



Friends Committee  
on National Legislation  
Lobbying with Quakers

# JANUARY-DECEMBER 2025 SPEAKING UP FOR PEACE, JUSTICE, AND OUR DEMOCRATIC SYSTEM

**TOWARDS THE WORLD WE SEEK: FCNL 2024–2028 STRATEGIC PLAN**



JANUARY–DECEMBER 2025

# SPEAKING UP FOR PEACE, JUSTICE, AND OUR DEMOCRATIC SYSTEM

***In the first year of the second Trump administration, we have witnessed an administration overreach and abuse its authority again and again. From illegally impounding funds to disappearing migrants at home to invading Venezuela and kidnapping President Maduro, we have seen the executive consistently grabbing at power.***

Yet, we have consistently urged Congress to stand up for peace, justice, and our democratic system of checks and balances. In the past six months, we had a major win to bolster Congress' war powers – the repeal of the 1991 and 2002 Authorizations for Use of Military Force in Iraq, which FCNL has been working on for decades.

Our network has mobilized to urge Congress to end boat strikes in the Caribbean and war on Venezuela, set up guardrails to protect its power of the purse, and restrict the administrations' violent and abusive immigration enforcement. Advocacy

Teams, celebrating their tenth year, expanded to fifty states as they spoke out for *Aid not Arms for Gaza*.

We gathered virtually for our 2025 Annual Meeting: *Still Speaking Truth to Power*, where we strategized and were inspired to keep our prophetic voices strong in the face of authoritarianism. We launched the Capital Campaign with our General Committee and discerned a new policy position on Artificial Intelligence (AI). Our Anti-racism, Anti-bias, Justice, Equity, Diversity, Integrity (AJEDI) work was rooted deeply in our history and institutionalized in new staff structures.

As we look to the next year of our strategic plan, we need to keep our prophetic voice strong to encourage Congress to reclaim its authority and restrain the violence being committed by the Trump administration. That is our next step to build a world free from war and the causes of war.

Download the 2024–2028 FCNL Strategic Plan at [fcnl.org/strategicplan](https://fcnl.org/strategicplan)

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# Strengthen FCNL’s nonpartisan influence among federal policymakers

## Key Strategies

- » Expand and increase participation and engagement of FCNL constituents in in-person, DC-based advocacy.
- » Build stronger relationships directly with members of Congress through strategic grasstops investments and direct staff lobbying.
- » Position FCNL among federal policymakers as a sought-after non-partisan faith advocacy organization.
- » Partner with organizations that share FCNL’s goals to bridge political divides.

## By the Numbers

Indicators	2023 Benchmark	2024 Results	2025 Results
Constituent Visits	975	721	<b>841</b>
Staff Lobbying	528	513	<b>583</b>
Close Members of Congress	4	6	<b>10</b>

# 1. Strengthen FCNL’s nonpartisan influence among federal policymakers

## Highlights

- » FCNL engaged 371 congressional offices — 156 Republican offices and 215 Democratic offices.
- » FCNL staff and advocates have met with 64% of the 81 offices of members new in the 119th Congress: 21 Republican offices and 30 Democratic offices. Leveraging grasstop advocate relationships and opportunities when FCNL advocates are in D.C. has resulted in successful relationship-building directly with several representatives and senators.
- » FCNL and the Advocacy Teams were instrumental in supporting the reintroduction of the UNRWA Funding Emergency Restoration Act in March 2025. Rep. Jayapal (WA-07), the lead sponsor, was the featured guest speaker on the FCNL January National Call.
- » In July, 27 Senators, including over half of Democratic Senators, voted to block weapons sales to Israel, an Advocacy Team focus issue.
- » In August, FCNL partnered with the Friends Meeting at Cambridge (MA-5) to host a conversation between Bridget Moix and House Minority Whip Katherine Clark (MA) at the Meetinghouse, which has helped to strengthen FCNL’s relationship with a House leadership member.



