

# Our Community of Change Agents



**PEAK**   
GRANTMAKING

**2022 Annual Report**

**An anniversary year was a hard act to follow, but we believe that PEAK rose to the challenge in 2022. The pandemic and an environment of social unrest continued to loom, and we went to work, shifting from talking about our next chapter to diving right in by determining core priorities and critical outcomes that PEAK is uniquely positioned to realize in the years ahead. At the heart of it, we focused on you, our community of change agents.**

**We catalyzed our dedication to emergent learning**, bringing board and staff to the table to delve into difficult questions with open minds, a shared sense of possibility, and the intent to share what we discovered and to grow as a result. We tackled the following questions: Is there more we can do to amplify the role of grants management as a critical function and a strategic partner within philanthropic institutions? Does a burdensome grant process equal an inequitable one? What is needed to become a next-level nonprofit with a high-performing governing board? What staff capacities are required to meet our own expectations for excellence while delivering stellar member benefits and sector-transforming resources?

**We listened to our members.** Our hearts were warmed to receive resounding appreciation for helping drive intersectional equity in philanthropy through calls to action and by providing needed resources. We heard from the people at the heart of this amazing network of philanthropy professionals—through survey feedback, notes to our team, and social media shout-outs—that PEAK is empowering them in their roles, helping them to improve their institutional practices, and supporting their career journeys. And we heeded your advice to slow our pace. As one member put it, “We love what PEAK is saying. We want more, but not before we take time to digest and begin activating as the change agent you have asked us to be!”



**We operationalized our new strategic framework**, introduced in 2021, with ambitious goals that could not be artificially bound by a time horizon. In addition, we secured approval of a two-year flexible operating budget to support an ambitious growth plan, including new technology, increased staff capacity, fresh resources, more forums for learning and engagement, and member experiences curated with your professional and institutional success in mind.

**We built momentum for change** by continuing our advocacy around the Principles for Peak Grantmaking, calling on our members to lean into new models and practices rooted in deep relationships with nonprofits and communities. We are gratified by the shifts toward more equitable practices and the relationships that we have launched, grown, and deepened in the process.

**We strengthened relationships with our own supporters**, benefitting from their willingness to provide more flexible funding. Their trust and commitment have enabled PEAK to become (to borrow a term from Michelle Obama). A number of foundations, including Stupski, Hewlett, Robert Wood Johnson, and W.K. Kellogg have committed to making more unrestricted grant investments in PEAK and other philanthropy-supporting and -mobilizing organizations. These unprecedented grants—along with membership dues, programmatic revenues, sponsorships, and individual contributions—helped make 2022 our second-best fundraising year yet.

**We stayed focused on you**—our members, partners, supporters, and allies—while living up to everything PEAK stands for: Principles, Equity, Advocacy, and Knowledge. As a member association, we always aim to exceed member value expectations.

## 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](https://peakgrantmaking.org/about-us)



*Show...of Hands, Go on! (#BlackLivesMatter) by Miha Sarani, from PEAK's Journal*

We created feedback loops throughout our communities, and found—among the voices of staff, our board, and you—no shortage of ideas for further actuating our mission to transform this sector through equitable grantmaking practices.

**We kept a keen eye on safety and health**

and, while we all missed coming together in person, the PEAK community showed up in record numbers online. Our all-virtual programming proved the value of lowering barriers to participation for chapter and peer group meetings, PEAK2022 Online, Grants Management 101, and our Volunteer Leadership Summit. Midyear, we began testing in-person meetings and hosted our first joint staff and board retreat in Chicago, which proved to be an amazing forum for blue-sky thinking and planning. Staff began participating once again with in-person convenings of peer philanthropy-supporting organizations, serving as speakers, thought leaders, and volunteers—living what it

means to be a great partner, especially given the importance of partnership to our strategic plan.

**We progressed in our internal equity journey and have become stronger.**

Of course, a call to action for the sector includes us, which means taking a close look at our own operations and practices—and looking to the sector as well—and then aligning around unlearning what no longer serves us while creating a new paradigm that advances equity. We began team coaching in racial equity, participated in United Philanthropy Forum's Racial Equity Case Stories project, signed on to the Disability Inclusion Pledge, and joined the Equitable Evaluation Initiative's nonprofit pilot program. This work has spurred an honest look inward and enabled us to identify opportunities to make significant improvements in operationalizing equity, inclusion, and access within our organization, and to share what we learn in order to inspire others.



**We deepened support for our team,** taking to heart MacKenzie Scott's advice to foreground self care and strengthen organizational infrastructure, priorities that prepare us to most effectively advance our mission work. We closed the year by asking staff to complete our second Great Place to Work survey and were gratified by a 10-point increase (to 92!), affirming that we are on the right track.

**We elevated and expanded our team and our expertise,** promoting four staff members and welcoming six new colleagues—each of whom have brought to PEAK a diversity of lived and professional experiences. Our board, too, has evolved: Several directors earned promotions or selected new home institutions, and we benefited from the expansion of perspectives they bring to PEAK's leadership.

Together, our board and staff collaborated to realize new ideas and organizational expansions alongside the adoption of improved governance and operations models.

**We welcomed an unprecedented number of new people to our community,** including expanded staff engagement from our Organization Member institutions as well as people working in foundations that have not yet allocated budgets for membership. We are proud to be living our value of inclusivity through our Individual Membership offering, which enables all philanthropy professionals, wherever they are, to join our network without cost. We offer firsthand testimony to the benefits of finding our own people through PEAK, and we want that same opportunity for everyone!

**Just as our members, partners, supporters, and allies show up for us, the PEAK staff and board put forth our best efforts as a dedicated advocate and champion for you. Together, we are building a community of change agents to lead the way in transforming philanthropy. Read on to learn more about what we accomplished in 2022 while diving deep into our next chapter.**

With appreciation,



**Satonya Fair, JD**

*she, her, hers*

President and CEO,  
PEAK Grantmaking



**Allison Gister**

*she, her, hers*

Director, Grants & Knowledge  
Management, Conrad N. Hilton  
Foundation, *PEAK Grantmaking*  
2022 Board Cochair



**Miyesha Perry**

*she, her, hers*

Director of Grants Management,  
Bainum Family Foundation  
and Kenneth Rainin Foundation,  
*PEAK Grantmaking* 2022  
Board Cochair

# **PEAK membership—our community of change agents—expanded significantly in 2022.**

**We grew not only in numbers, but in the breadth of grantmaking institutions, philanthropy-supporting organizations, and individual staff, representing a range of sector roles and functions, making our network more inclusive than ever. Guided by our continued focus on lifting up and empowering the strategic function of grants management, PEAK has welcomed an increasingly diverse group of philanthropic professionals who are aligned with the values and mission that unite us, supported by changes to our bylaws.**

**In 2022, we all benefited from this expanding array of voices and perspectives, which has enriched knowledge sharing, supported career trajectories, and increased our collective ability to advance transformative practices within organizations and across the field.**

**“There are countless potential matches within our community waiting to happen. We encourage seasoned PEAK members to be a matchmaker when you see potential connections—and new members to seek out partners based on your interests.”**

**Jim Gallagher**, Director, Grants Management, Ford Foundation, and **Justine Palacios**, Vice President of Grants, Arnold Ventures

**“Being part of this national network of philanthropy peers dedicated to creating positive change has empowered individuals across our organization to be change agents and ambassadors for new and inclusive ways of thinking and working.”**

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





Illustration by Laura Chow Reeve, from PEAK's *Journal*

# 7,116

**people in our membership**

*up 9% over 2021*  
with 1,622 new people

# 533

**contributing Organization Members**

*up 4% over 2021*  
with 63 new members

## Making our membership more inclusive than ever

Last year, PEAK's board of directors updated our bylaws to designate two new categories of voting membership. Consultant Members have been valued thought partners, volunteers, and contributors since 2019 and are now welcome to sit on our board of directors, serve as chapter volunteer officers, and vote in our elections. We've also welcomed into our membership all faculty, staff, and students who specialize in philanthropy or philanthropy-related subjects at accredited universities or research institutions, helping build a new pipeline of diverse talent for the grants management profession.

