

CONNECT

Fall/Winter 2020



WELCOMING WEEK

Nayzeth Ybarra-Muniz (above) takes part in “Creating Home Together through Art” in Worthington, one of several events fostering a sense of belonging in communities.

Page 3

Thank you to our donors for investing in southwest Minnesota!

Pages 10-11



SOUTHWEST INITIATIVE
FOUNDATION

CARING FOR OUR NEIGHBORS

President/CEO Diana Anderson



Diana Anderson, President/CEO

I picked up a yard sign while attending Willmar's Creating Home Together through Art event. It was one of four community gatherings we sponsored this fall with Pioneer PBS to celebrate Welcoming Week and the benefits of creating safe, welcoming communities. Local volunteers, artists and organizations shared resources and led activities.

Willmar Interfaith Network is a collaborative network of faith leaders representing the diverse cultures and traditions that make up the community. Members create space for conversation and education, promote interfaith activities and build relationships across cultures. At the Welcoming Week event, they passed out signs that read, "We Are Better Together."

It's something that rural communities do very well: Come together in hard times.

COVID-19 has not impacted everyone equally. Lack of access to health care and safe and affordable housing are just two of the factors that put people at increased risk of getting sick and dying, according to the Centers for Disease Control and Prevention. We need to ensure people who have been adversely affected and those most at risk are supported to realize our vision of a southwest Minnesota where all people thrive.

We're seeing support through faith communities reaching out and offering hope. Local donors and community foundations providing generous financial support. Nonprofits and organizations stretching to meet needs. Schools and child

care providers putting our kids first. Employers taking care of their workforce. Healthcare and public health officials working to keep us healthy. Local governments transforming policies and practices to allow more innovation and inclusion.

There's more we can and must do.

Many messages are divisive and force us to pick a side. Southwest Initiative Foundation is focused on messages of unity and actions that show how we care for all our neighbors. We believe that dignity and belonging are core human values and that all people deserve the opportunity to reach their full potential. This is ingrained in my individual values, too. It's why I find ways to meet, understand and show care for my neighbors who call this region home.

Building vibrant, welcoming communities is one pillar of Grow Our Own, the work we've been doing for five years to help our next generation succeed. We are all struggling with the big conversations about what it means to be welcoming. We believe understanding how to be more inclusive in our daily lives is a great place to start. This issue features community-led work that we supported as part of our commitment to southwest Minnesota children and families. I'm optimistic that together, we can focus on the shared values that unite us. And optimism is a message we need right now.



CREATING HOME TOGETHER
through art
Read a Welcoming Week recap at swifoundation.org/welcoming2020

This fall, Southwest Initiative Foundation and Pioneer PBS sponsored Welcoming Week activities across southwest Minnesota with the theme "Creating Home Together through Art." Welcoming Week is an annual celebration established by Welcoming America, which launched in 2009 to lead a movement of inclusive communities becoming more prosperous by making everyone feel like they belong. Share your story of belonging in Minnesota and what "home" means to you! Visit pioneer.org/southwestminnesotastoryshare.

Clockwise from top left: Community members participated in "Creating Home Together through Art" at events in Granite Falls, Worthington, Morton and the Lower Sioux Indian Community, and Willmar. Photos by Jess Gorman, Anne O'Keefe-Jackson, Ivan Parga and Jennifer U'Ren.

See photos from Welcoming Week on page 3 and find out how to share your southwest Minnesota story.

CONNECTING TO NEW

storytellers

IN SOUTHWEST MINNESOTA

Andrea Duarte-Alonso joined the foundation in 2019 as part of a two-year Lead for America Fellowship. Based in her hometown of Worthington, she's worked to build bridges in the community and has used storytelling to help change the narrative of what rural America and rural Minnesota are like. Below is a reflection from Andrea.

In my fellowship, I have the privilege to use my time to do work that is important to me. Within the last year I've expanded Stories from Unheard Voices, an oral-history project I started in 2016 that focuses on stories from first and second-generation immigrants in the southwest corner of the state. With the project, I have the honor of interviewing people, sitting with storytellers and getting to know their interests, struggles, and hopes for themselves, their children and their community. While some storytellers tell their immigrant story, others focus on telling a story from their youth and perhaps their upbringing in southwest

Minnesota. After interviewing, I spend a lot of time transcribing and reflecting on the voices I heard. You start to see similarities in the stories, and to see you're not in this alone.

