

The logo for FCYO, consisting of the letters "FCYO" in a bold, white, sans-serif font, centered within a black rectangular box. The background of the entire page is a vibrant blue, featuring abstract graphic elements: a large white stylized letter 'P' on the left, and several concentric, curved lines in shades of yellow, orange, red, and purple on the right, resembling a stylized sun or a rainbow.

# THE YEAR OF RAXIS

**THE FCYO 2024 ANNUAL REPORT**  
Funders' Collaborative on Youth Organizing

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SECTION 1

# Letter from the Executive Director

# LETTER FROM THE EXECUTIVE DIRECTOR



## Dear Friends, Partners, and Supporters,

As I reflect on the past year, my heart is filled with gratitude for our organizing and philanthropic partners, whose unwavering commitment has been essential to the bold, transformative work of the Funders' Collaborative on Youth Organizing (FCYO). In 2024, we set an exciting agenda: sharpen our long-term vision, lock in ten-year goals, and affirm our role as a power builder in the youth and intergenerational organizing ecosystem.

We got to work strengthening our approach through our strategic planning process. At FCYO, we don't just "talk the talk" – we apply praxis to every facet of our work. That means investing in well-developed theories and turning them into real, collective action. We actively test, refine, and bake lessons into our organizational practices, positioning ourselves with a powerful perspective in both the organizing field and the philanthropic landscape.

At its core, FCYO is committed to an organizing methodology that empowers everyday people to build governing power. The mighty work of over 50 organizations in our GenPower Labs and the Youth Organizing for Climate Action and Racial Equity cohorts reinforces this mission every day. Together, we're creating spaces for organizers, funders, and allies to share ideas, align strategies, and establish collaborative relationships that test the bounds of the singular labels we use to describe ourselves.

We also hit a major milestone with the close of the Youth Power Pledge – a bold challenge to philanthropy to raise \$35 million in new resources for youth organizing! This effort underscores our collective commitment to young people having the tools, resources, and support they need to drive real, transformative social change.

As we refine our strategies to contend with the complex challenges and uncertainty ahead, FCYO is laser-focused and ready to hit the ground running in our 25th year. This moment demands more than reflection – it requires decisive action. Every decision and action we take – whether as organizers, funders, or capacity-builders – is fundamentally political. How we direct our resources and how those resources are used carries political weight. Nothing will protect us from a system rooted in the expansion of oppression, the exploitation of human labor, and the extraction of natural resources. Instead, we must embrace our roles as political leaders and fight for the systems, structures, and opportunities that put people and the planet first.

To everyone who's been a part of this journey with us – thank you. Your support fuels the hope, resilience, and collective strength we need to imagine and build a future that's more just, equitable, and full of possibility.

**Warmly with Joy and Rigor,**

*Monicah Cordova*



SECTION 2

# INTRODUCTION

# ABOUT FCYO

## VISION

We envision a society governed by everyday people fueled by a commitment to interdependence, grounded in joy and connection, and built to serve the collective interests of its people and planet. FCYO is driven to help the youth organizing field develop its leadership capacity for the powerful social movements required to actualize this vision.

## 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

Since 2000, FCYO has helped build a strong, interconnected, well-resourced youth organizing field that supports BIPOC, working class, and gender-oppressed young people at the forefront of social change. To reach our vision, we engage in grantmaking and capacity-building efforts that directly resource youth organizing groups to cultivate leadership, align their strategies, and build power.



Anchored by FCYO's Power to Win Framework, our grant making and capacity-building programs support youth organizers to situate their campaigns within a long-term strategic orientation, sharpen their transformative leadership development and base-building practices, and undertake bold experiments toward building the social, economic, and political power of their communities to unite the field under a shared, scientific organizing praxis.

Our work is grounded in close relationships with the youth organizing field and a commitment to meaningful partnerships between funders and organizers. Through this process, we support the youth organizing field towards becoming a driving force in a movement for structural transformation.