**PEAK is empowered to pursue our vision and mission because of the investment you've made in our organization—through contributing memberships, grants, sponsorships, and donations.**

In 2022, our membership revenues continued to remain high, thanks to the growing numbers of funding institutions that renewed their membership (more than 90 percent), joined as Organization Members, and provided additional general operating support through increased membership contributions. We are also grateful to fellow philanthropy-supporting organizations joining our community, the companies that supported PEAK by sponsoring our annual convening and programs, and our individual supporters.

**\$3.3M**

in grants awarded to  
PEAK in 2022

**34**

**Sustaining Organization Members**  
supported PEAK through additional annual  
general operating support above their dues

**\$1.8M**

invested through member  
dues and contributions

**37**

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



**“Access to current and evolving resources and best practices in equity-centered grantmaking is a key reason why we contribute to PEAK. The connections, conversations, knowledge, and learning accessible to our staff are invaluable in ensuring we are doing our best to serve our applicants and grantees in the communities we fund across New York.”**

**Adam Sanders**, Managing Director of Grants Management, Mother Cabrini Health Foundation, *PEAK Board Member*

## **Moving to a more equitable dues structure**

In 2022, PEAK added more tiers to our dues structure, ensuring that dues more equitably correspond to the total annual giving of the largest funders in our membership. These changes will enable us to go deeper into practice-change work, better align PEAK with comparable philanthropy-supporting organizations, and ensure more equitable contributions across our Organization Membership. In finalizing this decision, we spoke with many members who would be impacted by these changes, and what we heard in response was support for this shift and how it will position PEAK to better serve our members and the sector.

## **From sponsors to supporters**

As we began planning for PEAK2023—our first in-person convening since 2019—we paused to reimagine what a values-aligned, mission-focused sponsorship program could look like. Moving forward, we are offering streamlined sponsorship package options with a focus on relationship-building opportunities, and encouraging our members to support the event by trusting us to steward their investment appropriately—a practice we encourage grantmakers to adopt across the board when supporting nonprofit partners (like us!).



# PEAK thrives on our member community's commitment to active volunteerism and mutual support.

A record 383 individuals contributed their talent and time in 2022, serving in 548 volunteer roles—from leading our peer networks to sharing their knowledge, providing guidance, and contributing thought leadership.

And in collecting their feedback, we were gratified to learn that they not only valued the opportunity to give back to the field, but also benefited from the experience by gaining new skills, raising their professional profile, and deepening their network. As documented in our annual survey, 94 percent of our volunteers said they plan to volunteer again.



**"This community is here to lift you up and support you in your career journey. Protect your time and focus, share wisdom, and come away with a better sense of how to integrate your values into your leadership practices."**

**Liz Donohue**, Peter G. Peterson Foundation,  
2022 Volunteer Leadership Summit Planning  
Committee Member and PEAK Northeast Cochair



**17**  
board members

**135**  
chapter leaders

**61**  
committee members

**33**  
peer group leaders

**33**  
advisory council members

**55**  
*Journal* and Insights contributors  
and guest editors

**42**  
mentors and mentees

**107**  
annual convening speakers

**59**  
event and workshop speakers

**6**  
Grants Management 101  
cohort advisors



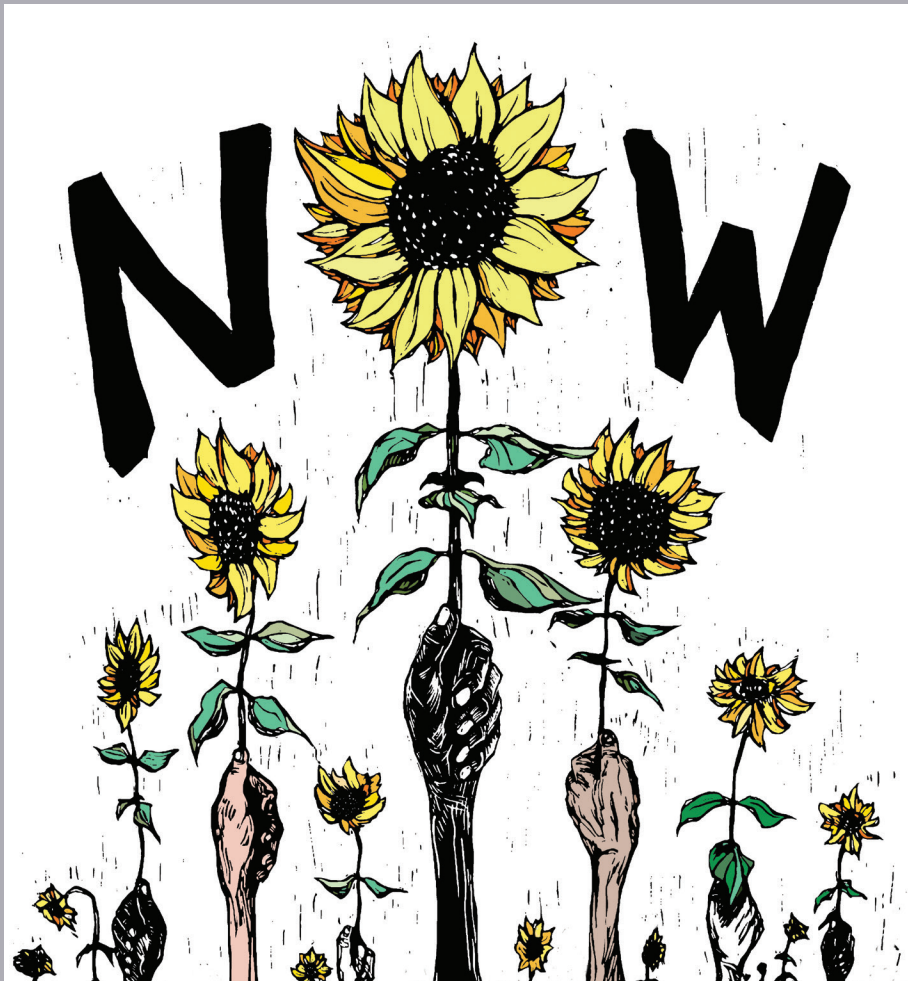
Untitled by Kah Yanghi, from PEAK's *Journal*

## Giving back to our volunteers

We hosted a leadership summit to celebrate and say thank you to the volunteers who have led peer networks, participated in our advisory councils and committees, served on the board of directors, and acted as PEAK champions during the year. In total, 134 volunteers gathered for the weeklong virtual program, "Building Your Leadership Toolbox in Complex Times." This year's summit featured a unique chocolate-tasting mindfulness session, an interactive workshop on navigating the complexities of leadership, a keynote highlighting the importance of psychological safety in creating a truly inclusive workplace, and a panel on leadership and career trajectories featuring fellow volunteers.

