

March 2008



Rockefeller
Brothers Fund

Philanthropy for an Interdependent World

Statistical Review of RBF Operations

Fifth Edition

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The fifth edition of the Statistical Review of RBF Operations is a comprehensive annual review of the Rockefeller Brothers Fund's activities. The Statistical Review compares the Fund's financial activity over a three-year period.

This year's review is divided into six sections: 1) Investment Spending and Rate of Performance, 2) Program Spending Overview, 3) Program Spending Analysis, 4) Grantmaking, 5) Pocantico Conference Center, and 6) Human Resources.

In 2005, the Fund decided to make the Statistical Review of RBF Operations available on its Web site (www.rbf.org). In an effort to make this report even more transparent outside of the Fund, this fifth edition includes an appendix of commonly used terms.

Section: 1

Executive Summary

Investment Spending and Rate of Performance

The market value of the Fund's investment portfolio was \$958.5 million as of December 31, 2007. Investment performance in 2007 was 11.4 percent, which was lower than the 16.5 percent reported in 2006. However, the portfolio continued to provide a return that exceeded the rate of spending plus inflation.

Program Spending

Program spending refers to expenditures (includes grants and administrative expenses, but not investment-related expenses and taxes) that count toward satisfying the minimum distribution requirement. Total program spending for 2007 was \$41,625,000 representing an increase of 12.53 percent from 2006. Actual spending on grantmaking and administration at 437 Madison Avenue, the Fund's headquarters, accounted for 90.5 percent of total program expenditures and the Pocantico Conference Center for 9.5 percent.

Grantmaking

In 2007, the Fund approved 348 grants, totaling \$29,404,570. This figure includes grants for the Magsaysay Awards, Program for Asian Projects, and the Fellowships for Aspiring Teachers of Color. Within the various grantmaking areas, the number of new grants approved varies from year to year based on several factors, including changes in the size of the total budget for a particular program; the percentage of the budget that was committed when the year began; and changes in the mix of one-, two-, and three-year grants. The Fund's largest grants program in 2007 was Sustainable Development (\$8,190,370), followed by Democratic Practice (\$4,394,950), Peace and Security (\$4,212,000), and Human Advancement (\$1,714,400). Forty percent of grants (\$10,348,800) awarded were made through the Pivotal Places program in New York City, South Africa, Southern China, and the Western Balkans.

Pocantico Conference Center

The Pocantico Conference Center provides a setting where nonprofit organizations and public-sector institutions can engage in discussions about critical issues. In 2007, Pocantico hosted 57 events. The RBF program theme that was the subject of the greatest number of events at Pocantico was Sustainable Development (7).

Human Resources

The 2007 Statistical Review includes, for the first time, diversity statistics on RBF employees. Of the 40 employees, 33 percent (13) are minorities—including three minorities that serve as program directors (Fellowships for Aspiring Teachers of Color, Pivotal Place: New York City, and Pivotal Place: Southern China). In 2008, an RBF working group will examine diversity at the RBF and within its grantmaking.

Note: The statistics in this review have not been audited. An audited financial statement will be available at www.rbf.org in June 2008.

In 2007, the Fund's investment portfolio reached a new year-end threshold.

The portfolio finished the year at approximately \$958.5 million after \$41.6 million of expenditures that count toward the minimum distribution requirement + an estimated \$2.6 million in excise taxes + approximately \$5 million for investment related expenses.

Investment performance in 2007 of 11.4 percent was lower than the 16.5 percent reported for 2006. However, the portfolio continued to provide a return that exceeded the rate of total spending + inflation. Total spending includes program spending, investment management, and taxes. Program spending is used throughout this report to refer to expenditures that count toward satisfying the minimum distribution requirement.

As the portfolio grew, the RBF again experienced a sizeable gap between the average market value of investment assets used to set the 2007 program spending budget and the actual average market value for the year. This was recognized at mid-year when the board approved an increase in the total 2007 program spending budget to \$41,625,000.

The historic average used to set the 2007 budget (\$688,685,000) was about \$247 million less than the actual average for the year 2007 (\$936,049,000). Despite the approved mid-year \$2 million increase to the budget for 2007, the Fund under spent its minimum payment requirement by approximately \$1,600,000; this shortfall was offset by the use of prior year tax carryforwards.

Total program spending as a percentage of the average market value of investment assets through the year was 4.45 percent in 2007. This compares with 4.55 percent in 2006 and 4.53 percent in 2005.

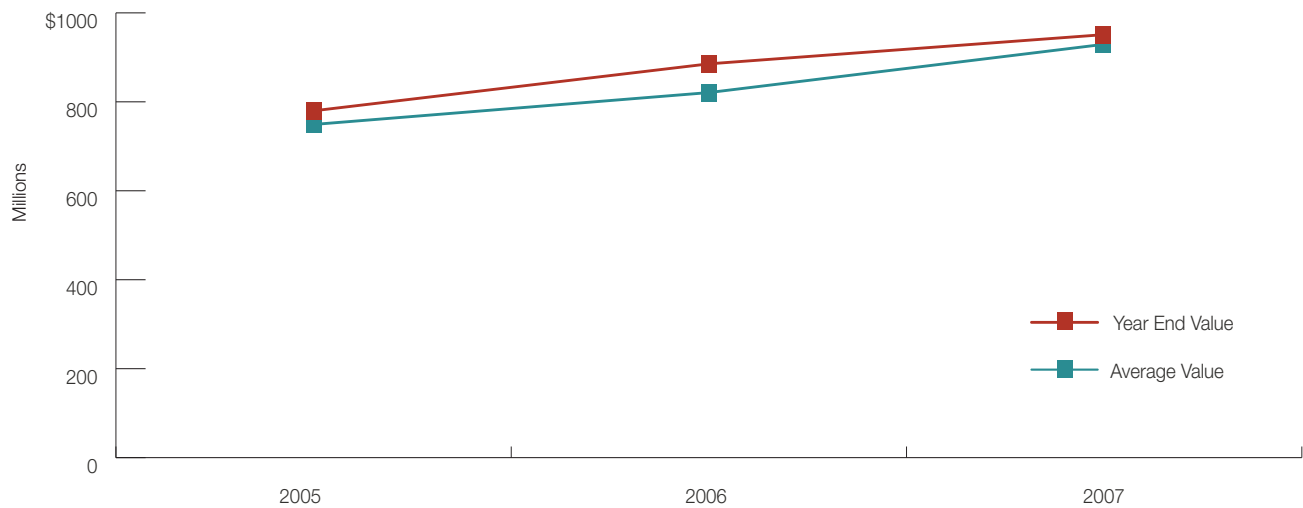
Section: 2

Investment Performance and Rate of Spending

	2005	2006	2007
Investment Portfolio (12/31)	\$ 785,670,000	\$ 892,919,000	\$ 958,494,000
Average Market Value of Portfolio	\$ 755,081,000	\$ 827,069,000	\$ 936,049,000
Average Value Used for Budget	\$ 672,695,000	\$ 672,631,000	\$ 688,685,000
Investment Performance (net of fees)	10.40%	16.50%	11.40%
Consumer Price Index	3.40%	3.20%	2.80%
Total Program Spending*	\$ 34,169,000	\$ 37,667,000	\$ 41,625,000
Total Program Spending as a % of Average Market Value of Portfolio	4.53%	4.55%	4.45%

*Program Spending = all expenditures that count toward satisfying the minimum distribution requirement.

Market Value of Investment Portfolio



	2005	2006	2007
Year-End Value	786	892	958
Average Value	755	827	936

(in millions)

Total program spending grew by 12.85 percent from 2006 to 2007.

This increase is largely attributable to a 14.78 percent (\$3.8 million) increase in grant expenditures; there was a \$384,135 increase in overall administrative expenses (5.75 percent).

The increase in spending related for the Magsaysay Awards + Program for Asian Projects category stems from additional grants awarded to the Ramon Magsaysay Award Foundation in preparation for their 50th anniversary activities. These activities include strategic planning and an assessment of the impact of the Magsaysay Award in Asia.

Spending on grants (\$29,594,164) differs from the new grants approved figure for the year on page 15 (\$28,645,570) as spending refers to the amount the RBF paid on grant commitments for the year while the grants approved is the total value of all new grants awarded in 2007, some of which are payable over more than one year.

In 2007, 437 Madison Avenue, the headquarters of the RBF, which handles all of the institution's grantmaking activities, accounted for 90.5 percent of the RBF's total program expenditures; activities at Pocantico accounted for 9.5 percent.

This division in expenditure is comparable to 2006 levels.

The decrease in program-related expenditures, non-grant expenditures that further the aims of the RBF's programs, corresponds to the increase in grantmaking.

