools that would predominantly affect LGBTQ+ students.



FLEXING OUR RESEARCH

Repro Freedom for All uses our unique, innovative research program to support our organizing and communications work. We train our members on everything from how to spot disinformation to how to have hard conversations with their loved ones about reproductive freedom. And we produce research that is open source so that our partners are also able to use it in support of their work.

RESEARCH

Despite pervasive claims that young voters are less engaged in the fight for reproductive freedom and that voters of color are less supportive of abortion care, our research in 2023 showed quite the opposite.

Our December 2023 memo, **“Harnessing the Power of a Broader, Diverse, and Engaged Coalition for Reproductive Freedom,”** showed that abortion is one of the most salient issues for young people today. It also highlighted that Black people and people of color overwhelmingly support reproductive freedom and abortion access, in larger proportions than their white counterparts.

THE TAKEAWAY: Young voters and voters of color already broadly support abortion access. We must focus on engaging, mobilizing, turning out, and removing barriers for these groups, and all voters who support reproductive freedom, in 2024 and beyond.

POLLING

Anti-abortion extremists have attempted to spin false narratives, such as the idea that 15-week abortion bans are a “compromise,” which we know that is simply not true.

Our team worked with Change Research on **polling that clearly demonstrates that the majority of voters, regardless of political alignment, reject the idea of “compromising” on their rights with a 15-week ban on abortion.** This polling found that 73% of voters nationwide, including a majority of 2020 Trump voters, 3 in 4 independents, and 55% of white rural men believe that politicians should stop interfering with access to abortion care.

THE TAKEAWAY: Simply put, a ban is a ban, and voters believe that decisions about our bodies and lives should be left up to them and their doctors. **Voters do not support bans on abortion, regardless of party, gender, or race.**

EDUCATION

The anti-abortion establishment works overtime to churn out disinformation. Repro Freedom for All **works to get ahead** of that disinformation by training our members about how to identify and combat it.

In September, Repro Freedom for All’s **National Youth Mobilization Team hosted a “Handling the Disinformation” training.** A total of 35 members attended, and after the event, five members committed to hosting community dialogues to educate their friends and community members. This event also helped our National Youth Mobilization Team leaders develop skills that will help them run similar events in the future.

THE TAKEAWAY: To be successful in the long term, we need to invest in our members. They are the future of this movement, and we must ensure they have the skills and experience to keep us moving forward in the years ahead.



A close-up photograph of the rear bumper of a purple car. The bumper is covered in a dense pattern of small, bright, star-like sparkles. A red rectangular sticker is affixed to the bumper, featuring the text "ask me about ABORTION" in a bold, white, sans-serif font. The word "ABORTION" is significantly larger than "ask me about". A small white heart symbol is positioned to the right of the word "ABORTION". The car's tire is visible on the left side of the frame.

ask me about
ABORTION ♥

SHIFTING THE NARRATIVE

Our communications department works to shape national and state narratives around reproductive freedom to tell the story of our organizing work, shine a light on the stakes, and mobilize Americans to get involved in the fight for abortion rights and access. They craft powerful strategies that integrate media outreach, social media, and narrative shaping, working hand in hand with our allies.

NEWS MEDIA

We leveraged key national moments in 2023 to achieve unprecedented influence on the overall media narrative around reproductive freedom, working with reporters and journalists to pitch stories, provide research and polling, and share interviews and quotes from our expert staff. **All told, we generated news coverage that:**

- Was featured in national outlets including MSNBC and *The New York Times*, as well as state outlets such as the *San Francisco Chronicle* and the *Las Vegas Sun*.
- Included over **5,200 quotes** from Repro Freedom for All staff.

One of our goals was to ensure that people understand that **bans are bans and exceptions do not work**. We integrated this message through media appearances and interviews, calls with key media voices, and the distribution of talking points to our allies.

We deployed this strategy to call out Republicans who disingenuously called for “consensus,” and highlighted the effects these bans have on people’s health and well-being.

