ROOTED & RYSING
2022 - 2027 Impact Plan
This document overviews RYSE’s 2022-27 Impact Plan, including:

- Context, Conditions, and Considerations
- RYSE’s Theory of Liberation
- RYSE Commons: Multigenerational Commitment to
- Financial Overview
CONTEXT, CONDITIONS, and CONSIDERATIONS
RYSE’s Roots

RYSE was born from BIYOC (Black, Indigenous, Youth of Color) organizing to change conditions in Richmond and beyond. They understood creative expression and relationships as key strategies and values for cultivating atmospheric healing. They called on systems and adults to build power together with young people to dream and enliven beloved community that is just and affirms their humanity. RYSE Commons was always part of the vision: a campus dedicated to and propagating youth culture, innovation, creativity, healing and connection.

RYSE stays nimble and adaptive as our commitment to center BIYOC who are constantly changing, growing, innovating, shifting and reimagining their world and what’s possible for our collective liberation.
501c3 Status (Tax Code) - Business set up for “public good” (YMCA, Goodwill, Wikipedia, YES!, APEN, RYSE, etc.)

As 501c3, we are bound to regulations and rules to show how we are using resources for public good.

Public good is highly influenced by social science research, which assumes middle class, white, male, hetero as norm for optimal health, wellness, success.

TOL is our public good - we have to show how we are meeting enacting and achieving our public good.

RYSE is defining public good for our communities AND challenging dominant norms with our Theory of Liberation.
Prior to the pandemic, racial reckoning, and climate crises of 2020, RYSE was preparing a major pivot to adapt to a capital campaign, major construction project and months of no access to our physical space due to construction.

In late 2019, Staff, youth, and board began bold and courageous thinking and language to refine RYSE’s ToL Values and impact plan, mapping out what more RYSE Commons could represent for Richmond and the Bay Area through intentional design, programming, partnerships, and policy goals.

In early 2020, as the pandemic took hold of the community, RYSE moved virtually, learning quickly how much a relationship-centered approach and Theory of Liberation would become the durable north stars.

RYSE’s radical community care has included: virtual therapy, arts-based healing workshops, direct financial and fundamental needs support, community resource guides and presentations, convening partners across the County, amplifying young people’s voices in protest, in policy reimagination, and in participating in decisions affecting their lives, and holding grief for and with each other through countless losses including losing RYSE’s Clinical Director, Marissa Snoddy.

As the world began to return to a new normal, the RYSE’s learnings over the past year has only emboldened commitment to illuminating a path towards liberation and healing for the larger community. Building the loving systems that young people and families need, want and deserve.

Now more than ever, the path forward for RYSE Commons is to be the physical manifestation of the collective care, creativity and healing that will steward our liberation praxis.
On The Horizon | Critical Considerations

Young People’s Vision and our **Values** are always the most critical considerations. As we look at the horizon, we are also holding:

- Activating place-based liberatory spaces with multiple points of entry, engagement, learning, and power-building (onsite, offsite, virtual, telehealth).
- Building for stability and impermanence.
- Ensuring young people hold leadership at all points and pivots, known and unknown.
- Investing in staff care - supporting with grief care, restoration, respite, healing, celebration - care that is collective and personal.
- Staying anchored in our values, adaptive in our strategies, supports, and structures.
- Considering where we deepen, expand, consolidate current work and where we cultivate new and needed work and partnerships.
- Building the pipeline of practitioners in service and partnership to young people’s emotional, mental, physical and political development.
RYSE’s Theory of Liberation

The Durable North Star of Our Impact Plan
RYSE
THEORY OF LIBERATION

VALUES
› Safety
› Youth Power
› Love & Rage
› Shared Power & Relationships
› Healing-Centered
› Racial Equity & Justice
› Creativity & Play

VISION
We envision strong, healthy, united communities where equity is the norm and violence is neither desired nor required, creating a strong foundation for future generations to thrive – a time and place where youth have opportunities to lead, to dream, and to love.

