



Foundation in Focus

Message from Leah:

I was reflecting on the past year and the very real ways our vision for strong communities where families thrive and our mission to partner with non profit organizations to strengthen families and their communities were moving from just words into true result for families.

The Foundation has had an amazing year of grantmaking. As you read through this newsletter be sure to spend a few minutes on our end-of-year summary. We recap the third cycle of grants made by the Trustees on December 14th and Symone McClain has provided wonderful graphics that describe our grantmaking in each of the communities where you work. These grants were made thanks to many hours of commitment from our four grantmaking committees and utility players. Family members spent time at the sites of our grantees getting a firsthand view of their work with families and getting an even deeper understanding of their hometowns and communities. I speak on behalf of the staff and our consultant, Rebecca Stone, when I say thank you for making our mission come alive and our vision begin to become a reality for our grantees and those they serve.

I hope additional family members will join us in this important work. As a member of a grantmaking committee your commitment of less than 15 hours per year will help you see our work firsthand - making recommendations to allocate our funds. You will find the process fun, engaging and insightful and staff will help you every step of the way. Give us a call and we will provide you more information on how you can work together with family in your philanthropic service as Dorothy, our founder, had hoped when she envisioned your family's foundation.

I am very pleased to inform you that our wonderful staff member Symone McClain has been promoted to Vice President of the Foundation. Symone is a vital part of the work we do and has been assuming ever increasing responsibilities in our operations and grantmaking. This new title reflects that hard work and the reality of all she does for us. Symone will still be your first line of communication with Foundation on your directed giving and all other questions.

As you know from my letter in November, I will retire in 2016. I will remain at the Foundation until the new President has been seated and a smooth and seamless transition has taken place. In this newsletter, the email message about the position search you received from Kelly McShane on January 6 is reprinted for your reference.

I wish all of you and your families the blessings and hope of a New Year filled with peace and happiness.

IMPORTANT UPCOMING DATES

Trustee Meetings

April 11
June 20
September 19
December 12

Investment Committee Meetings

February 8
May 9
August 8
November 7

Cycle 1 Grantmaking

LOI Due Date - February 22
Site Visits - March 21 - April 8
Committee Meetings - Week of May 23

Responsive Deeper Impact Grants

RFP Issued - April 4
LOI/Intent to Apply - May 6

Deep Impact Grantmaking

Responsive Deep Impact Grantmaking Update

In June 2015, the Board approved a new grants program to make long-term, deeper impact grants through its Responsive Grantmaking. This program has been named Responsive Deep Impact Grantmaking (R-DIG). The R-DIG will allow ONF to explore, support and evaluate approaches to key issues that will lead to significant learning and impact on the issue and, consequently, long-term improvements in approaches to family strengthening. This approach builds on the lessons learned from the Positively Moms framework.

Staff and Responsive Grantmaking committee members have spent time since June in creating the structure and form for this new program. Four areas have been identified for these new grants:

- Family Hunger, Food Insecurity and Access to Nutritious Food
- Addressing the Needs of the Hardest to House
- Creative Connections for Families
- Cleveland-centric organizational support

This new grantmaking program will offer multi-year grants of up to \$100,000 per year for three years. The first year will be considered the pilot program and eligibility will be limited to all past and current grantees of our Responsive Grantmaking program who work on the specific focus areas identified above. If an organization has a current grant with ONF, that grant must close as of March 30, 2016 in order to be eligible to apply for the R-DIG.

For any of the chosen issue areas, an R-DIG framework would mean investing in three ways:

- Innovative Approaches – Development of new programs or curricula, innovative use of technology or integration of strategies across different types of service providers.
- Promising Practices – Support of established programs or services that have already demonstrated effectiveness and have potential for scale and impact.
- Research & Evaluation – Any effort supported by an R-DIG would also receive dollars for rigorous evaluation. Some funds could also support related research in the area of focus.

Just before the holidays, ONF sent out communications to all Responsive Grantmaking grantees, alerting them to the new program. An invitation was also extended to all grantees to participate in an informational webinar on January 14. Information about the R-DIG has been posted to our website and we will offer technical assistance sessions in March.

The committees and staff will be finalizing the RFP – which will be issued on April 4 with an Intent to Apply due on May 6. Full proposals will be due on July 29 and awards will be made in September.

