



CONCINNITY

A Gala Family Evening



**John E. Andrus III,
honored at JDAM's
75th gala celebration**

by Libby Andrus & Edie Thorpe

From the Surdna and FIC Chairs

As the Andrus Family Philanthropy Program (AFPP) approaches the end of its fourth year of work, the Surdna Foundation Board... and, we hope, our larger Andrus family... can take great pride in its ongoing expansion of family philanthropy. The Program has attracted both more family participants and more inquiries from others engaged in similar work across the country.

More Andrus cousins than ever have joined various projects, meetings and new lines of communication. The Andrus Youth Service Program, in its second year of operation, has welcomed new teens, with both last year's participants and Andrus Family Fund (AFF) board members serving as mentors. Sixth generation members are getting to know each other via e-mail, conference calls, and innovative online "chat-rooms," and are learning more and more about how philanthropy works.

"Regional meetings," (see separate articles) were held in December 2002 in Minneapolis and Boston, highlighting Surdna's overall work and the Foundation's arts program in particular. The 75th anniversary of the Julia Dyckman Andrus Memorial (JDAM) in May 2003 attracted 67 family members to a gala fundraiser. The following day, many of those cousins attended meetings at both family memorials (JDAM and Andrus on Hudson/AOH) to learn more about each institution as well as to hear of the work of the Helen Andrus Benedict Foundation. In addition, three AFF board members and Steve Kelban, Executive Director of AFF, talked with attendees about the work of the AFF.

Communication has been an important component of AFPP. This newsletter, "Concinnity," has both highlighted and engaged more cousins in the past year. And our new AFPP website (privately funded and monitored) expanded greatly and saw over

400 hits in just a few months. Much of the AFPP's work, along with photo documentation, is included in this issue. We invite you to visit the site if you haven't done so (www.andrusfamilysite.org).

Over the past year, the Surdna Foundation has been engaged in a significant strategic planning process, out of which will come a plan to position the Foundation for the next five to ten years of grantmaking and governance. Similarly, a great deal of substantive work continues at JDAM, AOH, HABF and AFF – all are written up in the following pages, and we encourage you to take pride in your family's work.

We are truly fortunate to have the staff we do for the AFPP. Steve Kelban ("Kelly") has been a thoughtful mentor and motivator for both the AFF board and family members engaged in other projects. Sabena Leake has become a 'Transition' expert and trainer, has been a pivotal part of the AYSP, and works diligently to put this newsletter together.



And Ingrid Williams keeps the AFPP office running smoothly, assisting Kelly and Sabena every step of the way. If you're ever in New York, stop in and introduce yourself to them!

As always, we invite your inquiries and participation. By the time you read this, several new family members will be on the boards of JDAM, AOH and HABF. There will be more opportunities in the future at many different levels. Keep us updated on your interest and help us continue to work on the AFPP's major goal: to provide opportunities for education and service in philanthropy and non-profit work for our family and in so doing, to serve as a model for other philanthropic families.

Numbers on my mind

This is our fourth issue of "Concinnity" and for some reason I have numbers on my mind. We all know statistics can lie, but they can also illuminate some very interesting truths. Here are our statistics. Let me know what you think.

The Surdna Board conceived and initiated the Andrus Family Philanthropy Program in January 2000. At that time there were **16** Family members on the Boards of **4** Family Philanthropies. There were few, if any, opportunities for the extended family to keep up, become involved, or become "learning partners" with the Philanthropies. Over the last few years, that has drastically changed. As you can see from the chart on this page, the extended Andrus family has taken advantage of numerous opportunities to get involved and learn about the now **5** Family Philanthropies (the Andrus Family Fund was established in March 2000). Where **6%** of family members beyond 13 years of age had contact with the philanthropies in 2000, today **56%** have become involved in some way beyond receiving "Concinnity" or visiting our new family website (www.andrusfamilysite.org).

Today:

37 cousins are on the Boards of the philanthropies;

18 cousins participated in AFF's Board Exploration Triads;

22 cousins (13 – 15 years of age) are Andrus Youth Service Program participants (add to that all of their parents);

40 cousins attended the first two regional family meetings;

67 cousins participated in the weekend festivities at the Julia Dyckman Andrus Memorial's 75th Anniversary celebration;

45 cousins contributed to or were featured in the four issues of "Concinnity";

and we've had **432** visits to the family website.

These are the numbers. The articles in this issue put the passion and intensity of these contacts into context. You can read how cousins from different generations work together to better understand philanthropy ("Feature Letter," page 3).

by Steven Kelban

Executive Director AFPP & AFF

You can accompany your cousins as they visited AOH, JDAM and Andrus Family sites in Yonkers ("Mini Concinnity in Yonkers," page 6). And you can see the amazing work your cousins oversee at the 5 family philanthropies ("What's Happening At..." page 9).

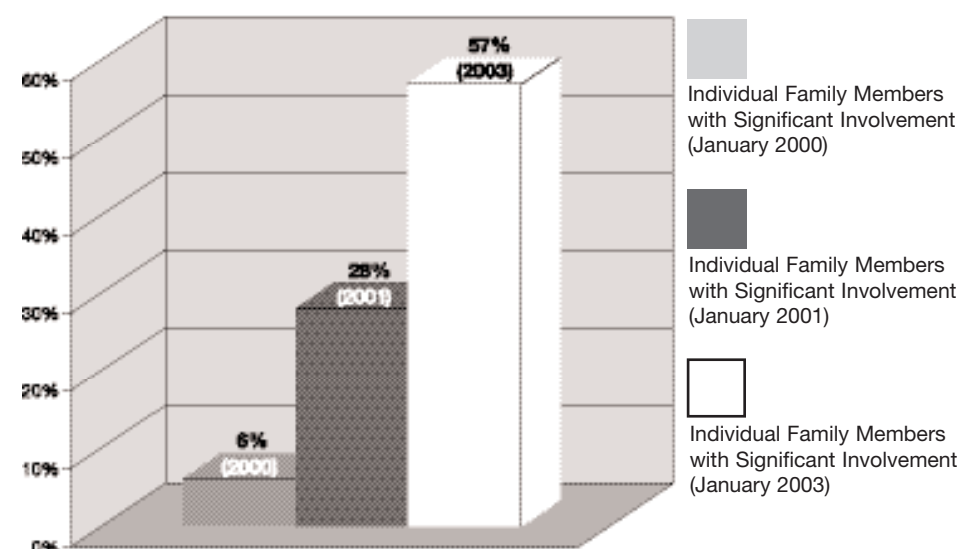
I request: please send your email address to us at info@affund.org.

We have email addresses for 120 of you and would love to have more so that we can stay in closer touch.

I hope you enjoy this issue as much as we enjoy getting to work with all of you. Particular thanks to Edie Thorpe for her support and leadership of the Family Involvement Committee and to the AFPP/AFF staff, Sabena Leake and Ingrid Williams, for all they do.

