CONSULTING

MILPA STUDIO

STRATEGIC OPERATIONS



ABOUT

Just as the Milpa (the 3 sisters) system, an Indigenous technology that embodies **interconnectedness, sustainability, and reciprocity,** fosters diversity and mutual support among crops. We cultivate transformative growth for non-profits and collectives across Turtle Island.

Based @ **Tiohtiá:ke** (Montreal), brought to life with the ancestral teachings from Guidxi Guie(**Juchitan**, Oaxaca) and **Tenochtitlan** (Mexico City).



VISION

To **cultivate a thriving ecosystem** of organizations, non-profits and collectives across Turtle Island, to grow sustainably, **bring ambitious projects** to life in harmony, and create lasting positive impact in their **communities**.

MISSION



We support justice seeking organizations align with their **vision**, refine their **systems**, and move with **strategy** & intention, so they can stand firmly in their **values**, share the labour sustainably, and build **collective strength** & harmony.

VALUES

Matriarchy: Honoring the wisdom of matriarchal leadership systems and circular ways of organizing. This work recognizes the central role of women and two-spirit people in maintaining and protecting Indigenous knowledge systems and governance structures.

Reciprocity: Like the Milpa system, we nurture relationships based on mutual care and responsibility. We recognize that good work must contribute to the collective wellbeing of our communities and the land.

Justice: Actively working towards Indigenous sovereignty and self-determination. This practice challenges colonial systems while building pathways for Indigenous autonomy and restoration of traditional governance.

Humility: Approaching this work as constant learning, acknowledging mistakes along the way. Committed to ongoing unlearning of colonial mindsets. Remaining accountable to communities and recognizing that true wisdom comes from collective knowledge and ancestral teachings.

FOUNDER

Born and raised in Tenochtitlan, México by their grandmother Amparito who taught them everything there's to know about love. Lluvia comes from a long Binnizà matriarchal line from Juchitan, Oaxaca.

They spent their twenties applying project management fundamentals by hustling in restaurants, and studying computer programming, history and political science in what is known today as Canada. Their practice combines knowledge in Indigenous governance, strategic planning, history, humour, technology, design, and internet culture.



Lluvia designed technology curricula and implemented educational programs that have reached 250+ Indigenous students across Canada, led the planning & logistics of large online conferences, organized a large feminist coalition in BC, and guided collectives and non-profits to deliver their plans.

They have learned the importance of having a strategy while cultivating the grace & skill needed to adapt when reality trumps theory.

Currently, they're focusing on equipping folks & organizations to develop strategic plans & implementation processes to transform their ambitious visions into achievable outcomes.

SERVICES



STRATEGIC PLANNING

At Milpa Studio, we can guide your organization through the Strategic Planning process to determine:

1.Where is going **(Goals & Vision)**

2.What will guide the path **(Mission & Values)**

3.How we will know we got there **(Objectives)**

4.Who is going to do what **(Roles & Responsibilities -Responsibility Matrix)**

5.Exact steps to get there **(Tasks)**

6.How we will leverage our position towards the vision and goals **(Strategy)**



We will guide your team in an engaging, accessible, creative and trauma informed approach through all these critical conversations. Prioritizing emotional safety, a social justice framework, a positive bonding between the members of the team and delivering an actionable road map.

STRATEGIC PLANNING

Every organization's needs and path are different but the processes usually includes:

1. Intake Assessment:
Clients fills out our intake form with general information & needs
Intake client meeting, where expectations, needs and costs are discussed.
Contract with expectations, deliverables and timeline is signed.



2. Stakeholder retreat(online/in person):
The facilitator guides the group through discussing and aligning on mission, vision, values, strategy, goals and objectives.
The usage of analogies, humour, physical exercises, role play are used to engage the participants and make the work easier.
This process usually lasts from 6 hours to an entire weekend.

3. Implementation:
We onboard your team into their ideal digital task tracking system.
We coach your team on how to run effective status update meetings and keeping the team accountable to their tasks while dodging conflict.

IMPLEMENTATION SERVICES

Digital Project Management System & Responsibility Matrix.
We can guide your team customizing and setting up their ideal PM system. Including clarity on who's responsible for what and in what capacity (ex. Responsible, Supporting...)

Support running status update meetings.
Is your tracking tool populated but abandoned and there's not tangible progress being made? Perhaps you only need support running effective status updatw meetings.

Logistics.
You have a big project coming up and you need someone to support delivering it? We have experience with complex projects across provinces and can support by filling gaps in capacity.



BENEFITS

Stakeholder Alignment:

- Unifies board members, staff, and volunteers around clear goals
- Clear role definitions reduce overlap in responsibilities
- Better workload distribution prevents burnout

Time Management:

- Eliminates low-impact activities that drain resources
- Focuses team efforts on highest-priority initiatives
- Creates efficient decision-making processes
- Reduces time spent on crisis management



Program Sustainability:

- Strategic planning helps prioritize initiatives and allocate resources more effectively
- Prepares organization for leadership transitions and succession planning
- Builds resilience against external shocks (like the lessons learned from COVID-19)

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Recruiting + Maintaining Staff, & Board of Directors:

- Shows candidates clear direction and purpose
- Demonstrates proper governance structures
- Illustrates the impact they can make during their term

Financial Management:

- Enables multi-year budgeting and forecasting
- Supports investment planning decisions and cash flow management
- Provides framework for financial contingency planning



Fundraising:

- Strengthens grant applications with clear objectives.
- Demonstrates sustainability to potential funders.
- Enables better reporting on outcomes

CURRICULUM DEVELOPMENT

We have experience writing accessible curricula, facilitating logistically complex courses across provinces, and creating safer spaces that increase retention and engagement. Our methodology is grounded in the positive outcomes of engaging 250+ Indigenous students in technology-based curricula.

The classroom is not a neutral space.
We focus on supporting learners as they heal their relationship with learning by recognizing that the classroom is not a neutral space, but a space where many of us have had traumatic experiences that disconnected us from our love of learning.

Making space for the four realms (physical, mental, spiritual, and emotional) in the classroom enables students to show up as their whole selves rather than abandoning parts of themselves.We create space to work through the emotional challenges of being present, enabling students to feel safe enough to be novices and witness their own growth.

We're particularly skilled at designing learning pathways for topics where we're not subject-matter experts. This enables us to maintain fresh perspective, anticipate where students might struggle or feel uncomfortable, and design clear pathways that successfully guide them toward their learning outcomes.

PAST CLIENTS

HUMMINGBIRDS RISING CONSULTING

Working Group on Indigenous Food Sovereignty

CCSAI CENTENNIAL COLLEGE Student Association INCORPORATED

SPINDLE FILM FOUNDATION

feministsdeliver

Lakes Secwepemc Foodland Conservation Society

OPSEU SEFPO OPS Ontario Public Service

LSA LAKESHORE ARTS

Ready to Cultivate Transformative Growth?



Book a Free Consultation Today!

We'll discuss your unique challenges and plant the seeds for your organization's success.

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