

# Philanthropy Review

FALL  
2020

## 2020 philanthropy award winners

Meet the four winners of this year's philanthropy awards, and read about their outstanding work and dedication to their communities.

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## ResultsOHIO is open for business

Ohio Treasurer Robert Sprague announces that the ResultsOHIO initiative's application process, which supports pay-for-success programs aimed at combatting social and public health challenges, is now open.

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## Before You Go

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DEBORAH AUBERT THOMAS  
PRESIDENT & CEO

## President's Pen

The year 2020 is a seminal year that will define a decade if not a generation. It will also define the role of philanthropy in response to a pandemic, the economic impacts and as racial unrest continues to evolve. In this unique moment in time, we ask ourselves how do we respond in the present while preparing for the future?

As we rebuild and build anew, how do we do so with values at the center? How do we rebuild an inclusive economy, build resilient trust-based relationships with nonprofit partners, build our understanding about the future of information ecosystems and inclusive civic and community power to ensure the health of communities in the future?

How can our organizations chart action plans and navigate common roadblocks and resistance to racial equity and justice work while individually building our anti-racist ally skillsets? How can philanthropy support the wellbeing of those impacted by trauma, promote more equitable placemaking, support fair, nonpartisan democratic engagement for an equitable society and invest in a fair, nonpartisan redistricting process while framing our language to scale divides and reclaim interconnectedness?

What would it look like to co-design an equitable education system, support the future for arts organizations and consider the context of current and future technology trends and their many intended and unintended consequences? Philanthropy Ohio has tracked over 80 COVID-19 response and recovery funds across the state. What are the lessons from those funds that will inform how we steward resources to our most vulnerable communities moving forward?

Central to all our efforts is how we show up as a field, as organizations in community, as professionals and as individuals. How we experience and provide space for belonging, for healing and for emerging strategies.

In her book *Belong: Find Your People, Create Community and Live a More Connected Life*, Radha Agrawal describes belonging as “A feeling of deep relatedness and acceptance...the opposite of loneliness. It’s a feeling of home, of ‘I can exhale here and be fully myself with no judgment or insecurity.’ Belonging is about shared values and responsibility, and the desire to participate in making your community better.”

Mia Songbird, in *How We Show Up: Reclaiming Family, Friendship and Community*, shows that what separates us aren’t only the ever-present injustices built around race, class, gender, values and beliefs, but also the denial of our interdependence and need for belonging.

In *The Problem of Othering: Towards Inclusiveness and Belonging* – John A. Powell and Stephen Menendian conclude that “Belonging is the most important good we distribute in society, as it is prior to and informs all other distributive decisions.” They call for “the creation of structures of inclusion that recognize and accommodate difference, rather than seek to erase it.” They call for, “practices that create voice without denying our deep interrelationship.”

We find ourselves in a unique time, to reflect on why we might be uncomfortable with the call to address

injustice. Our perspectives may be challenged. And we may find ourselves wanting to disassociate with the growing call. Or we long to lean in, but we don't know how. Yet, we can't look away. We must make time and space to sharpen personal and professional insights.

Healing happens when a place of trauma or pain is given full attention and is really listened to, describes adrienne maree brown in *Emergent Strategy: Shaping Change, Changing Worlds*.

In the book, she shares that we are emergent beings, just by our very existence. But that we've been socialized to work against emergent processes and against each other. One of many ways that stood out to me is that "we are taught that we should just be really good at what's already possible, to leave the impossible alone."

Has the pandemic forced philanthropy to engage what was previously thought to be impossible? Is there a collective awakening and shifting of direction? Where can philanthropy in this moment apply these three dimensions presented in *Emergent Strategy* as we focus on systemic change?

First, holding actions – steps we take to raise awareness of the damage being done, caring for those damaged and safeguarding communities against injustice. Next, life-sustaining systems and practices – replacing or transforming the systems that cause harm by rethinking the way we do things, as well as a creative redesign of the structures and systems towards a life-sustaining society. And last, a shift in consciousness – shifting our hearts, minds and our views of reality with insights and practices that enhance our capacity to act for our world. What we practice at the small scale sets the patterns for the whole system. Transform yourself to transform the world – see your own lives and work and relationships as a first place we can practice justice and alignment with each other and the planet.

