



OUR STORY **RE:IMAGINED**

2019 Annual Report

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A year of Transformation

Dear Supporters,

In June 2019, I officially became the Executive Director of re:power and the first Black woman to ever lead this organization. I was tasked to lead an organization founded in the legacy of White, mid-western, liberal values that haven't always made space for or reflected the lived experiences of people who look like me. I was well aware of what this moment represented.

Before my arrival, not only had our name and brand changed, re:power had set a new mission and vision focused on communities of color, and specifically women of color. This new direction is what ignited my desire to become its next leader—to finally have a space where my people and my community were centered, dignified, and trained to lift up our success and leadership. It was all so exciting!

Still, taking the helm of an organization that had spent the last 18 months embroiled in a public struggle resulting in a full rebranding was no easy task. As I came on board the traumas of this transformation became apparent—long-time supporters had walked away because they didn't believe in our new vision; a staff that had been burnt out over the last two years of instability and uncertainty; board transitions that had been set in motion before I arrived, and so much more. The organization's interior did not match its shiny new exterior. In fact, re:power was deeply wounded and looking for help. I was only two weeks into the job when I realized that folks were expecting me to be the unicorn who would magically save the organization upon arrival.

The weight of that realization hit me deep in my soul. Here I was, excited to be a part of something new and fresh—but instead was left holding the fractured pieces of something else.

My story, one of a Black woman brought in to “radically change” the dynamic of a white-led organization, is not unique to me. You don't have to look far within our movement to find numerous examples of executives like myself who are taking their rightful places of leadership in organizations that haven't been built for them, nor are they adequately prepared for them.

But often, this is what radical change looks and feels like. It's not easy or comfortable and there is no clear roadmap to success. We are building our future as we live it, connecting our lived experiences together to create something completely new and different—a future that works for all of us, not just some of us. And my experience as a Black woman navigating the pitfalls and triumphs of building a new legacy for re:power is exactly what motivates me to stay laser-focused on building power with and for communities of color, especially women of color.

The annual report you see here is a reflection of an incomplete organization—but one that did its best to fulfill the impact we hoped to create. My staff worked tirelessly to meet the needs of organizations, individuals, and coalitions across the country who needed skills-training, coaching, and deep strategic partnership. We banded together to bring in new funders, donors and supporters—pushing ourselves to expand our reach. We pushed ourselves to think beyond our former existence as Wellstone Action and deeper into what it meant to be re:power. Despite our best efforts, we still ended the year forced to make difficult decisions resulting in a smaller staff than any previous year and not enough clarity on what 2020 would hold.

But, like a phoenix, re:power rose—out of the ashes of Wellstone Action. We continue to grow into the tenacious, powerful, and essential capacity-building organization I always knew we can be.

It took sleepless nights, brilliant minds, and fierce determination to get our organization to where we are today and there is still so much left to build. But we do it now with a team—staff, board, trainers, alumni, donors, and funders—who all believe in the vision and future of this organization. We are the true embodiment of re:power.

So, dear supporter, please read our 2019 annual report as a testament to the incredible work of our impressive staff and partners and know that I am working hard to build re:power into the organization you and I both want.

Stick with us—there is plenty more to come.

In gratitude and solidarity,



Karundi Williams
EXECUTIVE DIRECTOR



The background of the image is a solid purple color. Overlaid on this are several sets of thin, white, wavy lines that create a sense of movement and depth. These lines are arranged in concentric, overlapping patterns that resemble ripples in water or the layers of a fingerprint. The lines are most prominent in the upper left and right areas, while the lower left area is more solid purple.

2019 IN REVIEW

Answering the Call: New Leadership, Real Change

**Progressive Governance
Academy**



At re:power, we've always taken the approach that sustainable, long-term impact requires developing leadership skills beyond Election Day, not just when candidates are campaigning. The question we get most often from newly elected officials is: "Once I'm elected into office, what comes next?"

In 2019, our answer to that question was launching the Progressive Governance Academy (PGA), a joint project with State Innovation Exchange (SiX) and Local Progress, focused on building and developing the leadership and governance skills of progressive state and local elected officials across the country. After seeing the significant and unique opportunity for the progressive movement to build infrastructure it has long been lacking, we launched this national hub to support and train legislators, assisting them in successfully transitioning into governance and to build the bench of leaders our country needs from the ground up.

