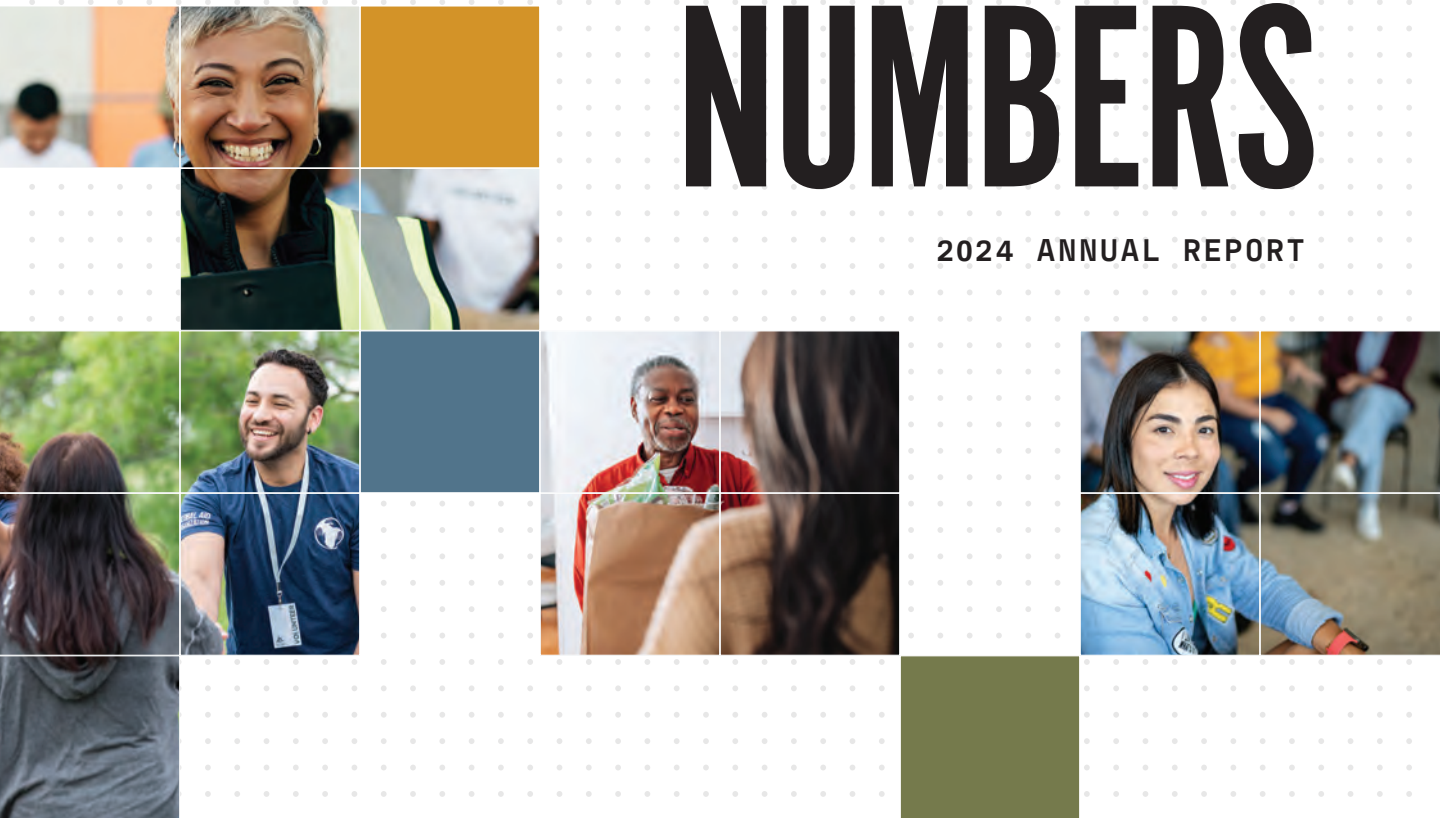




William G. McGowan Charitable Fund

STRENGTH IN NUMBERS

2024 ANNUAL REPORT





WILLIAM G. MCGOWAN

A LEGACY OF LEADERSHIP AND COMMUNITY CARE

Raised in the small town of Ashley, Pennsylvania, and born of modest means, William G. McGowan (1927–1992) pursued his goals with tremendous energy, learning about and embracing new technologies, solutions, and ideas. He knew early on that communication was the key to a brighter future, and not just for himself. After aiming high and attending Harvard University, he became the driving force behind the success of MCI. During his 24 years as the head of the company, he revamped MCI from a struggling local radio service to a \$9.5 billion telecommunications giant. He was also instrumental in the toppling of the Ma Bell monopoly; his tenacity and successful antitrust litigation helped bring the highly regulated telecommunications industry into the modern, competitive era.

Both his unassuming start and consequent journey to thriving business pioneer helped William McGowan understand the responsibility of helping others. He was deeply committed to providing others hope through opportunity. His dedication to unmet community needs, and belief that ethics are crucial in both business and in life, helped to shape and transform many lives.

Today, his legacy lives on through the William G. McGowan Charitable Fund, which was established in 1992 after his death, and honors McGowan's capacity to set goals and achieve them, as well as his faith in education, community care, and medical research. The Fund that bears his name continues to evolve to meet ever-changing needs, and does so with curiosity—learning, adjusting, and growing—and a clarity towards ethical excellence that would make McGowan proud.

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FINANCIAL STATEMENT

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.

PARTNERSHIP IN ACTION

LETTER FROM
THE CHAIR &
EXECUTIVE DIRECTOR



**WILLIAM P.
MCGOWAN**
CHAIR



**BRIAN
PECKRILL**
EXECUTIVE DIRECTOR

As we interviewed this year's grantees, a theme quickly presented itself. Every organization we spoke with relayed to us how important partnership had been in their work, especially in the post-COVID years. All highlighted the necessity of teamwork. On their own, in small ways, the grantees were successful in helping their community, but none of them could make the large-scale impact they dreamed of without assistance. All five of the organizations featured in this year's annual report spoke of the value of community partners, as well as partnerships formed with state organizations and partnerships with foundations such as McGowan. With partners, these nonprofits could not only provide more services, but also could ultimately help more people.

The title of this year's annual report, *Strength in Numbers*, speaks to the core belief that we are stronger and more effective when we work as a team.

