

NETWORK NEWS

NNG's strategic plan calls for us to work to "increase resources to social and economic justice work." These articles show how grantmakers can do so, increasing their leverage by using their assets much as they use their grantmaking budgets.

Responsible Foundations and Shareholder Activity through the Proxy Process

by **Dennis Sculley, Robinson-Humphrey, Inc.**

Many foundations have missions which make them prime candidates to use their stock holdings to benefit the communities they serve.

During the 1980s, the vast majority of religious investors (the Faith community) and some of the leading foundations were active in voting their proxies in favor of companies disengaging their business ventures in South Africa. Indeed, the shareholders who excised their consciences in voting their proxies were one of the reasons behind the end to apartheid in South Africa. While it is evident that business and the larger society are not mutually exclusive, we may tend to see the influence of business policies on society more easily than vice versa. Our behavior as shareholders can add to the goal of doing well (financially) and doing good (socially).

The key issues that affect all shareholders are explained at least once each year at proxy time, in nondescript booklets sent out in March or April for annual meetings in May or June. The folks at Domini Social Equity Fund describe the proxy process as follows:

"A 'proxy resolution' is a question to be voted on by the shareholders at either their annual meeting or a special meeting. Since companies can have thousands of shareholders, most vote by proxy.

"When shareholders offer resolutions, they are engaging management in a discussion of an issue that concerns them. Proxy resolutions, therefore, involve far more than simply filing with the company. The filer has the responsibility of pressing its case with the company. The process is both time-consuming and expensive, which is why most social issue resolutions have a number of co-filers."

"The goal is not a vote of the shareholders but a change in corporate direction. If the filers succeed prior to the annual meeting, they withdraw the resolution. Should negotiations fail to produce a satisfactory result, the filers' object becomes to gain enough votes to place the resolution on the proxy ballot the next year and

Becoming a Shareholder-Activist

by **Stephen Viederman and Edward Tasch, Jessie Smith Noyes Foundation**

This article is adapted and updated from the 1994 Jessie Smith Noyes Annual Report.

At the Jessie Smith Noyes Foundation, we see four principal categories of investment activity through which we can promote our purpose, complementing our grantmaking activities to achieve change:

- screened portfolios;
- program-related investment;
- venture capital; and
- active shareholder involvement.

The first two have been practiced in varying degrees for some time. Foundations or church pension funds with strong interests in or aversions to particular areas can indicate these areas to social investment money managers, who in turn screen companies in or out of their portfolio accordingly. In the case of program-related investment, foundations can make concessionary, below-market loans to or equity investments in corporations whose mission is consistent with their charitable purpose and who cannot otherwise attract investment from the capital markets.

These are both areas in which foundations can enlist significant professional support as they begin the process of dissonance reduction. The venture capital activity seeks to make investments in companies whose products and processes contribute solutions to problems we address in our grantmaking programs.

The Noyes Foundation has become actively involved as shareholders of Intel, a large public company. When we discovered that we both held this company in our equity portfolio and were making grants to a community group, the Southwest Organizing Project (SWOP), whose concerns were not being addressed by the company, we considered two alternatives: divest or collaborate with our grantees to help their voice be heard. In consultation with SWOP, we chose the latter, planning an approach that supported their organizing strategy. First, we spoke out at the corporation's 1994 annual meeting. When the company failed to respond, we filed a shareholder resolution. In 1996, the Noyes Foundation and a number of other funders, investors and invest-

Look for our Web site! In November, NNG will launch its web site to keep you better in-formed of activities within the network, and with each other. The site will include information useful to members, such as upcoming activities, as well as to practitioners. Our address will be <http://www.nng.org>. Please visit us there!

thereby continue the discussions with management."

The positive changes that have occurred because shareholders voted their proxies have been the subject of numerous publications. The tobacco "wars" and upcoming legislation, South Africa, and EEOC disclosures are just a few of the many issues where shareholder action and activism played a significant role. The CERES principles (Coalition for Environmentally Responsible Economies) were an outgrowth of the aftermath of the Exxon Valdez Alaskan oil spill. Over 60 companies, including General Motors, Polaroid and Sun Oil Co. have signed on. In so doing, they promise to be accountable for their effects on the environment and its continual improvement. (See the companion article for a detailed account of the success of the Noyes Foundation's activism as shareholders of the Intel Corporation.)

