

Move Strengthens WPI's Research Initiatives

The Women's Philanthropy Institute has long depended on solid research to provide a foundation for presentations, outreach, and training on women and philanthropy. In years past, board members and others of WPI encouraged research. At times this was the focus of meetings, with ideas and lists generated so that interested researchers could understand what type of information was needed, and where gaps in knowledge existed.

WPI's move to the Center on Philanthropy at Indiana University provides a greater opportunity to benefit from research being conducted by the Center's Philanthropic Studies faculty. The move also makes it easier for researchers and students to work with Center staff. And yet another advantage is the Center's affiliation with the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA).

During a transition meeting, former leader of WPI – Sondra Shaw-Hardy, Ellen Remmer and Cheryl Altinkemer – met

with Center representatives who will be instrumental in carrying forward or motivating research on women and philanthropy. These were Melissa Brown, Dr. Kirsten Grønberg, Debb Hollis, Dr. Debra Mesch, Dr. Kathy Steinberg, and Dr. Lilya Wagner. Out of this meeting grew plans for future research, with the resolve that existing research also be evaluated and updated.

Another goal is for WPI to serve as a repository or clearinghouse for research that is conducted elsewhere by other researchers and professionals. A

collection of material is already underway, building on to materials that already exist.

Dr. Patrick Rooney, Director of Research at the Center on Philanthropy, is committed to supporting research on women and philanthropy. He participated in the 2002 WPI Dallas conference and was instrumental in the compilation of research topics.

"Indiana University faculty members are demonstrating a strong interest in this topic," said Rooney. "In addition to proposing their own research, our faculty are eager to collaborate with our colleagues at other research institutions, and they are actively seeking funding to underwrite their projects."

Several graduate students have already approached WPI personnel and are (or will be) working with us in the coming months. The results of their research will be highlighted in future issues of this newsletter, as well as in

"WPI News readers are invited to share their interest in research and the topics that should be addressed."

Philanthropy Matters, a publication of the Center on Philanthropy. For example, a graduate student from the University of North

Carolina, Greensboro is interning with WPI to organize existing material and to continue compiling new resources.

WPI News readers are invited to share their interest in research and the topics that should be addressed. If you are interested in joining a moderated e-mail discussion list, please send your name, organization, contact information and preferred e-mail address to Debb Hollis at dhollis@iupui.edu. ■

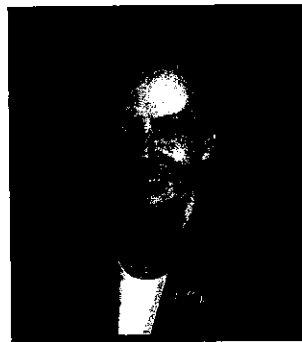
Introducing Your WPI Personnel

Table of Contents

- 1 Move Strengthens WPI's Research Initiative
- 2 Introducing Your WPI Personnel
- 3 Gender Differences in Giving: Going, Going, Gone?
- 8 Growing Philanthropy Through Giving Circles
- 10 Ole Miss Women's Council for Philanthropy Continues to Flourish
- 12 Women of Vision
- 13 News From Our Colleagues
- 14 Center Resources Available to WPI Members and Friends
- 15 Women and Philanthropy Focus of Symposium

First, the Center on Philanthropy at Indiana University would like to express our gratitude to Sarah Spradlin and her staff, as well as the board of Women's Philanthropy Institute under the leadership of Cheryl Altinkemer, for their assistance during a transition period. Their spirit of collegiality and openness, as well as sharing of information, has been vital to the changeover. The Center also appreciates the support that key individuals connected with WPI have provided over time. This has made the transition as smooth as possible, and we thank you.

The Center is both pleased and honored to have WPI join with us. The great resources in both organizations create new possibilities and opportunities. WPI now operates as part of the Center's public service program which is under the leadership of Dr. Tim Seiler, Director of Public Service and The Fund Raising School at the Center on Philanthropy.

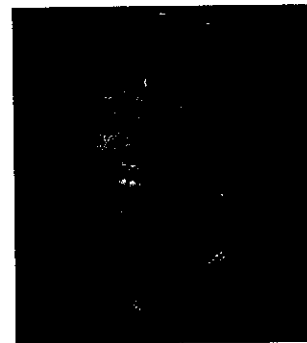


Dr. Lilya Wagner, Associate Director of Public Service, now carries the additional title of Director of the Women's

Philanthropy Institute. Wagner has been associated with the Center since January 1991. She is a nationally and internationally recognized speaker and workshop presenter. She is a member of the Philanthropic Studies faculty and teaches graduate courses for Indiana University. Wagner also is a recognized author; her latest book, *Careers in Fundraising*, received the 2002 Skystone Ryan Research Prize awarded by the Association of Fundraising Professionals. She has managed a number of special projects for the Center, including

curriculum development for The Fund Raising School and the Hispanic Stewardship Development Partnership. Lilya has served as a mentor to a number of our students, especially young women.

"As WPI enters a new phase, we are working to not only understand and manage WPI but also to ensure that its stature and reputation continue," said Wagner. "We appreciate your past contributions to its current success and look forward to continuing our relationship with all of you who have supported WPI and been involved in some way."



Assisting Wagner is Debb Hollis. Hollis serves as Program Manager for WPI. Her responsibilities include editing WPI

News; marketing and coordinating all WPI contracts for speaking, training, and technical assistance; managing WPI's annual investor and donor relations efforts; and maintaining WPI's database and resource files. Hollis first came to the Center as a graduate student pursuing both a Master of Arts in Philanthropic Studies and a Master of Public Affairs in Nonprofit Management degree. Shortly before completing both degrees, Hollis joined the staff at the Center as Manager of Fundraising, working primarily with the annual fund and alumni relations. In addition to her work with WPI, Hollis also serves as Program Manager for the Lake Family Institute on Faith and Giving, another new program at the Center. ■

Gender Differences in Giving: Going, Going, Gone?

By: Holly Hall

The following material is used by permission of John Wiley and Sons, Inc. Hall, Holly. "Gender differences in giving: Going, going, gone?" In Wagner, L., Ryan, J.P. (eds.), Fundraising as a Profession: Advancements and Challenges in the Field: New Directions for Philanthropic Fundraising, no. 43. Hoboken, NJ: Wiley Periodicals, Inc., 2004, pp. 71-81.

IN PREPARING TO WRITE

this article, I began with what seemed like a simple question: Do major gift fundraisers solicit men and women differently? Are fundraisers who seek the largest gifts applying what has been learned about gender differences in giving?

Having covered philanthropy and fundraising as a journalist for a dozen years before changing careers three years ago, my plan was to begin this project with a literature review. Once reacquainted with the literature, I planned to survey seasoned fundraisers to get answers to my question.

However, as I haunted the Foundation Center Library in Washington, D.C., for weeks, reviewing every article, study, and paper I could find on sex differences and philanthropy from 1990 to the present, I was intrigued to learn that some authors now question whether gender differences in giving exist at all. Gender-based variations in philanthropy, they argue, are overstated and based on tired stereotypes. Gradually, then, my question became a much more fundamental one: Are commonly assumed differences between male and female donors disappearing or, indeed, nonexistent?

