

**Annual Report  
Fiscal Year 2023**

UPRISE is funded in part by:



## Contents

[A Message from UPRISE](#)

[About UPRISE](#)

[FY2023 Programming](#)

[Organizational Learning](#)

[Reawakening & Reimagining](#)

[Nothing About Us Without Us: Civic Engagement Series](#)

[Community Conversations Series](#)

[The Selah Series](#)

[UPRISE Book Club](#)

[Feed Our People](#)

[Covid Care Kits](#)

[Meals for Organizers](#)

[Disability Justice](#)

[Monthly Coffee Hours](#)

[Demystifying Disability Justice](#)

[No One Left Behind](#)

[YouthRise](#)

[KidsRise](#)

[FY2023 Staffing Report](#)

[FY2023 Volunteer & Membership Report](#)

[FY2023 Board Report](#)

[FY2023 Financial Report](#)

[Strategic Plan Update](#)

[Thank You](#)

[--back to top--](#)

### A Message from UPRISE

The UPRISE Collective was founded in 2018 in order to attempt a monumental task: to create spaces that blend in-system, harm reduction work, with the grassroots work whose ultimate goal is complete liberation from those systems. Now, in 2023, those systems and that grassroots work have been impacted by a global pandemic, an increasingly unstable political climate, and the continuing fatigue of surviving under late stage capitalism and systemic hegemony. As UPRISE has come through the end of our fifth fiscal year, we have been humbled by both the smallness *and* the largeness of our work.

In the midst of the frustration, the fear, and the grief, our communities have continued to push, to question, to build and organize, and most of all, our communities have continued to reach for joy and healing. Our role at UPRISE is to build spaces for where we are: spaces for the rage *and* the hope. We are still learning who we are, internally and in the communities that we care about so much, and as things evolve, we are learning to evolve, too.

But here is what we know: We trust you. We see you. And we see us. We see the ways that our histories strengthen and clarify our vision. We see how we manifest every day what we've learned along the way; we've built rest, rejuvenation, and community care into our change work in ways we haven't seen in a long time. We see the coalitions that are being built and the solidarity that we are finding across intersecting communities. And we at UPRISE are committed to continuing to build spaces where we can talk together, share together, and learn together. In that way, we hope to support the work that brings us closer to liberation.

We will prevail, because we have to. But more, because the small things *and* the large things matter. This work matters. We see you.

In Community and Solidarity,  
The UPRISE Team



[--back to top--](#)

## 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.

- 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

[--back to top--](#)

- **Community Programming:** UPRISE hosts several event series throughout the year.
  - Nothing About Us Without Us: Civic Engagement Series
  - Community Conversations: Building Capacity Across Identities
  - 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.

## **FY2023 Programming**

After a few years with exclusively online programming, UPRISE began to build in person community spaces again, but always with the understanding that this pandemic is not over. UPRISE staff were masked, and we required masks at all of our in-house programming. We continue to take the safety of our team members and community seriously, and center Disability Justice in all things. So while we did do work in person, we continued to center accessible, virtual programming spaces, and any event that was in person included an option to join us virtually. Below are brief summaries of this year's programming:

### 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 brief summary of groups that partnered with UPRISE to support their learning:

*APANO:* The Asian Pacific American Network of Oregon supports organizing, advocacy, and community development in the Asian, Asian American, and Pacific Islander community. We were privileged to be brought in by their group for their annual Resilience Series, to support community members to learn about Disability Justice. In addition, we facilitated a DJ workshop with APANO's staff to support internal Disability Justice practices.

*Cascade Abortion Support Collective:* This is a volunteer run organization that provides free, confidential abortion and reproductive health care support. UPRISE provided a base Equity and Liberation training for their volunteers, with strategies for applying a racial, gender, and Queer justice lens to reproductive justice, with special attention paid to the history of the movement and our indebtedness to Black, Queer womxn. CASC has committed to bringing us back in FY24.

*Cascade AIDS Project:* CAP provides health and wellness services for LGBTQ+ community members impacted by HIV. Our work with this group was primarily focused on their internal team dynamics. We focused on relationship building, supporting cross-cultural conflict resolution, and gave them a “crash course” in Restorative Practices, including building foundational knowledge and practicing basic restorative circles.

*Center for Trauma Support Services:* This organization supports survivors of violent crime, and was in the midst of a major transition, with its Executive Director on the cusp of retirement. We facilitated conversations with their Board of Directors to create a viable transition plan.

