

O'Neill Foundation

William J. & Dorothy K.



Front Cover Image: ONF's RG grantee partner: [Down Syndrome Association of Orlando](#) (FL) provides support to individuals with Down syndrome and their families.

Leadership

Trustees

Bob Donahey, Chair
Laura Bower
Linda France Clifford
Mary France Walker
David Donahey, Treasurer
Tim O'Neill, Secretary
Brian Sweeney
William J. O'Neill, Jr., Emeritus
Leslie Perkul, President & CEO

Committee 1

Cindy O'Neill, Chair
David Donahey
Kevin McShane
Kelly Sweeney McShane
John O'Neill
Maureen O'Neill
Tim O'Neill
Brian Sweeney
Molly Sweeney

Committee 3

Laura Bower, Chair
Linda Clifford
Bob Donahey
Will Donahey
Connie Bowen
George Korzensky
Katy Marcus
Kim Polo
Meg Sweeney
Molly Sweeney

Investment Committee

David Donahey, Chair
Bob Donahey
Tim O'Neill
Will Donahey

NextGen/Youth Grantmaking Committees

There are no structured committees. Involvement is open to those that are interested.

2Gen/DIG Committee

David Donahey, Chair
Connie Bowen
Laura Bower
Linda Clifford
Bob Donahey
Will Donahey
George J. Korzensky
Kelly McShane
Kevin McShane
Katy Marcus
Bill O'Neill
Cindy O'Neill
Kathy O'Neill
John O'Neill
Maureen O'Neill
Tim O'Neill
Brian Sweeney
Mary France Walker

Strategic Planning Committee

Bob Donahey
Maureen O'Neill
Molly McShane
Sara O'Neill Sullivan
Brian Sweeney
Mary France Walker

Staff

Marlene Corrado, Program Officer, Communications & NextGen Engagement
Marci Lu, Senior Program Officer
Kara McCullough, Grants Manager
Leslie Perkul, President & CEO
Lisytte Stallworth, Office Operations Coordinator

Letter from the Chair



The Trustees convened earlier this month and invited the Strategic Planning Committee – consisting of myself, Brian Sweeney, Mary France Walker, Sara O’Neill Sullivan, Molly McShane, and Maureen O’Neill – to present a draft of the Vision, Mission, and Values.