# Our Principles resources continued to fuel the movement for transformative change in philanthropy.

In the four years since the release of our *Courage in Practice* white paper, the PEAK community has increasingly tapped into and leveraged a growing collection of action-oriented guidance covering equity-centered, values-driven grantmaking practices—totalling twice the number of resource downloads from the previous year.



Now by Pete Railand, from PEAK's Journal

## 35,608

resource downloads  
up 103% over 2021

## 9,221

Principles white  
paper downloads  
up 71% over 2021, totalling  
15,398 all-time downloads



## The increasing momentum of PEAK's Principles

A 2019 white paper introduced our Principles for Peak Grantmaking, a values-driven, equity-centered, practice-based roadmap for change. Record downloads over the past year—approaching 16,000 total to date—affirm that our message continues to resonate across the sector.

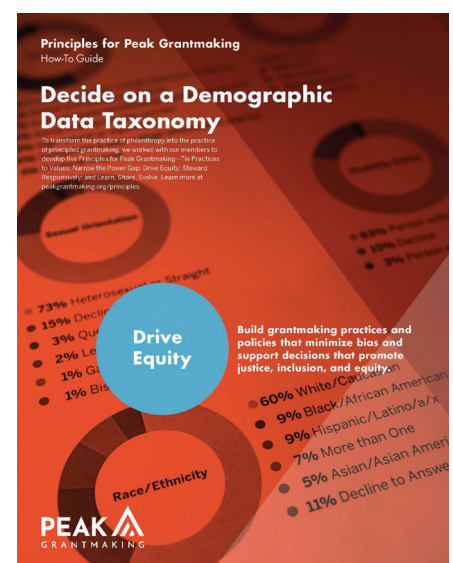
Our online library now delivers in-depth guidance for three Principles—Tie Practices to Values, Narrow the Power Gap, and Drive Equity—through action planners and webinars that are open to the sector as well as detailed how-to guides and case studies that are exclusive to members. Resources supporting our final two Principles—Steward Responsively and Learn, Share, Evolve—will be released in 2023.

We also released additional resources around our Drive Equity Principle with a set of how-to guides that provide in-depth guidance on the whys and hows of collecting data, navigating legal and privacy concerns, and creating effective communication plans. Each of the four how-to guides—exclusive to Organization and Consultant Members—is replete with key action steps, guiding questions, and additional resources.



**“PEAK’s Principles have been instrumental in informing the changes we’ve recently made to our grantmaking practices. They are ‘North Stars’ we follow when evaluating new practices, and they challenge us and philanthropy as a whole to do better and provide a road map to make much-needed changes.”**

**Kyrstin Thorson-Rogers**, Director of Grants Management,  
Proteus Fund, *PEAK Board Member*



# We convened in virtual spaces to learn, share, and evolve together.

In community conversations and cohorts, at our annual convening and annual meeting, and in chapter and peer group meetings, members of the PEAK community were deeply immersed in emergent learning and meaningful connection.

## 8,671

participated across  
122 convenings

**“PEAK has continued to be a bright light in the philanthropic sector for honoring and empowering my whole personhood. As a Black and Filipino woman, I find safety, solidarity, and kinship. As a midcareer family foundation staffer, I find connection, thought partnership, and continuous learning.”**

**Grace Loughborough**, Foundation Coordinator,  
Katz Amsterdam Foundation

In 2022, the **Grants Management Directors' Circle** came on board as a fourth community of practice, providing senior leaders at high-asset foundations a safe space for peer exchange and learning to support collaborative leadership and promote equitable practices.



*They Hold Me* by Destiny Belgrave, from PEAK's Journal

## Member engagement continued to thrive in our chapter communities.

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

# 4,914

**participated in  
79 chapter meetings**  
*up 36% over 2021*

## Our peer groups grew briskly in their second year.

Across 2022, we provided members with valued spaces to connect by shared personal and professional identity, for organization-based peer learning, and to focus on practice-area topics. At the heart of each volunteer-led group is a dedication to learning, meaningful gatherings, peer sharing around practice change, and vulnerable conversations that deepen peer connections.



*Ending Racism Begins Inside Ourselves by Jen Bloomer, from PEAK's Journal*

**"I wanted to build a safe and supportive space with fellow AANHPI PEAK members to laugh, vent, share ideas, and lean on one another."**

**Anna Huynh**, Grants and Systems Director,  
Baszucki Family Foundation, AANHPI Caucus Cochair

# 684

**joined one or more  
peer groups**  
*up 30% over 2021*

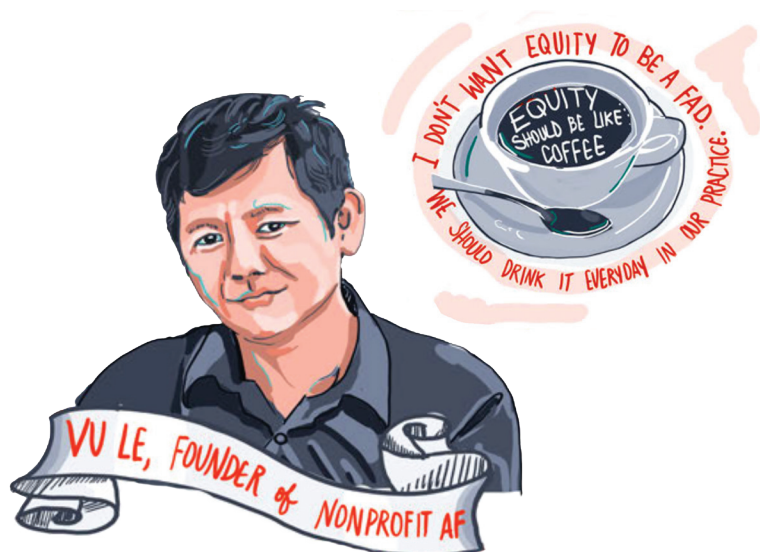
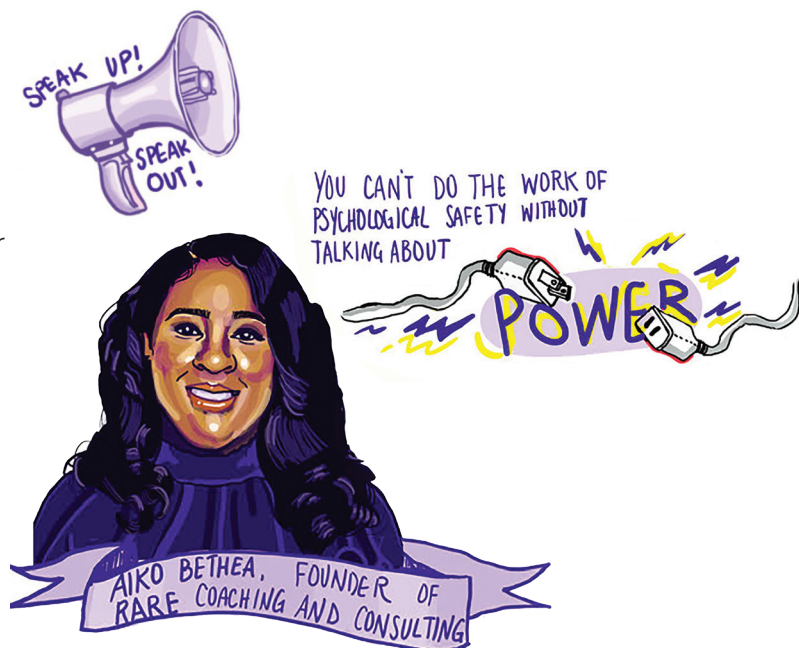
# 1,219

**participated in peer  
group meetings**  
*up 13% over 2021*



## We hosted our third virtual annual convening, **PEAK2022 Online.**

Participation and engagement at the weeklong event remained high, proving, yet again, that coming together as an emergent learning community is a valuable opportunity. Last March, more than 1,200 members of the PEAK community gathered for a virtual assembly centering on what it looks like to “live your PEAK.” Across the week, we imagined how grantmaking can truly embody everything PEAK stands for—Principles, Equity, Advocacy, and Knowledge—taking inspiration from thought-provoking keynotes, interactive peer dialogues, skill-building breakouts, and community gatherings. And at week’s end, we left empowered to lead change in our organizations and in the sector at large.