The goal is not to do this work singlehandedly, but to do it in the best way possible. Nonprofit work often requires a stripping of the ego; there is nothing to prove, only assistance to give. *Strength in Numbers* also refers to the strong quantitative data that the featured grantees are able to show. These organizations have the numbers to back up the work that they're doing. They're making real change and they're willing to do what is necessary to continue helping their communities, even if that's saying that they can't do it alone.

In our McGowan Fellows Program, the importance of teamwork is imprinted upon the next generation of ethical leaders, and we hope they use their two years with us building a deep connection with their cohorts. Our Ethical Leader of the Year judges all shared that finding a winner meant looking not just at how candidates lead with purpose, but also how they must show concern for their communities, employees, and overall social impact. A successful organization is not just its CEO, it's everyone down the line who works together to achieve a shared goal.

The McGowan Fund is deeply grateful to partner with so many wonderful grantee organizations, such intelligent and optimistic business students through our Fellows Program, and an abundance of thoughtful leaders all working together to highlight the principles we hold dear with our Ethical Leader of the Year Award. We too are a team, from our board to our program directors to our interns. Thank you all for making our work possible.

Sincerely,

William P. McGowan
Chair

Brian Peckrill
Executive Director

“THE GREATNESS OF
A COMMUNITY IS
MOST ACCURATELY
MEASURED BY THE
COMPASSIONATE
ACTIONS OF ITS
MEMBERS.”

**CORETTA
SCOTT
KING**


The Ethical Leader of the Year Award judges, McGowan Fellows, and nonprofit organizations appearing on the pages of this year's annual report all understand that true success is never achieved alone. Through partnership, this year's featured grantees have been able to help their communities beyond their original missions by considering larger systemic issues and offering program participants wraparound services and other support they couldn't provide on their own. The organizations highlighted spoke to us of the local volunteers who help them meet growing needs, the grant makers who make the impossible possible, the other community nonprofits that


give what little extra they have, and the recipient families who, in order to experience their best possible lives, become real partners in their own evolution, rather than passive participants. Whether the work is in early education, providing housing for domestic violence survivors, dressing someone fresh out of prison for a job interview, teaching teens through community activism, or offering healthcare to those who are so often forgotten, the grantees below are not just showing that true and lasting multigenerational change is possible, they're sharing what we can accomplish when we team up and work together.


ETHICAL
LEADERS
OF TODAY


A PERFECT FIT

A FEW OF OUR ETHICAL LEADER OF THE YEAR AWARD JUDGES (INCLUDING A PREVIOUS ELYA WINNER, A FORMER SYMPOSIUM SPEAKER, AND TWO PAST MCGOWAN FELLOWS), RECENTLY SHARED WHAT ETHICAL LEADERSHIP MEANS TO THEM, THE QUALITIES THEY LOOK FOR IN A CANDIDATE, AND HOW THEIR INDIVIDUAL IDEALS COME TOGETHER TO HELP FIND A WORTHY WINNER.

 **LOWREY** - In an Ethical Leader of the Year candidate, we're looking for character, integrity, decency, and consistency of views.

 **DENAULT** - I agree with all of those, especially consistency, but I would also add innovation. And then I'd add to those the other McGowan principles: self-awareness, resilience, empathy, courage, character, and accountability.

 **ROZENTAL** - Definitely integrity and accountability, but I also think that an ELYA candidate should demonstrate clear purpose and be people oriented.

 **JAMAL** - In my opinion, the ELYA should go to a leader who has intentionally thought through their own personal and their company's ethics and values, co-created and communicated these with their organization, and leveraged these principles in their decision making—especially during challenging times.



CHARLES F. LOWREY
CEO OF PRUDENTIAL FINANCIAL
Inaugural ELYA Winner




LEO DENAULT
FORMER CEO OF ENERGY CORPORATION
Past McGowan Symposium Leader





FAINA ROZENTAL
SENIOR RESEARCH ANALYST AT
EVENTIDE ASSET MANAGEMENT
McGowan Fellow (Class of 2019)




SAHAR JAMAL
FOUNDER AND CEO OF MAZIWA
McGowan Fellow (Class of 2019)


 **DENAULT** - At the end of the day, if you look at our past winners, Charles Lowrey, Ed Bastian, and Marvin Ellison, they've all made tough calls. I see it with Ed's decision to keep middle seats open on Delta flights during the pandemic. What I mean when I said "innovative" is, when the candidate is faced with tough decisions that impact the organization or their customers, did they do what the textbook and everybody else says to do? Or did they come up with something a little bit different? There was a longer-term vision Ed had for how this should all turn out for customers, for employees, and for the industry. He took all of it into consideration and also made a business decision.


 **JAMAL** - While I was not part of the selection process in previous years, I am very impressed by all the former winners. Although each of these leaders faced their fair share of challenges in their journey, what differentiated them from other leaders was the way they handled these challenges and how they relied on their ethics and values to make difficult choices.


 **ROZENTAL** - We were lucky that our candidate reports highlighted both controversies and the positive actions that the candidates have taken, both in their businesses and in their communities. But I think that the controversies are really important, and it could be an insight into the culture at a company. The controversies,


who the person surrounds themselves with, and the feedback that they get from both employees and customers all help us put together a picture of who someone is and how they lead.


 **DENAULT** - An ethical leader is accountable, meaning they're willing to backtrack. When they made a decision that doesn't turn out to be what they hoped to be, they're willing to say, you know, that wasn't right, that was the wrong call. Our ELYA winners have all been doing this long enough that there's also an intuition piece too. They should be used to making most choices with ethical principles and also know how to protect the long-term best interests of their stakeholders. It can't just be one or the other.


 **ROZENTAL** - I think I would also underscore the connection to the team up and down the organization. I really want to see that a candidate understands the pain points and the hopes and dreams of people all the way down to the front line of an organization. Especially if it's service oriented. One thing I was really moved by with Marvin Ellison at Lowe's is that he's so connected to the organization. He visits the stores, he talks to frontline employees. And so, if you do make mistakes, at least people feel like you've heard them as opposed to just being someone sitting in an ivory tower.


 **DENAULT** - It's pretty easy to look at the people who sit at the leadership levels of a company and make assumptions about what's going through their head. One thing that our candidates all possess is they don't shy away from talking about ethics, that helps people know where their priorities are. It's important that a CEO or any leader make it known what they stand for.

