

INTERFAITH COUNCIL FOR PEACE & JUSTICE ANNUAL REFLECTION



JUNE 2023 - JULY 2024



We hosted “Reclaim January 6: a Nonviolence and De-Escalation Training” with the Meta Peace Team that was sponsored by Princeton’s Bridging Divides Initiative to support preparation for political destabilization due to the 2024 election cycle. ICPJ offers other trainings to build capacity within our peace & justice network, including “Disrupting Injustice for Co-Liberation”, “Storytelling for Organizing” and new next year will offer workshops to help align our organizations with our values. Stay tuned!

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.



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.



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 activists, groups & organizations. We have collaborated to create coalitions. We are supporting new, and smaller groups, to build capacity by sharing skills, sharing opportunities, amplifying voices of those most impacted, and even supporting others to secure funds for important work. Our work is to build collective impact.

LETTER FROM THE CO-DIRECTORS

This past year we saw deep divides opening within our community. We have seen how people who fought alongside one another, could turn against each other. We know there is work to do in order to mend the fabric of our collective liberation. We recognize that part of this will come as we strengthen our overall resiliency which will come through interdependence, co-governance, and coordinated action.

It was also within a season of ICPJ turning inward, reflecting on the ways our external work matched our internal structures and ways of being. It has helped us see the gaps, misalignments, opportunities for growth and transformation that are present, and to really hone in on the values that anchor our collective work.

- We all have worth and deserve to have access to resources so our basic needs of housing, food, clean air and water, health care, and information are met.
- We are all connected. We are responsible for one another, even those outside of our proximate community.
- We are abolitionists. True Public Safety is a reduction in punishment-based policies and an increase in love-centered and life-giving ones.
- We have an abundance of resources. We need to better align our human-centered values with the way our collective resources are used.
- We are who we need! More of us need skills and tools to use our voice for change. When we collaborate, we win!
- We must root in the hope for the future. Yes, there is despair as our current systems fail us, but that cannot get in the way of intentional action!
- We know that disruption is needed and conflict will happen as the culture shifts toward peace and justice.
- We believe in Co-Liberation. We reject white saviorism and systems of oppression by recognizing privilege, power, and positionality.

We are in a time when deep healing is necessary. A time when we need to recognize harm, lay bare the power dynamics at play, grieve, take accountability, seek better solutions, celebrate wins, and iterate as necessary. As we look forward to what is to come, we will be centering audacious goals that we hope to measure by the work we do. We invite you to join us as we grow with intention into our next chapter.



Desirae Simmons, Co-Director



Eleanore Ablan-Owen, Co-Director

THANK YOU TO OUR 2023-2024 ICPJ BOARD OF DIRECTORS

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HOME FOR HEALING:

BUILDING COLLABORATION, REALIZING DREAMS, AND FILLING GAPS

ICPJ has been collaborating with Youth Arts Alliance (YAA) and others in the Collaborative Action Campaign “Youth as Cultural and Civic Leaders” for a few years, including with the RE:CLAIM project. When there was an opportunity to apply for a three-year United Way Impact grant we teamed up for a collaborative project. **We wanted to come together to create healing spaces for young people to grieve, celebrate, learn, practice facilitation and creative skills, and organize for policy change.** When we weren't fully funded we adjusted our plan. Then we were presented with an amazing opportunity to pivot and jump to what we hoped we could merely lay the groundwork for in the third year of the grant.

Two University of Michigan architecture faculty, Adam Fure and Ellie Abrons, approached Staying Power (a program within YAA) with an idea. Would it be possible to bring the community together to build a house that could be used for performance and organizing space? When the team met we said an enthusiastic yes and named some additional dreams about the space.

“I ATTENDED THE “ABOUT THAT CIVIC LIFE” EVENT WHERE WE WERE ABLE TO SPEAK ABOUT DIFFERENT WAYS THAT WE ARE ALREADY A PART OF CIVIC LIFE, HOW WE CAN BE A PART OF IT MORE, AND WHAT CIVIC LIFE MEANS TO US AND OUR COMMUNITY!