Our opening keynote paired **Vu Le** and Borealis Philanthropy's **Amoretta Morris** for a candid talk about what's standing in the way of progress on equity. RARE Coaching & Consulting's **Aiko Bethea** and author **Megan Reitz** advocated for psychological safety and wellness as essential for equity. We closed with four CEOs, all women of color, continuing the discussion on the changing face of philanthropy that started at PEAK2021, with PEAK's **Satonya Fair** in conversation with ABFE's **Susan Taylor Batten**, Marguerite Casey Foundation's **Carmen Rojas**, and Winthrop Rockefeller Foundation's **Sherece West-Scantlebury**.



Graphic illustrations by Toya Beacham, from PEAK2022 Online



Though we couldn't gather as planned in New Orleans in 2022, we found a way to celebrate the city's history and cultures virtually through **NOLA Time**, a series of short films produced by local nonprofits and documentary filmmakers, curated by our team and interspersed throughout the event.





*Build Your Own Table by Ashley Lukashevsky, from PEAK's Journal*

## We evolved Grants Management 101.

Last August, PEAK launched its latest iteration of this virtual learning journey, which provides a deep dive into the fundamentals of grants management, the philanthropic sector, and equitable, effective grantmaking practices. Across the five-month program, 121 Class of 2022 participants attended content sessions facilitated by a diverse faculty of staff and guest presenters. In 2022, we added cohort convenings with the space to meet in smaller groups, facilitated by six advisors—PEAK board alumni offering their leadership, time, expertise, and experience. Our thanks go to inaugural cohort advisors **Jennifer Burran**, Fidelity Foundation; **Margaret Egan**, Egan Consulting; **Adriana Jiménez**, American Jewish World Service; **Adin Miller**, Los Altos Mountain View Community Foundation; **Ursula Stewart**, Salesforce.org; and **Patrick Taylor**, Zellerbach Family Foundation.

**“As a GM101 cohort advisor, I not only had the opportunity to facilitate group learning around timely topics such as equitable grantmaking and trust-based philanthropy, I also had the chance to advance my own journey by learning from experiences shared by my cohort members.”**

**Adriana Jiménez**, Associate Director of International Operations, American Jewish World Service, *PEAK Board Alum*

**“We learned to get out of our comfort zones to discuss how we can make a difference by speaking up where we might see inequities and improve our grantmaking policies and practices so that we could be a more equitable, diverse, and inclusive organization.”**

**Roshani Desai**, Grants Management Coordinator, Robert Wood Johnson Foundation

**“Through GM101, it’s been such a treat learning such *foundational* things about working in a foundation. Here’s to being a lifelong learner and always staying curious and critical.”**

**Jennelyn Tumalad**, Program Associate, Center for Cultural Innovation



## **We completed PEAK's first peer mentoring program.**

This pilot was a collaboration with PEAK's Northeast chapter, and named in memory of **Orneata Prawl**, one of our beloved founding members and an early chapter volunteer leader. The yearlong program engaged 21 mentor-mentee pairs who met one-on-one and as a cohort to support one another in their career trajectories, troubleshoot challenges, share resources and ideas, and discuss ways PEAK can improve mentorship opportunities moving forward. One common thread amidst the feedback from both mentors and mentees was the way that mentoring can be a mutually beneficial experience when power dynamics are addressed and minimized, and when the focus is placed on colearning.

**"Last year was an incredibly hard year for many people, including me. The highlight was being selected for PEAK's mentoring program and being paired with Nikki Carpenter. I am very grateful to have an amazing mentor and friend and for my PEAK Grantmaking family."**

**Elizabeth Flores-Amaya**, Director, Community Impact, Women's Sports Foundation, *Pilot Mentoring Program Mentee*

## **Our CONNECT online discussion forum continued to serve as a vital gathering place for support and advice.**

With many funders facing similar challenges, members reached out to their peers readily, who shared—generously and in real time—their insights, resources, and approaches to more efficient and equitable grantmaking. We lifted up these valuable exchanges by highlighting conversation threads in our *PEAK Weekly* newsletters and publishing an ongoing "CONNECTing" series of articles.

**"What can we do to lean into innovation and adaptation? I read CONNECT almost every day because I am challenged by the questions my colleagues are asking."**

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

# **3,037**

**CONNECT users**  
*up 9% over 2021*

# **21,365**

**CONNECT sessions**  
*Up 9% over 2021*

# We traveled farther with our sector partners.

PEAK takes to heart the West African proverb, “If you want to go fast, go alone. If you want to go far, go together.”

To activate and build the movement for long overdue and increasingly urgent changes in philanthropy, we need allies. In 2022, we deepened our strategic partnerships with 26 like-minded philanthropy-supporting organizations, networks, technology companies, consultants, and funders to accelerate and advance transformation across the sector.

Our commitment to effecting large-scale change demands that we formalize our engagement strategy to carefully identify and invest in new, cocreated opportunities that complement our skills and extend our ability to take on bold initiatives—the kind that have the power to transform the field. Core to our philosophy is moving beyond the transactional and into the transformational: With our partners,

we aim to be bold, transparent, and trusting. We want to share big ideas and demonstrate thoughtful alignment that centers our grants community as change leaders for the sector.



*An Invitation EV 7/10 by Favianna Rodriguez, from PEAK's Journal*

## **Making a commitment to ensure inclusive, accessible practices**

In 2022, PEAK joined 60 foundations and fellow philanthropy-supporting organizations in signing on to the Disability & Philanthropy Forum's **Disability Inclusion Pledge**, affirming our commitment to prioritize equity and accessibility in all we do. Over the year, we embarked on a learning journey that centered the perspectives of disabled people, then began implementing recommendations and an action plan to ensure the inclusion of people with disabilities in our programs, platforms, policies, and practices.

**“Together, we can leverage the wisdom of the disability community and the investments of philanthropy to disrupt ableism and advance equity.”**

**Emily Harris**, Executive Director,  
Disability & Philanthropy Forum

## **Lifting up critical issues in solidarity**

PEAK joined hundreds of foundations and fellow philanthropy-supporting organizations in signing letters that spoke to our government partners boldly, and collectively, on behalf of voting rights protections, nonprofit power, and donor incentives—led by colleagues United Philanthropy Forum, Independent Sector, and others.

