

# ANNUAL REPORT



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**Impact100 DC P.O. Box 40121, Washington, DC 20016**  
**(202) 379-4773 [president@impact100dc.org](mailto:president@impact100dc.org)**

## 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



- 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. 501(c)(3) nonprofits, except those organizations whose primary purpose and use of grant funds is for religious or political activities or do not meet our operating budget criteria (\$300K - \$5M), 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.



## Letter from the President

November 30, 2023

Dear Impact100 DC Members,

This past year, with your support, 164 members awarded \$162,000 to four nonprofit organizations working to effect change, bring our total grant awards since 2021 to over \$400,000.

We are poised to begin our fourth year of grantmaking!

The mission and vision we created in 2020 continues to serve as our north star. Principles of equity are embedded in every decision we make and every action we take. Our grantees are all focusing on addressing needs whose roots lie in systemic inequity, reflecting the racial equity lens at the center of our grantmaking. We continue to revise our application, grant evaluation, and reporting processes bearing in mind the burdens on smaller nonprofit organizations. The first half of our 2023 Board Retreat this past September focused on principles and implications of trust-based philanthropy, part of an ongoing review and evaluation of our grantmaking processes.

Impact100 DC is led by a talented, diverse, hardworking, and committed Board of 20 women. A number of Board members have continued to serve since our inception in 2020. One of the most important tasks ahead of us is building a robust leadership pipeline for each Board position. As we look for ways to identify future leaders, please do not be shy about reaching out to me should you have an interest in participating at that level.

Our organization has grown from 107 members in our founding year, to 138 in 2022, to 164 in 2023. We are entering a new phase of the organization -- on a growth trajectory, and neither fully new nor fully seasoned. We have determined that this is just the right time to create our first three year strategic plan. To that end, we are partnering with Spur Local, formerly the Catalogue for Philanthropy, to guide us in this first effort and help ensure a comprehensive and action-oriented plan that will point us toward the future.

On behalf of the Impact100 DC Board, thank you to ALL our members and friends whose donations of time and resources have helped build and continue to sustain this organization. I am so proud to be a part of this wonderful community of women.

Ann Vaughn, Founding President, Impact100 DC



# Commitment to Equity

We are committed to prioritizing diversity, equity, and inclusion and embedding those values in all aspects of our organization and decision-making. We are committed to creating and sustaining board and membership diversity so that Impact100 DC as an organization has the ability to analyze problems and solutions from a myriad of perspectives and lived experiences. We seek to create opportunities for members to come together and learn from each other, and to build meaningful relationships with the nonprofit organizations we support with our grants.

We are committed to educating ourselves and being conversant about the root causes and consequences of institutional inequity within systems of power (such as places of employment, government agencies and social services). Unconscious bias exists, and it privileges some and disadvantages others. We believe it's important for our members to know and understand this.

We are committed to grantmaking through an equity lens as an intentional way of distributing philanthropic support to programs that make life fairer for *the people* who have suffered as a result of systemic inequity and disadvantage. Equally important, we believe it is imperative to support efforts to reshape the *institutions* built upon privilege and power -- such as our medical establishment and public schools -- that continue to produce wildly disparate outcomes for certain groups within our community.

This approach to grantmaking and membership is one of the most important ways we can follow through on our mission and vision.



- 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
- Book club and 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 accessibility of membership



