

Community, Collective Action, and Abundance

ANNUAL REPORT 2022

59

TRAININGS

In 2022, we completed 59 total trainings (22 on the public side and 37 on the partnership side) plus offered hundreds of hours of coaching sessions and other forms of strategic support.

Through our programming, we reached more than 1,650 participants, of whom 61% identified as BIPOC, 61% identified as women and 11% identified as youth.

1,650

PARTICIPANTS

61%

BIPOC

61%

WOMEN

11%

YOUTH

Throughout the year, re:power supported our movement in so many ways: training and providing support to newly elected officials through our Progressive Governance Academy; supporting organizations on the ground working to defend our state courts; growing the leadership of women of color; running an integrated voter engagement program to train and coach a cohort of immigrant rights groups who were operating in battleground states; and more. Across our public and partnership trainings, we reached individuals at over 500 organizations. We are proud of the support we were able to offer leaders all across the country.

In 2022, we also tested four new areas of programming—Cultural Organizing, Digital Fundraising, Grassroots Fundraising, and a Campaign School for Field Directors. In addition, we deepened engagement with the movement by hosting a series of free webinars supporting reproductive rights organizers in the wake of the Dobbs decision, and by holding our first ever Election Night Watch Party for women of color alumni.

“

I truly have enjoyed, benefitted, and been filled by this cohort. Thank you for creating this for people like me who live in a BIPOC, let alone WOC desert. To be able to just exist and take up space without having to explain or feel like I don't belong... is something I will always hold dear. I cannot thank you enough.



[I learned that] my leadership style is valuable and does not need to conform to a white dominant framework.

One a-ha moment I had was realizing that I am capable of doing hard things because I have been doing hard things. I just didn't recognize it.



”

Throughout 2022 we offered 22 public training programs covering digital organizing, campaign management, data strategy, storytelling, VAN/EveryAction, analytics, cultural organizing, python, digital and grassroots fundraising, and SQL.

HIGHLIGHTS



Women of Color Leadership Cohort in-person session

CAMPAIGN SCHOOL FOR FIELD DIRECTORS

In April, we launched this new course intended to build the capacity of campaigns to run effective field programs. This 4-part training series equipped field directors with the skills and tools needed to determine field strategy and goals, with sessions focused on voter targeting and contact, building and maintaining capacity, and setting a healthy campaign culture. In their evaluations, participants lifted up the importance both of planning and of being adaptable when challenges arise.

WOMEN OF COLOR LEADERSHIP COHORT

This 12-week cohort was curated specifically by and for self-identifying women of color (WoC) and had learning spaces designed to amplify the unique leadership abilities within WoC while building connections and continued growth. The cohort centered heavily on heart work—an intentional focus on personal development of WoC mentally and emotionally—addressing participants’ holistic needs to step into authentic and liberated leadership. Through surveys administered over the course of the cohort, we found that participants experienced a greater sense of their own power as time went on and that the program had a positive impact on their leadership growth. In the final survey, 94% of participants strongly agreed that their voice and experiences matter, compared with 73% at the midpoint. Similarly, 78% strongly felt that their intersecting identities were affirmed in the final survey, compared with only 54% at the midpoint.

“Thank you all so much for EVERYTHING!! This cohort has truly changed my life and I’m not kidding. Thank you for creating a space for us to witness the magic that already exists within our culture and backgrounds. I’m eternally grateful.”

