

TheUPRISE COLLECTIVE

STRATEGIC VISION

FISCAL YEARS 2025-2027



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MESSAGE FROM THE CO-DIRECTORS

September 1, 2024

UPRISE was founded out of frustrations with trying to spark social change within organizations not designed for us: BIPOC, Queer and/or Trans, Poor, and Sick/Disabled. Dedicated to demystifying social change and supporting self-determination to build on community power, we “walk our talk” by upholding the history of resistance within targeted communities, reclaiming ancestral wisdom, and building anew. Our focus is to address the hurt (and the joy), understand where it comes from, heal together, build coalitions, and take collective action where we as BIPOC can dream together for something different.

Our Strategic Vision for Fiscal Years (FY) 2025-2027 represents the labor of multiple stakeholders, and the dreams of our community. Our hope with this document is to build upon our successes, learn from the places we fell short, and to remain steadfast to our stated mission. From the deepest part of our hearts, thank you for your continued support and engagement. Take care, stay well, fed, and safe, and we’ll look forward to being in community with you.

BRIANNA BRAGG, MSW

DIRECTOR OF PROGRAMMING

RHEA GRAVES, BA

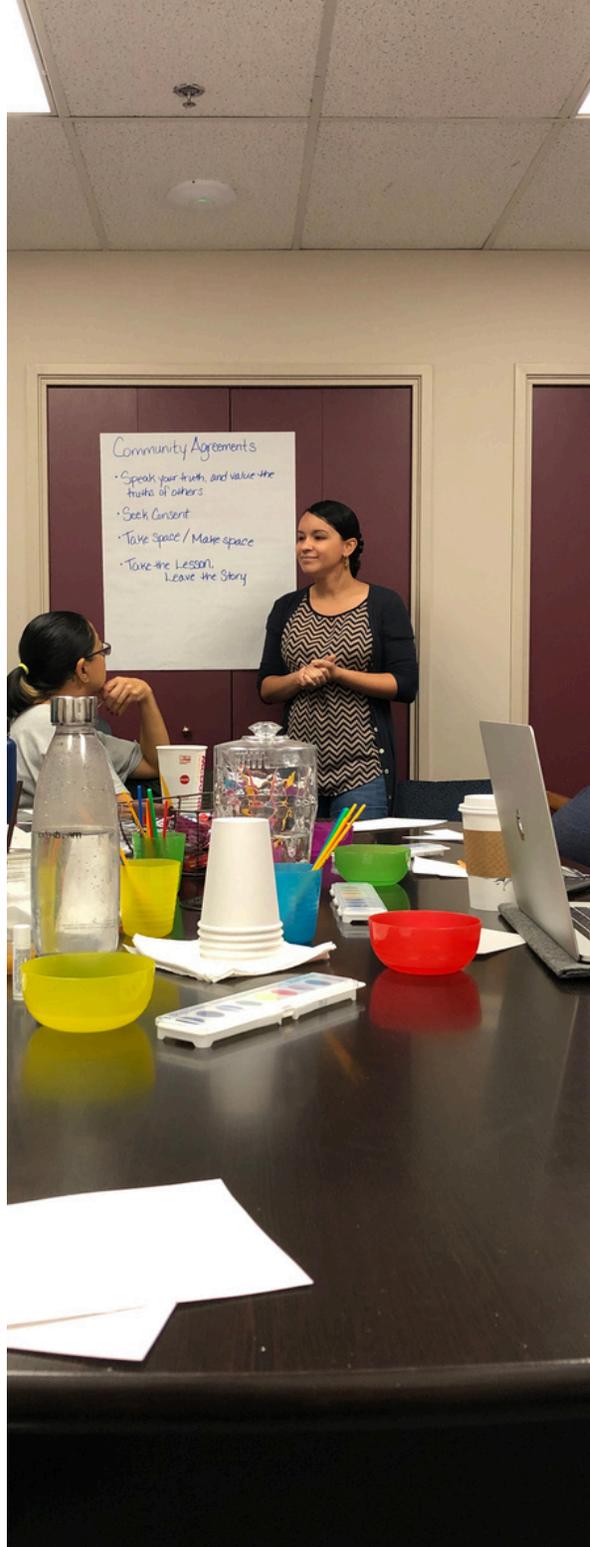
DIRECTOR OF PEOPLE & CULTURE

GINIA NGELEMAU ORAKIBLAI, MS

DIRECTOR OF CURRICULUM & PRACTICE

STEPHANIE ROBERSON, MSW

DIRECTOR OF OPERATIONS





RATIONALE

Our last Strategic Planning process was about growing a small, emerging nonprofit in a sustainable, values driven way. In the past three years, we have added FTE staff, benefits packages, and restructured our organization to a “Council of Co-Directors” model. We have expanded programming, added new programming that is responsive to community needs, and are proud to say that UPRISE now impacts about 1,300 people per year.

