

**LOVE &
POWER
JOY &
RIGOR**



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2022 in Review:

A Letter from our Executive Director

FCYO Fam! Happy 2023!

I hope the new year greeted you with fresh inspiration and the felt joy of possibility in your heart.

I don't know about y'all, but at the Funders' Collaborative on Youth Organizing [FCYO], we entered 2022 on the heels of so much learning. Rich with insights from reflecting, experimenting, and growing alongside visionary organizers, brilliant philanthropic leaders, and countless other friends, comrades, and FCYO family members, we began 2022 with a level of clarity and purpose rarely imagined, much less actualized.

As Laura McCargar, Perrin Family Foundation President and FCYO Board Co-Chair, put it, "The sheer magnitude of long-held dreams brought to life last year was absolutely staggering."

For over 20 years, FCYO has been a steady force in the field of youth organizing, helping to build the capacity and strengthen the infrastructure of youth-led organizations. Seven years ago, we decided to assess our role in the ecosystem and clarify our Theory of Change. The sociopolitical and economic conditions demanded that we get brave, stretch beyond an intermediary, and understand ourselves as a home for philanthropic leaders, organizers, and organizations to be vulnerable when the work is heartbreaking, ask the hard questions when strategies are ineffective, and experiment when the moment calls for new approaches to make our vision reality.

Anyone who knows us can testify: our work is grounded in rigor, joy, and a deep love for community - a love so ambitious that actualized power is the only option. In the past year, we enacted this love by seeding, inspiring, and reinforcing an approach to organizing that we believe can and will fundamentally transform our conditions while energizing philanthropic leaders as collaborators and co-conspirators in the pursuit of a more just and democratic society.

Last year was also a year of unprecedented transition and growth. We launched three new strategic grant initiatives and the Youth Power Pledge, long-time Co-Director Eric Braxton transitioned from FCYO, and we hired four new team members, implemented a new Advisory Board structure, and held our first in-person gathering since 2019. As you'll read in the report, what we achieved in 365 days is just amazing and a genuine testament to the deep trust and partnership we've built with you all over 23 years.

As 2023 begins, we hope this report inspires you to join all of us in the FCYO fam in growing the capacity of youth-led organizations who are serious about power-building and moving major resources to support their remarkable work. Whether you have been by our side for 20 years, 10 years, 5 years, or have just joined, please know this work, our success, and the work ahead is yours to own and celebrate.

I'll let you get on to the juicy stuff now!

With rigor, joy, love, and power,

Mónica Córdoba

Executive Director, Funders' Collaborative on Youth Organizing



About FCYO

Our Theory of Change



VISION: We envision a society free from exploitation and oppression, in which communities support the full human development of all people based on principles of equity, democracy, and ecological stewardship. FCYO is driven to help the youth organizing field develop its leadership capacity for the powerful social movements required to actualize this vision.

Our Analysis

1. The roots of poverty, hardship, trauma, and poor health in our society are an economic and political system that is structurally unequal and reliant on racial and gender oppression.
2. To make a just society, we must build mass social movements and achieve governing power
3. Shifting U.S. demographics create new opportunities to forge powerful progressive alliances across multiple political constituencies. People will have to be organized in the millions to seize this demographic opportunity.
4. Because of their energy, willingness to take risks, and direct experiences with injustice, working-class young people, particularly those that are racially and/or gender oppressed, play a critical role in catalyzing the movements we need.
5. For youth organizing groups in the U.S. to facilitate the transformative role of these young people, critical shifts are needed in the areas of theory, strategy, and program.

About FCYO

Our Theory of Change CONT'D

How we Define Power

To realize our vision, movements must achieve the power to transform economic and social conditions for our communities and society as a whole.

This means gaining positions within key decision-making bodies while also applying pressure from the outside to hold them accountable. To do this our organizing needs to build bases at significant scale, develop broad strategic alliances, and elevate public narratives that promote our vision of social justice and true democracy.

MISSION: FCYO brings funders and youth organizers together to ensure that young people have the resources, capacities, and infrastructure they need to fight for a more just and democratic society.