BELIEFS
› None of us are free until Queer, Trans, Black, Indigenous, Youth of Color are free.
› Risk taking is essential to liberation.
› Healing is our birthright.
› Youth have the right to the freedom to have fun while growing emotionally, socially, artistically, and intellectually.
› Power is built when everyone is seen, heard, valued, and has collective responsibility to our community.
› Love & Rage are sacred and integral to our liberation.
› Centering the lived experience of Queer, Trans, Black, Indigenous, Youth of Color is central to our collective liberation.

IMPACT
› Young people feel loved, listened to, and powerful.
› Built environments center the dreams, needs, power, and healing of our young people, our communities, and the land.
› Systems are loving and just.

RYSECENTER.ORG
Our VALUES guide and hold us towards our vision. They are the strategies we enact across all areas of our work. Our BELIEFS are the basis of our values. They are our organizational assumptions.

ELEMENTS are ways we conduct our activities: Cohorts, 1:1, Exploratory to Advanced Workshops. ACTIVITIES are the times, spaces, ways, we come together to connect, learn, lead, and organize. Activities + Elements = Programs

Our IMPACTS serve as guideposts towards our vision. They include our organizational outcomes, indicators, and measures.

The # of people, organizations, systems we reach and form relationships and partnerships; the ways and times we reach out and connect. Engagement + Connection = Organizational outputs
HEALING AND LIBERATION FOR ALL BLACK LIVES

BELIEFS | our organizational assumptions

- None of us are free until Queer, Trans, Black, Indigenous, Youth of Color (BIYOC) are free.

- Risk taking is essential to liberation.

- Youth have a right to the freedom to have fun while growing emotionally, socially, artistically, and intellectually.

- Power is built when everyone is seen, heard, valued and has collective responsibility to our community.

- Love and sacred rage are integral to our liberation.

- Centering the lived experiences of Queer, Trans, Black, Indigenous, Youth of Color is central to our liberation.

- Healing is our birthright.
VALUES | *our organizational strategies*

**RACIAL EQUITY & SOCIAL JUSTICE:** We commit to multiracial, multigender, multiailed solidarity that names and centers the resilience, resistance, and leadership of people of color across all movements for justice.

**CREATIVITY & PLAY:** We create brave spaces where joy is celebrated, confidence is nurtured, and imagination is liberated.

**SHARED POWER & RELATIONSHIP BUILDING:** We celebrate and unite different knowledge, experiences, and strengths among young people and adults.

**YOUTH POWER:** We cultivate a community where young people guide each other on a path of self-love, self-expression, belief-in-self, and resistance.

**HEALING CENTERED:** We respect and honor the wisdom of our lived experiences on journeys toward well-being.

**LOVE & RAGE:** We love deeply and demand healthy, thriving lives for ourselves and our communities. Our Rage is rooted in Love.

**SAFETY:** We create spaces where one feels connected, protected, safe, and loved.
IMPACT
Outcomes, Indicators, Measures

How we stay accountable to our vision and values
IMPACTS...

are guideposts towards our vision.

keep us accountable to our values.

include Organizational Outcomes, Indicators, and Measures.

● **Outcomes** are the fruition of our Vision, Values, and Beliefs.

● **Indicators** establish what is needed and what will exist when outcomes are achieved.

● **Measures** are markers of progress towards our indicators.
  ○ *They help assess to what degree we and the external systems and structure are living (or not living) our values.*
OUTCOMES

the fruition of our Vision, Values, and Beliefs.

RYSE’s OUTCOMES

- SYSTEMS ARE LOVING AND JUST
- YOUNG PEOPLE FEEL LOVED, LISTENED TO AND POWERFUL
- BUILT ENVIRONMENTS CENTER THE DREAMS, NEEDS, POWER, and HEALING OF OUR YOUNG PEOPLE, OUR COMMUNITIES and THE LAND
INDICATORS

Each of RYSE’s Three Outcomes include 3-4 indicators that establish what is needed and what will exist when outcomes are achieved.

OUTCOME | SYSTEMS ARE LOVING AND JUST

INDICATORS

- No policy, investment, practice about BIYOC without BIYOC
- Systems, both in policy and praxis are responsive to the priorities and needs of young people as defined by young people
- Systems and adults responsible for young people are safe, loving, welcoming, and responsive.
- Systems takeover by next generation leaders committed to a platform for liberation in which cultural work and race are central.
MEASURES

are markers of progress towards our indicators. They help assess to what degree we and the external systems and structure are living (or not living) our values.

