

WHAT WE'VE KNOWN	WHERE WE'RE INVITED
Industrial, institutional, constructed, structural, institution-centric	Ecological, organic, relational, emergent, movement-centric
Tradition as historical and fixed	Tradition as living and dynamic
Asks: Where does it fit?	Asks: How is it connected?
Fixed and few ways to participate	Many flexible ways to participate
Asks about effect on institution	Asks about effect on wider ecology
Asks: What's the problem?	Asks: Where's the life?
Asks: What will sustain the institution?	Asks: What will help the movement grow and thrive?
Asks: What's our way?	Asks: What's needed now?
Involvement is rigid—in or out	Belonging is permeable—on spectrum
Measures health from institutional center	Measures health by growing edges
Privileges voices within the institutional structure	Privileges voices of those outside the institutional structure
Focuses on what we do	Focuses on why we do it
Faces inward	Faces outward
Sees itself as the movement	Sees itself as supporting the movement
Operates from concern for scarcity	Operates from trust in abundance
Accountability is internal to the institution	Accountability is external to the institution
Doing everything	Doing only what's most needed
Authority from position	Authority from trust, experience
Initiative: "Stop until we say go"	Initiative: "Go until we say stop"
Emphasizes role	Emphasizes relationship
Emphasizes ownership	Emphasizes participation
Exercises control	Encourages sharing
Emphasizes policy and process	Emphasizes gifts and leadership
Change happens through institutional decisions	Change happens through personal relationships
Change is planned, infrequent, and must address all issues before moving forward	Change is incremental, ongoing, and ubiquitous
Prioritizes structure	Prioritizes function
Organization as primary vehicle of action	Organization as one vehicle among many
Asks: How can we do it?	Asks: How can we help it happen?
One size fits all/one right way	Context-dependent/what's needed here?
Leadership: Asks, who is available and willing?	Leadership: Asks, what gifts and skills are needed for this work, and who demonstrates them?

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