

RISING

TO THE CHALLENGE

2025 ANNUAL REPORT

COMMUNITY
CHANGE



Our Thanks

**Community Change and
Community Change Action
are deeply grateful for the
support and partnership of the
institutions and individuals
whose investments fuel our
fight for a just and equitable
multiracial democracy.**



Photo by Melissa Alexander, Phyllis Iller, LLC

Dear Friends,

As the MAGA regime and its enablers shattered the norms, values, and institutions we used to take for granted, Community Change and our advocacy arm Community Change Action acted with courage and determination to meet the moment. We stood with those who are most at risk, especially low-income people, immigrants, Black and Latino communities, women, and others who have always been at the center of our work to end poverty. We also made space to listen and learn from those who may not have seen themselves as part of a broader movement in the past, but who are now eager to join others in building a better society.

We fought back, organizing people in danger of losing access to health care, food aid, and the basic needs programs they need to survive. We organized the largest childcare work stoppage in recent history on Day Without Child Care. We secured permanent funding for a guaranteed income program in Cook County, Illinois. We met with over 500 people nationwide to hear their vision for a truly equitable healthcare system. We organized a series of trainings for hundreds of parents, educators, and community members on how to respond to immigration enforcement and ICE violence near schools and childcare centers. We did it all while balancing the tension between responding to manufactured crises and maintaining focus on our long-term organizing and power-building goals.

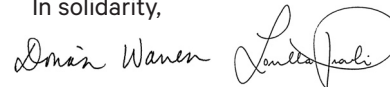
We fought for our vision of what this country can be: a multiracial democracy where poverty is a thing of the past and everyone has what they need to flourish and engage in society, including those who were never fully invited to the table in the old status quo. We are building a democracy and economy that is just, equitable, and answerable to the will of the people.

Authoritarian power depends on fear and despair to keep people isolated. Our work depends on organized people coming together to exercise collective power, which is the one force that can meet this moment. **Community Change fought alongside** our grassroots partners, low-income communities, and allies to win major victories in 2025 and build a powerful movement that can change the direction of our country.

We are not the first to face long odds. Our ancestors lived through slavery, genocide, disenfranchisement, internment, and erasure. With little in their hands, they transformed powerlessness into power, shifting what this country could imagine and accept. That same lineage runs through us, and our charge now is to organize, to act, and to fight for a multiracial democracy and just economy.

We hope the victories we achieved and the work we advanced in 2025 inspire you to join us in this fight.

In solidarity,



Dorian Warren and Lorella Praeli
Co-Presidents



About Community Change

Community Change's North Star goal is to build a broad-based movement with the power to abolish poverty in the United States. Since our founding in 1968, we have worked to build the power and capacity of low-income people, especially low-income people of color, to change the policies, institutions, and conditions that affect their lives.

We aim to bring people into this movement and build power through a focus on key areas where poverty, gender, race, and origin intersect:

- Childcare and health justice
- Economic freedom
- Building power at the state and local level
- Immigrant inclusion in our economy and democracy

In this pivotal moment in our country's history, as our democratic systems are being dismantled, our social contract is unraveling, and our country is slipping deeper into authoritarianism, Community Change and our sister organization Community Change Action seek to organize toward a more expansive vision of justice and liberation. Out of this crisis comes an opportunity to rewrite the rules of our democracy, economy, and society for a new era. The pillars of our approach include:

1

Building an organized base of people who experience the violence of poverty and racism in their daily lives.

2

Strengthening grassroots organizations rooted in low-income communities and communities of color.

3

Advancing campaigns that elevate issues, change people's lives for the better, and demonstrate the potential of organized people to build a better future.

4

Serving as movement infrastructure, providing operational, administrative, and strategic structure to movement groups and campaigns, and other essential supports for the broader progressive movement.

Building an Organized Base

People power is our country's most effective weapon against authoritarianism, and it is foundational to building a just and equitable future. In 2025 we used our issue areas as organizing on-ramps and brought more people together to solve shared problems and build collective power.

