



THE FIRE & THE FOUNDATION

How Innovation & Crisis Shape Resilient Systems

North State Together Summit | March 13th, 2025

Kimberly L. Johnson, CEO: Arch Collaborative & One SAFE Place



Part 1

A Quick Story & Redefining Sustainability

Part 2

The Tension, Zero Balance &
The Elephant in the Room

Part 3

Resilient Leadership, Lifelines & Innovations

Part 4

Where Do We Begin: Reflections

“Adaptability is not imitation.
It means power of resistance
and assimilation.”

— MAHATMA GANDHI

Part One

A Quick Story & Redefining Sustainability

When the Student No One Had a Blueprint for Became an Architect - One 'Next Right Thing' at a Time.





RESOURCES

Financial and
infrastructure



PEOPLE

Staff, leadership,
community & self



SYSTEMS

Adaptability, planning
and outcomes

Sustainability is more than resources: it's the resilience of the people and systems that carry the mission forward amid an ever -changing landscape, despite political polarization, with an unyielding dedication to your "why"

COVID-19 MDT

Children's Legacy Center and the Shasta County Office of Education launched the COVID -19 Student Engagement Project, a collaborative, multitiered approach to ensure the safety of children not engaging in distance learning.

44

Students and their families were referred to the multidisciplinary team, who facilitated the delivery of groceries and supplies during a home visit and/or welfare check

23

Schools and their staff referred students based on concern about their well -being and uncertainty of home situations

106

Students were referred to the *Help Me Grow program*- a program that gives parents, caregivers, child-care providers, early educators, and healthcare providers access to a variety of support services for children who live in Shasta County.



CHILDREN'S
Legacy Center



SHASTA
COUNTY OFFICE OF
EDUCATION

Part Two

**The Tension, Zero Balance &
The Elephant in the Room**

Holding It All – There Is No Balance Between Resources, Readiness, and Reality

Sustainability isn't about balance — it's about learning to hold the weight of competing realities.





The Fire – Calling Out the Elephant in the Room

Sustainability is resilience.
Resilience is grit. And grit
is forged in the fire –
where schools have now
become a political
battleground.

Using the ILT to Drive Solutions Options for Youth with Complex Needs

How Shasta County Dismantled
Silos & Disrupted Service Delivery

 **Kimberly L. Johnson**
Founder & CEO, Children's Legacy Center

Our Founding Partners



The table we built together.

"In the tension of solving problems together, trust is built."

What We Learned

Nonprofits thrive when stakeholders are actively engaged in dialogue

Relationships throughout the agency were the most valuable assets we could leverage

Navigating turnover was challenging, clarifying need for relationally-driven system

