



## Harvest Time Update

November 26, 2010

Dear Friends,

This fall we have stepped into a season of outreach. After several years of walking with a core group of people, we are once again inviting new people to explore the intersection of wealth and faith. It has been exciting to reach out and search for people who are longing for the journey that is at the heart of Harvest Time.

As we do so, we are stepping up our efforts to share some of the stories that are at the heart of Harvest Time. When I tell people about Harvest Time in abstract terms, I notice that I am often greeted by perplexed looks. Then I share stories about the people in this network. Eyes open and wheels begin to turn. It is so much easier for all of us to remember how God's grace can flow through our resources when we share our stories.

Toward that end, in this update, I want to share a series of vignettes that attempt to break open the heart of what is happening at Harvest Time right now. In months to come, I hope to share more stories from people in our network.

Also included in this update is a summary of our intentions for the year, our budget, and several invitations to participate in Harvest Time events. I hope you will consider joining us at one of these.



Thank you so much for your love and companionship on this journey.

Rose

## Boo-ing: Reflections on Being in a Season of Outreach

*My son returned from a sleepover at a friend's exhilarated and full of stories about "booing" the night before.*

*"Boo-ing?" I asked, unfamiliar with the Halloween tradition.*

*"Yes, boo-ing."*

*"What's boo-ing?" I asked.*



*His eyes rolled.*

*"Mom," he explained in his EVERYBODY KNOWS THIS EXCEPT YOU MOM voice, "Boo-ing is when you sneak onto someone's property, drop a bag of candy on their front door, ring the doorbell and run."*

*I did not let on that I was familiar with the game I know as "ring and run" nor the fact that it never occurred to me to leave a gift. I liked that variation.*

*He continued, "You know that neighborhood where there are the houses with gates? That's where all my friends live. We had to sneak open the gates and squeeze through hedges. At one house, there was a dog that we had to get past. And, you know, those yards are big – one even had a putting green in it - so after we rang the doorbell we had to run really fast to get to the getaway car."*

*"Getaway car?" I interrupted. "You mean your friend's parents were with you?" I had imagined two ten year old boys on foot or bikes. I was impressed that parents were in on the fun, especially in this town where breaking social rules is not always an easy thing to do.*

*“Oh yeah,” he said and continued. “At one house, there were these two big windows. They must have had the television on the wall in-between the windows because when we approached the house everyone was facing us. We quickly dropped to an army crawl to get to the door.”*

*The image of my son and his friend “army crawling” across estate lawns in order to leave a gift amused me. I was even more amused by the fact that he was completely unfettered by the images present in my mind of what might have happened if their innocent game had been misconstrued.*

*“Did you ever get caught?” I asked.*

*“No,” he responded, victorious.*



For the past several months, I have been making my way through affluent neighborhoods, knocking on doors (though I have not literally gone house to house – yet), trying to find ways to offer the gift that is at the heart of Harvest Time. One of

my learnings is that opening a conversation about wealth and Christian faith is not always easy – which is why I found the image of my son’s “boo-ing” adventure an apt metaphor for my work these days.

Last spring, Harvest Time’s board and staff completed our process of clarifying our mission and values. Then in June, we completed the Haiti Transition and our longest running circle, the Beloved Community, met for its final gathering. When fall came, we were ready to start looking for the people whom the Holy Spirit has already invited to explore the intersection of wealth and Christian faith. In September, I started knocking on doors.

I knew, as I did so, that what Harvest Time offers – the opportunity to listen to how the Holy Spirit is

moving through our financial lives – is a gift. The people who step into Harvest Time retreats and commit to working with their wealth as a spiritual practice inevitably find their lives, hearts, as well as the flow of money through their lives, transformed. But I also know that the fears around money in our culture – especially during this time of recession - are huge. It is not always easy to believe that if we bring our questions about money out into the open and into our relationship with God that we will receive a gift. I also know that the spiritual resistance to this organization’s mission is real. I am no longer surprised when I run into obstacles on my way to offer the gift that Harvest Time brings.

