

# Cu tivate

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## Spotlight Feature

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A group counseling session at Serenity House Counseling Services, Inc.

WSPN mission:

Offering support to development professionals and advancing philanthropy since 1986.

## Funder Partnership—or Wannabe?

By Bill Hoffman

Funders are used to hearing different versions of the meaning of “partnership” from non-profits wanting to work with them (aka receive funding).

All too often the proposed “partnership” involves the funder supporting the initiatives or priorities the applicant brings forward with minimal input from the funder. On the other hand, the applicant sees that the funder 1) has “a lot of money” and 2) supports [insert general category the non-profit works in]. Therefore, the funder is fair game to “partner.”

I’ve been on the receiving end of these requests. When, however, I asked, “So you’re applying to receive x dollars ... where is the partnership portion for the foundation?”

I frequently didn’t get an answer. Often all the applicant did was look up our mission and the areas we funded (e.g. “Hey, they support education—



let’s apply”). There were no conversations about priorities, current and past investments, the foundation’s current goals or what we saw as needs in the areas being discussed.

Which goes to show that “partnership” may be the most overused and misused relationship regularly proposed to funders.

### What Are Partnerships?

Partnerships come in many varieties. But generally, partnerships involve equal partners serving as collaborative thought leaders, working toward a solution to a common challenge.

Partnerships are based on trust, common interest, and mutual respect for

*(continued on page 10)*

## 2017-18 Board Member Officers

WSPN’s nominating committee is pleased to announce  
this year’s slate of officers:

Maeven Sipes, president  
Katie Michel, vice president  
Catherine Voigt, treasurer  
Kate Bousum, CFRE, secretary  
Ann E. Spehar, immediate past president

# President's Message

## Preparation

As summer comes to a close my thoughts often turn to fall colors, pumpkins, hot chocolate and cozy sweaters. While this summer in Chicago was especially enjoyable and picturesque, autumn continues to be my favorite season.

For fundraisers like us, along with the cooler weather and falling leaves comes the “busy season” when our community’s generosity reaches its peak. How can you be sure to maximize the spirit of the season and not get too overwhelmed? *Preparation.*

Finding the time to plan and prepare is easier said than done. At the Food Bank we often talk about getting caught up in the whirlwind—those day-to-day tasks that need to get done. However, if you are forever working in the whirlwind, you miss the opportunity to make big strides toward new projects or goals.

I do not claim to have the secret, but I can tell you what I have learned over recent years. I feel most satisfied and engaged in my work after I have spent a day or even a half day actively planning and strategizing. I usually do this from home or some location out of the office and purposely do not check email during this time. Sometimes the plan is as simple as looking at my to-do list and prioritizing the order and assigning a timeline. Other times, I am looking at an upcoming stretch of time such as year-end and deciding what strategies we will be implementing and when.

Another way that preparation is key to success is for meetings. How many times have we complained about too many meetings or meetings getting in the way of “real work”? By spending time creating an agenda and outlining the goals for the meeting, you can avoid wasting time on discussions with no direction.

This is especially helpful for me when I meet with my direct reports each week. Throughout the week, I keep a list of topics I need to discuss with each of them



or questions I may have, and then I run through the list in one meeting instead of countless back and forth emails.

When creating agendas for team meetings, I often plan ahead and spread out big discussion topics over the following few weeks so we aren’t tackling too much in one sitting. Having the opportunity to receive ideas and feedback from others on the team is vital, but no one likes a dialogue with no end in sight.

I encourage each of you to take a block of time in the next two weeks and consciously make a plan for what you or your team needs to accomplish for a successful year-end fundraising season. Be sure to be realistic but not too conservative in your goals so that you can get through this important time without burning out. I look forward to hearing about your successes!

Respectfully,

Maeven Sipes

### WSPN mission:

Offering support to development professionals and advancing philanthropy.

