



William G. McGowan Charitable Fund

UNDERSTANDING

VALIDATION

EMPATHY

CONFIRMATION

HONESTY

REFLECTION

FEEDBACK

RESPECT

SILENCE

LISTENING — TO — LEARN

2023 ANNUAL REPORT

A LEGACY OF LEADERSHIP, SUPPORT, AND TERRIFIC POSSIBILITY

William G. McGowan (1927–1992) knew that communication was the key to a brighter future for all. As the driving force behind the success of MCI, and during his 24 years as the head of the company, he expanded MCI from a struggling local radio service to a \$9.5 billion telecommunications giant. Bill McGowan was also instrumental in the toppling of the Ma Bell monopoly; his persistence and successful antitrust litigation also helped bring the highly regulated telecommunications industry into the modern, competitive era.

Raised in the small town of Ashley, Pennsylvania, and born of modest means, Bill McGowan reached high and attended Harvard University.

His humble start and subsequent journey to successful business pioneer helped him understand the responsibility of helping others; he was deeply committed to providing others hope through opportunity.

Whether that opportunity was something more uncharacteristic like funding the hit movie *Oklahoma!* or, ultimately, the William G. McGowan Charitable Fund (established in 1992 after his death), Bill McGowan’s dedication to unmet community needs, and his belief that ethics are crucial in business and in life, helped to shape and transform many lives.



Today, Bill’s legacy lives on through the McGowan Fund, which honors his capacity to set goals and achieve them, as well as his faith in education, community care, and healthcare.



VISION

To impact lives today, create sustainable change, and empower future generations to achieve their greatest potential.

MISSION

The William G. McGowan Charitable Fund brings our vision to life through grant-making efforts in three program areas: Education, Human Services, and Healthcare & Medical Research. We give priority to programs that have demonstrated success, have measurable outcomes and plans for sustainability, and aim to end cycles of poverty and suffering.

Resolute in our belief in the power of partnerships or collaborative efforts to maximize impact, we embrace opportunities to work with other funders in our program areas. We look for funding opportunities that share our philosophy and explore the possibility of joint projects with other nonprofit organizations.

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LEARNING FROM ONE ANOTHER

Dear Friends,

2023 marked a milestone for the McGowan Fund—30 years of impactful philanthropy. Since our inception in 1993, we have evolved from filling gaps to strategically addressing community needs with a keen focus on three pillars: Education, Human Services, and Healthcare. Central to our mission is promoting ethical leadership, crucial for the effectiveness of our philanthropic efforts in both business and in charity.

This year, we embraced the notion of “listening to learn.” Understanding the inherent power dynamics between private foundations and public charities, we have strived to transform this relationship. Our grantees, deeply embedded in their communities, should be our guides to the most pressing and enduring problems.

True listening is a reciprocal process; it demands openness, humility, and the willingness to be changed by what we hear.

Our 2023 Annual Report showcases inspiring stories from our grantees. For instance, Warren Village’s expansion in Denver exemplifies commitment to providing opportunities and support for families in need. In Kansas, Growing Futures Early Education Center gives children and parents experiencing poverty more opportunities through highly effective early childhood education (with an impressive kindergarten readiness rate); their work makes clear to us the impact of quality early education. And these are just a few examples.

Each of our stories is a testament to our commitment to listening. By engaging in active dialogue with our grantees, we’ve gained invaluable insights into the challenges and opportunities within our communities. Their experiences have shaped our understanding and approach, enabling us to support solutions that are not only effective but also resonate deeply with those we aim to help. This reciprocal exchange of knowledge and ideas is at the heart of our mission, ensuring that our support is both relevant and impactful.

Looking ahead through 2024, we remain committed to meaningful collaboration within our communities. With a listening ear and a learning heart, we are poised to make a lasting difference in the lives we touch.

Sincerely,



William P. McGowan
Chair



Brian Peckrill
Executive Director



“The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them.”

– Dr. Ralph G. Nichols

When we spoke to the grantees featured in this year’s Annual Report, all five shared that it was listening to the communities they serve that had allowed them to not only better help the people they were trying to support, but also that the work of listening had been instrumental in helping their organizations to grow and thrive. Johnny C. Taylor Jr., CEO of Society for Human Resource Management and one of our Ethical Leader of the Year Award judges, explained to us that it’s through open conversation with candidates that he can best hear, and learn, if someone might be a good fit for the award: To find a true ethical leader, he needs to hear a candidate’s whole story from their mouth, not just see a list of their accomplishments on paper. Even McGowan Fellow alum Sahar Jamal, founder and CEO of Maziwa, made clear to us that she could never have created such a successful product without taking the time to hear directly from the women who would ultimately use it.

We find connection through stories, in hearing about one another’s lives. We ask our Fellows to go out and speak to the people we hope they’ll consider and serve as they become leaders one day.

Ideally, the work is cyclical. Grantees listen and learn from those they assist, and we listen and learn from our grantees what they need in order to offer the greatest assistance.

We can give more this way, as can the grantees. This is how we can help to change lives, not just for this generation but for the next one too. The truth is that there is only so much we can imagine—if you have never been unhoused, can you really feel the desperation of trying to figure out where to go on the coldest night of the year? Can you really feel the struggle of trying to find somewhere safe where your children can have a warm meal while you go to work if you’ve never lived paycheck to paycheck? Listening directly from those who are experiencing these issues not only helps us help them, but it makes us more in touch with our humanity.



