

■ Talent Philanthropy Project  
#FundThePeople

Philanthropy New York  
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# Agenda

1. About the Project
2. What's Wrong
3. Proposed Change
4. Value Proposition
5. Making it Happen

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# Mission

- Maximize investment in the nonprofit workforce



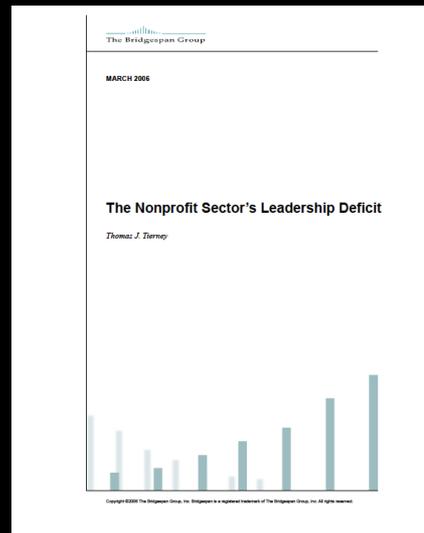
# Supporters



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# Investment Deficit



# Investment Deficit

**\$120  
person**



Businesses spend at least four times as much per person on leadership development as nonprofits.

**\$29  
person**



**Businesses**

**Nonprofits**

Laura Callanan, Laura Gardner, Lenny Mendonca, and Doug Scott, "What Social-Sector Leaders Need to Succeed." McKinsey & Company, November 2014 (page 5).

# Investment Deficit

A large, blue, hand-drawn number '73' is centered on a white background. The number is composed of thick, textured strokes, giving it a sketchy, artistic appearance. The '7' is on the left and the '3' is on the right.

**Percentage of nonprofit executive directors who feel one of their top three major challenges is lacking sufficient resources to develop their leadership skills.**

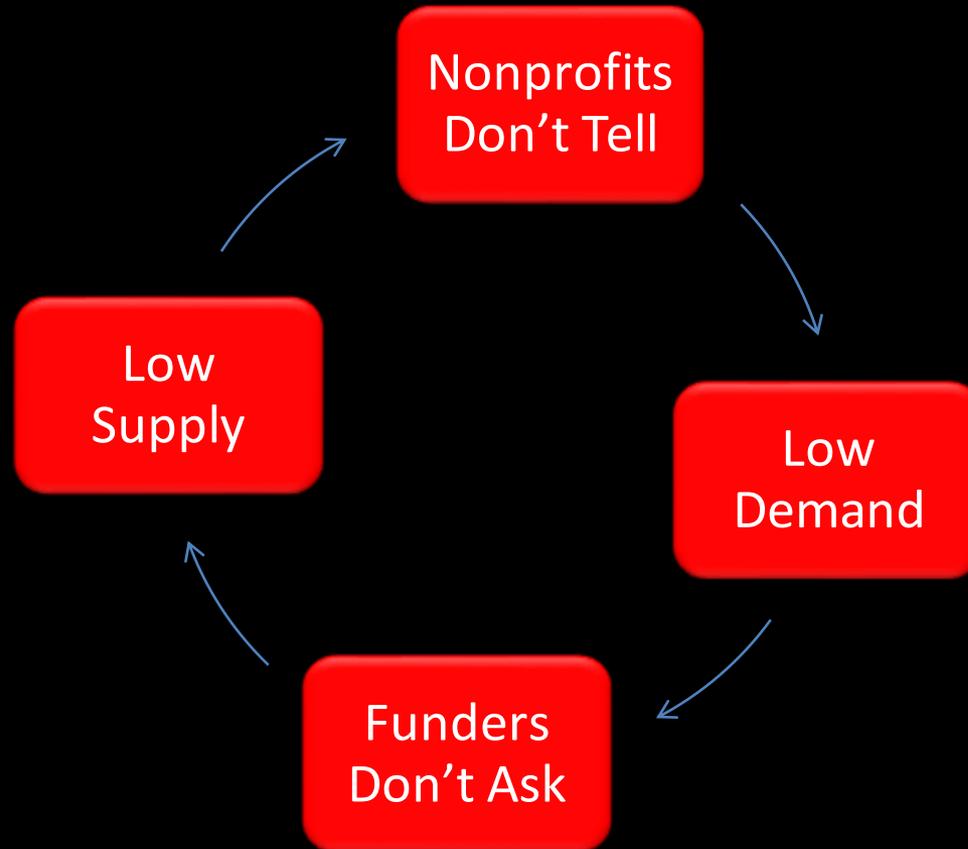
Ellie Buteau, Andrea Brock, and Mark Chaffin, "Nonprofit Challenges: What Funders Can Do." Center for Effective Philanthropy, 2013.

