



FundWell

A Swift Summary of Wellbeing Stuff for Funders

One of the questions we ask in the Funders + Wellbeing Survey is *'To what extent are funding organizations responsible for ensuring the wellbeing of their nonprofit partners?'*. As of right now it's the question we get the most variance in answers on (we'd love to know what you think – if you'd like to add your opinion you can take the survey [here](#)).

Regardless of your thoughts on the specific responsibility of funders for nonprofit workforce wellbeing, one increasingly recognised truth is that our individual wellbeing is influenced heavily by the larger communities, systems, and groups we are a part of. An individual's wellbeing can not be considered in a vacuum and opportunities for increasing individual self-care are created, or at least highly influenced, by the systems and policies that permeate the group environments we exist within.

This month's FundWell Essentials revolve around this topic of group wellbeing. They also suggest practical advice and give examples of what you can do to proactively support the wellbeing of our sector's workforce. We hope you'll find something useful!

Well wishes for your 2023,
Jessamyn and the Funders & Wellbeing Team

P.S. On Feb 14th I (Jessamyn) am going to be co-hosting a Unicorns Unite event with Jane Leu and Vu Le. We'd love to have you join us! Check out the event [here](#) :)



Photo: The Dalit Women's Self Respect Yatra begins in Kurukshetra at the feet of Dr. Ambedkar! by [Thenmozhi Soundararajan](#)

Fundwell Essentials

- Geoff Mulgan shares [how our individual wellbeing depends on the wellbeing of the groups we are part of](#), and outlines 2 questions we should be using to measure wellbeing and engagement of our workforce.
- Jamila Jabulani summarises Class Action's survey and [report on how nonprofits want funders to address burnout and wellbeing](#). It includes a [survey aiming to gauge the state of funder accountability](#) and internal norms when it comes to nonprofit compensation.
- Jeffrey Pfeffer details how [‘the amount of discretion employees have ... has a major impact on physical health’](#)--a pertinent consideration in the control-fraught relationships of funder and fundee.

Talking Points: pick one and start a conversation!

- Do you think groups and orgs can collectively experience mental health challenges such as depression or PTSD? If so, how might that manifest in a

- social change group or org?
- How might salary and benefits directly affect nonprofit workforce wellbeing? What would you regard as a compensation package that lays the foundation for wellbeing in your city? How many compensation packages does your typical annual grant size cover?
 - List ways the controls and requirements associated with your grants might negatively affect wellbeing for those receiving them. How might you increase fluidity and autonomy for those you fund?
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Words on Wellbeing

“You can’t fight for social justice and assume that an individual is responsible for their own well-being when there’s a failure of structural systems at every level.” Dalit civil rights activist Thenmozhi Soundararajan on the role of systems in strengthening wellbeing for individuals. You can listen to the full conversation [here](#) or read the transcript [here](#).

How does your funding organisation define wellbeing? Does it support wellbeing for its stakeholders? [Reflect and share here, in the Funders + Wellbeing Survey](#).

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The Wellbeing Project, 8 rue de la Pierre-Levée, Paris 75011, France

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