



# ANNUAL GRATITUDE REPORT 2012

**THE** WHIDBEY  
INSTITUTE

The essence of community, its heart and soul, is the exchange of value; things we do and share because we care deeply, and for the good of a place. - DEE HOCK



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# a place for change inviting you to stewardship

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Strong communities...fulfilled people who are living their calling...a tribe of dreamers and doers for change...a sense of home. What are these worth to you personally? I imagine you would say: a lot!

We are excited to present our annual Gratitude Report to you, our stakeholders, our sustainers and our investors, who support our work and for whom we are grateful. The Whidbey Institute depends on you as we journey into the coming years as a playground and stage for the good work which shapes the future of humanity and our living earth. In these pages are some of our accomplishments in 2012 and a financial update. They are part of the evolving story you are co-creating with us.

**This year we also celebrate our 40th Anniversary.** It all started with a parcel of land and a wild idea. Since its founding, the Institute has evolved over the years to become a sacred place and a home to us and to all those who come here to learn, grow, and hold their work. This land honors all who visit, and is our bedrock and sacred partner in relationship to all which happens here. And our commitment continues to be simple: providing a space of home for world-changing work to flourish, and an environment in which leaders of all ages and stripes, from artists to activists to thinkers and business leaders, can feel at home, connect in community, and replenish their spirits.

Which all takes me back to the beginning of this letter. I ask you to please support us in building capacity to make our work possible. The Murdock Charitable Trust awarded the Institute a capacity-building grant three years ago; the grant is now in its final year. In 2012 we matched, through your support, Murdock's \$25,000 challenge. In order to receive our final amount of \$37,500, we must raise \$50,000 in new dollars by July 1, 2013. "New dollars" means a new gift or a donation over the amount you gave last year (if I gave \$500 last year and \$1000 this year, \$500 would meet the challenge). To date, we have raised \$30,000.

Another choice for your designation is an act of stewardship. By joining us as caretakers of this land, your gift enables us to continue providing everything from community service learning projects for young people to a lovingly tended and inviting space for your deep work. If in reading this letter you feel drawn to our commitment to this land as a place for change, please consider how you might join us as a volunteer or support us with a designated investment in our future. Tending to this land requires a dedicated crew of devoted and caring souls, and we want to count you among them!

Your gift in the enclosed envelope with this spring appeal, or your online donation, is appreciated beyond what we could ever express. Help us be your home: for fulfillment, for community, for growth and positive change! I hope to see you soon.

A handwritten signature in black ink, which appears to read "Jerry Millhon". The signature is fluid and stylized, with a long horizontal line extending to the right.

In gratitude,  
Jerry Millhon | Executive Director

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we're going  
green  
two feet planted  
on the ground,  
two hands  
reaching  
for the clouds

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As the Institute renews its commitment to the Chinook Land, and as we grow internally, our goal in collaboration with our community is to continually reexamine how we can operate more effectively in these ways: (1) **stewarding your investment in us**, and (2) **more fully aligning with our core values**. With this in mind we have embraced the shift to a stronger online presence highlighting our work and shared vision. We are reaching for the sky – to a lighter, freer platform of sharing with the emerging online universe known as “the cloud.”

Thank you for joining and supporting us in our mission-driven movement towards fuller stewardship of our environment! Every small step, taken together, makes a difference.

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doing this...

**Reduces our environmental impact.** Approximately 6,000 **fewer** pieces of paper, envelopes, stamps, and ink, and substantially reduced vehicle delivery will be necessary to share our news and current programs and events with you.

**Promotes shareability and enhances the impact of staff and volunteer efforts.**

With the click of a button, we'll still be able to reach most of you! By moving the majority of our communications to an electronic platform, we can share an infinite number of times with relative ease. And, with one more click, you can tell your friends about the inspired inspired work you do with us.

**Sustains the viability of your investment.** Not only do we decrease our burden on the environment while increasing human energy spent on our mission, we enhance the impact we create with your monetary investment. Your dollars can now be utilized with greater intention in other areas of need.

we're taking steps forward in two major areas:

**1** We have been working throughout 2012-2013 to revitalize the Whidbey Institute website. This project, in addition to updating our look, will give you a more resourceful user experience. Whether registering for your favorite program, signing up for a work party, or learning about the history of the Whidbey Institute, our goal is to make our new website an effective tool for your own purposes, a place where you can learn about what we do and connect around the things that interest you, find the information you need, and engage more fully with us and with all the wonderful stories which happen here. Look for the new website in June.