~2024 HOME FOR HEALING FELLOW

Ypsilanti is in the midst of an affordable housing crisis so, once possible, we want to be sure to address that need. We also have been in conversations with others about Community Land Trusts, and indeed, CLTs were a central theme in Staying Power's recent production, which was focused on anti-gentrification efforts. So, we've also decided to explore what it would take to make the property a CLT as the process progresses.

Currently the project is in land acquisition, project management, and fundraising mode. Please look for additional opportunities to get involved once we. This includes a community build element so we will be looking for volunteers in 2025!

HOME FOR HEALING FELLOWSHIP

Through partnership and relationship-based outreach, we selected five youth from 19-26 to participate in an 8-month fellowship. The fellowship offered a funded space for creative, healing, reflective, and community engagement practices. We also toured the world during our monthly dinners at small businesses in Ypsilanti!

Youth Arts Alliance (YAA) received a \$750,000 state grant to actually build an Arts and Power Community Center for Healing!

ICPJ co-organized convenings with organizational partners, and connected new partners with the collaborative opportunity, which added capacity for the Summer of Heart series at the Superior Township Library that was hosted by YAA.

We are grateful for the generous support provided by:



EDUCATION

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

WORKSHOPS, TEACH-INS & FORUMS

Sept-Oct: ICPJ hosted Ayo Magwood of Uprooting Inequity for an information-rich, four-part series “**A Short History of Structural Racism**”. 100+ people participated.

January: ICPJ created an accessible overview of the full WEP report and hosted the “**Washtenaw Equity Project: Overview & Townhall**” to educate & engage more residents in the implementation of the WEP Report recommendations.

March: The Caucus for Waste, Consumption, and the Climate Crisis (CWCC) has been an active member of the **Ann Arbor Climate Action Teach-In**. CWCC's outreach has included tabling & [a video outlining advocacy efforts](#).

April: ICPJ hosted “**Participatory Budgeting: An Introduction & Experiences from Grassroots Organizing**” as part of our work with other activists to redirect resources to best serve community vision & needs.

REFLECTIONS & STORYTELLING

October: the Interfaith Roundtable of Washtenaw County, A Brighter Way, and ICPJ co-hosted a very **personal evening of reflection, storytelling, and faith from formerly incarcerated people** from Washtenaw County facing the barriers and challenges of re-entering communities outside of prison.

Dec-June: After working together to advocate for changes in the criminal legal system and for better shelter options for unhoused neighbors, ICPJ, Circling Back Peer Support Network, and A Servant's Heart joined together to build a library of community voices. ICPJ received a grant from The Urban Institute's Catalyst Grant Program and First Presbyterian Church of Ann Arbor to support this work.

We want to amplify the stories of those impacted by systems of violence in Washtenaw County -- and to uplift the solutions that grassroots community members envision. We recruited community members with lived experience of incarceration or homelessness to serve as paid interviewers. Students from the UM Ginsberg Center helped to design the project and trained the interviewers. During the initial phase, we interviewed more than 60 community members to share their stories and hopes for better systems of community care, shelter with dignity, and human rights. Some of these stories will be shared on an upcoming website.



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➤➤➤ VOTE CAUCUS FILM SCREENING & ORGANIZING DISCUSSION

February: The ICPJ VOTE Caucus hosted the “To the End” screening, sponsored by the Green New Deal Network. Filmed over four years of hope and crisis, **To the End** captures the emergence of a new generation of leaders and the movement behind the most sweeping climate change legislation in U.S. history. It follows four exceptional young women— **Rep. Alexandria Ocasio-Cortez**, activist **Varshini Prakash**, climate policy writer **Rhiana Gunn-Wright**, and political strategist **Alexandra Rojas** — as they grapple with new challenges of leadership and power and work together to defend their generation’s right to a future. After the screening, 38 participants discussed themes in the film and connections to our local movements, especially related to voting. We explored the multiple tactics needed to change policy, and the role of individuals in creating change through our collective votes.

➤➤➤ LATIN AMERICA CAUCUS (LAC) SPEAKER SERIES

September 11th, the 50th Anniversary of the Coup in Chile, the ICPJ Latin America Caucus co-hosted speaker Peter Kornbluh, the Director of the Cuba and Chile Documentation Project and a Senior Analyst at the National Security Archive. He spoke on the history and impacts of this attack on democracy and the ways that the people have fought for justice.

