



Annual Report

2017

Virginians Organized for
Interfaith Community
Engagement (VOICE)

📍 4444 Arlington Blvd, Arlington, VA 22204

🌐 voice-iaf.org

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Organizing For A New Dominion of Justice And Political Participation in Virginia



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Who is VOICE?

VOICE (Virginians Organized for Interfaith Community Engagement) is a non-partisan citizens' organization of almost 50 faith and civic institutions in Northern Virginia. We organize to build power and do justice in middle and low-income communities in Fairfax, Prince William, Arlington and Alexandria City. Uniting people across lines of race, class, religion, political party and geography, we take action on key issues in our communities including, but not limited to, immigrant rights, foreclosure accountability, schools, criminal justice, affordable housing preservation/ development, and youth investment.

Founded in 2008, VOICE is an independent and non-profit organization led by a strategy team of religious, lay, and community leaders from across Northern Virginia. VOICE is funded by dues-paying member institutions (congregations, temples, mosques, union locals, business groups, schools, health centers, etc.), grants from foundations, and generous donations from individuals and businesses.

VOICE is affiliated with the Industrial Areas Foundation (IAF), the nation's first and largest network of multifaith broad-based citizen organizations, which has seven decades of experience winning tough battles on housing, health care, education, living wages, immigrant rights and other issues across the nation.

VISION

We believe that people working together have the power to change their communities and their country for the better.

NEED

Political and corporate leaders often don't embrace change unless they're pressured by the people they serve. And too many people don't realize they have the potential to join forces and create change in their neighborhoods through organizing.

OUR APPROACH

We work with the people who want to transform the world—from what it is to what they believe it should be. We challenge people to imagine the change they can accomplish, connect individuals and organizations to multiply their power, and organize people by the hundreds and thousands to make their voices heard. We set bold goals, we create effective strategies—and we ACT, taking on the powerful interests that stand in the way.



2008–17

VOICE Signature Victories

Held the CEOs from Bank of America, JP Morgan Chase, and General Electric accountable for the foreclosure crisis in Prince William County, VA — resulting in \$250 million in principal reduction, more than 1,500 loan modifications, and \$30 million in reinvestment capital that kept thousands of families from losing their homes and is rebuilding blighted communities

Won \$800,000 to provide dental care to over 2,000 low-income adults in Northern Virginia and preserved \$9 million in state funding for dental care for low-income families statewide

Trained and organized hundreds of immigrant leaders to win on local housing, recreation, youth investment and immigration issues as well as to be a voice on national comprehensive and accountable immigration reform

Developed major power base of multi-faith institutions to support Muslims from hate and anti-immigrant based attacks

Organized low-income tenants to preserve 1,000+ affordable apartments and public housing units from upscale development in Alexandria, Arlington, and Fairfax counties, to address housing and fire code violations improving 2,000+ units in Fairfax, Prince William, and Alexandria, and to win 1,000+ new affordable housing units on public and non-profit owned land in Northern Virginia

Secured \$3 million to renovate local parks and athletic facilities for low-income African-American and immigrant residents in southern Fairfax County

Organized \$200,000+ in member dues each year (2008-2017) from 45 member institutions to support VOICE's Northern Virginia organizing and to insure its non-partisan, political independence

Won \$10 million to expand pre-kindergarten to serve 576 low-income children in Prince William County, VA—the first majority-minority county in Virginia

Member Organizations, Leadership & Staff

VOICE is governed by 1) a Strategy Team of clergy and lay leaders which sets the strategic direction for the organization and 2) an Action Team of 100+ leaders from the member institutions (2 votes per institution) that discuss, ratify, and implement all VOICE's major campaigns and actions. There are approximately 4-6 Action Team Meetings a year.

VOICE 2017 Strategy Team Members

Serving as VOICE's board of directors, leaders from our member organizations are elected to serve three-year terms on the Strategy Team. Thank you for your service!

