

THE NETWORK

Spring, 1983

The National Network of Grantmakers

Vol. II, No. I

Three NNG Members Presently Serving on the Council on Foundations' Program Committee; Help Plan Workshops

by Doug Lawson

The program committee of the Council on Foundations currently has 22 members. While half of the 22 members are also members of Women and Foundations/Corporate Philanthropy, three of this year's program committee are also NNG members: Marge Tabankin from the ARCA Foundation, Kathy Desmond from the Campaign for Human Development, and Ellen Benjamin from the Borg-Warner Foundation, Inc.

Planning the San Francisco annual conference took six days of meetings (and many additional hours of "homework"). The first two-day meeting was held in New York City, and the second and third two-day meetings were held in San Francisco

at the Westin St. Francis Hotel where the conference will be held April 6-8, 1983.

At the beginning of the second planning meeting there were well over 100 suggestions for possible workshop topics while there was only room for approximately 40 concurrent workshops. Through a combination of discussion and negotiation, the program committee managed to narrow the choices down to 40 concurrent workshops and six mini-

plenary sessions.

Of particular interest to NNG members will be the following workshops: A History of Leadership and Social Activism Through Song; Feminization of Poverty; A New Challenge to Philanthropy: Urban Housing; Building Effective Private/Community Partnerships; Nuclear Disarmament: the Grassroots Movement of the 1980's; Saving Jobs: Finding Alternatives to Plant Closings; Pension Funds and Economic Revitalization; National Refugee Immigrant Issues; The Homeless and the Starving: Two Rapidly Growing Groups; Empowerment: Personal Stories of Strength; Advocacy Philanthropy and Debating American Values.

SEE PAGES 2 AND 7
FOR MORE INFORMATION
ON SAN FRANCISCO.
SEE YOU THERE!

MARK YOUR CALENDAR!

THURSDAY, APRIL 7, 1983

4:00 p.m.

NNG Program Event, speaker to be announced.

Followed by a business meeting.

Westin St. Francis, San Francisco

6:00 p.m.

NNG Reception, Westin St. Francis

8:00 p.m.

Mime Troupe Performance, University of California

(See article on page 7.)

FRIDAY, APRIL 8, 1983

8:00 a.m.

NNG Breakfast Roundtables

Westin St. Francis, San Francisco

Check conference agenda for specifics.

WEEKEND OF APRIL 9 AND 10, 1983

Visit to Sonoma County, hosted by C.S. Fund

OCTOBER, 1983

NNG Annual Conference, probably in the midwest.

More information to be announced.

Visit the C.S. Fund While in S.F.

by Marty Teitel

Staff of the C.S. Fund are inviting Network members and other interested people to visit Sonoma County, home of the C.S. Fund, on the weekend following the Council on Foundations meeting in April. Groups are being organized for those interested in a bicycle trip, redwoods hiking, Pacific coast touring, wineries and meeting with local community groups. Sonoma County is approximately one hour north of San Francisco. For more information contact Kristin McKendall at the C.S. Fund, or stop by the C.S. Fund hospitality suite during the Council meeting.

Program Committee Plans Reception at San Francisco Meeting; Planning for 1983 Annual Meeting to Occur at COF Conference

by Karen Paget

The program committee is planning two events for the year. Our first event will be a reception following the 4 p.m. plenary at the Council on Foundations meeting. Our reception will be at 6 p.m. on Thursday, April 7, 1983.

The major event, our annual conference, will be discussed during the Network's business meeting in San Francisco. Attendance at the annual meeting has increased substantially over the last three years. Last October, approximately 130 people gathered at the Claggett Center in Maryland to debate and discuss a

variety of social issues.

The committee's planning is underway and we have reaffirmed our commitment to hold such a gathering in a rural, hopefully rustic, setting and to maintain an agenda that allows for maximum informal discussion.

A questionnaire will be mailed to

Network members to complete the evaluation of last year's conference and to solicit suggestions for this year's program. We will present the outcome of the evaluation at the business meeting in San Francisco and discuss themes and topics we would most like to discuss at next fall's annual conference.

