

2024

ANNUAL REPORT

SAN DIEGO ORGANIZING PROJECT
UNLOCKING THE PROPHETIC POWER OF PEOPLE



A LETTER FROM OUR EXECUTIVE DIRECTOR

Dear Friends and Partners,

At the San Diego Organizing Project, we believe in collective prophetic action guided by our deepest values and responding to our communities' most profound concerns. We know that we are facing challenging and uncertain times, policies, and shifts in our country that will impact the people we love, our neighbors, and friends. Our organizing is a prophetic call to action, urging not only words but a movement of righteousness that impacts systems of power.

At a time when society is increasingly divided by politics, race, class, and technology, faith-based community organizing reminds us that we build bridges, not walls. We are called to deepen and expand our relationships with one another, bridge our differences, and truly walk together as people of faith amid so much uncertainty and fear.

Our work is not just about organizing for systemic change and policy; it's about lifting up the voices of those who have been overlooked for far too long. It's about fighting for justice, for equity, and a San Diego where every person, regardless of background or circumstance, has the opportunity to thrive. At SDOP, we are committed and will actively empower our organizing teams, congregations, and community members to access resources to protect undocumented immigrants, build resilient leaders, and hold local government accountable.

The journey ahead is not easy, but it is necessary. We are at a pivotal moment — a time when our collective resilience and unwavering commitment can make real change. Whether we're fighting for affordable housing, protecting and empowering our immigrant community, or building a moral economy, we know that together our vision for a better future is possible.

I am inspired daily by the passion, courage, and dedication of congregations across the region and the communities we serve together. Your commitment is what fuels our movement, and together, we will continue to build a San Diego where all of us can live with dignity and hope.

Thank you for your support, your voice, and your belief in the power of organizing. The road ahead is long, but with you by our side, there is no challenge we cannot overcome.

In moments of challenge, we find strength in our communities.

With gratitude and solidarity,

Dinora Reyna-Gutierrez

DINORA REYNA-GUTIERREZ
EXECUTIVE DIRECTOR, SDOP



MISSION

The San Diego Organizing Project is a multi-faith, multi-ethnic network of 24 congregations that represent more than 70,000 individuals across San Diego County. Our mission is to unlock the prophetic power of people by developing and training grassroots community leaders, and to empower communities that are directly impacted by the unjust systems we seek to transform.

VISION

As one of the most diverse grassroots, base-building organizations in the region, we uniquely bridge racial, cultural and economic divides to bring justice, equality, and greater opportunity to fruition in their communities. We envision a San Diego in which all families are engaged, healthy, stable and secure.





2024 AT A GLANCE

1,650 ONE-ON-ONES

Leaders & organizers discovered the values, concerns and ideas of their fellow congregants and neighbors by doing one-to-one visits and listening sessions. Together, we worked on problems that matter most to our communities. We engaged thousands of people, and sustained long-term campaigns to bring about systemic change.



40 RESEARCH ACTIONS

Our leaders met with key decision-makers to research why problems exist, the solutions, and who has the power to make change. As a result, our leaders grew more knowledgeable and were able to bring solutions that get to the root of problems.

7 PUBLIC ACTIONS & 1,000 ATTENDEES

These actions brought people together to hold elected candidates accountable to our community's needs focused on issues of immigration, housing, policy accountability and the 2024 election.



MEET OUR BOARD



GLORIA MORALES-PALOS,
CO-CHAIRPERSON
CHRIST THE KING CATHOLIC CHURCH



DR. KADRI J. WEBB,
CO-CHAIRPERSON
ST. JOHN CHURCH



ISABELLA FURTH, SECRETARY
FIRST UNITARIAN UNIVERSALIST CHURCH, SAN DIEGO



LUZ GODINA, TREASURER
ST. FRANCIS OF ASSISI CATHOLIC CHURCH



GABRIEL CONTRERAS, MEMBER
OUR LADY OF GUADALUPE CATHOLIC CHURCH



DAVID JAY, MEMBER
GOOD SAMARITAN EPISCOPAL CHURCH



GARY BROWN, MEMBER
CHRIST CHURCH CORONADO

MEET OUR TEAM



DINORA REYNA-GUTIERREZ
EXECUTIVE DIRECTOR

In 2024, I was most proud of the unwavering commitment and love from faith leaders and clergy throughout our region. During such a difficult political moment, being a witness to love over fear and hate, grounded me in my commitment to community organizing.

