



Desert Blooms: Nourishing Future Abundance Through Investment

Facilitation & Community Planning As a Way to Amplify Economic Development Results



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Who I am!

Izzy Haywood, Program
Manager for Events &
Facilitation at Spruce Root



What we are going to cover:

1. Why facilitation & community planning matter
2. Case Studies
3. Activity





Vision: We amplify our Haida, Tlingit, and Tsimshian ancestral imperative to ensure Southeast Alaska thrives for future generations

Mission: We are a driver of a regenerative economy across Southeast Alaska so communities can forge futures grounded in this uniquely Indigenous place.

Values:

Balance | Reciprocity

Native knowledge | Indigenous stewardship

Progress over perfection | Learning at the speed of trust

Equity | Abundance

How We Work

Supporting Southeast's Entrepreneurs

Our services for small businesses include one-on-one coaching, group workshops, and lending capital for business start-up and expansion.

Workforce Development

We provide programs that teach technical skills, financial planning, soft-skills, and leadership, supporting individuals in their education and career goals.

Community Facilitation & Planning

We offer strategic planning services, community facilitation, facilitation support, and community planning to nonprofits, Tribes, and local governments.



Spruce Root's Facilitation & Community Planning Services

- Sustainable Southeast Partnership Spring & Fall Retreats
- Community Planning & Strategic Planning
- Other Contract Facilitation Services:
 - Board Retreats
 - Strategic Planning & Visioning Sessions
 - Facilitation trainings



Why do we do community planning & facilitation?

- Drives deep collaboration in our region
- Allows us to shift systems (housing access, land management, access to capital) which allow us to get closer to our mission
- Provides additional unrestricted income (\$160,000 in 2023)



The Sustainable Southeast Partnership – A Foundation for Facilitation & Community Planning

The Sustainable Southeast Partnership (SSP) is a dynamic collective uniting diverse skills and perspectives to strengthen cultural, ecological, and economic resilience across Southeast Alaska. We envision self-determined and connected communities where Southeast Indigenous values continue to inspire society, shape our relationships, and ensure that each generation thrives on healthy lands and waters.



Who IS the SSP?



Case Study: The Sustainable Southeast Partnership Spring Retreat



9th Annual Native CDFI




Capital Access Convening

Case Study: Sitka Tribe of Alaska Strategic Plan

- Worked with STA's leadership, tribal citizens, and staff to create a 5-year strategic plan
- Assisted with collecting community input, distilling information, drafting and finalizing plan, and implementation



WHAT IS YOUR VISION FOR SITKA?




The Sitka Tribe of Alaska is seeking input from Sitka Tribal Citizens and members of the larger community to help inform the direction of the Tribe. There will be three opportunities to provide input:

COMMUNITY MEETING #1: Oct. 20 | 10 am - 6 pm
Drop by Centennial Hall on October 20th for a COVID-safe event. Attendees will have the opportunity to provide ideas in activities that will help to inform the Tribe's priorities for the next five years. All attendees will be entered into a drawing to win a \$250 Visa Gift Card.

COMMUNITY INPUT SURVEY: Launching Nov. 1!

COMMUNITY MEETING #2: Dec. 8 | 10 am - 6 pm



Scan here to
sign up for
email updates



Events hosted by Spruce Root Inc. on behalf of the Sitka Tribe of Alaska



Additional Opportunities from Sitka Tribe Strategic Plan

- Sitka Tourism Summit - Worked with Tribe and City to determine a visitor limit for 2025 tourism season
- Sitka Housing Summit - City of Sitka and Tribal Housing Authority co-hosted a two-day summit focused on finding pathways to affordable housing in Sitka



Theory Behind Facilitation for Systems Change



9th Annual Native CDFI



Capital Access Convening

Collaboration is an Option

Can we change this situation?

Yes

No

Can we effect this change unilaterally?

No

Yes

Can we bear this situation as it is?

Yes

No

Can we control the Change/ Collaboration

Force
(Unilateral)

Adapt
(Unilateral)

Exit
(Unilateral)

No

Yes

**Stretch
Collaboration**

**Conventional
Collaboration**

Frameworks

		Simple Challenges	Complex Challenges
1	Dynamic	Cause & effect are close together	Cause & effect are far apart
2	Generative	Future is familiar & predictable	Future is unfamiliar & unpredictable
3	Social	Actors have similar perspectives & interests	Actors have different perspectives & interests