The question now is, what can my grantmaking organization do? The best way to see that your mission is tied in with your investment activities is to establish a proxy committee. Their responsibility will be to monitor incoming proxy material, as well as be sensitive to issues affecting the companies in which they hold stock. The easiest way to keep abreast of this news is to read the materials of the Foundation Partnership on Corporate Responsibility, a collaboration between the Jessie Smith Noyes Foundation and the Interfaith Center on Corporate Responsibility (ICCR) in New York City. The partnership builds upon ICCR's 25 years of experience as a clearinghouse for information and issues of concern to responsible shareholders and their organizations. ICCR consists of over 300 members and associate members, religious, environmental and philanthropic groups that seek to "address issues of corporate social responsibility with [their] resources, particularly [their] investments." Members "work together for justice in and through economic structures and for stewardship of the Earth and its resources." Their combined investments exceed \$50 billion. The Partnership can be reached at 212.870.2295.

By monitoring the business practices of companies in which you own stock, filing proxy resolutions, and forming coalitions with like-

ment managers re-filed the resolution, which resulted in a revision of their environmental health and safety policy that responded to concerns raised in the resolution. Noyes and its co-filers agreed to withdraw the resolution, but continue to monitor the situation in consultation with SWOP.

We wish to acknowledge just how small the steps we have taken are, especially when measured against the scale of the problems they seek to address. This is a learning process. We are a financial institution with less than \$70 million under management. Many questions remain, particularly around issues of how to measure the impact of our investments and our activism on environment and community.

But we are committed to the task of dissonance reduction at the Noyes Foundation: to use asset management and grantmaking as instruments of change. We welcome collaboration with other financial institutions and for-profit and non-profit organizations who wish to work with us in addressing the fundamental questions:

- What kind of companies do we wish to support?
- What kind of corporate culture do we wish to encourage?
- What kind of economy do we wish to build and, through it, what kind of communities and world shall we attempt to shape? ■

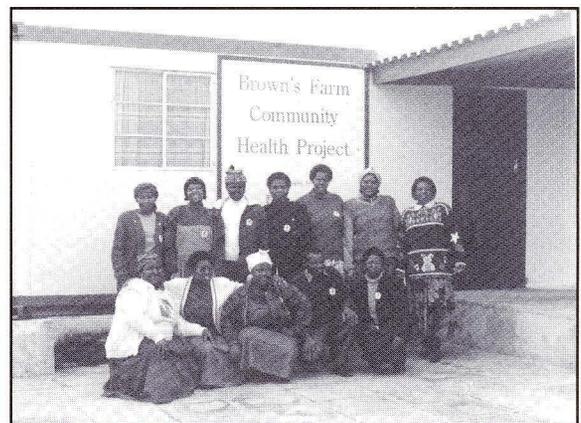
Correction

In the Spring 1997 issue of Network News, Queer Caucus member Jose Artiga was incorrectly presented as a co-convenor of the Queer Caucus' founding meeting, which took place at NNG's 1997 National Conference in Jackson, MS. The initiator and co-convenor is in fact Luis Solis, NNG's Treasurer and Director of Grantmaking at the Hispanic Federation of New York City. We apologize to both Jose and Luis for the confusion.

NNG and the Funding Exchange (FEX) will co-sponsor a funders tour of South Africa, March 14 - 28, 1998. Participants will visit social and economic justice projects in Capetown, Port Elizabeth and Johannesburg, witnessing first-hand this society's transition to representative democracy. NNG member Mary Tiseo, NNG Associate Director Joan Garner and Marcia Gallo of the Funding Exchange have begun work on the project.

Any NNG member is welcome to attend. Non-members wishing to attend are encouraged to join NNG. The \$4,200 fee covers airfares, hotel, meals (two per day for 12 days), and in-country transportation. Collections for community groups are also included.

