

FRUITION



EMBODIED IMAGINATION AND THOUGHTFUL ACTION
CROSS-POLLINATE AND BLOOM

JOURNAL



SPRING 2026





Life is in bloom, my friends!

It's spring where I live in the United States, a time when flower buds open, birds sing, and life starts to feel just a bit more hopeful, even in the midst of what feels like an eternal winter of the human soul.

I'm the kind of person who is always imagining what is possible and rethinking things. Each year, I reinvent Fruition Journal to reflect more of what I need in the world. For the past two years, that has mostly meant sensemaking out of chaos and strategies for change.

With this issue and in this season of my life, I'm moving toward warmth, presence, and simplicity. It feels more important than ever to embody the world I dream is possible. I'm learning to feel the rage and enact the resistance without it defining or limiting me and what I'm thinking, doing, and creating. Rage and resistance are portals to connection and love, not the destination.

How have you been feeling? What's on your mind and inscribed within your heart these days?

I hope this little gift of a zine brings you some joy, amusement, affirmation, and hopefulness. It's an eclectic mélange of things I have been thinking about over the past few months, some of the hardest of my adult life.

With love,
Jessica Aviva

p.s. My last name means springtime in Hebrew

The Productivity Paradox



When we work hard, really, really hard...

We feel like shit, the quality of our work sucks,

And the list of things to do gets longer and longer.

When we play hard, really, really, hard...

We are focused, energized, and accomplish things we otherwise would not have imagined.

What if...

We organized the entire world around something other than economics (and along with it scarcity and competition)?



We consistently grounded our decisions in self and mutual care, love, and possibilities?

Our collective refusal was followed by our collective dreams?



How would we live? Who would we be?

The Cost of Being Cheap

In the nonprofit sector, we are expected to cut corners and do more for less. The needs of our organizations, movements, and people are positioned against the urgent needs of the world when really, they are interconnected and inseparable.

Self deprivation will not make others' lives easier or better. Paying low wages and expecting two+ jobs for the price of less than one will not inspire or fuel meaningful contributions to this work. Minimizing administrative costs will not create the capacity for sustainable change. Competing with other nonprofits will not generate systemic transformation.

Being cheap costs us long term vision, creative imagination, and our peace of mind and wellbeing...so much of our lives and the potential to co-create the world we dream is possible.



THE COST OF COMPLIANCE

Compliance with others' expectations has cost me:

- My self respect.
- My capacity for enjoyment.
- Opportunities for meaningful connection.
- Time and energy that could have been poured into something I love



This is Your Permission Slip

Play More

Rest

Don't Settle for Less

Chase Your Dreams

Say No

Let Go of Guilt

Pursue Your Pleasures

Stop waiting. Stop waiting.



Episode Guide: Season 1

Episode 1: Attractive

A tale of resilience, power, and the ghosts of workplace cultures that need to be left behind.

Episode 2: The Red Pen

A tale of art, survival, and the strange ways the universe sometimes rewrites our stories.

Episode 3: Three's a Crowd

A tale of leadership, labor, and the hidden costs of caring too much in a world where money often speaks louder than compassion

Episode 4: Fudge

Blending nonprofit reality with a touch of suspense—and of course, a little chocolate

Episode 5: Lunch Ladies

Trina's PTA fundraiser gets hijacked by "mean moms," pink mashed potatoes, and meddling speeches—but she still saves the day

Episode 6: Bloodsucker

Why it's important to be curious about our coworkers

Episode 7: Wheels

A story about resilience, resistance, and the fight for dignity in spaces that should welcome all of us.

Episode 8: MIA

A missing executive director results in an opportunity for co-leadership

Episode 9: Rally

A story of courage, strategy, and the power of speaking truth—on the stage and behind the scenes.

Episode 10: She Isn't a Very Nice Woman

A story of resilience, clever leadership, and the twists and turns of nonprofit life!

Season 2 is Coming Soon!

Hope is awakened, given life, sustained by the millions of individuals whose deeds and actions, every day, break down borders and refute the worst moments in history, to allow the truth—which is always in danger—to shine brightly, even if only fleetingly, the truth, which every individual builds for us all, created out of suffering and joy.

—Albert Camus



pleasure is a pathway to embodying and inhabiting cultural and systemic change

I'm inclined to be the most thoughtful
and the least loud.
But without volume
thoughtfulness is invisible.
And useless.



