

# Disaster Resilience Network Building Workshop

A Summary of Community-Centered Resilience  
Networks and Peer Learning Exchange across the  
U.S.

November 2025- Present



**STAKEHOLDER  
ENGAGEMENT**



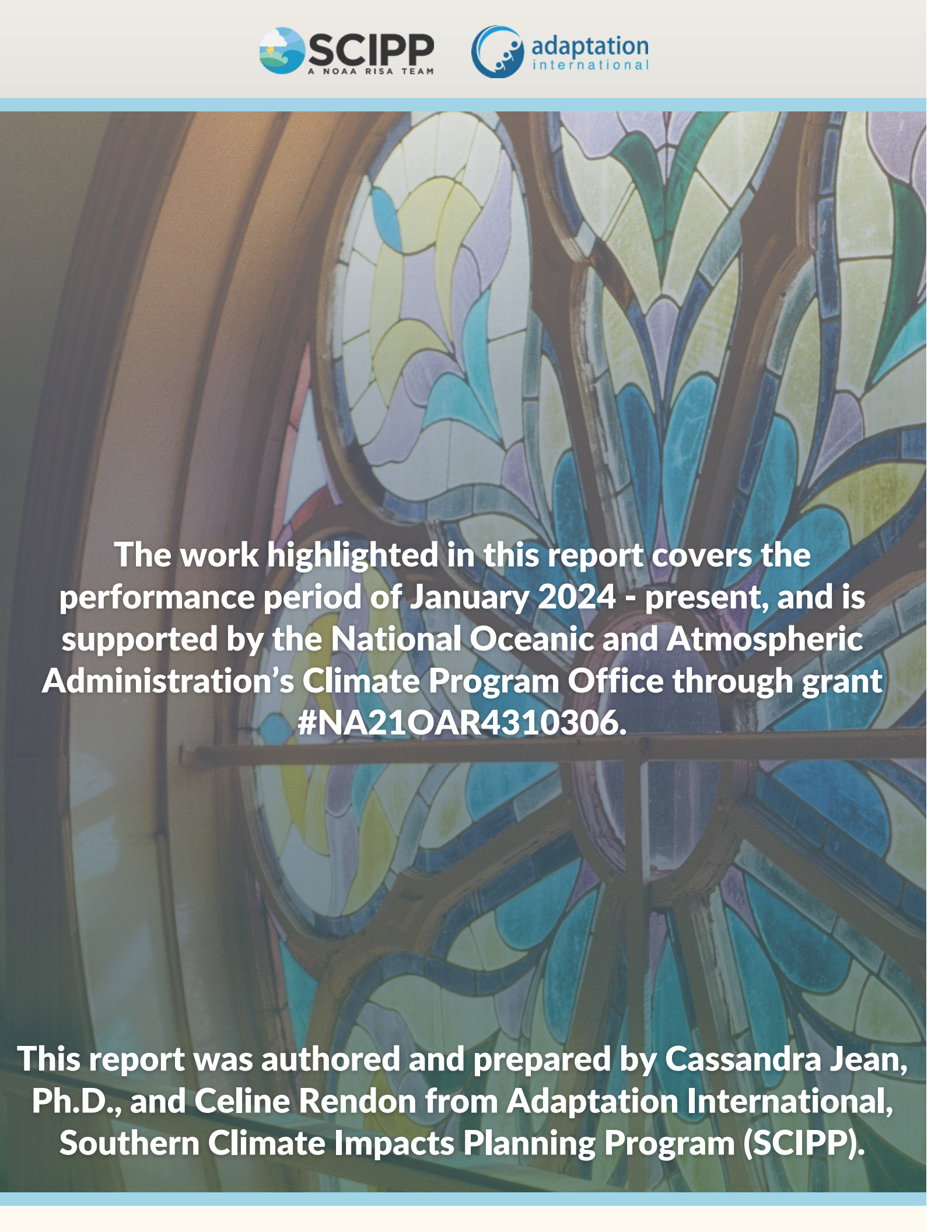
**COMMUNITY  
WORKSHOPS**



**SITE VISITS AND FIELD  
RESEARCH**



**COMMUNITY  
PRIORITIES**



**The work highlighted in this report covers the performance period of January 2024 - present, and is supported by the National Oceanic and Atmospheric Administration's Climate Program Office through grant #NA21OAR4310306.**

**This report was authored and prepared by Cassandra Jean, Ph.D., and Celine Rendon from Adaptation International, Southern Climate Impacts Planning Program (SCIPP).**

