



A PODCAST WITH RUSTY STAHL | S2 EP16

WITH SPECIAL GUEST

Sidney Hargro
The Leaders Trust



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RUSTY: [00:00:08]

Welcome to the Fund the People podcast. I'm your host, Rusty Stahl. We all know that philanthropy and nonprofits do an extraordinary amount of good. We also know that our system isn't working as well as it should. We all know that people drive change but too many nonprofit, people feel less like drivers and more like roadkill. Since the year 2000, I've worked in organized, philanthropy and nonprofits where I've focused on leadership and professional development. I've studied the lack of investment in our nonprofit leaders and workers, and how our systems of grant-making, fundraising, governance, and management reinforce the lack of support or can transform it. When we invest in our people, we can create a more equitable and effective sector, fueled by rising levels of performance, impact and sustainability. To bring that vision to life, in 2014, I helped to launch Fund the People, the national campaign to maximize investment in America's nonprofit workforce. Our podcast shares critical ideas, stories and conversations about how organizations and their funders are strengthening their work by investing in the people who do the work. So buckle up, start your engines, and let's get driving.

RUSTY [00:01:45]

All right folks, welcome to the Fund The People podcast. I'm your host, Rusty Stahl. If you are looking for examples or models of funders who exemplify what I think of as the gold standard for investing in the workforce of grantee organizations; if you're looking for funders who think about the combination of organizational effectiveness, the impact of programs, the impact of movement building efforts, and racial equity within organizations and in society, then you're going to get a lot of value from this episode. I'm thrilled to be joined today by my colleague, Sidney Hargro, who is executive director of The LeadersTrust. Welcome Sidney to the show.

SIDNEY [00:02:32]

Thank you so much Rusty. I'm so excited to be here with you today.

RUSTY [00:02:36]

Wow, me too. And I'm even more excited that you are coming in from Philly, on the Zoom, which is my hometown. So, let me tell you, folks, a little bit about you. Sidney was appointed Executive Director of The LeadersTrust just recently, I guess in summer of 2021. The LeadersTrust builds on decades of history of the Evelyn and Walter Haas, Jr. Fund investing in the leadership and organizational capacity of its nonprofit partners. And it's now an independent entity fiscally sponsored by Tides Center. The LeadersTrust has expanded to partner beyond Hass, Jr. Fund with more than a half-dozen foundations to support their grantees across the country. Previously Sidney served as President of Philanthropy Network Greater Philadelphia for four years, where he led organizational and field transformation focused on racial equity. Prior to that Sidney spent eight years leading the Community Foundation of South Jersey, or CFSJ. And prior to leading CFSJ, he was Senior Officer for Strategy and Organizational Learning at the Columbus Foundation. Sidney earned a Master of Divinity Honors with an emphasis on community organizing and civic engagement at the United Theological Seminary; a Master of Science in mechanical engineering at the Ohio State University; and a Bachelor of Science, summa cum laude, in mechanical engineering at North Carolina [Agricultural and Technical State University]. It is impressive! I'm so curious, how do you go from engineering to theology to philanthropy? There's a path in there- I just don't know what it is!

SIDNEY [00:04:18]

Figure out how to build a Stairway to Heaven, I guess.

RUSTY [00:04:21]

There you go. Okay. You know, I am curious, Sidney, and I always ask folks to give us a little taste of who you are beyond the bio. What motivated you to engage in a nonprofit, social change philanthropy career? And how did you get to where you are?

