

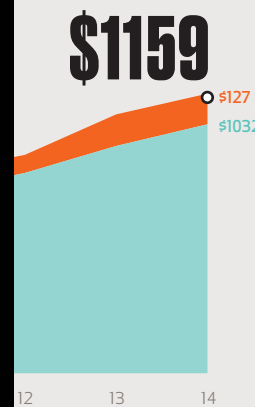
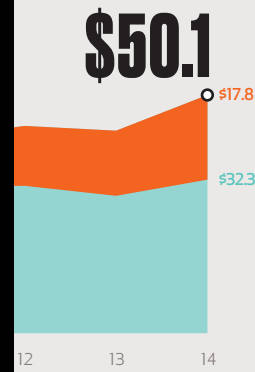
**The Pittsburgh
Foundation**

2014-15 REPORT
TO THE COMMUNITY

THE DIFFERENCE

An aerial photograph of Pittsburgh, Pennsylvania, showing the city skyline with numerous skyscrapers and buildings. The Allegheny River flows through the city, and the PNC Field stadium is visible in the foreground, surrounded by greenery and a fountain. The text 'THE DIFFERENCE' is overlaid in large, white, bold letters across the center of the image.

- THE DIFFERENCE**
- 2 Opportunities for Meaningful Work
 - 4 Vibrant Democracy
 - 8 Safe Communities
 - 10 Healthy Communities
 - 12 Respect and Value Diversity
 - 14 Advocacy
 - 18 Encourage Creativity
 - 20 Medical Research
 - 22 Supporting Organizations
 - 26 **CENTER FOR PHILANTHROPY**



\$1130.3
2014 Net Assets



IN MAY 1999, I MADE A BIG CHANGE in career and home town, moving from Philadelphia after a decade as the editor of *The Philadelphia Inquirer* to Pittsburgh as head of The Heinz Endowments. In December, I made my first public remarks at the dedication of the O'Reilly Theater.

As I scanned the crowd of 650, which included top-tier community leaders, I counted 14 people of color. Fourteen. My reaction: Pittsburgh could not become a model 21st-Century city with such a yawning gap in diversity.

Fast-forward 16 years and I am now doing a broader scan as the head of The Pittsburgh Foundation, which provides a ground-level vantage point on the issue. What we see now is that the nature of the gap has changed because the world has changed. It is no longer enough to claim diversity by adding numbers and color at a ritzy event. It is about creating a culture of inclusivity that operates everywhere, every day in Pittsburgh.

And that begins with developing pathways for everyone to fully participate in the life of this great city and share in the benefits.

As you read this report, I hope you will see that the stories on our grant making and our donors' generosity are about creating new pathways or widening well-worn trails so that more Pittsburghers get to better opportunities. That work has ranged from the public campaign to save the August Wilson Center and make it a Cultural District draw, to personalized Center for Philanthropy giving, where donors such as Google software engineers go into struggling neighborhoods to learn about anti-poverty programs.

This network of pathways is key to fuller participation, but creating a culture of inclusivity will require much more. To succeed, we are developing a much larger construction project this year — 100 Percent Pittsburgh. This multi-year campaign will enlist the public and partners to celebrate Pittsburgh's new growth and vibrancy and focus on eliminating participation barriers affecting 30 to 40 percent of the population.

We have ideas, but we are putting them aside to meet residents where they are — whether benefiting from the new Pittsburgh or not — to get their views on making opportunities available to all. We will be asking questions, and my list will reflect the perspective of that Philadelphian new to Pittsburgh 16 years ago: Whose voices are heard? Whose presence is known? And whose lives matter?

Maxwell King

President and CEO, The Pittsburgh Foundation

THE NUMBERS STORY

2014

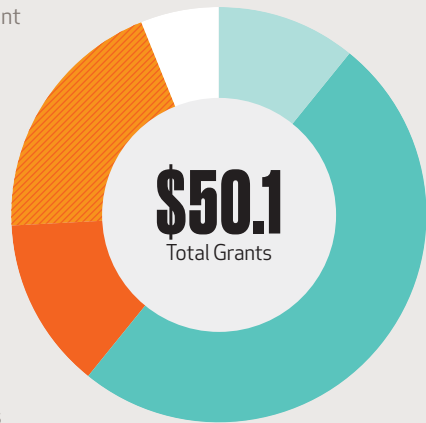
The Pittsburgh Foundation's power to do great things during the past year is reflected in the numbers. Offered here are some views of the foundation's growth, its grantmaking energy and its financial history.

For more financial information, visit pittsburghfoundation.org/finance_administration

SUMMARY OF GRANTS BY CATEGORY

DOLLARS (IN MILLIONS)

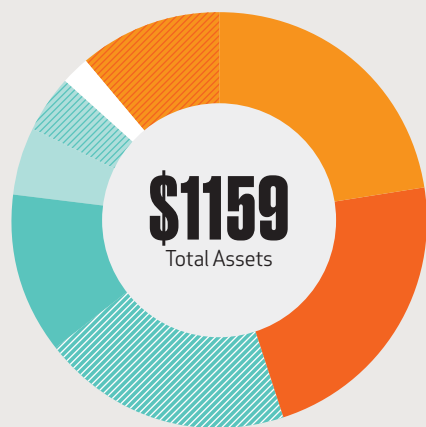
- Community Development and Environment \$5.5
- Education \$25.2
- Arts, Culture, Humanities \$7.0
- Health, Families, Youth and Special Needs \$9.9
- Special Projects and Philanthropic Relations \$2.5



FUND ASSETS BY TYPE

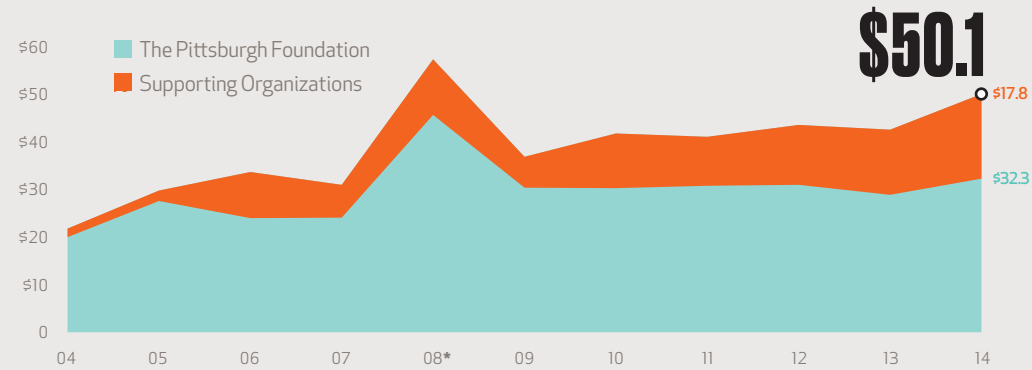
DOLLARS (IN MILLIONS)

- Unrestricted \$263
- Advised \$260
- Designated \$227
- Field of Interest \$144
- Scholarship \$62
- Special Purpose \$49
- Medical Research \$27
- Controlled Supporting Organizations \$127



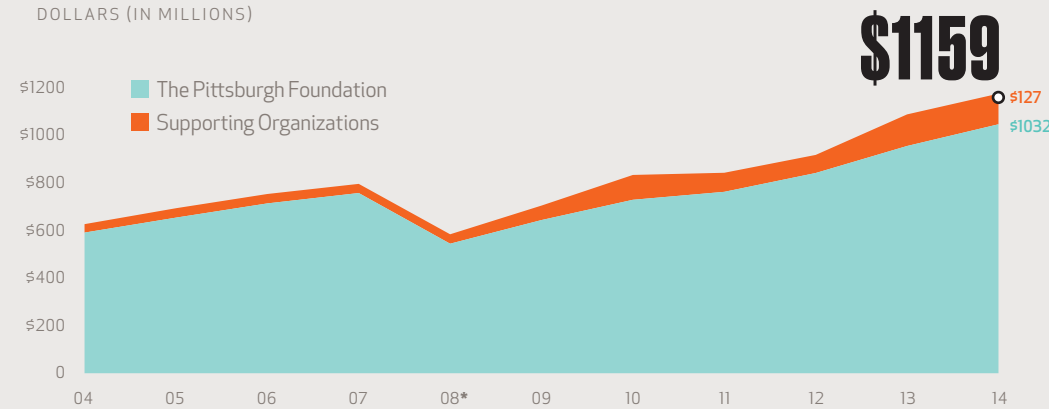
GRANTMAKING OVER 10 YEARS

DOLLARS (IN MILLIONS)



ASSET GROWTH OVER 10 YEARS

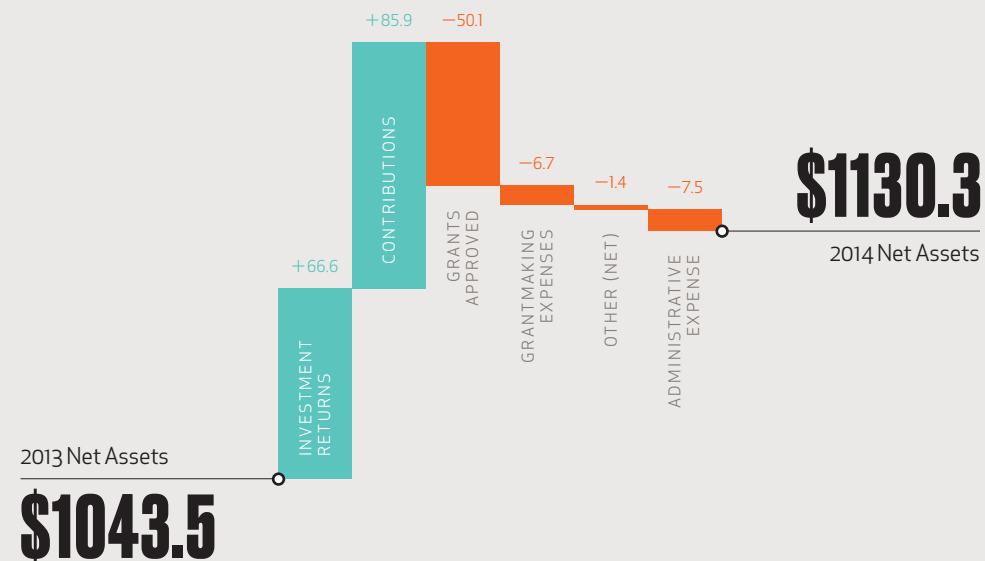
DOLLARS (IN MILLIONS)



*IN 2008, THE PITTSBURGH FOUNDATION MADE CONSCIOUS EFFORT TO COMBAT THE FINANCIAL STRUGGLES IN OUR COMMUNITY WITH AN INCREASE IN GRANTS DESPITE A DIP IN OUR ASSETS.

