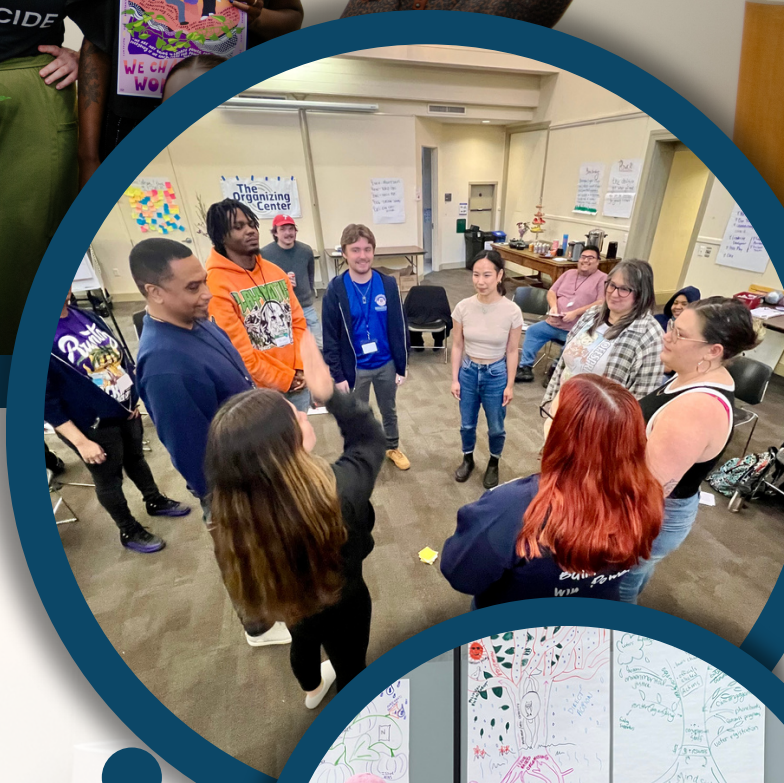




ANNUAL REPORT 2024

Making New
Things Possible

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LETTER FROM OUR CO-DIRECTORS



Dear community,

As 2024 draws to a close, we write to you with heavy hearts and a deep sense of responsibility. This year has been one of profound challenges, heartbreak, and reflection. From the devastating humanitarian crisis in Gaza to the relentless impact of the global climate emergency, our communities have been tested in predicted, yet unimaginable ways.

The genocide in Gaza has left scars on the global conscience, and the images and stories that emerged from this tragedy are a stark reminder of the urgent need for justice, accountability, and unwavering solidarity. As an organization committed to equity and human dignity, we mourn the lives lost and recommit ourselves to demanding an end to the genocide.

Meanwhile, the climate crisis has continued to wreak havoc across the world, disproportionately affecting marginalized communities. Record-breaking heatwaves, catastrophic floods, snowstorms, and devastating wildfires have underscored the dire consequences of unchecked capitalism. We are reminded daily of the need to build resilient systems that prioritize people and the planet over profit.

Adding to these challenges, the political landscape in the United States has taken a troubling turn. With an authoritarian president steering the nation, many of us are grappling with fear and uncertainty about what lies ahead. For communities already bearing the brunt of systemic inequities, this shift threatens to deepen divisions and jeopardize hard-won progress.

And yet, even in the face of such despair, we have seen sparks of hope—in the resilience of those who refuse to give up, in the solidarity of communities standing together, and in the unwavering belief that a better future is possible. Across the globe, individuals and movements have shown extraordinary courage, speaking truth to power and demanding justice.

As we step into 2025, we do so with a commitment to harnessing these sparks and transforming them into sustained action. We know the road ahead will be difficult, but we also know that hope is not a passive feeling—it is a discipline.¹ Together, we must continue to organize, resist, and reimagine what is possible.

Thank you for standing with us through this tumultuous year. Your support, partnership, and trust fuel our work and remind us that we are not alone. As we look to the year ahead, let us remain steadfast in our shared mission to build a world rooted in justice, compassion, and liberation for all.