An Interview with Johnny C. Taylor Jr.

GIVING GRACE

Johnny C. Taylor Jr., CEO of the Society for Human Resource Management (SHRM) and one of the judges for our Ethical Leader of the Year Award (ELYA), recently spoke with the Fund about principles, second chances, and what he looks for in an ELYA candidate.

Can you share with us how SHRM helps to make sure that people in positions of power are leading ethically?

I'm a lawyer and I can guide compliance all day, but ethical leadership is more than that. Ethics is making a choice—even if it doesn't violate the law, should you do it? Is it the right thing to do? And what I realized is that, fundamentally, creating ethical organizations is about creating ethical cultures. Human resources are the keepers of culture. We are the nurturers of culture. We're the ones who remind the organization when you're going too far. Is it illegal to do certain things in the workplace? Perhaps not, but it sure as hell doesn't feel right. That's where I find the alignment.

How can leaders strike the right balance between focusing on profits and staying true to their values?

The truth is that the leader who does not focus on getting a return for their investors will not last very long, and that's whether they're for-profit or nonprofit. They have to meet payroll. They have to make sure that the business has the resources and the financial returns to keep it viable and thriving. That's one side of the scale. The real question is how much money do you need?

Smart organizations are also reinvesting by taking care of their people because at the end of the day, they've made their money on the backs of those people. Reinvesting in people, particularly in workforce development or issues of mental health, can also lead to larger profits at the end of the day.

What does ethical leadership look like to you?

Justice Potter Stewart of the U.S. Supreme Court was famously asked about his definition of obscenity and pornography, and his response was, "You know it when you see it." More importantly, you know it in the case of ethics when you experience it. It's not a general moral compass filled with you're right for feeling this way or you're wrong for feeling that way. But if someone operates outside the general framework, we know, we feel, that to be unethical. For me, it's a thing you can't quite touch. It's different in different cultures, so it's often an instinct thing. I wish I could give a definition of ethical leadership but it's increasingly difficult to be prescriptive around what is ethical behavior.

Will you share some of your values with us?

My number one value is transparency, or let's call it reasonable transparency. There are all sorts of reasons, including legal ones, why we can't be 100% transparent. But when people know and understand what's happening, that's when they can make informed decisions. The second value that guides me is the notion of servant leadership. It guides everything I do.

There's the notion that if I take care of the individuals, the collective of all of these individuals will yield a much bigger net result than I could otherwise do.

I care deeply about serving the individual employee and trying to understand what motivates them, what matters to them.

This informs all of my decisions around where I invest to whom I promote. And then I think the third value, which might sound like a weird one, is that I'm incredibly competitive and I think competitiveness matters. When you talk to people about values, rarely do people want to talk about that. But I can't take care of you if we are not profitable, if we're not viable. And so you've got to win. Business is competitive by nature. No one wants to be on a losing team. It's not winning for the sake of winning, it's winning so that we can deliver more impact to the communities.

You're one of the judges for our ELYA. What values do you look for in the candidates?

I want someone who is clear about their foundational set of values—values that apply to how they're going to operate personally, professionally, and they're typically the same. When I look for an ethical leader, they should be able to articulate their guiding principles. The things that dictate how the person sees the world and operates in the world. I'm known to ask people to tell me about an ethical situation where they made the right decision, but better and more important, I also have them tell me about one where they didn't. That's the heart. We can all talk about great decisions we've made, but we're all evolving and sometimes it's the one thing that wasn't perfectly ethical that ends up ultimately making a more ethical person. That's the person I want.

Part of what you're sharing is that being an ethical leader is learning to be an ethical leader, that the stumble is beneficial?

We have to be willing to give people grace. The maturation of this journey called life should not be easily dismissed. Sometimes it's about who gets caught. How many people, how many of us, have done the same thing and simply gotten away with it? We need to give people the permission and safety to tell the stories they're least proud of.

Second chances are necessary for everyone and are clearly important to you. Where else do you see the impact of second chances?

I just met this morning with a 65-year-old woman who is working on her encore career. Back in the day at 65, she'd be retiring. Instead, she'll be spending another 10 or 15 years in the workforce. We have an obligation to help people realize and maximize their individual potential. Leaders sometimes see employees as human capital, and what that means is that they're going to use them for as long as they can without preparing them for what's next. Is that ethical? Workforce development is in part about trying to change that and not just for this generation but the generations to come.

Warren Village
Denver, Colorado

ALAMEDA DREAMS



2024 is a big year for Warren Village. Not only will this year mark the 50th anniversary of the organization, but also 2024 will bring to fruition many years of hard work and dedication, as Warren Village expands into their new Alameda campus facility. The Alameda project, which broke ground in August 2023 with a ceremony, is slated to be completed by November 2024 and will allow the organization to grow from serving 500 individuals to 800 individuals. That's 80% more families.

Ethan Hemming, CEO at Warren Village, has been with the organization for more than seven years and has seen it grow to meet the community's needs. "Since I first started here," Hemming says, "we've been able to acquire a small facility in northwest Denver, we've increased our services to alumni, we've partnered with a private apartment complex in southeast Denver, and have overall been able to provide more services to more folks."

As Warren Village has grown, so has their model for how to best serve their community. "In this global world, and also in America, there's such divisiveness, but the one thing that I think unifies people is the concept of opportunity," Hemming shares.

