

Blackbaud Philanthropy FAQ

How does Blackbaud give back?

Blackbaud is a community of people who seek to help nonprofits drive positive change in our world.

Our focus on [corporate citizenship](#) is an acknowledgement of this commitment and we strive to make a difference both through what we do as a company and how we serve as individuals, professionally and personally. This encompasses our commitment to:

- Deliver solutions that help “do good”
- Govern our business ethically
- Be a caring employer
- Steward the environment
- Serve others through good business, volunteerism and philanthropy

How does Blackbaud give back, through philanthropy and volunteerism?

Our philanthropy takes the form of both money and time. It is difficult, because we work with every different kind of nonprofit, to select one sector over another. For this reason, whenever possible, we have elected to take an “employee focus,” putting our people at the center of our philanthropy. We do this either through direct employee involvement (the Blackbaud Fund, Blackbaud Community Matters Grants and Team Blackbaud) or by supporting organizations where employees volunteer (Reward Your Passion and executive board gifts).

Blackbaud also supports a number of nonprofits that are located in cities where we have operations and with which we have a long history. These gifts reflect the traditions of our sites and the needs in their communities. Given our headquarters location in Charleston, our giving has been weighted more to the Southeastern region of the United States. We are actively working to further diversify our philanthropy both nationally as well as internationally.

What is the Blackbaud Fund?

Established in 1996, the Blackbaud Fund, which is held at the [Coastal Community Foundation \(CCF\)](#) in Charleston, SC, supports organizations that focus on the education of minority and disadvantaged

youth and the disabled. The Blackbaud Fund committee is made up of employees from across our Charleston headquarters with no employee in a position higher than director. Working under the guidance of the Coastal Community Foundation and Tina Fei, the fund's employee leader, the committee reviews applications, conducts site visits and makes final funding recommendations. A committee comprised of Blackbaud Fund alumni serves as pre-screeners and narrows the applications to 12-15. This experience teaches employees about the needs in our community, which we believe makes them both better at their jobs and how to be grant makers.

What is Blackbaud Community Matters Grants?

Launched in 2013, [Blackbaud Community Matters Grants](#) makes grants throughout the year in the other locations where we have offices. Preference is given to grant requests that focus on general operations/capacity building or the education of disadvantaged populations. To qualify, organizations need to have budgets of less than \$2 million, seek funding from various sources for the same proposal, implement the program or project within a 12 month period and have been in existence for more than one year. Employee committees, modeled after The Blackbaud Fund approach, review applications, conduct site visits (if necessary) and make the funding decisions. Grantable dollars are determined by the size of the employee base at each site.

What is Blackbaud Cares?

[Blackbaud Cares](#) encompasses all the ways in which we give back to our respective communities. It includes our Teams Blackbaud, service days, blood drives, goods drives, Greenbaud, Sprouts and so much more. It's how we volunteer and serve in our own backyards.

What is Team Blackbaud?

Team Blackbaud is Blackbaud's grassroots employee service corps. Team Blackbaud works with nonprofit organizations and colleagues to identify service activities in their respective communities. Team Blackbaud can be found in most of the company's locations. Team Blackbaud Global is comprised of a representative from each Team Blackbaud location. The goal is to have Team Blackbaud in all locations. Team Blackbaud Global members act as liaisons for their locations and assist in the reviewing and ranking of Reward Your Passion grants. If you are interested in participating in Team Blackbaud, please contact Sally Ehrenfried.

How much do Blackbaud employees volunteer?

According to a survey conducted in 2013, 81% of all Blackbaud employees volunteer. According to Independent Sector, the average value of a volunteer hour is \$22.14, which means that in 2013 alone, Blackbaud employees' gave between \$3.15M and \$3.35M in service to nonprofit organizations.

What is Volunteer for Vacation?

Employees who are regularly scheduled to work at least 20 hours per week can earn additional vacation

time through Blackbaud's [Volunteer for Vacation](#) program. To encourage participation in community volunteer work, employees can earn eight hours of vacation for every 16 hours of volunteer service performed for an approved nonprofit agency. A maximum of three additional vacation days may be earned per year.

