

FREDERICK NONPROFIT SUMMIT
APRIL 8, 2021

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>>DJ: Oh my goodness, welcome everybody, welcome, come on in!
We finally let you out of waiting room purgatory.
You have been so patient!
Thank you for joining us!
First thing I need everyone to do is sound off in the chat and say hello.
So drop down to your control panel, make sure you have your chat window, tell me where you are tuning in from.
Not only your city or state, but literally, are you in your living room?
In a foyer?
On a beautiful patio?
I want to know!
All right!
The dining room, that's -- I just like to know, where people are Zooming from.
Baltimore city basement, Baltimore in the house, all right!
[music]
All right, a lot of MD in the house.
Nobody is in a bunker so that is good.
I feel we have couches, we have home offices going on!
Anyway, good morning, welcome to the 2021 Frederick Nonprofit Summit!
I'm DJ Lee, I'll act as your host.
Throughout the day we will play games.
We have a jam-packed day full of amazing speakers, a lot of content.
Lot of inspiration.
I'm super excited, super excited all of you are here.
Let's see.
What else do I want to do?
I'll do a little challenge in the chat.
This is one of my favorite -- I love puns and bands.
I hope you do too!
Here it is.
Sound off in the chat with a band name, could be your favorite band, but make it edible!
My example is Justin timbercake!
Or Fleetwood mac and cheese!
Sarah's on the board right away.
That is kind of cheating because cake is just cake!
It's a great band.

Steely doughnut!
I like you people already!
I can tell this will be a good day!
Meatloaf, of course, of course!
Oh ... Christine, you are my new favorite!
Wait a minute, I was going to say imagine dragon.
But with you tang flan might have beat that!
That is amazing!
Just make sure you are muted.
A quick reminder.
Earth wind and falafel!
Amazing.
This is being recorded.
We hope you keep cameras on, we would love to see everyone's beautiful faces, it helps engagement and energy.
But for any reason, for privacy, if you have to turn off cameras we understand.
We hope most of you are movin' right now, jammin' a little bit!
A little movement, feeling, creating energy, whatever it looks like for you!
Whatever feels good.
Let's see what else do I have to tell you, so excited about today!
Let's see.
Other Zoom tricks, very important, throughout the day -- oh, Bruno Mars bar, Hall and Oates, Chicago tacos, they're the best!
Makes me think of Cincinnati and that makes me think of skyline chili, anybody?
Couple notes.
Couple ways to view.
Gallery and speaker view.
If you move your mouse to the top right corner of the screen?
Click the view button, you can toggle between speaker and gallery view.
Right now if you click speaker view you should see me.
Hello!
DJ's love attention!
Forgive me, checking with mission control here, not Twitter!
Also, still coming in.
Smashing pumpkin pie.
Macaroon five!
You do burger!
I love all you already!
So you can see me in speaker view.
Now we are for fun going to gallery view.
[music]
I want -- I will see a little movement going on.
So I see Ken is boppin', Jen is feelin' it.
I see Shareen.
I see Vu. Unicorns, which I love.
Karen, I see you.
Also, everybody sound off in the chat.
This is a random question I love.
Tell me the make and model of your car that you used for your driver's test.
This is a very interesting one.

In the meantime we want to generate some energy.

I see Amy is movin' a little.

Michelle has a head movin' which I like!

88 Thunderbird, that's classy!

A Dodge Duster!

I love it!

(Music in background) Teresa, do you remember if you passed?

All right, one other note.

Throughout the day we are going to have closed captioning available.

If you would like to use the closed captioning feature just go to the bottom of your control panel and select CC.

You should see -- oh, PT Cruiser!

'74 maverick!

1954 Ford, all right!

I love it.

I miss Plymouths!

Yes, so, closed caption.

Go to the bottom of the screen, select closed caption, a separate popup will appear to follow along live.

If you don't see this feature you might have to either update Zoom or like I said just go to the "more" button.

And I think that's it.

We are going to get started in just a moment.

'87 cavalier!

[music]

Oh my goodness, if for any reason you are just joining us, we are sounding off in the chat with fun stuff.

My name is DJ Lee. We're about to get the program started.

But we want to welcome you to the 2021 Frederick Nonprofit Summit.

Super exciting.

1974 Vega, wow!

This is awesome.

Never had to take the driving test.

[Laughter]

I always told people to bring doughnuts and I found that works well.

You get right through!

All right, everybody!

Are you -- is everyone excited?

If you can give me a head nod?

A jazz hands?

High five?

I will remind you throughout the day you can do that virtually in the reactions tab on the bottom.

Everybody find the reactions tab?

Let's do a thumbs up or do a high five or party sign.

All right.

[music]

Well, I think we should start everybody, I think we have a full room.

A lot of energy.

I appreciate your engagement.

I will have trivia, other fun games and activities and a prize wheel for everybody coming up a little later in the day.

But now, it is my pleasure to welcome to the stage, to the screen, Leigh Adams, executive director of the Ausherman Family Foundation.

And Ken Oldham, CEO of the United Way of Frederick County.

Please come on up!

>>LEIGH: Good morning. Ken and I are excited to welcome you to our 10th annual nonprofit summit.

We are part of a steering committee with eleven local nonprofit and philanthropic leaders that work all year to plan these exciting events.

Honestly, we could never have imagined this event, when we started, growing to this size.

We had over 300 register which is really exciting.

>> Goals of the summit remained constant to provide meaningful opportunity for learning and connection for our amazing non-profit community.

Since travel to conferences isn't always possible for all of us, we bring the conference to town.

And are able to learn, connect and grow together as a community.

In honor of our milestone anniversary, two years ago we decided to put on the biggest and best summit to date.

We secured Vu Le as our keynote speaker with grand plans for state-wide non-profit and foundation networking events in two venues.

A lunch downtown.

The whole nine yards!

As a committee, we made the difficult decision to cancel the 2020 summit.

In hopes to do everything in person this year.

Little did we know what the year would bring.

>> This year, our lineup is truly remarkable.

This morning we will hear from Vu Le.

This afternoon he will join an amazing panel of regional non-profit leaders and experts from across our sector.

We have Lisa Alexander Brown from Nonprofit HR, President and CEO. Franklyn Baker, United Way of central Maryland, CEO. Jen Bokoff, Disability Rights Fund, director of development.

Satonya Fair, PEAK Grantmaking, president and CEO.

We hope today will stretch your thinking, and offer new ideas for consideration and leave you with ideas to put into action at your organization's boards and your collaborations.

You may be challenged today.

That's okay.

We invite you to listen with an open mind and an open heart.

We hope and expect everyone will learn something helpful and hear something meaningful today.

>> Today's sessions will be recorded.

We'll share the recordings for you to listen to again or share with others.

Momentarily we will hear from and ask questions of Vu Le.

Pop your questions for the Q&A session into the chat any time.

Then, we'll have a one-hour lunch break during which there will be music and activities.

Our afternoon session runs from 1:00 to 2:30.

DJ Lee will keep us engaged and laughing throughout the day.

We are excited to announce at the end of the day three lucky organizations will receive a small grant.

You will be selected at random.

But need to be present.

Need to be present.

So, be sure to stick around.

Please tweet using # Frederick Nonprofit Summit.

In closing, today could not happen without the efforts of many.

I want to thank my fellow committee members who have been working over the last two years to plan and execute this conference.

Betsy Day, president of the Community Foundation of Frederick County.

Melissa Sines, from PEAK Grantmaking.

Kerry McHugh, program officer, Helen J. Serini Foundation.

Stacey Collins, vice-president, client and community relations, PNC Financial Services Group.

Danielle Doll, Downtown Frederick Partnership.

Jessica El-Zeftawy, Association of Fundraising Professionals, Western Maryland chapter.

Dr. Jeffery Poirer from the Annie E. Casey Foundation.

Leigh Adams, Lori Perkins, Jen Specht from Ausherman Family Foundation.

And a special thank you to Marlene Young, president of Delaplaine Foundation, who generously helped sponsor this event.

She will introduce our keynote speaker today.

[music]

>>MARLENE: Good morning, everyone!

I'm so excited and honored on behalf of Delaplaine Foundation to be here today.

Though not in person as we originally hoped, we're thrilled for this long-awaited, highly anticipated summit to be upon us and excited for what is to come throughout the course of this day.

Delaplaine Foundation, now in our 20th year of philanthropic Grantmaking in Frederick County, is honored to join co-sponsor Ausherman Family Foundation and all those of the non-profit alliance summit steering committee in bringing our iconic speaker Vu Le to Frederick.

At Delaplaine Foundation, our community roots stem back over a century.

While philanthropy is in our DNA, we recognize that the Frederick County of today is as vastly different in its diversity of citizens as it is in new and different social and economic challenges within our community, as certainly the past year has underscored for all of us.

Back in 2018, Betsy Day phoned me to chat about today's speaker, Vu Le.

And to explore the possibility of some day perhaps bringing him to Frederick.

The Community Foundation submitted a grant application to Delaplaine Foundation which we funded and have joined fellow funders in anticipation of having Vu Le address taking a deeper dive into the non-profit sector of the future.

Despite ongoing change, the constant is that Frederick County cares for its own.

We work together in collaboration and there is no group of individuals more committed to respecting the dignity inherent in every life than our non-profit partners.

We are grateful you are here today.

Our community needs and values you, whether you are joining today as a non-profit leader, on staff, as a volunteer, as a funder or foundation, you have our gratitude because of the work we all do together to build a stronger community.

Our speaker today gets us. He really gets us.

He has long held a deep passion to make the world a better place.

In doing so, at times provocative thoughts may stir us, challenge us, and prod us to think differently.

Today is all about bringing an incredible opportunity for all of us to learn from renowned non-profit guru Vu Le as he shares new and innovative sight and insight and provides us with new takeaways.

Our work is never done.

Meaning, our learning can never stop.

So today we invite you to prepare for thought-provoking, cut-to-the-chase talk about the sometimes messy but always rewarding work of non-profit organizations.

What starts here today can change Frederick County in many positive ways for tomorrow.

Vu Le is known for his no BS approach, his often irreverent sense of humor, and his love of unicorns.

He is a writer, speaker, blogger, and former executive director of RVC, a non-profit in Seattle promoting social justice by developing leaders of color and fostering collaboration between diverse communities.

His Non-profit AF website examines joys and frustrations in the non-profit sector and challenges established norms and provokes discussion.

Vu recognizes humor in our daily tasks and believes firmly that while our work is always to be taken seriously, we ought not take ourselves too seriously.

He invites his audiences to laugh along with him while learning valuable insights.

Vu has been described by his audiences as sometimes leaving them speechless, yet he is always entertaining, energetic and engaging while he inspires, challenges, and affirms our non-profit profession. In his free time Vu admits to watching maybe too much TV and loves spending time with his spouse and two kids, a 7-year-old and 4-year-old.

So prepare to be wowed, to expect the unexpected, and fasten your seat belts, friends!

We predict this is a keynote we'll all be talking about for a good, long time.

And so unicorns, unite!

And join me in giving a warm Frederick County welcome to the incomparable Vu Le.

[music]

>>VU LE: Thank you so much, Marlene.

Good morning everyone.

Thank you for having me here.

I am Vu Le. I use he, him pronouns.

I'm in Seattle, which is on Duwamish land.

I just learned a few months ago from my friend Elizabeth Rawlston that for colleagues who are blind or have low vision it is helpful to describe what we look like.

So I'm a middle aged Asian man, short, kind of messy hair. dark glasses. Surrounded by a unicorn and Care Bear.

And also like an aura of vegan sexiness.

It's indescribable but undeniable, right, even through Zoom!

I'm so glad to be here with you all.

Marlene, amazing introduction.

I wish my parents could hear it, because they have no idea what I do.

And thank you!

So today.

We'll be talking about, well, why we're awesome, right.

And all the things that we need to deal with.

I'm trying to be hopeful.

It's been really rough these past few months, these past few years actually.

Originally the title of this keynote is nothing is going to change, it's just awful, awful, everyone.

Here's a picture of a sad, sad looking unicorn!

But I'm trying to be more hopeful.

I really do love our sector and I think we can unlock our full potential. So, that's what we'll do, talk about why we are awesome, what we suck at, what does the future of the sector look like, and what do we need to do, right.

So, it will be a whole bunch of stuff.

It will be fun!

I might talk about Non-profit the Musical, which is something I was working on before the pandemic!

Few disclaimers.

I have kids. I have a 7-year-old and 4-year-old who just turned 5 a couple weeks ago.

And I have not slept in about 7 years.

And you all know that having a baby is like getting a multi-year federal grant, you know.

First year, it's yay!

Then, oh, man, this is so much work.

And you can't really give it back!

Just be uncomfortable for everyone!

So, anyway, kind of loopy.

I'm also not an expert on anything.

I'm just very opinionated!

I have been executive director and a fundraiser for awhile but it doesn't mean I know everything.

This is just one person's perspective.

Please feel free to disagree.

I hope we will have a little time at the end of this speech for you to just ask questions or challenge directly, heckle, that is fine too.

Yeah, and so some of the stuff I say may make you uncomfortable.

And I would not be doing my job right if I didn't make some of us uncomfortable sometimes.

So if you are feeling a little discomfort?

I would -- encourage you to embrace it.

Figure out why it is that you may be uncomfortable.

We can talk about that.

All right?

But again, you don't have to agree with anything I'm saying at all.

Okay. First of all, let's talk about why we are so awesome.

Our sector is so amazing.

I always say that we are like air.

Non-profits are like air.

Whereas, for-profits are like food.

People can see food.

They take pictures of food.

And they call themselves foodies, right.

But the work we do as non-profits, as funders, it's often invisible.

Like air.

No one really appreciates air until it is gone.

Until they need it.

And it's been really rough this past year.

I want to start by affirming that you all are amazing and you are as vital as air.

And the past year, past several years actually, we have just been on fire.

In a bad way.

But also in a really --

[audio cutting out]

-- way, both ways of being on fire.

Our sector has responded to the increased demands for services.

We have been extremely creative.

I have been watching a lot of TV as Marlene said.

I have been watching Chopped on the Food Network.

It always reminds me of our sector.

On Chopped, everyone gets like basket of random ingredients.

Here's a trout and some marshmallow Peeps. Go and make an entree!

People manage to find a way to do it!

I think it is like us, right.

We're like a CRM [phonetic] that's 18 years old and \$4,000 you can only spend on paper clips on Tuesday.

Go and end homelessness!

Like this is what is expected of us!

We still manage to get it done every single day!

I'm just always amazed by us.

I'm also kind of disappointed we don't have enough visibility in society, right.

Barely any shows about us.

You know?

Like, there's 19 shows about baking.

I watched a show about glass blowing!

I think we need more shows about the amazing work we do. As soon as the pandemic is over I'll work on shows that I want to pitch to Netflix.

Like The Amazing Supplies Race.

A bank moves, sends an email.

Says, hey, you non-profits, we're moving. We have all these free supplies of furniture and all these non-profits assemble into teams to be the first to get that sweet metal filing cabinet for the personnel files that can be locked.

Or: Dancing With Major Donors!

We partner a non-profit leader with a major donor and the non-profit leader is like ... ah, should I call the person?

It's been 3 weeks since I emailed them ... I don't want to seem too desperate!

But also really need this renewed!

Or my favorite: Non-profit and Afraid. It's like Naked and Afraid on Discovery channel.

Naked and Afraid is a great show, it's educational.

Two people, they are naked and places them in the wilderness for three weeks, they get a survival item, usually a machete and fire starter.

They have to survive three weeks while being filmed. They are naked and afraid and they get bitten by mosquitoes.

I'm thinking we take somebody from outside the nonprofit sector who has never worked at a non-profit before and we place them at a non-profit and film their experience, they get a survival item like a 1993 Honda Accord!

This is ...!

Also Non-profit the musical!

I'm thinking of cool characters we can have.

For example, the consulting robot!

A robot that is also a consultant.

And it repeats exactly what the staff says!

But the board actually listens to it!

And a development director character but played by a new actor in every scene and no one talks about it throughout the entire musical!

So anyway, okay. We have a lot of work to do regarding increasing visibility in our sector.

But -- and we are really amazing!

We still have a bunch of challenges in our sector that we need to take care of, because we don't have time anymore, we have to move the sector to the future.

Over the past year and a half or so, dealing with the pandemic, being so creative, we still have so much gosh darn BS to think about and deal with, you know.

I have been ranting about these things for such a long time.

Haven't really changed!

Like overhead!

Overhead!

Some funders and donors still don't want to pay for certain things like useless things like staff salary or professional development.

We are playing funding sudoku every single day!

We don't have time for this anymore!

I liken us to firefighters putting out fires of injustice.

Every three or four steps someone stops us to say I want to make sure that money I give you to put out fires is spent on the water, not the hose.

What is your hose to water ratio?

Is it above 10%?

Because I don't like that.

This is what we deal with, with overhead, right.

We put up with it because we're very nice people. And we can't anymore, because the more time we spend answering ridiculous questions like that, the less time we are putting out fires which means they are spreading.

We can't just go to virtual happy hour and complain to one another about overhead anymore. The reality is that it's preventing us from doing work effectively and we can't put up with it anymore, right. Another thing, sustainability. Which I cannot stand. The question of sustainability. Which manifests like: How are you going to sustain the program when the grant we give you runs out? How will you sustain it? We have been trained to BS the question. We say stuff like, oh, we will increase our board and staff capacity to reach out to individual donors, we will form relationships with local businesses and sell the macaroni artwork kids in the after school program make. All of that is euphemism for we will leave you alone and bother other people. That's it. We have been playing funding hot potato for so long, going from one funder to another, endlessly wasting our time, to find all the stuff. We don't have time for this. I find it to be insulting we are asked this question, honestly. In many ways we are filling in the gaps left behind by government and the rest of society. We are cleaning up society's messes. Like you are cleaning up someone's house. Helping them mop the floor. They are, um, how are you paying for the mop? This is basically the sustainability question. It's very irritating and I don't ever want us to put up with it again. You can go to Nonprofit AF, and there's a blog post called standardized answers to the sustainability question. You can just copy and paste it to a grant application. A friend of mine from Oregon emailed me, said Vu, I copy and pasted your medium length version to a grant proposal and got \$25,000! So if someone can copy and paste an answer? And still get funding? Is it a good question? No, it's not. Again, we don't have time for it! We also don't have time for Bis-plaining [phonetic]. Bis-plaining is what my friend Alison Carney calls when a for-profit talks down to non-profits as if we have no idea what we are doing. It's like man-splaining but when a for-profit does it to us. It happens quite frequently, right. It is very irritating. And we rely on our corporate friends for boards, donors, and at the same time, let's be honest, we need to talk about sort of the ego the for-profit sector often brings when they come to non-profits. By the way, thank you, corporate sponsors, for bringing me here to deliver this presentation today. I appreciate you all. And I do appreciate you all. But seriously, you got to check your ego a bit, okay? I'm getting very tired of. People are Vu, do people in the non-profit sector do this, what we do in for-profit called accounting? Do you do accounting? I'm like, yes, we are the best accountants in the entire world! When you have funding sudoku to play every day? You have to be the best accountant in the world! And now we just -- I love our for-profit colleagues, but we just cannot, cannot, put up with all of the ridiculousness,

right.

Because we are very different, very different than for-profit sector.

We can learn from one another. But one major difference.

As we increase our success, we increase expenses without equal increase in revenue.

If Apple sells a million iPhones this month and next month it doubles? It sells two million?

It doubles revenues.

If we have a hundred kids in after school programs this month and it's so wildly successful that next month 200 kids come, we double expenses and then have to scramble for funding. So it makes it a difficult model.

We are expected to do miracles.

On very highly restricted dollars.

I get really irritated by this.

Can you imagine if someone goes to Apple and says hey, Apple, you sold a million iPhones this month, great, but it's like an output Apple, not really an outcome.

What are your outcomes, Apple.

I want to know, Apple, of the million iPhones you sold how many people use their iPhones to update their résumés, then apply for jobs, then got jobs because of the iPhones.

How many people did you help find jobs for, Apple, right?

How many seniors fell and broke an ankle and then used their iPhone to go on to Web MD to learn how to make a tourniquet for their broken ankle, and so they didn't go to the emergency room, and they saved tax-payers money.

How much tax-payers money did you save, Apple?

This is expected of us all the time.

An executive director friend of mine called and said I'm tired, I want to quit, become a real estate agent.

I said why? Don't quit. We need you in the sector!

She said a program officer came to visit my senior hot meal program and asked how many we served, and I say we served 900 seniors every week.

The program officer said, well, wonderful.

But what are your outcomes?

I wanted to say well, 900 seniors come in hungry and they leave full.

[Laughter]

Which is an amazing outcome, right!

But no!

We are trained it's not an outcome.

Just helping people is not good enough for many people.

So my friend was trained to say stuff like, oh, yeah, 900 seniors come, we feed them, because of that it increases their health, they're less likely to fall and get injured and go to the emergency room, helping save taxpayer money.

Also, crime rates have been reduced because bands of roving hungry seniors were going out there robbing banks, now it's stopped.

So all of this, so much BS in our sector.

We have done it to ourself.

We need to stop! We have more important stuff to do!

All right, we have to think about this.

We are in this extensional crisis right now.

The pandemic.

Society is reckoning with systemic racism.

It is forcing us to think wow, a lot of stuff we are doing is not really working.

So much of the BS we put up with, we can't anymore.

Right?

This existential crisis.

I think what we are starting to realize, I need us to realize, is in many ways we have become this white moderate

sector.

By that I mean, this is what Dr. Martin Luther King Jr. said, the biggest barrier to justice is not the KKK members burning crosses and so on.

Right?

It is the white moderate standing on the side saying I really like the goals you have, but maybe you can be nicer about that, maybe you can write a white paper on your goals ... all of this.

Like, this is what has been becoming of our sector.

We have become one giant white moderate of very nice, well-meaning people.

We do our best.

And we are out there doing our work.

It's really important critical work.

And again, it's like air.

It's so necessary.

But at the same time, we cannot advance justice becoming a big white moderate sector.

This is something we have to reckon with.

It's time for us to draw a new fish.

All right. Bear with me for a second, okay.

Draw a new fish.

I don't have a picture of a fish. But here's a baby seal!

Yeah, so the new fish.

There was an experiment when they asked a group of kids to draw a fish.

Just said draw any kind of fish you want!

Then they had a second group of kids and said draw a fish, but here's an example of a fish someone else drew. But don't worry about that example, draw whatever fish you want.

What they discovered was that kids not given a drawing of the fish, they drew really creative drawings of fish.

The kids given the drawing of the fish?

They drew drawings that looked very similar to the drawing they were given even though they were told it was an example and they did not need to copy it.

This is what has been happening to us.

We have all of these fish archetypes in our mind.

Fish archetypes about how philanthropy should be, how fundraising should be, all of it in our mind.

It's been preventing us from actualizing and realizing our full potential.

So it's time for us to draw a new fish.

Maybe it's not a fish.

Maybe it's like a bunch of ducklings.

I don't know. Maybe a fungus, or a platypus!

I don't know.

Bye, baby!

Sorry y'all, my little ones are -- come here!

You don't want to be on screen?

Okay, I love you.

Bye.

Hi --

>> Bye, daddy.

>> Sorry y'all!

This is my little five-year-old.

Can you say hi?

No?

Okay.

I love you.

Daddy is giving a speech.

So can you ... I love you, bye!

My apologies everyone. I thought I had locked the door.

I'm also trying to be okay with just life happening.

The kids are an important part of it.

So thank you for your patience.

I was saying we need to draw a new fish.

That means that all the stuff we have been doing and thinking about, we have to be able to acknowledge we have all these archetypes in our minds and we need to change, to change them.

(Sound of door closing)

So what does that mean? It means, for example, the way we do fundraising.

It's been in many ways perpetuating the very injustice we are raising money to help solve.

Right?

It has been based on the savior complex, white savior complex. It's been based on poverty tourism, based on allowing a lot of donors, most of whom are white, to not think about where their wealth came from.

And a lot of wealth came from systemic injustice, historical injustice such as slavery, colonization. Stolen native land.

All sorts of things.

And fundraising can't just be about making people feel good anymore. It just can't.

But this is what it has been like for the past several decades.

It's that donors don't examine their wealth, give money,

we write them a hand-written thank you note.

They feel really good about themselves so they can keep giving.

We have to move beyond that.

Fundraising has to be aligned with justice and a lot of justice will involve uncomfortable conversations.

I talked to a friend, a development director. Told me she talked to a donor whose family's wealth came from this chemical agent used decades ago during a war.

It still affects people to this day.

The donor is thinking, well, I want to give 25% of my wealth to non-profits and then the other 75% to split among my three adult kids to have a bright future, they and my grandkids.

I think our traditional fundraising would be, well, 25%, amazing, wonderful.

We love that.

That's so generous of you.

But we can't do that anymore.

My friend is trying to figure how to talk to the donor about giving 100% of this wealth back to help repair damage and deaths that came from the family's invention of this chemical.

This is what we have to start thinking about moving forward, fundraising.

So community-centric fundraising is what I have been pushing.

There's a movement now called community centric fundraising.

Go to community-centric-fundraising.org to learn more about it.

It means we have to talk to donors about difficult stuff and ending non-profit hunger games.

We can't keep competing with one another for resources anymore.

Cut throat competition.

We have to look out for one another.

Sometimes that means not applying for a grant.

It means introducing our donors to other missions sometimes.

Over here in Seattle, at the beginning of the pandemic, a foundation decided to give \$50,000 grants unsolicited, no reporting, no applications, to non-profits to help in the pandemic.

It was amazing.

What was even better though was several of the non-profits declined funding and said we really appreciate this, but we have Black, Indigenous-led organizations that can use the money more, would you mind giving it to them instead? That is what I would love for the future of fundraising to look like.

We look out for one another and see which organizations are led by communities most affected by systemic injustice. And sometimes we back out.

Sometimes we put our own mission on the back burner because we have to think about the entire ecosystem of missions, how they are interrelated, okay.

So fundraising has to change.

Boards have to change.

Boards are -- we'll talk about it more on the panel.

But honestly, boards are one of the biggest headaches in our sector.

We don't want to say it, right, because we're nice people.

But honestly?

Probably like a third of the stress, half of the stress in the sector is caused by boards, and how we spend so much time trying to figure out how to give work to our board, right!

I have a rule of one thirds.

I think one third of boards are helpful, useful, amazing.

One third of boards are completely useless.

One third of boards are actually destructive to their mission.

They are actively harming their missions.

Let's acknowledge that it means two-thirds of boards are useless or toxic.

We still have this board model that we have been passing down from generation to generation.

Why?

We are not really legally required -- they are just traditions.

Like do we have to use Robert's Rules?

Who is Robert?

Why do we use his rules?

All of these things are a bunch of traditions, not legally required.

We just put them in our bylaws. But bylaws can be changed.

We have to stop it.

I don't like also the boards are so focused on their mission.

I want them to be eco minded, for members to think of other missions as well, to link up with other board members and so we can act as one sector instead of a bunch of silos fighting with one another for resources all the time.

This Hunger Games.

We can't do that anymore, right.

The future of our sector also looks like us thinking about how we can connect to one another and work better as a sector.

I don't mean just sign letters of support to one another during, you know, like a grant application.

Like can you please sign this letter of support I wrote?

Just sign it so I can get this grant. This is basically what we have been doing!

It needs to stop.

I like us -- been watching Star Trek.

It's amazing, I love it.

What I love about Star Trek, it paints this amazing picture of the future.

We end poverty and wars, right.

But I like the fact in Star Trek that we have all of the star ships, each have a captain, and each have a mission.

Right?

But they also have star fleet!

Which probably handles their back office stuff!

Like QuickBooks and things like that so Captain Picard doesn't spend half of his time chasing after receipts and filing personnel files and stuff, right!

Our sector needs something like that. We need more of these star fleet organizations. We can form alliances where we can have support organizations that can handle back office stuff.

Then we can allow organizations to focus on what they are good at.

Right now we don't.

We're constantly shooting at one another. All of the star ships spend half their time just on back office stuff.

So the community alliance model is what I'm pushing for.

Which is we get organizations into different alliances and have support organizations that does -- so one CFO can handle finances for all 20 organizations in the alliance.

There is starting to be more of these models out there.

It's been absolutely amazing.

We have to stop forcing everyone to be a generalist.

Doing 20 highly specialized things at the same time.

Because what this has been doing, it's been punishing organizations led by Black, Indigenous, people of color, and disabled people, and because we just don't have the staff and capacity to handle 20 highly specialized things.

So we got to think about capacity building differently.

I need us to stop teaching people to fish.

That is what capacity building has been.

Let's teach someone to fish!

Right?

Use HR fishing, personnel fishing, bookkeeping fishing, whatever.

But the reality is, a lot of us are carpenters. We don't like fishing.

Some of us are vegans and aren't going to fish.

You force carpenters to fish, they hate it and spend half their time grudgingly fishing, they're not good at it, don't catch as many fish.

At the end they are tired, bitter, don't want to do any carpentry.

This is what has been happening to the sector.

We have to stop.

If someone's an amazing fish person?

Let them fish.

A carpenter?

Let them do that.

So give people the fish.

This is what I'm saying with capacity building.

Stop expecting every single organization to be amazing at personnel, at QuickBooks, at evaluation, at technology, at communication, at fundraising. It's just ... it's just too much now in our sector.

We got to start thinking about specializing.

And we got to talk about philanthropy.

I really appreciate philanthropy and all the funders and partners who have worked with us throughout the years.

At the same time, we need to talk.

Because it's not working.

Philanthropy has to change.

The focus on overhead, sustainability, we just don't have time for many of these things anymore.

I really think all funding needs to be multi-year general operating dollars.

MYGOD, acronym!

Multi-year general operating dollars.

We just don't have the energy anymore to put up with so many things.

Because we have a fish in our mind?
We internalized a bunch of things we think are natural.
For example, I don't believe in grant applications.
I don't.
Right?
Whenever I bring this up, people are "what"?
How could you?
Blasphemy!
How else will we allocate funding, right?
Look, it sounds like blasphemy, but if you think about it this way ... imagine a food bank.
Or food pantry.
They go to the community and say, hey, everyone?
We know you are really hungry.
But we only have enough food to feed some of you, so to be objective what we'll do is we're going to ask all of you to write an essay about how hungry you and your family are.
And create a logic model about what you will do with this food we give you and the outcomes and outputs, whatever, about like is this going to help kids graduate from college?
What's the food going to enable you to do?
Then we'll rate you from zero to 100 to be objective, right.
Then we'll give food to families that wrote the best essay and have best logic model, and score the highest.
If you think of it, it's kind of ridiculous, right?
It should be up to the food pantry, should be the responsibility of that pantry to find families most in need.
Because likely the families most in need, the hungriest, aren't going to write the best essay about how hungry they are.
If we think about it, it's what we have to think about for philanthropy.
It should be up to foundations to figure out which communities are most affected by systemic injustice and ensure funding is going to those communities.
Not force everyone to waste hundreds of thousands of hours every year writing essays, doing logic models and stuff.
I get frustrated talking to some foundations.
Like, I talked to one CEO who said, Vu, can you talk to us about how we can give more money to the Black and Indigenous community?
I was, like, you want me to come by, talk to you about this?
What I want -- you need to stop doing that.
If you want to give more money to Black and Indigenous communities, you need to give money to the Black and Indigenous community, okay!
Just stop!
You don't need me to come tell you that.
Create a pool of funds that can only be accessed by the Black community.
Or the Indigenous community.
Or disabled community.
Or whatever.
Just like if you care about the communities?
Then just ensure there is funding that can only be accessed by those communities.
As long as those organizations are led by those folks, right.
But instead, we do this toxic intellectualizing in our sector.
We think if we read a white paper, put sticky dots on the wall and vote on stuff, that somehow we are doing work.
We have talked so much about equity, diversity.
I mean, equity, diversity, equality.
But the reality is, even when talking about equity we are still in the grip of equality.

For everything we do. Still in the grip of equality.
Equality looks like everyone applying.
Hopefully people with the best ideas are going to get the funding.
That is not how it works.
Right?
So we got to move on.
There's no level playing field.
We have to get out of the idea there's a level playing field.
If we make it level, then everyone can compete fairly.
No.
We have to create new fields.
The field will never be level.
The existing field.
Because of implicit bias, systemic racism and misogyny and able-ism and everything.
It will never be level.
Fundors have to target their funding on the communities most affected with systemic injustice.
Grants need to be ten years at a time.
We are done playing hot potato.
We can't do it anymore, right.
I would encourage foundations to increase their payout rates beyond the 5%.
Because you are saving for a rainy day.
When it is pouring on our communities right now.
Conversation about DEI has to change too.
So many people of color are exhausted by the conversation about DEI.
Because nothing has changed.
Still, less than 10% of funding has been going to Black, Indigenous, people of color led organizations. It's been this way for decades.
Nothing has changed.
We just talk more about equity.
And we're tired.
People of color are so tired.
I don't want to attend any more summits about equity and stuff unless I know it will be money and resource and power being moved to the communities that are most affected by injustice.
So I know this is a lot.
There's so many things we have to think about taking care of.
Right now, we have been focused on so many of the wrong things.
The past four years should have woken us up, made us realized stuff we have been doing has not been working, right.
Right now, there are hundreds of bills out there to stop Black and Brown voters from voting.
Voter suppression bills.
While we think of logic models, reading white papers, people are suppressing votes.
We have been paying attention to all the wrong things and we need to focus on what are the levers of power our sector needs to work together on.
Levers of power that I think we should -- need to work on, one, we need more women of color elected to every single office politically but in leadership across businesses and non-profits everywhere.
We need more women of color elected and in these positions and we need to protect voting.
All of stuff we are doing won't amount to anything if voters, from Black and Brown communities are not able to vote.
We have to focus on that. That has to be one of our biggest priorities ever.
We have to change the tax code so rich people paying their fair share of taxes instead of being able to hoard that money, put into a donor advice fund or something and give out tiny amounts of money and then we charity wash or

conscience launder for them.

Right?

We also have to change corporations.

We have to change influence of corporations on politics.

Citizens United.

We got to work to reverse that or somehow -- we can't put up with this anymore. And we have to change messaging and conversations.

I'm tired of talking to people who are color blind.

Like, if you are color blind or disability blind or whatever, it's like then you don't see injustice.

How can you fight injustice if you don't see it?

So but we have been allowing this to happen.

We allow all of the views to take place.

Because we believe in diversity of perspective.

Some perspectives are really awful and we should never allow them to have any light of day whatsoever.

We don't have time to talk about, you know, if global warming or if climate change exist.

We spend so much time debating with climate change deniers.

All it did was give them a microphone to convince other people.

This is what has been happening with anti-vaccinations, global warming, flat earthers. [chuckling]

But in our sector we have many, we still talk about overhead as if it's a thing, when it's been proven the most effective way to give funding is general operating funds.

We still don't disclose salary ranges on job postings although endless research has been proven that when you don't disclose salary ranges you punish women and people of color applicants.

We don't have time to argue about it anymore.

I don't want to talk about whether white supremacy exists.

We don't have time for that. We need to figure out how we're going to address this.

If people don't see white supremacy and racism exist after the last four years?

Then we need to move on.

Right?

And figure how we can neutralize some of their power because we just don't have time to put up with it anymore.

I know this is a lot.

I'm winding down, right.

It does require us to think about what are we willing to give up.

I remember being in a room full of funders talking about racial equity.

I brought up the same stuff.

I said, look, we have talked about it a long time, nothing has changed, and you funders keep talking about racial equity.

Why haven't things changed?

The room was quiet until one funder raised a hand and said we need to admit we have well-paying jobs with great benefits.

If we rock the boat too much we might lose our jobs.

This was a funder saying this.

I will always remember this moment.

One of the few refreshing moments of honesty I have encountered.

It makes me think all of us in many ways are dependent on the existence of inequity for our livelihoods.

Our livelihoods depend on the existence of inequity, which means all of us are conflicted in our work.

We have mortgages to pay, our kids to feed.

We depend on this.

But how do we undo a system?

How do we fight against injustice when we depend on injustice to make a living?

That is something we have to grapple with.
We want to move our sector to the future.
That does require many of us to think about what are we willing to give up.
Like cis gender men like me for example maybe we don't apply for a job we think we are qualified for, right.
Maybe we don't apply for grants.
Maybe we give up funding. These are things we have to start thinking about for the future of our sector.
I know that this is really hard.
I know it's easy for me to click on a link and talk about all the stuff we need to be doing better.
I do want to end, though, by saying a few things.
One is that I appreciate you all.
There's been a lot of trauma in our sector, our world, because of COVID and racism.
There's been an increase in mental health challenges.
Like 40% of us are experiencing anxiety and depression.
There's been increase in addiction.
And I see so many folks in our sector just barely hanging on.
I want to let you know I see you.
That the work you do is so important and so critical.
And I really love -- really love our sector.
I really do.
I know sometimes it is hard when there's so much to do and we wonder whether the work we do makes any sort of difference at all.
I want to let you know it does.
That your work does make a difference.
My family arrived here when I was 8 years old from Vietnam.
My father fought against communists and he was put into re-education camp.
We left home, Vietnam, to come to the United States.
And we landed in Philadelphia 30 years ago.
32 years ago.
I remember those days.
It was very cold.
We didn't speak the language.
And it was hard.
We didn't even have winter coats or pots and pans or anything.
But the worst part was we lost our sense of community.
Everyone we knew was gone.
We didn't have the Internet or telephones to connect with them.
As soon as we were here, we didn't hear from our family for years.
It was very lonely.
But it was all of the non-profits and funders, donors, volunteers who came together and helped my family out, providing us with food, helping my parents to find jobs, helping me and my brothers to enroll in school.
Brought us pots and pans, warm clothing for the Philadelphia winter. Where I saw snow for the first time.
But I think the most important thing these organizations did was they restored a sense of community that we never thought we would feel again.
And I don't remember any of the organizations, so I can't go back and thank them for everything they did for my family, to tell them because of all the help they gave us, it inspired me to get my masters in social work, to go into this field to pay it forward.
So I want you to know that so much of the work is like throwing a pebble into a lake at night.
You know?
You don't see the ripple.

You may not even hear the pebble dropping into the water.

But the ripples you create with your work every single day cast a wider reach than you may know.

I can't go back to thank organizations, but what I can do is thank you for all the work you do.

Every day.

I am there with you.

I see you.

I appreciate you.

And I hope that things will calm down soon, that we can see each other in person soon.

Thank you.

>> Thank you so much, Vu.

That was so great to hear from you.

So I have a couple questions from the audience that we have got a few minutes for here.

And so we are -- there are more questions than we can address, I will say that out front. If you don't hear my question it's not because I don't like you.

So the -- one thing I know that many folks in our community struggle with, they frame it as: How do we get more people of color on our local non-profit boards.

Right?

So you talked a little bit about some of the ways boards can be destructive or harmful to their missions, and we should rethink board roles.

I will reframe it and ask how do we attract more people of color? As non-profit leaders. To serve or join non-profit boards?

>>**VU LE:** Thank you, Melissa.

I hope the panel can dive more into this maybe.

We have to change the way boards are.

You can't attract someone to something where the thing may not be the thing that attracts people!

You know?

So we have boards that operate in a very corporate, strict sort of way.

Doesn't respond -- it's not how communities operate.

I talk about the to-do versus to-be.

In Western society we are very to-do focused, what can you do, here's the agenda, what skills do we need so people can do stuff, can they do accounting, fundraising.

Where some communities are to-be.

Like, what do you care about?

Who are you related to?

We take it for granted.

Here the first question we ask people after meeting them is usually what do you do? Right?

We think it is perfectly natural.

If you think about, it's not.

I grew up in Vietnam.

First question you ask someone you meet is where is your home village?

And then you find where that is and then you ask, well, what's the food specialty of that home village?

Like coconut candy or whatever, right!

Then when did your parents move here?

Did they migrate 1959 or whatever?

Like after eight or nine, ten questions you may ask what is your occupation, what do you do?

It's not a vital part of it.

So you take someone from a to-be culture and force them to a to-do framework.

Then there's that clash immediately for many communities we spend half of our time laughing, building community and a lot of time eating honestly.

Lot of boards have crappy food, let's be honest with ourself!

If you go to any BIPOC gathering, you notice there is really good food!

Lots of laughing, story telling.

Maybe we are not as rigidly tied to the time, I don't know.

But you go to a board, formal board.

Even boards where it is like 100% people of color I have been on, we still adopt the framework.

Okay, let's spend two minutes on ice breakers, here's hummus and gold fish crackers, we will dive straight in with the agenda.

And we'll use Robert's Rules.

Like, why?

We need to make boards fun, reflective of the community.

Not stuffy.

Otherwise it won't work, we won't attract people.

And if we do attract them, they're going to leave.

>> Absolutely, absolutely.

That's something that I have shared in response to that question many times.

But it continues to pop up.

Folks are like what should we do? So I love that response.

Thank you so much.

Another thing that I think we talk a lot about here in Frederick County is whether there are, quote, too many non-profits.

Right?

So that idea -- you talked a little about how non-profits should be collaborating more, sharing back office space, starting to think about building their sustainability, infrastructure.

But how does that weigh out with folks who say there's too many non-profits, you are starting a new one because you want to do it your way.

So what is your response when you hear somebody say there's too many non-profits?

>>VU LE: I think it is complicated.

Yes, I do think there are many useless non-profits that need to close.

Some send Teddy Bears to African countries or whatever.

Like, okay!

You are not helping the community by asking local communities what they need.

You just are imposing your will on them. Yeah. But I think there's a lot more subtlety to the question.

I think why do we have so many non-profits?

Because society is not responding to the need.

Oftentimes funders are funding one-year grants, and only funding innovative new stuff.

You don't fund existing stuff that's been working.

Every year you force us to think about innovation, so of course people going to found new things because you don't fund the old things, that's another thing.

One more point is that when we say too many non-profits?

We need to be thoughtful about what kind of non-profits, right.

Often we don't have enough non-profits led by marginalized community, by Black and Indigenous folks, right.

So when you say too many non-profits, it might be we have too many led by privileged white folks who should probably find a non-profit already in existence, help them.

But we probably need to start thinking of forming new non-profits led by Black, Indigenous, disabled people, people of color, Latinx, AAPI, et cetera, that may not be in existence and those communities are desperately looking for more leadership in those areas.

>>MELISSA: Absolutely.

Everyone community is not going to approach it the same way, right.

So sometimes different solutions work for different communities so you need different non-profits to do that. I love that.

So I think we have time for one more question here.

So I want to talk a little about funding for advocacy and systems change, right.

Like the sense is that, you know, we actually want to get to the point where we are working together between government, non-profits, businesses, to remove or reduce the need for non-profit services to fill in.

That speaks to advocacy and systems change.

So why do you think this myth continues that funders can't fund advocacy or that non-profits are afraid to talk to funders about their advocacy efforts?

>>VU LE: I want to be honest.

You don't have to agree with everything here.

I would say it's not funders.

It's progressive funders.

Because conservative funders have had no issues advancing many of their things.

Like voter suppression, things like that.

So progressive funders, there's a joke that progressives come to a knife fight with a spreadsheet.

This is basically we tend to overintellectualize everything.

We don't think about -- and we just also let the conservative narrative take hold on this.

Anything conservatives don't like is somehow political, right.

Last time I was delivering a keynote I brought up we need more women of color elected into office.

Someone is like, how can you talk about politics, this is supposed to be a non-profit conference.

I'm like, how is it politics, getting more women of color elected into office?

That's not politics, it's just basic balancing in our world, right.

I'm not endorsing a political candidate.

I'm just saying in general we need to have a balance in the representation so people who are most affected by systemic injustice have voices and power.

You know, getting people to vote.

Ending voter suppression. That's not political. That is civic engagement.

So we need to stop with the narrative we bought into and allowed ourselves to buy into this thing that anything that conservatives don't like means that we -- it's automatically untouchable for some reason.

We have to stop doing that.

So we have to start -- I'm very tired of our sector just responding to the fires being set.

Like every year, hundreds.

Last four years, one giant fire all the time. What have we been doing?

Responding to fires.

We throw a little water over this fire here.

While another spreads.

We create burn ointments for those burned.

We do research to figure who is burnt the most.

So every few months a white paper comes out saying guess what, everyone?

We discovered who gets burnt the most.

It is Black people.

It is Indigenous folks.

It's disabled who have been burned most by fire.

We are, like, oh my gosh, that's amazing, so much progress, look at us, we wrote a white paper.

Reality is, we need to stop the people who are setting fires in the first place.

Right?

That does mean we need to get into things that have seemed -- just seemed gross.

We think we are above politics for some reason.

We need to just stop that.

Even advocacy.

All of us need to be engaged more.

All of us need to engage in ending voter suppression, electing more women of color in office.

All of us.

It's not political or partisan.

It's basic civic engagement. One of the most important things our sector should be doing.

>>**MELISSA:** Thank you, thank you, Vu.

Really appreciate it.

Think we are done with question time.

So, I will see you later on this afternoon, Vu.

You can take a deep breath and get a drink of water and we'll see you this afternoon.

For everybody else, I just want to, you know, first -- it's lunch time, right.

Almost 12:00 here on the East Coast.

So here's a few reminders as we move to lunch time.

First, we request that everyone keep your Zoom window open during lunch.

You will be in the same room for the afternoon.

So that will help you avoid technical difficulties and is easier to not log back in.

I don't have to sit here and hit the admit button over and over.

But feel free to -- if you need to step away to just kind of put -- turn your camera off, your sound off, and join us back here.

So during lunch, we have so much fun planned for you.

It's time for you to choose your own adventure.

So you can enjoy lunch on your own.

We would love if you hang out with us.

We have a couple options for you for the next 45 minutes.

DJ Lee, our host for the day, will keep the main Zoom room open during lunch, will have music playing, fun games like name that tune, trivia, and more.

We are also going to open up breakout rooms for networking.

The breakout rooms will be open from 12:15 until 12:45.

So if you would like to continue the conversation or network I think Kerry will drop the full list in chat that you will be able to choose from.

But topics include things like self-care, time management, what you are binge watching!

So there's a good mix of serious stuff as well as some fun topics that you can engage in during lunch.

Of course, ultimately you can also take time to relax, enjoy lunch on your own.

But we ask you please be back promptly at 12:45 p.m. for some surprises, fun with DJ Lee to get us amped up for our afternoon panel.

Our afternoon panel promises to be amazing.

Vu will join a panel moderated by Janice Shaw, with Lisa Brown Alexander, president and CEO at Nonprofit HR.

Franklyn Baker, CEO at United Way, Central Maryland. Jen Bokoff, director of development at Disability Rights Fund, and a special welcome to my boss, Satonya Fair, president and CEO of PEAK Grantmaking.

So thank you all so much and we'll see you back here or in one of the breakout rooms at 12 45.

Thank so much.

[Lunch break - no captioning]

[captioning resumes]

>>**DJ:** You will see a countdown.

This is time based.

The faster you answer correctly the more points you receive.

We will have a leader board to show who is in first, second and third place.

Here's the first question.

This is in honor of our speaker today.

A pack of unicorns is called what?

Vu, do you know?

He says of course I know!

Correct answer -- well, I would say it is always magical!

But a blessing is correct.

We have a lot of different, interesting questions.

I have one more theme appropriate for today and we'll get into fun stuff!

But what is cultural competence?

Knowing history of another race, having grown up in a mixed family.

Is it -- is not an option or ability to understand and interact effectively with people of other cultures?

If you guessed C. you would be correct!

I'll do one more question.

Then we will go to the leader board so you can see we are back to emojis everybody.

Can you figure out this pictogram?

Shouldn't be too hard.

Suddenly I'm hungry for breakfast.

All right.

If you say too many cooks in the kitchen you are correct.

We will jump to the leader board.

Amy, 218 points.

Stephanie with 215.

Just three points behind.

Bethany is closing in with 207 points.

So this change really quickly, everybody.

Because the questions can really vary and it is all about speed.

Speed and accuracy.

Which member of the Beatles is barefoot on this iconic album cover?

I'm going to see live answer results here.

We split the group a lot of (), look at that.

>> You would think it would be easy answer for this question.

>>DJ: Yeah, a lot of people just picked a different Beatle.

It was Paul McCartney is correct.

Next question, guess the logo.

Is it Bridgestone?

Barclays Bank, Beats by Dre or air BNB?

A lot of people know their headphones!

Beats by Dre is absolutely correct.

Firing in the next question.

All right, we are into silhouettes.

Who's the famous actress?

Charlize Theron?

Anne Hathaway, Jennifer Aniston?

Angelina Jolie?

This usually splits the group.

Okay, well, if you said Angelina Jolie?

I'm afraid, you're correct!

See what I did there!

Yes, good guess.

Here we go, next question.

Which of the Indiana Jones films is second in the franchise?

[Pause]

I can't remember.

I will say this.

They are making another one.

I'm very excited about it!

Big Harrison Ford fan!

A lot of people say Indiana Jones and Temple of Doom, which is correct.

Nice job, trivia people.

Another name the logo.

The iCloud, Charmin, Skype or Salesforce?

If you said Skype, correct.

I like this one because I feel bad for Skype.

They had about a ten-year lead on Zoom!

Before the pandemic.

You know, I don't know what happened.

What happened Skype.

All right, what candy uses the advertising slogan taste the rainbow.

Jelly Belly, Jolly Rancher, Skittles, Star Burst.

In junior high what was your favorite candy of choice?

I didn't have a lot of friends in school.

I started bringing bags of Jolly Ranchers, handing them out.

By the end of the year I was very popular!

Skittles is correct did -- Skittles is the correct one.

Another emoji pictogram.

All right, talking with mission control.

The answer is ... the straw that broke the camel's back.

Next question.

I have to do Tiger King trivia!

After fleeing a zoo which country did Joe exotic pretend to be in?

All sound amazing!

All right, if you guessed my favorite place in the world, Belize, you -- Belize, you are correct.

Bethany is killing it, 760 points.

Meg in second place.

Mary Anne in third with 659.

Those are very close scores.

We are almost ready to get back to program.

Luis, I feel we better give the 4th place person one more chance!

>> They are close.

>>DJ: Scores are really, really close.

I will seek in a couple more questions and we'll get right back to program.

Here we go.

Who was the first woman to be inducted in the rock 'n' roll hall of fame?

Aretha, Billie, Gladys or Roberta?

If I want to see how we split the group.

Pretty well.

A lot of you know music history because Aretha is correct.

>> She got her respect.

>> Facebook in 2009. What was the like button originally supposed to say?

The answer is awesome!

All right, everybody, our final question.

In terms of size, the biggest airport in the world is located in which country?

Brazil, United States, India, or China?

See what everybody guesses here ... maybe the photo gave it away.

Also which airport looks like a spider?

Any answer -- the answer is China, all right!

So if we have time at the very end I could maybe throw in a few more questions so you can leave the trivia app open.

I will leave it in an idle mode.

We have more amazing content and a panel to get to.

We also have the prize wheel to get to.

So without further ado you can imagine a drum roll in your head.

I'm going to go to the leader board.

Our first-place winner is ... Bethany with 1006 points jumping ahead suddenly with the last questions.

Amy stays in second with 720.

Meg in third place with 706.

Everybody, nice job!

Well done!

I'm going to save the leader board in case we find time to sneak in a few more questions.

But now we are back to program, everybody.

We hope you had a refreshing break, you enjoyed the breakout rooms, are refreshed and excited for the next part of our program.

So now it is my pleasure to welcome to stage, our virtual screen, Dorcas Quinn of Sol Yoga in Frederick County so we can take a moment to recenter ourselves before getting to the rest of the day.

>> Hello, hello.

Welcome everyone.

My pleasure to be with you in this transition.

In your day between a fantastic round of trivia. Congratulations to all of you, super fun to bear witness to.

We will work with the energy of that as we just take these next few minutes in our time together, about five minutes together.

[audio difficulty]

Can you hear me okay?

Good?

Looking for a thumbs up or something.

I'll assume we are okay.

So transitions are really a wonderful time to pay attention and if you can befriend the transition you really can profoundly influence what's ahead.

So whatever is coming up here, if we take these few minutes to pay attention internally and externally it will undoubtedly, positively influence the rest of your afternoon.

So wherever you are, I presume you are all in your own spaces, this is all virtual, we're going to take time together and my objective is to support you in connecting to what's going on right now both internally and externally.

We will divide our time in that way with two simple exercises.

So this first one here, if you are willing is to come to a comfortable spot that you feel you can close your eyes.

So whatever that is.

You can lay down if you want to lay down and have space for that.

You can be sitting.

You can stand up if that suits you.

You can be even walking.

We'll close our eyes.

If you can walk with your eyes closed, good on you.

So when you are ready, we'll just do this for about one and a half minutes, all right.

If you do not feel safe closing your eyes?

Just substitute the word "look" whenever I say "listen" and we will use that sense.

So closing your eyes, we'll use the quality of sound and play with that.

So with your eyes closed now you just have been listening to lots of music, hearing trivia questions.

So this is a great lead-in.

You will do it with your eyes closed.

The exercise is simply to notice what you hear.

You can imagine you are like a dog and you have super, super hearing.

So you will search with your ears for the furthest away sound.

Just identify it.

Maybe it's barking dog.

Maybe it's a bird.

Maybe it's your children screaming at you, who knows.

But with eyes closed if you are comfortable, in a comfortable seated or standing position ... just scanning your space with your ears ... and identifying what you hear and do this in the round.

See if you can imagine looking with your ears.

Just simply identify the sounds you hear.

All right, keep going with this ... eyes closed if you are willing.

If you feel more safe with eyes open do this exercise with your eyes.

Looking around your physical space.

Labeling what you see or what you hear.

Just about 30 more seconds of this.

I will be quiet.

So you can pick up any sounds.

Just notice if your attention is pulled in different directions, if this exercise is easy or challenging.

Allow your eyes to open.

Welcome back.

Just look around for a moment.

So it's a little tiny, tiny exercise in awareness, mindfulness, noticing what you hear.

Using other sense organs can get us connected to what's going on in this moment.

The second exercise is also just one to two minutes.

We'll also be using our hearing, but listening to our breath.

Okay.

Invite you again to close your eyes.

If that is comfortable.

If not you can keep your eyes open.

Just take a couple deep breaths.

Big breath in.

[sighing] if you are in a space you can exhale with some audible tone to it, do so.

Do it again, big breath in.

[sighing] sort of letting go.

Do one more of those, then I will lead you through a four-part breathing exercise called the box breath.

You know we have inhale and exhale.

We will add two more parts.

You inhale and hold the breaths.

You empty it out.
You hold empty, the fourth part.
We will inhale to a count of four.
Hold the breath for a count of four, then you exhale for a count of four and hold the breath out for a count of four.
All right?
Pretty simple.
Just imagine.
Inhale, hold, exhale, hold.
We will do a couple rounds of that and I will let you do it on your own.
So take a clearing breath together.
Inhale.
Let it go fully.
We'll begin.
Inhale for two, three, four, [dog barking] hold for two, three, four.
Release the breath out, two, three, four.
Hold empty.
Two, three, four.
Refill, inhale.
Two, three, four ... [dog barking] ... hold the breath in, two, three, four.
Release the breath out.
Two, three, four.
Hold empty.
Two, three, four.
One more time together.
Inhale.
Two, three, four.
Hold, two, three, four, release, two, three, four, hold empty, two, three, four.
One more time on your own.
Inhale.
Pause.
Hold empty.
Then just a big breath in.
Release the technique.
[sighing]
Let it all go.
Keep your eyes closed.
Notice for a moment the aftereffect of that, if there is one.
Notice what you are aware of.
Simple act of being aware of your breath.
Just calms the nervous system.
Allows you to be present to what is happening in this moment right now.
Enjoy the rest of your day, at any point you can just stop and breathe and recenter and reconnect.
Thank you for the opportunity to be with you.
Take care.
>> Wonderful. Thank you so much.
And now we will turn it over to Kerry.
>>**KERRY:** Welcome back, everybody, to the afternoon.
I'm so excited to see how many of you made it back.
For those who do not know me, I'm Kerry McHugh, program officer with the Helen J. Serini Foundation and part of

the planning committee for today's summit.

We are so excited to continue our day with more time together.

Glad to have you all with us for the conversations.

I hope everyone is feeling centered after that opportunity to pause and collect our thoughts, with time for mindfulness.

Thank you to Dorcas for joining and sharing time with our community.

Thank you to Vu for sharing energy with us this morning.

We are thrilled to continue that energy from his talk into an afternoon session featuring five amazing, passionate industry experts.

Here today to share the thoughts and knowledge on equity and governance and how we can imagine the future of the sector together.

With that, I'm very excited to welcome our panelists.

Jen Bokoff with the Disability Rights Fund.

Satonya Fair with PEAK Grantmaking.

Franklyn Baker with United Way of Maryland.

Lisa Brown Alexander, with Nonprofit HR. And Vu Le whom you met this morning, from Nonprofit AF as well as many other hats.

I extend a welcome to Janice Simsohn Shaw who will facilitate the afternoon session.

You will get background and more information from each panelist as the afternoon unfolds but I want to take a moment to introduce Janice to you.

She is a facilitator and network weaver, a consultant with deep expertise and knowledge of the non-profit sector and philanthropy and a dear friend.

In whose capable hands I will leave you now.

Let's extend a warm Frederick welcome to Janice and our panelists.

Thank you for being here.

[music]

>>**JANICE:** Thank you, Kerry. Thank you, Frederick, for welcoming us here for the conversation.

It's an honor to facilitate a conversation with these esteemed, lovely, lovely colleagues.

So I have to tell you, everyone here today, what an amazing job the organizers have done in bringing together this group of thinkers and leaders.

Collectively, they bring together a breadth and depth of experience in our sector.

Our planning calls were truly a joy.

The events of the past year caused us to do much thinking, soul-searching, and hard work.

The summit thought let's really pivot, dig deep.

We hope this morning's session with Vu and the panel conversation will give you food for thought and ideas for action.

We crowd sourced amazing ideas in advance of today's panel and have a wonderful richness of topics to explore together.

While we won't be opening the floor to questions, we invite you to keep the fabulous conversation going in the chat.

I have seen a number of people reflect on how great that conversation is.

If you have follow-up questions, please pop them in the chat.

Our team will monitor chat and will follow up accordingly.

I invite you to listen, learn, to be inspired, and to think about what you might put into action in your own leadership and your own organizations from small steps you can take tomorrow to big, huge, bold initiatives you can take on in the Frederick community.

With no further ado, let's dive in.

Looking at my other notes to make sure there's nothing I'm forgetting. All right, I invite you to jot notes down, we'll take time at the end to synthesize our learning.

It's a continuation of Vu's awesome, awesome talk this morning, thank you, Vu.

So the audience can read your fabulous bios, so we won't do formal bios by way of introduction.

We will share the links to bios in chat.

Rather, I want to introduce you in a different way.

I want to ask you to each introduce yourself by sharing a few things.

Your name, pronouns.

Your role.

The professional hat you wear today.

And please, one other role you care to share.

Something to help us know you better as a human.

Last but not least, the perspective you are most keen to share in today's conversation.

Because we are amazing and we practiced, we will go in alphabetical order by first name.

With that Franklyn, kick us off, thank you so much!

>> Thank you, Janice. I'm Franklyn Baker. My pronouns he, him, his.

I serve as president and CEO of United Way of central Maryland.

I have worked primarily in the non-profit sector for nearly 30 years.

Of course, I started when I was ten years old, right, Janice, so let's be clear!

Personally, I'm most proud of being a father.

A father to my 18-year-old daughter, a freshman at Loyola Maryland, who is already telling me, dad, dad, I now totally understand why you used to tell me this and that when I was younger, right!

Of the three themes we will be discussing, leadership, lots about board, governance, equity, I have to say that each of them are important for sure to me.

But I'm probably most keen to share my perspective on equity during our conversation.

Thank you so much, Vu, for teeing us up so well.

>> Hi, everyone, I'm Jen Bokoff, calling in from Chicago.

My pronouns are she, her, hers.

For a brief image description of me, I'm a red-headed white woman with black and clear spotted glasses.

I'm wearing a gray tee shirt with white lettering that is a little cut off.

It says: If you embrace diversity but ignore disability, you are doing it wrong!

So, yeah, that's my thesis statement, and my tee shirt, and my image description.

I'm sitting in a somewhat messy office, but that's how it goes.

My role professionally, I'm the director of development for the Disability Rights Fund which is our 501(c)(3) and the Disability Rights Advocacy Fund, which is a 501(c)(4).

As a human, I like to think of myself as a person who holds space for other people.

For processing, for just being together.

Virtually or in person.

And I think what I'm most excited to talk about today, building on my tee shirt a little bit, I'm very on theme, is that I want you to know it's okay not to do things perfectly.

It's okay to not get things right all the time.

I think so often inclusion in our sector is actually hindered by deep fear of doing things wrong.

Of saying the wrong thing, taking a misstep.

I think so what I'm excited to talk about, and hear from the other panelists about, is how humility can be a tool to, like, try. Like just try.

Don't let perfect be the enemy of better.

>> Sorry, me!

I missed the alphabetical order. Sorry about that.

Hi, everyone.

I'm Lisa Brown Alexander, president and CEO of Nonprofit HR.

We are a for-profit, I know, the enemy, for-profit consulting firm based in Washington D.C.

We work exclusively with social impact organizations to help them strengthen their talent management capacity.

I also use the pronouns she, her and hers.

In my other life I am the owner of the luxury bed and breakfast destination in upper Marlborough, Maryland. Wellspring Manor and Spa.

It is completely unrelated to the non-profit world but it's where I get my outlet.

I think for me the element of today's discussion that resonates most with me is leadership.

The importance of aligning who you are to what and who you [indiscernible] so that for me is critical.

I want to impart that today.

So, yeah, that's me.

Glad to be here!

>> Hello, I'm Satonya Fair, CEO and president of PEAK Grantmaking.

She, her, hers.

I thought about the question.

So I like to think of myself as a childless mama bear and a person of pretty meager means who has found their way into the world of great wealth in philanthropy and in non-profits and in individual wealth.

So a bit of a fish in different water in this moment.

When I thought of the perspective I am sitting with most, it is really a combination of the three.

Thinking of leadership, governance and equity but it is really about power.

We all have agency to act on behalf of others because it is the right thing to do.

There are small acts and large acts that I think we will talk about, we have been talking about, as we prepared for this session.

For me, just I do think it is important for us to know we all have the power to be big enough to get over ourselves and to act and do right on behalf of everyone.

So that is where I'll be sitting today.

Thank you.

>>VU LE: Hi, everyone.

Vu, again.

He, him.

I'm a father, a writer, and general troublemaker. And my role is -- I like to throw wrenches into the system when I'm, like, why we doing it this way!

So that's my role, wrench thrower. Even though I'm vegan, I can't lift things very well, like a wrench tosser!

>> Awesome, Vu. Is there one thing most important to you to get across in this afternoon's panel?

>>VU LE: Ah, I think a bunch of stuff.

Intersection of all of these things is what we should be discussing.

>>JANICE: Cool. Thank you. We are excited to talk about the topics individually and as they interplay.

Leadership, governance and equity.

We'll kick off by talking about leadership on a personal level and scan out from there.

Nice to start on a human level.

You are leaders in your own right in the sector in different ways.

It's been a wild ride the last year.

A wild ride.

So to kick off, I would love to hear your reflections on your own leadership experience over the past year.

Perhaps a success you are proud of?

Challenge you faced?

Jen spoke of humility.

Or one learning you had.

So, I will let you choose who leads off but would love to hear from some if not all of you on this one.

>>FRANKLYN: I will jump in.

One challenge for me, Janice, related to the pandemic was honestly trying to manage my own stress, my own anxiety levels, right.

While just trying to address those of my family, staff, that's been growing since the pandemic by the way. This has been truly an unprecedented time for us all, right.

So I guess one success is my wife and my daughter still, I say it humbly, still enjoy spending time around me, even in the same space, right!

My overwhelmed, maxed-out team members still feel relatively good about sharing sensitive and confidential concerns with me as we deal, all of us, with a high level of insecurity, worry and concern.

So those are my two I point out.

>>JANICE: Thank you, somebody else --

[overlapping conversation]

>>JEN BOKOFF: -- less organic, like looking to see who will go.

I will jump in.

I think my challenge has also been my learning.

Which is to have grace. Have grace for myself, have grace for other people.

Just kind of recognizing that everyone is dealing with something.

They might not wear it on their sleeves.

Some have had a great year, and that's great.

And people are still dealing with things you may or may not see.

I know for me, as I started to confront various challenges I have had on health fronts, for example, on burnout, just some other challenges, those are things people don't know about me, they are things that people don't always believe about me.

And so the same grace that I want from other people I'm trying to give to myself and to give to other people.

And I think -- I was reflecting on this the other day.

I walked by a crowded restaurant on my block.

As someone with chronic illness who has taken the pandemic extraordinary seriously, really not leaving except to walk the dog, my instinct was to be upset. But actually, I'm in a moment of Zen grace, I'm like, great, we are supporting the neighborhood.

Who knows, for a lot of these folks, maybe it was good for their mental health to eat amazing food, be in the company of people they have not seen a while. So why get upset about this.

There's is a bigger governmental problem with how we handle this but have grace for people you don't know.

The stress and anger is not worth it.

So yeah, grace has been a challenge and a learning.

>> I love it.

I'm happy to piggy back.

I think for me one of the successes I have had is to enter the DEI space more formally.

My firm has worked in human capital, talent management, HR, however you phrase it, the last 21 years.

We struggled to figure out the best way to enter the diversity, equity and inclusion space.

And then George Floyd was murdered.

We were forced by divine grace, to catapult on what Jen just said.

Kind of it was ordained for us to enter in the space.

We are now since last summer, spring, helped more than 100 organizations with their own DEI journey and gotten on our own.

To me, it's been both a success and challenge.

It's been a challenge because it's new space for us even though we know the HR space very, very well.

I'll be totally transparent. As a Black woman running my own company, one would assume we had a whiz banger of a DEI program and we in fact did not.

So everyone gets on a journey at a different space, a different time.

And we got on our journey and so it's been interesting and challenging all at once. Both a learning opportunity and challenge.

I would also say the thing that's been a really good learning for me has been around agility.

To me, if you have agility you can get through anything.

And what we did for the first 20 years of the business prepared me for last year.

So we were able to navigate through COVID -- I won't say easily, but easily, because we had mastered the art of agility.

For me, if I can give advice, it would be agility is the thing to embrace.

Because stuff is going to change.

>> I love that.

I will jump in to share that my success and challenge are the same, which is becoming a first-time CEO during, like, global pandemic, social, political full-out craziness.

So to leave millions and billions to run a small non-profit, some thought I was crazy.

I knew it was the universe and my beliefs in God putting me where I was supposed to be at this moment. But it immediately also moved me to the place that's been my learning which was going into the non-profit space I was all ready to do all this work.

It was really important for me to just say: Projects, 25th anniversary, so much going on, it was like whatever.

Are the people okay?

And that projects and deadlines, which I have very much caught in the corporate culture of performance, it is like if your people aren't okay at the end it doesn't matter if you made all the deadlines, did all the things, you actually have to get yourself to point out grace and agility, you have to say all we thought we could do for our members, okay, this is what we got!

It's the best we got right now.

The humans are most important.

So just being able to just slow down, know it's not a deliverable.

It's really a deliverable of making sure that staff is supported and when people call and say I'm on the wall, I need help, please talk to me, I don't want to quit but philanthropy is killing me.

Being there for the person.

It's not the big project.

So I think that's been my learning, to make sure that it's not making space for that in this moment, but that needs to be the leader I stay.

I need to keep that centered.

So that is a little of unlearning from who I have been.

But it's been really interesting to come sit in the seat and immediately go to the non-profit side, have people look down on me, which is not something I was ready for. Which I got to say, we'll get into that as we go.

Because it was weird.

Power thing was real strange.

So I still struggle with that.

Still trying to figure it out.

But just being people-centered. I was always a good manager, strong manager, but this is different.

To echo my husband and what Vu said, you got to pay attention to community. And my community is my staff in this moment.

>>**VU LE:** I have been learning how so many things we have adopted are scripts we were taught.

We don't really need -- so many of this is backwards.

Talking about work life balance.

Why is it not life work balance?

Like today, my kids came in, interrupted me, I was like, gosh, so unprofessional.

But why, right?

We let work get into our personal lives all the time.

But then we apologize when the rest of our life gets into our work?

Really weird.

I have been thinking many of the stuff I have been learning, maybe are things that don't make sense anymore.

Do we need to shower every day?

No! I haven't in three or four days!

No one cares.

I'm saving water, so you know.

That's what I'm thinking.

[Laughter]

>>**JANICE:** Thank you all for being so humble, so honest, probably a little stinky, it doesn't matter because we are on Zoom.

So thank you all so, so much.

To take the notion of what is the new script, right.

We have been reading off the old script.

What's the new script or the new fish as Vu talked about.

I want to take the leadership question more broadly.

As we think of what we would love the sector to look like next, what's the new script or fish?

What are the leadership skills, competencies? What are the things people that are the center of our sector need to be able to embody and do to bring us into that future?

Lisa, wonder if I can put you on the spot to do this first?

Know you have done quite a bit of thinking on this lately.

>>**LISA:** Thank you, Janice.

To me it boils to three competencies.

The ability to engage all stakeholders, but certainly your staff, which we often take for granted in this sector. The ability to be empathetic. To crawl in someone's skin and feel what they feel, right.

And the third is demonstrating equity.

Meaning that in this time of crisis, racial conflict, political strife, it is a new day.

People are finding their voice.

They are demanding and requiring that they get equity for what they give.

I'm not talking about equity in the context of race.

I'm talking about if I give you my time and my talent, I not only want reasonable pay but I want a toxic-free working environment.

To me that is equity, right.

And so if you can master engagement, empathy and equity as a leader, you can get through everything else.

>> Thank you.

Other folks, what are the leadership skills, competencies, to bring us to the brave new fish future script?

>> I'll go.

So let me start by saying that in 2025 75% of the U.S. workforce will be comprised of millennials.

Any successful leader will want to know what is important to this particular group, right.

My research, trust, good relationships are quintessential to this segment of the workplace.

Studies have shown some are entitled, many are hard working.

Just as optimistic about the future as other segments.

Many of us know this firsthand for sure.

So, millennials are high-tech.

They are also high-touch. And they are both committed and they are leaving.

Studies show 1 in 3 millennials are constantly assessing and looking around the environment to see what their best options are.

So 67% of my departures in the last three years in my organization were millennials.

About three years ago I took this responsibility of adding additional mentees who are millennials.

Six of eight mentees fall in this category.

I honestly wish I had begun the process sooner in my professional development, my professional work life.

I have become convinced that it is even more important to model leadership behavior and expectations in front of

our young men and women of color given the opportunity [indiscernible] many of which Vu recited earlier. That is very important to me.

Just modeling behavior and expectation in front of our young, burgeoning leaders. That we have to show them the pathway forward and allow them to challenge us in ways we have not been challenged.

Most of my learning has come from the millennials I serve as mentor for and the other two in a different group.

>>JEN BOKOFF: I will tag in, as a millennial.

I know for me one thing that has been helpful but also hard in my career is finding the space to figure things out on my own, figure it out safely, with the possibility of failure.

I say that as someone who is a cis gender white woman with a relative amount of privilege.

I can fail a lot easier than my colleagues of color.

I have seen millennial colleagues of color who have been so tamped down when they try to ask a question or to do something a little differently than this archetypal norm Vu was talking about this morning.

It's really damaging.

I mean, that is, I guess, to the second part of your question Jen, how do we cultivate these skills.

We need to offer real space for real questions and real shifts in approaches and conversations without this fear that like a misstep is going to set you back.

That you will be facing consequences for a long time.

I think that like a piece of this I want to say is just like the way we move forward, the essential skills in my mind, are valuing lived experience in a new way.

And we could talk about that in particular with any marginalized identity, communities of color, folks with disabilities or chronic illness, formerly incarcerated people.

Really thinking about what does the lived experience inform about the work.

Again, giving space for that to exist in a way that might not be familiar to you as a leader.

So bringing back the question from this morning, what are you willing to give up. How will you step aside.

>>VU LE: Agree with Jen completely.

I think we need to talk about not just what we are willing to do but we're willing to not do.

That includes things like sharing power, right.

Or having a new decision-making process.

Or not going through the hierarchical model that's been so standard in the sector.

Right now a lot of folks are moving to co-leadership, co-directorship, for example, very hierarchical, sociocratic or whatever sort model.

This idea of a single leader at the top is not responding well to a lot of the younger leaders coming in.

Like, why does so much power -- why is it so concentrated in one person?

I think we need to move aside some of these things.

It will be uncomfortable but I'm also really excited about it.

>> It's hard to hoard power when you demonstrate empathy because when you demonstrate empathy you recognize your power is pretty fragile too.

It requires you get in someone else's skin.

When you do that your power seems less important.

So that just a little take on that.

Kind of yes/and for all of the comments being shared.

>> Can I make the observation, listening to different things you raised up, amazing things about what the future of the sector needs in the way of skills. You talked about engagement, empathy, equity, millennials, trust, relationship, listening, modeling leadership well, particularly younger leaders of color coming up in our field.

Allowing ourselves to be challenged. And listening. To creating space for questions, to raising up the experience, lived experience folks we serve in our work have.

The different models of leadership.

I want to say sometimes I think all of the things get couched in this [indiscernible] soft skills.

None of you all talked about what we are trained to think of as hard skills in the sector.

I raise that up, that sometimes these things get poo poo'd, the soft skills, how central they are.

I want to take the leadership conversation to a slightly different bent if I may.

There were lots of questions after Vu encouraged people to shake things up this morning around governance, boards.

That's one of our topics for this afternoon.

How does governance, the work of boards fit into the conversation?

What are new and better ways boards can work and staff can work with boards to help move our field forward?

What are new and different ways?

Maybe Satonya, if you lead us on this one?

>>**SATONYA:** Oh Vu, you will so proud of me!

I honestly just am kind of done in the sense of the scripts.

I would just say I think about the opportunity to really rethink trust and power in the sense of you can have a small foundation with a few staff.

Do you trust the staff?

Because board dockets to me are ridiculous.

I think the idea of waiting for a month or quarter or whatever else, I have only worked at organizations that were invitation only.

i.e. I call Jen and say I'll give you a grant.

This is great!

>>**JEN BOKOFF:** Excited face!

>> Exciting, right!

God only knows when she gets the money.

So it is interesting to reach out to someone and get them ready for something you are about to do, then it takes six to nine months because it goes to a docket because your approval levels are so kind of archaic even the executive director can't approve a grant over \$50,000.

Why do you have an ED? Why do you have a director?

And screw titles, sorry, forget about the titles.

You have people you hired to work for the organization. Trust them to be closest to the community, remind yourselves as boards that you don't do work nor do your staff, the non-profit do it, they are out in the trenches.

Move the money.

We did it in a pandemic, we did it fast. But I think board dockets?

Done.

Trust and power issues?

If you are sitting with your docket, got the full everybody on the board, all this other stuff?

You are bringing in your lens, which I believe is very much -- I'm on boards, there is bias brought in when looking for people you recognize, organizations you recognize, names on boards, just so many things I think are just going on that are just not healthy.

But start with just trusting your staff to make decisions in the moment.

Let them make them and keep you informed.

Kind of think about the opportunity of just creating a strong power dynamic within your organization.

The other thing is, we have got to stop thinking that you have the -- do you need to experience something to have empathy?

Just being really straight for all the people serving in the capacity of the board which I think is a lot of people here.

I don't want folks to be abused, cut down on the street, lynched.

Don't need to experience any of that to have empathy for folks. And you can be all white and be real, real good at allyship.

So this is also not about disrupting the family board.

This is about the family board understanding their place in allyship, being present, being able to trust the communities you want to serve.

There's a lot work that has to be done.

Little small work, you have total control to do it.

A lot of great ideas and models out there, but I feel the script must be broken as far as board governance.

Completely broken down and burned.

Then new some models need to come forward.

>>**JANICE:** Would love to hear from others.

Either new models you are seeing or specific things you experienced or experimented with that are new ways of boards being and learning and doing.

>>**JEN BOKOFF:** We use a pretty interesting model.

We're a funding intermediary.

My job is fundraising.

I bring money in.

Then we regrant to organizations of persons with disabilities, primarily focused in the Global South.

And our board doesn't make the pooled fund decisions.

Instead we have a grantmaking committee.

We use what's called a participatory grantmaking approach.

We have disability activists from around the world sitting on a board.

We also invite a few of our donors to sit on the board so they can learn from and conspire with disability activists to make funding decisions that are grounded in community knowledge.

Every model of participatory Grantmaking looks different.

So, you know, our model is just our model.

But there is actually like this burgeoning global community of participatory grantmakers.

I know we have a mix of non-profits, foundations, everything in between here.

So I want to just extrapolate from that and say it's not just about the grantmaking.

It's about thinking what is meaningful participation by the community you are part of look like?

What it doesn't look like is extracting knowledge for free.

What it doesn't look like is asking for advice, opinions, listening, deep listening but not circling back, not really hearing what is being said.

But what it does look like is putting people in decision-making positions so they can meaningfully move the initiatives forward, grounded in the lived experience.

So that can happen on a formal board. It can happen on an advisory board.

But really thinking of where does that decision-making power lives.

For us, the Grantmaking Committee structure, always what we have done, is grounded in the disability rights mantra, "nothing about us without us."

Feel free to use that, other movements. Like take it, it's the right mantra!

>>**VU LE:** I know we are talking about empathy.

I appreciate what Satonya brought up about do you need to have lived experience to empathize with people.

You don't.

At the same time, I would say we do need to think about like moving beyond just empathy to [indiscernible] right.

Unfortunately, the reality for many of us we won't be able to empathize completely with someone.

I just -- and does it mean they don't deserve justice.

So I think in many ways so much of our work has been built on trying to get people to empathize.

I think it's wonderful and when it works it's really great.

The reality is for some people they won't be able to empathize, we got to get them to believe they still need to support these communities.

Also, we do need to disrupt family boards, family foundation boards.

I think most -- a lot of board trustees are white.

They -- they may be wonderful well-meaning people. It doesn't necessarily mean they have an understanding of the communities most affected by systemic injustice.

So I think there is some disruption.

In general, though, for boards, many things to disrupt.

I don't like the idea of the board as boss of CEO, whatever.

It's been a really toxic philosophy.

The board is not the boss of the CEO.

In an ideal world they work together closely.

But, like, no.

With that philosophy -- I remember being an ED.

One of the board members tried to subpoena the staff meeting minutes because he got mad.

Like, I'm your boss.

No, dude, you are not my boss, you can't subpoena and can't use the word subpoena, okay, it sounds funny. Can't just subpoena staff meeting minutes. You are being ridiculous, right.

All of this stuff.

And also boards need -- I don't know.

There's a new model coming, the minimally viable board, which is the board just does the bare minimum and gets out of the way.

It might be three people who meet once a year to approve the finances.

Then gets out of the way.

It might be combined with a community board that looks like 40 or 50 from the community, show up, don't have legal power but can shape values and strategies of the organization.

Right now we confound the two.

We basically have a bunch of rich white folks in our sector on boards.

It's not working.

I like the evolutionary governance model that a colleague is proposing.

I recommend you check it out.

>>JANICE: Thanks y'all.

I will jump to something I was going to talk about later but I feel you started to tee it up, so we should go there.

And that is talking about funders.

Some of you are funders, some work with funders.

Y'all work with funders in different ways, let's be clear, but I noticed at lunch time the most popular breakout was entitled: I wish funders would, dot dot.

Lots of people want to know what happened in that conversation but y'all are the panelists, you get to say it loud and proud.

Curious what you would say.

What would your answer be, "I wish funders would" maybe it is things you've experienced or seen, wish to see more of. Maybe it's things you haven't seen yet and you're like that's our new fish, people.

What would be your answer to I wish funders would?

>> Feel it's the last question for the rest of the time, because I'm not sure, we could keep going on.

I often say just have some introspection.

Go in and say is the grant and the dollar value that we are providing, is the effort we created to get it worth it.

The other thing is, just know your numbers.

Know your community.

Because I wish more funders knew their \$30,000 grant or even their \$250,000 grant to X non-profit is still not allowing that non-profit to fairly pay and provide good benefits for the mostly women that do the work in community. So I do think there's a moment of time for both funders to really spend time with the ED to ask real business questions.

That is what we are good at.

We made the money.

I am a philanthropist too.

So we have done it, to be able give it away and do something.

But there is a business conversation to have with funders getting at whether your level of support is truly getting to the kind of living wage, things like that, happening in non-profits.

I will tell you now it doesn't.

We already have the stats on that.

I think the other thing is just consider the opportunity that anything below your average comes with no strings.

There's no application.

Just make it simple.

Like at the end of the day, it is below your average.

Make it a little more simple for organizations to just get the dollars because you believe in them and believe in the experience and what they are doing in community.

Just a couple ideas.

Very practical, easy to do.

It's within the power of the non-profit staff to recommend that to your boards and your leadership but it's also definitely within the power of funders to just make the changes.

>>FRANKLYN: I will give an example.

In December of 2020, a few months ago, our organization received a transformational gift from philanthropist and author McKenzie Scott, the largest one time gift in our 96-year history as the organization in this market.

In addition to the amount of the gift, I jumped out of seat, but the biggest thing was, what wowed me most about it, 100% of every dollar was unrestricted, with literally no strings attached.

Her consultants, researchers, they thoroughly vetted our organization for leadership, metrics, strategic focus, proven results over time, and me.

They made the gift on that basis alone.

She totally trusted us to use this per our discretion, right.

That was truly impressive.

I wish more and more foundations, individual philanthropists and other companies would apply that approach.

Make it much easier on that organization to leverage their moxie, leverage their influence in that particular market, their history and understanding and get out of the way, let them do the job.

>> I think that is amazing.

I look through the HR lens, the people management lens, on a pretty consistent basis.

I think what I'm challenged with, I wish funders would do, is fund the people.

It's not the programs that do the work.

It's the people.

Yet, we fund programs.

Then the people have to figure how -- organizations have to figure how to find people to do the work to make the programs move.

You know, it's a misguided investment.

I would love to see deeper, richer investments in people.

Because it's the people who drive transformation, innovation and results.

If we were able to attract top-flight talent -- not to say non-profit talent is not top flight, but more of that talent.

Some of the very kind of lived experiences, social challenges we face could be wiped clean.

If we were able to draw on the right talent and we could if we had the right money.

I say we, because I lived in the space the last 25 years.

Even though I'm a hired gun now, a consultant, I sat on other the side of the desk more for than half of my career.

So I really want to emphasize for you funders listening, fund the people.

It's the people who do the work.

Not the program.

Love program design. But if you have [indiscernible] systems, low pay, insufficient benefits, toxic work culture, poor people practices, your program work will not succeed.

It will not advance.

You will not realize impact in the communities you are trying to serve.

>> Yeah, yeah, if you are -- if non-profits base raises on cost of living, remember it's been almost nothing.

If you think about that kind of thing and to Lisa's point of incentivizing of great talent.

It's an interesting model to look at how few non-profits are paying at market rate.

Do they have a mostly female workforce with children?

Providing daycare benefits? All that stuff. It gets deeper.

I think trust the folks you know who are in HR to maybe come help with your own internal analysis but also how you go out in the community.

I think there's an HR threat there that's gotten lost on how we think about the funding and how it flows, support the people.

I need the tee shirt, Jen.

Yours on the front, then that on the back!

>>**JEN BOKOFF:** I will add a one liner.

I want more accessible and flexible applications.

So like, simplify.

Make it accessible.

Flexible.

I shout out the Solidaire fund.

They do movement building, have a Black liberation fund, a few other cool things.

On the latest grant application it said here are three essay questions but feel free to use something you have done before.

Or feel free to send a video or like let us know what you need.

I was like yes, yes, yes. More of this.

It is not that hard.

>>**VU LE:** Fund the People organization that is working.

Check it out.

Fund the people.

I kind of want to bring us a little to the different, again, between progressive funders and causes and conservative ones.

I wish progressive funders basically act more like conservative funders who fund 20 years at a time.

Like 20 or 30 years at a time.

Focus on the big picture.

Trust non-profits to do their work.

Get out of the way.

And we don't have that.

I always joke if MLK were here, and he is like, hey, I have a dream, so many progressive funders would be like, your dream is amazing but do you have a three-year ... a logic model, are you scalable ... sustainable ... we'll need 12 months to determine whether your dream aligns with our priorities. I also wish the foundations would just get out of this setting priorities thing.

I don't believe funders should have any right to set priorities for the sector.

Sorry!

You do not have the lived experience.

It is backward!

It's the people most affected by injustice that need to be the ones setting the priority and agenda for the sector.

Funders need to follow.

Not the other way around.

>> What's your evidence for having a home in a decent neighborhood?

And good job?

What's your evidence that it changes lives!

Dr. King!

>> If only Dr. King was with us!

Thank y'all for this amazing thoughts on what we wish funders would do.

Thinking about knowing the community they serve, cost of living, realities in staffing, funding the people.

Making it easier for organizations to get unrestricted dollars at different scales.

I raise it up for funders in the room.

It can happen at the huge scale Franklyn's organization [indiscernible], it can happen at modest scales, it can happen at below your average.

Satonya, as you raised up, it can happen at lots of scales by giving that trust.

You can have rigor with trust.

[indiscernible] and I think that's really important.

Trust does not mean we're letting go of rigor in grantmaking.

They can happen together.

Funding people, making applications more accessible and flexible and funding big and long-term, 20 years trust and getting out of the way.

I want to sort of summarize it.

Y'all said such amazing stuff I'm running out of space on my paper to jot it down.

So gosh, I have a number of questions I'm dancing between.

I think I will go to this one because I know the Frederick non-profit community has come together.

More than a 100 folks from this community have come together on an equity learning journey over the past number of months.

A member of Lisa's term facilitated.

Heard amazing things about.

It's such a cool thing for community to do together, to be on a learning journey together and there's a big appetite for what is next.

Someone put in chat in the morning, it was Franklyn, one of our esteemed panelists, I jotted it down, he said around DEI, diversity, equity and inclusion work, talk is expansive but action is sometimes lacking.

Forgive me if I paraphrase a bit off.

So with that said I'm curious what y'all would advise to the folks gathered here today?

What could be next steps, high leverage moves you can make as individuals, leaders or as organizations to center and further equity in your work?

What would be some high leverage next moves, small or big, in the DEI journey.

What's your advice?

>>FRANKLYN: I will jump in on that.

Most non-profits are in place to close a gap.

So often gaps are about those in need, and those in need are often people of color.

So we have a board equity committee.

An equity road map.

Clear metrics, time frames, nicely designed.

Accountability markers.

In addition to equity training from an outside group, the board holds equity checks.

Where our board checks with themselves.

To give themselves times to read articles, video, Ted talks, conversations about white privilege, allyship, white fragility, subconscious bias, all those things. Among themselves.

So, peer-to-peer learning. Connective tissue with each other.

Because of that, our organization in many ways soared this past year alone in terms of their appreciation of the work, realization of their blind spots, and they're pushing us as leaders to move more aggressively than we thought or imagined. So just doing things like that I think.

Simple, direct, practical.

Can make a big difference.

>>**LISA:** I would say one of the easiest places to start is to assess what is going on.

We like jumping into programs and activity.

Do you know where the inequity lives in your organization?

Do you even have a clue?

The perspectives of marginalized voices?

Have you spoken with them?

Before you jump to training people, understand the landscape.

That means looking at your policies, your practices, and your systems to understand what is either advancing or hindering equity.

Because a lot of us don't know that.

Let's do microaggression training, a kumbaya!

We don't really know what is going on.

Maybe you don't need microaggression training.

Maybe you need something else. But you won't know if you don't stop and assess what is going on.

If you don't have resources, time, background experience to do the assessment, find someone who can.

I have seen many organizations misinvest.

And then as a result of the mis-investment, things don't go the way speak expect.

We invested in DEI, it didn't work, so we won't do it anymore.

Maybe if you had gathered the information more effectively at the beginning, you know, your road map would have looked a little differently. That would be my advice.

Start with basics, know what's happening in your organization, don't be warrior for justice outside and have injustice happening inside.

>>**SATONYA:** I have a maybe nerdy and maybe not helpful thought.

But so much of the work of equity is undoing systemic problems, issues.

Housing, zoning. There's a lot of little things.

I know that non-profits are trusted in community and funders have power in community, whether you are an individual company, it doesn't matter.

I think about the fear of policy work and understanding if you are a private foundation there are [indiscernible] there, worked at private foundations for years.

But I would say is also do the check in your community around what's not working, right.

Just quick example.

There are things systemically holding back people -- I live in Baltimore county, in Catonsville.

Things are things systemically holding kids back, people back.

Think about the library fines. Kids who can't graduate because they have fees outstanding.

Little personal donations you make from your pocket or get a grant or energy behind, like getting rid of that stuff.

Getting rid of some of the local school board and zoning, there's resource issues that super local.

You don't have to worry about bringing your foundation to that policy lens but you must act in your power to really start to undo some of these things because the big equity work is trying to undo systemic change year over year that has happened.

Also race. I'm a Black woman. Race is important. Racial equity, getting people woke, figuring the right language. But also the gender issue kind of pisses me off that people don't sit with it either.

We just did our own analysis. We're still getting paid less as women in this field.

This is kind of interesting because a lot of women are in the field, but anyway, moving on from that, you have to look at all the little things you can actuate around and think about the [indiscernible] harm.

Also just believe people when they tell you they are harmed by some things.

You have to trust a little bit.

We just took away our state song in Maryland, if you are not aware?

The Maryland state song was interesting.

We kind of repealed it, who knows what will replace it.

Something like that also does take a burden off me as an African American woman walking around the state I love, stuff I'm not proud of that we do and we have the power to change that.

So I do think there's both what you do in your organization but also think there's this beautiful community activation mode we cannot overlook as the people who are based in community and influencing community every day.

>>VU LE: I want to echo what Satonya said about like -- I think so much of equity -- I think all of equity is basically about moving money and power to the community and people most affected by inequity.

If you are not doing that, you're really not engaging with equity.

For example, you can have all the trainings on gender diversity, but if women aren't being paid fairly at your organization?

You're not doing this right.

You can have trainings on ableism, et cetera.

But if you are not changing the -- all of these things so you are hiring disabled people and paying them fairly?

Then you are not doing equity rights either.

So I think look at your budget.

What are you spending money on?

You know?

We still have so many challenges such as the snow caps organization, where everyone who is considered diverse, marginalized are the bottom of the pyramid.

At the top is usually a white man, right.

It doesn't matter if we have all of the trainings ... honestly they are kind of exhausting.

I feel many of us, we don't want to attend anymore trainings if they are not going to move.

I feel people who have the most privilege need to do stuff now, give the rest of us a break so we can play animal crossings and relax for a bit.

Watch waffles and mochi.

We're tired!

Like, shift power and money!

>>JEN BOKOFF: I want to build on that to specifically talk to other white folks in the audience.

Like, don't be nice when you see something that's not right.

Like, you need to use your power and privilege to name it, talk about it, and act.

And I see so many white folks, in particular, I'm going to say women too.

I think white women have been really destructive in our sector.

I certainly have had missteps, it's important to reflect on those.

And like be better. Actively be better every single day.

Call out microaggressions.

Say something when you've done harm.

Figure how you're going to repair that going forward.

I think the other piece specifically for white folks is to really make sure you are not doing more harm in your journey to learn.

And so one example that I heard about yesterday that just, I was face palming, talking with someone about ableism in philanthropy.

They said as an ice breaker they were asking people, you know, what's their connection to -- it was a specific chronic illness.

And they went around a circle, did the ice breaker and moved on even though people were crying during it, they were having really hard reckonings with things that were happening in their life with family.

Even just the characterization of like how we talk about chronic illness, how we talk about disability.

Like, these things are hard for people when it is your lived experience.

To flippantly say, like, what's your relationship to this.

Like tell me about a time when you've been hurt, tell me about something that didn't feel good, what's an ouch

moment for you.

I have heard all of those ice breakers.

I was at a conference once, I hope this is kosher to say, but it happened in a philanthropy space.

An ice breaker asking what's your sexual fantasy.

I just like ... there were two survivors I spoke with in the group.

Who afterward were, like, was this was damaging.

So don't do your dumb ice breakers.

Really think about what is the damage.

And setbacks to equity you are causing on your journey to be fun or learn or whatever it is.

>>JANICE: That's huge.

>>JEN BOKOFF: Got a little dark but ...

>>JANICE: I will take us to a systemic level.

Harm and hurt we can make better, which is the fear factor around advocacy. A number of you raised that up and answered the last question, right.

So there is stuff we do on the DEI journey individually, organizationally, systemically and big systemically.

A number of questions this morning about how do we get past the fear factor around advocacy if we want to make real change.

How do we convince the funders we work with of the importance of this, to make real change.

I'm curious for a few words of wisdom on that.

I was hearing there are a number of questions, private messaged, with frustration and confusion that it's so important and hard to find funding dollars to do advocacy work.

>> I had the blessing to work for the Annie E. Casey Foundation.

I think there are a couple folks in the Summit from there.

But it is always good to have an organization or two or three that you can just go talk to.

We know that sometimes you are working it out behind-the-scenes.

Feels uncomfortable [indiscernible] I just thought it was interesting when I joined in 2010.

They almost without having like a [indiscernible] for it really did a lot work, policy team, just going in to funder communities and saying this is what the IRS restricts you from doing as a private funder, but all the rest of you -- you all know like family offices, some of these other entities don't have restrictions. But for a private foundation it's important to know what you can and cannot do.

They talk about going to the line of policy. I love the way they educated me.

I walked in also very fearful of what you could do and not do.

But I just learned so much about just dig in to what is absolutely the thing you will get from the IRS or auditor but everything else, go do, so I would just put them out as a great example of that I learned through.

You can do much more.

Like non-profits.

We can do so much more than we realize.

I've been focusing on advocacy space.

Then figuring out where my voice should be on the policy side but grantmaking is not a policy or-but [phonetic], there are policies out there that are bad and need to go away. So I know we can lend our voice.

But it's the advocacy space that is just as huge.

Convening people.

All the things funders and nonprofits can do that people don't realize is ground breaking, somebody pays for a bunch of people to get together?

That's amazing and doesn't happen often.

There's real examples out there.

I love the conveners and policy pushers.

They are out there.

If you need a list I'm sure we can get that for folks.

>>LISA: I would say use your power as a sector, right.

There are over 12 million people working in the non-profit sector.

The non-profit sector represents 5% of GDP.

Has over 1.2 million organizations across the country.

This is kind of one-on-one data but it's not data we leverage and harness.

I have gone to Capitol Hill to talk with, you know, members of Congress and legislators to talk about the power of the sector.

They have no clue.

When you share with them baseline it's like "really"?

So if collectively we stand aside from our individual policy positions or individual missions to recognize -- you think manufacturing folks aren't on the Hill?

Restaurant folks are not on the Hill?

Other industries?

But as a body, we struggle with -- or a sector, we struggle with advocating for the sector.

If the non-profit sector were to disappear tomorrow, imagine a commercial where you see non-profits, then, poof, they vanish?

This country would be going to hell in a handbasket, right.

So recognizing that power, coming together around those things we can identify as critical to the sector's success like making sure that direct care staff are paid appropriately, particularly in the healthcare space.

The cost of not doing that goes far beyond the sector.

That's a major national problem that comes with the result of that.

But the voice is not always there, right.

We don't harness that strength.

So we have a lot more strength as a sector than we realize.

I just wish we could just put it in a bottle and put it on eBay or something.

Sell it, get that voice out there!

It's just [inaudible]

>> Two quick things Janice.

I have been in this role four and a half years.

Two things I learned about this is recruiting board members, fire in the belly.

Come ready, equipped with I want to make a difference.

You talk about 100% giving, how it impacts grants. All of this stuff you do.

Duty of care, loyalty, great.

But get people on board who care about making impact and are willing to learn what is happening in the zip code you are supporting, in the neighborhoods, willingness to work with residents.

If that's a part of your work, to make change happen.

If they have knowledge, know your mission, the parameters, they have fire in the belly?

That's half the battle.

Especially if they are willing to go to their legislator, right, and talk toe to toe with that legislator to say I don't know about these other folks, but

this is what I need to happen in my community.

So to me it is like time's out for dancing around the edges of this.

We have to get to the core.

The core is the house is on fire.

What are you going to do to put it out.

That is really important for me, as I am continuously in recruitment mode of high-touch donors who care about making impact.

So ...

>>VU LE: This is critical for [inaudible] for the future of the sector.

[indiscernible] wrote something about how we have become so professionalized that we can write a personnel manual, do a logic model, whatever, and we lost the ability to get 100 people to a town hall or a thousand people in the streets which is how we get change done.

We need to do this.

But we're also really exhausted and have been told by funders that they don't fund this stuff, because whatever, there is no outcomes they like or doesn't align with their priorities, whatever.

And I think many of us are tired.

I think we know we need to do this.

At the same time, if funders aren't going to fund this -- I think we need funders who really acknowledge they need to fund this.

The way they have been thinking about outcomes, outputs around advocacy, civic engagement is completely wrong. It's all so very like short-term focus and it's not -- hasn't been working.

So how do we actually get to do this?

I feel like there's push and pull with non-profits needing to push funders.

We can do it. Like in Seattle 180 non-profit executive directors of color got together and wrote an open letter to funders saying you need to double the amount of money you give out.

It needs to go to Black, Indigenous [indiscernible] open to funding advocacy or whatever communities need, it needs to be over five years at a time in general operating funds.

This is an open letter.

And we're getting funders sign a pledge saying we're going to do this.

So I feel like we are tired.

We just need to stop putting up with all of the stuff anymore.

We have been spending our energy on all the wrong things.

We got to organize, build power together.

Dagnabit!

>> They said the revolution will not be televised but the revolution will be on Zoom, perhaps, as we begin it here today!

Thank you all so much to sort of -- it's a conversation I think I would enjoy having for many more hours.

But to tie it in a bow for now, I want to ask you -- I gave advance warning, hope you put on creative shoes on.

A nod to the lovely six word memoir model.

I was reminded by Kerry from the Helen J. Serini Foundation, their board used it to do end of year reflections.

Invite each of you to share six words, a benediction, a hope for the community, a joke perhaps, non-profit musical title you propose to the group!

To wrap us up here.

We will go in reverse order we began.

Vu, you will lead.

Setting the bar high, I'm sure.

>> Dream big, flip over tables!

>> Satonya!

>>**SATONYA:** Oh, a hard one to follow.

Change is amazing.

Embrace with gratitude.

>>**JANICE:** Lisa.

>>**LISA:** I have a confession mine is 7.

I will say it anyway because I don't follow rules!

You cannot give what you do not have.

Translation: Care for self before caring for others.

>>**JEN BOKOFF:** I wrote: Seek learning, reflect deeply, then act.

>>**JANICE:** Franklyn, bring us home!

>> My six words.

Encouragement is

Passion fuels change,

Change brings hope.

>>**JANICE:** Amazing.

My heart is full.

My head is really really full.

You are all amazing.

With you staying with us on the panel a moment, I invite everyone in the audience to take a moment to jot down for yourself, to try to synthesize the day.

Vu's talk this morning, conversations over lunch, this amazing panel, jot down for yourself one takeaway for you.

One thing you are walking away chewing on, one thing you appreciated or heard or learned today.

What is one next step for you?

So a takeaway, an appreciation, and a next step for you.

Jot it down for yourself to try to take all this.

We have gone to great conferences, back to business the next day.

Try to take things into tomorrow, next month.

If you want to share in chat, it would be awesome to hear reflections. So a takeaway, appreciation or next step for you.

Challenge the process.

Challenge the process.

[chuckling] take a moment to jot down and synthesize. That's our instructions!

Some lovely thank you's.

Panelists, I hope you take time to read wonderful stuff coming in.

So with that, I invite you to join me in a very big warm thank you to our amazing panelists.

Such a joy and pleasure to be in conversation with you.

Give you a final round of applause. Thank you.

[Applause]

[music]

>> [inaudible]

>>**VU LE:** Gosh darn it!

>> Thank you to Janice and all of our panelists for sharing yourselves, your thoughts, your insights with us today.

These are hard but necessary conversations.

My name is Jess El-Zeftawy. She, her, hers. I'm a member of the nonprofit summit committee, and representative of Western Maryland chapter of Association of Fundraising Professionals.

I also happen to work at the local public library.

It brings me sheer joy to recommend further reading. You can't hear it, but there is librarians cheering behind me every time you pick up a book.

I invite you to mark your calendars to continue the conversation on Friday, May 7.

The Non-profit Summit and association of fundraising professionals are offering a virtual [audio cutting out] discussion of this book, Unicorns Unite, at no cost.

Stay tuned for more information which will be included in the Non-profit Summit follow-up email.

I hope you join us.

Yea, books!

>> Awesome, yay books, that gets an air horn!

(Sound of horn). All right, well, guess what?

I believe it's prize time everybody.

We have an amazing wheel.

It's now my pleasure to invite up Stacey Collins, vice president, client and community relations at PNC. Will join on the virtual stage.

Stacey, hello!

>> Hello, hello everyone.

What a great conversation today.

Thank you, thank you for joining us.

As DJ Lee gets the prize wheel ready to go it's my pleasure to thank three of our supporters today, the Ausherman Family Foundation, Delaplaine Foundation, and PNC Foundation for supporting three unrestricted giveaways of \$1,000 each.

So it is time to spin that wheel, DJ Lee, let's see where the first one will go.

>>**DJ:** All right, here we go.

[music]

All right, looks like Boys and Girls Club Washington county.

[overlapping conversation]

[Applause]

>> I don't know who is on light now.

If you are on, unmute, give a shoutout!

>> Yay, Boys and Girls Club is in the building, thank you very much.

>> Oh, thank you, thank you!

Congratulations.

First one from the Ausherman Family Foundation to the Boys and Girls Club of Washington county.

So thank you, thank you, thank you.

And now here comes spin number two.

Over to you, DJ Lee.

[Pause]

And we have a winner.

Interexchange.

Are you in the house?

Unmute yourself, give a shoutout!

>> I am!

Thank you!

>> Yay, congratulations.

And here comes the third one.

Courtesy of PNC.

Count down music ...

>>**DJ:** Here we go.

>> We have a third winner.

Seton center.

Congratulations.

If are you online, unmute and give a shoutout.

>> Thank you so much, we are so excited!

>> Yay!

Good to hear your voices.

[music]

What a great way to end the day.

It is wonderful to be the one that gets to announce a few winners and recognize, first, everyone for committing their day today and taking time to be with us.

We are almost coming up to the close.

You know, so with that, again, big round [inaudible]

>>DJ: Stacey, you just muted.

>> Somebody must have hit mute, sorry, thank you, DJ Lee.

Special shoutout to Ausherman Family Foundation, Delaplaine Foundation, and PNC through our PNC fund at the Community Foundation of Frederick County for supporting our unrestricted giveaways at the end of the day. With that, it is my pleasure to bring to our virtual stage Betsy Day, president and CEO of the Community Foundation of Frederick County.

To close out our day.

[music]

>> I hope you share our excitement about this 2021 Non-profit Summit.

Thank you for attending and thanks for staying the entire day.

We're happy to have Vu Le with us finally for our 2021 summit.

I know that you join me in feeling he was worth the wait.

Our intention was to hear current thought leaders to reinforce what we all individually and collectively know as well as to learn and expand our perspective and knowledge base.

Some of us may leave today knowing we have always been on the right path.

Others may even change some of our thinking.

Either way is fine.

Because we are all on our own journeys for professional growth as well as leading our respective organizations toward fulfilling our missions.

Planning for next year's Non-profit Summit will begin soon.

Your program evaluations are important and serve as a guide for future speakers and activity.

Please complete the survey in the link, in the chat, or in the follow-up email.

Please know how much your efforts to learn, grow and share are appreciated by your active participation.

Thank you to the planning committee, to Vu, our presenters, facilitators, and to you.

See you at the Summit next year.

With that, we are closed.

[music]

>>DJ: Thank you so much Betsy.

Once again, thank you to all of you.

On a personal note I learned a lot and really appreciate the opportunity to be part of this summit.

So congratulations to all of you for being here and participating.

And we'll play a little music out for everyone.

[music]

Last chance to sound off in chat.

Give props to anybody you would like, share takeaways.

If you have not already before you go, sound off in chat with the most prevalent -- not going to say the best, there are so many, but for you the most prevalent takeaway currently.

[music]

[event concludes]

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