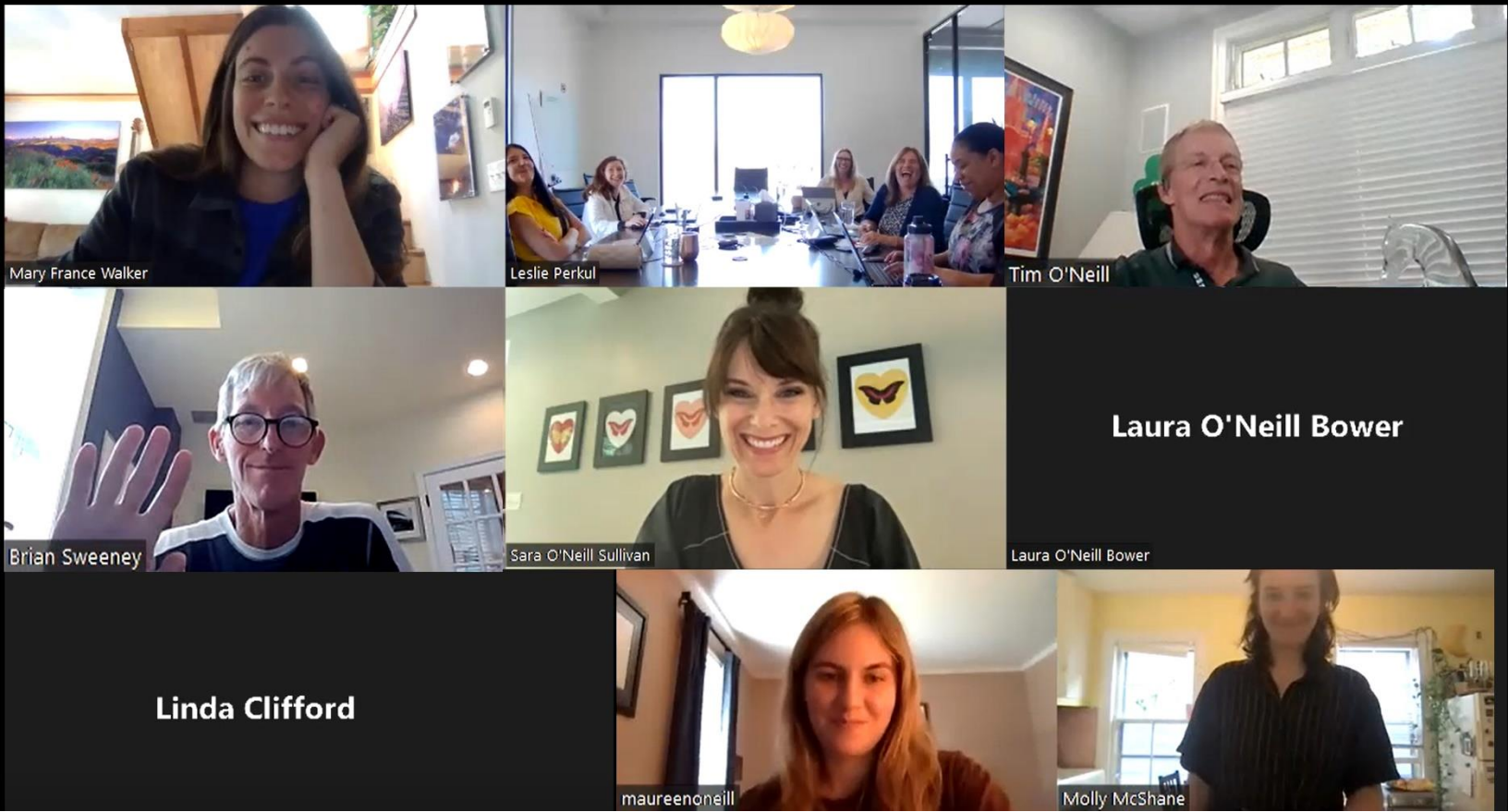
Sara O’Neill Sullivan led the conversation and began by saying that the Committee has been such an incredibly dynamic, intelligent, respectful, enjoyable group to be a part of – and I couldn’t agree more!

With support from staff, the Strategic Planning Committee has been meeting regularly, working to refine the Vision, Mission, and Values. Overall, the feedback – collected during the recent Zoom session facilitated by Molly McShane (thank you, Molly!) and from ONF’s grantees – has been positive. However, there’s still more work to do.

Since this [the Vision, Mission, and Values] will be a living document, we’re planning to continue moving forward with our strategic planning. This means the Committee will continue to meet throughout the remainder of the summer to flesh out the details and work on the grantmaking and engagement strategies. **To everyone who has contributed to our strategic planning work so far, WELL DONE!**

In case you missed it, last month you should have received a link to [watch Sara’s short video](#) introducing a draft of the new Vision, Values, and Mission statements (also referenced on the next page). If you have any feedback, please contact your family branch representative or a member of the Strategic Planning Committee.

Bob Donahey, Chair



Strategic Planning Update

Thanks to the Strategic Planning Committee's great work and input from O'Neill family members, ONF staff, and grantee partners over the last year, we are pleased to share the Foundation's draft mission, vision, and values.

Please stay tuned for more information about the strategic planning work.

(Current) Mission, Vision, & Values

Mission

To partner with nonprofits to improve the quality of life for families and communities, in places where O'Neill family members live.

Vision

Strong communities where families thrive.

Values

Respect & Transparency
Inclusion & Diversity
Effectiveness
Skill Building & Shared Learning
Enthusiasm

(Draft) Mission, Vision, & Values

Mission

The William J. and Dorothy K. O'Neill Foundation is a family led initiative working collectively to invest in effective nonprofits that change lives.

