

# Meeting the Movement

## ■ INTRODUCTION



# Meeting the Movement

2023 was a year of deep investment in our people—building up their tactical skills, developing their strategy muscles, and fostering resilience for what lies ahead. 2023 re:power programming was some of our most powerful yet as we tested brand new programs built for our people. This included programs like Camp re:power, Grassroots Organizing School, and an asynchronous Data Strategy course. This new programming increases the accessibility of our courses, especially during times of urgency or crisis. In addition, we deepened engagement with our trainers by hosting our first ever co-located Trainers Convening (TrainerCon) and PGA Train-the-trainer.

*Above photo: re:power staff  
at the All Staff Retreat in  
Chicago, IL*

## ■ INTRODUCTION



*Top Left: Presentation at the Grassroots Organizing School*

*Top Right: Group photo of participants in Digital Organizer School*

2023 was also a time of deep uncertainty, continued political violence, hateful policy-making at nearly every level of government, and more. With so much going on, organizers were working against a lot of apathy and fatigue, making it all the more challenging to build their base. Those conditions also created burnout for organizers themselves as they lost hope in their work.

As we wrapped up 2023, we reflected on the peaks and valleys of movement work—the long, slow burn of organizing that is punctuated by moments of high intensity. And as we fine tune our programming, we see more clearly now how our offerings can meet the needs of the movement by both reflecting its rhythms and also disrupting them.

As we get ready to enter another presidential election year, we will keep this reflection in mind—that through our programming, we have the opportunity to provide people with the discipline and the structure to sustain them through the slow burn of movement building even as we help them meet punctuated moments of urgency and action. We'll continue to work hard to meet the needs of organizers around skilling up new folks, running volunteer programs, digging deeper into data, while also focusing on building resiliency for organizers themselves.

We're grateful for your support and hope you enjoy reading more about what we accomplished together in 2023 in the following pages.

## ■ INTRODUCTION

Right: Lead trainer Kemi Oso leads attendees in a group activity at Digital Organizer School.

