

Education For All: Donor and Donation Analytics

EntryLevel Data Analyst 2:SQL Project



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Professional Background

My name is Ayokunle James, a graduate of Mechanical engineering, and a data /business intelligence analyst.

Data and data analytics piqued my interest while conducting research for my final undergraduate thesis where I recorded thousands of data points and performed simple analysis of the datasets.

After graduation in 2020, I worked as an operations manager at a production facility where I analyzed and visualized production & operations data using spreadsheets (Google Sheets).

I am currently a Business Intelligence Analyst at an e-commerce startup. In this role, I generate reports and create dashboards in Metabase by writing SQL queries. I liaise with business stakeholders to understand their individual problems and requirements, then build solutions to these problems.

My skills include data gathering, data cleaning, data exploration, data analysis and data visualization. Tools include Excel, SQL (PostgreSQL, MySQL, SQLite), PowerBI, Metabase. I am looking for more opportunities to learn and develop myself in the field of data analytics.

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Introduction

Situation:

I am a Data Analyst working for the charity, *Education for All*. I have been asked by the Head of Fundraising to present the data on donor insights and donation rates. *Education for All* relies solely on funds from well-meaning individuals in form of monetary donations. These donations fund the activities and missions of the organization.

In the year in review, the organization has received donations from individuals across different genders, job fields, languages, educational status, and locations in the USA. In two (2) weeks, the fundraising team is having a fundraising strategy meeting to achieve certain objectives in the following year. The objectives are to:

- Increase the number of donors in the database.
- Increase the donation frequency of donors.
- Increase the value of donations in your database.

Task:

The aim of this project is to provide insights from the available donation data to inform the fundraising strategy and increase donations for the following year. I had to properly frame and define the business problem, the data that needed to be collected to understand the problem, and the questions that needed to be asked to understand the problem.

Action:

The data provided was relatively clean. I checked for duplicate rows, blank rows, and misspellings, and 0 rows were returned. I also checked to ensure that each column had the appropriate data type. After properly framing the business problem, I dived into the data to extract insights relevant to the problem, which will help the fundraising team to properly strategize. I also did a Root Cause Analysis (RCA) of the business problem to dig deeper into the causes of the problem. I then created visualizations of the insights extracted for presentation to the fundraising team during the strategy meeting. The tools used for this project:

- Data Cleaning: Microsoft Excel
- Database Management System: SQLite Online
- Data Visualization: Microsoft PowerBI

The organization collects and stores data about donors in 2 datasets:

1. [Donation Data](#) : fields include **id** (Donor ID), **first_name** (Donor first name), **last_name** (Donor last name), **email** (Donor email address), **gender** (Donor gender), **job_field** (Donor job field), **donation** (Donation amount), **state** (Donor state of residence (US)), **shirt_size** (Donor t-shirt size).
2. [Donor Data2](#): fields include **id** (Donor ID), **donation_frequency** (Frequency of donation), **university** (Donor University attended), **car** (Donor car make), **second_language** (Donor second language), **favourite_colour** (Donor favourite colour), **movie_genre** (Donor favourite movie genre).
3. I also created a new column **total_donation_value**, which computes the total value of donations of each donor in the year in review.

I imported both datasets into SQLite Online. I then joined both tables using an inner join, to have a broader insight on donors and their donations. For my source query, I only selected columns relevant to the analysis of the business problem. I ran the query and exported the result as a .csv file. All insights extracted from the database were drawn majorly from this query. The SQL query and resulting table are shown below.

```

1 SELECT
2 Donation_Data.id,
3 --first_name,
4 --last_name,
5 --email,
6 gender,
7 job_field,
8 donation,
9 donation_frequency,
10 case
11   when donation_frequency = 'Once' then (donation * 1)
12   when donation_frequency = 'Weekly' then (donation * 52)
13   when donation_frequency = 'Monthly' Then (donation * 12)
14   when donation_frequency = 'Yearly' Then (donation * 1)
15   Else 'Check Error'
16 End as total_donation_value,
17 state,
18 university
19 --car,
20 --second_language,
21 --favourite_colour,
22 --movie_genre,
23 --shirt_size
24 FROM Donation_Data
25 inner join Donor_Data2
26 on Donation_Data.id = Donor_Data2.id
27 order by 1
28 ;

