



We Persist

2018 Annual Report

Community Change and
Community Change Action

COMMUNITY
Power from the
ground up **CHANGE**

INJUSTICE
ANYWHERE
IS A THREAT TO
JUSTICE
EVERYWHERE

-DR Martin Luther King Jr.



We persist.

“Social progress never rolls in on the wheels of inevitability. It comes through the tireless efforts and the persistent work of dedicated individuals. And without this hard work, time itself becomes an ally of the primitive forces of social stagnation.”
–Dr. Martin Luther King, Jr.

In 2018, dedicated individuals showed the power of persistent work to shape our country’s future. People like you and like the staff of Community Change and Community Change Action stood up to be counted at the ballot box, joined our neighbors marching in the street, and raised our voices in community meetings, town halls, and our representatives offices all across the country. We harnessed ourselves, “ox to a heavy cart,” as Marge Piercy writes, to “do what has to be done, again and again.”

Tired as we may be, we persist. We try new approaches, and we question old assumptions. We organize so that we can make time an ally of the forces of transformative social change—not of the status quo nor backlash governance. We build our resilience.

The work that you supported in 2018 showed what’s possible: historic investments in child care, billions of dollars for affordable housing, a Farm Bill that keeps food stamps intact, historic voter turnout in Black and immigrant communities. These victories give us hope that we can also win the fight to keep immigrant families together and to make sure every family has enough to thrive.

So, we persist. I firmly believe that we are approaching a pivotal moment within the long arc of social progress in this country—when a confluence of movement energy and bold ideas and political pressure take on structural injustice that our society can no longer bear. This pivotal moment in front of us has the potential to be our generation’s Reconstruction or Progressive Era or New Deal or the few years in the 1960s that gave us the Civil Rights Act and the Voting Rights Act, Medicaid and immigration reform. We have two years to get ready, to put forth the big ideas for our time and to build the power to win them.

To paraphrase A. Philip Randolph, there are no reserved seats at the banquet table of life. We need a bold and enduring movement with power from the ground up.

Onward,



Dorian T. Warren
President of Community Change and Community Change Action

Community Change fuels movements rooted in low-income communities of color.

We fight for immigrant rights.

The administration's assault on immigrant families continued:

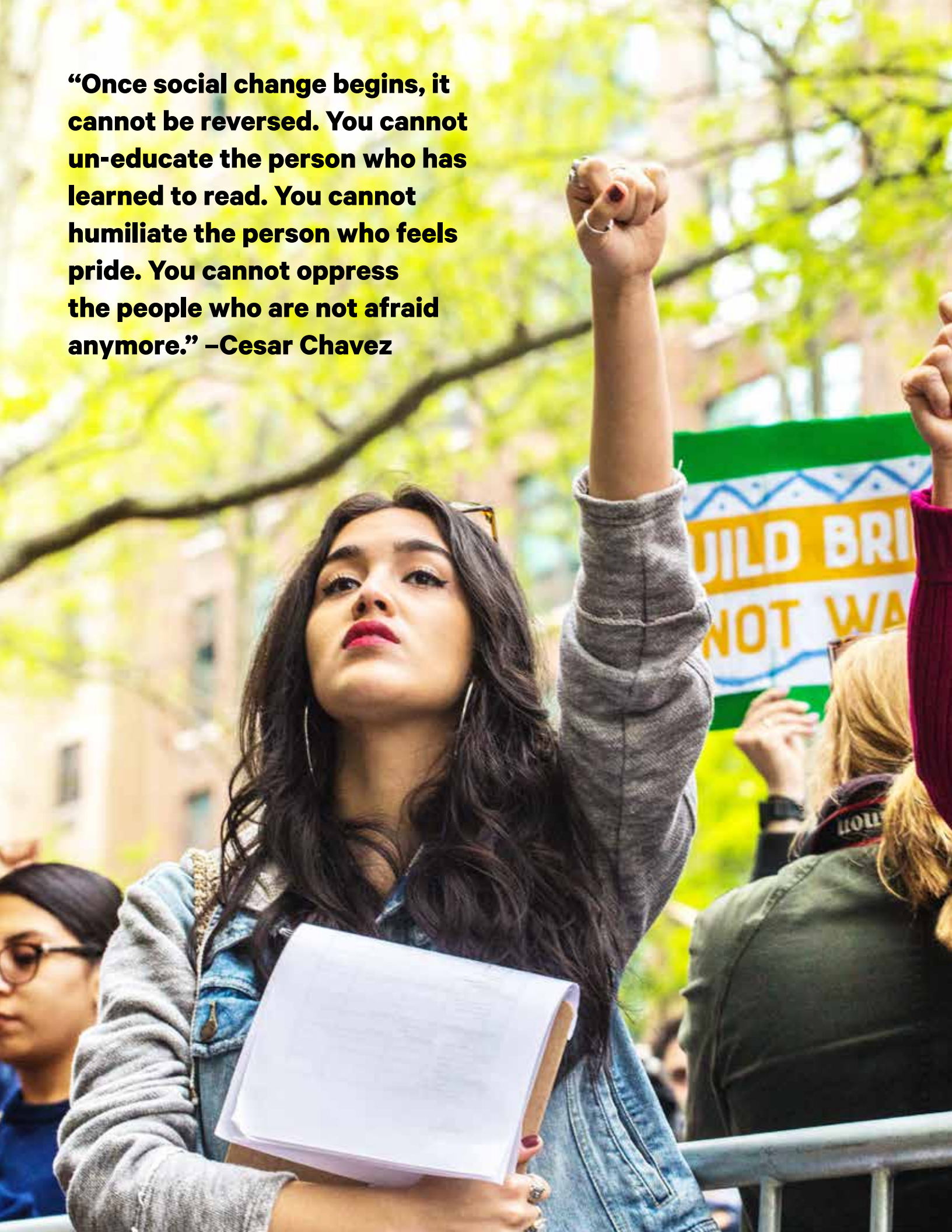
- Ending DACA and TPS, decisions that our allies are fighting in court while we push for a legislative solution.
- Pursuing a horrific policy of family separation that will permanently impact children.
- Manufacturing a crisis at the border to justify demands for more detention beds, more ICE agents, and a wall.
- Criminalizing immigration, for example through workplace raids in Tennessee and Texas that separated hundreds of families and through new rules designed to enable ICE to pursue every immigrant in the country.

We responded, working toward a just system through:

- Crisis response, including on-the-ground support following immigration enforcement raids. In Tennessee, we worked alongside Tennessee Immigrant and Refugee Rights Coalition (TIRRC), a partner in the Fair Immigration Reform Movement (FIRM), which offered safe space in a local church and provided legal services, food, and sanctuary.
- Civil disobedience, including in collaboration with Democratic members of Congress who brought 60 immigrant children, aged six to 13, to the House floor in an unprecedented action that violated House rules. Civil rights icon Rep. John Lewis participated and announced that he was willing to get arrested again to protect these families.
- A 5-prong strategy for policy breakthroughs in 2021, developed with our 44 FIRM partners, to cast a vision for the long-term, build our power, limit this administration's damage, win in the states, and grow our political muscle.
- 600+ youth leaders who participated in eight movement-building trainings over the past two years. Many of these are DACAmented or U.S. citizen children of immigrant parents, and we are preparing them to lead the next generation of immigration advocacy.
- Get Out the Count, a national collaboration for an inclusive 2020 Census. Community Change and our FIRM partners generated over 6,000 public comments to resist the citizenship question and we are working to ensure undocumented and mixed status families participate so that they are part of decisions on Congressional seats, redistricting, and federal funds.

Photo Credit: Rogue Photo

“Once social change begins, it cannot be reversed. You cannot un-educate the person who has learned to read. You cannot humiliate the person who feels pride. You cannot oppress the people who are not afraid anymore.” –Cesar Chavez



We fight for racial justice.

Fifty years after the Kerner Commission's report on a Black America and a white America, entrenched, racialized, generational poverty persists. This is a structural problem—the result of policies designed to benefit a few at an excruciating cost to many—and solving it requires us to rewrite the dominant narrative of economic exclusion and anti-Black racism. Community Change is leaning into this challenge on multiple fronts.





