

## We Outside Podcast Transcript

### Episode 1: The Practice of Being of Service with guest, Kirsten Scobie

[Opening Quote] [00:00:00] **Kirsten Scobie:** I have to get more comfortable in order to feel like I actually can be effective. And so much of that is being like, Hey, sweet little ego. I know you're trying to protect me right now, but you need to sit aside. That takes vulnerability. Not just humility but like to be vulnerable.

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[Static Intro] **Ain B:** [00:00:55] Welcome to the [We Outside Podcast](#), where we explore leadership through the lens of spirit restoration and transformation. I'm your host, Ain B., a restoration practitioner and founder of New Seneca Village.



In each We Outside episode, we engage in generative conversations with guests who are redefining what it means to live and work outside of the dominant imagination.

Today's guest is Kirsten Scobie. She is a friend and a philanthropic advisor who intentionally weaves restorative funding practices into her work. In this episode, we explore many instances of connection and intimacy. We lean into how listening to spirit and stepping into vulnerability moves us beyond our comfort zones and into greater alignment with our values, and we delve into how philanthropy and society at large can shift their ways of being to be of greater service.

Join us as we move beyond the confines of conventional thinking and into other realms of possibility. Now let's dive into today's conversation.

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**Ain B.:** Kirsten, thank you for being here on the We Outside Podcast. I wonder if you would like to introduce yourself.

**Kirsten Scobie:** [00:02:36] Great. It's so good to be here. I am Kirsten Scobie. I live in a small town in Northern New Hampshire that's sort of like tucked up next to Vermont and next to Canada, at the base of White Mountains.

I use she/her pronouns. My internal weather has changed a lot today. I say right now I'm very much, I feel a little bit like spring, you know, that early spring when the leaves are just starting to come out a tiny bit, and the light is still a

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little hard. It's still a little vulnerable-y and sort of new growth, but you can just see all the new color and grass. Where I live, spring is so slow. It's like very, it's not like a boom. It's like a very slow, gradual opening.

Yeah. That's kind of how I feel this morning.

**Ain B:** [00:03:41] Beautiful. Thank you.

Thank you for really grounding us in where you are. It's so lovely. Especially here in Alabama. Spring is like, bam. It's like one week and you're like, everything's green. Wow.

**Kirsten Scobie:** Yeah.

**Ain B:** It's really remarkable.

**Kirsten Scobie:** I remember now from Texas.

**Ain B:** Yeah. It's, it's really startling.

**Kirsten Scobie:** Yeah.

**Ain B:** So as always, my name is Ain. She/they pronouns. I'm located on ancestral unseated land of the Muskogee people in Alabama. And my weather today is similar to the weather now. I love the season of fall coming in and it's still being a little bit warm so I can have all of my windows open. There's a gorgeous breeze coming through and there's sort of, when it's cold in the morning, there's a warm breeze, and then when it's warm in the day, there's a cool breeze and everything is just perfect.

So I feel like I'm having a perfect weather day.

**Kirsten Scobie:** That's so lovely.

**Ain B:** Thank you. Yeah, it feels good.

**Kirsten Scobie:** Yeah

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**Ain B:** So we begin every conversation with what is spirit and how does it move through you.

**Kirsten Scobie:** [00:05:17] I spent some time actually thinking about this 'cause it's not something that I immediately connect with. And ultimately I really think that for me it's about some sort of deeper connection where I feel like there's something more than, there's more than the two people. There's more than the six people. There's more than me and the trees.

There's something bigger and higher and more universal that comes through when I think about spirit. And in order to get there, I had to really, the question, you know, it did take me aback a little bit. I'm still sort of learning how to think about energy and spirit and a higher power, so to speak, or higher energy.

And so I spent a little time thinking about what are those moments in my life where I feel that it just came through me. I was like, oh, I feel it when I am talking to somebody who's doing incredible work in whatever they're doing in democracy or bodily autonomy work. And they're talking about their challenges or opportunities and their work and we're like, you could just feel the energy, like there's something there that's just more than the two of us in conversation. Right.

And I feel it when I'm having dinner with friends and we're all kind of like making food together and you know, laughing or fighting or laughing and fighting or if I'm with a kid.

I have two adult kids and I feel it sometimes when these rare, rare moments where somebody will lean in and grab a hand or lay an arm and I feel it there. It took me going through sort of like, where does it show up for me to be able to be like, oh, spirit really is about this connection to either nature or humans.

A connected feeling that is more than, that is higher than the two of us.