Don't assume people haven't done something because they chose to do it quietly. And if they didn't respond the way you thought they should have, unearth your desire for control and performance of moral superiority. Because the loudest voices are often the ones subtly undermining our movements while claiming righteousness.

What if...

systems were designed for global human and ecological flourishing?

Why...

are systems of oppression so often replicated in the nonprofit sector and progressive activist spaces?



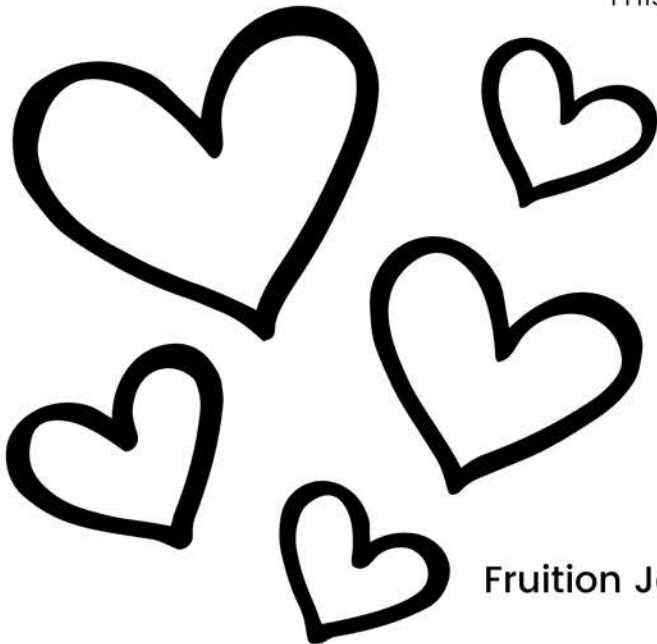
My favorite place
is where the treetops kiss the sunlight



**It feels like the world is collapsing
but to flourish we must endure the winter.**



My outer life may seem seamless,
But sometimes my world feels torn apart.
Everything that I haven't paid attention to
Over the past several years
Has compounded and reached a tipping point
You can't see my struggles, trauma, multiple failures,
secrets, and insecurities
I recently had to deal with something heavy,
But didn't ask for help because of shame
And I didn't want others to see me how I see myself
For who I truly am -
Lovely and accomplished,
But also messy and scattered and lost.
Complicated and human,
Like all of us.
Just like my mother always said,
This is temporary.
And as King Solomon is thought to have said,
This too shall pass.



**Breathe deeply
And slowly
Everything is OK
In this moment**



Moral Guardrails

The more we learn what we
can't or shouldn't do
the less liberated we are.
Freedom is choosing love.

Casting Call

Thirty-six?

Only if it's the size of your hips.
Ageism and sexism persist.

Courage

Chaos requires the courage to create.
Courage isn't facing your fears
but coming home to yourself
with love and without apology

What We See

We can be in the presence of something
without seeing it.

Our inability to see something
does not mean that it doesn't exist.

Unmasking Tape

I'm still learning how to
hold it together
while the world is falling apart

DECONSTRUCTING THE HEADLINE: I HAVE FIVE DEGREES...



I recently had a conversation with a friend over dinner about what it's like to be a person with a working class background who has earned a doctorate....the assumptions and expectations, the struggles, the feeling different, the privilege, and the snobbery that other people think is normal.

We both worked the entire time we were in school.

I had up to four jobs at a time while a college student, always the equivalent of full time and usually more. These jobs (in no particular order) included:

- iron operator and seam ripper at a clothing factory
- ski mask table saw operator at a clothing factory
- weekend receptionist at a nursing home
- telemarketer (I was fired from a job selling photography packages, but did quite well conducting unsolicited phone-based political surveys—a job I would not want today)
- office manager of a real estate appraisal company
- office manager of a shelter for women and children experiencing homelessness
- small business owner
- Intern (unpaid, by the way)
- director of a shelter for families experiencing homelessness
- advocacy and outreach coordinator for a regional food bank
- public relations assistant for a YWCA
- development director of a literacy nonprofit
- planner/senior planner at a large nonprofit
- executive director of an education-focused nonprofit
- director of research and communications for a small business
- senior advisor for a small business
- research assistant at a university
- teaching assistant at a university
- adjunct lecturer at a university

These Annoying Words Something in Me Did Stir

As a person who has been writing for more than 40 years, I am very selective about the words I choose. I carefully examine and critique the nuances of meaning, rhythm, and melody of words and phrases, a somewhat futile intellectual exercise that nobody else can see and few, I am sure, appreciate. But I find it fun and I do it just for me.

