



# MOVING GRANTMAKING FORWARD

GRANTS MANAGERS NETWORK 2011 ANNUAL REPORT



**GMN**   
Grants Managers Network

# GRANTS MANAGERS NETWORK

Grants managers may have different job titles and responsibilities, but a common purpose unites them: effective and efficient grantmaking. Grants Managers Network connects these professionals to move grantmaking forward. In 2011, GMN engaged nearly 2,000 grants managers representing 1,200+ grantmaking organizations to promote effective grantmaking practices; deliver learning opportunities that help our members grow as individuals and as professionals; and create and nurture an active and engaged professional network.

## Our Core Values

GMN is guided by core values that exemplify the philanthropic sector.

### COMMUNITY

Maintain GMN as a member-focused and member-driven organization, recognizing and reflecting in everything we do the needs and diversity of our members.

### LEARNING

Focus our efforts on programs, products, and services that advance the knowledge, skills, and leadership abilities of our members.

### LEADERSHIP

Educate individual organizations, the broader philanthropic community, and others on the value that the grants management profession brings to philanthropy.

### EXCELLENCE

Be the very best in all we do, striving for continuous improvement and responding rapidly to change.

### COLLABORATION

Seek opportunities to work with others who support our mission and goals and enhance our work through partnerships.

### INTEGRITY

Be honest and forthright and maintain the highest ethical standards.

*Grants Managers Network improves grantmaking by advancing the knowledge, skills, and abilities of grants management professionals and by leading grantmakers to adopt and incorporate effective practices that benefit the philanthropic community.*

## Defining Grants Management

Grants managers focus on the operations of grantmaking—**how** grants get made—including, but definitely not limited to, defining policies, implementing procedures, ensuring compliance, and managing data and records. The expertise of grants managers enables senior management to focus on strategy—**what** gets funded—and supports program staff in concentrating on **who** gets funded.



# MOVING GRANTMAKING FORWARD

It is our privilege at the Grants Managers Network to support grants management professionals in their vital role in shaping the future of grantmaking. In 2011, GMN continued to strengthen our support network while also celebrating major milestones and completing the objectives of a three-year strategic plan.

2011 marked the 20th anniversary of the first meeting between Ann Gael and Margaret Egan, GMN's founders, and the group that became Grants Managers Network, as well as the 15th anniversary of GMN's expansion to a national organization. It was a year for celebration and reflection, as well as the perfect time to look ahead, to the future of grantmaking and Grants Managers Network.

This reflection and forward momentum are evident in our growing emphasis on professional development. We see the changing demands of grantmakers and grantees and are responding by deepening programs to enhance the knowledge and skills of grants managers. As grantmaking and the broader world of philanthropy continue to evolve, GMN will keep pace by engaging members to share their insights from real world experience; developing our capacity to support regional chapter programming and expansion; and strengthening our organizational infrastructure to increase accountability and transparency to our funders.

With your continued support, GMN is in the strongest position ever to help grow, change, and advance grantmaking and philanthropy, and the role of grants managers.



*Michelle Greanias*

Michelle Greanias, Executive Director



*“Long before I ever worked for GMN as its first Executive Director, I was a grants manager and volunteer in this community. I am proud to be serving the grantmaking practitioners that contribute so much to the world of philanthropy.” Michelle Greanias*

## Getting the Job Done

“A colleague of mine calls grants management the back office. In a lot of ways, I think the metaphor is apt. Others probably get more attention. You just get the job done. You will never get all the thanks you deserve, but today, I want to at least give you my thanks. I believe so strongly in the power of philanthropy to create positive change in our world, and you are the people who make foundations run.” *Bill Gates Sr. in his opening plenary remarks at the GMN Sixth Annual Conference*

# GROWING A NETWORK OF PROFESSIONALS

Recognition of the vital role that grants managers play in effective grantmaking continues to grow across the philanthropic sector. Grants Managers Network is growing, too, as practitioners and grantmakers look for more opportunities to learn, share, and lead. **In 2011, our membership grew by 15 percent over 2010.** Half of this growth comes from referrals—satisfied members recommending GMN to colleagues.

## GMN's Typical Member \*



### Has a bachelor's degree or higher

GMN's educational and professional development programs are designed to meet the learning needs of the newest practitioners as well as the most experienced grants managers.



### Has around 9 years of grants management experience

Our community is strengthened by the wide range of experience of our members.



### Has been employed at their current organization for 7+ years

Long-term experience within a grantmaking organization gives our members broad knowledge of the challenges and barriers to effective grantmaking. Drawing on their insight, GMN shapes resources and services to have real-world application.



### Works in an organization of around 11 employees, with a grants management staff of 2

Grants managers are constantly challenged to do more with less, to take on broader roles within their organizations, and to hold all the knowledge about grants management within their organizations. GMN provides members with a community that provides critical support, advice, and resources.



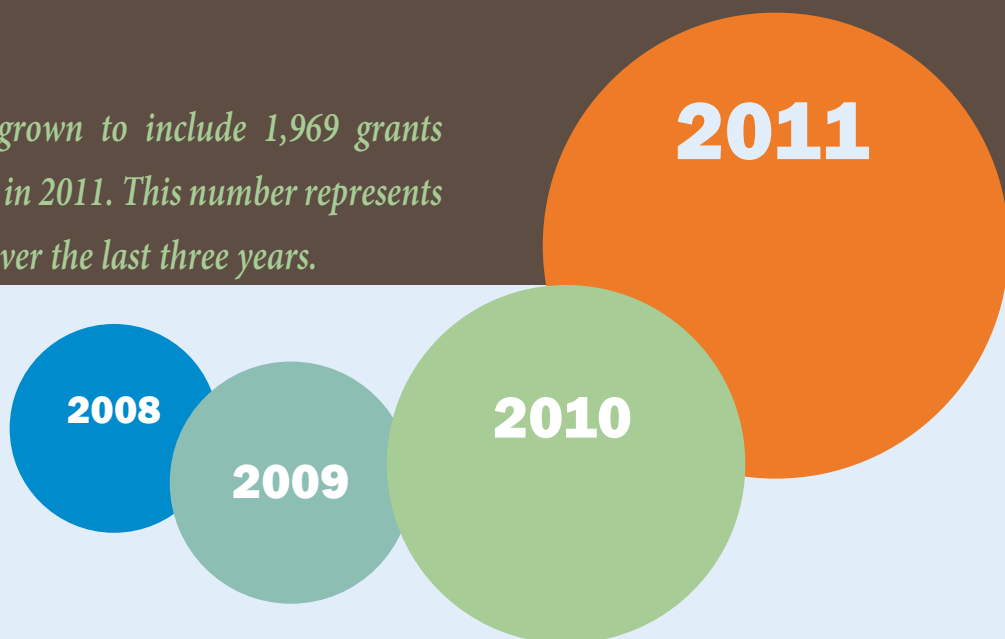
### Manages an average yearly volume of 141 letters of inquiry, 125 full proposals, and 123 grants awards

There are more grantees seeking funding and fewer philanthropic organizations equipped to respond to this need. GMN is helping increase efficiency in grantmaking to meet this growing demand and ensure that missions are more important than processes.

\* Based on data collected for Grants Managers Network's 2011 Member Salary and Benefits Survey, the only comprehensive source of grants management compensation and benefits benchmarking.

# 1,969

GMN's membership has grown to include 1,969 grants management professionals in 2011. This number represents an increase of 54 percent over the last three years.



