

## FundWell

**Swift Summary of Wellbeing Stuff for Funders**  
February's edition of FundWell is curated by The Wellbeing Project and features a [blog by Belén Gjaquita](#) from [Laudes Foundation](#)

"The resilience and impact of the nonprofit sector hinge on the wellness of its people."

In their [recent blog on our website](#), Laudes Foundation names something philanthropy has long felt but rarely centered: "You cannot build impact on the back of a burned-out workforce."

Once seen as peripheral, changemaker wellbeing is slowly gaining more attention, especially amid declining funding, shrinking civic space, and rising social and climate pressures. Yet many funding structures still reinforce what Laudes calls a "maximum output mentality," where efficiency and perfection become dominant values and burnout risks become systemic.

The article challenges funders to reflect honestly on their relationships with partners: Are we applying pressure through rigid KPIs, unrealistic timelines, or inflexible reporting demands? Are we valuing deliverables over the people delivering them? In this edition of FundWell, we highlight the leadership of [Laudes Foundation](#) in implementing wellbeing not as an add-on, but as core strategy, and we offer resources and talking points to help keep the conversation going within your own organisation.

Because, as Laudes reminds us, wellbeing "is not a distraction from outcomes—it is how we unlock them."

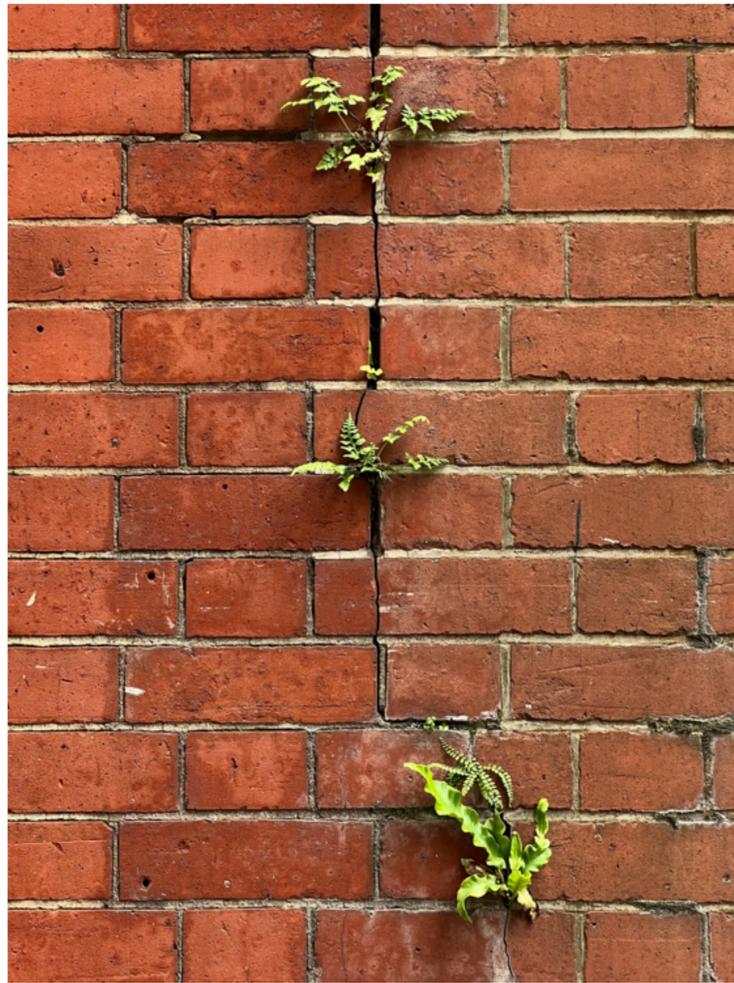


Photo Description: A small green plant growing through a crack in a weathered brick wall.  
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## FundWell Essentials

### **A \$11.7 Trillion Case for Wellbeing**

[McKinsey Health Institute](#) and World Economic Forum report that prioritising wellbeing can generate up to \$11.7 trillion in global economic value, alongside higher retention and productivity. Thriving workplaces are not a luxury. They are an economic and social imperative.

### **Burnout Is Structural, Not Personal**

In Rusty Stahl's [Fund the People](#) podcast episode "[Do Funders Understand the Nonprofit Burnout Crisis?](#)" with Elisha Smith Arrillaga (CEP), burnout is described not as an individual weakness but as the predictable outcome of chronic underinvestment, unrealistic expectations, and scarcity-driven norms. This closely aligns with the Laudes Foundation's call to move beyond a "maximum output mentality" and to recognise that resilience cannot be built on depletion. When philanthropy rewards endurance over regeneration, burnout becomes structural, not accidental.

### **Breaking the Starvation Cycle**

[Humentum](#) and [Centre for Effective Philanthropy](#) highlight how rigid project funding and underfunded operational costs perpetuate scarcity. Multi-year, flexible grants that cover core costs, wages, and workload are essential to nonprofit resilience.

## Talking Points: pick one and start a conversation!

-  If well-being is infrastructure for change, how might we resource it as intentionally as we resource programs?
-  Are we funding nonprofits to survive project cycles, or to build long-term resilience and adaptive capacity?
-  Are our funding practices aligned with the pace and resilience required for deep systems transformation?

## Words on Wellbeing

"Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare."

— Audre Lorde

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