There are some words that I just don't like. They feel like nails on a chalkboard to me and send me figuratively screeching into the night. Perhaps it is their overuse, or the kind of people who typically use them, or the ways that they are used. I'm not sure why and it doesn't really matter to be honest, but I'm not drinking the sugary red beverage of nonprofit jargon.

Anyway, the first word that irks me is pivot. Not only does it reek of corporate jargon, it is used way too much. In addition, it signals to me a jerk reaction to something happening in the environment, whereas I prefer an approach that centers continual listening and responsiveness along with intentional communication and collaborative problem solving. Yes, there are times when we need to change course, shift our perspective, switch gears, or similarly do what some other trite phrase might suggest. But for some reason, pivot does not sit well with me.

Another word that I don't like is backbone, oft used in the collective impact world. If I was going to choose a body part to represent an organization that coordinated collective effort, I might call it the heart or the skin instead. Or even the skeletal system that holds everything together. Maybe it is because the backbone seems to imply strength vested in one organization. Anyway, if collective impact was truly collective, there would be more collaborative leadership styles and intentional distribution of power and resources.

It is probably no surprise that I also don't love the phrase collective impact (in practice more so than in theory). For starters, in practice I have seen it used as a coercive control mechanism that centers and strengthens the backbone's power. In addition, it seems a bit culturally misplaced based on the types of organizations that are typically organizing and leading these efforts. Maybe I don't like the word because I've seen (and have been invited to participate in) really bad attempts at what collective impact aims to accomplish. The word impact is also pretty violent. I am all for truly, truly working together, but so far I have not seen collective impact actually break down organizational silos, authentically and meaningfully engage people who are most effected by the community problem being addressed in understanding what is going on and co-designing solutions, or create results that an uncoordinated effort wouldn't have produced anyway. It all feels very academic and institutional, makes things overcomplicated, and requires a LOT of boring meetings. I'm sure somebody out there is doing it right.

Speaking of collective impact, move the needle is another phrase that grates my nerves. Change is complex and non-linear, and while indicators can suggest things are moving in a particular direction these changes are temporary because the world is dynamic. In addition, moving the needle doesn't disentangle the thing being measured from culture and systemic injustice.

All of this is inconsequential. People are going to continue to overuse pivot, backbone, collective impact, and move the needle in the nonprofit world. I will continue to be annoyed every time I hear these words and phrases. I'm sure I do a lot of annoying things too.



Using AI Responsibly



I HAVE A LOVE/HATE RELATIONSHIP WITH TECHNOLOGY. WHEN I WAS EIGHT YEARS OLD, I GOT A FREE COMPUTER AFTER BEGGING MY PARENTS TO GO TO A TIME SHARE PRESENTATION IN THE POCONOS (I FOUND A POSTCARD IN OUR MAILBOX). I TAUGHT MYSELF TO WRITE SIMPLE (“BASIC”) COMPUTER PROGRAMS WHILE I WAS STILL IN ELEMENTARY SCHOOL. FOR A SHORT TIME, I WAS A COMPUTER SCIENCE MAJOR IN COLLEGE. I LOVE TINKERING, FIXING AND BUILDING THINGS, AND FIGURING OUT HOW THINGS WORK.

BUT NOW THAT EVERYONE HAS A COMPUTER IN THEIR POCKET, IT HAS TRULY LOST ITS LUSTER. I FIND THE OVERUSE OF PHONES, AND OVERRELIANCE ON TECHNOLOGY IN GENERAL, JILTING AT BEST AND HARMFUL (TO CREATIVITY, RELATIONSHIPS, AND THE PLANET) AT WORST. TECHNOLOGY CONNECTS US GLOBALLY, OPENS UP WINDOWS OF LEARNING AND OPPORTUNITY, AND MAKES IT POSSIBLE TO MAKE AND SHARE THINGS THAT MIGHT OTHERWISE STAY IN OUR HEADS FOREVER. BUT WHEN IT IS USED AS A REPLACEMENT FOR RESEARCH, CRITICAL ANALYSIS, AND THOUGHTFUL COMMUNICATION, TECHNOLOGY TAKES MORE THAN IT GIVES.

