

TheUPRISE COLLECTIVE
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**Annual Report
Fiscal Year 2022**

UPRISE is funded in part by:



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A Message from UPRISE

There's no such thing as decolonizing a non-profit. Hierarchy in any organization, at least in this country, is a socialized norm that is really hard to get away from. Uplifting community care and valuing capacity over output, in a system underpinned by capitalism, is really stinking hard. These are the types of things that we think about at UPRISE all the time. We exist, and are impacted by, myriad systems and institutions that tell us who we should be and how we should do things. And we try every single day to reject that legacy and forge our own path.

Fiscal Year (FY) 2022, our fourth year in operation, took place from August 1, 2021 to July 31, 2022. This year was marked by tremendous growth. Like any young organization, we've had a steep learning curve, and as we've grown, we've worked hard to stay grounded in our values and our praxis. We are now a larger team, and with that comes a deeper commitment to communal decision making, critical reflection, and deep embeddedness in what our communities say they need.

Included in this report will be a brief summary of our programming, staffing changes, budget, and other key highlights of FY2022, including updates on our Strategic Plan and our hopes for fiscal years on the horizon. The UPRISE Collective is a Member-Based 501c3 Non-Profit, and so we believe deeply in transparency as an organization and in a community centered approach. We welcome feedback, questions, and suggestions for future programming.

We thank you, UPRISE community, for being on this journey with us. We commit to continuing to embrace liberatory practices, both inside and outside of our organization, from both within and outside of the systems and institutions that impact our lives. Let's continue to do this work together.

In Community and Solidarity,
The UPRISE Team

Website: www.theuprisecollective.org
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About UPRISE

Mission

To open spaces and provide support for people with targeted identities to engage in social uplift within our own communities.

Vision

We envision living in a co-created world where liberation and healing are inherent to how we live our lives, where more than basic needs are met, where authentic wellness can flourish, and where all of us can define for ourselves what it means to thrive. We envision systems and institutions that are grounded in mutual aid and understanding rather than exploitation, where work is about sustaining our souls rather than starving them, and the inherent value of our individual and collective existence is centered. Together we will make this happen.

Guiding Principles

- We believe in communal decision making and that leadership should come from within the community. Deciding what this looks like is a messy process, but it is necessary and includes building relationships across communities, with the recognition that no community is a monolith.
- We believe folx from targeted communities are capable and typically take on the emotional, mental, and physical labor of resisting white supremacy and other oppressions and deserve credit for the work they do. [Define targeted -- white/cis hetero are not targeted communities]
- We believe intersectionality is a thing, because it is. Intersectionality means that every identity we hold impacts how we show up in the world, and how the world sees us.
- We believe our survival skills, which include the ability to experience joy, are the gifts we bring to the world and that our vision can extend beyond just our ability to cope.
- We believe that liberation and healing are possible.
- We believe empowerment isn't a thing, and is connected to saviorism. Power comes from each person and within the community. When we realize our power, reclaiming it becomes essential.
- We know that your capitalist systems can't survive without us. The U.S., like so many other white supremacist spaces, was built on stolen land with stolen labor. We demand the status quo be recentered around reciprocity, abundance, relationship, and interconnectedness.

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- We strive to decolonize and re-indigenize our mentality, education, government, families, communities, and ways of knowing and being in the world. [Define]
- We recognize that the ways that we support decolonization and indigenization are the gifts of a long legacy of ancestral resistance, led by queer womxn of color who do the work without the credit.
- We also recognize that the words “decolonize” and “indigenize” get thrown around a lot. These are journeys that we’re on, that don’t get fully realized until we pay reparations and give #landback.
- We believe in speaking authentically.
- We believe in valuing curiosity
- We believe that messiness is okay. Embrace the mess. We often work with people that want us to give them the answers. There’s no cookie-cutter or prescribed way to liberate ourselves.
- We believe in deep research centering decolonized methodologies.
- We believe in data sovereignty
- Compassion, creativity (valuing all kinds of brains and bodies), connection, commitment
- We believe that liberation work should be accessible and intergenerational.
- We believe that Relationship should be at the center of everything we do.
- We believe in collaboration.
- We believe in honoring boundaries
- We believe that owning our own personal growth is key to supporting our collective growth.