Rev. David Gortner *	Virginia Theological Seminary, Alexandria
Rabbi Michael Holzman	Northern Virginia Hebrew Congregation, Reston
Mr. Paul Douthit	St. Mary's Episcopal Church, Arlington
Rev. Austin Almaguer *	Vienna Baptist Church, Vienna
Mr. Tammam Dandashi	Dar Al-Hijrah Islamic Center, Falls Church
Mrs. Michelle Nicolai	St. Francis of Assisi Catholic Church, Triangle
Ms. Jacomina de Regt *	Unitarian Universalist Church of Arlington
Mrs. Marjorie Green	St. Mary's Episcopal Church, Arlington
Rev. Dr. Keith Savage	First Baptist Church of Manassas
Rev. Rebecca Messman *	Trinity Presbyterian Church, Herndon
Bernie Wittier	Unitarian Universalist Church

** denotes executive board members*

VOICE Staff

Alisa Glassman

Lead Organizer
aglassmaniaf@gmail.com

Martin Paul Trimble

Supervising Organizer
mptrimble@voice-iaf.org

Jeremy McClayton

Associate Organizer
jeremy.mcclayton.iaf@gmail.com

Amy Abbott

Associate Organizer

VOICE Member Organizations

VOICE is a collective and membership is open to congregations, temples, mosques, union locals, business groups, schools, health centers, and other institutions that support VOICE's mission to organize for a New Dominion of Justice and Participation in Virginia. VOICE member organizations are the source of the leaders who create and shape our issue campaigns. Each member organization has a Core Team of people who are invested in doing justice and building a relational culture. Core Team members participate in VOICE activities in a variety of ways depending on their interests, talents and passions. Member organizations can call on the VOICE staff to help them develop strategies and to act to address issues within their institutions and their community.

Is your organization interested in joining VOICE? Email us at voice@voice-iaf.org or contact a VOICE organizer for more information.

2017 VOICE Member Institutions

ALEXANDRIA CITY

Episcopal Church of the Resurrection
Grace Episcopal
Old Presbyterian Meeting House
St. Joseph Catholic
St. Paul's Episcopal
Third Baptist
Virginia Theological Seminary

ARLINGTON COUNTY

Arlington Presbyterian
Mt Olive Baptist
NOVA Catholic Community
Our Lady Queen of Peace Catholic
St. George's Episcopal
St. Mary's Episcopal
Unitarian Universalist Congregation of Arlington