Section: 3

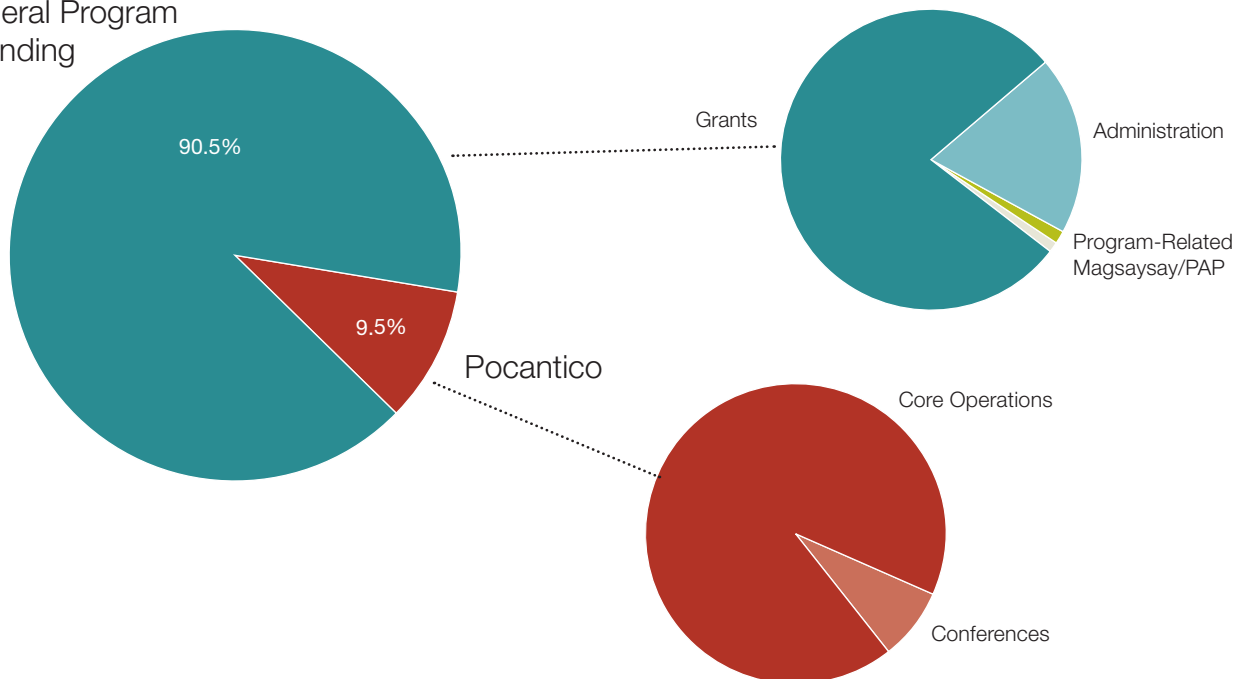
Program Spending Overview

Components of Program Spending

	2005	2006	2007	% Change
Total Program Spending	\$ 34,169,000	\$ 36,991,492	\$ 41,625,000	12.53%
437 Madison Avenue	\$ 30,559,000	\$ 33,357,097	\$ 37,658,213	12.89%
<i>Share of Total Spending</i>	89.40%	90.20%	90.50%	0.33%
Grants	\$ 23,400,000	\$ 25,783,138	\$ 29,594,164	14.78%
Program Related Expenditures	\$ 478,000	\$ 479,791	\$ 366,487	-23.62%
Magsaysay Awards + Program for Asian Projects (PAP)	\$ 343,000	\$ 354,168	\$ 573,427	61.91%
Administration*	\$ 6,338,000	\$ 6,740,000	\$ 7,124,135	5.70%
Pocantico Program Spending	\$ 3,610,000	\$ 3,634,395	\$ 3,966,788	9.15%
<i>Share of Total Spending</i>	10.60%	9.80%	9.50%	-3.00%
Core Operations	\$ 3,386,000	\$ 3,324,000	\$ 3,660,000	10.11%
Conference	\$ 224,000	\$ 310,395	\$ 306,788	-1.00%

*Includes Direct Charitable Activity.

General Program Spending



Expenditures grew in dollars across the Democratic Practice, Sustainable Development, Peace and Security, and RBF Pivotal Place programs.

Sustainable energy is an issue of increasing relevance across the RBF programs, both in the United States and across the Fund's Pivotal Places. In 2007, the RBF launched the Cross-Programmatic Initiative: Energy to examine the energy challenges of the 21st century through the lens of the RBF program structure in order to explore strategic opportunities to accelerate a transition to an alternative energy future. Grantmaking through this initiative is supported through a separate budget line that is matched by the RBF program related to the grantmaking opportunity. Expenditures under the new initiative's budget totaled \$1,112,500 in 2007, and are included within the relevant programs.

Detail on the grants awarded under this new initiative can be found on page 26.

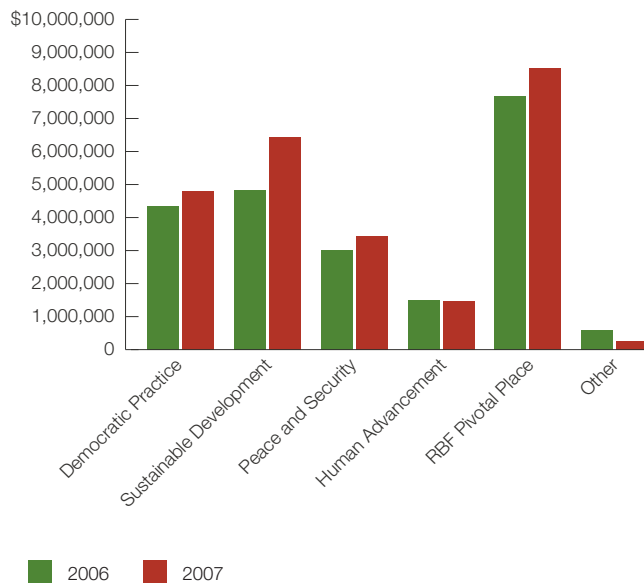
Section: 3

Program Spending Overview *(continued)*

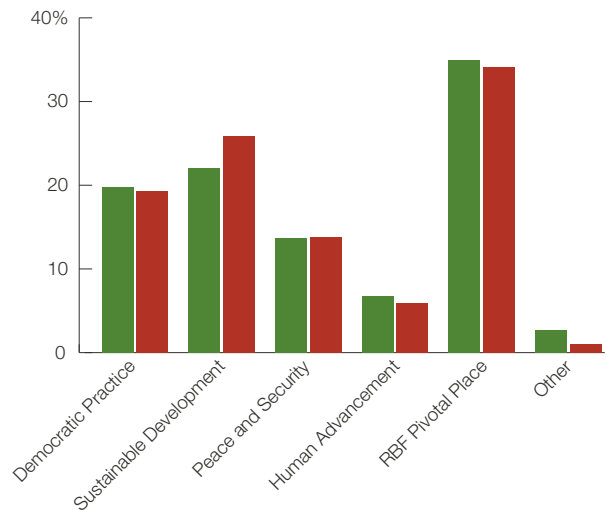
Expenditures by Program Area, Principal Fund

	2006	% of Total	2007	% of Total
Democratic Practice	\$ 5,269,511	19.83%	\$ 5,802,881	19.25%
Sustainable Development	\$ 5,851,571	22.02%	\$ 7,802,702	25.88%
Peace and Security	\$ 3,649,062	13.73%	\$ 4,158,736	13.80%
Human Advancement	\$ 1,806,510	6.80%	\$ 1,771,011	5.87%
RBF Pivotal Places	\$ 9,280,469	34.92%	\$ 10,301,384	34.17%
Other	\$ 716,201	2.70%	\$ 309,654	1.03%
Total	\$ 26,573,324		\$ 30,146,367	

Expenditures by Program Area



Expenditures by Program Area as % of Total



While there was an overall increase in program spending, the distribution among spending categories remained proportionally constant.

Grants represented 72 percent of the RBF's spending in 2007.

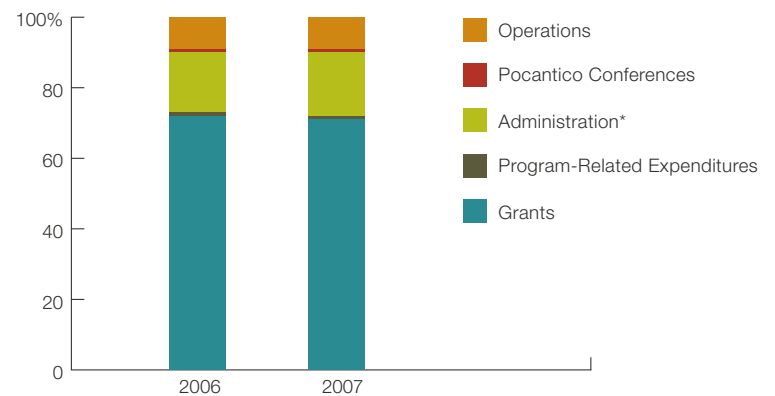
When Pocantico operations are excluded, grantmaking increases to 79 percent of the RBF's total spending in 2007.

Section: 4

Program Spending Analysis

Program Spending: All Operations

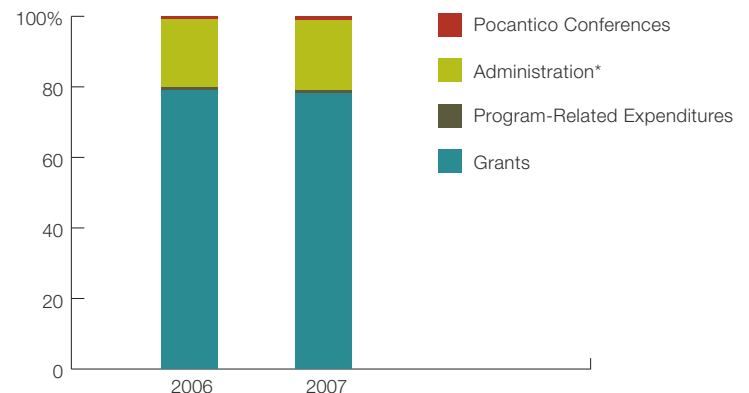
		2007
Grants	\$	30,151,664
Program-Related Expenditures	\$	382,413
Administration*	\$	7,124,135
Pocantico Conferences	\$	306,788
Pocantico Operations	\$	3,660,000
Total	\$	41,625,000



*Includes Direct Charitable Activity and Magsaysay-related administration.

Program Spending: Excludes Pocantico Operations

		2007
Grants	\$	30,151,664
Program-Related Expenditures	\$	382,413
Administration*	\$	7,124,135
Pocantico Conferences	\$	306,788
Total	\$	38,090,865



*Includes Direct Charitable Activity and Magsaysay-related administration.

Actual spending on administration at 437 Madison Avenue in 2007 was \$483,865 below budget.

The administrative savings were reallocated to grantmaking.

Personnel costs (Direct and Indirect Compensation) account for 57 percent of total administrative expenses.

Section: 4

Program Spending Analysis *(continued)*

437 Madison Administration

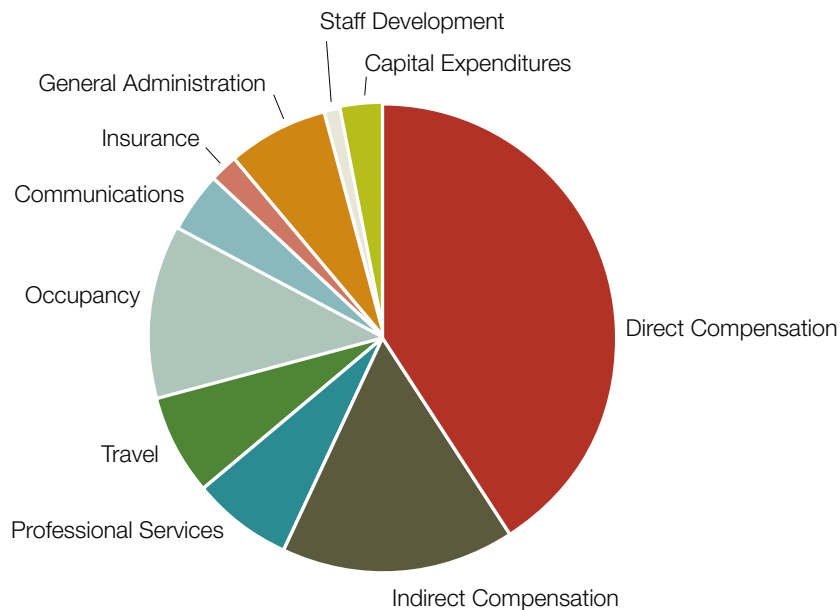
2007		
Budget	\$	7,608,000
Actual Spending*	\$	7,124,135
Budget less Actual Spending	\$	483,865

* Includes DCA, excludes investment -related expenditures.

