

Chat Stream from the May 23rd Catalytic Thinking Webinar with Vu Le and Hildy Gottlieb

Dawn van Hees: I have a quote on my desk that says " If I had an hour to solve a problem and my life depended on it, I would use the first 55 minutes to formulate the right question, because as soon as I have Identified the right question, I can solve the problem in less than five minutes."Albert Einstein

Kristin Johnstad: YIPEE! Insights popping off in my body-mind like CRAZY. DOUBLE YIPEE

Carianne Fisher: They want evidence-based new doing!

Sunny Bybee: so just stop asking the funder for anything. it's takes forever. I can just do it myself. I'm sick of waiting .

Karen Onthank: They want "outcomes" completed within the one-year grant period

Bridgett Taylor: everything bagel!

Maya Cook: mmmm donuts

Andrea John-Smith: Team bagel!

Kristin Johnstad: Oooo my favorite comfort food is donuts and popcorn

Carolyn Muckelberg: Turtles all the way down

Rachel Medina: Hi all, I am Rachel (she/her), CEO of an anti-slavery charity in the UK. I am loving this conversation!

Lorren Sandt: As a patient advocate I am experiencing a backlash because I receive funding from pharmaceutical companies even though they are unrestricted grants. Anyone else experiencing this?

Daniel Shaffer: Asking how you'll solve problems only really addresses the reaction to the problem instead of the actions to avoid the problem entirely! (also hi Vu and Hildy!)

Jun-Li Wang: This is also the power of artists & creatives!

Mary Jane Dessables: DEEP

Linda Plitt Donaldson: I agree that we need to think more about movement building to build the future we want to create together. Yes!

James Cypher: Plan for dissolution,.

Aaron Landsman: I'm working at refusing to compete for funding and visibility with my co-practiitioners, and instead build coalitions and networks.

Becky Harris: So. True.

Kirsten Hoaby: Wow.

Ryan Smedes: So many ships to keep afloat, just to keep them afloat.

Andrea John-Smith: Movements are often sparked by what's WRONG and forget to ask what is the future we WANT...what are the values, how do we want to feel, what will we be experiencing?

Debbie Toth: We had this conversation amongst the silo-ed aging nonprofit providers before the pandemic and had a professor from UC Berkeley come in and talk to us about movements. The ED of Justice in Aging was in that gathering and he has indeed led a revolution! Are we fixed? Heck no - are we light years ahead of where we were? Yes!

Karen Toering: Can you describe in detail "what is a movement"?

Jennifer Deathe: I would add government- business, military and church.

Traci Kelly: The lovely grant question: what are you doing to create sustainability for your organization?

Lisa Donahue: "For any movement to be successful, you have to paint a picture of a future that people will want to go to" MLK, Jr

Melanie Hamburger: I'm so glad to be here with you in this movement! Melanie (she/her) on unceded Miwok land in the San Francisco Bay Area. My work is communitygrantwriters.us and funderfollies.substack.com

Kristin Johnstad: The org has too many constraints and structures.

Alexia Casiano: I guess my question is what is the role of 501c3s (and businesses) in sustaining a movement?

Andrea John-Smith: A movement is a coalition that connects with the actual people and an organization answers to a board

Becky Harris: But organizations feel responsible to keep themselves afloat in terms of revenue, instead of focusing on putting themselves out of business

Becky Harris: Vs a movement which exists to solve the problem and then goes away

Joy Sammy: Do organizations often come out of movements? What happens after the movement?

Kristin Johnstad: A movement is emergent. Natural. How nature works. (Hildy Gottlieb)

Jun-Li Wang: My favorite question to ask: how do we put ourselves out of a job?

Maya Cook: No please, geeky stuff!!

Melanie Sadur: I wonder if nonprofits are the place to build movements? Or are we too limited/restricted?

Elizabeth Woolfe: @Lorren Sandt I'm also in the patient advocacy world, and that type of backlash happens when there's a lack of understanding of what those pharma grants are supporting. I've found that clarifying that the funds are not used for branded content (advertising a product) but for education, awareness, patient programs and other needed services, there is more acceptance.

Deidre McCormack Martin: How do we expand the conversation about our vision for the future of our org to include the whole ecosystem we live in. Partnerships? Mergers? Need community voice-those we serve

Andrea John-Smith: GEEK GEEK GEEK GEEK!

Cara Birchmeier: Look at the disability movement for example... real people stepped up for difference... yes nonprofits came out of the movement but major change happened through the movement!

Debbie Toth: @Cara 100%!!!!

Sara Asmussen: mmm

Selma van Halder: @Andrea Exactly that. When I brought up the question “what would need to happen for our org to no longer be needed”, during the visioning in a strat session, a board member lauded at me.

Kristin Johnstad: When fear “runs the show” we default to over structuring. AKA creating a NGO/non-profit

Debbie Toth: Status quo is strong!

Maya Cook: We've all got internalized hierarchy

Kristin Johnstad: Or a program

Srephen Sunderlin: Because that's the way it has always been and EVERYONE copies

Helen Bryy: I think organizations feel safe and familiar

Lynda Aaron: People crave structure and predicability

Kirsten Hoaby: Because we all need to make money!

Lorren Sandt: Everyine thinks nobody is doing it better!

Sunny Bybee: biggest laugh ever...

Debbie Toth: I would NEVER encourage anyone to start a nonprofit! HA

Rachel Medina: Isn't it about dismantling systems that no longer serve, cross-sector, no one specific cause

Alexia Casiano: I think because we don't go into each other's living rooms much anymore! Our social structure is isolated at the individual-family-home level, not open and permeable

Linda Plitt Donaldson: Also, we're stuck to organizations because of the need for health insurance.

