



The Future *We* Make



A Look Inside

- 3 Letter from the Co-Presidents
- 4 Our Mission and Approach
- 5 2023 In Review
- 14 Supporters and Finances
- 19 Boards and Staff



Lorella Praeli,
Co-President



Dorian Warren,
Co-President

Friends,

The future is in our hands. If we're organized, we can determine the direction of our country.

This report comes out in another immensely consequential election year, and we find ourselves again facing opponents who demonize racial, ethnic, gender, and other forms of diversity and stoke fear to advance an authoritarian agenda. At Community Change, our work is anchored not in fear, but in our vision of the future we want to build, one where our country's promise of democracy is fulfilled, where marginalized communities step into their power, and where an accountable government plays a positive role in ensuring abundance, equity, and security for everyone.

In 2023 we and our partners won victories and strengthened our movement in ways that illustrate our collective ability to build the future we need, a society where everyone can flourish and thrive. Community Change is proud of the role we played in these accomplishments. We also know the work required many hands, and as you read this report, we hope you see yourselves in these pages and feel the hope and determination these stories inspire in us.

For Community Change, 2023 was not just a year for action, it was also a time to reflect and refocus on our purpose in this period in the country's history.

Coming out of this process, Community Change is regrounded in our historic identity as an anti-poverty organization with a vision and strategy focused on our new North Star: to build a grassroots movement with the power to abolish poverty and achieve economic freedom for everyone in the United States. A key feature of our approach is our focus on building power – for economic freedom, the care economy, progressive organizational ecosystems in states, and for an immigrant-inclusive, multiracial democracy. Authoritarianism thrives on passivity and cynicism. The best way to fight authoritarianism is by building the power of communities to enact just policies and hold government accountable – by showing people that democracy works.

We will face formidable challenges in the coming years, but at Community Change we are focused on building a movement that can end poverty and begin a new era of inclusive democracy in our country. We hope you will join us in building the just future we know is possible.

En la lucha,

Lorella Praeli

Dorian Warren

**At Community Change,
our work is anchored not in
fear, but in our vision of the
future we want to build.**

COVER PHOTO CREDIT:
1. DAVID J. ROWLAND, PROBONOPHOTO.ORG
2. JAYYE JOHNSON

Our Mission and Approach

Community Change's mission is to build the power and capacity of low-income people, especially low-income people of color, to change the policies and institutions that impact their lives.

Our founders came from the civil rights and labor movements, and from the war on poverty. We bring over half a century of experience to this work, and have honed an approach that harnesses our unique skill set:

Movement Power: We convene and connect a wide variety of stakeholders to foster collaboration, invest in grassroots talent and leadership, and incubate new movement projects and innovative approaches to organizing.

Outside Power: We provide expertise and on-the-ground analysis that builds capacity, including state policy research, local campaign support, thought partnership on power-building strategies, narrative tools and communications best practices, and new models of organizing and base-building so that our state partners can both shape federal strategy and advance state and local agendas.

Inside Power: We bring thought leadership and high-level media, policy, and political relationships that create an inside-the-beltway influence that is rooted in accountability to the field.

2023 in Review



01 January

Our ChangeWire Fellows program won two Anthem Awards for projects we launched in January 2023: a curriculum to train low-income people in journalism skills and a ChangeWire series called People Power: Democracy Stories from the Ground Up. ■



GOLD
Diversity, Equity & Inclusion
News & Journalism

GOLD
Human & Civil Rights
News & Journalism

02 February

Five years after a raid by U.S. Immigration and Customs Enforcement, 100 meatpacking workers who were illegally arrested in Tennessee finally got the justice they deserved. We worked with our partner Tennessee Immigrant and Refugee Rights Coalition to support their families, and in 2023 a federal judge held a final approval hearing on a classwide settlement in a lawsuit challenging the raids. The settlement provided over \$1 million to the affected workers. ■



