

**BECOME 2020 REPORT**

BECOME is an award-winning 501c3 Center for Community Engagement and Social Change with a mission to nourish communities affected by poverty and injustice to make their vision of a thriving community a reality.

# Building Community Power



LEADERS OF **COURAGE TO LOVE** USE COMMUNITY ORGANIZING TO HELP AUBURN GRESHAM RESIDENTS BUILD LOVE ASSETS TO ADDRESS INFANT MORTALITY WITH SUPPORT FROM BECOME AND OTHERS.

# LETTER FROM THE CEO

Dear Friend,

While the trauma we experienced in 2020 wrenched our work into new channels, it also sharpened our vision. The violence and disease we experienced showed up for all of us in ways that sadly were not new for many of us. The silver lining, we believe, is those traumatic experiences have convinced many more of the urgent need to redirect our collective will toward three big goals:

## Actualization

Each community has a stake in the common good. Community members take their destiny and wellbeing into their own hands.

## Liberation

Structural racism has been dismantled and replaced with new systems that support community in meeting needs and realizing dreams.

## Abundance

Culture and economy uplift individuals so communities thrive.



**How will we achieve the goals?** Of course – in relationship with communities and institutions, and the people who make up those communities and institutions. It's essential to the work of BECOME that we place a consistent focus on nourishing people alongside an understanding of how to shift power and create new systems.

BECOME's mission is to nourish communities affected by poverty and injustice to make their vision of a thriving community a reality. We bring a 'toolbox' of services and strategies to help institutions and community members dream and effectively turn them into reality.

The tools include community engagement and organizing, culturally responsive evaluation, community-driven strategic planning, and restorative facilitation to contribute to creating flourishing communities. We use our tools to catalyze and shape desired change and move towards transformation, creating the conditions to thrive.

Given that most of our work is with and around communities that have been affected by the pandemic and structural violence, there has been profound learning this past year. We decided to share what we're learning in our first annual report in eight years of successful partnership with communities and institutions from the grassroots to the national level.

Thank you for reading!

With love,

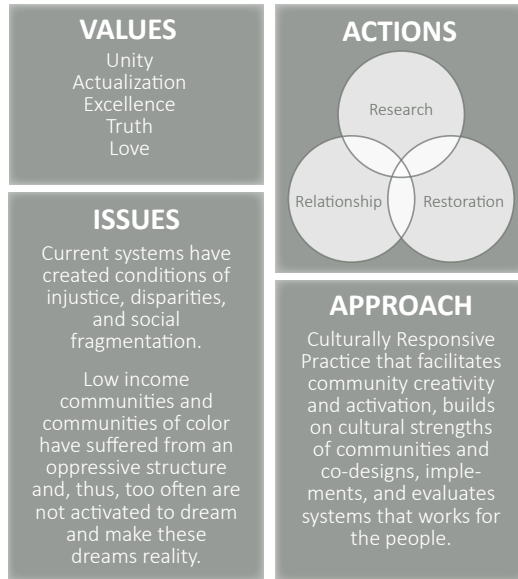
**Dominica McBride PhD**

CHIEF EXECUTIVE OFFICER

## THEORY OF CHANGE



### CONTEXT



### TOOLS & STRATEGIES



### BENEFITS



### GOALS

- 1 ACTUALIZATION**  
 Each community has a stake in the common good and takes its potential destiny and wellbeing into its own hands
- 2 LIBERATION**  
 Structural racism has been dismantled and replaced with new systems that support community in meeting needs and realizing dreams
- 3 ABUNDANCE**  
 Culture and economy uplift individuals and communities to thrive

### OUTCOMES





### From community calls to Maximizing Impact: partnering to help those on the COVID-19 frontlines



**Last March, it became clear COVID-19 would change all our lives. We convened a series of Zoom calls with partners and others on the frontlines working overtime to provide services and make sense of the day-to-day news.**

During these calls, partners and colleagues detailed their responses and plans to continue serving their communities. What we learned on those calls helped to inform our response: Maximizing Impact, an initiative to amplify the positive impact frontline organizations, community members, leaders, and activists are or could be making around responding to community needs.

