

# Impact100<sup>TM</sup>

MAGAZINE

ST. LUCIE

**Learn About  
Impact100**

*Local*  
**Member  
and Grantee  
Spotlights**

**Membership  
Research  
Results**







Greater Chesapeake  
Chapter



# Table of Contents



**2**    **A LETTER FROM OUR  
FOUNDER & CEO  
WENDY STEELE**

**4**    **A WORD FROM  
CARRIE MORGRIDGE**

**6**    **ABOUT IMPACT100**  
Learn how Impact100 works,  
our growing reach, and how  
we give.

**10**   **A LETTER FROM YOUR  
CHAPTER PRESIDENT**

**12**   **MEMBER SPOTLIGHT**  
Hear from Chapter members.

**14**   **GRANTEE SPOTLIGHT:**  
Exceptional Academy for  
Differently-Abled Learners

**16**   **GRANTEE SPOTLIGHT:**  
Tykes and Teens

**18**   **THE IMPACT OF  
IMPACT100**  
See the results of our  
member and grantee  
research.

**24**   **BEHIND THE RESEARCH**

# *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

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*

*“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*



# 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)



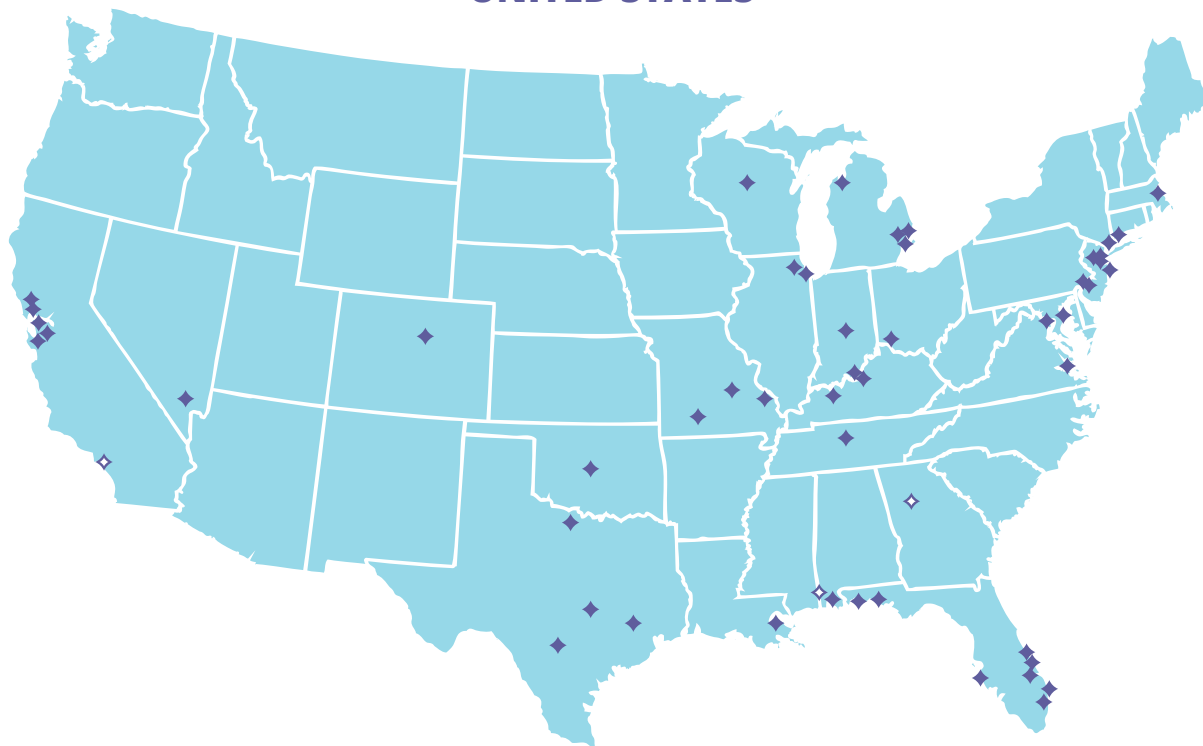
**CHAPTERS ARE VOLUNTEER-LED**



## 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.

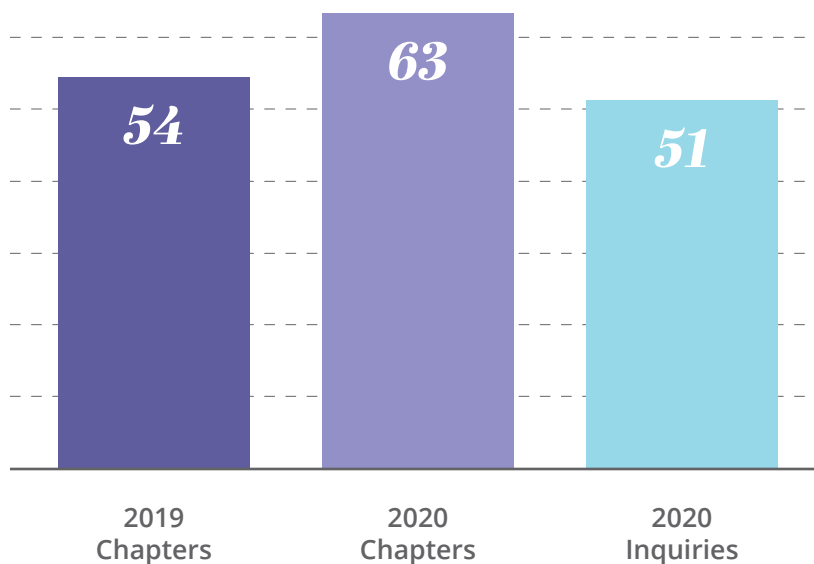
As giving continues to grow and evolve, there's no doubt that giving circles will play an important role in shaping future philanthropists and their priorities.

### 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*



**JANET MAFFUCCI**

**St. Lucie  
Chapter President**

“Be the change you want to see in the world,” a quote often attributed to Mahatma Gandhi, forms the basis of what Impact100 St. Lucie is trying to accomplish. Our chapter, located in St. Lucie County Florida, was formed in 2017 through the efforts of six like-minded women—Cris Adams, Debbie Butler, Linda Chastain, Lisa Floyd, Ruth Stromak, and Bunny Webb—who believed in the power of philanthropy to help improve and transform the lives of residents in our community. They worked hard for over a

year to bring other philanthropic women into the group and, by the end of 2018, we had 121 members.

