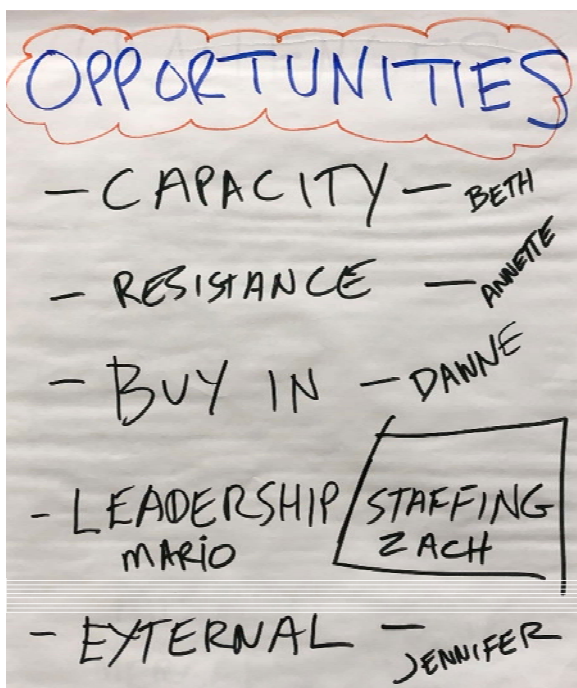
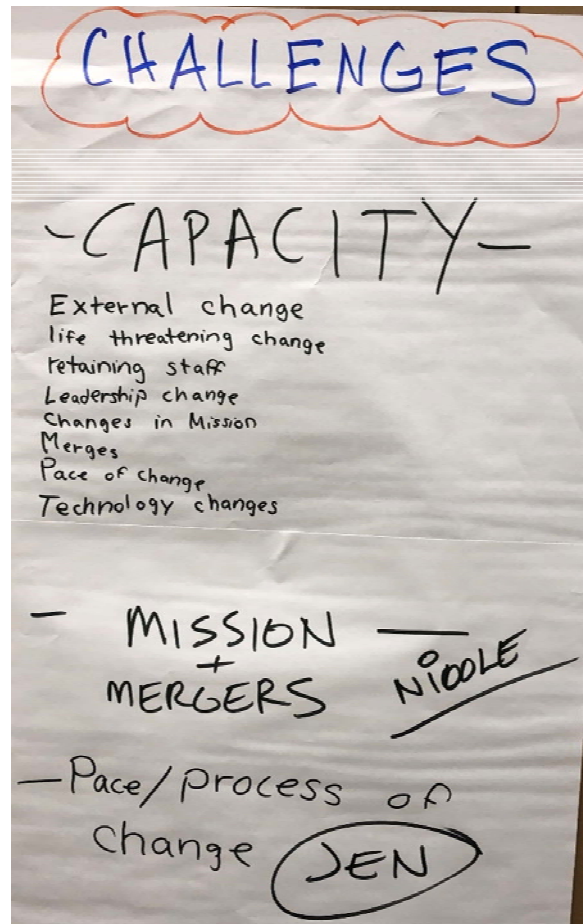
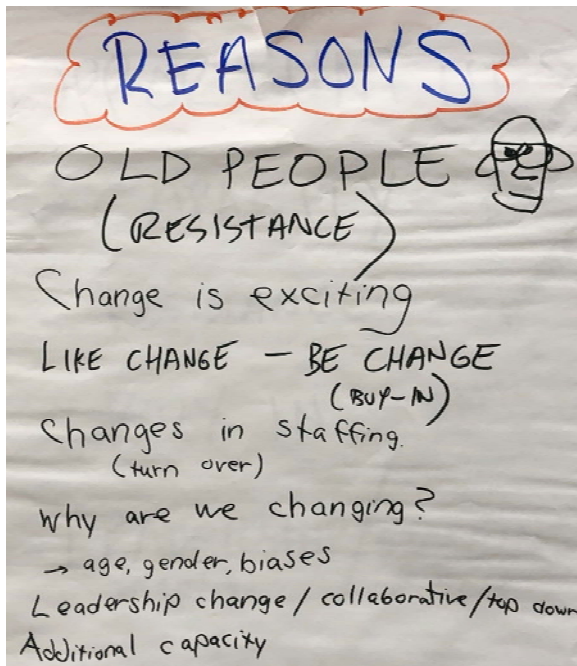


# Change is Exciting and Exhausting

The photos and text in this document were co-created by participants in a facilitated Peer Action Conversation during the 2020 Minnesota Council of Nonprofits Annual Conference.



## Insights

- Generational differences
- Internal defense of perceived “territory”
- Staff can initiative and drive change
- I was brought in to make change
- Competition
- The work is the experiment
- People need to be part of the process – communicating, keeping one another accountable for their roles (being transparent) – moving forward as a team
- Clarity and purpose is important
- Board’s role: To promote change or to support change?
- MONEY
- Full service vs narrow focus
- You need to be comfortable with uncertainty
- Leadership recognizing what people can handle; focus on what we can do well. Time it to best work opportunity.
- Community reaction
- Mission dynamics
- Competing vs complimentary ideas
- Too much need in community
- Change isn’t extra, it’s part of the work
- Agile: Sprint to change via experiments
- Managing growth

## Actions

- Reiterate the “why” of change, especially regarding D&I (including relevant docs) and get explicit why from leaders to encourage/lead buy-in
- Develop job descriptions for board members to educate regarding role
- Build capacity of institutional knowledge
- Access to funding (federal or other)
- Show how the change will benefit the organization, staff and clients
- Reach out and connect to other organizations to help with the change
- Balance (internal/external)
- Transparency
- Prioritize what is important
- Transparency
- Integrating new policies
- Craft a vision to compel
- “Change buddies” / mentor
- Counteracting niche markets
- Opportunity / Expansion
- Focus on caring for staff during change and pause to focus efforts
- Have boundaries / Time to think
- Build resilience by cross-training