We discovered early on through interviews with elected officials that most legislators lack the necessary support and resources to succeed once elected, whether it's dedicated staff, constituent response services, or tools to operationalize impactful public policy. This creates a disconnect between elected representatives and the communities they serve and impedes our ability to translate the energy built through winning elections into governance outcomes.

We knew we could change this dynamic by training legislators to build the human and political capital necessary to make bold change. As a result, the PGA was developed and launched.



PGA Train the Trainer participants gathered in Boulder, CO to develop and share their expertise with each other.



PGA participants in Saratoga Springs, NY learning crucial governance skills and practices.

I wish I had this training after I was elected, but before serving. I will say, having served one legislative session, it all made total sense and was very effective and gave me a lot of ideas to think about.

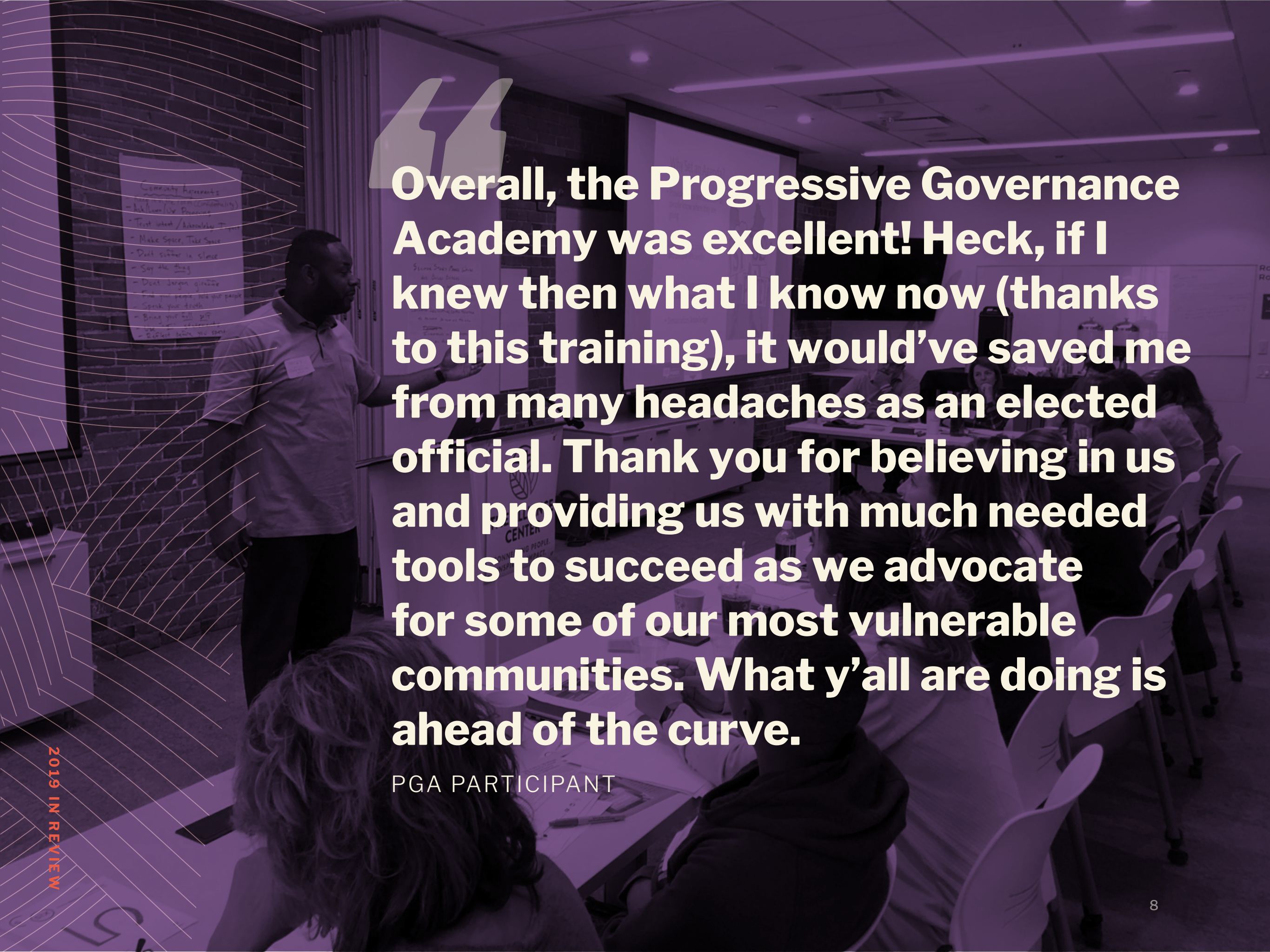
PGA PARTICIPANT

Throughout 2019, we offered 16 trainings online and in person for people across the country. Trainings were held in key states including the following:

- California
- Colorado
- Florida
- Michigan
- New York
- Pennsylvania
- Texas
- Washington
- Washington, DC

Of the 357 legislators trained in 2019, 5% were members of the LGBTQIA community and 36% identified as Black, Indigenous or a Person of Color (BIPOC). The PGA uses re:power's inclusive politics framework to make sure the lived experiences, perspectives and ideas of our people are represented in our government and power structures. Our work through the PGA will have a lasting impact on public policy, electoral politics, and the entire political ecosystem.

The PGA is excited to build upon our foundational years and train more elected officials in 2020 and beyond. 2020 has brought out a new cohort of eager and hopeful candidates who are invested in making bold change with their communities. As they take office, the PGA will be ready to offer key learnings in agenda-setting, power-mapping, transitioning to public leadership, collaborative governance, and more. Because of your support, our trainings can reach a greater number of local and state legislators, especially as power shifts within chambers and new policy solutions seem viable.

A man in a light-colored polo shirt stands on the left, gesturing towards a whiteboard. The whiteboard has a list titled "Community Agreements" with items like "Ask/Listen/Observe/Process", "Test what/Assess/Share", "Make Space, Take Space", "Don't speak in silence", "Say the thing", "Don't jargon, clarify", "It's not your people, it's your people", "Speak your truth", "Bring your full self", and "Use your voice". The room has large windows and other people are seated at tables in the background. The entire image is covered with a semi-transparent purple filter and white wavy lines on the left side.

Overall, the Progressive Governance Academy was excellent! Heck, if I knew then what I know now (thanks to this training), it would've saved me from many headaches as an elected official. Thank you for believing in us and providing us with much needed tools to succeed as we advocate for some of our most vulnerable communities. What y'all are doing is ahead of the curve.

PGA PARTICIPANT

United and Building a Winning Future Together

First they were alumni, and now they're trainers. Re:power's bench of expertise is leading the way. Here are two of those individuals we're especially proud of.



Councilmember Kristerfer Burnett

Kristerfer Burnett (he/him) COUNCILMEMBER, BALTIMORE DISTRICT 8

Councilmember Kristerfer Burnett currently serves in Baltimore's 8th District. Coming from a background in community organizing, he went through Wellstone Action's candidate training program back in 2015, setting him up for success during his city council campaign the following year. He continues to be involved with re:power's Progressive Governing Academy.

Multiple times per week, Councilmember Burnett can be found conducting site visits in his district and conversing with constituents around various issues pertaining to keeping their city beautiful and livable. "The focus of my constituent services is making sure our neighborhoods are clean, green, and safe for everybody. That requires a lot of hands-on work." In 2019, President Trump attacked the "cleanliness issues" in the City of Baltimore in a series of tweets targeting the late Rep. Elijah Cummings. But, Burnett has been paying close attention to these issues in his own community long before the President spoke about them.

As a trained community organizer, Councilmember Burnett continues this work by leading a "community academy" designed to educate his constituents on how government works, and how it can work better for them. In his district, Burnett manages the Clean Block Challenge, which offers free cleanup supplies personally delivered by him to residents who take on efforts to keep their neighborhoods clean. To date, more than 300 sets of supplies have been delivered, including 9 cleanups personally handled by Burnett. The Clean Block Challenge has been so successfully that even Baltimore's Mayor has borrowed and implemented Burnett's idea.

EMPOWERING PEOPLE TO LEAD AND ELEVATING THEIR VOICES

Burnett's candidate training with Wellstone Action provided the skills and knowledge he needed to be elected to office in 2016, as a member of Baltimore's 72nd City Council, the youngest and largest council seat turn-over in the city's history. "The way I run for office is the way I'm going to lead—empowering people to lead and elevating their voices." One of his major takeaways from the training was the recognition that grassroots fundraising was about more than making an ask, but rather bringing people in to support a larger vision—an investment in their own future as well as the candidates. **"I wouldn't be in office without my training, and feel confident continuing to lead the way I was before I ran for office if it weren't for my training."**

UNITING OUR VISION TO TAKE BACK OUR COUNTRY

In addition to being a councilmember, Burnett is also a re:power trainer with our Progressive Governance Academy, in partnership with Local Progress and State Innovation Exchange. With so much at stake in our country, Burnett stays energized by his fellow trainers who are hard at work building out a national network of collaboration. "While Washington may be gridlocked, the progressive movement is very much alive and well," says Burnett. "We know it's not just about winning elections—relationships developed and strengthened between progressive members in office, folks on the ground, and the reach we all have when we're united in our vision makes our success real." In partnership with the other 5 young progressive councilmembers in Baltimore elected in 2016—all of whom are also part of the Progressive Governance Academy—Burnett has found strength, resilience, and hope through deepening his relationships with these folks.