### WSPN core services:

EDUCATION, NETWORKING and AWARENESS

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We invite your membership. Annual, non-transferable dues are \$40. Register online or make checks payable to West Suburban Philanthropic Network and mail to:

WSPN Membership

P.O. Box 268

Wheaton, IL 60187-0268

### 2017-18 WSPN Board Members Officers

#### President

##### Maeven Sipes

Vice President of Philanthropy  
Northern Illinois Food Bank  
msipes@northernilfoodbank.org

#### Vice President

##### Katie Michel

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#### Treasurer

##### Catherine Voigt

Account Executive/Grant Writer  
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#### Secretary

##### Kate Bousum, CFRE

Director of Advancement  
Child’s Voice  
kbousum@childsvoice.org

#### Immediate Past President

##### Ann E. Spehar

Owner  
Change a Life. Make a Gift.  
aespehar@att.net

# Philanthropy Collection News

## Bequest Giving

By Christine Kickels, Librarian  
College of DuPage's Philanthropy Collection

Charitable giving by bequest is estimated to have increased 2.1 percent between 2014 and 2015 to \$31.76 billion according to Giving USA 2016.

With only about 5 percent of estates leaving a charitable bequest each year, nonprofits need information about how to cultivate those gifts.

For example, research shows that only 55 percent of bequests made during mid-life make it to the final will. Those that are retained often result in larger gifts; therefore, not only is it essential to maintain donor relationships when developing charitable bequests but those that have confirmed their intentions to give cannot be forgotten.

For more information about donor cultivation and "giving science," check out some of these recent books available at the College of DuPage Library. All books circulate for 28 days. Select titles to start with include:

- **Conducting a Successful Major Gifts and Planned Giving Program: A Comprehensive Guide and Resource** by Kent E. Dove, et al.
- **How to Love Your Donors (to Death)** by Stephen Pidgeon.
- **Retention Fundraising: The New Art and Science of Keeping Your Donors for Life** by Roger Craver.
- **Fundraising: Principles and Practice** by Michael J. Worth.
- **Donor Cultivation and the Donor Lifecycle Map** by Deborah Kaplan Polivy.
- **American Generosity: Who Gives and Why** by Patricia Snell Herzog.

The Philanthropy Collection is located on the upper floor of the Library and is open to the public. If you live or work in DuPage County, you are eligible for a COD library card so that you can borrow materials.

Interested in finding grants? Our next FREE workshop, **"Introduction to Finding Grants for Nonprofits"** is at 9 am Friday, Sept. 29.

If I can help you become more familiar with our nonprofit resources, please contact me at (630) 942-2313 or [kickels@cod.edu](mailto:kickels@cod.edu). ●



## Committee Chairs

### Awards Luncheon co-chair

**Jessica Noe**

Senior Development Manager  
Feeding America  
[jnoe@feedingamerica.org](mailto:jnoe@feedingamerica.org)

### Awards Luncheon co-chair

**Sarah O'Donnell, CPRP**

VP of Development & Marketing  
The Cradle  
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### Communications chair

TBD

### Membership chair

**Courtney Simek**

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### Programs chair

**Cathy McCann**

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West Suburban  
**Philanthropic  
Network**

## Editor's Note

Dear *Cultivate* readers:

**W**SPN hosted another inspirational awards luncheon on May 23 at Embassy Suites in Naperville, where our recipients were honored for the valuable contributions they make to our community and the organizations they serve.

Enjoy photos of the luncheon on page 6. You can view all the photos by liking West Suburban Philanthropic Network on Facebook.

As a reminder, electronic versions of *Cultivate* are found at [www.wspn-online.org](http://www.wspn-online.org).

As always, it's a humble privilege serving as the editor of *Cultivate*.

Sincerely,



Jill McWilliams

Thank you to *Cultivate* proofreaders Mary DiCarlo and Sarah Lichtenwalter.

