



GROWING CONNECTIVE POWER



HEAL Food Alliance
2025 Year in Review

There is no pathway to a better future without deep connection and solidarity with each other.

This year, we've all witnessed an increasingly fascist regime attempt to militarize the state and wage war on our communities. We've seen ICE rip families apart while funding for SNAP and FEMA are slashed - despite escalating climate chaos and food insecurity. We've seen the rollback of voting rights, environmental wins, and labor protections to appease billionaires and corporations, all while immigrant food and farm workers, trans folks, and those who speak out for justice become targets of violence.

But instead of cowering in fear, our communities are facing the storm together.

"When a storm approaches, buffalo don't run away from the storm, they group together and run towards it. Together, they are strong and swift. Together, they move through."

- Norma Wong, Zen master and Native Hawaiian activist

As always, I'm in awe of our members and all the ways they are showing up: the farmers, fishers, warehouse, meat, restaurant and farm workers who feed our communities every day. The organizers, educators, lawyers, and advocates who fight for our dignity and survival. The Indigenous leaders who practice and pass on traditional ecological knowledge to ensure that the land and her people remain nourished. I'm honored to serve this coalition that reminds me every day that HEAL's strength comes from our unity and collective solidarity as a **people who are rooted in love for the land, for each other, and for the liberation of our communities.**

Together, we've continued to fight for workers, farmers, and our communities. In the middle of this tumultuous year, despite the attacks on nonprofit organizations, HEAL took steps to maximize our ability to mobilize in this moment and beyond. We made a big, bold decision to become an independent 501(c)3 organization, and we dove deep into rapid response and planning for what lies ahead.

We moved \$500,000 to our members, hosted trainings, and distributed nearly 29,000 Know Your Rights cards in 17 languages to member organizations across the country on the front lines of community safety and deportation defense. We fought democracy-defying orders and cuts to essential services. And at this fall's HEAL Member Summit, 115 of us came together to grow connective power and plan our alliance's collective resistance over the next five years.

Because just like the buffalo, we are unstoppable.

We are steadfast and we are powerful.
We are rooted and we are resilient.
Together, we are ready for whatever comes next.



Navina Khanna
Executive Director
HEAL Food Alliance



ABOUT HEAL

OUR MISSION

HEAL is building collective power for food and farm systems that are nourishing for our families, accessible and affordable for all communities, and fair to the working people who grow, distribute, prepare, and serve our food – while protecting the air, water, and land we all depend on.

OUR VISION

For all people and all communities to have the right and the means to produce, procure, prepare, share, and eat food that is nourishing, free from exploitation of themselves and any other people, and to be in their full power in harmony with the rest of the natural world.

OUR ALLIANCE

HEAL is a national member-led, multi-racial, multi-sectoral alliance of 55 diverse organizations that represent over two million rural and urban farmers, fishers, farm and food chain workers, Indigenous groups, scientists, legal and policy experts, and community organizers. We believe that true transformation requires the diverse skills, roles, and resources of each of us working together. We organize to move from an extractive and exploitative economy towards community controlled systems rooted in care for the land, meaningful labor, and healthful communities, while supporting the sovereignty of all living beings.



HOW WE WORK

Since 2017, HEAL has organized relentlessly for justice and transformation. We uplift member-led solutions; train community-based leaders; organize for protections for working people and resources for Black, Indigenous, and People of Color (BIPOC) farmers; confront corporate power; win local and federal policy change; and redirect resources to BIPOC-led frontline efforts.

HEAL organizes through five core methods:



We connect and unite groups across race, sector, and geography.

The change we seek will take the diverse skills, resources, experience, and expertise of all of us. We strengthen relationships, facilitate collaboration, grow alignment, build solidarity, and take collective action.



We organize resources for a BIPOC-led grassroots movement for change.

HEAL organizes to redistribute philanthropic resources, and organizes for policy change that moves resources towards our communities' leadership.



We nurture existing and emerging campaigns.

HEAL members are able to achieve more together than any one of our organizations can achieve alone.



We're advancing a shared narrative.

Our narrative work values life, labor, and the land, uplifting our members and the movement while progressing real solutions.



Political education and analysis are key components of our work.

We know that the transformation we seek is not yet politically possible – it is up to us to make it so. We build political alignment, cultivate shared understanding of policy and the political landscape, train up leaders, and take powerful action as opportunities emerge.



