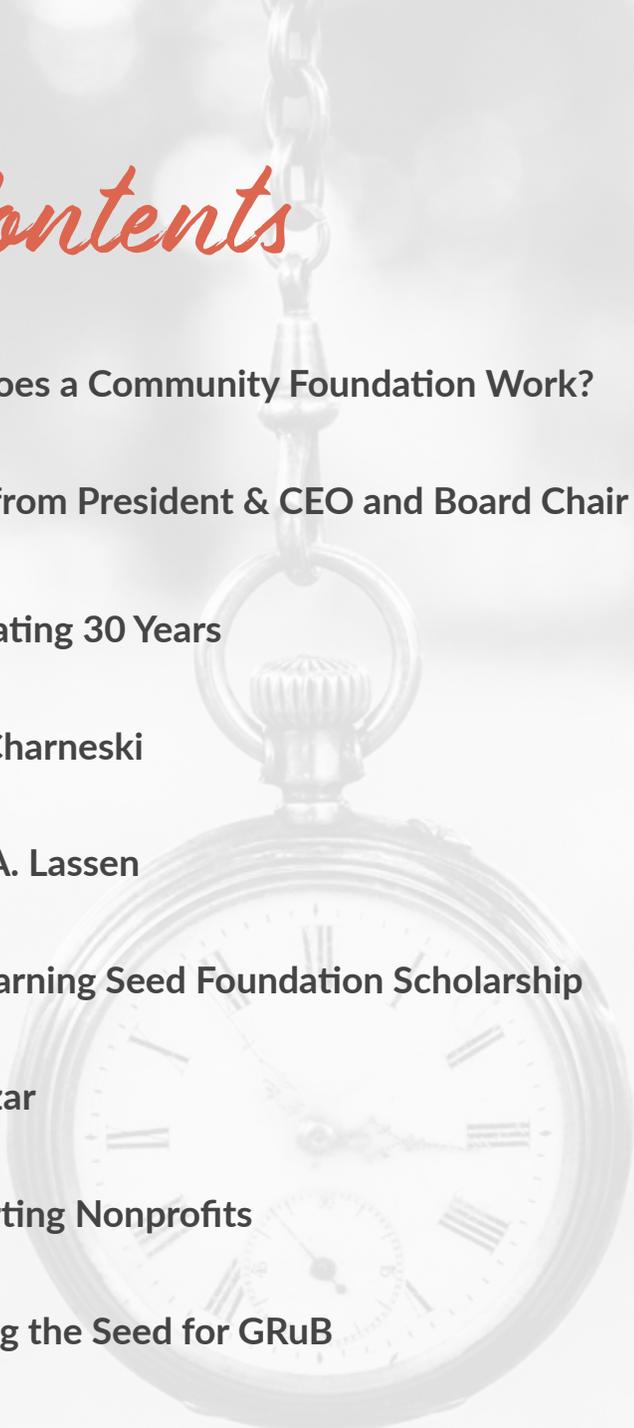




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# How does a Community Foundation Work?



## ESTABLISH

A donor makes a tax deductible gift to the Community Foundation. Donors can customize their fund by naming it, setting grantmaking criteria, scheduling gifts, or involving their family in the grantmaking.



## GROW

Contributions are invested to accrue long-term results, which give the assets further growth potential.



## GIVE

Strong, enduring community assets allow us to address the changing needs and opportunities of our community—now and for generations to come.



**Norma Schuiteman**  
President & CEO



**Mary Williams**  
Board Chair

## Dear Friends,

As we celebrate the 30th year of the Community Foundation of South Puget Sound, we are filled with gratitude for the foresight and hard work of this organization’s founders and former leaders. They built a sturdy foundation on which philanthropy has flourished in South Puget Sound, and they deserve a special place of honor in our community’s history.

For the past 30 years the Community Foundation has been sustained by the growing ranks of generous donors who care deeply about the people and future of Thurston, Mason, and Lewis Counties. Our donors’ gifts benefit the natural world that sustains us, and our children, families, and elders. They support a host of nonprofit organizations that protect our environment, reduce poverty, increase educational and economic opportunity, improve health, and support the arts.

The value of their contributions is multiplied by the way they have strengthened our culture of generosity, community connection, and collaboration. One of the great strengths of the Community Foundation’s model is that while it serves the full range of specific community needs and the organizations that address them, it maintains its overarching focus on the big picture of what makes strong and vital communities.

We have had the pleasure of seeing, day by day and year by year, how our communities’ quality of life has been improved by our donors, our growing assets, and the nonprofits they support. And we know that in the next 30 years and beyond, those benefits will continue to grow and improve the vitality of all our South Sound communities.

On behalf of the board and staff, we thank each of you – our donors, our nonprofits, our schools and colleges, our community volunteers, and all those who have helped create this culture of philanthropy. We can all be proud of what we are accomplishing together, and its impact both now and in the future.

**Norma Schuiteman**  
President & CEO

**Mary Williams**  
Board Chair

## Opinion

SUNDAY, JANUARY 7, 2007

### The Olympian

#### EDITORIAL BOARD

- John Winn Miller, president and publisher
- Vickie Kilgore, executive editor
- Mike Oakland, editorial page editor
- Lucius Doye, community representative
- Holly Davies, community representative

#### OUR VIEWS

## Foundation invests in community

The Community Foundation of South Puget Sound is one of the region's best kept secrets. That's too bad because the foundation — a link between donors and charities — has a wonderful success story to tell.

Think of it this way: The United Way is the community's checking account — with money flowing in and out on an annual basis. Donors, through payroll deductions or other payment, provide the United Way with dollars that are distributed to the providers of human services in Thurston County.

The Community Foundation is the community's savings account with donors focused on long-term giving. Frequently donors designate how their dollars will be distributed, but other donations are unrestricted.

Donors who want to clothe the needy, feed the hungry or serve the poor generally do that by contributing directly to a charity or through the United Way. Donors who want to leave a bit of a legacy, to have an impact on the community after their death, contribute to the Community Foundation.