In solidarity and with hope, *Christi* *Clarise*
CHRISTI **CLARISE**

¹ [“Hope Is a Practice and a Discipline: Building a Path to a Counterculture of Care,”](#) Mariame Kaba and Kelly Hayes, February 19, 2024



IF

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.

PEOPLE OF THE GLOBAL MAJORITY

At The Organizing Center we are intentional about the language we use and we adapt and change as we learn new things and conditions shift. We are shifting our language from “BIPOC”, “Black and Brown”, or and “People Of Color” to “People of the Global Majority” (PoGM)- a term coined by Black woman and scholar, Rosemary Campell- Stevens. We do this for a few reasons:

- People of the Global Majority encompasses identities of folks whose lineage is traced back to the Global South, which includes Black people, Indigenous people, Brown people, Latinx peoples—particularly Indigenous and Afro-Latinos —Pacific Islanders, Native Hawaiians, the Inuit communities/Alaska Natives, Native Americans, Arabs, Western Asians/Middle Easterners with dark skin, North Africans, Southeast Asians, South Asians, East Asians, Africans with dark skin, and biracial and multiracial people who are mixed with one or more of the above, and people and groups who can’t access white privilege.
- People of the Global Majority also decenters whiteness and challenges the false narrative that the folks that make up PoGM are minorities, as PoGM makes up at least 85% of the global population.
- People of the Global Majority also de-centers the American context, expanding the vast and complex experiences of individuals across the globe that are affected by white supremacy culture and colonization.
- The use of People of the Global Majority, invites a shift in mentality and practice for those of us within the PoGM, forging more space for us to step into our power while resisting how the word “minority” keeps many of us small.



RESPONDING TO THE MOMENT: STRENGTHENING BASE BUILDING

At least annually we reflect on the current landscape of community organizing and, this year, we are clear about the urgent conditions that demand our focused response. The challenges and opportunities ahead require us to embrace resilience, expand our collective capacities, and deepen our commitment to building transformative power. This year, we remain steadfast in addressing the following conditions that shape the work of our movements:

DOUBLING DOWN ON BASE BUILDING

While the political terrain ahead is uncertain, our strategy remains clear: we must prioritize base building as the cornerstone of our organizing. This means investing in the skills, tools, and relationships necessary to expand and sustain organizations' bases. From one-on-ones to leadership development, we are focused on training organizers to deepen connections with their communities and equip them to understand the power needed to effect change.

CULTIVATING HOPE & RESILIENCE

In a time of uncertainty and rapid change, resilience is the foundation of sustainable movements. We are committed to creating spaces that nurture emotional and organizational resilience, where hope becomes a strategic tool to sustain our collective energy. By weaving practices of care, joy, and mutual support into our organizing and organizations, we aim to fortify our communities against burnout and despair while inspiring long-term commitment to transformative change.

ABSORBING NEW MEMBERS

The urgency of this moment calls for larger and more inclusive organizations. To meet this need, we are investing in structures and strategies that enable base building organizations to absorb and integrate growing numbers of people. This includes scaling up our outreach efforts, developing comprehensive onboarding programs, and creating pathways for new members to take on leadership roles. By expanding our capacity, we ensure that everyone who wishes to join our movements has a place and purpose.

BREAKING SILOS & EMBRACING A BIGGER “WE”

To build a stronger sense of connection and belonging, we must break down silos and reject purity politics that fragment our movements. Effective organizers know that people are messy (we make mistakes, we say the wrong thing, we struggle to understand people different from us and learn new ways of showing up) and it is an organizer’s job to connect with the “mushy middle” - a.k.a. the 70% of people who are not already very much “for” or very much “against” whatever issue you are organizing around. This is the group of people that can, largely, be organized in one direction or another. The key is to be able to connect to them individually, get curious about what they care about, and make a connection to the collective. This slow practice of organizing, of relationship building, of bridge building, has been weakened over time and is something we plan to address.