Model

The UPRISE Collective is a 501c3 NonProfit operating within the following organizational areas:

- **Organizational Learning:** Working with organizations to support their growth helps UPRISE to fund its free community programming.
 - Organizational and educational equity training
 - Consultation on equity plans, statements, and lenses
 - Policy and curriculum review
 - Assessment and data analysis
- **Community Programming:** UPRISE hosts several event series throughout the year.
 - Nothing About Us Without Us: Civic Engagement Series
 - Community Conversations: Building Capacity Across Identities

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- The Selah Series: Creation Stories, Healing Stories, and Resistance Stories
- UPRISE Book Club
- **Disability Justice:** Programming to support Sick and Disabled community members.
 - Community Education, in conjunction with our Organizational Learning work.
 - Monthly Coffee Hours: A community building space exclusively for Sick and Disabled community members.
 - Demystifying Disability Justice: Supporting community members to navigate the bureaucracy and red tape that characterize the accessing of needed resources and services.
- **Feed Our People**
 - Covid Care Kits: Supporting womxn and their families impacted by covid.
 - Meals for Organizers: Paying to feed the people doing social change work.
- **YouthRise**
 - KidsRise: An Art Showcase for youth

Equity Statement

We honor our Indigenous siblings who made their stand on the hallowed ground at Wounded Knee. We honor our stolen African siblings, who found ways to keep their children fed while teaching them to look the world in the eye. We honor our Latinx siblings who marched in the Plaza de Mayo for the disappeared, willing the world to see. We honor our Asian siblings, who wield leaf blowers against the smoke in our eyes. We honor the brick-throwers, the crawlers up the capitol steps, and the reclaimers of the languages we knew before we grew thorns on our tongues. We honor your stories, your songs, and your survivance. We commit to working toward creating a world that is grounded in the wisdom you've imparted to us. We honor your joy, your strength, your resilience, and your vision, and move forward knowing that your gifts live within us all. Your resistance has provided us with a roadmap to liberation. We are still here. And we rise.

FY2022 Programming

As with FY2021, UPRISE was almost completely online, and our Zoom skills have continued to develop in commensurate fashion. Programming in this year was about maintaining the integrity of who and what our programming is for, while expanding our scope given our expanded capacity. We are extraordinarily proud of what we were able to accomplish this year. Appreciation as always to our community partners who continue to support us on this journey.

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Organizational Learning

Our Organizational Learning Programming supports the idea that social uplift work happens both within and outside of systems. We work with organizations, community groups, coalitions, and other entities to support them in advancing liberatory practices within their work. Many of the groups that we work with compensate us for this labor, and Organizational Learning dollars constitute an important source of funding for UPRISE, while staying true to our mission.

Below is a summary of groups that partnered with UPRISE to support their learning.

The Al Forthan Scholarship Program: UPRISE donated their time to the program by providing a workshop on Cross Cultural Conflict Resolution.

Call to Safety: Call to Safety provides services to survivors of domestic and sexual violence. In FY2021, we began with assessment, policy review, and preliminary training. By the time FY2022 began, this organization had experienced quite a bit of turnover in its staff and Board, and so we redesigned our work together to better align with the needs of this new group. We engaged in Meaning Making and training with the Board, had conversations about White Saviorism and what it means to be a Co-Conspirator with white identified staff, and discussed Decolonizing Care strategies with Black, Indigenous, and People of Color (BIPOC) staff. We worked closely with the Executive Director to support problem solving and narrative change at the organization, and Call to Safety has continued on its journey after our time together came to a close.

Clackamas Children's Commission: This organization is a collection of Early Learning Centers for whom we provided a series of trainings designed to advance liberatory practices; a Part I and Part II training for their staff to align with their schedules we discussed how to apply indigenized practices to our work using Early Childhood models from Indigenous New Zealand.

Clackamas Health Centers: This is a group of healthcare providers for whom we provided our Decolonizing Care training (with Continuing Education Units approved by the Oregon Chapter of the National Association of Social Workers).

GEAR UP: Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) supports college readiness for low-income students. We worked with this group in FY2021 to facilitate their annual Staff Retreat; in FY2022 we were invited back to work with some of their newer staff and to expand on learning we had engaged in the last time we'd been together.

My Future My Choice: This organization supports comprehensive sex education. In FY2021, we engaged in training with their Teen Advisory Board and consulted on the 6th grade sex ed curriculum. This year, we were brought back to provide another comprehensive curriculum review, this time on the 8th grade curriculum. Our goal was to create a curriculum that centers BIPOC, Queer/Trans (QT) BIPOC, disabled, sick, and fat bodies.