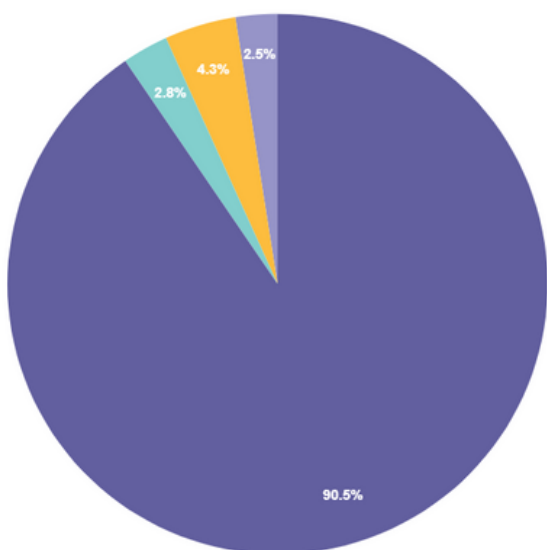
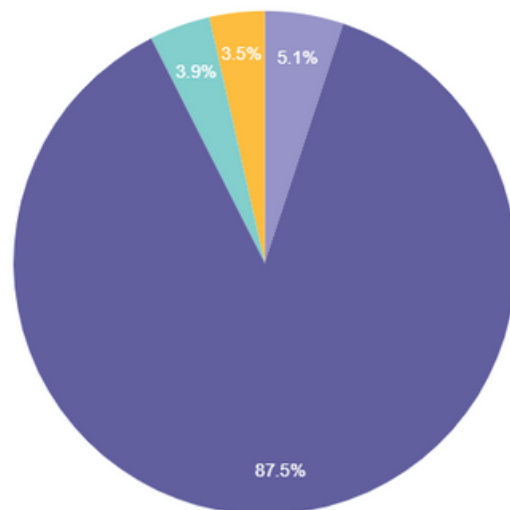
# 2023 FINANCIAL SUMMARY

## Revenue - Temporarily Restricted

Fellowships	\$9,400
Membership Dues	\$162,000
	<hr/>
	\$171,400

## Revenue - Unrestricted

Member Plus Contributions	\$7,266
Sponsors and Friends of Impact	\$6,250
Other Donations	\$316
	<hr/>
	\$13,832
	<hr/>
<b>Total Revenue</b>	<b>\$185,232</b>



## Operating Expenses

Grants released from restriction	\$122,000
Licenses & Subscriptions	\$3,717
Meetings & Events	\$5,769
Other Operating Costs	\$3,378
	<hr/>
<b>Total Expense</b>	<b>\$134,864</b>

- 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.
- Member Plus members contribute an additional 10% towards operating costs, which is critical to our continued success.
- As we continue to grow, our need for operating funds will continue to increase.
- We sincerely appreciate our 2023 Sponsors, Contributors and Friends of Impact for their financial and in-kind donations to support the operating costs that fund our mission and vision.

\*Impact100 DC is a 12/31 calendar yearend entity. Condensed financial information presented, actual from 1/1/2023 - 7/31/2023. Grant funds are generally paid to grantee, 50% in year 1 and remaining 50% in year 2. Fellowship income is restricted to sponsor fellowship members and is not available for operating costs.



# 2023 YEAR IN REVIEW

## Grants



More than 50% member participation on a grant review committee (FAC or Finance)

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

*A variety of in person and virtual events*

- Big Reveal Event: 1/10/2023
- Supra Membership gathering: 3/11/2023
- Meet the Finalists: 6/5/2023
- Voting kick off: 6/16/2023
- Annual Meeting (in person): 6/20/2023
- A discussion on juvenile justice in DC: 11/15/2023
- Membership Meet & Greet

## Events





# 2023 Grant Recipients

## High Impact Grant — \$100,000



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

## Mission Based Grants — \$20,666



ArtStream is the only organization of its kind in the US to offer a wide range of performing arts activities and performance opportunities for people with intellectual and developmental disabilities (IDDs), including autism.



Communities In Schools of the Nation's Capital (CIS): CIS's mission is to surround students with a community of support, empowering them to stay in school and achieve in life.



The Joseph's House community provides and coordinates holistic care for homeless adults living with HIV/AIDS and terminal cancer, supporting them on their life's journey by honoring dignity, offering companionship, and promoting justice.

