

O'Neill Foundation



William J. & Dorothy K.



December 2022

Front Cover Image: A family supported by ONF's RG grantee partner, [Milestones Autism Resources](#) (OH) which is celebrating its 20th anniversary and was featured on Fox 8 News. Check out the segment: [Celebrating a 'milestone' for families dealing with autism](#) >

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
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

Did you know that ONF has a private Instagram account?



[@oneill_foundation](#) is intended for O'Neill family members and ONF staff. We currently have 35 followers! For those who are not using Instagram, we'll continue to keep you informed through our traditional communication channels (e.g., emails and ONF's family portal).

Letter from the Chair



On behalf of the Board of Trustees and the Strategic Planning Committee, I'm thrilled to introduce you to our NEW Mission, Vision, and Values Statements:



Our Mission: We support effective nonprofits who work in partnership with their communities towards a shared vision of health, safety, and empowerment.

Our Vision: Strong communities where families rise each morning with hope, live each day with purpose, and rest each night with peace.

Our Values:

Family

Our longstanding commitment to work in concert with our fellow family members serves as the bedrock of the Foundation. We are a dynamic and diverse family that operates with gratitude, respect, thoughtfulness, and courage while honoring our Founders and their values as we move forward together.

Community

We value the fellowship and mutuality that occurs when people work collectively to help each other. We believe strong communities are built on strong relationships where people come together to work on shared causes and where people trust and respect one another. We believe families are the pillars of strong communities.

Impact

Our work is evaluated through the lens of impact. Grants are intended to be transformative and produce lasting positive outcomes, whether that be for an individual, group, or community. We hold ourselves accountable to high standards of operation, effectiveness, and transparency to ensure the achievement of lasting change.

Dignity

The only path to our shared vision is through valuing the innate dignity and worthiness of every human by embracing the diversity of communities and respecting our own differences.

Letter from the Chair



These words were selected intentionally. They reflect months of listening. They reflect many conversations held with family members, grantees, and philanthropic partners.

These words reflect the heart of ONF, and we hope you are pleased and excited to put them into action!

Granny left us a gift, and (like Sara has said before) it's a promise that each generation can fulfill. As we wrap up another year at ONF, we are laying a strong foundation for doing our work in a new way.

Soon, it will be time for us all to roll up our sleeves. Family Team Grantmaking will begin in 2023, and I'm excited for the opportunity to work with each of you!

I want to acknowledge the hard work and leadership of our Strategic Planning Committee. Brian, Sara, Molly, Maureen, and Mary – you all have been our MVPs! Without you, we would not be where we are today. We did it, and we did it together! Great job, everyone!

Bob Donahey, Chair

Message from the Staff

We all wish you Happy Holidays and Happy New Year!

We look forward to the new year and working in support of the new Mission, Vision, and Values!



Leslie



Kara



Marci



Marlene



Lisytté

BRAVO to all **69** family members who collectively allocated more than **\$400,000** to support more than **100** organizations!

Stories of Joint Giving

“

Will, Megan, and I tried something new this year. We pulled together our Family Directed resources and gave one large gift from our family to the Geauga Hunger Task Force. It's a local initiative that's supporting 5 food pantries in Geauga County and providing meals to seniors, veterans, disabled people, and others in need. We learned about it thru Steve and Heidi O'Neill's daughters, Mary and Jayme.

– Bob Donahey

“

Since Chris and I got married in 2021, we have worked together on designating our family-directed giving. It has been a great way to introduce Chris to the work of ONF, as well as to learn about grantmaking and nonprofits in general. This year, my parents, Shane, Chris and I combined our gifts to make a larger donation to a local organization that supports access to safe, affordable health care – an important cause for all of us!

– Maureen O'Neill

We're celebrating

100% Participation

in ONF's Family Directed Giving Program!



Family Synergy Initiative

“If you want to go fast, go alone. If you want to go far, go together.” – African Proverb

It has been a pleasure to launch the Family Synergy Initiative for ONF and I am excited about the next phase in the process. To date, I have conducted 34 zooms with individual family members, met with each staff member, visited the ONF office space, participated in every type of ONF committee meeting, attended webinars and conferences, and conducted additional relevant research across disciplines. It has been an exciting and informative process!

Phase 2 will be the implementation of the following Trustee approved initiatives in 2023.

