



Harvest Time

Christians of wealth engaging with money as a doorway to spiritual transformation.

November 28, 2011

Dear Friends,

It has been an exciting fall for me at Harvest Time.

Financial low tide in the spring drew this ministry into a period of deep listening, creativity, and willingness to make changes. The Board and Staff made decisions in that period that shifted our program focus and resulted in the difficult decision to close our office in Wisconsin.

Whenever I get a quiet moment I am aware of how good these changes feel. As you know, Harvest Time has spent much of the past few years working through some real challenges. That work was key in clarifying who we are as an organization and developing our skills. It now feels as if the focus of the organization is on what we are best at: sharing stories and walking with people of wealth who are seeking to align their money and their faith. In addition, I feel as if our organizational energy has been called back to a central home from which the work can flow.

In this update, I want to share some of the major movements that I see happening in Harvest Time. I include a personal reflection from my colleague Noa that illustrates some of what has been happening in the administration of the organization. In addition, I share with you a story about a recent retreat I attended in Louisiana with Harvest Time's Boston Circle. My hope is that these writings will "break open" the heart of what is happening this year.

Also included in this update is some information about our finances. I am aware that December is a time when many people do their charitable giving and that having financial information available can be helpful in the discernment process. If this is a time of making gifts for you, I invite you to consider making a gift to support the work of Harvest Time. A matching gift has been offered that will match all gifts dollar for dollar between now and December 31 up to \$50,000.

Finally, thank you again for reading and for being willing to let God be a part of the conversation about money. Your search for a different way that resources can move through your life and the world is cause for hope.

With love,

Rose

Rose

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Low Tide

A couple of weeks ago, I was at a dinner party when the person sitting next to me asked about my work with Harvest Time. When I mentioned how much I continue to learn about a different way to work with money, he asked for an example.

I told him about last spring, specifically about how the cash flow through the ministry had become very tight. I told him about how our small but committed Board of Directors and staff chose to see the moment as low tide and to look for the gifts that are visible when the flow has pulled out.



I mentioned that I would have expected anxiety to show up in board decision-making at a time like that. The fact that the Harvest Time Board of Directors did not move from anxiety or urgency was a powerful teaching for me.

Instead, we focused on our mission and listened for the decisions that would honor the people connected to Harvest Time and help us to do our work effectively and efficiently. Specifically, we decided to consolidate our offices from two to one in California (which involved the difficult decision to say goodbye to Greg Rasmussen) and to focus our efforts on writing as a cost-effective way to open up dialogue about wealth and faith. We also decided to reduce staff hours and salaries over the summer, while focusing the staff time we maintained on the projects we saw as most important.

Prioritizing, cost cutting and fundraising were part of the conversation, to be sure. What was different was the creativity and trust that we were able to tap into because we were not caught in anxiety. I am particularly grateful for the small but committed Board of Directors and Staff circle that steered this organization through low tide to wise decisions so that we could move forward with clarity.

My colleague Noa recently wrote about her experience of that moment:

Swimming in the Low Tide

By Noa Mohlabane

This spring and summer Harvest Time experienced what we termed “Low Tide.” I consider it a testament to my growth engaging in the conversations around money, scarcity, abundance and faith, both in Harvest Time and Be Present, that at a time when funds are low (as they so often have been in my 40+ years of working for non-profit organizations) I did not get caught in panic, or even anxiety. I was able to be in the moment with the ease of faith that it would all work out for the best. This was such a relief, because all of my years of anxiety about scarcity were never helpful and caused me great stress.

In part, my shift is that I have been able to integrate moving from faith into the core of my being. In my engagement with Be Present, I have been given opportunities to explore moving from faith in the context of working in collective partnership with people whose wealth is comprised of their internal resources, resilience, creativity, love, generosity and faith rather than material wealth. In Harvest Time, I have been able to observe and personally experience the miracle and power of prayer in ways I never had before.

