



**STEPPING**

2021 ANNUAL REPORT

**INTO**

**OUR POWER**

# STEPPING 2021 ANNUAL REPORT INTO OUR POWER

Dear friends,


I've heard it said that organizational transformation takes a full seven years. For re:power, that began in 2017. Since then, we have been in a steady state of transition. Each year, we've had forward momentum as we've taken steps towards becoming more fully what we hope to truly be. As I look back on 2021, our fifth year of transformation, it's evident how much progress we've made. It all adds up to an incredible journey—one in which each year has represented a necessary and important stage in our growth and development.

I started 2021 with a clear theme in mind: **“Stepping Into Our Power.”** This was the year to make the key decisions that would lead us into the next chapter. Today, I can truly feel a difference in the air at re:power. We've decided what we stand for, and we've found our confidence in living that identity. We're unapologetic about our work and what matters to us, and we're pushing the boundaries with cutting-edge programming. We're unafraid to take bigger, bolder steps and it's paying off.

The greatest catalyst for our success was our belief in ourselves and our winning strategy of investing in BIPOC folks combined with the resources to execute that strategy. Our results in 2021 tell us that our efforts to assert our leadership are bearing fruit: our power is being recognized and validated out in the world. As we begin to embrace this power, we can feel that we're onto something big and that we're destined to be more than just another training organization. Our accomplishments in 2021 are beginning to point the way to this bigger vision, as well as to the fact that we'll be ready to meet our movement with a healthy and sustainable organization.

I hope you see what I see in re:power—an organizing home for Black, Indigenous and other people of color; a space for women, trans and gender expansive people of color to discover and wield their own power; and a place of joy and abundance—where we set our sights on a north star and build the power and capacity to get there! I can't wait to keep sharing what is coming for re:power—stay with us. We're not done transforming yet!

Yours in Partnership,



**Karundi Williams**  
Executive Director, re:power

## 2021 STATISTICS

# 2,500

With your support, we trained and supported more than 2,500 individual leaders from all 50 states.

Across our public and partnership trainings, we reached individuals at over 400 organizations, and we also formally partnered with over 40 organizations for customized training and support.

# 400

# 54

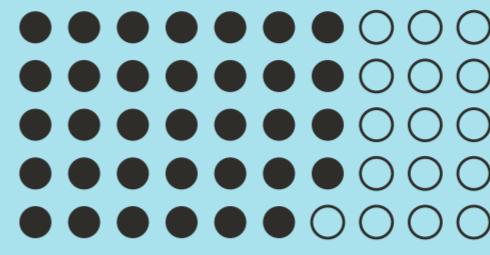
We offered 54 trainings, provided countless hours of coaching and many other forms of strategic support.

We offered courses in the following areas:

- DATA STRATEGY & MANAGEMENT**
- DATA ANALYTICS**
- DIGITAL SAFETY**
- DIGITAL ORGANIZING & MOBILIZATION**
- GRASSROOTS ORGANIZING**
- STORYTELLING**
- FAIR COURTS**
- CAMPAIGN PLANNING, BUDGETING & MANAGEMENT**
- CANDIDATE TRAINING**
- PROGRESSIVE GOVERNANCE**
- POLITICAL EDUCATION**
- BIPOC WOMEN AND GENDER-EXPANSIVE LEADERSHIP**

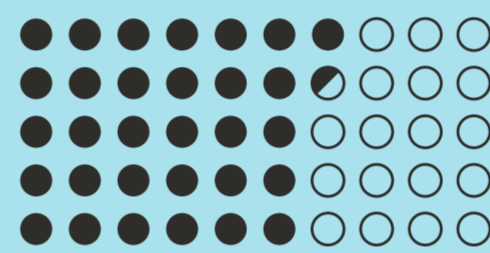
# Your Investment At Work

# 68%

**BIPOC**

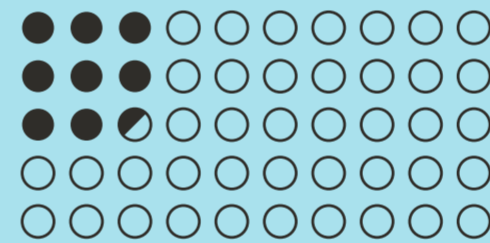
% of training participants who identify as Black, Indigenous, or People of Color (BIPOC)

# 63%

**WOMEN/GE**

% identifying as women or gender expansive (GE)

# 17%

**YOUTH**

% of participants who are youth ages 18-25.

# 90%

% who said they would recommend re:power to others and want to work with us again in the future.