# Disaster Resilience Network Building Workshop

## *Community-Centered Resilience Networks & Peer Learning Exchange*

**Date/Time:** November 29th, 2025; 1:00 pm - 3:00 pm CT

**Recording, Slide Deck, & Short Summary:** [Link here](#)

### **Participating People/ Organizations:**

1. Adaptation International
2. Southern Climate Impacts Planning Program (*representatives from The University of Oklahoma*)
3. Detroit, Michigan: Meghan Richards, formerly Eastside Community Network (invited panelist)
4. Maui, Hawaii: Makale'a Ane, Executive Director, The Living Pono Project (*invited panelist*)
5. Minneapolis, Minnesota: Bharat Balyan, Resilience Hub Project Coordinator, City of Minneapolis (*invited panelist*)
6. Shreveport, Louisiana: representatives from Shreveport Green, Wise Butterfly, Louisiana State University Shreveport's Institute for Nonprofit Administration and Research, Highland Community Center, Morningstar Baptist Church, and Willow Chute Baptist Church
7. St. John The Baptist, Louisiana: Lolita Glass and Tish Taylor, Concerned Citizens of St John

## Table of Contents

### **Disaster Resilience Network Building Workshop**

Overview & Purpose

Opening Reflections: Why Resilience Hubs Matter

Panel Discussion: Resilience Hub Networks

**\*\*Case Study 1: Detroit, Michigan**

**\*\*Case Study 2: Maui, Hawai'i**

**\*\*Case Study 3: Minneapolis, Minnesota**

Cross-Cutting Themes from Open Discussion

Shreveport-Specific Reflections

Closing Reflections

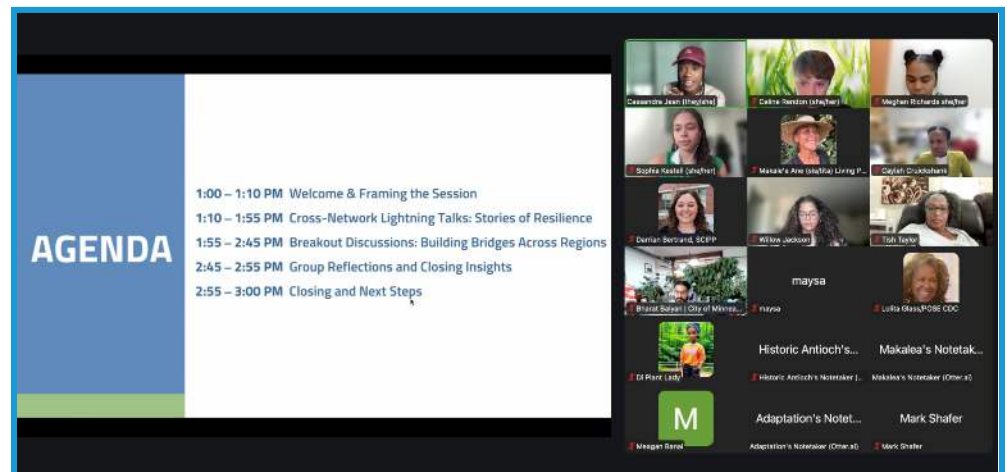
### **Appendix I. Miro Board Synthesis**

Cross-Board Synthesis: What the Miro Data Tells Us

This research and report were prepared by Cassandra Jean, Ph.D., and Celine Rendon, Adaptation International, Southern Climate Impacts Planning Program (SCIPP). Funding was provided by the NOAA Climate Program Office grant NA21OAR4310306.

## Overview and Purpose

Communities across the United States are developing creative ways to boost resilience, ensure fairness, and adapt to climate change in their own neighborhoods. The Southern Climate Impacts Planning Program (SCIPP), in partnership with Adaptation International, held a virtual workshop that offered local organizations and churches in Shreveport, Louisiana, the opportunity to connect and exchange ideas with established resilience networks from Detroit, Hawaii, and Minnesota. During the two-hour session, participants shared stories, strategies, and lessons in a warm, friendly environment that encouraged collaboration and mutual support. Through storytelling, lively conversations, and small group discussions, this workshop aimed to help Shreveport organizations discover practical methods and foster strong, lasting partnerships. Together, these organizations can create a resilient and connected network that genuinely reflects their community's unique needs and strengths.



*Introduction of Resilience Network Call on Zoom Friday, Nov. 29th, 2025.*

The Adaptation International team has been fortunate to work closely with partners in Shreveport, Louisiana, supporting community-driven resilience planning and recognizing opportunities to build a network within the area. This interactive session focused on learning from one another and drawing on networks across the country that have developed strong, locally based systems for resilience and preparedness.

