

Impact100TM

MAGAZINE

SAN ANTONIO

**Learn About
Impact100**

Local
**Member
and Grantee
Spotlights**

**Membership
Research
Results**





Greater Chesapeake
Chapter

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A Letter from our Founder and CEO



WENDY STEELE
Founder & CEO,
Impact100

Twenty years ago, I pulled out a spiral notebook and began writing out the reasons women felt they couldn't give. For some, it was a matter of time commitment. For others, it was being discouraged by what they perceived as too small of a gift. I wanted all women to be invited to the giving party, and so I created an inclusive, flexible model in that spiral notebook. That model became known as Impact100.

Today, Impact100 Global offers the structure, resources, and community to ensure grants are

truly fulfilling local needs. At the same time, the Impact100 model provides enough flexibility that anyone can get involved no matter the amount of time, skills, or giving experience.

The stories within this magazine showcase the transformational work of the Impact100 chapters on a global scale. It shows what we can accomplish together and how the impact multiplies with each new chapter.

Most importantly, this magazine tells the story of Impact100 on a local level. Inside these pages are relationships that have been built, communities that have been empowered, and new initiatives that change what is possible. It brings into focus the hundreds of thousands of lives that are better because Impact100 brought individuals together to make a difference.

Looking through these pages, I am struck by the generosity of each Impact100 chapter. The Impact100 movement is thriving. By the end of 2021, our 20th Anniversary year, together, we will have given away more than \$100 million in grants to deserving nonprofits around the globe. That's amazing! What makes it even more so, is the fact that today we have even more women, in more communities, eager to expand the movement further. Imagine the Impact we will make together!

Wendy Steele

Wendy Steele
Founder & CEO, Impact100



Wendy Steele with Carrie Morgridge

“The stories within this magazine showcase the transformational work of the Impact100 chapters on a global scale. It shows what we can accomplish together and how the impact multiplies with each new chapter.”

WENDY STEELE
Founder & CEO, Impact100

ABOUT WENDY

As the founder and CEO of Impact100 Global and the creator of the Impact100 model, Wendy believes that in giving to others, we gain in incalculable ways and can encourage others to do the same.

The importance of giving back was instilled in her from a young age when she observed her grandfather helping countless members in his community during his banking career. This led her to see that all of us have something important to give.

Wendy's favorite aspect of Impact100 is visiting the chapters to share in their triumphs, see how they are owning the model and to witness Impact100 women changing lives.

In recognition of her work, Wendy has received multiple awards including being selected to the Forbes 50 over 50 Impact List (2021), Distinguished Honoree of the Jones Prize in Philanthropy from the Institute of Private Investors (2020), Jefferson Award for Public Service (2014).

A Word from Carrie Morgridge



CARRIE MORGRIDGE
Co-Founder, Morgridge Family Foundation

I first learned about Impact100 when I was invited to be a keynote speaker at a chapter event in Palm Beach about my book, *Every Gift Matters, How Your Passion Can Change the World*. From the moment the CEO began explaining what Impact100 does and how they

invest in transformative gifts, I was hooked. How in the world do 100 women agree on which projects to fund? I wasn't sure, so I scheduled a call with the founder, Wendy Steele.

Wendy cracked the code on collective giving when she created Impact100; an innovative model that brought at least 100 women together, each with a \$1,000 check, to create a \$100,000 transformational gift in their community. While Wendy was explaining how Impact100 was created, I was wondering, how is she putting food on the table? Her model was brilliant. Every cent of a woman's \$1,000 donation went directly to the grantee. How was Wendy able to build this movement without administration fees?

Wendy had never gotten this question before. I could tell she

ABOUT CARRIE

Carrie Morgridge serves as a Co-Founder of The Morgridge Family Foundation (MFF). MFF invests in leaders and organizations that re-imagine solutions to some of today's greatest challenges.

Additionally, Carrie created Student Support Foundation, a national organization inspiring youth philanthropy.

Carrie graduated summa cum laude from International Academy of Design and Technology and speaks internationally on education advocacy, poverty alleviation, and philanthropy. She is the award-winning author of *Every Gift Matters* and *The Spirit of the Trail*.

Carrie is also an aggressive athlete, finishing ten Ironman competitions. She lives in Colorado and Florida with her husband John.

was stunned that I had asked it. It turned out Wendy had been running Impact100 as a volunteer, in addition to being a banker, wife, and mother of five. I knew that she had created something phenomenal, but that her personal sacrifice

was neither sustainable nor beneficial if Impact100 wanted to reach its full potential.

The Morgridge Family Foundation could see the potential of scale and really wanted to help Wendy take this

“This magazine is a way to show the possibilities that await if we rally the Impact100 Global movement as a united force of giving.”

CARRIE MORGRIDGE

Co-Founder of the Morgridge Family Foundation



Carrie Morgridge and Wendy Steele with Impact100 members

organization to the next level. That is why, amongst other investments, we have deployed the MFF Publishing team to launch a research initiative that quantifies the impact of Impact100. We recognize that growing this movement takes a village, and that means engaging the existing global chapters toward a common goal. This magazine is a way to show the possibilities that await if we rally the Impact100 Global movement as a united force of giving.

I tell every woman I meet that joining Impact100 is the best way to learn how to give, collaborate, and understand firsthand what is going on in your own community. I'm so passionate about Impact100, I'm the only person to join every Impact100 chapter around the world! I hope as you read these pages, the transformative power of Impact100 lifts your spirits and inspires your own generosity. Enjoy!

