Law Firm Invests with BCF to Build School Leadership

Rosenberg Martin Greenberg (RMG), a full-service business law firm in downtown Baltimore, affirmed their commitment to the community at the firm’s 25th anniversary in 2012, when they established the Rosenberg Martin Greenberg LLP Continuing Fund of the Baltimore Community Foundation. The endowed fund provides $25,000 each year to organizations committed to education reform in Baltimore City.

Honing in on school leadership as a priority, RMG selected New Leaders and BCF’s Fund for Education for 2014 grant awards from their Fund. When asked why RMG chose these two organizations for the 2014 grant recipients, Chairman Benjamin Rosenberg said, “New Leaders was one of our first grant recipients from the Fund, and we were so impressed with the really important work they were doing in identifying first rate candidates to be school principals. And we were excited to have the opportunity, through BCF, to fund a study of the supports available to Baltimore school principals.”

RMG’s grant to BCF’s Fund for Education is earmarked for the Principal Support and Accountability Study, an independent study commissioned by BCF. The study examined current processes supporting leaders of Baltimore City public schools as part of a larger effort to reduce the high rate of turnover among school principals. Results of the analysis, recently completed, have been shared with City Schools officials, and can help inform future efforts to support new principals and retain experienced, skilled leaders for our schools.

School leadership is one of three goals of BCF’s education work, along with school readiness and school effectiveness. For students to succeed, all three elements must be not only present, but flourishing. Investments by RMG and others are helping to move our schools forward.

A LONG-LASTING COMMITMENT

In creating the Rosenberg Martin Greenberg LLP Continuing Fund, the firm committed not only to an annual distribution of grants, but also to building a permanent endowment to reflect their philanthropic goals in perpetuity.

“We want the RMG Fund to support innovative programs that have the potential to make fundamental changes to the public education experience in Baltimore City,” says RMG Managing Partner Barry Greenberg. “We want our commitment to education reform in Baltimore to be long lasting and to effect systemic changes in Baltimore’s education system. That is why we chose a continuing fund that will grow and distribute grants for generations to come.”

IN & ON THE EDGE

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CONVERSATION WITH TOM WILCOX

George and Betsy Sherman provided start-up operating funds for the Judy Center at the Harry and Jeanette Weinberg Early Learning Center at Commodore John Rodgers School in East Baltimore. We talked with them following a tour of the Center.

TOM WILCOX: What led you to decide to make this investment?

GEORGE SHERMAN: We were trying to find ways to help improve early childhood education in Baltimore City along with other like-minded philanthropists, with limited success. BCF introduced us to the Judy Center concept and we had the opportunity to visit the Judy Center at Moravia and saw that it was exactly what we wanted: a comprehensive public-private partnership that was sustainable. Moravia is a great example of what can be done. I think it’s fair to say that BCF opened the opportunity for us that we couldn’t reach on our own.

BETSY SHERMAN: I feel so strongly—as an early childhood education major, teacher, parent, and now as a grandmother—that we have to give every child the opportunity to have a great start in life. The Judy Center is a sterling example of
BCF and City Schools – Supporting School Effectiveness

BCF is committed to three goals for its education investments—school readiness, school leadership and school effectiveness. And for that last goal, we know that Baltimore needs a consistent tool to measure the effectiveness of its schools. When City Schools announced implementation of an objective analytical tool, the School Effectiveness Review (SER) for every school, BCF applauded the decision and looked for ways to complement the effort.

SEEs gather both qualitative and quantitative information on how a school functions. Reviewers spend two days at a school to collect evidence and analyze data on the school’s instruction, school culture, talent development, and other indicators of effectiveness that go beyond student performance outcomes. Once the review is completed, the reviewers deliver a report to the school leadership on areas of strength and areas in need of improvement to achieve City Schools’ standards for effectiveness.

PRIORITIZATION DAY

When two members of BCF’s staff were invited to participate in SEEs at two schools, they were both impressed and overwhelmed by the thorough and intense process. Given the magnitude and the level of detail of findings delivered to the school, it occurred to them that school leaders might appreciate additional support in taking the next steps to identify goals and prioritize specific actions to move forward to improve their schools.

