



# CONCINNITY

# Concinnity is Launched!

*Coming up with a special name for this newsletter was tough. We wanted something a little more creative than “the Andrus Family Newsletter,” but we still wanted the name to be unique to the family. “Someone else” had already come up with spelling Andrus backwards, and any other rearrangement of the letters just did not make sense. Finally, we decided upon “Concinnity.” It’s a relatively obscure word, but one with great meaning for our Andrus family. It is our special name for the five family reunions held since 1973.*

*This unique word also lends itself well in a literary sense. It is defined as “harmony or elegance of design especially of literary style in adaptation of parts to a whole or to each other.” What better title for a family philanthropic newsletter devoted to*

*linking our separate parts to our common philanthropic heritage? Concinnity will share news of our family’s philanthropy as well as promote public service within our larger family. In these pages, you’ll find articles written by and about your engaged, interested,*

*and committed cousins. We hope that these stories will enhance your own concept of voluntarism and public service as well as give you a real sense of pride in your Andrus family philanthropic legacy.*

## From the Surdna Chair

**Libby Andrus**

I am deeply grateful as I finish my first year as chair of the Surdna Foundation Board. I am thankful to my fellow board members and to Ed Skloot and his talented staff for their dedication, hard work and commitment to Surdna. We can all be proud of their collective efforts that have resulted in the excellent reputation that the foundation enjoys today.

In this article, I would like to focus on one of Surdna’s most exciting new programs, the Andrus Family Philanthropy Program. Several years ago, the board began to explore a vision of expanding the involvement of the larger family, including the next generation, in our philanthropic work. Out of this exploration emerged a commitment to develop a creative program of

outreach and participation. The Family Involvement Committee of the Surdna board, headed by Edie Thorpe and including Sam Thorpe, Peter Benedict and Larry Griffith, has devoted a tremendous amount of time to giving form to a vision including the many exciting opportunities that the Andrus Family Philanthropy Program now offers. We all owe a debt of gratitude to Edie, Sam, Peter and Larry.

As you can see in other pages of this newsletter, many new family members have assumed board roles in our various family philanthropies. The AFF, chaired by Cameron Griffith, is up and running, under the extremely able direction of Steve Kelban. AFF has reached out beyond its board to eight other family members to serve as resources as AFF



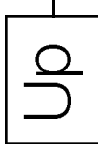
Libby Andrus

explores its program areas through various perspectives. And finally, AFPP will begin a new program aimed at some of the youngest members of our family, children 13-15, who will be given the chance to help direct a grant to a non-profit in their community. Those of you with children this age will hear more about this program soon.

The century begins with family members from three generations actively involved in philanthropy and public service in countless communities across the country. Congresswoman Diane DeGette has expressed the thought in our guest editorial of the importance of incorporating service to our community in our daily lives and instilling this principle into our families. I echo her thoughts. I wish each of you a good holiday season. May the next year bring us closer together as a family and may it bring us closer to our goals.

*Libby*

# Andrus Family Philanthropy Program



## and **Running**

### Edie Thorpe

**It's finally here! After almost two years of extensive planning and development, the Andrus Family Philanthropy Program (AFPP) began operating in the early part of this year.**

Conceived by the Board of Directors of the Surdna Foundation, and shaped by input from the extended Andrus family, AFPP's purpose is to engage and involve the family in philanthropy and public service. Additionally, AFPP will serve as the link between existing and emerging Andrus family philanthropic entities to facilitate joint learning opportunities and to inform the family about its philanthropic work.

As part of AFPP, a greater number of family members have been provided with opportunities to participate in organized philanthropy. Beginning in 1999, several cousins were added to the boards of existing Andrus philanthropic organizations, including the Julia Dyckman Andrus Memorial (JDAM), Andrus on Hudson (formerly known as the John E. Andrus Memorial), the Helen Benedict Foundation, and the Surdna Foundation. Our younger family members, those between the ages of

twenty-five and forty-five, have a special opportunity to participate in grantmaking through the Andrus Family Fund (AFF). The fund began operating earlier this year, and the board has developed its own governance structure and funding strategy. The board will have rotating terms so that other young family members



can participate in this experience in the future.

AFPP is also developing new, creative ways to engage more family members in philanthropy. Beginning in January 2001, eight Andrus cousins, representing the fourth and fifth generations, will be serving on the Andrus Family Fund Board Exploration Triads (BETs.) These small study groups, comprised of an AFF Board member, an extended Andrus family member, and someone with expertise in an area relevant to AFF's program, will provide input on AFF's grantmaking strategy while exploring its program areas through the lens of the expert assigned to the group. For example, a BET may look at one of AFF's program areas, the transition from foster care to independence, through the lens of a leader in the business world. The idea behind the BETs is to help AFF build a well-informed program strategy, while meaningfully educating family members in a particular area.