OUTCOME | SYSTEMS ARE LOVING AND JUST

INDICATOR | No policy, investment, practice about BIYOC without BIYOC

MEASURES

• Young people believe their voice, opinion matter to how RYSE functions.

• Young people drive policy, investment, and practice at RYSE.

• RYSE adult allies invest time and expertise with system partners.

• Young people understand and inform local policies that impact them.

• Young people are involved in public policy decisions.
Values are Central to Determining and Organizing Impacts

<table>
<thead>
<tr>
<th>OUTCOME</th>
<th>INDICATOR</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INTERNAL</strong></td>
<td>Measure (internal accountability to RYSE values)</td>
</tr>
<tr>
<td>We are living our values within RYSE when…</td>
<td>Measure (internal accountability to RYSE values)</td>
</tr>
<tr>
<td><strong>EXTERNAL</strong></td>
<td>Measure (external accountability of RYSE values)</td>
</tr>
<tr>
<td>We are directing the systems to live our values when…</td>
<td>Measure (external accountability of RYSE values)</td>
</tr>
</tbody>
</table>

RYSE Depts have specific focus/contribution/capacities

Apply across all RYSE Departments/Programs, Activities
<table>
<thead>
<tr>
<th>OUTCOME: SYSTEMS ARE LOVING AND JUST</th>
<th>No policy, investment, practice about BIYOC without BIYOC</th>
<th>Systems, both in policy and praxis are responsive to the priorities and needs of young people as defined by young people</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>We are living our values within RYSE when...</strong></td>
<td>Young people believe their voice, opinion matter to how RYSE functions.</td>
<td>RYSE staff understand youth informed healing centered approaches and strategies.</td>
<td>RYSE is committed to healing centered and restorative approaches and investments that reflect RYSE’s values and principals.</td>
<td>Young people see themselves as leaders at RYSE.</td>
</tr>
<tr>
<td></td>
<td>Young people drive policy, investment, and practice at RYSE.</td>
<td>Young people have skills to influence policies at RYSE that reflect their needs and lived experiences.</td>
<td>Young people tell us they experience RYSE values at RYSE.</td>
<td>Young people are training other orgs and young people as leaders cultivating liberation.</td>
</tr>
<tr>
<td></td>
<td>RYSE adult allies invest time and expertise with system partners.</td>
<td>RYSE Staff meaningfully engage young people / YABs in their work.</td>
<td></td>
<td>Everything at RYSE - programs, activities, operations, etc. - is an opportunity for learning and training.</td>
</tr>
</tbody>
</table>

| **We are directing the systems to live our values when...:** | Young people understand and inform local policies that impact them. | Systems partners understand youth informed healing centered approaches and strategies. | Systems partners commit to implementing a policy platform of healing centered and restorative approaches and investments that reflect RYSE’s values and principles. | Young people see themselves as leaders and in service to their community. |
| | Young people are involved in public policy decisions. | Young people have skills to influence policies that reflect their needs and lived experiences. | | Young people believe they are able to cultivate liberation in their communities. |
| | Systems partners meaningfully engage young people / YABs in their work. | | Young people experience RYSE values beyond RYSE. | | | RYSE alumni hold positions at RYSE (staff and board), partner orgs, or the public / social sectors. |