# BUILDING BENEFITS OF BELONGING

## Professional Development That Helps Members Achieve More in Their Jobs

GMN asks members about their learning needs and creates programming to meet these needs. We do this by engaging industry leaders, identifying best practices, providing benchmarking data, and sharing innovative approaches that help grants managers excel. Our professional development tools are intended to help members grow their tactical skills and strategic knowledge to save time and money while strengthening relationships between grantmaking organizations and grantees.



## Community of Peers and Leaders

GMN brings together practitioners from across the nation to share their experience and knowledge, discuss trends in grantmaking and philanthropy, and develop ideas and resources to move grantmaking forward. The collective knowledge of GMN's members makes our network the leading community for new grants managers seeking advice and resources and for established professionals who want and can provide support for personal and professional growth.

## Résumé-building Learning and Leadership Opportunities



GMN is member driven and member led—our volunteers gain practical experience in leadership; people, project, and financial management; and strategic planning as they create and implement the work of the organization. GMN members also augment their skills in our versatile training and education programs, which create learning opportunities for professionals at all levels.

## Advancing Grantmaking

Grants managers are critical to the overall success of grantmaking organizations and GMN works to raise awareness and understanding of this role across the philanthropic sector. GMN and our members also play a key role in advancing the overall effectiveness of grantmakers through streamlined grantmaking practices. This leadership helps raise the profile of all grants managers and highlights the positive impact of good grants management practices on grantees.

**91%** of GMN members are engaged in personal and professional development programs

**83%** of GMN members read, use, or attend GMN publications, programs, resources, and services.



The **GMN Examiner** newsletter is one of our community's primary learning and sharing tools. The newsletter takes members directly from their email inboxes to our latest educational resources and information on new benefits for members and contributing organizations.

Visit [www.gmnetwork.org/join-gmn](http://www.gmnetwork.org/join-gmn) to join GMN and subscribe to the GMN Examiner.

# EXPANDING KNOWLEDGE AND EXPERTISE

GMN is committed to meeting the educational needs of our members by providing instructional, social, and active learning opportunities across a wide range of disciplines and topics.

## Instructional Learning

Responding to the learning needs and desires of our members is a top priority. Instructional learning is an important component of our educational program because it gives members the chance to learn from leaders in the field.

### ANNUAL CONFERENCE

Members met in Seattle for our sixth annual—and first sold-out—conference and welcomed Bill Gates Sr. as



our opening plenary speaker. We exceeded our goals for registrations, exhibitors, and sponsorships, and the conference income matched expenditures for the first time!

*More than 93 percent of participants reported that the conference content was relevant to them and provided them with concrete goals and resources to apply in their jobs.*

### REGIONAL CHAPTERS

GMN's 13 regional chapters continued to connect members in local settings for education and networking events in 2011. Discussion and instructional learning topics included a focus on technology, clean data, software tips, and local trends in philanthropy.



*More than half (59 percent) of participants said that the regional meetings provided them with good-to-excellent value, allowing them to apply what they learned to their work.*

### WEBINARS

Our “What Works” webinars are designed to help members leverage the knowledge and experience of their peers. In 2011, GMN hosted four of these webinars; members shared their approaches to and experiences with social media, international grantmaking, proactive grantmaking, and data visualization.



*GMN members find webinars to be helpful and informative; 93 percent of participants reported that webinars are an effective way to educate GMN members.*

# 100

*In 2011, GMN delivered more than 100 hours of formal education, training, and professional development opportunities for members through our annual conference, regional meetings, and webinars.*

## Leading Learning

GMN is connecting members to a wider pool of learning opportunities through our participation in **LearnPhilanthropy**, a field-wide hub for grantmaker learning. In addition to helping our members find the resources they need, LearnPhilanthropy showcases GMN resources to new audiences while promoting the role of grants managers in philanthropy.

*Visit [learnphilanthropy.net](http://learnphilanthropy.net) for learning built by the field for the field.*

# EXPANDING KNOWLEDGE AND EXPERTISE

## Social Learning

Social learning happens in hallways and break rooms, in the elevator at our annual conference, and by chatting before the beginning of regional meetings. Social learning is a significant component of GMN's education strategy because it suits the needs and experiences of our members. Sharing knowledge directly from member-to-member benefits both the learner, who gains critical information and a link to an experienced grants manager, and the teacher, who builds essential leadership and relationship skills.

### GMN'S ONLINE COMMUNITY

GMN's online member community has been connecting members virtually since before Facebook and Twitter even existed. This space serves as a sounding board, advice column, brainstorming hub, and discussion tool that lets members share experiences, solve problems, and discuss emerging issues.

### WHAT GMN MEMBERS VALUE ABOUT OUR ONLINE COMMUNITY

*"Sharing and receiving information...knowing there is usually someone who has had a similar experience and is willing to help."*

*"The ability to ask questions, seek responses, and have open dialogue among peers in this industry. Invaluable service, I think."*

*"I like to see the conversations that others are having. Some are relevant to my needs and others teach me about a new aspect of grant-making."*

*"I am the only one doing this job at my organization. With access to the Online Community I don't feel alone, knowing I can ask for help and read others' questions, too. No one makes you feel ignorant, the content is trustworthy, and it gives me good ideas."*



*More than 30 percent of members access the online community on a regular basis and nearly 80 percent of discussions on the community receive at least one response.*

*Visit [www.gmnetwork.org/groups](http://www.gmnetwork.org/groups) to start sharing and learning in our online community.*

**73%**

*of members report that GMN's online community is the first place they turn with grants management questions*



### The Technology of Social Learning

Half of GMN's membership report that they use online social media—Facebook, Twitter, blogs, and LinkedIn or other online communities—in their everyday work. By developing social learning opportunities using these technologies, GMN can increase the value of the tools members are already using in their jobs.

# EXPANDING KNOWLEDGE AND EXPERTISE

## Hands-On Learning

GMN members have significant education and professional development opportunities through active participation as GMN volunteers. In 2011, more than 200 members helped create and carry out the work of the organization.

The same skills that make our members effective grants managers also make them excellent stewards for Grants Managers Network. Members govern GMN, lead teams and projects, and organize regional chapters and other learning opportunities.



## RETURN ON INVESTMENT OF TIME AND TALENT

GMN members offer a valuable perspective on the organization and on the field of grants management, and they reap very real benefits for sharing their experience, insight, innovative ideas, and knowledge of grants management.

Our members tell us that volunteering with GMN is both fun and functional, and creates opportunities to:

- Expand their skills sets and knowledge
- Build new professional relationships
- Use creative talents for practical purposes
- Boost their resumes with additional responsibilities and leadership roles
- Invest in the growth and reputation of the field of grants management, and help recruit and train a new generation of practitioners

*Nearly all of GMN's member volunteers—98 percent—report that their volunteer work with GMN enables them to give back to the profession of grants management.*

**32%** *increase in member volunteers from 2009–2011*

**88%** *of GMN volunteers gained new/enhanced skills that improved their job effectiveness*

## Building a Volunteer Infrastructure

In 2011, GMN hired a membership and chapter development professional—Miriam Hankins, MBA—to create and implement initiatives to increase member value and involvement in GMN's programs, resources, and services. She is responsible for planning, directing, and coordinating programs to improve chapter management and operations. Miriam also focuses on enhancing and developing efforts to support, train, and engage regional chapter and volunteer leadership networks, and creating more active learning opportunities for members.