AFPP will also be targeting younger Andrus cousins through the AFPP

#### Who are they?

How many cousins can you identify? Contact [afpp@surdna.org](mailto:afpp@surdna.org)

Youth Service Program. This effort would engage youth between the ages of thirteen and fifteen in community service and philanthropy. In addition to connecting the children to service opportunities in their own communities, the program would provide some exposure to philanthropy by having each child make grant-making decisions for an allotted amount of money. AFPP expects to recruit youth for this program within the next few months.

This newsletter is an important part of AFPP's efforts to reach out to the family. Several cousins served as contributing writers, and several others agreed to be interviewed for articles. AFPP hopes to increase the family's involvement in this and other projects. In the near future, AFPP will expand its outreach through its soon-to-be launched website. Family members will be able to use the site to get information on the family's philanthropic organizations, to learn about service opportunities, and to stay connected with one another.

As the organizational center for the work of a family deeply committed to continuing its philanthropic tradition, the future of AFPP is extremely exciting.

### AFPP is pleased to welcome Steven Kelban, Masiel Rodriguez-Vars and Ingrid Williams as our staff.

Steven Kelban (Kelly) executive director of the Andrus Family Philanthropy Program (AFPP), is thrilled to be a part of this new family involvement program. After only a few months on the job, Kelly has connected with many family members and is creating new means for reaching out to the family and for involving more Andrus cousins in philanthropy. "This family has a rich tradition of philanthropy and service," states Kelly, "and I feel lucky to have this opportunity to work with the extended family and get even more people involved in the family's work."

Creating opportunities for service is not new for Kelly. Prior to this appointment, he was the executive director of the Public Interest Law Center at New York University School of Law and directed the School's prestigious Root-Tilden Scholarship Program for twelve years. The program provided scholarships and a public interest curriculum to sixty law students committed to public service. While at NYU, he created Pro Bono Students America, an organization that matches law student volunteers at over 120 member law schools with over 8500 public interest organizations around the country.

## Meet the

# AFPP

## Staff

Kelly was directly involved in public service work as a staff attorney for the New York City Legal Aid Society Criminal Defense Division and as speaker's counsel to the Committee on Children and Families for the New York State Assembly. In the early 1980s, Kelly was a program associate in the Edna McConnell Clark Foundation's justice program. He is a graduate of Lehigh University and Brooklyn Law School and has been admitted to the bar in New York State as well as southern and eastern United States District Courts. These diverse experiences make Kelly a valuable resource for the Andrus family as it works to engage more of its members in philanthropy and public service.

Running a family involvement program for a family of 350 is no easy task. Masiel Rodriguez-Vars, the program associate, and Ingrid Williams, a part-time administrative assistant are part of the AFPP team. Kelly's excitement for his new work is contagious. Masiel and Ingrid share his enthusiasm for reaching out to the Andrus family. "It's inspiring to see a family that is committed to strengthening its philanthropic tradition,



especially among the younger generations," says Masiel. "I am happy to be a part of its efforts."

Masiel came to AFPP as she was beginning a public interest legal career. She was a recipient of NYU Law School's Root-Tilden public service scholarship. (As one of Kelly's mentees, she can personally attest to his passion for motivating people to get involved in public service.) Upon graduating from Yale University, Masiel taught second grade at Andrew Jackson Elementary in Pasadena, California through the Teach For America program. Her interest in working with youth

continued in law school. She was a student attorney in the Juvenile Rights Clinic and represented youth in family court delinquency proceedings. After graduating from NYU law school, Masiel was a law clerk for the Honorable Deborah A. Batts in the Southern District of New York.

As the part-time administrative assistant, Ingrid is an invaluable member of the AFPP lineup. She has been instrumental in organizing the mailings to the family, and helping maintain a family database. For several weeks, Ingrid pored over the Andrus family tree and inputted the names of every Andrus family member into the database. "I think I know more names of Andrus family members than names of people in my own extended family!" she exclaims. Ingrid works part-time at AFPP, while attending the City University of New York at Baruch College. She is pursuing a bachelor's degree in business administration, and currently holds an associate degree in applied science. She has worked as a legal secretary at Skadden, Arps, Slate, Meagher & Flom, and as an administrative assistant at Goldman, Sachs & Co.

The AFPP staff looks forward to meeting even more Andrus family members as it works to inform them of and involve them in the family's philanthropy.