Family Member Involvement

Family members (above 13 years of age) are counted only once for their activity of deepest involvement



Family member participation: On Boards; On a BET; In AYSP (both parents and children); By attending regional meetings;

By contributing to or being featured in Concinnity; and by attending JDAM's 75th Celebration.



The Andrus Children's Center 75th Anniversary Gala was a wonderful celebration.

From the beautiful, winding trip up the driveway of the Sleepy Hollow Country Club, to the panoramic view from the terrace, to the presentation of the awards, to the money raised for the Center, the evening was a great success. With over four hundred people in attendance it was inspiring to have so many people celebrating the anniversary. It was obvious that much hard work went into the planning and execution of the event, and we certainly appreciate the time and dedication of Dr. Lawrence Griffith, Margaret Cady, Sharlyn Carter, Sheri Bloom and countless others.

The evening started with cocktails, which provided an opportunity to meet and get reacquainted with the sixty-seven family members present and the community supporters of the Andrus Children's Center. We were then escorted to a tent where we were seated for dinner. We were welcomed by the master of ceremonies, Jack Mack Carter, and co-chairs of the event, Margaret Cady and Sharlyn Carter, who also welcomed and thanked everyone for attending.

One of the highlights of the evening was the Andrus "Heartbeats," a percussion band whose members are current residents of the Andrus Children's Center. It was very encouraging to see such talented children. The crowd was very impressed with their performance and from the smiles on their faces the children were very proud of themselves. It was nice to see an example of the effectiveness of the program, and a real tribute to the hard work and dedication of the staff and the children. The Andrus "Heartbeats" received much applause at the end of the performance.

During dinner a very creative fundraising opportunity was introduced. The gala committee was selling boxes for \$50.00 a piece.



Larry Griffith presents John Andrews III with his portrait

Each box contained a prize. The prizes ranged from a pair of cubic zirconium earrings to a pair of diamond earrings, with many things in between. People eagerly purchased the boxes hoping to win the diamond earrings. Edie Thorpe was the big family winner. She won a life sized, autographed photograph of Derrick Jeter. It was a big success.

After dinner Dr. Lawrence Griffith presented an award to John E. Andrus for fifty-three years of commitment to the Andrus Children's Center. His contribution to the center and its success has been remarkable. He has spent years supporting the center and its work with children. In the presentation, John came forward to receive his award, expressing his thanks for the celebration. John talked about how the ongoing achievements of the center were shared by many people. He was appreciative of how many children were receiving the support that they needed. He told how touched he was three years ago when he received a painted ceramic plaque on his ninetieth birthday from the children at the center. The plaque read: "John Andrus, a legacy of hope, visions of a brighter future for the children. Thank you for fifty years of making dreams come true."

Nancy Ment then presented Dr. Gary Carman with his award for all of the accomplishments made while serving as the President and

Chief Executive Officer of the Andrus Children's Center. During Dr. Carman's twenty-eight years with the center he has built an outstanding program that provides special services for children with emotional problems and their families. Dr. Carman has surrounded himself with a highly qualified and talented staff who all want what is best for the children. The center under his leadership has grown and received national recognition. In receiving his award, Dr. Carman spoke about the commitment of his staff and their dedication to the children. As Dr. Carman begins his retirement he can certainly look back on his countless contributions and invaluable service to the Center and know that he will be missed. Fortunately he is leaving the center in the capable hands of Nancy Ment, who has been serving as the Vice President and Chief Operating Officer under Dr. Carman.

It was truly amazing to be celebrating the 75th anniversary of the Andrus Children's Center. It took commitment, dedication and strong family values to begin the Center. It is commitment, dedication and strong belief in family that has made it possible for so many children and their families to receive the support that is needed. I hope that sixty-seven and more family members are present at the 150th anniversary celebration of the Center.

Feature Letter



**Tim Thorpe
AFF Board**

The Andrus Youth Service Program (AYSP) was designed to introduce Andrus youth (ages 13 to 15) to the family traditions of philanthropy and public service. Participating youth research organizations in their home communities, and select one to which they would like to make a \$500 or \$1000 grant.

This year, four AFF Board members (Ann Williams, Cameron Griffith, Mary Lowman, and Tim Thorpe) mentored the AYS youth through conference calls, emails, and online "chats." Nancy Zuellig, AYS Coordinator, has done a wonderful job of facilitating these exchanges between the youth and their cousins. Below is an email from Nancy to Tim Thorpe after Tim hosted a conference call with the youth on conducting site visits. Read on and be proud!!

Hi Tim,
I wanted to thank you again for taking time to conference with us. You were TERRIFIC! You had lots of good advice to give our youth on conducting site visits. I really appreciate the time and effort you took to plan and think about exactly what they needed to know. It's so nice to hear from someone with your expertise!!

I am really excited because I think we have finally come up with the ideal way to use our mentors and benefit from your experience and knowledge. By having each of you choose a topic you wish to discuss, such as points to consider when going on a site visit, and then also sending a word document on the topic to each of the participants, we can reach all of our youth. Then through the emails I can also generate further discussions about it. Next year we will start these

discussions earlier, now that we have found the solution!

It's nice to see the participants' project coming to closure, but what's really great is hearing their reactions to what they have seen. I think these experiences are really making an impact on their lives. The teenage years are when we are usually very self-absorbed and more interested in entertainment, as you were talking about in your contribution in the handbook. Our youth are getting exposed to a whole different side of life. Who knows where these experiences will lead them... maybe to an occupation they wouldn't have considered before or certainly doing more volunteer work in their communities as adults.

I just want to personally thank you! - Nancy

Doers

Andrus Family

Serving Communities



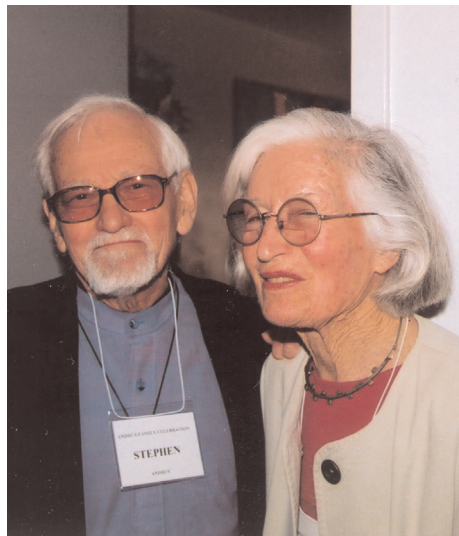
By Liz Wilson

This past May, I had the opportunity to attend the events of the 75th Anniversary Gala and weekend for the Andrus Children's Home. I wanted to be there knowing how important the Surdna and JDAM board work was to my father-in-law, Larry Griffith, and I was excited to get some of the Andrus' lore straight in my head by actually seeing the people and places in the stories I've heard over my 16 years in the Griffith family. Little did I know that the events of that weekend would far surpass my modest "daughterly" obligations. I left thoroughly impressed and inspired by the depth of caring, the passion for the work, and the willingness of the JDAM staff and Board to be innovators and risk takers (as well as those involved with AFPP and AFF). I have since continued my inspiring Andrus encounters with the interviews of 3 family members: Stephen Andrus (3rd generation), Margo Earley (4th generation) and Megan Kelly (5th generation).

