The Organizing Center

ANNUAL REPORT

2022



FROM THE STAFF

When we started The Organizing Center, we had big dreams – a long-term vision of The OC playing a significant and meaningful role in revitalizing base building organizing, creating leadership development pipelines for Black and Brown organizers, and supporting individuals and organizations to build the resilience practices that will help them stay in our movements for the long haul. **Two and half years into the organizativon, we are well on our way.**

IN 2022 we grew our staff and Advisory Board and leveled up our training program, adding three new workshops. We launched Resilient Futures, a new peer learning lab that ran two simultaneous cohorts – one for Directors and one for Black and Brown organizers – to support them to develop individual and collective resilience practices in their organizations. We grew our coaching team to support the expansion of our work nationwide.

We held an Advisory Board and staff retreat to plan our work for the next three years, getting clarity about what we will do, might do, and won't do in our work. We used that time to ground ourselves in both current movement conditions and what we anticipate will be coming. We know the next few years will continue to present significant challenges for our movements and we will experiment and adapt to meet changing conditions.

In the year to come we will be taking our organization even further – growing our facilitation and coaching teams, increasing our workshop offerings and expanding our Resilient Futures program. We're excited to have you on this journey with us and look forward to all that's to come

Sincerely,

CHRISTI & SHAKIYA

Christi Shakiya

WHO WE ARE

Over the last year we grew our Advisory Board, staff, coaching and training teams. We continue to bring in people who are actively organizing or supporting organizers to keep our work relevant to shifting conditions.

ADVISORY BOARD



Michelle Crentsil



Estrella Diaz



Arielle Klagsbrun



Bryan Mercer



Allison Stohr



Eboni Taggart



Noah Winer

STAFF



Shakiya Canty



Christi Clark



Kristin Schwab

OUR HYPOTHESIS

The Organizing Center is grounded in a vision of vibrant base building, led by communities impacted by the issues, with a strong pipeline for Black and brown leadership into organizations that are resiliently building power, aligned around national liberatory strategy.

To move in this direction we have a hypothesis that we are testing:

IF The Organizing Center first provides rigorous, concrete organizing skills, training and coaching to base building organizations, with an emphasis on supporting a pipeline of Black and Brown organizers and, second, develops those same organizations' capacities to engage in organizing work with resilience

THEN we will help strengthen base-building organizing and those organizations' capacity to win systemic change in the short and long term, and support the development of self-reported resilience practices for organizers and organizations.





