To Our Community Foundation Family,

We are proud to share highlights from a watershed year at the Foundation: We celebrated 50 years since our founding; charted a course for our next chapter through a five-year Strategic Plan, and maintained $230 million in total assets through a challenging market.

The key to our success this year — and every year — is you. Thanks to your generosity and partnership, we supported nearly 600 changemaking nonprofits and 127 aspiring students.

This report spotlights just some of the stories of strength and generosity that inspired us this year. We look forward to further fortifying the Foundation’s abilities to meet our area’s chronic and emerging needs in full partnership with you. For now, and forever.

With gratitude,

Julie Fisher Cummings
Chair, Board of Directors

Danita R. DeHaney
President and CEO

LETTER FROM LEADERSHIP

2021-2022 BY THE NUMBERS

$230 MILLION TOTAL ASSETS

$20 MILLION TOTAL CONTRIBUTIONS

$17 MILLION IN GRANTS AND SCHOLARSHIPS DISTRIBUTED

1,177 GRANTS TO 575 NONPROFIT ORGANIZATIONS

500 TOTAL FUNDS, INCLUDING 42 NEW FUNDS

127 NEW COMMUNITY FOUNDATION SCHOLARS

1/4 SCHOLARS ARE FIRST-GENERATION

BOARD OF DIRECTORS

Sherry S. Barrat
Anquan Boldin
Michael J. Bracci
Nancy G. Binkier
Susan P. Brockway
Timothy D. Burke
Julie Fisher Cummings, Chair
Sherree Davis Cunningham
Chip Dill, Jr. (outgoing)
Lore Moran Dodge (outgoing)
William E. Donnell
Ernie Ellison Jr.
Dennis P. Gallon
Dennis L. Hudson III
Tommy Jackson Moore
Joanne Julien (incoming)
Christina M. Marshall (outgoing)
Elizabeth ‘Libby’ Manoff
Jane M. Mitchell (outgoing)
Lisa M. Morgan
Elizabeth R. Neuhoff
Danita R. DeHaney, President and CEO
Alex Rubio
Laurie Siewers
Susan E. Stautberg
Jeffrey A. Stoops
Malcolm Trimm

COVER ARTWORK BY AMBER HANSEN, DREYFOOS SCHOOL OF THE ARTS CLASS OF 2022

TOTAL ASSETS

TOTAL CONTRIBUTIONS

IN GRANTS AND SCHOLARSHIPS DISTRIBUTED

GRANTS TO

NONPROFIT ORGANIZATIONS

TOTAL FUNDS, INCLUDING

NEW FUNDS

COMMUNITY FOUNDATION SCHOLARS

SCHOLARS ARE FIRST-GENERATION

2021-2022

WASHINGTON, DC
As the social season returned, so did our signature events just in time to celebrate 50 years of philanthropic impact. From our Founders Luncheon to special events for our Legacy Society and Board of Governors, we were grateful to mark this milestone with so many of you.

Highlights from our GOLDEN ANNIVERSARY YEAR

From left to right - seated: Sheree Davis Cunningham, Craig Glover, Lisa Robelny, Lynne Gassant, Veleké Brown, Lynette Goldfarb, Christine Aghaia, Karin Engel, Daryl K. Houston
A burgeoning epidemic is reaching crisis proportions in our underserved communities: the mental health of our area’s children and teens. Traumatized by the effects of COVID-19, their future — our future — faces even greater peril without intervention.

Thanks to an initiative called “Rebound & Recovery,” the Community Foundation has convened a partnership between Florida State University’s Center for the Study and Promotion of Communities, Families and Children and the Boys & Girls Clubs of Palm Beach County to help them — and their parents and caregivers — build resilience through tough times.

Using a cognitive-based therapy model, children learned how to regulate their emotions and understand how their thoughts, feelings, and actions work together. The Boys & Girls Clubs sent 38 employees from nearly all Palm Beach County clubs through training with FSU’s experts. To date, more than 1,500 children have experienced the transformative power of the program: 96% showed improvement in their emotional identification and regulation skills. Still, there are thousands more who need its tools to thrive.

