

COUNCIL OF NEW JERSEY GRANTMAKERS Harnessing Philanthropy's Potential

2018 PRESIDENT'S REPORT



The Council of New Jersey Grantmakers (CNJG) is a nonprofit membership organization dedicated to serving the state's philanthropic community. In the ongoing quest to enable the people of New Jersey to live their best lives, CNJG helps philanthropy play a critical role. To do so, the Council provides members with education, resources, and networks that increase effectiveness by growing their knowledge and capacity. We seek out and offer leadership opportunities that empower our members to make a real difference. Among CNJG's 130 members are independent, family, community, and corporate foundations, as well as corporate giving programs, government grantmakers, and federated funds. The Council's mission is to strengthen and promote effective philanthropy throughout the State of New Jersey.

2018 Highlights: A Significant Year of Service to Philanthropy

To help members accomplish their mission and goals, CNJG brings all types and sizes of grantmakers together with

leaders from government, business, academia, and New Jersey's nonprofit community. In 2018, the Council offered nearly 80 roundtable and panel discussions, workshops, teleconferences and webinars, events, and other gatherings to provide grantmakers the opportunity to learn from each other and experts about what works best, share ideas on areas of common funding interest, and discuss opportunities for ongoing and new collaborations and partnerships.

(See selected highlights on the following pages.)

SIGNATURE EVENTS BROUGHT MEMBERS COMMUNICATIONS AND FINANCIAL EXPERTISE, PLUS HELP LIVING THEIR MISSION

The Council's **2018 Colloquium:** A Conversation for the Social Sector in May welcomed over 160 CNJG members and nonprofit leaders for a lively and thought-provoking discussion. "Breaking Through in the New Media Paradigm" considered how funders and nonprofits can exploit and harness the many changes taking place in the media. Nicole Bronzan, Senior Communications Officer at the Robert Wood Johnson Foundation and former journalist with the New York Times and ProPublica, moderated our panel of thought leaders: Jamie McDonald, CEO of Generosity Inc.; Betsy Theobald Richards, Director of Creative Strategies at The Opportunity Agenda; and Michael Shapiro, CEO and publisher of TAPinto.net. In the past decade, no other industry as essential to the work of the social sector has changed as dramatically as gathering and reporting the news.

The Council's spring event has become a must-attend gathering for the state's social sector. The Spring Colloquium introduces New Jersey's nonprofit and foundation leaders to national voices that are charting, challenging, and changing the impact of our sector. We thank the CNJG Program Committee for selecting this important topic, and appreciate the generosity of our event sponsors: Signature Sponsor PSEG; Contributing Sponsor Campbell Soup Foundation; Gift Sponsor The Horizon Foundation for New Jersey; Program Sponsor FirstEnergy Foundation; Exhibitor Sponsor PKF O'Connor Davies; and Supporting Sponsor Educational Testing Service. We also are grateful for additional support from the Robert Wood Johnson Foundation



The Council's third biennial **Investment Forum for Foundations and Endowments** on November 7 attracted nearly 150 people from the tri-state region for a day of focused conversation and information on foundation and charity endowment investment stewardship. Kim Lew, Vice President and Chief Investment Officer at Carnegie

Corporation of New York, opened the event with a keynote, "Run Your Own Race." Attendees could choose breakout sessions on three learning tracks — Beginner, Intermediate, and Advanced — to help maximize their learning from the financial experts who served on panels. A lively luncheon panel offered interesting views on the market outlook that was especially timely coming a day after the midterm congressional elections shook up the political landscape.

"Thank you, Team CNJG. This new guide — Making the Most of your CNJG Membership — is an excellent resource, even for old-timers like me."

The Investment Forum provides a uniquely targeted, special opportunity for the Council to inform and strengthen social sector leaders. Special thanks to the Advisory Group that led and inspired the event. The Council thanks our sponsors for making the Investment Forum for Foundations and Endowments possible: Signature Sponsor J.P. Morgan; Partner Sponsor U.S. Trust; Host Sponsors Glenmede, PNC, and R. Seelaus and Co.; Strategist Sponsor PFM Asset Management; Expert Sponsors Blackrock, Fiduciary Investment Advisors, Neuberger Berman, Northern Trust, PKF O'Connor Davies, and RegentAtlantic; and Advisor Sponsors Goldman Sachs, Massey Quick Simon, Peapack-Gladstone Bank, and Wells Fargo Private Bank.