November: As part of her national tour, LAC hosted Blanca Esmeralda Valladares, an amazing human rights activist in Honduras to speak on Human Rights Crisis and Forced Migration in Honduras.

LAC held our annual speaker series beginning in January, with speakers Richard Stahler-Sholk & Luisa Fernanda Valdez Morales providing historical and current struggles of the “Mexico Labor and Autonomous Movements”. In February, Julie Bourdorseau of the Center for Gender & Refugee Studies at U Cal College of Law spoke on “Indigenous & Human Rights in Guatemala”. In March, LAC hosted “Stories From A Shelter at the Border” with Rev. Deb Hansen, Interfaith Minister Annunciation House in El Paso, TX. In April, Peter Kornbluh gave updates on “Chile Today 50 Years Since The Coup”. Mary Anne Perrone, LAC-ICPJ & Co-coordinator of Delegations, SHARE Foundation, closed out the series with a presentation on “Extractive Industry & Environmental/Human Rights”.

[Please visit event recordings online.](#)

➤➤➤ CWCC CAUCUS EDUCATES ON A2 COMPOSTING CHANGES

Responding to a very confusing change in Ann Arbor’s composting rules that excluded many products used by earth-conscious congregations, Jan Wright, leader of the Consumption, Waste, and the Climate Crisis (CWCC) Caucus, worked to clarify how to meet the new guidelines. It took four months and the help of CWCC Caucus members Nancy Stone and Sandy Simon, as well as the Ecology Center and the City of Ann Arbor to **create a document that provides concrete, usable guidance**. The document was shared widely, including to a number of congregations, A2ZERO Collaborators, and others.

Access the guide [here](#).

ICPJ MISSION

The Interfaith Council for Peace and Justice (ICPJ) empowers our communities, people of faith and congregations, mutual aid groups, network organizations, and individual volunteers, to make radical systemic change with love within Washtenaw County and across Michigan.

We do this by building capacity to:

- * center racial, economic, and environmental justice;**

- * create spaces for co-learning, healing, conflict resolution, connecting with others, and collaboration; and**

- * move between work to educate, mobilize, and organize with a focus on coordinated systems-level change.**



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.

➤➤➤ NON-VIOLENCE & DE-ESCALATION TRAINING

We hosted "Reclaim January 6: a Nonviolence and De-Escalation Training" with the Meta Peace Team that was sponsored by Princeton's Bridging Divides Initiative to support preparation for political destabilization due to the 2024 election cycle. Thirty-two people attended this full day workshop. Participants wanted a space to continue practicing what we learned and so the Peacekeepers Brunch was launched to continue building relationships and skills. We would like your support to expand this work into a fully operational hub for Meta Peace Team, that can be called upon for support when the community anticipates de-escalation support needs.

➤➤➤ SHARING RESOURCES & SKILLS WITH PARTNERS

ICPJ provides accounting, conflict resolution, strategic planning, fund development and project management support in our role as a fiscal sponsor and partner with mission-aligned community-based efforts.

Last year, we supported Circling Back Peer Support Network -- a network of unhoused or previously unhoused neighbors who provide others. We continued to support Michigan Alliance for Justice in Climate (MAJIC), which functions as the Michigan branch of the larger, national Green New Deal network.

➤➤➤ FACILITATION FOR JUSTICE & EQUITY

Downtown Ypsilanti saw an increase of systemic and structural injustices made visible over the summer. As community tensions rose, ICPJ was asked to join with a restorative justice practitioner to **facilitate a community meeting to openly address the conflict**. The majority of people who attended the packed event left feeling heard and like they had a better understanding of the different perspectives in the community. We were able to identify a number of solutionary areas of focus & work continues based on connections made.

➤➤➤ INTERFAITH WORKSHOP: BELONGING & LANGUAGE

Dez designed and facilitated a workshop for the Grand Valley State Kaufman Interfaith Institute for their Interfaith Convening: Exploring Language for Pluralism and Human Flourishing. The session focused on Belonging and Language and explored coded vs liberated language, creating spaces where everyone can belong, conflict resolution, and identifying solutions for challenges based on whether it is at the individual, institutional, cultural, or regional level.

