

WHEN FUNDRAISING HURTS? SELF-CARE IN FUNDRAISING

Presenter: Jane Wilders





OUTLINE

- **What's going on?**
 - ▣ Definitions – CF / Burnout / VT
- **What's on your plate?**
- **Identifying your personal warning signs**
 - ▣ Taking stock
- **Develop self-care / stress reduction toolbox**
 - ▣ Enhancing your self-care repertoire



COMPASSION FATIGUE

A deep erosion of our compassion, of our ability to tolerate strong emotions/difficult stories in others.

- ❑ Evident in a helper's professional and personal life
- ❑ Can also happen to caregivers (“care-giver fatigue”)
- ❑ When helpers are unable to refuel or recharge
- ❑ Cost of caring





BURNOUT

Physical & mental, and emotional exhaustion caused by excessive and prolonged stress:

- Depleted ability to cope with work demands
- Feel powerlessness to achieve goals
- Can happen in any occupation





PRIMARY VS SECONDARY TRAUMA

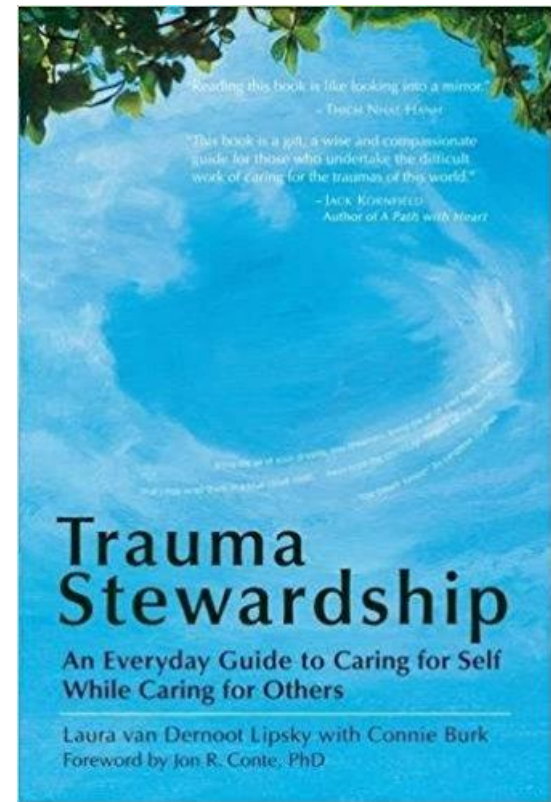




VICARIOUS TRAUMA

- Changes our view of the world
- Repeated exposure to traumatic images and stories
- Cumulative
- Difficulty ridding ourselves of certain images, preoccupation with a particular story or event we've been exposed to
- Fear / anxiousness, avoidance, difficulty sleeping.

Laura Van Dernoot Lipsky





.....WHO GETS CF/VT?

- **High Touch Occupations**
 - Occupational Hazard
 - Affects the most caring
- **All studies come to the same conclusions:**
 - The more traumatic the work = higher incidence of VT
 - Full time vs part time
 - Availability of social support is protective
 - Helper's own trauma history
 - Adequate training is protective



THINK ABOUT YOUR OWN WORK AND ITS IMPACT ON YOU

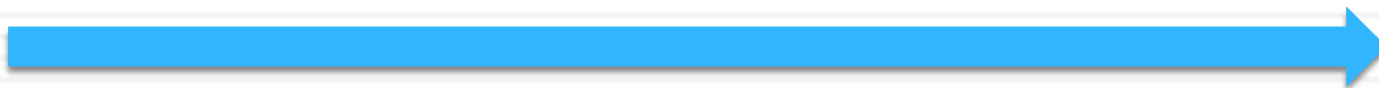
What is challenging/difficult about your work?

- Donor fatigue - competition for limited resources?
- Feeling like your funding the whole organization....like it's never enough?
- Organizational challenges / co-operation?
- Difficult stories / situations?
- Working in isolation?
- Large events / campaigns?
- Volume of work?
- And.....?
- And?

What's on your plate?



The warning signs





BODY SIGNALS



- ❑ Headaches
- ❑ Sleep problems
- ❑ Exhaustion
- ❑ Muscle tension / pain
- ❑ Increased susceptibility to illness
- ❑ Stomach upset
- ❑ Eye twitch
- ❑ Grinding teeth
- ❑ Cardiovascular disease





MOOD SIGNALS



- Fear / vulnerability
- Lack of motivation
- Irritability / anger
- Negative self image
- Reduced ability to feel empathy
- Resentment / cynicism
- Altered sensitivity to emotional material
- Depression
- Feeling hopeless
- Intrusive imagery
- Disruption – world view



BEHAVIOUR SIGNALS



- ❑ Over / under eating
- ❑ Increased use of substances
- ❑ Anger and Irritability
- ❑ Absenteeism
- ❑ Difficulty making decisions
- ❑ Forgetfulness
- ❑ Problems in personal relationships
- ❑ Social withdrawal
- ❑ Restlessness





WORKPLACE SIGNALS

- May become emotionally distant
- Personal connections fade
- Less likely to go the extra mile
- Decrease in morale
- Decrease in willingness to support one another
- Fewer donations?