We would encourage you to get involved in this exciting new grantmaking program. Contact Leah or Symone if you are interested.

Other News

Molly Sweeney Honored with Special Award

Molly Sweeney founded the Horses and Humans Foundations (HHRF) ten years ago to build a body of rigorous research on the effects of the therapeutic bond that horses and humans share. At the HHRF “Wow What a Decade” Celebration on November 14, 2015 in Magnolia, Texas, the organization established the perpetual “Sweeney Visionary Award” in honor of Molly and George Sweeney for their dedication and impact on equine assisted activities (EAA) research.

In an interview with HHRF Molly said “EAA is unique in that the horse recognizes what we most need now, even if we don’t and then chooses to help us connect with and meet that need, be it mental, physical, emotional, psychological, intellectual or even spiritual. In effect, the horse can diagnose and holistically treat humans at the same time. This concept is rarely accepted in the field of medical treatments so comparison it other treatments is difficult. However my own and observed experiences would say that horse heals human faster, gets to the deepest cause and works better with zero side effects.”

The Foundation serves numerous equine assisted activities and therapeutic programs through our grantmaking programs all of whom achieve strong outcomes for those they serve. Each one of these programs can link their successes to our own Molly Sweeney, a true thought leader and visionary in this work.



Trustee Shirley Cohen Completes Her Service

Trustee, Shirley Cohen, PhD, appointed by John O’Neill, completed her three year term on the Foundation Board at the December 14th meeting and has chosen to retire. Dr. Cohen, as the first non-family Trustee to represent a family branch has made a lasting mark on the O’Neill Foundation. Shirley is an expert in disabilities studies, program evaluation and project design and management. She brought these considerable skills to her role as trustee, member of the Positively Moms Advisory Committee and to the Responsive Grantmaking program where she worked on numerous requests each cycle. Her insights, willingness to challenge ideas and wonderful sense of humor made a truly invaluable member of our team. We will all miss working with her throughout the year. Trustees created a resolution honoring Shirley which is now a permanent part of the Foundation’s record and history. In addition the Trustees awarded Shirley \$15,000 to direct to non profit organizations who serve families as a way to honor her hard work on behalf of the Foundation.



Welcome Kathy Ladiner to ONF Staff

Kathy Ladiner joined the ONF staff on December 2, 2015 as Foundation Assistant. Kathy recently retired after working for Nordson Corporation for 21 years, 15 of those years she spent as Grants Manager for the Nordson Corporation Foundation. Kathy managed Nordson’s employee matching gift program for more than 5,000 employees and was often referred to as the “hub” of the Foundation because she kept everything run-ning smoothly. Kathy also served for five years as the Ohio Grants Managers Network regional chair where she organized regional meetings and presented information on grants management regionally and nationally. Kathy enjoys traveling with friends and family and loves spending time with her two young grandchildren. We are thrilled to welcome Kathy to the Foundation!



Update from Search Firm

January 6, 2016

Dear Family,


As you know from my email in September, Leah Gary has informed us that she will be retiring as President and Chief Executive Officer of the O'Neill Foundation later this year. The Trustees are grateful to Leah for her leadership and service over the past nine years. Since September, the Trustees have been busy planning for the transition. We are pleased to announce that we have retained the services of a national executive recruiting firm to assist us in the important process of finding Leah's successor. After an extensive search process, we have selected Kittleman & Associates (www.kittleman.net), which is known for its focus exclusively on foundations and public charities.

In the next few days, we will be making a public announcement of Leah's retirement to our grantees, selected foundation executives and other stakeholders in the communities where we fund. You will see a brief article in the next family newsletter regarding this leadership transition as well. We will also begin advertising to fill the CEO position. Our goal is to identify candidates over the next few months, do interviews in April and May, and have a new CEO in place in the summer of 2016.

I have attached a copy of the Position Guide which the Trustees have approved for distribution. Please feel free to forward this document to anyone you believe may have an interest in this opportunity. Interested candidates should send a current resume and letter of interest to resumes@kittlemansearch.com. I would be happy to answer any questions you may have and will keep you updated as the process continues.

Best wishes to everyone for a very happy 2016!

