



A PODCAST WITH RUSTY STAHL | S3 EP5

Investing in Talent Inside Foundations

WITH
Storme Gray
*Emerging Practitioners
in Philanthropy*



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INTRO [00:00:03] You're listening to the Fund The People Podcast, I'm your host Rusty Stahl. On this show we serve up a healthy nutritious alternative to the nonprofit starvation cycle. If you work as a funder, a non-profit, or intermediary, we'll help you invest in America's nonprofit workforce to drive equity, effectiveness and endurance in our nonprofit and social justice community. So let's get going.

PILOT AD (00:00:38) Folks, Fund The People is cooking up a very exciting new program: The Funding that Works Academy, which will offer online courses that teach our new Talent Investing Framework right from our website. Our initial courses will focus on the fundamentals of talent investing, and there will be versions available for foundation professionals, foundation board members, nonprofit professionals, nonprofit board members and folks working in intermediary organizations, like consultants, educators and membership associations. We want to give our podcast listeners early access to this great new program, so if you fit into any of those broad categories that I just mentioned and you're interested in helping us to pilot the course, please send an email to info@fundthepeople.org and write Pilot in the subject line, you will get special early access to our cutting-edge content and help us make improvements to the course before rolling it out widely. So remember just email me info@fundthepeople.org and write Pilot in the subject line, and we'll get back to you with details. Thanks!

RUSTY (00:02:03) Welcome to the Fund The People podcast, this is your host, Rusty Stahl. I'm grateful for your time and attention today. I know you have a choice of restaurants, so thank you for dining with us this evening and bon appetit. **This is season 3 episode 5. Today we're exploring talent investing principle number one: Nonprofit People are Awesome.** To learn about all 8 of our principles, check out season 3 episode 1 and you'll learn more.

In this episode, you'll gain an understanding of **why it's critical to invest in the nonprofit workforce who are working inside foundations.** That's right, you heard me correctly, it's important to invest in foundation professionals. **This type of investment can have meaningful impact, not only on the staff themselves at foundations, but on the grants and the grantees that they support.** Foundations need to invest in the nonprofit workforce, in grantee organizations, in those operating nonprofits, in the groups on the ground, but they also need to invest more in their own people, the people they employ within their walls or virtually within their walls. This external and internal investment, that's linked. **When foundations understand the value of investing in their own staff, it's easier for them to understand the value of investing in staff and grantee organizations and vice versa.**

So in this episode, I had the honor to speak with **Storme Gray, Executive Director of Emerging Practitioners in Philanthropy, lovingly known as EPIP.** Storme is an inspiring and deeply effective leader with a wide range of experience in the organized philanthropy field. She's just amazing to talk to and you're really going to enjoy the conversation.

Before we get started please do subscribe to the show wherever you listen. And remember head on over to fundthepeople.org to sign up for our mailing list, because we make sure you know about every episode and we send along other great resources and we don't spam you. On fundthepeople.org, you can also access all our past episodes and show notes and get into our free original content and tools on the Fund The People tool kit, including our Talent Justice research and tools, which are all about investing in intersectional racial equity in the nonprofit workforce. And now here's my conversation with Storme Grey.

RUSTY: [00:04:53]

Welcome Storme Gray to the Fund The People Podcast. I'm so glad you're here.

STORME: Glad to be here.

RUSTY: [00:04:54]

It's awesome to have you. You're a very special guest on this show and you know it's one of the privileges of hosting an interview-based podcast that you get to spend time with people who you want to talk to, who normally you don't get an hour, an hour and a half, to chat with for no reason except to learn about them and their thinking. So thank you for making time to be here.

STORME: [00:05:22]

Yeah, thanks for the invitation. I'm looking forward to the conversation and it's just nice to be able to reconnect.

RUSTY: [00:05:28]

I agree. So, for folks who don't know you, tell us a little bit about yourself and what inspired you to get into organized philanthropy, a little snapshot of your journey and how you got to what you're doing today.

