



NETWORK  
DELAWARE

*presents*

# THE 2020 ANNUAL REPORT



**"TO THAT PIECE IN EACH OF US  
THAT REFUSES TO BE SILENT"  
- AUDRE LORDE**

# Introduction

## **A year of learning and resilience**

A few months ago Drew was helping with the Zoom setup for our All Issues Campaign Team meeting.

Folks started joining right on time and everything seemed to be going smoothly.

Then it was about 5 minutes after the official start time and only 2 of the 4 teams appeared to be on Zoom. We needed to get started so Drew began to put teams in their breakout rooms.

Drew thought, that's strange why is it that some teams have full participation and others have none?

Then Drew got a text from one of the team leaders who wasn't there and it said "Hey Drew we are all here on Zoom, where are you at?" Uh oh... We realized quickly Drew had two different Zoom links so we had to act fast to get all the teams together.

Then we were lucky to have one of those moments that makes us feel so lucky to be part of this Network Delaware community.

Folks on the 2nd Zoom room were waiting patiently and then when we all needed to join another link, they quickly just joined the new link and got to work.

Even though there was a tech issue on our end, it didn't let folks bother them and they focused on making things work in their meetings.

That's what we love about our teams and volunteers. They handle challenges every day, and find a way to make the best out of any situation.

This year Network Delaware members have swiftly switched to digital activities and continued to grow their teams and efforts for change. Every month we can see tangible improvements across all levels of the organization.

We are grateful that even during this tough year, so many Network Delaware members have worked to improve the lives of others.

Drew Serres  
Network Coordinator

Eugene Young  
Board Chair



# Accomplishments

## Leadership Development

Here's some of the projects we worked on this year:

- Launched the Change Agent Education curriculum library with a huge list of resources and guides on how to improve your abilities in a wide range of areas (e.g. base building, team management, and equity and justice practices).
- Continued to grow the Ella Baker Black Organizers Group (now many former participants are trainers!), the Campaign School, and the Organizer School.
- Expanded our peer coaching model to ensure as folks gain experience they pass on that knowledge to new change agents.

## Civic Engagement

Here's some of the projects we worked on this year:

- Launched the Digital Statewide Action Team model so participants from all over the state can develop their skills, improve their policy knowledge, and get involved to take action!
- Served as the incubator for the Delaware Call which is an independent media group that engages in investigative journalism, political analysis, and Delaware-focused commentary. They work to uncover and uplift local community news and stories that are rarely, if ever, covered by existing media outlets.
- Launched the Community Policy Institute which is an independent, nonpartisan public policy organization that engages in comprehensive research and Delaware-focused legislation and policy. They aim to "lift up ideas that work for all of us" here in Delaware.

# Accomplishments Cont.

## Policy Change

Here are the issue campaigns we worked with this year:

- Black Mothers in Power! Working to end the high Black mortality rate of mothers and babies & to improve the health of Black mothers & babies.
- Campaign to End Debtors' Prison: Working to overhaul Delaware's system of court assessed fines and fees and their impact on low-income communities.
- H.O.M.E.S. (Housing, Opportunity, Mobility, Equity, and Stability) Campaign: Engaging local residents, unhoused community members, educators, and advocates to enshrine Housing as a Human Right.
- Safe Communities Campaign: Promoting policies that foster trust and transparency with our immigrant communities.
- S.A.F.E. (Safe•Accountable•Forward•Equitable) Schools Campaign: Advocating for true equity in all our public schools.



# Crystal's Story



I come from a very activist oriented family. In my family you couldn't even gripe about middle school ills without someone invariably asking the question, "what are you going to do about it?"

It was understood that even if you could not be made whole, you had to leave circumstances better for the next person. It was also understood that part of activism was voting, especially as a Black person. My familial experiences have formed my view on Black people's role in politics.

I volunteered on my first political campaign in high school and almost every presidential election cycle since. During the 2020 election cycle, I managed my first campaign for a General Assembly candidate.

Working with campaign management and staffers throughout the state, I realized there was a need for more Black faces in this space. I saw the disparities between paid staff and volunteers.

That's why I decided to work with others to launch Black Staffer University (BSU) with Network Delaware. BSU is a training program specifically for aspiring Black politicians and campaign team members.

This program is for those wishing to get a thorough overview of what it's like to work on a political campaign with the goal of diversifying paid campaign staff throughout the state. Participants will gain an understanding of the major components of starting up a campaign, fundraising, field organization and GOTV.

