



Beneficiaries: why the not-for-profit sector exits with Brianne Kilpatrick
Season 2, Episode 5

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Speaker 1:

<Silence> Welcome to Asking for Good a podcast for people who want to make a difference. Hear stories from seasoned nonprofit professionals and volunteers on how to begin or further a career in making the world a better place.

Speaker 2:

Welcome to season two of Asking for Good. This is Katie Pooser, a career fundraiser dedicated to making the nonprofit sector better.

Speaker 3:

Episode five of our stakeholder series is all about not-for-profit beneficiaries, we want to look at these stakeholders specifically in the context of your job search. This will be more of an academic and insider's look at the sector and the stakeholders, rather than our typical interview style exploration with one beneficiary to one nonprofit. Our guest today is Brianne Kilpatrick. Brianne, welcome.

Speaker 4:

Hi Katie. Thanks for having me.

Speaker 3:

I'm thrilled you're here. So, Brianne, you are a dedicated planned giving officer at the Environmental Defense Fund. Mm-Hmm. <affirmative>, you've been working in the nonprofit sector with direct fundraising, fundraising operations, and digital communications. You've also collaborated with numerous, not-for-profit leaders to identify fundraising gaps and develop comprehensive strategies in support of their specific missions. Mm-Hmm. <affirmative>, you started your career in the, for-profit sector with corporations. You worked at AB Data Limited, and you interned at Time Warner Cable before coming over to the nonprofit sector. I wanna hear more about that. And before I do, I wanna mention though that you've got a degree, a master's degree in nonprofit administration from North Park University and a Bachelor of Arts in Communications from Alverno College in Milwaukee. Brene, I love this idea that you decided to come into the nonprofit sector Mm-Hmm.

Speaker 4:

<Affirmative>

Speaker 3:

From the corporate sector. I know a lot of our listeners are straddling that decision to. So what is it that made you wanna come into the nonprofit sector?

Speaker 4:

Yeah, thanks so much for having me. I'm very excited to be here. So, as you said, I started off in the for-profit sector and had a really great experience over there, was in college at the time, and was taking a technical writing class with no real direction. They just kind of told us that we had to write something technical and like let us out on our own. And at the time, I was involved with this local nonprofit to Milwaukee called Urban Underground. And I went to the co-founders and said, Hey, I have this assignment I have to do is there something I can do for you guys? And they asked me to write a grant for them. And it really, writing that grant really opened my eyes to how nonprofits are working in the communities and the business side to nonprofits.

Speaker 4:

I didn't, I'm sure they didn't use a grant 'cause I had no grant writing experience. But that was <laugh>, that was a pivotal point for me in my career because I had been working for corporations and was working really hard and meeting goals and deadlines and KPIs for for revenue growth and for shareholders. And it was nice. It was a learning experience, but it wasn't fulfilling in any way. And so when I was writing this grant and thinking about Urban Underground and how they were giving back to the community and helping marginalized youth and helping them to empower these youth to, to have a voice and to be leaders, it really opened my eyes to the power of working for a nonprofit and having your focus be beneficiaries as opposed to the shareholders. And I just thought that that was a rewarding way to go.

Speaker 4:

I was very interested in marketing at the time, and so as I was looking at careers in nonprofits, I saw that fundraising was a good fit because often in smaller nonprofits, at least at that time when you're in fundraising, you wore the marketing hat, the communications hat, the donor hat. You wore all these different hats. Yes. Yeah. <Laugh> fit into what I wanted to do. I also very much enjoy talking to people. So I think that it was a good fit for me. And I had never thought about the possibility of having a career that goes beyond making money. Making money obviously is really important, but the feeling that you get when you're, when you know that you're helping the world be a better place is unmatched. And something that you don't really experience in corporations. You're just looking at that bottom line in what you need to do to get to that bottom line. So

Speaker 3:

Yeah, that's a, I love that. I love that analogy that you, you're picking beneficiaries over bottom line. Mm-Hmm. <affirmative>, there are certainly elements of not-for-profits that have a business side where they need to, you know, be fiscally responsible, but the ultimate goal is to serve beneficiaries. So I think you made the right choice. I agree. It's a totally rewarding career path to be serving beneficiaries as opposed to shareholders.

