



CONCINNITY

Keepin' Philanthropy Real!

Andrus Youth Service Program: Keepin' Philanthropy Real for the Younger Generations: "This has been a really great experience," said 13 year-old Samantha Spensley from Ann Arbor, MI. "I love it!" What was she referring to? The newly formed Andrus Youth Service Program (AYSP) for 13-15 year-olds that gives twelve Andrus youth the opportunity to award a \$500 grant to a non-profit organization of their choice! Getting the youth involved is an important component of continuing the family tradition of service and philanthropy.

by Nancy Zuellig

AYSP Project Coordinator
Heading the project was Masiel Rodriguez-Vars, AFPP/AFF Program Associate and Nancy Zuellig, Project Coordinator. Both of these people have had extensive experience working with youth and eagerly assumed the challenge of bringing together cousins from Connecticut, Minnesota, Indiana, New Jersey, Michigan, Kentucky, Arizona, Oregon, Maryland, New Hampshire, and AUSTRALIA! Communication was literally coast-to-coast with Masiel in New York City and Nancy in Los Angeles. Because of the great distances members of the project had to meet as a "virtual group" through conference calls and communicated regularly through e-mail.

Masiel and Nancy chose the theme "Keepin' It Real" to help keep the family tradition of giving *real* for each successive generation. Each of the students received a unique T-shirt and a handbook with

graphic organizers to guide them through the process of identifying, researching, and visiting local organizations in which they were interested.

The handbook also included a biography of John Emory Andrus who rose from poverty to amass the fortune that funded the Andrus Family Philanthropies. "We felt it was important for each of the cousins to have a sense of who John Andrus was and what beliefs were the driving force behind his success before they started out on their own mission," said Nancy. The handbook includes inspiring quotes on service by J.F.K, Bobby Kennedy, Eleanor Roosevelt, Nelson Mandela, etc. and by Andrus himself. It also includes words of encouragement to the youth from Surdna and Andrus Family Fund (AFF) board members. Each young cousin was assigned a mentor from the AFF board to help them through their experience. One



Nancy Zuellig

of the benefits of this pairing was the strengthening of family connections across generations. Cameron Griffith, AFF Board Chair was Caroline Earley's mentor. "Caroline and I have developed a whole new relationship as a result of this program," says Cameron. "I look forward to seeing emails from her pop up on my screen."

The students' first task was to identify a cause that they were most passionate about and wished they could do something to change. This was the topic of the first conference call. Once that cause was determined, they were to do research and find three or four organizations that dealt with that concern. Next came more research, phone calls, and site visits to determine which organization to fund. They were counseled on making that first phone call to the organizations, introducing themselves and

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From the Surdna and FIC Chairs



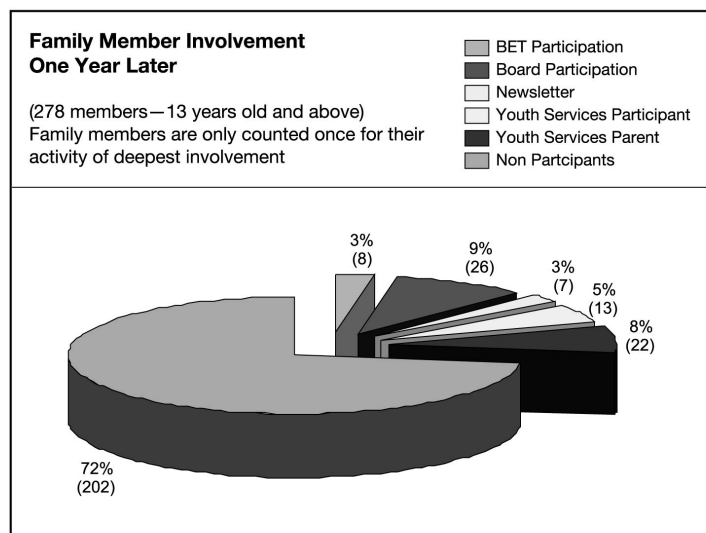
Libby Andrus



Edie Thorpe

Last winter, in the first issue of *Concinnity*, we were pleased to report on the launching of a new program of the Surdna Foundation, the Andrus Family Philanthropy Program (AFPP), an emerging network of philanthropic training, education and communication. Its overarching goals were to provide opportunities for our larger family and further, to serve as a model for other families interested in similar activities.

Much has been accomplished since then! As you will read in the articles that follow, a variety of opportunities have developed within the AFPP, from joint board-family study groups to a newly created youth philanthropy program to board memberships within our family philanthropies. Joint learning occasions have occurred, are taking place this fall, and will be planned in the future. Creative forms of grant making initiatives and collaborations have been developed by boards and



staffs working together. We are proud of all these accomplishments.

The inclusion of more Andrus family members in this work has been most gratifying. As opportunities for involvement have increased across many fronts, the response from all of you has been very positive. Participation has grown five-fold, from 6% to 28%, and, in raw numbers, from 15-78 family members

(see pie chart). And this fall it increased even more, with the addition of three cousins to the Surdna Foundation board, Alice Andrus, Michael Pakradooni and Michael Spensley—three very capable and talented individuals—who bring new perspectives and depth to the Foundation's governing body.

Earlier in 2000, Surdna and the National Center for Family Philanthropy co-published a monograph, authored by Deanne Stone, entitled *Sustaining Tradition: the Andrus Family Philanthropy Program*. We hope that this book will assist other families in the development of parallel programs of family

inclusion. Presentations have been made to other foundation groups on our program, and will hopefully provide similar direction.

While much has developed and changed within our Andrus family and its philanthropies this year, our larger world has been deeply altered too. The tragic attacks of September 11 have left an indelible mark on all of us. In response to those events, the Surdna Foundation has decided to donate \$1 million directly from the Foundation's endowment. Half will go to immediate funding to direct relief and half to special grant-making initiatives within our five program areas. These donations will be determined by a joint board staff committee chaired by Larry Griffith.

Libby Andrus
Chairperson, Surdna Foundation

Edith Thorpe
Chairperson, Family Involvement Committee

September 11th: Forever Changed

by **Steven Kelban**

Executive Director AFPP & AFF

At 8:45am on September 11th, the Surdna Board was meeting at the Foundation on the 30th Floor of 330 Madison Avenue in New York. The staff was in its offices preparing for the day. News of the first plane strike at the World Trade Center quickly circulated throughout the office. We all gathered in Marc de Vonoge's office and saw the damage and flames from the top of the North Tower. Many of us saw the second plane hit. It was a day unlike any other.

As you can see from the articles in this issue of *Concinnity*, the events of that day have impacted many Andrus family members. Though many of our contributing writers received their assignments prior to September 11, references to that day and how it shapes the family's volunteer and philanthropic work run through many of the articles. We have all been forever changed.

In light of this, I wanted to share a note I received soon after the tragedy. I recognize that much has been written about September 11th, but I thought you might appreciate reading this note. It shares a different perspective of the events of September 11th. I received it from Frank Hartmann, professor at Harvard's John F. Kennedy School of Government, a few days after the attacks. Frank is also one of the Andrus Family Fund's "experts" on their Board Exploration Triads (See BET's article, page 5.)

"We have some 200 mid-career students at the Kennedy School, over half of them not from the United States. These are exceptional people and it is a privilege to work with them. One of the current students, Elbegdorj Tsakhia, was most recently Prime Minister of Mongolia. I saw him yesterday. He gave me the following, which I am typing into the computer so that I can share it. Elbegdorj did not speak English 8 months ago."

