



ANNUAL REPORT

2017 - 2018

INVESTING IN HUMAN POTENTIAL

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YEAR END REFLECTIONS

by GoPhil Co-Founder, Lydia Dean

***“Philanthropy ought to be about caring for all points on this magnificent web** and ensuring an open and easy flow of every currency that circulates between them — of rights, funds, ideas and opportunities... because they are shared.*

More and more we see this as the work of GoPhil.”



Amrita is a 12-year-old former child laborer from a migrant family in India, considered by her own society to be beneath the level of an 'untouchable,' but she successfully graduates from secondary school. A future bright with possibilities is laid out before her — an accomplishment that in her family and community, most of whom have never set foot in a classroom, is considered unimaginable. Amrita was offered this chance of a lifetime after a brave human rights activist marched into the brick kilns where Amrita and her family were trapped in a vicious cycle of modern day slavery and demanded that **Amrita should have access to her childhood, including her right to education.**

This courageous warrior has put a near stop to the child labor market in the brick kilns across her region in India. This too, is an almost unimaginable success. **How did she accomplish this?**

Through a variety of seemingly unrelated support from various channels — from a traveler who met her and was so inspired that he sold all of his belongings and devoted his life to helping her, through donations made by local people and businesses who opened their eyes to what was happening in their backyards. She received help from a small foundation in the United States who spread the word and generated funds to help with the basic operating costs of her NGO and by securing donors to sponsor children she rescued. Within the foundation is a kind woman who offered to volunteer her free time sharing precious information: letters, photos and school reports between the sponsored children and their donors living thousands of miles apart.

Amrita is one of these children.

So what do these moving parts have to do with one another? **Absolutely everything.**

Continued...



We believe this exemplifies how the whole idea of “giving” is so very complex, and why we at GoPhil are constantly saying that it is not merely about a one-way transaction. The story we describe above is but one of hundreds that we experience at GoPhil in any given year as we work in lock-step with more than thirty dedicated, community-based programs driven by people who refuse to accept a lack of basic human rights in their villages and communities. The story reflects an interconnectedness that we might never completely comprehend. It convinces us that it is not about the actions of a single individual that changes the fate for the Amritas of the world, but the decisions and support of many who decided to make a move. **We are quite certain that the positive shifts we see within the under-represented and marginalized places on our planet are the result of a confluence of people and organizations who have become alive and fully awakened to the world’s weaknesses.**

There is always a great deal of focus in philanthropy on the end result – the deserving child from a disadvantaged background achieving her full potential. We should be careful though, in becoming too laser-focused on just one singular impact. There are many unexpected results along the way to make room for which we may not have been looking for at the outset – the serendipitous side of cause and effect. More importantly though, we risk missing the importance of making sure that everyone who was a part of the success unfolds and reaches their full potential as well. The wellness of one affects the whole, and vice versa – yours and mine included. **Philanthropy should be about caring for all the points on this magnificent web and ensuring an open and easy flow of every currency that circulates between them – of rights, funds, ideas and opportunities – because they are shared.**

Continued...



This year a big lightbulb went on for us. When we took a specific look at the various roadblocks we encountered throughout the year, we noticed something rather amazing. Normally in those moments of challenge, there was something that was lacking – funding, time or skills, either internally at GoPhil or within our network of partner NGOs. Incredibly, in almost each and every instance, someone stepped up to the plate to compensate, fill in the gaps, and keep the web intact.

When we experienced challenges internally with a volume of work that exceeded what a mostly volunteer team could manage, people stepped forth to share the load. The gracious loyalty of our Founder's Circle – a group of dedicated donors committed to investing in our internal growth – provided funds to hire additional staff. Where one donor could no longer contribute to a program with critical needs, another stepped in. As we needed to cast a wider and broader net to help bring more voice to indigenous communities, ambassadors mobilized and held hub meetings in their homes and community centers. When there wasn't enough money in the pot to provide several programs larger individual grants, groups of NGOs bonded together to share and collaborate on small seed grants. And the list goes on.

