



April 2021

Baltimore City Council Hearing

Our Story

ABC + Year 1

Executing the Mission (June 2017 - January 2018)

The recommendations from the Children and Youth Fund task force that conceptualized the Fund were bold and unprecedented in the Baltimore grantmaking arena, reflecting the reality that the city's grantmaking structures and systems often fail to meet the needs of the community. In short, the task force recognized that a different approach was needed.

To facilitate such a radical shift in grantmaking, the task force made a crucial recommendation to designate a local organization to take on two major responsibilities for the Fund:

- Serve as the temporary intermediary to distribute the first year of grants.
- Create the permanent organization to sustain the work of the fund for years to come.

The task force desired an intermediary that had worked in disenfranchised communities in Baltimore, had experience in racial equity and knew how to build the capacity of organizations serving Black communities in Baltimore.



Associated Black Charities (ABC) was selected to serve in that role. ABC, under the leadership of President and CEO Diane Bell-McKoy, was the only foundation in the Baltimore region with an explicit focus on racial equity.

In November 2017, the City Council authorized ABC to serve as the Fund's interim operator and authorized ABC to allocate up to 10 percent of the Fund's resources for administrative costs. The balance – \$10.8 million – was to be distributed in grants to Baltimore organizations serving children, youth, young adults and supporting programs. Some funds were devoted to community capacity building and technical assistance, as well as to support the infrastructure of the Fund and its grantees.



Our Story

Transition + Permanent Intermediary



The legislation that passed by the Mayor & Baltimore City Council covers the following areas of BCYF:

- BCYF stewards annual funds for children- and youth-focused programming and organization..
- BCYF is currently governed by a transition board of directors of Baltimore City residents, community leaders, philanthropic stakeholders who were named in the ordinance.
- The permanent entity must report regularly to Baltimore City government.
- BCYF is subject to city audits, public information laws and other reporting requirements.
- Authorized FY 2019 & FY 2020 funds allocated to BCYF for the City's emergency relief efforts
 - \$6 million - Cash assistance for Baltimore residents
 - \$3 million - Computers to support online learning for Baltimore City public school students
- Sets guidelines for BCYF dollars that are not spent on grants or technical assistance
 - 15% - Administrative costs
 - 5% - Public engagement
- Sets guidelines for permanent board composition:
 - One-third of the board must be comprised of Baltimore youth.
 - The designees of the Finance Department and Law Department as non-voting members.
 - A mayoral designees of the Mayor's Office of Family and Children's Success.
 - A designee of the Baltimore City Council.
- Outlines the administrative procedures for transitioning the grantee portfolio from Associated Black Charities (ABC) to the new permanent entity
- Outlines the process by which allegations of misconduct are brought to the attention of the Baltimore City Council.



Organizational Chart



Executive Team

Jonalyn Denlinger
Dorcas R. Gilmore
Kera Ritter

Program Team

Rasheeda Arthur
Page Hinerman
Kanav Kathuria
Leticia Sharp

Transition Board

Dion Cartwright, **Chair**
Kirsten Allen, **Vice-Chair**
Erika Seth-Davies, **Vice-Chair**
Julia Baez, **Secretary**
John Morris, **Treasurer**
Catherine Benton-Jones
Jacqueline Caldwell
Earl El-Amin

Technical Assistance

Antawan Anderson
Hassana Blackwell
Julie Brooks
Cedric Brown
Donna Brown
Monet Cromwell
Nanette Goins
Cheryl Goodman
Kieta Iriarte-Amin
Sophia Marquez
Quaniqua Spriggs

Operations

Mindelyn Anderson
Gayle Carney
Maria Lay
Sherria Lovelace
Ebony Ross
Marty Stanley

Community Engagement & Communications

Shaquille Carbon
Adam Jackson
Dayvon Love
Tafari Melisizwe
Tom Waldron



Lakeland Community and STEAM Center



Key Questions

How has BCYF benefitted Baltimore youth?

What has BCYF been doing since it transitioned to being an independent entity?

What is the status of BCYF finances?

What are BCYF's plans for 2021 and beyond?

What is BCYF's plan for future grant-making?



Key Questions

How has BCYF benefitted
Baltimore youth?





Year 2 Grantee Cohort: Key Metrics

Total Number of Grantees in Y2 Cohort:

79

Total Projected Number of Youth Served:

20,418

Total BCYF Funding Awarded in continuation grants:

\$9.2M

Highlights

- Nationwide, **3%** of philanthropic dollars go to organizations led by people of color - **BCYF shatters that, as 65% of organizations funded are led by POC.**
- The **majority** of the workforce that was supported by BCYF grantee dollars were **Black people.**
- A **majority** of the board members of organizations funded are **Black people.**
- As a whole, **35.9% of Year 2 grantees rely on BCYF funding for 50% to 100% of their operating budget.**