Morris Dees Addresses NNG Members at Southeastern COF Meeting

by George Penick

Morris Dees, co-founder of the Southern Poverty Law Center and pioneer in direct mail fundraising for

progressive issues and candidates, addressed a small group of members of the Network and other interested participants at the Southeastern Council on Foundations' meeting in Joint Clear, Alabama.

Mr. Dees said that he thought that foundations in the South should put a major emphasis into finding new and effective ways of educating poor minorities in the South. Drawing upon his own background of growing up in rural Alabama, he stressed that minority youth are shortchanged by the inability of the educational institutions to provide them with a sufficient educational foundation that allows them to find employment that is appropriate to their ability. He stressed that a proper education for these children would help to ameliorate many of the other social ills of the South such as crime, unemployment, poor housing, poor health, and all the other conditions that are exacerbated by an inability to communicate and participate in our modern society.

Mr. Dees is a lawyer and serves as chief trial counsel for the Southern Poverty Law Center which he co-founded with Julian Bond. He has served as finance chairman for Senator McGovern in 1972, Jimmy Carter in 1976, and Senator Kennedy in 1980. The Southern Poverty Law Center receives no funding from foundations, and is completely supported by contributions received from direct mail solicitation.

THE NETWORK

The National Network of Grantmakers

NATIONAL NETWORK OF GRANTMAKERS

919 North Michigan Ave., 5th floor
Chicago, IL 60611 • March, 1983

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News from the Foundation Center: 15 New Affiliate Collections; Staff Survey Published; Expanded Coverage in New Grants Index

by Candace Kuhta

The Foundation Center added 15 new affiliate collections to its network of cooperating grants reference centers in 1982, and is planning for accelerated expansion in 1983. Affiliates are nonprofit agencies or libraries that provide fundraising information or other funding-related technical assistance in their communities. Affiliates agree to provide free public access to a basic collection of Foundation Center publications during a regular schedule of hours, offering free funding research guidance to all visitors.

The Center's 1982 foundation staff survey has been published in **Source Book Profiles** and a limited number of offprints are available to interested grantmakers upon request. Over 3,450 foundations (all those having assets greater than \$1 million or annual grants exceeding \$100,000) were surveyed and the response rate was 44%. The 1051 foundations which reported having staff represented 1,802 full-time professionals,

1,530 full-time support staff, 746 part-time professionals and 883 part-time support staff. Nineteen foundations reported some staff sharing and 468 foundations reported no staff.

The survey contains two lists, each arranged by state location: (1) all non-staffed foundations, and (2) all staffed foundations with the number of staff that foundation employs in each of four categories: full-time professional; full-time support; part-

time professional; and part-time support. Copies of the survey are available from the Center to grantmakers free of charge while our supply lasts.

The Foundation Grants Index, which has appeared as a section in "Foundation News" for over 10 years, is now available directly from the Foundation Center as a subscription service with greatly expanded grants coverage and a variety of new special features. The Index appeared in "Foundation News" for the last time in the November-December, 1982 issue.

Beginning in January-February, 1983, the **The Foundation Grants Index Bimonthly** will provide full descriptions of over 2,000 recent foundation and corporate grants in each issue, with full subject and recipient indexes. The first issue will include a special feature on program-related investments. Subscriptions may be ordered for \$20 from the Foundation Center, 888 Seventh Ave., New York, NY 10106.



Pulchritudinous west coast members Espinosa and Pemberton arrive at Claggett.

MOVING ON

Altha Johnson joined the staff of the Philadelphia Foundation, as Assistant Director, on December 1, 1982. Altha was formerly the Deputy Director of Operations of Women Against Abuse, also in Philadelphia.

The Sanford Foundation at 600 First Ave., Suite 629, Seattle, Washington 98104, has just opened its doors for business. You may remember Pat Sanford at the NNG Meeting at the Claggett Center—she is the Director of the Foundation. Proposals and inquiries should be sent to her (206) 621-7735. Welcome, Pat!

Karl Stuaber and **Leeda Marting**, Network members, will be attending the 14-week Program for Management Development at Harvard Business School, January 30-May 6, 1983. The session brings together 126 people who represent diverse functions, industries and geographic areas. All have an average of 10 years of experience; very few participants come from not-for-profit organizations.