To see how this all played out in detail, we hope you enjoy this year's Annual Report.



Lydia Dean



Linda DeWolf



Tracey Morrell



"We are reminded on a daily basis, that it is in those places 'of need' that we find a well of potential, a war chest of courage and brand of resilience not often recognized in our world of comforts."

- Lydia Dean, GoPhil Co-Founder



OUR INVESTMENT MODEL



GOPHIL IMPACT

A SNAPSHOT OF SUCCESS: **2017 - 2018**

\$363,000
GRANTED TO PROGRAMS
IN 2017 - 2018

76% of donations received are granted.

40
PROGRAMS IN OUR
PARTNER PORTFOLIO

*75% of our active partners collaborate,
network and cross learn with one another.*

\$1.44 Million
TOTAL FUNDING DISTRIBUTED TO
PARTNER PROGRAMS BY GOPHIL
SINCE INCEPTION IN 2011



*"Although I am a typical loner in my daily life,
my awareness of belonging to the invisible
community of those who strive for truth,
beauty and justice has prevented me from
feelings of isolation."*

- Albert Einstein



INSIDE THE FOUNDATION

IMPLEMENTING STEPS FOR POST-FOUNDER SELF-RELIANCE

We can start by getting real. Things got slightly wobbly internally this past year, forcing the core of GoPhil to traverse some rocky terrain.

In late 2017, we felt it prudent to get an objective diagnostic of where we were and where we wanted to go in our next stage of development. We consulted with Astrid Koch, a brand strategist and global thinker who helps teams transform while keeping their values front and center. In meeting with key staff and Board of Directors, Astrid conducted strategic research that delved into an evaluation of GoPhil's greatest vulnerabilities as well as our assets.

It can be a hard thing to do — to turn the mirror internally. Well actually, reviewing the asset part was really easy, and lo and behold, we all agreed on them! Apparently, this wasn't where the real work was to be found.

As a result of Astrid's research we realized that one of our biggest challenges was in discovering a future pathway for our own leadership and sustainability. This is a pretty big ticket item. When it came to how, who and in what manner GoPhil would steer its future, things became muddy. GoPhil has been managed by three volunteer Co-Founders, each of whom have very distinct and separate skill sets. They are the Foundation's brainchildren, have been leading it from its beginning, yet truth be told, they were beginning to feel the weight of a growing organization on their shoulders. It was doubtful to think we could continue to grow our efforts on mainly volunteer efforts at the leadership level.

Continued...



We have spent years observing the near martyrdom cultures within our partner NGOs around the world. We rally for founders to get help, to hire staff, to put the needs of the organization on par with the needs of the communities they serve. Sometimes these wishes are heard — we get a little nod indicating understanding, yet to actually put a plan and funds in place to move them from frontline 'do-er of all' proves to be a long journey for most. We are extremely proud to have helped many humanitarian warriors and leaders of organizations - many of whom accomplish more for humanity in a morning's work than most do in a lifetime - transition to a place where they can LEAD, but DO less. We have seen how the space to achieve this creates the wingspan for greatness.

But could we do this ourselves?

If GoPhil was going to grow, to have a long and healthy future, it simply had to make similar moves. We needed a succession plan. And more broadly speaking, we needed to ensure that GoPhil would never be about the efforts of any one person or group of individuals. The strength and beauty is in representing a collective heartbeat — a place where many come and contribute around what is good and right and what matters.

This pivotal evolution would require more staff — paid staff. Where would we find the funds to do this long-term? Then with a new organizational structure in place, how could we continue to grow while maintaining our personal touch which we are so well known for?

Continued...



For a non-profit, who is (or should be) better equipped to help you find your way when the fog is thick than the Board of Directors. For most of its early years, GoPhil had a hyper-lean board of three people, all of whom had been a part of founding GoPhil. Knowing this size and make-up had limitations in objectivity, we expanded to five members in 2017. While still small, this stretch served us well in navigating the difficult waters revolving around a pathway for our own growth and sustainability.

