

VOICE

# IMPACT REPORT

# 2024



Virginians Organized for Interfaith Community Engagement

# WHO WE ARE



Founded in 2008, VOICE is a nonpartisan coalition of over 50 faith communities and civic organizations in Northern Virginia working together to build power in middle and low-income communities. We organize in Prince William, Fairfax, and Arlington counties as well as the City of Alexandria uniting people across lines of race, class, religion, political party and geography to take action on key issues in our community.



## OUR APPROACH

Relational organizing, the core of our approach, involves building trust and commitment across diverse institutions through leadership development, relationship-building, issue research, and organized action. VOICE's work is founded out of the tradition of broad-based organizing developed over the past 75 years. This model engages leaders from our member institutions in a cyclical process, from identifying and nurturing leaders inside and around their institution to strategic action and continuous reflection.

The aim is to address injustices arising from isolation and racial and socio-economic inequity. By strengthening institutions and fostering public relationships, broad-based relational organizing serves as a calculated response, paving the way for effective collective action. Day to day this means staff focus on building and supporting teams within and across our member institutions through this cycle of relationship building, listening, researching, acting, and reflecting.



# VICTORIES



In 2024, VOICE leaders tackled the housing and behavioral health crises head-on, securing critical funding and advancing reforms to make real change in Northern Virginia. From championing affordable housing investments to pushing for statewide zoning reforms and advocating for youth mental health programs, VOICE brought together leaders, residents, and decision-makers to address urgent needs. This year's work reflects our commitment to practical solutions that improve lives and strengthen communities across the region.

## Affordable & Abundant Housing

Last year, VOICE and our allies achieved two major zoning reforms in Arlington and Alexandria, removing barriers to building more diverse types of homes. While both reforms have faced legal challenges this year, we have kept pushing forward—winning important investments in affordable housing and joining a statewide coalition to make it easier for faith congregations to build affordable homes when called to do so. Our local and state work is increasingly tied to a national housing crisis that demands creativity and the use of every available tool to meet the needs of our neighbors. VOICE is focused on increasing the overall housing supply in our region and ensuring significant investments in affordable housing to address the ongoing crisis.

### Major Housing Victories Across Regions

**\$10 Million**

**PWC Affordable  
Housing Trust  
Fund**

**\$3.5 Million**

**Increase to Alexandria  
City's Affordable  
Housing Budget**

**\$22.5 Million**

**Protected Arlington's  
Affordable Housing  
Trust Fund**



# HOUSING CAMPAIGN VICTORIES



VOICE has built teams of lay and clergy leaders across the region who have collectively met with over 20 local and 12 state legislators to advocate for statewide zoning reforms for mission-driven housing. With this groundwork, we are pushing for the bill to pass in the 2025 General Assembly and are fully committed to continuing the fight into the following year if needed.



In Prince William County, VOICE and key allies played a central role in establishing the county's first-ever Affordable Housing Trust Fund and won **\$10 million** in initial funding. Presently, VOICE is working on passing a strong affordable housing ordinance, to give the county greater tools to build and preserve affordable housing.



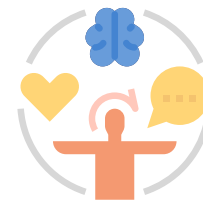
In Alexandria City, VOICE leaders secured a **\$3.5 million** increase to the city's affordable housing budget. This funding made it possible to restart a stalled project, paving the way for over 90 affordable homes to be built for the community.



Together with allies, VOICE in Arlington County protected **\$22.5 million** in funding for Arlington's Affordable Housing Trust Fund from an attempted severe cut.



# Behavioral Health Campaign Victories



VOICE has demonstrated its commitment to organizing people power in transforming behavioral health services and ensuring accountability for Crisis Receiving Centers (CRCs) in Northern Virginia and across the Commonwealth. Through sustained organizing and strategic partnerships with community stakeholders such as NAMI, the Virginia Association of Chiefs of Police, and the Virginia Hospital & Healthcare Association, VOICE has organized people and institutions to demand action and accountability. **This collective effort has secured tangible wins, including advancing funding and prioritization of CRC expansion and same-day crisis care.**

In March 2023, VOICE's organizing was pivotal during Senator Tim Kaine's tour of the forthcoming CRC in Prince William County, and in September 2024, nearly 500 community members united at VOICE's Behavioral Health Assembly in Fairfax to hold leaders accountable for implementing a youth CRC in Fairfax County.

These actions highlight VOICE's role as a driving force in ensuring that no community remains underserved, leveraging its organized power to protect families and secure a future where behavioral health crises are met with immediate, compassionate, and effective care.