When I arrived at the home of Stephen and BJ Andrus, I could not fully absorb the celebration of creativity, nature, and family that they and their home evoked. They welcomed me -- a relative stranger to them (so to speak) -- with warmth, humor and a great deal of patience for the lengthy interview process. Their property is striking - set on the ocean in Cohasset, Massachusetts with lush gardens and a tall greenhouse attached to their stately house. A small barn at the foot of the drive houses their new goat, Ollie, companion to their 20-year old horse, Sebastian. BJ tends to both, and this octogenarian still rides Sebastian every other day! Within their yard lies an abundance of sculpture woven into their landscape - works in wood, stone, and metal - many by BJ, Stephen and

their daughters. Within their house, a vast array of artistic media (clay, plexiglass, paintings, etchings, etc.) continues to reflect the central place of art in their lives.

Stephen and BJ have supported the artistic community in several different ways. Currently, Stephen sits on the Board of Overseers at the DeCordova Museum and Sculpture Park in Lincoln, Massachusetts and on the Visiting Committee at the Boston Museum School. BJ's self-described "opus" in the realm of patronage is called "Rain Gates - A Sculpture Environment" for the DeCordova Museum and Sculpture Park. She and Stephen financially supported this bold artistic effort commissioned in 2000. Rain Gates is an intriguing water and stone composition built into the landscape of the museum grounds. BJ conceived of the waterworks idea and helped nurture the project to its completion.



Stephen and BJ

BJ began her career as a medical artist at Johns Hopkins University, where she met Stephen in medical school in the early 1940's. Stephen had always been drawn to the arts and even as a pathologist; he often viewed slides with an aesthetic mindset marveling at their color or pattern. He eventually completed his residency in pathology at the Mallory Institute in Boston in 1951, and did research for 15 years at the Harvard School of Public Health in the Department of Nutrition, studying dietary induced disease. He decided to take a leave of absence to write up his research of 15 years.

Stephen then became a partner in a graphic workshop in Boston with an artist and craftsman, George Lockwood. The workshop

did a lot of work for artists - from co-publishing to offering their services, materials, and printers, especially in lithography, but also in etching and wood block printing. Stephen eventually ran the workshop himself, together with a gallery and a catalogue from which he sold the art. In the late 1960's, the workshop became involved in a group called "Artists Against Racism and War" for a protest event in Boston. Twenty-five artists were asked to create a piece that, with the printing support of the workshop, would help to raise money for the group's cause.

As artists themselves, Stephen and BJ actively support and participate in the creative process, the exploration of matter, and the adventure of self-expression. Stephen and BJ both had fascinating works of their own in progress while I was there: BJ had a large piece of wood from a grafted cedar tree propped casually in her garage awaiting its new form; and Stephen had samples of his latest stone cutting pieces he calls Zen Flower Stones. These are wonderful compositions consisting of a smallish stone that is ground to hold a slight pool of water. In its middle there is a delicate piece of brass wire that suspends a little bunch of flowers. Stephen enjoys the consciousness of water as a basis of life that it draws forth, as well as the gentle plea that it makes to notice the beauty of the flowers.

When I spoke with Margo Earley, she had recently returned from a Sierra Club backpacking trip around all 40 miles of the Timberline Trail, and 20 miles off-trail on Mt. Hood, Oregon. She began leading these trips in both Oregon and Washington 10 years ago, once a year, at the ripe young age of 62. Anyone who has had the good fortune to encounter Margo and her husband of 52 years, George Earley, knows that they love and honor the natural world, and support this love with unwavering and tireless stewardship. This stewardship takes many forms: as financial supporters of The Wilderness Society and other similar organizations; as officers in the leading environmental watchdog group in their county, the Hood River Valley Residents' Committee; and as teachers - to all who cross

their paths either at their home in Oregon's Hood River Valley, or on the trail. Margo serves as the secretary to the Board of Directors of HRVRC, which is currently embroiled in three conflicts about over-development in the smallest county in Oregon (a destination resort "uphill" on Mt. Hood, a super Wal-Mart on the west end and a casino on the east side), and also trying to proactively create a National Historic District to preserve the area.

Margo has never been one to shy away from the dirty work. For 20 years, she volunteered on the physically demanding service trips with the Sierra Club to rebuild and relocate trails, to replant and encourage rehabilitation of specific areas in need. In her words, "I always wanted to give something back to the wilderness because it's given so much to me."

Before living in Oregon, Margo and George raised their 4 children in a suburb of Hartford, CT. They began their community outreach 40 years ago by hosting a child from Harlem through the Fresh Air Fund for two weeks with their family. This child and others came into their home for many summers and Christmases and were folded into their family. Margo considers her single most rewarding work in CT to have been volunteering at a hospital serving welfare patients in Hartford. She traded babysitting for her youngest with a neighbor and spent every Wednesday for 4 years serving indigent members of her community. The joy and satisfaction in the work for her was helping in very personal ways - for some it was just listening to them or helping with a meal, for others bathing or back rubs. Much later she realized that as she recounted the often courageous, always sad stories of the patients, her children had learned their first lessons in compassion around the dinner table on Wednesday nights.

Margo never ceases to amaze me - not only for the 6 mountains that she has peaked in the last decade (sometimes solo, often more than once), but for the abundance of her generosity towards others, toward our planet, and even of her own blood - the Red Cross records show that she's on her 20th gallon donated!

Megan Kelly, the youngest child of Libby Andrus and Tom Kelly, grew up outside of Minneapolis, Minnesota and is currently a sophomore at Wesleyan University. Because of her mother's involvement on the philanthropic boards of Surdna and the Thorpe Foundation, Megan has had consistent exposure to the practice of helping people, communities, and causes in need. She recalled that as a youngster, she made a site visit with her mom to a battered women's shelter that made such a strong impression on her that she realized how fortunate she was and how much she wanted to help those less so. She also has great respect for her dad's willingness to take his job (as an attorney) "beyond the courtroom" and personally engage in helping his clients who have been in trouble get back on their feet.

It was clear to me that Megan is a strong, compassionate and adventurous spirit who already has done much to help others. In middle school, Megan supported a

fundraising effort by the Thorpe Foundation to help the flood victims of Grand Forks, MN by engaging her classmates in collecting anything from pennies to a few dollars at a time. In high school, Megan tutored two girls from Somalia who attended an ESL school, helping them with homework, learning English, and general assimilation to life in America. She continued her volunteerism at college in an after-school program with children 5-15 years old in a low-income neighborhood adjacent to Wesleyan, helping with homework and playing games. Well aware of the contrast between the college and this low-income community that borders campus, she developed an interest in fostering a better relationship between the two by helping to keep this program going with her further involvement.