Fundraisers have long asserted that, unlike men, women shy away from

Some researchers question whether commonly assumed sex differences in charitable giving exist. The author takes a look at the evidence.

competing with their peers to make the largest gift, and they do not want their names on buildings (Taylor and Shaw, 1997; Openshaw, 2002). Compared to men, they are more likely to volunteer before giving and seek closer contacts with the charities they support (Shaw, 1993; Sublett, 1993; Sommerfeld, 2000). Men tend to give to enhance their own standing or maintain the status quo, it is believed, while women give to promote social change or help others less fortunate (Newman, 2000; Openshaw, 2002; McMillen, 1992; Whelan, 2002).

In questioning these and other sex differences, several authors have correctly noted that little quantitative research exists (Joyce and Barlok, 1993; Ostrander and Fisher, 1995). "Reliable, empirical data that distinguishes between characteristics of male and female donors is scarce," another article stated. "Why any particular population segment—such as women, blacks, or Hispanics gives or does not give is not necessarily to be found in its culture, psychology, or sex" (Kaplan and Hayes, 1993, p. 5). Subsequent authors are more pointed: "Let's begin with what the research tells us about women as donors. Not much," one argued recently. "Indeed, much of what has been published in the last decade of research as well as journalism misinterprets the scant survey data available, recycles stereotypes, and generalizes

inappropriately from anecdotes and case studies" (Capek, 2001). Giving differences, this author asserted, are likely to lessen or disappear once income, age, number of dependents, and other variables are factored in.

Yet even the most recent literature on men's and women's philanthropy is rife with assertions that women and men contributors are different. Consider the following three observations about sex differences in giving.

WOMEN'S GIFTS TEND TO BE SMALLER THAN MEN'S

Lori Stevens, director of the Women and Leadership task force at Harvard University, reflects what many fundraisers have experienced. She recently reported that a matching gift fund helped generate nearly \$19 million from women donors in just 110 business days. Yet, she told a reporter, "we've made a lot of progress with donors in the \$100,000 to \$200,000 range, but we're having a hard time getting to that next level: donors who give around \$1 million" (Freiburghouse, 2002, p. 46).

More than a decade ago, the University of California, Los Angeles, conducted well-publicized focus groups with seventy-six women who had given \$25,000 or more. "Their gifts are smaller than we would like, often made tentatively," wrote Dyan Sublett, then co-director of UCLA's Women and Philanthropy Program. This level of giving, she continued, "belies the fact that these women often have significant wealth" (Sublett, 1993, p. 58).

Some researchers have argued that small gifts by women who can easily afford to give more are rooted in

Gender Differences in Giving: Going, Going, Gone?

(Continued from Page 3)

insensitive fundraising practices that ignore women's contributions, reflect male rather than female priorities, and exclude women from top leadership positions. UCLA's focus groups, for example, found instances in which married women, even when they signed the couple's check to make a gift, were not acknowledged in thank-you notes sent to their husbands.

Fundraisers at Colgate University, an all-male institution until 1970 that now graduates equal numbers of men and women, for example, were chagrined to discover that women held only five of thirty-one board positions. There were only 175 women among nearly 8,000 prospective donors in Colgate's database of likely supporters (Joyce and Barlok, 1993). "A 151-year-old bachelor has a hard time breaking habits," the authors wrote, somewhat sheepishly, referring to their institution. "Many alumni associations," another university fundraiser commented recently, "are just starting to adjust their governing boards structures, marketing strategies and program offerings to... alumnae" (Nielsen, 2003).

Yet poor fundraising practices alone cannot account for a scarcity of large gifts from women reported by many charities. After interviewing several fundraisers at university programs tailored to female donors, a reporter concluded, "Women and philanthropy programs, even after years of efforts to obtain contributions equal to those of men, produce significantly fewer headline-grabbing gifts" (Freiburghouse, 2002, p. 46).

My own reporting in the mid- to late 1990s found similar views among fundraising executives at other institutions, even those that

concentrate on increasing giving by women. "Women still have not assumed the full financial power of their purse in philanthropy," Tracy Wayson, director of the Milwaukee Women's Fund, told me, echoing observations by many others, such as Martha Taylor, who has studied women's philanthropy for years and continued to express concern about the size of women's gifts relative to their assets. "We know going in for a gift that we're up against women undervaluing their giving ability," added Christine Grumm of the Chicago Women's Foundation. "Oftentimes when we're asking for \$1,000 and up, women think of giving less than if we were approaching men with similar salaries" (Hall, 1998, p. 20).

Flimsy anecdotal evidence? Perhaps. But empirical data with large populations, while not controlling for every variable, continue to find a stubborn lag in gift size by women relative to men. In an analysis of gifts to UCLA in 1995-1996 among 34,213 alumni a few years after efforts to increase gifts by alumnae began, the average gift among men (\$1,160) was more than three times as high as the average gift for women (\$339). A similar analysis at Colgate University found that while more women than men graduates gave, their average gift was one-fifth the size of their male counterparts (Joyce and Barlok, 1993).

A much more recent study by HNQ Digital examined giving patterns of more than two thousand affluent men and women with household incomes of \$150,000 or more and net assets of over \$500,000. Gender differences again emerged. Only 4 percent of women reported that their largest single gift was in the \$10,000 to \$24,000 range, while 16 percent of

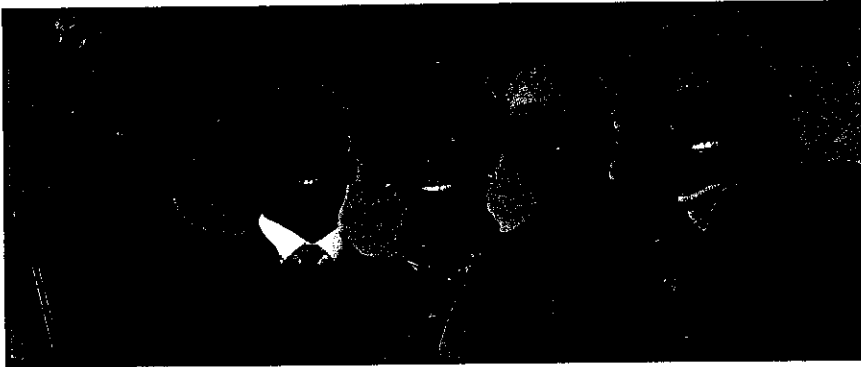
men made their largest gift in that amount. Similarly, 40 percent of women said their largest single gift was \$1,000 or less, compared to 28 percent of men, (Greene, 2001).

INDEPENDENT SECTOR, which has conducted biannual surveys of giving for years, has consistently found that men report giving more than women, though there had been signs that the giving gap was narrowing. Even the most recent survey, which cannot be compared with the earlier ones due to methodological changes, again found a sex difference. Among more than 4,000 adults aged twenty one or over, men reported an average household gift of \$1,778, compared to \$1,525 for women INDEPENDENT SECTOR, 2001).

