

our 25th Year

2021 was a year of turmoil, heartbreak, and immense need. It was also a time when **PEAK Grantmaking rallied our community around a call to action: How can philanthropy do better?**

Together, we challenged long-held norms in philanthropy and championed more responsive, flexible, and collaborative practices. We amplified our Principles through new resources, programs, and partnerships—leaning into tying practices to values, driving equity, and rethinking what true partnership with nonprofits means. At our convenings, in our forums, and through our communications, we lifted up the voices of our community. And our members engaged deeply with one another for support, resources, ideas, and camaraderie.

Across the year, we made time to both celebrate and reflect on our first 25 years of progress. And we launched into PEAK's next chapter, mapping priorities and plans to advance a shared vision to transform philanthropy through more equitable, effective grantmaking.

We were honored to serve while leading during a pivotal year filled with milestones that reaffirmed why PEAK is thriving at 25. To name a few: Our membership surpassed 500 contributing organizations and 6,000 people in our network. We launched 10 new peer groups and a pilot mentorship program. Community engagement was at an all-time high. And we saw an unprecedented level of investment in PEAK.

Membership revenues have nearly doubled over the past three years—a testament to this organization’s value and impact in leading change, affirming that more and more individuals, teams, and organizations count on us as integral to their work. Last year, we also received our single-largest, unrestricted grant of \$3 million. This was a proud moment for the PEAK staff, board, and community, and we will be forever grateful to MacKenzie Scott and Dan Jewett for their generosity and vote of confidence that PEAK is heading in the right direction.

At PEAK, we are dedicated to not just changing the philanthropic sector, but transforming it. We are centering equity not only in our external work, but inside our doors, too. We move into our next chapter laser-focused on our core community of grants and operations staff while making a place for any professional in the funder space intent on advancing equitable grantmaking to join us in becoming change leaders for themselves, their teams, organizations, and the sector.

Lastly, we extend our gratitude to the PEAK community for joining us on this journey. We came together in remarkable ways in 2021. Cheers for participating in our virtual gatherings, taking on volunteer roles, leaning into difficult conversations, seizing opportunities to champion equity, and finding the deep value and joy of community. Through PEAK’s chapters, peer groups, CONNECT forum, second virtual conference, Grants Management 101 cohorts, and more, we truly live our Learn, Share, Evolve Principle, empowering one another as changemakers in philanthropy.

From our origin of two grants managers dreaming up what would become a viable nonprofit association to today, PEAK Grantmaking is trailblazing the path toward equitable grantmaking. We are grateful for your inspiration, your dedication, and your support.



Steven Casey, Deputy Director,
Grants, We Mean Business Coalition
*2021 PEAK Grantmaking
Board Cochair*



Satonya Fair, JD, President
and CEO, PEAK Grantmaking



Gary Romero, Director of
Grants Management, Virginia
G. Piper Charitable Trust
*2021 PEAK Grantmaking
Board Cochair*

We celebrated—and reflected on—**25 trailblazing years.**

In preparation for this milestone anniversary, we reconnected with cofounders Margaret Egan, Ann Gael, and Ursula Stewart, along with new and longtime members, to reflect on our organization's history, evolution, and vision for what's ahead. When Egan and Gael met for lunch in 1996, they were looking to connect and learn with peers to become better grants management professionals and better support the nonprofits they funded. They became trailblazers.

Across 2021, we delved deep into PEAK's rich history, an experience guided by our 25th anniversary committee, informed by focus groups and interviews with founding members and through community submissions of videos, images, documents, and stories.

Three special anniversary events brought together founders, members, and partners from around the sector in dialogues that reflected on how much grants management has evolved and how far our organization has come. In a galvanizing CEO panel conversation, PEAK's Satonya Fair, Kresge Foundation's Rip Rapson, Ford Foundation's Darren Walker, and GEO's Marcus Walton affirmed the critical role of grants professionals in operationalizing equity.

Through a yearlong storytelling project, the PEAK community shared their experiences of what PEAK means to them, how the grants management profession has expanded over the years, their aspirations for the future of philanthropy, and how our community can lead as changemakers. We now have a living history portal that chronicles our first 25 years, spotlights milestones and memories, and charts our continuing progress in real time.

25 Years of **PEAK**

DONATE TO PEAK

With your support, we can transform philanthropy.

[DONATE](#)

Highlights

Timeline

PEAK Stories

Videos

Story Center

Help Us Tell the Story We All Share

Our 25th anniversary is a celebration of community. We invite you to share your memories: Record a video, tell us about a favorite PEAK moment, or submit a photo.

Let's tell our story together!

[SHARE YOUR STORY](#)



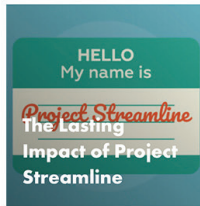
The Story of Grants Management



Connecting Our Peers Since 1996



Happy 25th, PEAK!



HELLO My name is
Project Streamline
The Lasting Impact of Project Streamline



A Conversation With Our Founding Members



Journal
BLACK VOICES IN GRANTS MANAGEMENT
Relaunching the PEAK Journal



Organizational Leaders Celebrate PEAK

We are a community with a shared vision to transform philanthropy and lead equitable grantmaking practices.

[READ PEAK STORIES](#)

Where We've Been

Explore the history of PEAK and evolution of grants management.

1991

Grants managers Ann Goei and Margaret Egan discuss the need for a network.

1996

The Grants Managers Network (GMN) is born and expands nationally.

2017

GMN changes its name to PEAK Grantmaking.

2021

PEAK now has more than 6,000 members in its network.

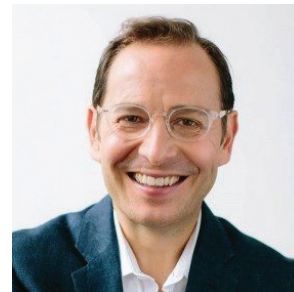
[EXPLORE TIMELINE](#)

Our first 25 years are now extensively chronicled in a multimedia collection—including the history of PEAK's annual conference, Project Streamline, the development and evolution of grants management systems, the growth and leadership of our chapters, our members' career journeys, the evolution of the *Journal*, and more. [Explore peakgrantmaking.org/our-story](https://peakgrantmaking.org/our-story)



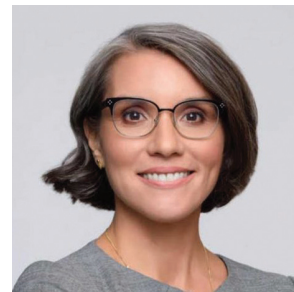
"Keep moving forward, PEAK. Keep doing the important work around equitable practice change. We appreciate you."

Susan Taylor Batten,
President and CEO, ABFE



"Congratulations to PEAK on 25 remarkable years of transforming philanthropy and advancing equitable and effective grantmaking practices."

Robert Bank, CEO,
American Jewish World Service



"I am so proud to be a part of this community that's working to make a more equitable and just philanthropy."

Dr. Carmen Rojas, President and CEO, Marguerite Casey Foundation



"As we celebrate PEAK's anniversary, I'm reminded of the author Ralph Ellison, who wrote, 'the world is a possibility if only you discover it.' At this 25-year mark, our membership has indeed discovered the possibilities. Here's to 25 more years of greatness!"