Vision

Strong communities where families rise each morning with joy, live each day with purpose, and rest each night with peace.

Values

Family
Community
Impact
Dignity



Pictured above (left): © Lisay via Canva.com | To honor the privacy and dignity of those they serve, ONF's grantee partner [FrontLine Service](#) (OH) does not share client photos or identifiable stories.

Pictured above (middle and right): FrontLine's outreach worker climbs under a highway overpass to reach a campsite where there might be individuals who need help. Once there, he assesses whether a tent is occupied. If not, he will check back in a month. If it is, he will come back within 24 hours to connect with whomever is living there.

One Family's Story

Twelve-year-old Sophie's life has been devastated by the opioid crisis.

As her mother's dependence on opioids increases, the kitchen gets emptier. Days pass without enough to eat. Mom keeps disappearing and Sophie is home alone for days at a time. Sophie moves in with Grandma, where she can't sleep or pay attention in school because she worries whether her mom is okay. And then Sophie gets the news she feared most—her mother died from an overdose.

In October 2021, FrontLine launched a five-year pilot, *Supporting Children—Trauma Systems Therapy*, to address this unmet need – helping hundreds of Cuyahoga County children with stories like Sophie's.

Last year in Cuyahoga County, 493 people died from an opioid-related overdose, a four-year high. Research indicates that about half of drug overdoses involve a parent/legal guardian of a minor, suggesting that in 2021 alone, at least 250 children had a story like Sophie's. *Supporting Children* will create the first official record of these children and ensure that they are referred to FrontLine for support.

Supporting Children will work with Sophie to reduce her nightmares and anxieties and help her to engage in school and continue onto healing.



Your support gave us the flexibility to purchase much needed items and invest in services provided by our outreach, housing, suicide prevention, medical, crisis, and child trauma teams.

- Sara Krane, Grant Writer, FrontLine Service

Trustees Approve \$1.8M for RG Grants

The Responsive Grantmaking Committees expedited their first grantmaking cycle of the year. Of the 37 organizations that received funding, 19 organizations received additional support as multi-year gifts (totaling \$695,000).

It was wonderful to see so many family members volunteer to review grant applications and participate on clarification calls this cycle.

[View the list of approved grants from Cycle 1, 2022 >](#)



With every NextGen conversation... I have felt more and more comfortable, thinking to myself, "Chill out. It's [just] your family – and it's casual". Each time we speak as a group is more rewarding and honestly FUN!



I don't want to label "NextGen" participation as "training" per se - However; I would NOT have participated in ONF's RG clarification calls without it.

Even though I am not officially on [Responsive Grantmaking] Committee 1 nor 3, I felt welcomed with open arms and felt a huge sense of pride for what our family started. I had the courage to take on 11 RG clarification calls from April 28th – May 10th.

– Alissa Casazza



We had a very recent experience of a virtual [clarification call] site visit where I can say we felt seen, respected, and valued for the work we do. The term mutuality comes to mind. Our conversations with some funders can feel like we are being grilled and questioned - as if they've funded us but don't truly believe they can trust us to do the transformative work we have promised to do. It doesn't feel good when this happens. Our experience at our O'Neill site visit felt SO DIFFERENT. We were engaged in a conversation of mutual interest and commitment. It felt supportive and respectful. We felt valued and trusted. We are so grateful when this happens.

– Anonymous Grantee Recipient

2Gen/DIG: What Are We Learning?

Our 2Gen DIG grantee partners repeatedly tell us how grateful they are for ONF's "whole family" leadership and flexible, multi-year funding that allows them to better serve families. Their staff believe this is the right approach; they are energized by their journeys. And they are encouraged that government programs are increasingly redesigning service delivery with 2Gen components, such as family coaching, parent input, community partnerships, and opportunities to build social capital.