SIDNEY [00:04:38]

My path has been a winding one, to say the least, but I'm starting to find that most of us that stay in the space, we've been in winding careers as well. But, you know, I can talk about the path that led me to this place by really thinking about the most pivotal moments in my lifetime. The most pivotal moment certainly is being the son of Andrew and Carolyn Hargro, who grew up as kids on sharecropper farms in South Carolina and North Carolina. And decided as young teenagers to get married and start a family in Charlotte, North Carolina. And what I learned from them, more than anything, I think, was just the ability to take the time to imagine a different way of life and a different way of being, even as you're surrounded by the chaos of the environment that you might live in. So for example, can't imagine, you know, raising kids in the 40s and the 50s and 60s, you know, initially as teenagers and doing so without any paper diploma or degree, but yet instilling in them the ability and capacity to take the time to imagine something else. So I think that's certainly the start for me. And the engineering piece, honestly, came about very slowly. And I was a kid that didn't...I'd never thought I would attend college, let alone

become an engineer. But I grew up in a family of tinkerers. Certainly my father would, without having Amazon and the other places online that you can order quickly and have it delivered tomorrow, if it wasn't an Ace Hardware or Lowe's he would create it, he would build it, and build it you know, from from the brain to the paper to actually installing it. And I was the same way, you know. I was the kid that had few toys, but the ones that I did, I tore apart to figure out how they worked. Because I figured there was always a better way to build them and to put them back together. And I say all of that to say that for me, engineering is not a career, it's just a way of thinking, right? Think in systems. You think in problem solving, and you depend on the ability of imagining things that don't exist, coupled with the belief that whatever it is that doesn't exist, it can be created. So I still say, I said I'm still an engineer. I'm not dealing with widgets and products; I'm dealing with people. That's kind of that transition, but I think at the point where I made the shift, I knew probably early in my engineering career that although it intellectually served me that there is a growing feeling, calling, yearning to really deal with the issues that allowed for my parents to have to grow up on a farm, as kids and work farms before they went to school, and shorten their day so they could come back to work the farm that they didn't own. It's a part of me and eventually, I said I can't just think about this, I have to make the shift to really figure out how do we get here in the first place? And how can we make sure that the inequities that we experience in the world don't exist someday.

[00:08:51] So, I made the shift and stumbled upon an opportunity to be educated at the feet of civil rights leaders at the United Theological Seminary. There are a host of them, Samuel DeWitt Proctor, Prathia Hall Wynn was a freedom writer and some others, who in addition to my education and the degree, gave me the opportunity, which is what I wanted to do, is focus on the community and not necessarily a faith institution or church. And they taught me what it meant to have community power. They taught me what it meant for the people to rise up and to see again, to imagine a different place and a different way of being and to get after it. And that changed my whole view of this work. Left there and eventually found myself in community philanthropy, which is a perfect place to start, because community philanthropy has the word 'community' in it, but doesn't always center community, doesn't always center residents, doesn't always center power. I learned both how to not do it, and I learned to experiment on how to do it.

[00:10:23] The Columbus Foundation was so great to me over the nine years there under Doug Kridler, who's still there now, who gave me the opportunity to really think strategically about how do you make philanthropy matter, right? And to lead strategy. Then, quickly, on to the Community Foundation of South Jersey where I got the chance to do work on that as a start-up, and start things like the Atlantic City Community Fund, which is a fund designed for and by residents of Atlantic City for issues that they care about. So, but then Philanthropy Network, I think was, you know, all of that experience, really led me to the understanding that philanthropy itself had to change, our practice had to change. We have to somehow reach deeply, and tweak the DNA of what we call philanthropy, and what better place to do that than Philanthropy Network Greater Philadelphia. Philanthropy Network, which is a philanthropy support organization had 130 or so members in the network of the organization, funders of all sizes. I landed there to really focus on leadership, and leadership leading change in philanthropy, and

really talking about how to move a foundation from thinking about equity, to being internally reflective of our own practices, and evolving those practices over and above grant-making, right? End to end. How do you show up in evaluation? How do you show up with your platform? How do you show up in the management of your endowment, investment of your endowment across the board. And to do that with great commitment. And so that was four years, the last year-and-a-half being in the midst of a pandemic.

