



Get to Know



The Harry and Jeanette Weinberg Foundation, Inc.

Who We Are

The Harry and Jeanette Weinberg Foundation is one of the largest private charitable foundations in the United States.

The Weinberg Foundation grants approximately \$100 million each year to nonprofits that provide direct services to low-income and vulnerable individuals and families, primarily in the US and Israel. Since 1980, the Foundation has distributed grants totaling \$1.7 billion.

The Weinberg Foundation administers most of its funding in its “hometown” communities: Maryland, Northeastern Pennsylvania, Hawaii, Israel, and the Former Soviet Union. These areas represent deep, personal ties to the life and legacy of Harry Weinberg.

The Weinberg Foundation is committed to funding nonprofits in the Jewish community, as well as the community-at-large, with particular emphasis on assisting the poorest and frailest older adults so they can live in dignity. Other areas supported by the Foundation include: preparing the workforce for 21st century jobs, ensuring that people’s basic needs are met, increasing the independence and integration of people with disabilities, and providing high quality education for children.



“ While they are finding the cures for all the ills of the world, someone will be hungry, someone will be cold. That’s our job.” – Harry Weinberg



Harry and Jeanette Weinberg

A Legacy of Caring

Harry Weinberg’s family immigrated to the United States from Eastern Europe in 1911. Harry and his siblings grew up knowing firsthand what it was like to have little money but also understood that it took hard work and discipline to escape poverty.

Despite having little formal education, Harry was a gifted entrepreneur from an early age. Just 10 years old, he could be seen on the streets of downtown Baltimore selling souvenirs to parade-goers celebrating the end of World War I. Harry left home in his teens to create his future, and in the 1950s and 1960s, he built a diverse, intra-urban transportation empire, owning mass transit bus lines in New York, Scranton, Dallas, and Honolulu. Harry Weinberg accumulated an even larger fortune in securities and real estate. At the time of his death, he was the largest single real estate investor in Hawaii. Through it all, Harry Weinberg never forgot his humble roots in Baltimore. Even as a young adult during the late 1930s, he pledged his then modest assets to enable many German Jews to reach safe haven in America. In 1959, he created The Harry and Jeanette Weinberg Foundation to continue his work to help the poor and vulnerable.



The fortune that Harry amassed now has grown to more than \$2 billion - the assets that make possible today’s Weinberg Foundation grantmaking. Harry Weinberg died in 1990, a year after his beloved wife, Jeanette, passed away. Their legacy lives on in the good work of the private Foundation that bears their names.

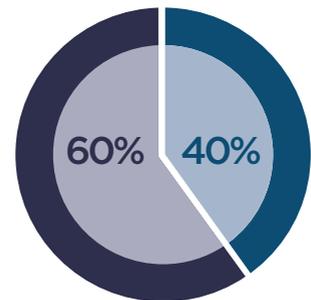
What We Do

The Weinberg Foundation funds direct service organizations with a track record of effectively assisting low-income and vulnerable individuals and families.

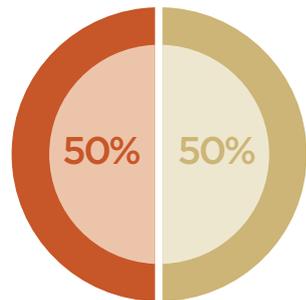
The Trustees and program staff favor organizations whose work is rooted in experience and application, rather than concepts and theories. The Weinberg Foundation seeks grantees that provide direct services with proven results. Program and operating grants are limited geographically (please refer to “Geographic Focus” on Page 4). For capital grants, the Weinberg Foundation considers applications from across the US and Israel for any area of giving. Letters of Inquiry (LOI) may be submitted on a rolling basis.

The Foundation does not make grants to individuals, nor does the Foundation make grants for debt reduction, annual appeals (in most cases), or endowments. By charter, the Foundation is prohibited from giving funds to colleges, universities, and cultural institutions. The Foundation also does not support think tanks, research organizations, or advocacy groups.