I think about the rapid response funds coming together in communities across

our state, modeling how to make decisions together and make generative compromises. And the work of our policy initiatives on how to advance policies that center justice in education, health and housing. We've seen how we can move from competitive to collective and collaborative ideation. From individual ideas to ideas that come from and work for more people.

We can take the charge from *Emergent Strategy* to develop strong, action-oriented communities that understand that every member of the community holds pieces of the solution. We can decentralize our idea of where solutions and decisions can happen and where ideas come from. The more people who co-create the future, the more people whose concerns will be addressed – when differences converge it creates more space, ways forward that serve more than one worldview. We know that that's not always easy.

I recently learned about Braver Angels, a citizens' organization uniting red and blue Americans in a working alliance to depolarize America. They promote understanding the other side's point of view, even if we don't agree with it, engaging those we disagree with, looking for common ground and ways to work together. And, supporting principles that bring us together rather than divide us.

How do we individually show up for the demands of our current work and for the work ahead of us? At the beginning of our experience of the pandemic in March, I wrote about the vital function of technology for our work and our connections, but also how it drives the quickening pace of our work. I noted the lack of "stopping cures" in our mediated lives.

Recently, Jeff Orlowski's docudrama, *The Social Dilemma*, provides claims from former tech execs, that the manipulation of human behavior for profit is coded to keep users constantly engaged with infinite scrolling and push notifications. While watching the film, it doesn't take long to recognize your own behavior

(and those of your family members) playing out just as they describe is intended. Beyond the consumerism and mental health implications, very troubling is the role of algorithms to create polarizing echo chambers. Adding to the concern that we are divided not just by our fears, but our mediated views of others.

We have a lot to work through and a lot of work to do. What have we learned from our current way of adapting that can become our next stance? What we know for sure – change happens. And we can't strategically plan for the unforeseen to come. So how can we intentionally adapt and stay purposeful to our vision and values? How do we need to be and what do we need to do to bring our vision to pass – despite changes we can't control?

This year Philanthropy Forward '20, our first virtual conference, was designed to provide the space to consider how we take what we are learning in the now, harnessing our individual and collective capacity to address the challenges laid bare while facing the future – through loss, uncertainty and fear – and show up to work towards a healthy, equitable democracy and a sector with shared values built into the solutions that move our organizations and communities forward into the future.

And your work as the statewide network contributes to the realization of a vision of a just and vibrant Ohio through impactful philanthropy. As we head into the last year of our three-year strategic framework, I remain hopeful and energized by our mission: to lead and equip Ohio philanthropy to be effective, powerful change agents in our communities. Guided by our pillars to advocate, educate and convene, we live our values: learning, equity, leadership, integrity, engagement, collaboration, innovation, purpose and voice. ■

# Committing to racial equity and confronting racism

Four members share their racial equity journeys, as well as the ways in which funders and non-Black people can get started and then dive deeper into racial justice work. These excerpts have been edited for length. Visit [Philanthropy Ohio's blog at philanthropyohio.org/blog](http://philanthropyohio.org/blog) to read the full articles.



**Deborah D. Hoover**  
President & CEO  
Burton D. Morgan  
Foundation

In December 2015, I traveled to Durham, North Carolina, and I experienced my first Racial Equity Institute (REI) training with Forward Cities colleagues gathered that week. We learned about Black history and the impact structural racism has on individuals, families, communities and businesses. Since that important day I have continued my journey, mistakenly thinking I was heading to a destination, that all would eventually become clear and I could say I was fully aware and fulfilling my social responsibilities to build more equitable systems and opportunities.

I now recognize that this learning journey will never be complete. As Robin DiAngelo says in her book, *White Fragility*, “[i]nterrupting the forces of racism is ongoing, lifelong work because the forces conditioning us into racist frameworks are always at play; our learning will never be finished.” Once I fully embraced this notion that ongoing learning and reinforcement would be required, I felt more at peace and ready for the journey ahead.

I feel fortunate to work in the field of philanthropy because it gives me opportunities to learn, grow and support our community in ways that advance racial equity. As president of the foundation, I know I have special responsibility for building my individual capacity to counter racism. As a philanthropic funder, our organization is in a unique position to be a leader in influencing the dynamics that combat structural racism. Given this position of influence, I believe we have a heightened responsibility to weave deeper understanding of racial equity and social justice into the breadth of our work.