OUR
COMMS
STRATEGY



The Nation.
Republicans Are Wrong on Abortion—and They Know It

[Read Article](#)

The Washington Post
Nikki Haley to make antiabortion pitch with eye on swing voters

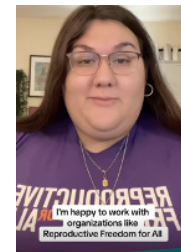
[Read Article](#)

Social Media



Last year, we ramped up our investment in social media—because we know how important it is to reaching a new, young, and diverse audience. It worked—we grew our audience by 19,846 new followers to a total audience of 840,104. **And we generated over 49 million impressions.**

This year, we **partnered with social media influencers to help us promote our rebrand and engage young people of color**. We worked with three influencers who all have a vested interest in educating people about reproductive freedom. They are already helping us reach more of the 8 in 10 majority, and **we are honored to work with them.**



Olivia Julianna



Ariana Jasmine



Annie Wu

Our strategies were built on past successes, with a focus on growing our audience, credibility, and visibility—all of which will continue to help us maximize our influence in 2024 and beyond.



ABORTION WINS BIG IN THE 2023 ELECTIONS

Voters across the country turned out in high numbers to make it clear that abortion rights and access matter to Americans. **Reproductive Freedom for All's team, our members, and our partners made calls, sent texts, and knocked on doors to fiercely defend our rights—** and we saw victories for reproductive freedom across the country!

NOVEMBER 7, 2023

OHIO



Ohio voters approved Issue 1, a ballot measure locking abortion rights into the state's constitution, by 13 points. Repro Freedom for All worked with Ohioans United for Reproductive Rights to:

- Knock on **over 1,600** doors.
- Make **over 13,700** phone calls.
- Send **over 118,000** texts.
- **Help shine a light on the stakes for Issue 1**, producing op-eds, joining press conferences, and releasing press materials.

PENNSYLVANIA



Pennsylvania voters elected Reproductive Freedom for All-endorsed Justice Daniel McCaffery to serve on the state Supreme Court. Repro Freedom for All mobilized to:

- Send **12,560** texts and make **186** phone calls.
- Send to our allies a series of key press products that helped drive the media narrative **highlighting the GOP candidate's record of extremism and connections to the anti-abortion movement.**

VIRGINIA



Virginians voted on their values, helping Democrats hold the Senate and win back the House of Delegates. Repro Freedom for All:

- Ran digital ads targeting key Senate races in the state, as well as Gov. Glenn Youngkin's proposed abortion ban.
- Mobilized our members to knock on **over 2,200** doors.
- **Set the record straight in the media about the GOP's attempts to rebrand their abortion ban**, by sending regular press releases, memos, and more to allies in the media.

APRIL 4, 2023

WISCONSIN



Repro Freedom for All-endorsed Justice Janet Protasiewicz was elected to serve on Wisconsin's Supreme Court, at a time when cases on reproductive freedom and voting rights were moving through the state's court system. Repro Freedom for All:

- Made our **largest-ever investment in a judicial race** to date in support of Justice Protasiewicz.
- **Deployed four staff members** to the state and partnered with Power to the Polls WI.
- Made **over 59,000** voter contacts in the lead-up to election night.

In November, Repro Freedom for All launched our "Vote for Repro Freedom" campaign to get our members, supporters, and the public ready for the 2024 elections, which will be the deciding factor in the fights ahead. **Learn more at ReproForAll.org/VoteForReproFreedom.**