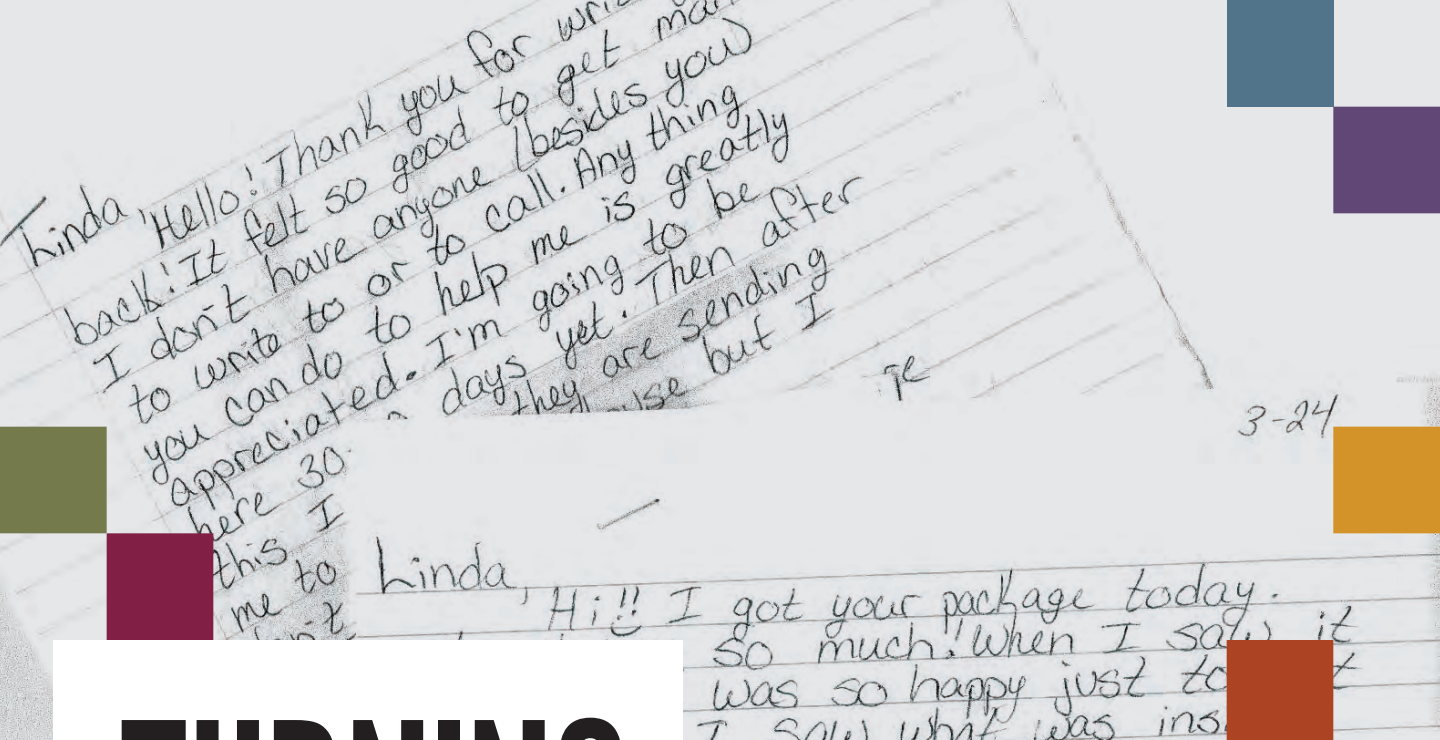
 **JAMAL** - My definition of ethical leadership may differ because I fundamentally believe that ethical leaders should prioritize their organization's social impact. This, in turn, will drive their long-term, sustainable financial return. Although driving short-term shareholder return may be what the market rewards, most long-standing Fortune 100 companies should recognize that the way you treat your customers, employees, communities, and the environment has a direct and tangible correlation with your long-term financial success.

 **ROZENTAL** - I really look at it holistically. I think about the core products and services of a company, what is the social impact of the core products and services, and the interaction of all the stakeholders tied to those core products and services. It's wonderful and important that companies are good neighbors and stewards. But I don't want to pull that apart too much from the core business. We have to look at business models, like does this model encourage consumers to take on more debt than they should, and what is the social impact of that?

 **JAMAL** - The key issue most leaders in all sectors face is the trade-off between financial and social impact. All organizations, even purely profit-motivated companies, have a social impact. Whether that impact is net positive or negative is up to the leadership of that organization. An ethical leader is one who does not forgo their organization's values in driving their strategy.

 **ROZENTAL** - A tip I learned from Leo was, if you meet with a bunch of different people at the same company, can you come up to any of them and ask them what their company's purpose is and get the same answer. If I randomly ask, what is the company's strategy, or what are the biggest issues, or how would you describe the culture, would I get a consistent answer? I think that is a great proxy for ethical and inclusive and purposeful leadership. Are people willing to even answer that question? If not, it's frankly concerning.

 **DENAULT** - You know, there are things in the world that are right and wrong that everybody can agree on, and then there's a significant number of things in the middle that everyone disagrees on. And an ethical leader has to navigate that in ways that are honest and that are in their lane. In the big political discourse that we have nowadays, I imagine almost every leader in the country is faced with the same thing, a near 50/50 split of what employees want and believe in. So a leader's job here is not to pick a side but to bring the sides together. And maybe their job as a CEO is simply to make sure that all of their employees have the opportunity and the right to vote.



TURNING THE PAGE

© LUZERNE, PENNSYLVANIA DRESS FOR SUCCESS

Not long ago, Linda Armstrong-Loop, Founder and CEO of the Luzerne County branch of Dress for Success, received a letter from an inmate at a women's correctional facility she'd provided library books to through a program Armstrong-Loop started. The letter was deeply meaningful to her, as it showed that the work she was doing was directly benefiting the women she most wanted to help. The letter details how the inmate had read three books since she'd been placed in the correctional facility two and a half months prior.

All three novels were mysteries, and the letter shares, in clean and graceful penmanship, not just the stories of the three books, but how they had given the inmate moments of pleasure and peace. "Not only did these three books help me to pass the time," wrote the inmate, "but they also helped me to realize that when I'm released, I need to go home to my family. I've been

running the streets for the past three years in active addiction. These books were a reminder how important family is and how a family's love is always stronger than any of life's obstacles. The common theme in these books is family reuniting, and I realize that it's time to reunite with mine. I want to thank you for providing books for us and for all of your hard work, it is greatly appreciated, and it does not go unnoticed. I truly thank you from the bottom of my heart."