This spring, our board expressed a desire to expand beyond inclusive entrepreneurship grantmaking to make grants directly focused on racial equity as a means to support the community and build our competencies. Among the grants approved, the foundation created the Racial & Diversity Awareness Initiative to provide funding for Northeast Ohio nonprofit organizations to engage board and staff members in racial equity training.

And so our journey continues looping back on itself reinforcing lessons from the past, shining a brighter light on persistent problems that undermine inclusion and energizing us to forge ahead in pursuit of a more equitable world with meaningful opportunities for all ignited by entrepreneurial thinking and doing.



**Cinnamon Pelly**  
Philanthropy Ohio  
Trustee & Vice President  
and Chief Operations  
Officer for CEAL, Inc.

The way non-Black people can help is first, to listen. As Dave Chappelle recently quipped, “...the streets are talking...” and we would all do well to listen. Non-Black people need to center Black people and voices to speak on issues of racism that are ruining the pursuit of a happy, healthy life free of racial stress and violence for so many fellow Americans. Specifically, Black voices need to be amplified. Their rage, frustration, grief and exhaustion are the direct result of racial violence played out across the spectrum of institutions, policies and systems that reinforce white supremacy and anti-Blackness in large and small ways.

**1. Listen.** Black People are demanding the full rights of citizenship promised them in the constitution. Let Black People drive and lead conversations about their individual and collective liberation from systems of oppression. This unique and frighteningly awful set of experiences Black People suffer at the hands of white supremacy and racial violence give them a unique perspective on the destructive ways systems have conspired against them for generations.

Use your network to amplify and center thoughts and solutions of those most impacted by the problems. Understand the power dynamics of class when inviting or convening people and check your ego at the door. We are all learning and growing.

**2. Do your homework.** The City of Columbus and the State of Ohio have both proposed legislation to declare racism a public health crisis. Start there and find out why. The racial wealth gap in the United States is huge and getting wider. Read about red lining and housing segregation. Where is your philanthropy focused? Look at topics, data and systems that are inequitably affecting Black People in those focus areas. What is White Supremacy, Anti-Blackness and Intersectionality? Read about it from Black Women authors and educators.

**3. Talk to each other about race.** Black people are talking about race constantly. And we are not okay. After viewing images of yet another person who looks like us being murdered on film, it is difficult to jump on a Zoom call and behave as if everything is okay. Racism is exhausting and it is quite literally a matter of life or death for Black People. We need non-Black People to talk to each other about race and racism, about White Supremacy and anti-Blackness. We need you to see race and to talk about racism with your peers.

**4. Do the work personally and professionally.** The path to racial equity is both personal and institutional. It is not the responsibility of the oppressed to undo oppressive systems. Non-Black people have to take responsibility for their contributions to maintaining a racist status quo that is killing their countrymen and women on a daily basis and relegating others to inferior housing, poverty wages, a mediocre education, lower life expectancy and stress-induced health problems from high infant mortality rates to worse COVID-19 health outcomes and premature death.

“Doing the work” can start right now, where you are. Make sure staff and those in leadership and on the board reflect the communities you serve, hire Black

People from the neighborhood and pay Black Women their worth. Affect the communities where you live, work and play by challenging anti-Blackness and racism in your neighborhood, place of worship and local school system. More than a statement, it is your actions and results that tell the true story of your commitment to racial equity and justice.



**Kris Putnam-Walkerly**  
President  
Putnam Consulting Group

**I** join with the people of conscience in this world. I condemn police brutality and I say loud and clear Black Lives Matter. This broader awakening of privileged people to see and want to change the ugly and relentless reality of institutionalized racism – that extinguishes hope, breaks spirits, limits potential, and steals futures – has been a long time in coming. And it must not fade from view.

So, what’s my role in this transformation? As a consultant, I’m a truth-teller. I’m retained to push people and organizations past their comfort zones. The purpose of my practice is to help philanthropists use their wealth more purposefully and effectively, identifying all the ways they hold themselves back. I look for root causes and patterns of behavior, like a lack of accountability, the way too much bureaucracy creates barriers and limits potential, or how exclusive and isolating behavior undermines relationships and creates power differentials.

Almost always, these behaviors perpetuate privilege and undermine social justice and equity.