IT TAKES LONGER TO CULTIVATE SIGNIFICANT GIFTS FROM WOMEN

Fundraisers continue to hold that because many women lack financial skills or fear they will outlive their money – the oft-cited "bag lady syndrome" – they take longer to decide to make a sizable gift. They also are likely to require a closer relationship with the organization than men and to ask more questions before giving, coming across as "high maintenance" donors to some fundraisers (Sommerfeld, 2000).

Women, it has been widely assumed, are more likely than men to require financial education before they become comfortable about making substantial gifts (Newman, 2000). That is one reason why most university and foundation women's philanthropy programs have focused on educating their members about money management, investments, and how to use philanthropy to



strategically advance their values (Freiburghouse, 2002).

One fundraising officer for feminist causes observed early on, "Often the women I ask agonize over the amount of their contributions; they need time to think about it... or they say they want to discuss it with their husbands. The men usually commit (or refuse) on the spot.... No man has ever told me he wants to consult his wife" (Pogrebin, 1990).

Years later, the long lag time between when women are asked for and donate a large gift was found in the Millennium 2000 campaign for the YWCA, a drive that fundraising professionals compared to an earlier multimillion dollar drive for the organization that ended in 1986. While female prospects in the 2000 campaign seemed more accepting of the six- and seven-figure large gifts some would be asked to give, the authors noted, "What has not changed is the long period of time it takes to solicit and secure a large gift from a female donor" (Whitley and Staples, 1997, p. 18).

Such gender differences may be more pronounced among older female donors. One analysis of college alumnae seeking reunion gifts from their peers found a marked difference among women graduating prior to

1972 and those graduating later. The older alumnae were much less comfortable talking about and asking for money, while younger women were more assertive in asking for and giving money (Ferguson-Patton, 1993). Other college fundraising staff members have consistently reported more hesitation among older female alumnae, a lack of self-confidence in financial decision making, and an unwillingness to ask others for donations (Nicklin, 1997).

UNLIKE MEN, WOMEN DO NOT GIVE COMPETITIVELY OR TO RECEIVE PERKS

A chronological examination of the literature since 1990 uncovers evidence, albeit anecdotal, that this assumption is being refuted. A growing number of observations by fundraising officials reveal that women can be competitive in giving and are very interested in the perks and public recognition they receive in return. At UCLA, fundraisers were surprised to learn that an overwhelming majority of their female donors wanted perks like free parking and other benefits, just like men do (Dundjerski, 1995).

Female lawyers at the University of Virginia observed that their contributions on campus were much less visible than those of their male

counterparts; so the women collaborated to raise money for a high-traffic lobby with their names on the wall (Taylor and Shaw, 1997). Irma Weiss, a donor who took the initiative to quadruple the \$2 million her deceased husband left her, is now "savoring" the paybacks of her philanthropy: putting her name on buildings and going to lunch with Brooke Astor (Chaplin, 2000).

Female business owners like those at Vera Bradley Designs in Fort Wayne, Indiana, enjoy the profile their company has earned from raising big money for cancer research. "The resume enhancing and business-building aspects of charity have not escaped the notice of women ascending the corporate ladder or promoting their own enterprises" (Miller and Nayyar, 1998, p. 56). "That's not why I did it," said another woman about the personal attention and networking opportunities she received for giving \$50,000 to the University of Pennsylvania. "But you bet, it's a benefit" (Chaplin, 2000, p. 99).

CONCLUSION

What conclusions about gender-based giving can we draw from the wealth of anecdotal observations and few large-scale studies that exist? First, women are flexing their philanthropic muscle, demanding more perks and recognition, even competing with other donors for visibility in certain situations. Advanced degrees, business ownership, and wealth are all increasing among women. By 1999, federal data on consumer finances showed that women control more than half (51.3 percent) of the privately held wealth in the United States (Hall, 1999). As a result, we will see more and more donors like banker billionaire Darla Moore. For a

Gender Differences in Giving: Going, Going, Gone?

(Continued from Page 5)

gift of \$25 million to the University of South Carolina, Moore became the first woman in the United States to have a major business school named after her.

Second, we still do not know conclusively whether women give smaller amounts to charity than men of similar means do, because there is no large-scale study that controls for income levels, number of dependents, and all the variables that could skew results. Nevertheless, several studies have found a significant difference in giving levels among men and women, and fundraising executives continue to observe a giving gap. I found only one study, a telephone survey of 885 Indiana households, [conducted as part of a research project of the Center on Philanthropy at Indiana University] showing that women gave more to charity than men did. Single women in this survey donated more than single men, but among all respondents, there was no statistically significant difference, though men reported giving slightly more (Mesch, Rooney, Chin, and Steinberg, 2002).

If the size of women's gifts still lags behind that of men, it is with good reason. Despite their advancements in business and earning power, women still make only about 77 cents for every dollar earned by men (U.S. Bureau of Labor Statistics, 2000). Women's net worth is still less than men's. As one researcher noted, the mean net worth of female-headed households in a national survey of consumer finances was \$92,826, compared to \$186,862 for male-headed households. The average net worth among never-married women's households was \$42,804, only 39 percent of the net worth of never-married male households (Capek, 2001).

Third, fundraisers have been observing anecdotally for years, many with frustration, that it takes women longer than men to make major contributions. Those observations appear to be corroborated by quantitative research on planned giving. A study of such gifts to eight different capital campaigns held between 1988 and 1998 found that women's bequests accounted for 22 percent of the total in all eight campaigns, more than three times the percentage for male bequests (7 percent). Men were nearly twice as likely as women to make income-producing gifts (Sterling, 2000). Several authors have noted similar findings from analyses of Internal Revenue Service estate tax data, which show that widowed women give more bequests than any other demographic group (Kaplan and Hayes, 1993; Capek, 2001; Sterling, 2000).

The implication is that women, who live seven years longer on average than men, are concerned about having enough money to live on and therefore wait until death to make their largest gifts. In other words, the bag lady syndrome lives on. One study found that 58 percent of women say they are worried about their financial future compared with 42 percent of men (Whitley and Staples, 1997). "Financial security and independence rank higher on women's lists of financial objectives," an investment manager who founded a financial services company for women wrote recently. "Gifting strategies that enable older women to live out their days in comfort, after which all or most of their remaining wealth goes to charity are valid" (Openshaw, 2002, p. 47).

The examples of competitive female donors and women who seek out

perks for giving, which have begun to crop up in the literature, suggest that gender differences in charitable giving are a moving target. Sex-based differences in giving continue to shift and narrow with advancements in women's welfare and overall financial independence. Whether they will ever disappear entirely is an open question; however, at least to this author, it seems doubtful.

HOLLY HALL, a former senior editor with the *Chronicle of Philanthropy*, was an editor of several publications for the American Red Cross, before returning to the *Chronicle* in 2004.