NET ASSET BRIDGE

DOLLARS (IN MILLIONS)



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Maxwell King

President and CEO, The Pittsburgh Foundation



Trade Institute graduate Marcus Kelley works without gloves at a Pittsburgh job site due to their \$25 cost. "They wear out in just a few months," he says

360-DEGREE TURNS

The Holy Grail in workforce development grantmaking is job training to break a street-to-jail cycle that wastes lives and tax dollars. A report on the Trade Institute of Pittsburgh, where mostly ex-con graduates are placed in good entry jobs and few return to jail.

By Jeffery Fraser

BRANDON KNERR IS A STONE MASON for a landscaping company. He has only been on the job a few months, but it has been time enough for him to know that he likes the work and he's good at it. That internalized knowledge has kept him going, even when job demands — long days stretching into six-day weeks — weigh him down.

That reaction alone is a sign of a remarkable turnaround for Knerr — "My 360," he says. The 24-year-old South Side native was released from the Allegheny County Jail only last year — the fifth stretch he's served for crimes ranging from robbery to drug possession.

"Having been in and out of jail since I was 18, the odds are going to be against me," Knerr acknowledges. "Change is one of the roughest things, but it's possible if you set your mind on what you want and go after it."

But how does a hardened mind get re-set from the jailing world to the working world? For Knerr, the changing force was a 10-week masonry course at the Trade Institute of Pittsburgh. He's one of about 185 ex-offenders the institute has introduced to masonry and other building trades since 2009, when Director Steve Shelton, then a Penn Hills contractor, began recruiting students off the street.

"I'd talk to them and most were 18, 19 years old and had done something stupid, got busted, went to jail," he says. "They go into a halfway house with nothing to do. It's like locking them up and throwing away the key."

Shelton's one-man show has evolved with foundation support, including The Pittsburgh Foundation, which awarded its first grant — \$100,000 — this year. Today, the Institute, anchored inside the former Westinghouse Electric plant in Homewood, has a waiting list of 80.

The approach that combines hands-on training, life counseling and job placement has brought impressive results. Since 2009, the institute has enrolled 207 students, graduated 116 and found jobs for nearly 75 percent of graduates, many of whom are working on job sites in the region. Nearly 90 percent are ex-offenders. In 2013, less than 6 percent of graduates re-entered prison within a year after release. The same year, the Pennsylvania Department of Corrections reported a one-year recidivism rate of 35 percent statewide.

➤ **READ MORE** pittsburghfoundation.org/tradeinstitute

TALENT SHOW

In 2013, The Pittsburgh Foundation partnered with Pittsburgh's new mayor on a project seeking merit over mediocrity in staffing his administration. A final report this year on Talent City shows that with some improvement, the process using local expert interviewers and professional searches is a best-practice template for city government hiring.

By Cristina Rouvalis

HERE'S HOW QUICKLY CAMERON McLAY became Pittsburgh's chief of police. McLay, a leadership development consultant and former police captain from Madison, Wis., applied for the job in August 2014. A month later, he was wearing the chief's uniform. "It was painless and quick," he said.

On the other side of the interviewing table, Pittsburgh Mayor Bill Peduto was immediately impressed by McLay's credentials and communication skills. "I think we nailed it with this guy," he said.

That hire would not have been so seamless — or even happened at all — had it not been for an extensive independent search that ranked candidates based on criteria such as integrity, communication skills and understanding community needs. That approach came through Talent City, a privately funded, \$345,000 recruiting initiative, which ran for more than a year as the Peduto administration cruised through the November 2014 election and took charge of city government. The initiative was led by The Pittsburgh Foundation, which funded it along with The Heinz Endowments and the Richard King Mellon, Hillman, Claude Worthington Benedum and Buhl foundations. Talent City was the main gateway for much of the hiring of the new administration, and the gatekeeper was Nonprofit Talent, a Pittsburgh-based executive search firm specializing in the nonprofit sector. The firm used community expertise to screen hundreds of applicants from across the country.

The Pittsburgh Foundation and Nonprofit Talent evaluated the program this summer as part of a final report to funders marking some lessons learned in the process and tallying some strong successes that stand to make the project a worthy model for future Pittsburgh government administrations and other cities.

The idea of creating a public process to bring city government closer to a hiring ethic governed by transparency and merit rather than political patronage was promoted by Grant Oliphant, former CEO of The Pittsburgh Foundation, and by Peduto, who committed to the Talent City process as the Democratic Party nominee in 2013.

"Talent City helped the new administration attract an interesting, diverse, sometimes surprising set of candidates from all over the country," says Maxwell King, who succeeded Oliphant last year as CEO of the Foundation, and ordered a review of the initiative this year.

Talent City was a transparent process, a big difference from past administrations. “Sometimes new mayors just picked the people they knew,” says King. “Clearly, this mayor wanted to change some long-entrenched ways, and even though it wasn’t perfect, he gets a lot of credit for trying to change the pattern.”

Peduto said the program enabled him to find innovative and unexpected hires — more than 1,500 people applied and many were from outside Pennsylvania. McLay was from Wisconsin and Maura Kennedy, the first woman to head Pittsburgh’s Department of Permits, Licenses and Inspections, came to Talent City from Philadelphia. She also is the first graduate of the University of Pennsylvania’s Wharton MBA program to hold the position.

The department and assistant department heads hired through Talent City show diversity “across race, age, gender and geography, and they are the most talented,” says Peduto. “If you cast the net wide enough, you can have both diversity and talent.”

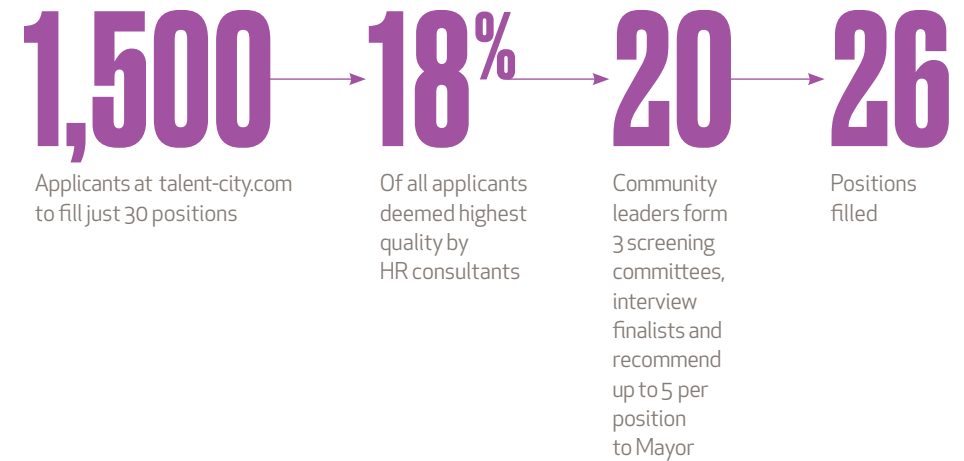
Todd Owens, co-founder and principal of Nonprofit Talent, says it is highly unusual for a new mayor to allow such extensive community involvement, especially in screening candidates. He has seen similar independent hiring programs used in Denver and New Orleans, but he believes Talent City has set the bar highest for achieving meritocracy in hiring.

Applicants were first interviewed by Nonprofit Talent human resources professionals, then those going forward were screened by one of three selection committees covering various departments in city government. Three to five candidates selected by each committee were forwarded to the mayor and top aides, who made the final selections.

Many candidates went through Talent City and were lauded publicly for outstanding credentials and job performance, but there were several hired outside the process and the mayor’s critics quickly noted them. Peduto says some media outlets misinterpreted what had actually occurred — that the complaints themselves were rooted in his rivals looking for political advantage.

“It was the first effort,” King said. “We would want to strive for 100 percent consistency. If we decide to lead with this approach in another administration, we will want to focus on making sure it is evenly applied.” But despite the criticisms, King believes the initiative has brought significant benefits to the public and the Peduto administration. “In Chief McLay alone, they found in Wisconsin what looks to be a terrifically effective public servant,” says King.

McLay says he applied to be Pittsburgh’s police chief even though he was enjoying the work he was doing at the time as a leadership development consultant for the International Association of Chiefs of Police. The interviewers kept him engaged in the process, he says, and he was impressed with their thoroughness, which included basing interview conversations around his own essay answers to such questions as, “What are the critical issues in policing?”



“If they had kept me hanging, I probably would have lost interest,” he said. “Talent City was very much the way to go. I have seen police chief searches done well and done poorly. The ones that are done poorly drag on for months. The good candidates get bored or take other jobs.”

