
Luminate 2023 Exit Grantee Report

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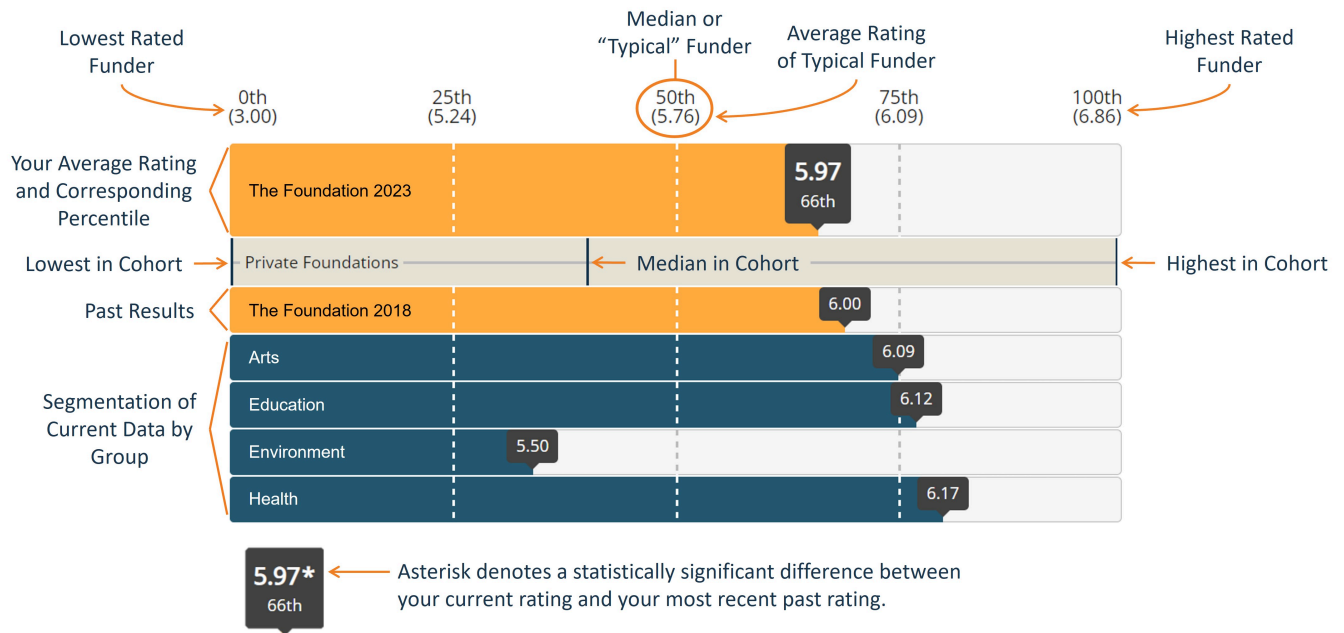
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The online version of this report can be accessed at cep.surveymresults.org

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Interpreting Your Charts

Many of the charts in this report are shown in this format. See below for an explanation of the chart elements.



Missing data: Selected grantee ratings are not displayed in this report due to changes in the survey instrument, or when a question received fewer than seven responses.

Survey Population

CEP surveyed Luminate's Exiting Grantees in September and October of 2023. CEP used a confidential survey that was distributed electronically. The details of Luminate's survey are as follows:

Survey	Survey Fielded	Number of Grantees Surveyed	Number of Responses Received	Survey Response Rate
Luminate 2023 Exiting Grantee Survey	September and October 2023	97	45	46%

Throughout this report, where possible, Luminate's survey results are compared to CEP's broader dataset of more than 50,000 grantee responses from over 300 funders built up over more than a decade of grantee surveys. A list of some funders who have recently participated in the GPR can be found at <https://cep.org/gpr-participants/>.

In order to protect the confidentiality of respondents, results are not shown when CEP received fewer than seven responses to a specific question.

Subgroups

In addition to showing Luminate's overall ratings, this report shows ratings segmented by Organizational Budget Size, Receiving Partner Support, Exit Impact Level, and Respondent Gender.

Operating Budget of Grantee Organization	Number of Responses
Less than \$1 million	17
Greater than or equal to \$1 million	24

Receiving Partner Support	Number of Responses
Received Partner Support	32
Did not receive Partner Support	13

Exit Impact Level	Number of Responses
Low	13
Medium	12
High	20

Respondent Gender	Number of Responses
Identifies as a Man	17
Identifies as Woman	23

Subgroup Methodology and Differences

The following page outlines the methodology used to determine the subgroups that are displayed in the report, along with any differences in grantee perceptions. Differences should be interpreted in the context of Luminate's goals and strategy.

CEP conducts statistical analysis on groups of 10 or larger. Ratings described as "significantly" higher or lower reflect statistically significant differences at a P-value less than or equal to 0.1. Ratings described as "trending" higher or lower reflect a 0.3-point difference larger or smaller than the overall average rating.

Subgroup Methodology

Organizational Budget Size: Using data grantees provided in the survey, CEP tagged grantees based on the budget size of grantee' organizations.

Receiving Partner Support: Using the grantee list provided by Luminate, CEP tagged grantees based on whether or not Luminate Teams indicated a grantee had been received specific beyond-the-grant assistance.

Exit Impact Level: Using the grantee list provided by Luminate, CEP tagged grantees based on Exit Impact Level.

Respondent Gender: Using data grantees provided in the survey, CEP tagged grantees based on their gender identity. Those segmented as "Identifies as a Man" selected "Man" only, and those segmented as "Identifies as a Woman" selected "Woman" only.

Subgroup Differences

Organizational Budget Size: There are no consistent, significant differences in respondent ratings when analyzed by organizational budget size. However, some trends emerge:

Ratings from Organizations with budgets of less than \$1 million trend higher than Luminate's overall average on some measures related to Luminate's beyond-the-grant assistance, diversity equity, inclusion, and justice, as well as their agreement that Luminate clearly communicated its intention to transition its work. They trend lower for comfort approaching Luminate if a problem arises and the extent to which Luminate would be open to feedback on the beyond-the-grant assistance it provides.

Receiving Partner Support: Grantees that received partner support from Luminate rate *significantly higher* than those that did not on several measures, including Luminate's impact on their organizations, the extent to which Luminate exhibits candor about its perspectives on their work, Luminate's clarity regarding the timeline for strategic transition, and their agreement that Luminate's exit left a substantial funding gap in their fields.

Exit Impact Level: There are no consistent, significant differences in respondent ratings when analyzed by Exit Impact Level. However, some trends emerge:

- Ratings from Low impact grantees trend *lower* than Luminate's overall average on some measures related to diversity, equity, inclusion, and justice and on some aspects of the strategic transition. They trend *higher* than Luminate's overall average on some measures related to beyond-the-grant assistance.
- Ratings from Medium impact grantees trend *higher* than Luminate's overall average on some measures related to beyond-the-grant assistance, diversity, equity, inclusion, and justice, and aspects of the strategic transition. They trend less likely to indicate that their work will be continued in the same form.

Respondent Gender: There are no consistent, significant differences in respondent ratings when analyzed by gender identity.

Comparative Cohorts

Customized Cohort

Luminate selected a set of customized funders to create a smaller comparison group that more closely resembles Luminate in scale and scope.

Custom Cohort

Democracy Fund
Ford Foundation
Foundation for a Just Society
Humanity United
Imaginable Futures
John D. and Catherine T. MacArthur Foundation
John S. and James L. Knight Foundation
Luminate 2023 Exits
Luminate 2023 GPR
Oak Foundation
Omidyar Network
Porticus
Rockefeller Brothers Fund
Skoll Foundation
The Children's Investment Fund
The David and Lucille Packard Foundation
The William and Flora Hewlett Foundation
Tinker Foundation, Inc
Unbound Philanthropy

Standard Cohorts

CEP also included 18 standard cohorts to allow for comparisons to a variety of different types of funders.

Strategy Cohorts

Cohort Name	Count	Description
Small Grant Providers	36	Funders with median grant size of \$20K or less
Large Grant Providers	110	Funders with median grant size of \$200K or more
High Touch Funders	34	Funders for which a majority of grantees report having contact with their primary contact monthly or more often
Proactive Grantmakers	106	Funders that make at least 90% of grants by invitation only
Responsive Grantmakers	103	Funders that make at most 10% of grants by invitation only
Intermediary Funders	23	Funders that primarily regrant philanthropic dollars
International Funders	66	Funders that fund outside of their own country
European Funders	27	Funders that are headquartered in Europe

Annual Giving Cohorts

Cohort Name	Count	Description
Funders Giving Less Than \$5 Million	58	Funders with annual giving of less than \$5 million
Funders Giving \$50 Million or More	88	Funders with annual giving of \$50 million or more

Foundation Type Cohorts

Cohort Name	Count	Description
Private Foundations	170	All private foundations in the GPR dataset
Family Foundations	85	All family foundations in the GPR dataset
Community Foundations	41	All community foundations in the GPR dataset
Health Conversion Foundations	30	All health conversion foundations in the GPR dataset
Corporate Foundations	25	All corporate foundations in the GPR dataset

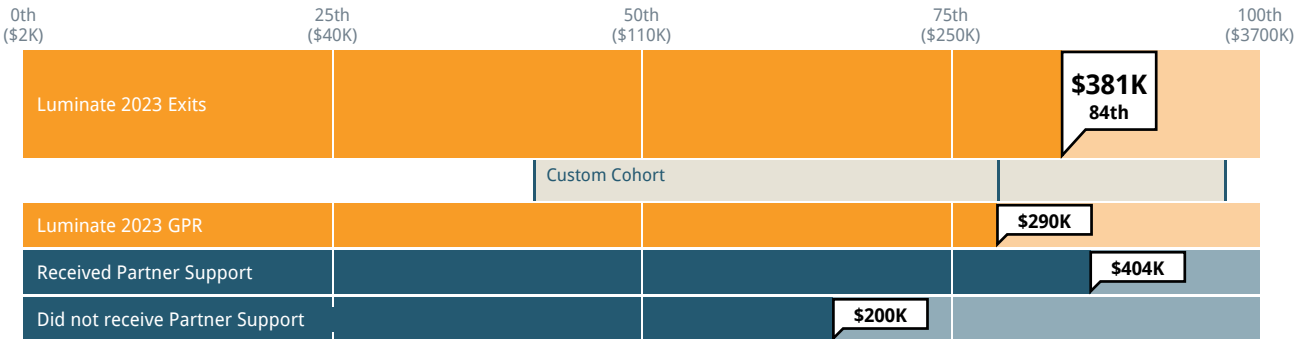
Other Cohorts

Cohort Name	Count	Description
Funders Outside the United States	42	Funders that are primarily based outside the United States
Recently Established Foundations	52	Funders that were established in 2000 or later
Funders Surveyed During COVID-19	172	Funders who surveyed grantees during COVID-19 (2020 - 2022)

Grantmaking Characteristics

Funders make different choices about the ways they organize themselves, structure their grants, and the types of grantees they support. The following charts and tables show some of these important characteristics. The information is based on self-reported data from funders and grantees, and further detail is available in the Contextual Data section of this report.

