



IMPACT

2023 | 2024 YEAR IN REVIEW







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Introduction

At the Bainum Family Foundation, we strive to connect our learning with impactful action, keeping community needs at the heart of everything we do.

This 2023–2024 Year in Review reflects a year of resilience, collaboration, learning, and commitment toward our shared vision of a world where all children and families can thrive. To realize this vision, we must be nimble enough to respond rapidly and consistent enough to support stability.

Our response to events such as the Key Bridge collapse have demonstrated this commitment in real time. Partnering with the Bainum family and its collective philanthropies, the foundation allocated \$700,000 to the Baltimore Community Foundation to offer immediate, essential support to those most affected. We also joined forces with the Maryland Tough

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Maryland is deeply grateful for the enduring partnership and selfless service of the Bainum Family Foundation. When our administration launched a bold assault on child poverty, this team stepped up and expressed their support. When our country endured a historic tragedy after the shipping vessel Dali struck the Francis Scott Key Bridge, the Bainum Family Foundation rallied with the people of our state. Together, we have uplifted Maryland families, responded to crises, and built new pathways to prosperity for all. Partnership produces progress, and I look forward to building on the foundation we’ve laid together.

GOV. WES MOORE OF MARYLAND

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The foundation uses a number of acronyms throughout this report:

- ACE** Advancing Christian Education
- BIPOC** Black, Indigenous, and People of Color
- DEI** Diversity, Equity and Inclusion
- EC** Early Childhood
- ECE** Early Childhood Education
- ESG** Environmental, Social, and Governance
- FP** Family Philanthropy Division
- NAD** North American Division of Seventh-day Adventist Education
- SDA** Seventh-day Adventist

Baltimore Strong Alliance, chaired by Gov. Wes Moore, reinforcing our dedication to regional solidarity, collaboration, and community uplift in times of adversity.

We saw firsthand how supporting stability helps partners proactively protect communities from harm. Another important effort this year involved our work with the DC Pay Equity Fund. When local budgetary challenges put early childhood educators’ wages at risk, the advocacy organizations the foundation supports were prepared to pivot and protect. Thanks to these collective efforts, \$70 million was restored to the fund for the

2025 fiscal year — a step forward in securing better outcomes for both educators and the young children they serve.

As we look back on this year, we’re excited to share not only our performance metrics but also the stories that bring our work to life. Through organizational learning and highlights, programmatic achievements, and partner spotlights, this report captures the progress and purpose driving our efforts. You’ll see how the foundation’s dedication to learning and evolving shapes our initiatives and strengthens our partnerships, helping us build a brighter future for our communities.

A Tribute to Our Retired Chair of the Board, Barbara Bainum



In June 2024, Barbara Bainum retired from her role as Chair of the Board, marking the close of a remarkable chapter in the foundation's history.

Both the board and staff would like to express our deepest gratitude to Barbara for her years of service, dedication, and unwavering leadership. Over the years, Barbara helped define who we are today, strategically, culturally, and operationally, positioning us to become more effective in our mission to partner with communities and improve the lives of children and families.

This transformation began in 2008 when Barbara succeeded her father, founder Stewart Bainum Sr., as CEO, President, and Chair of the Board. Despite the weight of her family's legacy and the challenges of transitioning from her career as a social worker, Barbara embraced the role with grace and determination. She made it a priority to personally connect with each of the 17 individuals who comprised the organization's staff at the time, taking the time to listen, learn, and understand more deeply the

organization's work. Drawing from those one-on-one conversations, she set her course as a leader who prioritized relationships, empathy, and impact.

Sixteen years later, Barbara's legacy runs deep throughout the foundation. Here are just a few ways Barbara's legacy and spirit are woven into, and carried on at, the Bainum Family Foundation:

Committing to Positive Impact

Barbara recognized the power dynamics inherent to the work being done as an operating foundation and sought to address them. She understood that meaningful change requires more than just resources; it requires humility and a willingness to listen. She challenged the foundation to move beyond a top-down, prescriptive approach, instead embracing a more holistic and responsive way of working with partners. She recognized that communities are constantly evolving, and she led the foundation to evolve with them, ensuring we show up in ways that are truly supportive and impactful.