At the beginning, I was mainly highlighting Worthington voices, but I know that immigrants and refugees also live in other communities in the region. To me it was important to have people documenting the stories of their very own neighbors. I wanted to share my storytelling skills with young people so that they too could document stories in their own communities. Thanks to a grant from the Women's Foundation of Minnesota, I am helping four young women expand their skills. Each will have the opportunity to do 3-4 interviews and get a sense of the people who live in their city and what it's like to be an immigrant and live in a rural, small hometown. **The power of story, when accurately represented, can bring about positive change in our beliefs, policies, and systems within our communities.** We also uplift people who haven't been given the mic before and



As part of her Lead for America Fellowship, Andrea Duarte-Alonso helped organize the 'Creating Home Together through Art' events across southwest Minnesota. She's pictured at the Welcoming Week event in Worthington.

they walk out of the interview feeling empowered, heard, and valued.

While storytelling is a great way to learn more about people, so are events that are intentional in building relationships. This fall, I helped organize the 'Creating Home Together through Art' event in Worthington. I partnered with the ARTmobile and local organizations that shared resources. Due to COVID-19, this event had to be planned safely, but we were successful in making it a time for people to go outside and engage with their dear neighbor through art, fostering crucial conversations about race and ethnicity, and exploring what makes a community welcoming. Many people who participated said we need more events like these. That to me was really powerful.

I know there is a lot more documenting, learning, engaging and healing that needs to be done with our neighbors, especially with our rural immigrant communities as they are often left behind and out of important conversations in our communities. I hope that with my time at Southwest Initiative Foundation and beyond, we continue to be a part of these important steps towards making our communities more welcoming and equitable.

MEET ANDREA DUARTE-ALONSO

Andrea holds a bachelor's degree in political science, women's studies, and English from St. Catherine University. Her interests lie in journalism, story-telling, immigration law and politics. In 2016, she was selected as a Minnesota Jay and Rose Phillips Scholar and used the opportunity to create "Stories from Unheard Voices," a collection of first-person stories from Latinx immigrants and their children. She has been honored as a Harry S. Truman Scholar, recognizing her leadership, public service and academic achievement. Most recently, Andrea interned at the Obama Foundation in Washington D.C. with its International Team.





Sarah Swedburg, J. Pablo Obregón and Shelly Bormann, all of Willmar, participated in a year-long training that helps local government analyze policies and practices that create barriers to racial equity and explore how to remove them. The nonprofit Government Alliance on Race and Equity and the League of Minnesota Cities hosted the training, with support from Southwest Initiative Foundation.

Understanding the role of local government in Racial Equity

Last year, Southwest Initiative Foundation (SWIF) recruited communities from our region to be part of a pilot program for advancing race equity. City administration, elected officials, educators and school staff and other community leaders took part in a year-long training that helped them analyze policies and practices that create barriers to racial equity and explore how to remove them.

The nonprofit Government Alliance on Race and Equity (GARE) and the League of Minnesota Cities (LMC) started this program in 2016 to support cities in Minnesota, with teams or cohorts from local governments learning together. GARE is a national network of government working to achieve racial equity and advance opportunities for all. And the LMC is a membership organization dedicated to helping cities throughout Minnesota build quality communities through effective advocacy, expert analysis, trusted guidance and collective action.

With SWIF's help, these partners modified their racial equity programming to offer cohort training to small and rural cities for the first time. Half of this pilot GARE cohort came from the southwest Minnesota communities of Luverne, Marshall, Pipestone and Willmar. Cities participating from other areas were Columbia Heights, Fairmont, Monticello and Shakopee.

"GARE and the League of Minnesota Cities wanted to build on the work they've done in urban settings and be more inclusive of Greater Minnesota," said J. Pablo Obregón, a member of the Willmar community and SWIF's Community Engagement Officer who has supported communities in the program and served as a liaison to GARE and LMC in delivering the program.

To accommodate the wide-ranging geography, the cohort met in person every other month at the Redwood Falls Community Center for facilitated learning and networking. In between, cohort members convened online for peer exchanges about racial equity action plans and strategies for increasing public support of racial equity.

"A lot of small cities, we really rely on each other. What works for you? How have you approached this issue? I think that cohort model works really well in a rural community," said Willmar City Planner Sarah Swedburg, who was part of a group of community leaders from our region that took part in the training.