```

Figure 1: Source Query

SQLite							
SQLite 2							
SQLite 3							
gender,							
job_field,							
id	gender	job_field	donation	donation_frequ...	total_donation_...	state	university
1	Male	Human Resources	28	Weekly	1456	Colorado	McSparran
2	Male	Human Resources	292	Once	292	California	Ferrelli
3	Female	Engineering	178	Monthly	2136	California	Ragsdall
4	Male	Sales	304	Monthly	3648	Illinois	NULL
5	Male	Business Develo...	219	Weekly	11388	Florida	Spitell
6	Male	Engineering	100	Weekly	5200	Louisiana	Petterson
7	Female	Legal	255	Yearly	255	Michigan	Hanretty
8	Male	Marketing	368	Once	368	Oklahoma	NULL
9	Male	Human Resources	395	Monthly	4740	Oregon	Adamthwaite
10	Female	Services	358	Monthly	4296	California	Eddington
11	Male	Services	386	Yearly	386	California	Elger
12	Male	Accounting	423	Weekly	21996	Louisiana	Nicot
13	Male	Legal	468	Once	468	Oregon	Gorfer
14	Male	Sales	58	Weekly	3016	Ohio	Rexworthy
15	Female	Engineering	393	Once	393	Oklahoma	Lacoste
16	Female	Engineering	468	Weekly	24336	Texas	NULL
17	Male	Research and De...	170	Yearly	170	Virginia	Dunand

Figure 2: Source Query Result

Result:

I observed trends in the data and extracted some interesting insights from the data on the donor, donation value, and donating demographics. These insights will help the fundraising team to properly strategize and increase donation value in the following year.

Root Cause Analysis

Concept

Root Cause Analysis is a systematic process of identifying the root causes of a problem and analyzing for possible ways to respond to them. This system works to not just find a solution to a problem but also how to prevent the problem.

The 5 Whys technique is one of the most effective tools for root cause analysis in the Lean management arsenal invented by Sakichi Toyoda.

“The basis of Toyota’s scientific approach is to ask why five times whenever we find a problem ... By repeating why five times, the nature of the problem as well as its solution becomes clear. “ Taiichi Ohno

5 Why’s Process

1. Why is *Education for All* having a fundraising strategy meeting to increase donations?
 - a. As a charity organization, *Education for All* relies on revenue from donations, and revenue in the year in review is low or insufficient to handle the charity’s projects.
2. Why is the revenue low?
 - a. Revenue is low because the value of donations from donors in the year in review is low.
3. Why is the total value of donations low?
 - a. Small number of donors: There are 1000 donors in the NGO’s database. This figure could be said to be low considering that the population of the USA is 332,403,650. Of the 1000 donors, a higher percentage (52.3%) either donated to the charity just once, or donate on a yearly basis, which is also once in the year in review.
 - b. Low frequency of donation: It can be observed from the donation data that only 24.5% of donors donate weekly, 23.2% donate monthly. 52.3% either donate yearly (25.9%) or donated just once (26.4%). The lower donation frequencies have the most donors. This means that most donors in the database donate less frequently.
 - c. Low value of donation: the data shows that value of donations from donors who donated once and donate yearly is low compared to those who donate monthly and weekly. The average donation value of donors is \$3922. The maximum value of donations from any donor who donated to the charity just once is \$491, and from donors who donated yearly (once in the year in review) is \$500. This is a problem because since the number of

donors who donate less frequently is higher than those who donate more frequently, the total donation value will be lower.

4. Why do we have small number of donors? Why is the frequency of donation low? Why is the value of donation low?

These problems could be due to a few mutual causes:

- a) High donor Churn: In business, customer churn analysis is a way to understand the number or percentage of customers who don't purchase additional products or services. In the context of a charity organization, churn may be defined as the number of donors who stopped donating to the charity. It is calculated by dividing the total from last year into the number of those same donors who haven't donated this year. When evaluated on an annual basis, the donor churn of *Education for All* in the new year may be estimated by the number of donors in the database who donated just once. These donors represent 26.4% of the total donors in the database. The high churn lowers the number of donors in the following year and consequently, the donation value.
- b) Low donor income: The income bracket of certain states and job fields is low, hence influencing the frequency and value of donations from such donors. Income bracket of a particular demographic may be deduced from the average value of donations from such demographic. 50.6% of donors work in job fields where the average donation is lower than the average total donation of donors in the database. 59.4% of donors live in states and work in job fields where the average donation is lower than the average total donation of donors.
- c) Small number of donors with low level of education: the level of education of donors could influence their donation frequency and donation amount to a charity like Education for All. Donors who didn't get a university education may tend to understand and resonate more with the impact of the work of Education for All and want to create better opportunities for others than they had themselves. From the data, I observed that the average donation of an uneducated donor is 12.9% higher than that of an educated donor. the higher % of uneducated donors also donated more frequently (weekly), than did the higher % of educated donors who only donated once.

5. Why is there high donor churn?

- a) Inefficiency of the organization's charity projects: Donors would be unmotivated to donate to the organization if they realize that the quality and efficiency of the charity projects for which they are donating is low.
- b) Other Charity organizations: There are several other charity organizations competing for donations from the same donors.
- c) Inefficient outreach and follow-up efforts: 45 of the 50 states in the US have less than 40 donors per state, with only one state having up to 100 donors, while we have no record of donors in one state. It is noteworthy that of the top 10 states in terms of average donation value, only 3 rank in the top 10 in terms of total donation value. This may be due to population of donors, generosity of residents, and/or fundraising outreach and awareness. Regardless, this data reflects the low strength of the organization's outreach programs in each state.