*re:power provides clear, high-quality, accessible, and thoughtful training to organizers and grassroots folks. Information is current and relevant and takes a racial equity (and LGBTQ+ affirming) lens—something which you don't often see. I know that by recommending re:power to my networks, they will not only deliver high-quality content, but do so in a safe, affirming, and thoughtful space.*

— JOSEPH HAVERLOCK



# Grassroots Organizing: Storytelling Academy

PUBLIC TRAINING

Our public trainings are the heartbeat of our organization. In 2021, we unveiled a new Grassroots Organizing training focused on supporting grassroots organizers to hone their storytelling abilities and learn how to coach others' stories. Through narrative and storytelling, we—as individuals, communities and nations—can learn how to make choices in response to the challenges of the uncertain world we live in. Narrative is how we communicate our values through stories, bringing alive the motivation we need for changing the world. Because it engages the head and the heart, narrative can instruct and inspire, not only teaching us about why we should act but also moving us to take action.

Knowing that there are so many different contexts where organizers need to use storytelling—from building relationships with community members to moving legislators on issues—we responded with a powerful course to help participants develop stories that call people to action. Participants learned the public narrative framework and developed stories about why they are called to leadership (“story of self”), how their values are connected to the collective values of their communities (“story of us”), and what challenges to our values demand urgent action (“story of now”).

# 36

folks participated in this transformative program

**72% BIPOC**  
**75% WOMEN**  
**17% YOUTH**



“

*Wonderfully supportive. Awesome. Uncomfortable and appreciated.”*

STORYTELLING ACADEMY ALUM

“

*As an organizer, I know the importance of storytelling but wanted to hone my skills. The trainers were incredible and being able to craft stories with other movement organizers was invaluable. I will be applying many of the tools provided in my call to actions.*

STORYTELLING ACADEMY ALUM

THANK YOU TO OUR 2021 SPONSORS FOR SUPPORTING THIS WORK!



Hustle LEVI STRAUSS FOUNDATION

NEW / MODE

“

**Especially for young and new organizers, these courses are such a good entry point into how to actually do campaign work. Explicit training on hard skills is still missing on many campaigns who don't have the capacity or time to train up their team, so re:power is filling a key role.**

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**ANI KELEMDJIAN, ALUM**



## PARTNER TRAINING



Our largest partnership in 2021 was with the Future Coalition, a national youth-led group of youth-led organizations fighting against the climate crisis. We executed seven distinct trainings with curriculum ranging from Introduction to Organizing to Action Safety & Police Liaising, and served as strategic consultants on their campaign, structure, and leadership development plans. Through all of this, we trained **nearly 1,000 participants**, making this one of the largest comprehensive training series held for youth climate justice organizers ever.

We also supported a successful day of action on October 29, 2021 that saw youth groups in 40 different cities staging actions to hold the financial industry accountable for their financing of fossil fuels.

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*Working with re:power was not only the right decision for educating our base of BIPOC youth activists, but the right decision for the growth and development of our team as well. They are true masters of their craft and every person who engaged with their training programs—staff or participant—walked away with a valuable gift for their grassroots campaigns.*

EMERY KIEFER  
SENIOR MANAGER OF ORGANIZING SUPPORT,  
CLIMATE TEAM AT FUTURE COALITION

# Future Coalition

re:power's partnership work allows us to meet specific needs and tailor our work to best serve our movement partners. That's why each year, in addition to our public training offerings, we support movement organizations from across the country with customized training.



Top left and above: Youth Climate Finance Alliance demands a Fossil free Future outside of Chase Bank in Houston, TX.