Genise T. Singleton, Director of Grants Management,
The Kresge Foundation, *25th Anniversary Committee Cochair*



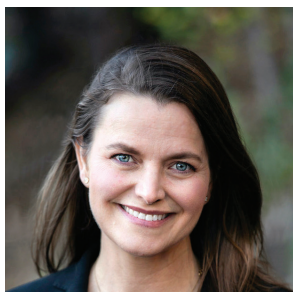
"When I think about 'why PEAK?' and 'why this community,' it's because I appreciate the impact we make with courageous ideas and courageous voices in expressing them. If we see something that needs to be changed, we do something about it."

Ursula Stewart, Grantmaking Industry Advisor, Salesforce.org,
PEAK Cofounder



"PEAK has given me the greatest gift of really understanding in a whole new way how deep service can be in our beings."

Margaret Egan, Egan Consulting, *PEAK Cofounder*



"It was an incredible honor to serve as cochair to support PEAK's milestone anniversary. This was a unique opportunity to create space for the community to reflect on our history and celebrate the important contributions of our outstanding members while further solidifying grants management as a key strategic asset for foundations."

Rebecca Van Sickle, Managing Partner, 1892 consulting,
25th Anniversary Committee Cochair



"PEAK, we look forward to 25 more years of you challenging us to be more equitable, more inclusive, and just to do better as a field in working with our grantee partners."

Sherece West-Scantlebury, CEO, Winthrop Rockefeller Foundation

We began **PEAK's next chapter.**

At our annual meeting, President and CEO Satonya Fair shared plans to carry PEAK forward, drawing on the wisdom we've gained to envision our future and chart a way there. At the heart of our plans is the wisdom of this West African proverb: "If you want to go fast, go alone. If you want to go far, go together."

Principles
Equity
Advocacy
Knowledge

We (re)defined what PEAK stands for. Our "P" is **Principles**, as the guiding force behind grantmaking practices becoming more equitable. Our "E" is **Equity**, which lies behind all that we do and all that we are trying to advance. Our "A" is **Advocacy**, for the work PEAK does advocating for our people, grants management, and the sector. And our "K" is **Knowledge**, affirming our dedication to learning and sharing to support our members in building the skills for both their roles and their careers.

Our refreshed vision, mission, and purpose now clearly and boldly convey what PEAK needs to be, serving as our new North Star and inspiring all we do.

Vision

Realizing the full potential of philanthropy to drive equity and opportunity.

Mission

Transforming philanthropy by elevating the field of grants management and empowering grants professionals to lead the way in operationalizing equity-centered, values-driven grantmaking practices.

Purpose

We believe in principled grantmaking practices that align funders and nonprofits as equal partners in advancing their respective missions and strategic objectives. Narrowing the power gap and ensuring that funders live their values through their grantmaking practices will result in positive change for the causes and solutions we seek to collectively advance.

A new strategic framework with four anchors defines our goals and will guide our work in the years ahead.

01

From Grants Management Professional to Change Agent for

Equitable Practices: Our members stand at a critical nexus point within philanthropic institutions, poised to lead change within their organizations and for the field. We will support and empower our expanding network in raising their voices as change-management practitioners to influence shifts in grantmaking practices.

02

Emergent Learning Community as Core Philosophy: Our peer networking structure positions us well to create an emergent learning community around our Principles work—shifting from a traditional, linear learning environment toward a more adaptive learning process that is continuously evolving based on the complexity of the issue and the experience of participants.

03

New Models for Growth and Sustainability: We will develop new revenue development models that expand organizational memberships in key areas and ensure that large-asset institutions are gaining value through membership. A new, customized member-services model will allow us to more deeply engage with members who are ready to build and embed equity into their operations.

04

Strategic Partnerships Extend Reach and Influence: We will accelerate and advance learning, demonstrate thoughtful alignments and collaborative thought leadership, and center our grants community as change leaders for the sector.



"I count my PEAK colleagues as the peers, mentors, and friends who have helped me build a career in grants management. With its new strategy, PEA

will be instrumental in empowering both seasoned and emerging leaders as they seek to transform the sector."

Allison Gister, Director, Grants & Knowledge Management, Conrad N. Hilton Foundation, PEA Board Member



"Grants management has evolved over the years to emerge as a critical voice at the strategic table. We need organizations like PEA Grantmaking to continue to do what they're doing:

catalyze all of the talent and skill that's out there to bring about change and to keep driving us to do better."

Dan Gaff, Director of Grants Management, May & Stanley Smith Charitable Trust, 25th Anniversary Committee Member



"PEAK's next chapter isn't just about looking at the logic around grants management. It's also about leaning into the necessary heart and soul to repair injustices in society. Under Satonya's direction, philanthropy's unheard—yet most critical—voices are being raised, celebrated, and validated. Our industry will be better off because of it."

David Bender, Director of Grants and Operations, Pinellas Community Foundation

"When we conceived the Principles for Peak Grantmaking, we knew they were going to be a big bet, a long haul, and a major effort to get philanthropy to embed equity in its practices. What resonates most with me is how the people of PEAK are truly change agents for equity and how equity shows up in grantmaking. Let's build on this momentum and keep going."

Michelle Greanias, Program Director, The American Nurses Foundation, Former PEAK Executive Director



"PEAK has always been a leading voice in guiding grantmaking professionals to engage in and advocate for best practices in the field. I am so excited to see how our community will continue to transform the philanthropic sector through centering equity in practice and witnessing what we can achieve together as our community continues to grow in both size and impact!"

Adriana Jiménez, Associate Director of International Operations, American Jewish World Service, PEAK Board Chair Emeritus

"PEAK has long been a driving force in raising the standards for grantmaking professionals, easing the burdens on grantees, and training our sector how to use grantmaking to advance racial equity. With Satonya's leadership, I know that PEAK's impact and momentum will continue to build, challenging our sector to its highest ideals."

Josh Abel, Director of Grants Administration, Legal Counsel and Secretary to Board of Trustees, Nina Mason Pulliam Charitable Trust, PEAK Board Member



We evolved PEAK's visual identity to keep in step with our bold aspirations for philanthropy, and our members' role as change leaders for the sector. We refreshed the typography and evolved our mark from triangle to peak to convey both progress and potential.

PEAK membership — **our network of changemakers** — **expanded significantly.**

Members often say that PEAK is the place where they find their people, and more are turning to PEAK to be a part of a community dedicated to advancing transformative practices in their organizations and throughout the field, and supporting their career trajectories. In turn, our organization thrives from their dedication to peer sharing, mutual support, and enthusiastic volunteerism.

Grants management professionals are the core of the PEAK community and at the heart of operationalizing equity in philanthropy. But they can't do it alone. This year, we looked to both grow our network and deepen our relationship with current members—expanding our community to engage and support grantmaking teams in their work and careers.

6,510

people in our membership

up 17% from 2020
with 1,532 new people

511

contributing Organization Members

up 9% from 2020
with 90 new members



"We are deeply proud of our long association with PEAK, which has now spanned more than two decades. PEAK has been such an important partner to us as we have learned from others, networked, and sought to integrate best practices into our grantmaking."

