

Launching Transformation



2021-

ANNUAL REPORT

2022

We work with people to spark and lead collective transformation within neighborhoods.



Dear Friends,

Transformation is both a practice and a goal for us at BECOME.

We work with people to spark and lead collective transformation within neighborhoods. We amplify the impact of organizations toward community transformation and movement building. We also seek to transform our own practices as a team and embody our goals of Actualization, Liberation and Abundance.

We chose our report theme to convey the energy of the past two years. **We turned 10 this year** (BECOME came into being January 4, 2013, although it had been gestating for years in my personal experience). Our recent successes make this feel like a new beginning in our work towards community transformation and movement building.

The world around us has also transformed over the past two years as we emerged from the most troubled months of the COVID-19 pandemic to a time when hope and fear hang in the balance. **As we press ahead, we put all our efforts firmly on the side of hope. Join us.**

With love,

Dominica McBride, PhD
FOUNDER



Decolonizing Evaluation

with the **Community Evaluation Innovation Lab**

We've worked to ensure people have a voice in evaluating initiatives that affect them in all of our culturally responsive evaluation work of the past ten years. This practice changes everything: with a different set of data, we get a more accurate picture of what's working. Problems appear from a new angle and new and better solutions can emerge.

Based on our success with incorporating local voices, we asked ourselves, "How could we spread this idea?" The Community Evaluation Innovation Lab, CEIL, is one answer to that question. The Lab grew out of conversations between BECOME Founder Dr. Dominica McBride and Dr. Stafford Hood, who founded and led the University of Illinois Center for Culturally Responsive Evaluation and Assessment, CREA, and was a dear mentor, teacher, and co-conspirator of Dr. McBride, until his untimely passing in January 2023.



"We'd been looking for ways to collaborate between BECOME and CREA," McBride says. "CREA is rooted in the professional development of evaluators and researchers, and BECOME is rooted in community transformation. **We looked at the intersection of our two organizations' mission and work – and out of that came the Community Evaluation Innovation Lab.**"

Although slowed down by the pandemic, plans really began picking up speed in 2021. That's when the Robert Wood Johnson Foundation agreed to invest in the work with a three-year grant. We've worked closely with the team there, including Research, Evaluation, and Learning Program Officers Miranda Yates and Jacquelynn Orr (Orr recently left to work as a senior program officer for Health at Kresge Foundation).

"We're funding BECOME for their innovative approach which challenges dominant ways of conducting research and evaluation," says the foundation's Senior Program Officer Miranda Yates. "To advance health equity,

one of the foundation's strategies is to transform knowledge building and knowledge production by questioning societal norms about who is considered an expert and prioritizing the expertise of communities."

The Lab focuses on training and mobilizing a cohort of community evaluators and developing a curriculum to support new ways of thinking about and practicing evaluation.

With support – and partnership – from the Robert Wood Johnson Foundation, we're putting the finishing touches on the design of the CEIL and, as of Fall 2023, have launched our first cohort.

Orr puts the work we hope to do with the Community Evaluation Innovation Lab well: "It's the voice of the community telling us 'this is what we are experiencing,'" Orr says. "On top of that, they're gaining knowledge in a space that normally isn't welcoming, inclusive, and accessible to them."

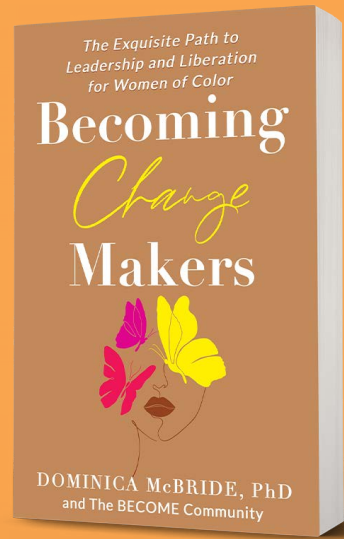
The Community Evaluation Innovation Lab is the voice of the community telling us 'this is what we are experiencing.'

Jaqueline Orr

FORMER CREA PROGRAM OFFICER FOR RESEARCH, EVALUATION, AND LEARNING

Activating the brilliance and power of everyday people has been essential to BECOME from the earliest days of our work in the Auburn Gresham community.

In the photos, BECOME team members Larry Barrett and Tatiana Cortes, and Dr. Dominica McBride with youth and adult members of the 79th Street Ambassadors program led by The Faith Community of St. Sabina.



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BECOMINGCHANGEMAKERS.COM

OUT NOW:

Becoming Change Makers

**The Exquisite Path to Leadership
and Liberation for Women of Color**

It's our first book! Founder Dr. Dominica McBride and others from the BECOME Community wrote the book to help women of color recognize our own unique potential and power to lead, grow self-efficacy, and spark transformation within us and those around us.

