

**Pam Baker Retiring After More Than 23 Years at WCF, Tom Woods Selected as Executive Director**

This February, WCF Executive Director Pam Baker will retire, after serving for more than 23 years with the Fund. Pam was hired in 1988 as the Fund’s first Lincoln-based staff person. Over \$26 Million in grants have been awarded since her start date.

Tom Woods has been selected to succeed Pam as the Fund’s Executive Director, starting March 1. Tom has worked for the Fund since 1999. He currently serves as Senior Program Officer. He received both a Master’s Degree in Public Administration and a Certificate of Non-Profit Management from the University of Pittsburgh. Tom came to the Fund after serving as Program Associate at the Community Foundation Serving Coastal South Carolina (Charleston).

**A Look Back on Pam’s Time with the Fund**

Pam was hired with the Fund after working in Human Resources and Data Communications & Marketing for Lincoln Telephone Company. She also once taught at Lincoln Public Schools. She holds a Master’s Degree in Adult & Continuing Education from the University of Nebraska.



Pam at WCF, 1995

At the time of her hire, WCF was unified with now-Woods Fund of Chicago. Board meetings were often held in Chicago, and grant dollars were divided between the cities. In 1994, WCF formally split into the two foundations (Lincoln/Chicago) that operate today.

Since her start in 1988, Pam has witnessed major technology changes. “When I began here, I used a Panasonic word processor and reviewed paper applications. Now we use online applications and most of our information is accessed via website or social media. Technology has made us more transparent,” said Pam.

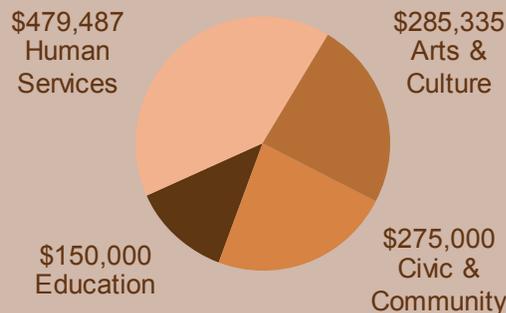
In the past two decades, Pam has noticed nonprofits’ public funding sources diminishing.

Continued on page 2

*“Here’s to the crazy ones. The misfits. The rebels. The troublemakers. The round pegs in the square holes. The ones who see things differently. They’re not fond of rules. And they have no respect for the status quo. You can quote them, disagree with them, glorify or vilify them. About the only thing you can’t do is ignore them. Because they change things. They push the human race forward. And while some may see them as the crazy ones, we see genius. Because the people who are crazy enough to think they can change the world, are the ones who do.”*  
- Apple Inc.

**2011 Grant-making At A Glance**

Grants and loans paid to date in 2011: nearly \$1.2 Million



Grant cycles completed: 3 of 3

Average number of proposals reviewed per grant cycle: 21

Grants awarded to date: \$1,171,822

Average size of award: \$21,700

Smallest grant awarded: \$2,500

Largest grant awarded: \$180,000

**José Soto Completes Board Term**

This year marked the end of José Soto’s board term that began in 2006. José is an attorney who serves as Vice President for Access, Equity & Diversity at Southeast Community College (SCC). He previously worked for then-called Lincoln Action Program.



Grants totaling nearly \$9 Million were awarded during José’s 6-year term. For his parting allotment of \$25,000 in director-designated grants, he applied half of the funds toward health education materials and staff training, including cultural competency, at Planned Parenthood of the Heartland, and half of the funds to provide direct support for low income minority students at SCC. ♦

## Community Nonprofit Loan Fund Extended

The Community Nonprofit Loan Fund (CNLF), a partnership between Woods Charitable Fund and Community Development Resources (CDR) since 2010, continues to offer no-interest loans to Lincoln nonprofit organizations facing temporary financial emergencies.

Since its creation, the CNLF has made five loans totaling \$89,000, ranging from \$5,000 to \$20,000. Of the \$89,000 loaned to date, nearly \$40,000 has been repaid.

At WCF's November board meeting, directors approved changes to the CNLF's operation that will raise the maximum amount of lending from \$20,000 to \$30,000 per organization and will extend the loan repayment period to up to 36 months.