CREDIT: ISAIAS GUERRERO

03 March

Community Change, CASA, Amnesty International, and others rallied near the Washington Monument to demand that the Biden Administration renounce plans to institute an asylum ban and put families in detention centers. Comprehensive immigration reform is politically infeasible in the current climate. Still, the number of Americans excluded from basic social and economic protections continues to increase. In the meantime, we must reset and reimagine our path to an immigrant-inclusive democracy. ■



CREDIT: ERIC KAYNE/AP IMAGES FOR MOVEMENT CATALYST
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04 April

Community Change Action and our partners at Voces de la Frontera Action (Wisconsin), Center for Racial and Gender Equity (Wisconsin and Illinois), and Illinois Coalition for Immigrant and Refugee Rights Action played a pivotal role in supporting our democracy in Wisconsin's State Supreme Court election and Chicago's mayoral election. Chicago Mayor Brandon Johnson said, "This election showed the power of grassroots voter organizing. It required resilience, leadership, and strategy at the national and state level to create the victory we witnessed. This is only the beginning. Let's roll up our sleeves together for what comes next." Our electoral team provided critical support to partners with data, strategy, and implementation in both states. ■



CREDIT: JESSICA SCHMIDT, VOCES DE LA FRONTERA ACTION

05 May

Community Change and 14 partner organizations conducted a multi-state housing justice tour to pressure the U.S. Department of Housing and Urban Development (HUD) to ensure landlord accountability, housing priority for those at the lowest incomes, and decriminalization of people experiencing

homelessness. The tour leveraged grassroots power to influence national policy, and centered race and gender equity and tenant’s organizing rights. It concluded in Washington, D.C., where 60 tenant leaders and organizers met with HUD Secretary Marcia Fudge, who committed \$10 million for tenant organizing efforts. ■

Building the Child Care System Our Country Needs

Child care is often called the work that makes all other work possible. It’s time to invest in it like we mean it, so we are driving a grassroots movement of providers, parents, and families that centers and uplifts the leadership of working class Black and Latine women in our communities.

highlighting the leaders who planned and participated in local actions.

Our second annual Day Without Child Care showed the essential role that child care plays in our communities and our economy through one powerful action: a pause in providing care for one day. More than 700 providers from our Childcare Changemakers – a base of activists fighting for change in our child care system – and local partners’ bases closed their doors on May 8. We rallied approximately 50,000 Changemakers, our cohort of 26 grassroots child care partners, and dozens of our national allies to demand the funding required to support a 21st-century child care system rooted in racial and gender justice. Organizers held 55 events across 21 states and Washington, D.C. Thousands of parents, early educators, and community members took action with us in solidarity. At the end of the day, more than 100 people came together for a digital rally and celebration

The Day Without Child Care grabbed national attention to spotlight the ongoing crisis in our country. Our activities generated more than 50 media hits, topped 16,000 social media engagements, helped “child care” trend nationally on Twitter, and drew the public support of prominent policymakers like Sen. Elizabeth Warren, Sen. Patty Murray, and Rep. Lois Frankel, who elevated our messaging and the voices of child care providers.

This annual day of action is part of our work to enact transformational change for the child care system in the United States. ■



CREDIT: DAVID J. ROWLAND, PROBONOPHOTO.ORG

06 June

We need to bring millions more people into the progressive movement if we want to win economic and racial justice, and organizing in rural, conservative states is a crucial strategy for building that kind of power. In June, United Today, Stronger Tomorrow – a project housed at Community Change – held the inaugural Small Town Summit in Missoula, Montana, convening over 250 organizers from small towns and rural communities to build skills and relationships and identify opportunities for collaboration. We held space at the summit for a Native and Indigenous Caucus as well as a People of Color and Immigrant Caucus. Community Change staff helped bring the concept to life, led strategy sessions and workshops, and supported the logistics for the event. ■



