



2022

# Annual Report 2022

# Reflections from our Board Chair

*I love the new year!* We finally have time to take a breath, regroup, and reflect after all of our end-of-year activities. Re-engaging with the GoPhil community last year as Board Chair was a personal highlight and I am so grateful for our community, team and partners who together accomplished so much with so little.

2022 was all about getting back to normal but changing circumstances over the last couple of years had shifted many things. GoPhil was not exempt from these changes, and we experienced the loss of few key partners and donors as a result. Like everyone else, we had time to reflect and learn what was most important to us, and where we wanted to focus going forward.

## Highlights

- Our programs team met almost all of our partners in person and the sparkle returned to everyone's eyes as we were all reminded that this is what it is all for! ***Coming together and supporting each other to make the world a more just place.***
- Thanks to our ambassadors and Co-Founders, Lydia Dean and Linda DeWolf, we were able to get together in person after way too long at a couple of events hosted by our community.
- The team was able to complete the final vetting of potential partners in our newest region, Oaxaca, and plan the first trip. I am excited to be joining some of our community members on this trip in March!
- The essence of what we do was distilled into a simple 'Theory of Change' graphic! This took considerable work and will be our guiding light, foundation, and reference point for everything we do.
- A new strategic plan was written, reflecting our maturity. The next few years are less about defining ourselves, but rather honing our strengths and focusing more deeply.
- As our focus became clearer, we were delighted to welcome three new members to our board, all of whom embody the GoPhil spirit and bring tremendous expertise in areas we needed.