Honoring and Preserving Family Legacy

Understanding that multigenerational philanthropic giving is essential for driving social impact, Barbara established a sustainable legacy of giving that will endure for generations. Through the creation of the [Family Philanthropy](#) division, she fostered a culture of giving that is inclusive of all Bainum family members as young as 5, cultivating a legacy of service that continues to grow.

Cultivating a Meaningful Work Culture

Under Barbara's leadership, the foundation's [four core values](#) — Continuous Learning, Integrity, Collaboration, and Commitment — were established. These values, combined

with the organizational priority of advancing diversity, equity, and inclusion, have shaped not only how we work internally but also how we show up as a partner — whether it's co-creating solutions with the community or embracing flexible, emergent strategies.

Valuing Lived Experiences

Barbara championed the coalescing of data and research *with* diverse expertise and candid conversations to refine the foundation's programmatic approach. A pivotal moment in her leadership came when she reconnected with the students from the foundation's [I Have a Dream program](#), which revealed two vital insights: the significance of nonacademic wraparound supports and the importance of reaching students at an early age with critical educational and comprehensive support. This, paired with data from a detailed needs

assessment, led to the foundation's initial pivot to early learning, and now Early Childhood.

Throughout her time with the foundation, Barbara's leadership was defined by an ever-present question: "What more can we do?" For her, the Bainum Family Foundation was never about simply fulfilling obligations — it was about embracing a deeper, more lasting commitment to family, community, and equity. As we reflect on her contributions, we know the impact of her leadership will live on for generations to come. She leaves the foundation well equipped to carry forward its vision and commitment to ensuring that all children and families can thrive.

Thank you for all you've done, Barbara.

THE BAINUM FAMILY FOUNDATION STAFF



Letter from the Board Chair

Dear Friends and Supporters,

As I write to you for the first time in my role as Chair of the Board, I am filled with a deep sense of pride and responsibility. This foundation has been an integral part of my life, as I have had the privilege of seeing it progress

from the organization first envisioned by my grandparents, Stewart and Jane Bainum, to the impactful force for good it is today. Serving as a director with my grandfather, to whom I was close, was a unique and invaluable opportunity to learn directly of his deep care, boldness, and commitment, and to observe firsthand his earnest, often impatient, and admittedly imperfect attempts to create a more level

playing field for others. As a father, a spouse, a clinical psychologist, and someone called to do work that meaningfully improves human lives, stepping into this role holds great personal significance for me.

I am honored to follow in the footsteps of my mother, Barbara Bainum. The era of her leadership, both as CEO and Chair, has been

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I see my role as one of collaboration and support as we move forward together in service of our mission.

SCOTT RENSCHLER, PsyD

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characterized by transformation through tremendous growth, professionalization, sharpened strategic focus, empowerment of our staff, and increasing collaboration with our community partners. I am inspired by her example.

As I look ahead, I am committed to continuing the legacy of family engagement in the foundation's work. Our family's involvement goes beyond funding — we are hands-on partners in this mission — and I look forward to encouraging even deeper engagement from future generations as they come of age to carry this work forward. I believe it is essential that the foundation remains a place where family members not only contribute but also learn and grow as they participate in this journey of service.

At the same time, I recognize the limits of my privileged perspective. Coming from a predominantly white, wealthy family while supporting historically and intentionally excluded communities that are largely Black and brown has deepened my commitment to honoring the humanity and lived experience

of all people as we work together to build a society where all children can thrive. This is both a personal journey and an organizational one. I am dedicated to ensuring that the Bainum Family Foundation continues to provide opportunities for our staff, partners, and family to move the needle on equity, both individually and collectively — myself included. I understand and am committed to the critical need for ongoing reflection about how we, as an organization and the individuals who comprise it, can meaningfully advance systems change and make progress toward a world that is fairer for everyone.