Re:power is proud to continue delivering critical programming and support for emerging leaders of color all over the country, day in, day out. Because it's going to take all of us working together at all levels of organizing and government, and we don't have a moment to lose.

"We know it's not just about winning elections—relationships developed and strengthened between progressive members in office, folks on the ground, and the reach we all have when we're united in our vision makes our success real."

KRISTERFER BURNETT

Anoa Changa (she/her)

DIGITAL STRATEGIST

Anoa describes herself as a “progressive strategist in the matrix.” On the daily, she’s invested in navigating all things digital organizing. She’s literally deciphering codes for how we communicate in our movement, to build better ways to share our stories. At the New Georgia Project, Anoa focuses her expertise on reaching deep into communities across the state to build a more reflective democracy.

A PIVOTAL MOMENT


Anoa’s first real experience with digital organizing came at RootsCamp in 2016. Re:power’s “unconference” took place just days after the 2016 Election, and a wide range of emotions were present as a “new reality” sunk in. But for Anoa and other people of color (POC) in the space, they wondered, “What are you all talking about? We’ve always been oppressed!” With other RootsCamp POC participants, Anoa developed and co-led a session called “Progressive While Black: Rules for Revolutionaries Who Don’t Know How to Engage Us,” focused on how to create better communications to shift narratives about values, and lift up the importance of doing movement work as a person of color.

Before attending RootsCamp, Anoa didn’t realize that she was a digital organizer, that she had something important to offer to this work. “The space and intentionality created was amazing for me, and put in place all that was to come” for re:power. Now as a trainer for re:power, Anoa sees that **“you’re a part of something impactful—re:power is actually building and modeling it as we go along. I’m welcomed in this space, a space created for everyone equally to be valued and participate.”**

Anoa stays hopeful and resilient about the ongoing sustained digital organizing efforts she sees on the ground, such as in places like Georgia and Texas—people building against all odds, and not just in traditional wins across the country. Anoa calls this “Coupon clipping the revolution.” “We know what we’re building, that we actually are winning, even when our elections are stolen. We’re focused on building coalitions for the long-haul.”