**As we step forward into 2023, I look forward to connecting, learning, and strengthening our whole community.**

*Warm Regards,*

Tracey  
BOARD CHAIR



## A Focus on Sustainability and Resilience

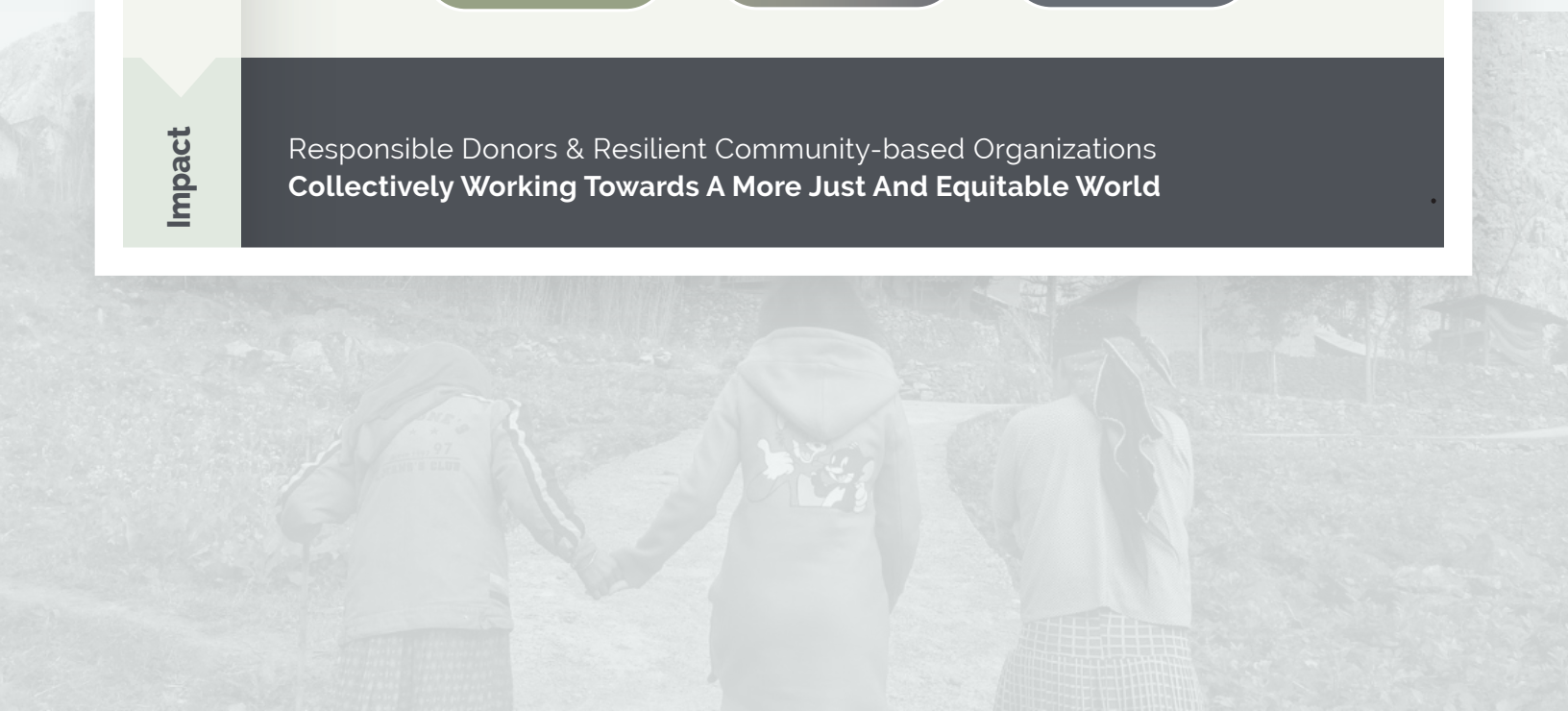
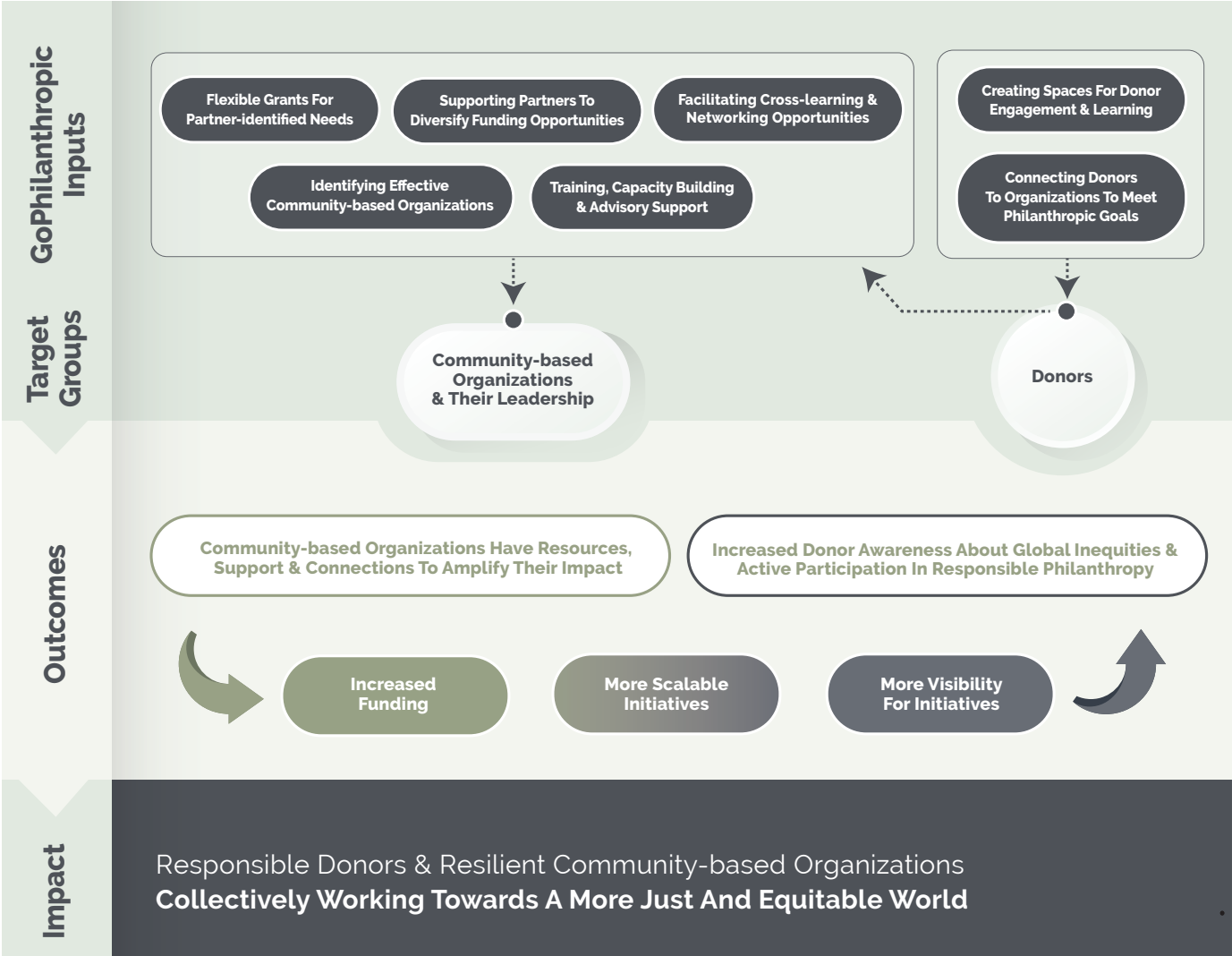
2022 was a year of new beginnings in many ways - with the very welcome return of in-person events, expansion into an exciting new region (Oaxaca, Mexico), and the development of a new five-year strategic plan for GoPhilanthropic (GoPhil)! At the same time, there were also continued struggles for our partners and their communities, who have been disproportionately affected by COVID, in addition to the rising costs of living and doing business, coupled with global aid funding cuts. NGOs large and small across the world have faced huge losses to their income and many are struggling to survive. As a result, GoPhil's grants to partners have become ever more critical, and we have increased our focus on providing capacity building support for organizations to help them become stronger, and more sustainable, and to diversify their funding.