## OUR PRIMARY FOCUS AREAS ARE TO:



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



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



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



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

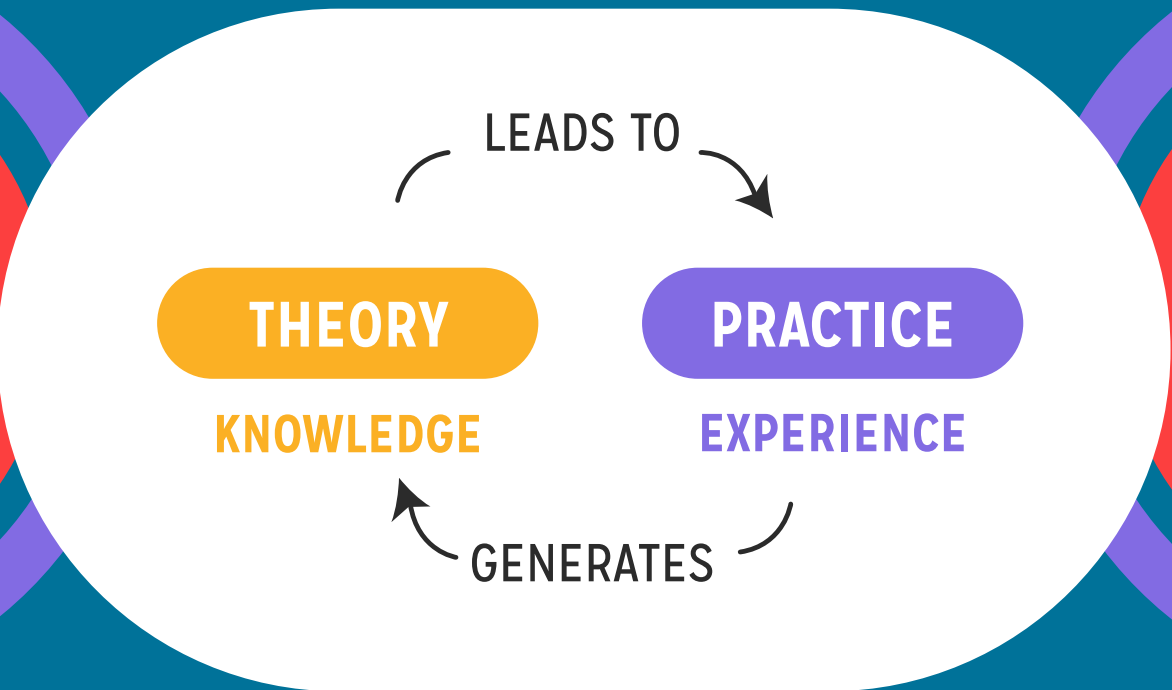


**BUILD KNOWLEDGE** among funders, organizers and the general public about the impact of youth organizing on broader movement building WORK and individual youth development.

# 2024: THE YEAR OF PRAXIS

FCYO’s approach to our grant making and capacity-building work is to unite youth-led and intergenerational organizations under a shared organizing praxis that supports them in building the power to win a more just society.

Okay... but what does “praxis” actually mean?



Simply put, our experiences shape how we make meaning of the world, and in turn, how we take action. The cycle goes on, with each of us doing, learning, doing again, and learning anew. Each new learning helps us refine and sharpen our strategies for future actions. In organizing, we often refer to the knowledge guiding our work as “theory” and our experiences as our “practices.” **Praxis is the continuous relationship between theory and practice.**

The field of organizing has a long-standing tradition of experimentation and learning from its practices. This becomes clear when considering how powerful movement moments incorporate battle-tested lessons of those who came before them. Take the rich history of student movements. In the 1960s, students who had studied the Indian independence struggle against British colonialism led a powerful sit-in movement for civil rights. During the Vietnam War, students built on those learnings to lead anti-war sit-ins, teach-ins, and occupations on their campuses.

Social movement is a continuous cycle of praxis: building on lessons from the past to respond to present conditions, and creating new strategies as we go that are sharpened by trial and error. Through praxis, we bridge the wisdom of past organizers and revolutionaries to the challenges we’re tackling today. Whether we succeed or fail, praxis gives us permission and purpose to test an approach, learn from the outcomes, and confidently use those lessons to build a stronger, evidence-based strategy for movement.



# HOW FCYO PUTS PRAXIS TO WORK

The Power to Win Framework forms the backbone of FCYO's work – a guiding theory developed in partnership with hundreds of youth organizing groups, and grounded in the collective experiences, knowledge, and hard-earned lessons they have cultivated over the years.

