



WEBINAR WORKBOOK

No one can just think themselves free from constraints like sexism, racism, redlining, generational poverty, social injustice, or labor exploitation. But here's an important fact: **these constraints are not the whole picture.** We don't live in a wholly deterministic world. We do have some power to nudge our lives in this direction or that. **We are agents for our future selves.** Our beliefs inform the strategies we're willing to entertain, the ones we might want to do for our futures.

-- "Money, Possibility, and Imagining our Future" [[The Wild Word](#), 2017]

In this workbook are actionable financial resources and worksheets on:

- Futuring Meditation & Story Prompt
- Four Numbers Spending Plan
- Creating Goals Worksheet
- Income Plan
- Money Steps
- Mini Self Assessment
- Resources



Surviving Capitalism: Financial Future Skills Teacher



Hey, I'm Hadassah Damien!

I run Ride Free Fearless Money, a project dedicated to making money make sense to good, smart folks like yourself. Over the last 13 years I've taught, lectured, worked, and made art about class, money, jobs, labor and alternatives to capitalism all over the US and Canada.

I'm excited to share a course on Surviving Capitalism with you!

I want to let you in on a secret: **the economic system we're in is damaged and unjust, but that's no reason to ignore money.**

For me, as someone raised poor/working class, I learned a ton by observing loopholes in capitalism so as to survive. As a queer artist and freelancer running businesses, I learned that finance is just a system (and if stockbrokers can understand it, so can we). As a currently middle-class babe on a salary I learned how to save for the future.

And all those years of hard-won skills are boiled down into this serving size for you.

Real talk: Intentionally healing and liberating ourselves from the emotional damage of capitalism so that we can financially care for ourselves and our communities is possible – and feminist a.f. These are skills you can learn with practice and the tools here!

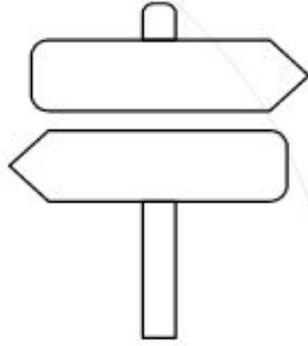
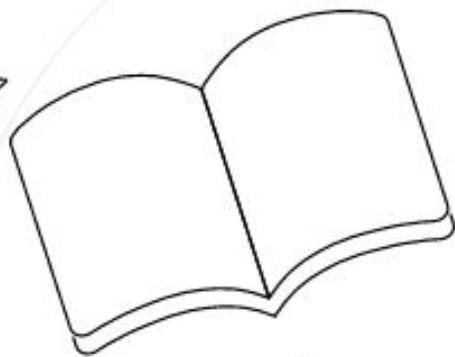
Understanding your money means envisioning your future, individually and interconnected. And that future needs you to holler at your money: yo where are you? What r u up to? Where you going?

This workbook reinforces the practical, intersectional approach to money we go over in Surviving Capitalism to help you build money skills, economic resilience, and heal.

If you want more info like this, I blog [resources](#), share [online courses](#), design workshops, and am a money coach for [individuals](#), [partners](#), and [freelancers](#).

Get more awesome money tools at www.ridefreefearlessmoney.com.

But first – dive in and enjoy the workbook!!



Attitudes & Approaches

Build resilience around money



Futuring Meditation & Storytelling Prompt

What might happen if finances were a non-issue?

We tend to spend more energy describing problems, struggles, and challenges than on our visions for the future we want to inhabit. Let's flip the script, taking a cue from science fiction* in the following exercises.

Part 1 - Mental exercise (10+ minutes)

Think about what an unfucked financial reality would look like (even if it feels far away right now).

Pause and imagine the pressure of money on your reality no longer exists. Take a few moments to really imagine this.

Are you far, far in the future? Are you in the near future? What year is it?

Is it your descendants you're imagining? Your current self or perhaps an older self?

What's happening in your life? Your loved ones' lives?

Are you working? If so, what are you doing? How do you feel about the work and working?

Are you volunteering or doing community work? What kinds?

What is already paid for? What's paid off? What doesn't cost or need money?

What are you eating? Where does it come from?

Who are you with? What are you doing together? What are you no longer doing together? Who is no longer with you?

Who has been liberated in this reality? Who still seeks liberation?

What does the economy look like? What kind of work are the people around you doing?

Is there still money? Do people exchange anything, like time or stuff instead of money? How does it work to get things from other people and give things to other people?

