

TRAINING FOR CHANGE

ANNUAL REPORT

2023-2024



OVERVIEW

For over 30 years, Training for Change has supported social justice movement builders around liberatory pedagogy, group facilitation, and organizing skills. We believe training and movement education is one vital piece of the power-building puzzle toward expanding multiracial democracy, building a just economy beyond capitalism, and resisting racism, patriarchy, and ecological collapse.

Our programs span public workshops, partnerships and customized trainings, coaching, and outside facilitation support for groups. All of our work is rooted in experiential praxis - an approach to learning and facilitation that activates the kernels of power within leaders and groups. We're dedicated to bottom-up capacity building that builds long term skills and long term commitment.

Over the last year, we offered nearly 70 workshops, ranging from two hours online to four days in person. Our core offerings continue to be our 'Training for Trainers' programming, and we're growing our programs around organizing and campaigning skills.

If you'd like to learn more, please be in touch!

*Training for Change workshops are always **inclusive, well designed, thoroughly researched and deeply human and authentic.** The work is amazing, and I have appreciated how they have assisted me in developing my work over the years.*

- Dee Washington, Insightful Design; Campaigns 101 Participant



Climate Finance Campaign Fellowships, Philadelphia PA

BY THE NUMBERS

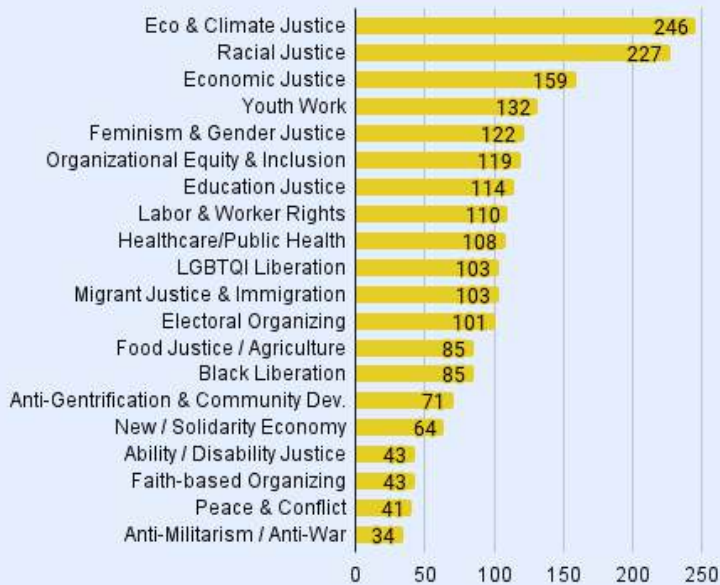
Between July 2023 and June 2024, across all programs, we trained **1,247 participants**.

PUBLIC WORKSHOPS

- We offered **43 online public workshops** on facilitation and organizing skills, **training over 883 participants**.
- We offered **4 in-person, multi-day, training-for-trainers** intensives, **training 84 participants**.
- Nearly **70% of our trainees** across all programs are **Black, Indigenous, and/or People of Color (BIPOC)**.

PARTICIPANT ISSUE PRIORITIES

Public Workshops, Participant Recorded



PARTNERSHIPS

- We **partnered with 20 organizations for custom support**, training **more than 230 people**.

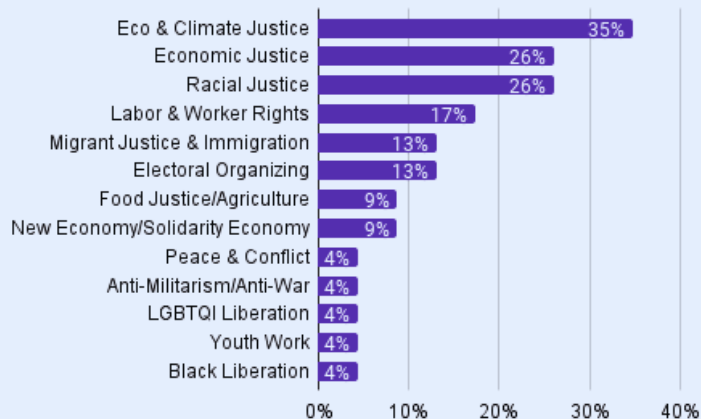
PARTNERSHIPS, CONTENT FOCUS

Trainer Reported



PARTNER ORGANIZATIONS' PRIORITIES

Trainer Reported



- *Talleristas por la Justicia* offered **14 workshops and partnerships** across Latin America.

