



2025 IMPACT REPORT



Building Movement Project

Activating Nonprofits | Fueling Change

Letter from our Executive Director

Dear Building Movement Project Community,

I am delighted to be closing the year reflecting on the work that the Building Movement Project (BMP) continues to steward in the world. When I started as executive director at BMP just over a year ago, I was thrilled about the opportunity to work alongside the brilliant team here that is creating tools that support the nonprofit sector to do its vital work. This work has proven even more critical in the past year as the entire sector has been marked with enormous challenges, powerful resistance to encroaching authoritarianism and urgent calls for more resourcing and solidarity.

As so many of you know acutely, the stakes at this moment in U.S. and world history are tremendous. BMP's partners and the communities they serve face ICE intimidation and raids, deepening funding retraction and fear, militarization of their communities, legal threats from the state, and online and physical targeting by vigilantes. But this is not the first time America's institutions have had to navigate upheaval. It is not the first time that we have had to defend our right to do justice. It is not the first time we have built strong partnerships to weather an onslaught of political storms.

When I first arrived as a child to the United States in the early 1980s, this country was facing economic decline, threats to the social safety net, and mass layoffs. Then, as now, was a time of resistance and reengagement which led to the creation of institutions that fed hungry people in my small town in New Jersey. The community mobilized faith leaders, challenged reluctant officials, and organized needed resources. Our current time, with all of its parallels to America four decades ago, requires similar community building and steadfastness.

Today, many of our partners across the sector have called on BMP to keep standing firm alongside them as they respond to the challenges and harness the opportunities of this moment. Social service providers asked us to keep connecting them to the tools they need to adapt their work in order to engage in more systemic social change efforts. We responded with an updated [Security to Wellbeing Practice Guide](#). Grassroots leaders and organizations continue to rely on us as a key steward of strategy conversations, spaces and [practices](#). BMP has kept attuned to the needs of the whole sector by continuing to elevate [critical research findings](#) and [tools](#) that can help nonprofits lead powerfully and strategically right now.

I often say that what the sector needs today from BMP is always what we have provided; evergreen resources, skill building and data that can put wind under the sails of nonprofits' working toward justice. Because BMP's staff is in deep relationship with folks across a wide swath of the nonprofit sector, we have heard from many who asked us to keep holding the line. They asked us to keep sharing regular [updates](#) about the evolving policies that may impact how they can do their work. They asked us to keep naming, with our philanthropic comrades, the impacts of the current funding withdrawal nonprofits are confronting. And they have asked BMP to convene meetings, support innovations emerging in the sector and help them find ways of refortifying and resting. We have met these needs and will stand firm for and with the nonprofit community.

I talk often with my parents. They are among the most clear-eyed analysts that I know right now. Because they lived through repressive political conditions in Guyana between the 1970s-1980s, they have a deep well of knowledge about the current stakes of this moment in America and globally. I am buoyed by the fact that I can learn from them and many other movement elders and ancestors. Their learnings can help us face down what is on the horizon with integrity and grace for ourselves and one another. Elders can also help us learn from their mistakes and still unrealized visions. I also keep learning from my movement elders and those coming after me that thriving, even and especially in times of social tumult, requires creativity, community care, regular rest, and trying new ways of working and being with one another. I am certain that these are at least some of the things that will help to sustain us.

BMP remains ready to support our collective learning, visioning, community building and hope. Rely on us. We are standing with you.

In deep solidarity,

Janis



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Mission & Who We Serve

Building Movement Project strengthens the nonprofit sector's ability to live its values—cultivating the leadership, capacity, and alignment needed to advance lasting social change.

Communities We Served in 2025

In 2025, Building Movement Project's work reached a wide range of nonprofit and movement partners across the country. Through our research, capacity-building programs, and solidarity-centered movement work, we supported **frontline nonprofit workers, executive leaders, and BIPOC staff at every level**, including Black, Latinx, Asian American, Indigenous, and multiracial practitioners.

Our Service and Social Change programs equipped direct service organizations and frontline providers navigating burnout, political pressure, and rising community needs. Through Building Blocks for Change and our Race Equity Assessment initiatives, we partnered closely with multisite nonprofits and DEI practitioners to strengthen equity, leadership, and organizational well-being.

The Movement Building team's efforts expanded support for **BAMEMSA** (Black, Arab, Middle Eastern, Muslim, and South Asian) **communities, South Asian coalitions, and women of color leaders**, while also engaging cross-movement organizers confronting heightened risk, disinformation, and shrinking civic space.

Across cohorts, survey outreach, ecosystem convenings, webinars, and widely accessed resources, BMP served thousands of nonprofit and movement practitioners, helping build a more resilient, equitable, and connected sector for the years ahead.