The 2018 Annual Meeting and Holiday Luncheon welcomed 150-plus members and special guests in December, including New Jersey First Lady Tammy Murphy who saluted the sector for its work and expressed an interest in working closely with us on several issues. The day began with a pre-meeting workshop, "Walking the Talk: Putting Values-Based Grantmaking into Practice," presented by Michelle Greanias, Executive Director of PEAK Grantmaking. Translating values such as leadership, collaboration, inclusion, and innovation into practice can be a challenge for grantmakers. The workshop provided case studies and useful tools to help funders examine internal practices. Attendees completed exercises that helped them align foundation values with practices. CNJG is partnering with PEAK to provide value-based grantmaker education as a three-part series. Building on the pre-meeting workshop, two webinars — "Incorporating Foundations' Top Values into Practice" and "Learning for Impact" — continue in early 2019.

Performing traditional music from the Andes Mountains, a highly talented duo, INKHAY opened the Annual Meeting and Holiday Luncheon. The business portion of the meeting included various updates, as well as the election of two new trustees, Jane Kurek, The Provident Bank Foundation, and Paul Stierhoff, The Henry S. and Agnes M. Truzack Foundation. We also said good-bye and thank you to Bill Leavens, The Leavens Foundation, as he rotated off the board.

As always, grantmakers and special guests were able to connect and network over lunch. After lunch, a keynote panel of CNJG members

discussed how their organizations live their mission and vision in areas beyond grantmaking. Moderated by Connie Ludwin, CNJG Interim COO and Senior Director, Taft Communications, panelists Andrew Johnson, Director, Watershed Protection Program, William Penn Foundation; Annette Strickland, Executive Director, The Schumann Fund for New Jersey; Brooke Van Roekel, Director, Brand Engagement, Robert Wood Johnson Foundation; and Nelida Valentin, Vice President, Grants and Programs, Princeton Area Community Foundation, explored how foundations can engage with their communities, tap into grantees' knowledge, and communicate and implement the mission internally and externally to the community.

The Council of New Jersey Grantmakers thanks our sponsors for supporting the 2018 Annual Meeting and Holiday Luncheon: Signature Sponsor Novartis; Sustaining Sponsor The Prudential Foundation; Gift Sponsor Novo Nordisk; Program Sponsor Horizon Blue Cross Blue Shield of New Jersey; and Performance Sponsor The Provident Bank Foundation.

MEMBERS GAINED AND SHARED KNOWLEDGE THROUGH VARIED PROGRAMS

Learning Journey

Our final conversation and educational program in the Council's Race, Racism, and Ramifications for Philanthropy series helped members understand what structural racism is and how it penetrates so many aspects of our lives. The thought-provoking conversation facilitated by Inca Mohamed, showed how laws and government policies rooted in the past have harmful impacts on our society and culture today. The learning series, begun at the 2016 Annual Meeting and Holiday Luncheon's pre-meeting workshop, took members on an often uncomfortable journey to navigate racial dynamics in the communities where funders work and re-examine how their grantmaking can promote equity.

Members reacting to various programs:
"This presentation was excellent!"
"This was a great, great
exchange of information.
"This was one of the best
sessions that I can recall!

Funder Briefings

Throughout the year, CNJG funder briefings provided a forum to exchange knowledge and insights related to pressing societal issues that affect our day-to-day work. Thanks to the many members who help plan these briefings.



Annual Meeting and Holiday Luncheon: 2018 and 2019 Board Chairs with First Lady Murphy.

At the Pathways to Diverse and Effective Public Schools briefing in May, Susan Eaton and Suchitra Saxena of The Sillerman Center for the Advancement of Philanthropy presented findings and recommendations from their report: Diverse, Equitable and Inclusive K-12 Schools: A New Call for Philanthropic Support. The report outlines the well-established benefits of diversity in schools and the role funders can play to advance this work. Rutgers Law Professor Elise Boddie discussed current diversity, equity and inclusion practice in New Jersey and how advocacy efforts can move this work forward.