Speaker 4:

Yeah, it absolutely is. And I, I wanna add to that, at that time, corporations didn't really have a social responsibility. Yeah. So I know that they're, they all have that now, and it does add an extra layer, but it's still not from my nonprofit side. And I, I was working in volunteer management at my, at a previous

job where my responsibility was to make volunteer opportunities for corporate employees. And so that is one way that they allow their employees to give back. However, it happens once a year for like a week, and then you go back to focusing on the bottom line. So I just wanna give corporations the credit that they deserve in adding this extra layer of social responsibility that I didn't have access to when I was in the field.

Speaker 3:

That's a great point. The corporate sector has evolved. Mm-Hmm. <affirmative> but it's still not the same as working for beneficiaries directly. And one thing you and I have discussed before is how difficult it can be to be in your job search, want to get the job and kind of forget <laugh> that you're doing this for beneficiaries. Mm-Hmm. <affirmative>, we wanna talk today about what you need to be thinking about relative to beneficiaries when you're doing your job search. I think we can start with like, what do beneficiaries look like? Who are they? What are they, how are they <laugh>?

Speaker 4:

<Laugh>, there are so many nonprofits that are, that are attacking so many issues. And so beneficiaries really are everyone and everything. Right? if you're working for an environmental organization, it's the land, it's the animals, it's the nature. If you're working social services, it's people. If you're working for a nonprofit that is fighting hunger, right? It's, it's people who are starving, or if you're working for water related nonprofits, it's every, I could go on and on and down the list, but everyone and everything is benefiting from the work that nonprofits are doing.

Speaker 3:

I couldn't agree more. And I think, you know, looking at how the nonprofit couches their beneficiaries on their public facing material is a really good start in your job search to just see how are they talking about their beneficiaries? Mm-Hmm.

Speaker 4:

<Affirmative>. Definitely. And I, I think when you're going into your interviews, it's a good idea to have one of your questions, one of your prepared questions to be about how nonprofits are including their beneficiaries and some of their decision making. I used to work for a social services nonprofit, and it was a lot of fun working there because it, your mission is to help people get to the next level. So you're working in these communities of, with people of all ages, and people have thoughts and ideas, especially when they feel that they are part of the community of the nonprofit. And so a good question would be to ask how the nonprofit is including the people that they serve, and how are they working together?

Speaker 3:

Great point. And I'll call back to our episode with Blake Johnson in season one. He talked about a sentiment from the disability rights movement, and their slogan was, and still is, I think nothing about us without us Mm. Nonprofits, you know, are, are working towards systematic change that resets the trajectory of their beneficiaries. So the idea that a nonprofit doesn't have a solid answer in your interview when you're asking how do you involve the beneficiaries and the decisions around here Mm-Hmm. <Affirmative>, that should give you pause, <laugh>.

Speaker 4:

It definitely should give you pause. And how they are working with their beneficiaries, are they, are the points that they're making that they work generationally with, with their beneficiaries? Like, oh, I've been working with this family for years. Or is it that we work with this family and we gave them the tools so that they can then help their family members? Right. So I think that that is really a difference that people should listen out for when they are interviewing is how are, is it in the end, decide how important that is for you are, is the nonprofit doing things to make change, which most are right. Or are they working for repeat beneficiaries within the same family or the same experience? Does that make sense?

Speaker 3:

Yeah. Right. Like, so you're saying everybody needs to decide their own worldview and how they want to change the world, but then when they talk to the nonprofit about how the nonprofit is including beneficiaries, they wanna, you want to see if that aligns with your worldview.