Love America

Today, America needs love. When most of us needed help or needed love, we asked America to help us, we asked America to love us. I don't know of any other nation like America in the last century, which even today helps people in attaining their freedom and aids in their development.

America has helped many nations when they were in trouble. America helped a Europe devastated by war. They made and implemented the Marshall Plan. They gave their hand to millions of sufferers. Americans paid for that.

American soldiers fought in the Vietnamese jungle for freedom, for democracy. America was the hope and spirit of hundreds of millions of people behind the iron curtain of communism. These people knew and loved American stars like Marilyn Monroe and Elvis Presley, American leaders like Franklin Delano Roosevelt and John F. Kennedy.

They listened to the Voice of America, they received America's love, America's effort. John F. Kennedy was with Berliners behind the Berlin Wall. John F. Kennedy became a Berliner, and I know on September 11th, 2001, we became New Yorkers.

America helped those who needed help. Today America needs help. I know America helped my country. When Mongolians chose in the spring of 1990 a new way of life, freedom, and democracy, there was James Baker, Secretary of State. He told the small but strong nation of Mongolia, "America can be your third neighbor." At that time America also helped the tiny nation of Kuwait, which asked for help. My nation knows America does good deeds. I know many nations have the same feeling, the same thanks.

Today, the American nation needs help. America is not only for Americans. America is a beacon for those who wish freedom, who wish prosperity. The twin towers were not only America's financial symbol, but they were images of human civilization, human prosperity. They were a shining example of human dreams. Everyone wished to go to the top of them in order to see the earth and ocean, to breathe the fresh air of freedom. I hope those towers will be born again on the island of Manhattan, within the capital of all the world. There is no force that can defeat freedom, that can defeat remarkable human creation.



Steven Kelban

I know many nations have a debt to Americans. But they never asked for help back. Let us be generous to America now. Let us give them our blood, let us send them our love from the bottom of our heart.

I definitely know that if anyone were hurt like this, Americans would be there. You would definitely see them with their flag, with a smile, and you would hear their American accent, "We are with you." Today, we people of other nations need to be there for America and we should say to them "We are with you, America."

Wall Street is not only a street in New York. It is the street where many nations walk, work, and live. If we see smoke in this street, it could happen anywhere. Let us protect that street of everyone, our Wall Street.

America needs love. America needs protection. Let us unite behind human hope, under the flag of freedom. America and Americans have always been and today are this flag's bearers. They are asking for unity and support in these dark days. Let us stand up with them shoulder to shoulder. Today, America is asking God to bless them, bless human freedom. Let us sing with Americans: "God bless America."

—Elbegdorj Tsakhia,
Former Prime Minister of Mongolia, currently a student at Harvard University's JFK School of Government

by Josephine Thorpe

Our lives changed on September 11th for better or worse. Worse is obvious because we live in fear, whether accepting our fears or not. Better because so many people gave of themselves, who had never volunteered before, to help others in need. This article is the second in a series on our family "Doers." As in the previous *Concinnity*, three family members were selected to be interviewed for this issue: Tyler Pakradooni (6th generation), Bruce Abernethy (5th generation) and Jim Lowman (4th generation). You may remember that last year's Doers were Judy Andrus Moon Aubry, Christine Dickey, and Annika Hawkins.

Tyler Pakradooni is the 16-year-old son of Ham and Barbara Pakradooni. The family lives in Princeton Junction, NJ. He has been greatly influenced by his father and said that his earliest memories of volunteering was his father running a large community event for the local Lions Club. Tyler proudly told me that his father "knows a lot about fixing and building things which he has passed on to me."

During two summer vacations, Tyler traveled with a group called People to People to Australia/New Zealand and Europe to stay with families and learn about their countries. It is clear that these early experiences firmly impressed upon Tyler the importance of respecting and learning from other people. Most recently, he has become interested in community service and is active in his church's work with the homeless. He has been involved with the Appalachia Service Project, a program similar to Habitat for Humanity. He spent a week in one of the poorest counties in Kentucky to help renovate and build new homes. While in Kentucky, he lived in a local school and slept on the floor. Before each meal, the group would gather outside in a large circle and pray. Everyday they would work on repairing rotting houses and during breaks spend time talking to the families. At the end of the day they would discuss the happenings and situations of the day's events. Tyler is currently a participant in the newly created Andrus Youth Service Program. (See AYSP article on pages 6-7.) Through AYSP, he has explored his interest in working with the homeless and the poor. I look forward to hearing more about the

wonderful work Tyler is sure to be involved in as he grows older.

Bruce Abernethy is the eldest son of Julia and David Abernethy. He said he was raised in an extended family where the concept of community service, of giving back to others, was expected. His early memories of volunteering were of his mother delivering home cooked meals to seniors who could not get out, in a program operated by their church. Once a week they would cook the meals, deliver them to 3-5 people and stay and talk to them and keep them company.

In the early 90's Bruce worked as the Community Relations Coordinator for the Bend, Oregon Habitat for Humanity involved with publicity and fundraising. He said it was a great experience working with in his community with such a highly regarded organization that brought together people of all cultures and political leanings.

He was selected in April of 1997 to attend the President's Summit for America's Future held in Philadelphia. Along with nine others in his community, Bruce heard Colin Powell and others speak about how to make a lasting difference for the youth in our communities. With the enthusiasm from the Summit, he and the nine others planned for their own very successful Youth Summit.

During his first years in Bend, Bruce coached for the Mid-Oregon Special Olympics. He was reminded of a brochure put out by the Special Olympics titled, "Do Something Good for Your Heart" and said, "Once you are involved you understand the real meaning of the phrase."

Bruce took his calling for community service and made it his life's work. He believes that because he was blessed with financial security and education, he had an opportunity to make a difference in society. Bruce chose that path. He has always worked in the non-profit or government sector. What started out as being a moral obligation to give back to the community became a choice, rather than an obligation. In doing so, he discovered how much fun he was having.

When asked if he plans to continue to be involved in his community, Bruce enthusiastically responded, "Absolutely!" These days his volunteer activities are at the organizational and capacity building level rather than hands-on

personal contact. Examples of his current community involvement include: City Councilman for the City of Bend, Oregon, member of the Board of Directors of his school district, Bend Metro Park & Recreation District, and Big Brothers/Big Sisters of Central Oregon.

To show the extent of Bruce's dedication to volunteerism, I quote what he said to me, "I firmly believe that what comes around goes around. There is a karma in our world that good deeds are never wasted. I believe many of the good things that have happened to me (mentors, teachers, coaches, etc.) were the result of other people "investing" in the community and I am simply continuing the cycle. There is not an expectation that one will be repaid directly or indirectly, but by putting in positive energy there will be more for other people in other ways."

Jim Lowman, the world's best brother-in-law, married my sister in 1963. He has added so much to our family with his wisdom, charter and patience that that alone should be credited as volunteer work. You think you know someone, yet they never cease to amaze you. Jim is that person.

Born in Little Rock in a strong Baptist community, church was mandatory. His earliest memory of "giving" was during the depression as a small boy, giving up one of his toys to a needy family who had no money to buy their children toys. At the same time, he saw his father give money to families in need or take credit from families who were unable to pay him back. Several families named one of their children 'Lowman' in recognition of his father's generosity.

Medicine was his calling; research his love. He was a Pediatric oncologist—the study of leukemia in children. In the 1970's while at the University of Kansas he became active in the American Cancer Society. He formed doctors' committees that gathered the enthusiasm needed to get local volunteers to help in their communities with information about cancer and treatment. One of the best medical accomplishments during this time has been the near complete recovery of children with leukemia.