Grantmaking Goals

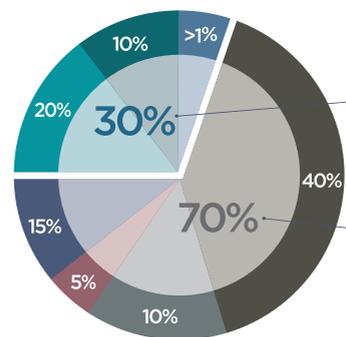


■ Jewish Community 60%
■ Community-at-large 40%



■ Capital Grants 50%
■ Program and Operating Grants 50%

Geographic Grantmaking Goals



OUTSIDE US: 30%

■ Israel 20%
■ Former Soviet Union 10%
■ Other Less than 1%

UNITED STATES: 70%

■ Maryland 40%
■ Hawaii 10%
■ Northeastern Pennsylvania 5%
■ Other 15%

Areas of Giving

The Weinberg Foundation awards grants through six areas of giving: Older Adults, Workforce Development, Basic Human Needs and Health, Disabilities, Education, and General Community Support.



Older Adults

This is the largest single area of grantmaking by The Harry and Jeanette Weinberg Foundation. No other American foundation of similar size has emphasized care for low-income and vulnerable older adults to the extent demonstrated by the Weinberg Foundation. The Foundation seeks to fund organizations that help the frailest, poorest older adults to live dignified, meaningful, and engaged lives in the community and maintain their independence for as long as possible.



Workforce Development

The Weinberg Foundation is committed to helping people help themselves by obtaining and retaining employment, preferably on a career track. The Foundation supports programs that provide the “life-tools” for clients to lift themselves from poverty into solid self-support.



Basic Human Needs & Health

The Foundation supports programs that meet the basic needs of individuals, families, and communities. These include programs in the areas of homeless services, economic assistance, food security, and health.



Disabilities

The Foundation supports organizations and programs that respect and promote the independence, integration, and individual choice of children and adults with intellectual, physical, and sensory disabilities as necessary preconditions for a good life.



Education

The Foundation supports organizations and programs committed to ensuring that children are ready for kindergarten; achieve grade-level academic performance in reading, math, and science; and graduate from high school prepared for college and the workplace. This portfolio includes an emphasis on STEM (Sciences, Technology, Engineering, and Math) literacy, out-of-school time, early childhood development, and child and family safety.



General Community Support

For the Weinberg Foundation, this area of giving includes support of Jewish and non-Jewish community development efforts including major programs of Associated Black Charities, The Associated: Jewish Community Federation of Baltimore, Baltimore Community Foundation, United Way of Central Maryland, and Catholic Charities. Grants made within this program area also support efforts such as renovation or construction of affordable housing, neighborhood revitalization, and community improvement projects in low-income neighborhoods.

Reach and Balance



Geographic Focus

Those applying for a grant should give special attention to the Foundation's geographic priorities, which provide the "first cut" in the initial review of a request.

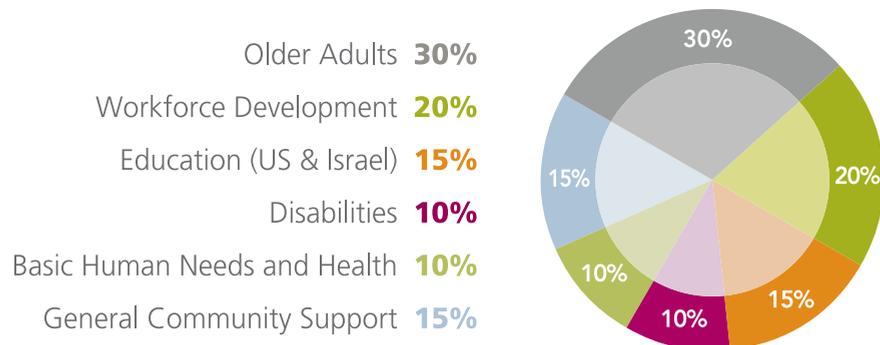
PROGRAM AREAS	MARYLAND/ NORTHEASTERN PA		NATIONAL		INTERNATIONAL
	Capital	Program	Capital	Program	Primarily in Israel
Older Adult Services	●	●	●	●	●
Workforce Development	●	●	●	●	●
Basic Human Needs & Health	●	●	●		
Disabilities	●	●	●		●
Education	●	●*	●		●**
General Community Support	●	●	●		