We also made a strategic decision in 2022 to continue our Rapid Response Fund (RRF), which was set up during the initial Covid wave in April 2020. We remain careful not to morph into a humanitarian aid funder, and to maintain our focus on core support for organizations and to support their work to build longer-term resilience in marginalized communities, in particular around access to education, healthcare, and human rights. However, in addition to the pandemic, the climate crisis is leading to increasingly frequent and more severe disasters in the communities where our partners work and GoPhil's partners often have to become 'first responders' to protect and support their communities' survival during these crises. Our Rapid Response Fund provides a crucial lifeline to partner organizations and their communities when unforeseen crises hit that threaten their survival and impact their work. We are grateful to GoPhil's amazingly generous community for enabling us to continue this critical fund.

**While our core work and GoPhil's 'heartbeat' remains unchanged, we realized that 11 years into our creation, it was time to revisit our vision and mission, taking this opportunity to clarify and simplify our messages. We hope our updated vision and mission statements clearly describe what we do and why. Our commitment to continuous learning and evolving means we are constantly looking for new ways to communicate our work. This led us to develop our first-ever Theory of Change, which we are excited to be able to share with our community!**



# OUR THEORY OF CHANGE



# In 2022, GoPhil provided grants to 23 partners in eight countries

- 4 Cambodia
- 2 Vietnam
- 1 Laos
- 1 Kenya
- 4 Guatemala
- 2 Oaxaca
- 6 India
- 3 Nepal

We also provided Rapid Response Fund (RRF) grants to five partners in four countries - Guatemala, Nepal, Cambodia and Vietnam

## CASE STUDY: AN RRF GRANT IN ACTION IN NEPAL

In November 2022, PHASE Nepal reached out to the GoPhil team with an urgent request for support for one of their communities. In the far western mountain districts of Nepal, landslides, triggered by very heavy rain, had led to extensive damage in Rugin and Bichya villages. Fortunately, there were no human casualties, but many houses had been destroyed, leaving 955 people forced to take shelter under tents. The local government responded by providing tarpaulin and a few kilograms of rice for each affected household, but with limited resources they asked PHASE to help. GoPhil provided an emergency grant of \$10,000 to enable PHASE to distribute food packages of rice, lentils, chickpeas, oil, salt and other essential items to all 955 people affected, including 13 pregnant women and 10 people with disabilities. These food parcels were sufficient to feed the families for one to two months (depending on family size), while families waited for the harvest and further support from the government, including a plan of action on rebuilding their homes.

