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Dear Friends and Colleagues,

Has our sector ever been through a more volatile time, reflecting the very state of our country? Not that I can recall. At every turn, we are faced with changes to regulations and policies that dramatically impact all areas of nonprofit management, not just the bottom line of funding.



Let's have a look at a few of the dichotomies we are witnessing right now:

- **The passing of a new tax code** that could have a huge negative impact on individual and corporate giving. We'll be watching the effects of the new estate tax exemptions and the leveling of costly excise taxes for some nonprofits.
- **Policy and legislative reversals** on education, environment, healthcare and human services at a rate unseen in years.
- **Some donor dollars are bypassing nonprofits** in an effort to support congressional and senatorial campaigns and political organizations in a very volatile political environment.

On the other hand...

- **It's actually been a banner year for funding** with many nonprofits reporting excellent fundraising results. *The Chronicle of Philanthropy* just released its top ten gifts of 2017 totaling \$10.2 billion. Donations over \$1 billion found their way to several grant making foundations so these dollars will trickle down

NEW FUNDING Exceeds \$1 Million for Our Clients in 2017!

MW&A clients located in Los Angeles and Orange counties, the Bay Area, Chicago and NYC are seeing increased Foundation gifts.

Here's a look at what we achieved from January - December 2017.

MW&A obtained the [following grants](#) for clients through [Foundation outreach and grant proposal development](#).

\$180,000
Fresh Produce & Floral Council

\$80,000
Fresh Produce & Floral Council

\$75,000
Annenberg Foundation

\$75,000
Koret Foundation

\$75,000
Weingart Foundation

throughout our sector. Even small organizations (budgets under \$2M) are seeing the effect.

- **Nonprofits are investing in building staff** though many are having trouble finding candidates in the tightest job market we have seen since 1994.
- **The investment market of 2017** provided grant-makers with more income to support the nonprofit sector. Even with recent market turbulence, grant payouts should remain steady and generous through year-end 2018.

Similar to the beginning of last year, no one can predict what 2018 will look like. We do know funding from foundations will continue apace this year. Thankfully, the Johnson Amendment, limiting political activity by nonprofits remains intact, but how organizations can compete for individual donor funding in a contentious congressional and senate election year remains to be seen.

In this ever-shifting philanthropic landscape, 2018 is going to be every bit as fast-paced and frenetic as the past few years. Here at [MW&A](#) we are poised and ready to help you navigate through what promises to be a wild ride.

Warmest regards,



MW&A Completes 2017 with New Senior Development Executive Placements In New York City and Los Angeles

With our latest executive search efforts, MW&A successfully demonstrated our broad national reach with the placement of top-tier development professionals in two major cities on opposite coasts. Relying on extensive nonprofit expertise and global networking contacts, MW&A filled each position affecting a promising new beginning for both organizations and their new hires. Here are their stories.

New York City: CDP

CDP, formerly the Carbon Distribution Program is an international NGO operating the global disclosure system for investors, companies, cities, states and regions to manage their environment impacts. Since its launch in 2000, CDP has worked with hundreds of investors and organizations with combined assets well over \$100 trillion



fostering positive environmental change worldwide. To fill a newly created Director of Development position in the New York office, Catherine Sturgess, London-based Global Director of Development for CDP, turned to MW&A.



\$50,000

L.I. Green Foundation

\$50,000

*Boeing Employees
Community Fund*

\$45,000

*DARTS (Decorative Arts
Society)*

\$40,000

Annenberg Foundation

\$35,000

*Elizabeth Morse
Foundation*

\$30,000

DevTo Support Foundation

\$25,000

Batchelor Foundation

\$25,000

*Sharon D. Lund
Foundation*

\$20,000

*DARTS (Decorative Arts
Society)*

\$15,000

L.I. Green Foundation

\$14,000

*Sisters of St. Joseph of
Orange Fund*

\$10,000

Ueberroth Family Fdt.

\$10,000

*Western Digital Corp. Fund
at The Silicon Valley
Community Foundation*

\$10,000

Croul Family Foundation

\$5,000

William Gillespie Fdt.