This includes understanding how individuals and families in the most affected communities are doing and what they need most, and getting that information back to our frontline agencies to deliver those services and care. Maximizing Impact also seeks to connect those who are currently disconnected from services and connect them to resources, help shape leaders' decisions about allocating resources, and connect residents to each other for additional support.

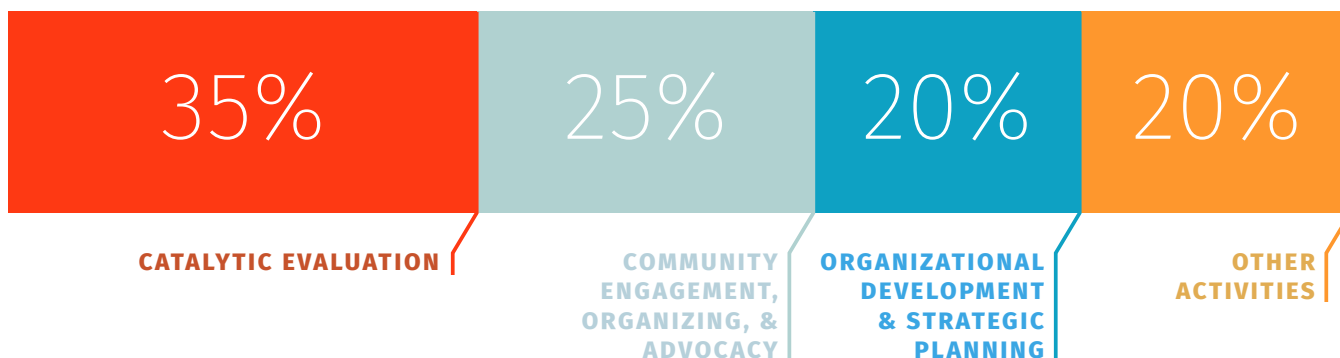
One of our partners is South Shore Works, whose mission is to create a “collaboratory” that harnesses the collective power of South Shore organizations, agencies, and residents to design and create a thriving, sustainable community. As we collate responses, we’ll be able to assist South Shore Works to analyze patterns in the data and look for any gaps in services that they can then fill.

**“Dominica is able to take that 30,000-foot view or vision and translate it into real street-level intervention,”** says South Shore Works Executive Director Ernie Sanders. **“I appreciate that range of thinking and that you’re able to do just what the program title says--to help me to understand as a community practitioner how I can fully maximize impact through the tools and resources available.”**



## OUR STRATEGIES

### STRATEGIES



### 2020 PARTNERS

chicago  
foundation  
for women



*The Faith Community of Saint Sabina*

Courage to Love



WEPOWER



## At BECOME, our mission is to create social change.

We do this by partnering with communities, asking questions, listening deeply, building relationships and helping community residents, leaders, and institutions to develop, implement, and improve a plan of action to achieve their vision of a thriving community — what we call our Culturally Responsive Community Transformation approach.

At BECOME, being Culturally Responsive means we are in a continual practice of learning about and valuing cultural differences, seeking truth, seeing the intricacies and consequence of the sociopolitical and broader context in all our lives, and catalyzing collective power with community members most impacted by oppressive policies and practices.



## CATALYTIC EVALUATION: POWER TO ASK, LEARN AND MOVE

Our process includes collectively learning what happens in a program and the effects of the program or policy, coming up with a plan to improve those effects (amplify the impact), and carry out that plan together. We engage the community in the process and teach organizations and communities to evaluate themselves so they can continue to learn and improve. Our model is one of activating and supporting empowerment.

For example, to help Chicago Foundation for Women better understand what motivates women of color donors, we designed a multi-step evaluation in which we engaged their giving circles and other groups in a visioning process, **equipped volunteers with skills in evaluation methods** to participate in the process, and gathered feedback from nearly 600 donors.