Organizing Medicaid and SNAP Recipients

During the first 100 days of Trump 2.0, we worked to throw sand in the gears of Project 2025. As part of our Protect and Build campaign, we began engaging people likely to suffer most from cuts to Medicaid, SNAP, and other basic needs programs. We collected more than **2,600 personal stories** from people who rely on these safety net programs, connected them with local and national media outlets, and shared their stories with state and federal policymakers to ensure their experiences were part of the public debate. We focused our organizing efforts in key states to leverage economic and political pressure points and mobilized approximately **40,000 people** across the country to complete over **100,000 online actions** to save Medicaid and SNAP.

Photo by Sam Hart



Childcare Organizers Make History

Our fourth annual Day Without Child Care was the largest one-day work stoppage in childcare organizing history: **1,395 providers** in **43 states** and Washington, DC, closed their doors and helped organize more than **100 events** nationwide. We organized providers, parents, and allies to demand stronger protections for, and investments in, childcare and other programs that help millions of people get the care their families need. Hundreds of news outlets across the country covered the events, reaching more than **186 million people**. We have grown Day Without Child Care every year, collaborating with our grassroots partners and engaging a growing base of providers and parents through our Childcare Changemakers organizing project. Through Changemakers, we are testing and improving online-to-offline organizing methods that bring together workers and community members to win better wages and career opportunities for the care workforce. We currently represent over **105,000 Changemakers** across the country who are sharing their stories and bringing more providers and parents into the fight.

Photo by Viridiana Vidal



A Victory for Guaranteed Income

Last year Community Change Action and our partners in Chicago built a base of low-income people who, in just months, won the nation's first permanent guaranteed income program. It began in July, when Community Change Action and our partners Workers Center for Racial Justice and Equity and Transformation hosted an "organizing blitz" in Chicago that brought **90 organizers** from across the country together for a canvass experiment to build support for a guaranteed income program in Cook County. During the blitz, we talked with more than **600 residents** about the value of a guaranteed income as part of a safety net system that increases community well-being, builds power, and reduces racial and gender inequities. In the following months, we used online-to-offline organizing methodology to build a bigger base of supporters. By fall 2025, we established our Union for a Guaranteed Income (U4GI) with approximately **5,000 members** who helped move Cook County Commissioners to include **\$7.5 million** in the county's 2026 budget to enact the first permanent county-level guaranteed income program in the country. U4GI now has close to **6,000 members** and continues to grow.

Strengthening Grassroots Organizations

Community-based organizations form the backbone of the movement for racial and economic justice. We build the capacity of our grassroots partners through cohort-based collaboration; group and one-on-one trainings on organizing, leadership, strategic campaigns, and popular education; and guidance on communications strategies, policy, and other topics.

Holding Policymakers Accountable

While Republicans in Congress kicked off a budget process to cut essential programs, Community Change Action worked to slow them down and build opposition momentum. In April, we brought **141 grassroots advocates** from

40 partner groups to Washington, DC, to urge members of Congress to protect lifesaving programs. In the following days, our partners stayed on for our Movement Building Training, where they formed bonds, sharpened their organizing skills, and strategized to build power in their

home states. And when Congress went home for recess, we were there to meet them: Our partners organized rallies and actions in their states. While the Big Ugly Bill

was signed into law in July, the issue of affordability continued to reverberate.

The fight to save our safety net set the stage for the 2025 elections and continues to frame the 2026 elections.



Photo courtesy of Colorado People's Alliance

Building Power to Win Health Equity

Every year, health care becomes less affordable and harder to access, thanks to a combination of corporate greed and under-investment by federal and state governments. This process accelerated in 2025, and for rural and low-income communities of color, the system is collapsing, with high levels of medical debt, shockingly high Black maternal mortality rates, rural health care deserts, and other systemic failures. Last year, Community Change worked with **22 grassroots partners** across the country, especially in the South and rural states, to strengthen their ability to shape health care systems and organize for just and equitable services in their communities. In March and December we convened partners to build their capacity to translate their communities' concerns into effective organizing strategies and campaigns. The convenings created space for partners to build alignment, deepen analysis, and move toward action on specific areas of focus, including birth justice, community-rooted health care systems, and health system financialization and accountability.