What does your country look like? What kind of experience are other people having? Is it like yours? How or how not?

How do you feel? What's lighter in your heart? What's still heavy? What's newly hard?



Part 2 - Writing exercise (10 - 30 minutes)

Try writing a story about yourself 5 years from now, assuming the best about what you've been able to do, solve, and transform and its impact on your relationship to money.

Write as long or short as you want, but try to add details. No assuming 'I can't' - go for bold success in this exercise.

Perhaps you want to use some ideas from your vision activity, or feel free to use all new ideas.

When you are done, read it over. Look at the specifics: is a debt dealt with? A job changed? A person you love lifted up? A home? A business you care about launched?

This story can help you reverse engineer a pathway towards these outcomes.

To get to the best outcome 5 years from now, list out what might need to happen...

4 years from now:

3 yrs from now:

2 yrs from now:

1 year from now:

This month:

What's the smallest step you can take today towards the 5 years future you?

What you have above is a roadmap with your goals in increasingly smaller steps laid out.

Small steps are doable steps. In any given day, you only gotta take small steps ... which leads to the next exercise.



How to Break Down Your Goals Into Steps You Can Do

A tactical + practical analysis to identify specific, important things that you can address now.

1. **Name the issues or things you're concerned with**, using what you've learned and what is already flagged for you from your reading, general concerns or observations. These are the WHY of your goals.
Example: "I have no idea how much money I spend each month."

2. **Rewrite the "issue" as an outcome to name it as you would a goal:**
 - a. Try flipping the description from negative to positive:
Example: "Know exactly how much I spend."

3. **List out things to do for the goals in order**
 - a. Important: Choose what you can do FROM your current situation, today
 - b. How small of a piece can you make it into? Something you can do in 30 minutes is ideal, since you can do it tomorrow :)*Example: "List out and add up all the money I spent last month."*

4. **Rank all your goals into priority.** You can't work on every issue right away, so know where to start by finding out what's most important AND has things you can do.
 - a. *Risk assessment.* What happens if I don't address this? Hint: if you don't know, then you have identified a task - learn about what happens if you don't do this.
 - b. *Importance to you.* If something is a major stress or would bring you glee to work on, that matters too.
 - c. *Ease to start.* If there's a goal you can get totally done quickly? Go for the win!

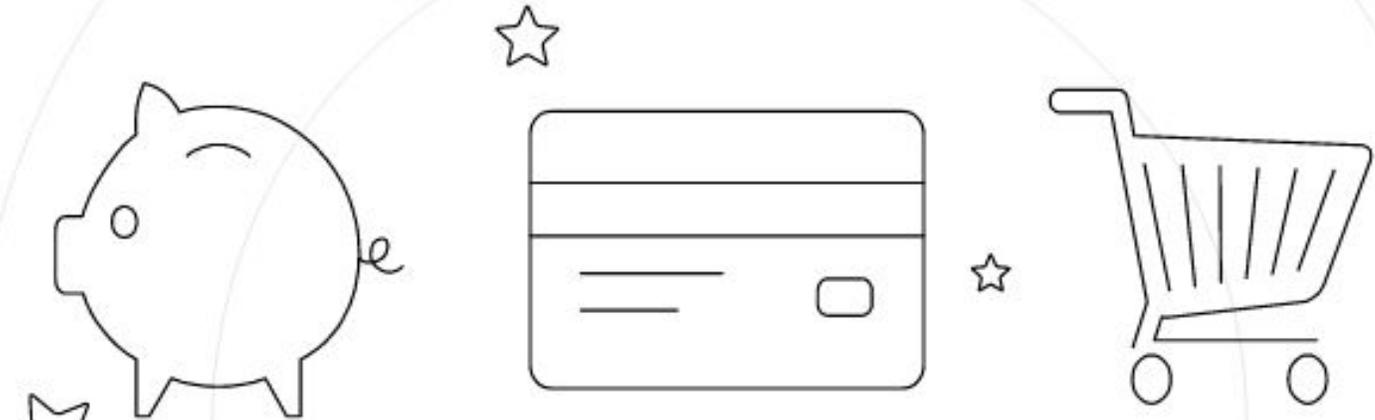
Action: Ask yourself,

What are the goals inside my worries? What's their importance? What do I need to do next?