Chris Talbot-Heindl: 😊

Kristin Johnstad: People don't grow up in programs/orgs We grow up in communities/eco-systems

Dawn van Hees: I believe we can make change in our organizations by changing our questions as well. We are making huge changes about how we serve people in our agency. Perfect nope, but working hard

Patrice Shumate: #nomorenonprofits

LB Yockey Jones: the structure of capitalism requires that we participate in organizations though

Cheryl Denomy: Status quo is comfortable, as is conformity. New ideas are scary for most people.

Salimah Kassam: we hold a false notion that markets solve problems - marketplaces don't solve social problems

ashley milo: We've been conditioned to believe the power ISN'T with the people, but with the organizations

Kristin Johnstad: What are the skills needed for these ways of working/living/playing?

Lorren Sandt: @lp agreee

Alexia Casiano: We need to know our neighbors and talk to each other in the literal streets and in our literal homes

Alexia Casiano: organizations are "third places" to meet and talk

Maya Cook: Wishing for emoji reacts to comments

Bridgett Taylor: We normalize what we are immersed in

Sunny Bybee: when you introduce parliamentary procedures in board meeting you know you have sold your heart to the devil

Chris Talbot-Heindl: We need a movement to separate insurance from our jobs!

Jessica Lajoie (she / her): Jessica Lajoie (she/her) joining from Treaty 7 territory, Blackfoot name Mohkinstsis; colonial name Calgary. I work for Alberta Ecotrust Foundation, environmental / climate change charity

Ilene McClelland: @Alexia - yes!

Jim Thompson: <https://www.globalfundforwomen.org/latest/article/what-is-a-movement-infographic/>

LB Yockey Jones: ^100% @sunny

Jenny Cook: These shitty systems are working exactly as they are intended to

Malykah Bell: agreed, @Maya!

Meghan Lee: Is there a place for both to work together? Orgs for harm reduction (like reforming the legal justice system) while simultaneously a movement fights for abolition, for example

Andrea John-Smith: I think that's a myth — that movements just show up — African Americans organized in churches and coalitions for decades and got ready for the emergent spark.

gloria ines aponte c.: Thank you so much for your work!!!! any thoughts on other language for “strategic planning” what would unicorns or Jean Luc Picard say?

Lisa Donahue: @AC 🙌🙌🙌

Jim Thompson: That's a good info-graphic - JIM

Helen Bryy: +1 @Meghan Lee

Philip Kauth: Chris Talbot-Heindl...I'm with you on that one!

Maya Cook: Fun fact: all FEMA simulations of pandemics led to 100% public healthcare. It turns out we'll tolerate a whole lot more than was expected.

Helen Bryy: @Andrea THIS.

Philip Kauth: Coke wants a thriving community of coke drinkers

Allison Cunningham: How do we ask the write questions?

Rachel Medina: the pandemic was a great example of how actually- public healthcare and universal basic income are the future

James Cypher: The commodification of dissent = borrowing your rich friend's limo to go to the mail to buy an "Eat the Rich" decal. 🙄

Valerie Todd: +1 @Meghan Lee

Elizabeth Woolfe: wouldn't that be amazing!

Tsiporah Nephesh: It's about power and control.

Alexia Casiano: Grant applications should just be (well-organized and informative) websites.

Maya Cook: Well, aren't nonprofits essentially tax shelters for rich people that are doing what should be public services?

Jim Thompson: <https://www.britannica.com/topic/social-movement>

Mikayla Llanos: PREACH

Nedra Chandler: I love your questions! Why why why?

Traci Kelly: So often the feedback from grants is 'we don't understand what you are doing and how it relates to our mission'

Andrea John-Smith: Family Foundations are a thing coming out of the Regan era. Exploded in the 1980s.

Tsiporah Nephesh: Yes! That's the question!!!

Lynne Feldman: Organizations can join movements, but the effort will depend upon funders' support for that movement.

Helen Bry: It's because so funders need that control!

Kirstin Swanson: If family foundations actually have a grant application process.

Cheryl Zalenski: 🙌

Ramona Richards: We saw so many restrictions and oversight requirements paused in Covid that are now being reinstated

Allison Cunningham: It's also so hard to push back on those systems (ie: grant applications), because if we just refuse to do them, we don't get funding, and can't continue to exist.

Jessica Lajoie (she / her): foundations = Tax shelter

Nedra Chandler: So yes, we DO keep reproducing the shitty structures but...

Linda Plitt Donaldson: "Progressive" funders aren't serious about change.

Shawn Towey: Nonprofits replicate that model by putting the same, connected rich people on our boards, to help us with fundraising.

Taylor Sanchez Guzman: because of the meritocracy myth. folks believe that they worked harder and deserve that wealth

Cheryl Denomy: The size of the grant application and the odious amount of required reporting is inversely proportional to the size of the grant amount.

Stephanie Struck: Can you give some examples about incrementalism and the questions leading to this?

Linda Plitt Donaldson: The National Committee of Responsive Philanthropy wrote a great report 20 years ago about how the "right" funds ideas with almost no ties and funds abundantly. <https://ncrp.org/wp-content/uploads/2016/11/AxisofIdeology.pdf>

Daniel Shaffer: @Linda, a good start for some of them to be serious about change would be to speak up about the things they claim to care about. They're allowed to be political, they just choose not to be

Helen Bry: @Linda Plitt That's exactly it! Funders on the right are serious, and have been for 40 years. The difference in payout is staggering!

Sunny Bybee: how do we jump ship? I jumped off the Farm Bill to Big Pharma pipeline when I went veagan. but how can I make a choice to jump off this sinking vessel with my idea?

Ashley Storey: I work in government-funded grant programs to fund non-profits for services the government should provide... 😊

Karen Gillooly: Nothing for us without us

Sara Asmussen: I see the slides 👉

Andrea John-Smith: P.O.W.E.R.

