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## Are You Ready to Create a Giving Plan?

Do you have:

- A vision for a better world
- Something you care about
- A checkbook or credit card
- A pen or pencil

If so, then you're ready!

Giving is a lifelong process and your plan will evolve over time. Just remember that there's no such thing as the perfect donor...or even that perfect gift. If you've been waiting, waiting, waiting, why not try jumping in and making a donation to something right now? Seriously. You can read the rest of this later.

Another way to think of giving is sharing. One of the big lessons we learned as kids was how to share our toys (or, we were supposed to have learned!)...think of this as just another extension of that lesson.

"But wait," you say, "I don't know how much money I have! I don't know how much money I need! How can I figure out what to give or who to share with?"

Don't let this stop you. Start with where you are and what you know. What do you believe in. What matters deeply to you? Do you have a checking account? Savings? A salary or other income? Do you know where these align? You don't have to have it all figured out to make a plan and a commitment to giving. The more you learn about yourself, your cultural and family histories of sharing, along with your resources, the more effective you will be at reaching your giving goals.

We all need to act now...and learn as we go along. Participating fully in the cycle of giving and receiving from a values based place is what will lead us all to more equity and social change.

## Reflection Questions

These reflection questions can help you get started thinking about the ways you want to approach your giving, and how you want to be a part of social change philanthropy.

- 1) What lessons did I learn from my family/my community growing up about how to give/share/receive?
  - 2) How are these practices living out in my life today?
  - 3) What inspires me to give of my time?
  - 4) What inspires me to give of my money?
- 
- 2) What can stop me from giving?
- 
- 3) What are some of the reasons I want to have a giving plan?
- 
- 4) How have I given in the past?
- 
- 5) What do I like about that process?
- 
- 6) What do I want to change about that process?

7) In what ways am I seeing my values, my identities, my self reflected in my giving? How would I like to deepen that?

8) What does it mean for me to be part of social change philanthropy? What concepts resonate with me?

8) What concepts feel challenging?

9) In my experiences trying out some of these concepts, how has it worked? What have I learned?

Other notes:

## What is a Social Change Giving Plan?

A Social Change Giving Plan is a map you create to focus your giving (financial resources and time) to contribute to long-term change connected to social, economic, and environmental justice.

It also goes beyond *where* you give, to engage questions of *how* you give. A giving plan is as unique as your signature – done strategically and intentionally through a values-based process, your giving plan should emerge as a reflection of who you are, what you care about, and how you give, as *part of* the way you make change in the world.

### Components of a Social Change Giving Plan

Here are a few components of a strong Social Change Giving Plan:

- A statement of your social change values.
- A mission statement of what you are hoping to achieve through your giving and sharing of your time and resources.
- A clear statement of what, how, and to whom you will be giving.
- Issue areas to support, and the reasoning behind how you came to those issues.
- Guidelines for your decision making process that take into consideration your power as a donor and your accountability to the communities you support.
- Organizations with proposed resource commitments including time, skills and money.
- A timeline for implementing your plan.
- Questions for deepening and evaluating your giving.

## Why A Social Change Giving Plan?

You might discover that the most important things for you about creating a Giving Plan you never would have expected. There are many reasons to create a Social Change Giving Plan. Here are a few.

- Organize your giving
- Increase your impact
- Track your giving - be aware of what you're doing and improve
- Hold yourself accountable, to a larger community and to your own values
- Share your giving (with family, friends, public)
- Set deadlines
- Give beyond your personal networks
- Understand your giving within a larger system
- Celebrate!

## Frequently Asked Questions

### *How do I get started?*

Schedule some time with yourself to sit down and begin to fill it out, step by step. Keep a running list of the stuff you need to find out, and don't forget to give yourself deadlines. This may often include reaching out to others for more information and/or support. For some people, getting started is a lot easier if they are working with someone else. Ask Resource Generation if you want to get paired up with someone else who is working on their giving plan, or attend a Giving Plan Workshop. Resource Generation staff are also available to spend time one-on-one with you to talk through this process.

### *How much should I give?*

There is no "right" amount other than what you feel is appropriate for you given your own unique situation and your current knowledge of and control over your financial situation. Some people determine their giving based on assets, and others decide based on their income. For some, giving is coming out of their paycheck, while for others, giving is coming out of an inheritance. Some people choose to thoroughly investigate their finances to come up with a giving plan, while others simply look at what they are able to do based on what is currently in their checking account. Do whatever feels right to you at this point in time. This is a starting point for you and you will have many other years to give. Allow yourself the space to consider what else you have to give beyond your financial resources. Make an assessment of this as well and include it in what you feel able to give this year.

### *How much information do I need to have about my finances?*

To create a giving plan you don't need to know everything about your finances. To explore this question further, take a look at Resource Generation's Social Change Financial Planning Notebook. Also, contact Resource Generation staff for additional resources. Even if you don't know the full picture at this time, beginning to give at any level can be a great place to start while you work on figuring that out. All you need to get started is a willingness to look intentionally at how you give, share and receive.

### *How long will it take?*

A giving plan can take anywhere from one hour to several hours...to longer, depending on how long you want to devote to it, how much information you already have....and what additional conversations and/or research you need to have. Remember, though, that this is a lifelong process. Your giving plan will evolve as the circumstances of your life evolve and shift over time. The most important thing is to start the process and to start giving, so start where you are and feel free to take small steps.

### *Is it just about money?*

Giving is clearly about more than money. We give our time, skills, connections, thinking... But money is a tricky one, and many of us get more stuck about giving money than time. So while it's really great for us to think about all the ways that we give (you'll see some sample plans in this workbook that include volunteer time) you'll find that much of this booklet is dedicated to the financial piece of the picture.



## KNOW YOUR VALUES

TAKING THE TIME TO IDENTIFY WHAT YOU VALUE CAN HAVE A PROFOUND IMPACT ON HOW, WHERE AND WHEN YOU SHARE YOUR TIME, TALENT AND TREASURE. VALUES ARE OFTEN THE PRINCIPLES THAT WE USE TO GUIDE OUR ACTIONS AND TO FRAME THE DECISIONS WE MAKE. THEY ARE UNIQUELY PERSONAL AS EACH VALUE HOLDS A PARTICULAR MEANING FOR THE INDIVIDUAL, AND OFTEN THE NUANCES IN MEANING DIFFER FROM PERSON TO PERSON.

Below is a list of words that express values. There is also space for you to add those words that are not yet on the list. Go through the list and rate each as a "1," "2," or a "3," based on the following criteria.

1 = A CORE GUIDING VALUE IN MY LIFE

2 = AN IMPORTANT VALUE BUT NOT ONE THAT FRAMES THE PRIMARY PARTS OF MY LIFE

3 = NOT NECESSARILY A CONSIDERATION FOR ME

- |  |                                     |  |  |
|--|-------------------------------------|--|--|
| <input type="checkbox"/> Acceptance      | <input type="checkbox"/> Diversity  | <input type="checkbox"/> Innovation      | <input type="checkbox"/> Recognition       |
| <input type="checkbox"/> Access          | <input type="checkbox"/> Equality   | <input type="checkbox"/> Interdependence | <input type="checkbox"/> Respect           |
| <input type="checkbox"/> Beauty          | <input type="checkbox"/> Equity     | <input type="checkbox"/> Integrity       | <input type="checkbox"/> Responsibility    |
| <input type="checkbox"/> Belonging       | <input type="checkbox"/> Empathy    | <input type="checkbox"/> Justice         | <input type="checkbox"/> Risk              |
| <input type="checkbox"/> Commitment      | <input type="checkbox"/> Excellence | <input type="checkbox"/> Joy             | <input type="checkbox"/> Security          |
| <input type="checkbox"/> Communication   | <input type="checkbox"/> Faith      | <input type="checkbox"/> Knowledge       | <input type="checkbox"/> Service           |
| <input type="checkbox"/> Community       | <input type="checkbox"/> Family     | <input type="checkbox"/> Leadership      | <input type="checkbox"/> Shared Leadership |
| <input type="checkbox"/> Compassion      | <input type="checkbox"/> Freedom    | <input type="checkbox"/> Love            | <input type="checkbox"/> Simplicity        |
| <input type="checkbox"/> Competence      | <input type="checkbox"/> Friendship | <input type="checkbox"/> Obligation      | <input type="checkbox"/> Spiritual Growth  |
| <input type="checkbox"/> Connection      | <input type="checkbox"/> Generosity | <input type="checkbox"/> Opportunity     | <input type="checkbox"/> Stability         |
| <input type="checkbox"/> Courage         | <input type="checkbox"/> Harmony    | <input type="checkbox"/> Peace           | <input type="checkbox"/> Tolerance         |
| <input type="checkbox"/> Creativity      | <input type="checkbox"/> Healing    | <input type="checkbox"/> Personal Growth | <input type="checkbox"/> Transformation    |
| <input type="checkbox"/> Cultural Values | <input type="checkbox"/> Helping    | <input type="checkbox"/> Pleasure        | <input type="checkbox"/> Tradition         |
| <input type="checkbox"/> Democracy       | <input type="checkbox"/> Honesty    | <input type="checkbox"/> Power           |  |
| <input type="checkbox"/> Dignity         |                                     | <input type="checkbox"/> Preservation    |  |

OTHER VALUES:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____





## I GIVE, BECAUSE...

### DEVELOPING A PHILANTHROPIC MISSION STATEMENT

GIVING WITH A MISSION STATEMENT HELPS YOU BOTH FOCUS AND DEEPEN THE IMPACT YOU SEEK TO HAVE AS A DONOR. IT FRAMES THE OUTLINE OF A MAP WHILE GIVING YOU A SENSE OF DIRECTION AND PURPOSE. A MISSION STATEMENT IS SIMPLY ANSWERING THE QUESTION: WHY DO I BOTHER TO GIVE AT ALL?

#### STEP 1:

Complete the following sentences

A. IF I WERE ELECTED PRESIDENT OF THE UNITED STATES THIS YEAR, THE FIRST THREE THINGS I WOULD CHANGE WOULD BE:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

B. FOR ME, MY FAMILY, AND MY COMMUNITY TO LIVE A MORE JUST LIFE, THREE THINGS WE NEED RIGHT NOW ARE:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

#### STEP 2:

Considering your responses in Step 1, how would you translate those desires into a belief you hold for the world?

EXAMPLE A: I believe that social change will happen when all young people receive equal education and have access to universal healthcare.

EXAMPLE B: Faith and spirituality are the cornerstones of a sustainable peace movement.

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CONTINUES >>

ESSENTIALS FOR DIVERSITY IN GIVING  
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MODULE 5  
CHANGEMAKERS  
STEP 3 EXAMPLES COURTESY OF "INSPIRED PHILANTHROPY" BY TRACY GARY AND MELISSA KOHNER



## Your Social Change Giving Plan: A Template

Here is a template that will help you create a Social Change Giving Plan. Just fill in the blanks! Or, if you prefer, translate these questions into a performance art piece, a sculpture, a drawing or a spreadsheet...

Name:

This plan is for the following year(s):

Values and Focus

I am giving to (support, promote, address)...

Mission Statement

I give, because...

My giving has the following areas of focus:

(i.e environmental justice, arts for social change, housing and homelessness)

- 1.
- 2.
- 3.

I have chosen this focus for the following reasons:  
(it is an area with little funding, I focus my activism on this issue, I was advised to fund in this area)

My giving plan is shaped by the following values:  
(equity, peace, creativity)

- 1.
- 2.
- 3.

Some of the things I have thought about in creating my giving plan

I plan to give in the following communities:  
(regionally, nationally, globally)

I plan to give to organizations that use the following strategies:  
(organizing, advocacy, direct service, policy analysis)

I plan to give in the following ways:  
(on my own, with a giving circle, with a family foundation, with a public foundation)

I have the following intentions about my decisionmaking process:  
(I want to include other voices in the decisionmaking, I will try a new type of decisionmaking)

I plan to talk to the following people to help me identify where I will give:  
(staff of foundations, community activists, people I know who are involved in the issues I am focusing on, people who are affected by the issues I am focusing on)

- 1.
- 2.
- 3.