Willmar has about 19,600 residents, with 21.2 percent identifying as persons of color and 78.8 percent identifying as white. Foreign-born residents make up about 16 percent of the community. Many racial and ethnic groups have shaped this community's story, beginning with the original Dakota inhabitants, then Swedish and Norwegian immigrants, followed by Latinx, Somali and Karen people.

Giving recognition to that full story is important in understanding equity, Sarah said. She highlighted how recent newcomers have contributed to the city's economic and overall growth, noting that the downtown deals with fewer vacant buildings than other communities of similar size. Ensuring Willmar's local government policies



"Changing how cities function can sometimes feel very daunting, but it isn't as terrifying or as difficult as it can seem."

SARAH SWEDBURG
WILLMAR CITY PLANNER

and practices work the best they can for everyone supports that growth and development.

"Changing how cities function can sometimes feel very daunting, but it isn't as terrifying or as difficult as it can seem," Sarah said. "There's a pretty decent cross section of community members interested in advancing racial equity. Having that community buy in in any program a city does is really, really important."

Willmar's eight GARE participants included representatives from Ridgewater College, the city council, city staff and other community leaders like Shelly Bormann, workforce development manager



“There have been a lot of seeds that have been planted, and people are starting to see some of the growth happening across our region.”

J. PABLO OBREGÓN
SWIF COMMUNITY ENGAGEMENT OFFICER

for Goodwill Easter Seals and chair of the Willmar Human Rights Commission.

“The GARE program was great. I highly recommend it for any community. They will give you the structure to help move you forward if you have a community that really wants to improve race relations,” Shelly said.

As the leaders from Willmar started to examine city policies with a race equity lens, they realized one place to improve would be zoning ordinances, which regulate land use within the city limits and include rules about what someone can have stored outside their house.

“I think zoning enforcement is a really interesting area to start to talk about racial equity. Zoning enforcement is 99 percent reactionary, which in itself is not equitable,” said Sarah, who oversees zoning enforcement in her position as city planner.

During the GARE training, facilitator Gordon F. Goodwin challenged participants to think about the goal of city policies.

“My goal for zoning enforcement is not to write everybody up. Our goal is to have property owners who understand how to take care of their external property, have a city that is attractive and have a city people want to live and work and play in. How do you build in the access and the understanding of those systems that isn't penalizing people for leaving a mattress on their yard?” Sarah said.

Because of their participation in GARE, Sarah and others are reconsidering how to lead with education rather than enforcement, a conversation Sarah says is ongoing. And more race and equity conversations have been happening with city staff.

“The League of Minnesota Cities did a training with department heads in the city of Willmar. We kind of did a mini version of the GARE training. I thought it was fantastic, and I heard similar comments from some of the department heads afterward,” Shelly said.

Normalizing conversations about race is the starting point for organizing internal structures to support the work of institutional culture change and implementing new practices, procedures and policies using racial equity tools, all goals of GARE. The pilot GARE cohort for small and rural cities finished its training in December 2019 but work continues to move forward in the communities, with support from SWIF.

“I think it's very beneficial to have Pablo as a SWIF



“I THINK IT'S VERY BENEFICIAL TO HAVE PABLO AS A SWIF STAFF MEMBER ENGAGING WITH US AS WE'RE WORKING ON OUR PLAN, LETTING US KNOW 'WINDOM IS DOING SOMETHING LIKE THIS, AND WORTHINGTON IS DOING SOMETHING LIKE THIS.'”

SHELLY BORMANN
WILLMAR HUMAN RIGHTS COMMISSION CHAIR

staff member engaging with us as we're working on our plan, letting us know 'Windom is doing something like this, and Worthington is doing something like this.' That's very beneficial, having those connections,” Shelly said.

“There have been a lot of seeds that have been planted, and people are starting to see some of the growth happening across our region,” Pablo said.



If your community is interested in advancing racial equity in its local policies, we can help you start those conversations and connect you to the right resources to move forward.
Contact us at info@swifoundation.org.

LEAGUE OF MINNESOTA CITIES (LMC)

The League of Minnesota Cities promotes excellence in local government through effective advocacy, expert analysis, and trusted guidance for all Minnesota cities. It is a membership organization that serves its more than 800 member cities through advocacy, education and training, policy development, risk management, and other services.

