

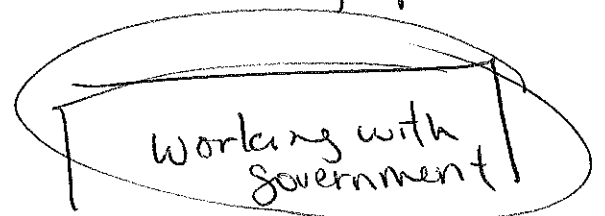
What is coming in does not match the need  
going out

↳ education upstream of  
what is needed

↳ questions downstream of  
what is needed

Org capacity came back to how we  
communicate the value of the work  
↳ how do they get people to stay

sub-  
Topic





# Working With Government

1. Gov. funding - how can both as a funder and a grantee, how can we take on the burden of the red tape - be client centered / person centered and not  
- How can we move past measuring

## Biggest Challenges

Paternalism - I know best for you, policies that are basically promoting waste - of time, materials, energy

Inherent conflict between gov rules + regs + systems of oppression

getting people out of poverty vs. benefits of long term relationships

2. B. What are some ideas that have worked?
  - when the gov agencies have owned the record keeping burden (sign in sheets, agenda) freeing agencies + participants
  - having a diverse portfolio of funding to increase flexibility

20. w

Helpful to hear about accountability, how can we care if something is impactful, moving beyond qty + qlty

- What do agencies actually want/need from gov.

- How many layers of gov do funds have to go through before it goes to people

20. What ideas...

How can govt funders support a community of learning

- How do you get all of the stakeholders at the same table to streamline the process of getting

# ORGANIZATIONAL CAPACITY

## Goals

- Recruit staff in small org
- Storage of donations/resources
- expand, do more, better work
- health system integration of food + primary care
- education/toolkits
- community centers in schools - pantry - expand community efforts beyond schools

Pres

OR, CA  
WA, OH

- Food/resources groups
- Cleaners, pantry
- Consultant
- State non-profits organization
- Healthcare

## Q1 - Biggest challenges

- small size of org. - not serving as many as like
  - physical space constraints
- idea: stream-line visits, store more food to provide

- consistency
  - turnover
  - volunteers not always here to process inventory
  - systems driven off by those <sup>(customers)</sup> same buy-in

- staff turnover?
  - challenge <sup>(turnover)</sup> to drivers (distribution)

- cost of living
- age - millennial
  - some staff as (changes), entry-level

- age - millennial
  - excel leadership fairly stable

- growth in organization possible?
    - enrichment in org plan
    - other benefits
- ask in an exit interview why leaving

Stimulus idea!

- succession - order staff leaving no one to fill in
- <sup>non-profit sector</sup> career path or college vs <sup>(take up time...)</sup> graduate school?
  - appeal of the work
  - compensation expectations unrealistic for new/entry level staff
    - do schools paint an unrealistic expectation for students (millennials)?
- income inequality not for profit or for profit - opportunity cost NFP vs profit industry (food bank vs Amazon)
- impact seen for staff, even if not making a ton of money
- lack of resources, <sup>ex:</sup> put in 2 of 10 in homes because no options - is this encouraging.

### What can supply?

- 401K plans
- mentoring
- educational repayment (FQTTZ + Federal programs)
- benefits - medical
- transparency training & onboarding - realistic expectations

millennials - episodic, do things for short period of time  
 - group oriented - do things socially, how do work communally

# Funding

## Issues / Biggest Challenges

Grants toward staff wages

Employee management

want to expand capacity

Coordinating funding between programs

Finding grants that replace govt funding

Cultivating donors

Funding for development director.

~~From~~

## Solutions

Funding a story → build a story about impact of staff.

Direct mail / Online appeal

Corporate Sponsorship - Fundraising events

Build a funding program that is diversified

face-to-face asks

Collaborating with other agencies on big grants

Partnering w/ hospitals for food prescriptions

Funders that need to give

(tapping into OR) medicare)

Tribes (casino funding) WA state

Healthcare Systems

Community Foundations

Google Ads

Grant Station

• Using your social justice stories to get \$.

• get and pursue small donations.

• Media Partners - can get your story out





look at those who leave - asset -

Organizational capacity

DC org 'Family' keep mem connected to the organization

- may help mem return to organization in future or become donors

- engaged staff, even if episodic are valuable - how do you extract fit, inc, value when can - or improve them?

- food system Transactional vs Transformational - tension in system (not satisfying)

- see & be the change not seen

- give out food, end hunger, other resources... how much impact can make

- how do you define the change, or outcomes for food systems? or day to day providing of resource

- resistance to doing both in some organizations?

Systems struggle

- access products, \$, organizational capacity  
'not equally yoked', fits haven't (could) level  
the praying fields

- partnerships potential untapped

ex: Great Society War Poverty → War Ending

Hunger - education  
- employment } could equalize, there would be  
no more hunger

Partnerships + silos - yes  $\neq$  not census, social  
implications

Smaller - set expectations goal, mission - time as  
resource, how do connect with resources, hard to

check in with people - prioritize, good vs great

Connect with people - use this to educate  
and engage with staff / clients (vs speak in same)

longer-term investment for staff, retention

human resource value + org culture  
concerted effort at staff, volunteer efforts

every week intake check-in = vital resource to  
help clients

- volunteers can become donors - seen & get work-  
time to build connections

- 
- Value of work - how communicate, expectations
  - Retention of staff
  - Growth of organization in own context &  
own challenges that exist

What does  $\rightarrow$  topic

Volunteers ? Staff

Never enough

Activation - energy

Staff holding multiple positions/capacity Development Team

Volunteers = life of organization

age of volunteers - younger v. older

100% volunteer  $\rightarrow$  staffing how bring in new interest?  
 $\rightarrow$  hire volunteer coord.

bring in corporations  $\rightarrow$  pay for experience  $\rightarrow$  corporation donates \$ to cover experience  
Social media engage volunteers

How corporate want need vs systemic

platform of interest experiences available

Carvelis  $\rightarrow$  HR campus Testing Table

Volunteer Experience v. opportunity jobs, tasks, etc

Give specific projects tailored to strengths of potentials

Current Volunteers - what enjoy / don't enjoy so can bridge the gap bridge power dynamic

partner w/ schools  $\rightarrow$  make school/high school make it year round

summer camp involvement  
community involvement

end of term celebrations,  $\rightarrow$  bonuses for volunteers

how convert  $\rightarrow$  leadership roles

Juvenile System  $\rightarrow$  allow  $\rightarrow$  work off fines

School System  $\rightarrow$  mandatory volunteer hours

path driven program  $\rightarrow$  stipends

work on entrepreneurship

Incentives

bus pass

stipend

BOA

raffle baskets

more hours

volunteer of the year swag

everyday level  $\rightarrow$  recognition & thanks  
culture shift

Hospitals, Supporting Frats, etc

Niche population  $\rightarrow$  provide to

Individual  $\rightarrow$  group models