*Coalition of Community Health Clinics:* CCHC is a partnership of 17 community health clinics. We began our work with an all-staff retreat supporting conversations around personal identity in the context of collective movement-building. We then created three content-specific trainings based on staff feedback of topics they wanted to explore deeper, including cross-cultural conflict resolution, strategies for building shared praxis, and indigenized decision making.

*First 5 Humboldt Conference:* UPRISE was privileged to serve as one of First 5 Humboldt’s keynote speakers. Our keynote address was titled: Storytelling as Resistance. We also facilitated two workshops: Moving in Two Worlds: Reimagining and Reclaiming Who We Are (designed for BIPOC service providers), and Storytelling is Healing: Indigenizing Early Childhood Mental Health with Cuentoterapia.

*Lines for Life YouthLine:* YouthLine is a peer crisis line, staffed in part by youth volunteers. Our work with this organization is straddling both FY23 and FY24. We engaged in a curriculum review to support lessons about mental health, wellness, and crisis in grades 6-12. We also engaged in a SCOT (Strengths, Challenges, Opportunities, and Threats) assessment to determine subsequent training, which became Cross-Cultural Conflict Resolution, Trauma Informed Supervision, and Interrupting the Norms of Professionalism.

*Multnomah County:* Our work with Multnomah County employees centered on Disability Justice. We provided a Foundations of DJ training to their Community Partnerships and Capacity Building department, and we were invited back for a larger DJ training,

[--back to top--](#)



available to all county staff, through their Organizational Learning department. We gave that training on three separate dates to support accessibility.

*Pediatric Associates of the Northwest:* PANW is an integrated team of pediatricians, psychologists, and speciality providers that support multidisciplinary care management. We provided Equity & Liberation training to their team with a special focus on pediatric healthcare – two tiered trainings, available three times each to support accessibility across varied provider schedules.

*Portland State University’s School of Social Work:* This is a partner that we have been privileged to work with across several fiscal years. This year, we were brought in to provide a foundational Equity and Liberation training as part of their student orientation, with students from the BSW, MSW, and Children, Youth, and Families programs in attendance – about 400 students total.

*Shift Results:* Like many of our partners this year, our work with Shift was in supporting the team’s internal practices. Shift Results is a nationwide consulting company grounded in “improvement science” for change management. Our work with this group included trainings on Leveraging Our Power, Interrupting the Norms of Professionalism, mini trainings on White Saviorism and Microaggressions, and a foundational Equity and Liberation training.

*Washington County Public Health:* Our work with Washington County was with their Suicide Prevention department, supporting their strategic planning process. We began with a base Equity and Liberation training, with a special focus on suicide prevention and intervention. We also engaged in SCOT Assessment, accompanying Meaning Making session, a capacity building training for the Strategic Planning Committee, and a training on Leveraging Our Power. At this point, Washington County chose to terminate their contract with us because of concerns with our fit with their identified needs; feedback we received was that we focused too heavily on equity within the strategic planning process.

## 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, 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 Food Justice—the history of how we got here, where we are today, and the work happening on the ground to move us to Liberation. Each event focused on a different aspect of movement-making: Connecting, Healing, and Creating. We were honored to highlight the work of grassroots organizations, including the Pathways to Farming Incubator Program, the Northwest Indigenous Food Sovereignty Alliance, and Flying Dogheart Farm.

*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 Reproductive Justice, with three events: Uplifting the Queer and Trans Community, Uplifting the Sick and Disabled Community, and Uplifting Foundations of Reproductive Justice and Black Leadership in the Movement. We invited incredible BIPOC community organizers and “movers-and-shakers” to explore these topics together.

*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

[--back to top--](#)

from BIPOC artists and a shared meal. Selah was in person this year for the first time since 2019, and took place at Unity Farm inside one of their new greenhouses. Community members were also able to attend virtually, with ASL and CART provided. We offer deep appreciation (and as always, monetary compensation) to 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 continues to go strong on a quarterly basis. As always, we center BIPOC and QT/BPOC authors and protagonists; some titles this year have included *Braiding Sweetgrass* by Robin Wall Kimmerer, and *Where the Rain Cannot Reach* by Adesina Brown.

### 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/BPOC who often go underappreciated and do the vast majority of the community care needed to keep our communities going. During FY2023, we created and shipped 25 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, and provided a meal for the Pink Van Project this fiscal year, a volunteer based mobile support group for sex workers. While this program has started small, plans for FY24 are to expand our capacity in this area.