REFERENCES

- Capek, M.E.S. "Women and Philanthropy: Old Stereotypes, New Challenges." Monograph Series, Vol. 1, Oct. 2001. [http://www.wfnet.org/news/story.php?story_id=48].
- Chaplin, H. "Philanthropy's New Power Look." *Equity*, Spring 2000, pp. 96-99.
- Dundjerski, M. "Paying Attention to Women." *Chronicle of Philanthropy*, Feb. 23, 1995, pp. 31-33.
- Ferguson-Patton, K. "Women Talking to Women About Giving: Creating Incentives, Avoiding Resistance." In von Schlegell, A. J., and Fisher, J. M. (eds.), *Women as Donors, Women as Philanthropists. New Directions for Philanthropic Fundraising*, no. 2. San Francisco: Jossey-Bass, 1993, pp. 61-72.
- Freiburghouse, A. "Upping the Ante." *Case Currents*, 2002, 28, 46.
- Greene, E. "Study Finds Differences in Giving Patterns Between Wealthy Men and Women." *Chronicle of Philanthropy*, May 3, 2001.
- Hall, H. "Cultivating Philanthropy by Women." *Chronicle of Philanthropy*, no. 10, May 7, 1998, pp. 20-22.
- Hall, H. "Survey on Women Points to Their Potential as Donors and Their Need for Aid." *Chronicle of Philanthropy*, May 3, 1999.
- INDEPENDENT SECTOR. *Giving and Volunteering in the United States*. Washington, D.C.: INDEPENDENT SECTOR, 2001.

Joyce, R. A., and Barlok, T. W. "Starting a New Program at Your Institution." In von Schlegell, A. J., and Fisher, J. M. (eds.), *Women as Donors, Women as Philanthropists. New Directions for Philanthropic Fundraising*, no. 2. San Francisco: Jossey-Bass, 1993, pp. 73-82.

Kaplan, A. E., and Hayes, M. J. "What We Know About Women as Donors." In von Schlegell, A. J., and Fisher, J. M. (eds.), *Women as Donors, Women as Philanthropists. New Directions for Philanthropic Fundraising*, no. 2. San Francisco: Jossey-Bass, 1993, pp. 5-20.

McMillen, L. "College Fund Raisers See Their Alumnae as Untapped Donors." *Chronicle of Higher Education*, Apr. 1, 1992, pp. 31-32.

Mesch, D. J., Rooney, P. M., Chin, W., and Steinberg, K. S. "Race and Gender Differences in Philanthropy: Indiana as a Test Case." In R. E. Fogal, (ed.), *Fundraising in Diverse Cultural and Giving Environments. New Directions for Philanthropic Fundraising*, no. 37. San Francisco: Jossey-Bass, 2002, pp. 65-77.

Miller, A., and Nayyar, S. "The New Hands-On Philanthropy." *Working Woman*, July-August 1998, pp. 52-57.

Newman, R. "Gender Differences in Philanthropy." *Fund Raising Management*, Mar. 2000, pp. 28-29.

Nicklin, J. L. "Raising Money from Older Women Requires New Strategies, Colleges Find." *Chronicle of Higher Education*, Jan. 9, 1997, pp. A52-A53. Nielsen, C. "Leaving Their Mark." *Case Currents*, 2003, 29, 48-56. [<http://www.case.org/currents/2003/julyaug/nielsen.cfm>]

Openshaw, J. "Pulling Their Own Purse Strings." *Case Currents*, 2002, 28, 40-44, 47.

Ostrander, S. A., and Fisher, J. M. "Women Giving Money, Women Raising Money: What Difference for Philanthropy?" In Hamilton, C. H., and Ilchman, W. F. (eds.), *Cultures and Giving II: How Heritage, Gender, Wealth, and Values Influence Philanthropy. New Directions for Philanthropic Fundraising*, no. 8. San Francisco: Jossey-Bass, 1995, pp. 67-78.

Pogrebin, L. C. "Contributing to the Cause." *New York Times*, Apr. 22, 1990. Schneider, S. W., and von Schlegell, G. "Richness in Diversity." In von Schlegell, A. J., and Fisher, J. M. (eds.), *Women as Donors, Women as Philanthropists. New Directions for Philanthropic Fundraising*, no. 2. San Francisco: Jossey-Bass, 1993, pp. 135-141.

Shaw, S. C. "Communicating with Women: Understanding and Applying the Differences." In von Schlegell, A. J., and Fisher, J. M. (eds.), *Women as Donors, Women as Philanthropists. New Directions for Philanthropic Fundraising*, no. 2. San Francisco: Jossey-Bass, 1993, pp. 21-32.

Sommerfeld, M. "A Close Look at Ways to Increase Giving by Women-and to Instill the Habit in Girls." *Chronicle of Philanthropy*, Oct. 5, 2000, p. 12. Sterling, C. "Gender Differences in Planned Giving: The Way Women Give." *Planned Giving Today*, 2000, 11(12), 1-2, 7-10.

Sublett, D. "Women's Approach to Philanthropy: A Learning Model." In von Schlegell, A. J., and Fisher, J. M. (eds.), *Women as Donors, Women as Philanthropists. New Directions for Philanthropic Fundraising*, no. 2. San Francisco: Jossey-Bass, 1993, pp. 47-59.

Taylor, M. A., and Shaw, S. C. "Women as Philanthropists: Leading the Transformation in Major Gift Fundraising." *New Directions for Philanthropic Fundraising*, no. 16. San Francisco: Jossey-Bass, 1997.

U.S. Bureau of Labor Statistics. *Highlights of Women's Earnings*. Washington, D.C.: U.S. Government Printing Office, May 2000.

Whelan, D. "New Director Has Ambitious Plans for Women Donors Network." *Chronicle of Philanthropy*, Nov. 28, 2002.

Whitley, F. V., and Staples, P. "Womenpower: The Growing Factor in Gifts Fund Raising in the Decade Ahead." *Fund Raising Management*, Aug. 1997, pp. 14-18.

ADDITIONAL RESOURCES

Abbe & Associates. "Women's Philanthropy Movement Illustrates Gender Differences in Giving." Arlington, Tex.: Abbe & Associates, May 1, 2002.

Abbe, M. A., and High, L. M. "Investing and Giving: Women Joining the Club Scene." Fort Worth Business Press, Apr. 14, 2003.

Hall, H. "Equal Sights." *Chronicle of Philanthropy*, May 7, 1998a, pp. 25-26. Hall, H. "How One Charity Takes Advantage of the Gender Gap." *Chronicle of Philanthropy*, Oct. 8, 1998b.

Johnston, D. "Pulling Purse Strings." *Foundation News*, 1990, 31, 32-36. Klein, K.

"Confessions of a Feminist Fund-Raiser." *Ms.*, Nov.-Dec. 1991, pp. 34-37.

Shaw, S., and Taylor, M. "Breaking Through the Barriers: Self-Defeating Myths Continue to Plague Women as Donors." *Contributions*, 1995, 9, 1, 17-18.

Shaw, S. C., and Taylor, M. A. "Overcoming Barriers to Women's Giving." *Grantsmanship Center Magazine*, Summer 1995, pp. 21-25.

Tanner, N. N., and Ramsey, P. "Raising Money for Women from Women: The Story of a Successful Campaign." In von Schlegell, A. J., and Fisher, J. M. (eds.), *Women as Donors, Women as Philanthropists. New Directions for Philanthropic Fundraising*, no. 2. San Francisco: Jossey-Bass, 1993, pp. 117-133.

"Training Volunteers to Ask for Money: Establishing a Women's Council for Your Nonprofit." *Women's Philanthropy*, 1996, 3, 1, 3-4.

