

Welcome!

We'll get started in just a few moments.

Feel free to place your name and initiative info into the chat.

Black Sustainability Workshop

**What encouraged you to start
your Black-led initiative?**

Come off of mute or put your answers into the chat

Flow of Today

Our Time Together

- We'll start off with definitional work, do a recap, context, case-studies, and close out.
- Brief context of the project
 - BuildBlackHou overview
 - Be thinking about an initiative on a challenge, injustice, or problem you're trying to solve in communities
 - i.e. access, awareness, etc.

Workgroup Recap (5 min)

Workgroup Meetings To Date

- Identified and discussed key areas in developing and maintaining financial sustainability for Black-led non-profit organizations.
- Discussed promising practices and challenges in maintaining financial sustainability as a Black-led non-profit organization.
- historical and present challenges in the relationship between Black-led orgs and Philanthropy.
- Share our Experiences in the space of philanthropy and ways in which things can improve.

Level Setting

Definitional Work

- Institutional Philanthropy
- Philanthropy
- Resource/Resourcing
- Funding
- Donations
- Initiatives



Poll

Click on the link in the chat or type in the voting code to answer these two questions.

Would you say a majority of your resourcing and funding comes from grants and donations?

How has your experience funding and resourcing your initiative been?

Context for the Session

Why This Work Is Important

Myth-Busting

- You can absolutely make a profit, and you should.
- Diversifying revenue streams does not make you a cop out.
 - Struggle and strife do not legitimize impact.
 - There's nothing wrong with working from a place of abundance.
 - If you're not resourcing how you do the work, then you won't be resourcing the work itself.
- There is no template strategy for resourcing or funding your work.

Context for the Session

Understanding there is a range of ways to sustain (or bring sustenance) is important because:

- Relying purely on the goodwill of others will set parameters and fences on the work we do.
 - Can be ways of suppressing the work.
 - Oftentimes we're asking institutions and foundations to directly fund their dismantling.
- Grants follow economic cycles and trends, can be fickle and subject to the temperament of the funder.
 - Often requires we center beliefs, practices, frameworks, and narratives that don't see or center us.
- As with anything, we must learn to be strategic. Should have some sort of funding strategy. What makes sense for folks to fund, that also honors your intent and values?
 - Moral of the story, interrogate accepting all funding. Check, are you accepting certain funds as flattery or legitimacy?
 - To develop the strategy means looking outside of pure institutional philanthropy spaces, and looking at the work that is happening in the entrepreneurial, mutual aid, and organizing spaces.

Expectations

Our Time Together

- Intention is for this to be a first step, awareness
- Not comprehensive, continue the research!
- Be thinking about a specific project or resource you can brainstorm around.
- Half thoughts and incomplete thoughts are welcome
- Don't be hard on yourself if you blank, share what you can
- Please eat snacks and lunch
- What is said here, stays here (mostly)

Case-studies

Now we'll run through a few models and approaches we've discovered to sustain our work. We've tried to organize by level of complexity.

Be thinking of questions you keep in your notes or place in the chat

Collective Resourcing

Activating the Network

These are models and approaches for activating networks at a hyperlocal community level.

These are great for power-building, building in agency and self-determination while meeting folks where they are.

However, they require significant investments into trust-building, agreement building, narrative, relationship building and conflict transformation.

Don't have to be stand-alones, can be built alongside other models.

Collective Resourcing

Activating the Network

Giving Circles (New Giving Collective, Liberated Capital)

Living Room Funding (Black Girl Ventures)

Crowd-funding (Equity and Non) (GoFundMe, Next Seed, Eastbay RE Cooperative on Crowdfund Mainstreet, Main Street America)

Community Bank/Hyper Local Mutuals (World Neighbors, Cote d' Ivoire VSL)

Community Loans (Seed Commons, Matriarch Response Loan Fund, The Runway Project)

Mimicking Investment Vehicles

Activating Financial Capital Pools

These are models and approaches tap into larger financial capital pools.

Where there are equipment, infrastructure, or other extensive costs these can be helpful.

However, they are not as supportive to experimentation and can prioritize capitalist/problematic paradigms that need to be navigated through communication and divestment to stakeholders or at least a participatory model.

Don't have to be stand-alones, can be built alongside other models.

