



November 8, 2022



from the desk of
Tara Jones, Ph.D.
Associate Partner

You Need a Board. Yes, YOU

Recently, I was working with a client and interviewing board members. Some were experts with investment strategies, others were adept at innovation and marketing, and one was a CPA who loved audit and compliance. I was struck by the diversity of each outstanding volunteer's experience, background, and skills. However, one constant was found — a thoughtful dedication to the organization.

While many of us have the great fortune of working with board members at a nonprofit organization or a higher education institution, how many of us utilize experts for advancing our own careers? I was reminded of a social media post I saw a couple of years ago that spoke to the importance of assembling your **personal board**. To find the original infographic, I did an internet search for **personal board** which provided **587,000,000** results! Clearly this is a hot topic with many sources weighing in on the subject, including [Forbes](#), [Harvard Business Review](#), and [LinkedIn](#).

Much like a foundation board, a personal board should **give feedback, provide support, challenge your assumptions, advocate for you, offer encouragement, expand your network, and celebrate your accomplishments**. Personal board members sincerely care about your success and invest their time in helping you achieve your goals. The members of your personal board don't necessarily have to know they are on your **board**.

In choosing your personal board, you should place value on mutual respect and expect to receive open and honest feedback. While there isn't a magic number of how many personal board members you should engage, many sources suggest having at least five people on whom you can rely. These are my favorite personal board member **job descriptions**. (Plus, I love alliteration.)

1. Caring Coach — encourages you and challenges you to be better.
2. Expert Executive — leads others in ways that inspires you.
3. Sincere Sponsor — advocates for your career advancement and increases your visibility.
4. Creative Connector — broadens your network and shares professional opportunities.
5. Positive Peer — motivates you to make a difference and validates your work.

While it may sound cliché, each one of us is the CEO of our career experience. Just as we could not function effectively in our jobs with only one volunteer or foundation board member, we should not expect that one mentor can fulfill all the roles we need to advance in our professional development.

In this season of thanksgiving and celebration, consider reaching out to thank those who have invested in your success and career trajectory. In the new year, continue to invest in others and consider sharing your expertise by becoming a personal board member for someone else.

[Our Team](#)

Human Rights Grantmaking Up in 2019

Foundation funding in support of global human rights initiatives totaled \$4.1 billion in 2019, up from \$3.7 billion the previous year. A report from **Candid** and the **Human Rights Funders Network**, found that 761 funders awarded 26,621 grants in support of human rights to 15,629 recipients. That's a 10% increase from 2018 and a 242% increase over the past 10 years.

The top 12 funders, accounted for \$1.92 billion, or 47% of total grant dollars (up from 45% in 2018 and accounting for more than 50% of funding growth). Among the top funders, five saw increased funding for human rights; most notably the **Ford Foundation** boosted its human rights giving by \$172 million (nearly 60%) and the **MacArthur Foundation** saw a 122% increase in related funding since 2018.

Funding by a matched set of grantmakers increased in six of nine issue areas, with the largest growth seen in support of racial and ethnic groups in total dollars, up \$352 million to \$994 million (a 60 percent%) as well as women and girls (17%), migrants and refugees (9%), LGBTQI (9%), persons with disabilities (38%), and sex workers (11%). Three issue areas saw declines in support: children and youth (down 12%), Indigenous people (down 10%), and human rights defenders (down 36%). [More here.](#) (PDF) *PND, 11-2*

Almost Time for THE Big Fundraising Day

November 29, 2022

GIVING
TUESDAY

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GivingTuesday is Ready...Are You?

Apple Pay Enters the Mix for GivingTuesday

Speaking of **GivingTuesday**, **Candid** has announced it is partnering with **Apple Pay** to make it easier for nonprofits to accept donations on GivingTuesday—and beyond. Last year, GivingTuesday raised \$2.7 billion in the United States. This year, nonprofits that have earned a **Candid Seal of Transparency** will be able to accept donations with Apple Pay.

Charities with a Candid Seal of Transparency provide information about their mission, contact details, leadership, grantmaker status, programs, financial information, strategic plans, and/or metrics that help funders and donors make educated giving decisions. The seal, which nonprofits receive for free, also gives organizations additional benefits such as appearing on more than 200 charitable sites. To learn how to [get your seal, go here](#). *Candid press release, 10-24*

GivingTuesday's \$10 Million Gates Gift

GivingTuesday received a \$10 million gift from the **Bill and Melinda Gates Foundation**, the largest single grant in the organization's 10-year history. The grant will enable GivingTuesday to scale existing programs and launch new initiatives aimed at advancing "a culture of radical generosity" around the globe. The organization will work to increase giving worldwide and hopes to inspire the next generation of generosity givers. GivingTuesday currently has national movements in more than 85 countries. The Gates Foundation is GivingTuesday's largest and one of its most longstanding financial supporters. *PND, 10-21*

Foundations Gave More in 2021

Foundations gave abundantly in 2021 as they continued to assist with pandemic-related recovery efforts, responded to natural disasters and humanitarian crises, and revisited their core pre-pandemic charitable missions.

A new report, **2022 Report on Private Philanthropy**, reports that nearly 1,000 private and family foundations (with assets between \$1 million and \$500 million) awarded a total of \$689 million in 2021, \$40 million more than in 2020. The increase was more pronounced among larger foundations—those with assets totaling between \$50 million and \$500 million—through which giving increased nearly 21%. The study also found that private foundation endowments experienced double-digit growth in both 2020 and 2021, and that grants to individuals, which foundations used extensively during the crises in 2020, decreased by 64% in 2021. *COP, 10-31*

Women's and Girls' Causes Received \$7.9B in 2019

A new report, based on data from 48,395 charitable organizations dedicated to women and girls, revealed that in 2019, philanthropic support for women and girls made up 1.9% of overall charitable giving—a fraction of that received by traditional subsectors such as education and health.

As in previous years, the study, **Women & Girls Index 2022: Measuring Giving to Women's and Girls' Causes**, found that within the subsector, reproductive health and family planning organizations received the largest share of philanthropic support (\$1.5 billion), followed by women's health (\$1.3 billion), women's and girls' human services (\$1.2 billion), family- and gender-based violence (\$1.1 billion), and women's and girls' education (\$1 billion). Giving to reproductive health and family planning organizations increased by 82.3% between 2012 and 2019. The report was funded by the Bill & Melinda Gates Foundation. *PND, 10-21*

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[Our Services](#)



www.fundraisingcounsel.com
info@alexanderhaas.com

Piedmont Place | 3520 Piedmont Place NE, Suite 450 |
Atlanta GA 30305-1512 | 404.525.7575