McLay also said he saw the results of community meetings with residents and police officers to solicit attributes they wanted to see in the department’s top officer and areas of law enforcement that should be priorities. He was asked to develop the same lists, he says, “and it was almost comical how well they aligned.”

Though he is believed to be the first chief to be selected from outside the department, McLay says he has not felt discounted for being an outsider. “I was what the community expected, because the community had been asked,” he says.

Kennedy says her recruitment, interview and hiring took only eight weeks: “It was swift for the hiring and reassembling of a new government. I was very impressed.”

While recruiting through Talent City, Peduto had to say no to inquiries about jobs for his political supporters. “There is a common culture, not just in Pittsburgh, that jobs are a guarantee for working on a campaign,” he says.

Peduto remembers a veteran politician telling him he was “crazy to hire” based on merit and community preferences. “You are giving away your power,” the older official told him.

The mayor’s response: “Anytime I can trade a short-term power advantage to acquire long-term talent, I will take it. You end up having the most power when the best-qualified people are doing great work.”

➔ **READ MORE** pittsburghfoundation.org/talentcity

RECENT GRANTS TO EAST END ORGANIZATIONS*



NEIGHBORHOOD ALLIES

- 1 Larimer Consensus Group
\$68,000
 - 2 Made Right Here
\$75,000
 - 3 CARE Ownership
\$60,000
 - 4 Community Empowerment Association
\$75,000
 - 5 Operation Better Block
\$75,000
 - 6 Wilksburg Community Developemt Corporation
\$65,000
 - 7 Hosanna House, Inc.
\$75,000
 - 8 Trade Institute of Pittsburgh
\$75,000
- \$568,000 TOTAL**

PITTSBURGH FOUNDATION

- 1 Neighborhood Allies
\$350,000
 - 2 Pennsylvania Interfaith Impact Network
\$150,000
 - 3 Pittsburgh Community Reinvestment Group
\$50,000
 - 4 Three Rivers Youth
\$125,000
 - 5 ACTION Housing
\$70,000
 - 6 Student Conservation Association
\$75,000
 - 7 East End Cooperative Ministry
\$75,000
 - 8 Critical Needs Alert Initiative
\$200,000
 - 9 Kingsley Association
\$150,000
 - 10 YMCA of Greater Pittsburgh's Lighthouse Project
\$50,000
 - 11 Homewood Children's Village
\$91,230
 - 12 Hosanna House, Inc.
\$75,000
 - 13 Trade Institute of Pittsburgh
\$100,000
- \$1,561,230 TOTAL**

*2013-15

NO PLACE LIKE HOME

Last year, The Pittsburgh Foundation helped fund the restructuring of a longtime community development group to become the go-to intermediary for local revitalization. Support continues for the new Neighborhood Allies under the strategy of creating safe, affordable housing and welcoming neighborhoods in primarily East End communities.

By Cristina Rouvalis

PRESLEY GILLESPIE WAS A STRAPPING CITY KID who was always getting into fights — his bravado masking how trapped he felt in his troubled Harlem neighborhood. Poverty, drugs and blight were as much a part of the landscape as the dilapidated apartments in his corner of New York City.

Then Gillespie, who had been a struggling elementary school student, saw his life prospects change dramatically when his family moved to tiny Farrell, Pa., just across the Ohio border from Youngstown. He thrived in his new school system, made his way to Youngstown State University, and earned a degree in Communications and Management.

His career choice of banking and finance was far from his Harlem roots. As a vice president at Key Bank, Gillespie remembered the distressed neighborhoods of his youth and realized that lenders had to focus on creating healthful, safe and life-affirming communities.

In Youngstown, an economically battered rust-belt city, he went beyond established norms to provide loans for housing and other projects in minority low-income neighborhoods. In 2009, he helped revitalize broken communities as director of the nonprofit Youngstown Neighborhood Development Corp.

Today, the 49-year-old Gillespie heads Neighborhood Allies, a supporting organization of The Pittsburgh Foundation. With resources provided through that 30-year affiliation, including a total of \$350,000 to support the past two years' work, Gillespie is using his own organization's grant-making capacity to help transform struggling East End neighborhoods into stable communities that people are proud to call home.

On any given day, Gillespie is meeting and greeting in the East End and communities beyond to understand residents' needs and translate those into worthy development. "What we know works in this type of development is being on the ground, elbow-to-elbow with residents from the very beginning, letting them plan and take ownership of the projects."

The Neighborhood Allies mission dovetails with the Foundation's goals across several areas of its strategic plan, including, says Jane Downing, senior program officer for Economic and Community Development, "investing in people and programs to help meet the quality-of-life standard we all want in the places where we live."

➔ **READ MORE** pittsburghfoundation.org/neighborhoodallies

Lou Mavrakis, mayor of Monessen, is fighting blight one street corner at a time.



SEEDS OF PROGRESS

The Community Foundation of Westmoreland County is in the second year of one of the most ambitious efforts in its 20-year history: a three-year grants program totaling \$400,000 to help revitalize seven struggling cities. A report on one community's experience.

By Christopher Whitlatch

IN 1940, MORE THAN 20,000 PEOPLE lived in Monessen, and most of them worked for United States Steel Corp., one of the main engines in southwestern Pennsylvania manufacturing, and a driver of U.S. economic growth. Today, with plants shuttered, the town's population has withered to 7,000.

As a life-long resident, Mayor Lou Mavrakis has seen the boom and the bust. After high school graduation in 1953, he was hired at the U.S. Steel plant and rose quickly to become the local union president and then a United Steelworkers Union international representative.

Retired from the Steelworkers, Mavrakis now presides over a town struggling to find a new economic foothold after decades of decline.

To understand sustained public and private neglect, you need only drive the obstacle course of potholes on Route 906, the major thoroughfare. Lined along each side are dilapidated or vacant homes. In recent years, Mavrakis and other officials petitioned employers to invest and government agencies to assist, with little success.

Last year, officials learned of the Revitalizing Westmoreland initiative, the community foundation's \$400,000 initiative to fund projects, with a matching requirement by recipients, for the next three years. The goal is to seed quality-of-life improvement in Monessen and the county's six other third-class cities: Arnold, Jeannette, Greensburg, Latrobe, Lower Burrell and New Kensington.

Monessen received a \$30,000 grant to demolish two abandoned houses and recover a vacant lot to develop a parklet — a tiny, green oasis in a desert of blight.

"The kids in [the project] neighborhood, many of them are being raised by their grandparents, and they would need to travel over a mile for a safe place to play," says the mayor. "They think that everyone has forgotten them, and I could say that is how I feel about the city of Monessen as well."

Though Mavrakis would have preferred a project in the business district for greater visibility, he recognizes the need to start where residents are now. "The people in this neighborhood will finally see that we are trying — working to make the community better for everyone," he says.

"How do we get out of this crisis? We have blight like you have never seen before," he says. "The only way this community will survive is with an intervention. We need to rebuild the communities that built this country."

➤ **READ MORE** pittsburghfoundation.org/monessen

RE-SETTING GEM OF THE (CITY ARTS) OCEAN

Last year, three foundations saved the August Wilson Center from sheriff's sale and freed it from debt. Now, local management experts have joined the board and artistic programming is underway. A celebrated Pittsburgh poet marks the progress and aspires to see the home for African American art become a Cultural District jewel "that is more than every other place."

a city hall for a new future

By Vanessa German

not just for all the awards; tonys, pulitzers —
or even for all the plays, remarkable as they are;

a place with open doors and seats to sit in,
to be surrounded by and infused with your own power,
beauty and creativity.

a way of the future; a cultural center that lifts up, supports,
celebrates the triumph of our everyday spirits,
in both everyday, and extraordinary ways.

a place that you can go to, to see, and to be.

a place that speaks directly to the matter of love —
the center ought to call to us as hot and brave as Wilson did,

for deep and edgeless learning, in the ways of on-the-street
rhythms, in the hymns and poems of the bus stop... yes!

for the wholeness of the truth that who we are, in the soul
and bones of our being — is a deeply generative,
creative, and whole people, all us. this is what i am looking for.
someplace. that is more than every other place.

let the dreamers come in. let wild-eyed 2nd grade visionaries.
come in. and reimagine it all. as though.
it could change the shape of the world.



Vanessa German
at a September 2014
community rally to
save the August Wilson
Center as an
independent African
American arts and
cultural center.

CALLING OUT PAYDAY PROFITEERS

This year, The Pittsburgh Foundation has taken on the national scourge of payday lending, joining the first-ever coalition of 57 community foundations pressing regulators to ban quick-cash loans that bury borrowers under crushing debt.

By Dennis Roddy

NOBODY HIRES A CAB TO TRAVEL FROM PITTSBURGH to Los Angeles. The drive would be long, the trip uncomfortable and, at journey's end, the fare would empty the average pocketbook.

Cabs are for short hops.

Yet every day, thousands of cash-strapped Americans are essentially driving into long-term debt by way of a short-term vehicle, trapping themselves on a journey of pay-and-borrow that never seems to end. Welcome to the dark highway of the payday loan.

These are supposedly short-term loans for small amounts that, in a surprisingly large number of instances, turn into a cycle of follow-up loans at annual interest rates that vary from 260 percent to more than 600 percent. Little wonder that 76 percent of these "short-term advances" turn into loan renewals that roll debt atop debt, according to a detailed study by the Pew Charitable Trusts.

"It's basically by design. That's the way it is structured. It is the bread and butter of the industry," says Kerry Smith, a staff attorney at Community Legal Services of Philadelphia, one in a coalition of 100 community and civic groups working to keep payday lending out of Pennsylvania.

Now adding to that effort and similar actions in other states is a movement made up of The Pittsburgh Foundation and 56 other community philanthropies across the country that have joined for the first time to advocate on a public policy issue. The coalition is calling for the Consumer Financial Protection Bureau to develop strict federal regulations that would effectively end sky-high interest rates.