## DIVERSITY, EQUITY, INCLUSION: POWER TO LIBERATE

Many more organizations are focusing on issues of equity. We are happy to be a resource in this area, drawing on deep expertise and attention to transformative change and liberation. We take an inside/outside strategy, working within lower-income communities of color to dream and achieve those dreams, and working outside and around communities to shape the mindset and efforts towards cultural humility and partnering for liberation of those who serve

### Also in our toolbox

**Action Research, Asset/Needs Assessments, Group Facilitation, Policy & Program Development, Organizational Development & Training**



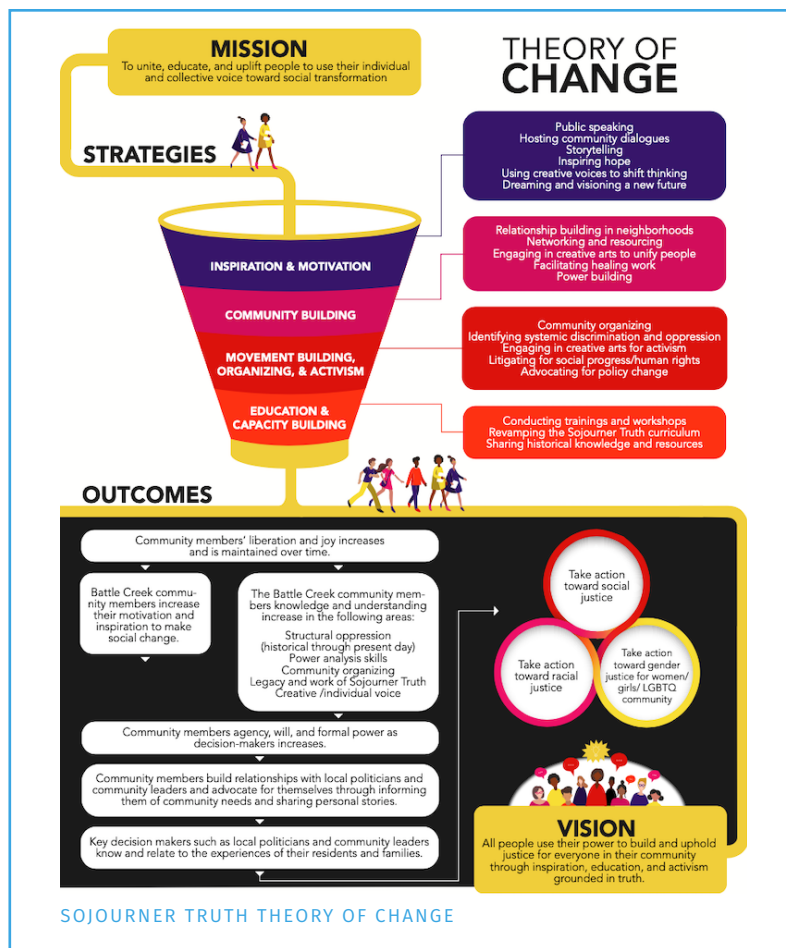
or work with communities. In 2020, we began one such journey with the Center for Health Care Strategies, which focuses on innovation in publicly financed health care for individuals with complex needs. They set a path for themselves and also an example for other organizations by moving forward on a journey of **creating an internal culture of equity and liberation**.

## COMMUNITY-DRIVEN STRATEGIC PLANNING: POWER TO ENVISION

Our strategic planning processes help organizations and community groups develop innovative, community-rooted solutions to achieve their mission and move powerfully towards actualizing their vision.

For example, Sojourner Truth Center for Liberation and Justice in Battle Creek, Mich., was focused on building infrastructure for a revitalized community institution. We facilitated a visioning process with four generations of residents and other stakeholders from across the community.

Then, we worked backwards to begin concretizing that vision into outcomes, helping them to create a new theory of change as part of a strategic plan for the organization's renaissance for **living out the legacy of Sojourner Truth**.



*With BECOME's leadership and coordination, the community women who helped collect data and conduct focus groups exemplified the type of agency and sense of empowerment that exists within communities.*

Emily Dreke, VP, Development and Communications,  
Chicago Foundation for Women

## COMMUNITY ENGAGEMENT, ORGANIZING, & ADVOCACY: POWER TO LEAD

We help design and implement processes and strategies for community engagement and participatory leadership. Be it structural development or a necessary collective decision-making process, we have a toolbox of engagement, facilitation and meeting design tools to develop and support partnerships across stakeholder groups and engage community members in exercising their voice towards an end that works for everyone.