Speaker 4:

Exactly.

Speaker 3:

Another checkpoint is, are these nonprofits working towards elevating the next generation

Speaker 4:

Exactly.

Speaker 3:

Or are they working towards just trying to do more of the same in the next generation?

Speaker 4:

Right, exactly. So putting a bandaid on versus doing the surgery,

Speaker 3:

That's great. Yeah. Well, and I think the other thing, when you're preparing for your job interview, as you think about the stakeholders that are the beneficiaries Mm-Hmm.

Speaker 4:

<Affirmative>,

Speaker 3:

I think once you start learning more about their stories, it's gonna really help you prepare for that question. That's pretty much guaranteed in an interview where it's gonna be some form of why this charity, why now?

Speaker 4:

So true.

Speaker 3:

So we've talked about asking the nonprofit how they include beneficiaries in their program design or in their business. Mm-Hmm.

Speaker 4:

<Affirmative>

Speaker 3:

Are they, you know, this is your own gut check that you have to do. Do you want to just be doing bandaid work or surgery work as you put it? Mm-Hmm. <affirmative>. And then also this idea of, you know, how you're gonna answer this? Why this charity, why now it should involve

Speaker 4:

Beneficiaries,

Speaker 3:

Beneficiaries that you wanna serve. However, this nonprofit is serving their beneficiaries, that you wanna serve those beneficiaries in the way this nonprofit is doing it. Right. So is there anything else, as you recount your interview experiences with nonprofits, that knowing about beneficiaries or talking about beneficiaries in the interview process, is there anything else that we should share with listeners at this point? You think?

Speaker 4:

Yeah, I think going to your point of being in an interview and having that question come up, why, why us? Why now it is important to include the nonprofits beneficiaries in your response to that. Nonprofits exist because of their beneficiaries. So it's a huge part of why they're doing the work that they're doing. And you being able to speak to that as part of their mission and as part as why, of why you want to work there is gonna be a game changer. Right. Because I feel like, first of all, I acknowledge that question is hard to answer <laugh>. And so you, that you coming with a real concrete thought process of how you wanna answer it is going to set you apart from other candidates in the job search.

Speaker 3:

I agree. And I also wanna caution this idea of exclusively talking about the beneficiaries. It needs to be a response that shows you understand the beneficiaries, but also that this is the right time in your career for this.

Speaker 4:

Mm-Hmm. <affirmative>

Speaker 3:

This work. And I've seen too many cover letters that just go on and on about the, the mission and the beneficiaries, which is important that the person understands Mm-Hmm. <Affirmative>, but it never ties their skillset to the job at hand. So it's very difficult to advance a candidate who hasn't shown that they care about the beneficiaries and are bringing the skillset needed for the job that's on the table.

Speaker 4:

Absolutely. I feel like when you're writing these cover letters, you're right, A lot of people are saying, you know, include the nonprofit, talk a lot about the nonprofit and talk about why they're so great. But people do miss the part of why you're so great as well. There should be a balance in that cover letter and in your conversations when you make it to the interview about why this nonprofit, why now, but also what have you done up to this point to be a great fit for this nonprofit? And I'm sure you've done a lot, so you wanna brag about yourself at least a little bit in the interview and have your answer be very balanced.

Speaker 3:

Great point. Well, there's a statistic out there that came from this latest giving USA report that is keeping me up at night. <Laugh>, I don't know about you, but you know, it says that, and the giving USA report is this report that's been going on for about four decades, I think. And it analyzes philanthropy across the nonprofit sector and Mm-Hmm. <Affirmative>, there's a, the bulk of the report is really about charitable giving, but this report this year says only 5% of Americans think they've been helped by a nonprofit pausing to pick my jaw up off the floor. I mean, I, I see nonprofit work everywhere. So I'm just wondering what your thoughts are as to how so few people believe that, you know, they've been helped or someone they know has been helped by a nonprofit.

