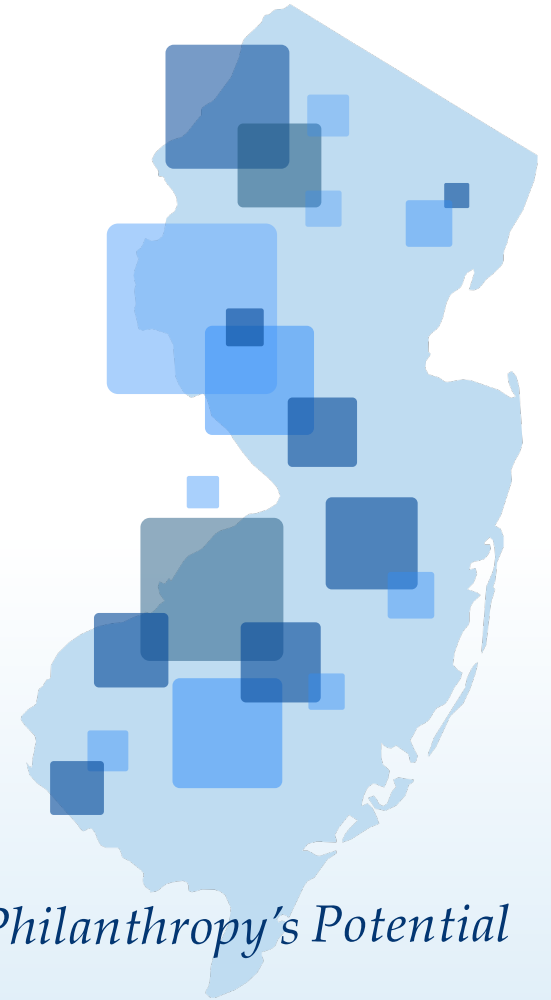


# Monmouth Ocean Roundtable of Funders

September 11, 2024

**CNJG**  
COUNCIL OF NEW JERSEY GRANTMAKERS



*Harnessing Philanthropy's Potential*

# Welcome & Introductions

Chanika Svetvilas, Manager of Programs  
& Learning  
Council of New Jersey Grantmakers

# Welcome & Introductions

Jim McNamara, VP of Community  
Relations & Sales, Jersey Shore Blue Claws  
Executive Director of BlueClaws Charities

# Welcome & Introductions

Jeremy Grunin, President  
Grunin Foundation

# Introductions

- Briefly introduce yourself:
  - Name
  - Organization
  - Role within the Organization

## Pair & Share

---

- Turn to your neighbor
- You each have 2-minutes to...answer the following question:

***What was the last great event that you went to?***

***What made it great?***

*(Can be personal or professional)*

---

CNJD



# Today's Agenda

## **Sharing Learning Action**

# SHARING: MORF Listserv



# MORF Listserv

## What is a listserv?

Think of it as a group email, where you only need to remember one email address to save in your contacts!

Link to [Listserve Policies, Usage, & Guidelines](#)

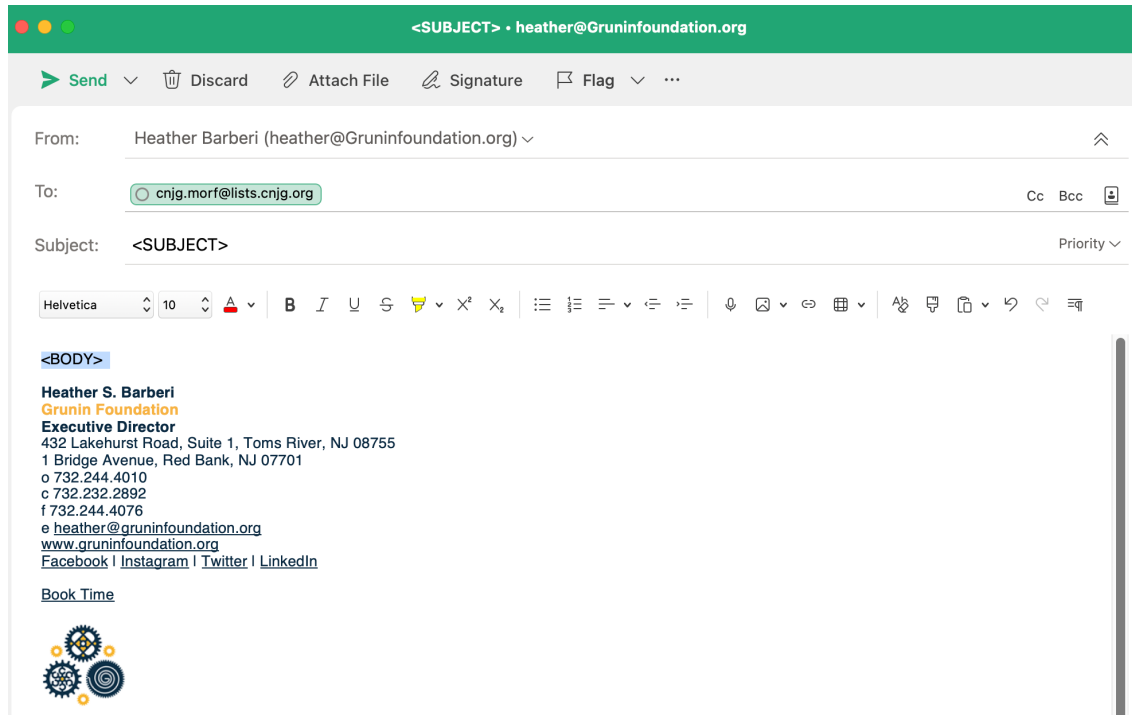
## MORF listserv Email

[cnjg.morf@lists.cnjg.org](mailto:cnjg.morf@lists.cnjg.org)

## Who is on the list?

Over 90 people with funding interests in Monmouth & Ocean Counties


# MORF Listserv



The screenshot shows an email client window with a green header bar containing the text "<SUBJECT> • heather@Gruninfoundation.org". Below the header is a toolbar with icons for Send, Discard, Attach File, Signature, Flag, and a menu. The email header fields are: From: Heather Barberi (heather@Gruninfoundation.org) with an expand icon; To: cnjg.morf@lists.cnjg.org with Cc, Bcc, and a download icon; Subject: <SUBJECT> with a Priority dropdown. Below the header is a rich text editor toolbar with various formatting options. The email body content is as follows:

<BODY>  
**Heather S. Barberi**  
**Grunin Foundation**  
**Executive Director**  
432 Lakehurst Road, Suite 1, Toms River, NJ 08755  
1 Bridge Avenue, Red Bank, NJ 07701  
o 732.244.4010  
c 732.232.2892  
f 732.244.4076  
e [heather@gruninfoundation.org](mailto:heather@gruninfoundation.org)  
[www.gruninfoundation.org](http://www.gruninfoundation.org)  
[Facebook](#) | [Instagram](#) | [Twitter](#) | [LinkedIn](#)

Book Time



# MORF Listserv

## What should we be using the listserv for?

This CNJG listserve aims to facilitate ongoing group e-mail discussions, and is a great resource, if you participate on a regular basis. You can use this listserve to:

- Pose a question to the group.
- Discuss and brainstorm issues related to grantmaking.
- Request assistance on a specific topic, problem or issue.
- Alert members about time-sensitive or other helpful information

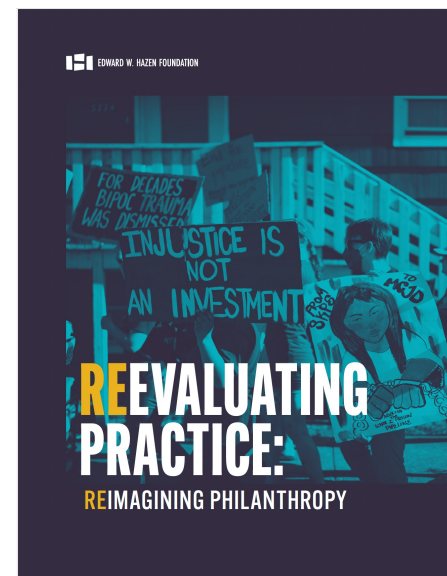
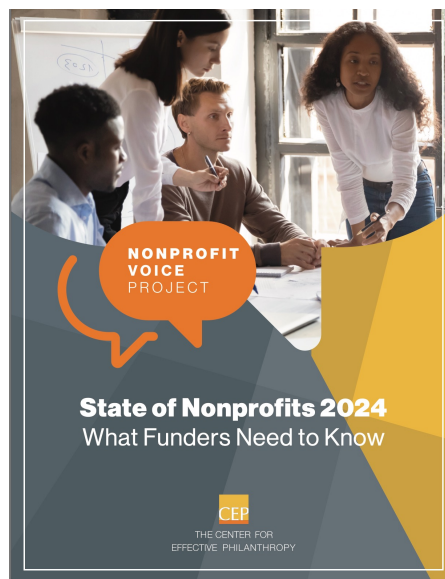
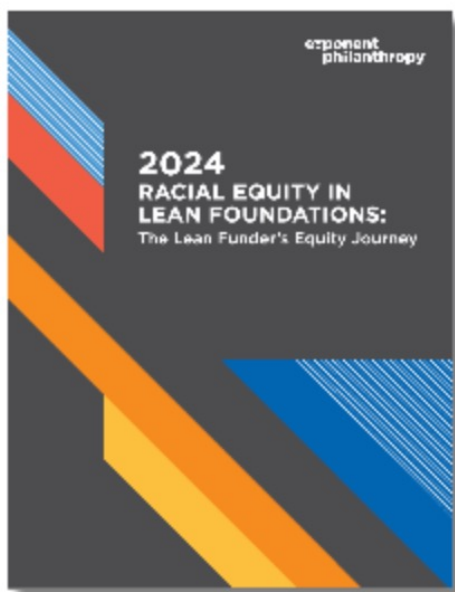
# MORF Listserv

## **What about sharing funding opportunities?**

*Continued discussion from March 2024 meeting...*

# SHARING: National Philanthropy Reports

# Recent National Philanthropy Reports



# Recent National Philanthropy Reports



# SHARING: Let's Hear From You!



# Let's Hear from You!

- Future meeting topics?
- Does your organization have any big events or activities coming up that you would like to share? Or any conference/learning activities you are excited about?

# LEARNING: Inclusive Language & Inclusive Events



Monmouth & Ocean Round Table of Funders  
September 11, 2024

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Disability Inclusion

Presented by:

**Michelle L. Marigliano**  
(she/her)

CNJG

How is disability  
central to how you  
show up?

CNJG



Ricardo Levins Morales

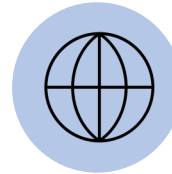


## Agenda

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**Community**



**Disability Inclusive  
Language**



**Accessible Events**



**Learn, Do, Share**

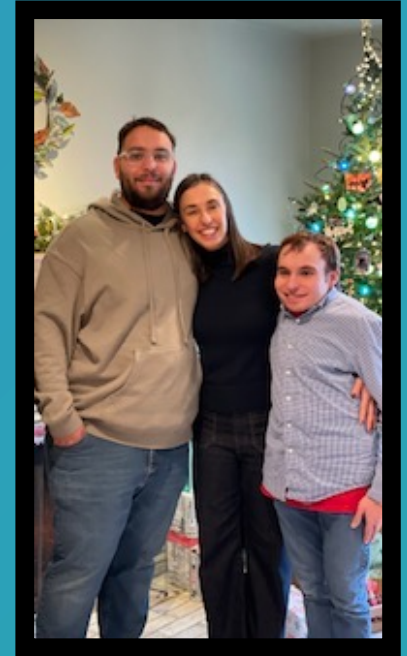
# How are you feeling today on a scale of Judy Heumann?

“Change never happens at the pace we think it should. It happens over years of people joining together, strategizing, sharing, & pulling all the levers they possibly can. Gradually, excruciatingly slowly, things start to happen, & then suddenly...something will tip.”  
— Judith Heumann



# Our Stories Matter!

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CNJG

# ABOUT YOUNG AUDIENCES

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- Partner with over 600 schools to serve approximately 300,000 students a year across 28 counties in NJ and Eastern PA
- Partner with over 85 teaching artists
- Staff of 14/Board of Trustees of 28
- Various Consultants





Launched in 2017

## Arts United

is Young Audiences' comprehensive effort to examine and improve our programming, leadership, and operations with a focus on diversity, equity, inclusion, and access.

## Disability Inclusion Pledge

As foundations and philanthropy-serving organizations, we must engage on a learning journey that centers the perspectives of disabled people and we must deepen our understanding of disability as a natural part of the human experience.



Disability-Inclusive Language



Accessible Events



**Learn  
Something**



**Do  
Something**



**Share  
Something**

CNJG

**Artwork by: Molly Gaston Johnson  
Teaching Artist**

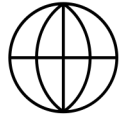
# Second Reflection n



## Self Reflection

- What informs your understanding of Disability?

0:30



**Disability**

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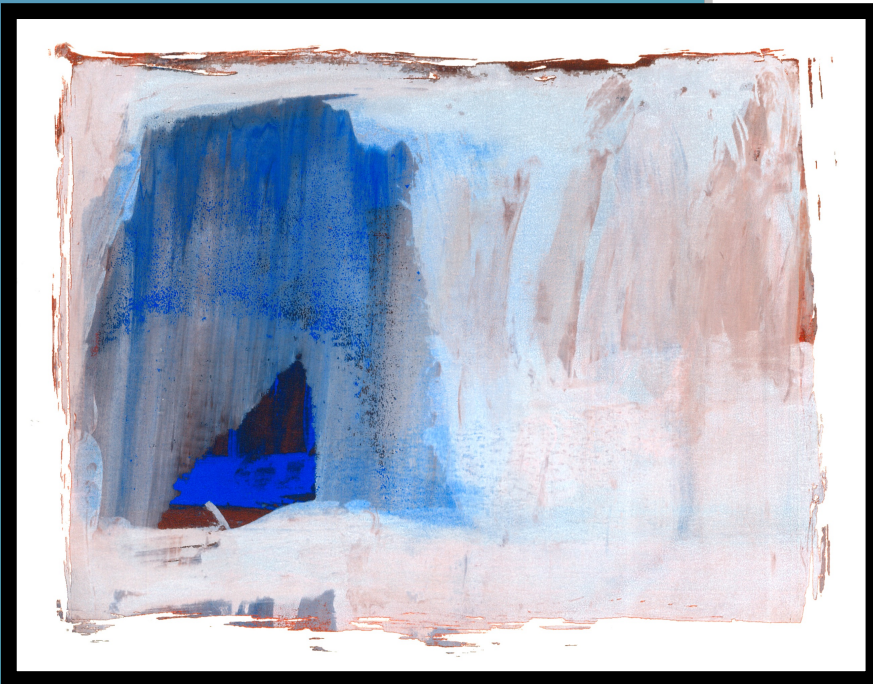
**Inclusive Language**

ONIG

# Anti-Ableism



- **Affirmative Language & Narratives**
- **Avoid Euphemisms**
- **Dismantle Stereotypes**
- **Respect Private Information**
- **Respect Disability Supports**



Artwork by: Lorenzo DiAndrea  
#LoveLorenzoArt

CNJG



**CNIG**  
David Harrell Actor & Teaching Artist

# Affirmative Language



## Always Honor Self Identification

1900

- Disability is weaponized
- Erase & Institutionalize

1965

- Disability is humanized
- Person first language
- 1973 Section 504/1975 Public Education Access

1990

- Disability is reclaimed & reframed
- Identity First Language
- 1990 ADA is signed/2004 Disability Pride Parade

# Avoid Euphemisms



- Not Special Needs (2min)
- A euphemism is a word used as a substitute for a word or words that are considered unpleasant or embarrassing by the person using them.
  - **#SayTheWord**, Lawrence Carter-Long

Avoid	Say The Word
Differently abled	Neurodivergent
Handicapped	Disabled
Low functioning	High support needs
Special needs	Name the support need (wheel chair user, non speaking, visual support)



# Dismantle Stereotypes



## Change these stereotypes

- Disabled people are limited, less than or partial humans.
- Successful Disabled people are "superhuman".
- People with disabilities don't get married or have children.
- All d/Deaf people use sign language.
- Immunocompromised people can stay home to be healthy.



Heidi Latsky Dance Teaching Artists

Heidi, Peter, Tiffany & Chris

CNJG

# Respect Private Information

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Don't

- expect a person with a disability to educate you about disability.
- casually talk about a person's disability without their participation.
- expect a Disabled person to present on disability.



# Respect Disability Supports

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Christine Bruno Actress & Inclusion  
Consultant  
CNJG

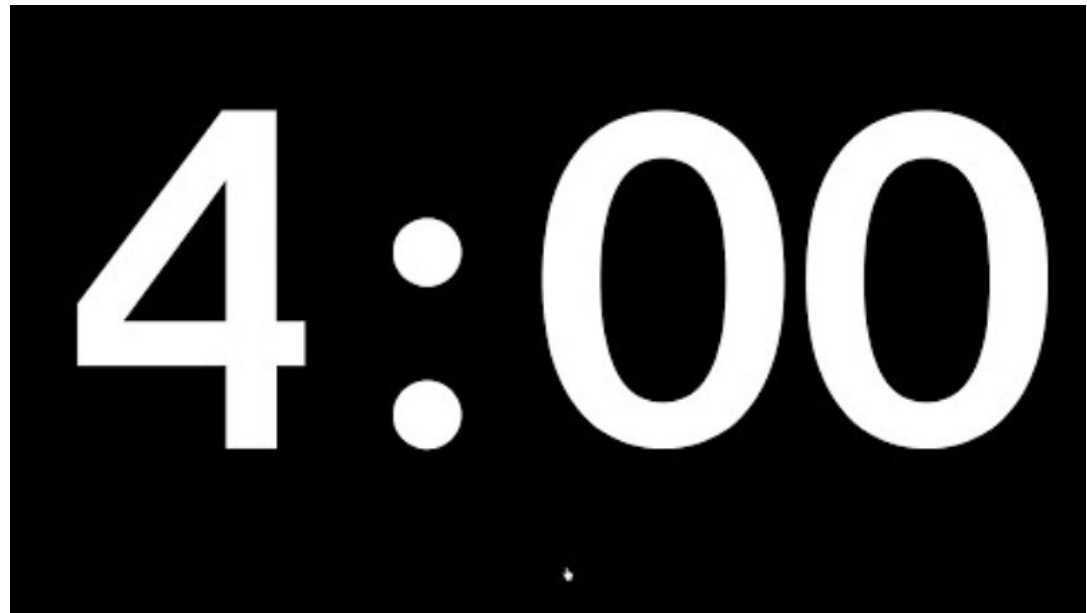
## Don't

- touch or interact with a person's equipment or aids without their permission.
- discount or disregard the importance of disability accommodations.
- use disability designated spaces, if you are non-disabled.

# 4 Minute Reflection



- What did you learn or discover?
- What language or practice will you begin using?





# Accessible Events

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CNIG



<https://www.youtube.com/watch?v=SbViO-qtYxM>

# Accessible Events

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Krystal Allen Inclusion Consultant

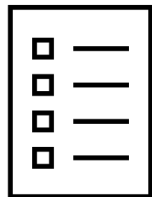
CNJG

**Diversity:** Celebrating and acknowledging the differences among humans. **Everyone's perspective is valid and valued.**

**Equity:** Some of us have more privileges than others, some of us have less. **Everyone gets what they need.**

**Inclusion:** Making space for everyone, especially those who are discriminated against in society. **Everyone is considered!**

# Accessible Events



Plan for accessibility from the beginning.

General Accessibility

Physical

Communication

Environmental



# General Accessibility

---



Ensure someone on staff is assigned to leading accessibility.

Ensure time & budget



- Invitations & registration forms should include services that will be provided & an area for folks to request accommodations
- **Never Assume:** Ask folks what they need
- Provide name and contact for who can help ensure accommodations
- Provide event formats: listening, watching & discussion
- Provide agenda & materials before event
- Provide name tags with 16 or larger font

# Physical Spaces

---



Create a list of accessible venue characteristics.

- **Create a list of accessible venues**
  - Accessible drop off & parking
  - Temperature
  - Acoustics
  - Lighting
  - Flexible Seating
  - Doorway Width
  - Accessible Restrooms

# Communication



- **Create Accessible Documents**
  - **Font** (Calibri, Verdana, Helvetica)
  - **Size** no smaller than 12 for documents/20 presentations
  - **Color Contrast**
  - **Visuals**
  - **Alt text** is the text equivalent of the image/ **OCR** ready on PDFs
- **Use [Accessible Icons](#)**
- **Captions:** Rev.com
- **Create** pathways for folks to share their access needs
- **Ask** for improvement feedback



Large  
Print



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# Environmental

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- **Trigger Warnings:** strobe lights or loud sounds
- **Allergy Free Foods:** ensure dietary needs are met
- **Artificial Scents:** ban them
- **Crip Time:** releases the cultural imperatives and demands dictated by standard time & expectations to acknowledge different lived realities. (Alison Kafer, 2013, Amy Kenny 2022)



**Learn  
Something**



**Do  
Something**



**Share  
Something**



# Reflection

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What strategies will you try out?



- 2-minute personal reflection

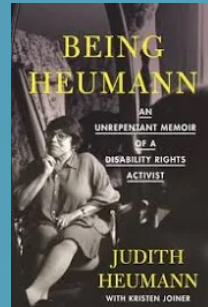
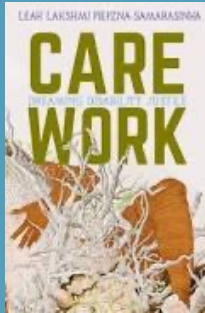
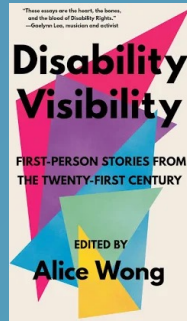


- 3-minute self selected sharing
  - Turn & Share with one person
  - Turn & Share with 3-4 people

"Access for the sake of access or inclusion is not necessarily liberatory, but access done in the service of love, justice, connection and community is liberatory and has the power to transform."

-Mia Mingus

# Resources



## Disability Inclusive Language

- [Disability Philanthropy.org](https://www.disabilityphilanthropy.org/)
- [YA Working Language Guide](#)
- [Inclusive Healthy Communities](#)
- [Sins Invalid-10 Principals of Disability Justice](#)
- [The Changing Reality in Disability in America](#)

## Accessible Events

- [Disability Philanthropy.org](https://www.disabilityphilanthropy.org/)
- [Skin, Tooth, and Bone: A Disability Justice Primer — Sins Invalid](#)
- [The Cultural Access Network](#)
- [Accessible Social](#) (social media)
- [Accessible Event Planning Guide](#)
- [United We Discover Library Collection](#)



**Michelle L. Marigliano**  
**[mmarigliano@yanjep.org](mailto:mmarigliano@yanjep.org)**  
**609-243-9000**  
**X221**

CNJG



*Thank you*



**Young  
Audiences**  
ARTS FOR LEARNING

# ACTION: PEEP Summer 2024

Let's Recap & Assess!

# PEEP Summer 2024

*Thank you to our sponsors:*

*Stone Foundation,*


*Ocean County Cultural & Heritage Commission,*

*OceanFirst Foundation,*

*Robert Wood Johnson Foundation,*

*Grunin Foundation &*

*Council of NJ Grantmakers.*



## PEEP AT THE BLUECLAWS

Tuesday, July 23, 2024  
Gates open at 5pm, game starts at 6pm  
Picnic buffet from 5pm to 7pm  
Jersey Shore BlueClaws, Lakewood, NJ


**Monmouth & Ocean County  
Philanthropic and Nonprofit Professionals...  
you're invited to PEEP!**

**But what is PEEP???**


PEEP or Party to Enhance Equity in Philanthropy, is a nationally celebrated movement to bring together nonprofit and philanthropic leaders to help break down the pervasive power dynamics in our work and a small tool to help us see each other in our full humanity. - basically, a social gathering without an agenda to build relationships

- This is a **free** event, but **registration required!**
- Limited spots available - tickets are first come, first served.
- **Family-friendly gathering**- register your children to join you, too!

For more info and to register:  
visit the link or scan the QR Code  
[bit.ly/PEEPJuly2024](https://bit.ly/PEEPJuly2024)



This event is sponsored by the generous support of members of the Monmouth-Ocean Roundtable of Funders (MORF), a program through the Council of NJ Grantmakers



# PEEP Summer 2024: Love

The opportunity itself.

It was a very nice event to host local non-profits and their families. The giveaways and raffle was a nice touch too. I did appreciate how it felt relaxed.

the broadness of the invite: I loved that anyone in the organization was welcome to attend as well as their families

I enjoyed that it was laid back while still providing enough structure for folks to interact.

There were some organizations/non-profits that I was able to connect with that I had not before.

Being able to bring family not only allowed me to participate, but encouraged me to do so.

I'd never been there before so thankful for the opportunity

I was so touched that you got kosher food for the orthodox participants

The overall sense of community was amazing!

Great venue. So nice to meet up other historical societies that we know and just met.

We were able to talk freely and directly the funding organizations and other groups that attended. Able to network our model train club to folks who did not know we existed. Been around since 1987.

Relaxed atmosphere

I liked the ballgame, and the separated section for us, and that sponsors helped pay for the seats.

The ability to reconnect with some people I haven't seen in a long time. The food, drink and prizes!

The event was fun and well attended.

Friendly ness of people attending easy venue

Bottom line it was a great event and we greatly appreciated being invited.

I loved having the opportunity to be there with my family and staff members that was open to all.

# PEEP Summer 2024: Loathe\*

Hard to meet others. Too hot and location of seating, though understandably good for separate space, was poor for actual game watching/hearing.

It was a challenge to identify the hosts (funders) and people seemed to keep to themselves.

the intense sun! I'm a shade gal. Maybe it would have been more comfortable on the 3rd base side of the stadium.

It was a bit hot. Would also be great to have materials translated to Spanish for next time!

Just the heat/lack of shade at the start, but it was my fault for not bringing a hat.

Event was not organized

Disliked the limited mingling opportunities

We just thought we would have been able to meet potential donors for our projects and that did not happen.

Hot! Heat! Thought we were in suite

The ratio of funders to nonprofits, but that was not totally surprising. This was a great first attempt. I hope to see more in Ocean and Monmouth and more across the state.

The space at the top was nice for networking and socializing but the seated area made it more difficult to mingle.

Not being able to distinguish who anybody was, the use of Alphabet soup on the name tags made it difficult to know what group they were from.  
lack of water bottles.

It was a little hard to talk to everyone and see where everyone was from.

# PEEP Summer 2024: Leave with

Nice idea, not easy to execute well.

To research upcoming opportunities with the funders.

I did have the chance to connect with people, and it was really nice to do that in a casual setting. Overall, it was a lovely evening Ocean / Monmouth County is building a rich organizing community. Having grown up in that part of the state I was heartened to see the orgs I did in such a conservative part of NJ.

Overall, it was a good event and I like the concept. I look forward to hopefully seeing this grow with more attendance in the future.

While both my family & I enjoyed ourselves, I don't know that I took anything away with me nor enhanced equity. If given the opportunity, I'd attend/participate again, but would be curious how valuable folks (especially on the nonprofit side) felt it was.

Met some very interesting people and organizations

I saw some people I haven't seen in a while and was able to connect /introduce several people to other organizations people that were looking to do something together

I gleaned out of great ideas from the fellow non profit attendees

Our organization was well represented and I am so proud to work with them. And it was so nice to know that the small organizations are appreciated by the Grunin foundation and the OCCHC.

Able to speak amongst folks in the Ocean County area.

Great people and work of Grunin Foundation

It's a beautiful ballpark. Its good for us to get together socially to "humanize" each other and not see funders as purely "checkbook-holders."

New connections.

Knowledge and new friends

It was great to connect with my staff, we made one connection which was good.

# PEEP Summer 2024: Longing for

Ability to enjoy the evening - heat and less than ease in meeting new people.

Perhaps a more structured start, like if the funders were at tables just to say hello and let us (non-profits) know what opportunities they had available - even just an info table.

I didn't know all of the philanthropic groups who were represented - I think it would have been nice if they were wearing name tags (I know blank ones were available for people to write on, but not everyone used them and sometimes they were difficult to read)

Not much, would be great to have a contact list of folks who attended so organizations can continue to work together.

I was hoping to see more funders.

I COULD have made more of an effort on my end, but in retrospect, I only really spoke with people that I already knew. While I gave them the heads up ahead of time, when I had downtime, I tried to show the family attention more so than seek out meeting people I didn't know. All that to say, maybe a formal/structured way to get folks talking/introduced to each other.

More direction to approach other groups for fundraising

More shade and more opportunity to meet and talk to people. Some way other than name tags to identify funders

A bag to take home all the giveaways. Some more formal networkers with the funders.

None. Was able to make some connections with great organizations!

Just not getting to meet potential donors.

A way to tell who were funders and who were nonprofits and who were family.

Maybe just a little formalized introductions of everyone just to make sure we didn't miss anybody

# PEEP Summer 2024: Misc.

no fresh ideas at the moment, but thanks for everything you do PEEP!

I would love to go to future gatherings. I would also love advice and/or to receive mentorship in navigating fundraising work.

I heard that at least one day a week, they have fireworks. Would be nice to pick one of those days next time.

More organization

Speed dating type set up so we (funders) can talk to every non profit person present

It was wonderful. Thank you for inviting me and for all the hard work that went into making such an event. It would have been nice to have a list of all the funders and nonprofits that were there with a brief description of their work and contact info

Mandatory name tags with what group you are with. Ask everyone to supply contact information that can then be shared. We printed our own business cards, which made it easy to give our info. It's a mystery to us who we were talking to. Venue was great, keep it there for a few more times.

Again this was a great first attempt at bringing together funders and nonprofits. I hope to see some more.

Thank you. It was a nice event!

we definitely need to send out or open with an explanation of how the event would play out for the attendees and the role the funders need to play as the groups were unsure who was who. People who came alone a hard time starting conversations and jumping in in general.

More opportunities to network and meet more people. Miss the previous catapult capacity events for learning and networking. They had really helped a LOT with connecting to people, meeting board members, connecting to other organizations.



# PEEP Summer 2024: Funder Feedback

- **Strengths:** So many new faces! Families! Accommodations
- **Threats:** Few volunteers and funders. Goals for event disconnect.
- **Opportunities:**
  - Mechanisms for helping people mingle.
  - Have a "lifeguard."
  - Send video in advance letting folks know the vibe/ goals
  - Send parking passes in advance but do tickets at the door
  - "Speed dating" designed with nonprofits

# ACTION: Virtual PEEP

# The Fist to Five Voting Method

On the count of 1-2-3, everyone simultaneously raises a fist with 0, 1, 2, 3, 4 or 5 fingers extended to express how you feel about the decision.



No way. I don't support this decision and I am vetoing.



I have strong reservations but will support the decision and will not veto.



I am uncomfortable with the decision but can live with it.



This decision is okay with me.



I support this decision.



I strongly support this decision.

# ACTION: Virtual PEEP



## Premium

For teams and individuals looking to take meeting engagement to the next level

**\$400**

per month

Events with up to **200 participants**

- ✓ Unlimited meetings
- ✓ Access to hundreds of pre-built meeting agendas
- ✓ 10+ activity types including Breakouts, Q&A's, Photo Booth, Polls, Quizzes, Flashcards, and more
- ✓ Recording
- ✓ Event recaps
- ✓ Data exports

**All Hands** State of the Business Poll · 1m

State of the Business

How do you feel right now about our strategic direction as a business? (This poll is anonymous).  
12 votes · View Full Results

🏆 We're knocking it out of the park	9
📈 We're on the right track	3
📊 We're fine; things are so-so	0
📉 We're off-track or in trouble	0

Host · Kate

Rohan

👤 Lucky us... **Martin** is here! Favorite snack: **I LOVE sandwiches!**

👤 **Matthew** · Host  
Hi everyone! Welcome to our first All Hands event!

👤 Lucky us... **Ally** is here! Favorite snack: **tacos**

👤 **Brenna**  
Can't wait to kick off this quarter.

Say hello...

# ACTION: 2025 MORF Calendar

Let's Plan!

## ACTION: 2025 MORF Calendar

- How often do we want to meet in 2025?
- Virtual, in-person, hybrid?
- If in-person/hybrid, location recommendations?
- PEEP
- "Speed-dating"

# CNJG Announcements

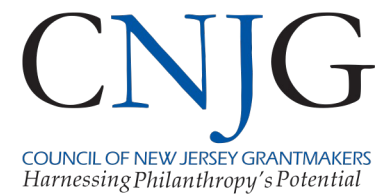
Chanika Svetvilas, Manager of Programs  
& Learning  
Council of New Jersey Grantmakers

# Thank You

Stay tuned for information on our next convening.

For CNJG event information, visit:

<https://www.cnjg.org/events>







## 2024 Grantmaker Toolkit Series: Disability Inclusion Pledge Introduction

Monday, October 7, 2024

2:00pm to 3:00pm

Webinar

Join your peers to learn more about the Disability & Philanthropy Forum and the Disability Inclusion Pledge in a session facilitated by Sarah Napoli, Learning Services Director for the Forum.

**CNJG**  
COUNCIL OF NEW JERSEY GRANTMAKERS  
*Harnessing Philanthropy's Potential*