E-Mail the staff at [afpp@surdna.org](mailto:afpp@surdna.org)

**Michael Spensley**

**The Andrus family has a long tradition of giving - not only monetary giving, but also giving of one's self and one's time. I recently had the opportunity to interview three members of our family, representing the third, fourth, and fifth generations, who have made time in their lives to reach out to their communities. It was truly inspiring to find that the thread of community service is solidly woven throughout our extended family and from one generation to the next. I look forward to sharing other stories of Andrus family "doers" in upcoming issues.**

Judy Andrus Moon Aubry preferred meeting face-to-face to discuss her perspectives on and involvement in community. Nancy, my wife, and our fourteen-year-old daughter, Chelsea, arrived with me at Judy and Jules' home in North Branford, CT, during a beautifully breezy, bright and fresh autumn afternoon in New England. Judy, a third generation family member, greeted us and instantly we were engaged in hours of conversation about many interesting topics. Clearly, though, the themes of our conversation - family and community service - were important and dear to Judy and Jules.

That she would become an active participant in community service was an early expectation of Judy's. After graduation from Smith College, having earned a degree in sociology, Judy promptly involved herself in community. Since then, through both volunteerism and her work, she has served others.

Her early experiences, beginning in 1940, included volunteer activities at the Brooklyn Museum in New York City and working for the Girl Scouts of America. Throughout the 1940s her involvement with The Legal Aid Society in New York was widespread - as fund-raiser, bookkeeper, founder of the Women's Division and member of the Board. Judy has very fond memories of the time she dedicated in the 1950s to Grovenor Neighborhood House, a settlement house. Settlement houses were established to provide after school direction, care and support for young people whose parents often weren't available because of hardship. Judy's face lighted up and her eyes sparkled when she spoke of the kids and related how she had taught many boys the basics of basketball... despite never having played the game herself!

Judy has taught Sunday school and volunteered for responsibilities at her church and has held many volunteer positions in alumnae associations of her almae matres, Emma Willard School and Smith College. From 1976-1992, Judy served on the Board

of Directors of the Surdna Foundation, the Children's Home and the John E. Andrus Memorial.

Judy's life has been and continues to be a very full one. In her retirement home in Connecticut, there are ongoing opportunities for community service. She is a student of life and, through her experiences in community, she has learned much. Often, she stated during our conversation, she learned new skills applicable to other aspects of her life through her volunteer activities. She believes in community, family and giving of oneself. Judy charges us to live simply, to live according to "unto yourself be true," to be inspired by the heritage and spirit of our family and to inspire others.

Seven years ago, *Christine Dickey* earned her AMI Montessori Teaching Degree. Married to a fourth generation family member, Steven Griffith, this former attorney subsequently earned her M.A. in Education and completed a year's sabbatical in England. What was the objective of her change in career? Chris needed only a few minutes to enthusiastically inform me of her objective, the project's early success and continued momentum. Chris established Rise and Shine - A Learning Center for Young Children in Portland, Oregon and is currently its head teacher and a member of its Board of Directors. A non-profit corporation that provides a high quality early childhood education program for children of low-income families, Rise and Shine affords a two-year program, every two years, to ten children. A "class" of ten kids is admitted when they are three years old; they "graduate" into kindergarten when they are five. Then, the cycle is repeated with admittance of another "class" of ten. Rise and Shine's goals are moral, cognitive and social development. The curriculum draws on several educational theories and practices and encourages the children to take responsibility for their own education by helping them explore their own interests and to make their own choices. Already, having graduated its first class and enrolled its second class, Rise and Shine students and staff have established a sense of community within their attractive little building.

I heard a lot about participation, giving, caring and community as I listened to Chris. I also heard sincerity, enthusiasm, and satisfaction from Chris. "It just feels right to me!" she exclaimed more than once as she described her work. She is doing what she can do to right what she perceives as society's wrong in failing to provide for the children of Rise and Shine. At the same time, she is developing a new branch of her extended family. Rise and Shine serves as an advocate for its graduates in the public school system. Additionally, she maintains a relationship with graduates' families through tutoring, mentoring, encour-

aging visits by graduates and, best of all, enrollment of younger siblings and cousins. Looking to the futures of its graduates, Rise and Shine Scholarship Fund has been established to ensure that Rise and Shine graduates who complete high school will have funds available to pursue a college education. Chris is as animated talking about her rewards from Rise and Shine and its children as she is discussing the program itself. It's simply as she stated it - her reward is the love she shares with the kids and the whole experience. Not unlike lots of parents, Chris adored her own kids when they were three, four and five... when they were just beginning their discovery of the world. Rise and Shine now affords her an eternal source of such little people! And, in ten years, she intends to help fund the college educations of the first graduates of the project for which she left her career in law!