STORME [00:05:44]

So, Storme Gray, pronouns are she, her, hers. I am the Executive Director of Emerging Practitioners in Philanthropy or EPIP for short and I'm a native of Camden, New Jersey, mother to Deborah, sister to Misty and Miranda, auntie, and I came into philanthropy straight out of college not knowing what philanthropy was. So at the time, I decided in my senior year of college that I wanted to change my major and no longer wanted to do graphic design. I had no idea what I wanted to do, right? Perfect time to change your life course, in the final stretch right? But I was volunteering at a local nonprofit in DC at the time and I remember asking one of the site managers like, "how do you get to do what it is that you're doing now...where are other jobs like this that had meaning, that have value, that, you know, enable me to have a sense of giving back and doing something bigger than myself?" And so, she actually pointed me to Idealist to do a job search.

And so, I did, and I applied to a bunch of different jobs. What's the luck, you know, that the job that I actually got the call back from was for a foundation and that's how I got into philanthropy. My first job straight out of college was at a local DC-based foundation that had a domestic and international focus and it was there that I actually really got first exposed to philanthropy. And then...the grant manager at the time, she left and went to a different foundation and brought me along with her. And then I got to see another aspect of philanthropy and it was there that I think it really took to me, because I realized the whole focus was the youth development and education, and I feel very strongly about both of those things, and so I realized while I was working there that I had an opportunity to actually make a difference in a different way that I initially imagined when I started that job search in Idealist, right?

But as someone, you know, as a black woman, as someone who grew up in an underserved city and underserved communities, I understood a lot of some of the same challenges that were being faced by the communities that the foundation we're serving in ways I think that maybe the grant review committee and like others that were more senior up, didn't understand at the time. So I realized that I had something to offer you know, beyond my academic and intellectual experience, my actual lived experience had value and had a place and could be utilized in philanthropy.

And so that's how I decided, you know, I'm going to just stick it out and make philanthropy a part of my career. That's where I wanted to be. And so, I went from there to a couple of different jobs and at one point in time actually became a member of EPIP while I was working for the Council on Foundations and I think I met you actually at the 2015 conference in New Orleans, because we had a conversation by a food truck, I remember food truck, right?

RUSTY: [00:08:56]

I remember the long line to the food truck, I don't remember what I ate (laughs).

STORME: [00:08:59]

Yes, but the food was definitely worth it. I do remember that. I don't remember any regrets there. But like, I remember that conference being so transformative for me, because it was my first time in a room with folks that were like my peers, and conversations were being had very candidly and openly about social justice and philanthropy's responsibility to advance social justice through its work in practices, and that really blew my mind. And so, from that point on, I wanted to be more engaged in EPIP.

So, you know, I became a chapter leader, then a board member, then I joined as the Director of Programs, became an interim ED and now I'm the actual Executive Director. And **at every point in that journey I think, I have really gained a deeper appreciation for the wisdom, the curiosity, and the leadership of Emerging Practitioners and the ways in which they have a deep impact on our sector, and the way it works and how we are thinking about it.** So that's a little bit about, you know, kind of how I got to be here.

RUSTY: [00:10:09]

That was a pretty amazing conference experience for me as well because I also served in the role that Storme is in now, from 2002 to 2012, as the first ED of EPIP. And I wanted to have you on this show because, you know, you just led the organization through its 20th anniversary and really leading it into the future. And, honestly, I like the story you just laid out about how you joined the field and then joined EPIP and then became a leader in EPIP and then became, you know, like all those steps to where you are now, is exactly what I thought could happen with EPIP. That we had so many brilliant members with so much vision and skill of their own. There were plenty of people who could take up the mantle, you know, of the organization continuously over time and that is what has transpired in the 4-5 people who led the organization either on an interim or permanent executive director basis.

The other thing that should be said as we start out here is that Fund The People really grew out of EPIP and so not only do I feel like I owe EPIP a debt of gratitude for my own experience at EPIP, but also for what I'm doing now. Fund The People and EPIP are kind of two sides of the coin, right? Fund The People focuses on investing in people in the nonprofits and EPIP investing in people and focuses on investing in people inside the foundations and together they carry a lot of the same values and kind of intentionality around why we exist and what we think the field needs to be and act like.