A \$2000 deposit is due by November 15th. NNG will ask tour participants to commit in some way to ongoing work related to the region, which may include setting aside a certain amount of their grantmaking to South African projects or conducting educational presentations on their return. Please call Joan Garner at 404.577.1877, for more information.



Community Healthcare Workers (CHW) who provide basic healthcare to residents of Brown's Farm, an informal settlement of shackdwellers outside of Cape Town.
Photo courtesy Mary Tiseo

What is Progressivism? Toward a Definition

by Terry Odendahl, Executive Director

These days, all our work at NNG is being guided by our strategic plan (see summary of the plan and Letter from the Co-Chairs on page 4). We are also struggling with definitions of what is meant by "progressive" philanthropy.

In our last correspondence with members, the staff asked you to share, in writing, your definitions and ideas concerning "progressive" or even social change. What elements does it include: advocacy, community-based work, organizing, and what else to what end? How do you determine whether or not a project is worthy of funding? I encourage you to help us with this continuing project. Please get back to me by e-mail, terry@nng.org, snail mail or phone. As the board, staff, and I travel around the country this Fall, we will be posing these questions to everyone with whom we come in contact.

It only seemed fair that I give myself the same homework, and attempt some definitions. Now, of course, I know why none of you have gotten back to us. Before beginning this exercise, I had to clean my office, then my house, then I started looking up words in the dictionary. Actually, all of these were generally useful exercises. For the purpose of this column, I started with the word "progressive".

According to Webster's, (and where it seemed relevant) progressive is 1) a: of, relating to, or characterized by progress b: making use of or interested in new ideas, findings, or opportunities c: of, relating to, or constituting an educational theory marked by emphasis on the individual child, informality of classroom procedure, and encouragement of self-expression...3) moving forward or onward: advancing... 5) often cap: of or relating to political Progressives...

The last possibility piqued my interest, and I went to the [Dictionary of American History](#). The progressive movement was a reform effort of the first two decades of 20th century. It had supporters in both major political parties. Progressives pursued a number of goals ranging from prohibition and women's suffrage to anti-trust legislation, industrial regulation, tax reform and workman's compensation. In 1912 the Progressive Party, or Bull Moose Party, under the leadership of Teddy Roosevelt, splintered off from the Republicans. I think we at NNG might have affinity

with many of these policy initiatives, possibly not Prohibition, and we would have to argue over all the particulars. What happened to those capital P Progressives?

I badgered my partner into a discussion. (He's a 20th century U.S. historian.) According to Michael, a more recent vintage of Progressivism developed in the late 1940s. A faction of the Democratic Party became disillusioned with President Harry Truman, whom they viewed as having betrayed the legacy of Franklin D. Roosevelt. They represented the left-wing of a party already abandoned by Strom Thurmond's right-wing "Dixiecrat" faction. Their goal, a new Progressive Party, was to preserve the traditions of FDR's New Deal, that innovative (and unprecedented) effort to ameliorate the worst excesses of capitalism.

In many ways, the progressive political tradition then went into eclipse, especially when it was battered by McCarthyism in the early 1950s.

By the late 1960's, it re-emerged in the ranks of what came to be known as the New Left. Many of us in NNG trace our personal political roots back to that decade's Civil Rights, Anti-War, and Feminist Movements. I say this because recently compiled statistics show that nearly half of our membership is between the ages of 40 and 50 (although 22% are between 30 and 40, 14% are 50 to 60 years old, and 7 or 8% each are 20 to 30 or 60 and older). Close to 70 percent of us are women. Nearly a quarter of our group are people of color. The more recent Gay and Lesbian Rights Movement is also of obvious importance; approximately a quarter of NNG's members report that they are bisexual, Gay or Lesbian.

In large measure, then, we might say that our "progressivism" is a product of the New Left revolt of the 1960s. But, as I have tried to suggest here, that generalization is a bit too facile. The "progressive" ethos has deeper and more complicated roots in the U.S. that stretch from the "Movements" of the 1960s and beyond, back to the "Grand Coalition" that stood behind the New Deal and the (it's true!) Republican Party of the early 20th century. It is a long, relatively unbroken chain reaching back nearly a hundred years.