Impact on Families

10,106 families served by 10 DIG implementation grantees in the past year

- ✓ Increased school readiness
- ✓ Improved parenting
- ✓ Increased housing + financial stability



Impact on Systems

10/10 DIGs created cross-agency collaboration to make it easier for families to get services

- ✓ Formalized program collaborations between organizations to better meet all family needs



Impact on Organizations

Increased organizational capacity to serve whole family

- ✓ 10/10 added new programs + services
- ✓ 9/10 shifted from case management to family coaching
- ✓ All engaged parents as partners in program design and delivery



Impact on Policy

Changes at the local, state, and national levels

- ✓ **Local** – Ascend/Aspen is supporting D.C.'s Dept. of Human Services' integration of 2Gen across cash assistance and workforce programs
- ✓ **State** – United Hospital Fund is working with NY State to get integrated care reimbursement models into \$13B Medicaid Waiver application
- ✓ **Federal** – The Administration for Children and Families is leading the Whole Family Approach to Jobs Initiative and involving parents in redesigning federal and state programs

To learn more about these outcomes and more, [check out the 2Gen Dashboard Report >](#)



Pictured above: VERMONT | One of the ten families from Rutland and Bennington Counties who were supported by the Families at the Center’s 2Gen pilot launched by multiple stakeholders, including the [Rutland Parent-Child Center](#) and [Sunrise Family Resource Center](#).

2Gen/DIG Update

[June 2022] The Deep Impact Grantmaking (DIG) Committee was joined by Rutland Parent-Child Center and Sunrise Family Resource Center who presented their plan to help families overcome social isolation and economic barriers by building peer supports, streamlining community services and systems, and improving policy.

[Watch Families at the Center’s presentation >](#)

[June 2022] The following grants were recommended by the 2Gen/DIG Committee and approved by the Trustees:

Approved DIG Grants		
Organization	Grant Amount	Project Title
Rutland Parent-Child Center	\$450,000 over 3 years	Families at the Center of Southwest Vermont
Approved DIG Program Related Expenses		
The Literacy Cooperative	\$25,000	To support and strengthen 2Gen practice in Cuyahoga County



**GEO NATIONAL
CONFERENCE
CHICAGO, IL**



Learning in the Field



A reflection piece prepared by Cindy O'Neill

Attending the GEO conference validated that most of ONF's grantmaking practices are "forward thinking" and incorporate many principles of Trust-Based Philanthropy. I highly encourage other family members to attend conferences with ONF staff when your schedule permits. It's a great way to meet other funders and learn about new ideas that can improve the Foundation's work in our communities.

Leslie, Marlene, and I attended a 3-day conference organized by [Grantmakers for Effective Organizations](#) (GEO). It was educational and inspiring to learn and network with hundreds of other grantmakers. Below is a summary of ideas that stimulated my thinking at the conference:

Grantee/Funder Relationships:

- How does a well-intended funder achieve impact? Having conversations with the people who are impacted by a grantee's work is a start. Committed funders take time to understand the needs of their community and support their grantees who are doing the work to address those needs.
- Allow grantees to do their work based on their timeline, not a funder's desired outcomes & timeline. Ending systemic inequities will take time.
- Have open conversations about the challenges nonprofits face and understand the grantees' need to pay their staffs competitively and offer opportunities for self-care and professional development.
- Using a [Community Needs Assessment, such as this one created by our local community foundation in Anne Arundel County](#) (a new assessment is scheduled for release in 2022), is a good tool for funders to inform grantmaking strategies in a community.
- Have realistic expectations for the impact of grants. Most funders (including large national funders) do not view their grants as "transformative."
- Foundations should consider increasing their annual payout above the 5% IRS requirement. All family foundations will eventually need to navigate the "perpetuity or spend-down" question.

How Funders can Cause “Unintentional Harm” to Nonprofits:

- Frequently switching strategies—Funders who decide to change strategies should consider offering a year or two of “step-down” funding to impacted grantees, so they can budget adequately and look for other funding sources.
- Site visits — Many nonprofits spend significant staff time preparing for a funder’s site visit. If your foundation determines they are necessary, then consider offering a \$500-1,000.00 donation to the nonprofit to cover the staff’s site visit preparation time.

