



Social Venture Partners Portland Encore Fellows Program

The Encore Fellows program matches experienced professionals interested in community service with social purpose organizations for a 1,000-hour assignment, typically one-year, part time. Unlike customary volunteer work, Fellows' assignments are not direct service but rather build the capacity of the host agencies using the professional skills of the Fellow in areas such as strategy, technology, marketing, human resources, finance, operations, project management, etc.

"I really felt like there was something I was missing. I've given to Intel and I've given to Intel. I figured I have a lot of time left and there's a whole other world out there outside of Intel that I want to explore."

Encore Fellow Renee Rhiner retired from Intel after 24 years in construction management. As a Fellow, she has assisted Friends of the Children and Open Meadow School, managing their East County facility expansion projects.



Since launching in 2011, over 80 Encore Fellows have been matched to local nonprofits in high-impact roles. Nonprofits, fellows and sponsors alike have given high marks to the value of an Encore Fellow. Many nonprofits estimate the professional value of a Fellowship at \$100,000 or more.

The \$25,000 cost of the Fellowship includes a stipend paid to the Fellow. Among the benefits:

- A work host gains affordable, low-risk access to experienced, skilled talent who apply professional expertise gained during careers in business and government to improve the host's capacity to serve our community.
- A Fellow receives financial and peer support, an experiential professional development program, and a flexible, 1000-hour pathway into social purpose work by being matched with organizations whose mission and capacity-building projects inspire them.
- A sponsor deepens its engagement with its employees and improves its relationships with the community by investing in a workforce management tool that helps its employees transition into social purpose work while serving as the sponsor's ambassadors.
- Communities benefit from the contributions of a dedicated and skilled talent pool seeking to make a difference.

For more information, contact program manager ^{*}Steven Maser at steve@svpportland.org or go to the Encore Fellows [program website \(www.socialventurepartners.org/portland/fellows\)](http://www.socialventurepartners.org/portland/fellows)



Fellows' Skills

Encore Fellows is a learning community: Fellows helping Fellows, Fellows helping across Work Hosts and SVP Investees, and everyone repurposing and reapplying skills, materials and tools to create value across the non-profit sector. Here's the starter list of skills that Fellows bring to their work hosts:

Strategic Planning

Marketing / Branding / Communications

Business Models / Financial Modeling & Planning

Operations / Facilities

Fundraising / Grant Writing / Events Planning

Program Evaluation

Volunteer Programs / Management

Organizational / Team Assessment

Leadership Development / Succession Planning / Staffing

Process Improvements

IT / Digital Operations

Data Architecture / DB Management / Reporting Analytics

A Sample of Fellows' Activities and Impacts

- **Developed a web-based resource library** for a *community foundation* with best practices, research reports, volunteer management materials (handbooks, position descriptions, intake forms), videos, and links to help agencies institute professional volunteer management programs.
- **Evaluated and implemented web-based electronic medical record software** for a *health care agency* (e-faxing failure rate declined from 20% to under 1% and the number of personnel using e-faxing increasing from 1 to 25 people).
- **Developed guidelines for due diligence reviews** and integration steps for mergers and alliances at a *social services agency*.
- **Helped extract reports from data** collected by a *collaborative of agencies serving the homeless* to support "what if" analyses.
- **Analyzed technology** at a *domestic violence shelter*, designing an upgrade with minimal disruption and increased security; a file sharing solution generated initial savings of \$8,000 and eliminated \$6,000 in annual maintenance.
- **Developed a strategic metric framework** populated and cascaded within a national *organization serving aspiring high school students* to measure progress toward key goals; helped organization better understand pricing and profitability for its service offerings and improved cost accounting.
- **Developed and installed human resource management policies** to ensure professional practices at a rapidly growing *organization serving a culturally specific population*.
- **Assessed and improved the financial management system** to meet compliance and reporting standards and to inform management decisions at *an innovative charter school*.