Forced Trajectory Project, Nissa D. Tzun, and Oja Vincent

- Black Freedom Collective (BFC), a cohort of 13 Black-led, community-based organizations at the nexus of movement building for economic and political power, towards liberation. With partners in eight states, the BFC is placing the next generation of Black organizers and Black-led organizations at the center of today's movement for racial justice.
- Amendment 1, a ballot initiative in Ohio that would have redirected money from drug prosecutions to treatment. The initiative was defeated, but history shows us that sweeping reform in Ohio is almost never won on the first pass. The campaign—spearheaded by our Black Freedom Collective partner Ohio Organizing Collaborative (OOC)—built public support and organizing infrastructure that the OOC can pivot to advance policy and organizing opportunities in 2019 and continue to build a narrative explicitly rooted in racial justice and decriminalization messaging.
- Power 50, a 9-month, cohort-based program that strengthens the leadership of women of color to ensure that they, their organizations, Community Change, and the progressive movement have the power needed to build communities where all people can thrive. Our commitment to the inclusion and leadership of women of color is about building power that transforms the conditions of people's lives. The leadership of women of color centers part of the movement that has been intentionally under-resourced, under-organized, and overlooked.
- Women's Gathering Fellows, a fellowship program for women directly impacted by incarceration, launched in 2018 and the first cohort begins in 2019. Women are the fastest growing segment of the prison population, and their experience—while incarcerated and returning to their communities—has been largely overlooked. With the fellows program, we are walking alongside women transforming themselves, their communities, and the country to imagine and build a new system of justice.

**“If Black women were free,
it would mean that everyone
else would have to be free
since our freedom would
necessitate the destruction of
all the systems of oppression.”
—Combahee River Collective**

Libertad y Justicia
Para
TOdos



We fight for economic justice.

- Measure A, a ballot measure that would have helped low-income families with childcare costs and provide higher wages to child care workers in Alameda County, California. It fell 0.47 percentage points short of the two-thirds majority needed to pass in the June 5 primary. Our partner Parent Voices Oakland led the campaign, using it to build its base and capacity to lead bold initiatives like this one.
- 1 Farm Bill, thanks in part to #EmptyPlatesEmptyPromises—our campaign to defend the food stamps program with partners in 29 states. We used creative tactics that centered the stories of families who rely on the Supplemental Nutrition Assistance Program (SNAP), including on April 24 when 14 state delegations delivered paper plates to their members of Congress with their stories of SNAP’s impact on their families.
- \$2.37 billion increase in federal funding for child care through an increase in the Childcare Community Development Block Grant, which we worked to direct to low-income communities and to support higher pay for child care workers.
- \$7.5 billion in new funding for affordable housing through 22 ballot measures voters passed in California, North Carolina, Oregon, Texas, and Washington, and a state-wide rent stabilization measure that passed in Oregon. Our model of housing trust funds helped to build the more than 800 state and local funds that direct \$2.5 billion each year to affordable housing.
- Initiative 1631, Washington’s ballot measure to invest in clean air, water, and land use programs with revenue from a fee on carbon emissions, was defeated after the oil and gas industry poured over \$31 million into the state. Despite the outcome, our partner OneAmerica is continuing to work with the coalition of 400 diverse groups representing Tribal Nations, faith communities, labor, environmental, health and science groups who came together around a common solution.

“You have to act as if it were possible to radically transform the world. And you have to do it all the time.” – Angela Davis



Our role is to fuse the power of **organizing**, **ideas**, and **politics**.

Community Change approaches all of our work—toward economic justice, racial justice, and immigrant rights—with the same principles. We believe that organizing, on its own, is not enough. That political clout, detached from impacted communities, is insufficient. That ideas, absent movement energy and divorced from lived experience, cannot be made real. Community Change unites these forms of power in a single strategy, winning substantive change by fusing people power and political clout and a vision of justice that builds power from the ground up.