GOPHIL  
PROVIDED AN  
EMERGENCY  
GRANT OF  
\$10,000



## Our Highlights from 2022:

**Oaxaca:** We were so thrilled to finally establish new partnerships in Oaxaca, Mexico in 2022! The groundwork for this expansion had begun at the end of 2019 when two of our Board members traveled to the region to meet potential partners. Because of the pandemic, it took two years for Mae, our Programs Coordinator for Latin America, to get back there to complete this critical research. With valuable input from our team, Board, and Founders' Circle members, we selected two new partner organizations, CANICA de Oaxaca and Una Mano Para Oaxaca, from seven incredible community-based organizations.

CANICA de Oaxaca (CANICA) is a non-profit organization working to eliminate homelessness and child labor in Oaxaca for over 30 years. They offer specialized services to families who work on the street, with a focus on children and adolescents. Through education, CANICA hopes to support children's development and improve their quality of life.

Una Mano Para Oaxaca (UMPO) is a completely grassroots and community-led organization to help the Zapotec people celebrate their culture and achieve self-sufficiency. The Zapotec people have their own language, way of life, and rich history that they hope to preserve and share for generations to come. After a massive earthquake in 2017, the indigenous and disenfranchised Zapotec community faced many challenges and difficulties in maintaining their way of life. In response, UMPO was started to help the Zapotec people celebrate their culture and achieve self-sufficiency.

**You can read more about both these inspiring organizations and GoPhil's partnership with them [HERE -> gophilanthropic.org/partner-programs](https://gophilanthropic.org/partner-programs)**



In June 2022, our GoPhil core team met in Oaxaca face-to-face for the first time ever to get to know our new partners and to work on our strategic plan. Spending this time together in person was so important and enabled us to finalize the Theory of Change and set the groundwork for our new strategic plan - initiatives that are challenging to do completely remotely.

**Capacity building support for partners:** After two stressful years of “firefighting”, 2022 provided us with the space to fully resume our capacity building support once again. Staying true to our values, all our capacity building support is driven by our partners themselves - partners identify needs that they have and specific topics they wish to work on, while we - where possible - find local experts to provide the support.

The Guatemala Learning Network had its first in-person gathering in January 2022, coming together for a three-day workshop to formulate sustainability plans for their organizations. As well as the learning from the workshop, being able to take a break from their daily activities and spend time together as a supportive group was so important and highly valued by these leaders.

*“There are two ways of learning: from our own experiences and from the experiences of others. One of the most valuable things of this gathering is to be able to learn from our network colleagues and to share what we know with them too. Everyone is an expert in something, and I am glad to be able to tap into that knowledge to grow as a person and as a professional.”*

William Escobar, **Board Member, Comunidad La Esperanza**

Exciting collaborations were born during the gathering, and the organizations identified productive ways they can learn and work together. For instance, Aula Mágica will support Comunidad La Esperanza with preschool methodologies that they can implement in their extra-school program developed in response to COVID. In return, Comunidad La Esperanza will provide their expertise so that Aula Mágica can get their programs validated by the government so that the students can receive a preschool certification.

*“Participating in the network has been an amazing experience- my vision for the network is that we can all grow from it. We all have so much potential and expertise, we can all contribute to enrich our knowledge by sharing and exchanging, but we can also be of support to each other, we can help each other secure opportunities, showcase each other’s work and impact, consult on our projects, etc. This will be an excellent platform for mutual support.”*

Yessica Pastor, **Director, EntreMundos**



*“I think Gophil knows how to listen to the needs of the organizations and supports the needs that usually would not be supported by other donors.”*

**Response from partner feedback survey**

Our Guatemala partners also had the wonderful opportunity to join a leadership training program, as CIRCULA (the organization we partnered with in 2021 for the Guatemala Learning Network self-care series) offered scholarships to the members to participate in their prestigious Leadership and Collaboration Certificate Program. Three leaders from Comunidad La Esperanza and EntreMundos were excited to take the course alongside leaders from all over Guatemala and Central America.