They listened intently and suggested revisions be made to the current strategic plan to include a more detailed framework for succession. The Co-Founders toddled off and did their work like good soldiers, returning proudly to the Board a few weeks later to present what they felt was the perfect solution — to hire an Executive Director. They would each take a side step and remain on the sidelines as advisors. And what would this Executive Director person do? Pretty much everything the three of them did on a volunteer full-time basis.

A bit pie in the sky? Perhaps. The Board blew holes in every angle of the plan. It was unreasonable, they pointed out, to find anyone who would have all of those skills combined, not to mention that the budget for a salary was unrealistic next to what they would be asked to do. And then there were the three Co-Founders hovering in vague roles alongside this new Director, creating a rather confining space for a new leader to spread their wings.

"We think you need to go back to try again," the Board said. "Unpack your roles in more detail and find creative ways to allow the space for others to take on more." They pushed back and tested us to create a new three year strategic plan that would force us to transition in more reasonable and smaller steps.

Continued...



We are happy to say that Round 2 was greeted with a lot more warmth, and what has transpired since have been gentle, attainable and practical steps towards the next wave of leadership within GoPhil and a way in which the knowledge and wisdom gained could be shared and built upon. **See our Three Year Strategic Plan [here](#).**

Jill Roeder, *Director of Operations*, was hired to help with operational processes within GoPhil. Soon after joining, Jill successfully facilitated the daunting task of merging to a new donor database management system. With this new tool (Bloomerang) and Jill in place, we can more effectively segment our donor base and tailor processes to optimize donor communication, cultivation, retention and development.

Travis Day, who worked as a consultant on everything from building our website to PR materials to the management of GoPhil social media, took on a more formal position as *Director of External Communications*.

Emily Bild, Regional Program Manager for India/Nepal, became our new *Director of Global Programs*, ensuring consistency in regional and organizational development, grant management processes and impact across all of our partnerships globally.

With these critical operational staff in place, we started putting the building blocks in place for an eventual Executive Director and the Co-Founders could take the time to focus on high level strategies, key relationship building and new opportunities. This is just one of the many examples of how the willingness of others to either give us the news we didn't want to hear, or to step up to the plate to take on a bigger role, created a stronger and more solid GoPhil. We look forward to another year of our team working together to ready ourselves for a new Executive Director and a future where the extended GoPhil community can be the very best partner in the global arena for many years to come.



"Listening in color is about opening your heart and mind to a different outcome. It's putting aside your judgments and conclusions, and putting yourself in the other person's shoes and trying to understand the world through their lived experience, and just trusting the wisdom that you're receiving."

- Edgar Villanueva, author of the recently published [Decolonizing Wealth: Indigenous Wisdom to Heal Divides and Restore Balance](#)



GRASSROOTS INNOVATION

NEPAL SEED GRANTS

GoPhil is passionate about innovation and trying out new ideas — learning together with our partners to see what works and what doesn't. GoPhil's work in Nepal has identified trafficking of women and children as a critical issue in the region. We also recognize that no one organization or factor alone is going to solve this huge and complex problem. Rather than continuing to develop more partnerships with individual organizations, each working on their separate agendas related to trafficking, we decided to develop a pilot program with seed funding to maximize effective collaboration among the many organizations already working on this issue.

GoPhil's unique seed grant program offers organizations modest grants of up to \$3,000 for 6-month projects to tackle trafficking, with every project involving a collaboration of at least two organizations. Following a competitive application process (where we received a far larger number of very strong applications than we ever expected), the final four projects selected all employ different approaches, and cover a wide geographic area to tackle various aspects of this issue. The projects ran from January to July 2018 and concluded with a meeting in Kathmandu where the participants had the opportunity to meet each, hear about each other's projects and learn from each other's experience - something quite new for them and which they loved!

[View a video about GoPhil Seed Grants by clicking here.](#)



REDUCING DEPENDENCY

DIVERSIFYING FUNDING IN GUATEMALA

GoPhil's philosophy is to work alongside program partners to promote strong, independent organizations, giving them a leg up, not a hand out.

