



**2024**

# ANNUAL REPORT

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**(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. 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 \$160 million.



## Letter from the President

Dear Impact100 DC Members,

It is my pleasure to present Impact100 DC's 2024 Annual Report, showcasing a year of remarkable growth and community impact. As we celebrate our progress, we are also mindful of the immense uncertainty and disruption facing many of our nonprofit partners, members, and supporters—challenges that are acutely felt in the Washington, DC area. While I recognize the limits of our financial contributions, I am deeply grateful that we were able to make a meaningful difference for organizations serving those most in need.

2024 marked a year of significant growth for Impact100 DC. Our membership grew an incredible 30 percent, positioning us for even greater impact in 2025. We finalized our first Strategic Plan and began implementing key initiatives with an enthusiastic Board and membership eager to build momentum.

You'll read in the following pages about other highlights of 2024. I'm especially proud of the wonderful, dynamic, and talented community of 212 women that make up Impact100 DC. As a former music educator, I often compare our work to an ensemble—each unique voice contributing to the unified sound of the whole. This is particularly evident during our grant review process where the diversity of perspectives and life experiences together with the strong sense of collective effort strengthens our deliberations. I see it also in the happy hour events we've held this year, where new members are embraced and welcomed and where folks are so delighted to make new acquaintances. There's a lot of joy to be found in this collective experience and it grows with the addition of each new member!

In a time when joy, community, and trust may feel scarce, I find immense comfort in knowing that our Impact100 DC family—members and grantees alike—is more resilient than ever. Together, we are showing how collective voices can drive lasting change.

A handwritten signature in dark ink that reads "Ann Vaughn". The signature is fluid and cursive, with a large initial "A" and a stylized "V".

Ann Vaughn, Founding President, Impact100 DC



# 2024 YEAR IN REVIEW



## Philanthropy and leadership through grant making

- More than 50% member participation on a grant review committee (including Focus Area Committees and the Finance Committee)
- High quality nonprofit proposals resulting in finalist nominations in all five 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

## Building bridges...in person and virtually

- The **Big Reveal Event** rings in the new year with the announcement our annual grant fundraising amounts
- New and existing members connect over great food during our **Supra social networking events**
- Members learn about and vote for our High Impact Award during our **Meet the Finalists & voting kickoff**
- At our **Annual Grant Award Celebration** we award our annual grants and celebrate another successful grant-making year
- We hear from community leaders at our first **Annual Impact Maker Breakfast in partnership with the DC Public Library Foundation**
- Impact100DC Board members host casual membership informational sessions in their homes during our **Fall Meet & Greet**s





# OUR Strategic PLAN

Impact100 DC spent much of 2024 working with our amazing consultants from Spur Local to develop our first three-year strategic plan, designed to carry us through 2027. In truth, we began working on goals as soon as we identified them, beginning in the summer and continuing through the membership campaign in the fall.

## Commitment to our mission and vision

Our work on the strategic plan affirmed our lasting commitment to the mission and vision of Impact100 DC as the underlying foundation for all of our work and decision making. Principles of diversity and equity are woven through each of our strategic plan goals and will be imbedded in all of our work throughout the plan's three years.

## Significant steps in 2024 included

- Creating a more robust fall membership campaign; we achieved a 30% increase in membership by December of 2024.
- Establishing a governance committee to work on succession planning and transitions and develop a more formal nominations process – as well as to review by-laws, policies and procedures, and other foundational elements of Impact100 DC.
- Expansion of our fellowship program to provide more young women with hands-on philanthropic experience and to bring more young voices into our decision-making processes.