Anoa Changa



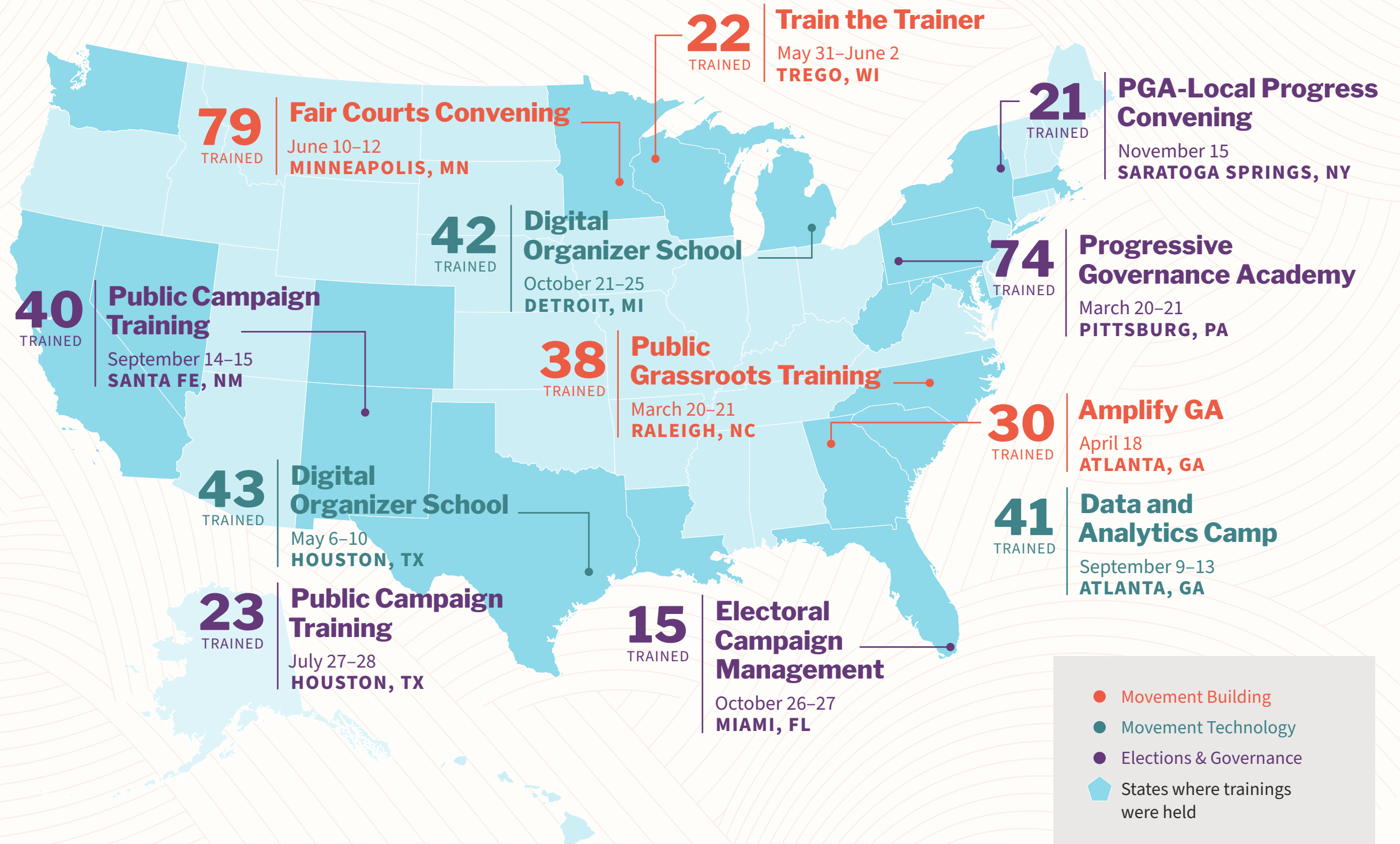
“We know what we’re building, that we actually are winning, even when our elections are stolen. We’re focused on building coalitions for the long-haul.”

ANOA CHANGA

Taking Back Our Country

2019 training
program highlights

2019 IN REVIEW



52

trainings

Our Impact in Numbers

1,144

leaders trained



164

MOVEMENT TECHNOLOGY



290

MOVEMENT BUILDING



690

ELECTIONS & GOVERNANCE



69%

identify as BIPOC



60%

identify as women



30%

identify as LGBTQIA

The background of the image is a solid purple color. Overlaid on this background are numerous thin, white, wavy lines that flow across the frame in various directions, creating a complex, organic pattern. In the center of the image, the word "FINANCIALS" is written in a clean, white, sans-serif, all-caps font. The text is positioned horizontally and is clearly legible against the busy background.

FINANCIALS

Statement of Financial Position

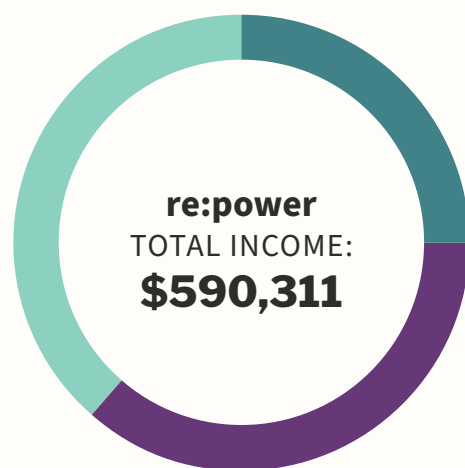
	re:power (c4)	re:power fund (c3)		re:power (c4)	re:power fund (c3)
ASSETS			LIABILITIES & NET ASSETS		
Current Assets			Current Liabilities		
Cash and Cash Equivalents	251,055	1,614,418	Accounts Payable	13,505	250,921
Grants and Pledges Receivable	7,069	791,733	Accrued Expenses	107,196	-
Accounts Receivable	265,112	47,635	Deferred Revenue	3,543	-
Prepaid Expenses	37,462	-	Other Liabilities	44,805	-
Other Assets	-	-	Total Current Liabilities	\$ 169,049	250,921
Total Current Assets	\$ 560,698	2,453,786	Net Assets		
Property & Equipment			Without Donor Restrictions	562,200	625,418
Leasehold Improvements & Equipment	300,407	-	With Donor Restrictions	50,000	1,577,447
Less: Accumulated Depreciation	79,856	-	Total Net Assets	\$ 612,200	2,202,865
Total Property and Equipment	\$ 220,551	-	TOTAL LIABILITIES & NET ASSETS		
TOTAL ASSETS	\$ 781,249	2,453,786		\$ 781,249	2,453,786

