Balancing the Whole and the Parts

- Hybrid remote schedule
- Supportive of staff mental health
- Flexibility with time during the day with employee
- Take vacation/PTO
- Turn notifications off phone
- Good team at work
- Tough part does not pay as well
- Leadership check-ins with staff
- Endless meetings/ excuse people from meetings
- Turn off phone after work for work purposes
- Providing needed resources (in-person/hybrid)
- Boundaries
- Give staff grace and recognize burnout before it happens
- Recognize you could lose talent if you do not take care of hem
- Be accommodating and flexible
- We need to take care of our own
- Revisit each individual role/arrangements on a regular basis, do not take a blank approach
- Everyone's needs are different
- Everyone needs support
- Org. sets boundaries (no checking email after a certain time, encourage time off, etc.)
- It is okay to say no- give ourselves grace
- Leaders need to model the balance and it must become part of the culture
- Share accomplishments of everyone to show success is possible with balance
- Stipend for self-care- (massage, professional development, etc.)
- Educate workforce on what "self-care" is
- Mentors/successful individuals who utilize self-care
- COVID vaccine available to continue gathering
- Being aware of changes in the community and adapting
- Workforce reframed (increased communication around illness a caring for oneself)
- More value on "TODAY"
- Accountability
- Ask and promote self-care plans
- Peer support
- Provide activities
- Summer ½ Fridays
- Promote utilization of paid time off
- Cross train for cross coverage
- Levity (Connection, Humor, "Mission Moments"

Being Heard and Feeling Seen

- Overcome established pathways – if same path is followed then it will not change

- Challenge yourself of others to change
- Beating bias or habits
- Looking at people's needs to bring them into organization
- Asking community, what is needed?
- Build projects at your organization to tailor the needs for the community
- Have language accessibility set up to who to connect diverse cultural differences
- Outreach, communication, and education are important parts of org. that can help workforce development
- Traditions can be changed (trial and error)
- Active listening
- Open communication
- Working in nonprofit organizations can build life skills
- Listening and seeing can open avenues
- Holistic and expansive (moving into serving more marginalized communities)
- QR code App for business cards to help reduce cost and waste
- Self-biases, own communicator, understating self,
- Meeting people where they are at
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Value, needed + Appreciated

- Small incentives
- Communication
- Hybrid work model
- Full transparency
- Trust
- Value for work rather than time spent at desk
- Work and life balance
- Flexible scheduling
- Compensation- not always money
- Personal recognition
- Get to know employees
- Management training
- Joint decision
- Get to know employees
- Coaching
- Professional development
- Bring more cohesion- allows agency to function better
- Allows organization to level up
- Gives room for individuals to move up
- Robust benefits for career growth
- Giving folks a seat at the table-having a voice
- Clear value proposal.
- Hear and incorporate ideas where appropriate- build off strength

- Create transparency] give new people the ability to try new things
- Tactful ways to scale employees
- "Morning check in"- team building, slack community
- Being flexible and agile (collaborative meetings)
- Burnout- transparency, present, create understating, communicating resources, building, and onboarding
- Create touchpoints that are personal
- Inclusive culture
- Always to dissect the "why"
- How do people want to be recognized
- Ask staff what is important
- Shared decision making and being heard
- Prioritizing connections with staff
- Using data to be effective w/recognition
- Play on people's strengths
- Employee resource groups
- Excellence not perfection
- Avoid burnout by not being 100% every day
- Remote work reduces connections and organizational knowledge
- Get all staff together for conversation of strengths and challenges of organization
- Opportunity to evaluate of you have the right people in the right positions
- Question if you need to do things the way you always have done them
- Focus on results
- Clear definition of work expectations- Honesty
- Having difficult conversations
- Different expectations of what work looks like
- Meeting with manager
- Know employees by name, starting a conversation, "Good morning"-polite small talk

Meaningful Work-Life Balance Practices

- "Sandwich generation" (learn how to be fully present)
- Libraries (self-help resources, books, streaming resources, co-workspaces, community spaces, childcare/adult programs)
- Front Lines (support of community members and connections at work)
- The Rochester Experience (unique city)
- 4-day work week if possible

Plentiful and Bountiful

- Could give people wat they need to be sustainable
- Ability to focus on people, address different situations
- Targeted and quality support
- Passionate people
- Will for all people to succeed

- Larger scale- more people could be served with things they need (mental health, education services)
- Could focus on what is more important
- Keeping up with community needs
- Unlimited and abundant resources
- Better quality of life: Get what you need
- Shared goals, understand, and la gauge
- Better data collection and snaring
- Customers at the table
- No "artificial" barriers to meeting needs
- Collaborative environment among providers
- Volunteer compensation?
- Unlimited staff and volunteers to expand programs
- Physical space as we grow
- Resources to improve quality of staff like living wages and decent work, life balance
- Keep qualified staff and historical donors
- Proper outreach to community and reaching target audience
- Partnership instead of competition among similar groups, being catalysts of change foe ac others
- Communication of our impact statement, purpose, and benefit resources
- Keeping up with contact changes and staff changes
- More shared services
- Smaller organizations centralizing together
- Take stress off- allows remaining
- Increase authenticity
- Having enough staff to cover all areas
- Reach more people
- Happier healthier workforce
- Increase in public health and sustainability
- Long term goals and strategy
- Coming together for the greater good
- More efficiency and effectiveness
- Increased capacity
- Reduce turnover

Doing More with Less

- Pay frontline workers so they do not need a second job
- Have offerings/ choices
- Growing team
- Public awareness
- PR

- IT/ Media
- Communications
- Foundation of respect
- Staff truly supports peoples' goals
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