STORME: [00:11:55]

Yeah, I really think about our work as part of this larger "social good sector" is what I tend to call it. You know, **at EPIP we have a saying: leaders never stop emerging. I believe that anyone at any given point in time has an opportunity to stand up and be a leader for equity.** So when I say leaders never stop emerging, that's for me what I really mean, **at any point in time, there's an opportunity to stand up for justice to stand up for liberation and from whatever seat you're**

currently situated in. Be that as a program officer or program assistant or program associate or an executive assistant in the president's office or maybe you're a finance and operations person, you still have a role to play within making sure that our sector, the philanthropic sector and the social good sector are continually focused on communities of color and underserved communities, and being a deeper partnership and right relationship with them. And so, you know, at EPIP we try to really lean into the wisdom and the curiosity of our members and advocate for the sector to be a lot more intentional about creating space for that kind of leadership to feel welcome and to thrive. So yeah, I think that we all have a role to play and it's nice to know that you know, there continues to be a relationship there, between Fund The People and EPIP.

RUSTY: [00:13:19]

Yeah, totally. So Storme, many people in our audience listening are folks in fundraising nonprofits and a lot of what we talked about on the show is how nonprofits can advocate to their funders to invest in the staff. Or when we have funders on, you try to talk to them about how they're investing in the people of grantee organizations or the social movements, or the places, the geographic places in the nonprofits, in those places, how they can invest in those people. But in this conversation, we're going to talk about why and what it means to invest in professionals working inside the foundations, and some of our audience they may think, well, your foundation jobs are relatively privileged, and they may have this assumption that working in foundations is cushy compared to other kinds of nonprofit work. So, you know, for those listeners coming from the nonprofit side, what are your thoughts on that? And how does that relate to what you do at EPIP?

STORME: [00:14:26]

I think first, it's important to say that philanthropy as a sector is a very privileged sector, just be very clear and honest about that. And I would say even as the leader of a non-profit or philanthropic support organization that's within that same philanthropic ecosystem, there is privilege there, there is some accessibility there that is different. And I think the value that you could pass or the perspective that we take is for those who are early and mid career, so we serve early/mid-career professionals in philanthropy that want to use philanthropy as a way to advance social justice, but like early/mid-career folks are really who we serve the most. More often than not, even in foundations, your early/mid-career staff are hard pressed to find quality professional and leadership development opportunities and I would say, particularly for the emerging leader, be that at a foundation or a non-profit, being able to be resourced to attend a conference or a workshop or seminar, especially when we were still doing those regularly in person could be a challenge, because professional development dollars are limited.

What about getting approval from one's supervisor, is this of value? How does this contribute to your day-to-day? There seems to be a harder case to be made at times for those staff to really have access to those things. And because both philanthropy and I would say nonprofit work are so highly relational, relationship building and networking are core to our ability to actually do the work. I think about my time as a grant maker, I think about my time as a program officer and how the relationships I've built with other foundation staff, but also other nonprofit staff, to get an

understanding of what's happening and how I can be supportive, you know, was so critical to me and that was later on in my career.

But, you know, I think it's really important for us to be mindful of the fact that, you know, while the sector itself sits in a place of privilege, there are those of us who work within the sector that either do not have privileged identities and those of us who work within the sector that are not seated in positions of formal authority or decision-making, but still need support to understand the work that we're doing, right? Because most of the folks, if you ask many other people who are in philanthropy, many of them kind of fell into philanthropy, so you heard a little bit about my story about how I kind of like, oh, I was looking for a non-profit job, I mean, and I found one, but it was at a foundation, right? And there are a number of folks that come into philanthropy from other sectors and are trying to get their bearings for how to do this and how to do it well. And so, I think EPIP really serves as a first home for those who are coming into philanthropy seeking to understand philanthropy and then wanting to get connected to other folks in philanthropy that are actually trying to move work forward with equity at the center. And so at EPIP we really create space for that, you know, we have about 14 chapters across the country, we do a lot of programming through them, but also through our national like, you know, as a national organization across the country for folks to really help people find one another. And also to be in an inquiry about what is right philanthropic practice, because you know my belief is that the work that we're doing at EPIP helps to sustain a workforce and helps to build a workforce of diverse emergent leadership that will only go on to benefit the philanthropic sector and its ability to be a lot more responsive to and in deeper partnership and collaboration with nonprofits, community organizers and those who are on the front lines doing the work. And so for us philanthropy is both privilege and there are those within philanthropy that don't have as much access to that privilege and those people are important too, you know, and so our role is really to help make sure that folks stick around.

