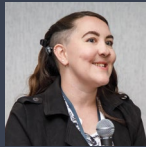


2023 Impact Report



Yielding is not an option if we want to undo the systemic damage that keeps people from opportunity and abundance. At PEAK Grantmaking, we believe that spurring philanthropy to drive toward racial equity and make transformational shifts to better serve disadvantaged people and communities begins with us.

For PEAK, 2023 was a year of organizational growth and evolution. We advanced along our equity journey, leaned into the practice of emergent learning, sharpened our strategy, and deepened our commitment to be a people-centered workplace.

“We are the ones we’ve been waiting for.”

At PEAK2023, we lifted up these words by June Jordan from the mainstage and took them to heart, calling our community to action to help us realize our bold aspirations to become a truly next-level nonprofit.

We aspire to set a bold example for the sector. This past year, our staff and board spent significant time ensuring that we model what we espouse for the field, which includes being emergent learners together and centering equity in all we do. Guided by our Principles, our growing staff is generating and operationalizing big ideas and new ways of living and working using inquiry and introspection as a tool for identifying where equity and effective practices could use some special attention.

This past year saw us making strides in building the tools needed for members of our community to advocate for themselves as change agents, champion and amplify issues and policies that better serve people and our sector, and help us to discern opportunity gaps where PEAK can lead. And we stayed intensely focused on advancing equity and moving away from scarcity mindsets to mindsets of abundance, putting possibilities at the center of our approach to our mission instead of dwelling on limitations.

As emergent learners and leaders, we are committed to listening deeply to you to identify our shared aspirations—and how PEAK can best help to meet them—and transparently sharing our vision for realizing those goals. In this spirit, PEAK in 2023 adopted an objectives and key results (OKR) framework as an outcomes-oriented, accountability-based roadmap for our team. Through a collaborative process between our staff and board, we identified three guiding objectives supported by a set of key results, which guide the development of our plans and provide measures to track our progress and impact:

- Catalyze a movement to advance equity-centered, values-driven grantmaking practices.
- Grow and empower a membership network of change agents who advocate for equitable grantmaking practices, both inside their organizations and sector-wide.
- Be a next-level nonprofit, building robust infrastructure, ensuring sustainability, and nurturing a culture where our people thrive.

As headwinds continue to shift in ways that seem to push philanthropy away from racial equity, fairness, trust, and truth, there is far more work and innovation needed to shift the core operational stances of funding institutions. Equity matters. Inclusion matters. You matter. On behalf of PEAK's staff and board, thank you for being an essential part of our community and for your contributions to our collective efforts.

We offer this report on the past year to lift up our story of progress in strengthening our organization and advancing our mission. We need your participation and investment to continue moving this work forward, and hope that you will deepen your commitment to supporting PEAK in 2024. Looking ahead, we are eager to continue our journey, inspired by the call to action we introduced at our annual convening: Let's make 2024 a year of reimagining.

With appreciation,



Satonya Fair, JD

she, her, hers

President and CEO,
PEAK Grantmaking



Ify Mora

she, her, hers

Managing Director, Program Operations,
Margaret A. Cargill Philanthropies
PEAK Grantmaking 2023 Board Cochair



Miyesha Perry

she, her, hers

Director of Grants Management,
Kenneth Rainin Foundation
PEAK Grantmaking 2023 Board Cochair

Our vision

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

Our 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.

Our 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.

Our strategy

PEAK's strategic framework with four anchors defines our goals to guide our work in the years ahead.

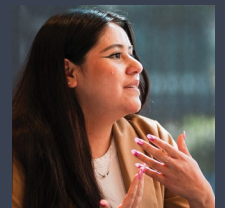
- From Grants Management Professional to Change Agent for Equitable Practices
- Emergent Learning Community as Core Philosophy
- New Models for Growth and Sustainability
- Strategic Partnerships Extend Reach and Influence

Our values

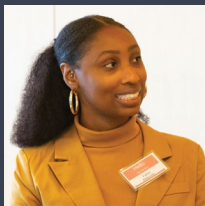
To accomplish our mission and realize our vision, we base our decisions and actions on these core values: Community, equity and inclusion, integrity, learning, partnership, and transparency.

Learn more at:

peakgrantmaking.org/about-us



PEAK membership expanded in both scale and breadth in 2023, reflecting an ever-growing commitment to join our community of change agents.



Over the past few years, our network has evolved into a diverse array of philanthropic institutions and professionals, consultants, philanthropy-supporting organizations, and other allies who are aligned with our values and vision to transform philanthropy.

Guided by our continued focus on lifting up and empowering the strategic function of grants management, PEAK welcomed sector professionals in 2023 representing an expanding range of roles and functions. Today, we represent a community of peers across the country who are dedicated to advancing transformative, equity-centered grantmaking practices within their institutions and across the sector.

8,016

people in our membership
up 13% over 2022
with 1,559 new people



557

contributing Organization Members
up 5% over 2022
with 63 new members

"I've met amazing leaders dedicated to improving grantmaking processes. I have grown both personally and professionally and have made friendships that will last a lifetime. I can always count on the PEAK community to lend an ear, provide a resource, and share successes and challenges in a welcoming environment."

Tara Havlicek, Program Manager,
Mitsubishi Electric America Foundation



"I start every morning with PEAK. I look forward to daily information, questions to explore, and community responses that are right on target for what I'm seeking."

Monica Thorns, Grants Manager,
Christopher Family Foundation

"I am so inspired and energized by the PEAK community. We've made incredible progress, and I have so much hope for the future knowing that others in the grants management and broader philanthropy community are working as change agents from wherever they sit."

Kelli Rojas, Vice President, Operations, Rose Community Foundation



PEAK is enabled to pursue our mission and vision thanks to the investments of our community.

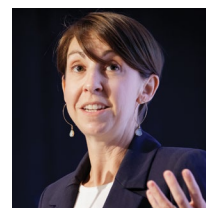
In 2023, we saw another year of contributing membership growth thanks to the funding institutions that joined and renewed their memberships and provided additional general operating support through increased membership dues, contributions, and grants—nearly doubling PEAK’s membership revenues over the past five years. We are also grateful for the generous support from the companies that sponsored our annual convening and programs, and from our individual supporters.

“For Borealis, PEAK is more than a grantee partner. It is the definitive resource for funders who want to do their jobs well. PEAK’s five Principles both meet you where you are and propel you toward how we should approach our roles in philanthropy.”

Bianca Carter, Interim Director, Racial Equity Initiatives, Borealis Philanthropy

\$3.7M

invested in PEAK through membership dues and contributions, grants, sponsorships, and donations

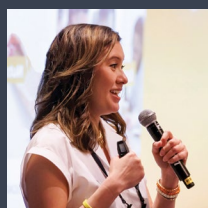
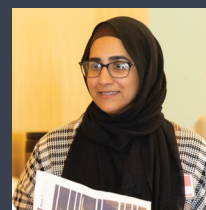


“Supporting PEAK allows the Bezos Earth Fund to engage with a community of the best and brightest like-minded professionals. We continually use PEAK trainings, workshops, conferences, and resources to enhance the skills and knowledge of our organization’s staff and build partnerships that benefit our organization.”

Dan Schoenfeld, Director, Grants Management, Bezos Earth Fund

“We continuously look for ways to implement efficient, equity-centered, and values-driven grantmaking, and PEAK has been a big part of our journey. Investing in and partnering with PEAK keeps us connected to valuable resources, and we stay informed on emerging trends and best practices in the field that have been invaluable to us and our grantee partners.”

Tanisha Davis, Vice President, Grant Operations and Planning, Archstone Foundation



Five years in, PEAK's Principles continue to serve as a bright guiding light for advancing values-driven, equity-centered grantmaking and organizational practices, fueling a movement for sector transformation.

Launched in 2019 with the publication of the white paper *Courage in Practice*, interest and engagement in learning about and applying our five Principles for Peak Grantmaking has skyrocketed—white paper downloads more than doubled in the past year alone. And we continue to illuminate the Principles year-round—with a clarion call to lead practice change—through a growing collection of resources, our cohort-based learning initiatives, at our annual convening and peer network gatherings, in publications, through our partnerships, and in sector engagements.