Maya Cook: @Ashley exactly

Karen Toering: I can see the slides

Lorren Sandt: Just like the 10% that turned out to vote this week

Deanna Cada: My organization is a government funder for behavioral healthcare services. We are supported by property tax. As a former nonprofit director, we are slow but moving toward these ideas.

Sunny Bybee: experienced based boards

Sunny Bybee: LIVED EXPERIENCE

Debbie Toth: Nothing without us. Period.

Daniel Shaffer: @Sunny, experience *and* from the community (unlike most foundation boards)

Jessica Lajoie (she / her): I hope they paid everyone for their time

Linda Plitt Donaldson: I agree that people 'affected' need to lead and guide, and this is what Community Organizing is all about, but how do we scale that up, connect movements?

James Cypher: If grant makers wanted to be more helpful they could donate all the software and IT services that we need to do our jobs to liberate us from the parasitic tech vendors...

Nedra Chandler: from Hildy 1) questions about people -- who gets to decide? who will be affected by what we're considering and what will it take for THEM to lead the direction we take?

Justin: It's amazing how we frame things in a way that points us to the impossible.

Eliminate hunger?

When I cook for my family, I'm not eliminating hunger and hoping I can go out of the business of preparing food - the body gets hungry by design. I'm thinking what keeps my family healthy - them being hungry would be my failure to create the necessary, ongoing conditions for healthy and continuously doing that.

We are not going out of business, we are changing the systems to ensure we do the business of thriving at its root rather than eliminating the problem created by broken systems

Sunny Bybee: yup

David Burland: Hate the terms 'non-profit / not for profit.' Why are we defined by what we aren't, not what we are e.g. 'For impact' 'For purpose'?

Jessica Lajoie (she / her): This sounds kind of like... strategy?

Emily Barton: Can you please repeat the questions the food bank asked, Hildy?

Nedra Chandler: Love the foodbank example but depresses me because it can only reasonably happen (affected people drive it all) at local scale -- how do we do good governance at only local scale.

Debbie Toth: Amen

Sunny Bybee: boards are designed to be exclusive

LB Yockey Jones: How do you ask those questions without requesting additional emotional (and potentially uncompensated) labor from the people who need the change / service

Tia Saucedo: YES!!!

Daniel Shaffer: @Linda - I think a lot of the grassroots groups and movements are there, but the networking piece is difficult because the system actively starves them through funding/process/governance and discourages connecting

Janette Rosenbaum: The solution to unknown unknowns is inclusive decision-making.

Kirsten Brademeyer: Yes to Sunny! "Boards are designed to be exclusive"

Linda Plitt Donaldson: @Daniel - I agree 'progressive' funders that support CO basically starve them.

Andrea John-Smith: On the micro/macro issue — I think it's a false duality to say that small is not affecting the larger macro system.

Traci Kelly: @LB 100% agree, and those populations get fatigued from being asked for feedback and then not seeing results, so they are less willing to share later

Daniel Shaffer: @Linda - Even funders pushing for collaboration while not actually supporting it is harmful because all this does is force people into the system

Linda Plitt Donaldson: Yes, the way the students at Columbia University created their own graduation (after the Admin canceled it) with their faculty was an example of creating the future/present.

Becky Harris: That's what I'm wondering. How do we get the people in power to share their resources instead of controlling and hoarding them? Primarily thinking in terms of money, but also social connections, etc.

Karen Gillooly: Kent State. Four dead in Ohio.

Becky Harris: Because it feels like all of us at the bottom are fighting for the scraps when we KNOW there is more than enough to go around in terms of private wealth

Linda Plitt Donaldson: @Daniel - yes, we need to get out of the system, and create our own eco-system a new eco-system.

Andy Schofield: How do healthy movements view resources and staying the course, until they/we get the change that is sought?

Andrea John-Smith: I don't see anything that starts with "getting them to" being a place to spent energy. Maybe we are hosting a much better party and inviting people who are moved and overjoyed to participate to participate.

Melanie Hamburger: @Becky completely agree!

Sunny Bybee: every time my idea has been monetized it has failed. when it's grassroots and free or for trade it works fine.

Melanie Sadur: Future blog post, @Vu - What nonprofits can learn from the students for Palestine movement

Ramona Richards: This is the same class of graduates who were seniors in high school at the height of the pandemic--they have been robbed of so much

Linda Plitt Donaldson: Public leaders have failed the students, and us. We have a complete lack of public leadership.

Daniel Shaffer: @Becky - Our best bet is to start replacing those in power at the board level while maintaining our current mindset on change. Way too many people fall in line the minute they gain power and that's ruining literally everything

Justin: inclusion is not the same as agency. Vu, the students want agency and the systems have shut that down, pure and simple

Maya Cook: True story

Malykah Bell: Yeeees, Ramona!!!

Allyson Hewitt: Can you please comment on the challenge of going to community for input because it is the right thing to do but not being able to compensate them for their time and expertise?

Tsiporah Nephesh: We have so many nonprofits because we have inequity.

Andy Schofield: Yes @Allyson

Linda Plitt Donaldson: We basically need a general strike.

Lisa Dugdale: I was hoping things would crumble enough that we would be able to build new structures. This did not happen, alas.

Helen Bryy: @Tsiporah Nephesh Precisely

Chris Talbot-Heindl: That's only because abled leadership ignored disabled and chronically ill people and the movements they lead.

Stephanie Struck: Can we sign an open letter from nonprofits to the funding sector that helps perpetuate this?

Ashley Storey: Unable to compensate because of funding restrictions? Or lack of resources altogether?

Karen Gillooly: Nonprofits are based on fear and scarcity

Kirsten Brademeyer: The people that fund our organizations rely on us more than they care to admit and how do we leverage that collective power?

Traci Kelly: One workshop I went to asked, "Is your organization doing just enough good to prevent greater change?"

