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INTRODUCTION

The year of the double-20... When we all became epidemiologists in our own right and finally learned how to properly wash our hands. When we really felt our globally interconnected systems and understood that 'a poor person's sickness can affect a wealthy society's health', as **Arundhati Roy** put it. When we finally saw the people that keep all of us and our society going - even though we still haven't stopped disproportionately rewarding the non-essential 'dream-work' (**David Graeber's** posthumous essay being a constant reminder that we can't let this crisis pass, too, without fundamental change in what our societies value). Twentytwenty also was the year where - finally - structural racism joined the climate crisis in the list of issues nobody can choose to deny.

Like everyone around us, we started the year with many exciting plans, among them co-chairing the EDGE Funders Alliance conference in Berlin and assembling activists from all across Europe for our first Guerrilla grantee gathering in September. Amazing activist groups approached us with big plans like dismantling the oil giant Shell, defending Balkan rivers, organising tenants with door-

to-door campaigns... Then Covid-19 turned into a pandemic. Calendars were emptied and then filled again, but this time with Zoom meetings and online conferences. Plans changed. The need for bold funding of activism in Europe did not.

Below, we give you an overview of our funding in the past year. As in the years before, our grants range from:

- **Direct support to grassroots movements** like Dutch anti-racist group **Kick Out Zwarte Piet** who, despite violent attacks by right-wing groups and the craziness of spearheading the Dutch BLM protests, embarked on a country-wide listening tour to mobilise their constituents and gather input for a **Zwart Manifest** that provides clear action points for tackling institutional racism in the Netherlands), to
- **backbone organisations** like **Autonomy**, a renegade think tank on all things relating to the world of work, that did an exceptional job **exposing the numbers** behind the structural and systemic discriminations of the Covid-19 pandemic very early on and was able to considerably influence the dis-

course in the UK despite their small size.

- and **short-notice Reflex grants** to support urgent mobilisations, smaller projects and also, in some cases, just plain rent-paying for social centers like **Oktobar** in Belgrade or **Nosotros** in Athens, that otherwise would have been lost as an activist event and gathering space.

Read the full report for more detailed information about these and our other grants with a total grant volume of 44 in 2020!

Also in this report, we share what we learned as a team and about working with our funding partners during this challenging year. Other things, like our Radical Philanthropy webinar series and online grantee meeting with 50+ participants also kept us busy. Last but not least, in September we welcomed a new team member - our intrepid intern Marlene - who worked real wonders in getting us ahead on important but never urgent enough projects and massively upped our game in terms of responsiveness to all those incoming requests for funding. The next intern will have some big shoes to fill!

Enjoy the read and reach out if you are an activist collective with a strong commitment to grassroots mobilisation and bold, effective action, a funder/person of wealth interested in an exchange or a fellow radical philanthropist.

We look forward to hearing from you!

hello@guerrillafoundation.org

Romy & The Guerrilla Team



121

ORGANISATIONS
SCREENED

60

ORGANISATIONS
INVITED TO APPLY
FOR A GRANT

44

GRANTS
MADE TO **44**
ORGANIZATIONS

THE YEAR IN **NUMBERS**

Amount spent in each **grant category**:



THE MOVEMENT: €180,000 EUR, 12 GRANTS



THE BACKBONE: €130,000 EUR, 7 GRANTS



THE REFLEX: €124,500 EUR, 25 GRANTS

TOTAL: €434,500

16

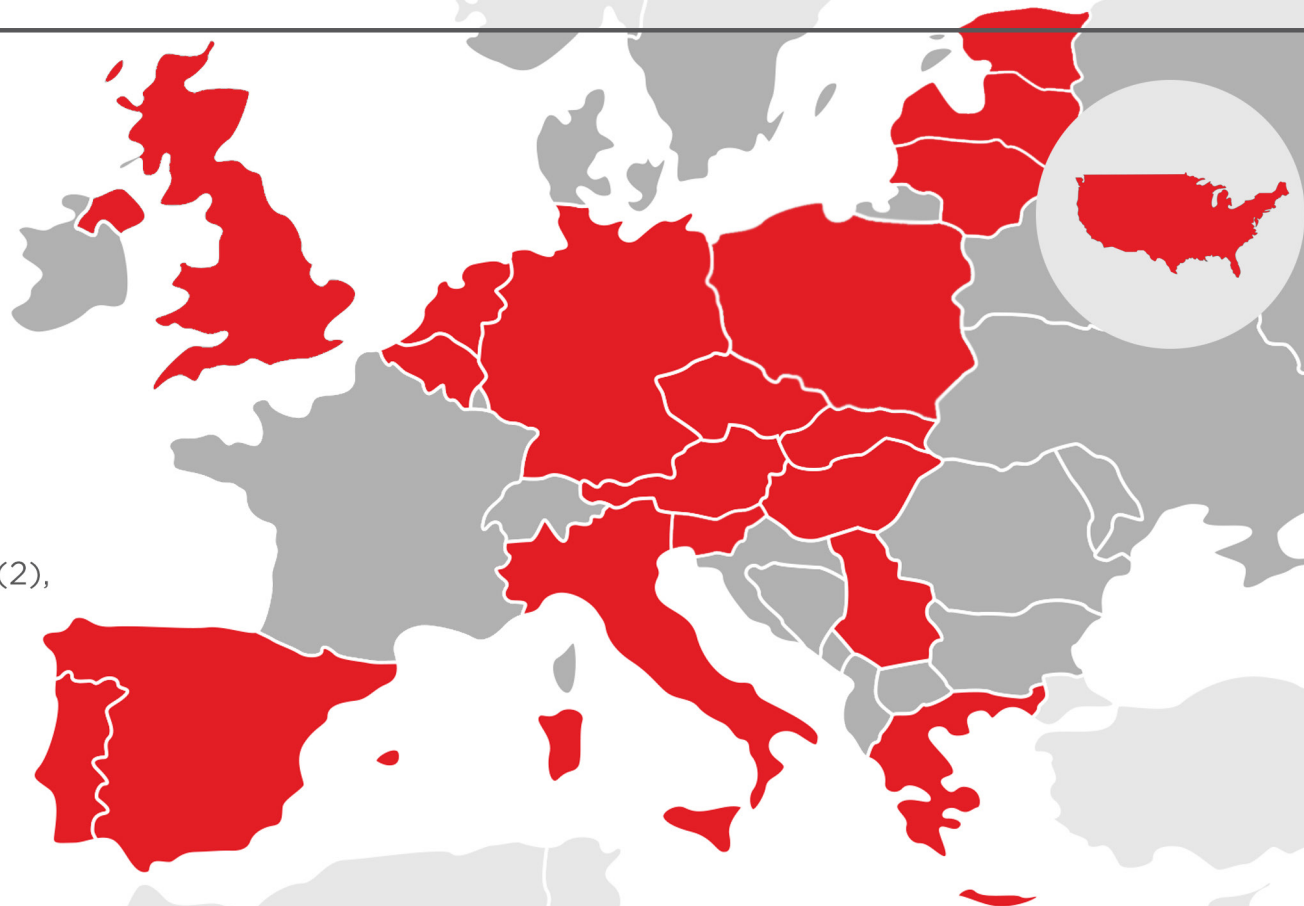
COUNTRIES (+number of grants per country)

BELGIUM(3), GERMANY (8), UK/SCOTLAND (5), ITALY(4), THE NETHERLANDS (2), AUSTRIA (3), PORTUGAL (3), SERBIA (1), SLOVAKIA (1), SLOVENIA (2), CZECH REPUBLIC (1), HUNGARY(2), USA/WORLDWIDE (2), SPAIN (1), GREECE (2), BALTIC STATES (LATVIA, LITHUANIA, ESTONIA) (1), PAN-EUROPEAN (3)

Overall number of grants made in all 3 categories since we started operation:

5 in 2016 **47** in 2019
32 in 2017 **44** in 2020
48 in 2018

176 grants made in **total** by the Guerrilla Foundation until end 2020.