Family Teams Grantmaking & Committee Engagement	Family Connections
<ol style="list-style-type: none"> 1. Successful launch of 4-6 family teams. 2. Create a climate of attention to progress by breaking goals into manageable steps, addressing barriers as they arise, and celebrating forward movement. 3. Implement a strategy to work with teams around “impact” 4. Evaluate and co-revise an effective and streamlined communication strategy that aligns with Vision, Values, and Mission 	<ol style="list-style-type: none"> 1. Create a climate that draws attention to the mission and how each person’s talents fit within that objective 2. Evaluate succession and continuity within all family grantmaking and committee work. Develop strategies to cultivate leadership to ensure stability 3. Create opportunities for learning group discussions around issues of interest 4. Share basic data of family
Special Events & Initiatives	Legacy Projects
<ol style="list-style-type: none"> 1. Co-plan an ONF Retreat in 2023 with agenda designed to support priorities and engagement 2. Co-develop a training program to educate family on the Fluxx directed giving component 3. Co-develop strategies to better introduce staff and their roles to family 	<ol style="list-style-type: none"> 1. Capture and share humanizing stories of our family members across generations that bring to life our shared values 2. Establish a small archive within ONF 3. Pursue an audio book recording of <i>The Red Hand Forever</i> and <i>Tori in Amerika</i>

*Detail on the work plan for each priority is available upon request

The collective family voice led to these priorities, and it is the unique passions and talents of our family, in partnership with our talented staff, that will shape the Foundation and its evolving legacy moving forward. I look forward to continuing our work, together!

With gratitude,

Sara O'Neill Sullivan



Pictured above: Participants in the Child Center of NY's Cash+Community Works program.

ONF In the News

[Excerpts from an Article Posted on QNS] | Read [the full article](#) >

The Child Center of NY (TCCNY) received a \$450,000 gift [awarded in September 2023 and payable over 3 years] from the William J. and Dorothy K. O'Neill Foundation directed toward its Cash+Community Works Initiative.

The program invests in under-resourced families with capital, trusts them with power and connects them with peers. The initiative, which launched in the spring of 2022, will involve 300 families in Queens and Manhattan over the course of its three-year pilot phase.

Cash+Community Works allows TCCNY to directly invest in the strengths and ingenuity of the families they're dedicated to serving, predicated on the belief that families know what's best for themselves. The program, which aligns with the DIG Program's multigenerational approach, is designed to support the financial, wellness and life goals of the families receiving assistance.



The foundation was struck by the potential of this model to accelerate family economic mobility. It is an interesting departure from traditional family support programs because it is entirely community driven and connects families to networks and financial capital that others take for granted. We have successfully partnered with the high-performing Child Center in the past and we are excited to deepen the foundation's partnership through this multiyear initiative for even greater impact.

– David Donahey

Trustees Approve \$800,000 for 2Gen/DIG Grantees

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

Approved DIG Grants		
Organization	Grant Amount	Project Title
United Way of Central Maryland	\$400,000 over 2 years	2Gen Homeless Prevention Framework in North Anne Arundel County
Sisters of Charity Foundation of Cleveland	\$400,000 over 2 years	Family Partners Initiative

Trustees Approve \$1,050,000 for RG Grants

The Responsive Grantmaking Committees expedited their second grantmaking cycle in 2022. The Trustees approved funding for 29 organizations and additional funds (approximately \$250,000) to support families and frontline staff during this time of high inflation and increased costs of transportation, food, energy and other basic needs



Check out the [RG grants awarded in Cycle 2, 2022](#) >

Trustees Approve \$500,000 for NextGen Grants



Check out the [NextGen grants that were recommended by the under 21 group](#) >

Check out the [NextGen grants that were recommended by the 21 and older group](#) >

NextGen Grantee Highlight: Love for the Least

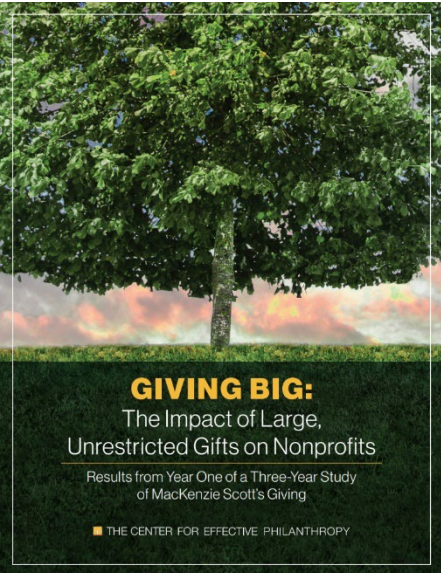
[Love for the Least](#) provides housing, food, education, and mental health counseling to widows, orphans, and other displaced refugees in East Africa and the Middle East.

