

Darcy Oman will retire from her illustrious 30-year career at The Community Foundation in December 2015. Her legacy is undeniable and will be felt in the Richmond region for generations. She built TCF from a conservative, reactionary foundation into a progressive force for change and innovation. As you review her materials, it is apparent that she has touched every aspect of Richmond – covering youth, education, health and wellness, the arts, homelessness, etc. She has advocated for resources and training for Richmond's nonprofits, their staffs and their leaders. More importantly, she has been one of the most effective conveners in our region. If she has not been intimately involved in every major initiative in Richmond, leaders have sought her counsel and followed it. She listens. She innovates. She creates. She has an authentic passion for helping others. That passion has changed the face of philanthropy in Richmond – for donors and nonprofit organizations.

Darcy has earned the respect of Richmond's leaders in business, government and nonprofit organizations – even the tough ones. Her reach extends to the national scene as she has tirelessly advocated legislators for preserving supporting organizations, donor advised funds (DAFs) and the charitable deduction. When the Pension Protection Act was being crafted, Darcy was a fixture in Washington making sure donors' intentions and rights were prominent and considered. Her close work with COF over the years shows her commitment to foundations across our country.

Darcy's competency and confidence is well known in Richmond. One colleague aptly noted, "It's a rare leader who can adapt as an organization grows. Some people are good at creating things, some good at managing, some good at turnarounds. It's rare to find someone who develops new skills as the situation changes." Donors also laud her abilities and what she has created. The Center for Effective Philanthropy just released a Donor Reception Report that ranked TCF in the 95 percentile for donor satisfaction and in the top quartile for its impact on and leadership in the community, making the report one of the most positive they have seen.

Below is some background on those who wrote letters on Darcy's behalf. Their words convey how Darcy is a viable candidate for the Distinguished Service Award.

Farhad Aghdami – current Chairman, TCF's Board of Governors; one of the most respected tax and estate attorneys in Richmond; TCF donor.

Wally Stettinius – former Chairman and board member (1985-1994); retired executive (Cadmus Communications) and nonprofit consultant; TCF donor.

Barbara Ukrop – former board member (2000-2008); Chair of the Jenkins Foundation (TCF supporting organization); community leader; TCF donor.

Reggie Gordon – CEO, American Red Cross (Richmond); first Executive Director of Homeward (regional homeless services systems integration organization that received initial funding from TCF); TCF donor.

Melissa Hough – President/CEO, Partnership for Nonprofit Excellence (an organization created by TCF to strengthen nonprofits); TCF donor.

DARCY OMAN'S CAREER OVERVIEW

President and CEO

The Community Foundation *Serving Richmond and Central Virginia*

Darcy started at The Community Foundation *Serving Richmond and Central Virginia* (TCF) in November 1985 and will retire in December 2015. Her success during this time is unparalleled. Darcy became the first employee of the then 17 year old foundation that relied mostly on bequests, with assets totaling a little over \$1 million and grants of only \$36,000. Outlined below is TCF's incredible growth resulting from her leadership:

BY THE NUMBERS

	1984 (pre Darcy)	12/31/2013
Assets	\$1,000,000	\$912,000,000
Total Funds	6	789
Donor Advised Funds	0	378
Supporting Organizations	0	7
Grants Made	15	3,718
Grant Total (TCF & Supp. Orgs.)	\$27,600	\$50,200,000
Gifts & Pledges	\$107,800	\$63,300,000
Staff size (FTE)	1	25.5

STATISTICS

- 17th largest community foundation in nation; Richmond and surrounding area is the 44th largest metropolitan area (2013).
- Since inception, TCF has awarded \$700 million in grants.
- TCF has the second lowest efficiency ratio (operating budget/total assets of the large community foundations (2013).
- Success in raising unrestricted funds: J. Curtis Spayth Fund (2005) – TCF received its largest unrestricted gift in its history, a \$23 million bequest with 80% going to unrestricted purposes; Martha Henna Harris Fund (2013) - \$15 million unrestricted bequest.
- \$562 million in known deferred gifts.
- TCF awarded 154 student scholarships in 2014.