Working with our philanthropic partners, the Community Foundation has underwritten the development and launch of Rebound & Recovery in Palm Beach County. The Stoops Family Foundation, led by local philanthropists Aggie and Jeffrey Stoops, provided the lead gift for the Palm Beach County initiative. Additional support from Julie Fisher Cummings has bolstered the initial investment; Christina M. and Benjamin S. Macfarland III’s gift helped to tailor the curriculum to teens, which went into effect in August.

“Once we develop the new curriculum and pilot it with the Boys & Girls Clubs, we’ll be able to share it with others in the county, across the state and beyond,” said Mr. Stoops. “Working together within this unique collaboration, we hope to build a program that is scalable and can have a real life-long impact on the mental health of our youth and teens.”

81% of youth demonstrated an increase in academic skills

3,900 children and teens participated in summer enrichment and non-academic enrichment programs
COMMUNITY REVITALIZATION
SAFER HOUSING FOR HOBESOUND

Nonprofit Partner: Banner Lake Club
Initiative Funded: “Keep Banner Beautiful”
Area of Focus: Hobe Sound, Martin County

In October 2021, after a very heavy rainfall, the roof of a Banner Lake senior citizen’s home collapsed while a family of seven slept under it. A lack of resources prevented them from moving into a safer space, leaving the family homeless — until the Banner Lake Club stepped in. The Hobe Sound nonprofit has been serving children and families since 1939. As the area’s affordable housing shortage expands, the Club’s “Keep Banner Beautiful” project purchases properties and abandoned homes as an antidote. The group quickly prepared a nearby home for the family of seven, providing them with safe, temporary housing just in time for the holiday season.

“Our goal is to improve the living conditions for all the residents of Banner Lake, which has traditionally been underserved,” said Wendy Reynoso, the project’s executive director. “We’re focused on providing help to the elderly and physically challenged to assist with home maintenance at no cost, as well as helping all residents remove unwanted materials from their properties, all with the aim to maintain our area’s natural and cultural beauty.”

Over the last year, the project has helped many other residents in similar ways. There have been 12 critical home revitalizations, as well as volunteers helping residents with household repairs and landscaping all over the community. There were four community-wide cleanups that involved removing abandoned cars, refrigerators, stoves, and furniture, as well as more than 1,900 pounds of litter. More than 40 people turned out at each event to help.

“Our friends and neighbors are completely committed to building community, which is why the Community Foundation’s support is absolutely vital,” said Reynoso. “We are so grateful to count the Foundation and its donors as partners in revitalizing our community.”

FY2022 COMPETITIVE GRANTMAKING RECIPIENTS: COMMUNITY REVITALIZATION FOCUS

211 Palm Beach Treasure Coast
Adopt-A-Family of the Palm Beaches, Inc.
Cancer Alliance of Hope & Hope Center for Trauma Counseling, Inc.
Family Promise of South Palm Beach County
Farmworker Coordination Council
Florida Outreach Center for the Blind
Friends of Foster Children
Homeless Coalition
HomeSafe
Housing Leadership Council of Palm Beach County
Legal Aid Society of Palm Beach County
Northend Rise
Pathways to Prosperity
Promise Fund of Florida
The 1909 Foundation
The Institute for Regional Conservation
Vita Nova

5,600 people accessed physical and mental healthcare services
78% of clients demonstrated an increase in healthy behaviors
1,400 individuals participated in housing stability programs

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5,600 people accessed physical and mental healthcare services
78% of clients demonstrated an increase in healthy behaviors
1,400 individuals participated in housing stability programs
Innovation is at the heart of Project LIFT’s mission to improve the lives — and employment prospects — of youth in Palm Beach and Martin Counties. The organization, which was awarded the 2022 Nonprofit of the Year Award by the Chamber of Commerce of the Palm Beaches, provides vocational training that doubles as mental health support.

At no cost, at-risk young men and women ages 14 to 21 engage in hands-on training in welding, HVAC, solar installation, metal forging, barbering and cosmetology, construction, auto repair, screen printing and more, while licensed therapists work with them to address issues such as depression, anxiety, addiction, trauma, abuse and anger management. Its newly launched Girls Program provided training for teenagers in fields typically dominated by males, including HVAC and construction.

“While our focus is on youth, lifting individuals and families out of poverty entirely — and forever — is the goal,” said Bob Zaccheo, Project LIFT’s CEO. “We believe that starts with offering a lifeline for those with mental health challenges, and a path to a livelihood, too, for entire families.”

