

**SUPPORT CENTER** FOR NONPROFIT MANAGEMENT

CONSULTING ■ TRANSITION MANAGEMENT ■ TRAINING  
for nonprofit & philanthropic organizations

# Meet the Grantmakers

# Funding for Women's Programs

Friday, October 16, 2009

8:30 AM - 12:00 PM

Fashion Institute of Technology, New York City

---

*Thank you to our supporting associations!*



NATIONAL ASSOCIATION OF  
WOMEN BUSINESS OWNERS  
New York

NEW YORK  
WOMEN  
IN  
COMMUNICATIONS

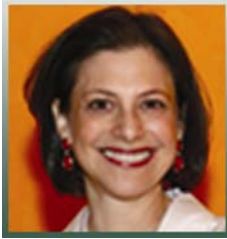


## SCHEDULE

8:30-9:00	Registration
9:00	Welcome: <i>Don Crocker, Executive Director, Support Center for Nonprofit Management</i>
9:10-10:30	Panel Discussion, <i>Moderated by Joanne Heyman</i>
10:30-10:45	Break
10:45-12:00	Panel Discussion and Audience Q&A Continues
12:00	Session Ends

### PANELISTS QUESTIONS

1. How do you make determinations regarding the direction of your funding? Do you only fund women's organizations or will you also fund programs that support women at agencies whose missions are broader based?
2. Has your grantmaking focus within the broad parameters of women's issues shifted in the last few years? Do you anticipate any shift in the near future?
3. When looking at women's programs, what do you feel are the most neglected areas of funding and do you see any movement to support those issues? What are the issues that you think may receive disproportionate support in this arena?
4. As part of your decision-making process, how closely do you look at the diversity of an organization's staff, board of directors, and/or clients (e.g., % of women in management, etc.)?
5. How do you evaluate the performance of your grantees? What types of results do you look for? And how do you evaluate the success of your own foundation or corporate giving program?
6. Do you ever encourage collaborations when potential grantees approach you for funding? Do you ever collaborate with other funders?
7. What kinds of capacity building support do you provide: Direct funding as a component of program grants; General operating support; Multi-year grants; Scholarships to attend training workshops; In-kind donations?
8. If you could convey one "take-home message" to help nonprofits better understand the challenges faced by funders in today's economic environment, what would it be?



**JOANNE HEYMAN**

*Executive Director, Urban Zen Foundation*

ADDRESS & PHONE: 705 Greenwich Street  
New York, NY 10014  
212-414-8520

HOW BEST TO CONTACT: Email: [joanne@urbanzen.org](mailto:joanne@urbanzen.org)

**INTERESTS:**

*(e.g., Fields of interest, areas funded, types of support or service, geographic region, exclusions, etc.)*

- Well-being
- Empowerment of Children
- Preservation of Culture

**CONTRIBUTIONS/SERVICE SUMMARY:**

*(e.g., 2008 disbursements, average grant size or range, summary of technical assistanec etc.)*

The Urban Zen Foundation is a nonprofit organization founded by designer Donna Karan to raise an awareness & inspire change. We pilot programs, collaborate with other organizations, and manage a Center in New York offering distinctive and transformative programming.

**PANELIST BIOGRAPHICAL INFORMATION:**

Joanne Heyman is the Executive Director of the Urban Zen Foundation, founded by designer Donna Karan to work in three key areas: well-being, empowerment of children & the preservation of cultures. In addition, she oversees the creation of the Urban Zen Center, a vibrant space offering high quality programs that focus on the integration of mind, body and spirit through traditional and alternative classes, lectures, workshops, forums, symposia and related activities. The foundation's key current programs include a pilot program at Beth Israel Medical Center to create an Optimum Healing Environment and the launch of the Urban Zen Integrative Therapist Training Program. In her capacity as the first Executive Director of Urban Zen, Ms. Heyman has created the organization's strategic & business plans, is building its organizational capacity and governance structure, and is the public face of the foundation.

