An impact report from our first six years of grant-making.
Dear Members and Friends,

During the past several years, we’ve had the pleasure of leading Impact100 Philadelphia, and working with wonderfully generous and inspiring women.

As a community, we are vibrant. We span six decades in age; come from all areas of the city and suburbs and represent a wide-range of perspectives, talents and experiences. What unites us is that we share deep concern about what’s happening at the local level – in our own backyards - and want to be part of addressing what has to change. We have demonstrated this commitment together, by pooling our financial resources and awarding $1,268,000 over the past 6 years to advance the work of 24 nonprofits in the Philadelphia region.

Together we learn about the needs in our community and about local nonprofits working to meet them. We research, discuss, and see first-hand the innovative projects proposed. At our annual meetings each June, finalists present the story of their organization and the powerful project for which they seek funding. As a community, we vote to award grants. It is a remarkable and exciting celebration of the impact we seek to create through collective giving.

We have learned considerably from our journey so far, and as we look to the future, we plan to build upon our solid foundation as a progressive funder – taking steps to ensure our sustainability, understand our impact on the communities we fund, and to continue to evolve as a philanthropic organization that represents the voices and experiences of a diverse community of women. This year, we launched a Founders Fellowship program in honor of Beth Dahle and Mary Broach, co-founders of Impact100, as a way to sponsor younger women to become active Impact members. Later this year, we will embark upon our first strategic planning process.

The power of collective giving is profound. Together we use our pocketbooks, our talents and our words to create real change! As we head beyond one million in funding, we thank our members, past and present for helping us to write this success story.

With warmest regards,

Jacquie Stern and Sue Dubow

Co-Presidents of Impact100

www.impact100philly.org
“The power to change the community exists inside the community.”  -Skip Weiner, Executive Director, Urban Tree Connection

Crossing the threshold of $1 million in grants presents an opportunity to pause and reflect on Impact100 Philadelphia’s history. This report traces our growth from the kernel of an idea in 2008 -- to bring women together to make a difference in our region -- to the full-fledged organization we are today.

Like many who give smaller contributions to several organizations each year, neither of us is able to make a major donation to any one organization. We were inspired to launch Impact100 Philadelphia to provide women like us an opportunity to make a significant contribution to a nonprofit organization in the Philadelphia region. Our initial goal was to unite at least 100 women, each donating $1,000, in order to award a $100,000 grant to an organization collectively chosen by our membership through a formal application and evaluation process. We soon aspired to provide grants to each of the five finalists at our annual meeting and by our third year, every finalist received a meaningful grant.

June 2014 was a milestone when we awarded three $100,000 grants for the first time and surpassed the million dollar mark in total funding. Giving as one, we hope to have a significant financial impact on the local nonprofit community. Additionally, our members have learned about the good work of local organizations through the grant application and evaluation process, which has lead them to become personally involved as volunteers, board members and donors. We have been incredibly gratified to see the ripple effect generated by uniting a large group of women, working collaboratively, in a common philanthropic effort.

What has made Impact100 such a success in Philadelphia is, not unexpectedly, the people involved. The women in our membership work together, teach each other, expand one another’s views, and very often become friends. The nonprofit staffs of our applicants inform us about some of the most pressing concerns in the region, and they say that the application process inspires them to think bigger and more strategically about addressing those concerns. Perhaps most significantly, our grant partners leverage our funding and accomplish tremendously important work. It is our privilege to support them.

To our women members, our applicants, our grantees – thank you for making Impact100 Philadelphia a success in these early years. Here’s to many more years together!

Beth Dahle & Mary Broach

Founders, Impact100 Philadelphia
2009 PROJECT GRANT

$ In June of 2009, Impact100 Philadelphia made its first grant. 111 charter members awarded $111,000.

Philadelphia Committee to End Homelessness (PCEH) awarded $111,000 for SafeHome: Philadelphia Housing Partnership with Early Head Start of The Children’s Hospital of Philadelphia

The Philadelphia Committee to End Homelessness is dedicated to finding long-term solutions to the homelessness problem in the Philadelphia area. With Impact100 funds, PCEH moved more than 100 people – 28 families, including 74 children – from shelters or unsafe housing, into homes of their own. The Impact grant helped PCEH launch a new partnership with Early HeadStart, to identify families with preschool children who were living in untenable conditions.

