A Look Back At 2014
Emerging Practitioners in Philanthropy (EPIP) is a national network of changemakers committed to building a just, equitable, and sustainable society.

We exist to ensure that the next generation of foundation professionals and social entrepreneurs reach their potential as leaders.
OUR THEORY OF CHANGE

Better leadership development ensures more effective changemakers

Better changemakers develop more effective philanthropy with greater impact

Better philanthropy results in better and more consistent social change outcomes

Better social outcomes lead to a more just, equitable and sustainable society
OUR MEMBERS
A DIVERSE AND GROWING NETWORK

WE HAVE OVER 900 MEMBERS ACROSS 35 STATES WORKING IN FOUNDATIONS, GOVERNMENT AGENCIES, CORPORATE GIVING AND MORE

99% ARE GENERATION X OR Y

65% ARE WOMEN

48% ARE PEOPLE OF COLOR
More than 100 EPIP Chapter Leaders volunteer with one of our 12 local chapters across the country. They provide the opportunity for our members to show leadership and build local communities of like-minded changemakers. EPIP directly supports this work by providing each chapter with baseline funding, budget management, and technical and program support.

In 2014, our chapters provided 84 programs and events in their local communities. They included:

- The Bay Area Career Panel Series
- San Diego Healthcare Happy Hours
- DC Breakfast Club
- Giving Circles in both Philadelphia and Los Angeles
- Los Angeles Mentorship Program
- Boston Epiphany Series
Our Staff

Emily Kessler
Interim Executive Director
Emily previously consulted with EPIP for two years on matters ranging from programming to communications. She is also a strategist and coach for nonprofit and grant making organizations, working to build their capacities, including leadership and talent development.

Michael Barham
Membership and Operations Manager
Michael supports EPIP’s general operations, provides financial management, liaises with EPIP’s fiscal sponsor, and provides nationwide support to EPIP membership. He previously worked as Program Manager for the Champion Learning Center and Research Apprenticeship with the Board of Jewish Education.

Christen Lee
Regional Coordinator
Christen has seven years of experience working with nonprofits, social enterprise, and funders. She is the Deputy Director, Asian Immigrant Women Advocates, as well as the Bay Area co-chair for Asian Americans/Pacific Islanders in Philanthropy (AAPIP) and a member of the Bay Area EPIP chapter.

Tamir Novotny
Regional Coordinator
For more than seven years, Tamir has held several positions at Living Cities, a consortium of 22 major foundations and financial institutions focused on economic opportunity in cities. He is currently in the role of Senior Associate, Public Sector Innovation.
EPIP develops programming that supports the leadership development and growth of our members.

In 2014, we held 18 webinars on a variety of topics ranging from youth grantmaking to the impact of gender and race on philanthropy.

We also introduced our Measuring a Leader framework to focus our programming on key leadership skills.
February 2014

From Gender Theory to Gender Transformative Giving: Reconnecting Race, Class and Gender

Riki Wilchins, Executive Director of TrueChild, shared her insights on issues of gender identity, gender theory, and gender equity. Riki noted how funders can often see race and class as integral to their analysis but overlook gender entirely. She led a unique, engaging discussion of her journey from LGBT rights and gender identity to “gender transformative” approaches that touch on all youth by using gender theory to reconnect social justice and gender justice.

EPIP/Public Allies Webinar: Social Impact Bonds 101

EPIP hosted a webinar with Public Allies introducing Social Impact Bonds, a new funding trend. Led by Robert Esposito and Shawn Pelsinger, NYU Law and Social Enterprise Fellows, this webinar covered how these bonds are changing the future of funding, philanthropy and social change. Robert and Shawn walked us through the nuts and bolts of the social impact bond process, using several case studies, and examined the potential impact of impending legal changes.
March 2014

An Intimate Conversation with EPIP’s Newest Executive Coach, Pratichi Shah

EPIP’s newest executive coach, former Chief Talent Officer for Independent Sector, Pratichi Shah, joined us for this interactive session. Using EPIP’s “Measuring a Leader” framework, Pratichi offered options and opportunities for skill improvement and career building. During the second segment of the webinar, Pratichi answered questions submitted in advance by participants, giving them the opportunity to take an inventory of their skills and enhance their understanding of talent management.