The Framework highlights four essential pillars that the organizing field needs to lead the charge for structural transformation:

**1 PILLAR 1: LONG-TERM STRATEGIC ORIENTATION**

**2 PILLAR 2: TRANSFORMATIVE LEADERSHIP DEVELOPMENT**

**3 PILLAR 3: ORGANIZING FOR POWER**

**4 PILLAR 4: ASSESSMENT AND EXPERIMENTATION**

**Theory meets practice within the fourth pillar of the Framework: assessment and experimentation.** As the pillar of praxis, it empowers organizers to test bold ideas, adopt new strategies, and learn as they strengthen their capacities to contend for governing power.



SECTION 3

**Theory in Action:  
FCYO's 2024  
Capacity-Building  
Programs**

From the three-tiered GenPower Labs to the Youth Organizing for Climate Action and Racial Equity Initiative, **in 2024 FCYO granted over \$5.5 million to 53 organizations engaged in four capacity-building cohorts intentionally designed as sites for catalyzing praxis grounded in the pillars of the Power to Win Framework.** Across the board, organizers hit the ground running, experimenting with power-building approaches that are responsive to different scales and diverse constituencies.

**\$5.5M**  
Granted

**53**  
Organizations Supported

**4**  
capacity-building cohorts

The GenPower Labs provide a structured ladder of engagement via three tiers: Organizing to Win Lab, Level Up Lab, and Praxis for Power Lab. Fueled by learnings from the labs, the Youth Organizing for Climate Action and Racial Equity Initiative serves as an accelerated capacity-building incubator for intergenerational climate and environmental justice groups.

It's been incredible watching organizers push boundaries to experiment with new ways of building power and work to create real, lasting change, and we couldn't be more excited to share what they have been up to!



# ORGANIZING TO WIN LAB 3

Early in 2024, our program team dove deep into lessons from 2023's Organizing to Win Lab 2 (OWL) and surfaced a clear charge: youth organizers nationwide needed support to build their civic engagement work into a long-term strategy for social change during the upcoming election year.

Enter OWL 3. In May 2024, we welcomed 15 incredible organizations dedicated to testing and sharpening their civic engagement strategies to a new and improved OWL cohort specifically designed in response to the political moment. Organizers came together to assess the landscape, identify their strengths, and determine where they needed to grow, grappling with questions such as:

1

How do we build governing power in our communities?

2

How do we build our membership's skills to meet this political moment head-on?

3

How can we scale our work to advance our vision for a more just society?

Since the program kickoff, these organizations have been all in, completing assessments of their current work and diving into workshops on transformative leadership and principled struggle. The OWL 3 cohort worked hard all year growing their organizing base and building people power. But it doesn't just stop with the election. **These organizations are creating civic engagement strategies that go beyond the ballot box - strategies designed to fuel long-term transformative change!**





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“Being in spaces where we can talk about the specifics of our organizing and civic engagement strategies with colleagues who are leading the same charges is very necessary. While our coalition works together frequently in our home state, we are missing that external insight that can help us rethink our plans and tactics. Meeting people in this work reminds us of our shared struggle for liberation and how those spur of the moment conversations can lead to new ideas.”

**- Organizing to Win Lab Cohort Member**

### PRAXIS POINT

In OWL 2, we learned how critical the coaching process is in helping organizations tackle challenges unique to their organizational missions and contexts. This included offering tailored tools such as a transformative leadership development model that matches an organization’s needs, or sharing base-building strategies designed for their unique organizing conditions. For OWL 3, we applied this learning with a team-based coaching plan to help organizations focus on one key Power to Win organizing capacity: long-term strategic orientation, base-building, or transformative leadership development. Ultimately, this process is supporting organizations to ground their civic engagement strategies in these practices and equipping them with the tools they need to create lasting impact.

# LEVEL UP LAB

Designed as an experimentation hub, the Level Up Lab (LUL) provided organizations that had already engaged with the Power to Win Framework space to build on those learnings and bolster their organizing. After three tremendous years, the 14-member cohort wrapped up in August, completing a rigorous cycle of assessment, experimentation, and evaluation that pushed their organizing practices to new heights.

Level Up Lab participants kicked off 2024 deeply engaged in experiments focused on one of three primary goals: **strengthening base-building, advancing transformative leadership development practices, or sharpening their campaign work.** In May, they came together to assess their progress, share lessons learned from wins and struggles, and grapple with the challenges of applying new theories into practice. The cohort walked away with compelling insights on how change happens in their organizations and reaffirmed how experimentation can pave the way for powerful work.