Our work is grounded in our close relationships with the youth organizing field and a commitment to meaningful partnerships between funders and youth organizers.

MOVE RESOURCES to grassroots youth organizing groups on the forefront of social justice to help them seize strategic opportunities and address critical needs.

INCREASE CAPACITY of youth organizing groups to build meaningful power and cultivate the strategic leadership and holistic development of young people.

CONNECT YOUTH ORGANIZING GROUPS across issues and geography to share tools and lessons, increase alignment and sharpen strategies for building power.

ORGANIZE FUNDERS to learn from one another, align funding strategies and expand resources for youth organizing.

BUILD KNOWLEDGE among funders, organizers and the general public about the impact of youth organizing on broader movement building WORK and individual youth development.

¹ From FCYO mission statement

What is Youth Organizing?

DEFINITION: GROUNDED IN RACIAL, GENDER, AND ECONOMIC JUSTICE, YOUTH ORGANIZING IS THE PROCESS OF ENGAGING YOUNG PEOPLE IN BUILDING POWER FOR SYSTEMIC CHANGE WHILE SUPPORTING THEIR INDIVIDUAL AND COLLECTIVE DEVELOPMENT.

WHILE YOUTH ORGANIZING CAN TAKE MANY FORMS, THE FIELD IS GUIDED BY FOUR KEY IMPERATIVES:



Engage youth most impacted by injustice and systemic oppression

- Center the lived experiences of injustice and oppression
- Include and celebrate diverse perspectives and cultural backgrounds
- Create youth affirming environments



Support the leadership and holistic development of young people

- Offer young people meaningful opportunities for leadership and decision making
- Support the development of concrete leadership and organizing skills
- Promote healthy social emotional and identity development
- Develop critical consciousness of socio-political conditions



Strengthen intergenerational and intersectional movements

- Recognize young people as part of multiple communities and constituencies
- Address the overlapping issues impacting young people and their communities
- Value youth leadership and youth/adult partnerships
- Support young people in catalyzing intergenerational movements
- Create pathways for lifelong civic engagement and social justice leadership



Shift power dynamics to create systemic change

- Develop strategy by analyzing issues and assessing political conditions
- Build power through base building, strategic alliances, and shifting public narratives
- Engage young people in collective action to advance policy and influence decision makers
- Achieve systemic changes at the local, state, and national level that benefit whole communities

A CALL TO LEVEL UP

Introducing the Power to Win Framework

Since 2000, the Funders' Collaborative on Youth Organizing (FCYO) has been committed to supporting a strong, stable, and interconnected youth organizing field. And in our 20 years, we've managed to get so much done. But at the core of our work is and always will be a deeply held commitment to taking the stance of a learner. If we're not asking questions about where we're going, we're not going to have any useful answers to how we'll get there.

The historic crises of the last decade have demonstrated for us that, without question, it is time for the field to level up. But what does that mean? In 2017, we began a deep exploration into the role of young people in building meaningful power through our Pipelines to Power initiative. Three years later, we convened the Youth Power Lab, a cohort of more than 70 youth organizing groups helmed by a Leadership Team of five youth organizing groups. Their task: to collectively assess the U.S. youth organizing field and identify key interventions to help youth organizers build the power we need in this moment. Summarizing the insights generated through the Lab, the Leadership Team produced the [Points of Alignment](#), including a call to action to youth organizers to level up in three key growth areas necessary for achieving greater power:

1. We need power, not just empowerment.
2. We need campaigns that are fights for today and training grounds for tomorrow.
3. We need intergenerational infrastructure that leads to political life beyond youth organizing.

Following the Youth Power Lab's conclusion, key youth organizers called on FCYO to adopt a direct role in supporting youth organizing groups to identify and transcend these growth edges and build transformative power. At FCYO, we're keenly aware of the inherent power imbalance between funders and organizers. But we made a conscious decision to heed organizers' call to use all the power we have in this critical moment. This meant stepping outside the typical role of a funding intermediary in order to challenge organizers, ourselves, and funders to reach beyond our existing work toward a new level of power.

