



VOICE
for justice

Annual Report

2018 Virginians Organized for
Interfaith Community
Engagement (VOICE)



📍 4444 Arlington Blvd, Arlington, VA 22204

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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. To see what the IAF has accomplished this year throughout the country, see pages 14-17.



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.

2008–18

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.

Worked to secure over \$15 million in affordable housing projects in Arlington and Alexandria between 2017 & 2018.

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.



"YOU ONLY GET AS MUCH JUSTICE AS YOU HAVE THE POWER TO COMPEL."

- REV. DR. MARTIN LUTHER KING JR.

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 2018 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. Austin Almaguer | Vienna Baptist Church, Co-Chair |
| Rev. Rebecca Messman | Trinity Presbyterian Church, Herndon, Co-Chair |
| Paul Douthit | St. Mary's Episcopal Church, Arlington, Treasurer |
| Khadija Athman | Dar Alnoor Islamic Community Center, Manassas |
| Robert Buckman | Unitarian Universalist Church of Arlington |
| Rev. Clyde Ellis, Jr. | Mount Olive Baptist Church, Woodbridge |
| Marjorie Green | St. Mary's Episcopal Church, Arlington |
| Rabbi Michael Holzman | Northern Virginia Hebrew Congregation, Reston |
| Rev. Kristen McBryer | Emmaus United Church of Christ, Vienna |
| Rev. Kenneth Nixon Jr. | First Baptist Church of Manassas |
| Rev. Dr. David Gortner | Virginia Theological Seminary |

VOICE Staff

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James Pearlstein
VOICE Senior Organizer, Prince William
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VOICE Member Organizations

VOICE as a collective and membership organization, 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.

2018 VOICE Member Institutions

ALEXANDRIA CITY

Beverly Hills Community United Methodist Church

Episcopal Church of the Resurrection

Good Shepherd Catholic Church

Grace Episcopal Church

Old Presbyterian Meeting House

Rising Hope United Methodist Mission Church

Third Baptist Church

St. Joseph Catholic Church

St. Paul's Episcopal Church

Virginia Theological Seminary

ARLINGTON COUNTY

Arlington Presbyterian Church

Mount Olive Baptist Church

NOVA Catholic Community

Our Lady Queen of Peace Catholic Church

St. George's Episcopal Church

St. Mary's Episcopal Church

Unitarian Universalist Church of Arlington

FAIRFAX COUNTY

Accotink Unitarian Universalist Church

ADAMS Center

Bethlehem Baptist Church

Burke Presbyterian Church

Dar Al-Hijrah Islamic Center

Emmaus United Church of Christ

Floris United Methodist Church

Muslim American Society – DC

Nativity Catholic Church

NOVA Hebrew Congregation

St. John Neumann Catholic Community

St. Stephen's United Methodist Church

Temple Rodef Shalom

Trinity Presbyterian Church

Unitarian Universalist Church in Reston

Vienna Baptist Church

VOICE of Mt. Vernon

PRINCE WILLIAM AREA

Bull Run Unitarian Universalists

Dar Al-Noor Islamic Community Center

First AME Church of Manassas

First Baptist Church Manassas

First Mount Zion Baptist Church

Mount Olive Baptist Church

Northern Virginia Baptist Association

Sacred Heart Catholic Church

St. Francis of Assisi Catholic Church

St. Paul United Methodist Church





2018 Organizing Victories

Metro DC Transit Investment

At the October Action, Governor Northam recognized the work of VOICE and our Metro IAF sister organizations in Washington DC and Maryland, saying, "Thank you so much for what you have done. Because of your energy and what you did last year...Metro now has a dedicated source of revenue. Virginia put \$154 million a year on the table. Washington and Maryland followed suit. That is because of you." This regional victory raised \$500 million per year for WMATA and is projected to yield \$15 billion in upgrades for transit infrastructure in the region.

Reforming Cash Bail in Virginia

In a move with national implications, VOICE played a leading role in Attorney General Mark Herring's agreement to pursue cash bail reform aggressively. Cash bail discriminates against poor people who cannot raise money for it, and leads to a loss of jobs, homes, and family support, punishing those who have not even been convicted, especially women and people of color.