**Ain B:** [00:07:33] Mm-hmm. How beautiful. You know, what I really hear is these moments of intimacy. You know, like with your kids, the skin on skin contact, just the affectionate intimacy essentially. And being able to be around the kitchen island, joking and laughing and ribbing and teasing and, you know, spitting. What you're also pointing to or what I hear is what gets created in addition to what's already present, so that as we come together, we create worlds essentially.

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You know, we're bringing our own world. Your own world. And then here we are getting to be in the creation of something bigger,

**Kirsten Scobie:** Right? A third world where we both are expanding into that. Yeah.

**Ain B:** Mm-hmm. What a beautiful gift. You know, I wonder in those moments, how do you recognize, acknowledge, hold them lightly? What's present for you when you are in that awareness?

**Kirsten Scobie:** It's such a good question, and even the question itself makes me think about how I am trying to be more intentional. Like even the question of asking and naming and sort of like, it's a directional question, right?

Like what is happening in that moment? And so part of it for me is actually just even seeing it or feeling it, right?

Like I think. I've long felt that with my intimates, you know, family, friends, kids where, you know, a touch or a laugh or a moment that feels bigger than us. That to me, I do, I see that fast. I feel it often in my body fast, especially if there's like a physical connection.

But in places of work or places of, you know, where it's not as, maybe there's not that solid intimacy. I am trying to see it more and I feel like when I do see it, if I can actually name what I'm seeing in my mind, like, okay, right now, my gosh, that person did open their chair and I am gonna sit down even though that other person didn't open their chair, this person did.

And as I am seeing more and sort of naming those things again all internally, I almost feel like it happens more.

It goes back to that question of the spirit at the beginning where if we can and this is for me, but I also feel like it's this bigger we, like if as we can see those places of connection and name them and feel them in our bodies, more will come.

Yeah. And so to me, the biggest thing really has been trying to say, oh, I see this moment.

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I see this opening, I see this gesture, I feel this touch. I feel the breeze. And then see what happens. That's a big thing. And then I have new practices that are trying to help me connect to a lot of these things that we're talking about.

**Ain B:** [00:11:49] Yeah. You know, I love that so much because I do feel similarly that when we start to bring our attention and intention to, in particular matters of spirit, that the sort of synchronicities or the occurrences just get more clear and more present.

So the way I think about spirit is so many ways, and today in this conversation is really about sort of, how do I get to play with creation, right? So I'm here, I'm on this planet, I'm in this body. I'm trying to be a contribution to this gift of existence in life, you know, as finite as it is, as short as it is.

And I'm like, oh, there's a whole system of energy and wonder and magic and mystery out there, and like, can I play with it? And my answer is, yes, I can. And so then my practice is, okay, so how do I play with it? You know?

And I think the practice that you're naming is exactly what I do, which is how can I bring awareness and recognition and gratitude and as soon as I do it, like, it's almost like the world explodes with, oh, look over here. Look at me. I'm so fantastic. I'm a hummingbird that's gonna sit here for two straight minutes outside your bedroom window and drink this sugar water that you put out and you're gonna be able to watch me do it.

Or, oh, now I'm a baby fawn walking across your lawn and I get to see you for a week and your legs are getting longer. And yeah, I'm looking up at the perfect moment that here you are walking right across [the lawn]. Or so many magical things that start to feel like, oh, was I walking around with a bag over my head?

**Kirsten Scobie:** It's so true. I mean, I really, I love the fawn comment. I do. I think that for me, those things in nature are sort of like, I have a little bit more propensity, not that I'm a nature girl, 'cause I'm not necessarily, but I do have a little bit more propensity to like see the fawn or see the hummingbird or see the rainbow.

But sometimes I have less of that with groups of people or in professional settings or in bathrooms at night in a bar. And I don't, it's so wild to me because I do see that when we see those same pieces of magic in those places. That it

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also has the same power. It has that same magical dissolving power of connection.

And that to me is, I think, different and newer. Awareness of that.

**Ain B:** Yeah. You know, I appreciate this reminder of what I'm hearing and what you're saying is the interconnectedness of everything. Right. And admittedly, it's so easy to fall in love with nature. It's stunning, it's gorgeous. It's helping us stay alive.

And it can be a little bit harder to see the magic and wonder in people, in places, in particular, when there's so much societal programming laid over it. Expectations for how we behave, who we are, who they are, who you know, and what's gonna unfold, all those things. But I appreciate this callback of like, practices are really practicing when it's in a harder or stickier place.

I appreciate that acknowledgement.

