GlobalGiving Data Analyst Take Home Assignment
To get a better sense of your strengths and interests, we have a small assignment for you. The intent is for this to take between 4 to 8 hours. Please timebox yourself and stop if you reach 8 hours.

Task
Nonprofits come to GlobalGiving for many reasons, but what makes them stick around? Our program team is interested in better understanding the retention of nonprofit partners on the platform so they can better design programs to support longer-term relationships. Using the data provided, please put together a short analysis that answers the following questions:
- What metrics might we use to describe organization retention based on this data?
- How might you summarize this data such that a non-technical user could track changes on a monthly basis? These should be static proof-of-concept examples of the kinds of things that could be included in an interactive dashboard or an automatic email report, but should not be interactive or automated for this assignment.

There are many valid ways to be successful at this! We don't have a single "right answer" in mind and there are lots of approaches that could work.

You may use any open source data tools you like. Since you are limiting yourself to 4-8 hours, please describe in the written overview of your solution what would be included in the "next version" if you were to spend more time on a future iteration. Similarly, if there are questions you'd consider pursuing if you had access to additional proprietary datasets (like granular transactions made on GlobalGiving), please feel free to describe what those datasets and questions might be and how you might explore them if you had the data.

Data
Included is a CSV file containing data about organizations in the GlobalGiving community. This is the only dataset you are required to use, but you are also welcome to use any additional data available via the GlobalGiving API if you'd like. You are also free to (but not required to) use publicly available datasets from elsewhere on the internet. Please include links to any non-GlobalGiving datasets you reference in your final deliverables.

Deliverables
- Please provide a link to a GitHub repo with your solution, email a zip file, or a link to a website showing your submission.
- Please provide a written overview of your solution. This can be an email, Google Doc, README file in GitHub, etc.

What we're looking for
- Are you able to think creatively about a business problem in a value-centric way and use appropriate techniques to solve it?
- How well can we understand and follow your assumptions, process, logic, and conclusions based on the materials you provide?
- How adept are you at summarizing your analysis results clearly, especially to nontechnical audiences?

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- Our Content: You have permission to reuse any code or images hosted on GlobalGiving.org for this submission, but you do not have to do so.
- Your Content: You retain all rights to your work. We will ONLY use your submission as a part of the interview process and will not reuse, copy, remix, distribute, or otherwise use your solution outside of the interview process.

Helpful Links
- A few sources of inspiration around retention metrics are here and here,
- GlobalGiving API Docs

A few additional notes about the data
- An organization may have created a project but (for many reasons) never finished the process of completing the posting of a fully "active" project. These organizations will have project creation dates, but no project deactivation dates.
- The "completed_accelerator_program" column indicates if an organization onboarded through our accelerator program.
- "acquisition_source_category" is an approximate representation of how this organization originally came to the GlobalGiving community. It's not perfect though, especially for organizations that first joined many years ago.
- Organization statuses can be a bit confusing. Here's all you need to know for the purposes of this assignment:
    - **Emerging** - Organization has completed its initial vetting but is not yet a permanent member of the GlobalGiving community
    - **Partner** - Organization is a vetted, permanent member of the GlobalGiving community
    - **Leader** - Organization is a vetted, permanent member of the GlobalGiving community and has hit certain engagement thresholds
    - **Superstar** - Organization is a vetted, permanent member of the GlobalGiving community and is among our most engaged members
    - **Delinquent - Due Diligence** - Organization was previously a member of the GlobalGiving community, but its vetting has expired. It will need to renew its vetting before being allowed to post projects again.

Please let us know if you have any questions!