You've heard me say this, others have heard me say this: Pandemics change you. They refine you. They focus you, if you allow it to. I think the combination of the spotlight that the pandemic placed on racial inequity, both the disparities in the midst of the pandemic, and the racial awakening after the murders of Ahmaud Arbery, Breonna Taylor, and George Floyd, and the fact that we were captive, right? We're in our room, we're in our homes, if we had the privilege of being so. And much of philanthropy, and I knew at that time, even though I loved what I was doing and I loved working at Philanthropy Network, that by June of that year, I said, "Something's going to change, I know," because there's this yearning that starting to be more proximate. Almost a year to the date is when The LeadersTrust showed up.

RUSTY [00:13:24]

Well, it seems like you took this motivation, this drive, and kind of like, went up some of those steps toward Heaven. How can philanthropy support community? How can a philanthropy-support organization change philanthropy at a broader level. And how do they come to that proximity of saying, like Okay, how do I address this particular set of issues that The LeadersTrust does? It's a fascinating life you've been leading.

SIDNEY [00:14:02]

Just quickly one thing about that too is, I have to say it, but I was joking about the stairway to Heaven to some degree, but for me Heaven is a liberatory future. So it is, in fact, this calling to build pathways and stairways and opportunity toward a liberatory future. That is the engineer that I am today.

RUSTY [00:14:29]

Yeah. Building up organizations. Building up movements. So, The LeadersTrust came calling, and so tell us the basics of the organization, a little bit about the highlights.

SIDNEY [00:14:44]

Sure. I have to start with how struck I was at the very way that The LeadersTrust team constructed the job profile. I mean, you get contacted from time to time from search firms, and whether or not it's aligned, you at least read and see what's going on. And the fact that one of the first paragraphs [said] "We're here to invest in the radical imagination of leaders so that they may advance intersectional racial equity." And I said to myself, "Who wrote this?" Because it was crafted, honestly, to just pierce my soul at the moment. This is the absolute opportunity to address something that I knew was a major issue, and that is the plight of social justice and movement leaders. Even before the pandemic, even before the so-called racial awakening. You know, here's the thing to go back to what I said earlier. These leaders are charged to

continuously imagine liberation while being surrounded by relentless historical and newly forming oppression. Doing it at the same time. They are fighting to end traumas while experiencing it themselves. And so here's this model that The LeadersTrust uses, the flexible leadership awards, FLA as we call it, that was designed and created as a core strategy of, as you mentioned earlier, the Evelyn and Walter Hass, Jr. Fund. To do what? To invest in a radical imagination and wellness of leaders and to expand their impact. I feel bad that I didn't know anything about it prior to reading this, because you do! You obviously knew about it. What a wonderful, effective approach to change, you know, one that has been tested over 20 or more years at this one foundation and then expanded and piloted to other foundations that were interested in the model. This is why we're able to say that it's a proven and effective model, expanding the impact of leaders-- because it has been tested. It's been assessed, it's been evaluated. We're not just simply pulling this out of the air and I just find it to be a great privilege to be leading the next iteration of that work. The LeadersTrust-- it's a new entity, but the foundation upon which we get to build, expand, focus and advanced intersexual racial equity is not new.

RUSTY [00:17:54]

So, who are some of the other funders who have joined Haas, Jr. in creating The LeadersTrust, just to get their names out there.

SIDNEY [00:18:03]

Yeah, yeah. So I mean it's interesting. The core funders that we're working with now-- and this list is expanding as we speak-- is the James Irvine Foundation, Heising-Simons Foundation, The David and Lucile Packard Foundation, The Grove Foundation, and then the most recent one, The Collaborative for Gender + Reproductive Equity. And as you can imagine, wow, what a moment this is for us to have the opportunity to work with them.

RUSTY [00:18:39]

Right? We were talking when we did our prep call about how bringing in a funder-collaborative to this will be such an interesting advancement of the model. Before we go down that path, I want to give people a little bit more of a taste of what FLA does--Flexible Leadership Awards. As you've said, it's sort of this time-tested core approach that The LeadersTrust has kind of inherited, or been gifted, or however you want to put it from Haas, Jr. So can you lay out some of the components of what it does?