Catalyzing Change with Communications and Comedy

EPIP spoke with Mik Moore and Miriam Fogelson of Moore + Associates, a cutting-edge communications firm that works with foundations, nonprofits, political operations and a plethora of well-known public figures. Participants learned about M+A’s work in movement building, social impact campaigns and progressive, comedic get-out-the-vote initiatives. Mik and Mariam led a fascinating conversation about using creative, innovative, and strategic communications to achieve our social change goals and shared techniques that nonprofits and foundations can use to elevate their message and “be heard above the noise.”

April 2014

EPIP/Public Allies Webinar: Social Impact Bonds 102

As a follow up to Social Impact Bonds 101, NYU Law and Social Enterprise Fellows Robert Esposito and Shawn Pelsinger joined us to take a deeper look into the growth of SIBs in the United States and the implications for the philanthropic sector. Our two experts took us through a number of recent developments around SIBs in the U.S., including the fate of guarantors, the growth of multiple-funding sources, the expanding position of investment banks for financing, and the ultimate role of foundations and philanthropy.
Philanthropy with a Small P: Race, Crowdfunding and Community

This webinar highlighted how those who work within the confines of institutional philanthropy can continue to practice philanthropy on a personal level. Attendees joined us for a frank discussion about the intersection of institutional philanthropy, black community giving, higher education and crowdfunding. We began with the story of Ché Nembhard, a college student who initiated a crowdfunding campaign to help pay his tuition bills. Our second segment featured a group of distinguished philanthropic veterans of color who promoted Ché’s campaign, including Cedric Brown of the Kapor Center, Dwayne Patterson of the Sixth Group, William Buster of WKKF, and Omisade-Burney Scott of Democracy NC and Ananse Consulting. Participants learned how philanthropy can be used as a tool for the advancement of racial equity.

Serve on a Board, Save the World AND Advance Your Career

This session was designed for EPIP members and other emerging professionals who have not served on a nonprofit board, but would like to learn how to become a board member of a nonprofit organization. Dan Blakemore (Assistant Director of Development, Individual Giving at International House and Board Member of YNPN National) and Emily Kessler (Independent Consultant and Co-Director of the NYC Venture Philanthropy Fund) discussed reasons why you should serve on a board and how it can advance your career. They also provided basic information one needs to know before serving as a board member, and dispelled myths about board service. Resources were provided to help participants locate an appropriate nonprofit seeking board members and concluded with an informative Q&A.
May 2014

Strengthening Nonprofit-Funder Partnerships

This session featured speaker Christine Reeves, Senior Field Associate of the National Committee for Responsive Philanthropy (NCRP). Christine led us through an engaging webinar in which she discussed various ways to address the imbalance of power between funders and nonprofits (as well as between funders, nonprofits and communities). We explored the context for and necessity of strong funder/nonprofit partnerships, and discussed ten assumptions about funder/nonprofit partnerships we might want to avoid. Christine also walked us through practical ways to achieve stronger funder/nonprofit partnerships and provided us with concrete actions every philanthropic practitioner can use in our work.

Grace Under Pressure: How to Build Engagement and Capacity for Action in Distressed Communities

For this webinar, we were joined by both a nonprofit (Community Solutions) and funder (Zilber Family Foundation) to discuss how to meaningfully engage under-resourced communities and “work in the trenches.” The two organizations shared how they’re making lasting impact at the grassroots level and helped us to examine the successes and failures of their work to build capacity, develop local organizations, engage residents, and empower communities.