When I’m in a board room, it’s my job to ask things others might not like, “Have you looked at this through a racial equity lens?” Or, if we’re examining data, “Have you desegregated by race, ethnicity, sexual orientation, or disability status?” Or, “Who else needs to be involved in this decision? Have you engaged with those most impacted by

your work?” Or, “Have you heard of this racial equity consultant who can help your board and staff evolve?”

I also recognize that in the face of hundreds of years of oppression and denial, everything feels grossly inadequate. I acknowledge that I’m a white person of significant privilege. Also, although my work involves advancing equity and social justice, I’m not an “equity expert.” That said, I’m committed to continuing to learn, grow, change and advance this work as quickly and effectively as possible. That includes me, in my family and in my community.

In addition to my commitment to grow and act, I ask my clients to consistently and intentionally move themselves and this work forward. Listen. Learn. Take risks. Speak up. Partner with and fund organizations led by people of color. Take action on anti-Black racism. Sign the Investment Manager Diversity Pledge. Don’t just fund racial equity efforts but also commit to operationalizing equity within your organization. In these ways and many, many more we’ll create a new path forward to a place where George Floyd (to name one) would have lived and thrived.



**Anthony Richardson**  
Executive Director  
The Nord Family Foundation

Over the past weeks, my inbox has been inundated with countless reactions and comments about the ongoing protests and unrest sweeping across the United States. There is, of course, no silver bullet for eradicating racism. But in the spirit of thinking globally while daring to act within the realm of things we can control, foundations should consider incorporating the following practices to address racial bias within our own organizations and grantmaking:

1. Adopt zero-tolerance policies prohibiting all forms of racism, bigotry or prejudice – including, but not

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# Celebrating the 2020 philanthropy award winners

The four philanthropy awards celebrate outstanding Ohio philanthropists who have made significant contributions to philanthropy in diversity, equity and inclusion; as an emerging leader; through innovation; or a lifetime of work. Awardees are nominated by their peers, nonprofit leaders, the public and staff, and the board of trustees selects the winners. We celebrated this year's winners at the Philanthropy Forward '20 virtual conference on September 24, 2020.



## Emerging Leader: Adrienne Mundorf

The emerging leader award recognizes someone, regardless of age, who has engaged in philanthropy for the first time during the last few years and shows amazing potential. They showcase leadership in advancing philanthropy, engagement beyond a single community, creativity in a philanthropic endeavor or project or significant accomplishment in a short period of time.

The 2020 Emerging Ohio Philanthropist Awardee is Adrienne Mundorf, the senior program director for the Sisters of Charity Foundation of Cleveland, where she provides leadership and oversight for the foundation's grantmaking work. Adrienne is also co-chair of the Philanthropy Ohio Health Initiative, where she guides development of the initiative's annual workplan, budget and the content of each meeting. She demonstrates her commitment and passion to health policy – and particularly health equity and the disparities we see every day – through her work in deep and thoughtful ways.



## Philanthropy Innovation award: Dr. Daniel Keenan, Jr.

The Innovation Award recognizes an individual whose approach to problem-solving explores new and sometimes disruptive paths in their philanthropic work. Such innovations often include public-private partnerships, leveraging resources, new collaborations and grantmaking strategies.

Dr. Daniel Keenan, Jr., Martha Holden Jennings Foundation executive director,

received the 2020 Philanthropy Innovation award for his leadership role in developing and implementing The Collaborative Fund for Educating Remotely and Transforming Schools, a public-private partnership with the Ohio Department of Education and Governor's Office. The fund, of which Dan is the primary architect and showcases his forward-thinking approach, aims to ensure equitable learning experiences and eliminate disparities in accessing education so that all students have meaningful, productive learning. Through this and many other efforts, Dan is shaping new and innovative ways of reaching Ohio's 1.8 million public school students, now, while students across the state access instruction remotely, and into the future.



## Michael G. Shinn Award for Diversity, Equity and Inclusion in Philanthropy: The Raymond John Wean Foundation

This year's Michael G. Shinn Award recognizes an organization that has demonstrated a significant contribution to diversity, equity and inclusion in philanthropy. Nominees have made outstanding contributions to the field by building bridges; championing the acceptance, respect and inclusion of all; are dedicated to diversity, equity and inclusion; and promote justice and fairness.

