

INTERFAITH COUNCIL FOR PEACE & JUSTICE ANNUAL REFLECTION



JUNE 2022 - JULY 2023



PROGRAMMING & COMMUNITY BUILDING



Our programming is built out of community relationships and conversations and an understanding of what role ICPJ can play within larger social justice movements. In all of our efforts toward racial, economic, social, and environmental justice we intentionally curate space where we can collectively grow into liberated relationships, nurture our community of belonging, and build empathy & understanding across differences.

Access our programming overview:

<https://www.icpj.org/icpj-2023-programming-overview/>

To move toward financial sustainability, and understanding the increased cost of living burdens on our community, ICPJ has sought to diversify our sources of revenue. We have increased our revenue from grants, capacity-building service fees, speaker fees, and workshops.



FINANCIAL SUSTAINABILITY

PEACE & JUSTICE NETWORK CAPACITY BUILDING



ICPJ seeks to build our collective capacity to educate, organize, mobilize, advocate, and take action to create the change our communities need. We are deepening relationships with other organizations. We have collaborated to create coalitions. We are supporting new and smaller groups to build capacity by sharing skills, even supporting others to secure funds for important work.

LETTER FROM THE CO-DIRECTORS

This year has been an important time for us to reflect on the changes we have gone through since 2019, and to dream forward as we address structural and systemic issues. We spent our first year meeting ICPJ members and learning the history of ICPJ and its transformation through the decades. We identified areas for growth and worked with long-time members to implement changes that would help ICPJ become sustainable. Then the COVID-19 pandemic changed everything. We spent our second year responding to the immense needs within our communities and recognizing changes that ICPJ needed make to be good partners in our communities.

In 2021, our third year, we worked with the ICPJ membership to recommit our efforts to focus on racial and economic justice across all spheres of our work. We named our arenas of power and transformation as 1) Policy and Movement Organizing, 2) Building Peace Alternatives/Practicing Transformative Justice, and 3) Base Building and Education. We continue to reflect on and zoom into ICPJ's role based on this re-centering. As our fourth year came to a close we witnessed so many examples of how change has been possible when love and healing are centered.

The challenges of today require us to do things differently. We cannot work alone, we need one another. We cannot ignore conflict, we need tools to address conflict whether in private or public spaces. We need to name power dynamics and to act with that knowledge so that those who have been marginalized and oppressed can participate in decision-making processes that shape our shared future. The examples of ICPJ's work throughout this report reflect this. And the work that we are embarking on during 2023, our fifth year, come during a time to expand the vision of ICPJ's future, to strengthen the larger peace and justice network across Washtenaw County, and to deepen our skills, networks, and capacity.

You can look forward to the launch of our first Facilitator's Lab Cohort which will be a co-learning and teaching space for those interested in facilitating Compassionate Community Conversations, 'Disrupting Injustice for Co-Liberation' trainings, and de-escalation workshops. As we head into another election year we will remain focused on voter protections and preparing people to act with nonviolence in the face of rising fascism, white-supremacy, xenophobia, antisemitism, anti-Muslim, and anti-Queer hatred.

We will share more soon about our Strategic Restructuring & ICPJ Future Visioning process, which will help us realize the fullness of the peace and justice network right here in Washtenaw County. Our work is connective and connected. We continue to focus on projects and relationships we started in 2019 while also being responsive to emergent community needs. Your support, whether through direct action, financial or volunteer contributions, or advocacy, is invaluable. Together, we have the power to create a more equitable and just world for all. There is enough work for each of us to find our role. Thank you for being a part of this important journey with us.



Desirae Simmons, Co-Director



Eleanore Ablan-Owen, Co-Director

THANK YOU TO OUR 2022-2023 ICPJ BOARD OF DIRECTORS

Jeannine LaPrad, President & Treasurer

Audrey Anderson, Vice President

Hillary Watson, Secretary

Betsy McCabe

Donna Mitchell

Trevor Bechtel

Finn Bell

Kira Berman

Inés Jimenez Llorente

Rabbi Josh Whinston

EDUCATION

WE RECOGNIZE THAT AS WE PUSH FOR DEEPER SYSTEMIC CHANGE THAT WE NEED TO UNDERSTAND HISTORIES OF RESISTANCE, TO DISCOVER NEW TOOLS, AND TO FOLLOW POLICY DISCUSSIONS THAT IMPACT OUR COMMUNITIES.