Organizing

The power to create a more just and equitable country comes from the ground up. It's the result of organizing directly affected people to lead the movement, strengthened by community-based, grassroots organizations across the country. That power fuels movements. Community Change works with our partners to hone their practice, connecting "inside" and "outside" strategies, bridging state and local strategies with national objectives, and navigating within the realms of money, media, ideas, policy, and politics.

237

GROUPS

We partner with organizations led by people of color and that operate outside of mainline organizing models

50

YEARS

Based on our experience and that of our staff, we provide strategic coaching and support to executive directors and other high-level staff that is tailored to the individual needs and challenges of partner organizations, as highlighted in our series of videos, 5 Organizers in 5 Decades

\$3.35m

IN 147 GRANTS

to 501(c)(3) and 501(c)(4) partners in our 2018 fiscal year

10

PARTNER CONVENINGS IN 2018

as part of our efforts to build communities of practice across geographical, network, and constituency lines that enable organizers to learn from peers with disparate assumptions and experiences, including:

2018

MARCH

FIRM Retreat

The FIRM Executive Committee met in Puerto Rico to develop a 3-year strategy document based on critical benchmarks toward policy breakthroughs in 2021 and beyond.

JUNE

Grassroots Assembly for Child Care and Early Education

More than 250 grassroots leaders—parents, teachers, providers—representing 25 states met in DC for a “historic” convening on early education and child care issues that added momentum for a growing movement of families and educators who are fighting to improve the early education and child care systems in our country.

APRIL

Safety Net Defense Campaign Field Convening

72 grassroots leaders and field staff from 23 field partner organizations nationwide gathered in Washington, D.C. to celebrate our victories in the first 15 months of the campaign and plan for the future, including a ‘shark tank’ style competition to develop creative ideas for actions our partners can do as we get ready to fight back against the partisan Farm Bill.



Photo Credit: Florida Immigrant Coalition Votes

December Cross-Movement Convening

DECEMBER

90 community leaders from across our cohorts—including FIRM and the BFC—gathered to develop a shared analysis of the current political environment, identify areas of collaboration, and map the most promising avenues for winning the change we want for our communities in the next two to four years.

OCTOBER

Southern Convening

Housing trust fund coalitions from five states—Alabama, Arkansas, Georgia, Louisiana, and North Carolina—gathered in New Orleans to strategize together on 2019 legislative opportunities and building their grassroots base.

Ideas

The challenges facing our country—climate change, an uncertain future for workers, attacks on our democratic institutions—cannot be solved without transformational thinking and bold ideas. In 2018, we lost patience with incremental change and the gospel of “wait,” and as the country prepares for the next election, we demand a vision befitting the enormity of this moment, one that fundamentally transforms relationships of power.



Wendi K. Thomas

Child care is a public good

Over 60 percent of the voters in Alameda County believe that child care should be the country’s responsibility and voted for Measure A. And they’re not an anomaly: 62 percent of Americans favor access to child care for everyone, and presidential candidates have begun to incorporate this vision on the campaign trail.

Directly affected people should tell their own stories

Since 2015, Community Change has been working with Communications Fellows to help directly affected people tell their own stories. In 2018, we launched a home for these stories called Change Wire, worked with 40 fellows who published 500 pieces, and cheered as two of our first fellows stepped into the spotlight: Stephanie Land published a best selling memoir, *Maid* and Wendi K. Thomas launched and led MLK50, a year-long reporting project that highlighted Dr. King’s economic justice work leading up to his killing.

Residents are the best advocates for affordable housing

4,650 residents of affordable housing united in organizing networks in California and Washington state and four other states are now taking steps to adopt this model. As this work continues, Community Change aims to build an ongoing peer-learning network to strengthen a powerful housing movement.

The relationship between work and wages must be reset

Wages no longer correspond with the value each worker produces, and too many jobs don’t pay enough to sustain dignified lives. We need a guaranteed income floor, and Community Change is setting the stage for federal tax policy that can lift more than nine million people out of poverty. We are beginning with partners in Maine and Washington to expand and modernize Earned Income Tax Credits to direct more money to more people more frequently.

Brand is a form of power

In 2018, we became Community Change and Community Change Action, adopting new names and a new brand because we believe that our voice as an organization is an essential form of influence--and that voice is made stronger by and strengthens our partners, champions, and community of donors.