I also need to acknowledge that my ability to float in the faith of abundance has also been in part due to two very significant external factors. One, I still had money left from my inheritance from my father, so I knew I would not become homeless and would still have an avenue to pay the rent. Two, I knew that the constituency of Harvest Time come from a world of wealth, and that if even one person was moved by the work that we do, that person would have the capacity to move us right back into high tide. This is quite different from any other non-profit I have worked for. While these two external factors are very significant, I am also aware that if this were 4 years ago, regardless of these factors, I would still have moved from a place of scarcity and anxiety.

It was with such a breath of relief that I was able to participate in Harvest Time’s board of directors meeting from the position of faith. If nothing else had happened and I had been laid off, this

uncharacteristic ease of breath would have been a gift and blessing in itself. It was a very enriching experience being in the conversations balancing this movement from faith and developing a “contingency” plan. I felt a true and powerful partnership as we opened up the options to see what creativity could emerge with the “low tide”.

I learned about California’s “Workshare” program, where we were eligible to receive a percentage of our unemployment benefits, because we cut back our hours. This little known and under-publicized program made a difference for the two of us working in California. Harvest Time did end up closing the Wisconsin office and laying off our staff person there. Even as I was grateful for what we received in California, I was very disturbed to hear that our co-worker in Wisconsin would not have access to any unemployment benefits and that most of the country does not have the equivalent of a “Workshare” program. These factors were taken into account in working with our co-worker in Wisconsin by reducing that person’s hours less over the spring and into the summer, and, after the board’s summertime decision to close that office, providing a severance package with the lay-off.

The biggest gift for me of trusting that “all is as it should be” on a personal level, was that I was able to receive the incredible gift of time. My hours were reduced by 60% beginning in May. My sweetie, Demetra and I got married on the 28th of May. I was able to be in the fullness and the sweetness of the preparation, gathering of friends and family, and our ceremony. In retrospect, Harvest Time’s low tide offered me an incredible gift of time that I could not have dreamed of asking for.

It was also very validating to see the concern of the Board of directors members about not only the program, but also about our wellbeing. It is such an honor to be employed by an organization where the driving force is in holding up the vision and humans rather than the driving force being “the bottom line.”



Focus on Writing Stories

A key part of the clarity that came through the Board and Staff involved shifting Harvest Time’s short term program development to writing. I am excited to now have the opportunity to share the ways that I see Christ moving through people’s lives to bring healing and to open a way that money can flow that nurtures life for all. Sharing the stories of so many people inside of Harvest Time’s network who are courageous enough to walk through the messiness and challenges of seeking a different way to the vision that emerges when we open to God’s conversion is incredibly inspiring to me. While people gather all over our nation calling for economic change, I feel as if my job now is to illuminate where it is already happening. What a privilege!

Connecting by Phone

Harvest Time sees itself in a season of “sowing seeds” and invitation. Our hope is to find people who understand the need for conversion when it comes to money and who are seeking to walk that journey in their own hearts and lives.

This year, we are creating opportunities for people to come together through conference calls. One such phone circle emerged quite spontaneously last fall when I was talking with a friend and thinking I wanted her to meet another friend of mine. We all got together by phone and invited a couple of others to join us. During the past year, that circle has been exploring the connection between our personal money, our ancestors’ stories, and American history in order to heal what needs healing and move forward in a transformed way. For instance, one woman who is aware that her family’s wealth is sourced in slave trading has been actively working in the arena of racial reconciliation. Another whose family land is located in a rural part of Virginia is now partnering with others in the area to offer opportunities for dialogue about race and for contemplative practice. Together, we are supporting each other in doing what we can to bring our vision to our lives and local communities.

In the months to come, I will be putting out several invitations to conference calls on a variety of topics. If a topic sparks your curiosity or passion, please join me.

Creating Organizational Systems Rooted in our Mission and Values

When I first became the sole Director of Harvest Time and had to shift much of my work time to administration, I saw the work of running an organization as a distraction from the “real work,” which I saw as writing, facilitating retreats and talking with people in our network. Over the years I have realized that the practice of building an organization that is firmly grounded in our mission and values is not a distraction from the work at all; it is a way to practice what we are learning. I have also come to see that the transformative journey with money is not just about what we do in our personal lives; it is also about building systems that embody the change we are seeking in the world.