## 2024 - 2027 Strategic Goals

- Grow and Diversify our Membership to Support More Local Nonprofits
- Increase Awareness of Impact100 DC with Potential Grantees and Members
- Design and Implement a Successful and Sustainable Leadership Succession
- Refine the Grantmaking Process
- Increase Sustainability by Growing Impact100 DC's Financial Capacity



# 2024 FINANCIAL SUMMARY

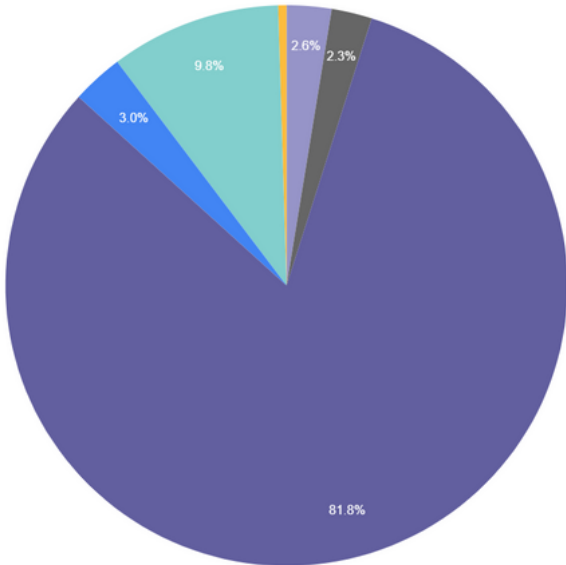
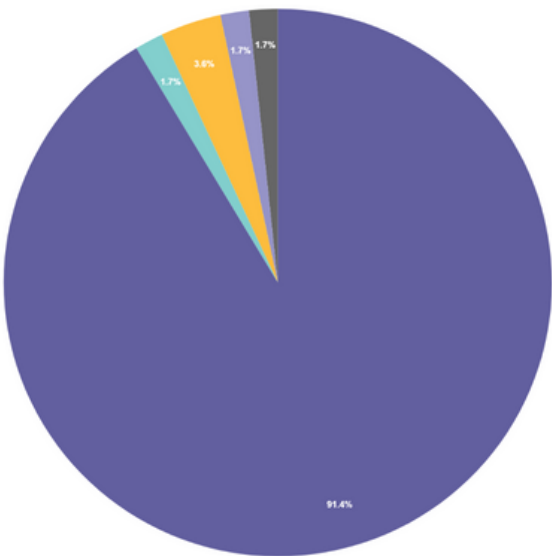
## Revenue - Temporarily Restricted

Fellowships	\$6,083
Membership Dues - 2024	\$5,500
Membership Dues - 2025	\$193,500
Membership Dues - 2026	\$7,000
	<hr/>
	\$212,083

## Revenue - Unrestricted

Member Plus Contributions	\$23,196
Sponsors and Friends of Impact	\$1,144
	<hr/>
	\$24,340
	<hr/>
	\$236,423

### Total Revenue



## Operating Expenses

Grants released from restriction	\$217,000
Licenses & Subscriptions	\$3,990
Meetings & Events	\$8,524
Strategic Plan Expense	\$4,000
Other Operating Costs	\$4,003

**Total Expense** 

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 **\$237,517**

## Surplus

**Cumulative Surplus** **\$28,621**

- 100% of Impact100 DC's membership dues goes towards our annual grants. 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 2024 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 1/1/2024 - 12/31/2024. 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.



# 2024 Grant Recipients

## High Impact Grant:

**\$100,000**



Best Kids provides group and one-on-one mentoring, educational and career programming to foster at-risk youth. BEST Kids is a nonprofit mentoring organization that empowers youth in foster care to build better futures, one child at a time. Every aspect of our program is designed to reach positive outcomes for the youth we serve in areas such as academic achievement, social and emotional well-being, the avoidance of risky behaviors, and the development of independent living skills. BEST Kids strives to incorporate the involvement of caregivers and social workers in the attainment of each of these outcomes.

## Mission Based Grants:

**\$15,500**



First Generation College Bound, Inc. (FGCB) exists to inspire low-income and first-generation youth to achieve social and economic success by providing advice, encouragement, and support to obtain a college degree.



The mission of DC Greens is to advance health equity by building a just and resilient food system. “Founded in 2009, we work to create cross-sector collaborations, advance equitable, city-wide policy solutions, and partner with local residents, advocates, and organizations to improve access to quality, affordable, healthy food in the nation’s capital.”



Playtime Project’s mission is to cultivate resilience in children experiencing family housing insecurity by providing and expanding access to transformative play experiences. Playtime’s vision is to break the cycle of chronic family homelessness.



