



APPROACH

NOW

PARTNERSHIPS

OPS

\$

GOALS

GRATITUDE

# Our Fire Collective YEAR IN REVIEW 2024

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# Story of US

## 1 AT THE SCENE

We continue to resonate with care professionals who work at the scene of chronic unmet needs of youth and families. The current conditions have been reflected back to us as a society-level “moral hazard.”



## 2 RIPPLES

Healing-centered experiences ripple into holistic education, youth-adult relationships, contemplative practices, rituals, slow work, worker solidarity, and organizational culture.



## 3 A HEALING ECOSYSTEM

The leading edge of any culture change involves an appeal to humanity, early adopters within the system, and resourcing visionaries who create conditions for it.



# OUR APPROACH

In every conversation we drop into – and hear from many of you – it resonates how we care for professionals who work at the scene of chronic unmet needs of youth and families.

A Core Circle has begun to think of how healing-centered experiences are ripple into holistic education, relationships, contemplative practices/rituals, slow work, worker solidarity, and

## WITNESS

Recognizing the expectations of compassion professionals and willingness to explore how it can be different individually and systemically..

## RE - IGNITE

Retreats transform what happens next. Healing revives purpose, solidarity validates our, and boundaries align gifts to real work.

## SUPPORT

Staying connected builds cultural bravery to continue to practice and create an emerging, thriving story of us.

# Story of NOW

2019 - 2020

START-UP  
PILOT

Naqibah and Jesse's -  
Tiny Fellowship ([click here to watch our 2019 video submission](#)),  
advisory board  
weekend, COVID pivot

2021 - 2022

RELATIONAL  
RECIPROCITY

Partners grow with  
aligning to our  
framework, weaving  
new formats,  
Cambridge Community  
Foundation Award

2023

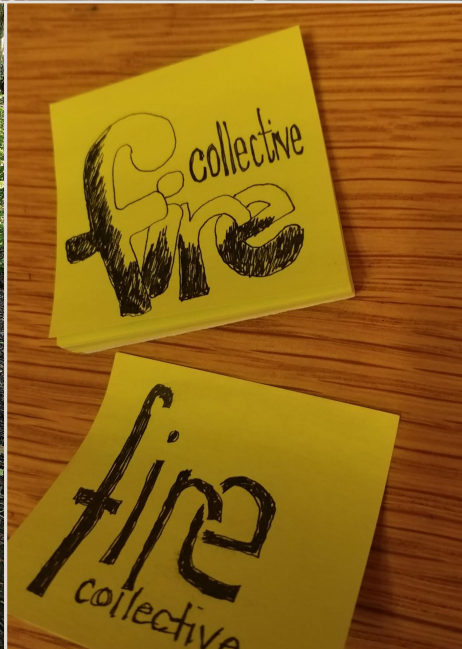
REUNITE  
AND REST

We returned to our  
original overnight  
model, deepening work  
relations while also  
taking time off ourselves  
to tend to family

2024

STRETCH  
AND  
GROW

A year of reconnecting,  
strengthening ties,  
formalizing structures,  
and reflecting our  
values in the way to  
build community and  
an organization



# Now: Stretch/Grow

Context for 2024:

How we've shown up this year has been focused on increasing relational ties within both Healing Justice community and educators across the state. With intentionally less hustle to run programs, we made space to imagine how we could strengthen a collective in new ways with...

- Partners and Sponsors
- Infrastructure and Resources
- Membership mutual aid
- Finances
- And of course, imagining more retreat gatherings!

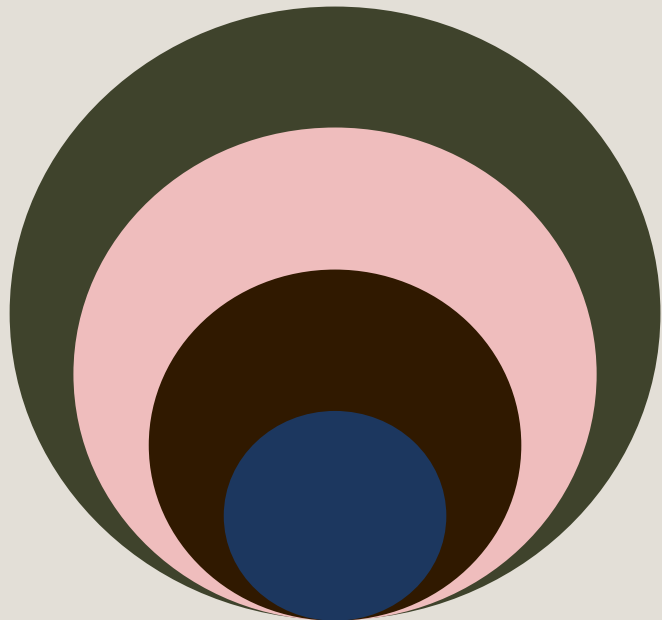




# Internal Operations

- Resourcing Reflection for compensation and support
- Job descriptions and roles definition for expanding engagement of more people to support gatherings
- Vetted fiscal sponsors through research, applications, and interviews
- Hive app project management setup
- Website updates and AI support