This year alone, Project LIFT has impacted the lives of more than 500 youth in Palm Beach County, with an 87 percent success rate in helping at-risk teens and young adults secure employment. In Belle Glade, the organization grew its Strong Families program, with more than 20 parents or guardians completing a 16-week program that teaches economic self-sufficiency, including understanding credit or writing a business plan.

“The Community Foundation and its supporters played an important role in our success this year. Together, we are making a difference today that will have ripple effects for generations,” said Zaccheo.
The towering skyscrapers of New York City have mesmerized people from all over the world, and it was no different for Nicholas Esteva. After a visit to the Big Apple and a lifetime of marveling at bold and unique buildings in movies, Nick knew he was born to create grand spectacles himself.

As a recipient of both The Weitz Company Scholarship and the Christopher N. Coppola Scholarship through the Community Foundation, Esteva dreams of designing some of the world’s largest and most iconic buildings. The scholarships ensure he’ll be able to stay completely focused on his studies.

“My mom was crying when she learned about these scholarships,” Esteva said. “It was a really big relief, and I can’t say thank you enough.”

He plans to learn all he can from the University of Central Florida and his internship with The Weitz Construction Company, as well as from some of the industry’s most innovative minds. A chance encounter with Dr. Piotr Blass, who is currently working to create Florida homes that can better stand up to tornadoes and hurricanes, inspired Esteva to think bigger. Whether it’s creating the world’s tallest building or a structure the world has never seen, his dreams are sky-high thanks to philanthropy.

**EMMA HAIR**

**HOMETOWN:** WELLINGTON

**UNIVERSITY:** CAROLINA UNIVERSITY CLASS OF ’22

**MAJOR:** DEAF STUDIES

**SCHOLARSHIIPS:** EDWARD T. BEDFORD FOUNDATION SCHOLARSHIP

When Emma Hair was growing up, the mother of a deaf child in her church taught the choir some basic sign language to go along with their songs. After just a taste of this new language, Hair eventually began immersing herself in American Sign Language (ASL). After taking a few ASL classes along with her homeschool studies, she knew being an interpreter was in her future. And thanks to the Edward T. Bedford Foundation Scholarship from the Community Foundation, her dream became a reality.

Hair’s homeschooling and years of experience learning American Sign Language helped set her apart from other scholarship finalists. “They were interviewing so many people, I didn’t think I would get it,” she said. “I didn’t have a lot of the skills or experience they were looking for, but I think they were intrigued by my homeschooling and ASL skills. So when I got the call, I was shocked and thankful and was grateful that God answers prayers.”

A week after graduating from Carolina University she was offered a full-time position with Nationwide Interpreter Resource. Already she’s served as an interpreter for large events like graduations, national conferences, and church services. Her career goal is to one day work 1-on-1 with deaf and hard-of-hearing school children to help them live full, happy lives.

### 2021-2022 Scholarships BY THE NUMBERS

**NICHOLAS ESTEVA**

**HOMETOWN:** LAKE WORTH

**UNIVERSITY:** UNIVERSITY OF CENTRAL FLORIDA CLASS OF ’26

**MAJOR:** CONSTRUCTION ENGINEERING

**SCHOLARSHIPS:** THE WEITZ COMPANY SCHOLARSHIP; THE CHRISTOPHER N. COPPOLA SCHOLARSHIP

- **Total Awards:** $1.2 MILLION
- **Number of Awards:** 127
- **Average Award:** $10,002
- **Number of Scholarship Funds:** 113

**EMMA HAIR**

**HOMETOWN:** WELLINGTON

**UNIVERSITY:** CAROLINA UNIVERSITY CLASS OF ’22

**MAJOR:** DEAF STUDIES

**SCHOLARSHIIPS:** EDWARD T. BEDFORD FOUNDATION SCHOLARSHIP

- **Total Awards:** $15.4 MILLION
- **Total Awards Since 1983:** 2,541

### BREAKDOWN OF SCHOLARSHIP RECIPIENTS BY RACE

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>White</td>
<td>30%</td>
</tr>
<tr>
<td>Black, African American</td>
<td>30%</td>
</tr>
<tr>
<td>Hispanic, Latino, Spanish Origin</td>
<td>30%</td>
</tr>
<tr>
<td>Asian</td>
<td>10%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
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### BREAKDOWN OF SCHOLARSHIP RECIPIENTS BY GENDER