That’s why BCF funded a “prioritization day” at eight schools as a pilot effort. On that day, reviewers help school leaders and their team identify one key challenge, develop a goal that can be achieved in three to six months and create a plan to successfully implement change. The goal of prioritization day is twofold: first, to give school leaders an opportunity to address the challenges outlined in their SER in a pragmatic and timely fashion, and second, to help leaders facilitate the powerful team discussions necessary to create an overall strategic plan for their school.

All eight schools in the pilot hailed the extra day of planning as an enormous help. City Schools is planning to add 24 more schools to that list in the current school year.

“We are gratified that City Schools agreed to implement the prioritization day pilot and that they are now moving toward including that day as part of its standard operating procedure,” says BCF Program Officer Jonalyn Denlinger. “Adding additional support and training for school leaders will result in better schools for Baltimore students.”

Conversation with Tom Wilcox

continued from page 1

how a community can rise up and offer parents who don’t have the resources to get their child in the game—never mind ahead of the game. Let’s start by getting them in the game. I am thrilled to be part of the support system.

TW: What are your hopes for the outcomes here at CJR?

GS: Our foundation focuses on education. We believe fully that the only way we’re going to create an overall strategic plan for our child. I don’t understand why some people think our society is being punitive in dealing with accepting incarceration as a way of life at an annual cost of over $30,000 per individual. What we can do here, for far less, is much more productive. What we’re talking about now is going to have a major effect. And that’s what makes me feel really good.

BS: As we all know, children do not have a voice. They don’t vote. The politicians pay no attention. Our society has paid for that, I think, with the lack of a good workforce and people on welfare, children going to school hungry, waking up in neighborhoods with shootings. I think we need people who speak up for the child. I don’t understand why some people don’t see the impact it makes on our society today, and tomorrow, for our children and our grandchildren. That’s why BCF funded a “prioritization day” at eight schools as a pilot effort. On that day, reviewers help school leaders and their team identify one key challenge, develop a goal that can be achieved in three to six months and create a plan to successfully implement change. The goal of prioritization day is twofold: first, to give school leaders an opportunity to address the challenges outlined in their SER in a pragmatic and timely fashion, and second, to help leaders facilitate the powerful team discussions necessary to create an overall strategic plan for their school.

As we wrap up, is there anything else you’d like to say?

GS: I don’t think we’re moving fast enough. I think our society is being punitive in dealing with accepting incarceration as a way of life at an annual cost of over $30,000 per individual. What we can do here, for far less, is much more productive. What we’re talking about now is going to have a major effect. And that’s what makes me feel really good.

BS: I am an absolute proponent of “it takes a village.” I think this Judy Center is exemplary of that philosophy, that you have taken the community and rallied around the people who need the community as an extended family would do and reached out. I can only imagine how these little people who are here will fly, take off and be invested in their lives in the world. Thank you for what you’re doing.

THE BCF BEAT Reporting on all things BCF

JUNE 17, 2014

2014 6TH ANNUAL BCF SCHOLARSHIP LUNCHEON

We celebrated our 75 scholarship award winners and our generous scholarship donors at a luncheon hosted by the Baltimore Ravens. The new BCF Scholarship for Young Civic Leaders went to Eric Corraige, in recognition of her demonstrated leadership and contributions to the improvement of her school, neighborhood, and broader community.

$210,000 GIFT TO BCF

The Towson Creek Foundation awarded BCF $210,000 to support the work of the Climate Communication Consortium of Maryland.

AUGUST 26, 2014

BCF AWARDS $122,942

$122,942 from our Neighborhood Grants Program was distributed to 33 community projects in neighborhoods across Baltimore City and County.

SEPTEMBER 23, 2014

CHARITABLE GIVING OPTIONS

BCF hosted “Charitable Giving Options,” a presentation on the practical differences between donor-advised funds and private foundations.