"Everyone agrees that opportunity should be there for everybody." And opportunity is what Warren Village provides. With the opening of the Alameda campus, families will be able to stay longer if they need to while their children are young, which means parents will better be able to take advantage of programs such as financial counseling, life skills classes, Warren Village's College to Career curriculum, and other wellness initiatives.



26.3%

of parents of kids
under 18 in Denver
are single mothers;

9.1%

are single fathers

Warren Village also places great importance on helping the kids of the families they're housing and offers a pediatric clinic, developmental assessments and early intervention, a learning center to help get resident children kindergarten-ready, and day care for up to 11 hours a day. The goal is not just opportunities for this generation but the for the next one, and the one after that.



"Almost every day, I try to walk across the street, and go through the learning center to connect with staff and kids," Hemming explains. "That's the generation we're benefiting the most in some ways, those are the lives that are really going to be changed by the work we're doing."

Hemming has learned over the years that the best way to serve the community is to spend time with them to learn directly from them what they need.

Most recently, this honest communication greatly influenced the design of the Alameda campus. Hemming continues, "We did interviews with residents and said, 'What matters to you?' And most said that the thing they wanted was a welcoming living room. We didn't know what that meant right away, so the residents explained that the current entry spot in their units is tiny and cramped, and they want space. They wanted a foyer, a place to welcome someone into their home."

In Colorado

62%

of women raising
kids alone, and

74%

of single moms of color,
don't have enough
income for basic needs.

The conversation didn't stop there; Hemming and his team learned the laundry units needed updating, and they learned their residents were struggling to get rent assistance from the city. And they were able to help. Warren Village came up with a cash

distribution model for residents, which allowed them to get cash for rent and medical needs and food. "It wasn't a huge ask, but they were clear about what they needed. It feels good to be heard."

As Warren Village continues to expand (Hemming is already brainstorming a fourth campus), they plan to continue encouraging residents to speak up about their needs, desires, and dreams. "We are learning and trying to do better with resident engagement and resident centricity," he says. "Each little change has made a small bit of progress, and as long as we keep trying to refine how we center resident voices, we're going to have a place our families feel at home enough in that they'll be able to save money for a home, create a safer and more stable future for their kids, or pursue more education."



Growing Futures Early Education Center
Overland Park, Kansas

READY FOR MORE

When Larry Lewis, executive director of Growing Futures Early Education Center, gives examples of the types of children the organization assists, he calls them all “Little Larry.” It’s clear that the work is personal for him. His dedication to his job and his care for his community is embedded in his tone of voice. Lewis has been working passionately for more than two decades with kids and knows intimately the struggles so many of them are experiencing. When Lewis talks about growing up in poverty, he reflects on the older teenagers who helped keep him from making bad choices as well as the football coaches who were influential in making sure he stayed on the right path. And now he brings all of this history, these personal connections, to his work at Growing Futures.

In 2023, Growing Futures had an incredible kindergarten-ready rate of 93%. “School readiness is the ultimate goal for us,” Lewis shares.



Nationally, only

33%

of children go into the school system ready for school.

In Kansas City,

66%

are ready for school.

The work Lewis and his team at Growing Futures are doing is clearly something exceptional. But instead of merely celebrating that success, Lewis is also focused on the 7% of students who didn’t quite hit the mark. “It’s important that we don’t drop that baton for anyone,” he says.

“The 7% of kids that weren’t K-ready all went to their first day of school with the information we’ve learned about them, so we could say right from the start ‘here are the areas and challenges that Little Larry has. Here’s his IEP.’ To be able to start with the school system being fully aware at day one that there is something extra going on, it can change Little Larry’s whole educational future.”

Twice a year, Growing Futures offers every child within their program onsite vision screenings, dental screenings, and hearing screenings, as well as other services like speech therapy, play therapy, occupational therapy and more. Their Wrap Around Care Program is where Growing Futures can often find the issues that might make being school-ready more challenging. This is another personal issue for Lewis.

“My brother was 16 when we finally found out that he couldn’t see and was colorblind,” he shares. “In kindergarten his whole educational experience was so confusing because red was yellow and yellow was red, and he was getting bad marks. He started to hate going to school. And this whole horrible experience could have been avoided if he would’ve had access to care from age zero to five to get vision screenings. But instead, he was in fifth grade when teachers started asking questions and by that time he’d already been labeled as bad. I think about how different things could have been for my brother if he had walked in on day one with his little backpack, lunch pal, and glasses. What if the teachers had helped him through the challenges instead of judging him?”

Since 1965, when Growing Futures began as a Head Start program for 17 preschool-aged children from low-income families, they have continued to grow and currently provide quality early education opportunities and family support services to 223 children living in Johnson County, Kansas. All of their families live at or below the federal poverty threshold, some of the children are in foster care, or many are on the verge of or experiencing homelessness.

4.1%

of children live in poverty in Johnson County, Kansas.

More than 32,500 Johnson County residents, or

5.6%

of the population, live below the federal poverty level.



“We are providing families that normally would not have the means, the resources, the access with a high-quality educational experience,” Lewis explains. “There is no one in this community that does this work better than we do. What we provide allows them to be empowered.” Enrolled families also have access to a variety of comprehensive support services, including health and nutrition services, parent education, mental health, family support, social services, and engagement opportunities.



Their family support advocates can assist in everything from helping families complete their kindergarten enrollment forms, to making sure children have the correct size car seats. It’s easy to see why they have a consistent waitlist of over 200 children.

“My vision for the future of Growing Futures can frighten some people,” Lewis says when asked how he sees the organization expanding in the next five to ten years.