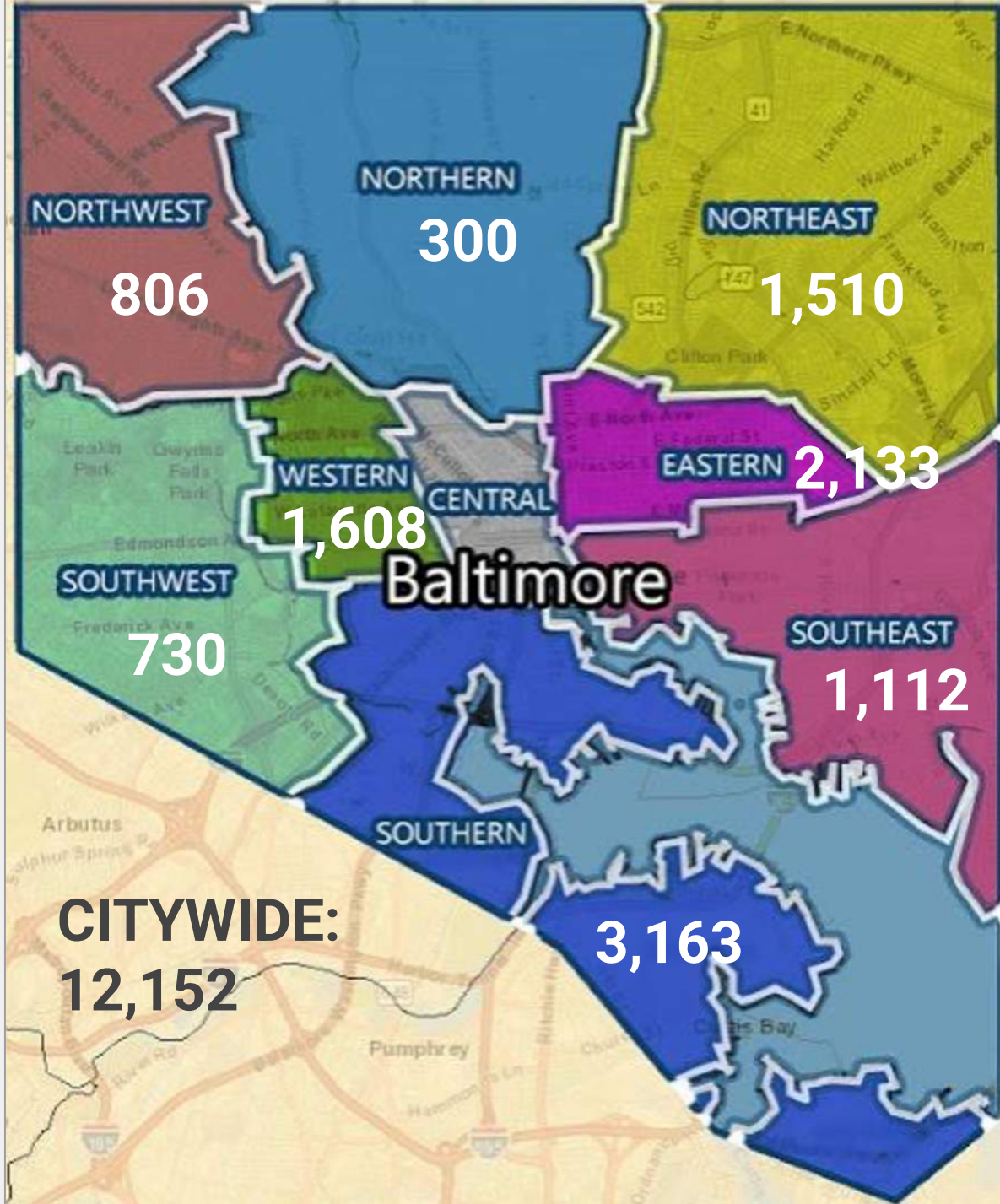


Projected Number of Youth Served by Geographic Location

This map depicts the projected number of youth served by Y2 grantees in Baltimore City by region.

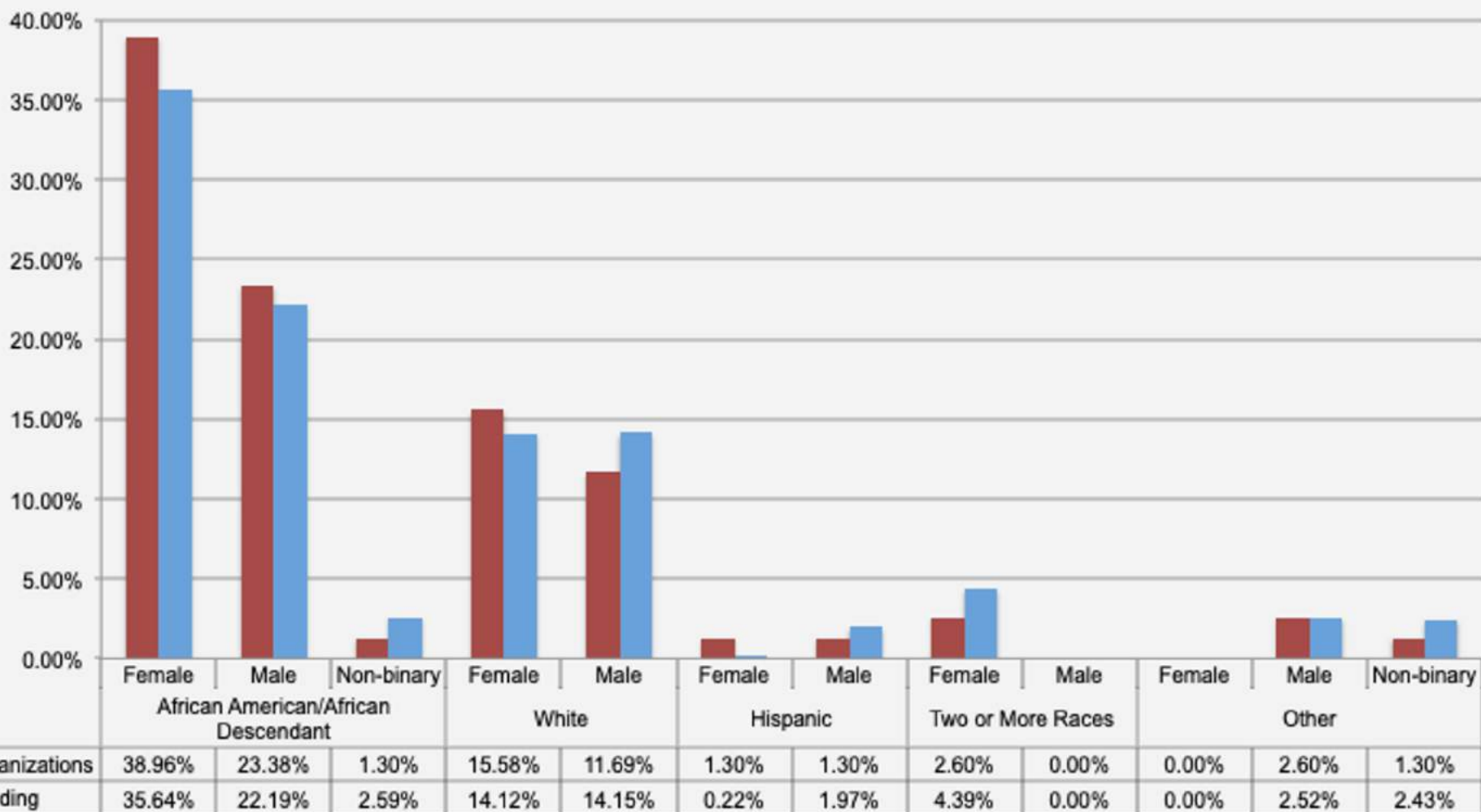
As grantees operate in various regions of the city, the projected total number of youth served as depicted in the map is higher than true total.