**2** In our operations we're moving almost entirely away from paper mailings, including our semi-annual reports. Many of you already receive our monthly newsletters via email. Unless noted otherwise, we look forward to corresponding with most of you via e-mail instead of snail mail!

# goals and triumphs 2012

## walking the talk: toward 100% carbon neutrality

Early “Chinookers” may remember water catchment systems for the garden or buildings erected with wood sourced directly from where they now stand. The Institute now strengthens its commitment to making our ecological health a priority in the way we operate.

We carry the spirit of that model into the future with an internal challenge to achieve 100% carbon neutrality in our facilities within the next five years. With the critical guidance of our Site Committee and a team of experts and volunteers, we have developed an eighteen-step action plan. Major elements of this plan include shifting off an oil-based heating system in Thomas Berry Hall, reviewing and improving office procedures and on-site energy usage, and reviving under-utilized resources.



## honoring our tradition of integrity

Since the early years of Chinook and the Whidbey Institute, it has been our tradition to relate to challenges with integrity and full engagement. At times, this has necessitated realignment of our goals to stay on purpose, even at the expense of other objectives.

Such was the case in 2010, when our staff identified that our non-profit organization is not exempt from state sales tax, as had previously been understood. The matter could have escaped notice by the WA State Department of Revenue, as tax had been neither been collected nor submitted throughout the organization's history. Presented with this information, the board unanimously agreed that we should face this significant challenge and address what became a \$100,000 tax liability.

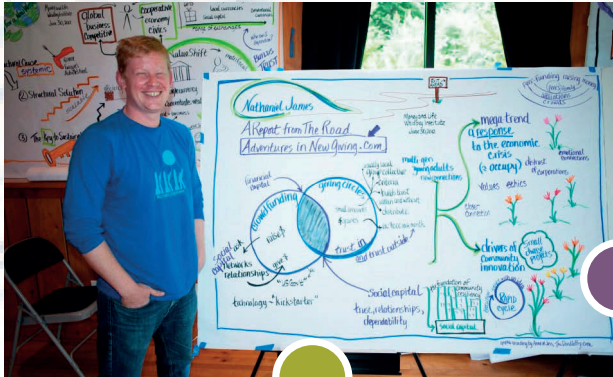
Engaging legal assistance and working with the WA State Department of Revenue, Whidbey Institute leadership demonstrated tremendous courage and commitment, contributing funds and taking on a small loan, thereby enabling us to complete payment of the liability by July 2012. \$21,000 of our loan remains.

Integrity and a sense of ‘right livelihood’ are integral pieces of our history, and remain strong colors in our organizational fabric.





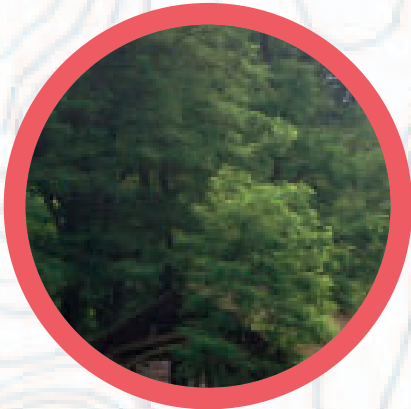
# program highlights partnerships in motion



turn the page for a snapshot of the institute's programs and events, and their roots and stories.

Each and every one of us found our way to the Institute through a distinct path, and, with your presence over these forty years, a web of collective belonging and commitment has woven this place into a home for all of us. A good many people were initially drawn to us by a program or event. What may not be as visible is that each program also has its own unique story about how it found its way to the Institute.

There is a rhyme and reason for every activity in the following pages – whether catalyzing important work in the world, convening people for crucial conversations, supporting emerging leaders, or other unique contributions that serve our collective movement toward a sustainable future – what makes each program possible is our partnership with those who bring their work to the Institute. Whether that partner is an organization, a team, or an individual, we'd like to share the stories of a few unique collaborations that took place in 2012.