Jim Canales, President and Trustee, Barr Foundation



"PEAK membership has been a great asset to my growing team. We learn from and with the PEAK community about how to best make meaningful impact, build close and productive partnerships with grantees and other key players, and be responsive and forward-thinking in every aspect of the work that we do in this ever-evolving field. It is for these reasons and many others that Helmsley has been a member and supporter of PEAK for more than a decade."

Christopher Percopo, Director of Grants Information and Management, The Leona M. and Harry B. Helmsley Charitable Trust



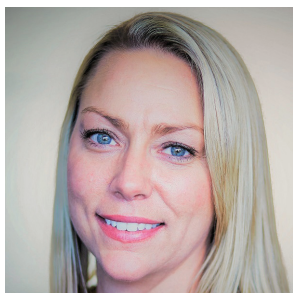
"We strive to be an exceptional grantmaker and partner. The access to new tools, knowledge, and skills that PEAK membership affords us as an international grant operations team is invaluable in challenging our thinking, inspiring creativity and ingenuity, and enabling us to share best practice amongst our peers globally."

Michiel Kemeling, Senior Global Operations Manager, Laudes Foundation



"As a consultant, I continually refer to PEAK's thought leadership and full suite of services to emphasize how critical grants management and operation roles are the foundation for giving back effectively."

Chindaly Chounlamountry Griffith, President, Streamlife Consulting, PEAK2022 Committee Cochair



"We joined PEAK to provide staff with educational opportunities that connect them with other philanthropy professionals, strengthen our grantmaking practices, and improve outcomes. I've participated with PEAK since 2002, and the support of this community has given me the knowledge I need to influence practice change in my organization."

Deena Scotti, Vice President of Program Administration, Missouri Foundation for Health

We are grateful for the unprecedented level of investment in PEAK in 2021.

The rise in contributing memberships, grants, sponsorships, and donations is a testament to the value of our mission and our impact.

Membership revenues reached an all-time high thanks to growing numbers of funding institutions choosing to invest in PEAK through Organization Memberships or additional general operating support through grants or increased membership contributions. We are also grateful to our individual supporters, the fellow philanthropy-supporting organizations that joined us as members, and the companies that supported PEAK by sponsoring our 25th anniversary events, annual conference, and programs.

\$1.9M

total investment from member dues and contributions, more than double the amount five years ago

27

Sustaining Organization Members supported PEAK through additional annual general operating support above their dues, up 23% from 2020

\$3M

our single-largest, unrestricted grant from MacKenzie Scott and Dan Jewett

45

sponsor and exhibitor commitments from 37 members, vendors, and partners



"Grantmaking practice is at the heart of our own equity journey. And without the inspiration and demonstration we have received with the work of PEAK, we wouldn't be where we are today. To support this leadership, we significantly increased our support to PEAK this year with a no-term, no-report general operating support grant."

Glen Galaich, CEO, Stupski Foundation

"PEAK is an invaluable resource to our organization, so we were excited to provide a grant to commemorate its 25th anniversary. I am grateful for PEAK's staff, its stellar programming and resources, and the opportunity to continually learn from and connect with the PEAK community and its talented network of grantmaking professionals."

Gina Dotson, Grants and Communications Manager, Burton D. Morgan Foundation,
PEAK Mideast Communications Chair



"We highly value PEAK's unique contributions to the field and, through our investment as a Sustaining Organization Member, we are committed to supporting PEAK's purpose and continued growth. Being in a network of thought partners and having access to a wide variety of resources has been invaluable to my organization's ability to be responsive to field and partner needs."

Janet Disla, Senior Grants Manager, The Nathan Cummings Foundation,
PEAK Board Member

"We are proud to support PEAK's annual conference because the sharing of current best practices in grants management is vital to effective philanthropy. Every year, insights from PEAK help my team build skills to support the evidence-based culture of our organization. I especially appreciate how PEAK pushes us to be more equity-focused, particularly in understanding how our operations impact those seeking our funds."

Hannah Kahn, Vice President of Grants Management, Arnold Ventures



"Supporting PEAK is an obvious decision for Fluxx. Not only are we aligned in our missions and our unwavering commitment to philanthropy, we also each foster innovation and equity. Together, we can help to build a community that learns, shares, and grows together."

Kristy Gannon, CEO, Fluxx

Volunteerism soared.

A record 358 individuals gave back to the PEAK community by serving in 504 volunteer roles. They led peer networks, shared their knowledge, and contributed thought leadership while giving the most precious of resources to PEAK: their time.

In our annual survey, roughly 96 percent of respondents affirmed that they had valuable experiences that built skills, expanded their networks, felt valued, and plan to volunteer again in the future. For the annual Leadership Summit, 130 volunteers joined for a week of programming to support their leadership development and create a supportive, cohesive network dedicated to emergent learning.



“Cochairing a community dedicated to advancing DEI has offered me the opportunity to not only support my peers, but to also make meaningful connections and gain knowledge from them. Together, we created a safe space to practice

and strengthen our ability to enter the work of operationalizing DEI in our organizations.”

Tanisha Davis, Vice President of Grant Operations and Planning, Archstone Foundation, *DEI Learning and Support Community Cochair*

17
board members

74
chapter leaders

26
peer group leaders and leadership committee members

38
advisory council members

61
committee cochairs and members

63
Journal and PEAK Insights contributors and guest editors

42
mentors and mentees

121
conference speakers

30
event and workshop speakers

Our Principles resources are fueling the movement for **transformative change in philanthropy.** In 2021, the PEAK community increasingly tapped into and leveraged this growing collection for timely, in-depth guidance on equity-centered, values-driven grantmaking practices.

Back in 2019, the *Courage in Practice* white paper introduced our Principles for Peak Grantmaking, a values-driven, equity-centered, practice-based road map for change. And engagement has accelerated with more than 5,300 downloads in 2021 alone—and approaching 8,000 to date—affirming that our message is resonating across the sector.

In 2021, we saw how quickly our Principles work is building momentum through a growing resource collection that is being increasingly utilized by our community. Our online library now delivers in-depth guidance for three of the Principles—Tie Practices to Values, Narrow the Power Gap, and Drive Equity—through action planners and webinars that are open to the sector and detailed how-to guides and case studies that are exclusive to members. Resources supporting our final two Principles—Steward Responsively and Learn, Share, Evolve—will be released in 2022 and 2023.