Analysis of Expenditures**

Direct Compensation	\$	3,234,135	41%
Indirect Compensation	\$	1,250,000	16%
Professional Services	\$	545,000	7%
Travel	\$	570,000	7%
Occupancy	\$	920,000	12%
Communications	\$	343,000	4%
Insurance	\$	156,000	2%
General Administration	\$	521,000	7%
Staff Development	\$	70,000	1%
Capital Expenditures	\$	215,000	2%
TOTAL	\$	7,824,135	

**Includes investment-related expenses.



The grantmaking budget refers to the money available for grant payments in a year.

This varies from the total value of grants approved as grants may extend longer than one year, and therefore paid over multiple years, counting against the budgets for those years.

Slightly more than 50 percent of the 2007 budget for grantmaking was committed when the year began.

With 52.6 percent of the grantmaking budget already committed for payments on grants previously awarded when the year began, the RBF started 2007 with slightly over \$13 million available to support payments on grants that would be awarded during the year. This figure varies from year to year, depending on the pattern of multi-year grantmaking across the foundation, as well as the volume of new grantmaking approved by the trustees in December for payment in the following year.

In light of market performance, \$3 million was added to the grants budget (\$2 million + \$1 million that had been held in reserve).

The increase in the level of budget commitments in the Democratic Practice program is primarily attributable to planning for grantmaking during anticipated staffing transitions in 2007.

The number of grants awarded during 2007 was 342, which represents a 26 percent increase in the number of grants awarded since 2003.

The grants awarded figure includes all grants approved during the year — support for new projects as well as new grant awards that represent continuing support of projects previously funded by the RBF.

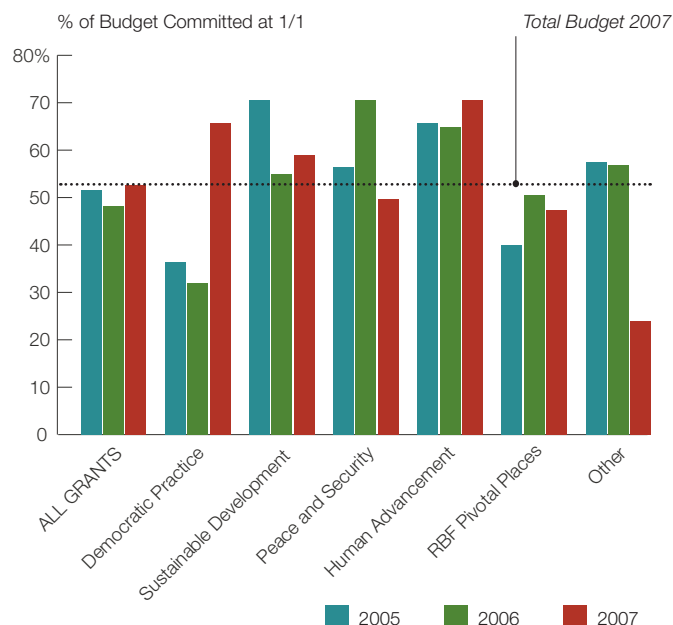
Except where noted, grantmaking figures on the following pages pertain only to the Principal Fund and do not therefore, include grantmaking under the Fund for the Ramon Magsaysay Award Foundation or the Program for Asian Projects.

Section: 5

Grantmaking

Beginning of Year Grant Commitments

	2005	2006	2007
ALL GRANTS	51.5%	48.2%	52.6%
Democratic Practice	36.4%	32.0%	65.7%
Sustainable Development	70.5%	55.0%	58.9%
Peace and Security	56.5%	70.6%	49.6%
Human Advancement	65.7%	64.9%	70.6%
RBF Pivotal Places	39.9%	50.5%	47.4%
Other	57.4%	56.8%	24.0%

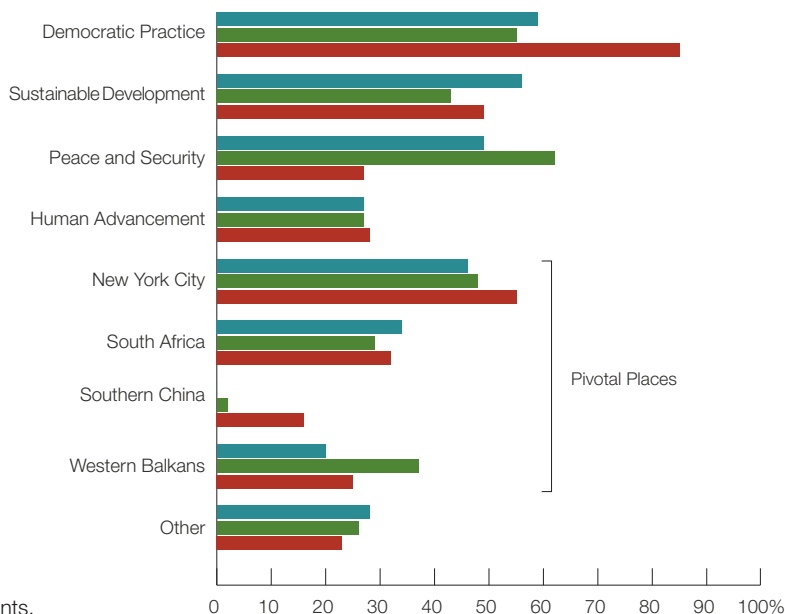
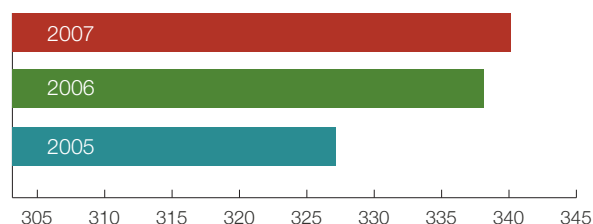


New Grantmaking

	2005	2006	2007
Budget at Start of Year	\$ 23,477,000	\$ 26,579,000	\$ 27,607,000
Total of New Grants Approved	\$ 22,536,000	\$ 29,211,000	\$ 28,645,570*
Number of New Grants Approved	328	340	342

Number of Grants

	2005	2006	2007
	329	340	342



*Does not include Magsaysay and Program for Asian Project grants.

The average size of a grant increased slightly from \$85,914 in 2006 to \$88,274 in 2007.

This increase reflects a number of variables in the grantmaking process, including the time period for grants, as detailed below and on the following page.

The average grant period for new grants awarded in 2007 was 1.46 years.

This remains largely constant with 2006 grantmaking.

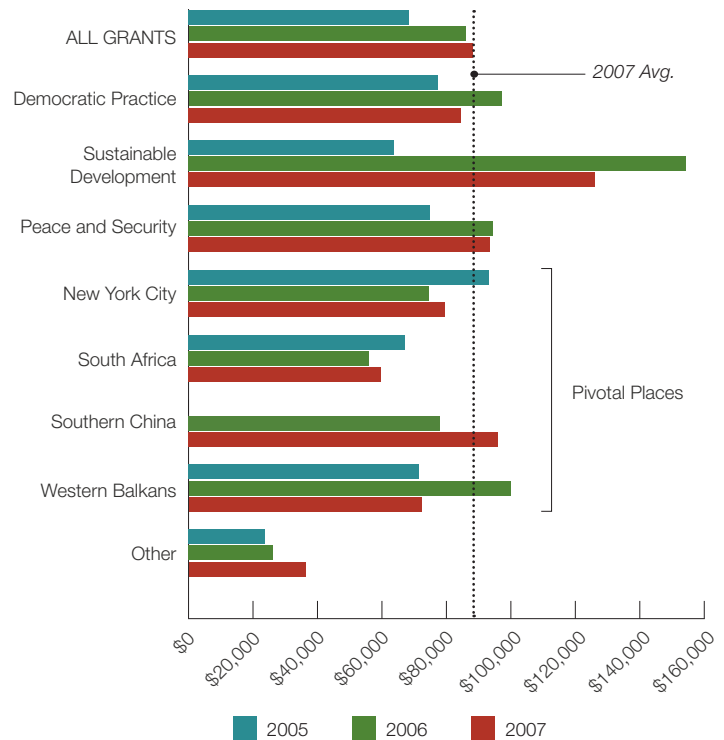
Section: 5

Grantmaking

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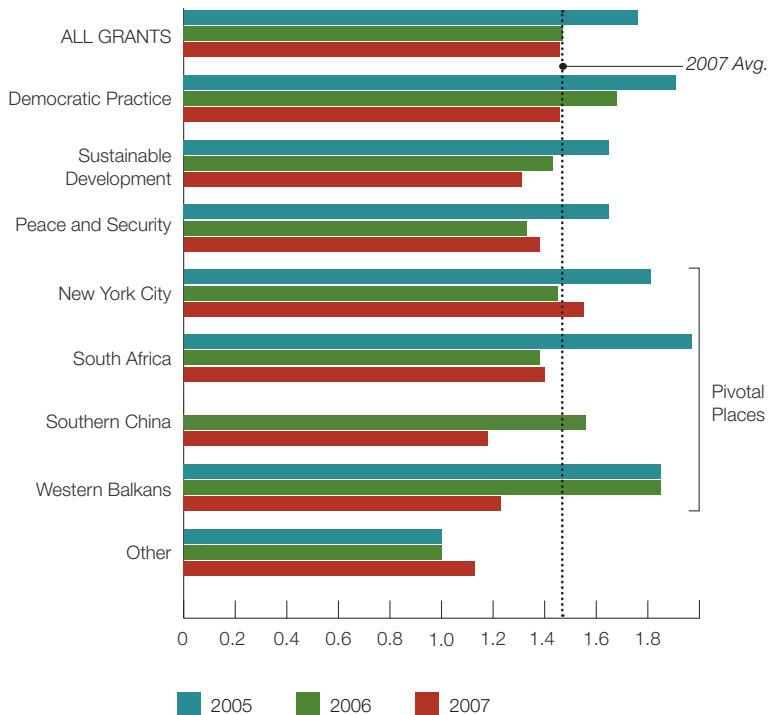
Average Size of Grants

2007		
ALL GRANTS	\$	88,274
Democratic Practice	\$	84,518
Sustainable Development	\$	126,006
Peace and Security	\$	93,600
Pivotal Place – New York City	\$	79,659
Pivotal Place – South Africa	\$	59,711
Pivotal Place – Southern China	\$	95,882
Pivotal Place – Western Balkans	\$	72,267
Other	\$	36,270



Average Term of Grants in Years

2007	
ALL GRANTS	1.46
Democratic Practice	1.46
Sustainable Development	1.31
Peace and Security	1.38
Pivotal Place – New York City	1.55
Pivotal Place – South Africa	1.40
Pivotal Place – Southern China	1.18
Pivotal Place – Western Balkans	1.23
Other	1.13



The distribution of grantmaking funds by grant term length remained largely consistent with 2006 levels.