Neighborhood Partnerships (NP): This organization, among other things, engages in Economic Justice and Housing Justice work. Our partnership with this organization was grounded in supporting the development of a three year Strategic Plan that completely reimaged the organization's scope and focus. NP has dedicated itself, thorough this new plan, to support narrative change in white supremacist spaces around how we talk about poverty and wealth, and how non-profits *can* operate to uphold a liberatory praxis. This was one of our most challenging partners, for all the right reasons: this group pushed itself to question *everything*, and we were honored to consult on the project.

Oregon Alliance to Prevent Suicide: The Alliance is a group of practitioners, providers, youth, and families who advise entities like the Oregon Health Authority (OHA). Our work with this group began in FY2021 and continued into FY2022. This year, our work centered on helping our assessment data and preliminary training concepts "live and breathe" at the Alliance. We worked closely with the Alliance to establish an Equity Steering Committee (helping them develop strategies and internal processes to flatten hierarchy and develop a community centered approach to Work Planning), and engaged in caucus spaces with white and BIPOC Alliance members to discuss strategies for recentring suicide prevention and intervention, which has been traditionally normed to focus on white teenage males.

Oregon Health Authority (OHA) CFBH and Advising Bodies: Within the larger OHA network, we worked specifically with the Child and Family Behavioral Health Team (CFBH), and their advising body, Children's System Advisory Council (CSAC),

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which includes representatives from Youth & Young Adult Engagement Advisory (YYEA). We continued our work with this group to discuss new processes for advising in ways that pulled in a more diverse set of community members and recentered the group's activities on youth and family voice.

Power Past Fracked Gas: This is a coalition of people and organizations that are working toward Environmental Justice. We worked with their internal team to make visible the power relationships within the group that were getting in the way of progress, and to highlight how Environmental Justice and Racial Justice are intrinsically and inextricably connected. We worked, like we often do, in both large group and caucus spaces to discuss how the work looks different depending on the identities we hold.

Tri-County System of Care: This is another group with whom we worked very closely in FY2022. System of Care is meant to address "barriers" to accessing healthcare for targeted community members. What we found, however, was that the group was set up to reproduce many of the power relationships that are characteristic of a violent and inequitable Healthcare system. The main focus of our work together was to provide consultation to re-envision how the group goes about its work. We engaged in policy and documentation review, observation of committee meetings, and focused work with each committee: the Executive Council, the Practice Level Work Group, the Advisory Committee, and the Equity Subcommittee. Our final recommendations to this group included a complete redesign of how they are organized and how they review and "resolve" barriers to healthcare, decentering the Executive Council, and recentering on youth and family expertise.

Reawakening & Reimagining

Our Reawakening the Past & Reimagining the Now programming has come from the minds and hearts of our community members, and is developed to challenge privileged social change models, instead centering the wisdom and stories of targeted communities. We prioritize BIPOC and QT/BIPOC, as well as community members with other intersecting targeted identities, from conception to completion of each program.

Nothing About Us Without Us: Civic Engagement Series: While we all have power that is intrinsic, part of UPRISE's work is to support community members to understand,

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interrupt, or influence the systems that govern our lives -- to access that power that we have intrinsically and as a matter of policy. We have explored topics inside and outside the system, including how to write a ballot measure, voting rights, the census, the Prison Industrial Complex, and historic and current community organizing tactics. This year's theme for civic engagement was the link between Racial Justice and Environmental Justice, inspired in part by our work with Power Past Fracked Gas. Each event focused on a different domain in the fight for Water Rights: Local, National, and Global. Our guests at the local level were Se-ah-dom Edmo from Seeding Justice and Charlene Dimmick from Papalaxsimisha, an organization of the Confederated Tribes of Warm Springs. For our National conversation, we welcomed Ebonie Gipson from Black Millennials for Flint. Our Global conversation included Spanish interpretation as we chatted with Modatima, a group dedicated to Water Justice in the Petorca River Basin in Chile; we talked specifically with some of the founders of Escuela Modatima, a school that had been founded for youth to learn about water rights and agriculture. Each community partner was compensated for their time with us; we heard back from Escuela Modatima that our contribution helped the school to install a bathroom for the kids!

