



**Kerrin Mitchell**

Hey, hey, party people. It is the final episode of season five, Untapped Philanthropy 2025. twenty twenty five. Today, we're going to do something a little different. Always at the end of every year, we like to do a wrap up, a conversation between just Tim and I. What surprised us? What shifted under our feet? What are we carrying into the new year?

All the fun things. Tim, are you ready for it? It's usually a little bit of a quicker episode, as you guys know, but this is our Kerrin and Tim hanging out together, shooting the (bleep). I don't know if I'm allowed to say that.

**Tim Sarrantonio**

I mean, it's in some ways my favorite episode because I have to prepare the least.....

**Kerrin Mitchell**

I love it. Yes, yes, it is actually fun because Tim and I can't really shoot the breeze for a long time. I don't know if you guys have ever hung out with us, but we can both sit there and talk each other's ears off. So this is a fun episode for both of us. And Tim, I want to start out by just thanking you for the wonderful friendship this year and obviously being a host, but I just adore you. So all the hugs and kisses to you this holiday season so before we get into all these questions.

**Tim Sarrantonio**

Well, thank you. And I also, I have to say it. I want to give that same love to our community of fans and followers and things like that, because this is one of the highlights.

**Kerrin Mitchell**

Oh, you're such a good, yes. Yeah.

**Tim Sarrantonio**

I've had, you know, a bit of, ah ah just like everybody, things to address, things to think about, things to even change, right? And so I believe we'll have a new ah intro for this episode.

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**

Because, yeah, I guess.

**Kerrin Mitchell**

Wait, that's, should we start with that before, or do you want to do that as your definitive 2025 moment? Maybe we can do yours. All right. So 2025 in retrospect, but this is one of Tim's things because there's some exciting news he has. Go for it, my friend.

**Tim Sarrantonio**

Well, yes. So, so 2025, look, I've been, one of the original reasons why it was fun to join this podcast in particular is that I've always said that, you know, Kerrin, you're part of the, the, a little bit more structured, world of philanthropy, right? A little bit more, um you know, buttoned up, perhaps, if we want to even go that far.

**Kerrin Mitchell**

Right, that's fair.

I don't know if I'm buttoned up, but my industry per se is a very much more buttoned up version. I think I'm kind of a little bit of the black cat or whatever rogue animal runs around that, but yes, black swan.

**Tim Sarrantonio**

Yes. Black Swan. And so for me, I always talk about, I'm part of the sweaty desperation of individual giving, right?

**Kerrin Mitchell**

There you go.



**Tim Sarrantonio**

Like that's, that's the phrase that I like to use. And so that's always been the fun thing when you first kind of came to me and said, why don't you join is because I can kind of bring that weird, like energy that, that fundraisers ah have, you know, worrying about events, right. Or, or direct mail campaigns.

**Kerrin Mitchell**

Right. Campaigns and yes.

**Tim Sarrantonio**

And so, well, And I've lived part of that, ah you know, part of my career was starting at those small nonprofits, right?

**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

My first job in 2008 was as a grant writer.

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**

So I've always kind of had both feet in on both sides. So for a long time, I worked for a tech company. And now I don't work for a tech company because I'm starting my own business.

**Kerrin Mitchell**

Tell us that name.

**Tim Sarrantonio**

And so...

**Kerrin Mitchell**

Give us that elevator pitch.

**Tim Sarrantonio**

*The Generosity Spectrum* is going to be the nonprofit sector's first educational gaming company.

**Kerrin Mitchell**

There go.

**Tim Sarrantonio**

So ah what does that mean, folks? Stay tuned. We're not talking about that today, but ah it is something that I'm excited about because I feel like this podcast is ultimately about in educating people on really interesting, applicable, big ideas. I feel that it's time to rethink how we educate the average practitioner.

Maybe even funders donors things like that have them be part of the conversation and and i feel that we we need a bit of a practice field Kerrin in order to do that and so that's what i'm going to start building for folks is the practice field oh yeah if if anything you might you might hear from me more or i might write more for Fluxx or stuff like that like you know i'm

**Kerrin Mitchell**

Fair but you're still hanging with us that's the big exciting news for me quite selfishly so we get to continue on

Yeah. Yeah. So generosity. Yeah. So, I mean, real quick. So you're, it's still in stealth mode, more or less. You're kind of getting it going.

