



## Measuring a Year in Love

### *OFB Community Philanthropy DRAFT Staff Survey*

### *Beta-Testing January 2021*

#### **Valuing Staff in the Beloved Community:**

Love is an expression from OFB staff, clients, and community, including our donors, of compassionate, equitable care for each other, indicated by a shared set of values and responsibility for co-creating a better world.

In Oregon Food Bank's philanthropic resource development practices and policy, we will dismantle white supremacy; decolonize the profession; and eschew the harms of exploitative and extractive capitalism (on our staff and donors) by centering performance evaluation metrics in love, rather than money.

#### **Four Core Tenets of How Love Shows Up:**

1. **Self-love:** How Community Philanthropy staff see themselves and their work to transform philanthropy
2. **Love Others:** How Community Philanthropy staff see each other as well as supporters
3. **Love in Community:** How Community Philanthropy staff see OFB, and how OFB sees the Community Philanthropy staff (community = OFB in this sense)
4. **Love as Power:** How OFB shows up in Oregon with love that's fused with (advocacy and organizing) power, and how the community (including donors and constituents) loves OFB in return with its (advocacy and organizing and monetary) power.

#### **This Assessment Tool's Purpose:**

1. Further self-reflection for personal and professional growth;
2. Generate data to illuminate where our ToC is on point and where it might need to be adapted, including how our internal systems work, and
3. To hold ourselves accountable to our goals.

#### **Outcomes from Using this Tool:**

1. Strengthen staff's practice of love in doing our work;
2. Help us see where we need to make strategic interventions in the work, and
3. Hold us accountable and help us learn as we lean into the big stake that we've laid out.



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## **Understanding the Metrics for Assessing the Four Tenets of Love:**

### ***Dosage: How much am I doing?***

**For Dosage, please use a numerical rating from 1 - 4:**

- 1 = Not at all
- 2 = Somewhat
- 3 = A good amount
- 4 = A lot

### ***Authenticity: To what extent am I consciously doing this? How well-practiced am I? Do I fall into this with ease? To what extent is this still “muscle building”?***

**For Authenticity, please use these categories in your responses:**

- 1 = UNCONSCIOUS INCOMPETENCE: It is important that at this stage it is not willful incompetence, which is to say that once there is awareness that there is incompetence, the desire to grow to the next stage must be there. (I don't know what I don't know)
- 2 = CONSCIOUS INCOMPETENCE: At this stage some level of awareness that unlearning ways of knowing that enable the status quo, and working to do so, is required. (I know but I haven't yet started practicing)
- 3 = CONSCIOUS COMPETENCE: Unlearning old ways and learning new ways is occurring (i.e., head, heart, and spiritual knowing is beginning), as are beginning practices of transformative love. (I know and I am practicing)
- 4 = UNCONSCIOUS COMPETENCE: Practice has become habit; all ways of knowing are happening in an integrated manner, including knowledge of when to lead and how to follow. (I don't even have to think about it anymore)
- 5 = BEYOND #4: Fusion is joining together under heat and pressure, stronger than connection—here, power and love are integrated, fused; when you rise, we rise. (I can teach others how to know and practice)

### ***Duration: For how long have I been consciously practicing this?***

**For Duration, please put the number in months (1, 2, 3, etc)**



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**Dimensions of Self-love: How Community Philanthropy staff see themselves and their work to transform philanthropy....**

Dimensions of Love	Dosage (How much)	Duration (How long)	Authenticity (How consciously)
Conscious of how I am in integrity with my values			
I hold a critical /conscious analysis of my own thoughts and behaviors			
My self-care habits are revolutionary acts of resistance to capitalistic exploitation and extraction			
My work is aligned with my purpose at this time in my life			
My work is creating positive change in the world			
I'm a part of a larger community bonded by common values			
When something is not working within my team, I speak up			
I understand my own political journey towards equity and justice			
I feel supported by my immediate team			
My work is seen and supported by the greater Community Philanthropy team			
I develop my own leadership by showing vulnerability			



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**Love Others: Community Philanthropy staff see each other, and supporters.**

Dimensions of Love	Dosage (How much)	Duration (How long)	Authenticity (How consciously)
I listen to my co-workers - I listen to understand first			
I hold my co-workers with compassion and understanding			
When others on my team have let me down, I give them a chance to do over			
I feel I support other members of the Community Philanthropy Team			
My work helps steward and deepen relationships with supporters			
I understand and help advance the political journeys of supporters			
I respect the evolutionary roles of our supporters: volunteer, advocate, advisor, partner, other...			
I see our supporters as part of a larger community making sacrifices, sharing values			
I am able to hold supporters equitably: those with great wealth; those who experienced or are experiencing food insecurity; those with less ability to give; young donors; donors who are new to philanthropy			



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**Love in Community: How Community Philanthropy staff see OFB, and how OFB sees Community Philanthropy staff (community = OFB in this sense and the broader anti hunger movement in the region)**

Dimensions of Love	Dosage (How much)	Duration (How long)	Authenticity (How consciously)
My values are aligned with OFB as we fight for material change in the lives of our community			
I am supported to develop as a leader within OFB			
OFB loves me by inspiring me with vision and purpose in my work			
OFB equips me with what I need to fight for material change in our community			
OFB shows me love by recognizing my work, appreciating my efforts			
I am supported to find safety from power differential harms in donor relations			



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**Love as Power: How OFB shows up in Oregon with love that’s fused with (advocacy and organizing) power, and how the community (including supporters and constituents) loves OFB in return with its (advocacy and organizing and monetary) power**

Dimensions of Love	Dosage (How much)	Duration (How long)	Authenticity (How consciously)
OFB has power in the world. We use our power to advocate with love			
OFB shares power with our clients and donors			
OFB builds power with our clients and donors for our collective liberation			
OFB clients show they love us with their advocacy voice and power			
OFB clients show their love for us by sharing their power with us, through giving us money			
OFB clients show love by sharing their networks with us			

**Context: What is informing my responses today? As examples...**

- “I’m having a great day! Just had a transformational meeting with a donor.”
- OR “I’m having a horrible day. We’ve been six weeks behind on gift processing for three months and I’m over it.”

**Please describe the context:**