Sunny Bybee: the least amount of hands in the pot the better the soup.

Cheryl Zalenski: @LindaPlittDonaldson yes

Melanie Hamburger: We focus so much on the money, how often do we define non-monetary resources that the sector needs for systems change?
@BeckyHarris said it nicely above _ connections – but also data, training, tools. Funders HAVE these as “experts”

Lynda Aaron: There's a scarcity mentality that rules our sector that keeps us competing with one another rather than really collaborating to make more than incremental change on huge issue that would require real collaboration

Andrea John-Smith: It's true — what is unfolding now for conservatives is the long game

Jun-Li Wang: It's a myth that funders have/are withholding specialized knowledge that would be useful to practitioners...

Linda Plitt Donaldson: @Andrea -- yes the conservatives are reaping the benefits of their deep investment in the long game.

Daniel Shaffer: The most successful clients of mine have been a result of me saying "ignore how much things cost, what do you want the org/program/etc. to be?" I constantly remind them that asking questions doesn't cost anything and in a worst case scenario, you get a "no" and you're exactly where you were before you asked.

Maya Cook: That's convenient for the people who benefit from stasis

Sunny Bybee: wtf.

Carianne Fisher: My org made a bunch of big changes - a thriving wage, flattened hierarchy, 6 months paid parental leave, expanded bereavement leave, extended compassionate leave, safe days, etc. and the first thing we hear when we share these changes is that we are "trying to create some type of Utopia." Yep, and why wouldn't we?!?!?!?

Craig Weinrich: Why am I craving pizza now?

Steve Gustafson: Smart Turtles unite!

James Cypher: 🗳️

Maya Cook: See also: elections

Andrea John-Smith: So the “Ten Year Plan to End Homelessness” is a great example of this.

Lorren Sandt: I want to watch this again and have my Board watch it. Where is it on YouTube?

Alexia Casiano: Maybe this is a side conversation but I think it's interesting that some types of missions/nonprofits are more "create" than "intervene" and aren't really aiming to go out of business... education, youth development, arts, parenting community, community-based enrichment programming in general.

Sunny Bybee: or Mayne high-school isn't for everyone...

Andrea John-Smith: It's being recorded.

Stephanie Banzky: 🙋

Lorren Sandt: We can eliminate Hepatitis C but the plan is eliminate the public health threat.

Rachel Giarratano: YES!!!!!! Our Board needs to see this!

Matthew Dunn: <https://www.youtube.com/live/wcs01qQBimQ?si=VCg2AxAkCYUJs06kg>

Janette Rosenbaum: I've been giving presentations for years about how my goal is to eliminate my own job by making the work unnecessary because the problem is solved.

Dawn van Hees: If we can't reach our outcomes/goals funders don't want to refund us. we are seen as not being able to reach our goals.

Daniel Shaffer: 4 more years! 🙄

Allyson Hewitt: Yes, because organizational sustainability is seen as success

Quita Sullivan: +1 Janette!

Alexia Casiano: UBI, taxing the wealthy, raising minimum wage (and for god's sake, having a MAXIMUM wage)... all of that is what we are really aiming for. Then we can focus all our nonprofits on creativity and extra-cool enrichment programming and community-building only. :)

Kathy Andrusz: yessssssss oh my goodnesssssss

Sarah Lindner: People need the food while they're waiting for the system change where no one is hungry. We need BOTH people to address current needs and people to collaborate on the movement to the future.

Ashley Storey: Should we request millions of dollars to stabilize funding for current services? Or should we request millions of dollars be invested in addressing the societal conditions and gaps that create the need for services?

Karen Toering: There is a Seattle org that is over 100 years old. If they haven't solved the problem in 100 years, should they still exist?

Andrea John-Smith: ^Sarah, I think that's an important point!

Teresa Devine: What was the conservatives exact playbook? Let's copy and paste!!

Adrienne Dorn: @Sarah Lindner - THIS!

Becky Harris: @Teresa lol

Kelly Wilson: I would LOVE a copy of this chat, can't keep up but seeing 💎s fly by

Alexia Casiano: shifting tax structures

Emily Snyder: They play the long game, very well.

Srephen Sunderlin: Who are the conservatives? The enemy?

Sunny Bybee: THAT is what's called sustainable...

Helen Bryy: We *have* big ideas, we *have* so many strategies, so many smart dedicated people doing so many smart things. It's the sheer lack of will of those who control the purse strings that holds back so many movements from truly taking off. It makes me wonder *if* these funders are interested in real change...

Maya Cook: @Teresa, I'm not sure I want such a fear-based model?

Karen Gillooly: If we "do less" because the need is lower, the funding sees that as we are not doing our work, lazy, etc.

Stephanie Walton: @Teresa Devine That's what Indivisible was/is trying to do....

Daniel Shaffer: @Teresa - That's what I've been trying to find but it's a well kept "model" that I don't think is neatly packaged. Best starting point might be the Powell Memo

Debbie Toth: @Karen - our org has been around 75 years, but has done a myriad of programs and services over the years to meet community needs as they emerge.

Teresa Devine: @Maya - fair. Should see it before wanting to copy it.

Aubrey Mancuso: It's easier to fight to maintain what was than to create what is

Jessica Lajoie (she / her): I really like the book "Trying Hard Isn't Good Enough" on results based management, but I've never found an organization that is actually brave / aware enough to implement it.

Laura Cheifetz: OH I remember that line from that atty lol wow dude

Jill Beckwith: They ARE Thinking about who will be affected - those advocating for these changes are wanting to silence those people.

Justin: The idea of 'finally fully meeting the need' is part of what fuels the 'need to grow'

We are so stuck in 'growing service' while the demands keep growing. It's an endless treadmill that is speeding up.