OUR bodies
OUR lives
OUR decisions
OUR COURT

OUR bodies
OUR lives
OUR decision
OUR COURT

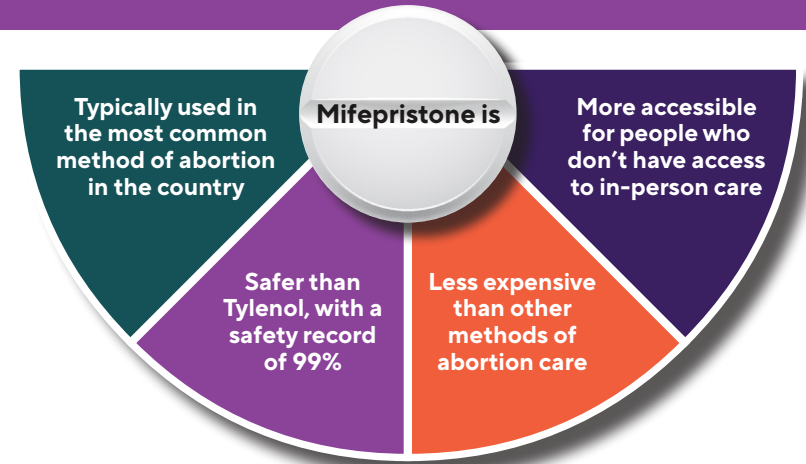
Lost Days
Lost Families
Lost Health

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RY
DY

WE THE PEOPLE. ACLU

DEFENDING MEDICATION ABORTION

Not even a year after *Roe* was overturned, in spring 2023 we saw another federal case threatening abortion access. ***Alliance for Hippocratic Medicine v. U.S. Food and Drug Administration (FDA)*** challenged the **FDA's approval of mifepristone**—a vital pill used in medication abortion care. For months this case made its way through the courts, resulting in widespread confusion for patients and providers. And in December 2023, the Supreme Court decided to weigh in—giving the justices an opportunity to roll back abortion access in our country even further. The Court is scheduled to hear arguments on the case in spring 2024.*



In response to this case, and other threats to medication abortion care, Reproductive Freedom for All:



Partnered with ACLU Reproductive Freedom Project and Planned Parenthood Action Fund to create a **communications war room**, pushing accurate information and messaging.

SPOTLIGHT: Polling from Kaiser Family Foundation in May 2023 revealed that “Awareness of mifepristone...has doubled since January 2023.”



Created an explainer blog on our website with background on the case, timeline updates, and more, for members to refer back to.



Published research to drive the conversation about medication abortion, including:

- **A memo revealing that 64.5 million women of reproductive age would lose access** to medication abortion care if mifepristone were pulled off the market. We landed an exclusive story about our research report in *Axios* and reached 109 million people overall through media coverage.
- **A report unveiling that Alliance for Hippocratic Medicine is nothing more than a coalition of right-wing organizations** cooked up to push for a national ban on medication abortion.



Leveraged our social media to raise awareness and educate our followers about what mifepristone is and what this latest threat means for access. **Check out our Instagram to learn more.**



Trained our members to host community dialogues, helping them engage with friends and family about medication abortion. After our March training, members hosted 12 community dialogues—two of which were youth-led. They engaged over 100 people.



Mobilized our members to sign the People's Petition, urging the courts to uphold the law. Reproductive Freedom for All gathered 15,490 signatures.

Restrictions resulting from this case could block people from being able to receive mifepristone in the mail, instead forcing them to travel sometimes hundreds of miles just to pick up and take their medication. **Keep an eye on ReproForAll.org/Mife for updates!**



*As of publication deadline



COURT REFORM AND DEMOCRACY

The future of **reproductive freedom** is deeply intertwined with the ongoing fight to restore **democracy, voting rights, and trust in our courts**. We know that:

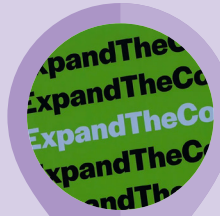
1. Voting rights restrictions, gerrymandering, the conservative takeover of the courts, and more all have one thing in common: They have meant **people—in particular, communities of color—are denied the right to vote**.
2. The same people attacking abortion rights, contraception, in vitro fertilization, and other key reproductive health care are **also attacking democracy, members of the LGBTQ+ community—especially the transgender community—and more**.



Reproductive Freedom for All is partnering with our allies to ensure that we are showing up in the fight for democracy and court reform. Our 2023 fights included:



Joining the **“Just Majority: Democracy Demands a Fair and Ethical Court”** campaign alongside partners in the progressive movement, calling on Congress to enact Supreme Court expansion.



Writing an op-ed for *Teen Vogue*, **“Expanding the Supreme Court Will Help Restore Reproductive Freedom.”** We also published a press release to help educate our partners in the media about the connection between reproductive freedom and court reform.



Calling publicly for court reform and the resignation of Justice Clarence Thomas following ProPublica’s **bombshell report** revealing his ethical misconduct.



Joining members of Congress and our allies—including Planned Parenthood, Demand Justice, and League of Conservation Voters—to **announce the reintroduction of the Judiciary Act at a rally on May 16**. This bill would expand the U.S. Supreme Court by adding four seats to create a bench of 13 justices.