You know we did a Dissonance and Disconnects report a couple years ago, we surveyed folks that worked in the philanthropic sector and what we found was, of those emerging leaders, about 55% of the folks that we surveyed saw themselves leaving philanthropy within the next five years. We did that study in 2018, I believe. So if you think about what that could mean for today, you know, there's a churn. That could be happening, that continues to happen within our sector and where do those folks go? Sometimes they go to the nonprofit side, sometimes they go into corporate work, sometimes they start their own work but the point is, as a sector philanthropy is losing or stands to lose a significant portion of its workforce.

But what I also know through our members is that we have members that come from nonprofit work, come from community organizing into philanthropy and find their way to EPIP as an orientation. A couple of our board members, that was their experience, several of our members that's their experience. So I really think about this larger ecosystem that we're a part of and so we're just playing our part, recognizing that our members will continue to go on and do great things throughout the sector, be that on the grant-making side or the grant seeking side but it's our responsibility to make sure that folks have an introduction into this work, that is grounded in

equity, grounded in inclusion and grounded in personal responsibility, regardless of your positionality within your institution.

RUSTY: [00:20:09]

I couldn't have said it better. I think is such a weird space to be in an organization with power and money and privilege and be perceived that way externally but internally, inside the organization, sometimes feeling marginalized or powerless or, you know, having to build up those soft skills to advocate, or, you know, find ways to make change that are not, you know, you're not with the position of authority to say this is how it's going to be. So it's that inbetween space, between having power or wielding power and not being able to, and being able to make recommendations but not decisions and those kinds of things that you could find yourself in.

STORME: [00:21:03]

And I would say that we also try to help folks develop their voice, you know, figure out what your voice is, what is your stance? And I would say speaking for myself as someone that was once on the grant-making side of things, EPIP was one of those spaces that I could develop my voice and analysis and critique of the work within the philanthropic sector in ways that I didn't necessarily feel comfortable doing so within my home institution or maybe that were not welcome to do that there. And I think, you know, part of our work is also the creation of that space too, recognizing that, you know, our workforce of today is our leadership of tomorrow. But honestly, I think our workforce of today are our leaders of today, this idea of, I deeply believe that we are all valuable and all-powerful, every individual. But the ways in which sometimes we talk about powers especially, especially in institutions, is very much related to who has the authority to say yes or no. And while that may differ from organization to organization, based on its structure size, and etc. I think all the people that aren't still powerful have something that they can bring to the table. And EPIP was one of those spaces that through the programming and some of the leadership development opportunities and the people that I met over the years, helped me to broaden that understanding and really see like: oh, we all have something to offer here.

Just recently, celebrated our 20th anniversary which feels crazy to say and now looking to the next 20 plus years ahead, we want to be very intentional about how we are creating space for those diverse emergent leaders to continue to have the opportunity to build their voice, sharpen their skill set and their analysis and critique of the sector, and to continue to improve the sector and continue to improve the way that philanthropy works in partnership with its nonprofit grantee partners in service of communities that have been historically underserved and I would say, you know, mistreated and wealth extracted from.

RUSTY: [00:23:10]

Yeah, it makes me think like, you know, the money inside foundation endowments and budgets is a great asset. But perhaps one of the greatest undervalued assets in foundations is all these "junior emerging leaders" who are there, like you said, have all this current and latent leadership to offer and were being overlooked, still being overlooked. But certainly before EPIP was around, were not thought about any kind of serious way.