For **20** organisations / initiatives, we were the first or among the first institutional supporters

(Genoa Che Osa, Heartpolitics, KOZP, BNB, Space of Urgency, Dokustelle, Covid 19 Chronicles, Attera Campaign, Festival Y?!, Golya community house, Io Voto, Justice 4 Mawda, Juntos Pelo Rossio, Nosotros, Rog Embassy, Social Center Oktobar, Jolie Rouge, Re-set, GetCourageNow, Boom Boom Tales).



THE MOVEMENT

GOALS

Our movement grants allow activists to get creative and launch courageous campaigns that will mobilise diversely, unite strongly or block defiantly. We are keen to see initiatives that grasp the complexities of the world and use systems thinking as well as lived experience of those at the frontlines. The most exciting movements will be strategic and take bold action around root pressure points while being open to failing, learning, failing better & learning more along the way.

CASE STUDIES

1. Kick-out Zwarte Piet

Kick Out Zwarte Piet (KOZP) is a black, grassroots activist organisation that builds on the work of the older pioneers that paved the way, by addressing racist manifestations like Blackface within Dutch society. The grant was used to set up and run a training programme for KOZP's activists, new activists and local coordinators of demonstrations together with **Stroomversnellers**, a Dutch trainer's collective of activist-trainers. The training trajectory will help KOZP build stronger local groups who feel more ownership, to involve a bigger number of activists in the long run, and to build a more resilient community (which is a wider organisational goal). This means community members will be better informed and members will have a healthy way of being involved with the anti-racism movement.

Some topics of the basic training:

- a vision on racism and anti-racist struggle
- action training

- self care and community care
- guidelines for KOZP actions and ways of working together with the core team
- organising and campaigning in pandemic times

In the training for local leaders they will focus more on skills to set up and coordinate a local action group, and to interact with local authorities. To prepare for the training, the KOZP core team will also have a strategy session

on how to work effectively with local groups, develop guidelines for the local groups, and how to campaign in times of a pandemic.

The fight against racism however is too important to postpone this project "until everything else gets back to normal". The timeline, format and the number of participants of the trainings changed over the course of time and this timeline was extended to wrap up on April 30, 2021.



Kick Out Schwarze Piet, Netherlands

2. Balkan River Defence

Balkan River Defence (BRD) is a group of whitewater kayakers using direct action, multimedia communication and direct community involvement to keep the last wild rivers of Europe safe from rampant and often illegal hydroelectric schemes. This wild crew's mission is straightforward: 1) Defend the remaining free flowing rivers of Europe. 2) Expose hydropower as unsustainable energy. 3) Provide alternatives through science, education, creativity & adventure sports. 4) Support a network of local river activists.

Balkan River Defence addresses the root cause of new damming projects in the Balkans by using media and large, visible direct actions, targeting a specific message directed at local decision makers, politicians and governments. Each BRD action—either on their annual month-long Balkan Rivers Tour or throughout the year—is followed by a pre-planned national and international press conference, meeting or round table discussion. In this way, BRD forces decision makers to sit down with the locals who are faced with the direct implications of dams, but who are often ignored. BRD directly affects change by not only exposing the issue of dams in remote regions of

the Balkans, but by producing direct dialogue with decision makers and officials about river protection policies and legislation.

Our funding was channeled towards the “SAVE NE DAMO” (We Won’t Give Sava) mass communication campaign aimed at stopping the flow of investment and discouraging support for the 14 proposed dams on the Sava river. By

including the active groups/individuals in the Balkans (that BRD already work with) in the design process, they ensure each message is locally focused, written in the local language and aimed to have the greatest impact; be that education, discouraging investment or publicly shaming corrupt decision makers/politicians. Each message will be intelligent, educational and thought-provoking and specific to each segment of the river.



Balkan River Defence, Slovenia

OVERVIEW OF MOVEMENT GRANTS

Autonomy (UK - 15,000)

Core funding to expand and consolidate the organisation and its activities. Autonomy is an independent, progressive think tank, advocating for a four-day work week, researching labour in times of Covid-19, especially hidden inequalities in the workforce (jobs at risk index, letter to the government, etc).

Balkan River Defence (Slovenia - 10,000)

The SAVE NE DAMO mass communication campaign aimed at stopping the flow of investment and discouraging support for the proposed 14 dams on the River Sava via a river tour by kayak, defending natural rivers & reserves.

