



2022 YES! Invitation For Support

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What role does internal, interpersonal and systemic transformation have in manifesting unconditional love, uncompromised truth and justice for all?

How can a global community of young and multigenerational leaders, at all levels, meet the challenge of creating long-term, deep and transcendent social change?

How can we foster interdependence and interconnection while upholding the importance of self-sovereignty and localization?

Since 1990, we have been evolving and appreciatively inquiring into the field of transformational leadership and movement-building. With an acute sense of leaders' growing edges, YES! has developed a collaborative, experiential model that expands social impact and builds collaborations with depth and breadth. The 'Jam' approach elevates individuals and communities, and innovates to address seemingly intractable issues facing our world today. As a vibrant and dynamic body of people – staff, board, program partners, alumni, and supporters – on a learning journey, we are seeking to live more consciously in alignment with our values and actualize far-reaching inner, interpersonal and systemic change. We invite you to join us in our celebration of 32 years of service!

Background on YES!

YES! connects, inspires and collaborates with young and multi-generational change makers in building thriving, just and sustainable ways of life for all. We work at the meeting point of internal, interpersonal and systemic transformation, realizing that all layers of change are interconnected and interdependent. Our programs seek to expand the vision and effectiveness of changemakers at all levels — organizers, artists, social entrepreneurs, and more — to support their leadership, commitment to service, and profound sense of creativity towards making a better world.

Accomplishments: In support of our mission, YES! has held 200+ week-long events for young and multigenerational leaders from 85+ countries, and spoken in person to more than 800,000 people in school and conference presentations. In addition, YES! has distributed thousands of books, action guides, and DVDs, and organized hundreds of workshops and trainings for leaders worldwide. We have transitioned into powerful online programming these last two years, offering our values and practices in a variety of transformative formats.

YES! Alumni have started over 900 ventures working for positive change, and are reaching more than 2.1 million people directly each year. They are organizing peace movements in the streets of Compton, California, and Bogota, Columbia; working for social and environmental justice in the towns of Alabama and the rainforests of Brazil; and leading spirit-in-action, eco-generative organizations, movements and ventures all around the globe.

Each YES! Jam brings together approximately thirty outstanding changemakers for three days to a week of self-awareness, community-building, and systemic visioning. YES! Jams create transformative fields of shared inquiry and solid relationship through which leaders at all levels deepen the root system behind the commitments, prayers and actions that move through their lives. In the US and several countries around the world, diverse changemakers come together in unique leadership teams to co-create YES! Jams.

Our Values

YES! embraces a holistic view of social change, believing with Gandhi that: “*We must be the change we wish to create in the world.*” We seek to facilitate growth and positive change in three simultaneous and deeply interconnected fields: the **Inner** (growing emotionally, spiritually and physically); the **Interpersonal** (seeking to bring love, integrity and honesty to relationships and building bridges across societal divides); and the **Systemic** (connecting the dots of movements towards a **thriving, just and sustainable** ways of living for all).

Inner:

We value rigorous attention to spiritual, emotional and physical health and wellbeing, using whatever paths and forms support each unique person in gradually becoming more aware, compassionate and courageous. Our experience is that we are all deeply impacted by our personal, family and cultural histories; in order to transform fears, unhealthy habits and reactive impulses, we work to nurture self-awareness, steadfast commitment and loving support for ourselves and each other.

Interpersonal:

We strive towards relationships built with respect, generosity of spirit, and a commitment to one another's growth and well-being. We seek to practice deep listening and speaking our truth with compassion and insight, taking the time to hear and understand one another across differences, and honoring each other's unique perspectives and gifts. We approach conflict as an opportunity for greater clarity, authenticity and transformation, and provide transformative tools and practices to shift interpersonal dynamics in meaningful ways and co-create living examples of beloved communities.

Systemic:

We are committed to helping build thriving, just and sustainable ways of life for all, and to supporting those efforts on local, regional, national and global levels. Rarely do movements or organizations have the opportunity to come together with others and clarify a shared vision, much less connect the dots between their diverse and special forms of work. Often, social change efforts are pulling each other down, due to misunderstanding, a perceived sense of scarcity of resources, time, money, or public support. We support vision development and cross-pollination at all levels, so that the interconnections and interdependence of social change efforts can be understood and leadership can better weave webs of cohesive transformation.

By bringing these three threads of transformation together, YES! is practicing a unique form of movement-building. Like connective tissue that supports organs' healthy function in the body, YES! Jams and projects bring people's whole selves together, to strengthen their capacities and flow their energies in profoundly constructive ways. We are building movements from the inside-out, upside-down, and in every possible direction, through powerful connections and relationships. When people think about where they do their best work, that is the most long-term and lasting, they often think about the passions they have, the people they love, and places they are rooted. YES!'s programs bring forth genius, friendships, and understandings that move the dial on social change in local communities, regions and nations, professional sectors, and more.