Prior to joining Urban Zen in 2008, Ms. Heyman was the Executive Director of The International Center in New York, a four-decade old organization providing English language and Cultural training for immigrants, asylees, refugees and other newcomers to the United States. She was responsible for significantly improving the organization's financial situation and re-invigorating the board and committee structure leading to better governance and performance. Earlier, she was the Vice President of The Corporation of Yaddo, the country's premier artists' colony located in Saratoga Springs, NY. As head of NYC's office, she lead major projects related to the organization's funding and external affairs, and spearheaded collaboration with major cultural institutions. The latter included the exhibition of the Yaddo Archives at the New York Public Library. Previously, Ms. Heyman was a philanthropy consultant; her primary client was The Goldman Sachs Foundation. She has also served as the Managing Director of Financial Services Volunteer Corps and in various capacities at the American Jewish World Service.

Ms. Heyman holds a Masters in International Affairs from the Columbia University School of Public and International Affairs and a Bachelors Degree in Comparative Literature from Smith College. She serves as the Chair of the Board of LitWorld and the Vice Chair of the Board of the Support Center for Nonprofit Management. She lives in Hastings-on-Hudson with her & two daughters.



## **KATHERINE ACEY**

*Executive Director, Astraea Lesbian Foundation for Justice*

ADDRESS & PHONE: 116 E. 16<sup>th</sup> Street, 7<sup>th</sup> Floor, New York, NY 10003  
(212) 529-8021

HOW BEST TO CONTACT: Katherine can be reached via e-mail at [kacey@astraeafoundation.org](mailto:kacey@astraeafoundation.org) (please copy her assistant Wendi Muse at [wmuse@astraeafoundation.org](mailto:wmuse@astraeafoundation.org))

### **INTERESTS:**

*(e.g., Fields of interest, areas funded, types of support or service, geographic region, exclusions, etc.)*

Our mission is to work for social, racial, and economic justice throughout the world. Our grantmaking and philanthropic advocacy programs help lesbians and allied communities challenge oppression and claim their human rights. Accordingly, we raise and disburse funds to programs and initiatives that directly benefit or serve our diverse constituencies; promote community- building, capacity building, and movement building; expand the community that support lesbian and LGBTI issues; and educate individuals about philanthropic giving.

US Grantmaking Program - We support programs and policies that strive to eliminate oppression based on race, age, sex, religion, sexual orientation, gender identity, economic exploitation, physical and mental ability, anti-Semitism, and other such factors. Our US Grantmaking Program reflects a commitment to LGBTI POC organizations, and purposefully target organizations that are led by and for LGBTI women of color; led by and for trans, intersex, and/or other gender non-conforming communities of color; and led by LGBTI communities that are historically under-resourced within LGBTI communities (e.g. youth, elders, immigrants, low-income people, people with disabilities, Indigenous peoples and other communities of color), and who integrate issues of under-resourced communities in the organization's/project's work. Core and general support and/or project support from Astraea to grantee organizations receive funding via the US Panel Grants, US Multi-Year Movement Building grants, US Emergency Grants, US Movement Resource Fund, US collaborative Grants, US Philanthropic Grants, Astraea Visual Arts Fund, Lesbian Writers Fund, Margot Karle Scholarship Fund, and US Donor-Advised Funds and Grants.

International Fund - Astraea's International Fund awards grants to innovative LGBTI human rights and social change organizations based in Africa, Asia/Pacific, the Caribbean, Eastern Europe/Commonwealth of Independent States, Latin America, and the Middle East. The funding for core and general support or project support from Astraea to grantee organizations is delivered via International Panel Grants, which are determined by a panel of LGBTI activists, with input from national advisory and colleague institutions with extensive expertise and experience related to specific regions eligible for funding. Our Social Change Opportunity Fund is an initiative providing multi-year grants to LGBTI organizations with impressive track records of success in conducting timely and effective institutional change work in their countries. Astraea's Movement Resource Fund provides organizations with the support necessary to launch important social change efforts and to assist the work needed to sustain organizational impact. The Emergency Fund is a rapid-response grantmaking mechanism that enables Astraea to provide limited support to organizations that face an immediate political emergency or opportunity unforeseen at the time of the original request.