2025 IN NUMBERS

Building Movement Project further solidified its role as a trusted resource and capacity builder for nonprofits and movements. Growing engagement across learning cohorts, webinars, partner networks, and public resources reflects a strong and rising demand for BMP's leadership, research, and solidarity-centered programs. Particularly in this time of uncertainty across the sector, BMP is seen as a key partner in helping nonprofits weather the storm.

This section provides an overview of BMP's programs and demonstrates how BMP continues to support partners, practitioners, and communities through high-impact, values-driven work.

PROGRAMS DELIVERED IN 2025

Leadership

Navigating Uncertainty Series
Race to Lead 2025

Organizational Change

Building Blocks for Change
Service and Social Change

Movement Building

Movement Infrastructure Series
Solidarity Is
Social Change Ecosystem Map

BMP staff, as skilled facilitators and subject matter experts, create inclusive and generative learning spaces for nonprofit leaders of varying types of organizations.

6

COHORTS HOSTED

- Security to Wellbeing 2025 Cohort
- Security to Wellbeing Cohort Alumni Network
- Solidarity Is 2024 continuing cohort
- Solidarity Is 2025 new cohort
- Solidarity Collaborative cohort
- Supporting Women of Color Leaders: A Funders Learning & Mobilization Cohort
- Leadership Funders Group

5

MAJOR WEBINARS/
PANELS HELD

SURVEY COMPLETERS

1,400+

RACE TO LEAD COMPLETED SURVEYS

200+

POST-PROGRAM
SURVEYS COMPLETED

11

Partners engaged through Security to Wellbeing and Service and Social Change activities

16

Organizations in Building Blocks for Change programs and partnerships

324

Partners through Movement Building efforts (coalitions, cohort partners, and solidarity statements)

351

PARTNERS ENGAGED

8,880+

RESOURCES ↓ DOWNLOADED

500+ downloads of Federal Actions FAQ

600+ downloads of Service to Wellbeing Framework Practice Guide

700+ downloads of Solidarity Stances

800+ downloads of Movement Lessons from the First 100 Days

5,500+ podcast episode downloads

5

PUBLISHED ARTICLES
IN MAJOR MEDIA
SOURCES





STORIES OF IMPACT

Research That Strengthens Movements and Transforms Systems

The Research team advanced Building Movement Project's role as a leading source of insight on race, leadership, and equity in the nonprofit sector. The year began with the arrival of Dr. Janaé Bonsu-Love as Director of Research, bringing renewed strategic vision and expanding the team's capacity.

A major milestone was the launch of the fourth **Race to Lead Survey**, supported by a diverse network of distribution partners. Over 2,000 individuals interacted with the survey, reflecting strong national engagement. For the first time, all survey materials were fully translated into Spanish, widening accessibility for Latinx and multilingual nonprofit workers.

The team also strengthened BMP's public presence through intentional outreach. A widely shared Candid Insights article on frontline worker burnout and a LinkedIn Live event connected Race to Lead findings to the lived experiences of nonprofit staff and the Security to Wellbeing framework. Additionally, a new research initiative on women of color leaders generated a comprehensive literature review and funder landscape analysis that will inform a 2026 white paper and playbook for the philanthropic sector.