## Where, when, and how much I will give

I will give a total of: \$

I will give a total of:    hours

I will complete my giving by the following date:

I plan to give financially to the following:

<b>Focus area</b>	<b>Organization + Contact person</b>	<b>Amount</b>	<b>By when</b>

## Giving time

I will support the organizations I give to in the following ways:  
(staying informed, reaching out to other donors, volunteering)

<b>Organization</b>	<b>How I will be involved</b>

I have the following learning goals for myself for this year:  
(learning about making a giving plan, talking to a few people about giving and learning about how to have those conversations, learning about one of the issues I will support)

- 1.
- 2.
- 3.

Questions for myself at the end of the year to evaluate my giving:  
(Did I learn about my focus areas? Did I talk to other people about the organizations I supported? How did I feel about the process that I used?)

- 1.
- 2.
- 3.

## Sample Giving Plans

Here are some examples of giving plans that past workshop participants have made. You will see that there are lots of different possibilities for what Social Change Giving Plans can look like.

Since it can be really inspiring to hear about other people's giving, think about sharing your giving plan with Resource Generation when you are finished to inspire others!

### Giving Plan #1

#### **Motivation for writing this giving plan**

As a young person who is both interested in and working on issues of philanthropy in my community, I have developed a keen sense of the role that individual donors play in the development of healthy, just communities. Funds from individual donors often come without strings attached and help not-for-profit organizations attract additional support. As such, I have crafted this plan to organize how I give away my philanthropic resources and to increase the transparency of my giving.

#### **Values that inform my giving**

As the gap between those who have wealth and those who do not continues to grow in this country, I am interested in identifying ways to distribute resource more equitably. (Currently, the top one percent of households controls more wealth than the bottom 95 percent of households combined.) This interest spans individuals as well as organizations. So, for example, I am just as interested in corporate social responsibility just as I am in individual efforts.

I am equally interested in organizations that bring together people who would otherwise not come in contact with one another—particularly around race and class. Through a variety of experiences, I have come to believe that social change happens primarily on two levels—either on a large-scale, systems level or at a very local—even interpersonal—level. Many stereotypes seem to melt away when people get to know one another as humans rather than as members of a preconceived group. When those stereotypes disappear, people are more likely come together to create social change across lines of race and class.

Keeping with my motivation, I seek to support organizations that foster the kind of social change in the manner that I articulated above. I am interested in working with organizations that (1) foster community, particularly across lines of racial and socio-economic difference, (2) strive to distribute economic resources more justly, and (3) support young people who are involved in the aforementioned efforts. Because my philanthropic resources are fairly meager, my giving is focused primarily in Boston for greater impact.



Organizations to which I will give in 2002

During 2002, I intend to make contributions to the following organizations:

- Harbinger Partners (\$1,500)
- Casque and Gauntlet at Dartmouth College (\$700 payment on a pledge to the endowment fund)
- Responsible Wealth (\$300)
- Foundations for Change (\$150)
- Peace Games (\$150)
- LISTEN (\$100)
- BELL Foundation (\$100)
- Discretionary funds to support other organizations and/or individuals who are doing good work (\$200)

I recognize that much individual giving results from personal connections. As such, I am always eager to expand my network in order to find or be introduced to new organizations whose missions are in-line with the values I seek to promote through my philanthropy.

In writing this giving plan, my hope is also that it will spur conversation. I welcome the opportunity to talk about my giving plan with anyone who is interested.

## **Giving Plan #2**

So, I realized I had three decisions to make:

- How much and over what period of time?
- Which organizations or issue areas do I want to support?
- Through what mode do I want to give? (family foundation, re-granting org, direct to organizations, etc)

### **How much and when?**

I have control over about \$3 million dollars in cash and securities. Over the past ten years, I've thought a lot about giving away the whole bunch of it and realized that I had to start smaller and more incrementally, knowing that my thoughts about giving and my income will change over time. I have given away about one tenth of my current holdings, but sporadically and without an overall vision. Some has gone to organizations that I have been directly involved with, some to a family foundation and some directly to community-based organizations. I feel like that first ten years of giving was the beginning of my learning curve. Now, I'm looking ahead to the next ten, knowing that, over that time, my financial situation will shift as my life does. Plus, I'm thirty, so it's a good milestone moment to make plans.

My current goal is to give away \$100,000 each year for ten years, an amount that will equal one million dollars or one third of my current holdings.

**What mode?**

I have divided my giving into three categories: direct giving, family foundation and re-granting organizations (AKA activist-advised funds).

The working division looks like this:

25% to the Cahn Fund for Families and Children/Sora Freida Social Justice Fund

30% directly to community-based organizations

40% to re-granting organizations, specifically activist-advised funds

5% discretionary (for things that might not fit, e.g. a small gift to the community radio station, etc)

**Organizations and Issue areas?**

So, these decisions are kind of like doing my SRI statement. When I started conceiving of my SRI screens, I made a huge long list of things I wanted to avoid in my investing. My financial advisor made me do a personal audit to see how my life resonated with this long list. What are the values that I am actually living and how can I reflect that in my investing?

I have a long list of issue areas that I would love to support and I can't do all of it. It becomes easier, though, when I think of this piece as part of a larger picture which includes the work I do/have done in my life; the SRI screening; and investing in Community Development Funds.

My focus is primarily to fund community-based, grassroots organizing. It's still a long list. Here is how I've broken it down, so far. Some issue areas appear in two columns.

**REGRANTING:**

Queer organizing (most interested in supporting queers in the south, queer youth and international organizations)

Environmental Justice / Sustainable Development

Women in conflict zones

Prisoner Support / Anti-prison

**DIRECT GIVING**

Prisoner Support / Anti-Prison

Anti-Occupation / -Militarism

Women's Health

Anti-racist education

Donor Organizing

Global/rural AIDS organizing

**FAMILY FOUNDATION**

Empowerment of Families and Children (through Cahn Fund)

Environmental Justice

### Next Step Questions?

- Should I work with a donor-advised fund?
- How do I arrange to give internationally? What are the logistics? The legal concerns for foundations? (The latter was brought up by Alison).
- What are my learning goals or my activist goals in this process?
- Am I giving long term or short term to specific organizations? How would the folks that I want to support be best served? What are the immediate needs, needs for stability?
- Who in my community has knowledge about any of these areas of organizing?
- How can I reach who I want to reach with my funding? What areas will re-granting organizations know better than I do? (e.g. the breadth of queer organizing, environmental justice) What areas do I know well or do I have links to? (anti-occupation organizing, global AIDS activism, donor organizing)
- Do I want to be directly involved with any of the organizations that I'm funding? Nope. Done that. (not that I can't be flexible, but it's not the priority.)

### Giving Plan #3

Over the years I've been involved with both local and much broader-scale issues. What I've noticed is that when I'm focused on local issues I feel connected to my community but I start thinking I'm not doing enough about the big issues like stopping war and campaign finance reform. When I've focused my efforts on big-picture issues, I rarely get to see concrete results of my work and have feel disconnected with people doing amazing work in my community. I've found this to be true of my philanthropy as well.

Part of my giving strategy, therefore, is to give locally to groups that I know personally and have expertise in, regionally to groups that serve or re-grant to a wider range of social change non-profits, and nationally to organizations that are taking on broad issues. I try to stay informed and at least peripherally involved with each of the areas that I fund. Maintaining this balance can be challenging to say the least!

I've narrowed my giving to areas that I have expertise so that I can make larger, more effective grants. Focusing my giving requires me to have faith that there are other people funding efforts that I care about but am not giving to at this time.

### **Sources and levels of giving**

I have two sources of money for my giving: the Noble and Lorraine Hancock Family Fund and my own personal resources. My family's fund is in the first year of grantmaking. This year we will be giving a total of about \$300,000. I don't know what our process will be and how much we will be giving in the future. During the first year, however, I have been able to make individually-advised grants of approximately \$16,000. It's possible that I could advocate for making larger gifts depending on the decisions our family makes.

I also make contributions from my personal resources depending on my income. Since my income varies considerably from year to year, my strategy is to put most of my charitable money in a donor-advised fund so I have a more steady stream to make gifts from. In any given year I may put from \$1,000 to \$40,000 in the donor-advised fund that I can bank for the future. Because nonprofits are hit especially hard during economic recession (when services are most needed) my goal is to give more from my donor pool during lean years when others aren't giving as much and [perhaps] scale back some during better times.

Having worked in nonprofits for many years, I know how precarious it is to make a budget based on projected donations. For this reason, I typically make gifts to the same organization for at least several years in a row. I strive to communicate my intention to the appropriate person in the organization. This lets them concentrate on their mission rather than fundraising.

### **Funding areas**

Area 1: Non-profits in Eugene that are working to maintain or improve our local quality of life--especially land-use organizations. I have training in environmental and land use issues and have been involved with a number of related organizations in Eugene over the years. I often attend events related to sustainability and urban design. Consequently, I know many of the people in the field. So it's natural for me to make this a priority funding area. Organizations I've given to recently include Friends of Eugene, the Eugene Tree Foundation, and Friends of Mt. Buford Park. I plan on making about 25% of my donations to groups in this funding area.

Area 2: Social change non-profits in Oregon and the Pacific Northwest. At the regional and national level I believe in addressing the root problem of social issues rather than addressing the symptoms. The question that always runs through my head is "if I give money to this group will their efforts help put an end to a social problem?" That's the difference between social change giving and charity. Therefore, I'm more interested in funding an organization that is working to eliminate the racism built into immigration policies rather than a group serving meals to poor Latino farm workers.

I don't have the breadth of knowledge and time to research the many small organizations that are doing important work across the state, so I give to groups that either re-grant my money more effectively than I can or serve as a catalyst for smaller groups. I primarily give to the McKenzie River Gathering Foundation because my money is pooled with others and redistributed by a grantmaking committee comprised of activists knowledgeable about a variety of issues. Other groups in region I respect are the Rural Organizing Project, A Territory Resource, and Western

States Center. Because this money is re-granted to many groups I intend to give approximately 50% of my philanthropic dollars to MRG and similar groups.

Area 3: Donor organizing, the development of philanthropy, and efforts to minimize the disparity between the rich and the poor.

There are vast array of causes to give to on the national level, so I've narrowed mine down to two which I'm familiar with and are closely related. My thinking is that if my philanthropy inspires others to be more generous then I can leverage my money many times over. For that reason, I believe in giving to groups that help people become donors or become better donors. As co-founder of More than Money, I'm also very knowledgeable about the organizations in this field. Organizations I've given to recently include Resource Generation and Bread for the Journey.

I also believe that as a society we would have much less need for philanthropy in the first place if the economic divide between rich and poor were not so great. Funding organizations that work towards minimizing this disparity are also a good investment of my philanthropic dollars. United for a Fair Economy is an organization doing this kind of work that I have supported. I plan to make about 25% of my donations to groups in this funding area.

Finally, I make occasional gifts of less than \$500 to organizations outside these areas on a discretionary basis because every now and then something comes along that's inspiring and I don't want to be too restricted in my giving!

### **Giving Plan #4**

*All will come again into its strength:  
the fields undivided, the waters undammed,  
the trees towering and the walls built low.  
And in the valleys, people as strong  
and varied as the land.*

*And no churches where God  
is imprisoned and lamented  
like a trapped and wounded animal.  
The houses welcoming all who knock  
and a sense of boundless offering  
in all relations, and in you and me.*

*No yearning for an afterlife, no looking beyond,  
no belittling of death,  
but only longing for what belongs to us  
and serving Earth, lest we remain unused.*

-Ranier Maria Rilke

As a woman with inherited wealth, I have used my privilege to take the time to learn about the world of which I am a part. What's been most striking about our human way of being on the macro level is how the current global "Industrial Growth Society" systems wreak havoc on peoples and ecosystems around the world. With my privilege, I have also taken the time to envision what could be- a vision articulated so exquisitely by Rilke in the poem above. For this vision, I dedicate my life, my actions and my resources. Thus, my funding is dedicated to social and environmental justice and healing the human relationship with the Earth. I seek to both breakdown or transform the current Industrial Growth Society structures and build or revive healthy, diverse (both human and ecological), communities in their place.