### **CONTRIBUTIONS/SERVICE SUMMARY:**

*(e.g., 2008 disbursements, average grant size or range, summary of technical assistance etc.)*

In 07-08, Astraea experienced a 20% increase in the number of grants made and in the number of cities and countries in which we issue grants. Additionally, we have grown 13% in the amount of monies awarded and 9% in the total number of organizations supported. This year, Astraea awarded more than \$2.2 million to 198 organizations and 21 individuals in 120 cities and towns and 47 countries around the world. Astraea partners with grantees, donors, colleagues, institutions and others to fund social change and build communities advancing social, racial, economic and gender justice in the U.S. and globally. Astraea understands that transformation and movement-building happen gradually—not over the course of a single year, and not necessarily around a single issue. Our grants programs, especially our multi-year and multi-issue grants, enable activists to build strategic and sustainable alliances.

Astraea grantee partners incorporate issues of sexual orientation and gender identity and expression into their work and analysis. While working on a broad range of issues within the LGBTI framework, many activists incorporate issues that include poverty, immigration, criminal justice and violence into their strategies as well.

### **PHILANTHROPIC ADVOCACY PROGRAMS**

Astraea believes in a *Philanthropy of Inclusion* in which everyone, regardless of income or giving level, can participate. In fact, democratizing philanthropy by building a diverse, informed and strategic community of donors across the economic spectrum harnesses incredible power. We partner with individuals to help facilitate their philanthropy through retreats, workshops, briefings and one-on-one meetings. Our goal is to link activists, donors and the LGBTI global community through education and action. Together, we are transforming the social justice landscape for LGBTI people around the world.

### **MEMBERSHIP**

Our membership program is committed to building a strong, broad & informed donor base. Astraea relies on the annual support of many individuals to grow and strengthen our grants programs & our philanthropic advocacy and education efforts.

### **EVENTS**

From New York to New Mexico, from Maine to Minnesota, Astraea board members and supporters held house parties to introduce our work to a variety of communities. This year, we celebrated 30 years of *Justice in the Making* with a lively and inspiring gala honoring grantee and donor partners. We also held a number of activist panels to link grantees & donors alike with global LGBTI work, hosted a studio visit for a past Astraea Visual Arts awardee, & screened an Academy Award-winning documentary that was funded by Astraea.

### **PHILANTHROPIC PARTNERSHIPS**

Donor-Advised Funds allow individuals wishing to be actively involved in grantmaking to partner with Astraea by establishing a fund to support lesbian, LGBTI, women's and progressive organizations. With a minimum of \$10,000, your fund is managed by an expertly-advised organization, and administrative expenses are minimized while donor dollars to the community are maximized.

### **A PERMANENT LEGACY**

Astraea knows that lasting social change requires planning for the future. We continue to build our Endowment as one means of insuring a secure financial future.

### **PLANNED GIVING**

There are many ways of making a planned gift to Astraea. The Women Will Circle recognizes those who have designated Astraea as a beneficiary of their estate during their lifetime and involves them more intimately in the Foundation's work. (See page 44 for a list of Women Will Circle members.) Planned gifts can reflect a donor's particular interests and each planned giving vehicle has a distinct tax advantage. For example, trusts can enable individuals to make gifts of assets during their lifetime and still benefit from the income generated by that gift.