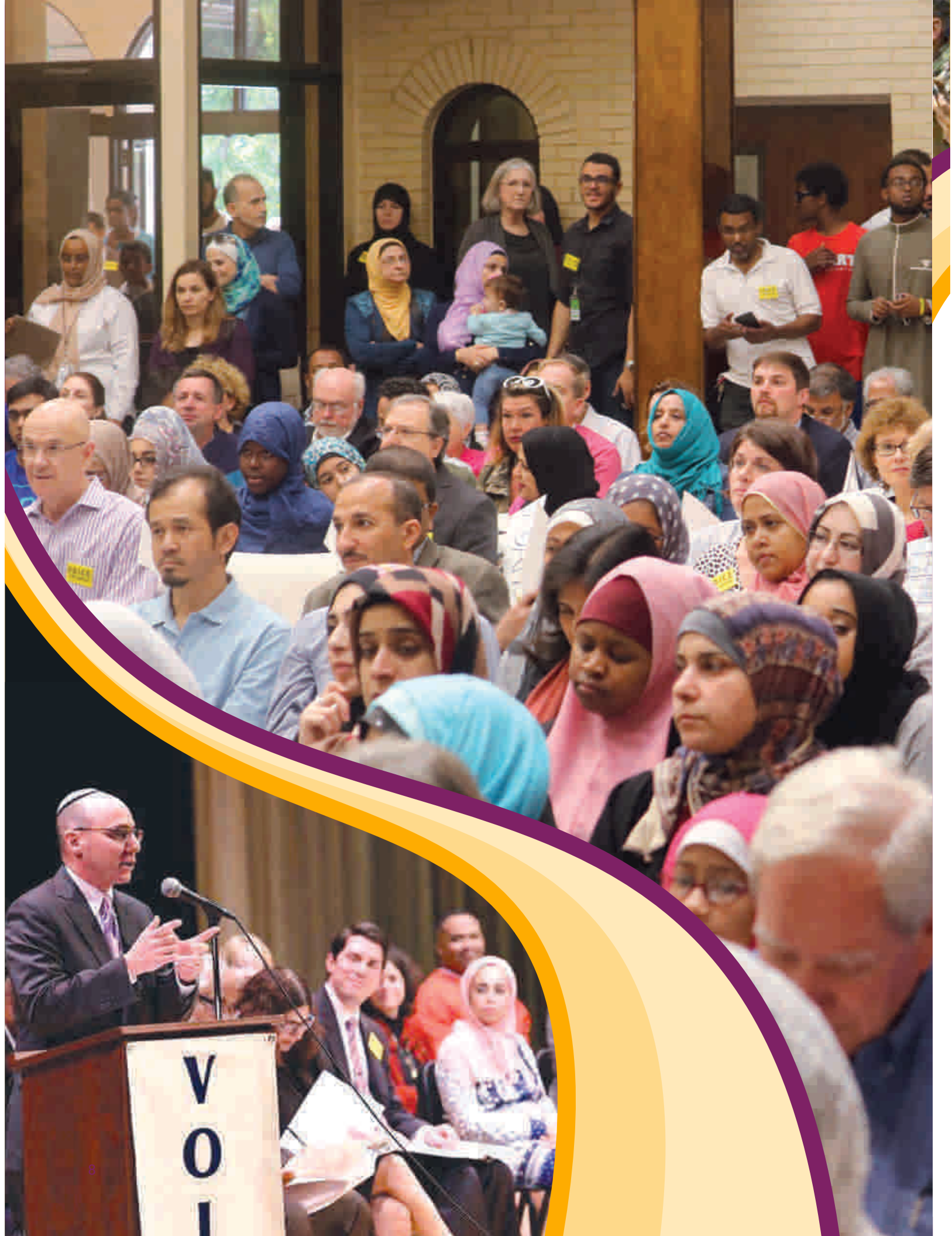
FAIRFAX COUNTY

Accotink Unitarian Universalist
All Dulles Area Muslim Society (ADAMS) *
Bethlehem Baptist
Burke Presbyterian
Dar Al-Hijrah Islamic Center
Emmaus United Church of Christ *
Fairfax Presbyterian
Floris UMC
Good Shepherd Catholic
Muslim American Society (MAS)
Nativity Catholic
NOVA Hebrew Congregation
Rising Hope UMC
St. John Neumann Catholic
St. Stephen's UMC
Temple Rodef Shalom
Trinity Presbyterian
Unitarian Universalist of Fairfax
Unitarian Universalist of Reston
Vienna Baptist
VOICE of Mt. Vernon

PRINCE WILLIAM AREA

Bull Run Unitarian Universalist
Dar Al Noor Islamic Center
First Baptist Manassas
First Mt. Zion Baptist
Holy Family Catholic
Mt. Olive Baptist
Sacred Heart Catholic
St. Francis Assisi Catholic
St. Paul UMC

* denotes exploratory members





2017 State Victories

Largest Assembly of the Election Season with BOTH Gubernatorial Candidates

— three times larger than second-largest assembly. There were 1,565 VOICE leaders from 58 congregations and schools. VOICE got commitments from the candidates to work with us on our top issues, including increasing the VA Felony Level and Reducing Hate Crimes.

Strong Base within VA Muslim Communities

at some of the largest Mosques in the US — including training over 200 Muslim leaders AND voter turnout efforts.

Engaged thousands in Real Democracy.

Trained 500+ leaders over the last year to engage in public life on issues important to them and talked face-to-face with 6,000 Northern Virginians over the past 15 months to hear about their biggest challenges.

Highly Successful GOTV Effort:

One of the largest GOTV efforts in the state.

There were 375 VOICE volunteer leaders who went door-to-door.

Increased voter turnout percentage between 24% and 39%

in six precincts and between 9.5% and 11% in two others. VOICE worked in total in 8 low-voting precincts in Prince William and Fairfax Counties. Prince William is a bellwether county in state & national politics. Fairfax has the most voters of any county in VA.

Remarkable results with Infrequent

Voters. Many VOICE leaders got 15-25 yes commitments in a 2-hour period, instead of the more common 6-10 in a 2-hour period that other groups report.