Publishing memos and research about unethical conduct by justices, such as our memo, **“Federal Court Corruption and Ties to Anti-Abortion Extremism.”**

This fight is ongoing—and you can help! Add your name to our petition to support court reform efforts at ReproForAll.org/ReformTheCourt

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

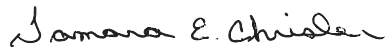
Supporters, members, and friends,

In the year since I wrote this letter for our 2022 Annual Report, our organization has continued to evolve. **With our new name and brand, Reproductive Freedom for All, we are centering the experiences of those most impacted by bans and restrictions on reproductive freedom.** And we work every day to ensure that commitment is at the heart of our work.

As we grow, we are dedicated to living the values set forth in our board's Road Map to Equity—**collaboration, equity, excellence, inclusion, and transparency.** The road map is the guiding light for our Equity, Culture, and Talent team, which has grown significantly over the last year. **Our team of five comes with years of experience, and they are helping us change for the better,** improving the experience of our more than 80 staff members, located across the country. This page is a testament to their hard work and dedication.

Thank you for being here—and we hope you will continue to be a part of our community.

In unity,



Tamara E. Chrisler, Esq.
Chief of Equity, Culture,
and Talent



The Equity, Culture, and Talent team carefully assesses how we operate, to **ensure that our staff members have the tools and resources they need to thrive in their work.** In 2023, we:



Updated our candidate hiring software to better support hiring managers and to mitigate bias in hiring.



Embarked on a listening tour to learn about our organizational culture and how to implement systems that make our staff feel heard and empowered.



Hosted an in-person retreat for staff across the country to strengthen relationships, while building a shared vision and strategy for the organization.



Updated our reasonable accommodations policy to allow for transparent procedures for staff to request accommodations to support their job performance.

We also work with our program teams to ensure that the work we do externally reflects our values and commitments, and enables us to show up for our partners, members, and more. That includes:

Working with program leads to **ensure that our messages include and our external engagements reflect the voices of all communities impacted by our work.**



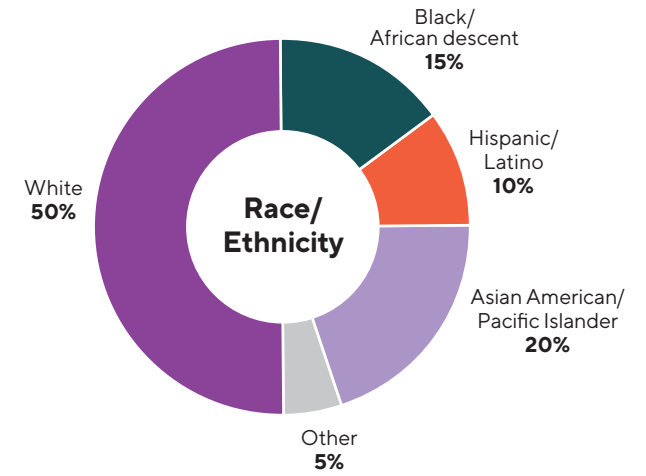
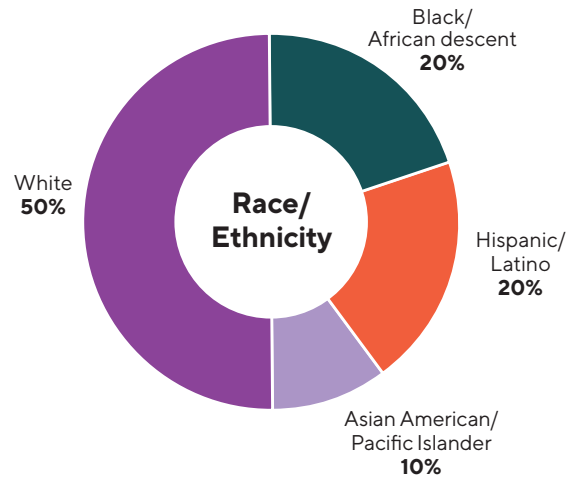
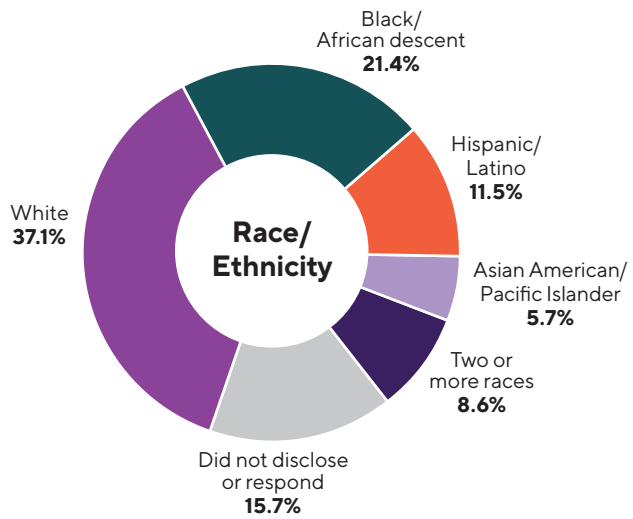
Sharing our tools, resources, and experience to help our allies and partners build power in their communities and fight for change in the reproductive freedom movement and the broader progressive movement.