OUR YEAR IN ACTION

After years of being fiscally sponsored, HEAL entered a new chapter in 2025, launching as our own 501(c)3 organization. We took this big bold step through turbulent times to maximize our ability to mobilize in this moment and beyond. Throughout the transition, HEAL's incredible staff, supporters, and members remained steadfast in our commitment to our shared mission, vision, and values – and to one another.

CONNECTING & UNITING GROUPS

Expanding & Growing Connective Power: HEAL's membership now comprises 55 member organizations, including place-based and national coalitions; farm and food worker-based groups; rural and urban BIPOC producers; rural base-building organizations; and legal, media, and storytelling outlets. Our Member Summit brought together 115 member leaders to learn from one another, build collective strategy, and share in healing and joy.

Envisioning Connective Power: HEAL members and staff developed a bold **5-year Strategic Plan** that continues to move our vision forward through this political moment, and in service of our movement. Through iterative focus groups, surveys, and a visioning session at our Member Summit, we achieved consensus on clear pathways to move HEAL's mission forward over the next five years. The plan will be released in early 2026.



CONNECTING AND NURTURING EXISTING & EMERGING CAMPAIGNS

Speaking Connective Power: In January, National Black Food and Justice Alliance and HEAL brought together 150 grassroots leaders, policy advocates, and community organizers for a town hall to ground collective organizing for agriculture, labor, and justice in our communities under this regime.

Redirecting Purchasing Power: Throughout the year, we continued to support local, state, and national coalitions **advancing Good Food Communities (GFC) policies** that integrate regenerative agriculture, worker protections, BIPOC producers, and community control:

- **Our statewide bills rattled the industry.** As a result, Governor Hochul vetoed our Good Food NY Bill, and Governor Pritzker's Agriculture Department sabotaged the IL bill.
- As a result, **our state-based coalitions grew stronger**, with major unions and allies joining. We'll reintroduce during the next legislative sessions.
- With Food Chain Workers Alliance, we **connected local coalitions** virtually throughout the year, and in person at the Power of Procurement Summit this fall.
- We co-convened the **Federal Good Food Purchasing Coalition** and grew it to 60 organizations.

Growing members' power: We were proud to provide campaign support to members leading critical work in their communities:

- Good Food Buffalo Coalition's Good Food Purchasing Campaign;
- Reuben V. Anderson Delta GREENS Food is Medicine Initiative;
- Idaho Organization of Resource Council's Heat Stress State Campaign;
- Farmworker Association of Florida's Heat Stress Campaign; and
- Warehouse Workers for Justice, Chicago Food Policy Action Council, and Farmworker and Landscaper Advocacy Project's Good Food Communities Campaign.

Defending Fair Lending: We fought to protect the Consumer Financial Protection Bureau (CFPB) even as the current regime tries to dismantle it. HEAL organized coalitions and educated Members of Congress in defense of CFPB's Fair Lending Law, which is critical for ensuring that BIPOC farmers can access capital. We also released a seminal report with CFPB staff on the importance in rural communities, co-authored a letter defending CFPB's Rule 1071, and mobilized our base to send over 1,000 emails to policymakers.

Power through Partnerships: Beyond our Alliance, we build power with partner organizations that share our values. Together, we advanced work in these areas:

- **Farm Bill:** Despite the delay, we continued to advance HEAL's Farm Bill priorities, educating policymakers and organizing partners for workers, BIPOC producers, and climate justice.
- **Democracy:** HEAL is proud to be an active member of The Rising Majority, a multiracial network building an anti-racist left and a regenerative, democratic economy.
- **Credit Justice:** With consumer rights and farming coalitions, we fought rollbacks on credit justice for farmers.
- **People of the Global Majority:** HEAL members and staff attended the 3rd Nyéléni Forum on Food Sovereignty in Sri Lanka, leading negotiations to ensure the inclusion of our priorities in the Common Political Action Agenda, and connecting with hundreds of farmers, fishers, pastoralists, and food sovereignty activists around the world.

DEEPENING POLITICAL EDUCATION & ANALYSIS

Developing Political Power: We graduated our **6th School of Political Leadership** (SoPL) cohort of 13 leaders from place-based teams in CA, CO, MS, and NY. To date, SoPL has trained 71 alumni through our six-month hybrid virtual/in-person program, building skills in power-mapping, campaign strategy, policy advocacy, and more.