Community Conversations Series: This is a space for conversations about challenges within and across communities, with topics coming directly from community members. Past event topics have included unpacking the language we use to talk about violence and nonviolence, the role of multiracial community members in racial justice work, and the role of art in change work. This year we focused on three areas: What It Means to be a Co-Conspirator, Behind the Scenes of a Movement, and Multigenerational Organizing. For each event, we invited community organizers to engage in conversation (with community members as witnesses) to discuss their experiences and to give us insight into how we organize our work to best align with the needs of the community, a task that continues to evolve and change as our communities do.

The Selah Series: Selah is a BIPOC and QT/BIPOC storytelling space. Each night brings with it a different focus: Stories of Creation, Stories of Healing, and Stories of Resistance, with community building and healing activities between storytellers. Our culminating event is Outliving Thanksgiving, the Story of Thankstaking, which includes performances from BIPOC artists and a shared meal. Selah was virtual again this year, and each year we've seen a bigger audience, spread across the country. This has influenced our decision to include a virtual option in years to come, even when we transition back to being in person. We offer deep appreciation (and as always, monetary compensation) to

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each of our storytellers and performers for sharing stories from their lives, their families, their communities, and their cultural histories.

UPRISE Book Club: Our UPRISE Book Club officially launched in FY2022, a project originally developed by our FY2021 summer intern from Lewis & Clark's Interns for Racial Justice (IRJ) Program, Ruth Makonnen. This past year was an incredible literary adventure! We explored the following titles by BIPOC & QTBIPOC authors: *On Earth We're Briefly Gorgeous* by Ocean Vuong, *Braiding Sweetgrass* by Robin Wall Kimmerer, and *All about Love* by bell hooks.

Feed Our People

Covid Care Kits: Our Care Kits are special packages mailed to community members (who are often nominated by other community members to receive a kit) who are doing the hard work of supporting our communities in reaching liberation. Items vary based on funding but include a grocery gift card, teas, soaps, affirmations, resources, menstrual supplies if requested, and/or lotions. These Care Kits are intended to support BIPOC and QT/BIPOC who often go underappreciated and do the vast majority of the community care needed to keep our communities going. During FY2022, we created and shipped 12 kits to community members, worth about \$160 each.

Meals for Organizers: Feed Our People, among other things, provides meals for people doing the work on the ground. For example, we supplied 40+ sack meals for the youth at the Children's March in partnership with Don't Shoot PDX during the protests following George Floyd's murder. Due to COVID, this project has gotten a bit smaller, but plans are in progress to feed the Pink Van Project even as this report is being written.

Day at Unity Farm: This was FY2022's IRJ Intern "Build Your Own Advocacy Project" contribution; appreciation to team members Caitlin Chow-Ise and Lucinda Law for its development. This event centered on the importance of food sovereignty and connection to the land, and participants were able to plant their own container gardens to take home. We spent the day learning from Letty Martinez from Flying Dogheart Farm, and leftover materials were donated to the collective at Unity Farm for their use.

Disability Justice

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In FY2021, UPRISE launched a new program, the Disability Justice Collaborative, to recenter Disability Justice as a seminal part of our collective liberation, and to support the PDX Disability Justice Collective (an online mutual aid group) with special projects that include the First Annual As We Are Conference, which took place in December 2020, and Care Kits for Houseless Neighbors. At the end of FY2022, the Collective disconnected from our Collaborative in favor of other projects and a partnership with Disability Justice Dreaming, another 501c3 organization in the Portland area. Our Disability Justice programming continues with our team members, our Disability Justice Community Coordinator, and a new position, our Disability Justice Community Educator. Appreciation to our community partners who support this programming and to our staff, who are also connected across multiple systems and services for this community, including the White House Office of Public Engagement Disabled Stakeholder Call and the Partnership for Inclusive Disaster Strategy weekly national emergency meetings.

Care Kits for Houseless Neighbors: This was a project that was part of our Disability Justice Collaborative and began as a Giving Tuesday Campaign in December of 2020. Due to staffing turnover, these kits were not created or distributed in FY2021. The money raised for these Care Kits was maintained and distribution commences with the hire of our Disability Justice Community Coordinator in FY2022. We were able to distribute 10 kits (with materials suggested by the members of the Disability Justice Collective). Each kit contained \$160 worth of supplies, including masks, mylar blankets, and a \$100 gift card, and were distributed with the help of the People's Store.