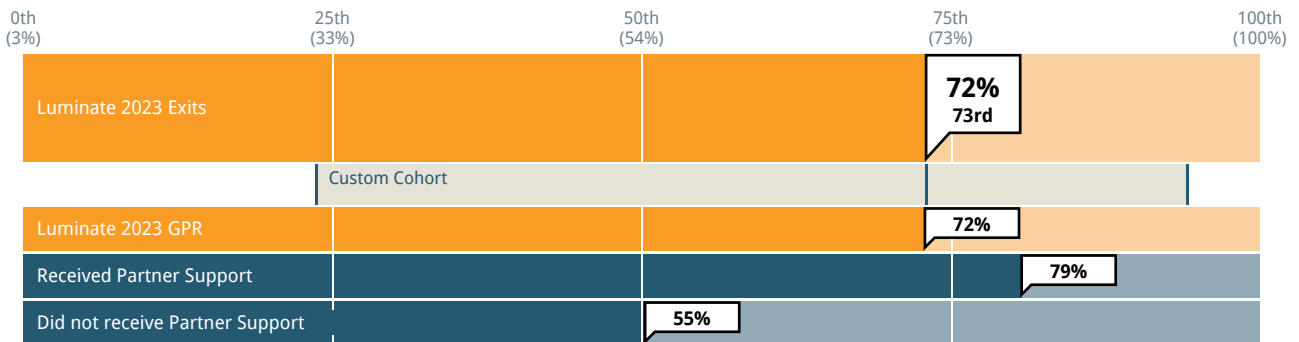
Median Grant Size



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Proportion of Multi-Year Grants

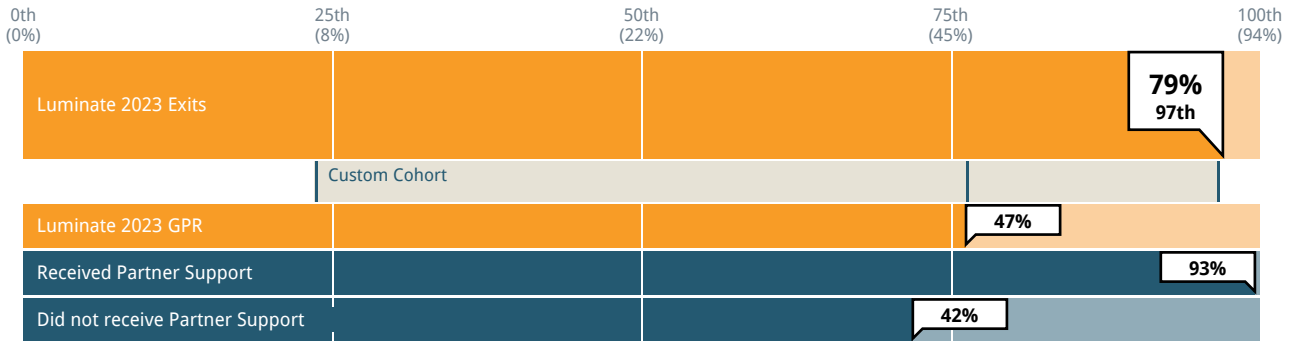
Proportion of grantees that report receiving grants for two years or longer



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Proportion of Unrestricted Funding

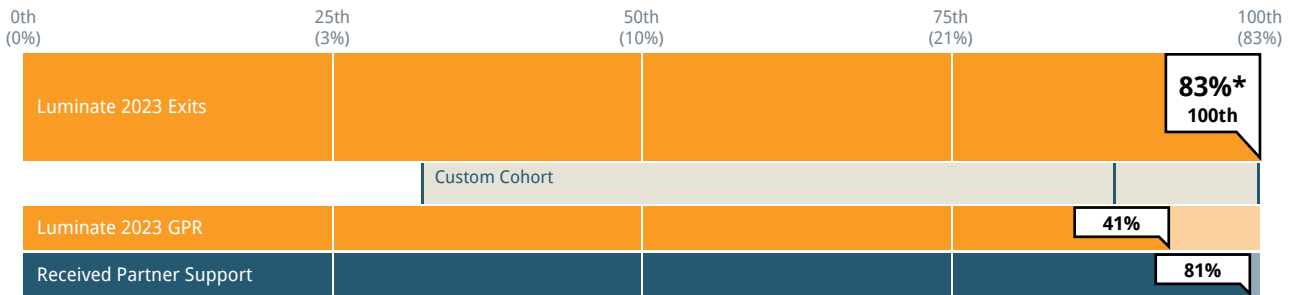
Proportion of grantees responding 'No, this funding was not restricted to a specific use (e.g., general operating, core support)'



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

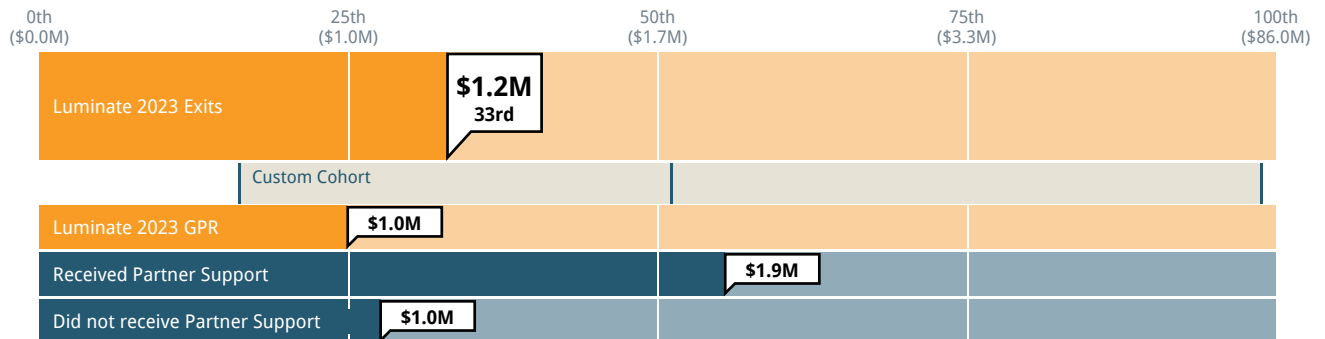
Proportion of Multi-Year Unrestricted Grants

Proportion of grantees that report receiving grants for two years or longer and who report receiving general operating support funding that was not restricted to a specific use.



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Median Organizational Budget



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Selected Cohort: Custom Cohort				
Grant History	Luminate 2023 Exits	Luminate 2023 GPR	Average Funder	Custom Cohort
Percentage of first-time grantees	14%	46%	29%	34%

Selected Subgroup: Receiving Partner Support		
Grant History (By Subgroup)	Received Partner Support	Did not receive Partner Support
Percentage of first-time grantees	13%	17%

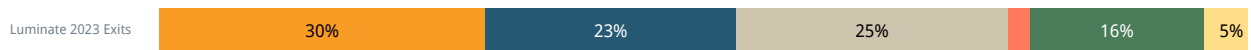
Exit Experience

Luminate recently evolved its strategy and narrowed its funding focus areas and regions of work. As part of this transition, Luminate informed grantee organizations that it is exiting from their region or focus area, and that their organizations will no longer receive new funding after their exit grant ends.

This first set of questions prompted grantees to explicitly keep their exit experience in mind.

Which of the following best describes how your organization is planning to continue the work funded by Luminate's grant, if at all, after your current grant ends?

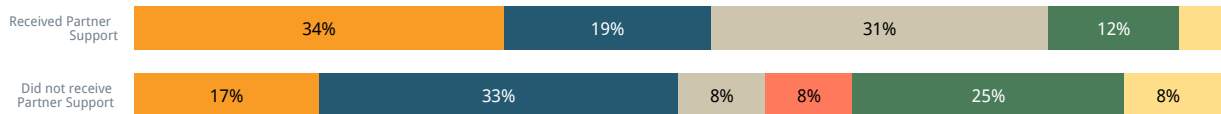
- It will be continued in the same form
- It will be continued, but slightly modified
- It will be continued, but significantly modified
- It will not be continued
- We do not yet know if it will be continued
- Other (please describe):



Cohort: None Past results: on

Which of the following best describes how your organization is planning to continue the work funded by Luminate's grant, if at all, after your current grant ends? - By Subgroup

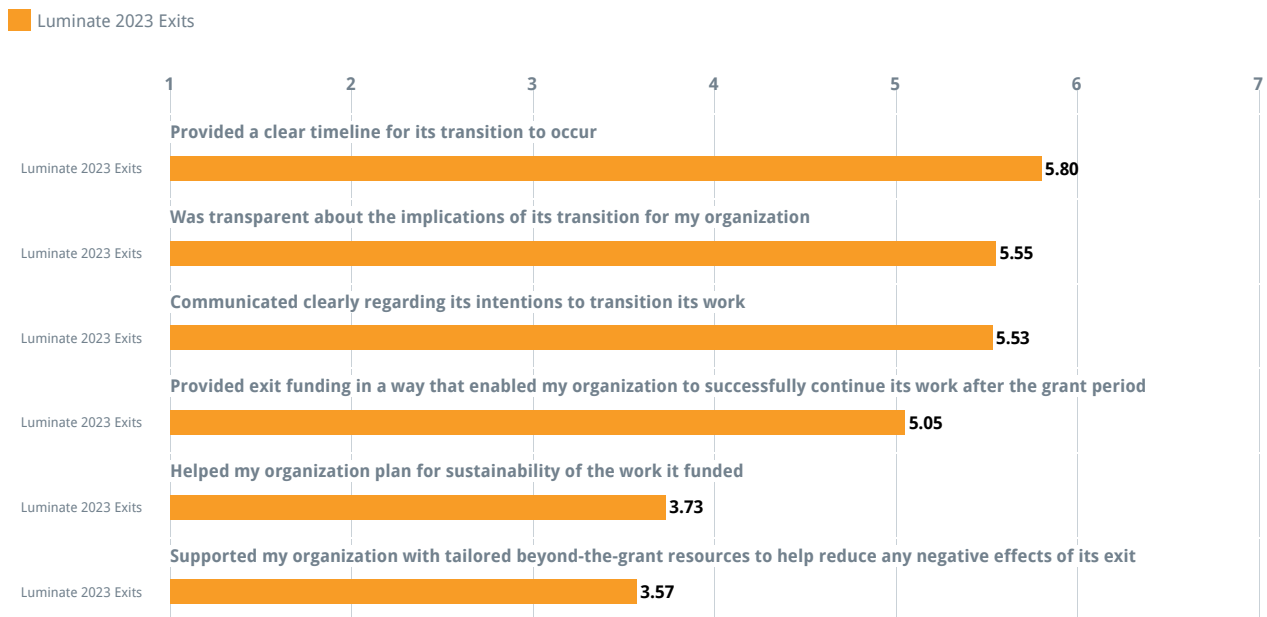
- It will be continued in the same form
- It will be continued, but slightly modified
- It will be continued, but significantly modified
- It will not be continued
- We do not yet know if it will be continued
- Other (please describe):



Subgroup: Receiving Partner Support

To what extent do you agree or disagree with the following statements regarding Luminate's strategic transition? Luminate...