### **Funding plan for 2002**

Total giving \$45,660 between personal donations (about \$30,000), RCG Foundation donations (7,500) and LMG Foundation donations (\$7500) + joint giving (eventually will be \$1000)

### **Social Change/ Political Giving**

*Goal- undoing systems of oppression & corporate & right wing domination of political process*

- United for a Fair Economy/ Responsible Wealth - \$2000
- Women's Fund of Western MA - \$1500personal +\$1000 RCG
- Alliance for a Healthy Tomorrow - \$500 (environmental policy campaign)
- Haymarket People's Fund - \$500
- Planned Parenthood Action Fund - \$125 (lobbying)
- MoveOn.org - \$35 (political action campaigns)
- \$ to political candidates - \$480 (never done this before!- not in original plan)
- American Friends Service Committee \$1100 (gotta respond to wars...)

### **Donor Organizing/ Changing Philanthropy**

*Goal- To empower and educate progressive philanthropists and encourage the flow of resources toward social & environmental change*

- Resource Generation - \$5000 (\$2500 personal & \$2500 RCG)
- More than Money - \$150
- Foundations for Change - \$750 (multi year pledge)
- Changemakers - \$1500 (last yr of multi year pledge)
- YDOA - \$1000

### **Sustainable Agriculture**

*Goal- to support the creation of regionalized food systems that honor both the health of people and land & help build community*

- Northeast Organic Farmers Association \$3000
- Seeds of Solidarity \$150(\$7500 from LMG)
- Northeast Organic Farming Assoc. Interstate council \$500 (RCG) for strategic planning
- Sequatchie Valley Institute/ Moonshadow \$100

**Environmental Justice** (ONE THIRD FUNDING COMMITTED TO EJ THIS IS A PARTIAL LIST DUE TO RESEARCH IN PROCESS)

*Goal- to channel increased resources into communities of color and low income communities that have been marginalized and polluted while helping to decrease the amount of toxins and pollution released into the environment.*

- Active Element Foundation (National) \$500
- Nuestras Raices (Holyoke- regional) \$200
- Peace Development Fund (Also International & social justice) \$1500
- Environmental Justice Giving Circle \$10,000 (forming with New World Fund also likely to be international)

**Environment**

Goal- to transform the human relationship with the Earth to one that is honoring, respectful and awakens us to our interconnectedness

- Co-op America - \$1000
- IHP- Global Ecology education (International education- help provide an experience I had for others) - \$500 (RCG)
- Keepers of the Heart (to help Indigenous Columbian people travel to States and organize/educate) - \$200
- Circle of Life Foundation - \$500 (not in original plan)
- Sacred Earth Network (also EJ & International) \$500 personal + \$2000 RCG
- Apeiron Center for Ecological Living \$750 (RCG)

**Discretionary –**

- Public Radio – WAMC \$50 , WFCR - \$35
- National MS society - \$50 (in honor of Emily)
- Children's Hospital Denver - \$50 (in memoriam of Rickenbaughs)
- Kripalu - \$150 – for renovation & rebuilding in honor of the girl's program
- Youth Action Coalition - \$35 Sally's birthday

**Joint Giving with John –**

- Mt Grace Community Land Trust (regional) \$150
- Qi Gong studio - \$500
- Undoing Racism Organizing Collaborative - \$50

Intentions for funding and where I'm headed:

- It still feels like I'm spread too thin... where do I focus more intently & where do I cut?
- look at percentage of funding nationally, regionally & internationally
- continue conversation with John as to how we want to give together
- continue research on Environmental Justice
- clarify goals and organizations for volunteer time

## **Giving Plan #5**

What I Gave and Where I Gave It: 2008 Giving Plan

### **Where The Money Came From (and some history)**

My dad set up a trust fund for me when I was young, with stock from a software company he started. The company ended up making lots of money, and my trust fund grew to about \$400,000. When I turned 25 (last year), the option opened up for the trustees to begin transferring the money into my control.

Because of my involvement in economic justice organizing, I'd already had lots of conversations about class, inheritance, and giving with my father by the time I started to get the money. He agreed to arrange for \$200,000 to be transferred into a brokerage account that I controlled. I used some of the money to pay him back for my expenses he'd paid for in the past (like school), and put most of the rest of it into my giving plan.

Dealing with this money has been an ongoing process of talking with my family, understanding kind-of-complicated financial and tax stuff, making compromises (mostly about moving more slowly than I'd like), and getting clear on my own motivations and vision. I'm planning to give away 50-60% of the money from my trust fund by 2010, and most of the rest of it later, as I get access to it.

I've been really glad to have this opportunity for honest conversations with my family and community about wealth, class, and giving. I try to share my giving plan as much as possible if people are interested, mostly to start community dialogue and get feedback and provide an example of giving money with a social justice framework. I always like hearing people's thoughts and ideas and impressions. I hope this can be a tool to inspire people to create new and interesting ways to give money - there are so many different ways to do this and I sure don't have it all figured out.

### **Values**

1. The vast majority of my giving goes to social justice organizing (i.e. groups that organize communities to fight the root causes of injustice).
2. I give almost entirely to groups that are led by the communities they are organizing; specifically, folks who are most directly affected by oppression - people of color, poor/low-income people, queer and trans people, women, etc.
3. I give to organizations with a multi-issue analysis because I believe that all forms of oppression are connected, and that everyone's liberation is bound up together.
4. I give without regard to 501c3 status or whether or not my donation will be tax-deductible.



5. I strive for accountability and transparency in my giving by sharing my giving plan freely and soliciting direct input from other activists, organizers, friends, and family.
6. I always give unrestricted donations rather than requiring that my gift be used for a specific purpose or project.
7. I make multi-year commitments as much as possible, and try to be clear with the recipients about how much I can give and for how long.
8. A percentage of my giving goes to social justice foundations with activist-advised funds, because I believe they do important work to support grassroots organizing and reshape philanthropy in positive ways, and that they are an important model for shifting the decision-making in social justice funding from individual donors (particularly folks with privilege) to community activists. I also know that the grant application and review processes that come with foundation funding can drain the time and energy of organizations - so, I chose to give the majority of my donations directly to orgs.
9. I make a point to give to individuals when I can, because I want to live in a world where people support each other and share resources within networks and communities.
10. When possible, I try to pair my giving with fundraising and donor organizing. I believe that donations can go farther when I use them as an opportunity to educate and engage with other donors about my choices, so I always give publicly rather than anonymously and try to use my giving to help get other people to give.

### **Process**

I was intimidated by the idea of creating a giving plan, because I wondered how I would ever be able to choose between all of the amazing social justice organizations that I wanted to support. I had been giving smaller amounts somewhat haphazardly for a few years before I began gaining access to my inheritance, but I'd never created a clear plan.

When I finally sat down to do it, it wasn't as hard as I thought. I made a list of all the organizations I'd given to in the past, and all the organizations I'd always meant to give to. I wanted to give consistent support to these groups, so I added them all to my new, multi-year giving plan.

I wanted my giving plan to reflect a wider range of organizations than the ones I was personally familiar with, so I informally approached several organizers in my extended community whose work I admired and asked them for input. They recommended organizations with whom they shared values and who they saw as allies in their work (I also specifically asked for organizations who had a hard time getting funding from traditional sources), and these organizations also went on my giving plan.

The process of trying to figure all this out has taught me that there are so many ways to give money, and most of them are both useful and challenging in their own ways. I try not to get too

caught up in working towards perfection, because there is definitely no perfect or best way to create a giving plan. I think of giving money as one small facet of my social justice work that hopefully reflects my broader commitment to wealth redistribution, anti-oppression, and grassroots organizing.

Here's how it worked out:

### **Anti-Incarceration**

- Safe Streets/Strong Communities \$7000 (\$5,000 was for Expungement Day (partnered with Critical Resistance NOLA))
- Families and Friends of Louisiana's Incarcerated Children \$2500
- Critical Resistance \$150 through monthly sustainer program + \$600 for CR10
- Critical Resistance New Orleans \$2000
- Anti-Violence/Transformative Justice
- Communities Against Rape and Abuse \$500
- Generation 5 \$360 (through monthly sustainer program)

### **Healthcare**

- New Orleans Women's Health and Justice Initiative/INCITE! New Orleans \$6000
- Women With A Vision (New Orleans) \$2000
- Third Root Community Health Clinic \$2000 (Half of this donation is a "loan" - to be paid forward to another community health project in 2009).

### **Queer and Trans Justice**

- Southerners On New Ground \$2300
- Sylvia Rivera Law Project \$3000

### **Arts and Culture**

- Esperanza Center \$2500
- IDA \$3000 (one time gift to help them buy their land)
- Sins Invalid \$500

### **Anti-Poverty/Homelessness**

- POOR Magazine \$2500
- Welfare Rights Organization (New Orleans) \$2000
- Coalition on Homelessness \$2500
- Western Regional Advocacy Project \$250

### **Social Justice Foundations**

- 21st Century Foundation \$2000 (Through Gulf South Allied Funders (<http://www.gsaf.info/>))
- Bread and Roses Community Fund \$50
- Immigrant Justice
- New Orleans Workers Center for Racial Justice \$3000
- Madre Tierra \$6000

### **Other**

- Resource Generation \$1500
- Catalyst Project \$2080 (monthly sustainer plus one-time gift)
- KINDRED \$2000
- Making Money Make Change \$100
- ticket for NOLA activist to attend NPA conference \$373
- Misc urgent appeals \$2000

**TOTAL YEARLY GIVING \$62,158**

## Giving Plan #6

### Why do I give?

Deprivation is a multi-dimensional concept. In the sphere of economics, deprivation manifests itself in poverty; in politics, as marginalization; in social relations, as discrimination; in culture, as rootlessness and isolation; in ecology, as vulnerability. The different forms of deprivation reinforce one another.

*UN Secretary General Boutros Boutros Ghali  
1993 UN Economic and Social Council*

When I first heard this quote, I frantically wrote it down, compelled by how clearly it captured the interlinking challenges that I see in the world around me. Since then, it has served as a frame for me to organize my thinking about the social justice challenges in our world and the ways that we can work towards a more just society, one free of deprivation. Fortunately, while different forms of deprivation reinforce one another, I believe that reducing different forms of deprivation also makes it easier to reduce others. So, conversely, *I believe we must work towards a world of abundance. In the sphere of economics, this will manifest as self-sufficiency and growth; in politics, as engagement and empowerment; in social relations, as inclusion and acceptance; in culture, as rootedness and connection; in ecology, as resiliency.* I give today of my time and my energy in the hopes that we will experience a world of abundance rather than deprivation in the future.

I also give today, because I consider it an opportunity to learn and prepare for the future. I have been told that within the next decade I will likely inherit significant wealth and I plan to give away much of this inheritance. Therefore, as I have grown my giving over the past three years I have used my giving as a chance to reflect and learn about my priorities, what I want to support, and what form I want that support to take so that I will be prepared to responsibly give at larger levels in the future.

### What do I give?

My giving has grown each year since I began actively giving in a coordinated fashion in 2004. I give from wages I earn and through my family foundation, in the form of volunteer hours, and with in-kind gifts. I also see my ongoing professional work in social justice advocacy and my teaching at NYU's school of public service as other ways I "give." I magnify my giving by sharing my giving plan with others in hopes of encouraging a spirit of generosity in my friends and colleagues and have helped leverage considerable resources for the causes I believe in through these efforts.

*In 2007, I expect to donate about \$50,000 in cash, time and goods:*

- In terms of *financial contributions*, this year I plan to give approximately \$12,000. This includes \$9,000 from earned wages (10% of what I earn from my full-time job and consulting work, which may go up if I take on any other contracts) and \$3,000 from the family foundation.
- In terms of *volunteer time*, I expect to average 60 hours each month or 720 hours of time in 2007. If I value my volunteer time at the same rate as the hourly rate my professional salary is based on, then I will donate \$28,800 as in-kind contributions of my time.
- In terms of *in-kind gifts*, I expect to donate about \$10,000 in 2007. I donate in-kind gifts regularly, both new items I purchase for groups in response to direct appeals and used items as an alternative to filling our city's landfills.

*When do I give?*

I formulate or revise my giving plan each spring and do a check-in around my birthday in the first week of November to make sure I am on track.

