



2024 **POWER IN COMMUNITY** ANNUAL REPORT

re: POWER

A Year of Resilience, Relationship, and Recommitment

Dear Friends,

At re:power, we believe that building a liberated, multiracial democracy requires more than moments of resistance. It demands deep, sustained investment in the people who lead it. For years, we have been building the leadership, relationships, and infrastructure that uniquely position us to meet this moment—and to scale our work smarter and sharper in the face of rising authoritarianism.

That's why in 2024, amidst one of the most politically charged and emotionally taxing years in recent memory, we stayed focused on what matters most: our people. We trained over 2,600 organizers with the skills, strategy, and care to not just meet the moment but stay in it. We anchored ourselves in liberatory organizing, built powerful partnerships, and grew our alumni community into an ecosystem of more than 7,000 organizers who support each other through uncertainty and possibility alike. Our alumni are the heartbeat of this work, carrying the lessons and values built here into movements and communities across the country.

We did this at a time when the movement started facing divestment. When burnout was rampant. When frontline leaders—especially Black, Indigenous, women of color, and trans and gender-expansive organizers—were being asked to do more with less. And still, we expanded. We adapted. We led with rigor, relationship, and a long-term vision for movement infrastructure that has always anticipated the fights we now face.

2024 reminded us that the boom-and-bust cycle of election-year funding cannot sustain a democracy worth fighting for. What does? You. Your support made it possible for us to show up boldly in a year of strain and to enter 2025 with momentum.

The seeds planted in 2024 are already blooming. Since January of this year, we've launched new training programs, deepened alumni offerings, and returned to Camp re:power, our signature space for rest, recommitment, and reflection. We've rolled out a new sliding scale model to increase access and are already seeing the impact of last year's groundwork in the new energy fueling this one.

To our donors, board members, and extended community: thank you for investing in organizers, in movement infrastructure, and in re:power's vision of liberatory leadership. Together, we are building not just resistance to authoritarianism, but the capacity to transform what's possible.



With gratitude,

A stylized, handwritten signature in dark ink.

Karundi Williams
Executive Director, re:power

The liberatory learning home for the movement. For a multiracial democracy that lasts.

re:power is a learning home for social justice leaders, dedicated to growing a powerful movement of organizers who embody liberatory organizing—a practice that is pro-Black and rooted in community, collective action, and abundance.

We train and support organizers, campaigners, technologists, and civic leaders to build power, challenge authoritarianism, and create the conditions for a multiracial democracy where all of us can thrive. We focus especially on equipping women, trans, and gender-expansive people of color with the skills, strategy, and community needed to lead boldly and sustain movements for the long haul.

WHY RE:POWER? WHY NOW?

re:power has trained the leaders who are now on the frontlines of defending democracy as we face the current dangers of authoritarianism.

Authoritarianism feeds on isolation, fear, and disempowerment. re:power offers an antidote—connection, skill, strategy, and leadership rooted in community and liberation—and builds the connective tissue that keeps movements strong.

We prepare organizers to not just resist authoritarianism, but to move from protest to power, from urgency to long-term resilience. Our people are reimagining a liberated democracy that works for all of us—we are here to help us get there.

OUR NORTH STAR

To build a liberated multi-racial democracy, free from the oppressive systems of white supremacy and patriarchy. A future where power is relational, healing, multiracial, and unapologetically bold.

PROGRAM AREAS



Grassroots Organizing

We train leaders to mobilize communities, build coalitions, and lead movements rooted in liberation and abundance—not fear.



Movement Technology

We equip organizers and campaigns with cutting-edge digital tools and strategies to scale people-powered change.



Electoral Justice

We strengthen the capacity of communities of color to shape elections, shift narratives, and win progressive political power.



Women of Color Leadership

We create spaces for women of color to thrive, build networks of care, and step into their full power.



Governance

We support elected officials and staff to lead with courage, govern with communities, and advance policies that deliver systemic change.

CONNECTING THE ISSUES

Data x Power Movement Technology fellows developed Howdy.ai, a generative learning tool for organizers. It supports experimentation with data analysis, campaign planning, and message generation while centering liberatory values, meaning it is designed to flag bias, protect against surveillance, and uphold human dignity instead of replicating harm.

