

More Gems from the Funnel

Dear Donors, Supporters and Friends,

For those of you twiddling your thumbs waiting for something noteworthy to happen this fall: good news! After a rigorous selection process we have added two new powerhouse changemakers to our portfolio. (For context, we have now looked at 650+ organizations over the last seven years, funding the top 3%.)

We've already launched projects with all nine grantees, on topics ranging from strategic planning to data systems. Note that we leave the marketing to them – and as you'll see on page two, they're crushing it!

As always, we'll endeavor herein to be **substantive, candid and brief**. We look forward to hearing your feedback!

Best,



arborbrothers
engaged philanthropy

Arbor Brothers finds, funds and supports the most promising early-stage education and workforce development nonprofits in the New York tri-state area.

2016 Selection Process

20 Applicants

Application Scoring

12 Semi-finalists

Mgmt. Interviews

8 Finalists

Site Visits

2 New Grantees

We researched 149 nonprofits and invited 25 to submit written applications.

Our annual cash grants increase from \$60k to \$110k over our three-year investment, scaling alongside our confidence in grantee impact.

Our portfolio now includes seven ongoing grantees...

... and two fresh entrants:



ScriptEd >-



Their Platforms Now Feature Megaphones

From creative engagement online to front page headlines, AB Grantees are getting their message out in a big way...

The Washington Post

Health & Science

A walking movement is energizing African American women

By Susan Berger November 18

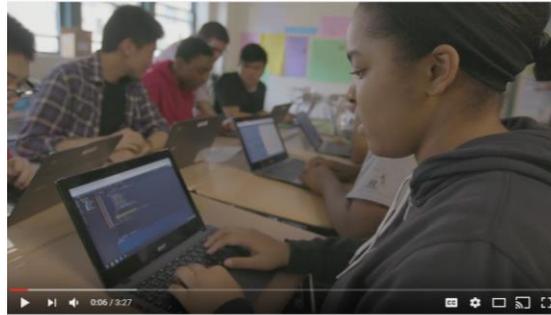


Women participate in a GirlTrek event in Tarrytown, N.Y., in 2013. The group now claims 80,000 members nationwide. (T. Morgan Dixon)

Angela White was a new director of program faculty and admissions for the American Studies Program at the Council for Christian Colleges and Universities when she was diagnosed with multiple sclerosis in 2002. She needed canes to walk. Struggling with debilitating fatigue, she left her job in 2007.

[GirlTrek](#)—now 80,000 walking women strong—hit the [front page](#) of the Washington Post in November.

“My mind exploded.”
-ScriptEd student



ScriptEd 2016: Futures in Technology

[ScriptEd](#) released this [slick video](#) illustrating the powerful impact hard core coding and real world internships have on students.



[Springboard Collaborative](#) reported this summer’s impressive literacy gains in the format of a [digital children’s book](#).



Our 2017 Learning Agenda

As part of our annual goal-setting process, we pick out a series of topics on which we'd like to be sharper.

Here we highlight two items from next year's "learning agenda"...

"Third-Stage" Management

After graduation, our alumni grantees have continued to grow: many now employ a staff of 20 – 40 and feature budgets of \$3 – \$10M. The resulting multiple layers of management raise hiring, communication, and team culture challenges that are outside of our experience set.

To improve our understanding of management best practices, we plan to invest time learning from the nonprofit leaders who have most successfully managed through this part of the growth curve. **We welcome suggestions of any such leaders.**

Succession Planning

Grantees and alums are starting to think about leadership transitions. This is a natural part of maturation (we've heard the rate of founder departure increases substantially around year 7), and we would argue developing a succession plan is a healthy process for all nonprofits.

We're going to invest time boning up on managing these leadership transitions in order to help ensure our grantees and alums are as prepared as possible. **Best practice recommendations welcome!**



This little one (served by AB alum [All Our Kin](#)) also has a clear learning agenda.

Reflecting Back, Looking Ahead

We Blew It!

(lessons learned the hard way)

As with every young organization, we are making some mistakes as we grow. By periodically acknowledging and reflecting upon them, we hope to avoid making similar oversights in the future. Here's is an excerpt from a long list:



- 1. Triangulating Coachability:** A leader's focus on continuous improvement and openness to feedback is highly predictive of AB grant success but difficult to gauge directly in our selection process. This year we had to delay final decisions in order to make inquiries on this topic with other stakeholders in a position to both have insight and comment candidly on finalists. Next year we'll do more of this in advance.
- 2. The Color of Our Roots:** We were excited to unveil [our new website](#) this October. To the chagrin of some of our supporters, we stayed anchored in our "impact brown" motif (design patent pending). Perhaps it's true, as someone remarked recently, that "all our taste is in our mouth."
- 3. Bonus "Big Ten Referee Blunder":** That's not a 1st down.



Grantees Up Close



Meet the Grantees

The Arbor Brothers family of supporters assembled in November to meet the new portfolio orgs, reconnect with returning grantees, and strengthen our communal bond.



Jason and Khary, flanking alum Ariana, from The Brotherhood / Sister Sol



As Vanessa (at left with ED Emily), expressed, "The amazing people at Roots & Wings pulled me out of the dark and showed me that there are wonderful people left in the world who really do care." A statement that can be expanded to all you newsletter readers, too!

Please feel free to contact us for any additional information:

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