Does Chris encourage others of our family to get involved in their communities? Absolutely! She enthusiastically recommended community involvement as "the best therapy." She concluded our conversation by challenging us to "get involved - you won't be sorry!"

"I just hope I have something of interest to say," stated *Annika Hawkins* in an email message that preceded our "meeting" by phone. While Annika, a fifth generation member of the clan, was the first interviewee whom I contacted, her schedule - she's an athlete, coach, employed as a clinical assistant at Planned Parenthood and busy volunteer - rendered her my final interviewee for this article. Something of interest to say? By virtue of her initial involvement as a volunteer when she was a high school freshman and her commitment to helping others, Annika has nearly a decade of community experience and is developing a career as a health care and public service provider. Annika has a lot - that's interesting, thoughtful and inspiring - to say!

Annika's first experience volunteering within her community, at the age of fourteen, was as a "baby rocker" of vastly premature and severely handicapped infants in neonatal intensive care units of local hospitals. Much of the time was devoted to infants who, for one reason or another, were not from families that could offer the time and attention their infants required. Through her work in pediatrics, Annika explained, she provided her patients with something that no medicine or device could provide - human contact. In college, Annika studied Spanish and used her new language skill to further diversify her community service activities by serving as an interpreter for non-English speaking families of Hispanic heritage. Again, obstetrics and neonatal intensive care units were

her domain as she facilitated understanding between medical personnel and families of newborn infants. Her knowledge of Spanish lead her to become involved in translating and creating entire databases of medical documents and patient resources.

In the past year, Annika volunteered in an environment new to her - one that she feels has had a long-lasting impact on her life. Previously, she had always worked with infants and children with whom she was comfortable and experienced. Now, for the first time, the objects of her attention were young women. Annika spent two mornings a week in a residential treatment center for pregnant women and mothers of infants, offering classes in health, nutrition and fitness. While Annika worked to help struggling young women manage their lives, she acknowledges that her rewards were just as great as theirs. Currently, Annika is employed as a clinical assistant at Planned Parenthood. She also continues to volunteer.

To hear Annika describe the positive feedback and satisfaction that she derives from her volunteer and current job is to really appreciate her commitment to providing care for women and children. Her work gives her a more inclusive perspective on life and, though physically and emotionally exhausting at times, it brings her a type of satisfaction and personal worth not easy to find. There are also the looks, touches, spoken words and other expressions of gratitude from infants, young mothers and confused and struggling families that far outweigh the trials of most of our everyday lives.

Annika encourages and challenges us to step outside of our daily lives, to work with her in our communities and share with her in what she recognizes as the privilege to be able to be larger than ourselves.

*Thanks very much to Judy Aubry, Christine Dickey and Annika Hawkins for having arranged their schedules to talk with me about their experiences in community. Diverse in their ages, locations, backgrounds and careers, they share a common passion for involvement and improvement of community. I enjoyed and benefited from "meeting," whether by phone or in person, and listening to each family member. Seems to me that Judy Aubry has identified the common denominator... "We're motivated to community involvement by our family... by our Andrus heritage."*



Michael Spensley

There are a lot of Andrus "doers" out there whom I would love to contact for our next issue. Please contact the AFPP office with your suggestions.

Contact [afpp@surdna.org](mailto:afpp@surdna.org)





Concinnity V

Grand View Lodge, Minnesota

August 1999

## Community Service: Volunteering Begins at Home

Congresswoman **Diana DeGette**

As we approach another holiday season, I am reminded of the great need to serve our fellow citizens in our community. The warmth and celebrations of the season remind all of us of our common bond and rekindle the spirit of charity.

But as we are reminded of these feelings, we must once again strive to incorporate the importance of serving our community into our daily lives and instill these important principals in our families. In this spirit, I want to salute the Andrus family for working towards the common good and expanding participation in community service through five generations. It is rare and wonderful for a family and a foundation to have successfully instituted the great importance of volunteerism and community service.

I learned years ago through many generations of my family that serving our fellow men and women is the greatest calling and best hope for mankind. Truly, no other endeavor is so personally rewarding or so richly cherished by future generations. As a mother of two young daughters, I am deeply committed to serving my community because I care deeply about the world they will live in. There is much we can do as individuals to contribute to the greater good. This is the message I teach my children - "you can make a difference" and "everything you do matters to someone, regardless of how small you think your contribution."

Many people believe that they cannot make a difference because no one ever taught them how. I believe strongly that parents should show their children the joys of volunteering and public service. Children can learn from their parents that getting involved is easy, fun and extremely important. This kind of mentoring is essential for helping America's youth find the direction they sometimes lack. I remember vividly as a child hearing Dr. Martin Luther King and President John F. Kennedy call on the citizens of the nation to serve.

