

What is Your Giving Style?

Please evaluate how you relate to each of the following statements. In the column to the right of the statement, write the number that describes your relation to the statement using the scale below

Never = 1 **Rarely** = 2 **Sometimes** = 3 **Often** = 4 **Very Often** = 5

1	I have given directions to a stranger	
2	I let someone else have the last slice of pizza	
3	I have paid for a stranger's meal at a restaurant	
4	I point out a clerk's error if I am undercharged	
5	I have left of tip over 100% of the bill	
6	I donate clothing to a shelter	
7	I have purchased an item at a fundraiser auction and donated that item back to the charity	
8	I carry groceries in for elderly neighbors	
9	I have asked friends to give to a charity instead of gifts at a birthday or wedding	
10	I volunteer at soup kitchens during the holidays	
11	I have hosted a fundraiser	
12	I have taken a pay cut to work for something I believe in	
13	I give because it is the right thing to do, not because I have to	
14	I make purchases through Amazon Smile	
15	It upsets me to see someone being treated unfairly	
16	I stop at an accident to help	
17	I allow people to go ahead in line when they seem hurried	
18	I cry at Sarah McLachlan commercials	
19	I get a strong urge to help when I see someone upset	
20	I give to a disaster relief fund right after a hurricane	

21	I am intuitive and aware of others' moods	
22	I have run in a race to raise funds for a friend	
23	I have tried to stop an argument	
24	I feel sad when others around me feel sad	
25	I have made a donation after meeting someone helped by an organization	
26	I help strangers cross the street	
27	I have sat on a board for an organization because I believe in their mission	
28	If I see a lost puppy, I try to help it find its way home	
29	I retweet tweets to raise awareness	
30	I bring meals to bereaved or sick friends	
31	I vote in small special elections	
32	I have purchased an item from a brand I know gives a portion to charity	
33	I volunteer for political campaigns	
34	I call my local representatives	
35	I wear articles of clothing to raise awareness of a cause	
36	I tithe at my church	
37	I research a company's ethics before making a purchase	
38	I participate in protests	
39	I give Yelp reviews	
40	I donate blood to help when I hear of a shortage	
41	I would call the police if I witnessed a minor crime	
42	I volunteer during a crisis	

Giving Style Score

1	15	29
2	16	30
3	17	31
4	18	32
5	19	33
6	20	34
7	21	35
8	22	36
9	23	37
10	24	38
11	25	39
12	26	40
13	27	41
14	28	42

Total

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This quiz is loosely based on [Rushton's Self-Report Altruism Scale](#).

Personal Giving Style Quiz Results

Highest Score in Column 1 - Altruistic

You are an altruistic giver. You act to promote someone else's welfare, even at a risk or cost to yourself. You give because you can, and not because you feel you have to. You hold the elevator door open for strangers, even when you are running late. You offer your seat on the train, and you're not afraid to help a friend take on a home improvement project. While empathy and social responsibility are important to you, they are not at the roots of your motivation to give. Guilt trips don't work on you, you give because you want to.

Highest Score in Column 2 - Empathic

You are an empathic giver. You are motivated by empathic concern, concerning yourself with others' emotions elicited by and congruent with the perceived welfare of someone in need. You drop off soup for sick friends, you stop at accidents and see if you can help, and you put an ad in the paper if you find a set of keys or a lost puppy. While empathic concern is a form of altruism, your motives are a bit more narrow in scope. You are motivated primarily by the needs of others because of your strong sense of compassion.

Highest Score in Column 3 - Social

You are a social giver. You are motivated by social responsibility. When you see a national crisis, your first inclination is to find a way to volunteer or help. You feel like giving is your duty, which you are happy to fulfill. The betterment of society is important to you, and you feel every individual has to perform so as to maintain a balance between the economy and the ecosystems. While social responsibility is a form of altruism, your motives are a bit more narrow in scope. You are motivated primarily by the welfare of society as a whole.

