



Impact100TM
DC

2020 - 2021

ANNUAL
REPORT

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Letter from the President

September 23, 2021

Dear Impact100 DC Members,

It has truly been an amazing journey getting to this point. Beginning in the summer of 2019 a small group of committed women met at the Tenley-Friendship Library to create a mission and vision for a new women's philanthropic organization. We continued our start-up phase through the challenges of COVID-19, holding only zoom meetings in those months of developing the nuts and bolts of what would be Impact100 DC. With all events also being held on zoom, many board members had never met in person until our retreat less than two weeks ago.

Our mission and vision served us well as we continued to build a community during a pandemic which highlighted long standing systemic inequities driving us toward a national reckoning with regard to the widespread and continued existence of institutionalized racism. Those circumstances have served to strengthen and clarify our commitment to view grant proposals through a racial equity lens and to weave the values of diversity, equity, and inclusion into the fabric of our organization.

Now, a little over two years later, with the awarding of our first high-impact grant of \$105,000, we are hitting our stride, having moved out of that start-up phase and into an even more exciting period of growth and expansion.

We have built the foundation we envisioned. One hundred and nine committed, founding Impact100 DC members with a wide diversity of experience, talent, and backgrounds have created a solid bedrock upon which to build. The Impact100 DC Board is brimming with energy, intellect, commitment, and talent. (And we are always looking for women interested in joining our leadership team!) Our Focus Area Committee members were tremendously inspired by the nonprofit organizations who applied for our founding year grant; we all look forward to building and strengthening those relationships as we continue our support of their efforts.

With 100% of our membership dues funding our annual grant, we continue to work hard to develop a more secure base of funding for critical operating expenses. We owe a huge and continuing debt of thanks to those members who have signed on as Members-Plus, contributing that vital extra 10%, and to our growing circle of non-member friends and corporate donors.

In short, Impact100 DC is thriving, and we are poised for tremendous growth as we enter our 2022 membership recruitment and retention period. We are so very grateful to all of our members: founding, new, and those who have already renewed for the next year; to our donors; to our friends; and to the incredible community of nonprofit organizations that inspire the work we have collectively committed to do. Thank you!

Ann Vaughn, Founding President, Impact100 DC

MISSION

Impact100 DC is an all-volunteer women's philanthropic community dedicated to improving lives in the Greater Washington, DC area by collectively funding transformational grants to local nonprofit organizations.

VISION

- To address unmet needs in our community, prioritizing those that result from systemic racism and structural inequity;
- To create and sustain a diverse community of dynamic women committed to building bridges across the wide demographic divides in the Washington DC area; and
- To empower women as philanthropists and leaders.

MODEL



**At Least 100
Women Come
Together**



**Each Woman
Donates \$1,000**



**\$100,000 is
Donated to a
Local Charity**

- The annual \$1,000 donation of each Impact100 DC member goes exclusively to funding our grant. We rely on "Member Plus" 110% contributions as well as Friends of Impact100 DC donations to pay operating costs.
- Membership is open to all women over the age of 21 and renewable annually.
- Impact100 DC accepts applications from nonprofits in the District of Columbia, Montgomery, Prince George's, Fairfax, and Arlington Counties, and the cities of Alexandria, Fairfax, and Falls Church. All 501(c)(3) nonprofits, except those organizations whose primary purpose and use of grant funds is for religious or political activities, are eligible to apply.
- Focus Area Committee members review applications and nominate finalists to move forward for membership vote.
- Each member casts one vote.
- The Impact100 DC model was founded by Wendy Steele in Cincinnati, Ohio, in 2001. Today, Impact100 DC is part of a fast-growing global network of over 60 chapters in the US and beyond, which have collectively raised more than \$90 million.

What we believe...

Evidence of Equity

WE BELIEVE that each and every human being matters; outcomes should not be predictable by race, ethnicity, or socioeconomic status; equity demands the elimination of all gaps, and creating and maximizing future opportunities for all people is necessary.

THEREFORE, we will hold high expectations for our community; distribute resources fairly; seek to identify and eliminate institutional barriers to community members' success, and ensure that equitable practices are used in all places.

Using a racial equity lens in grant-making means...

Acknowledging that structural and institutional inequity and bias – in our institutions, places of employment, government agencies, social services, policies and culture – continue to privilege white people and disadvantage people of color (as well as other historically marginalized groups such as LGBTQ+ and immigrant communities).

This lens will guide our work as well. As we review grant proposals for creative, sustainable, and transformational solutions to community problems, we will pay special attention to who is impacted by the problem identified, and how proposed activities will promote greater equity in the greater Washington DC area.