As a society, we must work together on mentoring programs that have the power to instill great lessons on our young people. Whether our kids learn the value of cleaning our neighborhoods, parks and roadways, or lending assistance to the disabled or poor - we can make a difference today by ensuring they understand the value of service.

Again, I want to commend the entire Andrus family for their commitment to our future. We will be better as a nation because of the work of the foundation. As a member of Congress, a mom, and a concerned citizen, I encourage everyone to follow the Andrus family's example and find ways to serve your community. Everyone does make a difference.



**Congresswoman DeGette** is a U.S. Representative from Denver, Colorado. She was educated at Denver's South High School, earned her undergraduate degree at Colorado College and graduated from NYU Law School as a Root-Tilden public service scholar. Rep. DeGette practiced civil rights and employment law in Denver before pursuing public office.

## New Faces

Jennifer Pakradooni

**As part of the Surdna Board's effort to expand philanthropic opportunities to the extended Andrus family, fifteen new family members have been appointed to serve on Andrus Family Boards since early 1999. "These new board members have brought much energy and insight to our family's work," states Edie Thorpe, Chair of Surdna's Family Involvement Committee. "There are many other cousins out there who have much to contribute, and we look forward to providing opportunities for them in the future."**

The additions began in early 1999 with six appointees to the Julia Dyckman Andrus Memorial (JDAM), Andrus on Hudson (AOH) (formerly known as John E. Andrus Memorial), and the Helen Benedict Foundation (HBF). The new faces on the JDAM board include *Caroline Andrus, Melinda Griffith George, Ham Pakradooni, and Richard Thorpe*. Ham, a fourth-generation family member with a passion for helping young children, spoke excitedly about this new experience. "I am proud to be a part of such a great organization. The program in place and the ones in development show we're serving the community well." JDAM Board service compliments some of Ham's past experiences working with children through

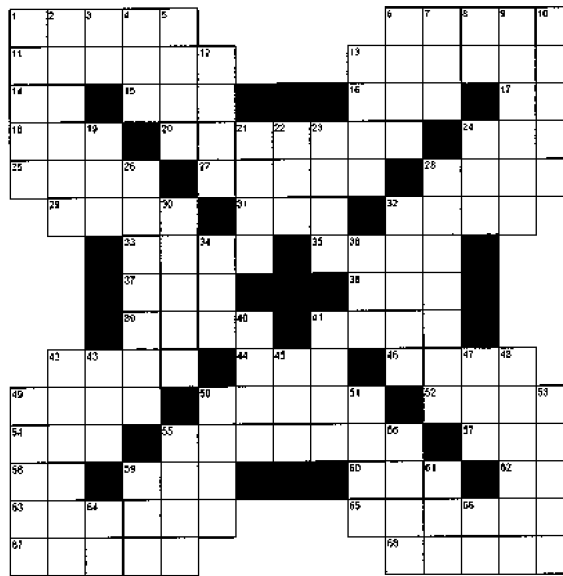
Big Brothers Big Sisters and Lions Club International Little League.

*Kate Earley Downes and Josie Lowman*, both fifth-generation family members, are the new recruits on the AOH and HBF boards. Both organizations serve the elderly; the former governs the residential facility in Yonkers and the latter is a grantmaking organization that primarily funds gerontological programs in the Westchester County and New York City area. Kate, who brings extensive experience working with seniors as an elder law attorney, is particularly excited about serving on these boards. "I find this work extremely rewarding," states Kate. "I am enjoying the opportunity to reach out to the elder community in this way."

In November 1999, *John Hawkins*, a fourth-generation family member, joined the Surdna Board. John, who founded a non-profit Internet access provider for schools and social service agencies in Connecticut and currently serves as the Director of Curricular Computing at Dartmouth College, has been an invaluable asset to the Surdna Foundation. He has been instrumental in helping the Board think about new ways of leveraging technology to enhance Surdna's work. John is thoroughly enjoying the experience so far.

