

FundWell

A Swift Summary of Wellbeing Stuff for Funders

June's edition of FundWell is curated by [The Center for Effective Philanthropy](#)

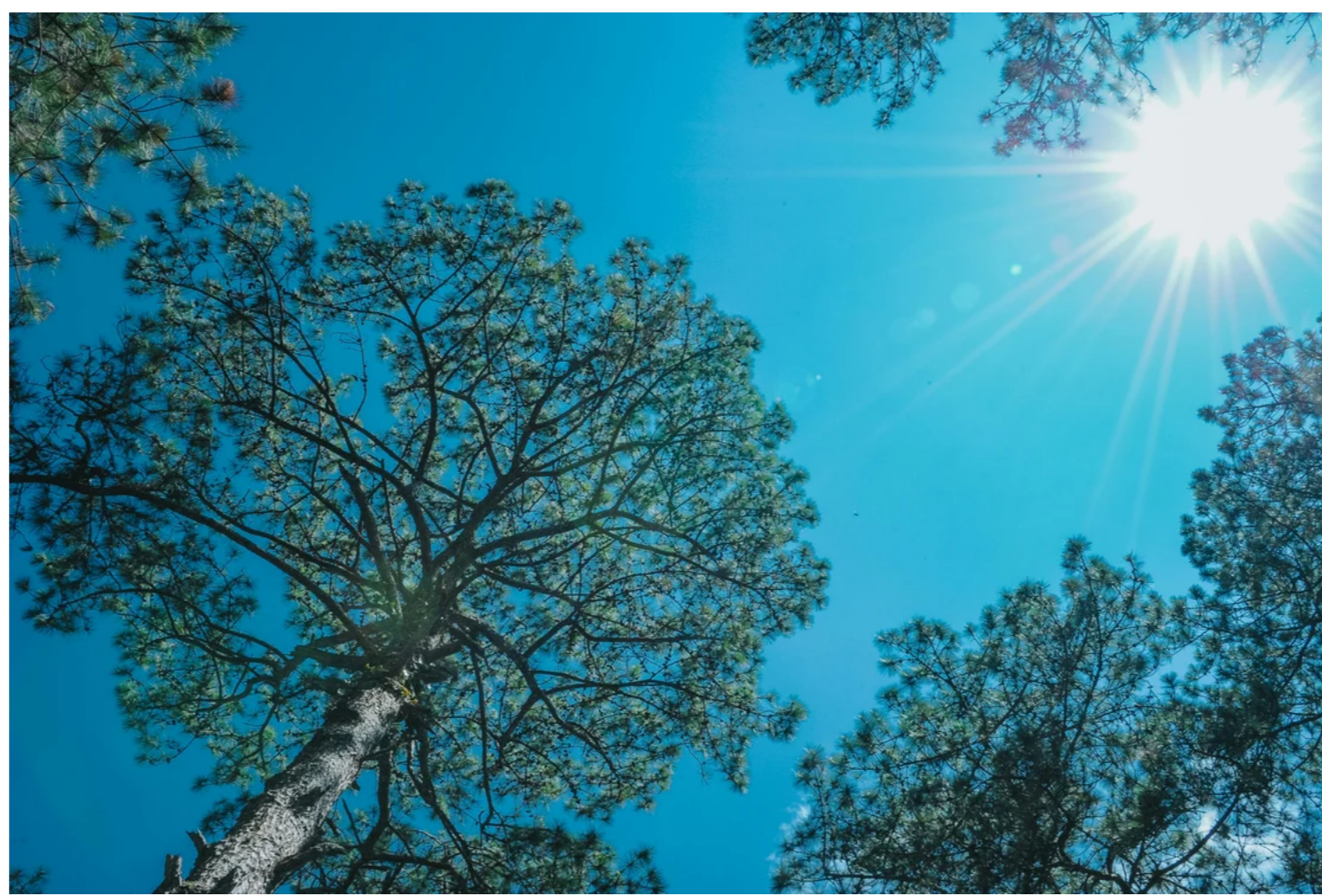
Hello Changemakers,

Nonprofits play an indispensable role in our society, tackling social ills that are not only complex but are perennially under-resourced. As Elisha Smith Arrillaga, Ph.D., vice president, Research, at CEP described, there is a baseline of stress that comes with leading a nonprofit: “the stakes are high, given the vital role these organizations play in communities and in people's lives.”

So, we should all tune in when nonprofit leaders are telling us, as they are loud and clear in a new CEP report on the [state of nonprofits](#), that burnout among staff and for themselves is a top concern, and that it is impacting their ability to achieve their organization's mission.

This is, as a CEP colleague put it, a “silent crisis” in the sector. Our hope is that it not remain silent. We know, based on data in [another recent CEP report](#), that funders are concerned about nonprofit burnout, too.

The good news is there are a multiplicity of tools available to funders, there is sage advice from those on both sides of the funding relationship for tackling this issue, and there are exemplars to learn from. We'll share a few resources with you here, and you can find more discussion of this topic in past and future editions of this very newsletter, as well as in recent and forthcoming posts on the [CEP blog](#).



Credit: Photo by Min An
Image description: Trees Under the Sun

FundWell Essentials

- Hear directly from nonprofit leaders in a new report, [State of Nonprofits 2024: What Funders Need to Know](#). In addition to findings on burnout for nonprofit staff, the report surfaces findings about how leaders are thinking about their own burnout as well as challenges they face when it comes to staff capacity and retention.
- CEP's Research Snapshot, [How Foundations are Supporting Grantee Staff Well-Being](#), offers insight into the perspectives and approaches of funders when it comes to their grantees' well-being. With data from 283 foundation leaders, the report features common practices funders engage in to support grantee well-being as well as resources for funders.
- Fund the People's Rusty Stahl offers an analysis of the underlying problem behind the silent crisis of nonprofit staff and leadership burnout, naming [wages, workload, and working conditions as key drivers of burnout](#). The solution, he argues, lies in going beyond well-being grants, and addressing instead funding formulas that deprioritize the nonprofit workforce.

Talking Points: pick one and start a conversation!

- Have you talked to your grantees about burnout or challenges they may face with staffing?
- What kind of funding or support does your organization offer for grantee well-being?
- Are “overhead” costs like staffing a part of your grants?

Words on Wellbeing

“The fact is that we acknowledge that there are good days and bad days for everyone — and that we make space for one another to prioritize our mental health. [...] Let's ... normalize conversations about mental health in the workplace in order to support one another better.” CEP's Vice President of Programming and External Relations Grace Nicolette recently [shared her own story](#) of struggling with mental health issues and finding balance with work and family responsibilities for MindShare Partner's [Leaders Go First campaign](#).

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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