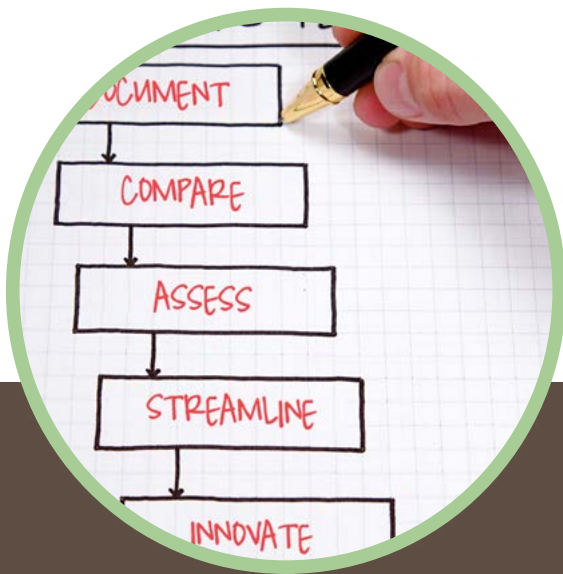
# PROMOTING EFFECTIVE PRACTICES



GMN's signature campaign, **Project Streamline**, continues to build momentum toward the goal of reducing the costs and the administrative burden of application and reporting practices for both grantmakers and grantseekers. In 2011 we created communications strategies to promote the project and its related publications and resources. Now are looking to the future of Project Streamline and the lasting impact it can have on grantmaking.

## Launching a New Diagnostic Tool

The **Project Streamline Grantmaker Assessment Tool** debuted in early 2011. This free, online survey enables grantmakers to compare their practices to those of other funders, as well as to the Project Streamline principles. The resulting report helps users determine the cost of their current practices, both to the organization and to grantseekers. Data from the assessment tool also helps grantmakers identify areas for improvement.



The **Project Streamline Grantmaker Assessment Tool** asks organizations to take a closer look at their grantmaking processes and determine whether streamlining is right for them. Sample questions include:

- Does your organization require grantees to provide you information that is publicly available?
- Does your organization have a simpler process for grants that are significantly smaller than your typical grant?
- Does your organization have a simpler process for grants that are significantly smaller than your typical grant, or for renewal grants?
- When was the last time your organization formally re-examined the information it requires in your application/selection and reporting/evaluation processes?

Visit [www.projectstreamline.gmnetwork.org/](http://www.projectstreamline.gmnetwork.org/) to learn more about streamlining.

**165+** grantmakers used the Project Streamline Grantmaker Assessment Tool in 2011

## Partners in Progress

GMN proudly partnered with the following organizations to promote Project Streamline in 2011.

*Association of Small Foundations*

*Association of Fundraising Professionals*

*Council on Foundations*

*Forum of Regional Associations of Grantmakers*

*The Foundation Center*

*Grantmakers for Effective Organizations*

*National Council of Nonprofits*



# LEADING EFFICIENCY AND IMPACT

## Complete Instruction Book for Streamlining

In 2011, GMN completed the **Guide to Streamlining** series with the release of the **Due Diligence Guide**. The Guide to Streamlining series is a set of tools and resources to help grantmakers apply **Project Streamline's** four principles:

- 1** Taking a fresh look at information requirements with a special focus on what due diligence grantmakers really need to do in order to make a grant
- 2** Rightsizing grant application and reporting requirements
- 3** Reducing the burden that grantseeking places on grantees with a special focus on improving financial reporting and implementing online systems
- 4** Improving communications and obtaining feedback from grantseekers to support and help direct your streamlining efforts

## Trustees, Program Staff, and Grants Managers Learn to Streamline Together

Successful streamlining requires both policy and process change, and it is critical to engage stakeholders at all levels of grantmaking in order to successfully streamline—from the highest level of decision makers whose challenge is to increase impact for grantees to the most hands-on grants managers working daily with the procedures currently in place.

To facilitate this collaborative approach, we developed a one-day, highly interactive workshop that brings teams together.

Through this workshop, more than 200 grantmakers have been trained to streamline.



Visit [www.projectstreamline.org](http://www.projectstreamline.org) to find out how streamlining benefits everyone involved in grantmaking.

# 100,000

*grantmakers and grantseekers have been introduced to the Project Streamline principles and received information and tools to support change since its inception in 2008*

## Collaborating and Creating

GMN partnered with the Technology Affinity Group and Idealware in 2011 to update **A Consumer's Guide to Grants Management Software**. The most downloaded publication of all of GMN's 2011 offerings, this guide evaluates and compares more than 25 grants management software options, including—for the first time ever—a comparison of systems for community foundations and donor-advised funds.

Visit [www.gmnetwork.org/reports](http://www.gmnetwork.org/reports) to download the free Consumer's Guide report.



# OPERATING EFFECTIVELY

GMN has worked to build and maintain strong operations that support the work of our volunteers and leadership. We achieved many important objectives in 2011, including:

- Increased revenues by 49 percent from 2009–2011
- Maintained a six-month operating reserve for GMN
- Increased the number of members’ organizations contributing to GMN by 85 percent, from 148 to 274
- Added a second staff person in 2011
- Received unqualified audit opinions for 2009, 2010, and 2011
- Successfully completed our 2009-2011 strategic plan

## OPEN AND ETHICAL OPERATION

Our operational goal is to maintain strong governance policies and practices and to be accountable to members and funders for maintaining these practices. To meet this goal, we proactively share important guiding principles, strategic plans, and financial statements on our website, including: our mission and values; bylaws; board of directors and other leadership; staff biographies; annual reports; budget documents; audited financial statements; and annual tax returns.

## COMMITMENT TO GOOD GOVERNANCE

To make GMN a model for nonprofit accountability and transparency, our leadership identified key areas where GMN could embrace this goal and demonstrate our commitment to achieving it. In March 2011, the board of directors adopted the **Principles for Good Governance and Ethical Practice**, a set of 33 guidelines developed by Independent Sector to guide the successful and ethical operation of nonprofits in four areas:

- Legal compliance and public disclosure
- Effective governance
- Strong financial oversight
- Responsible fundraising

Visit [www.gmnetwork.org/about-us](http://www.gmnetwork.org/about-us) for access to GMN’s key operating documents.



**50%+**

*Membership contributions account for more than 50 percent of GMN’s annual budget*

## Earning Accolades

“Glasspockets [blog] applauds the Grants Managers Network for promoting transparency so extensively within the organization. Through these values and practices, GMN is leading by example.” **Mark Foley, The Foundation Center, Oct. 31, 2011**

# MOVING OUR COMMUNITY FORWARD

Building on the strategies and outcomes of the three-year plan we successfully completed in 2011, GMN's leadership outlined a new framework of objectives that serves both as operating instructions and aspirational benchmarks. To meet these goals we will focus our efforts in three key areas in the coming years:

## Improving Grantmaking

GMN aspires to be the go-to organization for knowledge and information for the grants management profession. This aim drives our leadership in field-wide collaborations like Project Streamline and our growing focus on delivering a world-class education and professional development program, based on GMN's Body of Knowledge, that helps members meet their professional development goals. We will continue to create programs, resources, and services that increase awareness and understanding of the value of effective grants management practices and, ultimately, amplify the impact of grantmaking organizations.

## Engaging Members

GMN is first and foremost a community of grants professionals and our highest priority is to meet the needs and expectations of our community. GMN will actively engage a diverse membership of grants managers by delivering enriching educational programs, like those that introduce new technologies; robust and rewarding volunteer experiences tailored to members' individual interests; and a network that encourages grants managers to learn, share, and grow.



## Building Capacity

The success of our strategic framework depends on the strength of GMN's ability to support a growing membership base and member' expanding needs. In addition to meeting the highest standards of good governance and transparency, we will improve communications with members and funders, expand staff capacity, and challenge our leadership and membership to participate in refining our structure, operations, strategy, and priorities.