Organizing for Policy Change: Despite pushbacks from this regime, we continued to **organize for BIPOC farmers, food system workers, and the planet**. In 2025, we:

- Sounded the alarm on USDA's dangerous line-speed increase at meat and poultry plants.
- Published our Transition Memo, calling for worker protections and access to affordable food, addressing food systems consolidation, support for underserved farmers and communities, and sound climate justice policy.
- Denounced the Big Bad Bill for its harms to workers, communities, and the planet.
- Condemned USDA's decision to ignore the impacts of discrimination on BIPOC and women accessing its programs.
- Continued to call for heat protections for workers and endorsed the reintroduced bill: Asunción Valdivia Heat Illness and Fatality Prevention Act of 2025.
- Contributed to the Rural Policy Action Report, which outlines popular policies and practical steps Congress could take immediately to deliver for rural communities.
- Held meetings with Members of Congress to advance worker protection and support for BIPOC producers.
- Mobilized individuals in 33 states to send more than 2,200 emails to Congress about HEAL's Farm Bill priorities, the Consumer Financial Protection Bureau, and harmful spending bills.
- Created and distributed a SNAP Benefits Disruption Toolkit that served as a shared resource and living document to help collect and organize key information, tools, support, and actions around the loss of SNAP during the government shutdown and beyond.
- Wrote or signed onto 35 (and counting!) policy letters.

Dismantling White Supremacy: We revamped AWARE (Alliance of White Accomplices for Racial Equity) to strengthen accountability. The group developed a resource map of skills and services that white-led member organizations can offer BIPOC-led member organizations, initiated a self-evaluation process, and implemented peer-to-peer buddy systems.





ORGANIZING RESOURCES FOR A BIPOC-LED GRASSROOTS MOVEMENT FOR CHANGE

Regranting: Thanks to our community's incredible generosity, **HEAL redirected nearly \$500,000 to 30 member organizations in 2025**, including through our Rapid Response Fund, prioritizing base-building organizations facing urgent needs in this political climate. We also provided mini-grants for School of Political Leadership teams to launch their campaigns.

Influencing Giving: HEAL's team coordinated to keep funders informed of movement needs in this political moment, speaking on several webinars and at funder conferences. Staff served on decision-making committees to move resources to BIPOC-led food and farm system efforts, including the Transformative Farm Bill Campaign, the Farm Bill Rapid Response Fund (Regenerative Agriculture Foundation), and LIFE (Liberating Investment for the Food and Farm Ecosystem).

ADVANCING A SHARED NARRATIVE

In 2025, HEAL strengthened our collective voice for food and farm justice. We reached wider audiences, addressed policy threats, and equipped our members to respond powerfully to attacks from this regime:

- **Raising Visibility:** Major outlets published over 20 articles featuring HEAL's collective work, including Politico, Forbes, Grist, and Public News Service. These stories highlight our members' leadership on issues such as SNAP protections, farmworker heat stress, and fair agricultural lending.
- **Rapid Response:** We issued 10 statements and press releases to drive public dialogue and defend our communities in moments of rapid policy change, from federal grant freezes to attacks on food and nutrition programs.
- **Engaging Audiences Online:** Through reels, explainers, and digital toolkits, we broke down complex policy issues and mobilized public support for fair food systems. Nearly 20,000 people watched our most-viewed reels on heat protections for farmworkers and the harms of precision agriculture.
- **Strengthening Messaging Power:** We released a values-driven messaging guide to help members communicate with clarity and confidence in a challenging political climate.
- **Deepening Digital Impact:** We refined our approach and grew engagement, bringing new supporters into the movement and ensuring that members' voices and solutions remained central in national food and farm policy conversations.
- **Challenging False Solutions:** Our new report on Precision Agriculture, designed to shape conversations about climate solutions, had a large impact. By exposing the myth of "tech fixes" as climate solutions and elevated community-based strategies, the report sparked debate, generating notable media coverage in Politico and Public News Service. It also prompted pushback from corporate-aligned outlets that sought to critique the focus on regenerative climate solutions.