I make my gifts on a year round basis, based on fundraising cycles of groups I support and opportunities that come my way.

*How do I give?*

**I maintain a separate giving account** to which I have 10% of my salary automatically transferred into every month and from which I give. From my foundation, each family member can give a few discretionary grants at any time during the fiscal year which runs Sept-Aug. Additionally, I have successfully lobbied for larger grants from the foundation in 2 of the last 3 years, but don't include that in my giving plan as it is not a sure thing.

**I primarily give my time through** service on the Boards of Resource Generation and the North Star Fund and through fundraising/strategy support for small nonprofits where friends and colleagues are working.

**I involve activist/practitioners in my decision-making**, and support social justice re-granting institutions by giving through activist-led and activist-advised funds.

**I keep some money set aside** for discretionary giving to allow me to support the work of friends and family throughout the year and respond to opportunities I didn't think of in the spring.

**I make my giving public** by sharing this plan with friends and colleagues to spark conversation about the groups I fund, the amount I give, and why, and to encourage others to join me in supporting groups and projects working for social and economic justice.

### Where do I give?

At this point, the majority of my financial giving is focused on New York City and to a lesser extent on national advocacy issues. I also support, at lower levels, groups in Washington, DC (where I used to live and still partially work) and in Portland, OR (where I grew up). My financial giving is roughly split 60% for NYC, 30% for national issues, and 5% each to DC and Portland. My volunteer time is split roughly 50/50 between NYC and national work and my in-kind giving is all in NYC.

### To whom do I give?

I am still working to define priorities that feel comfortable and workable for me. At this point, my larger cash donations continue to be tied to my volunteer work and relationships with a handful of social justice leaders I have met over the last several years. This is an area I plan to think about and to tighten up for my 2008 plan. In the meantime, my giving is largely clustered in clustered in six areas. I have listed some of the groups I know I will be supporting in the coming year although I also know there will be others I discover or that approach me. The type of giving refers to Time (T), Cash (C), and In-Kind Gifts (I):

<b>Issue Area &amp; Total \$ Giving</b>	<b>Groups Receiving Support (Partial List)</b>	<b>Type</b>
NYC Organizing (\$3,000)	<ul style="list-style-type: none"> <li>• North Star Fund</li> <li>• Domestic Workers United</li> <li>• Make the Road by Walking</li> <li>• Restaurant Opportunities Coalition</li> <li>• Jews for Racial &amp; Economic Justice</li> </ul>	<ul style="list-style-type: none"> <li>• C/T</li> <li>• C</li> <li>• C</li> <li>• C/T</li> <li>• C</li> </ul>
Social justice philanthropy & donor organizing (\$3,000)	<ul style="list-style-type: none"> <li>• Resource Generation</li> <li>• Making Money Make Change</li> <li>• Funding Exchange</li> <li>• McKenzie River Gathering</li> <li>• 21<sup>st</sup> Century Foundation/Gulf South Allied Funders</li> <li>• National Committee for Responsive Philanthropy</li> <li>• Emerging Practitioners in Philanthropy</li> </ul>	<ul style="list-style-type: none"> <li>• C/T</li> <li>• C/T</li> <li>• C</li> <li>• C</li> <li>• C</li> <li>• C</li> <li>• C/T</li> </ul>
LGBT & HIV/AIDS (\$1,000)	<ul style="list-style-type: none"> <li>• Hetrick Martin Institute</li> <li>• AIDS Walk NYC</li> <li>• HousingWorks</li> <li>• National Gay &amp; Lesbian Task Force</li> <li>• Lambda Legal</li> <li>• Q Center (Portland's new LGBT Center)</li> <li>• Sexual Minority Youth Action League</li> </ul>	<ul style="list-style-type: none"> <li>• C</li> <li>• C</li> <li>• I/C</li> <li>• C</li> <li>• C</li> <li>• C</li> <li>• C</li> </ul>
Education reform (\$1,000)	<ul style="list-style-type: none"> <li>• Senior High Alliance</li> <li>• 21<sup>st</sup> Century School Fund</li> <li>• New Visions for Public Schools</li> <li>• Save Our Schools, New Orleans</li> <li>• Portland Public Schools Foundation</li> </ul>	<ul style="list-style-type: none"> <li>• C</li> <li>• C</li> <li>• C</li> <li>• C</li> <li>• C</li> </ul>
Arts and culture (\$1,000)	<ul style="list-style-type: none"> <li>• HERE Arts Center</li> <li>• Performance Lab 115</li> </ul>	<ul style="list-style-type: none"> <li>• C/I/T</li> <li>• C</li> </ul>
Progressive politics: Electoral & non-501(c)(3) giving (\$1,000)	<ul style="list-style-type: none"> <li>• Local progressive candidates</li> <li>• Progressive PACS</li> <li>• Center for American Progress</li> </ul>	<ul style="list-style-type: none"> <li>• C/T</li> <li>• C</li> <li>• C</li> </ul>
Other Opportunities (\$2,000)		

## **Giving Plan #7**

Philanthropy is commendable, but it must not cause the philanthropist to overlook the economic injustice that makes philanthropy necessary.

*-Martin Luther King, Jr.*

### **How Much?**

- 75% of the money I receive from my family. I receive \$11,000 each year from each parent. 22,000 each year x .75 = \$16,500
- \$15,000 a year from my Family Fund at the Hills Bank Eastern Iowa Charitable Trust, until it the fund is depleted by gifts directed from myself, my brother and my parents.
- At least \$500 out of my earned income each year

In other words:

- \$32,000 each year
- and 75% of occasional gifts or inheritances  
(includes \$600,000 during this decade – 75% of an \$800,000 gift from my parents in 1999)

Also: I volunteer time when possible

### **When?**

I formulate or revise my giving plan each summer.

I do the bulk of my giving in July, when I have time to write checks and notes and do the paperwork, and when many organizations have cash flow difficulty.

### **How ?**

**I involve activist/practitioners in my decision-making**, and support social justice re-granting institutions by giving at least 50% of my annual donations through activist-led and activist-advised funds.

**I make multi-year commitments to organizations.** I made several 3-year commitments in 2005, which I will re-evaluate after my 2007 giving.

**I pad my giving categories with extra money to allow me to respond to crises**, leadership transition, and special opportunities without fundamentally altering my giving.

**I keep some money set aside** for discretionary giving to allow me to have fun, and be generous with people and projects that I might not have planned on encountering.

**I make my giving public** by sharing this plan with friends and colleagues to spark conversation about the groups I fund, the amount I give, and why, and to encourage others to join me in supporting groups and projects working for social and economic justice.

**Where/ To Whom?**

I fund groups led by, or working in cooperation with people of color, groups that strive to be accountable and transparent to their constituencies, that have long-term visions and build alliances to work towards those visions, groups that develop the capacity of the next generation of leaders.

**The Main Focus of My Funding:**

Sustaining and building the capacity and effectiveness of organizations and projects that transform the way our society deals with safety, crime, and community – away from punishment, policing and surveillance; towards healing, justice and restoration of community.

What does this look like?

- \$400,000 in 2005 into the activist-advised Beyond Prisons Fund. \$100,000 to Critical Resistance over 3 years to pay for a Development Organizer staff position. (100% in the first year, 50% in the next 2 years)
- 25 - 30% of my annual giving towards projects and organizations that work to promote and implement community-based, healing alternatives to prisons and incarceration.

**Other Focuses:**

Broad, progressive transformation achieved through organizing for and by different communities across the globe, with many issue focuses and approaches.

*What does this look like?*

- International Environmental and Social Justice work
- Organizing Donors to give more and give more effectively
- Undoing Classism and Wealth Inequity in America
- Independent Media
- Reproductive Justice and Health
- Affordable Housing
- Queer/Trans Organizing
- Voter Organizing and Grassroots Electoral Campaigns

**Giving Amounts Breakdown for 2006**

Regular Annual Giving	\$32,000
Unassigned funds from 2005	\$1,500
Additional Money from Salary	\$3,000
Inheritance Re-direction - Critical Resistance	\$25,000
<b>Total This Year</b>	<b>\$61,500</b>

## Now what?

So you have a giving plan, at least for this year, you have given or are giving accordingly, you are probably coming up with a lot of questions, and you are definitely learning as you go. So now what?

**Share it!** How can you use your Giving Plan as a tool to inspire others? When, how and with whom you share it is up to you, but here are some ideas...

- Ask a close friend that you've talked to about some of this stuff before if they would be interested in seeing what you've been working on. Make a date to talk.
- Do your parent's give? Ask them if they have a plan for how they give and see if they would be interested in comparing notes or seeing what you've been up to.
- Are there other people in your life that you have been wanting to encourage to give? Maybe sharing your giving plan would be a good conversation starter.
- Are you at a point where you would consider sharing this with some of the people or organizations you support?
- Would you be open to hearing what people think about your plan? Maybe people from other class backgrounds/experiences/ages etc? A vulnerable thing to do but worth considering.

**Keep working on it!** Do you have unanswered questions? Has it been a while since you looked at it? Do you have new ideas after giving this past year? Remember, it's a living document.

- Find a buddy to check-in with, set a deadline with, or have a work date with. Ask a friend, someone you met through RG, or call RG for a referral.
- Look at your plan and come up with a few new REASONABLE goals and set deadlines. They're probably different than when you first wrote your Plan.
- Set a time every year that you revise your plan and add any new thinking

**What else can you think of?**



## Giving Vehicles

No matter how much or where you give, there is always a choice you make about the method or “vehicle” you use. In some cases these vehicles may also provide opportunities for you to become part of a community, receive guidance about your giving, or share decision-making power.

Here is a brief overview of a few of the options that you may want to consider. For further information and options, check out some of the publications listed in the resource section, or speak with a philanthropic advisor or planner.

**Checking Account or Credit Card**– Probably the simplest! Just write checks from an ordinary checking account, or charge contributions to a credit card. If you want to deduct charitable contributions for your taxes, you should keep a list of the organizations you have supported and the amounts given. Also, keep those thank you notes the organizations send to you for your records.

**Giving Stock** – You may want to consider giving stocks directly to organizations for a variety of tax reasons. Talk to your financial advisor about which stocks make the most sense to give. Contact the organization or foundation you are interested in supporting and ask them how to make a gift of stock. One strategy social change donors use is to give stocks they hold from companies that are not in line with their values (eg a major polluter) to organizations that are (eg an environmental organization).

**Donor Advised Fund** – This is kind of like having a checking account at a foundation. You give a gift to a donor advised fund at a foundation, and receive a charitable deduction that year. Then you can distribute the money from the fund over time by contacting the foundation and advising the direction of the contributions from your fund. Since the gifts are coming from the foundation, it is possible to be anonymous.

There are many donor advised fund options so you should do research. Foundations charge different amounts for managing these funds and have their own requirements related to how the donor may direct the funds. Many of the social change foundations offer donor advised funds and can provide resources to help you learn about organizations.

**Donor circles** - Also known as giving circles or funding pools, donor circles can take many forms. A donor circle involves a group of individuals coming together to give collectively. The group can be made up of anyone (friends, family, community members, people with a common interest) can be for any purpose, and can use a range of decision-making processes. Money is typically collected from all participants, and groups usually meet several times a year with the purpose of deciding how much, where, and how to give away the money. There is often time devoted to group education on the area of focus, or on self-reflection on the process itself. Donor circles are often hosted by a foundation or other sponsor that provides administrative and coordinating support if not oversight. Collective processes are not the fastest, but they provide unique learning opportunities and decentralize decision-making.

**Community or Public Foundation** – Even if you don't set up a donor advised fund, you may want to develop an ongoing relationship with a community or public foundation. Giving to and developing an ongoing relationship with an established community or public foundation is a great way to learn about organizations that focus on a specific issue area or geographic area, and connect with like-minded supporters. Sometimes they have giving communities or giving circles set up that provide donor education opportunities as well. Many of the social change foundations are public foundations.

**Affinity groups** are groups of funders (and sometimes nonprofits) that are focused on the same issue or constituency, and another good way to connect with like-minded supporters. The Council on Foundations website has a large list of grantmaker affinity groups ([www.cof.org](http://www.cof.org))

**Family or Private Foundation** – Does your family have a foundation already? You may want to talk to them about how you can get involved if you are not, and be a part of the conversations about grantmaking.

