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My View on the State of the Human Serving Sector

- Concerned about the health of the human serving sector- including mental health provision.
- The general sentiment is that things are getting worse despite government and philanthropic investments.
- The growing distrust for government translates to less trust of government funded programs and providers (true of philanthropy as well).
- The “Work” feels harder, and the desired goals feel less attainable.
- Many are leaving the helping professions entirely - burnout.

2

Temperature Check

- How many of you feel like it is increasingly difficult to do the work or see results?
- How many of you have felt like leaving your job or the field in the past five years?
- How many of you have resigned yourself to doing what it takes to get through the day?

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My Goal for Today

We are a collective of practitioners that work to build and sustain the very fabric of American society –person by person, household by household, neighborhood by neighborhood, city by city, state by state.

- I hope:
 - You will leave here equipped and inspired to advance the life-changing and life-sustaining work of the human serving sector despite the circumstances that I identified earlier.
 - To increase your individual value and our collective value to the people we serve and the people that pay for us to serve.
 - To raise our collective consciousness of the challenges that we may not see or understand.
 - To revive, renew, refresh, rejuvenate and rekindle the sense of purpose that fuels us.

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About Value— Like a diamond, your value is driven by the buyers' demand.

- A diamond itself has no value except to convey the sentiment of the giver or that which the buyer wants to convey to others that see the diamond.
- Diamond value is determined by the 4 Cs
 - Cut, Color, Carat, and Clarity
- Your (our) value is driven by these 4 Cs
 - Consciousness(P), Curiosity(P), Co-ownership(L), and Courage(L)

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Consciousness - Recognizing and articulating what you see and understand.

- “When someone tells or shows you who they are, believe them the first time.” – Maya Angelo
- Check your lenses and ask yourself what you see (suspend judgement).
- Every vantage point counts –diversity perspectives matter!
- Apply what you learned- experiences and academic training if you have a Ph.D or barely know the letter D.

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Curiosity- Questioning and helping others to question.

- Consider a framework to help guide the questions e.g. Urie Bronfenbrenner – The Ecology of Human Development (relationship between personal development and the environment).
- Exercising Meta-cognition is critical to understanding the population.
- Considers the least obvious factors such as the influence of social media.

7

Co-ownership- Employment is a relationship.

- No playing small!
- Lead from anyplace and everyplace.
- You are responsible to secure what is needed to deliver the result and rarely do we have all that a person needs.
- The verticals are necessary but not sufficient.

8

Courageous – Truth to Power = Results

- Say and ask what nobody will say or ask- shine the light!
- Stand in the place of those that can not stand for themselves.
- Speak truth to power as a collective with a clarion voice- amplify voice.
- Ask for help when you don't understand, or you don't see a pathway.

9




You are a gift to society and this world. Walk your purpose and act in purposeful moments.

Stop looking around for government or the next president to fix all societal challenges. If this were possible, the human serving sector and charitable work would have gone away long ago.

Know that someone is waiting for you.

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THANK YOU!