SEPTEMBER 24, 2014
BCF Welcomes New Trustees

BCF’s Board of Trustees elected six new members this year: Patricia P. Baum, Calvin G. Butler Jr., Audrey J.S. Carrion, Walton D. Pearson, Kurt L. Schmoke, and David L. Warnock. “These accomplished individuals bring a wealth of talent and deep community experience to the board,” said BCF Chair Raymond L. Bank. “They will continue a strong tradition of trustee leadership at BCF.”

PATRICIA P. “PATTY” BAUM has been an investment advisor and wealth manager with RBC Wealth Management since 1998. She is a member of the firm’s Senior Consulting Group, and has been consistently named to the firm’s Chairman’s Council, an award which is given to the top 1% of the firm’s advisors. Ms. Baum is on the board of Overseers for the Baltimore School for the Arts and a Board of Trustees for the University of Maryland Greenebaum Cancer Center. She earned a Bachelor’s Degree from Duke University and graduated from the Wharton School Securities Industry Institute program. Ms. Baum serves on BCF’s Investment Committee.

CALVIN G. BUTLER JR. became chief executive officer of Baltimore Gas and Electric Company (BGE) earlier this year. Mr. Butler previously served as BGE’s senior vice president, regulatory and external affairs. He has held other leadership positions within Exelon and BGE’s sister utility, ComEd. Mr. Butler currently serves on the board of directors for the Economic Alliance of Greater Baltimore and the Maryland Zoological Society (Maryland Zoo in Baltimore) and chair of the American Heart Walk 2014. Butler earned a B.A. from Bradley University in Peoria, Ill., and a J.D. from Washington University School of Law in St. Louis, Mo. Mr. Butler serves on BCF’s Audit committee.

JUDGE AUDREY J.S. CARRION took office as an associate judge of the Circuit Court for Baltimore City in 1999 after serving as district court judge for three years, and was assigned to the Business and Technology Case Management Program in 2010. Judge Carrion is a member of the Maryland Hispanic Bar Association, a member of the board of the Carolina Center, the State Advisory Board for Juvenile Services, and the chair of the Judiciary’s Committee on Court Interpretation and Translation Services. Judge Carrion attended College Espiritu Santo in Puerto Rico, the College of Notre Dame of Maryland, and earned her J.D. from the University of Baltimore School of Law. Judge Carrion serves on BCF’s Neighborhoods Committee.

WALTON D. PEARSON is a managing director and senior portfolio manager at Brown Capital Management, where he has been since 2005. Prior to this, Mr. Pearson was a managing director and senior portfolio manager at Putnam Investments and a senior vice president and senior portfolio manager at Alliance Bernstein Capital Management. Mr. Pearson earned an M.B.A. in finance from the Harvard Graduate School of Business Administration, a B.S. in management at St. Francis College, and is a graduate of the Greater Baltimore Committee Leadership Program. Mr. Pearson serves on BCF’s Budget and Finance Committee and on the Education Committee.

KURT L. SCHMOKE is the new President of the University of Baltimore as of July 7, 2014. Mr. Schmoke served as the mayor of Baltimore from 1987 to 1999 and was the Baltimore City State’s Attorney from 1982 to 1987. Prior to joining UB, he was dean of the Howard University School of Law in Washington, D.C. He later served as general counsel for Howard and also served as the institution’s interim provost. Mr. Schmoke earned his undergraduate degree in history from Yale University. He pursued graduate studies on a Rhodes scholarship at Oxford University and earned his J.D. degree from Harvard Law School.

DAVID L. WARNOCK is a senior partner with Camden Partners, a firm he co-founded in 1995. He has over 25 years of investment experience and focuses on investments in the business and education sectors. He is also a Chartered Financial Analyst charterholder. Mr. Warnock is the chairman of the Center for Urban Progress and the Greater Baltimore Committee, the Baltimore Museum of Art and the Georgia O’Keeffe Museum.