*In Maryland, Baltimore City and County only

**Early childhood centers and capital projects only for children and youth at-risk

Goals for Areas of Giving

The percentages displayed are goals – not requirements. Reflecting Harry Weinberg's overarching concern for poor, frail older adults, this area of giving represents the largest portion of the Foundation's total grants allocation. While grantmaking amounts for the various program areas may fluctuate from year to year, the following diagram represents the ideal distribution among all Foundation areas of giving:



Special Emphasis



The Weinberg Foundation's charter - written by Harry Weinberg - not only emphasizes a commitment to services and care for low-income and vulnerable older adults but also sets particular goals for grantmaking to support the Jewish community as well as capital projects.

Jewish Community

The Harry and Jeanette Weinberg Foundation directs a majority of its grants toward programs, services, and capital projects that serve low-income and vulnerable individuals and families in the Jewish community. Over the past three years, the Weinberg Foundation has approved 270 grants, totaling \$113.8 million, directed to the Jewish community within the United States and overseas. Here are just a few examples of that work.

- The Weinberg Foundation has a long-lasting partnership with the American Jewish Joint Distribution Committee (JDC). JDC is the largest single grant recipient of the Foundation, receiving more than \$15 million in Fiscal Year 2013 and more than \$211 million since 1990.
- Since 2007, the Foundation has approved more than \$43 million in grants to The Associated: Jewish Community Federation of Baltimore and its constituent agencies including CHAI – Comprehensive Housing Assistance, Inc., the Center for Jewish Education, and Jewish Community Services.
- In 2010, the Foundation granted \$10 million over five years to fund emergency services for Holocaust survivors residing in North America through the Conference of Jewish Material Claims Against Germany (The Claims Conference).
- In 2010, the Foundation provided a \$10 million grant to Levindale Hebrew Geriatric Center and Hospital in Baltimore. This is the largest gift to a long-term care facility in the Foundation's history.

Capital Grants

At least 50% of the Foundation's grantmaking must be capital grants proposed by quality organizations. To qualify for capital grant consideration, the proposed project must meet the following criteria:

- Specific, confirmed plans, including value-engineered drawings, and confirmed total project costs.
- At least 50% of project costs have been raised.
- Services provided through the project must be consistent with the Foundation's overall grantmaking criteria as well as the specific priorities for the particular program area.

The Foundation prefers to provide support in the later stages of a capital campaign, after construction costs are fixed and a substantial portion of the funding has been raised. The Foundation's charter also sets a threshold for the total funding it can provide to any one capital project at a maximum of 30%. However, grants are often approved for lower amounts.

Regular Grants Process

The Foundation's grantmaking policies reflect the wishes of Harry and Jeanette Weinberg, the legal requirements governing private philanthropy, and the inherent limitations on the Foundation's ability to respond favorably to many of the grant requests it receives each year.

Eligibility

To be considered for funding, an organization must meet several requirements including:

- Applicant must be a nonprofit organization with tax-exempt status and be able to demonstrate at least three (3) years of operation
- Applicant must work principally to serve low-income and vulnerable populations
- In compliance with IRS laws and the Weinberg Foundation charter, the Foundation funds only nonprofits with 501 (c)(3) status, and will not consider applications for the following:

Individuals	Arts and culture	Post-secondary scholarships
Debt reduction	Colleges and universities	Think tanks
Endowments	Political action groups	Annual appeals (in most cases)
Publications	Academic or health research	Fundraising events

- Those applying for a grant should carefully review the Foundation's geographic priorities for each area of giving (page 4)

Grant Review

The review of grant requests at the Weinberg Foundation is unique among its peers in philanthropy. Typically the Foundation's trustees, president, and program directors meet weekly to review grant requests. The group knows that there are no perfect or "right" answers to any issue raised. But several questions are central to the Foundation's consideration:



- Q: Does your organization measure long-term outcomes?
- Q: How does your organization make clients' lives better? How do you know?
- Q: How does your organization's work align with the Weinberg Foundation's mission?

The Foundation's website (www.hjweinbergfoundation.org) contains detailed information about the grants process. But if you are unable to find the information you seek, please contact the program staff for that particular area of giving. You can find a listing of all program staff, and their contact information, on the Weinberg Foundation's website by clicking "About Us" and "Trustees and Staff" (www.hjweinbergfoundation.org/about-us/staff/).