The Raymond John Wean Foundation is this year's award winner based on their deep internal journey and community work in diversity, equity and inclusion. From its initial step of sending two staff to REI training in 2016, the journey blossomed into full board participation, sponsored trainings for community stakeholders in racial equity work

and awarding grants and measuring foundation success using a racial equity lens. The Wean Foundation's journey has progressively deepened from awareness, to learning, to action. In turn, the staff and board have provided a blueprint for others to follow. Their actions demonstrate a true commitment to advancing racial equity and inclusion, moving one step closer to creating a more equitable society.



## Ohio Philanthropy Award: Samuel Barone

This year marks the 18th year for the award for lifetime achievement – the

Ohio Philanthropy Award. Nominees for the award should demonstrate three broad areas of achievement: long-standing leadership in advancing philanthropy, creativity in responding to problems and significant positive impact on philanthropy.

This year's awardee is Samuel Barone, who was hired as the first executive director for the Knox County Foundation in 2002, and grew the foundation from an asset size of \$21 million, to over \$80 million. Today, the foundation gives about \$4 million annually in local grants, including more than \$1 million in college scholarships. In addition, Sam spearheaded fundraising for the 15-year Ariel-Foundation Park project and worked collaboratively in the creation and planning process.

Sam officially retired in June but will continue serving the community as vice president of the Knox County Hospital Board, as a board member for the Foundation Park Conservancy and as a committee member overseeing a local arts collection. ■

## Bryan Area Foundation's new president/CEO



**Amy Miller**  
President/CEO  
Bryan Area Foundation

### Best advice I ever received:

"Go for it!" My mom taught me from a very young age to "go for it." If it's something that you believe in, and you want to do or accomplish, you owe it to yourself, and to God to give it your best try. She had a stroke when she was just 9 years old, leaving her without the use of her right hand and right foot. As a child, doctors told her that she would not go to college, get married or have children, but she chose to "go for it" anyway, and she has accomplished all of these things and so much more. Any time I feel doubt creeping in regarding my own abilities, I think about all that my mom has overcome, and I "go for it."

### How my career path prepared me for this role:

Throughout my career, I've participated in philanthropy through service groups and board positions, but the most impactful experience was serving as the executive director for ISFA (International Surface Fabricators Association.) ISFA is a nonprofit trade association focused on providing education, standards and networking

opportunities to the global surfacing industry. At the time of my exit, membership had increased 20%, we were replenishing our cash reserves and we had the right systems in place for long-term success. This success gave me the confidence to feel prepared for my role with the Bryan Area Foundation (BAF).

### Three goals for the next 12 months:

1) We just completed our strategic plan through 2023, and my No. 1 objective is to ensure that the projects and activities that we participate in are in alignment with the outcomes that we identified and committed to. As we work to achieve our strategic plan, it is imperative that we have the resources needed in this category to do so. 3) Establish BAF as a change agent in the area of economic development. We'll be establishing a new committee, developing guidelines and working in collaboration with community partners in this area.

### What's surprised me so far:

How much accounting work I'm involved in. This is the first position I've held that I've been responsible for journal entries, banking, payroll, etc. It's been a learning experience!

### What I do when I'm not at work:

RUN. Whether I'm literally running to train/exercise or just chasing our boys (Jack, 16, and Tucker, 12) to cheer them on at their various sporting events, I am always on the go. My husband Ryan and I also love being involved in our community, and I have a blog called Grace & Mimi ([graceandmimi.com](http://graceandmimi.com)) where I share stories of faith.

### What I'm reading:

I just finished "*Shackleton's Way*" by Margot Morrell & Stephanie Capparell. I just started "*Suffer Strong*" by Katherine & Jay Wolf which is about their experience after Katherine experienced a severe stroke just months after having their first son, James. ■

## Knox County Foundation's new executive director



**Jeffrey Scott**  
Executive Director  
Knox County Foundation

### Best advice I ever received:

"Good leaders give those they are leading the freedom to fail." If those I am leading do not have the freedom to do things their way (as opposed to mine), even to the point of not always getting it perfectly right, then I am leading poorly and wasting their time and energy. I want to work with folks who are much better in their roles than I would be and are not afraid to take risks and try new things when necessary and appropriate. If I feel the need to micromanage then I am probably not a particularly good evaluator of talent, I am not resourcing my colleagues appropriately or I am professionally insecure. Or all three.