# 1,862

PARTICIPANTS

# 74%

BIPOC

# 63%

WOMEN

# 8%

TRANS & GENDER  
EXPANSIVE

# 38%

LGBQIA+

# 14%

YOUTH

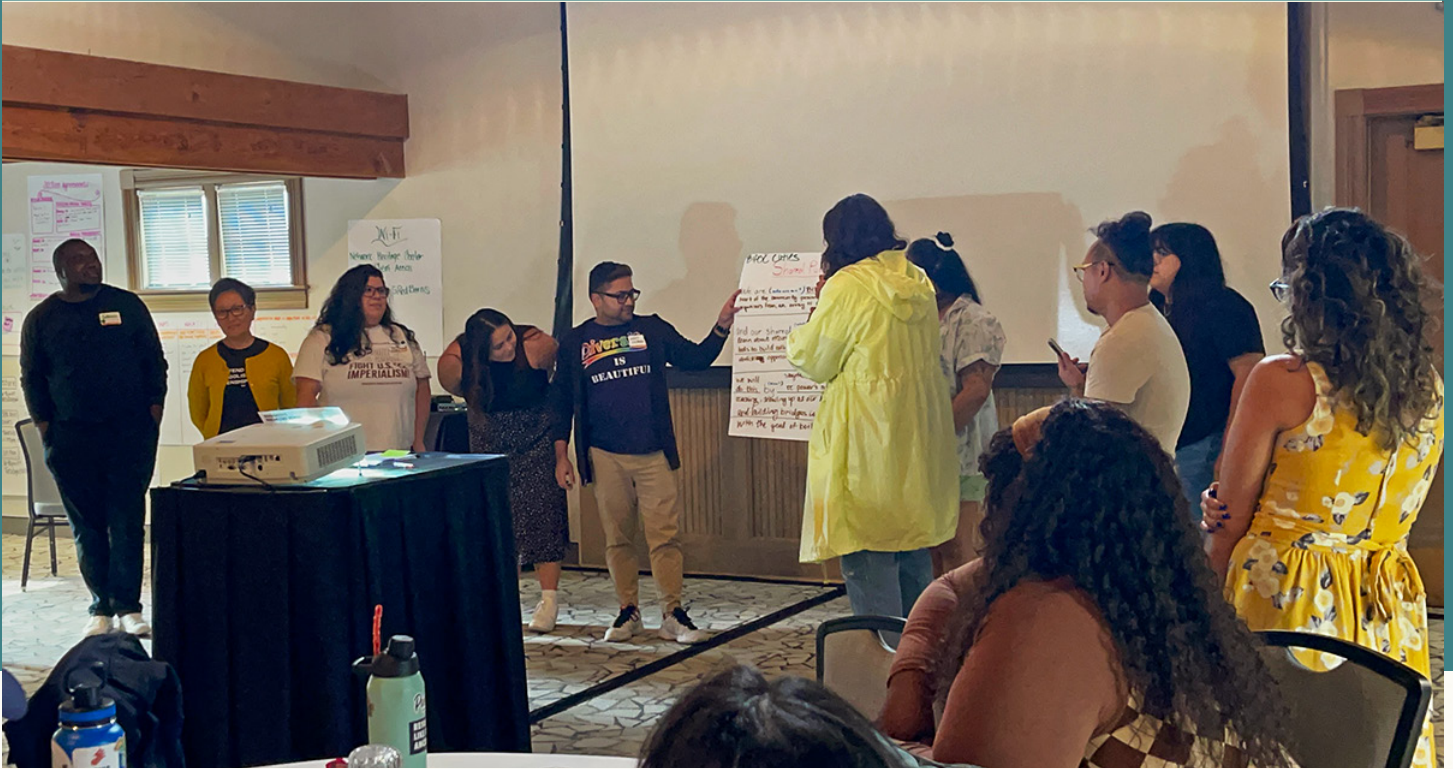


## We skilled up a total of **1,862 people** this year.

Our 2023 re:power alumni are brilliant movement organizers, activists, candidates, electeds, and leaders. Over the course of this year we trained folks from Washington, Oregon, Minnesota, Michigan, North Carolina, Georgia, Texas and so many other states and municipalities. We are so proud of the work they are doing in their communities and honored to have helped them create the change they seek.

“

*I'm going to take back with me what I learned around field organizing tools, asset mapping, data analytics, and how each of those steps can perpetuate the success and power that re:power has allowed me to feel and access.”*



# Through **20 public trainings,** we prepared our movement for the work ahead!

Over the course of this year, we facilitated trainings that offered a combination of head, heart, and hands work. Head-work focused on strategy and analysis, heart-work on their values, motivations, and resilience, and hands-work on the tactics and skills they need to carry out the work. All of our trainings incorporated components of each while some leaned more deeply into heart work and other more deeply into hands.

## ■ OUR PROGRAM AREAS

-  Movement Building
-  Movement Technology
-  Civic Engagement
-  Governance
-  Women of Color Leadership

*Above photo: Team presentation at the Grassroots Organizing School opening convening*

## ■ PUBLIC TRAININGS



“

*What inspires me most is that this cohort is not a cookie-cutter. And so if there was something the group needed in the moment we shifted to that particular need. This inspires me to take that flexibility into my own life and shift as needed.”*

*Above: Women of Color Leadership September Cohort in Baltimore, MD*

### WOMEN OF COLOR LEADERSHIP

#### **WOMEN OF COLOR LEADERSHIP COHORT**

These heart-centered 12-week cohorts brought together over 30 women of color leaders from across the country twice over the course of 2024. In each cohort, these leaders explored topics ranging from Root Cause Analysis, Organizing & Leadership as a WoC, Management & Strategy, Deconstructing white dominant practices and leadership styles, Visions of Liberation, and Visualization Practices.

### MOVEMENT TECHNOLOGY

#### **DIGITAL ORGANIZER SCHOOL**

For the first time since 2019, re:power brought back the Digital Organizer School (DOS), which took place March 27–30 in Austin, TX! We had 19 phenomenal participants whose work spanned the movement—from Black liberation to faith and labor organizing to gender and reproductive justice. The group was excited for the opportunity to meet in-person, build community with other practitioners, and learn new approaches to organizing from their coaches.