ONF's NextGen grant (general operating support provided in both 2021 + 2022) provided trauma care, educational support, language learning, and family assistance for +400 orphans who were displaced by ISIS and the Syrian Civil War.



This is the first generation of Yezidi to pursue higher education and the first generation of literacy for girls and women. The work is incredibly challenging on many levels, but we are seeing the internally displaced people make great progress.

- Rev. Jerry Kramer
Founder, Love for the Least



It's exciting to see that this concept of 'trust-based philanthropy' is working. By providing nonprofits with financial stability (as many orgs used part of their grants to invest in organizational capacity (staff, endowments, capital projects, etc.)), these organizations were then given the freedom to spend most of their time/effort advancing their mission and working to achieve equity. It was also exciting to read that many nonprofit leaders found Scott's grants to be affirming their work was important, and not going unnoticed.

– Maureen O'Neill

What We're Learning

MacKenzie Scott's giving has challenged conventional norms for big donors and foundations. Her gifts, the largest ever received by most of the recipient organizations, have been unrestricted and accompanied by minimal reporting requirements. **So, what can be learned from her approach?**



Check out the recent [report](#) published by the Center for Effective Philanthropy (CEP) >



Prefer to listen? Check out [CEP's podcast | S3E8 - MacKenzie Scott's Lessons on Giving](#) >

What are Your Takeaways? Below are a few from Cindy O'Neill:

- Scott's grants were unrestricted and ranged from \$1 million to \$250 million. This is considered "transformative" by most nonprofits. Real social change takes time and consistent investment.
- Scott's gifts led to long-term financial sustainability for many organizations.
- Prior to Scott's gift, the average size of a Foundation grant or gift to a nonprofit was about \$100,000. This includes grants/gifts from large national Foundations.
- Most of Scott's giving was to organizations working at a local level – not regional or national.
- Only 18% of the organizations were asked to share a strategic or business plan with Scott's team before receiving her gift. (This was based on information that the organizations reported to CEP, so it might not be totally accurate). It is interesting that several nonprofit leaders said they had plans/programs that they wanted to implement but they had been seeking funding for them. Scott's gift allowed them to implement their plans (e.g., KaBOOM).



The question of who gets to define the problems of society and who gets to design the solutions are critical ones to ask. I was struck by the consistency across a variety of messengers during the presentation, that true partnership, formed through relational interactions and grounded in trust, is the most effective catalyst for transformative work. This idea of true partnership aligns beautifully with our new ONF Values!

– Sara O'Neill Sullivan

2023 Important Dates

APRIL 3, 12:30pm ET | Trustee Meeting

JUNE 12, 12:30pm ET | Trustee Meeting

JUNE 15 – 16 | ONF Family Gathering – **Save the Date. More details to come!**

SEPTEMBER 18, 12:30pm ET | Trustee Meeting

DECEMBER 4, 12:30pm ET | Trustee Meeting

In the Field

To register for any of the upcoming programs hosted by the National Center for Family Philanthropy, please notify Marlene at mcorrado@oneill-foundation.org.



JANUARY 12, 12:00pm – 1:00pm ET

WEBINAR: Philanthropic Purpose, Motivations, and Values

Join this upcoming program to refine the “why” behind your philanthropy and connect your philanthropic purpose to the broader change you wish to see in the world.



FEBRUARY 21, 3:00pm – 4:00pm ET

OPEN CALL: Leading Difficult Conversations

[Open to all ages: 21 – 45] In this workshop, you’ll explore how to use a powerful and straightforward framework to tackle difficult conversations in family philanthropy.



MARCH 9, 12:00pm – 1:00pm ET

WEBINAR: Demystifying Trust-based Practices: Trust in Action

Join this upcoming program where you’ll explore how to utilize specific trust-based approaches and what they look like in action.