WOC LEADERSHIP COHORT ALUM

Throughout 2022, we formally partnered with 37 organizations, some of which are represented below:

- League of Conservation Voters
- Youth Engagement Fund
- State Voices
- Center for Gender and Reproductive Equity
- Lead OH
- Ohio Organizing Collaborative
- Buckeye Institute for Justice
- National Council
- NAACP Legal Defense Fund
- 9to5
- Faith in Action
- State Infrastructure Fund
- Four Freedoms Fund
- New Pennsylvania Project
- Run for Something
- Family Values at Work
- Massachusetts Education Justice Alliance
- Southern Partners Fund

RUN FOR SOMETHING

Throughout the month of September, we partnered with Run for Something Action (RFSa) to launch a County Clerk candidate campaign management program for eight candidates in Denver and Texas who were in the midst of active campaigns to seek the role of Election Administrators during the 2022 midterm elections. RFSa sought out a partnership with us to train their Democracy Defenders candidates on effective campaign management, digital security, VAN, and fundraising. We held four weekly sessions with eight weeks of coaching hours to support the candidacy of this important role throughout local municipalities.

“There is so much I wish I had known when I raised my hand to be a candidate... Thank you for educating candidates in such a powerful way.”

RFSa TRAINING ATTENDEE

This was an important partnership for us because we know how important the integrity of our elections are to our democracy, particularly after the failed insurrection of 2021 and the Big Lie campaign led by the extremist Right. Three of these candidates won their races.

HIGHLIGHTS

THE NATIONAL COUNCIL

In April, re:power launched a three-part organizing training series for the National Council for Incarcerated and Formerly Incarcerated Women and Girls (The National Council) with the goal of strengthening and continuing to develop participants' organizing and leadership skills. The 39 participants belonged to groups such as Free Her, Black and Pink Massachusetts, High Frequency, Showing Up for Racial Justice RI, and Families for Justice as Healing. In addition, we had a training team composed entirely of women of color. The Council requested a training that was “Camp Obama-like” so we put together a curriculum that walked participants through the arc of organizing, starting with storytelling and relationship-building and ending with campaign strategy, tactics and action. In their survey results, participants named how helpful the training was in building a foundational, shared understanding of organizing.

“I now have an understanding of how organizing is used in building power, problem solving, and building leaders.”

NATIONAL COUNCIL
TRAINING PARTICIPANT

RAPID RESPONSE WEBINARS

In response to the *Dobbs v Jackson* decision, we quickly mobilized to provide our people with the tools and space they needed. We hosted three free webinars: *The Battle for Abortion Access in State Courts*, *Building State Power in these Times*, and *Digital Safety in a Post-Roe World*. We also provided these free resources for folks: [State Courts Action Check List & Resource Guide](#) and [Digital Safety Resource Guide](#).

STATE COURTS ON THE POWER MAP

Although we've been working on state courts through our Fair Courts work for a number of years, in 2022 we piloted a new project to train state leaders and organizations to navigate the state courts as key decision-makers on the issues we're fighting for. This was a 3-part series, beginning with a state launch for organizational leaders, followed by a 2-part training series geared toward organizers and community members. The curriculum is a first of its kind: geared toward BIPOC participants, particularly women and non-binary folks; focused on navigating a new and critical organizing arena—state courts. This work addresses the critical need to understand and navigate courts at the state level as key decision-makers in our collective fight to win racial, gender and reproductive justice as we work to achieve our long-term vision of building a multi-racial democracy freed from white supremacy, patriarchy and other systems of oppression.

INTERNAL GROWTH AND CONVENINGS

We added staff throughout the year to our program, communications, and development teams to expand our capacity and meet the needs of our movement. We also brought together our board of directors for an in-person board retreat, and our full staff for a staff retreat, in-person, for the first time in three years to dream and grow together.

PROGRESSIVE GOVERNANCE ACADEMY

We continued our powerful partnership and collaboration with Local Progress and the State Innovation Exchange to train progressive elected officials around the country. Throughout 2022 we hired a new PGA Director, a PGA Coordinator, added to our trainer roster, and reached folks in the following states: West Virginia, North Carolina, New York, Colorado, New Mexico, Wisconsin, Michigan, Oregon, California, and more!

