"It is more difficult to give money away intelligently than to earn it in the first place."

Andrew Carnegie
The Gospel of Wealth, 1889
There are no rules here. We’re trying to accomplish something.

- Thomas Edison
Sherwood Culture

- Passion-driven
- Values-driven
- Commitment to innovation and change
- Risk-taking and courageous
- Community-focused
- Down to earth
- Trust-based
Problems

"you simply can't write a check" hni.com
“Strategic Philanthropy”

- Theory of Change
- Strategy
- Logic Model
- Inputs/Outputs
- Outcomes
“We have now come to the conclusion that if funders are to make greater progress in meeting society’s urgent challenges, they must move beyond today’s rigid and predictive model of strategy to a more nuanced model of emergent strategy that better aligns with the complex nature of social progress” - FSG
AN ESSENTIAL ASPECT OF CREATIVITY IS NOT BEING AFRAID TO FAIL

EDMUND LAYD
How the work is done

• Collaborative, respectful, and trusting relationships
• Eliminate games whenever possible
• Humility and no trace of certitude
• Reflective
• Space and support for innovation
• Responsive
PATIENCE IS NOT THE ABILITY TO WAIT BUT HOW YOU ACT WHILE YOU'RE WAITING
—JOYCE MEYER