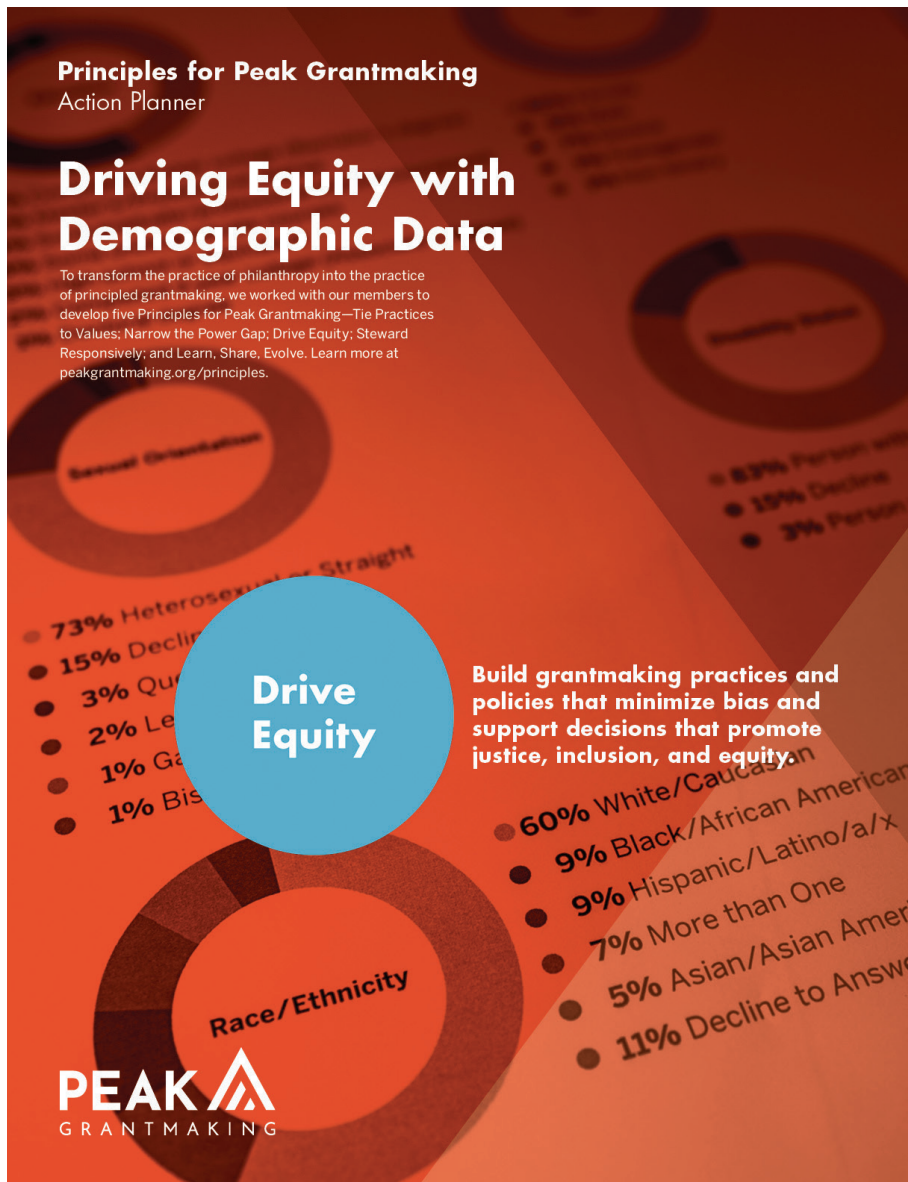
17.7K

resource downloads
up 54% from 2020



“PEAK and its equity-rooted Principles are at the intersection of what’s needed for philanthropy right now. I’m particularly excited about the Drive Equity with Demographic Data collection because it’s an example of what PEAK does best: take a difficult, but crucial, topic, engage the community to understand what’s needed, and then create a set of practical, accessible tools that can help anyone make progress.”

Kevin Bolduc, Vice President, Assessment and Advisory Services, Center for Effective Philanthropy, *PEAK Board Member*



“The context in which the sector operates is getting increasingly complex, and engaging with these complexities is not optional. PEAK’s cutting edge Principles work is helping the field build the competencies to operate, be relevant, and be effective in our evolving philanthropy ecosystem.”

Kelly Brown, Founder and Principal Consultant, Viewpoint Consulting

This 2021 action planner was designed to help funders address the fundamental questions to drive equity through their data-collection practices, followed by a set of four how-to guides in early 2022.

We convened in virtual spaces to learn, share, and evolve together. In community conversations and cohorts, at our 25th anniversary events and annual conference, in chapter and peer group meetings, and on our CONNECT online discussion forum, members of the PEAK community were deeply immersed in emergent learning and meaningful connection.

132

convenings

8,769

participants



"I can't say how much I appreciate the community-building undertaken by PEAK during the past two years by developing spaces like the Latinx Caucus, where fellow grantmakers can form support networks. Efforts like this play a critical role in building and maintaining a more diverse philanthropic sector."

Eusebio Díaz, Chief of Staff, Episcopal Health Foundation

Our chapters continue to be a cornerstone of member engagement.

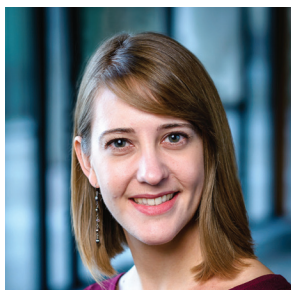
Participation across all 14 chapters grew as members took advantage of virtual learning and networking, convening in online spaces to discuss challenges alongside what's working to move us toward equitable grantmaking. In our second all-virtual year, PEAKE's chapters led the way in designing and hosting innovative convenings that reinforced the value of regional communities.

79

chapter meetings
up 22% from 2020

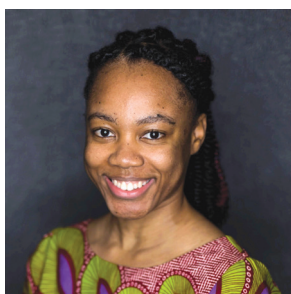
3,609

chapter meeting participants
up 63% from 2020



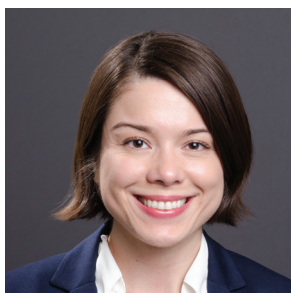
"As a chapter leader, I'm excited to bring our region together for conversation and programming that deepens our collective commitment to equitable grantmaking practices. This network has been so helpful to me in my work. We learn together, share ideas, and I enjoy supporting that valuable community building across our region."

Dorothy Wickens, Grants Manager, McKnight Foundation,
PEAKE Minnesota Cochair



"Chapter leadership is so meaningful to me because it is allowing me to give back to an organization and a chapter that has supported my journey in this field."

Abigail Osei, Assistant Vice President, The Starr Foundation,
PEAKE Northeast Communications Cochair



"Being part of PEAKE Midwest is special to me. I feel I belong to a grantmaking community that is there for me when I need inspiration or guidance. It is a humbling experience to work alongside and learn from some of the most intuitive and bright local colleagues and continuously increase my impact as a grantmaker in my organization."

Vanessa Gonzalez, Foundation Manager, AASM Foundation,
PEAKE Midwest Communications Cochair

We cocreated 10 peer groups with a cadre of volunteers.

Four affinity groups, three caucuses, and three communities of practice provided new opportunities for peer connection, learning, and support based on the topics and identities that were lifted up by our community.

Across 2021, each group initiated programming that enabled members to intentionally, meaningfully, and consistently connect to build transformational relationships to advance their careers and drive change in philanthropy.



"I am so grateful for PEAK in helping us create the AAPI Caucus when these communities continue to experience anti-Asian hate incidents across the country. Many of our lived and professional experiences are relatable, so it's comforting to have this space together."