RACIAL JUSTICE

State Courts on the Power Map fellow helped defeat five anti-democracy bills in Utah by building coalition strategies and sharing resources statewide.

CIVIL RIGHTS

MOVEMENT TECHNOLOGY

ELECTORAL JUSTICE

GRASSROOTS ORGANIZING

re:

WOMEN OF COLOR LEADERSHIP

GOVERNANCE

Grassroots Strategy Academy alum leads a housing coalition working to pass affordability policies that expand housing access and protects families in Spokane, WA.

HOUSING JUSTICE

Women of Color Leadership alumni are leading reproductive justice fights in their communities, building coalitions that protect access to abortion care and bodily autonomy while centering care and equity.

REPRODUCTIVE JUSTICE

Progressive Governance Academy alumni are shaping policy at the local and state level to protect immigrant rights. From city council chambers to state legislatures, alumni are drafting inclusive legislation, stopping harmful bills, and ensuring immigrant communities have a voice in how they are governed.

IMMIGRANT RIGHTS

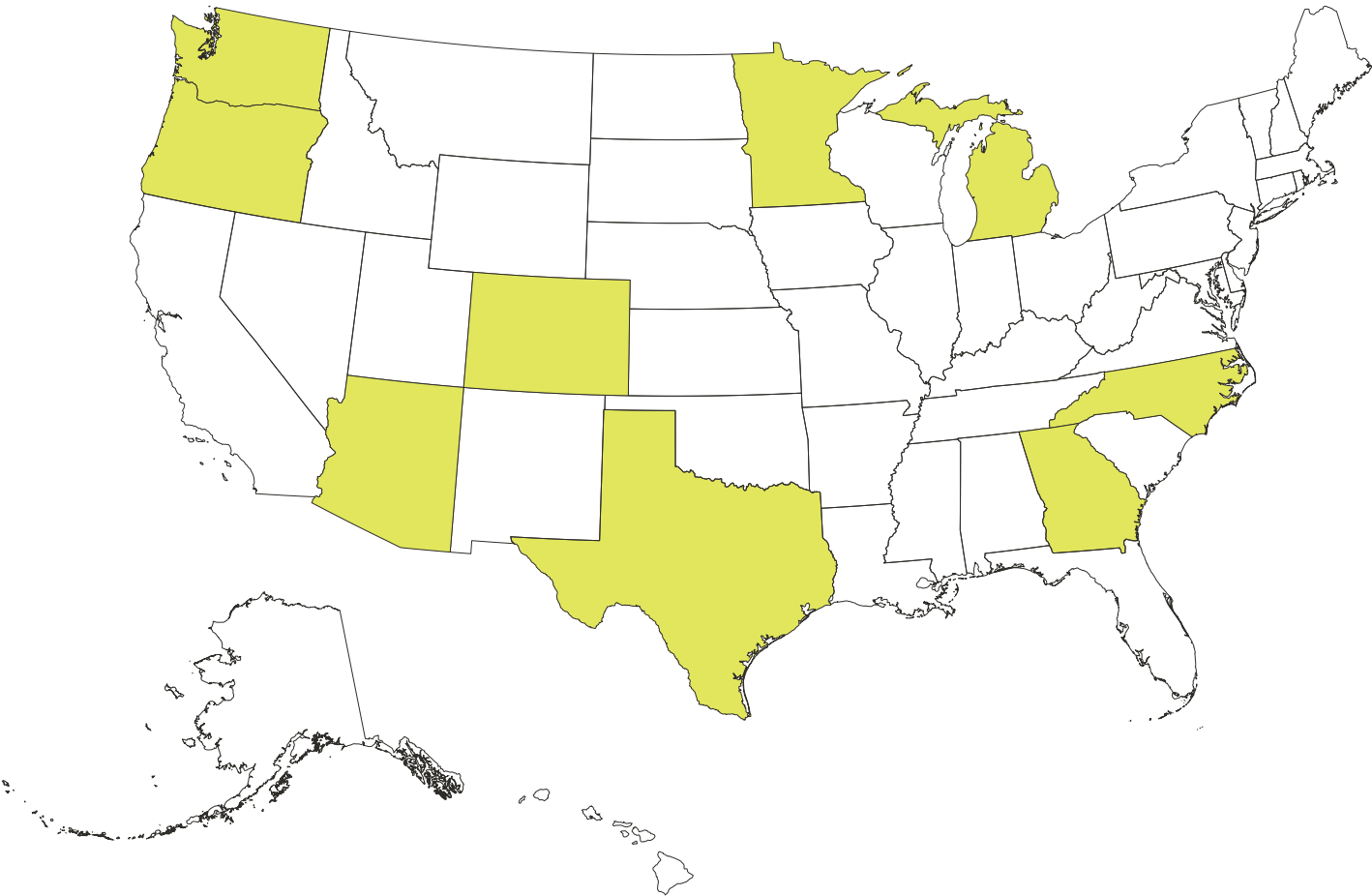
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I hope to apply the skills and tools from GRO School to the work that I’m doing now. The most important thing is to grow the capacity of the people in our community to raise our voices and the issues impacting our community collectively.