## 1 Strengthening base-building

## 2 Advancing transformative leadership development practices

## 3 Sharpening their campaign work

**With Level Up Lab now concluded, we're gearing up for what's next: Level Up Lab 1.5, which will build on the cohort's success by documenting select learnings via case studies.** These studies will serve as valuable tools and inspirations for the organizing field, highlighting the importance of experimentation and paving the way for broader impact.





“The invitation into making grounded assessments removed the shame around needing to make changes, pivots, or something entirely different from what we thought we needed. Incorporating this culture of change and removing the shame around it has allowed us to take action. We know we don’t always have to make the perfect choice, just the next one.”

- Level Up Lab Cohort Member

### PRAXIS POINT

FCYO recognizes that change does not come easily. As organizations worked through the experimentation process, they ran into unexpected challenges and obstacles. In response, our team made two important adjustments. First, we highlighted the importance of vulnerability and honest assessment, as there is as much to learn from when things go wrong as when they go right. Second, we supported organizations in making strategic pivots in their experiments based on their assessments of what wasn’t working. These shifts not only allowed their programming to become flexible and responsive to their conditions but allowed organizers to develop a hardiness, freeing them from the fear of failure or uncertainty that can often paralyze work.



# PRAXIS FOR POWER LAB

The Praxis for Power Lab (P4P) is where organizations with robust organizing praxes come together to step into leadership through coordinated practice. While the Organizing to Win Lab focuses on shared strategy and the Level Up Lab supports turning strategy into practice, P4P is about engaging in a shared practice that can serve as a resource for the broader organizing field.

This year, P4P cohort members united to create a collective assessment of the current youth organizing landscape and work on establishing new standards of practice for the field. **Ultimately, they will produce a toolkit and case studies to support organizers everywhere to build the power to win.**

After plenty of deep discussion, reflection, and principled struggle, P4P has pinpointed four areas where they'll develop new standards:

## 1 Structural Analysis and Long-Term Strategy

## 2 Base-Building and Campaigns

## 3 Leadership Ladders and Leadership Training

## 4 Organizational Culture and Supervision

To make these shifts, P4P is building on years of knowledge and experience – from the Youth Power Labs and Pipelines to Power cohorts that shaped the Power to Win Framework, to the breadth of experience of the veteran organizers in the room, P4P is drawing on it all to build a framework that will not only strengthen individual organizations but prepare the youth organizing field to rise to the challenges of tomorrow.







“We’ve now had over 100 groups pass through the GenPower Labs, and they’ve surfaced some interesting lessons on how it can affect an organization’s ecosystem to go through this process with their peers. In P4P, we have had organizations from the same city shift their orientation to different coalition spaces and strategic partnerships after having gone through the cohort together. Not only have they been able to shift their orientation and practices, but they have been able to build partnerships that make their work in broader spaces less isolating.”

- Christopher June Zizzamia, Program Director

## PRAXIS POINT

P4P brings together veteran groups with a wealth of experience who have often been tasked with stepping into leadership amongst their peers. When we launched P4P, we wanted to ensure these leaders could fully experience the program as participants – being able to share their expertise to shape the program while avoiding undue labor above and beyond the rigorous work they are leading on the ground. Over the last three years, we’ve been able to operationalize our approach to integrating their insights into our programming and broader learnings for the field. By balancing their guidance with effective staff stewardship of the work, we’ve succeeded in creating a rich environment of co-strategy, knowledge-building, and shared practice. As we plan for the future of our programming, we will be calling on these lessons to ensure we can engage organizers as a leadership body in a way that is efficient and sustainable.

# YOUTH ORGANIZING FOR CLIMATE ACTION AND RACIAL EQUITY 2

The Youth Organizing for Climate Action and Racial Equity (YO-CARE 2) cohort is back and better than ever, welcoming its second group into FCYO’s fold. Launched in April, the YO-CARE 2 cohort challenged 15 climate and environmental justice organizations to advance their work at a rigorous pace that parallels the global urgency of saving our planet from irreparable harm.

From Power to Win webinars to study pods with their peers, the YO-CARE 2 cohort spent the first half of the year in deep political study and design work to lay the groundwork for the most ambitious experimentation process in FCYO history. **In 2025, the cohort will embark on an accelerated experimentation journey that will see them shift their organizational practices with the goal of attaining the social power they need to drive systemic change in the climate and environmental justice sector.**



And blueprints are in! From addressing fossil fuel divestment in education to climate equity in housing, the YO-CARE 2 cohort is poised to make waves and turn the tides at the intersection of climate and racial justice.