## Workshop Goals

The goal was to create a space for storytelling, shared learning, and honest dialogue. We were joined by incredible leaders from Detroit, Hawaii, and Minnesota, each bringing various perspectives on what it means to build resilient communities. After hearing their stories, we spent time as a large discussion group where everyone connected, reflected, and exchanged ideas.

This workshop was designed not as a series of presentations, but as a listening space and relationship-building moment. Participants repeatedly emphasized that resilience work cannot be rushed, templated, or imposed. Instead, it grows through presence, shared struggle, and long-term trust. Several Shreveport participants noted that this was one of the first spaces where they felt their lived experience, informal labor, and community knowledge were treated as expertise rather than anecdotes.

One participant reflected early on: *"We've been doing this work for years, but nobody ever calls it resilience until someone from the outside comes in. This is just how we survive."*

## Opening Reflections: Why Resilience Hubs Matter

The conversation opened with a grounding question: What does resilience actually look like on the ground? Rather than leading with infrastructure, participants immediately centered on people. Participants framed resilience as

relational infrastructure rather than physical infrastructure. This includes a shared belief that formal systems lag behind lived response, and that survival depends on informal coordination.

Shreveport participant reflections:

*“When the power goes out, folks don’t think about a hub. They think about who they trust. Who’s got a key? Who’s got food? Who’s answering the phone?”*

*“We already have hubs: churches, kitchens, aunties’ houses. The question is whether resources are going to meet us there, or ask us to move somewhere else.”*

Participants frequently mentioned the following phrases when discussing what resilience in their communities looks like or entails. Repeated phrases and concepts included:

- “checking on elders.”
- “Knowing who needs meds.”
- “food before forms”
- “Who has keys?”
- “Who answers the phone?”
- “somewhere people already trust.”
- “When the power goes out, people don’t look for a program — they look for someone they trust.”
- “We already do resilience. We just don’t call it that.”
- “Consistency matters more than plans.”
- “Resilience is not a building. It’s a relationship.”

## Panel Discussion: Resilience Hub Networks

Three invited panelists presented their narratives on community-oriented initiatives that foster resilience and connect their community members through a network of resilience hubs. Each network evolved to effectively address the distinct needs of the community. Each panelist dedicated 10 to 15 minutes to recount their experiences and the development of their respective networks, illustrating the impact of their efforts.

### INVITED NETWORK PANELIST



**Detroit, Michigan:**  
**Meghan Richards**  
Formerly Assistant Director of Climate Equity, Eastside Community Network



**Maui, Hawaii:**  
**Makale’a Ane**  
Executive Director, The Living Pono Project



**Minneapolis, Minnesota:**  
**Bharat Balyan**  
Resilience Hub Project Coordinator, City of Minneapolis



*Headshots and contact information for invited panelist speakers.*

## Case Study 1: Detroit, Michigan

**Detroit’s Resilient Eastside Initiative (REI)** did not begin as a formal program but as a collective response to repeated climate harm layered atop decades of disinvestment. Participants emphasized that the catastrophic flooding in 2021 did not create the need for resilience hubs. It exposed the cost of ignoring existing community

knowledge: *“The flood didn’t teach us something new. It confirmed what residents had been saying for years, that some neighborhoods are always left to figure it out on their own.”*

**Trust, Coordination, and Collective Power: Mapping Trust Instead of Assets:** Collaboration wasn’t about alignment; it was about survival. Detroit’s resilience work began by identifying: who residents already trusted, which organizations people called first, and where people gathered during outages and floods. This shifted the focus from building new systems to strengthening existing ones. A major Detroit practice was applying for funding together, especially to support smaller, under-resourced organizations. Larger organizations helped carry the administrative burden. Smaller groups maintained community proximity. Funding became a collective tool, not a competitive one.

**How the Network Formed:** Rather than starting with infrastructure assessments or hazard maps, REI organizers began by mapping trust:

- Which organizations have already shown up consistently?
- Who do residents call when systems fail?
- Where did people physically gather during outages?

This approach revealed that resilience capacity already existed, but was fragmented and under-resourced: *“We stopped asking, ‘What do we need to build?’ and started asking, ‘Who is already doing the work, unpaid and unseen?’”*

**Operational Structure:** REI functions as a networked model, not a centralized hub:

- Twelve community-based organizations serve as hubs, each rooted in a specific neighborhood.
- Hubs are autonomous but coordinated through shared communication protocols and regular convenings.
- During emergencies, hubs activate based on local conditions rather than waiting for citywide directives.