THE MUSICIANSHIP

The MusicianShip’s (TMS) mission is to empower youth and emerging musicians from historically marginalized communities throughout the DC metropolitan region and beyond by providing free music education and enrichment programs that build skills and amplify talents, resulting in positive life changing outcomes. TMS envisions a future where all young people have access to the joy and opportunities made possible by the transformational power of music.



**\$557,500**

## Cumulative Impact on the Greater Washington Area

Grant dollars awarded since 2021

**2023**

**\$100,000**

Open City Advocates, Inc.

**\$20,666**

ArtStream, Inc. | Communities in Schools | Joseph's House

**2022**

**\$100,000**

City Gate, Inc.

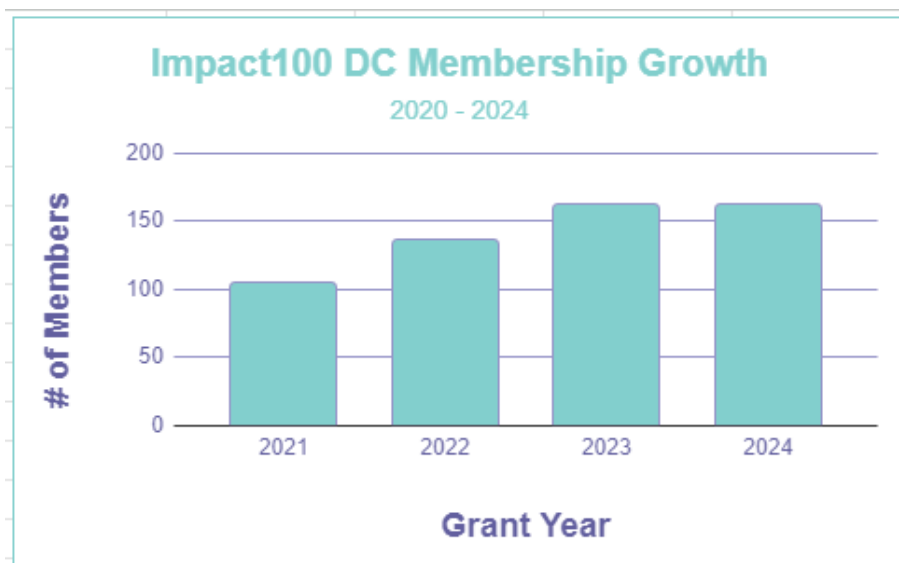
**\$9,500**

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

**2021**

**\$105,000**

Access Youth, Inc.



# Acknowledgements:

## 2024 Board of Directors

### OFFICERS

- Ann Vaughn, President
- Ellen Sivon, Secretary
- Betty Dziura, Treasurer
- Sharon Dennis, At-large

### DIRECTORS

- Elisa Joseph Anders
- Jenny Backus
- Jenna Boig
- Mary Cohen
- Martha Coven
- Talia Curhan
- Dorothy Durden
- Latina Fauconier
- Katy Gathright
- Bonnie Harkness
- Britt Haxton
- Dana Hirschenbaum
- Heather Johnson
- Francine Lamoriello
- Carole Mumin
- Lois Nembhard
- Kate Rodgers
- Ranit Schmelzer
- Mary Ellen Taylor
- Caitlin Van Orden
- Meagan Van Orden

## Volunteers

Huge thanks to all of our volunteers: the 80+ members who participated in an FAC/Finance grant review committee (as denoted on the Membership page) and to the members who played important roles in the many other Impact100 DC initiatives this year!

Special thanks to member Dana Romero for her participation on our communications team.

## 2024 Sponsors & Friends of Impact



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



Thank you to all of our members!

