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B

Divider Title: _____

MARY MAVES BELLOR
2427 Inglewood Court
Falls Church, Virginia 22043
703-573-6132

Biographical Summary

Professional:

Present

President, Philip L. Graham Fund
c/o The Washington Post Company
1150 15th Street, Northwest
Washington, DC 20071
202-334-6640

1980-1991

Manager of Corporate Affairs
The Washington Post Company, and
Secretary and Executive Director
Philip L. Graham Fund

1978-1980

Administrative Assistant to the President
The Washington Post Company

1976-1978

Research Assistant and Confidential Secretary
to General Counsel, The Washington Post

1974-1976

Confidential Secretary, Advertising
Administration, The Washington Post

1970-1974

Advertising Manager and Feature Writer
Arone Publications, Arlington, Virginia

1954-1970

Career hiatus for homemaking and childrearing

1951-1954

United States Air Force

Affiliations:

Grantmakers Concerned With Children, Youth
and Families
Leadership Washington
Washington Regional Association of
Grantmakers

Personal:

Born (1931), raised and educated in
Wisconsin; dropped out of college (Lawrence
College, Appleton, Wisconsin) after one year
to serve in the United States Air Force
during the Korean Conflict; married in 1954
to James Richard Bellor; six children;
resident of Washington area since 1965.

August 1, 1996

MEETING WITH FOUNDATION LEADERS ON ADOPTION ISSUES

DATE: Friday, August 2, 1996
LOCATION: Map Room
TIME: 9:45am
FROM: Nicole Rabner

I. PURPOSE

To convene the leaders of the foundation community engaged in adoption to exchange ideas and information, encourage the development of public-private partnerships and elicit suggestions of how the federal government can improve the adoption system.

II. BACKGROUND

Eighteen foundations, headquartered around the country, will be represented at tomorrow's meeting, mostly by the heads of the foundations. Each of the foundations is active in adoption and/or child welfare issues and is coming to this meeting to discuss the adoption system -- what programs and projects are working, what more needs to be done, and ways that we can better build partnerships among foundations and between the public and private sectors.

Suggested Questions for Discussion

- What lessons have you learned about facilitating adoption and enabling more waiting children to be adopted?
- What barriers or obstacles do you see to adoption?
- Please share your ideas about what more the federal government can do to enable more waiting children to be adopted.
- How can we best leverage limited resources and build partnerships?

III. PARTICIPANTS

Bios of participants and brief descriptions of the foundation they represent follow.

IV. SEQUENCE OF EVENTS

- HRC makes opening remarks
- Open discussion
- HRC closes discussion

V. PRESS PLAN

Closed Press

VI. REMARKS

Talking points attached.

THE WHITE HOUSE
WASHINGTON

Meeting on Adoption Issues
Friday, August 2, 1996
The White House

AGENDA

- I. Welcome and Remarks
Overview of Administration Action and Initiatives
First Lady Hillary Rodham Clinton
- II. Open Discussion on:
 - 1. Barriers to Adoption/Deficiencies in the Adoption System
 - 2. Model Programs/Communities
 - 3. Role of Foundations
 - 4. Role of Federal Government/Recommendations for Action
 - 5. Building Partnerships Between the Public and Private Sectors
- III. Closing Remarks
First Lady Hillary Rodham Clinton

**Meeting with Foundation Leaders on Adoption Issues
The White House
August 2, 1996**

List of Participants

Background information on meeting participants follows under specified tabs:

TAB

- A. First Lady Hillary Rodham Clinton
The White House
- B. Ms. Mary M. Bellor
President
Philip L. Graham Fund
c/o The Washington Post Company
1150 Fifteenth Street, NW
Washington, DC 20017
Ph: 202-334-6640
- C. Ms. Ellen Block
Director
Hasbro Children's Foundation
32 West 23rd Street
New York, NY 10010
Ph: 212-645-2400
- D. Ms. Barbara B. Blum
President
Foundation for Child Development
345 East 46th Street
New York, NY 10017
Ph: 212-697-3150

- E. Mr. Calvin Cafritz
President and Chairman of the Board
Morris and Gwendolyn Cafritz Foundation
1825 K Street NW 14th Floor
Washington, DC 20006
Ph: 202-296-0866
- F. Ms. Nancy M. Daly
Nancy M. Daly Foundation
256 Copa de Ora Road
Los Angeles, CA 90077
Ph: 310-476-3259
- G. Ms. Jann Heffner
Executive Director
Wendy's Foundation
4288 West Dublin-Granville Road
Dublin, OH 43017
Ph: 614-764-8454
- H. Ms. Carol Larson
Director of Foundation Programs
David and Lucile Packard Foundation
300 Second Street, Suite 200
Los Altos, CA 94022
Ph: 415-948-7658
- I. Mr. Theodore E. Lobman
President
Stuart Foundation
177 Steuart Street
Suite 420
San Francisco, CA 94105
Ph: 415-495-1144
- J. Mr. Michael Levine
Program Officer for Education
and Healthy Development of Children and Youth
Carnegie Corporation of New York
437 Madison Avenue
New York, NY 10022
Ph: 212-207-6314

- K. Ms. Ruth Massinga
Chief Executive Officer
The Casey Family Program
1300 Dexter Avenue North
Seattle, WA 98109-3547
Ph: 206-282-7300
- L. Mr. Douglas W. Nelson
Executive Director
Annie E. Casey Foundation
Suite 701
Paul Street
Baltimore, MD 21202
Ph: 410-223-2931
- M. Ms. Susan Notkin
Program Director for Children's Programs
Edna McConnell Clark Foundation
250 Park Avenue
New York, NY 10177-9100
Ph: 212-551-9100
- N. Ms. Julie L. Rogers
President
Eugene and Agnes E. Meyer Foundation
1400 16th Street, NW Suite 360
Washington, DC 20036
Ph: 202-483-8294
- O. Mr. Robert Rogers
President and Chief Executive Officer
Ewing Marion Kauffman Foundation
4900 Oak Street
Kansas City, MO 64112-2776
Ph: 816-932-1000
- P. Mr. Leonard Smith
President and Trustee
Skillman Foundation
600 Renaissance Center
Suite 1700
Detroit, MI 48243
Ph: 313-568-6360

Q. Mr. Paul Vander Velde
Program Director
Youth and Education: Higher Education
W.K. Kellogg Foundation
One Michigan Avenue East
Battle Creek, MI 49017-4058
Ph: 616-969-2235

R. Ms. Kathy Whelpley
Acting Executive Director
Freddie Mac Foundation
Mailstop 259
8200 Jones Branch Drive
McLean, VA 22102
Ph: 703-903-2214

Administration List

Olivia Golden
Commissioner, Administration for Children, Youth and Families
DHHS

Carol Williams
Associate Commissioner, Children's Bureau
DHHS

Wendy Jacobson
Assistant to the Deputy Assistant Secretary
DHHS

Michael Barr
Chief of Staff
Department of Treasury

Lois Brown
Office of Juvenile Justice and Delinquency Prevention
Department of Justice

Christine Ellertson
OMB

White House

Melanne Verveer
Jennifer Klein
Nicole Rabner
Lyn Hogan, DPC

Child Protection Programs and Welfare Reform Legislation

The 1996 welfare reform conference bill preserves the current entitlement status of foster care and adoption assistance, maintains the Family Preservation and Family Support program, and adds funding for automation and evaluation.

- States would get an added year of 75% Federal matching funds in FY 1997, to develop their automated child protection systems. (Currently, the Federal match is set to revert to 50% after FY 1996.) These systems will improve States' tracking of foster children and help in the national effort to gather comprehensive demographic and other data about children in the child welfare system.
- \$42 million in new evaluation funds are available for a national, long-term tracking study of abused and neglected children.
- Children eligible for means-tested, Federally funded foster care or adoption assistance (along with Medicaid coverage) can still get these benefits. Although AFDC eligibility was a pre-condition for Federal foster care and adoption assistance, the block-granting of AFDC will not affect children's eligibility for foster care and adoption benefits.

By contrast, the vetoed welfare reform legislation (H.R. 4) would have:

- turned four child protection entitlements (foster care and adoption assistance case administration and training) into capped block grants. These programs fund basic services such as investigations of hotline reports on child abuse/neglect, efforts to find adoptive homes, licensing to make sure foster homes are safe, etc.
- cut child protection funding by \$1 billion over seven years (CBO 12/27/95 estimate).
- repealed the Family Preservation and Family Support program.
- severely restricted HHS's Federal oversight role for States' child protection programs.

ADOPTION: HELPING CHILDREN AND PARENTS

Promoting adoption is one of the most important things we can do to strengthen American families and give more children what every child in America deserves -- loving parents and a healthy home.

--President Clinton

For many children in the United States, adoption is their only opportunity to become part of a permanent and loving family. Adoption assistance programs help thousands of children and parents each year to form new and happy families.

Adoption enriches the lives of adults by enabling them to become parents and share their love with children who desperately need the support that can only be provided by nurturing parents. Because strong, loving families are the cornerstones of stable and caring communities, adoption also strengthens our nation.

Today, there are tens of thousands children in the nation's foster care system who can not return safely to their homes, who need permanent placement in new families and for whom adoption is a goal. Almost one third of these children are legally free and are waiting to be adopted. Almost half of these waiting children had been waiting for more than two years. More than half of waiting children have special medical, developmental, behavioral or psychological needs; they are minority children, older children and/or sibling groups.

President Clinton has taken key steps to encourage and increase adoptions of special needs children and to support the families that choose to open their hearts and their homes to these children. He has championed programs that find and assist adopting families, and is committed to breaking down barriers, including high adoption costs and complex regulations.

Removing Barriers to Adoption

The Administration supports Titles I and II of the Adoption Promotion and Stability Act of 1996. Title I provides an adoption tax credit for families who want to adopt and Title II is consistent with current law, the Multiethnic Placement Act of 1995 (MEPA), and with Title VI of the Civil Rights Act which prohibits discrimination based on race, color or national origin in all federally funded programs. This policy will alleviate a significant barrier to adoption and allow middle class families, for whom adoption may be prohibitively expensive, to adopt children to love and nurture. It will put parents seeking to build a family through adoption on a more equal footing with other families. In October 1994, President Clinton signed the Multiethnic Placement Act, which helps increase the number of adoptions by prohibiting discrimination based on race or ethnicity, and by increasing recruitment of parents. Forty-seven states and the District of Columbia are now in compliance.



Department of Health and Human Services
Administration for Children and Families
370 L'Enfant Promenade, S.W., Washington, D.C. 20447
Phone: (202) 401-9215 \ May 1996

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Increasing Special Needs Adoptions

During this Administration, the number of children with special needs who have been adopted with Federal adoption assistance has increased by over 60 percent.

Improving Court Operations

The Administration is working with state courts in 49 states to improve the timeliness and quality of decision-making that leads to adoption. More timely decisions will ensure children do not languish in foster care and can more quickly be placed in permanent, stable families that can nurture and protect them.

Preserving Critical Supports

The President has also stood firm throughout the budget debate to protect funds for key supports such as Medicaid benefits for special needs adopted children, SSI for children, and adoption assistance -- these services are critical for many adoptive families and children. The President vetoed the Congress's welfare reform legislation because it did not provide enough incentives and support to help parents move from welfare to work and the bill would hurt children. The bill dissolved the guarantee to states for open-ended funding for foster care and adoption assistance which might have been put the most vulnerable children at risk of danger and harm.

Supporting Parents

This Administration has championed the Family and Medical Leave Act, the first bill signed into law by the President, which enables parents to take time off to adopt a child without losing their jobs or health insurance.

Strengthening Families

The Family Preservation and Support Act, passed in 1993, provided almost \$1 billion over five years for the development of community-based preventive and supportive services for families with children. States can use these funds to support and alleviate the crisis in adoptive families.

Increasing Public Awareness

Both President and Mrs. Clinton have made it a priority to increase the public's awareness about the importance and benefits of adoption. Through speeches, radio addresses, public service announcements and special events, the First Family has spoken out about adoption. The First Lady dedicated two of her nationally syndicated columns to adoption and included the importance of adoption in her recently published book.

National Adoption Month

In November 1995, the First Lady held a moving and memorable event at the White House to promote adoption during National Adoption Month. The event featured Dave Thomas of Wendy's, HHS Secretary Donna E. Shalala, adoptive parents, a community organization recruiting adoptive parents and children awaiting adoption. A public service announcement featuring Mrs. Clinton was aired in over 50 major cities across the country. In addition, the First Lady celebrated motherhood through adoption on Mother's Day by inviting adoptive moms and their children to the White House.

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Focusing on Outcomes and Accountability

The Administration is shifting the Federal government's role from a focus on how well forms are filled out to a focus on how well children are doing. Permanent placement is a critical outcome. States have been given increased flexibility and technical assistance so that they can reform their child welfare systems. We are working with 48 states to automate their child welfare systems and reduce the paperwork burden on caseworkers.

Working Women Count Honor Roll

The Women's Bureau of the Department of Labor enlisted honor roll pledges from corporations and state and local governments to encourage and recruit parents to adopt and make adoption easier for workers and their families.

Expediting Adoptions from Foster Care

The Clinton Administration has provided every state with technical assistance to speed the adoption of children in foster care. This help comes through the National Resource Center on Special Needs Adoption and regional adoption conferences. In April, HHS brought together state foster care and adoption managers and court officials to work in partnership to designing systems that work better for children and families.

Statistics

During 1993 (most current data available,) an estimated 18,000 children who had been in foster care had their adoptions finalized. Another 17,000 were placed in adoptive families and are awaiting legalization. Another 86,000 children in the foster care system had the goal of adoption, 21,000 of whom were legally free (i.e. parental rights had been terminated.)

In 1996, about 120,000 children are expected to receive adoption assistance which is the federal subsidy to encourage and support the adoption of children with special needs. Eighty percent of waiting children in the foster care system have special needs including physical or mental disabilities, older children and sibling groups.

For more information

To get more information on how to become an adoptive parent, interested persons and the general public can call the National Adoption Center at 1-800-TO-ADOPT.



Department of Health and Human Services
Administration for Children and Families
370 L'Enfant Promenade, S.W., Washington, D.C. 20447
Phone: (202) 401-9215 \ May 1996

DEPARTMENT OF HEALTH & HUMAN SERVICES

ADMINISTRATION FOR CHILDREN AND FAMILIES
Office of the Assistant Secretary, Suite 600
370 L'Enfant Promenade, S.W.
Washington, D.C. 20447

July 18, 1996

TO: Jeremy Ben Ami, Deputy Assistant to the President
for Domestic Policy

FROM: Carol Williams, Associate Commissioner, Children's
Bureau, Administration for Children and Families,
DHHS

SUBJECT: Update on the Development of the National Adoption
Strategic Plan

In our continuing conversation with you and Carol about child welfare issues, we would like to apologize if we have not adequately kept you up to date with our efforts to develop a National Adoption Strategic Plan, which we have undertaken to further the Department's efforts under the Government Performance and Results Act (GPRA). Because this is an evolving process that involves a range of external partners, it may come up with the discussion group you are bringing together today.

As the number of children awaiting adoption continues to grow, we must enhance our efforts to identify and develop all potential adoptive families by reaching across ethnic lines and within ethnic communities. We must also more actively engage non-federal partners in the adoption process (recruitment and placement). To accomplish this, we conducted a number of preliminary focus groups and in December embarked on a collaborative effort with a wide range of non-federal partners to develop a National Adoption Strategic Plan (NASP).

To further support the tools the federal government has at its disposal to promote special needs adoption (the Adoption Assistance and Adoption Opportunities programs and the Multiethnic Placement Act), the NASP's goal statements and performance measures can be used by states and local and community adoption programs to advance adoption services for special needs children. By meeting the goals and performance measures of the Plan, adoption programs will increase the number of children placed in adoptive families.

Developing the National Adoption Strategic Plan

Working with DHHS staff from the Office of the Assistant Secretary for Management and Budget, Administration for Children and Families (central and regional office) staff utilized a two-

PHILIP L. GRAHAM FUND

Child Welfare and Adoption Services

MARY M. BELLOR
President

The Philip L. Graham Fund is a small, locally oriented foundation that counts the concerns of children, youth and families among its highest priorities for giving. We do not directly support adoption services, but do support programs aimed at promoting the well-being of children and their families. Representative issues and areas included in our grantmaking:

- * early childhood development and education
- * long-term, in-home services to vulnerable first-time mothers
- * teen pregnancy prevention
- * residential and other support services to teen mothers wishing to complete their education
- * child abuse and neglect prevention
- * "whole family" education, recreation and social services
- * mentoring programs
- * adolescent health services
- * housing and other support services to families in transition from homelessness

At present, we also are beginning to have conversations with community-based organizations around the issue of decentralizing services. Clustering services at the neighborhood level and promoting community-building among residents will, we hope, lead to stronger, more family-focused communities.

In our community, school enrollment continues to decline and neighborhoods continue to deteriorate. We want to look at putting family services centers in schools, where social workers could serve both students and families and promote schools as the center and focus of neighborhoods.

Where children require temporary placement, the idea of foster homes within the child's home neighborhood is worth testing. Better initial screening for foster placements is needed -- too many children not only are uprooted from their homes and neighborhoods, but often shuttle from one foster placement to another during (also too lengthy) adjudication of their cases. More needs to be done to encourage prospective adoptive parents to accept older or "hard-to-place" children, perhaps by initially serving as foster parents.

For teenage mothers without adequate family support systems, we'd like to see more protective services, including residential programs that provide education, child care and support services to prepare young mothers for independence.

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C

Divider Title: _____

Ellen Block is Chairman of the Hasbro Children's Foundation. While her philanthropic efforts range from children and art to urban issues and community development, her concern for children is her primary passion. Under her leadership, the Hasbro Children's Foundation has focused on improving the quality of life for children, both here and abroad.

A graduate of Tufts University, Mrs. Block is a registered Occupational Therapist and worked professionally at the Illinois State Psychiatry Institute and the Chicago Institute for Rehabilitation. She is Vice President of the Board of the National Lekotek Association in Evanston, Illinois, (*Lekotek is Swedish for "play library"*), a group dedicated to improving the lives of handicapped children by using play as a means of integrating them into the mainstream of life.

Mrs. Block is a director of the Whitney Houston Foundation for Children, trustee of The Schepens Eye Research Institute in Boston, overseer of the School of Nutrition at Tufts, and a member of the Taylor Institute (Chicago) Think Tank on Urban Issues and the Illinois United Way Education Task Force.

She also serves on the Executive Committee of the National Women's Division Board of the United Jewish Appeal and is a board member of the American Jewish Joint Distribution Committee, serving on its International Development, Resource and Eastern European Committees.

For 10 years, Mrs. Block was Associate Director of the Eva Cohen Gallery of Chicago and Highland Park, Illinois. She continues as an independent art consultant, and is also a director of the Norton Gallery and Museum in Palm Beach, Florida.

Ellen Block was born and grew up in Providence, Rhode Island. Married and the mother of a son and two daughters, she has lived in a suburb of Chicago for the past 25 years.

Mission Statement for the Hasbro Children's Foundation

For the past twelve years, the Hasbro Children's Foundation has followed a simple mission to fund the most promising programs across the nation that help improve the quality of life for children; and to build a new network of support thereby creating a true community of caring for the coming generation.

The Foundation's independent board is comprised of a group of people with special expertise and deep concerns in children's issues. The Foundation funds direct-service programs. These programs cover a range of critical issues related to children and families, including homelessness, education, healthcare, disabilities and adoption.

The Hasbro Corporation has been intimately involved in the *Families First* Program of foster care and adoption in Rhode Island. The *Families First* Task Force has been charged with expanding foster care and adoption opportunities for children, especially those children with special needs and those from minority cultures.

Families have had special meaning at Hasbro since the very beginning. They are the cornerstone of the company. Because of this concern, Hasbro offers the *Adoption Assistance Program*, a financial assistance program for eligible employees who want to adopt a child.

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Divider Title: _____

BARBARA B. BLUM

Mrs. Blum is the president of the Foundation for Child Development in New York City, a foundation concerned about policies and programs that affect poor families and children. From 1982 to 1986, she was president of the Manpower Demonstration Research Corporation. She also served as president of the American Public Welfare Association from 1985 to 1987.

Prior to these positions, Mrs. Blum served New York State in the area of mental health and social services for more than a decade before her appointment in 1977 as commissioner of the New York State Department of Social Services. During her five-year tenure, welfare and Medicaid management information systems were developed and the Child Welfare Reform Act, which mandated systemic shifts towards the provision of family support services, was implemented.

She is the former chair of the advisory council for the National Center for Children in Poverty and a former member of the National Commission on Children. Currently, she serves as a trustee for Vassar College and as a board member for the March of Dimes Birth Defects Foundation.

The Foundation for Child Development (FCD) supports policy, research and service projects designed to improve the lives of poor children and their families. In promoting children's healthy development, all of the projects funded by the foundation subscribe to the broad mission of reducing risks to children that characterizes the best of child welfare policy and practice. Also, some grants support projects specifically designed to improve the practices of the nation's child welfare system and to strengthen the knowledge base it needs to make good decisions for children. The following describes some current FCD-funded projects that pursue this work:

- The Child Welfare League of America (CWLA), the nation's leading professional child welfare organization, is using an FCD general support grant to concentrate on two areas of work: efforts by CWLA national staff to help state and local member affiliates pursue policy analysis and advocacy activities; and 2) dissemination of a new CWLA reference guide containing state-by-state information on child welfare services, caseload compositions, child poverty, and other related topics.
- The Child Welfare Managed Care Forum at the University of Chicago Chapin Hall Center for Children is a new project conducting policy analysis, technical assistance activities, and research to help child welfare agencies learn about and implement effective managed care systems for child welfare systems. The Forum's work will include efforts to help child welfare agencies develop reliable predictions of groups to be served and service use patterns, and to encourage them to use managed care effectively by developing integrated preventive services delivered to families in their own neighborhoods.
- Under an FCD general support grant, the nationally recognized Center for Family Life (CFL) in Sunset Park, Brooklyn, operates a small neighborhood-based foster care program. In selecting foster care placements, CFL ensures that Sunset Park children are placed in foster homes located in the neighborhood, thus facilitating contact with their biological families. For any given case, the children, their biological and their foster families are all assigned to the same CFL social worker.
- Agenda for Children Tomorrow (ACT), a public/private partnership, promotes strategic planning to improve conditions for children and families living in some of New York City's most disadvantaged neighborhoods. An important goal of the planning efforts is to move services in ACT neighborhoods closer to the neighborhood foster care model pioneered by the Center for Family Life.
- The new Leadership Network on Welfare Reform sponsored by the National Center for Children in Poverty brings together selected state officials, researchers, and child advocates from around the country to consider the implications of new welfare reform policies for children. Network members have identified the possible effects of new and more stringent welfare policies on the size of the child welfare caseloads as one of the most important topics for the group to explore.

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RESUME

Calvin Cafritz, 65, a native Washingtonian, is the eldest son of Morris and Gwendolyn Cafritz. He is a graduate of Washington and Lee University.

He began his career with the Cafritz Construction Company in 1947. After college and military service, he rejoined the firm in 1956 and served in various positions, until the death of his father in 1964 when he became President of the Cafritz Company and the Cafritz Construction Company. During his tenure, the companies developed, constructed and leased a number of office buildings in Washington's central business district. In 1971, Mr. Cafritz left the Cafritz companies to form Calvin Cafritz Enterprises, which has investments in aviation, communications and Washington area real estate.

In 1989, Mr. Cafritz became Chairman, Chief Executive Officer and a director of The Morris and Gwendolyn Cafritz Foundation and its President in 1993. Also, in 1989, he became Chairman of the Board of Directors of the Cafritz Company. Mr. Cafritz became a director of The Riggs National Bank of Washington, D.C. in 1989. He is a Trustee of the Federal City Council, is a member of the Trustees Council of the National Gallery and is a member of the 1001: A Nature Trust - World Wild Life Fund. He is a director of the Metropolitan Police Boys and Girls Clubs and the Big Brothers of the National Capital Area.

The Morris and Gwendolyn Cafritz Foundation

1825 K STREET, N. W.

WASHINGTON, D. C. 20006

(202) 223-3100

Contact: Calvin Cafritz, Chairman
(202) 223-3100

Fact Sheet

- Morris Cafritz, one of Washington's leading real estate developers, established the Foundation in 1948. Today, it is headed by his eldest son, Calvin, who in 1989 became Chairman of the Foundation and of the Cafritz Company, a real estate management company.

- Commenting on the Foundation's activities, Calvin Cafritz declared: "My father established the foundation to improve the quality of life for the people of the Nation's Capital. We have continued to honor his commitment by responding to the special needs of the community at large. Careful and thoughtful consideration is given to each proposal submitted to us."

- According to the 1994-1995 edition of the Guide to Greater Washington Grantmakers, there are 789 foundations in the area. The Morris and Gwendolyn Cafritz Foundation is the fourth largest, preceded by -- Howard Hughes Medical Institute, Freedom Forum and the Public Welfare Foundation, all of which award grants nationally and internationally. The Cafritz Foundation limits its awards to the greater metropolitan Washington area, making it the largest local foundation.

- Morris Cafritz wished to share with the people of Washington some of the benefits the City had conferred on him. Since 1970, the Foundation has distributed \$107.7 million in four categories: the arts and humanities, community services, education and health.

- For the fiscal year ending April 30, 1995, the Foundation disbursed \$7,394,240 to 146 organizations. Under Calvin Cafritz's leadership, 83 percent of grants went to DC organizations, 14 percent to Maryland and 3 percent to Virginia.

- **Community Services** received 34 percent of the disbursement, including \$120,000 to Greater Washington Boys and Girls Clubs, \$100,000 to Jubilee Enterprise to develop rental housing for low-income families in Southeast DC and \$80,000 to Ayuda for the Domestic Violence Program and Clinica Legal Latina.

- **Education** received 26 percent of the total, of which \$1,024,400 was awarded for scholarships to minority students, including \$130,000 to Project Excellence, \$90,000 to St. Albans,

\$25,000 to Capitol College, \$30,800 to Gonzaga College High School and \$25,000 to the Higher Achievement Program.

- **Arts and Humanities** received 21 percent, including \$100,000 for the Shakespeare Theatre and Shakespeare Theatre Free For All at the Carter Barron amphitheater, \$100,000 for the Children's Museum, \$300,000 to the Kennedy Center (including \$200,000 for their education program and \$100,000 for general support), \$100,000 to the Washington Opera, \$125,000 for the Washington Ballet (including \$50,000 for education), and \$100,000 for Arena Stage.

- **Health** received 19 percent, including \$400,000 to Planned Parenthood for their Outreach and Education Program, \$100,000 for a Pediatric Mobile Clinic to provide primary, preventative and developmental health care services for children in Wards Seven and Eight and \$100,000 for the Women's HIV Clinic at Georgetown University Medical Center.

- At the Spring meeting, the Cafritz Board of Directors awarded the National Park Foundation \$100,000 to help in the restoration of the Georgetown/Fletcher Boat House segment of the C&O Canal.

- The Foundation has a history of supporting the National Park Foundation. In 1970, Gwendolyn Cafritz gave a matching grant of \$40,000 to save the Glen Echo Carousel. The Carousel was moved to the Smithsonian and it now sits in front of the Arts and Industries Building on the Mall. The Carousel was followed with a \$250,000 grant to build the C&O Canal Barge, "The Georgetown," which is moored in Georgetown and, until the 1996 flood, regularly took visitors and tourists on a scenic tour up to Fletcher's Boat House.

- During his lifetime Morris Cafritz responded to numerous requests. He was a major fund-raiser for the DC Jewish Community Center, helped start the Community Chest, and supported and served as president of the Board of the Metropolitan Police Boys Club. Following his death in June 1964, Mrs. Cafritz assumed the leadership of the Foundation. When she died in November of 1988, her eldest son, Calvin, became chairman in 1989.

- Gwendolyn Cafritz continued the Foundation's civic responsibility with many imaginative and thoughtful gifts, including the bronze doors at the National Cathedral, a chandelier for the Grand Hall of the White House, the Henry Moore sculpture located at the entrance to the East Building of the National Gallery of Art and the Alexander Calder sculpture located on the west side of the Smithsonian's American History Museum. She also supported numerous scholarship and community service projects to benefit children and their families, as well as visitors to this beautiful city.

- The Cafritz Foundation has assets of more than \$160 million, primarily in real estate. It has ownership interests in 3,500 apartment units, 1.1 million square feet of office space, 500,000 square feet of industrial warehouse/mixed-use space, major land holdings, plus an investment portfolio.

- The Foundation has a distinguished list of Board members, including William P. Rogers, former Attorney General and Secretary of State, Dr. Daniel Boorstin, Librarian Emeritus of the Library of Congress, J. Carter Brown, Director Emeritus of the National Gallery of Art, Martin Atlas, former CEO of the Foundation, and Daniel J. Callahan, former Chairman and CEO of American Security Bank. Deceased members include Chief Justice Warren E. Burger, William Walton and John Walker III.

- To assist the Board of Directors, the Foundation has an Advisory Board of eminent citizens, including Joyce Huber Cafritz, Roger Clark, Carolyn Deaver, The Honorable Robert W. Duemling, Dr. Richard Hubbard Howland, Congresswomen Constance A. Morella and Julia Sparkman Shepard.

END

July 31, 1996

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NANCY M. DALY
Children's Rights Activist

In 1980, Nancy Daly founded United Friends of the Children (UFC), which has grown to over 70 active members and is the primary volunteer support group for MacLaren Children's Center, Los Angeles County's only 24-hour emergency shelter for abused, abandoned and neglected children whose ages range from newborn infants to age 18.

UFC has established many on-going programs, which impact all the children on a daily basis, including a fully stocked library and a full time librarian, a theater arts program, a communications skills assessment and treatment program, and the IBM Writing to Read/PALS Reading Program which teaches children to read, type and use computers. The group has raised over 20 million dollars in funds, goods and services. In addition, UFC supports several group homes for fragile infants and teenagers as well as provides scholarships for foster youths who go on to attend college. In 1993 and 1994, UFC assisted the Director of Children's Services to secure \$2,900,000 in HUD grants for low cost-housing for emancipated foster youth. In 1996, UFC secured a considerable grant from the Weingart Foundation to substantially relieve the problem of homeless foster youth in Los Angeles within the next five years.

Ten years ago, Nancy lobbied actively for the creation of the Children and Family Services Department and Children and Family Services Commission in Los Angeles County. Her successes brought an appointment to the Commission 11 years ago, serving as the Commission's Chairperson in 1985 and 1987, and 7 years as the Committee Chairperson for the Commission's State & Federal Legislation Committee. Currently, Nancy is the Chairperson of the Commission's Family Preservation and Support Committees.

In 1989, Nancy Daly was appointed by the Speaker of the House to the President's National Commission on Children, chaired by Senator Jay Rockefeller. In 1991, the Commission released its report, "Beyond Rhetoric", which served as the basis of over 14 proposed bills in Congress.

Nancy co-founded The Children's Action Network in 1990. As the medium for the entertainment industry's voice for children, The Children's Action Network sponsors an ongoing series of educational briefings for the entertainment industry with nationally recognized children's experts and serves as a clearinghouse for the industry on children's issues.

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Nancy M. Daly

- 2 -

Biography

In 1993, she was appointed by the Mayor of Los Angeles to chair the City's newly established Mayor's Committee on Children, Youth and Families. Last year, on February 14, 1995, this committee released its report, LA 4 KIDS; a blueprint on how the City can better serve its children youth and families, beginning with the creation of a City commission to focus on their needs.

Her board affiliations include: the Board of Governors, Kravis Leadership Institute at Claremont McKenna College; Chair of the Getty House Foundation (for the restoration of the Official Residence of the Mayor of Los Angeles); the California Court Appointed Special Advocates Association (CASA); UCLA Center for Communication Policy; Revlon/UCLA Women's Health Research Program ; The Music Center's Blue Ribbon; YMCA of Metropolitan Los Angeles; YWCA Board of Counselors; and Gramercy Group Homes, a supportive living environment through group homes and affordable housing, providing job training, counseling, mentors and entrepreneurial programs for adolescents and young families as they transition to young adulthood.

Over the years, the Nancy Daly Foundation has supported: the development of housing and programs for single mothers with one child; research for planning on how to serve children and their families in the 21st Century; advocacy efforts in Washington, D.C. on behalf of foster children; college scholarships for foster children; and programs for inner city children.

Nancy is the mother of three children, Linda (30), Bobby (28) and Brian (25).

7/96

WHBIO.doc

Adoption is like sitting down after you've been standing up for a long, long time

From the recruitment video *Black Boys are Beautiful Too*

For most of my adult life, both as a Los Angeles County Commissioner of Children and Family Services and through the Foundation, I have worked to improve the foster care system. Based on this experience, I am convinced that all children need permanent families. For the past eight years, I have worked to preserve and reunify families involved with the child protective system. Unfortunately, Family Preservation is only a part of the picture. Many children who enter foster care never will, and never should, go home. In California, for example, 30% of infants who go into non-relative foster care at birth are still in care four years later. Eighty percent of them will live in more than one home during that time. Almost forty percent will live in three or more homes. While would-be parents go to Romania and China to adopt, these children are waiting and longing for permanent homes and families. Slowly, we are realizing that our systems are failing these children: that our efforts to achieve permanence have been too little and too late.

1. We think about permanency too late.

We can identify children who are less likely to return home and place them with foster families who will assist with reunification, but are also willing to adopt if reunification fails. Without undermining reunification efforts, this guarantees the child continuity, consistency, stability, and permanency, if he or she cannot go home.

2. We make decisions too late.

Some parents are not, and will never be, capable of caring for their children safely. Recent legislation in California recognizes that it is *unreasonable* to make efforts to reunify children with parents who have severely abused them or their siblings, killed another child, had their parental rights terminated in the past, or had extensive histories of untreated addiction or violent crime. Unless these parents prove that they can and will change dramatically, their children should be legally free to be adopted by safe, loving families.

3. We do too little to achieve permanency for children.

Federal and state laws require reasonable efforts to prevent or eliminate the need for removing a child from home. These laws should also demand efforts to find new permanent homes for children who cannot safely return home. Progress toward permanency should be regularly and thoroughly reviewed.

4. We settle for too little.

Too often we accept guardianship or foster care as a long term plan for a child because he or she is "unadoptable" or "bonded" to a foster parent who will not adopt. Children are only unadoptable because we haven't found the right family for them yet. A foster family that does not want to make a lifetime commitment to a child is not truly bonded. Children need homes and families for life. Only adoption can guarantee this. Compromise makes our lives easier, but destroys theirs.

5. We do too little to recruit adoptive parents.

Our systems are not user friendly. Most states do not engage in systematic, visible recruitment and retention efforts or tell these children's stories loudly and clearly. We don't do enough to reassure families that public adoption is reliable and can work for them.

6. We provide too little support to adoptive families.

These children do have special needs that require financial and emotional support. The Adoption Subsidy Program is a good start, but it must be administered with an open hand. Adoptive families need services that continue after the adoption is complete. Family Preservation and support programs should address these needs. Knowing that they will have ongoing support will encourage families to adopt.

I have talked with too many children who spent their childhoods moving from foster home to foster home. They all needed families to love and care for them, not just while they were children, but for the rest of their lives. We owe them our best efforts to find these families.

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Jann Heffner has a wide range of experience in the national, state and local social service community. She has served in a number of leadership positions in Ohio including Commissioner of Child Welfare, Assistant Commissioner of Mental Health and Commissioner of Forensic Psychiatry. She developed a managed child care psychiatric system and was a research fellow at the Academy of Contemporary Problems. An attorney, Ms. Heffner now directs the Dave Thomas Foundation for Adoption.

The Dave Thomas Foundation for Adoption, a 501(c)3 non-profit charity, was established in 1992 to raise public awareness about the thousands of children awaiting adoption in the United States; to educate prospective parents about the adoption process; and to form public and private partnerships to help make the process easier and more affordable.



DAVE THOMAS FOUNDATION FOR ADOPTION

Dave Thomas Foundation for Adoption

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Some projects with which the Foundation is involved include:

1. Production and distribution of public service announcements, specialized videos and documentaries, posters, trayliners and other public awareness and outreach tools.
2. Production and distribution of adoption education publications including The Beginner's Guide To Adoption, The African-American Beginner's Guide To Adoption and Global Connections (a guide for adopting U.S. kids even if you live abroad.)
3. "Adoption in the Workplace" is a partnership with the National Adoption Center and the Kellogg Foundation to increase awareness and encourage employers to provide adoption benefits. A how-to kit with video has been developed and many companies are adding this important benefit.
4. "Faces of Adoption" is a partnership with the National Adoption Center and the U.S. Department of Health and Human Services which provides Internet users with the chance to meet hundreds of kids waiting for adoption. Several children have already found homes and state and regional networks are in production.
5. The Dave Thomas Foundation has provided marketing and PR expertise to many local and state agencies and works with Kellogg grantees to maximize goals in their Families For Kids initiatives.
6. Legal and judicial education is very important in the effort to streamline the system. Dave has spoken to the National Association of Attorney Generals and the National Council of Juvenile and Family Court Judges. We are working with these groups to produce resource guidelines and education programs for dissemination nationally.
7. In partnership with the Clinton administration, we celebrated National Adoption Month with waiting children who came from around the country to the White House to meet with the First Lady and Dave. We enabled the ceremony to be satellite linked with the kids' home town television stations so the folks back in Wichita could share the excitement. Several of those children have already been adopted.

Jann Heffner - Executive Director

P.O. Box 7164 • Dublin, Ohio 43017 • (614) 764-3009 • Fax: (614) 764-6707, (614) 764-6737

8. Working with local Wendy's the Foundation provides tools and strategies which enable state and community agencies to cooperatively leverage advertising (print, electronic and billboard) buys with messages about waiting children. Wendy's Wonderful World of Kids in Kansas has tripled the number of special needs kids placed through their 800 number, TV segments and media campaigns.

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Carol S. Larson
The David and Lucile Packard Foundation

Carol Larson is Director of Foundation Programs and is responsible for overseeing and guiding the development of the Foundation's many grantmaking programs. Prior to this, she was Director of Research and Grants for Law and Public Policy at the Foundation's Center for the Future of Children. In this role, she worked primarily on child health and child welfare issues and edited *The Future of Children* issues on Drug Exposed Infants, School-Linked Services, Home Visiting, Sexual Abuse of Children and Juvenile Courts. Prior to joining the Foundation in 1988, Ms. Larson was a partner in the Los Angeles law firm of O'Donnell and Gordon.

Ms. Larson is a lecturer at Stanford Law School and teaches a seminar there on child abuse and neglect. She received her undergraduate degree from Stanford University and her law degree from Yale Law School.

THE DAVID AND LUCILE PACKARD FOUNDATION**CHILD WELFARE AND ADOPTION**

The Foundation's work on child welfare and adoption issues has been through its Center for the Future of Children. The Center was established in 1989 as a multidisciplinary, applied research, policy evaluation, and grantmaking program of the Foundation. The Center publishes a journal, *The Future of Children*, with each of three issues per year providing a multidisciplinary analysis of a single topic of particular concern for children.

The Center's work to date on child welfare and adoption issues has been both through the journal and through grantmaking. Five issues of *The Future of Children* have focused on related issues: Drug-Exposed Infants (1991), Home Visiting (1993), Adoption (1993), Sexual Abuse of Children (1994), and Juvenile Courts (in progress for December 1996). Each of these Issues has a distribution to approximately 50,000 experts, practitioners, and policymakers on children's issues.

In the past several years, the Center has had a modest grantmaking program in the area of child abuse and neglect. In 1996, the awards budget for this area is approximately \$1 million. As Foundation assets grow over the next few years, Center staff hopes to expand commitment to this area.

Past grants and staff activities have focused on selected issues in the public system's response to and handling of allegations of abuse and neglect. The Center has funded the Child Welfare Research Group of the University of California, Berkeley to do a comprehensive analysis of available data about the experience of young children (ages six-years and under) in the California child welfare system. Center staff continue to work with researchers and four counties to develop improvements in securing stable and permanent placements for these young children. The Center has also funded a research collaborative of medical centers to improve the medical community's knowledge and role in investigating child sexual abuse allegations and working with other agencies responding to sexually abused children. The Center has also made a number of grants to increase the capacity of the judiciary to respond to child abuse cases, including developing a desk book for judges that incorporates child development and social services information and supporting training for judges and others in revising procedures to better handle domestic violence and child abuse cases. In addition to these grants, the Center has supported the ongoing work of groups like the National Center for Youth Law and the Judge David L. Bazelon Center for Mental Health Law in their system advocacy and reform efforts.

In 1997, the Center anticipates continuing its focus on young children in the child welfare system and on child abuse and neglect in the context of family violence. Center staff welcome the opportunity to collaborate with others on these and other issues relating to the child welfare and adoption systems.

300 Second Street, Suite 200
Los Altos, California 94022
(415) 948-7654

THE DAVID AND LUCILE PACKARD FOUNDATION**OVERVIEW OF
GRANTMAKING PROGRAM**

The Foundation makes grants in seven program areas — Science, Population, Conservation, Education, Arts and Film Preservation, Community, and Management Assistance — and also operates the Center for the Future of Children, which makes grants and publishes a journal on children's issues. In 1995, the Foundation awarded \$116,162,356 in grants. As of December 31, 1995, the Foundation's total assets were \$2,354,227,000.

Science

David Packard gave high priority to encouraging promising young scientists and supporting high quality research. The Foundation focuses its support within specific areas: ocean science; fellowships for science and engineering; and science and scholars programs for historically black colleges and universities, as well as for tribal colleges. Science program grants are awarded in response to requests for proposals generated by the Foundation.

Population

The Foundation's Population Program recognizes two different but converging needs. First, in many developing countries, people's desire for access to family planning far exceeds the availability of services. Second, the future of civil society on our planet is challenged by population growth on a scale that many people do not yet grasp. The Foundation is responding with support for projects designed to increase women's and men's reproductive options, while helping to protect the world's resources and environment. Grantmaking is international, national and local.

Conservation

The Foundation's Conservation Program is based on the belief that the protection and stewardship of healthy natural systems high in biological diversity are of the utmost importance. To this end, the Foundation supports projects that protect and conserve rich habitats, including wetlands, riparian forests, important coastal areas, and ancient forests, as well as marine resources, with an emphasis on fisheries. Grantmaking is focused in California, the Pacific Northwest, Mexico, as well as Hawaii and the Pacific Ocean Islands.

Center for the Future of Children

Children are a focus of the present and the promise of the future. The Center for the Future of Children, established in 1989, seeks ways to protect, nurture, and improve the lives of children. The Center is a multidisciplinary, applied research, policy evaluation and grantmaking program which publishes a journal, *The Future of Children*. Grants are made nationally in the areas of health, child development and child abuse and neglect.

Page 2 of 2

Education

Children need the ability to think, to adapt, and to solve problems if they are to navigate their way to a productive adulthood in our rapidly changing world. The Foundation supports programs in our local four counties that improve education quality for students from kindergarten through high school, particularly in the areas of school restructuring, math, science, and English language development.

Arts and Film Preservation

The arts open a window of understanding between the past and the present, and between other cultures and our own. Through the Arts and Film Preservation Program, the Foundation supports film preservation and, in our local four counties, performing and arts education organizations, performing arts facilities, and efforts to increase the level of giving to the arts.

Community

Healthy communities form the framework of a healthy society. The Foundation strives to enhance the quality of life for residents in our local four counties through grants focusing on food and shelter, employment and job training, neighborhoods and youth and families.

Management Assistance

Strengthening management capabilities can increase the overall effectiveness of grantees. In this program, grants are awarded to individual nonprofit organizations, usually current or recent Foundation grantees, to enable them to purchase management consulting services. Grants are also made to Bay Area nonprofit management support organizations, which in turn provide low-cost training and short-term consulting assistance to nonprofits. Grants also support development of new management materials and new services.

The Foundation's Annual Report and detailed information regarding programs and application procedures are best obtained by either accessing the Foundation's Internet website at <http://www.packfound.org>, or contacting the Foundation offices at 300 Second Street, Suite 200, Los Altos, California, 94022, (415) 948-7658.

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Divider Title: _____

Stuart Foundations, continued**Page 2****Theodore E. Lobman, Ph.D.**

Dr. Lobman has been president of the Stuart Foundations since 1989. Before coming to Stuart in 1985, Dr. Lobman was program officer at the Hewlett Foundation with responsibility for higher education and public policy grants. He has a B.A. from Brown University with honors, an MBA from Stanford with a concentration in public management, and a Ph.D. in Education, also from Stanford, with a concentration in administration and policy analysis.

His current Board memberships include the Bay Area School Reform Collaborative, Los Angeles Annenberg Metropolitan Project, Northern California Grantmakers, World Without War Council, Berkeley-East Bay Humane Society, and California Shakespeare Festival. He is married and has two young sons.

July 26, 1996

Grantmaking and Adoption Issues at the Stuart Foundations

The Stuart Foundations were established in 1985, combining three trusts that had been previously managed by the Carnation Milk Company. The Foundations make grants in the states of California and Washington. Most grants fall within defined programs to strengthen the public education system, the foster care system, and other systems that serve children, youth, and families. 1996 grants will total about \$8 million.

Three grantmaking objectives relate to adoption:

- Early permanent placement of children in their birth or adoptive families or adoption
- Explore specific barriers to finding permanent families for children who are waiting in foster care for adoptive families, particularly policies that promote same-race placement policies
- Improved recruitment and retention of foster and adoptive parents

We are supporting a Taskforce on Transracial Adoption whose purpose is to develop consensus on best policies and practices for implementing the new federal legislation. We also have an interest in improving foster care information systems, both to improve services and public accountability, which has implications for adoption .

Most grants have supported demonstrations or replications designed to obtain more timely permanent placements. For example, we are supporting concurrent planning for reunification and adoption in Washington State. We have supported projects to prevent long-term foster care from becoming a child's plan. One example is a public-private agency partnership in San Francisco County, which found homes for 80 children who had been judged to be unadoptable and 50 children who had been waiting for families for more than two years.

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MICHAEL LEVINE

Michael Levine, program officer, Carnegie Corporation of New York, oversees the foundation's early childhood grantmaking which focuses on strategies to advance public understanding and apply knowledge to improve conditions for families and their young children. The foundation's grants program concentrates on issues relating to program quality, policy development, and promoting linkages between the child health, early education, and family support fields. Levine oversaw the development of the foundation's landmark *Starting Points* report and has primary responsibility for conceiving and managing the follow-up grants partnership with sixteen states and cities. Prior to joining the foundation in 1990, he held major positions in federal, state, and local government, working on education reform and youth policy. Levine has authored numerous publications and speaks frequently at professional meetings. He received his B.S. from Cornell University in labor relations and his Ph.D. from the Heller School for Social Policy at Brandeis University.

Carnegie Corporation of New York

437 Madison Avenue, New York, N.Y. 10022 • (212) 371-3200 • Telex: 6506377182 • Fax: (212) 754-4073

Carnegie Corporation of New York's major grants program to assure the education and healthy development of children and youth concentrates on two crucial formative periods in the life cycle: early childhood and early adolescence. In early childhood the social and emotional, linguistic, and intellectual building blocks are laid for later success. In early adolescence, the immense physical, social, and emotional changes that young people experience are a turning point for many. Both periods provide points of entry for preventing health and educational problems and for enhancing opportunity for learning.

In *early childhood and early grades*, grants are made to promote young children's healthy development, to improve the quality of child care and early education, to strengthen community and family supports, and to ensure success in the transition from early childhood to the early grades. The Corporation is making grants to sixteen states and cities across the United States to develop and test promising strategies for implementing the major goals of *Starting Points*, the final report of the Carnegie Task Force on Meeting the Needs of Young Children. The Carnegie Task Force on Learning in the Primary Grades is focusing on successful strategies and programs for young schoolchildren.

Under *young adolescents*, the foundation seeks to improve the educational achievement and reduce the health problems of adolescents. Many grants are following up the reports of the Carnegie Council on Adolescent Development, which directed sustained attention to the risks and opportunities of early adolescence. The council's final report, titled *Great Transitions*, was released in October 1995.

The Corporation has also provided funding for several initiatives that directly pertain to child welfare and indirectly to adoption policy and program development. These include numerous evaluations of model family support and child welfare programs, the development of public engagement campaigns designed to inform Americans about the critical importance of the first three years of life, and support of a variety of policy analysis studies that consider ways to strengthen education, social welfare, economic development, and employment policies for disadvantaged and working-class families. These studies often document the missed opportunities associated with our social welfare system's design, particularly in assuring that young children receive care in the stable, nurturing homes that can propel them on a successful life trajectory.

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Ruth W. Massinga is Chief Executive Officer of The Casey Family Program, a private operating foundation based in Seattle, Washington that provides long-term foster care to nearly 1,400 children in 13 states.

She currently serves as Chairman of the Board of the Family Resource Coalition as well as sits on the boards of the American Humane Association, The Center for Ethical Leadership in Seattle, Board of Advisors of the National Center for Children in Poverty, Columbia University, the National Commission on State and Local Public Service and the Washington State Major League Baseball Stadium Public Facilities District, Seattle. She currently serves on the Committee for Underclass of the Social Science Research Council.

Former president of the American Public Welfare Association (1989 - 1990), Massinga most recently has been a member of the National Commission on Children (1988-1993).

From 1983-89 she served as Secretary of the Maryland Department of Human Resources. Ms. Massinga holds a master's degree in social services from Boston University.

The Casey Family Program

What Is The Casey Family Program?

Headquartered in Seattle, The Casey Family Program is a private operating foundation that has been providing planned, long-term family foster care for children and adolescents nationally since 1966. Nationwide, Casey has 350 full-time staff and serves nearly 1,500 young people through its 23 offices in 13 states.

The foundation supports a fast-growing research department that contributes to the development and refinement of Casey's foster care practices and the resulting outcomes for Casey youth as well as other young people in family foster care.

As part of its mission, Casey is committed to advocating for policies that can improve the lives of children in the nation's out-of-home care systems. For example, the Program is joining with public television stations, other foundations and community organizations in a national outreach campaign in 1997 to better educate the American public about the complexities of foster care and how individuals and communities can make a difference in the lives of children in care.

Who Are the Young People in Casey's Care?

They are children and youth ages 6 to 16 who are not able to live with their birth parents and for whom return to their birth parents is unlikely. The average age at admission to Casey is approximately 13 years. Young people generally come from public and private child welfare agencies in the communities that the Program serves. Currently, 31% of Casey young people are placed in kinship care with relatives, thereby maintaining them in their extended families.

What Happens for a Young Person at Casey?

Once a child or youth becomes a part of Casey, the goal is long-term placement in a stable, caring family environment to enable each young person to grow into a self-sufficient, responsible adult. To that end, Casey staff provide case management and the broad range of specialized services necessary to achieve individualized, outcome-oriented case plans with each youth. Casey strongly emphasizes preparation and support of foster parents to be part of a professional child rearing team.

To help youth develop their career interests, Casey provides careful, age-appropriate exploration of work options, mentoring, job shadowing, and community service. Casey youth can also receive financial and professional support from the Program when they do transition out of family foster care, usually at age 18, either as they begin to work and live on their own or as they continue their education or vocational training after high school.

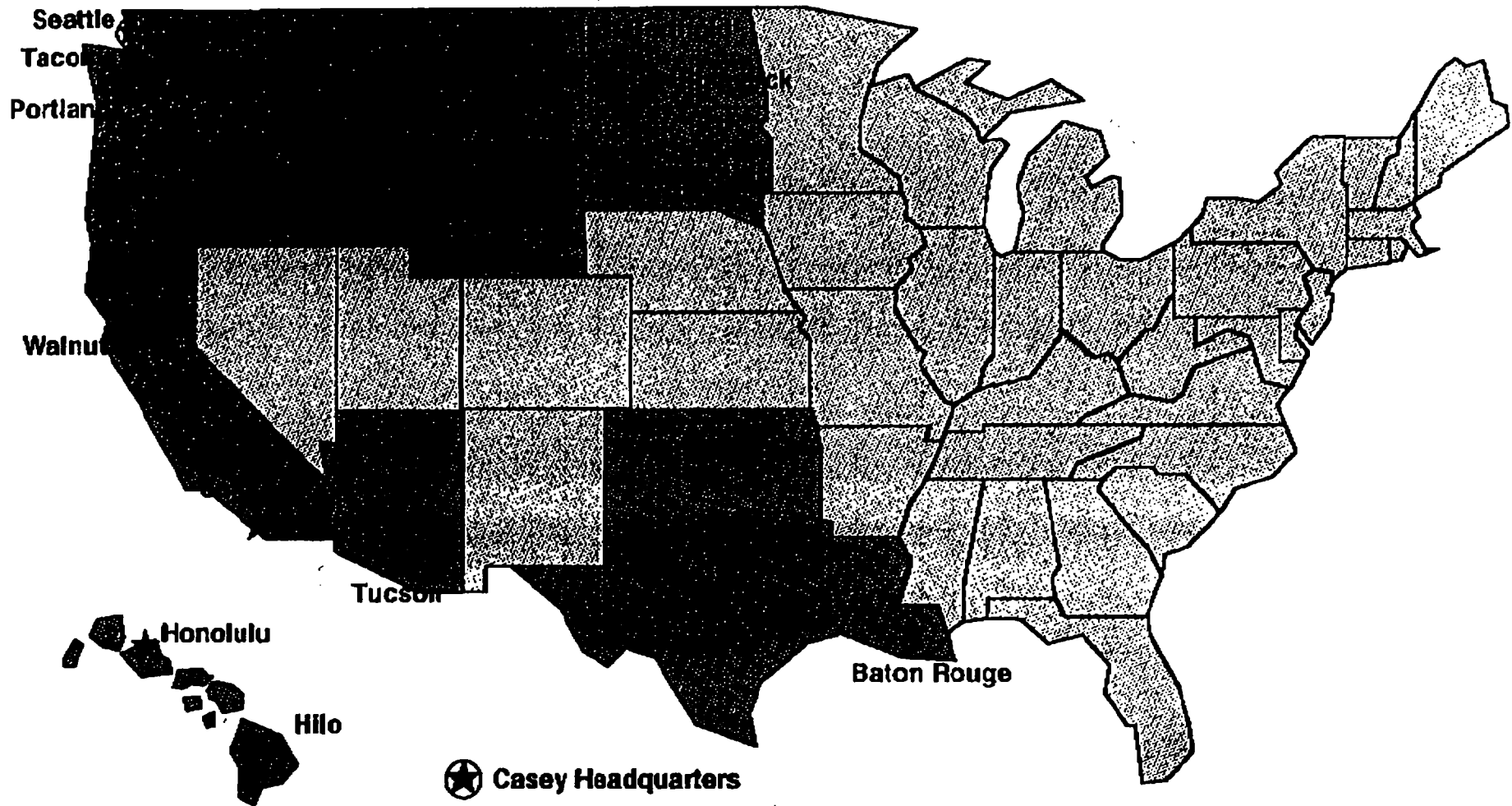
How Is The Casey Family Program Funded?

As a tax-exempt private operating foundation generously funded by the Casey family, the Program has a secure financial base which enables it to provide for the needs of the young people in its care.

The Casey Family Program is a licensed private child care agency, accredited by the Council on Accreditation of Services for Families and Children, and is a member of the Child Welfare League of America.

For information, please call Susan Weiss at The Casey Family Program: (206) 282-7300.

The Casey Family Program®



- ★ Casey Headquarters
- ★ Casey Divisions
- Casey Satellite Offices

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701 St. Paul Street
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410 547-6600
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The Annie E. Casey Foundation

DOUGLAS W. NELSON

Douglas W. Nelson is Executive Director of the Annie E. Casey Foundation and a member of its Board of Trustees. Prior to joining the Foundation in late 1990, he was Deputy Director of the Center for the Study of Social Policy, a Washington, D.C.-based non-profit organization specializing in policy services to children and families. He came to that position from 8 years with the Wisconsin government, first as the State Aging Director and later as Assistant Secretary of the umbrella Department of Health and Social Services. He is nationally known for his leadership and advocacy on behalf of family-centered, community-based responses to the needs of at-risk children, vulnerable families and persons with disabilities.

Nelson was appointed by President Carter as an advisor to the 1981 White House Conference on Aging. He has also served as a member of the American Bar Association's Commission on the Legal Problems of the Elderly; as advisor to the National Governors' Association project on Long-Term Care; as a trustee of the Wisconsin Child Abuse and Neglect Trust Fund; as a program advisor to the Edna McConnell Clark Foundation, along with service on numerous other boards and commissions.

In addition to frequent lectures and addresses, Nelson has written widely on a range of social policy issues. His social history of the World War II relocation of Japanese Americans, entitled Heart Mountain, earned him a Pulitzer Prize nomination in 1976. His other published works include studies and essays on aging, long-term care, housing, and children and youth.

Mr. Nelson is a Phi Beta Kappa graduate of the University of Illinois. He has a Masters Degree in history from the University of Wyoming, and he studied and taught American social history at the University of Wisconsin.



The Annie E. Casey Foundation

ANNIE E. CASEY FOUNDATION

The Annie E. Casey Foundation, the largest Foundation dedicated solely to improving the lives of America's disadvantaged children, works to foster public policies and human service reforms that more effectively meet the needs of today's vulnerable children and families. We realize that even with our considerable resources, the Foundation cannot hope to alter all the variables that put so many American children at risk. Nevertheless, we remain convinced there are several critical areas where we can -- in time -- make a difference. First of all, we think we can help whole neighborhoods transform themselves into better environments for kids and families. Second, we believe that we can make a difference by helping to demonstrate how to reform and rebuild systems that were originally designed to support these at-risk kids and their families. Third, we are convinced we can help state and local governments build the will, capacity and infrastructure to comprehensively change multiple systems into a more common sense, efficient, integrated whole. And finally, we think we can effectively advocate for policies, messages and actions that will reinforce the role, capacity, and responsibility of families to better secure the future for their kids. The following reflects the Foundation's current efforts to improve outcomes in the child welfare system both through its operating arm, Casey Family Services, and the Foundation's grant making strategies.

Casey Family Services (CFS) is an accredited, non-profit child welfare agency operating throughout New England. Its mission is to build on its strong foundation of direct services and to demonstrate values, principles, and program strategies that provide cutting-edge responses to the needs of today's vulnerable children and families. In response to needs identified through its collaboration with the New England states, CFS has developed family preservation programs designed to prevent the need for foster care placement, family reunification services to support the timely return home of children in foster care, and treatment foster care services to enable children who are in institutions to be served in the community. In addition, new programs are being piloted for children whose parents have AIDS and to support families who have adopted special needs children. Finally, in an attempt to contribute to the evolution of model services for states and private agencies around the country, CFS sponsors conferences and workshops to disseminate lessons learned from its work and to share innovative programs and practices with others in the child welfare field.

Family to Family: Reconstructing Foster Care Initiative. The numbers of abused and neglected children removed from their homes in this country has almost doubled since 1985 -- to more than 470,000 children in 1994. In order to meet the needs of these children and their families, the Family to Family: Reconstructing Foster Care Initiative was designed to help states rebuild their foster care systems in a way that is more neighborhood-based, family-focused, and

outcome-oriented. The initiative is now in its third year of implementation in Alabama, New Mexico, and Ohio, and its second year in Maryland and Pennsylvania. The Family to Family Initiative is demonstrating that children removed from their homes can be served in their own neighborhoods, that resources can be reallocated from expensive group care to more cost-efficient neighborhood foster family care, and that child welfare agencies can both track outcome data and use this information to guide policy and program development.

The huge increase of children in placement is caused in part by the small number of children leaving care, because of the inability of child welfare systems to safely return them to their families or move them into adoptive homes. Family to Family has also developed a series of tools to help child welfare systems move children into permanent homes. By the end of this year, we will have available to the states models for: (1) determining at the point of their entry into care which children are in danger of becoming stuck for long periods; (2) interventions to prevent this from happening by speeding up safe return or adoption; and (3) model state laws which will minimize the development of such back-logs.

The State Level System Reform (SLSR) Initiative was designed to demonstrate that states could redefine their role, function, and structure to support communities' capacity to develop, implement, and monitor services which lead to better outcomes for children and families. Iowa, one of eight SLSR sites, has decategorized child welfare funding and developed state/local partnerships that have improved life outcomes for disadvantaged children. For example: the number of children placed in out-of-state facilities has decreased by 79%; more children receive services within their own families and communities as nearly 40% of the child welfare budget is invested in in-home services in contrast to 13% in 1991. Fewer children are placed in residential care (1600 in 1992 to 1100 in 1995); fewer children reside in foster care than in 1977, despite an increase in child abuse reports and societal stress, and finally, the state has been able to maintain or operate below its census cap in its two juvenile justice institutions since 1991.

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Biographical Statement (July 1996)

**Susan Notkin, Director
Program for Children
Edna McConnell Clark Foundation
New York, New York**

Susan Notkin earned her Masters in Social Work from the University of Wisconsin-Madison in 1979, specializing in administration and social planning. After working in the nonprofit sector, she served for six years in the Wisconsin Department of Health and Social Services, first in the Client Advocacy Program (for persons in mental health institutions and centers for the developmentally disabled) and then in the Office of Children, Youth and Families, overseeing day care, child protective services and domestic violence programs.

After relocating to New York, Ms. Notkin acted as consultant to the City's Human Resources Administration, helping to create its Child Protective Services Training Academy. In 1985, she became the Associate Director of the Program for Children at the Edna McConnell Clark Foundation. After serving as Director of the foundation's Program for Homeless Families (1989-1992), she assumed her present role as Director of the Children's Program. In this capacity, Ms. Notkin works to sustain the Foundation's commitment to family preservation services, and to promote a major new initiative in reform of the child protection system through community-based partnerships.

In addition to public speaking on behalf of children and families, Ms. Notkin serves on numerous advisory bodies and committees in the child welfare field. She is currently on a director and co-chair of the Governance and Finance Committee of the National Violence Prevention Funding Collaborative.

THE EDNA McCONNELL CLARK FOUNDATION PROGRAM FOR CHILDREN

The Edna McConnell Clark Foundation was incorporated in 1969. For more than 20 years, our trustees have funded a grantmaking program based on the belief that all children deserve permanent and stable families, whether with biological or adoptive parents. While our funding strategy has evolved, that overarching principle continues to guide our work. Our efforts in family preservation and reform of the child protection system pursue the intertwined goals of ensuring the safety and well-being of children and keeping families together. There have been four reform agendas during the history of the Program for Children.

Adoption

In the early 1970s, an annual average of nearly half a million children were living away from their families in out-of-home care. To address this problem, the Program first focused on "special needs" adoption – developing strategies to enable "hard-to-place" children (e.g., disabled, minority, and older children) to find new homes and permanent families rather than to languish in foster care or institutions until they "aged out." A network of private agencies was funded ("Family Builders"), and workers at member agencies and graduate schools were trained in finding families for special needs children. In the late 1970s, we began seeking systemic reform on behalf of a second population of children without permanent homes – those who were drifting in substitute care without efforts being made to reunify them with their biological families or to expedite their adoption.

Foster Care Reform

Concerned about policies and practices that kept children in foster care for much of their young lives, the Program funded the Children's Defense Fund's study that became Children Without Homes (1978), an in-depth report on the deeply troubled system. Many children were entering foster care because basic services such as day care or homemaking were not available, or because access to services required families to agree to have their children removed. Children remained in the system for years, moving from placement to placement, with little or no caseworker contact or visitation from parents; often they were separated from siblings, and placed far away from their original homes. Children Without Homes was instrumental in setting the stage for passage of the Adoption Assistance and Child Welfare Act of 1980 (P.L. 96-272). A key provision required that for states to receive reimbursement for a child's out-of-home care, a judge had to determine that "reasonable efforts" had been made to avoid placement (or, later, to reunify the family). Since federal regulations defining "reasonable efforts" were not forthcoming, the Program worked to make the standard more than a "rubber stamp" procedure: judges were trained, and model courts developed across the country, ensuring that permanency planning would be a central task of family court judges and other professionals involved in mandated hearing and review processes. The "reasonable efforts" requirement also mandated that services be tried prior to placing children, and in 1983 the Program expanded into the area of effective placement prevention.

Intensive Family Preservation Services

Looking for ways to stabilize families that, with help, could keep their children at home safely, the Program began funding family preservation services, eventually focusing on a model called Homebuilders, developed in 1974 by child psychologists in Washington State. In intensive family

preservation services (IFPS), a caseworker responds to a referral within 24 hours, then spends up to 20 hours a week in a family's home for four to six weeks, working with all members. Workers provide a mix of traditional counseling and help with practical problems; carry caseloads of only two or three families at a time; are available around-the-clock; and are specially trained to recognize and defuse threats to child safety. If they determine at any point that a child cannot remain at home safely, they recommend removal.

For more than a decade, the Foundation has helped states make IFPS an important component of social services available to troubled families. Our grants have focused on technical assistance; training of caseworkers, administrators, and judges; quality assurance in service delivery; evaluation; and expansion of IFPS to families with children in mental health institutions or juvenile detention. In recent years, IFPS has also helped families whose children were being returned from foster care, and families dealing with difficult post-adoption situations. IFPS programs have helped tens of thousands of families turn their lives around and keep their children safe: on average, 80 percent of families are still together a year after such services are concluded. IFPS programs now operate in 35 states.

Child Protection Reform

In 1994, the Program began developing a strategy to enable communities to better protect children from abuse and neglect. In a small number of sites across the country, the strategy partners a broad range of public and private sector agencies (including child protective services, or CPS), community organizations, and individual citizens to assume shared responsibility for child safety. "Community Partnerships for Protecting Children" has three objectives: assuring that children who come to the attention of the CPS system are safe and free from any recurrence of abuse and neglect; providing a customized response to the problems of families reported to CPS; and diverting cases from CPS by reaching at-risk families earlier, through local networks of formal and informal supports. In 1995, the Program selected four sites to participate in the initiative: Cedar Rapids, Iowa; Jacksonville, Florida; Louisville, Kentucky; and St. Louis, Missouri. Sites receive direct support and technical assistance as they design and implement community systems of child protection in targeted neighborhoods. The Program also seeks to develop an expanded network of jurisdictions pursuing reform and to encourage a national consensus on the need for community-based approaches to protecting children.

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JULIE L. ROGERS

Julie L. Rogers is President of the Eugene and Agnes E. Meyer Foundation. The Foundation supports nonprofit organizations throughout the Washington metropolitan area that are working to build healthy communities through housing, social service, health, education, justice and arts programs. It awards over \$3.5 million annually to almost 200 nonprofit groups.

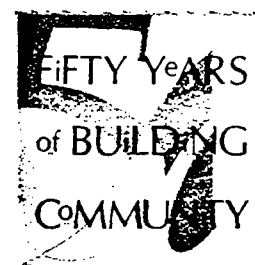
Prior to joining the Foundation in 1986, Ms. Rogers served as staff director of the Council of the District of Columbia's Committee on Human Services, which had legislative oversight of more than \$850 million of health, social service, arts and humanities programs delivered by the District of Columbia government.

She is the chair emeritus of the Washington Regional Association of Grantmakers, a membership organization of over 90 foundations and corporate giving programs. Ms. Rogers created and led the Washington AIDS Partnership, a collaborative philanthropic project administered by the Foundation from 1988-1993 which has awarded over \$3 million in grants to HIV/AIDS prevention and service organizations.

Ms. Rogers currently serves as a director of the Foundation Center in New York. She is a graduate of Leadership Washington and served as the treasurer (1990) and vice president (1991). She also serves on the D.C. Advisory Committee of the Local Initiatives Support Corporation and is a participant in the Greater Washington Board of Trade's Potomac Conference.

In 1994, Ms. Rogers was named a "Washingtonian of the Year" by Washingtonian magazine.

Ms. Rogers is a graduate of Duke University and George Washington University. She began her career as a teacher and consultant in the Montgomery County Public Schools.



The Eugene and Agnes E. Meyer Foundation

Foundation Background

The Eugene and Agnes E. Meyer was established in December 1944. Eugene Meyer was a public servant under seven U.S. presidents and owner and publisher of *The Washington Post*. Agnes Meyer was a gifted journalist, lecturer and citizen activist. The foundation they created is a local grant making institution focusing on the District of Columbia and parts of Virginia and Maryland. Its areas of giving include: neighborhood development and housing; community service; education; health and mental health; law and justice; and arts and humanities. As part of its 50th anniversary celebration, the foundation's board of directors and staff recently introduced two new programs for Meyer grantees to help strengthen their management capacity: a management assistance program and a cash flow loan program. The Meyer Foundation has assets of over \$100 million making it the eleventh largest in the region. More than \$3.5 million in grants will be awarded in 1996.

Funding in Child Welfare and Adoption

According to D.C. Kids Count, child neglect cases filed in the D.C. Superior Court have increased five fold from 288 cases in 1990 to well over 1,000 in 1994. Northern Virginia recorded more than 6,000 cases of suspected child abuse and neglect in 1994. The foundation board and staff are concerned about these trends and have funded a number of projects which we hope will make a difference. As examples:

- Under the auspices of *The Family Place*, we have supported public/private partnerships to create a community-based continuum of care around family preservation and support over the next five years.
- A grant to the *Consortium for Child Welfare* provided the personnel needed to help coordinate its sixteen member agencies as they work together to find foster care placements for the city's children.
- The foundation has advanced recruitment and parent-training efforts to increase the number of adoptive parents for special needs children by awarding a grant to *Progressive Life*.
- Through the *D.C. CASA Unit*, we have supported nonprofit leaders who are working in partnership with the courts and the local child welfare system to facilitate adoptions where social workers have identified adoption as a goal.
- Most recently, the foundation granted more than \$100,000 across three *Healthy Families America* programs in the District of Columbia and Northern Virginia, a promising home-visiting model intended to prevent the incidence of abuse and neglect so that children never become engaged in the child welfare or child protective systems.

These organizations along with the other nonprofits we fund are vital players in helping to solve community problems. The Meyer Foundation is pleased to join them in their work. We welcome new ideas and partnerships with public and private agencies.

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Robert Rogers

Robert (Bob) B. Rogers became president and chief operating officer of the Ewing Marion Kauffman Foundation in April 1990, and in September 1993 was named chairman and CEO. To be able to administer this \$1 billion operating foundation, whose focus is in youth development and the stimulation of entrepreneurship, is the realization of his aspirations and dreams, a far cry from the reality of his childhood, which today would be considered to put him "at risk."

He graduated in 1963 with a bachelor's in business administration from American International College, Springfield, Mass., and went on to become a certified public accountant in 1966. In 1980, Bob earned his master's in business administration from Rockhurst College, Kansas City.

His early career was spent as an auditor and management consultant on the development of financial information systems with Coopers and Lybrand, Springfield.

Between 1967 and 1971, he served in a variety of middle management positions for TWA in New York and Kansas City. After TWA, Bob joined the Kansas City financial services firm of Waddell and Reed, where he was corporate controller until 1974.

From there, he became vice president, secretary and treasurer of Gateway Sporting Goods until 1975 when he joined Marion Laboratories as corporate controller.

His tenure at Marion was marked by a wide range of positions, including vice president of information systems and controls, vice president of financial controls, vice president of community affairs, and president of the Marion Foundation.

Bob's involvement in civic and community service associations includes directorships of the Independent Sector and the Center for Entrepreneurial Leadership Inc. He serves on the boards of trustees for the University of Missouri - Kansas City; American College Testing Inc. (ACT); and the Saint Paul School of Theology, where he is chairman of the finance committee. He also serves on the Civic Council of Greater Kansas City's education committee; the Rockhurst College Board of Regents; and the Local Investment Commission (LINC), which oversees the distribution of economic development and social service resources in Kansas City, Mo. Bob is also a member of the Missouri Commission for National and Community Service.

YOUTH DEVELOPMENT

A little more than 10 years ago, the Kauffman Foundation entered the field of Youth Development by creating programs designed to address problems confronting youth—alcohol and other drug abuse, dropout prevention, self-esteem and early childhood development.

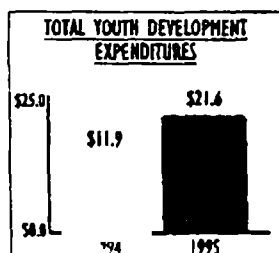
These operating programs, while effective in influencing the singular issues they addressed, were not able to deal with the larger and interrelated problems of poverty, poor education, unemployment, poor nutrition, inability to access health care, lack of affordable housing and crime-ridden neighborhoods. Society's problems are much more daunting than were ever envisioned when the current educational and social service systems were developed. It's not that our past attempts have failed: they were simply not designed to be comprehensive solutions that build leadership skills, increase organizational capacity and promote community-based networks of support.

To better confront society's challenges, Youth Development intensely studied how its operations and funding could be most effective. Following a two-year planning process which included interviews with more than 200 regional and national experts in the field, we concluded that investments in systemic change would ultimately affect more people and help prevent the root causes of poverty and unemployment far more than investment in single-issue operating programs.

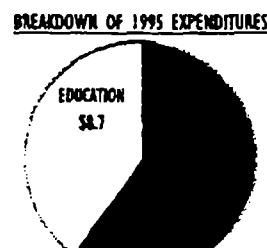
In early 1995, Youth Development embarked on a new approach. We now seek funding opportunities that will bring about positive changes in the agencies that deliver services directly to children and families. By helping schools, social service and government agencies to be more effective, ultimately more people and communities will benefit. We will continue to consider issues from a prevention perspective — building on the strengths of individuals and communities rather than "fixing problems."

Community and Education strategies are both critical in promoting the full development of children and youth. We often compare our areas of interest to a DNA molecule. Community and Education make up the strands of the molecule and the interrelationships that develop between these two areas create the "cells" that bind the two strands together. Nine focus areas form these "cells." The Education strand encompasses early childhood development, school-linked services, school reform and the school-to-work transition. The Community strand involves parent and family support, youth services, community service, building the urban core and government reform.

Our efforts will focus on weaving together these nine critical human development activities into a web of support needed by children, families and communities. We recognize that no single organization can address these issues effectively, so we will continue to look for public/private partnerships through which to do our work. Building on strengths, changing systems, going beyond the traditional role of the grantmaker — the following pages show these ideas in action.



Youth Development increased its expenditures from \$11.9 million in FY94 to \$21.6 million in FY95. Our investments were split between education (\$8.7 million) and community building (\$12.9 million).



THE LEGACY OF EWING MARION KAUFFMAN

As a young man fresh out of the Navy, Ewing Marion Kauffman did not set out to become a great entrepreneur. He did not plan to establish a major foundation. Mr. Kauffman wanted what most of us want: to provide for his family, to be self-sufficient, to live in a safe and healthy community.

Mr. K believed in the American dream. He believed that hard work, a dedication to principles and a respect for people could lead to success. And, for Mr. K, it did. He succeeded in building a pharmaceutical company from an initial investment of \$5,000 into a diversified health care products company with annual sales exceeding \$3 billion.

This entrepreneurial success enabled Mr. K to help others. His company, Marion Laboratories, provided jobs and economic self-sufficiency to thousands of people. He brought American League baseball back to Kansas City, boosting the city's economic base as well as its civic pride. And he used his considerable wealth to establish a foundation to assist others in reaching the goal of self-sufficiency in a healthy community.

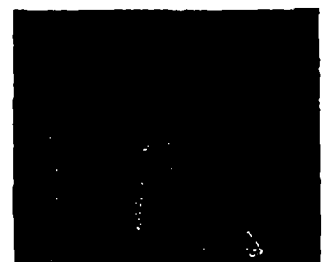
Through the Foundation, Mr. K hoped to give others a start on their own road to self-sufficiency. In the early programs of the Foundation, this meant keeping young people off drugs and in school. Through these experiences and the influence of his business associates and national philanthropic advisors such as Waldemar Nielsen, Siobhan Nicola and John Gardner, Mr. K began to better understand the complex problems that keep people from achieving self-sufficiency and that contribute to unhealthy communities. He began to realize that the Foundation could be more effective by targeting its efforts on the systems which address both the social and economic problems of society, and by working with partners involved in focused fields of interest. Thus, the Foundation in its Youth Development work has begun a transition from focusing on single issues to partnerships addressing the web of supports that enable children, youth and their families to become productive members of society.

Mr. K also recognized the economic dimension of self-sufficient people and healthy communities. He believed that the best social program is a well-paying job with health and retirement benefits and hoped to encourage the creation of such jobs through the Center for Entrepreneurial Leadership Inc. The Center is founded on the belief that entrepreneurs are key to job creation and economic growth. Successful entrepreneurs do not set out to create jobs, but in the process of building successful companies they do indeed create thousands of jobs — more than the Fortune 500 in the last decade. Through entrepreneurship education for adults and young people, an applied research agenda and assistance to the systems which support entrepreneurs, the Center encourages entrepreneurs and entrepreneurship in America.

Each day, the Foundation strives to build upon Mr. K's legacy of entrepreneurial spirit, to thoughtfully experiment, to discover and create effective solutions, and to give back to others in the community.

Ewing Marion Kauffman

1916-1993



**EWING MARION
KAUFFMAN FOUNDATION**

... Striving to become an uncommon philanthropy engaging in the development of America's youth and its entrepreneurial spirit.

Mission

To research and identify the unfulfilled needs of society and to develop, implement and/or fund breakthrough solutions that have a lasting impact and offer a choice and hope for the future.

Vision

Self-sufficient people in healthy communities.

Values and Beliefs

The fundamental value and principle guiding the behavior of Ewing Marion Kauffman Foundation associates is: Treat others as we want to be treated, with humility, dignity, respect and honesty.

We believe...

- ~ Our effectiveness is based on relationships characterized by mutual trust and integrity.
- ~ Responsible risk-taking and life-long learning are essential for personal and organizational development.
- ~ In giving back to the community.

We have both the right and the responsibility to...

- be committed to and have pride in the Foundation's Mission and Vision.
- contribute to the Foundation's positive image.
- work together as a team in an inclusive environment that values and respects individual differences, promotes creativity and supports balanced decision making.
- be heard and get our problems resolved.
- know what is expected of us and be rewarded fairly for work performed.
- pursue opportunities for professional and personal development.
- use the Foundation's resources wisely.
- seek balance between career, family and personal life.

Success for the Kauffman Foundation ...

requires the ability and spirit to accept our responsibilities and earn our rights through a commitment to excellence in all we do.

*Remember, this document will always be a work in progress.
Its meaning will be defined by our actions - the ways we all live out our values and beliefs.*

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Leonard W. Smith

VITAE

Leonard Smith is President and Trustee of The Skillman Foundation, Detroit, Michigan. Mr. Smith has been associated with the Foundation since 1975 when he was elected Foundation manager and secretary. He has served as trustee of the Foundation since 1982 and as president since 1983. He began to devote full time to Foundation affairs in 1984 when the Foundation received its endowment assets from the Rose P. Skillman estate. Mr. Smith was engaged in the active practice of law from 1960 to 1984 serving as senior partner in the law firm of Goodenough, Smith and May from 1974 until 1984 when the Detroit office of the firm merged into the law firm of Clark, Klein and Beaumont. Mr. Smith was a partner in Clark, Klein and Beaumont until mid 1986 when he became of counsel to the firm, an association he retains today.

Mr. Smith serves as a member and immediate past chair of the board of trustees of the Council of Michigan Foundations. He was an organizer of the Detroit Area Grantmakers. He is president and trustee of the Ethel and James Flinn Family Foundation. He is a member of the board of directors and an officer of Michigan's Children and the Michigan Aids Fund. He is a member and an officer of the Youth Sports and Recreation Commission of Detroit, Hamtramck and Highland Park. He is a member of the City of Detroit's Youth Commission and serves on the Steering Committees of the Michigan Kids Count Project and Wayne State University's Skillman Center for Children. He serves on the Michigan Department of Social Services Advisory Committees on Services to Delinquent Youth and on Family Preservation and Family Support.

THE SKILLMAN FOUNDATION

The Foundation's mission is to improve the well-being of residents of Southeastern Michigan and, in particular, the Metropolitan Detroit area. Developing children and youth to their maximum potential is the Foundation's primary goal. A central concern is meeting the needs of the disadvantaged. The Foundation functions both as a resource for the nonprofit community and as a catalyst for positive change. In functioning as a resource for the community the Foundation responds to grant proposals directed to its current areas of interest. As a catalyst for positive change the Foundation not only responds to proposals but also identifies and responds to community needs through foundation-initiated programs.

One of the goals of the Child and Family Welfare program area is to improve the child welfare services delivery system. Towards that end the Foundation has made many grants over the years to strengthen individual nonprofit agencies' foster care and adoption programs. The Foundation was an early supporter of the initial analysis of Michigan foster care data by the University of Michigan Center for the Study of Youth Policy. Since 1991, a more systemic approach has been taken with the support and publication of the 1991 Foster Care Review Task Force begun under Governor Blanchard and completed under Governor Engler. The Task Force made recommendations to improve services, service delivery, payment and information systems and cultural competence of the Michigan Department of Social Services, recently renamed the Family Independence Agency. A companion report "A Chorus: Themes for Michigan's Child Welfare System A Decade of Analysis" compared the recommendations of this task force with five other statewide task forces to improve child welfare and adoption in Michigan, finding many common themes and recommendations. The Foundation will publish another report in early 1997 updating the Foster Care Task Force and the status of its recommendations.

Several initiatives have sought to improve the child welfare system: Permanent Families supported innovative family preservation programs in Metropolitan Detroit. The family preservation programs were effective in strengthening family functioning. The Independent Living Initiative is a partnership with the Michigan Family Independence Agency where services to older adolescents "aging out" of the foster care system are expanded to help them make a successful transition to independent adulthood. Part of this initiative is to simultaneously expand services to runaway and homeless adolescents, many of whom are products of the foster care system. A coalition of 26 local child and family serving agencies and the state agency govern and manage the initiative.

In the area of adoption the Foundation has supported several programs aimed at expanding post-adoption services to families to help them adjust to sometimes difficult adoptions. The most current adoption Foundation program is a four year grant of \$945,000 to Spaulding for Children, the national resource center on special needs adoption located in Southfield, Michigan. Begun by a federal Health and Human Services grant, a program called "Bande" seeks to expand adoption of older African American children through a partnership between churches in the black community and local child

placing institutions. Children become known to churches through the program and families are recruited, trained and matched with agencies for the purpose of providing foster care homes or adoption of Bandele children.

The Foundation has many other grants to improve foster care and is represented on the Michigan Family Independence Agency's Steering Committee on Foster Care and Permanency Planning. An important evaluation in process is a five year examination of the effectiveness of two Family Reunification models where children in foster care are returned to their birth families with the help and assistance of comprehensive and intensive services to prevent abuse from recurring and the subsequent re-placement of children in foster care.

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Paul Vander Velde

Program Director
Youth and Education; Higher Education

Mr. Vander Velde is a program director for the W.K. Kellogg Foundation of Battle Creek, Michigan. He provides programmatic and administrative leadership to the Families for Kids initiative. This initiative seeks to find homes for all children in foster care and reform the child welfare systems of our country so that children in foster care are placed in permanent homes within one year.

Prior to joining the Foundation in 1992, Mr. Vander Velde held the position of Director, Division of Children's Services for the Michigan Department of Mental Health. Previously he held administrative positions within the community mental health system of Michigan.

Mr. Vander Velde has participated on various state and national study groups to enhance the delivery of services to children and families. Within Michigan these groups include the Coleman Commission of Permanency Planning Services, the Riley Commission on Juvenile Justice Services, the Governor's Human Services Task Force on Youth Services, and the Binsfeld Commission on Adoption. He has been the chairman of the State Mental Health Representatives for Children and Youth, a national child mental health administrator's group.

Mr. Vander Velde took his bachelor of science degree from Calvin College in Grand Rapids, Michigan. He received his master's of science in psychology from Western Michigan University in Kalamazoo, Michigan.

Mr. Vander Velde is married and has three adult children. His wife and he are active members in their local church.

The W.K. Kellogg Foundation was established in 1930 "to help people help themselves through the practical application of knowledge and resources to improve their quality of life and that of future generations." Its programming activities center around the common visions of a world in which each person has a sense of worth; accepts responsibility for self, family, community, and societal well-being; and has the capacity to be productive, and to help create nurturing families, responsive institutions, and healthy communities.

To achieve the greatest impact, the Foundation targets its grants toward specific focal points or areas. These include: health; food systems and rural development; youth and education, and higher education; and philanthropy and volunteerism. When woven throughout these areas, funding also is provided for leadership; information systems/technology; efforts to capitalize on diversity; and family, neighborhood, and community development programming. Grants are concentrated in the United States, Latin America and the Caribbean, and southern Africa.



**W.K. KELLOGG
FOUNDATION**

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*For the application of
knowledge to the
problems of people.*



During the last 25 years, the child welfare systems of the United States have developed a continuum of services to meet the needs of children who are abused and neglected. The goal has been to place children who are in foster care in permanent homes as quickly as possible -- yet the number of children in foster care has increased and they are there longer, moving frequently from foster home to foster home. Services are seldom based on the actual needs of families and their children.

In search of a new vision for child welfare reform, the Kellogg Foundation's Board of Trustees, in 1991, formally established the Families for Kids (FFK) initiative. Efforts to ensure that every child should have a permanent home led the reform movement to look through the eyes of children in foster care who are not returning home to their birth families and focus on the goals of:

- Family support -- helping families stay together
- One coordinated assessment for each child/family
- One caseworker or casework team for each child/family
- One foster home -- children should not be moved frequently as is currently practiced
- One year for a child to become part of a permanent family

W.K. KELLOGG FOUNDATION

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With these goals in mind, in July 1993, the Foundation engaged 19 communities throughout the United States in conducting a community visioning process to plan child welfare system reform strategies. Results of the visioning process included: input from foster and adoptive parents, business and religious leaders, restructuring of government planning systems, a growth in the value and participation of ethnic diversity in the systems, the humanizing of child welfare systems, and input from young people who have "experienced the system."

In July 1994, the Foundation's Board of Trustees approved a supplemental grant for the Families for Kids initiative of \$23,588,840. This amount, together with the original allocation of \$18,235,000, allowed Foundation staff to review all FFK proposals based on their ability to be successful, with funding being available for all worthwhile efforts.

The Foundation announced the funding of implementation grants in 11 of the original 19 communities throughout the United States in December 1994.

*To help people
help themselves
through the practical
application of knowledge
and resources to improve
their quality of life and
that of future generations*

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Media Relations

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KATHY A. WHELPLEY

**EXECUTIVE DIRECTOR
FREDDIE MAC FOUNDATION**

VICE PRESIDENT, COMMUNITY RELATIONS



Kathy A. Whelpley was appointed executive director of the Freddie Mac Foundation and vice president, community relations, in June of 1996. In this capacity, Whelpley oversees the grant making program of the Foundation and coordinates community relations and volunteer activities. She also provides strategic direction and leadership to the Foundation.

Whelpley joined Freddie Mac in 1988 as manager of employee communications. In 1991, she was appointed associate director of the newly formed Foundation with duties that included managing grant-making and operational functions.

Prior to coming to Freddie Mac, Whelpley was a senior associate at Campbell Communications and worked on a variety of national health public education campaigns.

Whelpley holds a B.S. in Communications from James Madison University and a Masters in Journalism from the University of Maryland. She also is a director on the board of Healthy Families, DC and serves on the board of the Public Education Reform Partnership.

Created with an endowment from Freddie Mac in 1990, the Foundation has invested nearly \$12 million in nonprofit organizations serving the Washington, DC area to date. The Foundation is a strong advocate for children, youth and families and supports policies and programs that focus on their needs and foster positive solutions. Today, the Freddie Mac Foundation is one of the five largest corporate foundations in metropolitan Washington, DC.

Freddie Mac is a stockholder-owned corporation established by Congress in 1970 to create a continuous flow of funds to mortgage lenders in support of homeownership and rental housing. Freddie Mac purchases mortgages from lenders and packages them into securities that are sold to investors. Over the years, Freddie Mac has helped finance one in six American homes.

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