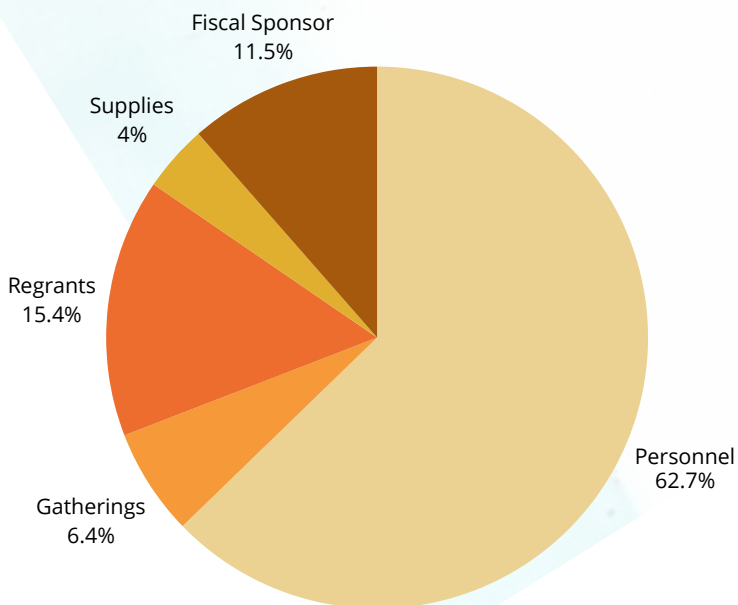
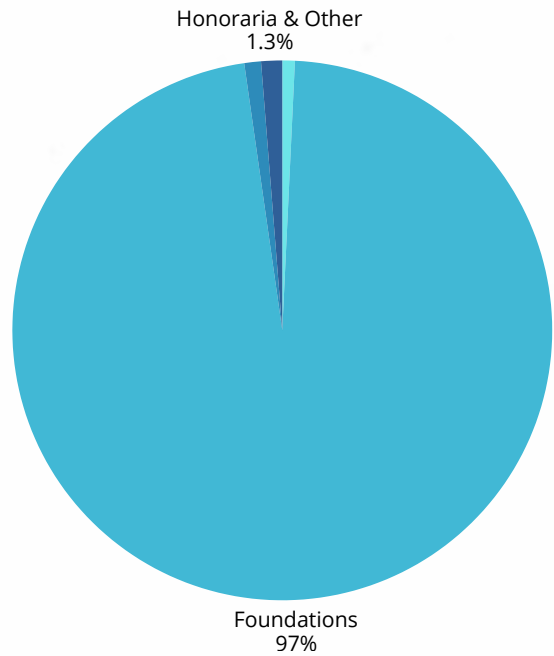
FINANCIALS

FISCAL YEAR 2024-2025



INCOME

Individual Donations: \$25,303
Foundation Grants: \$3,253,675
Membership Dues: \$25,450
Honoraria + Other Income: \$42,154
Total 2024-2025 Revenue: \$3,346,582



EXPENSES

Personnel (Wages, Taxes, Benefits & Consultants): \$1,612,002
In-Person Gatherings \$165,434
Regrants to HEAL Members: \$399,848
Program Supplies & Virtual Office: \$103,194
Fiscal Sponsorship Fees + Insurance: \$297,318
Total 2024-2025 Expenses: \$2,577,796

OUR PEOPLE



HEAL CORE MEMBERS*

Acta Non Verba
Agri-Cultura Network
Ayeko Farm
Brandworkers*
Castanea Fellowship
Chicago Food Policy Action Council
Cooperative Food Empowerment Directive
Cultivate Charlottesville
Equitable Food Oriented Development
FarmSTAND
Farmworker and Landscaper Advocacy Project
Farmworker Association of Florida
Feed Black Futures*
Food and Agriculture Action Coalition Toward Sovereignty
Food Chain Workers Alliance*
Food Culture Collective
Good Food Buffalo Coalition
Hand, Heart and Soul Project
Health Care Without Harm
HOPE Collaborative
Idaho Organization of Resource Councils*
Kitchen Table Advisors
Land Stewardship Project
La Semilla Food Center*
Lola's Organic Farm
Manzanita Capital Collective
Midwest Farmers of Color Collective