## 2024 Members

- Amy Abraham\* \*\* \*\*
- Vivian Aguayo\* \*\*
- Maggie Allen\*
- Diane August \*\* \*\*
- Katie Ayanian\*
- Jenny Backus\* \*\*
- Stephanie Barfield\* \*\*
- Ernestine Blackwell \*\*
- Sally Bloomberg \*\*\*
- Jenna Boig \*\*\*
- Jordan Bookey
- Michele Bornstein \*\*\*
- Christine Bragale\* \*\*
- Carolyn Brehm
- Susan Brown Douglas \*\* \*\*
- Stephanie Brun de Pontet \*\* \*\*
- Jennifer Burton \*\*
- Linda Button \*\*
- Elizabeth Byam\* \*\*
- Norma Byrd\* \*\*
- Danielle Byrd Thompson
- Naomi Cahn\*
- Tamara Carrera \*\*\*
- Anne Cavanagh \*\* \*\*
- Elizabeth Cavanagh
- Analya Cespedes \*\*\*
- Jenna Chan\* \*\*
- Ali Cherry \*\* \*\*
- Barbara Clapman \*\* \*\*
- RuthAnn Clark \*\* \*\*
- D. Dale Clayton-Morrison\*
- Sharron Cochran\* \*\* \*\*
- Mary Cohen\* \*\*
- Rima Cohen\*
- Martha Coven\* \*\* \*\*
- Susan Crawford
- Catherine Crockett \*\*
- Susan Crowley\* \*\* \*\*
- Talia Curhan \*\*\*
- Michele de Nevers\*
- Joan de Pontet \*\* \*\*
- Samantha Dempty \*\* \*\*
- Sharon Dennis\* \*\*
- Sondra Douglas
- Dorothy Durden\* \*\* \*\*
- Julie Dwyer\*
- Betty Dziura\* \*\*
- Brenda Ewing\* \*\*
- Latina Fauconier\* \*\* \*\*
- Allyn Finegold \*\*
- Ronna Freiberg\* \*\* \*\*
- HuiYingChen Fu\* \*\*
- Daniela Gaither
- Debi Gartner van der Gaag\* \*\* \*
- Katy Gathright\* \*\*
- Ellen Goldstein \*\*\*
- Alice Goodman\* \*\*
- Jean Gostin\* \*\*
- Anna Greenberg \*\*
- Sally Greenberg \*\*\*
- Susan Greenberg \*\*\*
- Susan Haight\* \*\*
- Bonnie Harkness\* \*\*
- Monica Harms
- Janelle Haskell\* \*\* \*\*
- Cheryl Hawkins \*\*
- Robin Hawks \*\* \*\*
- Britt Haxton
- Cheryl Heusser\* \*\*
- Dana Hirschenbaum \*\* \*\*
- Darcy Hirsh \*\*
- Jennefer Hirshberg
- Susanna Holsopple
- Sari Hornstein \*\*
- Fiona Hotung \*\*
- Dorothy Hsiao\* \*\*
- Gail Ifshin \*\* \*\*
- Nino Japaridze \*\*\*
- Heather Johnson\* \*\* \*\*
- MarySue Johnson
- Andrea Joseph \*\* \*\*
- Elisa Joseph Anders \*\*
- Patty Joyce \* \*\*
- Sarah Keefe\* \*\*\*
- Ann Kerwin \*\* \*\*
- Kara Kerwin \* \*\* \*\*
- Paulette Kessler\* \*\* \*\*
- Carol Kirby\* \*\*
- Margaret Klass
- Ellen Kolodner \*\*\*
- Stephanie Kushner
- Lisa LaFrance \*\*
- Francine Lamoriello \*\* \*\*
- Jessica Lerner \*\* \*\*
- Maura Lightfoot \*\*
- Jane Loewenson \*\*\*
- Jane Lyder\* \*\*
- Melissa Maalouf \*\* \*\*
- Mala Marquedant\* \*\*
- Mary Meagher\* \*\*\*
- Karen Merszei \*\* \*\*
- Suzanne Michel \*\* \*\*
- Greta Michell \*\* \*\*
- Marcia "Mayu" Molina Lehmann \*\*\*
- Shannon Mouton \*\*
- Carole Mumin\* \*\* \*\*
- Sushma Narain \*\*\*
- Lois Nembhard \*\* \*\*
- Pat Neuman\* \*\* \*\*
- Kristin Nicholson\* \*\*
- Carrie Nottingham \*\* \*\*
- Susan Nussbaum\* \*\*
- Jeannette O'Connor
- Lara Oerter \*\*\*
- Susan O'Neill\* \*\*
- Jennifer Pihlaja
- Latriece Prince-Wheeler
- Riley Reed
- Katharine Roberts
- Kate Rodgers \*\*
- Dana Romero \*\*\*
- Deborah Ross
- Elaine Rubin \*\* \*\*
- Carlynn Rudd \*\*
- Emily Ruskin \*\*\*
- Josephine Russo
- Ritozeh Saingbe \*\*\*
- Susan Sanford\*
- Ranit Schmelzer\* \*\* \*\*
- Katrina Schwab \*\* \*\*
- Heller An Shapiro \*\* \*\*
- Sue Sheridan \*\*\*
- Ellen Sidransky Bornstein
- Kathy Sierra\* \*\*
- Cynthia Singiser\*
- Ellen Sivon\* \*\* \*\*
- Linda Skalet \*\* \*\*
- Barbara Smilow \*\*
- Inga Smulkstys \*\* \*\*
- Katie Taylor
- Mary Ellen Taylor\* \*\* \*\*
- Maurizia Tovo \*\* \*\*
- Rebecca Trinklein \*\* \*\*
- Lana Vahab \*\* \*\*
- Ineke Van der Wal \*\* \*\*
- Sophie Van Gilder \*\*\*
- Caitlin Van Orden \*\*
- Meagan Van Orden \*\* \*\*
- Ann Vaughn\* \*\*
- Mary-Frances Wain
- Karmen Ward \*\* \*\*
- Jeri Weaver\*
- Amy Weiss \*\* \*\*
- Carol Weissbrod
- Patience White \*\*
- Ellen Winter \*\* \*\*
- Adele Winters \*\*\*