SIDNEY [00:19:19]

The core components of this model, this idea, this opportunity is... it starts with making sure that there's already a core investment in general operating support. You will hear us say over and over again, "You don't invest in leadership to replace general operating support. General operating support has also been proven to help advance work. We believe deeply in trust space general operating support. And that needs to already be in place. But on top of that, the model says that you also need to invest in multi-year support, specifically targeted in the leadership development organizational capacity.

[00:20:20] In addition to that, the second component is...work with the leaders to help them identify an appropriate capacity coach for their work, for them, to serve as a thought partner and to go on this journey with them. The field of capacity coaching, and coaching in general is not new. But you know, in many places it is new in philanthropy. To say that this matters, right? And so it's a really, really critical part and one of the groups that I'm really excited to dig in and build relationships with is our capacity coaches, who are there in lockstep, accompanying, as we call it, the leaders.

[00:21:18] And then the third component, which is also critically important, is just this peer learning community and access to resources, connections, training, connection between leaders, because at the end of the day we all know that it's helpful to know others who are on this journey, even if they're not in your specific area or target priority of work, and through that connection and community and that village is how the opportunity to really expand your impact happens. So those are three components.

RUSTY[00:22:00]

Right? Thank you. That's very clear. One of the things that I've been impressed by the Flexible Leadership Awards has been...my sense was there was sort of a firewall between the funder--which at that time was Haas, Jr. Fund--and then this sort of internal analysis of what our staffing issues are and how we're coming up with our plan to use this award to address leadership and staffing issues.

SIDNEY[00:22:31]

Critical point. While I wasn't on board at the time, I'm pretty sure that the reason why the initial FLA work was handled under the fiscal sponsorship of Tides is to, not only in theory create that firewall, but to actually create that firewall. And because, at the end of the day, the issues and opportunities that are dealt with through this work are private to the leaders until it becomes more until they want it to be more public. It's an opportunity for them to really step back and do something that we don't get an opportunity to do and that is invest in ourselves.

RUSTY [00:23:22]

Right, totally. It is private and it's sensitive right? I think there's so much wrapped up in like "I'm not perfect," and if my funders know that there are problems either with me or in our team that somehow that's going to negatively impact our funding. So I think the firewall enables people to process all of that without mitigating that power issue.

SIDNEY [00:23:49]

Just to state what might also be obvious is the notion of a firewall is needed now, but the hope and aspiration of a libratory future is that you don't need that because the power and privilege is shared in a way that is so powerful that you don't even need to worry about that.

RUSTY [00:24:14]

Interesting. There's this whole effort to advance trust-based philanthropy now which is terrific and maybe the notion of a firewall seems antithetical but there is a trust in saying, "We trust you. Go on the other side of that firewall and go do your thing."

SIDNEY [00:24:39]

That is a trust. That is a trust. It's an appropriate and effective step to be able to do that. You know, it's been over 120 + nonprofit partners, \$30 million + in investments in 20 different states. And that's the foundation on which we get to build. So I'm really excited about where as I say internally with my team, this is an opportunity for us to inclusively imagine. This is not about Sidney imagining. This is about our internal team, our capacity coaches, funders to inclusively imagine what this can become if this is the foundation and we know its effectiveness.

RUSTY [00:25:27]

If I recall correctly, the awards kind of lap. You said they're multi-year? I think they're five years or three years or something like that?

SIDNEY [00:25:35]

Yeah, yeah absolutely.

RUSTY [00:25:37]

And so you referenced evaluation and I think one of the things that impressed me has been that there was a solid evaluation and that their videos, not only a report, but there's multimedia available about it, and I want to make sure our listeners will get access to that on the show notes page. But do you want to talk about that evaluation at all? And I know you weren't there for it, you didn't guide it.