Pittsburgh Foundation President and CEO Maxwell King says it is hardly surprising that payday lending would be the issue-of-choice for the foundations' first national advocacy campaign.

"Whether the spotlight is on the Foundation's work last year or this year, the unifying theme is about being the community leader dedicated to improving quality of life by evaluating and addressing issues that affect the community. Payday lending runs counter to the efforts of our donors and many nonprofits because it is so destructive to the people they are trying to help become self-sufficient," says King.

Currently, Pennsylvania is one of 14 states with restrictions that have kept payday lenders from setting up shop on street corners. Yet, earlier this year, the state attorney general won an \$8 million settlement

AFTER TWO WEEKS,
a typical payday
loan results
in an additional
\$0.14 per dollar
borrowed.

AFTER ONE YEAR,
the same payday
loan results
in an additional
\$3.69 per dollar
borrowed.

from Delaware-based payday lender Advance America, which had lured Pennsylvania customers to its website with interest rates as high as 368 percent.

And there is a continuing history of legislative attempts to dilute or slip past tough regulatory laws. In Pennsylvania, loans are restricted to a maximum of 24 percent, a rate at which payday lenders find it unprofitable to operate.

In Florida, where existing payday lending mirrored the details of a bill the industry tried to pass in Pennsylvania two years ago, the percentage of payday customers who were listed as one-time borrowers was a mere 13.8 percent. A full 40 percent of payday borrowers had taken out these loans 10 or more times.

That's where the profit lies, says Greg Simmons, a debt expert at ACTION Housing in Pittsburgh, who, like Smith, testified against the proposed bill that was promoted by lending industry lobbyists as a check on payday lending in Pennsylvania. What the bill actually did was set conditions for a predatory financial service that was already excluded from the state.

"If it was a hundred dollars, they would charge you \$12.50," says Simmons. "If you took that loan out 24 times, they'd charge you \$12.50 every time, so your interest rate would wind up being 369 percent."

The industry's own figures showed that 63 percent of its transactions were loans repeated more than 12 times. "That's called the debt-trap model," said Smith.

In the 1980s when payday lending flourished in the state, the Foundation's King watched the model in action when he was moving up the management ranks at the state's largest newspaper, *The Philadelphia Inquirer*. He would watch a payday lending truck pull into a slot behind the building where pressmen, drivers and mailroom employees would gather to borrow against their next paychecks. "A lot of them got into trouble, and I could do very little except offer my sympathy."

Faced with a reputation as financial bottom-feeders, the payday lending industry has resorted to increasingly imaginative arguments to set up shop in Pennsylvania. Most bills are now presented under the cover of "regulating" or even "eliminating" the business.

The community foundations coalition is directed at CFPB officials who are drafting regulations that would govern payday lending at the

HOW CAN A LENDING RATE OF 24 PERCENT BE UNPROFITABLE?

Consider the business model of the payday lender.

Lenders provide short-term dollar amounts — usually around \$400 — to people with bad credit and pressing debt, so long as they have a bank account. A borrower writes a post-dated check, or gives electronic access to his account, and the payday lender cashes that check on the borrower's next payday.

With the payday lender first in line, holding access to the borrower's bank account, three things can happen:

- The check clears and the loan is paid off.
- The check clears and the borrower has too little remaining to pay off other bills, hence another loan.
- The check bounces, the borrower borrows again, and is hit with bank fees, penalties and, as happens all too often, has his account closed.

national level — a move that could rein in some actors, but the goal is to ensure that the new policies don't open the door to others seeking a path around the tight restrictions in 14 states. A major argument by the industry has been that payday lenders already operate in Pennsylvania, offering their wares on the Internet, with customers alerted to their services by cable TV ads featuring such celebrities as talk show host Montel Williams.

What they don't point to are the 14 separate enforcement actions against nearly 40 different companies — such as the attorney general's action against Advance America — and their subsidiaries for violating the state's lending regulations. Most of them connected with borrowers via the Internet, and in Pennsylvania, the consumer lending laws apply to storefront and computer screen alike.

To date, the coalition to oppose payday lending in Pennsylvania has defeated five attempts in both the House and the Senate to invite payday lenders into the state. Add to that a mysterious clause inserted into a House version of the 2013 budget bill — language stripped out by the Senate — and it is clear that stopping predatory lenders at Pennsylvania's borders is an ongoing task.

Jeanne Pearlman, Ph.D., The Pittsburgh Foundation's senior vice president for Program and Policy, says the Foundation is taking a

two-pronged approach. First, the national coalition will press the CFPB for stringent federal regulations on payday lenders nationwide in an effort to stem the tide of debt in surrounding states. The second prong, directed at Pennsylvania, is to fight back continuing attempts to weaken current regulations that have kept payday lenders from opening storefronts in the Keystone State.

"Most community foundations are all about creating paths out of poverty," says Pearlman. "We do that through education, affordable housing, or providing jobs that pay a living wage. For any of those to work, we have to ensure that people can get from paycheck to paycheck without being buried under long-term debt. And when we encounter a business model that is designed to profit handsomely by putting people in debt, community foundations need to act."

As for the strategy of partnering with like-minded foundations on important issues, King is a believer. "I'm convinced that community foundations increase their power to make positive social change locally when they band together nationally on an issue such as this."

➤ **READ MORE** pittsburghfoundation.org/payday

HEALTHY ARTISTS, HEALTHY COMMUNITY

The arts enhance quality of life in innumerable ways, and key to ensuring continued benefit to the community is a multi-year partnership between The Pittsburgh Foundation and The Heinz Endowments that nurtures individual artists. Since 2012, \$800,000 has gone to artists whose projects range from a new stop-motion, animated video opera to a serialized hybrid novel.

By Christopher Whitlach

JULIE SOKOLOW WAS ALREADY AN AWARD-WINNING, independent filmmaker in Pittsburgh before *Aspie Seeks Love*, a documentary of a middle-aged man's journey to understand his Asperger's syndrome and better navigate life, caught fire nationally. Her jump to greater notoriety and accomplishment is one triumph of the Investing in Professional Artists: The Pittsburgh Region Artists Program, which has supported Sokolow and 56 other Pittsburgh area artists since it began in 2012.

The program, a partnership between The Pittsburgh Foundation and The Heinz Endowments, is based on the shared belief that healthy artists are essential to healthy communities. That concept is familiar to Sokolow, who had been doing a web video series, *Healthy Artists*, that explores artists' health and wellness issues.

The Investing in Professional Artists program provides support for concept development, creation of a new work and career advancement. Sokolow was one of 16 grant recipients in the first year of the program.


"I was very early on in producing my first feature length documentary, and the support from The Pittsburgh Foundation could not have come at a better time," says Sokolow. "Knowing they were behind me helped me navigate filmmaking challenges and connect with parts of the Pittsburgh community I needed to complete my dream project."

Germaine Williams, Ph.D., The Pittsburgh Foundation's senior program officer for Arts and Education believes that Pittsburgh's arts community is as vibrant today as in any other period in the city's history. "What an artist such as Julie is able to do with a modest investment is simply incredible. Artists are finding important opportunities to show work within the region, the country and across the globe."

While the program does not require presentation of a fully realized work, it encourages artists to produce projects that define the times, the region and our lives. The breadth of the creativity — from composing a large-scale musical for jazz orchestra to producing of a sound-art tour on how gun violence affects a city neighborhood — validates Pittsburgh's reputation for having one of the country's richest art scenes.

"Support for local artists gives them greater access to opportunities and enhances cultural programs, which benefits our region now and through future generations," says Williams.

➤ **READ MORE** pittsburghfoundation.org/region_artists_program



Julie Sokolow, director of *Aspie Seeks Love* and an Investing in Professional Artists grantee.

WISHING UPON RISING STARS

In a city where the prime grantee for medical research, the University of Pittsburgh health sciences system, is among the world's best and highest funded, how does The Pittsburgh Foundation try to achieve outsized impact from modest grants? Dr. Edward J. Donnelly, chair of the Board's Program & Policy Committee, shares the strategy of noble bets on up-and-coming investigators.

Interviewed by Douglas Root

You've spent decades in medicine, and you know Pittsburgh's research community well. Tell us about the evolving strategy in the Foundation's grantmaking from its 17 medical research funds.

An important thing about those funds that we never want to lose sight of: They are uniquely Pittsburgh and they represent a family enduring a serious health problem. Their dream is to help others through research. In past years, we tried to match proposals for research to the interest areas around those funds, but then realized we weren't having much impact. We stepped back and recognized that we are in a very rich research environment with a world-class health care center. Why not assist in recruiting researchers who are nationally promising with the potential to be world class? So we shifted to creating endowed chairs and also supporting rising-star researchers.

In 2013, Pitt received \$430 million in NIH funding alone. How does a foundation granting an average of \$3 million for health causes each year get attention? Don't individuals get lost in the crowd?

Well, that's the benefit of the endowed chairs. It is the one named researcher and also an entire team behind that person — a lot of expertise for grant dollars spent. The endowed chair titles give recipients credibility and money to accomplish research they could not otherwise accomplish. Research money that would apply to many of our donors' areas of interest is hard to come by, especially for young investigators who are not yet established. Our grants allow them to raise their profile and give them exposure to the NIH and others so that they can do bigger and better things.

How does the UPMC system react to this strategy, and is there an appreciation that this funding stream is coming from Pittsburgh residents?

I think Pitt and UPMC officials very much appreciate the relationship. They have been happy to match our dollars, an idea pursued by Edie [Board Chair Dr. Edith Shapira], so we are having even greater impact. And I do think it is really gratifying that our donor funds are supporting research that will keep younger investigators in Pittsburgh and allow them to continue doing really promising work. It is a wonderful modern application of donor intent.

