

THE AMA NOMY ZINE

Grief Is *Infrastructure.*

Why healing is the load-bearing wall of everything we build.



by Nykisha “Ama Nomy”

A FREE ZINE • AMANOMY.COM

♦ ♦

F O R

*The mothers who kept building
while carrying invisible losses.*

*The leaders who kept meeting
with the grief still in their bones.*

*The families — the first institution any of us
ever entered — still holding what
was never named at their kitchen tables.*

*The organizations pretending
the sadness would just pass.*

*This is your permission
to stop pretending.*

♦

Family is the *First Institution.*

Before we ever stepped into a boardroom, a classroom, a sanctuary, or a nonprofit, we entered an institution. It was called a family. Or a household. Or a village. Or whoever raised us.

It was our first budget. Our first hierarchy. Our first HR policy. Our first religious tradition. Our first funding model. Our first grief container. It taught us what love costs, what silence costs, what labor is worth, and what a body is allowed to feel out loud.

Every institution that came after — every workplace, every congregation, every movement, every marriage — is a variation on the theme we learned at home. Which means the grief that lives in our organizations is very often the grief that was never named at our kitchen tables. And the healing our workplaces need is very often the healing our families never got.

This is why Ama Nomy LLC serves families and organizations in one breath. We do not believe you can heal one without the other. We do not believe corporate excellence and community values are opposing traditions. They are one continuous inheritance — and this zine is written to both.

*Every organization is somebody's family
learning to be professional.*

— heal the family, and the boardroom softens.

What is

Grief Is Infrastructure?

Grief Is Infrastructure is a framework for treating grief the way water systems treat reservoirs — as quietly essential, load-bearing, and worth tending to with care. It applies equally to families and to organizations, because family is the first institution any of us ever entered.

It is not a mood. It is not a moment. It is not a distraction from the "real work." It is the real work.

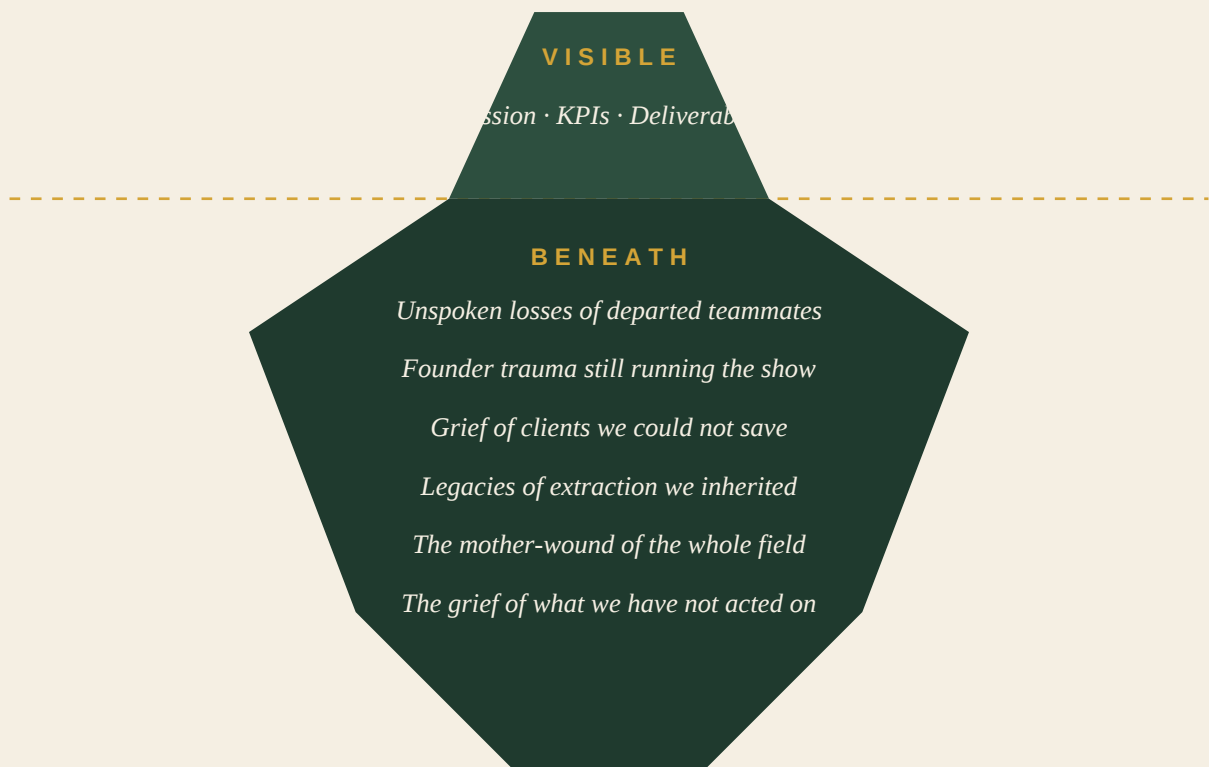
Every family, every organization, every leader carries unmetabolized loss. When we ignore it, we build on cracked foundations. When we tend to it — with ritual, rest, and honest accounting — we build differently. Slower, maybe. Truer, always.