This dedication to bettering society extends to how we manage the foundation's resources. I plan to continue to look strategically at our endowment, working to make it greener, more socially responsible, and more impactful. It is critical that we put our financial resources to work in ways that directly benefit the communities we serve. Last year, we took a meaningful step by increasing our spending, and I am committed to maintaining that momentum, ensuring that our portfolio drives meaningful impact in real time.



In my role as Chair, I am also here to support the incredible work of our foundation's staff and leadership. I have immense respect for our CEO, our team, and the work they do each and every day. I see my role as one of collaboration and support as we move forward together in service of our mission.

Taking on this role is a privilege, and I look forward to what we will accomplish together in the next year and beyond. My mother's tenure as Chair left a lasting mark, and I hope that during my time in this role, I can continue to build on her legacy in ways that reflect both my personal journey and our collective mission.

With gratitude,

SCOTT RENSCHLER, PsyD
CHAIR OF THE BOARD

Letter from the CEO

Dear Partners and Community,

I am proud to present the Bainum Family Foundation's 2023–2024 Year in Review. This year, we've deepened our commitment

to not only what we do but also how we do it — reflecting on the choices, and at times challenges, required to make lasting, meaningful change in the communities we serve. Throughout this year's report, you'll see how we've put our resources to work, sparking ideas, actions, and learning.

At the heart of this year's work is a fundamental belief: Lasting impact is possible when we trust and follow the lead of the communities we aim to support. Too often in philanthropy we talk about making bold change while at the same time perpetuating the idea that trusting communities is a



radical one. At the foundation, we know that true transformation requires us to embrace the expertise and vision of those closest to the challenges. Our role is not just to fund solutions but also to listen, take risks, and walk alongside our partners as they drive the change they want to see.

Over the past year, this approach has led to incredible impact. We have seen real progress in the individuals and communities we serve. But we've also learned valuable lessons — some from our successes and others from moments when we've fallen short. This learning, and how we apply it, is essential. As funders, we must position ourselves to be held accountable to those we serve. We must be open and vulnerable — this means acknowledging moments when our impact hasn't matched our intention and taking active steps to remedy any negative consequences, not only through learning but also through action. It's this accountability that positions us to build true, authentic relationships with our partners and the communities we serve.

You'll see in the pages that follow a combination of data and stories. We've intentionally woven in the voices of our

partners to highlight the real work happening on the ground. These stories reflect the power of community-driven solutions and how our financial investments are helping drive change across systems and structures. At the same time, they remind us of the importance of continually listening and evolving as partners and funders.

As we continue on this journey, we remain committed to being bold in our approach while remaining humble and open to acknowledging ways that we can deepen accountability and address power dynamics. We will continue aligning our resources with the needs of those we serve and fostering the trust necessary to create real, lasting change. I invite you to join us in this effort, as we work toward a future where every child and family can thrive.

Thank you for your continued support, partnership, and dedication to our shared mission.

With gratitude,

DAVID DANIELS
CEO AND PRESIDENT



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As we continue on this journey, we remain committed to being bold in our approach.

DAVID DANIELS

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Photo Credit: Photo courtesy of Lift Orlando.



Organizational Learning

How well are we living out our core strategic approaches to advance our mission and vision?



Power Sharing

across internal and external stakeholders

The foundation was invited to present at approximately

40

national and local conferences and strategic meetings to help eliminate the barriers experienced by partners and elevate their proposed solutions.



Progressing

toward becoming an equitable, inclusive, antiracist organization

Our commitment to DEI is demonstrated in the growing racial diversity of our staff. We have incrementally increased the number of BIPOC employees each year since 2020, shifting from 37% BIPOC employees in 2020 to

51%

in 2024.

We have also seen an increase in the percentage of board members who identify as BIPOC to **57%**.



Adapting

to the changing needs of our communities and partners

In FY24, the amount of new multiyear dollars committed increased by

26%.



