Facilitating Organizational Death
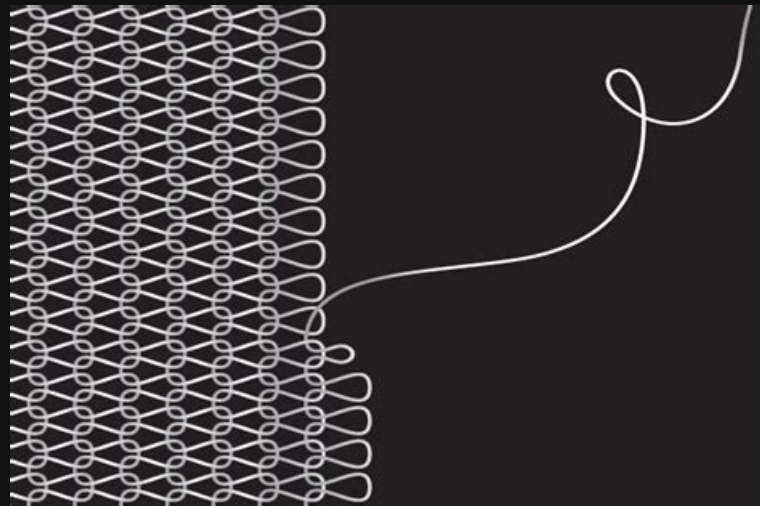
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What I need From You Today

- Attention
- Save comments for after presentation (not in chat, please!)
- Confidentiality
- Suggestions of:
  - people I should talk to,
  - things I should read, and
  - anything else to consider

The What

- Creating and holding space
  - Linear. "structured" space
    - Legal
    - Spatial
    - Relational
    - Digital
  - Amorphous, "squishy space"
    - Emotions – trauma, grief, sense of self
    - Transforming relationships

- Coops
- Collectives
- Nonprofits
- Relationships

The Why

- Lots of:
  - confusion, misdirection, upset
  - untied/loose ends
  - knowledge lost
  - broken friendships and bad feelings

GUIDING PRINCIPLES

- Attachment theory

- Service design – endings/ Joe Macleod

- Death doula practice

- Global healing practices

  – Grief, climate crisis

Areas of Focus

- Origin Story

- Relationships to grief and loss

- Regrets

- Dashed hopes

- Nuts and bolts practical stuff

- Interpersonal relationships

- Leaving breadcrumbs/scattering remains

- In Life:
  - Community grocery store
  - All volunteer-run
  - 2016 – 2019
  - Ran out of money, lost volunteers
- In Death:
  - Knowledge loss
  - Confusion to community (rollgate situation)
  - Lack of shutdown support

Case Study   2: The Ada Initiative

- In Life:
  - Advocacy organization for women in open tech and culture
  - 2011 – 2015
  - Closed down quickly/mysteriously and without community involvement
- In Death:
  - Many broken relationships, broken trust and ill-will
  - Good digital breadcrumbs

SERVICES TO OFFER

- Blocks of time
- Accountability
- Solid plans
- Venting and emoting
- Archival support

CHALLENGES

- Time

- Funding the work

- Attachment theory/ separation and trauma

- Imposter syndrome

Current Needs/Asks

- More stories

- Test subjects

- Partnerships for data stewardship

- Accountability buddies

- Anthology?

- Work

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