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

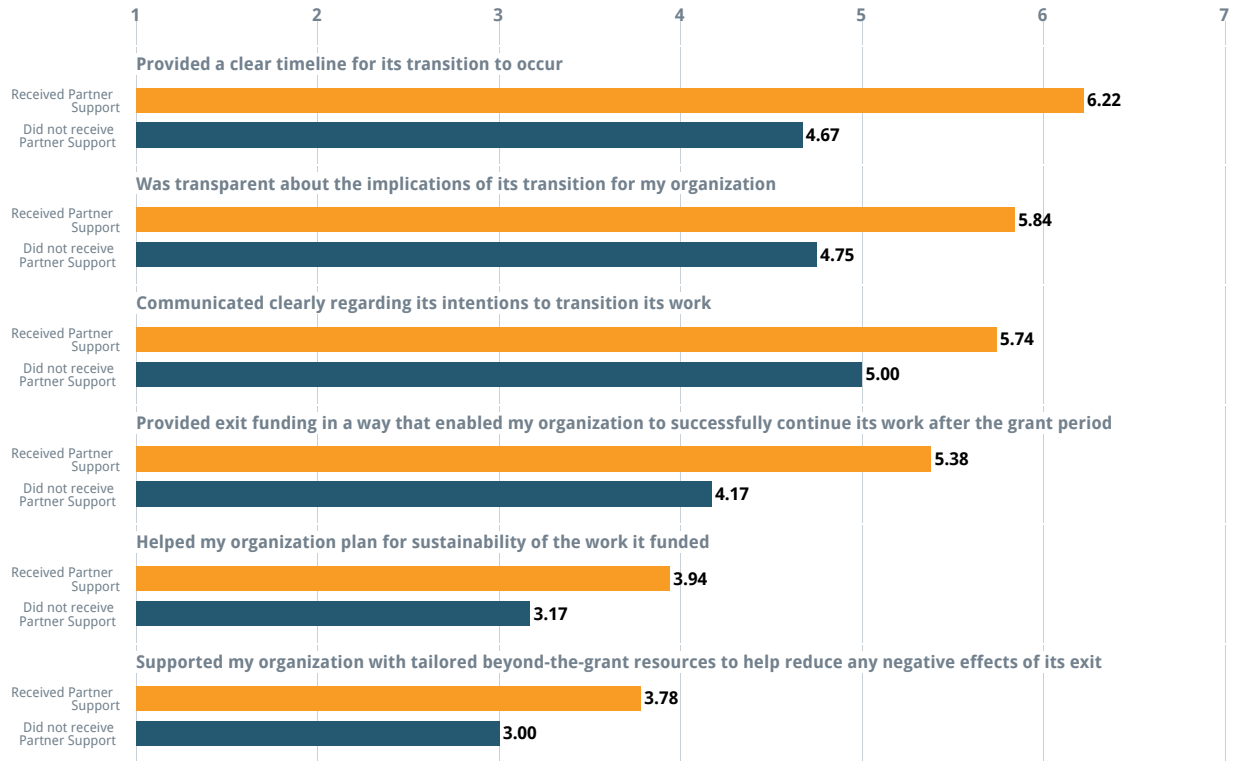


Cohort: None Past results: on

**To what extent do you agree or disagree with the following statements regarding Luminate's strategic transition? Luminate...
- By Subgroup**

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Received Partner Support Did not receive Partner Support



Subgroup: Receiving Partner Support

Which of the following best describes the level of vulnerability your organization faced following Luminate's exit?

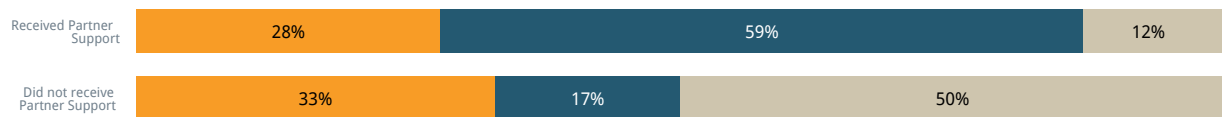
- High: my organization significantly depended on Luminate's funding, and we're facing significant barriers to replace this funding
- Medium: my organization depended on Luminate's funding. Although we had other sources of funding, we had few alternatives, and the exit took place at a challenge
- Low: Luminate's funding represented a moderate part of our budget and we were able to secure new sources of funding



Cohort: None Past results: on

Which of the following best describes the level of vulnerability your organization faced following Luminate's exit? - By Subgroup

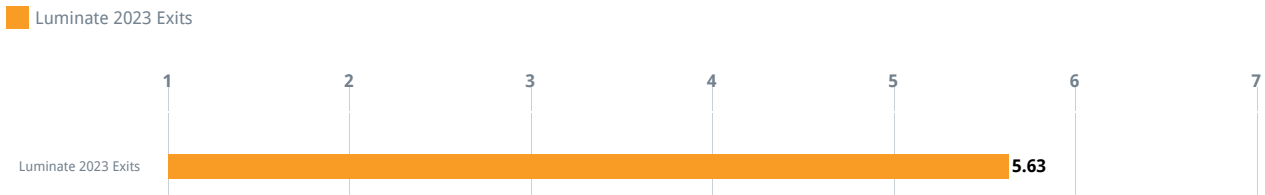
- High: my organization significantly depended on Luminate's funding, and we're facing significant barriers to replace this funding
- Medium: my organization depended on Luminate's funding. Although we had other sources of funding, we had few alternatives, and the exit took place at a challenge
- Low: Luminate's funding represented a moderate part of our budget and we were able to secure new sources of funding



Subgroup: Receiving Partner Support

To what extent do you agree or disagree with the following statement: Luminate's exit left a substantial funding gap in my field.

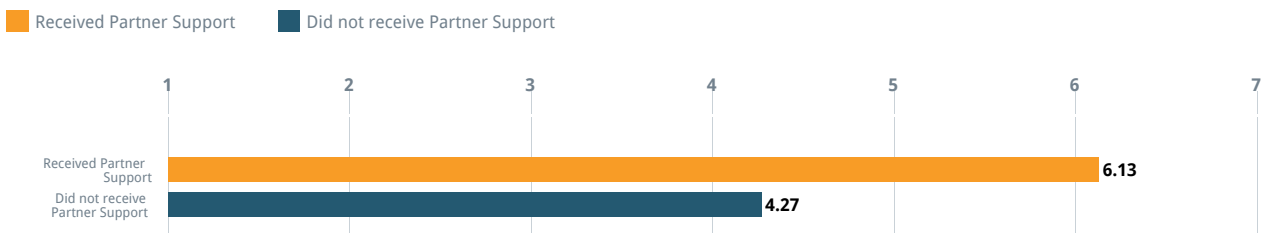
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: None Past results: on

To what extent do you agree or disagree with the following statement: Luminate's exit left a substantial funding gap in my field. - By Subgroup

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Subgroup: Receiving Partner Support

What is one thing you wish Luminate had done differently with regard to its strategic transition?

- Clearer explanation of Luminate's motivation for transitioning its strategic focus
- Greater emphasis on ensuring the sustainability of our funded work
- Greater flexibility with the terms and conditions of our grant
- Provide strategic and financial planning support focused on the post-funding phase
- More advance notice of the strategic transition
- More communication with your primary contact throughout the process
- Seek feedback from my organization to understand how it could best support us during its transition
- Connect my organization with other sources of funding
- Other (please describe):



Cohort: None Past results: on

What is one thing you wish Luminate had done differently with regard to its strategic transition? - By Subgroup

- Clearer explanation of Luminate's motivation for transitioning its strategic focus
- Greater emphasis on ensuring the sustainability of our funded work
- Greater flexibility with the terms and conditions of our grant
- Provide strategic and financial planning support focused on the post-funding phase
- More advance notice of the strategic transition
- More communication with your primary contact throughout the process
- Seek feedback from my organization to understand how it could best support us during its transition
- Connect my organization with other sources of funding
- Other (please describe):

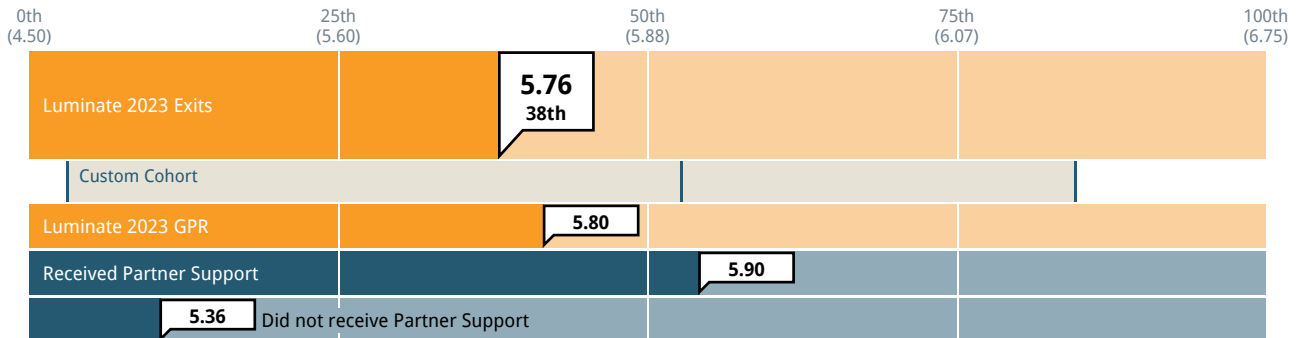


Subgroup: Receiving Partner Support

Impact on and Understanding of Grantees' Fields

Overall, how would you rate Luminate's impact on your field?

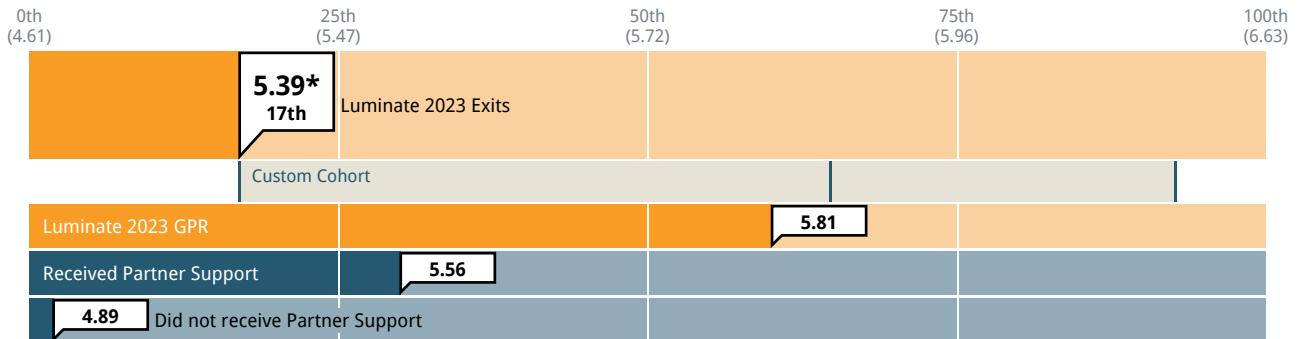
1 = No impact 7 = Significant positive impact



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

How well does Luminate understand the field in which you work?