### How my career path prepared me for this role:

I've had many opportunities to work with boards and in other group decision-making contexts. Additionally, most of my professional experience has been in the fields of marketing and development. Finally, I have plenty of experience making mistakes and very little ego, so I have no problem admitting when I mess something up and sharing the credit when it is due. Which is almost always.

### Three goals for the next 12 months:

1. Help bring to fruition a community enhancement project we have agreed to manage on behalf of one of our villages. (So far, so good.)
2. Successfully transition to a new foundation software solution. (Before the end of the year!)
3. Not break anything. (Bound to happen. Hopefully, nothing irreplaceable.)

### What's surprised me so far:

How busy I have been! I knew there would be a lot to do and learn, and all of it has been great so far, but I feel like every day I look at the clock at some point and think, "I can't believe it is that time already! Where did the day go?"

### What I do when I'm not at work:

As the parent of three kids, I gave up making "free time" plans several years ago. Usually, I just assume I am taking someone somewhere at some point each evening. I also like to tinker around the house and property, and perpetually have a longer project list than anyone could reasonably expect to finish. When I do have a free moment or two, I love to read.

### What I'm reading:

I am currently reading *"The Overstory"* by Richard Powers, which I highly recommend (just in case the Pulitzer Prize is not enough of an endorsement for you!).

### Who I'm following on Twitter or blogs/podcasts I subscribe to:

Unpopular confession: I do not have a very high opinion of social media in general, and I am solidly skeptical about the value of Twitter for humanity. While I try to stay connected to a small group, both professionally and personally, I am a rather contented introvert who has little need to share his own opinions publicly, and even less inclination to see the character-limited opinions of others. That said, I love exploring my own thinking and learning from others. I would just rather do it over coffee and in person (or at least via Zoom!). ■



## Deborah Vespy retires from Deaconess Foundation



**Deborah Vespy**  
Retired President & CEO  
Deaconess Foundation

### What was your career path to the position you are leaving?

After a 26-year career with Deaconess Foundation, I retired as president & CEO on September 30, 2020. I started my career as a CPA with Ernst & Whinney in Pittsburgh. After eight years, I moved to Cleveland to serve as vice president general manager of a \$10 million for-profit business. After selling the business, I began consulting with the Deaconess Health Systems in June 1994, with a focus on all of the financial due diligence leading to its sale in December 1994.

In 1995 and 1996, in addition to overseeing the winding down of the affairs of the health system, I worked with the president on a two-year strategic planning process that led the formation of Deaconess Community Foundation in February 1997. I held the positions of associate director and chief financial officer until becoming president & CEO in July 2002. In addition, I served as president of three HUD housing facilities for the low-income elderly – Deaconess-Krafft Center, Deaconess-Zane

Center and Deaconess-Perry Center – that the foundation owned and operated until December 2015. In addition, from 2010 to 2018, I also ran the Richard J. Fasenmyer Foundation and led them through the sunsetting of the foundation.

### What advice would you offer to someone just entering the field?

Be intentional about understanding the kind of partner you want to be with grantees and colleagues, and take seriously the work needed to create, nurture and sustain these important relationships. When all is said and done, the gift that will matter most and that you will want to take with you into retirement are these relationships.

### What would you change if you had a chance for a do-over?

I truly have no regrets. Embrace every moment, every opportunity... they fly by so quickly!

### What's next?

Retiring during COVID-19 was not part of the plan! But I will make the best of it by focusing on my health and spending lots of time with family and friends. I intend to stay involved as a community volunteer, so I can continue to give back in some way!

### What will you miss (if anything) about your position?

The fact that philanthropy is a lifelong learning environment – one in which we are constantly challenged to find creative ways to solve big societal problems. I loved being involved in many collaborations and will miss the joys, frustrations and ability to have amazing impact inherent in them. ■

# ResultsOHIO is open for business



**Robert Sprague**  
Ohio Treasurer

It's no secret. Despite the hard work and best efforts of so many, there are a series of ongoing challenges Ohio is forced to face on an annual basis. These include infant mortality, drug addiction, workforce development and other critical and often complicated policy areas that greatly impact our state. Some of these issues are tearing apart our communities, draining our resources, and holding back Ohio's families.

As you know, in many cases, the philanthropic community brings forth innovative ideas that produce real results to fight these ongoing issues. But after those successful projects run, there are roadblocks. It's a challenge to fund the projects long-term and bring them to scale statewide.

That's where government can help, and together, we can expand on your proven successes and do even more for the people of Ohio.

