

# The Power Within Us

2019 Annual Report of Community Change and Community Change Action



**COMMUNITY  
CHANGE**

## Letter from the Presidents

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### “Soy el poder dentro de mí” - Margarita Garcia Nuñez.

April 2020

The first few months of 2020 have given us a different perspective on our accomplishments in 2019. Even without a global pandemic, we knew that this year would be pivotal for our movement and that what we did would lay the groundwork for a defining moment in the arc of social change. Looking back, the organizing and power-building that you helped to make possible last year is more important than we ever imagined. It is the foundation for everything we hope to win this year—a vision that will only be possible with you alongside us.

What remains true—and continues to ground our understanding of the past and the way we’re leaning into the future—is that **we are the power within us.**

This is the heart of organizing: that each one of us has power within ourselves. That the people closest to the pain—those who do not have the privilege to walk away from the fight—are the key to all our liberation.

Power is also within us, together, as a collective. Our fates are linked, bound in the same garment of destiny, as Dr. King wrote from a Birmingham jail. We are connected across issues, across identities. And we are called to use the power within our communities and the crisis we are enduring to remake the world to come.

This crisis has made viscerally clear the devastating inequities of our public health, economic, and democratic institutions and systems. Even as the spread of disease demonstrates how closely we are connected, it also reveals the enduring privileges of whiteness and wealth as race, class, gender, and immigration status predict life or death outcomes.

So this crisis requires us to fight harder. It compels us to view this moment as an opening for our movement to bring about profound changes, as Grace Lee Boggs challenged us, rooted in visionary organizing that helps us imagine and create alternatives to the existing system.

You were with us in 2019. With you and all our partners in 2020, Community Change and Community Change Action are building on:

- The power within us to survive (page 3), striving to replicate the state and local policies that our partners delivered so that everyone has the basic necessities to make ends meet;
- The power within us to build movements (page 5), strengthening our partners and expanding last year’s experiments to reimagine new forms of organizing and power building;
- The power within all of us—no exceptions (page 7), looking to women of color leaders, including those we helped to stand boldly in their power through programs like “Power 50,” and celebrating Lorella Praeli as she joins us as President of Community Change Action.
- The power within us to win elections (page 9), changing our democracy as Community Change Action uses vision and values to motivate and mobilize millions of voters of color who have been left behind by politics as usual.
- The power within us to thrive (page 11), creating the conditions to make real our bold vision of justice, equity, and inclusion.

None of this would be possible without the power within YOU (page 13). Thank you for all that you do as donors and partners, advocates and advisors, creating a community that stands in solidarity with Community Change.



*Dorian Warren and Lorella Praeli with Arlene Holt-Baker, Community Change Board Chair (Center)*

We will need you in the year to come, particularly as our work evolves within the triple crisis facing our health, economy, and democracy. This is not the year we expected—it is calling us to make bolder demands and take more creative action to build a more just, equitable, and inclusive democracy and economy. Now is the time to finally make a down payment toward a future where we can all thrive—no exceptions. Now is the time for our policies to reflect the reality that immigrants are essential in our economy, society, and families. Now is the time to pull down the barriers to full participation in our democracy.

