

# Sharing Power with Communities Toolkit: Ready to Launch

The resources offered in this toolkit are designed to guide nonprofit organizations, foundations, and folks working in the social sector in their pursuit of sharing power and resources with the communities they seek to serve. Toolkit resources include practical tips and guides for making the case along with facilitation guides and models for getting started.

## FAQs for Structure, Logistics, Compensation, and Pitfalls

Stumbles along the way on your journey to engaging communities in your work is inevitable. Here are some common questions, concerns and pitfalls and tips for navigating them.

	<b>What we have done:</b>
<b>How do we compensate?</b>	<ul style="list-style-type: none"><li>• A flat fee based on expected number of hours of work (vs. tracking time hourly)</li><li>• Additional payment if work exceeds expectation or if someone goes above and beyond</li></ul>
<b>What's a typical compensation range?</b>	<ul style="list-style-type: none"><li>• It depends on geography / prevailing rates, but anything from \$50-\$100 per hour for a longer-term, regular engagement, or a stipend of \$1500- \$2000 for a series of 4-5 meetings (~2 hours)</li></ul>
<b>What other supports should I think about?</b>	<ul style="list-style-type: none"><li>• Childcare \$25-\$35 / hour (include any travel time)</li><li>• Laptops (\$400 each) &amp; wifi (\$20-50 per month)</li><li>• Food (\$100 per meeting for snacks or \$500 - \$700 for a full meal, depending on group size)</li><li>• Transportation (look at parking, public transit, Uber/Lyfts for your area)</li><li>• Interpretation (\$150-\$300 per hour) and translation (price depends on language)</li><li>• Meeting space (libraries and community center may offer low-cost space)</li></ul>
<b>What should I ask internal leadership conversations to help identify and address potential pitfalls?</b>	<ul style="list-style-type: none"><li>• From your perspective, why is it important to engage community?</li><li>• What concerns or hesitations do you have?</li><li>• What's a nonnegotiable here? What is off the table?</li><li>• What decisions can this committee make themselves? Where will they provide recommendations that will be reviewed by someone else (leaders / board)?</li></ul>

Community Wealth Partners is a social impact consulting firm guided by a vision of a world where all people have what they need to fully live into their potential, particularly those who are kept furthest from resources and power.

### Get In Touch

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 [communitywealth.com](http://communitywealth.com)

## Intentionality upfront pays off later. Potential pitfalls to watch out for:



Not getting buy-in from decision-makers upfront



Getting “smile and nod” buy-in vs. real agreement



Not being clear about the community’s role in decision-making



Expecting too much (e.g., asking the community to weigh in on everything)



Expecting too little (e.g., not setting aside enough time for real feedback )



Expecting community to weigh in on matters that aren’t directly relevant to them





Not asking for feedback along the way and pivoting in response



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