# Investment Deficit

1%

*That's the current rate of investment in talent. Between 1992 and 2011, on average foundations devoted 1.24% of their grants to supporting nonprofit talent.*

# Vicious Cycle



# Bottleneck



# Agenda

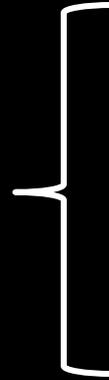
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# Talent Investing

- Maximize performance of nonprofits
- By expanding foundation investments
- In a diverse, strong, enduring workforce

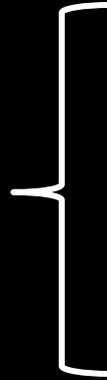
# Dimension of Nonprofit Finance

- Programs
- Fundraising
- Administration
- Talent Investing

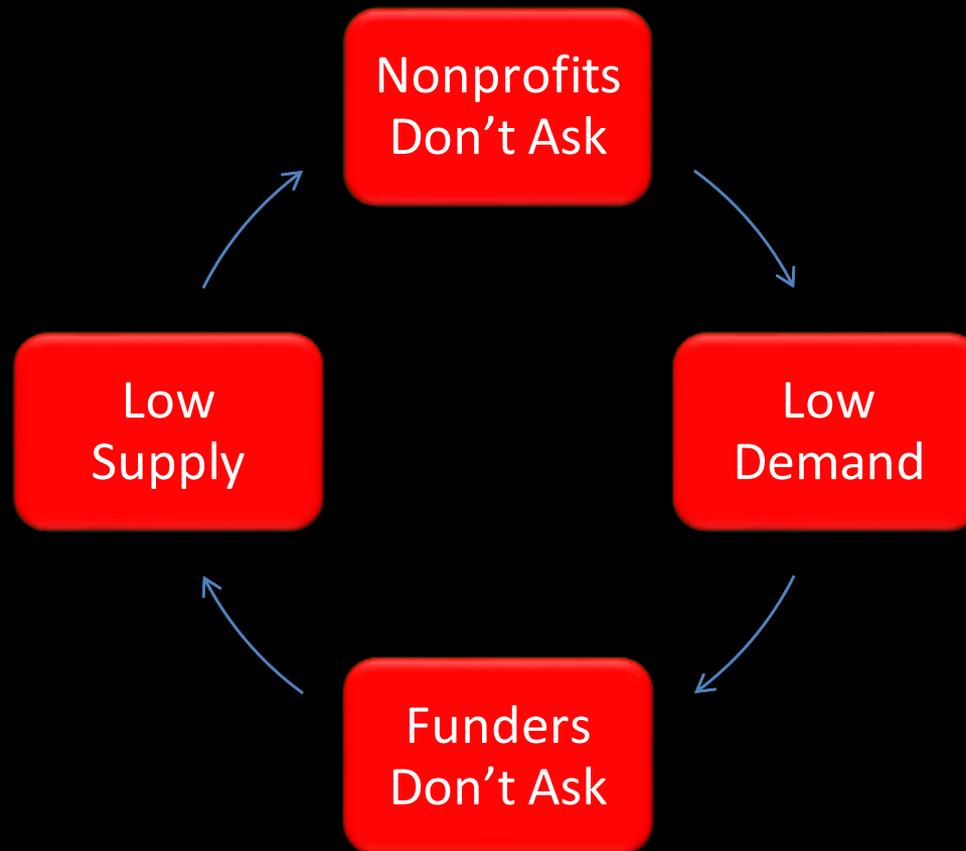


# Dimension of Grantmaking

- Programs
- General Support
- Capacity Building
- Talent Investing



# Victor's Talent Investment Cycle



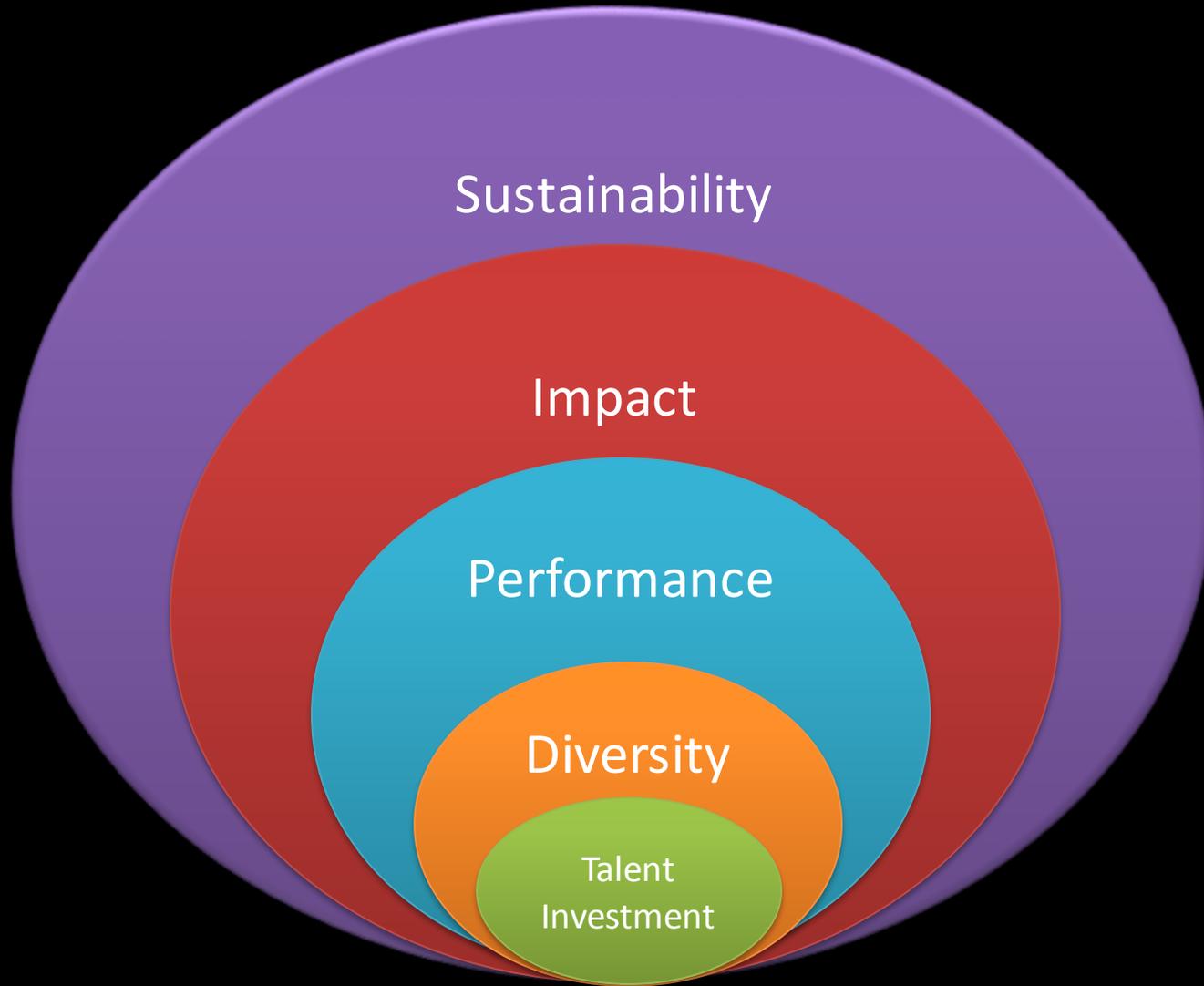
# The Open Road!