**Kirsten Scobie:** Yeah, it was interesting. I don't know if this was, I'll just share. Last week I was traveling home from a work trip and it was, you know, odd hours. And in a bathroom, public bathroom, there was a person who was sort of in the back of the bathroom leaning over.

And without going into all the details, like definitely everybody was avoiding them and not really checking in. And I remember going to the stall and having this thought bubble like, Oh, I should ask them how they are and then immediately kind of like, well, but what if they say, and then, you know, like, you get entangled very quickly.

**Ain B:** Mm-hmm.

**Kirsten Scobie:** [00:16:39] And I just thought, what if I just asked them if I can...you know, I came up with a question that would allow me to sort of check in, but also sort of like, can I get you, you know, can I bring help or something?

And it was just so, like, normally I would've never done that. I was tired, exhausted.

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It was morning, come in, go to the bathroom, go home, right. Or at least for me. I went out and talk to them and it just totally changed the entire, like the rest of the day. And without spending too much time about the situation. But for me, the takeaway was, those are the sticky parts for me. Like using this magic, this spirit, this connection that is higher in those times, when I feel like it's often easier to just be like well but..

**Ain B:** [00:17:40] Yeah. Yeah. And, especially in a world that's designed to sort of hand you the well, but. And what I'm hearing and what you're saying is that, how I would categorize that is, okay, spirit said to you, listen, I have a request.

**Kirsten Scobie:** Yeah.

**Ain B:** That you be in service to this person in some way honoring your interpretation of spirit is connection. Right. And I think the takeaway for me in this is that you listened and you said yes. And not only did you say yes, you said, okay, what is the question that's gonna enable me to be of service, but also to potentially get outta here if there's an issue, right. Like we can do and hold both things.

**Kirsten Scobie:** Agree, totally. I mean, it feels a little, almost even icky to say that, but that is the truth.

**Ain B:** That's real

**Kirsten Scobie:** That is the real truth. Like how to connect and also have an out in some situations.

**Ain B:** Yeah. But it's so smart because, you know, it's how do I get to still feel safe in this interaction while also expanding my boundaries, my comfort zone a bit to be in service to connection.

And that you don't have to just give yourself over the connection to quote unquote, save a life, you know? But that you still get to be grounded in who you are and in service to yourself while also being in service to others.

And then I just love this. And then the day was transformed, right? Because there is something so... You know, I think about the work you do. The work I used to do and writ large, I would say it's about gift. But also being in service in that moment was about gift, right?

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Everyone's avoiding...this is looking a little weird. We're just trying to get home. This is a rest stop. Like, we don't have time for all of this and how can we pause and consider being a gift to someone else in the moment?

And then actually what that does is, I'm sure that you were a gift, but also it's not even about how the other person received you. It's about how you get to feel, right?

**Kirsten Scobie:** Your own actions.

**Ain B:** Yeah. So I wonder how listening, that sort of deep, grounded listening shows up in your leadership around gift.

**Kirsten Scobie:** [00:20:05] Well. I think sometimes it doesn't always show up. But I will say, you know, we both have worked in philanthropy in different fields where I don't think this is exclusive to just one sector, but where there might be the core intention is really around service or gift or one of in partnership *and* we build up institutions and systems and cultures and all these things, which in actuality as they play out, I think sometimes prohibit us, not because we're bad people, but because they literally prohibit people from connecting to their bodies, connecting to spirit, connecting to what are we here to really do.

And I do believe that we actually know a lot about what we could do, whether we do it or not, has a lot to do with systems and assumptions and bias and capitalism and racism and all these things.

And so for me, I think when I am at my better self, I do try to start from a place of really trying to hear and listen to what the human is saying in front of me. You know, what are the challenges, what are the needs? And to wait before I come in with whatever it is, right? Like what can be offered, what do we have, what are the suite of programs?

Because often I think sometimes, at least for me and my work, it can feel almost second nature to get into the problem solving. And that in and of itself, cloaked with all these other things around power and privilege and dynamics and culture can then shut the box of what is really going on, what is at that root.

Not that it can always be solved at all. But it would be nice to even know what it is, right. Let's just be able to be like, this is actually the problem. Right.

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This is actually the challenge. No promises that we'll be able to fix it or even understand it or even have a shared understanding of what it is. But I think so quickly we just jump into interpretation or solving or adding our own layers of experience or expertise.

So I do try. I don't know. I mean in the moments where I have the best chance of getting to that spirit connection we were talking about earlier, I do try to talk less and just allow for the person to be sharing a little bit more of the rawness.