Commitment to Diversity,
Equity & Inclusion

- Grant priorities focused on addressing racial equity and structural inequalities
- Unconscious Bias Training for grant review committees
- Board members participate in DEI workshop at board retreat and incorporate practices in meetings
- Recommended reading and workshop materials on website for members
- Zoom meetings focused on raising awareness of key issues.
- Fellowships and installment payment options to increase recruiting reach



Grant Timeline & Focus Areas



Grant Year
Membership
Recruitment
through
December
31st

September

October

November

December

Big Reveal
Event:
Membership
and Grant
Amount
Announced

January

February

Nonprofit
Information
Sessions

Focus Area
and Finance
Committees
Evaluate
Applications
March through
May

March

April

May

Nonprofit
Grant
Applications
due

June

July

August

September

Big Give
Annual
Meeting:
Members Vote
and Award
Grant

Meet the Finalist
Event: Nonprofit
Grant Finalists
Announced



Arts & Culture

Includes projects that foster greater exposure to or participation in the arts, expand arts education, or use art as a medium for creative expression. Priority will be given to programs that target residents in underserved communities that have lacked access to quality arts programs.



Education

Includes projects that expand or improve learning opportunities for students who lack access to a quality education, including projects focused on improving early childhood education, language and literacy skills training, and tutoring and mentoring, as well as programs providing high school graduation rates and/or enrollment in higher education, especially for populations that have experienced systemic racism or discrimination.



Environment

Includes projects that focus on improving or preserving the natural and built environments, including places that experience a disproportionate amount of pollution as a result of heavy industry, or that lack access to clean air and water, natural resources, and green spaces. Also includes projects that address neighborhood crime and violence.



Family

Includes projects that support the lives of individuals, children, families, and seniors, especially but not limited to immigrant communities and people of color who have been the subject of systemic racism, focusing on housing, living wage, food insecurity, job skills training, and other basic needs.



Health & Wellness

Includes projects that address access to health care and seek to improve the physical or mental health of people who experience discrimination, including people of color, the disabled, and incarcerated individuals, as well as projects that foster healthy living habits and holistic wellness.

Thank you to all of our members for
making our inaugural grant cycle possible!

2020 - 2021 FOUNDING Members

- Amy Abraham
- Leslie Adelman
- Vivian Aguayo**
- Maggie Allen**
- Clare Amoruso*
- Katie Ayanian* **
- Jenny Backus* **
- Alev Bakan**
- Norma Barfield**
- Stephanie Barfield* **
- Stacy Beck*
- Shannon Behm
- Christine Bragale*
- Anne Bromet-Jagodits*
- Kelly Brown**
- Caroline Burwell* **
- Elizabeth Byam*
- Norma Byrd
- Naomi Cahn**
- Susan Caras
- Kay Casstevens*
- Jenna Chan* **
- Courtney Chapin*
- Eva Civan
- D. Dale Clayton-Morrison*
- Erin Clinton**
- Sharron Cochran* **
- Mary Cohen**
- Rima Cohen*
- Maura Corbett*
- Victoria Corno
- Martha Coven*
- Susan Crowley**
- Michele de Nevers**
- Elvan Demirkan**
- Sharon Dennis* **
- Gloria Dittus
- Susan Dixon*
- Dorothy Durden* **
- Julie Dwyer
- Elizabeth Dziura**
- Brenda Ewing* **
- Latina Fauconier* **
- Herta Feely**
- Lori Finch*
- Ronna Freiberg**
- HuiYingChen Fu* **
- Debi Gartner van der Gaag*
- Fiona Gathright* **
- Katy Gathright* **
- Jill Gelman**
- Alice Goodman* **
- Amanda Gordon
- Jean Gostin**
- Denise Grosshans**
- Susan Haight**
- Bonnie Harkness* **
- Janelle Haskell* **
- Dominique Haywood**
- Cheryl Heusser* **
- Dorothy Hsiao**
- Roberta Intrater**
- Iris Jeffries Morton*
- Heather Johnson* **
- Patty Joyce* **
- Kirsten Keefe*
- Ann Kerwin* **
- Paulette Kessler* **
- Carol Kirby* **
- Davita Louie**
- Jane Lyder* **
- Hilda Maibach
- Mala Marquedant
- Elisabeth Meagher**
- Mary Miller* **
- Sally Miller**
- Siobhan Miller* **
- Carrie Morgridge
- Carole Mumin
- Julia Murillo**
- Pat Neuman* **
- Kristin Nicholson* **
- Susan Nussbaum*
- Susan O'Neill* **
- Mary Jan Pagenstecher**
- Deborah Palacheck
- Dana Rixter
- Melinda Robbins
- Nina Rose
- Teresa Rutledge**
- Susan Sanford**
- Ranit Schmelzer**
- Sonya Schwartz*
- Kathy Sierra* **
- Cynthia Singiser* **
- Ellen Sivon* **
- Elise Snyder**
- Polly Snyder* **
- Connie Spinner
- Mary Ellen Taylor* **
- Ilona Teleki*
- Mollie Van Lieu**
- Ann Vaughn* **
- Jeri Weaver* **
- Tobie Whitman*
- Tyece Wilkins**
- Carrie Wofford*
- Stephanie Wolfe**
- Canan Yavalar*