It's clear that the work Armstrong-Loop is doing at Dress for Success goes way beyond the organization's original mission, which was to help unemployed and underemployed women achieve economic independence by providing professional attire.

“I’VE ALWAYS KNOWN HOW TO WORK, HOW TO GET A JOB. AND IF I COULD HELP OTHER WOMEN DO IT, THEN THAT’S WHAT I NEEDED TO DO.”

“So, I started volunteering for Dress for Success in 1997 while I was working as an associate vice president with Prudential. Eventually, I was able to work for Dress for Success in Scranton, Pennsylvania, and by 2010, I was opening Dress for Success here in Luzerne.”



Since then, Armstrong-Loop has helped more than 1,250 women seeking employment, often through the 43 referral partner agencies Dress for Success works with in the community. “Those partnerships vary from welfare to work programs, domestic violence and homeless shelters, and drug and alcohol rehabs. And many more,” Armstrong-Loop explains. “When those organizations feel their clients are job-ready or in need of something to wear for an interview, they’ll send me a referral and we’ll make contact to welcome the woman in. There’s collaboration all over. Working together is the only way we can make a real difference.”



One of those partners is the Luzerne County Correctional Facility, from which Armstrong-Loop often receives phone calls when a prisoner is being released, so she can assist them with clothing and other services as quickly as possible, hopefully before the inmate returns to

previous negative habits. This partnership with the Luzerne County Correctional Facility has also brought Armstrong-Loop into the inmates' lives as a certified recovery specialist and through programs such as Project Clean Break and Saturdays for Success, both of which she began herself after witnessing the clear need for additional services. “If I can start helping the inmates before they're released, why wouldn't I? I can get them before the gate this way. Even if it's something as small as working on life skills, communication, or vision boards, the goal is to get them to imagine bigger lives for themselves,” says Armstrong-Loop. “I want to help restore hope and hope comes in different ways. The library program began with an inmate telling me that books would make her life better.”

MORE THAN
95%
OF WOMEN
INCARCERATED IN
LUZERNE COUNTY
ARE MOTHERS.

When the request came in, the only books the facility had were GED prep books and spiritual texts, but before long Armstrong-Loop was getting the inmates everything from Spanish-language paperbacks to mysteries, all through donations and partnerships with other organizations.

The prison library now has more than 3,600 books, a number Armstrong-Loop hopes will only continue to rise, along with the number of women she's able to dress and help find sustainable employment. “I try not to see the barriers, instead I see the ways to overcome them,” she says. “Dress for Success opens a path. If a woman comes in and says she wants to be a nurse's assistant, I ask her why she doesn't want to try being a doctor. And then I see if I can get her there. I want them to reach for the stars!”



OPEN DOORS

📍 DENVER, COLORADO
**BRIGHT FUTURE FOUNDATION/
BRIGHT HOUSE**

Most domestic violence shelters across the U.S. are in undisclosed locations to protect the families escaping abusive situations staying there. Unfortunately, especially in small rural communities, it can be a challenge to keep the location confidential, and with ever-evolving technology such as GPS and Google Earth, it's nearly impossible to keep a safe house's location truly hidden.

This was the case with Bright Future Foundation's safe house, Freedom Ranch, which the organization opened in 2002. "As much as we tried, it was very difficult to keep the location confidential. As time went on, we realized we needed to do something different, and by 2018, we'd begun work on a new model," says Sheri Mintz, CEO at Bright Future Foundation.

“WE MADE THE DECISION THAT OUR NEW SHELTER, BRIGHT HOUSE, WOULD NOT BE A TRADITIONAL SAFE HOUSE. WE WERE GOING TO MAKE IT VISIBLE AND PLACE IT IN A PUBLIC LOCATION.”

By making the address of Bright House public, the people staying there could also suffer less disruption in their day-to-day lives. "On a client impact level, it was very difficult for the families with young children to go into shelter, and for them to not be able to tell their friends where they are—you can't easily make sense of confidentiality for the very young kids. It's also hard to not be able to share with your work where you live. Some of it was simply impractical," explains Mintz. "After being operational for almost three years, we can see that the public model is working for us, and families are very comfortable in our new facility."



The new facility was designed with purpose. To provide families with privacy, there are five small efficiency units, which each contain a bedroom, a living area, a private bath, and a mini kitchenette, but there are also congregating areas to encourage a sense of community. "We have a congregating kitchen, congregating living room, and outdoor spaces with gardens and a playground," Mintz says. "Our task is to work with the survivor to stay in our shelter for as brief a time as possible and then help get them wherever they ultimately want to be. Sometimes we help for a night or two, but we can accommodate up to a 45-day stay."



Those staying at Bright House can engage with Bright Future Foundation's wraparound services, which include a behavioral health team, attorney consultations, case managers, housing stabilization services, assistance with protection orders, and some subsidies. The organization also focuses on the prevention side of domestic violence. "We work in local schools and have a mentoring program. We like to say 'Prevent, Protect, and then Prevail,'" says Mintz. "We want to change our society's thinking, prevent the next generation from needing to suffer. We also have our protection services. And that includes the SANE program, a sexual assault nurse examiner program, and we partner with Vail Health and Colorado Mountain Medical for that, so if there's

an incident of sexual assault that needs evidence collection or medical treatment, we can help. We also partner with law enforcement through SANE for referrals. Much of what we're doing requires cooperation from multiple parties."

Bright Future Foundation is keenly aware that without assistance from funders such as McGowan and a strong commitment from their 14-person board, they wouldn't be able to make as large of an impact. "Our donors and board members are so passionate about our cause and about the work that we do," shares Mintz. "Some of them have directly experienced this type of situation."



For Dorothy Browning, a past board member, domestic violence survivor, and the first funder of Bright House, making a contribution of \$1 million to help get the new facility built was personal. "I was directed to Bright Future by a friend, though my circumstances at that time were long past when I needed to seek shelter. There is no aspect of Bright Future or Bright House that is not a necessity in the healing needed for victims of domestic violence to move forward," Browning says. "This organization is without a doubt a shining star to be emulated by any community partner. It remains extraordinary to me that I could make the gift I made to launch Bright House. I know with certainty that there is life beyond the searing emotional pain of exiting an abusive relationship. Bright House could not be more aptly named—simply entering the facility is an inhalation of care and hope."



