More Money, More Mission:
CREATING A CULTURE OF PHILANTHROPY

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LEARNING OBJECTIVES

At the end of this seminar, you will be able to:

• Approach your fundraising with a defined set of 3 values
• Engage all levels of your organization in fundraising
• Understand the Giving Cycle
RULES
FOR BETTER TRAININGS

1. **Manage Your Energy!** We take responsibility for our own energy and its impact on those around us. We commit to maintaining productive, positive energy throughout the training.

2. **80/20!** We keep 80% of our conversations during trainings focused on the future, and only 20% focused on the past.

3. **No multi-tasking!** We commit to staying fully present during trainings, so we never multi-task. We put away our cell phones, tablets, laptops and other distractions.

4. **No Side Conversations!** In the spirit of inclusivity, we don’t engage in side conversations during trainings, preferring to bring all thoughts or ideas to the full group.

5. **Stay on Topic!** We honor our colleagues’ time and the importance of the issues we are discussing by keeping our discussions on topic. Off topic issues are tabled for the end of the day.

6. **Inquiry Over Advocacy!** We engage from a perspective of curiosity and inquiry about the issues and our colleagues’ perspectives over advocacy for our own position.

7. **Speak Only For Yourself!** We commit to speaking only for ourselves, never assuming we can speak for or on behalf of others.

8. **Training Compact!**

   **Trainer Agrees To:**
   - Document clear performance expectations
   - Provide training resources
   - Recognize performance
   - Reward performance

   **Trainee Agrees To:**
   - Take responsibility for the effectiveness of your training
INTRODUCTIONS
Let’s get to know each other! Pair up with someone in the room who you don’t already know.

Share the following with your partner:
• Your preferred name.
• Your organization’s name, location, and mission.
• Your role at your organization.

Once you’ve shared that with your partner, we’ll go around the room and you will each introduce your partner to the rest of the group. When it’s your turn, you’ll share with the group:

• Your partner’s preferred name:

• Where your partner works and their organization’s mission:

• Your partner’s role at their organization:
DONOR BILL OF RIGHTS

Philanthropy is based on voluntary action for the common good. It is a tradition of giving and sharing that is primary to the quality of life. To ensure that philanthropy merits the respect and trust of the general public, and that donors and prospective donors can have full confidence in the nonprofit organizations and causes they are asked to support, we declare that all donors have these rights:

I. To be informed of the organization's mission, of the way the organization intends to use donated resources, and of its capacity to use donations effectively for their intended purposes.

II. To be informed of the identity of those serving on the organization's governing board, and to expect the board to exercise prudent judgment in its stewardship responsibilities.

III. To have access to the organization's most recent financial statements.

IV. To be assured their gifts will be used for the purposes for which they were given.

V. To receive appropriate acknowledgement and recognition.

VI. To be assured that information about their donation is handled with respect and with confidentiality to the extent provided by law.

VII. To expect that all relationships with individuals representing organizations of interest to the donor will be professional in nature.

VIII. To be informed whether those seeking donations are volunteers, employees of the organization or hired solicitors.

IX. To have the opportunity for their names to be deleted from mailing lists that an organization may intend to share.

X. To feel free to ask questions when making a donation and to receive prompt, truthful and forthright answers.

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WHY FUNDRAISING MATTERS

Emancipet

- 20% Contributed Revenue
- 80% Fees for Service

Other NPOs

- 100% Contributed Revenue
- Fees for Service
WHY BOTHER?

**Fundraising is not just about money in the door...**

- It’s about building an invested community of supporters for your organization.

- Giving makes people happy! (UC Berkeley Study)

- Giving empowers people. When thanked promptly and authentically, even donors giving small amounts report feeling:
  - Empowered! They are making a difference!
  - They are joining a community or movement.
  - They are “paying it forward”.
LESSONS
WE’VE
LEARNED

• Statistics, Schmatistics
  ○ You’re not cramming for a test. You’re building a relationship.
  ○ Focus on the human/animal bond. People already know S/N reduces shelter intake, adopt don’t shop, etc.

• People give to People
  ○ People give because they trust that you care about animals as much as they do.
  ○ People give because they like you. (Stay interesting!)

• Establish a Culture of Philanthropy that is optimistic, donor-centered, and experiential.

• Select strategies that will build a broad base of support for your organization.

• Thank the S&*% out of people.

• Just start asking!
HOW TO CREATE A CULTURE OF PHILANTHROPY AT YOUR ORGANIZATION

• Approach fundraising as an opportunity to transform your donors’ lives (not just your clients).

• Make sure your approach is:
  ○ Optimistic
  ○ Experiential
  ○ Donor-Centered

• Integrate fundraising into your entire organization.
GIVING IS A TWO-WAY STREET

Let’s think of some ways that giving benefits both the Donor and the NPO!

The NPO Gets:

The Donor Gets:
TRANSFORMATIVE EXPERIENCES FOR DONORS

We seek to create giving experiences that fundamentally change both the donor and the donor/non-profit dynamic. Personal transformation for donors often looks like movement from one way of thinking or feeling to another.