Insights

Donor and Donation Value Insights

1. Donor and Donation Value: This query extracts insight on total number of donors, the minimum total donation value, the maximum total donation value, and average donation value.

```
1 SELECT
2   COUNT(id) AS donor_count,
3   SUM(total_donation_value) AS total_donation,
4   round(AVG(total_donation_value),1) AS average_donation,
5   MAX(total_donation_value) AS max_donation,
6   MIN(total_donation_value) AS min_donation
7
8 FROM (SELECT
9   Donation_Data.id,
10  gender,
11  job_field,
12  donation,
13  donation_frequency,
14  CASE
15    WHEN donation_frequency = 'Once' THEN (donation * 1)
16    WHEN donation_frequency = 'Weekly' THEN (donation * 52)
17    WHEN donation_frequency = 'Monthly' THEN (donation * 12)
18    WHEN donation_frequency = 'Yearly' THEN (donation * 1)
19    ELSE 'Check Error'
20  END AS total_donation_value,
21  state
22 FROM Donation_Data
23 INNER JOIN Donor_Data2
24 ON Donation_Data.id = Donor_Data2.id )
25 ;
26
```

donor_count	total_donation	average_donation	max_donation
1000	3922317	3922.3	25844

Figure 3: Total Donor Count, Minimum Donation Value, Maximum Donation Value, and Average Donation Value.

2. Donation Frequency: This query aggregates number of donors, the minimum total donation value, the maximum total donation value, and average donation value by distinct donation frequency.

```
1 SELECT
2   donation_frequency,
3   COUNT(id) AS donor_count,
4   SUM(total_donation_value) AS total_donation,
5   round(AVG(total_donation_value),1) AS average_donation,
6   MAX(total_donation_value) AS max_donation,
7   MIN(total_donation_value) AS min_donation
8
9 FROM (SELECT
10   Donation_Data.id,
11   gender,
12   job_field,
13   donation,
14   donation_frequency,
15   CASE
16     WHEN donation_frequency = 'Once' THEN (donation * 1)
17     WHEN donation_frequency = 'Weekly' THEN (donation * 52)
18     WHEN donation_frequency = 'Monthly' THEN (donation * 12)
19     WHEN donation_frequency = 'Yearly' THEN (donation * 1)
20     ELSE 'Check Error'
21   END AS total_donation_value,
22   state
23 FROM Donation_Data
24   INNER JOIN Donor_Data2
25   ON Donation_Data.id = Donor_Data2.id )
26 GROUP BY 1
27 ORDER BY 2 DESC;
```

1 donation_frequency	donor_count	total_donation	average_donation	max_donation	min_donation
Once	264	64586	244.6	491	5
Yearly	259	65667	253.5	500	6
Weekly	245	3075904	12554.7	25844	260
Monthly	232	716160	3086.9	6000	84

Figure 4: Donation Frequency data

3. Donor churn: This is the percentage of donors who stopped donating. This percentage may be estimated by the number of donors who donated to the charity just once, as opposed to committing. The query also extracts the percentage of total donation value that is lost to those donors.

```
1 SELECT
2 COUNT(CASE WHEN donation_frequency = 'Once' THEN id END)*1.0
3 /
4 COUNT(DISTINCT id)*1.0 AS donor_churn,
5
6 round(SUM(CASE WHEN donation_frequency = 'Once' THEN total_donation_value END)*1.0
7 /
8 sum( total_donation_value)*1.0,3) AS donation_churn
9 FROM(SELECT
10 *,
11 CASE
12 WHEN donation_frequency = 'Once' THEN (donation * 1)
13 WHEN donation_frequency = 'Weekly' THEN (donation * 52)
14 WHEN donation_frequency = 'Monthly' THEN (donation * 12)
15 WHEN donation_frequency = 'Yearly' THEN (donation * 1)
16 ELSE 'Check Error'
17 END AS total_donation_value
18 FROM Donation_Data
19 INNER JOIN Donor_Data2
20 ON Donation_Data.id = Donor_Data2.id
21 )
```