### **WAYS TO GIVE**

• General Cash Contributions, Matching Gifts Through Your Workplace, Memorial & Honorary Gifts, Appreciated Stocks, Women Will Circle: Bequests and Trusts, The Endowment Fund, Donor-Advised Funds, Hosting a Justice Social, Houseparty or Event

### **PANELIST BIOGRAPHICAL INFORMATION:**

**Katherine Acey** has been the Executive Director of the Astraea Lesbian Foundation for Justice since 1987. Involved in the Women's Funding Network and Funders for Lesbian and Gay Issues since their inception, she also served as Board Chair with both organizations. Katherine has been honored for her leadership in building a multi-cultural women's funding movement by the Women's Funding Network, and additional honors include the Cross Cultural Black Women's Studies Institute for International Women's Leadership Award, the prestigious Women & Philanthropy LEAD Award and the Funding Exchange Vision Award. She has traveled extensively speaking on issues of philanthropy, human rights, gender, sexuality, race and class.



**NANCY SCHWARTZ STERNOFF**

*Director, Dobkin Family Foundation*

ADDRESS & PHONE: 712 Fith Avenue, 41st Floor  
New York, NY 10019

HOW BEST TO CONTACT: Email: [nancy@dobkinfamily.com](mailto:nancy@dobkinfamily.com)

**INTERESTS:**

*(e.g., Fields of interest, areas funded, types of support or service, geographic region, exclusions, etc.)*

Advancing women and girls in a “social change and/or human rights frame; domestic and international; no direct service grants, no capital grants; no research or grants to individuals; no endowment grants. The trustees do not take proposals or letters or intent.

**CONTRIBUTIONS/SERVICE SUMMARY:**

*(e.g., 2008 disbursements, average grant size or range, summary of technical assistance etc.)*

Approximately \$6 million in 2008; grants range from \$5,000-\$500,000 per year. Technical assistance is available to all grantee partners.

**PANELIST BIOGRAPHICAL INFORMATION:**

A long-time activist on behalf of women and girls, **Nancy Schwartz Sternoff** is the director of the Dobkin Family Foundation. The foundation is considered a pre-eminent advocate and funder of feminist programs to advance women and girls and of projects that will lead to a more inclusive, egalitarian society. Nancy devotes considerable time to encouraging women of means to use their philanthropy effectively and generously, as well as to delivering technical assistance to progressive and feminist organizations supported by the foundation.

The Dobkin Family Foundation operates on the premise that its grantees are its full partners; thus, Nancy’s role is an activist one with highly respected organizations as the American Jewish World Service, the Women’s Funding Network, and the Ms. Foundation for Women, Advancing Women Professionals and the Jewish Community and others.

Prior to coming to the Dobkin Family Foundation eleven years ago, Nancy served for five years as a Senior Vice President of the Baltimore Jewish federation. During her tenure in Baltimore, she founded, with her lay leaders, the first ever federation based, community-wide Jewish domestic violence project in North America. She has also served as Executive Director of the National Republican Coalition for Choice and as a senior policy advisor to former Congressman John Miller.

Past board service includes the National Abortion Rights Action League and Seattle’s Leadership Tomorrow Program. Nancy currently serves on the national boards of the Jewish Women’s Archive and the American Jewish World Service.

She is the mother of four children and has four granddaughters and one grandson.

**REISA BRAFMAN,**

*Social Consciousness Associate Director, EILEEN FISHER*

HOW BEST TO CONTACT: In an effort to reduce paper consumption, please direct all inquiries through email [RBrafman@eileenfisher.com](mailto:RBrafman@eileenfisher.com); or phone 914-721-4031.

**INTERESTS:**

*(e.g., Fields of interest, areas funded, types of support or service, geographic region, exclusions, etc.)*

Grants given/areas funded: Please visit our website ([www.eileenfisher.com](http://www.eileenfisher.com)) for more information on the criteria, and past grantees.

**1. Self-Image Grant Program for Women and Girls (Non-profit)**

A positive self-image plays a central role in a woman's ability to lead a full and meaningful life. Self-confidence and self-care are essential in every effort a woman undertakes, from leading her own business to raising a family. By understanding how to care for our bodies and ourselves, we create a better life, a happier future and a healthier self-image.