19
<table>
<thead>
<tr>
<th>YOUNG PEOPLE FEEL LOVED, LISTENED TO AND POWERFUL</th>
<th>Young people have emotional, physical, political safety to acquire tools, skills, and resources they need to understand and change inequities.</th>
<th>Young people construct their own narrative and those of their communities.</th>
<th>Young people feel loved.</th>
</tr>
</thead>
<tbody>
<tr>
<td>We are living our values within RYSE when...</td>
<td>Young people feel safe to try new things even at risk of failure.</td>
<td>Young people believe that RYSE staff want to center their voice and stories.</td>
<td>Young people feel loved by adults at RYSE.</td>
</tr>
<tr>
<td></td>
<td>Young people feel belonging, connection and community.</td>
<td>Young people feel confident sharing their story or one of their community.</td>
<td>RYSE staff create belonging for each other amongst themselves.</td>
</tr>
<tr>
<td></td>
<td>Young people understand social systems (cultural, political, economic) that impact them - from Richmond to the global community.</td>
<td>Young people trust staff to hold their stories. (staff carry the stories of young people in their work).</td>
<td>Adults connected to young people’s experiences at RYSE understand how to work in partnership with young people.</td>
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<tr>
<td></td>
<td>Young people believe in their ability to cultivate liberation in their communities.</td>
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<td></td>
</tr>
<tr>
<td>We are directing the systems to live our values when...</td>
<td>Young people feel safe to try new things even at risk of failure.</td>
<td>Young people believe in the value of their stories.</td>
<td>Young people understand how to work with adult partners.</td>
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<tr>
<td>---------------------------------------------------------------</td>
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<tr>
<td><strong>RYSE Commons</strong> adapts physical space in response and responsibility to young people’s needs, wants, dreams.</td>
<td><strong>Young people’s dreams and power are evident and expanded via RYSE Commons.</strong></td>
<td><strong>Models of and strategies, toward liberatory public health, just transitions, and sustainable economies are developed, refined, expanded, and shared through RYSE Commons.</strong></td>
<td></td>
</tr>
<tr>
<td>RYSE's Liberatory Governance Structure includes meaningful engagement of young people.</td>
<td>Young people's sense of self and identities are affirmed and celebrated.</td>
<td>RYSE builds the field on liberatory built environment designed by and for young people.</td>
<td></td>
</tr>
<tr>
<td>Young people hold leadership in RYSE Commons at all points and pivots, known and unknown.</td>
<td>Young people hold leadership in RYSE Commons at all points and pivots, known and unknown.</td>
<td>RYSE Commons as a Liberation Hub--Growing our Community Crisis Response, Mutual Aid and Shared Economies Fiscal Sponsorship, Supporting Grassroots Power-building--grows and strengthens.</td>
<td></td>
</tr>
<tr>
<td>Young people feel belonging and cared for at RYSE (however they come in is the right way to come in).</td>
<td>RYSE builds the field on liberatory built environment designed by and for young people.</td>
<td>RYSE is a health home.</td>
<td></td>
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<tr>
<td>RYSE reflects universal design with ongoing learning and continuously refined approach.</td>
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</tbody>
</table>

We are living our values within RYSE when…

<table>
<thead>
<tr>
<th>We are directing the systems to live our values when…</th>
</tr>
</thead>
<tbody>
<tr>
<td>RYSE is a known model. The influence of RYSE Commons is evident in built environments beyond RYSE Commons. (SYSTEMS stuff: Schools, Health Care, Legal System).</td>
</tr>
</tbody>
</table>
Inquiry and liberation at RYSE

**LAYERS OF LIBERATION**

Vision, Values, Beliefs, Impact - *all we do and are is our TOL*

What will happen in our pursuit and practice of the TOL.

How we practice, coordinate, and integrate our outcomes.