One way we are trying to do that right now in Harvest Time is in developing our human resources system. For the past couple of years, we have invited the human resources professionals at Be Present, Inc. to support this ministry in putting in place policies and procedures that integrate best practices in the field of human resources with Harvest Time’s vision and values. For instance, we have identified the “core competencies” that we want staff and volunteers to have and have developed job descriptions that integrate those with the tasks of particular positions.

Our hope is that by taking the time to build a human resources system thoughtfully, we will not only end up with amazing staff, but will have also created a model for how non profit ministries can build work communities that challenge and empower each staff member to bring his or her full vision to the organization and in which the organization as a whole can move from collective wisdom and the leading of the Holy Spirit.

To give you a feel for what I mean, here are some excerpts from Harvest Time’s core competencies.

<p>Harvest Time Core Competencies</p> <p>Core competencies identify the skills, knowledge, abilities, attributes, and behaviors that all employees and volunteers are expected to demonstrate in order to carry out the mission and goals of Harvest Time.</p> <p><u>Transformative Practice and Leadership</u></p> <p>Understands the role of an individual in organizational and community transformation. Communicates in a way that solicits support and honors self and others. Integrates own spiritual practice with HT core practices. Practices financial transparency and recognizes how that practice aligns with core values.</p> <p><u>Communicative Competence and Accountability</u></p> <p>Facilitates an open exchange of ideas and fosters an atmosphere of open communication. Listens consciously. Understands impact and takes responsibility for own words and actions. Asks for support to identify and shift any blocks that have an impact on moving forward. Addresses communication breakdowns with compassion.</p> <p><u>Adaptability and Flexibility</u></p> <p>Adapts easily in the midst of changing conditions and work responsibilities. Works comfortably with people of differing styles and preferences. Treats a challenging experience as a learning opportunity. Adjusts rapidly to new situations. Listens to suggestions from others and is willing to try new ideas. Adapts behavior and work methods in response to new information, changing conditions, unexpected challenges, or spiritual insights.</p> <p><u>Partnering and Discerning in Spiritual Community</u></p> <p>Works cooperatively with others across lines of differences. Inspires, motivates, and supports others. Engages in spiritual relationship and community building activities to move toward true community. Supports leadership in others through coaching, mentoring, guiding, teaching, etc. Draws upon the Spirit to build and strengthen internal support bases. Develops networks and builds alliances. Maintains, and strengthens positive partnerships with others inside and/or outside HT.</p>



Harvest Time Budget 2011-2012

October 1 marked the beginning of a new fiscal year for Harvest Time. Our Board of Directors has set the following intentions for the year:

Program:

- ❖ Open conversation about wealth and faith by sharing stories
- ❖ Invite people into conversation through conference calls, one on one conversations, and retreats.
- ❖ Utilize online tools as a way to share reflections more widely.
- ❖ Partner with existing networks to offer reflections/one day workshops.

Administrative:

- ❖ Move principal executive office from Wisconsin to California.
- ❖ Complete the human resources consultancy
- ❖ Update our website and database
- ❖ Invite 1 or 2 new board members

Our consistent budgeting practice is to start with our vision for the year and ask what resources are needed to help us manifest that. Then we pray about and seek the funding that will help us to do so. Some years, like last year, we find that our fundraising does not result in the full manifestation of that vision. In that case, we make whatever adjustments we need to. Every year that I have worked here we have received gifts that we did not ask for and did not see coming that helped us continue our work.

Program and Operating expenses: \$261,995.

These are the costs of doing our work at the level at which we are currently operating. This includes retreat costs, printing and postage, board meeting costs, office expenses, staff salaries and benefits, legal fees, bookkeeping fees, etc..

Capacity Building:

A). Communication expenses: \$7,000.