* Member Plus donor
**FAC grant review participant

62% Member participation in a grant review committee

54% Member Plus donations

*One Woman
can make a difference.
100 Women
can make an IMPACT!*

BOARD OF DIRECTORS

- Ann Vaughn, President
- Latina Fauconier, Vice President
- Dorothy Durden, Secretary
- Betty Dziura, Treasurer
- Sharon Dennis, Chair, Grants & Environment FAC
- Sarah Remes, Incoming Chair, Grants
- Janelle Haskell, Chair, Arts & Culture FAC
- Bonnie Harkness, Chair, Family FAC
- Vivian Aguayo, Chair, Health FAC
- Dorothy Durden, Chair, Education FAC
- Latina Fauconier, Chair, Finance Committee
- Ellen Sivon, Co-Chair, Membership
- Fiona Gathright, Co-Chair, Membership
- Jenny Backus, Co-Chair, Membership
- Carole Mumin, Co-Chair Membership
- Katy Gathright, Co-Chair, Marketing & Communications
- Lori Finch*
- Stacy Beck *
- Ilona Teleki*
- Susan Nussbaum*
- Iris Jeffries Morton*
- Brenda Ewing*

*Past Founding Board Member



What our Members say...

“

I joined Impact100 because of the knowledge and strength of this group of women, so inspiring. I'm excited to support and contribute hands on work that focuses on the local needs within our communities.

SHANNON BEHM
CHEVY CHASE, MD



”

Impact100 uses the power of collectives to make a truly meaningful impact in local communities. I am proud to join forces with the women of Impact100 DC to support organizations doing phenomenal work to uplift my hometown.

STEPHANIE DURDEN BARFIELD
NEW YORK, NY



“

In a world that feels increasingly hard to impact and change for the better, I am glad to join a group of like-minded women willing to invest in our community to make the biggest change-for-the-better possible.

JULIE DWYER
CAPITOL HILL, DC

“

I believe that without social justice, charity is necessary. Impact100DC's model of a large contribution to a fully vetted charity increases its likelihood of making a lasting difference."

PATTY JOYCE
ARLINGTON, VA



“

I've joined Impact100 to be more connected to innovative programs happening in DC and other individuals who share that interest.

TOBIE WHITMAN
CLEVELAND PARK, DC



”



Each of us possesses unique gifts and talents to serve those around us, and I look forward to partnering with Impact100 to transform lives and address unmet needs in the DMV area.

JENNA CHAN
ROCKVILLE, MD

Follow Us



@Impact100DC

Contact Us

Membership@impact100dc.org
Grants@impact100dc.org

Why join Impact100 DC?



- Your individual donation is magnified when added as part of a collective giving effort.
- 100% of Membership fees go directly to impact needs in your community
- You can learn more about the wide ranging issues in your area and the nonprofits working to address unmet needs in underserved populations.
- Participation is flexible based on what works best for your schedule, interests, and abilities.
- Impact100 DC is part of a GLOBAL effort to make a positive difference and empower women as philanthropists and leaders. Please visit the Impact Global website to learn more.

Goal: 200+ members in 2022

Join



Join the 2022
Membership
class today!

Renew



Join or renew today!

Fellowships | Sponsorships | Installment Plans

www.impact100dc.org/membership

Volunteer

Whether you are a member or not yet a member, we welcome anyone to volunteer their time and talent to helping us improve lives in the Greater Washington DC area. Whether you are experienced in writing, media relations, technology, fundraising, or, you name it. We could use your time and talents. Just let us know that you are interested and we'll get you involved. Contact us at www.impact100dc.org

A YEAR OF IMPACT

Despite the pandemic we were able to create a significant impact.

Grants



Inaugural grant year: More than 60% member participation on a grant review committee (FAC or Finance)

- High quality nonprofit proposals resulting in finalist nominations in each Focus Area
- 80% nonprofit grant application response rate from those that registered for an information session.
- 500+ hours reviewing and discussing applications form a diverse representation of nonprofit community

Events



No zoom fatigue here! Due to the pandemic nearly all events were held virtually.

