

What dams or obstacles do you encounter in this work?	Where do you see cracks in the dams?
Definition of conservation is evolving and we need clear words to share this evolution with our boards and supporters	Compassion
lack of vulnerability and capacity to move from the limitations of "your" story and "my" story to OUR story	rethinking what we mean by investment
Winners and losers	Harshness of the DEI counter-reformation animating a new reformation
Wanting to continue showing up in face of budget cuts and toxic culture	A shared care - for land, water, species, etc.
Hopelessness: why bother trying?	divesting from capitalist structures and systems
Differing priorities, some which are more short sighted or serve the interests of a smaller population in a position of power	Courage
Polarization in the Trump era	It's hard to ignore the larger context of the Federal government abandoning funding for all aspects of conservation, local ag, climate work. A different kind of crack in a different dam?
Not focusing on our fellow living beings and their well-being, honoring our responsibilities to their care	Listening to youth!!
making promises that we can keep- being careful to make statements that we can back up to build trust	Wabanaki organizations challenging traditional mindsets around philanthropy and advocacy
Stereotypes and discrimination	The momentum of these conversations, shared language, the safety to be able to be anti-capitalist and speak to that openly.
exclusion of critical stakeholders	Engaging in honest and hard conversation frequently
Fear of the unknown; fear of appearing to take something away	We are seeing daily that nothing is permanent, everything has the ability to change
Dismantling of Fed agencies that have supported this work and have also supported the health and well-being of our communities.	Dam removal within us, processes for exploring the territory of my heart and removing the dams constricting the waters in my veins and air in my lungs
time and overcoming history and organizational culture	Better and more resonant language to explain sovereignty
Fear that our donors won't approve	climate change
Fear of appearing like we've been thoughtless all along	social connections, trust
Juggling the views and energies of different communities in your area to keep support	Expanding personal humility & compassion Pushing against borders, recognizing softer boundaries
Time— the need to be persistent The expense— especially as there are huge cuts to federal and state budgets Changing factors—as water, a public resource, becomes more resource, the equation changes	5000000 protesters saying "Hands Off" last Saturday
Fear of losing control of the land	Taking time to build relationships
Misinformation and disinformation, e.g., smallmouth bass as the native species and alewife as the invasive	Energetic youth who aren't afraid to take risks and push boundaries
Patience. Having patience to gather peoples and groups and listening. Taking time to connect.	If we can find unity in all the forms of outdoor recreation, and embrace it as a shared desire or lifeway that keeps us connected to the planet
Limited trust, coordination of various player's & consistency among players over time (ie, trust), fear of change	more relationships with Wabanaki people
time and money!	Providing space for public visibility in educational fora
Overwhelmed by so many logistical details to figure out	Work with those close to you, people you trust, act locally as a beginning
Confusion on roles	Personal connections Do what you can when opportunities arise
refusal to acknowledge the historic harm	Social capital
challenges of developing relationships that aren't based on a project	wealth redistribution
Inertia and lack of openness to new ideas	Focusing on abundance rather than scarcity. Family member of participant who is using his corporate skills to subvert systems oppression.