“My most positive recollections are of the group of Impact100 folks who met with staff and board; there was huge creative energy rather than purely evaluatory exchanges which can be constraining.” - PCEH

From PCEH: “We first met Amelia with her partner, three daughters and son in a tiny apartment where water was seldom available. The place was infested, and the landlord simply did nothing. Today, she lives in a house big enough to accommodate all her family, and she has a positive relationship with her landlord, and renewed the lease for another year. She loves the place! Her landlord has told SafeHome staff that they would welcome other SafeHome families as tenants.”

2010 PROJECT GRANT

$ In June of 2010, 139 Impact100 Philadelphia members awarded $139,000.

New Jersey Tree Foundation (NJTF) awarded $100,000 for Urban Airshed Reforestation Program

The New Jersey Tree Foundation is dedicated to planting trees in New Jersey’s most under-served communities. With Impact100 support, NJTF helped establish the Eliza Morton Community Garden Park in North Camden and Butterfly Park at Fellowship House while planting additional trees, shrubs, and perennials in over 15 Camden locations that established lush corridors, stabilized vacant lots, and beautified residential streets. In the years since the Impact100 grant ended, the organization has partnered with the Camden community to continue these high-impact greening projects.
In addition to resident-based street tree planting projects, the Camden Urban Airshed Reforestation Program has expanded to include the planting of fruit trees to address Camden’s food insecurity and the installation of green infrastructure projects, like rain gardens, to reduce localized flooding. The educational component, Camden TreeKeepers, is still hosted once a year and had more participants in 2013 than ever before!

“Suddenly we were receiving more applications, more volunteers, and more requests from organizations that wanted to work with us. I feel the $100K award put us on the map at a time when we were struggling to move forward. Thank you for this!” -NJTF

From NJTF: “During the grant period, we made great connections in the Whitman Park neighborhood of Camden, which many claim is ‘hard to get into.’ Thanks to Impact100, we were able to connect with 85-year-old resident Juanita Butler. Juanita and I met in 2011. Her glowing smile, eager eyes, and contagious enthusiasm made every moment with her enjoyable. In the fall of 2011, we planted 22 trees on her block. At the event, she shed happy tears as she told the volunteers, ‘After all the time, I feel like we’re really getting things done. These trees are beautiful! Oh my, it feels like a whole new street!’ At the event, she asked Mayor Dana Redd to demolish an abandoned bar that plagued her community for decades. Now, two years later, the bar no longer stands. Juanita and the children on her block have submitted an application to transform the now-vacant lot into a community garden. This story is dear to my heart, as it echoes Sheila Roberts’ story - ‘it all started with the trees.’

OPERATING GRANTS
During the same grant cycle, our second, Federation of Neighborhood Centers received a $20,000 operating grant to support their goal of creating a national model of youth-led urban agricultural businesses that build skills, while developing a model local food system that eliminates barriers to accessing fresh, affordable produce. SeniorLAW Center received a $19,000 operating grant to help grandparents and other elder relatives provide homes for children who have been removed from parental custody.
In June of 2011, 164 Impact100 Philadelphia members awarded $164,000.

West Philadelphia Alliance for Children (WePAC) awarded $100,000 for Open Books Open Minds

From WePAC: “The Philadelphia School District’s preliminary school closing list included three schools where WePAC was providing library services. Two of those schools were ultimately spared from closing, and the principals at both schools have said that they were able to make the argument that the community was deeply involved with their school. Specifically, each school argued that it had a functioning library, which hardly any other elementary schools in the district had.”

WePAC provides public elementary school children in West Philadelphia with library and literacy enrichment activities to help prepare them for school success. WePAC’s Open Books Open Minds program renovates and re-opens school libraries that were previously closed, then staffs the libraries with trained volunteers.

Using the $100,000 grant award from Impact100, WePAC was able to open 6 new library programs serving over 2,200 children in West Philadelphia. WePAC has continued to open new libraries and its work continues today at a greater scale than during the grant period. Impact100 members who first learned of WePAC through the grant process now serve as WePAC library volunteers and board members.