Carrie Morgridge
Carrie Morgridge
Co-Founder of the Morgridge Family Foundation & member of all Impact100 chapters globally

About Impact 100

HOW IT WORKS



100 WOMEN
\$1,000 EACH
=
\$100,000
TRANSFORMATIONAL
GRANT

IMPACT100'S
FLEXIBLE,
DEMOCRATIC
GIVING
CIRCLE
APPROACH
empowers women to be active changemakers in their community



1 WOMAN = 1 VOTE



The global movement has expanded to

60+
CHAPTERS
WORLDWIDE

Impact100 has collectively made a

\$100
MILLION
INVESTMENT

in transformational change worldwide.

WITHOUT IMPACT100,

women often face roadblocks to giving their time, treasure, and talent (i.e. families, careers, lack of access to information, resources, or connections)

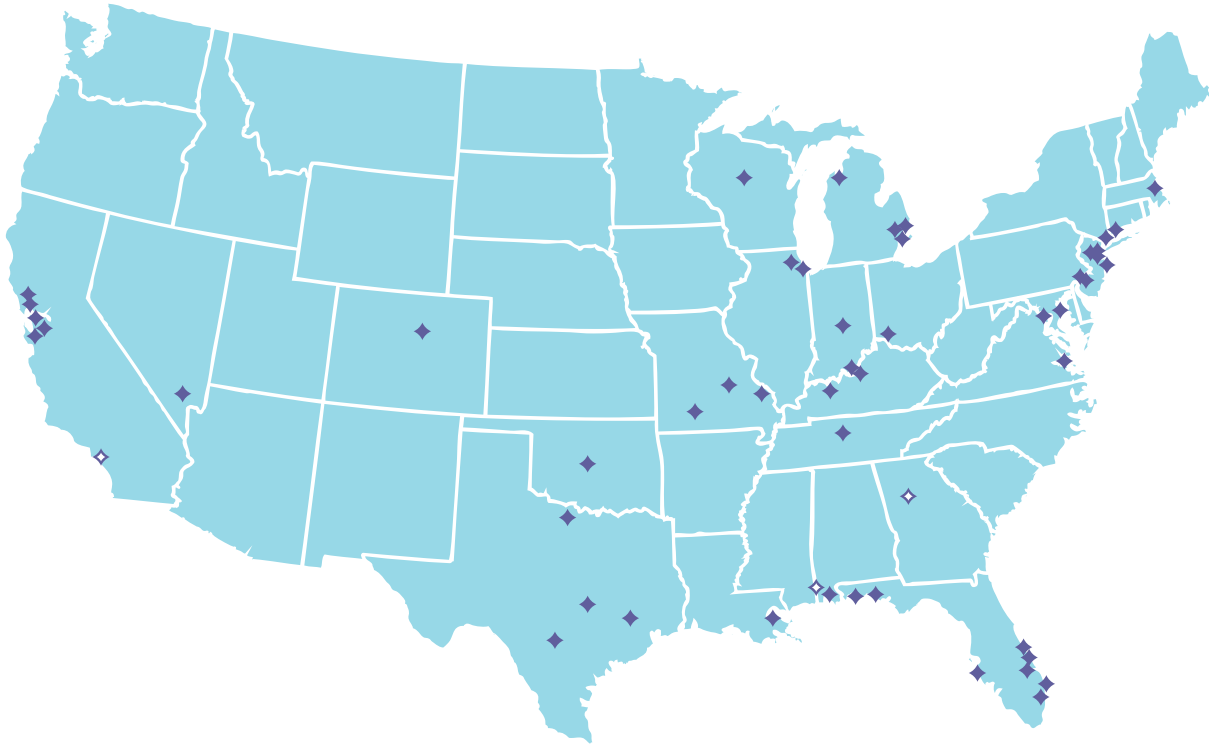


CHAPTERS ARE VOLUNTEER-LED

THE GROWING REACH OF IMPACT100

- ◆ ESTABLISHED
- ◆ IN DEVELOPMENT

UNITED STATES



AUSTRALIA & NEW ZEALAND



UNITED KINGDOM



IMPACT100 IN CONTEXT

What is a giving circle?

A giving circle is defined as a hyper-local group of people who pool their resources to more effectively give back. Giving circles are often brought together by a common interest or quality, such as gender, race, religion or a passion for the environment. Given the local and specific focus of these groups, their grassroots activism often breathes new life into underrepresented and underfunded organizations and causes.

Charitable giving has become more and more a social act. As a result, the popularity of giving circles grew significantly over the last two decades. The Future of Giving, a report on trends in philanthropy by sparks&honey and the Morgridge Family Foundation, found that the number of giving circles increased 225 percent from 2006-2017.

Not only are giving circles popular, they're effective. A 2018 study by the Women's

Philanthropy Institute and the Collective Giving Research Group found that giving circles engage people new to philanthropy and that those giving circle members leverage their experience by building powerful philanthropic social networks.

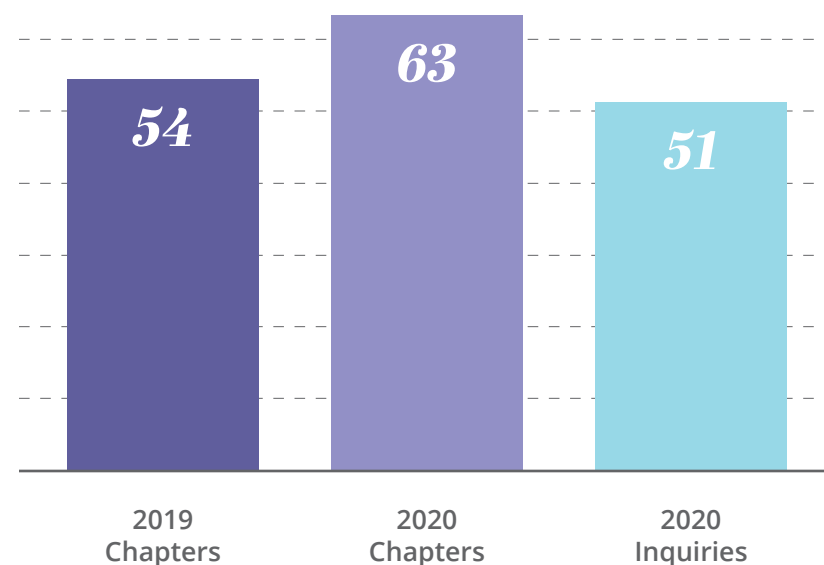
As giving continues to grow and evolve, there's no doubt that giving circles will play an important role in shaping future philanthropists and their priorities.

