



**FAITH IN  
ACTION**  
EAST BAY



ANNUAL REPORT 2021

[fiaeastbay.org](http://fiaeastbay.org)



# Our Mission

Our mission is to develop leaders who build power through their congregations and schools to drive systemic change, and improve the quality of life for their families.



# Our Credential



Founded in 1972 as Oakland Community Organizations, we have been a driving force for systemic change, racial justice, and economic equity in Oakland. In 2020, we changed our name to reflect the move to expand and regionalize our work. Faith in Action East Bay (FIAEB) is the same organization, but we are scaling up the level of our capacity to build power throughout the East Bay. Our commitment to faith-based organizing and leadership development now encompasses all of Alameda and Contra Costa Counties.

FIAEB is a nonpartisan federation of 85 congregations, schools, and allied community organizations, representing over 60,000 families throughout the East Bay. FIAEB Leaders share common values from our diverse faith, racial, political, and social traditions. We bring these values into the public arena through research, action, and relationship-building.

**We envision a community where everyone has equal access to a first-rate education, affordable housing and home ownership, skills training and good employment opportunities, quality healthcare, and safe, clean streets in vibrant neighborhoods.**

FIAEB is a proud member of the Faith in Action National Network, the nation's largest faith-based organizing network.



## From the Executive Director

Faith in Action East Bay is a multi-racial, multi-faith organization led by people who are guided by the core organizational values of revolutionary love, prophetic justice and power, as well as a moral narrative drawn from our various faith traditions. We build power by developing community leaders who engage in long-term organizing in the public square in order to transform their communities. Standing fully in the tradition of the iconic civil rights leader Ella Baker who once said, "Give light and people will find a way," we seek to empower the community to develop strategies for shaping their own destiny. Ella Baker believed, as do we, that the people should be at the center of the effort to create a new future by bringing light into their situations. Accepting the challenge of responding to the needs of marginalized communities we sowed seeds of transformation in 2021 by doing the following:

- Built new relationships with congregations and leaders in Alameda and Contra Costa Counties
- Doubled the number of congregational-based teams engaged in organizing strategies designed to advocate for public policies and practices that affect their families and communities
- Recruited and trained a core organizing team of staff, clergy, and leaders to lead the effort
- Provided leadership formation opportunities designed to develop the capacity of our staff, leaders, and clergy
- Expanded our data collecting and tracking capacity so that we might evaluate and assess the impact of our organizing
- Assigned specific organizers to strengthen existing relationships and cultivate existing relationships in order to build our leadership base
- Established a vaccination equity campaign that educated and delivered vaccination accessibility to communities of color.

We are pleased to share that the foundation established in 2021 will provide us with that which will be needed as we face the challenges of 2022. We will continue, through organizing, to build power across race, faith, class, and language with congregations as well as faith-based, spiritually-rooted individuals who are dedicated to taking public action for economic and racial justice in the East Bay and in California.

We invite you to join us as we, in this most consequential election year, seek to bring light that can create the conditions for social change. We envision the East Bay as one part of a larger state-wide effort to create and ensure that our state is a place in which racial equity, economic equity, wellness, and prosperity are available to all. Let us be joined together in a common commitment to build bridges across race, faith, language, and class in creating a new future for all and affirm that we can be for ourselves if we are also for others. Let us all share the understanding of the need for a vision of a shared world of the highest levels of existence for all that is humanly possible. Let us, in the words of John Lewis, "make good trouble" by giving light to our communities.

A handwritten signature in black ink that reads "Rev. George C.L. Cummings". The signature is written in a cursive, flowing style.

Rev. George C.L. Cummings, Ph. D.  
Regional Executive Director





Rev. BK Woodson, Sr.  
and Terri McWilliams

**“Putting faith into action means having a vision but not being sure of how to get there, but the vision end is clear and still we move forward.”**

**~ Terri McWilliams, Leader and Ceasefire Walks Coordinator**

**“It means my beliefs are the source of inspiration, hope, and comfort as I work in community to make heaven on earth.”**

**~ Andre Spearman, Leader and Belong Circle Facilitator**



# Fiscal Year 2021 **By the Numbers**

## Revenue\*

<b>Foundations</b>	<b>1,128,781</b>
<b>Individual</b>	<b>23,051</b>
<b>Membership Dues</b>	<b>14,100</b>
<b>Other</b>	<b>38,352</b>
<b>PPP Grant</b>	<b>260,970</b>

**Total Revenue** **\$1,465,254**

## Expenses\*

<b>Personnel</b>	<b>1,173,208</b>
<b>Admin/Program/Other</b>	<b>165,923</b>

**Total Expenses** **\$1,339,131**

**Net Operating Income** **\$126,123**

*\*Unaudited*



## **Our Community Resources**

LOC ('el-oh-cee') stands for Local Organizing Committee and it's how we change the world. We organize faith communities. A group of power-building leaders at a house of worship is called an LOC. They are the key to building power and changing systems so that everyone has equity in housing, jobs, education, access to health care, and vibrant, safe communities where all are welcome.