Megan spoke with great sensitivity about her experience volunteering as an Abortion Clinic Escort in a low-income neighborhood in

Bridgeport. The Escort Service is a non-political, student-run service that helps women arriving for their appointments walk from the street outside the clinic through its doors. Simple as this may sound, the patient and escort (if the patient accepts the company) must travel this relatively short distance, often arm in arm, amidst a crowd of very aggressive, vocally harsh protestors who physically close in on them. Megan describes this as one of the most harrowing, emotional, and important things she has ever done. "It's hard to see these women so scared and in such a fragile emotional state. I wanted to do anything that I could to help them."

For the past 2 years, Megan has been an intern at the Walker Art Institute in Minneapolis. First, she worked on a program called "Girls in the Director's Chair," which encouraged young women 13-19 years old to have a voice in their community through filmmaking. A more recent program,

"Battle of the Underage: Below the Belt," organized artistic "battles" between art forms not generally recognized in formal art environments such as graffiti, disc jockeying, spoken word poetry, video and bands. Megan says she is empowered by the myriad ways to make a difference and energized by people who are willing to put themselves out for causes that they care about. As result of excellent mentors at Walker and her internship opportunities, Megan envisions her own future working to bring the arts into communities as a way of creating new ways to connect people of all ages and walks of life.

I thoroughly enjoyed speaking with these family members – all so different in age and experiences, and yet similarly inspiring for living, working, and doing in close touch with their unique and essential selves.

In the news

ANNIKA HAWKINS



This past spring, Annika Hawkins (John and Joann's daughter; Caitlin, Sarah and Jesse's sister) was awarded a Jack Kent Cooke Foundation scholarship, which will cover ALL of her graduate school expenses at John Hopkins University School of Nursing. To be selected as a Jack Kent Cooke Scholar, individuals had to show not only exceptional academic ability, but also a strong will to succeed and other qualities including demonstrated critical thinking, a love of music or art, and appreciation for literature. As you read on, you will see why Annika was selected as one of the Foundation's 2003 Scholars.

When Annika Hawkins talks about an appreciation for shared human values and a respect for the complexity of meeting human needs, she knows of what she speaks. By 8th grade, she had chosen Jesse Jackson's words to describe the way she sees

America: "America is not like a blanket. America is more like a quilt – many patches, many pieces, many colors, many sizes, all woven and held together by a common thread . . ."

Annika decided to pursue nursing as a career after several years of thought and exploration. Through jobs, volunteering, and travel, she expanded her vision to include public health. Her volunteer activities have included working at the Connecticut Children's Medical Center, tutoring high-risk minority youth, and teaching health and fitness to pregnant women and new mothers at a residential substance abuse treatment center.

Following her junior year in Spain, Annika set up an internship practicing medical interpretation at a medical center. Her senior year, she designed and carried out an independent study project in a children's medical center, working with Hispanic families. After the first semester, she stayed as a volunteer, now able to act as a patient advocate and cultural interpreter. After graduating from Wesleyan, she became a clinic assistant at Planned Parenthood. Working with underserved women from around the world, Annika learned that "they were seeking what all women seek: the means to plan

for themselves and their families." At Johns Hopkins, Annika was invited to go to Peru to conduct research. Within weeks, she was heading a project in a rural village in the Amazon jungle, sampling 250 children per day, and supervising several health promoters, a biologist, and a pediatrician. She described the experience as "incredible . . . rewarding, difficult, and hot."

During her pediatric rotation at Johns Hopkins Hospital, Annika sought to communicate with patients and be an advocate for their health care needs. As a Community Outreach Intern, Annika works with a nurse at the city's Maternal and Infant Nursing Program, making home visits to high-risk pregnant women and new mothers. She also serves as a Birth Companion, working with clients individually before and during childbirth.

Following graduation from Johns Hopkins, Annika plans to stay in the Baltimore area to gain clinical experience as a family nurse practitioner in a community health clinic with underserved and impoverished populations, before moving on to larger-scale international issues.

Congratulations Annika!!

LIBBY ANDRUS

This past July, Libby Andrus was appointed to the Board of the National Center for Family Philanthropy (NCFP). Hers is a one-year term which is expected to be renewed for two consecutive three-year terms. The National Center for Family Philanthropy was founded to encourage families and individuals to create and sustain their philanthropic missions.

Virginia M. Esposito, NCFP's President, looks forward to Libby's stewardship of the organization. "Our board could not have spoken more highly of Libby's thoughtfulness, engaging personal style, enthusiasm for her philanthropic work, or her ability to lead an internationally respected foundation. The Surdna Foundation and the Andrus Family Philanthropy Program continue to extend the remarkable philanthropic legacy of this special family. Libby is committed to her family's philanthropic work."

Libby has already agreed to write an article for next year's "Concinnity" relating to her first year's experience on the Board.

MINI CONCINNITY IN YONKERS

By Cameron Griffith

AFF Board

“An urban Concinnity!” That’s how Larry Griffith, Chairman of the Julia Dyckman Andrus Memorial (JDAM), Surdna board member, and 4th generation family member, described the May 10, 2003 tour of Andrus family philanthropies and other important sites for the Andrus family in Westchester County, New York, which was followed by a family dinner. “It was a family gathering around things that are as family as you can get,” he added.

After a wonderful black tie celebration of JDAM’s 75th anniversary the night before, over 44 Andrus cousins – spanning three generations of the Andrus family – boarded a coach at the Tarrytown Hilton to embark upon a daylong tour that many of them had never experienced before.

The first stop was JDAM’s Orchard School, where Gary Carman, JDAM’s retiring President/CEO, Nancy Ment, the incoming JDAM President/CEO, and other JDAM staff welcomed family members and discussed their exciting work to serve emotionally disturbed children and their families in the Yonkers/Westchester, New York area. Steve Kelban, Executive Director of the Andrus Family Fund (AFF) and the Andrus Family Philanthropy Program (AFPP), provided an overview of what is happening with AFPP.

This orientation was followed by tours of the Orchard School and JDAM’s state-of-the-art, short-term, residential diagnostic center. On the walk to the diagnostic center, AFF board members, Mary Lowman, Ann Williams, and Cameron Griffith, showed their cousins the apple trees, which were planted on the grounds of JDAM to celebrate the influence of Julia Dyckman Andrus and JDAM on the work AFF is doing to help youth transition from foster care to independent living. After listening to these 5th generation family members describe their involvement with AFF, other family members were engaged in a discussion about AFF and its mission to help foster care youth and facilitate community reconciliation by using a Transition Model. (For more information about AFF, check out its website at www.affund.org.)

During the tour of the diagnostic center, a former JDAM resident from the 1940s read a letter to John E. Andrus III, expressing his gratitude for the opportunity to live at JDAM for seven years. His family had just immigrated to the United States, and he was placed at JDAM at age nine. He described his time at JDAM as providing the foundation for a successful adult life. As a token of his appreciation, he gave a sil-

ver spoon that was a family heirloom to JDAM.