U.S. organizations received 83 percent of all new grant dollars approved in 2007.

While there were slight variations within programs, this figure is largely consistent with levels seen in previous years.

The increase in grantmaking to U.S. organizations seen in Sustainable Development is largely a result of the increase in grantmaking related to informing state and federal policy on climate change in the United States.

Approximately one-third of the Fund's grantmaking was awarded for work outside of the United States. This figure varies with the calculation of grants awarded to U.S. organizations since grants may be awarded to a U.S. headquartered organization for their work overseas.

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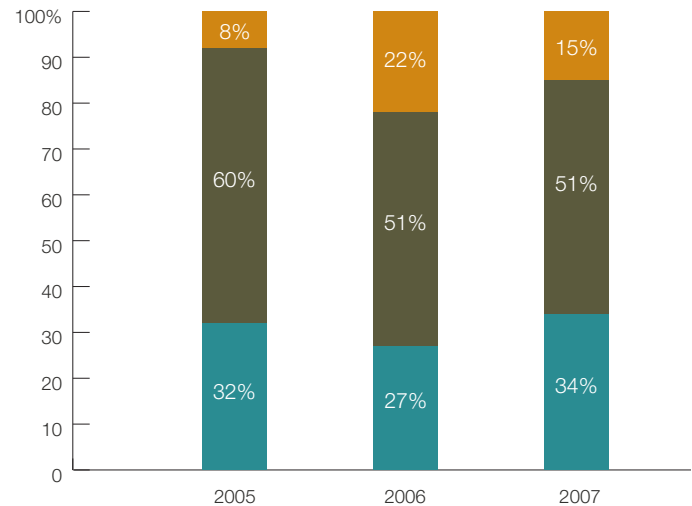
Grantmaking

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Duration of Grants

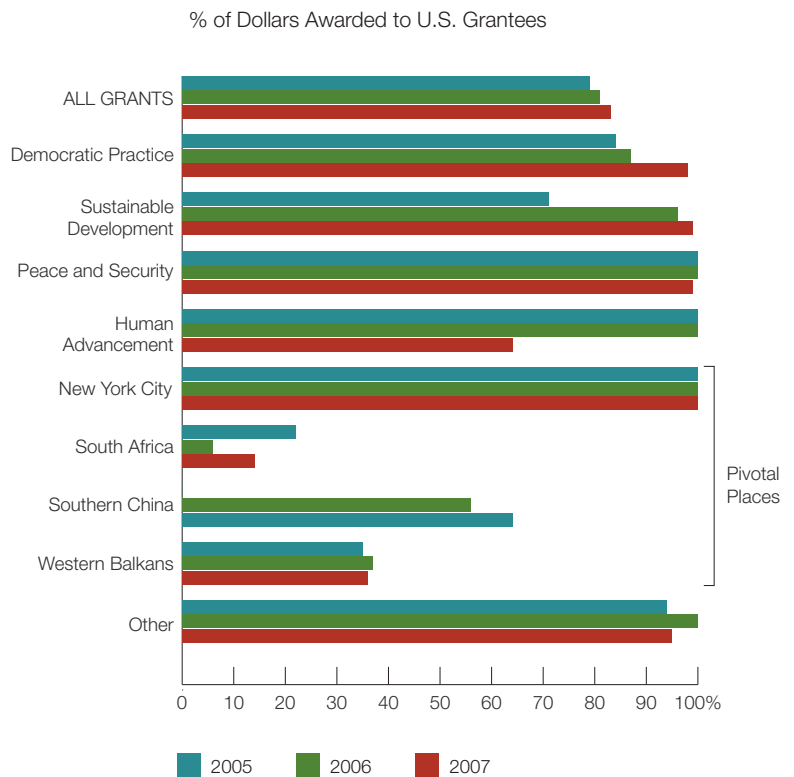
2007		
One-Year Term	\$	9,550,170
Two-Year Term	\$	13,940,000
Three-Four Year Term	\$	4,225,000

Excludes Fellowships for Aspiring Teachers of Color grants.



U.S. vs. Non-U.S. Grantees

	2007	
	U.S.	Non-U.S.
ALL GRANTS	81%	19%
Democratic Practice	96%	19%
Sustainable Development	92%	8%
Peace and Security	96%	4%
Human Advancement	100%	0%
Pivotal Place – New York City	100%	0%
Pivotal Place – South Africa	25%	75%
Pivotal Place – Southern China	53%	47%
Pivotal Place – Western Balkans	61%	39%
Other	93%	7%



First-time grantees received over one-quarter of the grants awarded in 2007.

Previous grantees received a higher proportion of grant dollars awarded in all programs, except in grantmaking related to Human Advancement where grantmaking is primarily related to the Fellowships for Aspiring Teachers of Color.

The majority of grants awarded in 2007 to organizations previously funded by the RBF allowed them to continue with work the RBF previously supported.

In the Southern China program, the majority of grant dollars awarded to previous grantees was for new purposes.

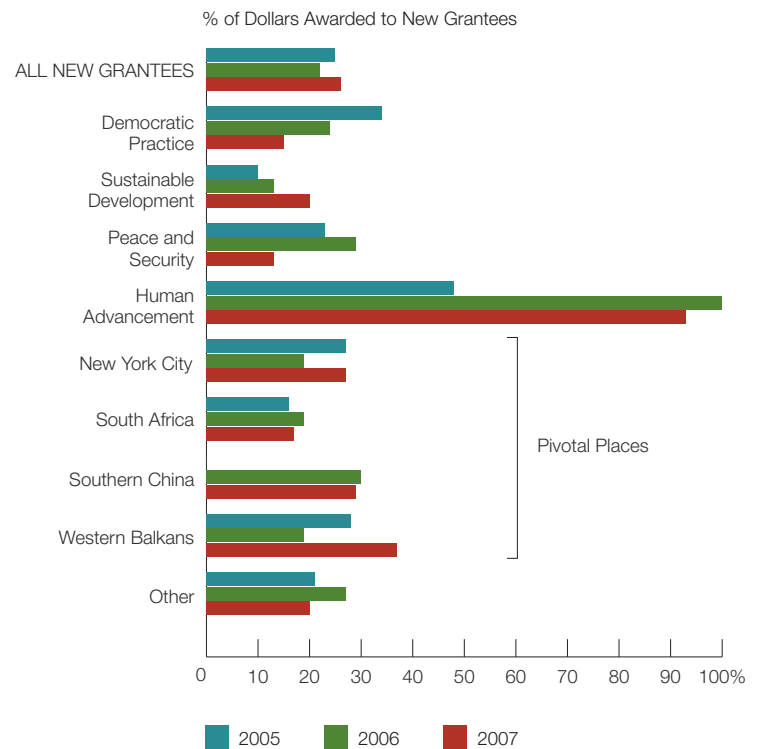
Section: 5

Grantmaking

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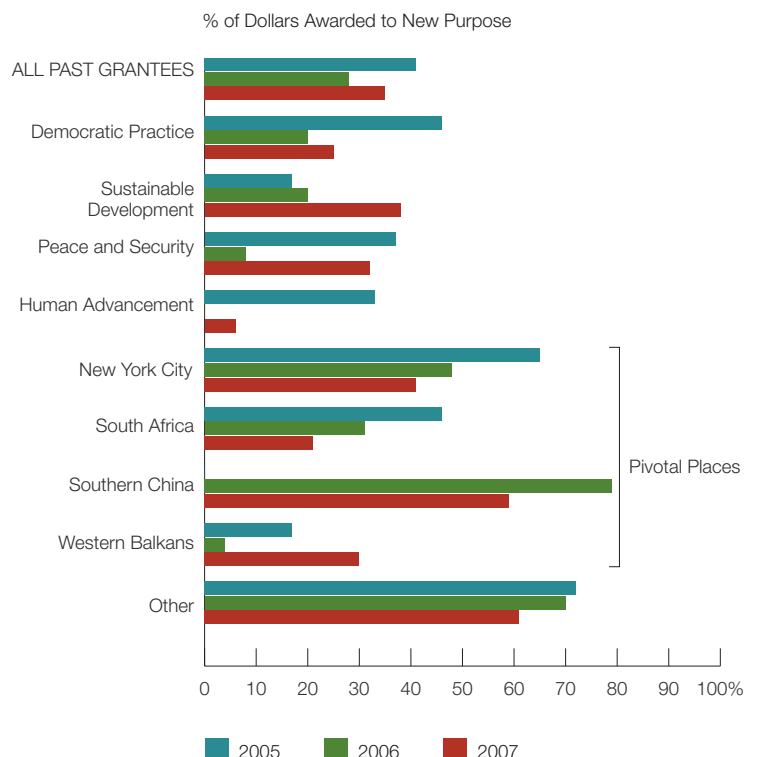
New vs. Past Grantees

	2007	
	New	Past
ALL GRANTS	26%	74%
Democratic Practice	15%	85%
Sustainable Development	20%	80%
Peace and Security	13%	87%
Human Advancement	93%	7%
Pivotal Place – New York City	27%	73%
Pivotal Place – South Africa	17%	83%
Pivotal Place – Southern China	29%	71%
Pivotal Place – Western Balkans	37%	63%
Other	20%	80%



Of New Funds Awarded to Past Grantees... Renewal of Support vs. New Purpose

	2007	
	New	Renewal
ALL GRANTS	38%	62%
Democratic Practice	48%	52%
Sustainable Development	33%	67%
Peace and Security	36%	64%
Human Advancement	50%	50%
Pivotal Place – New York City	41%	59%
Pivotal Place – South Africa	38%	62%
Pivotal Place – Southern China	42%	58%
Pivotal Place – Western Balkans	42%	58%
Other	21%	79%



Twenty-two percent of all grant dollars awarded in 2007 will assist grantees in meeting core operating needs.