OUR PROGRAMS

TRAINING FOR TRAINERS

The core of our public programming and shared craft is liberatory training and facilitation. We train organizers, trainers, and movement facilitators in the art and science of curriculum design, group dynamics, and facilitative leadership. These skills are fundamental to organizing and movement building, but leaders don't often get the opportunity to build them rigorously. This year we:

- Led **3 *Training for Trainers***, our in-person foundational T4T workshop (previously called *Training for Social Action Trainers*), updating the design that we've been iterating for nearly 30 years. Participants joined from Working Families Party, Climate Justice Alliance, New Economy Coalition, and Dissenters, among other movement groups.
- Re-launched the ***Advanced Training of Trainers***, our level-up in-person T4T workshop, focused on group dynamics, emergent design, and cultivating inner awareness as a trainer. At this workshop, updated and offered for the first time since the pandemic, we trained leaders from organizations including Carolina Federation, Siembra NC, Down Home NC, and the Latino Economic Development Center.
- Expanded our ***Regional Training Projects***, strategic focus areas for public workshops where we have trainers embedded in local organizing ecosystems. We launched the *Pennsylvania Regional Training Project*, which joins projects in North Carolina and Central Appalachia.



Advanced Training of Trainers, Durham NC

*This was a **radical eye opening experience**. I've been a "learn by doing" community organizer for a decade as a political actor, and have stumbled through informal facilitation over the years. I wish I had come across this much sooner in my career. Words cannot express my feelings of gratitude for these past few days.*

-Alex Cragun, T4T Participant

*The facilitators were powerful. I want to emulate what I saw in their **patient, curious, contemplative approach**. They made me feel curious, and capable in all that I already know. I felt lucky to live and learn together.*

-Anonymous, T4T Participant

OUR PROGRAMS

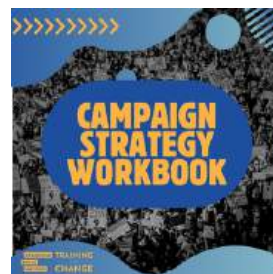
ORGANIZING SKILLS INSTITUTE (OSI)

ORGANIZING SKILLS INSTITUTE

The Organizing Skills Institute offers cross-movement spaces where community, labor, and electoral organizers learn key organizing skills together across organizing traditions and experience levels.

This year, we offered full seasons of our online public workshops, launched a suite of campaign organizing resources, and piloted new curriculum and partnerships. We:

- Led **22 online, public skill-building workshops** focused on one-on-one organizing conversations, base-building meetings, and campaign strategy.
- Released Season 2 of the ***Craft of Campaigns Podcast***, highlighting new stories and lessons from successful issue-based action campaigns.
- Launched the ***Campaign Strategy Workbook***, an open-source compendium of theory, case studies, and worksheet templates for campaign planning and strategy.
- Started the ***Campaign Strategy Fellowship***, which pairs campaign organizers with a strategy coach for one-on-one and small group support on campaign development.



*This training was excellent. I appreciated how **inclusive and accessible** the training is from the ASL interpretation, captioning, sending slides out afterwards, and not being rushed. Being able to **contribute on a sliding/pay what you can** was helpful for me to boost my confidence in these concepts as I'm applying for campaign roles.*

-Anonymous, Campaigns 101 Participant

*I found the template/handout really useful and clarifying. And as much as I hate to say it (because roleplaying is awkward), **having to practice a one-on-one with another person in the training, then reflecting on how it went, helps so much!** Actually having the conversation is one of the hardest things, so practicing it with someone else who's learning felt safe + boosted my confidence that I can do this "for real."*

Rivka Goetz, LeadNow; One-on-One Organizing Conversations: Steps & Practice Participant

OUR PROGRAMS

ORGANIZING SKILLS INSTITUTE (OSI), CONTINUED

- Piloted **Central Appalachia: Navigating Uncertainty**, in partnership with *West Virginia Can't Wait*, where we supported organizers to explore the impact of and ways through uncertainty, burnout, and backlash in their work.