## **And to win, we will need all the power within us.**

Together in struggle,

Dorian Warren  
President  
Community Change

Lorella Praeli  
President  
Community Change Action

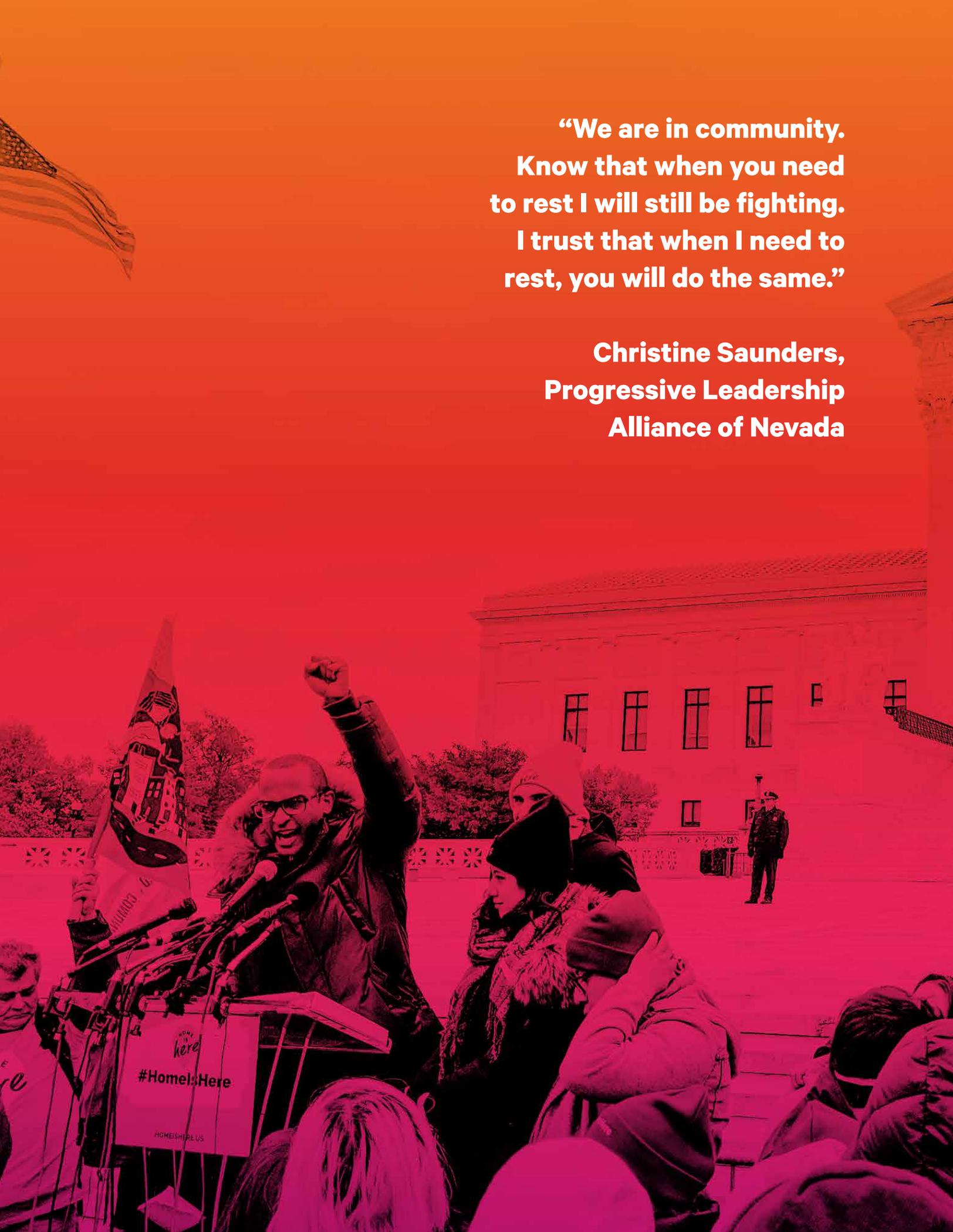
## The power within us to survive

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Even before COVID-19 upended our lives, Community Change and Community Change Action were fighting alongside our partners to ensure everyone has the basic necessities of survival, regardless of race, class, gender, or immigration status:

- **HEALTH CARE:** We protected access to Medicaid, fought for its expansion, and expanded access to opioid treatment, with a particular focus on returning citizens. Hoosier Action successfully organized Medicaid recipients to push back on the state's Medicaid work requirements, and in October, Indiana became the first state to suspend the requirements it had enacted.
- **SHELTER:** Campaigns in 10 states won \$278 million in new funding for affordable housing, of which \$58.5 million is dedicated annually for a decade or more. Five of these initiatives resulted in new housing trust funds that will direct designated revenue sources to affordable housing. Oregon became the first state in the country to pass statewide rent regulation, capping rent increases and prohibiting no-cause evictions for the first year of tenancy. The Oregon Housing Alliance led the coalition and launched Community Change's third resident organizing network to build the power of people directly affected by housing insecurity.
- **FOOD:** We fought state and federal proposals that threatened to undermine our 2018 victory to reauthorize the Farm Bill without unreasonable conditions. A proposed rule to impose work requirements for some adults using SNAP was set to take effect on April 1, 2020, but was delayed. We are using this reprieve to continue our fight.
- **WATER:** Groups from Los Angeles, Detroit, Pittsburgh, Washington, D.C., and Denver, including many of our partners, are advancing a vision of water equity that includes democratic control of water, access to clean water, and quality jobs to strengthen water infrastructure. Metropolitan Organizing Strategy Enabling Strength (MOSES) published a report in January 2019, "[Water Equity and Security in Detroit's Water and Sewer District](#)," and partnered with us to host a Water Equity Summit in Detroit in September to center water as an economic, environmental, and racial justice issue.
- **CHILD CARE:** In California, Ohio, and Washington, D.C., our partners won \$125 million in new funding for early childhood care and education, and in New Mexico, Organizers in the Land of Enchantment secured a permanent increase in the eligibility threshold for child care assistance.
- **INCOME:** We created a shared agenda grounded in bold proposals for a living wage and a guaranteed income. Colorado People's Alliance (COPA) led the campaign for a stepped up increase in the Denver minimum wage to \$15.87 by 2022, which will impact more than 90,000 workers. Maine People's Alliance led the way on a proactive demand for income support, passing a Cost-of-Living Refund policy that expanded Maine's earned income tax credit by 2.5 times. They are also pushing to expand eligibility, including for unpaid caregivers. Their work is a model for other states and for Community Change Action's national demand.
- **FAMILY:** In the states and at the federal level, we worked with our partners in the Fair Immigration Reform Movement (FIRM) to keep families together. FIRM and FIRM Action members have the power to shape public policy at the local and state level and our network has the muscle to win and defend gains at the federal level. In 2019, our partners contributed to legislative breakthroughs in Arkansas, California, Colorado, Illinois, Maryland, Nevada, New Mexico, New York, Oregon, Utah, and Washington, enacting a total of 24 proactive measures related to protecting immigrant rights, slowing down the deportation process, and ensuring access to government services.

Community Change and FIRM joined with national allies in the [#HomelsHere campaign](#) to highlight the contributions of immigrants with Deferred Action for Childhood Arrivals (DACA) status. Over 200 DACA holders, immigrants, and allies joined in an 18-day, 230-mile march from New York City to Washington, D.C., declaring Home Is Here. The march ended on November 12 as the U.S. Supreme Court heard oral arguments on the future of the DACA program and FIRM rallied in front of the Supreme Court and at dozens of echo events nationwide.



**“We are in community.  
Know that when you need  
to rest I will still be fighting.  
I trust that when I need to  
rest, you will do the same.”**

**Christine Saunders,  
Progressive Leadership  
Alliance of Nevada**

**#HomeIsHere**

HOMESHIRE.US

# The power within us to build movements

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Moments like Election Day make headlines. The movements that made them possible do not—but movements are the way we live our values and demonstrate that our fates are linked. The core constituencies organizing for our policy priorities are the people who are systematically denied access to both opportunity and power—particularly Black, brown, and immigrant communities. Our movement for bold change is just as much about affecting the material conditions of Black and brown people, immigrants, and women as it is about growing their political power.

Throughout 2019, Community Change and Community Change Action strengthened the social justice movement, building power from the ground up, experimenting with new methods of organizing, and strengthening alliances of community-based groups.

## [FAIR IMMIGRATION REFORM MOVEMENT \(FIRM\)](#)

For close to 20 years, FIRM has been the largest coalition of grassroots immigrant rights organizations in the country, growing to 47 groups in 35 states with three new members in 2019. At the state level, FIRM operates collaboratively and strategically so that immigrant rights groups can share information about the political environments and organizing strategies in their specific state contexts. The power of the immigrant rights movement, built by FIRM and Community Change, has shifted the realm of the possible, engaging directly affected members of our community to fight for reform despite a challenging national environment.

At the national level, we are building power in multiple dimensions: strong community-based organizations, bold ideas rooted in shared values, robust narratives to counter messages of hate and xenophobia, and political clout to move an affirmative vision of broad relief and humane immigration enforcement that dismantles the country's current machinery of family separation.

## [BLACK FREEDOM COLLECTIVE](#)

Convened by Community Change in 2017 after deep strategic analysis, the Black Freedom Collective includes 11 Black-led community organizing groups in eight states that are working together to build power and repair the damage of centuries of economic assaults on Black communities and to open opportunities for a self-determined quality of life. We are working with groups that are able to win on issues in their communities, and that could—with a little more support—step into greater leadership within state coalitions and wield greater influence to prioritize Black communities.