A private foundation is typically set up as a nonprofit organization with an endowment from which funds are used for giving (they are required to give at least 5% of assets per year). If a foundation is led by a family, it is considered a family foundation. It may make sense to set up a new foundation if you have a lot of money to give and you want to involve other people in the process, and if you want to focus on a funding area that other foundations are not currently supporting. Because these foundations are typically set up as nonprofit organizations, there are some costs associated with set-up and reporting. A philanthropic advisor or one of the family philanthropy organizations (see resource list) can give you more information.

**Charitable Trusts** – There are different types of charitable trusts, such as charitable remainder or charitable lead trusts, that can be set up to include a donor's giving decisions as part of overall estate and financial planning. Talk to a financial or philanthropic planner to learn more.

## What is Social Change Philanthropy?

"Philanthropy is commendable, but it must not cause the philanthropist to overlook the economic injustice that makes philanthropy necessary."  
- Dr. Martin Luther King, Jr.

### What is social change philanthropy?

Social change philanthropy focuses on the root causes of social, economic and environmental injustices. It strives to include the people who are impacted by those injustices as active participants and leaders in creating solutions. It also aims to make the field of philanthropy more accessible and diverse. In social change philanthropy, foundations are accountable, transparent and responsive in their grantmaking. Donors and foundations act as allies to social justice movements by contributing not only monetary resources but their time, knowledge, skills and access, while consciously exploring where and how their giving intersects with their personal identities around race, class, gender and age. Social change philanthropy allows everyone to engage in giving and receiving, equitably, as peers, allies and partners.

Social change philanthropy is also sometimes called social justice philanthropy, social movement philanthropy, and community-based philanthropy.

### What does that definition really mean?

#### 1) Social change philanthropy focuses on the root causes of social, economic and environmental injustices.

This means that social change philanthropy supports organizations that are getting to the roots of problems instead of only addressing the symptoms.

An example: In a community with widespread asthma due to air pollution from a nearby bus depot, it's the difference between just funding medical treatment for people with asthma and funding organizing in the community to regulate bus idling and emissions.

#### 2) It strives to include the people who are impacted by those injustices as decision-makers.

In social change philanthropy, the process of giving is as important as where the money goes. Engaging with those who are directly affected by and working on an issue we feel connected to is a critical piece of how to give.

An example: This might mean that a foundation or donor interested in addressing the widespread asthma problem would include local residents and organizers in their decisions about where to direct their funding.

### **3) It also aims to make the field of philanthropy more accessible and diverse.**

Because right now this isn't the case. For example, a study done by The Joint Affinity Groups shows that 10% of foundation board members and only 2.2% of family foundation board members are people of color...while even less of the foundation dollars are actually going to support efforts in and led by communities of color. This is the same across the board – with women, queer and transgender communities, immigrants. How are able to shift these numbers simply by giving from a place of who we are – as a woman, as a person of color, as a transgender individual, as a member of an immigrant family, as a white man?

### **4) In social change philanthropy, foundations are accountable, transparent and responsive in their grantmaking.**

When funding happens behind closed doors, everyone who applies and relies on that money has no information about what goes on. Organizations get funded, but they don't know why or how they were chosen. Or, organizations don't get funded and they don't know why or whether they should apply again. When foundations and donors are transparent about their process and goals, it can open up the possibility for conversations about whether the grantmaking is responsive, and the ways in which foundations and donors can be accountable to the communities they impact.

### **5) Donors and foundations act as allies, peers, members and partners to social justice movements by contributing not only monetary resources but their time, knowledge, skills and access.**

There are many concrete ways donors and foundations can be allies to social justice groups, from helping an organization fundraise to sharing your access and powerful connections to hosting an organization's event at the foundation's office. It is also about respecting grantee groups as partners in social change. It is also about knowing how your identity intersects with the work being done. In some cases you may engage as a peer, a member, an ally and/or a partner, which may influence the ways in which you participate and give.

An example: One of the board members of the foundation plays golf with the city's Public Transportation Commissioner. When she learns from their grantee group that they have been unable to get a meeting with the Commissioner, she uses her connection to help them set one up.

### **How much money goes to progressive social change anyway?**

One study done by the National Network of Grantmakers shows that less than 3% of funding in the United States goes to progressive social change. How much money is that? They estimated that in 1997, \$336 million went to progressive social change out of a total of \$13.8 billion in giving. This amount includes family foundation, private independent foundation and public foundation giving.

## Social Change

The Funding Exchange – a network of social change foundations across the country – has published a great resource book called *Robin Hood Was Right*. This book provides lots of information for individual donors who want to give to progressive social change.

There are lots of different definitions of social change. Here is a working definition from *Robin Hood Was Right*, along with a list of tactics for creating change:

### Social Change: A Working Definition

The goal of social change is systemic, institutional change, change that will live beyond the participation of the current group. It is a change in the fabric of society. Social change can . . .

- Change attitudes, behavior, laws, and public policies
- Expand democracy by amplifying the voices of those who have been left out
- Alter power relationships
- Address the root causes of inequality
- Involve conflict
- Create alternative institutions
- Level the playing field
- Have a greater degree of uncertainty about the outcome of the work, unlike traditional charity

Personal transformation and enhanced self-esteem of individuals are powerful outcomes of people's involvement in social justice activities, but the goal of social change is to make the world better for everyone.

### Tactics for Creating Change

*Arts and cultural work* – transforming people's understanding through theatre, art, music, and community participation. This can also include spiritual and cultural work that works to connect community members to history, heritage and identity.

*Constituency organizing* – organizing based on who you are, what you believe and/or where you reside.

*Coalition building* – creating an alliance of organizations that work together for joint action.

*Film, video and radio productions* – used to make issues vivid, understandable and accessible to people.

*Direct action* – includes rallies, marches, sit-ins/walk-outs and other activities.

*Legal action* – strategy used to change laws or hold corporations or the government accountable.

*Economic strategies* – leverage change by withholding or divesting money or by proactively investing money in the community.

*Electoral work* – ensuring that the political structure responds to people who have been traditionally left out of the system.

*Grassroots lobbying* – keeps the government accountable by lobbying for laws that protect civil rights, communities, environment etc.

*Grassroots organizing* – working with people directly to involve them in an issue, a campaign, or a movement that directly connects to a shared experience.

*Long range planning and strategic development* –since the results of social change may be slow, a plan keeps an organization's work manageable while holding the goal clearly in sight.

*Mass mobilization* – strategy to show visible wide spread support

*Infrastructure* –sometimes it takes place behind the scenes through critical strategic development, training, or media work, and sometimes it is in the forefront exposing issues and proposing solutions.

*Labor organizing* – workers strategically coming together *to* bring about change for all workers.

*Leadership development* – effective leadership development is crucial for ensuring that many people share power and acquire skills rather than just a few people running the show.

*Popular education* – process of defining needs, analyzing root causes and taking action.

*Public Education* – is used to mobilize people and inform them about an issue.

From Collins, Chuck and Pam Rogers with Joan P. Garner. 2001. *Robin Hood Was Right, A Guide to Giving Your Money for Social Change*. New York: W.W. Norton & Company. *Revised by Stephanie Yang, 2008.*

## A Short History of Social Change Philanthropy

Social change philanthropy developed in the United States over the last 100 years. As young people with wealth involved in social change philanthropy, we are part of this history. Here is a short introduction to the development of social change philanthropy in the United States and some of the roles people with wealth have played over time.

### How did philanthropy develop in the United States?

Understanding the ways philanthropy became institutionalized in the United States is important since so much of social change philanthropy is about challenging the practices of mainstream philanthropy. While philanthropy has a variety of origins in history and across many cultures, the formal institutional practice of philanthropy in the United States began about 200 years ago. As it formalized, philanthropy began to erase the vibrant and creative ways that folks were giving together, in community across the country – whether it was through a mutual aid association within the growing Chinese Railroad workers in California in the 19<sup>th</sup> century, or a women’s giving circle that happened weekly in the salon of a Southern plantation – taking on a structure of secrecy, powered by the white, male and political elite. Social change philanthropy is about challenging this assumed power structure in giving and reclaiming historical and cultural patterns of giving that have kept our communities and traditions alive for centuries. However, in order to challenge and deconstruct, we first need to understand...so our brief western civilization style history lesson begins:

In 1831 Stephen Girard, a Philadelphia merchant and banker made a bequest of the majority of his estate to the city to establish a school for orphans. When his heirs challenged Girard’s will, the Supreme Court ruled in favor of the bequest, which opened the way for other donors to make charitable bequests according to their intent. This was the beginning of our legal system identifying legal structures as elements of what constituted a legitimate gift.

Another important part of this history is that following the Civil War, charity societies were created to address some of the new social issues that developed in growing cities as a result of industrialization and other trends. These charity societies played a role in professionalizing philanthropy. They believed social problems could be solved through scientific rationality and that organizational efforts needed to be coordinated by philanthropy...and that those outside of actual impacted communities held the magic key. These have been important themes throughout philanthropy’s history: that social issues should be tackled in a rational, top-down manner by the funder and that outcomes can be measured quantitatively.

During the early 20<sup>th</sup> century, foundations grew to a new scale with the industrial wealth of the “robber barons.” John D. Rockefeller, Sr., Andrew Carnegie, and Margaret Olivia Slocum Sage created foundations intended to “serve the public good” that were governed by private boards of trustees. They looked to corporate management models for guidance about how to structure these new foundations. These efforts built the large institutions many of us have learned to love, such as public libraries.

Wealthy industrialists played an important role in shaping modern foundations. They brought their private corporate models into the culture and structures of these institutions. Also, while part of the role of these institutions was to redistribute wealth for the public good, the robber barons also used their philanthropy as a public relations tool (and sometimes a financial one) for their business interests. This continues to happen...have you watched a Unocal commercial recently about how their philanthropy is saving the arctic seal?

Another important component of private American foundations is that they have typically been set up “in perpetuity” – meaning that they are intended to exist forever. That means that the boards of private foundations are responsible for “stewarding” the assets by investing in a way that they will continue to grow and not giving away too much of the assets. This, coupled with the required payout rate of 5% of assets per year has the effect of tying up most of the money in investments (which are rarely focused on and may in fact contradict the philanthropic mission).

A brief history lesson, but one that hopefully raises questions for you!

### **How does social change philanthropy fit into that history?**

Social change philanthropy began to develop formally in the early 20<sup>th</sup> century, however the principles of community ownership, shared decision-making and leadership have existed in a variety of forms for as long as humans have walked the earth. Regardless of the giving structure, power has been a challenge to how gifts are made – who holds it, how is it wielded, how is it diminished or taken away? Social change philanthropy begins with an analysis of how gender, race, age, sexual orientation, and class plays out in who and how decisions are made...and structures are then developed from there that reflect these values.

The first wave of social change philanthropy included individuals and family foundations who supported organizing, litigation, voter registration, and other strategies associated with the major social movements of the century.

The Rosenwald Fund, founded by Julius Rosenwald, was a family foundation that existed from 1917 to 1948 focused on the civil rights movement. It was one of the early funders of the Highlander Center, a training center for union organizers in the South in the 1930's. The Stern Fund existed from 1936 until 1986 and was founded by Edith Stern, Julius Rosenwald's daughter. The Stern Fund focused on racial justice issues, and sought advice from civil rights leaders.

However, it wasn't until the creation of the public social change foundations - organized in the 1960's to support antiwar efforts and community organizing - that the second wave occurred. The first public effort to institutionalize social change giving was the Brotherhood Crusade in Los Angeles, the African American communities' alternative to the local United Way. RESIST was founded in 1967, and shortly afterwards the Funding Exchange foundations.

The Funding Exchange foundations, a network of public social change foundations across the country, was founded in part by a group of young people with inherited wealth in partnership with community activists. The young people with wealth who were involved in these



foundations shared the power to make grant decisions with – and in some cases gave up control completely to – activists.