FINANCIAL STATEMENT

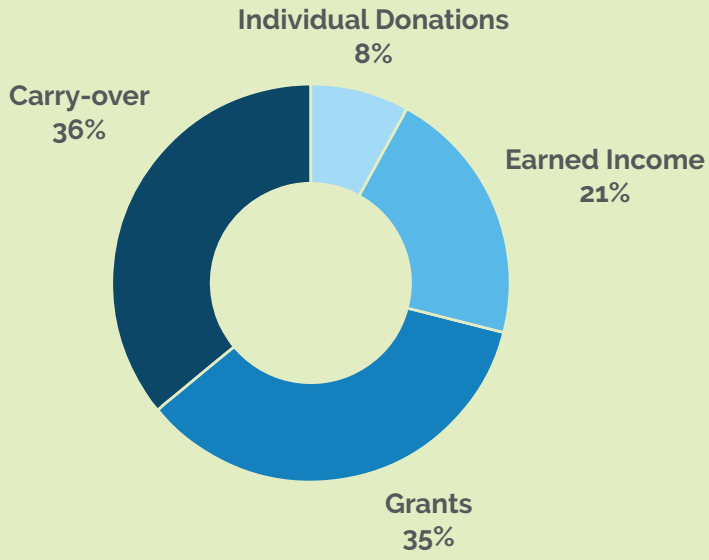
INCOME – FY 22

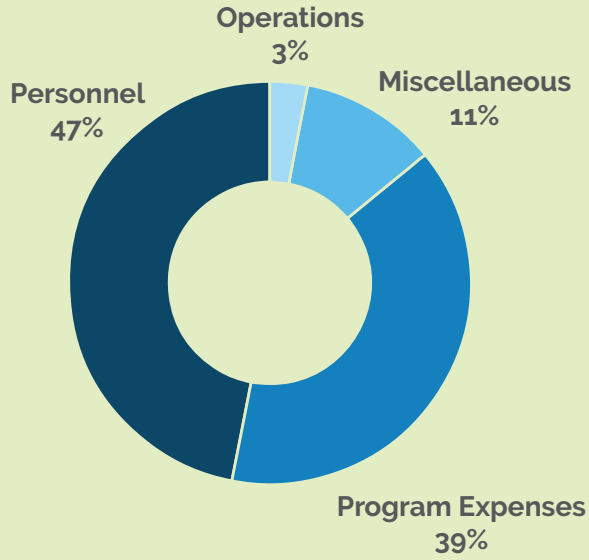
Individual Donations	$45,000
Grants	$200,000
Earned Income	$122,000
Carry-Over	$208,000
TOTAL INCOME	**$575,000**

EXPENDITURES – FY 22

Personnel	$253,500
Program Expenses	$207,200
Operations	$14,500
Miscellaneous	$57,500
TOTAL EXPENDITURES	**$532,700**

INCOME & EXPENDITURES BY TYPE





OUR IMPACT

Over the course of 2022, we trained roughly 300 people through our public workshops, customized workshops and deep dives. While we are deeply rooted in Philadelphia and have a commitment to support base building up and down the East Coast, our impact is much broader. We trained participants from 14 different states and continue to draw people from across race, class, gender identity and sector to our work.



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PARTNER SPOTLIGHTS

NATIONAL DOMESTIC WORKERS ALLIANCE, PA CHAPTER – COACHING



NDWA brings together nannies, housecleaners and caregivers, giving them a space to share information, build skills with training and resources, access benefits, get support, and organize to win rights. We have been working with the PA Chapter, providing coaching to staff after they won their first big campaign – the Domestic Worker Bill of Rights.

Through our coaching work, we have helped them both with developing their next campaign as well as with the hiring and onboarding of their organizers.

"Christi is brilliant, strategic, empathetic, smart, and creative – and our movements in Philly and beyond owe her an enormous debt of gratitude. I am so glad that she has institutionalized her work via The Organizing Center and I look forward to working, learning, and winning with her for years to come."

Nicole Kligerman, Pennsylvania Director
National Domestic Workers Alliance

FUNDERS COLLABORATIVE ON YOUTH ORGANIZING – CUSTOMIZED WORKSHOPS



In late 2022, we began work with the Funders Collaborative on Youth Organizing to support two of their cohorts: Youth Organizing for Climate Action & Racial Equity (YO-CARE) and their Level Up Lab. We trained over 75 organizations from across the country at a two day convening earlier this year and will continue to be supporting the cohorts' development through virtual trainings and coaching in 2023. FCYO and The Organizing Center are aligned around the need to support organizers to develop strong base building and leadership development practices that bring new people into growing organizations and do the long and important work of shifting conditions of power.

PHILLY THRIVE – DEEP DIVE

Philly Thrive is a multi-racial, intergenerational, cross-class organizing group focused on ending environmental racism and ensuring community- and planet-sustaining redevelopment. Through their organizing, Philly Thrive won a permanent closure of the PES oil refinery and an end to 154 years of pollution. Their current campaign contests for justice in the historic refinery site redevelopment, organizing to win a complete cleanup of the site and robust reinvestment in their neighborhoods. We have been working with them in one of our deep dives, for two years, supporting:

- their growth from four to ten staff, the majority of whom were first members in their organization
- taking on an organization-wide strategic planning process
- board elections and development
- their transition to a Co-Director model

They have built a powerful grassroots organization and while we are closing our work with them, are excited to see what comes next!