Photo by Jason Nelson for SPACEs in Action

Childcare Partners Strengthen Their Narrative Muscle

It's no secret that childcare in the United States is too expensive for most families, but it's less widely known that many childcare providers struggle to keep their centers open and most early childhood educators do not earn enough to make ends meet. To build public support for better compensation for childcare providers and early childhood educators, Community Change launched a digital organizing and storytelling project called "In Our Hands" in partnership with the Early Educator Investment Collaborative. Working with a cohort of **11 childcare partners** and a group of Childcare Changemaker leaders, we tested messages in the field to see which resonated the most with parents, providers, and small business owners, and equipped partners with digital communications strategies and base-building skills to strengthen their campaigns.



Advancing Powerful Campaigns

We exercise power through campaigns to change policies and institutions, and improve people's lives. We see campaigns as opportunities to test and strengthen our movement's ability to win material benefits for our communities and advance our vision of a thriving, equitable democracy in the long run.

Red-State Partners Protect Medicaid

In spring 2025, as the Big Ugly Bill advanced in Congress, our partners in red states exploited cracks in MAGA's armor to defend basic needs programs. In **Indiana**, Hoosier Action mobilized hundreds of residents who rely on Medicaid to share their stories and push back on proposed cuts to the state's Medicaid expansion program. In response, the Republican-dominated legislature removed a harmful trigger provision, ensuring continued coverage for 754,000 Healthy Indiana Plan beneficiaries. In **West Virginia**, WV Center on Budget and Policy and other groups combined popular pressure with outreach to sympathetic Republican leaders to successfully block a trigger bill that would have ended the state's Medicaid expansion program. And in **Montana**, where Republicans hold a supermajority, fractures within their caucus created an opening for the People's Food Sovereignty Program and other grassroots groups to convince nine Republicans to side with Democrats to keep Medicaid expansion coverage intact.

