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- Don Steffy



DANCE OF THE PHILANTHROPIST

continued from front page

feeling of making grants as a cathartic experience.

“It really completed me in a way that I could have never seen in my life as an actor, as a dancer or as an administrator,” he says.

ACT THREE: FINALE

Steffy’s foundation has successfully created a new opportunity for organizations constrained by a saturated fundraising community, but he wants more. Steffy strongly believes that if every actor, dancer, artist and arts advocate followed suit in creating a Personal Foundation, theater and dance would survive for future generations.

“If every artist started to think about a fund, the growth and love for theater and dance would keep growing,” says Steffy, not shy about encouraging action.

STANDING OVATION

When the curtain drops, the community will not lose Steffy’s contributions. He says, “Even from my grave I will be shouting out ‘Fund this organization and that organization!’ because I’ve laid out how I want my fund to be used.”



Photo: Philanthropy now takes center stage for Don Steffy.

To learn about how you can open a Personal Foundation like Steffy’s, contact Rob MacPherson, robm@cicf.org.

WILL WORK FOR COLLEGE PREPARATION

continued

Marianne Glick, Gene Glick’s daughter and current TeenWorks board president, emphasizes the importance of a degree.

“In 1981 if our students graduated from high school they could get good jobs,” she says. “Certainly, today that is not the case. You won’t get a good paying job if your education ends at high school.”

In Marion County, 24 percent of high school freshmen complete postsecondary education by age 24. College can feel

overwhelming and impossible to teens that lack a college-educated role model, but TeenWorks plans to change that.

YEARLONG SUPPORT

This fall, TeenWorks launched TeenWorks 360, a yearlong mentorship program that matches students with an educated adult during the school year. Mentors help students with personal development and walk them through the steps needed to continue their educations.

TeenWorks received grant allocation money from the Community Crime Prevention Grant Program administered by The Indianapolis Foundation for their ability to offer alternative and educational work experiences to high school students.

For many at-risk youth, aspirations beyond high school graduation don’t exist. When TeenWorks introduces the essential skills needed to succeed in life it empowers students, like future nurse Dieria Moore, to discover their potential.

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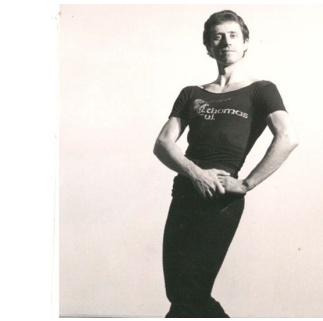
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INSPIRING PHILANTHROPY

A NEWSLETTER OF CENTRAL INDIANA COMMUNITY FOUNDATION (CICF) | THE INDIANAPOLIS FOUNDATION | LEGACY FUND

DANCE OF THE PHILANTHROPIST

A retired ballet dancer creates a new source of funding for select organizations.

ACT ONE: A CLASSIC BALLET

Don Steffy and his wife, Marylou Hume, flawlessly performed a pas de deux across national and international stages for 20 years as the result of a pact made when they wed at just 20 years old. They vowed to never accept a job unless the ballet company hired them both.

The pact allowed Steffy and Hume to continue their careers as co-directors of Montgomery Ballet in Montgomery, Alabama, before accepting roles at separate organizations. Steffy now serves as the executive director at the Indianapolis Children’s Choir and Hume as dance instructor and director of Lebanon Ballet School.

ACT TWO: PHILANTHROPIC PERFORMANCE

In his new role, Steffy grew increasingly frustrated by the never-ending cycle of applying for grants to keep his organization afloat. “What can I do?” he asked himself. After all, there were only so many donors to call on, and so many other not-for-profits calling on them.

Then it hit him.

“Ask not what the fundraising community can do for you, but what *you* can do for the fundraising community, became Steffy’s mantra.



Photo: Don and Marylou Steffy performed classical ballet side-by-side for 20 years.

With a small bequest from his aunt, Steffy created The Miller Family Foundation for Theatre and Dance through the Central Indiana Community Foundation to memorialize his aunt’s name and honor his devotion to theater and dance. In this way, Steffy created a new source for funding the arts that continues to grow.