Jina Song Freiberg, Senior Grants Manager, Katz Amsterdam Foundation, Asian American and Pacific Islanders Caucus Cochair

527

members joined one or more peer groups

33

peer group meetings

1,082

peer group meeting participants

"It's extremely gratifying to colead such a dynamic group of corporate grantmakers and apply what I've learned to the work I do every day. I've learned so much from our meetings and enjoyed sharing best practices, challenges, and successes with peers who truly 'get it.'"

Jill Ames, Senior Client Success Manager, Benevity, Corporate Grantmakers Affinity Group Cochair



"I wanted to be a part of building a community and safe space for Black professionals in philanthropy. In this space, we feel supported, respected, and ultimately receive tools to help us thrive. The Black Caucus has given me a beautiful and brilliant group of friends to grow with, learn from, and walk with as we navigate our careers."

Shantelice White, Black Caucus Cochair

"I met incredibly passionate colleagues who are aware of their own privilege and want to help hold each other, their peers, and their organizations accountable in creating a culture of diversity, equity and inclusion. I look forward to continuing to cochair this group and meeting others who challenge and push me to be a more effective ally."

Kelsey Anderson, Assistant Vice President, Grants Management, Citi Foundation, Accountability and Action for Allies Caucus Cochair



We hosted our second virtual conference, **PEAK2021 Online.**

The eight-day event was studded with presentations from leading minds in driving equity—from an inspirational opening keynote from Black Voters Matter cofounder LaTosha Brown to a riveting closing panel of four sector leaders who are women of color. Six keynotes, 44 breakouts, 14 chapter meetings, eight peer group convenings, and social events fostered a strong sense of community in another year where we couldn't gather in person.

1,281

conference attendees
up 13% from 2020



"What would America look like without racism? I ask that question everywhere. You know why? Because that is the question for those of us who are seeking to be changemakers."

LaTosha Brown, Cofounder,
Black Voters Matter,
PEAK2021 Keynote Speaker



"Each year, this event provides grantmaking professionals with unsurpassed options to expand their philanthropy knowledge. Serving as cochair was a highlight of my career and an invaluable opportunity to bring the

PEAK family together and help see how it can make change happen."

Candy Champion, Director of Grants and Office Administration, Turner Foundation,
PEAK2021 Committee Cochair



"LaTosha Brown was the most powerful and inspiring keynote speaker I have ever heard speak about investing in communities. PEAK's annual conference is a not-to-be-missed event for anyone

working in philanthropy, and I am so grateful to be a part of this community."

Sue Fulton, Chief Financial Officer,
Endowment for Health and Health Strategies,
PEAK2021 Committee Cochair



PEAK2021 provided many enriching experiences. A virtual trip to the National Center for Civil and Human Rights featured the original Woolworth lunch counter where in 1960 four Black college students led a sit-in that launched a larger movement to fight inequity. In addition, wellness activities centered us and soulful performances by artists such as singer-songwriter Mayyadda lifted us up.

Community conversations and workshops brought us together to delve into critical topics.

A spring workshop explored how grantmakers can narrow the power gap by implementing flexible practices. We cohosted a summer series with Emerging Practitioners in Philanthropy on career development. And we convened for a community conversation to consider philanthropy's role in helping meet the challenges of democracy in crisis.

797

workshop and community conversation participants

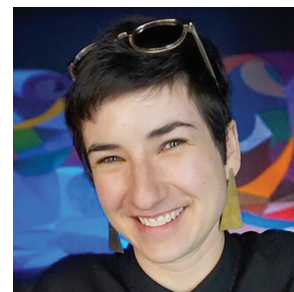


"PEAK brings together the people we serve, amplifies their voices, draws on their diversity, and helps them grow and learn together. Thanks to PEAK, GivingData can better understand and address grantmakers' needs and be included in conversations that challenge the status quo and inspire us to create solutions to transform philanthropy as a community."

Roberto Cremonini, Senior Vice President of Client Innovation and Impact, GivingData

"EPIP and PEAK have been mutually supporting one another for years, as we both strive to deepen our commitments to racial equity across the philanthropic sector. In 2021, we collaborated on a career series which highlighted the best of both our networks: a robust emphasis on inclusive leadership and professional development from EPIP, and a focused narrative around impact and career journeys for grants professionals from PEAK."

Elyse Gordon, Director of Programs, Emerging Practitioners in Philanthropy



We debuted a virtual Grants Management 101 program.

This seven-part learning series engaged two cohorts of early-career grants professionals and provided them with a foundation to build community with peers, learn more about philanthropy and the role of grants management, and gain the context, support, and resources needed to succeed in their roles and careers.

163

GM101 Participants

"GM101 was the right opportunity for me to learn more about how the work of grants management professionals can positively impact the grantee experience. I have been able to build professional relationships with colleagues all over the country and gain more clarity about my own career goals."

La Keisha Leek, Grants Management Associate, MacArthur Foundation



"GM101 was more than an introduction to the grantmaking space—it was an induction to my tribe! As an emerging professional, it was not only instrumental in supporting my onboarding and growth, but a cherished opportunity to develop some *esprit de corps* with folks from other foundations in similar roles."

Alexandria Featherston-Gomez, Grants Associate, Kenneth Rainin Foundation, PEAK2022 Committee Member

We launched PEAK's first peer mentoring program.

This pilot collaboration with the PEAK Northeast chapter was done in memory of **Orneata Prawl**, one of our beloved founding members and an early chapter volunteer leader. The program has connected 21 mentor-mentee pairs based on their skill sets, professional needs and aspirations, and lived experiences both within and beyond the workplace.



"We are honored to support PEAK's new mentoring program that recognizes the amazing Orneata Prawl. Orneata was a treasure. She was the most important mentor to me in teaching me philanthropy from an operational and administrative perspective. Through Orneata, I came to understand the importance of those who carry the culture of an organization. And without her, I wouldn't be president of the Ford Foundation."

Darren Walker, President, Ford Foundation



"Orneata Prawl was the greatest advocate of grants managers, loved PEAK, and wanted all those she encountered to succeed. It was important to me to help develop this mentorship program to honor her spirit—and our field will flourish if we live and work by her example."

Paige Granger, Director, Grants Management, The Rockefeller Foundation



"Participating in PEAK's pilot mentorship program was a meaningful experience for me because I had the opportunity to be mentored by someone with years of experience, knowledge, and leadership in the grantmaking field for the first time in my career. As a result, the program helped me develop professionally and personally."

Elizabeth Flores-Amaya, Director, Community Impact, Women's Sports Foundation

Our CONNECT online discussion forum continued to be a vital resource for support and advice.

With many funders facing similar challenges, members readily reached out to their peers, who in real time generously shared their insights, resources, and approaches to more efficient and equitable grantmaking.

2,800

CONNECT users
including 910 new users
joining in 2021

19.5K

CONNECT sessions
down 10% from 2020

We deepened **sector partnerships,** collaborating with like-minded philanthropy- supporting organizations, networks, and funders to accelerate and advance learning across the sector.

Partnerships are a critical component of our strategic framework and we went into the year with a goal not to have more partners, but deeper relationships with those who match our commitment to moving the needle on equity and innovation. Through these collaborations, we enriched programming, refined perspectives, and created new tools and resources. Each time we chose to work alongside trusted partners, we collectively advanced our advocacy, reach, and influence.