COVID-19 has made long-standing racial disparities in public health and economic opportunity much more visible. In Kansas City, our partner Communities Creating Opportunity studied the life-shortening impact of residing in different zip codes; they found a decade or more of difference in life expectancy between Black and white residents sometimes separated by just a few blocks. These disparities are deepening as COVID-19 takes its toll, and we are demanding a response that takes the long view and begins to confront the persistent, structural inequities of our economy and democracy.

## **NEW ORGANIZING PRACTICES**

Our approach to digital organizing is about translating the principles of community organizing to the spaces where we build community today. Partnering with United for Respect, who pioneered a digital approach to organizing and power building with retail workers, Community Change Action adapted this model to our organizing with seven partner groups, child care providers, and parents. Using this approach, we can organize a large volunteer-centered base and we can scale this model without physical contact.

**“Deep organizing on the ground—it’s what really moves someone from a state of hopelessness into a state of hope and power and fearlessness and possibility. And so I believe that organizing is the art of the possible.”**

**Lorella Praeli  
President, Community Change Action**



## The power within all of us—no exceptions

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The people closest to the pain—those who cannot walk away from the fight—are themselves key to liberation. Or as Ella Baker said, people “cannot look for salvation anywhere but to themselves.”

- **LEAD BOLDLY**

- **16 women of color participated in the second cohort of the [Power 50](#)**, Community Change’s 9-month program exclusively for women of color who are established leaders from our partner groups. This “unicorn space” brings together women of color who are challenging and changing the conditions of the most marginalized, fortifies them to stand in their purpose and power despite the personal and professional challenges they face, and focuses their vision and strategic imagination.
- **400 young immigrant leaders** attended four movement-building trainings to learn how to organize, spur members of their communities to take political action, and develop the leadership skills and resilience to thrive.
- [Tayna Fogle](#) is one of Community Change’s first Women’s Fellows who fought to regain her right to vote after her own incarceration, and she works with our partner Kentuckians for the Commonwealth (KFTC) to restore the rights of other formerly incarcerated people. She is a powerful example of the transformation possible when we [center and support the leadership of impacted people](#), particularly women of color. The Women’s Fellowship is a year-long program, launched in 2019, that provides support and stipends to women impacted by incarceration who are organizing and building power to transform the systems of oppression that have marginalized and criminalized their identities.
- **SPEAK TRUTH:** We build the power of directly impacted people to be the ones to tell their truths and be heard through our Communications Fellows program, which supports and amplifies the work of writers and artists who make meaning of their lived experience of economic and social injustice. In 2019, the fellows produced over 100 published pieces and reached tens of millions of people.
- **STAND TO BE COUNTED:** Our numbers connect directly to our power, and an accurate census is an opportunity to inform the apportionment of elected officials and federal dollars. In 2019, Community Change and our FIRM partner groups began to prepare, defeating attempts to include a citizenship question that would depress participation, countering misinformation and other intimidation attempts, and coordinating national efforts to reach hard-to-count communities with undocumented and mixed status households. We launched a digital communications campaign to collect personal stories from immigrants about why filling out the census is important to them.



**...what did i see to be except myself?  
i made it up  
here on this bridge between  
starshine and clay,  
my one hand holding tight  
my other hand; come celebrate  
with me that everyday  
something has tried to kill me  
and has failed.**

**Excerpt from Lucille Clifton's "won't you celebrate with me"  
Source: Book of Light (Copper Canyon Press, 1993)**

# The power within us to win elections

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We cannot conceive a path to our vision of justice without an electorate that looks more like the country. Community Change Action and our partners are building one of the largest voter engagement operations in the country to meet voters in our community where they are, motivate them, and turn them out to vote. In 2019, Community Change Action continued to strengthen state-based grassroots political organizations nationwide, and we laid the groundwork for the most important elections of our lifetimes.