WORRY or PROBLEM	GOAL NAME	TASKS TO ADDRESS or FIGURE OUT	PRIORITY
(example) I have no idea how much money I spend each month and it stresses me out.	(example) Know exactly what I spend each month	(example) 1. Find out where my spending is - bank? Credit cards? Cash? 2. Sit down and review one month of spending, adding it up. 3. Compare spend against income to see if I'm missing things. 4. Not sure - next, go learn what to do next. Try an app?	(example) 10
		1. 2. 3.	



WORRY or PROBLEM	GOAL NAME	TASKS TO ADDRESS or FIGURE OUT	PRIORITY
		1. 2. 3.	



Stewarding Money

Strategies, Tools and Ways to Manage Money

Money Steps

Each step horizontally takes place in order, which you're free to tweak, but these tend to work smoothly when they happen one after the next.

Each category vertically is a thing you could address: Mental thinking, your ca\$\$h, debt, retirement and so on.

Look down the column of the steps, and see if you can assess which step you're at, and which one you'd like to get to.

Kick Ass(ets) Money Steps



Read an in-depth article on the money steps online:

<https://www.ridefreefearlessmoney.com/blog/2018/01/kick-assets-money-steps-what-to-do-next-on-your-financial-journey/>



Four Numbers Spending Plan

There are only four numbers in your budget. Of course, lots of other numbers will go INTO these, but get these four down and you're on your way!

Your four budget numbers:

1. Income after taxes
2. Fixed costs: Rent/Mortgage, debt minimums, transit
3. Mutable costs: Food, healthcare, entertainment, clothes, travel
4. Goal & strategy money: savings, planned costs, investments, etc.



Why know these four numbers? To act on info they give you!

Income – **fixed costs** = money left for **mutable costs**, **savings and your goals**.

Let's break down each of these:

1. Income, after taxes
 - This is the money you have AFTER taxes, your net income.
 - If you're a freelancer, it's the money you have after you put aside money you will pay for taxes, which you will do every time, before you ever think about spending it. (<- did that hypnosis work?)
2. Fixed costs
 - o For personal money, this is your rent/mortgage, insurance, loan and credit minimums – anything you currently *have* to pay for [eg cable does not go on this list!]
3. Mutable costs:
 - o Food, clothes, entertainment, cash for weed, taxis – anything you don't *have* to buy, that you do buy. Yes, you have to buy food, but you can alter the amount of money you spend on it, and you need to wear clothes but you don't have to buy new ones.
4. Savings, Goal-money, Strategy money
 - o Your float & emergency fund
 - o Your savings towards goals like vacation, school, down-payment, vehicle
 - o Your retirement savings and/or investments
 - o The extra money you're throwing at loans or credit card debt to get out of it

Again → **Income** – **hard costs** = money left for **mutable costs** & **savings/goal money**

Sometimes we are not happy with the amount left for mutable costs and savings/goals ... If you want to *change* what you feel able to spend or save, then you need know **exactly** how much to either:

1. Lower your mutable costs by, or
2. Up your income by

In order do this you need to know what you'll budget for yourself towards mutable costs. The rest is then just math – math you plan for.



Income Plan

It's important to create order in the chaos that is money, in particular cash flow.

One way to create order is to make a plan for all money that comes in to you.

When your income is irregular, this is even more important.

First, set a baseline plan: *money I know (or on average that I get) I each month.*

Next, set a plan for money that comes in sometimes, or over your average.

What does your plan look like? \$ amount Plan

Money that I get monthly: (an average of freelance income is ok)		
Extra Money that comes in:		

	EXAMPLE - Salary		EXAMPLE - Freelancer	
Money I know I get each month:		PLAN		PLAN
4 paychecks @ \$650 each	\$2,600.00	Covers the basics (rent, food, clothes, loan payment, savings)	\$1,800	Covers the basics (rent, food, loan payment, taxes)
teaching yoga 2x month	\$100.00	travel fund	<i>(Average over the last 6 months)</i>	
Money that comes in sometimes		PLAN		PLAN
extra paycheck 4x year	\$500.00	Goes to emergency fund savings. Goal: \$2,500	When I make over \$1,800	20% goes to taxes 30% goes to savings for months I don't make \$1,800 15% goes to my nest egg savings 15% goes to food out/fun, toiletries 10% goes to my travel savings 5% goes to household / clothes 5% I donate
babysit sometimes	\$100.00	fun money!	when I get gifts, \$50 - \$100	fun money!
quarterly gig payment	\$3,500.00	50% to debt, 20% to savings, 20% to taxes, 10% to fun money		
when I get gifts	\$50 - \$100	clothes and house stuff		



Money in Community & with Others

Money is often relational.