A multiyear approach to funding provided a multiyear approach to creating solutions and building on annual success. It forced regular reflection and assessment while at the same time providing confidence, because important work does not happen overnight.

FOUNDATION PARTNER



Advancing

systems change in our intended focus areas

The foundation board approved a five-year, **\$100M** commitment to early childhood.

>48%

of EC partnerships supported local and national organizations that advocate for the conditions young children and their families need to thrive.

Highlights

Social media

Our strategic communications plan amplified our social media presence, allowing it to serve as a catalyst for meaningful dialogue. By spotlighting diverse insights and ideas from across program initiatives, we have helped effectively shift the conversation and have advanced systems change. The increased reach, evidenced by our measurable growth in engagement, has elevated critical discussions, empowered partners, and strengthened our collective ability to drive equitable solutions.



52%

year-over-year increase in total followers across all platforms.



142%

year-over-year increase in impressions across all platforms.



248%

year-over-year increase in link clicks on LinkedIn and X (previously known as Twitter).

Media



The foundation's media mentions increased by

220%

in 2024.



8

media partnerships spanning television, print, and podcasting.

Through strategic partnerships with local and national media outlets, we created broader awareness, reporting, and engagement with the issues we aim to address.

“

We are poised to use the foundation's funding to recruit a full-time reporter focused on early childhood education coverage.

MEDIA PARTNER

”



Programmatic Learning



The total stakeholder reach of our EC partners is approximately

1.6M,

spanning advocacy, direct services for young children/families, and direct services for practitioners working with young children/families.



84%

of attendees at the DC Men in ECE Conference reported they gained more knowledge about self-development skills.



63%

of EC advocacy partners reported being able to engage with more audiences due to Bainum Family Foundation funding.



93,549

children were impacted by Family Philanthropy's Global Education Fund.



70%

of EC direct service provider partners reported they were able to improve their quality, and



56%

of EC direct service providers were able to serve more children and families due to the foundation's funding.



100%

of all 13 ACE Academy coaches felt that the program prepared them to be an effective leadership coach.

“

It is so good to continue in partnership with Bainum in this work. I recently spoke of you [as an organization] and how you just move with a different kind of spirit. I cited you as an example of *what is possible* from a funder.

DAVID BOWERS, ENTERPRISE COMMUNITY PARTNERS


”







Impact Stories



The following pages highlight just a few of the foundation's incredible partners and the work they do each and every day to help children thrive. These stories showcase the collective impact of organizations dedicated to fostering supportive, resourceful, and empowered communities for children and families. While these highlights reflect only a portion of the progress made, these and countless other stories strengthen the foundation's ability to make a difference in the coming year.

With a recent commitment to invest \$100 million in the early childhood space over the next five years, this work is more important than ever. This funding will propel initiatives like **WeVision EarlyEd**, which is focused on expanding and elevating over the next year. The foundation recognizes that this momentum is only possible because of what has been achieved in partnerships over the past year. By celebrating these milestones, the foundation honors the exceptional work of its partners, each of which plays an essential role in building a future where all children can thrive.



EARLY CHILDHOOD PARTNER SPOTLIGHT

Lift Orlando — Widening Our Lens To See and Do More

The Bainum Family Foundation's investment in and partnership with **AdventHealth** hospital system and **Lift Orlando** has fueled the creation and growth of the **West Lakes Early Learning Center (ELC)**.

Since West Lakes ELC opened in April 2020, the state-of-the-art early childhood education program — which is within Lift Orlando's community revitalization footprint — has become an integral part of the West Lakes community.

All of its infant and toddler classrooms consistently operate at capacity with waiting

lists. In 2023, 82% of children enrolled qualified for free and reduced meals. In addition to serving the approximately 140 infants and toddlers enrolled, West Lakes ELC has expanded its comprehensive services model to serve children attending other early childhood programs within West Lakes. More than 190 children and their parents/caregivers from both West Lakes

ELC and other local early childhood education centers receive a range of services, including speech and language therapy, applied behavior analysis therapy, occupational therapy, physical therapy, feeding therapy, play therapy, personal care services, referral to ear/nose/throat (ENT) care, and life counseling. West Lakes ELC has also partnered with the Maryland-based Reginald S. Lourie Center to provide Trauma Informed Preschool Supports (TIPS).