The Power to Win Framework is our response to this call - and the touchstone of all our grantmaking and capacity-building programs moving forward. **The Framework details the four key pillars of organizing that we believe the field must embody to build the Power to Win: Long-Term Strategic Orientation, Transformative Leadership Development, Organizing for Power, and Assessment and Experimentation.** That's all we'll say for now...we don't want to spill it all just yet! But later this Spring - with characteristic joy and rigor - we will release the full Power to Win Framework. We can't wait for the rich conversations, generative grappling, bold experiments, and powerful organizing ahead!

BUILDING A STRONGER FIELD

"For myself and others like me, organizing is an act of survival. It is an attempt to transform my community and bring into being a future we can have confidence in. Youth organizing is how sustainable, resilient community power is built and borderless change is brought into effect." - Tyler Okeke, Youth Organizer, Power California



In 2022 we launched six new programs and distributed \$4.8 million to 108 organizations!

This past year ushered unprecedented growth to the scale of our work as we began to actualize a vision born from decades of research on the challenges and opportunities of the youth organizing field.

Our Power to Win Framework was the bedrock of a very clear charge: to organize for power by fostering spaces for long-term strategic orientation, transformative leadership development, and assessment and experimentation. We witnessed our new programs and cohorts take form and flourish in spaces of collective vulnerability, authentic reflection, and heartening celebration. We are beyond hopeful for the new learnings, strategies, and alliances yet to come!

The GenPowerLabs

Young organizers have been at the forefront of countless movements to end the school-to-prison pipeline, protect the human rights of immigrants, end police violence, advance a just transition, address reproductive justice, and more. However, while many organizers have had great success, the exceptional challenges of this moment call for a new level of strategy, alignment, resources, and power - power to not only address daily attacks on our communities but move a long-term vision for transformative change.

Launched this year, the GenPower Labs are FCYO's response to the charges we face at this moment. Dozens of community collaborators. Hundreds of youth organizers. Three years. Three Labs:

Organizing to Win Lab

Level Up Lab

Praxis for Power Lab

We call them "Labs" because each tier is grounded in a hypothesis about how we can support the youth organizing field to realize its fullest potential. Long-Term Strategic Orientation, Transformative Leadership Development, Organizing for Power, Assessment, and Experimentation: Each Lab features a unique combination of grantmaking, peer learning communities, strategic education, and technical assistance designed to support over 100 extraordinary youth organizing groups at the frontlines of our movements to build the power to win.

Below you'll find more information about each unique Lab. This past year, we witnessed the GenPowerLabs community blow our expectations out of the water, coming together to create unforgettable spaces of rigorous strategy, political alignment, and collective joy! We're pumped.

Tier 1: The Organizing to Win Lab

BUILDING A STRONGER FIELD

 **\$1.2 Million Distributed**

 **40 Organizations**

 **20 States Represented**

As the entry point to the GenPower Labs, the Organizing to Win Lab (OWL) is designed to bring a diverse cut of the youth organizing field together within a peer-learning community centered on honest reflection and authentic conversations. This year, we officially launched and completed the first OWL cohort! Over seven months, 40 groups showed up and leaned in to form a powerful space of shared learning, completing six rigorous strategic education sessions, three assessments of their organizing practices (including on their long-term vision and their approach to building power), and three collective debriefs.

As we wrapped up the cohort this Summer, we checked in with groups to learn what worked and didn't. It turns out that a facilitated space for connection and alignment building went a long way. Across the board, folks again and again named that OWL offered a much-needed space to exchange lessons, identify shared struggles, and grow together, as well as a generative opportunity to

build and trial the practice of ongoing assessment.