Last year, we worked with Philanthropy Ohio and others on legislation to drive innovation and change the way the Buckeye State takes on our most pressing challenges. Now, with ResultsOHIO, we've created an infrastructure to assess prospective pay for success projects and shepherd their eventual launch and implementation. Through this framework, leaders at both the state and local levels have an avenue to leverage private sector ingenuity and concentrate their efforts on initiatives that are proven effective.

In short, our goal is to solve public sector problems with private sector solutions. Not only will this help bring the most innovative ideas to the table, but taking a pay for success approach ensures taxpayer dollars are only directed toward projects that work. That's good stewardship – and good stewardship ultimately leads to good government.

I'm happy to report that ResultsOHIO is open for business, and we're ready to have policymakers, local governments and private/philanthropic sector innovators work with ResultsOHIO to initiate an application process. Traditionally, pay for success projects have been used to address policy issues related to public health, education, workforce development and criminal justice. But, any public policy challenge that has identifiable, measurable outcomes may be a candidate under the ResultsOHIO model.

“Our goal is to solve public sector problems with private sector solutions. Not only will this help bring the most innovative ideas to the table, but taking [this] approach ensures taxpayer dollars are only directed toward projects that work.”

The process to get a project off the ground starts with the ResultsOHIO application portal, which can be found at [www.tos.ohio.gov/resultsohio](http://www.tos.ohio.gov/resultsohio). Applicants can consist of any combination of service intermediaries, service providers, philanthropic organizations and investors – or a single entity that constitutes a full project team. We are looking for projects that have a total project cost of between \$3 million and \$10 million, where services are delivered over at least 18 months and up to five years, and have outcomes that can be periodically measured over the life of the project.

Once the project is submitted through the portal, our team will assess the application using a streamlined, uniform review process. Following scoring, projects are deemed as being “Pay for Success Appropriate and Ready,” “Pay for Success Appropriate, but Not Ready,”

“Not Pay for Success Appropriate,” or “Ineligible.” Projects that are “Pay for Success Appropriate and Ready” will be issued a ResultsOHIO Feasibility Report to better advocate for outcomes funding from either the General Assembly or respective local government.

Should a project secure funding, the dollars go into the ResultsOHIO fund, and the Treasurer's office will engage with any necessary parties to begin the contract negotiations. This includes determining the required outcomes and payment structure. ResultsOHIO will separately procure an independent evaluator who will be responsible for objectively verifying whether the desired outcomes have been achieved. The government entity will only repay if the outcomes are successfully met.

Ultimately, by taking advantage of the ResultsOHIO model, projects can leverage the expertise of our office's dedicated staff to execute contracts and ensure a project runs smoothly.

With your support, ResultsOHIO can bring together the critical players – government, philanthropy and service providers – to create a single and more powerful force to confront the challenges that are plaguing our communities. And as thought-leaders and innovators, I am seeking your partnership in making this bold and exciting new program a success.

We're grateful for the groundbreaking work you're doing in your communities. As budgets tighten and resources grow scarce, now is the time to tap into our collective strengths and add even more value to your successful projects through ResultsOHIO. Together, we can become the true change agents Ohio's future generations deserve. ■

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*Robert Sprague currently serves as Ohio's 49th Treasurer of State. He successfully launched the ResultsOHIO initiative, which established an infrastructure within the Treasurer's office to support pay-for-success programs aimed at combatting the social and public health challenges facing Ohio and can be reached at [resultsohio@tos.ohio.gov](mailto:resultsohio@tos.ohio.gov).*