The regions with the greatest projected number of youth served, apart from “citywide”, are south, east, and west Baltimore, respectively.



Year 2 Grantee Cohort by Race and Gender of CEO/ED (n=77)

■ % of Total Organizations ■ % of Total Funding

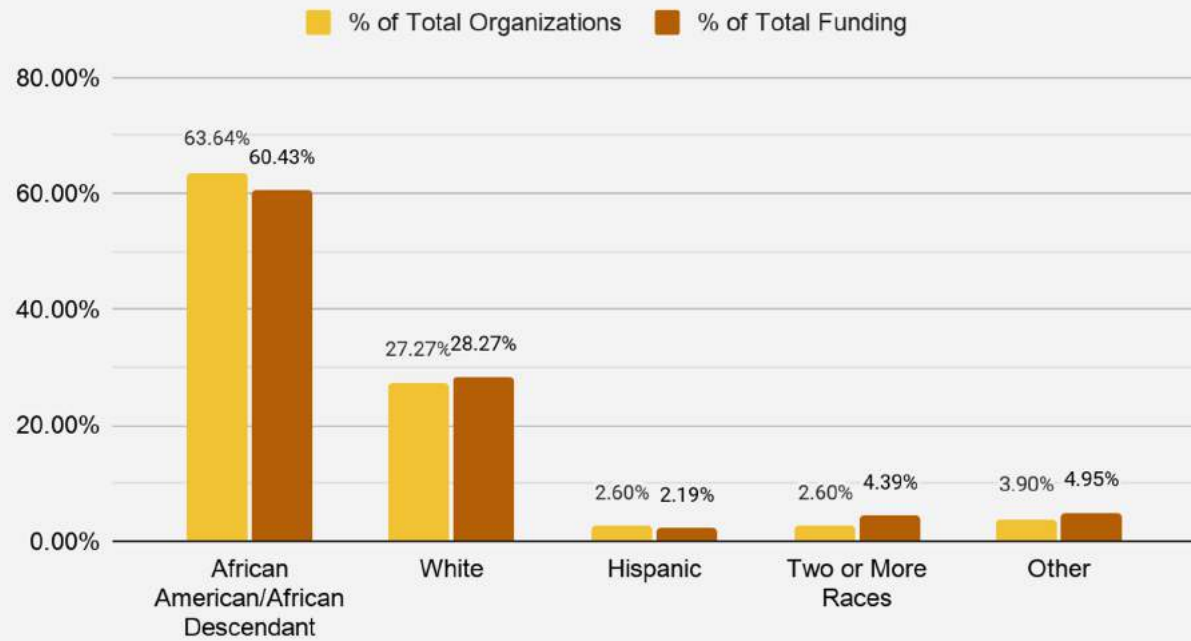


The majority of organizations in the Year 2 Grantee Cohort are led by Black women, and these organizations received the majority of BCYF funding awarded to all Year 2 grantees.

One organization in the Y2 grantee cohort was not included in this analysis due to a lack of data regarding the organization.



Y2 Grantees and Distribution of Funding by Race of CEO/ED (n=77)



The majority of Y2 grantees are led by African American/African Descendant CEOs or EDs. On average, funding levels are proportionate with the total number of organizations by race in the Y2 cohort.