That is why I was so amused by the image of my son’s “boo-ing” game. It felt like a wonderful metaphor for this season of outreach. Like my son, I want to operate in a spirit of playfulness. I want to see my outreach as a treasure hunt that is more about following the clues the Holy Spirit has left than a strategic plan. I want to find ways around walls that protect so that open conversation about money and Christ can be possible. I want to mischievously army crawl across obstacles, like cultural taboos that tell us not to talk about money, in order to knock on the door of the heart. And most of all, I want to be quick at getting out of the way so that when the door does open, the sweetness of Christ will be right there waiting.

## **The Gift of Remembering:**

### **October 2010 Harvest Time Introductory Retreat**

I recently had the opportunity to participate in a Harvest Time introductory retreat at the Mercy Center in Burlingame, CA. The first night, I had a dream.

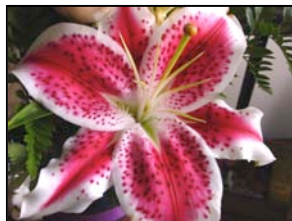
*I am going through my stacks of t-shirts looking for one to lend my son who has forgotten his pajamas. My 7 year old is not particularly good at avoiding spills, so I am aware that he might ruin any t-shirt I give him. As I look through the stacks, I am talking to myself. “Not this Bruce Springsteen t-shirt. Not this one that I got in*

*Mississippi. Not that Harley Davidson One.” One by one I go through my precious t-shirts looking for one to give my beloved son. I don’t find any that I am willing to share.*

The next day, (in waking life), I joined a small Harvest Time circle in praying with the story of Mary of Bethany in John 12. As we read through the passage, I was struck by these lines, “Mary took a liter of costly perfumed oil made from genuine aromatic nard...” (John 12:3) We were following an Ignatian prayer form that uses the imagination as a way to experience God’s presence. In my mind, I watched Mary go into her bedroom to collect the nard and sensed that Mary offered Jesus her most precious possession. In my own heart, I could feel the impulse of love that must have been moving through her, inspiring her to offer what she had carefully saved and what she loved. I remembered that I, too, know what that impulse feels like. And I remembered what happens when I give a gift of something precious that flows from extravagant love. “The house was filled with the fragrance of the oil.” (John 12:3)

The contrast between that remembering and my dream was striking.

“What happened in my heart?” I asked myself. “When did I move from a posture of opening and pouring out to a stance of protecting and not being willing to share – even with my beloved son?”



It was a powerful question.

Throughout the retreat, I had several moments like that. Repeatedly, I would touch into how God’s Spirit moves when it comes to resources and then also see clearly the places where I become afraid or shut down.

Throughout the course of the weekend, I remembered too, that this is what Harvest Time offers – an opportunity to reflect on our financial lives, to listen for the voice of God and the places where we are in need of conversion and an opportunity to find the courage to

allow our lives and resources to move in response to the love of God. It was an extravagant gift that I was grateful to once again receive.

## Talking about Salaries and Benefits

By Noa Mohlabane

Harvest Time Communications Coordinator and Administrative Manager



(with introduction by Rose)

*Several years ago, inspired by the early church’s practice of “distributing to each according to need” (Acts 4:35), Harvest Time began a practice of asking each staff member to share the needs of his or her household as part of its annual process of setting staff salaries. With employees living in different parts of the country, we were aware of the differences in cost of living in different geographical regions. We were also aware that each household’s needs differed depending on how many people were in the household and how many incomes sustained it. And we were aware that household need differed depending on our sense of call and where we were in our journeys with money.*

*We have found that the attempt to follow the early church’s example of distributing according to need is a powerful practice. Though need is highly relative, the practice of financial transparency keeps us accountable to each other, deepens our personal journey with money, and strengthens our sense of community with each other. This year we will be entering into a Human Resources consultancy to further clarify this practice in the context of our current culture and legal system.*

*Last September, the staff salary and benefit conversations were particularly rich as we explored together (in response to a request from the board) which benefits were most important to us. After several conversations, the staff asked that Harvest Time offer more comprehensive support for health needs instead of a pension. The Board followed this recommendation, setting up a flex plan and deciding to make a contribution into each employee’s flex plan. At the end of one conversation, I noticed that Noa was particularly moved. I asked her if she would take some*

*time to reflect on what was going on in her. This is what she wrote.*

Although I would never have guessed it ahead of time, Harvest time is a perfect place for me to work. I have always hungered for transparency about money. I have also had a lot of issues around money.