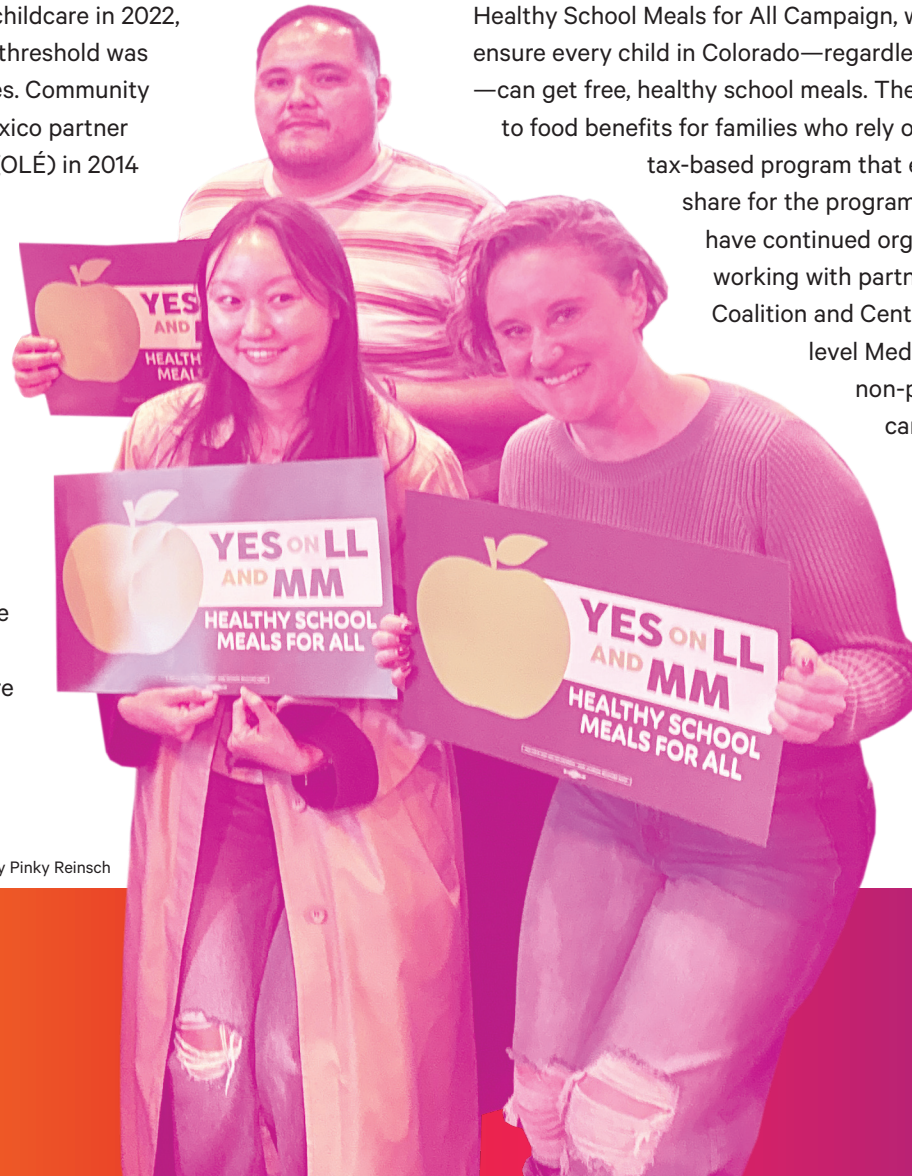


Photo by Sandy Elkhoury

New Mexico Leads the Way on Childcare

In September, we celebrated a historic victory in **New Mexico**, when the state officially made childcare free and accessible to every family, regardless of income level. While voters overwhelmingly approved a state constitutional amendment for universal childcare in 2022, it was not fully enacted until the income threshold was removed, making it available to all families. Community Change began working with our New Mexico partner Organizers in the Land of Enchantment (OLÉ) in 2014 to support the organizing and strategy it took to achieve this game-changing win. This includes years of training and support in online-to-offline organizing, guidance on policy and campaign strategy, and voter-engagement support on the 2022 ballot measure. Community Change continued to work with OLÉ to ensure the commitment to universal childcare also lifts up the workforce, for example by encouraging providers to raise base wages and improve childcare as a career. New Mexico's bold and forward-looking approach to childcare is an example of the future we aspire to build.

Photo by Pinky Reinsch



Coloradans Show Up for Students and Working Families

On Election Day, we helped **Coloradans** secure a victory for students, low-income families, farmers, and local communities. Community Change Action went all-in to support the coalition of grassroots groups behind the Healthy School Meals for All Campaign, which won two measures that ensure every child in Colorado—regardless of income or immigration status—can get free, healthy school meals. The measures also protect access to food benefits for families who rely on SNAP and enact a statewide tax-based program that ensures the wealthy pay their fair share for the program. Following this major win, we have continued organizing community meetings and working with partners like Colorado Cross-Disability Coalition and Center for Health Progress on state-level Medicaid defense, medical debt, and non-profit hospital accountability campaigns.

Serving as Movement Infrastructure

Community Change strengthens the broader progressive ecosystem, building connections among grassroots leaders; collaborating with national allies; providing operational and administrative infrastructure for emerging movement groups and campaigns; and experimenting with communications strategies to reach new audiences.

Standing Strong With Women of Color

Our Power 50 Program supports women of color in leadership positions on the front lines of the fight for economic, racial, and gender justice. In 2025 we convened the sixth Power 50 cohort, which included 14 executives, managers, lead organizers, and directors from grassroots organizations in 11 states and the District of Columbia. During the 9-month program, participants developed leadership and peer-coaching skills and worked together to navigate the challenges they face at a time of rising authoritarianism, a shrinking funder base, and a growing need for organizing talent.

Kids Belong in Classrooms

As immigration enforcement increasingly targeted schools and childcare settings, Community Change launched Kids Belong in Classrooms, a national organizing initiative to help communities protect children, families, and educators from enforcement actions. The initiative mobilized parents, educators, childcare providers, and community members concerned about the growing impact of immigration enforcement on school communities. By engaging both immigrants and U.S. citizens, we are building a broader constituency committed to keeping schools safe and welcoming for all children. Kids Belong in Classrooms brought together a coalition of partners, including the American Federation of Teachers, National Education Association, SEIU, MomsRising, the National Domestic Workers Alliance, the Child Care for Every Family Network, MoveOn, and our Childcare Changemakers.