The significance of this wave of social change philanthropy was a huge shift in the possibilities for what the institutions of philanthropy could look like: how foundations are structured, who sits at the grantmaking table and on the board, and the accountability foundations have to a broader community...out of this commitment a wide range of folks who saw themselves as donors came together and out of this we have seen a growing and powerful emergence of women's funds, LGBT funds and ethnic and cultural funds over the past 20 years that are making significant and important changes in their communities.

Another result of this wave was new roles for young people with wealth who care about social change. The young people with wealth who helped create the public social change funds supported these institutions financially but did not dictate where the money went or what the outcomes should be.

In addition, many young people with wealth who had been involved in this work spoke publicly about their privilege and the ways they were using their resources for social justice, in order to reach out to other people with wealth. One example is the book *We Gave Away A Fortune*, published in 1992 to document some of these stories. In partnership with the social change foundations, they also created “wealth conferences”, spaces for people with wealth to learn about their resources and connect with peers.

In the past twenty years there has also been a new wave of family foundations that have challenged the notion of perpetuity. Many foundations have already spent out all of their assets in grants or have the intention of doing so (ex. Beldon Fund and Girls Best Friend Foundation). Others have directed the investment of their assets in mission-based and socially responsible companies (ex. Jessie Smith Noyes Foundation and the Needmor Fund). Others still have handed over their assets to community-led processes for decision-making and leadership (ex. Southern Partners Fund).

Another important thread of this history is the creation of the National Network of Grantmakers in 1984, which is a professional network for practitioners of social change philanthropy, including staff of foundations and donors. While there were many spaces for funders who had common issue-based interests, this organization developed in part to create a space for social change funders to strategize with each other outside of mainstream philanthropy events. In 2006, NNG dissolved and in its wake, a new collaboration of social change funds and advocacy groups has emerged to lead a coordinated and strategic movement to transform the ways in which philanthropy is both modeled and practiced.

## **Where do we fit in?**

Resource Generation grew out of this second wave of social change philanthropy. It was co-founded in 1996 by some of the social change foundations alongside young people with inherited wealth and a youth organization. These young people were looking for a caucus space to talk about issues of money, identity, and social change with their peers and outside of a grantmaking

organization. Since then Resource Generation has worked to build a network of young people with wealth - across communities and across experiences -- who are aligning their resources with their values, in order to strengthen movements for social change.

The creation of the annual Making Money Make Change conference in 1998 by Third Wave Foundation, meetings held by the Young Donor Organizing Alliance and other forums have helped to expand this network. In addition, Emerging Practitioners in Philanthropy is working to organize young staff in philanthropic institutions for social justice.

As a new generation of donor organizers we have our work cut out for us. We need to learn more about our privilege and how we can bring our whole selves as allies to social justice movements, not just in the narrow sense of being a “donor.” Because philanthropy and other elite institutions are closed to most people, the access we have as young people with wealth gives us a particular role to play to support social justice. We need to organize from within these institutions to shift their practices, while being accountable to cross-class movements.

The previous generations have done a huge amount of work to establish social change philanthropy and create new institutions. As a new generation doing this work, we have a responsibility to live up to the standards of the work that has come before us. We also have an amazing opportunity to bring our passions, values and skills to this work, to increase the amount of money going to social justice, and to help build more diverse and accountable institutions.

What we want this generation’s contribution to be?

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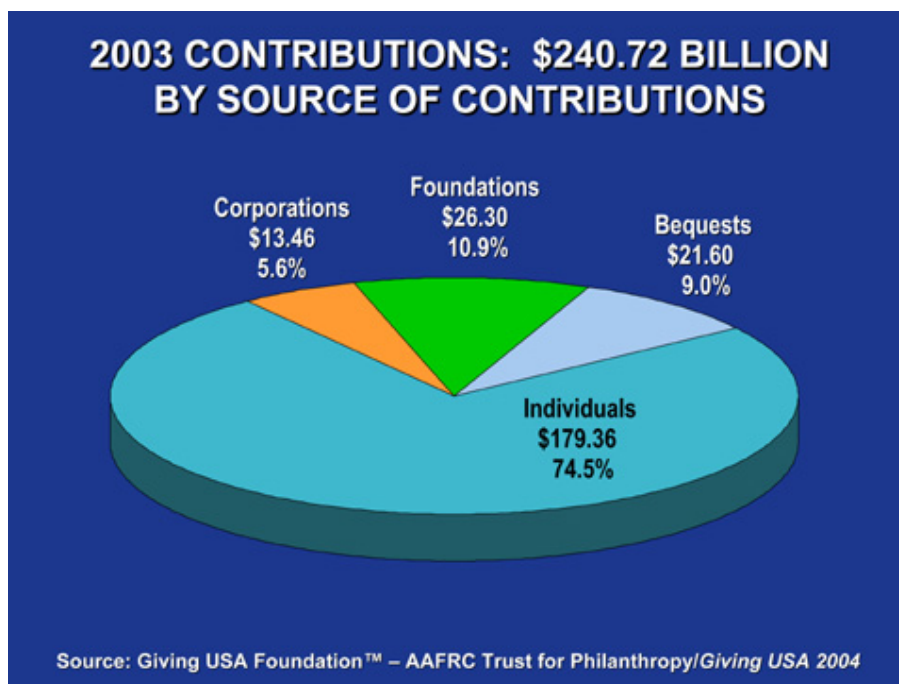
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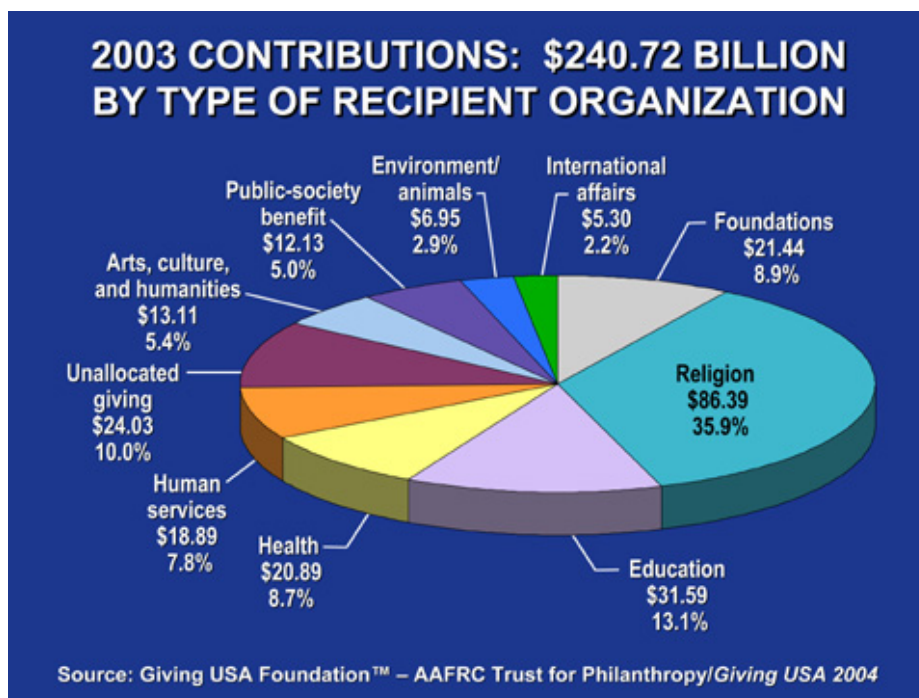
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## Statistics about Philanthropy in the United States

### *Sources of giving:*



### *Where the funding goes:*



### *How much funding goes to progressive social change?*

- In 1997, \$336 million went to progressive social change out of a total of \$13.8 billion in giving, or less than 3%. This amount includes family foundation, private independent foundation and public foundation giving. (National Network of Grantmakers)
- A recent report showed foundations gave \$1.76 billion for social justice causes in 2002. In the period between 1998 and 2002, social justice giving grew by 53.4 percent. However, this impressive number is overshadowed by the fact that total giving rose by 64 percent during the same period, **causing the percentage of foundation giving that was earmarked for social justice grants to drop to 11.8 percent.** (NCRP-- Creating A Philanthropic Sector That is More Responsive to the Needs of Diverse Communities; p. 6)

### *How much funding goes to communities of color?*

- Although people of color make up nearly one-third of the general U.S. population, grants explicitly targeted to benefit them constituted only seven percent of foundation giving in 2001. (Short Changed: Foundation Giving and Communities of Color)
- In 2001 grants designated to communities of color was approximately 1.2 billion dollars. In 2001 funding explicitly for African-American communities fell to 1.4% of totally foundation giving. In 2001 grants to African-American communities totaled \$237 million. (Short Changed: Foundation Giving and Communities of Color)
- While grantmaking dollars on the whole increased nearly 70 percent from 1998 to 2005 (from \$9.7 billion to \$16.4 billion), grants designated specifically for African American populations declined dramatically from \$367,067,000 (3.8 percent) in 1998 to \$315,458,000 (1.9 percent) in 2005. (NCRP-- Creating A Philanthropic Sector That is More Responsive to the Needs of Diverse Communities; p. 3)
- In May 2004 to mark the 50<sup>th</sup> anniversary of Brown v. Board of Education, African-American philanthropist Alphonse Fletcher Jr. committed \$50 million to institutions and individuals working to improve race relations and to close the class divide between African-Americans who have benefited from the Civil Rights Movement and those who have not. (New York Times. 5/18/2004) *With this gift Fletcher dramatically increased the percentage of funding going towards African-American communities.*
- Asian-American/Pacific Islander communities received between 0.3-0.5% of total grant dollars between 1994 and 2001. (Short Changed: Foundation Giving and Communities of Color)
- Latino focused organizations received an average of 1.48% of large foundation grants between 1994 and 2001. (Short Changed: Foundation Giving and Communities of Color)
- In 2001, giving to Native Americans/ American Indians accounted for 0.5% of total foundation giving equaling its lowest level in the past decade. (Short Changed: Foundation Giving and Communities of Color)

- Support for immigrants and refugees totaled 121 million dollars in 2001 representing only 0.7% of all large grant dollars. This is a particularly small proportion considering the fact that foreign-born U.S residents total more than 11 percent of the population. (Short Changed: Foundation Giving and Communities of Color)

### ***How many family foundations are there?***

- Over 40,000 (National Center for Family Philanthropy and The Foundation Center)

### ***How much money is controlled by family foundations?***

- In 1998, family foundation giving of \$7.2 billion surpassed corporate, community and operating foundations.
- Family foundations provided almost half of independent foundation giving and assets in 1998.
- Three out of five family foundations held assets in 1998 of less than \$1 million. Top 1 percent of family foundations provided half of all giving in 1998.
- Most family foundations limited giving to their local communities, states, and regions.

(National Center for Family Philanthropy and The Foundation Center)

### ***What percentage of all foundation staff are people of color?***

17%

Asian/Pacific Islander female	5.8%
Asian/Pacific Islander male	1.4%
Black female	9.7%
Black male	6.9%
Hispanic female	4.5%
Hispanic male	3.9%
White female	48.9%
White male	17.4%

(Joint Affinity Groups)

### ***What percentage of family foundation board members are people of color?***

2.2% (Joint Affinity Groups)

## What's Underfunded

The book *Inspired Philanthropy: Your Step-by-Step Guide to Creating a Giving Plan* is a great resource for learning about philanthropy and creating a giving plan. Below is a list from the book of the types of groups that are underfunded, which can be a helpful starting place for figuring out where to focus your funding:

- International groups
- Bilingual programs, products, services
- Environmental (justice) groups
- Groups serving people of color
- Groups led by people of color
- Groups serving/advocating for/with low-income women and girls
- Programs for refugees, migrant workers, and immigrants
- Groups serving/advocating for/with lesbians, gays, bisexuals, and transgendered people
- Community-based arts programs
- Rurally based programs
- Inner-city programs
- Youth organizing
- Prison reform
- Alternative health care programs, prevention, or research
- Mental health services for low-income clients
- Programs for single parents and their families
- Low-income or affordable housing
- Programs and strategies to further systemic change
- Racial Justice and multi-issue organizing
- Policy research and advocacy
- Collaborations, especially statewide or international
- Alternative media and access to media and technology
- Public interest law and legal aid
- General operating support (instead of project-specific funds)

From Gary, Tracy and Melissa Kohner. 2002. *Inspired Philanthropy: Your Step-By-Step Guide To Creating a Giving Plan*, Second Edition. San Francisco: Josey Bass. *Revised by Stephanie Yang, 2008*

## **Decision-making Options**

As an individual, there is a spectrum of options for how to make decisions about where to give. Thinking about decision-making and who is part of decision-making is a key consideration in a Social Change Giving Plan. Here are some examples.