While in Kansas City, both he and my sister Peg were active in their

church. They were both on the Vestry and taught Sunday School. Jim also taught Sex Education to juniors and seniors.

For the past 10 years they have made their home in Atlanta, GA. He has served on the Board of Directors of Jerusalem House, a church shelter for homeless AIDS patients. Through his involvement in this organization, he has counseled several patients and their families, including families with children dying of AIDS.

After retiring for the second time, he has found great pleasure in volunteering for one of his great loves—opera. He volunteers with the National Association of Opera in Georgia, and he and Peg travel to see and hear great operas in the great opera houses of the world.

Bits of wisdom from a very wise man: "you will benefit and enjoy volunteering, but once you volunteer, be prepared to run things. One of the most important aspects of not for profit groups is to gather to discuss and develop a plan to recruit volunteers."

Jim is encouraged that many in the younger generations have an enthusiasm for volunteering. He hopes that this will carry over to future generations.

Looking back eight weeks since the attack on America I see the wonderful outpouring of help and volunteerism from around the world. But I also see local charities suffering because so many people are giving to national organizations and forgetting about their own communities. Food banks are very short on food. Clothes for the homeless have dropped considerably and are in great need now with winter coming. Those of us who have been fortunate enough to donate our time and money know the benefit of continued support. The three family members interviewed all have long affiliations with one or more groups. We as a family and as individuals can make a difference in society. Let us work on motivating our communities to get involved and stay involved.

Josie Thorpe is a 4th generation family member who resides in Arlington, Virginia.

Calling All Doers!

There are a lot of Andrus "Doers" out there whom we would love to hear about for our next issue. Please contact the AFPP office with suggestions at: afpp@surdna.org



Josie Thorpe

by John E. Andrus, III

Andrus Philanthropy:

In Three Parts: The Past, The Present, and The Future

Part I—The Past

The family background is so important, for let us never forget that our capacity for Andrus Family giving stems directly from my grandfather, John Emory Andrus (b. 1841- d. 1934). The son of a poor circuit riding Methodist minister, he experienced such poverty as a child that he was highly motivated to become successful. Although he amassed great wealth, he also gave his time and energy to many causes, both local and national. He was a four-term congressman from New York, Mayor of Yonkers, New York, long time treasurer of the American Methodist Church, and a staunch supporter of his alma mater, Wesleyan University, where he was the treasurer and trustee for many years.

That is a very brief story of the man who established the Surdna Foundation in 1917. During his lifetime, he made many grants from the foundation, mainly to educational and religious organizations. But in 1923, he commenced his major project, to care for children at the Julia Dyckman Andrus Memorial, given in memory of his wife who died in 1909.

For approximately 50 years following his death, Surdna gave only to organizations selected by the sitting presidents, Helen Benedict (from 1934 to 1969) and Edward McGee (from 1969 to 1985). Ed McGee, son-in-law of Hamlin Andrus, had long rendered much valuable service to the family, both as a co-trustee of

the Andrus Trusts and as a careful overseer of the management of the two Surdna-funded memorials—the children’s home (Julia Dyckman Andrus Memorial) and the retirement home (John Emory Andrus Memorial).

Part II—The Present

Around 1985, the Surdna board took steps to develop the organization into the foundation which you see today, by intentionally doing the following: adding additional family members to the Board; hiring an executive director and a professional staff; doing proactive grantmaking in five areas of its choice; and exercising tighter financial controls over our growing endowment. As a result of these actions, Surdna is becoming increasingly recognized as a successful, hard-working family foundation.

Presently we are involved in one of our most important programs, that of introducing younger family members to the art of responsible giving. This is being accomplished through the various branches of the Andrus Family Philanthropy Program, including the Andrus Family Fund and the Andrus Youth Service Program. Surdna is continually exploring new ways of strengthening these and other programs.

Part III—The Future

At first glance, giving money away may seem like an enjoyable and easy activity, especially if we are not giving our own money. But when we are acting as stewards of foundation funds, I suggest that we must examine the giving problem much more carefully, asking such questions as:

A) Is this the best possible use of these funds?

B) Are we helping to make a significant change for the better?
C) Would I support this program with my own funds?

When we answer questions such as these, it soon becomes evident that giving money away intelligently is not easy; in fact, it is difficult and requires careful considered decisions.

Here a bit of history may show how a discrete group of relatives come together and formed a bond which has strengthened through the years. This was the result of Helen Benedict’s memorable cruise in 1966 on the S. S. United States. That cruise was the first time that all 37 third-generation cousins and spouses had the chance to know their relatives. Some had never met before, but the weeklong experience paid rich dividends. That disparate group of cousins discovered that we were all a family; and we liked that feeling. The first biography of John Emory Andrus resulted, the first of several genealogy charts was produced; but the most significant result was the commencement of a series of family meetings or “concinnities.” These have given the fourth, fifth, and now sixth generation family members the wonderful opportunity to get to know each other. I hope that many of these cousins—of all generations may form a similar bond and become closer while at the same time learning of the importance and joy of philanthropic giving.

This brings us to you—the younger generation members—who will provide future leadership and to whom we look for even more successful Andrus family giving. You have a wonderful opportunity. Carpe Diem!

**John E. Andrus, III**

Our family is blessed to have a senior member like John E. Andrus III. As we all know, John has taken great pride in this clan and has done much to promote its unity—from producing and distributing our beloved family trees, to sharing family stories and overall history, to serving on the boards of the JDAM and JEAM and the Surdna Foundation. In fact, he was recently honored for 50 years of service at the JDAM!

In addition, he has been a successful businessman, philanthropist and community leader. He has served as board chair of the Minneapolis Institute of Arts, Northrop Collegiate School and the (national) Nature Conservancy, which recently named him as one of their 50th anniversary “national heroes.”

John truly embodies the important values of public service, good stewardship, compassion and excellence.

**Who are they?**

Can you identify these cousins?
Contact
afpp@surdna.org



Board Exploration Triads: Cameron Griffith chairs the meeting.

AFF

Takes a Bet on B.E.T.s

And wins Big!
by Christine Earley

A little over a month ago, I would have approached this article very differently. Our world has changed profoundly since then, however. The terrorist attacks themselves aside, one of the most striking realizations in the days and weeks after September 11th has been how deeply affected not only US citizens are, but the rest of the world. The term “world community” was brought to bear and it seems ironic that it is often tragedy that brings people together the most.

As the Andrus Family Fund (AFF) continues to refine its grantmaking program, it too is examining the subject and substance of “community,” not only from the perspective of “what community are we trying to help” but “what

non-Board Andrus family member, and one outside expert, or consultant. There were eight BETs, with four examining community reconciliation and four exploring foster care to independence. Each BET researched different issues in each program area, but all examined their work through William Bridges’ transition model which pays attention to the psychological impact of change. AFF applies this model to both its program areas. (For more information on the William Bridges transition framework, visit the AFF website at www.affund.org.)

I was fortunate to participate in a BET studying issues related to the community reconciliation program area. My BET chose to examine natural resource conflicts and the ability to transfer lessons from truth commissions to resolv-

towards more structured formats. We quickly realized however, that it was very freeing, and meant each BET could approach its subject with few presuppositions or requirements imposed.

David Earley described the process to me as flexible, fun and exciting. As a social worker who specializes in foster care by profession, he said working with his BET and being a part of AFF’s process has been heartening! “It feels good to see a foundation identifying the transition of foster care to independence as an area of need, and preparing to fund it. It is clear that AFF is a very forward-thinking organization.” His BET decided to develop a proposed model for how to help foster children achieve independence that integrates best practices with William Bridges’ transitional framework. Before completing their work, his BET took their model to two foster care agencies and asked them if they thought the model was doable, if they would apply for a grant, and what kind of funding would make it an attractive model to pursue.