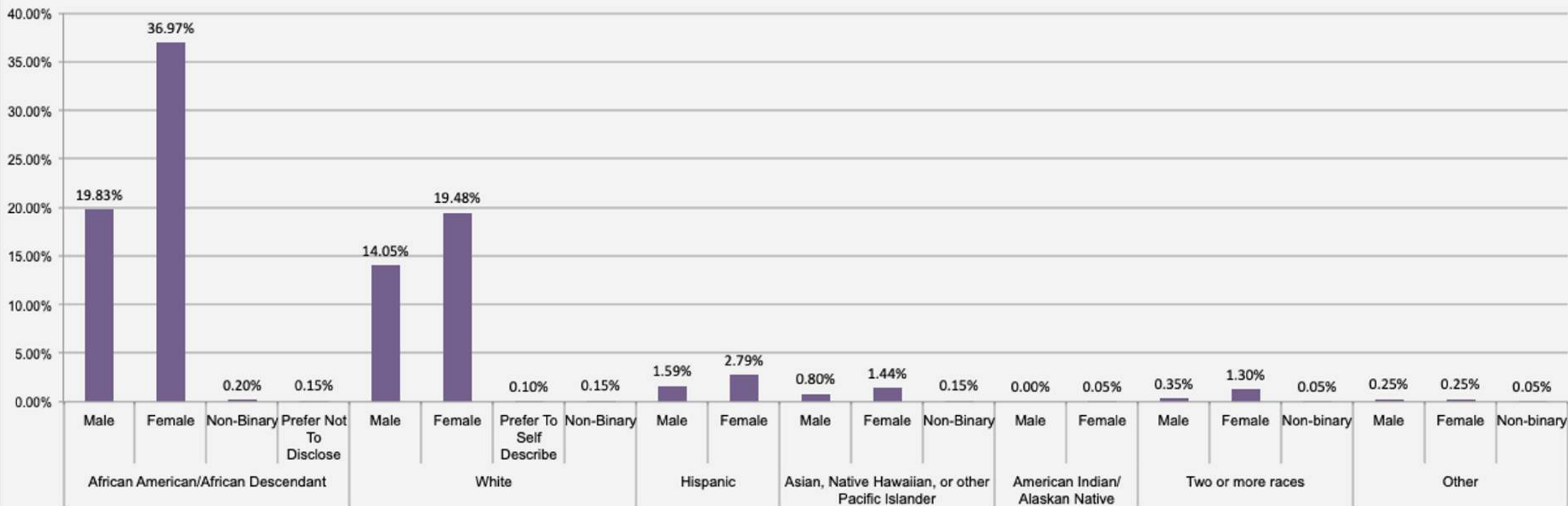
Y2 Grantees and Distribution of Funding by Gender of CEO/ED (n=77)



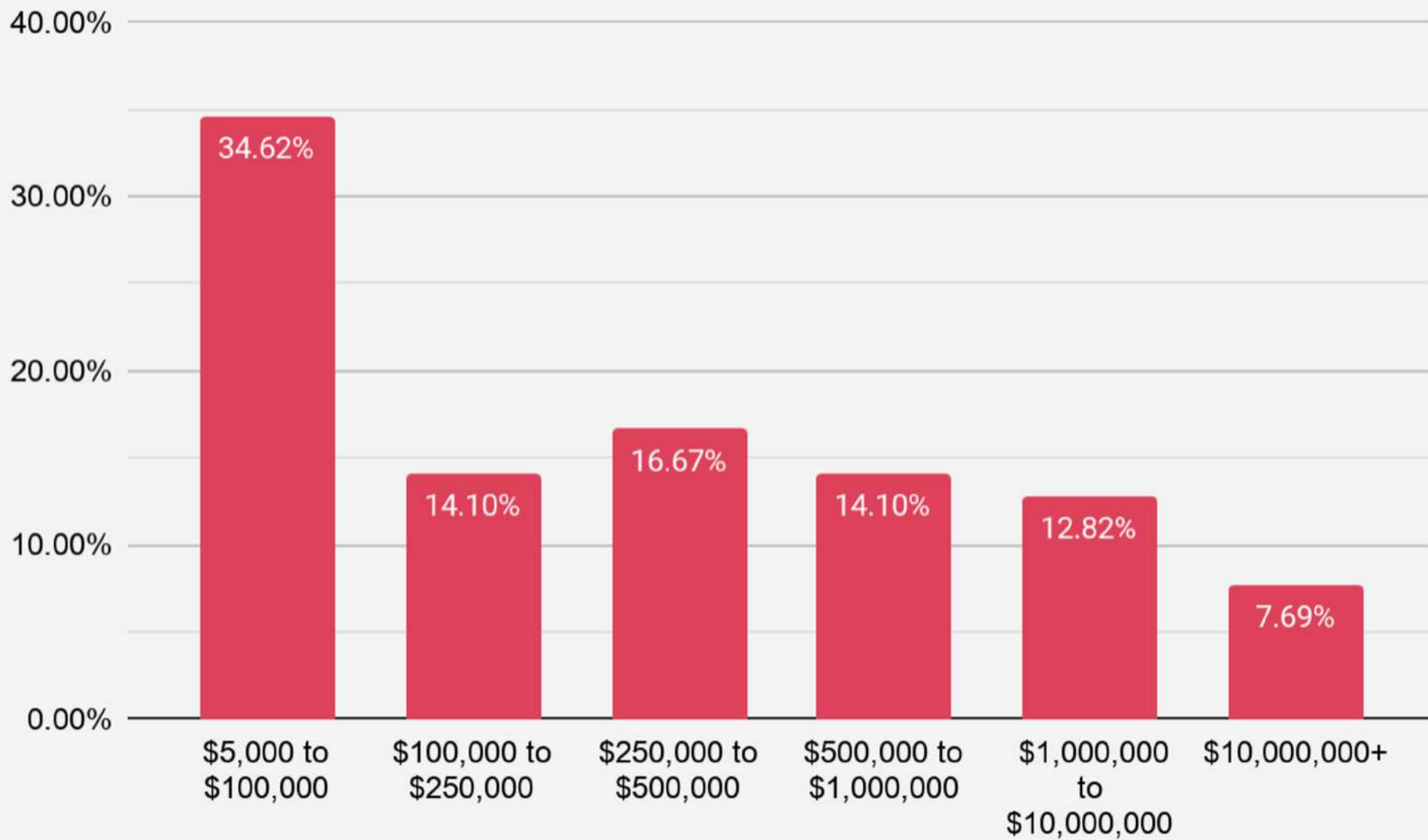
Over half of the organizations in the Y2 grantee cohort are led by women. Female-led organizations received more than half of all Y2 funding.