**Tim Sarrantonio**

Yeah, reach out to me on LinkedIn for now.



**Kerrin Mitchell**

Well, stealth to a degree because we announced it, but, but yes.

**Tim Sarrantonio**

Yeah.

**Kerrin Mitchell**

Awesome. So we're going to follow back up soon with more information, definitely in 2026, but in case you noticed our fancy intro has changed.

**Tim Sarrantonio**

Yes.

**Kerrin Mitchell**

That is Super.

**Tim Sarrantonio**

If for some reason you are really, really interested in learning how nonprofits can grow their operations and sustainability through the medium of games, then reach out to me.

**Kerrin Mitchell**

There you go.

**Tim Sarrantonio**

Otherwise, Kerrin, we're going to talk about 2026. Yeah.

**Kerrin Mitchell**

Go. 2025 maybe first. Should we wrap up 2025?

**Tim Sarrantonio**

Oh, God, oh I guess if we want to... Because, well...

**Kerrin Mitchell**

And then we well let's well let's do two. Let's do half and half because this is a wrap up episode

**Tim Sarrantonio**

Fine.

**Kerrin Mitchell**

So questions are, the first one is, what is defining 2025 for you? And of course, I can like answer that myself. or Do you want me to go first or do you want to go first?

**Tim Sarrantonio**

Yeah, I'd like you to go first. So, because I think, like, like ultimately...

**Kerrin Mitchell**

Okay.

**Tim Sarrantonio**

Um I think that there's a lot to unpack in the past year.

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**



And so I want to think about that a little bit in the context here.

**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

So why don't you kick us off?

**Kerrin Mitchell**

Okay. So when I look at this, obviously there are two mega transformative topics that I think really shaped our lives. And in that, um you know, they're obviously both in it.

Sorry. They are obviously to me, they are the most interesting topics.

**Tim Sarrantonio**

You're not allowed to start with AI.

**Kerrin Mitchell**

I will start with the political administration. Then can I choose another polarizing thing? AI and then political administration. ah Regardless of where you fall on the spectrum on either of these topics, they are obviously dominating headlines and they are sparking division and opinions. And I think it's something that's really like when you think about what to find 2025, can't not say those. even if it's as trite and simple and obvious as you know it could be. It is something that I think the challenge lies in keeping up with. And so when we talk about AI, which I am going to talk about briefly here, obviously we're increasingly seeing it come into our consumerism, the way we interact with things, our expectations as users are going up.

In a land of laggard technology that oftentimes the social sector can be, I think we are at a point where we're starting to have people realize there are things that they can... do within their personal lives and ask for that in the enterprise. What's crazy about AI is, of course, you know some of the safeguards that need to be in place to really hold structure for security and access and privacy and all the things have to be in place. So it's just this very interesting time. And I think there's a gap of understanding or willingness that will continue to sort of have to be addressed. And whether that, like you said, is a form of education, Tim, on things like you're doing or putting these sort of structures together. I think AI is something that, you know, people are starting to understand the value of. And I think what's going to be our big call to action is going to be, instead of solving the problems that have always been, it's going to be skipping the problems altogether because we have a better solution at play. So I think that's one. It's just that AI is there. And I think people are still very operational about it. And I don't know that.

I think we need to think broader. The second is obviously politics. And without getting too far into this, because obviously we all have our own emotions about this, um it's a huge uptick in how people look at some of the things that are sort of had been complimentary or surface, you know, to things like, oh, I want to understand my risk or my compliance or my impact. And now with nonprofits being in a position where they have to prove that data is the great equalizer, you know, the ability to come in and have structure around how you think about things, say, this is what we stand for this is how it aligns for mission and this is how we know we're doing it effectively and in line with what you know standards are being put forward i think that's a big thing too so politics and ai top of mind for me 2025 you know with a bang what about you

**Tim Sarrantonio**

I mean, I think the thing kind of pulsing underneath that is labor dynamics. and I think that a lot of it comes down to labor dynamics and resource allocation.

And I think that what you're talking about is the... definitive drivers at the macro level for those, um you know, the underlying tension of like, what is the purpose of AI? And ideally it is to, to free up time. And this is what the promise of technology has always been.