In Southeast Asia, the partners opted to receive training on communications and fundraising, as they identified these as areas they wished to strengthen. After an initial group 'kick-off' session, six organizations received two, one-to-one Zoom sessions with an experienced fundraising and communications trainer tailored to their specific needs and interests. They came back together at the end to reflect on their experience and learning from these sessions and explore practical ways that they could incorporate this into their day-to-day development and communications work.

Our six partners in India know each other well and have come together for many workshops and cross-learning over the years! After a gap of three years, we were able to gather once again in Delhi in September 2022, and they chose to spend this time focused on strategic planning

and conducting SWOT analyses (to identify their strengths, weaknesses, opportunities, and threats). A skilled and experienced local facilitator led us through the two days, commenting at the end that he had never seen a group of NGOs be so vulnerable together - he expected them to be very open about their strengths but not to share their weaknesses. As it turned out, everyone wanted to focus on their weaknesses and threats and brainstorm together to help each other find solutions to their challenges. It is always so powerful and moving to see community leaders support each other in this way.

*"A heartfelt thank you to GoPhilanthropic Foundation for organizing a workshop for all partners in India. While it was a wonderful learning platform, I personally also found it to be a safe space to share and discuss challenges we face at the organizational level and to support each other find solutions." Anjana, Executive Director, Equal Community Foundation*



## In-Person Community Events

Speaking of community gatherings, with pandemic restrictions lifting, we were fortunate to host two face-to-face regional GoPhil donor Hubs this past summer: one in Santa Fe and one in Denver. A group of enthusiastic GoPhil community members welcomed guest Sarakk Rith, former director of PEPY Empowering Youth in Cambodia, who was in the U.S. studying for a master's degree. In addition to Sarakk sharing his inspiring story and experiences, we asked Eric Mindling, of Traditions Mexico and Living Threads, to share a sneak preview of our upcoming 2023 Oaxaca journey. All in all, there was so much excitement about getting together again. In addition, one of GoPhil's Co-Founders, Lydia Dean, traveled to the U.S. from France and joined a Denver Hub gathering, sharing a warm and collegial meal and evening in Board Secretary Jeanie's home. ***All were happy to spend time with her and learn of her new activities as well as those of GoPhil.***





## Visiting Partners

There is no substitute for being on the ground, spending time with our partners, and seeing their incredible work first-hand - which was something we missed dearly during the pandemic. In 2022, team members made visits to all our partners in Guatemala, India, Nepal, Cambodia and Vietnam, as well as our new partners in Oaxaca - and it was so precious to be able to spend that quality time listening to and learning from them. The in-person visits are also a crucial element of our 'trust-based philanthropy' model, as spending time together with our partners, getting to know them well, and building trust and confidence in each other, allows us to be a more effective funder and partner. It also means we can capture updates, stories, successes, and challenges to share with our donor community, in a way that is hard to do over email or even Zoom. We look forward to many more of these visits and to spending quality time with our partners in the coming year!

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## Partner Exit Strategy Policy

When GoPhil first started, we had a general sense that we would likely provide grants to each partner for around five years, supporting them to become stronger and more sustainable in the process. However, as time has gone on, we have realized that there is no 'one size fits all solution' - every partner is in a different situation, facing different and unique challenges and circumstances. Furthermore, a global pandemic and subsequent financial crisis have deemed most timelines and plans irrelevant! Instead, we have worked on a 'case by case' basis. Some of our partners have been with us since the beginning, though the type of support they receive has changed over time. GoPhil has always strived to reduce dependency, so we have a policy of ensuring our grants do not exceed more than 20% of an organization's annual budget. And we hope that over time, with GoPhil's funding, capacity building, and cross-learning support, organizations will be in a stronger position to receive funding from other - larger - donors and to diversify their funding sources. This, in turn, allows GoPhil to take on new partners, extend our support to other incredible community-based organizations, and introduce new programs to our donors.