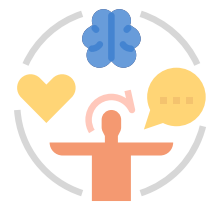


Fairfax Behavior Health Assembly

**Thank you to our Statewide Behavioral  
Health Campaign partners!**



# Youth Focused Crisis Receiving Center in Fairfax



After securing **\$15 million in funding** to support the eventual creation of a youth-focused behavioral health Crisis Receiving Center in Fairfax County, VOICE launched a listening campaign that spoke face-to-face with over 400 youth and parents across the county about their top concerns. This led to an assembly in September with nearly 500 leaders together with the chair of Fairfax's Board of Supervisors and School Board and the Superintendent of the public schools about a slate of proposed reforms to prevent overdose, addiction, and serious mental illness among the county's youth

Secured  
**\$15 Million**

## High-quality after-school programs

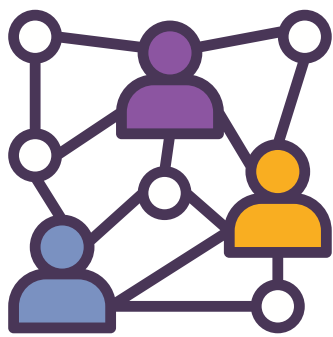
In the wake of a series of fatal overdoses among Arlington teens, **VOICE and allies secured \$1.9 million** to launch a network of high-quality after-school programs targeted towards the county's most vulnerable youth. The first slate of programs is up and running at one high school and one middle school, with expanded offerings planned for 2025.

Secured  
**\$1.9 Million**

## CRC Community-level Information Sessions

In Prince William County, VOICE launched a series of community-level information sessions designed to give local residents an understanding of the soon-to-be-created Crisis Receiving Center in Woodbridge—a vital new resource that will open in the summer of next year. The first few sessions have been conducted, with many more scheduled for 2025.





# ADDITIONAL POWER BUILDING CAMPAIGNS

## 2024 Get Out The Vote



When we engage our communities in the civic process we make more voices heard and build our own organizational power. For this year's critical election we focused on the hotly contested Congressional District 7 race. Increasing turnout in this particular race we felt was our best avenue for elevating our communities local and national power. VOICE leaders along with our friends at Tenants and Workers United and NAACP Arlington Branch collectively had 3,191 conversations with voters, made 755 vote plans and had 440 people commit to getting their friends and family to vote as well! Thank you so much to the many volunteers who helped to make this impact through our GOTV campaign!



Thank you to these volunteers who showed up to every GOTV shift!



**3,191** Conversations with Voters.



**755** Vote plans made.



**440** Commitments to get friends and family to vote!

# Strategic Planning Process



This year, VOICE's Strategy Team and leaders from our member institutions invested deeply in a year-long strategic planning process, facilitated by Rosann Wisman of WismanGroup. This collaborative effort engaged leaders across the organization to clarify VOICE's purpose, deepen relationships, and chart a bold direction for the future. As we adapt to our growth and the evolving needs of our communities, this process has positioned VOICE to lead with renewed vision and strategy. We look forward to sharing the outcomes of this work at our 2025 Annual Meeting—stay tuned!



## Core Team Training Series



**25** Participating Member  
Institutions



**170** Leaders Trained

In 2024, VOICE hosted a four-part Core Team Training Series that brought together over 170 people from across our four regions to strengthen leadership within our member congregations and organizations. Participants engaged with a panel of experienced leaders and organizers to learn from past organizing victories, shared a potluck to build community, and received hands-on training using VOICE's new Core Team Manual. The series focused on key organizing tools, including one-on-one listening sessions, listening campaigns, and campaign strategy. With participation from over 25 member institutions, the training was a success in starting, re-invigorating, and strengthening Core Teams. Looking ahead, VOICE plans to evaluate this initiative and continue investing in the development of everyday leaders essential to building democracy.



# Structure of VOICE



## Action Team

VOICE is governed by a team of leaders from the member institutions that discuss, ratify, and implement all VOICE's major campaigns and actions.

## Strategy Team

Serving as VOICE's Board of Directors, clergy and lay leaders from our member organizations are elected to serve three-year terms on the Strategy Team. The Strategy Team further develops decisions made by the Action Team and sets the strategic direction for the organization. For 2024, the Strategy Team consists of:

**Jacomina de Regt**, Secretary: Unitarian Universalist Church of Arlington

**Paul Douthit**, Treasurer: St. Mary's Episcopal, Arlington

**Rev. Dr. George Farmer**: Olive Branch Baptist Church, PWC

**Kevin Harris**: ARHA Resident Association, Alexandria

**Hilary Horn**: Temple Rodef Shalom, Fairfax

**Rev. Mandy North**: Co-Chair: Manassas Church of the Brethren, PWC

**Rev. Dr. Keith Savage**: Co-Chair: First Baptist Church Manassas, PWC

**Rev. Dr. Etoria Goggins**: First AME Church of Manassas, PWC

**Saif Rahman**: Dar Al-Hijrah, Fairfax

**Rev. Michael Sessoms**: Little Union Baptist Church, PWC

**Rev. Alice Tewell**: Clarendon Presbyterian Church, Arlington

**Rev. Stephen Smith-Cobbs**: Trinity Presbyterian Church, Fairfax

**Deshapreca Robinson**: Life After Convictions, PWC

**Rev. Lynn-Stanton Hoyle**: Burke Presbyterian Church, Fairfax

## Executive Team

Four members of the Strategy Team make up the Executive Committee, which meets often with VOICE staff and represents VOICE formally: The two co-chairs (Rev. Dr. Keith Savage and Rev. Mandy North), treasurer (Paul Douthit) and secretary (Jacomina de Regt).



Rev. Dr. Keith Savage  
VOICE Co-Chair  
Senior Servant at First  
Baptist Church Manassas



Rev. Mandy North  
VOICE Co-Chair  
Pastor at Manassas  
Church of the Brethren

# VOICE Staff



**James Pearlstein**  
**Co-Lead Organizer**

James Pearlstein serves as the Co-Lead Organizer at VOICE, working primarily in the Prince William County and Arlington areas.

James previously organized with VOICE's sister organizations in the Washington, DC area and in Cleveland, Ohio.



**Jessica Sarriot**  
**Co-Lead Organizer**

Jessica Sarriot serves as the Co-Lead Organizer at VOICE, working primarily in the Alexandria area.

Jessica organized with VOICE back in 2013 and has over ten years of experience managing campaigns and programs within the nonprofit and government sectors.



**Rev. Dr. Kenneth Nixon**  
**Senior Organizer**

Rev. Kenneth Nixon serves as a Senior Organizer at VOICE, working primarily in Fairfax County. He also serves as the Social Justice & Outreach Pastor at First Baptist Church of Manassas.



**Edward Layman**  
**Operations Manager**

Edward Layman serves as an Operations Manager at VOICE, working on our administration team and logistical support for events.

Previously Edward worked in the political campaign world and supported union voter outreach efforts in the 2020 and 2024 elections.



# 2024 Member Organizations



Trinity Presbyterian Church  
Arlington - August 2023



All Dulles Area Muslim Society



St. John Baptist Church  
of Alexandria

VOICE is a coalition of dues-paying member institutions which participate actively in the Action Team to set and implement strategies. Any organization can become a member, including congregations, temples, mosques, union locals, business groups, schools, PTA's, health centers, etc.

## Alexandria City

- Beverley Hills United Methodist Church
- Episcopal Church of the Resurrection
- Grace Episcopal Church
- Old Presbyterian Meeting House
- St. Joseph Catholic Church
- Third Baptist Church
- Virginia Theological Seminary

## Fairfax County

- Accotink Unitarian Universalist Church
- Bethlehem Baptist Church
- Burke Presbyterian Church
- Dar Al-Hijrah Islamic Center
- Emmaus United Church of Christ
- Falls Church Presbyterian Church
- Hope United Church of Christ
- John Calvin Presbyterian Church
- Mount Pleasant Baptist Church
- Shiloh Baptist Church (McLean)
- Shiloh Baptist Church (Lorton)
- Temple Rodef Shalom
- Trinity Presbyterian Church
- Unitarian Universalist Church in Reston
- Vienna Baptist Church

## Arlington County

- Arlington Presbyterian Church
- Clarendon Presbyterian Church
- NOVA Catholic Community
- Our Lady Queen of Peace Catholic Church
- St. George's Episcopal Church
- St. Mary's Episcopal Church
- Trinity Presbyterian Church
- Unitarian Universalist Church of Arlington

## Prince William County

- Bull Run Unitarian Universalists
- Dar Alnoor Islamic Center
- First AME Church of Manassas
- First Baptist Church Manassas
- Little Union Baptist Church
- Manassas Church of the Brethren
- Mt. Olive Baptist Church
- Mt. Zion Baptist Church
- Olive Branch Baptist Church
- Sikh Education Organization
- St. Francis Assisi Catholic Church
- St. Paul United Methodist Church
- St. Matthews Lutheran Church

## At-Large

- All Dulles Area Muslim Society
- Life After Convictions
- Moms of Muslims Network
- Northern Virginia Baptist Association



# 2024 Grants



Organized money is a key part of our work. VOICE staff work throughout the year secure grant funders. These are the organizations who support our work.