Up next: Local Victories ➤

2017 Local Victories: Public Schools

Honor Muslim & Jewish Holidays in Prince William & Fairfax Counties.

Won a commitment from the County school systems to respect student needs around Jewish and Muslim holidays.

Support for Arlington immigrant students. VOICE leaders persuaded the Arlington school superintendent to appoint a working group pairing APS top staff with community members to figure out how to increase support for immigrant students amidst the uncertainty and fear generated by developments nationally.





2017 Local Victories

Denouncing Hate Acts

Brought together **Republican & Democratic elected leaders with clergy in Prince William County** to denounce hate crimes and demand justice after vandals spray-painted swastikas on signs outside a school whose owner is Muslim.

Gov.-elect Northam committed to meet with VOICE before 1/13 to discuss state strategy.





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*Source: Nat'l Association of Home Builders Administration
(http://www.nahb.org/fileUpload_details.aspx?contentID=167667, p3)

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2017 Local Victories:

Affordable Housing

VOICE Arlington played a significant role in winning **\$5.2 million** for affordable housing development and preservation in a tight budget year.

In Alexandria:

Helped win \$4 million from city officials towards a 113-unit affordable housing development at VOICE member, Church of the Resurrection.

Launched campaign at action with 200+ leaders where VOICE pressed Alexandria elected officials to:

- **Protect Resolution 8:30** to ensure for every affordable unit torn down, another one has to be built.
- **Ensure all 90 units of Adkins public housing** are replaced on-site.
- **Create “swing space”** to be sure that residents can stay in Old Town Alexandria.
- Allocate at least **\$8 million per year** for affordable housing starting in FY2019.

2017 Local Victories:

Local Policing

Both PWCO and Fairfax County Police Chiefs met with hundreds of VOICE leaders and committed they will not act as agents of ICE.



In Memoriam

2017 was a difficult year for VOICE as we mourned the loss of two incredible founding members. Both Fr. Gerry Creedon and Ms. Venus Miller were fearless leaders who stood up to the big banks and forced them to be held accountable for the havoc wreaked in Prince William County during the foreclosure crisis. We know that their work is not done and VOICE will continue to honor their memories by fighting for a more just community.

FR. GERRY CREEDON
February 16, 1994–November 16, 2017



MS. VENUS MILLER
Aug. 9, 1946–November 30, 2017





Started rehabilitation on 140 units of affordable housing in Ward 4 of the District of Columbia;

Completed, leased up 100%, 39 units of new construction affordable housing in Ward 7 of the District of Columbia;

Won a VISION Award for Historic Preservation of the House of Lebanon project. An Adaptive Reuse of the historic Margaret Murray Washington Vocational High school into affordable senior housing in Ward 5 of the District of Columbia.

UrbanMatters Development Partners, LLC congratulates VOICE on another successful year of working together to transform communities, making the Commonwealth a better place for its residents.





When the community works together, the community works

A vibrant community depends on the participation of its members. The more diverse their backgrounds, experience and skills, the more unique their contributions to the community can be.

Bank of America thanks VOICE for celebrating individuality while supporting the common goals that bring progress to everyone.

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In 2017, VOICE trained 500+ leaders to take action in their communities.





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*VOICE's vision for social justice and skill in leading change can bring
communities together to create the changes we need in Virginia.*

--Marsha Rhea, CAE, President, Signature i, LLC



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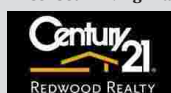
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The Muslim Association of Virginia is a proud member and supporter of VOICE.

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Imam Cemal Gumus, of Dar Al Noor Islamic Community Center, states that Islam is a "religion of justice" that encourages believers to care for and love their neighbors.

At a solidarity event in December 2015, Imam Cemal Gumus said to an interfaith crowd of 130 people: "Please do not be scared of the Muslims and we will not be scared of you. We love you, and we want you to love us, too."

"We love you, too," replied Fr. Gerry Creedon of Holy Family Catholic Church. "There are those who would want us to be scared of our neighbors, especially if they're a different religion or if they're Muslim or a refugee. We're a nation built by immigrants and refugees and we honor the religious beliefs of all who come here."