“For 15 years, my family saved \$5,000 towards our dream which is to eventually purchase our own home, which costs \$10,000. When I learned about the World Jam, I thought that for the price of one Jam, I could buy 10 houses. I didn't know if it was really ethical for me to come when it was going to cost so much. In actuality, the Jam was worth more just to me alone than 20 houses. By helping me be more effective, by giving me a place to cry, laugh, learn, and grow, the Jam has touched not only me but the hundreds of thousands of children who are counting on me. The Jam created a place for me to realize the importance of, and learn to value in many ways for the first time, caring for myself as a vital piece of the work to which I am so committed. After pouring everything into my work since I was 10 years old, I was facing some significant health challenges, and was paying little attention to them. I don't know if I would have been able to continue much longer. The Jam gave me insight and support to care for myself so I can sustain a lifetime of service to the children.”

- Mayerly Sanchez, 19, Nobel Peace Prize Nominee, founder, The Children's Peace Movement, Colombia

Our Programs

YES! believes deeply in the power of self-organizing, co-learning and co-creating. The term 'jam' comes from the spirit and practice of a musicians' jam; here, each person brings their questions, hopes, commitments, dreams, struggles, fears, visions, etc., and together, the emergent community co-creates a shared field of learning, healing, transformation and creativity. YES! co-organizes each of its Jams in partnership with diverse leadership teams. In fact, none of YES!'s programs would be possible without the collaborative commitment of these teams. Each team is composed of alumni from YES!'s Jams, who feel fired up to expand the Jam experience to more of their peers, either locally/regionally, and/or sectorally, and/or with people who share a similar identity. Each person on a team is connected to key organizations and movements, and brings their gifts and skills to bear in the co-creation of the Jam. Thus, it is not YES!'s program, per se – it is a collaborative effort made by people who feel the power, purpose and impact of coming together for mutual transformation. In this way, the Jams continue to innovate and expanding, touching more changemakers at all levels of leadership across the US and in the wider world.

Officially started in 1999, Jams have grown steadily ever since, with YES! offering 15 online Jams in 2020-21 and 30+ programs total. A variety of online and in-person Jams are being offered for 2021-22, and a full list is available at www.yesworld.org, including

- 7th Law and Social Change Jam, October 28-November 3, 2021, online
- 1st YES! Alumni Learning Journey, November 18-20, 2021, online
- 2nd India Eco-Jam (for environmental activists in India), January 30-February 5, 2022, Bangalore, India
- 5th Healing Our Movement Ecosystem (HOME) Environmental Changemakers Jam, February 1-6, 2022, Santa Cruz, California, USA
- 2nd Pacific Northwest Changemakers Jam, March 23-28, 2022, online
- 3rd Re-Storying Justice Jam, June 12-19, 2022, Santa Cruz, California, USA
- 8th Arts for Social Change Jam, June 28-July 3, 2022, Santa Cruz, California, USA

Our Theory of Change

YES!'s theory of change focuses on a tipping point of integrated transformation among leadership. When changemakers have tools and practices, as well as supportive community, they can actualize transformation in their daily lives, families, organizations, communities and societies around the globe. In our 2016 alumni survey, we found that approximately 72.6 million people are directly affected by YES! Jam Alumni, and approximately 139.2 million are indirectly affected. Those numbers are only growing with every Jam and its infinite offshoots. By focusing on and weaving together the networkers, influencers and innovators, we are getting closer to a tipping point, where authentic, interconnected, just and synergistic ways of living and being become the 'new normal'. We are building and strengthening the mycellial pathways beneath the surface, which are popping up with powerful and holistic solutions, as old systems collapse and make way for a better world. We believe that by working with changemakers in four key areas, they will be better equipped to bring about the world we want to see:

1) Sustainability and Regeneration

The Need: Often, the greatest saboteur of social change movements is the internalized oppression and unresolved traumas of personal and collective histories, which give rise to debilitating habits and behaviors.

What We Do: We help each changemaker to deepen their root system, and grow in consciousness, self-care and community-care, so that they can become more healthy and effective, and restore balance and well-being.

2) Means to Ends Consistency

The Need: We have seen too many sustainability activists burning themselves out, peace activists who hit police with peace signs, and social justice activists caught up in organizational power struggles and hierarchy.

What We Do: We foster means to ends consistency by practicing and embodying. We believe that when there is congruency between our goals and how we work, we can generate more lasting and effective positive impacts. We support leadership in listening deeply and slowing down, so that they can better work through 'in-fighting' (internally and interpersonally) and find breakthroughs and synergies in moments of conflict.

3) Partnerships Between Diverse Allies

The Need: Diverse movements with profound core values operate often in silos and miss out on opportunities to effectively engage and collaborate.

What We Do: We support connections and alliances between diverse allies. If divide and conquer is the strategy that has been used to destroy, then connecting and self-organizing may be strategies for healing and regeneration. We believe real partnerships can be most effectively built on a foundation of trust. Through our programs, we put into place practices that foster authentic relationships and connections. We support changemakers to build bridges across social divides of race, class, gender, sexuality, nationality, religion, age, education level, type of social change work, and more.

4) Love and Spirit

The Need: Materialism, isolation, and reactive consciousness stifle breakthroughs and limit inspiration.