Source

While this quiz is meant to be fun, there is a little bit of research behind it. These altruistic characteristics are loosely based on Rushton's altruistic behavior scale and Penner's subscale. While giving motivations can be varied, this quiz only examines altruistic motivations for giving. For more information on Rushton, please see:

<http://fetzer.org/sites/default/files/images/stories/pdf/selfmeasures/PROSOCIAL-AltruisticPersonalityScale.pdf>

and

<http://onlinelibrary.wiley.com/doi/10.1111/j.1537-2995.2007.01481.x/full>

Nonprofit Profile | A Place for All

Organization Name: A Place for All

Service Area: Immigrant and Refugee Services

Operating Budget: \$1 million

Number of Staff Members: 12

Number of Board Members: 8

Number of Volunteers: 40

Year Established: 1985

Organization Overview

A Place for All is a community organization focused on the support of immigrant and refugee clients. They offer a wide array of services to meet the particular and varied needs of immigrants and refugees. Their programs offer four main services:

1. Providing transitional housing and assistance and establishing permanent housing in the community
2. Providing food through daily meals and a food pantry available for clients
3. Employment assistance through pre-employment training and certification opportunities; referral and placement services through personal employment counseling sessions; and assistance obtaining work authorization, completing new hire paperwork, and continued support once employed
4. Refugee resettlement support by establishing safety, housing, and providing resources for self-sufficiency

Needs

- **Time:** Needed to provide support and address concerns of immigrant and refugee clients.
- **Dollars:** Needed to provide food items, office supplies for job applications, work authorization fees, and operations costs.
- **Skills:** Needed to provide pre-employment training, employment counseling, employment support, and resettlement support.
- **Network:** Needed to seek transitional and permanent houses in the community.
- **Influence:** Needed to provide employment referral and placement services.

Nonprofit Profile | Rainbowfish Reading Project

Organization Name: Rainbowfish Reading Project

Service Area: Early Literacy

Operating Budget: \$750,000

Number of Staff Members: 10

Number of Board Members: 12

Number of Volunteers: 25

Year Established: 2012

Organization Overview

The Rainbowfish Reading Project focuses on the development of key skills that support children's language, literacy, and social-emotional development. Their two-pronged approach provides direct-service intervention for children in preschool programs such as Head Start, community activities geared toward preschoolers, and public pre-K programs. Their program also offers a robust parent education component, aimed at helping their children succeed in early literacy and school readiness at home. The Rainbowfish Reading Project has two main focus areas for the upcoming year:

1. To partner with a national service organization to utilize corps members for program delivery
2. To expand their programs into additional underserved areas of the community.

Needs

- **Time:** Needed to work with preschool-age students and their parents on developing language, literacy, and social-emotional skills in underserved areas.
- **Dollars:** Needed to provide materials for program expansion and operations costs.
- **Skills:** Needed to provide support in partnering with national service organizations and identify underserved areas of the community.
- **Network:** Needed to identify skilled community members to support the organization.
- **Influence:** Needed to influence national service organizations and partner with underserved areas of the community.

Nonprofit Profile | Sister Project

Organization Name: Sister Project

Service Area: Women's Crisis Services

Operating Budget: \$500,000

Number of Staff Members: 8

Number of Board Members: 15

Number of Volunteers: 45

Year Established: 2008

Organization Overview

Sister Project provides crisis intervention and support services for women experiencing domestic violence, abuse, and rape. The organization has served the community for 10 years and benefited greatly from an active board and strong volunteer base. In recent years, they have experienced a high rate of staff attrition and have named staff development and retention a top priority for their organization.

Services include: crisis intervention, counseling, education, abuse prevention programming, and providing transitional housing for clients when needed.

Needs

- **Time:** Needed to continue strong volunteer base serving the Sister Project.
- **Dollars:** Needed to provide resources for recruitment, staff retention, and operations costs.
- **Skills:** Needed to develop a staff development and retention program.
- **Network:** Needed to identify community members with expertise in crisis intervention and support services for women.
- **Influence:** Needed to establish a recruitment campaign and maintain positive community image of the Sister Project.