The issue and opportunity around artificial intelligence is its ultimate, connection right now to for-profit needs and where we're starting to see that in in some ways is things like open AI like exploring the usage of advertising within the platform right and and things of that nature versus the real value and that's going to like destroy a lot of goodwill in my opinion right the moment something becomes an ad



**Kerrin Mitchell**

Sure.

**Kerrin Mitchell**

I agree. I absolutely agree with that. Well, yeah. I mean, that's where I think as a society, we went wrong with social media. We made it an ad, and all of a sudden people wanted to spend money to get that view, and then all of a sudden it became this source of manipulation. So I'm with you, I think.

**Tim Sarrantonio**

Exactly. And so we have the opportunity with the nonprofit sector to outline an alternative value proposition, I feel, where we can legitimately show another world is possible here.

**Kerrin Mitchell**

Adding ads to anything. That's right. That's right.

**Tim Sarrantonio**

And that is also what leads to the other items. So I ultimately agree with your two 2025 reflections because the political side too is larger...

**Kerrin Mitchell**

Right, well, maybe how they come together, right? Yeah, in that sense.

**Tim Sarrantonio**

Exactly well, and in even on the political side of things, that is simply, you know, we're seeing a larger ah critique of the classical neoliberal state.

And that is happening in a lot of different ways. And what we're seeing in the nonprofit sector is also, if you look at, you know, ah discussions by civic leaders and academics and not just individual giving folks, it's also...

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**

Hard to understand just how much individual philanthropy can come in and, and save the day, so to speak, or, or traditional philanthropy. And it's, it's a very, very tall order to say, replace the federal government.

And so I think we have to start rethinking where we define value?

**Kerrin Mitchell**

True.

**Tim Sarrantonio**

Where do we define, uh,

**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

Priorities, what is abundance and economies of scale look like?

**Kerrin Mitchell**

And who's doing that? I mean, who's... Right. And I think that, I mean, that's interesting because what you're touching upon is this concept that I think towards the end of the year we saw emerge in philanthropy, which is actually one of the moments that does stand out for me for 2025, which is the idea that all of a sudden it's like, oh, this idea of like, how are we going to handle like... democracy how are we going to handle education culture labor security like all these big things that are the traversing of like the ai path and the political path coming together like there are places where governance is going to have



to be put into place or or structures have to go and i i don't think we're ready for that however i do think that the humanity ai project which is for those of you who are or new to it. I do think there's something there. There's something very interesting. It was a new five-year, \$500 million dollars philanthropic philanthropic initiative um meant to basically say, how do we keep people and communities at the center of how artificial intelligence is built, governed, and used? And I think this is something that's really interesting. And it's a pooled structure. And I think it's one of the most interesting things that have started to evolve from it. But I mean, to what end and who's defining it and all of that, I mean, I think the core idea is absolutely correct.

But the idea of how it shapes the world we live in, these are all constructs that we're putting together. Like an architect is creating a building. That's how people exist in the building creating behaviors. Like this is that same thing where people are architecting these structures that we're all going to have to operate within.

So I don't know. It's so interesting to see that kind of come forward.

**Tim Sarrantonio**

It's very interesting. Well, and and and, you know, for me, philanthropic moments that stand out, you know, I experienced a lot of early support this year of the work of the National Council of Nonprofits.

**Kerrin Mitchell**

Yeah. Oh, sure. Yeah, that's ramp.

**Tim Sarrantonio**

And so just the flurry of lawsuits and things like that, that helped me kind of get a better understanding on how to think about priorities that cross over between the public and the private and the government side of things. So it's like people talking about the Johnson amendment, for God's sakes, in public discourse, you know, or, or, ah or things like that.

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**

But, a philanthropic moment that does stand out for me, and I don't want to have recency bias, like color how important it is, but I do think it's important, is the most recent results from Giving Tuesday.

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**

Because it also, in turn, shows we saw growth in volunteerism. We saw growth in advocacy actions.

**Kerrin Mitchell**

Oh, yeah.

**Tim Sarrantonio**

We saw growth, dollars, and individual donors.

**Kerrin Mitchell**

Dollars even loan that. Yeah. Cross the word.

**Tim Sarrantonio**

And the data tends, ah look, I was, Kerrin, I'm sitting there fighting, like,

**Kerrin Mitchell**

Yeah. Yeah.