This unique model involves a three step funding approach: first to offer a small pilot grant for 6-9 months, then a few years of more significant funding, and finally a tapered off funding plan (100% to 75% to 50%) where we encourage them to identify new funding sources.

During this period of time, we jointly commit with our partners not only to identify areas of growth but also their unique assets that can help move them towards reduced dependency — to amplify what they already have.

This past year we have witnessed how this hard work and effort paid off at ASSADE in Guatemala. Despite being one of our newest partners, from the beginning ASSADE has been fiercely proud of their heritage and wanted to stand proudly on their own. Even in their first full year of funding, staff were busily identifying new partnerships and creative ways to diversify their funding, thus reducing their long-term dependence on any one donor and further ensuring program sustainability.



GROWTH: UK EXPANSION

SETTING THE STAGE FOR EXPANSION IN THE UK

The global potential for GoPhilanthropic Foundation has always been at the forefront of our minds as very few organizations offer our personalized brand of philanthropy coupled with access to such a diverse and inspiring collection of community-based grassroots partners. Conversations surrounding our global expansion were emerging around the UK, as it presented several opportunities making it a promising expansion for growth.

For starters, GoPhil already has several funding opportunities in the UK including corporate prospects and a small yet growing donor-base. Emily Bild, GoPhil's Director of Global Programs, lives in England as does Board member Peter Banwell. Many of our current NGO partners have links to the UK and travel there to promote their work annually and to fundraise. Additionally, the UK has a strong concentration of India /Nepal diaspora, many of whom are motivated to give back to their countries of origin. The pieces lined up naturally for GoPhil to expand in the region.

Various members of the GoPhil team have put the administrative pieces in place during the 2017 - 2018 fiscal year for this expansion to be formalized. **This is an exciting new pilot venture for GoPhil that we hope will broaden and diversify the various ways we can raise awareness for our partner NGOs and for global citizens to become a genuine part of their efforts.**



AMPLIFY THE LEARNING

MONITORING & EVALUATION IN NEW DELHI

GoPhil's philosophy is deeply-rooted in the idea of listening to the needs of our partners and facilitating capacity building opportunities around those areas that can use strengthening. In India, we found that several of our partners were asking for support on Monitoring and Evaluation, often a complex and challenging area that falls to the bottom of the to-do list.

They each had confidence that they were running valuable programs, but struggling to prove this to anyone as they were not systematically measuring the impact of their work. Rather than having separate conversations with each of our partners on the same topic, we decided to bring them together so that we could all learn together. And since we at GoPhil struggle with the very same issues — we signed up for our own workshop!

In October 2017, we brought our five India partners, as well as SASANE from Nepal, to New Delhi for a two-day workshop led by Munish Kaushik, a local Monitoring and Evaluation (M&E) expert.

Continued...



Knowing that our partners are small grassroots organizations and the approach needed to be simple and easy to implement in their every day work, Munish focused on moving beyond the typical M&E jargon, instead **focusing on the CHANGES they wanted to see in their communities.**

He reminded everyone that it is easy to measure many variables but it becomes overwhelming, and the likelihood of compiling, analyzing and learning from the data is minimal. **Everyone walked away focused on the importance of picking just a few things that are really important to their organizations and collect data on those.**

Motivated by this energetic and inspiring training, all of our partners, GoPhil included, have gone away and implemented the techniques learned into daily work, all making much greater efforts to better measure the impact of programs. We are thrilled that the group has continued to meet via Zoom quarterly to report back on progress, to share successes and difficulties and offer each other advice when someone gets stuck. The group is committed to continuing to work together to strengthen their M&E systems and are already asking for a follow up face-to-face workshop to take their skills to the next level.



GOING DEEPER

WHEN EXPANSION ISN'T THE BEST ROUTE

In the first days of 2018, we visited Siem Reap, Cambodia to spend some shoulder time with some of our NGOs partners — new and old. As it sometimes happens in our travels, we hadn't been quite prepared ourselves for the questions that emerged from our visit.