Does Blackbaud have a matching gift program?

No. Blackbaud believes that money should follow time and instead offers [Reward Your Passion](#) grants in the amount of \$500 (or the foreign currency equivalent) to organizations at which our employees volunteer. These grants are given through a competitive process and are made in honor of employees' service and commitment to the recipient organizations.

What do I do if a client or community organization asks me about a donation from Blackbaud?

All requests for donations or event sponsorships should be sent to Sally Ehrenfried, manager, community relations and philanthropy. Sally will respond to all personalized requests she receives.

How does Blackbaud respond during disasters?

Blackbaud's first priority in times of natural disaster is the individual customer need. We work with our clients in the affected areas to keep them up and running so that they can respond to their communities' needs. Products and services offered to clients can include: temporary hosting, temporary user licenses, access to the e-learning library to train new employees or volunteers, and access to local consultants/trainers in the area to help with recovery data services. Special promotions are also offered to targeted nonprofits as necessary (e.g., online donations for international aid organizations).

Links are included for the plan's [summary](#) and Blackbaud's [BCDR plan](#), should the company experience a natural disaster.

Does Blackbaud offer any of its products for free?

We do not offer any free software products. However, we do offer, at no charge, [important data about trends in giving](#), through the monthly Blackbaud Index of Charitable Giving and the Blackbaud Index of Online Giving. These indices, along with the quarterly Index of National Fundraising Performance and other research, provide nonprofits with the tools they need to benchmark their performance against others in the field.

Blackbaud also offers [white papers](#), [blog posts](#) and [tip sheets](#) written by [industry experts](#) on a variety of topics for free on its website.

Does Blackbaud donate its "old" computer equipment and office supplies?

Blackbaud donates its gently used office equipment and supplies, including but not limited to computer processors, keyboards, monitors and other office equipment, to nonprofit organizations in its communities

and to TechSoup, which has a program where hardware is refurbished and resold. Please contact Sally Ehrenfried if you know of an organization that can use equipment. Donations are limited by availability.

How do I fundraise at Blackbaud for a cause I'm passionate about?

With a highly engaged employee base, many employees have a cause they wish to support. We understand this is a natural part of employees' lives and encourage them to be individual fundraisers for causes they support by using their social networks. However, employees need to be respectful that others may not share their passion for the same causes. Employees should never be pressured by their colleagues or managers to participate in a fundraiser or related activity. The sheer volume of people individually promoting causes has led us to develop the following guidelines. If you are raising money for a cause:

- Do - Use your personal social network to reach out to people (e.g., Facebook, Twitter, and other forms of personal outreach).
- Do - Email colleagues you have regular personal contact with, know of your interests, and may share your passion for your cause.
- Do – if you are located at one of our sites contact either Blackbaud's community relations manager or your facilities manager to arrange to book the table in a common area to promote your cause.
- Do – post an appropriate flyer in your work space or on communal bulletin boards.
- Do Not – email your entire team or division (just because someone works with you doesn't mean that person supports your cause).
- Do Not - ask your direct reports or others who report up to you to contribute to your favorite causes. You may think they are willingly supporting your cause, but they may not feel comfortable telling you otherwise.
- Do Not – post flyers in other places around the company (other than your workspace and the communal bulletin board).

We encourage our employees' service to their communities and celebrate their successes in the eAlert, Blackbaud's eNewsletter, Yammer and through other means as appropriate.

How do I proceed if I am interested in serving on a nonprofit committee or a nonprofit board?

Contact Sally Ehrenfried at x2100 and join the Nonprofit Leadership Circle. The Nonprofit Leadership Circle is our community for employees who currently serve or are interested in serving on a nonprofit board or committee. Through the Nonprofit Leadership Circle, we offer a nonprofit board fundamentals series which discusses topics helpful to nonprofit board members.

Where do I go if I have other questions?

For answers to any questions having to do with philanthropy, please contact Sally Ehrenfried at 843.654.2100.