### Disability Justice

Our Disability Justice Program, The [UN]Titled Disability Justice Project, builds from the work of SINS INVALID and many others. We work to create a world where a body isn't a logistical problem, a mind isn't a burden and a human can be, no matter how they were born or who they became. The program focuses on opening space and opportunities for community,

[--back to top--](#)

connection, joy, and meeting our basic, usually unmet in these harmful systems we live in, needs.

*Monthly Coffee Hours:* 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:* Launched this fiscal year, this quarterly speaker series endeavors to penetrate the bureaucracy and red tape implicit to accessing services as a Sick and Disabled community member. Guests included representatives from ASSIST, Independent Living Resources, and Oregon Psilocybin Services.

*No One Left Behind: Disability Justice Means Disaster Preparedness:* This is a project that culminated in a series of Disaster Preparedness Educational videos for and by Disabled People, and included free take-home preparedness kits.

### YouthRise

YouthRise is our new youth programming, which launched in FY2022. This year, we've experienced funding and engagement challenges that have impeded the success of this program, but plan to continue building it up in FY24.

*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 showcase included drawing, painting, spoken word poetry, and other media, and was fully virtual due to covid case numbers. KidsRise was unfortunately canceled in FY23 due to having not received a minimum number of submissions to make programming feasible. Young artists who did submit artwork to KidsRise were still compensated for their labor.

*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

[--back to top--](#)

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 2024 and 2025. 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.

### **FY2023 Staffing Report**

#### UPRISE Staff FY2023

Brianna Bragg, MSW, Co-Director

Stephanie Roberson, MSW, Co-Director

Etawi O'Byrne, DAOC, Disability Justice Community Coordinator

Fatima Ibrahim, Communications and Membership Coordinator

Mia Arvizu, Organizational Learning Program Coordinator

Rhea Graves, Administrative Coordinator

Gillian Giles, Disability Justice Community Educator

Priya Judge, Facilitator

Saed Bannoura, On-Call Facilitator

#### Independent Contractors

Shilo George, MS, Lush Kuntux TumTum Consulting

Stephanie Ng Ping Cheung, Facilitator

Ginia Orakiblai, MS, Olisech Consulting

In line with many of our companion nonprofits, FY23 was characterized by both important strides and unanticipated challenges, which has been reflected on our team this year. At the beginning of the year, UPRISE hired new positions, and launched a 403b Retirement Plan for employees, in addition to existing medical and dental benefits. However, toward the end of the fiscal year, a net loss in Organizational Learning dollars as well as the projected loss of FY24 grant dollars (most of which were earmarked for General Operating support), in combination with rising inflation, prompted the UPRISE Board of Directors to engage in an organizational restructure that took effect at the beginning of FY24.

This restructure will support our fiscal health in a way that we believe still aligns with our organizational values. The UPRISE Collective will move, over the next two years, to a four Co-Director model.

Moving into FY24, Brianna Bragg will be our new Director of Programming, Stephanie Roberson will be our Director of Operations, and Rhea Graves will be our Assistant Director of People and Culture. We are currently hiring for an Assistant Director of Curriculum and Praxis.

As we engage in this transformation, we are excited to share our progress as it comes. We know that this can create some anxiety for our membership and community; however, we want to assure you that our core programming will remain intact. We continue to want the best for our staff, membership, and ultimately the community that we are a part of, and love.

### **FY2023 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 events. 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 58 full Members and 38 Volunteers, both around a 25% increase from last fiscal year. 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, the Director of Operations will be tasked with increasing Membership recruitment, retention and engagement for FY24, and our Director of Programming will be responsible for Volunteer management.

### **FY2023 Board Report**

#### UPRISE Board of Directors FY2023

Dustina Haase-Lanier, MSW, Facilitator  
Dominique Price, MSW, Treasurer  
Josh Lubatkin, Esq, Story Keeper  
Israa Hasani, MSW, Story Keeper  
Asa Wright, MFA  
Abdul Fofanah, MSW  
Magdalena Ruiz

#### FY2023 Regular Board Meetings

August 31, 2022  
October 26, 2022  
December 14, 2022  
February 23, 2023  
April 26, 2023  
June 21, 2023

#### FY2023 Board Special Session

May 11, 2023

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

#### Actions

- Ratified Board officers
- Approved quarterly financial reports

[--back to top--](#)

- Approved new/expanded policies on Workers' Compensation and Unemployment Insurance, Parental Leave, and the institution of a Wellness Stipend for qualifying employees.
- Approved new/expanded policies on Technology use and the incorporation of Paid Leave Oregon provisions
- Approved resolution to apply for a line of credit for emergency fiscal purposes (Line of credit was not accessed or applied for in FY23, but merely adopted as a provision)
- Designed and approved an organizational restructure to a four Director model to begin in FY2024.