This flexibility was described as critical: *“When you centralize too much, you slow response. When you trust local decision-making, people move.”*

**Communication Over Centralization:** Detroit emphasized coordination without control through shared communication protocols and regular convenings. This supported local organizational and neighborhood-level autonomy during emergencies, enabling faster responses and reducing bottlenecks.

**Role of Partnerships:** Detroit participants were explicit that partnerships only worked when power dynamics were addressed openly.

- City agencies provided data, coordination, and legitimacy, but did not control operations.
- Technical partners (e.g., air quality monitoring groups) embedded tools within trusted organizations rather than deploying them independently.
- Funding applications were often submitted collectively, allowing smaller organizations to access resources they could not secure on their own.

A key insight shared: *“We learned that collaboration isn’t about alignment — it’s about survival.”*

**Challenges & Ongoing Tensions:** Despite successes, Detroit organizers named unresolved challenges.

- Burnout among community leaders who are repeatedly activated during crises.
- Difficulty sustaining funding between disaster cycles.
- Pressure to professionalize in ways that risk distancing organizations from residents.

As one participant stated: *“The system rewards polish, not proximity. We’re constantly negotiating that tension.”*

## Case Study 2: Maui, Hawai‘i

**The Living Pono Project & Island-Based Hub Networks:** Maui’s experience was shared not as a “model to replicate,” but as a deeply human account of what happens when disaster meets long-standing colonial, geographic, and resource constraints. Makale‘a Ane grounded her remarks in relationship-building long before the crisis:

*“Preparedness wasn’t a checklist for us. It was learning how to be in community, how to disagree, how to plan, how to care for each other.”*

**Pre-Disaster Organizing:** Before the wildfires, The Living Pono Project invested heavily in community-building events and support

- Community gatherings centered on food, culture, and storytelling.
- Participatory activities (including scenario-based games) that helped residents think through extreme events together.
- Youth and elder engagement to ensure intergenerational continuity of knowledge.

These efforts were not framed as “emergency preparedness,” but as community well-being: *“People don’t want to be trained for disaster. They want to feel connected.”*

**During the Wildfires:** When the fires occurred, formal response systems were overwhelmed. Informal networks were activated immediately.

- Community members used personal relationships to locate missing loved ones.
- Food, water, and shelter were distributed through trusted local spaces.
- Cultural protocols shaped how aid was shared and received.

**Hub-and-Spoke Model:** Post-disaster, Maui organizers formalized a hub-and-spoke structure for their network.

- Central hubs coordinate information, navigation services, and external aid.
- Smaller “spokes” (churches, kitchens, cultural spaces) deliver direct support.
- Decision-making remains decentralized to avoid bottlenecks.

This model allowed for responsiveness without hierarchy: *“The goal wasn’t efficiency. It was dignity.”*

**Cultural Gatherings as Resilience Infrastructure:** The network used music, cultural gatherings, and performances (including ukulele) as primary entry points for resilience work. These were not framed as outreach events but as efforts to create community spaces where trust already existed. Cultural events are not a side strategy; they are the infrastructure that holds the network together.

- Music gatherings allowed people to show up without feeling recruited or evaluated.
- Resilience conversations happened naturally, alongside culture and connection.
- These spaces had been working *before* the disaster, which is why they continued to do so *during* the disaster.
- Rather than drills or formal training, Maui communities practiced preparedness through storytelling, scenario-based games, and collective imagination exercises. This lowered fear and allowed people to talk about hard realities without panic.

### Emotional Labor & Sustainability

Organizers highlighted their experiences as survivors. Engaging in cultural practices not only helped to process grief but also reduced burnout and bolstered leadership capacity. Resilience emerged as a vital form of emotional

endurance, extending beyond mere logistical planning. A network that neglects emotional recovery risks becoming fragile, and it is crucial for its survival in the face of repeated crises. A major theme was grief and burnout.

- Organizers were simultaneously responders, survivors, and caregivers.
- Mental health support was named as a core resilience need, not an add-on.

One participant noted that *"If your leaders are exhausted, your system is already failing."*

## Case Study 3: Minneapolis, Minnesota

### Community-Led Hubs with Municipal Support

Minneapolis offered insight into how local governments can support resilience hubs without absorbing or neutralizing them, a balance that participants acknowledged is difficult and ongoing.