donor_churn	donation_churn
0.264	0.016

Figure 5: Churn

Demographic Insights

1. Gender distribution: Donor Count, Total Donation Value, Average Donation Value, Minimum and Maximum Donation Value.

```
1 SELECT
2   gender,
3   COUNT(id) AS donor_count,
4   SUM(total_donation_value) AS total_donation,
5   round(AVG(total_donation_value),1) AS average_donation,
6   MAX(total_donation_value) AS max_donation,
7   MIN(total_donation_value) AS min_donation
8
9 FROM (SELECT
10   Donation_Data.id,
11   gender,
12   job_field,
13   donation,
14   donation_frequency,
15   CASE
16     WHEN donation_frequency = 'Once' THEN (donation * 1)
17     WHEN donation_frequency = 'Weekly' THEN (donation * 52)
18     WHEN donation_frequency = 'Monthly' THEN (donation * 12)
19     WHEN donation_frequency = 'Yearly' THEN (donation * 1)
20     ELSE 'Check Error'
21   END AS total_donation_value,
22   state
23 FROM Donation_Data
24 INNER JOIN Donor_Data2
25 ON Donation_Data.id = Donor_Data2.id )
26 GROUP BY 1
27 ;
28
```

gender	donor_count	total_donation	average_donation	max_donation	min_donation
Female	508	2046806	4029.1	25584	6
Male	492	1875511	3812	25844	5

Figure 6: Donor Count, Minimum Donation Value, Maximum Donation Value, and Average Donation Value by Gender

- Least Donating States: this query extracts the states in ascending order of number of donors.

```

1 SELECT
2   state,
3   COUNT(id) AS donor_count,
4   SUM(total_donation_value) AS total_donation,
5   ROUND(AVG(total_donation_value),1) AS average_donation,
6   MAX(total_donation_value) AS max_donation,
7   MIN(total_donation_value) AS min_donation
8
9 FROM (SELECT
10   Donation_Data.id,
11   gender,
12   job_field,
13   donation,
14   donation_frequency,
15   CASE
16     WHEN donation_frequency = 'Once' THEN (donation * 1)
17     WHEN donation_frequency = 'Weekly' THEN (donation * 52)
18     WHEN donation_frequency = 'Monthly' THEN (donation * 12)
19     WHEN donation_frequency = 'Yearly' THEN (donation * 1)
20     ELSE 'Check Error'
21   END AS total_donation_value,
22   state
23 FROM Donation_Data
24 INNER JOIN Donor_Data2
25   ON Donation_Data.id = Donor_Data2.id
26 )
27 GROUP BY 1
28 ORDER BY 3
29 ;

```

I	state	donor_count	total_donation	average_donation	max_donation	min_donation
	Wyoming	1	232	232	232	232
	Maine	1	258	258	258	258
	South Dakota	1	401	401	401	401
	Alaska	3	734	244.7	332	179
	North Dakota	2	4886	2443	4620	266

Figure 7: Lowest States by Total donation value

- Top Job Fields by Average Donation Value: This query extracts job fields in order of descending donor count and average donation value.

```

1 SELECT
2   job_field,
3   COUNT(id) AS donor_count,
4   SUM(total_donation_value) AS total_donation,
5   round(AVG(total_donation_value),1) AS average_donation,
6   MAX(total_donation_value) AS max_donation,
7   MIN(total_donation_value) AS min_donation
8
9 FROM (SELECT
10   Donation_Data.id,
11   gender,
12   job_field,
13   donation,
14   donation_frequency,
15   CASE
16     WHEN donation_frequency = 'Once' THEN (donation * 1)
17     WHEN donation_frequency = 'Weekly' THEN (donation * 52)
18     WHEN donation_frequency = 'Monthly' THEN (donation * 12)
19     WHEN donation_frequency = 'Yearly' THEN (donation * 1)
20     ELSE 'Check Error'
21   END AS total_donation_value,
22   state
23 FROM Donation_Data
24 INNER JOIN Donor_Data2
25   ON Donation_Data.id = Donor_Data2.id )
26 GROUP BY 1
27 HAVING average_donation > 3922
28 ORDER BY 2 DESC, 4 DESC
29 --LIMIT 10
30 ;
31

```

I	job_field	donor_count	total_donation	average_donation	max_donation	min_donation
	Engineering	93	431983	4643.7	24336	5
	Training	84	361273	4300.9	23920	10
	Research and Develop...	84	346602	4126.2	25844	9
	Accounting	80	356623	4497.8	24648	15
	Support	79	328463	4157.8	25688	9
	Marketing	74	335606	4535.3	25428	9