Photo by Kailah Ware, SunnyBlu Art Agency

A Home for Innovative Projects

Over our history, we have hosted and incubated hundreds of fiscally sponsored projects, many of which have grown into thriving independent organizations. In 2025, our fiscal sponsorship program provided an organizational home and a suite of services to **15 projects** that bring energy and innovation to the movement for racial and economic justice and democracy protection. For example:

- **Free DC** is a grassroots organizing effort working to defend Washington, DC, against federal interference in local governance. Last year, as the Trump regime sought to override locally elected leaders, restrict civic participation, and expand police militarization in the District of Columbia, Free DC united local movements to resist collectively and model community-rooted, nonviolent non-cooperation for the rest of the country.
- **United Today, Stronger Tomorrow** organizes in diverse communities in the Upper Mid- and Mountain West. In early 2025, UTST led a campaign uniting people from rural and remote areas that succeeded in unfreezing millions in federal funds for rural communities and clean energy programs.

Photo by Shedrick Pelt/The Washington Post via Getty Image



Cutting Through the Noise

As the MAGA regime sowed chaos and fear, and trusted sources of information got harder to find, we helped our grassroots partners and the general public navigate the torrent of news and understand the impact of the Big Ugly Bill with policy explainers, articles, videos, and graphics.

Our communications team created and shared more than **1,300 pieces** of original content, including graphics, videos, articles, and data visualizations.

Our digital creator program shared **111 videos** on social media, garnering **2.8 million views**.

We launched a spokesperson training program and conducted dozens of media training sessions in English and Spanish to equip regular people to talk to the media. We generated **411 original media mentions** that were syndicated thousands of times across the country.

We launched Co-President Lorella Praeli's Substack, where she does deep dives on policy and frames her thoughts on what immigration policy should look like.

FINANCES

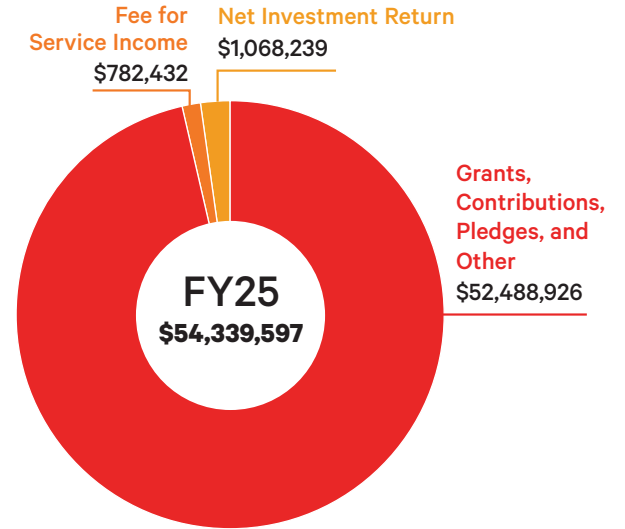
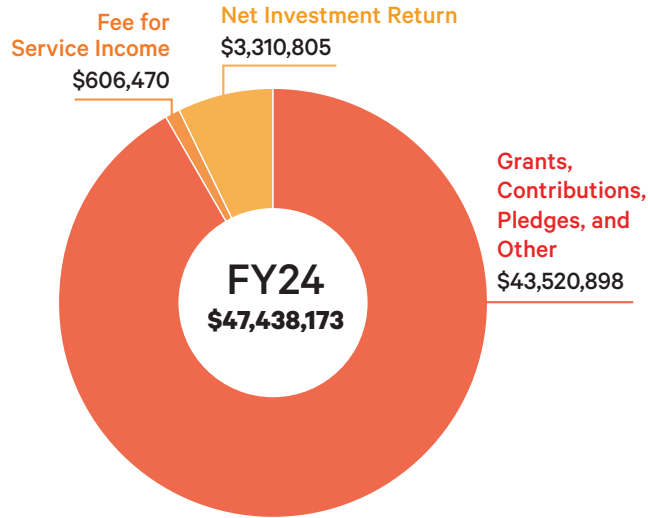