SIDNEY [00:26:05]

It's evolving. It's important to note that this next iteration at The LeadersTrust, we feel like it's the opportunity to continue to iterate. To approach all of this in an emergent fashion, and to ask ourselves questions that will challenge us to even still do things better and differently. And that includes evaluation. As you know, I teach equity-informed social impact measurement at the University of Pennsylvania School of Social Policy and Practice. And it inspires me to see, in operation, this format of evaluation that includes information, includes data, but also, it's about relationship and conversation and videos and opportunity to really show that our work with leaders is a collaboration in and of itself, right? And so it's different than sending you a link to an evaluation form, but you know, the results can't be questioned when you look at the stories of impact and expansion of the leaders that have experienced FLA Awards.

RUSTY [00:27:31]

It's very impressive, both in terms of the ability to achieve programmatic and mission goals, and the fundraising that they've been able to do. There is on the Fund the People website, a case study about the FLA under its previous auspices-- was done a number of years ago-- and so we'll share that in the show notes page. It's one of six different field stories that we did with Kris Putnam Walkerly and the Putnam Consulting Group. Six different funders, and case studies,

profiles...and within each one, there's a mini-story of a couple of the grantees and how they used the various investments of the foundation. So there's a couple great stories of FLA participants in the profile there. So we'll share all that. So folks can look at that or we'll also provide links to the evaluation and to The LeadersTrust website, so you can read up on that more.

[00:28:37] I want to turn us to a new segment I'm calling, "Pushback." Maybe we should call it "Pushback on Pushback." So Sidney and I here are two passionate advocates around people, in our sector and at Fund the People, we get pushed back on that from funders and nonprofits about "How can we invest in nonprofit staff?" And there's all kinds of myths, and pushback, and sort of mental barriers that people throw up to stop themselves and their institutions from investing in grantee staff or in their own staff. So, I want to share a couple of these pushbacks I get with you, and talk about it. See what you think. We'll try to get to three of these. So pushback number one: we sometimes get the pushback from funders -- they say things like "Well we provide general support. Isn't that enough that nonprofits can use that to support and develop their staff?" And as you've already said, you know, you came out of the gate with general support is the basis on which you provide the Flexible Leadership Awards on top of that. So what do you say that pushback, Sidney?

SIDNEY [00:30:01]

I'll say what I'm going to say to the pushback, but I'll also say, I think I'd be remiss to not say also that the capacity, and the privilege, and the power from which to ask that question is one that philanthropy holds, right? And we have to also think about things like 'if with that question there, some assumptions that there are limits on what nonprofits can and should receive.' But to the specific point around general operating support: we are major and active cheerleaders of general operating support. General operating support allows leaders to get an investment that will allow them to stay on the treadmill but to be more efficient and effective as they're on that treadmill, right? To go a little faster, or to include more people on the treadmill to make it move faster. But leadership development, leadership investments give them the permission to step off the treadmill to check their heart rate, to get an inventory of what they need to be whole and well and thoughtful and visionary. And to imagine. It gives them permission to imagine. We talked about that imagination piece and how important it was at the very beginning-- to imagine a future that's radically different from what they see now. And to develop a path and a plan toward it. Here's the thing: I think the assumption in that question is that, "If I am a leader on the treadmill and I received general operating support, and I'm excited about that, that I will even give myself the permission to invest in myself or my team specifically." And we don't do that.

[00:32:19] Part of it is this myth around indirect costs, and indirect expenses. Putting a leadership development investment on top of it gives them permission to say, "I can definitely do this, and I can do it planned-fully and thoughtfully and I can show you the impact of doing that as well, over time." It's a different type of approach to impact, of course, but it's one that we believe in this next iteration of The LeadersTrust will intentionally impact the field and thinking about why it matters. So, I think it's a good question because it's one that we want to take head-on proactively in this next iteration to show why it matters. If we want to see transformation

and advancement of intersectional racial equity and social justice change, that requires actual investment in leaders.

RUSTY [00:33:33]

I agree with you there. We've been trying to argue at Fund the People that the racial equity agenda in our sector won't be effective or won't be as effective if we don't invest in our people--period. And kind of vice versa. If we invest in our people without a racial equity approach, then our investments in people won't be effective.