OUR PEOPLE

Minnow
National Black Food and Justice Alliance*
National Farm to School Network
Nihikeya*
North American Marine Alliance
Northeast Farmers of Color Land Trust
Operation Spring Plant*
Pesticide Action Network North America
Real Food Challenge
Real Food Media
Restaurant Opportunities Center United
Reuben V. Anderson Center for Justice
Rock Steady Farm
Rural Advancement Foundation International
Rural Community Workers Alliance
San Diego Food System Alliance
Soul Fire Farm
Southside Food Co-op
Sprout NOLA
Sweet Freedom Farm
Union of Concerned Scientists
Urban Growers Collective
Urban Tilth
Virgin Island Good Food Coalition
Warehouse Workers for Justice

* Organization serves on HEAL's Steering Council

HEAL CONNECTING MEMBERS

Earthjustice
Food Animals Concern Trust
Northeast Organic Farming Association - Interstate Council
Nourish Colorado



OUR PEOPLE



HEAL STAFF

Our powerful and committed team is grounded in real life experience, leading towards a shared vision of food systems that truly nourish people and the planet.

Carolina Gonzalez, Policy Analyst
Celize Christy, Member Organizing Lead
Emma Brewster, Finance Manager
En Strader, Communications Designer
ila, Communications Manager
Jose Oliva, Strategic Campaigns Director
Kade Diakite, Operations and Events Manager
Maleeka Manurasada, Organizing Director
Marla Karina Larrave, Political Education Director
Marlene Manzo, Political Leadership Manager
Navina Khanna, Executive Director
Neshani Jani, Communications Director
Nichelle Harriott, Policy Director
Rosie Fitz, Director of Operations and Culture

WITH GRATITUDE

HEAL extends a huge thank you to our individual supporters and foundation partners for your generosity. We are deeply grateful to everyone who makes our mission possible.

INSTITUTIONAL FUNDERS

January-November 2025

Chicago Region Food System Fund
Clif Family Foundation
Food Chain Workers Alliance
GRACE Communications Foundation
Hidden Leaf Foundation
Lumpkin Family Foundation
National Co+op Grocers
Panta Rhea Foundation
Patagonia Works
The Robertson Foundation
The Schmidt Family Foundation
Stupski Foundation
Surdna Foundation
Wallace Global Fund
Waverley Street Foundation
and 5 anonymous foundations and funds.

HEAL welcomes donations from those aligned with our [donations policy](#).



WITH GRATITUDE

INDIVIDUAL DONORS

From November 20, 2024 through November 19, 2025

Alex Lichtenauer
Alice Franklin
Alison Cohen
Anim Steel
Ariana Taylor-Stanley
Ashley Fent
Bernice Shaw
Cameron Russell
Carrie Harvilla
Christina Spach
Cristina Dominguez
Daniela Herrera
Diego Arana
Elizabeth Gibb
Elizabeth Green
Elyse and Joshua Arnow
Emily Ambrose
Emily Moran
En Strader
Gianna Banducci
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Sonia Alexander
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Tanya Kerksen
Zeenab Aneez
and 18 anonymous donors

**Replenish HEAL's 2026 Rapid Response Fund through
donation at tinyurl.com/SowingCollectiveCare**



ACKNOWLEDGEMENTS

PHOTO CREDIT & CAPTIONS

All photos by Rion Moon & Jam Rose

Page 2: HEAL members during the Summit gathered in front of Create ATL in Atlanta, GA

Page 3: Mississippi Fresh from the School of Political Leadership 2025 cohort presenting their campaign at the SoPL graduation in San Diego

Page 4: SoPL participants helping out in San Diego at the Olivewood Gardens and Learning Center

Page 6: SoPL participants connecting during graduation in San Diego

Page 7: Community created altar during the 2025 summit in Atlanta, GA

Page 8: HEAL members and Executive Director connecting during the 2025 summit in Atlanta, GA

Page 9: Plants at AgroMajic Farms in Atlanta, GA

Page 10: HEAL members on a bike tour during the 2025 summit in Atlanta, GA

Page 11: Green sprouts ready to be planted at AgroMajic Farms in Atlanta, GA

Page 12: HEAL staff during the 2025 summit after closing ceremony

Page 13, 15: HEAL members planting greens at AgroMajic Farms in Atlanta, GA

Watercolor Paintings by
Marissa Katarina Bergmann (aimari.com)

Cover Illustration by
En Strader



LET'S CONNECT!

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