Navigating Uncertainty, Weston WV

"I loved this training so much. I came into it not knowing what to expect and I left feeling really grateful, satisfied, and energized. It was powerful to speak things out loud that feels sometimes unpopular in movement spaces, to feel connection in the midst of what can feel like impossible odds.

I have frameworks, tools, and practices to apply to my own life, but to also take back to my organization and team."

-Beth Howard, Showing Up for Racial Justice (SURJ); Navigating Uncertainty Participant

- Offered a 4-day **Pennsylvania Organizing Intensive** in partnership with **Asian Pacific Islander Political Alliance**, where we trained on power, developing membership and leaders, and waging effective campaigns in this critical election year and beyond.

I really enjoyed this and felt like it was such a thoughtful mix of theory, practical application, community building and leadership development. I'm glad there was such an emphasis on mingling and getting to know other participants, and I appreciated campaign strategy and 1-1s, and thinking about movement roles.

-Sakae Kikuchi, Asian Pacific Islander Political Alliance; Organizing Intensive Participant



Training for Trainers, New Orleans LA

OUR PROGRAMS

ONLINE FACILITATION LAB

We continued offering our core suite of six workshops on experiential online facilitation. Participants apply learnings to support deeper relationship building on existing teams, facilitate rapid response action meetings, and make their organizing spaces more accessible.

Following up on our spring 2023 assessment of online facilitation needs, we have upped our **support for hybrid facilitation** skills in several ways:

- We launched our new **Hybrid Facilitation Clinic**, starting with an internal pilot, then offering 3 times publicly this fiscal year.
- The clinic was also offered as a **custom offering** for specific groups.
- We revamped and promoted our **Handout: Facilitating Hybrid Online Groups**.

We partnered with Talleristas por la Justicia (TxJ) on **two public bilingual workshops**: Large Online Trainings with Impact and the Hybrid Facilitation Clinic. And even more of our online facilitation handouts are now available in Spanish in our Tool Library.

Coaching continues to support individuals and groups to go deeper on the workshop content or focus on topics that aren't directly covered. In sessions to workshop graduates, coaches covered topics ranging from designing for online with the experiential cycle and facilitating a hybrid cohort over several weeks to tracking mainstream/margin dynamics in hybrid staff meetings, improving accessibility in online trainings, and using gamification in a cohort-based online training series.

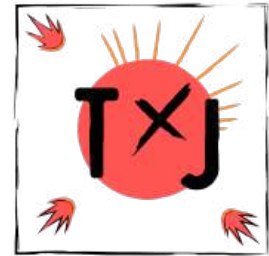
"Ha sido una gran experiencia, me ayuda mucho a entender a quienes tienen menor acceso a conectividad, herramientas y dispositivos tecnológicos, y tener más claro como tallerista la importancia de la pausa, el ritmo, los silencios y el acompañamiento a todas las formas de conexión."

"It has been a great experience, it helps me a lot to understand those who have less access to connectivity, tools and technological devices, and to have a clearer understanding as a workshop facilitator of the importance of the pause, the rhythm, the silences and the accompaniment to all forms of connection."

**- Andrew Aguacía, Talleristas por la Justicia;
Cómo facilitar con baja conectividad participant**

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. Now a fully established program, in the past year, TXJ partnered with 16 organizations in the region to offer training support. Examples include:



- Spending **18 months facilitating the process of the Trans Law Platform in Colombia**, including a national hybrid convention with over 100 trans and non-binary activists, 22 online general assemblies, 25 steering committee meetings, and 4 online and 4 in person spokespersons sessions. In July 2024, the group submitted historic legislation to the Colombian Congress as the culmination of their process.
- Facilitating a **5-day hybrid retreat for the Climate Justice Resilience Fund**, with participants from around the world. Trainers learned a lot about multi-day hybrid facilitation, and have used their lessons to support TFC's hybrid facilitation resources in English and Spanish.
- Collaborating with Training for Change to facilitate in Bogotá and Rio for the **People's Alliance Convening, a trilingual group of drug policy activists from global majority communities in Africa, Asia, and Latin America**. Trainers supported participants with story and strategy sharing, building connections and cross-cultural relationships, and seeding ongoing organizing efforts and resource sharing beyond the convening.



