LOVE IN ACTION
CONSULTING & COMMUNITY SOLUTIONS, LLC
PEOPLE • PURPOSE • POSSIBILITIES

THE PULSE

A COMMUNITY PUBLICATION

ISSUE 002
NOVEMBER 2026

People. Partnerships. Support. Real Impact.



DR. GAIL M. PHOENIX
FOUNDER
Executive Leadership Strategist
Speaker • Author • Army Veteran

The People Who Keep Showing Up

RECOGNIZING THE COMMITMENT, SUPPORT, AND QUIET LEADERSHIP THAT STRENGTHENS OUR COMMUNITIES.



PEOPLE
THE CAREGIVERS, MENTORS, AND EDUCATORS WHO MAKE A DIFFERENCE.



COMMUNITY
REAL SUPPORT. LASTING CHANGE.



OPPORTUNITY
PRACTICAL STEPS. STRONGER FUTURES.



DIGNITY
MEETING REAL NEEDS WITH RESPECT AND CARE.

WORKSHOPS
YOUTH & ADULT

PARTNERSHIPS
SCHOOLS & ORGANIZATIONS

COMMUNITY SOLUTIONS
PRACTICAL RESOURCES

GET INVOLVED
VOLUNTEER • SPONSOR • COLLABORATE

www.loveinactioncs.com
info@loveinactioncs.com

LOVE IN ACTION CONSULTING & COMMUNITY SOLUTIONS, LLC

THE PULSE

REAL PEOPLE. REAL NEEDS. REAL IMPACT.

ISSUE 002 / NOVEMBER 2026

Who shows up for the people who keep showing up?

The unseen weight of caring for everyone else.

FROM THE HEART / DR. GAIL M. PHOENIX

There is a particular kind of loneliness that comes with being the person everyone depends on. Your phone rings. People ask for advice, help, introductions, and solutions. You are surrounded by people, yet few stop to ask what you might be carrying.

Consider the grandmother raising grandchildren while managing her own appointments. The educator who notices a student withdrawing but has no extra time to follow up. The community volunteer who organizes every collection, makes every call, and somehow becomes responsible for the next event before the last one is over.

None of these people necessarily wants to stop caring. That is what makes the conversation difficult. They can love the people they serve and still be tired. They can believe in the work and still need help.

We admire dependable people so consistently that we sometimes forget their strength is not an unlimited resource.

There is a difference between being appreciated and being supported.

FROM THE HEART / CONTINUED

I have spent years in leadership and service. I understand the pride of being trusted to handle difficult things. I also know how easily that trust becomes an expectation that no one questions.

When someone can always make it work, we stop asking whether the work should be theirs alone. We praise the sacrifice instead of changing the conditions that require it.

This month, do more than thank the person who keeps everything moving. Ask what they need. Take something off their plate. Let them be human without making them explain why.

Being dependable should never mean being forgotten.

— Dr. Gail M. Phoenix | Founder

LOVE IN MOTION

Care is a collective responsibility.

More than 100 Care & Confidence Kits have been assembled through collective community efforts. Each kit represents practical items, but the larger story is the network of people who contributed, coordinated, packed, and made delivery possible.

A care kit does not erase financial strain, a health challenge, or the uncertainty of recovery. It can, however, meet an immediate need with dignity. That is worth doing—provided we do not confuse a thoughtful gesture with a complete solution.

Community service becomes stronger when the work is shared and receiving partners help define what is useful. The goal is not to make one dedicated person indispensable. It is to make care more dependable for everyone.

The measure of service is not the attention it receives, but the need it meets.

THE COMMUNITY CONNECTION

Partners who make support possible.

This month we recognize two official LOVE IN ACTION partners whose work meets different needs—and whose commitment reminds us that meaningful support is built through relationships.

HEALTHCARE ALTERNATIVE SYSTEMS (HAS)



Luis Martinez, RSS
Harm Reduction Coordinator Lead–WARM

Lisa Lopez
Peer Support Specialist Lead

Isabelita Hernandez, MSML, BAIS, CADC
Program Manager–SUD

Recovery is rarely a straight line. The HAS team works where treatment, harm reduction, peer connection, and practical needs meet. Our partnership is grounded in respect for people navigating difficult transitions—not assumptions about where they should already be.

ABUNDARE HR CONSULTING / DR. CYNTHIA MOMAN

A founder can have a strong mission and still need guidance managing people, resolving conflict, and building sustainable systems. Through our formal partnership, Dr. Cynthia Moman and Abundare HR Consulting bring an organizational leadership perspective: those responsible for supporting others need sound people practices and capable leadership behind them.



> Strong communities need strong systems behind the people doing the work.

A TRUTH WORTH SHARING

When appreciation becomes expectation.

The person who says yes a hundred times can become the person everyone criticizes for saying no once. An employee gets another assignment because they always deliver. A volunteer inherits another committee because nobody else steps forward. A family member becomes the default caregiver without anyone asking whether the arrangement is fair.

At first, we thank them. Eventually, we expect them. When they finally set a boundary, we call it a change in attitude rather than asking whether our expectations were unreasonable.

Leadership is not about finding out who can endure the most. It is about distributing responsibility, making decisions, and building systems that do not depend on one person quietly absorbing everyone else's obligations.

If everything depends on the same few people, you have not built a system. You have built a dependency.

WHAT'S AHEAD

Ready for what's next.

On January 8, 2027, LOVE IN ACTION is scheduled to facilitate READY FOR WHAT'S NEXT™, an interactive workforce readiness session with HAS. The focus is practical: recognizing transferable skills, rebuilding confidence, and identifying one realistic next step. The session is upcoming; outcomes will be shared only after the work takes place.

YOUR MOVE

Make the load lighter.

Think of one person who keeps showing up. Not the person with the loudest recognition—the one whose absence would immediately be felt. Then offer something that does not require them to organize your help.

Take a task. Share a resource. Make an introduction. Recruit another volunteer. Ask what they need, and follow through. If you lead an organization, examine who is carrying responsibilities that should be shared.

Who shows up for the person you always count on?

CONNECT WITH LOVE IN ACTION

www.loveinactioncs.com | info@loveinactioncs.com