## Foundations

- Meyer Foundation
- Potomac Health Foundation
- Southern Partners Fund
- Virginia Housing
- Arnold Ventures
- Greater Washington Community Foundation
- Weissberg Foundation

## Faith Organizations

- Arlington Presbyterian Church
- Evangelical Lutheran Church in America

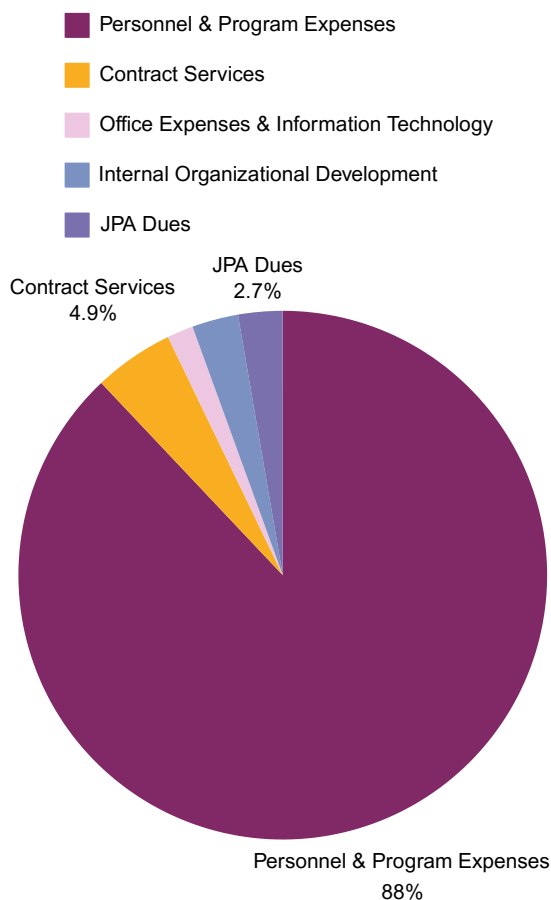


# 2024 Finances

As a Non-Profit community led organization VOICE prides itself on putting 88% of our budget towards staff and program expenses. Our campaigns are the center of what we do and as an organization funded by our community we are committed to ensuring every donation, grant and membership dues goes towards that work.

We thank all those who contribute to VOICE's community organizing campaigns. We rely on the generous support of our community to do the work we are called to do.

**Thank you!**



## 2024 Expenditures

- Personnel & Program Expenses → \$810,561
- Contract Services → \$45,100
- Office Expenses & Information Technology → \$14,780
- Internal Organizational Development → \$26,100
- Just Power Alliance Dues → \$25,000



VOICE

# VOICE Co-Chair & Co-Lead Organizer Letter

Dear VOICE Leaders,

As 2024 comes to a close, we reflect on a year of remarkable action and impact for justice in Virginia—and prepare for an even more determined push forward. This year, VOICE has undergone a pivotal strategic planning process, deepening our commitment to staying true to our core identity as a broad-based power organization. At our upcoming Annual Meeting, we will officially adopt our new name: Virginians Organized for Interfaith and Community Engagement. The addition of "and" highlights the indispensable role of faith institutions in our work while clarifying that we are a broad-based organization, welcoming and building power with all types of community organizations. We are grounded in our values of justice, listening, relational power, winning, and accountability.

We know that some of our victories depend on critical federal and state funding streams, such as those supporting housing and healthcare. But the foundation of our success lies in the relationships we build locally—relationships that foster solidarity and public accountability. In a time when too many are isolated by their screens and divided by echo chambers, VOICE's work of listening and relational organizing is a vital act of democracy.

As we have highlighted throughout the Impact Report, we achieved many victories in 2024 across our campaigns, for which we are proud.

This year VOICE reaffirmed our identity and values through our strategic planning process, strengthened our Core Teams and engaged members around what it means to grow and adapt in an era of significant political stakes. We continued fighting for systemic change in housing, healthcare, and beyond, recognizing that justice requires us to move together—faith and community institutions united in action.

We honor how VOICE leaders like you have bridged divides across race, religion, income, and political ideology to bring about real change. These collective actions remind us of the power of solidarity and the importance of acting boldly in pursuit of justice.

As we head into 2025, the stakes remain high. Our democracy depends on communities that can build relationships across lines of difference, organize for justice, and hold decision-makers accountable. VOICE is committed to this work: following through on our local campaigns, engaging in statewide efforts, and investing in the power of our leaders to effect change. Together, we will take faithful collective action to correct everything that stands against love in Virginia.

Thank you for your unwavering commitment and leadership.

See you out there,

Rev. Mandy North, VOICE Co-Chair  
Rev. Dr. Keith Savage, VOICE Co-Chair  
James Pearlstein, VOICE Co-Lead Organizer  
Jessica Sarriot, VOICE Co-Lead Organizer