**\$402,000**

## Cumulative Impact on the Greater Washington Area

Grant dollars awarded since 2021

**2022**

**\$100,000**

**City Gate, Inc.**

**\$9,500**

**Edu Futuro, Inc. | Community Advocates for Family and Youth, Inc. | Gala, Inc.**

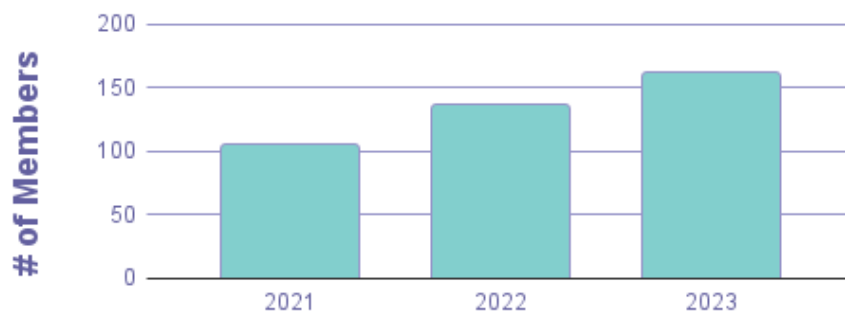
**2021**

**\$105,000**

**Access Youth, Inc.**

### Impact100 DC Membership Growth

2020 - 2023



**Grant Year**



# Acknowledgements:

## Board of Directors

- Ann Vaughn, President
- Latina Fauconier, Vice President
- Dorothy Durden, Secretary
- Betty Dziura, Treasurer
- Sharon Dennis, Chair, Grants
- Mary Cohen, Chair, Arts & Culture FAC
- Mary Ellen Taylor, Chair, Family FAC
- Janelle Haskell, Chair, Health FAC
- Dorothy Durden, Chair, Education FAC
- Latina Fauconier, Co-Chair, Finance Committee
- Meagan Van Orden, Co-Chair Finance Committee
- Heather Johnson, Chair Membership
- Ranit Schmelzer, Co-Chair, Membership
- Jenny Backus, Co-Chair, Membership
- Carole Mumin, Co-Chair Membership
- Katy Gathright, Chair, Marketing & Communications
- Bonnie Harkness, Grantee Liaison
- Sandra Douglas, Chair, Governance
- Jenna Boig, Events, Website

## Volunteers

A special thanks to all of our volunteers: the 80 members that participated in an FAC grant review committee as denoted on the Membership page, our Annual Meeting celebration, and to the members who played important roles in the many other Impact100 DC initiatives such as the following:

Social Media Outreach: Talia Curhan | Katie Taylor

Supra: Nino Japaridze

Fellowship Committee: Martha Coven, Chair | Kathy Sierra | Christine Bragale | Board members: Ellen Sivon, Sharon Dennis, and Ann Vaughn

Fall Meet & Greet: Joan de Pontet | Cheryl Hawkins | Jen Burton | Board members: Francine Lamoriello & Meagan Van Orden

## Sponsors & Friends of Impact



**STEIN SPERLING**  
BENNETT • DE JONG • DRISCOLL PC

**Akin Gump**  
STRAUSS HAUSER & FELD LLP

**supra**  
A GEORGIAN FEAST



**BANNER TEAM**

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



Thank you to all of our members!