*"No us/them"-approach to infrastructure for a future adaptable to coalition, co-op, membership, decision-making, and budget transparency*



# Membership

- Piloted digital community space in “Geneva” mobile app and website login for “Member Resource Area”
- Drafted initial “Su-Su” model for member contributions and resourcing
- Membership Circle to shape more culture and ways of being



**Gathering  
Attendees**

**Pay it  
forward and  
co-support**

**Paid roles  
and culture  
bearers**

**Circles**

# PARTNERSHIP BUILDING

1. awarded vendor status as a Professional Development Points (PDP) provider
  - MA DESE
2. Intro conversations with:
  - The Teachers Lounge
  - Acosta Institute
  - Cambridge Wildlife Arts
  - Episcopal City Mission
  - Mass General Hospital
3. Invitation across MA, VT, CT to attend OFC healing-centered pre-conference overnight at Transforming Education for Social Justice Conference:
  - Collaborative for Educational Services

## 1 PDPS



## 2 INTROS

## 3 OUTREACH

# Finance

Sponsorship	Budget	Anticipated Expenses	Assets
PDF	243k	Offerings	Now
Peace Development Fund as 501(c)3 to be able to accept tax deductible donations and apply to grants	Developed \$243k budget starting point for ideal programming and mixed income for CY2025	\$153k to the roles we can all play \$5k/day for gathering \$45k to infrastructure Free potlucks and digital community: no \$ needed to strengthen our healing connections!	2024 revenue: - \$3,500 LLC - \$4,625 Grant - \$1,034 carry-forward

# Grants

## Upcoming:

- Schott Foundation
- Krupp Family Foundation
- Kataly Foundation
- Fund For Teachers Fellowship or Innovation Circle
- Mass Cultural Council
- Lawrence Foundation
- Shah Family Foundation
- Workers Innovation Lab
- Kresge Foundation
- McCarthy Dressman Education Foundation
- Hyams Foundation
- W.K. Kellogg Foundation
- Fetzer Institute
- The Max and Victoria Dreyfus Foundation