## CREATIVE METHODS

- We launched the largest relational voter contact program in the country in the fall of 2019 and engaged 37 local partner organizations in 25 states. Our goal is to enroll and train thousands of volunteers and activists, equipping them to reach out as trusted messengers to their friends, families, and neighbors, and creating a “multiplier effect” at the heart of our strategy to turn out millions of voters on November 3, 2020.
- We used strategies for voter contact across many modes of communication including text messages, relational organizing apps, phone calls, and social media—as well as door to door canvassing.
- We developed messaging rooted in shared values and local priorities, driven by personal stories, and amplified by Community Change Action to create a “surround sound” effect.

## LEADERS FROM THE GROUND UP

- We launched a cohort of 25 high-level civic engagement staff from partner groups in 12 states, creating a space for them to share best practices and support each other’s leadership in building power through elections.
- By talking to anyone who is not politically active, we are adding new voices to our democracy, changing the electorate, and shifting what is politically possible, as Kristee Paschall wrote in The New York Times article [“What if Democrats Tried Real Outreach?”](#)

## FOCUS

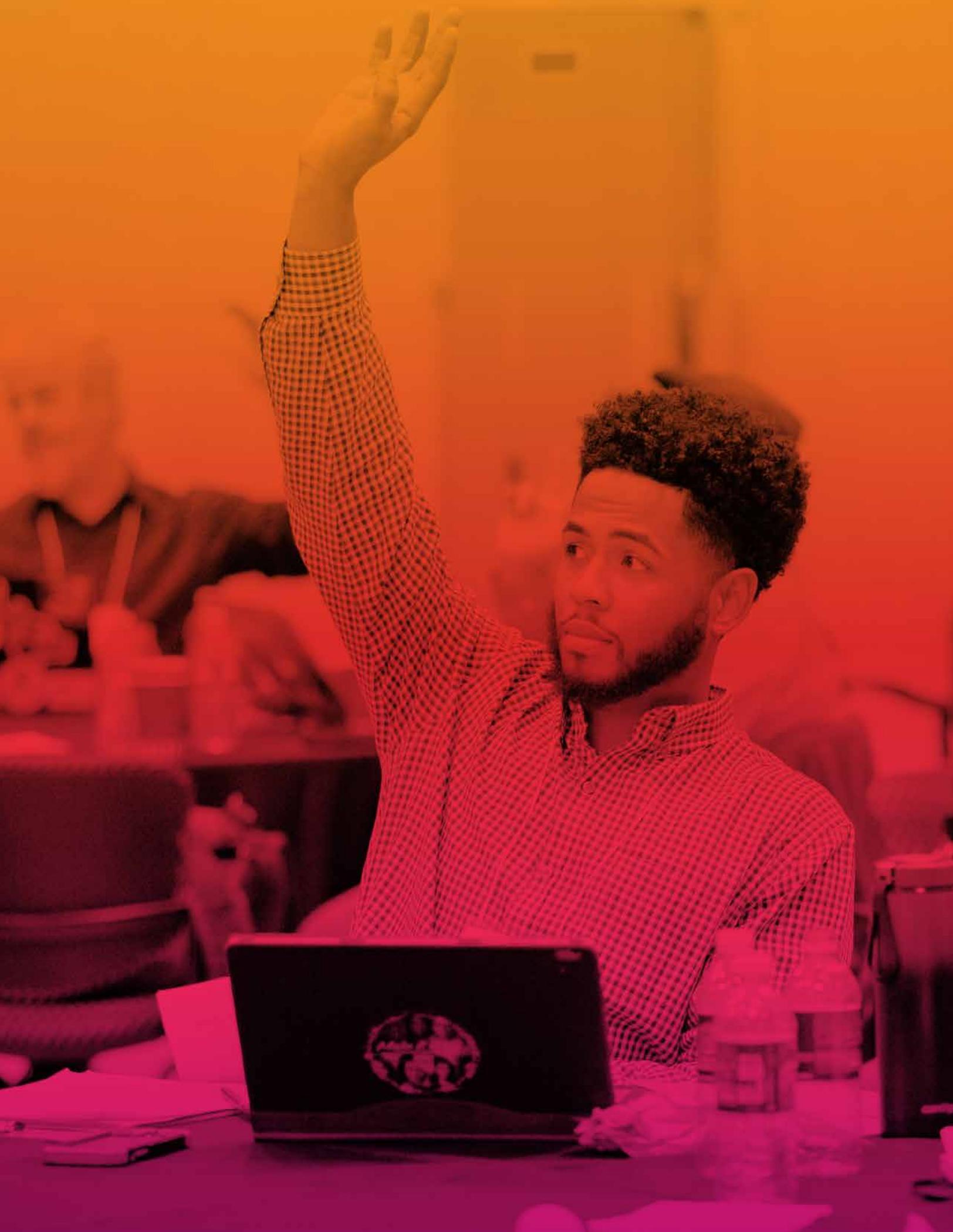
Voters who have been systematically excluded from democratic practice, particularly low-propensity voters of color in races where they can help provide the margin of victory