Sincerely,



A full position description is posted on the O'Neill Foundation website. [Click here to read the Position Guide.](#)

Year in Review

As we close out our 2015 grantmaking year, Leah and I would like to thank you for your participation in the grant process and your commitment to the work of the O’Neill Foundation. We want to especially thank the Grantmaking Committees and Utility Players for all of their hard work throughout the entire grantmaking process from reading Letters of Inquiry and attending site visits to making sometimes very tough grant recommendations. Looking forward to 2016, I am especially excited about the addition to our staff, Kathy Ladiner, implementing our new grants management system and working with all of you to make great grants in your communities. Happy New Year!

2015 Grantmaking Summary

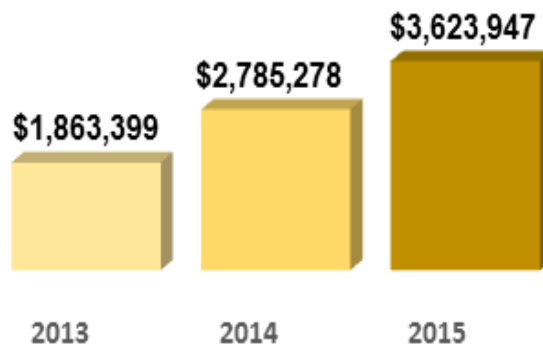
Type of Grant	Dollars Awarded	Number of Grants
Associations/Memberships	\$23,238	5
Donor Advised Funds	\$117,000	20
Family-Directed	\$370,250	75
Responsive Grantmaking	\$3,623,947	123
Trustee Approved	\$26,000	5
YouthDirected Gifts & Youth Philanthropy Program	\$105,020	36
Total	\$4,265,455	264

Responsive Grantmaking Program

In 2013, we began our Responsive Grantmaking program focusing on our vision of supporting strong communities where families thrive. Over the past three years more than 300 grants totaling approximately \$8,000,000 were awarded to non-profit organizations in O’Neill family communities.



Grant Dollars Approved by Year



Cycle 3/2015 Grant Approvals

Organization Name/Project Title	Amount	City	State	Type of Support
Baldwin Wallace University <i>BW Speech Clinic - Family Centered Feeding Clinic</i>	\$35,000	Berea	OH	Special Projects
Breakthrough New York <i>Family Association Project</i>	\$10,000	New York	NY	Special Projects
Bright Beginnings <i>Home-Based Care for Homeless Families</i>	\$26,000	Washington	DC	Special Projects
Central American Resource Center <i>CARECEN Evaluation and Strategic Planning Project</i>	\$20,000	Washington	DC	Capacity Building
Children's Health Fund <i>Prenatal and Well-Baby Group Care at the South Bronx Health Center</i>	\$30,000	New York	NY	Special Projects
Cleveland Clinic Foundation <i>Group-Based Early Intervention for Parents of Children with Autism Spectrum Disorder</i>	\$23,500	Cleveland	OH	Special Projects
Cleveland Rape Crisis Center <i>Technology Improvements</i>	\$46,000	Cleveland	OH	Capacity Building
Clintonville-Beechwood Community Resources Center <i>Kinship Care Program</i>	\$20,000	Columbus	OH	Special Projects
Columbus Literacy Council <i>FIT (Families Involved Together) Family Literacy Program</i>	\$10,000	Columbus	OH	Special Projects
Comunilife, Inc. <i>Life is Precious Family Curriculum Capacity Building Project</i>	\$15,000	New York	NY	Capacity Building
Cuyahoga County Public Library <i>Program Evaluation & Creating Meaningful Outcomes</i>	\$25,000	Parma	OH	Capacity Building
Extreme Kids & Crew, Inc. <i>Operating Support</i>	\$10,000	Brooklyn	NY	Operating Support
Fishing School, The <i>TFS' Parent Engagement Program</i>	\$40,000	Washington	DC	Special Projects
Great Lakes Theater <i>Sensory Friendly Matinee Performances</i>	\$25,000	Cleveland	OH	Special Projects
Greater Cleveland Habitat for Humanity <i>2016 Affordable Housing Initiative</i>	\$18,000	Cleveland	OH	Special Projects
Henry Street Settlement <i>Healthy Parenting, Healthy Families</i>	\$40,000	New York	NY	Special Projects
Hope House <i>Father to Child Summer Camp Expansion</i>	\$10,000	Washington	DC	Special Projects
Horton's Kids <i>General Operating</i>	\$15,000	Washington	DC	Operating Support
Hospice of the Chesapeake Foundation <i>Chesapeake Kids Pediatric Care Team</i>	\$25,000	Pasadena	MD	Special Projects
I Know I Can <i>Blueprint: College</i>	\$32,000	Columbus	OH	Special Projects
KidSafe Foundation <i>Keeping KidSafe!</i>	\$10,000	Winter Garden	FL	Special Projects
Korean American Family Service Center <i>Project Daehwa</i>	\$40,000	Flushing	NY	Special Projects