You know, like how do we get a little closer to the rawness? And I am really lucky in that I am able to have conversations and I think that unfortunately, that is lucky. We have structured ourselves in a way where we often don't even talk to the people that we are working with in a variety of sectors and issues, but often in philanthropy.

**Ain B:** Mm-hmm.

**Kirsten Scobie:** And so just being able to have a conversation, just even that in of itself. I think, you know, unfortunately it is a privilege and lucky, but really we should restructure ourselves, so that is just a fundamental truth.

**Ain B:** Yeah.

**Kirsten Scobie:** Like, don't do anything unless you've had a conversation.

**Ain B:** [00:24:24] Yes. Yeah. Like, let's begin at the beginning, right?

With the word, with talking, with being in communication, with building trust and building relationship and intimacy. Yeah. Yeah. I mean, this has been long a sticking point of me for philanthropy. And fully in it, fully participating, but the reliance on expertise, almost over curiosity. You know, as you're naming, I think it shuts down the aperture for what's possible.

You know, if we're in the grand sphere of here's the context, here's what I'm seeing, here's what I think is possible. And then we get immediately into the problem solving of it. By its very nature, starts to shut down alternate ways of thinking, different perspectives, new approaches, new strategies.

And then we're just, you know, because humans are creatures of habit, we tend to continue to espouse or move in the grooves that we've already established, as

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opposed to saying, oh, what could actually be of service *here*?

Not here, relying on past history or my understanding of the field or my expertise in all these areas. And this is not to diminish anyone's knowledge and of course understanding. I love information almost too much. And what I'm hearing from you too is how do we pair really being present and being curious, listening more, so that we get to have even more information with which to eventually come to some next steps.

And I will say that my therapist, Anjali, would be very proud and maybe surprised to hear me say this 'cause it's been many years of her being like, stop jumping to the solution. Just be here in the present.

**Kirsten Scobie:** Be here now. We can all grow, be here. Now we can all grow.

**Ain B:** Yes, yes, yes. Thank God. Okay. Thank God.

We talked a little bit before about ego and how the ego shows up, and you name some of this, the ego is not distinct from all the isms, the capitalism, the racism, sexism, homophobia, all the overlays that our society has chosen to lay on top of just human existence, which I think is hard enough already. But here we are.

I would love to hear your thoughts on how ego is interwoven in that, and potentially even how humility can come to be a counterbalance or counterweight to some of that gap that forms. in particular in philanthropy. But to your point, everywhere, I mean, that's just sort of how we're wired, but also what our society allows for at this time.

**Kirsten Scobie:** [00:27:45] Absolutely. Well, I think for today and where I am now around ego and thinking about ego is just so different than where it was for me a little while ago because right now I'm having more of an intimate relationship with ego. Ego for me has become a little bit personified. Like I am really, I'm doing work with an amazing coach and really thinking a lot more about the constructs that we have created for ourselves.

And I identify as a white person, dominant culture and sort of all of my baggage is also wrapped up in, then how I'm showing up. And so for me, I've been doing a lot of thinking about and getting better acquainted with my little ego who sits right here on my little shoulder. I think often for a long time and still the ego was, I didn't, I would never have spoken about it even like six months ago, but.

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As my wonderful coach has helped me sort of see. I now see ego, ego is helping. Ego wants to sit there and protect me and sort of keep us safe. Like that is its job. And this is sort of the way I think about it for myself. Like, they're there to keep us safe. They are responding to a lot of the mechanisms and cultures and experiences and isms and sort of how we're, how we functioned.

And I never even thought like, oh, there could be a different way. Or oh, I could say, hey, pause for a second. And so for me right now, as I am thinking about this in practice, I have learned to just say, Hey, ego, thank you so much for showing up. Meaning like, my ego will show up, like I'll walk into a room. I will feel just instantly overwhelmed or sort of like small and I know it's a way to sort of like, I know where it came from, but it's not productive, right?

Like we need to be showing up in spaces collectively grounded, looking for joy, looking for connection. And sometimes for me at least, the way my ego would show up would be like more of an inward facing. And so now I'm really trying to be like, hey, I see you and thank you so much. Thank you so much for like protecting me and taking care of me.

And I'd like you to sit over here for a little bit. I don't want you to leave, like I know you're supposed to like take care of me, but I just need you to sit over here and be quiet while I see if there's other ways that I can be in this space and who. That has, I mean, lemme do it. First of all, I don't do it all the time.