1 = Limited understanding of the field 7 = Regarded as an expert in the field

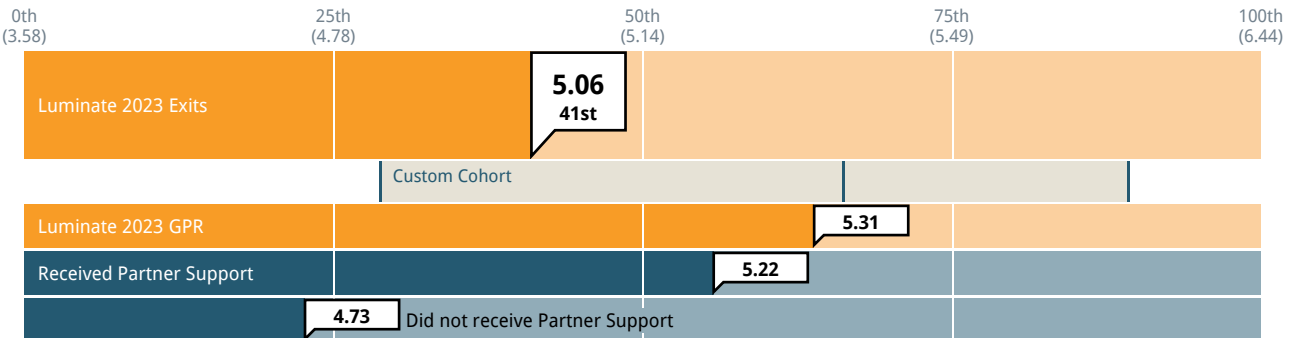


Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Advancing Knowledge and Public Policy

To what extent has Luminate advanced the state of knowledge in your field?

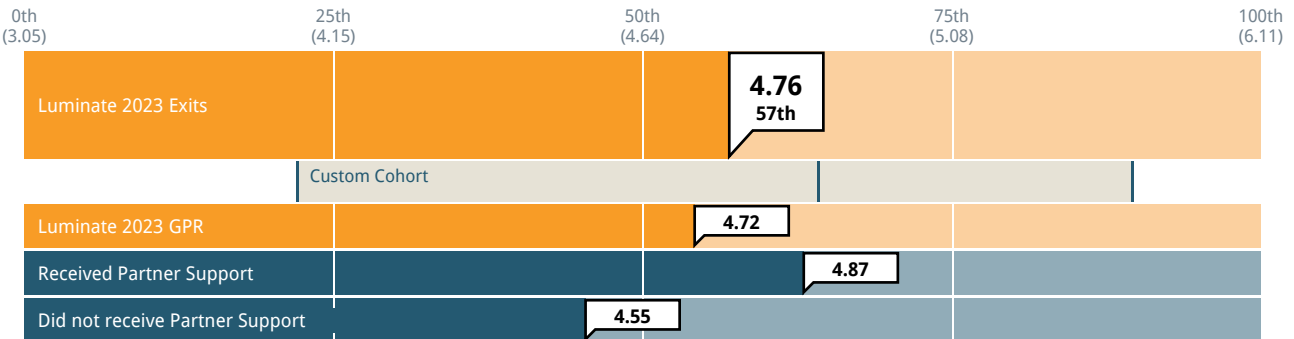
1 = Not at all 7 = Leads the field to new thinking and practice



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

To what extent has Luminate affected public policy in your field?

1 = Not at all 7 = Major influence on shaping public policy

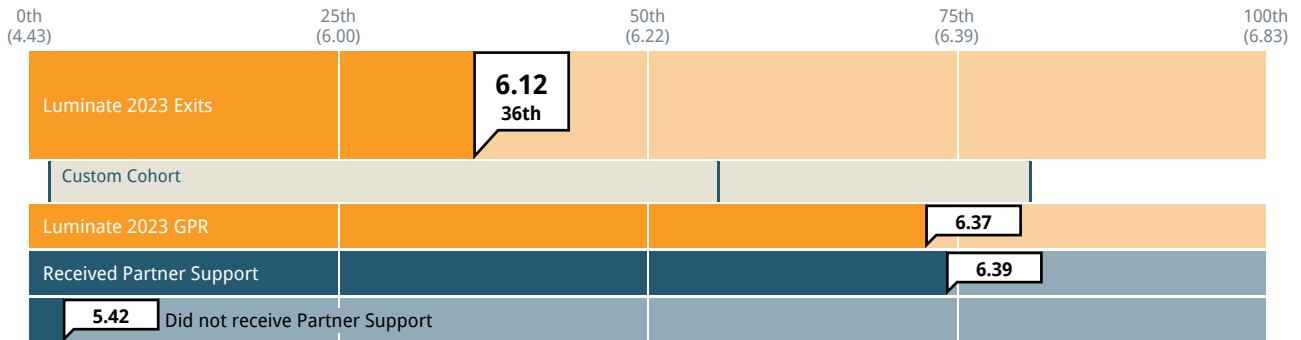


Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Impact on and Understanding of Grantees' Organizations

Overall, how would you rate Luminate's impact on your organization?

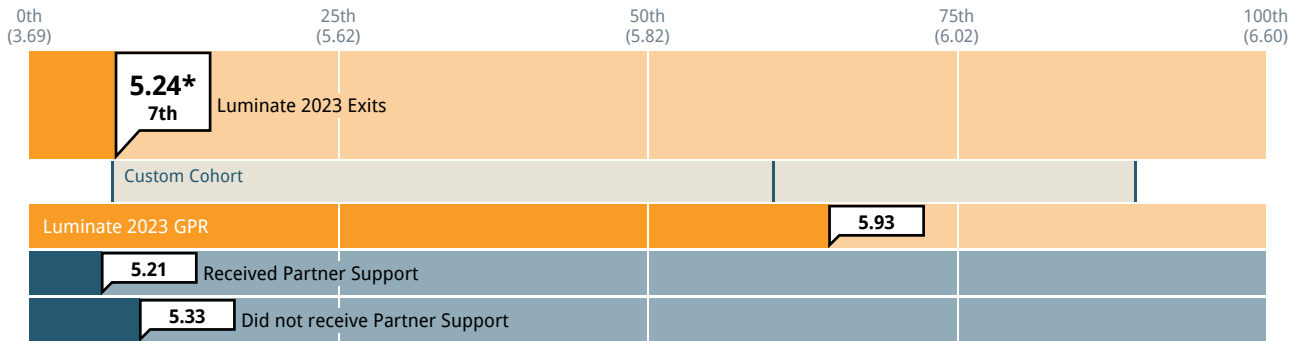
1 = No impact 7 = Significant positive impact



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

How well does Luminate understand your organization's strategy and goals?

1 = Limited understanding 7 = Thorough understanding



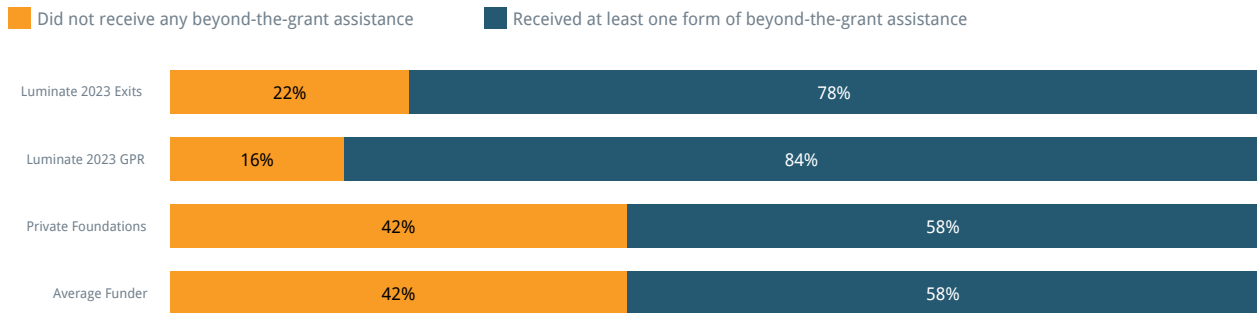
Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Beyond-the-grant Assistance

Note: Respondents could select all forms of beyond-the-grant assistance they received in the survey. Therefore, the following chart provides a summary of the proportion of grantees who indicated that they received at least one form of beyond-the-grant assistance.

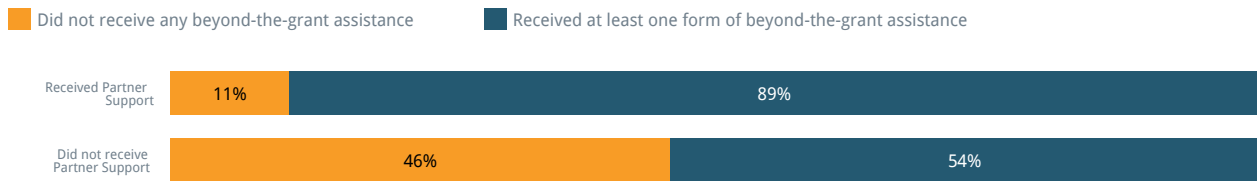
The following questions were recently added to the grantee survey and depict comparative data from fewer than 50 funders in the dataset.

