



CAUTION
I BRAKE FOR MARYLAND
PHILANTHROPY NETWORK PROGRAMS

got results?

Inspired by Kristen ©2018

Strategies for Professional Excellence and Personal Satisfaction

Rewards Identified by Grantmakers

- ▶ Meaningful, satisfying
- ▶ Interesting, stimulating, intellectual
- ▶ Status and influence benefits
- ▶ Community connection and knowledge

Source: Grantcraft, *Personal Strategy*

Challenges Identified by Grantmakers

- ▶ Role/Self tension (sometimes parts of your job aren't a personal fit. What do you do with them?)
- ▶ The “Sandwich Factor” (caught in the middle between boards and bosses and grantseekers and grantees)
- ▶ Perspective loss (totally immersed in duties and responsibilities, no perspective on your work)
- ▶ The “Mother Teresa Syndrome” (assuming the responsibility of the world on your shoulders)
- ▶ Arrogance/power creep

Source: Grantcraft, *Personal Strategy*

Strategies for Effectiveness, Growth, & Renewal

- ▶ Become active in your regional association, join an affinity group.
- ▶ Find a cadre of colleagues, start a community of practice.
- ▶ Give back to the profession, stay attuned to the field.
- ▶ Find a mentor, don't be without one.
- ▶ Enjoy the community, take advantage of community resources
- ▶ Analyze frustrating situations, understand role conflicts
- ▶ Join national networks
- ▶ Analyze frustrating situations, understand role conflicts

Grantmaking Practice Online Resources

[LearnPhilanthropy/Johnson Center for Philanthropy](#)

- LearnPhilanthropy.org exists to accelerate learning among newcomers to philanthropy and evolve how learning happens in the field.



[Candid Learning for Funders](#) (formerly GrantCraft)

- Candid Learning for Funders develops and curates resources across different strategies, issues, languages, and formats.



Regional Professional Development

- ▶ Join Maryland Philanthropy Network's General Mailing List
 - www.marylandphilanthropy.org/events
 - Affinity Groups & Roundtables
- ▶ GBC's The Leadership or Leadership Maryland
- ▶ Emerging Leaders United
 - www.emergingleadersunited.org
- ▶ ABC Board Pipeline Training
- ▶ Business Volunteers Maryland
 - www.businessvolunteersmd.org
- ▶ EPIP - DC Chapter



National Philanthropy Serving Organizations

Philanthropy-Serving Organizations (PSOs) have deep content knowledge in their specific areas of expertise:

- Issue areas such as Grantmakers Concerned with Immigrants and Refugees
- By role such as Peak Grantmaking
- Demographic focus such as Hispanics in Philanthropy
- Long list here!

www.unitedphilforum.org/national-philanthropy-serving-organizations



Action Steps for the Short Term

- ▶ Take a piece of paper and an envelope OR open a calendar appointment for July 28.
- ▶ Write down three things that you will do over the next six weeks to continue learning, strengthening your skills and effectiveness, and/or supporting yourself in philanthropy.
- ▶ Address the envelope to yourself, put it somewhere you can find it later
- ▶ Set a reminder “Continuing to Learn Message!” for July 28
- ▶ Are there ways that Maryland Philanthropy Network can help support your growth? If so, let us know!



**Maryland
Philanthropy**
NETWORK
Advancing Impact

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