Cycle 3/2015 Grant Approvals

Organization Name/Project Title	Amount	City	State	Type of Support
Learning Leaders <i>60th Anniversary Campaign</i>	\$10,000	New York	NY	Capacity Building
Legal Aid Service of Broward County, Inc. dba Legal Aid Service of Collier County <i>LASCC Family Unification Project</i>	\$15,000	Naples	FL	Special Projects
Linking Employment, Abilities and Potential (LEAP) <i>Family Training and Support in the LEAP Training Academy</i>	\$17,000	Cleveland	OH	Special Projects
Montessori Development Partnerships <i>Stonebrook Montessori Family Community Center</i>	\$30,000	Burton	OH	Special Projects
Orlando Science Center <i>FEST: Families Enjoying STEM Together</i>	\$14,000	Orlando	FL	Special Projects
Passages Connecting Fathers and Sons, Inc. <i>General Operating</i>	\$20,000	Cleveland	OH	Operating Support
Planned Parenthood of Metropolitan Washington <i>Juntas (Together)</i>	\$8,900	Washington	DC	Special Projects
Prisoner Reentry Institute at John Jay College of Criminal Justice <i>Reform of NYCHA Permanent Exclusions</i>	\$20,000	New York	NY	Special Projects
Resources for Children with Special Needs, Inc. dba INCLUDEnyc <i>Data and Evaluation Initiative</i>	\$25,000	New York	NY	Capacity Building
Spuyten Duyvil Preschool, Inc. <i>Language Plus: ESL & Literacy Extensions for Parents & Children</i>	\$30,000	Bronx	NY	Capacity Building
St. John's Bread and Life Program, Inc. <i>Digital Choice Food Pantry Expansion Project</i>	\$20,000	Brooklyn	NY	Special Projects
UCP of Greater Cleveland <i>Accessibility and Mobile-Compatibility for Agency Website</i>	\$20,000	Cleveland	OH	Capacity Building
University of Maryland Baltimore Foundation <i>Family Economic Success Initiative</i>	\$25,000	Baltimore	MD	Special Projects
Up Side of Downs of Northeast Ohio <i>Database Management</i>	\$9,000	Independence	OH	Capacity Building
VISIONS/Services for the Blind and Visually Impaired <i>Parents of Blind Children Evaluation Project</i>	\$40,000	New York	NY	Capacity Building
Women's Recovery Center <i>Family Safety Net Project</i>	\$23,000	Cleveland	OH	Special Projects
YWCA of Annapolis and Anne Arundel County <i>Strategic Stakeholder Data Integration, Engagement, and Development</i>	\$28,000	Arnold	MD	Capacity Building
Grand Totals (39 items)	\$880,400			

Year in Review

Thank you to the 2015 Responsive Grantmaking Program Committee and Utility Players:

Committee 1:

Cindy O'Neill, Chair
 Molly McShane
 Kevin Sweeney
 Will Donahey

Committee 2:

Alec O'Neill, Chair
 Sara Sullivan
 Molly Sweeney

Committee 3:

Bob Donahey, Chair
 Laura Bower
 Tim O'Neill

Committee 4:

Suzy Dameron, Chair
 John O'Neill, Chair
 Kevin McShane
 Kathy O'Neill

Utility Players:

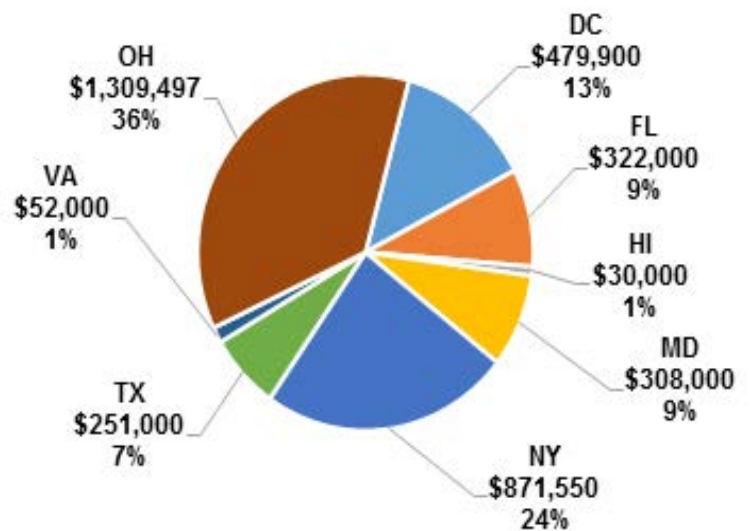
Linda Clifford
 Shirley Cohen
 Kathleen Dunn
 Meg Sweeney

2015 Responsive Grantmaking Summary

- 368 Letters of Inquiry received
- 211 site visits conducted
- 166 Proposals reviewed
- 123 Requests recommended for funding
- \$3,623,947 awarded in Community Responsive Grant Program

Requests by Geography

Dollars and Percentages Approved



Year in Review



Youth Grantmaking

Youth-Led Philanthropy Grant Program

It is time to start planning our youth grantmaking program for 2016. In early February, the annual youth survey will be emailed to parents of youth under 18 and directly to young adults 18-20. Last year's program offered flexibility in scheduling individual and group youth site visits to accommodate family schedules. We will continue recommending flexible dates in 2016 and we hope to include even more youth, parents and grandparents in our annual youth grantmaking program. If your family would like to identify a project and the time you would like to participate in the 2016 Youth Philanthropy Program, please call Leah Gary or Symone McClain at the Foundation office.

2015 Highlights

\$73,520 awarded to eight organizations recommended by O'Neill family youth

Arundel Lodge, Inc., Edgewater, MD (\$20,000 for their youth and family center – play therapy room and teen lounge)

The Light House Inc., Annapolis, MD (\$10,000 for a mental health specialist)

Seeds 4 Success, Annapolis, MD (\$20,000 for operating support)

Cleveland Housing Network, Cleveland, OH (\$5,000 for their youth program at Erie Square Apartments)

Cleveland Metroparks, Cleveland, OH (\$3,520 for an outdoor aviary near North Chagrin Center to house owls)

Freedom Ride, Orlando, FL (\$5,000 for scholarships for therapeutic horseback riding program for youth)

Pet Alliance of Greater Orlando, Orlando, FL (\$5,000 for special physical and mental stimulation program for sheltered animals)

Second Harvest Food Bank of Central Florida, Orlando, FL (\$5,000 for general food distribution program)

Thank you to **Maureen, Shane and Cindy O'Neill; Hugh, Maeve, and Laura Bower; Gregory, Natalie, Vanessa, Joey and Kim Polo** for reviewing proposals, participating in site visits and making very thoughtful grant recommendations!

During the Clan Gathering in June at Fieldstone Farm Therapeutic Riding Center in Chagrin Falls, Ohio, youth presented the Center with a \$500 grant for support of scholarships for children to participate in the Fieldstone Farm programs.



Year in Review

Youth-Directed Philanthropy Program

In 2015, \$31,000 was granted to 27 non-profit organizations designated by 25 youth participating in the Youth-Directed Philanthropy Program. The Youth-Directed Philanthropy Program is a great way for youth to designate gifts to organizations they are passionate about and the organizations where they volunteer in their communities. We encourage all youth (with parent and grandparent support) to participate in many of the opportunities to designate ONF gifts to non-profit organizations. In 2016 we will update our program forms and birthday cards to include more information about the program and to encourage youth to participate. Below is a summary of the youth-directed program. If you have any questions about the program, please call or email Symone McClain at the Foundation office.

Family-Directed Grant Program

In 2015, family members designated \$370,250 to 75 charitable organizations using their personal and family-directed match allocations for the year. Family members from all six branches designated gifts through the Family-Directed Grant Program!

Your family-directed account balances for 2016 will be emailed to you by early February. Please review the information and let Symone know if you have any questions. To make sure that all of your designations are distributed by year's end, your designations must be submitted by December 1, 2016 to allow enough time to process all of the requests for distribution to the charitable organizations.