Mini Self Assessment

Intention and Awareness: *Ways I approach money*

This sheet is meant to ground you. You can choose to keep it private, or use it to inform conversations you want to have.



Economic Class: What words do I use for my current class? Why? Have they ever changed? When?

Resource Access and Needs: Do I need to earn more money than I might otherwise because I have major costs (*student loans, medical expenses/chronic illness, money I send to my family*)? Do I want to have extra savings because I don't have a family net?

Expectations and Habits: Could I list the last 5 things I spent money on?

Feelings and Mindset: I feel _____ about money. Why?

Self-care & Mental health: I do/don't spend "a lot of" money to care for myself. Why?

Use these questions as a starting place to understand yourself, name your experiences, and generate your goals. *Check out a [30-page workbook](#) of these assessments, designed to use with a partner, friend, or yourself in exploration and self-growth on your money thinking.*



Giving Plan: From Earned Income

For a lot of us, when we donate or use money to support in community, we're giving money we had to earn, which represents us not buying something we may want or need that can't be funded otherwise. When we acknowledge what we're gonna give to family and community, we honor it, we observe our constraints, and we remember to share.

I. Come up with a giving plan from your income plan: estimate spend, savings & give.

For example someone making \$32k/yr bringing in \$2,000 a month might make a plan like this:

\$2000 =	\$1500 -	\$175 -	\$300	\$25
after tax income	Rent, loan, health care, food	Savings needs	Consumer spend (travel, clothes, toiletries, going out)	Monthly donations

At \$25, this person is giving 5% of the money they have left over after their basic survival is covered. This person could, if so moved, technically give \$325 in a given month, by not buying ANY consumer items which is pretty tough in today's world.

In another example, this person earns about \$60k annually and brings home around \$3500/month →

They come up with their "extra", or money left over after needs are covered: \$1,550 - and decide to give 10% of that, sharing \$155.

It's worth noticing, that after donating the person giving \$25, or 7.5%, has \$275 left a month for everything else, while the person giving \$155, or 10%, has \$1345. That's a big, material difference in resources available.

10% of monthly income after needs are met	EXAMPLE
My monthly after-tax income is >	\$3,500.00
About how many hours I volunteer, support others, or contribute unpaid labor to causes a month	10
I need to spend this much to survive >	\$1,350.00
And I save this much so I can deal with the future wisely >	\$600.00
Here's what's left to work with >	\$1,550.00
So with what's left I'll give 10% >	\$155.00

In a final example, this person earns about \$120k annually and brings home around \$6000/month →

They come up with their money leftover to work from: \$2,750 - and decide to give 10% of that, sharing \$275.

Note that giving 5% or 10% are just examples, you do you. The average give across the US is 3%. However that's calculated before considering need.

My monthly after-tax income is >	\$6,000.00
About how many hours I volunteer, support others, or contribute unpaid labor to causes a month	5
I need to spend this much to survive >	\$2,500.00
And I save this much so I can deal with the future wisely >	\$750.00
Here's what's left to work with >	\$2,750.00
So with what's left I'll give 10%, unless there's over \$5k left and then I'll give 15% >	\$275.00



2) Decide how you'll allocate or split your donation / give amount

Whether you're giving from wealth or earned income, this is where giving gets personal, and **there's no wrong way to do this!** It's important to remember that there will always be more worthwhile things to give money to than money available. Your smart tactic? Set up your plan -- so you're *prepared to execute it* and share what you DO have.

Sample Giving Split 1: By specific percent or \$amount → Pre-define what you'll share

Our \$25/month donor might do this:

	50%	25%	25%
	Sustainerships	Online one-off donations	Giving money in person or a big give once a year
\$25 = \$155 =	\$10 \$75	\$10 \$40	\$5 \$40
	<i>*I'm signing up for a monthly donation to _____ today</i>	<i>*This is what I can give once a month to asks.</i>	<i>*I commit to rounding up at a pay-what-you-can event</i>

Sample Split 2: By Issue Area that Matters to You

Tactic: you decide your giving order of operations based on things you care about. *For example:*

- 1) Each month I'll first give to: Black Lives Matter, BYP100 or an org or person doing racial justice work
- 2) With what's left, I'll then give to LGBTQ direct support orgs or causes
- 3) If there's \$\$ still left, I'll then give to whatever health needs crowdsource is going around.
- 4) If there's \$\$ still left, I'll then give to community art projects