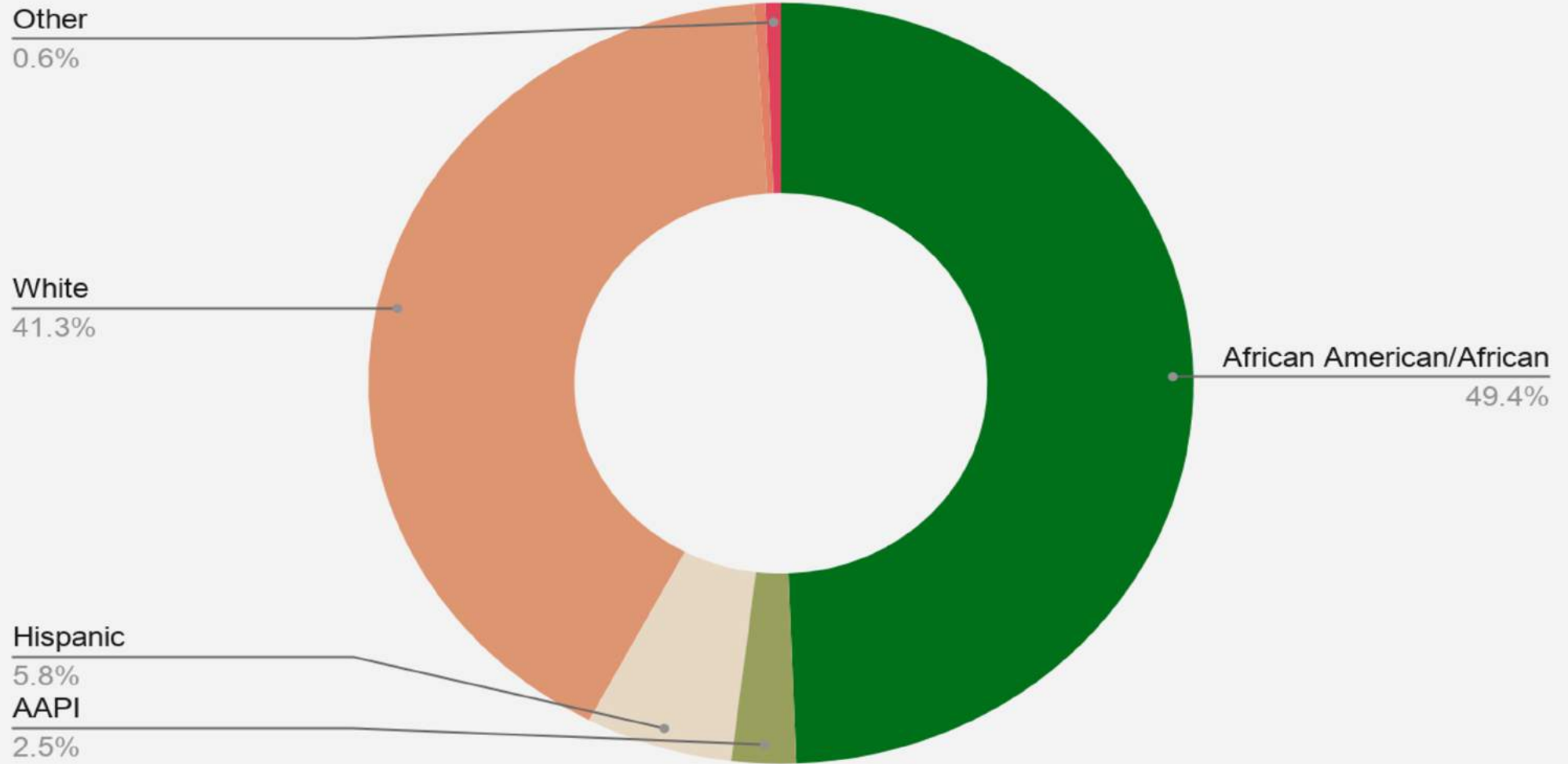
Year 2 Grantee Cohort by Race and Gender of Workforce (n=78)



Percentage of Y2 Grantees by Annual Operating Budget (n=78)



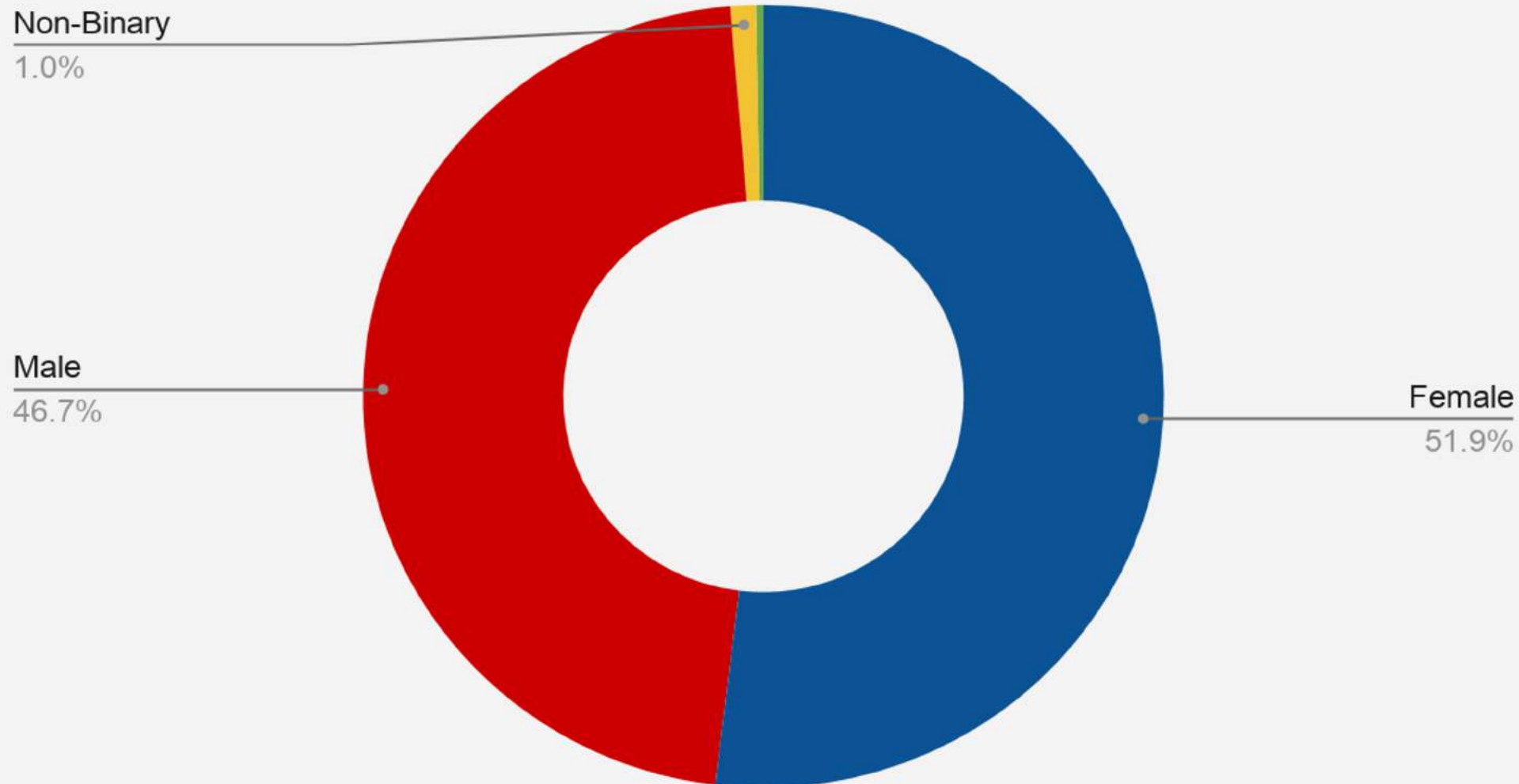
Y2 Grantee Board Members by Race (n=78)