“I have a BIG vision. I want every child, whether they’re in poverty or not, to have this level of engagement. They all deserve it. I would like to take this blueprint, which we’ve proven is successful, and spread it across our metro area. There are more than 4,000 children that could benefit from our services, so that should be the goal. I want to serve the full need.”

As the program grows and continues to adapt to the needs of its community, one thing will likely remain the same—the experience of helping each child, all 4,000 of them, will be personal. It’ll be personal for Larry Lewis too.



Foodlink Food Bank
Rochester, New York

COMMUNITY TABLES

Foodlink is proud to call itself one of the oldest food banks in the country, but it's the organization's forward thinking that sets it apart from similar nonprofits. "Rather than just handing out food, which we do as well, we try to look at root cause issues, basic food literacy skills that some folks lack," shares Mark Dwyer, director of marketing and communications at Foodlink. "We can empower people with those skills and knowledge. Foodlink has been food banking for 45 years, but it's in the last 10 to 15 years where I think Foodlink has hit its mark nationally in terms of the innovations that we've done and are developing." Some of those innovations include their pop-up pantries as well as their community farm, a 1.3-acre space where 65-70 families can grow their own food. "We've also just purchased four adjacent parcels of land and the building next door to the farm," adds Dwyer. "We see this as being a really great destination for school field trips in the future."

Much of the work Foodlink does focuses on bringing healthy food to communities that traditionally lack access.



Of all the metro areas in the state, Rochester's collective food-insecurity rate is highest at

25.9%

These communities without grocery stores were the inspiration for Foodlink's mobile and curbside markets. "The popular term is 'food deserts' but I like to say 'food swamps' because it's not a lack of food, it's a lack of healthy food," Dwyer explains. "There are local convenience stores that don't have the capacity to sell healthy food. But they're walkable so that's who a lot of families were relying on. The curbside market was launched 10 years ago to combat the issue of food access and make sure healthy food is available to as many people as possible in the Rochester area."

The innovative programs don't stop there. Dwyer shares that the beginning of his journey with Foodlink lined up with the birth of the Foodlink Career Fellowship program eight years ago. "I've seen this program develop from pretty much the idea phase all the way through class number eight. It's a career highlight for me," he says. The Foodlink Career Fellowship, which the McGowan Fund has supported since its inception, offers up to 13 participants a year the chance to join a culinary training program which often results in a solid employment opportunity. The individuals selected for the program have all had barriers to sustainable employment, but they also share strong passion for food and a passion for cooking. They all want to someday open a food truck or open a restaurant one day. Their dreams are big and Foodlink helps them to get closer to achieving those dreams than they likely ever thought possible.

"These are people who really want to be trained as chefs," Dwyer explains. "We've got a pretty sophisticated commercial kitchen as part of food deck operations and because there's such a substantial need here for healthy food for kids, the fellows also get hands-on training while helping Rochester children. It's a double win when you think about all of the individuals who benefit."



After nine months of hands-on training, Foodlink Career Fellows move into the internship phase of the program and partner with a grocery chain such as Wegmans or with local restaurant groups, or even universities that have dining services. "It's not just cooking, we're a workforce development program," adds Dwyer.

"Our program participants are learning from these employer partners what the ideal employee looks and behaves like, as well as what type of training they might need to not only get a job, but a job that will have upward mobility, especially if they hope to become an executive chef someday."



61%

of Monroe County households surveyed (with an annual income less than \$100,000) said they had to ration food from paycheck to paycheck.

Multiple times per year, Foodlink Career Fellows have small graduations called "moving up ceremonies" as well as a final ceremony before they leave for their internships, where they reflect on their time at Foodlink. "There's always a lot of gratitude,

lots of tears, lots of stories. We all gather, and we hear how our fellows' journeys began and listen as they share their hopes for the future. Hands down, it's one of the biggest feel-good moments for a lot of us here no matter what you do at Foodlink," Dwyer shares.

Foodlink's mission has always been about building healthier communities and creating a more nourished and prosperous region, and as the organization continues to grow and add new initiatives, so will the number of people they help. This means that for the people of Rochester there will more full bellies, more access to nutrition education, more opportunity, and many more feel good moments.

King's College
Wilkes-Barre, Pennsylvania

SUSTAINABLE SCHOLARSHIP

King's College might be a small school, but their work reaches well beyond those currently enrolled. Since first opening its doors in 1946, the school has aimed to not only provide a superior Catholic education, but also to have excellent programs outside of the classroom. This winning combination has enabled their students to grow and succeed and, ultimately, created a ripple effect into the larger community and into future generations.

King's College, which offers its students extensive opportunities for professional growth and development, prides itself on a concept called engaged mentorship.

"Engaged mentorship is the idea that all our faculty, professional staff, and any member of our school's community walks side by side with the students, helping them find opportunities for themselves that they could not have seen on their own. It's a huge part of what we do," explains Rev. Thomas Looney, president of King's College.

"We are always looking to bring in students who are academically qualified, and also those who also need great mentors." This philosophy applies directly to the school's McGowan Hispanic Outreach Program, which was founded in 2006 with funding from the McGowan Charitable Fund.



"We've always been about affordability and access," shares Rev. Looney. "We offer a college experience to those who maybe thought higher education couldn't be for them. That was how we started, by educating a lot of the local coal mining families. And that's what we noticed with the growing Hispanic population in our area—most of these families didn't even consider the possibility of college."