Data as of 12/31/2019

Your Investment At Work

Income

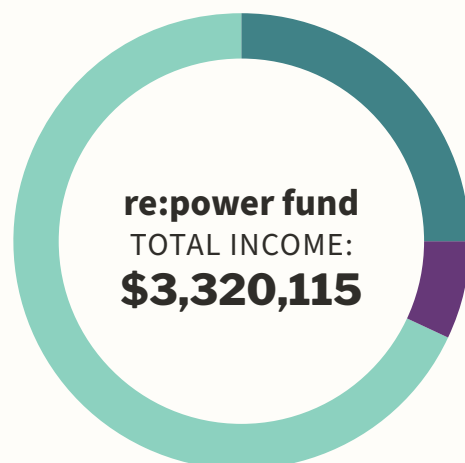
(without donor restriction)



25% \$149,599
Program Services

36% \$214,071
Individual Donors

38% \$226,641
Foundations

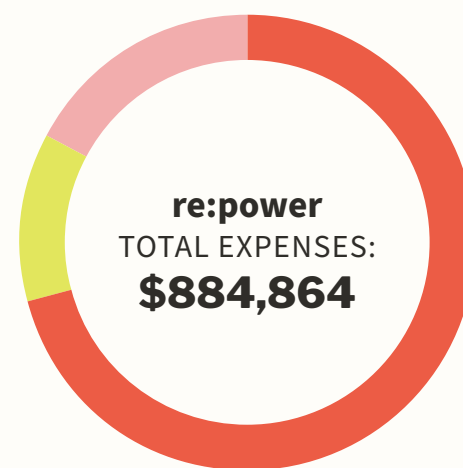


25% \$830,818
Program Services

7% \$246,802
Individual Donors

68% \$2,242,495
Foundations

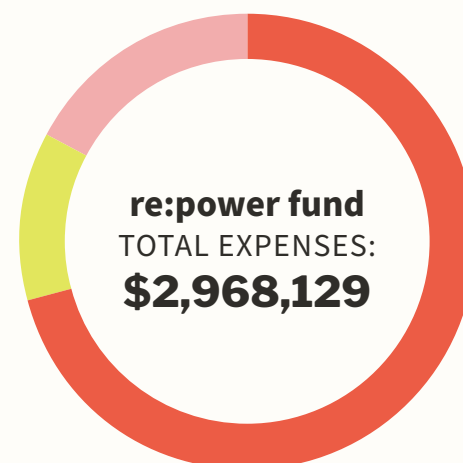
Expenses



71% \$625,551
Program Services

12% \$107,815
Management &
General Expenses

17% \$151,498
Fundraising



71% \$2,099,256
Program Services

12% \$356,599
Management &
General Expenses

17% \$512,274
Fundraising

The background of the image is a solid purple color. Overlaid on this are numerous thin, white, concentric circular lines. These lines are arranged in a way that they overlap and intersect, creating a complex, organic pattern that resembles a stylized fingerprint or a series of ripples. The lines are more densely packed in some areas and more spread out in others, giving the background a sense of depth and movement.

OUR PEOPLE

Partners

ORGANIZATION	C3	C4	ALUMNI?
270 Strategies		•	•
350.org/350 Action		•	•
9to5 Colorado	•	•	•
9to5 National Association of Working Women Inc	•	•	•
ACLU of Arizona	•		•
ACLU of Connecticut		•	•
ACLU of Florida		•	•
ACLU of Michigan	•	•	•
Action NC	•		•
Advanced Energy Economy		•	•
AFL-CIO	•	•	•
AFSCME	•	•	•
Alaska Federation of Natives	•		•
Alaska Supreme Court	•		•
Alianza for Progress	•	•	•
Alliance for a Better Minnesota	•	•	•
Alliance for Californians for Community Empowerment		•	•
Alliance San Diego		•	
America Votes		•	•
American Constitution Society	•		•
American Friends Service Committee	•		•
Amplify Georgia	•		
Appalachian Voices	•		•
Arizona Advocacy Network and Foundation	•		•