Photo by Viridiana Vidal

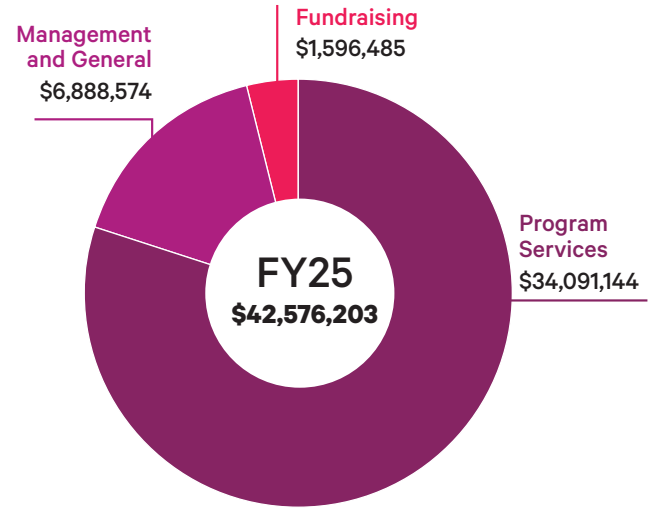
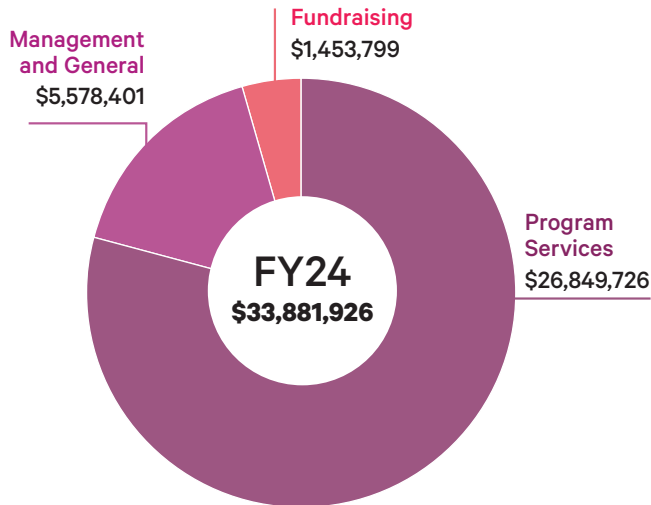
Community Change

Community Change and Community Change Action use accrual basis accounting in accordance with GAAP, recognizing grant revenue when awards are made rather than when cash is received. Because the organizations manage a portfolio of multi-year and phased grant commitments, reported revenue and changes in net assets may vary from year to year. These fluctuations reflect the timing of grant recognition and are not indicative of changes in financial health or programmatic trajectory. Community Change and Community Change Action operate on a fiscal year of October 1–September 30.