**Active LOCs: 20**

**LOCs in Formation: 13**

## **Building A Beloved Community**

At Faith In Action East Bay we believe everyone belongs. Our Belong Circles foster dialogue to help overcome division and racial anxiety by bridging across race, faith, and status. Belong Circles provide spaces for us to build relationships of trust, connect across our differences, imagine what our communities should be and create opportunities to turn this vision into reality.\*

**Belong Circles Convened: 7      Participants: 50**

**Total Number of Belong Sessions: 30**

\*Interested in joining a Belong Circle? Contact Community Organizer/  
Belong Campaign Manager Payton Silket at [payton@fiaeastbay.org](mailto:payton@fiaeastbay.org)



**“For me Faith in Action East Bay is a space and an opportunity to prove my faith by working for those who need our help. I could not prove my faith without helping others. As a person of faith, I believe that I have a moral duty to get involved in social justice work and participate to work on the needs and problems that affect our communities.”**

**~ Friar Juan Jose Jauregui,  
Leader**



**“What does putting faith into action mean to me? It is the expression of love in action. It draws me out of myself to realize there is a spiritual force beyond my brief existence.”**

**~ Bob Britton, Leader**



# In 2021, here's how we put our faith into action.

Faith in Action East Bay celebrates all the ways our leaders, local organizing committees, and community members lifted their voices for justice in 2021.

We know a lot is on the line for immigrants. We fought for pathways to citizenship with actions, vigils, and educational forums.

After a pause at the beginning of the pandemic, our Ceasefire Nightwalks resumed with growing participation from neighbors, congregants, and community leaders. We held our first Night Walk in Contra Costa County this year and we are holding trainings to educate clergy on how they can influence the reduction of violence in our cities.

We worked to keep people housed with education campaigns for emergency rental assistance programs, legal aid, and financial assistance as well as advocated for eviction moratoriums.

The Interfaith Coalition for Justice in Our Jails (ICJJ), a table of Faith in Action East Bay, worked on transformative change within the Alameda County justice system. This dynamic group listened to the voices of the incarcerated so that every eligible person leaves with health insurance and receives treatment for mental and behavioral health issues. ICJJ worked on community-based oversight of the Sheriff and Santa Rita Jail and geared up for the 2022 election cycle education and engagement.



**"Doing the Ceasefire Friday Night Walks is all about keeping the faith, keeping the momentum, and showing up with focus and good will because we care."**

**~ Steve Smith, Leader**

Organizers from Faith in Action East Bay helped make the Mobile Assistance Community Responders (or MACRO) project a reality in the City of Oakland. We supported expanded funding and resource allocation for MACRO while beginning to advocate MACRO programs in Contra Costa County.



This year we also received a grant from the Sierra Health Foundation to improve vaccination rates and vaccine access with education campaigns, incentive programs, tabling, and pulpit announcements.



We worked on the issue of illegal dumping that mostly affects communities of color. We held ongoing meetings with neighborhood leaders and civic officials to make our streets safe and beautiful.



We know that there is a lot of work for all of us to do in the upcoming 2022 elections. However we are veterans at getting out the vote and the recent recall election was no different. We worked vigorously at educating voters and inspiring voter turnout that ultimately insured the will of the voters would be honored.



This fall, we lifted up our voices together to advocate for the lease renewal of the Community School for Creative Education (CSCE). The Oakland Board of Education extended the lease until 2024. The next two years will provide stability and time to plan for the long-term future.





None of this transforming work would happen without nourishing our communities and generating healing connections on an ongoing basis. The Belong Movement overcomes division and racial anxiety by bridging across race, faith, and status so we can create the conditions that allow our families to thrive.



Our successes are made possible by continued expansion of our base and deepening engagement of our Local Organizing Committees. Our coalitions also include five strengthened school relationships and new clusters of churches working together.



We are also proud to announce our first youth Local Organizing Committee.



**We celebrate the work we've done together this year and look forward to continuing to lift up our voices for justice into the year ahead.**



To donate in support of our  
work and to learn more:

[fiaeastbay.org](http://fiaeastbay.org)



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