For example, we are working with IFF in the North Chicago community surrounding the redevelopment of Neal Math and Science Academy. Our work includes facilitating and building leadership capacity of students, parents, teachers, and administrators to shape the direction of a new school building, to inform others about the development process, and **reinvigorate community pride**.

### **Leading toward structural transformation with education and research.**

#### **SITUATIONAL AWARENESS AND INTERPERSONAL COMPETENCE AS EVALUATOR COMPETENCIES**

In *American Journal of Evaluation* by Gabriela Garcia and Laurie Stevahn (March)

#### **INCITING SOCIAL CHANGE THROUGH EVALUATION**

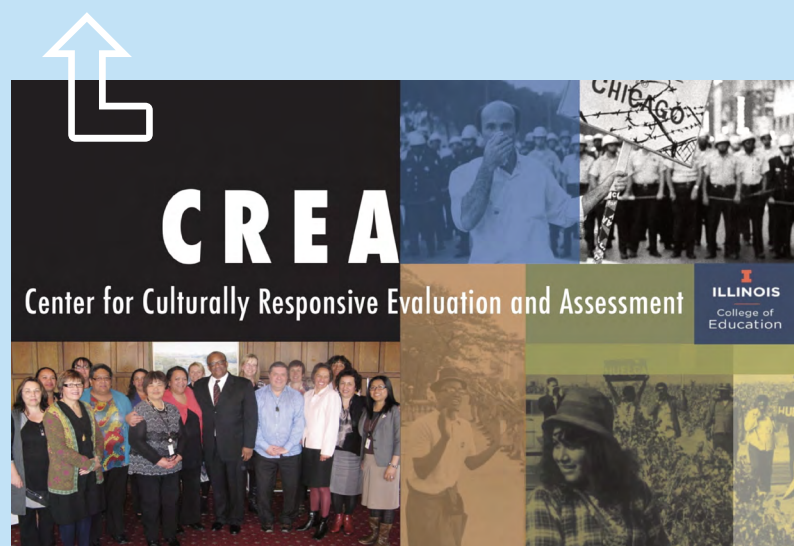
In Issue 166 of *New Directions for Evaluation: Examining Issues Facing Communities of Color Today: the Role of Evaluation to Incite Change* (issue co-edited by Dominica McBride), by Dominica McBride, Wanda Casillas and Jennifer LoPiccolo (July)

#### **SYSTEMS REFORM VS. SYSTEMS CREATION: EXPLORING HOW CRE CAN HELP CREATE A NEW SOCIETY**

Opening Plenary at Sixth International Culturally Responsive Evaluation and Assessment Conference, by Dominica McBride (September)

#### **EVALUATION HAS A KEY ROLE TO PLAY IN RACIAL EQUITY WORK**

In *Philanthropy News Digest*, by Dominica McBride (October)



*Our core philosophy is that the community must be at the heart of identifying their capabilities to address their challenges and to create their desired reality.*