Smith, B. S., Shue, S., Vest, J. L., and Villarreal, J. *Philanthropy in Communities of Color*. Bloomington, Ind.: Indiana University Press, 1999.

Sommerfeld, M. "Role for Jewish Federations Will Shrink, Report, Predicts." *Chronicle of Philanthropy*, Mar. 21, 2002. Wagner, L., and Figueroa Deck, A. (eds.), *Hispanic Philanthropy. New Directions for Philanthropic Fundraising*, no. 24. San Francisco: Jossey-Bass, 1999.

Wells, R. A. *The Honor of Giving: Philanthropy in Native America*. Indianapolis, Ind.: Center on Philanthropy at Indiana University, 1998.

Wilson, M. S., Hoppe, M. H., and Sayles, L. R. *Managing Across Cultures: A Learning Framework*. Greensboro, N.C.: Center for Creative Leadership, 1996. ■

LEARN MORE

Learn more about gender and giving in the Fall 2004 issue of *WPI News* as we review the latest in a series of research papers by Center on Philanthropy researchers Debra Mesch, Patrick Rooney, William Chin and Kathryn Steinberg.

Growing Philanthropy Through Giving Circles

The Association of Baltimore Area Grantmakers (ABAG) has published a new report entitled "Growing Philanthropy through Giving Circles: Lessons Learned from Start-up to Grantmaking." This report explores and communicates the lessons learned from two giving circles initiated in Maryland – the Baltimore Women's Giving Circle at the Baltimore Community Foundation and the Women's Giving Circle of Howard County at the Columbia Foundation, Howard County's community foundation. This study and the circles focused on benefited greatly from the practical approach to developing a giving circle outlined by Sondra Shaw-Hardy in her handbook, *Creating a Women's Giving Circle*, which was published by the Women's Philanthropy Institute.

Giving circles are a relatively new way to engage donors in a more enriching and rewarding philanthropic experience. A giving circle is a pooled fund, generally hosted or sponsored by a charitable organization such as a community foundation, through which members make grants together. Circles are typically organized around a particular issue or area of interest, such as women's issues, quality of life, or the environment, and are considered a higher-engagement form of philanthropy because donors usually engage in collective decision making and educational activities. The circle's grantmaking functions - which may include issuing a formal request for proposals, proposal review, and site visits - engage members in a participatory process that, when combined with the increased impact of pooled charitable dollars, has strong appeal to many donors. Essentially, they allow anyone to become a philanthropist.

In 2000, the Baltimore Giving Project (BGP), a part of the Association of Baltimore Area Grantmakers, began an initiative to promote organized philanthropy through cultivating the development of giving circles in Maryland. Buffy Beaudoin-Schwartz, Director of the BGP, recognized that giving circles held the potential to bring many new faces to philanthropy, particularly women. BGP capitalized on existing resources and the expertise of many colleagues to develop a Giving Circle Toolkit and championed giving circles as a way to grow giving locally.

BGP's research explores and communicates the lessons learned from two giving circles initiated in Maryland: the Baltimore Women's Giving Circle (BWGC) and the Women's Giving Circle (WGC) of Howard County. The purposes of the research were to:

- Document how the decisions made during startup through early grantmaking affect circle operations and the overall resource commitment of participants and host organizations.
- Understand the financial and organizational underpinnings necessary for hosting a successful, sustainable giving circle.
- Identify and share lessons learned for both those who want to start a giving circle and potential host organizations.

As both of the circles in the study are still relatively young, the research focuses on the lessons learned from start-up and early grantmaking experiences. Although the research is geared primarily toward community foundations and potential circle founders, it is hoped that the lessons learned also will inform the field of philanthropy generally.

Among the many findings, successful, sustainable circles require significant volunteer leadership and mutually beneficial and reinforcing relationships with the right host. In particular, the research suggests that giving circles should be capable of operating almost autonomously (within the terms of the hosting agreement) and are best hosted by foundations with a significant capacity to meet a newly formed circle's resource demands. In the absence of existing capacity, considerable start-up resources should be sought. These resources would serve not only to initiate the circle but also to further the foundation's organizational development.

LESSONS LEARNED – REFLECTIONS FROM CIRCLE FOUNDERS

- Strong, volunteer leadership is necessary for initiating a circle and incubating it through the start-up period. Creating the circle is similar to starting a new organization, with responsibilities for setting the mission and vision, securing buy-in, determining a budget, developing policies and procedures, creating a marketing and communications strategy, and planning for growth.
- A welcoming, supportive relationship with a host organization is an essential ingredient to getting a circle off the ground quickly because it brings instant credibility to the circle and spares founders the task of creating a new nonprofit and meeting IRS filing obligations.
- Effective operations require considerable staff support and start-up and administrative resources.
- The size of the membership contribution should reflect the target population's capacity to give

and be large enough to engender contributors' buy-in. Annual contributions are recommended; pledges for future contributions should be kept to a minimum unless there is ample staff support for processing payments.

- It is important to plan for growth and incorporate strategies that keep members connected to one another and foster participation in the grantmaking and educational opportunities.

LESSONS LEARNED – REFLECTIONS FROM HOST ORGANIZATIONS

- The decision to host a circle should fit within the organization's overall strategic plan, programmatic priorities, and available resources. Without sufficient institutional support to properly host the circle, the fund could quickly damage the host's standing in the community and relationship with donors.
- The terms of the hosting relationship should be discussed, carefully considered, and fully explicated at the start. The agreement should outline the nature and extent of the relationship and the role of all departments, including program, finance, donor services, and communications.
- The resource demands of hosting a circle are significant. Ideally, the circle should be managed by program staff as part of their job responsibilities. Internal capacity for information and data management is also important.
- A tiered fee structure can help a host organization recoup some of the costs of hosting a giving circle, but it is unlikely that the income

generated will fully support the true costs of operating a circle.

Giving circles have the potential to bring many new faces to philanthropy and to get donors excited about and connected to giving. Participants report that giving circles are rewarding on a number of levels, particularly through their ability to convene diverse individuals as a powerful collective capable of effecting change. Plus, the educational component helps donors to better understand nonprofit organizations and community needs, resulting in more strategic, effective philanthropy.

The short-term payoffs to the host organization include heightened visibility, a stronger relationship with existing donors and an introduction to new ones, and the ability to promote a new form of civic engagement. Additional research that explores how giving circles influence members' philanthropic journey is recommended.

"Philanthropy is changing—many donors are no longer satisfied with writing a check. They want an enriching experience and they want to make a difference. By joining with other like-minded individuals they can realize the power of their giving." said Tracey Rutnik, the lead author of the report. "Given the tremendous impact that giving circles have had locally, we are excited to share with the field lessons learned and practical wisdom for starting and growing a successful giving circle. Over the long-term, giving circles appear to have the potential to build a stronger community of donors that is both larger and further engaged."

You can view the entire report at the Association of Baltimore Area Grantmakers' web site at

www.abagmd.org under the "In The News" link of "Press & Publications".

This article was reprinted with permission from the Association of Baltimore Area Grantmakers. ■

Calling All Giving Circles!