Part of my interview process was to bring forth my budget. Not only was I asked to share my rent, food, and automobile expenses, I was also challenged to bring forth the figures related to how I carry out my faith in my life, what I refer to as “my heart’s work.” I was told that Harvest Time’s way of determining salaries was not based on my credentials, my past salary, my past hourly rate, or even a budgetary bottom line. Instead, I was told that Harvest Time seeks to pay its employees based on need and that need was inclusive of such things as self-care, how my vision gets carried out in the world, and even retreat time to listen to that quieter voice of internal guidance that would drive all of the above. That was unheard of in my life. Revolutionary!

This brings us to the recent budget, salary, and benefits conversations. My questions to myself in that process included:

- ❖ Am I living too extravagantly?
- ❖ Where is the borderline between thinking well of myself, and thinking well of Harvest Time?
- ❖ What does it mean to sit on a Board of Directors of a different organization that has been my heart’s work for over 20 years and watch the salary cuts of my supremely hard working friends while I am sitting in such abundance here?
- ❖ What about this whole concept of vision-based budgetary planning and of writing in costs when “the bottom line” has not yet been assured?
- ❖ And what about the intense monetary needs related to the Haiti Program which Harvest Time determined to be outside of its parameter shortly after I was hired, while my needs are so generously met?

- ❖ In the face of all this, I wonder, “Is it still okay to follow the instructions and to put out real figures – even the ones where I open the doors to think well of myself?”

I am aware that some version of a similar struggle is at the heart of every Harvest Time Circle. And this is where Rose says the transformation can occur. So I wonder, “What is my transformation?”

The past couple of years I have been sick more often, longer and more intensely than I can remember in life. After my third bout of bronchitis that lasted over two months, my friends, family and Harvest Time encouraged me to not only look at my health, but to do something about it.

I decided to seek holistic health care that would allow me to rebuild my immune system. I had not put it in my annual budget. I allowed myself to put it on my credit card not knowing how I would pay it off.

A transformation had occurred in me as I put my health as a priority (listening to my own body has NOT been a forté of mine) and I stepped out in faith that a way would open up to make this all possible. There was a major shift in me as I began to make choices and actions



that were from a place of faith, possibility and self care.

In the transparency of our conversations about salary, benefits and money circumstances, in the tradition of what I understand to be the practice of Harvest Time Circles, I shared this reality and what I was thinking, feeling and doing to care for my health. In the end, the flex plan the Board approved was not just the medical expense flex plan in which the employee is able to set aside pretax dollars into an account for medical expenses, but one to which Harvest Time was willing to contribute!!!! I learned this plan would even cover the holistic care I was seeking!

This decision was so hard for me to take in and to fully receive. After the call in which we were walked through the logistics of accessing this phenomenal benefit, it finally sank in and all I had were tears.

Rose and the Harvest Time Board have committed themselves to such a different reality. One where:

- ❖ Staff is asked to think well of themselves in conjunction with thinking well about the organization
- ❖ Staff is asked to sit in, and participate in board meetings and not just in giving reports, but in sharing, prayer, visioning, and struggling to find solutions to challenging issues.
- ❖ My heart's work with the Be Present Empowerment Model is a core practice
- ❖ What is practiced with "participants or clients" is also practiced internally with staff and board.
- ❖ Actions and decisions require prayer and discernment in community
- ❖ Openness to a person such as me who is of a different culture is so consistent

All of this has required nothing less than a paradigm shift for me.

The process of getting here has not always been easy, and in fact is sometimes very challenging. As I write, I notice my fear that you, the reader, may come to think that we have it too good and will question Harvest Time's policies. And then I remind myself of the risks that all of us who choose to engage in Harvest Time conversations take as we open to the vulnerability required for transformative change. Then I am at peace and am left with the pure gratitude of having such remarkable opportunities offered by such a remarkable organization. This I want to share with the world!