Launched State Level Criminal Justice, Schools and Housing Campaigns

In 2018, VOICE launched a multi-year strategy to

- 1) Decrease mass incarceration including reforming cash bail.
- 2) Stop suspending driver's licenses to punish low-income people who can't afford to pay court fees. People need their cars to get to work and earn money to pay back the state. Currently, 600,000+ Virginians are affected by this draconian policy.
- 3) Increase the school counselor-to-student ratio back to 1:250, which would cost \$90M. The ratio in many elementary schools is now 1:500. Youth with access to mental health service providers in their schools are ten times more likely to seek care than others, and one in five have the need during their school years.
- 4) Raise the state's contribution to its affordable-housing investment fund from \$7 million to \$20 million in 2019. Today, teachers, first responders, and other workers commute as long as two hours so they can live affordably.



State ISSUE Agenda

In 2018, VOICE launched a multi-year state level organizing campaign focused on **Criminal Justice Reform, Housing Affordability, Mental Health and Education.**

BACKGROUND: CRIMINAL JUSTICE

Restoration of Rights. Those who have served their time, must have a chance for success when they get out. Restore returning citizens' rights to work, drive, pursue education, vote, access to food stamps and rent or own a home. **Stop Suspending driver's licenses** to punish low-income people who can't afford to pay back the state. There are over 620,000 people affected by this draconian policy. **End a cash bail system that penalizes the poor & people of color.** Across the country, a person's wealth determines who sits in jail before trial and who is able to go home. A person arrested for a non-violent misdemeanor, such as shoplifting, could sit in jail for weeks or longer because of the inability to pay a few hundred dollars for bail. This can then result in low income people losing their jobs, homes, and families. Cash bail is costly for communities: Local communities spend \$13.6 billion every year to detain people who have not been convicted of the charges against them.

BACKGROUND: HOUSING AFFORDABILITY

One in three households in Virginia are "cost burdened" and pay more than 30% of their income toward housing. VOICE is organizing in local jurisdictions to identify congregational land that can be developed into affordable housing. VOICE congregations are creating several developments that could become models. We are also working in local jurisdictions to ensure that local funding and zoning laws promote affordability.

BACKGROUND: MENTAL HEALTH AND EDUCATION

School safety will not be achieved simply by putting more police officers in our schools or installing metal detectors. Rather, we must invest in our children – including their health and emotional wellbeing – to promote community and security. This includes increasing mental health services, promoting quality after-school and summer programming, hiring and retaining top flight and diverse educators, addressing the opportunity gap, and investing in pre-K.



Non- Partisan GOTV 2018

INCREASING VOTER ENGAGEMENT

Over the course of four days, more than 600 Muslims, Jews, Christians, and Unitarians did non-partisan Get-Out-The-Vote (GOTV) work in VA Congressional District 10 (D-10). These VOICE leaders and allies increased voter participation by more than 20%, significantly more than the district's average.

The VOICE GOTV effort was strictly non-partisan VOICE focused on increasing voter participation in low voting precincts by going door-to-door to get infrequent voters to the polls in the nationally watched District 10 midterm election.

The VOICE message at each door was simple-- "We are not here to tell you who to vote for, we just want you to vote. We know that when communities vote, politicians take notice. And, when they don't... communities often are neglected."

KEY NUMBERS

5,651 # of infrequent voter doors knocked on in D10

617 VOICE leaders and allies who participated, making the VOICE GOTV efforts the largest non-partisan get out the vote campaign in the state taking place the weekend before the election

WHAT VOICE LEADERS SAY ABOUT GOTV:

"When I show up at the door in my VOICE t-shirt, with Imam Magid and Rev. Berlin, it's communicating our humanity that crosses lines of faith, crosses lines of ethnicity, crosses lines of political party."