In 2025, I'm looking forward to deepening and expanding community resilience, centering the voices of folks most impacted, and centering love and joy in our work!



TERESA PEREZ
LEAD COMMUNITY ORGANIZER

One of my proudest successes in 2024 was stepping into the role of lead organizer. I built a new team at St. Francis Church, bringing together impacted community members to take action. Additionally, 30 of my leaders were actively involved in election work, making a meaningful impact in our community.

In 2025, I'm looking forward to focusing on protecting our undocumented community, ensuring they feel supported, safe, and empowered.



RORY ESCHENBACH
OPERATIONS MANAGER

My proudest success in 2024 is having built out robust staff evaluation and work plan success systems in collaboration with Dinora. This project led to clear metrics and goals for organizers that help them develop power among the grassroots leaders they organize and allows SDOP's managers to track intentional, targeted development of our team members.

In 2025, I'm looking forward to further streamlining and strengthening SDOP's internal infrastructure. In an increasingly hostile political climate that requires urgent action and flexibility from organizations like ours, it's more important every day that our organizers and grassroots leaders have access to the resources and support they need to protect our community and build an equitable and just San Diego region.

DANYREA MEGGINSON
COMMUNITY ORGANIZER



I am proud of the collaborative efforts and outcomes achieved by three churches that successfully organized a research action with less than 2 weeks to prepare. Watching the leaders, clergy, and staff come together to plan a meaningful forum was inspiring. It exemplified our action principle, "The action is in the reaction," as everyone responded with determination despite the challenges.

2025 feels promising for me as a year of growth and improvement in organizing. I bring into the new year valuable organizing experiences and lessons from 2024, which will give greater insight, strategy and motivation to excel.



KATIA ORTIZ
ADMINISTRATIVE ASSISTANT

I am proud of being able to manage our 2024 paid phone banker program. This is my first time managing a program during our voting season. This experience will be very helpful with future voter engagement programs.

In 2025, I'm looking forward to all the learning opportunities that will be coming up for 2025. I have my learning cap on and am ready to grow with SDOP.

ASHLEY MENDIOLA
COMMUNITY YOUTH ORGANIZER



I'm proud of teaching over 100 youth and young adults the art of organizing and training them to advocate for their communities. Together we learned that, "we are never too young to change the world."

In 2025, I'm looking forward to working on new projects with our teams and enhancing opportunities that will develop and flourish our leaders.



In 2024, we were honored to receive funding from the state's Elevate Youth California program, managed through the Sierra Health Foundation, which launched the SDOP Youth Organizing Team. Rooted in social justice youth development, this initiative is part of Elevate Youth California's statewide network supporting education, early intervention, and enhancement efforts in low-income, urban, and rural communities. Together, we aim to drive policy, systems, and environmental change.

SDOP Youth Leaders: Empowering Communities

On July 20, our Youth Leaders volunteered at Christ the King's new community garden, embracing Pope Francis' 'Laudato Si' and committing to environmental stewardship. Then, on September 14, they joined the Stockton Community Clean-up with City Council President Sean Elo-Rivera, filling two massive roll-off dumpsters and fostering a cleaner, safer community.

These efforts embody the grant's goals by empowering youth to address systemic challenges, build relationships, and champion environmental change.



Games at End of Year Party
December 13, 2024

Voices

// Morse High School //

SDOP youth organizers are partnering with Morse High School to empower students through community organizing. This semester, they helped approximately 100 students earn their Seal of Civic Engagement and provided youth organizing trainings. A core team of students has been prepared to facilitate and host their first research meeting with District 4 Councilmember Henry L. Foster on October 30, 2024. In this meeting, 130 students and 10 staff members addressed critical community issues such as youth substance abuse, housing stability, policing reform, and incarceration prevention. This initiative showcases the power of youth-led action in driving meaningful change.