## **Showing up and speaking up for change**

Satonya Fair penned op-eds that challenged long-held paradigms and conveyed her actionable vision for an equity-centered future for Candid and the Center for Effective Philanthropy. The PEAK team sought out opportunities to advocate for equity, transparency, and transformation—speaking and participating at conferences, giving presentations and workshops, and joining partner convenings and advisory groups, including:

**ABFE**

**Blackbaud**

**Candid**

**Center for Disaster Philanthropy**

**Commonwealth Fund**

**Council of Michigan Foundations**

**Council on Foundations**

**Equitable Evaluation Initiative**

**Grantmakers for Western Pennsylvania**

**Hypertherm Hope Foundation**

**Independent Sector**

**Kresge Foundation**

**Philanthropy Northwest**

**Philanthropy Southeast**

**Robert Wood Johnson Foundation**

**Taproot Foundation**

**United Philanthropy Forum**

**United Way of Greater Atlanta**

**Washington Regional Association  
of Grantmakers**



# PEAK's *Journal* has emerged as a powerful tool for advocacy.

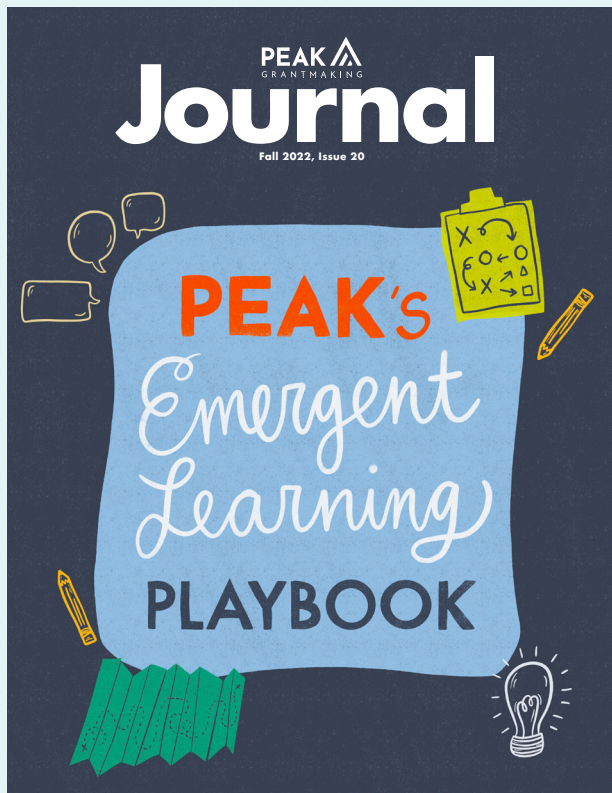
Through our publishing program, PEAK has created a unique space for amplifying thought leadership that tackles the most pressing sector issues. Our vision for the reenvisioned *Journal*—now three years and five issues in—was to create a brave space for truth telling, solution sharing, and lifting up diverse perspectives from our members, partners, and allies.



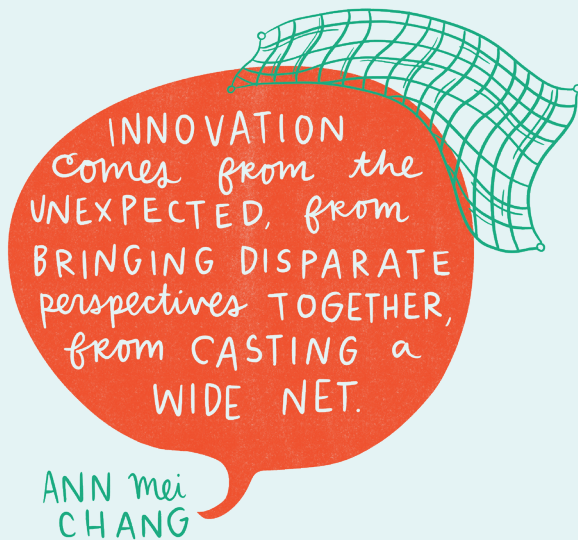
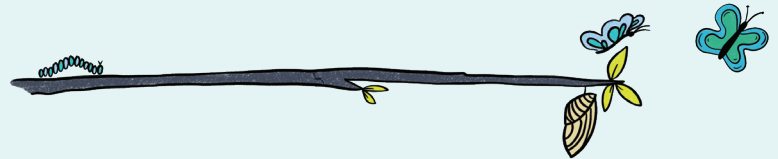
We opened 2022 with the release of *Driving Racial Equity in Grantmaking*. Cocreated with guest editors **Adam Liebling** and **Miyesha Perry**, this issue featured conversations, stories from the field, and community voices calling us all to intentionally build cultures of belonging for everyone and to embrace your power, no matter where you sit, to move us closer to racial equity and justice in our work and our world. Nonprofits, artists, and photographers enriched the presentation, offering powerful (and personal) reflections on racial equity.

**"I find these journals to be a valuable resource for approaching the philanthropic sector with a nuanced appreciation for the power dynamics, institutional policies and practices, and other structural considerations that shape our work."**

**Marcus Walton**, CEO,  
Grantmakers for Effective Organizations



In our fall edition, *PEAK's Emergent Learning Playbook*, we advocated for an approach to grantmaking work that is adaptive, inclusive, transparent, and curious. Our team collaborated with guest editors **Melanie Matthews** and **Shantelice White** to delve into the constructive messiness of idea generation and iteration, reframing “failure” as a necessary part of learning and growth, and making space for all voices—including our grantee partners and the communities we serve together. We heard from numerous grants professionals about what being an emergent learner means to them and what it looks like in practice, and we highlighted PEAK's own learning journey to operationalize this playbook as an organization.



**“As a *Journal* team, I felt like we were practicing what we were preaching every day, coming together and wrestling with the working definition of what it means to be an emergent learning individual and organization.”**

**Shantelice White**, Associate Director,  
Grants Operations, MacArthur Foundation,  
*Journal* Guest Editor

## Amplifying community insights year-round

Our **Insights** publishing program captures and highlights the vibrant conversations and learnings happening within our community and across the philanthropic sector, inviting practitioners and experts to explore practice challenges, new ideas, and emerging solutions, and through our *Weekly Reads* feature. And our continuing CEO:CEO series brought PEAK's **Satonya Fair** in conversation with Annie E. Casey Foundation's **Lisa Hamilton**, Philanthropy New York's **Kathryn O'Neal-Dunham**, and Bainum Family Foundation's **David Daniels**.

# Online engagement soared.

The value of PEAK's resources to our community and the broader sector was evidenced by an unprecedented level of website activity: accessing resources, reading PEAK's *Journal* and Insights, signing up for convenings, and exploring our job board. Our network also reached a new level of social media participation: In 2022, PEAK's LinkedIn audience and engagement more than doubled.



## 171,033

website visits  
up 31% over 2021

## 419,456

website pageviews  
up 44% over 2021

## 65,810

Insights and *Journal* pageviews  
up 10% over 2021

## 33,049

convenings and events pageviews  
up 50% over 2021

## 44,134

job board pageviews  
up 132% over 2021



# We built a highly engaged organization and culture.

In 2022, PEAK centered its internal work around establishing an environment of belonging and growth. We prioritized people and developed small, actionable steps to promote a culture of mental well-being and professional advancement. We expanded workplace flexibility, applying lessons we've learned during the pandemic to strengthen our remote workplace. Feedback from our growing team—including the testimony that recognized PEAK as a “2022 Great Place to Work”—affirmed that we are well on the path to establishing a culture that cherishes creativity, collaboration, and human beings.