■ 20 PUBLIC TRAININGS | Throughout 2023, we facilitated 20 trainings, some of which are represented below:

Data Strategy

Women of Color Leadership Cohort

GRO: Storytelling Academy

Campaign School for Field Directors

Digital Organizing School

Building Analytics in Google Sheets

GRO: Strategy Academy

VAN/EveryAction Administration

Camp re:power

Intro to Digital Organizing

Grassroots Organizing School

Intermediate Digital Organizing

Managing & Launching Canvasses

Data Strategy—Self-paced course

## ■ PUBLIC TRAININGS



“  
*The highlight of Camp re:power has been meeting people from different places across movement sectors. It’s nice to feel like you’re not alone in this fight and that everything is intersectional.*”

Above: Camp re:power campers gather for a group photo in Charlotte, NC

### ✓ CIVIC ENGAGEMENT + MOVEMENT BUILDING

#### **CAMP RE:POWER**

re:power kicked off the Summer with our first-ever Camp re:power—a training that will have a ripple effect on the movement for years to come. More than 109 people applied, coming from 29 states across the country and 69 different movement organizations. We ultimately accepted 73 participants who are representative of the people we are here to serve—97% of participants identified as BIPOC, 78% identified as women, genderqueer, or non-binary, and 35% identified as LGBTQIA+. We provided participants with foundational field, digital, and base building organizing skills as well as with the support needed to develop transformative campaign plans that build state-based political power.

“  
*I came to GRO school for the learning, guidance, and additional support in organizing work, and feel like I received just that.*”

### MOVEMENT BUILDING

#### **GRASSROOTS ORGANIZING SCHOOL**

In August, we launched Grassroots Organizing (GRO) School with an in-person gathering in Minneapolis. GRO School is an 18-week course designed to provide BIPOC grassroots organizers with the training and support necessary to develop a baseline of relational organizing skills. Led by an experienced team of WoC trainers, GRO School is re:power’s answer to the need for sustained, longer-term support for organizers embedded in campaigns and organizations.



# We partnered with **31** organizations to strengthen their organizing skills, structure, and strategy.

re:power partnered with so many amazing organizations in 2023, nearly half of which were new relationships to us. We loved diving deep with organizations to support their work and help strengthen both individuals and institutions across the country.

*Above photo: Partnership training with Inatai Foundation*



## ■ PARTNERSHIP TRAININGS



*The community that you get from a re:power training is amazing. You become a better organizer through learning and application — and overall the trainings are a lot of fun!”*

*Above: re:power Director of Movement Building Programs Conrado Santos speaks at the ILB graduation ceremony. Photo courtesy of City of Boston Mayor’s Office.*

### **BOSTON MAYOR’S OFFICE FOR IMMIGRANT ADVANCEMENT**

From May to August, we partnered with the Boston Mayor’s Office for Immigrant Advancement (MOIA) to train 15 immigrant residents of the city in grassroots organizing, as part of their “Immigrants Lead Boston” (ILB) program. The ILB has run for the past 4 years as a civic education project, helping immigrant residents of Boston navigate local government, but was reimaged this year into a unique collaboration with re:power Fund, our 501(c)3 entity.

Working closely with the Executive Director of MOIA, Monique Tú Nguyen, the Movement Building team rebuilt the program from scratch to focus on community organizing skills—helping the cohort learn how to share stories, build relationships, build teams and strategy, and take action alongside their communities.

The program was a success and concluded with a beautiful in-person graduation ceremony at Boston City Hall, where participants were granted certificates by Mayor Michelle Wu. Our team is also in early conversations about potential new avenues for continuing the partnership, including training graduates on how to lead sessions in their native languages, expanding the program, and more!