Proportion of Grantees Receiving Beyond-the-grant Assistance



Cohort: Private Foundations Past results: on

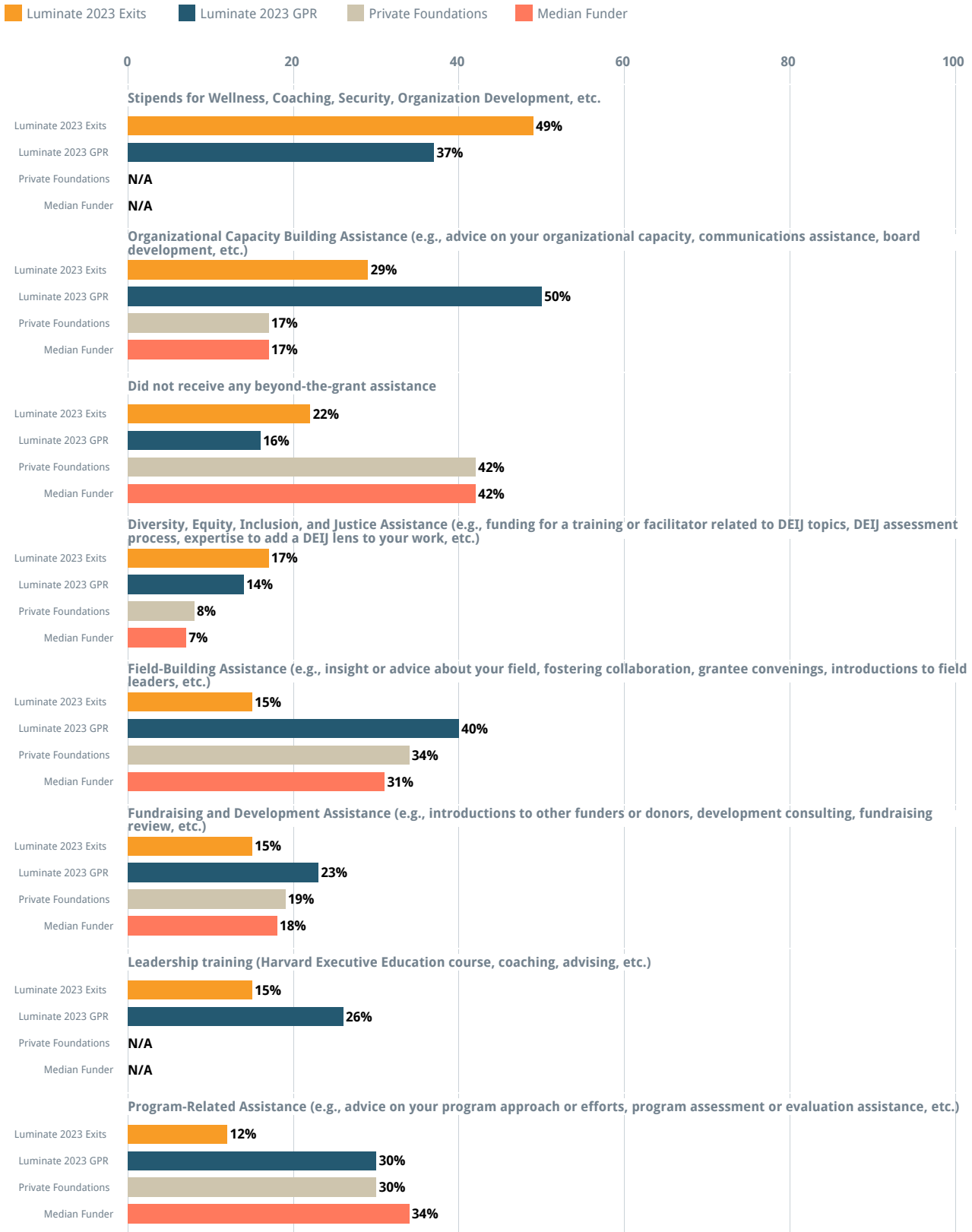
Proportion of Grantees Receiving Beyond-the-grant Assistance - By Subgroup



Subgroup: Receiving Partner Support

In the survey, respondents were asked about the beyond-the-grant assistance they received in a check-all-that-apply format. Therefore, the following charts provide greater detail on the previous beyond-the-grant assistance question.

Please indicate any types of beyond-the-grant assistance that were a component of what you received from Luminate (from staff or a third party paid for by Luminate).



Cohort: Private Foundations Past results: on

Note: The following question was asked only of grantees who indicated receiving at least one form of beyond-the-grant assistance in the previous question.

Please rate the extent to which you agree with the following statements about the beyond-the-grant support you received from Luminate:

1 = Not at all 7 = To a great extent

■ Luminate 2023 Exits
 ■ Luminate 2023 GPR
 ■ Private Foundations
 ■ Median Funder

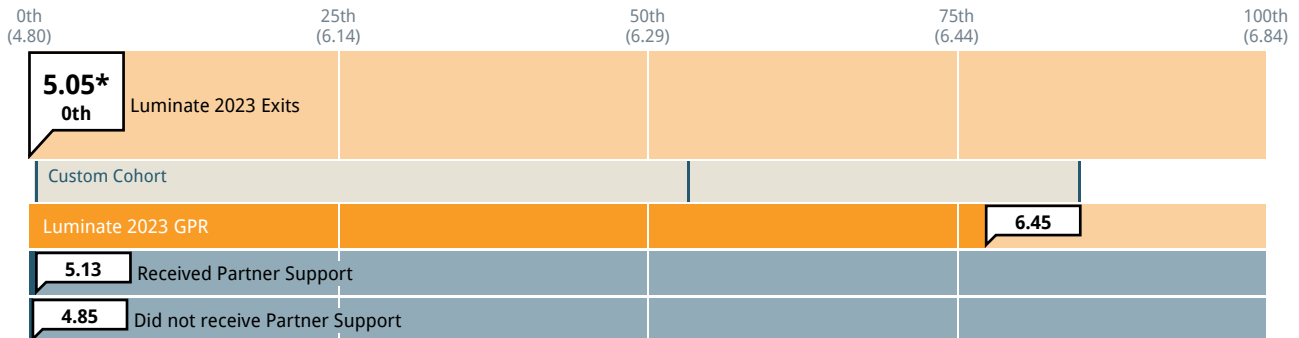


Cohort: Private Foundations Past results: on

Funder-Grantee Relationships

How comfortable do you feel approaching Luminate if a problem arises?

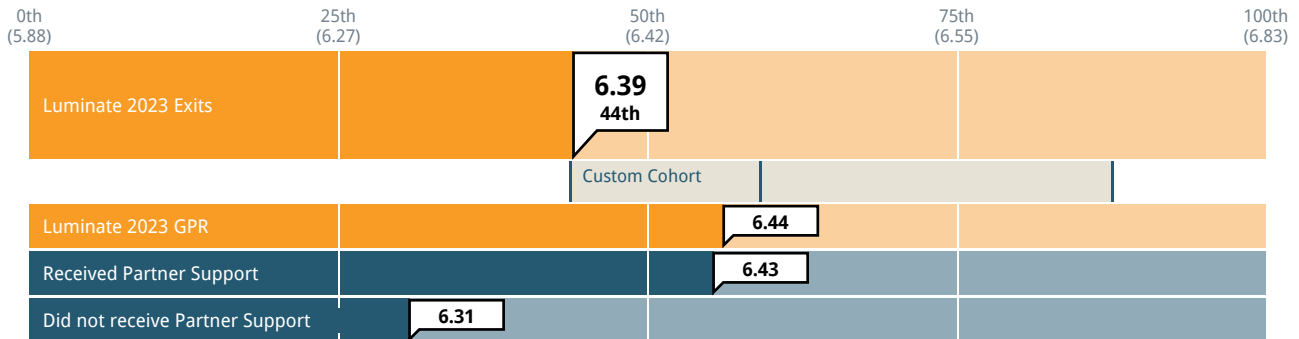
1 = Not at all comfortable 7 = Extremely comfortable



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

To what extent did Luminate exhibit trust in your organization's staff during this grant?

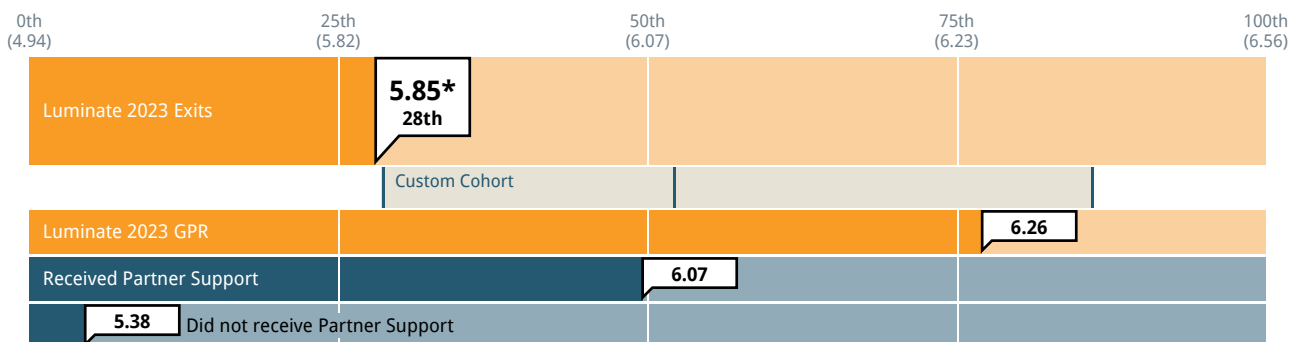
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

To what extent did Luminate exhibit candor about Luminate's perspectives on your work during this grant?

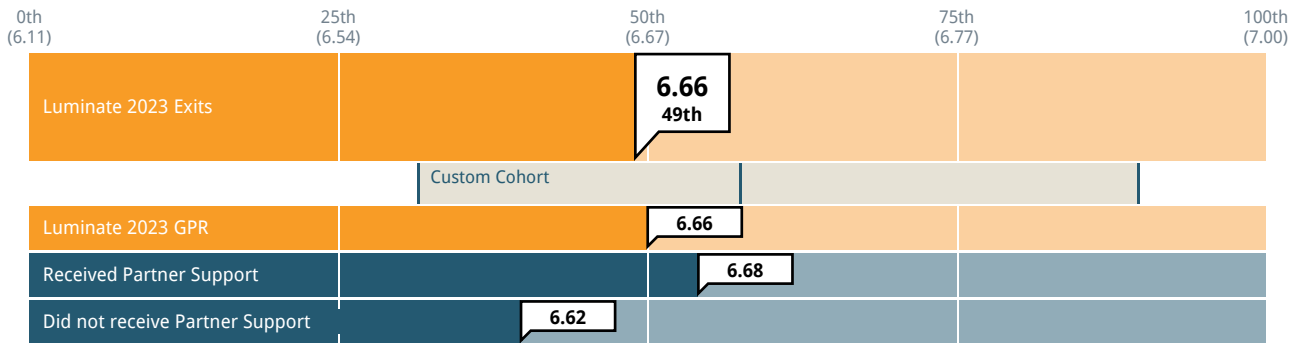
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

To what extent did Luminate exhibit respectful interaction during this grant?

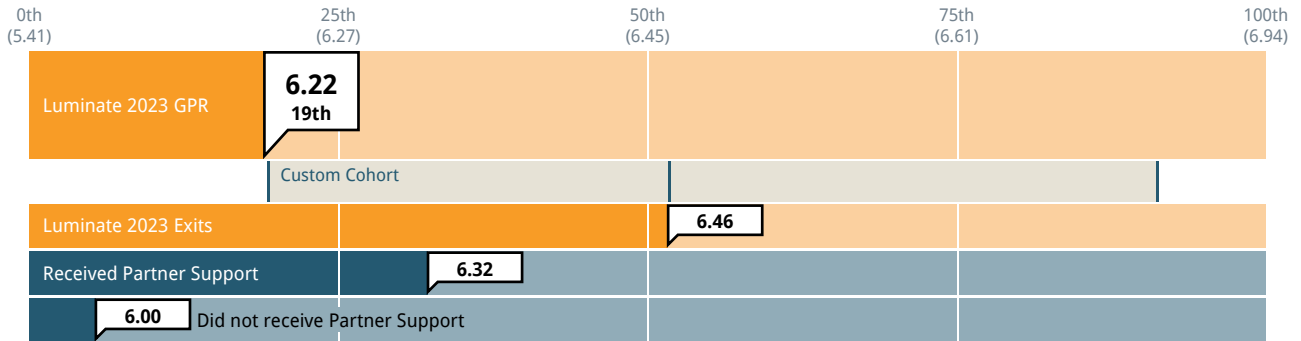
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

To what extent did Luminate exhibit compassion for those affected by your work during this grant?