31,576

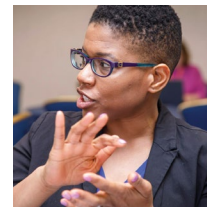
all-time Principles white paper downloads with 16,178 downloads in 2023 alone, up 175% over 2022

46,203

resource downloads up 30% over 2022

“PEAK’s Principles for more equitable and trust-based grantmaking practices have been invaluable. I point to them when advocating for change at my organization—from loosening restrictions to creating less onerous processes. And because of PEAK’s rigorous practices and reputation, I’m able to reassure leadership and show them that these ideas are supported by the field.”

Patrick Taylor, Director of Grants Management, Sobrato Family Foundation

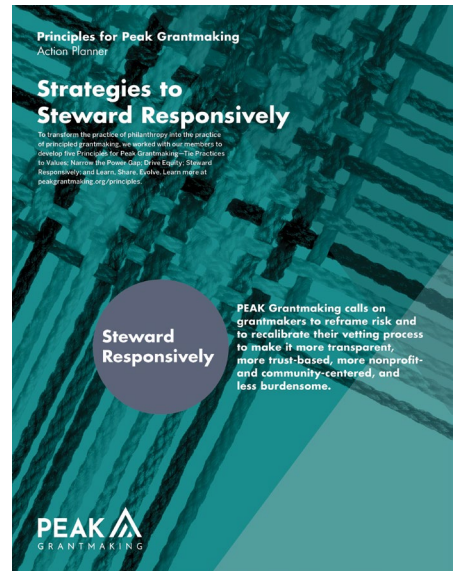


“PEAK’s Principles have been instrumental in helping us tie our practices to our values of equity, integrity, humility, and dedication. In addition to guiding us in revising our indirect expense policy to contribute to the sustainability and overall effectiveness of our partners, they helped us to embark on a journey to work with partners who mentor us to become a trusted antiracist institution.”

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

Continuing the build-out of tools and insights to help members put Principles into practice

In 2023, we released a set of Steward Responsively resources, calling on grantmakers to reframe risk and recalibrate their vetting process to make it more transparent, more trust-based, more nonprofit-and community-centered, and less burdensome. The collection featured an action planner and three how-to guides—exclusive to Organization and Consultant Members—that delve into the key action steps, guiding questions, and additional resources.



INSIGHTS
**The Myth of Risk:
Fear not the dragons, funders**
by Satonya Fair



“As an Organization Member, we have benefitted so much from the Steward Responsively and Learn, Share, Evolve resources. Combined with insights from the wider PEAK community, we were able to reassess and update our financial due diligence requirements, rightsizing them for the diverse nonprofit partners we support.”



Andrew Brown, Grants & Collaborative Projects Manager,
American Red Cross–Community Adaptation Program



The PEAK community convened in-person for the first time since 2019 and met virtually to learn, share, and evolve together.



Our members were deeply immersed in emergent learning and meaningful connection with 7,376 participants joining 102 events—including our annual convening and annual membership meeting, chapter and peer group meetings, cohorts, and community conversations.



A joyous reunion dedicated to learning, sharing, and evolving

PEAK2023—our first in-person convening since 2019—boasted record-breaking attendance in Baltimore and online. Across the three days, we debuted new ways of gathering that invited attendees to join us on a collective emergent learning journey toward more equitable, effective grantmaking.

“I have never attended a conference where I left feeling so intrigued, inspired, and hopeful about all the learning I experienced.”

**Mary Cotterman, Grants Manager,
BHHS Legacy Foundation**



1,223

PEAK2023 attendees, including 949 in person and 274 virtually up 2% over 2022

96%

PEAK2023 attendees would recommend the convening to colleagues



We focused on our **Learn, Share, Evolve Principle**, by lifting up insights from across the PEAK community and exploring ways that members are leaning into each of our five Principles to be activated change agents for philanthropy. Four diverse keynotes formed the cornerstone of PEAK2023 and focused on building communities of care that empower all people and using the power we have to reshape the practice of philanthropy. We created inclusive and interactive environments that were accessible to in-person and online participants. In-person attendees contributed to our ideation boards and provided a vivid picture of how our community is approaching the implementation of next-level grantmaking practices. In addition, 43 breakouts featured dynamic learning opportunities—like world café and open fishbowl formats—and all of our peer networks, including 14 PEAK chapters and all our peer groups, gathered in person to deepen relationships with their members.

“Our team unanimously found this to be the best gathering of this community to date. We’re buzzing with inspiration and ideas to further align our grantmaking practices with our values, center our grantee partners, and drive equity in our grantmaking.”

Lynne Bruger, Deputy Director of Grants Management, Wellspring Philanthropic Fund

“I came away from PEAK2023 with some powerful takeaways after three days of learning, sharing, and exploring ways of incorporating more effective grantmaking practices with peers across the sector. I am so energized to put what I learned into practice and so grateful I had a chance to build a community in this way!”

Patricia Varela, Grants Specialist, The David and Lucile Packard Foundation

INSIGHTS
The Big Ideas of PEAK2023
in Four Graphics

An abundance of meaningful opportunities to learn with and from regional peers

Our volunteer-led chapters led the way in hosting in-person gatherings, in addition to offering dynamic hybrid meetings. Participation across all 14 chapters grew as members discussed hot topics that included grantmaking trends, demographic data, participatory grantmaking, trust-based philanthropy, and equitable grantmaking strategies. Our chapters also reached exciting growth milestones, with PEAK Midwest reaching the 1,000-member mark and both PEAK Pacific Northwest and PEAK Southeast reaching the 500-member mark.

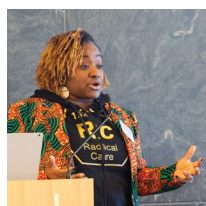
4,251

participants in 81 chapter meetings
down 13% from 2022



“I was so glad I could get involved with the PEAK Delaware Valley chapter. In addition to meeting and learning from other members, I helped plan the PEAK2023 chapter meeting and codeveloped an event where we all learned so much about the need to listen and drive relationship building between funders and nonprofit leaders.”

Allison Acevedo, Philanthropy Director,
National Board of Medical Examiners





Our growing and evolving peer groups

In the spirit of emergent learning, PEAK in 2021 formed nine peer groups as a two-year pilot project after receiving feedback from our members that they would like to connect in new ways beyond the geography-based model of our chapters. As part of the pilot, we explored personal-identity-based caucuses, professional-identity-based affinity groups, and communities of practice for Organization Members interested in discussing specific topics connected to equitable, effective grantmaking practice change.

These groups—cocreated with and led by our members—first met at PEAK2021 Online and quickly grew to become affirmational learning communities that are now supported by a growing team. With the pilot ending in 2023, PEAK again listened to member feedback on peer groups by sunsetting the initial communities of practice and launching online discussion forums and virtual town halls, while continuing with our affinity groups and expanding our identity-based caucuses.

“It is hard to sum up the support and love I have received from members and fellow cochairs of PEAK’s Black Caucus. I have made lifelong friendships and built a trustworthy network in philanthropy that did not exist for me before this experience.”

Shakila Woltz, Grants Management Coordinator,
The Robert Wood Johnson Foundation

1,810

members of one or more peer groups
up 40% over 2022

1,377

participants in 25 peer group meetings
up 13% over 2021



INSIGHTS

Finding Inspiration Within Our Sector and AANHPI Community

by Irene Chansawang

Guiding early careers in grantmaking through Grants Management 101

Through their participation, our 2023 cohort of 119 grants management professionals became better equipped, connected, and inspired to operationalize equity-centered, values-driven grantmaking practices in the philanthropic sector. For the second year, PEAK's revamped virtual learning took the cohort on a journey into the fundamentals of grants management and in-depth discussions facilitated by a diverse faculty of PEAK staff and practitioners. Following each session, they attended small-group convenings led by cohort advisors who are senior leaders in the field, providing opportunities to explore content more deeply, connect with peers, receive coaching, and work towards career growth goals.

"I had high expectations going into GM101, and the experience took me to the next level. I now have a shared language and a practiced ability to discuss our work. The course also sparked new curiosities and illuminated new topics for me to dig deeper into independently."