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CAPACITY BUILDING

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➤➤➤ FACILITATOR'S LAB CO-HORT

We launched our first Facilitator's Lab Cohort! We spent 8 sessions with a group of veteran and new facilitators sharing resources and learning new practices together. We covered topics like facilitator flexibility, centering racial and economic justice, storytelling, and vulnerability, conflict, and trauma. Two members from the cohort then led our first Compassionate Community Conversation series with members of First United Methodist Church. Look out for more information for our future cohort & learning opportunities.

➤➤➤ FROM TRAINING TO STORYTELLING

Lauren Zinn participated in our "Storytelling for Organizing" workshop series and was inspired to publish her story, "Why I'm a Spiritual Activist Doing Jewish-Palestinian Reparations." It was printed in the August 2023 Washtenaw Jewish News.

➤➤➤ COMPASSIONATE COMMUNITY CONVERSATIONS

The Generations Campaign has both financial and organizing goals. A year after our Launch Party long-time ICPJ members Betsy and Loch McCabe hosted our first "Generations House Party." The purpose of these parties is for the hosts to invite people within their network to join ICPJ for a couple hours of learning, reflection, and connection. Twelve of us came together for yummy food, lovely piano music, and a fun activity. We shared information about ICPJ's work including a project called Compassionate Community Conversations (CCC), which are an opportunity to build empathy and understanding while challenging us to act for justice. One of the newer people at the event was Elaine whom we had met at the Launch Party the year prior. Elaine is a member at First United Methodist Church of Ann Arbor (FUMC) and she thought her congregation might be interested in participating.

Soon after, Elaine began to attend our Voters Organizing Through Engagement (VOTE) Caucus. The VOTE Caucus plan for 2023-2024 included a desire to host a series of CCCs and so there was a match with her interest. Elaine was able to help design the CCC and to center what was needed for her community. Two members of our Facilitator's Lab Cohort, an opportunity for those within our network to learn and practice facilitation and workshop design skills, facilitated the four sessions (February 18-March 10) with the 15 members of FUMC. This is a great example of what we hope to see coming out of the Generations Campaign: connecting with new people, activating people in communities where they already have relationships, building the power and capacity of those within our network.

STAY UP TO DATE ON ICPJ EVENTS & CAMPAIGNS:

[HTTPS://GIVEBUTTER.COM/ICPJ](https://givebutter.com/ICPJ)



COMPASSIONATE COMMUNITY CONVERSATIONS ~ GET INVOLVED!

ICPJ OFFERS TRAININGS TO SUPPORT

+INDIVIDUALS TO DEVELOP FACILITATION SKILLS, AND

+CONGREGATIONS & COMMUNITIES TO DEVELOP COMPASSIONATE LISTENING SKILLS.

WE SUPPORT COMMUNITIES WITH DIFFERING VIEWS TO HOLD COMPASSIONATE COMMUNITY CONVERSATIONS.



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.

2023 HARVEST DINNER

November 8th, we honored community leaders who live the values of ICPJ and work toward our collective vision: Alex Thomas, Fed Up Ministries, Anna Lemler, Ann Arbor for Public Power, and the Graduate Employees' Organization (GEO).

PEACE CIRCLE FOR MOURNING & REFLECTION

ICPJ hosted a Peace Circle on November 4th as a supportive gathering to mourn the loss of Palestinian and Israeli lives with reflection, love, music, and food. Twelve community members shared offerings with the larger group as we circled up around a bonfire and felt the warmth of connection in a time of grief.

November 4th, we gathered community members to grieve for those kidnapped, imprisoned, displaced, terrorized, and murdered in Israel and Palestine. We supported one another and shared food, fire, tea, meditation, prayers, songs, and poems from our hearts – from Jewish, Buddhist, Christian, Muslim faith traditions, as well as pagan, humanist and non-traditional spiritual beliefs. Our community came together knowing that we do not all share the same view, but also knowing that we must work together to build understanding, empathy, and a compassionate space for our conversations if we hope to build toward a more peaceful community & world.

CONNECT & ACT

The 2024 Connect & Act event focused on Participatory Budgeting. This is a long-term strategy to move decision-making into the hands of the community and to shift funds from carceral spaces into loving and just solutions.