ASMA FAIZI, GRASSROOTS ORGANIZING SCHOOL ALUM

Training. Connecting. Transforming.

WHERE WE SHOWED UP



Our reach wasn't just wide. It was intentional.

We concentrated efforts in states where grassroots power is urgently needed and often underfunded: **Washington, Oregon, Minnesota, Michigan, North Carolina, Georgia, Texas, Arizona, and Colorado.**

In 2024, re:power trained 2,615 organizers across the country. These are the people strengthening our democracy from the ground up—organizers who are leading campaigns, growing community power, and transforming how change happens.

When we train an organizer, we're not just delivering a skillset. We're growing a network of leaders committed to liberatory organizing, rooted in care, strategy, and the ability to build power over time.

Your support made this possible.

WHO WE TRAINED

2,615

TOTAL PARTICIPANTS

BLACK/
INDIGENOUS/
PEOPLE
OF COLOR

74%

63%

WOMEN

8%

TRANS/
GENDER
EXPANSIVE

LGBTQIA+

38%

14%

YOUTH

PARTICIPANTS WORK IN

CIVIL RIGHTS

ENVIRONMENTAL JUSTICE

RACIAL JUSTICE

IMMIGRANT RIGHTS

LGBTQ+ RIGHTS

REPRODUCTIVE JUSTICE



Women of Color Leadership Cohort, May 2024

26 Movement-building Trainings, Open to All.

In 2024, re:power offered 26 public training programs designed to meet the urgency of the moment and the needs of movement leaders. These weren't one-size-fits-all trainings, they were rigorously designed spaces where organizers could build power, develop new strategies, and stay grounded in community and care.

We equipped organizers with the tools to run campaigns, analyze data, govern effectively, and deepen their leadership. Every training was rooted in our liberatory organizing framework, centering those most impacted by systemic injustice and supporting their growth as visionary leaders.

2024 HIGHLIGHTS

- 26 total public trainings
- Virtual and in-person offerings across 9 states
- Designed for organizers at all levels
- Emphasized real-time experimentation, political strategy, and collective care

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 and leadership as a woman of color, management and strategy, deconstructing white dominant practices and leadership styles, visions of liberation, and visualization practice.

DATA ANALYTICS CAMP

In late February, we brought back Data Analytics Camp, our 5-day intensive training for data practitioners that focused on best practices in data, analytics, and engineering to support online and offline campaigns. We had a diverse group of 20 participants from across the country — predominantly from the South and Southwest — who are working on a range of issues, from abortion access to public education to housing justice.

CAMPAIGN SCHOOL FOR ISSUE ORGANIZERS

Held in person in Phoenix, the 2.5-day training covered everything from the fundamentals of campaign strategy to building volunteer programs, developing a fundraising plan, targeting voters through VAN, script-building, and more. The curriculum builds on the ethos that effective organizing is not just about securing electoral wins; it requires year-round base-building to sustain meaningful victories, and this body of work lives with the organizers who are building power around issues that affect the day-to-day lives of their communities.

GRASSROOTS ORGANIZING SCHOOL

Grassroots Organizing (GRO) School returned with an in-person launch in Atlanta and our first in-person closing in Denver. GRO School is an 18-week course designed to provide BIPOC and gender-expansive 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.

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What I'm taking away from the training is how to train and interact with our members. A big part of my job is helping to train and support people and guide them through the questions that they're asking and thinking deeper into what they're actually doing.

