

PLEASE ROUTE:

EXECUTIVE DIRECTOR _____

PROGRAM OFFICER _____

CHAIR GRANTS COMMITTEE _____

BUILDING COMMUNITY FOUNDATIONS

GRANTMAKING CONSULTING PROGRAM

Sponsored by:

PHILANTHROPIC VENTURES FOUNDATION-
BILL SOMERVILLE, PRESIDENT

Funded by:

DAVID AND LUCILE PACKARD FOUNDATION

Bulletin #26
April 1997

Building Community Foundations is distributed to community foundations in the United States and Canada. It is part of the Grantmaking Consulting Program conducted by the Philanthropic Ventures Foundation and sponsored by the Packard Foundation.

This publication is designed to give practical ideas to foundation personnel in an effort to improve grantmaking. The Editor welcomes ideas from readers and from time to time special issues of this publication will be written by and will reflect the work of foundation executives.

Young People & Philanthropy

With all the talk of the huge exchange of wealth that will take place in the next ten years, it seems two things could happen. Either we create the idle rich or we make young people more aware of philanthropy and possibly watch the formation of the most vibrant era of philanthropy ever.

Community foundations have a calling to involve young people more. Below are listed some ideas that have been tried and are worthy of note:

- In Michigan, the Kellogg Foundation gave \$47 million for each community foundation in the state to have a \$1 million challenge grant. Called the Michigan Community Foundation Youth Project, the Kellogg grant must be matched \$2 local money for each \$1 Kellogg money for a permanent youth field-of-interest fund (the \$2 local match can go into the foundation unrestricted endowment). Each community foundation must create a Youth Committee made up of youth ages 12 to 18 which decides on grants from the Fund. Considerable technical assistance is available from the Council of Michigan Foundations.

For further information (brochures, reports, evaluations) call Donnell Snite Mersereau, Director, Community Foundations at the Council of Michigan Foundations (616) 842-7080.

- Young people as foundation interns. An intern spends a minimum of 1/2 day a week for six weeks with the Foundation. Some interns work full time. It is not necessary to pay the intern; there is a quid-pro-quo relationship; he/she gets to know about a new field, you get a new set of antennae. Interns require supervision and "maintenance" i.e. spending time with them to teach them, answer questions, and make sure they are learning new things. The Editor prefers college students vs. high school students for interns. Interns are useful to do evaluations of grants, to undertake special projects such as how the foundation could better serve young girls, to attend meetings and report back to you, thus saving you time in not having to attend the meeting.

Note: Internships can be offered to the adult sons and daughters of donors who want their children to get turned on to philanthropy.

Interns should be treated as employees and given access to files and to staff meetings, and be welcome to talk with any foundation staff person.

- Consider allowing young persons to give out grants. This can take many forms. 1) Create a Young Adult Fund, invite five persons under 35 years of age to create criteria, review proposals, and make grants. 2) Find a youth group in the community and set aside money for them to give out in grants after they have worked out their goals for such an effort (but don't let them plan it to death). 3) Offer to college students who spent the summer in community service work the opportunity to give out grants.

Work with groups of five; let them set the criteria; guide the discussion carefully vs. wandering all over and never coming to a decision.

- There are two things people can give philanthropically, their time and their money. Young people have more time than money. Those persons who volunteer and give of their time are more prone to give money later on in life. Community foundations should encourage and support volunteer programs that reach out and include young people. One such program is Community Impact which was started by three MBA graduates from Stanford University in 1988 and which now has over 2,000 member volunteers. This group and 27 other similar groups in the country specialize in one day volunteer projects conducted weekly involving primarily young adults. For further information contact: Community Impact (415) 965-0242 in Palo Alto, California.
- Offer to teach a course on philanthropy at the local community college or university. This can be an exhilarating challenge and it is a valid approach to stimulate more interest in philanthropy. It is interesting to note that college faculty are as interested in such a course as are the students and a special one day session can be designed for presentation to the faculty for which they receive training credit.

The Editor taught a course at Stanford University "The Private Dollar and Social Change - The Impact of Philanthropy in America" and is willing to share the outline of his course (510) 645-1890.

- The Surdna Foundation and the New York City Board of Education Division of High Schools published "Student Service and Philanthropy Project - A Resource Guide for Establishing a Student Run Foundation" (100 pages). For further information: Surdna Foundation, Linda M. Frank, Executive Director of the Student Service & Philanthropy Project (212) 877-1775.
- Listen to the thoughts of young people of things they are concerned about, while at the same time making them aware of philanthropy. Every high school student must take English and each student is required to write essays in the course. These essays could be useful to you. Why not meet with the Principal who will give access to English teachers and offer \$25 awards to the most thoughtful essays. The teacher will grade the essays the same as other essay assignments and then give over the essays to the community foundation. Sample topics include "What would you do differently if you were a parent?" ~ "How do you say 'no' when the pressure is on you to do something you don't want to do?" ~ "What would you like to be able to do this weekend that isn't now available?" ~ "What would you do if you won the lottery?"