Bharat Balyan stated plainly: *"The city is not the hub. The community is."*

**Community Anchors:** Each hub defines resilience differently based on community priorities, ranging from food access to energy reliability to cultural continuity. There are currently three hubs located in institutions with deep cultural roots.:

- Sabathani Community Center (Black-led, historically trusted),
- Minneapolis American Indian Center (Indigenous-led, culturally grounded), and
- North Minneapolis Resilience Corridor (neighborhood-based coalition).

**City's Role:** The city focuses on removing bureaucratic barriers, aligning funding streams, and providing technical support (e.g., microgrids, planning expertise).

However, participants were candid about constraints: *"Government timelines don't match emergency timelines. That tension never fully goes away."*

**Engagement Practices:** Minneapolis organizers shifted away from traditional engagement formats that helped center the community in the discussion.

- Meetings embedded into community events
- Informal gatherings are prioritized over formal presentations
- Consistent presence rather than one-off consultations

A Shreveport participant later reflected: *"That's what we're missing, not more meetings, but better reasons to come together."*

**Long-Term Vision:** The Minneapolis team emphasized that resilience hubs are not projects with end dates, but evolving systems that require: stable, long-term funding; cross-departmental buy-in; and accountability to community-defined outcomes.

*"If the community stops trusting us, the hub stops working, no matter how much money we've spent."*

## Cross-Cutting Themes from Open Discussion

Across Maui, Detroit, Minneapolis, and the broader discussion, participants emphasized that community resilience and resilience networks are fundamentally based on trusted relationships. This is more important than the strength of infrastructure or disaster plans when it comes to determining how a network functions during a crisis. Trust is built through long-term presence, shared decision-making, and consistent engagement between emergencies. Effective engagement was shown to mirror everyday community life, with music, food, storytelling, and informal gatherings proving more successful than traditional meetings. Burnout was identified as a structural challenge driven by

short-term funding and overreliance on the same leaders, underscoring the need for collaborative funding and shared capacity. Ultimately, success was defined on community terms: reduced panic, trusted messengers, clarity during crises, and systems that meet people where they already are.

### 1. Start with What Already Exists. Shreveport Is Not Starting from Zero

Across Maui, Detroit, and Minneapolis, successful resilience networks did not begin by building new institutions. They began by recognizing and strengthening what their communities were already doing.

In Shreveport, participants clearly echoed this on the boards and in discussion: churches, neighborhood leaders, cultural spaces, and informal networks already function as resilience hubs, often without funding or recognition. The lesson from other cities is that progress accelerates when these existing anchors are resourced rather than replaced.

**Application for Shreveport:** Focus early efforts on mapping trusted people and places, not creating new structures. Invest in existing community anchors and name them as part of the resilience network.

### 2. Trust Is the Infrastructure - Without It, Nothing Else Works

Panelists repeatedly emphasized that trust determines the speed of network building, participation, and impact. Maui showed how the trust built through hosting cultural and music events allowed networks to activate immediately during a crisis. Detroit showed how trust among organizations enabled shared funding and coordination. Minneapolis showed how trust enabled the government to step back and support, rather than control, the development of the network. Trust comes from consistency, shared decision-making, local staffing, and showing up between crises, not just during emergencies. Participants repeatedly emphasized that showing up once is not engagement: *"People don't trust programs. They trust patterns."* Others noted that trust is fragile and easily broken when funding ends or staff turnover occurs.

**Application for Shreveport:** Design engagement and funding strategies that prioritize long-term presence and relationship-building. Success can be measured by reduced confusion, calmer responses, and people knowing where to go during events.

### 3. Engagement Works When It Feels Like Community Life, Not a Program

One of the clearest cross-city lessons was that traditional meetings are often ineffective, especially before disasters. Maui used music, storytelling, and cultural gatherings (e.g., ukulele-based concerts) to build connections and preparedness. Minneapolis embedded engagement into cookouts, movie nights, and informal gatherings. Detroit emphasized meeting people where they already are. Shreveport participants echoed, noting that people show up when engagement feels relevant, welcoming, and respectful of their time and energy. Engagement that happens before a disaster is oftentimes the hardest work. Several attendees acknowledged the "chicken-and-egg" problem: *"Nobody comes until something bad happens. But when it happens, it's too late to build relationships."*

**Application for Shreveport:** Anchor resilience conversations in cultural and social spaces with music, food, faith spaces, and neighborhood events. Offering tangible support such as food, transportation, and childcare to help respond to some of the issues that community members face daily. Lead with care, not fear.