GOVERNMENT ALLIANCE ON RACE AND EQUITY (GARE)

The Government Alliance on Race and Equity is a national network of government working to achieve racial equity and advance opportunities for all. Within this network, governmental jurisdictions across the country are making a commitment to achieving racial equity, focusing on the power and influence of their own institutions and working in partnership with others.

GOVERNMENT ALLIANCE ON RACE AND EQUITY LEARNING COHORTS

The LMC has partnered with GARE over the last several years to support cities in Minnesota in a cohort learning model. Teams or cohorts from local governments participated in year-long training programs with the goal of developing a race equity action plan to implement in the following year. Since 2016, approximately 35 cities in Minnesota have participated in formal GARE cohorts involving planning or implementation stages. Last year saw the launch of the Introductory Cohort for Small/Greater Minnesota Cities featured in this CONNECT story.

There are thousands of people, businesses and organizations that give THROUGH us—to a community foundation, donor-advised fund, or another local fund. Then, there are those who give TO us. Those who support our mission to connect people, invest in ideas and build communities. Our work is not possible without the partners listed below, and we are grateful for their support during our Fiscal Year 2020.

Southwest Initiative Foundation General Endowment

Our general endowment fund is a cornerstone of who we are and what we can accomplish. We have been building it for 35 years to provide dependent, perpetual income that makes our work possible each and every year, regardless of challenging times we may face.