Stauber and Marting hope to hone their

business skills, learn more about the corporate environment and thinking, and broaden their management perspectives. Both recog-

The newsletter's editors want to thank the many Network members who contributed articles and time to this newsletter. Everyone in the NNG is invited to contribute material for publication in the newsletter, especially articles, news items, cartoons and photographs, poetry and appropriate ads. The NNG Newsletter is a good place to explore trends, publicize changes and stimulate dialogue.

Please submit material for the next issue of the newsletter, NO LATER THAN APRIL 15, 1983 to:

Marty Teitel
C.S. Fund
616 College Ave.
Santa Rosa, CA 95404

nize the need for earned income streams for non-profits which will require the ability to develop and execute business and marketing plans. Stauber, in particular, is interested in starting a venture capital operation as a source of capital for entrepreneurs working on behalf of charitable efforts.

The C.S. Fund moved to 616 College Ave., Santa Rosa, CA 95404. Phone is the same (707) 545-3010.

There have been staff changes as well. **Avarie Fisher** has moved up to the position of Administrative Assistant. **Diane Krueger** joined as Secretary, as did **Viola Weinberg**, as Program Associate.

TRADING POST

A discussion paper on the role of progressive U.S. foundations and the developing nations and change-oriented efforts in Latin America has been prepared by John Ruthrauff. Copies are available by writing to him at The Philadelphia Foundation, Suite 1502, Two Girard Plaza, Philadelphia, PA 19102.

FUEL CO-OPS BENEFIT LOW-INCOME CONSUMERS

by Julie Sandorf

In response to the yearly dilemma confronting low income households of whether to "heat or eat," minority controlled fuel buying coops have been established in New York City and Newark to help ease the financial pressures that escalating fuel prices have had on these household budgets. The Housing Energy Alliance for Tenants Coop, Inc. (HEAT), incorporated in 1979, and the People's Energy Coop, Inc., established in 1981, provide to members reduced cost fuel oil and weatherization materials. They also serve as excellent examples of not-for-profit organizations collaborating to maximize limited foundation funding for both concerns.

Lawrence Hamm, director of the People's Energy Coop, explains the rationale for a cooperative fuel buying service: "As individuals, low and moderate income heating oil consumers are considered by fuel distributors to be small clients and as such they have little bargaining power. By uniting heating oil consumers to purchase fuel oil in large quantities the cooperative will be able to negotiate with distributors for volume discount rates and better service." In this past year, PEC membership has grown from 90 to 230 member buildings and is buying 200,000 to 250,000 gallons of fuel oil annually from local suppliers. Over the past two years members have realized a savings of \$150 to \$200 annually, which includes a \$50 fee paid to the coop for the service. The fee is based on a two cent per gallon surcharge to each member building by the coop.

HEAT, with 165 member buildings, will purchase and distribute 2 million gallons of home heating oil this year. Most member buildings are either city owned, community managed, owner occupied or tenant owned. Like PEC, each member building contributes to HEAT's administrative fund by paying an additional four cents for each gallon of oil delivered.

The cost saving has been substantial. For example, for a two family brownstone in the Harlem Community of Manhattan, the HEAT member will realize a savings of \$359.65 on his oil bill this year.