### Advertising in *Cultivate*

**A** limited number of business-card size (3.5x2 inches) advertising spaces are available in *Cultivate*.

\$190 - four issues

\$160 - three issues

\$125 - two issues

\$ 70 - one issue

\$325 - double ad size, four issues

\$475 - four-issue insert ad (8.5x11)

To place an ad, visit <https://tinyurl.com/ookj7vk>.

Please consider our advertisers when seeking services. Their ad fees help with the production costs of our award-winning publication.

## Spotlight – Featuring a WSPN Member Organization



**F**or over 30 years, Serenity House Counseling has successfully expanded substance abuse services throughout the Chicagoland area to meet the ever-increasing demand for treatment.

Serenity House has grown from a four-bed cottage in 1985 to a current capacity of 107 beds in their men's and women's residential programs. In addition, over 200 clients attend their outpatient programs.

Serenity House Counseling addresses the challenge of substance abuse disorders by providing a 90-day residential treatment program that offers not only behavioral and mental health treatment but also stability, shelter and basic needs. Treatment consists of a broad range of interventions: individual counseling, group counseling, family support including family nights and sober, fun activities.

These critical services offer a safe and supportive environment in which to recover from addiction, and clients learn the life skills necessary to return to their communities and families and to prevent future addiction.

### Extended Residential Care Programs (ERC)

Research proves that the longer an individual remains in a structured recovery environment, the greater the chance they will maintain long-term sobriety. ERC provides a safe and sober environment including:

- community living
- an understanding environment made up of others in recovery
- a professional staff who specializes in addressing issues and rebuilding lives
- opportunity for personal growth and increased well-being

### Adolescent Intensive Outpatient Services (AIOP)

AIOP is a highly structured, abstinence-based program designed to help adolescents ages 13-18 learn about substance use disorders. Counselors provide a holistic approach to treatment focused on integrating teens into the community while improving quality of family life.

Serenity House employs an integrative approach, utilizing an evidence-based curriculum that includes acceptance and commitment therapy, cognitive behavioral therapy, and dialectical behavior therapy.

Treatment consists of group, individual treatment, family support and drug testing. Clients attend 15-18 AIOP sessions for an average of five to seven weeks.

### Aftercare/Continued Care Services

Upon graduation from AIOP, clients continue their recovery in Aftercare/Continued Care. It has been shown that a person's opportunity for successful recovery is enhanced the longer they are engaged in treatment. Clients may attend Aftercare once a week and Continued Care once a month.

Their Mission: Serenity House provides treatment services for substance use disorders to all individuals and families who are recovering from substance use disorders by helping to develop the skills necessary to rebuild families, strengthen relationships and become productive members of the community. For more information, visit [www.serenityhouse.com](http://www.serenityhouse.com). ●



Men's extended residential home.

# Outstanding Volunteers Recognized at WSPN's Annual Philanthropy Awards Luncheon on May 23

Photography by LeVern Danley, LAD4 Creations, Inc., [www.LeVernDanley.com](http://www.LeVernDanley.com).



**First Row left to right:** Judy Wolthausen, Karen Joyce, Susan Miller, Mimi Rose, Joelyn Kott, Kimberly Meek, Elizabeth Fruth, Kay Van Wyk, Cheryl Weston, Sue Lingle and Judy Wardzala

**Second Row:** Pat Olinger, Karren Wcisel, Kaori Ito, Gari Lynn Swift, Mistie Lucht, Jennifer Barron, Jean Demas, Dorothy O'Reilly, Felicia Johnson, Cheri Armstrong, Bonnie Gahris and Ruth Reko

**Third Row:** Pat Green, Julie Ann Read, Karen Wincenciak, Ellie Radvanovsky, Carrie Shiring, Jean Marie Milligan, Marcie Peterson, Robbie Richards, Claudia Dunn and Helen Stirk

**Fourth Row:** Pauline Post, Don Westlake, Gladys Sargent, Tom Wcisel, John Edinger, Edwin Ziarko, Michael Skarr, Steven Gonzalez, Faroukh Dhunjisha, Jim Gill and Michael Rome

**“The best way to find yourself is to lose yourself in the service of others.”**  
— Mahatma Gandhi

**D**edicating yourself to volunteerism is a commitment to compassionate care, time and specialized expertise that all of our 2017 WSPN Outstanding Volunteers represented through the compelling nominations by the local nonprofits they represent. Amongst one another and with the people they serve, volunteers boost social skills, improve health and happiness as well as bring people together in friendship. Volunteers are the heartbeat at each of our nonprofit organizations and help us find opportunities to solving the challenges we face each day.