Brand New Bundestag (Germany - 15,000)

Brand New Bundestag wants to bring new, unlikely politicians into the German parliament and campaigns for more diversity. The support for BNB aims to strengthen the structures of the volunteer network, coordinate the nomination campaign, and start organising the electoral districts, which they are targeting.

Genova che osa (Italy - 15,000)

Genova che Osa is a citizens initiative organising around progressive political subjects in Genova, Italy. Our support helps the organisation to recruit and train new organisers, as to enlarge and diversify their core group of activists and therefore scale up their activities and reach.

Heartpolitics (XR Scotland) (UK / Scotland - 15,000)

Activist training via an engaged listening process across Scotland and potentially beyond. For this Heartpolitics organised a people's & citizen assembly in the run-up to COP26 in Glasgow.

Kick out zwarte Piet (The Netherlands - 15,000)

Kick out Zwarte Piet, an organisation aiming to end blackfacing in the Netherlands, ran a training programme for anti-racism activists. In collaboration with *Stroomversnellers* they use education about Dutch history of colonialism and slavery to strengthen the anti-racist movement and foster social cohesion.

Kotti & Co. (Germany - 15,000)

Renovation of a protest hut (Gecekondu) at Kottbusser Tor in Berlin that functions as a central organising and meeting space for Kotti & Co and other right to housing and right to the city movements.

Out of the closet and into the Streets (UK - 10,000)

Political education and activism programme that combats the rise in homophobia in the UK and is part of developing wider struggles for justice against dominator culture and the rise of the far right.

Re-set (Czech Republic - 15,000)

A platform for right to the city movement & climate actors. Re-set wants to help organisations strategise working on social issues and community organising. This grant supports tenants organising in an area in Prague called Pisnice.

LINGO e.V. (Pan-European / Germany) - 15,000

Rob Greenfield, 'Earth's messenger for green living', produces a small video series of European zero waste activists, using his reach to promote them.

Code Rood (The Netherlands) - 15,000)

Core support and funding for the Shell Must Fall campaign: initially Code Rood wanted to block the Shell shareholder meeting but due to Covid-19 they organised decentralised actions against Shell and an online Future Beyond Shell event.

Stay Grounded (Pan-European / Austria) - 15,000)

Multi-year core grant for the Stay Grounded network to mobilise support for their actions and advocacy for a just transition to a climate-safe transport system with reduced flights via an anti- & alternatives to aviation network of grassroots organisations.



THE BACKBONE

GOALS

Our Backbone grants support activities that educate and build capacity for mobilisation, develop skills and thus boost the effectiveness and credibility of activists, collectives or associations (e.g. on-line infrastructure, gatherings, training). We aim to support activist platforms, networks and other effective ways for activists to connect and organise.

CASE STUDIES

1. European Community Organising Network

ECON is a hub for the community organising movement across Europe with a focus on developing the craft of organising through training and mentorship, technical assistance, and by creating a space for organisers from different countries to collectively develop their strategic practice. We are big fans of community organising, period. We're also excited to see it grow and become updated and diversified as a practice for collective action and societal power shifts. We are also very excited to see greater solidarity and know-how exchange across European borders when it comes to community organising and movement building. Therefore, we are supporting ECON with core funding and via a multi-year grant, so that they can keep on doing their core activities with greater ease. ECON's ongoing and urgent goal is to grow and scale the community organising movement in Europe, and to build power from within marginalised communities to create an effective counterforce to the rise of right-wing extremism, xenophobia/racism and nationalism.



ECON, Slovakia

2. Ulex LGBTQI+ Resilience Training

We funded the Psycho-Social Resilience Programme for LGBTQI+ activists and community organisers from Eastern Europe and post-soviet countries. The Ulex team carried out a needs-assessment process through meetings and interviews with organisations in Belarus, Poland, Ukraine, Romania, Serbia, Czech Republic, Croatia and Hungary. Based on those needs assessments they set out the following project priorities:

- Strengthening resilience in the LGBTQI+ movement in Eastern Europe and post-soviet countries facing repression and attack through networking, exchange, and training.
- Equipping organisations, groups and activists with the tools to: build personal, organisational and movement level resilience; assess risks and build creative strategies for facing repression; understand stress, burnout and trauma mechanisms in order to be prepared to recognise and holistically approach those on personal, organisational and movement levels.
- Create a vibrant network of mutual support and inspiration across the region.
- Support organisations, coalitions and groups to implement changes in their strategies and organisational cultures towards a resilient model of engagement in social change.