>>> PEOPLE'S BUDGET FOR JUSTICE & EQUITY

As the County Commissioners started to consider the budget, we convened a work group that learned about participatory budgeting and facilitated more than 25 small-group conversations with youth, labor, unhoused neighbors, and those in neighborhoods impacted by gun violence. Our goal is to grow knowledge about the process among those most impacted by injustice so they are able to lead our efforts to determine how our resources are used to meet human needs and to end incarceration.

>>> JUVENILE JUSTICE REFORM

With collaborative partners the Dispute Resolution Center, League of Women Voters, Student Advocacy Center, Friends of Restorative Justice, Michigan Center for Youth Justice, and more co-sponsored a forum on Juvenile Justice Reform.

ICPJ LATIN AMERICA CAUCUS

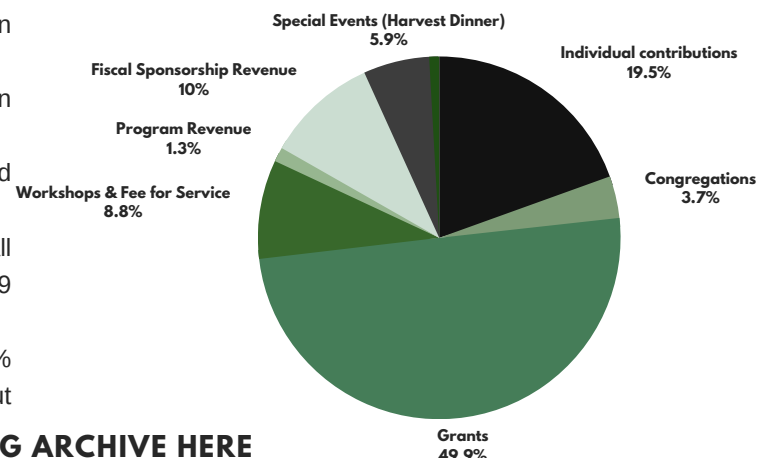
The ICPJ Latin America Caucus hosted more than 400 people during their Speaker Series with internationally-renowned academics and activists organizing for labor, environmental, and human rights.
[Visit the event recordings online.](#)

FINANCIAL SUSTAINABILITY

TO MOVE TOWARD FINANCIAL SUSTAINABILITY, AND UNDERSTANDING THE INCREASED COST OF LIVING BURDENS ON OUR COMMUNITY, ICPJ HAS SOUGHT TO DIVERSIFY OUR SOURCES OF REVENUE. WE HAVE INCREASED OUR REVENUE FROM GRANTS, CAPACITY-BUILDING SERVICE FEES, SPEAKER FEES, AND WORKSHOPS.

- Overall, we have increased our revenue from \$130,368 (FY2019) to \$215,465 (FY2023).
- Individual contributions made up 58% of revenues in FY2019 and 19.5% in FY2023
- Revenue from grants has increased from zero dollars in FY2019 to \$107,500 in FY2023
- Nonprofit and Congregation contributions has remained steady, from \$8,338 in FY 2019 to \$8,070 in FY2023
- Fee for service has decreased as a percentage of overall revenue, but has increased overall: \$8,387 (6%) in FY2019 and \$19,000 (8.8%) in FY2023
- Payroll costs account for 79% of ICPJ's expense; 11% goes to programming costs; and operations make up about 10% of expenses

[REVIEW ICPJ'S IRS FILING ARCHIVE HERE](#)



COMMUNITY ORGANIZING

TO ORGANIZE WITH THE COMMUNITY, WE NEED TO CREATE SPACES WHERE LOCAL ACTIVISTS, ADVOCATES, AND CONCERNED HUMANS ARE ABLE TO BUILD RELATIONSHIPS. IT IS THROUGH THESE RELATIONSHIPS THAT WE FIND THE COURAGE AND TENACITY TO STAY FOCUSED ON THE LONG-TERM IMPACTS OF PROJECTS THAT DON'T ALWAYS MOVE AS QUICKLY AS WE'D LIKE.