I NEVER USED AI UNTIL I WAS HAVING LUNCH WITH A COLLEAGUE WHO TOLD ME HOW SHE USES IT IN HER WORK. I FELT SHOCKED AND HORRIFIED, BUT AT THE SAME TIME INTRIGUED. A FEW MONTHS BEFORE, I SAW A SEGMENT ON MY FAVORITE WEEKEND NEW SHOW ABOUT CHATGPT. HAVING BEEN PRIMED BY THIS PROGRAM, AND GROUNDED IN MY RESPECT FOR THIS COLLEAGUE, I STARTED TO EXPERIMENT.

I CAN'T IMAGINE USING AI FOR WRITING IF IT WASN'T PRECEDED BY MORE THAN 40 YEARS OF READING AND WRITING. I SEE IT USED SLOPPILY AND IRRESPONSIBLY. IT PERPETUATES BIAS AND CHURNS OUT A LOT OF JUNK. I AM SO HAPPY THAT I AM NO LONGER TEACHING UNIVERSITY STUDENTS FOR THIS REASON ALONE.

ANYWAY, THROUGH EXPERIMENTATION I STARTED TO UNDERSTAND HOW IT WORKED, HOW IT COULD BE VALUABLE TO ME, AND WHERE I MIGHT USE IT IN MY WORK. THIS IS WHAT I DO AND WHAT I HAVE LEARNED:

1. I HAVE HAD TO OVERTRAIN MY AI TO REFLECT MY POSITIONALITY BECAUSE IT IS WELL VERSED ON OPPRESSIVE AND EXCLUDING VOICES BUT NOT SO KNOWLEDGEABLE ABOUT THINGS LIKE FEMINISM, FOR EXAMPLE. WITH CONSISTENT USE, MY AI OUTPUT IS MORE ALIGNED WITH MY VALUES, STYLE, AND IDEAS, BUT IT STILL REQUIRES A LOT OF WORK BEFORE IT'S READY.
2. QUALITY OUTPUT IS THE RESULT OF QUALITY INPUT. INPUT DIRECTLY FROM ME, THAT IS, NOT ALL OF THE TRAINING IT HAS RECEIVED FROM THE RANDOMNESS OF OTHER SOURCES.
3. I THINK OF AI OUTPUT AS SUGGESTIONS OR IDEAS THAT ARE NOT NECESSARILY GROUNDED IN FACTUALITY OR HIGH QUALITY.
4. I NEVER CUT AND PASTE ANYTHING FROM AI WITHOUT CAREFULLY REVIEWING AND EDITING THE CONTENT.
5. I NEVER USE AI FOR ACADEMIC WORK LIKE WRITING BOOKS OR PEER-REVIEWED ARTICLES.
6. AI IS HELPFUL FOR EDITING THINGS LIKE MARKETING COPY, GRANT PROPOSALS, AND PERSONAL ESSAYS (THOUGH I DID NOT USE IT AT ALL FOR THIS ISSUE OF FRUITION JOURNAL).
7. I ALSO USE AI FOR BRAINSTORMING; IT CAN HELP ME THINK OF IDEAS AND IMAGES THAT I MIGHT OVERLOOK.
8. AI IS HELPFUL WHEN IDENTIFYING GAPS IN MY WRITING, SUCH AS A MISSING STEP IN A PROCESS OR POINT IN AN ARGUMENT.
9. I USE AI TO HELP ME BRAINSTORM NAMES FOR THINGS. I HAVE NEVER USED ANY OF THE NAMES IT SUGGESTS VERBATIM, AND IT USUALLY REQUIRES A LOT OF BACK AND FORTH UNTIL SOMETHING I LIKE IS SPARKED IN MY IMAGINATION.
10. JUST WHEN I THINK AI UNDERSTANDS MY PERSPECTIVE, I REALIZE IT IS TOTALLY OFF.

Here's the thing: You've experimented with ChatGPT and now your voice and values have collapsed into the void.

What's News?

I've always been a bit dismissive of people who don't watch the news, and especially of people who advise others (usually women) not to watch the news. I feel it is incredibly important to know what is happening around the world to inform how we move within that world and outrightly rejecting the news seemed, to me, like a form of political disengagement. I'm also a bit of an information hoarder and I somehow get off on amassing knowledge about things that are interesting or relevant to me (even when they are, in practicality, useless). I've been, at times in my life, what you might call a news (and information/idea) junkie.