At this year's WSPN Annual Awards Luncheon, Dave McGowan, president and CEO of DuPage Foundation, recognized over forty Outstanding Volunteers whose gifts of time and expertise touch so many people in our region. Whether it is helping to stock food pantry shelves, teaching job readiness skills, clearing trails, building parks and more, the recipients of this recognition continually dedicate themselves to bettering Chicago's western suburbs.

The willingness of this year's Outstanding Volunteers to use their gifts and abilities has been an example of philanthropic leadership and will continue to strengthen our community as well as encourage others to become involved with volunteerism.

On behalf of local nonprofits and the community at large, we acknowledge and extend our profound gratitude to the 2017 WSPN Outstanding Volunteers for their endless contributions and service.

WSPN cordially extends its gratitude to **Elmhurst College**, **Pinstripes of Oak Brook**, and **The Morton Arboretum** for generously donating gifts to acknowledge this year's Outstanding Volunteers. If you would like to make a contribution to next year's Outstanding Volunteer honorees, please contact Sarah O'Donnell, awards luncheon co-chair, at [sodonnell@cradle.org](mailto:sodonnell@cradle.org). ●

# WSPN 15th Annual Philanthropy Awards Luncheon

Hosted on May 23 at Embassy Suites, Naperville.

Photography by LeVern Danley, LAD4 Creations, Inc., [www.LeVernDanley.com](http://www.LeVernDanley.com). See more photos on WSPN's Facebook page.



**Philanthropists of the Year:** Maeven Sipes, WSPN president; honoree Nancy Hamill Winter; Brook McDonald, president and CEO, The Conservation Foundation; and honoree Elizabeth Hamill Bramsen



**Philanthropic Leadership Award:** Maeven Sipes; honoree Sally Pentecost; and John Koranda, board chair of Naperville Heritage Society



**Humanitarian of the Year:** Maeven Sipes; honoree Rich Dickson; and Samantha Fisher, director of development of DuPage Habitat for Humanity



**Nonprofit Executive of the Year:** Maeven Sipes; honoree Kay McKeen, executive director of SCARCE; and Sandra Gbur, executive director of Western DuPage Special Recreation Association



**Foundation Philanthropic Award:** Maeven Sipes; honoree Ronald L. McDaniel, president of Ronald L. McDaniel Foundation; and Sarah Orleans, president and CEO of DuPage Children's Museum



**Service Club Philanthropic Award:** Maeven Sipes; honoree Stephen R. Hertzberg, DDS, MS, president of Naperville Noon Lions Club; and Ann Byrne, instructor for the visually impaired at Donka, Inc.



**Grantmaker of the Year:** Maeven Sipes; honoree Kristin Carlson Vogen of Oak Park-River Forest Community Foundation; and Lynda Schueler, executive director of Housing Forward



**Nonprofit Volunteer of the Year:** Maeven Sipes; honoree Theodore E. Lind; and Linda Cheatham, director of operations of People's Resource Center



**Young Philanthropist Award:** Maeven Sipes; honoree Rebecca Vogt; and Samantha Fisher, director of development of DuPage Habitat for Humanity



**WSPN Distinguished Service Award:** Maeven Sipes and honoree Ann E. Spehar



Dave McGowan serving as master of ceremonies

## Thank you to our 15th Annual Philanthropy Awards Luncheon Sponsors

With appreciation, we recognize our sponsors:

### Silver Sponsors

College of DuPage Fdn  
The Conservation Foundation  
DuPage Children's Museum  
DuPage Foundation