CREDIT: ANDREW KEMMIS, ANDREW KEMMIS PHOTOGRAPHY

07 July

On the Peabody-winning podcast series *Still Paying the Price: Reparations in Real Terms*, Community Change Chief of Programs Afua Atta-Mensah discussed the potential of guaranteed income programs to serve as a bridge to reparations and an investment in the economic prosperity of Black communities, which have suffered from generations of wealth extraction. ■



CREDIT: LWC STUDIOS

08 August

We launched the fifth cohort of our Power 50 program, which provides women-of-color leaders and activists with leadership development training that addresses systemic oppression and internalized racism and sexism. Through this 9-month program, participants enhance their skills, expand their networks, and amplify their impact within their communities. It is one of the ways we are investing in our partners' talent and building movement capacity. ■

09 September

Building State Power in Minnesota

After a long period of gridlock in Minnesota state government, progressives broke the dam in 2023, winning paid family and medical leave, universal free school lunches, huge new investments in child care, driver's licenses and health coverage for undocumented immigrants, the most generous child tax credit in the country, and a flood of other measures that will help families to thrive.

By most accounts, this was a case of triumphant Democrats using their newly won trifecta to "run the table" and enact a comprehensive policy agenda. That account is accurate, as far as it goes. But there is an essential back story to these victories that has been mostly invisible and unacknowledged: a decades-long process of community organizing, leadership development, mass mobilization, and strategic partnerships between base organizations and political insiders. The other Minnesota story, featuring our long-time partner ISAI AH and allied groups, is not just inspirational in its own

right but also a clear validation of the theory of change that animates our field and Community Change's approach.

On September 14, Community Change Action co-sponsored a briefing in Washington, D.C., featuring Sen. Tina Smith and Reps. Rashida Tlaib and Ilhan Omar together with the executive director of ISAI AH and a group of brilliant organizers and political insiders from Minnesota. Co-President Dorian Warren moderated a panel that shared the untold story of the past decades of work behind the scenes that set up Minnesota Democrats to deliver a master class on passing progressive policies after they won unified control of government. ■



09 September

At our 2023 Community Change Champions Awards, we celebrated the "Catalysts of Change" who are propelling us toward a democracy and economy where everyone can thrive. We recognized the achievements of: Chicago's Grassroots Political Powerhouse, represented by Grassroots Collaborative, United Working Families, and Chicago Mayor Brandon Johnson; our New Mexico partner OLÉ - Organizers in the Land of Enchantment together with Liz Simons, Board Chair of the Heising-Simons Foundation; Vivian Chang, Executive Director of the Susan Sandler Fund; and Gladys Jones, Founder and Chief Executive Officer of ECE on the Move. ■



10 October

Community Change Co-President Lorella Praeli was awarded the first-ever John D. Podesta Progressive Champion Award by the Center for American Progress. This award recognizes a rising changemaker in the progressive movement, who through their creative, collaborative, and resolute work is paving the road and writing the rules for progressive policymakers and advocates. ■



CREDIT: IMAGINE PHOTOGRAPHY DC

11 November

In Texas, a child care initiative that reduces property taxes for child care providers passed with the support of 64% of voters statewide – sending a loud and clear message that child care can win on the ballot, even in red states. Since Texas does not cap property tax increases on commercial property, some child care providers have seen soaring property values and increased taxes that are straining their businesses – leading to increased tuition and stagnant wages for early childhood educators. Now, cities and counties will be able to cut providers' property taxes and child care centers can reduce costs for families and improve wages for educators. In the leadup to the election, Community Change Action organized phone banks, canvassing days, and media training for child care providers to elevate their stories to voters, and our relational organizing volunteers partnered with Changemakers to mobilize turnout. ■



CREDIT: BRITANYA BROWN

Building Power for Economic Freedom

Community Change is working to increase public support for direct cash assistance. An innovative campaign out of Denver illustrates how community-based organizations can unlock policy change and ultimately lower poverty rates by energizing a larger base of people in the movement for economic justice.