**ISOLATED**
“Other people don’t care about animals like I do; I feel like a weirdo!”

**CONNECTED**
“I’ve found people who feel the same way about animals as me!”

**HELPLESS**
“The problem is just too big and I’m only one person. I don’t know where to begin!”

**EMPOWERED**
“The actions I am taking are directly impacting the lives of animals.”

**HOPELESS**
“There is no solution. The problem of animal homelessness is just too big.”

**OPTIMISTIC**
“I am part of a movement that is creating a more humane future for animals.”

**BENEFACTOR**
“The let me know when they need money.”

**PARTNER**
“I consider myself a part of Emancipet. My opinions, time, and resources are valued and make a difference.”
YOUR OWN GIVING EXPERIENCE

1. Think back on the biggest charitable gift you have ever made. What motivated you to give? If you have never donated to charity, think of the volunteer work you’ve done – that’s a form of giving too!

_______________________________________________________________________
_______________________________________________________________________
_______________________________________________________________________
_______________________________________________________________________

2. Do you feel like the organization did a good job of thanking you? Did you feel like your gift/time made a difference?

_______________________________________________________________________
_______________________________________________________________________
_______________________________________________________________________
_______________________________________________________________________

3. What was the best part about that giving experience? What would have made it better?

_______________________________________________________________________
_______________________________________________________________________
_______________________________________________________________________
_______________________________________________________________________

Reminder:

Think back to the transformations we seek to make for our donors:

- Isolated → Connected
- Helpless → Empowered
- Hopeless → Optimistic
- Benefactor → Partner
OPTIMISTIC MESSAGING: DO’S AND DON’TS

Do:
• Focus on the solution

• Paint a picture of what could be and inspire hope and action

• Tell the stories of individuals whose lives have or will improve as a result of the services

Don’t:
• Focus on the problem

• Tell a grim, depressing story that evokes hopelessness and apathy

• Tell the stories of millions of animals suffering
Every fundraising appeal is a chance to tell a story to a potential supporter. Your organization is transforming lives daily with the service it offers – tell that story every time you have a chance!

Remember:
• People want to share their stories.
• Collecting stories is a great way to engage frontline staff.
• Story telling gives us a chance to reframe traditional animal welfare narratives.

Tips:
✓ Ask permission!
✓ Keep it positive.
✓ Don’t rely on a good guy/bad guy narrative.
✓ Break the mold.

Write down three client success stories:

#1:__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________

#2:__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________

#3:__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
CREATING OPTIMISTIC MESSAGING

In this activity, you’ll take the Do’s and Don’ts of optimistic messaging and convert them into fundraising messages.

Scenario: The local shelter has taken in 87 dogs following the discovery of a serious hoarding case. Stretched to capacity, they have asked your organization to step in to assist with make-ready for the pets. You must appeal to your donors to fund the surgeries and vaccines. How will you message your ask?

Let’s start with the “Don’ts.” Get into groups of 3-4 people and write three fundraising posts for Facebook that break ALL the rules we just discussed. Make sure your messages are the OPPOSITE of optimistic messaging.

Facebook Post #1:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Facebook Post #2:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Facebook Post #3:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
DONOR-CENTERED PHILANTHROPY

• Learn about the donor’s motivations for involvement and speak to what moves them.

• Explain the impact of their particular gift and maintain the relationship between gifts.

• Thank them without condition.

• Go beyond a tax receipt! Steward their gift in a way that feels personal.

...we usually get a form thank you letter... (your) letter arrived with a handwritten note of appreciation!

What a wonderful Thank You letter I received recently from your organization... well written, informative, enlightening and heartfelt!

We know that our donations are put to good use for the animals and that they are appreciated!

This was the first time I received a personal phone call from a non-profit I donated to...
EXPERIENTIAL GIVING

Try and move from transactional to relational; make what they “get in return” a feeling, not a thing.

Make the giving experience more personal and less automated whenever you have a chance.

Find opportunities for supporters to connect to your mission:
- Events
- Tours
- Personal update by phone
- Meeting with program staff
- Volunteer service days
- Communications highlighting a client story
- Engage them in fundraising
INTEGRATING FUNDRAISING INTO THE WHOLE ORGANIZATION

Tips for avoiding an Us (fundraising team) vs. Them (operating, program, frontline staff) situation...  
• Include some development responsibilities in all job descriptions

• Incorporate learning about development in all trainings
• Help all staff and board develop their own personal impact statement

• Engage staff in brainstorming how they can help
• Highlight successes

• Ensure all leadership (board and staff) understand the value and necessity of fundraising

• Create mission moments for non-frontline employees and volunteers

• **Focus messaging on the needs of the community, not the organization**
FUNDRAISING FOR NON-DEVELOPMENT STAFF

Successful philanthropy programs are those where everyone sees themselves as a fundraiser and understands their role in creating transformative experiences for donors.

Aside from asking for donations, participating in “indirect fundraising” includes:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Staff can also influence community support outside of the clinics. Encourage staff to think of themselves as ambassadors who can drive support back to the clinic by:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

And **not** by:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
THE FUNDRAISING CYCLE

Identify and Qualify

Plan

Cultivate

Solicit

Steward and Renew

Acknowledge
WHY?

Take a moment and think about why you do the work you do and why you work where you do.

Why your organization and not somewhere else?

__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
PERSONAL IMPACT STATEMENT

Often, sharing why your work is meaningful to you is a very powerful way to inspire others to get more engaged.

Earlier, you shared your reason for doing the work you do.

To get your “personal impact statement”, it can be helpful to ask yourself “why” repeatedly to get to the root of what motivates you...

My personal impact statement:

__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________
OPEN FORUM Q&A
ABOUT ANYTHING
Do you have questions or need clarification about any of the content that we’ve covered today?

Now’s your chance to ask!