➕ **READ MORE** pittsburghfoundation.org/medicalresearch

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PRESERVING THE PITTSBURGH PROMISE

Since 2008, the program providing qualifying city public school system graduates with scholarships has awarded \$64 million to 6,000 students. To sustain it, the Promise Board reduced the annual maximum to \$7,500 while ramping up fundraising and outreach. This ensures that Lillianne and her classmates will have the same life opportunities as Joshua and his fellow Promise graduates.

By Ryan Rydzewski

Lillianne Taylor, 14

9th-grader at Pittsburgh CAPA, Visual Arts Major

My neighborhood: North Side

My favorite music: Indie

In my free time: I hang out with my friends and bike around Riverview Park. I like drawing, too — mostly still lifes and realistic things. I just finished a self-portrait.

When I grow up: I want to go into graphic design. That way, I can use the creative knowledge I've been learning in school.

The people who mean the most to me: My parents. My mom is very involved in the community. She has her own health and wellness center, and I go over there and help out a lot.

My biggest accomplishment: The work I've completed at school! I've had a 4.0 for almost my entire life. I'm pretty proud of that.

To me, the Pittsburgh Promise means: Exactly what its name says it means. It's Pittsburgh promising to help me reach goals that maybe I couldn't reach on my own. It's my hometown rooting for me.

Joshua Devine, 25

Marketing Associate, Allegheny Conference on Economic Development; Full Promise scholarship recipient

My neighborhood: Homewood

My favorite music: Gospel

I'm passionate about: Community development, particularly in areas related to youth, sustainability and entrepreneurship. Investing in our youth is a vital part of community growth. It's important that we teach kids the skills they'll need to build a career, while at the same time encouraging them to be advocates and change agents in their own neighborhoods.

My biggest influence: My godfather. He's a drug and alcohol counselor for juvenile youth. I admire his wisdom, selflessness and courage as he gives them that push — the help they need to build a better life.

I'm most proud of: Getting married! Shout-out to my wife, Rachel.

To me, the Pittsburgh Promise means: Even more than the monetary investment, the Promise was a voice behind me saying, "I believe in you. You can make it." As I went through college at Penn State, I needed that support — it helped me tremendously.

➤ READ MORE pittsburghpromise.org

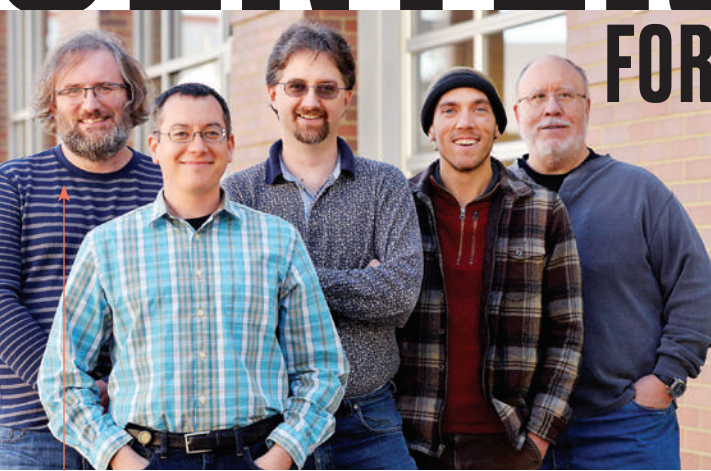
Lillianne Taylor, rising 9th grader and Visual Arts major at CAPA, talks about the upcoming school year with Promise recipient Joshua Devine, a Taylor Allerdice High School and Pennsylvania State University graduate now working for the Allegheny Conference on Economic Development.

“I want you to think like designers. It’s not formulaic in the sense that if you do this, this and this—Bang!—you are a Change Agent. There’s hard work here; some mystery, but it’s so worthwhile in the end.”

BILL LUCAS, LUMA INSTITUTE INSTRUCTOR LEADING
CENTER FOR PHILANTHROPY-SPONSORED TRAINING
FOR PITTSBURGH PUBLIC SCHOOLS TEACHERS

As much a state of mind as innovative physical space, The Pittsburgh Foundation's **Center for Philanthropy** is the community's laboratory for social change: Active donors create and collaborate to empower their giving.

CENTER FOR



LIVE LIKE LOU

THE DIFFERENCE

A public spotlight and a powerful ally against ALS

DIFFERENCE MAKERS

Neil and Suzanne Alexander and children

The Center for Philanthropy has enabled many Foundation donors to do more than they ever thought possible, but one stands out for demonstrating the power of collaboration in making a difference — even against great odds. Neil Alexander, who died this year after succumbing to amyotrophic lateral sclerosis (ALS), was an activist-philanthropist impatient to accomplish great things.

Diagnosed in 2011, Neil, wife Suzanne and Center staff created a fund and website, livelikelou.org, (named after baseball star Lou Gehrig who had ALS) that has raised more than \$1 million for research, family support and patient needs. The effort has been so successful that the University of Pittsburgh's Brain Institute has started a Live Like Lou partnership as part of a new \$10 million research center.

The Alexanders — pictured at right with children Abby and Patrick and Boston terrier Libby — are testament to the Center's value in providing stand-out donors with expertise and resources that allow them to give wisely and with passion.

➤ **READ MORE** pittsburghfoundation.org/livelikelou



PHILANTHROPY

A GIVING CIRCLE TO FIGHT POVERTY

THE DIFFERENCE

Anti-poverty programs get a boost in struggling East End neighborhoods

DIFFERENCE MAKERS

Google software engineers

Last year, five software engineers at Google's Bakery Square offices recognized that their workplace in Pittsburgh's East End was actually a borderline between Have and Have-Not neighborhoods. They responded to a pitch from Pittsburgh Foundation Development and Donor Services and Program staffs to form a Giving Circle in the Center for Philanthropy to learn more about poverty.

Now, five Pittsburgh nonprofits that work to eliminate poverty are operating more effectively thanks to personal interactions and a total of \$60,000 in funding from the group — pictured above from left, Todd Derr, Josh Segall, Keith Arner, Tom Stepleton and Sam Harbison. In all, 23 employees and spouses were part of the Giving Circle, a collaborative in which members learn more about an issue or opportunity, combine funds and decide where to donate.

Foundation staff wanted to open up the Giving Circle option to Generation X donors, since participatory philanthropy is preferred by young professionals who want to be hands-on and informed in their giving.

➤ **READ MORE** pittsburghfoundation.org/givingcircle

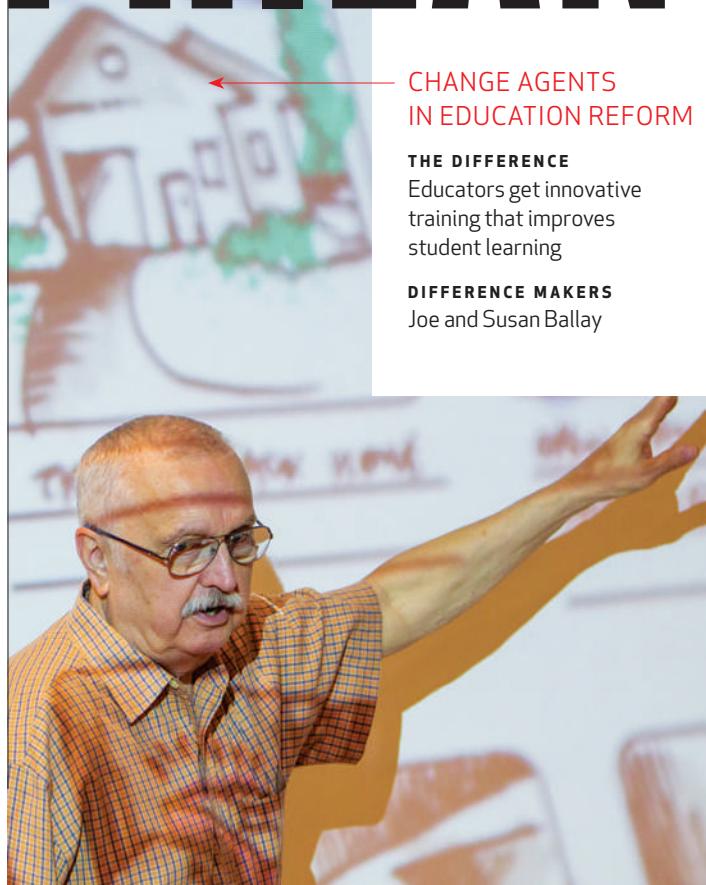
CHANGE AGENTS IN EDUCATION REFORM

THE DIFFERENCE

Educators get innovative training that improves student learning

DIFFERENCE MAKERS

Joe and Susan Ballay



Change Agents began with one local couple, Joe and Susan Ballay, who wanted to use their Pittsburgh Foundation fund to support innovation in education. Both were career teachers: Susan in early childhood education and Joe as a professor of design at Carnegie Mellon University and founder of Maya Design, a design consultancy and technology research lab.

At their first meeting with Center for Philanthropy staff, the couple only had the “vague notion,” says Joe, of directing their fund toward innovative education. “What we didn't have going in was any kind of strategic sense of how to do it.”

Thanks to the collaboration — Joe is pictured at right leading the first class in 2013 — more than 50 teachers and principals have completed the training. Early outcomes suggest that the approach, which centers on fine-tuning skills to understand students' needs and unconventional problem-solving methods, is effective regardless of the school's economic and demographic profile.

➤ **READ MORE** pittsburghfoundation.org/changeagents

**The Pittsburgh
Foundation**

2014-15 REPORT
TO THE COMMUNITY



DIFFERENCE MAKERS

DIFFERENCE MAKERS

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MAX'S MESSAGE OUTLINES BOLD PLANS for the future, and reminds us that a community foundation must have a powerful ambition to make a difference.