What we do, how we do, and how much - *frequency, volume, timespan*

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**KEY INQUIRY TOOLS***

Member LIT, Staff LIT, Partner LIT

Member LIT, Partner LIT

Program LIT, Member LIT

YouthServices

YouthServices, Case Management and Clinical Tracking Tools,

*radical inquiry strategy = these tools plus art, music, YPARs, house meetings, case review, formal and emergent processes and engagement...*
<table>
<thead>
<tr>
<th>Levels of Inquiry</th>
<th>Anticipated Timing</th>
<th>Anticipated Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Partner Inquiry</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>on site partners</td>
<td>winter 23</td>
<td>values alignment and early experiences within physical space</td>
</tr>
<tr>
<td>systems partners</td>
<td>winter 23</td>
<td>experience/influence of RYSE values as partners, systems transformation / influence on systems</td>
</tr>
<tr>
<td><strong>Member Inquiry</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>membership wide</td>
<td>spring 23</td>
<td>experience of RYSE values, benefits, and experience and support for young people re: RYSE outcomes</td>
</tr>
<tr>
<td>cohort / program related</td>
<td>Fall 22; Summer 23</td>
<td>experience of RYSE values, benefits, and experience and support for young people re: RYSE outcomes</td>
</tr>
<tr>
<td>identity/affinity group related</td>
<td>winter 23</td>
<td>experience of RYSE values, benefits, and experience and support for young people re: RYSE outcomes</td>
</tr>
<tr>
<td>point in time</td>
<td>ongoing and responsive</td>
<td>staff-generated, youth-centered inquiry, checking in with young people around specific topics, experiences, etc. (e.g., pop-up surveys)</td>
</tr>
<tr>
<td>reach &amp; engagement</td>
<td>ongoing</td>
<td>Frequency (How often); Volume (Number of members); Engagement Across Systems (Youth Leadership, Integrative Model); Who; What is offered, utilized, and where adjustments can be made. (e.g., youth services database)</td>
</tr>
<tr>
<td><strong>Individual Staff Inquiry</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>staff development</td>
<td>ongoing</td>
<td>situating our roles and ongoing development as practitioners within RYSE's ToL, especially our values and commitment to centering young people. (60 day, 6 month, annual inquiry)</td>
</tr>
<tr>
<td><strong>Organizational Inquiry</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>organizational culture and systems</td>
<td>winter 23</td>
<td>learning via shared sense making through Partner, Member, and Individual Staff inquiry will inform the focus and nature of Organizational Inquiry</td>
</tr>
</tbody>
</table>
3 Principles of RYSE Decision-Making

- Power in decision-making should relate to the accountability and timeliness in input, inquiry and implementing the decision from start to finish.

- As a leadership building organization we balance the need for collective decision-making with trust and autonomy in individual staff decision making.

- As an organization that engages in youth power-building, we value transparency in decision-making and work to ensure young people are centered in the decisions that impact them and their peers.
<table>
<thead>
<tr>
<th>Decision</th>
<th>Input</th>
<th>Inquiry</th>
<th>Final Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiring</td>
<td>Members, Staff, Executive Director</td>
<td>Resumes, cover letter, interview and references</td>
<td>Department Director</td>
</tr>
<tr>
<td>Programming</td>
<td>Members, Program Staff</td>
<td>Member Inquiry (annual member eval, PIPs)</td>
<td>Department Team</td>
</tr>
<tr>
<td>Partnerships</td>
<td>All Staff and Members</td>
<td>Partner Inquiry</td>
<td>Department Directors</td>
</tr>
<tr>
<td>Salary/COLA/ Benefits</td>
<td>Department Directors</td>
<td>Bay Area Salary Guides, current economic conditions, current budget conditions</td>
<td>Executive Director/Director of Finance</td>
</tr>
<tr>
<td>House Agreements</td>
<td>Members, Program Staff</td>
<td>Member inquiry</td>
<td>RYSE Staff</td>
</tr>
<tr>
<td>Values</td>
<td>Members, Staff, Board</td>
<td>Retreats, working groups, inquiry</td>
<td>RYSE Staff</td>
</tr>
<tr>
<td>Campaigns</td>
<td>Members, Staff</td>
<td>Member/youth &amp; partner inquiry</td>
<td>RYSE Directors/Managers</td>
</tr>
<tr>
<td>Site Policies</td>
<td>Members, Staff</td>
<td>Reopening Work groups; member engagement inquiry</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Events Calendar</td>
<td>All Staff and Members</td>
<td>Themed Month calendar redesign process</td>
<td>RYSE Directors/Managers</td>
</tr>
</tbody>
</table>
IMPACT Department Alignment

How RYSE Departments are Moving In Alignment with our ToL
Youth Power Building
Youth Power Building (YPB) enacts base-building strategies, provides organizing and political education training, elevates youth voices and visions through storytelling, leads and supports youth-led organizing efforts and leads and engages in local, regional and statewide policy and base-building coalitions.

In the years ahead, YPB plans to strengthen our outreach and base-building strategies, integrate curriculum that will enhance collective political and social justice development across the multitude of cohorts engaged across departments and increase youth voice across our external communications platforms.

YPB will support young people’s entry into the RYSE community, ensuring that this is place of belonging, safety and love, through member enrollments, pop-up activities, 1:1 member engagement, site visits and the Culture Builder Internship Program.
YPB As Part of Growing RYSE Commons

YPB will support young people’s leadership and political development through structured groups such as our organizing club, the RYSE Youth Power Building Team cohorts and integrated voter engagement (voter reg, candidate forums, direct voter contact).