And fortunately, there are individuals in our community who contribute to both — ensuring short-term and long-term investments in the quality of life in South Sound.

#### The Community Foundation of South Puget Sound

- Address: 111 Market St. NE Suite 375, Olympia, WA 98501.
- Phone: 360-705-3340.
- On the Web: www.thecommunityfoundation.com

**A growing portfolio**  
The Community Foundation has undergone a tremendous growth spurt. The foundation's portfolio in 2002 was \$1.8 million. It grew to \$2.7 million in 2005 then leaptfrogged to \$4.5 million last year. That reflects a growing bond of trust.

An increasing number of non-profits in South Sound are turning to the Community Foundation to invest their funds. The foundation pools financial resources and last year had investment earnings of more than 10 percent. Those using the foundation pay a 2 percent fee for administration — a very low overhead cost.

Under the expert leadership of Executive Director Norma Schulteman, the Community Foundation distributed \$30,000 in grants and scholarships in 2006 to 103 recipients.

That could be a needy high school senior who received a \$1,000 renewable scholarship from the Learning Seed Foundation, or the Olympia Union Gospel Mission's receipt of a Community Foundation grant for a cavitron, a device used in the mission's free dental clinic to remove plaque from the teeth of clients.

Donors to the Community Foundation have a couple of options over the distribution of their dollars. They can designate general areas for their money, such as the education of elementary school age children. They can select specific charities. Or they can put no strings on their donations at all. All donors need to do is work with Schulteman to determine how much they want to be involved in the distribution process.

**\$500,000 contribution**  
Take, for example, Don Rhodes, a member of the Foundation board of directors. Rhodes, who recently retired as chief executive officer of Heritage Bank, has a reputation for generosity. He has willingly assisted multiple charitable causes in South Sound. But he wanted his giving to extend beyond his lifetime and he wanted to involve his sons in the giving process.

Rhodes created a couple of donor-advised funds totaling a half million dollars. He and his sons will work through the Foundation to distribute earnings from those invested dollars to help nonprofits in Olympia and Chehalis. Funds will continue to be disbursed even after Rhodes' death.

Kimberly Ellwanger, a past Foundation chair, has a special place in her heart for children and women. She is a supporter of Safeplace Rape Relief Women's Shelter. But as Ellwanger says, Safeplace may not be around forever. By creating a donor-advised fund through the Community Foundation, Ellwanger can provide financial assistance to Safeplace now but have her dollars

## Community Foundation has new leader

Michigan native wins with prior experience in organizations that distribute donations

BY SHARON MICHAEL  
THE OLYMPIAN

OLYMPIA — Michigan native Norma Schulteman has been named by The Community Foundation of South Puget Sound to replace outgoing director Colleen Gillespie.

Schulteman won the job over more than 100 other candidates based on her experience.

The former teacher, nurse and hospital executive has served on the board of the Fremont (Mich.) Area Community Foundation for the past 10 years and has worked as a traveling consultant to community foundations in Kansas, Nebraska and Arkansas for the past three years.

The board had many outstanding candidates from which to choose, Gillespie said, but Schulteman was the only one with experience working with community foundations, which was a plus from most non-profits.



Norma Schulteman (left) has been named director of The Community Foundation of South Puget Sound. She'll replace outgoing Colleen Gillespie, who has taken a local position.

"We're really lucky to have Norma Schulteman," Gillespie added.



TCF Board Planning Session

## Community Foundation dishes up ambitious goals at luncheon

BY SHARON MICHAEL  
THE OLYMPIAN

OLYMPIA — The Community Foundation of South Puget Sound distributed \$348,572 in grants to 118 organizations last year, a record for the 14-year-old foundation.

It also established the Non-Profit Executive Institute to train leaders in other nonprofit organizations. "One of the big mysteries of life is what do community foundations do,"

board chairman Donald Rhodes said Thursday at the foundation's luncheon.

Community foundations manage funds set up by individual donors, corporations or other groups and makes grants to organizations according to the donor's wishes. Some funds are designated for specific purposes and some are unrestricted.

See FOUNDATION, Page B2

### FOUNDATION

Continued from Page B1

The Community Fund awards grants that benefit people in Lewis, Thurston and Mason counties. It also sponsors two annual fund-raising events: a golf tournament and a



Philanthropist Phil Smart (right) speaks about volunteering at the Children's Hospital and Medical Center in Seattle and the lessons he learned from the patients there. Smart was the guest speaker at the Community Foundation of South Puget Sound's annual meeting at Indian Summer Golf & Country Club.

By Sharon Michael/The Olympian

### To learn more

For more information about the Community Foundation of South Puget Sound, call 360-705-3340 or visit www.thecommunityfoundation.com.

tually was awarded \$15,000. The money was instrumental in moving the 7-year-old youth center to a full range of after-school programs that help young people succeed in school. Many of the foundation's 2003 grants went to youth programs and schools.

Phil Smart, a Seattle philanthropist who was the guest speaker Thursday, said children have a right to succeed in school.

# Celebrating 30 Years of Trusted Service

Whether adjusting to changes in community needs, or looking beyond those needs to foster a deeper knowledge of philanthropy itself, for thirty years the Community Foundation of South Puget Sound has made a lasting impact.

Started in 1989 as a response to a community “visioning” session called Olympia 2010, the Foundation was initially created to build permanent funding sources to achieve this vision.

Originally an all-volunteer organization, the Foundation relied on the Greater Tacoma Community Foundation to manage the funds it created. Its initial focus was on building the capacity of existing local nonprofits through trainings for boards and staff, and assisting with fundraising for operating expenses.

Today, the Foundation holds over 95 separate funds, serves 3 counties, distributes more than one million dollars in grants and scholarships each year, and assets under management have grown to \$25 million. Since its inception, the Community Foundation has awarded more than \$13.5 Million in grants and scholarships.

## *Foundation Milestones:*

**1989:**

Founded as Greater Thurston County Community Foundation

**1993:**

First scholarship distribution: Set up by L&E Bottling Co.