This zine is an invitation — not to sit longer in grief, but to move with it. To audit. To acknowledge. To act. Because the greatest grief of all is the grief of not taking action on what your soul already knows.

*Healing is not the
opposite of strategy.
It is the strategy.*

The Grief Iceberg.

What your organization shows the world — and what it carries underneath.



10% of what runs your organization is visible.

90% is grief you have not yet named — or moved on.

Seven Signs Your Family or Organization Has Unmetabolized Grief.

A progression: loss → conflict → exhaustion → dysfunction → denial → mistrust → forgetting.

01 Unexplained departures.

People leave. The rooms are heavier. Nobody says why.

02 Repeating conflicts.

You are not stuck on strategy. You are stuck on something that never got mourned.

03 Leaders who cannot rest.

Overwork is not always ambition. Sometimes it is a grief response disguised as dedication.

04 Overextended programs.

The scope is bloated because grief made you afraid to say no.

05 Resilience replacing honesty.

Resilience without ritual is denial in professional clothing.

06 Private conversations replacing public truth.

People speak freely in hallways and carefully in meetings. Grief teaches us the truth costs too much.

07 Silent anniversaries.

The founder's death. The layoff. The rupture. The exit. Grief remembers what calendars forget.

The Grief You Feel You *Do Not Have Permission to Feel.*

Some grief arrives wearing the clothes of blessing. The new job comes — but you are grieving the years you spent exhausted. The child is born — but you are grieving the person you had to become to survive. The dream comes true — but you are grieving every version of yourself that did not make it here.

We call this disenfranchised grief when culture will not name it. Ambiguous grief when the thing is not gone, only changed. Bittersweet grief when the joy and the loss must share the same room.

Gratitude does not erase grief. A full heart can hold both. Your grief does not make you ungrateful. It is evidence that something mattered.

Disenfranchised

Grief culture will not name as valid.

Ambiguous

For what is not gone, only changed.

Bittersweet

Joy and sorrow, same breath.

***The arrival of something beautiful does not erase
the journey it took to get there.***

— do not make your blessings silence your grief.

The Four Pillars.

Every practice we build stands on these four load-bearing walls.

HEALING

We treat unmetabolized grief as the silent bottleneck of every organization. Healing is operational.

JUSTICE

We center the dignity, agency, and authorship of Black and Brown communities in every system we build.

WEALTH

We design for circulation — not extraction. Cooperative ownership. Shared returns. Generational stewardship.

LEGACY

Every strategy answers to those who came before — and those still to come. Decisions are ancestral.

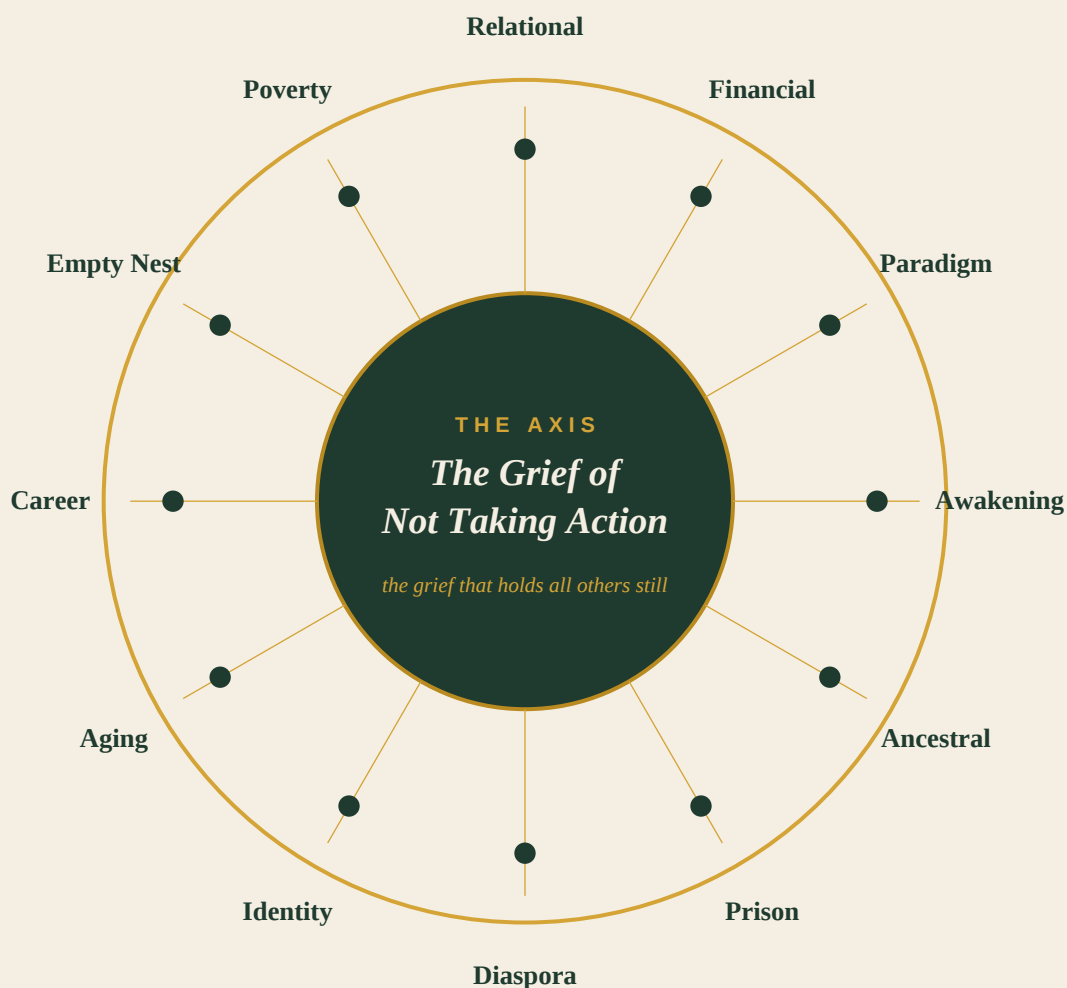
One practice, four walls, a roof that holds.