Opportunities for young people will expand with a Youth Storytellers Cohort and our first ever Youth Policy Institute that will bring forward partnerships with other departments, movement leaders/artist as well as systems/community partners.

YPB staff and young people are also key to RYSE’s broader narrative strategy and several community building and coalitions efforts, such as: the Power CA Network, Funding the Next Generation (advisor), CA Black Power Network, Healthy Contra Costa, and YO! Cali (Anchor Org, Steering committee and youth rep). In these roles, both broader policies and the practices of systems partners engaging young people are influenced.

Overall, YPB will bring organizing and leadership development models and practices to all young people, those specifically engaged in our YPB activities and programs and beyond. We will support adults in this way as well, building shared staff practices and cultivating this among partners alike.
Media, Arts + Culture
Young people construct their own narratives and those of their communities. Young people have emotional, physical, and political safety to acquire tools, skills, and resources they need to understand and change inequities. Young people’s dreams and power are evident and expanded via RYSE Commons.

Systems takeover by next generation leaders committed to a platform for liberation in which cultural work and race are central.

RYSE is a known model. The influence of RYSE Commons is evident in built environments beyond RYSE Commons. (SYSTEMS impacted include: School District, Philanthropy, Health Care, Legal System).

RYSE’s Media, Arts, + Culture (MAC) Department promotes personal healing, social justice, and community transformation by facilitating young people’s innovative creation of personal, political, and expressive media and art to shift the narrative about our youth.

Our Advanced Media Producers (AMP) Internship Program, offers members training in technical and artistic production while receiving support in creative identity development, social consciousness-raising, and leadership development. Partnerships with numerous art and youth serving organizations expand opportunities for young people and extend into field building (e.g., Arts Education Alliance of the Bay Area, Create CA, National CYD Collective, National Guild for Community Arts Education). Young people also have the ease and flexibility of drop-in opportunities via our media arts workshops and open music studio.
MAC As Part of Growing RYSE Commons

MAC’s numerous partnerships and collaborative engagements with partners will continue to grow and deepen field building roles and relationships, both in ongoing connections as part of programming and with intentional sharing of RYSE’s model via workshops, professional development trainings, presentations, etc.

Building an Artists in Residence program as an extension of and complement to our Advanced Media Producers Internships will deepen the experiences and ways in which young people’s dreams and power are evident and expanded via RYSE Commons.

Young people’s expression and leadership in shifting narratives will see expanded opportunities with the return of onsite exhibitions, performances, annual theater productions, and the launch of our RYSING Arts Festival.
Health Justice
RYSE's **Health Justice Department** works with young people to build loving, healing relationships... so that we can build loving, healing community... so that we can build loving, healing power. For all our liberation.

The HJD works within and across various areas and issues that include healthy relationships and sexuality, LGBTQQI advocacy, food justice, crisis response, identity development and exploration, general wellness supports and programs, therapy, clinical and non-clinical counseling and case management, youth-led research, adult development and training, and field building. All of these areas are informed by youth and community-identified priorities and needs.

The HJD understands healing as fundamentally political, acknowledging and addressing racism, white supremacy, and intersecting conditions of oppression, and affirming the resistance, fortitude, and humanity of young people. We are well versed in public health approaches, and more so invested in liberatory and radical health praxes. See more [HERE](#).
HJD As Part of Growing RYSE Commons

In addition to expanding levels of individual and community support and services as membership grows within RYSE’s expanded space, HJD also holds a pivotal role in the coming years as RYSE completes construction and opening of an on-site clinic. A health home for members and larger RYSE community, the vision for this integrative health clinic is led by the dreams and desires of young people.

The youth designed clinic will expand immediate access and grow in alignment with and become a model of liberatory public health.
Education & Economic Justice
Education Justice (EJ) demands and obtains equity within our education systems is essential for our youth and our society. From drop-in workshops to share and support college access, individualized education and career plans with ongoing case management support, to groups of young people engaged in ongoing leadership and advocacy via Education 4 Liberation. Young people are supported in their personal stages of education and career interests while also examining and critiquing systems built on historic trauma, race, gender, and class structures and work toward transformation.