We have to think about staying in the business of thriving as opposed to eliminating the business of fixing

Yana Ludwig: The might ask part 1 - who will be affected, but the goal is to NOT give them power

Linda Plitt Donaldson: Their plan is to control the system (State courts, Federal courts, Congress), they don't care about the people

Melanie Sadur: +1 Sarah Lindner - we need to provide food and housing (bandaid solutions) while ALSO working towards systems change. I think a lot of nonprofits only focus on the bandaids, not the systems change.

Alexia Casiano: I think they are asking that but see "who will be affected" as the rich.

Maya Cook: @Alexia, yes

Chris Talbot-Heindl: Okay, but neither do Democrats. They don't care about the most marginalized. Just the larger numbers (of privileged folks) and incrementalism to keep them happy.

Sunny Bybee: take money out of the game

Linda Plitt Donaldson: Right the Dems don't care either.

Sarah Lindner: This applies to government and politics in general. Again, it's the system that's to fault.

Alexia Casiano: @Sunny if only!

Srephen Sunderlin: The Conservative movement is VERY well funded

Maya Cook: While funders are pretending they want to be more equitable

Becky Harris: I honestly feel like a lot of the tension and "existential dread" we are all feeling is due to our completely intolerable political system

LB Yockey Jones: It seems like we need a separate business status for systems change orgs versus like the Mountaineers or the Opera - the type of orgs that are not addressing systemic problems (they're trying to improve things, but not trying to change the root structure, nor should they be)

Helen Bryy: @Maya Yep. It's all performative. 2019-2023 demonstrates that.

Sunny Bybee: you can live off the waste of the world.

Emily Barton: Air to breathe, time, effort, so many things are resources. Preach! I love economics

Mikayla Llanos: Some in this chat are not asking or considering the very questions Hildy is proposing 😊

Kathy Andrusz: PLEASE share resources at the end where I can listen to Hildy Gottlieb talk forever and ever world without end

Sunny Bybee: COLLABORATION over COMPETITION

Nedra Chandler: AGREED I need to hear it again

Lynda Aaron: I have Definitely bartered with other nonprofits

Sarah Lindner: @SunnyBybee YES!

Srephen Sunderlin: Not practical

Stephanie Walton: We need "Buy Nothing" groups for nonprofits.... lol...

Maya Cook: We share with partner orgs all the time. Staff, resources & more

Melanie Sadur: Buy nothing, yes!!!

Carianne Fisher: 100% - I'd say very practical!

Marcie Bonilla: Buy Nothing groups for non-profits! Yes!

Linda Plitt Donaldson: Yes, mutual aid systems are important.

Deidre McCormack Martin: Thank you both so much! Looking forward to more of these. :)

Linda Plitt Donaldson: But how I wish we could all flourish!

James Cypher: The inherent insincerity of the revolving door of fundraisers where they will ask for a gift for the new charity they're with also saying, yeah, forget about that other group I used to work for that was the most important need, THIS is the more important thing now!

Sunny Bybee: I process every dead neighbors/relative estate. I sort it. reallocate it for trades, use it to fund my programs.

Jessica Lajoie (she / her): Diaper drive is incrementalism isn't it?

Traci Kelly: @James please don't tear down fundraisers because the system sucks. Most fundraisers genuinely believe in the cause they are working for, and they also need insurance.

Karen Gillooly: This isn't the kind of collaboration funders want because "resources" get intermingled. Which funder can take credit for what?

Sarah Schwartz: Right @jessica, what are the systemic challenges that are stopping folks from being able to afford diapers to begin with?

Sarah Lindner: @JamesCypher Nah, there are many important causes to advocate for. Fundraisers are also living in a society where they pay bills, etc. Different nonprofits come with different cultures, payscales, locations, etc. Not to mention burnout is rampant.

Teresa Devine: @Traci thanks! @James -I believe that the previous org I fundraised for is still important, I realize also that their mission may not resonate with folks for a number of reasons or maybe just not at this time, it does not make their mission less worthy than the current organization for which I work and look to find resources.

Maya Cook: MATH

Andy Schofield: Great example of a community response. Please could you make some links to movements seeking civil and political change, e.g. civil right, Occupy, XR, etc., and how they approach(ed) sharing of resources?

Karen Gillooly: We always need a lead agency for collaboration

Clare Nolan: Ha! Way more fun than jelly beans!

Yana Ludwig: As an org that partners a lot... we bump into asking each other for things and it ends up often feeling extractive - like we are using their systems and staff time for our thing or vice versa

Stephanie Walton: @Jessica, yes, agree. I feel like this question about resources is not coalescing with imagine our BHAG. We want people to be able to afford to buy their own diapers!

Maya Cook: @Andy check out the Black Panther Party

Andy Schofield: Thanks @Maya Cook, will do

Jelena Song: So sorry, I have to leave. Thank you so much!

Linda Plitt Donaldson: @Stephanie -- 100%

Maya Cook: It's where the free lunch program came from

Mary Thomas: @Jessica @Sarah it's a double-edged sword where you have to meet current needs while looking to the long-term. the question is: how do you meet the immediate need while setting longer-term goals that eliminate the need for a diaper bank in the end.

Diane Parnes: Most nonprofits address immediate need vs focusing on how to address and solve long-term systemic issue.

Jessica Lee: I think we have to give ourselves credit for holding the both and--we have to meet immediate needs AND pursue systemic transformation at the same time. I'd like to believe we're up for that task.

Tasha Kellett: @Stephanie Walton, but isn't this an example of how to start by sharing resources to take care of people now and a launching point for a local movement to take care of each other?

Sunny Bybee: United Way here is pretty swell I must say. They are always giving me their leftovers.

Marcie Bonilla: Yes! @jessica lee

Jennifer Deathe: Sorry I have to go- but I wanted to suggest tools as catalytic thinking will need practice and that is why flat line organizations often fail- I know I have been in them for years. I love two: Theory U/Presencing Institute and Humanistic Positive Solution Fundamentals.