The Grief Audit *Compass.*

Twelve rooms of loss — held together by one central axis.

Each audit follows a four-part rhythm:

Witness · Inventory · Honor · Move.



*The full 12 audits + the axis live in **The Grief Audit** workbook.*

The Five Sacred *Movements of Grief.*

Grief does not disappear because we ignore it. It changes shape. These movements are invitations to help grief move through your body, your relationships, and your work before it hardens into burnout, resentment, or disconnection.

1

Name It. *Honor the loss.*

Pull out a calendar. Mark the date you lost the founder, the client, the dream, the season, or the version of yourself that could no longer continue. Set aside twenty minutes. Light a candle. Speak the loss aloud. What we name can begin to soften.

2

Witness It. *Tell the truth.*

Choose one relationship — professional or personal — and ask: what happened here that we never fully acknowledged? Write a letter. Name the disappointment, the change, the expectation that died. You do not have to send it. The purpose is truth.

3

Share It. *Allow community.*

Gather your team for one hour. No strategy. No problem-solving. No performance reviews. Only reflection on what has been difficult, what has changed, and what has been lost. Healing does not require fixing — it requires being witnessed.

4

Rest With It. *Stop outrunning it.*

Take one full afternoon this week to do nothing productive. Not rest to earn your next burst of output. Rest as the whole point. Rest as a declaration that your worth is not tied to your usefulness.

5

Learn From It. *Receive its wisdom.*

Every loss leaves information. Ask: What became clear because of this ending? What boundary was revealed? What is asking to be born now that something else has died? Grief is not only an ending — it is also an initiation.

Diagrams of Repair.

You do not need to be the leader of the organization to begin. You can embody these repairs inside yourself first — and become the environment.

- ◆ **Address the elephant.**
Name what everyone is already carrying but no one has said aloud. Truth-telling is repair.
- ◆ **Ask for what you need.**
Not what is easy to receive. Not what is comfortable to say. What you actually need.
- ◆ **Create a culture of feedback.**
Regular, unpunished, mutual. Where honesty is not a risk but the operating system.
- ◆ **Make it safe to say I am not well.**
Build the language, the calendar, the permission. Nobody heals in performance mode.
- ◆ **Embody the repair internally.**
If you cannot change the room yet, become the room. Practice these in yourself first.

The greatest grief is the grief of not taking action.

Take one action from this page before the sun sets today.

A letter, before you close this.

Dear One,

I have been the woman who could not stop building. The one who confused productivity for meaning, and exhaustion for devotion. I have run companies, farms, families, and ministries with grief still lodged in my body — telling myself I would deal with it later.

Later almost cost me everything.

So I made this framework — not from a classroom, but from a chrysalis. From the years I spent dying to the old ways of leading and being resurrected into a way of building that includes the whole of me. The tender parts. The tired parts. The parts that remember our people.

I do not ask you to be perfect. I ask you to be honest. To let grief be one of the load-bearing walls of the life and business you are building. And most of all — I ask you to act. Because the greatest grief you will ever carry is the grief of what you knew and never did.

You are not behind. You are becoming.

With love and remembrance,

Nykisha "Ama Nomy"

Where to go next.

READ the workbook

The Grief Audit — 13 guided audits with prompts, rituals, and next-step actions.

amanomy.com/books/the-grief-audit

BOOK a free consultation / discovery call

A no-cost conversation to see if working together is right for you. Bring your questions, your grief, your vision.

amanomy.com/book-a-call

BOOK a Sacred Container

90 minutes where strategy meets soul. For founders, healers, and mothers.

amanomy.com/services

JOIN the ecosystem

Free letters, launch updates, and offerings — sent when it is time.

amanomy.com · [subscribe at the footer](#)



*Every organization is
built on a foundation.*

*The only question is
whether that foundation
is healed —*

*or whether it is
just waiting to crack.*



A M A N O M Y L L C

healing · justice · wealth · legacy

amanomy.com