During Connect & Act we simulated Participatory Budgeting (PB) processes using the Washtenaw Equity Report recommendations and did a deep dive into other ways we could implement PB like with the Ypsilanti cannabis revenue and the Washtenaw County millage for Public Safety and Mental Health. Participants from First United Methodist Church were so excited that they have decided to put PB into practice within their congregation!



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.

➤➤➤ MENTAL HEALTH & CARE-BASED SAFETY & SHELTER

ICPJ continued efforts to advocate for Care-Based Safety in Ann Arbor, though the City ultimately cancelled the RfP for the non-police, unarmed crisis response program and repurposed the ARPA funds. Partnerships from those efforts continued. In the Spring, ICPJ joined WeROC and others to create an organizing coalition, Allies for Better Mental Health. The Mental Health & Safety millage generates \$15-\$20M annually, and the majority of these funds go toward policing. We met with Washtenaw County Commissioners and organized community members to advocate that the millage be replaced with two, separating mental health from policing. We hosted listening sessions; residents spoke about the dire need for adequate supports for community-based mental health care and improving/over-hauling CMH. Ultimately, the Board of Commissioners put forward a new ordinance to accompany the millage to allocate funds for specific purposes within the Sheriff's Department allotment of the millage revenue.

➤➤➤ HOUSING IS A HUMAN RIGHT

ICPJ joined the Winter Shelter Task Force and organized with other grassroots housing activists and unhoused neighbors. Together, we advocated to allocate \$2.18 M of the ARPA Financial Equity Center to respond to the housing and homelessness system to support winter sheltering. This included direct cash assistance for up to 1-year to families and individuals currently experiencing homelessness or housing instability; eviction prevention and diversion; winter shelter staffing and site support; short-term emergency hotel stays; and funds for unbanked and underbanked housing barrier reduction support.

➤➤➤ DRIVING EQUALITY ORDINANCE

ICPJ organized support for the "Driving Equality Ordinance" in Ann Arbor to bring an end to pretextual traffic stops. Except where the violation is of a nature or magnitude that poses immediate risk of harm to person(s) or property, AAPD cannot stop or detain drivers or occupants based solely on minor violations.

➤➤➤ WASHTENAW EQUITY PARTNERSHIP IMPLEMENTATION

The Washtenaw Equity Partnership Report was released and a Bridge Team was formed to put together an implementation plan for this in-depth and community wide effort. ICPJ secured a grant for a Michigan Justice Fund Fellow to create our organizing campaign plan. We hosted a virtual event to introduce the basics of the WEP report and to name the recommendations that ICPJ sees a role for our members and organizations to carry forward:

- Driving Equality Ordinances throughout county
- Continued support for Care Based Safety as an unarmed response organization to respond to mental health and other community needs
- Participatory Budgeting to involve community members in true decision-making about how shared resources are allocated
- Promoting Housing First policies such as Source of Income Accountability to insure that landlords are not discriminating against renters due to receiving public or other support
- Advocating for the creation of an Overdose Prevention Center to save lives and provide easy access to necessary resources for recovery

DIRECT ACTION

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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.

➤➤➤ STATEWIDE RENTER'S RIGHTS AND ADVOCACY

September 5th, ICPJ joined the Rent Is Too Damn High rally for Rent Stabilization and to advocate for a repeal of the state's Rent Control Preemption.

➤➤➤ DRIVERS LICENSES FOR ALL CARAVAN

October 16th, ICPJ joined activists from the Drive Michigan Forward Coalition in Detroit to support driver's licenses for all Michigan residents regardless of immigration status.

➤➤➤ GREEN NEW DEAL FOR THE PEOPLE

November 5th, ICPJ joined the Green New Deal for the People Rally and Community Build. This event was co-hosted by MAJIC to amplify community voices and to mobilize action against false solutions. We were joined by Congress member Rashida Tlaib!

➤➤➤ HOUSING JUSTICE FORUM

May 30th, the ICPJ VOTE Caucus hosted the Housing Justice Forum about local housing policy. Thirty candidates from Ypsilanti Township, City of Ypsilanti, Superior Township, and Pittsfield Township for local, county, and state races.

