

FY 2024

TheUPRISECOLLECTIVE
ANNUAL
REPORT

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A MESSAGE FROM UPRISE

The UPRISE Collective was founded in 2018 in order to bridge the gap between the change we wish to bring about in the world, and the reality of surviving systems as they exist today. We believe that our place is to build spaces where ancestral wisdom, knowledge sharing, power base building, and collective healing intersect.

Our past year has been a period of great transition and growth. We piloted a new organizational model with a flattened hierarchy, and we engaged with community to develop a new three year Strategic Plan. In addition, we have set the stage to solidify UPRISE's place as a community based, community serving organization via current programming and several upcoming projects. There are exciting and beautiful things on the horizon, and we offer our deepest gratitude to our Board, our Members, our funders, and the broader community for your continued engagement and support. In a time of significance sociopolitical upheaval, we are still here.

In Community and Solidarity,
The UPRISE Team



ABOUT UPRISE

Our Mission:

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

Our Vision:

We envision a collective liberation in which we as targeted peoples--grounded in our knowledge, ancestral wisdom, and survivance, and sustained by our relationship with the Earth--build a world for all to thrive.



Our Model:

An inside/
outside
approach to
mutual
liberation.



Our 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.

Our 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 necessarily includes building relationships across communities, with the recognition that no community is a monolith.
- We believe folks 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.
- We believe intersectionality is a thing, because it is.
- We believe our coping/survival skills, which include the ability to experience joy, are the gifts we bring to our communities to the world and that our vision can extend beyond just our ability to cope.
- We believe we can do better and we deserve better. We believe that liberation and healing are possible.
- We believe empowerment isn't a thing, because it's not and is connected to saviorism. Power comes from each person and within the community. When we realize our power, reclaiming it becomes essential.
- We believe this world is unable to survive without us. 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 and so 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.
- We recognize that ideas, models, and ways of existing 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.
- 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.

OUR FY24 TEAM



Brianna Bragg
Director of Programming



Stephanie Roberson
Director of Operations



Rhea Graves
Asst. Director of People & Culture



Ginia Orakiblai
Asst. Director of Curriculum & Praxis



Saed Bannoura
Facilitator



Dustina Haase-Lanier
Board Facilitator



Joshua Lubatkin
Board Storykeeper



Jennie Tian
Board Treasurer



Asa Wright
Board Member



Matt Chorpenning
Board Member



Abdul Fofanah
Board Member

FY24 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. 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. Beginning on the next

page is a brief summary of groups that partnered with UPRISE to support their learning:



FY24 PROGRAMMING

Organizational Learning

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.

Cascade AIDS Project (CAP): CAP provides health and wellness services for LGBTQ+ community members impacted by HIV. We were privileged to work with this group in FY23, and we were brought back this year to support the organization in advancing Disability Justice.

Coalition of Community Health Clinics (CCHC): CCHC is a partnership of 17 community health clinics. We also worked closely with this group in FY23, and finished our time together by supporting their Board of Directors in FY24 in doing the preliminary assessment to support the building of a Strategic Plan.

Lines for Life/ YouthLine: YouthLine is a peer crisis line, staffed in part by youth volunteers. We began our work with this group in FY23, and will continue to work with them in FY25, so this has been a valued long term relationship for UPRISE. This year, our focus was supporting internal processes and relationships. The community assessments that we initiated in FY23 supported our work in FY24, including a staff survey, Restorative Justice work, and Trauma Informed Supervision trainings.

FY24 PROGRAMMING

Organizational Learning

Northwest Portland Area Indian Health Board: We were privileged to facilitate a session of this group's annual retreat. We focused on community building and Indigenized decision making models.

Oregon Association of Relief Nurseries (OARN): OARN supports Relief Nurseries throughout Oregon. We were honored to be included in this group's Annual Retreat, where our focus was building trauma informed, cultural humble, liberatory pre-school programs.

Oregon Health Authority: This year, we've been privileged to be part of the 988 rollout across Oregon, training mobile crisis workers. Our Cultural Humility in Crisis Services series supports participants to incorporate principles of racial, gender, and disability justice into their practice.