For more information on eligibility requirements and the application process, contact CDR Executive Director Rick Wallace at (402) 436-2386 or visit [www.cdr-nebraska.org](http://www.cdr-nebraska.org). ♦

Continued from page 1

Those dollars were at one time their live-

lihood. "The silver lining to this is that it's forced groups to become more versatile, sophisticated, and innovative. Nonprofit leadership is typically very strong now because it has to be to juggle the roles needed to run an agency."

Pam noted seeing nonprofits becoming more ethnically diverse in leadership over the past 20 years. She closed saying, "Some think funders should either be *proactive*, imposing their ideas, or *reactive*, always waiting for ideas to be cooked up. One thing I'm most proud of is that WCF has proven there is a third option—*interactive*. And I think this approach has helped us build great relationships with Lincoln's nonprofits." ♦

## Organizations Awarded or Paid Grants in 2011

ACLU Nebraska Foundation  
Arts Are Basic  
Asian Community and Cultural Center  
Boys & Girls Club  
Bright Lights  
BryanLGH Foundation  
CASA for Lancaster County  
Cedars Youth Services  
Center for Legal Immigration Assistance  
Center for People in Need  
Center for Rural Affairs  
CenterPointe  
Child Advocacy Center  
Child Guidance Center  
Community CROPS  
Community Development Resources  
Community Justice Center  
El Centro de las Americas  
Family Service Association of Lincoln  
Flatwater Shakespeare Company  
Foster Care Closet  
Foundation for Lincoln Public Schools  
Girl Scouts-Spirit of Nebraska

Good Neighbor Community Center  
Habitat for Humanity  
Human Services Federation  
Indian Center  
Legal Aid of Nebraska  
Lighthouse  
Lincoln Arts Council  
Lincoln Association for the Traditional Arts  
Lincoln Community Playhouse  
Lincoln Housing Charities  
Lincoln Literacy Council  
Lincoln Medical Education Partnership  
Lincoln Municipal Band Association  
Lincoln Public Schools  
Lincoln's Symphony Orchestra  
Lincoln YWCA  
Malone Community Center  
Meadowlark Music Festival  
Mourning Hope  
Nebraska Art Association (The Sheldon)  
Nebraska Appleseed

Nebraska Association for the Education of Young Children  
Nebraska Housing Developers Association  
Nebraska Wesleyan University  
Nebraskans for Civic Reform  
Nebraskans for the Arts  
Northeast Family Resource Center  
Planned Parenthood of the Heartland  
Seniors Foundation  
Southeast Community College Educational Foundation  
St. Monica's Home  
The Angels Theatre Company  
United Way of Lincoln/Lancaster Co.  
University of Nebraska Foundation  
UNL-African American and African Studies Program  
UNL-Department of Child, Youth and Family Studies  
UNL-Lied Center for Performing Arts  
Voices for Children in Nebraska  
Voices of Hope Lincoln  
Willa Cather Foundation

## Follow the Fund on Facebook!



Woods Charitable Fund invites you to find us on Facebook! As more grant-seeking nonprofits venture into social media networks, WCF seeks new and effective ways to better connect with these community groups.

WCF uses its Facebook page to communicate with grantees and applicants on any changes to the Fund's grant-making process, new program initiatives, helpful resources, and local and national news releases.

Follow the Fund by "liking" our Facebook page to stay on top of our grant-making news and community happenings.

## WCF Partners on Diversity Initiative, Board Training

The goal of the *Board Diversity and Training Project* is to enhance the ethnic diversity of area nonprofit boards of directors. It aims to recruit, train and match potential board members with area nonprofit organizations seeking increased diversity. The project received seed funding from WCF (\$18,500), the Lincoln Community Foundation (\$10,000) and the Community Health Endowment (\$5,000).

The project will specifically (1)

assess the current diversity of area nonprofit boards; (2) develop and implement recruitment strategies for cultural centers, businesses, colleges and faith-based organizations; (3) train participants on the role of board members and function of a board of directors; (4) provide training to participants on the need for volunteering via *Volunteering 101*; (5) implement a "Board Bank", a web-based system that matches participants with area nonprofits; and (6) conduct a

post-test board diversity survey.

According to Volunteer Partners (VP), the point agency managing the project, *Volunteering 101* has trained 35 participants to date, with 17 more applicants pending. Five nonprofits recently contacted VP seeking diverse board members and two agencies since added new board members selected from the Board Bank.