1 = Not at all 4 = Somewhat 7 = To a great extent



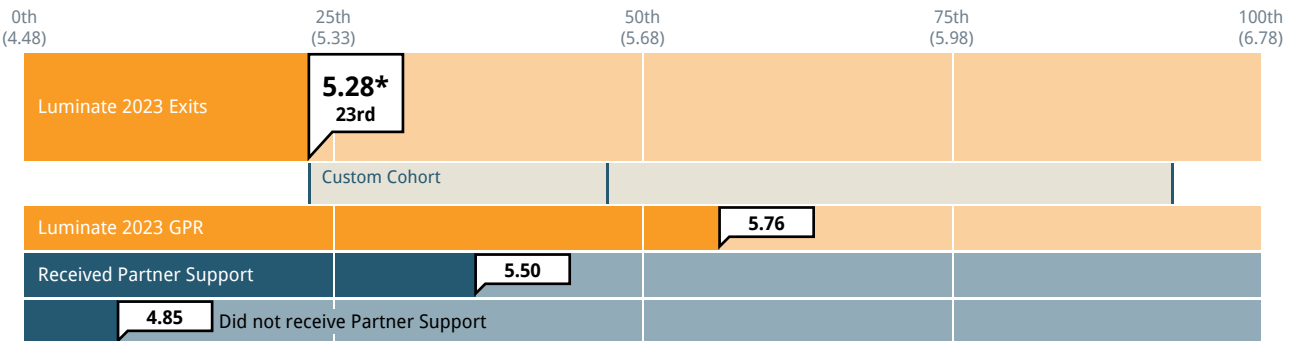
Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Diversity, Equity, Inclusion, and Justice

Please rate the extent to which you agree or disagree with the following statements about diversity, equity, inclusion, and justice:

Luminate has clearly communicated what diversity, equity, inclusion, and justice means for its work

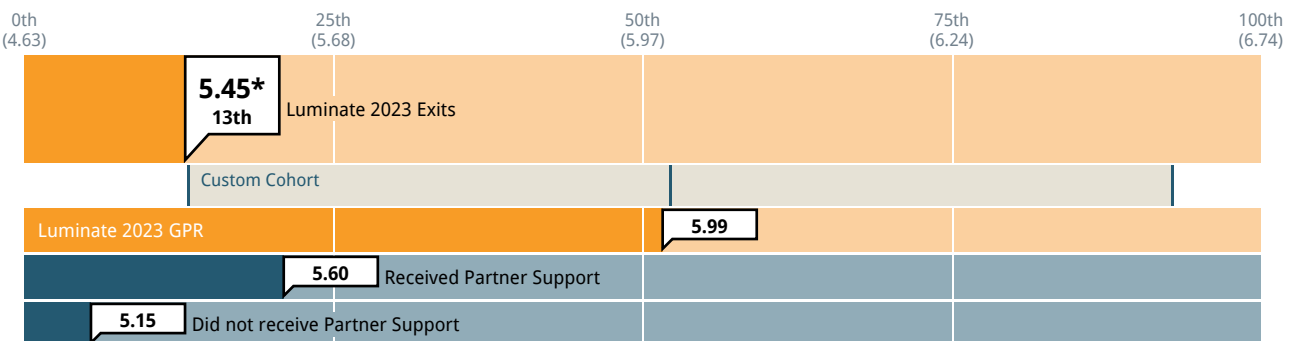
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Overall, Luminate demonstrates an explicit commitment to diversity, equity, inclusion, and justice in its work

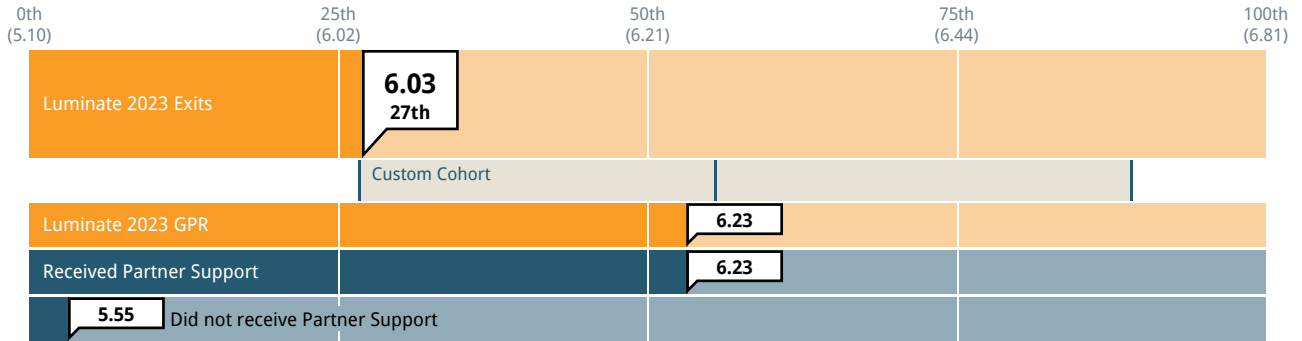
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Overall, most staff I have interacted with at Luminate embody a strong commitment to diversity, equity, inclusion, and justice

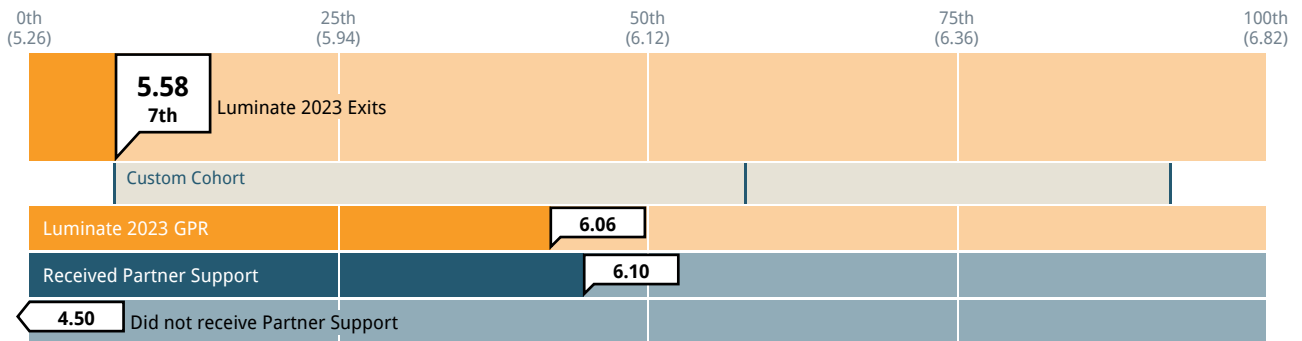
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

I believe that Luminate is committed to combatting racism

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: Custom Cohort Past results: on Subgroup: Receiving Partner Support

Time Spent on Reporting and Evaluation

Selected Cohort: Custom Cohort				
Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized)	Luminate 2023 Exits	Luminate 2023 GPR	Median Funder	Custom Cohort
Median Hours Per Year	15hrs	12hrs	6.7hrs	10hrs

Selected Subgroup: Receiving Partner Support		
Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized) (By Subgroup)	Received Partner Support	Did not receive Partner Support
Median Hours Per Year	9.2hrs	20hrs

Grantees' Written Comments

In Luminate's Exiting Grantee Survey, CEP asked three written questions:

- "How did the exit process affect your perception and relationship with Luminate?"
- "What suggestions would you provide to Luminate if it were to undertake a strategic transition that resulted in exits in the future? Should Luminate seek to continue or avoid any specific aspects of the approach it took to communicate with you about the changes and execution of those changes?"
- "Please comment on the quality of Luminate's processes, interactions, and communications."

To download the full set of grantee comments and suggestions, please refer to the "Supplemental Materials" menu located on the Report Overview page. Please note that some comments may be redacted or removed to protect the confidentiality of respondents.

CEP's Qualitative Analysis

CEP thoroughly reviews each comment submitted and conducted comprehensive qualitative analysis on all three questions included in this report.

The following pages outline the results of CEP's analyses.

Change in Perceptions of and Relationships with Luminate

Grantees were asked to comment on how the exit process affected their perception of and relationship with Luminate.

Their comments were then categorized by the nature of their content, specifically whether the content represented no change, positive change, or negative change.

For a comment to be categorized as negative, there must have been at least one negative topic in its content.

Directionality of Change in Perceptions of and Relationships with Luminate due to the Exit Process

No Change	58% (n = 22)
Negative Change	26% (n = 10)
Positive Change	16% (n = 6)

Over half of exit grantees reported no change in their perception or relationship with Luminate, acknowledging impacts to their work and funding, but cognizant of evolving strategies and priorities.

Comments that spoke to negative changes in perceptions of and relationships with Luminate centered on the confusing and harmful nature of the exit, priorities being misaligned with the demands of the times, and poor communications and timing.

Where comments were predominately positive, exit grantees noted how well Luminate handled the exit process in terms of its transparency, communications, and funding.

Exit Suggestion Topics

Grantees were asked to provide any suggestions for how Luminate could improve the exit experience.

Grantees provided 46 constructive suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below. Detailed quotes follow that exemplify each theme.

Proportion of Grantee Suggestions by Topic

Topic of Suggestion	Proportion of Responses	Number of Responses
More Intensive and Proactive Exit Support - Especially Connections to Funders	39%	17
More Consideration of Exit Implications inside Luminate	30%	13
Exit Criteria and Planning	18%	8
Exit Communications	14%	6

Exit Suggestions

More Intensive and Proactive Exit Support - Especially Connections to Funders (39% n = 17)

- Efforts to Support and Connect Grantees to Other Funders or Funding Opportunities (n = 13)
 - "I think it is just challenging to fill financial gaps - more support with planning post-transition would be helpful."
 - "Support other funder connections."
 - "Connect with other sources of funding or/and support the consolidation of other funding first."
 - "I don't see what else Luminate could have done except have helped with more support about finding other funders."
 - "Active engagement and advice on medium to longer term alternative funding sources would probably help some organizations..."
 - "Continue the direct and human contacts between grant managers and grantees affected by the exit. Provide more support to grantees in finding alternative funds."
 - "Be clearer in the offer of non-financial support that can help the transition e.g., on fundraising."
 - "Look for ways to continue to support grantees, whether through connections or advice or other in-kind support."
 - "Luminate should consider more intensive transition support plans for existing grantees to include facilitated introductions to other funders either in the Luminate/Omidyar network or beyond it to help organizations better navigate and close any gaps in resources that may result due to strategic changes."
 - "Please provide more support for your existing grantees with requests for no-cost support to obtain future funding..."
 - "Check-in with funders and support them to find other revenue resources. Funders could be validators, make connections to other funders that maybe aren't already on the grantees' radar, etc."
 - "...there needs to be better engagement with donee organisations on exit and support available."
 - "More guidance on how to remain relevant to other similar donors & maintain sustainability."
- Offering Exit Grants to Grantees (n = 4)
 - "Luminate offered us a very generous exit grant for 2 years and this was very welcome indeed and has helped us plan for Luminate's exit from the field."
 - "Providing interim exit support is enormously helpful, and Luminate did this really well in the case of this transition."
 - "Providing other funding opportunities or resources would have been helpful, that has not happened."
 - "Exit grants are very useful, so retain."