Reported Conflicts of Interest During FY2023

None



## FY2023 Financial Report

### The Uprise Collective

#### Statement of Activity

August 2022 - July 2023

	TOTAL
Revenue	
Donation	3,543.28
Foundation Grant	91,611.00
Fundraising	1,004.57
Government Grant	36,667.00
Membership Dues	5,737.50
Organizational Learning Contributions	138,349.01
<b>Total Revenue</b>	<b>\$276,912.36</b>
GROSS PROFIT	<b>\$276,912.36</b>
Expenditures	
Advertising & Marketing	1,784.87
Bank Charges & Fees	0.48
Event Food	2,809.15
Independent Contractors	5,220.00
Insurance	5,750.02
Legal & Professional Services	4,312.00
Meals & Entertainment	590.60
Membership Events	599.00
Office/General Administrative Expenditures	
Office Supplies	3,845.18
PO Box Renewal	20.40
Postage	1,258.68
Printing	613.18
Software & Subscriptions	2,588.97
Taxes & Licenses	931.13
<b>Total Office/General Administrative Expenditures</b>	<b>9,257.54</b>

[--back to top--](#)

Other Business Expenses	84.06
Payroll	
Employee Benefits -Health	7,435.84
Employer Taxes	23,213.82
Intern Stipend	3,600.00
Payroll Fee	2,610.24
Retirement Contributions	-242.41
Retirement Fees	2,250.00
Salaries & Wages	259,743.06
Workers Comp	-18.00
<b>Total Payroll</b>	<b>298,592.55</b>
Program Expenses	
Attendee food, gifts, prizes	2,941.18
Book Club Care Kits	757.00
CART, ASL, Translators, Interpreters, Interviewers	10,724.84
DEP3 Emergency Kits	4,401.35
	<b>TOTAL</b>
Organizer Meals	177.69
Other Program Expenses	3,444.63
Speaker Honoraria	4,779.70
<b>Total Program Expenses</b>	<b>27,226.39</b>
Staff/Contractor Meals	47.00
Supplies	
Care Kit Supplies	1,801.96
<b>Total Supplies</b>	<b>1,801.96</b>
Training and Education	89.00
Travel	
Travel - Lodging	1,166.77
Travel - Meals	641.75
Travel - Transportation	838.41
<b>Total Travel</b>	<b>2,646.93</b>
Utilities	
Rent & Lease	10,200.00
Telephone	3,730.81
<b>Total Utilities</b>	<b>13,930.81</b>
<b>Total Expenditures</b>	<b>\$374,742.36</b>
NET OPERATING REVENUE	<b>\$ -97,830.00</b>
Other Expenditures	
Fundraising Expense	244.87
<b>Total Other Expenditures</b>	<b>\$244.87</b>
NET OTHER REVENUE	<b>\$ -244.87</b>
NET REVENUE	<b>\$ -98,074.87</b>

## Financial Report Narrative

[--back to top--](#)

While our End-of-Year Statement of activity shows a loss of \$98,000, those figures are, necessarily and for reasons outside of UPRISE's control, not an accurate reflection of UPRISE's Fiscal Year. In the last year, UPRISE has hired new bookkeepers, Closing Your Books LLC, and new tax accountants, Maluli Consulting LLC, to oversee our bookkeeping and the filing of our annual 990 tax forms. Our new partners have found that our old financial partners have been less diligent than we would like in ensuring that grant funding is being counted in the correct fiscal year.

What you, our valued partners, see in the reports from this fiscal year is a reflection of the fact that we had a \$85,000 grant from The Collins Foundation that, because we received the grant payment in FY22, did not get counted as "deferred income" for FY23. We are unable to show you a truly accurate Profit and Loss Statement because those dollars have already been accounted for in our FY22 990 tax filing and we cannot, in effect, count it twice. Accounting for that error, UPRISE had a Total Revenue of \$361,912.36 for FY23, and Total Expenditures of what you see above, \$374,742.36, with a total Net Loss of \$12,830.00.