- Rabbi Michael Holzman,
Northern Virginia Hebrew Congregation

"It's a vision of hope of who we all really are." - Rev. Becca Messman, Trinity Presbyterian Church

"The goal is to get you to vote. That's when our community can really have a voice," - Rev. Tom Berlin, Floris United Methodist Church

"We have to show that all of us as Americans cherish freedom, especially the ability to participate in democracy, and the power of voting." - Imam Mohamed Magid, ADAMS Center

2018 Local Victories

Alexandria City

- 1) Organized a non-partisan Get-Out-the-Vote campaign with public housing residents and doubled voter turnout in the precincts that are home to the most public housing residents.
- 2) Won \$4.3 million for affordable housing.
- 3) Got a commitment by the Mayor that public housing tenants will have oversight for the first time of public housing board appointments and new resident regulations.

Arlington County

VOICE moved the County to establish the APS Advisory Committee on Immigrant and Refugee Students, and in its first year it has:

- 1) Won clarification that the school system will accept a power of attorney to ensure that students can remain in their home school for the remainder of the year if parents are detained/deported.
- 2) That parents without US- or state-issued ID cards may obtain APS-issued ID cards to allow them to go into their children's school and participate in classroom activities.



Fairfax County

- 1) Led implementation of the school system's commitment to honor Muslim and Jewish holidays.
- 2) Won a commitment to restore bus service in a Vienna community where the loss of service is severely burdening children and older adults. Many residents there must walk more than a mile to the grocery store, the library, doctor's appointments, and jobs.



Prince William County

Won an additional 90 spaces for Pre-K programs – getting the total to 890 slots for low-income families with four-year olds; VOICE leaders added to their previous victory establishing public pre-K programs.



Metro 2018 KEY VICTORIES

ABOUT METRO IAF

VOICE is an affiliate of Metro IAF. The Metro Industrial Areas Foundation (Metro IAF) is affiliated with the Industrial Areas Foundation (IAF), the first and largest network of multi-faith, broad-based citizen organizations, which has seven decades of experience winning tough battles on housing, health care, education, living wages, immigration rights, and other issues in the US and abroad. Metro IAF's 22 affiliates are in the East, Midwest, and Southeast United States (CT, DC, IL, MA, MD, NC, NJ, NY, OH, VA, WI).

CRIMINAL JUSTICE REFORM

Won statewide Criminal Justice Reform in MA reducing use of mandatory minimums for drug sentencing, reduction of fines and fees for probation and parole, bail reform and regulating and reducing use of solitary confinement. 4,500 local leaders turned out for Fall 2018 accountability actions to push Governors, Mayors, Attorneys General, Congress people and Sheriffs for change on criminal justice reform in VA, CT, MD, NC, MA & IL. Secured commitments from VA Governor & Attorney General to make ending cash bail, raising the felony level, eliminating excessive court fees & fines and restoring drivers licenses for 654,000 Virginians central issues in the VA 2019 statewide elections.

HOUSING & NEIGHBORHOOD REVITALIZATION

Won \$2.2 billion to repair NYC Public Housing Authority (NYCHA) units where 500,000 black and brown New Yorkers live with mold, rats, no heat and many other code violations; Forced NYCHA to agree to tough new standards for fixing mold and leaks in the 186,000 units of NYCHA public housing. Secured \$500 million from NYC Mayor Bill de Blasio and City Council to begin construction on 15,000 senior units on vacant NYCHA land, which will free up NYCHA units to house 150,000 low income New Yorkers. Won \$250 million in dedicated funds for affordable housing in DC, MA, MD, NC & VA, which financed 9,590 units; Built/preserved through organizing 3,500 units of affordable housing in DC, IL, MA, MD, NC, NJ, NY & VA.

www.metro-iaf.org Connect. Act. Win. 22 Organizations in MA, CT, NY, NJ, MD, DC, VA, NC, OH, IL, WI Affiliated with the Industrial Areas Foundation



PUBLIC TRANSIT

Won \$500 million in new money annually to fund public transit infrastructure upgrades for the Washington Metropolitan Area Transit Authority (WMATA), which serves over 350 million transit riders a year, through a two-year campaign led by Metro IAF's 5 affiliates in the DC, MD & VA region and the Amalgamated Transit Union/ATU Local 689. Victory will yield \$15 billion in upgrades for transit infrastructure for the region and protects 13,000 living wage jobs for African American workers. Together the ATU-Metro IAF coalition resulted in: \$500 million dedicated funding deal without the threatened mandates of a federal control board, privatization, or destruction of frontline workers' retirement security.