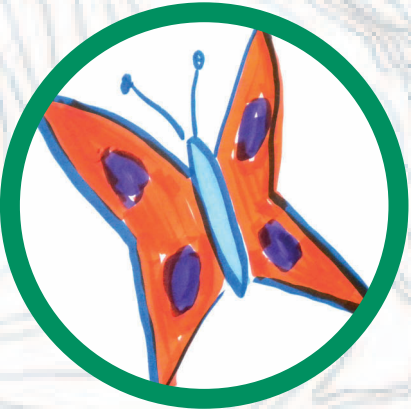


## generation waking up

Last summer, 45 young adults from around the world gathered at the Institute for the first-ever Generation Waking Up “Summer Leadership Academy.” Participants learned the art of storytelling for social change and developed a broad range of leadership capacities to support their unique passions and projects. One of the many highlights was an intergenerational World Cafe session that united hearts and minds across generations in a conversation about what we can do to build a more thriving, just, and sustainable world. Generation Waking Up has found a home at the Institute and is scheduled to return for another large training in 2014.

## sustainability and contemplative practice

In partnership with Evergreen State College’s Curriculum for the Bioregion, and with the support of the Kalliopeia Foundation, the Whidbey Institute convened a community of educators engaged with the work of creating and supporting learning experiences for students that cultivate their capacities to face looming and complex global challenges. This work culminated in a three-day conference of 55 educators who shared their teaching strategies for reflective and contemplative practices—practices intended to engage students in a profound way with the imperatives of sustainability and local and global citizenship.



## money & life

In collaboration with Rozie Hughes (New Road Map Foundation), and Katie Teague (StormCloud Media, LLC), the Whidbey Institute hosted 65 peers and colleagues hailing from the fields of commerce, finance, academia, and activism for a debut for the film *Money & Life*. The film served as the foundation for three days of exploration on how to tangibly and strategically advance the principles of the new economy -- an economy which serves the health of the human family and our planet.

\*butterfly graphic by [anne@TheDoodleBiz.com](mailto:anne@TheDoodleBiz.com)

My 7-year term as board member ended in December, and it is very hard to step away from an organization on fire with zeal, clarity, and deep love for each other. The Institute is able to support thriving communities because it is thriving. I will stay connected to the Institute because it is leading us all into the future with foresight and heart. - Bill Koenig, former member of the Board



"When I arrived on Friday evening and everyone was in the small group discussions, I felt such a strong sense of belonging: to this place (the Institute) and to the people in the room...I experienced such a draw, an attraction to being here. I would not have chosen anywhere else to be this weekend."

- Participant, Sustainability and Contemplative Practice

## learning from the land

Learning from the Land, a program of the Institute which engages people of all ages directly with the natural world, benefited tremendously from the skills of land intern Mechelle ("Mech") Kneidinger, who worked with Good Cheer to offer cooking classes to the community, constructed a chicken run with the help of the LEAF program at Edmonds Community College, and educated visitors about how to compost. Fresh Food on the Table, an annual event to bring fresh produce to the Good Cheer Food Bank, held its inaugural fundraiser, a colorful success. The next time you visit the land, be sure to meet our new land intern, Alexa MacAulay, and land care coordinator Maggie Mahle, who joined us in April.



## bioneers

The 2012 Beaming Bioneers Conference was keynoted by Meg Wheatley, activist, author and leading systems thinker, who invited us hold a different relationship with hope – not one that rises and falls with outcomes, but a hope derived from a conviction that our commitment makes sense, regardless of how things turn out. This invitation to act from a deeper place set the tone for the weekend, which was filled with inspiring workshops and lively discussion. Plenaries 'beamed in' leaders such as Paul Hawken and Bill McKibben, and focused on community resilience. The next Whidbey Beaming Bioneers Conference is scheduled for November 1–3, 2013.

## thriving communities

An annual series of conferences focusing on the elements of a thriving community gathered for the first time in February 2012, with a focus on thriving through the perspective and lens of food. Since then, 13 collaborative relationships have been established between communities throughout our bioregion. Seven multimedia videos were produced demonstrating how food is a catalyst for thriving and resilient communities built upon relationships of respect and trust. Since Thriving Communities began, new actions and projects have been catalyzed in Kentucky, Massachusetts and Ohio: truly evidence of common people doing uncommon work for the common good!