ALUM, CAMPAIGN SCHOOL FOR ISSUE ORGANIZERS

Top: Data Analytics Camp
Middle: Campaign School for Issue Organizers
Bottom: Grassroots Organizing School



28 Partnerships That Deepened Strategy and Impact

In 2024, re:power partnered with organizations to design and deliver 28 custom training experiences that reflected the needs, culture, and strategy of their communities. These were not transactional workshops. They were co-created, trust-based programs that deepened leadership, sharpened strategy, and built the infrastructure for long-term change.

Our partnership trainings reach organizers working in a wide range of contexts from data and electoral strategy to judicial power and survivor-led leadership. By embedding our liberatory organizing framework into these collaborations, we supported organizations and leaders in strengthening their internal ecosystems and their external impact.



Right: Dallas Data Bootcamp

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These trainings are so much more than the content. To have people of color lead the trainings is relieving. To be in a space of POC organizers is invigorating and hopeful. The content makes us stronger and better at our work.

PARTICIPANT, DALLAS DATA BOOTCAMP



In partnership with SiX and Local Progress Impact Lab, PGA prepares newly elected officials to govern with accountability to their communities. Participants practice collaboration, co-governance, and coalition-building rooted in organizing values.

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I needed this training and this space. I needed to be around other electeds who understand the asks that are being made of us, those invested in and leading transformative change in our communities.

PGA ALUM

DALLAS DATA BOOTCAMP

We trained local Texas organizers in data and analytics tools to bolster voter outreach and issue advocacy, equipping participants with both technical skills and a power-conscious approach to tech work.

LATINAS REPRESENT

We supported Latina leaders navigating electoral systems and campaign strategy through culturally specific leadership development, helping them move from aspiration to action with confidence and clarity.

STATE COURTS ON THE POWER MAP COHORT

Working with grassroots leaders across the country, we built understanding of judicial power at the state level and helped organizers integrate courts into their broader campaign and power-building strategies.

SOUTH ASIAN SOAR

Through a healing-centered curriculum tailored for South Asian survivors turned movement leaders, we helped participants grow as organizers and cultural changemakers working toward systems transformation.

2024 PARTNERSHIPS

- Digital Climate Coalition
- Latinas Represent
- Movement 4 Black Lives
- PGA Atlanta
- South Asian SOAR—Storytelling Academy #1 & #2
- Ford Foundation—Data X Power
- PGA San Antonio
- Movement Cooperative—Changemakers Skills Camp
- PGA OASIS
- CGRE—State Courts on the Power Map Cohort
- PGA Local Progress
- PGA Governing While Black—Pilot #2
- PGA Tennessee
- PGA Providence
- Montana Sexual and Reproductive Health Collective—State Courts on the Power Map
- Four Freedoms Fund/ Groundswell Fund/Rise Together Fund—Data Bootcamp
- PGA VRL
- PGA Governing While Black—Pilot #3
- PGA NC Staff
- PGA Northeast Regional
- Youth Engagement Fund
- PGA Washington
- ACLU/ ACLU Foundation
- PGA Missouri
- Northwest Health Foundation
- Boston Mayor’s Office of Immigrant Advancement
- Affordable Housing Massachusetts



Above and below right: Alumni mixer at Netroots 2024, Baltimore, MD.

Once re:power, Always re:power

At re:power, we know that a single training isn’t enough to sustain an organizer through the long haul. That’s why we’ve invested deeply in our alumni network — more than 7,000 strong — to create a culture of connection, care, and continued growth.

In 2024, we expanded our alumni engagement offerings to meet the moment. Organizers across the country were experiencing burnout, political exhaustion, and isolation. Our alumni programming responded with spaces for restoration, reflection, and joy. These weren’t just social events. They were strategic interventions to help organizers stay rooted, supported, and resilient.



RE:MIX NEWSLETTER

Our quarterly alumni email featuring upcoming events, community highlights, and opportunities to re-engage with trainings and new offerings.

RE:POWER HOUR

Open community calls where alumni came together to reflect on shared challenges, exchange ideas, and reconnect with purpose.

COMMUNITY CONVERSATIONS

Facilitated dialogues on the political and cultural issues shaping our world, curated for organizers ready to think and feel through hard things together.