RESILIENT FUTURES

Organizing does not happen in a vacuum. There are very material conditions, impacts of long-standing systemic oppression and compounding crises that impact individual organizers and their organizations' abilities to fight for the world we deserve.
In 2022 we experimented with finding the right intersection of resilience and organizing.

Not resilience for the sake of commercialized self-care. Not resilience for the sake of just working harder and longer hours.

But resilience connected to being able to show up to meet political and organizing commitments in ways that are grounded, and ask for the support and accountability needed to be our whole selves in the process.

This year we launched our pilot Resilient Futures cohort. We designed it as two simultaneous cohorts – one for Director-level staff and the other for organizers. We wanted space for each group to honestly bring their unique set of challenges and work through some of the barriers to building resilience for themselves and their organizations. The outcome at the end of these cohorts was to develop organizational resilience plans that support individuals to develop and strengthen resilience and organizations to incorporate practices that build a culture of resilience.



"I was an organizer for a long time and it took me years to come to some of the lessons you shared yesterday. I wish I'd had a resource like you all to turn to for time-tested, practical organizing wisdom. You truly are filling a gap in the ecosystem. "



We learned a lot in this first year–about how deep people's material needs are, about how people struggled to accept stipends for their own personal resilience practices, about the limitations of what we can do within this cohort model. One thing, however, is clear: this work is needed now more than ever. Conditions are not getting any easier for our people or our organizing and we can't follow trends, like self-care, that move us more toward isolation. If our movements are going to be strong we need to have strong organizing plans and equally strong resilience practices to sustain us for the work ahead and for our own transformation.

We are grateful for the generous support of the Samuel S. Fels Fund, The Thomas Scattergood Foundation and The Kataly Foundation for helping us launch and expand this program.

PUBLIC WORKSHOPS

At our core, we focus on training people in the fundamental skills needed to run strong base building programs. For the last two years, we have focused our public workshops on three fundamental skills: **organizing conversations, leadership development and coalition building**. In both our pre-founding listening tour, and the one we did last year in partnership with Training for Change, we heard over and over again that organizers need support in these fundamentals.

7

WORKSHOPS HELD

120

PARTICIPANTS

14

STATES

As we have offered public workshops in these areas, we have learned that the participants who attend come not only from different parts of this country, but also with a wide range of experiences and time organizing. Workshop participants who are more experienced consistently ask us for more advanced trainings on the same topics. As a result, in the fall, we launched our "Level Up" series–taking each of these fundamental skills to the next level. As we prepare for 2023, we are reviewing participant feedback, evaluating our curriculum, and improving our approaches to fostering full participation on Zoom.

In 2023, we will run our Fundamentals and our Level Up training series twice, adding campaign development as a new offering in our Fundamentals series.



"This workshop is the first time I talked about the challenges we face without feeling shame."

Additionally we've taken steps to expand our group of trainers. This fall we received almost 60 applications for our trainer cohort, and in 2023 six of them will paricipate in our pilot year.

Members of the cohort will be responsible for co-facilitating our 2023 workshop series in organizing conversations, leadership development, campaign development and coalition building. Our approach is to find organizers who are ready to share their hard-earned wisdom and want to grow their facilitation skills, as well as skilled facilitators who care about shifting power and want to learn more about the organizing skills that help us get there. By hiring and training a mix of organizers and facilitators from our movements, we aim to create an opportunity that ultimately benefits and grows the leadership of The OC, our 2023 training cohort, their organizations, and our movements overall.

The Organizing Center

Contributions from generous supporters help us train and build up organizers all year long, and allow us to subsidize individuals and organizations that wouldn't otherwise have access to our unique programs. Your support will help us provide more low-cost workshops to low-income and working class organizers and under-resourced organizations in 2023. Make a tax-deductible donation at ***www.theorganizingcenter.org/donate***

No amount is too big or too small.

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