### In Kind

B. Gunther & Company  
Ball Seed

### Bronze Sponsors

The Cradle  
The Conservation Foundation  
DuPage Habitat for Humanity  
Hinsdale Junior Woman's Club  
Marianjoy Rehabilitation Hosp  
Momkus McCluskey, LLC  
The Morton Arboretum  
Napier Settlement  
Northern Illinois Food Bank  
People's Resource Center  
Pratap Associates, LLC

## Member News



**K**ate Bousum was awarded the Certified Fund Raising Executive (CFRE) designation, which is held by just over 6,000 professionals worldwide.

CFRE designees meet a series of rigorous standards set by CFRE International, complete an intensive written exam and agree to the accountability standards and *Donor Bill of Rights*.

Bousum is director of advancement at Child's Voice, where she has served since 2010. In addition, she serves on the board of the WSPN and volunteers with the Chicago Chapter of AFP. She has also worked for nonprofits including Elmhurst College and Metropolitan Family Services.

Child's Voice's mission is to empower children with hearing loss to be successful in all educational and social settings by optimizing their listening, speaking and academic skills. For more information about Child's Voice, visit [www.childsvoice.org](http://www.childsvoice.org).



**I**n May, Valerie Day joined Elmhurst College as vice president for development and alumni relations. Day leads the team that cultivates and develops philanthropic support for the College and strengthens connections with alumni.

Day has over 25 years of fund development and leadership experience not only in higher education but also in nonprofit and corporate sectors. Day has held a CFRE certificate since 2005, earned a masters of business administration from Carson-Newman University and a bachelors of business administration from Middle Tennessee State University.

"With the [College's] sesquicentennial [in 2021] and associated campaign coming up, we have a unique opportunity in front of us. Even though we've had some successes, the steps we're going to take in the coming years, under Valerie's leadership, are really going to auger well for this institution," said President Troy D. VanAken.

Founded in 1871, Elmhurst College is a private, four-year, liberal arts college, which currently enrolls about 3,000 full- and part-time students. At Elmhurst College, more than 60 undergraduate majors and 15 preprofessional programs are offered through 25 academic departments. Elmhurst College also offers 15 graduate degree programs. For more information, visit [www.elmhurst.edu](http://www.elmhurst.edu).



**Partnership:** In a move that bonds two area grant-makers working to ensure that DuPage children are ready for kindergarten, the Gustafson Family Foundation of Woodridge voted on Monday, June 5, to transfer its nearly \$17 million private foundation to the DuPage Foundation to establish a donor-advised fund through which GFF

**G**ustafson Family Foundation Makes Landmark Investment in DuPage Foundation to Forge New Part-

will continue its grantmaking going forward.

GFF is forging this partnership with DF to create a sustainable platform from which to operate at a lower cost, eliminate its administrative burdens of operating as a private foundation, provide more advantageous tax benefits for future contributions to it and to allow its board to benefit from the expertise of DF's knowledgeable program staff and other DF resources. The transfer marks one of our community's largest investments to date in a DuPage-area charity. Visit DF at <http://dupagefoundation.org>.



**J**eni Fabian was welcomed as People's Resource Center's new executive director in June. She has dedicated her career over the past 20 years to serving disadvantaged communities in the fields of homeless and disability service, affordable housing, social services and community recreation. Fabian looks forward to using her nonprofit leadership skills to help

improve the lives of low-income neighbors at PRC.

Prior to PRC, Fabian served for six years as executive director of The Community House in Hinsdale and for seven years as director of quality and performance improvement at Access Community Health Network. She is currently a member of the Friends of Housing Forward Advisory Group, Rotary Club of Hinsdale and Assistance League of Chicagoland West.

PRC helps meet the basic needs of nearly 30,000 individuals across DuPage each year including food, clothing and rent assistance while offering skill-building resources such as literacy classes, job assistance, computer training and art programs. To learn more or to volunteer, visit [www.peoplesrc.org](http://www.peoplesrc.org).