It's insane. I mean, when I have enough wherewithal, enough clarity to see my own defensiveness or whatever vocabulary different people use, when I see my ego popping up and to be like, hey, I know you're scared right now orr intimidated rep, like, can you just sit over here?

It allows me to, I think, open up channels for other ways of being in community with others, and then you don't even know what's gonna happen.

**Ain B:** Mm-hmm.

**Kirsten Scobie:** [00:31:24] Because then you're open. For me, again, it's like this closed versus open. So, I'm not even sure what the question was anymore, but as I think about it I just really think that that's where it's showing up for me is like trying to be like, look, I know you're not bad.

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I know you came from something and you're not helpful right now. Like, you need abundance and connection and more, more energy in here that is going to be conducive to listening and cooperation and authenticity. And that is not their job. That is not the ego's job.

The ego has a very different job and it is a good job and it's necessary, but I think especially in these times, although actually in any time we need other skills and other tools. And to just have that one tool sort of riding the day or controlling the ship is not necessarily always useful.

And to me, I'm not sure I really understand the connection yet between humility and ego. Because for me, humility is actually something that I think I've been a little bit more, doing a little more of a dance with and the ego dance is a little bit new. So I don't know how I would necessarily connect the two, but I do believe that there is a connection between being able to effectively use the energy that we've grounded, combined with humility to get toward solutions or outcomes, conversations with people that right now we're just having such a hard time making any sort of connection at all.

At least I am. And I think we are collectively that capital WE. It's not a panacea and it doesn't provide all the solutions, but for me, when those things are kind of like primed and sort of vibrant and there's light in the space, it does shift what is possible. I do think right now we just need more ways. Whatever it is, this is just one, but more ways to shift what is possible.

**Ain B:** [00:34:00] 155%. Yeah. You know, as you're sharing, what really strikes me is the internal conversation that has to happen, right? So that we can be present externally in the way that we wanna be, right. As opposed to in the way that we might feel most comfortable being, and I'm saying this as an extreme introvert, where I could just gimme a cave. A cave with a nice bathroom. I would love it.

And you know, my intention to be a contribution in the world is I can't do that from a cave. I have to do that out in the world with, with others, you know? And to your point around humility, seeing that as what is also the internal conversation there, you know, I'm just struck as you're naming in this moment that there's so much ego involved.

It's so front loaded and you know, really, I'm always desiring that we, in particular, Americans start to just have more internal conversations with

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ourselves. Like just more relationship with who we actually are at the core, I think would solve a lot of these issues. But when it comes to humility, like can you be clear that your manufactured, or at least primed anger towards X group of people potentially is really just an insecurity or fear that you have because you don't know x group of people at all, right? And you're in a culture that has chosen to demonize them.

But can we sort through the loud sort of blaring ego? - 'cause the ego is talkative and boisterous and overconfident all the things that it is - to get to our soft center, you know, that's like, oh, I just don't know any people of color. You know, can I start there? You know, or, oh, I don't actually understand how capitalism works. Can I educate myself, you know, or can I see how, you know, wealth is really creating these conversations and creating these dynamics and I'm sort of falling in line to them. And I'm out here being my own man, you know? But honestly not, right.

And so what will it take? I wonder for us to be in curiosity internally, setting aside the noise, setting aside the distractions, which are so plentiful - I mean, have we ever been this distracted in life? - to reconnect with, I'm gonna say again spirit. 'cause that for me is who it is.

Of like, what are actually the questions I want to be asking as opposed to the opinions I want to be espousing. And so I just love the way that you're sharing, which is so loving. It's like, thank you. Thank you. Part of me, all the parts are here, they're all helping or trying to help and have helped.

And maybe in this moment, in my intention to be aligned and connected and in deep listening, they're not of service right now. Right. You know?

**Kirsten Scobie:** Yeah. Yeah.

**Ain B:** And then what possibilities does that create for how I, you we, actually get to move forward in alignment with what we value and not just what we're afraid of?

**Kirsten Scobie:** [00:37:28] Yeah. I mean, it's so interesting to me. 'cause I think sometimes it can be easier to be like, oh, well that's that. Like othering that group or you know, some big, scary thing of hatred or fear or capitalism. And for me, when I think about those big things, like the big constructs, it's harder for me to actually be real with myself and listen to what is actually happening inside for me.