BUILDING STRONG, DISCERNING COALITIONS

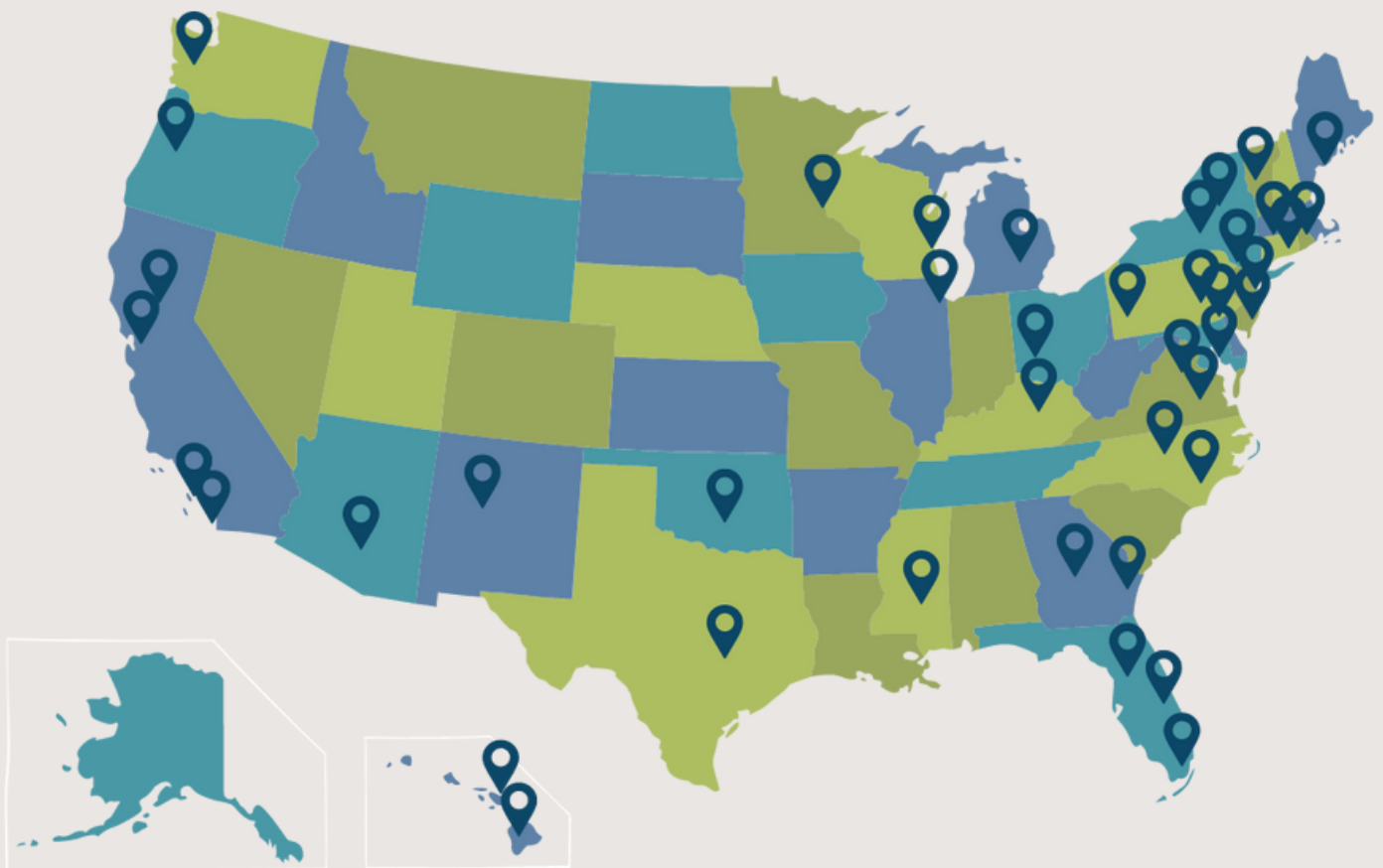
Our movements are strengthened when we build coalitions capable of navigating disagreement and finding common ground. This requires intentionality, humility, and a shared commitment to collective goals. We are doubling down on our efforts to train coalitions to build trust, and the concrete skills needed to disagree well. By equipping leaders with the skills to navigate tension and prioritize shared purpose, we strengthen the foundations of solidarity.