So, where does Impact100 fit in?

While Impact100 closely resembles giving circles in its model and functions, it sets itself apart in a few key ways.

Impact100 is both a grassroots and top-down organization. Interest in starting a chapter and mobilizing members happens at the local level, while resources, structure and tools come from Impact100 Global. While each chapter determines their specific focus areas and

Chapter Count & Inquiries: 2019-2020



Oakland Chapter membership at their 2019 Grant Announcement Event

chooses their own grantees, they share a common goal and model. Chapters around the world can communicate and learn from each other.

In just a single year - in the midst of a pandemic - 9 new Impact100 chapters were launched around the world, while 51 additional communities raised their collective hands to inquire about starting their own chapters. Impact100 Global is the fuel that accelerates this growth—turning connected, local missions into a cohesive global movement so that more women in more communities can change the world.

There are nearly as many communities eager to launch an Impact100 chapter as there are existing chapters. This abundance of interest means Impact100 has the potential to grow exponentially in the coming years. We not only have the potential—we have the plan. Together, there is no limit to the impact that we can achieve.

In just a single year - in the midst of a pandemic - 9 new Impact100 chapters were launched around the world, while 51 additional communities raised their collective hands to inquire about starting their own chapters.

A Letter from your Chapter President



JENNIFER BENNETT

**San Antonio
Chapter President**

At Impact San Antonio, we celebrate and harness the amazing power of women! We empower hundreds of caring and generous ladies to come together around a shared mission of helping our community be the best it can be. Along the way, Impact SA also creates opportunities for members to form lifelong friendships and create meaning in their lives by participating in our work.

Today, we are a large organization and a significant funder of local nonprofits, but

Impact SA began in 2004 as a small group of 25 friends with a strong desire to make a significant difference in our community.

These founding members and trailblazers saw the promise of pooling member donations so they could award larger grants to worthy nonprofits than they could donate as individuals. They also recognized that higher levels of support could become game changers, transforming how area nonprofits serve those in need and increasing the scope of our members' impact.

From those humble beginnings, Impact SA membership has grown to 677 women strong in 2021. By Grant Award Night in October 2021, we will

have awarded grants to local nonprofits of nearly \$5 million! In fact, over the past four years, we have averaged over \$500,000 in grants each year, enabling us to award a High Impact Grant (\$100,000) in each of our five focus areas.

Along with our membership growth, awareness of our philanthropic model has increased substantially throughout the community. This has resulted in more diversity of perspectives and backgrounds among our membership and support from individuals and businesses whose generosity allows us to operate as an all-volunteer organization.

As a welcoming organization, we remain committed to inclusivity.

A diverse membership broadens our understanding and knowledge and helps improve our grant-making processes.

In these pages you'll hear inspiring stories about how the women of Impact SA and the nonprofits we have funded have made a difference in the community we all love.

We have spotlighted two members discussing what their experiences as members have meant to them. Their enthusiasm for Impact SA is contagious! You'll also read about two nonprofit leaders who share how our High Impact Grants have enabled them to truly improve the quality of life of those they serve.

It is an honor to serve as President of this outstanding organization in 2020 and 2021 and to have been a member since 2016. Please join us in our mission to make a difference together!

All the best,

Jennifer Bennett

President, Impact San Antonio Chapter

impactsa
WOMEN MAKING A DIFFERENCE



2004
Year Founded

677
Number of Members

Total Giving **\$4,770,000+**

Focus Areas:

**Arts & Culture
Education
Family**

**Environment,
Recreation &
Preservation
Health & Wellness**

Member Spotlight

FEATURING



MICHELLE JACOBSON

Member since 2019



YVONNE GROTHUES

Member since 2017

What about Impact SA inspires you to return year after year?

MICHELLE: Getting involved made a difference for me. I was so impressed and inspired with the quality of the board and committee members. These women get it done! So many are powerful in their careers and now take that expertise into running a game changing organization. Of course, going to Grant Award Night seals the deal after I wipe away my smeared mascara.

Describe a meaningful moment from your Impact SA experience.

MICHELLE: Recently we had a membership outreach event and I sat with a friend whose nonprofit was the recipient of one of our large grants

in 2019. She developed a program for foster youth that had aged out of the system and were in college. Their rate of graduation was abysmal so she started a program to assist these forgotten young people throughout their college journey. She brought one of the participants in her program that just recently graduated and was now enrolled for her Master's degree. This young woman brought us to our feet. Alone in the world, she found people that cared and aided her in changing the trajectory of her life. Her closing statements were that she intended to finish her education, secure a good career and become a member of Impact SA to continue helping others. She received a standing ovation.

YVONNE: One of my most meaningful moments was my first Grant Award Night. I went alone and didn't really know a lot of people. I was feeling a little self-conscious since I didn't know up from down at that point. But the energy in the room was palpable and kept building as the agencies made their presentations. We voted, and the grant recipients were announced. I didn't expect the level of emotion I had that night. I was teary-eyed during some presentations. When the high impact grantees were announced there were cheers, high-fives, hugs! And not just from the agency representatives but from these hundreds of other members who were so excited to be a part of giving away hundreds of thousands of dollars. I distinctly

remember thinking, THIS is what it means to be a part of a women's collective giving organization. I totally didn't expect that level of positivity, joy, and hope for a better community all in one night.