What We Do: We help activists to open space for love and spirit to step in. We believe that love and spirit can totally change the conversation, making extraordinary things possible and helping to change the way we do change. They are not just tools for personal wellness – they enable individuals, organizations and even movements to be guided by a deeper wisdom, and to welcome the presence of the miraculous.

With these transitions taking place, we believe leadership can guide the way towards lasting social change. Because, perhaps all the ideas we need already exist, and the only thing that is missing is listening to one another, connecting the dots of our diverse work and diverse lives, and experiencing what the change *feels like* and *looks like* in practice.

“The North America Jam has been a deeply moving and transformative experience for me. It provided me the space to explore my internal capacities while providing me the tools needed to expand my interpersonal capacities. This process empowered and equipped me to take these skills out in the world and my work.”

- Isaac Graves, 24, International Democratic Education Conference Coordinator, Cleveland

Our Impact Narrative

How do we assess the profound experience of a Jam and its translation back into the alumni’s regular work and life? YES! conducts anonymous, comprehensive long-term surveys every two years, to check in with what our alumni are up to and how they are doing. Here are some highlights from the report on our 2018 alumni survey:

100% feel Jams are unique spaces for changemakers to engage with each other.

98% feel Jams foster deep inquiry, healing and well-being.

98% feel their whole self is welcomed at the Jam.

99% feel they made important and valuable contacts at the Jam. .

99% feel they learned new skills or perspectives that enhance their life.

93% feel since the Jam, they have taken better care of their physical, spiritual and/or emotional health.

95% feel since the Jam, their relationships with others are more honest and/or meaningful.

92% feel they have greater capacity to resolve conflicts constructively after the Jam.

92% say their work/activism feels more intentional and effective after the Jam.

97% feel the Jam Community is a strong network of people and support.

100% feel the Jam Community is a wealth of information and resources.

94% feel the Jam Community influences their awareness of interconnections among issues and movements, and their visions of the future reflects this understanding.

“I gained a lot of personal healing that I had been putting off. I felt really honored and heard and validated in a way that I had not been in other spaces. The Jam allowed me to hold myself in a way that encouraged growth and healing and more self-love that has been very fundamental to my well-being as a person.”

“I have been more authentic to myself and with others. It has given me courage to make my own decisions and given me the confidence to be neutral towards them. The rules, agreements, speaking from the “I” have been very powerful for me to deal with situations at workplace and at home. I have been more aware of how I am reacting to situations, what energy I am picking up and how I am feeling. It makes me more present and appreciate small things in life.”

Funding Overview and Invitation

YES!’s total operating budget for the 2021-22 fiscal year is approximately \$308,000. YES!’s income comes from foundation grants, individual donations, event tuition, and speaking/facilitation honoraria. YES! has evolved a network structure; that is, we keep a very lean nucleus in northern California and support a network of Jam

leadership teams, each comprised of 4-7 dynamic and very diverse people. Our budget is approximately 1/3-2/3; one-third of the budget supports the leadership in the US, which are 5 part-time staff (the Executive Director, Operations Manager, Storytelling & Alignment Integrator, Cultivator Community Learning and Partnerships Coordinator, Collective Wisdom and Design Coordinator – approximately 2.5 FTE). The other two-thirds of the budget is dispersed in 'micro-grants' to each of the Jams; the grants are approximately \$2000-\$15,000, with the majority of Jams receiving about \$5000 from YES! to operate their Jams. The remainder of each Jam's budget comes from local grants, in-country donations, and tuition from participants.

The Jam participants who most benefit from YES!'s programs come primarily from diverse and low-income backgrounds; they are often overworked and their organizations often run on a lean budget. While we ask everyone to contribute something to their participation in the Jam, we also provide substantial tuition scholarships to most participants. This supports leadership at all levels to participate, from executive directors, to program managers, to on-the-ground field staff, to those unaffiliated with a single organization and yet still contributing to social change (artists, entrepreneurs, etc.). YES! is one of few organizations that serve such a variety of leadership, as we see that change happens from the top-down, the bottom-up, the middle-out, the outside-in, and more. By building these linkages, we are strengthening movements at every level.

YES! is at a threshold moment. From 2011-2019, Jams have been exponentially growing (from 2 Jams in 2011 to 19 Jams in 2019) after two decades of steady, paced growth with our global alumni community. Then, with the Covid pandemic, we transitioned to doing much more work with our alumni and hosting Jams online as well. We also found growing work with clients through our YES!@Work efforts (sharing our tried-and-tested tools and practices with individuals, institutions, organizations, etc.) Our work now feels even more multi-dimensional, even more integrated into systems, held in more hands, and more accessible. It is an exciting time!

We are seeing that YES!'s work is in more demand than ever before yet we can be challenged by fundraising in a shifting financial environment, even with a proven record of impact and innovation. We are looking for donors at all levels who want to shape the global consciousness and practical effectiveness of a new generation of outstanding leaders. With your bold partnership, we are poised to continue expansion and provide more leaders with the skills, support network, and synergy necessary to sustain and expand a lifetime of service to their communities and to the future of our world. **We are ready to meet the moment, innovate, and move towards the world we want to see.**
Thank you for your consideration.