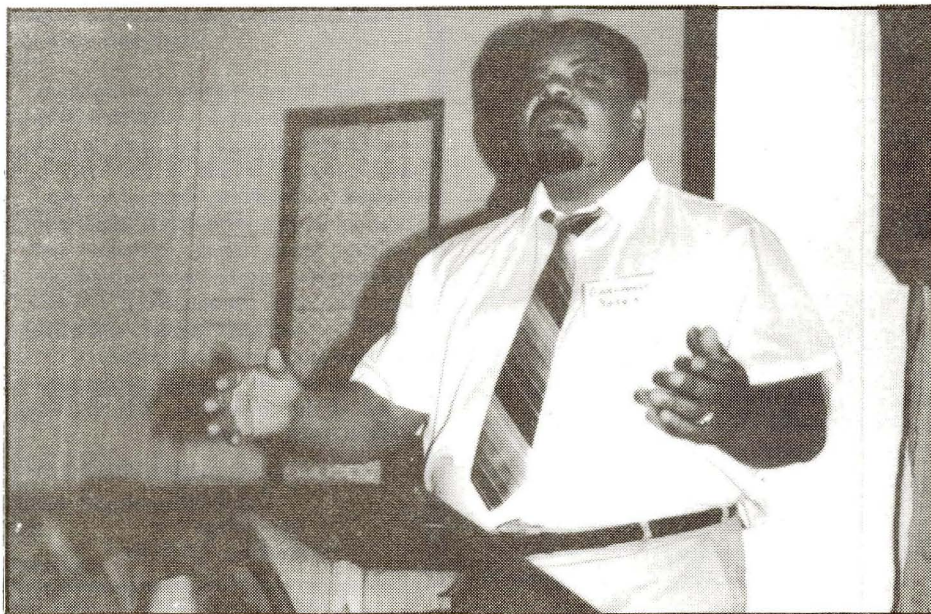
To reduce fuel costs even further, HEAT and PEC have entered into negotiations for purchasing arrangements with several Native American tribes. Presently, 25% of all U.S. oil reserves are located on Native American reservations. These reserves are pumped out by the major U.S. oil firms and the tribes receive royalties in the form of cash or an in-kind percentage of crude oil pumped. In cooperation with the Native Americans, the coops are developing a procedure by which a local supplier will buy the crude oil from the tribes, refine it to home heating oil and then sell the oil to the coops at a reduction in price of up to 30 cents a gallon.

Another collaboration between these two coops has been the sharing of resources and facilities used by HEAT. PEC currently uses HEAT's computer for bulk mailings and outreach efforts and will by next year be using the computer to establish a central billing system similar to the system currently used by HEAT. With HEAT's support, PEC is able to cut administrative costs as

well as greatly improve the administrative efficiency of the coop.

These successes have not been without major obstacles that have been and must continue to be overcome. Although the long term goal for both coops is self-sufficiency, interim funding is required in the short run. Both have only one staff person and more staff is required for outreach, marketing and administration. Another problem both organizations have faced is inaccessibility to funders. As grassroots minority organizations serving only low income/minority communities, both Mr. Hamm and Roy Batiste of HEAT have encountered great difficulty in breaking into and gaining access to institutional funders. They will continue to work hard to disseminate information about their efforts to both funders and the public at large and welcome inquiries for information about their efforts. For more information about fuel buying coops, please write:

Mr. Roy Batiste
HEAT
853 Broadway, Suite 404
New York, NY 10003
Mr. Lawrence Hamm
People's Energy Coop
P.O. Box 1628
Newark, New Jersey 07101



"Feminization of Poverty" Discussed at Claggett Workshop

by Adisa Douglas-Reese

Perhaps the most critical issue for women right now is that, as a whole, they are poorer than they have ever been. In fact, women and children are quickly reaching the status of being the poorest segment of our society. The situation is particularly desperate for minority women, whose worsening economic status is partly the result of not only sexual discrimination, but racial discrimination as well. This phenomenon which has come to be labeled "the feminization of poverty" was the subject of one of the conference workshops. The workshop leader was Adisa Douglas-Reese of Joint Foundation Support, and the resource person was Leslie Lilly of the Southeast Women's Employment Coalition, which represents 12 women's employment organizations in six southern states.

Leslie discussed some of the

causes of this increase in poverty among women and children and the regionalization of poverty in the south. She stated that it is very likely that the southern woman is the lowest paid, most underemployed woman in the country. Low wage industry, occupational segregation of women in the workforce, the political economy of southern rural development, and an historical anathema to unions in the region, are some of the factors in explaining her economic crisis. Job equity and economic opportunity, despite all the promulgations to the contrary, are still beyond the southern women's work experience.

She suggested that strategies to improve the economic status of all women will have to focus more on the development of indigenous leadership. She said that women must be organized as women before they can be organized as workers to achieve

sex equity in the workforce.

The grantmaking context of the workshop had been set earlier in the day at a very well attended breakfast session on grantmaking and women's issues. Two ideas that came out of that session became the focus of much of the discussion in the "feminization of poverty" workshop. The first idea was that "women's issues" already fall into most of the broadly defined interest areas of many foundations. Workshop participants went through a process of listing some of these broad areas, such as social welfare, education, and health, and then defining women's issues within them. For example, participants discussed the issue of day care as generally defined in the area of social welfare and as a priority issue for women in the 1980s.