Pennsylvania's
population only grew

2.4%

between 2010 and
2020 while the state's
Latino population grew

45.8%

But for the last 15-plus years, King's College has worked to reverse that idea by spreading the message that college is within reach. "We tell the Hispanic community that your child can go to college, that your child can be successful here. That they can and should have a vision and dream for themselves."

The outreach is clearly working; the Hispanic population at King's College has grown almost every year since the program first began, and now makes up around 11% of the total student body.

"Listening is probably the hardest skill to develop in life but listening to the needs of the community has always been a foundation of our college," Rev. Looney says. "I also really like to hear directly from the voices of our students."

Because of this, several times a year, the reverend meets with the school's multicultural student groups and asks what he needs to know from them about their experience at King's College. A recent conversation with Carlos Contreras, an accounting and marketing major expected to graduate in May 2025, led Rev. Looney to prioritize finding a BIPOC counselor for the students and to look for opportunities for students to share their heritage—King's College was recently featured in a local newspaper for their Día de los Muertos celebrations.

"Contreras started in middle school in our program. He did the high school experience, and now he's a student leader on our campus. He is the head of the Hispanic student life group, and also the person who organized the Día de los Muertos program," says Rev. Looney. "He is an important voice for us. To be honest, as a college president, there's a lot of people who want to talk to you. There's a lot of things to digest and Carlos Contreras is a young man that helps us find the priorities, helps us understand what his community wants and needs."



Rev. Looney sees in Contreras the values he hopes to instill in all students during their time at King's College. "It's about who they can be in the world. It's about how they can help transform the world. We want to transform students' minds and hearts so they can make a difference," Rev. Looney explains. "We want students to say, 'My education is not just about me. It's about who I can be in the world.' We want our students to be virtuous people, not just good accountants. We want them to be great parents one day, great citizens, great members of the community, great volunteers. That that's our hope, and that's what I think King's College is about."

At four-year
institutions, Hispanics'
graduation rate was

9%

points lower than
that of their White
non-Hispanic peers in
Pennsylvania.



Jane Addams Resource Center
Chicago, Illinois

A LEGACY REIMAGINED

Valerie had recently been released from prison when she first came to the Jane Addams Resource Corporation, also known as JARC. She had three children, no stable housing, and was recovering from substance abuse. But she was committed to changing her life, and she was committed to reimagining her future not just for herself, but for her children. After gaining necessary life skills such as budgeting and computer literacy, Valerie was confident enough to make a choice to begin JARC's welding program.



Valerie now works as a welder and has been at Freedman Seating Company for more than 10 years. She makes enough to support herself and her family. She has also disrupted the cycle of intergenerational poverty that held her family captive for decades.

"Last March, we had a Women in Manufacturing event, and Valerie was one of our speakers," shares Danielle Hoske, director of development, data and communications. "She shared how she's already been promoted three times and has 10 years of sobriety. It was deeply moving to hear. It also made me reflect on the fact that our program was designed as something participants can finish. For Valerie, the fact that it was a part-time program was incredibly important because she was a full-time mom. And now she's this success story, and a grandmother too."

In Chicago's Austin neighborhood,

13%

of residents are out of work.

JARC's welding program is by far their most popular program. "I think people are just so familiar with that work," says Hoske, "whereas machining is a little bit more nuanced."

JARC currently offers both programs at their Ravenswood and their Austin locations and has recently expanded outside of Chicago to Baltimore, Maryland, and Providence, Rhode Island. Some participants can finish the program in as short as 10 weeks, but there's no designated timeline.

JARC was built to meet its participants where they're at. "JARC was started to serve as a pipeline for employers," Hoske explains. "During the '80s, there was a strong decline in our labor workforce, especially considering how strong and robust the manufacturing sector had previously been. Chicago was famous for its industrial corridors."

So JARC's executive leadership team worked with manufacturing industry partners on Chicago's north side forming a channel to recruit, train, and then upskill workers.



Though JARC has grown significantly since the '80s, their core mission remains the same whether in their Careers in Manufacturing Program, their Bridge program, or the Adult Learners Programs and Services (which offers one-on-one and small group tutoring in reading, writing, math, ESL, GED prep, and computer skills).

"We're all about economic development, keeping jobs in communities that have been historically disenfranchised. We're promoting economic developments by providing jobs to people that have not had opportunities," says Hoske. "Most of our clients come to us eligible for public benefits but when they leave our program, they're making enough money to provide for their household. Or they're not experiencing food or housing insecurity any longer."

Along with their other programming, JARC provides employment coaching, financial coaching, and other barrier remediation.

"With our Bridge program we try to knock down barriers. If we find one, we're going to address it and we're going to do whatever we can to get the participant through our program because we want them to have the future that they want for themselves," shares Hoske.

39%

of Austin neighborhood residents make below \$25,000; only

36%

have a high school diploma.

Whether it's Valerie or one of the other hundreds of program participants who've been served by JARC, each person who comes through their doors has their own incredible story of resilience and perseverance. And each one of those stories adds to the legacy started not just

in 1985 when JARC opened, but the legacy begun more than 70 years before that by its namesake, Jane Addams. "Jane Addams's legacy is all about lifting up your neighbor, it's seeing the strength in humanity," adds Hoske. "That legacy, that goal, that's really what drives our work at JARC. Jane Addams knew our job was to help our neighbor, she knew that we are better together when we're all better off."