# MEMBER NEWS

## In Memoriam

**Joy Roth**, president and founder of the Ottawa County Community Foundation

## New Staff and Promotions

**CareSource Foundation**  
Dan McCabe promoted to chief of staff and foundation CEO

**Cleveland Foundation**  
Adam Geither, office services manager

Stephen Love promoted to program manager for environmental initiatives

**Deaconess Foundation**  
Cathy Belk, president and CEO

**Interact for Health**  
Ross Meyer, vice president of equity and social determinants of health

**KeyBank Foundation**  
Eric Fiala, director, corporate initiatives and community relations

Yvonne Harrington, corporate responsibility officer

Amanda Petrak, corporate responsibility officer

Stacy Thompson, corporate responsibility officer

**KnowledgeWorks Foundation**  
Jason Swanson, director, strategic foresight

**Community Foundation of Lorain County**  
Laura Malone, development officer

**Jack, Joseph and Morton Mandel Foundation**  
Sarah Oles, grants coordinator

**Licking County Foundation**  
Jennie Dawes, donor services officer

**Ottawa County Community Foundation**  
Nancy Heller, interim executive director

**Saint Luke's Foundation**  
Peter Whitt, senior program officer

**Social Venture Partners Cleveland**  
Abigail Westbrook, executive director

**The Raymond John Wean Foundation**  
Tiffany France, program associate, administrative and facilities

## Accomplishments

**Greater Columbus Arts Council**  
Alison Barret named a YWCA Columbus 2020 Woman of Achievement

**Leadership Cincinnati**  
Eric DeWald, HealthPath Foundation of Ohio  
Chandra Mathews-Smith, United Way of Greater Cincinnati

## Departures

**Greater Cincinnati Foundation**  
Angie Williams

**The Dayton Foundation**  
Eleanor Comyns

**PNC Foundation**  
Dwendolyn Chester

**Saint Luke's Foundation**  
Angel Johnson  
Heather Torok

**United Way of Licking County**  
Helen Hall

**The Women's Fund of Central Ohio**  
Urvi Patel

## New Members

Community West Foundation  
Crabill Family Foundation  
Jeffers Family Fund  
The Portage Foundation  
J.W. and M.H. Straker Charitable Foundation

Please email staff changes and accomplishments to [jhoward@philanthropyohio.org](mailto:jhoward@philanthropyohio.org).

## Committing to racial equity and confronting racism

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- limited to, in "safe spaces" such as staff retreats and after-work happy hours or social gatherings.
2. When an employee of color is mistreated based upon their race or skin color, do not put the onus on them to address or rectify the issue. Act swiftly and boldly, as the matter can become toxic, erode office culture and potentially lead to litigation if left insufficiently addressed.
3. Racial equity "trainings" are helpful but do not go far enough. Hire people from the communities you seek to serve and pay them equal to similarly situated employees.
4. Recruit board members from the communities you seek to serve. Be

intentional and creative about uplifting nontraditional voices on your board.

5. Prioritize grantmaking to support organizations with diverse staff and board composition.
6. Provide grants to promote democracy building, specifically geared toward racial justice.

During this time, I humbly ask that all foundation leaders refrain from (albeit perhaps well-intended) efforts to "fix" or "address" racism by bombarding a person of color in the office with the laborious task of educating the organization on diversity, equity and inclusion or the history of race relations in America. Not only does this single person of color out as "the other," it

also: 1) puts more work on our plates which, in some cases, is outside the scope of our professional training and expertise; 2) reinforces stereotypes; and 3) perpetuates the falsehood that racism can only be addressed by people of color.

Any effort to build race consciousness within an organization should be owned and driven by everyone in the organization, from the mailroom to the boardroom. We cannot forge ahead in silos or in silence, nor through a single act of unilateral grantmaking. The greatest human act is to love. And it is only through love, empathy, and taking action that we can overcome these tumultuous times of civil unrest amid the COVID-19 pandemic. ■



Empowering Change

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## UPCOMING VIRTUAL PROGRAMS

### OCTOBER

- |    |                                   |
|----|-----------------------------------|
| 23 | Update on Ohio's Addiction Crisis |
| 27 | Education Initiative Meeting      |

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Philanthropy  
Forward '21

OCTOBER 13 – 15  
Cleveland

▶ [philanthropyforward.org](http://philanthropyforward.org)

### NOVEMBER

- |    |   |
|----|---|
| 10 | Health Initiative Meeting   |
| 12 | Midwest Family Foundation Webinar Series   Succession Planning  |
| 16 | Housing Affinity Group Meeting  |
| 17 | Building Pathways to Address Substance Use Disorder (SUD)   |
| 18 | Tri-State Community Foundation Series   Scholarships  |
| 19 | Midwest Corporate Giving Webinar Series   Navigating the Technology Options: Grant Management and Volunteer Systems |
| 20 | State of Ohio Post-Election Update  |

### DECEMBER

- |     |                                |
|-----|--------------------------------|
| 2   | Southwest Equity Peer Group    |
| 3   | Appalachian Ohio Funders Group |
| TBD | Redistricting Affinity Group   |