October's Lead Poisoning Prevention Funder Briefing introduced grantmakers to New Jersey's 2018 Lead Poisoning Prevention Action Plan, a roadmap for the state developed by the Green and Healthy Homes Initiative. The plan provides comprehensive action steps to eliminate childhood lead poisoning in the state within 10 years. Grantmakers heard from expert panelists Ruth Ann Norton, President & CEO, Green and Healthy Homes Initiative; Staci Berger, President & CEO, Housing and Community Development Network of NJ; Peter Chen, Staff Attorney, Advocates for Children of New Jersey; Elyse Pivnick, Director of Environmental Health, Isles; and Chris Sturm, Managing Director, Policy and Water, New Jersey Future. This briefing built on a 2016 CNJG funder briefing outlining the crisis of lead poisoning, particularly among New Jersey's children.

Skill Building

The IRS started releasing e-filed Forms 990 and 990-PF as machine-readable, open data. Because the data is not only open, but digital and machine-readable, anyone from journalists to researchers to activists can now easily aggregate the data to make comparisons, correlations, and judgments about philanthropy's work. The January webinar, Once Upon A 990-PF: What Story Does Your 990-PF Tell About Your Foundation? helped grantmakers understand which sections of the Form 990-PF could present risks and vulnerabilities, and offered recommendations for how to better share a foundation's impact on the communities it serves. Topics covered included: how open philanthropic data works, highlights

of the most commonly used data from 990-PFs, how to better communicate foundation work through the 990-PF, and revising foundation policies in the era of open 990s.

Recognizing that foundations and their grantees need to be engaged in advocacy more than ever, the Council partnered with the Alliance for Justice/Bolder Advocacy to provide grantmaker advocacy education, starting at the 2017 Annual Meeting and Holiday Luncheon's pre-meeting workshop, and continuing with two webinars in 2018. In January, Foundations and Advocacy: Getting Trustees & Advisors on Board looked at the spectrum of strategies for foundation advocacy efforts and discussed how staff and trustees can be effective partners in this work. The February webinar, Foundations and Advocacy: What Success Looks Like – Metrics & More, focused on how grantmakers can successfully engage in such work. Thank you to The Fund for New Jersey, The Henry and Marilyn Taub Foundation, Maher Charitable Foundation, and Victoria Foundation for supporting this training.

Affinity Group Meetings

The 15 affinity groups hosted by the Council help CNJG members connect, exchange information, and learn from experts in a wide range of fields and sectors. Each group focuses on a particular geography or issue. Council members chair the groups with support from CNJG staff. The Council thanks the co-chairs for their dedication and ongoing commitment to providing informative programs, compelling discussions, and relationship-building convenings.

Some highlights from 2018:

The Newark Funders Affinity Group Education Subcommittee hosted Key Drivers of the Newark Public Schools Budget – Getting Under the Hood in February. De'Shawn Wright, Chief of Staff, and Valerie Wilson, School Business Administrator, Newark Public Schools, briefed grantmakers on the district's transition plan to local control, budget outlook, and anticipated challenges for the 2018-2019 school year. Newark funders are

2018 Affinity Group Chairs

CAMDEN FUNDERS:

- Amanda Bauman, Campbell Soup Foundation (January – August)
- Kate Barrett, Campbell Soup Foundation (August – December)
- Sandy Capell, Subaru

CULTURE FUNDERS:

• Sharnita Johnson, Geraldine R. Dodge Foundation

EARLY YEARS FUNDERS COLLABORATIVE:

- Curt Fields, Turrell Fund
- Arturo Brito, The Nicholson Foundation

EDUCATION SUBCOMMITTEE OF NEWARK FUNDERS:

- Irene Cooper-Basch, Victoria Foundation
- Sarah Keh, The Prudential Foundation

EMERGING LEADERS IN PHILANTHROPY:

Naeema Campbell, Geraldine R. Dodge Foundation

ENVIRONMENTAL GRANTMAKERS:

- Lucy Vandenberg, The Fund for New Jersey
- Stephanie Greenwood, Victoria Foundation
- Margaret Waldock, Geraldine R. Dodge Foundation

FINANCE AND INVESTMENT:

Bill Gibson, The Leavens Foundation

HEALTH AND AGING:

- Renie Carniol, The Grotta Fund for Senior Care
- Diane Hagerman, New Jersey Health Initiatives

NEWARK FUNDERS:

- Makaelia Davis, The Prudential Foundation (January - October)
- Nicole Butler, The Prudential Foundation (November – December)
- Craig Drinkard, Victoria Foundation

NJ CORPORATE PHILANTHROPY NETWORK:

- Frank Galloway, New Jersey Manufacturers
- Marion O'Neill, PSEG

NJ FUNDERS FOR EDUCATION:

- Wendy Liscow, Geraldine R. Dodge Foundation
- Melissa Litwin, The Henry and Marilyn Taub Foundation
- Barbara Reisman, Maher Charitable Foundation

PATERSON FUNDERS:

- Chris Daggett, Geraldine R. Dodge Foundation (January – September)
- Barbara Lawrence, The Henry and Marilyn Taub Foundation

STRONG & THRIVING COMMUNITIES:

- Craig Drinkard, Victoria Foundation
- Lois Greco, Wells Fargo Regional Foundation

TRENTON AND MERCER COUNTY FUNDERS:

- Rita Nini, ETS
- Jeffrey Vega, Princeton Area Community Foundation



Grantmakers interacting at a Newark Funders Affinity Group Meeting

deeply committed to ensuring philanthropy can continue working to leverage district dollars for programs and services critical to Newark students.

The Finance & Investment Affinity Group hosted a fascinating look at cryptocurrencies in April. Stephen Burns, Portfolio Manager – Endowment and Foundation Investments at Glenmede opened the presentation, Bitcoin Currency and Blockchain Technology, with a compelling question he then answered: "How seriously should we take this [Blockchain]? I would take it as seriously as we should have taken the concept of the Internet in the 1990s." That set up a journey through the relatively brief history of cryptocurrencies, their defining characteristics, the inner workings of Blockchain technology, and the plusses and minuses of this new digital currency.

The Health and Aging Funders Affinity Group hosted a Conversation with Dr. Dick Jackson on Healthy Communities in May. Doctor Jackson is Professor Emeritus at UCLA's Fielding School of Public Health and is recognized as one of the country's leading spokespersons on policies and strategies to advance the integration of healthy communities into other sectors, including environmental impacts on health. Grantmakers were particularly interested in learning how specific policies affect the health of New Jersey residents and communities. Via post-event evaluation, a number of attendees reported a key takeaway was a phrase and overall concept Doctor Jackson referred to over and over again: "good solutions solve multiple problems."

The Camden Funders Affinity Group heard from Kris Kolluri, CEO of Cooper's Ferry Partnership, in an October presentation that provided an overview of recent investments and developments in the city, and outlined gaps that funders may wish to consider. Following the presentation and lunch-time networking, Kris led a jitney tour of Camden so funders could see recent investments in the city.

The **Paterson Funders Affinity Group** met with recently elected Mayor Andre Sayegh in September and learned his priorities for the

city. Under his leadership, Paterson has launched a Complete Count Committee for the 2020 Census. His One Paterson campaign united the city's diverse groups into a voting coalition. The Mayor shared plans that included working closely with the nonprofit sector, engaging Paterson's residents in the Census, and ideas to increase economic development.

Programs with Partners

So members can expand their knowledge, improve their advocacy, and experience important points of view and practices, the Council partners with the Center for Non-Profits, National Center for Family Philanthropy, United Philanthropy Forum, and other regional and philanthropy-serving organizations. These partnerships focus on such activities and initiatives as championing the 2020 Census.

With plans for the Census well underway, philanthropy can play a critical role in helping foundations, grantees, and policymakers understand the importance of a fair and accurate count. The CNJG Board supports the Council's engagement in this work, which includes joining the Funders Census Initiative, United Philanthropy Forum, and philanthropy-serving organizations around the country in asking our members to commit to supporting and encouraging a fair and accurate Census. To help members engage in this work, the Council offered a number of webinars in partnership with the Forum and the Funders Census Initiative, including the four-part Census 2020 Messaging Testing Results and Census 2020 & Cybersecurity: What Foundations Need to Know.

"Membership has brought a lot of learning, support and enjoyment of affiliation. I'm particularly appreciative of your ambitious leadership in the years I've participated — and I send much thanks for all that."

MEMBER SERVICES EXPANDED

Making sure members are aware of the many benefits and services the Council of New Jersey Grantmakers offers is an important part of our work. To that end, the Council created a new e-publication in August, *Making the Most of Your CNJG Membership*, available on our website. For the first time, Council members can find in one place all the ways that membership and being part of this vibrant network helps New Jersey philanthropy's effectiveness. The guide is a one-stop reference that all members — new and long-time — should consult routinely to keep up with our growing number of opportunities. It will be an everevolving document, with new benefits added as CNJG continues to enhance its value to New Jersey's philanthropic sector.