Stretch Collaboration Requires

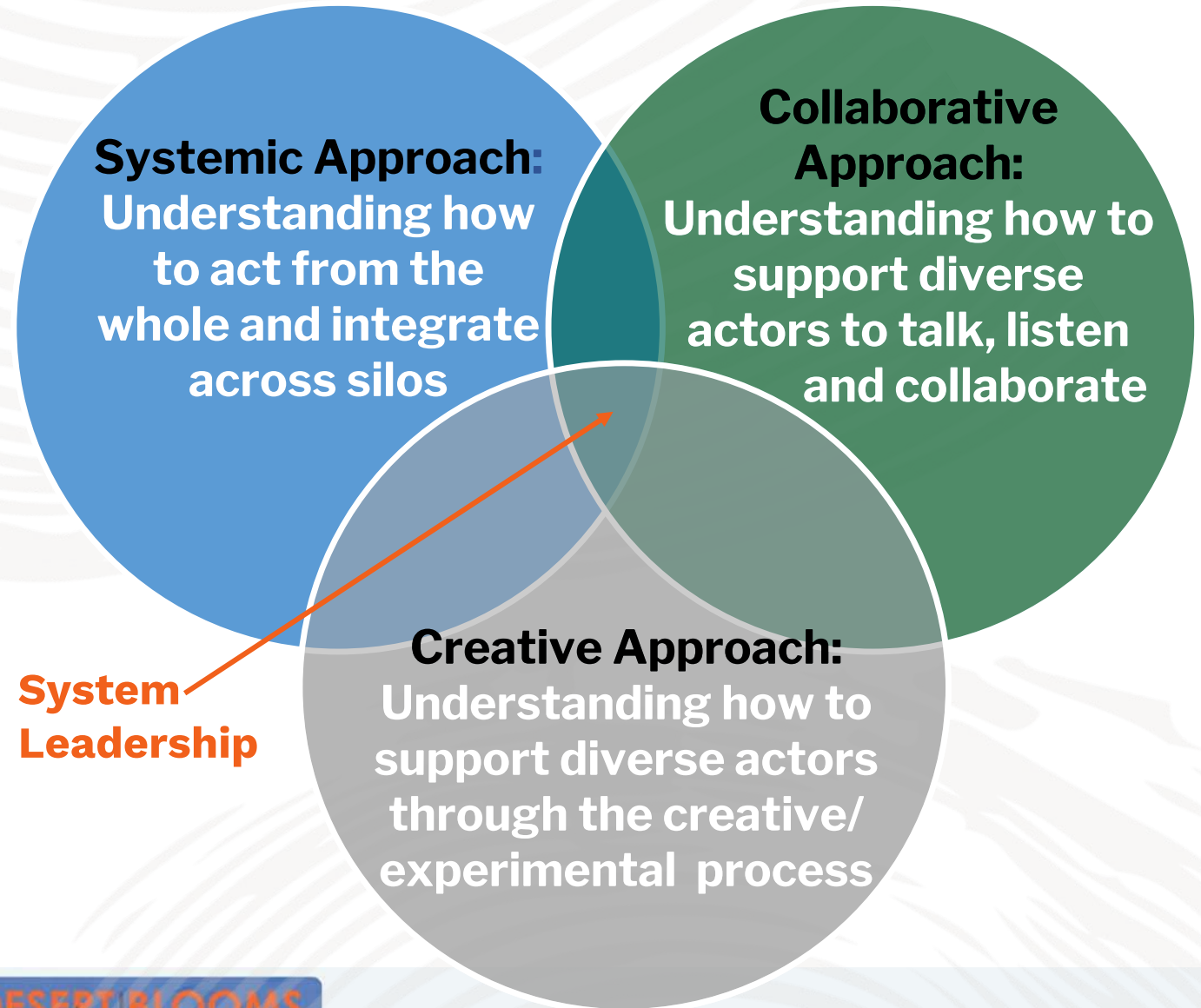
	Conventional Collaboration	Stretch Collaboration
How we relate with our collaborators	<i>Focus on good & harmony of the team</i>	<i>Embrace conflict and connection</i>
How we advance our work	<i>Agree on the problem/solution</i>	<i>Experiment our way forward (multiple emergent possibilities)</i>
How we participate in our situation	<i>Change what other people are doing</i>	<i>See yourself in the game as part of the system (multiple co-creators)</i>



Leading system change requires...

A combination of understanding:

- how to act from the whole,
- the creative process and how to innovate/bring something new into the world, and
- how to support diverse actors to talk, listen and collaborate



Additional Resources

- [Reos Partners](#) - Resources on systems leadership and facilitation
- [Liberating Structures](#) - Facilitation activities that allow for transformative events
- [Session Lab](#) - Useful technology for event planning
- [Play on Purpose](#) - Facilitation Activity library



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