This is a five percent decrease from 2006 and reflects increased project-oriented grantmaking in the Democratic Practice, Human Advancement, and Pivotal Place: Southern China programs.

Program-related expenditures decreased by 24 percent from 2006 to 2007.

These are expenditures from program budgets that do not take the form of grants, but seek to further the overall aim of the program. This figure varies from year to year; however, the decrease is an indication that an increasing proportion of the program budgets is being used for direct support to charitable organizations and their activities.

Expenses associated with the in-house management of the Fellowships for Aspiring Teachers of Color are a constant in this category.

The program-related expenditures under Sustainable Development were primarily related to research and dissemination of communication strategies on climate change for RBF grantees.

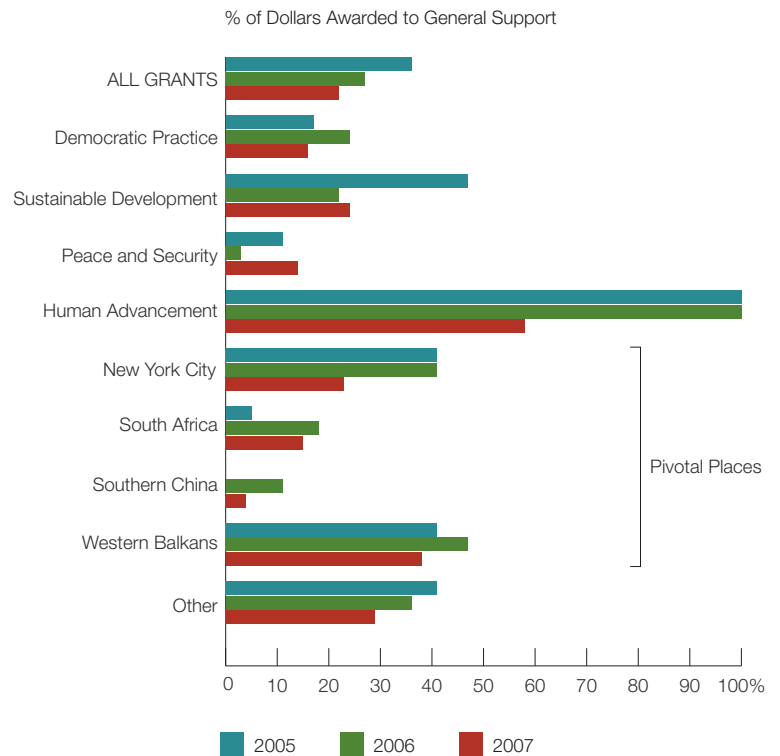
Section: 5

Grantmaking

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General Support vs. Program/Project Support

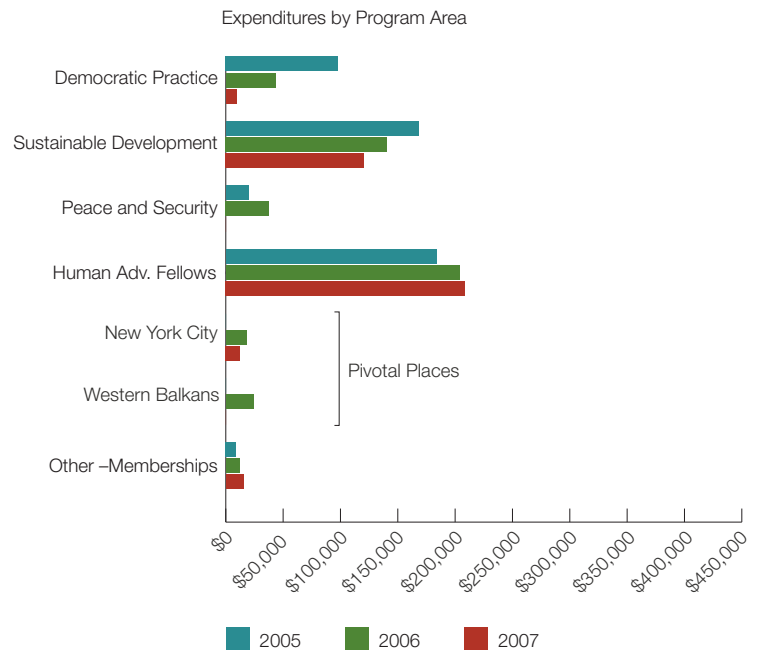
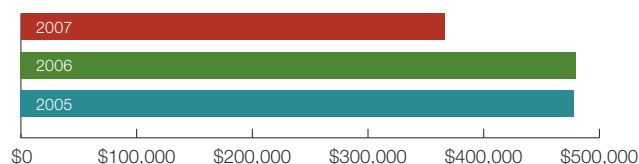
	2007	
	General	Program
ALL GRANTS	22%	78%
Democratic Practice	16%	84%
Sustainable Development	24%	76%
Peace and Security	14%	86%
Human Advancement	58%	42%
Pivotal Place – New York City	23%	77%
Pivotal Place – South Africa	15%	85%
Pivotal Place – Southern China	4%	96%
Pivotal Place – Western Balkans	38%	62%
Other	29%	71%



Program-Related Expenditures

	2007	
	Total	\$
Total	\$	366,487
Democratic Practice	\$	9,250
Sustainable Development	\$	120,548
Human Advancement – Fellows	\$	208,638
Pivotal Place – New York City	\$	12,447
Other – Philanthropic Stewardship	\$	15,604

Total Program-Related Expenditures



The number of declinations continued to decrease in 2007.

Over the past several years, the RBF has made a concerted effort to more clearly communicate its funding strategies and priorities, which is likely to have contributed to a lower number of requests that do not reflect the program guidelines, and hence, a lower number of declined funding requests.

Section: 5

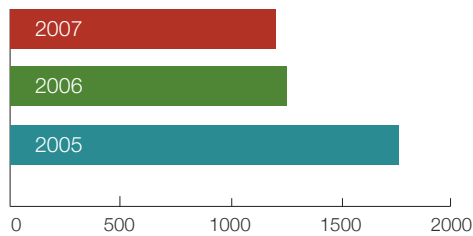
Grantmaking

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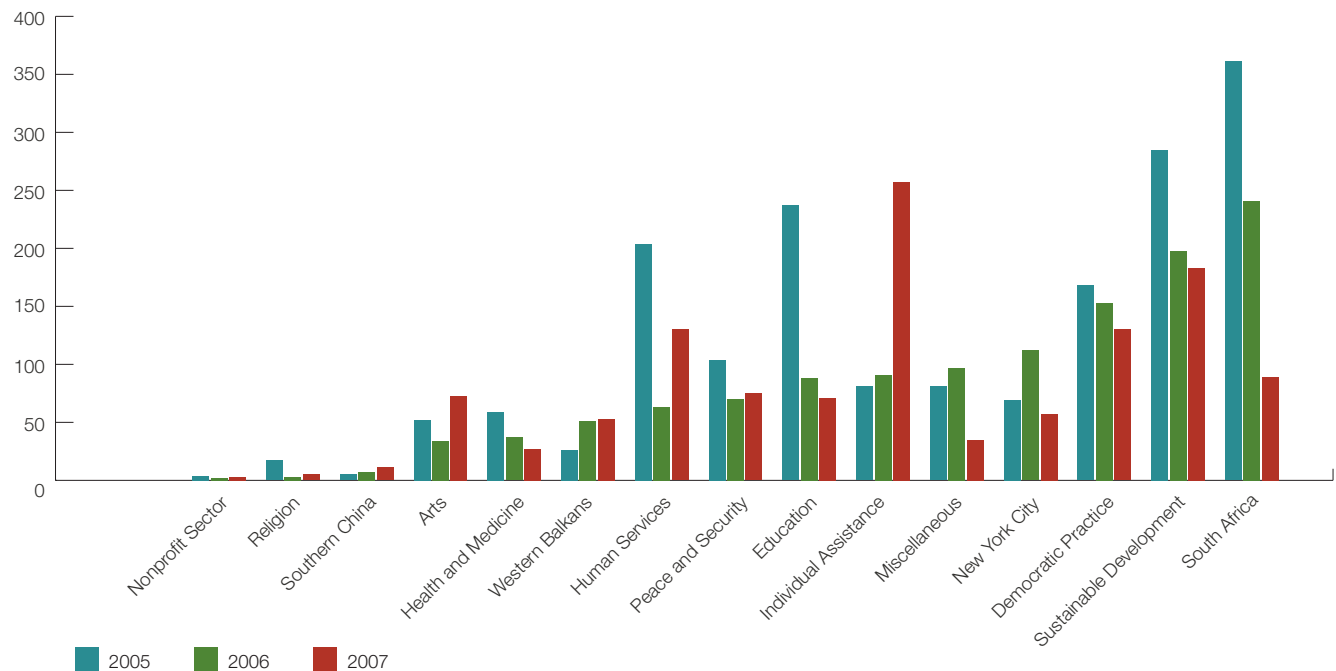
Declinations

