

# TOP CHALLENGE

# 'OXYGEN MASK'

Entrepreneurs shared personal stories of burnout, overwhelm, and the ongoing tension of caring for their business, their people, and themselves.

## Wellness & Boundaries

Entrepreneurs spoke openly about burnout and the need to normalize conversations around rest, mental health, and energy management.

**"Learning how to manage your energy as a business owner is a different deal than working inside of a company."**

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## Collaborating with Community

Participants called for more partnerships between small businesses, nonprofits, and local organizations to create meaningful, community-centered programming.

**"We all need a space where we don't feel like we're pushing our business just by showing up."**

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## Peer-Led Spaces

There's a clear desire for peer-led, informal spaces that blend business strategy with self-care, and help entrepreneurs reconnect with their purpose alongside others who understand the weight of the work.

**"Being an entrepreneur and working by myself is the worst thing I could've done for myself. I need a place to be around others."**