

# STRATEGIC PLAN



## ***Sustaining Impact: 2022–2025***



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# MISSION

**Many Hands leverages the power of collective giving to support nonprofits serving and empowering Washington, DC area women, children, and families in socioeconomic need.**

## VISION:

To provide philanthropists with meaningful opportunities to give, learn, and serve together in ways that best fit their interests and goals.

## VALUES:

**Many Hands believes in the power of collective giving.** Giving as a group, we achieve greater impact than we do as individuals. We value our ability to provide large collective grants to nonprofit partners addressing persistent community needs. We further value the role that collective giving plays in democratizing philanthropy. Originally a women's organization, we continue to prioritize the empowerment of donors that philanthropy has historically overlooked. We welcome all members who share this goal.

**Many Hands believes that diversity, equity, and inclusion are central to our work.**

To partner effectively with nonprofits working with women, children, and families in socioeconomic need, we must both understand how race and other drivers of inequity shape the distribution of resources and opportunities within our society and, further, recognize and address our individual and collective biases. Valuing and empowering a wide range of voices throughout our organization advances these goals.

**Many Hands believes in trust-based philanthropy.** Achieving our mission depends on partnerships with nonprofit organizations providing direct service to clients. Trust-based philanthropy confers greater respect on nonprofit providers by acknowledging and reducing the substantial barriers to authenticity in the grantor/grantee relationship. We trust grantees to know the best way to do their work, and we aim to reduce the burdens on nonprofit growth, innovation, and progress.

**Many Hands believes in voluntarism.** As an organization led and run by volunteers, we can direct greater resources to grantees and offer donors engaging and meaningful opportunities to learn and serve. To ensure the success of this model, we are committed to collaboration, transparency, and mutual respect.

# GOAL ONE

Provide large collective grants in the greater Washington, DC area to local nonprofit organizations meeting important needs for women, children, and families

## Objective 1: Conduct a grantmaking process that maximizes collective impact

### Strategies

- *Make one \$100,000 Impact Grant and equal-sized, but smaller, Partner Grants annually*
- *Limit the growth of administrative grantmaking costs, including financial and human resources*

## Objective 2: Balance responsible stewardship of contributed funds with best practices in trust-based philanthropy

### Strategies

- *Make all grants in the form of unrestricted general operating support*
- *Reduce the administrative burden on applicants*
- *Cultivate and maintain strong relationships with grantees*

## Objective 3: Support member participation in the grantmaking process

### Strategies

- *Support member participation on Focus Area Committees (FAC)*
- *Support learning by FAC chairs, FAC members, and members at large about grantmaking and community needs*





# GOAL TWO

## Build a strong, engaged, and committed membership

### Objective 1: Increase member retention

#### **Strategies**

- *Develop and implement a plan to onboard new members*
- *Strengthen stewardship of new and returning members*
- *Develop mechanisms to collect, respond to, and share member feedback*

### Objective 2: Broaden the membership base

#### **Strategies**

- *Identify membership areas for focused member recruitment, such as race/ethnicity, age, and geography*
- *Evaluate the creation of additional membership options or structures to increase membership diversity*
- *Expand recruiting beyond traditional Board-centered social networks to include members' professional networks and women's organizations*
- *Encourage broader member engagement in recruiting and fundraising*
- *Improve demographic data collection and analysis*

### Objective 3: Support member engagement within the Many Hands community

#### **Strategies**

- *Continue to offer access to and information about educational opportunities focused on diversity, equity, and inclusion to support membership, as well as grantmaking, goals*
- *Support inclusivity in all Many Hands activities, including education programs, social opportunities, and committee involvement*
- *Offer equitable access to Many Hands leadership opportunities*
- *Promote a sense of belonging and community through member-to-member connections*
- *Ensure that Many Hands messaging represents and values all members*

## GOAL THREE

Optimize operational capacity and ensure sustainability as an all-volunteer organization

### Objective 1: Strengthen governance and leadership

#### **Strategies**

- *Ensure operational efficiency*
- *Build and nurture a strong and diverse leadership pipeline*
- *Strengthen onboarding of new board members*
- *Conduct an annual board assessment*

### Objective 2: Leverage member talent and resources

#### **Strategies**

- *Improve engagement with the Emerita Board*
- *Increase opportunities for members to engage with Many Hands*

### Objective 3: Ensure effective stewardship of financial resources

#### **Strategies**

- *Maintain prudent management of operating expenses*
- *Maintain financial policies, procedures, and controls that are in compliance with legal, tax, and accounting standards and regulations*