ORGANIZATION	C3	C4	ALUMNI?
Arizona Democratic Legislative Campaign Committee	•	•	•
Arkansas Public Policy Panel	•		•
Asian American Environmental Network	•	•	•
Asian American Organizing Project	•	•	•
Asian Americans Advancing Justice	•	•	•
Asian Pacific American Labor Alliance	•		•
Asian Pacific Environmental Network (APEN)	•	•	•
Astrea Foundation	•		
Bend the Arc	•		•
Black Visions Collective	•	•	•
Blue Swayed Strategies		•	•
Black Youth Project 100 (BYP100)	•	•	•
Blueprint NC/NC Black Leadership and Organizing Collective	•	•	•
Brennan Center for Justice	•		•
Bush Foundation	•	•	•
Caldera Consulting		•	•
Catalist	•	•	•
Center for Victims of Torture	•		•
Central American Resource Center	•	•	•
Chan Zuckerberg Institute	•		
CIR	•	•	•
CIRC Action Fund	•	•	•
Civis Analytics	•	•	•
Color of Change	•	•	•

ORGANIZATION	C3	C4	ALUMNI?
Colorado Immigrant Right Coalition	•	•	•
Common Cause	•		•
Communications Workers of America	•		
Communities in Action and Faith	•	•	•
Community Advocacy Network	•	•	•
Comunidad Colectiva	•		•
CORE Districts		•	•
Court Watch Baton Rouge	•		•
Court Watch NOLA	•		•
Daily Kos	•	•	•
Democracy North Carolina	•		•
Democratic Party of Los Alamos		•	•
DePuy Synthes	•		•
Detroit Action (Good Jobs Now)	•	•	•
Documented Investigations	•		•
Dream Defenders	•	•	•
Earth Care		•	•
Ella Baker Center for Human Rights	•	•	•
Engage San Diego		•	•
Environmental Defense Fund	•	•	•
Everytown for Gun Safety	•	•	•
EWA	•	•	•
Expo	•	•	•
Fair Count	•	•	•
FairVote Minnesota	•	•	•

ORGANIZATION	C3	C4	ALUMNI?
Faith in Action	•	•	•
Family Values at Work	•		
Fe y Justicia Worker Center	•	•	•
Fix Democracy First	•		•
Fix the Court	•		•
For Our Future Action Fund	•		•
Forward Together		•	•
Fund for Modern Courts	•		•
Fuse Washington	•		•
FWD.us		•	•
Georgia Engaged		•	
Georgia Shift	•	•	•
Her Justice	•		•
Housing Conservation Coordinators	•		•
Houston in Action	•		•
Houston Workers	•	•	•
Ignite NC		•	•
Illinois Environmental Council	•	•	•
Institute for Southern Studies	•		•
Interfaith Alliance of Iowa	•		•
Iowa Association for Justice	•		•
Iowa Justice	•		•
Jane's Due Process	•	•	•
Justice 4 All	•		•
Justice Not Politics Alaska	•		•
Kansas Appleseed	•		•
Kansas Health Foundation	•		
Kansas Values Institute	•		•
Kentuckians for the Commonwealth	•		•

ORGANIZATION	C3	C4	ALUMNI?
LA AFL-CIO		•	
La Clinica del Pueblo	•		•
Lambda Legal	•		•
LANL		•	•
Latino Community Fund of WA State		•	•
Lawyers' Committee for Civil Rights Under the Law		•	•
LEAD NC Institute	•		•
Leadership for Education Equity	•	•	•
League of Conservation Voters	•	•	•
League of Women Voters	•		
Legal Aid Justice Center	•		•
Local Progress	•	•	•
Los Alamos National Laboratory		•	•
LUCHA Arizona		•	•
MA Education Justice Alliance	•		
Maggie's Toronto Sex Workers Action Project	•	•	•
Marijuana Justice VA	•	•	•
Mayor's Innovation Project	•		
Mi Familia Vota	•	•	•
Miami Workers Center	•	•	•
Mid-City Community Advocacy Network		•	•
Middle Seat Consulting LLC	•	•	•
Montco Victory 2019		•	•
Mothering Justice	•	•	•
MoveOn		•	•
MPower Change	•	•	•
Muslim Women For	•	•	•
NARAL Pro Choice America	•	•	•