Julie Andrus, whose BET looked at restorative justice and community reconciliation, was thrilled to not only get to know family members and learn more about the family’s philanthropy, but to be actively involved in the BET process. She found that even after 25 years as a clinical social worker, she was still exposed to a whole new area in her field, something she found inspirational. Julie, David and I all agree that it was very exciting to be a part of a process that helped shape the organization’s charitable giving. Just as important, we found the AFF staff to be very talented and they helped make the

process a comfortable one to walk into.

During the summer, but more so when we reconvened in early September, the subject of defining community arose. My notes from our all-day meeting are peppered with this word. What makes up a foster child’s community? How can we go about learning what they consider their community to be—because it might well not be what we originally thought. And what group of people need to be involved during a community reconciliation process? Surely not just the victims and their families. The attacks in September have brought that home in a resounding fashion. We are all affected in some manner or another. Who should be involved in the reparations process for Native Americans? How is something on this scale even addressed? Understanding community connections and overlaying William Bridges’ transitional framework are some of the keys to successfully addressing and completing a foster child’s transition to independence and a community’s healing and rebuilding faith and trust in itself.

It was clear when we met in September that this had been a fantastic learning experience for each and every one of us. We were stretched, challenged, excited and energized by the process. Even though we worked in small groups, I was always aware that there were over twenty other family members and advisors working at the same time, and I couldn’t wait to hear their results and learnings! In the end, I think my own community has grown a new dimension, to one that now actively includes the Andrus Family Fund.



Place your B.E.T.s!
Cameron Griffith, Christine Earley, and Priscilla Hayner (from left to right), study issues relating to community reconciliation.

community of people must participate in a project in order for it to be a successful effort?”

The Board of Directors of AFF decided to enlist the expertise of outside advisors as well as the abundance of professional knowledge that lies with non-Board Andrus family members in getting a better grasp on how to approach AFF’s two funding areas—community reconciliation and foster care to independence. Board Exploration Triads (or BETs) were formed, with each consisting of one AFF Board member, one

ing these conflicts. It was challenging for us to narrow our topic down, and we spent the first few months researching, sharing material, and reading extensively. By the summer, however, our outside advisor deftly wove our research together in a coherent, cohesive manner.

Talking with other BET members, perhaps the biggest adjustment for all of us was the full freedom the BETs were given to define and pursue their work. Being given free rein was initially a bit confusing for me, as I tend

Andrus Youth Service Program

Rachel Andrus, 16
Norfolk, CT



Rachel is an avid horse rider. She decided that she would use her passion and talent for riding horses to help others through her AYSP project. Rachel has recently completed a training course in Massachusetts to provide horse therapy to children with disabilities. The youth that she will work with are between the ages of 14–21. As she learns more about the program through volunteering, Rachel believes she will be better informed to make a decision about whether to award them a grant. She is also researching a few other organizations in Massachusetts that use animals to provide therapeutic services to youth with disabilities.

Lindsey Clem, 14
LaGrange, KY



Lindsey has a strong passion for helping animals and young children. She decided to focus her initial research on organizations helping abandoned animals. She contacted a member of her church who was the director of the La Grange Humane Society. After sharing her ideas with him, she set up a site visit. Hers was no ordinary site visit!

Lindsey spent an entire day at the Humane Society cleaning out the animals' cages, walking dogs and meeting with the staff. Through her discussions with staff members, Lindsey learned that oftentimes animals are not adopted because they suffer from illnesses or injuries. While the Humane Society does its best to address the animals' medical needs, they lack adequate funding for these services. Lindsey is considering awarding a grant that would support medical services for animals whose chances of getting adopted would be increased once their health needs are addressed.

Lindsey then turned her attention to organizations serving young foster care children in her community. When asked about why she wanted to focus on foster care kids, Lindsey explained, "I think it's important to help animals and people who have been turned away."

Brenna Cote, 16
Tuscon, AZ



Brenna's primary area of interest is young children. For her AYSP work, she has narrowed her focus to helping young children with terminally ill diseases. Brenna is currently investigating local organizations that serve these youth. She was initially thinking about making a grant to a national organization such as Make A Wish Foundation, but after hearing one of her fellow participants talk about the importance of funding smaller, "less popular" organizations, Brenna was persuaded that her \$500 grant might have more of an impact locally.

Cale Cote, 14
Tuscon, AZ



Cale wasted no time in identifying his main passion—animals. His initial research led him to an animal shelter in Tucson that implements a "no kill" policy. The shelter is dedicated to keeping abandoned animals alive and vigorously works to get the animals adopted. Cale thought he had identified his grantee, but then he located an organization that was equally appealing. This organization takes in abandoned animals that would have been destroyed because of severe illness or injury and gives them necessary medical treatment, including surgery. The animals are then placed in adoptive homes. This organization also trains abandoned animals so that they can be placed in homes with disabled persons. Cale is researching one more organization in his community that provides services to neglected animals. He has already said that he is not looking forward to making the difficult decision of choosing just one grantee.

Meg Dickey-Griffith, 15
Portland, OR



When I was trying to figure out what area of charity I wanted to support I thought I wanted to do something with animals, kids or nature. I had just finished a year-long project training mustangs and studying non-violent training methods. During this research, I discovered that the same mentality was also used to help humans and that people often used animals for therapy. I did a bit of research and found four places within driving distance that do this work. I have visited one of them so far—the Agape Institute—and I have gone to their volunteer training session. At Agape, they take children between the ages of 6–14 who have special needs such as Autism, Muscular Dystrophy, Cerebral Palsy and Multiple Sclerosis. These children attend riding lessons one or more times a week with other children with about the same competency level. During the lessons, the volunteers lead the horses, and for the children with worse cases they have people who walk or run along side them. I have decided that this is the area that I would like to make a grant to, but I have not yet found out enough information about the other programs to make a decision between them. I will be learning more about them in the next couple of months, and then I will make the tough choice.

Caroline Earley, 15
Gisbourne, Victoria; Australia



When I first started out doing AYSP, the first thing I was interested in researching was smoking, because I hate it so much. But then I learned that millions of organizations out there are working on people quitting smoking, and the government generally funds them. I wanted to do something else that wasn't quite so common and eventually I picked teen suicide and teen gays and lesbians. I have been interested in them for a long time and I thought doing the program

might help me to find out a bit more about them. To start off with I talked to a teacher at school, and he gave me names and numbers of a few local groups that dealt with the issues I was concerned about. I contacted these organizations and discovered that some of them were not at all what I was looking for, but some, in fact, were quite good. One organization I liked was the Youth Substance Abuse Service (YSAS). I spoke several times with a lady named Michelle and eventually we arranged a meeting time. I visited the site and talked with her for an hour or so. YSAS deals with kids between the ages of 12–21 who have suffered with drugs or alcohol. I found that although they mainly work with substance abuse, a lot of the kids they work with have attempted suicide or are confused about their sexuality, so those issues do come into it a fair bit. I still have a few more organizations I need to contact and more people to see before I can make a final decision.