Halle Leganza, Grants Management Associate, Vivo Foundation



CONNECT: Our continuously growing emergent learning space for members

With many funders facing challenges both familiar and new, members reached out to ask questions of their peers and share their insights, resources, and approaches to grantmaking. In 2023, topics ranged from foundation-wide policies and how to build relationships with grantees to the impacts of artificial intelligence and the Supreme Court affirmative action ruling's ramifications for grantmaking.

3,283

CONNECT users
up 8% over 2022

23,506

CONNECT visits
up 10% over 2022

"I often turn to CONNECT when I have questions related to grants administration. If my questions haven't already been asked and answered, I know there is a community of people ready and willing to have a discussion. I recently posted about starting a conversation about AI, hoping to connect with a few people—and over 150 responded."

Kristin Pazulski, Grants Administrator, The Louis Calder Foundation

Narrowing power gaps through a service learning program

PEAK and BDO partnered to pilot an innovative program where 20 PEAK members were trained to review and analyze the information found in IRS Form 990 filings and to hold open and respectful conversations with nonprofits. As an extension of our connection to Baltimore via PEAK2023, participants in this pilot were matched with Baltimore-based nonprofits wanting to better understand how foundations assess financial health and what they learn when they review the Form 990. This was done in a shared learning environment where the funder and nonprofit did not have an existing funding relationship in order to lower the barriers of transparent communication that exist when funding is on the table.

After completing the program, 89 percent of nonprofit participants indicated that they were highly satisfied with the opportunities to learn about their Form 990 with funders. In addition, 93 percent of PEAK member participants said that they better understood how to develop transparent and less burdensome nonprofit- and community-centered financial review processes as a result of the program.



“I was struck by how having a conversation with nonprofit partners about financial health is a gateway to deeper understanding and shared learning, all within the context of organizational health and sustainability.”

Kristen Flack, Grants Manager, Arnold Ventures



“The PEAK-BDO training helped me understand what funders might be evaluating when they look at my organization’s our nonprofit’s 990. Now, I’m more confident that I can answer questions they have about our financial statements.”

Katie Sutton, Director of Development, Maryland Volunteer Lawyers Service



PEAK is igniting conversation and ideas that can move the sector forward.

Through our *Journal*, year-round Insights publishing program, communications, and social media, we are lifting up critical conversations and elevating voices from across the sector to illuminate how grantmaking professionals can rethink current practices, live and work by our Principles for Peak Grantmaking, and transform the field of philanthropy to best support our nonprofit partners and the communities we seek to strengthen.



INSIGHTS

The End of Affirmative Action: I am shaken but unbowed

by Satonya Fair

PEAK's online platforms and channels as places of discovery, support, and connection

Online engagement continues to soar, with an ever-broadening reach, as evidenced by record levels of website activity from new as well as returning visitors. And the analytics provide a peek into the *depth* of engagement—from exploring online resources, to accessing publications and tools, reading PEAK's *Journal* and Insights, signing up for convenings and cohorts, and exploring our job board.

209,799

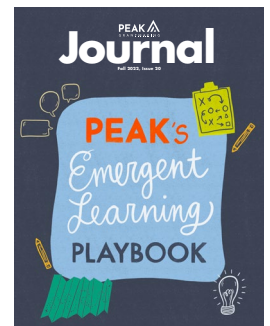
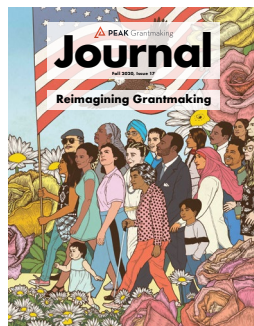
website visits
up 23% over 2022

79,297

website visits from first-time visitors
up 17% over 2022

515,086

website pageviews
up 23% over 2022



Meeting the moment with PEAK Grantmaking Journal's thought leadership on the most pressing issues facing philanthropy today

Since a reenvisioned *Journal* launched in 2019, our member magazine has served as a powerful platform for airing critical conversations and truth telling, lifting up new ideas and challenging the status quo. And our inaugural issue—*Black Voices in Grants Management*—continues to be one of the top-read resources on our website nearly four years after its publication. For our latest issue, released in January

2024, we felt there was a unique opportunity to leverage the *Journal* in a powerful new way: to provide a deep dive into our Learn, Share, Evolve Principle. This extensive suite of articles from grantmakers from across our community—combined with an action planner—offer members an abundance of inspiration and support to answer this three-part call to action and begin driving change in their organizations.

Delivering valued insights year-round

Through weekly articles contributed by practitioners and experts, and by elevating sector thought leadership through our *Weekly Reads* feature, we lift up stories of innovation and progress from organizations and individuals who are leading change. In addition, our continuing CEO:CEO series brought PEAK's Satonya Fair in conversation with GivingTuesday's **Asha Curran** and Skillman's **Angelique Power** in potent idea exchanges that explore philanthropy's evolving role in the social sector and how today's leaders are working to drive change. Insights rank among the top-visited content by PEAK website visitors, affirming our program's value to our community.



INSIGHTS

A Call to Action to Fund LGBTQ+ Issues, Movements, and Organizations

by Kelsey Andersen



INSIGHTS

How the Rogers Family Foundation Partners Beyond the Grant

by Rhonnel Sotelo

The continuing evolution of our social media strategy

In 2023, we took a critical look at our social media platforms—Twitter, now X, and LinkedIn—and made values-driven changes to our program. In light of our escalating concerns about X, we decided to leave the platform. We focused on LinkedIn, where our community of more than 12,000 followers continues to grow and thrive, more than doubling in size over the past two years. We also explored the potential of a PEAK social wall, starting with a pilot at PEAK2023 that drew enthusiastic and growing participation. With this affirmation, we are now exploring options to expand the PEAK social wall into a new space for our community to share and connect during our convenings.

12,061

**LinkedIn followers
up 72% over 2022**



PEAK is uniting with like-minded partners to codesign collaborations that will transform philanthropy, proving that we are stronger together.



Our commitment to strategic partnerships with other nonprofits, funders, and like-minded organizations and companies is a lynchpin of our movement-building strategy. Together, we can accelerate and advance learning—showcasing the expertise and experience of our partners within our member community, demonstrate thoughtful alignments and collaborative thought leadership, and center our grants community as change leaders for the sector.

“PEAK is one of our most trusted PSO colleagues and an absolute go-to resource for any funder interested in learning more about effective practices in grants management and strategy.”

Jason Born, Senior Director, Knowledge, National Center for Family Philanthropy

Allying with philanthropy-supporting organization peers as policy advocates

In 2023, we deepened our commitment to activate as advocates through roles on **United Philanthropy Forum** and **Independent Sector** councils, advisory groups, coalitions, through trainings, and in amplifying calls to action led by partner organizations leading this work—and as a result, we helped inform and mobilize the social sector on key policy initiatives, and legal challenges.

“PEAK’s insights on equitable grantmaking practices make the Nonprofit Infrastructure Coalition smarter in its work to shape and advocate for federal policies that support nonprofits. We rely on PEAK for a clear vision of what a vibrant social sector must look like and for a compelling advocate’s voice as we turn from vision to policy change.”

Jeffrey Moore, Chief Strategy Officer, Independent Sector

Amplifying our vision for change in partner spaces

Throughout the year, PEAK staff advocated for equity, transparency, and transformation through collaborations with the following organizations by speaking at conferences, participating in webinars and podcasts, giving presentations and workshops, serving as faculty, and contributing blog posts:

Blackbaud

Bowie State University

Candid

Catchafire

GivingData

Independent Sector

National Center for Family Philanthropy

National Human Services Assembly

National Headstart Association

Philanthropy Northwest

Philanthropy Southwest

Resilia

Stanford Social Innovation Review

Fostering a critical partnership to build stronger talent pipelines

PEAK embarked on a partnership with **ABFE** and **Bowie State University's** Philanthropy Fellows Program to help prepare graduate students of color for social sector leadership roles. The goal of this program is to lift up the voices and lived experiences of a new cadre of leaders and reimagine philanthropic and nonprofit policies and programs in ways that can affect positive change for our communities. To support this fellowship and other key initiatives, Satonya Fair served as a guest lecturer and advisory committee member, PEAK provided full scholarships for eight fellows to attend our GM101 program; and a Bowie State fellow joined PEAK's staff for a yearlong executive training experience.