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HARMEL STULMAN Fund

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<th>OCTOBER 2014</th>
<th>OCTOBER 22, 2014</th>
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<td>JUDY CENTERS</td>
<td>INVESTMENT MANAGER DIVERSITY</td>
<td>BCF FALL DONOR RECEIPTION</td>
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<td>A tour of the Judy Center at Commodore John Rodgers Elementary School in East Baltimore gave dozens insight into why more than nine out of ten children enrolled in Judy Centers are ready for Kindergarten, compared with 76 percent of 5-year-olds citywide.</td>
<td>BCF Investment Chair Todd Alexander presented as part of a national panel on “Investment Manager Diversity: The Hurdles Taken to Break.” The session was held at the Fall Conference of Community Foundations.</td>
<td>Guests at our Fall Donor Reception were treated to “A Taste of Maryland” complete with smoke pairing, hors d’oeuvres, a garden, and food from around the neighborhood and around the world. Thanks to our enthusiastic community partners from Southeast CDC, Banner Neighborhood, Patterson Park Audubon and Creative Alliance who helped create the indoor tour!</td>
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| NOVEMBER 2014 - JANUARY 2015 |
|-----------------------------|-----------------------------|-----------------------------|
| NOVEMBER 13 | BCF presentation at Blakehurst Retirement Community |
| NOVEMBER 14, 2014 | MFP Maryland Philanthropy Day Luncheon: Maryland’s community foundations being honored |
| DECEMBER 10, 2014 | President’s Lunch, for BCF fundholders |
| JANUARY 1, 2015 | ENDOW MARYLAND goes into effect, offering a state tax credit for gifts to endowments at Maryland community foundations. See more about Endow Maryland on page 5. |

Visit www.bcf.org for more upcoming events.
A Creative Approach to Community Organizing

By Kevin Griffin Moreno, Senior Program Officer

In BCF’s target neighborhood of Greater Highlandtown, the Patterson Park Audubon Society works with mothers from Mexico and Central America to paint broken canoes and fill them with native plants that attract migrating birds.

A few blocks away, an artists’ collective partnered with community members and nonprofits on a novel design for a bus stop: the word “BUS” spelled out in 14-foot-high letters.

Both projects are examples of community arts, a term that describes collaborations among local residents, artists, and other partners to produce creative responses to community needs.

Because arts and culture are crucial ingredients of vibrant communities, BCF supports a variety of community arts projects both directly and indirectly. For example, while the canoe painting and bus stop projects were not funded by BCF, they are the products of alliances between community residents and BCF’s target neighborhood partners, including Southeast Community Development Corporation and Patterson Park Charter School.

BCF’s commitment to community arts began in 2009, when Highlandtown residents participating in our Neighbor in Need initiative told us that arts and culture were the best way to bring together African-American, Latino, and white neighbors. They organized a celebration of Latin American music and food that drew hundreds of local residents. Energized by the success of this event, the group went on to play important roles in the creation of Highlandtown’s Art Cart Derby and in efforts to involve more Latino residents in the neighborhood’s annual Halloween Lantern Parade.

Two years ago, we decided to offer grants for community arts through our Neighborhood Grants Program. Since then, we have awarded $134,000 for projects such as painted screens along Eastern Avenue, a community artist residency in Waverly and a “green mural” made of plants at Reservoir Hill’s Whitlock Farm.

Question: Who benefits more from the delivery of a holiday gift to a hospitalized child, the child or the donor? Answer: Both—or more likely, the donor.

“I’m encouraging every single person affiliated with our organizations to go to one of the hospitals and give gifts to kids at Christmas,” says Steve Ivey, president of the Greater Chesapeake Charitable Foundation (GCCF). “It’s a pretty amazing thing.”

Since 1939, the insurance and financial services industry association has been doing charitable work to help meet the needs of the greater community. The charitable endeavor with the longest history involves a holiday toy drive at member agencies, gift wrapping, and—along with Santa Claus and the Oriole Bird—personal delivery to children in local hospitals.

Bur GCCF has even more ambitious plans for the future, beginning with the selection of a charitable theme for each fiscal year. “This coming year, our projects will be based around a theme of education and educational development,” says Ivey. “We’re going to look at different nonprofits and see how we can partner up through financial support and volunteer service to do as much as we can in that field.”