### 4. Burnout Is Structural, Sustainability Requires Shared Load and Pay

Across the panel and interactive discussion boards, burnout was consistently described as a systemic issue, not an individual one. Communities are often asked to respond repeatedly with little compensation, short-term funding, and high emotional labor. Detroit addressed this by supporting collective funding applications to support the entire network. Minneapolis reduced burnout by creating low-barrier communities of practice. Maui emphasized emotional sustainability through culture and care. Participants expressed interest in: pooled funding, shared grant writing, and fiscal sponsorship models that don't extract control. Funding structures do not match the reality of time availability and organizational structure. Small organizations voiced frustration: *"We're expected to respond like agencies, but funded like volunteers."* Another added: *"By the time money arrives, the crisis has passed and so has the attention."*

**Application for Shreveport:** Shift from competitive funding models to collaborative ones. Prioritize paid coordination roles, shared grant writing, and collective action so that no single leader carries the burden alone.

## 5. Community Voice Must Be Built into Decision-Making, Not Added Later

Participants were clear that authentic partnership requires co-creation, not consultation. Across all cities, decisions about locations, services, and priorities worked best when residents directly participated in and shaped those decisions. Hiring local staff and defining engagement spaces on community terms were repeatedly named as critical. Shreveport participants stressed that success means not having to *"explain ourselves every time"* and being recognized as experts in their own communities.

**Application for Shreveport:** Embed community leadership structurally through staffing, governance, and agenda-setting, so community voices drive decisions by default, not by exception.

## 6. Success Looks Like connection, holistic support, and smooth responses, Not Scale

A powerful theme from the boards and discussion was how success is defined. Participants did not describe success as growth, expansion, or new infrastructure. Instead, success meant: people know where to go; trusted messengers lead; there is less panic during crises; no one falls through the cracks; and community knowledge is recognized. This reframes evaluation away from scale and toward smoothness, care, and continuity.

**Application for Shreveport:** Define success metrics that reflect lived experience and trust—clarity, familiarity, and reduced friction—rather than only counting the number of activities completed or facilities built.

## Closing Reflections

The discussions reinforced that there is no single model for building a resilience hub network or community resilience, but there are clear principles to adapt to a specific local context. Across cities and contexts, resilience networks work best when they strengthen existing relationships, center culture and care, and share power with communities most affected by climate impacts: *"If resilience is about bouncing back, our communities have been doing that forever. What we need now is support to bounce forward, together."*

For Shreveport, the path forward lies in building with, not for, the community, recognizing existing leadership, and designing systems that reduce friction and confusion during crises. Success, as participants defined it, looks like familiarity with organizations and trust, not constant explanation or reinvention. Ultimately, the session underscored

that resilience is not built through one project or grant cycle, but through long-term commitment, recognition, and collective care.

A final reflection captured the spirit of the day: *"We don't need someone to build this for us. We need someone to build with us and stay."*

Looking for more information or have questions?



**Cassandra Jean, Ph.D.**  
Senior Climate Resilience Specialist  
Adaptation International  
[cassandra@adaptationinternational.com](mailto:cassandra@adaptationinternational.com)

# Appendix I. Miro Board Synthesis

## Board Summary: Partnership Trust & Community Power

Prompt: *What would an authentic partnership model look like for a successful resilience network?*



Miro board discussion with participant responses: Partnership, Trust, & Community Power

This board highlights that authentic partnership in resilience networks is built through relationships, shared power, and lived experience, not formal structures alone. Trust develops when organizations show up consistently in trusted community spaces, address everyday concerns, and work through existing grassroots and cultural networks. Participants emphasized that residents must be co-creators of solutions, shaping priorities, locations, and decisions, rather than being consulted after plans are made. Structural challenges identified include: burnout, unpaid labor, political constraints, and extractive engagement, while pointing to storytelling, cultural practices, and creative gatherings as essential tools for sustaining connection and care. Overall, successful resilience partnerships require long-term presence, local leadership, and respect for community knowledge as expertise.

### All Responses from the Board (Written Out)

What practices have helped your network build and maintain trust with local partners or residents?