Tyler Pakradooni, 16
Princeton Junction, NJ



Even though he is just 16, Tyler has already developed a strong commitment to addressing issues of homelessness and poverty. During the past summer, Tyler spent some time in the South working with the Appalachia Service Project building homes for the poor. "I am good at and enjoy building things very much," says Tyler. "Working with these programs allows me to build something for a very good purpose, and I am able to interact with the family that I am working for. I really like that." Tyler has continued his dedication to addressing homelessness through his work with AYSP. He located an organization in his own community that serves the poor and homeless. Homefront is a multi-service organization that provides housing assistance, counseling, food, shelter, and clothing to homeless families in Mercer County, New Jersey. Tyler is seriously considering awarding this organization his \$500 grant and volunteering with some of their

Keepin' Philanthropy Real!

Philanthropy for the Younger Generations

programs. "I would like to work with the homeless people in my own town, because they have so many things to worry about and if I could help them with just a few of those things I feel it would help improve their lives. Whether that means building, teaching, playing, or anything else, I would be willing to do it."

Chelsea Spensley, 15
Old Lyme, CT



At the beginning of the AYSP program, I thought about making a grant to a local youth service organizations that sponsors several fundraisers and programs to create awareness about issues affecting young people today. I had volunteered with them before, and liked the work. But after thinking about it more, I decided to look at programs addressing some of my other interests. It would be easy to continue working with the organization I already knew, but I thought it would be more fun to challenge myself to look into something new.

I am currently working on donating the five hundred dollars to the Waterford Country School located in Quaker Hill, CT. The school has many programs from foster care to safe homes and short-term placement for neglected and/or abused children between the ages of 3-12. The organization looks like it's running quite well, and I feel very interested in helping out the kids or even the infants in the foster care program. I, for one, have been an extremely fortunate person blessed with a wonderful family, home, and constant love and care. However, for some that's not always the case and I would like to help out the kids who aren't as fortunate as I have been. No child should ever be mistreated!

Patrick Spensley, 15
Ann Arbor, MI



Like his younger sister, Samantha, Patrick knows about the difficult challenges faced by migrant children in Michigan. He decided that his AYSP project could marry his interest in sports with his interest in helping this population. Patrick is pursuing the possibility of providing sports equipment to migrant children. "Because the living conditions of the migrant families are poor, and because the adults and older kids are working in the fields all day," he writes, "I want to provide the young kids with something to do." Patrick is also applying his interest in sports to the possibility of working with disabled youth through the local Special Olympics. While he is still not clear on how he would get involved with the Special Olympics or whether they would be his chosen grantee, it is clear that Patrick feels strongly about serving people with disabilities. When asked why this issue mattered so much to him, he answered, "I have always been awed by the participants' courage and dedication despite their handicaps."

Samantha Spensley, 14
Ann Arbor, MI



Samantha had several community service passions that she wanted to explore through AYSP. As the daughter of a Michigan school teacher who teaches several migrant farm workers' children, Samantha had learned that many of these children do not have adequate access to libraries. She contacted someone who runs a library for migrant workers, and thought about assisting her run the library but then realized it might be too much of a time commitment for her. She then began contacting people in her community that are addressing another interest of hers—seriously ill children. Samantha called the Executive Director of the Ronald McDonald House in Ann Arbor and set up a site visit. "I really liked what they were doing at the Ronald McDonald House," she writes. "The Executive Director spent over an hour with me taking me on a tour of the House and answering all of my questions. They seemed

to do a lot for the kids to make them happy while they are there. I talked to the Executive Director about using the \$500, and they could really use it. I could just give them the grant, but I wanted to be more involved in where the money went, so he said that if I wanted I could purchase some items off a wish list for the kids. If I decide to give them the money, that's the way I'd like to give it!" Samantha is now also researching organizations serving neglected animals. She has truly enjoyed the opportunity to explore all these passions. "I am having lots of fun with this program," she wrote in an email. "This has been a really great experience. I love it!!!"

Molly Thorpe, 13
Minnetonka, MN



Molly knew from the beginning of the program that she wanted to make a grant to an organization serving young children with injuries or terminal illnesses. When she began researching organizations she was thinking about supporting a program that worked directly with the children. She originally focused on programs that were well-known to her, such as the Make A Wish Foundation. After doing a little digging (and talking with her father) she realized that perhaps her \$500 grant might make more of an impact on a smaller organization that did not receive as much support. She narrowed her research to a few local organizations and found one that provides an important, yet often ignored, resource to ill children and their families—assistance with paying the family's mortgage. The founders of Spare Key created the organization after facing their own financial difficulties resulting from the hospitalization and death of their son to CHARGE disease.

Julia Voorhees, 15
Bedford, NH



I have enjoyed the AYSP opportunity very much. I was able to learn a lot about myself and the things that go on in my community that I might not have known otherwise. I researched organizations that help people with AIDS. Through my research, I learned about a group named the Community Research Initiative of New England (CRI). Their main job is to work with drug companies to test new drugs for AIDS. They help the clients through the very difficult time when they are taking these powerful drugs. CRI tests drugs that are brand new and have unknown side effects. If people will put their lives at risk to find a cure they might not even live to see, then I believe they deserve the funding that will help make that possible.

When I went to CRI for a meeting, I expected to have a twenty-minute meeting with just the president. To my surprise, I had a three-hour meeting with the president of the board and several staff members. I would have to say that this has been one of the most enlightening experiences that I have ever had and will probably ever have. I hope that this continues in the future so that other family members can have the same opportunity to find something that they are interested in and actually be part of giving a grant. I now know what the boards have to go through to find and choose between grantees.



“Looking Back, Looking Ahead in Celebration of the Founding of the Andrus Family Fund 2000.” These are the words engraved on the stone bench, which is appropriately situated in the heart of the new AFF orchard. The bench was a wonderful anonymous gift from an Andrus cousin.

The Andrus Family: Planting New Roots

at

The Julia Dyckman Andrus Memorial

by Sheri Bloom

Andrus Children’s Center,
Development Director

All of us at Julia Dyckman Andrus Memorial are well aware that John E. Andrus was a man of foresight and vision—and that he planted the seeds of his family’s extensive philanthropic activity when he founded the Surdna Foundation and JDAM as a haven for children. But we were especially honored by a most fitting gesture that occurred this past spring—when 4th and 5th generation descendants of Mr. Andrus serving on the Andrus Family Fund (AFF) board helped plant a new orchard on the original home site of John E. and Julia D. Andrus.

It was a glorious Saturday when these 14 very special guests chose to visit our campus for their annual board meeting. In addition to the business at hand, they brought with them a natural curiosity—after all, our administration building was the home of John E. Andrus and his wife, Julia, and in many ways looks much the same as it did when they lived there. “You could see that it was quite a moving experience for these John E. Andrus descendents to actually see the home of their great-great grandparents looking as it did

more than 70 years ago,” said Dr. Gary Carman, President and CEO of the Julia Dyckman Andrus Memorial.

While the physical structure of the home conjured up memories of the past—everything else about JDAM, of course, speaks to its evolution—and future. We’ve grown from a home for orphans into a dynamic resource for children and families at risk in



A tree grows in Yonkers. John Andrus’ descendents (from left to right) Tim Thorpe, Caitlin Boger, Peter Voorhees, Shari Wilson, and Ann Williams memorialize their visit by planting 14 apple trees at the JDAM in Yonkers, NY.

our community. Our guests, most of whom were visiting for the first time, were quite impressed with the strides we’ve made. Especially after a campus tour that the group took, the overall consensus seemed to be that the range of programs that are being provided today are a moving tribute to

John E. Andrus’ vision “to give opportunity to youth”.

Because it was a weekend, family members did not get a chance to visit our Orchard School—which this past spring was designated a Blue Ribbon School by the U.S. Department of Education for the third time, an enormous honor. But they did get an opportunity to see the children in the cottages where they live. What we hope they saw was a very special setting

where seriously emotionally troubled children were being well cared for and helped to overcome their problems in a safe and caring environment.

