

2022-2023

TRAINING REPORT



TRAINING FOR **CHANGE**

OVERVIEW

For over 30 years, Training for Change has taught facilitation and organizing skills for social justice and left movement builders. In our 2022-2023 program year, we returned to offering our foundational in-person *Training for Social Action Trainers* workshop, launched *Craft of Campaigns*, a podcast on campaign strategy, and solidified new programming including many fresh online and skills-based workshops.

Underneath all our programs is a pedagogy of praxis – the dynamic relationship between powerful action and reflection – that builds leadership and capacities. **We're dedicated to supporting organizers, rebels, and change-makers; we're rooted in popular and experiential education; and we're committed to bottom-up power-building.**

Whether you've taken a workshop with us, recommended a colleague to us, or contributed to us financially, we are grateful for your ongoing support. And if you're new to our work, welcome! **Here's a snapshot of who and what we trained this year. If you'd like to learn more, we'd love to hear from you.**



BY THE NUMBERS

Between July 2022 and June 2023, we trained over **660** participants.

PUBLIC WORKSHOPS

- We offered **18 online public workshops** on facilitation and organizing skills, **training over 365 participants.**
- We offered **3 in-person, multi-day, training-for-trainers** intensives, **training 78 participants.**

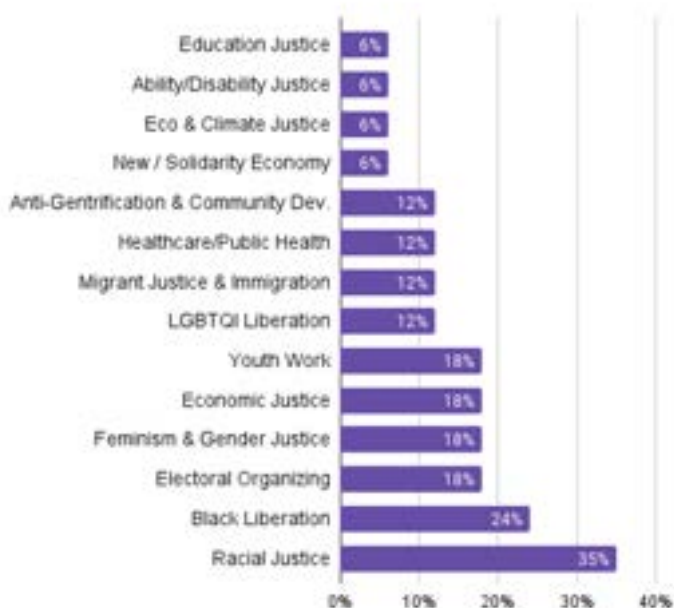
PARTICIPANT ISSUE PRIORITIES

Public Workshops, Participant Recorded



PARTNER ORGANIZATIONS ISSUE PRIORITIES

Partnerships, Trainer Reported



PARTNERSHIPS

- We **partnered with 20 organizations**, training and **coaching more than 230 people.**

PARTNERSHIPS, CONTENT FOCUS

Partnerships, Trainer Reported



- *Talleristas por la Justicia* offered **14 workshops and partnerships**, training over **220 people** across Latin America.
- Nearly **70% of our trainees** across all programs are **Black, Indigenous, and/or People of Color (BIPOC).**

OUR PROGRAMS

TRAINING FOR SOCIAL ACTION TRAINERS (TSAT)

We relaunched our foundational training-for-trainers, the *Training for Social Action Trainers* (TSAT), after a two-and-a-half year pandemic-related pause. The TSAT is an intensive, multi-day workshop on experiential education and dynamic facilitation for leaders building grassroots organizations, social justice movements, and political power. It's the bedrock workshop in our training-of-trainers series and an introduction to our approach for new and seasoned organizers alike.