**Tim Sarrantonio**

Consultants on LinkedIn who are trying to shame people for participating in Giving Tuesday.



**Kerrin Mitchell**

Oh my God. I can't deal with LinkedIn these days. Sorry.

**Tim Sarrantonio**

No, I had a little video that I posted that basically said, get the [bleep] off LinkedIn.

**Kerrin Mitchell**

I'll put a pin in that. Try me.

**Tim Sarrantonio**

Because it's not real life.

**Kerrin Mitchell**

Oh, the worst.

**Tim Sarrantonio**

And that is really good. Look, I love LinkedIn for a lot of things, but the reality is, is that

**Kerrin Mitchell**

Oh, I love LinkedIn for many reasons. And then there's these content vampires that just are just drinking batshit.

**Tim Sarrantonio**

Content vampires, there's things that skew the practical realities that there's so much good happening outside.

**Kerrin Mitchell**

Oh, my God. Oh, my God. I'm going to howl at the moon.

**Tim Sarrantonio**

And with 92% of nonprofits making under a million dollars a year, they're not sitting there following any of these conversations or debates at all.

**Kerrin Mitchell**

Right. Yeah.

**Tim Sarrantonio**

The good or the bad.

**Kerrin Mitchell**

As they shouldn't. It's worthless.

**Tim Sarrantonio**

And I think that's where it does get back to the original trends and things that we're talking about, predictions, so to speak, on what drove conversations this year.

**Kerrin Mitchell**

Yeah. Oh, God. Right.

**Tim Sarrantonio**

AI, federal government, those are things that I do hear people talking about when I go outside, when I talk to people you know in the nonprofit field, so to speak, where I'm going to the museums.

**Kerrin Mitchell**

Right. Right.

**Tim Sarrantonio**

That's the first thing I did, Kerrin, when I left Neon One.



**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

I went to two museums.

**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

I went to the National Bottle Museum.

Kerrin

Yeah.

**Tim Sarrantonio**

5,000 hand blown.

**Kerrin Mitchell**

You just like to live on the edge is what you like doing, Tim.

**Tim Sarrantonio**

Oh, it was so much fun.

**Kerrin Mitchell**

Live on the edge.

**Tim Sarrantonio**

It was so much fun because all I did and I had to.

**Kerrin Mitchell**

I drink tequila and you go to a bottle museum and I love that for both of us.

**Tim Sarrantonio**

Well, and then I went to the Saratoga Automobile Museum because I had signed them long ago and I wanted to just be like, what is this place?

**Kerrin Mitchell**

Yes. Oh, that's great. Yeah.

**Tim Sarrantonio**

And I talked to the, yeah, I talked to the docents and the things like that, and to just kind of listen and hear people talk.

**Kerrin Mitchell**

No, it's great. Yeah. Yeah.

**Tim Sarrantonio**

They might ultimately talk about these larger issues, but they're definitely not arguing about, like, the vast majority of things that people seem so intent on discussing.

**Kerrin Mitchell**

Right. Yeah.

**Tim Sarrantonio**





You know, litigating online. And that's, I think, hopefully what I see coming out of the work that we're doing here is we need better conversations about the sector.

**Kerrin Mitchell**

Right. I agree. Oh my good Lord. Yes. I mean, it's interesting because you mentioned earlier the things that people lean in on were some of the trends and one of the, actually, to be honest, our very most listened to episode of 2025 was actually the Trista Harris, like listener attention was all over that. Like her expertise, bringing forward trends, like people are keen to understand what it is, but practically how to apply it. Not like let's debate what, what it is. It's like, no, I understand, but what do I do with it? And I think your point is like, these kinds of content vultures that are circling LinkedIn, sometimes you're like, this is just not helping you move conversations forward. So like, what is this dead air? Like, let's move it to a place of applying.

**Tim Sarrantonio**

Well, it ultimately kind of comes down. And again, I'm coming from a marketing background, working at a technology company in marketing.

**Kerrin Mitchell**

Yeah. Oh, yeah.

**Tim Sarrantonio**

I see what's happening with things like, you know, account-based marketing platforms.

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**

And what they're really just doing is retargeting existing public information or aggregated data that is then being sold back to people.

**Kerrin Mitchell**

Perfect. Right. Right.

