



A PODCAST WITH RUSTY STAHL | S3 FINALE

Staying Principled

WITH HOST
Rusty Stahl
Fund the People



[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.

[00:00:41] Hello there. Thank you for being with us for Fund the People Podcast throughout Season 3. It's been an amazing fall full of brilliant guests, critically important topics, and valuable new research and resources that I hope you've been able to use in your own work. I thank all of our guests for sharing their time and expertise with me and more importantly, with you, our listeners. We will be taking a few months off from releasing new episodes to do some planning and recording. We've got some fantastic guests lined up and we'll be back with season four of Fund the People on Wednesday, March 1st, 2023.

We really do have incredible guests. We're going to talk about busting the overhead myth and how foundations are increasing their overhead ratio. And yeah, I know that's exciting stuff for nonprofit geeks like me and I hope it's exciting for you too. So, we've got some other fantastic surprise guests coming on from foundations, nonprofits, government, and elsewhere across the sector. So I cannot wait!

[00:01:48] Be sure to go to FundThePeople.org and join our mailing list to make sure you find out about when every episode comes out. If you found value this season, I would personally like to ask and encourage you to give us a five star rating on Apple podcasts. And if you have a moment, leave a quick, one sentence endorsement. It means a lot because it helps new people to find the show through the podcasting algorithms. So please do that if you can. Also, Fund the People is funded by the sector, for the sector. So, if you like this show, and you like what we do, and you like our advocacy on behalf of the nonprofit workforce, I invite you to donate to support our work. Our work includes this ad-free podcast. So if you like the show, then you'll like the

organization. You can go to FundThePeople.org/connect to find our donation button. We're a project of Community Partners, a fiscal sponsor based in Los Angeles, a great organization in its own right. And so on behalf of Community Partners and Fund the People, I thank you for considering making an end-of-year donation.

[00:02:59] I also want to thank the folks who made the season happen. The show is produced by Erin Giunta, program and operations manager here at Fund the People. Thank you, thank you, thank you to Erin for everything you've done this season.

The show was recorded by Jonny Taylor at the Beacon AV Lab in Beacon, New York. If you're in need of podcast recording or music recording...I'm sitting here in the soundproof booth, Jonny - he's right out there giving me the thumbs up, he's got all kinds of beautiful musical instruments in here. So if you need to record some rock and roll or other kind of music, find him at BeaconAVLab.com

Juan Acosta and Carla Paez have edited and mixed the show and produced the transcripts, which was a new feature this season. Every episode has a beautifully laid out transcript in PDF form available on the show notes pages. So, thank you to Juan and Carla.

Melissa O'Connor-Arena produced the graphics for our episodes. And our theme music is called Blue Stem and is by Bob Bradley and Gavin McGrath. So thank you to all of them.

[00:04:07] For those of you who've been paying close attention to this podcast since we launched, you'll know that Season 1 was about reframing the problem facing the nonprofit workforce. Theme for Season 2 was defining the idea of talent-investing itself...the idea of talent-investing, the intentional deployment of capital to support and develop nonprofit leaders and workers. And the overarching theme of Season 3 was Fund the People's 8 Principles of Talent-Investing. And so, in this brief episode, I want to recap some of the conversations we had in Season 3. For those of you just tuning in or those of you who want to re-listen, this can serve as a good guide to get a taste of the guests, the topics, and the principles we discussed throughout the season. And we will be back in March of 2023 with Season 4, which will dig into the 8 Practices of Talent-Investing. So, here we go with my guide to Season 3, as we wrap up our season and the year.

[00:05:12] In **Episode 1**, that was the solo episode too, just me and you. And I shared the theme of the season around the **8 Principles of Talent-Investing**. The season explored those principles in no particular order and not in a comprehensive fashion, but in the first episode I walked through each of the principles and shared a little bit about them. And if you go to the show notes page from that episode, you can also find a one-page PDF that lists out all those principles.

[00:05:41] Then we kicked things off with a two-part series on investing in executive transitions and executive directors. So **Episode 2 - Investing in New Executive Directors, Part I – with Bipasha Ray and Joey Lee of the Open Society Foundations**. In this episode, you can gain valuable insights from a major funder about why they believe it's important to invest in the nonprofit workforce by supporting new EDs. You'll hear about a new research from Open Society that draws upon the experiences and voices of hundreds of EDs (executive directors) around the world. On the show notes page of that episode we give you the links to the report

and other great resources from them.

[00:06:25] Then in part two of that miniseries **Episode 3 - Investing in New Executive Directors, Part 2 – with Jane McDonnell and Irving Washington of the Online News Association**. In that episode you get a rare glimpse into the inside story of two people who have together gone through the unique crucible that is an executive transition. In that episode, as in the previous one, we explore Principle #4: Talent Justice is Essential.

[00:06:53] Moving along to our **Episode 4 - Got a Burnout Story? Let's Hear It! – with Betsy Leondar-Wright from Staffing the Mission**. In this episode, you'll learn about some easy actions you can take to help researchers at Staffing the Mission to address the lack of philanthropic investment in the nonprofit workforce and the burnout the results from that deficit. So, they've got a survey that they're inviting funders to take to get the funder perspective on things. And they've got another link where folks in the nonprofit sector can share through video or writing their own burnout stories, which are important to share at some point, when you're ready. This episode explores Principle #3: Address the Problem, not just the symptoms.