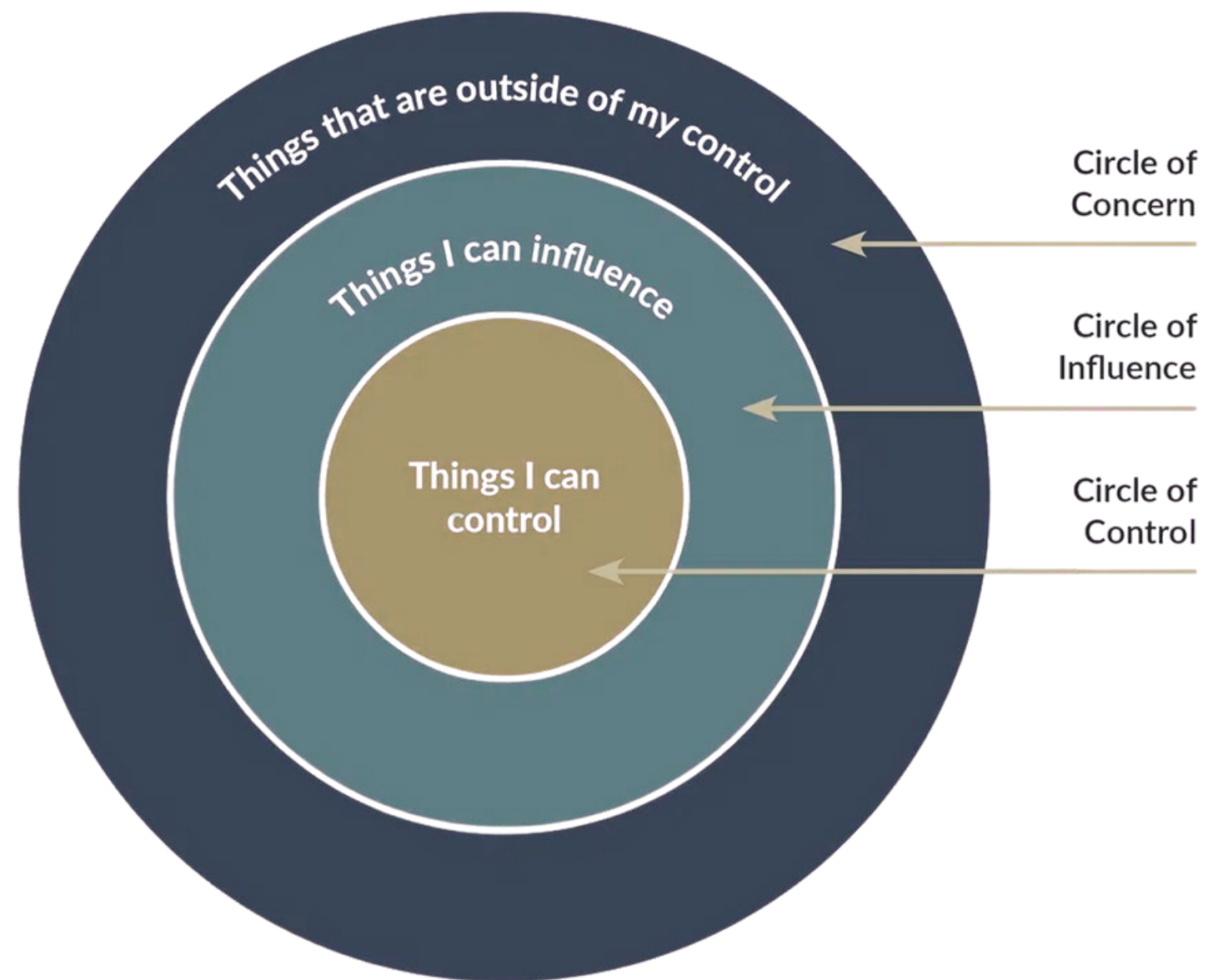


Our Story: 9 Pa



Our story can be your story.
The approach is replicable.

What We Control vs. What We Don't



We don't control the fire.
But we do control how we
stand in it. So let's talk
about what's actually in
our hands.

Lead What's Yours. Influence What You Can. Surrender the Rest.

WHAT WE CONTROL

- How we respond
- How we lead
- Our Teams
- Our classrooms

WHAT WE DON'T

- Political agendas
- Crisis
- Funding decisions
- Misinformation

Part Three

Resilient Leadership, Lifelines & Innovations

Steadfast Leadership in Rough Seas

Your team can see what is directly
in front of them, their supervisor
and you.





Schools Are No Longer Just Schools. They Are Children's Lifelines.

Schools are now a primary source of nutrition, crisis responders, mental health hubs, and stabilizing forces for our most at-risk children and youth.



Part Four

Where Do We Begin, Reflections

Evolution Over Extinction – Sustainability Requires Innovation

Sustainability isn't about survival. It's about building what lasts, in ourselves, our teams, our agencies, and our communities.



Sustainability Starts in Your Sphere of Influence

- Who are the people that are facing you, while you face the work?
- What is one way I can lead with more clarity, courage, or conviction starting today?
- Where do I have the greatest influence, and how am I using it?
- Am I leading in a way that creates sustainability —not just for my work, but for my people?

REFLECTION QUESTIONS

Thank you!

Kimberly L. Johnson
Chief Executive Officer