We are particularly interested in non-profit organizations that:

- use education as a direct means to elevate self-esteem;
- take a holistic approach to self-care, based on integrative therapies;
- explore the impact on our health and wellness of what goes into and on our bodies;
- promote the role that self-care plays in creating a healthy self-image.

EILEEN FISHER is in search of non-profit community partners to collaborate with us in elevating the self-image of women and girls. In order to discover the organizations that can help us in this effort, we will continue our competitive grant program in 2009. Grants of \$5,000 or higher will be awarded, and multiyear grants, as well as grants for general support, will be considered.

**As indicated in "other", our Self-Image Grant for Women and Girls is in its last cycle.**

**Beginning 2010 through 2012, we will shift the focus of the grant.**

**Please check our website ([www.eileenfisher.com](http://www.eileenfisher.com)) in January 2010 for more information.**

**2. Eileen's Business Grant Program for Women Entrepreneurs  
(Women-Owned Business)**

EILEEN FISHER awards five woman-owned companies per year with grants of \$10,000 each. At least one of these grants will go to a start-up organization (or an organization that is less than three years old), and the rest will go to organizations that need funds to grow.

**3. Community Partnerships Program (Non-profit)**

At EILEEN FISHER, we endeavor to engage in every community where we have a store or office. We do this through socially conscious business practices, by guiding our product and practice towards sustaining the environment, and by partnering with local organizations that support the core services that keep our communities strong.

EILEEN FISHER's community involvement includes support through small cash grants, donations of merchandise, gift certificates, occasional tickets to a charity event, or ads in an event journal.

**Interest: Volunteer opportunities for EILEEN FISHER Employees**

EILEEN FISHER encourages community involvement of employees through volunteerism. We are interested in learning about any volunteer opportunities near our offices, showrooms and stores. Whether it is one-time support, or regularly scheduled, short-term or long-term assignments, we strive to provide ideas and opportunities to everyone who has a passion for involvement. These activities may also be on behalf of specific individuals, a team, or skills-based pro-bono work.

**EILEEN FISHER CONTINUED...**

EILEEN FISHER CONTINUED...

**CONTRIBUTIONS/SERVICE SUMMARY:**

*(e.g., 2008 disbursements, average grant size or range, summary of technical assistance etc.)*

Through our Self-Image Grant for Women and Girls that ran 6 cycles from January 2007 to December 2009, we will have distributed \$1.2 million to over 46 organizations from a minimum of \$5,000 to a maximum of \$50,000. Some of these grants were for one year, others for a maximum of 2 years.

EILEEN FISHER awards five woman-owned companies per year with grants of \$10,000 each.

Our Community Partnership grants range up to \$2,500, with the exception of organizations with which we have previously developed a strong relationship, and support annually, usually through event sponsorship. \$250 gift certificates, items for gift bags (such as \$25 gift cards, EILEEN FISHER journals, pens, or tote bags, depending on availability), or merchandise (samples or gently-used items collected at our bi-annual clothing drive) are also available through this program. Our budget also includes funds allocated for business and marketing donations, which are generally, directed towards purchasing event tickets in support of long-term grantees or business partners.

**OTHER:**

Our Self-Image Grant for Women and Girls is in its last cycle. Beginning 2010 through 2012, we will shift the focus of the grant. Please check our website ([www.eileenfisher.com](http://www.eileenfisher.com)) in January 2010 for more information.

Each year, EILEEN FISHER stores select local non-profit organizations, aligned with the company's current philanthropic mission, to participate in our spring and fall events (and occasionally at other times during the year). At these events, customers learn about our partner organizations and the issues they work to address, meet others in the community that share their passions, and enjoy shopping for pieces they love, while supporting a worthy cause. To be considered as an event partner, please contact your [local store](#) directly.