FORWARD THINKING INITIATIVES UNDER DARCY'S LEADERSHIP (representative examples)

- Community Arts Endowment (1986) – formed with a challenge grant from the National Endowment for the Arts to create a permanent source of support for small, emerging and minority arts organizations.
- R.E.B. Awards for Teaching Excellence (1988-present) – an award designed to identify, recognize and promote excellence in classroom teaching in area public schools. Since its inception, the program has awarded \$2.7 million to 647 public school instructors.
- Richmond AIDS Partners (1990) – a collaborative formed to support and organize nonprofit organizations fighting this epidemic. Richmond was one of 23 national sites chosen to participate in this matching program with the National Community AIDS Partnership and TCF leveraged \$400,000 in funding to support the collaborative effort.
- Especially for Nonprofits (1995-present) *now Nonprofit Learning Point* – offering training to nonprofit staff and volunteers on a variety of industry specific topics. Now it is a part of the Partnership for Nonprofit Excellence (2006).
- Jenkins Care Coordination Project (1997) – a \$1.3 million grant from one of TCF's supporting organizations to MCV Foundation to establish the Virginia Coordinated Care Program, to ensure access to care for low-income uninsured and medically underserved.

- Affiliate Expansion: River Counties Community Foundation (1996), Mathews Community Foundation (1999), and Gloucester Community Foundation (2000)
- Youth Philanthropy Project (1998-present) – a grantmaking program for area youth that encourages student volunteerism and philanthropy.
- Homeward (1999) – lead funder for a collaboration of organizations providing services related to homelessness, transitional housing and related issues which brought order to an uncoordinated effort. Federal and private grants have helped to support this now comprehensive program.
- R.E.B. Awards for Distinguished Educational Leadership (2004-present) – recognizes and supports school-based leadership at the principal level. In 10 years, it has awarded \$600,000 to 40 public school principals.
- The Healing Place (2005-2013) – The Jenkins Foundation, a supporting organization of TCF, provided a lead gift of \$1 million to implement this highly successful substance abuse recovery program.
- Stettinius Awards for Nonprofit Excellence (2005-present) – awards professional development grants to emerging nonprofit leaders.
- Partnership for Nonprofit Excellence (2006-present) – TCF facilitated the creation of PNE as a central resource for local capacity building efforts within the charitable sector. It connects nonprofits with educational opportunities, networks and tools to strengthen their internal operations.
- Giving Circles (2007-present) including Impact 100, Richmond Giving Circle, and Ujima Legacy Fund – collectively these groups have dispersed over \$750,000 to local nonprofits.
- Northside Initiative for Older Youth (2008-2013) – A five-year funding initiative to support five organizations in Northside Richmond, to create a continuum of services that help young people, ages 14-24, transition successfully into adulthood.
- 2009 Safety Net Fund – emergency response to assist those most affected by the economic downturn. TCF's \$1 million was matched by the community, to provide \$2 million to organizations that help vulnerable families with access to food, employment training and placement, foreclosure counseling, housing assistance and health care.
- Communities in Schools Richmond (2010–2013) – TCF (its donor advisors and supporting organizations) invested \$1.02 million in this city-wide program to improve student attendance, student behavior and student performance in Richmond Public Schools. Richmond became the first affiliate nationwide to achieve full accreditation status.
- GiveRichmond (2010-present) – a searchable online database created to give the community in-depth information on Virginia's nonprofits, currently totaling 600 live profiles.
- The Richmond Folk Festival (2011-present) – building on the model established by the National Folk Festival (a part of the National Council for the Traditional Arts), TCF's sponsorship has helped to build the Richmond Folk Festival into a destination for over 200,000 people per year.
- The Amazing Raise (2011-present) – 36-hour "giving day" with nearly \$3.5 million raised in three years from 40,000 gifts, elevating hundreds of nonprofits profiles and exposure in the area.
- Richmond 2015 (2012-present) – TCF is a Founding Partner of this city-wide effort to bring the World Road Cycling Championships (cycling's pinnacle event) to Richmond. The event will increase Richmond's international presence and the value of cycling in Richmond.
- The RVA Visionary Society (2013-present) – unique program based on the will of Benjamin Franklin to build unrestricted endowment for the long term. Projected unrestricted endowment from this program expected to grow from \$2.5 million to \$100 million by 2068, and \$900 million by 2118.
- The RVA Innovation and Entrepreneurship Fund (2013-present) – supports a giving model for Richmond start-up companies and way for entrepreneurs to learn about and embrace philanthropy.
- Middle School Renaissance 2020 (2013-present) – a collaborative community initiative working to ensure the Richmond Public Schools' middle school students engage in meaningful Out-of-School Time programs. It is a partnership of business and community leaders, city and school officials, educators, foundations and nonprofit directors to build an integrated and sustainable system.
- SPARK RVA (2014) – provides seed funding for young entrepreneurs (under 24) who have new, innovative and creative ideas for community change and social impact.