Total: 1,199

Total Declinations



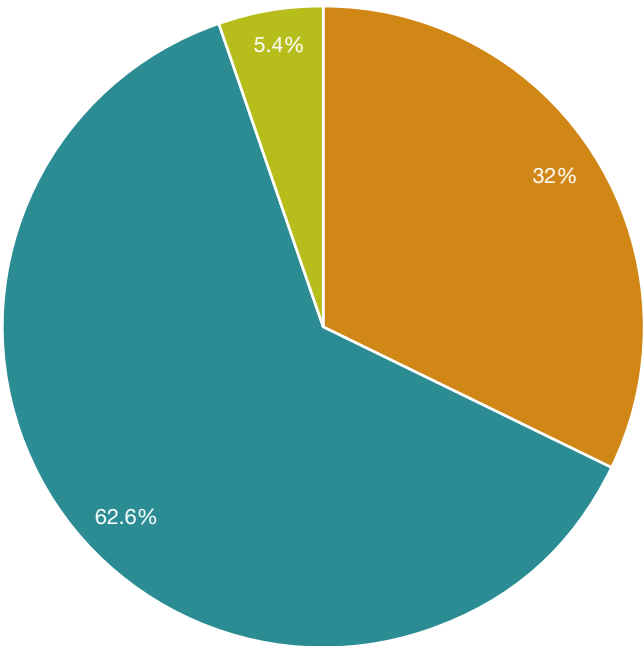
Declinations by Area



New Grants Approved, Principal Fund – 2007

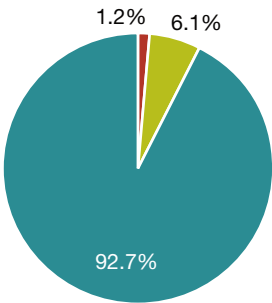
New York City

Total = \$4,460,900
56 Grants



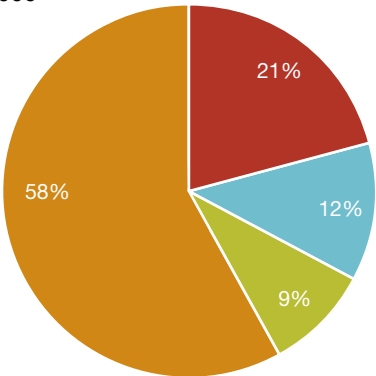
South Africa

Total = \$2,089,900
35 Grants



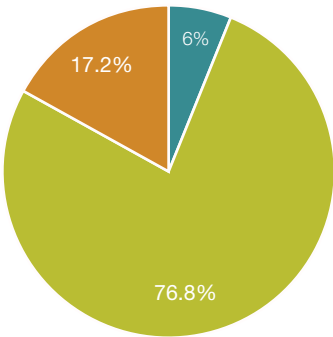
Energy

Total = \$2,425,000
13 Grants



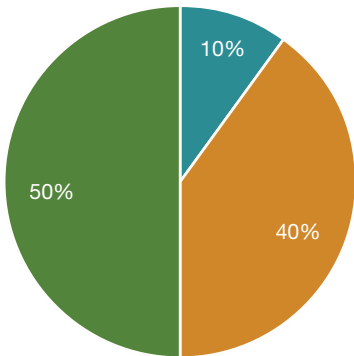
Western Balkans

Total = \$2,168,000
30 Grants



Southern China

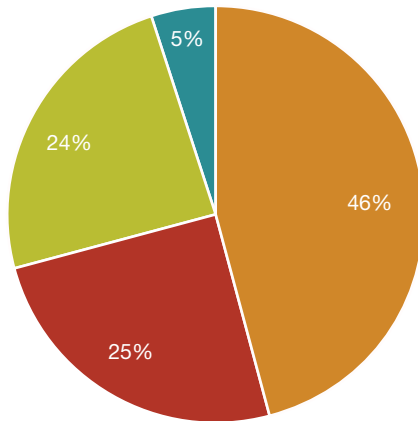
Total = \$2,245,000
17 Grants



New Grants Approved, Principal Fund – 2007

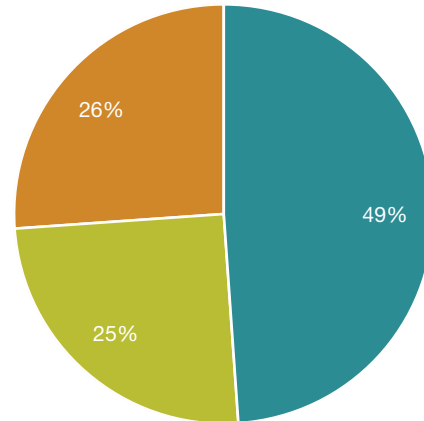
Theme Grants

Total = \$17,752,720
 189 Grants



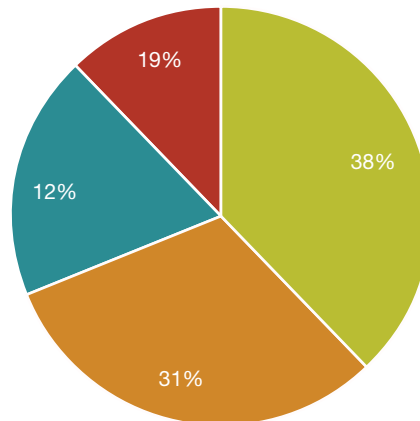
Pivotal Places Grants

Total = \$10,348,800
 138 Grants



Theme & Pivotal Places Grants

Total = \$28,101,520
 327 Grants*



*In addition, \$544,050 in grants were awarded that do not fall within the RBF themes or pivotal places; these were primarily related to philanthropic stewardship. A total of \$28,945,570 in new grants were awarded in 2007.

■ Democratic Practice
 ■ Sustainable Development
 ■ Peace and Security
 ■ Human Advancement

The Pocantico Conference Center hosted 57 events during 2007.

This compares with 68 events in 2006 and 56 in 2005. For 2007, RBF board meetings and staff retreats were separated out from the meetings/retreats category.

About nine percent of those who attended a conference or meeting at Pocantico during 2007 came from locations outside the United States.

This represents a four percent increase from 2006. Participant totals include some individuals (e.g. RBF staff) that attended more than one event.

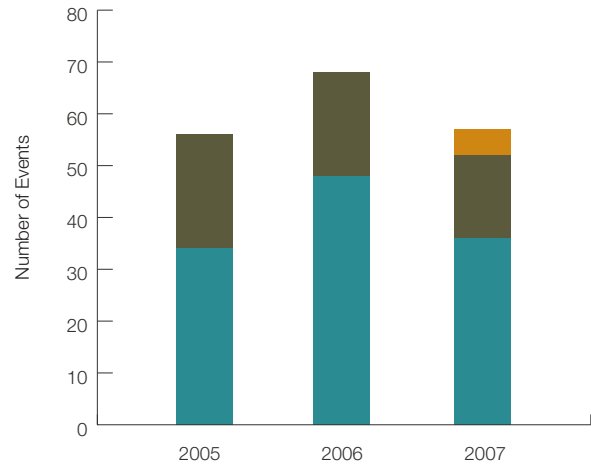
In 2007, the RBF sponsored or organized 23 percent of all events at the Pocantico Conference Center.

Conferences and Meetings

Number of Events

2007

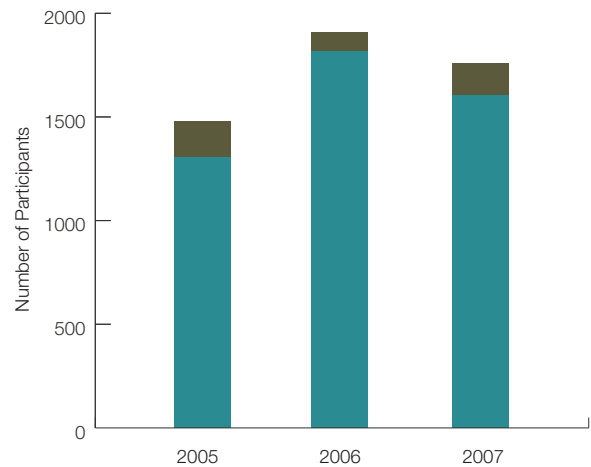
Conferences	36
Meetings/Retreats	16
RBF Board Meetings/Retreats	5
Total	57



Number of Participants

2007

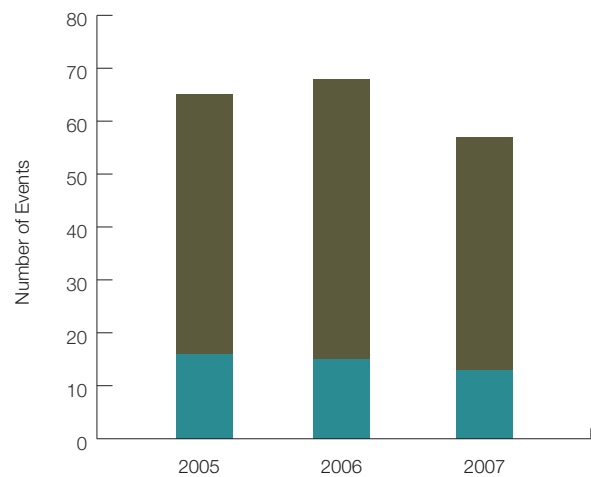
Non-U.S. Participants	150
U.S. Participants	1607
Total	1757



Number of Events by Sponsor/Organizer

2007

Others	44
RBF	13
Total	57



Sixteen events held at the Pocantico Conference Center during 2007 were funded entirely by outside sources, down from 28 in 2006. The RBF contributed some form of financial assistance to 72 percent of the conferences and meetings.

The RBF program-funded events remained about even with last year at 55 percent.

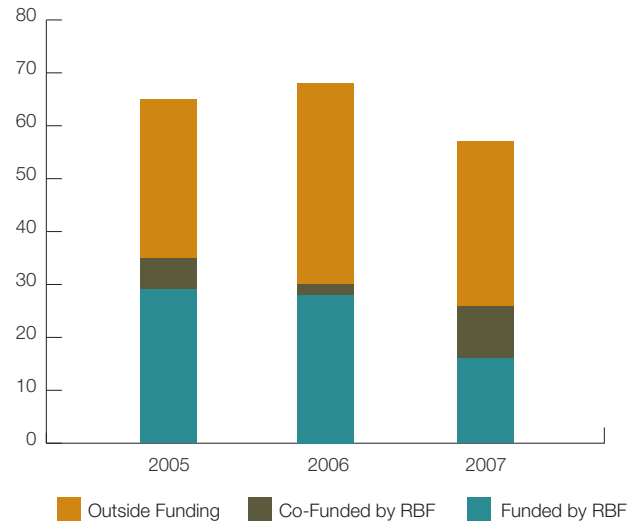
Section: 6

Pocantico

(continued)

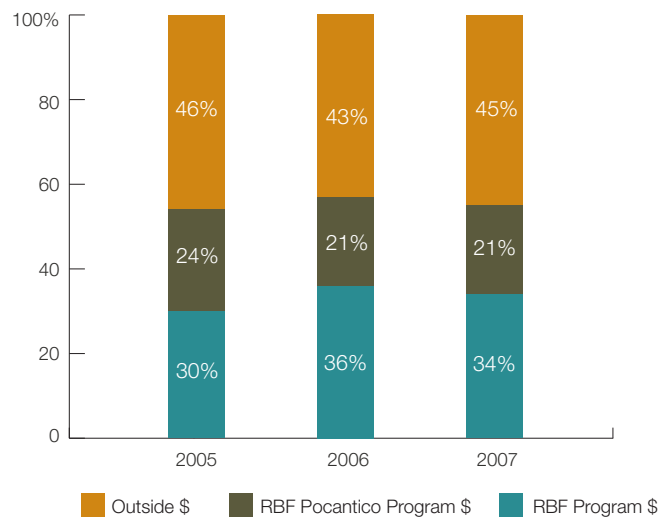
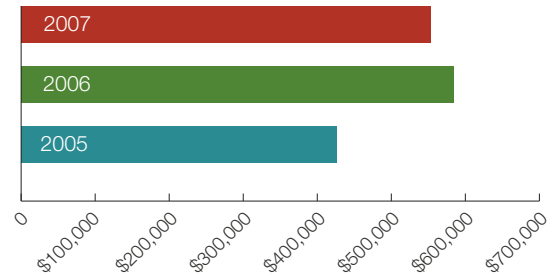
Number of Events by Funding Source

	2007
Outside Funding	16
Co-Funded by RBF	10
Funded by RBF	31
Total	57



Total Amount of Funding

	2007
RBF Program \$	\$ 185,716
RBF Pocantico Program \$	\$ 121,072
Outside \$	\$ 246,557
Total	\$ 553,345



The number of events funded, in whole or part, from grant program budgets decreased from 27 in 2006 to 21 in 2007.