As philanthropists, our challenge is to keep progressive thinking alive, while making use of new ideas and opportunities. NNG members are advocates for a better world, that is fairer, safer, more just and more sustainable for all peoples. ■

What Do You Think of Our New Look?

We'd love to hear your comments and suggestions for *Network News*. Contact Gerard Holmes at NNG, 619.231.1348 e-mail gerard@nng.org.

Are You an Exemplary Grantmaker?

Grantmakers, no matter how well they do their jobs, benefit by checking in now and then, to see if there are resources and techniques they could better utilize. But how?

On October 7, at NNG's regional conference in New York City, NNG will release the [Exemplary Grantmaking Practices Manual](#). The [Manual](#) is the product of extensive research, including dozens of interviews. Beginning with the question-and-answer format of our popular [Evaluation Guide](#), we include real cases of how funders may become more accessible and accountable to the communities they serve. Along the way, we note areas of tension, where two "exemplary" policies conflict, and provide examples, quick synopses of how foundations have implemented practices deemed exemplary. All NNG members will receive a copy when the [Manual](#) is published in October. For more information about the [Manual](#), give us a call at 619.231.1348 or e-mail us at nng@nng.org.

Strategic Plan – Get A Copy!

In February, the board of directors approved a strategic plan for the years 1997 - 2001. It affirms that the National Network of Grantmakers is an organization of individuals involved in funding social and economic justice, and delineates three major strategic directions:

- Embarking on a campaign to galvanize existing and new philanthropic resources for social and economic justice work.
- Providing a network to offer mutual support for progressive grantmakers, share information across grantmaking sectors, and promote the exchange of information and strategies among social change funders and community activists.
- Working to reshape philanthropic policies and procedures among our own members, as well as the larger field of philanthropy, to promote diversity and open, democratic processes in order to increase the amount of funding and other resources for progressive social change.

The first of these is NNG's primary niche during the next five years. The second and third include programs familiar to members, such as conferences, caucuses and working groups,

the common grant application and the exemplary practices in grantmaking research. All of NNG's work, including those well-known activities, will now be examined through the lens of "moving money" to social and economic justice work.

The staff and board have been meeting to determine the effect on our activities. The plan notes two means of implementation. First, NNG will collect baseline data over the next few years to measure the flow of dollars to progressive groups and our success in increasing this funding. We will have to come to terms with definitions of "progressive" or even social change, and with impediments to acquiring these data. Second, all NNG programs and materials will be developed with the goal of increasing money and other resources to progressive social change work.

The plan was presented to those members who attended the national conference, and has been mailed to those who did not attend, as well as all new members. If you have not received a copy, or if you have been reticent (or just too plain busy) to give us your feedback, pick up the phone (or turn to your keyboard) and call or e-mail us here in the office. Remember, this plan is the result of questionnaires, focus groups and interviews with NNG members. We hope that is not the end of your participation. In fact, we are counting on the entire membership to implement the plan. This work has just begun. ■

Letter From the Co-Chairs

Earlier this year, NNG adopted a new strategic plan which charts a clear direction for the organization. We have committed ourselves to working on three major objectives to accomplish the overall goal of galvanizing new and existing resources for progressive grassroots groups.

Since the plan's adoption, NNG's board, staff, volunteer committees and membership have been developing ideas to accomplish our objectives. Here are a few of the changes already taking place.

- We've shifted our focus from being primarily a support organization for progressive funders, to being an advocacy organization of progressive funders.
- We've begun to explore our language and processes to build connections with a broader range of allies, to drop prescriptive language that shuts out people who share similar goals and work on similar agendas (see Terry Odendahl's column on what "progressive" philanthropy means) and are working to become more inclusive.
- We published "Preserving the Public Trust: A Study of Exemplary Practices in Grantmaking" and the Exemplary Grantmaking Practices Manual, which describes a range of case studies designed to connect grantmakers more fully and respectfully with the communities they serve. Both publications contain examples culled from models cited by grantmakers and grantseekers.
- We've changed our conference schedule to every 18 months, and added more regional gatherings to connect with more grantmakers interested inOR to build a stronger network of progressive grantmakers.
- We will be initiating research to get baseline data about where philanthropic dollars are going and how much is going to grassroots communities, so that we can evaluate the success of our collaborative efforts over time.
- We are beginning consultation and training for new staff, trustees and donors to bring them into the progressive philanthropy network.
- We are planning more media work to get the progressive funding message out to a wider audience.
- We are examining governance and structural issues, to figure out how the board and membership can be most effective in its role of moving the plan forward, as well as to restructure committees and caucus/working group relationships so that all parts of the organization are focused on our strategic goals. As we begin planning for 1998 and beyond, the board, staff, committees and caucuses are charged with asking for each activity: "How will this contribute toward our goal of increasing resources for progressive grassroots groups?"