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This is hard work, and no one needs to be or wants to be an island on their own. My cohort is still active in the chat. The fellowship has been over for six months now, and we are still sharing resources and checking in on one another. Being with other people who believe in you, even when you don’t believe in yourself, is really helpful.

RE:POWER ALUM

MIX N’ MINGLES

Virtual social events designed to spark connection across geography, issue area, and movement ecosystem.

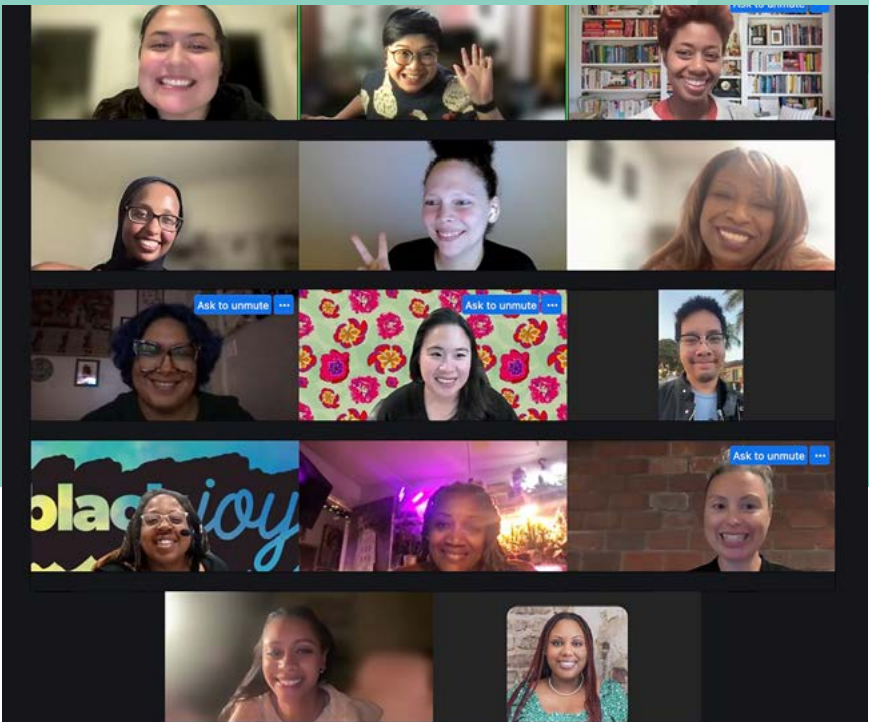
RECOVERY ZONE

Rest-centered gatherings for organizers feeling depleted by constant political urgency. These spaces prioritized healing, presence, and breath.

CELEBRATION ZONE

Quarterly joy-filled moments to honor wins, life updates, and the beauty of being in community.

These programs are how we build sustainable organizing — not just by building skills, but by building belonging.

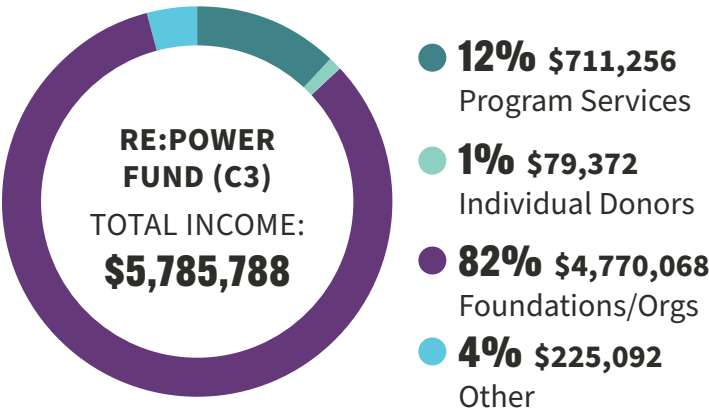
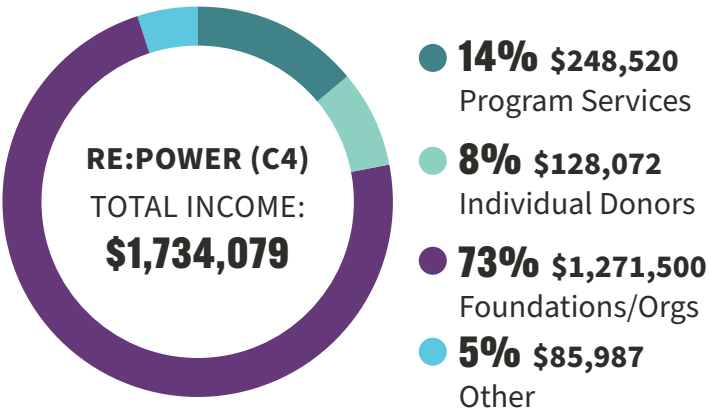


