



Organizations in support of family and children domestically and globally, including mentoring, fostering, planned parenthood, homelessness assistance, services for disabilities, meal deliveries, and food subsidies.

INTERNAL USE ONLY

CAPTRUST EXPERIENCE

CAPTRUST AT A GLANCE

Clients – 71
Total Assets – \$1.1 billion
Plans/Pools – 77
Plan/Pool Types – DC (35), E/F (30), NQ (5), OAP (4), DB (2)
Top Providers – Schwab, Lincoln, TIAA, Principal

EXPERIENCED ADVISORS

- Eric Bailey (2)
- Michael Blair (2)
- Kristi Bieber Gibbs (2)
- John Lockwood (2)
- Bo Perry (2)
- Scott Thomas (2)
- Dan Urban (2)

INDUSTRY BACKGROUND

POINTS OF INTEREST

- Demand volatility is a direct result of economic disruption from the coronavirus pandemic.
- As an industry of many nonprofits, revenue is dependent on government funding and private donations.
- Foundation giving is expected to exhibit consistent growth over the next five years.
- Rising per capita disposable income and awareness of social issues resulted in greater private donations.
- The industry has remained fragmented, with many organizations serving a small niche cause. On average, profit is estimated to account for 5.2% of industry revenue in 2022.

COMMON TERMS

- Community foundation
- Group home
- Independent foundation
- Long-term care
- Medicaid
- Medicare

EXTERNAL RESOURCES

- Administration for Children and Families [acf.hhs.gov](https://www.acf.hhs.gov)
- Administration for Community Living [acl.gov](https://www.acl.gov)
- Council on Foundations [cof.org](https://www.cof.org)
- National Committee for Responsive Philanthropy [ncrp.org](https://www.ncrp.org)
- Philanthropy Journal [philanthropyjournal.com](https://www.philanthropyjournal.com)

FOR THE CHALLENGER

CHALLENGES

Administration

- Insufficient funds; more robust fundraising needed
- Investment oversight
- Trying to provide level of benefit and engagement to successfully recruit and retain employees
- Facing increasing demand for programs and support due to aging population, rising homelessness, and food insecurity
- Inflation overall as increasing costs
- Employees can be stretched thin, usually covering rather large geographic areas

Retirement

- Uploading new employee data into recordkeeping portal
- Many of the employees are low paid and more difficult to educate and advise on saving for a successful retirement. Some are living paycheck to paycheck and need to rely on foodbank for own grocery supplement
- Tracking contribution changes as there is no payroll integration

CLIENT OUTCOMES

- Eliminated revenue sharing and have reduced overall plan costs
- Reduced recordkeeper fees, improved menu
- Improved participation overall and average deferral rates through participant service advising
- Doubled the size of the endowment