



NETWORK
DELAWARE

presents

THE 2024 ANNUAL REPORT



Introduction

What are our key ingredients?

I was talking with a Network Delaware volunteer this year and they were wondering what was the “secret sauce” to our success.

While I know we still work to improve our organization at every opportunity I do think there are a few “key ingredients” that we strive to uphold. Here are some of the top ones we continue to lean into.

- 1. Volunteer led:** We’re a grassroots organization where volunteers lead every project and team, come up with and implement new ideas, and contribute the primary resources for the organization. We believe that Network Delaware creates a space for the community to come together to build long-term change in our state.
- 2. Continual skill building:** We follow the leadership development philosophy of Ella Baker who reminds us to improve our own abilities to create change, rather than relying on a single leader. We believe in community-led learning where we all support each other’s growth over time through hands-on practice, training, and coaching.
- 3. Strive for justice and equity:** We build justice-oriented multi-issue campaigns and aim to center those most impacted by the problems in order to change policy. In addition, we work to adapt our own organizational practices to better include all people and address privilege/oppression.
- 4. Joyous community:** We believe in building meaningful human connections and creating spaces of group celebration and appreciation. We want every person involved to know they matter and their efforts can make a difference with training and support.

Any key ingredients I missed?

Thank you!

Drew Serres

Network Delaware

2024 Metrics of Success

Here's a look at how we track our success at the Network. These numbers look at data over 2024 (10 is the highest):

- **“Would you recommend Network Delaware to others?”**=9.51 (2023=9.55, 2022=9.79)
- **“Network Delaware cares about me as an individual”**=8.77 (2023=8.54, 2022=9.5)
- **Support for our 1-on-1 coaching**=9.06 (2023=9.01, 2022=no data)
- **I have a role to play in making change in my community**=8.84 (2023-2022 no data)



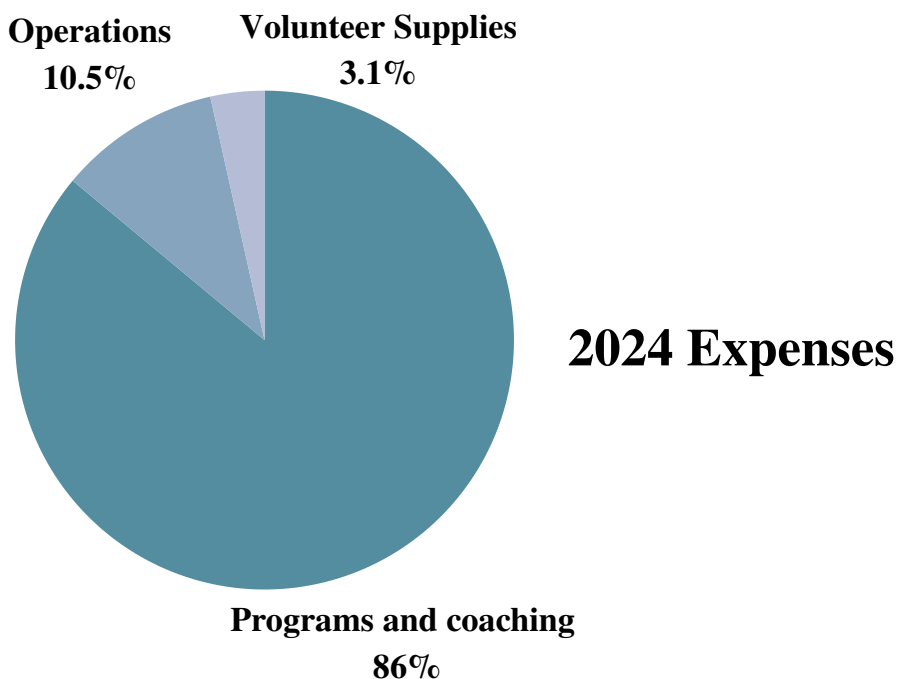
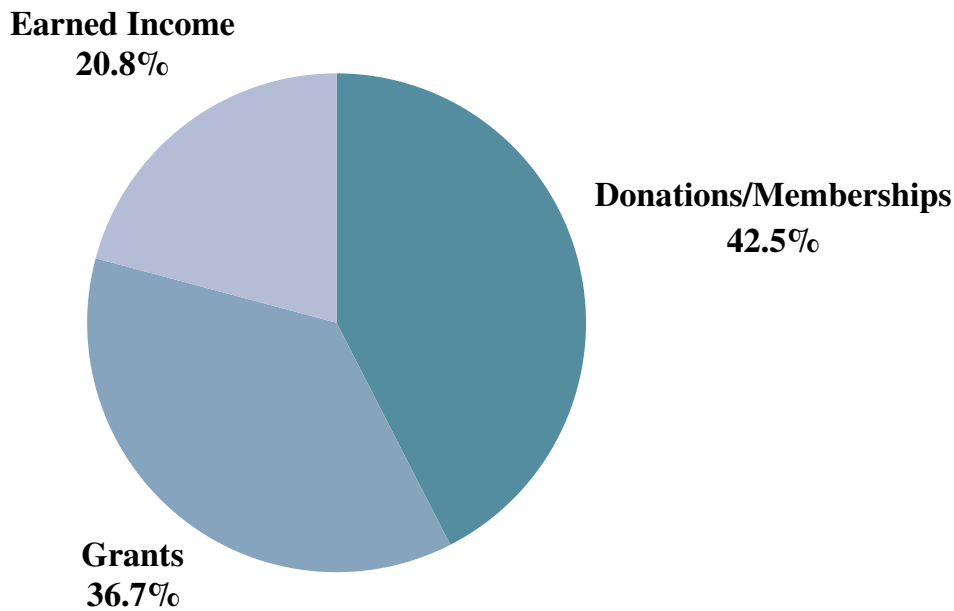
2023 Financial Summary

Here's a snapshot of Network Delaware's 2023 financials:

- We raised **\$428,360**
- We spent **\$406,005**
- We have **\$197,775 in assets** (including assets from previous years)

Note Network Delaware's fiscally sponsored issue campaigns and projects have a separate restricted set of funds.

2024 Revenue



Janiene's Story

I am extremely passionate about fighting for equity in healthcare for people of color and the underserved because of what I discovered and experienced during my health journey.

I suffered from chronic pain daily for years.

Since early Spring of 2020, I visited 17 doctors in 3 different states in search of a diagnosis and treatment.

My health concerns have been ignored, or dismissed, or I've been treated like a drug seeker.

But when I was told that the pain was psychological and asked if I had ever seen a therapist, this sent me into a temporary state of depression, and I started wondering if it was psychological.

Then I thought about how I used to work two jobs, workout three times a week, and climb mountains, and now I spend most of my days in bed.

I used a cane and wheelchair to get around.

I no longer worked or exercised, and I lost my home.

Additionally, I no longer wanted to seek a doctor's help because of the unjust treatment I received.

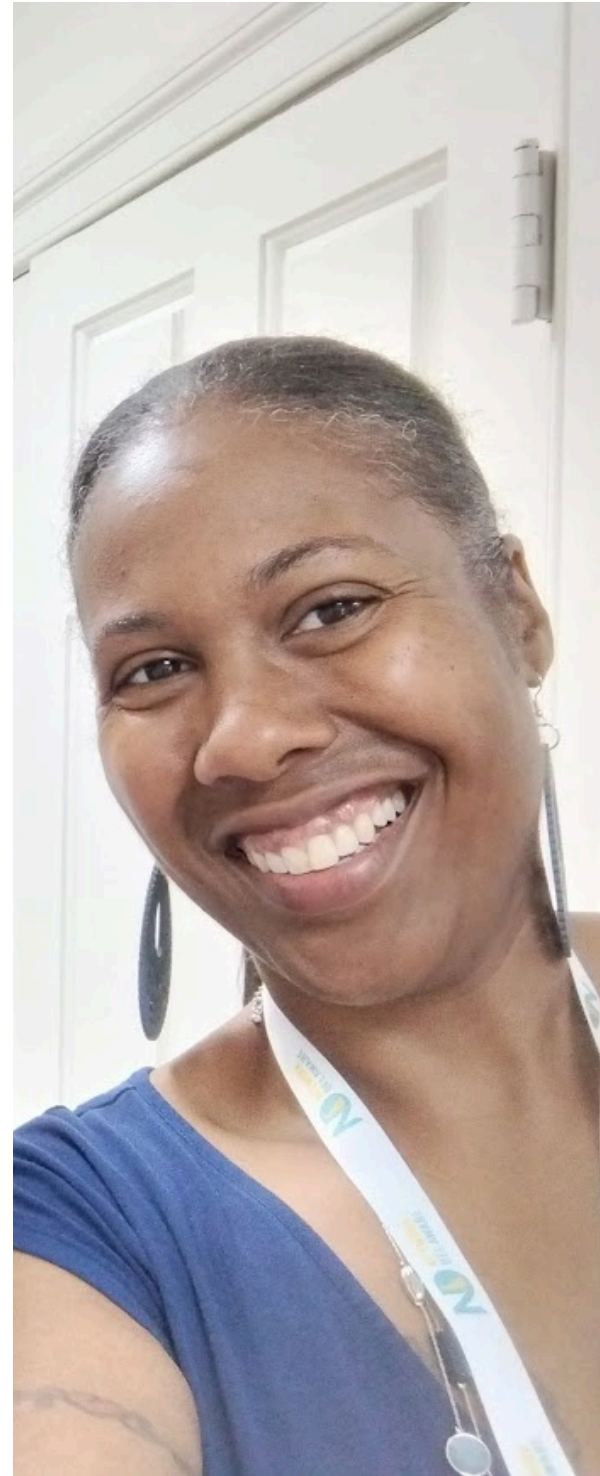
I decided to do research and talk to people who look like me with similar experiences.

I became angry about what I found; I knew I had to do something.

That's when I found Network Delaware and told myself, Coretta Scott King: "If you don't use your power for positive change, you are indeed part of the problem."

That's why myself and my colleague Crystal Hunter started Just Health Restoration with the mission to reduce health inequities in Black and Brown and underserved communities by bringing awareness to causal factors for health-related disparities and providing long term solutions for bridging the gap between these communities and health care providers.

Janiene Campbell



What's Next For 2025?

For Network Delaware in 2025, our central priority for improvements is to ensure it feels easy, clear, and accessible for folks to get involved and improve their social change skills.

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

- **Social Good Projects:** Social Good projects can be issue campaigns, social impact businesses, existing nonprofits, etc. Network Delaware's role is to develop and improve all types of Social Good projects through recruitment, coaching, and partnerships.
- **Peer Support Systems:** Peer support is all about sharing the skills and knowledge of our Network community with those looking to learn. Network Delaware's role is to create a peer group structure and make a digital system that's easy for people to connect with the right person.
- **Civic Leadership Levels:** Our primary goal is to support others in improving their own Civic Leadership Level (Level 1: Starting, Level 2: Showing Up, Level 3: Contributing, Level 4: Increasing Responsibility, and Level 5: Developing Others).

