




HIGHLANDER RESEARCH & EDUCATION CENTER

Since 1932

**2021 ANNUAL REPORT
FY2020-21**





**What is one
small change
that would
make a big
difference in
your life today?**

Dear Friends of Highlander,

On behalf of our staff, Co-Executive Directors, and Board of Directors, the Highlander Research and Education Center is pleased to present Highlander's annual report for the 2020-2021 fiscal year.

This report tells the story of how community members like you sustained Highlander's work as we collectively weathered crises of white supremacist violence, a global pandemic, and unchecked capitalism in the last 12 months. As Highlander's staff adapted and innovated our programming to meet the changing needs of our constituents, Highlander's supporters underwrote and ensured the success of our 89th chapter. Without you, such abundant additions to our legacy of building transformational grassroots movements in the U.S. South and Appalachia would not have been possible.

As Highlander celebrates its ninth decade in 2022, we are committed to honoring this legacy by refusing to stay complacent in the face of chaos. Septima Clark teaches us that chaos creates opportunities for "beautiful thinking;" that we should consider chaos "a gift" which spurs us to act. In this spirit of resistance, Highlander's goals for the coming years are expansive. We aim to reach and train more people while leaving a lasting impact on their material and spiritual well-being. We plan to continue fighting for what has been stolen from us and pushing back against the co-optation of our history. We aim to nurture, preserve, and protect our 186-acre property and its buildings thoughtfully and responsibly. We plan to continue struggling against capitalist and individualist social conditioning by using fundraising as a tool to build power across experience. Highlander is proud to have served as a Southern movement trust for the past eight decades and we are eager to carry this tradition of education, innovation, and stewardship into the future.

The Development and Communications team is committed to actualizing Highlander's values through our internal work in order to achieve these goals. Our team doubled in size last year and we are migrating to a new constituent management software that will help us connect with our donors more authentically and consistently. We are also collaborating with two fundraising consultancies, Freedom Conspiracy and Piece By Piece Strategies, to codify a long-term development plan that prioritizes community accountability, popular education, and donor organization to materially support the region at-large. It is our team's belief that each person who comes into contact with Highlander should be transformed by the connection. Highlander's newly expanded Development and Communications team and our forward-thinking initiatives are a direct response to the lessons that our sustainers are teaching us about what the theory of "right relationship" can look like in practice.

Thank you for being part of Highlander's story. We are excited to celebrate our 90th chapter with you at Homecoming this September 30th through October 2nd.

In Solidarity,

Mia S. Willis, Interim Co-Coordinator of Development & Communications

Rev. Isaac Collins, Development Specialist

Barbara Mott, Development Specialist



“People have moved from fighting for reform to demanding transformation.”

Ash-Lee Woodard Henderson, Highlander Center Co-Executive Director



HELLO!

Time. The indefinite continued progress of existence and events in the past, present, and future regarded as a whole. A measurement of plans, activities, events, schedules, arrangements, and processes. Synthesizing the last year, for many of us, feels heavy, feels confusing (what is time?!? How did the last three years fly by?!? What even happened in 2021???)


Theory and practice without summation, summing up what happened, would lead to incomplete thinking about what is ahead of us. This annual report is our humble attempt to look back to move forward. You should feel proud of what you've helped make possible at Highlander and in the many movements and communities connected to this sacred movement trust—the place and the idea that is Highlander. Our hope is that, in the muck and mire of the world that is, you feel the truth that there is a new world coming in

which we have everything we need and deserve. We hope you see yourself and the freedom fighters who are demanding the birth of that new world, and working to build it themselves.

Our hope is that, as board member Makani Themba often says, this annual report, more than just a list of donors, or a celebration of the resources organized and redistributed to build power and save lives, leaves you more hopeful than we found you. Ready to fight on a little while longer. More committed to doing what it takes to win so we never have to fight this hard again.

We love you. Come see what we've done together.

Ash-Lee Woodard Henderson,
Rev. Allyn Maxfield-Steele,
Highlander Center Co-Executive Directors



**“Everything we do
is rooted in the
community, because
of the community,
and rooted in the
love of community,
the love for each
other and love for
ourselves.”**

– Ty Murray, 2021 Solidarity
Squadship participant

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“My hope for us is one of the adaptations that sticks is that Highlander’s work isn’t just to help people be better fighters and fight forever, but to actually start practicing what it feels like to win, and acknowledge our wins, and really fight to win, so we don’t have to keep fighting and we just sustain the wins.”