**F**amily Bridges was one of 20 suburban-based companies and organizations selected as an honoree of the 27th Annual Awards for Business Excellence, which are presented in recognition of business achievement, growth and community involvement. The award recipients were recognized at a reception on March 15 at Medinah Banquets in Addison.

Family Bridges, also known as Lazos de Familia, is a nonprofit that promotes thriving communities by delivering services to strengthen family relationships while embracing their cultural and spiritual values.

Since 2006, Family Bridges has served over 100,000 individuals via workshops, conferences, retreats and special events. Their programs extend to eight Illinois counties.

Each year, Family Bridges provides family-strengthening services to over 4,000 couples and singles. In 2015, they educated over 2,000 high school students on how to make positive choices and become involved in their communities. For more information, visit [www.familybridgeschicago.org](http://www.familybridgeschicago.org). ●

## Blasts from the Past

by Jill McWilliams, *Cultivate* editor

### Funders Panel



L to R: Allen Gustafson, Dave McGowan, Barb Szczepaniak, Tim Kolschowsky.

In June, DuPage Foundation President & CEO **Dave McGowan** moderated a panel featuring **Allen Gustafson**, president, Gustafson Family Foundation; **Tim Kolschowsky**, president, Gerald A. & Karen A. Kolschowsky; and **Barb Szczepaniak**, VP for programs, DuPage Foundation. NIU Naperville hosted the event.

Their top tips include:

- A relationship with a foundation doesn't ensure a grant, but without a relationship, a grant is unlikely.
- Know what kind of communication your funder expects. To enhance an authentic partnership, contact the foundation when something exciting happens with the project, if there are significant organizational changes or when things are not going as planned.
- Failure is not necessarily negative. It could be said that if you're not failing, you're not reaching far enough. Invite the funder back into the conversation to discuss course corrections.
- When crafting a powerful story, clearly address: What's the problem? How will you address it? How will you measure success and impact, conduct evaluation and become sustainable?
- Your financials should align with your story, which must align with the foundation's strategic focus. Your budget must be reasonable.
- Encourage your board to give. If your entire board isn't giving, why should outside funders?
- Recognizing the funder's gift promotes their philanthropic giving and can inspire others to philanthropy. ●

## Building Our Membership

**Y**our membership in WSPN is important to us. As volunteers, we strive to make education, networking and career enhancement opportunities available to you.

We ask our members and potential members to help in making this a valuable tool and resource to the suburban nonprofit community and to the profession.

For only \$40 per year, WSPN is the best value in town! Let us know if an organizational membership would be beneficial for your group.

Thank you,

Courtney Simek, membership chair  
csimek@seniorhomesharing.org

### Become a WSPN member:

Check out [www.wspnonline.org](http://www.wspnonline.org) to learn more about WSPN benefits including our monthly educational events, job opportunities and scholarship information.

Join online or by downloading a membership application at [www.wspnonline.org](http://www.wspnonline.org).  
Non-transferable dues are \$40 per year.

### Attention members:

We want to keep in touch!  
Have you changed jobs or received a new title?  
Do you have a new email or mailing address?

Simply log into your profile on [www.wspnonline.org](http://www.wspnonline.org) and update your contact information.  
Request a new password if you've forgotten it.

Also, join WSPN on LinkedIn to extend your networking possibilities.  
Be a part of the dialog.

# Scholarships

**M**ary DiCarlo recently attended AFP's Fundamentals of Fundraising course in Chicago with support from a WSPN scholarship. The two-day class hosted by AFP's Chicago Chapter brought together more than 60 attendees from across the Midwest with experience levels ranging from one day to 15+ years.

The instructor roster included some of AFP Chicago's leading development pros, who debuted a newly updated curriculum for this popular class. The coursework covered every aspect of fundraising, from strategic planning through securing the gift, to stewarding donors and volunteers, and administering the infrastructure that supports a successful development team.