Community Garden at CTK
July 20, 2024



Stockton Community Clean-up
September 14, 2024

Fellowship 2024



MARICRUZ MENDIOLA

My experience as a youth fellow was amazing. It was an honor to work alongside the organizers and leaders of SDOP. I enjoyed learning new ways to help my community, as well as helping the youth team grow. The staff was always very helpful, they gave the best advice, and made me feel welcomed and a part of their team. They are the best.



ELIZABETH NIETO

I describe my first time as a fellow as learning and self-discovery. A key point to being part of the change is to know your strengths and weaknesses, because when you and be part of your community. I am proud to say that I was closer to my community, living our problems together and being part of the change.

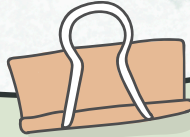
A Justice



Stockton Community Clean-Up
September 14, 2024



San Diego Townhall at Christ the King
September 1, 2024



King-Chavez High School

At King-Chavez High School, SDOP entered the exploratory phase, focusing on recruitment and raising awareness about youth organizing and voting power. We gave presentations to junior and senior advisory classes, introducing the importance of youth-led advocacy. A team of students began strategizing ways to advocate for their community in 2025. Notably, an MOU has been secured, granting SDOP access to the school once a week throughout the academic year to organize, engage, and develop students in youth organizing. This partnership also allows students to participate in County Leadership Assemblies, Research Meetings, Candidate Forums, and other impactful events.

HOUSING

Tenant Protections in Vista

In 2024, leaders from St. Francis of Assisi Catholic Church spearheaded advocacy efforts to address housing accessibility and affordability in Vista. Through meetings with Deputy Mayor Katie Melendez, they tackled issues like landlord accountability, tenant protections, and the implementation of SB 567. Community action was a cornerstone of their work, including a June 28 event that drew over 200 residents and featured nine housing resource groups. The momentum continued with a Vista City Council Candidate Forum on September 20, engaging more than 100 attendees in discussions on housing and civic issues. These initiatives highlight the power of faith-driven leadership in creating meaningful change and fostering collaboration for sustainable solutions.



Organizing for a Stronger County District 1

In 2024, faith leaders in Our Lady of Guadalupe continued advocating for affordable housing and community well-being through strategic engagements with local officials. On September 4, the Faith in Action team met with the staff of County Supervisor Nora Vargas to discuss critical issues, including housing, safety, and immigration.

On November 13, a research meeting with Councilmember Vivian Moreno resulted in key commitments to address pressing community concerns. Councilmember Moreno pledged to advance the Kearny Street study to improve traffic safety, and to partner with the Housing Commission to tackle affordable housing challenges.

These efforts reflect a shared vision across districts to secure safe and affordable housing.

Implementation of California State Bill SB54

Gearing up for the 2024 election, Christ the King's Organizing Team co-hosted a Housing Townhall with local partner Alliance of Californians for Community Empowerment (ACCE) to demand action by local elected officials on housing opportunities for San Diegans. San Diego Council President Sean Elo-Rivera and National City Councilmember Jose Rodriguez committed to protecting tenants through the implementation of SB567 in their cities, building more affordable housing and pathways to homeownership. Dozens of faith and community leaders shared their stories about housing insecurities and the urgency of bringing real solutions to the region!





A HISTORIC VICTORY AT THE BOARD OF SUPERVISORS MEETING

On December 10, SDOP leaders made their voices heard at the San Diego County Board of Supervisors meeting, joining forces with community partners to advocate for justice and equity. Our collective efforts led to a major victory as the Board voted to pass a groundbreaking policy that prevents the use of county resources for federal immigration enforcement, detention, and deportation.

We extend our deepest gratitude to Supervisors Nora Vargas, Terra Lawson-Remer, and Monica Montgomery-Steppe for their courageous leadership in passing this policy and look forward to having them stand with our communities. The presence and determination of SDOP leaders and our partners were powerful, showing that when we stand together, we can drive meaningful change.