VOICE Leaders Take Action

Rev. Clyde W. Ellis, Jr.

📍 Senior Pastor, Mt Olive Baptist Church, Woodbridge

“ The most meaningful thing for me this past year was the big action at Patriot High School in Fairfax. Planning that action required a lot of early meetings with the two governor candidates to establish trust. The fact that both Gubernatorial Candidates agreed to come was monumental—it showed that they recognized VOICE as legitimate. And news accounts bear that out, with reporters saying this was the first time they could hear both candidates’ positions without a partisan bias and without attacking each other.

At the VOICE State Action, when I looked out from the stage at Patriot High School and saw that packed house—it was incredible. And the fact that both candidates publicly agreed to meet with us later—to me, that was a powerful achievement. My fear beforehand was that one or both of the candidates would try to put us off, to shift us to some lower rung of their own power-grid, but when they showed up and spoke to us on our terms, I knew it meant VOICE had earned a seat at the table of power. ”



Lisa Folb

📍 Northern Virginia Hebrew Congregation, Reston

“ I grew up in South Africa, and I came to the US after consciously choosing to be an American. I wanted to be fully engaged with political issues, and VOICE has been my vehicle to do so.

A meeting that meant a lot to me was one we had at the ADAMS Center mosque, where we openly discussed both theological and justice issues. I recall seeing two men, one Muslim, one Jewish, agreeing on the need to honor both the Jewish and Muslim holidays in our schools and trying to work out how to make that happen. And I realized, here is VOICE bringing together people of very different opinions and faiths for a common goal, and making it work—ensuring that our children do not have to choose between school and their faith. We are opening doors, and it seems to me if we can do this, the rest of the country can do a better job coming together despite all our differences. ”



With your support, in 2018, VOICE can continue to train thousands of leaders to act and win on the issues that are most important to them in their communities. Thank you.

Please donate at **www.voice-iaf.org**.
You can also send a CHECK to VOICE at
4444 Arlington Blvd., Arlington, VA 22204



2017 Funders

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VOICE is an independent, strictly non-partisan, tax-exempt 501c3 non-profit organization.

VOICE Leaders 2017 Highlights

Khadija Athman

📍 Dar al Noor Islamic Center, Manassas

“ Back when my two daughters were in elementary school, we Muslim parents often heard that our kids would not be penalized for missing school on religious holidays, but in fact the schools often counted such absences against them. Last spring, thanks to our VOICE organizing, I was able to tell the superintendent in person how this problem hurt my own family. In May the superintendent committed to a new policy at our action, and we saw the results this fall, when all parents and teachers were notified that the Eid holiday would be accommodated. I think making the political leaders hear our real-life stories makes all the difference. ”



Meryl Paskow

📍 Northern Virginia Hebrew Congregation, Reston

“ The most meaningful thing to me this past year has been working to make the Fairfax County school superintendent’s promise to VOICE to accommodate students’ obligations on Jewish and Muslim holidays a reality. I’ll never forget the look on the assistant superintendent’s face at the first Fairfax County School’s Calendar Committee meeting I attended when I spoke up without hesitation about the Muslim holidays —apparently they had never had a Jewish parent do that before. The School Board had no idea how serious we are in VOICE about standing for the whole. It is because we do this that we are successful in building strong relational power to win on the issues that are most important to us — like honoring our holidays. It has been amazing to work on this issue along side VOICE leaders of different faiths and I am proud to be a part of this team effort. ”



VOICE FINANCES

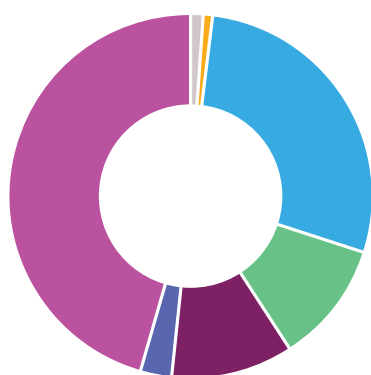
How We Are Funded

VOICE is funded by dues from member institutions, individual donations, corporate donors and foundations. The bulk of VOICE's annual budget pays for professional staff members who guide and serve the member organizations. The budget also funds the training of volunteer leaders each year and covers expenses associated with operating issue campaigns. VOICE is able to keep its cost down by having little to no overhead. Thank you to UUCA & Vienna Baptist for donating space to VOICE to store supplies.