While celebrating West Lakes Early Learning Center's growth and impact, community partners helped the foundation recognize that this program only served a portion of young children in this community. The foundation's intentionally narrow focus ultimately did not align with the "help the whole community prosper" ethos that partners strived to create. Listening to these insights, the foundation widened its lens to do more.

Lift Orlando established the Early Learning Provider Network to support all licensed early childhood education programs within the 32805 ZIP code. The network supports 19 licensed early childhood education programs collectively serving nearly 1,000 young children. These programs, like many others, operate with razor-thin margins that make quality improvements like facility upgrades, staff retention incentives, and learning materials seem like luxuries. Lift Orlando built relationships with these programs and provided the resources they deemed most needed.

This transformative partnership exemplifies the power of listening, holistically considering consequences — both positive and negative

— and adapting based on community voices. Thanks to invaluable community feedback, the foundation was able to work in and with the broader West Lakes community to build relationships, listen openly, and support their identified solutions rather than advancing the solutions the foundation thought would be most effective. An educator from West Lakes expressed their impact on their facility:

"I was able to update my playground that was old and outdated. Now, thanks to [the foundation], I was able to add a castle playground set that includes two swings, a slide, a climber, and a castle at top and bottom. This may be nothing to others, but this has been a dream come true for me. I also was able to replace my stairwell that was made from wood that had begun to rot and become unstable due to the previous storms and normal wear and tear. I can't thank you all enough for choosing me and my center!"

OWNER OF AN EARLY CHILDHOOD EDUCATION PROGRAM IN ORLANDO, FLORIDA

Alongside this partnership, the foundation collaborates with Lift Orlando to capture and share knowledge, empowering broader community impact. By funding Lift Orlando's capacity to manage and disseminate data and insights, the foundation supports practices that drive strategic decision-making, advance equity, and amplify community voices. Funds have been used to increase Lift Orlando's capacity to capture, use, and share learning and data to further advance community impact.



Reflecting on the collaboration, the Lift Orlando team shared, after their recent **Love is Local Summit**:

"Lift Orlando is deeply grateful for Bainum's generous investment in our early learning initiatives ... their help has supported our early learning collaborative of 18 locally owned early learning centers. These critical early learning providers now benefit from a shared community, resources, and training provided by Lift Orlando. We are forever grateful to have that level of deep, committed support from the Bainum Family Foundation."

This partnership stands as a testament to the impact of true community-driven partnership.

Mamatoto Village — A Lifeline of Community Care

The well-being of young children is inextricably connected to the well-being of the adults who care for them.



Photos courtesy of Mamatoto Village.

When the adults thrive, the children they nurture can also thrive. The [surgeon general warns](#) that the well-being of parents and caregivers is a critical and underappreciated public health priority. This warning is even [more dire for Black mothers](#).

The foundation supports several partners focused on the well-being of families and practitioners. One such partner, [Mamatoto Village](#), stands as a vital source of empowerment, specifically for Black women. Driven by a mission to create accessible pathways in maternal health careers and provide culturally resonant perinatal support, they meet the urgent needs of expectant mothers while fostering a new generation of skilled, compassionate birth workers who understand the unique experiences of the communities they serve.

Mamatoto Village's commitment is evident in their remarkable impact this year, maintaining a 100% maternal survival rate — no small feat in a nation grappling with racial disparities in

maternal and child health. With each mother they support, Mamatoto Village upholds the belief that quality maternal care should be a right, not a privilege, ensuring that each woman receives the care and attention she deserves.