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Female</td>
<td>64%</td>
</tr>
<tr>
<td>Male</td>
<td>34%</td>
</tr>
<tr>
<td>Non-Conforming</td>
<td>2%</td>
</tr>
</tbody>
</table>

### 2021-2022 Scholarships BY THE NUMBERS
GEORGE T. ELMORE & MARTI LATOUR

HOMETOWN: GULF STREAM

COMMUNITY FOUNDATION CONNECTION: Elmore served on the Board of Directors twice, from 1984-1991, and 2010-2019 and is a Legacy Society member; LaTour has been volunteering on the Investment Committee since 2019

COMMUNITY FOUNDATION FUNDS: George T. Elmore CGA Fund, George and Wilma Elmore Fund, Hardrives of Delray, Inc. Fund

When George Elmore moved to Florida in 1947, I-95 didn’t exist. Neither did the Turnpike. He remembers the area was quiet, modest, and — most importantly — possessed promise. An entrepreneur at heart, he founded Hardrives of Delray, Inc. in 1953 and soon began to pave the arteries that would move millions around sunny South Florida. As Palm Beach County grew, so did its needs. Inspired by leading local families like the Flaglers, Kenans, and MacArthurs, he began planting philanthropic seeds of his own.

“The most successful people you see in America are the most involved in the community, helping out,” said Elmore. “Over the years, I’ve felt it’s better to share my success, and help develop it for others. You give, and you get. Philanthropy pays dividends, too.”

Motivated to do more, Elmore joined the Community Foundation’s Board of Directors in its early days at a friend’s request, serving alongside its first president, Shannon Sadler Hull, to steer the still-nascent organization. He volunteered for a second stint in the 2010s.

The Community Foundation was hardly the only area organization to benefit from his support and stewardship; when he celebrated his 90th birthday nearly three years ago, his sweetheart Marti LaTour pulled together a list of over 50 local nonprofits to whom he has given or volunteered.

“It’s really George who has opened my own eyes to the power of philanthropy more than anything,” said LaTour. “I’ve never seen any situation where any one person has impacted that many organizations. He’s a model for how to reinvest in a community that helped make his business a success.”

Inspired, LaTour joined the Community Foundation as a volunteer, too, advising on its Investment Committee, which oversees a $255+ million endowment. The committee is made up of a high-caliber group of investment professionals like LaTour who know the business, and she says everyone “should know that their money is thoughtfully cared for at the Foundation.”

Together, the couple is thinking about ways to support the community’s needs in perpetuity. Long ago, Elmore included the Foundation in his estate plans.

“It’s easier and smarter to partner with the Foundation — I can say, ‘These are the causes I want to continue taking care of forever,’ and I trust they’ll spread my support around the community,” said Elmore. “It’s important to keep giving even after I’m gone because all that I have done for others has enriched my life, too. And when you give, it opens doors that I couldn’t have opened by myself.”
For the Frederick A. DeLuca Foundation, the breadth and depth of the Community Foundation’s expertise on local issues — and solutions — makes it a valuable philanthropic partner. With a lean staff, the DeLuca Foundation extends its grantmaking work through thoughtful collaboration.

Judith Fletcher, a DeLuca Foundation grants manager, oversees the organization’s grantmaking and relationship-building efforts in Palm Beach County. She says her goal is to help distribute grants as strategically as possible.

“That’s why we appreciate the Community Foundation’s deep knowledge of and engagement with the community,” says Fletcher. “Not only do you have the finger on the pulse of what our neighbors really need to be successful, we see the outcomes we’re looking for.”

Created in 1997 by the late Frederick DeLuca, co-founder of the global Subway® restaurant chain, the organization prioritizes giving youth and adults the tools to achieve independence and self-sufficiency. Its grantmaking focuses on building healthier communities, developing youth and a skilled workforce, arts education and outreach, and scholarship support.

This fall, the organization will partner with the Community Foundation to support its competitive grantmaking to help more nonprofit organizations who are doing impactful work in the community.

The need gap is great: Last year, nearly 130 local nonprofits applied for over $3 million in grants; 63 organizations were awarded $2.3 million in maximum available funds.