I had this one Twitter thread I brought up with you before we were recording and I wanted to share, that kind of exemplifies some of that experience in terms of the respect and investment that is or is not made in emerging leaders, particularly women and people of color. Kathy Garcia tweets: "It's philanthropy conference season and peers often ask why 'they never see me' in any conferences. The truth is I've attended few in 12 years, usually foundations I work for are not members, I can't afford the non-member rates and I'm not 'senior enough' to warrant covering the cost of my attendance". She says "this is not a knock on philanthropy support organizations or affinity groups, folks in these spaces work hard to organize us. It's a commentary on the limitations of philanthropy support organizations funding models and foundations that don't adequately resource and invest in the growth of their staff, especially black, indigenous, people of color staff. So turnover is exploding". She ends "I was able to afford some memberships this year and gifted a few to pay it forward, but it's wild, the folks who would benefit most from these spaces have a difficult time accessing them and then we wonder why philanthropy is siloed and incapable of organizing".

STORME: [00:25:17]

That's a whole word! And I also think that's why EPIP does what it does and why our work is so important. Because we know that for the especially the early/mid-career professional within an institution, that professional development dollars, leadership development dollars can be scarce and so, you know, through the local work of our chapters were able to make sure that folks get quality programming, you know, for our membership dues which are I would say, fairly fairly reasonable.

We try to make sure that folks are connected into the larger network. We have our conference and then we, every other year, partner with Change Philanthropy to do one of the largest gatherings of progressive funders, the Unity Summit, in the sector and we always make sure that for any conference that EPIP is hosting and for the Unity Summit that we always have scholarships set aside because we know how difficult it is sometimes for folks to make their way there, and that's a practice that we've done for years and I would say that we would continue to do because that's our way of trying to actually bring more folks into the space that may not have had access otherwise.

And then for you know, supporting members of color, you know, as someone who was once a part of EPIP's people of color network, where I got to meet other leaders of color in that initial community of practice. We created a couple more, you know, one for emerging women of color, but then also like a white allyship space. And so, what we try to do at EPIP is actually respond to the concerns that Kathy and so many others like her have lifted up, which is I'm not senior enough in my institution to have access to professional leadership development opportunities, but I need those professional and leadership development opportunities in order to actually be sustained within this work, connected to other peers, folks that I can strategize with, build relationships with, collaborate with, right? All of those things that are so necessary in any line of work.

So we try to make sure that we are connecting folks to one another, that we are also then connecting our members and those who come to our spaces to other organizations in the sector as well. Recognizing that we are but one entity in this huge ecosystem. For myself, I take it very personally in terms of making sure that folks have a space to learn to engage and to grow because I want us as a sector to continue to get better and that's only possible if the people that are within it are adequately resourced and connected towards one another. And so, it is the strangest thing, dynamic, within our sector. I think there's an expectation that early mid-career folks may transition quite a lot, so sometimes I wonder if there's a hesitancy to engage knowing that that staff person is going to leave in a short period of time. But we adopt the idea that whether they leave or stay within their institution, it is beneficial to support their leadership because it creates a stronger sector, which ultimately is what we're after right?

And so through our work we try to make sure that we're providing an opportunity for folks to learn more about the work that is philanthropy, not just folks who are already in philanthropy because I didn't say this before but we also have some grad students that end up being EPIP members. We've had a couple of folks that worked in non-profit space that would be an EPIP member as a way to kind of feel out this philanthropy thing to see if it's something that they might be interested in getting into. But again, it's just a large social good ecosystem. And so we try to make sure that we are being mindful of some of the challenges that folks within our membership may face.

You know, I referenced the Dissonance and Disconnects report earlier, but I would say that lack of relationship building or lack of connection or access to professional development spaces is really a sticking point for a number of emerging leaders, feeling as though they are valued or seen as valuable. One of the things that we found coming out of the study that kind of points to Kathy's quote, the quote that you just read, was we found that the higher one of our respondents title was the more likely they were to agree that they felt like they were valued in a leader within their institution, right? So the higher your title, the more likely you felt valuable within your institution. The more likely you had an adequate level of influence within your institution, the more likely you are to say that you had made valuable contributions to their institutions and had a clear path forward in their careers and were seen as leaders, but that correlated to your title. And so for those who don't have that title or don't have that tenure, what does that mean for them, right? And how do they feel seen or supported within their institutions?