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# Return on Investment



# Cost of Not Investing



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# Investment Continuum

Icing on Top

Baking It In



Individuals ← Subject → Organizations

Programs ← Structure → Grants

Grantmaker ← Agenda-Setter → Grantee

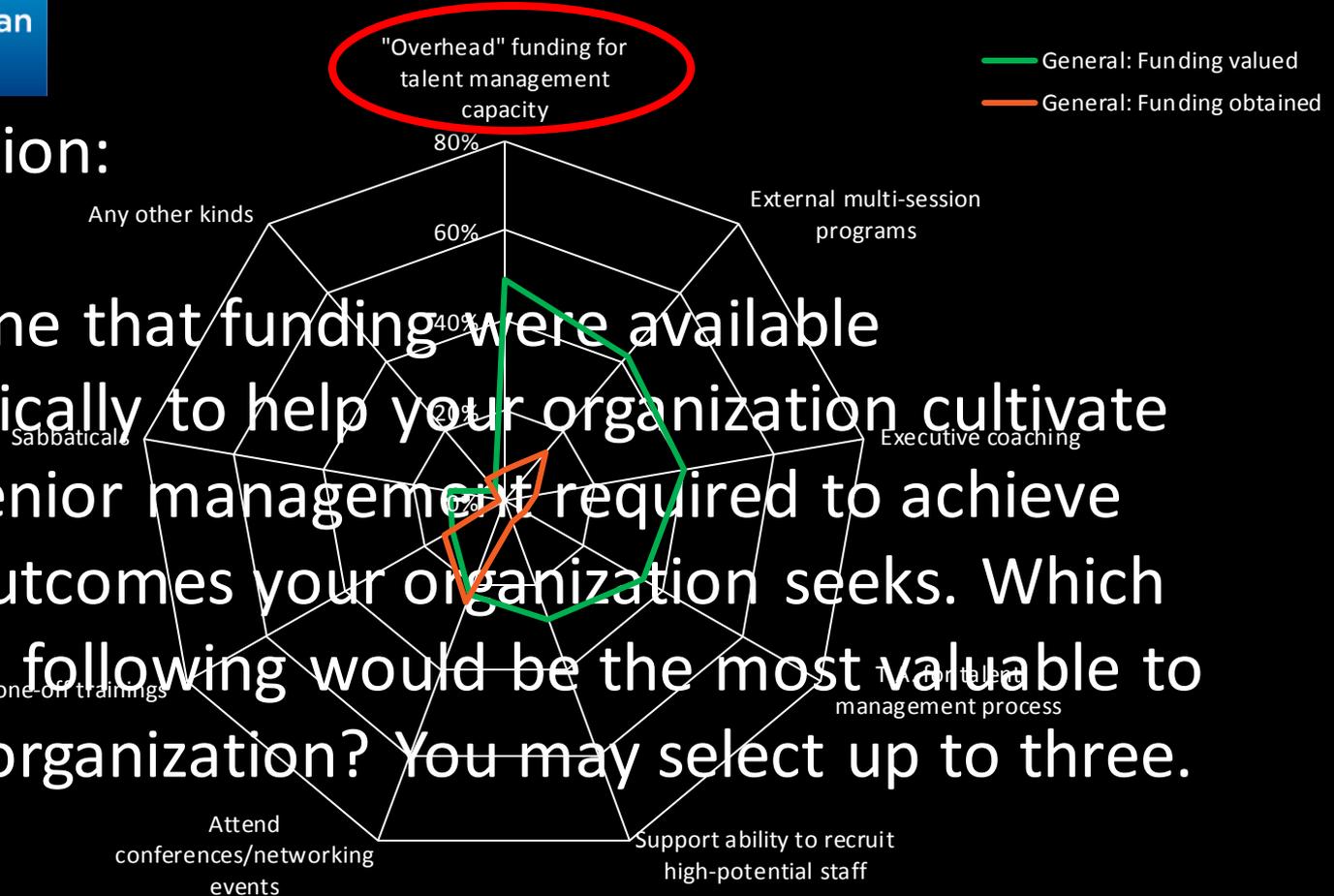
# The Disconnect



## Funding: Valued vs. Received

Question:

Imagine that funding were available specifically to help your organization cultivate the senior management required to achieve the outcomes your organization seeks. Which of the following would be the most valuable to your organization? You may select up to three.

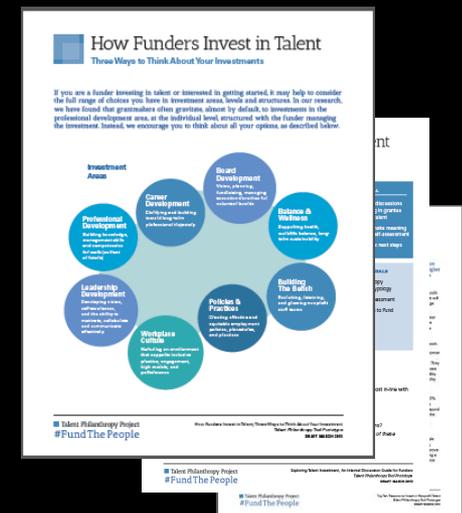


# Making It Happen

1. Understand internal context
2. Dialogue with trusted grantees
3. Make the case
4. Start small - budget for explorations
5. Explore intervention opportunities

# The Toolkit v1.0

1. Discussion Guide for Funders
2. Discussion Guide for Nonprofits
3. Discussion Guide for Funders & Nonprofits
4. How Funders Invest in Talent
5. #FundThePeople Poster
6. Top 10 Reasons to Invest in Nonprofit Talent
7. Talent Investment by the Numbers
8. Leaders Talk about Talent
9. Top 10 Barriers to Investing in Talent



# Take-Aways

- Talent investment deficit hurts us all
- Investing in grantee talent helps us all
- Bake talent investing into grantmaking

# Call to Action

- Use the toolkit: [fundthepeople.org/toolkit](https://fundthepeople.org/toolkit)
- Join our mailing list + twitter feed
- Begin your own exploration!

Visit: [fundthepeople.org](https://fundthepeople.org)

twitter: @fundthepeople

EXTRA SLIDES

# Diversity + Talent: Indelibly Linked



# The Great Paradox



# Founding Story

1999



FORD FOUNDATION

2000

2002



Emerging Practitioners  
in Philanthropy

2008

**Nonprofit Sector Workforce Coalition**  
A National Campaign to Recruit, Prepare, and Retain a  
Skilled and Diverse Ne

2011



WHITE HOUSE FORUM ON NONPROFIT LEADERSHIP

2012



2013



2014

Social sector  
recruitment?

Social sector  
retention?

Social sector  
retirement?

Funders as  
levers of  
change?



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# Strategy

1. Make the Case
2. Equip for Action
3. Build a Movement



# Team

- Advisory Council
- Staff + Consultants