More Considerations of Exit Implications within Luminate (30% n = 13)

- Consider the Timing of Exit (n = 6)
 - "Avoid exits *at the same time* as the continuation of part of the work on specific topics (without coordinating these moves). Avoid ending the grantmaking, field/ecosystem building part of the work while continuing only the 'funder and doer' part of the work. Stop benefiting from the work of the NGO ecosystem (by doing programmatic work) while stopping supporting it financially."
 - "Since your expenditure came at a very bad time, [given our context] perhaps it would be more flexible if something happens in the region, not to shut everything down completely but gradually."
 - "The timing of the decision was the complicated thing. It is difficult for any initiative when all the big funders of one agenda "leave" at the same time."
 - "Sunsetting would have been preferred, with a gradual decrease in funding, and proactive funder introductions."
 - "Maybe integrate a more staggered tie-off (so those it effects more substantially get more support.)"
 - "It seems things had already been decided and there wasn't enough runway for Luminate to help with introductions or strategy around new funding sources."
- More Robust Internal Practices (n = 4)
 - "I believe that Luminate should empower their staff to help grantees meet with other foundations. Even though our program officer was very helpful with offering resources and support, it was apparent to us that Luminate did not offer structural support for officers to be enabled to connect grantees with other foundations."
 - "Consider implications of shifting too suddenly."
 - "Strategic collaboration within the Omidyar Group to identify grantee transitions/offramps where it makes sense, particularly around critical democracy work in a contentious political landscape."
 - "Talk with the ecosystem (grantees, big organizations, other...foundations) to understand better the political situation and structural issues we are facing. Lobbying and communication to encourage philanthropy to use "wisely" their money."
- Other Strategic Considerations (n= 3)
 - "When exiting from particular regions, it will be advisable to enable the previous grantee to be entitled to receive grants, in case its activities are of global coverage or covers the regions of Luminate's interest."
 - "In our field (international transparency and accountability) such aims [to involve grantees in its decision-making process] are rather idealised and unrealistic. Systemic changes in laws and norms are what is called for. End-users are, sadly a long way down the line. That sort of community-based funding is best left to others."
 - "As usually, there might be reporting questions, etc. It is a challenge now to close the grant and understand everything is OK with reporting."

Exit Criteria and Planning (18% n = 8)

- Involving Grantees in the Exit Decision Making (n = 5)
 - "Involving grantees in its decision-making process would be better. Their decision might sit well with board members (as I recall it was about focusing on projects which impact individual end-users, and maybe even prioritising women?), but is not realistic if you want to fight corruption."
 - "I would suggest incorporating grantee feedback sooner in the process..."
 - "We would encourage Luminate to include grantees in strategic transition processes in the future in order to co-inform strategy."
- More Reflection on Exit Criteria (n = 3)
 - "Take a moment to do the feedback and counsel on the spend of the grant given."
 - "More strategic planning for the future."
 - "Avoid exits not based on strategic evaluation of programs that are ended."

Exit Communications (14% n = 6)

- Clearer and More Proactive Exit Communications (n =6)
 - "One difficulty of the exit is that by explaining why Luminate are moving away from the area of funding, it undermines the ability of grantees to secure funding from other sources by potentially weakening/damaging the rationale for action in the specific area i.e. we're no longer going to fund this work because x, y, and z makes it harder for grantees to make a strong case for support...Perhaps in the future, if Luminate can be both very specific about their particular reasons for an exit, combined with continuing to extoll the field/area as a whole, that will help grantees with their financial sustainability."
 - "Retain the transparency and straightforward explanation. Find a way to communicate more effectively to other funders that the exit is not a reflection on the quality of work of the field, but due to strategic shifts at board level. Obviously it is a funder's prerogative to put money where it thinks it can be most effective, but it would have been good to share more of a rationale for the shifts in priority."
 - "Keep in more regular communication with grantees. Ask grantees how they will be effected by the transition. Make people aware much further in advance. A year isn't that long in the world of raising money."
 - "Clearly communicate why the changes in direction and what shifts in the world because of it. Continue being transparent about what you can/cannot do-- found that honesty and direction communication very helpful."
 - "There were no contact persons provided to address the questions how to finalized the grant."
 - "Remain as transparent and open, and communicate well in advance."

Quality of Processes, Interactions, and Communications

Grantees were asked to comment on the quality of Luminate's processes, interactions, and communications. A total of 29 grantees left comments addressing this question. Their comments were then categorized by the nature of their content, specifically whether the content is positive or constructive. For a comment to be categorized as constructive, there must have been at least one constructive topic in its content.

Positivity of Comments about the Quality of Luminate's Processes, Interactions, and Communications

Positive	59% (n = 17)
Constructive	41% (n = 12)

Many exit grantee partners had positive impressions of Luminate's processes, interactions, and communications. Grantees appreciate how helpful, open, responsive and supportive their primary contacts were, while also highlighting how straightforward and smooth the process was.

Where comments were predominately constructive, exit grantees spoke to largely communication challenges, due to either changes in their primary contact, how exits were communicated externally by Luminate, or delays. Comments also spoke to divergent experiences pre & post exit highlighting different exit grantee experiences with Luminate, in particular feeling either through subsequent staffing changes or the shifts in priorities, that exit grantees were left with little support from a relationship manager and communication about what comes next.

Respondent Demographics

Note: Demographic questions related to grantees' POC and racial/ethnic identity are only asked of respondents in the United States.

Survey language and response options for questions about race and ethnicity are guided by best practices shared by [National Institutes of Health](#), [Pew Research Center](#), [Psi Chi Journal of Psychological Research](#), and the [US Census Bureau](#).

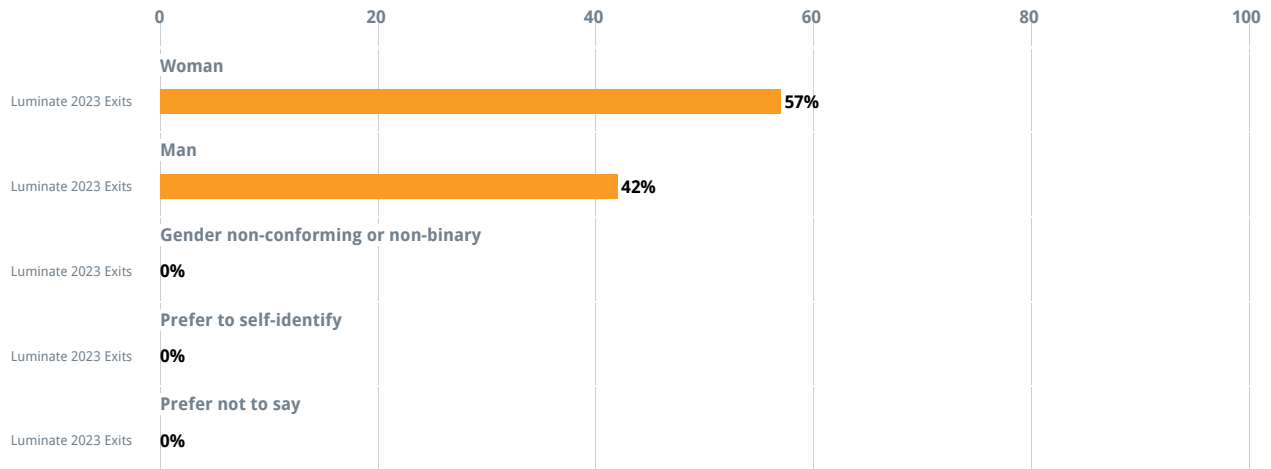
Survey language and response options for questions about gender and LGBTQ+ identity are guided by best practices shared by [Fundors For LGBTQ Issues](#), [HRC Foundation's Welcoming Schools](#), and the [Williams Institute of the University of California – Los Angeles School of Law](#).

Survey respondents are asked to share their gender identities in a check-all-that-apply question. Each chart has the option of showing the average ratings of respondents who selected only "man," only "woman," multiple gender identities, "gender non-conforming or non-binary," "prefer to self-identify," and "prefer not to say" - as long as that response option had at least 7 respondents.

All answers on demographic identity are optional. International survey respondents were asked to opt-in to responding to questions on gender, disability, and transgender identity.

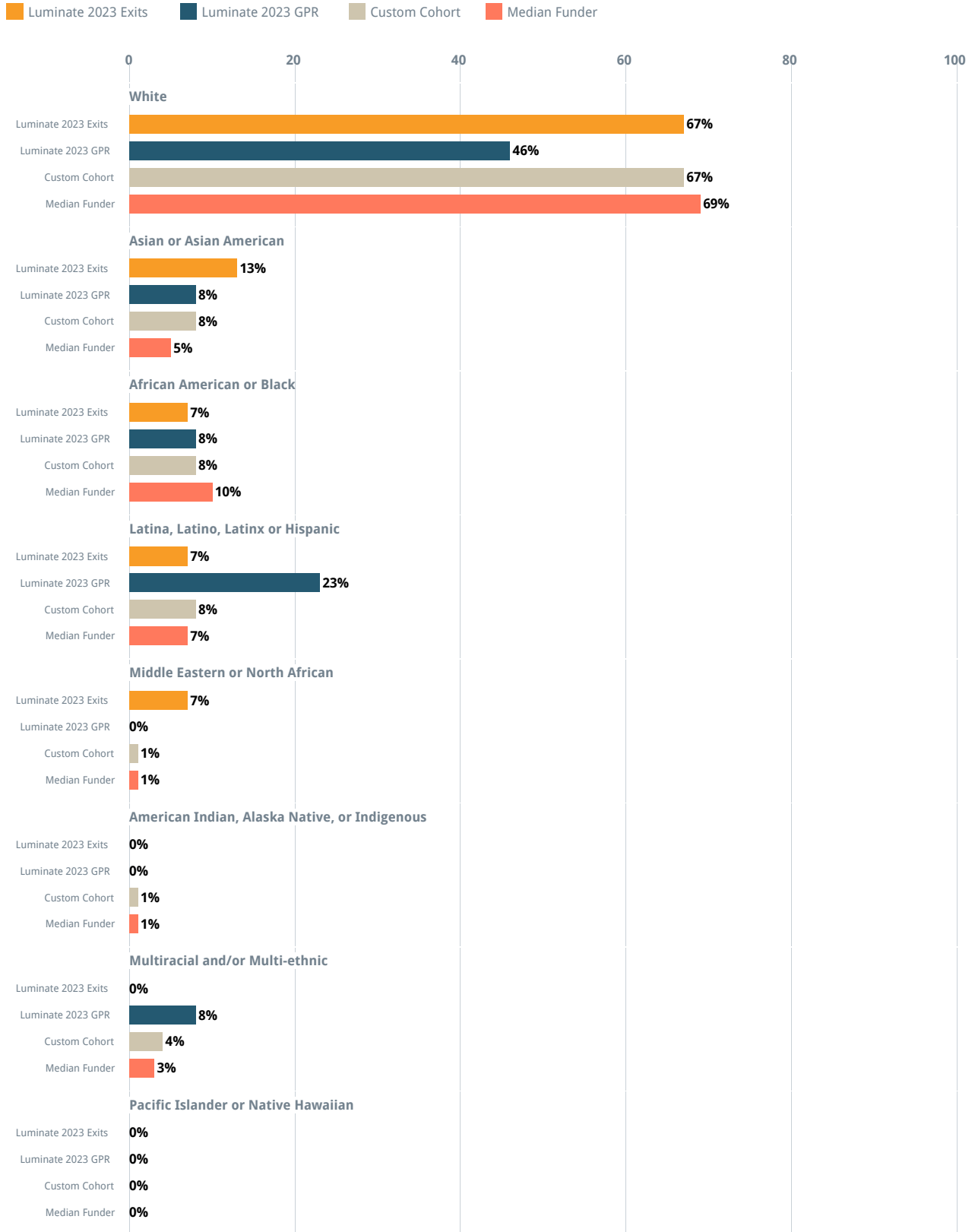
Please select the option that represents how you describe yourself:

Luminate 2023 Exits



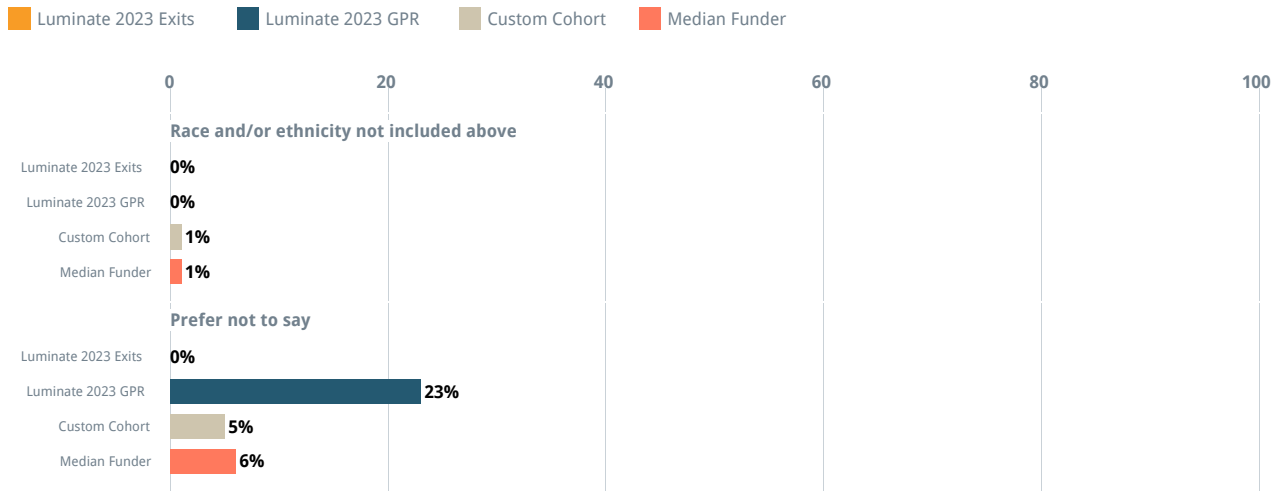
Cohort: None Past results: on

How would you describe your race and/or ethnicity?



Cohort: Custom Cohort Past results: on

How would you describe your race and/or ethnicity? (cont.)



Cohort: Custom Cohort Past results: on

Selected Cohort: Custom Cohort				
Do you identify as a person of color?	Luminate 2023 Exits	Luminate 2023 GPR	Average Funder	Custom Cohort
Yes	33%	23%	25%	30%
No	67%	54%	70%	65%
Prefer not to say	0%	23%	5%	5%

Selected Cohort: Custom Cohort				
Are you transgender?	Luminate 2023 Exits	Luminate 2023 GPR	Average Funder	Custom Cohort
Yes	0%	0%	1%	0%
No	100%	95%	96%	97%
Prefer not to say	0%	5%	4%	2%

Selected Cohort: Custom Cohort				
Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community?	Luminate 2023 Exits	Luminate 2023 GPR	Average Funder	Custom Cohort
Yes	12%	10%	11%	11%
No	85%	84%	84%	84%
Prefer not to say	2%	6%	5%	5%

Selected Cohort: Custom Cohort				
Do you have a disability?	Luminate 2023 Exits	Luminate 2023 GPR	Average Funder	Custom Cohort
Yes	8%	2%	6%	5%
No	92%	94%	89%	92%
Prefer not to say	0%	4%	5%	3%

Organizational Characteristics

Selected Cohort: None		
How long has your organization been in operation	Luminate 2023 Exits	Luminate 2023 GPR
Less than 1 year	0%	0%
1 to 4 years	16%	19%
5 to 9 years	37%	28%
10 years or more	47%	53%

Selected Subgroup: Receiving Partner Support		
How long has your organization been in operation (By Subgroup)	Received Partner Support	Did not receive Partner Support
Less than 1 year	0%	0%
1 to 4 years	20%	8%
5 to 9 years	33%	46%
10 years or more	47%	46%

Selected Cohort: None		
How many people work at your organization	Luminate 2023 Exits	Luminate 2023 GPR
5 or less	21%	8%
6 to 10	19%	15%
11 to 20	26%	23%
21 to 50	12%	36%
More than 50	23%	18%

Selected Subgroup: Receiving Partner Support		
How many people work at your organization (By Subgroup)	Received Partner Support	Did not receive Partner Support
5 or less	20%	23%
6 to 10	23%	8%
11 to 20	27%	23%
21 to 50	10%	15%
More than 50	20%	31%

Grantee Contextual Data

Selected Cohort: Custom Cohort				
Pattern of Grantees' Funding Relationship with Luminate	Luminate 2023 Exits	Luminate 2023 GPR	Average Funder	Custom Cohort
This exit grant is the first grant my organization has received from Luminate	14%	46%	29%	34%
My organization has received consistent funding from Luminate in the past	67%	50%	54%	50%
My organization has received inconsistent funding from Luminate in the past	19%	4%	18%	16%

Selected Subgroup: Receiving Partner Support		
Pattern of Grantees' Funding Relationship with Luminate (By Subgroup)	Received Partner Support	Did not receive Partner Support
This exit grant is the first grant my organization has received from Luminate	13%	17%
My organization has received consistent funding from Luminate in the past	73%	50%
My organization has received inconsistent funding from Luminate in the past	13%	33%

Selected Cohort: Custom Cohort				
Grant Amount Awarded	Luminate 2023 Exits	Luminate 2023 GPR	Median Funder	Custom Cohort
Median grant size	\$381.2K	\$290K	\$110.2K	\$290K

Selected Subgroup: Receiving Partner Support		
Grant Amount Awarded (By Subgroup)	Received Partner Support	Did not receive Partner Support
Median grant size	\$403.8K	\$200K

Selected Cohort: Custom Cohort				
Length of Grant Awarded	Luminate 2023 Exits	Luminate 2023 GPR	Median Funder	Custom Cohort
Average grant length	2.1 years	2.4 years	2.1 years	2.2 years

Selected Subgroup: Receiving Partner Support			
Length of Grant Awarded (By Subgroup)	Received Partner Support		Did not receive Partner Support
Average grant length	2.3 years		1.7 years

Selected Cohort: Custom Cohort				
Proportion of Unrestricted Funding	Luminate 2023 Exits	Luminate 2023 GPR	Average Funder	Custom Cohort
No, this funding was not restricted to a specific use (i.e., general operating, core support)	79%	47%	28%	44%
Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)	21%	53%	72%	56%

Selected Subgroup: Receiving Partner Support			
Proportion of Unrestricted Funding (By Subgroup)	Received Partner Support		Did not receive Partner Support
No, this funding was not restricted to a specific use (i.e., general operating, core support)	93%		42%
Yes, this funding was restricted to a specific use (e.g., supported a specific program, project, capital need, etc.)	7%		58%

About CEP and Contact Information

Mission:

CEP provides data, feedback, programs, and insights to help individual and institutional donors improve their effectiveness. We do this work because we believe effective donors, working collaboratively and thoughtfully, can profoundly contribute to creating a better and more just world.

Vision:

We seek a world in which pressing social needs are more effectively addressed.

We believe improved performance of philanthropic funders can have a profoundly positive impact on nonprofit organizations and the people and communities they serve.

Although our work is about measuring results, providing useful data, and improving performance, our ultimate goal is improving lives. We believe this can only be achieved through a powerful combination of dispassionate analysis and passionate commitment to creating a better society.

About the GPR:

Since 2003, the Grantee Perception Report® (GPR) has provided funders with comparative, candid feedback based on grantee perceptions. The GPR is the only grantee survey process that provides comparative data, and is based on extensive research and analysis. Hundreds of funders of all types and sizes have commissioned the GPR, and tens of thousands of grantees have provided their perspectives to help funders improve their work. CEP has surveyed grantees in more than 150 countries and in 8 different languages.

The GPR's quantitative and qualitative data helps foundation leaders evaluate and understand their grantees' perceptions of their effectiveness, and how that compares to their philanthropic peers.

Additional CEP Resources

Assessment Tools

Donor Perception Report (DPR): The Donor Perception Report provides community foundations with comparative data on their donors' perceptions, preferences for engagement, and giving patterns. Based on research and guidance from a group of community foundation leaders, the DPR is the only survey process that provides comparative data for community foundations.

Staff Perception Report (SPR): The Staff Perception Report explores foundation staff members' perceptions of foundation effectiveness and job satisfaction on a comparative basis. The SPR is based on a survey specific to foundations that includes questions related to employees' impressions of their role in philanthropy, satisfaction with their jobs, their foundation's impact, and opportunities for foundation improvement.

YouthTruth Student Survey: YouthTruth supports school systems in gathering and acting on student and stakeholder feedback, helping schools, districts, and education funders think through the ins-and-outs of actionable insights to drive improvement. Learn more at youthtruthsurvey.org.

Advisory Services

CEP's data-driven, customized advising leverages CEP's knowledge and experience to help funders answer pressing questions about their work, address existing challenges, hear from valued constituents, and learn and share with peers. Learn more at cep.org/advisoryservices.

Research

CEP's research projects delve into issues that are central to funder effectiveness, examining common practice and challenging conventional wisdom. Our research is informed by rigorous quantitative and qualitative analysis of large-scale data sets, in-depth qualitative interviews with philanthropic leaders, as well as by profiles of high-performing organizations and staff.

CEP's resource library offers resources for grantmakers, individual donors, and more. Explore the full range of resources available in CEP's resource library at cep.org/resources.

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