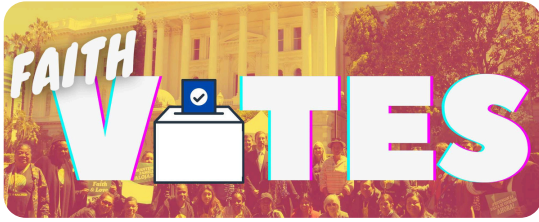
OCEANSIDE LIVE FREE

The Oceanside LIVE FREE team united for a powerful research meeting with North County LGBTQ Resource Center's Max Disposti, bringing together individuals and organizations dedicated to supporting the unhoused and upholding the dignity of all. Together, they identified two key actions to raise awareness about their unhoused neighbors and demand justice for two individuals experiencing homelessness who were murdered.

That collaboration led to a vigil held October 30 at the Oceanside Civic Center to honor their lives and bring attention to the risk encampment bans create. The second was launching a petition advocating for justice for these men and urging the city council to reconsider encampment bans. Instead of criminalization, the petition called for collaborative efforts to develop permanent, compassionate housing solutions.

The team left the meeting inspired by their shared commitment, recognizing that achieving these goals requires collective action, unity, and steadfast dedication.





During this election season, SDOP focused on critical issues aligned with our mission, including affordable housing, tenant protection, and justice reform. We are deeply grateful to our dedicated phone bankers, who connected with nearly 5,000 San Diego voters, encouraging voter participation and sharing vital information about key state propositions. The collective efforts of our team and supporters helped advance conversations on these crucial topics. Thank you for standing with us in our mission to create a more just and equitable community.

8  DEDICATED PHONE BANKERS

3  CANDIDATE FORUMS

5,961  TOTAL VOTERS CONTACTED

5  YOUTH VOLUNTEERS



THANK YOU

MEMBER CONGREGATIONS

Christ Episcopal Church Coronado
Christ the King Catholic Church
City of Hope International Church
First Unitarian Universalist Church of San Diego
Good Samaritan Episcopal Church
Oceanside Sanctuary Christian Church
Our Lady of Guadalupe Catholic Church
Our Lady of the Sacred Heart Catholic Church
San Leo/St. James Catholic Community
St. Francis of Assisi Catholic Church
St. John Church
St. Luke's Episcopal Church
St. Mary Star of the Sea Catholic Church
St. Stephen's Church of God in Christ
St. Thomas More Catholic Church

PARTNER CONGREGATIONS

Episcopal Church of St. Andrew the Apostle
Charity Apostolic Church of God in Christ

FUNDERS

Sierra Health Foundation
PICO California
The California Endowment
Vanguard Charitable
County of San Diego
Price Philanthropies
Housing Now! San Diego
Engage San Diego
PICO CA Action Fund
North County Philanthropy
Council

DONORS

Amy Furth
Ana Celia Zentella
April J. MacKinnon
Bishop Ramon Bejarano
Brian Krohne
Carolyn and Peter Woodbury
Casey Eschenbach
Danyrea "Cookie" Megginson
David Furth
David Hackbarth and Sandra Reus
David Jay and Jessica Ripper
Diane Rush
Dr. Kadri Webb
Elizabeth Eschenbach
Fr. Emmet Farrell
Erin Willard
Gabriel Contreras
Gary Brown
Gloria Morales-Palos
Helene Bell
Hildie V. Kraus
Isabella Furth

Jacqueline Zimmer
James P. Ferguson
Jan Garbosky
Jane Furth
Karen S. Glover
Katrina Thomas
Katy Swanson
Larry Warner
Louise Titlow
Lourdes Farhat
Luz Godina
Martha W. King
Newt Ferris
Patricia Heras
Sarah Ormond
Sr. Madeline Fitzgerald
Stanley A. Massicot Jr.
Steve Howard
Suzanne Warren
Teresa Perez
Wanjiru Warama
Wynne Furth



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