In April 2019, Impact100 St. Lucie awarded its first grants with much fanfare and to great anticipation. We had three very deserving finalists who each made a 7-minute presentation at our luncheon. The vote was close and everyone agreed that, no matter who won, that agency would be a worthy winner. We awarded \$100,000 to Tykes and Teens, a mental health organization for children and teens, and divided the remaining \$21,000 between the other two finalists.

In 2020, Impact100 St. Lucie deviated from the Impact100

model and joined a consortium to help fund relief efforts needed because of COVID19. We were very proud of our members for recognizing the tremendous need in St. Lucie County and allowing us to divide our \$116,000 among thirteen agencies who were struggling with the increased needs of their clients due to the pandemic.

Impact100 St. Lucie has spent this past fall and winter trying to regroup. We lost a large number of our members to financial hardships brought on by the pandemic and have been working hard to reach a new demographic. In order to give our members a sense of unity and community, we are initiating in the fall a monthly service day

where we will volunteer at one of our nonprofits to help them with a specific project. We are also excitedly planning our 2021 award celebration in October, even though we do not have 100 members. It is important to keep the momentum going and get whatever funds we have collected out to our local nonprofits.

Many of the non-profits in our community are overwhelmed just serving the everyday needs of the residents of St. Lucie County. Even when they develop original and transformational programs, it is difficult to find the resources to fund them. Impact100 St. Lucie gives them the opportunity and the financial backing to initiate these programs. Without this grant, an outstanding program might never come to fruition. Giving circles like Impact100 also empower its members and help them form strong bonds and alliances with the other women in their circle.