For those of us who are here every day, the highlight of the visit was the way John Andrus’

descendents chose to memorialize their visit to our campus—by planting 14 apple trees to represent each one of the founding board members as well as the two founding staff. Holding hands, after the shovel was laid down, they spoke about their bonds and their commitment to the Andrus family’s spirit of philanthropy.

The new orchard is located between Bourne and Benedict cottages, overlooking a mature orchard of trees. In the new orchard, a tree will be added for every new family member who joins the AFF.

“How fitting that these younger generation family members plant a new orchard to add to the splendor of the campus,” said Dr. Carman. “These young people not only have philanthropy in common—but family ties. It was an extremely beautiful ceremony—and one that takes on such significance because of the new roots the Andrus family is planting right where it all began.”

Through the generous donation of an anonymous donor, a beautiful stone bench was purchased to mark the creation of AFF and the Board’s connection to JDAM. The bench sits in the center of the new orchard that AFF planted on the JDAM grounds and reads: *“Looking Back, Looking Ahead In Celebration of the founding of the Andrus Family Fund 2000.”*

What's

Happening at...

An update on the work of the

Andrus Philanthropic Organizations

edited by Ann Williams

AFF Board Member

Here's an update on work done by the five Andrus family philanthropies during the past year.

John E. Andrus Memorial (Andrus on Hudson)

Peter Benedict, Sr.
JEAM Chair

During the last six months, the residents at John E. Andrus Memorial have continued their active lives and have been busy with many traditional events and several new excursions:

- The 48th Annual Andrus Garden Party in May treated many Andrus residents to a special restaurant outing, and, for those who preferred to remain on campus, gala festivities which included a four-course Prime Rib meal and entertainment;
- Hawaiian Day had Andrus hips swaying
- A special tea party was shared on Grandparents' Day by residents and their grandchildren
- The Fourth of July and Labor Day holidays were busy with patriotic barbecues
- Father's Day was celebrated with a special commemoration and Mother's Day included a festive brunch.

Other activities enjoyed by Andrus residents included the traditional Midsummer Clambake, the annual Take Our Children to Work Day and an Andrus Residents' Volunteer Appreciation Luncheon. Residents also took to the road and high seas with special trips to the Hudson River

Who are they?

Can you identify these cousins?
Contact afpp@surdna.org

Museum, a riverboat cruise up the Hudson, summer concerts in Westchester county, local restaurants, shopping malls and theatres.

Without straying from the grand Andrus grounds and buildings, residents enjoyed the outdoor Benedict Café weekly from late spring to early fall on the patio overlooking the Great Lawn; weekly barbecues throughout the summer; a Health Fair at Andrus Pavilion organized by students from the St. John's Riverside Hospital School of Nursing; ice cream socials; and added classes to the adult education program including expanded computer courses.

Although curious and concerned about the future, residents have been kept fully apprised of the partnering process with Beth Abraham Health Care.

After nearly five years of thought, planning, development and political process, the successful transition of Andrus into a state-of-the-art 21st century Continuing Care Retirement facility rests now in the hands of the Village of Hastings trustees. Architectural plans are ready, bank financing is in the wings, deposit holders have selected their apartments and, at the time of this writing, we are all awaiting the Village's final approval. Such approval would allow groundbreaking and the physical start to making Andrus on Hudson a reality.

You should know that if our building expansion permit is denied, the Board of Directors has an exit strategy in place and

is developing contingency plans which most certainly reflect our primary concern: the care, welfare, respect and dignity of our residents.

Julia Dyckman Andrus Memorial

Ham Pakradooni
JDAM Board Member

As we all know, the Julia Dyckman Andrus Memorial (JDAM) was originally established as a home for needy and orphaned children, but my, how things have changed! The memorial, also known as The Andrus Children's Center, has evolved into a vibrant multi-faceted treatment center for children and families who are at high risk for serious emotional disorders, with a strong and developing community-based program to prevent child abuse.

This year, the Center's Orchard School won its third Blue Ribbon classification. Anyone involved in teaching will tell you that the first Blue Ribbon classification is an extremely great honor; being chosen a second time is fantastic; and a third time is simply unbelievable. In fact, we are the first handicapped school to earn three Blue Ribbons.

We are nearing completion of the "long sought after" merger with the Center for Preventive Psychology. This organization will complete the circle of help for children under the umbrella of the Andrus Children's Center; furthermore, it will provide us with much needed funding from the Mental Health Department. We have made a formal offer and

expect this to be finalized by the time that this letter is published.

Also, this year we received a \$450,000 grant from New York State for Community Child Abuse Intervention. This has enabled us to positively affect over 150 families in the Yonkers/ Mt. Vernon area. It is another way that Andrus reaches out into the community to help children and their families.

We have also begun a demo program dealing with Aspergers Syndrome, which is a mild form of Autism. We hope that this program will become a model for future treatment of this disease.

As a side note, we have purchased a faculty-housing unit in nearby Sleepy Hollow. This new and attractive apartment building will help us recruit and maintain faculty in this otherwise expensive area.

What's new for Andrus down the road? Only time and imagination will tell. We are braced for tough financial times as New York State digs itself out of the turmoil caused by the September 11th tragedy, and yet we are enthusiastically planning for the 75th anniversary in 2003.

I could continue indefinitely describing the many exciting things that are taking place at the JDAM-Andrus Children's Center, but let me simply recommend that you stop by and have a look for yourself. You'll be proud that you're an Andrus!

Surdna Foundation

Ellen Rudolph
Arts Program Officer

The Surdna Foundation focuses its grantmaking in five areas: Environment, Community Revitalization, Effective Citizenry, the Nonprofit Sector, and Arts. In each issue of Concinnity, we will highlight a different program area. In this update, we'll update you on the work in the Arts Program.

The Arts Program became a full-time funding area for Surdna in 1997. Since then, it has awarded over twenty million dollars through over 200 grants.



continued on page 10

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continued on page 10

Who are they?

Can you identify these cousins? Contact afpp@surdna.org



continued from page 9

Surdna's Arts Program is a national initiative focusing on arts and education. Our two goals are: to contribute to the ability of teens to explore their own identity and their relationship to the world through high-impact, long-term experiences creating art with accomplished professional artists; and to deepen the ability of artists and arts organizations to contribute to the needs of young people and educators. These goals stem from a belief that the expressive voices of both teens and professional artists benefit from their work together.

One of our most exciting projects in the last year has been the Talented Students in the Arts Initiative (TSAI)—a joint funding project with the Doris Duke Charitable Foundation, one of the country's largest supporters of the arts. Through TSAI, Surdna and the Doris Duke Charitable Foundation will invest more than \$16 million over the next five years to support performing arts programs and endowments of leading national arts training institutions and public performing arts high schools. This initiative provides Surdna with an incredible opportunity to join our knowledge in arts education with the Duke Foundation's expertise in how performing artists create new work. TSAI significantly expands opportunities for quality arts training and access to that training.

Under TSAI, four upper division arts-training institutions and five public performing arts high schools will benefit from multi-year program support from Surdna and endowment support, to be matched, from the Duke Foundation, to sustain programs in perpetuity. Within the upper training institutions, the initiative will focus its support on teen artist programs and other youth initiatives that do not receive major funding.