EPIP/Public Allies Webinar: Crowdfunding 101

EPIP and Public Allies partnered for the third webinar in a four-part webinar series: “the future of funding social change,” with NYU Law and Social Enterprise Fellows Robert Esposito and Shawn Pelsinger. Our presenters led us through an exploration of crowdfunding, discussing at length what this new tool means for the future of funding, philanthropy and social change and how it can be used to make an impact. The Fellows also examined how impending legal changes may impact crowdfunding, and explored the potential consequences for funders, governments, fundraising and the social sector as a whole.
September 2014

Talent-Focused Grantmaking: Fund the People for Impact and Sustainability

Funding nonprofit talent is a vital but often overlooked piece of the grantmaking puzzle. This webinar offered an in-depth examination of talent-focused grantmaking and nonprofit leadership development. The webinar was led by the President and CEO of the Talent Philanthropy Project (and EPIP’s Founder and former Executive Director), Rusty Stahl as well as Stephanie Andrews (Leadership Development Director at the Bush Foundation) and Tom Fuechtmann (Program Officer at the Community Memorial Foundation) - two funders with extensive experience in this work. Rusty, Stephanie and Tom discussed the factors that are necessitating this shift towards funding talent; how these practices are being implemented on the ground; and how to explore talent-focused grantmaking in one’s own work.

Intent to Discriminate Not Required: Understanding a Structural Race Lens

In this introductory webinar, Dennis Chin (Communications Coordinator) and Julia Beatty (Coordinator for Leadership Initiatives) of the Center for Social Inclusion discussed the current context of race and provided a deep analysis of structural racism. The speakers gave examples of how racial and equitable US policies are important for all Americans and then gave some tools funders could use to identify structural problems in these areas. Angela Brown (Director of Programs) and Nahir Torres (Teen Development Program Officer) of The Hyams Foundation then shared how they were able to apply a structural race analysis to a key programmatic area as an initial step to infusing racial justice throughout the Foundation’s work.
October 2014

Matching Money and Mission: Investments for Social Change

Most foundations use grants alone to achieve their missions – but increasingly many are looking to their endowments as another tool for impact in the growing fields of impact investing and responsible investing. As opportunities increase, foundations are also becoming involved in mission-related investing (MRI), program-related investing (PRI), and other investment approaches. For this webinar, Beth Herz, Associate Program Officer, Surdna Foundation, and Kesha Cash, Director of Investments, Jalia Ventures, explored the ways that foundations are aligning their investments with their missions and values. They discussed two specific examples: a national foundation’s program-related investing fund and Impact America, a newly launched equity firm that is creating both financial and social returns.

The Power of Convergence: Advancing Equity through Policy and Philanthropy

The Convergence Partnership, formed in 2006, is a collaborative of funders, such as Kresge, RWJF and Kellogg, whose goal of policy and environmental change are designed to help create communities of healthy people living in healthy places. During this webinar, Jasmine N. Hall Ratliff, Program Officer, The Robert Wood Johnson Foundation, and Amanda Maria Navarro, Deputy Director, PolicyLink, discussed how local and regional partnerships can inform and advance future collective impact work.

November 2014

Using a Gender Lens to Enhance Outcomes and Drive Innovation

How can lessons from grantmaking with a gender lens be applied more broadly? The Washington Area Women’s Foundation is using a gender lens in grantmaking to fill an important need in their community and help their Grantee Partners achieve enhanced outcomes. President and CEO Jennifer Lockwood-Shabat spoke with us about how they are using their unique position and influence to drive innovation, shared their pioneering two-generation work with middle-school girls and their female caregivers, and discussed how to apply what they’ve learned through this experience in other lines of work.
The Future of Philanthropy: A Closer Look at Youth Grantmaking

The greatest intergenerational transfer of wealth is upon us. The good news: there are many youth grantmaking initiatives happening around the world to help support this. For this webinar, we learned from Annie Hernandez (Executive Director, Frieda C. Fox Family Foundation), Amanda Dillon (Manager of Strategic Philanthropy, Foundation Center), Zach Whitten (Founding Member of Junior Board, Lumpkin Family Foundation), and Khayriyyah Muhammad Smith (Committee Member, Michigan Community Foundations Youth Project) what is happening in the field of youth philanthropy to prepare for this massive shift and how to take part in this inspiring movement.