Participating in critical conversations about equitable grantmaking technologies and practices

PEAK has strategically partnered with key stakeholders who are deploying data and technology in service of improving the experience of nonprofits throughout the grant lifecycle. We advocated for demographic data collection as a partner on the Demographics via **Candid** initiative. We also collaborated with **Tech Impact**, **TAG**, and **Grant Advisor** to prepare the rubric that will be used to inform the next edition of *Consumers Guide to Grants Management Systems* set to launch in mid-2024, and joined coalitions and advisory councils to ensure the PEAK remains at the ground floor of big technology-related shifts happening in our field.



INSIGHTS
It's Time to Get Demographic Data Right
by C. Davis Fischer

Our journey toward disability inclusion: learning, sharing, and evolving in action

After signing on to **Disability & Philanthropy Forum's** Disability Inclusion Pledge back in 2022, the PEAK team has made strides in learning from disability advocates, prioritizing implementation of an action plan to make substantial improvements in our accessibility practices, and advocating to our members and peers to join us in advancing disability inclusion and justice by sharing our story of learning and progress. We also launched a partnership with **RespectAbility** and welcomed a communications fellow to our team to support their career journey. As a result, we were able to go deeper into this facet of our equity journey by collaborating with and learning from a disabled person who generously shared insights from their lived experience.



“As an active ally and early adopter of the Disability Inclusion Pledge, PEAK understood that this was not just a checklist but an active learning journey. This work takes commitment, persistence and investment from all facets of the organization –all elements that PEAK has embedded into their disability inclusion work.”

Sarah Napoli, Learning Services Director, Disability & Philanthropy Forum





Volunteers continue to be vital to our work.



In 2023, we were honored to have 386 individuals contribute their talent and time by serving in 456 volunteer roles—from leading our peer networks to sharing their knowledge, providing guidance, and contributing thought leadership. And in collecting their feedback, we learned that our volunteers not only valued the opportunity to give back to the field, but they also benefited from the experience by gaining new skills, raising their professional profile, and deepening their network. As documented in our annual volunteer survey, volunteers overwhelmingly expressed high levels of satisfaction with their experience and contributions, with 97 percent planning to volunteer again.



Our 2023 Volunteers

20

board members

141

chapter leaders

75

committee members

28

peer group leaders

22

advisory council members

46

Insights and *Journal*
contributors and guest editors

98

annual convening speakers

20

service learning pilot members

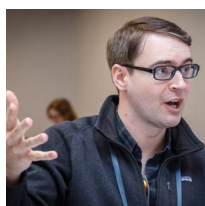
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Grants Management 101
cohort advisors



“Volunteering with the PEAK Northeast chapter has been transformative. Our events and chapter chats provide forums for exchanging knowledge and experiences, creating a dynamic learning environment. These experiences bolster my personal and professional growth and create opportunities for me to make a meaningful difference.”

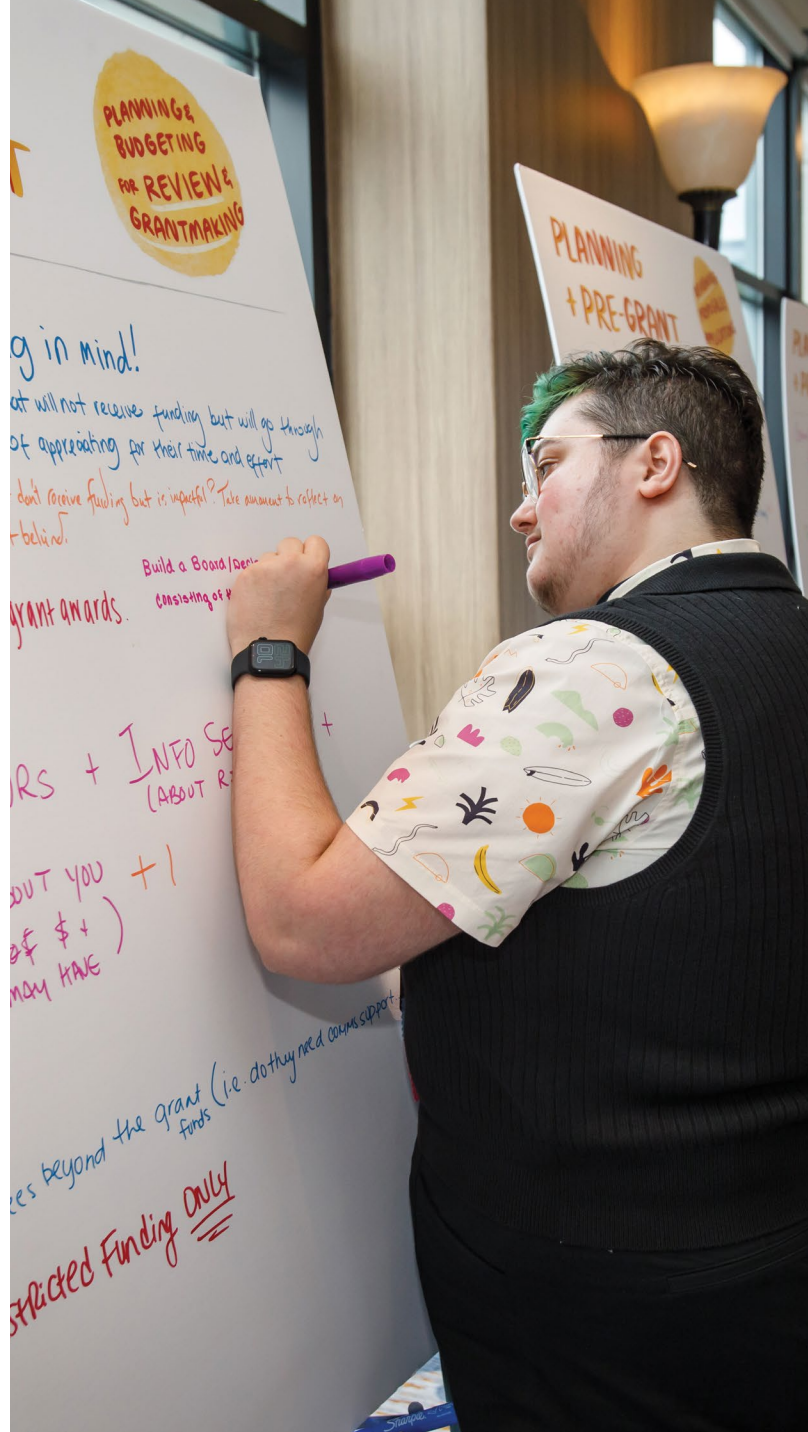
Audra Aucoin, Grants Manager/Analyst,
Institute for New Economic Thinking





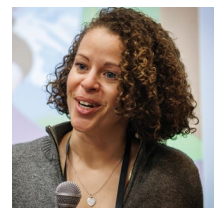
Expanding and deepening support for our volunteers

PEAK's **Volunteer Leadership Summit**, held each September, is our signature program that offers opportunities for our volunteers to enhance their leadership and professional skills, deepen connections, practice self-care, and network. The 2023 virtual convening was packed with compelling speakers who led exercises for aligning personal values with career goals, demonstrated skills mapping, and encouraged radical self-adoration.



“We’ve consistently volunteered with PEAK for more than two decades because of the opportunities to engage with this community, help our field evolve, and mentor the newer generations of employees in our sector.”

Adin Miller, Chief Executive Officer, Los Altos Mountain View Community Foundation



170

attended annual Volunteer Leadership Summit

44

attended first Chapter and Peer Group Leaders Retreat

10

participating in new Learning to LEAD cohort

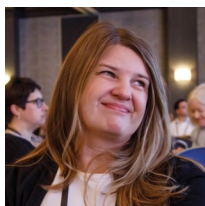


In addition, PEAK chapter and peer group leaders met in person for the **Chapter and Peer Group Leaders Retreat** for the first time at PEAK2023. With a focus on networking, innovative ways to engage members, and expanding volunteer management skills, participants left feeling primed with innovative tactics to try in the new year.