The lessons learned and ideas in it come from interviews and other work we've done over several years. Women leaders featured in the book include Chicago Foundation for Women former President and CEO Felicia Davis Blakley, Woods Fund of Chicago President Michelle Morales, Public Allies CEO Jenise Terell, immigration reform champion Xanat Sobrevilla of Organized Communities Against Deportations, leaders at BECOME, and other powerful women impacted by Public Allies, Chicago Foundation for Women, and/or the Cultivate leadership development program for women of color community organizers and advocates. Also featured is Dominica's own story.

Through *Becoming Change Makers*, readers will explore the significant trauma and triumph women in communities of color have and are experiencing. **Stories of women leaders in the book show how the power of healing put into action leads to great leadership.**

Chapters also explore relationships and intersectionality, including both the nature of intersectional oppression and the strengths women can draw from their multi-faceted identities.

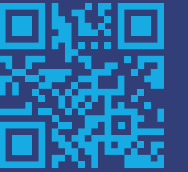
SCAN TO EXPLORE OUR STRATEGIC PLAN >



To transform reality, we start with our own organization.

In 2021, we took time to look at our own strengths, challenges, and opportunities. The result was a strategic plan that is already guiding our work. We've always seen our work as advancing community transformation and movement building. The new plan makes explicit our long-term vision of building on these two pillars to ultimately transform reality by developing and sustaining new and ancient practices.

Another result was our decision to center the idea of collective servant leadership for our growing team and organizational structure. In addition to helping frame our team's roles and collective governance model, we also prioritized restorative practices and messaging, including community-and self-care.



More Partner & Project Highlights



Advocate Aurora Health

Evaluated the Courage to Love in Action project to help Auburn Gresham providers use a trauma-informed approach to care (we also lead a related project, Courage to Love Oasis Circles)



Blue Cross Blue Shield of Illinois

Trained community engagement team members on best practices to engage with Latinx/e/o/a communities



Center for Changing Lives

Facilitated the strategic planning process for a human services and economic development agency serving Chicago



Center for Shared Ownership

Provided a theory of change training to Chicago-area residents and groups that develop and manage cooperative housing



Field Foundation Leaders for a New Chicago

Conducted evaluation of the Leaders for a New Chicago Award, a no-strings-attached award given to grassroots leaders



MacArthur Foundation Equitable Recovery

Partnered with Creative Research Solutions to provide evaluation services for a program supporting BIPOC-led organizations' pandemic response and racial equity work



Mathematica

Facilitated a workshop on Culturally Responsive Evaluation to build evaluation firm's capacity



South Shore Works

Co-created a theory of action for a coalition working with South Shore stakeholders to build a shared vision for their community



The Climate Mobilization

Conducted theory of change training and facilitated a strategic planning process that centered climate and racial justice along with healing and vision for national policy organization



Truth, Racial Healing, and Transformation (TRHT) Chicago

Serve as evaluation partner for Chicago regional process to unearth and jettison the deeply held, and often unconscious, beliefs created by racism supported by W.K. Kellogg Foundation and hosted locally by the Woods Fund of Chicago (ongoing project)



Youth Guidance

Provided Diversity, Equity, and Inclusion visioning and pathway development with agency's internal team



THE FIRST ANNUAL

Love & Liberation Festival

As we emerged from pandemic lockdowns in 2022, BECOME was among those looking to celebrate our communities' resilience and power to love. It was time for a party!

We gathered on Juneteenth 2022 for our first annual Love and Liberation Festival. Speakers included wellness practitioner Rashidat, Chicago mayoral primary candidate Ja'Mal Green and My Block, My Hood, My City founder Jahmal Cole among many others at Industrious Fulton Market. **In addition to those of us who were able to gather in person, more than 1,000 people viewed the live stream, and \$3,000 was raised toward BECOME's work for Love and Liberation.**

We continued to infuse fun and celebration into our work with our Wine, Dine and Learn Networking event in October 2022. In celebration of Hispanic Heritage Month, we convened leaders from philanthropy, advocacy and policy, grassroots and community organizing, and evaluation led by and/or primarily serving Latine communities.

In the photo, Growth and Operations Lead Shemeka Woodson, with her daughter Naevia Miller, 8, led a discussion at our first Love and Liberation Festival.



SUPPORT RECEIVED FROM JANUARY 1, 2021 THROUGH DECEMBER 31, 2022

Funders and supporters

Institutional Funders

The Chicago Community Trust
Excellerator Fund
of Greater Auburn Gresham
Development Corporation
and Latinos Progresando

Healing Illinois, a joint
initiative of Chicago
Community Trust and the
State of Illinois
Illinois Humanities
Kresge Foundation

Presbyterian Committee
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Katherine Ann Tibbetts
Shelly Turner
Valerie Ventura
Wendy Wasdahl

Financials

Statement of Financial Position (Accrual basis)