**Rep. Katherine Clark (MA-5)**, middle, joined for a townhall at **Friends Meeting at Cambridge**.



**Rally in front of FCNL's office** for humanitarian aid to Gaza, not arms to Israel.



**Sen. Raphael Warnock (GA)** points to a "Love Thy Neighbor (No Exceptions)" button.

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# Transform FCNL’s grassroots advocacy network into a powerful, diverse, strategic, and intergenerational movement

## Key Strategies

- » Develop intergenerational lobbying opportunities within the advocacy program by strengthening FCNL’s alumni network and increasing its campus presence.
- » Strategically build advocacy networks in key states and districts, including developing regional field organizers.
- » Implement a program for base-building, retention, and constituent leadership development.
- » Foster diverse engagement by recruiting from a range of constituencies, united by shared values across ideologies, identities, faiths, and geography.

## By the Numbers

Indicators	2023 Benchmark	2024 Results	2025 Results
Advocacy Teams	128	135	<b>138</b>
Campus Chapters	0	4	<b>10</b>
Mailable Universe	160,025	183,232	<b>140,158</b>
Online Actions <sup>a</sup>	261,279	363,087	<b>314,808</b>
Intergenerational Events <sup>b</sup>	0	1	<b>1</b>

## 2. Transform FCNL’s grassroots advocacy network into a powerful, diverse, strategic, and intergenerational movement

### Highlights

- » More than 3,200 constituent advocates carried out 841 lobby visits with 272 different congressional offices – 119 Republican offices and 153 Democratic offices.
- » Ten new Advocacy Teams were launched, bringing the total to 138 teams in all 50 states. Statewide Advocacy Team networks now exist in 23 states.
- » More than 2,200 people participated in 466 lobby visits with Advocacy Teams and published 73 times in the media in 2025.
- » Advocacy Teams saw great success using a new advocacy tactic this year: sign-on letters recruiting hundreds of community leaders and organizations.
- » The Advocacy Teams celebrated their 10th anniversary as a program by welcoming Senators Tim Kaine (VA) and Peter Welch (VT) to a special September National Call.
- » Advocacy Teams staff hosted their first ever in-district faith leader lobby day in Richmond, VA. Over 20 faith leaders lobbied Rep. Jennifer McClellan (VA-04) and staff for Senators Kaine and Warner.



2025-2026 **Advocacy Corps** at their launch.



Rep. Mark Pocan (WI-2) meets with the **Madison Advocacy Team**.



**Advocacy Team** launch in Bloomington, IL.

## 2. Transform FCNL's grassroots advocacy network into a powerful, diverse, strategic, and intergenerational movement

### Highlights CONTINUED

- » FCNL launched the first cohort of 12 Advocacy Corps alumni, called the Advocacy Corps Fellows, serving as mentors for current Advocacy Corps organizers from October to May.
- » In 2025 we launched six new Campus Chapters, bringing our total to ten around the country. They logged 14 lobby visits in fall 2025 on a variety of our legislative issues. Six chapters connected with local Advocacy Teams for strategic and collaborative advocacy.
- » Twelve new Diaspora Organizers from nine countries joined the program in September, conducting over 18 lobby visits during the Diaspora Organizer Gathering in September 2025.
- » FCNL acquired 31,172 new email addresses in 2025. Our full network took over 300,000 digital actions in 2025, ranging from writing members of Congress on aid access to Gaza to calling for extending the New START Treaty.



Western Carolina University campus chapter meets with Rep. Chuck Edwards (NC-11) to lobby on refugee resettlement.

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# Advance policy changes through prophetic narratives using strategic communications

## Key Strategies

- » Increase FCNL’s media presence by using a diverse set of tools for specific audiences, including social media, texting, videos, and user-generated content.
- » Elevate FCNL as the “go-to” voice on priority policy issues through original thought pieces, highlighting expertise of lobbyists, and through other strategic communications tools.
- » Empower grassroots advocates to share their stories through local media training and by systematically collecting and distributing them.
- » Expand the slogan “Love Thy Neighbor, No Exceptions” as a central counter-narrative and campaign to reach a broader public audience.