“You don’t have to come from a wealthy lineage to start a fund. You create one and make it grow. If I can do it, anyone can do it,” says Steffy. He notes that he and his wife made little money as dancers, and yet, were still able to grow a fund – one donation at a time – through monthly paycheck deductions.

Because of the challenges he faced as a professional dancer, Steffy wanted his philanthropic efforts to primarily support organizations that employ actors and dancers.

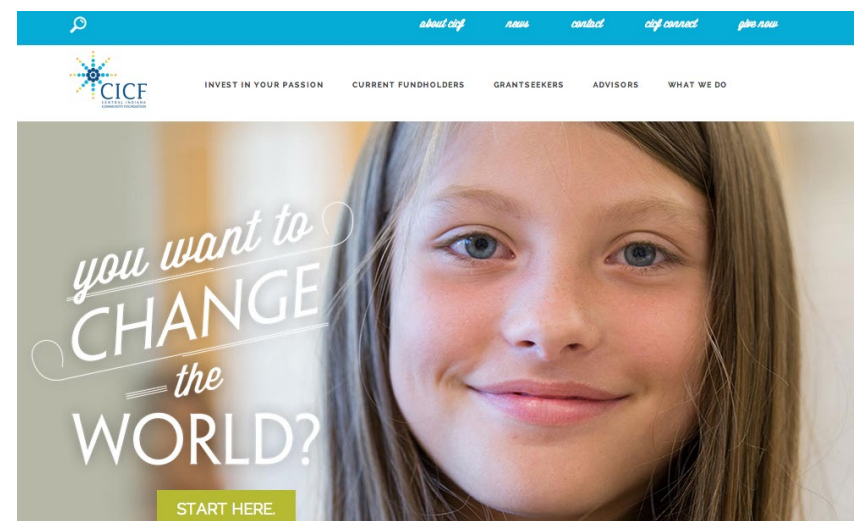
“The biggest reward is when I would give another dancer a contract, a job, because I knew what it felt like,” says Steffy. “This is almost the same. I know the impact these dollars are going to make.”

When Steffy made his first small grant from his Personal Foundation, he found that he enjoyed having the flexibility to benefit any not-for-profit organizations that falls into his heart. He describes the

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TOP 3 REASONS TO VISIT NEW CICF WEBSITE

CICF.org has a new look, new functionality



- 1 Online Fund Donations:** CICF now accepts donations online by a credit card transaction. Visit the “Give Now” page (accessible from the menu bar), locate your fund or search for it with your Fund ID, and proceed to checkout.
- 2 Streamlined Navigation:** CICF.org’s navigation has a new clean appearance specifically designed for mobile devices. This makes it easier to navigate through information about CICF, funds and more.
- 3 Improved Search:** Use the search bar on the top of every page to quickly find information about any topic.

FOR MORE INFORMATION ABOUT OPENING A PERSONAL FOUNDATION OR TO LEARN ABOUT STRATEGIC GIVING, PLEASE CONTACT:

ROB MACPHERSON, VICE PRESIDENT OF PHILANTHROPIC SERVICES
TELEPHONE: 317-634-2423 x 509 EMAIL: ROBM@CICF.ORG

<25%
of Marion County high school freshman will complete postsecondary education by the age of 24.



WILL WORK FOR COLLEGE PREPARATION

Summer work program offers Marion County students more than a paycheck.

Sixteen-year-old Dieria Moore wanted to earn extra cash during her summer break. When TeenWorks hired her for their six-week youth employment program, the Crispus Attucks High School sophomore got much more than a paycheck; much more.

In 1981, Gene Glick launched TeenWorks, formally Pro100, to employ at-risk high school students while teaching them self-discipline and financial responsibility. Despite the benefits of teen employment, many adolescents do not work during the summer.

According to the U.S. Bureau of Labor Statistics, more minority youth are unemployed than the national average. In fact, in 2013, 28 percent of Black youth and 18 percent of Hispanic youth were unemployed compared to the national average of 16 percent. And most TeenWorks students (97 percent) are minorities.

Mary Boyer, executive director of TeenWorks, says there are ways to increase employment while offering meaningful workplace opportunities for those teens. Providing transportation along with good pay and a meal are among them.