Ash-Lee Woodard Henderson, Highlander Center Co-Executive Director

Highlander’s 2020-21 fiscal year spanned a historic year of loss and learning that changed all our lives through intersecting crises rooted in white supremacy and racialized capitalism. From the public health crisis of the ongoing COVID-19 pandemic, to continued state and organized violence in the face of movement’s uprisings in defense of Black lives, to prominent threats on democratic practices including expanded disinformation, voter suppression, and the Jan. 6 insurrection in DC.

Since 1932, Highlander has centered the experiences of directly-impacted people in the U.S. South and Appalachia, knowing that together, we have the solutions to address the challenges we face in our communities and to build more just, equitable, and sustainable systems and structures. Our work is more vital than ever as people in our region face multiple threats born from the concentration of systemic oppression in our communities:

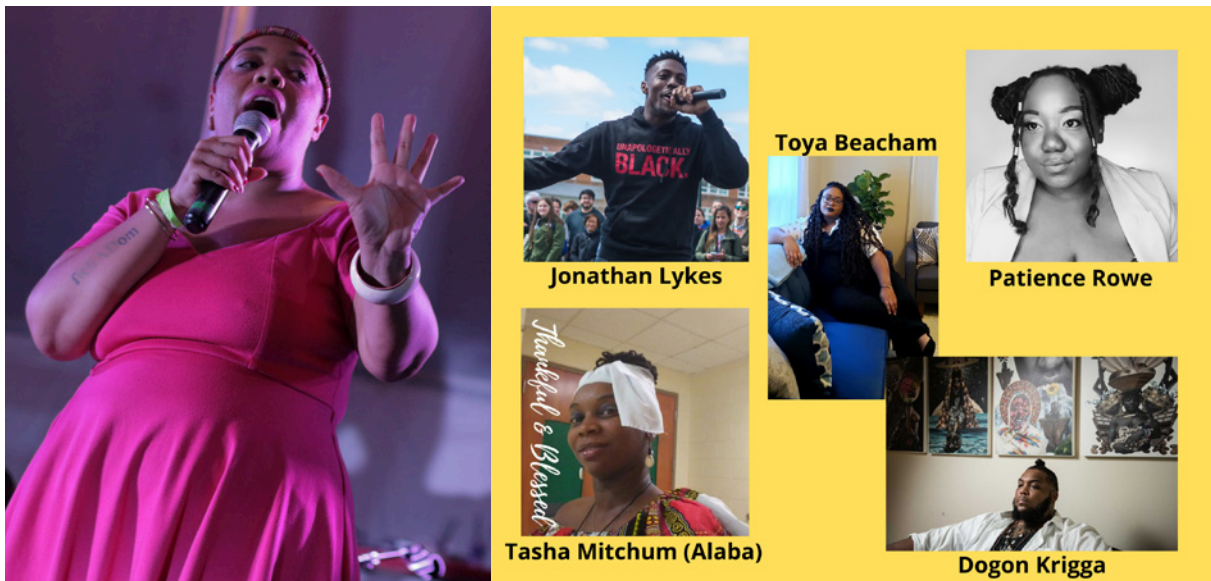
- Structural racism meant that Black, Latino, and Asian people had significantly higher rates of infection, hospitalization, and death compared to white people throughout the COVID-19 pandemic.
- The politicization of public health during COVID-19 disproportionately impacted the South, where anti-masking, laissez-faire policies meant that Southerners represented 62 percent of avoidable deaths in the U.S. throughout the pandemic.
- Voter suppression laws and gerrymandering pose immediate threats to democracy, with Georgia and Florida notably leading the way among 27 states that have implemented historic legislative initiatives attacking voter rights and access, disproportionately targeting voters of color.
- Inflation is disproportionately impacting people in the U.S. South - prices have risen here by a higher average than other regions, with an average increase of 8.4% since Spring 2021. The cost of basic necessities is rising exponentially while wages for most remain stagnant and housing costs are skyrocketing for both tenants and potential homebuyers.
- Conservative, right-wing strategists are orchestrating a wave of legislative backlash to progressive organizing, with laws incubated in our region criminalizing protest and homelessness, and the Supreme Court overturning *Roe v. Wade*, leading to abortion bans in many Southern states.