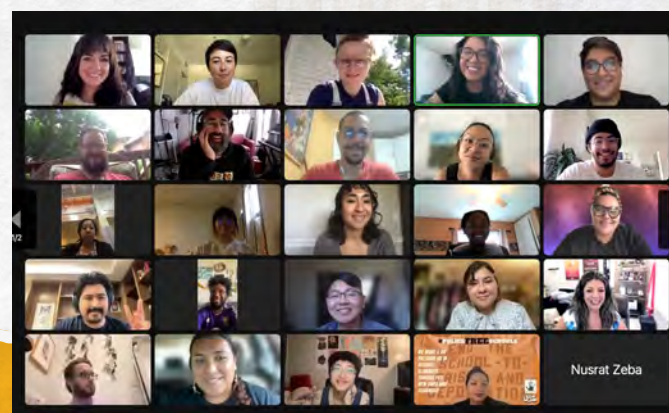
"I am very proud of every organization's commitment to the assessment tasks and readiness to grapple with the material."

Jennifer Maldonado
Program Manager

It wasn't just a reflective process for us - we've been utilizing these insights in real-time as we incorporate them into the design of OWL's second cohort launching this Spring!

"OWL had an impact on our ability to move towards a significant organizational restructure because the assessments that we did in OWL prompted us to evaluate the work that we were doing and recognize key areas of growth. They gave us a reason to pause our work and evaluate whether the organizing we were doing was effective. With that pause, we were able to realize that we needed to be more intentional about our approach to organizing."

OWL Participant



For more information about the Organizing to Win Lab, click [HERE](#).

Tier 2: The Level-Up Lab

BUILDING A STRONGER FIELD

 **\$900,000 Distributed**

 **18 Organizations**

 **12 States Represented**

We are so hyped to have launched the inaugural 18-group Level Up Lab (LUL) this Fall. As the second tier in the GenPower Labs, LUL is designed to support alumni of FCYO's Pipelines to Power, Youth Power Lab, and Organizing to Win Lab initiatives who are aligned around a strategic framework but who would benefit from support in turning that alignment into organizational practice shifts.

Through coaching, convenings, virtual sessions, and assessment tools, each group in the LUL cohort is receiving the practical, political, and social-emotional support necessary to level up their skills in base building and transformative leadership development. Over the next 18 months, groups will

develop and test hypotheses around organizational practice shifts before coming together to synthesize their learnings and determine the critical lessons to share out with both one another and the broader GenPower Labs community.

"It is very critical that we take risks! We are living at the edge of our work, going into new territory, and though there are lessons to rest on we also have to make grounded assessments of what is needed."

Christopher June Zizzamia
Program Director



For more information about the Level Up Lab, click [HERE](#).

Tier 3: The Praxis for Power Lab

BUILDING A STRONGER FIELD

 **\$750,000 Distributed**

 **10 Organizations**

 **7 States Represented**

While we officially kicked off the Praxis for Power Lab (P4P) this Fall, we've been at it for a minute. Well...actually more like 8 or 9 months.

Over the past year, we worked with eight leading youth organizing groups to co-design the Praxis for Power Lab - the third and [*currently*] final tier.

Co-created and now underway, P4P is supporting a cohort of 10 youth organizing groups with high alignment and strong organizing practices to advance their collective capacity for building transformative power - and, in doing so, to provide leadership to the field to do the same. P4P is unique in that it's structured for groups to run collective experiments that, when combined, test shared hypotheses around class- and place-based organizing and transformative leadership development.

"P4P came along at a critical moment in our development when we were reassessing our local terrain and going through a leadership transition. P4P helped us recalibrate, sharpen our analysis, and feel free to experiment with new approaches designed to build social power. We were able to assess how anemic some of our past advocacy had been and be bolder moving forward. The leadership of FCYO has been critical, but it's also been so dope to be in a learning community with so many amazing organizers and organizations who are tackling similar questions."

Lukas Brekke-Miesner
Executive Director, Oakland Kids First

Over the next three years, P4P cohort members will undertake new practices designed to strengthen their organizations' campaign work and leadership development practices, all the while participating in a community of practice that builds collective resilience and encourages principled struggle. And last but not least, they'll be synthesizing and sharing lessons and reflections with the broader field through written materials, tools, webinars, and workshops. Definitely stay tuned!

For more information about the Praxis for Power Lab, click [HERE](#).