Over the past year, Mamatoto Village also celebrated the graduation of 56 trainees from their Community Birth Worker training, equipping them with the knowledge, skills, and cultural competencies needed to serve as birth workers and doulas under Maryland Medicaid. The foundation's support includes dollars that contribute to full and partial training scholarships to cover these trainees' learning materials, training bags, and books. Each of these women, 100% of whom identified as African American or Black, completed their training not only with expertise in reproductive care but also with a deeply rooted commitment to their community's well-being.

Central to Mamatoto Village's training efforts is the Mamatoto Village Academy, a professional development platform that offers hybrid and asynchronous courses tailored for perinatal health experts from diverse backgrounds. Recognized by the Maryland Medicaid Administration and the District of Columbia Department of Health as a certified program,

the academy has prepared nearly all its trainees (97.6%) to feel knowledgeable and confident in their roles as maternal health providers.

From every service provided to each career pathway created, Mamatoto Village champions the strength and resilience of Black women, reminding us of the profound difference culturally responsive care can make.

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All trainees leave our program with a deeper knowledge of birth and reproductive care ... and an intrinsic passion for serving their community.

MAMATOTO VILLAGE

”



26%

increase in trainees identifying as moderately to very knowledgeable of the skills and competencies required for a maternal health provider.





LEGACY SPOTLIGHT: SDA

ACE Academy — Nurturing Leaders, Inspiring Educators

The foundation’s founders held a deep belief in the power a fulfilling and fruitful education has in shaping a child’s life.

This belief continues to guide their legacy today through support of the Seventh-day Adventist education system as part of its Legacy Programs. [ACE Academy](#), powered by the foundation, champions this goal of supporting SDA educational leaders and

fostering vibrant learning communities across the country. Through ACE Academy, the foundation invests in SDA principals and educational leaders, equipping them with not only professional development tools and trainings but also experiences that help them engage with their work, encouraging personal fulfillment and confidence. To date, ACE Academy has completed three cohorts of both trained coaches and enrolled SDA educational leaders whom these coaches support.

This year, ACE Academy played a significant role in the SDA Church’s North American Division Educators’ Convention, where nearly 6,000 SDA teachers and educators gathered to connect, learn, and grow professionally together. Aiming to inspire and celebrate, ACE Academy, in partnership with the SDA Church’s NAD, hosted 13 EdTalk speakers at the event, each exploring different perspectives on the theme of “Leadership. It all comes down to” This TED Talks-style series featured leaders, educators, and artists

Photos courtesy of ACE Academy.

"

It was uplifting. It was practical. It was moving.

EDTALK ATTENDEE

"

— including Grammy winner Laura Story, NAD President G. Alexander Bryant, ACE Academy Director Toakase Vunileva, and the foundation's CEO, David Daniels — each of whom shared their reflections on leadership within SDA schools, inspiring attendees to leave feeling more connected to their mission and values in education.

"We believe education is supposed to be fun," said Vunileva, reflecting on the energy ACE Academy wanted to bring to the convention. This energy clearly resonated. Rebecca Runnals, a teacher and principal from Tyler Adventist School, was especially moved: "The EdTalks were my favorite sessions. ... Dr. [Carlton] Byrd spoke about how we need to model as leaders. He mentioned how important it is to walk the walk." For Texas

Conference Associate Superintendent Robyn-Anna Grimsley, the experience was one "that [she] would pay to repeat," describing it as "innovating, inspiring, and motivating."

The heart of ACE Academy's work is reimagining what it means to lead within the SDA education system. With a commitment to growing alongside its leaders, ACE Academy aims to better equip existing educators while inspiring new ones through collaborative trainings and professional development opportunities that evolve to meet the needs of SDA educators and the students they serve. The foundation is proud to continue the vision of their founders in supporting ACE Academy as they continue to innovate what leadership looks like in the SDA educational space.



>2,000

people attended foundation-hosted EdTalks.



20

individual coaching sessions were provided during the Seventh-day Adventists educators' convention.



100%

At the end of the ACE Academy Executive Coaching Program,

of the surveyed coaches stated that ACE Academy prepared them to be an effective leadership coach.