Oregon Metro: We've been thrilled and honored to be included in Oregon Metro's pool of facilitators. Trainings we've gotten to provide this multi-faceted team include basic Equity and Liberation work, Data Justice, and Cross Cultural Conflict Resolution.

Relief Nursery, Inc: This statewide organization supports and manages Therapeutic Early Childhood Programs. Our work with this group centered in a Curriculum Review of ten training modules used to train new staff, helping to infuse trauma informed care and intersectional justice into each module.

FY24 PROGRAMMING

Organizational Learning

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, PhD, and Children, Youth, and Families (CYF) programs in attendance – about 400 students total.

Washington County: From April 2023 to September 2023, UPRISE Collective was invited to participate in the Washington County Public Health Modernization Project. The project was facilitated by Rede Group and Washington County Public Health staff. Our team member Ginia participated as a Community Engagement Advisor to co-design a virtual listening session held on July 19, 2024 to share resources and learn the needs, strengths, and lived experiences of BIPOC communities related to emergency preparedness.



FY24 PROGRAMMING

Reawakening the Past, Reimagining the Now

Reawakening & Reimagining is about building internal capacity. The systems that underpin this world are built on stolen land and stolen labor, and were designed to prey on our communities. UPRISE works to address the root causes of this legacy by learning from our ancestors whose histories have been stolen from us, and learning from each other through storytelling and mutual skill building. We create opportunities to build coalitions between our communities so we can share tactical knowledge, historical wisdom, and organizing skills that

support our collective survival, while centering the radical imagination it requires to build something new. Programming this year was funded by the Marie Lamfrom Charitable Foundation.



FY24 PROGRAMMING

Reawakening & Reimagining

The 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. Community Conversations was a beautiful space this year where we focused on recent legislation and its impact on BIPOC and intersecting communities. The first event focused on Native Rights: attacks on ICWA, tribal sovereignty, and legislative genocide. The second event centered on Black community: Affirmative Action, bans on Critical Race Theory, and anti-Black education policies. The third event focused on anti-Queer/Trans legislation like Creative 303 and Drag bans. The conversations were engaging, enraging, and mobilizing. This series is available online through our YouTube page.

KidsRise Youth Art Showcase: This is a space for youth to engage in art and performance around the ideas of liberation and to share their experiences with challenging oppression. This year, KidsRise took place at the June Key Delta community center, and young artists responded to the prompt: “How is the world different with you in it?” Activities included weaving, drawing, work with clay, and the building of a collective community mural. Resident artists Daren Todd and Teresa White supported youth in creating their visions.

FY24 PROGRAMMING

Reawakening & Reimagining

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. We were able to host a hybrid event in which those of us who could be in person sat in a circle, witnessing our storytellers' words, and other community members were able to join us virtually. We heard Creation stories from Warm Springs and Filipino traditions; we held space for Resistance stories about preserving and reviving Native art, and we heard Healing stories about decolonizing healthcare and Queer sex ed. Our Outliving Thanksgiving celebration event centered on a beautiful community mealshare, while we enjoyed Drag performers reading banned books.

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, our focus was Food Justice. We were honored to partner with organizations like the Oregon Food Bank's Pathways to Farming program and the NW Indian Food Sovereignty Alliance to educate community members about food sovereignty and justice, and to support folks to get plugged into the movement.

FY24 PROGRAMMING

Reawakening & Reimagining

UPRISE Book Club: Book Club this year was a resounding success; over the course of the year, community members read and discussed *The Body is Not an Apology* by Sonya Renee Taylor, *My Sister the Serial Killer* by Oyinkan Braithwaite, *Even Though I Knew the End* by C.L. Polk, *Scourge Between Stars* by Ness Brown, and *The Gilded Ones* by Namina Forna. Our exploration of BIPOC authors, their stories, and their themes helped us to build beautiful relationships with each other, and to delve more deeply into ourselves.

Know Your Rights: KYR is a supplementary program that we host when funding allows. KYR supports knowledge and capacity building in a changing sociopolitical landscape. The focus for these workshops, facilitated by an attorney, include immigrant rights, LGBTQIA2S+ rights, reproductive rights, and more. We were able to host a workshop in April focused on immigration, facilitated by attorney Florence Otaigbe.