“A lot of students, if you didn’t offer, have no way to get to a job,” says Boyer. “A lot of teenagers by and large are not spending the money to get a driver’s license or buy a car. And if they do, they may share.”

The program employs students in both Muncie, Indiana, and Indianapolis, Indiana. In Indianapolis, 24 vans pick up

students at 7 a.m. before meeting at TeenWorks to do a van scramble that diversifies students by age, school, race, gender and career interests.

“It really helped me come out of my shell and communicate with people,” says Moore. “You don’t get along with everyone in your group, so it taught me how to be around people.”

VALUABLE EXPERIENCES

In 2014, 16 groups worked at 11 worksites. One example worksite, Net Literacy, taught employees how to repair nearly 1,800 computers that they later donated to Indianapolis Public School students in need. At Indy Urban Acres, students weeded and picked organic vegetables before walking the produce to a food pantry that feeds the community.

In addition to the community impact at worksites, employees also gave up a paycheck to volunteer at Gleaners Food Bank of Indianapolis. Boyer says that many TeenWorks families receive benefits from similar programs and volunteering teaches that, “Wherever you are in life, there’s always someone else you can help.”

Community service and skill development has always been a part of TeenWorks, but the changing economy created a greater need to focus on college preparation. Teens receive college exposure through campus visits and learn new skills such as interviewing and resume writing.



Photo: Indy Urban Acres served as one TeenWorks site.

COLLEGE READINESS

Moore, now a sophomore pursuing her nursing degree at Marian University, says that TeenWorks made her college decision easy.

“TeenWorks helped me choose what college to go to. During the college tours I got to come to Marian University and really experience the people that are here.”

Moore benefits from a \$10,000 renewable scholarship awarded to six TeenWorks employees that attend one of six universities partnered with the program. The scholarships are funded by The Eugene & Marilyn Glick Family Foundation.

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INSPIRING PLACES

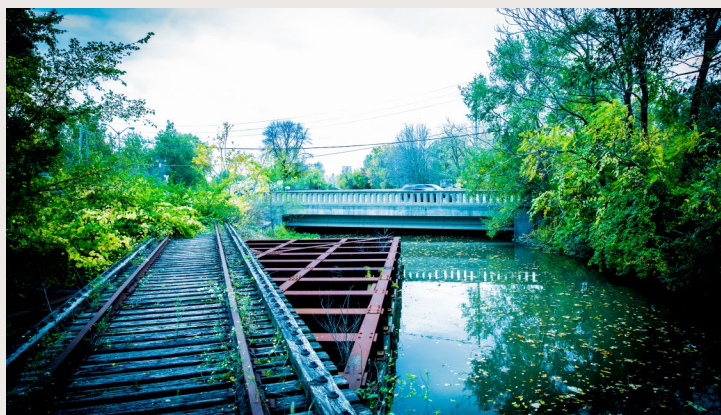


Photo: New art and development projects now dot Fall Creek as part of a three-year grant from Kresge Foundation and CICF.

Reconnecting Our Waterways

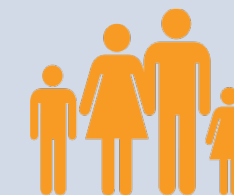
Established in 2011, Reconnecting to Our Waterways (ROW) is a grassroots initiative designed to reclaim the benefits of Indianapolis’ waterways and to provide opportunities for physical, human and economic development. ROW focuses on Marion County’s six main urban waterways: White River, Fall Creek, Pogue’s Run, Pleasant Run, Little Eagle Creek and the Central Canal.

Last December, Central Indiana Community Foundation (CICF) received a three-year, \$1.35 million grant from the national Kresge Foundation to support ROW’s efforts and “creative placemaking” projects on the waterways. The Indianapolis Foundation, an affiliate of CICF, matched this funding with an additional \$100,000 per year.

In May 2014, Pleasant Run and Fall Creek were chosen by public ROW committees to receive \$210,000 for three creative placemaking projects using the Kresge and CICF funding. Plans include shade shelters, a railing at Prospect Falls, new public art sculptures, and graduated seating with stones for performances.