After lunch, family members were treated to a tour of Dyckman Hall during which three grandchildren of John E. and Julia Dyckman Andrus, Debbie Pakradooni Miller, Judy Moon Aubry, and Stephen Bourne Andrus, regaled us with stories, including what life was like growing up in what is now Dyckman Hall. That afternoon’s gathering was especially poignant, considering all of the Pakradooni family members who had shown up in force for the Andrus Family Celebration that weekend despite Debbie’s son, Jeff Pakradooni, being gravely ill. Jeff passed away two weeks later. Our thoughts, prayers, and condolences go out to Debbie and all of our Pakradooni cousins.

Next, we boarded the coach, and traveled a mile or so, to visit Andrus-on-Hudson (AOH), whose mission is to provide its elderly residents a healthy and nurturing environment within a comfortable setting. After being welcomed by AOH Board Chair, Peter Benedict, AOH board members, Carol Cardon and Josie Lowman, and AOH Executive Director, Betsy Biddle, we were able to see all of the magnificent renovations to AOH and learn more about the ongoing innovations at the facility from AOH residents and staff. We also heard about the important work of the Helen Andrus Benedict Foundation (HABF), which was formed four years ago to serve as a grantmaking family foundation to maintain the family’s historical mission of providing charitable support to the elderly of Yonkers and Westchester County, New York.

Later that afternoon, after the coach had returned to the Tarrytown Hilton, an intrepid faction of the group headed out in a car caravan to explore more Andrus family history in the environs of Pleasantville, New York. First, we visited John E. Andrus’ birthplace, Homewood Farms, followed by the church building where John E.’s father, Loyal Benedict Andrus, had preached, and the adjacent Loyal Benedict Andrus family gravesite. Finally, we journeyed to the grand Andrus mausoleum at Kensico Cemetery.

That evening, the Andrus Family Celebration weekend concluded with a family dinner at the Tarrytown Hilton. Over dinner, Andrus cousins had another great opportunity to spend time together and get to know each other better. The dinner culminated in individual introductions, including a synopsis of where everyone fit into the extended Andrus family and where they lived. Of course, these introductions were punctuated by even more family stories.

Indeed, it was a weekend to remember as we look forward to a full Concinnity.

- 1.** Mary Lowman, Ann Williams and Cameron Griffith
- 2.** Family at Lunch
- 3.** Larry Griffith and Margie Moon Minor
- 4.** Marion Andrus Reynolds
- 5.** Melinda George
- 6.** Gordon Griffith
- 7.** Liz Wilson
- 8.** Josie Thorpe
- 9.** Debbie Pakradooni Miller
- 10.** John Griffith
- 11.** Barbara Pakradooni
- 12.** Carol Moon Cardon and Debbie Pakradooni Miller
- 13.** Debbie Pakradooni Miller, Judy Moon Aubry and Steve Andrus
- 14.** Jeff George
- 15.** Ann Williams
- 16.** Hugh Reynolds
- 17.** Anne Griffith
- 18.** Josie Lowman
- 19.** McCain McMurray
- 20.** John Emory Meek
- 21.** Alexandra Cardon and Judy Moon Aubry
- 22.** The Loyal Benedict Andrus Gravesite
- 23.** David Williams
- 24.** Mary Lowman
- 25.** Carol Moon Cardon and Peter Benedict
- 26.** Mary McGee Graf and Jack Graf
- 27.** Alison Tennyson and Michael Pakradooni



As you may know, we have been initiating new AFPP programs to provide extended Andrus family members with the opportunity to learn about the various Andrus family philanthropies and their programs. One such initiative is a regional “Cocktails and Conversation” program, which provides cousins with the opportunity to learn about and talk with staff from the various program areas. This past year, we held two regional meetings: one in Boston, hosted by Alice and Colby Andrus, and the second in Minneapolis, hosted by Sam and Gini Thorpe (please read on for more about each one).

Arts Talk at Sedia Showroom in Boston by Alice Andrus – Surdna Board

The plumber hooked up the toilet 20 minutes before the first family member arrived. Whew! I wondered how we would have overcome that one. On a rainy December evening, Colby and I welcomed 16 New England family members for the first Surdna Arts Talk at our brand new furniture showroom in Boston’s South End.

The Andrus Family Philanthropy Program organized this first of its kind evening as a part of its outreach to family members. Surely, it was a gift and a pleasure to welcome such an enthusiastic response from representatives of two generations representing several family branches.

Our special guest speaker was Ellen Rudolph, founding Program Director of the Surdna Foundation’s Arts program. Before her association with Surdna, Ellen headed the Massachusetts Cultural Alliance. She is very familiar with our local arts sector. Ellen reviewed Surdna’s selection process for grant recipients and talked about our exciting grantees, including Summer Stages dance program headquartered in Concord, the Addison Gallery’s “Site Line” project, and the Greater Boston Youth Symphony Orchestra.

Family members learned that Surdna’s Arts program mission is to serve the field of arts making for youth by concentrating on their long term interaction with professional artists in their fields and enhancing the work of the field through initiatives that create opportunities of interchange of information and ideas.

Ellen spoke at length about two very successful Surdna initiatives: the Arts Teacher Fellowships and the Duke/Surdna Talented Students in the Arts. Ellen was able to tell the family about participation by New England organizations in both of these initiatives.

The refreshments and conversation format lent itself well to allowing us to mingle informally and to meet those whom we didn’t know. In addition to the Surdna board and staff present, AFF board members, Ken Downes and Kelly Nowlin, and AFPP/AFF Executive Director, Steve Kelban, were in attendance and shared their experience with family members.

Colby and I were very happy to host this event, particularly because the arts have been so integral to our Andrus family culture. Did you know that earlier generation family members, including Vincent Andrus at the Metropolitan Museum of Art, John Andrus at the Institute of Arts in Minneapolis, and Steve and BJ Andrus at Impressions Workshop in Boston, played significant roles in fostering arts learning? And did you know that among members of the fourth generation we find established artists (Barbara Andrus), emerging artists (Emily Klass), architects, dancers, arts organization board members and supporters? Let us hear from more of you involved in the arts!

I encourage other family members to take advantage of an upcoming event in your area. You’ll learn more about the philanthropic efforts of the Andrus family and I think you will be glad of it.



A Winter of Warmth in Minneapolis

by Edie Thorpe – Surdna Board

In an ongoing effort to reach out to the larger Andrus family, the AFPP organized a gathering in Minnesota last winter. The Minneapolis branch of your clan met in force at Gini and Sam Thorpe’s home on December 12, 2002, to greet Edward Skloot, Surdna’s Executive Director. Edward was in the Twin Cities to give the keynote address the following day at the Minnesota Council on Foundation’s Annual Conference (the full text of his address – a very good one! – is available on the Surdna website, www.surdna.org)

Edward provided those present with a solid review of how Surdna really works, especially in recent years of a slow economy, reduced endowments and a non-profit world under stress. He spoke of excellence in grantmaking, discussed the difference between charity and philanthropy and delved into several specific Surdna grants which he felt had truly had an impact in their respective fields. A question and answer session followed his remarks and those present had a good opportunity to interact with both Edward and a number of Surdna directors.