And as JARC looks to the future, growing into more neighborhoods and touching more lives, the goal of community improvement and helping participants to find a path out of poverty remains at the forefront of their work, and we are all better for it.

An Interview with Sahar Jamal

FINDING FELLOWSHIP

Sahar Jamal, founder and CEO of Maziwa and McGowan Fellow Class of 2019, recently followed up with the Fund after her moving speech at the 2023 McGowan Symposium on Business Leadership & Ethics. She discussed how listening to her community's needs helped create a product with the potential for great impact.

Where are you currently?

I live in Nairobi, but I'm currently in Vancouver, where I was born. My parents are from Tanzania and India, so I have a deep connection to those countries as well. I've always been able to see the vast differences of growing up as a girl in Canada, compared to what that might have been like in India or Tanzania. It's been one of my most important inspirations.

How did you begin working on Maziwa?

I knew I wanted to use the training that I had gotten in my former career as a brand manager to drive social impact, specifically in the global health and women's health space. I honestly never thought I would start a business. I wanted to get exposure to a sector that I wasn't familiar with, and I ended up working at a very small social enterprise in Kenya. During that time, I learned a lot about breastfeeding; I learned about the magical powers of breast milk and a lot of the challenges that women face in terms of being able to provide their babies with breast milk, especially while working. It all happened pretty naturally.

How did you take the leap to pursue this idea full time?

I was in my McGowan Fellowship at that time and was also receiving a lot of support from Kellogg simultaneously. Those financial resources really made a big difference in my decision to pursue this idea. After graduation, I jumped right in. The financial assistance had given me the chance to do work I was passionate about instead of having to do something that would simply allow me to pay back loans.

Other than the financial gain, what else did you take away from your McGowan Fellowship?

During our winter Fellows retreat, we looked at the unhoused population, and the conversations that we had with that community were really enlightening. Many of us assume that it's just very difficult to find a shelter, or that there are other reasons why people are not accessing support. But what we learned was that many individuals believe that where they're living on the street is their home. Their home allows them their freedom and independence. The home, even if it's just a tent, often means they don't have to share a space with unsafe people. Once we understood that, we could have different discussions around aid, as well as what was missing from the programs currently available to that population. We needed to hear their voices to create change. Our assumptions had been incorrect; the truth was only a conversation away.

You learned to listen to the community you're trying to serve?

Exactly. Also, in my experience with Jacaranda Health in Kenya, we had interviews with hundreds of moms. I was able to learn that moms are very well aware of the benefits of breastfeeding, and they've been told that they should breastfeed, but the challenge is that they actually don't have the practical support that they need. Having that firsthand conversation was really the impetus for this whole idea. And I think continuing to have that kind of feedback loop in our work has been really important.



Can you directly see what you've learned from your community in your product?

The direct result was the production of the Wema breast pump, which is a discreet wireless and portable pump that can be used in any environment. We also have a network of community breastfeeding ambassadors that distribute products while also delivering culturally relevant lactation support. The community ambassadors are a great way for us to have an ear to the ground, and they're recruited from the communities that they serve, so they really understand the cultural myths or misconceptions that might exist. Communication and learning are inherent in our business.

Living in Nairobi, what are you doing personally to continue this feedback loop?

I often go to the training sessions myself and sit in the back just to hear what is being said, what's being taught and learned. I listen in as much as I can.

The other thing that we do is survey every single person that has used our products or services. Any person who has rented or purchased the pump gets a phone call. Anyone who's interacted with our ambassador training receives phone surveys. I read all the feedback. We also have a social media network where people can engage and interact with us, sharing what their needs are or what challenges they might be facing, and we respond to all of them.

It's clear you're deeply dedicated to community care. Do you see a similar dedication to positive change in other McGowan Fellows?

Conversations between McGowan Fellows are different than I might have with general alumni if I were to go to an MBA reunion or something similar. I wouldn't have the same level of deep conversations. So many Fellows are trying to fight the big fight and it's very inspirational. Most of us have tried to focus on principles in our work or purpose-driven approaches to business.



What else do you admire in your fellow Fellows?

The thing that I appreciate the most about the Fellowship is that it encourages business leaders to use their power and influence for societal impact. Everything that we do has a social impact, whether it's negative or positive, and so as people with influence and power, I think it's our responsibility to use that in a way that's beneficial to society. I've believed that my whole life, and I see the Fellows integrate it beautifully. As a group, the Fellows tend to value humility and empathy in the way they approach work, especially in leadership development, and I am proud to call them my peers.

GRANTS AWARDED

Education

The McGowan Fund supports innovative programs that improve teaching and learning both in school and outside it. We address early childhood through high school, with an eye to increasing preparedness for college.