FY24 PROGRAMMING

Feed Our People

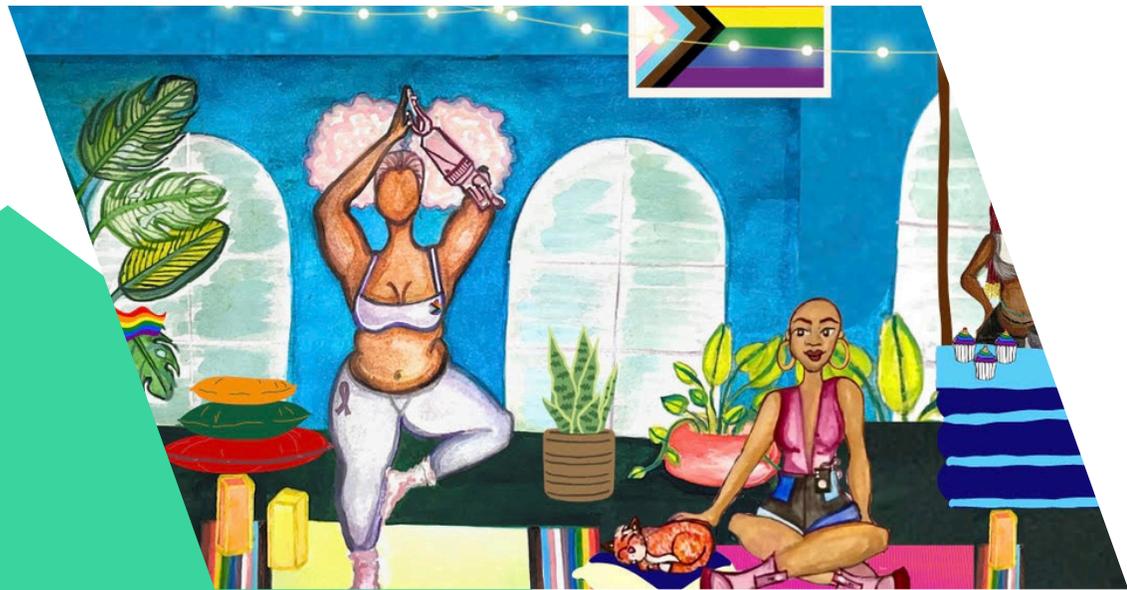
Care Kits: Our Care Kits are special packages mailed to community members (who are often nominated by other community members to receive a kit) who are doing the hard work of supporting our communities in reaching liberation. Items vary based on funding but include a grocery gift card, teas, soaps, affirmations, 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 FY2023, we created and shipped 27 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 during FY23, a volunteer based mobile support group for sex workers. This year, we provided tamales to a group of protesters engaging in divestment strategies in support of Palestine.

FY24 PROGRAMMING

The [UN]Titled Disability Justice Project

Funded by Oregon Health Authority, 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, connection, joy, and meeting our basic needs. Our DJ program is about remembering who we were to each other, and in our own bodies, prior to colonization.



FY24 PROGRAMMING

Disability Justice

Coffee Hour: Monthly Coffee Hours are an opportunity 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 Speaker Series: This quarterly speaker series endeavors to penetrate the bureaucracy and red tape implicit to accessing services as a Sick and Disabled community member. This year's guests included Oregon Psilocybin Services, Shilo George (who focused on "Topping Your Primary Care Provider," and Tieszt Taylor, who educated community on important considerations and patient rights in the case of psychiatric hospitalizations.

DJ Turnup: These events were born out of Coffee Hour folks wanting more time with each other and to invite others in to socialize and build each other up. Community is asking for a quarterly series, and UPRISE is working on securing funding.

FY24 PROGRAMMING

Community Partnerships & Endorsements

Community Partnerships are central to UPRISE’s work, because we do not and cannot do this work in isolation. Throughout our programming year, we work with many community partners. Some organizations that supported our community spaces this year included the NW Indigenous Food Sovereignty Alliance, Aim4Access, The NAYA Action Fund, Oregon Food Bank, PRISMID Sanctuary, Lush Kumtux Tumtum, Oregon Psilocybin Services, and Art Larger than Me, LLC. As always, we center BIPOC organizations and vendors. On the next page, you’ll find two partner organizations spotlighted, Suma and the Future Generations Collaborative, and some information about what a few of our partnerships looked like this year.