Community Education: As part of our [Organizational Learning](#) work, we have supported community partners to incorporate principles of Disability Justice into their work, rather than simply comply with limited, base level ADA requirements. Below are the partners we worked with in FY2022 specifically centering Disability Justice:

APANO: As part of their Resilience Series, the UPRISE team are facilitating a three part series (the first taking place in FY2022, and the rest happening in FY2023) about Disability Justice for the broader community. We will also be engaging in a half day staff training for their internal team.

LegitScript: We supported this team during a lunch meeting with a basic "Disability Justice 101" training and gave this team resources for further learning.

Multnomah County Public Health CPCB: The Community Partnerships and Capacity Building works with BIPOC communities in the Public Health Sector to support capacity building from within and resource sharing. UPRISE worked with this team to discuss how to support Disability Justice with their community partners, and to confront ableism within their own internal practices.

The Oregon Association of High Education and Disability (*ORAHEAD*): Our Disability Justice Community Coordinator, Etawi O'Byrne, was proud to keynote the annual ORAHEAD conference with an address focused on ableism in Higher Education spaces.

Whitman Elementary School: This experience was a lot of fun! We worked with a classroom of second graders during their "Justice Fighters" unit to talk about ableism and disability. The students came up with a set of questions ahead of time that we answered for them, such as, "How are seeing eye dogs trained," and "Why do some people look different?" We would do this again in a heartbeat!

Monthly Coffee Hours: Begun by the DJ Collective and continued by UPRISE, these are opportunities for Sick and Disabled community members to connect with one another in a time when immunocompromised people are being isolated from community. We offer ASL and CART services and \$10 gift cards by request for anyone for whom the ability to buy coffee or treats for themselves would be a barrier.

Demystifying Disability Justice: This is a new quarterly speaker series that will launch in FY2023 that endeavors to penetrate the bureaucracy and red tape implicit to accessing services as a Sick and Disabled community member. Guests will include Mellani Calvin from ASSIST and Mara Romero from Independent Living Resources.

YouthRise

YouthRise is our new youth programming, which launched this year.

KidsRise: This is intended to be a space for youth to engage in art and performance around the ideas of liberation and to share their experiences with challenging oppression. KidsRise launched in October of 2021, with an Art Showcase in April of 2022 in which artists responded to the prompt: "What does liberation look like for you?" Our

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showcase included drawing, painting, spoken word poetry, and other media, and was fully virtual due to covid case numbers. KidsRise will continue to expand in FY2023.

Claim the Sky: A program originally set to launch in 2023, Claim the Sky will be a peer mentorship program for children whose caregivers are or have been incarcerated. Due to the fiscal realities of what will likely be a recession on the horizon, the decision was made to pause the Claim the Sky launch until we have a better understanding of what our capacity will be in FYs 2023 and 2024. Our work in the meantime has centered on research around best practices for mentorship programs, and finding and building relationships with community partners to help support the work.

FY2022 Staffing Report

UPRISE Staff FY2022

Brianna Bragg, MSW, Co-Director

Stephanie Roberson, MSW, Co-Director

Etawi O'Byrne, DAOC, Disability Justice Community Coordinator

Fatima Ibrahim, Communications Coordinator

Mia Arvizu, Organizational Learning Program Coordinator

Rhea Graves, Administrative Coordinator

Independent Contractors

Shilo George, MS, Facilitator

Stephanie Ng Ping Cheung, Facilitator

Virginia Luka, MA, Facilitator

FY2022 saw the addition of an Organizational Learning Program Coordinator position to support our growth in that area. We will also be adding two new part-time positions in FY2023, for which we are currently hiring, a Disability Justice Community Educator and an Organizational Learning Facilitator. We will also be transitioning from having Independent Contractors support our facilitation team to having On-Call Facilitators as part of the UPRISE Staff.

This year, all part-time staff members received a 50¢ raise, in part supported by a pay reduction for Co-Directors. The eventual goal is to create a "Council of Co-Directors" in which each staff member is paid equally and has equal responsibility in their "pie slice" of organizational operations. In FY2022, we also instituted Medical, Vision, and Dental benefits, available for all

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employees working 20 hours or more per week, and in FY2023, we'll be incorporating 403(b) Retirement Plans

FY2022 Volunteer & Membership Report

The UPRISE Collective is a Member Organization, which gives members collaborative input in decision making with the Board of Directors and UPRISE Co-Creators and Contractors, over programming, access to networking events, advocacy, and community classes. We also host membership parties which allow us to collect member feedback (currently happening virtually due to COVID-19). Members also have the opportunity to bring forward projects for which they need support and funding.