December 2014

EPIP/Exponent Philanthropy Webinar | Facilitation: Tools of the Trade

Skilled facilitation is key for effective philanthropic leaders, whether you are raising money or giving it away. From staff meetings to board meetings, from grantee convenings to funder collaboratives, being able to confidently lead meetings of all types strengthens your work and makes it more productive and enjoyable. There are concrete skills and philosophical approaches that skilled facilitation brings that helps - in a power-laden field - truly equalize dialogue, give under-represented voices greater power, and bring together diverse stakeholders working towards shared visions. During this webinar, Janice Simsohn Shaw (Senior Program Director, Exponent Philanthropy) shared with us the specific tools and frameworks that make her such a skilled facilitator.
Influencing & Fundraising
Social Justice & Racial Analysis

What makes someone a leader?

In November 2014, EPIP introduced the Measuring a Leader framework, a set of skills and knowledge areas vital to the development of great philanthropic leaders created with the help of a group of human resources professionals in the field. EPIP shares and reinforces these skills with our members through targeted programming and messaging that features one Measuring a Leader skill per month.

Strategy & Analysis
Leadership & Management
Communication
Decision-Making
Innovation & Problem-Solving
Social Justice & Racial Analysis
Influencing & Fundraising
EPIP builds connections that support and encourage social change.

In 2014, we worked with partners to hold two convenings dedicated to promoting equity in philanthropy and used our online platform and social media to strengthen our network.
EPIP is a proud member of the Joint Affinity Groups (JAG).

In 2014, we joined with JAG to hold the inaugural JAG Unity Summit, a three-day convening in Washington, DC, for JAG’s 20th Anniversary, and offered our members a separate full day of workshops and plenaries at EPIP Unites at the Unity Summit.

EPIP’s Chapter Leader Group (CLG) also met to share insights and expertise, provide skill development opportunities, and meet with staff from EPIP National to discuss their local chapters and their programming.
Jasmine Hall Ratliff @jhallratliff

Power doesn’t have to be a negative. Figure out how to use power in creating the impact you want to have. -Tonya Allen

Sharon Rice @SharonNRice

Susan Hariston: listen, learn, take risks and make relationships. How to make an impact in philanthropy.

Fatima Angeles @FA_CalWellness

“It’s not what we look like, it’s what we stand for.” Peggy Saika #aapip

Lori Villarosa @lvpre

My 6-word equity essay for JAG: We must be evidence of progress. What r we each willing to risk & move in philanthropy?

E. Bomani Johnson @ebomani

Powerful, beautiful people changing the world.
PCN GATHERING

EPIP held our 2014 People of Color Network Gathering (PCN, formerly Professional Development Fund) at Race Forward’s Facing Race National Conference in Dallas, TX.

PCN offered people of color and their white allies access to professional development training and intergenerational learning opportunities, with the intent of diversifying and retaining people of color within the philanthropic sector.

Participants were able to make personal connections to social justice work, better understand structural racism, and bring their new understanding back to their workplaces.
In late 2014, EPIP began the process of building on our existing online community and increasing member engagement by transitioning a new web platform – NationBuilder. NationBuilder is the leading platform for membership organizations and excels at both community organizing and promoting member involvement. This platform will help EPIP to increase the impact and reach of the Measuring a Leader framework. Members will be able to see their personal leadership development progression and compare their use of the Measuring a Leader skills with other EPIP members.

The EPIP blog also began that provided EPIP members with another opportunity to make connections and further their professional development. The blog shifted from a model of leading with EPIP’s expertise to helping members showcase their own thought leadership while continuing to aggregate valuable content and resources.
EPIP looks forward to growing our network and continuing our mission to build a better world in 2015.