22
strategic
partnerships



"The GEO and PEAK communities are enthusiastic partners through a shared commitment to leveraging philanthropic power to promote social progress. We appreciate that no individual person or single entity can effect social change alone. By learning alongside peers with an eye toward change management and equitable practices, it is possible to cocreate effective approaches for community thriving."

Marcus Walton, President and CEO, Grantmakers for Effective Organizations

"PEAK has been a great partner to Philanthropy Northwest by bringing its cutting-edge expertise and research to our 2021 annual conference. We are so grateful to Satonya for moderating a plenary session and facilitating a fantastic workshop on demographic data. I can't wait to deepen our partnership in 2022!"

JulieAnne Behar, Senior Manager, Programs, Philanthropy Northwest



"Our relationship with PEAK started in 2020 when they reached out to us to explore how both they and their members might be introduced to the Equitable Evaluation Framework™. In 2022, PEAK became an EEF Practice Partner, reflecting their deepening commitment to creating the conditions for change and helping a more equitable, loving philanthropic field to emerge."

Jara Dean-Coffey, Founder and Director, Equitable Evaluation Initiative

We **inspired** the community with insights.

PEAK's publishing program captured and amplified the vibrant conversations and knowledge sharing happening inside our community and across the philanthropic sector.

PEAK Grantmaking Journal examined critical issues with thought leadership from across our community. In our midyear edition, members and partners shared their career experiences, how they are moving within the field to grow their skills and assert their leadership, and the ways that they have risen up to push, pull, and sometimes drag the field forward.

PEAK Insights are contributed year-round by practitioners and experts to explore practice challenges, new ideas, and emerging solutions, serving as an ongoing conduit for peer learning and a top driver of online engagement for members and the field at large.

Our ongoing CEO:CEO series features PEAK President and CEO Satonya Fair in conversation with sector leaders; in 2021, featuring EPIP's Storme Gray, American Jewish World Service's Robert Banks, and ABFE's Susan Taylor Batten.

62.7K

Insights and Journal pageviews
up 15% from 2020



"PEAK's Journal offers an opportunity to relate and connect with peers in a unique way. Reading about the experiences of practitioners that speak specifically to my own challenges and aspirations contributed to my sense of belonging in a sector that struggles with diversity."

TeQuion Brookins, Consultant, Guest Editor, PEAK Grantmaking Journal



"When I started my career in philanthropy, I was fortunate to find GMN, now PEAK. Serving as a Journal guest editor was a way to give back by highlighting the career journeys of my peers in philanthropy who are advancing big ideas and moving the field from conversation to action."

Lourdes Inga, Executive Director, International Funders for Indigenous Peoples, Guest Editor, PEAK Grantmaking Journal

PEAK **showed up and spoke up** to advocate for equity, transparency, and transformation.

50+

speaking
engagements

Across 2021, we sought out opportunities to lend our voice and ideas at the nonprofit and philanthropic field levels through conferences, presentations, keynotes, workshops, trustee meetings, partner convenings, podcasts, and articles.

Satonya Fair's op-eds and speaking engagements for Candid, the Center for Effective Philanthropy, CHANGE Philanthropy, and Submittable challenged long-held paradigms and conveyed her actionable vision for an equity-centered future. And PEAK joined hundreds of foundations and fellow philanthropy-supporting organizations in signing letters that condemned political and racial violence and urged action. This included a statement by Asian Americans/Pacific Islanders in Philanthropy that outlined recommendations for the sector to deepen its commitment to racial equity and racial justice.

"PEAK's Principles sparked reflection and action for our team. Satonya facilitated a retreat on the topic, led a workshop with our community partners on narrowing the power gap, and has been a catalyzing resource for our foundation."

Jenny Levy, President, Hypertherm HOPE Foundation



"Our team gained valuable insight from a customized workshop series from PEAK, and we are implementing the lessons learned in real time. As we continue to expand our knowledge, we will be forever grateful to PEAK for anchoring our equitable grantmaking journey."

Andrea Irvin, Director, Operations–Community Engagement, United Way of Greater Atlanta



PEAK's team leaned into **our Principles**, advancing initiatives to embed them in our own organizational values and culture.

Our Principles provide a road map for our members and the sector, but they also guide our staff, inspiring internal work to make PEAK a place and space where we live our values. We spent the past year looking inward to assess and progress on strengthening and supporting the PEAK staff to thrive by focusing on self-care and wellness, deepening our understanding of our own motives and work styles, and delving into how we apply our organization's values and Principles to our work. In 2021, we expanded benefits and offered coaching and other professional development opportunities, and developed a staffing plan to ensure we have the capacity and expertise to meet our mission.

Our board of directors provided **forward-thinking leadership** while navigating a pivotal year of change.

A nonprofit's success depends on a board whose directors devote precious time and talent because they wholeheartedly believe in the work and the people doing it. Seventeen directors served to support the PEAK community across 2021, providing the diverse perspectives of private, family, and corporate foundations, as well as philanthropy-supporting organizations. In addition, their expertise in operations, law, finance, compliance, technology, and research enriched our organization.

They provided valuable guidance to help refine our vision and mission. They were also instrumental in creating our new strategic framework that outlines key priorities in a way that allows the organization to innovate in its operating plans. With approval of PEAK's first multiyear operational budget, they supported the expansion of PEAK's staff and technical capacity to a level that best supports a growing membership and the robust offerings of resources, tools, and counsel they trust PEAK to provide.



Our first-ever Giving Tuesday campaign spurred an outpouring of community engagement on social media with warm comments and some generous personal gifts. PEAK board members got in the spirit of our campaign theme, I [heart] PEAK, by showing some love through a spirited set of portraits and in a special video featuring their testimonials and hand-hearts.

DEMOGRAPHICS

PEAK Grantmaking 2021 Staff and Board Demographics

Race and Ethnicity

Staff (13)



Directors (17)



- Asian/Asian American/Pacific Islanders
- Black/African American/African
- Hispanic/Latino/Latina/Latinx
- Native American/Indigenous
- White/Caucasian/European
- Multiracial/Multiethnic
- Additional ethnicities
- Unknown or decline to state

Gender Identity

Staff (13)



Directors (17)



- Female
- Male
- Nonbinary
- Unknown or decline to state

Staff (13)



Directors (17)



- Transgender
- Not transgender (cisgender)
- Unknown or decline to state

Sexual Orientation

Staff (13)



Directors (17)



- Gay/Lesbian/Bisexual
- Heterosexual/Straight
- Unknown or decline to state

Disability

Staff (13)



Directors (17)



- Person with a disability
- Person without a disability
- Unknown or decline to state

FINANCIALS

PEAK Grantmaking Statement of Financial Position December 31, 2021

Assets	2021
Cash and cash equivalents	\$3,338,545
Grants and contributions receivable	\$177,000
Accounts receivable	\$100,000
Prepaid expenses and deposit	\$122,505
Investments	\$1,396,971
Property and equipment, net	\$24,152
Total Assets	\$5,159,173
Liabilities	2021
Accounts payable and accrued expenses	\$67,205
Deferred revenue	\$218,939
Total Current Liabilities	\$286,144
Net Assets	2021
Without donor restrictions:	
Undesignated	\$3,204,752
Board-designated operating reserve	\$1,396,971
Total without donor restrictions	\$4,601,723
With donor restrictions	\$271,306
Total Net Assets	\$4,873,029
Total Liability and Net Assets	\$5,159,173