In 2022, we developed our first Partner Exit Strategy Policy, which explores how we can end our partnerships sustainably and in a way that is specifically suited to each partner's situation. Through our policy, we will ensure that our exit does not surprise them, negatively impact their work, or undo the progress made. We recognize that the kind of core support grants provided by GoPhil are not easy to replace and that it is very challenging for partners to secure funds for overhead costs and salaries. The GoPhil team is committed to working with each partner over the next few years to map out a process and plan tailored specifically to their needs and journey.



## Expanded and Strengthened Board

As mentioned earlier, we are fortunate to have added three talented new members to our Board this past year. All are helping us move into the future and are wonderful representatives of the passion, skills, and commitment that is so prevalent throughout our GoPhil community.

**Jennifer McKinley** has been actively engaged with GoPhil since 2012 when she traveled to India with us. She is especially passionate about programs focused on women, children, and education. Jen has an engineering, chemistry, and economic development background and brings a tremendous depth of knowledge to GoPhil as Treasurer.

**Calvin Neider** learned about GoPhil through one of our Cambodian partners a few years ago. Cal is Co-Founder of his own investment firm and is especially interested in seeing individuals and communities being lifted out of a lifetime of poverty. He brings a wealth of experience and new approaches to the Finance Committee.

**Ankush Vengurlekar** is a storyteller at heart and has been telling stories about underrepresented communities for over a decade. He is passionate about influencing public policy, fundraising, and building brands to increase organizational reach. We have already put his skills to good use over the past few years as a content resource for our partner organizations. Ankush is an active member of our Development Committee.



*“As a donor, GoPhil values the work of the organization, understands the changes that may come up during the implementation of the program and the challenges that are faced regularly in the field. There has been immense support from GoPhil always and especially during pandemic.”*

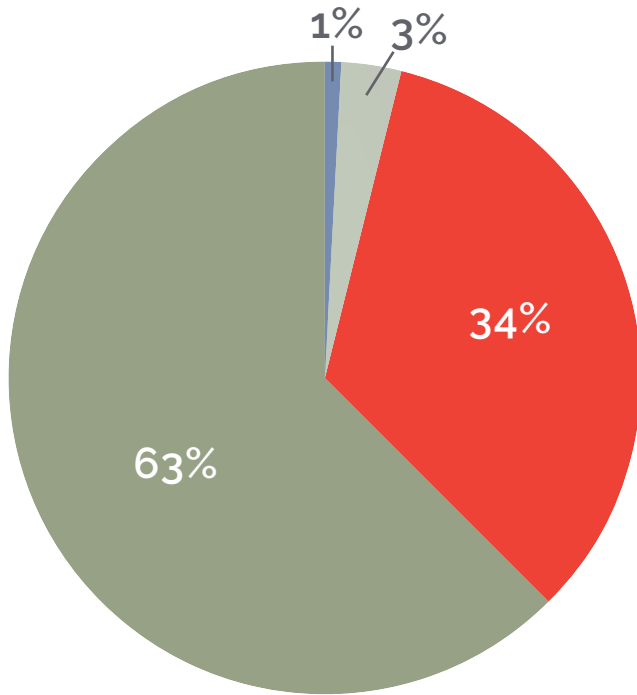
**Response from partner feedback survey**

*“GoPhil understood the needs and demands of the situation and adapted to the circumstances, especially during the Covid period. Because of you, we are able to accomplish our goals and help marginalized communities in remote areas. GoPhil is open to new ideas and is flexible which makes it very smooth for us.”*