Ulex Project LGBTQI+ Training, Spain

OVERVIEW OF **BACKBONE GRANTS**

Space of Urgency (Pan-European / Germany - 15,000)

Space of Urgency is building a network of free cultural activist spaces by building an online platform & network and engaging in community building, exchanging strategies for resilience and support for spaces at risk.

ECON - European Community Organizing Network (Slovakia / Eastern Europe - 15,000)

Multi-year grant for core funding and paying staff for the community organising network in Europe, providing concrete support to their affiliated partners, building broader recognition of their work, and growing the pool of resources for on-the-ground organising.

Alter Ego (UK - 20,000)

Alter Ego runs intimate gatherings and does online engagement of thought leaders via: strategic network building, using the core funding to solidify the activities around network engagement and organise two gatherings in 2020 to reach political & societal influencers.

GetCourageNow (UK / worldwide - 15,000)

GCN is an app for social movements to increase participation in protest and direct action, also working on improving the tool in times of the pandemic when everything moves to online platforms, working with social movements for beta testing.

ULEX (Spain - 20,000)

LGBTQI+ community program in eastern Europe, organising trainings and workshops in the region directly and continuing this work in 2021, including network skillshares and training for trainers.

Frag den Staat (Germany - 15,000)

The goal of the campaign "Black Box EU" was to make the documents of EU trilogues publicly available so they could then be used by journalists, NGOs and other civil society actors. In order to achieve this, a website was set up where people could file and view requests to access information in a quick and easy way.

Shareable (USA / worldwide - 15,000)

Shareable produces articles and podcasts to cover mutual aid and direct action initiatives happening on the ground to meet the immense challenges the pandemic is causing to already strained systems.



THE REFLEX

GOALS

Our bureaucracy-lite Reflex grants allow us to quickly respond to the needs of activists with a response time of maximum three weeks. This flexible fund backs anything from urgent mobilisations to travel stipends for activists to attend a training or gathering. We also find that these grants are an amazing tool for us as an organisation to build trust as we expand our network and geographic reach. Small groups or new collectives particularly benefit from our Reflex grants. For the curious, there's a deeper [overview of some of our reflexes](#).

CASE STUDIES

1. Gólya Community House

Gólya Community House is a member-owned and self-managed center for cooperative development, a headquarters for social projects, a platform for neighbourhood-based community organising and a meeting point for the audiences of these initiatives in the Orczy quarter of Budapest. Our grant went towards supporting their first year of organizing within a five-year project. In five years, the crew would like the Gólya Community House to be an embedded, well-known and frequented institution with a vibrant, self-organized and diverse cultural life, and a home-base for political mobilization in matters of common interest, where people of different social positions come and go every day. In addition, they aim to launch at least one major solidarity economy project with local residents serving as members and beneficiaries.



Gólya Community House, Hungary

2. Climáximo

Climáximo is a grassroots collective for climate justice in Portugal addressing the climate crisis linked to global and social injustices. The main strategic focus of the ATERRA campaign (part of the Stay Grounded network) is to stop the construction of a new airport in Montijo near Lisbon and the increase of capacity of the existing one in Lisbon. They do that by mobilizing civil society, direct actions, civil disobedience and other activities. Besides climate justice, this issue touches deeply two more strains of the general public: 1) The Montijo airport would be literally next to a natural reserve in the Tagus river, endangering several bird species; and 2) an increase in flights in and out of Lisbon is directly linked to mass tourism, gentrification, and housing problems. They have monthly open meetings to strategise and prepare the future of the campaign together with other organizations. They mobilise 10-15 people for these meetings, focusing on the locals and for the months thereafter they organized monthly actions involving around 100 people. They also aim to engage neighbourhood associations near the airport projects, with an increase of 30% of the total supporting organizations of the campaign.