AIMING HIGH

ROCHESTER, NEW YORK
THE CENTER FOR TEEN EMPOWERMENT

“I have this little thing with our director, Shanterra Mitchum,” jokes Sahiyra Dillard, associate program coordinator and former youth organizer research assistant at The Center for Teen Empowerment. “I tell her I’m coming for her job. I’ve got high goals, and she knows she better watch her back. Shanterra has been here for quite a while. She started as a youth organizer, like me, and then she became an assistant. Now she’s program director. She’s made a perfect path for me to follow!”

Dillard first found The Center for Teen Empowerment through Facebook and met with Mitchum for her initial interview four years ago. Since then, her confidence has grown in myriad ways, as have her dreams for what her future may hold. “Teen Empowerment helped shape my life by making me want more. I was 14 years



old when I found the organization, and as soon as I got my work permit, my first job was at Teen Empowerment,” says Dillard. “I’ve just gone step by step each year, learning and growing. It’s made me recognize how huge and how successful my future can be.”

Currently, Dillard’s work at Teen Empowerment allows her to participate in ground research, studying topics such as youth violence and homicides in her community. “It’s just such interesting work that even when it does become hard, it still pushes me to want to know more,” Dillard adds. “There could be so much happening that a young person might never know about. I like being in a position where I can learn and just continue to grow.”

Since 1992, The Center for Teen Empowerment has employed, trained, and empowered local youth to create peace, equity, and justice in their community. The organization’s Rochester, New York, branch has been open for more than 20 years now and Mitchum has been there almost from the beginning. “I started off as a youth organizer in the program 18 years ago. I remember getting a flyer for a peace conference that we do every year,” says Mitchum.

“I WALKED INTO THE AUDITORIUM AND THERE WERE YOUNG PEOPLE WHO LOOKED LIKE ME ON THE STAGE, AND THEY’RE TALKING ABOUT HISTORY. THEY’RE TALKING ABOUT POVERTY, THEY’RE TALKING ABOUT VIOLENCE. THEY WERE TALKING ABOUT ALL THE THINGS THAT NOT ONLY IMPACT ME, BUT THE THINGS THAT I CARED ABOUT. SO, I APPLIED FOR A JOB, I WAS ONLY 16. I’VE BASICALLY BEEN HERE EVER SINCE, WORKING IN EVERY POSITION.”

Teen Empowerment is a neighborhood-based agency and works strategically to move into communities that they recognize could benefit from youth programming and youth development. Most of their hires are between the ages of 14 and 19 and will spend their time looking at the issues they’re facing in their own communities, issues including addiction, racism, poverty, education, and mental health.



“We’re not a service provider,” explains Mitchum. “We hire young people and pay them to create change. But we’ve also realized that this specific demographic of young people couldn’t come in and look at the issues and talk about the issues and discuss change in the community because they were hungry. They needed some services.” To help with this, Teen Empowerment recently

launched a new program, the Reconnections project, to provide more support and services to young people, helping with everything from school reenrollment to healing and skill-building.

48%

OF ROCHESTER YOUTH UNDER AGE 18 LIVE IN POVERTY.



“Because our model isn’t service based, we have to partner with local organizations and lean heavily on them. Sometimes our youth are dealing with homelessness and we need to call upon The Center for Youth, which provides temporary housing, or a participant has become a new parent and we reach out to Fatherhood Connection to support them. We also call on our community partners to do what we call our Friday forums, which are geared towards financial literacy, sex education, mental health, and wellness,” says Mitchum. Teen Empowerment’s goal is to change the lives of as many Rochester at-risk youth as possible and they recognize that by partnering with other organizations they can both expand their reach and impact.

As for Sahiyra Dillard, Mitchum thinks her future is bright and wide open. “It’s such a beautiful thing for a young person to dream so big. She’s on the right trajectory within the organization, and she’s doing all of this stuff that I couldn’t have even imagined at her age. She says she wants my job, but I think she can surpass me!”



COMMUNITY CARE

📍 CHICAGO, ILLINOIS

LAWNDALE CHRISTIAN HEALTH CENTER

At the height of the COVID-19 pandemic, Lawndale Christian Health Center opened Hotel 166 in downtown Chicago, where for five months they housed 259 persons experiencing homelessness who were at high-risk of dying of COVID-19 due to their age or medical conditions. “No one at the hotel died of COVID-19, and we showed in this model that fewer people contracted COVID-19,” shares Dr. Thomas Huggett, the organization’s medical director of mobile health. “Furthermore, in this setting, people showed better control of their high blood pressure, diabetes, substance use disorder, and mental health conditions.”

What LCHC accomplished with Hotel 166 would not have been possible without partnerships including the Chicago Departments of Public

Health, Family and Support Services, Housing, and other city departments, as well as academic institutions such as Rush, UIC, and Northwestern. Other partners included shelter providers, housing providers, methadone clinics, and generous donors, such as the McGowan Fund.

LCHC was first started back in 1984 by a group of local high school students who were interested in addressing the pressing needs they were witnessing within their neighborhood. Right from the beginning, LCHC was built through partnership, as the students pooled resources and gathered community members to work together to purchase a building for the new organization.

That small initial facility included some laundry machines for unhoused people to clean their clothing, as well as a small gym for weightlifting. “The founders knew that the long-term goal, as the number of people they were serving began to grow, needed to address healthcare needs. And so they worked together, did some fundraising, and

were able to buy the building that we still use today on Alexander Avenue,” explains Andrew Koetz, external relations director at Lawndale Christian Health Center.

“**THEY WANTED A PLACE WHERE COMMUNITY MEMBERS COULD MEET AND GATHER FOR CHURCH, BETTER THEIR LIVES AND HEALTH, BUT THEY ALSO WANTED TO A SPACE WHERE THEY COULD HAVE A FEW EXAM ROOMS.**”

Now, 40 years later LCHC sees almost 60,000 patients a year, approximately 170,000 visits in seven clinic locations. “We’ve got more than a hundred healthcare providers,” says Koetz, “but we’ve also worked hard to retain that focus on community. All of our clinics are located on the west or southwest side of Chicago.” In 2022, the organization also added a mobile health team, which visits an additional 13 shelters all over the Chicago area. “The city of Chicago sees a fair number of immigrants seeking asylum, and our mobile health team also goes to the eight new arrival shelters that the city has set up.”