BOARDS AND LEADERSHIP POSITIONS (highest position listed)

National or Foundation Related

- Council on Foundations (1996–present)
 - Community Foundations Leadership Team – Member (2001-2009), Chair (2006-2008)
 - Legal and Legislative Action Team – Member (1996-2004), Chair (2001-2004)
 - Fall Conference Planning Committee – Member (1994 and 2000)
 - Organizational Development Assistance (ODA) Consultant – (1993-1996)
 - Work Group on Diversity – Member (1992-1994)
- Foundation Center – Grantmaker Leadership Panel
- Community Foundations of America, Inc. (1999–2006) – Founding Board Member and Treasurer
- Southeastern Council on Foundations (1989–1994) – Board of Trustees; Chairman of Nominating Committee (1995), Annual Program Committee (1998) and Community Foundations Committee (1992-1994)
- Community Foundations of Virginia (1998–present) – Organizing Member

Central Virginia

- Richmond Rotary (1989-1999) – one of first female members; Board of Directors (1996-1998)
- National Conference for Community and Justice Richmond Chapter (1992-1998)
- National AIDS Fund (1990-1997) – Community Partner
- Richmond Estate Planning Council (1990–present) – Secretary
- RWJ/Community Collaborative For Youth *now Youth Matters* (1995-2002) – Organizing Board
- Local Initiative Support Corporation (LISC) Richmond Chapter (1995-2002) – Board Member
- Virginia Consortium on Health Philanthropy (1996–2009) – Organizing Committee & Host Site
- Richmond First Tee (1998–2006) – Founding Board Member and Treasurer
- Richmond Donors Forum (1999–2010) – Organizing Committee
- Virginia Performing Arts Foundation *now CenterStage Foundation* (2000–2007) – Board Member
- Partnership for Nonprofit Excellence (2006–present) – Treasurer
- The Forum Club (2004–present) – Board Member (*a local forum for discourse by civic, community and business leaders on issues impacting the Richmond region.*)
- Homeward – Board of Advocates (2007–present) – Board Member
- Bank of America Neighborhood Builder (2007-2008) – Local Market Selection Committee
- Bridging Richmond (2009-present) – Executive Committee
- Richmond's Future (2010-present) – Vice Chairman
- Middle School Renaissance 2020 (2013-present)

AWARDS

- Robert Wood Johnson Foundation – Urban Health Initiative Fellow (2001-02)
- YMCA – Outstanding Woman Award in the area of Human Relations (2002)
- Central Virginia Chapter of the Association of Fundraising Executives – TCF is the first recipient of the Spirit of Giving Award (2003)
- Transatlantic Community Foundation Fellowship from German Marshall Fund of the US and King Baudouin Foundation of Belgium (2004) – one of five Fellows chosen
- Virginia Center for Inclusive Communities – Humanitarian Award (2008)
- Virginia Law Weekly – Inaugural class of Virginia's Influential Women (2009)
- Style Weekly Magazine – Power List of People in Richmond (2009 - #34)