**Tim Sarrantonio**

Right. And this is stuff that the typical nonprofit person out there is not even paying attention to. But that is how the economy is working around our sector is the service providers and all these people are skewing the education. They're skewing the priorities because what's going to serve, ah you know, the people who may invest in a particular type of technology or a type of payment method or things like that. And it can lead people astray versus what is actually going to help. And that's why I loved our conversation with Mina Das earlier this year, because it kind of helped ground things like AI in the humanity of ultimately how to connect with people.

**Kerrin Mitchell**

I love Mina. In the design, instead of making it like this is going to happen to you, it is the destiny of the future.

**Tim Sarrantonio**

Mm-hmm.

**Kerrin Mitchell**

It's like equity, creativity, safety. Like these are design principles that we can use to bring forward something to reflect our society. And you have to be concerted about it.

**Tim Sarrantonio**

It's a spectrum.

**Kerrin Mitchell**

It doesn't just happen. You have to be concerted in that effort.



**Tim Sarrantonio**

Yeah. Agency. And I hope like if we were going to choose a word, like, yeah, maybe I'm going to go off script.

**Kerrin Mitchell**

Ooh.

**Tim Sarrantonio**

I'm going to go off script.

**Kerrin Mitchell**

You're crazy.

**Tim Sarrantonio**

I'm crazy. What, well, what, what is like, what is a word that you want to have?

**Kerrin Mitchell**

Actually, all of this has been off script for the most part. So we're just going to continue being off script.

**Tim Sarrantonio**

Like as an intention heading into next year to kind of guide you.

**Kerrin Mitchell**

My word can it be a like a real douchey, like kind of like, going to be like, Oh, you know, my word is just value, like value, like making sure that what you're, well, no, I mean, it's like moon roll like, like, I probably could come up with a better word, but value.

**Tim Sarrantonio**

Yeah. You can do that. That's it's your word. What's douchey about that? Love. love

**Kerrin Mitchell**

Yeah. Hugs and kisses. No, I think that value, because I am so sick of, I don't know, everything from like, like we said, the content vultures, just even like collecting data for data's sake. Like if you're not using things or it's not grounded in something that's deriving a value that reflects who you are or what you're doing the community, or you're asking things of people that are just clutter, like distill it out. Like instead of talking about like, you know, it's the difference between talking about your outputs and your impact. but just talk about the impact. Like there's just clutter. Too much stuff. It's too much stuff. So for me, 2026 is about value and really honing in on those things that are moving the needle forward.

**Tim Sarrantonio**

Too much stuff.

**Kerrin Mitchell**

That's my word for 2026.

**Tim Sarrantonio**

I think like...

**Kerrin Mitchell**

With that if I think of something better after this, I'm going to tell you about it and then, yeah, okay.

**Tim Sarrantonio**

Oh, of course, of course. And for me, I think a lot of it is it's it's a rebuild. because we always want to make new things.

**Kerrin Mitchell**

Um.

**Tim Sarrantonio**



We always want new data. And the reality is, we're not repurposing enough. We're not reevaluating things.

**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

We're moving on to the next thing.

**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

That's a little about what's frustrating about generative language AI too, is that it's a multiverse of options where you can ask the same thing and it can give you three different answers. And you might have to prompt it to do that, you know, differently. But at the end of the day, I think we're just getting so overloaded with possibilities that it makes it that those possibilities seem so hard to grasp onto. And that's what I love about Trista Harris.

**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

Like, that like, that's why we love starting with her because it's about.

**Kerrin Mitchell**

Oh, yeah, and we are, by the way. Fun fact, she's our first guest for 2026.

**Tim Sarrantonio**

Yeah. Spoiler.

**Kerrin Mitchell**

In fact, we're chatting with her in a week or two so that we're to week one back in January. You're going to hear from Trista because she is the jam.

**Tim Sarrantonio**

Yeah. And I think that's what I love and why that episode is so popular, because it grounds the possibilities with the practicalities.

**Kerrin Mitchell**

All right. Yeah, instead of it being a million infinite possibilities, there's probably four to six possible things that are most probable.

**Tim Sarrantonio**

Mm-hmm.

**Kerrin Mitchell**

And how do you live into that reality? Or how do you put things in motion so that you are guiding that futurism, you know that view of infinite to the four things that make sense to the one thing that is most advantageous for the community? So there's a whole method she has that I think is so fun to just watch it unpack during that episode.