Photo credit: Future Coalition

### OTHER IMPORTANT PARTNERSHIPS IN 2021 INCLUDED:

LEAGUE OF CONSERVATION VOTERS

TEXAS STATE INFRASTRUCTURE PROJECT

PEOPLE'S ACTION

SEIU-UNITED HEALTHCARE WEST

MARCH FOR OUR LIVES

ALLIANCE FOR YOUTH ORGANIZING

MASSACHUSETTS EDUCATION  
JUSTICE ALLIANCE

PLANNED PARENTHOOD FEDERATION  
OF AMERICA

CHAN ZUCKERBERG INITIATIVE

NEW AMERICAN MAJORITY FUND OF THE  
DEMOCRACY ALLIANCE

FOOD & FARM COMMUNICATIONS FUND

ASIAN AMERICAN PACIFIC ISLANDER  
CIVIC ENGAGEMENT FUND

FOUR FREEDOMS FUND

STATE INNOVATION EXCHANGE

LOCAL PROGRESS

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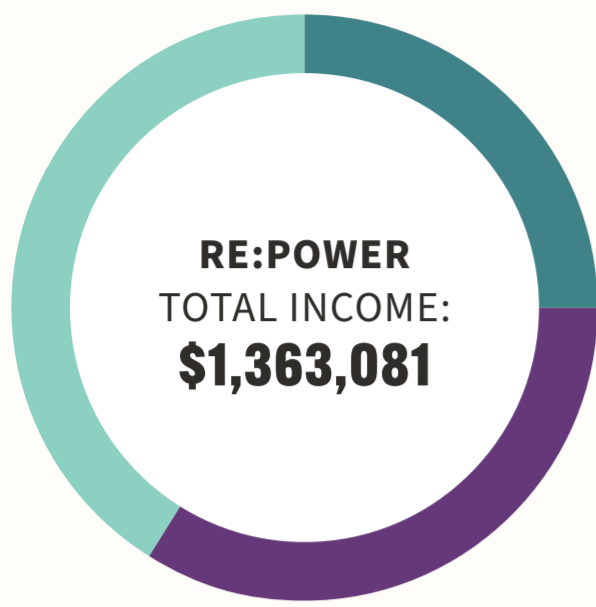
**I love the learning environment that encourages us to try and pushes our minds to put these strategies to practice right away.**

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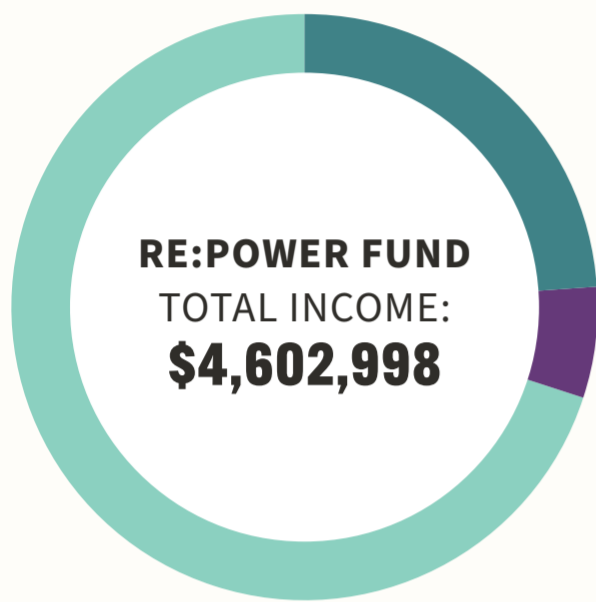
**FUTURE COALITION ALUM**

**INCOME**

(without donor restriction)

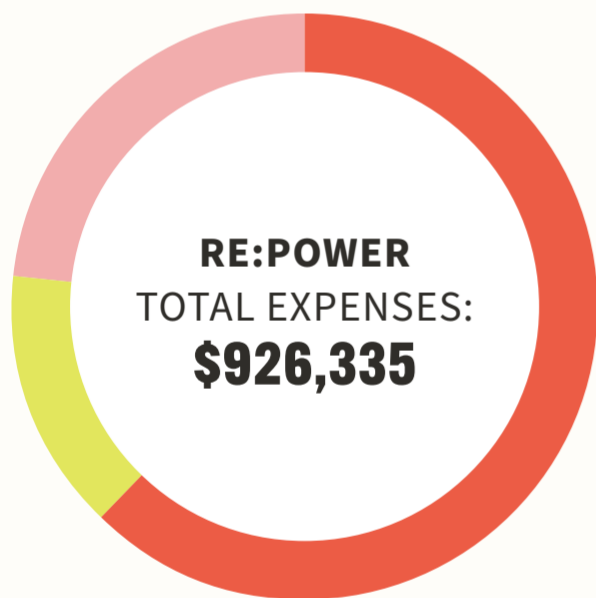


- 25%** \$336,356  
Program Services
- 34%** \$468,522  
Individual Donors
- 41%** \$558,203  
Foundations/ Org Income

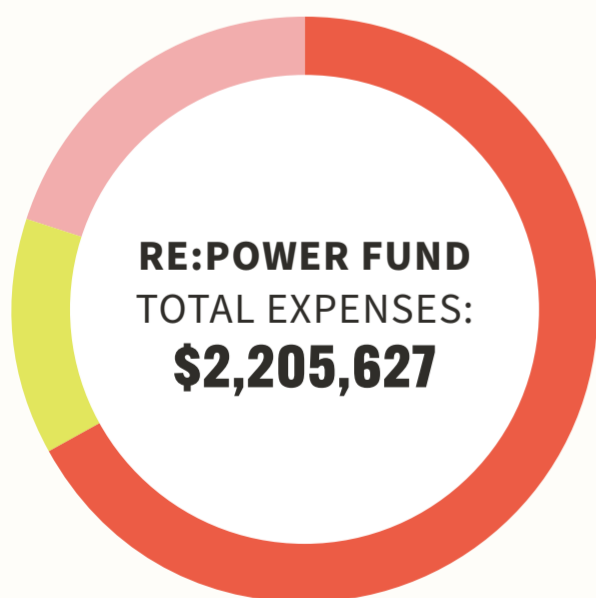


- 24%** \$1,106,652  
Program Services
- 6%** \$288,234  
Individual Donors
- 70%** \$3,208,112  
Foundations/ Org Income