Farhad Aghdami
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May 18, 2014

Council on Foundations
2121 Crystal Drive, Suite 700
Arlington, Virginia 22202

Re: *Distinguished Service Award Nomination – Darcy S. Oman*

Ladies and Gentlemen:

I am pleased to submit a letter in support of Darcy S. Oman's nomination for the Council on Foundation's Distinguished Service Award. I currently serve as the Chairman of the Board of Governors of The Community Foundation Serving Richmond and Central Virginia (TCF) of which Darcy serves as our President and Chief Executive Officer. Darcy has held that position since 1985, and we have seen our assets grow from \$1 million, at that time, to over \$900 million at the end of 2013.

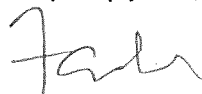
This did not happen by accident. Darcy's commitment to excellence, innovation, and leadership, allowed her to build an enormously talented team with a deep bench to support her, while constantly looking for new ways to engage donors and the community. Even as she nears her retirement in 2015, she is not letting her foot on the gas. Here are two short examples of innovative programs that we are currently pursuing with Darcy's leadership.

TCF recently launched the RVA (Richmond, Virginia) Visionary Society, which is patterned after the gifts that Benjamin Franklin made to the cities of Philadelphia and Boston in his will. Franklin directed that the funds be invested for 100 years and then used for the benefit of the citizens of these two cities – these gifts constructed such important public works as the Franklin Institute. The RVA Visionary intends to allow 100 donors to make \$25,000 gifts that will be invested for 50 years and will (hopefully) grow to \$100 million. After 50 years, \$80 million will be used for endowed community grant-making. The remaining \$20 million will be invested for another 50 years and will (hopefully) grow to \$800 million and once again be used for endowed community grant-making.

Another innovative initiative launched under Darcy's leadership is the SPARK RVA Awards. This program was established with support from an anonymous donor and is designed to provide seed funding for social impact and innovation. The program is built around the power of an individual, or group of individuals, to make a real difference in their community. By investing in the passion, creativity, and "can do" attitude of local residents, the award helps to ignite an entrepreneurial spirit that can transform "what if" dreams into "I will" projects.

Finally, Darcy's reputation for integrity, leadership, and innovation has made it fairly easy to attract some of the best and brightest talent to TCF – both at the staff and Board level. She has an uncanny knack for creating an environment where individuals develop and grow. The turnover at TCF is virtually nonexistent and job satisfaction is extremely high. Similarly, we are able to attract outstanding civic and business leaders to our Board, as a result of TCF's reputation for being exceptionally well managed and being so impactful in the community. I appreciate your consideration and would be pleased to answer any questions you may have.

Very truly yours,



Farhad Aghdami

WALLACE STETTINIUS
206 DRYDEN LANE
RICHMOND, VIRGINIA, 23229

Council on Foundations
Distinguished Service Award Committee

Dear Members of the Committee:

It is my honor to write in support of Ms. Darcy Oman for the Distinguished Services Award from the Council on Foundations. I know her well and have observed her long career at The Community Foundation Serving *Richmond and Central Virginia* (TCF). I was on the Board when she was appointed in 1985, at which time it had about \$1 million in assets and she was to be its first and only employee. I served on the Board for nine years, the last two as chairman. Since that time I have been active as a donor and a volunteer in a number of related efforts that have brought me in close contact with her.