What do you think democratic giving circles, like Impact SA, offer their members?

YVONNE: I think giving circles offer their members pretty much anything the member wants to get from it! There is the opportunity to affect real change in their community by giving a significant amount of money to worthy organizations, obviously. There is also the opportunity to learn more about organizations working in the community that they previously knew nothing about, the ability to learn technology they otherwise may not use (hello Zoom! hello Poll Everywhere!), the ability to network and make new friends. I could keep going!

What would you tell someone thinking about joining their local Impact SA chapter?

MICHELLE: Just do it. If money is an issue, join with up to three

friends and start making a difference today.

YVONNE: If someone is on the fence about joining an Impact SA chapter I would say to try starting with a shared membership with one or two

friends who would split the membership cost, and commit to attending Grant Awards Night. That's it. Your money goes straight to the grants and there is no large time commitment from you. I bet you'll be hooked!

I distinctly remember thinking, THIS is what it means to be a part of a women's collective giving organization.

YVONNE GROTHUES
Impact San Antonio



Impact SA members tour San Antonio Clubhouse's hydroponic farm, which provides volunteer work opportunities for adults with mental health challenges. The hydroponic farm was made possible with a \$100,000 grant from Impact San Antonio.

GRANTEE SPOTLIGHT

Family Service



Family Service's mission is to empower individuals and families to transform their lives and strengthen our community. Founded in 1903, Family Service is the oldest human service nonprofit in San Antonio.

An innovative and strategic approach to direct service, Family Service aligns our programs under the Social Determinants of Health Framework and provides services through a trauma-informed care lens. Social determinants of health are conditions in the environments in which people are born, live, learn, work, play, and age that affect a wide range of health,

quality of life opportunities and barriers, and life-potential. Family Service serves 60,000 individuals annually with true comprehensive care by collaborating with 200+ entities to reduce family and community risk factors and build protective factors. To enact long-term, sustainable change for our clients, Family Service focuses on wraparound services impacting every stage of life from prenatal to older adults with a focus on intergenerational changes. Our over 20 programs are broken into five categories around the

social determinants of health: economic stability, education, health and healthcare, social and community engagement and neighborhood supports. Our demonstrated strength is recognized locally and nationally, allowing us to serve as a partner to state and federal agencies in facilitating regional response to gaps in services. With programs that serve 14 counties throughout South Texas, our programs meet changing needs of our communities in order to serve the most vulnerable with the highest standard of care.



Paid workforce development course on electrical training

Family Service is a grateful recipient of an Impact SA grant that allowed our organization to match existing capital funding and replace our obsolete HVAC system at our San Pedro Office location. This system was over twenty years old, badly damaged from years of hail and exposure to the Texas heat, and was costing the organization \$60,000 every year in maintenance expenses. With a new system, Family Service can now allocate the unrestricted dollars that had been previously spent on maintenance toward supporting our programs.

During the pandemic, we were deemed an essential service by the State of Texas and the City of San Antonio. The funds we saved by installing a new HVAC system help us to address the rising crises in child abuse, neglect, and a shortage of services for children and families. Family Service directs existing unrestricted funds to serve vulnerable populations through comprehensive direct services that ensure San Antonio's equitable recovery. Family Service remained entirely open during the pandemic (not even closing for one day), pivoting direct services to safely interact with our clients. Our



From left to right: Family spending time together at Family Service Neighborhood Place; Family participating in an afterschool program, FAST (Families and Schools Together)

“Impact San Antonio and the amazing women who make it happen truly impact communities, families, and youth. We couldn’t do our work as well without their support.”

MARY E. GARR
President & CEO, Family Service

agency experienced an 800% increase in the need for our services in 2020.

Impact SA is an extraordinary partner because it is rooted in community-centric funding practices that put women in the center of philanthropic action.

This ensures that real impact is possible in the communities we serve, and that difficult and multifaceted challenges can be solved through thoughtful, honest, and inspiring community engagement.

GRANTEE SPOTLIGHT

Roy Maas Youth Alternatives



RMYA staff raising awareness on "End Human Trafficking Day"

Roy Maas Youth Alternatives (RMYA) is committed to caring for children and families in crisis. Since 1976, we have provided services to abused, neglected, and high-risk youth through emergency and residential services, a 24/7 drop-in center for youth who have been or

are at-risk for sex trafficking, a transitional living program for homeless youth aged 18-24 years and counseling services which are offered on a sliding scale to low income families in our community. Children come to us from the Texas Department of Family

& Protective Services, the City of San Antonio, Family and Youth Service Bureau and other agencies.

Our services help youth navigate through the trauma of physical, emotional and sexual abuse, violence, abandonment and neglect they have experienced through no fault of their own. RMYA provides a safe and supervised residential setting, on-campus accredited charter schools, medical care, a nutritious diet, cultural and recreational enrichment programs, individual, family and group counseling services, life skills, and parenting classes.

RYMA has the distinction of having received two \$100,000 Impact SA grants, one in 2014 to replace our HVAC system

and one in 2018 for completely renovating our commercial kitchen. The immediate impact of the grants were significant—our children were able to live in a consistent climate controlled environment and we were able to prepare nutritious meals.

Beyond the immediate impact, receiving an Impact SA grant significantly lifted our visibility in the San Antonio philanthropic community. Even though we have been serving San Antonio for decades, we often had challenges getting traction with much needed project funding. After receiving our first Impact SA grant in 2014, the floodgates opened and RMYA received over \$1 million dollars in new support. Now that's IMPACT!