Applying for a Grant

Once a potential grantee's eligibility is confirmed, this is the basic grant application process:

1 Letter of Inquiry

The Foundation accepts Letters of Inquiry (LOI), no longer than three (3) pages, on a rolling basis and reviews them weekly. LOIs exceeding three pages will not be considered and will be returned to the applicant. While The Harry and Jeanette Weinberg Foundation is pleased to provide a Hebrew section of its website, all LOIs and grant applications must be in English. Thank you for your understanding.

If you have questions about submitting a LOI, including whether your organization meets the grant guidelines of the Weinberg Foundation, you are encouraged to carefully review the Foundation's website with particular attention to the specific area of giving (program area) within which your organization seeks funding. If you still have questions, you are encouraged to contact the Foundation program director for the area of giving involved.

WITHIN 30 days*

The Foundation will confirm receipt of each completed LOI.

WITHIN 60 days*

Grant applicant will receive notification either that the LOI was declined or that the applicant is invited to submit a full grant proposal.

2 Full Grant Proposal Due

60 TO 120 days*

Full grant proposal is submitted to the Weinberg Foundation. Capital grants for organizations throughout the United States and Israel will be considered for all Foundation program areas. Operating and program grants will be considered only according to the geographic focus outlined on page 4. For more detailed information on the full grant application process, please visit the Foundation's website under "Grants" and "How to Apply" (www.hjweinbergfoundation.org/grants/process/full-grant-applications/).

3 Review of Grant Proposal

The program director for each Foundation area of giving typically communicates with the grant applicant regarding specific questions. The program director also secures external opinions about the grant proposal before review by the Foundation's Program Committee, including the trustees who make the final funding decisions. The program director will make every effort to keep the applicant informed about the review process.

4 Grant Decision Made and Communicated

WITHIN 180 days*

Organizations that receive grant approvals from the Weinberg Foundation will receive a letter of congratulations which also begins the contract phase of the process. If the grant award is an operating or program grant without any challenge component, a check will be issued for the first payment approximately one month after the signed contract is received. The grantee returns a receipt of payment to the Foundation.

Organizations whose requests are not funded will be notified by mail. The Foundation typically does not include its rationale in this letter, but the organization may contact the appropriate program director for additional information.

AFTER 1 year

The grantee will submit an annual evaluation report and will continue to respond to the specific requirements of the signed grant agreement.

**Typical time frame, actual grant process may vary*

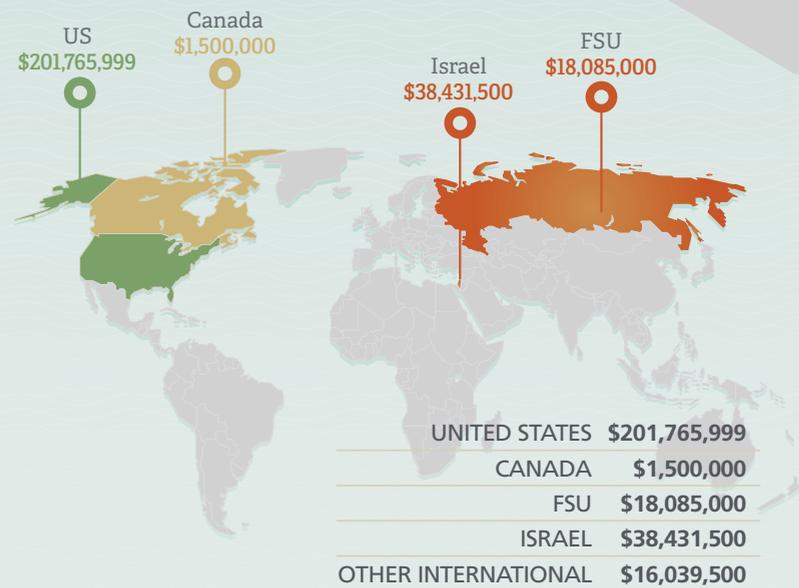
Total Grants By State

Fiscal Years 2011-2013



Total Grants By Country

(Fiscal Years 2011-2013)