**PANELIST BIOGRAPHICAL INFORMATION:**

As the social consciousness associate at EILEEN FISHER, Reisa Brafman cultivates relationships with non-profit and community partners through the self image grant for women and girls, the community partnership grant and the volunteerism program. Prior to joining the social consciousness team, she served as executive assistant to the vice president of Retail and Ecommerce. She began her career at EILEEN FISHER as a sales associate at the Columbus Avenue store in New York City.

Before coming to EILEEN FISHER, Reisa was the Senior Staff Attorney at Nassau County Coalition Against Domestic Violence. Reisa has prior significant volunteer experience including serving as a volunteer educator for Child Abuse Prevention Services, a hot-line crisis counselor at Long Island Crisis Center and a volunteer educator at Cornell Cooperative Extension Program. She also taught at Hofstra University in their Continuing Legal Studies program for paralegals and legal nurse consultants. She received her Juris Doctorate in 1991 from Albany Law School, Union University and is admitted to the New York and Connecticut State Bars.

**SHEILA M. RENOVITCH**

*Director, Philanthropic Programs, Liz Claiborne Foundation*

ADDRESS & PHONE: 1441 Broadway, 16<sup>th</sup> Floor  
New York, NY 10019  
212-626-5704

HOW BEST TO CONTACT: Letter

**INTERESTS:**

*(e.g., Fields of interest, areas funded, types of support or service, geographic region, exclusions, etc.)*

The Foundation places primary emphasis on issues of concern to women and their families. Our specific priority is to help women, including those affected by domestic violence, transition from poverty into successful independent living.

To meet this end, our grantmaking focuses on long-term, broad-based solutions to poverty and improved access to economic opportunities for low- and moderate-income women including multi-dimensional job readiness, adult education, vocational training, career advancement and enterprise development programs.

**GEOGRAPHIC RESTRICTIONS:**

The Foundation's grantmaking is concentrated in the following communities where the major operating facilities of Liz Claiborne Inc. and our subsidiaries are located: the five boroughs of New York City, NY; Hudson County, New Jersey; and Los Angeles County, California.

**CONTRIBUTIONS/SERVICE SUMMARY:**

*(e.g., 2008 disbursements, average grant size or range, summary of technical assistance etc.)*

In 2008, the Foundation's grants awarded to organizations based in New York City ranged from \$25,000 to \$50,000. The average grant size was \$40,000.

**PANELIST BIOGRAPHICAL INFORMATION:**

**Sheila McGinley Renovitch** is the Director of Philanthropic Programs at Liz Claiborne Inc. In this capacity, Ms. Renovitch manages all of the charitable efforts for the corporation, including the Liz Claiborne Foundation and the company-wide volunteer program known as LizACTS (Liz Associates Committed to Service). The Liz Claiborne Foundation focuses specifically on supporting nonprofit organizations that help women, particularly those affected by domestic violence, achieve economic independence.

Prior to joining Liz Claiborne in 2004, Ms. Renovitch worked for nearly five years for Oxfam America. Primarily her work was with the U.S. Program, the domestic program focusing on rural poverty and marginalized communities in the United States. Ms. Renovitch also worked for Kissinger Associates, a geo-political consulting firm based in New York City, and has conducted field work with organizations such as Habitat for Humanity - Bolivia, North American Congress on Latin America and the Inter-American Development Bank. She holds a degree in Latin American Studies, concentrating in International Economics, from Vassar College and a certificate in Dispute Resolution and Mediation from University of Massachusetts, Boston. Currently, Ms. Renovitch is pursuing her Master's in Non-profit Management at Milano The New School for Management and Urban Policy.



**JACQUELINE M. EBANKS**

*Director of Programs, The New York Women's Foundation*

ADDRESS: 434 West 33<sup>rd</sup> Street, 8<sup>th</sup> Floor  
New York, NY 10001

HOW BEST TO CONTACT: Megan Guzman, Program Officer at  
mguzman@nywf.org

**INTERESTS:**

*(e.g., Fields of interest, areas funded, types of support or service, geographic region, exclusions, etc.)*

NYWF provides grants to women-led nonprofit organizations and programs that promote the sustained economic security of women and families in New York City's five boroughs.