## 2023 Members

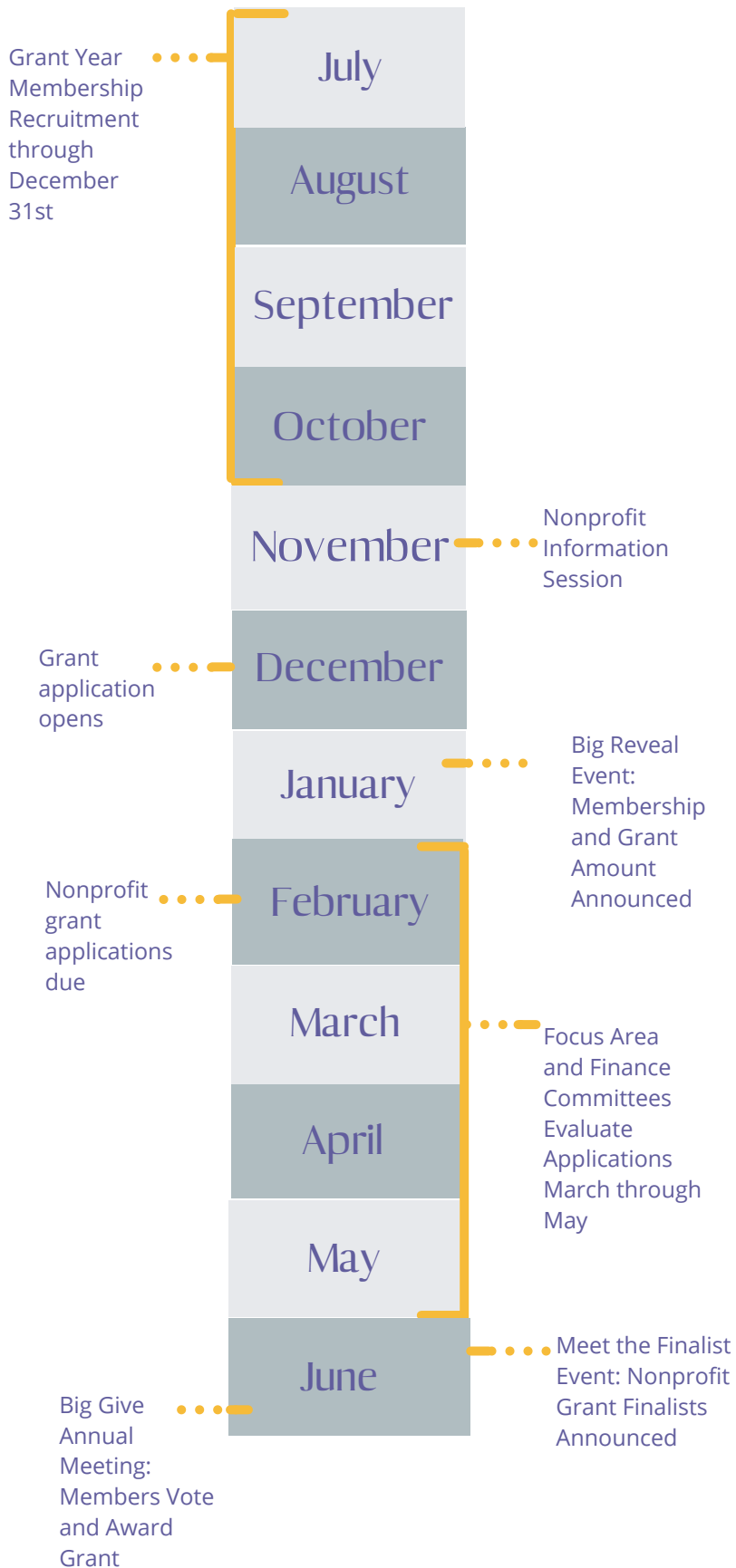
- Amy Abraham\*
- Vivian Aguayo\* \*\*
- Maggie Allen\* \*\*\*
- Diane August \*\* \*\*\*
- Jenny Backus\* \*\* \*\*\*
- Stephanie Barfield\* \*\*
- Ernestine Blackwell \*\*
- Patricia Bliss-Guest \*\*
- Jenna Boig \*\*\*
- Erika Bond \*\*\*
- Christine Bragale\* \*\*
- Stephanie Brun de Pontet \*\* \*\*\*
- Jennifer Burton \*\* \*\*\*
- Linda Button \*\*
- Elizabeth Byam\*
- Norma Byrd\* \*\*
- Danielle Byrd Thompson \*\*
- Naomi Cahn\*
- Deborah Carliner \*\* \*\*\*
- Anne Carstenn \*\*\*
- Kay Casstevens\*
- Elizabeth Cavanagh
- Anne Cavanagh \*\* \*\*\*
- Analya Cespedes \*\*
- Jenna Chan\* \*\* \*\*\*
- Lavontte Chatmon \*\*\*
- Alyson Chrzan Scott \*\*
- Barbara Clapman \*\* \*\*\*
- RuthAnn Clark \*\*
- D. Dale Clayton-Morrison\* \*\*
- Sharron Cochran\* \*\* \*\*\*
- Mary Cohen\* \*\* \*\*\*
- Rima Cohen\* \*\*
- Victoria Corno\*
- Martha Coven\* \*\* \*\*\*
- Catherine Crockett \*\*
- Susan Crowley\* \*\* \*\*\*
- Talia Curhan \*\*\*
- Michele de Nevers\*
- Joan de Pontet \*\* \*\*\*
- Amy DeLouise \*\* \*\*\*
- Samantha Dempty \*\* \*\*\*
- Sharon Dennis\* \*\* \*\*\*
- Susan Dixon\*
- Sondra Douglas
- Dorothy Durden\* \*\* \*\*\*
- Julie Dwyer\*
- Betty Dziura\* \*\*
- Debra Ekman \*\* \*\*\*
- Lynn Erskine
- Brenda Ewing\* \*\*
- Latina Fauconier\* \*\* \*\*\*
- Janine Finck-Boyle \*\* \*\*\*
- Wendy Finn \*\*
- Peggy Fleming \*\* \*\*\*
- Debbie Forrest \*\*\*
- Ronna Freiberg\* \*\* \*\*\*
- HuiYingChen Fu\* \*\* \*\*\*
- Debi Gartner van der Gaag\* \*\* \*\*\*
- Katy Gathright\* \*\*
- Fiona Gathright\* \*\*
- Ellen Goldstein \*\* \*\*\*
- Alice Goodman\*
- Gail Gordon\* \*\*
- Jean Gostin\* \*\* \*\*\*
- Valerie Green \*\*
- Sally Greenberg \*\* \*\*\*
- Susan Greenberg \*\* \*\*\*
- Anna Greenberg \*\*
- Liz Gregg
- Susan Haight\* \*\*
- Bonnie Harkness\* \*\*
- Monica Harms
- Janelle Haskell\* \*\* \*\*\*
- Cheryl Hawkins \*\*
- Robin Hawks \*\* \*\*\*
- Britt Haxton \*\*\*
- Phyllis Hedlund \*\*\*