Key Take-aways – Grantmaking Practices:

- Most funders have a closed / invitation-only RFP process. An open process yields too many applications.
- Many funders don’t use the data they collect from grantees to inform their work.
- Many large funders have acted on grantee requests to reduce reporting requirements.
- Foundations can consider accepting other funders’ reports.

A Trust-Based Approach to Evaluation

[The Headwaters Foundation](#) and their evaluation partner, [FSG](#), offered one of the most popular sessions at the conference. The in-person session quickly filled, so GEO offered it via Zoom one week later. I joined over 100 other funders on the Zoom call. Below is summary of the Headwaters Foundation’s re-imaged evaluation process:

Traditional Philanthropy’s Approach	Trust-Based Approach to Evaluation
<p>Learn from grant reports</p> <ul style="list-style-type: none">• Evaluate reports against fixed goals• Impose a funder-desired reporting framework and process• One-way accountability (grantee to funder)	<ul style="list-style-type: none">• Ask grantees what they need—Research shows most nonprofits need long-term, sustainable funding for stability.• Learn about outcomes with grantees — What does change look like in their community?• Focus on relationships, not the evaluation process and reporting• Focus on learning and sharing• You do not have all the data or answers• Learning takes consistency, time and is iterative

To learn more, check out the [Draft, Evaluation & Learning Report](#) and a recent webinar, [A Trust-Based Framework for Learning and Evaluation in Philanthropy](#), organized by the [Trust-based Philanthropy Project](#).



Letter from the CEO

On pages 9 - 10, Cindy reflected on a few themes that were shared at a recent grantmaker conference that we were excited to attend in-person.

One theme was trust-based philanthropy, a current best practice for the field of philanthropy. As Cindy mentioned, some of the principles have already been put into place at ONF.

Another theme was the importance of listening. Among much of the funding community, there is increased recognition that lived experience is the expertise that philanthropy needs to consider.

Melinda Tuan, Managing Director at Fund for Shared Insight states:

“Those who are most impacted by our decisions, but often least consulted, can offer unique and valuable insight into how to bring about lasting, meaningful change that improves people’s lives in ways they define for themselves.”

Through our 2GEN grantee partners, we’ve seen first-hand how inviting parents into conversation about how to best serve families changes the conversation and the experience. We’ve also heard that just as important as getting input from parents is the need to compensate parents for their time and expertise.

Indeed, this is an exciting time in the field of philanthropy and the perfect time to re-examine our grantmaking practices.

Hand-in-hand with our revised vision, values, and mission statements is the grantmaking and family engagement work that is underway. Like Bob mentioned on page 2, the Strategic Planning Committee has made a lot of progress and is hard at work discussing new opportunities for ONF’s grantmaking: a strategy that will be both impactful and engaging.

We look forward to sharing more and gaining your input as we continue the strategic planning work.

Happy Summer!

Leslie Perkul, President & CEO

2022 IMPORTANT DATES

SEPTEMBER 12, 12:30pm ET | Trustee Meeting

DECEMBER 12, 12:30pm ET | Trustee Meeting

IN THE FIELD

the literacy
cooperative

202(2) GEN SUMMIT

Evolution of Family-Centered Programs

Join us as we review the evolution of 2Gen in our community, learn about three programs that are serving families with a 2Gen approach, and network with colleagues.

JULY 20, 2022

9:00 AM - 12:00 PM

Featured Programs:

- ✓ The Centers for Families and Children 2Gen approach
- ✓ Family Space—A collaboration between United Way of Greater Cleveland, Cuyahoga County's Invest in Children, Family Connections, Cleveland Public Library, and Cuyahoga County Public Library
- ✓ Louise C. Stokes Scholar House



ONF's 2Gen grantee partners, The Centers for Families and Children and CHN Housing Partners Scholar House, will present at an upcoming learning summit organized by ONF's grantee partner, The Literacy Cooperative.

[Register Here](#) to attend in-person or online.