Attendees included: Julie, John & Libby Andrus; Bob, Sam, Randy & Ruggs Cote; Fred & Mary Boos; Kelly Cote Jasper; Margaret Thorpe Richards; Barbara Cote Harmon; Eric Bergerson; and Laura, Tim, Edie, Scott, Frank, Gini & Sam Thorpe.

Many, many thanks to Gini and Sam for hosting such a great event!



Surdna or AFF may be soon in your area on philanthropic business (visiting a grantee, attending a conference, etc). So please be on the look out for an opportunity to mix, mingle and converse with them and your neighboring family members at a regional meeting near you in the near future!!

What's

Happening at...

An update on the work of the
Andrus Family Philanthropies

Surdna: The Community Revitalization Program

By Carey Shea
Program Officer

The Community Revitalization program is one of the two oldest programs at the Surdna Foundation. Created in 1990, the program spent its earliest years supporting an array of community organizing groups battling for better financial services in poor urban communities and improved housing conditions among other pressing issues. As both the CR program and the organizations it supported matured, and the conditions in the major urban areas changed, the CR program became more involved with supporting community development corporations (popularly known as CDCs) that had galvanized local folks to rebuild inner city neighborhoods still reeling from the social unrest and disinvestment of the 60's and 70's.

In the mid-90's, the Surdna CR program pioneered an approach to community revitalization called Comprehensive Community Revitalization. For seven years, Surdna led a highly successful comprehensive community revitalization program in four neighborhoods in the South Bronx that resulted in the development of hundreds of housing units, a health care center, new businesses, a supermarket, several employment centers, and scores of anti-crime activities that greatly improved the quality of life in what was once one of America's most notorious communities.

Last year, the Surdna board members who sit on the Community Revitalization Committee worked

with staff and an experienced evaluation team to review the last five years of the CR program. After harvesting information from a retrospective glance, the committee called upon staff to analyze the current condition of the cities where we have invested for over a decade, trends that were impacting these places and the response of the community revitalization movement. Armed with this information, the committee sought to update the CR guidelines.

The timing for this assignment was perfect. The results from the 2000 census were being released and a picture of the American city was emerging that was vastly different from that in which the CR program was originally formed. A quick look at the 2000 Census showed us that American cities have enjoyed their best decade since World War II. Urban flight, even in declining cities, has slowed, while a handful of large cities enjoyed their first increase in population in five decades. Why had this happened? The repopulation was due first, and foremost, to immigration. In the last two decades, North America has enjoyed the largest influx of immigrants since the early 1900's. Without this huge immigration, none of the major American cities would have gained population. A strong economy and a significant drop in violent crimes also played a big role in attracting new residents to cities.

This good news for our strongest cities has meant big changes for

the organizations we support. Organizations that once struggled to prevent landlords from abandoning their buildings and residents from fleeing their deteriorating neighborhoods are now struggling to find or create affordable housing for long-time residents and newcomers in "hot urban markets." In coming years, the CR program will work with the country's most sophisticated CDCs, urban planners, housing advocates and Mayors to draw upon an array of tools to create mixed-income housing that will not only serve housing needs, but will also contribute to maintaining



Surdna Board

economic and racial diversity in the country's most desirable cities.

Not all cities, however, have enjoyed a recent rebirth. The 2000 Census also tells us that dozens of older cities, particularly former manufacturing cities along the east coast and rust belt, continued to lose population and experience dramatic declines in property values. In these cities, we are seeing a whole different set of issues. There is little demand for housing. As a result, housing is relatively affordable. However, because profit margins

are slim, landlords are unwilling to invest in their properties and thus the housing stock is largely in disrepair. In cities where the housing market has failed entirely, housing abandonment is causing a net loss in affordable units. Businesses are closing or fleeing as their customer base dwindles. With the loss of jobs, opportunity, and a strong tax base city services are cut and increases in crime, poverty and sanitation problems add to the deterioration in the quality of life.

Over the years, philanthropists have met with little success when we have attempted to spur revitalization in these chronically depressed cities by employing the same techniques that have worked so well in Boston, New York, Chicago, San Francisco, etc. The biggest challenge for the CR program, over the next few years, will be to take a fresh look at these hard-core communities and, as responsibly as possible, test some new ideas and approaches to turning around these failing cities. Currently, we are investing in, and studying, Hartford, Baltimore, and a handful of New Jersey cities. Simultaneously, we are working to generate more interest amongst our colleagues in what we are calling Weak Market Cities by supporting papers and speaking at conferences with hopes of contributing to a new body of knowledge and practice that will begin to make headway into one of our nation's greatest challenges.

The Helen Andrus Benedict Foundation

By Carol Cardon

HABF Board

The Mission. This smaller Andrus family foundation, established in March 1997, has a two-pronged mission designed to improve the quality of life for the elderly residing in Yonkers and Westchester:

1. To create elder-friendly neighborhoods and communities where people can grow old and maintain the maximum possible levels of independence; and
2. To mobilize the elderly to volunteer their talents and abilities

to enhance the quality of life for people of all ages in their communities.

With this mission the Foundation's Board of Directors engaged as consultants The Philanthropic Group, a New York-based consulting and management organization with strong experience in designing and implementing grant-making strategies for funders.

Why Support for the elderly is increasingly a top priority?

From the outset, the Benedict Foundation's Directors voiced the idea that the focus should be on "positive aging," rather than care for frail sick elderly. The vast majority of older people across the United States are well and active, often managing a chronic illness or two, but nevertheless living independently in the community. Yet the majority of foundation funding in aging is focused on care for the frail, sick elderly.

In Westchester County the major funder in aging is government (County and City), and almost all government dollars are focused on the most vulnerable elderly. There are few private foundations that provide funding in Yonkers and no large corporate funders.

Grant-making strategy and recent events.

