



*presents*

# THE 2022 ANNUAL REPORT



# Introduction

## Developing Our Civic Confidence

Change agent organizing is tough work.

We may want to make an impact in my community, but sometimes it's hard to know where to even begin.

Who do we talk to? Who can help us? Who's interested in collaborating and joining the team? What's been successful in other places? What are our barriers to success?

That's when the real doubt comes in. Can "I" even do this?

Maybe I don't have the skills. Maybe I don't have the connections. Maybe people won't listen to me. Maybe it has to be someone more "important" doing this work. Maybe it won't work.

We know for ourselves and many others have these doubts and that's OK.

When we realize we will never know in advance whether we'll be successful and that we have to try and find out, that's when we start to move forward on making change.

Sometimes it has to be us, even if we don't have all the answers. Oftentimes we have to make the first move to get started on any change agent effort in order to galvanize others to our cause.

At Network Delaware our primary purpose is to support you and those in our community who want to get involved and improve their skills. We are working together to build a collaborative learning space for all those who are ready to make mistakes and learn.

Team Network Delaware

# CHANGE AGENT GUIDEBOOK

## Accomplishments

### Leadership Development

We officially released our Change Agent Guidebook! It's a Guidebook to get started on your journey making change in our state and covers a wide range of skills and information to get you started (e.g., how policies get passed, how to mobilize volunteers, how to develop effective volunteer teams, and how to build a lasting organization).

We quickly ran out of hundreds of copies and already had to order a second batch!

We have also grown our 1-on-1 and partner group coaching program significantly this year. Now that things are more consistently back in-person it has made building community connections and civic skill building much more accessible for our volunteers.

### Civic Engagement

Thanks to our Civic Engagement Coordinator Tye Grier, we started expanding our programming down in Kent County. Our Kent County team has quickly become the biggest team across the state and continues to find new ways to support their community.

Our Civic Action Alerts system got a few updates this year to make sure it was easier to read on all devices. We are now averaging close to a 40% read rate for every email sent out (the national average is approximately 20%). We continue to hear from folks how useful this system is in keeping them up-to-date on what's going on in Delaware.

# The Community Policy Initiative

## Kylie's and Sharon's Stories

### Kylie Kinsella

In 2020 I was getting ready to attend the first Community Policy Institute interest meeting. I had just recently gotten connected to Network Delaware and gotten involved with the H.O.M.E.S. Issue Campaign.

I was interested in digging deeper into housing policy and the Community Policy Initiative (CPI) sounded like the exact thing that could help me learn more about policy research and development.

After just a few weeks I was already working on a policy fact sheet for the Right to Counsel in Eviction Cases, which later helped me get involved with the campaign pushing for that legislation in Delaware.

I learned a lot from researching and writing that first policy fact sheet.

### Sharon Gaudino

Social activism was not a part of my childhood or even my young adult life.

Network Delaware has helped me find ways that I can use my skills and experience to be a better community member.

The Community Policy Initiative (CPI) has given me the opportunity to learn more about the issues that face our state.

Every day I am inspired by the dedication and passion of the CPI volunteers who research and write fact sheets that are ultimately used to help drive legislative change.



# 2022 Metrics of Success

Here's a look at how we track our success at the Network. These numbers look at data over 2022:

- **Average Survey Ranking of “Would you recommend Network Delaware to others?”**=9.79 (2021=9.65, 2020=9.5)
- **Inclusive Leadership:** % of individuals of color in leadership positions such as organizer, coordinator, team lead, trainers, etc.=63% (2021=68%, 2020=68%)
- **# of Independent Projects Supported**=9 (2021=7, 2020=5)
- **Effectiveness of volunteer involvement**=8.63 (2021=8.07, 2020=8)
- **Effectiveness of communications**=9.82 (2021=9.15, 2020=8.6)