OPERATING GRANTS
This grant cycle (our third) operating grants of $20,000 each were awarded to Northwest Philadelphia Interfaith Hospitality Network to help them move families from homelessness to stability and Urban Tree Connection to assist in its work creating a community-driven neighborhood food system to provide families with fresh local produce. Operating grants of $12,000 each were awarded to Community Arts Center to support its work using mural painting as a means to teach Martin Luther King’s message of non-violence in Chester County and Concern for Health Options: Information, Care and Education (CHOICE) for their program using texting as a medium to reach young people with vital sexual health and life skills information and connect them to the services they need in a confidential, portable and immediate way.

“The most challenging, yet helpful, part of the process was being forced to consider how WePAC’s library project would be sustained and nurtured for growth once the grant period ended. This process required a great deal of self-reflection and planning as the organization continued to grow.” - WePAC
“As a result of our involvement with Impact100, we formed a relationship with Urban Tree Connection, which resulted in a collaborative mural project at one of their urban farm sites in West Philadelphia. This project has engaged community members from both organizations, and we anticipate an ongoing collaboration.” – Community Arts Center

2012 PROJECT GRANTS

$ In June of 2012, Impact100 Philadelphia awarded two $100,000 project grants for the first time. 242 members awarded a total of $242,000.

After School Activities Partnerships (ASAP) awarded $100,000 for Debate and Chess: Philly’s Next Generation of Strategic

ASAP supports safe, stimulating, after school enrichment activities in chess, debate, and Scrabble for students from kindergarten through 12th grade. Through the Impact100 grant, ASAP supported 30 chess and debate programs (exceeding the project goal of 25) in Philadelphia schools. ASAP’s Impact100 clubs served 426 students. With few exceptions, all chess and debate programs supported through ASAP’s Impact100 grant are active and thriving today.

From ASAP: “According to Jacqueline Lamboy, chess coach at McKinley Elementary, fifth grader Thyir Bates started the 2012-13 school year with a less than sterling academic record and a reputation for being a bully. However, after just a few months on the McKinley chess team Coach Lamboy began to notice some changes in his behavior. At ASAP chess tournaments Thyir embraced the role of team captain, offering support to teammates after a tough loss and analyzing their matches to see what they could have done differently. Moreover, Coach Lamboy noticed a burgeoning confidence in Thyir’s approach to the game. Once easily intimidated, Thyir became McKinley’s top performer at the Scholastic Chess Championships in Carlisle, PA in March 2013. But his success was not only on the chessboard. Whereas Thyir’s 1st quarter marks were concerning -- mostly Cs and Ds -- by the 4th quarter Thyir had become an A-student with a spotless attendance record.”
Lesson Learned: ASAP also used evaluation of the Impact100 project’s success to inform the work being done with other chess and debate programs. As a result the best practices learned through Impact100 experience concurrently enriched the organization’s other programs. ASAP reported that their proposed Impact100 project was very ambitious and required that ASAP’s staff respond to the challenge. As a result, ASAP’s program staff have become more confident and sophisticated in their work. In addition, because the project required the support of all staff, different departments collaborated in unprecedented fashion -- an experience that has taught ASAP a lot about maximizing impact through joint efforts.

The Village of Arts and Humanities (The Village) awarded $100,000 for CRED youth arts magazine

The Village of Arts and Humanities used its $100,000 project grant to support CRED Youth Arts Magazine and related educational programming. This funding engaged 20-30 young adults in writing and producing 10,000 copies of each issue of the magazine, featuring 400-600 works submitted by artists and writers in the region under the age of 25. The grant funded four issues of the magazine, expected to reach 120,000 people in total.

CRED has catalyzed a movement of youth philanthropy and peer-to-peer-mentorship. Without prompting, young artists have donated their CRED honorarium back to The Village in an effort to support youth arts education. Six young artists have donated their time as volunteers in The Village’s after-school arts programs. Recently, 27 artists and featured individuals donated their artwork, services, or merchandise for use in raising money for the magazine and its education initiatives. The Village reports that they believe this to be the most compelling story of CRED’s success: when young people not only recognize the importance of advocacy and education, but invest their own human and financial capital in support of other’s progress.