Diverse campaign staff will make candidates better, campaigning in Delaware better, and ultimately our elected officials better.

Crystal Womack  
Founder of Black Staffer University



**BLACK STAFFER**  
**UNIVERSITY**

# 2020 Metrics of Success

Here's a look at how we track our success at the Network. These numbers look at data over 2020:

- **Average Survey Ranking of “Would you recommend Network Delaware to others?”**=9.5 (in 2019 it was 8.71)
- **Inclusive Leadership:** % of individuals of color in leadership positions such as organizer, coordinator, team lead, trainers, etc.=68% (in 2019 it was 67%)
- **# of Issue Campaigns Supported**=5 (in 2019 it was 3)
- **Volunteer Retention:** % of people who were a volunteer last year and continued to be a volunteer this year=83% (in 2019 it was 86%)
- **Donor Member Retention:** % of people who were a member last year and continued to be a member this year=93% (in 2019 it was 58%)

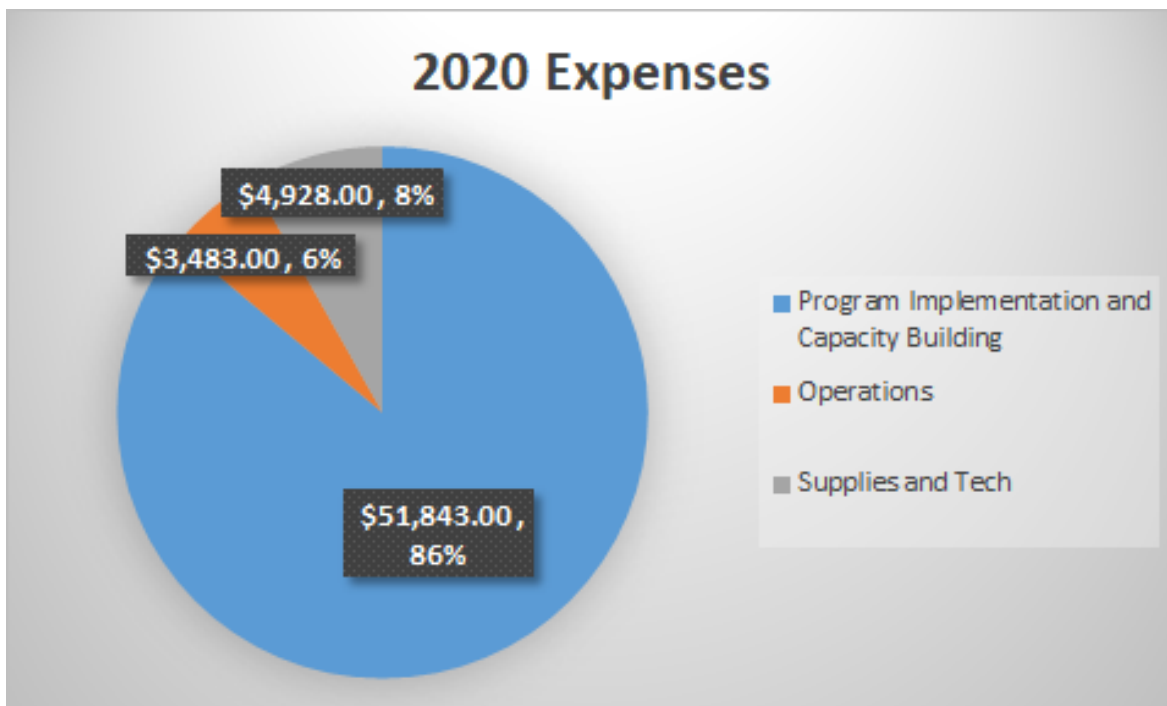
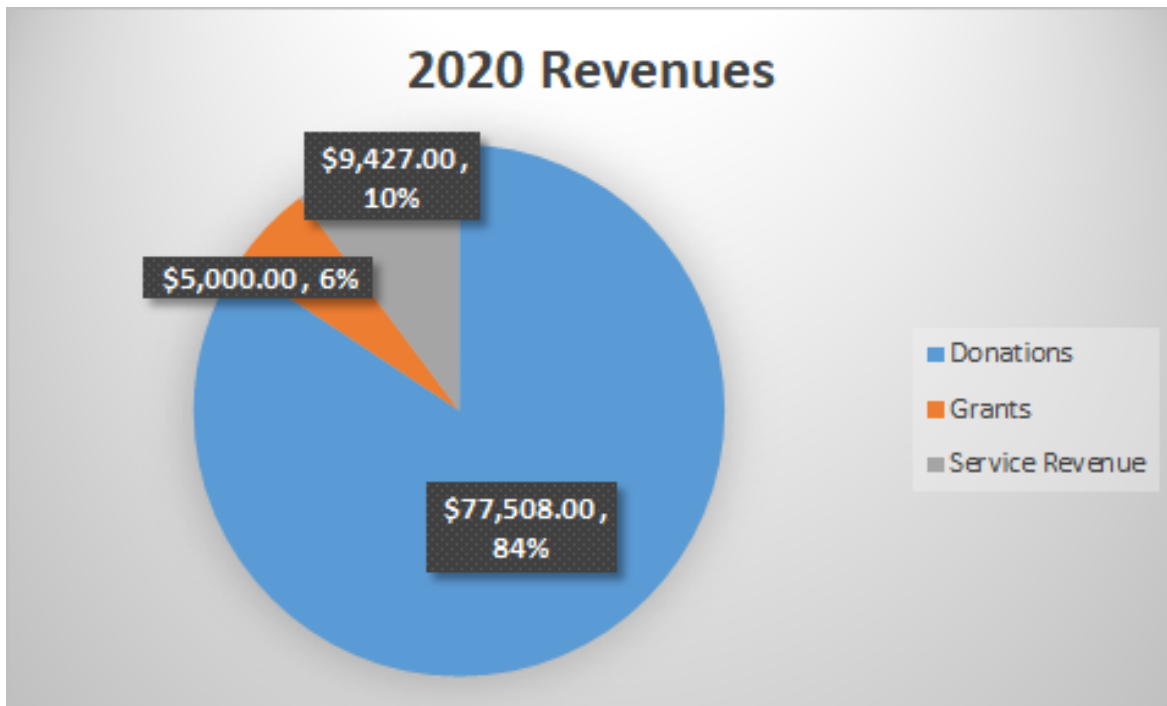