Our partner Colorado Cross-Disability Coalition (CCDC) led a successful grassroots effort to win a \$2 million extension of a Denver guaranteed income pilot program that's a proven model to help end homelessness. CCDC's campaign demonstrated how strong organizing, strategic

campaigning, cross-issue coalition-building, and mass mobilization can have a measurable impact on public policy – including effective uses of cash support.

The Denver Basic Income Project began as a 12-month program providing unconditional cash to unhoused people. Despite the program's proven efficacy at generating higher levels of housing and employment, city officials initially did not want to renew it. With Community Change's support, the Denver Guaranteed Income Coalition – a group of service providers, community organizations, unions, immigrant

11 November

rights groups, and disability rights organizations led by CCDC – worked together to convince elected officials to fund an extension of the program. They pressured city policymakers and mobilized Denver residents who made dozens of calls to their city council members, and ultimately, their efforts convinced the mayor to add a \$2 million program extension to the city's budget. The renewed program is designed in a way that is not limited by immigration status. The mayor attributed his change of heart to “the outpouring of community support and advocacy for the Basic Income Project.”

CCDC's campaign used a self-determination framework that is especially resonant for the disability community. People with disabilities are at greater risk of homelessness and experience poverty at much higher rates than their able-bodied peers. Direct cash assistance provides the opportunity for people with disabilities to

make their own choices about how to meet their own needs. In that way, guaranteed income is the fulfillment of the independent living movement. CCDC Co-executive Director Hillary Jorgensen said, “I really appreciate how Community Change has provided technical assistance and been a strategic thought partner throughout the campaign, while also giving our leaders the space to lead the campaign.” ■



CREDIT: COLORADO CROSS-DISABILITY COALITION

12 December

We celebrated our work in 2023 – organizing, mobilizing, listening, educating, and opening people's eyes to the power they possess. This equipped us to face the challenges of 2024 and direct our efforts toward the future we want to build. ■



Join the Movement for Change in 2024:
<https://youtu.be/eTbjPcVzST4>

“Day in and day out, our work readies the ground so that when conditions are right, we can win what people thought was impossible, what they thought was unwinnable.”

– Co-President Lorella Praeli

Supporters and Finances



Thank you to all organizations, foundations, and individuals who support our work. These lists recognize those who contributed financially to Community Change. We are also grateful to all our anonymous donors and those who contributed to Community Change Action. Your commitment fuels grassroots power to build a future where everyone can thrive.

