



OFB COMMUNITY PHILANTHROPY MEASURING A YEAR IN LOVE STAFF ASSESSMENT

How do you measure a year? What about love?

OFB COMMUNITY PHILANTHROPY'S THEORY OF CHANGE

We acknowledge and believe that philanthropic development practices have evolved within, and with the characteristics of, white supremacist, colonial, capitalist cultural paradigms. These paradigms are rooted in greed and consumerism; built upon the exploitation of people and the environment; and, exhibited in extractive practices to accumulate resources.

We believe that philanthropy can be more just. Philanthropy rooted in love and equity can affect transformational change that ends hunger and hunger's root causes.

We believe in the power of the philanthropic development profession to usher in a [Just Transition](#) for the institution of philanthropy. We can reshape theories, policies, and practices and design development programs to manifest Just philanthropy. We can build ally-champions for Just philanthropy, internally and externally. Partnership will help realize our vision.

We can reclaim philanthropy's true meaning by centering a love for humankind, rather than a love for money, in the ways we work. We can make philanthropy accessible and our programs welcoming to equity constituencies and those with lived experience of food insecurity.

We are vanguards in our profession. We will innovate, experiment, learn, refine, and lead to influence culture - within Oregon Food Bank, our profession, and throughout the nonprofit sector. We will share our learnings widely to manifest change. And we will advance our profession to be defined as philanthropic movement-builders and culture-makers.

By centering equity and love, we will live into our purpose, implement our strategies, and create a new, more just experience of philanthropy for staff, donors, and our communities.



GREED HARMS THE BELOVED COMMUNITY: RESEARCH WE CITE

Decentering money has felt radical and overwhelming to our team at times (it reshapes *everything* we do). As disorienting as it may land with “fundraisers” in the nonprofit sector, [we are not alone in our observation that status quo standards - harmful philosophies and practices - are an impediment to the very missions we aspire to advance.](#)

Even in the “fund-raising” nomenclature, *money* is at the core. And money can be a gateway to harm. We believe an orientation to financial outcomes creates the conditions for professional trauma and a consequent barrier to nonprofit organizations that aspire to resolve the most pressing moral and societal challenges we face.

This is evidenced by:

- [Donors reporting being treated like financial targets by development staff](#) and even in 2020 when total financial charitable giving grew, a multi-year trend continues of [fewer households \(particularly middle-class households\) giving charitably](#) (see page 21 of that report). *How we treat donors matters.*
- [An exodus from the nonprofit fundraising profession](#) and [an average tenure of 16 months](#): *Profession-wide, our colleagues name the pressure and anxiety of financial goals, sometimes unrealistic goals over which they have no influence.*
- [Nonprofit CEOs and Executive Directors of color report feeling at a disadvantage in contrast to their white counterparts in raising financial support for the nonprofits that they lead.](#)
- [Less than 10% of those in the nonprofit fundraising profession are people of color.](#) *Our colleagues name the reasons as “fundraising involves external relationships where bias might be present” and “fundraising reflects and magnifies the racial hierarchies of our culture.”*
- [Rampant sexual harassment of women in the nonprofit fundraising profession, particularly from donors.](#) *Colleagues indicate that they may be unlikely to report sexual harassment due to the potential, negative impact on their careers - particularly when an influential donor is involved or large gift is on the line.*

These realities demonstrate how the field of philanthropy is imbued with white supremacist and colonial cultural characteristics that harm nonprofit fundraising staff. And the nonprofit fundraising profession can also exhibit greed and extractive practices to accumulate resources which is harmful to donors. What OFB Community Philanthropy staff are beginning to learn: In the profession of nonprofit fundraising, **when we decenter money, a massive space opens up for something else.**

We’re filling that space with love.



MEASURING LOVE AMONG STAFF

The purpose of this survey is to inspire our team's reflection on personal and professional growth. It holds us accountable to our goals. And it gauges the dosage, authenticity and duration of our team's experience with various indicators, determining whether implementation of our theory of change — our efforts to value staff within the beloved community — are effective.