Speaker 4:

Yeah, that number is definitely shocking. And we talked about this a little bit before, and I think when I heard you say it the first time, I was like, 5%. That's like nobody. But then I thought about my own experience, and I worked many years for a settlement house, and traditionally settlement houses were, were successful when people didn't know they existed because their mission was to help immigrants transition into neighborhoods that they were not from. And so they didn't want to highlight those immigrants as, you know, being different from the people who traditionally lived in those neighborhoods. So their success came if, if no one knew that they existed. And so I just, I think it's interesting to think about, and as I said earlier, nonprofits benefit everyone in one way or another. And so it's, it's also sad, right? 5% of people, because

Speaker 5:

You think about most universities being a nonprofit, there are millions of people who attend college every year. Even if you didn't graduate or you were enrolled in a certification program or took adhoc classes, you still benefited from the education that that nonprofit provided while you attended their institution.

Speaker 3:

There's programming for the community that these universities do too, that like you're saying, people aren't connecting that, you know, this is actually a not-for-profit service, I'm benefiting from this free concert in the park by the students.

Speaker 4:

Right, right. Or also on the flip side of that, I worked at the YMCA and didn't really realize at the time that it was a nonprofit, but now in retrospect that now that I have more information, like I, obviously it's a, a nonprofit, and one of the feedback we received a lot from members is that the membership is so high for the YMCA and it is a salary based membership, and the membership is so high because you're

not getting a just a place to work out. You're also investing in your community. The YMCA then takes part of that membership and creates programs for kids like afterschool programs or summer camps for kids who would not otherwise be able to afford them. So it, it's, you know, when you're paying membership, maybe you're not benefiting, but you're definitely giving back. You're part of the cycle

Speaker 3:

<Laugh>, right. That No, that's exactly what I was thinking about is that, you know, your membership is part of this investment into the community, and it's not just about giving an afterschool program, it's seeing if that afterschool program is actually helping kids with their social skills or with their, with their homework or helping them be stronger citizens overall. So I think we're kind of coming back full circle to that idea of, you know, part of the reason why people don't realize that they benefit from nonprofits is because nonprofits are solving for systemic generational issues that, that begin with like, after school care.

Speaker 4:

No, that, that's so true. And it's, it's amazing to think about how many nonprofits are out there working and then to put it against 5% of Americans feel like they know someone who's been benefited or has been benefited from a nonprofit. We're all benefiting even if you earlier Right. The environmental organizations are not directly No. But they are directly working for people. But you may not feel it because, you know, you have like the nature conservancy who's buy, who buys up all this land to help the earth be better, and we benefit from that as human beings.

Speaker 3:

Right, right. When ecosystems aren't thrown out of whack <laugh> when there's enough green space, when there's enough health within an ecosystem to be resilient, that those things really matter. But it's difficult to, to articulate as the nonprofit and to see as an individual how that really benefits me.

Speaker 4:

Exactly.

Speaker 3:

You know, the other thing about these stats is that one in 11 people work for a nonprofit. So not only do people not believe they've benefited from the not-for-profit sector, but the not-for-profit sector is a huge part of our economy at its face. And so that's another point. I just wanna make sure people understand that while there are more than a million nonprofits out there collectively Mm-Hmm. <Affirmative>, we're employing one in 11 people.

Speaker 4:

Yeah. We're here. And it would be nice, you know, if we had more people, one in 11 is a little less than 10%, it's a good number. But we need more, we need more employees. So I think nonprofits are a great place to start your career and to build a career because you are getting a lot more out of your daily work than hitting a bottom line.

Speaker 3:

Yeah. And I'll just give a quick list and you throw in some too, some places that are not-for-profit organizations or they have, you know, a philanthropic arm. So we have libraries, schools, Mm-Hmm. <Affirmative> from preschool, from nursery school on up through university artistic spaces that are in your community hospitals. Are there any other organizations that, that you can think of that are, are, have not-for-profit angles to them that people might wanna think about?

