

AGIM

Celebrating *thirty-five* years

35

Annual Report 2003 – 2004



Associated Grant Makers

# Our Mission

To support the practice and expansion of effective philanthropic giving. AGM is a community of foundation staff and trustees, corporate grant makers, donors, and philanthropic advisory services that builds a connection with nonprofit leaders. AGM supports our Members by working together to increase their individual and collective impact and effectiveness. We foster a neutral environment for interaction and collaboration toward the exchange of knowledge and information, educational, and professional development to advance and increase awareness of the field of philanthropy in Massachusetts and the region.



## Letter from the President and Chair:

On July 18, 1969 at 10:00 a.m., eight men by the last names of Andrews, Ayer, Coolidge, Hellmuth, Phillips, Saltonstall, Swift, and Warren held the first official meeting of the Association Foundation of Greater Boston, Inc. at 28 State Street in Boston, Massachusetts. The Articles of Organization describe its purpose: *“To provide a reliable source of information and consulting advice; to help determine action priorities for various community projects and problems; to suggest the channeling of foundation resources to socially useful purposes on the basis of research studies; to study Greater Boston community problems; to encourage experimental and pilot programs; and to assist foundations, corporations, and donors in evaluating and supporting projects and problems to be undertaken in the community.”* Thirty-five years later, Associated Grant Makers has evolved with the changing times but retained its core purpose: to serve foundations and donors, assist its Members with various collaborative initiatives, and provide informational and educational programs to support the practice and advancement of effective philanthropic giving.

The most lasting of the founders' initiatives has been the Summer Fund Collaborative, a highly successful and enduring model in responding to a community need for organized support for healthy summer activities for all area children. The founders may not have imagined that we would expand our geographic region beyond Greater Boston or that we would become a Foundation Center Collection library, the most comprehensive resource center on philanthropy in the region. Who could have envisioned the leadership role AGM has assumed in the region in promoting philanthropy locally and regionally through the Giving Network? While the founders were no doubt committed to the welfare and health of the nonprofit community, they would be proud today of AGM's thriving Nonprofit Partners Program, offering practical programs and support to help them build their capacity and sustainability.

This annual report is a chronological overview, highlighting AGM's various milestones over the past 35 years. We are proud of AGM's accomplishments, and, as you read this report, we hope you can reflect on things you personally remember. It has often been said that to know where you are going, you need to understand where you have been. We can both say that we are honored to be present leaders and stewards of Associated Grant Makers and revere its past leadership and the many volunteers who have helped to build this organization.



**Ron Ancrum,**  
AGM President



**Katherine McHugh,**  
Chair, Board of Directors

## (1969)

The Associated Foundation of Greater Boston, Inc. was established in 1969 by 15 foundation trustees and corporate executives who recognized the need for a centralized source of professional assistance to help them make well-informed grant decisions. The organization evolved into a broader base of corporate and foundation Members located throughout the Commonwealth, which resulted in the name change in 1980 to Associated Grant Makers of Massachusetts, Inc. Continued growth and geographic expansion of membership beyond Massachusetts led to the name change in 2000 to Associated Grant Makers, Inc. (AGM).

**Today, AGM has 122 Members representing private and family foundations, corporate giving programs, community foundations, bank trusts, public foundations, and philanthropic advisory services.**

1969–2004

# Milesto

## (1971)

A foundation research library, open to all without charge, was founded within AGM in 1971. It was the ninth such regional collection in the country, established in collaboration with The Foundation Center in New York. In 1985 the Library was named for Janet C. Taylor, to honor AGM's third Executive Director. In addition to the Library, AGM's Resource Center for Philanthropy includes the website: [AGMconnect.org](http://AGMconnect.org).

**Today, the Janet C. Taylor Library receives more than 2,500 visitors a year who review the extensive collection of publications focused on local and national grantmaking, fundraising, and nonprofit management, 500-plus attendees at Resource Center orientations in 2003, and over 600 monthly online sessions in the *Grant Maker Directory*.**

AGM launched a summer funding process in 1971, to coordinate the review of community organizations' proposals for summer youth programs and Members' funding decisions. Since its inception the Summer Fund's mission has been to support programs that help young people become productive citizens and that encourage interaction among children from different ethnic backgrounds and different neighborhoods of Metropolitan Boston. In 2000, the Summer Fund celebrated its 30th anniversary at the Fundfest held at the Franklin Park Zoo, bringing together kids, camp staff, and donors. In 2001, the Educational Initiative started as a single-pronged project that provided training support in development of educational components at 10 camps. Now, the Initiative consists of four components that will impact the vast majority of the 74 Summer Fund-supported organizations including: the Summer

Fund Institute, a day-and-a-half training designed specifically for camp staff working with urban youth; Outstanding Volunteer mini-grants that provide camps with the resources to hire their best school-year volunteer for the summer; a pilot environmental program that will bring specialized environmental programs to camps; and Books-In-Bulk, which will distribute over 1,000 free books to camps. From 1993 to 2003, the Summer Fund has distributed \$12,637,062 in camp operational support.

**Today, the Summer Fund is a national model of collaboration that is working, under the direction of an active grantmaking committee, to raise general awareness of the Summer Fund and increase individual contributions through online donations and promotions such as the coupon advertisement with the Boston Globe newspaper and Barnes & Noble bookstore.**

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## (1973)

Demonstrating the role AGM continues to play in encouraging grant maker accountability and accessibility, AGM's 1973 annual report included for the first time descriptive profiles of Members' grantmaking programs. In 1977, AGM collaborated with the Massachusetts Attorney General's office to produce the *Directory of Foundations in Massachusetts*, and in 1983 AGM was asked to take over that effort with the publication of the *Massachusetts Foundation Directory* and its supplement, *Sources of Private Support for Individuals*.

**Today**, the *Grant Makers Directory* is available for purchase in hard copy and accessible online. It also includes an online companion, offering grant seekers tips on using AGM's Resource Center for Philanthropy, as well as other resources. The next edition of the *Directory*, available in 2005, will provide in-depth information about more than 300 foundations and corporate giving programs.

## (1980)

Concerned with chronic cash-flow problems of nonprofit organizations, twelve AGM members pooled \$70,000 in 1980 to capitalize an Emergency Loan Fund, to provide short-term, low-interest loans to stable organizations experiencing temporary financial crises. The fund grew to over \$500,000 raised from 43 philanthropic organizations. It made 459 loans totaling \$5.7 million. With the demands for loans decreasing, an ELF Futures Working Group put forth a proposal that led to the creation of NEF in 2000. **In 2003 the first grants, totaling \$255,000 over a three-year period, were awarded to two local organizations, Management Consulting Services and Human Services Forum, to provide ongoing leadership development and training to small and medium-sized nonprofit organizations in the region.**

In 1980, AGM created an informal library-based lunchtime series of "Meet the Donors" discussions, designed to offer a common meeting ground for funders and nonprofit representatives, with dialogue focusing on funding interests and application procedures in a setting removed from the decision-making process.

**Today**, the success of Meet the Donors has grown into more face-to-face programs, with funders and nonprofits sitting at the table. Other programs, such as the Cornerstones: *Introduction to Proposal Writing and Budgeting*, were developed to provide nonprofits with the tools to craft comprehensive proposals for grant makers.

## (1984)

As corporate membership began to rise in AGM, the need for more programming tailored to the specific needs of corporate grant makers developed. AGM created publications such as, *Getting Started: Thoughts on Corporate Community Involvement*, a guide for companies in the development of contributions philosophies and policies; the updated 1990 publication *Profiles of Corporate Philanthropy in Massachusetts* outlined the “whys” and “hows” of developing an effective corporate contributions program for new corporate givers and business school students.

**Today, the Giving Network is continuing to promote corporate philanthropy and is creating a “tool kit” for strategic giving for small to medium-sized businesses.**

To expand AGM’s public service offerings to nonprofit organizations beyond those already supported by grantmaking Members, AGM created the Partners Program. For a modest annual contribution, Partners receive a quarterly newsletter, and discounts on AGM publications and programs, including Meet the Donors seminars.

**Currently, AGM has over 1,100 nonprofit Partners representing grassroots organizations to mature nonprofit associations. Today’s program offerings include Grant Proposal Writing Workshops in collaboration with the Foundation Center; Introduction to Grant Proposal Writing and Budgeting; Grant Research and Cornerstones Workshops; and the Nonprofit Partners Conference.**



## (1986)

Concerned with securing more timely and effective interaction among policy makers, grant makers, and the nonprofit community, AGM established a Public Policy Committee in 1986. AGM’s Guidelines for Philanthropies Formed from Sales of Nonprofit Health Care Organizations were developed by the Public Policy Committee in 1996, in close collaboration with the Massachusetts Attorney General’s Public Charities Division, the Council on Foundations, Regional Associations of Grantmakers, and Grant Makers in Health. AGM followed the news and trends nationally about sales of nonprofit hospitals and Health Maintenance Organizations and the creation of new philanthropies with assets derived from those sales.

In 2000, AGM joined in an unprecedented coalition of nonprofit organizations, corporations, foundations, and individuals to advocate for and win the passage of a charitable tax deduction for Massachusetts taxpayers. The bill was passed by the legislature in July 2000 and in a similar referendum was also overwhelmingly endorsed by Massachusetts voters in November 2000.

Many debates and discussions were generated in the foundation community by the adjustment to the payout provision included in the Charitable Giving Act bill in the following years. AGM’s Public Policy Committee took the lead by representing its grantmaking members in a letter to the Massachusetts State Representatives, indicating the damage that such a provision would cause to the charitable sector and the public interest.

**Since its inception, this committee continues to convene both large and small informational forums for members and the nonprofit community, and works to monitor federal and local legislative activity with potential impact on the field of private philanthropy. Currently, the committee is addressing proposed changes by the Attorney General’s office to state regulations on public charities.**



# 35

*Celebrating 35 years*

## (1991)

As part of the philanthropy initiative, AGM convened the Massachusetts Council of Community Foundations in 1991 to support the growth of philanthropy across the Commonwealth.

**Today, these meetings have grown into Roundtable Programs for specific audiences such as Community Foundations, Corporate, Small, and Family Foundations. The round-table-discussion style provides an opportunity for grant makers to share their experiences and learn from each other.**

## (1992)

AGM's Diversity Internship Program was launched in 1992 to place graduate and undergraduate students of color in internships with foundations and corporate giving programs in Massachusetts. The program originated from a model at the Women's Foundation and Corporate Philanthropy in New York. Since the 1998–1999 roster of students completed their internships, over 37 students of color from local colleges and universities have participated in this program, and over 10 foundations and corporations and a number of distinct programs within foundations have sponsored interns. Many of the program's past interns continue to work in the Boston area in fields related to philanthropy.

## (1993)

In 1993, AGM formalized a process of co-sponsorship of informational briefings with individual members or funder affinity groups.

**Today, AGM has representatives from over 30 foundations actively participating in every aspect of AGM. Committee members assist AGM with planning and participating in programs, guiding the public policy agenda and outreaching to new Members. During the 2003–2004 programming year, AGM presented distinguished panelists discussing timely topics such as: Measuring Results Symposium, *When Reporters Call... Are You Ready?* Developing Proactive Media Strategies, Corporate Citizenship Forum, and Best Practices: Improving Accessibility, Transparency, and Responsiveness. These program offerings illustrate AGM's commitment to meeting the needs and interests of the grantmaking and nonprofit communities.**

## (1994)

In 1994, Project 25: AGM Online, was designed as a lasting 25th anniversary gift from the philanthropic community to the statewide network of nonprofit organizations. This special project provided statewide computer access to selected contents of AGM's funding research library.

**Today, AGM Online has expanded into AGMconnect.org and provides grantmaking Members and nonprofit partners with access to philanthropic news and resources, online Member Directory, and Grant Maker Directory. Grantmaking Members receive a weekly Intranet e-mail consisting of member news, programming information, and topical news specific to the philanthropic community.**



## (1995)

In 1995, AGM launched the Common Proposal Format, a revolutionary tool adopted by many grantmaking organizations, enabling nonprofits to provide funders with well-organized, concise, and informative proposals. The Common Report Form followed in 1998 to help meet funders' need to evaluate the impact of their grants.

The Members Update, a monthly newsletter with the latest information on current local news and events in regional and national grantmaking including AGM programming for grant makers, was developed for members.

**Today, the Members Update is an electronic quarterly newsletter providing Members with relevant philanthropic articles, grantmaking news and events, profiles of grantmaking Members, and AGM program offerings.**

AGM's bi-annual New England Funders Conference — "Jobs and the Economy" in cooperation with Grants Management Associates — drew over 200 trustees and grantmaking staff.

In 2002, over 150 grant makers from seven states attended the New England Funders Conference: Meaningful Philanthropy — Challenging Times. The conference, co-sponsored by Associated Grant Makers, Connecticut Council for Philanthropy, and Maine Philanthropy, presented a keynote speech by Claire Gaudiani, Ph.D., author and Senior Research Scholar at Yale Law School.

## (1998)

In 1998, AGM was instrumental in establishing the Giving New England (GNE) initiative, an unprecedented five-state collaborative to increase charitable giving in Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont. During the past five years, GNE has made great strides and had much success in its mission of promoting philanthropy. GNE's website, created in 1999, continues to be heavily trafficked due to its wealth of philanthropic information and resources available. GNE created products to help individuals develop a giving strategy with the creation of Giving Circle Toolkit and A Plan of One's Own. GNE held its first Summit in 2000 for all region-wide promotion of philanthropy. By 2002, GNE had developed presentation for advisors, women, and next-generation giving, and frequent presentations on promotion of philanthropy to donors. GNE worked on legislative process to save the charitable tax deduction, was featured in over 19 articles in over 60 media outlets (four known giving circles created), received an average of 123,000 website hits per month, and had over 900 subscribers to its monthly newsletter.

**Today, GNE, now known as Giving Network (GNET), has transitioned into AGM. GNET continues its mission of promoting philanthropy to new audiences by leveraging advisor focus into new AGM membership category, and through programs and events such as the Corporate Philanthropy Breakfast, co-sponsored with the *Boston Business Journal*, and as a co-convenor of the New England Conference on Black Philanthropy.**

## (2000)

In December, AGM officially launched the Rhode Island Funders Project with delivery of the Project's first program, "Understanding Nonprofit Financial Statements." This two-year partnership between AGM and the Rhode Island Funders built a strong foundation for an active association of grant makers in Rhode Island. This expansion of AGM's products and services outside Massachusetts attained a high level of momentum during this period, delivering eight to 10 programs a year for funders in Rhode Island.

**Today**, the success of the Rhode Island Funders Project grew into its own separate regional association, Grant Makers Council of Rhode Island, with a solid group of more than 15 supporting grant makers.



## (2003)

Launched in February, the AGM Members Intranet is a weekly online publication providing grant maker Members with up-to-date information on regional and national issues, foundation management, member activities, AGM programs and services, and philanthropy in general.

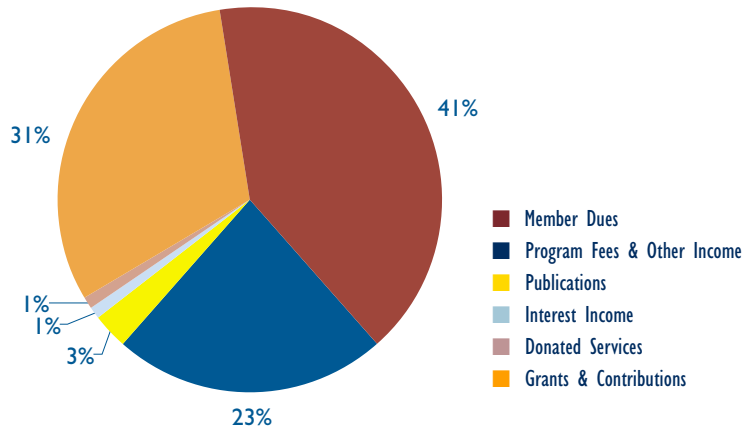
## (2004)

AGM works with corporate grantmaking Member, Hill, Holliday, Connors, Cosmopolos Inc. on AGM's new logo. This logo is reflective of AGM's mission to support the practice and expansion of effective philanthropic giving in the community.

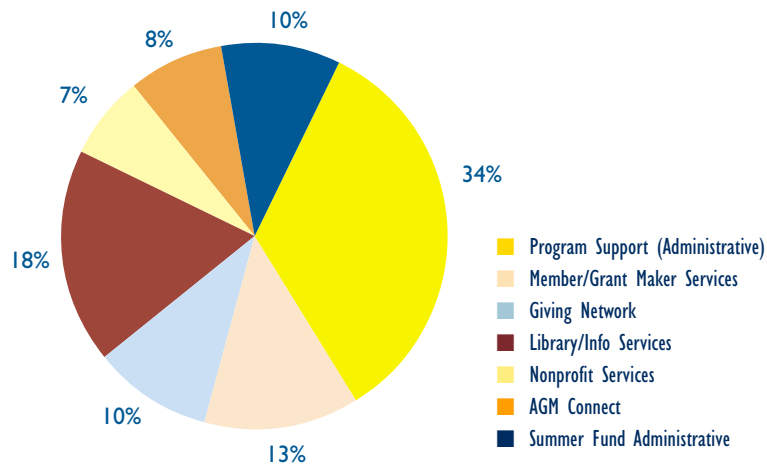
AGM enters its 35th year of supporting its grantmaking Members and nonprofit Partners working together to increase their individual and collective impact and effectiveness in the philanthropic community.

# 2003 Financial Overview

**Total Operating Revenue \$1,110,021**



**Total Operating Expenses \$1,099,491**



The Total Operating Revenue and Expenses do not include Summer Fund and Nonprofit Effectiveness Fund grants totaling \$1,059,411, awarded by AGM to other nonprofit organizations.

## Board Chairs/Presidents

1969-72	Arthur Phillips
1972-75	William Swift
1975-77	Charles Zerwekh
1977-80	Walter Palmer
1980-82	Sumner Andrews
1982-85	Newell Flather
1985-87	Ruth Scheer
1987-89	Joan M. Diver
1989-91	George M. Collins
1991-93	Kathy Plazak
1993-95	John Clymer
1995-99	Margaret Boles Fitzgerald
1999-00	Suzanne Maas*
(*also served as Interim President in 2001)	
2000-03	Ray Considine
Present	Katherine McHugh

## Executive Directors/Presidents

1969-73	Bertram G. Waters
1973-76	Frederick S. Paulsen
1976-85	Janet C. Taylor
1985-91	Miquel Satut
1991-01	Sally Peabody
Present	Ron Ancrum

## AGM Members

### Private, Family, and Other Foundations

- The Access Strategies Fund
- C. F. Adams Charitable Trust
- The Paul and Edith Babson Foundation
- The Barr Foundation
- The Behrakis Foundation
- Blue Cross Blue Shield of Massachusetts Foundation
- Leonard X. Bosack & Bette M. Kruger Foundation
- Boston Evening Clinic Foundation
- Boston Society of Architects
- Cabot Family Charitable Trust
- Bushrod H. Campbell & Adah F. Hall Charity Fund
- The Carlisle Foundation
- Charlesbank Homes
- Charlotte Foundation
- Clipper Ship Foundation Inc.
- The Clowes Fund
- B. K. & W. S. Conover Foundation
- Jessie B. Cox Charitable Trust
- Irene E. & George A. Davis Foundation
- Dickler Family Foundation
- Endowment for Health Inc.
- Fidelity Foundation
- Fields Pond Foundation Inc.
- The Paul & Phyllis Fireman Charitable Foundation
- Foley Hoag Foundation
- Orville W. Forté Charitable Foundation Inc.
- The Fuller Foundation Inc.
- Germeshausen Foundation
- Robert P. & Judith N. Goldberg Family Foundation
- Charles Hayden Foundation
- Charles H. Hood Foundation
- Horizon Foundation Inc.
- The Morris & Esther Horowitz Family Philanthropic Fund
- Hunt Alternatives Fund
- The Roy A. Hunt Foundation
- The Hyams Foundation Inc.
- The Iacocca Foundation
- Island Foundation Inc.
- Jane's Trust
- Edward Bangs Kelley and Elza Kelley Foundation Inc.
- Lawson-Valentine Foundation
- The LEF Foundation
- The Linden Foundation

Ludcke Foundation  
The Lynch Foundation  
Massachusetts Bar Foundation  
Massachusetts Environmental Trust  
Massachusetts Legal Assistance Program  
Merck Family Fund  
Vincent Mulford Foundation  
Nellie Mae Education Foundation  
The Theodore Edson Parker Foundation  
A. C. Ratskesky Foundation  
The Remmer Family Foundation Inc.  
The Mabel Louise Riley Foundation  
The Robbins de Beaumont Foundation  
The Rogers Family Foundation  
Sailors' Snug Harbor of Boston  
Susan Schiro & Peter Manus Foundation  
Caroline & Sigmund Schott Foundation  
William E. & Bertha E. Schrafft Charitable Trust  
Carl & Ruth Shapiro Family Foundation  
Gardiner Howland Shaw Foundation  
Richard & Susan Smith Family Foundation  
Anna B. Stearns Charitable Foundation Inc.  
Abbot & Dorothy H. Stevens Foundation  
Nathaniel & Elizabeth P. Stevens Foundation  
The Sudbury Foundation  
The Sulzberger Foundation Inc.  
The Svrluga Foundation  
SWP Foundation  
The Charles Irwin Travelli Fund  
White Lily Foundation  
The Wilensky Foundation  
Yawkey Foundation II

#### **Corporations**

Banknorth MA  
Blue Cross Blue Shield of Massachusetts  
The Boston Globe Foundation  
The Charles Stark Draper Laboratory Inc.  
FleetBoston Financial Foundation  
Harvard Pilgrim Health Care Foundation  
Hewlett Packard Computer Corporation  
Hill, Holliday, Connors, Cosmopolos Inc.  
IBM Corporate Community Relations  
John Hancock Financial Services  
MetLife Foundation  
Middlesex Savings Charitable Foundation

The Millipore Foundation  
Oral Health Foundation  
Raytheon Company  
State Street Bank & Trust Company  
The Reebok Human Rights Foundation  
Third Sector New England  
The Timberland Foundation  
Tofias PC  
Tufts Health Plan  
Verizon Foundation

#### **Community Foundations**

The Boston Foundation  
Brookline Community Fund  
Cambridge Community Foundation  
Community Foundation of Cape Cod  
Community Foundation of  
Southeastern Massachusetts  
Community Foundation of  
Western Massachusetts  
Crossroads Community Foundation  
Greater Lowell Community Foundation  
Greater Worcester Community Foundation  
North Central Massachusetts  
Community Foundation

#### **Bank Trust Departments**

Fleet, Charitable Asset Division, Foundation  
& Philanthropic Services  
U.S.Trust Company

#### **Philanthropic Advisory Services**

EdVestors  
Grants Management Associates  
New Profit, Inc.  
Philanthropic Advisors, LLC  
The Philanthropic Institute  
Social Venture Partners

#### **Public Foundations**

Boston Women's Fund Inc.  
Brazelton Foundation  
Goddard Health Services Foundation  
Haymarket People's Foundation  
Metrowest Community Health Care Foundation  
The Tech Foundation  
United Way of Massachusetts Bay

## **AGM Committees**

#### **Giving Network**

**William Eaton**, Chair  
Ron Ancrum  
Kate Guedj  
Steve Johnson  
Mary Kay Leonard  
George McCully  
Katherine McHugh  
Siobhán O'Riordan  
Ruth Roy

#### **Information and Communications**

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Phil Clawson  
Roberto Cremonini  
Margaret Boles Fitzgerald  
Ken Liss  
Gail Pinkham

#### **Member Development**

**Ray Considine**, Chair  
Ron Ancrum  
Elizabeth Gawron  
David Kronberg  
Lilli Mendez Morgan

#### **Nominating**

**Karen James-Sykes**, Chair  
Ron Ancrum  
Ray Considine  
Hubie Jones  
Elizabeth Smith

#### **Program**

**Fredericka Tanner**, Chair  
Donna Eidson  
David Ford  
Rebecca Huston  
Katherine Krister  
Nancy Reiche  
Ellen Remmer  
Christine Robinson  
Klare Shaw

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**Rosa Smith**, Co-Chair  
Ron Ancrum  
Rita Fuerst Adams  
Hadley Clark  
Betsy DeWitt  
Newell Flather  
Jeffrey Hayward  
Rebecca Huston  
Terry Lane  
Katherine McHugh  
Siobhán O'Riordan  
Amy Segal Shorey  
Elizabeth Smith  
Jonathan Spack  
Michael Weekes

#### **Nonprofit Effectiveness Fund**

Stephanie Cheney  
Rebecca Dunham  
Rebecca Huston  
Judi Mullen  
Elizabeth Smith  
Fredericka Tanner

#### **Summer Fund**

**Kerry H. Sullivan**, Chair  
Lynn D'Ambrose  
Stephanie Cheney  
Genie Healy  
Robert Hurlbut  
Mariella Tan Puerto  
Erin Silvoy  
Richard Ward  
Prentice Zinn

### AGM Staff

**Ron Ancrum**, President  
**Stephanie Cheney**, Program Manager, Summer Fund  
**Ann Garchinsky**, Finance and Administration Manager  
**Jamila Hill**, Coordinator, Information & Publications  
**Rebecca Huston**, Director of Programs & Member Services  
**Mona Lindsey**, Administrative Assistant/Receptionist  
**Ken Liss**, Director, Resource Center for Philanthropy  
**Steve Markofsky**, Manager, Information Technology  
**Siobhán O'Riordan**, Director, Giving Network  
**Gail Pinkham**, Director of Communications

[www.agmconnect.org](http://www.agmconnect.org)



**Associated Grant Makers**  
advancing effective and responsible philanthropy

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### AGM Board of Directors

**David Ford**, Richard & Susan Smith Family Foundation  
**Elizabeth Gawron**, Community Foundation of Cape Cod  
**Jackie Jenkins-Scott**, Blue Cross Blue Shield Foundation  
**Steve Johnson**, The Philanthropic Initiative  
**Vahe Karlozian**, Caroline & Sigmond Schott Foundation  
**David Kronberg**, Greater Lowell Community Foundation  
**Ben Lacy**, Clipper Ship Foundation  
**Gene Lee**, Nellie Mae Education Foundation (formerly)  
**Mary Kay Leonard**, United Way of Massachusetts Bay  
**Travis McCready**, The Boston Foundation (formerly)  
**Lily Mendez Morgan**, Access Strategies Fund  
**Kerry Sullivan**, Fleet Charitable Asset Division  
**Fredericka Tanner**, Sudbury Foundation  
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### Executive Committee

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**Ray Considine**, Past Chair, ex officio, Charles H. Hood Foundation  
**William Eaton**, Officer-at-Large, Sailors' Snug Harbor of Boston  
**Cathleen Finn**, Clerk, IBM Corporate Community Relations  
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**Mary Phillips**, Treasurer, Charles Hayden Foundation  
**Elizabeth Smith**, Vice Chair, The Hyams Foundation, Inc.  
**Karen James Sykes**, Officer-at-Large, Verizon Foundation