## The Transubstantiation of Wealth

*For the past four years, Harvest Time has been in a process to give away a farm in Corinth, Mississippi. We became involved when a member of the Beloved Community asked that community to help him give away a family farm. Harvest Time agreed to legally receive the farm and companion the Beloved Community in this process.*

*In early 2007, the Beloved Community sent out a letter requesting visions for what could happen on the farm. Four visions were received from three organizations and*

*one individual. The visions were so similar that the Beloved Community decided to invite everyone to come together on the farm. A powerful gathering happened in October 2007. After that, all groups decided to take the next steps in partnership. The group gathered again in January 2009 and came up with a common vision for the farm as well as a committee structure for moving forward. Then movement in the process slowed. During this period, it became apparent that those of us in the Beloved Community and Harvest Time who had been working together in this process had radically different understandings of what we were in together, what was slowing things down and how we could move forward. We were in the midst of trying to work through these different perspectives when the Beloved Community decided to end its journey together.*

*In June 2010, The Beloved Community met for its final gathering. In the course of that gathering, the community wrestled with how to complete the Mississippi Farm process. The Beloved Community decided to put out a request for proposals and turn stewardship for the farm over to a new committee.*

*At that moment, Harvest Time found itself in a painful position. On the one hand, Harvest Time's intention had been to honor the Beloved Community's decision. On the other, Harvest Time had committed to move forward in partnership with all the groups involved until January 2012. After consulting with Harvest Time's attorney, listening to feedback we received from the Beloved Community and the Mississippi circle, studying our legal, moral and spiritual obligations in this matter, and praying for guidance, Harvest Time's Board of Directors decided it could not implement the Beloved Community's decision. At this point, The Mississippi Farm process continues with the groups who met on the farm in October 2007.*

*Harvest Time believes that the issues that have emerged in the Mississippi Farm process are at the heart of the healing we seek in the area of moving financial resources. Having lived through several difficult transitions already, we know that reconciliation is possible, with the grace of God.*

\* \* \*

October 2007



I am sitting at the table in Mississippi wondering why I am here. Everyone is telling their story. Some are descendants of slaves. Some are descendants of slave owners. Others feel a connection to the land. My kin are not from Mississippi. What is an Irish girl from New York doing on a farm in Mississippi?

As I listen to the stories, I sense the table starting to turn. It is as if the ground beneath me is dropping open. I know that something holy is happening. Memories of other tables of grace – in churches, Bosnia, family reunions – go through my mind. I feel as if I am at every table where Christ is broken open to bring healing and shower grace on our wounds.

The next day, every part of me wants to turn back. I understand now – in a way that I did not when I said yes to this project - how huge the work is that we have stepped into in Mississippi. I understand now that the work we have said yes to stands at the heart of several major places of historical wounding.

“I don’t have time for this,” I think. “There is already too much on my plate.” I resist the invitation I hear.

But something holy is happening and I know it. It has made a claim on my life. I can’t back out now. I can only see it through.

\* \* \*

November 2010

We recently gathered with members of the Mississippi Circle to begin the process of putting together a memorandum of understanding between Harvest Time and the groups that are working to build a collective that can receive the farm and transform it into a retreat center. In the course of the preparations for that, I was asked to explain what Harvest Time is doing in Mississippi. This is my response.

For ten years, I’ve been sitting in Harvest Time Circles. The first five, six, or seven I sat in the circles not fully understanding intellectually what we were doing. I was following an intuition and a trust. On some level, I believed that what Jesus says about the rich entering the kingdom of God, “What is impossible for humans is possible for God” (Mk 10:27) was true - no matter what the disciples thought.

Ten years later, Harvest Time been able to put words on what this journey is about. We say money can be a “doorway to spiritual transformation.” We talk about aligning money with the flow of grace. We use lots of words to explain what we are up to everywhere, whether it is Mississippi or Boston or California or Atlanta.

But for me – daughter of the Catholic tradition that I am – I only need one word to sum up what I have seen these past ten years: Transubstantiation.

I know that not everyone who reads this is Catholic like me. I know that we have different understandings of the sacraments. But all I can do is speak about what I see. And what I see is transubstantiation.