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Similar to John's slide: "it's not really in our mission." "We don't really have Wabanaki people living in our area (?!)," "we can use funds to do something like that." It seems too easy to not get started on something, because the something is big.	Revolution?
Staffing/capacity	Broad acknowledgment that climate change is real and an existential threat.
Colonial settlements built up around these dams, and communities became accustomed to the altered state of the rivers (impoundments, lost runs, etc.). The current communities feel a sense of connection to these injured places that need repair and are resistant to change. These very personal connections are obstacles to envisioning a new future	continual hope
Conflicting scales of time	Philanthropists who are genuinely engaging in wealth redistribution
Ignorance	young people are less invested in, tied to current power structures
Politicization of Indigenous voices in an appropriative way without consent or backing from Tribal Leaders	Invitation by Wabanaki people and First Light to think bigger than the dam
communication issues - mainly difficulty getting large groups of people together to discuss the problems, keep momentum, etc.	trust based philanthropy
Fear - of loss of power, scarcity	Susu Community Farm
Discomfort not having the destination of this journey clearly identified	Economic transparency
Avoiding feeling of harm done	Empowering youth
Skepticism (ignorance?) and questions of who is "best" to manage land; time and money always too.	prioritizing relationships
Trust, desire to stick with the status quo, and small non-profit capacity	tribal leadership
Articulating direct link between First Light work and organizational mission delivery	Sovereignty
Rigid thinking around what the term land return means	We may be witnessing the vast fragility of our global economic system right now.
That we can maintain our lifestyles with just a clean energy transition	the fact that folks are actually questioning capitalism. the growing networks of mutual aid. the return of native land. the size of this call.
Permits are complex and expensive. Environmental impacts (e.g. contaminated sediments) can be problematic	Land back/access as a conservation outcome
Fear of making mistakes	People helping each other directly
End goal isn't clear and orgs like linear pathways or at least an idea of what we're rowing toward	Participating in land back transactions that give tribal nonprofit entities control over the land
The importance of successes as building blocks for overcoming obstacles. Each project that happens well makes the next one possible.	Wabanaki trust emerging and young leader empowerment
Inertia	growing awareness of the enormous discrepancies in wealth in the US and globally
short term and selfish mindsets	Wabanaki representation on boards and staffs
Assumptions about negative impacts	#resist
Fear	Tributary projects big enough to capture attention of major funders and start shifting decision-making patterns at levels where there's a ton of money
Non-native people and organizations wanting to rush the relationship building process	Access to nature as a respite From toxic day-to-day life
Fear of loss of control to partners	Individual relationships
Narrow mindedness	Community: work nature walks that are secretly potlucks to meet neighbors
Concern about how much time it takes to build relationships. Worry that it won't lead to anything.	Small steps can lead to big change over time
Capitalism - power and \$ as obstacles to change	11 land back projects in flow today
Folks not seeing the benefit of reaching common ground — John's fisherman	land stewardship as a financial burden rather than an asset

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It takes years to build the necessary trust. Organizations need to invest in the resources needed to build relationships.	Black and white view on capitalism
Capacity and funding questions	board members selected for their knowledge and experience, not the bank account
People	Mutual aid
Clinging to status quo	communal housing
Trust, resistance to process, fear, guilt (and our inability to accept and process that)	An inability to imagine a world without capitalism
Lack of clarity or consensus around goals	A rising generation challenging these structures
Obstacles of size, scale, and time	People
Skepticism re: mission creep	Capitalism!
Complexities of bureaucratic and legal systems	Fostering connections and creating communities
Lack of trust and fear of the outcome	earth's ability to heal itself
Skepticism	Community conversations
Time for developing and building relationships	radical reciprocity
A lack of complete understanding for environmental and cultural impacts that these obstacles create.	Focus on community, more intentional definition of community
Making sure everyone has a seat at the table while also having leadership to move conversation forward	In-person gatherings with food and nature
Commitment to the long game for these projects	Take incremental steps whenever possible
TRUST; not honoring promises; inertia & dams; perceptions; focus on what we are attached to and not lifting sights to what can be;	Building workplace cultures that are less centered on white supremacist models of leadership
Consistent and lasting commitment from organizations... less turnover helps to keep projects moving forward	Collaboration with Wabanaki on specific projects
Excuses	The imminent collapse of our large systems being so visible right now - inspiring people to create new systems now
\$\$\$ worries	First Light momentum
Lack of willingness to change perception	Local relations, local investment
Time & timing	Community care
Fear of change	Desire for connection and relationship
So many urgent challenges	
Time- inability to think long term	
Fear of change and the unknown.	
Lack of understanding and trust	
Public perception that land conservation is removing land from public access. Land back is met with similar concerns	
Not having relationships/not knowing who to talk to	
Resistance to premise from Board and major donors	
Fear of the unknown	
not part of our scope of work	
the need to meet deadlines	
Fear of change, attachment to the way we've always done things	
Distrust of what indigenous partners will do on the land	
The emphasis on producing results outweighing relationship-building	
Unknown	

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Fear, uncertainty	
Lack of trust	
turnover at organizations limiting relationship building	
Lack of continuity	
Trust-building (all aspects of life!), balancing competing interests and learning to compromise	
Conflicting interests	
Time! To sink into the work, to stay focused, to maintain momentum	
Misinformation	
Having partners that are wary of collaboration.	
Small frustrations for immediate obstacles clouding the larger vision or goal	
distrust	
Skepticism that widespread and dramatic change is possible	
Lack of relationships	