Now that we have built the foundation of who we are going to be, it’s time to build and expand our infrastructure, collective knowledge, and capacity to firmly establish The UPRISE Collective as a community serving entity, dedicated to advancing liberatory practices within a Nonprofit Industrial Complex not designed for us.

PROCESS

Member Listening Sessions	October 2023
Organizational Assessment: Staff	November 2023
Organizational Assessment: Board	December 2023
Staff/Board Data Review and Meaning Making	January 2024
Member Brainstorming Session	February 2024
Staff Visioning	March 2024
Draft writing began	April 2024
Draft presented to Members	May 2024
Final Strategic Plan presented for Board approval	August 2024

Evaluation and Accountability: Our progress will be formally presented to the Board quarterly and our Members at the Annual Meeting in May.





"As someone who has worked with youth in Portland for the past 15 years, I am thrilled when I encounter cultural and community leaders who are taking action to change the ways we work with youth. I see UPRISE Collective as a pinnacle leader in the area of liberatory and participatory approaches to youth programming. ...UPRISE Collective brings a critical perspective, engaging and accessible activities, and most importantly centers youth voice. Each year I ask students which workshops they want to return or not and Uprise is always on the list to invite back."

Rhen Miles, MSW
Pathways Manager
The Voice Project

STAKEHOLDERS

FY24 Staff

Director of Programming

Brianna Bragg, MSW

Asst. Director of People & Culture

Rhea Graves, BA

Asst. Director of Curriculum & Praxis

Ginia Ngelemau Orakiblai, MS

Director of Operations

Stephanie Roberson, MSW

Facilitator

Saed Bannoura, BA

MSW Intern

Vivian Le Duong, MSW/MPH Candidate

FY24 Board of Directors

Dustina Haase-Lanier, MSW: Facilitator

Jennie Tian, ACC, CPCC: Treasurer

Joshua Lubatkin, Esq: Storykeeper

Abdul Fofanah, MSW: Board Member

Asa Wright, MFA: Board Member

Matt Chorpenning, MSW: Board Member

Major Funders

Collins Foundation

Marie Lamfrom Charitable Foundation

NoVo Foundation

Oregon Health Authority

Oregon Humanities

Seeding Justice

UPRISE Members

Total of 70 Members registered in FY24



FOUNDATIONS

Mission

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

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.

FOUNDATIONS

Values

Speaking authentically
Valuing curiosity
Deep Research
Data sovereignty
Recentering liberation work to be accessible and intergenerational
Relationship
Collaboration
Tenderness with people
Honoring boundaries
Owning our own "stuff" - Our trauma, our strengths, and the work we still have in us to do

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.





MODEL

- **Organizational Learning:** Working with organizations, coalitions, and community groups to advance liberatory practices within their work, which 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
- **Reawakening & Reimagining:** 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
- **[UN]Titled Disability Justice Project:** Supporting the advancement of liberation in Sick and Disabled Communities
 - Community Building: Monthly Coffee Hours
 - Community Education: Training, consultation, and quarterly Demystifying Disability Speaker Series
 - DEP3: Emergency Preparedness Programming and community support
- **Feed Our People:** A way to support community members with targeted identities who embody resistance in change spaces.
 - Care Kits: Mailed packages for folks who are doing the hard work of supporting our communities in reaching liberation.
 - Meals for Organizers: Paying to feed the people doing social change work.

FY25-27 STRATEGIC VISION

Principal Goal #1: Structure & Governance

Build UPRISE's infrastructure to support sustainability and foster growth.

	Organizational Strategy	Board of Directors	Staffing
FY25: August 2024- July 2025	<ul style="list-style-type: none"> Work with independent consultants to develop Marketing and Development Strategies Secure new office space 	<ul style="list-style-type: none"> Bylaw Review Reserve Board seats for Elders and Youth Explore Working Board model Increase from 7 to 9 Board Members 	<ul style="list-style-type: none"> Build funding strategy for expanded team PCEF Project: Secure independent contractor for preliminary planning work
FY26: August 2025- July 2026	<ul style="list-style-type: none"> Build new website, including programming calendar Build out program specific branding Secure funding for Development position 	<ul style="list-style-type: none"> Design and vote on Working Board Model Increase from 9 to 12 Board Members 	<ul style="list-style-type: none"> Increase Director of Programming from 0.5FTE to 0.75FTE PCEF Implementation: Hire Manager for accessible BIPOC growing space
FY27: August 2026- July 2027	<ul style="list-style-type: none"> Marketing & Development strategies to be utilized & refined by Assistant Director position Begin process for capital project 	<ul style="list-style-type: none"> Increase from 12 to 15 Board Members 	<ul style="list-style-type: none"> Increase Director of Programming from 0.75FTE to 1.0 FTE Hire 1.0FTE Assistant Director of Marketing & Development

FY25-27 STRATEGIC VISION

Principal Goal #2: Programming

Expand community programming to further our mission in a rapidly changing sociopolitical climate.