**To read details about Community Change Action’s 2020 Voter Engagement Program, visit our website:**  
[communitychangeaction.org](https://communitychangeaction.org)

## IN ACTION

Community Change Action partnered with CASA in Action to help create a “Democratic Trifecta” in Virginia. CASA in Action knocked on more than 100,000 doors, and we tested the relational voter contact tools with 180 volunteers who activated their social networks and encouraged friends and family to vote. Our program successfully helped flip or hold onto a total of 12 state house and senate seats, as part of the shift in power and control. The electoral success built on our work to build the power of immigrant communities in the state, including leadership development and organizing approaches with an electoral component.

Our experience in Virginia is one example of the power of a relational approach that leverages the many digital tools we each use to communicate with our social circles in our day-to-day lives. We also conducted the largest test in the country of relational voter turnout methods in 2018, according to an Analyst Institute study. The 2018 study, which was run in Florida, Michigan, and Nevada, showed that our relational voter turnout program increased turnout by 1.3%; it was particularly effective with individuals who were new voters.



## The power within us to thrive

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Community Change and Community Change Action are fighting for an inclusive, fair, and equitable country where everyone has the freedom to thrive. We are fighting for a country that is truly democratic, where the government meets the needs of families and communities.

**Policy alone cannot deliver structural change—that requires people, claiming their own power and shifting this country’s consciousness from the ground up.** We are committed to bold new policies combined with bold new politics to create a nation that is UNITED and FREE for all people. No exceptions.

Throughout 2019, we laid the groundwork for enacting this vision by defining foundational principles with our partners and key stakeholders and integrating these principles within policy campaigns in three areas: (1) making early care and education universally accessible and making care jobs good jobs, (2) transforming our immigration system so that America is truly united and free for all people, and (3) greatly expanding the safety net and income support.

Our strategy to win is a confluence of big ideas, strategic leadership, political opportunity, and what our culture tends to overlook—power from the ground up. When we recognize and embrace the wisdom, imagination, and leadership of directly affected people, we can realize the extraordinary creative potential of the combined wisdom of grassroots leaders, policy analysts, and academics. Community Change is uniquely positioned to take on this role of fueling a movement led by directly affected people.

As the public health and economic crisis shifts the political landscape in 2020, we are prepared to put ideas into action.

## Bold Ideas in Action

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Since its formation nearly 20 years ago, Fair Immigration Reform Movement (FIRM) has fought for a bold vision of immigrant justice. We moved the demand for citizenship from a radical proposition to one consistently supported in polls by large majorities of all Americans. We continue to position immigrant leaders to drive the conversations to reimagine our immigration system and build the power to deliver our vision at the local, state, and national levels.

In 2019, we released the [FIRM and FIRM Action Roadmap to Freedom](#), calling on elected officials to work with us to create and actualize a transformational vision of an immigration system that lives up to our nation’s highest ideals.

### UNITY + FREEDOM PRESIDENTIAL FORUM

Community Change Action, FIRM Action, and CHIRLA Action co-hosted the [Unity + Freedom Presidential Forum](#) to engage and challenge presidential candidates to take a stand with our families and our communities.

The forum engaged 400 immigrant community leaders from across the network. We centered the stories of immigrant families and created the space for directly affected people to challenge four presidential contenders, including Senators Bernie Sanders and Kamala Harris.