Individual Donors

Aaron Dorfman & Geneen Massey
Addisu Demissie & Jill Habig
Afua Atta-Mensah
Amy Vruno
Angela Hillsman
Arlene Holt Baker & Willie Baker
Arthur Lipson & Rochelle Kaplan
Becky Wasserman & Carlos Jimenez
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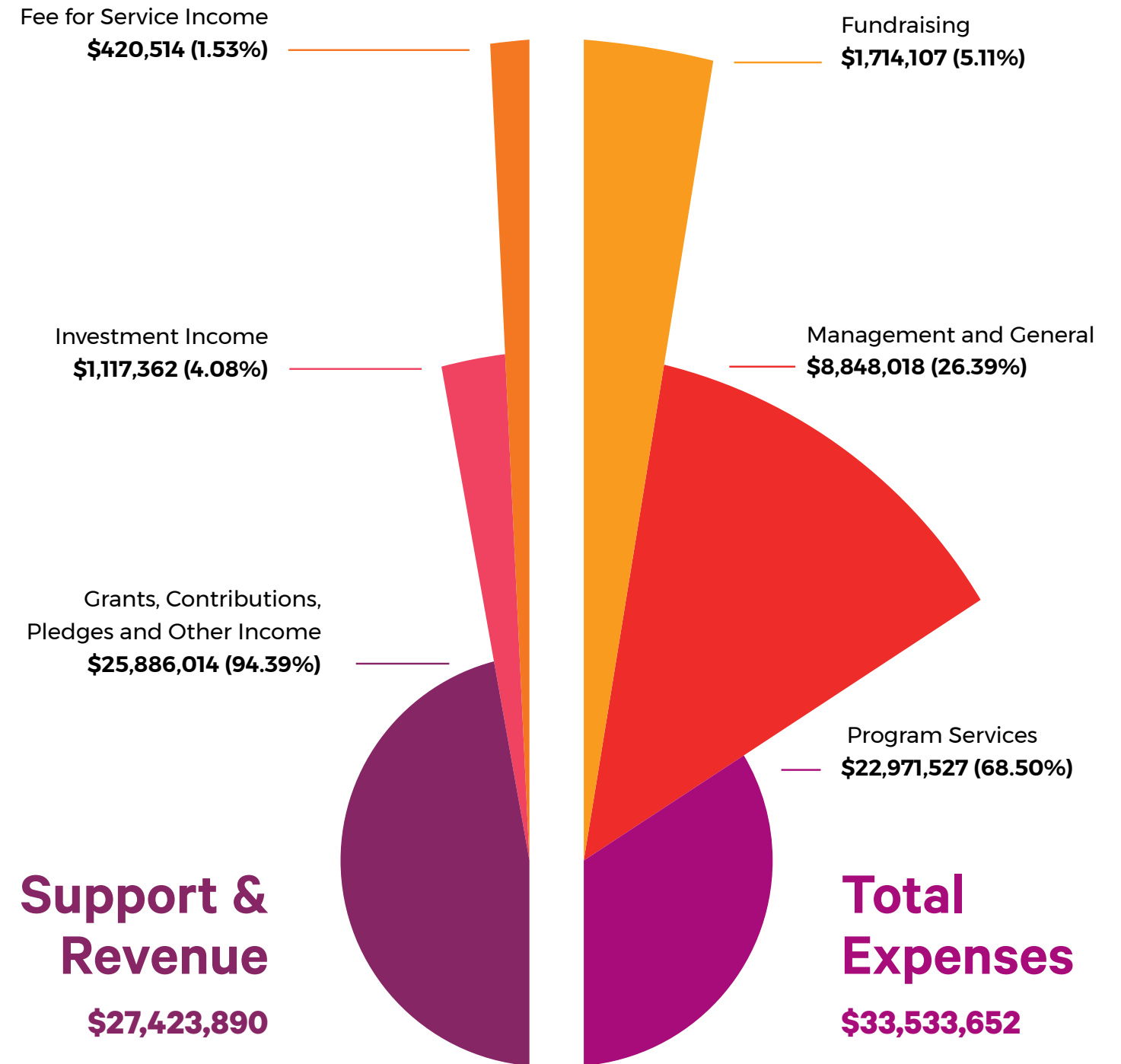
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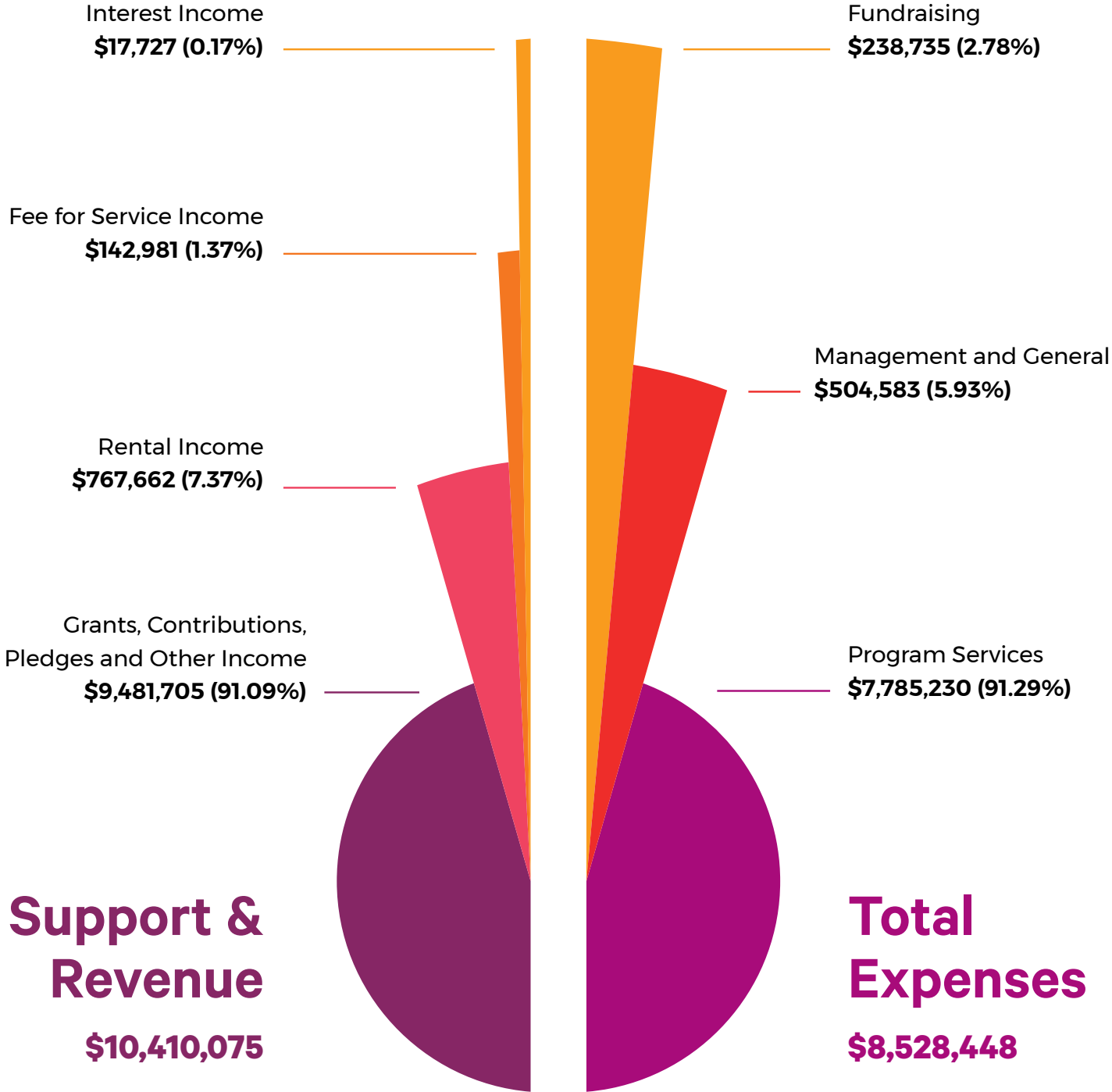
*These lists represent supporters who gave over \$250 in calendar year 2023 to Community Change 501(c)(3).