CNJG Foundations on the Hill delegates meet with Senator Booker.

Similarly, CNJG is pleased to offer the **Foundation Legal Help Desk** as a source of answers to legal questions related to operating a foundation. Run by our colleagues at the Indiana Philanthropy Alliance, the Help Desk started last year as a vehicle to assist community foundations, then expanded to serve private and family foundations.

IMPROVING COMMUNITIES THROUGH LEADERSHIP, BUILDING RELATIONSHIPS, AND ADVOCACY

One of the Office of the Newark Philanthropic Liaison's major accomplishments this year, the 2018 Summer Youth Employment Program drew a record 19 funding partners and has tripled in size over the past four years, enabling more than 3,000 young people to benefit from jobs, workforce readiness training, financial coaching, mentoring, and exposure to career pathways. Thanks to the growing number of public-private partnerships and the Liaison's efforts, the program this year raised more than \$1.2 million.

"I turn to the Council of New Jersey Grantmakers over and over again for information, best practices, resources, and expertise. Thank you."

Newark Philanthropic Liaison Kevin Callaghan also worked to build support for a Community Action Fund that serves to correct a common misalignment under which the Mayor's Office needs for flexible funds to meet emerging needs doesn't match up with foundation giving off-cycles. A new fund now houses flexible dollars at the Community Foundation of New Jersey to be used for learning exchanges, conferences, and community events.

The Liaison, one of the nation's first formal partnerships between a city and its philanthropic community, has become a national model for public-private alliances. Based in Newark City Hall, the Liaison is a bridge between Newark funders, the 130-plus members of the Council of New Jersey Grantmakers, and Newark city government. Since it was established in 2007, the Office of the Newark Philanthropic Liaison can track its hand in helping to bring over \$60 million in philanthropic giving to assist ex-offender re-entry, lead abatement, youth workforce, family success, and much more. The Liaison initiative is supported by Bank of America, the Geraldine R. Dodge Foundation, The Nicholson Foundation, The Prudential Foundation, Schumann Fund for New Jersey, Turrell Fund, and Victoria Foundation, with the PSEG Foundation providing in-kind support and meeting space.

When over 240 grantmakers and foundation leaders from 32 states and Washington D.C. attended the annual **Foundations on the Hill** gathering in March, New Jersey was well represented. Council members had meetings in all 12 House of Representatives offices from our state and both Senate offices. Among discussion points were the need to preserve the Johnson Amendment, building support for a universal charitable giving incentive, and ensuring a fair and accurate 2020 Census. CNJG delegation members were pleased to meet directly with Sen. Cory Booker, and Representatives Leonard Lance, Tom MacArthur, Bill Pascrell, and Albio Sires. Thanks to the Leadership and Policy Committee for its support crafting talking points and planning this event.

The Council worked throughout the year to **build relationships with the new administration in Trenton.** Then-President Nina Stack and a small group of CNJG members were invited to attend a private dinner with Gov. Phil Murphy and First Lady Tammy Murphy. After a subsequent meeting with policy staff, a number of Council members established connections with the Governor's staff.

CNJG organized a June meeting for the Environmental Grantmakers Affinity Group to meet with the First Lady in Trenton. Accompanying Mrs. Murphy were her chief of staff and her policy director, as well as Cary Booker, Governor Murphy's education advisor and liaison to the New Jersey philanthropic community.

As part of our Conversations with the Cabinet, 19 Council members met with Environmental Protection Commissioner Catherine McCabe. Commissioner McCabe shared the NJDEP's five broad priorities ranging from responding to climate change to protecting drinking water, and promoting historic and cultural resources. The Commissioner and representatives from corporate, independent, and family foundations shared ideas about potential partnerships to make the most of the impact of charitable giving. Building on this gathering, CNJG and Environmental Grantmakers Affinity Group co-chairs have begun holding quarterly meetings with key NJDEP staff.

The Council joined 32 philanthropy-serving organizations that signed on to a letter organized by United Philanthropy Forum urging withdrawal of the citizenship question from the 2020 Census. The letter in part states: "...we share a commitment to reliable and accurate

data as a necessary foundation for a well-functioning government, robust civil society, and thriving business sector in the United States." This effort is aligned with more than 300 foundations, including five from New Jersey, that signed on to a second foundations-only letter. The letters were submitted to the Department of Commerce and Census Bureau. Inaccurate Census information means too many voices go unheard and decisions about funding and services crucial to promoting thriving communities aren't based on real needs. And, it threatens the full exercise of democracy itself.