PEAK also laid the groundwork for its **Learning to LEAD** pilot in 2024, which will bring together a small group of dedicated volunteer leaders who aim to reimagine what is possible for themselves and their careers. This cohort-based virtual program combines the benefits of one-on-one coaching, professional development workshops, and team-building experiences to support participants with the powerful pairing of transformative tools and frameworks with a nurturing community.

“Volunteering with PEAK Midwest has allowed me to connect with an amazing community of warm, welcoming, and brave leaders who are committed to advancing equity in the field of philanthropy. They have infused my professional network with joy, and I look forward to building more new and meaningful relationships.”

**Jenna Beltrano, Program Officer,
Evanston Community Foundation**





Our 2023 board of directors prided itself on collaborative leadership, transparency, and passionate contributions to PEAK.

Our 17-member board was a culturally and demographically diverse group of smart, influential, and passionate individuals dedicated both to ensuring strong infrastructure for the organization and continuous learning and development. In 2023, board committees worked collaboratively to provide guidance to staff in developing our objectives and key results (OKR) framework. We also had a milestone year in making strides to implement governance best practices by defining board recruitment processes and policies, and by revamping board member onboarding and orientation process into a system that allows for continued strategic board growth. We support board members through a peer-mentoring program, a board assessment strategy and tool, and ongoing governance learning opportunities.

“Being a PEAK board member for the past six years has been one of the most fulfilling experiences of my career. I’ve learned so much and contributed as much as I could, and I’m deeply grateful for those who have stepped up to serve.”

Tiauna George, Senior Director of Grants, Energy Foundation, PEAK Grantmaking 2023 Board Member

“Serving on the board with peers who share PEAK’s vision for advancing the field of philanthropy is deeply rewarding. Beyond championing PEAK and its Principles, I gain valuable leadership experience that I am applying to my own work and engagement with Seybert’s board.”

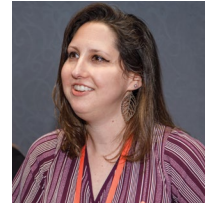
Theresa Jackson, Foundation Manager, The Seybert Foundation, PEAK Grantmaking 2023 Board Member



For the PEAK team, 2023 was a year of growth, transformation, and connection that advanced our aspiration to be a next-level nonprofit.

We codified our commitment to internal transformation by prioritizing strategies and practices essential to becoming a truly next-level organization—from building robust infrastructure and ensuring sustainability to nurturing a culture where our people thrive. In 2023, we launched an initiative to implement a new association management system, strengthened our team’s productivity and communication tools, and introduced new internal operations to streamline processes and better support the team.

Over the past year, not only did staff grow in numbers, strengths, and perspectives, we made strides in cultivating a people-centered work culture by prioritizing and supporting staff wellness, career growth, and a coleadership model where each member of the team is vested in advancing our vision and mission.



Milestones in putting people first

For the third year running, PEAK earned the Great Place To Work certification, which recognizes organizations that create an outstanding employee experience, with a score of 95, our highest to date.

We welcomed six new staff members and two fellows. The expansion of our team has enabled us to deepen member support and advance our mission. Fellows joining us via Bowie State University and RespectAbility enabled us to support early-career professionals pursuing social sector careers while we benefited from their perspectives and experience.

We advanced our collective and individual equity learning journeys by delving into deep learning and reflection on intersectional equity. CommunityBuild Ventures and Disability & Philanthropy Forum guided us in ongoing group learning and provided support that helped us progress PEAK's accessibility practices.

We launched a sabbatical policy, offering employees with four years of tenure 20 paid days for rest and rejuvenation. Four members of the team participated in 2023 and reported that it was a transformative experience.

We provided career coaching and wellness resources. Staff members spent 84 hours with coaches, and 16 employees downloaded the Headspace app and used a range of self-care resources.

We encouraged volunteerism by providing paid time for staff members to support nonprofit and community service projects, with 70 hours logged in 2023.



STAFF AND BOARD OF DIRECTORS DEMOGRAPHICS

Race and Ethnicity

Staff (16)



Directors (17)



- Asian American/Pacific Islander/Asian
- Black/African American/African
- Hispanic/Latino/Latina/Latinx
- Native American/American Indian/Indigenous
- White/Caucasian/European
- Multi-racial/Multi-ethnic (two or more races or ethnicities)
- No response

Sexual Orientation

Staff (16)



Directors (17)



- Gay/Lesbian/Bisexual
- Heterosexual/Straight
- No response

Gender Identity

Staff (16)



Directors (17)



- Female
- Male
- No response

Staff (16)



Directors (17)



- Transgender
- Cisgender
- Declined to state
- No response

Disability Status

Staff (16)



Directors (17)



- Person with a disability
- Person without a disability
- Declined to state
- No response

Note: Board of directors data was collected in November 2023; staff data was collected in November 2022.

2023 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!

Members

Bolded here, we recognize the longstanding commitment of Organization Members who have supported PEAK Grantmaking for 10 years or more.

Sustaining Organization Members

Annenberg Foundation

Archstone Foundation

Arcus Foundation

Bainum Family Foundation

Ballmer Group

Bill & Melinda Gates Foundation

Bloomberg Philanthropies

Blue Cross and Blue Shield of North Carolina Foundation

The California Wellness Foundation

Charles H. Dater Foundation

The Commonwealth Fund

Energy Foundation

Fidelity Foundation

Fifth Third Foundation

Ford Foundation

Gordon and Betty Moore Foundation

MacArthur Foundation

May & Stanley Smith Charitable Trust

McKnight Foundation

Meyer Foundation

The Nathan Cummings Foundation

Poetry Foundation

Robert Wood Johnson Foundation

Rose Community Foundation

Skoll Foundation

Stupski Foundation

The Wallace Foundation

Walton Family Foundation

Wellspring Philanthropic Fund

Organization Members

3M / 3M Foundation

AARP Foundation

Ability Central Philanthropy

Advancing a Healthier Wisconsin Endowment

The Ahmanson Foundation

Akonadi Foundation

Alfred P. Sloan Foundation

Allegany Franciscan Ministries

Alliance for Early Success

Altman Foundation

Amalgamated Foundation

American Association of University Women (AAUW)