TSAI grants have been awarded to the following arts training institutions: California Institute of the Arts, Valencia, CA; North Carolina School of the Arts, Winston-Salem, NC; Aspen Music Festival and School, Aspen, CO; and Alvin Ailey Dance Foundation, New York, NY. The public performing arts high schools that have been selected include: Baltimore School for the Arts, Baltimore, MD; Cleveland School of the Arts, Cleveland, OH; La Guardia High School of Music & Art and Performing Arts, New York, NY; Los Angeles County High School for the Arts, Los Angeles, CA; and New World School of the Arts, Miami, FL.

The Surdna Arts Teachers Fellowship Program is another program about which we are excited. The aim of the program is to support the artistic revitalization of outstanding arts teachers in specialized, public arts high schools. The program grew out of Surdna's belief that when teachers feed their own artistic needs and stay current with new practices and resources in their fields they will bring these fresh ideas back to their classrooms and increase the effectiveness of their training. The Fellowship Program provides twenty awards of up to \$5,000 each to enable teachers to attend summer arts programs, arts festivals, or university studio programs where they have an opportunity to work with professional artists and colleagues. The program also provides a complementary grant of \$1,500 to each Fellow's school to support post-fellowship activities. In October of this year, we met with the first group of Fellows who met each other for the first time and shared their experiences. Some had attended arts programs around the world, including Europe, Japan, and Mexico. It was incredible to hear how these opportuni-

ties had reinvigorated these talented teachers. The universal sentiment expressed by the Fellows was that their students view them with greater respect and take them more seriously as artists now that the Fellows have made art themselves.

Helen Benedict Foundation

Frederick Moon

HBF President

Five years ago, we created the Helen Benedict Foundation (HBF) as part of establishing a relationship between the John E. Andrus Memorial and Beth Abraham Health Services. The operating retirement home is now called *Andrus on Hudson* (AOH), and the HBF is a separate grant-making entity with five Andrus family members on the board.

Helen Benedict founded the John E. Andrus Memorial in the early 1950s in memory of her father, and since the physical retirement home (AOH) continues to carry the Andrus name, we named the new foundation in honor of Helen. She was a visionary in the field of caring for the elderly and an activist who fully engaged herself in doing the work. The board of the Helen Benedict Foundation has chosen to honor her, not only in making grants in the field she chose, but also to mirror, over time, her activist, engaged style of service.

We chose two themes for our grantmaking: "Older People in Action for the Community" and "Elder Friendly Communities". Older People in Action encourages the active engagement of elders within their communities and supports their life-long learning. Rather than looking at the 50+ generation as requiring health and financial needs, our program emphasizes the positive. HBF views elders as community

assets for their wealth of experience and the time they have to make active social contributions. Elder Friendly Communities looks to build infrastructures within communities to promote the successful transition from work years to the long period of life following "work."

In three years of grantmaking, the HBF has become a leader in promoting these specialty fields within the broader landscape of gerontology. With the able assistance of consultant staff, we have identified national leaders and model programs. In addition to supporting these experts in their ongoing work, we have brought their vision and knowledge to the county of Westchester, linking a variety of agencies working with older populations, and laying the groundwork for comprehensive applications of this positive view of elders as community assets.

Since inception, it has been the plan of the HBF board to consider funding beyond Westchester after the program develops some history. We have also been discussing ways to include other Andrus cousins in communities beyond Westchester. We have background books and information on our initial grants in each of our themes and would be happy to share these with any interested family members. Please let any member of the board know of your interest (Peter Benedict, Sr., Fred Moon, Sam Thorpe, Josie Lowman and Kate Downes) and we will put these items in the mail to you. It has been our long-term vision to have various Andrus family members doing some of this elder community building in their own locales. We invite you to join us.

continued on page 11

Andrus Family Fund

Ann Williams
AFF Board Member

The weekend of September 7th was the Andrus Family Fund's second and final meeting of the Board Exploration Triads (BETs). (See article entitled "AFF Takes a Bet on BETs" on page 5 for a full description of the program.) The BETs process grouped each board member with a cousin with no board affiliation and an expert in the field of foster care or community reconciliation, AFF's two program areas. The intention of the BET's program, which first met in January 2001, was to both educate board members in our chosen program areas and stimulate discussion while considering AFF's umbrella interest in "transition."

At the onset of the BET project, all parties were skeptical at best

yet more than willing to participate and perform. Steve Kelban and Masiel Rodriguez-Vars, the Executive Director and Program Associate for AFF, conceived of the BETs idea but had no promise of the outcome, though sensed its potential. In retrospect, all participants would agree that this was not just an exercise in philanthropy. The experts were accessible and human in their outstanding information and professional profile; all of the cousins were dedicated and dynamic; and the interaction made for an unexpected outcome and a sense of completion. Each group explored the program areas from a different angle or lens, thereby complementing one another when we met as a group.

As a result, the AFF Board now views issues of foster care and community reconciliation from a more educated as well as experiential view. Each board member carries the specific lens through

which s/he explored an issue with a cousin and an expert and the learning that was realized in the particular group. Examples of lessons learned were realized at a recent Board meeting when we were reminded that sometimes it is a marked success simply to have two parties agree to meet at the same table and that it is more important for people to explore the issues than it is to agree on one conclusion. We would probably not have been as convinced of this had it not been for our experts in the fields and the ensuing discussions. At this same Board meeting we were able to discuss issues with a deeper tenor than before, as evidenced by the discussion of the grants we were reviewing.

The BETs meeting was the weekend before the tragedy of Tuesday, September 11th. While there is nothing that can prepare us for such an experience, it was in some small important way

comforting that this group of individuals had worked so hard together just the weekend prior, wrestling with issues about individuals and communities developing healthy lives of interdependence. At the end of the meeting AFF board members once again commented on how powerful it is to meet face to face compared to all the conveniences of technology. While conference calls, e-mails and long-distance communication serve us all well, we are reminded with each meeting that there is nothing like presence.

Speaking of presence, Masiel, AFF's Program Associate, will be leaving to prepare for the Bar and continue with a professional commitment arranged prior to her work with AFF. We recognize her vast contribution to the evolution of our work together. It is with sweet sorrow and immeasurable respect that we wish her great success.

AFYP continued from cover

arranging for a site visit, as well as given questions to ask. Many took photos and collected brochures as they talked to people on site. Some youth decided to volunteer with the organization they selected.

Our nation is still reeling from the terrorist attack on September 11th and it even affected the

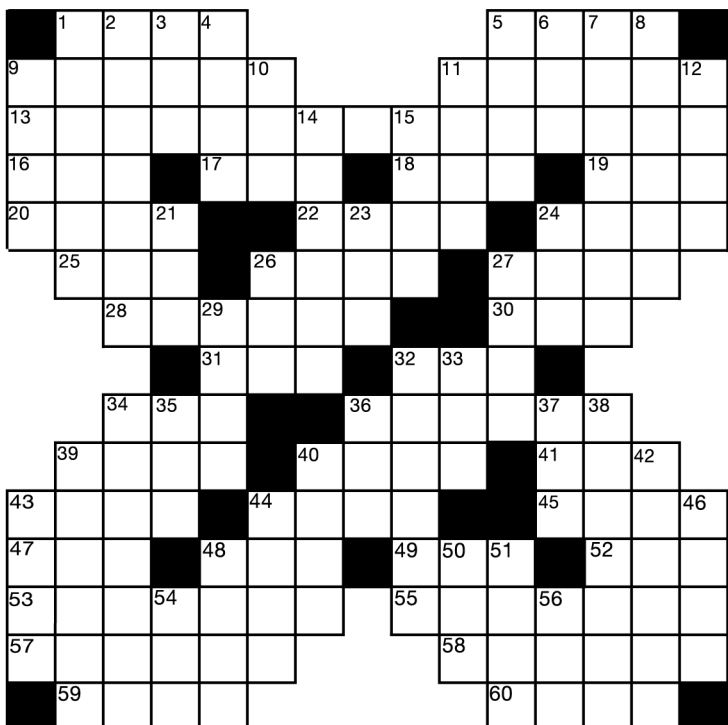
Andrus Youth Service Program. Original plans were to have everything completed by the end of October, culminating in a trip to New York for a presentation to the AFF and Surdna boards. However, those working on the project did not feel comfortable asking these young people to fly into New York City just two months after the attack. We are

exploring the possibility of gathering them for a face-to-face meeting next spring or summer.