## By the Numbers

Indicators	2023 Benchmark	2024 Results	2025 Results
Total Emails Sent to the FCNL Community	5,528,312	6,077,644	<b>6,218,575</b>
Social Media Community	35,826	21,731 NOT INCLUDING TWITTER/X	<b>26,655</b>
Average Monthly Circulation of Five Digital Newsletters	30,746	29,596	<b>38,310</b>
Letters-to-the-Editor and Op-Eds	192	162	<b>107</b>
Website Visitors	668,830	556,208	<b>589,453</b>

### 3. Advance policy changes through prophetic narratives using strategic communications

#### Highlights

- » We published four monthly digital newsletters: *Quaker Contacts*, *Inside the Greenhouse*, *Native American Legislative Update*, and the *Advocacy Teams* newsletter, and the weekly *This Week in the World*. Collectively, these publications had an average monthly circulation of 38,310 in 2025.
- » After leaving X/Twitter and launching our account on Bluesky in December 2024, our audience and engagement have grown this year, particularly in the second half of 2025. Our *Bluesky* account has surpassed 2,000 followers and continues to grow steadily as we are seeing stronger, more consistent engagement.
- » We’ve published one major report in 2025: *The War in Ukraine and The Urgent Need for Diplomatic Solutions*.
- » General Committee discerned and approved an AI policy to add to our existing policy statement and guide further lobbyist engagement on the issue.
- » Our website was a resource for people searching for information, particularly those looking for statistics on poverty (with over 150,000 visitors landing on our ‘Top 10 Poorest States’ page) and foreign policy (with tens of thousands learning about war powers and Gaza).



Our **report on the war in Ukraine** continued FCNL's witness calling for an inclusive peace process and the need for diplomatic solutions.



Our **communications team** supported the Advocacy Team's ten-year celebration with a video highlighting how they work to lobby members of Congress.



Our **Bluesky account** saw consistent growth in engagement through 2025, becoming a major tool for informing our community.

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# Foster beloved community by integrating anti-racism, anti-bias, justice, equity, diversity, and integrity (AJEDI) throughout all our efforts

## Key Strategies

- » Provide a framework to live out boldly FCNL’s AJEDI commitments internally and externally, with consistency and integrity.
- » Increase a sense of belonging across the FCNL community and strengthen a shared culture among staff, governance, volunteers, and the network through trainings, intentional practices, and transparency across the organization.
- » Through deep listening and active engagement, cultivate authentic relationships with communities that are impacted by government policies and act in solidarity to meet their urgent needs.
- » Create sustainable systems of assessments and accountability to measure FCNL’s progress and commitment in building our beloved community.

## By the Numbers

Indicators	2023 Benchmark	2024 Results	2025 Results
Staff Belonging 1 (low) to 5 (high) <sup>c</sup>	3.76	4.11	<b>4.15</b>
<b>Staff</b> that Self-Identify as Indigenous, a Person of Color, or Black <sup>d</sup>	43%	47%	<b>47%</b>
<b>Governors</b> that Self-Identify as Indigenous, a Person of Color, or Black <sup>d</sup>	15%	8%	<b>10%</b>
Average Age of <b>Staff</b>	38	38	<b>38</b>
Average Age of <b>Governors</b>	64	63	<b>64</b>

## 4. Foster beloved community by integrating anti-racism, anti-bias, justice, equity, diversity, and integrity (AJEDI) throughout all our efforts

### Highlights

- » A new preamble for the FCNL AJEDI statement was developed by staff in collaboration with the AJEDI governance working group. The preamble establishes FCNL’s definitions for anti-racism, anti-bias, justice, equity, diversity, and integrity. This language transitions the “I” of AJEDI from “inclusion” to “integrity” to best reflect FCNL’s work in this area.
- » The governance AJEDI Working Group created and shared a statement on the importance of AJEDI at this moment in history and FCNL’s continued commitments.
- » The staff work in Quaker Leadership and AJEDI was combined into one team this year because of the importance of FCNL’s AJEDI commitments to its Quaker identity. The role of AJEDI Manager was transformed into the role of Community Integrity Manager, supporting FCNL in living into both its Quaker identity and AJEDI commitments.
- » At the beginning of the year, FCNL developed a civil rights webpage to cover links for our community to take action on issues that are not current FCNL legislative priorities. We updated and grew the website over the course of the year in response to current events.



FCNL supporters gather in New York City with FCNL’s Tanzania Thomas and Stephen Donahoe.