The Village’s Executive Director shared that this grant was crucial to CRED’s success and has changed the lives of hundreds of young people in Philadelphia.

Hear her in her own words by clicking the video above.
OPERATING GRANTS

Also in this grant cycle, our fourth, **Women’s Center of Montgomery County** was awarded $21,000 to support its work advocating for and providing better care for child victims of domestic abuse. **Norris Square Neighborhood Project** was awarded $10,500 to help expand an urban garden program to increase both food sources and cultural connections and **Urban Tree Connection** received $10,500 for its youth leadership program in farm management and production.


“**Impact100’s strength is in its willingness to embrace otherwise deemed ‘risky’ projects, programs and initiatives that are distinct in their approach to solving challenging socio-economic problems.”** – The Village


Impact100 is a Proud Member of:

Impact100 leaders were named New Generation Philanthropists of the year in 2010 by:

Impact100 received the Trailblazer award of 2009 from:
Anti-Violence Partnership of Philadelphia (AVP) awarded $104,500 for Violence Intervention/Prevention

AVP helps children and youth resolve conflict nonviolently, and assists victims and their families in rebuilding their lives in the aftermath of violence. With the Impact100 project grant, AVP expanded its pilot Violence Intervention/Prevention program in six elementary schools and two high schools in Eastern North Philadelphia. This innovative project focuses on both intervention and prevention of violence, and reached over 1,163 children through classroom programs, community outreach and trauma therapy (exceeding the original goal). AVP staff conducted weekly classroom sessions and weekly individual and group therapeutic sessions during the school year. In addition, AVP trained 50 school staff members and 12 parents/caregivers to recognize student behavior associated with trauma and to model effective conflict resolution strategies. AVP’s mission is to break the cycle of violence through education and supportive counseling, and to create healthier individuals and communities.

Urban Tree Connection awarded $104,500 for Neighborhood Foods

Urban Tree Connection dedicates its energy and expertise in land revitalization and urban farming to convert abandoned, vacant and blighted land into safe, functional green spaces. With the Impact100 grant, UTC developed, with its partners, new urban greening projects in West and Southwest Philadelphia. At four sites, UTC installed farm infrastructure, including high tunnels and irrigation systems, maintained food production facilities, and ran programs for children and adults.

At one site, UTC worked with First African Presbyterian Church to create a groundbreaking program using food and food education to treat hypertension, taking medical treatment from reactive to preventive by allowing patients with diet related diseases to procure the fresh food needed to eat well and maintain healthy lifestyles. UTC shared that some of the most important outcomes are the partnerships, collaborations and relationships which were built in the community of residents, church congregations, healthcare providers, volunteers, schools, scholars and others which have formed to contribute their time, materials and expertise around these projects. These partnerships will play a large role in providing the guidance and legwork needed to sustain UTC’s programs and ultimately, its mission to assist urban, low-income communities to revitalize their neighborhoods by transforming abandoned open spaces into safe and functional places that inspire and promote positive human interaction.
“This was a fantastic experience. Our [Focus Area] Committee had talented and organized leaders. I learned a great deal from all the women in the group and felt I had a voice.”

- 2013 Member Survey response

**OPERATING GRANTS**
This grant cycle, our fifth, Impact100 awarded each of the three other finalists $25,000 operating grants. Commonwealth Youthchoirs, through its Find Your Instrument! program, brings dynamic choral music education to urban schools with no music curriculum. The Community Learning Center changes lives through literacy, providing free adult basic education to low-income adults (18+) without high school diplomas and gives them a chance to earn GEDs, obtain family sustaining jobs, enter job training programs, and attend college so that they can improve their lives and the lives of their children. Rebuilding Together Philadelphia (RTP) brings communities together to provide critical repairs, accessibility modifications, and energy efficiency upgrades to low-income homeowners and their families, at no cost to recipients.

Impact100 members joined RTP for a volunteer day in the Spring of 2014.
In June of 2014, Impact100 awarded three $100,000 grants for the first time. 328 members awarded a total of $328,000.