American Diabetes Association

American Family Insurance Dreams Foundation

American Jewish World Service

American Red Cross - Community Adaptation Program

American Student Assistance

The Amgen Foundation

The Andrew W. Mellon Foundation

Animal Assistance Foundation

Annie E. Casey Foundation

Anschutz Family 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

Baltimore Children & Youth Fund

Baptist Community Ministries

Barr Foundation

The Baszucki Family Foundation

Ben & Jerry's Foundation

Best Buy

Bezos Earth Fund

BHHS Legacy Foundation

bi3

Blue Cross and Blue Shield of Louisiana

Blue Shield of California Foundation

The Bob & Renee Parsons Foundation

Bohemian Foundation

Borealis Philanthropy

The Boston Foundation

Breakthrough Energy

The Brinson Foundation

The Bullitt Foundation

Burroughs Wellcome Fund

Burton D. Morgan Foundation

The Bush Foundation

The C.E. and S. Foundation

The California Endowment

California Health Care Foundation

Cambia Health Foundation

Campaign for Tobacco-Free Kids

Candid

The Cannon Foundation

Capital One

CareQuest Institute for Oral Health

Cargill

Caring for Colorado Foundation

Carlson Family Foundation

Carnegie Corporation of New York

Carroll Petrie Foundation

Center for Cultural Innovation

Center for Disaster Philanthropy
Center for Effective Philanthropy
Center for Jewish Community Philanthropy of Greater Phoenix
Center for Science in the Public Interest
Chan Zuckerberg Initiative
The Char and Chuck Fowler Family Foundation
Charles and Lynn Schusterman Family Philanthropies
Charles K Blandin Foundation
Charles Stewart Mott Foundation
The Chicago Community Trust
The Christensen Fund
Christopher Family Foundation
CIGNA Foundation
Circle of Service Foundation
Citi Foundation
City Fund
Claneil Foundation
Claude Worthington Benedum Foundation
Cleveland Foundation
ClimateWorks Foundation
Co-Impact Philanthropic Funds
The Coleman Foundation
College Futures Foundation
Colorado Gives Foundation
The Colorado Health Foundation
The Colorado Trust
The Columbus Foundation
Comcast Corporation
Common Counsel Foundation
Community Foundation for Greater Atlanta
The Community Foundation for Northeast Florida
Community Foundation for South Central New York
Community Foundation for Southeast Michigan
Community Foundation for Southern Arizona
Community Foundation for the Ohio Valley
Community Foundation of Greater Memphis
The Community Foundation of Muncie & Delaware County
Community Foundation of Northern Illinois
The Community Foundation of Western North Carolina
Con Edison
Connelly Foundation
Conrad N. Hilton Foundation
The Conrad Prebys Foundation
Cooper Foundation
Council of Michigan Foundations
Cricket Island Foundation
Crown Family Philanthropies
Cystic Fibrosis Foundation
David and Lucile Packard Foundation
David Rockefeller Fund
DC Bar Foundation
Delaware Community Foundation
Delta Dental Community Care Foundation
Democracy Fund
Denver Arts & Venues
Desert Healthcare District & Foundation
Disability Rights Fund
Don Wood Foundation
Doris Duke Foundation
Dorot Foundation
Dorothy A. Johnson Center for Philanthropy
Dramatists Guild Foundation
DuPont

The Dyson Foundation
East Bay Community Foundation
ECMC Foundation
The Educational Foundation of America
Elbridge Stuart Foundation
Eli & Edythe Broad Foundation
The ELMA Philanthropies
Emerging Practitioners in Philanthropy
Endowment for Health
Energy Innovation
Enterprise Mobility
Episcopal Health Foundation
ESL Charitable Foundation
Evelyn and Walter Haas, Jr. Fund
Ewing Marion Kauffman Foundation
Feeding America
Fieldstead & Company
Firelight Foundation
First 5 LA
FIRST 5 Santa Clara County
First 5 Sonoma County
Florida Philanthropic Network
Foellinger Foundation
The Ford Family Foundation
The Foundation for a Healthy High Point
Foundation for a Healthy St. Petersburg
Foundation for a Just Society
Foundation for Child Development
Foundation for Community Health
Foundation for Middle East Peace
Foundation for Opioid Response Efforts
Foundation for the Mid South
Fred & Jean Allegretti Foundation
The Frederick A. DeLuca Foundation
Fremont Group Foundation
Frey Foundation
Gates Family Foundation
Gaylord and Dorothy Donnelley Foundation
General Service Foundation
George Family Foundation
The George Gund Foundation
Georgia Power Foundation
Getty Foundation
GHR Foundation
Global Greengrants Fund
GlobalGiving
The Goizueta Foundation
Grand Victoria Foundation
Grantmakers in the Arts
Grays Harbor Community Foundation
Greater Charitable Foundation
The Greater Clark Foundation
Greater Milwaukee Foundation
Greater New Orleans Foundation
Greater Texas Foundation
The Grove Foundation
Gulf Research Program at the National Academy of Sciences,
Engineering, and Medicine
Hampton Roads Community Foundation
Harold K.L. Castle Foundation
The Harry and Jeanette Weinberg Foundation
Hartford Foundation for Public Giving
Harvey L. Miller Family Foundation

Hau'oli Mau Loa Foundation
 Headwaters Foundation
Health Forward Foundation
 Health Foundation for Western and Central New York
 Health Net
Health Resources in Action
HealthSpark Foundation
 Heckscher Foundation for Children
 The Heinz Endowments
 The Heising-Simons Foundation
Helios Education Foundation
The Henry Luce Foundation
 Hillspire
 HMSA Foundation
Houston Endowment
 Howard Gilman Foundation
HRK Foundation
 Hudson-Webber Foundation
 Humanity United
Hyams Foundation
Hyde Family Foundation
 Hypertherm HOPE Foundation
 IEHP Foundation
 Imaginable Futures Foundation
 Inatai Foundation
 Independence Public Media Foundation
 Internet Society Foundation
Iowa West Foundation
Irene E. & George A. Davis Foundation
 Irving Harris Foundation
The J. Willard and Alice S. Marriott Foundation
Jack Kent Cooke Foundation
 Jack Miller Family Foundation
 Jacksonville Jaguars Foundation
 Jacob and Terese Hershey Foundation
The James Irvine Foundation
 Jane Bancroft Robinson Foundation
 Jessie Ball duPont Fund
Jessie Smith Noyes Foundation
Jim Joseph Foundation
 The John E. Fetzer Institute
The John R. Oishei Foundation
John S. and James L. Knight Foundation
John T. Vucurevich Foundation
John Templeton Foundation
Johnson & Johnson
 The Joyce Foundation
The JPB Foundation
 JPMorgan Chase & Co.
 JustFund
Kaiser Permanente
 Kalamazoo Community Foundation
Kalliopeia Foundation
Kansas Health Foundation
 Kataly Foundation
 Kate B. Reynolds Charitable Trust
 Katz Amsterdam Foundation
 The Kavli Foundation
 The Keith Campbell Foundation for the Environment
 Kenneth Rainin Foundation
Kessler Foundation
The Klarman Family Foundation
Knapp Community Care Foundation

Koret Foundation
The Kresge Foundation
 Laird Norton Family Foundation
 Laudes Foundation
Lavelle Fund for the Blind
The Lemelson Foundation
 The Leon Levine Foundation
 The Leona M. and Harry B. Helmsley Charitable Trust
 The Libra Foundation
 The Lighthouse Black Girl Projects
 Lippman Kanfer Foundation for Living Torah
Lisa and Douglas Goldman Fund
 Living Cities
Longwood Foundation
The Louis Calder Foundation
 Lucile Packard Foundation for Children's Health
Lumina Foundation
 Luminate Foundation
 The Lutheran Foundation
 Maddie's Fund
 MADRE
 Maine Community Foundation
Maine Health Access Foundation
Margaret A. Cargill Philanthropies
 Marguerite Casey Foundation
 Margulf Foundation
 Marie Lamfrom Charitable Foundation
 Marine Tenure Initiative
The Marion I. and Henry J. Knott Foundation
Mary Reynolds Babcock Foundation
 Max and Marian Farash Charitable Foundation
Max M. & Marjorie S. Fisher Foundation
 Maxine & Jack Zarrow Family Foundation
 McGregor Fund
McNeely Foundation
Medica Foundation
Medtronic Foundation
Mertz Gilmore Foundation
 MetLife Foundation
 MetroWest Health Foundation
 Metta Fund
Meyer Memorial Trust
Middlesex Savings Charitable Foundation
 The Minneapolis Foundation
 Mission and Ministry, Inc. (Daughters of Charity)
 Missouri Foundation for Health
Mitsubishi Electric America Foundation
 MJS Foundation
 MLSE Foundation
 Monterey Peninsula Foundation
Morris & Gwendolyn Cafritz Foundation
 Mortimer & Mimi Levitt Foundation
 Moses Taylor Foundation
 Mother Cabrini Health Foundation
 Movement Strategy Center
 Ms. Foundation for Women
Mutual of Omaha Foundation
 Mylan Charitable Foundation
 Napa Valley Vintners
 National Assembly of State Arts Agencies
 National Board of Medical Examiners
 National Center for Family Philanthropy
National Endowment for Democracy