Youth Organizing for Climate Action and Racial Equity (YO-CARE)

💰 **\$2 Million Distributed**

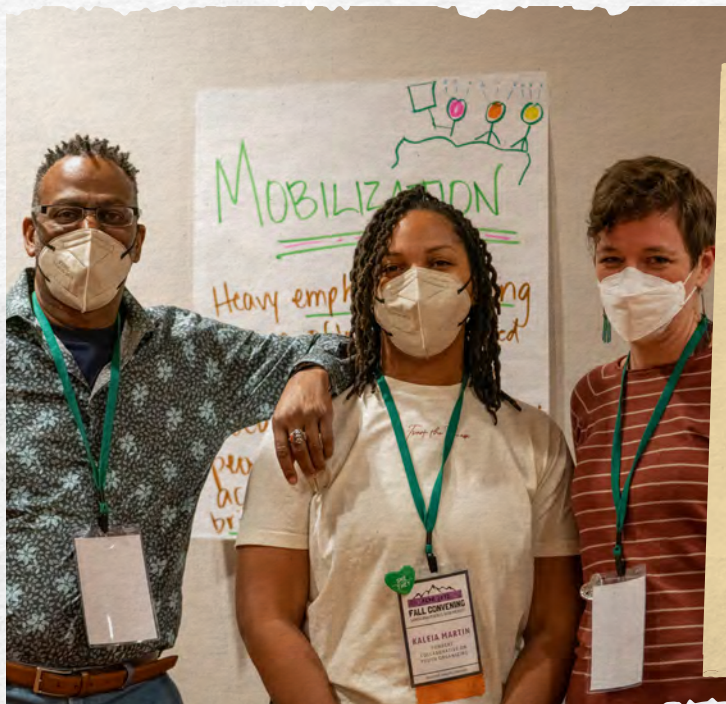
👥 **40 Organizations**

🇺🇸 **20 States Represented**

That the climate is in crisis isn't in question. Nor is the fact that BIPOC, poor, and working-class communities face disproportionate - and immediate - harm from the fallout. No one knows this better than the young people who have risen up and mobilized en masse in response to these threats. This generation has the potential to spark a movement that can not only save our planet but also lead us to a more just and equitable society. But to do so, they'll need a new level of resources, capacity building, and alignment.

Enter the Youth Organizing for Climate Action and Racial Equity (YO-CARE) initiative. This Fall, we invited 40 racial justice and climate justice youth organizing groups to join a year-long grantmaking and capacity-building cohort with two goals:

- Strengthen organizations' power to drive the transformation necessary for their communities to thrive, including developing clarity on the base-building strategies, leadership development programs, and advocacy and communication campaigns that best achieve their vision.
- Create opportunities for cross-sectoral learning and relationship-building between climate justice and racial justice organizations with an orientation towards connection, shared frameworks, solidarity actions, and future collaboration.



"I hope we can support groups to strengthen their practices, and I'm hoping that all of our groups report exciting new opportunities as they shift organizational practices. I want to hear about all the new capacities they've developed to bring in young people, create or redesign campaigns, and move critical changes in their communities." -

Kaleia Martin
Climate Fund Program Manager

Youth Organizing for Climate Action and Racial Equity (YO-CARE) CONT'D



We kicked off the first YO-CARE cohort this Fall at an in-person convening where groups were supported to meaningfully connect with one another, ground their work in a shared political analysis and begin to sharpen their organizing practices in base building, campaign development, and leadership development. Starting this Winter, groups are engaging in virtual sessions featuring political education and organizing training, and receiving individualized support from organizing coaches and resources to self-organize peer learning exchanges with other YO-CARE groups. We can't wait to spend time with this powerhouse cohort again at their Summer convening!

"...Seeing these ideas so clearly explained and broken down and illustrated meant so much to me. It truly made me feel less alone, it gave me a sense of a community sharing this analysis...I have often been in climate spaces where we are fighting to show how interconnected race and capitalism are, so this felt so amazing to ground Youth vs. Apocalypse in a greater community."

YO-CARE Participant

For more information about YO-CARE, click [HERE](#).

Take Action for Power Fellowship

This current moment is not only one of historic challenges but also one of extraordinary opportunity, as we witness a whole generation of newly mobilized young people across the country who are hungry for transformation. **The Take Action for Power fellowship [TAP] was created to support eight newly mobilized youth leaders to carry out organizing projects to bring about change for their communities.**



TAP began with a Summer intensive where Fellows received leadership development opportunities, including political education (from a brief history of community organizing to a lesson on social reproduction theory), organizational development (including narrative strategy, time management, and logo development), and social-emotional learning. Assessing their community conditions, TAP fellows began to grapple in real-time with what it means to organize from the framework of building power as they developed and are now launching campaigns to tackle educational inequity, police brutality, and oppressive urban development practices in their communities. Youth leaders + sharp analysis + fresh ideas = big things happening!

For more information about TAP, click [HERE](#).

Youth Speakers Bureau

FCYO's Youth Speakers Bureau is an assembly of five dynamic youth organizers who are building their narrative and communications skills while serving as champions for the field of youth organizing. It is designed to support participants through their professional development as organizers. This past year, our Youth Speakers Bureau members showed up fiercely and creatively - speaking to funders at the launch of our Youth Power Pledge in LA, performing poetry for our Fall Convening in New Mexico, and creating media projects to share their organizing journey for International Youth Day.

For more information about the Youth Speakers Bureau, click [HERE](#).

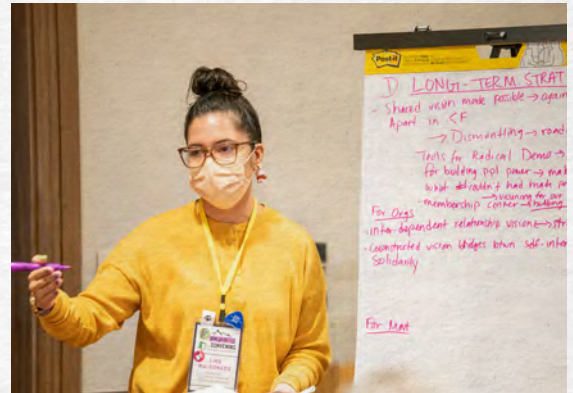


FCYO Fall Convening

In October, we welcomed over 100 youth organizers to the "Land of Enchantment" - the Santa Ana Pueblo of New Mexico for the 2022 FCYO Fall Convening!

Throughout the week, our YO-CARE, LUL, and P4P cohorts officially launched their programming with spaces for grounded assessment, relationship building, cross-cohort connection, and engagement with the goals and content of each individual program.

In true FCYO fashion, not only did we engage in spaces of deep analysis and cross-sectoral learning, there was plenty of room for joyful resilience as we hosted a dance party, Halloween movie night, and costume contest, and were awed by incredible poetic and musical performances from groups from all over New Mexico!



"Spiritually I felt very grounded there in New Mexico. It kept coming up in conversations so it wasn't just me. Everyone seemed to be at the same vibe of decolonizing and just soaking up the beautiful backdrop, plateaus, bosques, and the quietness of Pueblo lands. We deserve rest, we deserve to be with nature, water spirits like my abuela used to talk about. I was still able to make deep connections with folks...I haven't forgotten a single moment. We have a group chat now and we still message each other. We need each other because movement work can be difficult at times, and it's nice to know our sisters are there with us. I've made some familly [friends that are fam]. The convening was restorative to say the least. Medicine."

Tiff Sanchez, Youth Organizer, East Yard Communities for Environmental Justice



New Mexico Learning Tours

Participants were also invited to attend New Mexico Learning Tours. In "outdoor classrooms," on bikes, through scenic hikes, and community site visits, the learning tours allowed organizers to explore the breathtaking natural landscapes of New Mexico and engage with the local organizers in the area working on climate justice, transit and health equity, and immigrant rights. The learning tours were led by four local organizations: Together For Brothers, New Mexico Dream Team, Earth Care, and La Semilla Project.