Photo Credit: CASA

**WE
FIGHT
BACK**

Plaza
e Visitor Ctr.
I Mall
Museums
ter





Politics

Because our goal is to change the American political landscape so we can win a bold progressive social change agenda, our work focuses on people with the greatest potential to do just that: low-propensity voters of color. And in 2018, the result was a Black and Brown wave and one chamber of the U.S. Congress that is more accountable to low-income people of color than ever before.

Our program and presence had an impact in

21

STATES

24

U.S. HOUSE
RACES

5

U.S. SENATE
RACES

DOZENS

OF STATE
LEGISLATIVE RACES

3

PROGRESSIVE
BALLOT
MEASURES

2.5

MILLION VOTERS

engaged through Community Change Action's Win Justice collaboration with Planned Parenthood Votes, Color of Change PAC, and SEIU, which ran statewide mobilization and turnout programs in Florida, Michigan, and Nevada.

#UniteTheVote

with the Fair Immigration Reform Movement (FIRM) Action network of immigrant rights organizations across the country, we engaged millions of immigrant and pro-immigrant voters in key US House races in Arizona, California, Colorado, Illinois, New Jersey, Pennsylvania, Virginia, and Washington, as well as the U.S. Senate race in Tennessee.

3

GUBERNATORIAL RACES

made early education and care a major theme and won voter's support: Michelle Lujan Grisham in New Mexico, Stacey Abrams in Georgia, and Tim Walz in Minnesota."

#Not1Dollar

our campaign opposing any funding for additional immigration enforcement or Trump's border wall, made the connection between pro-immigrant electoral power and pro-immigrant Congressional action. The calls we drove to Members of Congress helped to hold the line to ensure not another dollar was allocated for the wall in 2018.

Community Change Action staff and FIRM Action partners meet with Rep. Alexandria Ocasio-Cortez (D- NY) at her Washington, D.C., office.





Departing President of Community Change, Deepak Bhargava, with two of our 2018 Community Change Champions, Barbara Picower of the JPB Foundation and Rep. John Lewis (D- GA), and incoming President of Community Change, Dorian T. Warren.

We are **Community Change** and **Community Change Action**

In 2018, we became **Community Change and Community Change Action**. We celebrated 50 years of organizing and advocacy that you—our donors and champions and partners—made possible. And with your support, we launched the next 15 with our Path to Power strategic plan.

You helped us cultivate abundance, and **Community Change** is particularly grateful for the 28 founding members of our Legacy Society, who are investing in our work for the long-term through planned giving commitments.

28 founding members of our Legacy Society

Aaron Dorfman & Geneen D. Massey

Amy Merrill

Arlene Holt-Baker

Bill Dempsey

Carol M. Barger

Cecilia Ortiz

David Friedman

Deepak Bhargava

Diane Feeney

Dorian T. Warren

Donna Katzin

Ed & Jan Booth

Garlin Gilchrist II

Jackie Jenkins Scott

James Gollin

Jane E. Fox-Johnson

Judy Patrick

Kelly Brown

Mary M. Lassen & Martin Liebowitz

Mary Morris Willis

Miriam Rabban

Paulette J. Meyer

Stephanie Valencia

Tim Sweeney

Vivian Chang

Community Change's Individual Donors

We thank all the foundations, organizations, and individuals who generously support our work, including our anonymous donors. Those listed here contributed donations valued at more than \$1,000 during the 2018 calendar year.

