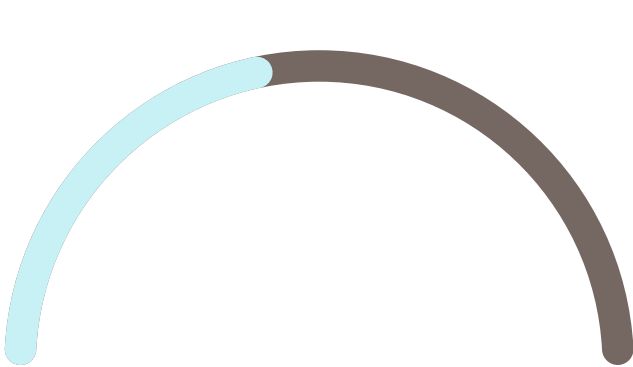
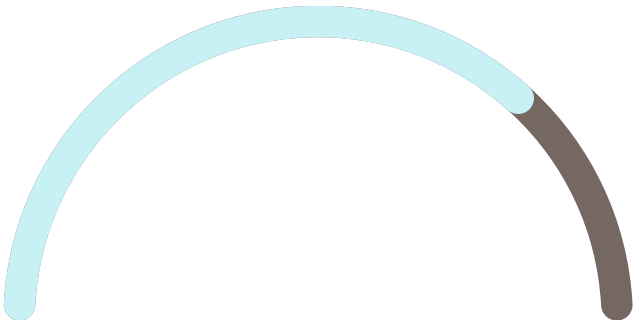


Community Impact - 2023 KPIs

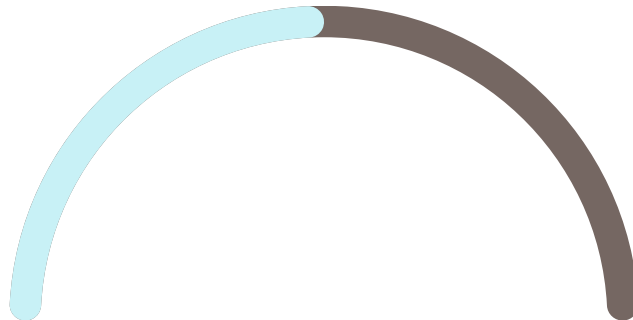
Further develop grantmaking strategies, outcomes and practices based in equity principles.



Expand Strengthening our Partners Impact Fund Strategy



Re-evaluate existing strategic grantmaking framework

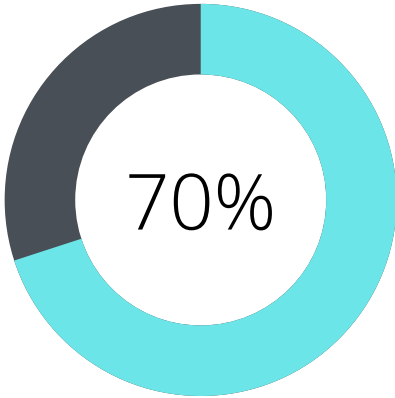


Expand cross-departmental collaboration toward key impact areas

Build Trust-Based Philanthropy practices across all grant programs

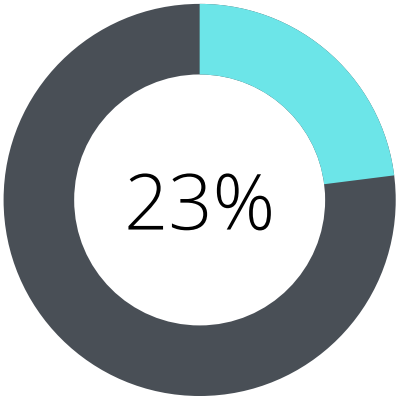
Trust-Based Philanthropy Indicators

**30 grant programs in 2023, benchmark data as of 10/31/2023*



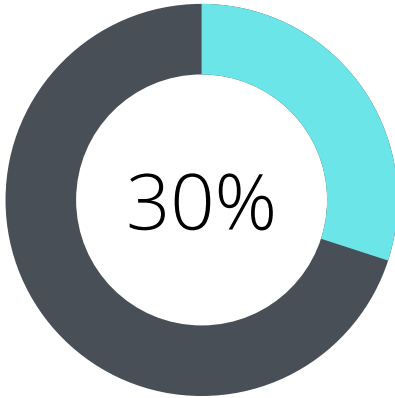
Unrestricted Funding

Overall Goal: 80% by 2026
Annual Growth Target: 4%



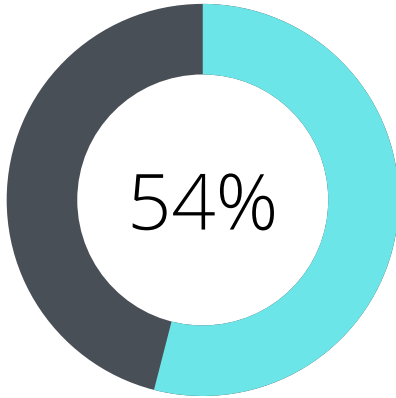
Multi-Year Funding

Overall Goal: 25% by 2026
Annual Growth Target: 3%



Intentionally Supporting BIPOC or Led By/Serving Organizations

Overall Goal: 35% by 2026
Annual Growth Target: 3.75%




Ease of Application & Reporting Process

Overall Goal: 75% by 2026
Annual Growth Target: 6.75%

Community Leadership - 2023 KPIs

Continue to move beyond grantmaking and employ all resources available to the Foundation to serve as valuable partners to create positive change, centered in values of diversity, equity & inclusion.

Benchmark data as of 10/31/2023



Expand capacity to serve as a philanthropic intermediary



Expand key relationships with government & national philanthropy



Build internal infrastructure to expand advocacy & public policy work



Establish internal mechanism to fund community leadership work



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Active Partnerships

Overall Goal: TBD by 2026
Annual Growth Target: TBD



Regranting Programs:
National Philanthropy &
Federal Programs

Overall Goal: 2 active/year



Impact Investment
Deployment (based on
current available funds
as of 10/31/23)

Overall Goal: \$10m by 2026
Annual Growth Target: \$1.2M

Organizational Sustainability & Endowment Growth- 2023 KPIs

Become a self-sustaining organization by 2026, through fee for service income & by building the endowment to a minimum of \$200 million.

Benchmark data as of 10/31/2023

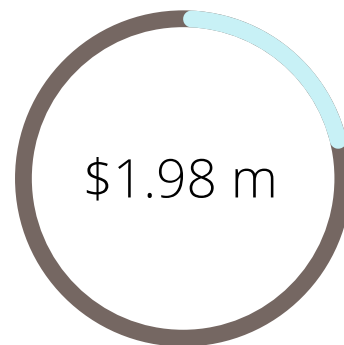


Financial Data as of 9/30/23

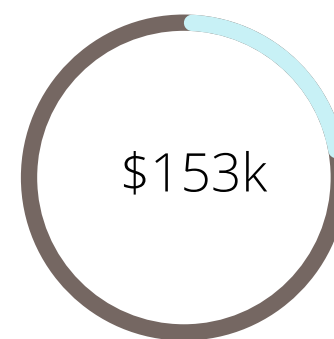
Endowment Size -
YTD



Contributions- YTD



Fee for Service
Revenue - YTD



Budget % of Non-
Contributed Income