FY24 PROGRAMMING

Community Partnerships

Suma: We are proud to partner with Suma, a Portland based nonprofit that engages in Digital Organizing and Digital Justice in targeted communities. Our work has included deep collaboration building Principles of Disability Justice into their Digital Justice work. We believe that colonization and capitalism has resulted in a mass disabling of our communities, a disconnection from the land, and a systemic denial of basic available technologies. We have worked with Suma in many capacities: We supported work to get PCEF's Climate Investment Plan approved by the City Council, and we sit on committees supporting their curriculum and program development. The Suma team hosted an event for our community this year on technology and web literacy, we also support Suma's getting meals and low cost services to low income and Disabled community members.

Future Generations Collaborative: FGC is a collective impact partnership between Native serving and Native specific organizations, institutions, governments, and community members. We do this through community engagement, re-indigenizing research and evaluation, strategic policy advocacy, and innovative education and technical assistance. UPRISE and FGC have co-sponsored programming this year, including a memorial service for Nex Benedict, centering Two-Spirit youth, and a Two-Spirit Family Picnic during this year's Pride celebrations.

FY24 PROGRAMMING

Endorsements

Community Budgeting for All: UPRISE is honored to add our name to the list of organizations that are in favor of Community Based Participatory Budgeting. Led by NextUP, a coalition of people is working to get participatory budgeting measures added to the ballot. This work is ongoing, and we look forward to continuing to connect our Members and community to the organizing and mobilizing opportunities that this change activity will require.

You can learn more about this work at <https://www.communitybudgetingforall.com/>

Ranked Choice Voting: UPRISE has also endorsed an upcoming Ballot Measure to introduce Ranked Choice Voting across Oregon. This Measure will be included in the November 2024 ballot. Our Members and community have stayed updated and involved in opportunities to organize for this Measure.

You can learn more about this work at <https://www.oregonrcv.org/>



FY24 STAFF REPORT

Regular Staff

Brianna Bragg, MSW: Director of Programming

Rhea Graves, BA: Assistant Director of People & Culture

Ginia Orakiblai, MS: Assistant Director of Curriculum & Praxis

Stephanie Roberson, MSW: Director of Operations

On-Call Staff

Saed Bannoura, BA

Independent Contractors

Lush Kumtux Tum Tum Consulting

Stephanie Ng Ping Cheung

MSW Intern

Vivian Duong, who earned her MSW/MPH in July 2024

Reflections

At the beginning of FY24, we piloted a new organizational structure of a “Council of Co-Directors.” We can report here that the new model has been a resounding success; staff are managing the new flattened hierarchical structure well. However, as we expand, our challenge will be continuing to be mindful about power dynamics as we welcome new team members and build new programs and new positions. A significant goal as part of our upcoming Strategic Plan will be to expand our on-call facilitation team.

We are also continuing to expand our Community Care plans, including an updated Restorative Justice Conflict Resolution framework and increased support for paid time off, benefits, and leaves of absence. We are excited to keep you updated as we continue to grow.

FY24 BOARD REPORT

Board of Directors

Dustina Haase-Lanier, MSW:

Facilitator

Jennie Tian, ACC, CPCC:

Treasurer

Josh Lubatkin, Esq:

Storykeeper

Abdul Fofanah, MSW

Asa Wright, MFA

Matt Chorpenning, MSW

FY24 Meetings

August 30, 2023

October 25, 2023

December 13, 2023

January 31, 2024

March 27, 2024

May 29, 2024

*rescheduled; quorum not reached

June 26, 2024: *Special Session

July 31, 2024

Reported Conflicts of Interest

0

Actions & Resolutions

- Ratified Board officers
- Approved quarterly financial reports
- Approved an increase in On-Call Facilitator pay to exceed Director pay per hour.
- Approved signatory power to new members of the Directors team
- Approved updated grievance and conflict resolution policies
- Developed and approved process for accepting and rejecting sponsorships
- Approved FY25-27 Strategic Plan

FY24 MEMBERSHIP & VOLUNTEER REPORT

The UPRISE Collective is a Member-based 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.