Grant-making is the primary activity of the Foundation. A total of \$3.5 million has been awarded since December 2000 (\$1.5 mil-

continues on page 10

Andrus Family Fund

By Sabena Leake

Associate Program Officer, AFF/AFPP

Your fifth generation cousins (one from the 4th) who are on the Board of the Andrus Family Fund continue to make a difference in the lives of foster youth who are transitioning out of the foster care system and communities that are grappling with conflict. Board members have been, and continue to remain, actively involved in the work of their grantees. Cameron Griffith attended the Fund's Third Annual Community Reconciliation Grantee Conference this past August. Cameron also attended the Annual Retreat of the Environmental Grantmaker's Association in late September. Mary Lowman was appointed a member of the National LGBTQ Advisory Network of the Child Welfare League of America and LAMBDA Legal Defense's LGBTQ Initiative, in which they are working to increase the sensitivity to LGBTQ youth within the nation's foster care agencies. Earlier this summer, Peter Benedict, II conducted a Transition training aboard a two-masted sailboat off the Connecticut Coast for Michigan state officials considering a Detroit incarnation of the Experience at Sea Program (which originally operated, with AFF funding, in Maine)

Finally, four AFF Board members – Tim Thorpe, Ann Williams, Cameron Griffith, and Mary Lowman – have mentored AYSF youth through online chats and conference calls. In fact, a "Guide to Conducting Site Visits" was prepared by Tim after his conference call with the youth, and will be included in next year's AYSF workbook as a resource for youth who are preparing to visit organi-



Peter Benedict II with Experience At Sea

zations that they will be researching to receive a grant (see page 3 "Featured Letter").

AFF continues to provide opportunities for grantees to come together to share experiences and resources, and collectively provide feedback to the AFF Board and staff about the usefulness of Transitions in their work. This

past August, AFF held its Third Annual Community Reconciliation Grantee Meeting in New York City. This year's conference was designed and facilitated by two consultants from the Center for Applied Research (CFAR). Despite the blackout that besieged the city late Thursday afternoon (the conference was Thursday and Friday), the conference was a success. Thirty-nine people, repre-

hotel staff, a sun-splashed day, and an almost complete group of conference attendees made for an awe-inspiring and productive second day).

The Fund's Community Reconciliation Fellow has begun to engage grantees in follow-up projects that arose from the conference: a grantee listserve has been set-up, and she has begun working on compiling a case study of the impact of Transition on community reconciliation work, using a sampling of community reconciliation grantee projects as the focus. We look forward to continuing to work with CFAR as we prepare for our Foster Care to Independence Grantee Meeting, which will take place later this fall.

With almost three full years under their belts, the AFF Board has become more sophisticated in their grantmaking. The next year will see the Board, vis-à-vis its Program and Evaluations Committees, beginning to think more strategically about assessing the type of impact AFF's grantmaking is making in the world, and the impact that paying attention to Transition has had on this work.

HABF continued from page 9

lion in local grants to Yonkers non-profits and \$2 million field builder grants to non-profits). The HABF staff carefully identified field builders, targeting people and organizations known as the best in their fields, whose presence would bring prestige and enhance the programs for the elderly in Yonkers and Westchester.

A common element in so many of the programs that HABF supports is the importance of intergenerational activity. Art programs (Elder Craftsmen), day-care centers (Westchester Community Foundation), instruction in computer skills (Senior Net), urban landscaping (Groundworks Yonkers), advocating for Medicare rights (Medicare Rights Center), recruitment of elders as volunteers (Volunteer Service Bureau of Westchester), centers for the elderly - so many of these organizations and programs focus on elderly and young working together. HABF has supported Temple University's Center for Intergenerational Learning, a leader in this new field.

Grantee meeting.

A major event was the April 24th meeting of all the Benedict Foundation grantees, held at Andrus on Hudson. The meeting opened with a performance of two scenes from the play "Common Ground," written by the "Intergenerational Drama Group of Yonkers," including 11 actors, aged 12 to 75. This group's work is supported by a grant from the Westchester Community Foundation's intergenerational fund created by the Benedict Foundation. The play was an effective way to engage a crowded room into feeling the importance of intergenerational interaction.

Artist in Residence.

The Foundation approved a new program that will take place at Andrus on Hudson (AOH): an Artist in Residence Program. The idea is that an artist will come to AOH and spend time with the residents, and create works of art, one of which will remain at the Home. Many of the artists to be selected will be elderly, often assisted by younger artists.

Our first Artist in Residence was **Barbara Andrus**, who is not only a cousin, but also an extremely active and acknowledged professional sculptor and installation artist. Barbara spent a lot of time at the Home, first pruning the fruit trees to gather material, and then weaving branches to form her sculptures. Her work will remain on view throughout this year - an important year as the Home is celebrating its 50th anniversary. That the first artist was a family member is most fitting during this year when we seek to honor Helen Andrus Benedict, the founder of AOH, and strong advocate for family presence in the Home. As so many of you will recall, Helen Benedict had a beautiful home built for herself on the grounds of the retirement home, and oversaw all aspects of the institution's management and the exquisite gardens.

Indeed, the bond between The Benedict Foundation and AOH is a vital and exciting one. (It is similar to the one between a scientist and his laboratory.) Andrus on Hudson (formerly, JEAM-The

John Emory Andrus Memorial) was founded by Helen Andrus Benedict fifty years ago. This grand institution recently survived a cruel setback, but now, under the able administration of Juniper Partners, AOH, is humming. The Benedict Foundation has been a lifeline for the home. Slowly but surely the institution is becoming financially sound. Admissions were re-opened in the fall of 2002, a new physical rehabilitation floor was opened in May 2003 and the home is becoming an active and important meeting place for all organizations concerned with the cause for the elderly in Yonkers and southern Westchester County.

Casey foundation request – A major affirmation.

The Annie E. Casey Foundation, which focuses on improving the quality of life for low-income children (assets \$3.0 billion and annual giving \$100 million) recently created an "intergenerational exploration" line item in its departmental budget. Casey is a place-based funder, and it believes elder friendly communities with intergenerational pro

gramming might also be good places for children to grow up. Their Research Department invited HABF to document its work in Yonkers, its strategies and the implementation process, particularly as they intersect with Casey's interest in children and families. This request is an affirmation of the Benedict Foundation's grant-making, and more importantly, it

is an exciting acknowledgment of all our grantees' high level of professionalism and hard work.

Conclusion.

We are a small family group of all ages working on the two boards, but the issues are vital, complex and challenging. John Emory Andrus lived most of his life in Yonkers. He was Congressman,

Mayor and an active member of this civic community. Yonkers was the center of his philanthropy and business. In Yonkers he founded the Children's Home (Julia Dyckman Andrus Memorial) in honor of his wife. His daughter, Helen, in turn, founded the home for the elderly in close proximity and dedicated it to her father. On North

Broadway, the young and old are well served. John and Helen both made a major commitment to the community, and we are now faced with an exciting challenge to uphold this commitment. What will make it more fun is bringing young and old together - a good transfer of energy.

Andrus on Hudson

As we celebrate the 50th anniversary of AOH, there are several recent highlights of which we should feel proud. We now have a balanced budget. Many staff positions have been upgraded, including four physicians and the Head of Nursing. And major refurbishments have been completed on the entire third floor, and selected areas on both the 4th and 5th floors.