	Organizational Learning	Expanded Community Programming
FY25: August 2024-July 2025	<ul style="list-style-type: none">• Build onboarding program and style guide modules for facilitation team• Hire 1-2 on-call facilitators• Increase revenue by \$25,000	<ul style="list-style-type: none">• Add covid supplies to Care Kit program• Quarterly Drag Storytime• Quarterly Know Your Rights workshops• PCEF Project: Building a framework for an accessible BIPOC community growing space
FY26: August 2025-July 2026	<ul style="list-style-type: none">• Expand on-call facilitation team to 5• Build online content, secure CEU approval• Increase revenue by \$50,000	<ul style="list-style-type: none">• Expand Drag Storytime to monthly• Add Know Your Power: Tactical Skill Building Workshops• PCEF Implementation: Use framework to build growing space. Begin to house UPRISE community programming in-house
FY27: August 2026-July 2027	<ul style="list-style-type: none">• Launch 3 online workshops with CEU approval• Increase revenue by \$75,000	<ul style="list-style-type: none">• PCEF Project: Implement food preservation and storytelling workshops• Develop framework for opening community space for partner organizations

FY25-27 STRATEGIC VISION

Principal Goal #3: Membership & Community Engagement

Build stronger mechanisms for Member, Volunteer, and community engagement, advancing UPRISE as a community centered organization.

	Membership	Volunteers
FY25: August 2024-July 2025	<ul style="list-style-type: none">• Launch Quarterly Member Advisory Council with Member stipends• Host one Membership Networking Event• Increase Membership to 100	<ul style="list-style-type: none">• Build up volunteer process, including social media support, uplifting emergent community work and potential partner organizations
FY26: August 2025-July 2026	<ul style="list-style-type: none">• Develop and launch Advisory Committees; increase budget line item for stipends• Increase Membership Networking Events to 2 per year• Increase Membership to 125	<ul style="list-style-type: none">• Use framework to build Hands On Greater Portland portal to support volunteer management
FY27: August 2026-July 2027	<ul style="list-style-type: none">• Evaluate Advisory Committee process collaboratively and make changes as necessary• Increase Membership to 150	<ul style="list-style-type: none">• Create mechanism for managing Volunteers through the Membership Advisory Council

THANK YOU TO OUR SUPPORTERS



UPRISE MEMBERS - FY24

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|------------------------|-------------------------|-------------------------|---------------------|
| Aaron Goggans | Wiley Bay | Windsong Redtail Hawk | Sam Keil |
| Amy Swift | Katie Dineen | Yacub Kardos | Mark Woodlief |
| Bevyn Rowland | Katie West | Christopher Benjamin | Erin Taylor |
| Cassandra Hoy | Kaytee Evans | Zenia Junkeer | Kate Houston |
| Chetana Narasimha Jois | Komalpreet Kaur Sahota | Dustina Haase-Lanier | Erich Pitcher |
| Danielle Howden | Lala Shanks | Sarina Saturn | Aileen Duldulao |
| Deb Przepasniak | Lucy Dao | Jonah Balinky | Yulya Trinidad |
| Delia Burns | Maddy Norman | Dusana Maia Bohm | Nancy Dear |
| Dominique Price | Matthew Chorpening | Ridhi DCruz | Florence Otaigbe |
| Dustina Haase Lanier | Meg Panichelli | Emily Grace Acres | Casey Walden |
| Erin Pidot | Melissa Elliott | Caitlin Chow-Ise | Wren Ivy Harrell |
| Harold McNaron | Monica Parmley Frutiger | Winn Holly | Natalia Kay-O'Brien |
| Hayden Comphel | Nobuka Hoy | Nick Chaiyachakorn | Emma Jaromin |
| Heather Lynch | Rhea Bryant | Gita Mehrotra | Tre Madden |
| Ingrid Hannan | Ria Tsinas | Lee Watts | Oluwadamilola |
| Isabella Comphel | Samantha Lopez | Katie B Miller | Aimee Campbell |
| Jessica Ramirez | Staci Martin | a.c.ramírez de arellaño | |
| Josh Lubatkin | Vanessa Lombardi | Kiel Moses | |