**1996:**

Hired first full-time Executive Director (Colleen Gillespie)

**1999:**

Reached \$1M in assets; ended reliance on Greater Tacoma Community Foundation for asset management

**2000:**

Initiated endowment building campaigns with \$10,000 match per nonprofit



Our growth is a tribute to our community's recognition of the value of philanthropy, and the vital role nonprofits play in creating a thriving community. Thanks to the generosity of thousands of local donors, the Community Foundation has evolved to become a place to address unmet needs and build strong, lasting community assets so that people want to live, work, and stay here—now and for years to come.



**2004:**

Hired current President & CEO (Norma Schuiteman)

**2008:**

Received National Standards for U.S. Community Foundations accreditation

**2010:**

Irving A. Lassen Foundation converted its \$5.5M in assets to a discretionary fund at the Community Foundation

**2013:**

Launched Environmental Grantmaking initiative; renewed accreditation for National Standards for U.S. Community Foundations

**2016:**

Distributed over \$1M in grants & scholarships in one year for the first time; received 2nd grant from Gates Foundation

# Brian Charneski

"THERE WERE TIMES WHEN WE WONDERED WHETHER WE SHOULD FOLD OR QUIT. WE HAD A HARD TIME GETTING PEOPLE TO UNDERSTAND THE PURPOSE OF THE FOUNDATION"



Brian Charneski was an early member of the Community Foundation's board, which convened in 1989 in response to a need identified by a "Vision 2010" study group. The Foundation was created to build permanent funding sources for the community to achieve its vision. Charneski was joined on the original board by Lynn Brunton, Ron Rowe, Jim Roberts, Don Chalmers, Pam Meals, Les Eldridge, and several others.

The late Leonard Nord, a retired state agency director, was the founding Executive Director. "He went from running a big agency to being driven a little bit crazy dealing with the minutiae of starting this little organization," Charneski notes with a smile.

The Foundation's original funding came from money that was raised to support an Olympic Academy that never came into being. The founding board struggled to raise more. "At first we asked other foundations, such as the Weyerhaeuser and Bullitt Foundations, for grants to get us going," says Charneski. One early success was a grant from the Forest Foundation to support clean water; the Community Foundation used it to solicit applications, and to fund half a dozen local clean water projects.

But those first few years were rocky. In the mid to late nineties, Charneski says, "There were times when we wondered whether we should fold or quit. We had a hard time getting people to understand the purpose of the Foundation."

But the right people showed up at the right time. "Fred Goldberg at Key Bank, Jerry Bratton, the founder of Coldwell-Banker Evergreen Olympic Realty, Bill Jacobs, the former Olympia Mayor, investment advisor Denny Peterson, Buck Owens of Owens Davies, attorney Mick Phillips, and registered nurse Linnea Bremner joined the board. And credit goes to Lynn Brunton for bringing them in."

"The breakthrough came from a series of "Galas for Giving," where we auctioned off 'friend-raising dinners' hosted by board members," Charneski recalls. Kimberly Ellwanger, who later became board chair, and Joyce Targus were instrumental in their success.

"We raised some money, and made a whole lot of friends," Charneski says. "It was all about connecting

# Community projects gain a partner

**Thurston County Foundation:** The organization hopes to provide expertise and establish an endowment to provide funds.

By Jeff Smith  
The Olympian  
Thurston County  
source of funds  
This

...required co-payment but they are  
...legally liable for  
...ject to billing b  
...provider.  
For information call 1-800-562-3022.

## OLYMPIA: Bank gives \$12,000 to foundation

The Thurston County Community Foundation has accepted a \$12,000 donation from Key Bank of Washington. Part of that donation will be used to help needy elementary school children in Thurston County public schools. The donation is from Olympia, Tumwater, and Rochester.

The Olympian, Wednesday, September 1, 1993 p. C1

## facilities get funding priority

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## Realtor donates \$25,000 to local endowment fund

...lympian,  
...al realty company will mark its 25th anniversary today by donating \$25,000 to the Thurston County Community Foundation's endowment fund.  
...Banker

The Olympian, Monday, May 17, 1993 p. C1

**Where to call**  
To find out more about the Thurston County Community Foundation, write to the foundation at 10313, Olympia, WA.

## Realtor donates \$25,000 to local endowment fund

The Olympian,  
A local realty company will mark its 25th anniversary today by donating \$25,000 to the Thurston County Community Foundation's endowment fund.

Coldwell Banker Evergreen Olympic Realty also will present \$2,500 scholarships to two graduating Tumwater High School students, and give \$2,500 to the Thurston County Food Bank.

Leonard Nord, executive director of the 3-year-old foundation, said the donation is the largest the group has ever received.

...to build up an endowment fund in five years.

**Where to call**  
To find out more about the Thurston County Community Foundation, write to the foundation at 10313, Olympia, WA.

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“It’s a pretty satisfying feeling to have started from scratch, and to now have a Foundation that is making life better for thousands of people every year.”

people who trusted and respected each other.”

The Charneski family helped the Community Foundation grow in several ways. In 1994, the family-owned L & E Bottling Company started the Foundation’s first scholarship fund. They also endowed a Holiday Support Fund that provides food and clothing for families in need. Jack and Luellen Charneski, Brian’s parents, established a second scholarship fund to honor Ellen Anderson de Moise, Luellen’s mother, and a separate donor-advised fund.

But what animates him most is the achievement of nurturing the fledgling, fragile Foundation through its difficult first years and seeing it become an essential, invaluable community asset.

“It’s a pretty satisfying feeling to have started from scratch, and to now have a Foundation that is making life better for thousands of people every year.”

# The Enduring Legacy of Irving A. Lassen

*"WHAT BEGAN AS A 2 MILLION DOLLAR ESTATE GIFT IN 1973 HAS GROWN TO MORE THAN 7.3 MILLION IN GIFTS FOR OUR COMMUNITY."*

**Irving A. Lassen** moved from Chicago to Olympia in 1920. Fascinated by the many uses of electricity, he started an electrical repair business in his basement. In 1929, he and a friend combined their very different interests, and opened Olympic Sport and Electrical Shop on Fourth Avenue in downtown Olympia. In their shop, you could buy fishing lures and get your toaster fixed.

In 1945, Lassen started Lassen Electric Services, which offered a wider range of electrical services. Now under different ownership, it remains a successful local enterprise.

Lassen was known as a quiet man, well respected in the business community, and admired for his lifelong interest in philanthropy. He was also known for his passion for orchids, which he grew in a greenhouse near his Boston Harbor home.

When he passed away in 1973, he bequeathed \$2 million of his estate to the creation of the Lassen Foundation. The Foundation's mission was focused first and foremost on benefiting Thurston County, but it also gave grants to the Shriners, and to the Northwest Kidney Center. It was managed by several trustees until 2010, when the trustees chose to

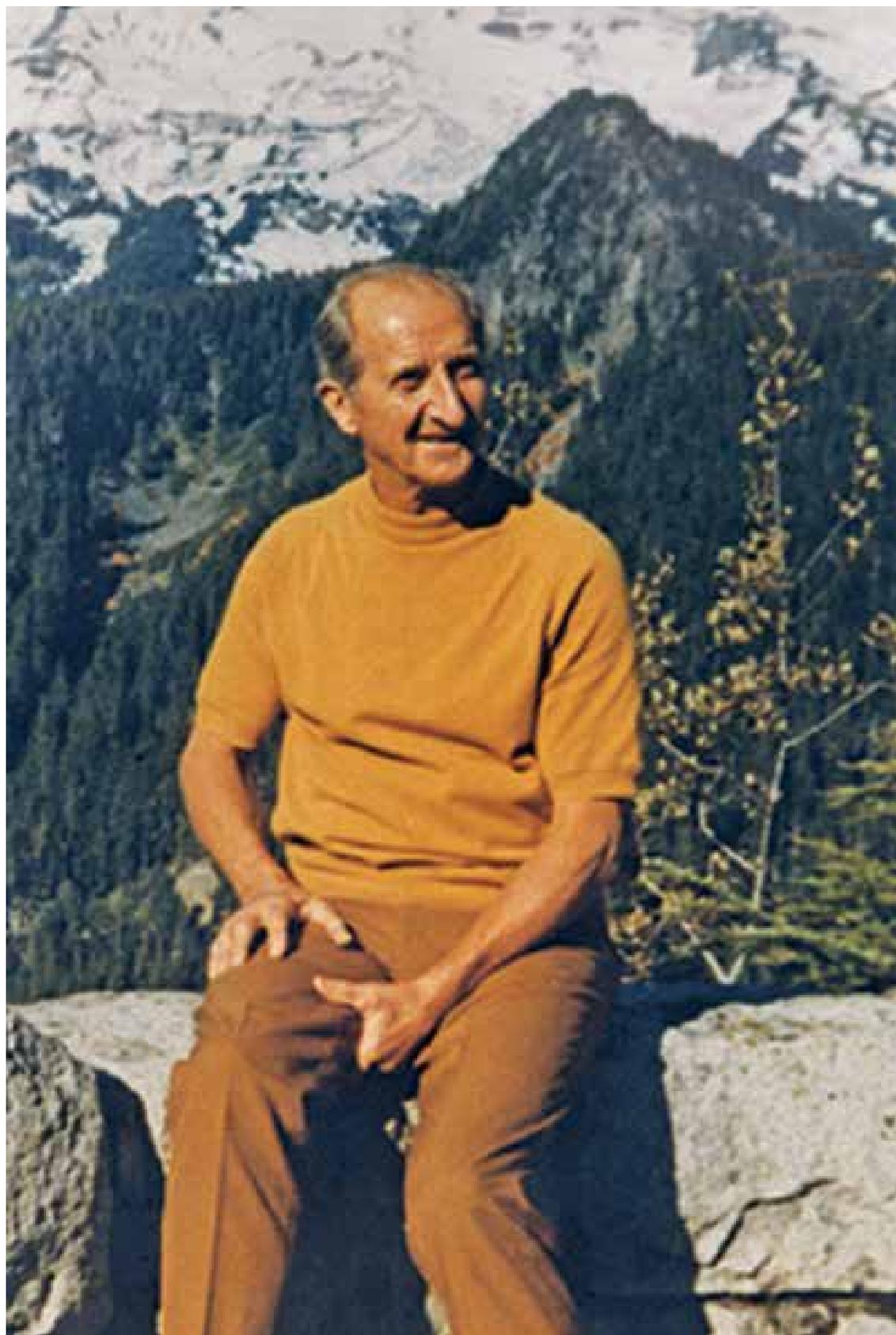
transfer its assets to an unrestricted fund at the Community Foundation. At that time, the assets had grown to \$5.5 million.

As a testament to the power of endowment, the fund has grown to \$7.3 million, and grants totaling more than \$1.5 million have been distributed to local nonprofits since 2010.

"Transferring the assets to the Community Foundation just made sense," says former Lassen Foundation trustee Jacqueline Gavin. "It has worked out great." Gavin, who subsequently served on the Community Foundation board, now sits on the Foundation's grants committee, where she ensures that the memory and the mission of Irving Lassen endures.

John Clees was Chair of the Community Foundation's Board of Directors and very involved in working with the Lassen Foundation trustees to transition the fund to the Community Foundation. "The Community Foundation was honored to be able to continue the good work of the retiring Lassen Foundation trustees," said John. "The Irving A. Lassen Foundation Fund is a long-term reliable funding source that will continue to honor Irving Lassen's legacy and benefit our community forever."







# The Learning Seed Foundation Scholarship

Marsha and Merritt Long were both blessed to have parents who stressed that education is the key to a good life. With scholarships, loans, and support from their parents, both completed college and graduate school, and, as their parents predicted, went on to a good life that included becoming executive directors of major state agencies.

As they approached retirement, they thought carefully about how to help others get the college education that opened the doors to success for them. They shared a particular concern for students of color and students who've faced significant challenges in their families – kids who may not have been straight A students or sports stars, but who may have worked part time, helped care for siblings, or had parents with physical or mental disabilities.

Out of this concern, the Learning Seed was born in 2001. Merritt and Marsha began new, volunteer careers as fundraisers and advocates for students.

They drew initial generous support from former Governors Locke and Gregoire, their spouses, Congressman Denny Heck, former Evergreen State College President Les Purce, and former Saint Martin's University President John Ishii, and many, many others.

TODAY, THE LEARNING SEED HAS AWARDED NEARLY HALF A MILLION DOLLARS IN SCHOLARSHIPS TO 103 STUDENTS. 89% HAVE BEEN STUDENTS OF COLOR, 67% ARE FROM THURSTON COUNTY, 33% ARE FROM PIERCE COUNTY.



Today, the Learning Seed has awarded nearly half a million dollars in scholarships to 103 students. Eighty-nine percent have been students of color; 67 percent are from Thurston County and 33 percent are from Pierce County. While many scholarships are only for the first year, Learning Seed scholarships are renewable. “We believe that if the financial need existed for the first year, there’s probably a need throughout the students’ program,” Marsha says.

About 80 percent of scholarships are awarded to students who are the first in their families to attend college. “What we didn’t anticipate was the impact of these scholarships not just on the students, but on their whole families,” says Merritt. “When one person goes to college, it can inspire a new direction for their siblings, their cousins, and sometimes even a parent.”

Some of the Learning Seeds’ alumni are also giving back to those who helped them succeed.

One early scholarship recipient and college graduate now manages the Learning Seed Foundation’s Facebook page, and produces its brochures.

The Learning Seed’s assets have been with the Community Foundation since its inception in 2001, when friends suggested that the Longs meet with Colleen Gillespie, then the Foundation’s Executive Director.



# Jim Lazar Fund

Jim Lazar is an Olympia-based economist who specializes in energy issues, particularly resource planning and utility rate setting. He has maintained a consulting practice since 1982, serving regulatory commissions, utilities, consumer advocates and public interest organizations in the U.S. and Canada.

Jim is passionate about climate change, environmentally



“THIS IS MY COMMUNITY, AND I PREFER MY CONTRIBUTIONS TO BE LOCAL”

sensible land use, and transportation solutions that reduce reliance on cars.

In 2016, he created a donor-advised fund at the Community Foundation to focus on those issues, both now and beyond his lifetime. He maintains a private Fidelity fund that he draws from for quick, small donations for a wider variety of causes, but uses his Community Foundation fund for larger, planned donations.

He appreciates that while “Fidelity wants to maximize its assets under management, the Community Foundation wants to flow money out to the community.” And he is very clear that “This is my community, and I prefer my contributions to be local.”

He also uses his Community Foundation fund to contribute to the Foundation’s annual Give Local campaign, because he appreciates the extra boost of its contribution matching feature.

He has carefully crafted his will so that all the assets not earmarked for his heirs will flow into his fund. As he explains it “The Community Foundation and I drafted a “successor advisor” list for my donor-advised fund, so that the advisory role will pass among the survivors on the list. Twenty-five years after my death, any unspent amount will revert to the Foundation. I’m not a Rockefeller, and can’t endow a perpetual fund, so it seems like 25 years is long enough for my name to be associated with this. If the successor advisors don’t spend it all, the Foundation will do so consistent with the guidance in the agreement.”

"JIM LAZAR'S FUND IS A WONDERFUL EXAMPLE OF HOW COMMUNITY FOUNDATION DONORS CAN SET UP FUNDS TO BENEFIT THEIR LOCAL COMMUNITY BOTH NOW AND LONG INTO THE FUTURE."

## COMMUNITY IMPACT



### **Our First Giving Circle: The Thurston-Mason Medical Alliance**

Starting in the 1950s, physicians’ spouses maintained a charitable Thurston-Mason County Medical Alliance Fund that raised money through an annual holiday appeal. The Fund awarded \$7,000 to \$10,000 in grants each year for social and health services, nursing scholarships, and youth-serving organizations such as the South Sound Reading Foundation.

In 2010, the fund was moved to the Community Foundation with an initial investment of \$10,000. For several years after that, its members continued the tradition of holiday giving to the fund, with the understanding that 75 percent of their donations would be used for grant-giving, and 25 percent would be retained to build the size of the fund.

The fund grew to its current \$64,000. The organizers of the Medical Alliance are now mostly retired and are no longer raising money, so the remaining fund will be expended for \$10,000 in grants each year until its assets are fully used.

# Supporting Our Nonprofits

**STRONG, EFFECTIVE NONPROFIT ORGANIZATIONS THAT DONORS TRUST  
ARE GOOD FOR COMMUNITIES AND GOOD FOR DEMOCRACY**

Strong, effective nonprofit organizations that donors trust are good for communities and good for democracy. Communities benefit from the wide range of services that nonprofits provide, such as alleviating poverty, preserving natural resources, promoting health and wellness, helping children thrive, providing scholarships, and supporting the arts.

Democracy benefits because nonprofit boards help develop the skills of group problem-solving and decision-making, and engage the larger community in helping to solve the challenges our society faces. All that helps build the foundation of a healthy local civic culture.

The work of nonprofit organizations is not easy, and the skills needed for success – for both board members and nonprofit staff – require specialized knowledge and training. But it's often hard for nonprofits to pay for training and professional development, and so the Community Foundation has a long history of partnering with experts to offer affordable trainings and skill-building events.

The Foundation's first executive director, Colleen Gillespie, has a special passion for strengthening nonprofit governance and staff skills, and for helping nonprofit start-ups get off the ground. She hosted a nine-month leadership academy for nonprofit leaders in which they designed their own curriculum – including board development, fundraising, budgeting and succession planning – and brought in experts on those topics. During her tenure, the Foundation also promoted nonprofit development by acting as fiscal agent for newly hatched organizations such as the local Boys and Girls Club, Garden Raised Bounty (GRuB) and Enterprise for Equity.

Today the Foundation continues to support nonprofits' needs by partnering with high-quality content experts, such as Washington Nonprofits, to provide affordable local training events. The Foundation's annual Give Local campaign helps too. In this program, the Foundation matches dollars raised online by nonprofits. Training for nonprofits is provided to boost their effectiveness in internet-based promotion

# TO WORK COLLABORATIVELY TO INCREASE THE AWARENESS OF LOCAL NEEDS AND THE VITAL ROLE THAT GIVING LOCALLY PLAYS IN THE SUCCESS AND HEALTH OF OUR COMMUNITY



and fundraising – a vital skill that all 21st century nonprofits must master to succeed.

The Community Foundation is also active with the leadership of South Sound Partners for Philanthropy, a consortium of over 40 local nonprofits. Its goals are “to work collaboratively to increase the awareness of local needs and the vital role that giving locally plays in the success and health of our community” and to “hold each other accountable to a high standard of fundraising ethics so donors and volunteers in our community know that their time and money is being put to best use.” It also provides regular education

and training sessions to both members and to donors who want to know more about planned giving and estate planning.

Robert Coit, the highly regarded executive director of the Thurston County Food Bank, was an early beneficiary of the Community Foundation’s training during the tenure of Colleen Gillespie. “I started my career as many do, not knowing who to turn to for support,” he says. “The Community Foundation was that place for me. They supported my early learning, which helped me succeed at development and connected me to a bigger world.”

# Planting the Seed for GRuB: OVER 20 YEARS OF COMMUNITY GROWTH



Garden-Raised Bounty, also known as GRuB, is a Thurston County-based program that seeks to bring people together through a connection to food, land, and each other. GRuB began in 2001, growing out of the merger of two local garden projects in Thurston County: The Sister Holly Community Garden Project and the Kitchen Garden Project. Sister Holly started in 1996 with the help of fiscal sponsor, the Community Foundation of South Puget Sound, and sought to create community gardens to help provide food education and skills to community members. The Kitchen Garden Project began in 1993 and continues to thrive today, having built over 2,900 backyard gardens for low-income families. Together, these two garden-based organizations became GRuB with the purpose of building “...an equitable world where we are all nourished by healthy relationships, resilient community, and good food”.

A lesser known story about GRuB is that before the fruitful merge in 2001, Kim Gaffi, co-founder of Sister Holly Community Project and current Director of Youth Programs & Initiatives for GRuB, sought out and received guidance from Colleen Gillespie, former Executive Director of the Community Foundation. Gillespie, or as Gaffi called her, “Momma Hen”, shared not only office space with Sister Holly but guidance in matters of grant writing, policy work, and organizational development as well. During their time together, the Community Foundation handled the accounting and filing aspects of Sister Holly in addition to sharing a Board of Directors.

Around the time that GRuB was formed and became their own 501(c)(3), the Community Foundation moved to their current location on Union Avenue and it was then that GRuB decided to branch off in a new

direction, moving in with Community Youth Services (CYS). Though no longer sharing a physical space, the shared roots of the Community Foundation and GRuB continued to grow deeper and stronger. Almost 20 years later, the Community Foundation continues to financially support GRuB through its annual grants and more recently their online giving event, Give Local. The relationship's continued success is in part due to overlapping missions to improve local communities. GRuB Executive Director Deb Crockett commented in a recent interview that "...everyone has power and can contribute something to the community, and we want to help people find their power".

Today, GRuB tends to approximately three-acres of land that produces over 13,000 pounds of fresh food, requiring over 3,000 hours of work from interns and volunteers throughout the year. Additionally, GRuB offers a wide array of programs serving youth, veterans, families with low-incomes, seniors, and younger children. GRuB has recently formed an exciting partnership with GRAVITY Learning Center

where youth are able to get job training and earn their GED. The Lacey Victory Farm is a veteran-led garden where community members can learn urban agriculture skills while growing food for the new Thurston County Food Bank branch in Lacey. GRuB also has a new wild food and medicine curriculum called Tend, Gather, and Grow in partnership with local Indigenous Tribes. These programs are designed to bring access and understanding of food and land to new communities in a way that resonates within a community's abilities. As GRuB continues to flourish, branching out to welcome more communities, offering leadership opportunities and other life skills, their goal of bringing people together through food and land is truly an inspiring accomplishment.

## Looking Back

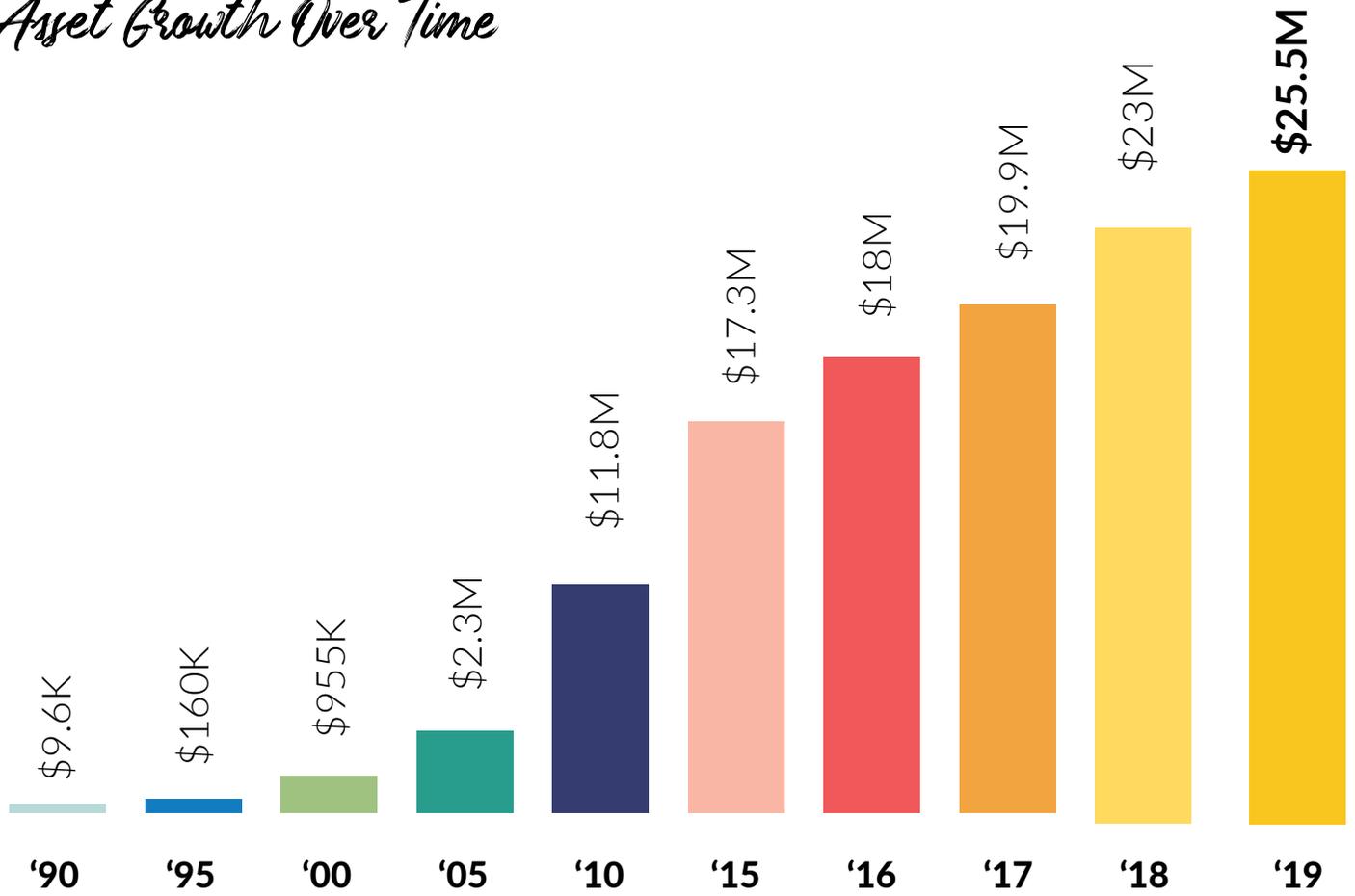


GRUB ENVISIONS AN EQUITABLE WORLD WHERE ALL ARE NOURISHED BY HEALTHY RELATIONSHIPS, RESILIENT COMMUNITY, AND GOOD FOOD.

## **Community Foundation of South Puget Sound has awarded more than \$13.5 Million in grants & scholarships since its inception**

Grants and scholarships are made possible by distributions from funds established by individuals, families, businesses, and organizations—gifts that fund grants and scholarships today while preserving resources for our future. Through our grants and scholarship selection processes and through donor-advised funds, we make grants to local causes including arts and culture, family support and basic needs, economy, education, environment, health and wellness, nonprofit sustainability, and community and civic engagement.

## Asset Growth Over Time



# Board of Directors

*Current & Past Board Members Reflect on their Service*



**Stacie-Dee Motoyama, Current Grants Committee Chair**

**Attorney, Stacie-Dee Motoyama, PLLC**

*It has been a privilege to play a role in supporting the partnership between our fund holders/donors and our local nonprofit organizations. I am constantly amazed by the compelling work of our nonprofits. With deep commitment, they strategically respond to immediate needs while building systems that equitably promote well-being and access to opportunity. I look forward to learning more from our nonprofits about what the community foundation can do, as real partners, to advance the health and well-being of our communities.*



**Marty Juergens, Current Board Member (Past Treasurer)**

**Partner, Kiley Juergens Wealth Management, LLC**

*Community Foundations offer a range of charitable giving options for donors. Donors can co-invest with the Community Foundation or establish a fund to meet their own giving aspirations.*



**Les Purce, Former Board Member**

**Former President, The Evergreen State College**

*Long after we pass on, the Community Foundation will be there to help fund our community's needs and priorities for generations to come.*



**Lori Drummond, Former Board Member**

**President & CEO, Olympia Federal Savings**

*Looking back on nine years of service much was accomplished by the highly skilled staff and board of directors. Assets under management tripled, a rigorous review of processes and procedures was accomplished and The Foundation was awarded national accreditation. We partnered with The Bill and Melinda Gates Foundation expanding our impact in the region. My service was both inspiring and rewarding for me and I am so excited to see what is next on the horizon for this valuable community organization.*



**Kimberly Ellwanger, Former Board Member**

*The Board in the early to mid-2000s had to decide whether to remain as an independent organization or become a fund with a larger community foundation. Our asset size was too small and the Board had to spend its time raising operating funds rather than strategically growing the organization. We hired Norma to help us turn the ship and focus on strategic growth. The rest is history!*



**Brian Fluetsch, Former Board Member**

**President, Sunset Air**

*As a group we were hoping to be sustainable and to have a long-lasting impact on our community. We had seen how some of the larger Community Foundations had gained strength and we wanted that for our community. I think the organization has done a good job of becoming a solid leader. Just like any good business that survives over time, it becomes more mature and sustainable. At the beginning it certainly felt shaky at times but now it is a much more stable organization with a great outlook to the future.*

## Community Foundation

# Board & Board Alumni

*Thank you for your service!*

### 2019 Board of Directors

Mary Williams, Chair  
Joe Lynch, Vice Chair  
Jim Morrell, Treasurer  
Janet McLane, Secretary  
Melanie Bakala  
John Clees  
Josh Deck  
Amy Evans  
Kelsey Hulse  
Dan Jones  
Marty Juergens  
Stacie-Dee Motoyama  
Stefani Parsons  
Katie Rains  
Rebecca Staebler  
Meg VanSchoorl

### Board Alumni

Dennis Adams  
Nancy Anderson  
Dr. Michael Barnard  
Jennifer Belcher  
Jane Boubel  
Dwan Bowen  
Kay Boyd\*  
Linnea Bremner  
David W. Brown\*  
Lynn Brunton  
Bob Buhl  
Gil Carbone  
Sharon Carrier  
Patti Case  
Don Chalmers  
Brian Charneski  
Margaret Clapp  
John Clees

Lori Drummond  
Les Eldridge\*  
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Gary L. Gause  
Jacqueline Gavin  
Fred Goldberg  
Blase Gorny  
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Jim Jenner  
Jay Johnson  
Robert Kagy  
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Marsha Tadano Long  
Joyce Targus  
Mary Thompson  
Brian Vance  
Ellen Vaughn\*  
Sue Vickerman  
Sally Warjone  
Linda Wells  
Gayle M. Weston  
Bret Wilhelm  
Robert Wubbena  
Lewis Yarbrough\*  
Farley Youckton  
Rodney Youckton  
*\*deceased*



## Norma Schuiteman Reflects on 15 Years of Service

Norma Schuiteman became a board member of a Community Foundation in Fremont, Michigan in 1991, while she was working as a registered nurse and hospital executive. During her ten years on that board, she thought to herself “When I get out of health care, this is where I want to put my energy.” And so she did. Said Schuiteman, “I’m a strong believer that experience as a volunteer can lead to new careers.”

She went to work for a consulting group that helped new community foundations get started and build solid structures that would endure and thrive. She helped startups understand and communicate clearly about the unique model of service to donors, skillful, trustworthy management of investments, community grant-making, and cultivation of the culture of philanthropy.

In 2004, Schuiteman was on her way to an interview Alaska when she was asked to stop in Olympia and interview for the Community Foundation of South Puget Sound’s executive director position. Needless to say, her deep experience and understanding of the Community Foundation model impressed the interview committee, and the Olympia community impressed her.

For her first year as Executive Director, she was one of only two staff members. (Today there are five.) Before she arrived, the Foundation had focused more on helping local nonprofits build capacity. Schuiteman shifted the balance. “Serving donors and making grants is the core of the Foundation’s work,” she says, “and serving donors has to be a priority.”

“Our mission is to help donors see ways to affect our communities’ challenges and opportunities both now and in the future. That’s the beauty of the Community Foundation model: it’s a both/and proposition. It’s so important that we remain true to that.”

“Nonprofits have needs right now.” But since that will always be true, “we help donors see a more expanded and flexible use of their gifts. They have an opportunity to help now, and to help meet challenges in the future that we can’t even see or anticipate.”

Schuiteman also clearly enjoys helping donors “clarify their thinking about what they want their gifts to do.” For instance, if a donor wants to start a scholarship fund because they have a passion for education, she might suggest they consider other options as well,



such as grants to support teachers. Or she might ask if they prefer to create a scholarship at a local higher education institution.

Most of all, Norma is passionately committed to the overarching goal of “keeping the big perspective” of lifting up the quality of life of the community in all its aspects – the arts, housing, human services, the environment, education, and more. “In today’s climate, there is often a push to narrow our focus,” but the Community Foundation can provide a broader perspective.

In the past few years, the Community Foundation has worked to broaden its engagement with communities. She is pleased that grants and scholarships committees create opportunities for community members “to participate in local funding decisions.”

And though her primary focus has been serving donors and making grants, she remains mindful of the need for further capacity building for nonprofits in all three counties the Foundation serves. “They really need unrestricted grants for operating funds so that they can afford professional and board development. That’s how they can become more effective and sustainable, and keep the lights on. That’s like wanting to pay for the product on a hardware store shelf, but not wanting the price to include the packaging, the shipping, the rent or mortgage, and all the other expenses that go into getting that product on the shelf.” As an organization that serves the community in perpetuity, the Community Foundation helps donors

continue to learn how their gifts can make an impact for nonprofits.

Even as she prepares for retirement, Schuiteman continues to think about the Community Foundation’s future. During her tenure, the Foundation’s assets have grown significantly. “Using those assets to build community, and continuing to help donors see where their dreams and the Community Foundation fit together – that will be the joy-filled work of the person who follows me.”

Norma is passionately committed to the overarching goal of “keeping the big perspective” of lifting up the quality of life of the community in all its aspects – the arts, housing, human services, the environment, education, and more.



## **Norma Schuiteman Sustaining Fund**

### *Building a Charitable Legacy*

In the 15 years of Norma Schuiteman's tenure as President & CEO, the Community Foundation grew from \$2 million to \$25 million in assets under management. The Foundation also earned the Council on Foundation's National Standards for U.S. Community Foundations accreditation—a rigorous review of community foundation operations. And in 2017, it launched the highly successful crowdfunding campaign called Give Local, which increases community philanthropy through online giving.

To honor these achievements, current and former board members of the Community Foundation are creating an endowment called the Norma Schuiteman Sustaining Fund. This Fund will be devoted to supporting the operations and activities of the Community Foundation so that it can serve more donors who wish to leave a charitable legacy, more nonprofits that improve the quality of life in our communities, and more students who need scholarships.

As the Foundation enters its next phase of growth, the capacity to adapt to evolving technology, take on new programs, and focus on the needs of donors and our communities will be vital to the success of the next President & CEO, and to the communities we serve. As Norma retires, we invite you to honor her service to the Community Foundation and our communities, by making a gift to the Norma Schuiteman Sustaining Fund.

Thank you for 30 years of community philanthropy & connecting generous people to the causes they care about. Join us as we look toward the next 30 years and beyond.





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Contact Us  
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Visit Our Website  
[www.thecommunityfoundation.com](http://www.thecommunityfoundation.com)



## Thank you to our long-time community partner Heritage Bank for making this publication possible.

Over the last 30 years, Heritage Bank has been a vital partner to the Community Foundation, as our banker, and by providing outstanding board members, wise counsel, and essential financial support. This 30th Anniversary publication honors the generous people who have helped build and grow this organization for the past 30 years and hopes to inspire local philanthropy in our communities now and for years to come. We could not think of a more appropriate organization than Heritage Bank to help us celebrate and we are so grateful for their generous support.



### **About Heritage Bank**

*Heritage Bank has been giving back to its communities for more than 90 years. We believe in the possibilities for each and every person and the power of community to improve the lives of those around us. By uniting the passion and commitment of our employees, community members and local organizations, we can create sustainable solutions that will continue to change lives for years to come. And that's true prosperity.*



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