Revenues

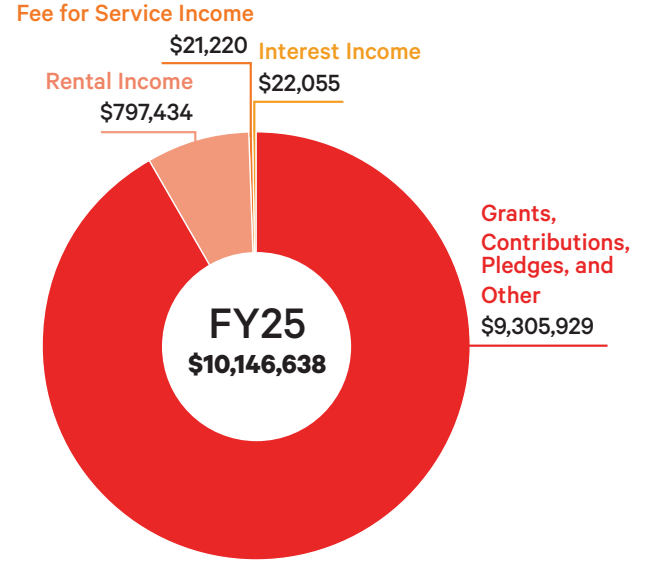
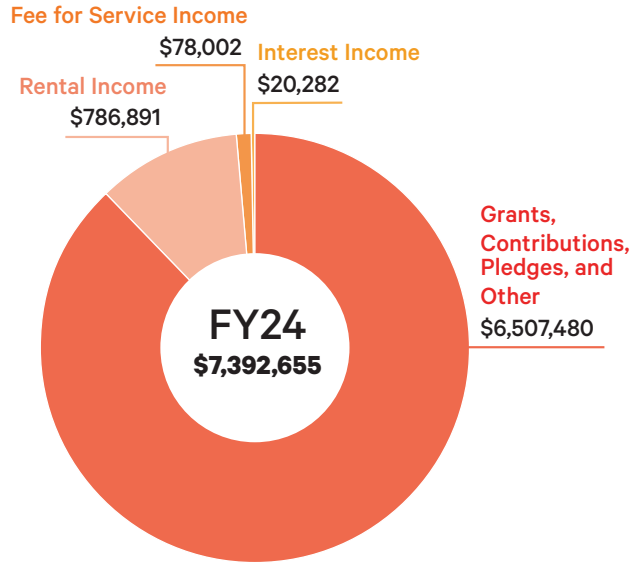


Expenses

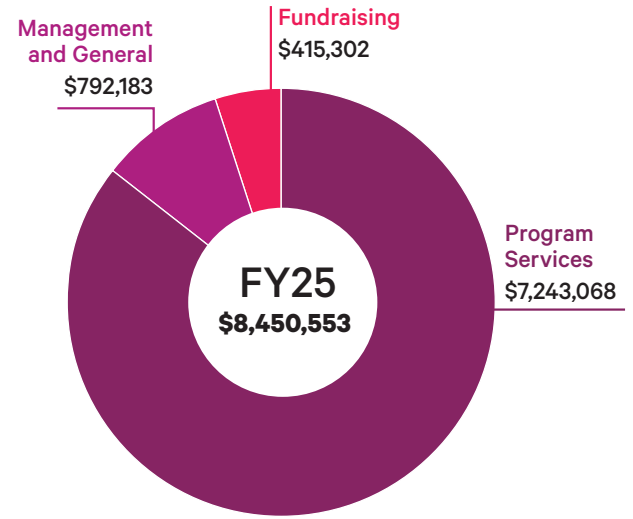
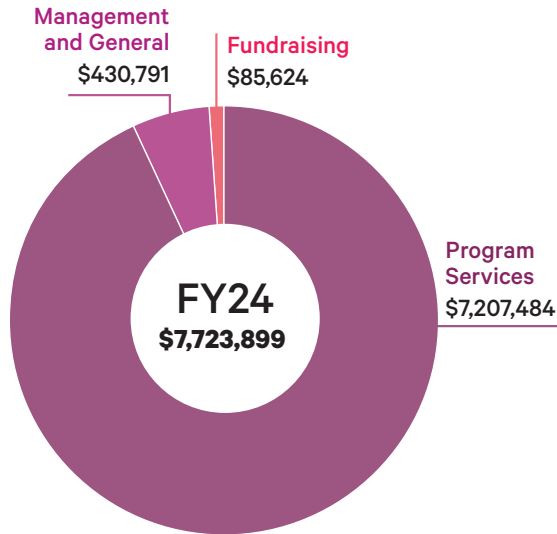