PARTNERSHIPS

This year, we partnered with organizations around pedagogy, organizing skills, and strategy. Here are a few spotlight partnerships along with a list of all organizations we trained.

PARTNERSHIP SPOTLIGHTS

CAMPUS CLIMATE NETWORK *Climate Finance Campaign Fellowship (CFCF)*



We piloted a fellowship for student organizers waging campaigns to cut ties between their campuses and the fossil fuel industry. We stipended 21 emerging leaders to build their campaign skills and semester-long action plans through in person organizing training, and semester-long one-on-one support with a strategy coach. The project invested in young leaders, enabled peer support across campaigns, and developed the craft of campaign coaching.



CFCF, Philadelphia PA

CANADIAN LABOUR CONGRESS *Custom 2-day training for trainers*



Canadian Labour Congress (CLC) is one of Canada's largest labor organizations building a powerful labor movement through training and convening dozens of unions, federations, and labor councils. This year, we offered a customized 'training for trainers' for CLC leaders and partners around fundamentals of experiential pedagogy, including curriculum design, facilitator questions, and building a 'container' for deep learning and growth.

"I'm leaving the training with many impactful tools. Refining elicitive questions will improve my facilitation as it pulls knowledge out from others in the room while getting them involved, engaged, and giving an opportunity to be heard."

-Anonymous CLC participant

PARTNER ORGANIZATIONS TRAINED

Agrarian Trust
Campaign Accelerator
Canadian Labour Congress
Canadian Union of Postal Workers
Denison University Students
Mercy for Animals
Midwest Environmental Justice Network
New Roots Community Farm
Palestine Legal
Poder NC
Race Matters WV
re:power
Resource Generation
Service Employees International Union
Campus Climate Network
Texas Campaign for the Environment
Unmasking Fidelity Campaign Coalition
WV Agrarian Commons
WV Can't Wait

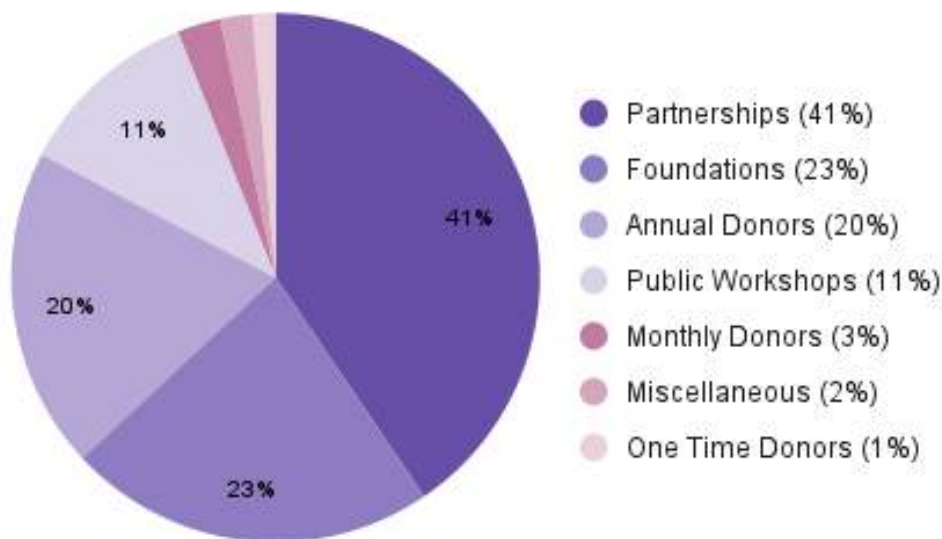
This list does not include organizations trained by Talleristas por la Justicia

FINANCIALS

We rely on a range of sources to sustain our work. In addition to earned revenue from our workshops, we rely on support 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. This fiscal year, our total expenses were \$815,990.

Over the next 3 years, we are seeking \$300,000 in new annual income to institutionalize and grow our offerings.

Annual Income, 2023-2024



Annual Expenses, 2023-2024

Excluding Core Staff Time, which we don't track by project



FINANCIALS

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

OUR PEOPLE

CORE TRAINERS

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