Ripples of Hope — Supporting Early Learning in Refugee Camps

The Bainum Family Foundation continues to honor the interests and intentions of its founders through various Legacy Programs, including Family Philanthropy.



Within FP, one notable effort is the Global Education Fund (GEF), which was founded by a member of the Bainum family. This fund provides grants aimed at enhancing access to high-quality early care and education for young children around the world. These projects are carefully designed to foster sustainable solutions that respond directly to community needs, evolving over time to maximize impact.

Among these partnerships is the collaboration with iACT and its Little Ripples program — a source of support for families in the refugee camps along Chad’s eastern border, where children and communities displaced from Darfur in western Sudan have settled.

In 2013, iACT, an international humanitarian nonprofit, co-designed the Little Ripples program with the refugee community to address the urgent need for early childhood education. This home-based preschool

model was built from the ground up with refugees, creating preschools known as “ponds” in the yards of refugee families’ living compounds. The locations of these preschools are carefully selected so that children and their families living in a camp can have equal access.

Thanks to multiyear funding from GEF, Little Ripples has expanded into three additional refugee camps along Chad’s eastern border, bringing hope and stability to children who have endured displacement and uncertainty. The expanded program now includes a total of 12 new ponds across these camps, with each pond accommodating around 45 children from the surrounding homes and being led by two teachers. These teachers are trained in Little Ripples’ curriculum, which incorporates play-based and social-emotional learning as well as mindfulness activities. By training refugee women as educators, Little Ripples supports community members in being caretakers,

Photos courtesy of iACT.

educators, and advocates for the youngest and most vulnerable in their communities. This model allows the program to flourish from within the community, creating a sustainable and scalable approach to early childhood care that extends beyond individual classrooms.

One of the greatest strengths of Little Ripples lies in its ability to truly cultivate a ripple effect. Refugee teachers who have completed the

training have begun to bring Little Ripples' transformative curriculum to other regions of Chad, offering stability and support to children beyond the original camps. Through funding provided by the foundation, iACT has continued to provide a pathway for people to stand in their power. That, at its core, is about acknowledging the agency and dignity of the refugees who lead this important work.

These numbers speak to the impact of Little Ripples — a program that, while small in physical footprint, is making a positive difference in the lives of countless young children and their communities.

Since spring of 2023:



767

additional young children between the ages of 3 and 5 either have gone through or are going through the Little Ripples program.



24

women have been trained and hired as teachers.

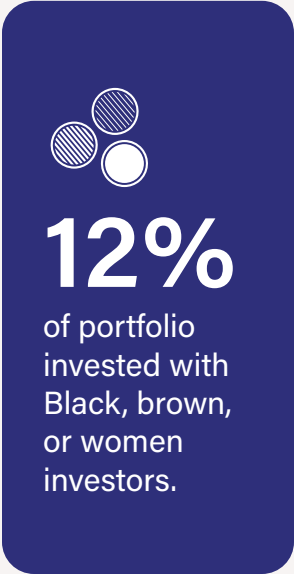
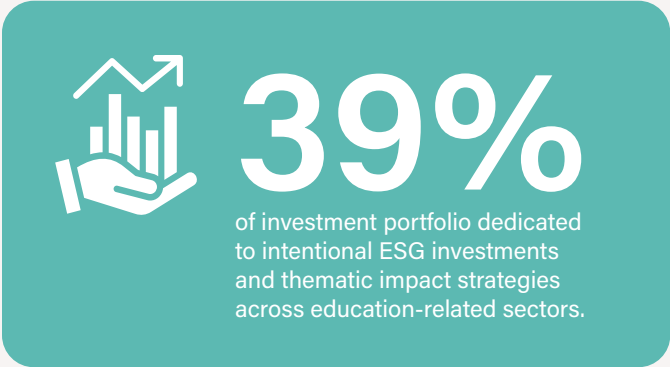