"Out of the mouths of babes comes forth" The essay contest is a good way of hearing from young people and their ideas can give foundation personnel pointers on projects that should be tried.

Consultant ~ vs ~ Employee

Community Foundations often use persons for special projects. Usually they are referred to as "consultants" and they are part time. In fact, they might be employees of the foundation and reporting for them could be in error.

The IRS has a brochure "Tips On 1099 Reporting For Businesses" (FTB4201 Rev 10/95) which states under Misclassification of Employees & Independent Contractors, "If, as an employer, you control what will be done and how it will be done, the recipient should be classified as an employee and a Form W-2 filed instead of a Form 1099-MISC."

**The Council of Foundations has compiled a list of consultants that have been hired by community foundations.
This list is reproduced below.**

Fred Bartenstein * 725 Wright Street Yellow Spring OH 45387	(513) 767-7355	Diana Newman, CFRE ** Philanthropic Resource Group 1944 Chatfield Road Columbus OH 43221	(614) 486-4787
Richard P. Chait National Center for Post Secondary Finance & Governance University of Maryland, 4114 CSR Bldg. College Park MD 20742	(301) 405-5582	Alan Pardini 97 Anderson Street San Francisco CA 94110	(415) 550-0360
Helmar Ekstron * 220 Todd Street Hamden CT 06518	(203) 281-7178	Sandra Pyer * 41 Northcreek Place Walnut Creek CA 94598	(510) 988-9883
Alan Green * A.E. Green & Associates 790 Farmington Ave, Suite 4-B Farmington CT 06032-2318	(860) 409-2564	R. Malcolm Salter * 12 Adams Road Sturbridge MA 01566	(508) 347-1441
Martin C. Lehfeltd The Lehfeltd Company 127 Peachtree St. N.E. Suite 805 Atlanta GA 30303	(404) 524-7950	Thomas J. Savage, S.J. Rockhurst College 1100 Rockhurst College Kansas City MO 64110	(816) 504-4250
Karl Mathiasen Management Assistance Group 1555 Connecticut Ave, N.W. 3rd Floor Washington DC 20036	(202) 659-1963	Bill Somerville * Philanthropic Ventures Foundation 1212 Preservation Park Way Oakland CA 94612	(510) 645-1890
Helen Monroe * The Monroe Company 31396 Lake Vista Circle Bonsall CA 92003	(416) 967-1267 619-631-7200	Susan Stevens The Stevens Group Hamline Park Plaza, Suite 207 570 Asbury Street St Paul MN 55104	(612) 641-0398
Robert J. Myers On-Site Analysis Associates, Inc. 94 Markland Drive Etobicoke Ontario Canada M9C 1N8	(416) 626-0600	Eugene Struckhoff 2243 Chapel Valley Lane Timonium MD 21093	(410) 561-8196
Linda S. Weinstein * Charitable Concepts 411 Pelham Road Rochester NY 14610	(716) 244-7903	Mary-Francis Winters *** The Winters Group 14 Franklin Street, Suite 920 Rochester NY 14604-9887	(716) 546-7480

- * Former Executive Director of a Community Foundation
- ** Former Vice President of Development for a Community Foundation
- *** Former Board Member of a Community Foundation

COMMENTS ON GRANTMAKING CONSULTING

"From your initial interaction with our Board of Directors in 1994, you have enjoyed their confidence and respect. There was overwhelming support for a repeat performance, and none of our participants last Friday were disappointed.

I especially appreciate the way you conducted the retreat - making sure that everyone was brought into the discussion. As expected, you challenged our thinking and made us articulate our thoughts. The session was valuable to our board and staff."

**J. Mac Bennett, Executive Director
Central Carolina Community Foundation
Columbia, SC**

BOARD RETREATS

The Grantmaking Consulting Program offers facilitating Board retreats. These retreats have been from 1/2 to 1 1/2 days. They allow for strategic planning, for clarifying where the foundation is going, for board members coming to know each other better.

Past retreats have resulted in new Board enthusiasm, a new sense of direction, new goals, a better understanding of the foundation's operation.

For further information, please call (510) 645-1890

Building Community Foundations

Philanthropic Ventures Foundation
1212 Preservation Park Way
Oakland CA 94612

Tel (510) 645-1890

Fax (510) 645-1892

NON PROFIT
ORGANIZATION
US POSTAGE PAID
OAKLAND CA
PERMIT
No. 962

Advisory Committee:

Bill Bonduarant

Tullia Hamilton

Helen Monroe

Peter Pennekamp

Junice Windle