The twelve youth are at various stages of completion of the project. (See updates on their projects on pages 6-7.) Some are finished and are now filling out the application form so they can present the check to the organiza-

tion. All projects will be completed by January. "I am so impressed with the work these young people have done," said Masiel. "Some thought this was too big of an undertaking for kids this age, but they have really come through. At first we were concerned that thirteen was too young, but our thirteen year olds have done an outstanding job!"

Family Matters



Answers on back cover.

Across

- 1 This cousin is a bi-coastal Surdna Board member
- 5 Stave off
- 9 Who said "Et tu, Brute"
- 11 Misrepresented
- 13 A poison used as weed killer
- 15 Corpus _____
- 16 Perch
- 17 Environmental Protection Agency (abbr)
- 18 Really cool
- 19 Possessive pronoun
- 20 Handle
- 22 Cousin who is first member of the 4th generation
- 24 Cousin who is first member of the 3rd generation
- 25 Skit
- 26 What some would say about Peter B. II: " a ___ off the old block"
- 27 Concise
- 28 Asian nation
- 30 Limited (abbr.)
- 31 Hotel
- 32 Slide on snow
- 34 Human
- 36 Men's jewelry
- 39 Clammy
- 40 First cousin (3rd generation) to be conceived in Alaska

- 41 Against
- 43 Gather
- 44 Bear or Berra
- 45 Cousin who married her cousin
- 47 Delivery service
- 48 Telegraphic signal
- 49 North by west
- 52 Cell stuff
- 53 Lower (2 wds.)
- 55 Halloween treats
- 57 Register
- 58 Caught outlaw reward
- 59 Adore
- 60 unclear

Down

- 1 Millet
- 2 Anew
- 3 East southeast
- 4 Garrison Keilor's wife is a ___ (country of origin)
- 5 Join by heating
- 6 Boxer Muhammad
- 7 Cousin MD who runs a Metro ER
- 8 Notice
- 9 Keg
- 10 Tear
- 11 Ornament
- 12 Dagger
- 14 Redeem (2 wds.)

- 15 Leaky faucet noise
- 21 British thermal unit
- 23 Cousin who has delivered calves on his ranch
- 24 Projection
- 26 Able
- 27 Nip
- 29 Cousin on 1968 U.S. Olympic volleyball team
- 32 House covering
- 33 Map legend
- 34 A master usually in an art
- 35 Picnic pest
- 36 Yank
- 37 Frozen water
- 38 Drooping
- 39 Rely
- 40 Cousin honored by the Nature Conservancy as a National Hero in 2001
- 42 Very old age
- 43 Very slow "near" horse
- 44 Ship's small boat
- 46 Soft
- 48 Pineapple brand
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Roots & Shoots Program

Spotlight on Community Service Opportunity

by Jean McCarty

Director of Roots & Shoots Program

The Jane Goodall Institutes around the world receive thousands of letters from children and teens who have much to tell Dr. Jane. They want to know about her life. They ask after the chimpanzees. They express their concern for the world, and often thank Jane for being their hero.

Jane Goodall says that these young people are among the world's best reasons for hope in the face of what seem to be overwhelming problems. There is a powerful force unleashed when young people resolve to make a change.

The connection young people feel to Jane as well as their idealism and energy led Dr. Goodall to found Roots & Shoots with the help of 16 Tanzanian students on Feb. 19, 1991. The 16 students had asked to learn more about animals and the environment—subjects missing from their regular school curriculum. But the discussion that day on Jane's front porch in Dar es Salaam covered more than chimpanzee behavior or even how to help chimps and other animals. It also focused on how to help local communities. By day's end, the students had decided to form clubs that would take positive action in their communities.

Ten years later, Roots & Shoots is a worldwide network of 3,000 groups in almost 70 countries. Members range from pre-schoolers to university students. Groups are formed in schools, communities, and even families. Activities fall into three areas of emphasis:

- care and concern for the human community
- care and concern for animals, including domestic animals
- care and concern for the environment we all share

Specific projects are as varied as the students' imaginations. Young people in China raise funds for the endangered Yangtze River dolphins, while students in California send letters of support to children in war-ravaged Sierra Leone. Roots & Shoots students as a whole have collected tons of trash, planted thousands of trees, and donated countless hours of community service.

Members also work to bridge the divides between people of different racial, ethnic and cultural background—work that is now more important than ever. Immediately after the Sept. 11 attacks, groups from the Cape Cod Academy, the Cape Cod Light-house Charter School, and Nauset High School organized a "Fold-a-thon for Peace and Hope." Over nine hours, they and other local community members folded more than 1,000 paper cranes, each containing a message of peace. The group will deliver the cranes to President Bush in the coming weeks.

At the 2001 Roots & Shoots College Summit in Ellensburg, Washington, Sept. 23-26, students devised an action plan for working within their communities to promote greater understanding of religious and cultural diversity. This was partly in response to Dr. Jane's appeal that we reach out to people of Arab descent and Muslims who are vulnerable to backlash attacks and discrimination.

Many of the youngest Roots & Shoots members raised money to benefit the victims of the attacks as well as the human and non-human rescue workers.

Dr. Jane's message of hope and individual responsibility touches people of all ages and situations. In California, prisoners have joined forces to raise money for Roots & Shoots. They create and sell artwork, much of which features animals and Mexican, Aztec, and Native American themes. When security measures prevent them from getting supplies, the men make their own pigments from vitamin tablets.

The group, based in Pelican Bay State Prison, calls itself PROTECT: Prisoners Reaching Out to Educate Children and Teens. Their efforts include sharing their life stories with young people as cautionary tales.

Some of Roots & Shoots' most exciting recent work involves its very youngest members. With Early Childhood News, JGI is providing yearlong curricula for toddlers and preschoolers in home groups and daycare groups. The growth of this year-old program is phenomenal: currently there are 200 pre-K groups around the country that receive materials including activities, stories, games and puzzles related to the environment, animals and people.

"Roots creep underground everywhere and make a firm foundation," says Dr. Goodall. "Shoots seem very weak, but to reach the light, they can break open brick walls. Imagine that the brick walls are all the problems we have inflicted on our planet. Hundreds of thousands of roots & shoots, hundreds of thousands of young people around the world, can break through these walls. We can change the world."

If you would like more information about the Roots & Shoots program or if you are interested in starting your own chapter in your community, please visit the Jane Goodall Institute's website at www.janegoodall.org and click on the Roots & Shoots link.

Interested in Volunteering?

Check Out These Sites for Volunteering Opportunities:

www.volunteermatch.org
www.nationalservice.org
www.networkforgood.org
www.osvs.org
www.unv.org
www.contact.org
www.4laborsoflove.org
www.volunteers.com
www.volunteerforchange.com
www.unitedway.org
www.idealists.org

www.geocities.com/volguide/
www.helping.org/volunteer/index.adp
www.volunteerinternational.org
www.pointsoflight.org/volunteercenter/
www.serviceleader.org/vv/vonlinez.html
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