In the face of these intersecting crises, overwhelming support from Highlander's base in 2021 allowed us to strengthen Southern strategies for resistance and reimagination as a movement school and organizing home for frontline freedom fighters in the U.S. South and Appalachia:

- We increased our capacity, reach, and sustainability by growing our staff, creating several new staff positions across the U.S. South to deepen our work in popular education, participatory action research, radical hospitality, electoral justice, organizing philanthropy, movement communications, and more.
- We defended democracy through partnerships that increased voter turnout and access to the polls, advocated for and advanced BIPOC-led progressive legislation locally and nationally, contributed to national and regional post-election movement strategies, and trained electoral justice organizers in community-led economics and governance models and practices
- We challenged organized white supremacy by accompanying Southern communities on the frontlines facing targeted attacks and convened a series of sessions with movement leaders to analyze and assess current threats and share organizing strategies
- We convened, resourced, and trained powerful peer networks through multiple fellowship programs to strengthen youth-led organizing, solidarity economy initiatives, and cultural work in our region
- We solidified a new homebase for the Harry Lasker Memorial Library and archives in the Septima Clark Learning Center for movement to access and engage with Southern organizing history and current strategies
- We centered healing justice and fostered global connection and learning amid the pandemic through a special story-gathering and -sharing project, "As We Re/Gather"
- We centered Southern stories, experiences, and analysis and challenged dominant narratives in national settings through public dialogue, media engagement, and advanced communications strategies

Crises provide opportunities for change. As Septima Clark said, "I have great belief in the fact that whenever there is chaos, it creates wonderful thinking. I consider chaos a gift."

The power of Black-led organizing across the U.S., particularly in the South, meant that although we had to maintain social distance throughout the year this report spans, grassroots movements were prepared to show up in creative ways to resist and build amidst these intersecting crises. While Highlander's work transitioned largely from the rocking chair to the computer screen this year, we all found new ways to show up with our communities in courageous acts of resistance and creative engagement, building new ways of living and being together. We greatly appreciate your support and solidarity in growing the roots that have sustained us over 90 years and continuing this work of sowing our collective future together.



Cultural Organizing

Highlander’s Cultural Organizing program, led by Je Naé Taylor, celebrates and honors people’s spiritual traditions, cultural expression, and wellness in the work to shift policies and practices. In 2021, our program brought critical capacity to strengthen grassroots campaigns and support power-building through increased participation, skill-building, mutual aid, healing justice, and network-building. More than 200 people were trained in our cultural organizing methodology, rapid response, mutual aid, radical innovation, and campaign strategy. We partnered with Alternate Roots, Spirit House, and Southern Movement Assembly to support voter participation and access to the polls during the 2020 elections through “Parties at the Polls” at 19 polling sites from Texas to Pennsylvania, focusing on safety, creativity, joy, and human dignity.

Highlander’s Cultural Organizing program also amplified the campaign to #StopTheExecutions during Trump’s federal execution spree, partnering with the Free Billie Allen Campaign and Donkeysaddle Projects’ Abolition Learning Centers to provide public education, support fundraising, and increase pressure to challenge systemic racism, state killings, and mass incarceration in the criminal legal system. In Summer 2021, the Cultural Organizing program collaborated with Working Families Party, Sierra Club and The Marigold Project to get “On the Road Again” in a listening tour to rebuild community in the wake of the trauma of the pandemic. Cultural workers met with dozens of rural and urban organizers to hear stories and spark new ideas for each other in service of solving old problems through cultural organizing. Lessons and stories from the last two years of cultural work at Highlander are being gathered and synthesized in an upcoming toolkit, “The Recipe for Culture,” that will be released this year.



Economics and Governance

Highlander's Economics and Governance team educators David Ferris, April Taylor, and Denzel Caldwell continued to support organizers and communities in practice to shift economies away from the inherent domination, racism, extraction, and exploitation of capitalism and towards collective ownership, participatory democracy, and democratic governance that builds people power in 2021 through several projects:

- Cooperation Humboldt, a free/donation-based virtual symposium. With 17 sessions facilitated by artists, community members and scholars on a wide range of topics including theater, music cooperatives, decolonizing the body, Hip Hop, Solidarity Economics, spirituality and more.
- A new cohort of 20 facilitators completed our Mapping our Futures training of trainers and are prepared to share the curriculum on the ground to support their communities in shifting power and resources, building more cooperative and mutual aid practices, and learning from Beautiful Solutions across the globe. Mapping our Futures trainings were completed with a cohort of participants working together in Virginia and East Tennessee, and with the Black Lives Matter chapter in Memphis.
- Highlander's Economics and Governance and Cultural Organizing programs introduced the Solidarity Squadship with Squads organizing in Southern communities who are supported to maintain, deepen, expand, and/or strengthen their solidarity economy infrastructure while connecting with Highlander and other communities in the region, including a small budget to support their organizing work.