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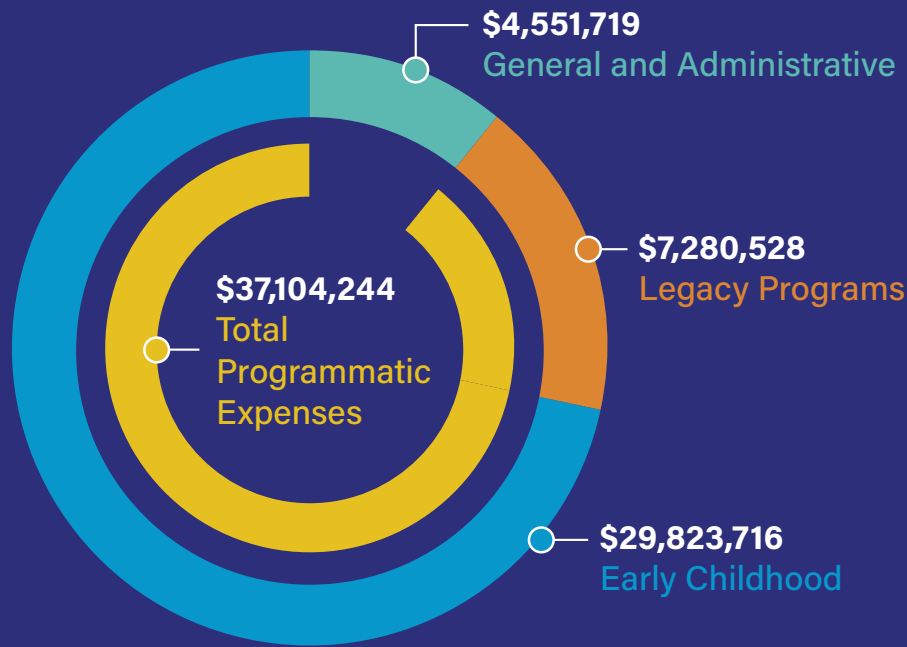
women have been trained in the Little Ripples play-based methodology.

Financial Impact Overview

Our investment strategy is focused on putting our financial resources to work in ways that directly support and uplift the communities we serve and minimize harm, ensuring that our returns drive mission and impact, not just financial gains.



Funding



5.77%
of Endowment Spent



\$721,496,718
Endowment Value

3.4%
increased spend from previous FY

Board and Staff*

Board of Directors

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CHAIR OF THE BOARD

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Dana Bowman
ASSOCIATE, HR OPERATIONS

David Daniels
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Demetria Joyce
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STRATEGY IMPLEMENTATION

Grace Meiser
PROJECT ASSOCIATE, EARLY CHILDHOOD

Haroni Tewolde
ASSOCIATE, ORGANIZATIONAL LEARNING
AND EFFECTIVENESS

Henrena Brunson
DIRECTOR, DEI, CULTURE, AND
TALENT DEVELOPMENT

*Titles as of publication, December 2024



Ines Burbulis

GRANTS MANAGER, FAMILY PHILANTHROPY

Joseph Martinak

ASSOCIATE, COMMUNICATIONS

Kelly Smith

DIRECTOR, COMMUNICATIONS

Kiel Smith

COMMUNITY ENGAGEMENT COORDINATOR,
EARLY CHILDHOOD

Mae Cheung

GENERAL COUNSEL

Marica Cox Mitchell

VICE PRESIDENT, EARLY CHILDHOOD

Melanie Litchfield

SENIOR MANAGER, ACE ACADEMY

Michael Brannan

CHIEF FINANCIAL OFFICER

Michelle Kumi

GRANTS MANAGER

Mika Thornton

MANAGER, COMMUNICATIONS

Monae Wilmore

PROGRAM ASSOCIATE, EARLY CHILDHOOD

Phillip Sumbly

SENIOR MANAGER,
INFORMATION TECHNOLOGY

Rebecca Cisek

VICE PRESIDENT, ORGANIZATIONAL LEARNING
AND EFFECTIVENESS

Rosa Poustinchi

SENIOR ACCOUNTING MANAGER

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