49.4% of all Y2 grantee board members are African American/African Descendant; 41.3% of all board members are white.

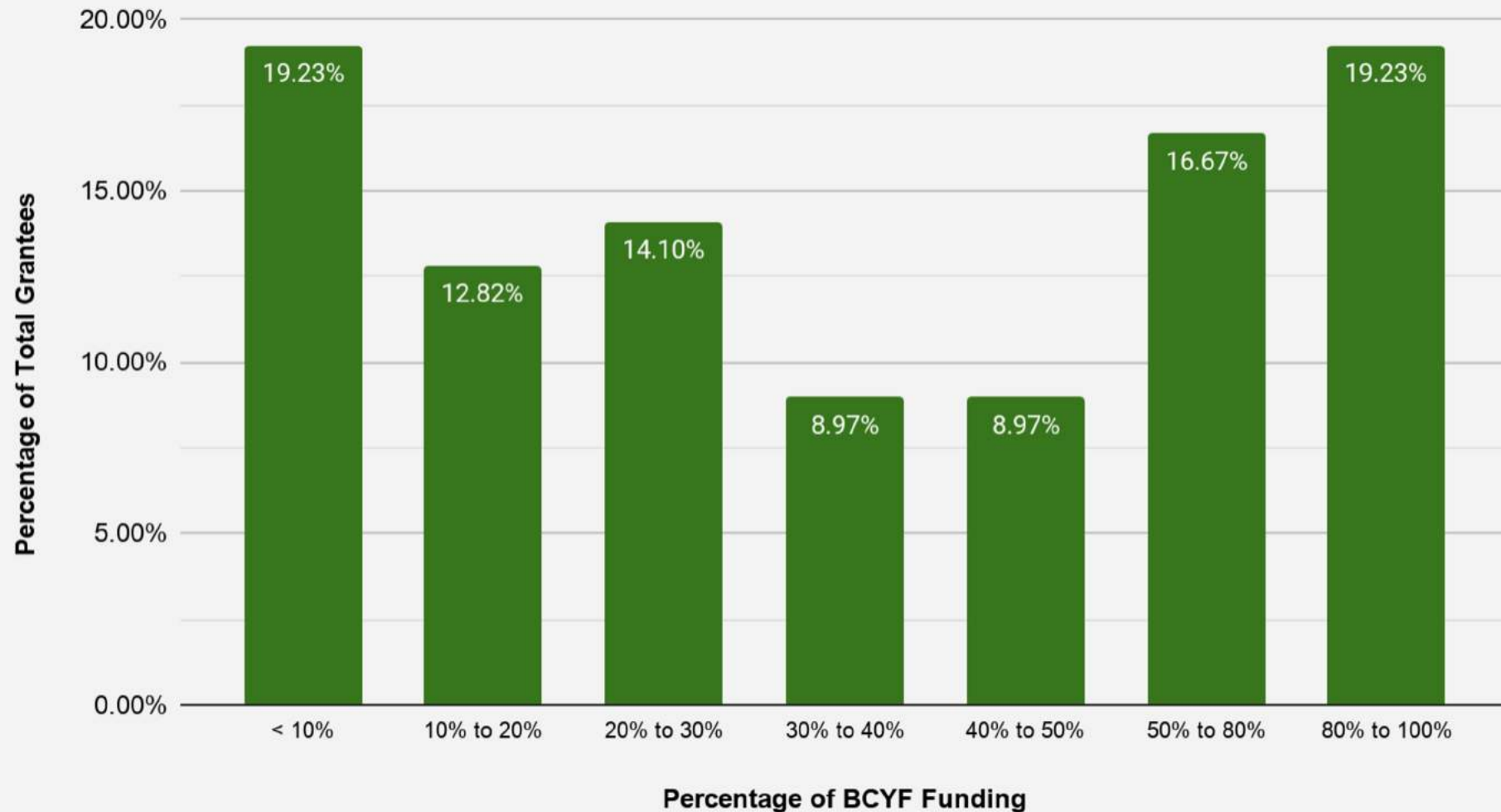


Y2 Grantees by Gender of Board Members (n=78)