Seeds of Fire (SOF)

Our Seeds of Fire (SOF) youth organizing program, managed by staff Cal Lane and Rosemary Paz and led by youth who serve on the program's Advisory Committee, is building skills, capacity, and peer networks for youth across the region who are organizing to impact the school to prison pipeline, decarceration and prison/detention abolition, healing justice, and organizing that centers LGBTQ and Black and Brown youth.

In 2021, SOF hosted two fellowships providing financial support, training, and direct resources to frontline organizing led by youth in the South and Appalachia. The Methodology Fellowship supported six youth organizers in the South and Appalachia working on projects centered around Highlander's methodologies of Popular Education, Cultural Organizing, Intergenerational Organizing, Language Justice, Participatory Action Research, and Land and Place Liberation. The TRANSformative Cohort supported five trans or gender variant young people across the South and Appalachia to initiate a project and build skills focused in transformative and healing justice work. Both fellowships provided stipends to fellows and offered intensive training and mentorship opportunities alongside group learning sessions.

The SOF program also awarded six grants from our Seeds of Fire Fund to youth organizers across the South and Appalachia to use in their work and communities. Some of their projects included land work for Black and Indigenous folks, creating a documentary on trans spiritualities across the South, participatory action research around the elections in Georgia, organizing statewide around tenants' rights in Kentucky, cultural organizing work in North Carolina, and popular education and place-based work with Buford Highway People's Hub in Atlanta, GA.

Our Seeds of Fire youth organizers also joined our virtual 89th Homecoming in 2021 to spotlight their projects and all they learned in a powerful session from the TRANSformative Cohort.



Septima Clark Learning Center

The Septima Clark Learning Center is the new home for Highlander's Harry Lasker Memorial Library and archives, bringing new opportunities for visitors to engage with movement history and learn from our many resources to inform current movement moments.

The Learning Center provides a new space on the Hill for folks to gather, visit our radical bookstore, enjoy film viewings and book discussions, create and collaborate together, and join workshops. Highlander's Septima Clark Learning Center team, Susan Williams and new staff member Ashby Combahee Haywood helmed several programs including:

- “Helen Lewis Symposium: What is Your Place in the Place?” In partnership with The Rural Studies Institute (RSI) at Georgia College SCLC cohosted a celebration of a Highlander friend and former staffer, and one of the university's most prominent graduates, Dr. Helen Matthews Lewis. This virtual symposium gathered a community of scholars and activists to share various perspectives on Helen's impact on the Appalachian region, rural development and community engagement and empowerment.
- “Up Close”, a monthly virtual series designed to dig deeper into the Septima Clark Learning Center's many offerings. Launched with a session to celebrate the life and legacy of the Learning Center's namesake Septima Clark, the Grandmother of the Civil Rights Movement, followed by “Liberating Education – On the Ground in the South with Highlander Methodologies!”, conversations with Kim Ruehl and Steve Preskill, and a Back to School conversation with two educators, community organizers, and mothers, Dr. Enkenshi El-Amin and Jalessah T. Jackson.

SCLC is constantly redeveloping our collection to include more materials directly related to Highlander's work and methodologies, including a new book on Myles Horton released last May.

In addition to all these initiatives, Susan and Ashby are also working consistently to recover and digitize historical documents while also preparing a historical timeline in anticipation of Highlander's 90th anniversary this year.



Education Team

Highlander's Education Team, coordinated by Trina Jackson with administrative support from Kayla Roley, deepened the practice and implementation of our methodologies with two exciting initiatives in 2021:

- The Education Team partnered with artist Gabriela Hurtado-Ramos to create beautiful one-pagers of each of Highlander's methodologies. We've now launched a series of workshops online, "Threads: Southern Beyond Survival" to support folks in learning more about these social change methods and building skills to incorporate this work in their community organizing. Download the [English versions here](#) and the [Spanish versions here](#). Use them as you wish, and share them out!
- The Horton Chair Fellowship: Virginia Peoples History Project at Highlander was created to support organizers in accessing the time, resources, and support to incubate rad work and advance a special project. Lou Cross served as the 2020-21 Horton Chair with a focus on participatory action research through the Virginia Peoples History Project. Working alongside a team of people rooted in Virginia, Lou's work as a Horton Chair supported this community organizing endeavor to understand our histories of home and the places we come from through oral histories, storytelling and gathering, reframing public history to reclaim narratives about our communities and decolonize our understanding and relationship to the land. The project also conducted a listening assessment through farmer interviews to address barriers to Black-owned land, create infrastructure to shift resources, and engage white farmers in political education on this issue, while also supporting organizing around the Martinsville 7 campaign.