These are items that we have identified that will allow the organization to more effectively share our writings. Items that we would like to be able

to do this year include buying a new laptop for staff use and engaging a consultant to help us update our website and database so that we can interface more effectively with online tools.

B). Human Resources Consultancy: \$35,000.

This year, we hope to complete the process of developing policies and procedures that integrate Harvest Time's mission and values with best practices in the field of human resources, in preparation for hiring a co-director to double our capacity.

Total Expenses for FY 2011-12: \$303,995.00

Harvest Time's complete budget is available upon request. I am also available to answer any questions about our thinking about our budget.

Gifts Received by Harvest Time

One of the gifts of the season of low tide that we experienced was the incredible outpouring of generosity that came to Harvest Time during the spring and summer.

As you may recall, in March, we received a matching gift in the amount of \$50,000. Shortly after I announced that gift, an anonymous donor offered a second matching gift in the amount of \$50,000 that would take effect if we were able to fully redeem the first one.

Thanks to so many people in this network, including some who encouraged their friends and family to make gifts to Harvest Time, we were able to fully redeem the first matching grant and have already redeemed half of the second! These gifts enabled us to keep moving through low tide and to bring our staff back to full time in the fall.

The second matching gift is now in effect through the end of December. That is to say, all gifts that flow to Harvest Time by December 31 up to \$50,000 will be matched dollar for dollar.

Historically, Harvest time has been sustained by a relatively small group of people, many of whom were able to give gifts between \$10,000 and \$100,000. In this moment, we are actively

working to create a wider base of support for this ministry that includes gifts of all sizes and all kinds.

This is very important for Harvest Time because we recognize that gifts carry blessing and we would like this ministry to be held by a wide circle of friends. We also recognize that inviting people to support Harvest Time is a way to invite people into the conversation about money.

We celebrate the fact that this past year saw a marked increase in the number of people making gifts of all sizes to Harvest Time. I want to recognize in particular the donors who made the matching gifts that helped to increase the number of gifts that came to Harvest Time and the individuals who reached out to their friends to introduce them to this ministry. Thank you!

Total Financial Support Given to Harvest Time in 2010-2011: \$175,792.35

Financial Gifts & Pledges	# of donors fiscal year 2009-10	# of donors fiscal year 2010-11
Up to \$999	13	24
\$1,000-\$4,999	13	15
\$5,000-\$9,999	0	3
\$10,000- \$24,999	4	4
25,000-\$49,999	0	2
\$50,000-\$99,000	1	3
\$100,00 & up	3	0
Total # of donors:	34	51

In-Kind Gifts: \$37,520

2011 is the first year we have tracked in-kind gifts.

In-Kind Gift	Gift Value:
Site Rental for Retreat and Board Meeting	\$3,500
Meals	\$250
Airfare	\$2,000
Salary reductions during low tide	\$31,770
Total	\$37,520

Total Gifts including In-Kind gifts to Harvest Time During Fiscal Year 2010-2011: \$213,312.35

Making a Gift to Harvest Time

Harvest Time offers its retreats and companionship programs as a gift, as an expression of the hospitality that we experience at the heart of divine reality. This ministry is supported by the generosity of individuals and circles who experience the work of Harvest Time as a gift.

I realize that the end of the year is a time when many of us make charitable gifts. If you are in the process of discerning whether or not to make a gift to Harvest Time, I invite you to have a conversation with me to ask any questions and/or hear more. Also, in December, I will be inviting you into conversation with some members of our Board of Directors to talk about what we see happening at Harvest Time. Look for my email.

This year I received feedback from people in our network that it would be helpful if we made it easier for people to make gifts to Harvest Time by including a return envelope and by adding a way to make gifts online. You'll notice such an envelope included here for the first time and if you go to our website you can find a way to make a secure gift online. I hope these are helpful to you.



Thank you to all of you who have given us your updated postal and email addresses. If you are not getting our emails or postal mailings, please help us stay in communication with you by giving your updates on our website or by contacting Rose: Rose@HarvestTime.cc or 408-960-9139.