Self-Care

Balancing Work and Life



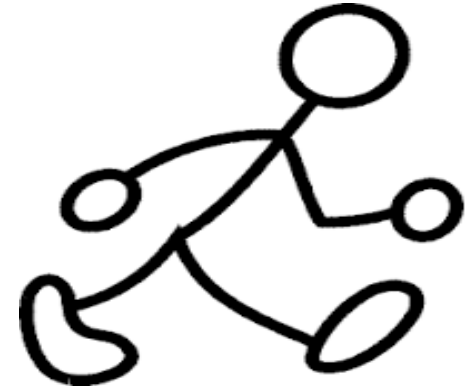


SELF CARE INVENTORY







GET BACK TO BASICS



Balance Map

<h2>Physical Health</h2> <ul style="list-style-type: none">• <i>Adequate sleep</i>• <i>Regular Exercise</i>• <i>Healthy Diet</i>• <i>Take time off when sick</i>• <i>Take “me” time</i>	<h2>Social</h2> <ul style="list-style-type: none">• <i>Schedule time with friends</i>• <i>Stay connected with family</i>• <i>Schedule social activities</i>	<h2>Professional</h2> <ul style="list-style-type: none">• <i>Maintain a sane schedule</i>• <i>Set healthy boundaries</i>• <i>Nurture peer relationships</i>• <i>Supervision</i>• <i>Professional Development</i>
<h2>Psychological</h2> <ul style="list-style-type: none">• <i>Self-reflection / journalling</i>• <i>Listen to my thoughts</i>• <i>Change</i>• <i>Know when to ask for help</i>		<h2>Intellectual</h2> <ul style="list-style-type: none">• <i>Learn about topics not specific to counselling / psychotherapy</i>
<h2>Play / Recreation</h2> <ul style="list-style-type: none">• <i>Engage in activities I enjoy eg., music, decorating</i>• <i>Sports e.g., running, snow shoeing, hiking</i>• <i>Vacation</i>	<h2>Personal / home</h2> <ul style="list-style-type: none">• <i>Give back</i>• <i>Go for a massage</i>• <i>Financial management</i>• <i>Home environment</i>• <i>Nourish personal interests</i>	<h2>Spiritual</h2> <ul style="list-style-type: none">• <i>Meditate</i>• <i>Faith community</i>• <i>Spend time in nature</i>• <i>Meaning</i>


My Imbalance Map – YELLOW ZONE

<h2>Physical</h2> <ul style="list-style-type: none">• Problems sleeping• Pain / Tension• Carb craving• Drink more coffee	<h2>Social</h2> <ul style="list-style-type: none">• Distancing• Problems in relationships	<h2>Work</h2> <ul style="list-style-type: none">• Work harder• Feeling incompetent• Diminished sense of joy• Reduced empathy
<h2>Psychological</h2> <ul style="list-style-type: none">• Irritability• Cynicism• Forgetfulness		<h2>Intellectual</h2> <ul style="list-style-type: none">• Avoid learning opportunities because over-loaded
<h2><i>Play / Recreation</i></h2> <ul style="list-style-type: none">• <i>No time to pursue activities</i>• <i>Loss of interest in activities</i>	<h2>Personal</h2> <ul style="list-style-type: none">• Poor self-image• Difficult to make decisions• Clutter	<h2>Spiritual</h2> <ul style="list-style-type: none">• Sense of disconnection• Mindless



YOUR SELF CARE MAP

- Be self aware
- Schedule
- Work / life - balance
- A 1% change can have a long term impact
- Be realistic
 - ▣ Identify self-care activities that are realistic
 - ▣ Identify strategies to improve eating / drinking habits