New Ventures in Philanthropy, a project of the Forum of Regional Associations of Grantmakers, is working with the Association of Baltimore Area Grantmakers to conduct a national scan to identify and document the nature and extent of Giving Circles as a vehicle for giving.

We are particularly interested in giving circles that meet the following criteria:

- Donors pool their resources
- Donors decide how the funds are to be allocated
- Educational/community building aspect to further engage donors.

This research seeks to explore how many giving circles exist nationally, to describe their structure and composition, and to illuminate how choices around form and function impact a circle's operations. We will use this research to highlight promising practices and exemplary tools, as well to identify missing resources and research.

If you know of a Giving Circle or organized group of donors - in any stage of operation - please encourage them to complete the electronic survey at:
<http://www.zoomerang.com/recipient/survey-intro.zgi?p=WEB2FX5KCYP4>.

Thank you in advance for your assistance. As there is no national database on giving circles, we need your help to develop a robust list of study participants! ■

Ole Miss Women's Council for Philanthropy Continues to Flourish

The University of Mississippi has taken the lead in recognizing not only the emerging financial power of women but also their unique abilities to lead and mentor. The Ole Miss Women's Council for Philanthropy was created to foster scholarships for emerging leaders from graduating high school classes and to involve women in university philanthropy.

"About [four] years ago a group of women met, and we decided working together we could make a little magic of our own," said Jan Farrington, a founding Women's Council member. "It began as a simple concept to involve women more directly in philanthropic endeavors for the University. That concept budded into the idea of providing scholarships for deserving young men and women..."

The Women's Council for Philanthropy was formed on February 14, 2000, to embark on a new recruitment campaign to identify high school students who are destined to help shift the leadership of the private and public sectors toward a model based on teamwork and community.

The Ole Miss Women's Council, a group of women who all were chosen for their strong leadership skills, commitment, passion and professionalism, is diverse, ranging from corporate executives and business owners to community leaders and homemakers. The council members' lives may differ, but they all have a single goal: to enhance the educational experience and provide career opportunities for young people during their tenure at Ole Miss. The Ole Miss Women's Council meets twice per year and works diligently between the bi-annual meetings to help accomplish its goals. They work with the male leadership at Ole Miss, believing whole-

heartedly that it is important to have a balance and to work with each other to accomplish their collective goals.

From its inception, the Ole Miss Women's Council for Philanthropy set a modest goal: Attract private support from University of Mississippi friends and family to sponsor endowed scholarships promoting outstanding leadership qualities in students. The scholarships are named in honor of women who personify the spirit of both leadership and giving. The council provides programs for council scholars that

"This initiative, coupled with cutting edge leadership development through the Lott Institute, illustrates the power of collaboration on a college campus that literally will impact the nation if not the world."

will guide them in their future careers and help with life skills. The Women's Council also attracts funds for scholarships by tapping into the emerging new paradigm of women taking greater control of their finances.

Dr. Gloria Kellum, vice chancellor for University

Relations and founding council member, says, "The real contribution of the council is the unprecedented opportunity of merging the faculty, staff, alumni and friends of the university into the collective role of mentoring the council scholars into our future leaders," she said. "This initiative, coupled with cutting edge leadership development through the Lott Institute, illustrates the power of collaboration on a college campus that literally will impact the nation if not the world."

As a supporting organization of The University of Mississippi Foundation, the Council annually awards endowed scholarships of \$5,000 to young men and women who demonstrate leadership potential and a desire to help others. Students participate in leadership seminars, using the philosophy of servant leadership as the core curriculum. Upon graduation, "Students are committed to going out and

shaping a more caring and ethical society," said Ellen Rolfes, a major gifts officer for the university and founding member of the council. What makes this entrepreneurial program unique is its stewardship, mentorship and leadership aspects. "By creating a collective voice of women and men committed to an innovative scholarship program, we will not only educate but also mentor future national leaders," Rolfes said. The biggest strength of the Ole Miss Women's Council scholarships is its Leadership Mentoring Program. Scholars have a cluster of three mentors around them -- one each representing Life, Leadership, and Career. The scholars are required to perform community service and study leadership. They also have the opportunity to participate in a number of field trips, meetings, and other activities.

Another achievement of the Ole Miss Women's Council is the Rose Garden. The rose is the symbol for the Women's Council that represents the nurturing that the scholars need to grow into the leaders and adults they are destined to be. Inaugurated in March 2003, the Rose Garden sits prominently at the entrance to the University of Mississippi and is a reminder to all students and visitors at Ole Miss that fine leadership requires care and maintenance. In the center of the garden stands "The Mentor", a commissioned sculpture by California artist Jane DeDecker, that depicts a mentor and two young people as a reflection of the nurturing energy that has become the hallmark of the Women's Council program. Four years later, the success of the group is as sweet-smelling as the rose that is its symbol. The Women's Council has raised over \$3 million, making it one of the fastest growing endowments in the university's history. It includes a number of endowed scholarships of \$100,000, each named for and/or given by women, and several deferred gifts.

"Women and philanthropy are synonymous terms," said Edith Kelly-Green of Memphis, council chair and the vice president of strategic sourcing and supply for FedEx. "At the Ole Miss Women's Council, we holistically embrace and highlight all facets of giving and span the spectrum of all types of givers, especially women."



Rolfes said the women involved are passionate about helping others. She believes their commitment, plus an emerging paradigm of women taking greater control of their finances, are the keys to the group's success. "Women are newly discovered resources for higher education, and the Women's Council has tapped into that potential," she said.

For more information about the Council or its Scholarship Endowment Program, contact The University of Mississippi Foundation at (622) 915-5944 or 800-340-9542.

Prepared by Amanda Smith, Graduate Assistant, The Center on Philanthropy at Indiana University. Portions of this article were reprinted with the permission of the Ole Miss Women's Council. ■

Women of Vision

Major Gifts from Women Documented

Ann Castle's work to catalog the increasingly vital role of women in philanthropy continues thanks to the dedication of her colleagues at the University of Michigan's Office of Development who now maintain "The Women in Philanthropy" web site at <http://www.women-philanthropy.umich.edu/>.

One feature of the site is a listing of gifts of \$1 million or more made by women. While not exhaustive, the University's list provides an incredible wealth of information on women philanthropists. Below are some entries from 2003.

Frances P. Bunelle

2003 - The Community Foundation Serving Coastal South Carolina (Charleston) received a \$34 million bequest from Bunelle, who died in 2000 at the age of 95. Her first husband was Charlie Peace, the owner of the Greenville News-Piedmont. Bunelle designated the funds for organizations in Georgetown County, reserving part of the money for annual gifts to the Pawleys Island Rescue Squad in Pawleys Island and to the St. Frances Humane Society, the Tara Hall Home for Boys, and the Tideland Community Hospice, all in Georgetown.

Christel DeHaan

2003 - Co-founder of Resort Condominiums International (Indianapolis), DeHaan donated \$8.6 million to the University of Indianapolis for capital improvements and to endow a chair in the Center for Aging and Community.