But the news is problematic. No matter what channel you watch, it is biased. Whether that bias is political, editorial, geographic, or negativity, the news does not fully represent what is happening and how to make sense of it in connection to history, current events, and future possibilities. There have been so many times that things that are important to me are not, under-, or misrepresented.

I am also a highly sensitive empath with a history of trauma. When I learn about human suffering, I feel it. It awakens memory and moves me toward analysis and action with an anxiety-provoking sense of urgency. That makes it feel like I am contributing to the solution, but I'm not so sure that knowing every detail about the war in Iran, for example, is actually changing anything. In fact, I know it isn't. Not only is it not helping to end the war, it is also splintering my energy which could otherwise be used to focus on creative solutions for things that are in my purview and control.

Over the past few months, I have become one of those people who does not watch the news. I cancelled my primary streaming service and no longer have access to many news sources. And I don't miss it.

Instead, in the morning (my news fix time) I watch calming music and birdsong with beautiful scenery or I put on a bird feeder video for the cats. If I do feel like watching the news one morning, or a cooking show, or whatever, I'll put it on – I'm not one for orthodoxy (learned that about myself from watching the news BTW).

Not watching the news isn't going to make what is happening in the world worse. And watching is not only not going to improve things, it is going to deplete my energy, focus, and mental health.

At 50 years old, I know the patterns. I have seen them over and over again throughout my life. Circumstances and people change, but the patterns remain. I've managed to remain informed about world events by reading (reliable sources, of course) and conversations with friends. I'm choosing to narrow my focus and sink into more depth when it comes to current events and everything else in my life while also resisting political programming, so to speak, that provokes fear and distrust while also sensationalizing harm. So I'm not encouraging you to stop watching the news. But for me, for now, I have turned the news off.



As a nonprofit leader, I'm not willing to:

- compromise the integrity of what the community needs for a few dollars
- manufacture problems or focus on the worst of people and places—again, for a few dollars
- stand by while harm is caused to people and communities in the name of social justice
- expect others to sacrifice their time, values, vision, and talents
- sacrifice my own time, values, vision, and talents
- continue conversations about community needs that do not intentionally and meaningfully engage people who are disparately impacted in creating solutions
- use other people's difficult circumstances as an opportunity to advance in my career
- measure success by organizational or financial growth
- perform solidarity, inclusion, or compassion

Writing for Me, for You

I often used to write in response to something that rubbed me the wrong way. I would make arguments against ideas or actions and then write from that subordinate perspective.

This split energy resulted in fragmentation and confusion. When I read some of my earlier work now, it seems like I am actually reflecting the views that I opposed because that was my focus (as Carl Jung warned and I often lament, what you resist persists).

From now on, I am writing for me. And for you.



Happy Birthday to The Fruition Coalition You're 25 Years Old



(You could be my adult post-college child.)



The Fruition Coalition

resources for emerging nonprofit organizations and social ventures

FOR IMMEDIATE RELEASE

Date: January 2, 2002
Contact Person: Jessica R. Dreistadt, Community Collaborator
(267) 987-8907

EFFECTIVE GRANTWRITING CLASS ON APRIL 6, 2002

(Philadelphia, PA) – The Fruition Coalition is holding a workshop about Effective Grantwriting on Saturday, April 6, 2002. Community leaders, students, and others interested in nonprofit organizations are welcome to attend. The class costs \$15.00 which includes a three-hour workshop, a workbook, and breakfast. The class will be at the A Space 4722 Baltimore Avenue from 10:00 a.m. to 1:00 p.m. with one hour of community building from 1:00 – 2:00.

I spent more money on food and printing than I earned from registration. But I met some really cool people, and we all had something to eat.

I would never send out a press release so far in advance now! But things were much slower then.

I drew the people on this cover by hand using a ruler and then scanned it, hence the disjointedness in the groin area (I caught you looking!)

I bought a binding machine and put all of these books together by hand while watching Lifetime movies in my Grandmother's living room.

The articles and worksheets are actually still pretty helpful for someone just starting out and learning about running an organization.

I hadn't yet figured out how to separate corporatism from community work. I think we are all still trying to figure that out.

The covers were yellow cardboard.

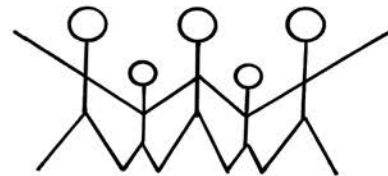
This was my first book.