Photo: CHIRLA Action Fund

2019 UNITY + FREEDOM  
PRESIDENTIAL  
FORUM



## **The power within YOU**

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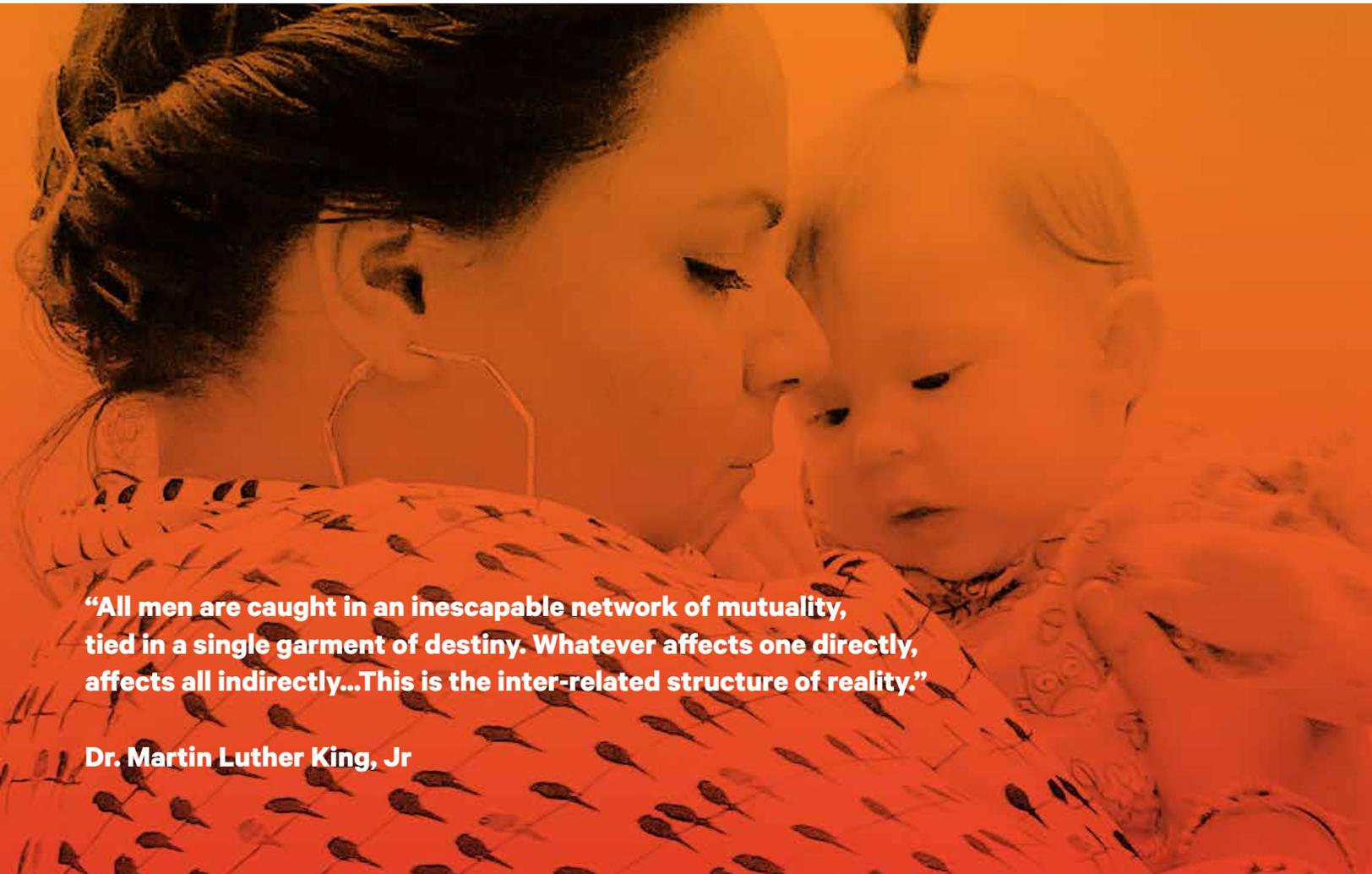
**We thank all the foundations, organizations, and individuals who generously support the work of Community Change and Community Change Action, including our anonymous donors. Those listed here contributed donations valued at more than \$1,000 to Community Change during the 2019 fiscal year.**

Achieving America Family Foundation  
AFL-CIO  
AFL-CIO Housing Investment Trust  
AFSCME  
AFT  
Alki Fund at the Rockefeller Family Fund  
Alliance for Early Success  
The Alms Monson Family Fund  
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Oak Foundation  
Open Society Foundations  
Orchard House Foundation  
The Overbrook Foundation  
The Picower Foundation  
Planned Parenthood  
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Public Welfare Foundation  
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Brandon Silverman  
Tim Sweeney  
Julia Taylor Kennedy  
Katherine and Philippe Villers  
Nancy and Bart Westcott  
Sherece West-Scantlebury and Joe Scantlebury