The current census for AOH is 115, and is steadily climbing to our target number of 200. The residents bring a divergent population mix. Approximately 40 residents live independently; thirty-five live assisted by staff; and 25 benefit from the additional care provided by skilled nurses. Our residents continue to enjoy the various programs and opportunities that are offered at AOH as well as participating in com-

munity-based events. For example, during the recent past particularly enjoyable were trips taken by chartered bus for a country dinner in upstate New York and, a shore side brunch at a private club on Long Island Sound. Of special interest is the excellent leadership provided by the Residents' Council. They meet on a regular weekly basis with the Administration to share constructive commentary and to make

by Peter Benedict Sr.
Chair AOH Board

recommendations on significant items which impact everyone.

Much of the progress, excitement and success at AOH is directly attributable to our excellent Administration and staff in concert with the dedicated Board of Directors. When next in the New York area, please do visit AOH and take further pride in being a member of the Andrus family!

Julia Dyckman Andrus Memorial

Mini Concinnity in Yonkers, page 6
A Gala Family Evening, page 3

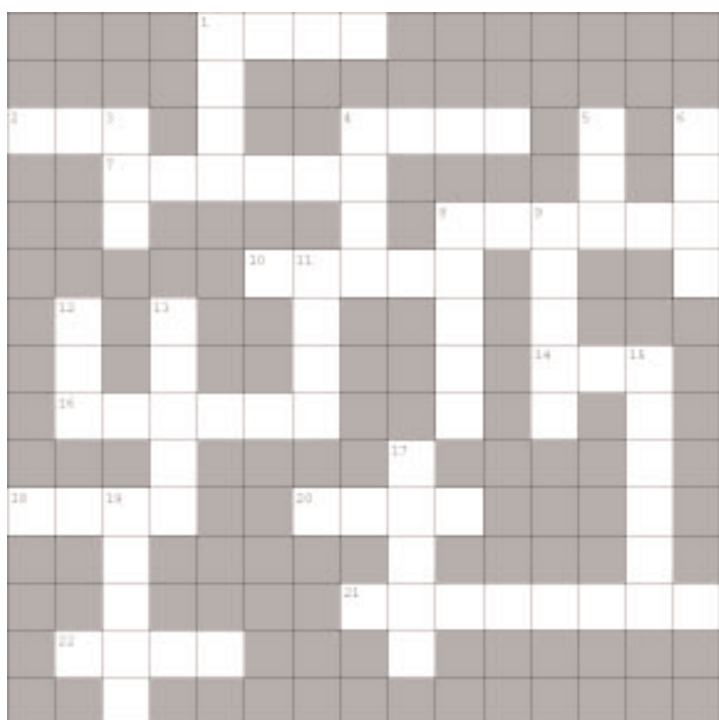


Hudson Terrace Band, Yonkers, N.Y. on Andrus property



Sgt. Pepper - Lonely Hearts Club Band, The Beatles

Family Matters IV: 100% Family



Answers on back cover.

Across

- 1 First cousin of 3rd generation
- 2 Cousin who attended boarding school at Emma Willard
- 4 First member of the 4th generation
- 7 Cousin who just won a Jack Kent Cook Scholarship
- 8 Location of last years first family regional meeting
- 10 Tianna Farms was named after this cousin because as a toddler he pronounced his name Tianna
- 14 Cousin on the U.S. Tennis Team in 1936 Olympics
- 16 Cousin raises champion Arabian horses
- 18 First of 3rd generation conceived in Alaska
- 20 Celebrated 75th Anniversary in May 2003
- 21 Peter _____ - AFF's Treasurer (hint look on back page..his last name is not Benedict)
- 22 Cousin, M.D., runs a major metropolitan ER

Down

- 1 Presented with his portrait at the Children's Home
- 3 Hosted last years second regional meeting in Minn.
- 4 What we all look for in cousins Alice's and Colby's "Sedia"
- 5 Cousin has on occasion delivered calves on his ranch
- 6 Cousin on U.S. Volleyball team in 1968 Olympics
- 8 The "Jelly Queen"
- 9 Cousin is our most accomplished fisherwoman
- 11 AFF's "Transition" symbol
- 12 Cousin on the Board of both the AFF and the James R. Thorpe Foundation
- 13 Surdna Program Officer (Community Revitalization)
- 15 _____ Verde - location of first Concinnity
- 17 The first cousin to make a "French Connection"
- 19 Cousin was in the Coast Guard Auxiliary

Andrus Family **Board Members**

Andrus on Hudson

Peter B. Benedict
Carol Cardon
Christopher F. Davenport
Kathryn Earley Downes
Josephine Bourne Lowman
Frederick F. Moon
Samuel S. Thorpe

Helen Benedict Foundation

Peter B. Benedict
Carol Cardon
Christopher F. Davenport
Kathryn Earley Downes
Josephine Bourne Lowman
Frederick F. Moon
Samuel S. Thorpe

Surdna Foundation

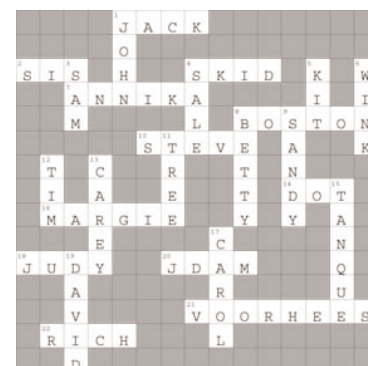
Alice Andrus
Elizabeth H. Andrus
John E. Andrus, III
Peter B. Benedict
Pamela Brill
Christopher F. Davenport
Lawrence S.C. Griffith
John F. Hawkins
Sandra Taylor Kaupé
John J. Lynagh
Frederick F. Moon
Michael Pakradooni
Michael S. Spensley
Edith Davenport Thorpe
Samuel S. Thorpe

Andrus Family Fund

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Mark C. Bradley
Caitlin Boger-Hawkins, Secretary
Carra M. Cote
Rev. Kenneth R. Downes
L.S. Cameron Griffith
Mary G. Lowman
Kelly Davenport Nowlin, Vice Chair
Timothy D. Thorpe
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Ann Bourne Williams
Shari Taylor Wilson

Julia Dyckman Andrus Memorial

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



Interested in **Volunteering?**

Check Out This Site for Volunteering Opportunities: www.volunteermatch.org.

VolunteerMatch is the nonprofit, online service (and prior Surdna grantee of 3 years) that helps interested volunteers get involved with community service organizations throughout the United States. If you're interested in exploring volunteer opportunities in your community, simply enter your ZIP code on the VolunteerMatch web site to quickly find volunteer opportunities that match your individual interests and schedules.



AFF Board Retreat held September 18th - 21st., 2003

Yes, they came to the retreat's site (Princeton, New Jersey) during the worst of Hurricane Isabel. All 12 Board members participated in the three days of meetings, ten in person, two

(our California contingent) by speakerphone. As you can see from the photo they were well prepared for the hurricane and actually needed the flashlights as the electricity flickered on and off.

Since the blackout occurred at AFF's last grantee's conference and the hurricane at its Board meeting, AFF decided not to hold its next meeting in San Francisco—saving the west coast from a major earthquake.

Andrus Family Fund

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New York, New York 10017

Please send your email address to us at info@affund.org.