Fruition Journal Spring 2026

\$15.00

The People Pages

Resources for Social Change



Get Educated Get Connected Get Organized

Directories of...

- ◇ 2500 social change organizations
- ◇ Educational programs
- ◇ Books and films

Includes 25 how-to articles and 10 planning worksheets

Published by
The Fruition Coalition

Edited by
Jessica R. Dreistadt



I've been working through The Fruition Coalition full-time since 2018. There were apparently some lean months before then...but I kept going!

The Fruition Coalition Profit and Loss Statement December 1 -31, 2012

Income:	
None	
TOTAL INCOME:	\$0
Expenses:	
Banking Fees	\$10.00
Communications	\$24.95
TOTAL EXPENSES:	\$34.95
Net Loss:	(\$34.95)

Affordable Assistance for Grassroots Organizations

Free Initial Consultation * Based on a Sliding Scale

The Fruition Coalition builds strength and longevity into grassroots enterprises in Southeastern Pennsylvania through collaborative partnerships that capitalize on limited resources and unlimited passion. Call today for professional, heart-centered, and affordable consulting services that meet the unique needs of grassroots social change organizations.

Monthly Workshops * Grantwriting * Special Events
Technology * Publications * Planning and Organization

The Fruition Coalition
resources for emerging nonprofits and social ventures



This language. So bad. So conflicted.

January 10 - Designing forms with Microsoft Word

Learn how to create forms for intake and human resources

January 17 - Designing flyers with Microsoft Publisher

Learn how to create eye-catching flyers for your events and programs

January 24 - Using Access to manage your mailing list

Learn how to set up a mailing list, print mailing labels, and do a mail merge

January 31 - Using Excel for budgets and outcomes measurement

Learn to use spreadsheets for these crucial components of grant application and administration

Each class is from 9:00 - 11:30 and costs \$30. Classes are held at Nonprofit Technology Resources, 1524 Brandywine Street, Philadelphia. **Preregistration is required.** To sign up, call (267) 987-8907 or send an email to utopia@fruitioncoalition.com

The Fruition Coalition Fall 2003 Class Schedule

Saturday, November 1, 2003
9:30 a.m. - 3:30 p.m.

How to Start a Nonprofit Organization

Cost: \$50 includes workbook, breakfast, and lunch

Pre-registration is required

Learn about the legal requirements of starting an organization, developing a vision and mission, strategic planning, business planning, program development, forming a board of directors, recruiting and managing staff and volunteers, raising seed money, keeping track of finances, organizing resources, collaborating with other organizations, and promotion.

To register, call The Fruition Coalition at (267) 987-8907 or send an email to utopia@fruitioncoalition.com.

Friday, November 14, 2003

9:30 a.m. - 3:30 p.m.

Fundraising Basics

Cost: \$50 includes workbook, breakfast, and lunch

Pre-registration is required

In this class, we will discuss ethical and legal issues, terminology, types of fundraising including proposal writing, special events, earned income, membership, and more, goal setting and fundraising planning, prospect research, using the Internet, information management, and stewardship.

To register, call The Fruition Coalition at (267) 987-8907, or send an email to utopia@fruitioncoalition.com.

Best Foot Forward Artist Career Development Workshops

Monday, October 27, 2003

6:00 - 9:00 p.m.

Public Relations and Marketing for Artists

Cost: \$10

Learn about the theory and practice of public relations, publicity, media relations, audience cultivation, image/branding, and marketing planning.

To register, call the CEC at (215) 387-1911 or send an email to cec@libertynet.org.

Monday, November 24, 2003

6:00 - 9:00 p.m.

Business Basics for Artists

Cost: \$10

This class is for artists who want to learn more about the principles of business. We will explore the differences between a for-profit and nonprofit organization, the pros and cons of entrepreneurship, goal setting and business planning, marketing and public relations basics, how to read financial statements and develop a budget, working with a team, and leadership development.

To register, call the CEC at (215) 387-1911 or send an email to cec@libertynet.org.

All classes are held at Community Education Center, 3500 Lancaster Avenue



The Fruition Coalition

People Working Together to Transform our Community

PO Box 51293 * Philadelphia, PA 19115

(267) 987-8907 * www.FruitionCoalition.com



There have been a lot of projects over the years...



This logo is really, really awful.

I love the others, though.

