



What We Believe

- Provide support that keeps *organizations* strong so that programs can thrive.
- Unrestricted general operating grants.
- Support real costs, including "back office."
- Offer help beyond the grant.
- Minimize application and reporting process.
- Listen, respond, and invent.

Why This Program

Values:

- Matchmaking part of funder role
- Easing day-to-day challenges matters
- Practical, affordable

Messages:

- Professional Development important
- Expertise exists in sector

Stats

Through 2015:

- 512 peer skill share sessions
- 1,232 people
- 17 Foundation partners

26% Response to Survey

100+ Respondents

- **92%** rated experience *excellent* or *good*
- **86%** report using the knowledge they gained
- **89%** said the session helped them and/or their organizations because they've shared what they learned with others, or it's directly improved departmental results and efficiency
- **51%** report keeping in touch with their 'match' and following up on their own via subsequent calls, meetings, emails, social media, etc.

Liked Best

Top vote-getters

- *Making new contacts in the nonprofit field that might continue to be useful to me*
- *Learning how another person/agency tackled the issue I was facing*

Followed by

- *Getting new skills without having to pay for a workshop*
- *Knowing my agency received a \$200 grant for my participation.*

Respondents also said

- When people don't participate in PSS, it's due to time constraints, not because they think the program wouldn't be useful to them.

Starting Your Own Program

- Determine how much staff time you want to invest.
- Do you want to partner with others, or do it alone?
- Open to all of your grantees, or just a subset?
- How will you promote the program with your grantees?
- What scale best fits your grantee pool?
- What do you want to learn from the program?
- Software needs.

A Sample “Skill Tree”

Admin/Operations

Board/Board Development

Fundraising

Human Resources

- HR best practices
 - HR policies and procedures
 - Running a small HR office
- Staffing
 - Hiring techniques and interviewing skills
 - Attracting and retaining diversity in staff
 - Revising staff structure
 - Reviewing and rewriting job descriptions
 - Staff evaluations, measuring employee performance
 - Onboarding new staff
 - Staff retention techniques
 - Staff development and supervision
 - Developing leadership skills
 - Interns, fellowships, other temporary staff
- Founders and EDs

- Succession planning

- Founder’s syndrome

➤ Staff Morale

- Stress management/self-care for staff

- Boosting staff morale

- Creative benefit and recognition programs for employees

➤ Other HR

- Working with consultants

- HR outsourcing

- Pension plans for nonprofit employees

Information Technology

Marketing, Communications, and Social Media

Program Delivery

Program Evaluation

Volunteers

Strategic Planning and Other

PEER

SKILL

SHARES

a sampling



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