



Are You Taking Care of Yourself?

As I'm writing this, our nation has just experienced the tragedies in Gilroy, El Paso, and Dayton and I feel like we've all been on an emotional roller coaster—profoundly sad, intensely angry, hopeless, hopeful, uncertain. Even as I am confident in our national resilience, we can't help feeling shaken to the core. If it helps, I am able to find some solace knowing that everyday around the world, I get to work with people who are enduring unimaginable and unrelenting grief and pain; and yet, each morning they rise to fight for their values, their culture, for their lives to matter, and for their spirits to endure. We will get through this. It won't be easy. It won't happen quickly. But we will get through it. Hang in there.

Trauma & Triumph in El Paso



Early this year, an old friend and colleague invited me to keynote a **conference** focused on the issues facing border youth. Her team asked me to talk about the various types of youth advocacy and leadership programs I've worked with globally, offering new models for their local work in El Paso

and Juárez, Mexico. Then just a few days before my talk, the shooting happened. Nothing I had prepared felt adequate. I scrambled to find words that might bridge the moment with our original intent of inspiring local organizations to do more to engage young people in the design, delivery, and leadership of their programs. And I did tell some of those stories, but I also talked about white supremacy, toxic masculinity, and social justice. At the end of it all, perhaps it was me who left feeling the most inspired—inspired by the incredible empathy, resiliency, and resolve of the people of El Paso. Thanks for the model you are providing to the world. **El Paso Strong!**



CA Attorney General Civil Rights Enforcement

Many years ago, I had the privilege of working with SALDEF to create **SikhLEAD** to inspire, train, and support a diverse, motivated, and entrepreneurial group of young Sikh Americans as they prepare for a lifetime of community engagement and community leadership.

One of the very first graduates was a young woman named Jasleen Singh. Jasleen is now a Deputy Attorney General in the **Civil Rights Enforcement Section** of the CA Attorney General's Office.

With Jasleen's recommendation, I was engaged to facilitate the section's very first retreat, focusing on leveraging the considerable expertise of a fast-growing staff.

The three-day, skills-sharing session focused on building high-trust, high-impact teams across their many offices; as well as engaging staff in activities that offered practical, tangible benefits to themselves and the agency.

It was an honor to help support this team of amazing attorneys who are fighting everyday to protect the basic civil rights of California residents and Americans everywhere.



Partners Network

A close-knit network made up of 22 local, autonomous organizations working for peaceful and democratic change, the **Partners Network** has been jointly investing in local leaders, local organizations, and local solutions since 1989. Partners Network Centers are some of the most well-respected and established civil society organizations in their countries.



After 30+ years, the Network determined that its structure and governance systems were no longer meeting its needs. Following a global search process, Common Ground was chosen by the **PeaceNexus Foundation** to provide organizational development assistance to the Network.

Our long term role is to help them imagine and engineer a new vision for their work—one with a supportive structure, appropriate and forward-leaning systems, and management and governance processes that fully engage the breadth of knowledge and experience of their independent member organizations.



CARE International

Earlier this year, a board member for **CARE** connected us to their U.S. based digital engagement team in an effort to help them clearly articulate the department's vision and unique value proposition in a way that defines their critical, evolving, and important role within CARE's global operations.

In order to get up-to-speed, we interviewed close to two dozen individuals within and outside the department, including CARE's executive leadership both domestically and abroad. Our findings informed several next steps for the management team, including, ultimately, new leadership, major restructuring, and a renewed internal focus on diversity, equity, and inclusion.

"It seems that the more places I see and experience, the bigger I realize the world to be. The more I become aware of, the more I realize how relatively little I know of it, how many places I have still to go, how much more there is to learn. Maybe that's enlightenment enough - to know that there is no final resting place of the mind, no moment of smug clarity. Perhaps wisdom, at least for me, means realizing how small I am, and unwise, and how far I have yet to go."
— Anthony Bourdain

Albania's High Judicial Council

In 2016, Albania passed sweeping constitutional and legislative reforms designed to strengthen the integrity and governance of their judiciary. This included the establishment of new institutions such as the High Judicial Council (HJC)—the apex body of Albania's



judiciary—which was established late in 2018.

Since then, Common Ground has been working through USAID's Justice for All Project and the East-West Management Institute (EWMI) to lead the Council through their very first strategic planning process—developing their mission, vision, values, and strategic goals and objectives. We've also drafted their

operational plan, helped secure support from the Minister of Justice, conducted 360 assessments of their leadership. Our team even designed their new logo! Early next year, we'll expand the consultative process and begin the 2021-24 strategic planning process!

THE MISSION OF THE HJC IS TO BUILD, LEAD, AND GOVERN A HIGH-PERFORMING JUDICIARY THAT DEMANDS EXCELLENCE AND IS DESERVING OF PUBLIC TRUST.

MISSION

VISION

JUSTICE IN ALBANIA WILL BE ACHIEVED WHEN ALL CITIZENS ARE CONFIDENT THEY WILL BE TREATED FAIRLY AND EQUALLY UNDER THE LAW BY A JUDICIAL SYSTEM THAT IS INDEPENDENT, ETHICAL, AND EFFICIENT.

ASK A MANAGER!

Here is another of my favorite blogs! It deals with these kinds of classic social profit dilemmas:

Help! A co-worker stole my spicy food, got sick, and is blaming me!

What should I do? My manager wants to buy underwear for employees—and wants to approve them first!



Vacation tips for nonprofit professionals who suck at...



If your summer is anything like mine, it feels a whole lot busier than usual. I've been on the road non-stop since April, accumulating close to 150,000 miles in the air—Tirana, Albania, Atlanta, Tirana, Tirana, San Diego, El Paso, and Atlanta, with trips to Georgetown, Guyana, Tirana, and Bogis-Bossey, Switzerland upcoming.

When I have these periods of intense work and travel, I have to remember to prioritize my health and look for balance wherever I can. It isn't always easy, but it really matters.

One of my dear friends and a frequent collaborator, Susan Comfort, surveyed hundreds of social profit professionals

If you aren't already reading Vu Le's blog "Nonprofit AF," you are really missing out. Vu is known for his no-BS approach and irreverent sense of humor. Vu's blog is a weekly must-read for me and for so many of my friends and colleagues.

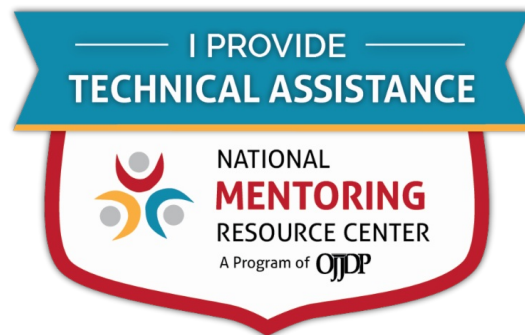
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El Paso has had to deal with a terrible tragedy. On the morning of August 3, one admitted shooter entered a busy retail location and opened fire killing 22 people. El Paso Community Foundation is accepting funds to help the families of those affected. The foundation will waive all administrative and credit card fees with this fund.

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