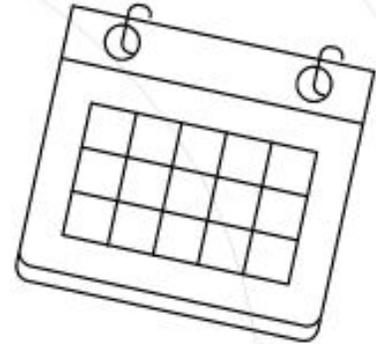
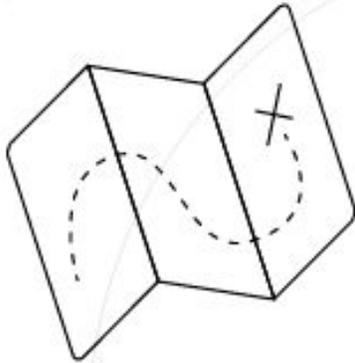
Sample plan 3: By time

You could save your "give money" over several months and wait on a larger need to arise, and then mic drop a bigger chunk of cash.

Our \$25/mo example friend would have \$300 after a year to help out, our \$155 friend would have \$1860, and our \$275 friend would have about \$3,300.

Pro tip: Set up automatic contributions, and/or put the money in an automatic savings plan and let the account fill until you see a need you want to address, or to make it easier to track.

For some, we never forget to give. For others, we might not be able to give money - but I bet you give time and emotional support. *Please acknowledge that as a contribution in your plan!* Sometimes, you might find you give less than you could: **a plan helps you make sure you're sharing back to who and what matters to you.**



Resources & Homework

What we talked about, and what you can do next to
grow your financial future.

Homework

1. Go through the Futures exercise on page 5.
2. Fill out the goal sheet on page 6
3. Write up your four numbers

Income – **fixed costs** = money left > **mutable costs**, **savings and your goals.**

		=		

Example

\$2,800	- \$1,560	= \$1,240	\$650	\$590
\$2,800	- \$900 rent - \$200 debt - \$300 car - \$100 phone - \$60 utilities		\$400 food, eating out \$100 clothes/toiletries \$150 fun money	\$280 savings \$150 extra to debt \$70 donations/give \$90 travel fund

4. **Decide on at least one goal amount you'll take action on- big, small, up to you - and set up an auto-deposit or auto-payment.** *If you need to set up an account, do so.*

My amount	Goal it's for	Date I'm setting up the deposit, and which account



Resources

RideFreeFearlessMoney.com: articles, online courses, coaching + more!

Ride Free's Freelancer Calculator: figure out how much you make [[download here](#)]

ETHICAL FINANCE RESOURCES

Here are two sites that list credit unions, minority-controlled banks, and community development banks:

- Break Up With Your Megabank: <http://directory.breakupwithyourmegabank.org/>
- BANK LOCAL, <http://banklocal.info> (bonus: sorted by impact rating.)

Resources and how-tos on getting social and sustainable with investing:

- Ride Free Fearless Money: [Investing when you hate capitalism](http://bit.ly/2jPVQwU) (<http://bit.ly/2jPVQwU>)
- The Forum for Sustainable and Responsible Investment: <http://www.ussif.org>
- The Heart Rating for mutual funds: <https://www.naturalinvestments.com/heart-rating/>

Hacking Capitalism tips from **Ride Free Fearless Money:**

<http://www.ridefreefearlessmoney.com/blog/category/hacking-capitalism/>

BUDGET APPS & IDEAS [online here.](#) // [Download a budgeting toolkit here.](#)

SAVING RESOURCES – Automagical savings apps:

- [Qapital](#) you can set rules, create various bucket accounts, work towards goals & more.
- [Digit](#): simple, scrapes money from your account and uses purchase round-ups. Hands-off.

Online savings accounts, that earn interest, include:

- [ALLY.](#) • [CIT Savings.](#) • [Barclays](#) -- Remember, a regular “Set it and forget it” auto-deposit based on your goal money plan, to an account other than your regular checking account = win!

DEBT DEALING RESOURCES

Dealing with debt or collections? Know your rights, get templates and guidance at:

<https://www.consumerfinance.gov/consumer-tools/debt-collection/>

Dealing with student loans? Check out the copious resources at makelemonade.co