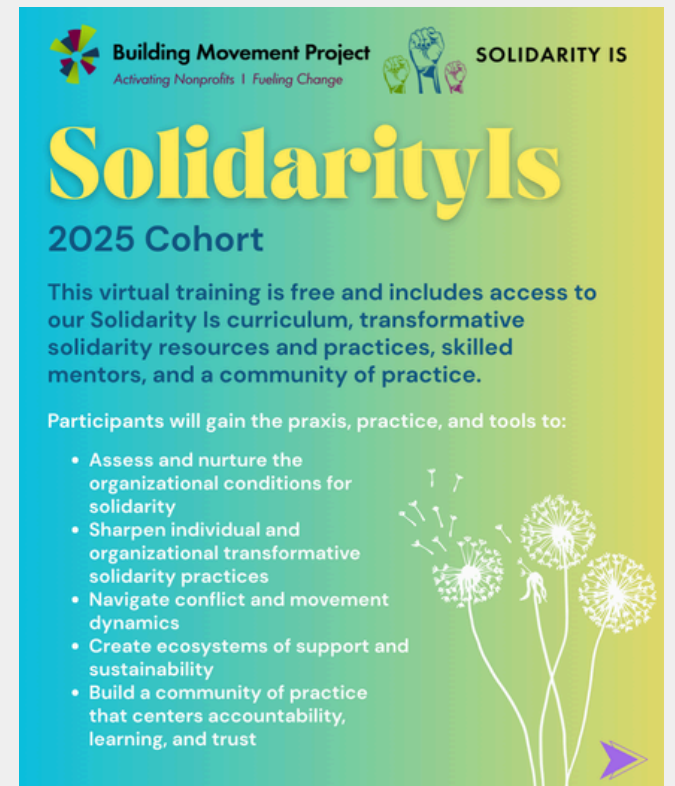
STORIES OF IMPACT

Leading with Solidarity: Cohort Learning and Movement Support in 2025

In 2025, the Movement Building and SolidarityIs team provided essential grounding and support for organizers and community leaders through its cohorts, trainings, and public-facing resources. Participants in the **Solidarity Is Cohort** described the experience as “one of the best learning experiences” of their careers, noting the team’s intentionality and the space’s nourishment during a challenging time. Another shared, “I feel more grounded and connected to tools that will sustain me in the future,” underscoring the program’s lasting impact.

I feel more grounded and connected to tools that will sustain me in the future.

The team also expanded its reach through **Mapping Our Social Change Roles workshops**, helping participants understand their unique contributions to movement work. As one attendee reflected, effective movements make space for people to lead in ways that reflect their



strengths—not a “one-size-fits-all” model.

Across **State of Solidarity panels**, **BAMEMSA** (Black, Arab, Middle Eastern, Muslim, and South Asian) and **South Asian movement tables**, and **cross-movement collaborations**, the team offered timely political analysis and strengthened networks during a rapidly shifting landscape. Their resources, podcast episodes, and solidarity statements further amplified this work, equipping hundreds of practitioners and organizations with tools for resilience, connection, and transformative solidarity.

STORIES OF IMPACT

Race Equity & Accountability: Meeting the Moment

Amid increasing political backlash and coordinated efforts to undermine DEI work across the sector, BMP's Race Equity Assessment (REA) team strengthened its role as a trusted partner for organizations seeking clarity, accountability, and long-term racial equity capacity.

Through the Building Blocks for Change (BB4C) process, supported by practical tools, guided facilitation, and leadership resources, the BMP helped organizations navigate internal challenges, build trust, and strengthen communication and accountability. One notable example is a partner organization that, with strategic guidance from the REA team, surfaced staff concerns, reduced internal resistance to change, and strengthened clarity and

cohesion across multiple departments and sites. The REA team's impact extended beyond its direct work with nonprofit organizations by offering BB4C Pro, which enables DEI practitioners and organizational development consultants to integrate BB4C into organizational planning, facilitation, and capacity-building with their clients. Consultant partners are applying BB4C across multiple organizations, demonstrating broader application of the framework in internal race-equity work.

At the systems level, the REA team continued its partnership with the Grunin Foundation, leading a cohort of nonprofit organizations through a coordinated equity assessment and capacity-building process. The cohort underscored the value of a coordinated process, structured peer learning, and philanthropic investment in building long-term internal equity capacity.

These examples demonstrate the REA's growing impact across organizations, consultant networks, and funder ecosystems and highlight how BB4C continues to strengthen internal equity, clarity, and accountability across the sector.



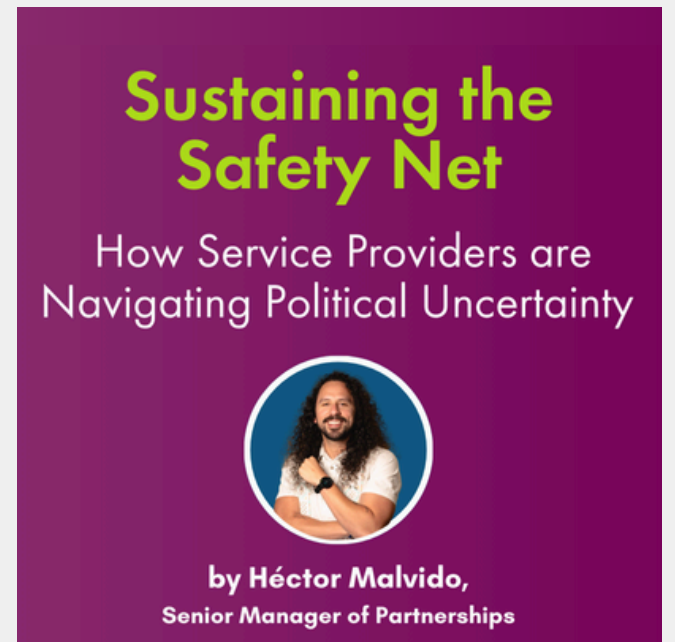
STORIES OF IMPACT

Centering Care, Clarity, and Community in Service Work

BMP strengthened our Service and Social Change work by serving as a critical partner to service-based organizations navigating uncertainty, political tension, and rising demands on frontline staff. Through the Security to Wellbeing framework, we provided organizations with the space, tools, and support to reflect, learn, and deepen alignment between their values and day-to-day practices.