NINA STACK'S DEPARTURE BROUGHT CHANGES

The Council underwent a major change on June 1 when Nina Stack stepped down after 13 years as CNJG President to accept a position as executive director of the Champlin Foundation in Rhode Island. Nina oversaw the growth of the Council on many levels, including increasing membership, establishing CNJG Guiding Beliefs and Principles, launching the Newark Philanthropic Liaison, shepherding creation of the Community Foundation of South Jersey, and helping grantmakers to address the devastating effects of Superstorm Sandy.



Nina Stack at the 2018 Colloquium.

As Nina departed, the CNJG Board engaged Jon Shure and Connie Ludwin, senior directors at Taft Communications, to help guide and maintain the Council's work during the search for new CEO, with Jon serving as Interim President/CEO, and Connie as Interim COO. This transitional team leadership approach enabled the Council to tap into Jon's and Connie's experience running New Jersey nonprofits and complements the highly dedicated CNJG staff.

The Council welcomed Anna D'Elia in August as Program and Services Coordinator. She graduated from Rutgers University with a master's degree in social work with a concentration in management and policy, and has practical experience working with nonprofits as an intern and participating in campus advocacy groups. Anna focuses on developing and promoting useful professional skill-building and educational opportunities for CNJG members.

2018 Board of Trustees



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 Horizon Blue Cross Blue Shield of New Jersey/
 The Horizon Foundation for New Jersey
- William Engel, 1st Vice Chair
 The Hyde and Watson Foundation
- Annmarie Puleio, 2nd Vice Chair
 The Fred C. Rummel Foundation
- William Leavens, Secretary The Leavens Foundation, Inc.
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- Craig Drinkard, Victoria Foundation
- Briann Greenfield, New Jersey Council for the Humanities
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- Andrew Johnson, William Penn Foundation
- Ari Kramer, Robert Wood Johnson Foundation
- Barbara Lawrence, The Henry and Marilyn Taub Foundation
- Marion O'Neill, PSEG Foundation
- Barbara Reisman, Maher Charitable Foundation
- Deborah Smith, Wells Fargo Foundation
- Annette Strickland, The Schumann Fund for New Jersey
- Michael Unger, The Atlantic Foundation
- **Jeffrey Vega**, Princeton Area Community Foundation

THE COUNCIL WELCOMED NEW MEMBERS

The Council welcomed new members in 2018: Ann Borowiec, The Columbia Bank Foundation, Energy Foundation, The Glasser Foundation, Pascale Sykes Foundation, The Russell Berrie Foundation, The Sixers Youth Foundation, The United Way of Monmouth and Ocean Counties, and Valley National Bank.

Membership dues and leadership grants from CNJG members support the Council's operations. The Council is a full-service membership organization for New Jersey's philanthropic sector. CNJG's membership works toward the shared goals of improved practice, expanded impact, and most importantly, stronger communities.



CNJG

COUNCIL OF NEW JERSEY GRANTMAKERS
Harnessing Philanthropy's Potential

CNJG was established as an independent 501(c)(3) organization in 1997. Member dues and leadership grants from CNJG members support the Council's

operations. CNJG is a member of United Philanthropy Forum (formerly the Forum of Regional Associations of Grantmakers) a national network of regional and national philanthropy-serving organizations consisting of more than 70 organizations across the United States that represent more than 7,000 foundations and other philanthropic groups, making it the largest network serving philanthropy in America. CNJG gratefully acknowledges generous in-kind support from Thomas Edison State University.

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STAFF

Nina Stack, President and CEO (January - May)
Jon Shure, Interim President/CEO (June - December)
Kevin Callaghan, Newark Philanthropic Liaison
Anna D'Elia, Program and Services Coordinator
Patricia Foo, Office Manager and Assistant to the President
Theresa Jacks, Deputy Director
Connie Ludwin, Interim COO (June - December)
Craig Weinrich, Director of Member Services
Kari Williams, Finance Manager

ADJUNCT STAFF

Jennifer Sancton, *Producer*, *Signature Events* **Mary Trimbach**, *Webmaster*

The Council of New Jersey Grantmakers:

Learn... Leverage... Partner... Improve Outcomes for the People and Communities You Care About.