The Sustainable Development program sponsored the most convenings (7).

The Democratic Practice convenings decreased from 10 in 2006 to four in 2007.

The RBF program theme that was the subject of the greatest number of events at the Pocantico Conference Center in 2007 was Sustainable Development.

In 2006 and 2005, it was Democratic Practice.

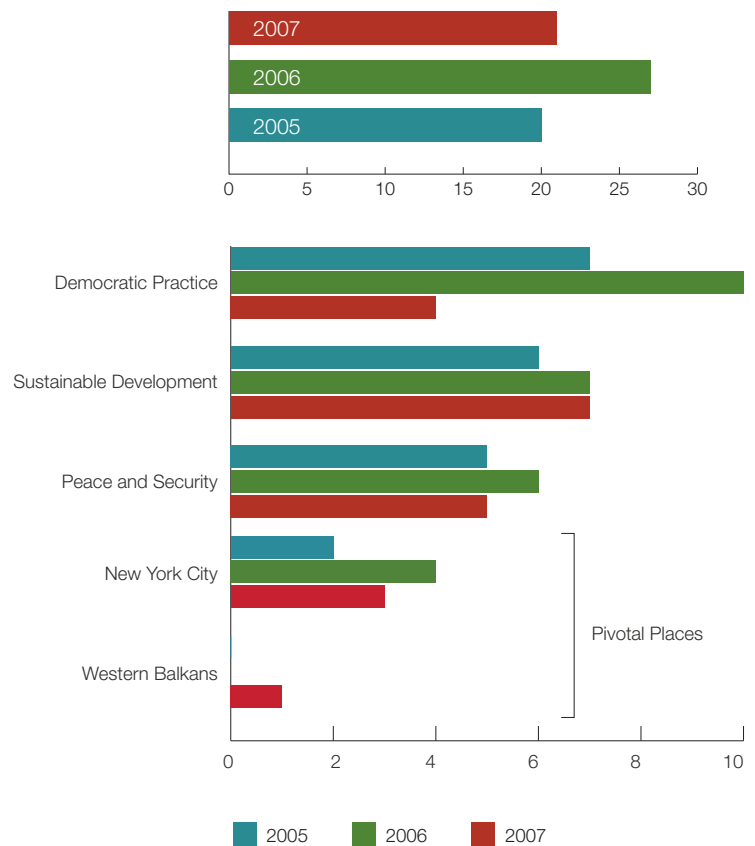
Section: 6

Pocantico

(continued)

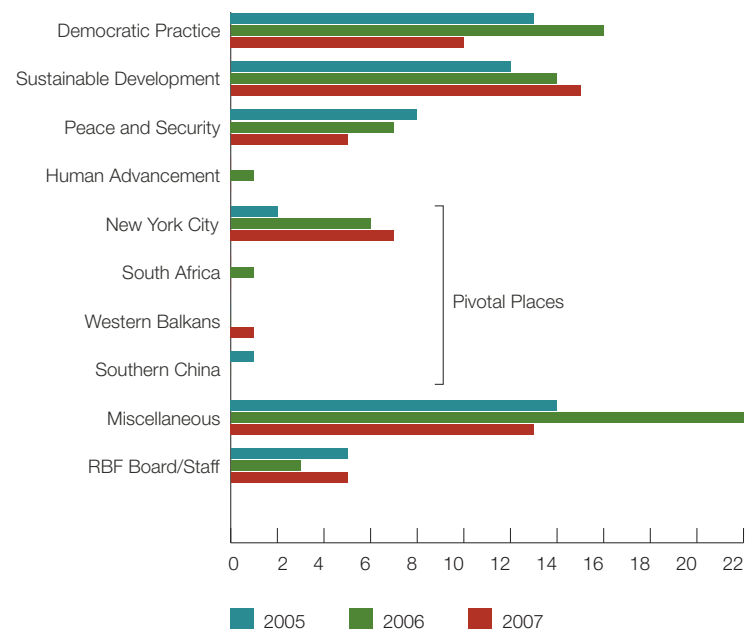
Number of Events Funded from Grants Program

	2007
Pivotal Place – Western Balkans	1
Pivotal Place – South Africa	0
Pivotal Place – New York City	3
Pivotal Place – Southern China	0
Human Advancement	1
Peace and Security	5
Sustainable Development	7
Democratic Practice	4
Total	21



Number of Events by RBF Program Theme

	2007
RBF Board/Staff	5
Miscellaneous	13
Pivotal Place – Southern China	0
Pivotal Place – Western Balkans	1
Pivotal Place – South Africa	0
Pivotal Place – New York City	7
Human Advancement	1
Peace and Security	5
Sustainable Development	15
Democratic Practice	10
Total	57



Approximately 84 percent of events at the Pocantico Conference Center continue to be two or three days in duration.

However, the number of three-day events decreased from 31 in 2006 to 24 in 2007, while the two-day events increased from 21 to 24.

The number of people who visited the Pocantico Historic Area increased for the first time since 2004.

Approximately 7,027 more people visited the Pocantico Historic Area in 2007 than 2006.

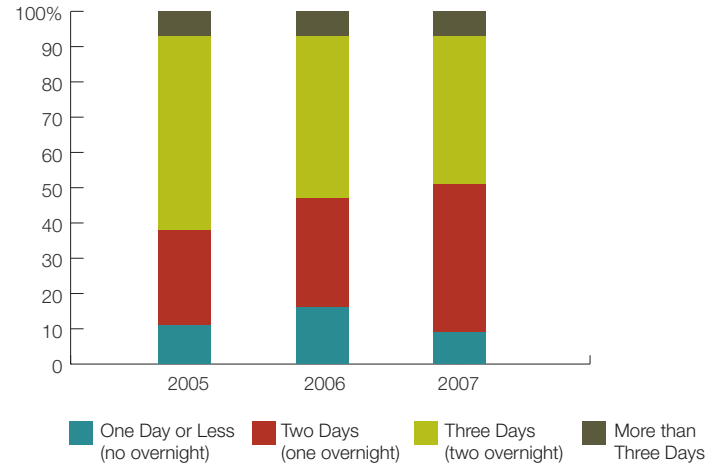
Section: 6

Pocantico

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Duration of Events

	2007
One Day or Less (no overnight)	5
Two Days (one overnight)	24
Three Days (two overnights)	24
More than Three Days	4

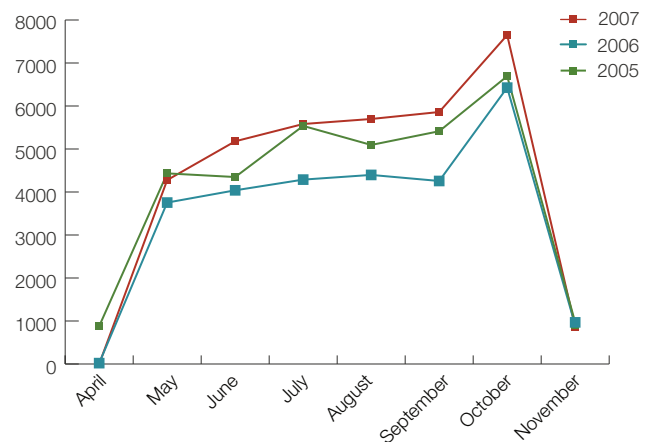
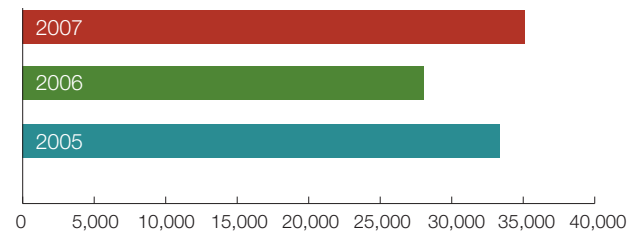


Public Access

Number of Visitors During Visitation Season*

	2007
Total	35,112
May	4,277
June	5,179
July	5,581
August	5,698
September	5,860
October	7,649
November	868

*Season began May 13 and ended November 6



After adjusting for reimbursements for shared staff, total RBF headcount decreased by 0.97 full-time equivalents between 2006 and 2007.

This is a comparison of payroll at December 31, 2006 and payroll at December 31, 2007.