A central milestone of the year was the successful launch of the **2025 Security to Wellbeing Cohort**, which created an interactive experience supporting direct service nonprofits in their work beyond immediate assistance, including advocacy that helps break the cycles their clients face. Through a collaborative learning environment, the cohort equipped organizations with the tools, frameworks, and shared strategies needed to address structural barriers, strengthen client wellbeing, and advance long-term systemic change. The highly selective program welcomed **10 organizations** into a structured, relational, and equity-centered learning experience.

The year also saw the Security to



Wellbeing framework expand its reach through public engagement. We published the Security to Wellbeing Practice Guide, which draws on key lessons from the framework and adapts them into an expansive resource organizations can use to reflect, assess, and implement social change in their work. The **“Sustaining the Safety Net” webinar** brought together sector leaders to discuss the heightened pressures facing service providers in 2025, drawing strong attendance and affirming the urgency of BMP’s approach. Additionally, the team represented BMP as panelists on an **Independent Sector national webinar**, demonstrating renewed recognition of Service and Social Change’s expertise and the relevance of the Service to Well Being framework to organizations across the country.

Throughout the year, BMP remained a steady, trusted learning partner to organizations on the front lines of service delivery. Their efforts deepened BMP’s role as a convener, strengthening the sector’s capacity to care for both staff and communities in a challenging time.

Gratitude & Recognition

As we reflect on a year of profound change and continued resilience across the nonprofit sector, we want to express our deep gratitude to our partners, supporters, and community. Your commitment to Building Movement Projects' mission enables us to uplift frontline leaders, strengthen organizations, and advance equity across movements nationwide. We want to thank our funders and partners for believing in the power of collective action and for standing with us.

Barr Foundation

Freedom Together Foundation

Fidelity Catalyst Fund

Ford Foundation

Hewlett Foundation

Kresge Foundation

Proteus Fund

Nonprofit Secure

The Resilience Initiative

Robert Sterling Clark Foundation

Robert Wood Johnson Foundation

Target Foundation

Wellspring Philanthropic Fund

W.K. Kellogg Foundation



Looking Ahead

As we look ahead to 2026, Building Movement Project is energized by the opportunities and responsibilities that lie before us. The nonprofit and movement ecosystems are entering a period of profound transformation, and our work has never been more essential. In the year to come, we are committed to expanding our research, deepening cross-sector partnerships, and strengthening the infrastructure that supports leaders, organizations, and communities on the front lines of social change. With new initiatives underway, BMP is prepared to meet the challenges of 2026 with clarity and purpose.

In addition to providing the results of the Race to Lead Survey 2025, the Research team will launch the **Race to Lead 10-Year Insight Hub**, offering sector-wide access to a decade of data on race,

leadership, and organizational change. New publications—including the **Women of Color Leadership white paper** and **Funders' Playbook**—will provide critical guidance for advancing equity in philanthropic and organizational practices.

We look forward to launching the **Building Blocks for Change Community of Practice**, which will deepen peer learning, mutual accountability, and shared capacity building across organizations committed to equity-centered change.

The Movement Building and Solidarity team will continue convening organizers, ecosystem partners, and communities, helping movements navigate political shifts with clarity and care.



The Service and Social Change team will advance its work in supporting service providers through resources, research, and the 2026 cohort as they navigate emerging crises, volatile political climates, and the increasing needs of the communities they serve.

As an organization, the Building Movement Project will continue investing in accessible resources, cross-movement partnerships, and the leadership of the nonprofit sector.

Together, these efforts reflect our commitment to strengthening the infrastructure for justice, equity, and collective liberation. We look forward to continuing this work—with you—into 2026 and beyond.



Join Us

As we approach the end of the year, we're reminded of how critical it is to have steady, trusted partners committed to strengthening the nonprofit sector. Throughout our history, BMP has advanced groundbreaking research, tools, and frameworks that help leaders, organizations, and movements navigate change with clarity and purpose. This moment is no different, and the need for our work has never been greater.

As we look ahead to the year to come, we invite you to stand with us by making a [financial contribution](#) that supports our continued impact. Your generosity helps bolster the leaders and ecosystems working every day toward equity and justice.



We also encourage you to stay connected by **signing up for BMP's newsletter** and **following us on social media**, where we share resources, research, and opportunities to engage with our work throughout the year.

Together, we can build the resilient, equitable sector our communities deserve.



Building Movement Project

Activating Nonprofits | Fueling Change

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