SIDNEY [00:33:59]

That's right. And those funders that even individually have decided to tack on--and I'm not even talking about those that work with The LeadersTrust--but they've decided to add to or tack on leadership investment support on to their general operating grants are also experiencing some degree of difference. And I was even the recipient of one of those at Philanthropy Network. Shout out to the Samuel S. Fels Fund, who we had submitted a proposal for general operating support, received that general operating support. It was automatically going to help us do better on the treadmill and to sweat a little bit less, but then they said, "And here's this additional grant to invest in your leadership." That was permission to specifically and intentionally do that. And there's no way I would have done that with the general operating support.

RUSTY [00:35:03]

You said it. Spot-on. Okay, pushback number two. Another pushback we get from funders sometimes is, "Well, it seems impossible to evaluate or prove that an investment in leadership development (Prove it!), that it can lead to or does lead to some better programmatic outcomes." So can you talk about, you know, again in your own experience and if you want, in LeadersTrust, how these investments can be linked between investing in the staff and investing in the programmatic effectiveness?

SIDNEY [00:35:38]

Absolutely. I believe in evaluative learning. I also believe in the importance of staying curious and less certain sometimes, and that's something that I always ask my philanthropic peers to think about, as well. But, not everything that can be measured matters, and not everything that matters can be measured, and that's truth. But, again, I teach evaluation. I believe in evaluation level and learning from it. You talked about the case studies. Like, they're there. Those case studies show that we can do this work and also show you the multiplier effect of leadership development. But I think it's just really interesting - when you look at one of the examples, Cynthia Buiza, who leads the California Immigrant Policy Center and the fact that they were able to move from being a fiscally-sponsored organization to an expanded standalone organization. And during that period of time, [Cynthia] says 100 + progressive immigrant laws were enacted in California. Having the ability to step back from the work, and then you can evaluate what that does to the capacity of an organization to achieve results.

[00:37:25] And so this is not just a grant to attend a class, right? Some people call that, you know, and it's fine, call that capacity building, where you may or may not see the results. This is

a deeper, more involved, multi-year accompaniment and collaboration with partners and you can absolutely show what is learned that leads to greater outcomes? There's no question about it.

RUSTY [00:38:01]

I've always been impressed again by this FLA program that there was such intentionality about linking: Okay...What are your goals as an organization? What are your fundraising goals? Okay? What staffing do you need in order to accomplish those goals? Like, how are you gonna do it?

SIDNEY [00:38:20]

And is that right? I mean, that is not complicated science. (NO!) What are we talking about here, right? At the end of the day, and I'm sure you've had this experience, how many times have you witnessed organizations receiving funding to plan- strategically- and no resources to invest in their capacity to lead the change that they planned?

RUSTY [00:38:57]

Right. It's like a missing limb.

SIDNEY [00:39:02]

"Yes, you have a plan. Now, go figure it out!" And let's talk particularly about Black, Indigenous, and people of color leaders who have been-- for the most part--undervalued and under invested in, and you're saying, "Yeah, go do it!" Like, we need to enact change and greater justice, and move toward a liberatory future. I need to do more work in the trauma while experiencing the trauma, and you're saying, at the end of the day, "I need that investment and I need investment in my leadership so that we can show you how we can-- not only evaluate how we move forward, how our organization operates--but also the additional multiplier effect of the impact that we can have together."

RUSTY [00:40:02]

Right? When you say it like that, I just think it's so clear that the philanthropic community needed to assert this idea of strategic planning and strategy as important for themselves and for nonprofits. But now we need to balance that with the ability to execute against the vision and the strategy, and you can't do that without taking care of yourselves and building up the team to do it.

SIDNEY [00:40:29]

Gifted leaders can do it. I mean, there's so many gifted movement leaders, social change, social justice leaders. The plans are already there, right? It's the investment in them that's needed to realize this change.