GUN SAFETY

Do Not Stand Idly By (DNSIB), in partnership with Interfaith Center for Corporate Responsibility (ICCR), won shareholder victories at Sturm Reuger and American Outdoor Brands (AOBC) annual meetings requiring companies to issue reports on the deadly impact of their products and actions taken to mitigate those impacts. Partnered with nation's leading law enforcement officials: Houston Chief Art Acevedo and Montgomery County, MD Chief J Thomas Manger to publish op-ed urging AOBC to take action to reduce gun deaths. Briefed US Conference of Mayors on how to implement DNSIB gun manufacturer accountability standards. Pushed Federal Trade Commission to pull bump stocks from US Market.

STRENGTHENING LOCAL UNIONS

Trained 2,000 Amalgamated Transit Union (ATU) local union presidents, shop stewards and key leaders from 65+ locals across the US on creating and implementing strategies to engage and build power among workers who operate and maintain buses, trains and transit facilities. Metro IAF worked with each local to engage every member face-to-face, defend and create more middle class jobs, and organize riders to expand and improve public transportation. Metro IAF's efforts, supporting the visionary leadership of the ATU International, contributed to the largest membership numbers in the history of the ATU.

OPIOID CRISIS

Expanded access to evidence-based, life-saving Medication-Assisted Treatment (MAT) opioid addiction treatment on Long Island. Moved the largest hospital chains on Long Island to begin offering buprenorphine to opioid users in their emergency rooms; trained 100+ medical professionals in MAT; and won concrete commitments from Governor Cuomo and state agencies to remove barriers to MAT access in state-licensed treatment programs.



LIVING WAGE JOBS

Turnaround Tuesday/BUILD jobs movement in Baltimore secured 635 job placements through the organizing and training of unemployed, underemployed and returning citizens at Johns Hopkins Hospital and other anchor institution employers, with a 82% retention rate. Raised wages for DC Street Car, DC Circulator, Metro Access transit workers from poverty to living wages and benefits working with Amalgamated Transit Union ally Local 689. Won commitment from the Baltimore Mayor to make local hiring mandate a flagship policy of the city.

MENTAL HEALTH & YOUTH SUPPORT IN CRIMINAL JUSTICE SYSTEM

Created Crisis Intervention Team (CIT) training programs in Metro Chicago, training 1,101 law enforcement officers with 1,000 more in pipeline. Won creation of new Crisis Stabilization Units in Kane and Cook counties in IL to divert mentally ill people from jail to treatment. Won commitment from Manhattan District Attorney Cyrus Vance to push for the establishment of mental health diversion centers, and to expand CIT training for assistant district attorneys so that those with mental illness can avoid jail time and receive treatment instead.

IMMIGRATION

Secured pledges from law enforcement & school officials NOT to act as ICE agents in CT, DC, IL, MA, MD, NC & VA. Won commitments from Attorneys General in VA, MD, MA & DC to fight against family separations of US citizen children with undocumented parents and to oppose Federal actions to penalize immigrant families that use public services to which they are legally entitled. Won creation of parish ID's to be recognized by Baltimore City law enforcement and other agencies. Pushed schools officials in Northern Virginia to honor Muslim & Jewish holidays. Won \$5+ million in commitments to fund immigrant legal services in DC & MD.