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“Learning about other people’s campaigns and experiments allowed for me to think about other processes, methods, and even gaps in my own work. It also provided important context for the Environmental Justice/Climate Justice movements, both regionally and nationally.”

- YO-CARE 2 Cohort Member

## PRAXIS POINT

Through our YO-CARE programming, we learned that groups are better able to assess and shift their work when they have an active campaign aimed at changing material conditions in their communities. Campaigns allow for organizations to:

Stop the Bad: Build power to win material improvements in the lives of our communities.

Build the New: Develop our community’s collective interest and capacities for power-building.

Learn and Grow: Adapt in real time to the changing conditions campaigns entail, surfacing new lessons.

Ultimately, campaigns allow everyday people to assess opportunities, identify the limitations of their current conditions, and develop strategies for achieving long-lasting change. Building on this learning, we ensured that all YO-CARE 2 experiments are campaign-based, allowing cohorts to grow in these capacities while also learning from and strategizing with their peers.

# THE YEAR OF PRAXIS CONVENING

In May, we brought together our active cohorts for the first time since 2022 at the “Year of Praxis” Mega Convening in Chicago.

Over 100 organizers from across the country came together for a week of community building and strategy alignment with their peers. It was a powerful way to welcome the new Organizing to Win Lab 3 and Youth Organizing for Climate Action and Racial Equity 2 cohorts, while also deepening the leadership of the Level Up Lab and Praxis for Power Lab as they prepare to step up and lead within the field.

The week kicked off with digging into the Power to Win Framework, where organizers grappled with their current challenges in power-building. They then had the chance to connect with local organizations Arab American Action Network and Southside Together Organizing for Power to get a firsthand look at Chicago’s organizing landscape. Through these site visits, organizers were able to reflect on their own work, ask tough questions, and sharpen their approaches as a collective.

The convening embodied FCYO’s culture of joy and rigor. Organizers broke bread together as they co-created strategies that will shape their work for years to come. **By the end of the week, you could feel the collective power in the air, with organizers headed home grounded in the purpose of their work and re-energized for the challenges ahead.**





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“I deeply appreciate the direction FCYO is heading in - it’s definitely providing a space for our organizations to level up and to build together. I love the challenge and the opportunity to test a hypothesis. This model could change both the philanthropy and organizing landscapes. Also appreciated the opportunity to meet folks from the Organizing to Win, Level Up, and Praxis for Power Labs, which provided a broader context for how FCYO is approaching the movement ecosystem.”

- YO-CARE 2 Cohort Member

### PRAXIS POINT

Going into this convening, we hypothesized that groups new to our environment would benefit most from their cohort-specific political development offerings, while more veteran groups would get the most from strategizing with their peers. In an evaluation of the convening, we were pleasantly surprised to learn that all groups found their cohort spaces to be most impactful, in addition to the opportunity for community building. For FCYO, this feedback tells us our programming is developing in the right direction. We can’t wait to continue sharpening our offerings as our community of organizers continues to grow.





**SECTION 4**

# **Resourcing Change: Fundraising and Funder Organizing in 2024**

**FCYO's fundraising and funder organizing efforts are key to making sure that organizers have the support they need - not just in funding, but in trusted philanthropic allies** who are committed co-conspirators in power-building for a more just society. As the field continues leveling up its work, we've been working hard to build alignment in philanthropy and to strengthen our community of champions who resource the field in true partnership and solidarity.

Over the past year, we approached this goal from many angles - offering funder learning opportunities, fundraising for the field, and continuing to engage and grow our Advisory Board. Below is a snapshot of our journey.

## THE YOUTH POWER PLEDGE: CELEBRATING \$35 MILLION TO YOUTH ORGANIZING

On December 4th, we hit a major milestone: the official close of FCYO's Youth Power Pledge, a bold \$35 million challenge to philanthropy to back the transformative work of youth organizers. When we first launched the pledge, our call was clear: "resource, recognize, and amplify." This wasn't just about moving money; it was about recognizing and uplifting the grassroots youth organizing field and its critical role in building a more equitable future. Philanthropy met our challenge head on, moving \$21.7 million to FCYO and \$13.4 million directly to the field over the last two years.