The financial and growth record of TCF speaks for itself. What one needs to understand is her role in compiling that record. She was the key in building an outstanding staff and solid relationships with donors, nonprofit agencies and the broader community. These relationships have resulted in a consistently outstanding board and the attraction of donors – both large and small. The business side of the enterprise – administration and investment management – have been crafted and executed with precision. The organization is noted for its efficiency and customer service, and investment returns have been excellent. As good as this has been, it has been her leadership in grant making that reflects the needs of the community that has been especially outstanding. Her approach has been thoughtful and innovative.

Just one example of her innovation has been the recognition that nonprofits need more than financial resources to have sustainable success. Perhaps more important is that they need well-trained and educated leadership and staff. Some twenty years ago, she led in the creation of Nonprofit Learning Point – an executive education program that enrolls 500-600 persons from the nonprofit community in the central Virginia area each year. Seven years ago this was expanded into the Partnership for Nonprofit Excellence which provides a range of services to nonprofits and to the community.

Consequently, she has built a remarkable relationship with the nonprofit leadership in the community. Her reputation has grown well beyond our community as she has played leadership roles in the national community foundation movement.

Darcy is an extremely intelligent person with deep integrity and sound values. She has exceptional leadership and inter-personal skills. She is a unique combination of character and competence, and of self-confidence and humility. She has used these gifts to grow an organization from a very small beginning to a large and successful enterprise over an extended period nearing 30 years. I cannot think of anyone more deserving of recognition for her accomplishments.

Sincerely,

Wallace Stettinius

Wallace Stettinius

4306 Sulgrave Road
Richmond, VA 23221

May 18, 2014

Council on Foundations
Washington, DC

Dear Selection Committee for Distinguished Service Award,

It gives me the greatest pleasure to write in support of the nomination of Darcy Oman, President and CEO, of The Greater Richmond Community Foundation, for the prestigious Distinguished Service Award.

I have known Darcy since 1985. I was on the selection committee that hired Darcy as the Foundation's first full time professional staff member to run our then very modest Community Foundation. Since then, under her leadership, I have had the good fortune to see our Foundation grow to become the 17th largest community foundation in the country and the second largest in the Southeast with nearly 800 donor established funds and assets of \$912 million.

Serving for nine years (2000-2009) on the board of the Foundation, I observed the qualities that make her the highly respected and effective leaders that she is. She is a woman of integrity, a visionary, and a creative problem solver with the dedication to growing our philanthropic dollars for the good of our community.

Darcy has developed trusted relationships across all sectors of our community. Donors and non-profits rely on the Foundation's effective management of resources and matching those resources with the most pressing needs in our community. Like all strong and smart leaders, she has surrounded herself with an excellent staff who share her passion for the work of the Foundation.

I currently serve as Chair of the Jenkins Foundation, a health conversion foundation that was established as a support organization of the Foundation in 1995. In this role, I have come to appreciate even more Darcy's depth of knowledge, her leadership style and her passion for making our Richmond community a better place for all.

It is my hope that you will look with favor on Darcy Oman's nomination for the Distinguished Service Award.

Most sincerely,

A handwritten signature in cursive script, reading "Barbara B. Ukrop". The signature is written in dark ink and is positioned above the printed name.

Barbara B. Ukrop



**American
Red Cross**

Eastern Virginia Region

May 22, 2014

Re: Darcy Oman

Dear Distinguished Service Award Selection Committee:

I write this letter in enthusiastic support of the nomination of Darcy Oman for the Distinguished Service Award. Darcy's leadership at The Community Foundation has been transformative. I have been in leadership roles with various agencies involved in humanitarian sector work in the Richmond area since 1997. As a result, I have firsthand knowledge of the impact that Darcy has had on not only the network of agencies that seek to meet the needs of people who face myriad challenges in life, but also the people who wish to support those agencies and causes. No one could have done the job other than Darcy.