Speaker 4:

Sure. religious institutions, zoos, parks. I feel like a lot of the donor meetings I go on, it's common that people will be like, I was a Girl Scout. I was a Boy scout. Those are also nonprofit services that are amazing. It, it really is in our everyday life, whether we use them as kids or young adults or adults. Like, it just is so helpful. And I think because, and I think nonprofits do such a good job, that oftentimes people don't realize or don't connect that experience with it being a nonprofit because, you know, I was a girl scout and at the time, you know, I sold my cookies and <laugh> got my badges, but I didn't, you know, as a elementary school student, I wasn't thinking about it as a nonprofit. I was just thinking about it as a place where I was making friends, having fun and learning in the process.

Speaker 3:

Great examples there. I totally forgot about zoos. It's easy to get caught up in the fun of a zoo and then forget that what's behind it. And I think that's also true with your girl scouting example. There is philanthropy behind that. There are a lot of nonprofits out there that have, girl Scouts is a really easy example because everyone knows the cookies and different sales that they do. Those sales are actually part of an entrepreneurship program, and they do support the girls' activities, but there's tons of research behind girl scouting. There's, there are buildings, there are camps that are often driven by philanthropy.

Speaker 4:

Definitely.

Speaker 3:

I guess the, the, there's one other thing I wanna just mention. When it comes to the reason why people may not realize the not-for-profit sector is working in their own lives, and that's because people are less and less engaged in their communities, and communities are more disjointed than ever. There was a study I saw, and I'll put it in the show notes about the lack of social capital, because there are fewer friendships across the economic spectrum. Hmm. So, you know, I think that the beneficiaries of nonprofits are sometimes not realized because people are less likely to know people from different socioeconomic classes these days. Hmm. Let's move on to the way not-for-profits are talking about beneficiaries. Another thing to look out for in your interview, it's not necessarily a question, but it is an observation you're gonna wanna make. You're gonna wanna see how the staff is talking about beneficiaries. And if you respect the way they're talking about beneficiaries, then you're probably aligned with that nonprofit. If you don't respect the way they're talking about beneficiaries, then this should be a flag for you. Mm-Hmm. That this may not be the best fit for you.

Speaker 4:

Right. I agree. And it is, I'm, I was just reflecting a little bit about the nonprofits I've worked for throughout my career. And I will say, no job is easy. And sometimes nonprofits have an added layer of being hard to work for and being stressful because they are trying to do so much with limited resources.

And I say that because it can be frustrating. And so depending on how, you know, you walk into a nonprofit, is it a culture of expressing your frustrations or is it a culture of understanding like, yes, this work, this work can be frustrating, however, the work that we're doing is so beneficial and so needed that we are rising above that frustration that we're feeling. So it is really important to listen for how people are responding to that question about beneficiaries. And I'll say there's an added layer. I feel like so many job interviews right now are, are via Zoom or virtual.

Speaker 4:

And so you don't get to walk into the reception area and observe the culture of the nonprofits. So, and oftentimes you don't get to see body language when you're doing interviewing virtually. So really being intentional about the questions that you ask and asking follow up questions and really digging in an interview is as much, if not more important for you as a candidate as it is for the nonprofit because you're making a decision on where you wanna work and if you are going to fit for that nonprofit's culture, being diligent and asking your questions and asking for more time, and even asking for a follow-up interview. If the interviewer is like, well, we have a hard stop at this time, and they took up all the time to talk about their points and to ask their questions, I was just saying, don't be afraid to ask your questions or don't be afraid to send a follow up email with your questions. Because even that, how they respond to that is gonna be really insightful.

Speaker 3:

Yeah, I totally agree. And you know, you don't wanna ask for another interview just to ask Right. But if you really do have questions, if you really feel that your conversation was cut off, I'm sure it's mutual. Mm-Hmm. <Affirmative> you can always ask, will there be an opportunity for me to ask some follow-up questions?

