



CHILDREN FIRST  
A MERAGE FOUNDATION

4350 Von Karman Avenue, Fourth Floor • Newport Beach, CA 92660  
949-474-5880 • www.meragefoundations.com

**Statement of Interest in Skilled Retiree Placement**

I welcome CHILDREN FIRST’s placement of skilled retirees in public agencies and nonprofit groups that provide needed early childhood development programs to Orange County’s low-income children. I realize that CHILDREN FIRST cannot meet the needs for skilled retirees in all Orange County institutions providing early childhood development programs. As the person responsible for recruiting experienced individuals

to fill needed, important positions in my organization, I hope we can participate in the program. We have real needs for skilled retirees. Were you able to place an individual with us, he or she would have an important set of tasks. I have provided the information required below and look forward to a discussion with CHILDREN FIRST of my organization’s needs and CHILDREN FIRST’s possible help in meeting them.

Please type or print neatly.

Name \_\_\_\_\_

Title \_\_\_\_\_

Name of Organization \_\_\_\_\_

Address \_\_\_\_\_

Email \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Signature \_\_\_\_\_

1. Please briefly describe the mission of your organization. (100 words or less)



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2. Please briefly describe current early childhood development programs administered by your organization. (100 words or less)

3. How many low-income children are served by your early childhood development programs?

Please identify the numbers of low income children served by program.

Please identify the percentage of low-income children among the total number of children in each program.

4. Have your early childhood development programs been subject to independent evaluations? Which programs?

By whom were they evaluated? Please attach the latest evaluation(s).

5. What kind of executive or senior staff needs does your organization have? Please indicate needed personnel below.

- Doctors
- Nurses
- Teachers
- Teachers' Aides
- Tutors and/or Mentors
- Counselors
- Artists
- Musicians
- Athletes
- Fundraisers

- Attorneys
- Accountants
- Strategic Planners
- Executives
- Managers
- Administrators
- Secretaries
- Administrative Assistants
- Information Technology Specialists
- Other: \_\_\_\_\_



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Please be as specific as you can concerning your staffing needs by filling out the table below. If you have more than one position to fill, please rank them according to priority.

Rank	Title	Responsibilities	Required certification, license, etc. Hrs./wk.
1	Preferred experience/background:		
2	Preferred experience/background:		
3	Preferred experience/background:		

6. Please describe the kind of work you would assign to a retiree placed in your organization. (50 words or less)

7. What impact do you think a placement that matches your needs for at least one of your priority positions would have on your organization and specifically on the needy children you serve? (50 words or less)



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8. Which of the choices immediately below best indicates why you have not been able to secure skilled people to fill vacant positions or to secure skilled people to complement present staff?

We have not been able to find the right person. (Please briefly explain, in 25 words or less.)

We do not have funding for the position. (Please briefly explain, in 25 words or less.)

Other. (Please briefly explain, in 25 words or less.)

9. CHILDREN FIRST asks skilled retirees to commit at least a year to their new positions. Retirees may need or want little reimbursement, or they may require the reimbursement normally associated with the position. Some are able to work essentially for costs and perhaps some moderate reimbursement. Some are able to accept less than market or civil service salaries. Each case is different. CHILDREN FIRST helps skilled retirees and employers forge a fair and workable agreement as to time commitments and, where needed, salaries. This agreement, to the extent possible, acknowledges the needs of both parties. If necessary, CHILDREN FIRST provides transition training to the formally retired employee, the employer, or both, to assure the success of the placement.

Would your organization be willing to offer reimbursement to skilled retirees for the positions you have identified?

(Please check the most appropriate response.)

Yes, we would be able to reimburse the skilled retiree with the normal public or nonprofit agency consultant fees or wages associated with the position. Our real problem is not staff or personnel budgets but our inability to find the right person.

(Please briefly explain, in 25 words or less.)



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- We would not be able to reimburse the skilled retiree with the normal public or nonprofit agency consultant fees or wages, but we would provide a fee or reimbursement consistent with our budget constraints. (Please briefly explain in 25 words or less.)
  
- We would not be able to pay normal public or nonprofit agency consultant fees or wages at this time, but we would be able to do so in the future. (Please briefly explain in 25 words or less.)
  
- We would not be able to pay normal public or nonprofit agency consultant fees or wages now or relatively soon, but we can cover direct costs. (Please briefly explain in 25 words or less.)
  
- Our budget is such that we cannot pay consultant fees, wages, or direct costs, now or in the foreseeable future. (Please briefly explain in 25 words or less.)

10. Do you have a Board of Directors?  Yes  No

If your answer is "Yes," please attach a Board roster.

11. Please attach an organizational chart illustrating your organization's key offices/departments/programs and the allocation of staff among them. Indicate on the chart the offices/departments/programs that provide early childhood development.



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Please mail, fax, or email this form to

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Fax Number (949) 474-5811

Should you have any questions, please call Marshall Kaplan, Executive Director, at (949) 474-5882, or Roselma Samala, Associate, at (949) 474-5884. You may also email Roselma Samala at [rsamala@meragefoundations.com](mailto:rsamala@meragefoundations.com).

**This application is also available online at [www.meragefoundations.com](http://www.meragefoundations.com), where it can be filled out electronically.**