COMMUNITY GATHERINGS

ICPJ members and staff hosted celebrations like the Harvest Dinner, the Charlie King and Annie Patterson Concert, the Race and Economic Justice Caucus and Book Group Gathering, and Winter Mixer.

GENERATIONS HOUSE PARTY

Longtime ICPJ member and Board member, Betsy McCabe, with Loch McCabe, hosted our first Generations Campaign House Party where we used the power of collage to reflect on what we want to see coming out of our organizing together with a mix of people new to ICPJ as well as other committed members. Out of this first meeting we connected with members at First United Methodist Church about designing a Compassionate Community Conversation for their community which will launch in early 2024!

CARE-BASED SAFETY

ICPJ supported the visioning and development of Care-Based Safety. One part of ICPJ's work focused on outreach in Ypsilanti, where the group heard from about 100 folks about what they'd like to see in an unarmed, non-police organization that supports the community in safety, de-escalation, and community care. CBS is growing and is in the position to put into practice what the community asked for.

GREEN GROUPS CONVENING

The ICPJ Caucus for Consumption, Waste, and the Climate Crisis hosted the Green Groups Convening which included congregations that are new to our network.



CAPACITY BUILDING

WE KNOW THAT THE CURRENT SYSTEMS ARE PERPETUATING RACIAL AND ECONOMIC INJUSTICE. WE KNOW WE NEED TO BUILD NEW SYSTEMS, NEW WAYS OF COLLECTIVE BEING. WE BRING OUR KNOWLEDGE AND SKILLS INTO COLLABORATIVE SPACES TO HELP BUILD THE FOUNDATION FOR WHAT COMES NEXT. AT THE SAME TIME, WE WORK TO STRENGTHEN THE SKILLS OF INDIVIDUALS AND GROUPS TO MEET THE CHALLENGES OF TODAY AND TOMORROW.

➤➤➤ STRATEGIC PLANNING & RESEARCH

Our staff and members were instrumental in the strategic planning and research phases of Michigan Alliance for Justice in Climate's restructuring, Care-Based Safety's visioning and community engagement, and Washtenaw Equity Project's report on the county's juvenile and criminal legal system and recommendations for transforming it.

➤➤➤ SHARING RESOURCES & SKILLS WITH PARTNERS

We also supported the growth of groups like the Quaker Green Pastures Quarterly Meeting as they explored how to put Black Lives Matter into action. We also led listening sessions for staff and families of Summers Knoll as they navigated a complex situation that required an external facilitator. We served as the fiscal sponsor for Circling Back, which provides peer support to individuals in Washtenaw County who self-identify as "people with lived experience" with homelessness, as they worked to build funding to launch their new initiative. We also supported grassroots homeless coalition folks to secure grant funding.

SPACES FOR CO-LEARNING AND PRACTICE

We created spaces for co-learning and practice by hosting multiple Connect & Act events as well as sessions afterward that extended the learning such as the Storytelling for Organizing series that was co-led with longtime ICPJ member and previous Board member, La'Ron Williams.



ADVOCACY

OUR WORK IS ABOUT BUILDING CAPACITY FOR INDIVIDUALS TO
CREATE THE CHANGES WE NEED AND TO CREATE THE
CONDITIONS WHERE JUSTICE CAN BE SEEN IN OUR LAWS AND
POLICIES.

»»» WASHTENAW COUNTY

As part of an ongoing campaign for an Emergency Shelter, ICPJ joined with our unhoused neighbors to host a vigil where community members felt seen, heard, and empowered to advocate for community needs, and mobilized for a standing room only County Commission Meeting to share public comment.

After public comment, we heard County Commissioners affirm that housing is a human right and that they are working toward solutions to ensure adequate funding and capacity, improved systems, and deeper exploration of additional shelter space. The Board of Commissioners voted to extend critical emergency support for families who are houseless and for agencies that support our unhoused neighbors.

»»» STATE OF MICHIGAN

At the state level, we organized and participated in legislative meetings with Citizen's Resistance At Fermi Two to say no to nuclear in the clean and renewable energy package, with Drive Michigan Forward for a Lobby Day to win back Driver's Licenses for All, and with MI Tenants Assembly to repeal the rent stabilization preemption.