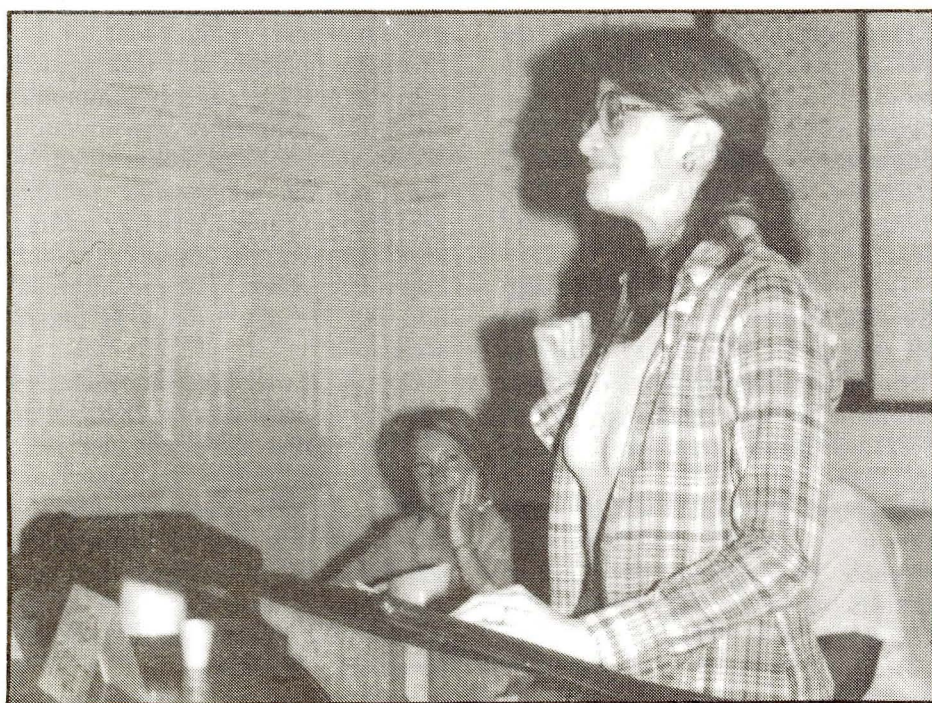
The second idea was that with less sense of "turf" and more openness to working more closely and cooperatively, grantmakers can leverage more grants. Workshop participants suggested the following ways to do more networking and leveraging of grants: more contact with each other; more personal referrals; joint field trips to specific geographical areas; circulation of field notes to funders who have mutual interests; more use of organizations which do extensive field work and/or have regional offices, such as the Youth Project, the Campaign for Human Development, the Interreligious Foundation for Community Organization, and the Funding Exchange; briefings for foundation staff on women's issues; joint interviews with potential grantees, especially those who travel long distances; and foundation briefings for projects.

For persons interested in further discussion of the topic, there will be a workshop entitled "Feminization of Poverty: A New Challenge to Philanthropy" at the Council of Foundations Meeting in San Francisco. The workshop will be held on Wednesday, April 6 at 4 p.m.

CLAGGETT CONFERENCE

Left: Organizer Garland Yates speaks to the plenary on Organizing for Community Power and Economic Justice.

Below: Heather Booth addresses plenary on Organizing for Community Power and Economic Justice. Karen Paget, Program Committee Co-Chair for 1982-83, is in the background.



Group Develops Computerized Citizen Participation Database

by Brian Kirk

A new database service for local citizens groups is being developed by the Citizens Forum on Self-Government (a national non-partisan good government organization founded as the National Municipal League). Called CIVITEX for the Civic Information and Techniques Exchange, the database is currently comprised of hundreds of profiles which outline the **techniques** and **processes** underlying a broad range of citizen action and community development projects, and will be officially launched in early 1983.