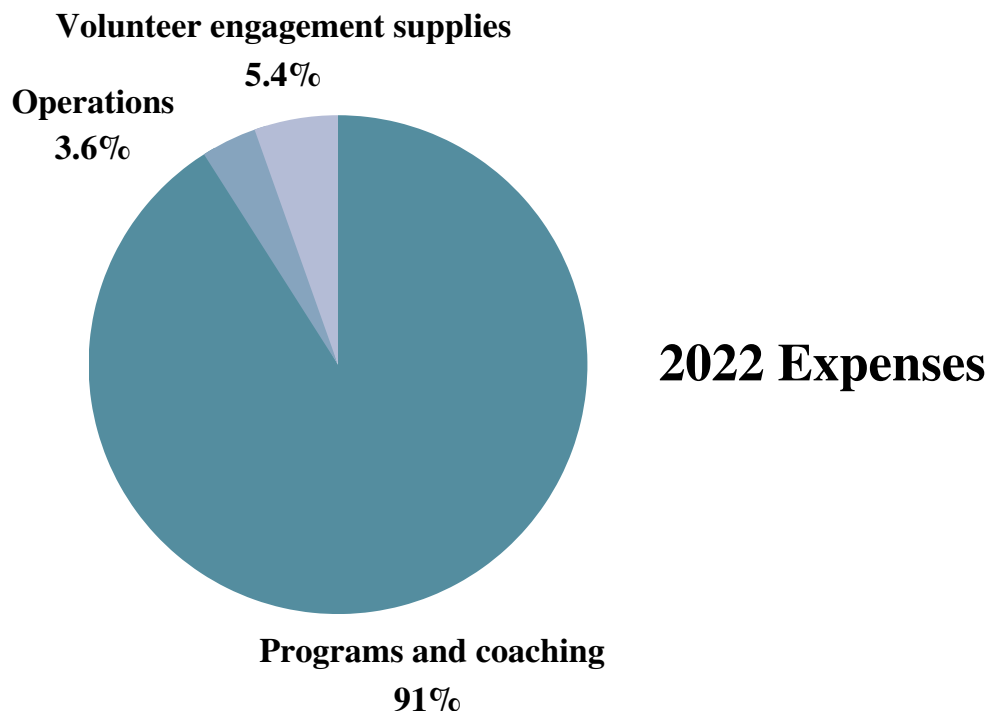
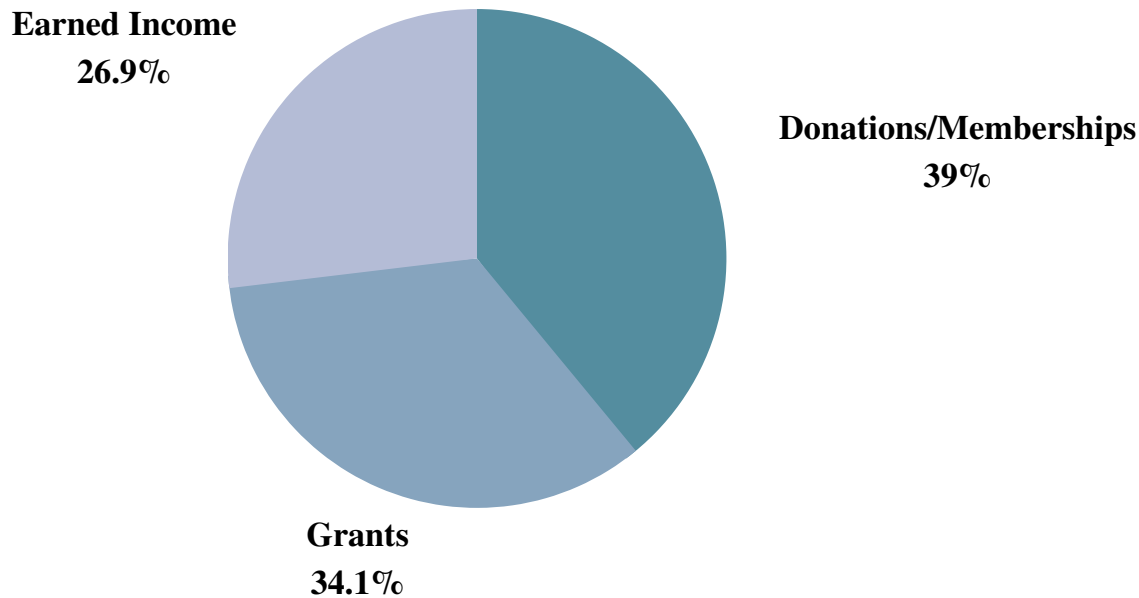
# 2022 Financial Summary

Here's a snapshot of Network Delaware's 2022 financials:

- We raised **\$171,615**
- We spent **\$160,533**
- We have **\$96,898 in assets** (including assets from previous years)

*Note* Network Delaware's fiscally sponsored issue campaigns and projects have a separate restricted set of funds with a balance of \$71,688.

## 2022 Revenue



# Shané's Story

I was a participant three times in the Ella Baker Black Organizers Group. Each time I improved my organizing skills to be able to fight racial Justice and fight for Black liberation.

I participated each time because I wanted to be effective in empowering communities that look like me, everyday people. I want to be effective in contributing to solving social problems for communities who are marginalized and oppressed.

I want to see Black people truly free.

Ella J. Baker was a grassroots community organizer that assisted in organizing multiple organizations for decades. Ms. Baker rejected top-down, male centered, hierarchical leadership structures; she believed this is what disempowered the masses and further privileged the already privileged. She wanted to shift the power from an individual to a group. I believe in group centered leadership versus leader centered leadership. I embrace this leadership style as a politician and a community organizer.

This is reflected in how I approach my policy efforts; making sure Black people and other vulnerable communities are centered.

The community has the solutions.

In addition, one of the main principles of my non-profit, Black Mothers In Power is believing that Black women of many identities are very capable to led, identify the problems, and find solutions for our problems.

Even further, the most silenced, ostracized groups of Black women should be organized. Our goals are for everyone to have decision making powers, to have a sense of responsibility, to focus on collaboration, and to be interdependent.

Organizing is about social change. Realizing that every single person, regardless of socioeconomic status, education level, or whatever can learn leadership skills.

Everyone has the ability to understand, interpret, see, and move to transform the world around them.

Shané Darby



# What's Next For 2023?

For Network Delaware in 2023, we will be aiming to launch our new Civic Achievement system, expand in-person recruitment and retention, and strengthen partner group support. We want to make sure both existing and new folks have plenty of opportunities to know what is going on and how they can support.

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

- **Launching our Civic Achievement system:** This upcoming year we will be officially releasing our new leadership development model. It's designed to make it simpler for folks to get started and get engaged.
- **Expanding in-person recruitment and retention:** While we will continue to offer online programs and events in some cases, we know most people get involved with Network Delaware for the community and the people which is easier in-person.
- **Strengthen partner group support:** We aim to be a resource in supporting and coaching issue campaigns, other nonprofits, and community groups to improve the skills of their members' civic leadership skills.