Figure 8: Top jobs by average donation

4. Number of Donors in state + job field: This is the number of donors who work in job fields and live in states where the average donation value is lower than the overall average donation value of donors.

```
1 SELECT
2   sum(donor_count)
3
4 FROM (SELECT
5   state,
6   gender,
7   job_field,
8   COUNT(id) AS donor_count,
9   SUM(total_donation_value) AS total_donation,
10  ROUND(AVG(total_donation_value),1) AS average_donation,
11  MAX(total_donation_value) AS max_donation,
12  MIN(total_donation_value) AS min_donation
13
14 FROM (SELECT
15   Donation_Data.id,
16   gender,
17   job_field,
18   donation,
19   donation_frequency,
20   CASE
21     WHEN donation_frequency = 'Once' THEN (donation * 1)
22     WHEN donation_frequency = 'Weekly' THEN (donation * 52)
23     WHEN donation_frequency = 'Monthly' THEN (donation * 12)
24     WHEN donation_frequency = 'Yearly' THEN (donation * 1)
25     ELSE 'Check Error'
26   END AS total_donation_value,
27   state
28 FROM Donation_Data
29 INNER JOIN Donor_Data2
30 ON Donation_Data.id = Donor_Data2.id )
31 GROUP BY 1,2
32 HAVING average_donation < 3922)
33
34 I sum(donor_count)
35
36 594
```

Figure 9: Count of Donors in low donation State and Job field

Additional Insights

1. Top donors by state and job field: The query result is in descending order of total donation value.

```

1 SELECT
2   state,
3   --gender,
4   job_field,
5   COUNT(id) AS donor_count,
6   SUM(annual_donation) AS total_donation,
7   ROUND(AVG(annual_donation),1) AS average_donation,
8   MAX(annual_donation) AS max_donation,
9   MIN(annual_donation) AS min_donation
10
11 FROM (SELECT
12   Donation_Data.id,
13   gender,
14   job_field,
15   donation,
16   donation_frequency,
17   CASE
18     WHEN donation_frequency = 'Once' THEN (donation * 1)
19     WHEN donation_frequency = 'Weekly' THEN (donation * 52)
20     WHEN donation_frequency = 'Monthly' THEN (donation * 12)
21     WHEN donation_frequency = 'Yearly' THEN (donation * 1)
22     ELSE 'Check Error'
23   END AS annual_donation,
24   state
25 FROM Donation_Data
26 INNER JOIN Donor_Data2
27 ON Donation_Data.id = Donor_Data2.id
28 )
29 GROUP BY 1,2
30 HAVING average_donation > 3922
31 ORDER BY 4 DESC
32 LIMIT 10
33 ;

```

i	state	job_field	donor_count	total_donation	average_donation	max_donation	min_donation
	California	Research and Deve...	10	70780	7078	25376	273
	California	Support	11	66731	6066.5	25688	23
	Illinois	Training	7	61136	8733.7	18148	44
	Florida	Training	8	57122	7140.3	19188	200
	California	Engineering	11	55514	5046.7	19344	6
	New York	Support	4	53624	13481	21268	936
	Florida	Marketing	6	52501	8750.2	25428	127
	Florida	Business Developm...	13	51566	3966.9	25584	63
	Virginia	Research and Deve...	7	50587	7226.7	24388	170
	Texas	Marketing	7	40455	7065	25324	256

Figure 10: Top donors by State and Job field

2. Job fields by Average Donation Value: This query extracts job fields with an average donation value lower than the overall average donation value.

```

1 SELECT
2   job_field,
3   COUNT(id) AS donor_count,
4   SUM(total_donation_value) AS total_donation,
5   round(AVG(total_donation_value),1) AS average_donation,
6   MAX(total_donation_value) AS max_donation,
7   MIN(total_donation_value) AS min_donation
8
9 FROM (SELECT
10   Donation_Data.Id,
11   gender,
12   job_field,
13   donation,
14   donation_frequency,
15   CASE
16     WHEN donation_frequency = 'Once' THEN (donation * 1)
17     WHEN donation_frequency = 'Weekly' THEN (donation * 52)
18     WHEN donation_frequency = 'Monthly' THEN (donation * 12)
19     WHEN donation_frequency = 'Yearly' THEN (donation * 1)
20     ELSE 'Check Error'
21   END AS total_donation_value,
22   state
23 FROM Donation_Data
24 INNER JOIN Donor_Data2
25 ON Donation_Data.Id = Donor_Data2.Id )
26 GROUP BY 1
27 HAVING average_donation < 3922
28 ORDER BY 2 DESC, 4 DESC
29 --LIMIT 10
30 ;
31

```

job_field	donor_count	total_donation	average_donation	max_donation	min_donation
Business Development	94	275575	2931.6	25584	0
Human Resources	93	344593	3706.4	24752	8
Product Management	90	332053	3689.5	24752	7
Sales	83	290114	3495.3	25168	17
Services	80	281915	3523.9	24024	35
Legal	66	234334	3550.5	24284	30

Figure 11: Least-donating job fields by Average Donation

3. Level of Education: This query extracts insight on the distribution of donors and donations by the donors' level of education. 'Uneducated' refers to donors with no data on university attended.



Figure 12: Donor Count, Average and Total Donation Value by level of Education

Visualizations

I gathered these insights, stored results as .csv files, then imported into Microsoft PowerBI for visualization.