Many of us in the GoPhil community have played witness to the changing landscape in this region, where **Siem Reap has become one of the heritage cities at risk of a scary new global term — over-tourism.** Pub Street, for better or worse, is now pretty much buried in a nest of new trendy boutiques and cafes offering charcoal drinks and matcha lattes. There are literally hundreds of gleaming hotels with even the youth hostels looking chic and trendy. Gone is the original simple guard house where we used to get our temple passes, replaced with what feels like the Galleria Mall in LA — complete with shops and nice restaurants.

The number of NGOs is on a similar trajectory. When our former Regional Development Manager, Gemma Marshall, conducted a thorough mapping of the region two years earlier, **it became crystal clear that the growth in tourism had brought with it a secondary, and very influential currency— NGO funding.** Almost every establishment is associated with a non-profit and 'donated by' signs have become a routine part of the local landscape. Some refer to children who have been attending private NGO schools for their lifetimes as being 'NGO spoiled.' Over-tourism is now bringing with it the concept of over-giving.

Continued...



While this is not grand news for us as we have been along for the ride, that particular SE Asia trip had us stop and pause for a moment. **It was time for a gut-check to remind ourselves that each and every movement we make, every contribution we put forth, is a pebble in the pond that affects a greater ecosystem.** We should be aware to not zip-lock ourselves into a GoPhil bubble where we focus singularly on the NGOs on our radar, but instead, constantly scan the horizon for what is happening on the broader landscape. What we were seeing in that Cambodian landscape was perhaps something that we had always feared being a part of — a cycle of dependency.

Our reflection had us looking back at the year before, when we had initiated partnerships with three new NGOs. Our hope had been to nurture these new relationships in a way that fostered self-reliance, beginning with small pilot grants and tapering as the evidence for sustainability grew over a 2-5 year period, alongside offering any needed capacity building and skill gaps.

With what seemed like an evident overrun of money coming from the international community, we wanted to make sure we were encouraging a stronger and more independent Cambodia. Sure, this might take a very long time to achieve, but we didn't want to lose sight of this. **On our part it would require careful, thoughtful granting.**

Instead of marching into three more partnerships, on top of three other long-term relationships that were still ongoing with other NGOs, we decided to take a more measured approach. Maybe it might be best, given the current funding climate, to not expand at the moment. **A more responsible move might be to go even deeper into a few key partnerships to ensure their sustainable future.**

Continued...



We examined where we were with each of our partnerships and then we made some difficult decisions. We decided to focus on only a few NGOs whom we felt were making the biggest strides empowering local communities for the long-term. These programs were also committed specifically to empowering local Cambodian staff and leadership, and were collaborating with other NGOs and local government.

PEPY Empowering Youth had always ticked these boxes and had succeeded in their transition away from a foreign directed and registered organization to become a Cambodian registered NGO. We also felt a strong pull towards **Free to Shine** as they were making huge strides in the prevention of human trafficking by strengthening families and communities as well participating the movement for deinstitutionalization of children. GoPhil had also committed to shifting funding away from residential care towards family-based alternatives.

Taking a more centralized and focused approach to particular relationships in Cambodia reduced the number of NGOs we were making grants to by 50%. This was no small move. It reminded us that success in philanthropic work will never be about giving more. Instead, we work towards a rebalancing of resources that ultimately has programs needing and depending less from their external environments and expanding on the potential they already naturally have within themselves.



GOPHIL COMMUNITY

THRIVING REGIONAL HUBS AND MORE ON THE HORIZON



*"They are asking for, and **actively embracing** deeper involvement, wanting to be a point on that interactive web."*

- GoPhil Co-Founder, Linda DeWolf

Over the past few years, we at GoPhil have begun to see our growing grassroots movement building momentum — not only with our NGO partners, but also taking hold within our community of staff members, ambassadors, volunteers, Founder's Circle members, Board of Directors, travelers and donors - that is quite a list!