PEAK Grantmaking
Statement of Activities
December 31, 2021

Revenue and Support	Without Donor Restrictions	With Donor Restrictions
Grants and contributions	\$4,830,450	\$275,000
Annual conference	\$121,000	\$166,500
Other registration fees	\$168,817	
Membership dues	\$357,784	
Workshops	\$46,775	
Conference exhibitors	\$34,715	
Investment income	\$149,295	
Product sales	\$495	
Other income	\$200,931	
Released from restrictions	\$371,583	(\$371,583)
Total Revenue and Support	\$6,281,845	\$69,917
Expenses	Without Donor Restrictions	With Donor Restrictions
Programs	\$1,635,020	
Member engagement	\$497,723	
Total program services	\$2,132,743	
Management and general	\$565,171	
Fundraising	\$591,041	
Total supporting services	\$1,156,212	
Total expenses	\$3,288,955	
Change in Net Assets	\$2,992,890	\$69,917
Net Assets, beginning of year	\$1,608,833	\$201,389
Net Assets, end of year	\$4,601,723	\$271,306

ACKNOWLEDGEMENTS

We are grateful for the generosity, enthusiasm, commitment, and invaluable contributions of our members, volunteers, supporters, and partners. Truly, you are the heart of PEAK!

Membership

Sustaining Organization Members

Annenberg Foundation
Annie E. Casey Foundation
Bill & Melinda Gates Foundation
Bloomberg Philanthropies
The California Wellness Foundation
Carnegie Corporation of New York
Chan Zuckerberg Initiative
Charles H. Dater Foundation
Charles Stewart Mott Foundation
Conrad N. Hilton Foundation
Disability Rights Fund
Fifth Third Foundation
Ford Foundation
Gordon and Betty Moore Foundation
Heising-Simons Foundation
Jacob and Terese Hershey Foundation
The Kresge Foundation
MacArthur Foundation
May & Stanley Smith Charitable Trust
McKnight Foundation
Meyer Foundation
Robert Wood Johnson Foundation
The Rockefeller Foundation
Skoll Foundation
The Wallace Foundation
The William and Flora Hewlett Foundation

Organization Members

The 1434 Foundation
3M / 3M Foundation
AARP Foundation
Advancing a Healthier Wisconsin Endowment
Ahmanson Foundation
AIG
Airbnb.org
Allegany Franciscan Ministries
Alliance for Early Success
Alliance for Justice
Altman Foundation
American Diabetes Association
American Family Insurance Dreams Foundation
American Jewish World Service
American Nurses Foundation
American Student Assistance
Amgen Foundation
Andrew W. Mellon Foundation
Animal Assistance Foundation
Archstone Foundation
Arcus Foundation

Argosy Foundation
Arnold Ventures
Arthur M. Blank Family Foundation
Ascendium Education Group
Association of American Medical Colleges
Astraea Lesbian Foundation for Justice
Ausherman Family Foundation
Bainbridge Community Foundation
Bainum Family Foundation
Ballmer Group
Baptist Community Ministries
Barr Foundation
Ben & Jerry's Foundation
Bermuda Community Foundation
Best Buy
BHHS Legacy Foundation
Blue Cross and Blue Shield of Louisiana
Blue Cross and Blue Shield of North Carolina Foundation
Blue Shield of California Foundation
Bohemian Foundation
Borealis Philanthropy
The Boston Foundation
The Brinson Foundation
The Broad Foundation
Bullitt Foundation
Burroughs Wellcome Fund
Burton D. Morgan Foundation
Bush Foundation
The C.E. and S. Foundation
The California Endowment
California HealthCare Foundation
Campaign for Tobacco-Free Kids
Candid
The Cannon Foundation
Cape Cod 5
Capital One
Cargill
Carlson Family Foundation
Carroll Petrie Foundation
Centennial Bermuda Foundation
Center for Cultural Innovation
Center for Effective Philanthropy
Center for Science in the Public Interest
The Champlin Foundation
The Char and Chuck Fowler Family Foundation
Charles & Margery Barancik Foundation
Charles and Lynn Schusterman Family Philanthropies
Charles K Blandin Foundation
The Chicago Community Trust
The Christensen Fund

CIGNA Foundation
 Circle of Service Foundation
 Citi Foundation
 City of Raleigh
 Claneil Foundation
 Claude Worthington Benedum Foundation
 Cleveland Foundation
 ClimateWorks Foundation
 The Coleman Foundation
 College Futures Foundation
 The Colorado Health Foundation
 The Colorado Trust
 The Columbus Foundation
 Comcast Corporation
 The Commonwealth Fund
 Community First Foundation
 Community Foundation for Greater Atlanta
 The Community Foundation for Northeast Florida
 Community Foundation for Palm Beach and Martin Counties
 Community Foundation for South Central New York
 Community Foundation for the Ohio Valley
 The Community Foundation of Muncie & Delaware County
 Community Foundation of Northern Illinois
 The Community Foundation of Western North Carolina
 Connelly Foundation
 The Conrad Prebys Foundation
 Cooper Foundation
 Council of Michigan Foundations
 Cricket Island Foundation
 Crown Family Philanthropies
 Dan Murphy Foundation
 Daniels Fund
 David and Lucile Packard Foundation
 David Rockefeller Fund
 DC Bar Foundation
 Delaware Community Foundation
 Delta Dental Community Care Foundation
 Disabled Veterans National Foundation
 Dohmen Company Foundation
 Don Wood Foundation
 Doris Duke Charitable Foundation
 Dorothy A. Johnson Center for Philanthropy
 DuPont
 Dyson Foundation
 East Bay Community Foundation
 The Educational Foundation of America
 Elbow Fund
 The ELMA Philanthropies
 Endowment for Health
 Energy Foundation
 Enterprise Holdings
 Episcopal Health Foundation
 ESL Charitable Foundation
 Evangelical Lutheran Church in America
 Evelyn and Walter Haas, Jr. Fund
 Ewing Marion Kauffman Foundation
 Feeding America
 The Field Foundation of Illinois
 Fidelity Foundation
 Fieldstead & Company
 Firelight Foundation
 First 5 LA
 Focus for Health Foundation

