

**FAITH IN  
ACTION**  
EAST BAY



ANNUAL REPORT 2022

[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

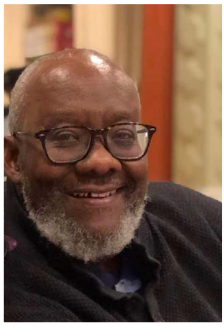


Founded in 1972 as Oakland Community Organizations, we have been a driving force for systemic change, racial justice, and economic equity in Oakland. In 2020, we changed our name to reflect the move to expand and regionalize our work. Faith in Action East Bay (FIAEB) is the same organization, but we 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 25 congregations, schools, and allied community organizations, representing over 25,000 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.



## Relentless Courage to Organize

My faith is deeply rooted in what noted scholar Professor Cornel West referred to as a “prophetic African American revolutionary Christianity” in his landmark book entitled *Prophesy Deliverance* published in 1982.

In that volume, he outlined the specific thread of Christianity that makes up the lens through which I interpret meaning in the world. Central to those values is a commitment to transformative action that integrates faith with the public struggle for justice and liberation of all people.

There is not enough space nor time for me to elaborate the diverse ways that this perspective has shaped my commitment to the work of long-term organizing designed to transform this society. In the words of Professor West, “Justice is the public face of love.” The public expression of the “love of neighbor” that is a cornerstone of those who claim to be followers of Jesus is public action to change the world. Justice and racial, economic, and gender equity are at the heart of our movement.

The challenge of our current time is that so much of our lives are being dominated by perspectives that are contrary to the central beliefs to which I have referred. The contemporary scene is littered with the policies and actions of public institutions which are causing immeasurable pain to many marginalized communities. Public policies and Supreme Court rulings designed to limit access to voting and destroy democracy, limit the right of self determination for women in relationship to their bodies, lack of gun control, failed immigration policies, among other things, creates conditions that lead us to righteous indignation.

I am reminded that St. Augustine once said, “Hope has two beautiful daughters. The first is anger at the way things are. The second is courage to act so that things do not remain the same.”

Let us not be paralyzed by the challenges before us. Let us take courage to organize in order to address the needs of our communities. Let us ORGANIZE! ORGANIZE! ORGANIZE!—and be relentlessly courageous in bringing our various faiths to the public square.

A handwritten signature in black ink that reads "Dr. George C.L. Cummings".

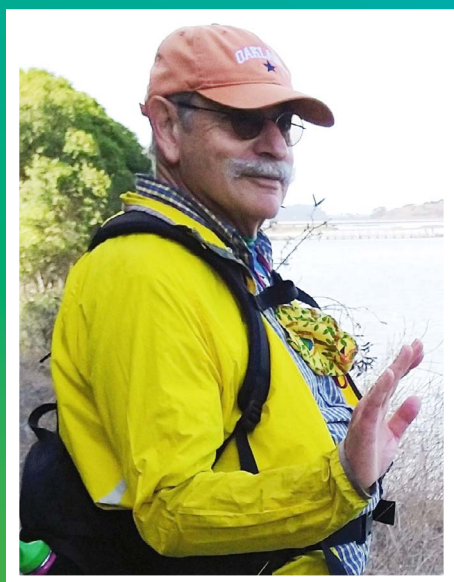
Rev. George C.L. Cummings, Ph. D.  
Regional Executive Director

**Our Spirituality is a Potent Force: In [this video](#), Dr. Cummings reflects on our important influences in the work.**



"I am very passionate about justice and nonviolence, especially justice work that focuses on peacemaking."

~ Florence Davis, Leader and Board Member

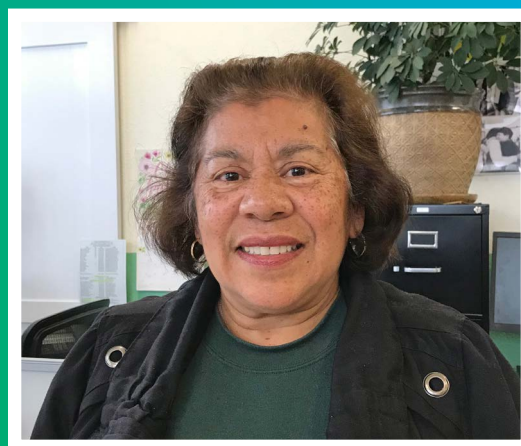


"This world is not going to survive if we can't care about and be interested in people who don't act and think like us."