ArtWell awarded $100,000 for Art of Growing Leaders

ArtWell was founded to respond to chronic community violence by introducing a preventive, arts-oriented approach to reach underserved youth facing discrimination, poverty, violence, and the everyday challenges of growing up. Impact100’s grant will fund the Art of Growing Leaders project, which expands upon ArtWell’s Rites of Passage program, enabling youth, ages 10-14, to explore their identities and envision their futures through making art and creating their own rite-of-passage experience. ArtWell will develop and implement a new creative arts leadership program component, doubling the duration of time with students to 30 weeks and quadrupling the number of youth, reaching 400 adolescents who may otherwise not have any arts programming. Through art, mentorship, and service, Art of Growing Leaders will support youth as they grow into the leaders our future requires.

“"We are one. Our youth and our future are all of our responsibility."” – ArtWell

Friends of Farmworkers awarded $100,000 for Voces de Trabajadoras/Voices of Women at Work

Friends of Farmworkers has been improving the living and working conditions of Pennsylvania’s low-wage farmworkers, mushroom workers, landscaping workers, and food processing workers since 1977. Impact100’s funding will enable the expansion of the the Voces de Trabajadoras/Voices of Women at Work project, to help women stop workplace abuse. Discrimination, sexual harassment, assault, and wage theft in the workplace interfere with the financial success of women, keeping their incomes below poverty level and creating unstable homes. Many of these women are their families’ sole breadwinners and most are Latina immigrants. This funding will enable Friends of Farmworkers to empower women to speak up for themselves, ensuring that each individual woman can more successfully participate in the workforce, win monetary compensation, change her company’s practices, and obtain immigration benefits for her and her family.
Neighborhood Bike Works awarded $100,000 for Freedom to Ride

Neighborhood Bike Works teaches basic bike mechanics and cycling skills to youth, and provides job training that is critical to landing future work and educational opportunities. They engage disadvantaged youth, teach them new skills, and provide a low-cost form of transportation so they can connect with jobs, green spaces, and beyond. Impact100’s grant will fund the Freedom to Ride project, which is a neighborhood-based bike outreach program designed to saturate West and Southwest Philadelphia with opportunities that encourage low income and minority groups to become cyclists and utilize existing greenways. Freedom to Ride will take Neighborhood Bike Works’ mechanics and cycling programs on the road to schools and community centers. The project will also support community bike events, engage families in social bike rides, and provide a leadership program enabling teens to become employed as assistant instructors and ride leaders. Additionally, Impact100 funding will support the relocation of Neighborhood Bike Works’ facilities into a West Philadelphia hub that will enable the organization to expand programming, strengthen relationships with community partners, increase retail and instructional spaces, and reduce overhead.

“Impact100 is a rare organization in my opinion - dedicated to constantly improving in all aspects of ‘the business.’ Even doubly impressive since all are volunteers...”

- 2014 Member Survey response

OPERATING GRANTS

In this grant cycle, our sixth, two other finalists were awarded operating grants of $14,000. HIAS Pennsylvania provides legal, resettlement, citizenship and supportive services to immigrants and refugees from all backgrounds in order to assure their fair treatment and full integration into American society and Women’s Therapy Center provides high-quality, affordable individual, couples, and group psychotherapy to Philadelphia’s low-income, uninsured, and underinsured women.

Impact100 Philadelphia has received coverage in the Philadelphia Inquirer, the Philadelphia Business Journal and the New York Times.
All grants awarded, totaling $1,268,000, since June 2014