Our strategic plan outlines an ambitious agenda. We've already taken the first step on an exciting path - - with much work ahead. We need the creative ideas and participation of our full membership to effectively mobilize resources for immediate and long term change. We are eager to work with you toward our vision of a more just and sustainable world for all peoples.

Carol Mollner

Ron White

Upcoming NNG Member Activities

October 1997

Exemplary Practices in Grantmaking Manual released.

March 14 - 28, 1998

Funders Tour of South Africa. See the implementation of democratic reform in the aftermath of apartheid. Among cities to be visited are Capetown, Port Elizabeth and Johannesburg.

September 23 - 27, 1998

NNG National Conference in Minneapolis, MN. Many new, exciting activities will take place. Planning has begun!

For information about any of these activities, please call NNG at 619.231.1348 or e-mail us at nng@nng.org.

Responsible Wealth Forum: Well Off and Fed Up with Inequality, wealthy people & business leaders speaking out against corporate welfare, CEO pay, tax breaks for the wealthy, and big money in politics, 12/5-6, New York City. Contact Responsible Wealth at United for a Fair Economy, 37 Temple Place, 5th floor, Boston, MA 02111, 617.423.2148; e-mail rw@stw.org.

In March 1998, Josette Perard, Haitian Director of the Lambi Fund of Haiti, will be on tour throughout the United States; Catherine Maternowska will accompany her as translator.

Josette has worked with the popular movement in Haiti since democracy took hold there. She has worked with over 40 popular organizations, both above ground and clandestine, and in times of great danger. Her leadership commitment to sustaining the movement are remarkable. Her approach to alternative development, based on the people's full participation, is unparalleled. Her current position as Haitian Director of the Lambi Fund has further deepened her connection to popular organizations and their leaders - especially women leaders - throughout Haiti. When she comes to your area she will discuss these and other timely issues:

- progressive development strategies and methodologies that are reaping success in Haiti's deprived rural areas;
- women's role in development (in honor of international women's month in March);
- the popular movement's progress in the face of structural adjustment.

Bring Josette to your area by contacting Speakout, a nonprofit speaker's agency which promotes national tours that represent the breadth of movements for social justice, PO Box 99096, Emeryville, CA 94662, phone 510 601-0182, fax: 510 601-0183, e mail speakout@igc.apc.org.

International Working Group Directory Update

The International Working Group is updating its popular Directory of International Funders. The Directory currently lists 25 funders who support social and economic justice work around the world. It is distributed free to anyone who requests a copy from NNG. A number of funders distribute the Directory on request, as well.

If you fund internationally, you should be listed in the Directory of International Funders. The Directory is an ideal way to let potential grantees worldwide know of your international funding programs. It's easy to be listed: fill in and cut out the form below and send it to NNG. It's that simple! Thanks from the International Working Group.

Name of Foundation or Grantmaking Organization _____

Address _____

Phone _____ Fax _____

E-mail: _____ Web-site address _____

Contacts: _____

Description of interests _____

Grants range, or typical grant amounts (for international funding) _____

**Please return to Gerard Holmes at NNG. 1717 Kettner Blvd., Suite 110 San Diego, CA 92101
phone 619. 231.1348 fax 619.231.1349**



Supporting Institutions

Supporting institutions publicly endorse the mission and vision of NNG. This group of funders represents a growing commitment within the philanthropic community to our new strategic focus on moving more money and other resources to groups and causes that make our world better, fairer, safer, more just and more sustainable for all peoples. Annual donations of supporting institutions range from \$1,000 to \$25,000.