Continued on back page

## Family Matters



Constructed using Crossword Weaver

### Across

- 1 Rascal  
6 Offensive  
11 Emergencies  
13 Start of large intestine  
14 Gold (abbr.)  
15 Ball holder  
16 **New 5th generation grant making org.**  
17 New England state (abbr.)  
18 Zip  
20 **Mainstay of JEA's drug business, Lacto\_\_\_\_\_.**  
24 Popular president's initials  
25 Russian ruler  
27 Get on  
28 Tug  
29 Potato sprouts  
31 Part of a min.  
32 \_\_\_ fide  
33 Eye infection  
35 After awhile  
37 Central Intelligence Agency  
38 Wild ox  
39 **Program reaching out to extended Andrus Fam.**  
41 Land measurement  
42 50%  
44 Long time  
46 Cart for hauling heavy things  
49 Dried-up  
50 Intended  
52 Asian country  
54 What a nurse gives  
55 Owns a Bar  
57 Genetic code  
58 Second scale note  
59 Goddess  
60 Turf  
62 Kilovolt (abbr.)  
63 **Family patriarch, John E. \_\_\_\_\_**  
65 Bald man's need  
67 What an artist does  
68 **Organized first family reunion**

### Down

- 1 Meager  
2 **Setting of first family reunion**  
3 Artificial intelligence (abbr.)  
4 Clock time  
5 Chirping sound  
6 Coffeehouse  
7 Game official  
8 Air conditioner, for short  
9 **Family Foundation**  
10 Conceited smile  
12 Appear  
13 Slant  
19 Repose  
21 Model  
22 Second day of the wk.  
23 S.A. Indian  
24 Groupie  
26 climb again  
28 **City where JEA was Mayor**  
30 Rigid  
32 Plank  
34 Talk incessantly  
36 Big Apple (abbr.)  
40 Look searchingly  
41 Green Gables dweller  
42 Capital of Montana  
43 Circle part  
45 Tree  
47 Assist  
48 Mr. Doodle  
49 **JEA was known as the multimillionaire\_\_\_\_\_hanger**  
50 Volume  
51 Exam  
53 Expert  
55 Fight  
56 Winnie the \_\_\_  
59 White-tailed sea eagle  
61 What's owed  
64 British princess  
66 Place (abbr.)





#### Who are they?

How many cousins can you identify? Contact [afpp@surdna.org](mailto:afpp@surdna.org)

## What's

# Happening at...

An update on the work of the

## Andrus Philanthropic Organizations

### Ann Williams

**One Christmas my father read a poem published in the Jones-Harrison Residence newsletter in Minneapolis. The poem likened early age to old age. During both stages of life, we need help to walk, to eat, and to speak. My father was moved by this poem because his grandfather John E. Andrus was well aware of the cycle of life and the importance of a compassionate society caring for its youngest and oldest members.**

**What comes to mind for me, is the legacy of John E. Andrus. As a man of foresight and vision, as well as a compassionate heart, he planted the seeds for this family's extensive philanthropic activity when he founded the Surdna Foundation and the Julia Dyckman Andrus Memorial (JDAM). After talking with the board chairs from each of the family's five philanthropic organizations, I was struck by the deep commitment this family shares to pursue John E. Andrus's original dream. As you read the following brief summaries of the work each organization is involved in, I expect that you, too, will be impressed with the quality of work in which our family is engaged in memory of John E Andrus I.**

#### Julia Dyckman Andrus Memorial

Larry Griffith, Chair of JDAM, spoke proudly of the organization's transformation from an orphanage into a dynamic community resource for children at risk of developing behavioral health problems. He reviewed the ongoing special education program; the residential diagnostic evaluation service for children

in the foster care system; and the community organizing efforts to prevent child abuse and child neglect. A few examples of JDAM's impact in Westchester County and the City of Yonkers include: successfully lobbying for the expansion of the Mayor's Early Childhood Initiative to include children from birth to three; a Family Day celebration with 1500 families; and a program that helps identify single mothers under eighteen years old to provide them with assistance through weekly home visits. JDAM now visits and supports 460 single mothers and is expanding the program to attempt to identify and serve those young mothers who are homeless.

Larry attributes the success of JDAM to the talented and committed members of the Board who take this work in the community very seriously. Four family members have recently been added to the Board. Larry applauds these new members for the enthusiasm that they bring to the challenging and complex work of JDAM.

#### Andrus on Hudson

Peter Benedict, Chairman of Andrus on Hudson, formerly JEAM, provided me with an update on the retirement residence. Since commencing the partnership process four years ago with Beth Abraham Health Care Services, numerous challenges were presented, addressed, and are now close to resolution. The expansion and renovation is to commence the spring of 2001 and is scheduled to last approximately eighteen months. The architects have developed an exciting, comprehensive plan for the construction of new buildings and the renovation of the main building, which when finished, may accommodate 350 people with a range of senior housing options.

Peter concluded by saying, "We are reaching for the stars. When our goal is successfully realized, the entire

family can take great pride in knowing the elderly residents will have the best possible care on a beautiful campus."