Community Change Action

Revenues



Expenses



OUR PEOPLE POWER



Staff Diversity

GENDER



RACE/ETHNICITY



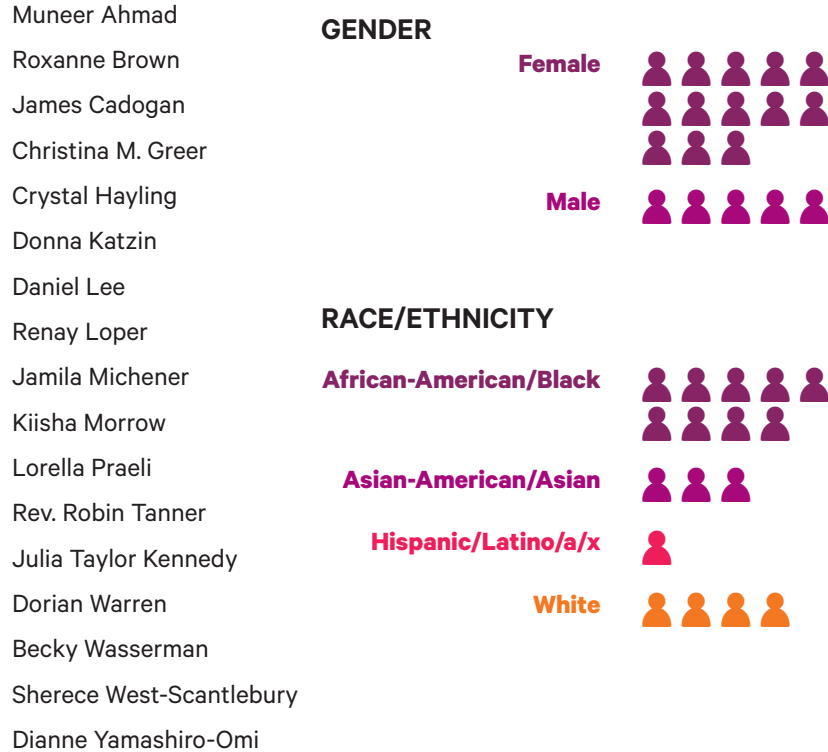
We are proud to say that members of our staff are represented by the Nonprofit Professional Employees Union under the International Federation of Professional and Technical Engineers, Local 70.

Board Diversity

Community Change

Board of Directors

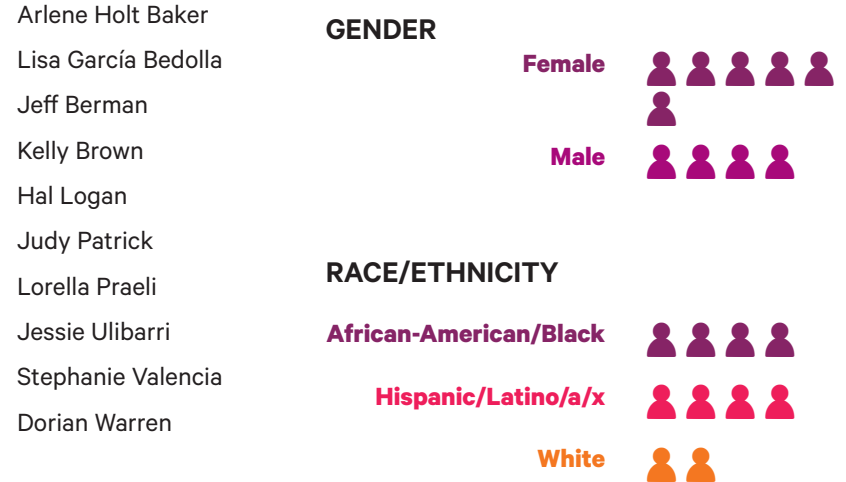
Demographics



Community Change Action

Board of Directors

Demographics



The Community Change and Community Change Action boards reflect the breadth of experiences and viewpoints of our movement. They are majority people of color and led by two women of color.

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on our work,

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@communitychangeact)
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Fellows, storytellers and
creators who share the
human side of our work.

This is a joint report of Community
Change, a 501(c)(3) organization,
and Community Change Action, its
affiliated 501(c)(4) advocacy arm.
The sibling organizations share
a mission and vision, but they
operate independently and in
compliance with applicable rules
and regulations.

**COMMUNITY
CHANGE**
**COMMUNITY
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1536 U Street NW
Washington, DC 20009
202-339-9300
communitychange.org



Photo courtesy of Colorado People's Alliance