The program endeavored to embolden our communities with information that can help them better understand the candidates, the role of the desired office, and their views on issues that impact the community directly. We selected housing given the overwhelming need expressed in our network and our belief that every elected official touches this area in some way. It was a powerfully educational experience for the candidates and the audience. We had about 75 people attend in-person and close to 500 people viewed it online! We also wanted to share housing policy that is possible at each level of government so that the community can best advocate for what it wants to see. So we posted a lunch and learn video that we hope can continue to be a tool for advocacy. This has been viewed 170 times!



GENERATIONS CAMPAIGN

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ICPJ has shaped generations of activists. Many have been with us for decades and have learned through practice so much of what we need today to build our just tomorrow. As we continue to dig deep and do the work that is needed, we are meeting new members who are adding a fresh perspective and widening the realm of what is possible. We know that we have who we need in our network to make transformative change that will impact generations to come.

SUPPORT ICPJ TODAY!

WWW.ICPJ.ORG/DONATE

WHAT WE NEED ARE THE RESOURCES TO HELP OUR VISION BECOME REALITY

Our community, country, and planet are in an age of urgency that requires us to grow our activism sustainably, while at the same time planting seeds of activism, care, and healing for ourselves and the process. This is why ICPJ launched the Generations Campaign, an opportunity to deepen community conversations, to build investment in our work and the community, and to honor the wisdom and passion of seasoned advocates and emerging leaders.

The Generations Campaign is a three year campaign. By the end of 2025 we hope to have the additional resources necessary for ICPJ to grow our own, and our community's, capacity to accelerate action to match the urgency of this moment.

Your gift for the Generations Campaign will empower ICPJ to:

- Hire staff and pay competitive salaries and offer benefits
- Compensate community members who share their expertise even with fewer financial resources
- Upgrade technology & communications tools
- Create an organizational operating reserve
- Explore cooperative structures with other small nonprofits

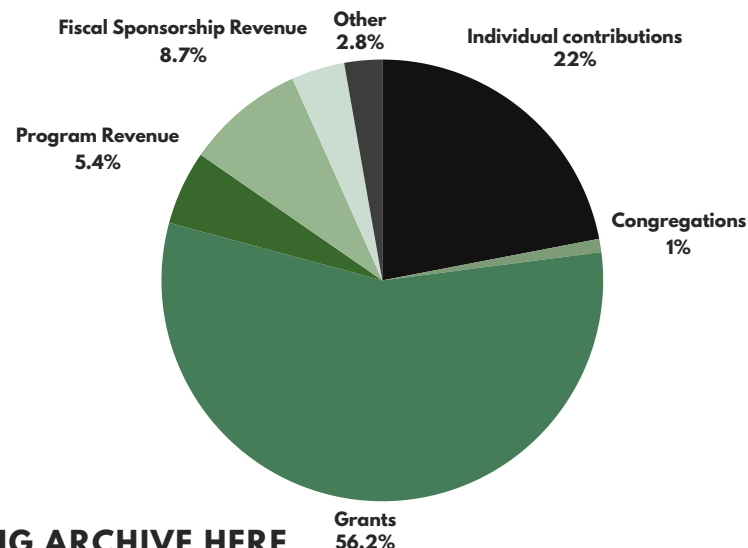


FINANCIAL SUSTAINABILITY

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, AND WORKSHOPS.

- Over the last five years, we have increased our annual revenue from \$132,692 (FY2020) to \$174,289 (FY2024).
- Revenue from grants has increased from zero dollars in FY2019 to \$98,028 in FY2024
- Individual contributions have decreased since the pandemic, currently at 22% of revenue in FY2024.
- Revenue from fee for service, workshops, and programming decreased after a very strong prior year to \$9,463.
- Payroll costs account for 74% of ICPJ's expenses; 11% went to programming costs; and operations make up about 11% of expenses
- About 3% of expenses paid for professional services. Increasingly, we provide professional fees to activists sharing their expertise from lived experience as marginalized or systems-impacted residents.

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



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GRATITUDE



ICPJ appreciates the generous support that we have received during FY2024, from the United Way for Southeast Michigan, the Michigan Nonprofit Association, the Green New Deal Network, the Community Foundation for SE Michigan, Princeton University's Bridging Divides Initiative, the UM Center for Latin American and Caribbean Studies, and the Jackson Social Welfare Fund 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)