Climaximo, Portugal



OVERVIEW OF REFLEX GRANTS

#PenguinsForFuture (by Stay Grounded) **(Austria - 5,000)**

Production cost for an animated campaign film clip that tells the story of #PenguinsForFuture, the coolest birds that stay grounded, and motivate their target groups to become part of the "Let's Stay Grounded!" campaign.

Amplifier (USA/worldwide - 5,000)

Amplifier is a nonprofit design lab that builds art and media experiments to amplify movements. The funding supported Amplifier's global open call for art around Covid-19, for artists contributing to landmark public health efforts.

Atterra **(Portugal - 5,000)**

The Aterra is an anti-aviation campaign in Portugal, part of the Stay Grounded network, that aims to stop the construction of a new airport near Lisbon, mobilising civil society through direct actions using creativity and civil disobedience.

Bewegungsschule (Germany - 4,500)

With the funding, Bewegungsschule offers Training for Trainers in social movements for 25 participants that represent different marginalized and activist communities.

Boom Boom Tales (Greece - 4,500)

Core funding for a small publication initiative involving People on the Move (POM) and asylum seekers on Lesbos. Part of the funding is used to buy art materials for storytelling workshops for POM.

Covid-19 Chronicles (Belgium - 5,000)

Frank Barat does interviews and holds conversations on how to radically change the world. With this grant the team wants to improve and amplify activities, expand the network for activism and systems change narratives in light of the pandemic & exploration of post-pandemic realities.

Demnet (Hungary - 4,000)

With the grant DemNet, an organisation fighting for human and democratic rights, is carrying out outreach, establishes future collaborations with local councils in Hungary and makes Citizens' Assemblies the go-to participatory tool for decision makers.

Dokustelle AT **(Austria - 5,000)**

Dokustelle is an antiracist organisation fighting to dismantle anti-muslim racism. They are analysing the impact of counter-terrorism and counter-radicalisation measures on groups perceived as Muslim in Austria in order to fight the solidification of common stereotypes.

Expedition Grundeinkommen **(Germany - 7,500)**

Expedition Grundeinkommen organises a nationwide grassroots citizens movement in Germany that will pressure and collect signatures for several bottom-up referenda on the UBI pilot.

OVERVIEW OF REFLEX GRANTS

Festival Y?! (Baltic States - 7,000)

The Baltics-wide volunteers' collective organising Festival Y?! with this 2. edition of an intersectional festival continues building a cross-issue, collaborative support network for those already organizing for various justice issues in the Baltics, and those not yet reached.

Climaximo (Portugal - 5,000)

Glasgow Agreement: the purpose of this campaign is to reclaim the initiative from governments and institutions by creating an alternative tool for action and a space for strategy and coordination for climate justice.

Gólya Community House (Hungary - 6,000)

The support aims to establish the community center & headquarter for social initiatives Gólya Community House in the Orczy quarter of Budapest as a local institution, embed it in its community and start a citizens' group.

NANDU e.V. (Germany - 5,000)

Publishing of the booklet "Solidarity will win" that shows young climate activists on how to get organised and plan political interventions themselves, the content will be put into video clips with collaboration of influential vloggers.

Io Voto Fuori Sede (Italy - 5,000)

Io Voto Fuori Sede is a civic committee to raise public awareness on the right to vote for citizens in mobility. This grant is support for the committee's voting rights campaign, addressing off-site voters.

Justice for Mawda (Belgium - 5,000)

Support for the Justice for Mawda campaign to make an animated film about the case of the child Mawda who got shot by the police in Belgium.

Movimento Juntos Pelo Rossio (Portugal - 4,000)

The movimento advocates for the defense of the Rossio Park located in the historical city center of Aveiro. After multiple protests, demonstrations and initiatives and the subsequent irreducibility shown from the Mayor's part, the last resort will be the legal option.

Nosotros Free Social Center (Greece - 5,000)

Core funding support for running costs (rent and electricity) of the Nosotros Social Center, allowing this vital community space in Athens to continue its activities and help it survive the pandemic related lockdown.

