

## **NCFP Community Conversation**

### **Evolving your Family Philanthropy: Staffing Structures**

#### **Resource List**

#### **Description**

Which staffing models will work best for your family philanthropy? How can the right structure enhance the effectiveness and efficiency of your organization?

We will examine different approaches, including hiring dedicated philanthropic professionals and family members, and utilizing external advisors and consultants. You will learn how to align staffing strategies with your philanthropic goals, create a collaborative work environment, and ensure that the right expertise is in place to drive impact.

Whether you're looking to grow, professionalize, or prepare for transition, this session will offer practical guidance on building a structure that supports both mission and operational excellence.

#### **Replay Link**

View the webinar replay [here](#).

#### **Resources**

- [Limited Life Foundations: Lessons for Managing Staff Transitions](#) (NCFP, 2021)
- [NCFP Content Collection: Community Foundations Family Philanthropy Network](#)
- [NCFP Content Collection: Trust Based Philanthropy](#)
- [NCFP Content Collection: Working with Consultants and Philanthropic Advisors](#)
- [NCFP Family Giving Lifecycle: Operations and Management](#)
- [NCFP Family Staff Peer Network](#)
- [NCFP Non-Family Staff Peer Network](#)
- [NCFP Policy Central: Operations, Management, and Staffing](#)
  - Sample policies from peer foundations on: hiring, compensation, performance reviews, etc.
- [NCFP Strategic Lifespan Peer Network](#)
- [NCFP Trends 2025 Report](#)
- [NCFP Webinar: Staffing for Success](#) (2022)

#### **Panelist Organizations**

- [Boone Family Foundation](#)
- [Glick Philanthropies](#)
- [Tracy Family Foundation](#)

#### **Upcoming Events**

- [Evolving your Family Philanthropy: Bold Transparency](#) (September 9)
- [Family Staff Peer Network: Managing your Family Foundation](#) (September 11)

- [2025 Community Foundation Family Philanthropy Network Workshop](#) (September 16)
- [Strategic Lifespan Peer Network Q3 Meeting](#) (September 25)
- [Emerging Family Leaders Peer Network: Listening to Share and Shift Power to Communities](#) (September 25)
- [Board Chair Peer Network: Planning and Navigating Successful Transitions](#) (September 30)
- [An Orientation to NCFP: Making the Most of your Membership](#) (October 6)
- [Non-Family Staff Peer Network: How to have Conversations about Civic Engagement](#) (October 9)
- [Fundamentals of Family Philanthropy Webinar: Trends in Family Philanthropy: Learnings for Effectiveness and Impact](#) (October 14)
- [Impact Investing for Advanced Practitioners Peer Network: Building the Right Team](#) (October 15)
- [Fundamentals of Family Philanthropy Webinar: Social Impact Strategies: People and Place](#) (November 18)

*Access more resources through NCFP's [Knowledge Center](#), and see upcoming [events and programs](#).*

## **Featured Speakers**



**Aimee Boone Cunninham** is the president and CEO of The Boone Family Foundation and a highly experienced principal in the progressive movement with significant fundraising, strategic planning, and management expertise. Over the last 20 years, Aimee has led work on the politics and policies that impact women and families, particularly around access to sexual and reproductive health care.

A graduate of the University of Virginia, Aimee worked as a campus organizer for the Feminist Majority Foundation for three years before returning to Texas to work for a variety of progressive causes and campaigns. From 2011 to 2012, Aimee served as the vice president of development for Planned Parenthood of Greater Texas, where she led the affiliate's fundraising efforts through a significant merger and in the face of major government funding cuts. In 2015, Aimee received the Robbie & Tom Ausley Leadership Award from Planned Parenthood of Greater Texas in recognition of her work on behalf of Planned Parenthood and its patients in Texas.

From 2019 to 2021, Aimee served as the chair of the board of Planned Parenthood Federation of America. Aimee has also founded several organizations designed to empower women to engage in politics and to fight for the right of all people to access affordable, high-quality healthcare. In addition, Aimee has served on the boards of a number of national progressive organizations, including the Center for Reproductive Rights and EMILY's List.

Today, Aimee leads The Boone Family Foundation in charting its mission to create equity for women and girls; to drive innovation and justice for students in public schools; and to steward and create accessible green spaces. She was the 2022 recipient of Viola's House Hero Award; in 2023, she received the Texas

Women's Foundation's Maura Award for Women Helping Women.

Aimee lives with her husband, Ed Cunningham, and their four children in Austin, Texas.



As Vice President of Glick Philanthropies, **Ryan Brady** works across Glick Philanthropies' initiatives, programs and organizations to develop and implement strategies that produce positive outcomes for the communities where Glick properties are located.



**Megan Costigan** serves as the Youth and Tracy Family Engagement Program Manager at the Tracy Family Foundation (TFF), where she concentrates on initiatives related to the foundation's youth programs. As a third-generation member of the Tracy family, she also dedicates much of her time to fostering a philanthropic spirit across all generations of the Tracy family through a variety of programs, committees, education, and outreach.

Currently, she serves as Chair of TFF's Next Generation Advisory Board and Chair of the TFF Youth Committee. In addition, in 2007, she held a one-year seat on the TFF Board. She serves as Chair on the Brown Schuyler CEO Board, is a member of the Cass County CEO Board, and Committee Chair for Teens Active in Grantmaking. Megan has previously contributed to numerous junior and advisory boards as well.

Before joining the Foundation, Megan worked as a meeting and event planner at Dot Foods. She earned her Bachelor of Science in Hotel and Restaurant Management from the University of Missouri-Columbia and her Master of Science in Nonprofit Management from Fontbonne University. During that time, she was accepted into and participated in the Exponent Philanthropy's Next Gen Fellowship Program.