**Response from partner feedback survey**

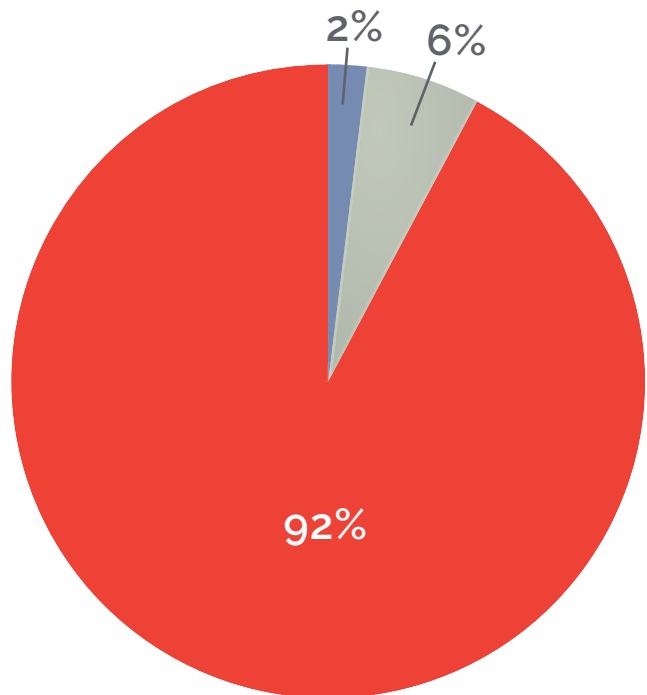
# Financials: 2021-2022 Fiscal Year by Numbers

**TOTAL REVENUE  
for FY21-22**



- Individual Donations - **\$204,273**
- Corporate Donations - **\$16,904**
- Grants and Foundations - **\$379,602**
- Other Donations - **\$4,303**

**BREAKDOWN  
of Annual Expenses**



- Programs - **\$593,629**
- Fundraising - **\$11,383**
- Management and General - **\$40,125**

## Final Reflections on Financials and a Word of Thanks

Despite challenging times, our donor community, once again, answered the call with their big hearts and incredible generosity, donating a total of \$605k. This made FY 2021-22 a year where partners' critical RRF needs plus ongoing core and programmatic needs were top priorities. We were especially gratified by the many family foundations joining our ranks...increasing to 41! and by the new donors connecting with us for the first time. We were also grateful to receive a generous unrestricted one-time grant to bolster GoPhil's own future development.

Having said that, we take your trust in us and our stewardship role very seriously and, accordingly, operated on a "shoestring" with just 8% of our income being applied

to fundraising and general operations. To put it another way, 92% of your donations went directly to delivering the programs and our partner's critical priorities!

**A huge thanks go out to all our amazing GoPhil community members for your ongoing commitment, passion and care.** And to our Board members who have helped guide us on our path, to our Founder's Circle members who invest unrestricted funds towards GoPhil's growth and sustainability, and to volunteers and community Ambassadors who give freely of their time and talents, thank you from the bottom of our hearts for your ongoing confidence and belief in us during these challenging times.

# LOOKING AHEAD

GoPhilanthropic enters 2023 ready and excited for the year ahead! We have learned so much and gained so much clarity as to where we add the most value, to both our partners and our donors. Our goal is to capitalize on these opportunities as we move forward with the new year and a new strategic plan. We are particularly excited to be:

- Hosting our first post-Covid trip to Oaxaca in March.
- Connecting with you all through various GoLearn experiences as well as a U.S.-based community event in the fall (watch this space for more!)
- Finalizing the vetting of two amazing new partners - one in Guatemala and the other in Oaxaca.
- Rolling out our new capacity building grants to partners, providing them with unrestricted funds to use on any organizational development or staff training needs they wish.
- Updating our partnership and grant application processes with a fresh new lens, integrating our ongoing learning on trust-based philanthropy, and incorporating feedback received from our partners.

Thank you for all your support in 2022 and for helping us to move one step closer to achieving our shared vision!

**A more just and equitable world, where community-led organizations have the power and resources to create positive social change.**

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