What I mean by transubstantiation is that mystery whereby something of the material world becomes Christ – becomes grace moving in the world. At the table of the Eucharist, it is bread and wine that becomes body and blood. In Harvest Time, it is money. That is what we do – set the table where transubstantiation can occur - where the resources of the material world can be turned into grace. And that is what I am always looking for, every time I sit in a Harvest Time circle: transubstantiation.

I remember the moments when I have seen it.

I saw it, for instance, one day on a farm in New England when a group of people who were longing to know what it meant to reach beyond patterns of fear in their own lives made a decision to offer a gift to a group of women in Rwanda who had already overcome fear to live in the grace of reconciliation. I felt it there – something turning. So I put in \$250 – not very much, but it’s what I had. \$250.

A year later a priest came back from Rwanda. He brought a video. He brought reports. He told us all the things that we need these days in the world of philanthropy to know we are being efficient, productive, and responsible in our stewardship.



He told us that the women had started a business with our gift and were caring for all of the children in the village regardless of whether they were children of victims or perpetrators – all 250 of them. Something broke open in me when I heard that number. I knew that God had taken what I offered and turned it into grace.

Or there was that time in a board meeting when a woman who had been angry with Harvest Time came and spoke what she saw: a wound in the midst of Harvest Time. I listened to her and then said, “That is not what I see.” I spoke instead about a Board of Directors who had held out for God’s leading in the midst of an incredibly difficult transition. I spoke about the courage and faith of that group of people to go right into the shadow and keep listening for God. And she heard me. Something turned there. We were friends once again.

Or that moment last spring, after I had spent hours with a friend who had hurt me, confessing out loud the pain that I carried in me, when I looked up and saw my friend and the wall in me was gone. Something turned there.

Or the time when my community put together a pot of money and we each were given \$1000 to give away. We agreed to listen for the Spirit’s leading in offering that money into the world. I listened, too. On the day that two friends married, I offered a gift in celebration of extravagant love – a gift to someone in Haiti who needed a home. I did not know then that another friend had also offered \$1000 for that home, nor that what a family in Haiti needed was \$2000. One day, we shared our stories and I heard it – something turning in that gift.

Transubstantiation. Those are the moments that I wait for. Moments where something turns – when some resource that is stuck - in ancestral legacy, anger, fear, greed, or procrastination – is put on the table and showered with love. Sometimes grace happens and that

resource goes into the world as love.

That’s the table I stand at in Harvest Time. And that’s the invitation I put out – to bring what is in the material world of money and offer it at the table of grace.

I’ve had to stretch a lot these past ten years in order to stay at that table. I’ve had to learn about partnership and staying in conversation far longer than I thought I could in order to hold out for healing or breakthrough. I’ve had to walk my way through places of pain, vulnerability, betrayal, accusation time and time again on the way to the gift. I don’t think there is any way around that. Transubstantiation, after all, is the grace that is offered in the breaking of the bread. Sometimes it takes everything I’ve got to not walk away.

I don’t, because transubstantiation happens here. I don’t, because I know that transubstantiation becomes possible right in that moment where the gifts are broken. I don’t, because I believe Leonard Cohen got it right: “There is a crack in everything. That’s how the light gets in.”

Transubstantiation. That’s what Harvest Time is looking for everywhere. That’s what we’re looking for in Mississippi. And that is why we continue – in spite of all the challenges and hurt - holding an intention and space, so that a farm that was stuck can become a place of grace.

## Wealth

By Holly Book

I am a woman of wealth...I didn’t choose this life. God chose it for me. I am rich in countless ways... health, family, friends, unending blessings that are not difficult to



get my head around. But I am also rich, rich...like lots of money rich, and that has been a big hurdle for me my whole life. Some might say, many in fact, that they would love to have my problem...that it is **not** a problem; that money actually solves problems. And it does on some levels. But the turmoil of this paradox is deep down in my soul.

I have journeyed with this burden for 56 years, and have wrestled with the guilt, the shame, and the fear that I am not worthy of this gift. I have denied it, hidden it, used it in unhealthy ways, but over time, I have thankfully come to a more peaceful place with my wealth. Still...I am faced with a new piece of this money puzzle...this form of "currency" that has the power to block the flow of Spirit in my life because I give it that power and the world does the same.