Bishop Miede High School Shawnee Mission, KS The Helping Hand Tuition Fund	\$100,000
By The Hand Club For Kids Chicago, IL By The Hand–Moving Everest Middle School Club	50,000
Carole Robertson Center for Learning Chicago, IL Birth to Third Grade	100,000
Christ the King Jesuit College Preparatory School Chicago, IL Adopt-A-Student	50,000

Cristo Rey Kansas City Kansas City, MO College Ready. Career Prepared. There is no time to waste.	\$100,000
Greater Kansas City Community Foundation Kansas City, MO Greater Kansas City Hispanic Development Fund (HDF): Family College Prep Program	50,000
Greater Rochester Summer Learning Association Rochester, NY summerLEAP into kindergarten	25,000
Growing Futures Early Education Center General Operations FY23 Overland Park, KS	50,000
Hogan Preparatory Academy, Inc. Kansas, MO Challenge Grant: Ignition Lab Program for Hogan Preparatory Academy Students	25,000

Immanuel Christian School Hazelton, PA Hazleton Juntos Aprendemos (Hazleton Together We Learn)	\$50,000	SOS Outreach Avon, CO Expanding Youth Success through Identified Program Enhancements & Career Development Pipeline	\$40,000
Lead To Read KC Kansas City, MO Challenge Grant: Lead to Read KC's Hoot for All Individualized Literacy Tutoring	50,000	tecBRIDGE, LLC Scranton, PA tecBRIDGE High School Internship Program	50,000
McGlynn Center Wilkes-Barre, PA McGlynn Center Programs	50,000	The Center of Teen Empowerment Rochester, NY Youth Organizing for Lifelong Learners and Just Schools (carried over to July 15, 2022)	38,000
Nativity Preparatory Academy of Rochester Rochester, NY Providing Support for Academic Achievement and Graduation Outcomes to Underserved Students	35,000	The Children's Agenda, Inc. Rochester, NY Solutions Not Suspensions	50,000
NativityMiguel School of Scranton Scranton, PA NativityMiguel School of Scranton Academic Scholarships	50,000	The Family Conservancy Kansas City, KS Challenge Grant: Start Young	50,000
Notre Dame de Sion Kansas City, MO Humann Scholars Program	50,000	True North Rochester Preparatory Charter School Rochester, NY True North Rochester Preparatory Charter School ("Rochester Prep") College Access & Success	50,000
Operation Breakthrough, Inc. Kansas City, MO Challenge Grant: We Can: Resilience for Early Care and Education for Children, Families and Staff	50,000	United Way of Wyoming Valley Wilkes Barre, PA School-Based Community Navigator	70,000
Our Lady of Unity Catholic School Kansas City, KS Wilson Reading System, Part Time Reading Support	26,089	Young Men's Educational Network Chicago, IL YMEN 2023 General Operating Support for Academic Achievement	40,000
Rockhurst High School Kansas City, MO Challenge Grant: Hurtado Scholars Program	100,000		
Total			\$1,399,089

Human Services

We believe all people have equal value. By focusing on stabilized housing and wraparound services like job training, food security, and mental health care, we hope to ease suffering and help individuals maximize their potential.

All Chicago Making Homelessness History

\$50,000

Chicago, IL
General Operations

Bishop Sullivan Center

25,000

Kansas City, MO
One City Café

Bright Future Foundation

50,000

Avon, CO
Bright Future Foundation’s
Ensuring Freedom Program

Catholic Charities and Community Services of the Archdiocese of Denver, Inc.

25,000

Denver, CO
Marisol Homes

Catholic Charities of Northeast Kansas

50,000

Overland Park, KS
Catholic Charities of
Northeast Kansas-Metro
Workforce Programs

Colorado Women’s Employment and Education/DBA: Center for Work Education and Employment (CWEE)

60,000

Denver, CO
Comprehensive Workforce
Development for Low-Income
and Housing Insecure Individuals
in Metro Denver

Commission on Economic Opportunity

350,000

Wilkes-Barre, PA
Monsignor Andrew J. McGowan Center for
Healthy Living Expansion Project

Community LINC

100,000

Kansas City, MO
Community LINC’s Housing
Program

Connections to Success

\$50,000

Kansas City, MO
Pathways to Success

CrossPurpose

70,000

Denver, CO
Homelessness Mitigation for
CrossPurpose Single Parent Leaders

Dinners For Kids

20,000

Edwardsville, PA
Dinners For Kids

Dress for Success Luzerne County

25,000

Wilkes-Barre, PA
Project Clean Break

Family Tree, Inc.

40,000

Wheat Ridge, CO
Family Tree, Inc.

Food Justice of Geneva, Inc.

25,000

Geneva, NY
General Operations FY23

Foodlink, Inc.

100,000

Rochester, New York
Metropolitan Lutheran Ministry

Fork Over Love

25,000

Kingston, PA
Capacity Building General
Operations FY22

Hands of The Carpenter

40,000

Denver, CO
TLC (Transportation @ Low Cost)
and Lift UP (Upward Progress)
Programs

Hope House

50,000

Lee’s Summit, MO
Hope House’s Hotel Placement
Program and Client Assistance Fund

Inner-City Computer Stars Foundation (DBA: i.c.stars)

100,000

Chicago, IL
i.c.stars: Launching
Future-Focused Technology
Careers for Underserved
Young Adults

Jane Addams Resource Corporation

\$35,000

Chicago, IL
General Operating Support for
Careers in Manufacturing - Austin

Jeffco Action Center, Inc., DBA The Action

45,000

CenterLakewood, CO
Building the strength and
resilience of families and
communities

Jewish Family Services

50,000

Overland Park, KS
KesherKC: Food, Housing,
and Stability for Families
and Individuals in Crisis

Literacy Kansas City

100,000

Kansas, MO
Adult Education & Literacy

Mercy Housing Lakefront

75,000

Chicago, IL
Lofts on Arthington
Resident Services

Metropolitan Lutheran Ministry

50,000

Kansas City, MO
Empowerment Continuum

New Moms Inc.