While the database can be searched by subject areas (such as housing, health care, environment, job training, etc.), it can also be searched by categories of methods and techniques, such as use of local media, fundraising, design, and organizational capacity-building. It is hoped that this process-orientation will encourage the dissemination and adoption of citizen action innovations ("civic technology") among CIVITEX users. To stimulate further this potential for cross-pollination, all CIVITEX profiles are verified as accurate by someone involved with the project. Upon request, a search will be conducted and the appropriate profiles sent in the mail to the information seeker.

Information for this service is derived from foundations and others who maintain files and documentation on local citizen-initiated projects. The Local Initiatives Support Corporation (LISC) regularly supplies information to the CIVITEX database for abstracting, approval (by LISC), and verification (by the local contact person). Several other national and regional foundations are being approached as potential contributors for CIVITEX. Most foundations have a wealth of information on local projects which can benefit many community groups and organizations. Indeed, donating

locally-oriented information to the CIVITEX database can be viewed as an in-kind contribution from the philanthropic community to the local civic sector.

For further information on the CIVITEX database service, contact Brian Kirk at the Citizens Forum on Self-Government, 55 W. 44th St., New York, NY 10036 (212) 730-7930.

NNG Members Form Working Group to Address Lesbian-Gay Funding Needs

by Luis A. Solis

A working group of NNG members was formed to address the funding needs of lesbian and gay groups following a workshop at the October 7, 1983 Annual Conference when 20 NNG members gathered to discuss "Funding for Lesbian and Gay Issues." Michael Seltzer, organizer of the workshop, opened the discus-

sion with a brief historical overview. He noted the general lack of foundation support for gay and lesbian projects and concluded that lack of adequate financing has stifled the organizational development of these groups. To highlight the severity of the problem, Mr. Seltzer said that with over 400 gay groups in New York City serving an estimated one million people, there are fewer than five full-time paid staff persons. He added that less than 25 foundations have any history at all of grantmaking to lesbian and gay projects.

Although there were no surprises in the ensuing discussion, it was clear that the focus of any actions that result will be education on both sides. Many of those present felt that gay issues and organizations are still relatively invisible and that statistically the needs of the gay community are not sufficiently documented. This is compounded, some noted, by the lack of aggressive funding searches on the part of gay groups, although given the historical context everyone agreed that the intimidation felt by gay groups is understandable.

Overall, it was clear that there is a growing interest among NNG members to address the needs and problems of the lesbian and gay community. Already, the working group has a growing list of tasks to be accomplished. Interested members may contact Lynn Campbell at the Funding Exchange, 135 E. 15th St., New York, NY 10003.

Hispanic Funding Report Due Soon

by Ernie Gutierrez

In early spring the New York-based Institute for Puerto Rican Policy will release a study on U.S. foundation grantmaking to Hispanic concerns. Modeled in part on the Latino Institute Study of 1980 for the 1977-78 period, and to a lesser extent on the U.S. Human Resources Corporation Report of 1975 entitled **U.S. Foundations and Minority Group Interests**, the report examines foundation funding for the years 1979 and 1980.

One of the major study findings shows that there has been virtually no change in foundation giving to Latinos, when adjustments are made for inflation and allowing for the overall shrinkage in foundation activity.

Copies of the report will be available after April 6, 1983 from Juan Moreno, Development Coordinator, Institute for Puerto Rican Policy, 205 Lexington Ave., New York, NY 10016.

Discrimination Report Issued

by Ernie Gutierrez

The U.S. Commission on Civil Rights recently released a report on patterns of job discrimination affecting minorities and women. Entitled **Unemployment and Underemployment Among Blacks, Hispanics and Women**, this November, 1982 release examines the status of minorities and women compared with "majority males" in terms of unemployment and several forms of underemployment in the labor market as of March, 1980.

Although it contains nothing new relative to already known patterns, the study does establish more documentation on discrimination issues, on the basis of statistical measures developed by the Bureau of Labor Statistics, and the Current Population Survey/Bureau of the Census. Representative findings include:

- Women received inequitable pay far more often than majority men.
- At every educational level and at every level of training, blacks and Hispanics generally experienced higher levels of unemployment and underemployment than majority males.
- Minorities and women are disproportionately employed in marginal jobs.
- Among teenagers in the labor force, unemployment was as high as 38.7%.