This movement has a life and energy of its very own and is delightful to witness. We have been careful about rapid growth so as to not lose what our community has come to know as GoPhil's 'secret sauce' – i.e. a very personal touch and responsible expansion. GoPhil's donor base is growing steadily as we touch more people and offer the power of connection, partnership and investment in both people and ideas that change the world for the better. We now have a committed core team of 11 people — 3 being part-time paid staff. **Our Founder's Circle members, who so generously invest time and money into our growth and infrastructure, represent a dozen passionate global adventurers all supporting the whole.**

Continued...



In its second year now, GoPhil Regional Hubs - which bring together local engaged groups around global issues - are taking deeper root in both Santa Fe and Denver, focusing on critical topics such as responsible tourism, community philanthropy/shifting power and social enterprise models supporting grassroots NGOs. We have also expanded our presence to British Columbia and seeds are planted for the beginnings of a Hub in Los Angeles.

The real value in expansion within our community, however, is not, and will never be about numbers — counting how much money we raise nor the number of donors we have. **At GoPhil, the real value is about WHO our community members ARE and what they DO.**

What we are discovering is that increasingly they are asking for, and embracing, deeper involvement, wanting to be bright and active points on the interactive web. Through their desire to make this effort their own, engagement groups are now being established focused around key topics such as understanding of the overall philanthropic landscape, identifying long-term fundraising strategies as well as impact measurements for both GoPhil and program partners alike.

As always, seeing and feeling the energy, motivation and commitment from our collective community adds tremendous momentum to the work at GoPhil and reinforces our belief in the limitless force and potential we have when we are working together towards a common goal.



*"True philanthropy requires a disruptive mindset, innovative thinking and a **philosophy** driven by entrepreneurial insights and creative opportunities."*

- Naveen Jain





WHERE THE MAGIC CONTINUES TO TAKE PLACE

GoPhil Travel is a separate for-profit social enterprise working in lock step with GoPhilanthropic Foundation. It was established in 2007, before the foundation was formed, as a socially-conscious and philanthropic travel company. The original goal, which holds true today, is to offer people a meaningful platform for global learning through travel.

Now in its tenth year facilitating philanthropic journeys it can say with confidence that it has become a trusted leader in the field of global travel philanthropy.

Having said that, the arena is quite small despite mainstream travel companies and tour operators having tried their hand at it. While the how's of doing it may not be well known, it is understood across the board that it is a tricky one to manage responsibly. GoPhil Travel's years of experiences have come with painful learning curves as they walked the delicate ethical rope of bringing people from different worlds together. All involved would agree — every step of the way has been well worth it.

Continued...



Over the past year GoPhil Travel continued to be vocal about its learnings so that others could better understand how to thoughtfully manage Travel and Giving. On the heels of publishing an article titled "Funding Orphanages: Is it helping or hurting?", GoPhil Travel shared another piece titled "Demystifying Philanthropic Travel," which outlined the important differences between travel philanthropy and 'voluntourism' while also highlighting the key risk factors involved in both. Looking outside in with foreign eyes, what we think an organization might need may be very far from their priorities. Often referred to as 'donor-driven' philanthropy, we have to be very careful with our assumptions about what we believe is lacking in developing areas. The focus at GoPhil Travel continues to be in revealing how grassroots partners are 'contributors' to solving the world's problems, as opposed to 'receivers' from donors.

Passionate about our expanding opportunities in travel, and with the help of Travis Day who stepped up to the plate this year as Director of Operations, this year they have set out to expand the number of trips offered, train other members of the GoPhil community to become guides, and to refine their system of booking and registration. All of this hard work paid-off in spades last year as the journeys continue to fill to capacity with travelers returning home inspired to become more involved in the issues they learned about in their travels.



GoPhil Travelers



"A GoPhil trip exemplifies that the whole is greater than its parts. It is the totality of discrete moments that delivered the greatest gifts: courageous people, heart wrenching and inspiring histories, tears of sadness and tears of joy. Witnessing human resilience and enduring HOPE."

