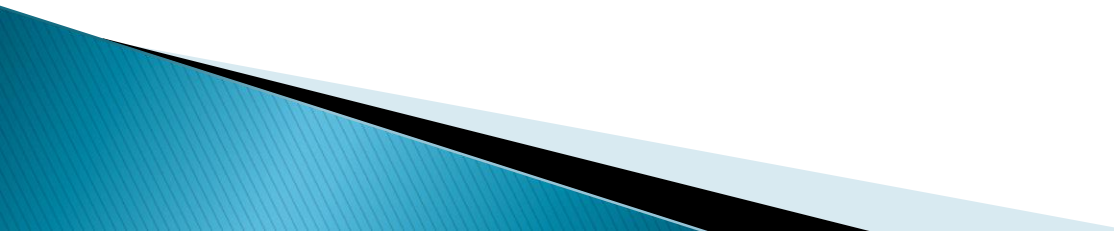# What nonprofits need to do

- Stop saying "100% goes to programming"
- Stop martyr complex
- Report full costs
- Stop trying to emulate business
- Stop appealing to watchdog orgs
- Provide feedback honestly
- Think of the cause, not just org

What funders need to do

- Analyze whom you are funding
- End budget testing
- Simplified grant processes
- Decide faster
- Trust-based grantmaking
- General operating
- Multiyear funding

What we all need to do

- Stop Nonprofit Hunger Games
- Community-Centric Fundraising
- Invest in people
- Invest in communities of color
- End of safe space
- Take more risks
- Be more nimble