#### Helen Andrus Benedict Foundation

Peter Benedict continued his report by relating the history, purpose, and organizational discussion of the newly formed Helen Andrus Benedict Foundation (HBF). The HBF was established recently to serve as a continuing legacy to the late Mrs. Benedict's father, John E. Andrus. The mission of HBF is twofold: (1) to create elderly-friendly communities and neighborhoods in which people can safely grow old and maintain the maximum level of independence; and (2) to engage older people in the community by mobilizing them to volunteer their talents and abilities to enhance the quality of life for people of all ages in their community. To this end, at a recent Board meeting, thirteen grants were awarded to worthy organizations in the Westchester County area. Peter states, "As we are a new foundation, an Ad Hoc committee was also established to study future board composition, staffing models, and board meeting structure. This is a very exciting opportunity for our dedicated, enthusiastic, and hard-working board."

#### Surdna Foundation

In speaking with Libby Andrus, Chair of the Surdna Foundation, the promise of youth resounded. Recently, the board revised and approved the Effective Citizenry guidelines, strengthening the commitment to help young people play active and direct roles in improving their communities. Also, while John Hawkins is not exactly "youth," he represents family youth as a new member of the Surdna Board. He brings years of experience and knowledge of the non-profit sector and is an expert in technology.

The Surdna Board has been particularly pleased with the development of the Andrus Family Philanthropy Program (AFPP). It is the realization of a long-held vision for greater family involvement in the family's philanthropies. Eager to share lessons learned during the development of AFPP, the board has asked Deanne Stone, an author skilled in writing about family philanthropy, to document the process. The National Center for Family Philanthropy will be publishing her work.

#### Andrus Family Fund

Finally, we come to the family's newest philanthropic endeavor - the Andrus Family Fund (AFF). Board Chair, Cameron Griffith, reported that the board and staff have accomplished much in its short history. AFF has crafted its own organizational guidelines, adopted clear mission and program statements, and engaged in meaningful learning experiences related to its program areas. The two program areas selected for initial exploration include: (1) the transition from foster care to independence; and (2) community reconciliation, which explores how communities can acknowledge past wrongs and begin a healing process. To find out more about AFF, visit their website at [www.affund.org](http://www.affund.org). The site is currently under construction and will be completed by the end of the year.

Cameron noted that the work AFF has done to date has been as much about process as substance. "We've strengthened our bonds on a personal level so that we can now move forward on a substantive level." He is excited and impressed with the work of the AFF staff and board and finds the work inspiring!

Look for updates on these five wonderful organizations in the next issue!



# Reaching Out:

Court Appointed  
Special Advocates

CASA

## Marion Reynolds

**In each issue of Concinnity, we will highlight a national community service opportunity and provide readers with contact information for the organization should they wish to explore it further. We hope this feature helps those of you looking for ways to reach out to your communities.**

Each year in the United States, millions of children are abused, neglected or abandoned by their families. Many of them are removed from their homes and placed in foster care or other institutions. Judges usually decide the future of these children. The decision as to what is best for a child can range from foster care, adoption or some other permanent plan to ensure the child doesn't "fall through the cracks" of the child welfare system.

CASA, which stands for Court Appointed Special Advocates, is a private non-profit organization dedicated to advocating for abused and neglected children. Today there are more than 900 CASA programs in operation nationwide with over 42,000 men and women serving as volunteers. These dedicated volunteers are appointed by a judge to advocate for abused and neglected children in the family court system. No special education or work background is required to become a CASA volunteer. All that is needed is compassion for children, a willingness to participate in a thorough training program, an interest in working as a team with supervisors and staff attorneys and a desire to make a significant difference in the life of a child. CASA volunteers work with attorneys, social workers, parents, teachers and foster parents who are involved with the child. They are given in-depth training on issues dealing with the court process, child development, abuse and neglect, advocacy and interviewing techniques and public health topics.

When CASA volunteers are appointed to a case, they are responsible for taking the time to find out as much as possible about the child and the child's situation. They search for information by reviewing records, interviewing parents, talking to teachers and other professionals who have worked with the child. They also have regular visits with the child in the child's environment. They take the information that they have gathered to provide reports to the court, giving their recommendations as to what they believe is best for the child. They supply key information that helps judges make informed decisions.

*Carra Cote*, a family member who was recently appointed to an Andrus Family Fund's Board Exploration Triad, is a CASA Volunteer. Carra currently resides in Durham, North Carolina. She is a 1999 *summa cum laude* graduate of Vanderbilt University in Nashville, Tennessee and is currently pursuing graduate studies in the fields of Child Psychology and Social Policy at Duke University and the University of North Carolina, Chapel Hill. During her senior year at Vanderbilt, Carra completed a forty-hour training program preparing her as a CASA volunteer. In addition to volunteering for CASA, Carra also works as a volunteer/tutor at Trinity House, an emergency shelter for at-risk teenagers.