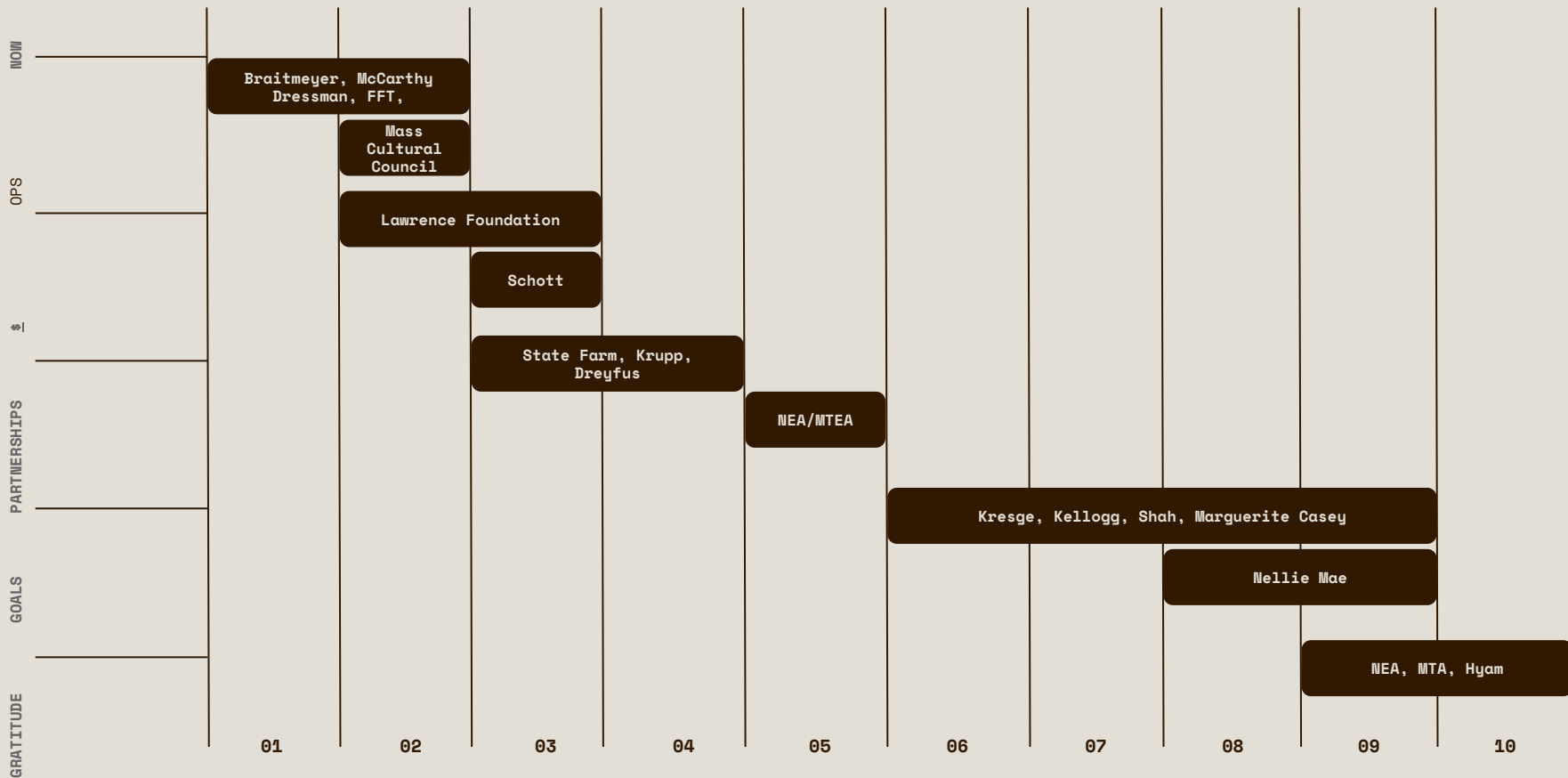
## Submitted:

- Roddenberry Fellowship
- Open Social Incubator
- The Boston Foundation, Safety Net
- Nellie Mae Foundation, event sponsorship
- Echoing Green Fellowship
- Markham-Nathan Fund
- State Farm Education Foundation
- Amber Grants



# Grants

Upcoming timeline of anticipated  
partnership building with philanthropy



# 2025 Offerings

- 1 pilot health care worker overnight
- 2 closed, custom offerings aligned to a partner group
- 3 open multi-day educator gatherings
  - Spring Weekend
  - Camp Collective Care
  - Autumn Harvest Weekend
- A signature 9-month cohort: “Healing through the Seasons #2”
- 3 pop-up “Permission Slips”
- Dinners for Boston-based OFC members
- App-based community and membership area of website ready to continue connections and resourcing each other



healthcare pilot



partner gatherings



multi-day retreats

# GET INVOLVED

## LEVEL UP

## ATTEND

## JOIN TOGETHER

## MAKE AN INTRO

### Relate

#### Join a Circle

- Membership
- Partnership
- Core
- Facilitator

Take a leadership role at a gathering to welcome new folks to our healing-centered approach.

### Relax

Gather together at Dinner at Naqibah's: third Tuesdays!

Attend a gathering again! Bring a friend/colleague!

### Reflect

Go deeper with OFC theory as a Fellow with FFT, MTA/NEA grantee, or check your school's budget remaining to engage in healing-centered learning and growth.

### Refer

Connect a circle member with a potential partner like: caterer, host site or accommodations, culture bearing facilitator, healing artist, or philanthropy.

# Thank You to...

STRATEGY AND REVIVE, RELATE, RELAX!

Keyona Aviles and Inspired Relief

JUST BEING YOU and PDP SUPPORT

Facilitators and Healing  
Practitioners

GRANT ADVICE AND CONNECTIONS

Gabriella Mora, Gabriela Quintanilla,  
Nora Paul-Schultz, Bob Giannino, Lina  
Cañon, Chelsea Hammond,  
Dave Kay

BEHIND THE SCENES AND RECOMMENDATIONS

Genevieve, Laurie, Rachel, and Aleisha

MAKING MAGIC AND ONGOING PARTNERSHIP

Andrally and Sienna,  
Mariah and Sabine Denise

INSPIRING US AND PAVING THE WAY

and Dru, Josh and the team at Acosta Institute