Tara Aesquivel: How do consultants fit into the movement?

Sunny Bybee: sorry about my typos I can't see

Teresa Devine: Yess!!!!

Teresa Devine: Ask for what it costs!!!

eric schindler: The question we don't ask enough is why do we keep thinking organizations or even movements are supposed to do what actually should be done by government

Lauren Costa: YES @STEPHANIE

Jessica Lajoie (she / her): @Mary I get it, but see what she just said about not killing the diaper bank; people get attached to these feel good initiatives and then forget to fight for people being able to buy their own diapers

Emily Snyder: Mutual aid!!

Patty Rosely: We need to be advocates for paying people a living salary

Jun-Li Wang: So how does the diaper drive move from the tangible need to recognizing the relationships/connections and how to leverage those into system change?

Patrick Sukhum: I like the example, including the sharing, but it feels like the path to becoming an organization. How does it remain a movement?

Mary Thomas: @Jessica - good point!

Jessica Lajoie (she / her): I'm interested in the mentality of people who always prefer to donate goods vs. donating money

Becky Harris: @jessica Yes!

Jessica Lajoie (she / her): (by people I mean the public to donate)

Lynne Feldman: Is universal basic income the answer? If so, should we all be advocating for it?

Maya Cook: WHAT

Stephanie Walton: @lynne YES!

Jun-Li Wang: Ppl are worried that the money will be illspent (it's the same as funders wanting you to have a project/budget).

Heather Williams: Not to mention the environmental impact of diapers and other 'solutions' - like the amount of processing and packaging needed for convenience foods. It gets overwhelming and also totally underscores the need for catalytic thinking and wholistic problem solving

Linda Plitt Donaldson: In Massachusettes, they instituted a 4% tax on income over \$1M and they had funding to support public education, public transportation and other things. This was just in the news.

LB Yockey Jones: to say nothing about the lack of access to laundry facilities and the sufficient income to actually DO that laundry

Maya Cook: @Heather, it's absolutely true. And also right now people are stressing HARD about accessing enough diapers

Mary Jane Dessables: People love to pick out an item and "know" it will be in the hands of someone who will so appreciate it when they receive it.

I worked disaster relieve - the stuff that had to be thrown away because there was SO MUCH it was unmanageable.

I never give "stuff" now.

Sunny Bybee: you all are discussing changing back to indigenous ways.

Stephanie Walton: How many states/municipalities still tax feminine hygiene products too....

Heather Williams: @Sunny AMEN

Shonie Schlotzhauer: Let's all share more visions of what the change looks like! How do we really redistribute the wealth and the power?? What are these catalytic questions? How do we put the power in the hands of the people and not the wealthy donors OR the fickle, topsy-turvy government? How do we utilize our organizations to move the needle in real ways?

Lorren Sandt: The House is trying to destroy SNAP as we speak

Sunny Bybee: all of what you said so far is about abandoning colonial ideals and systems.

Andrea John-Smith: These ways are NOT new...but it seems like part of capitalism is separating people into individual competitors.

Andrea John-Smith: ^Sunny — yes

Linda Plitt Donaldson: I like @Shonie's questions!

Jessica Lajoie (she / her): @Sunny It always seems with these system conversations that we come back to dismantling the patriarchy!

Karen Gillooly: Feminine hygiene also. What gets taxed? Should necessities be taxed? Food isn't.

LB Yockey Jones: Coming back - how do we ensure that we get the right people in the room to answer questions without demanding free emotional labor

Ashley Storey: Pay them!

Stephanie Walton: @Jessica, and settler colonialism and white supremacy and late stage capitalism.... not sure those can all be disentangled.

Erin Kelley: What to do? Slow the eff down. Fight within your orgs to invest time in building relationships in your community so that you can work toward "collective enough-ness." I'm so frustrated right now by the fast pace we're moving at trying to "do" so much by ourselves.

Sunny Bybee: be mindful in your thinking.

Sunny Bybee: skilled thinking vs unskilled

Teresa Devine: @Erin - snaps!!

Jessica Lajoie (she / her): Book recommendation, I just read Slow Productivity and enjoyed it!

Linda Plitt Donaldson: @Erin, yes for now, in the organization I work, I am trying to create these conditions (slow down, center relationships, etc) within the patriarchy. But I am looking for something more

Andrea John-Smith: @Erin — Love it! Slow the eff down and notice...other humans, our own bodies, and what questions we want to ask.

Melanie Hamburger: Resist.org is a group that is addressing some of the great suggestions by @Shonie and @Lynne

Jessica Lajoie (she / her): I've been rolling around in my head a conversation we had recently about not using the term "stakeholders" anymore and one group was trying to push "interested parties" but I'm thinking I like "affected parties"

Jim Thompson: You are talking about inviting a context within which x can happen -- Gregory Bateson notion

Andrea John-Smith: OOOh Gregory Bateson!

Sunny Bybee: oh man do I have a shitload of questions

Cara Birchmeier: we call it pissed with a purpose lol

Mary Jane Dessables: Universal annoyance is a thing

Sarah DeCataldo: Vu I feel you!

Andrea John-Smith: @Sunny — thanks for cursing. Makes me feel more welcome!

Nikki Jennings: Pissed with a Purpose! love it ;)

Tsiporah Nephesh: Check out the PBS series, "A Brief History of the Future"

Jessica Lajoie (she / her): I'm feeling inspired, not in the least by connecting with everyone today!

Selma van Halder: @erin Very much agree. We keep focusing on how much we're doing, and not enough on HOW we are doing what we're doing, and how to get better at it before we try to triple whatever it is we're doing.

Jim Thompson: 3. "Without context words and actions have no meaning at all."

