

FundWell

A Swift Summary of Wellbeing Stuff for Funders

October's edition of FundWell is curated by the Starter Culture team

(Starter Culture is a collective supporting inner-led change in service of outer social and ecological change)

Hello Changemakers,

Wellbeing is increasingly sold as something personal to us as an individual? This is at least in part why we at Starter Culture framed the term **Inner-led Change** as a long-overdue reuniting of:

* **'Outer'** change work: which recognizes and challenges harmful societal structures and tries to create alternatives; with

* **'Inner'** change work: which supports us to;

- explore our own participation in a power-over culture that perpetuates these harmful societal structures;

- cultivate healthier relationships with ourselves, each other, and other-than-humans;

-co-create the healthy earth-centric relational regenerative and just cultures our hearts long for and which our current crises demands.

Crucially then, **inner-led change** goes well beyond personal wellbeing, western psychology, self-awareness, and emotional intelligence to include dimensions that are richly relational, interpersonal, fractal, social, cultural, mythic, political, spiritual, soulful, and other-than-human.

Our Cups of Tea research involved conversations with almost 300 change-makers across 14 countries. We asked how it is to integrate an inner dimension into change-making. The three main discoveries have been:

- **Lack of funding for inner-led change** is the biggest barrier for almost everyone we spoke with. There is a clear and growing need for support to create the regenerative cultures that help us go beyond burnout, destructive conflict and unhealthy group and power dynamics - and which move us towards earth-centric relational ways of approaching our visioning, planning, decision-making and action. Change-makers rarely share this with funders for fear of losing funding if seen to be somehow failing in how they are working together.

- **Composting power-over culture from the inside-out** needs to be an integral part of any inner (and outer) change work. Without centering this dimension of inner-led change, our inner (and outer) work simply replicates the power-over consciousness that created our current crises.

- **Earth-centric relational regenerative cultures are contingent on inner-led change** and composting power-over culture - and vice versa.

If you are a funder interested in inner-led change and composting power-over culture *from the inside-out* we at [Starter Culture](https://www.starterculture.net) would love to hear from you.

With Love from Claire, Sara and Ava

Starter Culture: www.starterculture.net

Composting Power-Over Culture from the Inside-Out

To receive our newsletter [sign up here](#)



Credit: [Tanya Hart](#)

Image description: Flocks of birds in flight at sunset

FundWell Essentials

- [Supporting a Hidden Movement: Why Fund Inner-led Change?](#) This report is about how change happens. It is a response to growing concern for the health and transformativeness of change-making. Drawing on more than 250 interviews across 14 countries we outline how this movement-wide health crisis is resulting from a widespread neglect of the inner dimension of life.
- [An inner-led approach to change: Vital Ingredients and Design Principles for composting power-over culture from the inside-out.](#) A comprehensive and ever evolving set of ingredients and design principles to help change-makers, and those who fund them, start to transform power-over culture within their groups, organisations, trusts, and foundations.
- [Post Capitalist Philanthropy: Healing Wealth in the Time of Collapse](#) "Annor Ladha and Lynn Murphy walk us through the deep logic of neoliberalism, the foundations of globalisation and the ideology of corporate free trade. They dissect philanthrocapitalism, and indicate the possibilities of reclaiming the true economics of the gift, of caring and sharing." Vandana Shiva.

Talking Points: pick one and start a conversation!

- **What's your personal relationship with power?** What might composting power-over culture from the inside-out look like for you? What about within your Foundation, Trust or organisation?
- **How does internal decision-making within your Foundation/ Trust or organisation reflect its values and intentions around power?** What fears and culturally conditioned beliefs might be getting in the way of coming into alignment with your values around power? Who might be an ally in this inquiry?
- **What needs to happen for your Foundation/ Trust to ringfence funding for the inner-led earth-centric relational regenerative culture** that supports grantees to go beyond burnout, destructive conflict and unhealthy group and power dynamics? What first step might you take towards this?
- **What might it look like to integrate inner-led change and relational culture within your own organisational culture, theory of change and funding criteria?** (if you have not already, you might want to read our report [Supporting a Hidden Movement: Why Fund Inner-led Change?](#) to help you answer this question!)

Words on Wellbeing

*If you have come here to help me, you are wasting your time.
But if you have come because your liberation is bound up with mine,
then let us work together.*

~ Lila Watson

Aboriginal popular educationalist
activist and elder.

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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