Children's Justice Camp

Children's Justice Camp, led by its first Black steward Cherizar Crippen, was virtual for its 2021 summer session. Planned by Crippen and its first Teen Directors Macaiah, Mason, Leilani, and Temo, there were three workshops led by teen directors who were assisted by junior educators:

- Cultural Snacks: In this workshop, campers tried snacks from all around the globe while learning the history behind the country of origin in a "tour" led by Macaiah.
- Coding 101: a great introduction to the world of coding. First, the history of BIPOC people in tech was highlighted. Then, campers created a character and animated their own cultural stories using special coding programs in a workshop facilitated by Temo.
- Theatre: Theatre class allowed campers to bring a collection of camper's cultural stories together in a play. It included backgrounds, a digital program, and even costumes. The workshop was led by Mason and Leilani.



Project Upstream

Highlander supported Project Upstream, a civic engagement program for people in Atlanta, GA currently or recently experiencing houselessness, using our Participatory Action Research (PAR) methodology. During Project Upstream, a cohort of 8 Highlander Justice Fellows conducted research among the constituents in their communities on the streets of Atlanta, asking the question, "what is one small change that would make a big difference in your life today?" The resounding research response was: Access to public bathrooms. To quote Mr. Ricky, a 2021 Highlander Fellow, "You can't do business, like getting an ID, or finding medical care, or interviewing for a job, if you can't do your business!" After collecting their data, the Highlander Justice Fellows made a presentation of their findings and policy recommendations directly to legislators and policy makers. Then they held their program graduation in the grand Rotunda at the Georgia State Capitol. Project Upstream 2.0 began in June 2022, with a new cohort of Highlander Justice Fellows.






As We Re/Gather


Our Communications Squad initiated a multimedia storytelling project in 2021 to accompany us all as we moved through collective grief and healing amid the second year of the pandemic, uprisings to Defend Black Lives, and white supremacist attacks on democracy, including the Jan. 6 insurrection. “As We Re/Gather” cultivated conversations and contributions from across movement, sharing and amplifying stories and strategies to support our communal healing and understanding of this political, spiritual, and cultural moment and informing continued action toward building a world where no more lives are lost to systemic racism, greed, and oppression. We heard from folks like adrienne maree brown, writer-in-residence at the Emergent Strategy Ideation Institute; Makani Themba, Highlander Board Co-Chair and organizer, writer, and strategist; global public health educators and organizers with EqualHealths’ Campaign Against Racism; and many more in a project that created space for folks to connect across issues and manmade borders through exploration, vulnerability, healing, and rage in a historic moment of intersecting crises.



In this period:
*we found ourselves more
deeply embedded in
solidarity to each other.*
And found that we are our own
economy when the State abandons us.



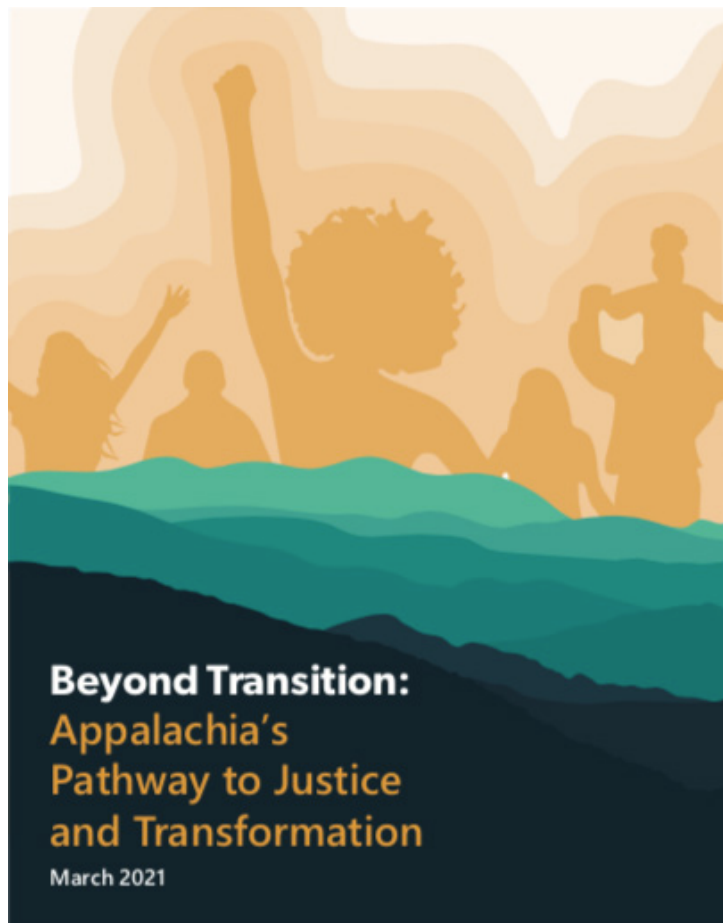
What do we need to
hold onto as we care
for each other,
moving forward?