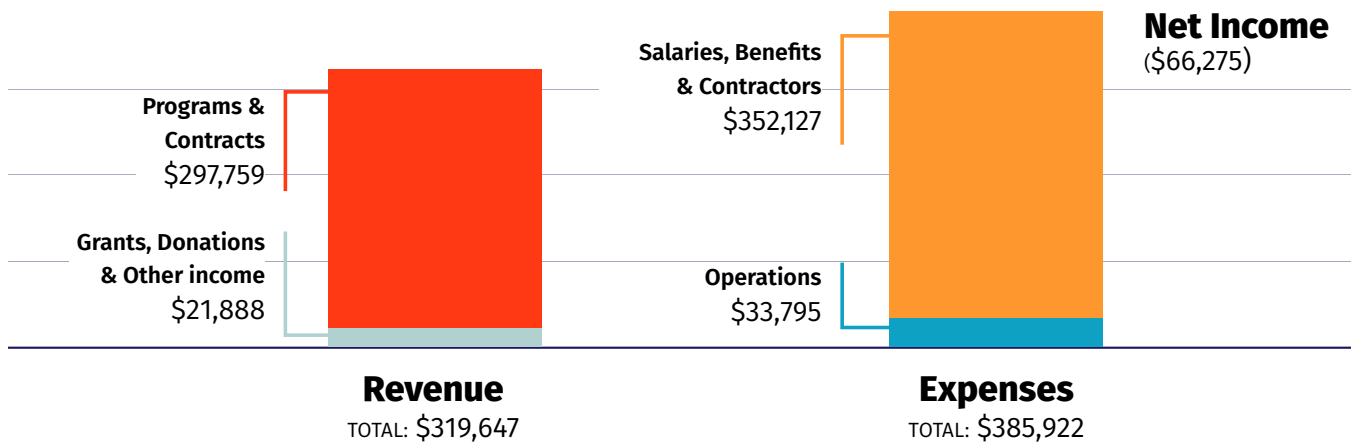


## FINANCIALS + DONORS

**BECOME expanded strategically** into pandemic response work such as Maximizing Impact.

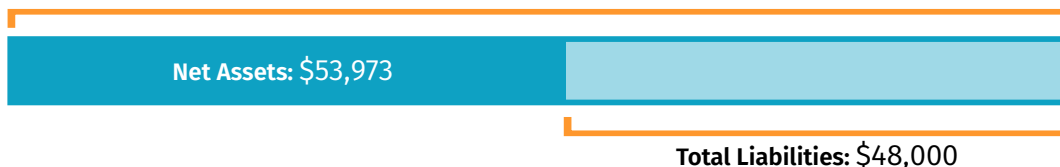
While we put more of our human and sweat equity into responding to the pandemic, we are actively engaging in future fundraising for our strategic neighborhood-specific and systems development initiatives.

### REVENUE & EXPENSE JANUARY TO DECEMBER 2020\*



### STATEMENT OF FINANCIAL POSITION ASSETS & LIABILITIES

Total Assets: \$101,973



\* Cash basis. Unaudited 2020 financials.

## Thank you!

### FOUNDATIONS + GRANTORS

Healing Illinois Fund  
(ILLINOIS DEPARTMENT OF  
HUMAN SERVICES / THE  
CHICAGO COMMUNITY TRUST)

Illinois Humanities  
Council COVID-19  
Emergency Community  
Resilience Grant

Meginnes Charitable  
Fund

Presbyterian  
Committee on the Self-  
Development of People

The Faster Forward  
Fund  
(MARIN COMMUNITY  
FOUNDATION)

### INDIVIDUAL DONORS

Shana Alford  
Amanda Athon & Joe  
Hemmerling  
Jax ML Black  
Patricia Brintle  
Katelyn Caldwell  
Scott & Phuong  
Christian  
Elizabeth Cole

Nancy & John  
DeCherney  
Talia Euell  
Pamela Frazier-  
Anderson  
Emily Gates  
Jill Glenn  
Alison Hamm  
Deborah Minor Harvey

April Hasson  
Lisa Jackson  
Stuart Barnes Jamieson  
Randall L Corley  
Camille Lemieux  
Michelle Lodge  
Maria Alexa LoPiccolo  
Mary LoPiccolo

Joseph LoPiccolo  
Lauren LoPiccolo  
Kristy Lueshen  
Francoise Lynch  
Niama Malachi  
Lisa Marie Pickens  
Rachael Maruszczak  
Gordon Mayer

Regine Mullery  
Jessica, Rebekah,  
Kimberly, & Albert  
Svevo-Cianci  
*IN MEMORY OF GINO SVEVO*  
Karen Terry  
Katherine A Tibbets  
Corrie Whitmore  
Lindi Zimmermann

## STAFF TEAM



FOUNDER AND CEO

**Dr. Dominica McBride** PhD

Dominica is a leading thinker on how we evolve beyond the current racial-equity paradigm, a champion of Culturally Responsive Evaluation, and a grassroots advocacy strategist.