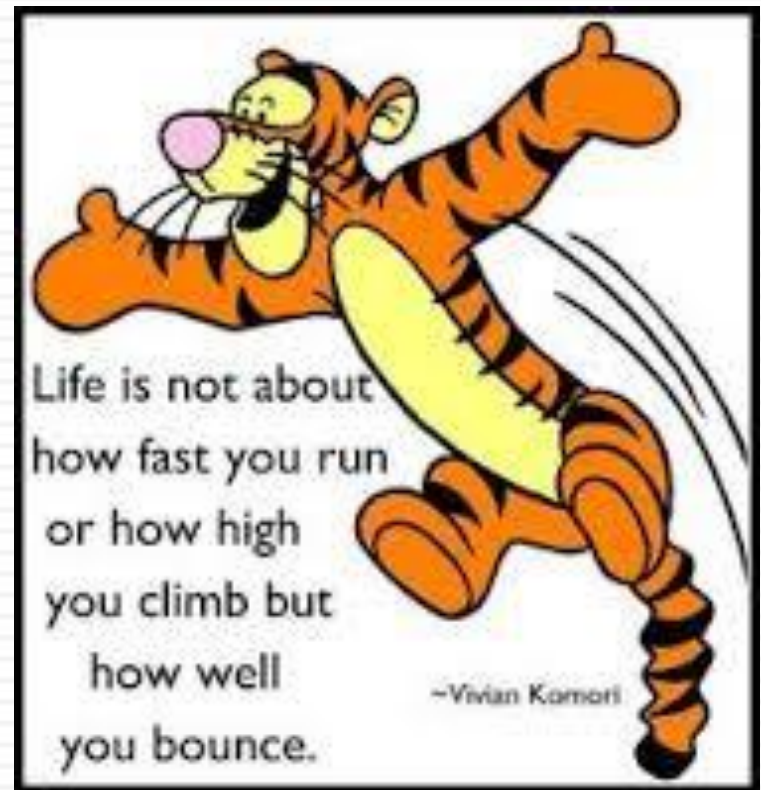
A photograph of a person's lower legs and feet. They are wearing dark blue jeans and brown leather boots with white laces. They are standing on a large, moss-covered log in a forest. The background is a soft-focus view of trees and sunlight filtering through the canopy.

The power
is in the
balance.