The information-packed Participant Manual provided a valuable reference tool for rookies in the early stages of their fundraising careers and seasoned professionals prepping for the CFRE exam.

"This program was a great refresher and a terrific networking opportunity," said DiCarlo. "The instructors were engaging and available, enriching the curriculum with their experience and insights. Some of the liveliest discussion revolved around the Ethics in Fundraising material, reminding us of the importance of education, integrity and professionalism to the well-being of our industry."

The scholarship program is just one of many ways WSPN supports the continued professional development of its members. "I'm grateful to have WSPN and its members backing me up as I work to advance my career," DiCarlo said.

## HOW TO APPLY FOR A SCHOLARSHIP:

Scholarships for training and continuing education opportunities are available to WSPN members. Scholarships can be applied to a variety of educational opportunities related to fundraising and nonprofit management.

If you are a member of WSPN and interested in applying for a scholarship, please complete an application form found at [www.wspnonline.org](http://www.wspnonline.org). ●

## Funder Partnership (continued from page 1)

what each player brings to the process. Each partner recognizes that it doesn't have all the answers and relies on the perspectives of the other partners to enhance the approach that all partners work on implementing. Strong partnerships do not develop quickly, nor do they dissolve quickly under pressure.

What partnerships are *not* are simple funding relationships. Those are more accurately called transactional relationships.

### The Challenges of Funder Partnerships

Funder-nonprofit partnering involves incorporating different perspectives, giving up a level of control, and making compromises. Nonprofit staff members are often enamored with existing programs, having put considerable effort into developing them. Funders usually focus on outcomes, not processes. Changes may be necessary to attain the mutually desired end result.

### The Payoffs of Effective Partnerships

The different perspectives partners bring to an issue can lead to new or more effective solutions. When a nonprofit is receptive to a funder's insights—rather than just paying lip service to "partnering together"—the relationship is no longer merely transactional. A level of trust develops.

Failing in order to learn better approaches is much more acceptable when partnering instead of simply funding a program. And the beauty of partnering for long-term solutions is that it is more likely to lead to funding being renewed, allowing the partnership to continue to work toward those long-term solutions.

Partnerships with funders take a commitment of time to establish and may not be easy, but they can lead to amazing long-term results.

### About Bill Hoffman



Bill Hoffman leads Bill Hoffman & Associates, LLC, which is a Tampa-based consulting firm with national-level independent sector expertise in these

specialized areas: educational engagement strategies, nonprofit leadership transitions and organizational and board development.

Bill is a prolific author and frequent presenter on these and other related topics, which BH&A studies on an ongoing basis. He has senior-level nonprofit management experience in education, having been the president of one of the nation's top K-12 education foundations, functioning as interim CEO for prominent national and state education and philanthropic associations, as well as leading national, regional and state boards of directors.

He has developed nationally innovative programming for nonprofit executives, including the Certified Education Foundation Leader program for K-12 education foundation executive directors. This program is being delivered by one of the nation's largest non-profit universities and rolled-out via the industry's largest trade association. He is also an adjunct professor at National University, teaching Non-profit Leadership and Board Development.

For more information or to learn more visit [www.billhoffmanandassociates.com](http://www.billhoffmanandassociates.com); [Bill@BillHoffmanAndAssociates.com](mailto:Bill@BillHoffmanAndAssociates.com). ●

**“Philanthropy is often seen as society's risk capital. That means the onus is on philanthropists, nonprofit leaders and social entrepreneurs to innovate. But philanthropic innovation is not just about creating something new. It also means applying new thinking to old problems, processes and systems.”** – Laura Arrillaga-Andreessen

## PhilanTopic Resources

### TED Talk—Angela Lee Duckworth: Grit: The power of passion and perseverance

[www.ted.com/talks/angela\\_lee\\_duckworth\\_grit\\_the\\_power\\_of\\_passion\\_and\\_perseverance](http://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance)

Leaving a high-flying job in consulting, Angela Lee Duckworth took a job teaching math to seventh graders in a New York public school. She quickly realized that IQ wasn't the only thing separating the successful students from those who struggled. Here, she explains her theory of "grit" as a predictor of success.