- Judith Frant



"It is hard to convey into words what this trip meant to me -- how much I learned, how much I experienced from a visceral standpoint, the new friends, the people in each country who are working so hard to make a difference despite tremendous odds."

- Susan Carbon



"I am still emotionally overwhelmed by the hard work and selflessness I witnessed in India. What beautiful people! GoPhil Travel has opened my eyes to a whole host of things I was never aware of."

- Jeanie Mamula



"It reinforced the importance of supporting local efforts to address systemic problems rather than just donating money. It also provided hope that things can change , even in the face of overwhelming odds."

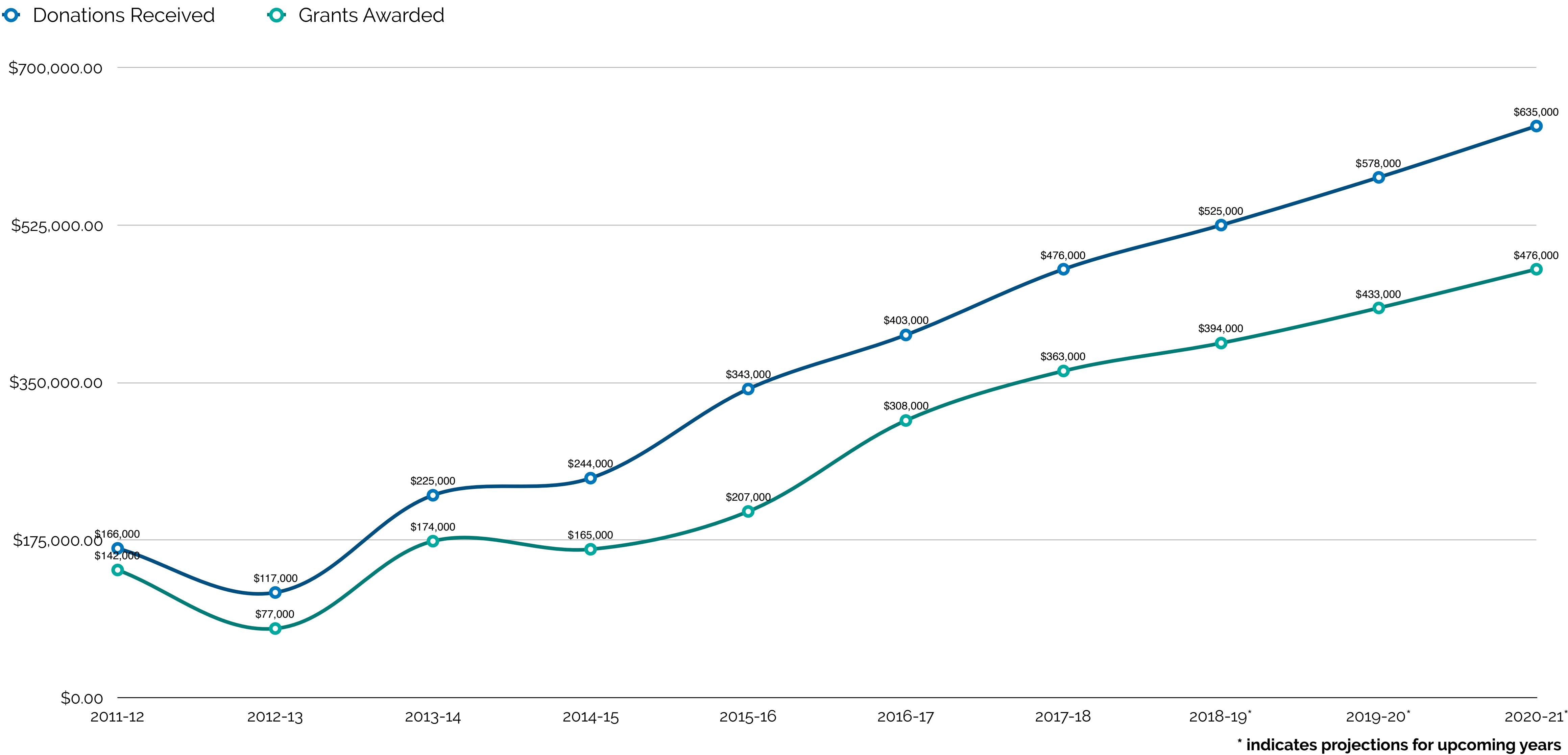
- Sharon Mattioli

GOPHIL FINANCIALS

GOPHILANTHROPIC FOUNDATION ANNUAL GROWTH

	Donations Received	Grants Awarded	Admin %	Development Costs (Staffing & Programs)	Number of Grassroots Partner Programs	% Growth in Donations Received	% of Income Granted to Programs
2011 - 2012	\$166,000.00	\$142,000.00	2%	3%	9		86%
2012 - 2013	\$117,000.00	\$77,000.00	6%	1%	9	-30%	66%
2013 - 2014	\$225,000.00	\$174,000.00	7%	6%	11	92%	77%
2014 - 2015	\$244,000.00	\$165,000.00	8%	7%	15	8%	68%
2015 - 2016	\$343,000.00	\$207,000.00	5%	6%	21	41%	60%
2016 - 2017	\$403,000.00	\$308,000.00	10%	11%	39	17%	76%
2017 - 2018 (Actual)	\$476,000.00	\$363,000.00	8%	10%	40	18%	76%
2018 - 2019 (Projection)	\$525,000.00	\$394,000.00	10%	16%	36	10%	75%
2019 - 2020 (Projection)	\$578,000.00	\$433,000.00	10%	18%	36	10%	75%
2020 - 2021 (Projection)	\$635,000.00	\$476,000.00	10%	22%	36	10%	75%

GOPHIL FINANCIALS



*"Though easy to define, it is important to understand **the significance of philanthropy**. I believe it is really a state of mind: where one feels empowered and equipped to fill the huge gaps in an existing system."*

- Shiv Nadar



WHERE IS THIS GOING?

We LOVE looking ahead! This may well be our favorite section. Dreaming and envisioning 'what can be' is where it all started. It keeps our engines humming, replenishes and reenergizes us when we are flagging, and brings us together around something to aspire to — something bigger than ourselves.

The following are a few of our big thinking highlights as we look ahead.