“We look forward to supporting even more organizations, especially the small, minority-led, or grassroots nonprofits doing the heavy lifting,” says Fletcher. “We believe that what we put into the community will have a positive impact in helping people improve their lives. The Community Foundation has the expertise and leadership to bring this impact to action.”
After 18 years of teaching in elementary classrooms, Ted Hoskinson has seen how early literacy affects the entire lifespan. He says the data indicates that 74 percent of kids who can’t pass the third grade reading test aren’t going to graduate high school either.

“Third grade is a real marker,” Hoskinson said. “In Palm Beach County, currently only 54 percent of third graders passed the state’s standard reading test. Not only can we do better, we must!”

Hoskinson started his own nonprofit Roots and Wings Inc., in part, as a tribute to his wife, Anne, who passed unexpectedly in 2016. Their dream was to start a nonprofit that would help children in need get the basics required for them to dream of what could be — and then achieve it. They’d even earmarked funding for it in their will.

Ready to commit the inaugural gift, he knew he needed a charitable vehicle with great credibility within the community and impeccable credentials. He called his professional advisor, Jack Lansing, a vice president for wealth management with UBS Financial Services Inc., for help.

“The Foundation stands out as a philanthropic partner for three reasons: Its permanence in the community, its safety as an asset manager, and its connectivity with the community,” said Lansing, who has been partnering with the Community Foundation for over 20 years. “For Roots and Wings, we ultimately landed on an endowment model that would fulfill Ted and Anne’s original vision to make a difference long-term.”

In early 2022, Hoskinson and Lansing came to the “agreement signing party” at the Foundation’s headquarters; the Roots and Wings Bridge to Hope Education Fund has been growing ever since.

“I’m grateful to get this off the ground because early reading and comprehension is — and forever will be — critical to everyone’s life,” said Hoskinson.
HEATHER & PATRICK HENRY
HOMETOWN: PALM BEACH and SHELBURNE, VERMONT
COMMUNITY FOUNDATION CONNECTION: Heather served on the Board of Directors from 1983-1985 and on the Advisory Council Committee and Scholarship Committee from 1991 to the mid-2000s.
COMMUNITY FOUNDATION FUND: Heather and Patrick Henry Scholarship Fund

For the Hennys, education is the foundation to succeeding through life’s trials and tribulations. But college is the keystone that advances true transformation.

“Education has always been important to us, and not everyone has the opportunity to succeed even if they have the ability,” said Patrick. “We like to help where we can and take pleasure in opening doors for others.”

Heather was recruited to volunteer with the Board at the behest of the Foundation’s founders, Winsome and Michael McIntosh. The Henrys and McIntoshes became friends when their young children attended Palm Beach Day School together in the late 1970s. Her favorite role at the Community Foundation was serving on the Scholarship Committee, where she would review applications and interview prospective scholars in person.

“I remember having a soft spot for late bloomers — the students who didn’t always have straight As, but were smart and motivated.

“Some students are early superstars — others need time and a chance to get on the path to success,” said Heather. “The scholarship is that chance. The gift of a good education prepares them, forms them for a life ahead. To me, that’s the most powerful way to help someone.”

Inspired by Heather’s experiences, Patrick suggested starting their own scholarship fund with the Foundation, designed to be broad in its requirements — a lifeline for late bloomers. To date, 25 promising students have transformed their lives thanks to Henry Scholarships.

“The growth over the years of the Community Foundation has more than fulfilled its founders’ dreams,” said Heather. “For those of us involved in its early years, we’re happy to be a part of something that has become an essential resource to so many of our area’s residents.”