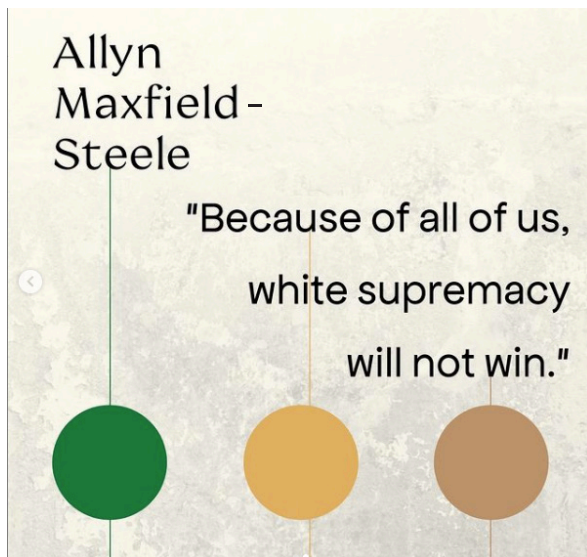




Beyond Transition Report

Following the final cohort of our Appalachian Transition Fellowship program, Highlander worked with Dialogue + Design Associates in 2020-21 to develop and anchor a listening and assessment process to learn more about the values and principles embedded in just transition work throughout Central Appalachia, culminating in a report released in Spring 2021, “Beyond Transition: Appalachia’s Pathway to Justice and Transformation”. This process and its goals were highly informed by grassroots organizing across Appalachia for many years and the leadership of Black, Brown, Indigenous, low- and no-income, young, and Queer people. In this assessment, we sought to learn from these leaders and those who have led just transition efforts in our region to get more clear about what we are transitioning toward and how we can get there through values and principles rooted in collective liberation. The report features a Vision for Transformation crafted from input shared from dozens of Appalachian organizers, case studies highlighting radical examples of the region’s transformative organizing work, and resources to address the opportunities, challenges, and strategies lifted up by the interviewees. We hope you’ll [download it](#), share it, and engage your community with the material to help craft your own visionary strategies for transformative justice in our region and beyond. For more information about the report, contact Elizabeth Wright, elizabeth@highlandercenter.org.





Highlander Center Co-Executive Directors

Highlander Co-Executive Directors Ash-Lee Woodard Henderson and Allyn Maxfield-Steele engaged in and hosted multiple partnerships, popular education workshops, and strategic initiatives in 2021.

Highlander supported an Impeach and Expel campaign following the Jan. 6 insurrection at the Capitol building in Washington, D.C. to hold elected officials accountable who put their personal politics over the will and priorities of our people. Electoral justice support also led to Ash-Lee's inclusion in BET's 2020 Election All-Stars list celebrating women of color who changed the course of the election. The work to advance racial justice in electoral politics was also lifted up in a 2021 interview with Ash-Lee by Amy Goodman on Democracy Now!, along with the Center for Constitutional Rights' Episode 34 of "The Activist Files" and a Colorlines panel to unpack the BIPOC agenda of Biden's first 100 days, and how best to hold the administration accountable when it falls short.

The Co-Executive Directors also hosted a series "Elephant in the Room" in 2021 to hold conversations with organizers, researchers and activists who not only are working to dismantle white supremacy, but who are imagining and working to build a world where our needs are met, we can live with dignity, and we care for each other.