EJ staff and young people engage in ongoing advocacy and share practices with systems partner and the broader field via presentations and conferences, including youth-led workshops. Active collaborations and coalitions include Shared Storytelling Table, Healthy Richmond SNAT, Statewide Police Free Schools Campaign and the Bay Area Education Justice Coalition.
EJ As Part of Growing RYSE Commons

In recent years, Education and Justice programs were joined within a department. In RYSE Commons, Education Justice holds its unique role and vantage point in developing and working with young as a separate department.

The expanded RYSE Commons already includes study space and opportunities for informal check-ins and direct support with staff.

As RYSE Commons grows, it will support meaningful opportunities for incubating micro-enterprises, pursuing post-secondary education, and entering the workforce across a wide range of industries to build sustainable careers. Incoming department leadership will work with staff, led by the dreams and power of young people to continue to plan for this expansion.
Youth Justice
Youth Justice (YJ) demands and obtains equity within our justice systems is essential for our youth and our society. System impacted young people in YJ programs complete a “Let's Get Free” plan and have access to ongoing staff support via formal and informal check-ins and case management. Young people's individual plans are supported alongside examining and critique systems that are built on historic trauma, race, gender, and class structures and work toward transformation.

YJ staff and young people engage in ongoing advocacy and share practices with systems partner and the broader field via presentations and conferences, including youth-led workshops. Active collaborations and coalitions include Racial Justice Oversight Body, Juvenile Justice Coordinating Council, California Alliance Youth & Community Justice Californians United for a Responsible Budget.
YJ As Part of Growing RYSE Commons

In recent years, Education and Justice programs were joined within a department. In RYSE Commons, Youth Justice holds its unique role and vantage point in developing offering and working with young as a separate department.

YJ at RYSE Commons will continue its role in youth-centered and youth-led field building and policy advocacy through partnerships, collaboration and coalitions.

The department is looking toward the launch of a legal clinic and pathways of internships for young people within the department are growing with an internship as part of the department’s Screen-Printing Justice program.
RYSE COMMONS

Multi-Generational Commitment
Multi-Generational Commitment

The RYSE Commons property is committed to be youth-serving for the next 100 years*. 

COM · MONS /ˈkämənz/ n.

* to ensure that young people remain centered on this land, the deed language states that for the next 100 years this land can only be used in service to young people.
Bold Transformative Infrastructure

RYSE Commons will embody bold, transformative infrastructure for centering Black, Indigenous and youth of color in shaping our community.

Having achieved the capital fundraising, *establishing flexible sustained support over the long-term* is critical to ongoing investment in restorative health, economic, and policy-change models rooted in youth creativity and power.
Investing in the Future

The RYSE Commons property is committed to be youth-serving for the next 100 years.

RYSE Commons will embody bold, transformative infrastructure for centering Black, Indigenous and youth of color in shaping our community. Completing capital fundraising + establishing flexible sustained support over the long-term is critical to ongoing investment in restorative health, economic, and policy-change models rooted in youth creativity and power.

Annual Program & Operating Budget of $5 million

Phase 1: New RYSE Commons Campus

A youth-designed cultural hub that prioritizes the voice and lived experience of BIPOC young people; expanded and needed space in WCC and the Bay Area. Includes construction of new two-story building, renovation or original building, landscaping of internal courtyard and garden, outfitting with technology for climate resiliency, and implementation of health and safety systems building-wide.

Goal: $14.5 million RAISED

Phase 2: Onsite Health Clinic/ Health Justice Center

A liberatory health home rooted in young peoples’ healing and safety (physical, emotional, political), expanded onsite primary care, clinical case management, and mental health care linkages and resource navigation for youth and families. Includes building renovation into fully accessible health home. Wheelchair ramp, HVAC, outdoor spaces, equipment.
Capital Campaign Phases & Milestones

COM · MONS /ˈkæmænz/ n. Land or resources belonging to or affecting the whole of a community.

Phase 3: Activation of Resilience/Liberation Hub

Procurement and Installation for solar capacity, including panels and a battery storage solution, back-up generators, renovation of parking lot and back garden, disability justice audit to assess and adapt physical space, youth-driven inquiry to assess additional climate resiliency components for the campus, implementation of Health Justice Center programs, services, and partnerships.