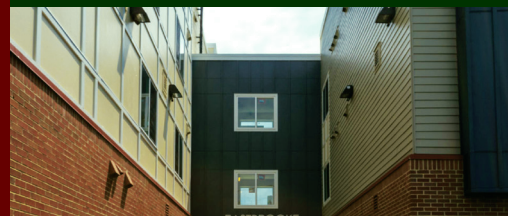


Started rehabilitation on 140 units of affordable housing in Ward 4 of the District of Columbia;

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

"I PRAYED FOR FREEDOM FOR TWENTY YEARS, BUT RECEIVED NO ANSWER UNTIL I PRAYED WITH MY LEGS." — FREDERICK DOUGLASS

THANK YOU TO OUR GENEROUS SUPPORTERS

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With your support, in 2019, 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

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

VOICE FINANCES

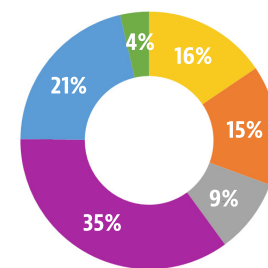
How We Are Funded

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.

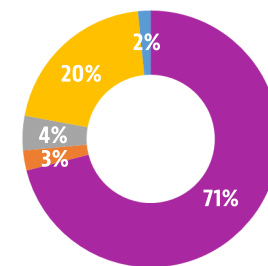
2018 Actuals. Unaudited.

REVENUE \$534,120 TOTAL



- CHURCH & DENOMINATION GRANTS \$83,000
- CORPORATE & INSTITUTION DONOR CAMPAIGN \$80,500
- FOUNDATION GRANTS \$50,000
- MEMBER DUES \$187,944
- MEMBER LED FUNDRAISING, INDIVIDUALS, STRATEGY TEAM \$113,323
- OTHER REVENUE & INTEREST INCOME \$19,328
- TRAINING & CONTRACT FEES \$0

USE OF FUNDS \$413,813 TOTAL



- ORGANIZERS \$294,009
- OFFICE EXPENSE \$10,457
- PROGRAM \$17,900
- CONTRACT SERVICES (IAF, BOOKKEEPER, ADMIN, OTHER) \$84,876
- OTHER \$6,571
- RENT \$0

* THANK YOU TO ALL WHO SUPPORTED VOICE IN 2018.

VOICE leaders challenged ourselves to raise in advance the salary for a fourth organizer. We did it! As a result of your support, VOICE now has on-the-ground organizers in each of VOICE's four jurisdictions.



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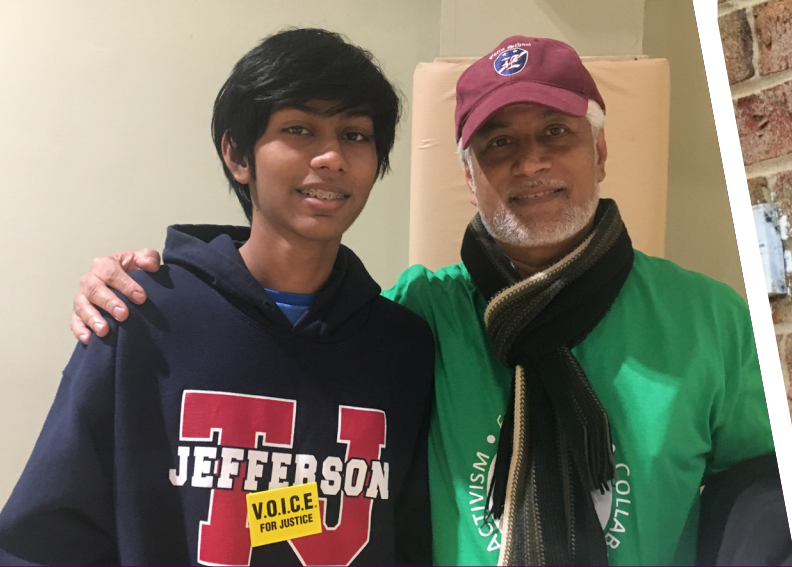
The Muslim Association of Virginia is a proud member and supporter of VOICE.

5404 Hoadly Rd, Manassas, VA 20112
www.daralnoor.org

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."



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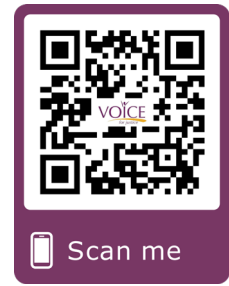
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*Source: Nat'l Association of Home Builders Administration (http://www.nahb.org/fileUpload_details.aspx?contentID=167667, p3)



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