46% Member  
participation in a  
grant review  
committee

61% Member Plus  
donations

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



# Grant Timeline & Focus Areas



## Arts & Culture

Includes programming 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 programming 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, Preservation & Recreation

Includes programming that focus on improving or preserving the natural and built environments, promoting environmental justice, fighting climate change, and/or conserving natural resources; creating, restoring, or revitalizing recreational facilities or spaces; and enhancing community safety, particularly in communities which disproportionately lack green space and access to natural resources, recreational facilities, and safe communities, due to disinvestment and inequitable development.



## Family

Includes programming 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 programming 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.

Grant Year Membership Recruitment through December 31st

July

August

September

October

November

Nonprofit Information Session

December

Grant application opens

January

Big Reveal Event: Membership and Grant Amount Announced

Nonprofit grant applications due

February

March

Focus Area and Finance Committees Evaluate Applications February through May

April

May

Meet the Finalist Event: Nonprofit Grant Finalists Announced

June

Big Give Annual Meeting: Members Vote and Award Grant



# Fellowship Program

*Expanding our membership*

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



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. Several of them have even stepped into leadership roles where needed—one of our past fellows joined our Board in 2024; two other fellows are serving as co-chairs of Focus Area Committees in 2025. 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 Fellowship program is thriving and poised for continued growth, with two fellows in 2022, five in 2023, and eight in 2024. In the Fall of 2024, 14 fellows joined Impact100 DC for our 2025 grant cycle. Under the leadership of Martha Coven, the Fellowship Committee is working to identify ways to enhance the experience for fellows, including by providing additional opportunities for networking with other fellows and members. We are also continuing to fundraise for the Fellowship program, since we rely on additional contributions from members and other supporters to cover the membership dues of our fellows.

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.

**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)



# Commitment to Equity

In 2024, we continued to embed diversity, equity, and inclusion into all aspects of our organization and decision-making. We remain focused on the two dimensions of our Vision Statement that relate directly to these values: 1) Addressing unmet needs in our community, prioritizing those that result from systemic racism and structural inequity, and 2) Creating and sustaining a diverse community of dynamic women committed to building bridges across the wide demographic divides in the Washington, DC area.

We bring diversity-related aspects of our Vision Statement to life in the following three ways: First, 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.

Second, we are committed to educating ourselves and being conversant about the historic roots of structural and systemic inequity and the ways in which their impact continues to be felt by so many in our society.

Third, 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 disadvantage. This commitment to equity is woven into our application, priorities, and review processes.





2024



DC 