~ Richard Speigman, Leader,  
[Interfaith Coalition for Justice in Our Jails](#)

"I have really developed as a leader, learning better people skills. As a FIAEB leader you start little by little...you are in the current and you learn. FIAEB has always come through. God is with this organization."

~ Lesbhia Morones, Leader



# By the Numbers

## Fiscal Year 2022

### Revenue\*

Foundations	1,365,422
Individual	22,834
Membership Dues	32,377
Other	111,192
PPP Grant	194,902

**Total Revenue**                    **\$1,726,727**

### Expenses\*

Personnel	1,256,365
Admin/Program/Other	169,589

**Total Expenses**                    **\$1,425,954**

**Net Operating Income**            **\$300,772**

*\*Unaudited*

## Fiscal Year 2021

### Revenue\*

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

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

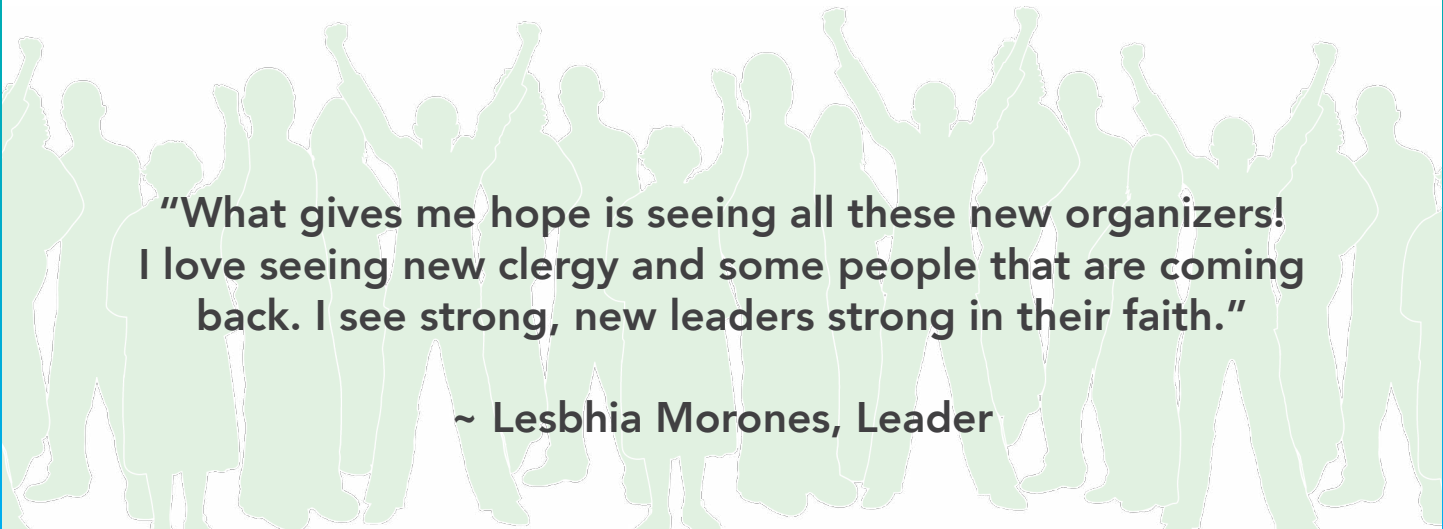
### Expenses\*

Personnel	1,173,208
Admin/Program/Other	165,923

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

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

*\*Unaudited*



"What gives me hope is seeing all these new organizers!  
I love seeing new clergy and some people that are coming  
back. I see strong, new leaders strong in their faith."