# more key collaborations in 2012

Right Livelihood and Students-in-Service from Bainbridge Graduate Institute (BGI)

with Simon Goland and Hilary Wilson

Winter Gathering with Rick Ingrassi and Peggy Taylor

The Open Path Trainings a partnership with Elias Amidon and The Sufi Way

Threshold Arts with Mitch Saunders and Maryliz Smith

Tai Chi Foundation with David Goodell

Heart of Leadership with Leanne Moss

Global Integrity Leadership/LDI with Mark Yeowell

VORTEXT Women Writers Salon with Hedgebrook

Touch Drawing with Deborah Koff-Chapin

Spirituality and Learning with Heritage Institute

Heartwork with Trudy James and Shannon Patterson

Thriving Organizational Ecosystems Summit

with New Stories



## powers of leadership (POL): the evolution of a long-standing program



Powers of Leadership, a longstanding and core program of the Institute, continues to grow and evolve under the leadership of Craig Fleck and Christie Lynk. The annual seasonal retreat cycle brings leaders together from across all sectors to explore the spirit of “the commons,” how to navigate change with grace, and steward ourselves and the organizations we serve in times of uncertainty.

Testimonials abound, speaking to the powerful impact of this program in participants’ personal and professional lives:

“The way I adapt to the challenges in my organization was completely transformed through my experiences in Powers of Leadership, which brought the freedom and space necessary for personal growth. POL lit a fire for me that is burning strong and bright, and I am so grateful for the opportunity to reorient and recharge at this point in my career.” - Eileen Sullivan, POL Participant, 2012-2013



# by the numbers ... the scoop on what's happened

6

New faces on the land in the last year, with the addition of new staff to our Institute core team: Jesse Durbin, Amber Hamley, Alexa MacAulay, Dan Mahle, Maggie Mahle, and Allison Tongate. With former staff departing to other worlds, the infusion of new energy has brought new strengths to the Institute that are wonderfully suited to the revival of our collective commitment to this special place on earth. With skills and talents ranging from improving organizational infrastructure and group facilitation at events to community gardening and volunteer coordination, look out! This is a talented and high-capacity bunch!



**Years Chinook/the Whidbey Institute has existed to nurture and strengthen our shared commitment to earth, spirit, and the human future.** We invite you to join us at the 40th Festival September 13-15, 2013. It has been a year of reconnection with many of you who have joined us at the Institute to be part of gatherings around the 40th.

40 YEARS  
THE WHIDBEY INSTITUTE

2

**Bolts that are MISSING from the structure of Thomas Berry Hall.** This is more trivia than news, but according to master architects Ross Chapin and Greg Gilles, when the hall was completed in 1997 they found that two bolts had never made it into the finished building. \$20 is the generous sum of money that will be awarded at the 40th Festival to the person who can identify where those bolts belong!



**The hours logged in service to the Institute by our volunteers in 2012, our "love in motion."**

If you are a volunteer, your investment of time last year equates to more than one additional full time staff member (48 volunteer hours per week!). From board service to shuttling to office support, we couldn't make it happen without you.

2,498

460

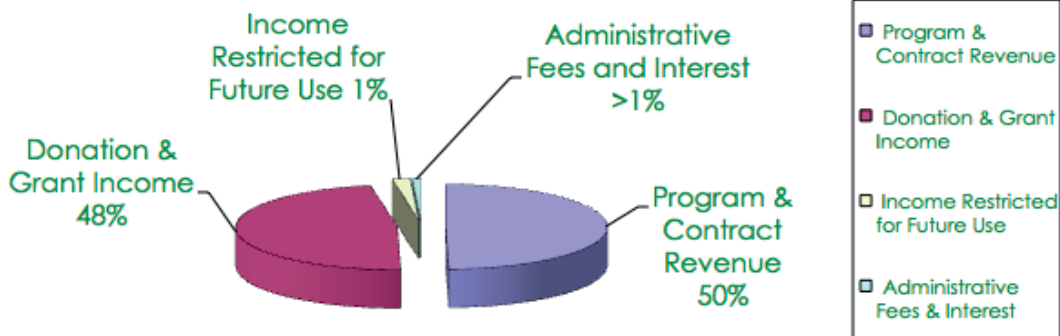


**The sum total of staff, volunteers, board members, committee members, and others who have lovingly contributed their time, talents, skills and resources to the Institute on an ON-GOING BASIS throughout the years** (and quite possibly more, given that our records only go back so far!). We are humbled and inspired by the collective devotion of those who have made the Whidbey Institute what it is today. We stand strong and continue to grow because of your support!

