

PROJECT ROADMAP

Lumos Transforms is launching an ambitious project to sustainably resource organizations working globally to safeguard rights and usher dreams of liberatory worlds into reality. This mission calls for organizations capable of creative imagination and decisive action, working together in unknown territories without replicating systems of oppression and a culture of disconnection. It asks for teams rooted in a trusting relational field where people have the knowledge, wisdom, and skills to navigate fluidly between the needs for expansive visioning and critical discourse—intrapersonally, interpersonally, collectively, and systemically.

In the project's first phase, Lumos will open applications to small- to medium-sized English-speaking organizations (up to 100 staff) working in North America, United Kingdom, Europe, Africa, and the SWANA regions. Selected organizations will represent broad diversity in terms of geography, areas of rights focus (e.g., women; LGBTQIA+; indigenous; immigrants; workers; politically, culturally and religiously oppressed groups, etc.), and organizational strategies (policy and systems-change advocacy as well as direct community support).

Each selected organization will receive a free three-week, six-hour capacity building program for their entire staff in Lumos' signature Resilience Toolkit approach, followed by eight weeks of facilitated practice groups to deeply embed and sustain their learning. Grounded in theory, evidence, and a social justice context, the Toolkit empowers participants with an intersectional and ecologically sensitive framework to identify their own stress and trauma responses and confidently implement real-time regulation skills that effectively build embodied resilience to stabilize the impacts of personal and collective trauma. This fundamental internal transformation organically frees organizations from replicating oppressive dynamics. **Rather than purely fighting injustice, organizations can shift to a prefigurative and propositional stance rooted in radical collective imagination, empathic relational connection, and sustainable ways of working.**

Upon completion of the foundational immersion, each participating organization will be eligible to select up to two staff to participate in the Lumos Resilience Toolkit Certification Fellows program. This program equips participants with the knowledge and skills to deepen and disseminate embodied liberatory practices throughout their communities and across their fields.

The struggle for liberation is real, but we don't want to always live in a struggle world. With this groundbreaking project, Lumos will broadly resource organizations doing the difficult, crucial work of advancing rights across the globe—encouraging more spaciousness, greater ease, and the unfettered creativity to envision and actualize the liberatory worlds of their dreams.

LUMOS SEEKS TO RESOURCE 18 SMALL & MEDIUM RIGHTS ORGANIZATIONS GLOBALLY



6 from North America



6 from the United Kingdom and European Union



6 from Africa and SWANA regions (Southwest Asia and North Africa)

FUNDING REQUEST SNAPSHOT

\$65,000 PER ORGANIZATION FUNDS:

3

weeks of Resilience Toolkit foundational immersion for a minimum of 75% of leadership & staff

8

weeks of facilitated community of practice sessions for a minimum of 75% of leadership & staff



Participation in the Resilience Toolkit Certification Fellows program for 1-2 staff

5

months of in-depth training

8

months of sustained mentorship and technical assistance for implementation



Robust evaluation to measure changes in organizational culture and impact



Lumos Transforms

Founded in 2015, Lumos Transforms is a US-based fiscally sponsored social enterprise dedicated to stewarding individuals, communities, and organizations through positive change for a more equitable and liberated world. Using an embodied, trauma-informed, and anti-oppression approach, Lumos co-creates innovative consultation, implementation, and evaluation strategies with partners across sectors to foster organizational, staff and leadership development and sustainability.

LIBERATED WORLDS ROOTED IN JUSTICE AND FLOURISHING IN JOY