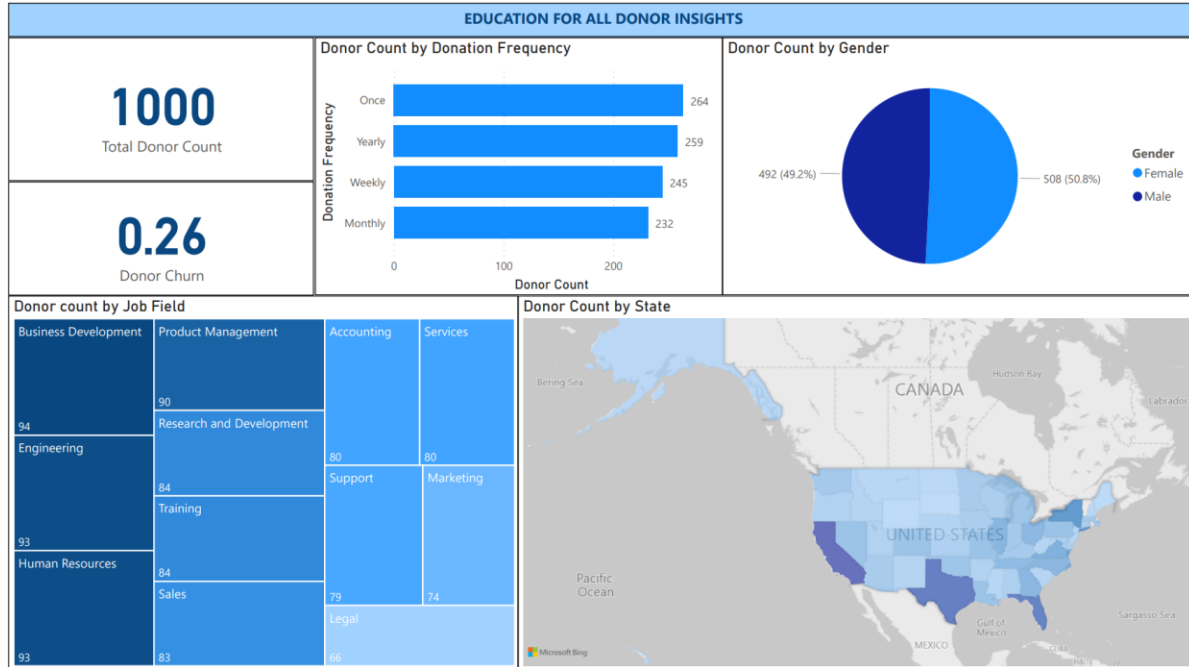


Figure 13: Donor Count Insights Visualization

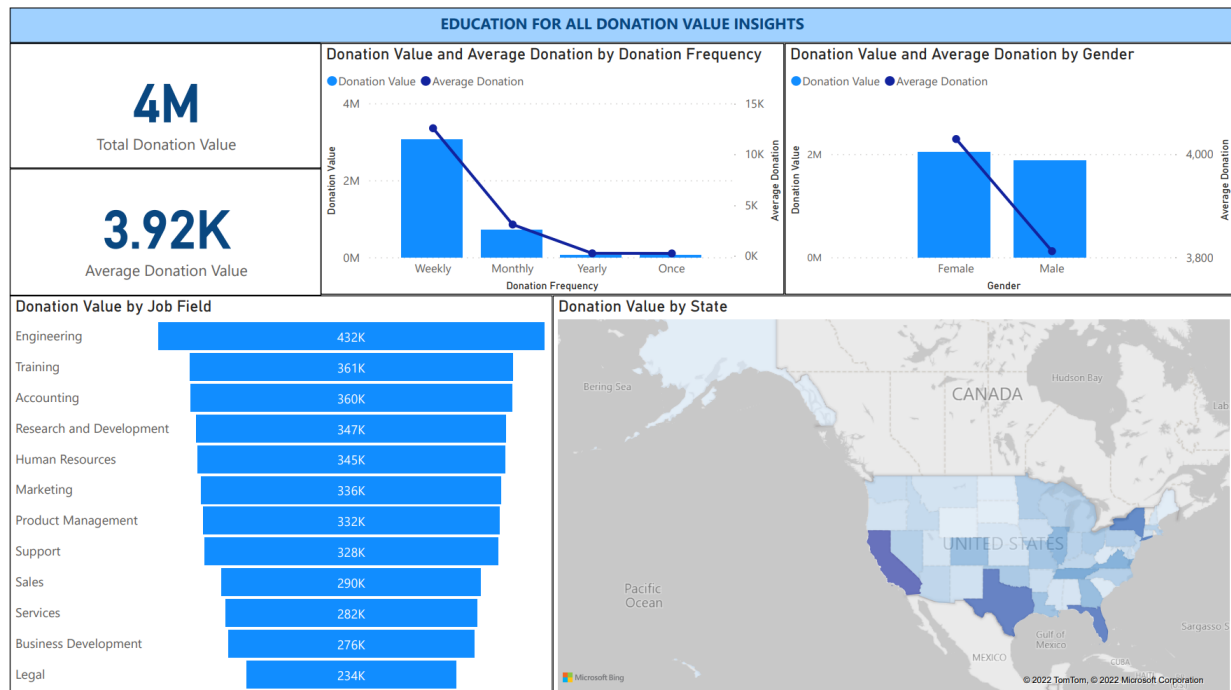


Figure 14: Donation Value Insights Visualization

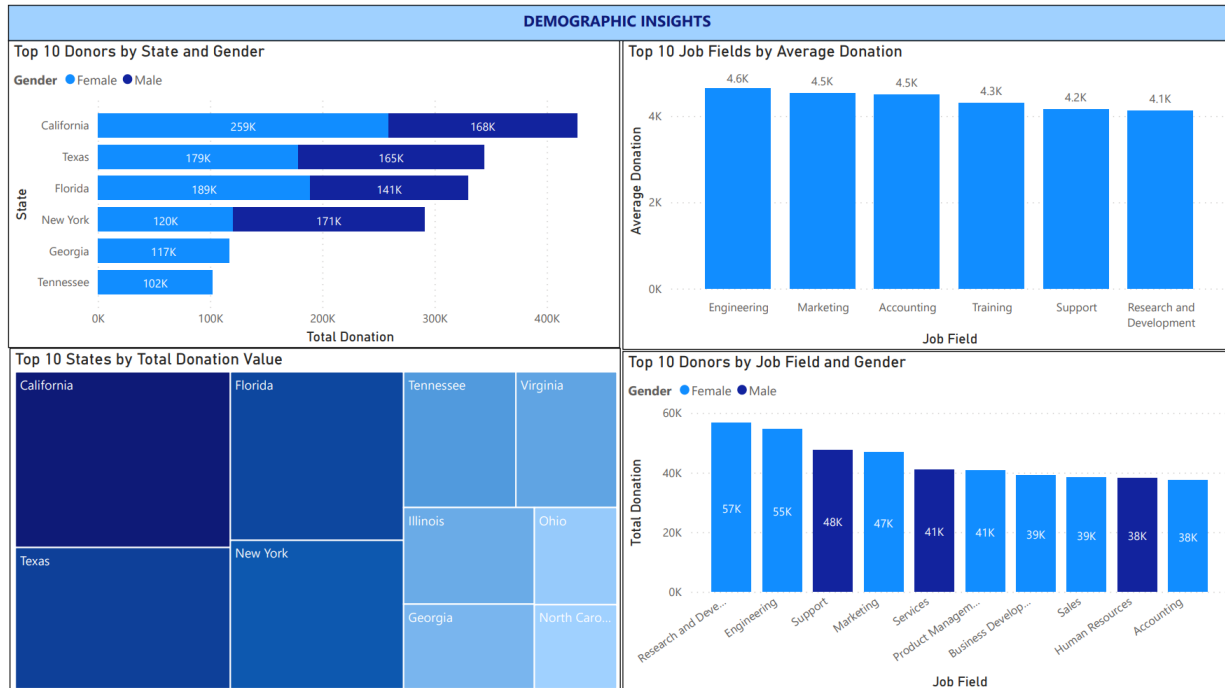


Figure 15: Donor Demographics Insight Visualization

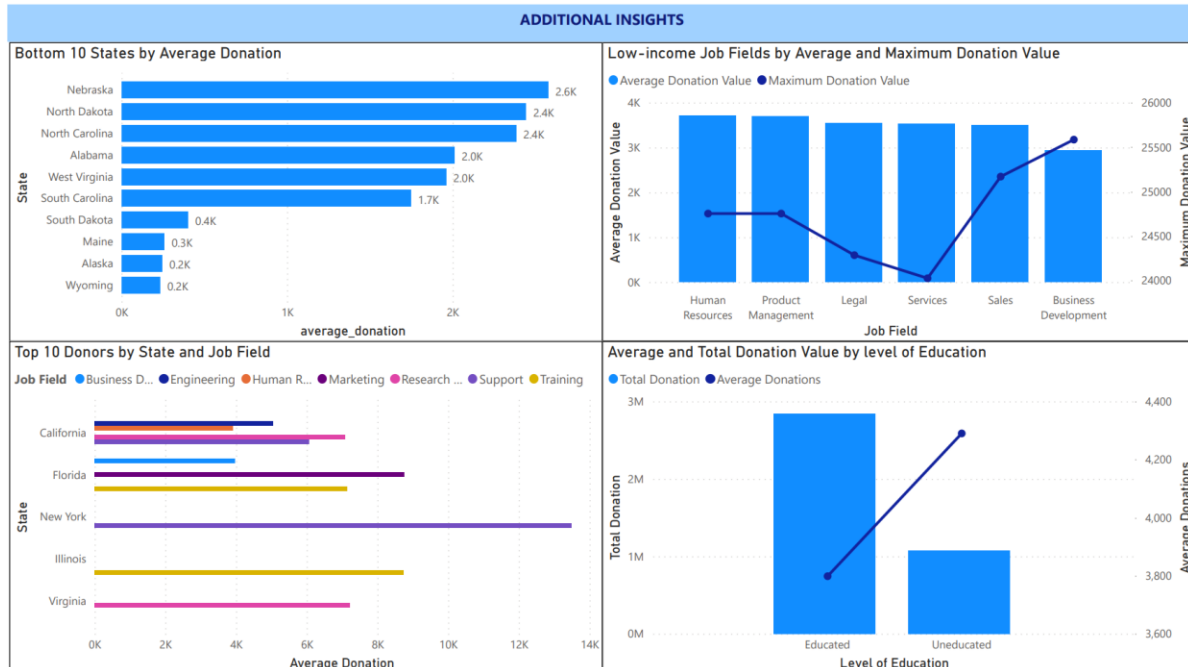


Figure 16: Additional Demographics Insight Visualization

Findings & Recommendations

Findings

- 1) The total value of donations (\$4M) to the charity in the year in review may not seem low, but it may be insufficient to fund the various projects the charity has outlined. Hence, why the charity is trying to increase donations significantly.
- 2) In the year in review, number of donors in the database is 1000, with a total donation value of \$3,922,317.
- 3) The highest donor donated a total donation value of \$25,844 this year.
- 4) Donors with a weekly frequency of donation contributed the highest percentage of the total donation value.
- 5) In order of number of donors by frequency, donors who donated just once constitute the highest percentage, followed by Donors who donate yearly (once a year). The frequency with the lowest number of donors is 'Monthly'.
- 6) 26.4% of donors donated just once, and they contributed to 1.6% of total donations.
- 7) The female gender donates more than the male gender. They have a higher donor count, donation value and average donation value than males.
- 8) It can be seen that Engineering contributes to the highest donation value of all the job fields with a value of \$431,863. Engineering also has the highest average donation value.