**Tim Sarrantonio**

Well, and that's, yes, it's pattern recognition.

**Kerrin Mitchell**

Right. Right.

**Tim Sarrantonio**



A lot of it comes down to what matters and what doesn't, right? Like I've been able to pick up little patterns in things like social media, on things like LinkedIn to go, okay, that's that's what that person's doing.

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**

Like that's what a lot of the work that's going to excite me on a personal basis is underlying is motivation, right? Because humans are very predictable.

**Kerrin Mitchell**

Ooh, so let's talk about What are you most excited about in 2026? So pattern recognition, motivations, talk us through that. So your 2026, what are you most excited about?

**Tim Sarrantonio**

My 2026, yeah, I look, I think that I am generally worried about the typical nonprofit leader in our sector.

**Kerrin Mitchell**

How so?

**Tim Sarrantonio**

Well, I think that there's only so many times that that people can go, well, they're overworked and they're overpaid and they're just, and it's like, what are to do about it? What are you going to do about it? What, releasing another template PDF is...

**Kerrin Mitchell**

Or underpaid. Yeah. I know.

**Tim Sarrantonio**

And a toolkit is not going to be the answer.

**Kerrin Mitchell**

I know.

**Tim Sarrantonio**

And so we're not allowing people to talk to each other in spaces that are safe to have conversations about strategic decision-making because the moment they do in a digital space, it will be mined by tech companies and consultants in order to try to obtain their business and content vultures.

**Kerrin Mitchell**

Yeah. Content bumpers! See? They're everywhere. Yeah.

**Tim Sarrantonio**

And so...

**Kerrin Mitchell**

Ugh. Yes.

**Tim Sarrantonio**

That is why it's like we've made a... And that's not just the nonprofit sector, folks. That is everywhere.

**Kerrin Mitchell**

No, of course not.

**Tim Sarrantonio**

If you want to go make a decision about what sheets you should go buy...



**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

It's not like you're going to get led easily to the craft artisan person around the corner, right? You kind of have to hunt for these types of things. But I will say this, that I think we're starting collectively to reject this.

**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

We're kind of waking up back from the pandemic and saying, I want to connect again. And I want to have a connection in person. I think that we're going to start to see a lot more interesting ways that people get together.

And I think we're going to see that also bleed itself into the education side, right? So people at FluxxCon next year, then being able to carry that conversation.

**Kerrin Mitchell**

Spoiler alert, November 9th to the 11th in Chicago.

**Tim Sarrantonio**

See, see, I'm doing, I'm, I'm, I'm carrying. So I love how I'm ranting about technology companies.

**Kerrin Mitchell**

Coming.

**Tim Sarrantonio**

Folks, there are different like, like actors in here too. Like...

**Kerrin Mitchell**

Okay, there and and actually that's an important part though is like as these things come out and forward and like all of a sudden values become more important than ever, like what the values are of your tech partners, not your vendors, doesn't matter.

**Tim Sarrantonio**

Matter deeply.

**Kerrin Mitchell**

Because if you're doing all this work and you're fighting for, you know, freaking – amazing causes doing refugee work. And all of a sudden you're on a certain vendor who I won't name out loud.

That is huge. And they start supporting ice. Well, then you've got a value problem that you need to somehow either resolve in your head or realize that like, maybe that's not the tech partner for you. So like, this is the kind of thing that all of a sudden does matter because your partners who're there, those called content vultures are going to come get things and you got to like protect yourself and your, your values, man. So that's my rant. Sorry.

**Tim Sarrantonio**

I will hold my tongue a little bit on that one, but however much I want to say.

**Kerrin Mitchell**

Sorry. Ah.

**Tim Sarrantonio**

But that yeah, and I think like I think people, my word's agency.



**Kerrin Mitchell**

Yeah.

**Tim Sarrantonio**

Because I feel that we've taught people that they don't have it. They don't have power and they have so much more power than they realize.

**Kerrin Mitchell**

Yes. Agreed.

**Tim Sarrantonio**

Like, that's the beauty of it. That's why I've kind of been digging that show, Pluribus, by the way.