So I am at a crossroads. I stand at the Harvest Time door of spiritual transformation. It is time to wrestle on a deeper level...to face those shadow places inside me that keep me from letting go...because I do trust that, at the end of the day, this ongoing struggle is about surrender.

## Welcoming New Board Members

During the spring and summer of 2010, Harvest Time welcomed three new board members. I want to share a few words about how I have known each of them as a way of introducing them to you.

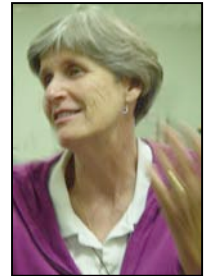


**Steve Bonsey**, an Episcopal priest, has been a member of the Boston Circle since February 2005. During the years that I have known Steve, I have appreciated his spirituality and willingness to

stay at his own edge in order to more fully open his heart. Steve has shared his contemplative spirit with the Boston Circle and opened a door for others in that circle to step into relationship with people in Rwanda. At our summer board meeting, I watched Steve sailing across a lake during one of our breaks. The wind was strong and Steve flew across the lake, back and forth, his brightly colored sail a flash of joy on water. Later that day, Steve supported Harvest Time in opening its

sails so that we, too, could be moved by the Spirit. We are deeply grateful to receive the gift of Steve's wisdom and years of walking a faith and money journey.

For the past four years, **Holly Book** and her husband Bob have pastored the Church of the Common Ground, an outdoor worship community in the heart of Atlanta, for people who are homeless. Recently, I was privileged to join Holly at the church. It was



moving to witness how she has opened her heart to people who live on the streets and committed to walk her own journey of healing so she can be in those relationships in ways that are healthy. Holly was a participant in Harvest Time's Atlanta Circle and is now helping me to renew that circle. Her commitment to building relationship across places where fear separates, whether it be on the streets of Atlanta or in her own heart, is inspiring.

**Judy Bork** has been connected to Harvest Time since its founding by Don McClanen. Judy was a member of the Beloved Community for ten years and is now a member of the West Coast circle that grew out of the Beloved Community. Judy was



also a long time participant in Harvest Time's Haiti Partnerships and was an incredible support to Harvest Time during the Haiti Transition process, serving as a Board Buddy, and accompanying me to Haiti to share news of Harvest Time's decision with our partners in Haiti. What I love about Judy is her willingness to say what is going on in her – even if it is uncomfortable – and her incredible commitment to her own growth. A few years ago, I accompanied Judy on a trapeze flying adventure (She flew. I took pictures.). Her playfulness, courage, and grace was so evident as she jumped off the edge, turned upside down, and learned how to let go. We are delighted to now receive those gifts in Harvest Time.

## Harvest Time's Vision for 2010-2011


In August and September, Harvest Time's Board of Directors and staff set several intentions for the year. These include:

- Support and nurture individuals/circles currently in our network.
- Invite new people to step into Harvest Time programs
- Celebrate ten years of Harvest Time by sharing stories of those in our network.
- Seek clarity and the grace of reconciliation in areas of challenge
- Continue to weave Harvest Time vision and values into our organizational systems
- Build a solid base of financial support to sustain Harvest Time's mission and expand capacity

## Vision-Based Budgeting Practice

When it comes to creating our budget, Harvest Time begins by listening for and envisioning the direction we would like to take during the year. Next, we carefully consider what it costs to do so. Then, we put that vision and budget on our altars and pray that the gifts will be given to sustain that vision. Finally, we share our vision and needs with people in our network and beyond. Sometimes the gifts given to Harvest Time are not sufficient to sustain the full vision. In that case, we gather to listen together for the choices we need to make while we keep the full vision on the altar.

This practice of vision-based budgeting, has been a powerful one for Harvest Time. On the one hand, it brings up all kinds of issues related to money in our staff and board conversations, which are wonderful opportunities for learning and spiritual transformation. On the other, it has opened us to stretch beyond our current reality so we can more



*Opening this trust  
Into possibility  
Now I have a voice*

*Jack McKinnon*



fully offer the gift of Harvest Time and so that we can ground our movement in trust in God's grace.