Nonprofit Profile | Southside Family Center

Organization Name: Southside Family Center

Service Area: Community and Neighborhood Services

Operating Budget: \$350,000

Number of Staff Members: 5

Number of Board Members: 19

Number of Volunteers: 35

Year Established: 2010

Organization Overview

Southside Family Center is a community organization, serving clients in the immediate geographic area. They offer a variety of programming and assistance for community members of all ages:

1. Benefit enrollment assistance for energy and utility bills, WIC enrollment for expectant and new mothers, health screenings, and support group meetings such as Alcoholics Anonymous
2. Adult education and GED preparation classes in partnership with a local university
3. Monthly luncheons and fitness classes for neighborhood seniors
4. Afterschool enrichment, one-on-one tutoring, and summer camp programs for youth

Needs

- **Time:** Needed from volunteers as client benefit enrollment navigators, fitness class instructors, tutors, and summer camp counselors.
- **Dollars:** Needed to provide resources for monthly luncheons, fitness equipment, recruitment and staff retention, and operations costs.
- **Skills:** Needed to provide assistance navigating difficult enrollment processes, maintain current partner relationships, and come up with new ways to grow the center.
- **Network:** Needed to maintain current partner relationships.
- **Influence:** Needed to grow partner relationships.

Nonprofit Profile | International Humanitarian Network

Organization Name: International Humanitarian Network

Service Area: International

Operating Budget: \$24,000,000

Number of Staff Members: 4000

Number of Board Members: 22

Number of Volunteers: 150

Year Established: 1985

Organization Overview

Around the world, there is a need for a sustained defense of human rights. The International Humanitarian Network works to drive financial resources toward local rights activists. The Network finds and funds local human rights heroes “who often work at great personal risk” to strengthen and bring global attention and resources to their struggles. The network focuses on the follow areas of human rights:

1. Children’s Rights
2. LGBTI, Sexual Orientation and Gender Identity
3. Women’s Rights
4. Migrants’ Rights

Needs

- **Time:** Needed to work with local activists to defend human rights for those in need.
- **Dollars:** Needed to provide financial resources for local activists and operations costs.
- **Skills:** Needed to provide help for victims of human rights violations and to raise awareness and bring justice to rights violations.
- **Network:** Needed to identify and work with key human rights activists.
- **Influence:** Needed to raise awareness and bring rights violations to justice.

Nonprofit Profile | National Conservation Corpswork

Organization Name: National Conservation Corps

Service Area: National

Operating Budget: \$717,000,000

Number of Staff Members: 750

Number of Board Members: 16

Number of Volunteers: 25

Year Established: 1992

Organization Overview

The National Conservation Corps aims to make conservation work for America. The Corps prioritizes creating solutions that make environmental and economic sense, and redefining conservation to demonstrate its essential role in future prosperity. The areas of focus at The National Conservation Corps are:

1. Balanced public land access
2. Responsible agricultural development
3. Nonpartisan state and local conservation campaigns

Needs

- **Time:** Needed to provide assistance with grassroots conservation campaigns.
- **Dollars:** Needed to provide funds for land reclamation, easements, and operations costs.
- **Skills:** Needed to provide assistance navigating complex conservation paperwork and legal requirements.
- **Network:** Needed to work with landowners and government agencies.
- **Influence:** Needed to work with local and state government officials on conservation agendas.

Deciding Where to Give

Your personal mission statement will help you select causes to support. In some cases, this may mean continuing, expanding, or re-evaluating relationships with organizations or groups you have supported in the past. Certainly, there are a myriad of nonprofit organizations that provide honorable services, but how can you begin to choose effectively? The following are some helpful ways to locate and evaluate organizations for your giving:

- Review news sources that cover your areas of interest
- Ask family, friends, major donors, and grantmakers with similar charitable interests about the organizations they support
- Talk to people who are active in causes that interest you
- Attend events related to your interests
- Research with [GuideStar®](#) and [Charity Navigator](#) to search NPOs by area of concern, organization location, key characteristics, etc.