The study findings are presented in charts accompanied by discussion and analysis. Skirting the conclusion that discrimination is a fact in the U.S. job market, the study only concludes: "Pervasive employment disparities may indicate that discrimination is continuing," with a nod in the direction of the official Administration line on the subject. Copies may be obtained by writing to the U.S. Civil Rights Commission, Washington, D.C. 20425, with a request for Clearinghouse Publication No. 74.

Last Tango in San Francisco?

by Michael Seltzer

NNG is pleased to invite all of those persons attending the Council's Annual Conference to a reception from 6:00 p.m. to 7:30 p.m. on Thursday, April 7, 1983, in a room to be announced, at the Westin St. Francis Hotel.

In addition, we are delighted to invite you that same evening to attend a performance of "America or Last Tango in Huahuatenango," the most recent celebrated piece of the San Francisco Mime Troupe. The performance will take place that same evening at the University of California/San Francisco. Transportation will be available at the conference reception desk.

According to a *New York Times* review, the show "is a kind of musical/comedy equivalent of Costa Gavras' 'Missing'. Everything is as timely as tomorrow's headlines. Anyone concerned about the state of global politics—and about the state of political humor—should listen to the mime troupe's message."

Advance reservations are preferred. Tickets are \$6 each and orders can be placed by mailing a check to Chris Fitzsimmons, San

Francisco Mime Troupe, 855 Treat St., San Francisco, CA 94110 (415) 285-1717. Reservations deadline: March 23, 1983. Specify: "April 7, 1983 Performance."



"Muffins" especially enjoyed the plenaries at Claggett.

Report From NYC Black United Fund

The New York City Black United Fund (NYCBUF) announced in September, 1982 that it has received \$16,708 of the \$24,146 that was designated during the City's Combined Municipal Campaign. An Additional \$8,871 in non-designated funds was collected and will be distributed equally among the approximately 1,200 agencies which participated in the campaign, most of which are United Way agencies. The total collected for the campaign was \$35,018.

Kermit Eady, Executive Director of NYCBUF said "Although we are disappointed in the way the campaign was run and implemented by

the City and the United Way—thereby resulting in an overall poor showing among city workers, we are very pleased that city employees showed their overwhelming commitment and support to NYCBUF by designating more dollars to Black United Fund than to all other agencies combined. Black United Fund is surely needed," he continued, "and workers have made that clear to the city."

The New York City Black United Fund places the blame for the disappointing results on the United Way and the City. The data revealed that only 401 employees of the 115,000 city workers contributed.

SURVIVAL PLANNING FOR THE '80s:

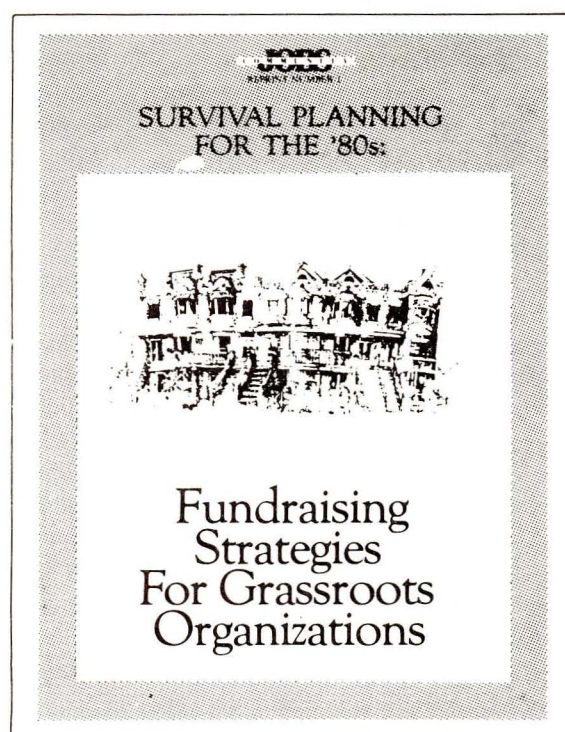
Fundraising Strategies For Grassroots Organizations

BY TIM SWEENEY & MICHAEL SELTZER

Outlines **principles** and **planning tools** for organizations to develop diversified funding strategies.

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