Phase 4: Co-located Affordable Housing

A dream and vision for partnership to create housing for transitional age youth, adjacent to the Commons. The lot owned by RYSE is zoned to build 5 stories. It will be designed by young people as an outdoor market, meeting, and play space in the interim. RYSE is actively exploring partnerships, strategy, and costs for long-term housing vision.
Annual Program & Operating Budget of $5.5 million

The pandemic and racial reckoning over the past few years have only solidified our commitment to deepening our fiscal health so that we can continue to meet emerging and ongoing crises with a healthy and readied infrastructure and strong and fortified partnerships. To that end, some key financial forecasts for the next year:

- The purpose of RYSE Commons is not to substantially increase RYSE staffing, the purpose is to increase partnership, shared space and shared resources.
- What’s emerged from the pandemic is the need to increase mental health and case management supports for young people, especially as the systems they are traversing are worse than pre-pandemic.
- We will be investing in administrative staff and key consultants in order to focus on building infrastructure for future growth, including finance and fundraising infrastructure.
- Over the next year, RYSE will be focused on completing the capital campaign and renovation of the Health Clinic. We will be shifting from capital raise to activation and sustainability.
- Leveraging Partnerships, including our anchor tenants: Hidden Genius Project and Young Women’s Freedom Center.
Financial Trajectory

Expanded programming will largely be achieved through strategic partnerships that make use of the new space and ability to support local partner offerings.

Expanded facilities, administrative, and partnership costs are included in financial capacity projections, with approximately 33% growth projected in RYSE’s annual budget by 2025 (~$1.1 million/year).

Aligned with the projected growth in the budget, RYSE projects a net revenue growth of $1 million annually by 2025.
Financial Trajectory

By Year 3 (2025) of Activation, revenue growth will be achieved through a variety of avenues, including:

- Corporate Sponsorship: Expanded space to host large-scale events attracting corporate support.
- Fiscal Sponsorship Fees: As increased funding is made available to youth and family serving organizations with Richmond’s Department of Children and Youth, RYSE anticipates serving as a fiscal sponsor for small organizations providing aligned services.
- Foundations: With expanded program offerings and youth served, RYSE projects a 5% annual increase starting 2022.
- Government Contracts: Expanded systems partnerships and programming. 25% increase by Year 3, with 5% annual growth thereafter. This includes more alignment with workforce development pipelines.
- Individual Donations: RYSE Commons has already and will continue to engage new donors, who will be cultivated throughout construction and expansion.
- Sub-contracted Programs: We are exploring a number of program partnerships that have revenue pathways attached. Weekend expansion can allow for partners to utilize the space. Space for youth micro-enterprise partnerships and possible revenue streams.
- Theater, Events & Facilities Rentals: Projected to grow to $50K - $70K revenue annually beginning in Year 3.
- Partner Tenant Lease(s): Projected to earn $90K - $100K annually depending on terms of lease(s)
- Solar Power: Sales of excess energy, working with APEN to design a solar and climate resilience center plan.
- Health Clinic: Expansion will include developing a funding structure and sustainability design informed by best practices and building stability for the RYSE overall system.
YEAR ONE: Funding Sources

RYSE Funding Sources 22-23

- Foundations and Donor-Advised Funds: 41.9%
- State and Federal: 39.4%
- County: 9.7%
- City: 5.3%
- Individual Donors: 1.2%
- Fee for Service: 1.1%
- Rental Income: 0.4%
BOARD GOVERNANCE
Board Goals:

- **Steward RYSE resources and assets with integrity and commitment to transparency, trust and equity.**
- **Oversee the fiscal health and sustainability of the organization.**
- **Center radical inquiry in Board protocols and policies to ensure governance reflects vision and values of RYSE.**

Alignment with our ToL

- Systems takeover by next generation leaders committed to a platform for liberation in which cultural work and race are central.
- Systems and adults responsible for young people are safe, loving, welcoming, and responsive.
- Systems, both in policy and praxis, are responsive to the priorities and needs of young people as defined by young people.
- No policy, investment, or practice about young people of color without young people of color.