We shifted the TSAT to a regional and residential model, where many participants are local and live on-site for 3-days. This shift simultaneously allows us to deepen regional partnerships and remain responsive to the realities of COVID. This program year, we offered the TSAT three times:



TSAT in partnership with
We Make the Future,
Indiana

**BIPOC TSAT with Spanish-
English** interpretation,
North Carolina



TSAT in partnership with
LEAD NC,
North Carolina

OUR PROGRAMS

ORGANIZING SKILLS INSTITUTE (OSI)

TFC's *Organizing Skills Institute* (OSI) **helps organizers develop the fundamental skills** of base-building, waging campaigns, and contesting for power. We offer cross-movement spaces where community, labor, and electoral organizers can learn together across organizing traditions and experience levels.

**ORGANIZING
SKILLS
INSTITUTE**

After a period of program design and incubation, we launched three new public online organizing skills workshops in June: two workshops on how to hold meaningful one-on-one organizing conversations, and one on designing base-building meetings.

Workshop topics were determined based on results from our national listening tour and survey results from over 400 people in our network. The pilot workshops filled up quickly, and we're now offering the refined curriculum on an ongoing basis. At the request of partners, we are also developing workshops and tools on campaign strategy.



This year, we also developed a new and engaging tool that reached both longtime partners and people new to TFC: a **13-episode podcast season named *Craft of Campaigns***. The podcast **highlights the often-untold stories and lessons** from successful issue-based action campaigns. Listeners report that the podcast has helped them fine-tune their strategy, train members, and understand what's possible in their own campaigns.

*"This podcast has given me a sense of what is possible when organizing is done well, and is **helping me feel confident** about the work we're trying to do. I've learned about what I need to prioritize as an organizer and what to **include in my organizing strategy**."*

- Season One listener

*"The OSI public workshops **bridge our pedagogical craft with our commitment to the fundamentals of base-building and the world of organizing**. Our trainings offer valuable learning for participants across organizing issue, sector, and experience through **deep application, practice, and feedback**, and trainers meet participants in their diverse organizing contexts."*

-Kim Huynh, OSI Coordinator and Core Trainer

ONLINE FACILITATION LAB

Since 2017, the *Online Facilitation Lab* has adapted TFC's experiential pedagogy to support online movement spaces to be more creative, inclusive, and powerful. After two years of rapid growth and expanded offerings to meet the demands of pandemic organizing, we spent the past year focused on maintaining and deepening the support we offer. Our suite of 6 core workshops continued to fill up quickly, and we started offering follow-up coaching to any participants who request it.

THE WORKSHOPS

Intro to Training Online

Intro to Facilitating Online Meetings

Designing Dynamic Spaces Online

When Things Go Wrong Online

Low Bandwidth Strategies

Large Online Trainings with Impact

*"Coaching with an Online Facilitation Lab trainer is a powerful way to **support organizers with their specific challenges and goals, like brainstorming engagement methods, developing slides for a unique activity, discussing group dynamics, or just building their confidence when stepping outside their comfort zones.** Coaching has also been a critical space for digging in on topics that fall outside our standard workshops, for example, designing an agenda for a hybrid group."*

-Jeanne Rewa, Online Training Coordinator

JUDITH C. JONES FELLOWSHIP FOR TRAINERS OF COLOR

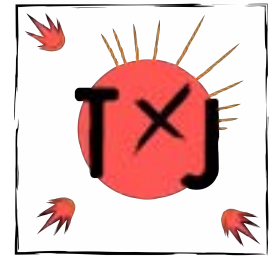
In 2022, we said farewell to our fifth cohort of the two-year Judith C. Jones Fellowship: Mina Itabashi, Tierra Ragland, and Shanequa Smith. Fellows received coaching, workshop scholarships, and peer learning opportunities. [Learn more.](#)

*"The Fellowship has been one of **the most valuable mentorship experiences that I have had.** One-on-one coaching with my mentor has been a unique opportunity for me to **further my skills in curriculum design, training, and facilitation,** while receiving insightful feedback, sharp questions, and extensive library of direct education tools."*

- Mina Itabashi (2021-22)

TALLERISTAS POR LA JUSTICIA (TXJ)

In 2022, we supported the launch of *Talleristas por la Justicia*, a training program for activists, organizers, and educators across Latin America. In its inaugural year, the program held in-person and online workshops for participants across the region, and has accompanied numerous local organizations through ongoing facilitation support.