Once you have identified several organizations, you can request information that will help you learn more about them. For example, you may wish to review organizations' mission statements, annual reports, budgets, and financial statements.

A good mission statement is brief, easy to understand, and clearly articulates both the primary purpose of the organization and the community it seeks to serve.

If the nonprofit organization has a website, start there. Look on the home page or in sections that provide background information on the organization's purpose, programs, or history.

If the organization does not have a website, you can research with [GuideStar®](#) and [Charity Navigator](#) to learn how to access a charity's report online.

You can always contact the organization directly and request its annual report.

Do the deeds fulfill the mission?

You can always contact the organization directly and request its annual report.

- Do the nonprofit's programs clearly address the purpose spelled out in its mission?
- Does the organization measure and communicate the impact of those programs? For example, if the mission is to provide job skills, does the organization track and report how many individuals signed up for job training, how many completed the training program, and how often that training resulted in employment?
- What role will your resources play in supporting these programs and, ultimately, in fulfilling the mission?

Source: <https://www.fidelitycharitable.org/giving-strategies/give/build-your-strategy.shtml>

Personal Giving Plan

Giving History

Reflecting on why and how you have given in the past can give valuable insight into how you give moving forward. Use this giving history section to decide which practices to continue and identify any you would like to change.

How frequently do you give?	
Which organizations do you currently support?	
Do most of your charitable gifts support specific causes? Are they targeted to your own community or meant to address needs in the larger world?	
Do you give to well-established organizations? Or do you prefer to help newer organizations?	
What spurs you to give? Do you respond to particular types of charitable appeals?	
What do you hope to accomplish by giving? Did you achieve your desired results?	

What inspires you to give?

Understanding what inspires you to give helps you find giving strategies that align with your personal vision. Use this inspiration section to help articulate your personal goals for giving.

<p>Where would you really like to make a difference?</p>	
<p>Would you like your impact to be felt at the individual, organizational, community, or policy level?</p>	
<p>Do you prefer to give to organizations serving local, state, national, or global needs?</p>	
<p>Do you wish to remain anonymous? If not, how would you like to be recognized for your gifts?</p>	
<p>How involved do you want to be in the life of the organization? Do you prefer to provide financial support, sit on boards, or have direct involvement in the day-to-day work of the organization?</p>	

Giving Mission Statement Summary

The simple exercise of creating your personal giving mission statement involves writing out broad answers to the following questions and then summarizing your answers.

What are the major areas you want to affect through your giving? Why?	
What types of organizations do you seek to support in these areas?	
Are there specific methods or key criteria that will guide your giving?	

Giving Mission Statement

Developing a mission statement can be both inspiring and powerful. Typically one to three sentences, this statement articulates your giving goals and the methods that will be used to achieve them. A personal and living document, it may change over time as your goals and motivations evolve.

The most effective mission statements are succinct and memorable. They generally consist of three elements:

1. A core vision that guides giving
2. The causes and types of organizations you wish to support
3. Any "methodology" for selecting recipient organizations and measuring success

Using the information you have provided in this document, please write your giving mission statement in one to three sentences in the box below.



SVP Philanthropy Curriculum | Course Evaluation

1. What was your biggest takeaway from the workshop?

2. What worked particularly well for your learning style?

3. What missed the mark?

4. How will you use this information going forward in your social purpose work?

5. Was the content of the workshop challenging? (Circle One)

Too Basic Somewhat Basic Just Right Challenging Too Challenging

6. How likely are you to recommend this program to a friend or colleague? (Circle One)

Very Likely Likely Maybe Not Likely Definitely Won't

Why?

7. Think about the format, facilitation, length of time, or size of the group. What would suggest changing for next time?

8. Any other comments to help us improve in the future?