I let a lot of projects go, but they have a way of circling back again. And it has all been fun and experimental, informing my thinking and feeling over time. No regrets. Lots of learning.

Some of my best work lives at Club Fruition



**BORDER AND BOUNDARY
MAPPING PLAYBOOK**
for Club Fruition Members



**Weaving a
Fractured Whole**
April 2025 Playbook

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**STARTING FROM A PLACE
OF PLEASURE PLAYBOOK**
for Club Fruition Members

Feminist Goal Setting Checklist

Checklist to deconstruct your personal and organizational goals using a feminist lens. If your goal is in the grey zone, it may need tweaking to align with a feminist approach to leadership.

	Yes	No
Does the goal promote the benefit of one at the expense of others?		
Does the goal create or reinforce separation and/or division among groups of people?		
Does the goal promote competition for resources?		
Does the goal create or reinforce hierarchy? Does it rank people?		
Does the goal impose your values on others?		
Does the goal reflect the imposition of others' values on you?		
Does the goal cause harm to other people or the planet?		
Does the goal presume that there is only one best way to achieve it?		
Does the goal presume that you or the people who will benefit are flawed and in need of repair?		
Does the goal require controlling or manipulating others?		
Does the goal promote the benefit of all people?		
Do you obtain consent?		
Are they involved in?		
Age, race, ethnicity, gender, sex, male, cisgender, able-		
Could be possible, rather than		
Ability?		
Systemic issues, rather		

CLUB FRUITION

Unicorn Tea Party!

NETWORKING EVENT





I'm building a new space for you

It's simple and beautiful, a place where we can become more deeply rooted in our truth and grow into more of who we truly are, nourish ourselves and each other so that we can flourish with easy rhythm, letting go of expectations

I can't wait to see you there.

Throughout this 25-year journey, I've learned a lot about who I am, the way the world works, and how I choose to interact with and change that world in my own unique way.

I've been reflecting to identify common threads that weave all of this work together, and the loose ends that have unraveled and will be trimmed away.

I'm taking my time to think through the place where I will extend an invitation to you (and I'm almost there!!). It's fun to make decisions through collaborative play, action, and learning—and we will continue to build this space together that way, but I too often head down the wrong path for a long time before I realize that I have become lost.

So this next step will be thoughtful and intentional.

I'm also designing a parallel career, one that I will explore and practice while continuing this work. I'll give you a hint: it's something creative, but not writing.


More on that later..

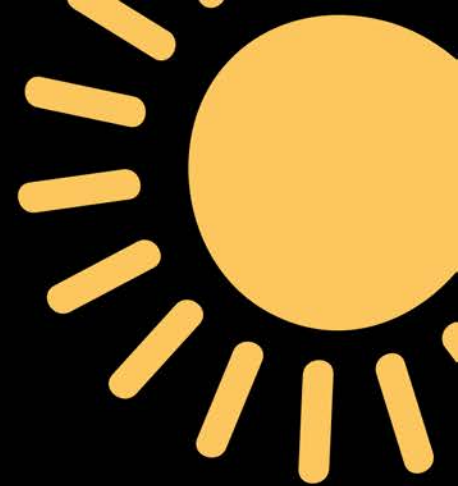


Joy Triggers

We can feel triggered when exposed to the violence of ignorance, when our trauma is brought to the surface by others' reckless words. And there is so much to feel depressed and hopeless about for me both personally and politically these days.

While trigger is a somewhat violent word, I've been thinking about how we can design our space and time to trigger joy instead of pain by intentionally making space and priming our brains to notice things like:

- Realizing that very few things are actually urgent
 - Glowing in another person's success
 - Learning something new
 - Seeing a ladybug
 - Writing a letter to an old friend and getting one in return
 - Children playing and laughing
 - Satin pajamas
 - Coffee on a rainy day
 - Meeting someone new who shares an interest
 - Dancing in the sunshine
- 



People who claim to be protectors
Are too often predators



"Cruelty is now a strength" Loretta J. Ross
When did virtues become vices and vices
become virtues?

We don't have to
justify our needs
Or our value
Or our desires
Or our right to belong

I used to start my work day
by doing the things I most dreaded
To get them out of the way
Which set my day up for
exhaustion and boredom
Now I do something enjoyable first
Like working on Fruition Journal
And that energy feeds me the rest
of the work day



I release rigidity to resist
rules that restrict possibility

Things I've been thinking about...