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Naomi Aberly and Larry Lebowitz
Akwemahovi Amosu
Carol M. Barger
Kathleen Barry and Robert Burnett
Jeff and Karen Berman
Nancy Bernstein and Robert Schoen
Deepak Bhargava and Harry Hanbury
Ed and Jan Booth
Jeff and Kristin Bradach
Quinn Delaney and Wayne Jordan
Paul Dirmeyer
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Jane Fox-Johnson and Mitchel Johnson
Lisa García Bedolla
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Jerry Greenfield and Elizabeth Skarie
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Hannah L. Kranzberg
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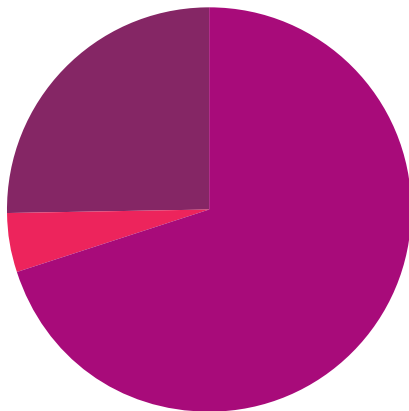
Stacey Melnick
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Nadya Murray
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Barbara Stiefel
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Katherine and Philippe Villers
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Nancy and Bart Wescott
Sherece West-Scantlebury and Joseph Scantlebury
Sylvia Yee and Brian McCaffrey

Community Change's Institutional Supporters

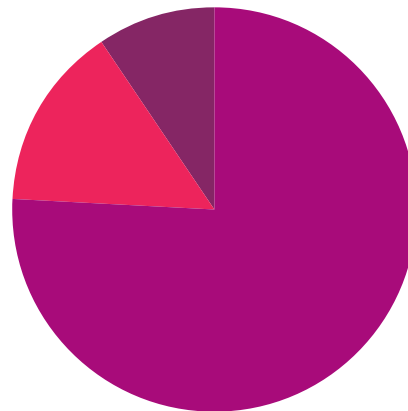
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Community Change Audited Financial Statements

Our 2018 fiscal year ran from October 1, 2017 to September 30, 2018. Full audited financial statements are available [here](#).



FY2018 Revenue
\$18,407,186
 Grants and contributions
 \$12,907,351
 Investment income (loss)
 890,726
 Assets released from
 donor restrictions
 \$4,609,109



FY2018 Expenses
\$18,389,495
 Program Services
 \$13,992,953
 Management and
 General Support
 \$2,688,255
 Fundraising
 \$1,708,317

Community Change Board List

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Tim Sweeney
 Consultant

Julia Taylor Kennedy
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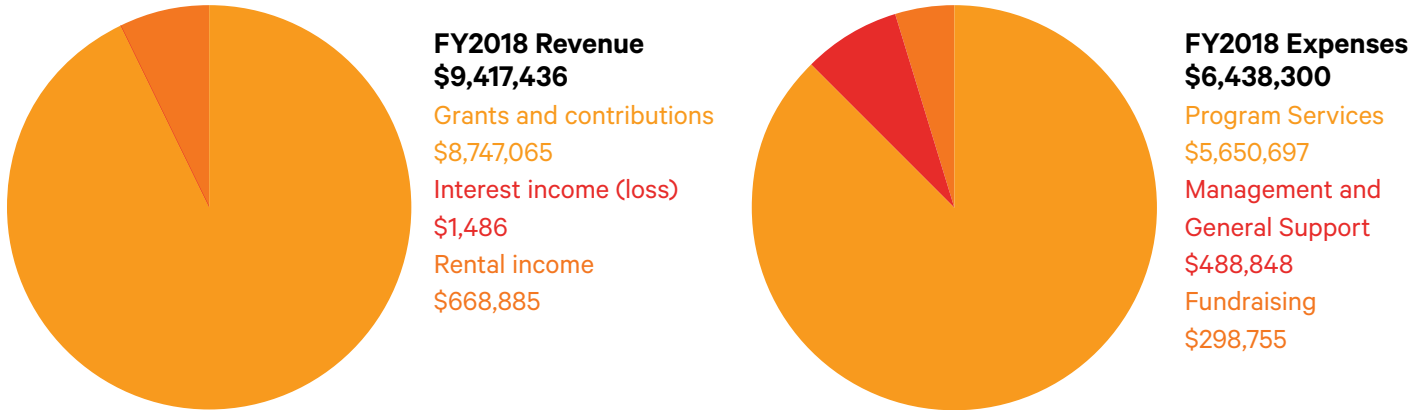
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 Community Change

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 Director of Government Relations
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 President & CEO
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Cover Photo Credit: Rogue Photo

COMMUNITY
Power from the
ground up **CHANGE**