Developing a Heritage Month program in recognition of the diversity of our staff, members, and volunteers, and to foster inclusivity.

We continue to build programs that enhance the experience of our staff and make us better allies. We are built on people power, **and we will never stop trying to make this organization a better, more inclusive place.**

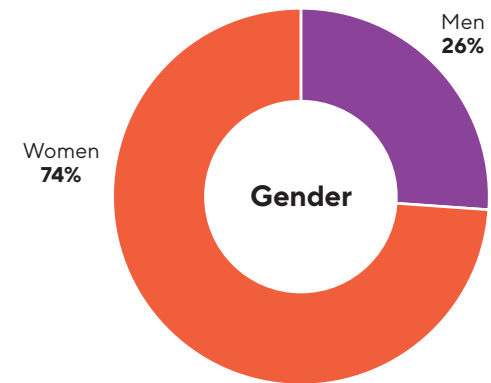
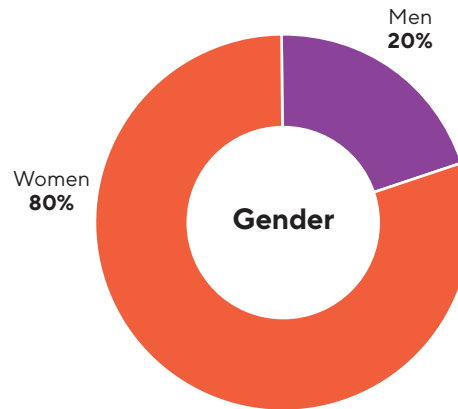
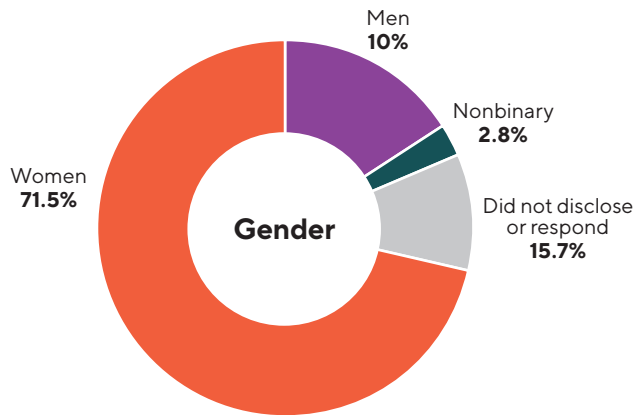




STAFF

LEADERSHIP

BOARD OF DIRECTORS*



*501(c)(3) and 501(c)(4)

Financial Overview

Reproductive Freedom for All Foundation 501(c)(3)



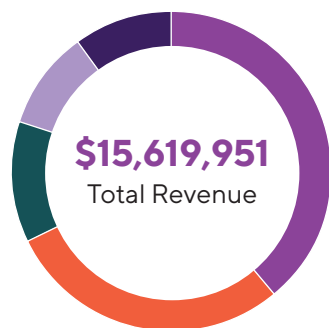
Statement of Financial Position

Fiscal Year Ending September 30, 2023

ASSETS	
Current Assets	
Cash and investments	\$ 20,708,342
Accounts receivable	734,260
Deposits	5,606
TOTAL ASSETS	21,448,208
LIABILITIES AND NET ASSETS	
Liabilities	
Accounts payable and accrued liabilities	1,678,061
TOTAL LIABILITIES	1,678,061
Net Assets	
Unrestricted	9,092,110
Temporarily restricted	10,678,037
TOTAL NET ASSETS	19,770,147
TOTAL LIABILITIES AND NET ASSETS	21,448,208