- Barbara Kingsolver

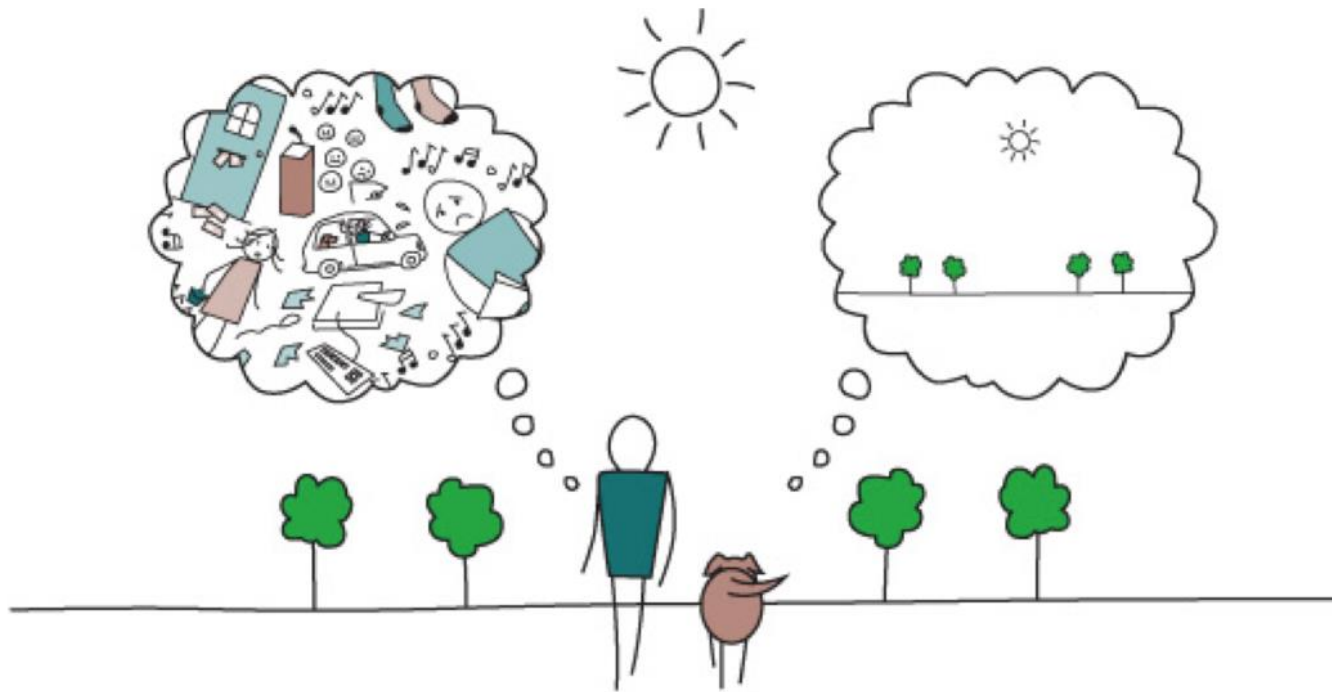
Stress Management Strategies

Some additional ideas

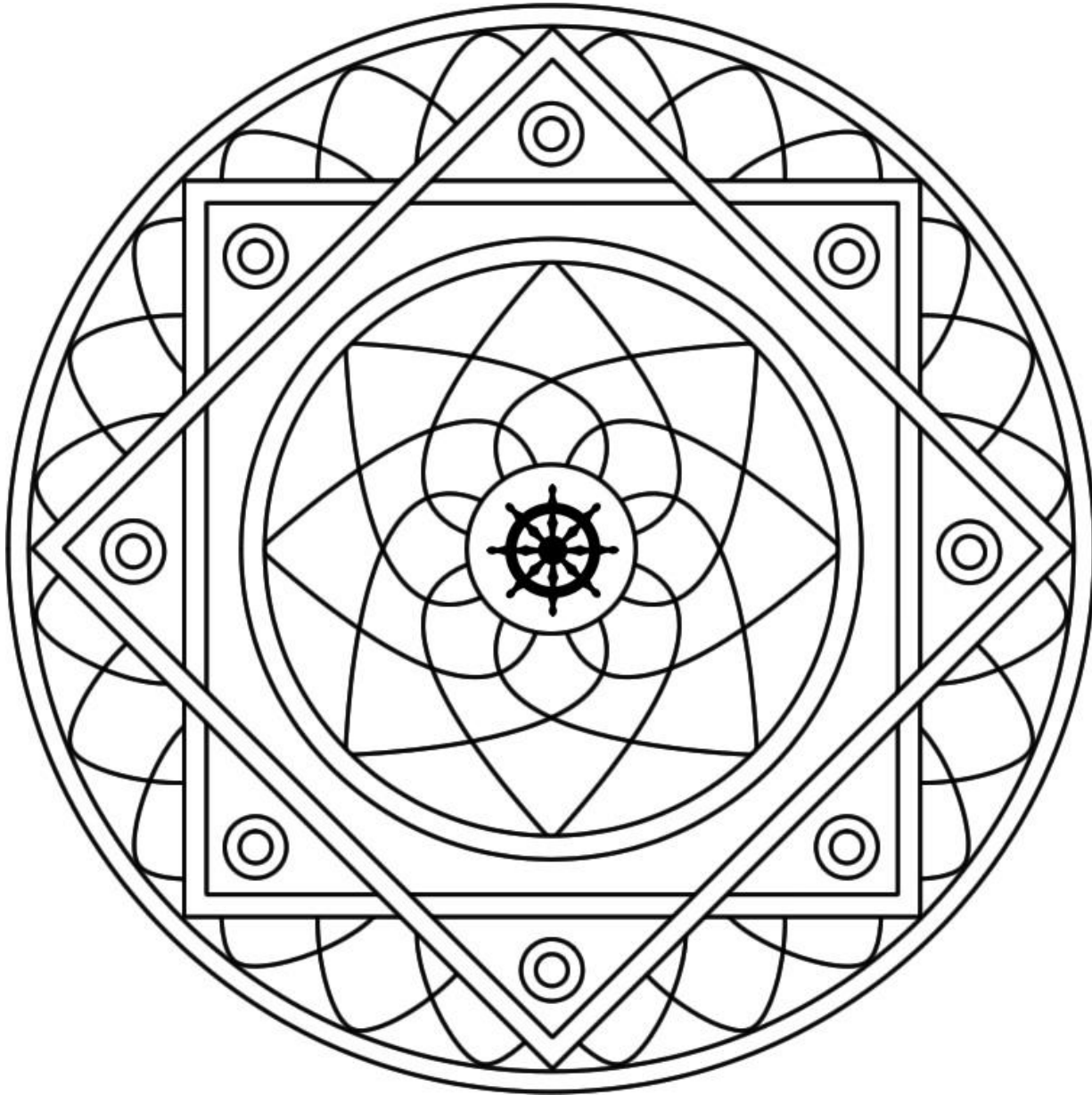




MINDFULNESS



Mind Full, or Mindful?





MY TOOL-KIT

- What are my warning signs?
- What stress relief / self care strategies do I enjoy?
- What things do I have control over?
- What things do I not have control over?



QUICK RECAP

- We get CF / VT because we care
- Burnout can happen in any occupation
- Solutions
 - Take stock – what is on my plate
 - Know my warning signs
 - Be creative about making changes
 - Make self care a priority – tool-kit
 - Reduce isolation



THANK YOU

EVALUATIONS