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# Restructure and boldly resource FCNL to support current needs and future capacities

## Key Strategies

- » Resource the organization to enable reasonable staff and volunteer workloads; ensure strong financial management; and cultivate high employee satisfaction.
- » Reimagine FCNL’s governance structures to better support the fullness of FCNL’s mission and growth with integrity and simplicity.
- » Conduct a successful comprehensive fundraising campaign that expands FCNL’s resource base and increases unrestricted lobbying income.
- » Ensure facilities and infrastructure meet organizational needs, optimize hybrid work environments, and enhance the use of appropriate information technology.

## By the Numbers

Indicators	2023 Benchmark	2024 Results	2025 Results
Capital Campaign	N/A	\$4.21 million 21% OF \$20 MILLION GOAL	<b>\$9.3 million</b> 46.5% OF \$20 MILLION GOAL, WITH 74 DONORS
Annual Fundraising (Fiscal year) <sup>e</sup>	\$7.9 million	\$9.6 million	<b>\$8.5 million</b>
Endowment	\$8.9 million	\$10.44 million	<b>\$11.48 million</b>
Facility Use by Partners	1.5	12	<b>16</b>
Total Staff	61	61	<b>57</b>

## 5. Restructure and boldly resource FCNL to support current needs and future capacities

### Highlights

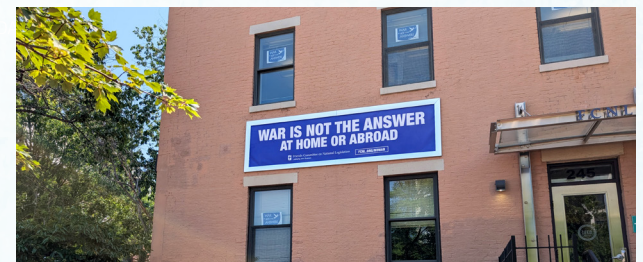
- » FCNL’s audit for FY 2025 was completed swiftly, thanks to the hard work of the Finance team.
- » Our Performance Review and Quarterly Check-in process has been updated in an effort to streamline while increasing staff/manager engagement and create a more meaningful experience throughout the year.
- » Our leave policies were updated to better align with the market and promote regular use of time off.
- » We finalized a new governance structure of committees with the Stewardship and Quaker Governance committees launching at Annual Meeting 2025.
- » Justice Calls, Love Unites: Building Inclusive Democracy Campaign raised \$9.3 million, 46.5% of its goal of \$20 million with 74 donors. The campaign launched its General Committee phase at Annual Meeting 2025.
- » As of Annual Meeting 2025, the AJEDI governance work is no longer coordinated by a working group but a permanent subcommittee of the Quaker Governance and Engagement.
- » We welcomed Creation Justice Ministry as our first mission-aligned tenant! Plans are moving forward for maximizing the use of our space at 245 2nd St NE.



FCNL’s **Bridget Moix**, together with Clerk of the General Committee, **Kitty Ufford-Chase**, and **Michael Fuson**.



FCNL supporters from the **North Pacific Yearly Meeting** show their banner, L to R: **Jasmine Krotkov (MT)**, **Susan Cozzens (WA)**, **Nancy Irving (WA)**.



The **banner at FCNL’s office** proclaiming our message of peace to Congress.

# Notes on Data and Measurements

We used the annual 2023 data as the benchmark. The 2024 and 2025 data is based on the end of the calendar year.

## Bold Step 2

### *Transform Grassroots Advocacy*

- a. Total Actions are only those recorded on ActionKit, our email database or customer relationship management software.
- b. FCNL is evolving its programs to ensure that all its lobbying and training events are intergenerational.

## Bold Step 4

### *Fostering Beloved Community*

- c. Staff Belonging is measured annually through a staff satisfaction survey, with ratings from 1 (low) to 5 (high).
- d. Staff and Governors self-identify their age and race in our annual surveys. Options include white, Indigenous, Black, or person of color.

## Bold Step 5

### *Restructure and Resource*

- e. Annual Fundraising is the total contributed income (individuals, foundations, and planned giving).
- f. The 2023 data of Facility Use by Partners covers only Friends Place. The 2024 and 2025 data covers all the conference rooms in the FCNL building, the Quaker Welcome Center, and Friends Place.

## Credits

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