Sheila C. Johnson

2003 - Johnson Donated \$7 million to the New School University, Parsons School of Design (New York) to create a new design center. Johnson is a member of the Board of Governors and co-founder of Black Entertainment Television in Washington, DC.

Angelina Jolie

2003 - The actress made a \$5 million pledge over 15 years to the Cambodian Vision in Development (Battambang, Cambodia) to help amputees and veterans of Cambodia's civil war and to set up a wildlife sanctuary in the region formerly controlled by the Khmer Rouge.

"One feature of the site is a listing of gifts of \$1 million or more made by women."

Joan Kroc

2003 - Kroc, of Rancho Santa Fe, CA, was the widow of Ray A. Kroc, the founder of McDonald's Corporation. Following her death in October 2003 it was announced that she had made a \$1.5 billion bequest to the Salvation Army for community centers. She also made a \$10 million bequest to the San Diego Opera for its production fund, which supports artistic programming. She also made large bequests to National Public Radio in Washington; the University of Notre Dame; and the University of San Diego. In addition, KPBS, a public radio station in San Diego, received \$5 million for its endowment from Kroc.

Helen Myers McLoraine

2003 - McLoraine, a resident of Denver, made a \$5 million bequest for the Scott Hamilton Cancer alliance for Research, Education and Survivorship at the Taussig Cancer Center of the Cleveland Clinic. McLoraine was a private investor in the gas and oil industry. Olympic gold medalist Scott Hamilton, who was treated for testicular cancer at the Taussig Center, is among the many figure skaters she had sponsored. McLoraine died in Dallas at the age of 84 in January 2003.

Zelda E. Segal

2003 - Segal, who died in February 2003, donated \$3 million through a bequest to establish an endowment for educational programs at Planned Parenthood Federation of America, New York.

Clara Toppan

2003 - Toppan graduated from the University of Wyoming (Laramie) business school in 1931 and became Wyoming's first female certified public accountant. Upon her death, she donated her 160-acre ranch to the University for an endowment fund to maintain and preserve the rare book library, and for scholarships. The ranch, which has a market value of \$18.5 million, will be sold.

Maude Woods Wodehouse

2003 - Real estate heiress Maude W. Wodehouse left a total of \$122 million to 16 charitable organizations and schools in Hawaii, where she owned a ranch on the Island of Hawaii. The widow of Cenric N. Wodehouse, whose grandmother founded the Victoria Ward real estate company in Honolulu, Wodehouse died at the age of 87 in July 2003. ■

News From Our Colleagues

Women and Philanthropy Presents 2004 LEAD Award to Kavitan Ramadas

Washington, DC (March 30, 2004) - Women & Philanthropy (W&P) is proud to announce the selection of Kavita N. Ramdas, President and CEO of the Global Fund for Women, for its highest honor: The LEAD Award (Leadership for Equity and Diversity).

The LEAD Award is presented by Women & Philanthropy to individuals representing foundations or corporate giving programs in recognition of significant accomplishments in developing and supporting creative programs or practices that promote equity and diversity for women and girls. The 8th Annual LEAD Award honors Ramdas' championship and commitment to funding for the global human rights of women and girls.

"Ramdas pushed the boundaries of traditional grantmaking by focusing funding on issues such as women's empowerment, reproductive and sexual rights and the elimination of trafficking and slavery of women and girls."

Kimberly Otis, President and CEO of Women & Philanthropy, remarks that, "2004 is an especially timely year for Kavita to receive the LEAD Award, given her remarkable global leadership during such dangerous and threatening times for women and girls around the world. She reminds us that women's philanthropy provides visionary hope and real results in the face of overwhelming challenges." The LEAD Award was presented at Women & Philanthropy's 27th Annual Meeting: "Global Leadership for a New World" on April 25, 2004 in Toronto, Canada. The 8th Annual LEAD Award is accompanied by a gift of \$10,000.

women
& Philanthropy

Building Leadership For The Next 25 Years

"The women of the world are waiting for women in the United States to take more powerful and positive action for peace and justice worldwide."

- Kavita Ramdas, 2002

Kavita N. Ramdas has a notable history of leadership in the field of philanthropy. She has dedicated the last seven years as the President of the Global Fund for Women, now the largest foundation in the world focused exclusively on women and girls. Through her work at the Global Fund for Women, Ramdas pushed the boundaries of traditional grantmaking by focusing funding on issues such as women's empowerment, reproductive and sexual rights and the elimination of trafficking and slavery of women and girls.

To learn more about Ramdas, the LEAD Award, or Women and Philanthropy, please visit their web site at <http://www.womenphil.org/>. ■

Center Resources Available to WPI Members and Friends

In the winter of 1993, *Women as Donors, Women as Philanthropists* was issued as the second volume in a new series for fundraisers, philanthropists, and other interested audiences.

New Directions in Philanthropic Fundraising, a quarterly publication begun in 1993 and co-edited by personnel from the Association of Fundraising Professionals and the Center on Philanthropy at Indiana University, was designed for the thoughtful practitioner in fundraising. The 1993 volume on women and philanthropy was edited by Abbie von Schlegell and Joan Fisher and still has the honor of being one of the most-purchased issues in the series.

The topic for each *New Directions* issue is selected according to relevance and timeliness for fundraising practitioners, professors, leaders, and researchers, and the content is based on research as well as experience. The journal is not designed to serve as a "how-to" volume but is intended to share best practices based on research and/or professional experience.

As an indication of the high level of interest in women and philanthropy, the Center's 18th Annual Symposium will focus on women and philanthropy. Papers presented at the symposium August 25-26, 2005, will be the basis for a new issue of *New Directions*.

Because each issue of *New Directions* is on a different topic, there may be other volumes of interest to WPI readers, including *Philanthropy Across Generations*, *Hispanics and Philanthropy*, and *Understanding Donor Dynamics*. A complete list of *New Directions* issues can be found on the Jossey-Bass Inc. web site (<http://www.josseybass.com/WileyCDA/WileyTitle/productCd-PE.html>). Readers can subscribe to the series or purchase individual issues either directly from the publisher or through the Center on Philanthropy (www.philanthropy.iupui.edu).

Another valuable resource WPI members and friends can download from the Center on Philanthropy's web page is "Recommended Readings," an annotated bibliography on topics ranging from board responsibilities to international issues. Entries related to women's philanthropy can be found in the section titled "Specific Populations". New entries will be added as they come to the Center's attention.