## Gratitude

During the past two years, Harvest Time was sustained by many incredible gifts. Many friends in our network and members of the staff stretched beyond their comfort zones in order to support this ministry in the midst of the recession. We also received a gift in the amount of \$200,000 over two years that was intended to help Harvest Time begin the process of building a healthy organizational system that embodies our vision and values. In the summer of 2009, we received a bequest in the amount of close to \$400,000, most of which was used to transition our Haiti Partnerships in a way that our staff and partners determined was honorable. During our summer board meeting, as we reviewed these gifts that had come to Harvest Time, we were struck with a deep sense of awe and gratitude as we saw clearly the ways that the ministry of Harvest Time has been sustained these past two years. Thank you.

## Practicing Living in the Gift Economy

This past year, our staff and board reviewed Harvest Time's practice of offering its companionship programs as a gift. In the midst of recession, the question came up many times, "Should we charge for what we do?" After prayerfully considering this question, Harvest Time's Board of Directors and staff reaffirmed our desire to continue to practice living in the economy of grace. That is, Harvest Time will continue to offer its retreats and companionship programs as a gift, as an expression of the hospitality that we experience at the heart of divine reality. We invite participants in our programs to receive this gift that is made possible through the generosity of individuals and circles who support this ministry.

## Making a Gift to Support Harvest Time

We invite you to participate in the flow of gift by making a financial gift to support the work of Harvest Time. We welcome gifts that flow from a spirit of gratitude, freedom, and joy. We are grateful for gifts of money, time, professional services, frequent flyer miles, as well as locations suitable for Harvest Time gatherings.

During the next couple of months, I will be reaching out to people in our network to see if they are open to having a conversation with me to explore making a gift to Harvest Time. Harvest Time's commitment is to have these conversations in a way that is transparent, respectful and honest; and that honors each individual's discernment of call. We also have these conversations with people who have agreed ahead of time that they want to hear about Harvest Time's vision and needs and consider whether they are called to support this ministry. To be clear, the integrity of this practice depends on people feeling free to say yes or to say no, trusting that either response will be honored and will not affect future participation in our network.

## Invitations

During this next year, we will be offering several retreats and one-day workshops that are open to newcomers. We invite you to join us at one of the following:

### **One Day Workshop on Philanthropy, Co-Sponsored with Be Present**

**March 11, 2011     Atlanta**

**April 1, 2011     Bay Area**

### **Harvest Time Introductory Retreat**

**April 29-May 1, 2011,**

**Monastery of the Holy Spirit, Conyers, GA**

### **Investing as a Spiritual Practice, Bay Area**

**Bay Area, Late spring or early fall 2011**

If you are interested in hearing more about any of these opportunities, please email Rose at: [rose@harvesttime.cc](mailto:rose@harvesttime.cc).



## Harvest Time's Budget FY 2010-2011

Total Expenses: \$394,023

- Staff Salaries and Benefits: \$213,291

*Harvest Time currently has three staff members. This figure includes salaries, benefits, taxes and payroll fees.*

- Program costs (not including cost of staff time)\$38,482

*This includes the cost of lodging, meals, etc. for our retreats and one day events.*

- Operational expenses: \$67,900

*This includes all office related expenses, insurance, board of director expenses, trainings, cost of communications, advertising, etc..*

- Capacity Building Expenses: \$74,350

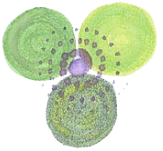
*This includes the cost of several items the staff and board have identified as Harvest Time's next steps in terms of interweaving its vision and values into its organizational systems so that we can fully embody Harvest Time's values and expand capacity. These include:*

- Upgrade of computer system: \$3500
- Co-Director for the last quarter of the year: \$24,850
- Human Resources Consultancy: \$33,500
- Database Consultancy: \$2500
- Additional Communications (4<sup>th</sup> newsletter/video): \$7500
- Seattle One Day Workshop: \$2500

Balance Forward: \$116,075

Total Income Needed: \$277,948 or \$23,162 a month\*

*\*In the past some members of our network have chosen to sponsor a month of Harvest Time. I include this figure for those who might like to continue that practice.*



**Harvest Time**

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**Portola Valley, CA 94028-7262**