Ash-Lee and Allyn have also been integral in organizing funders to increase support for organizing in our region. In particular, Highlander is proud to be a founding steering committee member of the Southern Power Fund (SPF), which provides low-barrier redistributions for general operating support to Southern and Puerto Rican organizations and community groups. To date, the SPF has redistributed over \$12,000,000 to over 300 groups and efforts. [Read the article and learn more.](#)



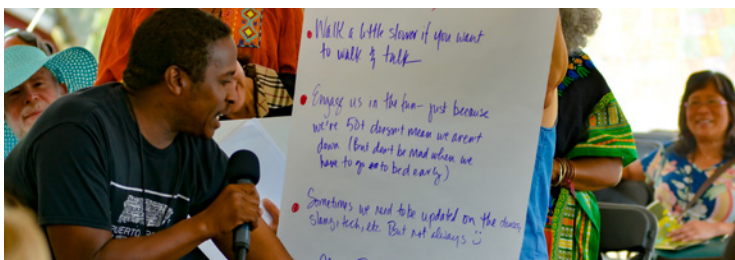
Homecoming

Highlander’s 89th Homecoming, “Reflecting and Rising”, brought hundreds of movement folks together in September 2021 with amazing Southern organizers and freedom fighters in a weekend full of conversations and learning that left us replenished and ready for the work ahead.

Participants joined grassroots organizers from across the US South, including Highlander’s Solidarity Squadship and Seeds of Fire TRANSformative Cohort, and engaged with cultural workers and healers, filmmakers, authors, climate justice organizers from the Gulf South, reproductive justice strategists working to shift policy and practice in our region and across the globe, and many more frontline freedom fighters.

As Highlander moved into our 90th year in 2022 with an eye on the next decade of movement work and what is necessary to meet the many challenges of our times, this Homecoming weekend was an opportunity to look back over the last 10 years and reflect on the political landscape and lived realities that brought us to this moment and to dream up new worlds and strategize for the next 10 years.

In case you missed it and want to revisit the weekend or share a session, all the videos from the weekend are available on Highlander’s website and our Vimeo page.



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Nzinga Amani
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OJ Young
Building & Grounds Assistant

Rio Kira
CS Member

Rosemery Paz
*Education Team Member for Seeds
of Fire Program*

Salimah Muhammad
Chief Financial Officer

Shawn Fischer
CS Member

Susan Williams
Librarian/Archivist

Teddy Lee
*Education Team Member for Seeds of
Fire Program*

Tony Denton
Buildings and Grounds

Trina Jackson
Education Team Coordinator

Tufara Waller Muhammad
RIRJ/Surdna PAR Project Manager

William Isom II
Interim Grants Manager

“Do not let your idea of the revolution stop you from doing what is revolutionary.”

- Pancho Argüelles, Highlander Board Member

HIGHLANDER'S FISCAL SPONSORSHIPS



[Black Organizing for Leadership & Dignity \(BOLD\)](#)

[National Bail Out \(NBO\)](#)

[Peoples Advocacy Institute](#)

[Power U Center for Social Change](#)

[Standing in our Power](#)

[Southern Connected Communities Project](#)

[The STAY Project](#)

[The Black Mecca Project](#)

[The Black Mycelium Project](#)

[Grantmakers for Southern Progress](#)

GIFTS FROM FOUNDATIONS, FUNDERS, ORGANIZATIONS & ALLIES

Andrus Family Fund	Marguerite Casey Foundation
Annie E. Casey Foundation	McMillan-Stewart Foundation
Annie E. Casey Foundation	Meadow Fund
Bainum Family Foundation	Merck Family Fund
Beth Jacobs Fund via Tides	Nathan Cummings Foundation
Black Lives Matter Global Network Foundation	National Philanthropic Trust
Borealis Philanthropy	New Visions Foundation
Catalyst Project via Tides Foundation	NoVo Foundation
Chan Zuckerberg Initiative	Open Society Foundations
Change.org Racial Justice Fund	Planned Parenthood
Chorus Foundation	Ratliff Charitable Foundation
Common Counsel Foundation	Resourcing Justice Fund via Tides Foundation
Community Shares of Tennessee	Silicon Valley Community Foundation
El Mar Fund of the New World Foundation	Solidaire
Elhapa Foundation	South Arts
Elias Foundation	Surdna Foundation
Emergent Fund	The Andrew W. Mellon Foundation
Facebook Racial Justice Grant Program	The Southern Black Girl's and Women's Consortium of the Appalachian Community Fund
Ford Foundation	Tides Foundation
Hill-Snowdon Foundation	WE LEAD Fund via Tides Foundation
Jean Hardisty Initiative of the Women Donors Network	Wellspring Philanthropic Fund
Libra Foundation	William B. Wiener, Jr. Foundation of the Rockefeller Family Fund

“ All those resources to which we all benefit should be discussed and decided upon collectively. And so that means no one should own the land, no one should own the seeds. No one should own water, no one should own air, because we’re all impacted by it...”