From rock climbing, to bike tours, to artmaking, the Learning Tours provided by local youth organizing groups were a huge hit.

RESOURCING, RECOGNIZING, AND AMPLIFYING YOUTH POWER

Funder Organizing and Resource Mobilization

The youth organizing field is in critical need of funds. Make no mistake: FCYO is committed to raising those resources. But at FCYO, we're motivated by transformation - not transaction. We know that to achieve a more just and equitable society, we're going to need philanthropy to align around a shared strategy for resourcing young people to build the power to win. And we believe that the practice of joy and rigor is as transformative for philanthropy as it is for the youth organizing field.

Shared study. Co-conspiring.
Strategy sessions. Belly laughs.
We are motivated by a vision of an aligned, connected, and committed philanthropic community that resources youth organizers to win. That's why you'll notice the twin currents of community building and power building running throughout FCYO's funder organizing and resource mobilization work this year.

"We must dust off our cynicism, return to that passionate belief in freedom as a real and attainable possibility, and support young people's power to realize what they know they deserve from the world."

Mónica Córdova

"Young Organizers Are Taking On the Greatest Challenges of Our Time. Donors Need to Take Notice."

- The Chronicle of Philanthropy, June 2022

To our funder community, old and new: such deep appreciation for your unabiding belief in young people and willingness to dive into this work with us. And to those we have yet to meet: please see below and then give us a call - you don't want to miss out!



RESOURCING, RECOGNIZING, AND AMPLIFYING YOUTH POWER

The Youth Power Pledge



The Youth Power Pledge is a critical resource to provide youth of all backgrounds with the tools, time, and trust to lead."

Darren Walker, President of the Ford Foundation

This past April, FCYO officially launched the Youth Power Pledge! This bold campaign is our challenge to philanthropy to meet young people's level up in power with a level up in resources to the tune of \$35 million, including \$20 million to support FCYO's grantmaking and \$15 million directly to the field.

The Youth Power Pledge was a vision many years in the making! Since last year's launch, we have been galvanized by the support of our board, early champions of the Pledge, and long-time partners in the field who share a deep commitment to building new legacies of youth power. We're overjoyed to share that we have reached...drumroll...\$25 million and counting!

The Official Launch Party

Anyone who's been to an FCYO event can testify - we pull out all the stops. And the Youth Power Pledge's public launch was no exception. Over 50 funders, youth organizers, and other stakeholders came together in Los Angeles to learn about the incredible work of youth organizers across the country and the critical impact of funding on the field. Highlights included an animated panel of leading organizers and funders in conversation on the power of youth in intergenerational organizing. And, of course, live poetry, delicious food, and some throwback airbrushed sweatshirts!

NYC Youth Power Happy Hour

Last July, funders, friends, and board members joined us on a gorgeous New York City rooftop as we continued our Youth Power Pledge celebration! Through poetry and personal testimony from organizing leaders old and new, we heard again and again about the catalytic power of investing in youth organizing at this moment in time.

Learn more about FCYO's Youth Power Pledge [HERE](#).

RESOURCING, RECOGNIZING, AND AMPLIFYING YOUTH POWER

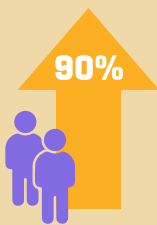
FCYO Advisory Board

FCYO's Advisory Board is not your typical organizational governance mechanism. As a funder collaborative, our Board community is at the heart of our work - they are part and parcel of who we are. Our members are a diverse bunch - from long-time champions to new faces, from family foundations to national funders - unified by a shared commitment to elevate youth organizing as a critical strategy for social change.

Overall, our Advisory Board holds three core functions:

- To create a dynamic space where youth organizing funders and practitioners come together to learn, innovate, build a shared understanding of opportunities and challenges, and develop shared strategy to advance a strong field.
- To provide guidance on the organization's overall vision and inform how FCYO's programs can best support young people at the forefront of social justice.
- To help generate resources to support FCYO programs and the youth organizing field.