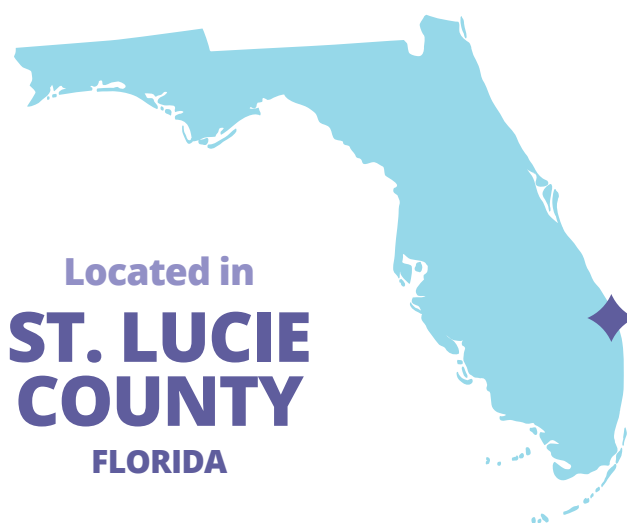
All the best,

**Janet Maffucci**

*President, Impact100 St. Lucie Chapter*



# St. Lucie



**2017**

**Year Founded**

**71**

**Number of Members**

**\$307,000**

**Total Giving**



# Member Spotlight

FEATURING



**BUNNY  
WEBB**

*Member since 2018*



**JANET  
MAFFUCCI**

*Member since 2018*

## Why did you join Impact100?

**BUNNY:** The simple answer is that I was approached by two friends and asked to join. But I gave it some thought. The real answer is that this request came to me just as my late husband and I had opened a Donor Advised Fund at the Community Foundation Martin St. Lucie. We did so in order for our philanthropy to be more strategic and impactful. Impact100 was precisely what we had in mind. It was an opportunity to bundle my contribution of \$1,100 (\$1000 towards the grant and \$100 administrative fee) with that of 99 other women to make a \$100,000 grant to support a needed and impactful community project. Through Impact100, my donation could have a significantly greater impact than I could have alone.

The multiplier effect of giving circles is strategic and impactful and does move the needle.

**JANET:** I have always been involved in volunteerism and helping others. I met Debbie Butler, the driving force behind Impact100 St. Lucie, shortly after moving to Port St. Lucie. She introduced me to the Impact100 concept and asked me to join. I decided to give Impact100 a try.

I joined in its first year. The Award Event was a wonderful celebration of what we were trying to achieve. The three finalists were all very deserving of the grant so I felt that, regardless of which agency won, our first award would have a transformational effect on the winning agency and the people it served. I was very correct in that observation.

## What about Impact100 inspires you to return year after year?

**JANET:** I am very proud of the work that Impact100 St. Lucie is doing and has done for our community. Turning a \$1,000 donation into a \$100,000 grant with the help of ninety-nine other women is a unique opportunity. I don't know of any other way to have your money multiplied one-hundred-fold to help those in need.

**BUNNY:** That is simple. St. Lucie County is a demographically diverse, working-class community in South Florida. We have sizable marginalized and working poor communities served by over 700 nonprofit organizations. The need for systemic support and resources outside of governmental support are great.

To be effective, donors need to be prepared to support the community continuously as long as they are able. If one wants to be a part of the solution, one needs to be relied upon year after year. Impact100 is a vehicle to provide ongoing support provided its members are committed for the long term.

**What do you think democratic giving circles, like Impact100, offer their members?**

**JANET:** I think that giving circles like Impact100 are crucial to forward-thinking nonprofit agencies who devise life-changing programs for their clients but who do not have the resources to implement those programs. Impact100 focuses on those transformational projects and provides the necessary funding for them. They are also important for the women who join them. The friendship and camaraderie with like-minded women that can ensue from participation creates strong bonds within each chapter.

**Describe a meaningful moment from your Impact100 experience.**

**BUNNY:** Were it not for the pandemic, I would answer

this question differently. But Covid-19 was a game changer, forcing our Impact100 chapter to adapt to our community's needs. Impact100 St. Lucie had raised \$116,000 for 2020 and notified the first cut of semi-finalists when Covid-19 hit. The selected nonprofits contacted us to withdraw their applications for new, innovative projects because demand for services was growing at such a rapid rate and they were committed to respond to the immediate needs.