Even though San Antonio is the 7th largest city in the U.S., we have a very limited number of large foundations and funders. We get excited when we receive a \$10,000 gift; so you can imagine that a \$100,000 grant sent us over the moon. We also can't express enough our gratitude that Impact SA is willing to devote funds to less "glamorous," yet critical projects. Impact SA is incredibly



Children and staff preparing food in the Impact SA Teaching Kitchen

Beyond the immediate impact, receiving an Impact SA grant significantly lifted our visibility in the San Antonio philanthropic community.

BILL WILKINSON
CEO, RMYA

helpful in guiding us through the grant process, and understand how tangible projects lead to intangible results. The wife of

RMYA's executive director was so impressed that she has been a member of Impact San Antonio since 2015.

The Impact of Impact100

INTRODUCTION

While there is comprehensive and diverse literature on giving circles in general, there has been no research conducted specifically on Impact100 to measure its growth, impact on members, and influence on grant recipients. In order to fill the knowledge gap, Impact100 Global partnered with the Morgridge Family Foundation to conduct qualitative and quantitative research with 15 participating chapters. The research focused on three main tasks:

1. Highlighting the components of membership that are most empowering and measuring the value of member empowerment
2. Investigating factors that affect member satisfaction
3. Assessing the impact of chapters locally through the transformative work of their grantees

On the following pages are the highlights of this research. Through individual testimonies and collective statistics illustrating common experiences, the research painted a clearer picture of how Impact100 enacts positive and lasting change on the lives of its members, its grantees and its communities around the world.

“One of the strongest values of Impact100 is that we know how and where the money is going to be spent.”

MEMBER

Impact100 South Australia

MEMBER EMPOWERMENT

Impact100’s core mission is two-fold: to enact positive change in communities around the world and to empower women to expand their role in philanthropy. Impact100 was built on the idea that participating in philanthropy is more than just giving. It is about learning, building community and empowering each other.

When researching member empowerment in Impact100 chapters, it was important to first define what empowerment means and how to recognize its existence, or lack thereof. This research defined

“empowerment” as having a few critical features, namely a sense of control over outcomes, an individual’s belief in their ability to impact those outcomes and awareness of one’s environment.

On these factors, Impact100 members rated their experience highly. Results can be seen below and on the following page.

91.67%

of members say they are knowledgeable about a grant’s impact

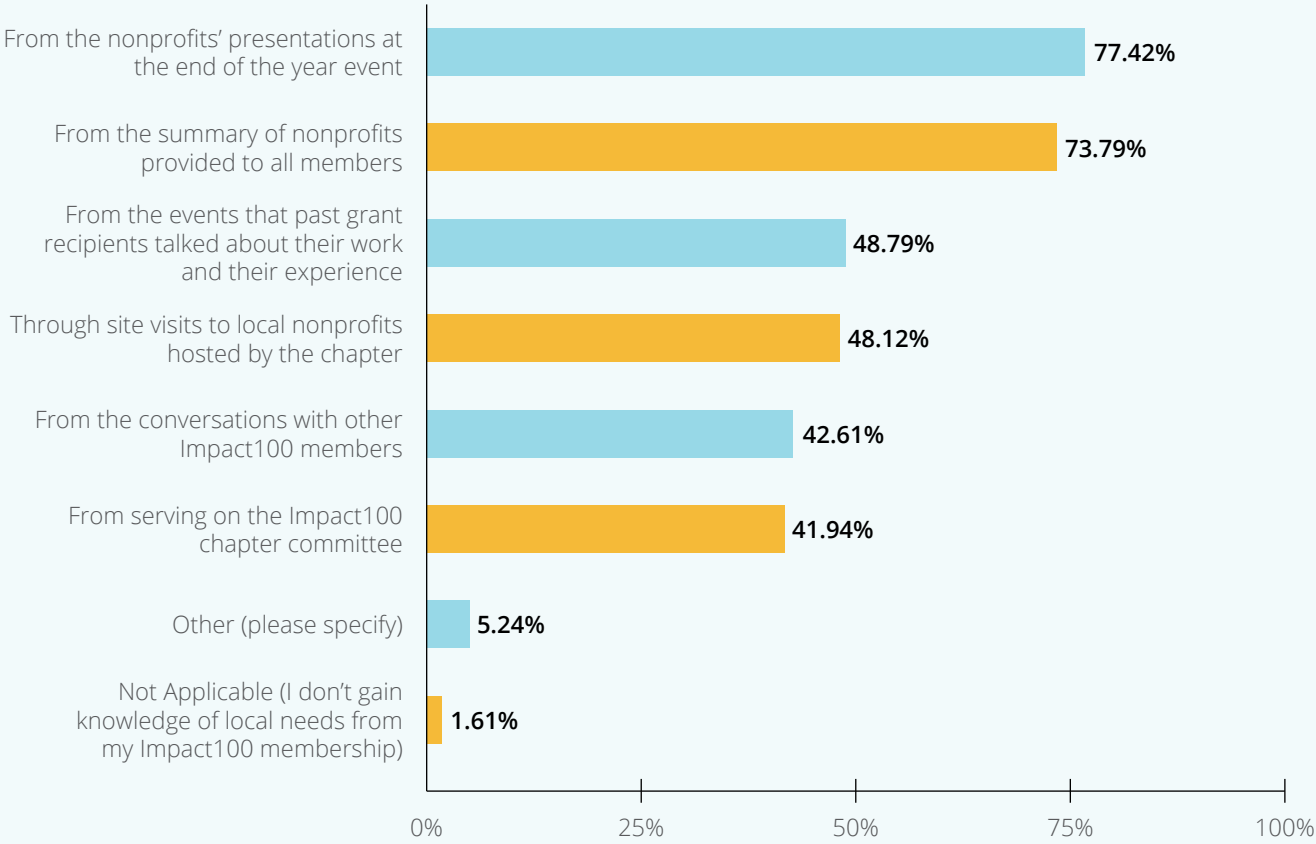
93.15%

of members feel that their chapter clearly communicates vision, mission, goals

92.34%

of members report having enough information to make voting decisions

Proportion of members who gained knowledge about local community needs from their Impact100 membership