 Weinberg Foundation 'hometown' communities

By The Numbers

\$1,705,629,066

Total of grants distributed
1989 - February 2013

Total of grants approved in
Fiscal Years 2011-2013 within Israel

\$38,431,500

\$2.1 billion

Total
approximate
assets

Average
number of grant
requests per year

950

\$93,920,944

Total of grants distributed in Fiscal Years
2011-2013 within Maryland

343

Average number of grants approved
per year in Fiscal Years 2011-2013

Total of grants approved in Fiscal
Years 2011-2013 serving the Jewish
community within the US and overseas

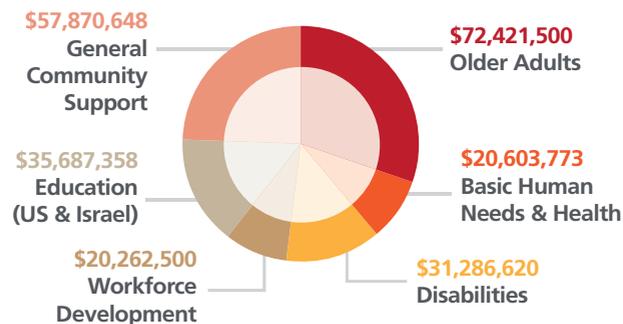
\$113,879,545

\$275,821,999

Total of all grants distributed
in Fiscal Years 2011-2013

Total Grants Paid by Program Area

(Fiscal Years 2011-2013 [3 Years])



Other Grant Totals

(Fiscal Years 2011-2013 [3 Years])



Maryland Small Grants Program



The Maryland Small Grants Program (MSGP) includes all Foundation areas of giving.

MSGP

Maryland Small Grants Program

MSGP is intended to help smaller, eligible nonprofits more easily and efficiently apply for funding, an initial grant of up to \$50K for two years (\$100K total). Funding for additional years may be available. The four year limit for funding is no longer in effect. Funding beyond four years is subject to certain conditions. In many cases, it takes only 50 days to go from "Our application is enclosed" to "Your check is in the mail."

The MSGP program also includes the Weinberg Foundation hometown community of Northeastern Pennsylvania. For more information regarding a potential MSGP grant in Northeastern Pennsylvania, please contact Kate Sorestad, Weinberg Foundation Program Officer, at ksorestad@hjweinberg.org or 410-654-8500, ext. 249.

To submit a Maryland Small Grants application, the applicant is required to speak with Weinberg Foundation program staff before applying. This conversation will ensure that the proposal fits the Foundation's grantmaking guidelines and goals. For more information, please also visit our website at www.hjweinbergfoundation.org.

To participate in the Maryland Small Grants Program, an applicant must:

To participate in the Maryland Small Grants Program, an applicant must:

- Be a nonprofit organization with 501(c)(3) status and have operated for a minimum of 3 years
- Maintain an annual organizational budget of \$3 million or less within the State of Maryland or within Northeastern Pennsylvania
- Provide direct services primarily to residents of the State of Maryland or Northeastern Pennsylvania
- Meet the Weinberg Foundation's mission of providing direct services to low-income and vulnerable populations
- Request funds for general operating support, program support, or capital projects
- Submit requests that represent no more than 25% of the organization's total annual operating budget
- Call the program director for the appropriate area of giving

Since its inception in 2007, this program has provided more than **\$16 million** to hundreds of Maryland and Northeastern Pennsylvania nonprofits.

5 PAGES.
50 DAYS.
50,000 DOLLARS.



Together We Care

MAKING MARYLAND THE BEST PLACE TO GROW OLD
THE HARRY AND JEANETTE WEINBERG FOUNDATION

Demonstrating its commitment to preserving the dignity and independence of the poorest and frailest older adults, the Weinberg Foundation has set a course to identify and implement the best practices in supporting both informal and paid caregivers.