**2009**

Philadelphia Committee to End Homelessness  
$111,000

**2010**

New Jersey Tree Foundation  
$100,000

Federation of Neighborhood Centers  
$20,000

SeniorLAW Center  
$19,000

**2011**

WePAC  
$100,000

Northwest Philadelphia Interfaith Hospitality Network  
$20,000

Urban Tree Connection  
$20,000

Community Arts Center  
$12,000

Concern for Health Options: Information, Care and Education (CHOICE)  
$12,000

**2012**

After School Activities Partnerships (ASAP)  
$100,000

The Village of Arts and Humanities  
$100,000

Women’s Center of Montgomery County  
$21,000

Norris Square Neighborhood Project  
$10,500

Urban Tree Connection  
$10,500

**2013**

Anti-Violence Partnership of Philadelphia (AVP)  
$104,500

Urban Tree Connection  
$104,500

Commonwealth YouthChoirs  
$25,000

Community Learning Center  
$25,000

Rebuilding Together Philadelphia  
$25,000

**2014**

ArtWell  
$100,000

Friends of Farmworkers  
$100,000

Neighborhood Bike Works  
$100,000

HIAS Pennsylvania  
$14,000

Women’s Therapy Center  
$14,000
MEMBERSHIP

Impact100 Philadelphia has increased its membership, and its grants awarded, each year of its six-year history. The vast majority of new members come from member referrals, including member-hosted information sessions. Members have also joined through a grantee referral, after seeing press coverage, or after seeing our website.

We are also pleased to experience high retention rates among our current members. 48% of founding members - 53 women - are still members 6 years later.

RETENTION RATE

2009 72%
2010 78%
2011 84%
2012 77%
2013 77%
“Overall, I’m very impressed with the way Impact100 has run everything. It’s a very efficient, well-managed organization and has done so much in such a short time.”

-2011 Member Survey

EDUCATION

Impact100’s goal is to provide its members with the opportunity to engage in philanthropy on a broader and deeper level than they could as individuals. Education is a primary focus. Each year, interested members participate in proposal review and evaluation, and learn about the meaningful work conducted by nonprofits in the region. Impact100 sponsors several annual education events.

EXAMPLES OF PAST PROGRAMS

The State of the City: A talk by Larry Eichel, a former Philadelphia Inquirer reporter and editor, now project director of The Philadelphia Research Initiative at The Pew Charitable Trusts.

Rules of Thumb for Charitable Giving: A talk by Eileen Heisman, the President and CEO of the National Philanthropic Trust.

Thinking About the Poor: Perception and Reality: A talk by Alfred Lubrano, award-winning reporter at the Philadelphia Inquirer. A former NPR commentator, Lubrano is also author of the book Limbo: Blue Collar Roots, White Collar Dreams.


Seven Paradigms of Collective Giving: A talk by Dr. Peter Frumkin, Faculty Director for the Center of High Impact Philanthropy at the University of Pennsylvania.

“Participating in Impact100 has been a phenomenal experience...I plan to take everything I’ve learned through Impact and apply it to a lifelong strategic approach to philanthropy.”

- 2013 Member Survey
As a volunteer-led organization, Impact100 Philadelphia relies on its board of directors, committee chairs, and members to conduct the work necessary to run the organization. Impact100 could not function without two essential forms of support: additional donations to cover our modest operating expenses, and volunteer time by those members who have the time and interest to be involved with the operation of Impact100.

Impact100 operates on a lean budget, focused entirely on supporting our grant-making work and providing members with a positive, meaningful experience. Certain essential expenses are incurred every year, such as accountants’ fees to audit our financial statements, insurance premiums, grants management expenses, and fees for our website and email services.

Administrative costs are offset in five ways. Friends of Impact100 Philadelphia make contributions that fund operating expenses. Bank interest is earned on membership donations between their receipt and the pay-out of grant awards the following year, and these interest earnings also help pay administrative costs. We ask individuals and corporations to provide goods and services as in-kind gifts. Some companies match employee gifts to Impact100. By far our largest source of funding is from Impact100 members who add additional funds to their $1,000 donation in order to fully support our work (see chart below).

Over our six-year history, Impact100’s budget has increased modestly as we have grown as an organization. Our goal is always to maintain the highest quality experience for both our members and grant applicants. One significant investment Impact100 has made as we have grown and matured as a funder is for an online grant application tool, which streamlines the application process for nonprofits as well as the review process for our FAC members.

Impact100 Philadelphia is grateful to all donors for their support and takes seriously its role as a steward of these gifts.

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2013 Expenses

- Educational Sessions & Member Events
- Annual Meeting
- Website & Communication
- Auditing & Legal
- Other Expenses
- Insurance
- Technology
- Transaction Processing Fees
THANK YOU

Impact100 would not exist without its members. We are grateful to all of our members from our first six years and those who join us in the future.