- 9) High-income fields include Engineering, Training, Research and Development, Accounting, Marketing, and Support.
- 10) Top donating States include California, Texas, Florida, New York.
- 11) The states in the database with the lowest donor count are Wyoming, Maine, South Dakota, Alaska, North Dakota. By Total Donation Value, Wyoming is the lowest donating state with a donation value of \$232.
- 12) Results show that donors who work in Research & Development and live in California are the highest donors with a total donation value of \$70,780.
- 13) According to state and gender, the top donating demographic are Females and Males in California, Texas, Florida, New York, Females in Georgia, and Tennessee.

- 14) According to job field and gender, the top donating demographic are Females in Research & Development, Engineering, Marketing, Product Management, Business Development, Sales, and Accounting. Males in Support, Services and Human Resources.
- 15) Most donors donate less frequently.
- 16) We have more university-educated donors (748) than uneducated donors (252).
- 17) Donors with no university education have a higher average donation value than donors with university education.

Recommendations

- 1) Increase efficiency of charity's primary purpose. This boosts donor trust in the organization which may help reduce churn and increase their frequency and value of donation.
- 2) Constantly send donors personalized emails updating donors on the activities of the organization.
- 3) Investing in targeted ads, awareness programs and fundraisers to get more donors in the top states who work in high income job fields. Initiatives could also be gender, job field and location specific.
- 4) Nationwide increase in awareness programs, fundraising rallies, radio/tv advertisements. This helps to increase the total number and diversity of donors, and total donation value in the database.
- 5) Spread awareness to rural areas of top states, farm settlements, markets, etc. Areas which generally have a lower population of university educated individuals.
- 6) Prevent donor churn. Work on retention of donors getting donors to commit to the charity in some way.
- 7) Efforts should be intensified in states with the highest number of donors, to encourage them to donate higher amounts and more frequently.
- 8) Follow up with donors who donated just once via email on new projects, improvements, benefits etc. of donating to the organization.
- 9) Be open to donor complaints, compliments, recommendations, and feedback. Just like asking for donors to give, you need to be initiative-taking when requesting donors for feedback.

- 10) Motivate by giving away free stuff to top donors. This gift may be tailored based on the language (culture), favourite colour, or favorite movie genre.

Conclusion

Education For All can achieve the objectives set by the fundraising committee if it uses insights gathered from this data to make decisions, takes actions in line with recommendations of this report.