Our first Operating Net Loss in UPRISE's history can be attributed in part to an unanticipated dip in Organizational Learning dollars, likely a result of changing economic conditions. This reality, in conjunction with a continued projected decrease in grant funding for FY24, spurred the Board's decision to restructure the organization in order to align with a more fiscally conservative model that will help us to stabilize, while continuing to provide important community programming. You may read more about UPRISE's new Four Co-Director Model in our FY23 [Staffing Report](#).

### Strategic Plan Update

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

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

FY2023 Goals:

- Contract with First Congregational to secure a 3rd office/storage room in our current location.
- Add health, vision, and dental insurance for employees at or over .5FTE.

[--back to top--](#)

- Increase budget for payroll outsourcing, insurance, and technology costs for Coordinator positions.
- Increase budget for UPRISE merchandise.

Where We Succeeded:

- Health, Vision, and Dental coverage is now available for all UPRISE employees at or over .5FTE. Employees who are not eligible for or who opted out of insurance coverage were eligible for a \$120/mo Wellness Stipend.
- This year, we launched a Bonfire campaign to sell merchandise as part of an organizational fundraising campaign:  
<https://www.bonfire.com/store/uprise-1/>
- With support from Meyer Memorial Trust, we were able to contract with Closing Your Books, LLC to support bookkeeping.

Where We Fell Short:

- With a lower than expected revenue this fiscal year, and given FY24 projections, UPRISE will be downsizing from the two office spaces and storage space we currently have, back to one office space and one storage space to save funds.

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

FY2023 Goals:

- Increase: .75FTE (32HR) Co-Director
- Increase: .5FTE (20HR) Co-Director
- Increase: .75FTE Organizational Learning Coordinator
  - Duties will expand to include policy reviews, data analysis, designing assessment, beginning to learn our quoting system in coordination with Admin and Co-Directors.
- Add: .5FTE Membership and Volunteer Coordinator
- Add: .5FTE Feed Our People Program Coordinator
  - Duties will include fundraising and grant writing/reports for projects, coordinating current program, and developing partnerships with community organizations and organizers

[--back to top--](#)

Where We Succeeded:

- You can read about the state of UPRISE staffing [here](#).

Where We Fell Short:

- Due to funding shortages, UPRISE is engaged in a staffing restructure to support a thriving wage and to align with our current fiscal reality. We are moving to a four Co-Director model starting in FY24.

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

FY2023 Goals:

- Reawakening & Reimagining:
  - KidsRise Series
    - Add: Storytelling and Performance Night
      - What does liberation look like?
      - Spotlight on activism and organizing
  - Launch Programming Committee
- Disability Justice
  - Add: Disability Justice Conference - 2nd Annual (every/other year)
    - Maintain \$15,000 budget
    - Add: stipends for committee members
- Feed Our People -
  - Add: Reclaim My Flame Kits: QTBIPOC/BIPOC Care Kits
    - Kits will include information on reclaiming ancestral language: Language app or reclamation vocabulary cards, etc., self care items, journal and pen, \$20 gift card, and community resources (mutual aid network list, organizations that serve us [feature partner organizations and current events]).
  - Organizer Meals
    - Increase: Feed four grassroots organizations/groups of people who are doing organizing work with a goal of \$1000/meal

[--back to top--](#)

- Build program to feed/supply on the ground actions happening live; begin fundraising with a goal of \$500 per action.

Where We Succeeded:

- For Feed Our People in FY24 we plan to build a mutual aid model with ongoing fundraising to support Care Kits and Meals for Organizers
- Disability Justice programming expanded this year with the launch of No One Left Behind. Learn more [here](#).
- The Disability Justice Conference work was taken over by Disability Justice Dreaming.

Where We Fell Short:

- KidsRise was canceled this year due to lack of engagement but will return in FY24.
- Reclaim My Flame kits were scrapped due to lack of funding, but our core Care Kit program is going strong!
- We were able to feed one organization through our Meals for Organizers program, but due to lack of funds we were limited in our scope this year.

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

FY2023 Goals:

- Increase: 125 Member Goal
- Add: A networking event for members
- Add: Membership Coordinator position

Where We Succeeded:

- Membership increased by 25% this fiscal year. We were able to host a Membership Drive in Fall 2022, and another in Winter 2023.
- We were able to host one networking event for members, a family night at OMSI, in addition to our annual Member Meeting and 5 Year Anniversary Party.

[--back to top--](#)

- While the Membership Coordinator position is being lost in the restructure, the new Director of Operations will take on the duties of Member Engagement.

Where We Fell Short:

- We are not at 125 Members, but remain hopeful for FY24 for another increase in membership.

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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