The best part? With resources from the Pledge, we've been able to engage 114 frontline organizations through the GenPower Labs and YO-CARE – and this is just the beginning. Since the Pledge launched, our community of champions has grown exponentially. At our Pledge to Power celebration, we brought together FCYO cohort members, board members, organizers, and funders to honor all that was made possible with these resources. **We were blown away by the clarity, alignment, and unwavering commitment to organizing and building the power to win in our community.** As we look ahead, we are determined to bring this energy with us as we support organizers and funders to strengthen their practices and meet the current moment with joy, rigor, and unshakeable purpose.



“I appreciate the approach of the Youth Power Pledge – it set the stage for funders to initially join the conversation around youth organizing through a check, and then through the relationships they were able to form from giving, they were able to gain an understanding of FCYO’s approach in seeing funders as co-conspirators for movement work. Ultimately, this perhaps set the stage for funders to go beyond that and see themselves as political workers too.”

– FCYO Advisory Board Member



# BUILDING TOGETHER TO RESOURCE YOUTH ORGANIZING AT THE MIDWEST FUNDER BRIEFING

Parallel to our May “Year of Praxis Convening,” FCYO partnered with an all-star lineup of partners – Neighborhood Funders Group, Needmor Fund, The Skillman Foundation, W. Clement & Jessie V. Stone Foundation, Wieboldt Foundation, and Woods Fund – to host a daylong funder briefing entitled “Youth Organizing: Powering Up Community, Powering Up Democracy.” Nearly 30 funders came together to explore how grassroots movements across the Midwest are driving the fight for democracy in election years and beyond.

The morning began with a dynamic panel of regional organizers who shared valuable insights on leveraging high-stakes elections and pivotal movement moments to support long-term power-building. As the afternoon rolled in, we launched into an animated discussion on what meaningful solidarity looks like between funders and organizers. These conversations were honest, impactful, and underscored the importance of building a shared practice of learning and action – of praxis – for resourcing youth organizing.



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“Cross organizational collaboration between funder organizing entities is so important – it allows us to understand what is unique to each institution and what is important for us to leverage together. Being in deep experimentation, bringing funder bases together, and intertwining our approaches allows us to progress and see where we land. It is important to share our stories and models, to share with folks how we got there, and to find more of our partners in social justice philanthropy. Feeling excited to stay connected!”

**-Briefing Participant**

# OUR PARTNERS IN PRAXIS: FCYO'S ADVISORY BOARD

**The Youth Power Pledge didn't just catalyze resourcing for youth organizing - it was instrumental in the development of our funder learning community and, importantly, our Advisory Board.** A dynamic community where funders and organizers come together in shared praxis and community, FCYO's Advisory Board doubled down in 2024 on its bold commitment to a long-term vision for rigorous organizing. We welcomed six new organizing practitioners and launched three new committees - Program, Funder Organizing, and Steering Committees - giving members more opportunities to deepen their engagement and leadership on the board. Between our virtual Board meeting kick-off in February and our in-person meeting in Detroit last June, our Advisory Board has been on a mission to strengthen our strategic direction. They helped guide our FY25 budgeting process, refine our strategic plan, and detail our organizational vision for the future. The board has remained united in its mission to build the power of young people through a shared strategy and dedication to rigorous organizing praxis.





SECTION 5

# Organizational Strengthening

Applying theory to practice, surfacing new learnings, and growing with purpose are core to FCYO's work. Praxis underpins everything we do, and as our work evolves alongside organizers and funder partners, so do our staff and organizational structures. Whether it's our team or our organizational systems, FCYO has been building on our core capacities to approach all aspects of our work with sharp assessments, clarity, and commitment.

## STAFF DEVELOPMENT


**Praxis is part of FCYO's DNA, and our team is no exception.** Over the past year, our staff engaged in a political development process with practice-based modules on the role of social-emotional awareness in today's organizing culture and the importance of cultivating leadership to improve our collective ability to meet the current moment. The real magic happened when we put these lessons in practice at our staff retreat in Santa Fe, where we mapped out our strategic plan and upcoming programming. Our team left with a shared understanding and renewed commitment for building together in service of a more effective, purposeful FCYO.


As part of our ongoing growth, we also conducted a comprehensive staff evaluation process to surface new learnings and direct our energy as we continue to build and grow as political workers and people. While this process is lengthy, it is central to our ability to set new goals for the coming year while also celebrating the leadership and commitment of our team.