ORGANIZATION	C3	C4	ALUMNI?
Nasty Women Get Shit Done		•	•
National Audubon Society	•	•	•
National Council of Jewish Women	•		•
Native Federation	•		•
Nature Conservancy	•	•	•
NC Black Leadership and Organizing Collective	•	•	•
NCJW Minnesota	•		•
NEO Philanthropy	•		
New American Leaders	•		
New Florida Majority		•	•
New Georgia Project	•		•
New Mexico Court of Appeals		•	•
New Mexico Environment Department		•	•
New Mexico Legal Aid		•	•
NM Comunidades en Acción de Fé (CAFé)	•	•	•
North Carolina Council of Churches	•		•
North Carolina NAACP	•		•
North Wind		•	•
Northeast Ohio Young Black Democrats		•	•
NYSBA		•	•
O.U.R.S	•		•
Oakland Rising	•		•
OCA Greater Houston	•	•	•
Ohio Valley Environmental Coalition	•		•
Ohio Voice	•		•
ONG Derechos Digitales	•	•	•
Open Society Foundations		•	•

ORGANIZATION	C3	C4	ALUMNI?
Organize Florida	•	•	•
Parsons Campaign Management		•	•
PGDI, LLC		•	•
Philadelphia Neighborhood Networks		•	•
Piper Fund	•		•
Planned Parenthood Advocates of Michigan	•	•	•
Planned Parenthood Advocates of Ohio		•	•
Planned Parenthood Federation of America	•	•	•
Planned Parenthood Great Plains	•		•
Planned Parenthood Gulf Coast	•	•	•
Planned Parenthood of the Pacific Southwest	•		•
Planned Parenthood of Wisconsin	•	•	•
Poder in Action	•	•	•
Power California	•	•	•
Power U Center For Social Change		•	•
Progress Florida	•		•
Public Interest Network	•	•	•
Rethink Media	•		•
Rethink Public Strategies	•		•
RISE Together Fund, a Proteus Fund initiative	•		•
Rockefeller Brothers Fund	•		•
Saint Paul & Minnesota Foundations	•		•
San Francisco Bicycle Coalition	•		•
San Francisco Rising	•	•	•
Sandia National Labs		•	•
Schott Foundation	•		
SEIU	•	•	

ORGANIZATION	C3	C4	ALUMNI?
Silicon Valley at Home Action Fund	•	•	•
Somos Un Pueblo Unido		•	•
South Carolina Appleseed Legal Justice Center	•		•
Southern Center for Human Rights	•		•
Southern Center for Justice	•		•
Southern Poverty Law Center	•	•	•
Southern Vision	•	•	•
STAND: The Student Movement to End Mass Atrocities	•		•
Stand for Children	•		•
State Innovation Exchange	•		
State of Wisconsin Courts	•		•
State Voices	•		•
Step Up Maryland		•	
Strong Families NM	•		•
Sunrise Movement	•	•	•
Sunshine International Technology, LLC	•	•	•
Susan Thompson Buffett Foundation	•		•
TakeAction Minnesota	•	•	•
Texas Civil Rights Project	•	•	•
Texas Freedom	•		
Texas Freedom Network	•		
Texas Gulf Coast Area Labor Federation	•	•	•
The Center for Popular Democracy		•	•
The Hub Project	•	•	•
The Leadership Conference	•		•
The Management Center	•	•	•
The Minneapolis Foundation	•		•
The Public Interest Network	•	•	•

ORGANIZATION	C3	C4	ALUMNI?
The Workers Center	•	•	•
Together We Count	•	•	•
TransLoc	•		•
Travis County Democratic Party	•	•	•
Tzunu Strategies	•	•	•
Unite Here 75	•	•	•
Unite Here Local 11	•	•	•
United We Dream	•	•	•
UnKoch My Campus	•		•
Urban Leaders Fellowship		•	•
Voices Vote Now	•	•	•
Voqal	•		•
VoteTripling.org		•	•
WA Democracy Hub	•		•
Washington State Labor Council	•	•	•
WCN		•	•
WePower		•	•
When We All Vote	•	•	•
Workers Defense Action Fund	•	•	•
WV Citizen Action Group	•		•
WV Citizens for Clean Elections	•		•

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SECRETARY TREASURER, WASHINGTON STATE
LABOR COUNCIL, AFL-CIO

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CEO, FOR OUR FUTURE &
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Join Us!

Our freedom and future isn't tied to one election or one overnight success. It takes years of steady investment. Our road is long, and with your continued support, re:power will rise to meet every new challenge and hold administrations accountable to our people.

Don't let our momentum be paused or muted, and give as generously as you can today for all that's yet to come. Thank you!



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