National Endowment for Financial Education
National Park Foundation
Native American Agriculture Fund
Needmor Fund
The Nellie Mae Education Foundation
NEO Philanthropy
New Balance Foundation
New Venture Fund
The New York Community Trust
New York Foundation
New York Health Foundation
The New York Women's Foundation
Newton and Rochelle Becker Charitable Trust
NextFifty Initiative
Nia Tero Foundation
Nina Mason Pulliam Charitable Trust
The Nord Family Foundation
North Carolina Network of Grantmakers
Northwest Area Foundation
The O. Wayne Rollins Foundation
Oak Foundation
Omaha Community Foundation
Omidyar Network
One8 Foundation
Open Society Foundations
Opportunity Fund
Oregon Community Foundation
Oregon Tourism Commission dba Travel Oregon
Osteopathic Heritage Foundation of Nelsonville
Otto Bremer Trust
Ottumwa Legacy Foundation
Overdeck Family Foundation
Park Foundation
Partnership for Better Health
Patagonia
PATH Foundation
Patrick J. McGovern Foundation
Paul G. Allen Family Foundation
Paul M. Angell Family Foundation
PayPal
Perenchio Foundation
Perigee Fund
The Peter and Elizabeth C. Tower Foundation
Peter G. Peterson Foundation
Peter Kiewit Foundation
The Pew Charitable Trusts
Philanthropy Delaware
Philanthropy Southeast
Phoenixville Community Health Foundation
Pisces Foundation
Pivotal Ventures
Polk Bros. Foundation
Potomac Health Foundation
The Priddy Foundation
Prince Charitable Trusts
Project Management Institute Educational Foundation
Proteus Fund
The Prudential Foundation
PSEG Services Corp.
Public Welfare Foundation
Quad Cities Community Foundation
R. Howard Dobbs, Jr. Foundation
Ralph C. Wilson, Jr. Foundation

The Ralph M. Parsons Foundation
Rasmuson Foundation
REACH Healthcare Foundation
Research to Prevent Blindness
Resources Legacy Fund
Richard M. Fairbanks Foundation
Robins Foundation
Rockefeller Brothers Fund
Rockefeller Family Fund
The Rockefeller Foundation
Rockefeller Philanthropy Advisors
Rogers Family Foundation
Rotary Charities of Traverse City
Roundhouse Foundation
Roy + Patricia Disney Family Foundation
The Russell Family Foundation
Russell Sage Foundation
Ruth Mott Foundation
S. Mark Taper Foundation
S.H. Cowell Foundation
Saint Luke's Foundation
Salesforce
Samuel Rubin Foundation
The Sandy River Charitable Foundation
Santa Clara Valley Water District
The SCAN Foundation
The Schmidt Family Foundation
The Schott Foundation for Public Education
Schultz Family Foundation
Science Philanthropy Alliance
SECU Foundation
Seeding Justice
Segal Family Foundation
Share our Strength
Sheltering Arms Foundation
The Sherwood Foundation
Simón Bolívar Foundation
The Siragusa Family Foundation
Sisters Health Foundation
Sisters of Charity Foundation of Cleveland
The Skillman Foundation
Skyline Foundation
Sobrato Family Foundation
Society of Exploration Geophysicists
Spencer Foundation
Springfield Foundation
St. David's Foundation
St. Louis City Senior Fund
The Staten Island Foundation
Steans Family Foundation
Strada Education Foundation
Stranahan Foundation
The Summit Charitable Foundation
Sunflower Foundation
Sunlight Giving
Support Our Aging Religious
Surdna Foundation
Target
Taube Family Foundation
Tempest Advisors
Texas Women's Foundation
Thousand Currents
Tides

Tiger Foundation
Tinker Foundation
 Titcomb Foundation
 TLL Temple Foundation
The Tow Foundation
Travelers
 Trellis Foundation
 Trinity Church Wall Street
Turner Foundation
 Unbound Philanthropy
UniHealth Foundation
 United States Conference of Catholic Bishops
 United Way Fox Cities
 United Way of Greater Atlanta
 United Way Suncoast
University of California Research Grant Program Office
 van Beuren Charitable Foundation
 Vanguard
 Verdant Health Commission
 Victoria Foundation
Virginia G. Piper Charitable Trust
 Vista Hermosa Foundation
 Vitalyst Health Foundation
 Vivo Foundation
W.K. Kellogg Foundation
 Waco Foundation
 Wagner Foundation
 Walder Foundation
 Walter & Elise Haas Fund
 Wayfarer Foundation
 We Mean Business Coalition
 Wege Foundation
Weingart Foundation
 The Weld Trust
 WES Mariam Assefa Fund
Wilburforce Foundation
The William & Flora Hewlett Foundation
William Caspar Graustein Memorial Fund
 William Davidson Foundation
 William Penn Foundation
The William T. Morris Foundation
 Williams Family Foundation of Georgia
 Williamsburg Health Foundation
 The Winnipeg Foundation
Winthrop Rockefeller Foundation
 WomenStrong International
Woods Charitable Fund
 Woods Fund of Chicago
Yawkey Foundation
 YMCA of the USA
 Youth Hope Foundation
 The Zellerbach Family Foundation
 The Zilber Family Foundation

Consultant Members

1892 consulting
 Advancement Strategies & Communications
 Amethyst Interactive
 Arabella Advisors
 BDO
 Bearman Consulting
 Build Up Companies
 ChangeVantage Consulting

Cherry Strategies
 Civic Allies Consulting
 Cogan Associates
 Exponent Partners
 Focused
 Grantbook
 Hirsch Philanthropy Partners
 Kim Foster Consulting
 Kouri-Vini Consulting
 Listen4Good
 Moore Impact
 Mott Philanthropic
Nutter, McClennen & Fish
 Pacific Foundation Services
 Pembroke Philanthropy Advisors
 PHiLA Engaged Giving
Philanthropy.io
 PSS Partners Performance Success
 Rosewood Family Advisors
 Sensible Philanthropy Support Systems
 Streamlife Consulting
 TCC Group
 Think Twice
 Third Plateau Social Impact Strategies
 Tony Macklin Consulting

Volunteers

Board of Directors

Joshua Abel, Nina Mason Pulliam Charitable Trust
 Kevin Bolduc, Center for Effective Philanthropy
 Janet Camarena, Candid
 Steven Casey, We Mean Business Coalition
 Elsa Chin, JPMorgan Chase & Co.
 Eusebio Díaz, Health Forward Foundation
 Janet Disla, The Nathan Cummings Foundation
 Tiauna George, Energy Foundation
 Allison Gister, Conrad N. Hilton Foundation
 Theresa Jackson, The Seybert Foundation
 Roland Kennedy, Jr., Carnegie Corporation of New York
 Teresita Maz, Healthy Places by Design
 Ify Mora, Margaret A. Cargill Philanthropies
 Justine Palacios, Arnold Ventures
 Miyesha Perry, Kenneth Rainin Foundation
 Timothy Robinson, Lumina Foundation
 Kelli Rojas, Rose Community Foundation
 Adam Sanders, Mother Cabrini Health Foundation
 Kyrstin Thorson Rogers, Proteus Fund and Proteus Action League
 Jane Ward, National Park Foundation

Board of Directors Nominating Committee

Jamie Amagai
 Kathleen Badejo, The William & Flora Hewlett Foundation
 Andrew Brown, American Red Cross–Community
 Adaptation Program
 Juliana Chessin, The Commonwealth Fund
 Stephanie Duffy, McKnight Foundation
 Alexandria Featherston-Gomez, Kenneth Rainin Foundation
 Dan Gaff, May & Stanley Smith Charitable Trust
 Jim Gallagher, Ford Foundation
 Allison Gister, Conrad N. Hilton Foundation
 Melodie Griffin, CareQuest Institute for Oral Health

Kerri Hurley, Barr Foundation
Miyesha Perry, Kenneth Rainin Foundation
Heather Pruess, Oregon Community Foundation
Deena Lauver Scotti, Missouri Foundation for Health
Shantelice White, MacArthur Foundation

Chapter Leaders

PEAK Delaware Valley

Viviann Schorle, Phoenixville Community Health Foundation, *Chair*
Maggie Oda, Delaware Community Foundation, *Vice Chair*
Abby Rolland, The Presser Foundation, *Program Volunteer*

PEAK Florida

Sissi Villamizar, Helios Education Foundation, *Chair*
Judith Fletcher, The Frederick A. DeLuca Foundation,
Membership Cochair
Carla Batts, Allegany Franciscan Ministries, *Membership Cochair*
Josh Dunn, United Way Suncoast, *Communications Cochair*
Corey Murphy, Community Foundation for Palm Beach and Martin
Counties, *Communications Cochair*
David Bender, Pinellas Community Foundation, *Programs Cochair*
Melodie Griffin, CareQuest Institute for Oral Health,
Programs Cochair