These indicators are structured under Four Dimensions of How Love Shows Up:

- Self-love: How Community Philanthropy staff see themselves and their work to transform philanthropy.
- Love of Others: How Community Philanthropy staff see each other as well as supporters.
- Love in Community: How Community Philanthropy staff see OFB and how OFB sees the Community Philanthropy staff.
- 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.

Outcomes from our use of the tool aims to:

- Strengthen staff's practice of love in the course of our work.
- Help us identify the need for strategic interventions in the work.
- Hold us accountable and help us learn as we lean into the big stake that we've laid out (decentering money to center love and equity).

How We Use the Data: Responses are anonymous and aggregate data helps us design, refine, and implement practices in supervision with the aim to sustain or increase representation of BIPOC staff throughout the department, including within management structures, in comparison to benchmark data from FY21-22: In May 2022, the team of 39 staff in our department is 46% BIPOC representative, with management 41% BIPOC representative.



2023 MYLOVE STAFF ASSESSMENT

INTRODUCTION

Below is your personal link to the 2023 Measuring a Year in Love (MYLove) Staff Self-Assessment. This assessment is anonymous. Personalized links allow us to track who has or has not yet completed the assessment. It does NOT give us insight into how you've answered the questions.

To support you in completing the assessment, you may watch Shiree Teng's welcome message to ground yourself in purpose and outcome.

Because this is a self-assessment, retaining a copy of your answers will be a helpful reference to evaluate your growth over time.

If you have any questions, please email Vivien and she will be happy to assist!

Thank you,
The MYLove Work Group



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MEASURES OF LOVE

Dosage: How much am I consciously doing this?

- 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”?

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?

- Weeks
- Months
- Year(s) 1-2
- Years+ (3 or more)



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DIMENSIONS OF SELF-LOVE

Conscious of how I am in integrity with my values

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I hold a critical /conscious analysis of my own thoughts and behaviors

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years

My self-care habits are revolutionary acts of resistance to capitalistic exploitation and extraction

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

My work is aligned with my purpose at this time in my life

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

My work is creating positive change in the world

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I'm a part of a larger community bonded by common values

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

When something is not working within my team, I speak up

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+



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I understand my own political journey towards equity and justice

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I feel supported by my immediate team

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

My work is seen and supported by my greater Community Philanthropy team

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I develop my own leadership by showing vulnerability

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+



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DIMENSIONS OF LOVING OTHERS

I listen to my co-workers - I listen to understand first

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I hold my co-workers with compassion and understanding

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

When others on my team have let me down, I give them a chance to do over

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I feel I support other members of the Community Philanthropy team

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

My work helps steward and deepen relationships with supporters

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I understand and help advance the political journeys of supporters

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I respect the evolutionary roles of our supporters: volunteer, advocate, advisor, partner, other...

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+



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I see our supporters as part of a larger community making sacrifices, sharing values

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

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

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+



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DIMENSIONS OF LOVE IN COMMUNITY

My values are aligned with OFB as we fight for material change in the lives of our community

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I am supported to develop as a leader within OFB

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

OFB loves me by inspiring me with vision and purpose in my work

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

OFB equips me with what I need to fight for material change in our community

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

OFB shows me love by recognizing my work, appreciating my efforts

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

I am supported to find safety from power differential harms in donor relations

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+



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DIMENSIONS OF LOVE AS POWER

OFB has power in the world. We use our power to advocate with love

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

OFB shares power with people in our community experiencing hunger and donors

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

OFB builds power with our community experiencing hunger and donors for our collective liberation

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

Community members experiencing hunger show they love us with their advocacy voice and power

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

Community members experiencing hunger show their love for us by sharing their power with us, through giving us money

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

Community members experiencing hunger show love by sharing their networks with us

- Dosage: 1-4 (see measures above)
- Authenticity: 1-5 (see measures above)
- Duration: Weeks, Months, Years+

Other (please specify)_____



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CONTEXT

What is informing my response today? _____

Example) "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."