[00:07:39] That takes us to **Episode 5 - Investing in Talent Inside Foundations – with Storme Gray**, the incredible executive director of EPIP: Emerging Practitioners in Philanthropy. In this episode, you'll learn why it's critical to invest in the diverse emerging workforce inside foundations, and you'll learn how such investment helps organized philanthropy to be more responsive to nonprofits and those who are on the front lines doing the work. This episode explores Principle #1: Nonprofit People are Awesome.

[00:08:16] We had a great bonus episode that followed that one called **Haunted by Student Debt? Wipe it Out by Halloween – with Aoife Delargy Lowe, PSLF Coalition (Equal Justice Works)**. We heard from folks at the Public Service Loan Forgiveness Coalition about what folks needed to do before the end of October to be eligible for the streamlined version of the Public Service Loan Forgiveness program to wipe out student debt for folks who've been working nonprofits or public service for 10 years or more. I hope many of you were able to submit the paperwork for that. If you were eligible, we were pleased to highlight the issue.

[00:08:53] We then have **Episode 6 - Talent-Investing is the Best Capacity-Building – with Tom Fuechtmann, Community Memorial Foundation**. In this episode you'll hear the perspective of a program officer who actualizes a deep connection between their foundation's capacity building work and what we at Fund the People call Talent-Investing. Tom is a very serious program officer. He's been doing capacity-building funding for a long time, and is committed to getting folks in the nonprofit sector in Illinois the best kind of leadership development that he is able to. So that's a good one to listen to. That episode explores Principle #2: Nonprofit People are Bedrock.

[00:09:41] Then we have **Episode 7 - Funding Black Leaders to Prevent Burnout – with Dany Sigwalt, Power Shift Network**. Here we gain a first-hand perspective on burnout from a black, non-profit executive director, who is leaving her organization as publicly announced that through an article she wrote in YES magazine. And you'll get tangible ideas for how to address the burnout crisis in our sector and support people of color in leadership. This episode explores **Principle #4: Advance Talent Justice**.

[00:10:17] Then we go into a little series of episodes that really focus on the economics of our sector and compensation issues. **Episode 8 - Fair Labor Standards for Community Organizers – with Kinzie Mabon and Kevin Simowitz, All Due Respect.** In this session, you'll learn from new research on the working conditions of community organizers in social justice nonprofits. You'll hear how organizers, executive directors, and funders view the issue and you get some great recommendations from All Due Respect. This episode explores **Principle #3: Address the Problem, Not Just the Symptoms.**

[00:10:58] Then we get the fantastic **Episode 9 - Compensation Philosophy for Your Nonprofit – with Mala Nagarajan, Vega Mala Consulting.** In this episode you learn about developing a compensation philosophy. What the heck is that? You got to listen to the episode. Through which you can build human resources, and compensation systems that are in keeping with the values of equity and justice. And this episode explores a TON of principles. Principle #1: Nonprofit People are Awesome; Principle #2: Nonprofit People are Bedrock; Principle #4: Talent Justice; Principle #6: It Takes Significant Time and Money to Invest in the Nonprofit Workforce. Mala and her partner, Vega, are producing great resources for nonprofits. I'm hoping to have them back next season to talk more about their equitable compensation calculator and other things. So hopefully, we'll have them back on.

[00:11:55] **Episode 10 - What's Wrong with Retirement? With Chitra Aiyar, Just Futures.** You know, this is the nonprofit sector's season of giving, but we went counterculture to talk about nonprofits saving! Specifically, how nonprofit workers can save for nonprofit retirement. In this episode, you'll learn why it's critical for funders and nonprofits and nonprofit workers to invest in retirement savings. You'll hear about the surprisingly political history of nonprofit retirement, how retirement policies can bolster racial and class inclusion in non-profit teams, and the four major gaps facing nonprofit retirement. Here we explored **Principle #5: Take a Supportive Stance.** That's a good episode and a fantastic guest.

[00:12:45] In our final Episode 11, we're going to have Michelle Jackson from the Human Services Council of New York. Michelle and her colleagues and the member organizations of the Human Services Council of New York, launched an incredible advocacy campaign, #JustPay. **How NYC Human Service Workers Won #JustPay - with Michelle Jackson, Human Services Council of New York.** We save this episode for last because we want to amplify an amazing tangible set of wins made possible by nonprofit workers working together across organizations in a show of solidarity, in a show of value for society, and in a show of power by numbers. You'll hear from Michelle--she's a powerhouse. You'll hear about the important wins that they had, and I think it's a great way to end our season. This episode explores **Principle 1: Nonprofit Workers are Awesome; Principle 7: Context Matters; and Principle 8: Lift Up the Value of Talent-Investing.**

[00:13:54] So that is a guide to our season that is coming to a close. And across this silo-busting set of interviews, we heard from funders, nonprofits, intermediaries and advocates about the power and potential of America's nonprofit workforce, and the power and potential of talent-investing. We also heard about the complex problems facing our workforce and we explored these 8 Principles that Fund the People has put forward as an affirmative anchor to shift our collective mental model in the sector from a deficit-based mental model, to an asset-based mental model, to addressing the problems that our workforce faces and leveraging the potential of our workforce through talent-investing. If we get off of this low road economics of

the nonprofit sector, if we end the cycle of under-investing and deficit-investing in our people, if we create a positive, proactive, highroad economics with a talent-investing cycle driving powerful investments in the nonprofit workforce, we will all be happier. We will all be healthier. And we will all be able to have the impact on society that we want to have, that our funders in foundations want us to have, that government wants us to have, and that the community members who we serve want us to have. So, I hope that you got some sense of that from this season and I hope you have a happy and healthy New Year. And I'll talk with you in 2023.

[00:15:39] 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.