Rog Embassy (Slovenia - 4,500)

Campaign for alternative migration policy in Slovenia via working with asylum seekers and rejected asylum seekers. They offer legal support to asylum-seekers and migrants alongside running community spaces, including a small café, which offers vocational skill training to young People on the Move. They function as a platform for self-organisation of migrants and they run political campaigns on migration-issues.

OVERVIEW OF REFLEX GRANTS

Social Center Oktobar (Serbia - 5,000)

Core funding to cover the running cost for the progressive Social Center Oktobar in Belgrade in 2020. It represents an important gathering place for large number of LGBTQIA+ people as well as the space dedicated to the development of anti-capitalist, feminist, anti-fascist and other progressive ideas and practices.

Jolie Rouge (Italy - 7,000)

Support for a group of young activists involved in social activities, education and promotion of active citizenship and innovation of decision making processes. This grant helps them to mobilise young voters in Napoli.

Nurses Organise (UK - 2,000)

Campaign of the organiser collective NEON to support nurses organising in the Corona crisis to empower them to speak out and fight for better conditions in the care work sector.

Brand New Bundestag (Germany - 3,500)

Brand New Bundestag - support for [crowdfunding video](#) for their campaign that wants to bring diverse, unlikely politicians into the German parliament.

FundAction (Belgium - 5,000)

Communication position for FundAction, a participatory fund and platform for cross-Europe solidarity. The grant helps to strengthen communication and strategic storytelling of the organisation.

We'll Come United (Germany - 5,000)

Anti-racist summer camp & community organising in the Berlin/Brandenburg region for refugee empowerment, led by an open initiative of people from different social, antiracist and political networks.

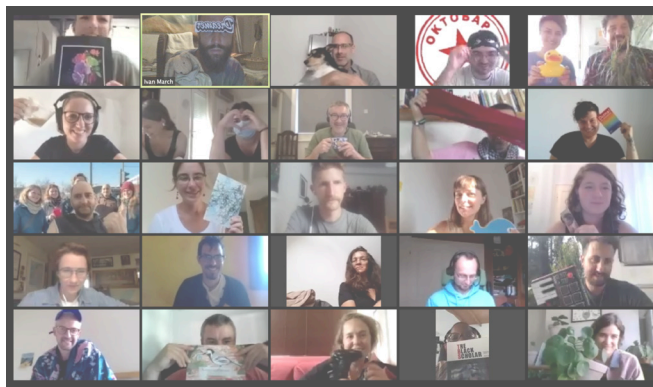
No TAP (Italy - 5,000)

Local resistance to the TAP mega-pipeline, a massive European energy project, is undergoing severe repression and criminalization. About 100 No TAP activists are on trial, with staggering fines and legal fees. Crowdfunder to support No TAP activists on trial with legal cost etc.

OTHER THINGS WE'VE BEEN UP TO IN 2020

Virtual Guerrilla grantee meeting

This year marked our first ever meet-up of a large chunk of our grantee network. While we were planning an In-Real-Life gathering, Covid forced us into digitality. Nevertheless, almost 60 of us spent a half-day together, sharing how lockdowns impacted us personally and the work of our movements, we shared tips and strategies on how to organise, campaign and care for one another through upcoming quarantines, and we brainstormed a bit about what we can do with our Guerriller@s community in the coming months. Dive into more detail [here](#).



Radical Philanthropy Calling

At the end of 2019, we started off with a small group of loose acquaintances, composed of people with wealth, most in their thirties and early forties, some younger, some experienced grantmakers, some curious novices. The idea was to create regular, virtual meet-ups where people who are driven to drastically rewire planetary injustices, can swap stories, learn from one another, deep dive into pressing societal topics, share emotionally challenging stuff, and openly discuss issues that range from systemic power imbalances to the nitty gritty of family dynamics when setting up a philanthropic fund. We held 6 sessions in 2020, on: Effective Altruism, Funding during Covid-19, Resourcing Climate Justice & the Solberga Foundation, Wealth & Power & the Chorus Foundation, Warm Data & Philanthropy & Funding Queer Movements. For a more detailed account [read this](#).