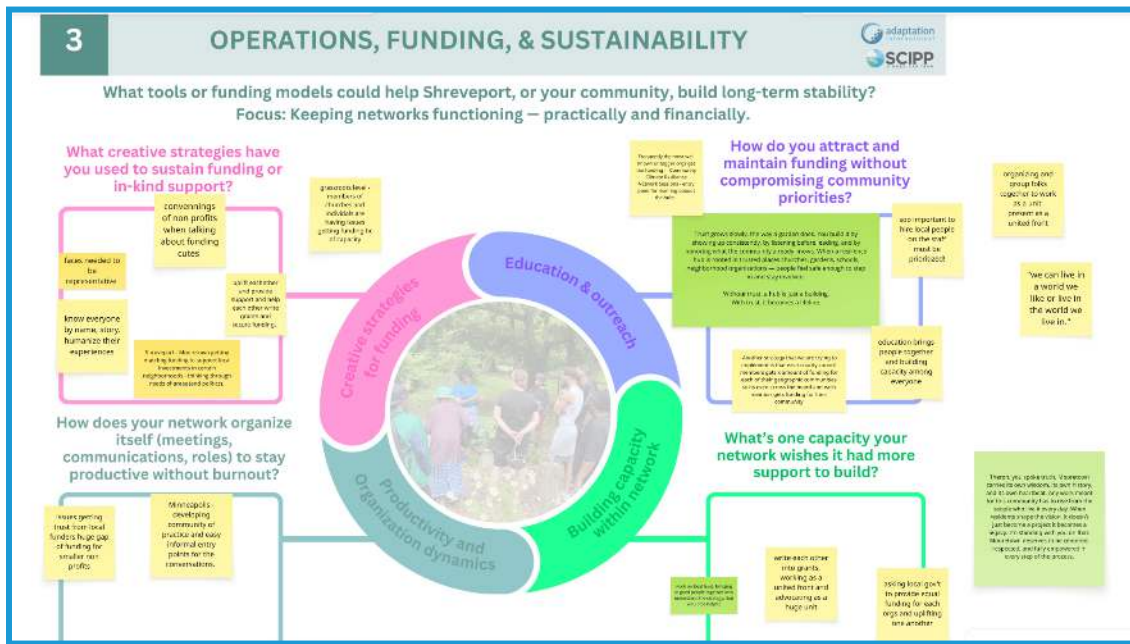
- *Resilience collaborative meetings help share best practices, but small nonprofits in Shreveport struggle to participate due to limited bandwidth. Shreveport could benefit from joining and sharing, but time and capacity are real constraints.*
- *You can aspire to live in the community you want to live in, but relationships must be built first before change can happen.*
- *Build local partnerships that extend beyond national politics.*

How do you ensure that community voices, not just institutions, drive decision-making?

- *Connect and engage people where they already are, in apartment complexes, parks, schools, and corner stores.*
- *Concerts and gatherings in community spaces help engagement feel accessible and relevant.*
- *Create space for reciprocity and opportunities between government officials and the community.*
- *Partnerships with local logistics organizations help get people to polls, hubs, or meetings.*

<ul style="list-style-type: none"> <li>● <i>Sharing about concrete, everyday issues (such as asthma and health) helps resilience work feel grounded in real community dynamics.</i></li> <li>● <i>When talking about resilience, trust is the foundation. In communities like ours, people don't connect to programs — they connect to people who have walked beside them, not over them.</i></li> <li>● <i>Collaborating with nonprofit grassroots organizations to help with transportation needs (such as stores, voting, and debris pickup).</i></li> <li>● <i>Host events in spaces already trusted by community members, such as local theaters or places they frequent.</i></li> <li>● <i>Connecting with local farmers and collecting produce before it spoils.</i></li> <li>● <i>Trying to get organizations activated and having folks show up to volunteer by training ahead of time.</i></li> <li>● <i>Cooking events with elders, community members, and storytellers, especially around climate stories.</i></li> <li>● <i>Make residents co-creators, not spectators.</i></li> <li>● <i>Let neighbors help shape the hub: choosing the location, deciding what services matter most, and naming priorities. Ownership grows from participation.</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>Hiring local staff is extremely important. Representation matters. Staff need to reflect the community's hardships and lived experiences to make a real difference. We know everyone by first name and story.</i></li> <li>● <i>Define the space for how communities testify or show support, especially when cooperating with local officials.</i></li> </ul>
<p>How have you navigated challenges like burnout, mistrust, or competing priorities among partners?</p> <ul style="list-style-type: none"> <li>● <i>If the work is for Mooretown, the people of Mooretown must help shape it. No outside plan, no matter how well intentioned, can replace the lived experience, memory, and insight of people who walk the streets every day.</i></li> <li>● <i>When community voices are at the table, the work becomes wiser, solutions become stronger, and outcomes are more sustainable.</i></li> <li>● <i>The goal is to plan with, not just for, the community.</i></li> <li>● <i>Real change only happens when the community is consulted, included, empowered, and respected as co-creators of their own future.</i></li> <li>● <i>Issues arise regarding the provision of paid technical assistance to local organizations.</i></li> <li>● <i>There are ongoing dynamics related to language and politics, including how to navigate censorship.</i></li> <li>● <i>Being creative, such as hosting movie nights, can facilitate conversations with families and reduce burnout.</i></li> </ul>	<p>What roles do storytelling, culture, or shared values play in keeping your network connected?</p> <ul style="list-style-type: none"> <li>● <i>Community storytelling centers stories in the community, so the work is not framed as "white people's concerns," but reflects personal connections and lived realities</i></li> </ul>