FY24 MEMBERSHIP & VOLUNTEER REPORT

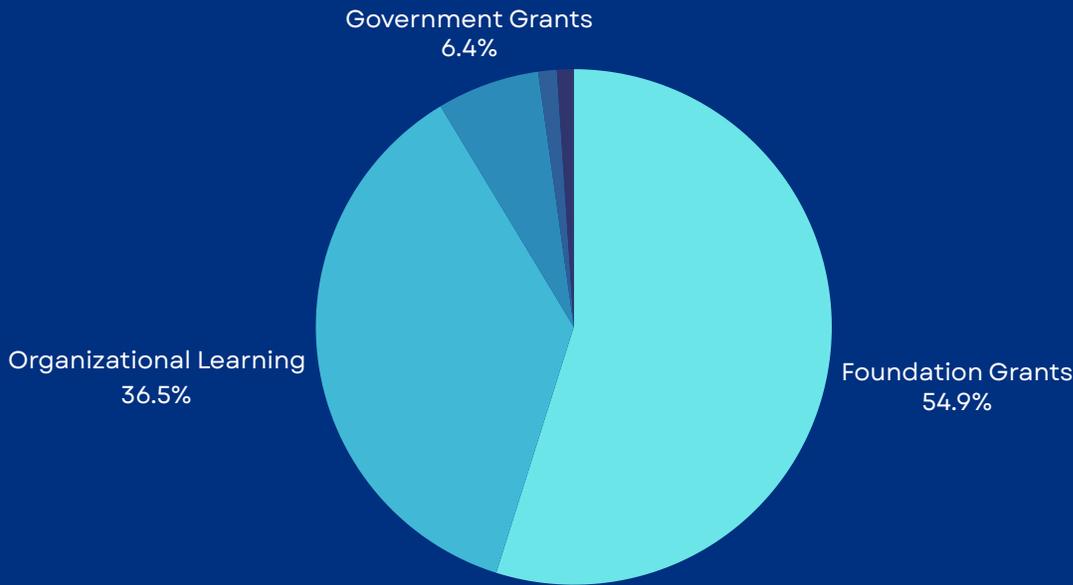
We recognize that everyone is in their own place financially. We have four membership tiers.

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 74 Members (a 21% increase from FY23) and 39 Volunteers.



FY24 FINANCIAL REPORT



FY24 Revenue		FY24 Expenditures	
Foundation Grants	\$214,272	Payroll	\$271,880
Government Grants	\$23,916	Program Expenses	\$50,065
Organizational Learning Contributions	\$126,290	Legal & Professional Svcs	\$12,360
Membership Dues	\$4,320	Office/Administrative	\$7,391
Donations	\$6,563	Rent & Utilities	\$8,796
TOTAL	\$375,361	TOTAL	\$369,033

FY24 STRATEGIC PLAN UPDATE

Our Member and Board have officically voted to approve our new FY25-27 Strategic Plan, which has been a collaborative effort between multiple stakeholders over the past year. Our three principal goals are the following:

- **Build UPRISE’s infrastructure to support sustainability and foster growth**
- **Expand community programming to further our mission in a rapidly changing sociopolitical environment.**
- **Build stronger mechanisms for Member, Volunteer, and community engagement, advancing UPRISE as a community centered organization.**

FY24 STRATEGIC PLAN UPDATE

Some of the strategic priorities to support those larger goals include a Bylaw review (in which we hope to reserve Board seats for Elders and youth), a community advisory committee, Know Your Rights workshops to connect targeted communities to attorneys in order to better protect themselves against violent legislation, and a project funded by PCEF in which we build a community framework for accessible growing spaces (centering First Foods and regenerative agriculture). We will engage in a one year community based participatory process to develop the framework, and our hope is to be able to utilize the framework in order to create the UPRISE community center. Our ultimate goal is to have a community center that centers intersectional BIPOC art, storytelling, cultural and language reclamation, and food preservation.

Our complete Strategic Plan is available on our website: www.theuprisecollective.org

FY24 ANNUAL REPORT



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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*