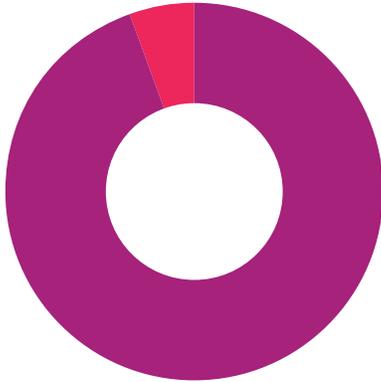


**“All men are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly...This is the inter-related structure of reality.”**

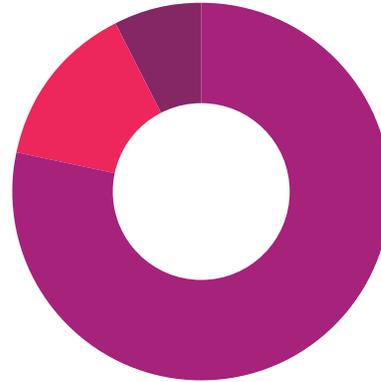
**Dr. Martin Luther King, Jr**

# Financial Statements of Community Change

Our 2019 fiscal year ran from October 1, 2018 to September 30, 2019. Full audited financial statements are available to download at [communitychange.org/annual-report-2019](http://communitychange.org/annual-report-2019)



**FY2019 Revenue**  
**\$17,037,325**  
Grants and contributions  
\$16,109,098  
Investment income  
\$928,227



**FY2019 Expenses**  
**\$19,270,474**  
Program Services  
\$15,110,122  
Management and  
General  
\$2,721,120  
Fundraising  
\$1,439,232

## Board of Community Change

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**Dorian Warren**  
President, Community Change

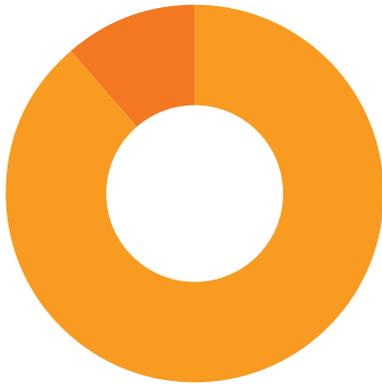
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**Sherece West-Scantlebury**  
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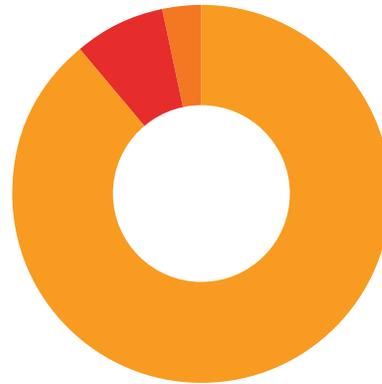
# Community Change Action Audited Financial Statements

Our 2019 fiscal year ran from October 1, 2018 to September 30, 2019. Full audited financial statements are available to download at [communitychangeaction.org/annual-report-2019](https://communitychangeaction.org/annual-report-2019)



## FY2019 Revenue \$6,150,962

Grants and contributions  
\$5,458,109  
Interest income  
\$1,819  
Rental income  
\$691,034



## FY2019 Expenses \$6,138,118

Program Services  
\$5,427,022  
Management and  
General  
\$478,873  
Fundraising  
\$187,223

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**Kelly Brown**  
Viewpoint Consulting

**Vivian Chang**  
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**Community Change builds power from the ground up.** Born into the chaos and heartbreak that followed the deaths of Dr. Martin Luther King, Jr., and Sen. Robert F. Kennedy in 1968, Community Change brought together leaders from the civil rights and labor movements, from Sen. Kennedy's campaign, and from the "War on Poverty." Their vision and their charge are just as relevant today as we confront a pandemic that will define a generation. 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 state and federal regulations.

 [@communitychange](https://twitter.com/communitychange) | [communitychange.org](https://communitychange.org)

**COMMUNITY**  
Power from the  
ground up **CHANGE**