Participant groups have included sex workers, people with disabilities, trans activists, childrens' rights activists, racial justice activists, activists against gender-based violence, and activists working on Colombia's armed conflict issues.

Most of the participants have been trans or queer and people with disabilities. TFC anchors this program, which is led by Latin American trainers as an autonomous project.

*"In all in-person trainings, the **convergence of social movements sparks such important connections** and conversations that I have the certainty that powerful seeds have been planted. I've come out of the trainings **feeling very nourished, clear about the pertinence of this endeavor** and with the desire to keep fostering deeper connections among movements."*

- Andrea Parra, Talleristas por la Justicia Director



PARTNERSHIPS

This year, we partnered with organizing and training organizations around pedagogy, organizing skills, and strategy. Here are a few highlights from the past year along with a list of all organizations we trained.

MOVEMENT ALLIANCE PROJECT

Training skills for a cohort of Philadelphia organizers



We led a 2-day workshop on training and facilitation skills for a cohort of organizers affiliated with the Movement Alliance Project (MAP). MAP is a Philly-based organization working to strengthen the local movement ecosystem by developing shared strategy, collectivizing administrative capacity, and convening organizations and alliances across the city.

*“To prepare for their narrative initiative, the Movement Alliance Project and their partners in Philadelphia asked us to conduct a 2-day training for trainers. **Their unwavering curiosity and wisdom were a powerful reminder of the impact of in-person, location-based training.**”*

-Matthew Armstead, Trainer

MOVEMENT SCHOOL

Online training for participants in a Campaign Fellowship



We ran an online workshop on facilitation skills for participants in the Movement School Campaign Fellowship. The Campaign Fellowship is a program for leaders who are ready to advance into director-level positions on progressive electoral campaigns.

*“I found it so moving to watch organizers bring a deep love of connecting to people/growing political community and **pivot this love into learning about deep connection in online spaces.** This is one of the things I adore about experiential education: it starts by **letting you love what you love, and your learning grows from there.**”*

-Bhavana Nancherla, Trainer

ORGANIZATIONS TRAINED

Asian American Federation
Black Voter Impact Initiative
Canadian Centre for Housing Rights
Center for Budget and Policy,
Black Voter Impact Initiative
Center for Community Progress
Color Congress

Denison Student Organizers
LEAD NC
Momentum
Movement Alliance Project
Movement School
Movimiento Cosecha
NDN Collective

New Economy Organisers Network
PeoplesHub
Spark Reproductive Justice
We Make The Future
WV Can't Wait
WV Center for Budget and Policy
WV Food and Farm Coalition

This list does not include organizations trained by Talleristas por la Justicia

FINANCIALS

Most of our support comes from grassroots donors who allow us to develop new materials and programming, offer low cost and no cost partnerships to community organizations, and keep public workshops financially accessible.

Annual Income, 2022-2023

Total \$439,965



WAYS TO SUPPORT

Become a monthly donor: Monthly Sustainers are the backbone of our grassroots funding, making general operations sustainable and innovative programming possible. Sustainers give any amount monthly and receive behind the scenes TFC updates.

Become a major donor: Major Donors provide vital support to TFC programs, scholarships, and operations. Major Donors give at least \$300 a year and receive additional information about our work. Whether you're able to give \$300, \$3,000, or \$30,000, larger gifts help our work thrive.

Plan a Bequest or Legacy Gift: In recent years, bequests – donors adding TFC to their will – have enabled new programs, grown our staff, and increased accessibility for all of our workshops. We're so grateful for these very personal and thoughtful gifts. If you're interested in exploring giving through a bequest, we'd love to talk with you.

To become a one-time or monthly donor, visit
trainingforchange.org/donate