In these ways, we prepare to meet the conditions of the moment with clarity and purpose. By addressing these interconnected needs, we reaffirm our commitment to building movements that are resilient, inclusive, and capable of achieving transformative justice.



PARTNERS THAT SHOW OUR SCALE

The Organizing Center was founded in Philadelphia and has national scale. Working with organizations in Philadelphia has been instrumental in our program development and evaluation work- our staff has decades of experience as organizers and trainers, working in, or closely alongside, many of these organizations. We are both a trusted partner to them and we trust them to provide direct feedback, allowing us to incubate and improve upon programs.



This map represents many of the locations that our workshop participants, peer learning lab cohort members and coaching clients come from.

MAKING NEW THINGS POSSIBLE

2024 was filled with impactful collaborations and meaningful progress. Together with our partners, we accomplished significant milestones, empowering organizations and individuals to build resilience, foster leadership, and transform their base building practices. Here are some of the highlights from this year:



CAMPAIGN STRATEGY WITH LAHAINA STRONG

After the Maui wildfires, we partnered with Hui Aloha Aina and Lahaina Strong to run a campaign strategy training. At that training Lahaina Strong developed a winning campaign strategy that led to a critical victory: a moratorium on Airbnbs until all displaced residents in the area are rehoused. This achievement reflects the power of community-driven organizing and strategic planning.

STRENGTHENING NDWA-PA's CAPACITY

Our work with the National Domestic Workers Alliance - Pennsylvania (NDWA-PA) helped them enhance their member training programs. This year, they ran their second cohort for their OLA (Organizing Leadership Action) program, which successfully developed the skills and leadership capabilities of their members. Additionally, NDWA-PA made an exciting leap by hiring two of their cohort graduates as staff organizers, further embedding grassroots leadership within their team.



PEER LEARNING LABS

RESILIENT FUTURES

We ran Resilient Futures, a groundbreaking peer-learning program that engaged eight organizations in learning and practicing resilient protagonism and principled struggle. Participants benefited from organizational culture assessments, which enabled them to craft hypotheses and actionable plans for fostering more resilient organizational cultures.

This program set a strong foundation for enduring growth and adaptability. And it was such a success that organizations want continued support through coaching and peer-learning facilitation in 2025.



BY THE NUMBERS

81%

PEOPLE OF THE
GLOBAL MAJORITY

62%

POOR AND
WORKING CLASS

72%

WOMEN & GENDER-
OPPRESSED

“

[Staff participants from our organization] learned so much about ourselves, each other as individuals and our work thinking about our team, members and communities. We look forward to using this as a tool that we bring into the new year.

”

Noemi Ramos from New England United for Justice

ORGANIZER FELLOWSHIP



Graphic recording of our opening retreat session on power, by Sara Yukimoto-Saltman

For years, base building organizations have been talking about the need for deep development of new organizers and of supervisors. Many new organizers came into base building in 2020- after witnessing and participating in mass uprisings. Those uprisings felt powerful and pulled a new generation of people into organizing. One of the main challenges, however, is that organizing (whether to win policy change, become part of decision-making structures, or support elected officials to win and keep office) is the slow and steady work of talking to strangers, bridging across difference, and bringing a growing number of people into leadership. Because of the pressures of organizing (tight timelines, low funding, etc), many organizers are thrown into organizing without much support. The same is true of supervisors. Many supervisors are in that role because they were good organizers, not because they were taught how to build teams, how to hold high support and high accountability with their staff or how to do long-term planning.

The Organizing Center Fellowship program was designed to address these needs. We developed a program for both organizers to deepen their practices of organizing and for supervisors (leads, Organizing Directors, E.D.s) to strengthen their resilient leadership.

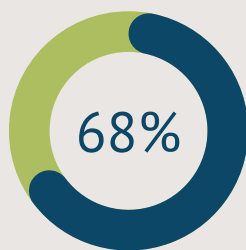
For more details on the fellowship you can find our full report [here](#).