801 DONOR-ADVISED GRANTS ISSUED

8.9 MILLION GRANTED FROM DONOR-ADVISED FUNDS

TOP 5 AREAS OF DAF GIVING

1. EDUCATION
2. ARTS, CULTURE & HUMANITIES
3. HUMAN SERVICES
4. HEALTH CARE
5. YOUTH DEVELOPMENT

THE DONOR-ADVISED FUND DIFFERENCE
In FY2022, hundreds of the Community Foundation’s DAF holders directed their dollars to change-making organizations.
### FINANCIALS

#### STATEMENT OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th>Assets 2022</th>
<th>Assets 2021</th>
</tr>
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<tbody>
<tr>
<td>$229,789,917</td>
<td>$249,098,698</td>
</tr>
</tbody>
</table>

**ASSETS**

- Cash and Cash Equivalents: $8,618,216, $7,016,508
- Contributions and Bequests Receivable: $258,860, $614,994
- Prepaid Expenses and Other Assets: $620,391, $330,130
- Investments: $213,013,161, $233,614,277
- Land, Building and Equipment, Net: $7,279,289, $7,522,789

**LIABILITIES**

- Accounts Payable and Accrued Expenses: $374,228, $423,195
- Agency Payable: $6,928,803, $7,029,645
- Liability Under Split Interest Agreements: $1,199,176, $1,485,468
- Grants and Scholarships Payable: $5,400,296, $4,472,923
- Bond Issue Payable: $18,377,585, $17,986,900

**NET ASSETS**

- Total Assets: $229,789,917
- Total Liabilities: $18,377,585
- Net Assets: $211,412,332

**TOTAL LIABILITIES & NET ASSETS**

- Total: $229,789,917

#### ANNUAL SUPPORT

- $599,000

#### AVERAGE DONOR ADVISED FUND

- $500,392

#### CONTRIBUTIONS TOTAL

- $20,060,244

#### TOTAL GRANTED

- $17,036,108

#### INVESTMENT PERFORMANCE

- Foundation Policy Index:
  - Since Inception: 7.5%
  - 10 Year: 8.8%
  - 5 Year: 11.7%
  - 3 Year: 14.8%
  - 1 Year: 16.8%
  - 10 Year: 15.3%
  - 5 Year: 10.3%
  - 3 Year: 7.8%
  - 1 Year: 6.7%
  - -8.87%

#### NET ASSETS BY FUND TYPE

- Donor Advised: $96,559,646
- Field of Interest: $41,876,744
- Scholarship: $23,890,850
- Unrestricted: $15,961,169
- Special Purpose: $16,253,524
- Designated: $9,767,400
- Supporting Org: $7,102,999

**TOTAL:** $211,412,332

#### CURRENT ASSET ALLOCATION

- Global Equities: 46%
- Fixed Income: 28.3%
- Private Markets: 11%
- Hedge Strategies: 8%
- Cash: 4%
- Other: 3%

#### GRANTS BY FUND TYPES

- Restricted: $11,288,196
- Scholarship: $2,367,078
- Unrestricted: $2,110,609
FOUNDERS LUNCHEON SPONSORSHIPS

PUBLIC POWER SPONSORS $25,000 - $49,999

The McIntosh Foundation
The Palm Beach Foundation
Palm Beach State College
The McIntosh Foundation
FAU Foundation, Inc.

SUPPORTING SPONSORS $10,000-$24,999

WLRN Public Media
Stoops Family Foundation
Palm Beach Post / LOCALiQ
Palm Beach Illustrated

TABLE SPONSORS $5,000-$9,999

Beth Neuhoff and Steve Frank
Marjorie M. Fisher and Roy Furman
George T. Elmore
Sherry and Tom Barrat

$2,500

Susan Bracko and Lisa Morgan
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Marc J. Seski

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Leading for Good

2022-2027 STRATEGIC PLAN

This year, the Board of Directors and a dedicated Strategic Planning Steering Committee built a blueprint to close our area’s opportunity gaps through philanthropic and nonprofit partnerships. The Strategic Plan outlines our priorities and actions over the next five years, setting the stage for the decades that follow.

Our long-term, aspirational “North Star” goals center on three areas:

1. Serving as a leader and changemaker for our community
2. Growing philanthropic resources and providing exceptional service to our donors
3. Ensuring our longevity as a best-in-class organization

Our shorter-term, five-year strategic priorities include:

1. Building a hub of data and stories that span our area’s pressing issues — and solutions
2. Sustaining our nonprofit partners’ abilities to amplify their work
3. Making a difference on current, critical issues through grantmaking
4. Amplifying our donors’ impact through increased assets
5. Understanding our donors’ passions and growing their investments
6. Developing our team’s talents through strategic hiring and trainings
7. Updating the way our organization operates through the lens of equity and inclusion
8. Elevating awareness and visibility of our work

A full Strategic Plan Summary will be released soon.