Total Revenue & Expenses for Community Change



* This visual represents Community Change finances in fiscal year 2023 (October 1, 2022 - September 30, 2023).

Total Revenue & Expenses for Community Change Action



This visual represents Community Change Action finances in fiscal year 2023 (October 1, 2022 - September 30, 2023).

Boards and Staff



Board of Directors for Community Change



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**denotes Executive Committee*

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***Dorian Warren**

Co-President
Community Change Action

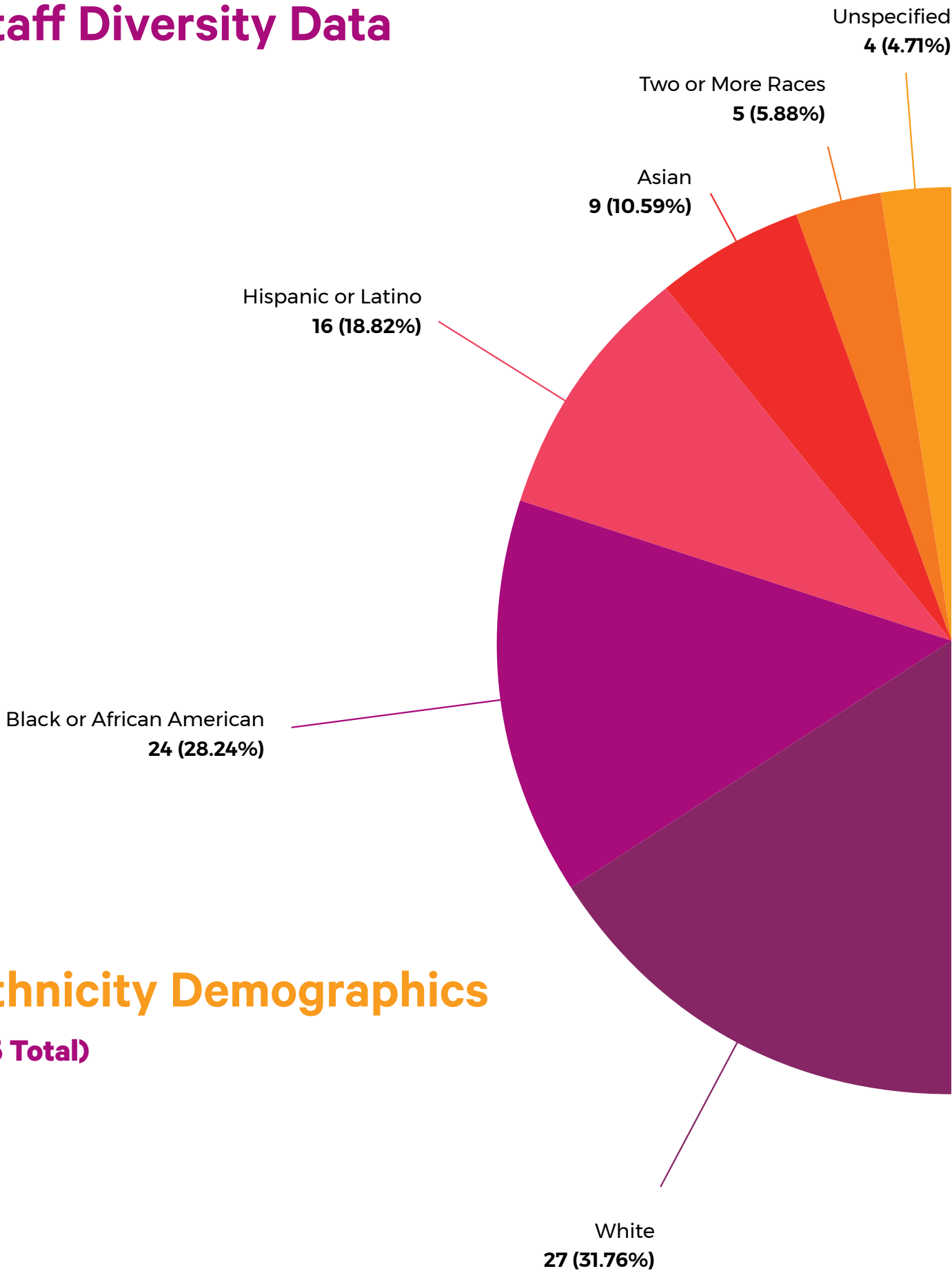
**denotes Executive Committee*

Our co-presidents bring diverse racial, gender and regional experiences to their leadership, as well as complementary expertise. The Community Change and Community Change Action boards reflect the breadth of experiences and viewpoints of our movement. They are majority people of color and led by two women of color.

