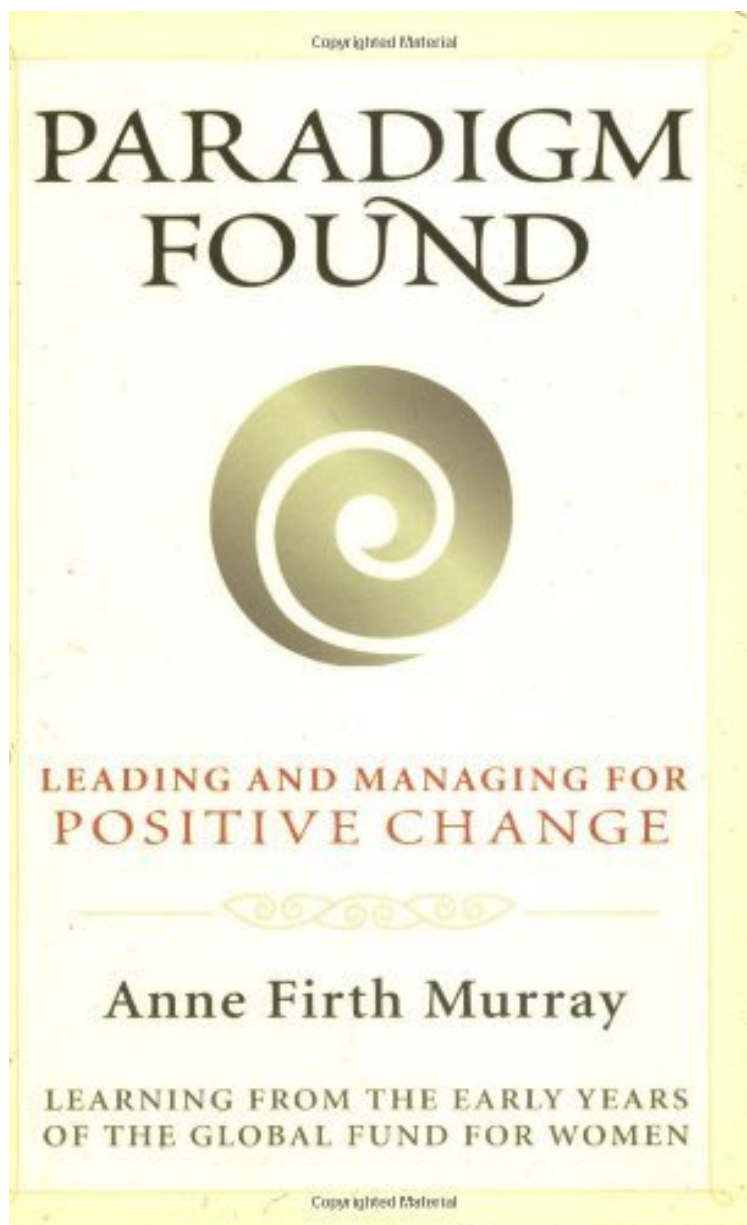


## Paradigm Found

*Anne Firth Murray*

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**Anne Firth Murray : Paradigm Found** before purchasing it in order to gage whether or not it would be worth my time, and all praised Paradigm Found:

2 of 2 people found the following review helpful. Very informative and full of good adviceBy GSThis book is an excellent resource for those who are just starting out with their non-profit ventures or those who already have. Anne gives a nice list of principles that worked for the Global Fund that can easily be put to practice by other organizations.

She also describes the down side of some of these principles and does give a few examples. I do however have a few complaints to add to the praise: My first complaint is that while there is a lot of discussion of the principles, there aren't enough concrete examples of how exactly these were put into place or what exactly some of them mean when put into action. I also found one contradicting point in the philosophy: The guiding principle is "no hierarchy"... yet it seems the organization very much follows a hierarchy with Anne at the top. But to her credit, she does try to create an atmosphere of equals, although I wonder how much of this is a dream and how much reflects reality... to be a bit of a critic.

1 of 1 people found the following review helpful. Prepare to be exposed to new, exciting concepts by an amazing author!

By H. Duane Wadsworth

Is this a "follow that dream" book? A "find a need and fill it" book? I suppose you could say it's both but "Paradigm Found" is far more than that. It is a well written and richly rewarding story by an amazing woman, Anne Murray who founded a not-for-profit organization called the Global Fund for Women. Although I found the entire book interesting, two areas particularly piqued my interest: the 'care and feeding' of a non-profit corporation's board of directors and the entire concept of "giving." The author's experience coupled with her clarity of thought and writing gave me new insight into both these areas with which I'm involved in pro-bono board and fund raising work. The concept of "micro-financing" of projects was unheard of in foundations when the Global Fund for Women started it many years ago. They trusted people of few means in far away places to spend small grants as they saw fit to benefit their projects, and it worked with amazing success. The GFW was daring in being exclusively international and not making grants within the U.S. There were so many new and innovative things that Anne did in her journey. Paradigm Found makes for reading that's hard to put down.

0 of 0 people found the following review helpful. Good book

By Monkey253

Good book about a woman who started the World Fund for women

**A Practical Framework for Positive Social Change**

In 1987, Anne Firth Murray had the idea that funding should go to grassroots women's organizations around the globe and that the recipients themselves should decide how to use that money. From that idea, The Global Fund for Women was born. The organization became a major force for good in the world, embodying a new paradigm of philanthropy. In these pages, Murray shares her wisdom, offering guidelines that demonstrate how anyone can turn a clear vision of a better world into reality.