The supporting institution program began in 1994. We would like to publicly thank all of our institutional supporters over the years! Current supporting institutions are marked with a star.

The Pequod Fund of the Tides Foundation has issued a challenge grant. Any increased or new institutional support to NNG of \$1000 or more, with a commitment of two years or more of support, will be matched by the Pequod Fund up to \$25,000 through 1998. Please help NNG meet this challenge!

- * Angelica Foundation
 - * Ben & Jerry's Foundation
 - * Boehm Foundation
 - * Otto Bremer Foundation
 - BridgeBuilders Foundation
 - *C.S. Fund
 - *California Wellness Foundation
 - Campaign for Human Development
 - *Chicago Resource Center
 - *Richard H. Driehaus Foundation
 - *FACT Services Company
 - *Foundation for a Compassionate Society
 - *Foundation for the Mid-South
 - *Fund of the Four Directions
 - *Funding Exchange
 - *Gill Foundation
 - *HKH Foundation
 - * Edward W. Hazen
 - LifeWorks Foundation
 - *MacArthur Foundation
 - *McKay Foundation
 - * Bert & Mary Meyer Foundation
 - *Stewart R. Mott Charitable Trust
 - *Ms. Foundation for Women
 - *Needmor Fund
 - *New World Foundation
 - *Nokomis Foundation
 - *Norman Foundation
 - *Northwest Area Foundation
 - *Jessie Smith Noyes Foundation
 - *Pequod Fund of the Tides Foundation
 - Phoebus Fund
 - *Public Welfare Foundation
 - *Winthrop Rockefeller Foundation
 - Samuel Rubin Foundation
 - *Shaler Adams Foundation
 - *Sister Fund
 - *Solidago Foundation
 - *Tides Foundation
 - *Unitarian Universalist Veatch Program
at Shelter Rock
 - *Wieboldt Foundation
- * = Current Supporting Institutions

Fall Conferences

Media and Democracy Congress

October 16-19, 1997, New York City
Contact: Institute for Alternative Journalism
Phone 415.284.1420, fax 415.284.1414,
e-mail congress@igc.apc.org,
web site <http://www.mediademocracy.org/congress>

Myth vs. Fact: Funder Support of Advocacy

October 16, 1997, 9:30-11:30 am, Los Angeles
Contact: Southern California Association for Philanthropy
315 W. 9th St., Suite 1000, Los Angeles, CA 90015,
fax 212.489.7320

Women Donor's Network Annual Conference

October 17-19, 1997, Warrenton, VA
Contact: Sherry Reson
Phone 415.561.6513, fax 415.561.6462

Neighborhood Funders Group Annual Conference

October 19-21, 1997
Contact: NFG
Phone 703.448.1777, fax 703.448.1780,
e-mail NFGOFFICE@aol.com

Social Venture Network Fall Conference

October 23-26, 1997, Berkeley, CA
Contact: Sarah Coles McKeown
Phone 415.561.6503, fax 415.561.6435

Independent Sector Annual Meeting

November 2-4, 1997, Kansas City, MO
Contact: Sharon Stewart
Phone 202.416.0547, fax 202.457.0609,
e-mail stew@indepsec.org

Business for Social Responsibility Annual Conference

November 6-8, 1997, Los Angeles
Contact: Bob Dunn
Phone 415.865.2500, fax 415.865.2505

The Philanthropic Initiative Strategic Grantmaking Conference

November 13-15, 1997, Cambridge, MA
Contact: Catherine Corina
Phone: 617.338.2590, fax 617.338.2591,
e-mail eremmer@tpi.org

Publications List

Exemplary Practices in Grantmaking Manual

* Members joining in 1997 receive one copy free. Following the format of NNG's popular *Evaluation Guide*, this manual asks grantmakers to self-assess their work in terms of seven basic principles or "best practices." It shows by example, citing funders who have instituted these practices into their work. \$27.95

Welcome to Philanthropy

* Members of the Donor Organizers Network receive one free copy. This guide is packed with information for those seeking to become more effective donors to social and economic justice work. Written by Anne Slepian and Christopher Mogil of the Impact Project, WTP covers a range of subjects from taking charge of your money to becoming a donor-activist to connecting with peers. It is indexed, with a "Map" of resources for donors. 49 pages. \$25

Grantmakers Directory (1997 edition)

*Members receive one free copy. The most recent Directory lists over 155 funders of social and economic justice work and 20 foundation-related resource organizations. It is extensively indexed, and is now ring-bound notebook-style. 223 pages. \$30.