Building a container for philanthropic experimentation

We also entered a new collaboration in the summer of 2020. Romy joined a small group of people from philanthropy, movement funding, and systems entrepreneurship under the working title **LEAP** to explore what the next generation of philanthropy might look like in Europe. What started as an effort to build a new participatory grantmaker now morphed into a collective effort to build a community of practitioners, activists, systems entrepreneurs, funders and wealth owners that collectively facilitate and run a number of philanthropic experiments to openly share lessons learned in order to move more philanthropic funds into activities that are participatory, center transparency and learning and contribute to systems change.

WHAT WE LEARNED IN 2020

Team culture

Guerrilla had already been a nearly fully virtual organisation and it was easy to deal with the new Covid-19 reality in terms of getting our work done. However, personally, all of us were being tested in different ways by the overall situation, our respective national lockdown regimes, and the worry about friends and family. We reacted by expanding our meeting routine to include extensive personal check-ins at the start of every meeting. This simple shift helped create space for us to arrive as whole people, improved our sense of connection and helped us be aware of the 'emotional baggage' someone might bring into a meeting on any given day. I don't think we'll ever go back to another meeting routine.

As the 'small team' without our funder Toni, we even managed to get together in person in the last year! A one-week team and strategy retreat in September in Greece worked wonders in terms of deepening connections and filling up our batteries with non-work joint experiences. Lesson learned: Digging out a car from a sandy riverbed is an incredible teambuilding exercise and remote work is not only possible but desirable in a context like ours where

there isn't any need for physical proximity in terms of getting the job done. What would it do to team relationships and job satisfaction if money and CO2 budget that usually go into office space and commuting were reduced and a decent part spent on non-work team retreats, education and other things that increase overall wellbeing?

Being a partner during the pandemic

The last year has taught many foundations an important lesson about trust - a good **set of recommendations for foundations** (not just for pandemic times, I may add) was developed by the FundAction collective of activists. At Guerrilla, we have always funded people, not projects and emphasise the importance of personal connection. It was therefore easy for us to trust our groups to make smart strategic decisions in the new, challenging and changing context of a global pandemic. We extended grant periods and reporting deadlines, allowed for flexible reallocation of funds and were available as sparring partners for discussing changing strategies but not pushy when it came to receiving progress updates. Based on our own team's experience in dealing with and collectively processing how we dealt with the pandemic at a personal level, we were very aware of and supportive of activists reporting personal is-

ssues. Like so many others, the Dutch climate justice group **Code Rood** for example had to completely replan their year. "Restrategising isn't easy if you make consensus decisions via Zoom. It's time consuming and people are in a deep emotional dip due to Covid-19 and what it means for our planned mass actions around the **Shell Must Fall** campaign." said a member of the collective in an April update call where we discussed the impact of the pandemic on motivation. "But maybe we're going to turn our **Shell Must Fall song** into a 20 seconds handwashing version." she added, smiling. It turned out that, despite difficulties, a whole lot of subversive energy could still be mobilised: decentralised actions against Shell took place all over the Netherlands throughout the year and Code Rood organised a Future Beyond Shell online summit.

We also more easily made grants or were very flexible about how funding was used with activist groups, social centers and other activist spaces that usually depend on income from organising events. Free and safe spaces are an essential ingredient of activist subculture and we see a strong need to protect and maintain them. Not surprisingly we were also happy to welcome **Space of Urgency** into the Guerrilla community as one of our last grantees of 2020.



Ulex Project meets XR, Spain

WHAT WE WERE READING IN 2020

The Code of Capital

How the Law Creates Wealth & Inequality (2019)

This Land Is Our Land

The Struggle for a New Commonwealth (2019)

Invisible Women

Exposing Data Bias in a World Designed for Men (2019)

The Divide

A Brief Guide to Global Inequality and Its Solutions (2017)

Winners Take All

The Elite Charade of Changing the World (2018)

Decolonizing Wealth

Indigenous Wisdom to Heal Divides and Restore Balance (2018)

Pleasure Activism

The Politics of Feeling Good (2019)

Occult Features of Anarchism

With Attention to the Conspiracy of Kings and the Conspiracy of the Peoples (2018)

The Triumph of Injustice

How the Rich Dodge Taxes & How to Make Them Pay (2020)

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