— Gregory Bateson

Sunny Bybee: this has been awesome

Philip Kauth: this was inspiring and inspiring to read all your comments

Andrea John-Smith: Wish you all lived in Seattle and we could go bring lunch to a park and talk.

Linda Plitt Donaldson: Same. I love the chat comments so much!

Jillianne Bandstra: How do you implement this type of thinking in highly regulated industries like assisted living? Everything is about remaining compliant

Justin: We can use those questions to deprogram. what are the conditions the existing systems are creating that lead to the behavior we are struggling with (in ourselves and others)

Becky Harris: @Andrea I wish this too. I want to talk more about this with this passionate group of people

Mikayla Llanos: PLEASE DO A VERSION OF THIS FOR OUR BOARD MEMBERS TOO... PLEASE...

Sunny Bybee: my sister lives in Seattle. she's the librarian at White Center

LB Yockey Jones: <3 white center library

Melanie Sadur: Both/And

Kristin Johnstad: Please forward the raw chat. You two are brilliant as is this community attracted to this session. Share the raw chat resource so we can continue to share generously :—)

Jim Thompson: “We create the world that we perceive, not because there is no reality outside our heads, but because we select and edit the reality we see to conform to our beliefs about what sort of world we live in. The man who believes that the resources of the world are infinite, for example, or that if something is good for you then the more of it the better, will not be able to see his errors, because he will not look for evidence of them. For a man to change the basic beliefs that determine his perception - his epistemological premises - he must first become aware that reality is not necessarily as he believes it to be. Sometimes the dissonance between reality and false beliefs reaches a point when it becomes impossible to avoid the awareness that the world no longer makes sense. Only then is it possible for the mind to consider radically different ideas and perceptions.”

— Gregory Bateson, *Steps to an Ecology of Mind: Collected Essays in Anthropology, Psychiatry, Evolution, and Epistemology*

Andrea John-Smith: Ooooooh — I love librarians EVERYWHERE. But yes, White Center!

Nedra Chandler: Absolutely wish we were all proximate neighbors, how great that could be!

Srephen Sunderlin: Data is essential

Vicki Pozzebon: Our strategic planning process decenters the board, data, and instead centers community voices, partners, etc to inform the org of what the community actually needs.

Karen Gillooly: Shift mindset from frustration, angry which is scarcity and stuckness, victim. Shift to hope, collaboration, possibility, abundance, power to act

Mikayla Llanos: yes!!!

Lorren Sandt: yes please!

Jun-Li Wang: (Sorry for the bald pitch, but I think there are kindred orgs here!) If you’re part of a place-based, equity-oriented, community-rooted organization that uses creative strategies (especially involving your local artists/creatives/culture bearers)...check out (& join!) the Creative Change Coalition (www.creativechangecoalition.org) - we’re uplifting these kinds of values and goals, supporting all the orgs doing this good work!

Kristin Johnstad: Will the live YouTube be recorded for me to forward to others.

Philip Kauth: highly recommend everyone check out Theory U by Otto Scharmer

Jessica Lajoie (she / her): ahhh Hildy is breaking my data-loving engineering heart LOL (in a good way)

Elizabeth Woolfe: yes definitely a Part 2!!

Stephanie Walton: Yes please part 2!

Cara Birchmeier: Part 2 Part 2 Part 2!

Kristin Johnstad: YES TO PART 2

tara romano: thank you for all of this!

Meg Delor: Yes to Part 2!!

Meg Delor: This was amazing and so helpful

Amanda Kline: if your data person isn't giving you projections, trends, and actionable items through data then you need a new data person

Sunny Bybee: Is your organization throwing anything away that I can use?

Allyson Hewitt: There are questions in there, it was a busy chat, hard to listen, read and type :)

Kelly Wilson: can the chat be shared? :)

Maya Cook: When is it worth sticking around to push change over the long term vs recognizing that this isn't fertile ground & walking away?

Jessica Lajoie (she / her): #ShowerThoughts

Kelly Wilson: +1 Maya

Debbie Toth: I live that life, too, Vu!

Kristin Johnstad: I am curious - what has Vu heard that surprised him? What will he do given this conversation?

Chris Talbot-Heindl: +1 Maya

Debbie Toth: Too too too many emails!!!!!!!!!!!!!!

Jim Thompson: "We are most of us governed by epistemologies that we know to be wrong"

— Gregory Bateson, Steps to an Ecology of Mind: Collected Essays in Anthropology, Psychiatry, Evolution, and Epistemology

Mary Thomas: @Maya there is no alternative earth

Kristin Johnstad: Great question for Vu

Diane Parnes: Please stop ranting, Vu! Let's be more constructive. 🙄

Maya Cook: @Mary and yet burnout is real

Nicki Garces: This is an amazing webinar. I'm so glad I was able to watch it this early. Mahalo nui loa/thank you very much!

Lorren Sandt: VU Your angry rants put a smile on my face on Monday mornings and energize me for the week.

Andrea John-Smith: I want Hildy to respond to the duality comments — that we need intervention while we do deep systems work. We need an Emergency Room and we need shelter. But we see it as either/or. Maybe it's not either or? Maybe it's just that we CONFLATE intervention with systems change...which it aint. And maybe we can be thinking about systems change as we do interventions.

Mary Thomas: @Maya 100% - agree that we have to take care of ourselves first and foremost, and it is harder than ever in this modern life. <3

Nikki Jennings: Awesome session. Grateful for this time with you all! Thank you so much to everyone who made this happen.

Jessica Lajoie (she / her): Check out the podcast The Joy Report if you need reminding about the importance of joy in this work

Shonie Schlotzhauer: Question for another time! Can we take on the global financial system and the paradigm of orgs and individuals perpetuating the systems of inequity and exploitation through the investments of our endowments, retirement funds (as if we have them), and even operational reserves? What is our money doing when we're not looking?