~ Lesbhia Morones, Leader

## **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: 19**

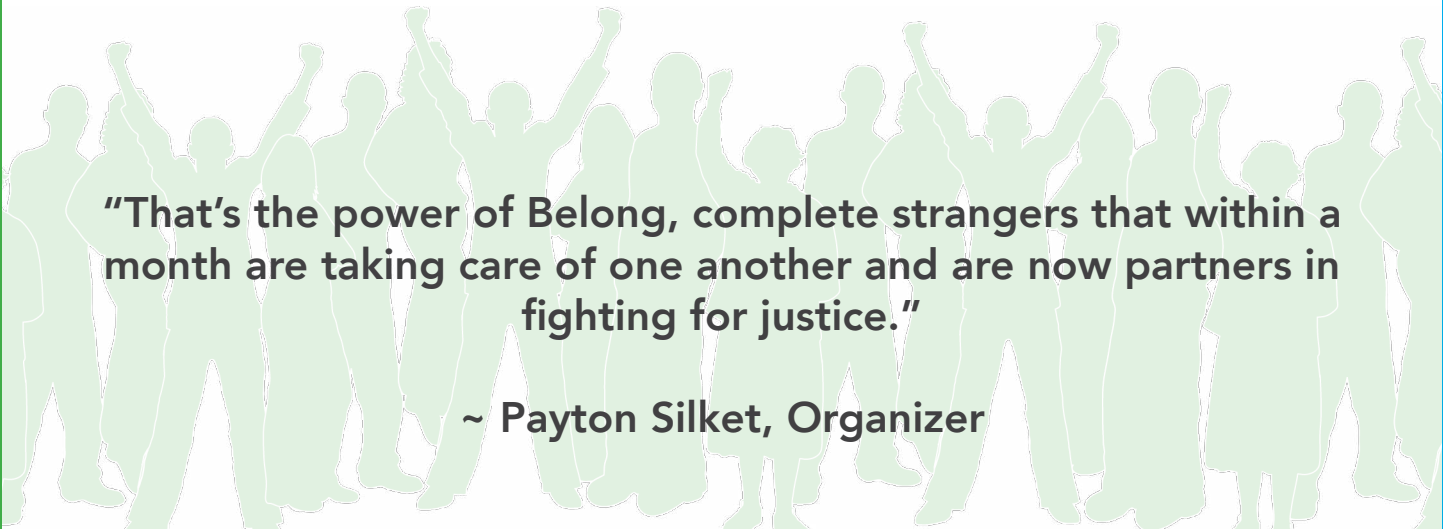
**LOCs in Formation: 13**

## **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.

These relationships lift our communities. This year, three of our Belong Circles turned into active and impactful LOCs.

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



**"That's the power of Belong, complete strangers that within a month are taking care of one another and are now partners in fighting for justice."**

**~ Payton Silket, Organizer**





**“I think we’ve started something big. We need to keep doing what we are doing: all the organizers and leaders teaching the people how to get involved and how to get things done.”**

**~ Yadira Fregoso, Leader and Board Member**

**“We bring the values of faith and strategy to our organizing. We don’t whine and complain. We identify the problem and then the solutions using wisdom, collective power, and powerful action. We address it.”**

**~ Pastor Jim Hopkins, Board Co-Chair**



**“We can make it so. We are the agents of change. We are the ones that can speak truth to power. The change starts with us. We must demand it. We must be at the council meetings. We need to write letters. We need to let our voices be heard.”**

**~ Pastor Michael Wallace, Board Co-Chair**





# In 2022, 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 2022.

We worked for transformative change in the Alameda County Justice System with vigils, sheriff candidate forums, and rallies.



We formed a new youth regional organizing committee and held a youth walk for peace.



**"The march was one of my first glimpses of how Faith in Action East Bay brings together community for a cause. In this group I am able to work with other youth to tackle problems that affect our communities."**

**~ Leanne Ngounou, Youth Leader**



We held a series of housing meetings with county officials to advocate for housing relief.

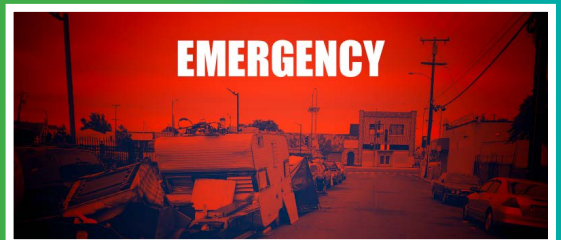
We advocated for the unhoused at Rydin Road and are now working with other encampments.

We continued to grow with Belong Circles and Powerful Becoming events.

We kept our fight against illegal dumping.

We held immigration forums and a community resource fair.

We held 30 voter education events and encouraged people to vote their values.



  
**VOTE YOUR VALUES**

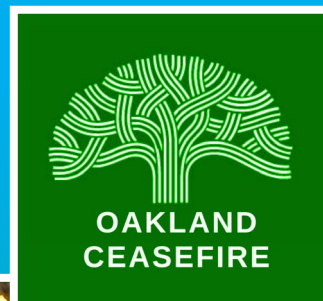
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**“Voting expresses our belief that we can do more together than we do separately. Solidarity is caring for each other no matter who we are, where we live, where we come from, or what faith we stand for. When we vote together according to our values we are expressing our belief that we belong to each other.”**

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

We trained 47 new leaders in six-week formation sessions.

We witnessed the City of Oakland and Oakland Police Department recommit to the Ceasefire strategy. In the fall, we celebrated 10 years of Ceasefire Night Walks.



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.

Watch a [video celebration](#) of our work in 2022.



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

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



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