



Dear Grantees and Partners,

We wanted to share a few quick updates on the Packard Foundation's Organizational Effectiveness Program. We hope you find them helpful!

Packard Foundation CEO Celebrates 50 Years of Partnership with Nonprofits

We hope that you got a chance to read Packard Foundation President Carol Larson's recent letter, [Our Commitment to Nonprofit Effectiveness](#). We truly value our partnership with you, and as we celebrate our 50th anniversary this year, we are proud of the work we've all been able to accomplish together. You can follow news about our 50th anniversary [on our Web site](#).

OE Publishes Year End Learning Report for 2013

Each year, the OE program's evaluators reflect on the Organizational Effectiveness projects our grantee partners have completed in the previous year: whether grants met their objectives, what challenges they encountered, what advice they give to others contemplating similar work, and how the OE team might adjust our grantmaking as a result.

Among the key findings this year:

- All but three grantees met or exceeded expectations.
- Planning grants were more than twice as likely to exceed expectations. Strategic Communications grants met objectives, but were least likely to exceed expectations.
- There was no relationship between grant size and success of the grant.

We've posted a summary of our [2013 Learning Report on our wiki](#). We welcome questions and feedback!

Linda Baker joins the OE Team as Program Officer; Prithi Trivedi joins as Program Associate

About the OE Program

The OE program partners with grantees, helping them strengthen their fundamentals so they can focus on achieving their missions.

We pursue our goal through two major strategies:

1. We make grants to key grantees of the Foundation to build their core strengths in areas like strategic and business planning, financial management, board and executive leadership, and communications capacity.
2. We make grants to build these capacities among groups of leaders and cohorts of grantees - so that nonprofit leaders can share knowledge, learn from their peers, and grow their networks.

New Resources Posted on OE Wiki

Our [OE wiki](#) includes links to some of our favorite resources for nonprofits -everything from network development to branding to evaluation.

One helpful new resource to check out: our newly-updated resources on [nonprofit mergers and collaborations](#).

The OE Wiki is a wiki -please feel free to share and collaborate!

We were thrilled to have Linda join our team at the end of last year, and to have Prithi join us just last month. Linda makes grants to current Packard Foundation grantees to strengthen their leadership, organizations, and networks. She also provides training and mentorship to Foundation staff on organizational effectiveness and capacity building. Many of you may already know Linda, who has previously been a program officer with our Local Grantmaking and Children, Families, and Communities programs. [Learn more about Linda here.](#)

Prithi joins us from the UC Berkeley Goldman School of Public Policy, where she just earned her master's degree, and is providing research and grantmaking support to our team. She previously taught first grade through Teach for America and worked in India. [Learn more about Prithi here.](#)

If you are a grantee who is affected by these staffing changes, we will be contacting you directly (if we haven't already) to introduce Linda and Prithi to you. In the meantime, if you have any questions, you can contact the OE program at oe@packard.org or reach out to Linda or Prithi directly at lbaker@packard.org or ptrivedi@packard.org.

Hope to hear from you soon!

All best wishes,

The Organizational Effectiveness Team
Kathy Reich, Linda Baker, Cheryl Chang, Jamaica Maxwell, Dora Sandoval, and Prithi Trivedi

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