



## The "Wright" Tool To Get Started

### A Daily Interactions Journal

#### Power Situations

Keep track of interactions that involve a balance of power through control of resources or access to resources. The goal of this tool is to build a record of **situations involving resource constraints or interdependent actions** in which you or someone on your team is creating barriers to building a successful Culture of Philanthropy. You will use this record to focus on key interactions and identify patterns that help you understand how power is working or how the distribution of power is changing within your nonprofit.

#### Instructions:

Step 1: Begin by briefly describing an action or situation that relates to fundraising.

- Resources sought may be time, funds, personnel, facilities, equipment, or anything else that is necessary to accomplish a positive result in your fundraising plan

Step 2: Describe the resources involved, identify any resource constraints, and indicate who has control of the resources.

- Constraints may be launch dates, budgets, or anything that limits the resource.
- Control may rest with one person, several people, or a group within the organization (board, donors, etc..)

Step 3: Indicate whose request is driving the action or creating the situation.

Step 4: Record brief notes about the outcome or resolution of the action or situation.

- What goal(s) were accomplished?
- Whose needs were met?
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Action or Situation	Resource			Whose request ?	Outcome(s)
	Description	Constraint	Who has control ?		

Step 5: Prepare feedback over 30+ days and present to board for further analysis. If necessary, also engage other staff involved in fundraising efforts to encourage changes within the organization.