Members who are signed up by January 31 of the year are eligible to vote for the coming year's Board of Directors, and other programmatic changes. The annual meeting for members takes place in May and this is when voting and input opportunities take place.

We recognize that everyone is in their own place financially. We have four membership tiers.

1. Free Sh*t
2. Sh*t Starter \$5/Mo
3. Sh*t Disturber \$10/Mo
4. Sh*t Destroyer \$15/Mo

Each membership level receives the same benefits. The tiered system is to allow those with more financial privilege to offset the cost for those with less financial privilege at the moment.

UPRISE currently has 43 full Members and 28 Volunteers. In our FY2021 Annual Report, we committed to a goal of 100 Members, we acknowledge here that we have fallen short of that goal due to a lack of capacity. As a response, FY2023 will include an increase in FTE of our Communications Coordinator, who will take on the new title of Communications, Membership, and Volunteer Coordinator beginning in August of 2022.

FY2022 Board Report

UPRISE Board of Directors FY2022

Dustina Haase-Lanier, MSW, Facilitator

Dominique Price, MSW, Treasurer

Asa Wright, MFA

Abdul Fofanah, MSW

Josh Lubatkin, Esq, Story Keeper

Magdalena Ruiz

Israa Hasani, MSW, Story Keeper

FY2022 Board Meetings

October 27, 2021

December 15, 2021

February 23, 2022

April 27, 2022

July 13, 2022

All Board Meeting Minutes are a matter of public record and are available upon request.

Actions

Approved shifting to a 13 Holiday “Bank” for employees rather than choosing organization-wide PTO holidays

Approved pay raise for hourly staff and pay reduction for Co-Directors

Approved updated FY2022

Approved addition of new positions

Approved FY2023 Budget

Approved new policies and procedures adopting unlimited PTO in year 2 of employment and new technology policy

Reported Conflicts of Interest During FY2022

None

FY2022 Financial Report

The Uprise Collective

Statement of Activity
 August 2021 - July 2022

	TOTAL
Revenue	
Donation	20,131.66
Foundation Grant	153,840.00
Fundraising Grant	3,500.00
Government Grant	13,333.00
Individual Contribution	1,935.06
Membership Dues	237.08
Organizational Learning Contributions	146,414.80
Total Revenue	\$339,391.60
GROSS PROFIT	
\$339,391.60	
Expenditures	
Advertising & Marketing	1,541.45
Bank Charges & Fees	1.53
Dues & Subscriptions	182.00
Event Food	716.45
Independent Contractors	12,755.00
Insurance	1,056.00
Legal & Professional Services	7,269.00
Meals & Entertainment	949.14
Office Expenses	1,666.63
Office/General Administrative Expenditures	
Office Supplies	9,698.10
Postage	787.34
Recruitment Expense	248.00
Software & Subscriptions	3,692.31
Total Office/General Administrative Expenditures	14,425.75
Parking	128.50
Payroll	
Commission	10,393.08
Employee Benefits	6,664.24
Employer Taxes	17,673.43
Payroll Fee	1,793.25
Salaries & Wages	163,256.44
Total Payroll	199,780.44
Printing	37.98
Program Expenses	
Attendee food, gifts, prizes	2,787.82
Book Club Care Kits	799.84
CART, Translators, Interpreters, Interviewers	4,699.83
Other Program Expenses	427.84

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	TOTAL
Speaker Honoraria	4,190.07
Total Program Expenses	14,996.83
Rent & Lease	5,400.00
Supplies	
Care Kit Supplies	4,360.58
Total Supplies	4,360.58
Taxes & Licenses	711.00
Telephone	943.51
Uncategorized Expense	29.56
Total Expenditures	\$266,951.35
NET OPERATING REVENUE	\$72,440.25
NET REVENUE	\$72,440.25

Strategic Plan Update

Our principal goals for our FY2022-2024 Strategic Plan (attached) include:

Fiscal: Develop, grow, and diversify UPRISE's funding sources.

FY2022 Goals:

- Develop a payscale with raise schedule and commission for contracted positions.
- Secure sustainable funding for the staffing positions.
- Increase budget for payroll outsourcing, insurance, and technology costs for new positions.
- Contract with First Congregational to increase to 2 office spaces in our current location.

Where We Succeeded:

- We succeeded in every fiscal goal outlines for FY2022

Where We Fell Short:

- N/A

Staffing: Develop new, paid positions to support UPRISE's mission and expanding capacity.