My most meaningful moment was to be a member of Impact100 when it joined the Funders' Consortium of local

organizations like the Cleveland Clinic Martin Health System, United Way, and many others to combine their resources, evaluate Covid-19 grant applications and provide grants directly to local nonprofits in urgent need of supplies. Impact100 St. Lucie was nimble and perceptive enough to join these organizations and respond to the overwhelming needs in the community in a timely and impactful way. Another point of pride for me with respect to Impact100 has been our ability to diversify our membership in keeping with the demographic makeup of our county.

---

*“[Giving circles] are also important for the women who join them. The friendship and camaraderie with like-minded women that can ensue from participation creates strong bonds within each chapter.”*

**JANET MAFFUCCI**  
Impact100 St. Lucie





## GRANTEE SPOTLIGHT

# *Exceptional Academy for Differently-Abled Learners*

Exceptional Academy for Differently-Abled Learners is the only private school in all of St. Lucie County that specializes in serving children with Autism and Related Disabilities. With Autism rates on the rise and the latest statistics from the CDC showing that 1 in 54 children are affected by this disorder, there is now, more than ever, a growing need for more schools in this country to specialize in helping these differently-abled learners get the right educational foundation to progress and become as independent in life as possible.

Impact100's grant made a huge difference for our students' families. With the grant money that we received from Impact100, we were able to provide three full and six partial scholarships for our summer social skills program for children who would not be able to afford to attend otherwise.

Our school's summer social skills program is the only summer day camp in all of St. Lucie County

that is dedicated and trained with staff specifically to serve children with Autism and Related Disabilities. This summer program is a huge help to special needs families in the community, as they struggle to find appropriate places to send their special children to get proper care throughout the summer months while school is not in session.

Working with Impact100 has been different from other funders. They really pinpoint what the community is needing at that time. They always have their eyes and ears open in the community and really look to help those organizations that need it most. Some of the smaller nonprofits that are doing amazing things in the community often get overlooked for funding by funding organizations. Impact100 really digs deep to find and spotlight these smaller, overlooked organizations and helps tremendously to get their organization's name and mission out there for the community to be aware of.



---

*They [Impact100] really pinpoint what the community is needing at that time. They always have their eyes and ears open in the community and really look to help those organizations that need it most.*

---





## GRANTEE SPOTLIGHT

# *Tykes and Teens*

Tykes & Teens is a leading provider of the highest quality, evidence-based mental health services and programs for children and adolescents

for 25 years. Our mission is prioritizing children's mental health in our families, schools and communities through prevention, education and

treatment. Our passion and commitment is to empower children and strengthen families by ensuring that all children have access to high quality counseling and mental health services, regardless of financial status.



We advocate for increased awareness of mental health to remove the stigma and shame often associated with seeking mental health treatment. We provide affordable, quality mental health services for children in need across the Treasure Coast from more than 50 service locations, in collaboration with numerous community partners, and virtual telehealth services. As a 501(c)(3) nonprofit agency, we provide

\$750,000 in unreimbursed services to the communities we serve each year.

Thanks to Impact100 St. Lucie's generous grant award, Tykes & Teens was able to open our first outpatient office outside of Martin County. This gave us the opportunity to grow roots in the community and fulfill a great need for children's mental health services in St. Lucie County. Since opening our St. Lucie County outpatient office in 2019, we have served more than 118 clients and provided more than 4,000 sessions out of the office or via telehealth. It provided a foundation that has also allowed us to expand funding with other community partners.

We truly appreciate having the opportunity to meet and get to know the many influential funders in St. Lucie County who share our passion for strengthening and building resilient children and families with high quality mental health services. We are grateful to collaborate with St. Lucie County residents who are invested in making a difference in the community.