VOICE does not accept government funds so that it can remain autonomous and politically independent.

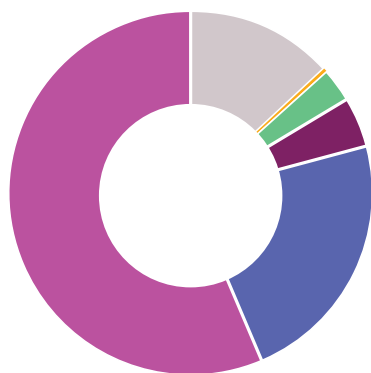
2017 Actuals. Unaudited.

REVENUE \$417,641 TOTAL



MEMBER DUES	\$193,640
CHURCH / DENOMINATION GRANTS	\$12,000
FOUNDATION GRANTS	\$43,500
CORPORATE / INSTITUTION DONOR CAMPAIGN	\$44,500
MEMBER LED FUNDRAISER / INDIVIDUALS / STRATEGY TEAM	\$115,531
TRAINING & CONTRACT FEES (& FEE FOR SERVICE)	\$3,060
OTHER REVENUE / INTEREST INCOME	\$5,410

USE OF FUNDS \$354,354 TOTAL



ORGANIZERS	\$229,980
CONTRACT SERVICES (IAF, BOOKKEEPER, ADMIN, ETC.)	\$92,259
PROGRAM	\$18,622
OFFICE EXPENSES	\$12,221
RENT	\$0
OTHER	\$1,272
SURPLUS (TO GO TOWARD 2018 STAFF HIRE)	\$63,287 *

* THANK YOU TO ALL WHO SUPPORTED VOICE IN 2017.

Due to your support we are at $\frac{3}{4}$ th of our goal to hire another VOICE organizer in 2018. VOICE's staffing goal is to have a VOICE staff member in **each of VOICE's four jurisdictions**, a **Lead Organizer**, and **part-time admin staff**.

THANK YOU TO OUR GENEROUS SUPPORTERS

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William Forster
Wolfgang Scherer

A special thanks to Friends of VOICE: those who gave or raised \$300 for the organization.

"I don't speak because I have the power to speak; I speak because I don't have the power to remain silent." - **RABBI A.Y. KOOK**

THANK YOU TO OUR GENEROUS SUPPORTERS

Supporters of VOICE

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VOICE Leaders 2017 Highlights

Jake McGlothlin

📍 Director of Serve Ministries, Floris United Methodist Church, Herndon

“ Most powerful for me have been the whole series of listening sessions our church’s VOICE leaders did in the community. The relationships we built through those meetings have been transformational for me, as a community outreach director, and my leaders. This all culminated in the action at Dar al Hijrah Mosque, where I was able to speak, and I remember as I looked out at that crowded mosque what I saw were Christians, Muslims, Jews, Latinos, Anglos—really, everybody—gathered together and listening. And I think this kind of opportunity is something the whole nation really needs. ”



Rev. Kenneth Nixon

📍 First Baptist Manassas

“ The turnout of VOICE leaders at our big October action—just seeing how we all filled the place from front to back—highlighted for me the depth of people’s engagement for real politics not partisan deadlock. The fact that so many showed up as a result of our organizing work on a Sunday afternoon to hear more about our range of issues and see the gubernatorial candidates’ responses, it was inspiring. And it goes hand in hand with the Get Out the Vote canvassing that we did a few weeks later. I found that to be an enriching experience, not only meeting all the residents whose doors we knocked on but getting to know fellow IAF volunteers from outside our counties who came to pitch in, even on a rainy night. These moments make me want to find out, what will be next step to bring all this work to fruition? ”





When we raise our voices together,
we make Arlington better.



APAH congratulates VOICE for being a leader in Arlington.

Thank you for helping to make the future of Queens Court
a reality. We look forward to continuing our partnership in
2018 and beyond.



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