The graph above depicts the breakdown of all Y2 grantee board members by gender. Not depicted: Board members who preferred to self-describe their gender (0.30%)

BCYF Y2 Funding as Percentage of Total Grantee Operating Budget (n=78)



The x-axis on the above graph depicts the percentage of total BCYF funding received by a grantee; the y-axis represents the percentage of grantees for whom the x-axis is valid. For example, for 19.23% of Year 2 grantees, their BCYF funds comprise <10% of their total operating budget. Similarly, BCYF funding received by 19.23% of grantees comprises 80-100% of their total operating budget. As a whole, 35.9% of Year 2 grantees rely on BCYF funding for 50% to 100% of their operating budget.

Highlights

- Nationwide, **3%** of philanthropic dollars go to organizations led by people of color - **BCYF shatters that, as 65% of organizations funded are led by POC.**
- The **majority** of the workforce that was supported by BCYF grantee dollars were **Black people.**
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GRANTEE

DewMore Baltimore



DewMore seeks to foster civic engagement with historically marginalized peoples through innovative art-focused programming and community organizing via purposeful partnerships with community organizations, schools, and governmental agencies that foster empowerment, capacity for change, and community development.

FB: @DewMorepoetry

IG:@dewmorepoetry



GRANTEE

Beadly Speaking Jewelry



Self taught as a result of her mom having a brain aneurysm, Dyon Davidson used jewelry making to help her mom recover from multiple brain surgeries. More than 16 years later, her mom has completely recovered and makes her own jewelry.

Dyon, the shop owner, is an educator with experience teaching Elementary School, Adult Basic Education, and personal finance. They host virtual and in-person jewelry making workshops that focus on wellness and self-esteem building. Making jewelry has been proven to be therapeutic both for the mind and the body.

FB: @beadlyspeakingjewelry

IG: @beadlyspeaking



GRANTEE

Afrikan Youth Alchemy



Afrikan Youth Alchemy (AYA Inc.) is a community-based organization that utilizes cultural education, media arts, and expeditionary learning as tools to foster leadership and civic engagement among urban youth. Established in 2008, the organization facilitates 2 programs: The Griot's Eye Program and Independent Afrikan Minds Program (IAM).



FB: @aya.bmore

IG: @afrikanyouthalchemy



Credit: Mollye Miller

Key Questions

What has BCYF been doing since it transitioned to being an independent entity?



Supporting Grantees

BCYF supported grantees with navigating the transition to ensure continuity of programs and converted grants to general operating funds to ensure they could provide assistance to youth and young adults' emergent needs that arose as a result of the pandemic. BCYF extended automatically extended the grant cycle 90 days for all grantees due to COVID-19 until April 30, 2021 and offered grantees the opportunity to apply for a second extension, if needed.



Continuation Grants

In Year 1, many grantees needed several months to meet the contractual requirements for funding. It was essential for BCYF to exercise due diligence as a steward of public resources and to simultaneously build capacity in the inaugural class of grantees. This process proved to be time-consuming but critically important.

In Fall 2019, BCYF announced plans to make continuation grants to Round One grantees that met all reporting and compliance requirements of their first grant agreement. Awarding continuation grants gave members of BCYF's first set of grantees the opportunity to perform and demonstrate the impact of their work, while giving BCYF more time to learn from the performance and results of its first round of grants.

Food assistance + Computers to BCPSS

To support residents during the COVID-19 pandemic, the Baltimore City Council in April 2020 authorized the use of up to \$9 million from the Baltimore Children and Youth Fund to respond to food insecurity and provide laptops and other technological support for students to use during virtual learning.

Up to 15,000 people are expected to receive a \$400 prepaid debit card to help pay for essentials via the COVID-19 Emergency Assistance program, in partnership with Open Society Institute Baltimore which administered the program..

Key Questions

What is the status of BCYF finances?



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BCYF, Inc. deployed \$5M+ in direct grants to 79 organizations, which included the second half of continuation grant awards (the first half issued by Associated Black Charities prior to July 1, 2020) and full awards to organizations unable to complete the contracting process prior to the transition.

- BCYF deployed an average of \$6,600 in technical assistance per grantee in areas such as:
 - Converting an in-person program to a virtual environment
 - Youth recruitment and retention; outreach and communication
 - Building a strong board of directors
 - Storytelling through metrics and narrative reports
 - Storytelling through social media
 - Completing BCYF monthly expense reports with 100 percent documentation
 - Creating, modifying and tracking a budget
 - Identifying allowable/unallowable costs