10 Anonymous Gifts	Marilyn Fest In Memory of Bill Fest; Kelly Fest; Paul Fest	Geof and Leann Johnson In Memory of Jack Steinke	Gerald and Marlys Nelson In Memory of Arnold Killen,
3M Foundation On Behalf of Larry and Jenelle Stiras	John Fink	Jeff and Carla Johnson	Canby Ind Arts Teacher
AmazonSmile	Dr. Peter and Marion Franz	Willis and Arlyss Johnson	Jan Craig Nelson
Charles Anderson In Memory of Hallie Mae Anderson	Marsha and Steve Frauendienst	Nancy Kaping In Honor of Diana Anderson - Merry Christmas!	Derek and Tari Niemeyer
John and Diana Anderson In Memory of Don Adamek	Marsha and Steve Frauendienst In Memory of Wilbur Hintz	Reed and Nancy Kaping In Memory of Wilbur Hintz	Ron and Julie Noyes
John and Diana Anderson In Honor of Pat Costello's Lifetime Achievement Award from the MSBA	Karl and Bonnie Frederickson	David and Shirley Kelly	Pablo and Erika Obregón
Lori Anderson	Avis Freitag	Phil and Mary Kelly	Christa Otteson
Ron Anderson In Memory of Hallie Mae Anderson	Terry and Sharon Gaalswyk	Larry and Connie Kenyon	Randy and Judy Otto
Gloria Andrzejewski In Memory of Dennis Hartman	Lou Galbraith	Kerry Knakmuhs	Becky and Jerry Parker In Memory of Wilbur Hintz
Stephen and Ruth Ascher	Jason and Verda Garms	Rich Koch	Dolores E. Peters In Honor of Julie Ann Hill; Aiden J. Peters
Aveyron Homes	Gerry and Carol Gengenbach	Chuck and Marie Koenigs	Robert Peterson
Tiffany and Blake Barnard Family	Gary and Pat Gillin	Kraft Walser Law Office, PLLP	Teresa and Jason Peterson
Dennis and Karen Barta	GiveMN	Brad and Kim Kramer	Vicki Poier
Basin Electric Power Cooperative On Behalf of Federated Rural Electric	Bob and Elaine Golberg	Pat Kubly In Memory of Gary Kubly	Clarence and Glenyce Possail
Jennifer Bellmont	Grasmon Family In Memory of Wilbur Hintz	Tim and Connie Kusler	Mary D. Rice
Berry Berger	Karen Grasmon	Dick and Kathy Labat	James T. Rowe
Don Betzen In Memory of Gen Betzen	Karen Grasmon In Memory of Donald E. Adamek	Ron and Barbara Labat	Harold Sauder In Memory of Belva Sauder
Doddie Bidinger In Memory of Si Bidinger; R.J. Bidinger; Urbie Bidinger; Jody Bidinger	William H. and Carol R. Hagedorn In Memory of Howard J. and Delores J. Hagedorn;	Pat Lang	Conrad and Judy Schmidt
Kurt and Bridget Birkemeyer	Darwin D. and Ruth A. Van Stelten	Karen Larson	Bennett Schwab
Brian Brosz	Curt and Cec Handevidt	Joe and Rosemary LeTendre	Schwan's Corporate Giving Foundation
James Buisman In Memory of Donald J. Buisman MSGT	Andrea Hanson	Candice Link	Dr. Randy and Susan Simonson
Doug and Linda Buller	Anthony and Kristi Hanson	Allan Lundberg	Selmer Simonson
Darrell Butterwick and Family	Audrey Hanson In Memory of "Duby" M.E. Hanson	Jim B. Lynner In Memory of James and Arlene Lynner;	David Snortum
Richard and JoAnn Carlton	Scott Hanson and Nancy Dunlap In Memory of Joyce Gillund	Rowen Gregory Pearson	Southwest Initiative Foundation Staff
Matt and Liz Cheney In Honor of Greg Jodzio's 10-Year SWIF-iversary	Joyce Harguth In Memory of Wayne Harguth	Bill and Jodi Maertens	State Bank of Danvers
James Crook	Marilee Haukos In Honor of Hunter, Nathan and Carter	Zack Mahboub and Sahra Gure	Larry and Jenelle Stiras
William and Annette Curwick	Jeff and Anne Heerdt In Memory of Marilyn Heerdt	Larry Kuehl	Dennis and Donna Swan
Mr. Thomas E. Daggett and Dr. Barbara L. Zajicek-Daggett	Keith W. Hein	The Maiers Family	Christopher Tastad
Robert and Laura Determan	Heritage Bank, N.A.	Amber and Scott Marquardt	Tofte, LLC
Development Services, Inc. In Honor of Joyce Dass	Wayne Hexem	Doug and Karen McCoss In Memory of Terrie McCoss	Karen Tommeraasen
Ralph and Norma Dovre	Virginia Homme	Lynne McLaughlin	Jackie and Laceson Town
Greg and Julie Erickson	Kathryn Hund	Kenton Meier	Anna Ulrich
Nancy and Marc Fasching	Hutchinson Dental Center, P.A.	Gordon and Lu Mitchell In Memory of Beverly Mitchell,	Tim Ulrich
	Daniel Jarner	Donald Mitchell,	Jeff Vetsch and Anne Dybsetter
	Andrea Fox Jensen	Douglas Mitchell,	Donald and Susan Walser
	Jose A. Jimenez	Kenneth Mitchell,	Mark and Linda Warner
	Brent and Dianne Johnson	Nancy Mitchell, Rose Mitchell,	Coleman and Deja Weber
	Dr. Daniel and Brenda Johnson	Carl Peterson	Rich and Kathy Wehking In Memory of Charles and Faye Myllykangas
		Kim Morrow	Verona White In Memory of Harm and Mary Johnson
		Carol Neal	LeRoy and Joan Winge
		Alvern Nelson	Anita Wolff
			Theresa M. Zaska and Penni L. Spaid
			Marie and Nathan Zimmerman

Growing Home Circle

Launched in 2004, our Growing Home Circle recognizes visionary donors elevating their annual support of our mission with a gift of \$1,000 or more to our General Endowment. With this history, Growing Home Circle member gifts made \$410,000 available in our current budget to breathe life into our mission. Our Fiscal Year 2020 members include:

Anonymous Gift	Federated Rural Electric	Lake Region Bank	Steve and Marianne Perkins
Diana and John Anderson	Norman and Ethelyn Fey	Vincent and Anne LaPorte	Greg and Barbara Raymo
J. Terry Anderson - Anderson Chemical Company	First State Bank Southwest	Dan and Marie LaRock	Randy Reinke
Rick and Helga Bauerly	Dr. Wayne and Karen Freese	Mark Lofthus and Marian Blattner	Dr. Cris and Linda Remucal
Tom and Sue Brakke	Gary and Nancy Geiger	Dave and Marlyce Logan and Grandchildren: Audrey Burger, Lucile Burger, Samuel Griebel, Scott Griebel, Jack Thomas and Molly Thomas	Sherry and Bruce Ristau
Richard and Lorraine Brasket	Walter and Raeanna Gislason	Sander and Peggy Ludeman	Robert and Renae Saunders
Bremer Bank, N.A.	Granite Equity Partners Fund - A Partner Fund of the Initiative Foundation	Mary and Steven Maertens	Bob and Tami Taubert
Thomas "Buzz" Burich	Great River Energy	Debra McCormick	Colleen Thompson-Michels
Carr Family Foundation	Daniel and Lisa Greve	Robert and Suzanne Meyerson	Robert and Joanne Thurston
Catholic Area Faith Community of Jesus Our Living Water	Deeann J. Griebel	MinnWest Corporation	Mark and Linda Titus
Matt and Liz Cheney	Kent Gustafson and Viki Anne Kimsal	Margie and Bret Nelsen	Vivid Image, Inc. - Steve and Beth Gasser
Citizens Bancshares of Hutchinson, Inc.	Jeff and Kris Haag	Janice M. Nelson	Lisa Walhof
Compeer Financial	Robert and Christie Hantge	Bill and Harriet Olson	Wanda State Bank
Tim and Connie Connell	Jennie-O Turkey Store, Inc.	Becky and Jerry Parker	Rich and Kathy Wehking
John and Tracy Dammermann	Greg and Betty Jodzio		Westlund Associates, Inc.
Robert and Patti Dols	Reed and Nancy Kaping		Beth Westra
Jeff and LeeAnn Ettinger	Oliver Kolander		William and Joyce Sexton Family Foundation
			Mark and Amy Woitalewicz

Thank You!

Thanks to our generous supporters, this year alone we awarded **1,077 grants totaling \$2,166,551** from all our funds to nonprofits and communities in our region and closed **134 new loans totaling \$4,278,525** to support businesses in southwest Minnesota.

Behind these numbers are incredible stories. SWIF Microenterprise loan client Nathalie Nkashama is using her grocery store on wheels to build bridges in Worthington.



In Atwater, Jane Hovey has relied on her 30-plus years of experience and help from a SWIF Emergency Child Care grant to weather the once-in-a-lifetime challenge COVID-19 has brought to her work as a child care provider.

Visit [swifoundation.org/2020impact](https://www.swifoundation.org/2020impact) to read these stories and see the impact donors helped make in our region.



**SOUTHWEST INITIATIVE
FOUNDATION**

15 3rd Avenue NW
Hutchinson, MN 55350



**BENSON AREA
COMMUNITY FOUNDATION**

An Affiliate of Southwest Initiative Foundation

QUICK THINKING FOR COVID-19 RESPONSE

Sensing growing needs in the community as people were getting laid off and businesses were closing in April, our affiliate partner Benson Area Community Foundation worked quickly to distribute \$51,400 in local grants for COVID-19 relief in May. As the pandemic upended daily life in the region, we worked with our partners and friends to help southwest Minnesotans most affected by the crisis, including deploying \$3.4 million in four months. Our annual impact report has the stories behind the numbers.



Read more at:
swifoundation.org/2020impact

**BOARD OF
DIRECTORS**

Chair

Randy Reinke

Vice Chair

Patricia Dols

Past Chair

Janice Nelson

Secretary

Mark Titus

Treasurer

Christie Rock Hantge

Tom Brakke

Terry Gaalswyk

Dan Greve

Abdirizak Mahboub

Teresa Peterson

Kathy Wehking

Theresa Zaske

STAFF

Diana Anderson

Lori Anderson

Tiffany Barnard

Selina Berning

Liz Cheney

Laura Curtiss

Nancy Fasching

Karen Grasmon

Greg Jodzio

Nancy Kaping

Karen Larson

Jodi Maertens

Missy Maiers

Scott Marquardt

Kim Morrow

Margie Nelsen

J. Pablo Obregón

Judy Otto

Jenelle Stiras

Jackie Turner

Jeffrey Vetsch

Amy Woitalewicz

Marie Zimmerman

Lead for America Fellow

Andrea Duarte-Alonso

Comments or change of address? Contact us!

Email us at info@swifoundation.org or call 800-594-9480.

15 3rd Avenue NW | Hutchinson, MN 55350 | www.swifoundation.org

(320) 587-4848 (local)

(800) 594-9480 (toll free)



Excellence. Accountability. Impact.™

Confirmed in Compliance with National Standards
for U.S. Community Foundations

An Equal Opportunity Provider and Employer