- Cheryl Heusser\* \*\*
- Dana Hirschenbaum \*\*\*
- Darcy Hirsh
- Jennefer Hirshberg
- Patricia Hoppey \*\*
- Dorothy Hsiao\* \*\*
- Gail Ifshin \*\* \*\*\*
- Nino Japaridze \*\* \*\*\*
- Heather Johnson\* \*\* \*\*\*
- MarySue Johnson
- Andrea Joseph \*\* \*\*\*
- Patty Joyce\*
- Sarah Kandel
- Kara Kerwin \*\* \*\*\*
- Ann Kerwin\* \*\* \*\*\*
- Paulette Kessler\* \*\* \*\*\*
- Elizabeth King \*\* \*\*\*
- Carol Kirby\* \*\*
- Stephanie Kushner \*\*
- Lisa LaFrance \*\*
- Francine Lamoriello \*\*\*
- Penelope Lantz \*\*\*
- Jessica Lerner \*\* \*\*\*
- Elizabeth Levy
- Lauren Lieberman \*\*
- Jane Loewenson \*\* \*\*\*
- Jane Lyder\* \*\*
- Melissa Maalouf \*\*
- Zoe Marquedant
- Mala Marquedant\* \*\*
- Julie Mason \*\*
- Mary Meagher \*\*\*
- Karen Merszei \*\* \*\*\*
- Marcia "Mayu" Molina Lehmann \*\*\*
- Carrie Morgridge\* \*\*
- Carole Mumin\* \*\*
- Julia Murillo\* \*\*
- Sushma Narain \*\* \*\*\*
- Lois Nembhard \*\* \*\*\*
- Pat Neuman\* \*\* \*\*\*
- Kristin Nicholson\* \*\* \*\*\*
- Carrie Nottingham \*\*
- Susan Nussbaum\* \*\*
- Susan O'Neill\* \*\*
- Rebecca O'Neill
- Lara Oerter
- Mary Jane Pagenstecher\* \*\*\*
- Jennifer Pihlaja \*\* \*\*\*
- Katharine Roberts
- Kate Rodgers \*\*\*
- Katie Rogers
- Betsy Rogers
- Deborah Ross
- Carlynn Rudd \*\*
- Maan Sacdalan \*\*
- Ritozeh Saingbe \*\*\*
- Susan Sanford\*
- Ranit Schmelzer\*\*
- Katrina Schwab \*\*\*
- Eluned Schweitzer\*\*
- Debra Sheldon
- Kathy Sierra\* \*\*
- Joan Simon
- Cynthia Singiser\*
- Ellen Sivon\* \*\* \*\*\*
- Linda Skalet \*\* \*\*\*
- Inga Smulkstys \*\*\*
- Elise Snyder\*
- Kathy Staudaher \*\*\*
- Katie Taylor \*\* \*\*\*
- Mary Ellen Taylor\* \*\*
- Rebecca Trinklein \*\* \*\*\*
- Marilyn Tucker
- Starsha Valentine \*\*\*
- Mollie Van Lieu\*
- Meagan Van Orden \*\* \*\*\*
- Caitlin Van Orden \*\* \*\*\*
- Ann Vaughn\* \*\* \*\*\*
- Mary-Frances Wain \*\*\*
- Karmen Ward \*\* \*\*\*
- Wendy Wasserman \*\*
- Jeri Weaver\* \*\* \*\*\*
- Simone Webster \*\*\*
- Ellen Winter \*\* \*\*\*
- Julie Zebrak \*\*\*