FY2022 Goals:

- Increase: .7FTE (28HR) Co-Director
- Onboarding new contracted facilitators - 2 facilitator goal
- Increase: .5FTE Administrative Support
- Increase: .5FTE Communications Coordinator
- Increase: .25FTE Project Coordinator (Disability Justice)
- Add: .5FTE Organizational Learning Program Coordinator
- Add: Internship Program with Lewis & Clark

Where We Succeeded:

- We increased one Co-Director to 1.0FTE and the other to .5FTE

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- We have hired a 1.0FTE Organizational Learning Program Coordinator and are in the process of hiring half-time and on-call Facilitators
- Communications and Disability Justice are at .75FTE and .375FTE, respectively. Admin is also at .375FTE.
- Our Lewis & Clark summer intern program is going well, and we've added a partnership with the PSU School of Social work for a Master's Candidate Intern who will join us in FY2023

Where We Fell Short:

- N/A

Programming: Grow and enhance current programming to continually center community voice. Develop new programming to expand UPRISE's learning community.

FY2022 Goals:

- Reawakening & Reimagining:
 - Selah Series: Add intentional partnerships with QTBIPOC/BIPOC organizations and groups, more performance times during Outliving Thanksgiving, full meal at every event. Expand deepening activities with art (incorporate art therapists/local artists/art teachers to share healing practices). Develop deeper relationships with culturally specific groups and organizations. Increase honorarium for storytellers, community participation by 15%
 - Nothing About Us Without Us: Increase community partnerships who are doing civic engagement and organizing work. Provide donations to organizations who join us to share their knowledge. Increase consistent community participation (community members who attend 2+ events) by 10%.
 - KidsRise Series: New programming; Art Showcase, essential question: What does liberation look like?
 - Disability Justice
 - Coffee Hours: Minimum of 12 Coffee Hours in a year.
 - Feed Our People
 - COVID Care Kits: Match 40 kits for the year

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- Organizer Meals :Develop a list of organizing groups in the area that we could reach out to. Feed three grassroots organizations/groups of people who are doing organizing work. Begin developing FOP Coordinator position.

Where We Succeeded:

- Selah: We were able to increase honoraria for storytellers, and community engagement did increase by our goal benchmarks.
- Nothing About Us Without Us: We were able to institute an organizational honorarium for this event, and community engagement did increase by our goal benchmarks.
- KidsRise: Our first annual KidsRise Art Showcase took place on April 2, 2022.
- Disability Justice: Coffee hours are set to re-launch in 2023 after we secured funding from the Oregon Health Authority.
- Feed Our People: Our Care Kit program continued with reliable funding.

Where We Fell Short:

- Selah: In FY2023, we'd like to be more intentional about including community partners earlier in the planning and implementation of Selah. We also were unable to provide meals because we were virtual, with the exception of Outliving Thanksgiving, for which we provided \$25 gift cards upon request. We also did not expand deepening activities this year in order to give more space to storytellers during the virtual event.
- Covid Care Kits: We fell short of our 40 kit goal, and distributed 12 kits this year. We recognize a need for increased marketing of Care Kits.
- Feed Our People: We are still working on meeting our benchmarks for Meals for Organizers, but have recently made a new community partner for FY2023.

Membership: Grow UPRISE's membership base, and create new opportunities for members to engage with the organization.

FY2022 Goals:

- Increase: 100 Member Goal.
- Increase: Membership welcome kit streamlined.

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- Add: Membership Drive.

Where We Succeeded:

- Membership Welcome Kit: Mailings are becoming more consistent and streamlined.

Where We Fell Short:

- Membership Increase: We did not increase membership over FY2022, but have expanded our Communications Coordinator Role to a Communications, Membership, and Volunteer Coordinator role to begin in FY2023.
- Membership Drive: This is being planned for FY2023.

Our full Strategic Plan can be accessed [here](#).

Thank You

As always, we thank you for your stories, your survivance, and your myriad journeys to healing together. Thank you for trusting us to engage with our communities as we learn and grow together. Thank you for showing up and being vulnerable in grappling with difficult topics. Thank you for laughing and learning with us. Liberation cannot happen in a day, a training, an assessment, a protest, or within a committee - it's an unending practice and it's a deep commitment to dismantling and reimagining, to remembering who we were before colonization took root. We look forward to seeing all we accomplish together as we continue the work toward liberation.

In Community and Solidarity,
The UPRISE Team

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