Mimicking Investment Vehicles

Activating Financial Capital Pools

Demand Divided or Variable Payment Options

Social Impact Bond/Pay for Success (Massachusetts Pathways to Economic Advancement Project, Chicago Child-Parent Center Pay for Success Initiative)

Local and Community Bonds (Tapestry Capital, Brique par Brique affordable housing)

Mission and Program-Related Investments (Dell Foundation)

Revenue Generating

Bringing In Own Income

These are models and approaches for an initiative to bring in financial capital.

These are great for funding autonomy and decision-making.

However, they do require extra resources to manage and possibly a different level of skill-sets or leadership. There is also the danger of falling into problematic paradigms, so centered unlearning is essential.

Don't have to be stand-alones, can be built alongside other models.

Revenue Generating

Bringing In Own Income

Service Contracts and Service Fees (local, peer, government, technical assistance, etc.)

Product Sales (GirlScouts)

Membership Dues/Fees (HMDA, Dallas Museum District)

For-profit subsidiaries (Kaboom!)

Cooperative Incubation (Green Landscaping Cooperative under Jobs Now!, Alternative Staffing Org Maineworks)

Real Estate

Models specific to acquisition

These are models and approaches used to acquire or transfer real-estate, specifically in communities where displacement is rampant.

These allow for the significant amounts of capital and partnership required in real-estate strategies.

However, they can prioritize capitalist/problematic paradigms that need to be navigated through communication and divestment to stakeholders or at least a participatory model.

Don't have to be stand-alones, can be built alongside other models.

Real Estate

Models specific to acquisition or Transfer

LISC CAT Fund

Mixed-Income Neighborhood Trust/Community or Neighborhood Investment Trust
(Downtown Crenshaw, InvestCIT, Neighborhood Investment Company)

Housing Cooperatives (Raise.op)

Community Land Banks (Philadelphia Land Bank)

Land Trusts (Atlanta Land Trust)

Bonus Resources and Approaches

Other Models for Resourcing and Sustaining

Virtual Currency

Relationship Networks (Goodie Nation, Accelerators, Incubators)

Shared Asset Hubs (tool hubs, freecycle)

Service Hubs (Cooop, Craigslist)

Eight Forms of Currency

CAPITAL

Social Capital

Material Capital

Financial Capital

Living Capital

Intellectual Capital

Experiential Capital

Spiritual Capital

Cultural Capital

CURRENCY

Connections

Materials; "natural" resources

Money

Carbon, Nitrogen, Water

Ideas, Knowledge

Action

Prayer, Intention; Faith, Karma

Song, Story, Ritual

COMPLEXING TO...

Influence, relationships

Tools, buildings, infrastructure

Financial instruments & securities

Soil, living organisms, land, ecosystem services

Words, images, "intellectual property"

Embodied experience, wisdom

Spiritual attainment

Community

Self Reflection

For the next 5-7 minutes quietly reflect on the following and write your answers down:

What is an initiative or project you're currently working on where you can experiment with a different form of resourcing or funding?

What type of funding or resourcing are you curious about?

What other types of resources might you ask for to experiment with the funding or resource model you're curious about?

What questions do you have?

Who do you need on your team to help you work through these questions?

Group Reflection

Now we're about to go into break-outs so you can debrief with other minds. Instructions:

- You'll spend a little under 20 minutes in breakout working through the questions on the slide. We'll also place them in the chat so you have them.
- Make sure you watch the time so that everyone shares before you open it up to the group.
- Also, have someone prepared to share out insights for the group.
- If you finish the questions early, take a quick break and be back by 6:25pm.
- And, if the thought of going into breakouts triggers your nervous system feel free to stay in the larger room to debrief with Marvin and I.

Group Reflection

The questions you'll work through are:

- What form(s) of resourcing or funding were you most curious about? What model or case-study stuck out to you.
- What are additional resources you're thinking about asking for?

Questions From The Group?

Next Steps

Continuing the Work

- Engage in unlearning and healing
- Moving out of limitations from scarcity mindset
- Not committing harm in trying to do good.
- Start asking questions (why, what if, how)
- Ask for support around this
- Research
- Form learning circles
- Reach out to technical assistance folks

**What is one thing you learned in
our time together that excites
you?**