First Project: The Weinberg Caregiver Initiative



Seeing needs that will only increase in the years to come, in 2009 the Weinberg Foundation began “The Family and Informal Caregiver Initiative,” a three-year funding program, believed to be the largest effort of its kind. The Weinberg Foundation made grants totaling \$8.1 million to 14 nonprofits in nine states. The goal was to identify and demonstrate best practices in supporting nonpaid family and informal caregivers (family and friends taking care of loved ones) who provide roughly 80% of the nation’s care to older and disabled adults. Other funders, principally local foundations, businesses, and government agencies, provided an additional \$6.5 million in grants to the projects which have made a difference in the lives of more than 300,000 family and informal caregivers. A rigorous external evaluation directly assessed the impact of these programs on the lives of just over 1,400 of those individuals.*

Perhaps the most dramatic result of the Caregiver Initiative is the dollar savings represented for both the individual caregivers and the community-at-large. 1,200 individual nonpaid caregivers (family members and friends) delayed placing their care recipients in a nursing home for at least six months, and they attribute this decision directly to the support they received through the caregiver programming provided.

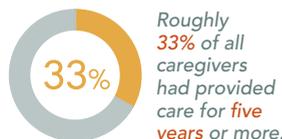
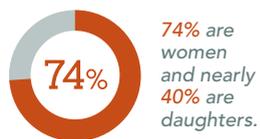
Applying even the most conservative nursing home costs reveals an estimated savings of \$47 million in out-of-pocket expenses for the care recipient/family and government reimbursement.

* Details of survey methodology and program evaluation provided by Debra Sheets, Ph.D., MSN, RN-BC, CNE (2013) “Family and Informal Caregiver Initiative Program Evaluation and Executive Summary”

CAREGIVER INITIATIVE PROJECTS

- Age Options **Oak Park, IL**
- Alzheimer’s Disease and Related Disorders Association of Southern California **Los Angeles, CA**
- The Asian Community Center **Sacramento, CA**
- Eastern Area Agency on Aging **Bangor, ME**
- Isabella Geriatric Center, Upper Manhattan **New York, NY**
- Jewish Family and Children’s Service of Sarasota-Manatee **Sarasota, FL**
- Jewish Healthcare Foundation **Pittsburgh, PA**
- Monadnock Collaborative **Keene, NH**
- Parker Jewish Institute for Health Care and Rehabilitation **New Hyde Park, NY**
- REAL Services **South Bend, IN**
- SAGE Caring and Preparing (SAGECAP) **New York, NY**
- Share the Care **Orlando, FL**
- Southern Caregiver Resource Center **San Diego, CA**
- Wellmed Charitable Foundation **San Antonio, TX**

Caregiver Snapshot: (Based on a survey of 1,409 caregivers*)



Family caregiving often occurs unexpectedly resulting in:

- lack of preparation
- economic strain
- complex family logistics
- family conflict

Second Project: Homecare Aide Workforce Initiative

Recognizing that family and informal caregivers are only one part of the long-term care picture, and looking to build upon the success of the Caregiver Initiative, the Weinberg Foundation broadened its focus to include paid caregivers – a nationwide workforce of roughly 3.2 million and rapidly growing. These homecare aides, who provide care for our most vulnerable relatives, friends, and neighbors, have among the lowest levels of training and few, if any, benefits. The second major Foundation program supporting caregivers was launched in early 2013.

The Homecare Aide Workforce Initiative will establish a best-practices baseline for recruiting, training, and supervising paid caregivers nationwide. This 27-month program will provide hands-on, intensive, comprehensive, and specialty training to at least 600 new and 400 experienced homecare workers. The Weinberg Foundation provided \$1.5 million of the total \$2.7 million cost of this collaborative project. Other supporting organizations include:

- UJA-Federation of New York and several of their beneficiary agencies – Selfhelp Community Services, Inc., Jewish Home Lifecare, CenterLight Health System, Metropolitan Council on Jewish Poverty
- PHI (the Paraprofessional Health Institute)
- The Visiting Nurse Service of New York
- New York Alliance for Careers in Healthcare
- Tiger Foundation
- Surdna Foundation
- The New York Community Trust

Applying the Best of Both Projects: Making Maryland the Best Place to Grow Old



By 2020, the Weinberg Foundation dreams of “Making Maryland the Best Place to Grow Old.”