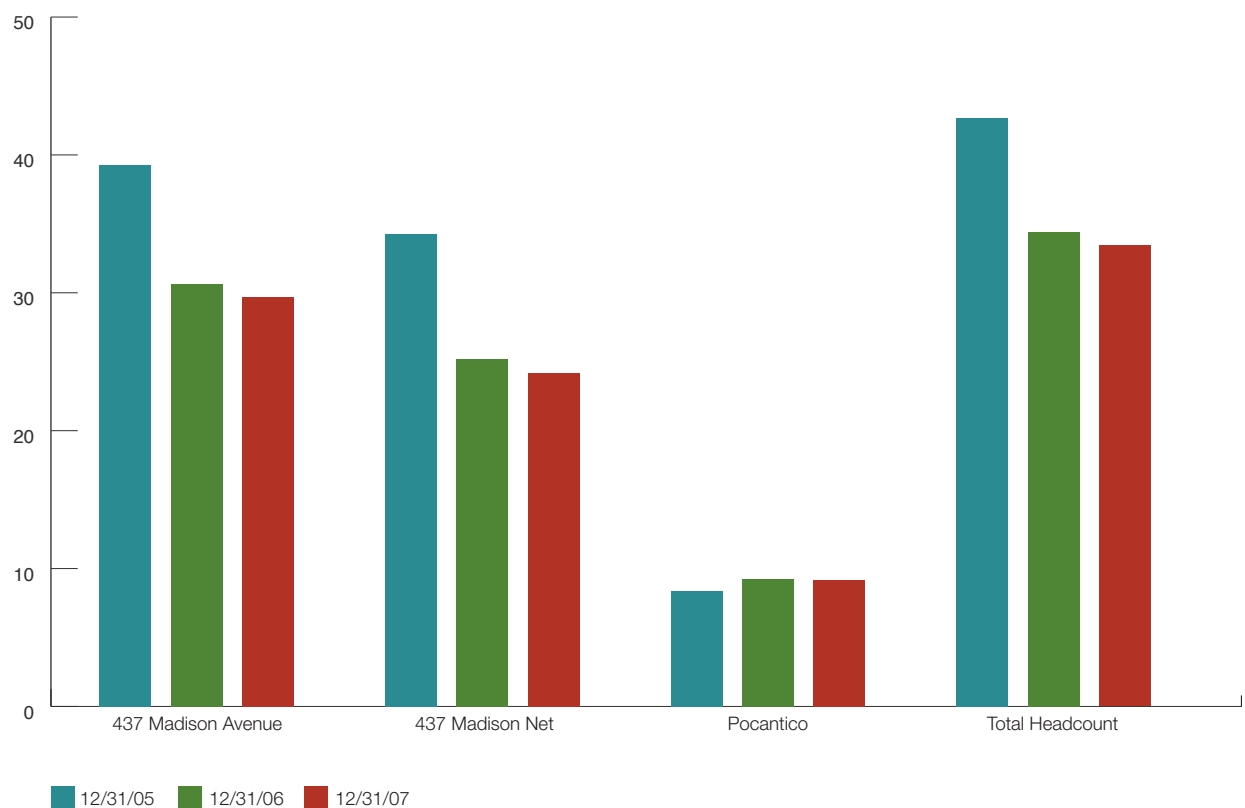
During 2007, the RBF added:

- (1) Karen Asakawa, administrative assistant
- (2) Elizabeth C. Campbell, vice president for programs
- (3) Karlene A. Gordon, human resources associate
- (4) Lene Tubin, head housekeeper, Pocantico Programs
- (5) Ariadne Papagapitos, special assistant to the president

Certain services of the Rockefeller Brothers Fund's human resources, office services, accounting, and technology departments are shared among the Asian Cultural Council, David Rockefeller Fund, Environmental Grantmakers Association, Rockefeller Family Fund, Rockefeller Philanthropy Advisors, and the V. Kann Rasmussen Foundation. These organizations reimburse the RBF for their share of these services.

Number of RBF Employees on Payroll in Full-Time Equivalents

	12/31/05	12/31/06	12/31/07
437 Madison	39.25	30.67	29.7
Reimbursement	4.98	5.5	5.5
437 Madison Net	34.27	25.17	24.20
Pocantico	8.4	9.22	9.22
Total Headcount	42.67	34.39	33.42



The average length of service for employees on the payroll at the end of 2007 was 9.7 years, down 12 percent from 2006.

The average age of an RBF staff member at the end of 2007 remained unchanged from 2006 at 48.6.

With new hires, the female staff increased three percent from 75 percent in 2006 to 78 percent in 2007.

Approximately 55 percent (22) of RBF staff are in a management/supervisory role. Of that percentage, 23 percent (5) are minorities. There are 16 females (73%) in management. In addition, 44 percent (4) of minorities serve on the program staff (program directors: 3, program associate: 1).

In 2008, an RBF working group will examine diversity at the RBF and within its grantmaking.

Section: 7

Human Resources

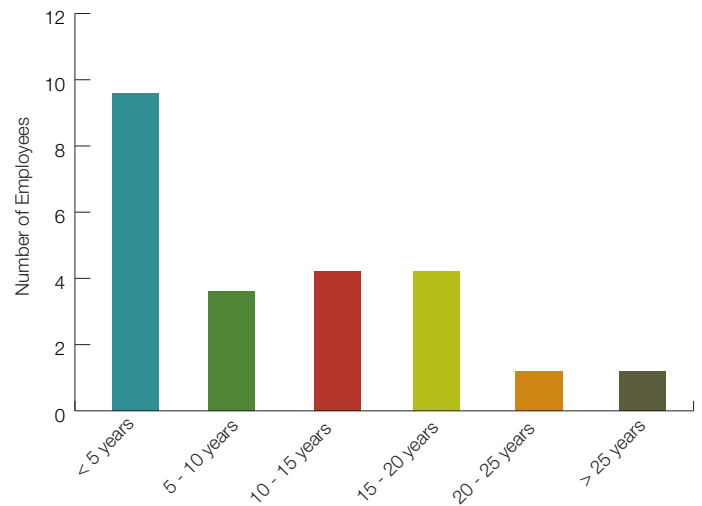
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Tenure of RBF Employees

(total of 40)

2007

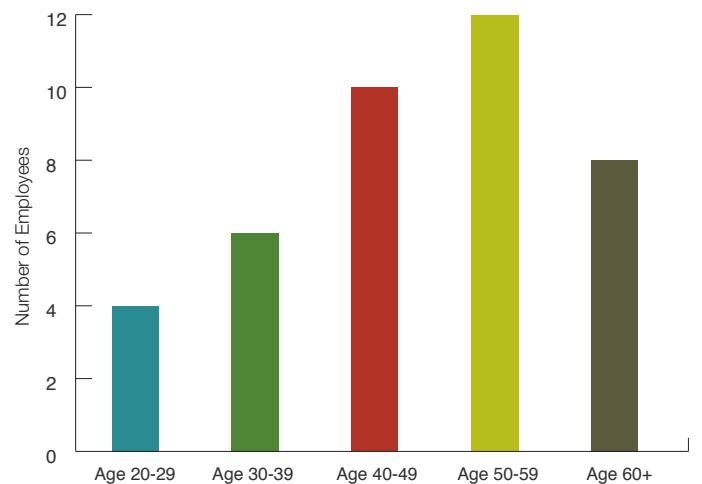
Less than 5 years	16	40%
5 – 10 years	6	15%
10 – 15 years	7	18%
15 – 20 years	7	18%
20 – 25 years	2	5%
25 years or more	2	5%
Average length of service	9.7	



Age Breakdown

2007

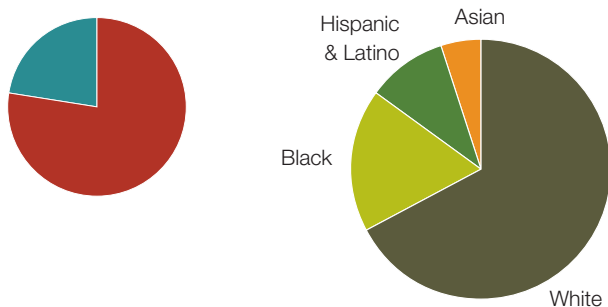
Age 20-29	4	10%
Age 30-39	6	15%
Age 40-49	10	25%
Age 50-59	12	30%
Age 60+	8	20%
Average Age	48.6	



Gender of RBF Employees

2007

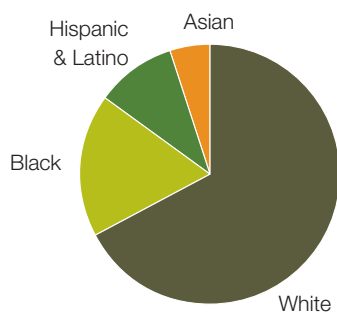
Male	9	23%
Female	31	78%



Diversity of RBF Employees

2007

Asian	2	5%
Black	7	18%
Hispanic and Latino	4	10%
White	27	68%
Total	40	



Below are explanations for some terms used in the Statistical Review of RBF Operations.

437 Madison: The headquarters of the Rockefeller Brothers Fund.

Core Operations Pocantico: All services required for the operating and maintenance of the Pocantico Conference Center and the Pocantico Historic Area.

Direct Charitable Activities: Non-grantmaking activities that support grantmaking programs, individual grantees, and the nonprofit and philanthropic sectors. Examples of direct charitable activities include convening conferences, providing technical assistance or training, and supporting staffs' service on the advisory boards of other organizations.

Fellows: Established in 1992, the Fellowships for Aspiring Teachers of Color was created with the primary objective to recruit students of color from universities and colleges nationwide to the teaching profession. Fellows may receive financial assistance of up to \$22,100 in grants.

Magsaysay Awards: The signature program of the Ramon Magsaysay Award Foundation is the Ramon Magsaysay Awards. The Rockefeller Brothers Fund contributes \$150,000 per year towards the awards.

Pocantico: The mission of the Pocantico Conference Center is to provide a setting where nonprofit organizations and public-sector institutions can bring together people of diverse backgrounds and perspectives to engage in discussions about critical issues related to the Rockefeller Brothers Fund's philanthropic program.

Principal Fund: The RBF's principal purpose is to make grants to local, national, and overseas philanthropic organizations in correspondence with its mission and program statement. Accordingly, the RBF's Principal Fund supports the grantmaking and related expenses corresponding to the principal purpose of the RBF. In addition, over the course of its history, the RBF's board of trustees recognized that there were particular initiatives that the RBF needed to support that were different from the core grantmaking of the foundation, yet still in line with the overall mission of the RBF. The grantmaking and related expenses for these initiatives, including the Ramon Magsaysay Award Foundation and the Program for Asian Projects, are supported through separate special-purpose funds. These funds, plus the Principal Fund, make up the RBF's total endowment.

Program for Asians Projects: Established in 1987, the Program for Asians Projects provides financial support for projects that individual Magsaysay awardees or groups of awardees undertake in order to further the work that earned them the Ramon Magsaysay Award.

Program-Related Expenditures: Non-grant expenses for activities that support the RBF's grantmaking. Consulting fees and conference expenses are examples of program-related expenditures.

Program Spending: Program spending refers to expenditures that count toward satisfying the minimum distribution requirement. Grants and all administrative expenses are included, but not investment-related expenses and taxes.

RBF Programs and Pivotal Places: The Rockefeller Brothers Fund's grantmaking is organized around four themes: Democratic Practice, Sustainable Development, Peace and Security, and Human Advancement; four pivotal places: New York City, South Africa, Western Balkans, and Southern China; and one cross-programmatic grantmaking initiative on energy.

Tax Carryforwards: Tax carryforwards represent the cumulative program spending above the federally mandated minimum. These carryforwards can be used as credits towards the minimum payout requirement of any one year. If not used within five years, carryforwards expire.