- *How can we restore generosity in the nonprofit sector?*
- *How can I better balance setting and keeping healthy boundaries while remaining open to possibilities, kind, and empathetic?*
- *Why does so much of the research on social connection focus on mobility rather than system change?*
- *How can we shift culture to recognize that our professional relationships are meaningful beyond their utility?*
- *Why is rest seen as laziness that we should feel guilty about when women, particularly working class women and women of color, desire it? Aren't we all entitled to leisure?*
- *How can we get the nonprofit sector to stop perpetuating classism and elitism (and ableism, and sexism, and racism, and ageism, and...)?*



Some people collect social media connections and people like baseball cards.

I have 20K followers and 5K 'friends'

Other people value resonance, depth, trust, mutuality
Most of us are somewhere in-between

Intrigued by the novelty of an expansive network

Searching for the right people to invite to come in close

Our networks can offer us opportunity not just for resources but for learning to create meaning and for connection and belonging



The Value of Our Labor

People who work in the nonprofit sector are undercompensated. There is an expectation of self-sacrifice for the greater good. Expressing a desire for fair compensation is considered to be selfish. How can you even think about wanting a little more for yourself when so many people are suffering, they say.

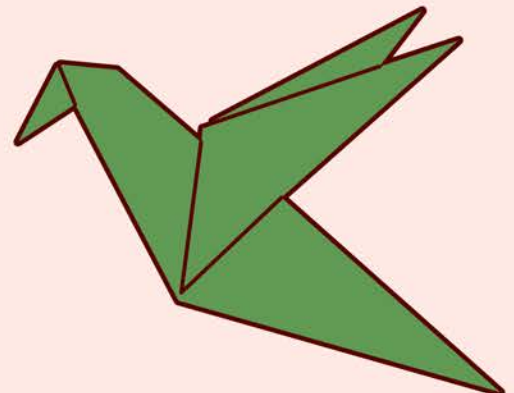
It is not incidental that, according to Independent Sector, up to 75% of the nonprofit workforce are women and, according to Candid, more than 50% of the workforce are people of color. In addition, much of the work we do is with or in service of people and communities that have been and continue to be marginalized. Compensation of nonprofit staff reflects the priorities of society and culture but has been sold to us as virtue.

Similarly, it is amazing how many people ask me to discount my work or give them things for free. And not only that, I have actually been shamed for not doing work for free (even though I do publicly available uncompensated work for hundreds of hours each year). Rather than seeing exchange as a mutually beneficial opportunity to show love for one another, it is vilified—perhaps because we are so entrenched within capitalism along with implicit gender bias. We have a history of being dehumanized by those selling to us and in exchange we have dehumanized people (especially those who are not representative of the capitalist archetype) who offer something of value for sale.

Sharing our time should be a gift, not an expectation.

Whether it is compensation of nonprofit workers or small business owners, the way we typically engage in the process of moving money is too often based on thrift and scarcity rather than value and generosity. What if we centered generosity in our exchanges instead, allowing it to flow in a regenerative cycle?

Why do I feel like I have to earn everything I have?
Because I have had to earn everything I have.
We can accept generosity without entitlement.
And offer generosity without expectation.





I'll be at the Pennsylvania Housing Finance Agency Housing Forum in May to talk about Fair Housing in Rural Pennsylvania.

In October, I'm co-facilitating a workshop with Judeline Nicholas about women's leadership at the International Leadership Association annual conference




Instead of anticipating and preparing for the worst things that could potentially happen I'm designing my life to create and experience more good things And I'll deal with the bad from a grounded place when it is necessary





Performing Expertise

I used to think that I had to perform my expertise
To prove my value
And validate my role.



Now the thought of that makes me sick
With regret for all I have lost.
Having expansive knowledge
Can be useful
But it can also be a barrier
To curiosity
Connection
And creativity.

And it therefore will not create our future,
Not the one we dream is possible.

So now I want to be valued
Not for the knowledge I have amassed or my utility but for
My ingenuity and capacity to delight.
If you think you know everything
then your universe of knowledge must be quite small.

There is a lot of complexity beneath the surface of this issue of Fruition Journal. I intentionally designed this space to deal with difficult topics while also being fun, uniquely me, and usable. I want Fruition Journal to spark ideas and nurture openness, not shut down people and possibilities through the subtle intimidation of one person or group's interpretation masquerading as the definitive truth. Whatever your truth, thank you for being here.