PEAK Greater Washington, DC

Alexis Martinez, Meyer Foundation, *Cochair*
Sarita Michaca, Tides, *Cochair*
Andrew Brown, American Red Cross - Community Adaptation
Program, *Steering Committee Volunteer*
Erin Matthews Thomas, Potomac Health Foundation, *Steering
Committee Volunteer*
Joanna Randazzo, Propane Education & Research Council,
Steering Committee Volunteer
Dawnn Leary, Greater Washington Community Foundation,
Steering Committee Volunteer
Katherine Robiadek, Martha E. Church Center for Civic and
Community Engagement, *Steering Committee Volunteer*
Maria-Veronica Banks, Bezos Earth Fund, *Steering
Committee Volunteer*

PEAK Mideast

Emily Hughes, Mathile Family Foundation, *Chair*
Sheiron (Shei) Sanchez, Sisters Health Foundation,
Program Cochair
Artisha Lawson, Greater Toledo Community Foundation,
Program Cochair
Stephanie Richards, Morgan Family Foundation, *Program Cochair*
Erin Prescott, Rockefeller Philanthropy Advisors, *Membership Chair*
Gina Dotson, Burton D. Morgan Foundation, *Communications Chair*
Latina "Tina" Kimbrough, Nord Family Foundation,
At-Large Volunteer
Kristine Schultz, Interact for Health, *At-Large Volunteer*
Debbie Stanton, Community Foundation for the Ohio Valley,
At-Large Volunteer
Christina Matlick, Mylan Charitable Foundation, *At-Large Volunteer*
Diane Kaszei, Cleveland Foundation, *At-Large Volunteer*
Camille Gill, Ohio Access to Justice Foundation, *At-Large Volunteer*

PEAK Midwest

Tara Havlicek, Mitsubishi Electric America Foundation, *Cochair*
Jenna Beltrano, Evanston Community Foundation, *Cochair*
Deborah Clark, Woods Fund of Chicago, *Program Cochair*
Lauren Janus, Phila Engaged Giving, *Program Cochair*

Connor McLaughlin, Max M. & Marjorie S. Fisher Foundation,
Communications Cochair
Vanessa Gonzalez, AASM Foundation, *Communications Cochair*
Wendy Vendel, Paul M. Angell Family Foundation,
Membership Cochair
Tiffany Duffy, Crown Family Philanthropies, *Membership Cochair*
Quinn Hanzel, MacArthur Foundation, *Communications Volunteer*
Cathie Slabaugh, The Needmor Fund, *Communications Volunteer*
Tara Karaim, ArtsKC, *Communications Volunteer*
Tram Kieu, Cooper Foundation, *Communications Volunteer*
Linda Berkowitz, Harvey L. Miller Family Foundation,
Membership Volunteer
Pam Bierce, Iowa West Foundation, *Membership Volunteer*
Traci Johnson, Richard M. Fairbanks Foundation,
Membership Volunteer

PEAK Minnesota

Kaitlin Ostlie, East Bay Community Foundation, *Cochair*
Lorinda Chagnon, Margaret A. Cargill Philanthropies, *Cochair*
Zachary Johnson, Blandin Foundation, *Communications Cochair*
Robyn Browning, McKnight Foundation, *Membership Chair*
Jaime Martinez, *Program Cochair*
Kayslee Kemp, The Medtronic Foundation, *Program Cochair*

PEAK New England

Paula Lentoni, Mott Philanthropic, *Steering Committee*
Sue Fulton, Endowment for Health, *Steering Committee*
Bilan Ahmed, Fidelity Foundation, *Steering Committee*
Andrea Berman, Future of Life Institute, *Steering Committee*
Andrea Borowiecki, Rockland Trust Charitable Foundation,
Steering Committee
Jeanne Brown, *Steering Committee*
Kim Dame van Beuren, Charitable Foundation, *Steering Committee*
Dan Darbandi, Borealis Philanthropy, *Steering Committee*
Kelley A. Fournier, Travelers, *Steering Committee*
Andrea Garvey, The Schott Foundation for Public Education,
Steering Committee
Kerri Hurley, Barr Foundation, *Steering Committee*
Kim Igoe Kasper, Bank of America Private Bank,
Steering Committee
Molly Lattanzi, Barr Foundation, *Steering Committee*
Genie McGowan, Fidelity Foundation, *Steering Committee*
Candice McKenna, Food Allergy Science Initiative,
Steering Committee
Rose Addison, Dorot Foundation, *Steering Committee*
Lisa Tacker, Tow Ten Footwear Foundation, *Steering Committee*
Niina Wirgentius, Fidelity Foundation, *Steering Committee*
Andie Hession, Endowment for Health, *Communications Committee*

PEAK Northeast

Inna Livitz, Russell Sage Foundation, *Cochair*
Liz Donohue, Peter G. Peterson Foundation, *Cochair*
Audra Aucoin, Institute for New Economic Thinking,
Communications Cochair
Erin Johnstone, Victoria Foundation, *Communications Cochair*
Patrick Barnes, The Dyson Foundation, *Program Cochair*
Nadia Alia, The Tow Foundation, *Program Cochair*
Grace Asenjo Tenenzaph, Claims Conference, *Program Cochair*
Abigail Osei, The Starr Foundation, *Membership Cochair*
Kathryn Than, National Basketball Players Association Foundation,
Membership Cochair
Elizabeth Flores, Women's Sports Foundation,
Communications Committee

Rachel Kimber, *Communications Committee*
Brytnee Parris, Ford Foundation, *Communications Committee*
Pam Schlierf, Max and Marian Farash Charitable Foundation,
Communications Committee
Tashie Sloley, Climate Breakthrough,
Communications Committee
Melissa Vassell, Borealis Philanthropy, *Communications Committee*
Emelyn Arias, Laurie M. Tisch Illumination Fund,
Membership Committee
Mina Camacho, The Henry Luce Foundation,
Membership Committee
Roshani Desai, Robert Wood Johnson Foundation,
Membership Committee
Tiffani Greenaway, The ELMA Philanthropies,
Membership Committee
Iracel Rivero, Ford Foundation, *Membership Committee*
Ana Chen, Charles Hayden Foundation, *Program Committee*
Tania Yannarilli-Cornish, Park Foundation, *Program Committee*
Cheryl L. Dabat, The Heinz Endowments, *Program Committee*
Alicia Jinks, Max and Marian Farash Charitable Foundation,
Program Committee
Jill Minogue, Simons Foundation, *Program Committee*
Angelina Pienczykowski, Ford Foundation, *Program Committee*
Ursula Stewart, Salesforce, *Program Committee*
Irene Williams, The Leona M. and Harry B. Helmsley Charitable
Trust, *Program Committee*

PEAK Northern California

Patrick Taylor, Sobrato Family Foundation, *Cochair*
Mary Thurston, Science Philanthropy Alliance, *Cochair*
Daniel Oviedo, Stupski Foundation, *Vice Chair*
Kristen Yasukawa, Santa Clara Valley Water District,
Membership Chair
Matthew Cherry, Ability Central, *Communications Chair*
Kimberly Canfield, Irvine Foundation, *Program Chair*

PEAK Pacific Northwest

Dominique Hilliard, Ballmer Group, *Program Chair*
Mary McNair, Bullitt Foundation, *Communications Chair*
Quinn MacNichol, Northwest Health Foundation, *Chair*
Jessalyn Pinneo Randelman, Magic Cabinet, *Vice Chair*
Shannon Duff, Inatai Foundation, *Membership Chair*

PEAK Rocky Mountain

Kelly Costello, Rose Community Foundation, *Chair*
Kim Lehman, Bohemian Foundation, *Membership Chair*
Megan Maes, Anschutz Family Foundation, *Communications Chair*
Rachel Gonzales, Walton Enterprises, *Steering Committee*
Krystin Thorson Rogers, Proteus Fund and Proteus Action League,
Steering Committee
Mary Cotterman, BHHS Legacy Foundation, *Arizona Liaison*

PEAK Southeast

Rebecca Telberg, Dogwood Health Trust, *Cochair*
Ryan Rodriguez, Community Foundation for
Greater Atlanta, *Cochair*
S.E. Spencer, Philanthropy Southeast, *Program Cochair*
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