

FundWell

A Swift Summary of Wellbeing Stuff for Funders



November's edition of FundWell is curated by [Kohmorehbee Consulting](#)

This being the first edition to be curated by an Indian organization, we have focused on broad themes – of rest, courage, and dealing with uncertainties - that define, influence, and shape our wellbeing in the Indian context. Our belief, however, is that the ideas and questions (and possibly some answers) may hold some truth to your wellbeing too.

As an organization, we have always focused on shining light on issues that are unspoken, underserved, and underfunded. And so, the opportunity to think, write, and curate for an important theme of wellbeing of the ecosystem that brings hope, that leads to change, that makes the world a better place was a privilege.

We have written about problems but also some solutions, we have asked tough questions but are also seeking answers (with you), we have highlighted stories that may cause discomfort but have also shared one of hope. We have anchored this hope - of your wellbeing and those that you serve - in our heart while writing this.

We hope that it speaks to your heart too as much as it did to ours.

Thank you for the opportunity. Take care and be well.

Opening context:

In India, being a funder or founder isn't just a profession; it's a delicate balance between hope and an ever-present uncertainty. As a founder, one day, you may wake up to find that a crucial license has been [revoked](#) or that the funds your team worked tirelessly to secure are suddenly frozen in a bureaucratic loop. It's not just a matter of paperwork or [penalties](#); it's the slow erosion of hard-earned trust and years of work. This thrusts entire organizations—and the communities they serve—into a state of paralysis.

As funders, it could mean that the nonprofits you have enabled, the communities you have empowered, and the foundations you have established could collapse in the blink of an eye. Years of experiments and efforts, policies and programs, hope and hedges been put into question – forcing you to stare at unfinished ends, question marks, seeing dollars reduced to dust, or worse, a blank slate. The kind of crises – professionals as well as institutions – never saw coming.

For those on the ground, the stakes are much higher than lost funding or procedural delays. When support systems crumble, the very fabric of community resilience begins to fray. Social workers are [forced to trade](#) their dreams for survival, taking up jobs as mechanics, delivery agents or in roles far removed from the missions they devoted their lives to. These shifts are not mere career changes but painful reminders of the fragility of purpose when the larger system falters. Hospitals, schools and other service delivery non-profits are [no longer able to service communities](#) that are far-flung, and without access to alternatives.

But it is in times like these that we need to manage our well-being and by extension that of the people and communities we have chosen to serve. That it is only when we feel right can we focus on the wrong. That this is not just a local or regional problem limited to India or the South Asian region but something that geographies and economies and societies around the world are grappling with. And that collectively, as a community, we make well-being a priority for us and for those around us.

In this newsletter, we talk about three important themes – rest, courage, and dealing with uncertainties – that affect our wellbeing. In the curated Essentials section, we share tools and resources you can apply and adapt. In the Prompts section, we encourage us to ponder on questions to help us move further on our journeys to wellbeing, and we leave you with a Word on being vulnerable that we draw a lot of strength from, and we hope you do so too.



Photo Description: A group of people sitting on the steps of a stepwell.
Photo created with AI

FundWell Essentials

- Rest is often seen a taboo topic within the social development space especially in a country like India, where communities struggle with daily needs. However, taking a step back like [Reap Benefit](#) allows to pause, celebrate and move back into the game with far more energy. The [Cocoon Initiative](#) offers founders from the non-profit sector time to do nothing and deal with burnout and exhaustion. Vishal Talreja shares some [powerful reflections](#) on how the initiative has shaped the idea of rest within the social sector in India.
- Courage often emerges as a reward from rest – an attempt to go deep into our reserves. Terence McKenna writes powerfully about [the value of courage](#) and the need to step into it. And the ability to step up – something that Indian philanthropy must do – often emerges from a place of courage. Read [this piece](#) by Rishabh Lalani on why and how philanthropists must step up in these uncertain times.
- Uncertainty also brings along risk and the need to care for all your grants and grantees. A risk register can help map all risks and periodic review can help understand what needs to be taken care of. Educate Girls maintains a risk register and [their format](#) can be helpful for those looking to map risks in their environments.

Talking Points: pick one and start a conversation!

- How do you intend to introduce rest into your – and your grantees – work? How do you envision it to impact your wellbeing and the ripple effect it will have on the communities you serve?
- To do what you do, where do you draw your strength and courage from? Have you wondered or felt that the source needs nourishment – and often replenishment? What are the steps you willing to commit towards it?
- What questions come to mind when thinking about uncertainty in your work and life that this group can help you discover answers to? How do we hold ourselves accountable and responsible, and support each other as a community?

Words on Wellbeing

"Leaving makes us vulnerable, but it is also an opportunity to reclaim power and dignity. We retreat into the cocoon from where we also draw on our untapped strengths. We discover that we are intuitive and prescient.

Prescience needs practice. Intuition gets rusty from disuse.

Life demands from us both the stamina to persevere and the strength to quit. It is for us on the crossroads we find ourselves in. Others can advise us, but only we have access to the map that can guide us, one small step at a time."

A quote from [Finding the courage to step into unknown](#), Natasha Badhwar

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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