**Kerrin Mitchell**

Oh, I, you know, it's on my list, but I'm doing one show at a time, but that's my next one. I'm excited to talk to you about that on the side. um

**Tim Sarrantonio**

Yeah, I don't know. Maybe maybe we can somehow... Folks, tell us if you are interested in getting a smattering of pop culture analysis in every potential episode.

**Kerrin Mitchell**

We'll break it down.

**Tim Sarrantonio**

We'll break it down. Yeah. Well, look, I know that you know this is supposed to be kind of one of the shorter episodes, so like we could talk all over the place, but we have already got some amazing folks in mind for next year.

**Kerrin Mitchell**

Heck yeah. Booked up.

**Tim Sarrantonio**

We already know our first guest. We already know that ah we're going to be doing some awesome stuff in November. What else should we people be excited for? Let's end on hope.

**Kerrin Mitchell**

Well, I mean, I believe that hope comes in the form of the collective because hope is something that as a single person, ah unit you know entity, you can always manifest in your own light, but it comes to a real place when it's the collective. So I think my hope, my excitement around 2026 is very much about the idea of a sort of pooled member-led grassroots you know structures that are starting to emerge. And now that there is technology and ways to connect that they may not have had before because it was too expensive, too corporate, too whatever, the ability for folks to come in and start to look at how to basically say, we as a unit who represent a you know an important cause are now able to come forward, self-organize, regulate, and build a momentum.

I think that's the thing I'm most excited about. And I think that they will build a force in which technology will show up for them because they'll start to see that groundswell. So I'm excited about that. I am seeing that occur because when you're looking at it, the idea of how private, public, government, you know donor funds are all coming together. How do we start pinning that picture together? I think, again, technology is stepping into a place where it's going to get there a lot faster than we realize in a wonderful way. So I'm excited about that. What about you?

**Tim Sarrantonio**

Yeah, and I think a lot of people are feeling that. Look, I see that also in the work that I do at the Fundraising Effectiveness Project, which I'm going to continue to share through 2026.

**Kerrin Mitchell**

Right, we right, right.



**Tim Sarrantonio**

Um, FEPreports.org, got to throw it in there. And that's like a shared collaborative benchmarking initiative.

**Kerrin Mitchell**

There you go. Right.

**Tim Sarrantonio**

There's like near a dozen vendors who at their own expense share into something that can help anybody at no cost.

**Kerrin Mitchell**

Right.

**Tim Sarrantonio**

And we're starting to see more conversations like that at the funder level, at the government level in some ways, especially state, right?

**Kerrin Mitchell**

And... yes. Yep.

**Tim Sarrantonio**

I think we miss that a lot.

**Kerrin Mitchell**

Yeah, large state. Absolutely. Absolutely. Filling in all those gaps.

**Tim Sarrantonio**

Um, even on the local side, look, I joined my local community foundation, you know? Like that's like the smallest, a potential way to see generosity thrive and grow and stuff like that.

**Kerrin Mitchell**

Yeah. Hyperlocal, there's that grassroots stuff. That's where all of a sudden momentum shows up. So I'm with you. That's exciting.

**Tim Sarrantonio**

Well, I don't think I can improve on your stuff.

**Kerrin Mitchell**

All right.

**Tim Sarrantonio**

So what I want to do is I want to send a message to our listeners.

**Kerrin Mitchell**

Deal.

**Tim Sarrantonio**

Okay? To everyone who listened, shared episodes, challenged us this year, and we want more of that, actually.

**Kerrin Mitchell**

Please.

**Tim Sarrantonio**

Please, get in the comments. Go on LinkedIn and start, you know, commenting.

**Kerrin Mitchell**



Yeah.

**Tim Sarrantonio**

I want to thank you, Kerrin. I know you want to thank them, too.

**Kerrin Mitchell**

I do. Thank you guys so much.

**Tim Sarrantonio**

But...

**Kerrin Mitchell**

I'm really honored. Again, the community itself is something that's always been at the center of everything we do here at Untappd, at Fluxx.

**Tim Sarrantonio**

Yeah.

**Kerrin Mitchell**

And for Tim and I, it's the reason we keep doing what we're doing. So we thank you guys for being the collaborative, wonderful, creative voices you are. And the more we can just be here, or if you have any ideas on how we can do it better, by all means.

Let us know. But we are just so appreciative of you guys and obviously wishing you guys the best holiday season and the new year and heading into 2026 with a smile.