



CENTER *for* WHOLE COMMUNITIES

November 2021

Dear family, friends and beloved community,

This moment has been more than a year in the making - fueled by racial injustice, a global pandemic, climate catastrophe and financial uncertainty. All of us at Center for Whole Communities (CWC) are in a time of incredible opportunity, and risk. I am writing now to ask for your prayers, energy and support as we step into a new phase in our organizational life.

CWC's work to center justice and human wellbeing in these pandemic times has demanded everything. Our team has responded tirelessly to the needs of our partners and communities while caring for ourselves and our loved ones. We have been supported by our many years of relationship and commitment to each other, the practices that support us - deep listening and awareness, embodied practice, dialogue and working across and with our differences.

We recognize that change is needed now, for us at CWC and across the nonprofit sector. **We know our work to be critically important as we strive to transform ourselves and our organizations, making way for BIPOC leadership, and exploring reparative approaches to environmental and social change work.**

These times are calling for new forms of leadership that upend reliance on a single executive at the helm, that distribute power and create more viable, more human-centered structures of shared leadership. **It is time for me to shift out of the executive directorship, and into a programmatic role in 2022.** As I make this change, we are reorganizing our team structure to share leadership, and chart a path forward together.

This is both exciting, and scary: it calls us to get comfortable with uncertainty. Not your standard-issue executive transition, rather **a just leadership transition**, a deep change effort. One that seeks *not* to replicate the dominant culture norms that have been so destructive to our communities and our planet.

Those of you who know us, know that we have been at the work of disrupting these patterns for a while. We have seen what is possible when we think together, slow down and work relationally - as a whole community. Now it is time to take a leap, to try something new, to be the change we hope to see and foster in the world. Please lean in with us - your support now is critical to the future of our collective work and liberation.

With deep love and gratitude for the gift of this work - and for all of you!

Ginny McGinn
Executive Director