- The Impact Model with Wendy Steele: 10/27/2020
- Giving Tuesday Event: 12/1/2020
- Big Reveal Event: 1/26/2021
- Meet the Finalists: 6/24/2021
- Annual Meeting (in person): 9/23/2021

Diversity, Equity & Inclusion



Continuing the conversation

- Unconscious Bias training during grant review training
- Health Equity discussion -- Dr. Noel Brathwaite, PhD, Masters of Public Health, Director - Maryland Office of Minority Health and Health Disparities
- Black Broadway Book Talk -- Briana Thomas, Author
- DEI Workshop -- Beverly Grant, Educator and Facilitator

Volunteers

A special thanks to all of our volunteers; the 68 members that participated in an FAC grant review committee as denoted on the Founding Membership page, and to the members who played important roles in the many Impact100 DC initiatives.

Events Committee: Shannon Behm, Chair | Jenny Backus | Latina Fauconier | Carol Kirby | Jane Lyder | Carole Mumin | Kristin Nicholson | Sonya Schwartz | Bethann Siegel | Ellen Sivon | Polly Snyder | Ann Vaughn | Stephanie Wolfe |

Big Reveal Committee: Ann Vaughn | Sharon Dennis | Dorothy Durden | Debi Gartner van der Gaag | Katy Gathright | Dorothy Hsiao | Jane Lyder | Carole Mumin | Susan O'Neill | Ellen Sivon |

Strategic Outreach Taskforce: Ann Vaughn | Vivian Aguayo | Stacy Beck | Christine Bragale | Sharon Dennis | Latina Fauconier | Lori Finch | Ronna Frieberg | Katy Gathright | Ellen Sivon |

Website: Maan Sacdalan | Katy Gathright | Lori Finch

CRM Database: Debi Gartner van der Gaag, Co-chair | Jane Lyder, Co-Chair |

Newsletter: Joan DePontet |

FINANCIAL SUMMARY 2020 - 2021*

Membership Dues



\$105,000

100% to high impact grant

Operating Income



Restricted Income

Fellowships - Restricted (temp) \$3,000

Operating Income - Unrestricted

Member Plus Contributions \$5,900

Sponsors and Friends of Impact \$2,500

Other Donations \$5,674

\$14,074

Operating Expenses



Operating Expenses

Fees & Administrative \$2,034

Licenses & Subscriptions \$6,073

Meetings & Events \$2,750

Other operating costs \$2,760

\$13,617

*Impact100 DC is a 12/31 calendar yearend entity. Condensed financial information presented, actual from 1/1/2020 - 7/31/2021, budgeted numbers through 9/23. Grant funds are paid to grantee, 50% in year 1 and remaining 50% in year 2. Fellowship income of \$3,000 is restricted to sponsor fellowship members and is not available for operating costs.

Acknowledgements: Sponsors & Friends of Impact

- 100% of Impact100 DC's membership dues goes towards our annual grant. Every year, we must raise funds to pay for operational costs and events.
- As we continue to grow, our need for operating funds will continue to increase.
- Member Plus members contribute an additional 10% towards operating costs, which is critical to our continued success.
- We sincerely appreciate our 2020 - 2021 Sponsors, Contributors and Friends of Impact for their financial and in-kind donations to support the operating costs that fund our mission and vision.

Akin Gump

STRAUSS HAUER & FELD LLP

SNYDERCOHN

CPAs and Trusted Advisors



STACY BECK
PHOTOGRAPHY



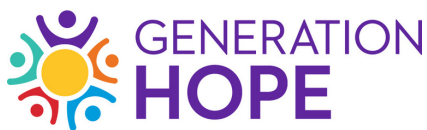
**Washington
Gas**
A WGL Company



2021 Grant Finalists



The mission of Bridges to Independence is to lead individuals and families out of homelessness and into safe, stable, independent futures.



The mission of Generation Hope is to ensure all student parents have the opportunities to succeed and experience economic mobility. Generation Hope engages education and policy partners to drive systemic change and provides direct support to teen parents in college as well as their children through holistic, two-generation programming.



Free Minds uses the transformative tools of books and writing to create a community of support, assisting incarcerated and formerly incarcerated youths and adults to achieve their education and career goals, write new chapters in their lives, and become powerful voices for change.



The mission of Access Youth is to keep at-risk girls of color in school and out of the criminal justice system through mediation, restorative justice, and positive youth development.



in partnership with Audubon Naturalist Society. The mission of the Urban Studio is to advance design thinking for equitable and sustainable urbanism. They are designers of color working with people of color to envision a world where all people have the means to create healthy, vibrant, and just communities.



The mission of the Audubon Naturalist Society is to inspire residents of the greater Washington DC region to appreciate, understand and protect their natural environment through outdoor experiences, education and advocacy.

2020 - 2021