# STREAMLINING OUR SYSTEMS


FCYO has been hard at work in an effort to transform our IT infrastructure and financial processes. **Our operations team has developed a multiphasic cybersecurity project focused on data management and privacy protection, policies around AI usage, file storage, cybersecurity incident responses, and staff training and drills for ongoing maintenance and care.** But that's not all - we've also established a Data Governance Committee that will support our team in developing responsive data governance practices in all areas of our work.

- 

Data management and privacy protection
- 

Policies around AI usage
- 

File storage
- 

Cybersecurity incident responses
- 

Staff training and drills

Alongside these efforts, our finance team continued to sharpen our budget development and modification processes, increasing financial transparency within the organization. By updating our Chart of Accounts and completing Advanced Non-Profit Accounting certifications, our Finance team is diligently ensuring that our staff has the tools they need while strengthening FCYO's fiscal fitness.



SECTION 6

# What's Next?

# CHARTING OUR STRATEGIC PLAN

FCYO has had a significant growth trajectory over the last 25 years. **As we prepare the organization for the rigorous and impactful work to come, we know we have to dedicate significant resources to ensure our organization and staff have the systems, tools, and culture in place to rise to the challenge.** To bolster these efforts, in October 2023, FCYO launched a year-long strategic planning process to map out our long-term strategy and refine our unique role in building the power to win.



To guide us through this process, we brought on superstar consultants Crystal Plati and Alexandra DelValle, whose expertise in both movement and philanthropy has supported the growth and strategic direction of organizations like FCYO. This planning process has been a true collective effort, with input from our Advisory Board, staff, funders, and movement partners, all working together to shape the future of our grantmaking and capacity-building landscape.

In February, our dedicated staff and Steering Committee traveled to Puerto Rico for a strategic planning retreat to paint a picture of our current landscape, understand our role in building power, and determine our priorities for the years to come. From there, we began our development phase, exploring the 25-year preconditions we need to achieve this vision and outlining the 10-year goals we will actively pursue to empower everyday people in building governing power. Finally, we honed in on our strategic priorities for the next five years, which we cannot wait to share with the FCYO community.

# THE ROAD TO THE PRAXIS SUMMIT

## **Seven years, 114 organizations, one long-standing commitment to building youth power for structural change.**

From the advent of Pipelines to Power in 2016 to the Youth Power Lab in 2020 to the GenPower Labs today, FCYO has spent the last seven years supporting organizers to assess their organizing practices and undertake bold experiments in building the power to win.

With our cohorts designed as laboratories of both learning and practice, the youth organizing field's collective praxis within these spaces has generated prolific and exciting learnings at the organizational and field level. As we begin to envision what comes next, we have a responsibility to share the learnings we have distilled from our engagement of over 100 youth-led and intergenerational organizations in FCYO's ecosystem with the broader field of organizers, funders, and other stakeholders.

Thus, in November 2025, FCYO will host a Praxis Summit where organizing and philanthropic practitioners who have accompanied FCYO in our scientific journey to build the power to win will share their learnings surrounding the need for a shared standard of practice and analysis in the youth and intergenerational organizing sector.

The Summit will provide an opportunity for organizers affiliated with FCYO to play leading roles in shaping and stewarding the convening. It will also engage philanthropic partners who have played key roles in expanding our understanding of what is possible in the realm of social justice philanthropy. Ultimately, the Summit will be an opportunity to widely share the tools and strategies developed from organizations' assessments, experiments, and deep reflections, as well as the potential future projects that FCYO will introduce to support both organizing and philanthropic practitioners to engage in a new level of rigorous praxis and co-strategy.

**2016: Pipelines to Power**

**2020: Youth Power Lab**

**Today : GenPower Labs**

**2025: Praxis Summit**





# THE FCYO TEAM

**Alana Adams**

Learning and Development Associate

**Mónica Córdova**

Executive Director

**Kel Kroehle**

Learning and Development Director

**Jennifer (J-Mo) Maldonado**

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Operations Associate

**Rapheal Randall**

Associate Director of Programs

**Tati Santos**

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**Jen Stevens**

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**Helena Wong**

Associate Director of  
Organizational Systems

**Christopher June Zizzamia**

Program Director

# THE FCYO ADVISORY BOARD

**Hannah Shulman**

11th Hour Project

**Mishi Faruqee**

Andrus Family Fund

**Lincoln Mondy**

Andrus Family Fund

**Traci Callender**

Annie E Casey Foundation

**James Crowder**

Annie E Casey Foundation

**Omar Cardenas**

Californians For Justice

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