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And, I don't know what it'll take to help each of us sort of connect with that a little bit. What I do know is that for me, often, sometimes if I'm in a room full of like progressive, amazing, catalytic leaders, I will go immediately to like, fear shut down. I'm not good enough and that then shows up. Not helpful, but it's like it doesn't show up like, oh, I am, you know, I'm curious and I wanna learn from you, but I'm nervous and I don't know all the answers, or I don't even know if I should be here.

It doesn't show up like that. It shows up like, you know, defensive or closed or quiet, or like, let me go refill my teacup. Right? And it's just not helpful. And that's my own stuff. Like we all have our own things that are manufactured and then we have this, like on top of all the isms that we talked about or referenced, we have these like shells that we have built for ourselves. And some of them have been built on us. Right.

**Ain B:** A hundred percent. Yes.

**Kirsten Scobie:** And some we're building ourselves in response to the built shelf. And I think what I am trying to think about more right now is that I wanna be a part of the positive change. Yeah.

Like I wanna climb that mountain with you and others. Yeah. And make a different world. And I know that I belong there too. And I have to get more comfortable in order to feel like I actually can be effective. And so much of that is being like, hey, sweet little ego, like, I know you're trying to protect me right now, but like you need to sit aside because I have to be able to connect.

And that takes vulnerability, not just humility, but like to be vulnerable because it doesn't always happen, right?

The conviction doesn't always happen. It's not always this perfect thing. And then we have to pick ourselves up and be like, all right, well that didn't work right now, but like, where's the other spirit that will, flowing through somebody else?

And like, yes, where do I pick up that tether somewhere else? Yeah. And I have no answers or insight or anything other than just knowing that I wanna be in that journey. Because I want to be of service to getting, to being in a different world.

**Ain B:** Hello. Okay,

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**Kirsten Scobie:** so that's what I'm talking about.

**Ain B:** [00:40:37] Yes. You and I both. Okay. How do we get to the future now as quickly as possible, right. But, I love what you're pointing to in this. I've been really leaning into, with the Village as well of like, we practice the future now we gotta do what we want to see now or else it's not gonna happen.

And then as we think about, you know, what you're really naming to me is when we get to the liberated space. How will we be being when we're there, right? And is it going to be in service to ego? Which in particular in this moment, is really guiding us towards isolation and loneliness and disconnection, distrust, fear?

Or are we gonna be there in this, you know, promised land that we're all working to, well not all of us, but that many of us are working towards with our whole hearts. Are we gonna be able to be there with our hearts open?

**Kirsten Scobie:** Right

**Ain B:** With our joy intact, with our compassion at the forefront, with, you know, all of the ways of being that are gonna be essential for that future to be worth something.

**Kirsten Scobie:** One might even say, we will not be able to get there unless we are with open heart and less ego. And so how do we practice that as we're walking toward the promised land,

**Ain B:** Right. That the proverbial gates are not gonna open if we're lugging all of our baggage with us and that we just have to empty. And, I wanna be clear, I'm not blaming or shaming anyone for what they're holding.

And I think what I really always want to invite myself, first and foremost, and then others into is how much of what I am holding is actually mine. You know, like, do I have 15 bags because people just keep handing me bags, you know, and I'm like, actually I need one bag with snacks in it. That's it.

And this is what I mean by, you know, as a black woman, queer, under the auspices of a lot of these isms, you know, having to in my own life just be like, oh, I see where the world is headed as it relates to me, and I reject that.

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**Kirsten Scobie:** Mm-hmm.

**Ain B:** I mean, I just know that's not me, so I don't have to carry that bag, you know, umm just gonna leave that right there.

And whoever wants it, have at it. That's your own baggage, frankly. But what do I want to take into the future and what's gonna actually serve me and us there?

**Kirsten Scobie:** [00:43:37] Right. Right. And those are such raw, personal, explorative, you know, and I just feel like all I can say is for me, I too want to start really looking at those bags, trying to put them aside because I know now they are actually prohibiting me from being able to actually be even more of service and sort of like moving with others, moving alongside others toward where we wanna be.

And we've also constructed a lot of bags that we've put on a lot of people, especially, you know white friends and family and culture and heritage. And so, I I think that that's just something that we have to continue to have eyes wide open about.

And so maybe part of this also for me, when I think about. Philanthropy and work is trying to weave in more of those honest conversations about where we have socially manufactured these truths that are like on top of this problem that we're trying to solve. And how can we together name some of this, like name the fear, name the realities of accumulated wealth and how that causes harm for everybody.

And name how, you know, if we want public health or public education or any sort of public infrastructure, we need the public to be engaged and the public to be involved in that.