## Expanding Our Circle of Influence

GMN strives to improve grantmaking by influencing key stakeholder groups, including: **thought leaders** who can help us advocate for effective practices; **key partners like funder networks, regional associations**, and nonprofits that share our desire to improve grantmaking; **vendors and service providers** who can incorporate effective practices into their products and services; and **universities with philanthropy curricula and other educational programs** that can use these effective practices to train the next generation of philanthropy professionals.

# FINANCIAL STATEMENTS

Grants Managers Network strives to be as transparent as possible about our finances and operations. You can access our complete financial statements, tax returns, annual budget, and other information at [www.gmnetwork.org/about-us](http://www.gmnetwork.org/about-us).

## Statements of Financial Position

	2011	2010
ASSETS		
<i>Cash and cash equivalents</i>	\$556,660	\$568,018
<i>Contributions receivable</i>	\$36,000	\$2,000
<i>Prepaid expenses and deposit</i>	\$31,626	\$0
<i>Investments</i>	\$76,614	\$0
<i>Property and equipment, net</i>	\$2,395	\$0
Total assets	\$703,295	\$570,018
LIABILITIES		
<i>Accounts payable</i>	\$34,954	\$15,613
<i>Deferred conference fees</i>	\$60,970	\$45,350
Total liabilities	\$95,924	\$60,963
NET ASSETS		
<i>Unrestricted</i>	\$544,871	\$481,055
<i>Temporarily restricted</i>	\$62,500	\$28,000
Total net assets	\$607,371	\$509,055
Total liabilities and net assets	\$703,295	\$570,018

# FINANCIAL STATEMENTS

## Statements of Activity

	2011	2010
REVENUE AND SUPPORT		
<i>Grants and contributions</i>	\$597,920	\$538,914
<i>Annual conference and workshops</i>	\$371,200	\$296,508
<i>Investment income</i>	\$5,115	\$2,828
<i>Guide sales</i>	\$4,940	\$4,515
<i>Other income</i>	\$2,268	\$0
<i>Net assets released from restrictions:</i>		
<i>Satisfaction of restrictions</i>	\$0	\$0
Total revenue and support	\$981,443	\$842,765
EXPENSES		
<i>Program services</i>	\$792,511	\$531,064
<i>Supporting services:</i>		
<i>Management and general</i>	\$35,436	\$131,072
<i>Fundraising</i>	\$55,180	\$16,460
<i>Total supporting services</i>	\$ 90,616	\$147,532
Total expenses	\$883,127	\$678,596
Change in Net Assets	\$98,316	\$164,169
Net Assets, <i>beginning of year</i>	\$509,055	\$344,886
Net Assets, <i>end of year</i>	\$607,371	\$509,055

# FINANCIAL STATEMENTS

## Statements of Cash Flows

	2011	2010
CASH FLOWS FROM OPERATING ACTIVITIES		
<i>Change in net assets</i>	\$98,316	\$164,169
<i>Adjustments to reconcile change in net assets to net cash provided by operating activities:</i>		
<i>Realized and unrealized gain on investments</i>	(\$708)	\$0
<i>Change in operating assets and liabilities</i>		
<i>(Increase) decrease in:</i>		
<i>Contributions receivable</i>	(\$34,000)	(\$2,000)
<i>Prepaid expenses and deposit</i>	(\$31,626)	\$0
<i>Increase (decrease) in:</i>		
<i>Accounts payable and accrued expenses</i>	\$19,341	(\$861)
<i>Deferred conference revenue</i>	\$15,620	\$8,956
<i>Net cash provided by operating activities</i>	\$66,943	\$170,264
CASH FLOWS FROM INVESTING ACTIVITIES		
<i>Purchases of investments</i>	(\$75,906)	\$0
<i>Purchases of property and equipment</i>	(\$2,395)	\$0
<i>Net cash used in investing activities</i>	(\$78,301)	\$0
<i>Net (Decrease) Increase in Cash and Cash Equivalents</i>	(\$11,358)	\$170,264
<i>Cash and Cash Equivalents, beginning of year</i>	\$568,018	\$397,754
<i>Cash and Cash Equivalents, end of year</i>	\$556,660	\$568,018

# CONTRIBUTING ORGANIZATION MEMBERS

GMN members represent 1,200+ grantmaking organizations. More than 250 of these entities have recognized the valuable contributions of grants managers to the field of philanthropy and offered their support to GMN as contributing organization members. In return, these organizations benefit from valuable resources and work:

- Direct link to the combined knowledge of more than 2,000 grants management professionals through our on-line community
- Access to **The GM Guide**, the growing compendium of knowledge of the grants management community
- Exclusive access to expanded data from the **GMN 2011 Salary and Benefits Survey**, including customized reports, profiles by organization type, and downloadable files of all tables in the report
- Reduced rates or complimentary access to other GMN publications and resources
- Reduced rates and advance invitations to regional and national training, conferences, and networking events
- Regular updates on best practices, trends, and key data about grants management

We offer our gratitude to these organizations for their financial support in 2011.

3M	Bill & Melinda Gates Foundation
AdminiTrust LLC	Blue Moon Fund, Inc.
Alaska Mental Health Trust Authority	Blue Shield of California Foundation
Allstate Foundation	Bohemian Foundation
Altman Foundation	Brico Fund
Alzheimer's Drug Discovery Foundation & ISOA	Brinson Foundation
American Health Assistance Foundation	Bullitt Foundation
American Jewish World Service	Burroughs Wellcome Fund
amfAR	Bush Foundation
Amgen Foundation	CAFAmerica
The Annenberg Foundation	The California Endowment
Annie E. Casey Foundation	California Foundation for Independent Living Center
The Atlantic Philanthropies	California HealthCare Foundation
Baptist Community Ministries	The California Wellness Foundation
The Barr Foundation	Campion Foundation
Barra Foundation	The Cannon Foundation, Inc.
Bay and Paul Foundations	
BHHS Legacy Foundation	

**82%** of GMN contributors choose Contributing Organization Membership in order to receive valuable benefits and discounts

## Membership Matters

GMN's members work at organizations of all sizes: just as many of our members (20 percent) work in small organizations with annual grants of less than \$2 million as those who work in the largest organizations with annual giving of more than \$50 million. This wide range of collective experience means that GMN members can learn from other professionals with a broad perspective on the challenges, opportunities, and practices of grants management.