SENIOR OPERATIONS AND SYSTEMS ADVOCATE

**Jen LoPiccolo** MSW

Jen is driven by the power of combining evaluation and grassroots work to make socio-political change.



EVALUATOR ADVOCATE / EVALUATION PROJECT LEAD

**Dr. Gabriela Garcia** PhD

Gabriela is driven by a commitment to advocate for and nourish communities that have been affected by poverty and injustice.



EVALUATOR ADVOCATE

**Casey Solomon-Filer** MA

Casey's passion for Culturally Responsive Evaluation stems from interest in how distributions of power influence the everyday lives of individuals and communities, and how evaluation can serve as a tool to help redistribute power towards a more just world.



SENIOR PARTNER ADVOCATE

**Dr. Keisha Farmer-Smith**

PhD

Keisha has partnered with organizations dedicated to supporting safe, healthy spaces for youth for 18 years.



EXECUTIVE ASSISTANT

**Adriana Trajkovski**

Adriana could not be happier to support a passionate and resolute team of people dedicated to social justice and community development.



EVALUATION ADVOCATE AND PROJECT COORDINATOR

**Lisa Sargent** MA

Lisa's lessons learned from her time as a community organizer and multi-issue advocate ground her thinking around accessibility, nonprofit sustainability, and collective power building.



EVALUATOR ADVOCATE

**Cassandra Boyd** MSW

Cassandra is passionate about combining the areas of social work and program evaluation to influence data-driven change within nonprofit organizations.



EVALUATOR ADVOCATE

**Dr. Yvette D. Castaneda** MPH, MBA, PhD

Yvette is a practice/research hybrid: a community-engaged scholar with extensive experience in mixed-method research design, implementation, assessment, and evaluation as well as data collection and analysis.



EVALUATOR ADVOCATE

**Dr. Dara Lewis** PhD

Dara is guided by the principle of using research and evaluation as tools for building capacity within communities and increasing knowledge by drawing on cultural strengths.

## BOARD & STAFF

### 2020 INTERNS

Nicole Wilson

Phillippa Paisley

Alexandria Simms

Alexandrea Wilson

### BOARD MEMBERS

**Rachel Marusarz**  
SINAI HEALTH SYSTEM

**Ricardo Millet**  
MILLET & ASSOCIATES

**Israil Thomas**  
Financial Advisor

**Dominica McBride**  
CEO

**Revolution MacInnes**  
Strategist

### BOARD OF ADVISORS

In addition to our board, BECOME benefits from guidance and input into our work by a group of distinguished mentors and advisors from academia, evaluation and other fields:

**Patricia Arredondo**  
President, Arredondo  
Advisory Group

**Jennifer Greene**  
Professor in Educational  
Psychology, University  
of Illinois at Urbana-  
Champaign

**Karen E. Kirkhart**  
Professor, School  
of Social Work, David B.  
Falk College of Sport and  
Human Dynamics, Syracuse  
University

**Michael Quinn Patton**  
Organizational  
Development and Program  
Evaluation Consultant

***BECOME,  
as an organization,  
speaks openly of love,  
the ultimate  
manifestation  
of respect married  
with deep caring.***

BECOME Advisor Michael Quinn Patton, PhD







# Share the vision!

2021 is the year that we can show and share love for our communities in service to our goals of actualization, liberation and abundance. We're currently working on a book on the power of women to lead change in our communities, responding to the COVID-19 pandemic with Maximizing Impact among other projects that will empower community transformation.

## WE INVITE YOU TO JOIN US ON THIS PATH.

HERE ARE A FEW WAYS YOU CAN BE INVOLVED AND CONNECT WITH THIS WORK:

### Invest

As a 501c3 nonprofit, contributions to our vision and work are tax deductible.

### Partner

We're always glad to discuss collaborations around any of our core strategies with prospective partners & community members. Please contact us at [info@becomecenter.org](mailto:info@becomecenter.org).

### Keep in touch

Visit us online at

Sign up to receive email communications and connect with us via our social media.