And two separate

\$4,000 grants from The Leo
Buscaglia Foundation

"CDP North America is becoming a more significant operation in CDP's global footprint. We required a senior level executive to direct this growing operation as well as grow the organization," Sturgess said. "Being based in London, I needed insight into the US recruitment market, particularly as it relates to experienced development professionals. This was a clear specialty that Michelle brought to the recruitment process. From discussing the job description and benchmarking salaries, to Michelle's awareness of the extent of networks that a high level development professional can bring, MW&A's vast experience in the nonprofit sector was extremely helpful."

CDP's selection of Jonathan Labozetta, formerly Director of Institutional Giving & Government Relations for the Rainforest Alliance, was "like Christmas." With over two decades of experience across international philanthropic and institutional environment fundraising, an unmatched background in foundation and government grant procurement, and a "nice personal touch", Sturgess is excited to have Jonathan on her team moving forward.



*Jonathan Labozetta,
Director of
Development, CDP
North America*

Sharing her optimism for his future with CDP, Labozetta plans to use the position profile, carefully refined during the search process, to help set priorities. "After all the thought that went into setting up this position, I know the expectations, short and long term goals for my early days," he said. "I'm excited to jump in and help make the organization even more successful and would not be here if not for Michelle. She did the work to bring CDP and me together. She knew the right profile, the right temperament and the right experience to meet their needs."

Los Angeles: PUENTE Learning Center

[PUENTE Learning Center](#) has a 30-year history in Los Angeles and is recognized for its commitment to its mission and focus on education. Working with the underserved population of Boyle Heights, PUENTE operates with an annual budget of \$4 million and sought a Vice President of Development to expand their fundraising. Matt Wells, former Chief Operating Office for Diavolo Dance Company earned the role.

After a thorough community assessment and new strategic plan, Andrea Bazán, PUENTE's CEO, retained MW&A to assist in a very competitive LA market in the search for three development positions.

MW&A assisted clients in obtaining the following grants through [Foundation outreach, introduction and stewardship](#).

\$100,000

*The S. Mark Taper
Foundation*

\$75,000

The Hearst Foundations

\$25,000

*The New York Community
Trust*

\$55,000

*The Select Equity Group
Foundation*

\$45,000

Annenberg Foundation

\$30,000

The Annenberg Foundation

\$30,000

DevTo Support Foundation

\$25,000

The Ralph M. Parsons Fdt.

And two separate \$7,500

*grants from The Leo
Buscaglia Foundation*

New Searches & New Clients

Foundation Outreach & Grant Development

MW&A is extremely proud to work with [Strength In Support](#) (SIS), a veteran-serving nonprofit organization dedicated to "Serving those who have served us." SIS, located in both Los Angeles and Orange counties, provides counseling, a mentorship program and educational workshops for all military and family members from all



PUENTE
Learning Center
CEO, Andrea
Bazan

"It was definitely the right move," said Bazan. "Michelle visited multiple times, picking up on our positive internal culture. She conducted an extensive search, before we even saw a candidate, yet kept us very engaged throughout the process. We had several very good, solid candidates, but knew with Matt that he would immediately fit in with our team."

Matt feels the same. "I was the dark horse candidate and without Michelle's astute awareness and understanding, it would be hard to see the match," he said. "Michelle knew who I am and how I would fit into the culture here at PUENTE. She made the connection that my diverse development background, my relationships locally and in the foundation world combined with my passion for education and community made me highly qualified for this position."

"Now I am working with Michelle from the other side as we bring in a new Donor Relations Manager position to the development team," continued Matt.

"Her guidance in creating detailed position profiles is of great value on both sides. As a prospective candidate I was fully aware of the parameters of the job and now, I will be using these as a guidepost to form our team."



Matt Wells,
PUENTE's new Vice
President of
Development

Through our executive search services MW&A is proud to have helped facilitate positive change in the nonprofit sector locally, nationally and internationally. If the New Year calls for a re-evaluation of your organization's executive team, MW&A is here to assist with your executive recruitment needs.

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branches of service, active and non-active to address the challenges they may face. Earlier, MW&A worked with SIS in creating a funders report and will now expand their services to include securing grants for the organization's varied programs.

MW&A is pleased to announce the following executive searches:

Wayfinder Family Services:

Vice President of Finance

PUENTE Learning Center:

Donor Relations Manager

Pacific Chorale :

Director of Development
Position Profile Available
late February 2018

Read more about our process and recent successful placements.