# CONTRIBUTING ORGANIZATION MEMBERS

Cargill	Eastern Bank Charitable Foundation	Helios Education Foundation
Carnegie Corporation of New York	Edward W. Hazen Foundation	Henry Luce Foundation
Carol Ann and Ralph V Haile, Jr. Foundation/US Bank	Elmina B. Sewall Foundation	Home Depot Foundation
Charles and Lynn Schusterman Family Foundation	Endowment for Health	Houston Endowment Inc.
Charles Stewart Mott Foundation	The Energy Foundation	Howard Hughes Medical Institute
Children's Trust	Eugene & Agnes E. Meyer Foundation	Huey and Angelina Wilson Foundation
The Christensen Fund	Evelyn and Walter Haas Jr. Fund	Hunt Alternatives Fund
CIGNA Foundation	F.B. Heron Foundation	Hyams Foundation, Inc.
Citi Foundation	Fidelity Foundation	Illinois Clean Energy Community Foundation
ClimateWorks Foundation	Fieldstead & Company	International Association for Study of Pain
The Coca-Cola Company	Fifth Third Foundation	Irene E. & George A. Davis Foundation
The Coleman Foundation	The Fine Foundation	J. Paul Getty Trust; Getty Foundation
College Access Foundation of California	Firelight Foundation	J. Willard and Alice S. Marriott Foundation
The Colorado Health Foundation	Floyd A. and Kathleen C. Cailloux Foundation	J.F. Maddox Foundation
Colorado Trust	The Ford Family Foundation	J.M. Kaplan Fund
Commonweal Foundation, Inc.	Ford Foundation	James Irvine Foundation
Community Foundation Santa Cruz County	Foundation for the Mid South	Jessie Smith Noyes Foundation
Compton Foundation	Francis Family Foundation	Jewish Community Foundation of San Diego/Leichtag Family Foundation
ConAgra Foods Foundation	Frey Foundation	Jim Joseph Foundation
Connelly Foundation	Gaylord and Dorothy Donnelley Foundation	John R. Oishei Foundation
Conrad N. Hilton Foundation	General Service Foundation	John Randolph Foundation
Cooper Foundation	George Gund Foundation	John S. and James L. Knight Foundation
Council of Michigan Foundations	Global Greengrants Fund	Kaiser Permanente
Crown Family Philanthropies	Gordon and Betty Moore Foundation	Kalliopeia Foundation
Cultural Council of Greater Jacksonville, Inc.	Grand Victoria Foundation	Kansas Health Foundation
Daniels Fund	Great Southern Enterprises, Inc./Delaplaine Foundation	Klarman Family Foundation
David and Lucile Packard Foundation	Greater Texas Foundation	The Kresge Foundation
David Bohnett Foundation	Green Bay Packers	Lavelle Fund for the Blind
Dekko Foundation	Green Tree Community Health Foundation	The Lemelson Foundation
Delta Dental of Minnesota	H.W. Siebens Charitable Foundation	Lincoln Financial Group
Doris Duke Charitable Foundation	Harry and Jeanette Weinberg Foundation, Inc.	Lloyd A. Fry Foundation
Dyson Foundation	Hau'oli Mau Loa Foundation	Louis Calder Foundation
		Lower Colorado River Authority

# CONTRIBUTING ORGANIZATION MEMBERS

The Lubrizol Foundation	NoVo Foundation	The Sherwood Foundation
Lumina Foundation for Education	Nutter, McClennen & Fish, LLP	Sierra Health Foundation
Maine Health Access Foundation	Oak Foundation	Sisters of St. Joseph Charitable Fund
Margaret A. Cargill Philanthropies	Obici Healthcare Foundation	The Skoll Foundation
Margaret Clark Morgan Foundation	Oklahoma Tobacco Settlement Endowment Trust	Solidago Foundation
Mary Reynolds Babcock Foundation	Orfalea Foundations	Spencer Foundation
Massachusetts Mutual Life Insurance Company	Osteopathic Heritage Foundation of Nelsonville	St. Jude Medical
MasterCard Foundation	Otto Bremer Foundation	Steans Family Foundation
Mat-Su Health Foundation	Peter G. Peterson Foundation	Stella and Charles Guttman Foundation
Max M. & Marjorie S. Fisher Foundation	PetSmart Charities, Inc.	Stuart Foundation
The McKnight Foundation	Polk Bros. Foundation	The Summit Foundation
McNeely Foundation	Prudential Foundation	Sunflower Foundation
Medica Foundation	PSEG Services Corp.	Surdna Foundation
The Medtronic Foundation	Public Welfare Foundation	Tarsadia Foundation
Mesothelioma Applied Research Foundation	Ralph M. Parsons Foundation	TCF Foundation
MetroWest Community Health Care Foundation	Rasmuson Foundation	Tinker Foundation Inc.
Meyer Memorial Trust	RBC Foundation - USA	Toshiba America Foundation
Middlesex Savings Charitable Foundation	Richard M. Schulze Family Foundation	Travelers Companies
Midlands Mentoring Partnership	Rockefeller Brothers Fund	UniHealth Foundation
Mitchell Kapor Foundation	The Rockefeller Foundation	United Health Foundation
Monterey Peninsula Foundation	Rogers Family Foundation	United Methodist Health Ministry Fund
The Moriah Fund	Rosalinde and Arthur Gilbert Foundation	United Way of Anchorage
The Morris & Gwendolyn Cafritz Foundation	Rosenberg Foundation	Virginia Gildersleeve International Fund
Mutual of Omaha Foundation	RSF Social Finance	Weingart Foundation
The Nathan Cummings Foundation	The Russell Family Foundation	Wellspring Advisors, LLC
National Endowment for Democracy	Saint Luke's Foundation	Wilburforce Foundation
Needmor Fund	Salem Health & Wellness Foundation	The William and Flora Hewlett Foundation
Nellie Mae Education Foundation	The Sandy River Charitable Foundation	William J. & Dorothy K. O'Neill Foundation
New Field Foundation	SCAN Foundation	The Winthrop Rockefeller Foundation
Nordson Corporation Foundation	Sea Change Foundation	Wiregrass Foundation
North Penn Community Health Foundation	Select Equity Group Foundation	Woods Charitable Fund, Inc.
Northwest Area Foundation	Sheltering Arms Foundation	Yakima Valley Community Foundation
		Yawkey Foundations

# CONTRIBUTORS

We also extend our special thanks to these additional contributors who supported the work of GMN in 2011.

Allegany Franciscan Ministries, Inc.

Archstone Foundation

Argosy Foundation

Benwood Foundation

Berks County Community Foundation

Boettcher Foundation

Boston Foundation

The Burton D. Morgan Foundation

Carl and Eloise Pohlad Family Foundation

ClearWay Minnesota

The Clowes Fund, Inc.

Comcast Corporation

Commonwealth Fund

Community Foundation for Greater Atlanta

East Bay Community Foundation

Edyth Bush Charitable Foundation, Inc.

Enterprise Holdings Foundation

Ethel & W. George Kennedy Family Foundation

Fiduciary Counselling, Inc./Weyerhaeuser Family Foundation

George Family Foundation

Geraldine R. Dodge Foundation

Harold K.L. Castle Foundation

Irving Harris Foundation

The Jay and Rose Phillips Family Foundation

John T. Vucurevich Foundation

Joyce Foundation

Koret Foundation

The Lawson Foundation

Methodist Healthcare Ministries

Napa Valley Community Foundation

Nina Mason Pulliam Charitable Trust

Open Society Foundations

Orange County Community Foundation

The REACH Healthcare Foundation

Skillman Foundation

Stewardship Foundation

Tides Foundation

Tow Foundation

The W. Clement & Jessie V. Stone Foundation

Walther Cancer Foundation

William Bingham Foundation

William Caspar Graustein Memorial Fund

William Penn Foundation

GMN is also supported by individual contributions that help make our work possible. We extend our thanks to these contributors.



**GMN is grateful for the leadership and support of our Board of Directors, each of whom is also an individual contributor.**

# BOARD OF DIRECTORS\*

Grants Managers Network is governed by a board of directors elected by our membership to two-year terms. These leaders focus their work on strategy, financial oversight, and other governance issues, including making GMN a model for non-profit accountability and transparency.

## Stephanie Duffy

The McKnight Foundation  
Minneapolis, Minn.

## Guy Eakin

American Health Assistance Foundation  
Clarksburg, Md.

## Dolores Estrada

The California Endowment  
Los Angeles, Calif.

## Kim Foster

Francis Family Foundation  
Kansas City, Mo.

## Sue Fulton

Endowment for Health  
Concord, N.H.  
Co-Chair

## Jonathan Goldberg

Surdna Foundation  
New York, N.Y.

## Chad Gorski

Howard Hughes Medical Institute  
Chevy Chase, Md.  
Secretary

## Marcus McGrew

The Kresge Foundation  
Troy, Mich.

## Meridian Napoli

Comcast Corporation  
Philadelphia, Penn.