## Indeed, 2022 was a year of organizational firsts:

We gathered for our first staff and board retreat. We scheduled essential weeklong breaks throughout the year for rest and restoration. We hired six talented individuals to join our team and promoted four staff members to new roles, representing unprecedented growth for our organization.

In addition, we celebrated important organizational milestones: With time off for volunteering offered, staff engaged in 68 hours of volunteer service in their communities. Staff began a yearlong racial equity learning journey facilitated by our partners at CommunityBuild Ventures. We updated our parental leave and reentry policy to provide staff

with advice early on and options for their return to work, while also taking into consideration flexible working hours and work locations. We offered staff a wide range of learning and development opportunities. And we added Juneteenth to our time-off calendar.



# Our board of directors provided forward-thinking leadership while navigating another pivotal year of change.

Deeply committed to an equity-centered, values-driven grantmaking world, our board provides organizational governance and works alongside staff to realize our mission and vision. In 2022, amid social and economic disruption that put further pressures on nonprofits, PEAK's board recognized the need to be bold, strategic, and flexible. The board matched its actions to PEAK's mission by supporting the role of professional staff and operational flexibility in leading the organization.



Board members sought to review roles and responsibilities by updating committee charters, amending the bylaws, and creating mentoring roles, such as chair emeritus. Our board continued its learning journey by completing a board assessment designed to provide guidance for good governance practices and a sustainable, better future for all of us.

**"Being a board member gives me the opportunity to have a 360-degree view of the field and better understand the challenges and opportunities ahead for transformational change."**

**Teresita Maz**, Vice President, Operations, Blue Cross and Blue Shield of North Carolina Foundation, *PEAK Board Member*

**"My PEAK board tenure started as our country started on a rocky path. I can say this community is not just made of grant managers. You all rallied together and leaned on each other to bust through processes as a sector."**

**Steve Casey**, Deputy Director, Grants, We Mean Business Coalition, *2022 PEAK Board Chair Emeritus*

# STAFF AND BOARD OF DIRECTORS DEMOGRAPHICS

## Race and Ethnicity

Staff (16)



Directors (15)



- 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 (16)



Directors (15)



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

Staff (16)



Directors (15)



- Transgender
- Cisgender
- Unknown or decline to state

## Sexual Orientation

Staff (16)



Directors (15)



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

## Disability

Staff (16)



Directors (15)



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



# FINANCIALS

## PEAK Grantmaking

### Statement of Financial Position December 31, 2022

Assets	2022
Cash and cash equivalents	\$4,244,718
Grants and contributions receivable	\$253,000
Accounts receivable	\$91,000
Prepaid expenses and deposit	\$134,564
Investments	\$1,167,883
Property and equipment, net	\$36,117
<b>Total Assets</b>	<b>\$5,927,282</b>
Liabilities	2022
Accounts payable and accrued expenses	\$117,743
Refundable advances	\$37,500
Deferred revenue	\$322,100
<b>Total Current Liabilities</b>	<b>\$477,343</b>
Net Assets	2022
<b>Without donor restrictions:</b>	
Undesignated	\$3,400,055
Board-designated operating reserve	\$1,167,883
<b>Total without donor restrictions</b>	<b>\$4,567,938</b>
<b>With donor restrictions</b>	<b>\$882,001</b>
<b>Total Net Assets</b>	<b>\$5,449,939</b>
<b>Total Liability and Net Assets</b>	<b>\$5,927,282</b>

**PEAK Grantmaking**  
**Statement of Activities**  
**December 31, 2022**

<b>Revenue and Support</b>	<b>Without Donor Restrictions</b>	<b>With Donor Restrictions</b>
Grants and contributions	\$1,167,830	\$1,025,000
Annual conference	\$1,022,000	\$126,700
Other registration fees	\$270,040	
Membership dues	\$387,833	
Workshops	\$0	
Conference exhibitors	\$48,000	
Contract income	\$41,500	
Investment income	(\$228,335)	
Product sales	\$45	
In-kind contributions	\$4,300	
Other income	\$177,293	
Released from restrictions	\$541,005	(\$541,005)
<b>Total Revenue and Support</b>	<b>\$3,431,511</b>	<b>\$610,695</b>
<b>Expenses</b>	<b>Without Donor Restrictions</b>	<b>With Donor Restrictions</b>
Programs	\$1,539,418	
Member engagement	\$856,453	
<b>Total program services</b>	<b>\$2,395,871</b>	
Management and general	\$843,104	
Fundraising	\$226,321	
<b>Total supporting services</b>	<b>\$1,069,425</b>	
<b>Total expenses</b>	<b>\$3,465,296</b>	
<b>Change in Net Assets</b>	<b>(\$33,785)</b>	<b>\$610,695</b>
<b>Net Assets, beginning of year</b>	<b>\$4,601,723</b>	<b>\$271,306</b>
<b>Net Assets, end of year</b>	<b>\$4,567,938</b>	<b>\$882,001</b>

PEAK Grantmaking's audited financial statements are posted at [peakgrantmaking.org/financials](https://peakgrantmaking.org/financials), and a complete copy of our consolidated financial statements is available upon request.

# 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 long-standing commitment of Organization Members who have supported PEAK Grantmaking for 10 years or more.

### **Sustaining Organization Members**

#### **Annenberg Foundation**

#### **Annie E. Casey Foundation**

Archstone Foundation

#### **Bainum Family Foundation**

#### **Bill & Melinda Gates Foundation**

Bloomberg Philanthropies

Blue Cross and Blue Shield of North Carolina Foundation

#### **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

Hypertherm HOPE Foundation

The JPB Foundation

The Kresge Foundation

MacArthur Foundation

May & Stanley Smith Charitable Trust

#### **McKnight Foundation**

#### **Meyer Foundation**

#### **The Nathan Cummings Foundation**

Poetry Foundation

#### **Robert Wood Johnson Foundation**

#### **The Rockefeller Foundation**

#### **Skoll Foundation**

Stupski Foundation

The Wallace Foundation

#### **The William & Flora Hewlett Foundation**

Wellspring Philanthropic Fund

### **Organization Members**

The 1434 Foundation

3M / 3M Foundation

AARP Foundation

Advancing a Healthier Wisconsin Endowment

Ahmanson Foundation

AIG

Akonadi Foundation

#### **Allegany Franciscan Ministries**

Alliance for Early Success

#### **Altman Foundation**

Amalgamated 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

#### **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

Ballmer Group

Baltimore Children & Youth Fund

#### **Baptist Community Ministries**

#### **Barr Foundation**

Baszucki Family Foundation

Ben & Jerry's Foundation

Best Buy

#### **BHHS Legacy Foundation**

Blue Cross and Blue Shield of Louisiana

Blue Shield of California Foundation

The Bob & Renee Parsons Foundation

Bohemian Foundation

Borealis Philanthropy

#### **The Boston Foundation**

#### **The Brinson Foundation**

#### **Bullitt Foundation**

#### **Burroughs Wellcome Fund**

Burton D. Morgan Foundation

#### **Bush Foundation**

The C.E. and S. Foundation

#### **The California Endowment**

#### **California Health Care Foundation**

Cambia Health Foundation

The Camille and Henry Dreyfus Foundation

Campaign for Tobacco-Free Kids

Candid

#### **The Cannon Foundation**

Capital One

Cargill

Caring for Colorado Foundation

Carlson Family Foundation



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  
 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 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 Southeast Michigan  
 Community Foundation for Southern Arizona  
 Community Foundation for the Ohio Valley  
 Community Foundation for Western Iowa  
 Community Foundation of Greater Memphis  
 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**  
 Cystic Fibrosis Foundation  
 Dan Murphy Foundation  
**Daniels Fund**  
**David and Lucile Packard Foundation**  
 David Rockefeller Fund  
 DC Bar Foundation  
 Delaware Community Foundation  
 Democracy Fund  
 Desert Healthcare District & Foundation  
 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