## ■ PARTNERSHIP TRAININGS



Above: Group photo of Inatai Foundation training attendees



*Just a really well-prepped and high quality training. You all were able to take really big concepts and make them digestible to the group. So appreciative of everything you all did. I continue to hear nothing but excellent feedback from colleagues about the training.”*

### **INATAI FOUNDATION**

In August, we partnered with the Inatai Foundation to conduct a two-day candidate training for 29 of their staff in conjunction with partners from the Empire Health Foundation. While some of the staff expressed interest in pursuing public office, the primary goal of the training was to enhance their understanding of power. This knowledge aims to enable them to allocate their funding more strategically, supporting grantees dedicated to building long-term power through the electoral arena.



Above: Group photo of participants in the State Voices — Women of Color Partnership Cohort



*The content shared and worked through was unexpected but so needed — I love how you all connect everyday things that we often use for coping mechanisms as a way to harness our leadership and feel more connected to our inner selves. Thank y’all.”*

### **STATE VOICES WOMEN OF COLOR COHORT**

From September to December, re:power facilitated a 9-week Women of Color Leadership Development Cohort for a group of 20 staff from across State Voices’ network, who hold roles ranging from Communications Associate to Organizing Director to Development Manager. The State Voices network now has more women of color staff than ever before and this program was focused on investing in their leadership and growth.

## ■ PARTNERSHIP TRAININGS



Above: A group photo from the American Federation of Teacher partnership training.

### AMERICAN FEDERATION OF TEACHERS

What we love about this work is the opportunity to train leaders across different social movements. In August, the American Federation of Teachers (AFT) partnered with us to train 25 staff members from the National Political Department in developing a national volunteer activists program, slated to launch in 2024.

The AFT is gearing up to mobilize and organize its members, everyday individuals, and students, ensuring the safeguarding of public education across school board, state, and federal elections in the next five years.

The training introduced state and national staff to a relational organizing approach that can complement their electoral mobilizing strategies and tactics for the 2024 campaign cycle. There was a primary focus throughout the training on how electoral organizing connects to year-round organizing and movement building.

### ■ 31 PARTNER ORGANIZATIONS | Throughout 2023, we formally partnered with 31 organizations, represented below:

AAPI Civic Engagement Fund	Digital Climate Coalition	Leadership for Democracy and Social Justice	Oregon Futures Lab
American Federation of Teachers	Dream Chase Media	League of Conservation Voters	Proteus (Piper) Fund
Annie's List Training and Engagement Fund	Empire Health Community Advocacy Fund	Local Progress	Re-AMP
Ballot Initiative Strategy Center	Family Values @ Work	Management Center	Sister District
Boston MOIA	Ford Foundation	MEJA	State Innovation Exchange
Bureau of Latino Legislative Leaders	Four Freedoms Fund	National Institute for Reproductive Health	State Voices
Dancing Hearts Consulting	Frontline Solutions	New Venture Fund	United Working Families Chicago
	Groundswell Fund		Youth Engagement Fund
	Inatai Foundation		

## ■ ALL STAFF RETREAT

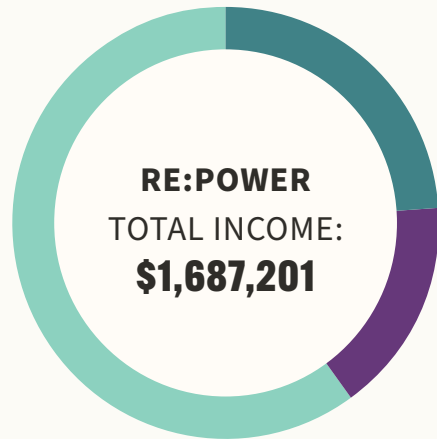


# We had a wonderful time connecting in Chicago.

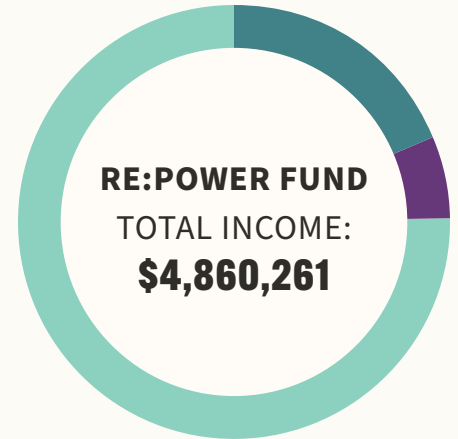
We believe in the magic of gathering. As a majority-BIPOC, Black-woman-led organization, gathering is a part of our commitment to building community and a cohesive culture that fosters connection, while building power for our people. Furthermore, we believe that gatherings as a staff is an essential strategy for living fully into our cultural values by giving our team meaningful experiences that deepen human connections and ultimately strengthen our work.