ORGANIZER SURVEY

In March 2022, we launched our Organizer Survey in partnership with Analyst Institute. Our goal was to survey organizers spanning the progressive sector to understand their short and long term challenges and needs. We were particularly interested in understanding the needs of BIPOC organizers. We learned that organizer burnout is what most folks are worried about in both the short and long-term. BIPOC women and Black organizers also cited the disconnect between power-building and bettering people's lived experience as a top short-term challenge. You can see all of the data and read more about our results on our [website](#).

STRATEGIC PLANNING

We wrapped our strategic planning process which has been a major and top priority for our organization. With this, we are telling our story, gathering our people, and setting our course for the road ahead. Our North Star is clear and unapologetic: a liberated, multi-racial democracy, free from the oppressive systems of white supremacy and patriarchy. Our team worked diligently and collaboratively to envision and shape this plan.

[Click here](#) to check out our strategic plan, *In Pursuit of Liberatory Organizing*.

“

Since starting this cohort I have grown exponentially—spiritually, mentally, even financially. By regrounding in my purpose and who I am, I have not only been able to support others more authentically, and disconnect from a toxic working environment—but I have also been able to increase my income by about \$30,000 or 48%!

The coaches are clear and helpful in explanations. They lead and not tell.

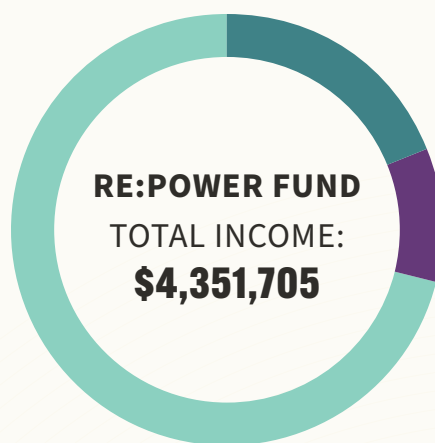
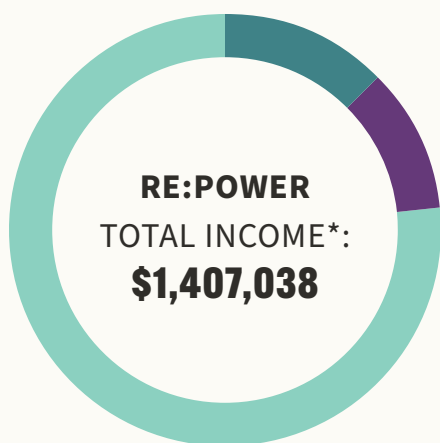


I can stand in my full self and not apologize for taking up space because I am meant to be in that room at that time.

TESTIMONIALS

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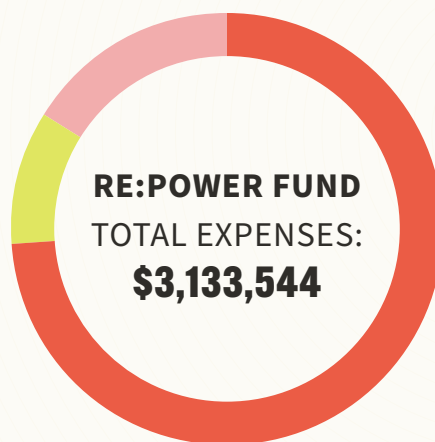
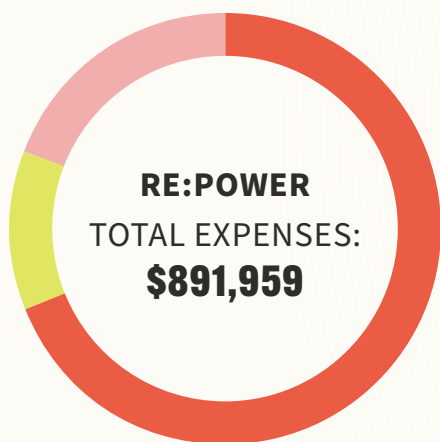
INCOME



- 13%** \$189,462
Program Services
- 11%** \$154,758
Individual Donors
- 78%** \$1,094,067
Foundations/Org Income