125,000

Chicago, IL
General Operations of the
Organization & Academic
Coaching Program

Outreach—Center for Community Resources

50,000

Scranton, PA
Responding to the Emerging
Need for Adult GED and
Basic Education Services

Restoration House of Greater Kansas City

50,000

Harrisonville, MO
Challenge Grant: Restoration
House of Greater Kansas City
(restoring human trafficking survivors)

Revolution Workshop

\$40,000

Chicago, IL
Pre-Apprenticeship Construction
Job Training

Rose Brooks Center

25,000

Kansas City, MO
Rose Brooks Center

Seton Center

25,000

Kansas City, MO
Food Pantry Support to
Promote Self-Sufficiency

Sheffield Place

30,000

Kansas City, MO
Stronger Tomorrows: Empowering
Homeless Children and Families to
Heal from Trauma

The Delores Project

40,000

Denver, CO
Shelter and Rehousing Services
for Single Parents Emerging
from Homelessness

The Food Dignity Project

25,000

Forty Fort, PA
Food Dignity Project

The Gathering Place

25,000

Denver, CO
The Gathering Place
General Operations FY22

Volunteers of America Colorado Branch

50,000

Denver, CO
Family Housing

Warren Village, Inc.

225,000

Denver, CO
Breaking the Cycle of
Poverty Through a
Two-Generation Approach

Women’s Resource Center

40,000

Scranton, PA
WRC Economic Advocacy
& Safe Housing

Total

\$2,360,000

Healthcare & Medical Research

At the McGowan Fund, we support access to healthcare for low-income individuals and families. We also address heart disease through programs and research aimed at reducing obesity and metabolic syndrome through lifestyle changes.

American Heart Association Pittsburgh, PA Evidence-Based Blood Pressure Improvement Program for Recovering Mothers	\$25,000
Kansas City Free Eye Clinic Kansas City, MO Kansas City Free Eye Clinic Operations	30,000
Lawndale Christian Health Center Chicago, IL Mobile Health Expansion	30,000
Mercy & Truth Medical Missions, Inc. Kansas City, KS Increased Medical Access in the poorest areas of Wyandotte and Johnson Counties, Kansas	50,000
Northeast Regional Cancer InstituteScranton, PA Community-Based Cancer Screening for Low Income Individuals	40,000
Rush University Medical Center Chicago, IL National Trial of the ELM Lifestyle Program and Remission of the Metabolic Syndrome—Year 5	1,500,000
Vibrant Health (Turner House Clinic Inc.) Kansas City, KS Challenge Grant: Equitable Access to Healthcare and Improved Outcomes for Low-Income	100,000
Total	\$1,775,000

McGowan Fellows Grants

Carnegie Mellon University, Tepper School of Business Pittsburgh, PA 2023 McGowan Fellow Rebecca Bearse	\$70,000
Columbia University, Columbia Business School New York City, NY 2023 McGowan Fellow Christoper Deitrick	80,472
Dartmouth College, Tuck School of Business Hanover, NH 2023 McGowan Fellow Catherine Wetlinski	77,520
Duke University, Fuqua School of Business Durham, NC 2023 McGowan Fellow Adi Samant	71,750
Georgetown University, McDonough School of Business Washington, DC 2023 McGowan Fellow Eric Saldanha	62,370
Massachusetts Institute of Technology, Sloan School of Management Cambridge, MA 2023 McGowan Fellow Gauri Seth	80,400
Northwestern University, Kellogg School of Management Evanston, IL 2023 McGowan Fellow Connor Bellows	78,276
University of Michigan, Ross School of Business Ann Arbor, MI 2023 McGowan Fellow Patrick Burden Nguyen	73,528

University of Pennsylvania, Wharton School of Business Philadelphia, PA 2023 McGowan Fellow Grace Eun Ko	\$77,500
University of Virginia, Darden School of Business Charlottesville, VA 2023 McGowan Fellow Praveen Kumar Krishnamurthy	75,400
Total	\$747,216
Other	
Ignite (formerly Teen Living Programs) Chicago, IL Ignite General Operations	\$10,000
The Leukemia & Lymphoma Society General Operations	10,000
The Night Ministry Chicago, IL General Operations FY23	10,000
The Luzerne Foundation Workforce Development	500,000
The Scranton Area Community Foundation Workforce Development	1,000,000
Fieldwork and Sponsorships	147,500
Board & Staff Matching Grant	21,186
McGowan Family Fund Grant (Discretionary)	250,000
Total	\$1,948,686

FINANCIAL STATEMENT

William G. McGowan Charitable Fund
Statement of Financial Position

Assets

	June 30, 2023
Cash	\$ 208,540
Investments	205,129,220
Accrued income	84,631
Prepaid expenses and other assets	62,858
Operating right-of-use asset	103,403
Property and equipment - Net	60,892
Total Assets	\$ 205,649,544

Liabilities and Net Assets

Liabilities	
Accounts payable	\$ 52,353
Grants payable – net of discount	1,444,540
Other accrued expenses	221,356
Operating lease liability	162,982
Total Liabilities	1,881,231
Net Assets – Unrestricted	203,768,313
Total Liabilities and Net Assets	\$ 205,649,544

Board of Directors

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Leo A. McGowan
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A. Joseph Rosica
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Financial Reporting Manager

Sofia Romeo
Community Grants and Events Officer

Liz Finley
NEPA RISE Program Director

Chris Warland
Workforce Development Program
Director

Adriana Balvaneda
Office Coordinator

Thanks!

The William G. McGowan Charitable Fund would like to recognize the contributions from our many grantees. Without their assistance our story would not be fully told.

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