INCOME

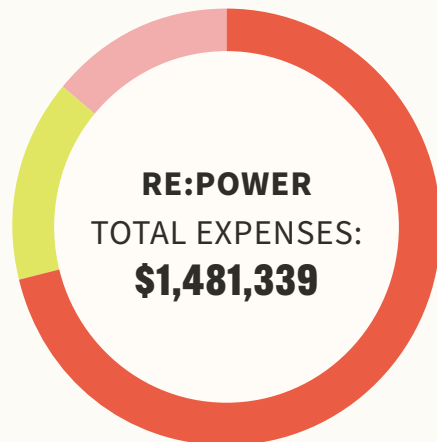


- 24%** \$405,430  
Program Services
- 16%** \$262,046  
Individual Donors
- 60%** \$1,019,725  
Foundations/Org Income

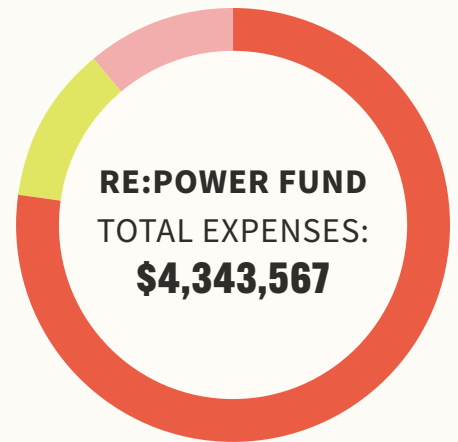


- 19%** \$904,535  
Program Services
- 6%** \$267,624  
Individual Donors
- 76%** \$3,673,141  
Foundations/Org Income

EXPENSES



- 72%** \$1,061,463  
Program Services
- 15%** \$216,936  
Management &  
General Expenses
- 14%** \$202,940  
Fundraising Expenses



- 78%** \$3,368,243  
Program Services
- 12%** \$517,775  
Management &  
General Expenses
- 11%** \$457,549  
Fundraising Expenses

## ■ FINANCIALS

### STATEMENT OF FINANCIAL POSITION

	re:power (c4)	re:power Fund (c3)
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and Cash Equivalents	1,137,699	6,991,924
Grants and Pledges Receivable	551,326	1,870,281
Accounts Receivable	798,922	4,320
Prepaid Expenses	44,349	8,886
<b>Total Current Assets</b>	<b>\$ 2,532,296</b>	<b>8,875,411</b>
<b>Long-term Grants Receivable, net</b>	<b>\$</b>	<b>1,107,506</b>
<b>TOTAL ASSETS</b>	<b>\$ 2,532,296</b>	<b>9,982,917</b>
<b>LIABILITIES &amp; NET ASSETS</b>		
<b>Current Liabilities</b>		
Accounts Payable	18,175	826,142
Accrued Expenses	112,630	-
Other Liabilities	-	-
<b>Total Current Liabilities</b>	<b>\$ 130,805</b>	<b>826,142</b>
<b>Net Assets</b>		
Without Donor Restrictions	2,081,491	5,968,845
With Donor Restrictions	320,000	3,187,930
<b>Total Net Assets</b>	<b>\$ 2,401,491</b>	<b>9,156,775</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$ 2,532,296</b>	<b>9,982,917</b>

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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)*

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

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

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

**Kelley Robinson** *(she/her)*

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

## ■ JOIN US



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.**

*Above photo: Camp re:power  
2023 crew*