## Ericka Novotny

Brooklyn, N.Y.

## Jennifer Pedroni

North Penn Community Health Foundation  
Colmar, Penn.  
Treasurer

## Tiffany Price

Mitchell Kapor Foundation  
San Francisco, Calif.

## Bonnie Rivers

Carnegie Corporation of New York  
New York, N.Y.  
Co-Chair

## Kristine Schoenow

State of MI - Bureau of Community Action  
and Economic Opportunity in Dept. of  
Human Services  
Lansing, Mich.

## Rebecca Van Sickle

The Atlantic Philanthropies  
New York, N.Y.

## Cristina Yoon

The Skoll Foundation  
Palo Alto, Calif.

\*As of December 31, 2011

*Join us for GMN's 8th annual conference, March 18-20, 2013, in St. Petersburg, Fla., to learn about waves of change in grants management and oceans of opportunity for grantmakers and grantseekers.*



## GMN National Staff

Michelle Greanias, Executive Director | [mgreanias@gmnetwork.org](mailto:mgreanias@gmnetwork.org) | 202.329.7670

Miriam Hankins, MBA, Manager of Member Engagement | [mhankins@gmnetwork.org](mailto:mhankins@gmnetwork.org) | 888.GMN.1996, ext. 1

# VOLUNTEERS

Since our beginning, members have led the Grants Managers Network. In 2011, GMN was fortunate to benefit from the extraordinary contributions of more than 200 member volunteers who shared their expertise and time. We are grateful for their knowledge, insight, and passion for GMN.

## Rosemary Addison

Dorot Foundation  
New England Region  
Membership Committee

## Elizabeth Akalin

Gill Foundation  
Rocky Mountain Region  
Volunteer

## Jeanette Albert

Colorado Creative Industries  
Rocky Mountain Region  
Co-Chair

## Jamie Amagai

The Summit Charitable  
Foundation  
Community Managers Team  
Leader, GMN Examiner Team

## Sherry Amen

Jim Casey Youth Opportunities  
Initiative  
Conference Committee

## Deb Anderson

The Medtronic Foundation  
Minnesota Region Volunteer

## Andrea Axel

Legal Foundation of Washington  
Pacific Northwest Region  
Volunteer

## Barbara Bach

Rasmuson Foundation  
Pacific Northwest Region  
Volunteer

## Erin Baird

Allegany Franciscan  
Ministries, Inc.  
Florida Region Co-Chair,  
Conference Committee,  
Conference Host Committee

## Deb Baker

Rocky Mountain Region  
Volunteer

## Cheryl Bean

Sunflower Foundation  
Conference Committee

## Joe Behaylo

Open Society Foundations  
Body of Knowledge Team

## Ann Beier

East Bay Community  
Foundation  
Community Managers Team,  
Northern California Volunteer

## Carly Benkov

American Jewish World Service  
What Works Webinar Team

## Myra Bicknell

French American Charitable  
Trust  
Northern California Region  
Volunteer

## Kim Blanchard

Wellspring Advisors, LLC  
GMN Examiner Team

## Deborah Bloom

Ford Foundation  
GMN Examiner Team

## Katrin Blucker-Ludwig

Methodist Healthcare Ministries  
Conference Host Committee

## Melissa Boilon

The Marclad Foundation  
GMN Examiner Team

## Andrea Brinkman

Spencer Foundation  
Midwest Region Program  
Volunteer

## Julie Brooks-Nyquist

John S. and James L. Knight  
Foundation  
Florida Region Co-Chair

## Aimée Bruederle

The William and Flora Hewlett  
Foundation  
Northern California Region  
Co-Chair

## Kelley Buhles

RSF Social Finance  
Northern California Volunteer

## Elissa Buller

Kansas Health Foundation  
Midwest Region Program  
Volunteer

## Jennifer Burran

Lemelson Foundation  
GMN Board of Directors,  
Conference Committee

**30%** of GMN's volunteers in 2011 have been active volunteers for more than five years

## Growing Grants Managers Network

GMN provides volunteer opportunities to explore all areas of grants management and help grow our community at the same time. Any GMN member may serve and volunteers determine their own levels of commitment based on their schedules and needs. Volunteer teams generally meet by phone, so no travel is required.

Visit <http://www.gmnnetwork.org/join-gmn/volunteer> to learn more about volunteering with GMN.

# VOLUNTEERS

## Nicholas Burt

Lloyd A. Fry Foundation  
Midwest Region Program  
Volunteer

## Val Bush

Paul G. Allen Family Foundation  
Pacific Northwest Region  
Volunteer

## Peg Butler

GMN Examiner Team

## Anna Campbell

New York City Department of  
Cultural Affairs  
New York Region Program  
Committee

## Kim Canfield

Peter G. Peterson Foundation  
New York Region Program  
Committee

## Angela Carabine

The J.M. Kaplan Fund  
New York Region Membership  
Committee Co-Chair

## Carla Cassinelli

Bill & Melinda Gates Foundation  
Body of Knowledge Team

## Gillian Cervero

California HealthCare  
Foundation  
Northern California Region  
Co-Chair

## Chui Chan

Fundraising Team, Conference  
Committee, New York  
Membership Committee

## Danielle Cheslog

Otto Bremer Foundation  
Conference Host Committee

## Nancy Claassen

Kansas Health Foundation  
Midwest Region Program  
Volunteer

## Susan Clark

Gaylord and Dorothy Donnelley  
Foundation  
Community Managers Team,  
Midwest Region Co-Chair

## Laura Cogburn

J. Paul Getty Trust (The Getty  
Foundation)  
Community Managers Team

## John Colborn

Ford Foundation  
New York Region Program  
Committee

## Jeanmarie Collens

The Atlantic Philanthropies  
What Works Webinar Team

## Kent Cozad

amfAR (The Foundation for  
AIDS Research)  
New York Region Program  
Committee

## Heather Craig

Medica Foundation  
Minnesota Region Co-Chair

## Teresa Crawford

Frey Foundation  
Midwest Region Volunteer

## Amy D'Amico

Green Tree Community  
Health Foundation  
Delaware Valley Region Program  
Chair

## Corey Davis

The Boston Foundation  
Body of Knowledge Team,  
New England Region Co-Chair

## Tanisha Davis

Archstone Foundation  
Southern California Region  
Volunteer

## Bridget DeLeon

Saint Luke's Foundation  
Ohio Region Steering Committee

## Linda Diamond

Doris Duke Charitable  
Foundation  
Conference Committee

## Christy Dickinson

Arts Midwest  
G4 Team

## Erin Dirksen

Bush Foundation  
Minnesota Region Steering  
Committee

## Cynthia Drennan

William J. & Dorothy K. O'Neill  
Foundation  
G4 Team, Ohio Region  
Steering Committee

## Stephanie Duffy

The McKnight Foundation  
GMN Board of Directors,  
Nominating Committee  
Co-Chair, Accountability &  
Transparency Team Leader,  
Minnesota Region Steering  
Committee

## Laura Duty

King Foundation  
G4 Team

## Loretta Duvall

The Children's Trust  
Florida Region Volunteer

## Guy Eakin

American Health Assistance  
Foundation  
GMN Board of Directors,  
Body of Knowledge Team Leader

## Rocele Estanislao

The California Wellness  
Foundation  
Community Managers Team

## Dolores Estrada

The California Endowment  
GMN Board of Directors, GM  
Guide Team Leader, Conference  
Committee, Southern California  
Region Volunteer

## Armanda Famiglietti

The Nathan Cummings  
Foundation  
Body of Knowledge Team

## Claudine Feliciano

JP Morgan Chase Foundation  
Conference Committee,  
New York Region Program  
Committee