Foellinger Foundation
 The Ford Family Foundation
 The Foundation for a Healthy High Point
 Foundation for A Just Society
 Foundation for Child Development
 Foundation for Food & Agriculture Research
 Foundation for Health Equity
 Foundation for Middle East Peace
 Foundation for Opioid Response Efforts
 Fred & Jean Allegretti Foundation
 The Frederick A. DeLuca Foundation
 Frey Foundation
 Gates Family Foundation
 Gaylord and Dorothy Donnelley Foundation
 Genentech
 General Service Foundation
 George Family Foundation
 Georgia Power Foundation
 The Gerber Foundation
 Getty Foundation
 GHR Foundation
 Global Greengrants Fund
 The Goizueta Foundation
 Grand Victoria Foundation
 Grays Harbor Community Foundation
 Greater Charitable Foundation
 Greater Milwaukee Foundation
 Greater New Orleans Foundation
 Greater Texas Foundation
 Grove Foundation
 Gulf Research Program at the National Academy of
 Sciences, Engineering, and Medicine
 Hampton Roads Community Foundation
 Harold K.L. Castle Foundation
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 Health Care District of Palm Beach County
 Health Forward Foundation
 Health Foundation for Western and Central New York
 Health Resources in Action
 Healthcare Georgia Foundation
 HealthSpark Foundation
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 The Heinz Endowments
 Helios Education Foundation
 The Henderson-Wessendorff Foundation
 The Henry Luce Foundation
 Houston Endowment
 HRK Foundation
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 Humanity United
 Hyams Foundation
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 Hypertherm HOPE Foundation
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 The Joyce Foundation
 The JPB Foundation
 JPMorgan Chase & Co.
 JustFund
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 Kalamazoo Community Foundation
 Kalliopeia Foundation
 Kansas Health Foundation
 The Kavli Foundation
 Kenneth Rainin Foundation
 The Keith Campbell Foundation for the Environment
 Kessler Foundation
 The Klarman Family Foundation
 Knapp Community Care Foundation
 Koret Foundation
 KPMG Foundation
 The Krupp Family Foundation
 Laird Norton Family Foundation
 Laudes Foundation
 Lavelle Fund for the Blind
 The Lemelson Foundation
 The Leona M. and Harry B. Helmsley Charitable Trust
 The Libra Foundation
 Lippman Kanfer Foundation for Living Torah
 Lisa and Douglas Goldman Fund
 The Louis Calder Foundation
 Longwood Foundation
 Love's Travel Stops & Country Stores
 Lumina Foundation
 Luminare Foundation
 Maddie's Fund
 MADRE
 Maine Community Foundation
 Maine Health Access Foundation
 Maine Philanthropy Center
 Margaret A. Cargill Philanthropies
 Margulf Foundation
 The Marion I. and Henry J. Knott Foundation
 Mary Reynolds Babcock Foundation
 Max and Marian Farash Charitable Foundation
 Max M. & Marjorie S. Fisher Foundation
 McGregor Fund
 McNeely Foundation
 Medica Foundation
 Medtronic Foundation
 Mertz Gilmore Foundation
 MetroWest Health Foundation

Metta Fund
 Meyer Memorial Trust
 Mid-America Transplant Foundation
 Middlesex Savings Charitable Foundation
 The Minneapolis Foundation
 Mission and Ministry (Daughters of Charity)
 Missouri Foundation for Health
 Mitsubishi Electric America Foundation
 Monterey Peninsula Foundation
 Morris & Gwendolyn Cafritz Foundation
 Mortimer & Mimi Levitt Foundation
 Moses Taylor Foundation
 Mother Cabrini Health Foundation
 Mutual of Omaha Foundation
 Mylan Charitable Foundation
 Napa Valley Vintners
 The Nathan Cummings Foundation
 National Assembly of State Arts Agencies
 National Center for Family Philanthropy
 National Children's Alliance
 National Endowment for Democracy
 National Endowment for Financial Education
 National Geographic Society
 Native American Agriculture Fund
 The Needmor Fund
 The Nellie Mae Education Foundation
 NEO Philanthropy
 Network for Good
 New Balance Foundation
 New Venture Fund
 The New York Community Trust
 New York Foundation
 New York State Health Foundation
 The New York Women's Foundation
 Newton and Rochelle Becker Charitable Trust
 Nia Tero Foundation
 Nina Mason Pulliam Charitable Trust
 The Nord Family Foundation
 North Carolina Network of Grantmakers
 Northwest Area Foundation
 NoVo Foundation
 Oak Foundation
 One8 Foundation
 Open Society Foundations
 Oregon Community Foundation
 Oregon Tourism Commission dba Travel Oregon
 Osteopathic Heritage Foundation of Nelsonville
 Otto Bremer Trust
 Ottumwa Legacy Foundation
 Overdeck Family Foundation
 Park City Community Foundation
 Park Foundation
 Patagonia
 PATH Foundation
 Patrick J. McGovern Foundation
 Paul G. Allen Family Foundation
 Paul M. Angell Family Foundation
 PayPal
 PBS Foundation
 Perigee Fund
 The Peter and Elizabeth C. Tower Foundation
 Peter G. Peterson Foundation
 Peter Kiewit Foundation

The Pew Charitable Trusts	Springfield Foundation
Philanos	St. David's Foundation
Philanthropy Delaware	The Staten Island Foundation
Phoenixville Community Health Foundation	Steans Family Foundation
Pisces Foundation	Strada Education Network
The Pittsburgh Foundation	Stranahan Foundation
Pivotal Ventures	Stuart Foundation
POISE Foundation	Stupski Foundation
Polk Bros. Foundation	The Summit Charitable Foundation
Potomac Health Foundation	Sunflower Foundation
Pottawattamie County Community Foundation	Sunlight Giving
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The Prudential Foundation	Target
PSEG Services Corp.	Tempest Advisors
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Quad Cities Community Foundation	Tides
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REACH Healthcare Foundation	The Tow Foundation
Research to Prevent Blindness	TransitCenter
Resorts World New York City	Travelers
Richard M. Fairbanks Foundation	Trellis Foundation
Robins Foundation	Trinity Church Wall Street
Rockefeller Brothers Fund	Turner Foundation
Rockefeller Family Fund	Unbound Philanthropy
Rockefeller Philanthropy Advisors	UniHealth Foundation
Rocky Mountain Health Foundation	United Methodist Health Ministry Fund
Rogers Family Foundation	United States Conference of Catholic Bishops
Rose Community Foundation	United Way of Greater Atlanta
Rotary Charities of Traverse City	United Way Suncoast
Roundhouse Foundation	United Way Worldwide
Roy + Patricia Disney Family Foundation	University of California Research Grant Program Office
The Russell Family Foundation	Verdant Health Commission
Russell Sage Foundation	Victoria Foundation
Ruth Mott Foundation	Virginia G. Piper Charitable Trust
S. Mark Taper Foundation	Visa Foundation
Saint Luke's Foundation	Vista Hermosa Foundation
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The Sandy River Charitable Foundation	Wege Foundation
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Satterberg Foundation	The Weld Trust
The Scheidel Foundation	Wellspring Philanthropic Fund
The Schmidt Family Foundation	WES Mariam Assefa Fund
The Schott Foundation for Public Education	Western Colorado Community Foundation
Science Philanthropy Alliance	Wilburforce Foundation
Share our Strength	William Caspar Graustein Memorial Fund
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The Skillman Foundation	Woods Fund of Chicago
Sobrato Family Foundation	Yawkey Foundations
Spencer Foundation	Youth Hope Foundation

Zarrow Family Foundations
The Zellerbach Family Foundation
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Advancement Strategies & Communications
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BDO FMA
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ChangeVantage Consulting
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Moore Impact
Mott Philanthropic
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Nutter, McClennen & Fish
Pacific Foundation Services
Pembroke Philanthropy Advisors
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TCC Group
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