**Ain B:** Mm-hmm.

**Kirsten Scobie:** And absent having those kinds of layered conversations, I think it can be hard to make any sort of inroads or change.

**Ain B:** [00:45:46] Yeah, I fully agree. It feels to me like, you know, rearranging the furniture on the Titanic. You know, like, let's just put these chairs over here. Like, okay, let's actually talk about that. We're sliding into the frigid cold water. Let's maybe start there.

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**Kirsten Scobie:** What about the boat. What's up with this boat? It's like why are we on this thing. Yeah. I heard a lot of like, let's move the chairs.

**Ain B:** Yeah, like if we put the chairs over here, then this will ha - no, like, let's talk about the boat and that ice cube that, yeah.

Thank you.

So I would love to move us to the sacred shout out section, which is an opportunity for you to share anything that's bringing you joy or gratitude wonder or all these days.

**Kirsten Scobie:** [00:46:52] Well, let's actually immediately coming up. So I have a garden that's actually...I'm still working on vocabulary because I feel like I can't sort of use the term farmer, but I will say I'm a small grower. I have a small flower farm and usually by the time I get to this season, I'm just like, this time of the season I'm like, okay, I am done.

Like, everything needs to die and like go away. And this year in particular for many growers and farmers all over the country, weather and climate just continue to be really, really challenging in insect management and everything. So it was a particularly challenging season to grow flowers in Northern New England.

And the only thing I really had left sort of more recently was calendula. Calendula is a wonderful little flower herb edible, depending on how you come to it. It's this beautiful little yellow and sometimes orange, sometimes a little bit rusty. And they can be eaten, they can be, you know, used for oils and massage oils.

And in the past I used to collect a lot of the calendula for a friend of mine who's a massage therapist, and she would like put it into yummy oils. And I just didn't have enough because the season was just not as productive. But this past weekend I went and collected a few and the weekend before. And I made these little salts, just like sea salt flakes you can buy at the grocery store with dried calendula petals and borage, which is another edible herb, sometimes medicinal, depending on your sort of origin and, and how you might use it.

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And it just brought me a little bit of joy because not only just the practice of like going to the garden and thinking about this, but the joy part was thinking about people who really love to cook and people who are like foodies.

And I was like, instead of just giving it to like my five friends, I just spent some time this weekend thinking about like, okay, wait, who really, really loves food and loves to be fancy and like, you know, who loves like little flower petals on their salad.

And like, and who likes to cook? And those two things don't always go hand in hand. It made me, which is no shame, like they don't go for me either. But like, it just made me think of a different cast of characters that I don't necessarily, do little things for and like, including two people that I will mail something to.

And I haven't been in touch with them in a really long time, but it just made me, it brought a different kind of joy and sort of like sense of community and not community, like we're all in this together, but more like, oh wow, this person really, I like, I remember them, they used to be all like into the like, I'm gonna jar this up.

And so it just made me so happy and a little bit more broader. Right. Open up my world a little bit.

**Ain B:** [00:50:19] Oh, I love that so much. And especially because it ties back into the spirit piece and for you of like connection and intimacy because it is, oh, not just the five folks that I usually gift to or am around, but how do I broaden my thinking and including people that I haven't seen in a while. And you know, stuff can get in there too like, oh, I haven't reached out, and you know what could get in there, but actually it's like, no, this is a fun gift, cute thing, and I'm gonna do it. So I love that so much. Thank you. It really speaks to this entire conversation, um, and how you're showing up.

I will share that my sacred shout out for this week is the Pillars of Creation. So I think about the Pillars of Creation all the time, and this is a gas dust cloud out in the gorgeous universe that is just a spiritual place for me.

It's a birthplace of stars and just really, I am thrilled and inspired by knowing that out, I don't know how many millions of light years away, there's a cradle of creation happening. And so I have the pillars of creation poster on my wall and on my screensaver on my phone. And it just, I think, speaks to me of like, I was

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born there. We were born there. The sun was born there, you know, like life as we know it was born there.

And so when I get a little bogged down by what we've chosen to create here on this gorgeous planet, this life-giving gorgeous, stunning planet, I get to think about where we actually began, as gas and dust and stars and get reconnected to the infinite possibility that lies within every single thing on this planet.

So that is my inspiration today.

**Kirsten Scobie:** Thank you for sharing that.

**Ain B:** It just takes up a lot of space in my mind and I'm like, I'm gonna bring it in here. So, thank you.

Kirsten, what is one question you're holding for listeners or a practice or action that you would like to invite yourself and our listeners into?