	12/31/22	12/31/21
ASSETS		
Cash and cash equivalents	78,979	183,177
Accounts receivable, net	877,063	1,004,709
Other assets	140,507	8,766
Total assets, end of year	\$1,096,549	\$1,196,652
LIABILITIES		
Total liabilities	221,249	167,918
Unrestricted net assets	(46,008)	57,835
Temporarily restricted net assets	921,308	970,899
Total liabilities and net assets	\$1,096,549	\$1,196,652
Revenue & Expense		
	12/31/22	12/31/21
REVENUE		
Foundations and grants	435,000	1,068,233
Program service revenue	288,407	390,600
Individual donors & other sources of support	37,292	16,421
Total support and revenues	\$760,699	\$1,475,254
EXPENSE		
Program Services	637,234	401,584
Management, General & Fundraising	276,899	98,934
Total expenses	\$914,133	\$500,518
CHANGE IN NET ASSETS	(\$153,434)	\$974,736



First, I trust Dominica and her leadership implicitly. She comes at it with a tremendous amount of research and evaluation expertise, a deep understanding of how to work in culturally responsive ways. Her and her team's deep sensitivity for ensuring community voice informs everything BECOME does.

They approach their work with an inherent sense of respect for whomever they're engaging. They start by listening. They start by really getting to know and understanding the individuals and the communities they're working with. And they're really looking to facilitate a process where community organizations and individuals are equipped to address local problems.



Rachael Marusarz

BOARD MEMBER & DONOR

Become Core Team



Dominica McBride

PHD, **FOUNDER**

Dr. McBride is a respected thought leader on how we evolve beyond the current racial-equity paradigm, a champion of Culturally Responsive Evaluation and a grassroots advocacy strategist.



Shemeka Woodson

CHW, **GROWTH & OPERATIONS LEAD**

Shemeka is a dedicated nonprofit management professional, collaborative community change agent with a passion for people empowerment, human capital, and serving marginalized populations.



Gabriela Garcia

PHD, **CAPACITY BUILDING PARTNERSHIPS LEAD**

Dr. Garcia, driven by a commitment to advocate for and nourish communities that have been affected by poverty and injustice, has over 10 years of experience in evaluation and research design, qualitative methods, project management, theory of change and logic model development, and culturally responsive evaluation.



Tatiana Cortes

COMMUNITY TRANSFORMATION COORDINATOR

Tatiana Cortes (she/they) is a civic and cultural organizer who values advancing racial equity and holds a lifetime commitment to social work, art, and justice among LGBTQ+ and BIPOC communities.



Larry Washington

COMMUNITY ADVOCATE & CO-CREATOR

Larry W., a Chicago native, brings an elevated perspective around logic models, data collection and data analysis for our evaluation and community transformation projects



Larry Barrett

COMMUNITY ADVOCATE & CO-CREATOR

Larry B. is a self-taught Python user who brings a deep passion for social justice and data science to the BECOME team.



Anna Marin

PHD (ABD), **COMMUNITY ADVOCATE & CO-CREATOR**

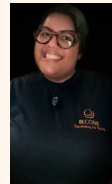
Anna brings almost two decades of strategic thinking, planning, and problem solving within communities and in the nonprofit social impact sector.



Cassandra Solomon-Filer

MA, **COMMUNITY ADVOCATE & CO-CREATOR**

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.



Eva Aguirre-Beck

COLLECTIVE & ORGANIZATIONAL CARE LEAD

Eva brings experience and skills in human resources and organizational capacity that help ensure the team functions well together.

Advisors

Patricia Arredondo

PRESIDENT, AAG

Jennifer Greene

PROFESSOR, EDUCATIONAL PSYCHOLOGY, UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

Karen Kirkhart

PROFESSOR, SCHOOL OF SOCIAL WORK, DAVID B. FALK COLLEGE OF SPORT AND HUMAN DYNAMICS, SYRACUSE UNIVERSITY

Michael Quinn Patton

CEO, UTILIZATION-FOCUSED EVALUATION

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IN MEMORIAM:

Professor Stafford Hood

PHD

Stafford introduced BECOME Founder Dr. Dominica McBride to the concepts of Culturally Responsive Evaluation, which he helped originate. She treasures the advice he shared with her during coursework and when he supervised her first international evaluation in Tanzania: "When you enter into a new town or neighborhood, go to the local bar, sit with the people and talk."

For us and so many others, Stafford served as mentor, friend and guide into CRE. When he passed, Stafford was helping to develop our Community Evaluation Innovation Lab. We are starting in Auburn Gresham—the neighborhood where Stafford grew up. We dedicate this report, in loving memory, to him. His influence underpins our values and mission, and his collaborative leadership continues to shape our most innovative efforts.

Read more about Stafford's life at the [BECOME website](#) and [this report](#).

Consultants & Interns

Scott Christian

Keisha Farmer-Smith

Shantell Jamison

Dara Lewis

Diamond Waites

Alexa Cinque



Join us!



At BECOME, our mission is to spark and sustain community transformation by unlocking the cultural strengths and intrinsic wisdom of the people. Together, we realize our collective liberation by developing communal care and power.



Learn more about our brand-new book: