



The Red Wheelbarrow *By William Carlos Williams*

so much depends upon
a red wheelbarrow
glazed with rainwater
beside the white chickens

Question Everything...

I am curious about the myriad of different ways that organizations are handling transition. None of them seem easy. After all, it isn't really possible to rip off a mask and expect everything to return to normal.



Many nonprofits are taking this time and engaging in vigorous strategic planning discussions. New prospective clients are coming to us to help develop plans that will bring them into a future filled with a renewed sense of hope and optimism. We are pleased to be invited on the journey. We also know that this is the exact time that we must question – everything. Take nothing for granted and don't borrow or recreate the past.

If you are taking this time to embark on a planning journey, here are ten things to bring with you into the process:

- 1) Create a vision that is aspirational and holds you to a higher standard
- 2) Re-think your purpose as an organization
- 3) Align your purpose with your mission in a single sentence
- 4) Get outside of yourself and into minds, hearts, and hopes of the people you serve
- 5) Community is your purpose – what are you going to do about it?
- 6) Data, data, data. Look at it from inside out and outside in and what is it really telling you?
- 7) Perspectives – be inclusive, open, and empathetic
- 8) Listen to voices of and from the community to inform the work you do
- 9) Become like the child who perpetually asks why, why, why
- 10) Embrace the uncertainty and go where it leads you

One final thought – your goals – aspirational and bold – should be cast in stone. But your strategies should be flexible enough to bend and adapt to changes ahead – and there will still be many more transitions to come.

“To be hopeful means to be uncertain about the future, to be tender toward possibilities, to be dedicated to change, all the way down to the bottom of your heart.” – Rebecca Solnit

Transitions – “Do Good” Better!



What does it mean to transition to a “new normal.” As I speak with Executive Directors, board members, and other consultants across the state, a question that is top of mind is how to best transition and not lose any of the valuable things we have learned over the past year. In other words – how do we not throw the baby out with the bath water?

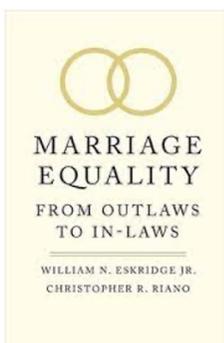
At D&A we’ve been giving that a lot of thought, too. What should be in person, what should be remote, and what will a hybrid model look like? Here’s what we have observed:

- 1) Meeting virtually works - not just from the perspective of having an alternative, they really work. People show up on time, are prepared for the meeting, and get the work done. The outputs from virtual meetings are really good – in most cases better than in-person meetings
- 2) Virtual meetings are more efficient and quicker - they just are
- 3) BUT – it seems like there are so many more meetings in the day. I keep wondering how my calendar filled up so fast – I used to drive everywhere and I wasn’t meeting while driving. Now I just have a lot more virtual meetings
- 4) Meeting virtually can be exhausting – maybe because there are so many of them or we are paying attention, meeting after meeting, after meeting, after meeting
- 5) YES - you can get to know each other virtually, you can read body language – it’s just different. Many of the boards and committees I worked with were getting together for the first time – and are laughing and joking with each other. It’s just different – not better or worse
- 6) STILL - we cannot go all virtual. We miss the human interaction, the comradery, the connection you get from being in the same room at the same time. Can anyone say Kumbaya?

Going forward, we all need to figure out our own hybrid models. Here are some models we’re considering at D&A:

- When we are doing strategic plans, we can do some of the work virtually and then gather for important time together
- Capital campaigns and cultivation receptions – definitely virtual. More people attend and more people get engaged early in the process. And in the campaigns I’ve done during this pandemic, you reach your goal sooner
- Personal solicitations – it depends – some should be in person and some people will prefer virtual meetings
- Board trainings and governance work can be done virtually, making it easier for more people to attend. They can also do them in person if it is part of a retreat

We are all still finding our way out of this. We are all still trying to do good. I just think we should try to do good better.



Brick By Brick Today: A D&A Original Podcast

**Pride Month Book Chat:
The Story of Equality**
Featuring Christopher Riano

What better way to celebrate Pride Month than to celebrate the roots of Marriage Equality. Listen to Christopher Riano, co-author of “Marriage Equality: From Outlaws to In-Laws,” speak about the inspiration for this incredible book that discusses the origins of the LGBTQIA+ community and the long road to equality. Christopher goes into detail about the issues that currently face the LGBTQIA+ community, and what work there is still to be done. Buy the book on Amazon [HERE!](#)

Listen to the Podcast [HERE!](#)

SCAFFOLDING FOR THE FUTURE: WEBINAR UPDATE

We are halfway through 2021. Over the past year, we’ve all gotten a little too much screen time! We’ve decided to take a break from our D&A Webinars for the summer. But, we have come up with a way to keep you informed and up-to-date on some new topics, as well as summarize some subjects we have covered in the past.

Introducing...*drumroll please*...**10 Minute Mission Modules: D&A Virtual Mini Webinars!**

We will begin recording these short and pointed modules this month, and will be including a new lesson in each newsletter until September. **Keep an eye out for your first module later this month!** We hope this is a nice screen break to let you enjoy the summer weather!

ICYMI – Check out a recording of our latest D&A Webinar on *Governance with an Equity Lens* [HERE!](#)



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