Statement of Activities

Fiscal Year Ending September 30, 2023



- Grants • **39%**
- Contributions • **29%**
- Signature events • **12%**
- Investment income • **10%**
- Other revenue • **10%**



- Program services • **74%**
- Fundraising • **15%**
- Management and general • **11%**

REVENUE

Revenue and Support

Grants	6,103,489
Contributions	4,619,730
Signature events	1,812,498
Investment return, net	1,568,445
Other revenue	1,515,789
In-kind contributions	-
TOTAL REVENUE AND SUPPORT	15,619,951

EXPENSES

Program Services

Advocacy and organizing	7,897,655
Government relations	1,042,199
Communications	1,082,771
TOTAL PROGRAM SERVICES	10,022,625
Support Services	
Fundraising	2,065,843
Management and general	1,545,534
TOTAL SUPPORT SERVICES	3,611,377
TOTAL EXPENSES	13,634,002
Change in unrestricted net assets	1,985,949

Financial Overview

Reproductive Freedom for All 501(c)(4) and Political Action Committees

Consolidated Statement of Financial Position

Fiscal Year Ending September 30, 2023

ASSETS	
Current Assets	
Cash and investments	\$ 1,090,343
Accounts receivable	1,112,401
Deposits	59,442
Property and equipment (net of depreciation)	4,948,013
TOTAL ASSETS	7,210,199

LIABILITIES AND NET ASSETS	
Liabilities	
Accounts payable and accrued liabilities	1,569,768
Deferred lease benefit	5,979,635
TOTAL LIABILITIES	7,549,403
Net Assets	
Without donor restrictions	(339,204)
TOTAL NET ASSETS	(339,204)
TOTAL LIABILITIES AND NET ASSETS	7,210,199

Consolidated Statement of Activities

Fiscal Year Ending September 30, 2023



REVENUE

Revenue and Support

Membership and contributions	10,288,464
Signature events	1,407,645
Other income	520,178

TOTAL REVENUE AND SUPPORT 12,216,287

EXPENSES

Program Services

Advocacy and organizing	6,266,995
Communications	2,446,336
Government relations	836,427

TOTAL PROGRAM SERVICES 9,549,758

Support Services

Fundraising	2,859,765
Management and general	1,042,257

TOTAL SUPPORT SERVICES 3,902,022

TOTAL EXPENSES 13,451,780

Change in unrestricted net assets (1,235,493)

2023 Boards of Directors

REPRODUCTIVE FREEDOM FOR ALL FOUNDATION

OFFICERS

Dawn Koenigsknecht, Chair
Margalynne Armstrong, Vice Chair
Sunita Leeds, Secretary
Sara Imershein, M.D., M.P.H., Treasurer

MEMBERS

Anna Burger, 501(c)(4) Board Representative
Bernard Coleman
Daphne Dickson
Kimberly Peeler-Allen
René Redwood
Bernadith Russell, M.D.

REPRODUCTIVE FREEDOM FOR ALL

OFFICERS

Anna Burger, Chair
Kimberly Peeler-Allen, Vice Chair
Shannon Hunt-Scott, Secretary
Steve Kerrigan, Treasurer

MEMBERS

Andrea Hailey
Jamie Kantrowitz
Dawn Koenigsknecht, 501(c)(3) Board Representative
Brina Milikowsky
Rev. Katherine Ragsdale
Hari Sevugan
Joanna Spilker
Tori Taylor

EXECUTIVE TEAM

Mini Timmaraju, President and CEO
Neisha Blandin, Chief of Staff
Leah Chandler, Senior Vice President of Development
Tamara Chrisler, Chief of Equity, Culture, and Talent
Yvonne Gutierrez, Chief Strategy Officer
Steven Kravitz, Chief Financial Officer
Elizabeth Schoetz, Chief Campaigns and Advocacy Officer
Melissa Schwartz, Managing Director
Ryan Stitzlein, Vice President of Political and Government Relations
Angela Vasquez-Giroux, Vice President of Communications and Research

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2023 ANNUAL REPORT

1725 Eye Street NW, Suite 900
Washington, DC 20006 | 202.973.3000

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