49% Member  
participation in a  
grant review  
committee

65% Member Plus  
donations

\* Founding Member  
\*\* Member Plus donor  
\*\*\* FAC grant review participant

# Grant Timeline & Focus Areas



## 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.





# Fellowship Program

..... *Building bridges to membership* .....



The Impact100 DC Fellowship program advances our commitment to building a community with diverse voices and perspectives by providing a path to women ages 21-39 who are interested in philanthropy but currently lack the financial resources to join us. Impact100 DC fellows contribute to our mission in a variety of ways - from serving on our grant review committees to amplifying our outreach to helping organize events. Fellows benefit from hands-on experience with philanthropic work as they participate in the full range of activities alongside other Impact100 DC members.

Begun in our first year with one fellow, the program is thriving. With two fellows in 2022, five in 2023, and eight as we move into 2024, this program is poised to continue growing. Under the leadership of Martha Coven, the Fellowship Committee is working this year to identify ways to enhance the experience for fellows, including by providing additional opportunities for networking with other fellows and members.

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## Follow Us



@Impact100DC

## Contact Us

[Membership@impact100dc.org](mailto:Membership@impact100dc.org)  
[Grants@impact100dc.org](mailto: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.

**We are actively recruiting members for our leadership team - both those aspiring to contribute at that level in the future and those ready to jump in. We need experience in governance, finance, fundraising, tech support, membership development, and more. If you are interested, or wish to refer a potential candidate, please reach out to Ann Vaughn ([avaughn@impact100dc.org](mailto:avaughn@impact100dc.org)).**

Fellowships | Sponsorships | Installment Plans

[www.impact100dc.org/membership](http://www.impact100dc.org/membership)

Join



## 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 [membership@impact100dc.org](mailto:membership@impact100dc.org)

2023



DC 