Speaker 4:

Yes, absolutely.

Speaker 3:

I do think it's useful for someone going through the interview process to understand some of the ways not-for-profits, like to structure stories of beneficiaries. Now, we've talked about beneficiaries from from immigrants to the Earth. Mm-Hmm.

Speaker 4:

<Affirmative>

Speaker 3:

Animals are often beneficiaries. Communities overall are beneficiaries. And it's a lot easier to talk about these stories when you, when you're talking about a person. But these structures can apply to all of these other types of beneficiaries. So do you have a favorite formula or question or story arc that you like to follow when you're sharing stories of beneficiaries?

Speaker 4:

I, I personally, when I'm sharing stories about beneficiaries, I like to keep it positive. There are two sides of every coin, so it's easy sometimes to go negative. And I'm thinking about a nonprofit I worked at early

on in my career who more often than not went negative in their storytelling. And it really bothered me because there were so many positive things to talk about. I would say it's easy to invoke fear if that's what you are trying to do, but studies show that that doesn't work. Right. Like, you want to,

Speaker 3:

It works in the moment, maybe.

Speaker 4:

Right. But

Speaker 3:

It really isn't like a, it doesn't create a durable relationship with

Speaker 4:

Someone. Exactly. right. You get a reactionary response, but not a long-term relationship that you can, that is built off of trust and respect. And so that's, that's my take. I, I like to keep things positive. I like to tell the good side of things. I didn't work for this nonprofit, but I was a donor of this nonprofit and they sent a letter that said we need your help now, otherwise we're going to be closed in the next five years, or something like that. And I was just like, oh my gosh, this is so intense. And what I just had all these questions, right? Like if I, I could give, but if I give, like, will you still be closed in five years? I just feel like those type of letters put doubt in people's minds. So there was another way I think that they could have messaged that story.

Speaker 3:

Yeah, that's a great point. You know, looking at how it's to how it's framed,

Speaker 4:

Right. Katie, how would you structure your stories? Or what do you like to, how do you send out the message?

Speaker 3:

Yeah, I totally agree with you on the, you know, giving a positive spin, telling the truth of course, but of course showing why there's hope, showing the progress that can be made. You know, when it comes to especially human beneficiaries, it's one structure that I like is, what was it like before? Mm-Hmm. <affirmative>, what was it like to engage with the not-for-profit? And what is life like now that you've had this experience with the not-for-profit? You know, as we talk about how not-for-profits are benefiting the larger community, and a lot of times people don't even realize they've benefited from a not-for-profit. Don't you have a good example of, of this in a community?

Speaker 4:

I do. So, right. Other ways that beneficiaries are met beyond the direct services, beyond helping people or helping the environment is collaboration and partnerships and capacity building. The example that comes to mind is

Speaker 5:

Goddard Riverside has a program called Options Center that works with students to apply for college and beyond applying for college, staying in college, graduating, and then becoming successful, successful after college. So they realized years ago that Options Center was not enough, and they created Options Institute, which actually trains other organizations and individuals on how to help students access college and then be successful in college. So Options Institute is effectively uplifting the community by providing education, job training, and skill development to help empower more marginalized students to get through the barriers of accessing college, which is super powerful and probably not recognized a lot of the time as a nonprofit because it can be seen as professional development since those professionals that are being trained are taking the information they receive through the program and using it to help students who don't necessarily know how to navigate the college application process.

Speaker 3:

Yeah. Great example. You know, is it kind of like a training of trainings situation where

Speaker 4:

It's exactly what it is?