88.44%

of members feel educated about local issues and community needs

70%

of members who have never given a single gift of \$1,000 to a nonprofit prior to joining feel more confident in giving for charitable purposes

>50%

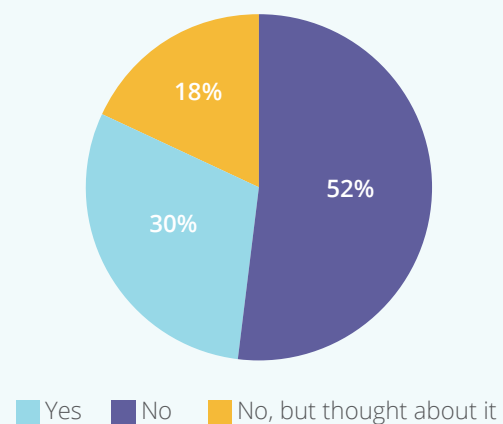
of members discovered meaningful nonprofits from participating in Impact100 and took action to provide additional support

“The more active you are the more rewarding [Impact100] is. You learn about what is out there in the community and what organisations there are that may help people you know.”

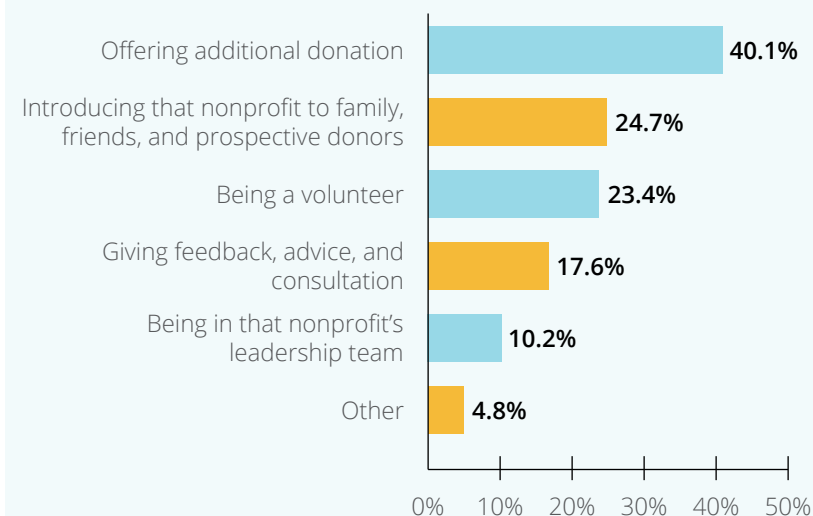
MEMBER

Impact100 Western Australia

Proportion of members who take action to support nonprofit organizations they learn about through Impact100



What are those actions?



MEMBER HAPPINESS

Once the research established that a majority of Impact100 members felt empowered, a unique measurement that is critical to the success of the Impact100 model, we sought to evaluate more common measurements of donor experience: retention and happiness. On this measure, Impact100 members once again scored their chapters highly.

78.49%

The average annual retention rate among Impact100 chapters (78.49%) is higher than the average donor retention rate of small and medium sized nonprofits (47%)

91.7%

say they would recommend chapters to their friends

89.78%

of members plan to continue their membership

55%

say Impact100 helps them expand their social network



Clockwise from top: Indian River Chapter, Palm Beach County Chapter, Metro Denver Chapter

GRANTEE IMPACT

The final pillar of Impact100's mission is to enact positive and lasting change. While enabling women to become empowered and knowledgeable philanthropists is certainly an example of positive and lasting change, a key part of the organization's impact is how its grantees around the world use the transformational donations they receive from Impact100 chapters. Our research solicited direct responses from grantee organizations to evaluate how Impact100 grants of all sizes transformed the nonprofit organizations themselves as well as the people and communities they serve. The highlights from those findings can be seen below and on the following page. Overall, the grantee surveys show the value Impact100 has contributed to local communities: even small gifts make a big difference.

91.7% of the surveyed grantees have used their grants to implement new programs, which aligns with Impact100's mission of empowering their grantees while creating transformative changes to their local communities