The prospects are bright for positive impact on Baltimore. Today, the GCCF includes professionals from the Baltimore Association of Health Underwriters, Maryland Chapters of the CPCU Society, and the Society of Financial Professionals—a critical mass of potential beneficence. To expand that potential even farther, the GCCF recently brought its charitable organizational endowment to BCF.

“A couple of our board members knew of BCF and thought it might be a good fit,” Ivey says. “We want to increase the endowment so we can tackle larger projects and produce even greater benefits for the citizens of Maryland. We want additional guidance on how to best serve the community and best use our resources, and that’s where BCF can really help. BCF can connect us with local associations, foundations, and nonprofits that will benefit from a partnership or donation of time and/or money.”

“GCCF and BCF are both still learning about one another,” he continues, “but we’re excited about where the relationship is going. It’s been great—still new, but great.”

For more information on GCCF, visit www.greaterccf.org. BCF offers nonprofit organizations the opportunity to invest their endowed funds with us. To find out more about endowments at BCF, charitable gift annuities and other ways to maximize your giving, contact Ralph Serpe, 410-332-4172 x130 / rserpe@bcf.org
What Have We Done For Baltimore Lately?

What have we done for Baltimore lately? Here’s a sampling of what YOU, our donors, are helping us accomplish and what more we can do together:

SCHOOL READINESS
Our goal of making sure that 90% of Baltimore City’s children are ready for kindergarten by 2017 is getting a big boost from Judy Centers, a proven approach to early learning. An anticipated federal grant award will allow us to create five additional Judy Centers in 2015, reaching hundreds more families in Baltimore’s most challenged neighborhoods. Each Judy Center depends on private as well as public funding to get started; BCF will need to secure $5 million in private funding to take full advantage of the federal grant. Our page 1 conversation with George and Betsy Sherman delves into why this couple has enthusiastically invested in a Judy Center.

SCHOOL LEADERSHIP
The BCF-commissioned Principal Support and Accountability Study is one way BCF works closely with City Schools to foster continuous improvement. Read about the study in our page 1 article.

SCHOOL EFFECTIVENESS
BCF’s support of “School Effectiveness Reviews” as a tool to help school leaders define and manage school improvement is another example of our partnership with City Schools. Read about BCF’s pilot of an additional day for the review process and how that pilot is being expanded in our page 2 article. BCF is working on plans to fund additional Reviews.

NEIGHBORHOOD GRANTS PROGRAM
Our Neighborhood Grants Program, now in its 25th year, is at the core of BCF’s efforts to strengthen leadership in City and County neighborhoods. It serves as a consistent source of support for neighborhood residents who have a great idea for how to pull together to make their neighborhood better and need a small grant to bring their idea to life. This year we distributed $122,942 to 33 neighborhoods across Baltimore City and County but had to decline an equal number of projects. We always have more requests from neighborhoods than we can fulfill, and look forward to working with our donors to build current and endowed support for this all-important work.

EVALUATION
We have the first report from our ongoing evaluation of progress in our target neighborhoods, measuring trust and connections among residents as well as indicators of how safe, clean, green and vibrant the neighborhoods are today. The data, both quantitative and qualitative, give us a baseline for re-evaluation in 2017 so we can judge how well our investments have served these neighborhoods and to inform our future efforts.

Central to all of our work is a deep belief in community engagement. Here’s how that belief shapes our work in neighborhoods, where we are working toward safe, clean green and vibrant neighborhoods with strong resident leaders and advocates.

- BCF trusts residents and community-based organizations to know their needs and to develop solutions . . . which we invest in.
- As more residents become involved in solutions—projects, programs, events—residents get to know and trust each other.
- When residents trust each other, they work together better to make positive change in their neighborhoods.
- These neighborhoods attract more residents, engage even more people in change, and help make all of Baltimore stronger.

“Endow Maryland” tax credit helps you do more good for Baltimore

A new Maryland state tax credit dubbed “Endow Maryland” will reward donors who help build permanent charitable funds for local communities across the state—and right here in Baltimore. Starting in 2015, Endow Maryland offers a tax credit for gifts to permanent, endowed funds at qualified community foundations in Maryland.