And I know it probably sounds like I'm nagging on the sector quite a bit but I believe in the power of naming an issue as an opportunity to address it and I would be remiss, especially as a black woman coming up in philanthropy in a predominantly white sector. Like I have my own horror stories, you know, about how the sector has and how some of the practices within philanthropy and the ways in which we see our teams or individuals as valuable can actually do some really bad heart to folks. And so, you know, if we're really committed to a space where we say that all people are valued or that you can bring your full self into the work that you're doing and we will value that, then we also need to make sure that we're supporting people and showing that we're supporting them. But making sure they have access to these spaces, these opportunities that will only, you know, in the long run make them a stronger, more confident,

capable, more effective leader within their institution and then within the larger philanthropic nonprofit ecosystem.

RUSTY: [00:31:26]

Yeah, I mean that's really powerful and it's important to, I don't want to say criticize, but to be real about what's going on because we all love philanthropy, I know you do, I know I do and so when we speak of it in terms of the problems it has or the challenges it has it's because we want it to be better and we want to be more useful and impactful and it's sometimes really hard to stare contradictions or hypocrisy in the face and not deal with it...

STORME: [00:32:01]

Oh yeah, I'm terrible at that, I'm terrible at that! Like, I can't, there's something like, I have a visceral reaction in my body when I am confronted with something that just does not feel aligned, you know, and there are definitely moments I can point to where I kind of got into a little bit of trouble for that but, you know, I think that...

RUSTY: [00:32:20]

Good trouble. That's good trouble...

STORME: [00:32:22]

Yeah, it's definitely good trouble. But sometimes, you know, good trouble comes at its own cost personally, you know, and that's just being honest. And I think for me, personally, integrity and authenticity are important. Like, those are my core values and so you know, I grew up in the projects, I still have family that's there, life is not easy for a lot of folks in this world, especially right now. And while I know I'm privileged to be an executive director of a PSO and ooh! It's so fancy. I still have folks that are in the struggle. Let's be clear. And so, I really think about the work that I do, still to this day, is to create a space, to create a way for folks who have access to like basic, basic, basic needs. And so, I refuse to be silent in that way when I see an injustice happening, because I believe that silence in those places makes you complicit, and I just can't like, personally I can't, I feel like my ancestors would yank me up or something like that, but I just can't, I couldn't. And so, I think you're right, we have to be able to continually critique our work and investigate why it works the way it does and what some of the challenges or opportunities are there if we're actually going to improve it.

RUSTY: [00:33:46]

So you started talking a little bit about the communities of practice and the people color and the women of color community of practice, tell us more as we move toward the end of our conversation here about the resources EPIP is offering today for members and for folks in philanthropy who, you know, value equity and share the values that you've been discussing.

STORME: [00:34:08]

I guess the easiest way to kind of start is actually to take a step back at the larger framing. So EPIP has and we've been operating under what we call an inclusive leadership framework for the past several years and that's really a list of about seven core competencies or cornerstones

to build more agency for folks and to help develop and foster more sustainable change within the sector. So, within our inclusive leadership framework, you know, all of our programming is really tied to that framework and so the different cornerstones are really sector knowledge, the building knowledge about the sector: equity analysis, interpersonal leadership, self-advocacy, organizational leadership and governance, advocacy and policy really looking at philanthropies role in engaging in those spaces and resource mobilization.

So that kind of guides a lot of our programming and so, then our communities of practice really sits underneath that as a way for us to connect our members to other members from an identity based point to make sure that folks one are connected to others that are in the sector that share their same identities but also share some of the same challenges navigating the sector in those identities, but also to develop professional development programming that speaks to and supports those leaders. So our people of color network is one, we have a emerging women of color space, which is a new community of practice that we've rolled out this year and then a white allyship space, which I referenced before, which is a space for those who identify as white to grapple with ways that whiteness may show up in themselves and in their work and help them to be better allies both for their colleagues, but also for the communities that they may be serving through their philanthropic work.