# 2020 Financial Summary

Here's a snapshot of Network Delaware's 2020 financials:

- We raised **\$91,935**
- We spent **\$60,254**
- We have **\$57,024 in assets** (including assets from previous years)

*Note* Network Delaware's fiscally sponsored issue campaigns and projects raised \$134,598 and spent \$93,912.



# Margaret's Story

I truly believe that grassroots organizing is what leads to the greatest, most authentic systemic change, and I knew I wanted to contribute to a community-led effort to do so.

This is what led me to Network Delaware and the Campaign to End Debtors' Prisons.

My favorite thing about Network Delaware is that it is a welcome and nurturing community of motivated, passionate people.

I was able to become involved and stay engaged because of the many people who reached out to me, the opportunities to step up and take on communal responsibility, and the progressive, change-inspired mentality others shared with me.

In all honesty, I thought I would have to "prove myself" somehow in order to enter the activist space. But Network Delaware welcomed me and my enthusiasm with open arms, teaching me so many skills along the way.

I've learned so much, and I'm grateful that I can give back to my community, stay engaged, and fight the good fight every day with my family at the Network.

Margaret Hu  
Former Campaign Coordinator  
Campaign to End Debtors' Prisons





# What's Next For 2021?

For Network Delaware in 2021, we will be aiming to greatly expand our base of members and volunteers across the state, along with refining our current set of initiatives. We feel we have a strong framework in place, we just need to keep working to make it better each month.

Here's just a short summary of what's new and upcoming:

- **Extra focus on issue campaigns:** Due to COVID-19, many issue campaigns didn't get the chance to do as much work with the General Assembly in 2020. In 2021, we are ensuring all issue campaigns are equipped and have strong support to run effective resident-led campaigns for change.
- **Black Staffer University:** One new leadership development program we will be adding is Black Staffer University (BSU). BSU is a training program specifically for aspiring Black politicians and campaign team members. This program is for those wishing to get a thorough overview of what it's like to work on a political campaign with the goal of diversifying paid campaign staff throughout the state.
- **Increasing our member base across the state:** While Network Delaware may have started in one part of the state, we want to make sure people in every county and area in the state have easy access to get involved.