# Board Summary: Operations, Funding, & Sustainability



Miro board discussion with participant responses: Operations, Funding, & Sustainability

Prompt: *What tools or funding models could help Shreveport, or your community, build long-term stability?*

Focus: *Keeping networks functioning — practically and financially.*

This board highlights that long-term sustainability depends on collective funding strategies, trust-based relationships, and shared capacity building, rather than on isolated fundraising efforts. Participants emphasized the need to humanize funding conversations, support grassroots organizations with limited capacity, and reduce competition by working as a united front. Trust, local leadership, and education were repeatedly identified as essential to maintaining funding without compromising community priorities. At the same time, structural challenges, including inequitable access to funding, burnout, and gaps in local funder relationships, point to collaborative grant writing, communities of practice, and honoring local legacy as pathways toward durable, community-rooted resilience networks.

## All Responses from the Board (Written Out)

<p><b>What creative strategies have you used to sustain funding or in-kind support?</b></p> <ul style="list-style-type: none"> <li>• <i>Convenings of nonprofit organizations are helpful for openly discussing funding cuts and financial challenges.</i></li> <li>• <i>Faces need to be representative when engaging around funding and sustainability.</i></li> <li>• <i>Knowing everyone by name and story helps humanize experiences and build stronger relationships with funders and partners.</i></li> </ul>	<p><b>How do you attract and maintain funding without compromising community priorities?</b></p> <ul style="list-style-type: none"> <li>• <i>Frequently, the most well-known or bigger organizations receive funding, while grassroots groups struggle to access resources.</i></li> <li>• <i>Climate Resilience Network sessions serve as an entry point for learning and sharing about resilience hubs.</i></li> <li>• <i>Trust grows slowly and must be earned by showing up consistently, listening before leading, and honoring what communities already know.</i></li> </ul>
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<ul style="list-style-type: none"> <li>● <i>Uplifting one another and providing mutual support helps groups write grants, share resources, and secure funding together.</i></li> <li>● <i>Grassroots-level church members and individuals are experiencing challenges in accessing funding due to limited organizational capacity.</i></li> <li>● <i>Shreveport–Mooretown communities are exploring matching funding opportunities to support local investments in specific neighborhoods, grounded in the real needs and political contexts of those areas.</i></li> </ul>	<ul style="list-style-type: none"> <li>● <i>When resilience hubs are rooted in trusted places, like churches, gardens, schools, or neighborhood organizations, people feel safe enough to step in and remain involved.</i></li> <li>● <i>Without trust, a hub is just a building. With trust, it becomes a lifeline.</i></li> <li>● <i>It is critically important to hire local people as staff; prioritizing local leadership ensures alignment with community needs.</i></li> <li>● <i>Education brings people together and builds shared capacity across the network.</i></li> <li>● <i>One strategy being explored is for each community council member to seek a set amount of funding for their geographic area, thereby spreading responsibility and strengthening collective funding capacity.</i></li> <li>● <i>Organizing and grouping organizations to work as a unit allows them to present a united front to funders.</i></li> <li>● <i>“We can live in a world we like, or live in the world we live in,” reflecting the tension between ideal funding models and real-world constraints.</i></li> </ul>
<p>How does your network organize itself (meetings, communications, roles) to stay productive without burnout?</p> <ul style="list-style-type: none"> <li>● There are challenges in building trust with local funders, which creates funding gaps for smaller nonprofit organizations.</li> <li>● Minneapolis is developing a community of practice that offers informal, accessible entry points for conversation rather than rigid meeting structures.</li> </ul>	<p>What’s one capacity your network wishes it had more support to build?</p> <ul style="list-style-type: none"> <li>● <i>Writing grants collaboratively and working as a united front to advocate together as a strong collective.</i></li> <li>● <i>Asking the local government to provide equal funding for organizations and encouraging groups to uplift one another rather than compete.</i></li> <li>● <i>Working with local-level partners and bringing in people who understand the local strategy and context would be helpful.</i></li> <li>● <i>Support for writing each other into grants and strengthening collective advocacy.</i></li> </ul>