A Stronger GoPhil

A major focus will be on the growth and sustainability for GoPhil itself and continuing to create a space for new people, ideas and passions to flow through the organization while continuing to leverage the knowledge, experience and connections of the current team and community.



Nourishing Work At The Frontline

Facilitating small grants at the community level that encourage collaboration among NGOs will remain central to our granting model. Support for growth and strengthening of NGOs in what they need to thrive, such as a Leadership/Fellows Development Program is on the horizon.



A Trusted Resource

We see ourselves becoming, more and more, a resource to family foundations, partner programs, the GoPhil community, and to the broader tourism industry. Becoming this resource will rely on our ability to network, collaborate and share the knowledge that flows through GoPhil.



Diverse Voice For Greater Unity

We look forward to making sure GoPhil encompasses a voice from “all” — that we dig deeper, listen and include the most diverse perspectives possible at all times. As we make room for this diversity will we cultivate a broader BIG picture that, in the end, unifies



In Lock-Step With Others

We will stay committed to taking the time, no matter how stretched we are, to understanding the changing landscape in philanthropy, to tap into what others (who may know WAY more than we do in certain areas) are learning and discovering and incorporate this into our being.



Work On Ourselves

Philanthropy is as much about giving to others as it is about the work needed to be the best we can be as individual people. It is when we are most whole and grounded that we can contribute the best of ourselves to the health of a broader whole — our planet, and our humanity.

"In my view, a philanthropist is anyone who gives anything - time, money, experience, skills or networks - in any amount, to create a better world. This is not how we once thought about philanthropy. The word used to conjure up something rather passive - sitting down and writing checks."

- Laura Arrillaga-Andreessen





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INVESTING IN HUMAN POTENTIAL