MISSION: ICPJ centers racial and economic justice as we address the root causes of violence from oppression, poverty, environmental devastation, patriarchy, and war. We wage love and practice nonviolence in all its forms through education, community organizing, advocacy, and direct action. We unite across our differences and empower leadership in people to create the change we need for a more peaceful and just world.

VISION: ICPJ is committed to healing as a diverse community by dismantling systems of violence and building our collective capacity to live our shared values of peace, justice, and ecological sustainability. We believe that relationships that individuals and communities build through learning, mobilizing, organizing, and growing together create the foundation for co-liberation, abundance, and dignity of all life and our planet.



DIRECT ACTION

EDUCATION, COMMUNITY ORGANIZING, ADVOCACY, AND CAPACITY-BUILDING WORK IS SO IMPORTANT TO HELP US ACHIEVE THE FUTURE THAT WE IMAGINE. AND NONE OF IT CAN MOVE WITHOUT DIRECT ACTION TO HELP US LIVE WHAT WE WANT TO SEE, AND TO PUT OUR PEOPLE POWER AT THE FRONT OF LEADING CHANGE.

➤➤➤ VOTERS ORGANIZING THROUGH ENGAGEMENT (VOTE) CAUCUS

During the summer of 2022 our VOTE Caucus created educational materials and hosted candidate forums to bring issues of racial & economic justice to the forefront in local and judicial elections.

➤➤➤ HOME FOR HEALING

In response to youth and others in the community naming the need for healing spaces within neighborhoods, we deepened our partnership with Youth Arts Alliance (YAA) to launch a “Home for Healing” with a collaborative grant from United Way.

➤➤➤ UTILITY ACCOUNTABILITY

The winter brought with it a number of DTE power outages that left many without heat, school, and the ability to preserve or cook food for an extended time. With ongoing issues, which included a power surge that fried appliances across Ann Arbor’s West Side, ICPJ and Ann Arbor for Public Power hosted a community discussion and potluck.

➤➤➤ RALLIES, CONFLICT RESOLUTION & DE-ESCALATION TRAINING

Spring brought with it a flurry of activity. ICPJ spoke in support of the Graduate Employees’ Organization demands and strike during rallies and mobilized our members to sign their letter campaigns. We hosted a public conversation about conflict and accountability when there were conflicting tactics among our partners focused on promoting housing first policies. And we answered the call from the organizers of Ypsilanti’s Pride event to provide a training on de-escalation and to work with partners to have safety and Meta Peace teams present during the event due to fears of escalating attacks by far-right groups elsewhere.



RE:CLAIM

In the fall, this looked like bringing together more than 500 people over several weeks to ‘take over’ the Washtenaw County Courthouse. We organized with YAA, Washtenaw My Brother’s Keeper, Amplify Project, and Title Track to “RE:CLAIM” an oppressive space with an historic art exhibit, spoken-word, poetry, dance, performance, and community conversation. RE:CLAIM was centered in our values, Rooted Exhibition: Community, Love, Abundance, Intergenerational, Multiplicity.

Interfaith Council for Peace & Justice
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GRATITUDE



ICPJ appreciates the generous support that we have received during FY2023, from the United Way of Washtenaw County, the Urban Institute Catalyst Project, Black Voters Matter, the Green New Deal Network, the Tides Foundation, the Song Family Foundation, First Presbyterian Church of Ann Arbor Local Mission Grant Program, and the Jackson Social Welfare Fund (JSWF) of the First Unitarian Universalist Congregation of Ann Arbor.

ICPJ has transitioned almost all of our communications online. Instead of quarterly newsletters mailed through the post office, we send out more frequent electronic newsletters, email action alerts, and post updates to social media. To be added to email lists, contact us at Info@ICPJ.org. If you don't have email, give us a call (734.663.1870) and we can share updates & make sure we to stay connected.



STAY CONNECTED

SUPPORT ICPJ



We appreciate the support we receive from community members, congregations, and local businesses. Please consider making a donation today to support ICPJ's ongoing work. Please send checks to ICPJ at 1414 Hill Street, Ann Arbor, MI. Donate online at: <https://www.icpj.org/donate/> Thank you!
ICPJ is a 501(c)3 nonprofit (EIN: 38-2528035)