This past year, our work with our Advisory Board focused on two core goals:



1) Expanding and restructuring our Board to accommodate new funder and organizing practitioner members.



2) Deepening alignment among our Board members through a dedicated strategic education program, including a three-part Power to Win learning series.



At our Summer meeting, new and returning FCYO Advisory Board members met in person for the first time in over two years!

Our Board members play key roles including guiding our vision and programmatic strategy, sharpening FCYO's funder organizing and resource mobilization efforts, and serving as philanthropic champions for youth organizing. And there's nothing we like more than when Board members come ready to get their feet wet and their hands dirty. We're always looking to welcome new funder and organizing practitioner members - if you're interested, don't hesitate to reach out!

"The FCYO Advisory Board is a space to build relationships with organizers and philanthropic leaders to meet the moment with the dedication and fidelity young people deserve."

**Albert Maldonado, Senior Program Manager,
The California Endowment**

Funder Learning

Resourcing to Win: A Three Day Learning Journey

For two decades, FCYO has worked to build a strong and interconnected youth organizing field that supports young people at the forefront of social justice movements. And we've learned a few things along the way: 1) It's essential to be in strategic partnership with community leaders, and 2) Funders need a community with the space to openly share challenges and opportunities to sharpen our analysis and resourcing strategies. And let us be the first to say: Resourcing to Win was all that and more!

Alongside our New Mexico grantee convening this October, FCYO hosted Resourcing to Win: a three-day funder learning journey that explored the intersection of climate justice and racial justice through learning tours with local organizers, relationship-building and peer learning opportunities, and tangible tools for resourcing power-building strategies. The interactive and engaging sessions brought together a diverse cross section of funders to center joy, connection, rigor, and vulnerability while taking in the culture, history, and beautiful landscape of New Mexico.

Highlights included:

- An intimate conversation between Michael Leon Guerrero and Laurie Weahkee who grounded us in a shared history of environmental justice in New Mexico
- A dialogue among climate justice funders on the imperative of youth organizing in this moment and the role of deep investment
- A panel of youth organizing leaders from the YO-CARE cohort in honest discussion about the impact of the climate crisis and racial injustice on their communities - and how they're fighting back

We also used this opportunity to pull back the curtain on the Organizing to Win Lab and invite funder partners deeper into the substance of our work, as three OWL alumni hosted small group discussions about the key lessons emerging from their organizations' work to build greater power. We also dipped our toes into applying the self-assessment practices that we use with youth organizing groups to the world of philanthropy, engaging in vulnerable and generative conversations about each of our roles in the work.



An intimate conversation between Michael Leon Guerrero and Laurie Weahkee who grounded us in a shared history of environmental justice in New Mexico.



A dialogue among climate justice funders on the imperative of youth organizing in this moment and the role of deep investment.

Funder Learning CONT'D

Funder Advisory

At FCYO, we know that for many funders the best way to support a field as large and layered as youth organizing is not always self-evident. It's not always clear where the most promising strategies are emerging, where the most urgent needs lie, how youth organizing is advancing on particular issues, or even how philanthropy is relating to the field. That's why, since our inception, FCYO has offered tailored funder advisory services ranging from landscape and stakeholder analyses to grantmaking strategy development.

This year, we've been thrilled to partner with the Skillman Foundation, a long-standing champion of Detroit's young people. As part of their commitment to power building and thoughtful transitions, the Skillman team reached out to FCYO to support them in developing a baseline understanding of the current regional youth organizing field and ways to best contribute as a funder. However, information about the size, scope, and nature of the local youth organizing field has remained relatively scant and/or unavailable. Over the last year, FCYO worked in partnership with a local consultant to conduct a grounded assessment of the regional youth organizing landscape. From there, we paired organizers' insights with philanthropic case studies to generate several strategic pathways. The project consultant is now leading an Advisory Council of youth organizing groups that is reviewing the report with the aim for them to play a co-design role with Skillman - and hopefully other local funders - about how to best move forward in their investments.

Our Team



Angie Condor
Program Associate



Mónica Córdova
Executive Director



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