---

*“It [Impact100 St. Lucie’s grant award] provided a foundation that has also allowed us to expand funding with other community partners.”*

---





# *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*

---

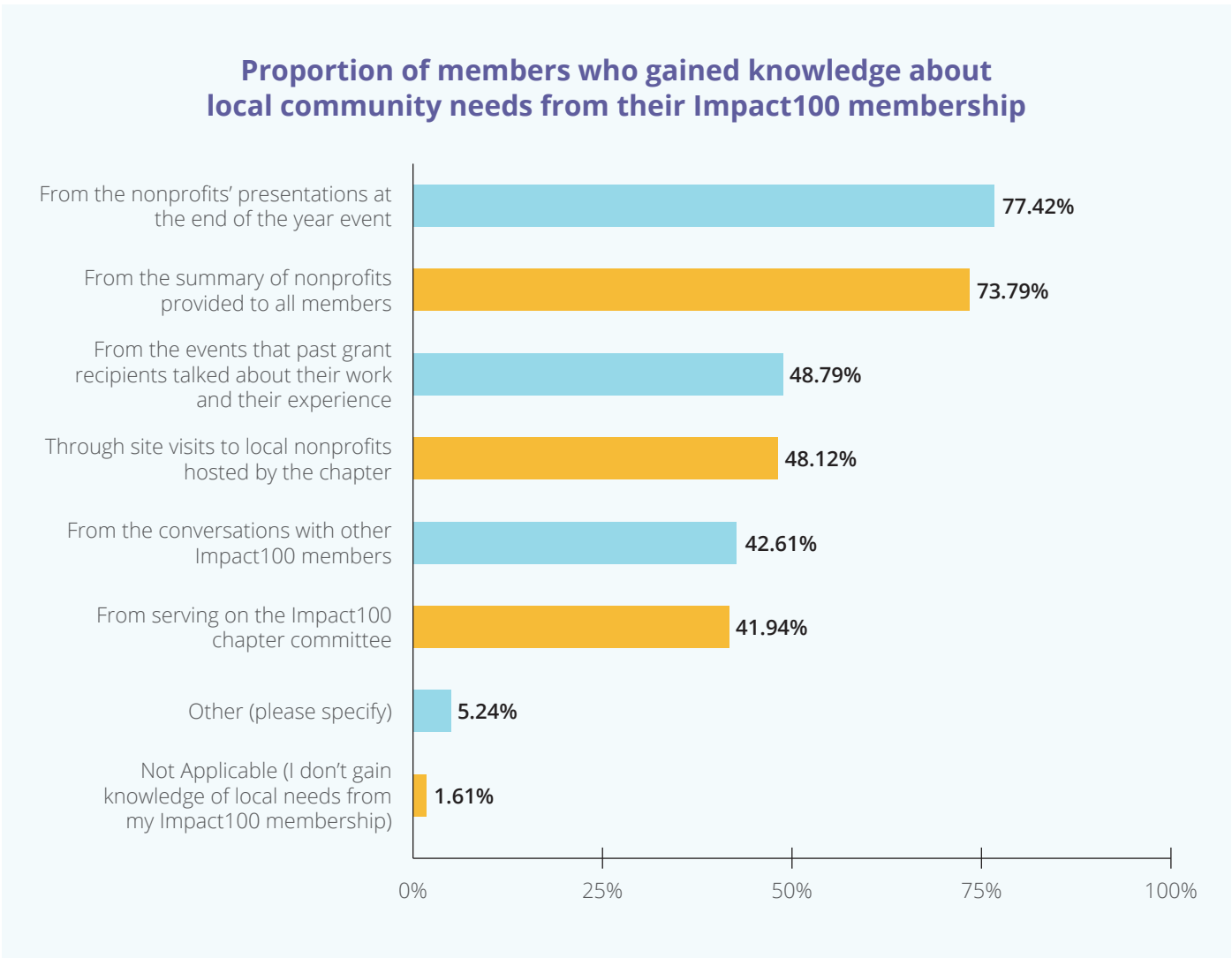
## **MEMBER EMPOWERMENT**

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.