- 19%** \$807,942
Program Services
- 10%** \$445,416
Individual Donors
- 71%** \$3,094,511
Foundations/Org Income

* \$31,249 loss on fixed assets prior to full depreciation due to COVID and becoming a fully remote organization



- 69%** \$613,518
Program Services
- 12%** \$107,100
Management & General Expenses
- 19%** \$171,341
Fundraising Expenses

- 74%** \$2,303,649
Program Services
- 10%** \$328,221
Management & General Expenses
- 16%** \$501,674
Fundraising Expenses

FINANCIALS

EXPENSES

STATEMENT OF FINANCIAL POSITION

	re:power (c4)	re:power Fund (c3)
ASSETS		
Current Assets		
Cash and Cash Equivalents	1,500,554	6,113,516
Grants and Pledges Receivable	183,172	1,360,636
Accounts Receivable	364,803	170,931
Prepaid Expenses	48,998	61
Other Assets	-	-
Total Current Assets	\$ 2,097,527	7,645,144
Long-term Grants Receivable, net	\$	1,090,000
TOTAL ASSETS	\$ 2,097,527	8,735,144
LIABILITIES & NET ASSETS		
Current Liabilities		
Accounts Payable	57,796	354,964
Accrued Expenses	89,602	-
Deferred Revenue	27,500	1,875
Other Liabilities	-	-
Total Current Liabilities	\$ 174,898	356,839
Net Assets		
Without Donor Restrictions	1,902,629	5,452,151
With Donor Restrictions	20,000	2,926,154
Total Net Assets	\$ 1,922,629	8,378,305
TOTAL LIABILITIES & NET ASSETS	\$ 2,097,527	8,735,144

Karundi Williams *(she/her)*
EXECUTIVE DIRECTOR

Ali Bruschi *(she/her)*
MANAGING DIRECTOR, FINANCE & OPERATIONS

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

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

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

Lee Anderson *(he/him)*
DIRECTOR, MOVEMENT TECHNOLOGY PROGRAMS

Adrianna Andreus *(she/her)*
PROGRAM COORDINATOR,
PROGRESSIVE GOVERNANCE ACADEMY

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MANAGER, DESIGN & COMMUNICATIONS

Carin Schiewe *(she/they)*
PROGRAM STRATEGIST

Victor Suarez *(he/him)*
DIRECTOR, STRATEGIC COMMUNICATIONS & MARKETING

Mia Stewart Willis *(they/them)*
LEADERSHIP GIVING MANAGER

BOARD

Carmen Berkley *(she/her)*
BOARD CHAIR

April Sims *(she/her)*
SECRETARY

Leah Boudreaux *(she/her)*
TREASURER

Sarah Audelo *(she/her)*

Aaron Dorfman *(he/him)*

Jen Epps-Addison *(she/her)*

Angela Ferrell-Zabala *(she/her)*

Katrina Gamble *(she/her)*

Jess Morales Rocketto *(she/her)*

Justin Myers *(he/him)*

Art Reyes III *(he/him)*

Kelley Robinson *(she/her)*

Luna Yasui *(she/her)*



re:power will continue investing in the leadership of people who bear the brunt of racist and sexist policies. We will create strategies and practices for power-building and power-wielding that are grounded in community, collective action, and abundance. We will build a pool of engaged, educated, and motivated people who can wield their power to set the agenda and influence our systems. This is the very heart of our work at re:power. Year in and year out we are supporting thousands of BIPOC organizers and non-profit leaders to strengthen their leadership muscles and prepare them to build power with and for their communities.

In order to do this work, we need sustained and bold investments. We need the same sustained commitment to achieving a true multiracial democracy as our opponents' persistence in obliterating it. We need resources to be scaled proportional to the threats we face, with the recognition that achieving racial and gender justice will take our lifetimes and longer. **Please join us by giving today.**

JOIN US