He is working with our staff, Board, donors, and community members to bring about important change. This is his job, and he is doing it extremely well. The Board's job is to support him in achieving his goals, and, I am pleased to report that these goals are well-aligned with our historic mission.

Achieving social change on a large enough scale that the quality of life for an entire region can be improved is an enormous challenge. We on the board are lucky enough to get to watch the "Difference makers" in action. Many of these are our wonderful donors, and they are moving the levers of community philanthropy to improve lives throughout Pittsburgh.

At foundation meetings, I've often been impressed by the high level of Board and staff engagement. That feeling was particularly strong at our summer meeting when, after an illuminating presentation by Allegheny County Department of Human Services Director Marc Cherna, one board member questioned why a community foundation would grant money to a government entity already supported through tax dollars.

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To all, I extend our heartfelt appreciation for proving that we can be a model for civic dialogue, and that what we accomplish together for the Pittsburgh region has more lasting value than what we could ever do individually.

Edith L. Shapira, M.D.

Chair, Pittsburgh Foundation Board of Directors



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Biographies of all Board members and Directors Emeriti are available on the Foundation's website at pittsburghfoundation.org/board_aboutus

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The Pittsburgh Foundation is grateful for the services of Nancy L. Rackoff who retired from the Board of Directors in 2014.

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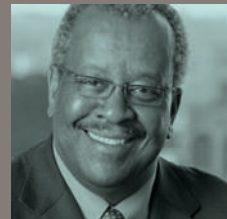
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Chair



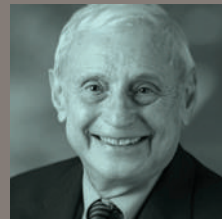
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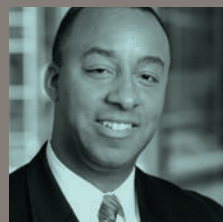
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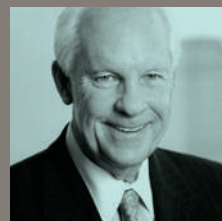
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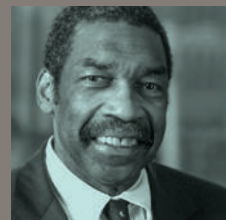
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Chair, Pittsburgh Foundation Board of Directors

GETTING THE WORD OUT

A Pittsburgh Foundation donor knows the disease that eventually will take his life draws its power from being selective and quiet. His gutsy philanthropy is all about dragging it under the spotlight to develop a cure.

By Ryan Rydzewski

"I'D GROWN TEN INCHES IN TWO YEARS," says Doug Strott. "Not for a moment did I think I needed medical attention. Not for a moment."

He is remembering that day in 1981 as a 17-year-old trying out for the Baldwin High School track team. Though a talented athlete, Strott found throwing a javelin nearly impossible — his back pain overwhelmed him.

For years, he'd felt it between his shoulder blades. His neck made strange popping sounds; occasionally, a limb went numb. He had shrugged it all off, but after his struggle with the javelin, Strott went to an orthopedic specialist, who had an immediate diagnosis: Scheuermann's Disease — uneven growth in the vertebrae, leading to a V-shaped spine.

Thus began a decades-long struggle that has pitted Strott against chronic pain and an uncertain future. Remarkably, he was able to make it through the University of Pittsburgh to become a stock broker and even volunteer for others' causes.

But one of his life's triumphs has been to channel his perseverance into a fund at The Pittsburgh Foundation to create the world's first organized effort to raise awareness of Scheuermann's and support medical research.

Strott's effort is one example among many over the past several years in which the Foundation's donors have used their funds to call attention to critical needs in the community. And from the breadth of their grantmaking, those needs are as diverse as the donors themselves — from medical conditions to environmental causes to children's welfare.

In Strott's case, the anonymity of Scheuermann's only has made him more determined to drag it under the spotlight. For those affected by the disease after the age of 15, treatment options are few. In severe cases, complications can lead to spinal cord damage, organ failure, decreased mobility and even death.

Now Strott's fund and a website are galvanizing a growing number of doctors and patients.

"I'm not going to give up," he says. "This disease is going to kill me, but I have to do something to help others. We're going to get the word out. We're going to fund a long-term study, and we're going to learn how to beat this thing. We're going to do it. I'll be damned — we're going to do it."

➤ **READ MORE** pittsburghfoundation.org/scheuermann

Before and after Scheuermann's: Doug Strott compares himself to growth marks his mother made for him each birthday on his bedroom wall in the family's Whitehall home. His height has dropped dramatically from fusion surgeries.



NEVER TOO YOUNG

In 2009, three young professionals — Bruce Corna, Jordan Pallitto and Michael Quatrini — came to the Community Foundation of Westmoreland County with an idea. Today, Corna and Pallitto look to the future of their philanthropy.

By Ryan Rydzewski

AT THE TIME, SAYS PALLITTO, “there was just no obvious way in Westmoreland County for young professionals to make a difference.” Philanthropy was seen as a closed-door club — a bastion of the rich, the old, and the white. “We could be personally or financially generous,” says Pallitto, “but it would pale in comparison to what, say, a retired executive might be able to give. So we had this idea: what if we pooled our resources?”

With help from the CFWC, Corna, Pallitto and Quatrini established the Visionaries — a collaborative fund set up to nurture philanthropic giving and leadership among young people. “Young professionals can be impactful even without a huge financial commitment, and we’re trying to get as many of them interested as we can,” says Corna.

Corna and Pallitto are leading by example, taking their giving to the next level by establishing personal funds at the CFWC. Below, they explain what it means to be young philanthropists.

Bruce Corna, 46

Principal,
Bruce Construction

My wife and I started a donor-advised fund as a way to continue giving while bringing in our four children. My family has all kinds of philanthropic interests, and as my life gets busier, I need to step back from some of my direct involvement with the Visionaries, having our own family fund seemed like a logical next step.

I think the Visionaries have created the right environment for young professionals who’re trying to get a feel for philanthropy. It prepares you for increased involvement later in life, and it makes you care about things you might never have known about otherwise.


Jordan Pallitto, 31

Vice President,
The Hill Group, Inc.

Every summer, my mom was in charge of a little corner of the Westmoreland Arts and Heritage Festival. She coordinated the children’s area. She’d call every person I’d ever heard of and get them excited and engaged. Years later, I realized that nothing in this world works well without people willing to donate their time, their talent, and later, their treasure.

As a 23-year-old, I had the honor of serving on the CFWC’s board. We talked a lot about the idea of a legacy and the ability to have an impact for years, even long after someone’s gone. That was a really impactful, compelling thing to me, so through some life insurance mechanisms, I set up a deferred fund. It’s a great feeling — I know I’ll never see the fund’s impact, but just the knowledge that it’s there is extremely fulfilling.

➤ READ MORE pittsburghfoundation.org/visionary



Bruce Corna (left) and Jordan Pallitto (right) are committed to philanthropy and the future of Westmoreland County.

THE ART OF EDUCATION

Together, The Community Foundation of Westmoreland County and The Pittsburgh Foundation administer 328 scholarships assisting students at every level of their academic careers.

By Debra Smit

EUGENE ANDOLSEK LIVED A SOLITARY LIFE. For decades, he worked as a stenographer for the Rock Island Railroad, a grind that made him anxious. For relief, he turned to art, working on intricate penned drawings using a ruler, compass and inks he blended with an eyedropper.

Humble and exceedingly frugal, Andolsek amassed a large collection of prints, but kept them locked in a trunk in his closet, only occasionally sharing them with close friends and family.

While Andolsek found joy as a child collecting stamps and sketching pictures of women's fashions, his father, who was abusive, detested his son's artistic sensibility and destroyed the works. At high school graduation, his father broke a long-standing promise and refused to pay for college.

After 23 years on the railroad job, Andolsek was laid off when the company went bankrupt. Problems with his health, including failing eyesight, forced him to seek the help of a cousin, who was close to him. She helped him move to a group home near her own in Westmoreland County in 2004. It was during this time that his trove of prints came to light.

In March 2006, Eugene's first solo show opened at the American Primitive Gallery, followed by another exhibition there in spring 2008. His prints continue to sell today.

In 2004, Eugene was diagnosed with macular degeneration. The condition resulted in the gradual depletion of his eyesight until he was blind and unable to continue drawing. He died on Sept. 17, 2008 at age 87.

The Eugene J. Andolsek Memorial Scholarship is a lasting tribute to a man who valued the education he never had above all else. Drawn from the sale of his artwork, the scholarship enables students dealing with a chronic medical condition to continue their education. The scholarship is open to students living in Westmoreland County.

Thomas Hall of Mount Pleasant Area High School, the 2014 winner, will study nursing at Carlow University. Hall was diagnosed with a mitochondrial disease, which affects muscles to the extent that common body movements are as taxing as running a marathon. He has overcome medical issues to excel in school, and volunteer at Frick Hospital, where he cares and comforts others.

➤ **READ MORE** pittsburghfoundation.org/andolsek

Eugene Andolsek
(1921-2008)

Pictured is an unframed work. Andolsek would start as many as five works in an evening. Ink blotter, pens and compass were his tools.

BRINGING THE KIDS ALONG

In 2007, Carol Harris established a donor-advised fund with The Pittsburgh Foundation in hopes of involving her family. Recently, Carol gathered her six grandchildren — Pete, Peter, Mark, Shane, Jacek and Caroline — to discuss philanthropy, life lessons and the importance of giving back. The children took turns asking their grandmother questions.