Lawndale Christian Health Center knows firsthand that true healthcare must take mental health into account, and whether it’s serving immigrants new to the city who are without community, patients who needed to quarantine during COVID, or people experiencing homelessness, the effects of a lack of connection are clear. “During the height of the COVID-19 pandemic, people were very isolated from each other, including those experiencing homelessness,” Dr. Huggett explains. “In-person support groups were cancelled, and we had more patients die of opioid overdoses because they weren’t getting the medications or the support

they needed in their recovery. But recovery is more than stopping substances—it involves creating positive connections and partnerships to examine the pain or trauma that a person has experienced or is going through and look toward the possibility of purpose. Creating those possibilities of purpose, through reuniting with family members, having a new job, moving into a new apartment with the supports a person needs to sustain it, and deepening spiritual life, will help all of us to create a beloved community and society where all are loved, appreciated, and given a chance to live the life they see for themselves. Seeing examples of this actually happening for our patients is inspiring.”

AROUND **10%** OF NORTH LAWNDALE RESIDENTS HAVE ONE DISABILITY, AND ANOTHER **10%** HAVE TWO OR MORE.

THIS TOTAL PERCENTAGE IS NEARLY **2x** THAT OF THE CITY OF CHICAGO.





IGNITING YOUNG MINDS

📍 KANSAS CITY, MISSOURI OPERATION BREAKTHROUGH

Fifty-three years ago, two nuns, teaching on the east side of Kansas City, were approached by group of parents who asked if they could please watch their children so the parents could go to work. The nuns agreed, knowing they could use their convent, and within weeks they had opened a childcare center for only four children. The nuns had \$200, but soon, the center hosted 40 children, and before long 400. Today, Operation Breakthrough has about 1,500 kids move through their doors on a weekly basis during the school year.

Mary Esselman, president & CEO of Operation Breakthrough, has worked in education for close to 40 years and believes that much of the necessary work the organization does is looking at education in a new way. “A lot of my work

has been in urban settings, catching kids up who have fallen behind, and looking at how to disrupt public schooling in a way that puts kids at the center and starts them where their gaps begin. Because that’s how you really accelerate,” she shares. “Operation Breakthrough offers an amazing opportunity in preschool, early education, to make sure that kids enter school with the requisite skills that they need. To be able to ensure that every child starts school ready is our goal because that is a predictor for third-grade reading levels, which we know is a predictor for a lot of different long-term success metrics.”

Operation Breakthrough currently has a 85–90% kindergarten-ready rate, compared to a national average of less than 50%. But the work the organization does goes way beyond kindergarten. Thanks to donations from local partners such as athlete Travis Kelce and funders like McGowan, Operation Breakthrough is now able to service children all the way through the end of high school.

“I’ve been at Operation Breakthrough for 15 years,” shares a program participant. “The ability to make movies when I was younger and do robotics since fifth grade really prepared me for the types of projects we do in our new Ignition Lab. As Operation Breakthrough expands, for me to be able to expand the things I am able to do too, feels like that’s a big part of why I continue to come—the evolution of Operation Breakthrough and the evolution of me alongside it.”

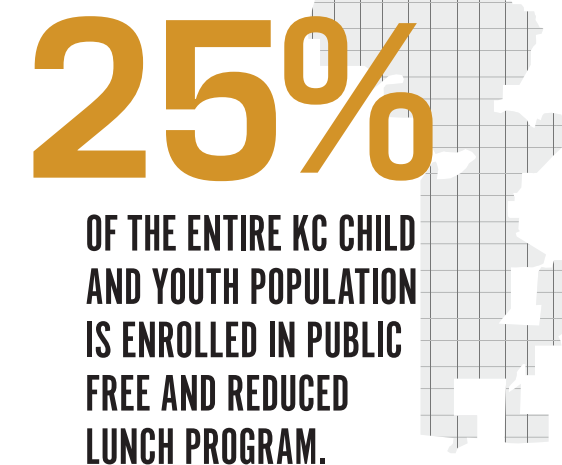


Operation Breakthrough has always had a strong belief in STEM and what it can do for kids, especially through a hands-on real-world approach. “We’ve been able to add a maker space for our preschool, and a huge MakerCity for our K–8, and now most recently Ignition Lab, which has workforce development and entrepreneurship for teens as well,” Esselman explains.

Two hundred students work in the Ignition Lab each week on projects including graphic design, computer repair, product design, robotics, fabrication, digital electronics, film and music production, green tech, culinary arts, and automotive and engineering. The goal is to give the kids industry recognized skills that they can use right out of high school, either to enter technical training or have a more focused pathway as they enter college. “I’ve learned how to weld and program microchips,” a fourteen-year-old participant explains.

“I’VE LEARNED HOW TO USE THE LASER CUTTER AND THE PROGRAMS THAT COME WITH IT. IT MAKES ME FEEL POWERFUL. OPERATION BREAKTHROUGH HAS MADE A BIG IMPACT ON MY LIFE. IT’S MY GO-TO PLACE NOW.”

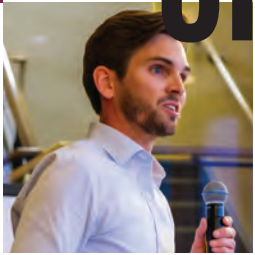
Operation Breakthrough also buses in local schools to help more students study math and science through a real-world lens and do workforce development and entrepreneurship training. “The Sisters, our founders, knew that what happened outside of Operation Breakthrough was just as important as what happened inside,” adds Esselman. “They created this strong support system around families that included social services and health. We look at community needs always. We have a Children’s Mercy Clinic. We have a dental clinic. A huge nonprofit comes in and does vision checks for kids. And we have a full behavioral health team, as well as social services helping families work through crisis. This work takes a village. From our diaper bank partner, Happy Bottoms, to Pete’s Garden, which is a nonprofit that works on food stability, we’re all working towards the same goal—community wellness and betterment.”



With new classrooms being added regularly and innovative programing—such as Outdoor Classroom, where the students learn urban gardening and more, and Opportunity Interns, which provides financial incentives for teen participants—it’s clear that Operation Breakthrough will continue to be a resource its community can count on and one that the Sisters who first opened their doors could be proud of.

ETHICAL LEADERS OF TOMORROW

A YEAR TOWARD CHANGE



THE MCGOWAN FELLOWS SPEND A YEAR LEARNING HOW TO BE THE TYPE OF LEADERS THAT CAN MAKE WIDESPREAD POSITIVE IMPACT.