Here at the Baltimore Community Foundation, Endow Maryland will help build our civic endowment—the funds that allow us to address Baltimore’s greatest needs. Your gifts of $500 to $2,500 to our Civic Leadership Endowment or to any unrestricted or field of interest endowment will qualify for a 25% state tax credit on your disc 2015 tax return. Tax credits will be awarded from a pool set aside by the state legislature for this purpose.

Endow Maryland provides an incentive for Marylanders to give back to their local communities in a meaningful and lasting way. It promotes charitable giving in Maryland, for Maryland. The Endow Maryland tax credit applies only to gifts to permanent, endowed funds—those that will generate many times the initial value of the gift in benefit to the community.

In approving Endow Maryland, Maryland legislators were pleased to know that a ten-year effort by the Maryland Community Foundations Association had resulted in statewide coverage by community foundations adhering to rigorous national standards established and monitored by the Council on Foundations.

Approval of the tax credit for the 2015 tax year is just the beginning. We will be working for annual renewal and expansion of the tax credit, so that we can continue to build a lasting charitable resource for Baltimore, and for communities across Maryland.

For more information about an Endow Maryland tax credit for a gift to the Baltimore Community Foundation, contact Jennifer Walen: jwalen@bcf.org or 410-332-4172 ext 115.
Making Stocks Work for You - Tips for Making Gifts of Stock

Those who give stock instead of cash to nonprofits know the secret. It is often more rewarding to give the stock to charity than it has been to keep it all those years. Gifting stock to a charitable fund at BCF transforms it into a resource that can be used to help achieve your charitable objectives. Plus, you no longer worry about its value, ups and downs of the market, or your cost basis. Here are some tips if you're ready to turn your appreciated stock—or other appreciated assets—into a charitable gift:

1. NEVER SELL THE STOCK. Even if you sell and give all the money to charity seconds later, you could lose many of the tax benefits. Remember to transfer stock to BCF first and let BCF sell the stock. In this way, you avoid the tax liability on any capital gain and because BCF is a nonprofit, it won’t be taxed when it sells the stock.

2. STEP UP YOUR BASIS WITH A GIFT OF STOCK. If you regularly make cash gifts, consider making a stock gift instead. Then use the cash you would have given to BCF to replace the old stock you gifted. That way you avoid capital gains on the “old” stock and acquire the “new” stock at a higher basis.

3. CREATE OR ADD TO A CHARITABLE FUND AND RECEIVE ADDITIONAL INCOME. A charitable remainder trust provides you with a current tax deduction, capital gains tax savings and regular income. You can choose between fixed income annuity trusts and unitrust plans where payouts vary based on the trust’s value and may increase over time. Certain unitrust plans permit you to make gifts of real estate and unique properties.

A charitable gift annuity is a simple way to pay you or your beneficiaries lifelong, tax-favored income based on age at the time of the gift. Both charitable trusts and gift annuities can be used to create or add to a fund at BCF.

4. WORK WITH YOUR ADVISOR. If you hold many stocks, talk with your advisor to determine which stock or giving arrangement would make the best gift for your specific tax situation and overall charitable plan.

Giving stock should be as easy as it has been to hold it, and our staff can help. Contact Rebecca Rothey at 410-332-4172 x132 / rothey@bcf.org or Ralph Serpe at 410-332-4172 x130 / rserpe@bcf.org

For more quick tips on giving, visit www.bcf.org/checklist

Linda Hambleton Panitz

My husband Stanley and I always cared deeply about Baltimore, with special concern for those who have no voice. BCF’s values align perfectly with ours. For instance, BCF’s work to strengthen and support principals goes to the core of making good schools. When we sold our vacation home in 2006, we created a charitable remainder trust that provides us with current tax deduction, capital gains tax savings and regular income. We can choose between fixed income annuity trusts and unitrust plans where payouts vary based on the trust’s value and may increase over time. Certain unitrust plans permit you to make gifts of real estate and unique properties.

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Ready to think about your legacy? Contact Rebecca Rothey by phone: 410-332-4172 ext. 132, or by email: rothey@bcf.org, or visit www.bcf.planyourlegacy.org.