**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%**

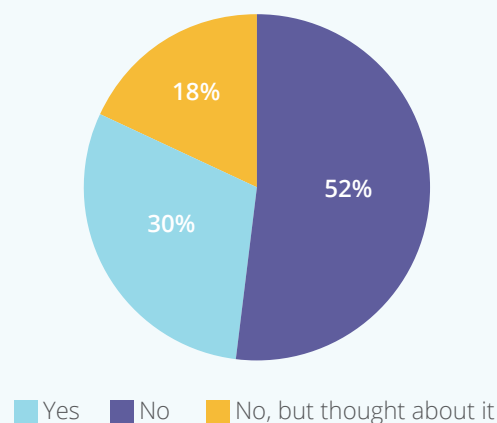
of members discovered meaningful nonprofits from participating in Impact100 and took action to provide additional support

*“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.”*

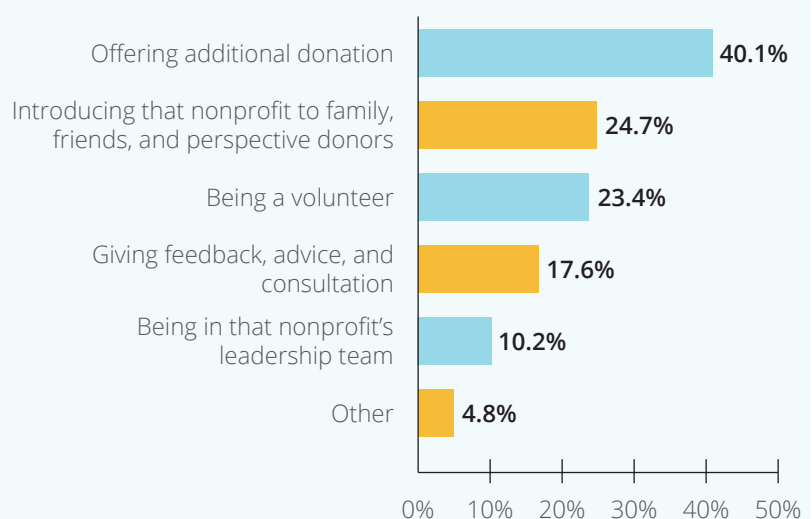
**MEMBER**

*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

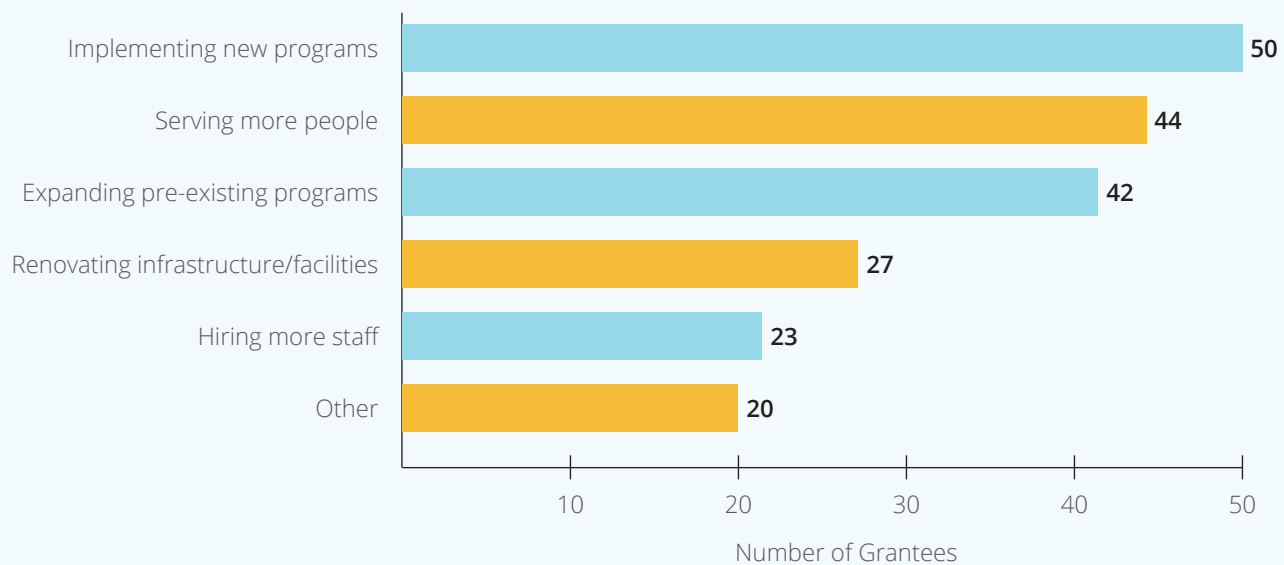
grant recipients have used their grants to hire more staff