### Fidelity Charitable Study: Women and Giving

[www.fidelitycharitable.org/docs/women-and-giving.pdf](http://www.fidelitycharitable.org/docs/women-and-giving.pdf)

This report highlights the evolution in giving, spotlighting the differences between generations of women (Millennials and Baby Boomers) who give and further examines the similarities among all women and how their philanthropic journeys are distinctive from men's. The survey details the results of 3,200 donors who answered substantive questions regarding their outlook on and engagement with giving.

### National Council of Nonprofits

[www.councilofnonprofits.org](http://www.councilofnonprofits.org)

Produces and curates tools, resources and samples for nonprofits. View the most recent additions, browse by category or search their site for specific information under their Tools & Resources tab.

### Non-profit Guides

[www.npguides.org](http://www.npguides.org)

Grant-writing tools for nonprofits, including tips, sample proposals and links.

### The Arts Work Fund for Organizational Development

<http://artsworkfund.org>

A funder collaborative created to help strengthen the management and operations of small arts and cultural organizations in Chicago and Cook County. Through grants of up to \$15,000, the fund supports the efforts of small arts and cultural organizations to develop their organizational capacity. Applications are accepted at any time of year.

### Share your resources:

Do you have favorite resources you would like to share with *Cultivate* readers? Please email them to [jillm@elmhurst.edu](mailto:jillm@elmhurst.edu). ●

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## Save These Dates . . .

### West Suburban Philanthropic Network Programs



Please save these dates . . . and join us for the exciting events we have planned.

WSPN programs are free to WSPN members and \$20 for non-members.

Programs are usually held on the third Thursday of each month.

**Registration and refreshments begin at 8 a.m. and the program begins at 8:30 a.m. unless specified.**

**For more information or to register, visit [www.wspnonline.org](http://www.wspnonline.org).**

**Thursday, Sept. 7**      **Time:** After Hours  
4 - 7 p.m.  
**Location:** Kona Grill, 3051 Butterfield Road, Oak Brook Promenade, Oak Brook, IL 60523

**Thursday, Sept. 21**      **Topic:** State of Philanthropy: Trends and Perspectives  
**Presenters:** Lindsay Marciniak, senior vice president, CCS Fundraising  
Michael Happ, senior director, CCS Fundraising  
**Location:** Oak Brook Park District, Central Park West Facility, 1500 Forest Gate Rd.,  
Oak Brook, IL 60523

**Thursday, Oct 19**      **Topic:** Finding the Dollars in Your Data  
**Moderator:** Ken Bartels, Principal/Owner, Ken Bartels Consulting  
**Panelists:** Chris Jabin, senior vice president of development, CZS  
Jill Koski, CFRE, vice president of development, The Morton Arboretum  
Sarah Martino, advancement services manager, College of DuPage Foundation  
**Location:** College of DuPage, Culinary and Hospitality Center, Silverleaf Room,  
425 Fawell Blvd., Glen Ellyn, IL 60137

**Wednesday, Nov. 8**      **Topic:** Partners in Philanthropy Day  
**Half-day Workshop**  
**Time:** Major Gifts  
7:30 a.m. to 12 p.m.  
**Presenter:** Barlow T. Mann, chief operating officer, Sharpe Group®  
**Location:** TBD

**Thursday, Dec. 7**      **Time:** After Hours Holiday Party  
4 - 7 p.m.  
**Location:** Ellyn's Tap & Grill, 940 Roosevelt Rd, Glen Ellyn, IL 60137

**Save these dates, too. More details to follow.**

**Jan. 18 • Feb. 15 • Mar. 15 • April 19 • June 17 (Funders Panel, back by popular demand!)**

West Suburban Philanthropic Network, P.O. Box 268, Wheaton, IL 60187-0268

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