By Ryan Rydzewski



**What was your
childhood like?**

It was great. I grew up in Penn Hills, and we had a house with lots of woods out back. My brothers and I spent a lot of time swimming, hiking and camping.

My mother had a great sense of humor and worked hard around the house. Pap Pap was a steelworker who worked long hours. They were both wonderful to be around, though Pap Pap was very strict. Back then, I didn't always appreciate it, but it certainly taught me a lot of good life lessons. If I'd have been out on my own, just doing whatever I wanted whenever I felt like it, I probably wouldn't be the person I am today. And your parents probably wouldn't be the same, either, because I think I was a little stricter with them because of it.

**What did
you want to
be when you
grew up?**

Well, I really wanted to be a psychiatrist. [Laughs] It didn't turn out that way, but I'm pretty happy with what I chose instead.



What do you do for a living?

I'm the CEO of Carol Harris Staffing. I've had my own company for 28 years. Before that, I worked for another staffing company, called Kelly Services. I started out part-time at the front desk, then moved into full-time staffing. Later, I became a branch manager and eventually the company chairperson for the Pittsburgh area, where I ran eight offices.

I'd learned everything from the bottom up, and felt confident enough to start my own service. The hardest part was building the company while supporting two kids on my own. But I had faith — I knew it was something that I could do. And it took off. It's been a great ride.

Didn't you do real estate, too?

I did! I was a broker and sold real estate. That was a lot of fun.

Would you say you liked it better than staffing?

No, staffing is my passion. It's my life.

What if you were offered a million-dollar listing in Boston and a reality TV show? Would you stay in staffing?

[Laughs] I'd stay in staffing.

You must like staffing.

[Laughs] I certainly do.

How do you define "success"?

It comes in all forms. I have great kids. They have great spouses and six wonderful children and you all make me feel very successful. As far as business goes, I think [Carol Harris Staffing] is successful because of the high level of service we provide.

What drives you to give back to the community?

We've been very fortunate, both in family and in business. There are so many people out there who haven't had the same opportunities that we've had, and it's very, very important to recognize that and to give back. I know that all six of you have done a great job with that.

Why did you start the Carol Harris Family Fund?

I started it because I really wanted my kids and grandkids to be involved in charitable work. I wanted you involved because I think that if you learn from a young age that it's important to give back, then throughout your lives you'll start to really understand how to impact the issues you care about.

Those issues may change from year to year — maybe it's childhood cancer research now and something to do with animals later. But the important thing is that you're interested and involved.

What charity is the most important to you?

I've been on the board of Habitat for Humanity for over 20 years — that's a very important one to me. But right now, I'd really like to see you finding your own passions and making decisions together about how to use the fund.

How do you want to be remembered?

As a good mother. A good grandmother. Loving, kind, passionate, enthusiastic and very giving.

Are you proud of us?

I'm so, so proud of you. You're all really good kids. It makes me so happy to see your strong work ethic and good sense of humor. You're kind, you're loving and you know how to have fun. And hopefully through The Pittsburgh Foundation, we'll keep giving back together.



Carol Harris and her grandchildren. Clockwise from top left: Peter Morgan Habib III, Pete O'Connor Jr., Mark Prucnal Jr., Caroline Paris O'Connor, Jacek Prucnal and Shane Prucnal

DEMONSTRATING PRIDE

Anne Pride's life work on behalf of women's rights continues 15 years after her death, through a fund at The Pittsburgh Foundation.

By Allie Fetchko

IN 1977 DURING AN ANTI-VIOLENCE RALLY in Pittsburgh, Anne Pride coined the term "Take Back the Night" during a memorial service. She is now remembered as one of Pittsburgh's most significant leaders in the region's women's rights movement.

At age 16, she married Edwin Kurlfink and took his name. It was her desire to change her name back to her family name of Huggett, but her father did not want the name associated with the women's rights movement. Upon her separation from her husband, she chose the name Pride, a name that no one could reclaim.

Pride's legacy from stay-at-home mom to community activist began when she served as president of the Wilkesburg-based feminist publishing company, Know, Inc., in 1969. "When I first got involved in the women's movement, it wasn't something you talked about," said Pride. Yet it was through her involvement in Know, Inc. that Anne met many of the like-minded feminist thinkers and writers of the time.


As a founding member of Pittsburgh Action Against Rape (PAAR) in 1972, Pride devoted her time to the crisis center, which aided victims of sexual assault while simultaneously educating the public about the causes and prevention of sexual violence. PAAR was the first rape crisis center in Pennsylvania and one of the first such federally-funded centers in the nation.

In 1980, Pride received national attention when she refused to comply with an order from former Criminal Division Judge Ralph Cappy to make rape victims' records available to a defendant. Even with the threat of incarceration, Anne stood her ground, and the result: the Pennsylvania Legislature passed the first law in the nation recognizing total confidentiality in communications between victims and crisis counselors.

"Out of all of Anne's accomplishments, I believe her proudest was being instrumental in protecting the confidentiality of rape crisis records," said Paulette Balogh, Anne's partner.

After Pride's death in 1990, Balogh established the Anne Pride Fund with The Pittsburgh Foundation to support programs and services that benefit and enrich the lives of women and girls. Balogh was inspired to start the fund by Pride's daughter, Beth, who became active in NOW when she was only 13, and today brings Pride's granddaughter to demonstrations.

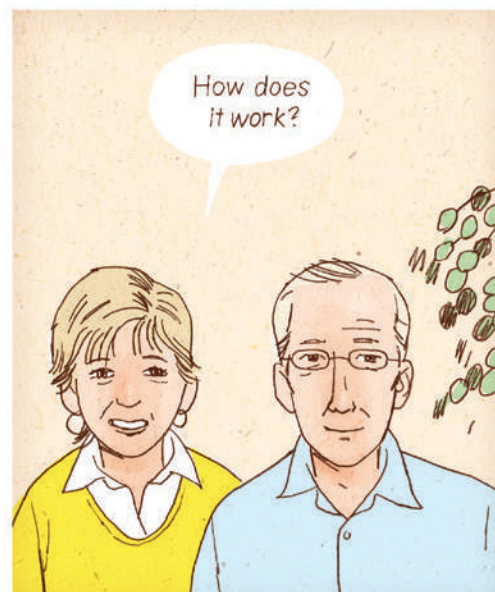
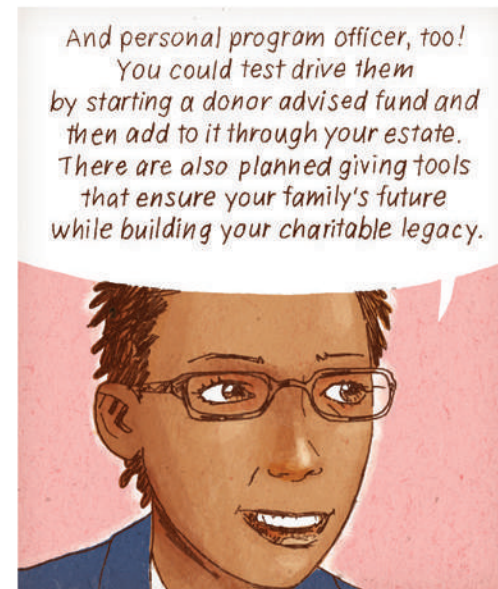
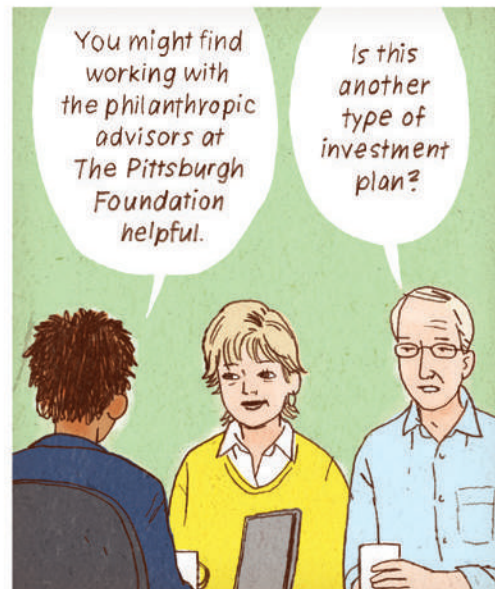
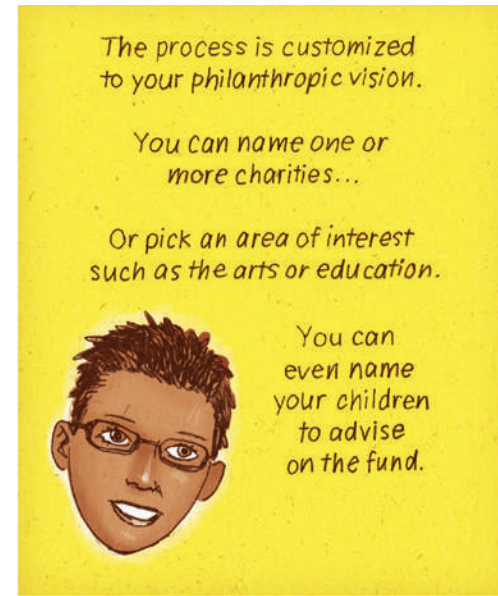
➕ **READ MORE** pittsburghfoundation.org/annepride



Anne Pride led a rally and memorial service for women's rights in 1977.

LET'S GET YOU STARTED

Illustrated by Jim Rugg



FORESIGHT FOR THE FUTURE

From the four-legged critters that were her passion to the community she called home, Lois Tack Thompson's legacy is very much a part of The Pittsburgh Foundation's work.

By Christopher Whitlatch



Portrait of
Lois Tack Thompson.

