Talent Philanthropy Project

#FundThePeople

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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

- American Express
- The Annie E. Casey Foundation
- The David & Lucile Packard Foundation
- Durfee
- Ford Foundation
- The Kresge Foundation
- W.K. Kellogg Foundation
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Investment Deficit
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Businesses spend at least four times as much per person on leadership development as nonprofits.

Investment Deficit

73

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

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

- Nonprofits Don’t Tell
- Low Demand
- Funders Don’t Ask
- Low Supply
Urgent

Bottleneck on nonprofit leadership

Ongoing

Long-term divestment, broken system

Bottleneck
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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
Virtuous Talent Investment Cycle

Nonprofits Don’t Ask

Low Supply

Low Demand

Funders Don’t Ask
The Open Road!
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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
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.

- “Overhead” funding for talent management capacity
- External multi-session programs
- Executive coaching
- Sabbaticals
- External one-off trainings
- Support ability to recruit high-potential staff
- Attend conferences/networking events
- TA for talent management process
- Any other kinds

General: Funding valued
General: Funding obtained
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
• Join our mailing list + twitter feed
• Begin your own exploration!
Visit: fundthepeople.org

twitter: @fundthepeople
EXTRA SLIDES
Diversity + Talent: Indelibly Linked
The Great Paradox
Founding Story

Emerging Practitioners in Philanthropy

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

Social sector recruitment?
Social sector retention?
Social sector retirement?
Funders as levers of change?

FORD FOUNDATION

1999
2000
2002
2008
2011
2012
2013
2014

TIDES

WHITE HOUSE FORUM ON NONPROFIT LEADERSHIP

Generating Change
Investing in a New Era of Nonprofit Talent and Leadership

NYU WAGNER

Talent Philanthropy Project
#FundThePeople
Strategy

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

- Advisory Council
- Staff + Consultants