## Geula Ferguson

Donors Forum of South Florida  
Florida Region Volunteer

## Jenny Filer

PA Performing Arts on Tour  
Delaware Valley Region  
Program Committee

## Alexis Fish

Bank of America Foundation  
Conference Committee

## Susan Fish

Hemenway & Barnes  
New England Region Program  
Committee and Roundtable  
Coordinator

## Adrienne Fisher

Doris Duke Charitable  
Foundation  
Body of Knowledge Team

## Nancy Fisher

The Columbus Foundation  
Ohio Region Steering Committee

## Judith Foley

Salem Health & Wellness  
Foundation  
Fundraising Team, Delaware  
Valley Region Program  
Committee

## Kim Foster

Francis Family Foundation  
GMN Board of Directors,  
Conference Committee, Finance  
Committee, Fundraising Team  
Leader

## Samantha Franklin

Johnson Family Foundation  
What Works Webinar Team,  
Rocky Mountain Region  
Volunteer

## Trish Franklin

Daniels Fund  
Rocky Mountain Region  
Volunteer

## Jana Fry

Bill & Melinda Gates Foundation  
Pacific Northwest Region  
Co-Chair

# VOLUNTEERS

## Susan Fulton

Endowment for Health  
GMN Board of Directors  
Co-Chair, GMN Executive  
Committee, Body of Knowledge  
Team, GM Guide Team,  
Conference Committee, New  
England Region Program  
Committee

## Roger Fuse Brown

Compton Foundation  
Finance Committee

## Ann Gael

Conference Committee

## Tom Gaeng

Mid Atlantic Arts Foundation  
Accountability & Transparency  
Team

## Shelly George

The Health Foundation of  
Greater Cincinnati  
Ohio Region Steering Committee

## Allison Gister

The Annenberg Foundation  
GM Guide Team, GMN  
Examiner Team, Conference  
Committee, Southern California  
Region Co-Chair

## Nikki Gler

Alliance for Financial Inclusion  
Pacific Northwest Region  
Volunteer

## Jonathan Goldberg

Surdna Foundation  
GMN Board of Directors,  
Accountability & Transparency  
Team, GMN Examiner Team

## Chad Gorski

Howard Hughes Medical  
Institute  
GMN Board of Directors  
Secretary, GMN Executive  
Committee, Nominating  
Committee, Body of Knowledge  
Team Leader

## Danielle Gray

R. Howard Dobbs, Jr.  
Foundation  
Southeast Region Volunteer

## Diane Grossman

Sheltering Arms Foundation  
Accountability & Transparency  
Team, Minnesota Region  
Steering Committee

## Chandra Gruber

St. Jude Medical  
Minnesota Region Volunteer

## Kecia Haggins

Georgia Power Foundation  
Southeast Region Chair

## Shirley Hamilton

EyeSight Foundation of Alabama  
G4 Team, Southeast Region  
Volunteer

## Phillip Harmon

Mid Atlantic Arts Foundation  
G4 Team

## Kelly Hayashi

Stuart Foundation  
GM Guide Team, Northern  
California Volunteer

## Nancy Herzog

National Endowment for  
Democracy  
Washington DC Region  
Co-Chair, What Works Webinar  
Team

## Deborah Hessler

Edyth Bush Charitable  
Foundation, Inc.  
Florida Region Volunteer

## Jessica Hickok

The James Irvine Foundation  
Northern California Region  
Volunteer

## Lucy Hollis

The Atlantic Philanthropies  
G4 Team

## Kerri Hurley

The Barr Foundation  
New England Region Co-Chair

## Anita Jackson

The W. Clement & Jessie V.  
Stone Foundation  
Accountability & Transparency  
Team, Northern California  
Volunteer

## Beery Jimenez

Proteus Fund  
G4 Team

## Elizabeth Johnson

Margaret A. Cargill Foundation  
Minnesota Region Volunteer

## Jody Jonas

Lutheran Community  
Foundation  
Minnesota Region Steering  
Committee

## Richard Kaplan

The John D. and Catherine T.  
MacArthur Foundation  
GMN Examiner Team

## Lee Klejnot

Bill & Melinda Gates Foundation  
Fundraising Team, Pacific  
Northwest Region Volunteer

## Marije Klep

amfAR (The Foundation for  
AIDS Research)  
New York Region Program  
Committee

## Amber Knox

Bullitt Foundation  
Pacific Northwest Region  
Volunteer

## Jennifer Kolde

Grotto Foundation, Inc.  
Minnesota Region Steering  
Committee

## Jean Kramarik

Burroughs Wellcome Fund  
Conference Host Committee

## Jordan Kramer

Planned Parenthood Federation  
of America  
G4 Team, Conference  
Committee, New York Region  
Program Committee

## Kathy Ladiner

Nordson Corporation  
Foundation  
Ohio Region Chair

## Shantras Lakes

Fulton County Arts Council  
Southeast Region Volunteer

## Sarah Lamothe

Citi Foundation  
New York Region Membership  
Committee

## Lori LeBlue

Lower Colorado River Authority  
Conference Host Committee

## Paula Lentoni

Mott Philanthropic  
G4 Team, New England Region  
Co-Chair

## Adam Liebling

American Society for the  
Prevention of Cruelty to  
Animals (ASPCA)  
Conference Committee,  
New York Region Advisory  
Committee and Program  
Committee

## Susana Lopez

Kaiser Permanente  
Southern California Region  
Volunteer

## Monique Loseke

Bonfils-Stanton Foundation  
Rocky Mountain Region  
Volunteer

## Karissa Lowe

Meyer Memorial Trust  
Pacific Northwest Region  
Volunteer

## Hope Lyons

Rockefeller Brothers Fund  
New York Region Advisory  
Committee, New York Region  
Chair

## Cathy Manovi

Gordon and Betty Moore  
Foundation  
GM Guide Team

## Rebecca Martin

J. Paul Getty Trust (The Getty  
Foundation)  
Community Managers Team

## Melanie Matthews

Campion Foundation  
Accountability & Transparency  
Team, Conference Committee,  
Pacific Northwest Region  
Co-Chair

# VOLUNTEERS

## Symone McClain

Southeast Region Volunteer

## Cheryl McDonald

Rose Community Foundation  
Fundraising Team

## Marcus McGrew

The Kresge Foundation  
GMN Board of Directors,  
Finance Committee, Conference  
Committee Co-Chair 2012

## Christine Meek

Community Foundation of  
Greater Fort Wayne  
Community Managers Team

## Adin Miller

Jewish Community Federation  
and Endowment Fund  
What Works Webinar Team

## Carol Miller

Greater Texas Foundation  
Conference Committee Co-Chair  
2012, What Works Webinar  
Team, Conference Host  
Committee

## Summer Moore

California Community  
Foundation  
Southern California Region  
Volunteer

## Leigh Ann Mooring

Northwest Health Foundation  
Pacific Northwest Region  
Volunteer

## Yolanda Morris

Wilburforce Foundation  
G4 Team

## Elizabeth Murph

Harold K.L. Castle Foundation  
G4 Team

## Linda Musumeci

American Philosophical Society  
Delaware Valley Region Chair

## Meridian Napoli

Comcast Corporation  
GMN Board of Directors, What  
Works Webinar Team Leader,  
Body of Knowledge Team

## Ericka Novotny

GMN Board of Directors,  
Nominating Committee  
Co-Chair, Conference  
Committee, Finance Committee,  
Fundraising Team, GMN  
Examiner Team