**CONTRIBUTIONS/SERVICE SUMMARY:**

*(e.g., 2008 disbursements, average grant size or range, summary of technical assistance etc.)*

- 2008 disbursements: \$2.76 million; including capacity building grants up to \$7,500 provided to nonprofit organizations currently funded by NYWF.
- Average range: \$40,000 - \$50,000

**OTHER:**

In 2009, NYWF and its partners launched RISE-NYCI a three-year initiative to:

- Promote financial stability & economic security for women and families hardest hit by the crisis.
- Create opportunities for New Yorkers to volunteer their skills and talents to assist women and families dealing with a variety of challenges during this crisis.
- Align our responses with those from other sectors to maximize investments & accelerate solutions.

**PANELIST BIOGRAPHICAL INFORMATION:**

**Jacqui Ebanks** oversees NYWF's Programs Department including grant-making and other mission-related advocacy and public-policy initiatives. Before joining the Foundation she was the Regional Director for the Northeast and Puerto Rico for Citi Community Relations. Prior to assuming the Regional Director role, Jacqui was the Vice President & Director of U.S. Partnerships and Program Development for Citi's Global Community Relations Division where she managed strategic partnerships with national nonprofit organizations.

Jacqui has over sixteen years work experience in the NYC nonprofit sector, as the former Vice President for Community Investment at United Way of New York City, Child Welfare Policy Analyst at the Federation of Protestant Welfare Agencies, Director of United Neighborhood Houses' Staff Development Initiative; Director of Program Development and Quality Assurance at the Society for Seamen's Children (Staten Island), and Director of Development at Harlem United Community AIDS Center. Jacqui holds a M.S. in Policy Analysis and Public Management from the State University of New York at Stony Brook.

# Meet the Grantmakers



## HEALTH PROGRAMS

Avon Foundation For Women

Ira W. DeCamp Foundation

NY Community Trust

NY State Health Foundation

The Shelley & Donald  
Rubin Foundation

Register online @ [www.supportcenteronline.org](http://www.supportcenteronline.org)

# SUPPORT CENTER FOR NONPROFIT MANAGEMENT

CONSULTING ■ TRANSITION MANAGEMENT ■ TRAINING  
for nonprofit & philanthropic organizations

## What We Do

Support Center is dedicated to improving our society by increasing the effectiveness of the nonprofit sector.

Our services are designed to strengthen nonprofit and philanthropic leaders & their organizations so that they can better serve their clients and communities.

Web: [www.supportcenteronline.org](http://www.supportcenteronline.org) | [www.executiveleadership.org](http://www.executiveleadership.org)

### Consulting / Coaching

- Strategic Planning
- Board Development & Governance
- Fund Development
- Financial Management
- Fostering Accountability
- Organization Development & HR
- Executive coaching

### Executive Transition Management

- Succession Planning
- Transition Planning
- Comprehensive Executive Search
  - > Search, Recruitment, Screening & Hire
- Interim Executive Leadership
- Executive and Board Coaching

### Turnaround Services

- Organizational Assessment
- Organization Restructuring Consulting
- Financial Assessment & Recommendations
- Partnership Assessment & Development
- Mergers: Feasibility Analysis & Guidance
- Turnaround & Reinvention Facilitation
- Business Process & Systems Improvement

### Grantmaker Services

- Consultation on Grantmaking Strategy & Grantee Effectiveness
- Enhancing Grantee Effectiveness & Performance
- Consulting & Turnaround, Transition Management & Training Services for Grantees

### Training / Professional Development

- Professional Development Workshops
- Certificate Programs
- Customized Training & Conference Facilitation
- Meet the Grantmakers Panel Discussion Series

### Room Rentals

- Training and conference rooms are available to rent at reasonable prices.

Web: [www.supportcenteronline.org](http://www.supportcenteronline.org) | [www.executiveleadership.org](http://www.executiveleadership.org)