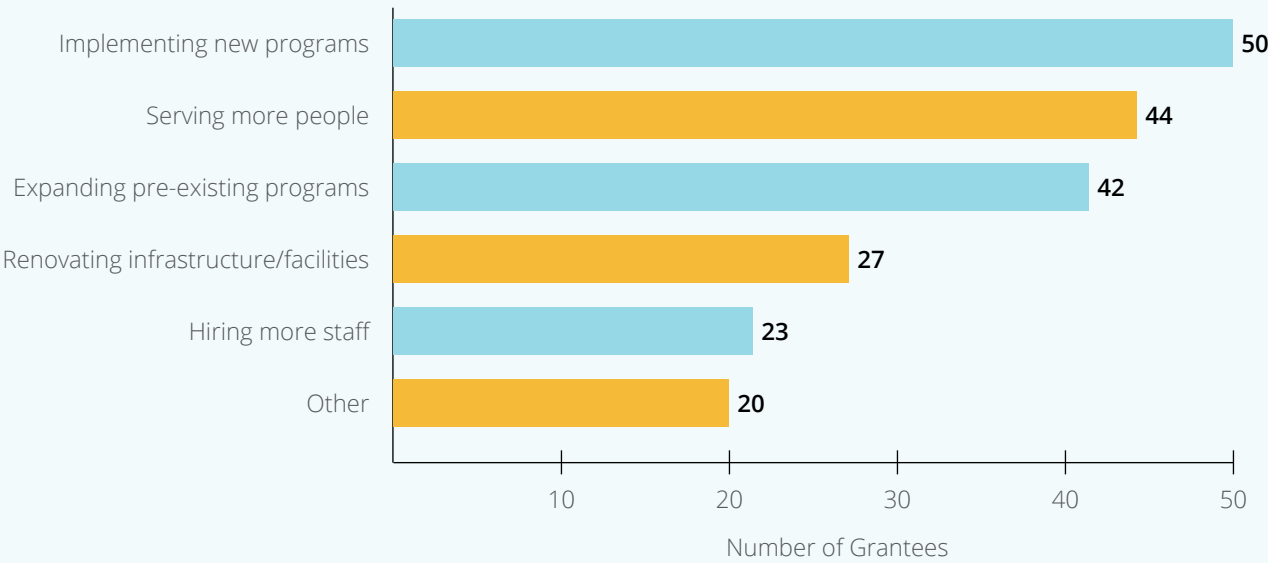
89.78% have been able to fulfill plans of serving more people

1 of 5 grant recipients have used their grants to hire more staff

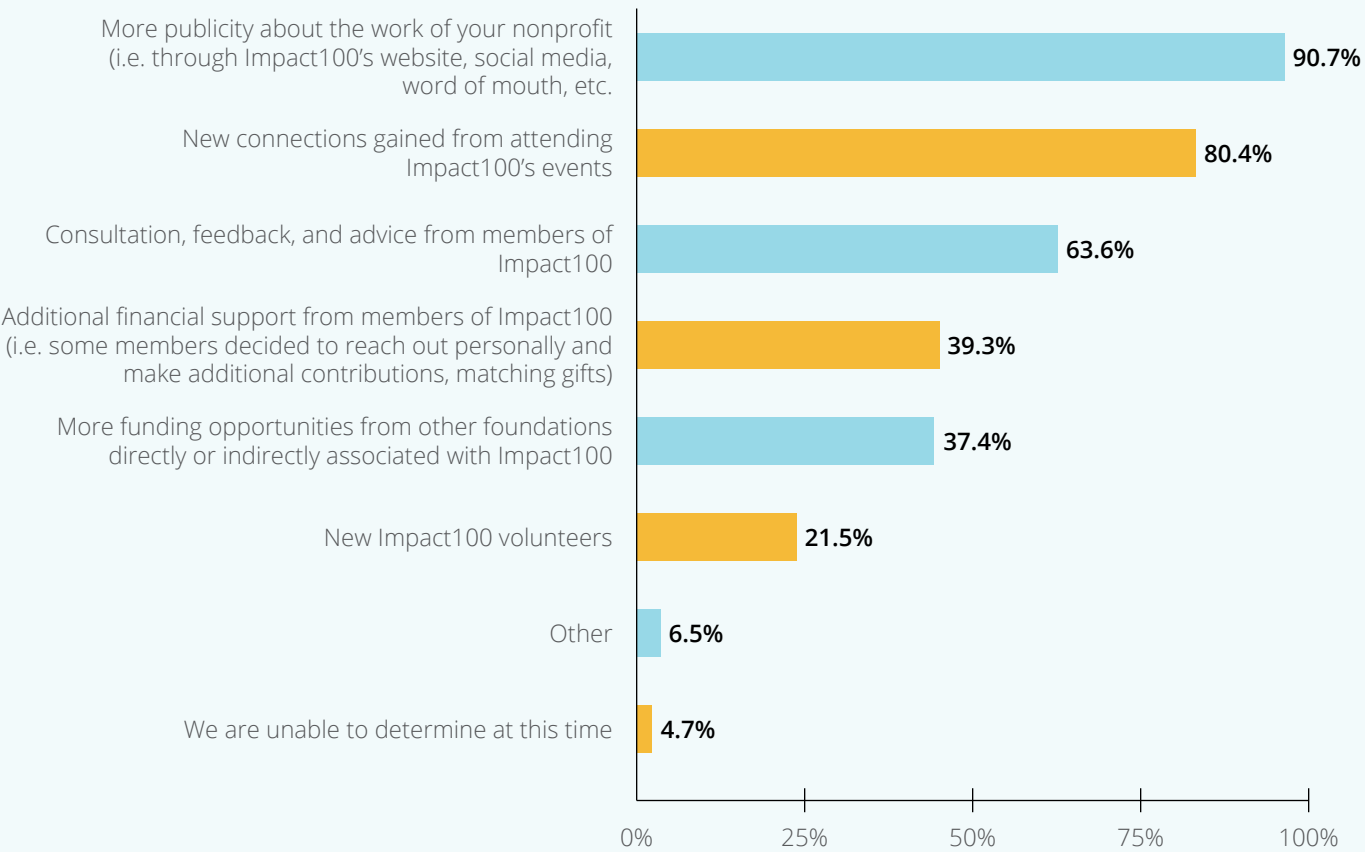
“I am constantly impressed by the women of Impact San Antonio, and the amount of work the volunteers are able to achieve. I greatly appreciate the opportunity to understand the need in our community, and learn more about the amazing agencies that are working hard to address those needs.”