The Educational Foundation of America  
 Elbow Fund  
**Elbridge Stuart Foundation**  
 The ELMA Philanthropies  
 Emerging Practitioners in Philanthropy  
**Endowment for Health**  
 Energy Foundation  
 Energy Innovation  
**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  
**Fidelity Foundation**  
**Fieldstead & Company**  
**Firelight Foundation**  
 First 5 LA  
 FIRST 5 Santa Clara County  
 Foellinger Foundation  
 Fondation CHANEL  
**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 Middle East Peace  
 Foundation for Opioid Response Efforts  
**Fred & Jean Allegretti Foundation**  
 The Frederick A. DeLuca Foundation  
 Fremont Group Foundation  
**Frey Foundation**  
 Gates Family Foundation  
 Gaylord and Dorothy Donnelley Foundation  
 Genentech  
 General Mills  
 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**  
 Group Health 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**  
 Health Care District of Palm Beach County  
 Health Forward Foundation

Health Foundation for Western and Central New York  
 Health Net  
 Health Research Alliance  
**Health Resources in Action**  
**Healthcare Georgia Foundation**  
**HealthSpark Foundation**  
 Heckscher Foundation for Children  
 The Heinz Endowments  
**Helios Education Foundation**  
**The Henry Luce Foundation**  
 HMSA Foundation  
**Houston Endowment**  
 HRK Foundation  
 Hudson-Webber Foundation  
 Humanities Council of Washington DC  
 Humanity United  
**Hyams Foundation**  
**Hyde Family Foundation**  
 Imaginable Futures 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 R. Oishei Foundation**  
**John S. and James L. Knight Foundation**  
**John T. Vucurevich Foundation**  
 John Templeton Foundation  
 Johnson & Johnson  
 The Joyce Foundation  
 JPMorgan Chase & Co.  
 JustFund  
**Kaiser Permanente**  
 Kalamazoo Community Foundation  
**Kalliopeia Foundation**  
**Kansas Health Foundation**  
 Kataly Foundation  
 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 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  
 The Lighthouse Black Girl Projects

Lippman Kanfer Foundation for Living Torah  
**Lisa and Douglas Goldman Fund**  
 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**  
 Maine Philanthropy Center  
**Margaret A. Cargill Philanthropies**  
 Marguerite Casey Foundation  
 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**  
 MetLife Foundation  
 MetroWest Health Foundation  
 Metta Fund  
**Meyer Memorial Trust**  
**Middlesex Savings Charitable Foundation**  
 The Minneapolis Foundation  
 Mission and Ministry (Daughters of Charity)  
 Missouri Foundation for Health  
 Mitsubishi Electric America Foundation  
 MJS Foundation  
 Monterey Peninsula Foundation  
**Morris & Gwendolyn Cafritz Foundation**  
 Mortimer & Mimi Levitt Foundation  
 Moses Taylor Foundation  
 Mother Cabrini Health Foundation  
 Ms. Foundation for Women  
**Mutual of Omaha Foundation**  
 Mylan Charitable Foundation  
 Napa Valley Vintners  
 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  
 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  
 Nia Tero Foundation  
 Nina Mason Pulliam Charitable Trust

The Nord Family Foundation  
North Carolina Network of Grantmakers

**Northwest Area Foundation**

**NoVo Foundation**

The O. Wayne Rollins Foundation

**Oak Foundation**

Omaha Community Foundation

Omidyar Network

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 Foundation

Patagonia

PATH Foundation

Patrick J. McGovern Foundation

Paul G. Allen Family Foundation

Paul M. Angell Family Foundation

PayPal

Perenchio Foundation

Perigee Fund

Perrin Family Foundation

The Peter and Elizabeth C. Tower Foundation

**Peter G. Peterson Foundation**

Peter Kiewit Foundation

The Pew Center for Arts & Heritage

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

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

Rockefeller Philanthropy Advisors

Rocky Mountain Health Foundation

Rogers Family Foundation

Rose Community 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**

**Salem Health & Wellness Foundation**

Salesforce

Samuel Rubin Foundation

Samuel S. Fels Fund

**The Sandy River Charitable Foundation**

Santa Clara Valley Water District

The SCAN Foundation

The Scheidel Foundation

The Schmidt Family Foundation

The Schott Foundation for Public Education

Science Philanthropy Alliance

SECU Foundation

Segal Family Foundation

Share our Strength

Sheltering Arms Foundation

**The Sherwood Foundation**

Simon Bolivar Foundation

The Siragusa Family Foundation

**Sisters Health Foundation**

Sisters of Charity Foundation of Cleveland

The Skillman Foundation

Sobrato Family Foundation

**Spencer Foundation**

Springfield Foundation

St. David's Foundation

**The Staten Island Foundation**

Steans Family Foundation

Stichting SED Fund

Strada Education Network

Stranahan Foundation

**The Summit Charitable Foundation**

**Sunflower Foundation**

Sunlight Giving

Support Our Aging Religious

**Surdna Foundation**

Target

Tempest Advisors

Texas Women's Foundation

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

Urgent Action Fund for Women's Human Rights

Vanguard



Verdant Health Commission  
 Victoria Foundation  
**Virginia G. Piper Charitable Trust**  
 Vista Hermosa Foundation  
**W.K. Kellogg Foundation**  
 Walder Foundation  
 Walter & Elise Haas Fund  
 Walton Family Foundation  
 Wege Foundation  
**Weingart Foundation**  
 The Weld Trust  
 WES Mariam Assefa Fund  
**Wilburforce Foundation**  
 William Caspar Graustein Memorial Fund  
 William Davidson Foundation  
 William Penn Foundation  
 The William T. Morris Foundation  
 Williams Family Foundation of Georgia  
 The Winnipeg Foundation  
 Winthrop Rockefeller Foundation  
 WomenStrong International  
**Woods Charitable Fund**  
 Woods Fund of Chicago  
**Yawkey Foundations**  
 YMCA of the USA  
 Youth Hope Foundation  
 Zarrow Family Foundations  
 The Zeist Foundation  
 The Zellerbach Family Foundation  
 Zilber Family Foundation

#### **Consultant Members**

1892 consulting  
 Advancement Strategies & Communications  
 AJB Consulting  
 Arabella Advisors  
 BDO FMA  
 Build Up Advisory Group  
 C & W Creative Endeavors  
 ChangeVantage Consulting  
 The Eleven Consulting  
 Exponent Partners  
 Focused  
 Grantbook  
 Hillspire  
 Hirsch Philanthropy Partners  
 Indigo Innovation Group  
 Kim Foster Consulting  
 Montalvo Consulting  
 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  
 Streamlife Consulting  
 TCC Group  
 Think Twice  
 Third Plateau Social Impact Strategies  
 Tony Macklin Consulting