WPI also will maintain a reading list specific to women and philanthropy. A book by two of WPI's founders, Sondra Shaw-Hardy and Martha A. Taylor, *Reinventing Fundraising: Realizing the Potential of Women's Philanthropy*, is one title on the list. ■

Benefits of WPI, a program of The Center on Philanthropy

Center on Philanthropy Publications: Philanthropy Matters

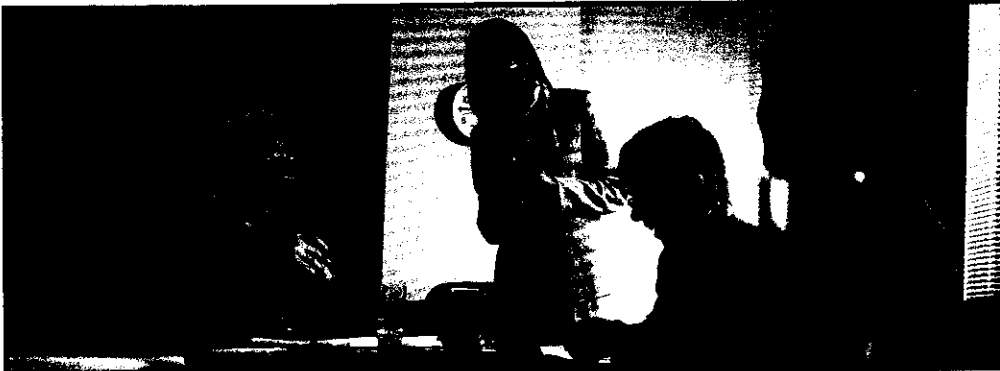
<http://www.philanthropy.iupui.edu/philmat.htm>

E-Perspectives

http://www.n-email.net/iu-cop/Vol2issue2_final.htm

- Participation in Center programs such as the annual symposium, continuing education courses, academic degree programs, Advanced Professional Issues Seminar, and other Center offerings.
- Increased research evidence about women as philanthropists.
- Access to related research of interest, such as the Center on Philanthropy Panel Study, Philanthropic Giving Index, the Million Dollar List, and more.
- A wider selection of publications and books available for purchase.

Women and Philanthropy Focus of Symposium



Women and philanthropy will be the focus of the Center on Philanthropy at Indiana University's 18th Annual Symposium to be held in Indianapolis - August 25 -26, 2005.

"The symposium is the Center's signature event. Unique among academic and professional conferences, the symposium brings together scholars and practitioners for thoughtful discussion about a specific topic," said Gene Tempel, Executive Director of the Center on Philanthropy. "Panels, breakout discussions and paper presentations, together with featured speakers, make for a highly-interactive and engaging program."

The Women's Philanthropy Institute, which is now a part of the Center, will take a lead role in planning the 2005 symposium.

The topic of women and philanthropy emerged as a "hot topic" in the early 1990s, thanks in large part to the pioneering work of WPI co-founders Sondra Shaw-Hardy and Martha Taylor. Their book, *Reinventing Fundraising: Realizing the Potential of Women's Philanthropy*, revealed the reasons why women had not been taken seriously as philanthropists, identified model programs focusing on women's giving, and outlined program models that organizations could tailor to their own constituents.

Other resources soon became available. Workshops for women donors empowered

them to think of themselves as philanthropists and helped them exercise the power of their gifts to influence change. Training programs helped reshape the way organizations and fundraisers approached women donors. And, more scholars and professionals became serious about researching and developing resources specific to women's philanthropy.

"Over the past decade the proliferation of women's funds, giving circles and women's giving initiatives has been tremendous, but there is still a lot of work to be done and progress to be made to help women fulfill their philanthropic potential," said Cheryl Altinkemer, Senior Director of Development for Purdue University and former WPI chairwoman.

"The 2005 symposium will give us an opportunity to step-back and critically analyze the strides that have been made over time, understand the current status of women's philanthropy, and further develop our vision for the future," said Altinkemer.

Volunteers have always played key roles in
(Continued on page 16)

Interested in participating in the 2005 Symposium: Women and Philanthropy?

WPI is already recruiting volunteers and seeking sponsors. To learn more, please e-mail Debb Hollis at dhollis@iupui.edu with your name and contact information.

Women's Philanthropy Institute News

July 2004

Women's Philanthropy Institute News is the print newsletter of the Women's Philanthropy Institute (WPI.) WPI became a program of the Center on Philanthropy at Indiana University in January 2004. WPI works to inspire, educate and encourage women to effect positive change in the world through philanthropy. WPI is not a grantmaking institution.

Eugene R. Tempel
Executive Director,
Center on Philanthropy

Timothy L. Seiler
Director,
Public Service and
The Fund Raising School

Lilya Wagner
Director,
Women's Philanthropy Institute
& Associate Director,
Public Service and
The Fund Raising School
coplilya@cs.com

Debb Hollis
Program Manager,
Women's Philanthropy
Institute and Lake Family
Institute on Faith and Giving
dhollis@iupui.edu

Writers:
Lilya Wagner
Debb Hollis
Amanda Smith

© 2004, the Center on Philanthropy at Indiana University. For permission to reprint any part of this newsletter, contact WPI at 317-278-8955.

Women and Philanthropy Focus of Symposium

(Continued from page 15)

WPI Institutional Sponsors

- Alpha Chi Omega Foundation
- Arizona State University Foundation
- Association of Junior Leagues International, Inc
- Auburn University, College of Human Sciences
- The Community Foundation in Jacksonville
- Central Indiana Community Foundation
- Concordia University
- Fidelity Charitable Gift Fund
- Florida State University Foundation
- Indiana University Foundation
- Iowa State University Foundation
- National Panhellenic Conference Foundation, Inc.
- The New John Shehane Group
- The NonProfit Team
- The Philanthropic Initiative, Inc.
- Purdue University
- Rutgers University Foundation
- Saint Alphonsus Regional Medical Center
- Saint Mary's College of Notre Dame
- United Way of Orange County
- University of Arkansas, Fayetteville
- University of Connecticut
- University of Louisville
- University of Tennessee
- US Bank Charitable Services Group
- Women's Funding Network

the Center's symposiums. "Each year we invite a select group of individuals to serve as advisors and help secure sponsorships for the event. We also rely on volunteers to write and present papers. And, let's not forget the many volunteers who help staff the symposium," said Debb Hollis, WPI Program Manager.

Past symposium participants have come from as far away as Australia and Saudi Arabia and have included board members, consultants, scholars, students, foundation executives, and nonprofit leaders.

Readers do not have to wait until the women and philanthropy symposium to participate in the annual event. This year's symposium, "Black Philanthropy: Strategies for Building on the Heritage", is being hosted in partnership with the National Center for Black Philanthropy. It will be held August 26-27, 2004 in Indianapolis. Included in the registration fee is dinner at the annual Henry A. Rosso Awards Banquet. Deadline for early bird registration (\$250) is July 31st. For more information or to register online, visit the Center on Philanthropy's web site at www.philanthropy.iupui.edu. ■

WOMEN'S PHILANTHROPY INSTITUTE PROGRAMS AND SERVICES

SPEAKERS Inspiring and motivational presentations ideal for donor cultivation and stewardship events, meetings, seminars and conferences.

PUBLICATIONS Books, WPI News newsletter, and more!

TRAINING For staff, board, volunteers and donors.

TECHNICAL ASSISTANCE Advising, assessment and/or evaluation

RESEARCH & RESOURCES WPI continues to build the knowledge base by collecting the latest research and working with the Center on Philanthropy to conduct and encourage new research.

Contact Debb Hollis at (317) 278-8955 or dhollis@iupui.edu for more information.



A program of the Center on Philanthropy
 at Indiana University

550 West North Street, Suite 301
 Indianapolis, Indiana 46202-3272

NON-PROFIT ORG.
 U.S. POSTAGE
 PAID
 INDIANAPOLIS, IN
 PERMIT #4245