

NORTH CAROLINA POWER BUILDING COHORT

THEORY OF CHANGE

When grassroots organizations connect to build power, communities gain the ability to transform their neighborhoods, workplaces, and environments.



THE COHORT



14 Grassroots Organizations

Local groups rooted in Black, immigrant, Indigenous, rural, LGBTQ+, disability justice, and working-class communities across North Carolina



Peer & Solidarity Networks

Cross-regional and Cross-issue and intergenerational relationships with shared learning and peer support



Intermediary Support

Blueprint NC and Southern Vision Alliance bring their staff capacity, expertise, technical assistance, coaching, and networks to the cohort

ACTIVITIES



Organizational Assessments & Power Building Plans

Identify strengths, opportunities, and priorities



Leadership Development

Cultivating current and emerging leaders with skills and confidence



Base Building

Strengthening community engagement and expanding active participation



Campaign Strategy

Developing strategies and demands to improve social, economic, and environmental conditions and win material gains.



Flexible Investments & Resources for strategic Power Building plans

Financial support to strengthen organizational capacity and implementation



Mini-Tables, Solidarity/Peer Support Pods for Cross-Issue Collaboration

Building alignment across issues and regions

SHORT TERM OUTCOMES



Local organizations from Western NC to the North Carolina coast are stronger and more interconnected



Stronger pipeline of community leaders and more confident leaders & active members



Expanded memberships & increased civic participation

Each group has a comprehensive strategic plans based in a Power Building framework



More people engaged and mobilized around issues of concern to their community.

EX: No More Heat Deaths for NC Farmworkers & Stop Rural Data Center Construction and Expansions



Stronger networks & collaborations

Collaborations and Collective Impact Across Issues and Regions:

- Civic Engagement
- Youth Engagement
- Anti-Blackness and Reparations
- Neurodivergent Member Support
- Environment, Energy Infrastructure, & Climate Justice

LONG-TERM IMPACT



Healthier, more democratic and equitable communities

Reduced disparities in health outcomes through implementation of community-directed policies and practices that address root causes of inequities



Stronger, more resilient communities

Better housing, safer workplaces, clean air & water, transportation access, disaster resilience, and strong organized labor movement



Local and state-wide power & self-determination for under represented communities

Communities shape their own futures and priorities

A stronger civic infrastructure for generations



Greater community voice in local decision-making

Communities better able to withstand crises and win improvements to the material conditions of their members and their base



OUR VISION

Thriving communities where all people have the power to shape the conditions for health, dignity, joy, and justice.

GUIDING PRINCIPLES



Community Led



Racial & Gender Equity



Intersectional Justice



Trust & Relationships



Sustainability & Resilience



Collective Action & Solidarity

CORE STRATEGIES

- Center directly-impacted communities
- Dismantle structural racism and systems of oppression
- Youth leadership and intergenerational collaboration
- Data for learning and accountability

ASSUMPTIONS

- Communities closest to the problems are closest to the solutions
- Strong organizations are essential to lasting change
- Equity requires changes in power, policy, & resource allocation.

MEASURING OUR SUCCESS

We track progress through a mix of quantitative and qualitative measures including organizational capacity, leadership development, membership growth, campaign wins, improved community conditions, and the stories of change from across North Carolina.