This comprehensive initiative, applying the best of both caregiver training projects as well as best

practices from partners in Israel, is intended to develop the infrastructure to provide supports and services to all caregivers who serve older adults as well as adults with disabilities in Maryland. The plan will initially focus on Baltimore City and Baltimore County, with a goal of statewide implementation. The Foundation will identify, coordinate, and employ the best practices in providing a network of care, training, and support for older adults. The Weinberg Foundation hopes to make Baltimore and all of Maryland the best place to be a caregiver and a care recipient by 2020.



AGING NETWORK SERVICES

- Care Assessment
- Information & Referral
- Caregiver Training
- Care Planning
- Care Management
- Volunteer Trainings



LEGAL AND FINANCIAL

- Money Management
- Guardianship/ Adult Protective Services
- Elder Abuse
- Financial Planning
- Power of Attorney
- Durable Power of Health



PUBLIC BENEFITS

- Transportation
- Nutrition Program
- In-home Care



HEALTH

- Support Groups
- Counseling
- Respite Care
- Adult Day Healthcare



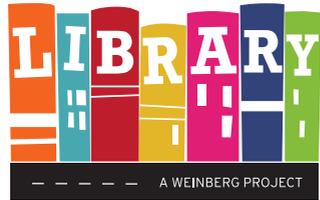
HOUSING

- Home Modifications
- Medical Equipment
- Home Repair

COMPREHENSIVE CAREGIVER SUPPORT

Special Projects

Learning and Literacy



In 2011, a group representing government, nonprofit, and private partners came together to improve the lives of Baltimore City students.

Baltimore Elementary and Middle School Library Project

The Baltimore Elementary and Middle School Library Project (the Weinberg Library Project), now involving more than 30 partners, works with Baltimore City Public schools to design, build, equip, and staff new or renovated libraries in selected schools where existing public funds can be leveraged.

This project went from idea to completed libraries in nine months. The first three libraries were dedicated in the fall of 2012. The “before” and “after” photos highlight the transformation of these spaces which include the latest learning technologies; thousands of new books; and dedicated spaces for study, research, and instruction as well as for parent/guardian visits. The Library Project will create as many as 24 of these inspirational spaces. The Weinberg Foundation has committed a total of \$10 million for what is expected to be a legacy project. The Foundation has supported 30% of capital project costs as well as provided four years of additional staff support and professional development funds for the librarians. Weinberg support also includes funds for new books – up to 4,000 books per space.

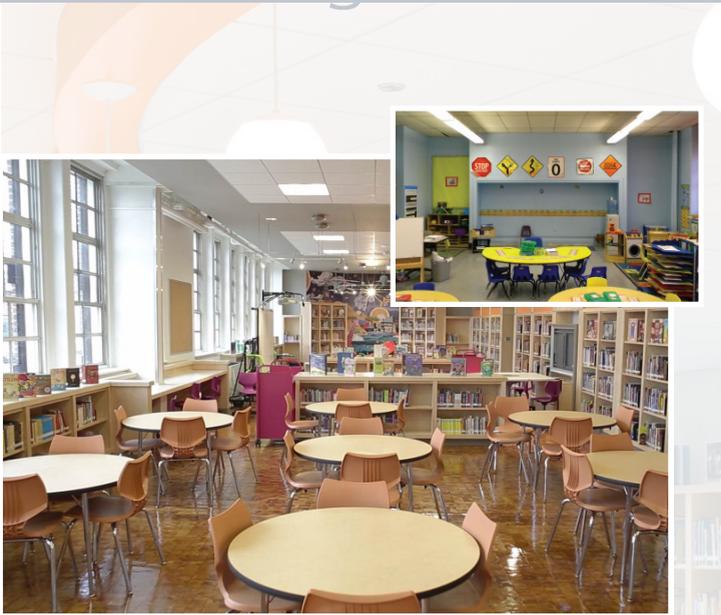
Numerous studies document the critical importance of childhood literacy, including the key finding that one in six children who are not reading proficiently in third grade do not graduate from high school on time. Across the United States, research has also shown that students in schools with good school libraries learn more, get better grades, and score higher on standardized test scores than their peers in schools without libraries. More than 60 studies show clear evidence of this connection between student achievement and the presence of school libraries with a qualified school library media specialist.*

The Library Project is creating new libraries that are fun, safe, and enlightening.

