

Ahoy Crew,

Here's the "All Hands on Deck" work plan update (3/21, 2010hr):

First, we need to **protect our staff**. Staff who answer the phones are not responsible for the current situation. Our community and the broader public, understandably, are frustrated by the lack of information coming from the trustees and the upper administration. Staff were as surprised by this as anyone else and are still operating without the information from above they would need to do their jobs. Let's be kind to all staff, but especially to staff in the offices of alumni relations, advancement, marketing & communications, and admissions.

Second, a huge **THANK YOU** to everyone who participated in Visioning Meetings Monday and Wednesday—the conversations were vibrant, diverse, brave, and honest. **Thank you** to Nicole and Garret for organizing. **Thank you** to Chad for providing pizzas (and to other people, including Richard Ketring, who also provided food). **Thank you** to the facilitators: Angela, Barb, Baz, Bri, Brontë, Colton, Cricket, Dave, Delia, Em, Felix, Garret, Gina, Jamie, John, Karalyn, Kelby, Liana, Michelle, Paula, Sarah, Skeeter, and Soren. **Thank you** to student support: Sophia(s), Audrey, Katelyn, Em, Baz, Karalyn. **Thank you** to tech support: Michael, Tommy, Dave, Em.

Progress being made:

- Developing a model of a financially sustainable, mission centric college through a community-driven process

We're calling this the *TrueNorthland* model (We realized we needed a name because we were getting really confused in discussions when people kept referring to "the plan," but it wasn't clear if they were talking about the plan for the days before April 3rd, the plan for a transition year, the plan for fundraising, etc.).

- Processing data from visioning meetings
 - Students in Nicole's classes, as well as Northland faculty who have expertise in qualitative research, spent today drawing themes out of the notes from the two visioning meetings
 - Tomorrow work will continue in synthesizing desires expressed by the community into a financially sustainable, mission centric model (not a new Northland, but the true Northland)
- "Truth Testing" the *TrueNorthland* model
 - As soon as we have a "broad strokes" model, we'll start sharing drafts of it with all constituents for feedback. This will help us know if we've accurately captured the will and vision of the community, and will help us improve the model by having more eyes on it
 - We will work to show how focusing on our mission can make us financially stable
- Rolling out the *TrueNorthland* model to the public
 - Our goal is to have the community-driven, financially stable, mission centric model launched early next week
 - This will give us time to share the model with supporters and potential donors well in advance of the April 3rd deadline set by the Trustees to decide on the fate of our college
 - We believe that once people see a plan they can believe in, and that inspires them, and that seems like a good investment, they will support it (financially and otherwise)

- [The TrueNorthland website](#)

We are responding to the overwhelmingly strong message we have received from all quarters that people want more information about what is happening at Northland and how they can connect and help. The website is launching today. We started building it yesterday, so it's pretty basic right now, but we will post information there as we have it.

The “All Hands on Deck” self-organizing, metaphor-driven work plan is picking up steam. There is still some confusion about how to engage with a self-organized work plan. No one is directing this effort—we won't assign you to a group if you put your name on the [sign-up sheet](#). You can peruse the pages, see projects people have started, decide if you want to join one, and then reach out to the people directly and ask to help. If you have an idea for a project you'd like to start, you can describe it and let people know what kind of help you need and how to contact you.

To help make this clearer, I'll highlight a few of the projects that are currently listed there. See the [google docs](#) for more information, new updates, etc.:

- Abigail Gentry is preparing videos to post to Northland TikTok, and she is asking for help writing the first caption and a handful of other options she can rotate. She wants videos that cover the entire story: What is Northland, why we love it, what is happening, and why people should support us. She could use a few versions with different themes to appeal to different audiences
- Garret Zastoupil is creating a database of potential sources of funding to support mission-centric efforts at Northland. He's recruiting people to his team who have expertise in identifying and securing funding in the core areas of Northland's mission.
- Natalie Davenport is offering her skills as a group facilitator to any meetings that might be happening that could use some direction and purpose. She is also happy to collaborate with others to co-facilitate or to host facilitation trainings if people want to refine their skills to lead their own meetings.
- Barb Lundberg is planning a Healing Circle led by local tribal members on March 28th.
- Charlie Krysinski and Stacy Craig are organizing a community prayer service, “A time for grief and gratitude” March 26th
- A group of alumni is organizing, calling themselves *Northland Forever*. This group is aiming to “unite alumni to create positive change for Northland during a troubled period of its existence”

On a personal note: This week I've been starting my classes with mindfulness through guided meditations (I'm not an expert at this, so I've been reading scripts). One meditation that helped me, and seemed to resonate with my students was to [visualize the eye of a hurricane](#). Turbulent winds are swirling around you, but they are not you. You are calm and safe in the eye.

Onward!

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she/her/hers

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