Above right: End-of-year Celebration Zone Zoom gathering

Transparency and Trust

At re:power, every dollar is an investment in long-term movement infrastructure. In 2024, we remained committed to transparency, financial resilience, and aligning our resources with our deepest values.

INCOME*

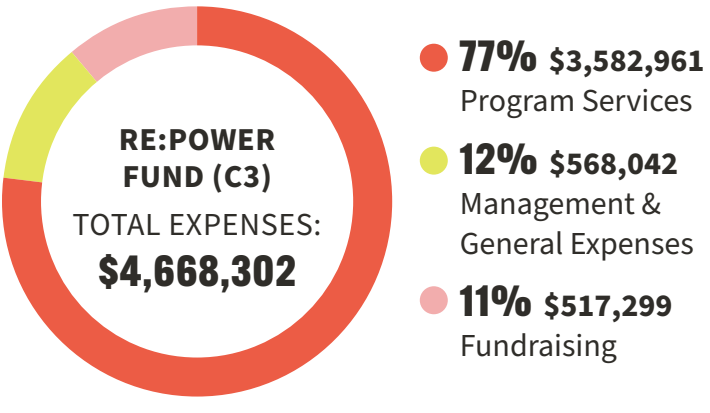
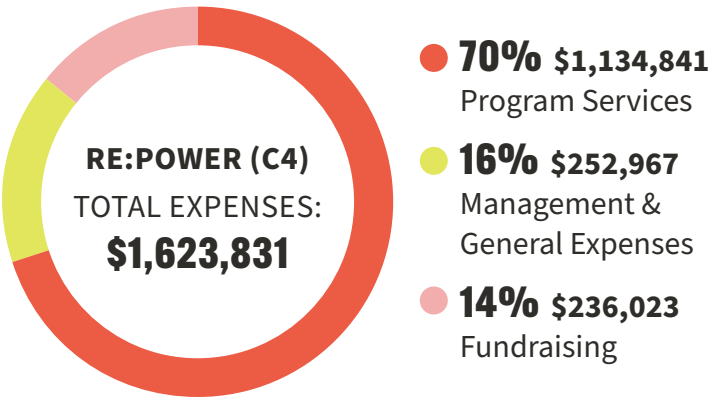


*without donor restriction

Our funding made it possible to train over 2,600 organizers, support 28 custom partner trainings, deepen alumni engagement, and grow internal capacity across our staff and board. These investments weren’t just programmatic. They were structural, strategic, and future-facing.

We know that real impact takes time. That’s why we’re committed to a long-view financial strategy — so that the work we’re doing today can still be thriving five, ten, or twenty years from now.

EXPENSES



OUR APPROACH TO SUSTAINABILITY

- Maintained and grew reserve funds for future stability
- Strengthened systems to support scale and complexity
- Continued building a diverse funding portfolio to reduce dependency on election-year cycles

STATEMENT OF FINANCIAL POSITION

	re:power (c4)	re:power Fund (c3)
ASSETS		
Current Assets		
Cash and Cash Equivalents	1,299,411	8,973,619
Grants and Pledges Receivable	108,034	1,027,476
Accounts Receivable	811,878	-
Prepaid Expenses	210,998	135,155
Total Current Assets	\$ 2,430,321	10,136,250
Long-term Grants Receivable, Net	\$ -	970,000
Right-of-Use Asset Operating Lease	\$ 12,625	
Property and Equipment, Net	\$ 1,761	
TOTAL ASSETS	\$ 2,444,707	11,106,250
LIABILITIES & NET ASSETS		
Current Liabilities		
Accounts Payable	37,099	783,320
Accrued Expenses	46,295	-
Deferred Revenue	6,750	20,994
Lease Liability, Current Portion	7,675	-
Total Current Liabilities	\$ 97,819	804,314
Lease Liability, Net of Current Portion	\$ 5,149	-
TOTAL LIABILITIES	\$ 102,968	804,314
Net Assets		
Without Donor Restrictions	2,191,739	7,086,331
With Donor Restrictions	150,000	3,215,605
Total Net Assets	\$ 2,341,739	10,301,936
TOTAL LIABILITIES & NET ASSETS	\$ 2,444,707	11,106,250