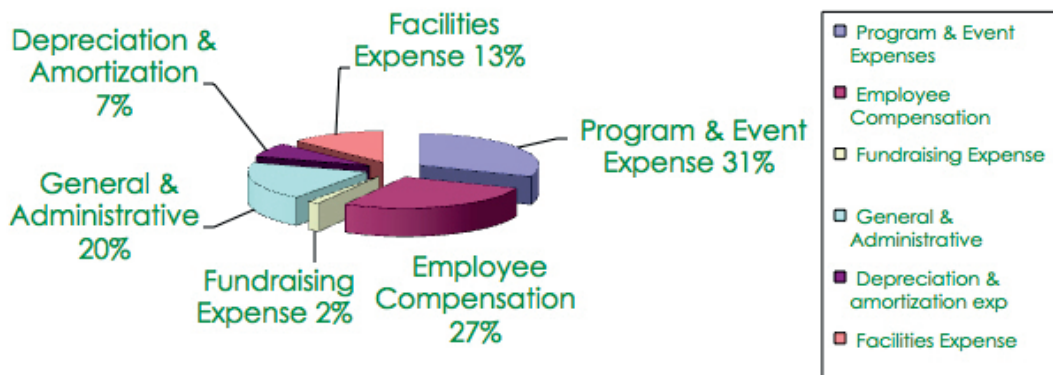
# 2012 financial data

## a brief look at the numbers

The Whidbey Institute - 2012 Income: \$838,139



The Whidbey Institute - 2012 Expenses: \$821,165





## a heartfelt bequest... and an inspiration

The work of the Institute is nourished deeply by the generosity of those whom we serve. In May of 2012, the Whidbey Institute was notified that before passing away in late summer of 2011, Daphne Lloyd Wheeler of Vancouver Island, British Columbia, had bequeathed over \$30,000 to the Whidbey Institute because of her Chinook experience years ago.



Daphne's gift was born of a solid connection to the people and this land. Fritz Hull reflects on the time he and Vivienne shared with her: "She was a loving and tenderhearted woman, intensely interested and committed to spiritual vision and values. She was always a cheerful presence. We loved her." She was described by others as curious about the world around her, moved by a sense of wonder, on a spiritual path of inquiry, and committed to a life of universality and peace. Her memory of Chinook and the friendships she made here lasted a lifetime. We are deeply grateful to Daphne for remembering us in her final will.

**Bequests make a difference to us all. They are vivid expression of your values as well as an affirmation of community that you leave for future generations. Your gift imparts not only a sense of home and legacy, but of health and possibility. If you would like to learn more about estate planning options, please contact our offices.**

**Thank you for supporting our work, now and into the future.**

Giving, as we know, goes far beyond money - and one way our community has been sustaining the Whidbey Institute is through the gift of volunteer service. In 2012 we were exceptionally grateful for the contributions of the following five volunteers, without whose time, talents, dedication and spirit of service year-round, our achievements would not have been possible!

**Evan Callahan | Craig Williams  
Mara Grey | Barbara Lamb  
Phil Jones | Kyle Rapp**



**"The grounds and facilities are environments that speak to your soul and allow you to be at peace while learning and growing." - Participant, Wisdom Community**



# with deep gratitude to our DONORS

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We strive always for accuracy in gift amounts and the spelling of donor names, and ask for your understanding as well as communication regarding any errors in reporting.

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your energy and commitment make us HOME to those on the frontlines of social change

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| Alison Foster   | Housekeeping Assistant             |
| Allison Tongate | Operations Manager                 |
| Amber Hamley    | Housekeeping Assistant             |
| Cary Peterson   | Learning from the Land Coordinator |
| Clayton Carlson | Facilities Manager                 |
| Dan Mahle       | Program Assistant                  |
| Maggie Mahle    | Land Care Coordinator              |
| Hannah L Jones  | Communications Manager             |
| Heather Johnson | Associate Director                 |
| Jerry Millhon   | Executive Director                 |
| Jesse Durbin    | Facilities Assistant               |
| Lynne Carlson   | Housekeeping Manager               |
| Mary Jakubiak   | Resident Caretaker                 |

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This annual report was joyfully designed by Hannah Lee Jones.

Photos by Mary Jakubiak, John Pendleton, Jim Carroll, Mary Jakubiak, and our many incredible volunteers.

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