## Ruth Oku-Ampofo

The Christensen Fund  
Northern California Region  
Volunteer

## Phoebe O'Leary

Meyer Memorial Trust  
Pacific Northwest Region  
Volunteer

## June O'Neill

Philadelphia Cultural Fund  
Delaware Valley Region  
Membership Chair

## Janice Opalski

The Robert Wood Johnson  
Foundation  
Accountability & Transparency  
Team Leader, Body of  
Knowledge Team

## Shani Pankam

Hyams Foundation, Inc.  
New England Region Program  
Committee and Liaison

## Jennifer Pedroni

North Penn Community Health  
Foundation  
GMN Board of Directors  
Treasurer, GMN Executive  
Committee, Audit Committee,  
Conference Committee, Finance  
Committee

## Christopher Percopo

The Leona M. and Harry B.  
Helmsley Charitable Trust  
G4 Team Leader, Conference  
Committee 2012

## Susan Perry

Hyams Foundation, Inc.  
New England Region Program  
Committee and Liaison

## Danette Peters

Mary Reynolds Babcock  
Foundation  
What Works Webinar Team,  
Conference Committee

## Scott Pietka

Firelight Foundation  
G4 Team, Northern California  
Volunteer

## Meghan Pietrantonio

SunTrust  
Southeast Region Volunteer

## Orneata Prawl

Nominating Committee, GM  
Guide Team, New York Region  
Advisory Committee and  
Membership Committee

## Tiffany Price

Mitchell Kapov Foundation  
GMN Board of Directors,  
Nominating Committee,  
Conference Committee,  
Fundraising Team, Northern  
California Region Volunteer

## Melanie Quackenbush

Glenmede Trust Company, N.A.  
Delaware Valley Region Program  
Committee Volunteer

## Russell Ramm

amfAR (The Foundation for  
AIDS Research)  
Conference Committee,  
Conference Host Committee

## Rosa Ray

The Coca-Cola Company  
Southeast Region Volunteer

## Dee Reed

CIGNA Foundation  
Conference Committee,  
Delaware Valley Region Program  
Committee

## Anie Reid

Scott & White Healthcare  
Conference Host Committee

## Kyle Reis

Ford Foundation  
G4 Team, Conference  
Committee, New York Region  
Program Committee

## Karen Reynolds

McNeely Foundation  
Minnesota Region Steering  
Committee

## Bonnie Rivers

Carnegie Corporation  
of New York  
GMN Board of Directors  
Co-Chair, GMN Executive  
Committee, G4 Team, GMN  
Examiner Team

## Margie Robinson

Public Welfare Foundation  
Conference Committee,  
Washington DC Region  
Volunteer

## Sharon Robinson

Home Depot Foundation  
Conference Host Committee

## Kim Romero

The Richard H. Driehaus  
Foundation  
Midwest Region Volunteer

## Courtney Rottman, JD

Susan G. Komen for the Cure  
G4 Team, What Works Webinar  
Team

## Adam Sanders

Bank of America Foundation  
New York Region Program  
Committee

## Gretchen Schackel

James F. and Marion L. Miller  
Foundation  
Pacific Northwest Region  
Volunteer

## Karen Scheboth

The SCAN Foundation  
Accountability & Transparency  
Team, Conference Committee

## Kristine Schoenow

State of MI - Bureau of  
Community Action and  
Economic Opportunity  
GMN Board of Directors,  
Conference Committee Co-Chair  
2012, Fundraising Team

## Amy Scop

The California Wellness  
Foundation  
Conference Committee,  
Southern California Region  
Co-Chair



# VOLUNTEERS

## John Seidl

F.B. Heron Foundation  
New York Region Program  
Committee Chair

## June Shand

The Tow Foundation  
New York Region Membership  
Committee

## Jackie Shaul

Annie E. Casey Foundation  
G4 Team

## Kerry Shaw

Osteopathic Heritage  
Foundation of Nelsonville  
Ohio Region Steering Committee

## Suzanne Shea

Ford Foundation  
Body of Knowledge Team,  
Conference Committee

## Anela Shimizu

Hau 'oli Mau Loa Foundation  
Body of Knowledge Team,  
G4 Team

## Genise Singleton

The Kresge Foundation  
Conference Committee, Midwest  
Region Co-Chair

## Tamara Siskind

Juvenile Diabetes Research  
Foundation  
New York Region Membership  
Committee

## James Skay, Jr.

The Michael J. Fox Foundation  
for Parkinson's Research  
Rocky Mountain Region  
Co-Chair

## Stacey Smida

Cargill  
Minnesota Region Co-Chair

## Mary Sobecki

Needmor Fund  
Ohio Region Steering Committee

## Ursula Stewart

New York State Health  
Foundation  
New York Region Membership  
Committee Co-Chair

## Julia Stoumbos

Kessler Foundation  
Body of Knowledge Team

## La Monica Stowers

Kaiser Permanente  
Southern California Region  
Volunteer

## Patrick Taylor

The Energy Foundation  
G4 Team Leader, Northern  
California Volunteer

## Yeshi TekleMichael

The Christensen Fund  
Body of Knowledge Team

## Susan Thompson

The Valley Baptist Legacy  
Foundation  
Conference Host Committee

## Daphny Toussaint

Rockefeller Brothers Fund  
New York Region Membership  
Committee

## Gwyneth Tripp

Blue Shield of California  
Foundation  
Conference Host Committee

## Rebecca Van Sickle

The Atlantic Philanthropies  
GMN Board of Directors,  
Finance Committee

## Betty Vernon

Floyd A. and Kathleen C.  
Cailloux Foundation  
Conference Host Committee

## Debi Vought

Burroughs Wellcome Fund  
GM Guide Team

## Vivian Walker

Southeast Region Volunteer

## Alane Wallis

Nutter, McClennen & Fish, LLP  
New England Region Co-Chair

## Jane Ward

Eugene & Agnes E. Meyer  
Foundation  
Washington DC Region  
Co-Chair

## Susan Wiener

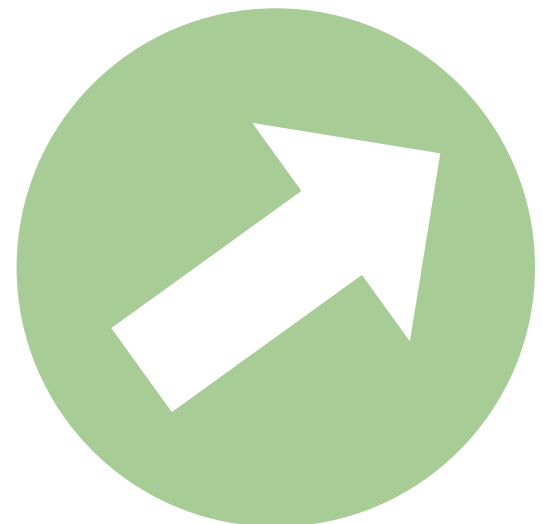
Foundation for the NIH  
Accountability & Transparency  
Team

## Arlene Wilson-Grant

Disability Rights Fund  
GM Guide Team Leader

## Cristina Yoon

The Skoll Foundation  
GMN Board of Directors,  
Nominating Committee,  
Community Managers Team  
Leader





COMMUNITY

LEADERSHIP

GROWTH

INTEGRITY

EXCELLENCE

COLLABORATION

1666 K Street, NW Suite 440 | Washington, D.C. 20005 | 888.GMN.1996  
[info@gmnetwork.org](mailto:info@gmnetwork.org) | [facebook.com/grantsmanagers](https://www.facebook.com/grantsmanagers) | [@grantsmanagers](https://www.instagram.com/grantsmanagers) | <http://bit.ly/GMNlinkedin>