MEMBER
Impact100 San Antonio

How Impact100 grants are used



Additional benefits from being an Impact100 grantee



Behind the Research

PURPOSE

Last year, the Morgridge Family Foundation released a report in partnership with sparks&honey called The Future of Giving. The report dives into five cultural shifts occurring right now that affect giving today and in the future. To be successful in the long-term, organizations of all types need to pay attention to these shifts and adapt accordingly.

Arguably the most important shift covered in the report is the widespread decline in societal trust. Universally, people trust institutions less, including the government, news outlets and nonprofit organizations.

Why is this relevant? Because Impact100 is part of the solution.

Collective giving, giving circles and other democratized forms of giving are proven to increase trust in nonprofits, because members are more likely to know where their money is going and how it is used. They feel more involved in the mission.

Another critical way to combat diminishing trust is to practice radical transparency. Radical

transparency for nonprofits means showing how donations are spent and measuring impact relentlessly. It means sharing data and stories and lessons learned. This research does all of that and more.

It is our hope that the stories and statistics unearthed through this research inspire more people to get involved and to support Impact100's work.



San Antonio Chapter President Jennifer Bennett celebrates the close of their virtual 2020 Grant Award Night, where nearly \$500,000 in grants were awarded



2019 Young Impact Members (Western Australia Chapter)

We hope it inspires radical transparency, not only among nonprofits but in all industries and aspects of life.

OVERVIEW OF RESEARCH DESIGN

This Impact100 research aims at collecting information from a variety of topics, including chapter's challenges to retain and recruit members, determinants of member satisfaction, evidence of member empowerment, and community impacts. To fulfill those research purposes, this project consists of 3 major components, namely interviews with Impact100 chapter presidents, surveys with members and surveys with grantees. The specific objectives,

scopes, and methods of each component are discussed below.

INTERVIEW WITH IMPACT100 CHAPTER PRESIDENTS

The interview with Impact100 chapter presidents took place first, from September 2020 to December 2020. Email invitations were sent directly to presidents of all 61 active chapters, 40 of which responded and confirmed their participation in the interview.

The length of each interview varied from 20 minutes to almost one hour. Interviews were all audio recorded for transcription and analysis purposes with permission

from the interviewees. During the pandemic when it was not safe to meet in person, most interviews took place online through Zoom, however, there were a few exceptions when the chapter's president would prefer a phone call. Presidents received a copy of the questionnaire prior to their interview, about the chapter's general operations, president's views around member empowerment, grant information, and some community impacts. The last 5 to 10 minutes of each interview were usually used to discuss the next steps of the project - member surveys and grantee surveys. After the interview, we sent each president and the board of directors the questionnaire we would use in each survey to review, give us feedback, and decide on whether or not they would like to participate further in the project.

IMPACT100 MEMBER SURVEY

Helping Impact100 leaders understand their member satisfaction and telling a story of member empowerment are the two main themes of our member survey. From conversations with Impact100

presidents, retaining members stands out as a common challenge among most chapters and they all hope to learn the best practices from others. According to the 2014 research by the Centre for Effective Philanthropy, donor satisfaction is highly correlated with their desire to continue giving at a community foundation. Therefore, this part of the research is dedicated to study the current member satisfaction level, what matters to the members, and what changes are needed to make them feel more satisfied.

In terms of member empowerment, since Impact100's core mission is to “unite, empower women to give together, and to create transformational impact, locally and globally”, we aim to quantify and measure how empowered each member feels after participating in Impact100. To achieve this goal, we base our survey questions on the ground of the Theory of Empowerment by Zimmerman, which defines an empowered individual as someone exhibiting “a sense of personal control, a critical awareness of one’s environment,

and the behaviors necessary to exert control” (Zimmerman, 2000). SurveyMonkey is the online survey tool we use to collect data. Respecting the presidents’ concern around the disclosure of member’s personal information, we ask chapters to actively distribute the survey link on their own to their members through different online channels (i.e. emails, newsletter, social media). With

the great support of some Impact100 presidents and board members, we received 744 completed surveys, making this sample large enough for statistical inferences. However, the fact that only 23 chapters have members completed the survey, together with the variance in the completion rate across participating chapters (table1), may affect the representativeness of our sample.



South Jersey Chapter

IMPACT100 GRANTEE SURVEY

Since Impact100 functions in a decentralized fashion, where each chapter is unique and independent on its own, measuring how the movement has impacted and transformed the local community has been challenging. In this first research project focusing exclusively on Impact100, we hope to answer the following questions:

What are the purposes that the Impact100 grants have served?

How many people have been touched by the Impact100 grants? Who are they? Beyond financial support, what are the other benefits for being a grantee of Impact100?

Similar to the member survey, Impact100 chapters helped us send out the SurveyMonkey link to their past grant recipients. Overall, we have 17 chapters participated with a total of 107 completed responses. This is not a large sample, especially when considering the fact that

Impact100 has been giving out grants in 2 decades, which is one limitation to our project. We hope future research would be able to reach more grant recipients to fully demonstrate how Impact100 has been transforming local communities through the great work of its grant recipients.



Clockwise starting at left: Owensboro Chapter, The Palm Beaches Chapter, St. Lucie Chapter



Ocean First Event (Jersey Coast Chapter)

“All of our members get information that empowers them to make important decisions throughout the year. The ongoing communication about current members is inspirational. I hope to continue to learn more from the remarkable women that are a part of the Impact experience.”

MEMBER

Impact100 Jersey Coast

“Being involved in Impact100 has really strengthened my appreciation of the issues facing the larger New Jersey community. I have a newfound appreciation for the good work being done by so many nonprofits in our area.”

MEMBER

Impact100 Garden State



Rina Ramirez and Michelle Blanchfield of Zufall Health Center receive their grantee check (Garden State Chapter)



South Australia Chapter



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