RUSTY [00:40:50]

That's a nice segue, and I know we're getting close on time here as we wrap up. Let's briefly do pushback number three. And this pushback is, "Well, we *either* have to invest in organizations *or* an individual. So we *either* are going to provide a grant to a nonprofit *or* we're going to

provide, like a fellowship or an award to individual social entrepreneurs or leaders." And there's an assertion that I hear in the field that this is a choice: There's a dichotomy between these when you're making grants. And I've been told, "Well, Fund the People has to focus either on building up the nonprofit workforce or nonprofit organizations. [You] can't do both." And I said, "Well, that seems like a false choice to me." How do we pushback on this notion that it's two different things?

SIDNEY [00:41:42]

I would like to direct the pushback toward the need to refocus. It's not about focusing on either/or. It's focusing on the change that you want to see. And if you truly want to see the change advanced, then it requires both. I understand there's some foundations that are different sizes and different sized grants, and as we always say, like if you feel you only have resources to give one or the other, give general operating support, we are a fan. But, I do think that this notion that we're experimenting with collaborative opportunities to do this work, might open the door to funders who might not have the grant-making budget to do it on their own--to do so in partnership with others. And that's why I'm so excited. I get that pragmatically, if you're depending on the size of your grant, and your endowment or your grant-making portfolio, that you may need to choose one or the other, and if so choose general operating support. Full stop. But I do want to say that this transformative change that we're talking about--it's one thing to fund the organization, but if you want to participate in transformative change, the door through which you go is also investing in leaders. And by leaders, I want to reiterate, I am not just talking about the executive director or the president, right? We have an emerging and evolving--and I love that it's evolving its understanding of what it means to lead an organization.

[00:43:55] We've learned so much from movement leaders over the past year specifically, as people were starting to pay attention, that this distributed leadership right is a path and is a way of looking at leadership differently. I'm excited that we get the opportunity and the privilege to be partners, collaborators, and investors in the new style of leadership that will lead to change. And to find on ramps for those who might not have the resources to do more than one thing. To maybe do it collaboratively in some way, shape or form?

RUSTY [00:44:43]

That's great. Well, on that note, how can people find you and The LeadersTrust online?

SIDNEY [00:44:50]

Absolutely. Well first of all, certainly please go to our website at www.theleaderstrust.org. And on that site, you'll find not only resources and updates, but we hope will be a fairly active blog as well. But make sure, I think with the fast developments that we know that will happen in the coming year, to sign up for the newsletter, and you'll get more up-to-date notes of what's going on. As we evolve as an organization.

RUSTY [00:45:36]

Terrific. And I think you and The LeadersTrust are on Twitter, right?

SIDNEY [00:45:42] Correct. And also LinkedIn as well, so I post there, as well.

RUSTY [00:45:49]

Okay, we'll post your LinkedIn and Twitter if you don't mind, on our show notes so folks can hear from you in an ongoing way as well. Well, Sidney, I think this may be the first time we've had someone with a Masters in Divinity on and I think we were the [beneficiaries] for it. I'm so glad that you have chosen philanthropy and The LeadersTrust as your space and place to make change in the world and the field is better for it. So thank you for your time.

SIDNEY [00:46:26]

Thank you. It's been a joy talking to you and connecting with you again.

RUSTY [00:46:31]

Same here. And I hope to see you someday in person, in Philly, or Jersey, or somewhere in the great tri-state region. Thank you so much, Sidney, this is terrific.

[00:46:43] Thanks for listening to Fund the People, a podcast with me, Rusty Stahl, where we amplify how and why philanthropy should support the nonprofit workforce. For links to the resources that were mentioned in this episode, check out our show notes and more at FundthePeople.org/podcast. Be sure to subscribe to the show, and if you enjoyed the episode or you're a regular listener, please share the podcast with your network, or at least with one or two colleagues who you believe would find it valuable. Thanks for all you do every day for our community and our country, through your nonprofit work. Stick with it, keep your tank full, and take care of one another.