**EXPENSES**



- 62%** \$578,018  
Program Services
- 15%** \$133,918  
Management &  
General Expenses
- 23%** \$214,399  
Fundraising Expenses



- 67%** \$1,477,700  
Program Services
- 13%** \$291,427  
Management &  
General Expenses
- 20%** \$436,500  
Fundraising Expenses

**STATEMENT OF FINANCIAL POSITION**

	re:power (c4)	re:power Fund (c3)
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and Cash Equivalents	1,071,779	4,921,969
Grants and Pledges Receivable	84,725	301,967
Accounts Receivable	283,879	184,803
Prepaid Expenses	71,605	6,555
Other Assets	-	-
<b>Total Current Assets</b>	<b>\$ 1,511,988</b>	<b>5,415,294</b>
<b>Property &amp; Equipment</b>		
Leasehold Improvements & Equipment	302,797	-
Less: Accumulated Depreciation	222,921	-
<b>Total Property and Equipment</b>	<b>\$ 79,876</b>	<b>-</b>
<b>TOTAL ASSETS</b>	<b>\$ 1,400,094</b>	<b>3,259,232</b>

**LIABILITIES & NET ASSETS**

<b>Current Liabilities</b>		
Accounts Payable	44,975	288,457
Accrued Expenses	69,858	-
Deferred Revenue	-	9,000
Other Liabilities	11,335	-
<b>Total Current Liabilities</b>	<b>\$ 126,168</b>	<b>297,457</b>
<b>Net Assets</b>		
Without Donor Restrictions	1,387,550	4,233,990
With Donor Restrictions	78,146	883,847
<b>Total Net Assets</b>	<b>\$ 1,465,696</b>	<b>5,117,837</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$ 1,591,864</b>	<b>5,415,294</b>

Data as of 12/31/2021



# OUR PEOPLE

## STAFF

**Karundi Williams** *(she/her)*  
EXECUTIVE DIRECTOR

**Uyen Doan** *(she/her)*  
MANAGING DIRECTOR, PROGRAM & PARTNERSHIPS

**Kavita Khandekar Chopra** *(she/her)*  
MANAGING DIRECTOR, ORGANIZATIONAL STRATEGY

**Sarah Allsbrooks** *(she/they)*  
DIRECTOR, DEVELOPMENT

**Toria C. Boldware** *(she/her)*  
PROGRAM & OPERATIONS MANAGER

**Jay Bulbulian Wells** *(they/them)*  
FINANCE MANAGER

**Conrado Ferreira dos Santos** *(he/him)*  
DIRECTOR, MOVEMENT BUILDING PROGRAMS

**Mercedes Fulbright** *(she/her)*  
DIRECTOR, CIVIC ENGAGEMENT

**Heidi Gerbracht** *(she/they)*  
DIRECTOR, PROGRESSIVE GOVERNANCE ACADEMY

**Ateira Griffin** *(she/her)*  
DIRECTOR, WOMEN OF COLOR LEADERSHIP PROGRAMS

**Terican Gross** *(she/her)*  
SPECIAL ASSISTANT TO THE EXECUTIVE DIRECTOR

**Louis Haut-Prokop** *(he/him)*  
OPERATIONS & HR MANAGER

**Briah Nunn** *(she/her)*  
MANAGER, COMMUNITY GIVING

**Zhenqi Ong** *(she/her)*  
MANAGER, DESIGN & COMMUNICATIONS

**Carin Schiewe** *(she/they)*  
PROGRAM STRATEGIST

## BOARD

**Carmen Berkley** *(she/her)*  
BOARD CHAIR

**Sara Totonchi** *(she/her)*  
VICE CHAIR

**April Sims** *(she/her)*  
SECRETARY

**Leah Boudreaux** *(she/her)*  
TREASURER

**Sarah Audelo** *(she/her)*

**Toni Carter** *(she/her)*

**Aaron Dorfman** *(he/him)*

**Jen Epps-Addison** *(she/her)*

**Katrina Gamble** *(she/her)*

**Jess Morales Rocketto** *(she/her)*

**Justin Myers** *(he/him)*

**Art Reyes III** *(he/him)*

**Luna Yasui** *(she/her)*

## Join us

As re:power continues to step into our power, we are determined to bring others along with us. We lead with fierce ambition, radical generosity, and an unwavering commitment to changing the conditions for our people. And to this end, we train, support, and develop the leaders among us—sharing in their joy and pain, standing in solidarity with, and unifying our collective vision of a more just world. **We know that when our people win, we all win.**

Please [join us](#) and [give](#) as generously as you can today!