Pocket Docket

This diskette lists over 3000 grants to social, environmental and economic justice groups. Easily search by funder, grantee, or subject area. This invaluable resource for organizers, funders, and those seeking to build partnerships is available in IBM format for Windows or Excel for Windows 95 or newer. \$25

Focusing and Affirming The National Network of Grantmakers: NNG's Strategic Plan, 1997 - 2001

A year-long strategic planning process led to this document, which specifies three areas of focus for NNG, over the coming five years. One copy free.

Working Papers

"Preserving the Public Trust: Exemplary Practices in Grantmaking"

*Members joining in 1997 receive one free copy. Dozens of interviews went into this look at foundation "best practices." The same research is used for *Exemplary Practices*. 129 pages. \$15

"Fostering Change: A History of the National Network of Grantmakers"

This 1995 paper traces NNG's evolution in the progressive philanthropy movement. 41 pages. \$5

"Funding Sustainable Communities"

A look at how the various definitions of "sustainable communities" may hinder foundation support of this work. 19 pages. \$5

News from Members

Here is what your fellow NNGers have been up to this Summer and Fall!

■ Diana Campoamor has been named to the board of Independent Sector and the Council on Foundations.

■ Berta Colon will be moving to the Ms. Foundation for Women as Program Officer for Women's Economic Development. Congratulations Berta!

■ The leadership of Community Shares is changing from Founding Executive Director Peggy Mathews to Shelley Wascom, Assistant Director for the past year. Peggy will stay involved in the non-profit sector as a consultant and trainer for grassroots organizations across the country.

■ Lucille Echohawk has become Senior Advisor at the American Indian College Fund in Denver.

■ Gaye Evans has become the executive director of the Appalachian Community Fund. Congratulations!

■ Margie Fine and Taieb Aboridouane were married in June (in Las Vegas, no less!) Best wishes Margie!

■ Thomas C. Layton, trustee and executive director of the Gerbode Foundation, was honored on September 18, as a Ground-Breaker-Dream-Maker by the Women's Foundation in San Francisco.

■ Michele Prichard will be changing hats at the Liberty Hill Foundation so that she can devote more time to her family. Her new position is Director of Special Projects.

■ Erika Shatz is a new Program Officer at the Gill Foundation.

■ Ron White has accepted a new position as Program Officer for Poverty at the Charles Stewart Mott Foundation. Congratulations Ron!

■ Joe Wilson is the new Pacifica Foundation National Radio Programming Development Director. All the best, Joe!

Address Changes

■ The Gill Foundation has moved to 8 S. Nevada Ave., Suite 303, Colorado Springs, CO, 80903.

■ The Lannan Foundation has moved to 725 Arizona Ave., #200, Santa Monica, CA 90401, phone 310.395.1492.

■ Mickey MacIntyre and the Outgiving Project of the Gill Foundation have a new address: 1225 Eye St., NW, Suite 500, Washington, DC, 20005, phone 202.218.3532, fax 202.842.2452, alternate phone 800.914-9360, e-mail OutGiving@aol.com.

Yes! I want to be a member!

Enclosed is a check for \$100 made payable to the National Network of Grantmakers

In addition, I am enclosing a tax-deductible contribution of \$ _____

Name _____ Title _____

Grantmaking Organization/Affiliation _____

Address _____

City, State, Zip _____

Work Phone () _____ Fax () _____

Please return to National Network of Grantmakers, 1717 Kettner Blvd., Suite 110, San Diego, CA 92101

NNG is updating its mailing list. If you'd like to be taken off the list and no longer receive Network News, please call us.

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