## Volunteers

#### **Board of Directors**

Josh Abel, Nina Mason Pulliam Charitable Trust  
 Kevin Bolduc, Center for Effective Philanthropy  
 Janet Camarena, Candid  
 Steven Casey, We Mean Business Coalition, Inc.  
 Elsa Chin, JPMorgan Chase & Co.  
 Bridget De Leon, The Char and Chuck Fowler Foundation  
 Eusebio Díaz, Health Forward Foundation  
 Janet Disla, The Nathan Cummings Foundation  
 Tiauna George, Energy Foundation  
 Allison Gister, Conrad N. Hilton Foundation  
 Teresita Maz, Blue Cross and Blue Shield of North Carolina Foundation  
 Ify Mora, Margaret A. Cargill Philanthropies  
 Miyesha Perry, Bainum Family Foundation  
 Timothy Robinson, Lumina Foundation  
 Gary Romero  
 Adam Sanders, Mother Cabrini Health Foundation  
 Jane Ward, National Park Foundation

#### **Board of Directors Nominating Committee**

Kathleen Badejo, The William & Flora Hewlett Foundation  
 Alexandria Featherston-Gomez, Kenneth Rainin Foundation  
 Kerri Hurley, Barr Foundation  
 Adam Liebling, Cystic Fibrosis Foundation  
 Kelly Martin, The James Irvine Foundation  
 Miyesha Perry, Bainum Family Foundation  
 Bonnie Rivers, The JPB Foundation  
 Adam Sanders, Mother Cabrini Health Foundation  
 Deena Lauver Scotti, Missouri Foundation for Health  
 Suzanne Shea, Ford Foundation  
 Ursula Stewart, Salesforce.org  
 Kristen Summers, East Bay Community Foundation  
 Patrick Taylor, Sobrato Family Foundation

#### **Chapter Leaders**

##### **PEAK Florida**

Fernanda Kuchkarian, Health Foundation of South Florida, *Cochair*  
 Sissi Villamizar, Helios Education Foundation, *Cochair*  
 Judith Fletcher, The Frederick A. DeLuca Foundation, *Membership Cochair*  
 Carla Batts, Allegany Franciscan Ministries, *Membership Cochair*  
 Brittany Timmons, B Elevated, LLC, *Communications Cochair*  
 Lindsey Morrison, Florida Humanities, *Communications Cochair*  
 David Bender, Pinellas Community Foundation, *Programs Cochair*  
 Kirsten Schmitz, Helios Education Foundation, *Programs Cochair*

##### **PEAK Greater Washington, DC**

Andrew Brown, American Red Cross, *Cochair*  
 Erin Matthews Thomas, Potomac Health Foundation, *Cochair*  
 Joanna Randazzo, Propane Education & Research Council, *Program Cochair*  
 Lisa Hahn, The Pew Charitable Trusts, *Communications Chair*  
 Roberto Bacalski, American Nurses Foundation, *Membership Chair*  
 Katherine Robiadek, Martha E. Church Center for Civic and Community Engagement, *Leadership Committee*

##### **PEAK Mideast**

Emily Hughes, Mathile Family Foundation, *Chair*  
 Shei Sanchez, Sisters Health Foundation, *Program Cochair*

Erin Prescott, Rockefeller Philanthropy Advisors, *Membership Chair*  
Gina Dotson, Burton D. Morgan Foundation, *Communications Chair*  
Kate Czerwonka Huff, The C.E. and S. Foundation, *Technology Chair*

#### **PEAK Midwest**

Tara Havlicek, Mitsubishi Electric America Foundation, *Cochair*  
Jenna Beltrano, Julian Grace Foundation, *Cochair*  
Deborah Clark, Woods Fund of Chicago, *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*  
June Matayoshi, Irving Harris Foundation, *Membership Cochair*  
Judith Hill, Chicago Housing Authority, *Membership Cochair*

#### **PEAK Minnesota**

Kaitlin Ostlie, East Bay Community Foundation, *Cochair*  
Dorothy Wickens, McKnight Foundation, *Cochair*  
Lorinda Chagnon, Margaret A. Cargill Philanthropies,  
*Communications Cochair*  
Janet Jablonske, Blue Cross and Blue Shield of Minnesota  
Foundation, *Communications Cochair*  
Robyn Browning, McKnight Foundation, *Membership Chair*  
Jaime Martinez, *Program Cochair*  
Kayslee Kemp, The Medtronic Foundation, *Program Cochair*  
Joanne Crawford, United Way of Olmsted County,  
*Leadership Committee*  
Grace Pesch, United Way of Olmsted County,  
*Leadership Committee*

#### **PEAK New England**

Genie McGowan, Fidelity Foundation, *Membership Chair*  
Kim Dame, van Beuren Charitable Foundation,  
*Leadership Committee*  
Sue Fulton, Endowment for Health, *Leadership Committee*  
Kerri Hurley, Barr Foundation, *Leadership Committee*  
Molly Lattanzi, Barr Foundation, *Leadership Committee*  
Paula Lentoni, Mott Philanthropic, *Leadership Committee*  
Niina Wirgentius, Fidelity Foundation, *Leadership Committee*

#### **PEAK Northeast**

Inna Livitz, Russell Sage Foundation, *Cochair*  
Liz Donohue, Peter G. Peterson Foundation, *Cochair*  
Abigail Osei, The Starr Foundation, *Communications Cochair*  
Erin Johnstone, Victoria Foundation, *Communications Cochair*  
Irene Williams, The Leona M. and Harry B. Helmsley Charitable  
Trust, *Program Cochair*  
Tania Yannarilli-Cornish, Park Foundation, *Program Cochair*  
Roshani Desai, Robert Wood Johnson Foundation,  
*Membership Cochair*

#### **PEAK Northern California**

Patrick Taylor, Sobrato Family Foundation, *Chair*  
Daniel Oviedo, Stupski Foundation, *Vice Chair*  
Kristen Yasukawa, Silicon Valley Water District, *Membership Chair*  
Matthew Cherry, Ability Central, *Communications Chair*  
Kimberly Canfield, The James Irvine Foundation, *Program Chair*

#### **PEAK Northwest**

Dominique Hilliard, Ballmer Group, *Program Chair*  
Mary McNair, Bullitt Foundation, *Communications 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 Enterprise, *Leadership Committee*  
Ryan Severts, The Colorado Health Foundation,  
*Leadership Committee*  
Mary Cotterman, BHHS Legacy Foundation, *Arizona Liaison*

#### **PEAK Southeast**

Jenny Morgan, Robert W. Woodruff Foundation, *Cochair*  
M.J. Thorne, The Goizueta Foundation, *Cochair*  
Ame Holcombe, Gaylord & Dorothy Donnelley Foundation,  
*Program Cochair*  
Rebecca Telberg, Dogwood Health Trust, *Program Cochair*  
S.E. Spencer, Philanthropy Southeast, *Program Cochair*  
Murray Britton, Winthrop Rockefeller Foundation, *Program Cochair*  
Rachel Sprecher, R. Howard Dobbs Foundation, *Program Cochair*  
Lasindra Webb, *Program Cochair*  
Aliya Carbone, The O. Wayne Rollins Foundation, *Membership Chair*  
Candice Kane, The Cannon Foundation, *Membership Chair*  
Katie Wiggins, Winthrop Rockefeller Foundation,  
*Communications Cochair*  
Ryan Rodriguez, Community Foundation for Greater Atlanta,  
*Communications Cochair*

#### **PEAK Southern California**

Nicole Larsen, The Ralph M. Parsons Foundation, *Chair*  
Jennifer Katell, The SCAN Foundation, *Vice Chair*  
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