### *Donor gives on his/her own*

Example: A donor writes a check to a local community organization that he has been involved with.

### *Donor gives with peers, family, other people unrelated to issue/community*

Example: A group of friends form a giving circle to support low-income women and girls programs. None of the people in the circle work in this area or are low-income women or girls themselves. Another example: A businesswoman starts a family foundation with money she has received from investments. She involves her children as board members in choosing to focus on medical research. None of them are experts in the medical field and the foundation is unstaffed.

### *Donor gives with guidance from advisors/activists that work in the issue/community*

Example: A donor looks at a docket of organizations that a social change fund has put together in criminal justice and chooses an organization on that list to give to. Another example: A donor interviews an activist who has been involved in prisoner rights and asks for advice about where to direct a small donation. The activist suggests an effective national organization that is facing a budget crisis, and the donor decides to give their gift to this group.

*Donor gives to organizations and communities that they identify with and are connected to, as a member of that community.* Example: A community-based organization in East Los Angeles is looking to raise additional funds to offer more after-school programming for local youth and expand its economic justice organizing efforts. As someone who grew up in the community, the donor joins the board to bring skills she learned after attending UCLA business school to support this organization. As a Latina, a mother and recognition of her privilege to access higher education, she works to create change in her community through her giving as a donor and member of the community.

*Donor gives as part of a donor circle.* Example: A donor who has done organizing in a neighborhood near a chemical factory wants to fund environmental justice work. They ask around and find out that there is a foundation that has a donor circle on just that. They join the circle that is comprised of people who have been impacted by environmental devastation and racism, organizers, lawyers, and donors who are interested in the issue. They each contribute different amounts to the fund, and with support from the hosting foundation, meet twice a year to learn from each other and decide on which projects to fund.

*Donor and advisors/activists that work in the issue area/community have shared decision-making power*

Example: A family is interested in setting up a new foundation. They approach the local social change fund for advice about the social justice issues that are underfunded. Staff at the fund suggests that they support reproductive rights. The family and the staff continue their conversations and determine that it makes sense for activists who have been involved with the fund to become part of the family foundation's board. The foundation board includes 3 family members and 4 activists. Coincidentally, one of the young family members works at Planned Parenthood which helps facilitate communication among the board.

*Donor gives to an activist led fund and is removed from decision-making process*

Example: A donor gives to the Funding Exchange's Saguaro Fund which supports organizing for human and economic justice in communities of color. The Saguaro Fund is governed by a group of activists who have worked in this area. While the donor receives reports from The Funding Exchange about where funds are distributed, she has no role in deciding which organizations receive the funds.



## Researching Social Change Issues

When you are figuring out the issues you want to support, it is useful to begin an informal research process. This may include reading articles and annual reports; web searches; conversations with activists, people affected by the issues, and funders; attending lectures or discussions; and other methods to gather information.

Having conversations with activists and people from the communities you want to support is particularly important since they are the closest to the issue. Allow yourself to be surprised if your research takes you in an entirely different direction from where you were initially focusing!

It is useful to have a set of general research questions to help you determine what you really want to learn and assess the information you receive. Below are some questions to help you get started.

### Understanding the issue or problem

- What is the core issue/problem?
- Why is this such a core issue/problem?
- What contributes to this issue/problem?
- What are the systems that keep it in place?
- What is the historical context?
- What is at the root of the issue/problem?
- How are constituents and stakeholders most affected?
- Is it geographically localized or not?
- Where is it hardest to address the issue/problem?
- What institutional barriers exist that promote the current issue/problem?
- Where might there be crossover with another specific issue/problem?
- If this issue/problem were addressed successfully, what would it look like? What is the vision of success?

**Who is involved?**

- Who is affected?
- Who are the activists?
- Who is leading?
- How is the community involved?
- How has government responded to this issue? What levels of government?
- How have funders been involved? What types of funders?
- What other institutions have been involved and how?
- How am I affected by this issue/problem?
- How am I contributing to this issue/problem?
- Who can best work on this issue?
- What would it mean to be an ally, a peer and/or a partner in this issue?

**What are some strategies for addressing the issue?**

- How does the individual/organization/community propose solving this issue/problem?
- Why does the individual/organization/community think this approach is effective?
- What are some examples of community organizing and policy work in this area that have been successful?
- What are short-term and long-term strategies for addressing the problem?
- What are the opportunities for me to get involved?
- What does the individual/organization/community think is the most urgent need to be addressed?

## What is the Impact of Your Giving?

Too often individual donors feel like they don't have a handle on the outcomes of their giving. While it is important to understand how the organizations you fund are able to achieve their social change goals, it is also important for donors to hold themselves accountable for what they bring to social movements. This is just a beginning list to help you think about the ways you may want to evaluate your giving – feel free to add more!

- How many people did I educate about the issues (communities, organizations, movements) that I support?
- Who did I involve in my giving process? Was I able to involve people from the communities I supported? Were we able to communicate well?
- Did I take any risks that challenged me as a donor?
- Did I establish trust with new organizations or communities? How did this happen?
- What values did I bring to my giving process?
- How well do I understand my own intentions as a donor?
- How well do I understand my power as a donor?
- Am I accessible to the communities I support? In what ways?
- Am I public about being a donor? To who?
- Did I use my time, skills or access to contribute to the issues I support?
- What do I like about my giving process? What have I learned?
- What do I want to do differently next year?
- Did I help others to give?

## How the Groups You Fund Evaluate Their Work

Part of an organization's job is to evaluate their own work, and donors can learn from the information an organization collects. Below are some questions that may help you learn about how the organizations you support are evaluating their success. An effective way to assess groups you are supporting is to simply build a relationship with them. Attend their gatherings, participate in their events, and/or have ongoing conversations with staff in an authentic way. The more you become personally engaged with the work, the easier it will be to assess how the work is progressing, what challenges they are having and what successes they are experiencing. Be a partner, not an interrogator.

As you embark on a new relationship, here are a few questions that may help you start a conversation about their work:

- What is exciting you right now about the work? What opportunities for change do you see right now?
- What are some of the things you have learned in the past few years about this issue/community/movement that have been important for your work?
- What are your social change goals? What is your vision?
- What are some of the accomplishments you have had?
- What does success look like for you? How do you know when you have achieved it?
- What challenges are you facing?
- What is on the horizon?
- Do you have an annual report or other written materials I can take a look at?
- Is there an upcoming event I can attend?

## Some of the Big Issues

Over the past three years we have had a great group of curriculum designers and facilitators for our Social Change Giving Workshop, including a number of people with activist and philanthropic experience. We have had a number of conversations about some of the “big issues” – funding challenges social change groups face, power dynamics in philanthropy, and ways that funders can be allies to social justice movements. Here are some notes from these conversations.

### Funding challenges

Community organizations face a number of challenges when they seek funding. Here are some of the ones we hear about:

- Perceived scarcity of funding available for grassroots work and organizing, policy work, capacity building and organizational development...perpetuated by a funding community that (de)values this work.
- Not knowing where to look for funding sources.
- Not having relationships or connections with people who are in decisionmaking roles or who have money\*.
- Not understanding the philanthropic system.
- Language barriers, in particular with proposal writing.
- Funders perceiving that the work is too political.
- Few staff to work on development.
- Donors closing doors on organizations that develop beyond the start-up phase...or donors unwilling to invest in emerging groups.
- Lack of name recognition/reputation.
- Timing of funding sources doesn't correspond to campaign needs.
- Organizations need to keep up with shifting program areas of foundations even if the work says the same.
- Time required to write proposals, send in interim and final reports, meet with donors, and assess projects based on a funder's requirement, not the project's needs.

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*\* To note, a large barrier to fundraising is the belief that only “rich” people give and only “rich” people have money to give. This belief perpetuates a game of “us vs. them” which overlooks others in the community who also (can) give and positions the “donors” only as sources of money, not as allies, partners and/or community members. Consider how your giving falls into this paradigm and explore if there are ways that you may be able to step outside and shift this dynamic as well.*

## Thinking about power

Ah, power. It is everywhere and in philanthropy, we get to see the positive and negative sides of power come into play. It is critical therefore that as donors and as individuals with different types of privilege, we take the time to examine how we exercise, hold onto and/or relinquish power based on who we are.

There is a power dynamic in philanthropy between the person or institution that has financial resources and the individual or institution that needs money to continue its work. This power dynamic can be a barrier to effective giving and can lead to many complications in the relationship between donors and grantees. It is really important for donors to acknowledge this dynamic exists, and then to think about the ways it may play out in their own giving.

We have seen a number of avoidable pitfalls that donors fall into when they don't acknowledge, or mis-wield, the power they have. Donors, watch out for:

- Not understanding that money is just one of the many resources needed to make social movements grow and achieve success.
- Not treating the activist with respect for her/his expertise and experience.
- Assumptions about results and how things should get done and focusing only on numbers-oriented results.
- The desire to start a new project and not be a part of an existing effort because you have the resources to start something.
- Keeping your skills and access to yourself rather than sharing them with people in the movement you are a part of.
- Wanting your name on new, “sexy” projects.
- Putting abstract ideas before people.
- Insensitivity to the lack of security faced by activists and community organizations.
- Lack of long-term commitment to issues and community groups.
- Wanting to control exactly where the money goes in an organization...even down to each penny.
- Dropping off funding right when an organization begins to succeed.

## Supporting community organizations

Funders can support community organizations in a number of ways – through their money as well as through their access, networks, and skills. Here are some of the ways:

- Listen to what community groups need.
- Don't make community groups jump through hoops and require lots of time in the grant application process.
- Be respectful.
- Give money consistently, year after year, and be clear with groups that you intend to give this long term support.
- Give unrestricted funding.
- Provide emergency money and give grants on a rolling basis.
- Give as much as you can of your money and your time.
- Talk with the groups you are giving money to about how you can help with fundraising.
- Share your understanding about how philanthropy works.
- Connect people in community organizations to other people you know, in particular other donors.
- Use your leverage with other organizations and people who hold power to raise awareness about the issues.
- Give money to political action.
- Be flexible with guidelines and evaluation methods.
- Learn about the communities you are funding.
- Learn from your grantees and other activists and community groups.
- Be transparent about your intentions.

## **Resources for Creating Your Social Change Giving Plan**

*These are just a few suggestions – check out [www.resourcegeneration.org](http://www.resourcegeneration.org) for a more comprehensive list!*

### **Giving Plan Publications**

**Robin Hood Was Right, A Guide to Giving Your Money for Social Change**, by Chuck Collins, Pam Rogers & Joan P. Garner (New York: W.W. Norton & Company, 2001).

**Inspired Philanthropy: Your Step-By-Step Guide To Creating a Giving Plan, Second Edition**, by Tracy Gary & Melissa Kohner (San Francisco: Josey Bass, 2002).

**\*Classified: How To Stop Hiding Your Privilege and Use It For Social Change**, by Karen Pittelman & Resource Generation (New York: Soft Skull Press, 2005).

**The Bolder Giving Workbook: Discovering Your Full Potential**. Free download at [www.boldergiving.org](http://www.boldergiving.org).

*\*Classified has a whole section on creating your own giving plan including cartoons and templates, and the other two publications are designed to help people who care about social change create giving plans!*

### **Social Change Grantmaking Publications**

**Creating Change Through Family Philanthropy: The Next Generation**, Allison Goldberg, Karen Pittelman & Resource Generation (New York: Soft Skull Press, 2006).

**Community Organizing Toolbox**, Larry Parachini & Sally Covington. (Washington, DC: Neighborhood Funders Group, [www.nfg.org](http://www.nfg.org)).

*A guide for grantmakers who want to support community organizing.*

**Criteria for Philanthropy at Its Best (2009)**, National Committee for Responsive Philanthropy Washington, DC ([www.ncrp.org](http://www.ncrp.org)).