An ideal McGowan Fellow possesses qualities such as self-awareness, humility, emotional intelligence, and ethical sensitivity. They must also live by the values and principles of the McGowan Fund and agree to carry on the legacy of William G. McGowan. Those who are chosen for the program receive a letter of acceptance, and right from the start it is made clear that the expectations on Fellows are high, but that the rewards for participating in the program fully are even higher. Fellows who commit themselves to the program form deep, long-lasting friendships within their own cohort and other classes and gain a tremendous individual and collective leadership development opportunity.

“MY MCGOWAN FELLOWS COHORT PUSHES ME TO BE MORE OPEN, MORE HONEST, AND MORE WELCOMING.”

—KATIE TIPPETS, MCGOWAN CLASS OF 2016

“BEING A MCGOWAN FELLOW HAS SHAPED MY DAY-TO-DAY THOUGHTS AND ACTIONS AS A LEADER AND COMMUNITY MEMBER. I TRY TO LEAD WITH COURAGE, EMPATHY, AND ACCOUNTABILITY. MY COHORT OF FELLOWS IS DIFFERENT FROM A LOT OF BUSINESS LEADERS I’VE MET IN THAT THEY’RE COMMITTED TO STARTING FROM A PLACE OF LEARNING AND INCLUSIVITY.”

—ANUSHIKHA SHARMA, MCGOWAN CLASS OF 2024

The McGowan Fellows are asked to honor their commitment to the program for the full year of the Fellowship. The weekly commitment is around three hours, but the goal is for the Fellows to find value in leadership growth that will last a lifetime. All Fellows participate in the Principled Leadership Development Program, where they receive leadership development training from CCL and earn a leadership development certificate. Fellows also engage with CCL-trained McGowan alumni coaches who guide them through their journey of developing their own leadership development plan.

“TO ME, BEING AN ETHICAL LEADER IS CONSIDERING THE IMPACT OF YOUR ACTIONS BEYOND YOUR DIRECT INTERESTS. I PLAN TO LEAD ETHICALLY BY ACTIVELY SEEKING VOICES, OPINIONS, AND FEEDBACK FROM THOSE WHO SEE THINGS DIFFERENTLY THAN I DO. MY PEERS PUSH ME TO THINK BEFORE I SPEAK AND BE WILLING TO SHARE MY UNIQUE EXPERIENCES.”

—SOPHIA KHAN, MCGOWAN CLASS OF 2024

The Fellows spend much of their time in the program working on a social impact project, the goal of which is to give them exposure to a complex societal issue and ultimately contribute to organizations working in that space. Structured as a human-centered design project, the hope is that Fellows will develop an awareness and added empathy through this experiential learning exercise. The social impact project involves research, analysis, problem-solving, and presentation, and past topics have included behavioral health and homelessness.

“MY MCGOWAN FELLOWSHIP HAS MADE ME FEEL MORE EQUIPPED TO LEAD DIVERSE TEAMS. I HAVE LEARNED HUMILITY AND KINDNESS FROM MY COHORT.”

—CONNOR BELLOWS, MCGOWAN CLASS OF 2023

All Fellows attend the annual McGowan Symposium on Business Leadership & Ethics in the late fall, where they get a chance to converse with past Fellows and hear from leading academic, nonprofit, and private sector innovators. By meeting with both aspiring and established principle-driven leaders from diverse backgrounds, the Fellows can engage in crucial conversations and make necessary connections as they begin to think about their journeys into the workforce.

“BEING PART OF THE MCGOWAN COMMUNITY HAS REINFORCED MY COMMITMENT TO BEING A PRINCIPLED AND THOUGHTFUL LEADER. BEING AN ETHICAL LEADER TO ME MEANS BEING SOMEONE WHO LIVES THEIR VALUES CONSISTENTLY. I PLAN TO INCORPORATE MY VALUES AND HOW I COMMIT TO DEVELOPING THE PEOPLE ON MY TEAMS TO ENSURE THAT THEY CAN LIVE WITH DIGNITY.”

—RUBEN GUZMAN, MCGOWAN CLASS OF 2024

There are two retreats cohorts must join during their Fellowship: the winter retreat and the spring retreat. The winter retreat, which comes in January, offers the Fellows a chance to deepen their understanding of the social impact project through an experiential trip. It is during

this retreat that Fellows meet with people and organizations working directly with vulnerable populations; hands-on experience offers a chance for new insight. The spring retreat, which takes place in April gives Fellows a chance to further engage with CCL and finalize their social impact project.

“ETHICAL LEADERSHIP IS ABOUT KNOWING YOUR VALUES, LEANING INTO THOSE, AND BEING SURE TO COMMUNICATE AND PRIORITIZE THOSE VALUES AS WELL. THE FELLOWS ARE SO KIND AND LISTEN WITH EMPATHY. WE’VE BUILT TRUSTING RELATIONSHIPS QUICKLY WITHOUT JUDGMENT.”

—REBECCA BEARSE, MCGOWAN CLASS OF 2023

The Fellowship program wraps up with the McGowan Fund summer board meeting, which takes place in Chicago in July. Each class selects two Fellows to present the outcomes of the social impact project to the Fund’s board of directors and partner organizations and has a chance to obtain a deeper understanding of how the project fits within the Fund’s giving areas. After the board meeting, McGowan Fellows officially become members of the McGowan alumni community! Post-graduation, the Fund continues to provide alumni with professional development opportunities, as well as workshops and training for alumni who go on to serve as McGowan coaches for incoming Fellows.

“THE MCGOWAN FELLOWS COMMUNITY HAS MADE ME MORE ACTIVELY THOUGHTFUL ABOUT THE VALUES, PRINCIPLES, AND ETHICS AT PLAY IN MY WORK. IT’S MADE ME COGNIZANT AND ACCOUNTABLE TO THE IMPACTS OF MY, AND MY TEAM’S, ACTIONS, WHILE ALSO CONSIDERING THE STAKEHOLDERS. MY PEERS ARE ENGAGED, THOUGHTFUL, AND PASSIONATE, AND I FEEL LIKE I HAVE TO KEEP EARNING MY PLACE AMONG THEM EVERY DAY.”