Darcy is a change agent and a visionary. Over these past 17 years, I have been in countless local and regional planning sessions with diverse groups of community stakeholders (humanitarian sector executives, United Way representatives, business leaders and public officials) and Darcy provided that credible voice and rational perspective that allowed us to gain clarity about root causes and rally around a solution. To this end, Darcy's influence has led to solutions like the evolution of a coordinated systems approach to solving the problem of homelessness in the region; a collaborative strategy for improving services to middle school youth after school; and the creation of Partnership for Nonprofit Excellence, an ongoing capacity building support for local humanitarian sector organizations.

The astronomical growth of the assets of The Community Foundation in the years that Darcy has been at helm, underscore the trust that the donor community has in her acumen. When she began in 1985, the assets of the foundation were \$1,000,000, now the assets surpass \$912,000,000. The grantmaking capability has facilitated innovative approaches to address issues that might have been insurmountable were it not for robust financial support. A grant from The Community Foundation is the type of affirmation that leverages additional funding from other donors in our region.

Darcy is generous with her praise. She is visible in the community, celebrating the good work of people and organizations. Now it is our turn to return the praise. I am sure there are hundreds of leaders in this community who would stand with me in unequivocal support of Darcy for this well deserved recognition. I am honored to submit this letter on behalf of the agencies, families and individuals whose lives have been changed, because of Darcy's outstanding skill set and her unflinching commitment to a better community. If you need any additional information, please do not hesitate to contact me. I could write a book about Darcy.

Yours truly,

Reginald E. Gordon, Esq.
CEO, Eastern Virginia Region
Co-Founder, Ujima Legacy Fund

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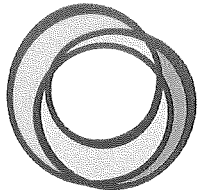
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Partnership for Nonprofit Excellence

May 23, 2014

Distinguished Service Award Committee
Council on Foundations

Dear Award Committee,

It is with great enthusiasm that I submit this letter of recommendation for Darcy Oman, President & CEO of The Community Foundation *Serving Greater Richmond and Petersburg* for the Council on Foundations Distinguished Service Award.

Darcy has always been a strong advocate for nonprofits and their ability to help build a thriving community and to help solve important social issues. She believes that our community is best served when nonprofit organizations develop and maintain strong and engaged board leadership, fiscal transparency, well-trained and knowledgeable staff, civic commitment and a strategic pursuit of altruistic missions. Additional diligence is required for leveraging resources, promoting efficiencies, eliminating duplicative efforts and meeting collective needs.

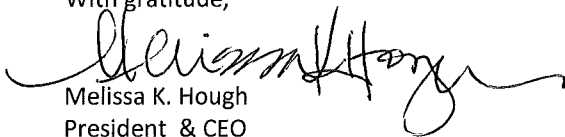
To this end, Darcy envisioned an organization that would provide the capacity building resources to nonprofits in Central Virginia that they need and deserve. Darcy's vision of the Partnership for Nonprofit Excellence (PNE) was launched officially by her Board of Directors in November 2006. As a result, today we have a robust nonprofit capacity building organization that serves the 2,100 nonprofits in Central Virginia so that they are more efficient, effective and have greater impact on their mission. The PNE provides critical professional and leadership development, organizational development, technology and information services, volunteer management, training and opportunities. It is seen as the 'go to' resource for strengthening nonprofit organizations and staff.

Darcy has served as one of the PNE's strongest founding Board members, a lead funder and critical thought partner. There has never been a time when we went to Darcy with a request for something, most often her time and her intellect, that she has not made herself available for us and given us her best.

One can see Darcy's hand and footprints across the entire Richmond region. She cares deeply about people and the opportunities that surround them, from the arts, to education, the environment, health and the overall quality of life. She has utilized her role and leadership skills to help build, grow, and sustain our community in ways that few other people have. And she has touched more people than any of us can begin to count.

Darcy has been a pioneer in her field and deserves to be recognized for her accomplishments. I am grateful to her for her many contributions over the years to our community, and personally to my own professional development. We appreciate your consideration of her for the award and hope you will find her a deserving candidate.

With gratitude,


Melissa K. Hough
President & CEO

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