Speaker 3:

Okay. Perfect. Yeah, those, those pieces that not-for-profits do are so important. You know, think about the teachers in your world, how much they care about their students, how they want to give them all the resources they possibly can. Mm-Hmm. <Affirmative>. But if we had every single teacher trying to develop their own curriculum or their own job training program, we're far more efficient as a society when a not-for-profit takes it on, starts to get results of seeing how this curriculum is working and multiple schools or multiple communities. Mm-Hmm.

Speaker 4:

<Affirmative>, right? Because when the, when you're getting training from a nonprofit, then you also are seeing consistency. If every teacher created their own curriculum, you would have a million different curriculums, <laugh>, and you couldn't follow the statistics on those. If everyone is doing their own thing, there's no information that you can gather to then create a story about why or how you're helping students. But when you have a nonprofit offering the training, then you have consistency and you can really build that story of why this is important and how this is helping the community and how this is helping students and where students have gone based on this curriculum. And it just goes on and on. <Laugh>

Speaker 3:

<Laugh>. That's great. Let's end on this question. How have you benefited from a not-for-profit?

Speaker 4:

Oh my gosh. So many ways now that I've really thought about not-for-profits and have put it together, that I have benefited definitely from not-for-profits, even though at the time I maybe didn't think I did. So the nonprofit I mentioned earlier in Milwaukee, urban Underground, I was a part of that nonprofit when I was in high school and didn't have a clue that it was a nonprofit. I actually joined, and there's a whole, at the time, how they operated it was, I was the part of the second class ever. There's an application and an interview process that every student had to go through in order to be accepted into

the program. And I didn't know anything about what they were doing or about their mission. I applied because I had a friend at the time who said, oh my gosh, I went through this program last year.

Speaker 4:

It was so much fun. It's like, really cool. Everyone's really nice. You should do it. And so I applied really without much thought or intent on the program. I just really was like, oh, this is another way to make friends meet people, have fun, have a social life outside of my school. And the interview process was very rigorous and interesting. I did get accepted, but even when I got accepted, you know, they, they were talking about they hadn't really built their mission at the time. I'm if I believe that our class helped them really solidify their mission. And someone from our class created a logo for them, which they still use to this day. They're doing really great work. And I benefited by being in it. We were all over the city making progress in a lot of political issues. And so we were very active in doing a lot, but it never, you know, I went with the idea of this is just something fun to do, <laugh>, not that I'm benefiting from it, not that they're empowering me, not that they're helping me find my voice. None of that crossed my mind. It was just, this is fun, this is nice. It's a different thing to do for my everyday going to school, going to work. And it is introducing me to a lot of great people. So Katie, I'm gonna ask you as well, how, how have you benefited from nonprofits?

Speaker 3:

There are a couple of examples that come to mind immediately. They both kind of have the same themes that you have here. Like, I'm just here and I'm finding some people that I really like and this is good. And then the idea of like time away from the nonprofit has helped me realize that was such an impactful thing. Mm-Hmm. <affirmative>. So the first one is just an industry group for fundraisers that puts on educational webinars and helps me stay current in my industry. Mm-Hmm. <affirmative>. Which is really useful and it helps build this network of like-minded people for me. The other not-for-profit that I can think of, someone in my family had a rare disease and it was a not for profit. That really helped our family understand what the options were to understand what to do next, to understand different phases of the disease. Mm-Hmm. <affirmative>. And you know, there were certainly medical doctors along the way, but there was this dedicated nonprofit to making sure that families had the support they needed as they had a family member go through this. Those are two places where I've been a beneficiary of a not-for-profit.

Speaker 4:

Great.

Speaker 3:

Well thanks Brienne for being with us today. Thanks

Speaker 4:

For having me. I've had a lot of fun talking to you about beneficiaries of nonprofits. It's such an interesting topic to think about.

Speaker 2:

Thank you for listening. And let us know what is resonating with you, what do you wanna hear more or less of? And what other questions do you have about your not-for-profit job search. Do this through

ratings and reviews wherever you're listening to this podcast. Or email us directly at hello@askingforgood.com. Until next time, take care.