Kristin Johnstad: Check out Joy and Healing: a community listening report on mental report

Linda Plitt Donaldson: @Shonie -- yes!

Jim Thompson: <https://nonprofitaf.com/2024/05/the-brussels-sprouts-of-equity/>

Jim Thompson: Vu -- you were at your VERY best here -- Bravo! Jim

Sunny Bybee: @everyone I recycle unused "swag bags" and help them avoid the landfill. I make crafts with kids out of them for free.

Justin: @shonie - yes, I'm more interested in the what foundations do with their 95% of investments, not their 5% of distributions. Which is affecting community more

Andy Schofield: @shonie +1!

tara romano: i get called a Pollyanna a lot.

Jessica Lajoie (she / her): @Justin My job is investing our orgs endowment in mandate aligned investments

Maya Cook: MY. WHOLE. LIFE.

Andrea John-Smith: Love you Hildy! Love you Dimitri! Love you Vu...Being, Change the questions, Change the Future...

Justin: :) @ Jessica

Jean Marie McKee: Fantastic webinar. Love the positive ideas presented her. Thank you Hildy and Vu.

Shonie Schlotzhauer: YES reclaim imagination

Maya Cook: I find it interesting that the neurodivergent folks I know are very good at that sort of creative thinking, but wind up getting called "problematic" by the bosses

Mary Thomas: Thank you so much to the amazing conversation between Vu and Hildy, but also the endless wisdom happening in this chat!

Jessica Lajoie (she / her): (It's still very new for me and for us but incremental in the right direction I guess!)

Andrea John-Smith: @Tara Hildy wrote a book called "The Pollyanna Principles" — It's friggin' amazing. It's how I got started with my association with this work and Hildy.

Linda Plitt Donaldson: Yes, reclaim our imagination. We are suffering from a lack of public imagination!! (among other things)

Jim Thompson: “When we think of coconuts or pigs, there are no coconuts or pigs in the brain.”

— Gregory Bateson, Mind and Nature: A Necessary Unity

Sunny Bybee: I live in Idaho where Glilead is the future here.

Andrea John-Smith: Internalized oppression be damned. We have the most amazing capacity to envision and we are ALREADY beautiful and powerful.

Colleen Andrews: THANK YOU!!!

Becky Harris: Thank you!

Chris Talbot-Heindl: Thank you for this!

Julie Fugenschuh: Great conversation

Rachel Conway: thank you so much!!

Maya Cook: @Sunny I'm so sorry Idaho has been occupied by terrorists

Aaron Landsman: Thank you!!!!

Melissa Hsiung:  loved this, thank you!!!

Selma van Halder: Thank you!

Emily Snyder: Thank you both!! This was amazing. I'm so inspired.

Lorren Sandt: Thank you!

Jason Spencer: Thank you!

Meghan Ray: Thank you, this was fantastic!

Karen Gillooly: Thanks!

Jenn Raley Miller: Thank you both!!!

Lindsay Albright: Thank you! Looking forward to Part 2 for sure!

Maya Cook: Thank you!!

Brandy Walega: Thank you!

Philip Kauth: we appreciate you and ya'll are amazing

Stephanie Walton: Thank you!!!!

Julie Fugenschuh: Thank you

Heather Williams: Loved this chat everyone, as much as the presentation!

Adam Fox: Thank you!

LB Yockey Jones: thanks y'all

Cheryl Zalenski: Thank you!

Andy Schofield: Thanks from London!

Kelly Wilson: Thank y'all!

Tasha Kellett: Thank you!!

Marie Fol: thank you!!!

Margaret L Masar: Thank you!

Kristen Fraley: Thank you!

Kristin Johnstad: I feel appreciated. I hope you both do as well

Catherine Marks: Thank you, this was fantastic!

Patty Rosely: Appreciate you and the work you are leading!

carol argiro: thank you - can't wait to listen to this again and again

Jean Marie McKee: Thank you!!!!

Linda Plitt Donaldson: Thank you Vu and Hildy! Thank you chat friends!

Philip Kauth: get some rest everyone

Stacie Larkin: Thank you Vu and Hildy!!

Beth Leary: Thank you! I look forward to getting the video

Mikayla Llanos: HAPPY UNICORN TEARS..... Thank you both so much <3

Emily Barton: Thank you!

Michael Menard: Thank you!!

Maria Davis: Thank You!

Mary Cockram: thank you!

Theresa Hubbard: Thank you!

Andrea John-Smith: Fabulous conversation! Thank you so much. Thank you to all of you out there — sending love and power and peace and joy

Jessica Lajoie (she / her): My vision: I have a neighbour who runs a small nonprofit to rescue French bulldogs and I always think I want a world where nonprofits are all for these niche nice-to-haves :)

Erin Kelley: Thank you so much!

Joseph Mouzon: Thank you

Diane Parnes: Vu - please go do policy work for our world.

Carianne Fisher: Thank you!

Clare Nolan: Thank you so much! One of the best and most thought provoking webinars I've ever attended!

Nikki Jennings: 🙏

Sunny Bybee: Thank you

Sandra Hoy-Maruschak: Thank you!

Regenia Bailey: Thank you!

Mary Jane Dessables: much to consider, thank you

Clearie McCarthy: Thank you!

Sunny Bybee: What a great time

Debbie Toth: Thank you!

Sarah Lindner: Thank you!

Amanda Carrubba: Thank you!

Jessica Lajoie (she / her): Thanks!

Diane Parnes: Thank you, Hildy!

Kathy Andrusz: I have never been more inspired WITHOUT simultaneously feeling exhausted before IN MY LIFE thank yo u so grateful

Mary Thomas: ❤️

Kendra Traynor: thank u!!

Jim Thompson: Peace and blessings