



## Mid to Senior Level Program Staff Learning Network

Overview, updated Jan 2023

### Purpose

The purpose of the Mid to Senior Program Staff Learning Network (Network) is to create an ongoing space for mid-to senior-level program staff to further their professional development alongside their peers. The Network is an important investment in future leaders and catalyzes professional relationships that will strengthen the philanthropic sector. There are opportunities for both co-learning (learning from one another, “spotlighting” strategies and practices of particular funders) and content-driven learning offered by external providers.

The Network aims to convene staff who share elements of a common program staff job description but work across issue areas and types of funding institutions. The Network fills an unmet need for ongoing networking and professional development at this level. Because other professional development opportunities exist for new/emerging staff, centered on the basics of grantmaking, the Network focuses on a next level of complexity (see list of possible topics below). The Network responds and adapts to needs of mid-senior level program staff, evolving as the group develops.

Programming for the Network generally falls into four categories: Personal Development, Professional Development, Grantmaking Strategy, and Financial Literacy.

The Network is convened by Philanthropy Massachusetts. This role includes thought partnership, support to Steering Committee, meeting logistics, and outreach.

### Steering Committee

The Steering Committee (SC) is charged with the development of the Network. Accordingly, the SC will advise on its vision, goals, strategy, and programming. The SC generally meets once a quarter, for an hour, in-person or by phone. Between meetings there are occasional emails to update the SC, invite opinions, or for decision making. SC members should attend as many Network meetings as possible. At this time, there is no set term for participation on the SC (term-limits will be discussed at a later date).

The SC currently has eight members and could expand. The SC includes representatives from different types of grantmaking institutions and is inclusive.

Current Steering Committee Members:

<b>Sarah Grosvenor</b> Mott Philanthropic	<b>Hannah Kanstroom</b> Bank of America Private Bank	<b>Malka Travaglini</b> Klarman Family Foundation
<b>Amy Hampe</b> Smith Family Foundation	<b>SueEllen Kroll</b> Barr Foundation	<b>Victoria Prudden</b> Lynch Foundation

<b>Matt Jose</b> Foundation for Metrowest	<b>Carol Lavoie Schuster</b> Essex County Community Foundation	
--	--	--

**Guidelines for Participation in the Network**

Any individual who wishes to participate in the Network may do so, providing they meet the following criteria:

- Have worked in a professional setting for at least 10 years.
- Currently situated in philanthropy at a grantmaking institution in Massachusetts as mid- to senior-level program staff.

**Statement of Norms**

- Mutual respect for one another.
- This is a safe space where we can speak freely.
- Step up, step back.
- We will maintain confidentiality as to what is discussed in the network.
- We will welcome others in this Learning Network who may not yet be connected.

To learn more about this network and/or register for this meeting and/or inquiry about accessibility of our programs, email Jessica Berns, Network Vibrancy Director at [jberns@philanthropyma.org](mailto:jberns@philanthropyma.org).