So those are our three communities of practice and we're really looking to continue to refine those as we go on to really take the learnings that are coming out of them, to help form additional communities of practice that we may seed in the future. You know, our people of color network was the first and you know we got some really good learnings from them and coming out of that, which led to the creation of the other two. And now that we have these three, I'm hoping and I imagine that we may see more communities of practice coming down the line for supporting our emerging practitioners.

We also have a curriculum based program Philanthropology which I know you know a lot about Rusty, but it's basically a social justice philanthropic orientation into our work, this sector, really taking a look at the ecosystem within philanthropy, understanding a little bit about the the history of philanthropy, talking about the different roles and functions within an institution, but then also developing one's personal leadership stands. You know, I continue to say that EPIP is this space where folks can kind of find and foster their voice. So Philanthropology through one of the modules, actually speaks to that, it helps folks identify okay, what is my personal responsibility, now that you know, you can't unknow. So what do I do with this knowing as I go out into the field, as I go back into my home institution. And then our chapters, you know, we have several chapters across the country that hosts events, and I really think about those spaces as local hubs for relationship building in connection. And while our chapters have been actually not hosting any in person gatherings, in light of the pandemic, we are and have continued to host chapter events and one of the beautiful things I've noticed is that since coming into the virtual space, that has allowed us to actually connect EPIP members across the country to one another in ways that maybe we hadn't been able to do so in the past. So you can have an EPIP Seattle program that is co-hosted or co-sponsored with EPIP New York and we've done a number of

those kinds of collaborations over the past couple of years since we've been in the pandemic, which has been really nice.

And so those are some of the things and I won't go on with an exhaustive list, but I would say if folks want to learn more about EPIP and our work, I would encourage them to go to our website www.epip.org and sign up for our newsletter. We definitely will make sure to keep folks updated, we give a monthly newsletter that just basically gives an overview of what's happening in the sector, what's coming from EPIP, what chapter events are going on, any other events in the sector to help folks get informed and plugged into the network.

RUSTY: [00:38:42]

Fantastic! Yes, people should definitely visit epip.org to find all of this stuff. And in conclusion Storme, do you have a call to action for listeners, whether they're funders or nonprofits, what would you say is your rallying call to the field?

STORME: [00:39:02]

I would say, since so much of our conversation today has really been about the ways in which we value our staff and our teams, I guess the question that I would put to philanthropic staff particularly senior level leaders that may be listening is how are you valuing your team and how do they know that they are valued by you? Now, what I mean by that is where can you point to the ways in which you are valuing their leadership and supporting their leadership. I guess that would be like the question / call to action there for foundation staff or foundation leaders, rather.

And then, for nonprofit listeners, I would say, when thinking about the challenges and critiques of philanthropy, I think it's important to recognize that a lot of us are in this together. I was at a conference years ago and someone said, you know you have to be in support of those who are on assignment in philanthropy, there are a lot of us who are on assignment in this work and it gets hard. And so as much as you can build with folks, you know, be they at a foundation, a non-profit, build with people, truly, because if we're going to get to this thing called liberation, the only way that we're actually going to be able to get there is through collaborating and and being in it together. Hopefully, that resonates with some folks out there.

But those are the two things I think that are really on my mind, you know, invest in your staff by actually putting some dollars behind that investment, and then recognize that while our struggles may be different, what is common is that we all struggle.

RUSTY: [00:40:56]

Thank you Storme, for those questions and rallying call and for your leadership, the field is really lucky to have you. I'm glad that that grant administrator brought you with them and that you've brought so many people with you through your work and through EPIP. So thank you for your work, I look forward to see you out there in the field in real life, hopefully soon.

STORME: Yes.

RUSTY: All right, thank you so much.

STORME: Thank you. This was great.

OUTRO:

Thanks for listening to the Fund The People podcast where we help you cook up nutritious and delicious alternatives to the nonprofit starvation cycle by investing in the nonprofit workforce. On behalf of myself, Rusty Stahl, our gracious guests and everyone who makes the show possible we hope you enjoyed the episode. You can find links to the resources that were mentioned, guest bios, show notes, and the audio for this episode by visiting fundthepeople.org and clicking on Podcast. Thank you for driving change in our communities, our country and the world. Remember to keep your tank full, take care of yourself and take care of one another.