Carra had the opportunity to represent a seven-year-old boy for a five and a half month period in Nashville, Tennessee. During this period she interviewed family members and played an integral part in obtaining placement for this young boy. She is currently awaiting a new case in North Carolina. Carra is very much committed to the CASA program and hopes that any Andrus family members who wish to volunteer in the area of human services will consider volunteering with CASA. For more information about CASA, visit their websites at [casa.volunteermatch.org](http://casa.volunteermatch.org) and [nationalcasa.org](http://nationalcasa.org).

"New Faces" continued from page 6

"The family and staff involved in Surdna are all exceptional people and I'm honored to be associated with them. The work is harder, the hours longer, and the satisfaction from having this opportunity to serve is greater than I ever could have imagined."

All eight members of the Andrus Family Fund (AFF), a newly created sub-fund of the Surdna Foundation, are serving on a family board for the first time. *Peter Benedict II, Ken Downes, Cameron Griffith, Caitlin Hawkins, Kelly Davenport Nowlin, Tim Thorpe, Ann Williams and Shari Wilson* began their board service in March of this year. These younger family members, who range in age between twenty-five and forty-five, were charged with the task of creat-

ing their own governance structure and grantmaking program. They will make their first grants in April 2001. "Joining the AFF Board is fascinating," states Shari. "We are working with new colleagues, yet at the same time, there is a sense that well, actually, it seems I know this person. Figuring out how to use AFF funds wisely, innovatively, and in a way that helps organizations make a difference is a series of learning opportunities."

These new faces are bringing new perspectives and ideas to our family's work, and it appears that board service is impacting their lives as well. With so many talented Andrus family members, the movement to expand opportunities for board service promises to strengthen our family's philanthropic legacy.

### Check Out These Sites for Interesting Volunteer Opportunities

[www.volunteermatch.org](http://www.volunteermatch.org)  
[www.citycares.org/national/default.asp](http://www.citycares.org/national/default.asp)  
[www.blm.gov/volunteer/opportunities](http://www.blm.gov/volunteer/opportunities)  
[www.cnvs.org/volunopp.htm](http://www.cnvs.org/volunopp.htm)  
[www.idealists.org](http://www.idealists.org)

## Andrus Family Board Members

### Andrus On Hudson

Peter B. Benedict, Chair  
Christopher F. Davenport  
Kathryn Earley Downes  
Josephine Bourne Lowman  
Frederick F. Moon, Vice President,  
Treasurer  
Samuel S. Thorpe

### Surdna Foundation

Elizabeth H. Andrus, Chair  
John E. Andrus, III, Chair Emeritus  
Peter B. Benedict  
Christopher F. Davenport, Vice Chair  
Lawrence S.C. Griffith  
John F. Hawkins  
Sandra Taylor Kaupe  
John J. Lynagh  
Frederick F. Moon, Treasurer  
Edith Davenport Thorpe  
Samuel S. Thorpe

### Julia Dyckman Andrus Memorial

Caroline P. Andrus  
Elizabeth H. Andrus  
John E. Andrus, III  
Christopher F. Davenport  
Melinda G. George  
Lawrence S.C. Griffith, Chair  
Frederick F. Moon  
Hamlin A. Pakradooni  
Edith Davenport Thorpe  
Richard S. Thorpe

### Andrus Family Fund

Peter B. Benedict II  
Rev. Kenneth R. Downes, Vice Chair  
L.S. Cameron Griffith, Chair  
Caitlin Lornell Hawkins  
Mary G. Lowman  
Kelly Davenport Nowlin  
Timothy D. Thorpe  
Peter C. Voorhees  
Ann Bourne Williams, Secretary  
Shari Taylor Wilson, Treasurer

### Helen Benedict Foundation

Peter B. Benedict, Chair  
Kathryn Earley Downes  
Josephine Bourne Lowman  
Frederick F. Moon, Vice Chair  
President, Treasurer  
Samuel S. Thorpe

### AFF Board Exploration Triads Committee

John Andrus II  
Julie D. Andrus  
Mark Bradley  
Carra M. Cote  
Christine E. Earley  
David G. Earley  
Cynthia Boos Nordlund  
Michael S. Spensley

### Newsletter Ideas? Comments?

Let us know what you think about our first issue. And give us ideas for the next one!

### Andrus Family Philanthropy Program

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Phone: 212-687-6975  
Fax: 212-687-6978  
Email: [afpp@surdna.org](mailto:afpp@surdna.org)



### Who are they?

How many cousins can you identify? Contact [afpp@surdna.org](mailto:afpp@surdna.org)