THERE IS NO BUILDING OR BRIDGE named after Lois Tack Thompson, but her name is associated with many of The Pittsburgh Foundation's key community initiatives. She was a very private person who preferred to spend her time in quiet, charitable pursuits. Ms. Thompson was especially fond of animals, dogs in particular. Her own two dogs were her constant companions.

She took a no-nonsense approach to her charity as well. She first established a small fund at the Foundation to help groups that provided services to the blind and institutions devoted to unwanted animals.

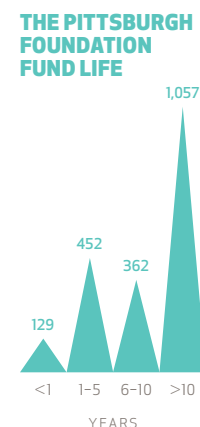
One Christmas she called the Foundation to say that she was considering 12 different requests from homeless shelters. Which should she choose? The Foundation staff told her about a new shelter for the most down-and-out women that was struggling to keep its doors open.

"That's just the one I want to help," she said. "I want to do the best thing possible with what I have."

Upon her death in 1991, Ms. Thompson left an additional bequest of \$15 million. Part of the fund continues to help the blind and unwanted animals, and the rest remains flexible, enabling The Pittsburgh Foundation to respond to the most pressing needs in the community.

"Lois Tack Thompson's legacy is intertwined with the critical work we undertake in the community each year," says Jeanne Pearlman, Ph.D., senior vice president of Program and Policy at the Foundation. "Through her generosity, underserved communities will receive care normally not available to them for their pets."

The fund, an engine of life-improvement in the community, has granted more than \$21 million since 1960.



- 1960** Grant to Allegheny County Mental Health Department for vision services for infants and toddlers
- 1992** Funded the Western Pennsylvania School for Blind Children Drama Works program
- 2008** Helped Animal Friends launch a mobile spay/neuter program to reach underserved populations
- 2011** Support of the Pittsburgh Promise Scholarship program
- 2012** Matching funds for public donations during the 2012 Day of Giving
- 2014** Support for PublicSource, an investigative journalism initiative

+ READ MORE pittsburghfoundation.org/loistackthompson

PHILANTHROPIC ENGINEERING

Bob and Bobbie Tedesco's gift to the world was figuring out how to raise 10 children on an engineer's income. Now their gift to Pittsburgh comes in using The Pittsburgh Foundation to figure out a secure retirement and set up a fund to benefit young people in the city.

By Dennis Roddy

WHEN IT COMES TO LEGACIES, Bob and Bobbie Tedesco have several already in full flower. With 10 children, 36 grandchildren and six great-grandchildren, Bobbie knows that the Tedesco name and tradition is likely to carry on for generations to come — including the sweet chaos at Christmas, when the family's rambling old house in Coraopolis fills with kids and merriment.

With patents from four decades as an industrial engineer, Bob's work will continue on factory floors, and in cinematic archives. Watching the first "Jurassic Park" movie with his children 20 years ago, he spotted a set of industrial circuit breakers — his creation — in one of the pivotal scenes.

And with a lifelong involvement in their church, including the founding of a Pennsylvania chapter of the interfaith People of God Community, they both believe they can give back the gift of faith for generations to come. They're doing this through The Pittsburgh Foundation and its Charitable Gift Annuity Program.

Most people envision creators of philanthropic legacies as wealthy and well-connected, with names such as Ford, Mellon or Gates, and with residences so ornate that they warrant their own names. The Tedescos live in a nameless home in Coraopolis. It is roomy but clearly middle-class, and the owners are a living example of what middle-class means in western Pennsylvania: loving, hard-working families with strong values, deep roots and a tradition of generosity.

"They're a prime example of a couple that comes from — what we would say — modest means, and their main focus is certainly on their 10 children and their grandchildren and great-grandchildren," says Lindsay Aroesty, The Pittsburgh Foundation's director of Donor Services and Planned Giving specialist. "They really feel that through Bob's career in engineering, they've been very fortunate, and they want to do something more."

Bob describes their financial plan to friends "to get the idea out there that they can do big things."

The couple has set up several charitable gift annuities through the Foundation in the last several years. They are among a growing segment of retirees who are able to do big things for a charity in the future while retaining a dependable stream of income for day-to-day living.

Bob and Bobbie Tedesco (center) surrounded by their family at a July 2015 reunion.

Gift Annuities are one of several planned-gift options used by our donors that ensure they receive a regular income and advantageous tax benefits to realize the ultimate goal of supporting a worthy cause.

YVONNE MAHER, SENIOR VICE PRESIDENT OF DEVELOPMENT AND DONOR SERVICES FOR THE PITTSBURGH FOUNDATION

The Tedescos' version of that is creating a fund that will carry on their tradition of faith-based work with younger people. The Gift Annuity program allows them to draw an annual retirement income from their combined accounts. Upon their deaths, the remaining pool of savings becomes the Tedesco Youthwork Fund. "It's aimed at youth evangelism. It's for the youth, basically," Bob explains.

The world of giving has transformed dramatically from the days when a handful of wealthy donors shared their fortunes. At The Pittsburgh Foundation, Gift Annuities are providing retirement income for givers that will, in time, be transformed into lasting legacies for a variety of causes.

"Gift Annuities are one of several planned-gift options used by our donors that ensure they receive a regular income and advantageous tax benefits to realize the ultimate goal of supporting a worthy cause," says Yvonne Maher, senior vice president of Development and Donor Services for The Pittsburgh Foundation.

The Tedesco Fund will become the capstone to a half-century-long love story that began when a young Air Force crewman returned to Pittsburgh from several U.S. base assignments and set his sights on a North Side girl named Roberta Seuss.

What followed was a love-filled marriage that supported a growing family as Bob flourished in a demanding engineering career that involved job assignments across the country. After graduating from the University of Pittsburgh with an engineering degree in 1969, Bob worked as an aerospace engineer with Boeing, helping to design parts for its 747 jetliner.

Two years later, the Tedescos returned to Pittsburgh, where Bob worked for Westinghouse and produced one of his first patents: a specialized machine for loading fuel pellets into nuclear reactors. After that, he created an optical missile tracking system for testing at the White Sands Missile Range.

Then came his specialized industrial circuit breakers. They were large and noisy, but they also were showy enough to be used as props in the first Jurassic Park movie.

Fans will remember the scene: Laura Dern's character desperately tries to restore power to the dinosaur park where raptors are running wild. The chief scientist talks her through the task: Pump the handle to spring-load the breaker. Press the button. Then press a sequence of buttons.

In real life, those devices would be carrying 100,000 amps and 480 volts — enough to fry any species back to the Stone Age.

Bob was sitting at the multiplex with his then-teen-age children. "I yelled, 'Hey! That's my circuit breaker!'"

As the lights went back on in Jurassic Park, Bob admired Dern's work.

"I got a kick out of that," he says. "She did it in the right sequence."

After years of giving — to family, to community, to their church — the Tedescos are convinced they're getting something else in the right sequence. When the circuit breaker is switched on for the Tedesco Youthwork Fund in the years ahead, the lights will go on in a lot of young lives.

➤ **READ MORE** pittsburghfoundation.org/plannedgiving



Ed Gott (center) is joined by his sister Bobbie Smith (right) and the next generation of the family, Mary Louise Walter, his niece.

FROM US TO THEM

In 2014 and through much of this year, The Pittsburgh Foundation's Development and Donor Services staff put specialized training in managing next-generation philanthropy to work in helping those with private foundations shift to family foundation funds. The result: more engaged, easier-to-manage giving by future generations.

By Debra Smit

AS HEAD OF A FAMILY THAT EXTENDS to 15 grandchildren, Ed Gott, the son of a U.S. Steel Corp. president and a successful steel industry executive in his own right, realizes he has earned the title of patriarch and, along with it, the responsibility of ensuring the continuity of family history and legacies.

One of the most important to him is the legacy of giving back — a family value enshrined in a private family foundation he established a decade ago with his two sisters, Barbara (Bobbie) and Betsy, and his then-wife, Suzanne.

Operating a private foundation was complicated and limiting. The first-generation members assumed permanent seats as directors. Their nine children rotated through the remaining six seats — each serving a two-year term.

In recent years, the grandchildren, all now in their 20s, began coming into their own, and Ed wanted to structure the family's philanthropy to allow them and future generations to feel emotionally connected and to participate. The older family members decided that the best option was to transfer their private foundation to a family foundation fund at The Pittsburgh Foundation.

While the move has allowed the family to retain a board membership structure, the fund at the Foundation allows next-generation involvement at far less cost.

"The underlying principal is to give something back to the many organizations in Pennsylvania that are deserving of support, says Ed. "We also want to help the second and younger generations learn the importance of philanthropy."

This year, 21-year-old Nicholas, son to Ed's oldest daughter, Mary, became the first of the grandchildren to engage with the fund by focusing on giving opportunities in the Hill District. And Betsy's daughter, Mary Louise Walter, participated in last year's Giving Circle on Poverty through the Foundation's Center for Philanthropy, which brought donors together to make grant-making decisions to have a greater impact on the community. Nicholas's mother, Mary, marvels at the generational differences in philanthropy. Her son wants to do more hands-on volunteering and get to know the people on the ground.

"Hopefully, our children will involve the next generation in perpetuity," says Mary. "That's a lot of people to sit down with in a room and make happy. The Pittsburgh Foundation has the experience to make it happen."

➤ **READ MORE** pittsburghfoundation.org/gott

“You’re not used to thinking like that ... getting up in the morning and saying, ‘How can I give money away?’ But the Giving Circle at the Center for Philanthropy made it an easy yes for me.”

DOUGLAS GOUGE, FORMER OIL AND GAS
COMPANY EXECUTIVE-TURNED HEALTH AND
ENVIRONMENT PHILANTHROPIST