**Kirsten Scobie:** [00:53:40] Well, as I think about just the conversation we just had, it does make me wonder more and sort of, I'm just, I want, I wanna get curious. I want our listeners to get curious about what it would take to start entering more spaces.

I'm assuming that all of us enter some spaces, but more spaces where we enter with a little bit more sense of groundedness, a little bit more sense of curiosity, and maybe a little bit more connection to that spirit we were talking about.

For me, one of the practices that I've been doing more. I've been both pulling Oracle cards, which I can't even believe that I'm saying this out loud. I am growing up.

**Ain B:** Yes.

**Kirsten Scobie:** So I got to shout out around Oracle cards, so you know, doing that or doing a grounding exercise before I go into a room. And it's so funny you think about, because it just occurred to, I just had this flush of, you know, five years ago or maybe even more, I used to do like, like power stances, right?

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Like in the bathroom, like, okay, I am a strong woman and I am here. You know, like just trying to sort of bust out and be, which is all great and like we all are in different places and like that really worked for me a lot in my forties. And now I'm really trying to ground myself before I go in and it's such a different vibe.

And then being more intentional when I am in rooms and it doesn't always necessarily hold and stick, but to have that intention. And so I think my call out for all of us is to try to be a little bit more intentional every week. And maybe even just start baby steps. You know, what is one thing, one place you're gonna show up this week where you are in a meeting or you're on a call or you're in the role of redistribution, or in the role of organizing or having a team meeting that you're really pissed off about, like you don't even wanna do 'cause like you hate so and so, or whatever it is.

**Ain B:** Mm-hmm.

**Kirsten Scobie:** Before entering that room, before entering that space, that call, that assignment, taking a moment to ground and whatever that looks like for you. And then, and I'm learning that this is the absolute key. Reflecting back on that and being intentional to see and see what happens, it might be different.

[00:57:01] **Ain B:** What a gorgeous practice. I will also share, in the spirit of woo, that I've been holding my rose quartz this entire time. It fits perfectly in my hand. It reminds me to be loving and compassionate and it just feels good and cool. So I'm like, yeah, Whatever we need.

I have my dragon deck around here. So Oracle deck and like, yeah, what kind of dragon am I gonna be for this meeting or for this week? So thank you so much. 'cause I'm also going to a conference next week and I'm like big rooms, lot of people. Packed elevators. Like, okay, whoa. Yes, my spray, my Florida water spray.

Yeah, all of it. So thank you for the reminder that we get to be intentional, show up how we want to, with whatever we need to show up.

And then also this key piece that takes us back to where we began, of how do we listen for what occurred, what shifted, what changed, what didn't, so that we're also growing in connection and relationship with ourselves.

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Kirsten, thank you so, so much. Oh, is there anything in this moment that you would like to share?

**Kirsten Scobie:** Well, I do wanna do a little shout out for Rebecca Campbell. Work Your Light Oracle cards guide book and cards. So good.

**Ain B:** Yes, I have her other deck. Love it! My favorite deck. So amazing. Gorgeous. Yeah.

**Kirsten Scobie:** So that's a little acknowledgement.

I just wanna thank you and thank you, thank The Village and thank you for building different kinds of communities and seeing all the through lines between them and within them. And, thank you for this time together.

**Ain B:** [00:59:15] Oh, Kirsten, thank you so much for believing in the village and the vision and me, frankly, and really leaning into supporting us with not just word and affinity, but actual funding and funding in such a gorgeous, open, relational, trusting way.

It has made all the difference in the world, and you're impacting so many people's lives. So thank you and thank you for being here with me today as we both step out of our comfort zone a bit, and record a conversation.

**Kirsten Scobie:** Yay us.

**Ain B:** Yay us. Yeah, we did it.

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**[Guest shares their bio] Kirsten Scobie:** [01:00:08] Kirsten Scobie is the founder of Persimmon Consulting Company, where she partners with donors, foundations, and institutions to design philanthropic strategies rooted in trust, humility, and justice.

With over two decades of experience, Kirsten brings a rare blend of strategic rigor, emotional intelligence, and deep listening to help clients move capital in ways that truly build power in under-resourced communities.

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She is a wife, a mother, a sister, an aunt, a magic mailbox fairy, and runs a very small flower farm in Northern New England. For more information, please see [persimmonco.com](http://persimmonco.com).

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**[Static Outro] Ain B.:** The We Outside Podcast is produced and hosted by Ain B., and produced and edited by Aisha Jordan. For access to resources mentioned in the episode, check out the show notes.

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