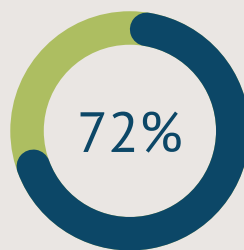
PUBLIC WORKSHOPS

In 2024, we continued our practice of offering virtual participatory workshops on organizing conversations, transformative leadership development, and coalition building. We take very seriously our goal to prioritize offering training to the people who need it most. We have met, or exceeded, our requirement that the overwhelming majority our program participants and clients are building the power of, and led by, the global majority.

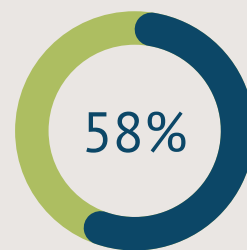
WORKSHOP PARTICIPANTS BY THE NUMBERS



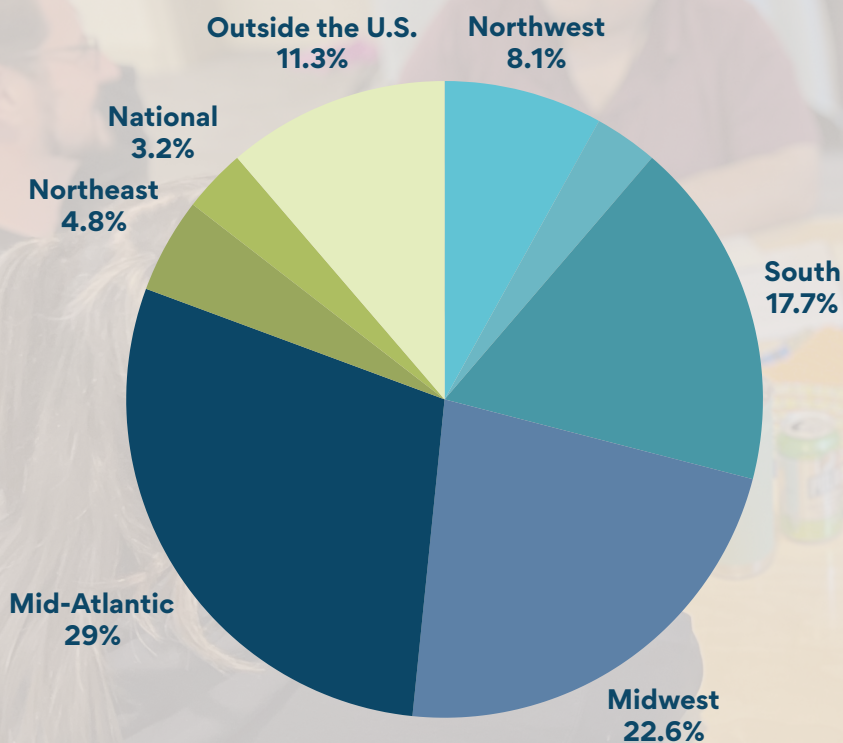
People of the
Global Majority



Women & Gender-Oppressed



Poor & Working Class

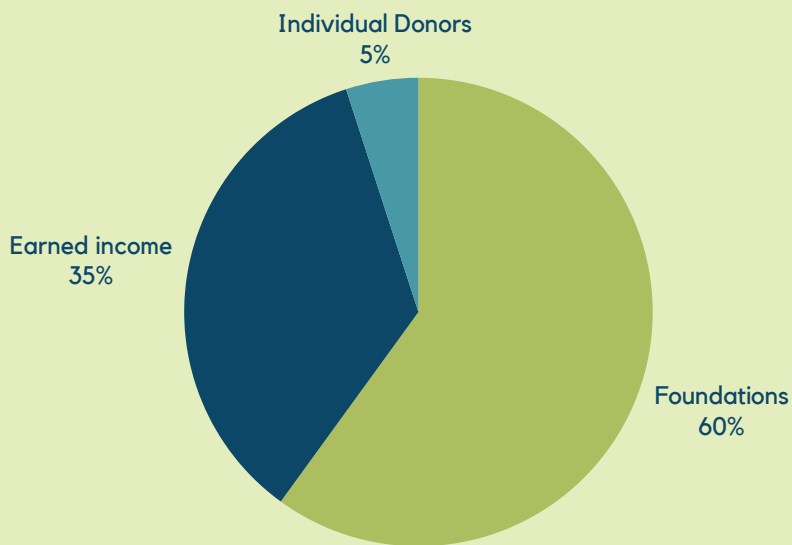


PARTICIPANTS BY GEOGRAPHY

“This training was engaging, interactive and just over all dope. The instructors were so kind, knowledgeable and supportive, fostering an environment where everyone felt encouraged to participate and share their ideas. I feel like I really am taking away a lot from this training.”

ANNUAL BUDGET

Our FY24 budget was \$619,293. We had four full-time staff members and extensive bench of experienced coaches & trainers.



Income

More than half our of budget comes from foundation partners:

William Penn Foundation

- \$110,000

Spring Point Partners

- \$100,000

Movement Voter Project

- \$75,000

Sunrise Project

- \$40,000

Samuel S. Fels Foundation

- \$30,000

Patricia Kind Family Foundation

- \$25,000

Valentine Foundation

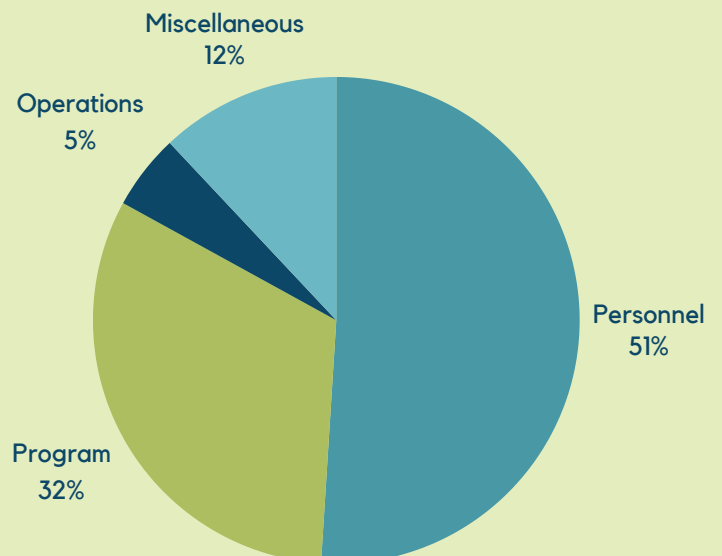
- \$15,000

Emergent Fund

- \$10,000

Expenses

The majority of our funding goes to the people who run our programs: our staff and our contracted trainers and coaches. The next largest portion goes to carrying out our programs. The miscellaneous category includes our fiscal sponsor fee.



SUSTAIN & SCALE

To get us to the level of programming that both meets the existing needs and scales us up, we need to raise additional funds. We prioritize working with poor and working communities and under-resourced organizations which means that our earned income offerings are on a sliding scale and often below what comparable training organizations charge. We are open to raising our rates but would much rather fundraise to support the organizations that are led by, and building the power of, our priority participants. **Additional individual & foundation partnership in the following areas would allow us to sustain and scale our work:**

General Operating Support

Having sustained general operating support allows us to both have a team to carry out our programs but also gives us the ability to be flexible to meet the needs of the moment. Our top priorities in 2025 are:

- Adapt our 2025 workshop program to meet shifting needs + have materials in Spanish: \$35,000
- Continue the planning work for our next Organizer Fellowship: \$50,000
- Experiment, with other training partners, to provide mass trainings to meet shifting conditions: \$75,000

Program Specific Support

A few of the programs we want to run in 2025 are new or expanded and need resources beyond our existing budget to carry out.

- Run 2 Campaign Strategy trainings for at least 20 organizations: \$50,000
- Run a 2025 Organizer Apprenticeship Program that we can offer for free to movement partners: \$150,000





FORWARD TOGETHER



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<http://theorganizingcenter.org>