*Benchmarks to assess and enhance grantmaker impact.*

**Funding Community Organizing: Social Change Through Civic Participation**, free download at [www.communitychange.org](http://www.communitychange.org) (Grantmaking & Philanthropy: GrantCraft, 2009).

*Experienced funders offer a grounding in organizing basics, describe how the field is changing, and explain how they support relationships (and manage tensions) with grantees.*



**Legacy and Innovation: A Guidebook for Families on Social Change Philanthropy**, by Stephanie Yang (San Francisco, CA: Changemakers, 2007).

### **Social Change Philanthropy Publications**

**Understanding Social Justice Philanthropy**, by John Hunsaker & Brenda Hanzl (Washington, D.C.: National Committee for Responsive Philanthropy, 2003).

*A recent report that provides definitions of social justice philanthropy.*

**“Grassrooting the System?: The Development and Impact of Social Movement Philanthropy, 1953-1990,”** by Craig Jenkins & Abigail L. Halci (in “Philanthropic Foundations, New Scholarship, New Possibilities.” Bloomington: Indiana University Press, 1999).

*A history of early social change philanthropy.*

**Are We Ready? Social change philanthropy and the coming \$10 trillion transfer of wealth.** Michael May (Washington, DC: National Committee for Responsive Philanthropy, 1999).

*An overview of different aspects of social change philanthropy.*

**Funding Social Movements: The New World Perspective** (New World Foundation, 2003).

*A social change foundation’s philosophy about funding social movements.*

**Short Changed: Foundation Giving and Communities of Color**, by Will Pittz & Rinku Sen (Oakland: Applied Resource Center, 2004).

*A report on funding in communities of color.*

**Donor Activist Collaboration: A Potential Vehicle for Promoting Community, Accountability and Effectiveness in Grantmaking** (The Tides Foundation, 2003).

*A report on donor activist partnership models in grantmaking.*

### **Social Change Foundations**

*A great place to find grantee groups or support social change funds directly. For more comprehensive lists, see *Robin Hood Was Right, Inspired Philanthropy*, or contact the National Committee for Responsive Philanthropy ([www.ncrp.org](http://www.ncrp.org)).*

**Astraea Lesbian Foundation for Justice** works for social, racial, and economic justice around the globe through grantmaking and philanthropic advocacy programs that help lesbians and allied communities challenge oppression and claim their human rights ([www.astraeafoundation.org](http://www.astraeafoundation.org); 212-529-8021).

**The Funding Exchange** is a national network of social change funds. Member and affiliate funds provide donor programs and educational events about social justice issues. ([www.fex.org](http://www.fex.org); 212-529-5356)

**Global Fund for Women** is a grantmaking organization that supports women's groups internationally. ([www.globalfundforwomen.org](http://www.globalfundforwomen.org); 415-202-7640)

**Grantmakers without Borders** is a network of trustees and staff of public and private foundations as well as individual donors committed to expanding global social change philanthropy. The organization hosts an annual conference and regional events. ([www.internationaldonors.org](http://www.internationaldonors.org); 617-794-2253).

**National Black United Funds** supports community-based organizations. ([www.ubfinc.org](http://www.ubfinc.org); 973-643-5122).

**New World Foundation** is a progressive foundation that supports donor collaboratives involving donor education. ([www.newwf.org](http://www.newwf.org); 212-249-1023).

**Peace Development Fund** is a public foundation providing grants, training, and other resources in partnership with communities, organizations, trainers, and donors with whom we share a common vision for change. ([www.peacefund.org](http://www.peacefund.org); 413-256-8306).

**RESIST, Inc.** is a foundation that supports small budget groups who struggle towards a broad vision of social justice, while continuing to oppose political and institutional oppression. ([www.resistinc.org](http://www.resistinc.org); 617-623-5110).

**Social Justice Fund Northwest** is a progressive foundation dedicated to addressing the root causes of social, economic, and environmental inequities ([www.socialjusticefund.org](http://www.socialjusticefund.org); 206-624-4081).

**Third Wave Foundation** is the only national activist foundation for young women between 15 and 30. Through grantmaking, public education campaigns and networking programs, Third Wave informs and empowers a generation of young, feminist activists. Third Wave co-sponsors the annual Making Money Make Change retreat for young people with wealth. ([www.thirdwavefoundation.org](http://www.thirdwavefoundation.org); 212-388-1898).

**Tides Foundation** partners with donors to increase and organize resources for positive social change. Tides has a variety of donor services, provides donor education opportunities and cosponsors the annual Making Money Make Change young donor retreat for young people with wealth. ([www.tides.org](http://www.tides.org); 415-561-6400).

**Twenty-First Century Foundation** is a national foundation that supports African American community revitalization, education, and leadership development. ([www.21cf.org](http://www.21cf.org); 617-662-3700).

## **Social Change Organizations**

**National Committee for Responsive Philanthropy** is national watchdog, research and advocacy organization that promotes public accountability and accessibility among foundations, corporate grantmakers, individual donors and workplace giving programs. ([www.ncrp.org](http://www.ncrp.org); 202-387-9177).

**Neighborhood Funders Group** is a network of funders that support community-based efforts that improve economic and social conditions in low-income communities. ([www.nfg.org](http://www.nfg.org); 202-833-4690).

**Women's Donor Network** is a national organization of women who donate at least \$25,000 per year to non-profit progressive causes. ([www.womendonors.org](http://www.womendonors.org); 650-328-2600).

**Women's Funding Network** is a membership organization of more than 90 public and private women's foundations that empower women and girls ([www.wfnet.org](http://www.wfnet.org); 651-227-1911).

**Funders Network for Smart Growth and Livable Communities** is a resource to assist funders and organizations interested in creating more livable communities through better decision making regarding growth and development ([www.fundersnetwork.org](http://www.fundersnetwork.org)).

**Funders Network on Trade and Globalization** acts as an open space for funders who regardless of their specific areas of grantmaking seek to understand how global issues, policies and organizing impact efforts to achieve long-term social change ([www.fntg.org](http://www.fntg.org)).

**Responsible Wealth** is a national network of businesspeople, investors and affluent Americans who are concerned about deepening economic inequality and are working for widespread prosperity. The three primary areas of work are tax fairness, corporate responsibility and living wages. ([www.responsiblewealth.org](http://www.responsiblewealth.org); 617-423-2148).

**Social Justice Philanthropy Collaborative** is a network of national organizations within the field of philanthropy that calls on grantmakers and donors to increase and deepen their commitment to funding social change ([www.changingfunding.org](http://www.changingfunding.org)).

**The Sillerman Center for the Advancement of Philanthropy** is housed at the Heller School for Social Policy and Management, a school of applied interdisciplinary research whose mission is to use knowledge to advance social justice. The Center aims to engage in action projects intended to provide an opportunity to apply philanthropic knowledge to real world social change initiatives (<http://sillermancenter.brandeis.edu>)

## **Giving Circles and Community-based Funding**

**Community foundations** are a good resource to find and support local work. Search on the Community Foundation Locator ([www.communityfoundationlocator.org](http://www.communityfoundationlocator.org)).

**Community based nonprofits** are another local resource. Check out web sites ([www.idealists.org](http://www.idealists.org) and [www.guidestar.org](http://www.guidestar.org) have very large databases of organizations), read annual reports, meet with staff and other people involved in organizations and ask them to refer you to other people who they know and work with. There are countless activist and nonprofit communities that hold meetings and conferences in which you can connect with people about all the issues you fund.

**Giving communities and circles** are a great way to start giving in collaboration with others. Giving communities can vary quite a bit, but generally include a group of people who are pooling resources and have an interest in a common issue (see the definition and examples of donor circles in earlier sections). Below are some of the ones we know about that include donor education components.

- **Full Circle Fund** ([www.fullcirclefund.org](http://www.fullcirclefund.org), 415-561-3398)
- **Global Giving Circles**, Clarence Foundation ([www.clarencefoundation.org](http://www.clarencefoundation.org), 510-558-7188)
- **Global Environmental Health & Justice Funding Circle\***
- **Phoenix Fund for Labor & Communities Giving Circle\***  
     \*both housed at the New World Foundation ([www.newwf.org](http://www.newwf.org), 212-249-1023)
- **Threshold Foundation** ([www.thresholdfoundation.org](http://www.thresholdfoundation.org))
- **Women's Donor Network** ([www.womendonors.org](http://www.womendonors.org), 415-561-6513)
- **The Fire This Time Fund** ([http://www.crossroadsfund.org/fire\\_this\\_time\\_fund.htm](http://www.crossroadsfund.org/fire_this_time_fund.htm))
- **Criminal Justice Initiative** (<http://www.fex.org/content/index.php?pid=60>)
- **The Community Investment Network** ([thecommunityinvestment.org](http://thecommunityinvestment.org))
- **Gulf South Allied Funders** ([www.gsaf.info](http://www.gsaf.info))
- **Arts Rising Funding Circle**
- **Asian Women's Giving Circle**, Asian American/Pacific Islanders in Philanthropy ([www.aapip.org](http://www.aapip.org))

## **Family and General Philanthropy Organizations**

*These organizations offer resources related to family philanthropy and grantmaking in general, and can help you identify philanthropic advisors or planners.*

**Association of Small Foundations** is committed to building and strengthening small foundation philanthropy by providing top quality, timely, practical, member-driven programs to all foundations with few or no staff. One of the Association's resources is Foundation in A Box, with lots of foundation materials, available at [www.foundationinabox.org](http://www.foundationinabox.org). The organization also hosts a Trustee leadership seminar for the Next Generation. ([www.smallfoundations.org](http://www.smallfoundations.org); 888-212-9922).

**Council on Foundations** is a national membership association for grantmakers and offers educational publications, national conferences and trainings. The Council sponsors a yearly conference on family foundations, and organizes a Next Generation Retreat. ([www.cof.org](http://www.cof.org); 202-467-0407).

**National Center for Family Philanthropy** encourages families and individuals to create and sustain their philanthropic missions. Offers educational materials, research and programs. ([www.ncfp.org](http://www.ncfp.org); 202-293-3424).

**Regional Association of Grantmakers** are nonprofit membership associations of private and community foundations, corporations, individuals and others committed to strengthening philanthropy in the geographic areas in which they operate, within the United States. (See [www.rag.org](http://www.rag.org) for links to regional associations around the country.)

**Emerging Practitioners in Philanthropy** strengthens the next generation of grantmakers in order to advance effective social justice philanthropy through organizing Networking opportunities, developing the leadership skills and analysis of members for successful engagement in the workplace and the broader philanthropic field and building an Advocacy voice for our generation aimed at transforming philanthropy, and strengthening the pipeline for young people into social change careers ([www.EPIP.org](http://www.EPIP.org)).

**21/64** offers services to individuals, families, businesses, foundations and federations in times of generational transition, to help facilitate multiple generations to understand each others' "generational personalities," motivational values, and visions vehicles ([www.2164.net](http://www.2164.net)).

### **Current Conversations**

*These are a few resources that touch on bigger questions of challenging traditional models of giving and living with wealth.*

**Enough. The Personal Politics of Resisting Capitalism.** ([www.enoughenough.org](http://www.enoughenough.org)) is an online space for conversations about how a commitment to wealth redistribution plays out in our lives: how we decide what to have, what to keep, what to give away; how we work together to build sustainable grassroots movements; how we challenge capitalism in daily, revolutionary ways.

**The Revolution Will Not Be Funded: Beyond the Non-Profit Industrial Complex** is an anthology edited by the organization *INCITE! Women of Color Against Violence*. It gathers essays from activists worldwide discussing and challenging how to think beyond state-proctored models like the non-profit system for organizing political projects for social change (published by South End Press, 2007: [www.southendpress.org](http://www.southendpress.org)).

### **Introducing: Fire This Time Fund, Lessons Learned in Year One**

(<http://www.areachicago.org/p/issues/how-we-learn/introducing-fire-this-time-fund/>) is an article by RG constituent Kristen Cox on her experience starting a giving circle in Chicago, and some of the ways the group challenges and explores alternatives to traditional grantmaking practices.