BCYF Finances

July 1, 2020 - December 31, 2020



BCYF Finances

Community Engagement

2.5%

\$159,848.02

Administration

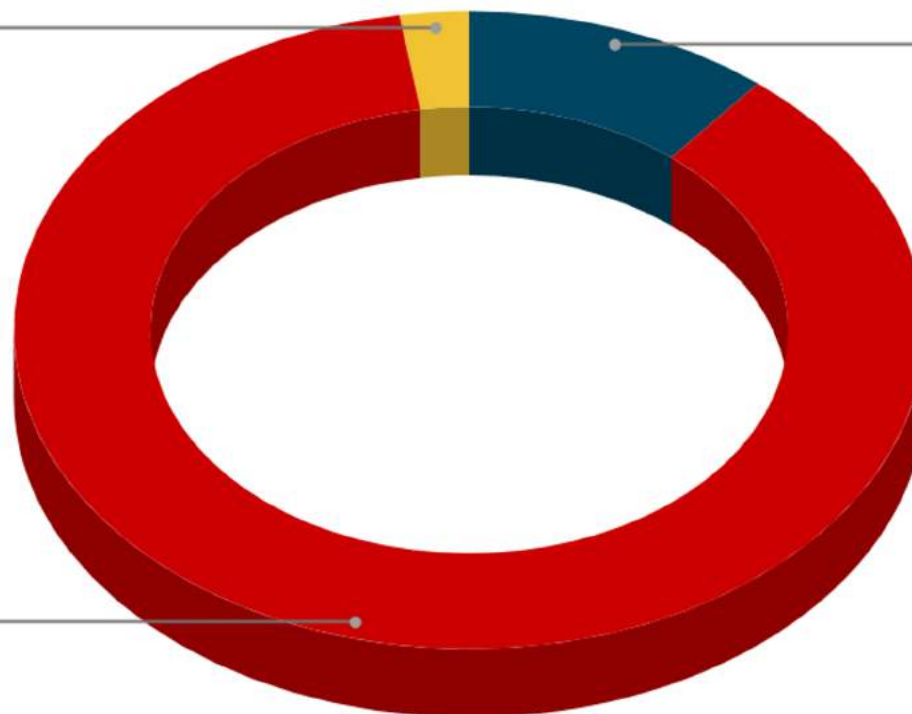
10.9%

\$711,402.57

Grantmaking & Technical

86.6%

\$5,640,151.55



Key Questions

What is the status of BCYF finances?



Administration: \$711,402.57 (11%)

BCYF spent approximately \$685,000 on professional services to manage the daily activities of the Fund and create infrastructure for the permanent institution. The balance included expenses such as rent at the Impact Hub, membership fees for Maryland Philanthropy Network and other associations, insurance, and fees for tools and platforms such as Zoom, Adobe Sign, etc. and data management and IT systems.

Consultants and vendors performed services including but not limited to the following:

- **Grantee portfolio management**
 - Supported all grantees during the transition process from Associated Black Charities, such as general and hands-on individual guidance to adjust insurance policies.
 - Tracked and executed grant agreements from ABC, updated W9s and acquired ACHs for grantees.
 - Managed fund disbursements to 79 organizations, with weekly individual communication to grantees regarding their status toward meeting requirements.
 - Solved for emergent needs, helping grantees navigate both BCYF and ABC to reach resolution.
 - Supported Strong City programs that received funding in Year 1 as they completed the continuation grant application process with new fiscal sponsors
 - Site visits of grantees with a written report shared with the grantee
 - Created the framework for, read and approved narrative reports
 - Conducted an analysis of the current portfolio. Learnings will be used to inform future grantmaking strategies.

- **Grantee Technical Assistance**

- Coordinated to troubleshoot and solve for emergent challenges and identify and provide specialized TA to grantees, as applicable.
- Supported grantees with meeting their organization's specific needs
- Supported grantees with expense reports to ensure documentation meets City requirements

- **BCYF Administration**

- Supported the Transition Board to create and staff committees, hold initial meetings, establish the purpose, working norms, and agreed upon philosophies and practices. Set agendas for public meetings and ensure the Board met all fiduciary and other responsibilities associated with a quasi-public institution.
- Provided back office operations such oversight to ensure BCYF met established fiscal controls policies and managed day-to-day financial services, including:
 - Monthly reconciliation of expenses.
 - Review of documents to ensure fiscal controls policy being followed, coding of expenses, multiple layers of review prior to disbursement of funds.
 - Management of vendor contracts, payment, 1099s, etc.
 - Accounts payable and receivable

Key Questions

What is the status of BCYF finances?

Community Engagement: \$159,848.02 (2%)

BCYF held six virtual recruitment events between October and December, showcasing the work of 20 grantees and providing information about youth registration. The Parent Community Advisory Board (PCAB) of Baltimore City Schools co-sponsored the events and helped with promotion. Videos of the events are available online.

- BCYF invested funds to start a series of community-based technical assistance to be offered during calendar year 2021, with the first events scheduled to be held in Q1 2021. Topics will include fiscal sponsorship, youth entrepreneurship and employment and youth development, among others.
- This category also supports the BCYF website, which contains the Transition Board meeting calendar, agendas, meeting minutes, and instructions for accessing Board meetings.



Key Questions

What are BCYF's plans for 2021 and beyond?

- Closeout of the 79 organization grantee portfolio of BCYF
- Provide free, community-based TA and capacity building opportunities for the general public with an emphasis on lifting up community-based practitioners who are typically not paid or recognized for their expertise
- Partner with local community-based initiatives to participate in aligned grantmaking and invest in developing infrastructure necessary to get resources more directly in the hands of youth and community-based practitioners
- Call for applications to apply for grants will happen in Q1 or Q2 of 2022



Key Questions

What is BCYF's plan for future grant-making?

Narrative/paradigm shift

- Change the relationship that the community has to BCYF from an 'ATM' to a community-based resource
- Encourage the philanthropic sector to incentivize collaboration instead of competition
- Emphasize the importance of community infrastructure building as the pathway to deeper investments in the community
- Invest in community based knowledge production that lifts up alternative methodologies to youth development
- Develop process for community participation in decisions of resource allocation (i.e. people's assemblies)
- Develop non-competitive funding cycles
- Invest heavily in community TA & capacity building for community organizations
- Prospective funding opportunities



Closing



Community-based organizations and leaders **need an ecosystem**, infrastructure, and investment to support their work.

Methodologies that emerge from **community-based organizations are as effective** as those handed down by big box nonprofits/status quo nonprofit frameworks.

Black/community-based leadership of these major industries **enhances the effectiveness** of the industries that serve youth.

Knowledge production that emerges from organizations/groups that belong to and are proximate to the community produce more impactful, innovative interventions and solutions.



Thank You

"If you want to go fast, go alone. If you want to go far, go together."