Data as of 12/31/2024

2024 STAFF

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

Deana Ayers *(they/he)*
PROGRAM ADMINISTRATIVE COORDINATOR

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

Toria Boldware King *(she/her)*
SENIOR MANAGER, PROGRAM AND OPERATIONS

Jazmyne Brooks *(she/her)*
PROGRAM EVENTS & OPERATIONS COORDINATOR

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

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

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

Conrado Ferreira dos Santos *(he/him)*
DIRECTOR, GRASSROOTS ORGANIZING

Mercedes Fulbright *(she/her)*
DIRECTOR, ELECTORAL JUSTICE

Anna Gagliuffi *(she/her)*
DIRECTOR, COMMUNICATIONS & DIGITAL STRATEGY

Krystal Garcia Centeno *(she/her)*
ADMINISTRATIVE COORDINATOR, STRATEGY & ENGAGEMENT

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

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

Sagal Handulle *(she/her)*
ALUMNI COMMUNITY MANAGER

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

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

Robert Muñoz *(he/him)*
PROGRAM MANAGER, PROGRESSIVE GOVERNANCE ACADEMY

Zhenqi Ong *(she/her)*
SENIOR DESIGN MANAGER, BRAND & SYSTEMS

India Walker *(she/her)*
EXECUTIVE ADMINISTRATIVE COORDINATOR

Karundi Williams *(she/her)*
EXECUTIVE DIRECTOR

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)*

2024 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)*



From Reflection to Action

Because this report is landing in Q3 2025, it’s not just a look back, it’s a window into the transformation already underway.

Thanks to the groundwork laid in 2024, this year has been marked by renewed energy, deeper strategy, and more accessible offerings for the organizers we serve. Our investments in 2024 didn’t just sustain the movement. They expanded what was possible.

In the first half of 2025, we have:

- Launched a sliding scale pricing model for public trainings to expand access for grassroots leaders and local organizations
- Delivered a series of impactful trainings, including Digital Safety, Harnessing Your c3 to Build Power, Campaign School for Field Directors, and State Courts on the Power Map
- Brought back Camp re:power, offering a space for radical rest, recommitment, and strategic reflection for movement leaders
- Deepened alumni programming, offering more touchpoints for connection, growth, and collective care across the re:power ecosystem

These are not just programmatic wins. They are indicators of what a strong, resilient, and values-aligned infrastructure makes possible.

We are growing. And we’re growing on purpose.

Keep This Work Going

The path to a multiracial democracy is not linear, and it’s certainly not guaranteed. But with your partnership, we are building the connective tissue that keeps movements strong, turning fear into mass mobilization, isolation into solidarity, and scarcity into an abundance of skill, strategy, and care. With every training, coaching session, and leadership program, re:power is preparing organizers, technologists, and elected leaders to resist authoritarianism and build power that lasts.



re:power staff at our 2024 Year-end Planning Meeting

At re:power, we equip the people who lead the movements that shape our communities and our future. We support their growth, their sustainability, and their ability to organize for the long haul. We are a learning home and a place of refuge, offering the skills, strategy, and care needed to confront rising threats to our democracy.

Thank you for being part of this movement. We’re building the future relationship by relationship, training by training, and possibility by possibility.

If you believe in long-view strategy, bold leadership, and organizing grounded in care and community, now is the time to invest. Here’s how you can support:

- ▶ Make a gift to support year-round training and leadership development
- ▶ Fund a public cohort to expand access for organizers in high-need states
- ▶ Bring re:power to your network for custom trainings, strategy sessions, or campaign support
- ▶ Stay connected and help us tell this story by sharing the report with your community



**INVEST IN
RE:POWER**



www.repower.org