*“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.”*

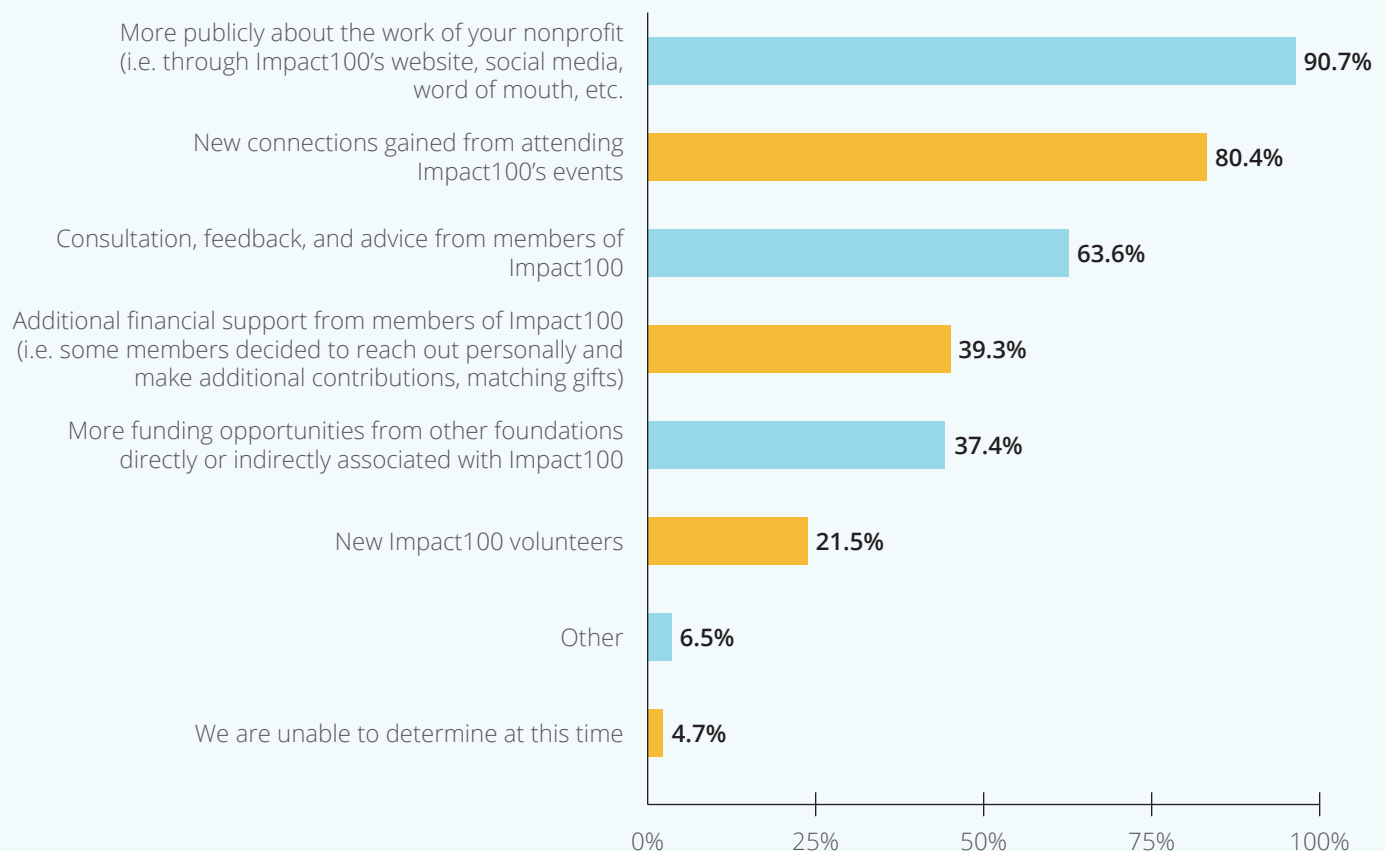
**MEMBER**

*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 we 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

Impact100's 20 years of grant making has contributed over 13 million dollars to a great number of communities where each chapter is based. 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)*

*“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*

*“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*



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





South Australia  
Chapter





IMPACT100GLOBAL.ORG • 231-632-4034