Most of ROW’s physical work has been achieved through its partnership with Eli Lilly and Company and Keep Indianapolis Beautiful through the annual Lilly Day of Service. This year, Lilly employees planted 1,200 trees and 14,000 perennials, removed five acres of invasive plants, and painted 14 murals near waterways.

The City’s Department of Metropolitan Development recently awarded \$1 million of its 2015 Community Development Block Grant funding to further leverage ROW’s creative placemaking initiative with the Kresge and CICF grants. Visit reconnectingourwaterways.org to learn more about future projects.



FAMILY SUCCESS

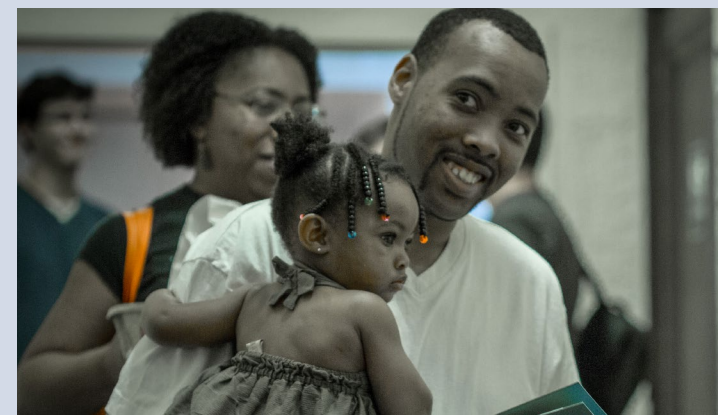


Photo: Families utilizing CWF programming significantly improve their financial and professional life.

New Center For Working Families

Center For Working Families (CWF) is a nationally recognized model developed by the Anne E. Casey Foundation that equips participants with the tools needed to achieve self-sufficiency. Each CWF site focuses financial coaching, employment and education, and income support. By bundling these resources, the likelihood that participants can meet their financial and personal goals increases.

CWF has long been the cornerstone for Central Indiana Community Foundation’s (CICF) Family Success initiative. On September 26, 2014, Brian Payne, president and CEO of CICF announced that United Way of Central Indiana would replace CICF as the new strategic leader for CWF.

To show its continued support for the program, CICF and The Glick Fund, a fund of CICF, awarded a \$75,000 grant to help launch the eighth CWF at Community Alliance for the Far Eastside, Inc.

Funding benefits cliff research

The Indianapolis Foundation, an affiliate of CICF, partnered with the Institute for Working Families to support new research analyzing the “cliff effect” on families. The “cliff” happens when families incrementally increase wages, only to lose essential benefits, including child care subsidies. Even a \$.50 increase leads to a dramatic loss in resources and can send a family back into poverty.

Susceptibility to the cliff’s effects eliminates motivation for families to work harder. CICF’s partnership with this research will lead to strengthening state policies and programs that reward hard work and lead more Marion County residents to self-sufficiency.



COLLEGE READINESS



Photo: Focused and strategic college preparation in high school increases postsecondary education among graduates, one school found.

Decatur Township focuses on college

In Marion County, 60 percent of students qualify for subsidized lunches and only 15 percent of the lowest income students complete postsecondary education six years after high school graduation. The Metropolitan School District of Decatur Township, despite facing the same challenges and barriers as other Marion County districts, is increasing their college-going rate thanks to a focused college readiness program partially funded by Central Indiana Community Foundation (CICF).

Adding a district-wide Director of College and Career Readiness to focus on postsecondary education dramatically influenced Decatur Township’s success. The director tracks postsecondary data, measures student outcomes, and creates opportunities for college exposure and credit.

Decatur Township also participated in a countywide Free Application for Federal Student Aid (FAFSA) Completion Challenge last year in which the school showing the highest percentage increase of senior FAFSA filing won \$5,000. Ben Davis had the highest increase (22 percent) while Decatur Township came in second (10 percent). The competition attracted national attention from The U.S. Department of Education, which highlighted the challenge on their blog in September.

FAFSA filing and conversations about postsecondary education occur less often in homes with no college-educated guardian. Decatur Township has made those conversations a priority in their classrooms, and it has had a significant impact on their students.

By 2016, Decatur Township projects students enrolling in college to increase to over 60 percent. New data supporting the district’s accomplishments will be available at cicf.org in coming months.