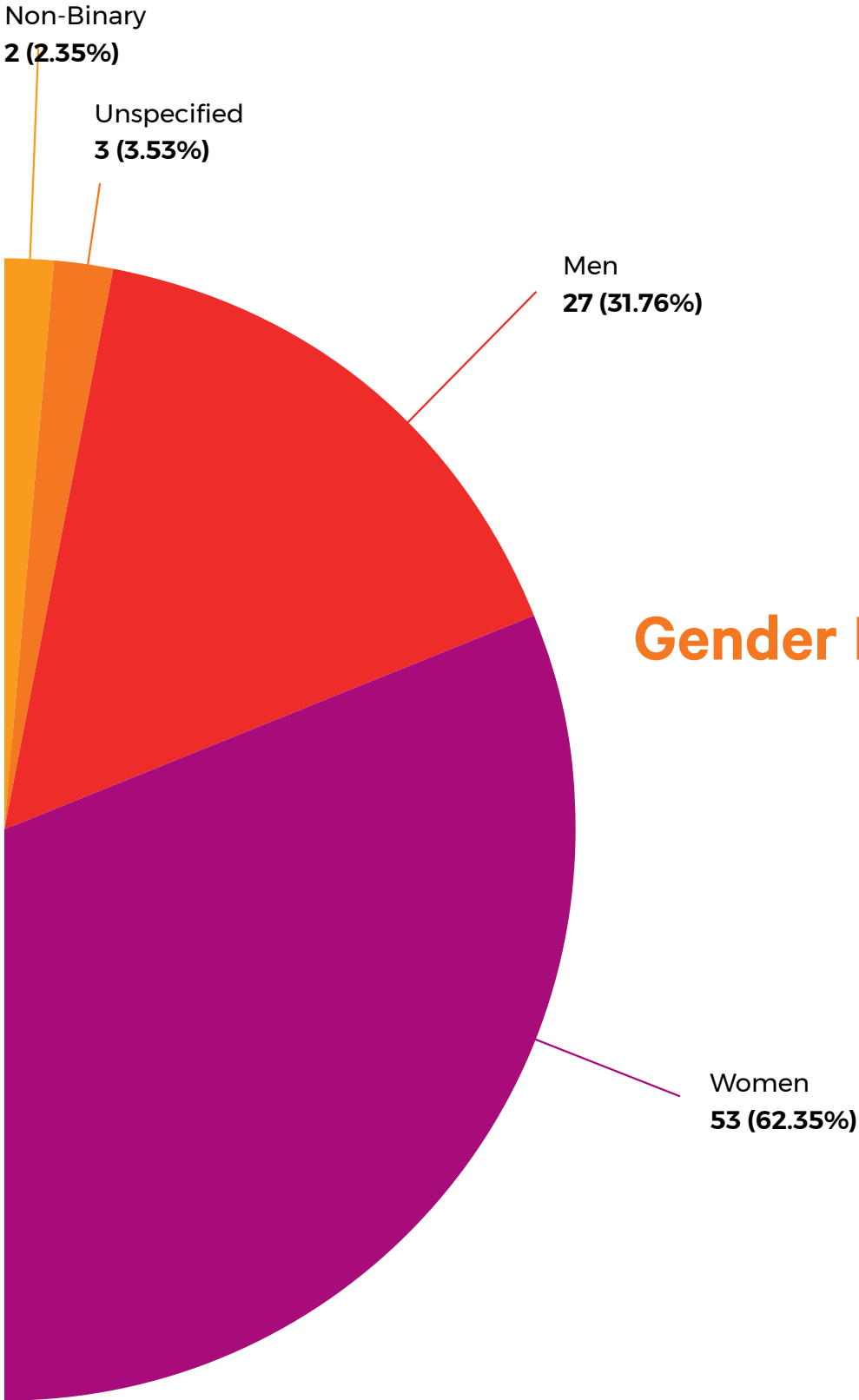
Staff Diversity Data

We are proud to say that members of our staff are represented by the Nonprofit Professional Employees Union (NPEU) under the International Federation of Professional and Technical Engineers, Local 70 (IFPTE Local 70).

Ethnicity Demographics (85 Total)



Gender Demographics (85 Total)



This is a joint report of Community Change, a 501(c)(3) organization, and Community Change Action, its affiliated 501(c)(4) advocacy arm. The sibling organizations share a mission and vision, but they operate independently and in compliance with applicable rules and regulations.



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**COMMUNITY
CHANGE**