



The *CF Snapshot* is a monthly e-newsletter for Iowa Community Foundations and Affiliates. If you have information you would like included, please [email us!](#)

Disaster Recovery Fund Match Grants Available

Through participation in The Funders' Network's Philanthropic Preparedness, Resiliency, and Emergency Partnership (PPREP) cohort, the Iowa Council of Foundations has received funding to re-grant throughout the state. Our goal is to leverage this funding to support several community foundations by positioning them with seed money for their disaster recovery funds and to support future community needs. Learn more about the Community Foundation Disaster Recovery Fund Matching Grant Program [here](#).

Legislative Update - House Study Bill 122

In partnership with the QSOs, the Iowa Community Foundations Initiative is advocating for a joint legislative proposal to grow philanthropic resources in Iowa by directing a portion of sports wagering receipts to community-based philanthropy. House Study Bill 122 was introduced last week. A Senate version of the bill is currently being drafted. You can review the [updated legislative fact sheet here](#) and information we shared [in last week's Policy Alert here](#). We will send another Policy Alert as soon as we have a Senate bill number. Thank you, in advance, for your engagement!

Upcoming Trainings & Events

Community Foundations Legislative Breakfast

Wednesday, Mar. 29, 2023 | 7:30 - 9 am | State Capitol

Please join your community foundation colleagues from around the state as we gather at the State Capitol to talk about the important work of Iowa community foundations with legislators.

[Register for the Breakfast](#)

CONNECT 2023 COMMUNITY FOUNDATIONS CONFERENCE

SEPTEMBER 28 • 9:00 AM - 4:30 PM
Hilton Garden Inn, 8600 Northpark Dr, Johnston, IA 50131

*Join us for a pre-conference session on September 27,
followed by networking and a group dine-around!*

Registration and additional information will be available in JULY at:
www.iowacounciloffoundations.org

SAVE THE DATE

IOWA COMMUNITY FOUNDATIONS | FOR GOOD. FOR IOWA. FOR EVER. | IOWA COUNCIL OF FOUNDATIONS

Peer Pointer

This section of the CF Snapshot features short descriptions of positive work happening at community foundations and affiliates across Iowa. If you'd like more information about these topics, please [contact Jenna](#).

In response to a recent Colleague Inquiry about scholarship displacement, the [Community Foundation of Northeast Iowa](#) shared that they have changed the nature of what their scholarships cover and now say in their letter to colleges/universities that the scholarship should be applied “toward the cost

of attendance.” By including this line, the scholarship does not solely apply to tuition, so does not end up bumping out other financial aid. With it going toward the cost of attendance, the scholarship is applied on top of existing financial aid and other scholarships, which means students may end up getting it as a reimbursement on their U-bill and can use it for housing, etc. This may take care of the issues students are running into regarding their tuition benefit. It was an incredibly easy fix -- simply a matter of changing the language in the letter that accompanies the scholarship check to schools.

Colleague Inquiry: Human Resources

A colleague has requested your help with the following:

I am working on an "Employee Lifecycle: Hire to Exit" document to lay out the sequence to standardize the processes of recruitment, onboarding, retention, through separation. Within each phase, I am noting what needs to be done when and who is responsible within our organization. The document will also have embedded links to standardized references, forms, templates, and checklists.

Contents include:

- Attraction and Recruitment: New Job / Recruit / Offer
- Pre-Arrival, Onboarding: New Hires
- Retention: Ongoing Employee Professional Development
- Separation: Employee Exit and Reflection

Some examples of what will be included are:

- New Hires: approval to hire, job description, interview process (who is in the first, then second interview, template of standard questions)
- Work Agreements, onboarding, first day/weeks plan
- Document retention: legal timing, electronic security paths, etc.

If you have any forms, templates, documents that may be relevant, please [send it to Jenna](#) by noon on Friday, March 10.

Colleague Inquiry: Agency Funds

A colleague has requested your help with the following:

What steps do you take when a nonprofit agency, that is a fund holder, has its 501c3 status revoked? Specifically, the following questions, plus any other insight you have:

- Do you meet to discuss their response/plan for reinstatement?
- Will you continue to pay invoices/vendors from the fund on their behalf with proper verification?
- Do you continue to accept donations for their fund?
- Do you set an amount of time for them to be reinstated and if not met, you ask the board to exercise Variance Power?
- Are any of these answers different based on type of fund (endowed, expendable, quasi)?

If you have any insights, please [send it to Jenna](#) by noon on Friday, March 10.

Community Foundations in the News

[Community Foundation of Greater Des Moines](#) sets another record in 2022 in donations received for giving

[Community Foundation of Greater Dubuque](#) shines for 20 years

[Community Foundation of Johnson County](#) holds The Childcare Coalition Charitable Giving Fund which will give local childcare professionals a raise

Articles & Items of Interest

Registration open for 2023 Iowa Rural Summit

The 7th Annual Iowa Rural Summit will be April 11-12 in Ames. [Learn more.](#)

Career Center Postings

Development Assistant

Quad Cities Community Foundation

Full-time | Bettendorf, IA

Accounting Assistant

Quad Cities Community Foundation

Part-time | Bettendorf, IA (hybrid remote possible)

Accounting Specialist

Quad Cities Community Foundation

Part-time | Bettendorf, IA (hybrid remote possible)

Executive Director

Story County Community Foundation

Full-time | Ames, IA

President & CEO

Greater Cedar Rapids Community Foundation

Full-time | Cedar Rapids, IA

To view all career postings for positions in philanthropy throughout the state, please visit the [Career Center](#).

Washington Snapshot

The latest Washington Snapshot from Council on Foundations is available [here](#).
