



*Z. Smith Reynolds Foundation is dedicated to improving the quality of life for all North Carolinians.*

The Z. Smith Reynolds Foundation (ZSR) is a statewide, private, family foundation, based in Winston-Salem, NC. For more than 80 years, ZSR has strived to support the efforts of North Carolinians to make our state a better place for everyone through investments totaling \$608 million. We have been on an exploratory journey to examine our own work and determine how we can best serve the people of North Carolina moving forward. We've learned that this process of discovery and reflection will be ongoing and in many ways our learning, and the journey, are just beginning. It is in this spirit of ongoing learning that we have launched **All For NC: Z. Smith Reynolds Foundation's Framework for Grantmaking and Learning.**



**STATE-LEVEL SYSTEMIC CHANGE STRATEGY**

Supporting a network of organizations that are working to affect change



**COMMUNITY-BASED STRATEGY**

Creating more connections between people, places, organizations and sectors who are working to impact the communities in which they live



**EXPLORATORY, VISIONARY IDEAS STRATEGY**

Bold, unconventional or higher-risk ideas that have transformative potential

# WE ARE COMMITTED TO

Continuing to be a learning organization

Using a racial equity lens to underpin all of our work

Augmenting our participation in our hometown of Winston-Salem/Forsyth County

## State-Level Systemic Change Strategy

We developed this strategy around a statewide vision for NC that includes supporting state, local and regional organizations in and across four priority areas: **Advancing Public Education, Fostering a Healthy and Sustainable Environment, Promoting Social and Economic Justice, and Strengthening Democracy** — with a focus on supporting grantee efforts to collaborate and align their efforts across approaches, issues, and populations.

The annual fall grant cycle is open to eligible organizations that are aligned with our core values, mission and state-level vision and are working on changing state-level systems. The spring grant cycle is by invitation-only and designed to help fill in the gaps of the work we're trying to accomplish.

## Community-Based Strategy

Hearing that people want to connect with one another across lines of difference or geographical boundaries is what inspired this strategy. There are two grant opportunities: a **Collaborative Problem-Solving** approach that is intended to bring people together to define and tailor a path for creating positive change; and a **Community Progress Fund** that is intended to support local projects by making time-limited investments in communities at key moments in time.



## Exploratory, Visionary Ideas Strategy

North Carolinians told us that we need to be more flexible and take more risks to identify the best, brightest and boldest ideas for NC. The work funded in this strategy will change regularly, but will initially focus on two initiatives: an **All For NC Fellowship** that is intended to invest in the next generation of up and coming leaders in North Carolina, who have innovative ideas, and an **Inclusive Public Art** initiative that is aimed at inclusive community processes that result in public art that recognizes and acknowledges North Carolinians, especially women and people of color, whose stories historically have gone untold. In addition, we're supporting the work of Race Forward's Government Alliance on Race and Equity (GARE) to work with select local jurisdictions in North Carolina. GARE is a national project that helps local governments apply a racial equity lens to their work.

Work funded in this area will continue to evolve and vary from year to year. Information and applications will be available when new initiatives are announced.

## Trustees

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ZSR's Executive Director  
**Maurice "Mo" Green**

# CORE VALUES



## Stewardship

We honor our history of accountability, fiscal responsibility, and purpose-driven grantmaking by balancing the needs and opportunities of today with the challenges of tomorrow.

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## Integrity

We strive for honesty, humility, and openness in our work and seek to act in alignment with our values in all that we do.

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## Fairness & Justice

We believe that all people should be treated fairly and with respect. We support the dismantling of systems and structures that limit opportunities for individuals, groups, and communities to reach their full potential.

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## Dignity & Equity

We value and respect the dignity of all and are committed to equity, diversity, and inclusion. We celebrate the unique attributes, characteristics, and perspectives of every individual.

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## Civic Participation

We believe that civic life and a healthy democracy depend on an informed and involved populace that is able to exercise its individual rights and come together for a common purpose.

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## Excellence

We strive for organizational excellence and continuous opportunities to learn. We seek out best practices and innovative, cutting-edge ideas for our institutions, grantees, partner organizations, and communities across North Carolina.

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## Sustainability

We encourage the cultivation of resilient, vibrant communities and a clean, healthy environment by empowering people and safeguarding our natural resources.

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## Collaboration

We strive to establish and support collaborative partnerships across the state, including with our grantees, to work toward solutions addressing the challenges facing North Carolinians and their communities.

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## Sabbatical Program

ZSR honors leaders of nonprofit organizations across the state for their dedicated service and commitment to the sector through a Sabbatical Program. Every other year, ZSR provides up to five recipients with \$30,000 to take an extended break from work to focus on their personal needs, self-growth and self-revitalization in order to return to their organizations with a rejuvenated spirit and renewed sense of focus.

<https://www.zsr.org/sabbatical>

## Fellowship Program

Every year, ZSR offers a two-year, paid fellowship to an individual who demonstrates an interest in philanthropy, public policy, community service and/or the nonprofit sector. Preference is given to recent college/university graduates. Eligible candidates must be either graduates of an accredited North Carolina college or university or a North Carolina resident.

<https://www.zsr.org/zsr-fellowship>

## Summer Internship Program

ZSR offers an eight-week, paid summer internship to an undergraduate or graduate student interested in philanthropy, public policy, community service and/or the nonprofit sector. Eligible candidates must be either currently enrolled students in an accredited North Carolina undergraduate or graduate program or a North Carolina resident.

<https://www.zsr.org/summer-internship>

## Non-Profit Internship Program

ZSR awards college and university students eight-week, paid summer internships with ZSR grantee organizations through a Non-Profit Internship Program (NPIP). Beginning in 2017, other funders started joining NPIP to offer additional internships with their funded organizations. Eligible students must be full-time, currently enrolled in a four-year North Carolina college or university or a North Carolina resident attending an accredited college outside the state and currently receiving a Pell grant.

<https://www.zsr.org/non-profit-internship>