From Publishers Weekly

Starred . Part do-it-yourself guide and part memoir, this inspirational primer is aimed at budding social activists and those seeking to build a thriving nonprofit organization. Back in the mid-1980s, when Murray founded the Global Fund for Women and became its executive director, he linked women's rights with population issues, economic development and environmental preservation, well before the international philanthropic community recognized these connections. Discouraged by the experts' pessimism about the state of the world and the old-style hierarchical, donor-oriented philanthropic model, she saw the need for a new paradigm of social relations and organizational structure to overcome world violence and poverty. Drawing on second-wave feminist principles, Murray created a grantee-centered funding organization that put money "directly into the hands of women at the grass roots level so that they could do what they wanted to do rather than what the donors... wanted." Contrary to conventional wisdom, she found that small grass-roots organizations value the feeling of support more than the money they are awarded. In 21st-century, bottom-linedash;driven America, her orientation toward connection over money is almost shockingly quaint, until her implementation reveals its effectiveness. Her personal story and spiritual yet practical approach to public service will inspire idealists to take action; the nuts-and-bolts how-to information provides the tools to begin. (June) Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. Idquo;I am grateful that Anne Firth Murray and thousands of women around the world dreamed, struggled, and succeeded in planting the seeds and reaping the harvest of the new paradigm she describes here so compellingly. Her experience and clarity provide an essential text for us all. Either we learn to lead organizations based on human generosity, kindness, and wisdom, or we will descend further into the chaos created when we disown these qualities.rdqquo;mdash; Margaret J. Wheatley, author of Leadership and the New Science and Finding Our Way: Leadership for an Uncertain TimeIdquo;There are many of us around the world who have been personally influenced by the principles and the model that Anne describes. . . . Readers of this book [will] find inspiration in its practical suggestions and clear guidelines for thinking about their own philanthropic work in new ways.rdqquo; mdash; from the foreword by Esther B. HewlettIdquo;Paradigm Found is a must-read for anyone interested in social change and the remarkable history of The Global Fund for Women. Murray's own highly personal and fascinating story is inspirational, instructive, and insightful mdash; the story of an extraordinary woman and an extraordinary life.rdqquo; mdash; Thomas C. Layton, president, Wallace Alexander Gerbode Foundation

From the Back Cover

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[will] find inspiration in its practical suggestions and clear guidelines for thinking about their own philanthropic work in new ways." - from the foreword by Esther B. Hewlett "I am grateful that Anne Firth Murray and thousands of women around the world dreamed, struggled, and succeeded in planting the seeds and reaping the harvest of the new paradigm she describes here so compellingly. Her experience and clarity provide an essential text for us all. Either we learn to lead organizations based on human generosity, kindness, and wisdom, or we will descend further into the chaos created when we disown these qualities." - Margaret J. Wheatley, author of *Leadership and the New Science* and *Finding Our Way: Leadership for an Uncertain Time* "Paradigm Found is a must-read for anyone interested in social change and the remarkable history of The Global Fund for Women. Murray's own highly personal and fascinating story is inspirational, instructive, and insightful - the story of an extraordinary woman and an extraordinary life." - Thomas C. Layton, president, Wallace Alexander Gerbode Foundation "Few people in our world feel deeply enough to act on the gender and equity gaps they encounter. When they do, the power of their conviction and unrestrained commitment creates magic. This much-awaited book is more needed than ever in our world today. By sharing her courage, experience, and wisdom, Anne gives readers the opportunity to dream and she demonstrates that we are all offered the possibility to contribute to positive change. I salute this book as I do Anne's work. Paradigm Found is an invaluable reference for any and all who dare to walk their paths to fruition." - Rita Thapa, founder of Tewa and founding president of Nagarik Aawaz "Anne Firth Murray's honest and valuable advice has inspired and encouraged us since the very first month of FACE AIDS, and we are happy to find that same wisdom right here for everyone to read. Her insight is invaluable - it could help anyone build a successful organization. Her story of transforming her idea into the largest foundation in the world focused exclusively on women's empowerment will give you faith in your ability to make an impact on the world." - Lauren Young, Katie Bollbach, and Jonny Dorsey, founders of FACE AIDS "In Paradigm Found, Anne Firth Murray describes how strong vision, fierce resolve and leadership humility combine gracefully to create a unique laboratory for historic social change. We at Global Greengrants Fund are indebted to Anne and her colleagues for enabling us to better understand some of what distinguishes successful social movements and how financial resources help and sometimes hurt." - Chet Tchozewski, founder and executive director of the Global Greengrants Fund "I learned new things about her, about the nuts and bolts of building an organization from scratch, about enrolling others in a grand adventure, and about savoring as well as saving the world. With great gratitude to Anne and to Paradigm Found, I look forward with new eyes and fresh energy to the adventures of my own life." - Barbara Waugh, PhD, director, University Relations, Hewlett-Packard Company "Do you read the newspapers with mounting despair that makes you want to go back to bed? This is a book to give you back your get up and go. Anne Firth Murray offers hope and practical suggestions for those of us who believe that the world deserves a better future and that, in Gandhi's words, 'we must be the change we wish to see in it.' In telling the tale of one very special organization, Anne provides lively advice and wise insights on the challenges, joys, and rewards of being a social entrepreneur in modern times." - Kavita Nandini Ramdas, president and CEO, The Global Fund for Women "Anne Firth Murray has given us a wonderfully readable look into her own personal journey to establish what has become the lighthouse funding organization for women's rights and justice around the world, the Global Fund for Women. More importantly, she offers a compelling challenge to mainstream organizational and management theory and provides the reader with a concrete example of how to structure and operate an organization 'the way [she] wanted the world to be: friendly, modest, diverse, honest, respectful, loving, fair, efficient, and effective.'" - Christopher Harris, senior program officer, Ford Foundation