- Monica M. White, Author, Distinguished Chair of Integrated Environmental Studies (2021–25), & Associate Professor of Environmental Justice at the University of Wisconsin–Madison

“ We’re educating people, and I see the change. We’re starting to see how people in our community are responding because they no longer believe the hype. They know that something different has to happen. What they need is the resources to make that happen - not just the money, but how do we share each other’s talents and time and the resources we have as individuals with each other. We have to be open to taking the work and this information into the community, it has to be in the hands of the people who are most affected, in order for real change to happen.”

- Deon Haywood in the “Reproductive Justice” workshop at Highlander Homecoming 2021, Executive Director of Women with a Vision

Financial Breakdown

INCOME	2020-2021	2019-2020	2018-2019
Foundation Support	\$4,725,740	\$3,115,022	\$1,720,831
Individual Contributions	\$1,612,699	\$2,392,438	\$1,829,738
Special Event	\$9,609	\$11,564	\$106,563
Workshop Center	—	\$66,684	\$313,757
Honorarium	\$38,374	\$20,194	\$52,688
Fiscal Sponsorship Administration	\$1,411,486	\$1,606,533	\$184,091
Interest and Dividends	\$5,710	\$48,690	\$5,886
Gain/Loss on Investments	\$630,623	\$261,672	\$56,502
Other (Rent, Royalties, Bookstore)	\$4,716	\$9,225	\$68,191
TOTAL	\$8,438,957	\$7,532,022	\$4,338,247

EXPENSES	2021	2020	2019
Programs	\$2,108,026	\$2,090,960	\$2,602,745
Administration	\$813,384	\$336,305	\$1,302,052
Development	\$123,840	\$251,899	\$616,584
Buildings and Grounds	\$177,476	\$246,055	\$273,583
Capital Improvements	\$77,839	\$259,242	\$386,254
TOTAL	\$3,300,565	\$3,184,461	\$5,181,217

**Restricted Funding \$17,549,350 as of September 30, 2021 -
Includes income and expenses of fiscally sponsored projects.**

REGRANTING 2020-2021	HREC	FISCAL	TOTAL
Education Program Participant Stipends	\$127,500	\$51,246	\$168,746
Regranting Stipends	\$271,450	\$5,672,959	\$5,944,409
Grants to Organizations	\$150,000	\$73,550	\$223,550
Grants to Movement Accompaniment	\$14,900	\$7,500	\$22,400
Southern Power Fund	\$3,870,100	—	\$3,870,100
We Shall Overcome Fund	\$8,000	—	\$8,000
TOTAL	\$4,441,950	\$5,805,255	\$10,247,205

In 2020-2021 Highlander Center

12%
Income
Increase

90%
Honorarium
Increase

141%
Investment
Increase

\$5.138M

In revenue 2020-2021, we
have seen a 18.19% increase
in revenue this year.



“ One of our meetings, you just asked this question ‘What do y’all need?’ I was like, ‘when has a job ever asked you that?’. And just to have an experience of work that was transformative and was healing was my biggest takeaway, just to know that that’s possible.”

- Sav, Seeds of Fire TRANSformative Cohort Fellow

“

We make ourselves possible. Because of Highlander, making our funding and our projects possible makes our work possible for other people, which will heal them or help them in some way, and they'll probably help somebody else. So I think how we get to liberation is us helping each other, and being there for each other, supporting each other, loving on each other. And I just want to say that I'm very grateful for y'all making it be possible, because I probably wouldn't be able to do this without being in a circle with other trans people who believed in me and also encouraged me to do this work.”

- Sun, Seeds of Fire TRANSformative Cohort member

The numbers reflect remarkable efforts of our staff to generate support from...

thousands of supporters from across the globe,

strong philanthropic organizing, and

the powerful work of our fiscally sponsored projects.



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