The project works to increase each child’s love of books and reading, helping these students to develop critical reading and thinking skills that will contribute to greater success in school and in life. More so, these new spaces send a simple but powerful message to the young students of Baltimore City that each child deserves the best. To learn more about the Project, please visit www.baltimorelibraryproject.org.



* Numerous statistics and sources cited as part of a report prepared for the Weinberg Foundation by Frances Gretes, Gretes Research Services, Info@gretesresearch.com, August 2013



The Historic Samuel Coleridge-Taylor Elementary School Before and After



Arlington Elementary/Middle School Before and After

LIBRARY PROJECT PARTNERS



A special thank you goes out to:

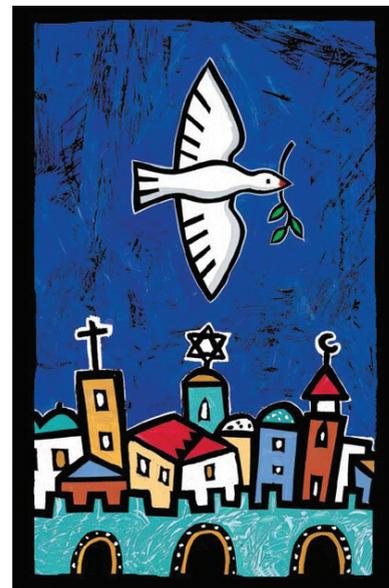
- Cohen Opportunity Fund
- Sig and Barbara Shapiro
- Brown Advisory Group



Israel Mission/Alumni Scholars Program

For many years, The Harry and Jeanette Weinberg Foundation has been privileged to bring prominent community and government leaders, primarily from Maryland, to visit Israel. Although the Jewish community of Baltimore sponsored this trip since 1981, the Weinberg Foundation began funding the mission in 2001 and has been solely running and leading the trip since 2008. The goal has been to provide a rare opportunity to witness, first-hand, how individuals have overcome adversity, organized themselves, and thrived with dignity in such a complicated region of the world. The objective of this educational trip is to present Israel to the trip participants so that they can better understand and interpret the complex realities of the Middle East. The Mission has been specifically designed for serious leaders who are eager to participate in an intense educational orientation of Israel. In addition to visiting religious and historical sites, participants have the opportunity to meet with major Israeli political and community representatives, including some social-service agencies that also reflect the Foundation's grantmaking in Israel, roughly \$15M - \$20M annually.

After building relationships with Mission participants for several years, in 2007 the Foundation launched the Alumni Scholars Program. The program includes annual events with keynote speakers covering current issues in Israel and throughout the Middle East as well as book mailings, an alumni directory, and reunion dinners. In 2011, for the first time, the Foundation hosted an Alumni Mission. Twenty-nine past participants, at their own expense, experienced Israel anew. More than 400 Israel Mission Alumni now remain connected with the Weinberg Foundation, as well as each other. This network of meaningful, lasting relationships has produced tangible benefits for the community-at-large in the form of partnerships and initiatives rooted in their shared experiences in Israel.



Annual Employee Giving Program

It's one thing to work for a charitable foundation that distributes millions of dollars in grants annually. It's quite another to have the opportunity to engage in that giving directly and personally. The Weinberg Foundation knows of no other philanthropic organization which provides its entire staff with the opportunity to engage directly in the grantmaking process. Here's how it works.

Foundation employees – not including the trustees or the president – handle every step of the grant evaluation. This includes selection of the grantee, a site visit, collection and review of financials, and preparation of the final grant recommendation. The Foundation's Board then reviews each recommendation to ensure that the grant is consistent with Foundation grantmaking goals and guidelines. Once approved, employees are able to present their grants directly to the charities during a celebration, typically held in July. In many cases, employee grants reflect personal connections that add to the special nature of this event.

After many years of providing Employee Giving grants of \$10,000, in 2013 the Weinberg Foundation increased these gifts to \$20,000. Since the inception of this professional development and mission-focused effort in 2007, Weinberg Foundation employees have distributed more than \$1 million to the local charities that they personally recommended.



The Weinberg Foundation's Employee Giving Program was launched in 2007 as an effort to engage the entire staff in philanthropy and the grantmaking process.



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