#CommunityFood: Innovations in Leadership

Part 1: Cultivating Emerging Leadership from Within

An FSLN Webinar

Tuesday, August 21, 2018

Featuring:

Michael Rozyne and Laura Edwards-Orr, Red Tomato

Ernest Weston, Thunder Valley Community Development Corporation
Presentation Outline

- Technical Orientation
- Welcome and Introduction
- Red Tomato
- Thunder Valley Community Development Corporation
- Questions and Answers
- Upcoming Opportunities
The Food Systems Leadership Network

- A national Community of Practice to connect, support, and invest in the staff and leaders of non-profit, community-based organizations using food systems as their platform for positive social change.
- Provides accessible opportunities for peer-to-peer learning and support, professional development, and resource sharing.
- Focus on building systems leadership and organizational effectiveness

www.wallacecenter.org/fsln
Guiding Question for this series:
How might we infuse the same innovative and community-driven spirit we bring to our food systems work into our organizations to:

- Operationalize our social justice values
- Improve the quality and impact of our work
- Increase quality of life for our staff
#CommunityFood: Innovations in Leadership

**Part 1: Cultivating Emerging Leadership from Within – Happening Now!**

**Part 2: Shifting Organizational Structures for Equity and Empowerment**
(Tues, Sept 4 @ 3pm EST, 12pm PST)

♦ La Semilla Food Center ♦ The Native Youth Food Sovereignty Alliance

**Part 3: Collective Impact through Network and Systems Leadership**
(Tues, Sept. 18 @ 3pm EST, 12pm PST)

♦ Farm to Institution New England ♦ Michigan State University’s Center for Regional Food Systems and Michigan Farm to Institution Network ♦ Hawai’i Good Food Alliance
Presentation Outline

- Technical Orientation
- Welcome and Introduction
- Red Tomato
  - Michael Rozyne, Founder
  - Laura Edwards-Orr, Executive Director
- Thunder Valley Community Development Corporation
- Questions and Answers
- Upcoming Opportunities
On Culture and Cultivation of Leadership

Michael Rozyne - Founder and “Evangelist”
Laura Edwards-Orr - Executive Director
Rooted in Fair Trade – Fueled by Dark Roast
A Founder, An Upstart and a Coupla Sandwiches Walk into a Bar Picnic Table

“no better opportunity”
also...
“I prefer medium roast.”
"Vulnerability sounds like truth and feels like courage. Truth and courage aren’t always comfortable, but they are never weakness."

- Brene’ Brown
What’s Working – The Challenges

Appreciating and Empowering Across Differences
• Noticing and naming: DISC
• The shadow of two opinionated “high D” leaders

Transparency/Collaboration/Candor
• Open finances, public meeting agendas, sharing goals, evaluations
• Engagement: training and trust

Ownership of the How and Why
• Mission, Purpose, Theory of Change
• SLOW DOWN

Modeling and Coaching
• Walking the walk, being open
• Avoiding coming across as conflict/negativity
Presentation Outline

- Technical Orientation
- Welcome and Introduction
- Red Tomato
- Thunder Valley Community Development Corporation
  - Ernest Weston, Food Sovereignty Education Coordinator
- Questions and Answers
- Upcoming Opportunities
Thunder Valley Community Development Corporation
Porcupine, SD– Pine Ridge Indian Reservation
Who we are

- We are a Lakota ran grassroots Community Development Corporation that is building a community as a catalyst to create systemic change on the Pine Ridge Reservation. We are focused on building power for our community to create sustainable change and end poverty on the reservation. We do this through a multifaceted approach that ultimately creates vibrant and healthy communities. We are focused on the 34 acre development as a means to create systemic change.

- "This is a show me place, people have to see it to believe." - Lenny Lone Hill

- All of our work is place-based and comprehensive, centered on applying indigenous innovation in a way that honors our cultural heritage and is adapted for the needs and vision of our local community.
Empowering Lakota youth and families to improve the health, culture, and environment of our communities through the healing and strengthening of cultural identity.
Our Programs

- Youth Leadership Development
- Lakota Food Sovereignty
- Lakota Language Revitalization
- Home Ownership
- Workforce Development, Social Enterprise,
- Regional Equity
- Arts and Culture
- Community Development.
Ecosystem of Opportunity

- We have developed a comprehensive, innovative and grassroots approach to collaborating with and empowering Lakota youth and families on the Pine Ridge Indian Reservation to improve the health, culture and environment of our community in a way that heals and strengthens our identity.

- We provide an "ecosystem of opportunity" that creates deliberate action and systemic solutions as large and comprehensive as the historic challenges facing our community. We are building our power to accomplish lasting change through dedicated grassroots practices, increasing the community's ability to flourish and setting an example for Native and rural communities everywhere.
Framework: Being a Good Relative

- Top-Down vs. Non-Linear
- Self-Leveling Mechanism
  - Accountability (Holding Each Other Accountable)
  - Tiyospaye (smaller piece of the whole)

“I am not afraid; I have relatives”
–Waterlily, Ella Deloria
Inclusive Environment

- We want to create an inclusive work environment for all of our employees and we do that with the following:
  - Inclusive Decision Making
  - Strongest Asset are Our People
    - Creative Place Making - Champion Making
Diversity Snap Shot

- African American, Black- 2, 3.6%
- Alaskan Native, Aleut-0, 0%
- American Indian, Native American- 46, 82.1%
- Asian, Pacific Islander, Chinese, Filipino, Japanese, Korean, Vietnamese, Native Hawaiian, Chamorro, Guamanian, Samoan, or other Pacific Islander (you can specify in the written portion under the "other" option)- 1, 1.8%
- Chicano, Latino, Hispanic, Mexican, Puerto Rican, Cuban or other Hispanic, Latino, or Spanish origin (you can specify in the written portion under the "other" option)- 4, 7.1%
- Middle Eastern, Arab, Kurd, Persian, Egyptian, Turk, or other Middle Eastern ethnicity (you can specify in the written portion under the "other" option)- 0, 0%
- White, Caucasian- 8, 14.3%
- Prefer not to answer- 0, 0%
- Other: One respondent entered “Mexican” and one respondent entered “Oglala Lakota”
Best Practices

- Morning Circle
- Staff Retreat
- Evaluation!
Presentation Outline

- Technical Orientation
- Welcome and Introduction
- Red Tomato
- Thunder Valley Community Development Corporation
- Q&A and Discussion
- Upcoming Opportunities
Webinar Tech:
To Ask a Question

- Type your question in the small box at the bottom of the Questions box.
- If possible, specify which panelist(s) you are addressing with your question.
- Press “Send”!
Cultivating Emerging Leadership from Within: Discussion and Q&A
Food Systems Leadership Retreat
Heartland Retreat Center, Kansas City, Missouri
October 28-31, 2018

- 2.5 days of workshops, reflection, & connection
- Facilitated by Joseph McIntyre (10 Circles) and Christina Garza (Social Change Institute)
- Focus on systems leadership and facilitation of community change
- Applications due tomorrow! Weds. 8/22
- No cost for participation—just get yourself there
Farm Bill 2018 is fast approaching!

- The current Farm Bill expires Sept. 30th
- Lots of local food and agriculture priorities on the line
- Visit our friends at NSAC to learn more (sustainableagriculture.net/take-action/)
- The time to sit on the sidelines is over!
Thank You!!

Michael Rozyne and Laura Edwards-Orr, Red Tomato
Ernest Weston, Thunder Valley Community Development Corporation