—EMERSON WHITNEY, MCGOWAN CLASS OF 2024



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 Miege High School Shawnee Mission, KS The Helping Hand Tuition Fund	\$130,000
Bishop Ward High School Kansas City, KS Creating the Student in the Urban Core—The Cyclone Center	125,000
By The Hand Club For Kids Chicago, IL By The Hand—Moving Everest Middle School Club	50,000
Chicago Education Partnership Wheaton, IL Multi-Tiered System of Support (MTSS)—Academic Intervention	50,000

FIRE Foundation: aka Foundation for Inclusive Religious Education Kansas City, MO FIRED Up to Learn: Enriching Resources for Economically Disadvantaged Students with Disabilities	\$75,000
Greater Rochester Summer Learning Association Rochester, NY SummerLEAP into Kindergarten	50,000
Greater Wyoming Valley Area YMCA Wilkes-Barre, PA Summer Power Scholars Academy Expansion at Bear Creek Community Charter School	50,000
Junior Achievement of Northeastern Pennsylvania Wilkes-Barre, PA Junior Achievement Educational Gap Bridge Project for Luzerne County	25,000

King's College Wilkes-Barre, PA King's College McGowan Hispanic Outreach Program	\$75,000	The Center of Teen Empowerment Rochester, NY Neighborhood-based Youth Organizing	\$50,000
Leadership Northeast Wilkes-Barre, PA Junior Leadership Northeast	50,000	The Children's Agenda, Inc. Rochester, NY Solutions Not Suspensions	50,000
Marywood University Scranton, PA Students Together Achieving Remarkable Success (STARS) 2023-2024	50,000	United Neighborhood Centers of Northeastern Pennsylvania Scranton, PA UNC Leaders in Training (LIT)	55,000
MK Youth Foundation Lenexa, KS MK Youth Foundation	50,000	Young Women's College Prep Foundation Rochester, NY Destination College	10,000
NativityMiguel School of Scranton Scranton, PA NativityMiguel School of Scranton Academic Scholarships	50,000		
Notre Dame de Sion Kansas City, MO Humann Scholars Program	75,000		
Operation Breakthrough, Inc. Kansas City, MO Building Social Emotional Competence in Young Children through a 3-Tiered System of Support	50,000		
Resurrection Catholic School Kansas City, KS Extended Day/After School Enrichment Program	25,000		
Rockhurst High School Kansas City, MO Hurtado Scholars Program	130,000		
Salvadori Center Wilkes-Barre, PA Salvadori STEAM Programming for Under-resourced Students in Wilkes-Barre and Hazleton, PA	32,670		
SOS Outreach Avon, CO Expanding Youth Success through Program Progression & Enhancements	40,000		
		Total	\$1,347,670

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.

Baden Street Settlement of Rochester, Inc. Rochester, NY Homelessness Prevention and Household Stability in Rochester 2024	\$30,000
Bishop Sheen Ecumenical Housing Foundation, Inc. Fairport, NY Home = Health	50,000
Bridge of Hope Greater Denver Denver, CO Help Six Single Mothers Facing Homelessness Reach Self Sufficiency	42,216
Bright Future Foundation Avon, CO Bright Future Foundation's Ensuring Freedom Program	50,000

Center for Youth Services Rochester, NY Creating Safety Nets; Restoring Justice	\$100,000	Friends of the Poor Scranton, PA Water Assistance Program	\$25,000	NeighborWorks Northeastern Pennsylvania Scranton, PA Aging in Place Project Delivery	\$40,000	Spiritus Christi Prison Outreach, Inc. Rochester, NY New Beginnings	\$80,000
Colorado Homeless Families, Inc. dba BeyondHome Arvada, CO BeyondHome Self Sufficiency Program	100,000	Hope House, Inc. Lee's Summit, MO Hope House's Hotel Placement Program and Client Assistance Fund	50,000	New Moms, Inc. Chicago, IL New Moms	125,000	Seton Center Kansas City, MO Social Services to Increase Food and Housing Security	25,000
Colorado Women's Employment and Education dba Center for Work Education and Employment (CWEE) Denver, CO Comprehensive Workforce Development for Low-Income and Housing Insecure Individuals in Metro Denver	60,000	HDC MidAtlantic Lancaster, PA Resident Services: Eviction Prevention Program and Housing Stability through On-Site Support	25,000	NourishKC, formerly Episcopal Community Services, Inc. Kansas City, MO General Operations	25,000	The Delores Project Denver, CO The Delores Project	40,000
Commission on Economic Opportunity Wilkes-Barre, PA CEO's Weinberg Regional Food Bank	125,000	i.c.stars Chicago, IL i.c.stars: Launching Future-Focused Technology Careers for Underserved Young Adults	100,000	OutReach—Center for Community Resources Scranton, PA Responding to the Increased Need for Adult GED and Pre-GED Education Services	55,000	The Food Dignity Project Forty Fort, PA Food Dignity Project	25,000
Community LINC Kansas City, MO Community LINC's Housing Programs	125,000	Jane Addams Resource Corporation Chicago, IL Careers in Manufacturing—Austin	40,000	Pawsperity Kansas City, MO Pawsperity Grooming School: Unleashing Human Potential through Pet Care	75,000	The Gathering Place Denver, CO TGP's Family Program	35,000
Dimitri-House, Inc. Rochester, NY Dimitri Spectrum of Care	50,000	Jeffco Action Center, Inc., dba The Action Center Lakewood, CO The Action Center's Homeless Prevention and Poverty Alleviation Program	45,000	Providence Network Denver, CO Joy House	15,000	Telespond Senior Services Inc. Scranton, PA Senior Advocacy Center	50,000
Dinners For Kids Edwardsville, PA Dinners For Kids	25,000	Jewish Family Services Overland Park, KS KesherKC: Building Long-term Stability through Food Access and Social Work	60,000	Revolution Workshop Chicago, IL Pre-Apprenticeship Construction Job Training	40,000	Warren Village, Inc. Denver, CO Building Economic and Personal Sustainability for Unstably Housed Single-Parent Families	125,000
Dress for Success Luzerne County Wilkes-Barre, PA Building Capacity for Dress for Success Luzerne County	60,000	Keystone Mission Scranton, PA Food Support	25,000	Restoration House of Greater Kansas City Harrisonville, MO REHOPE trauma-informed continuum of care for adult sex-trafficking victims in the Kansas City metro	75,000	Willow Foundation Drums, PA Willow Foundation—Heartwood Center	25,000
Family Tree, Inc. Wheat Ridge, CO Family Tree Programs for Single Parent Households Experiencing Homelessness	40,000	Literacy Kansas City Kansas City, MO Adult Education & Literacy	130,000	SAFEHOME, Inc. Overland Park, KS Safehome Housing Program	50,000	Women's Resource Center Scranton, PA WRC Economic Advocacy & Safe Housing Program	55,000
		Mercy Housing Lakefront Chicago, IL Lofts on Arthington Resident Services	75,000	Sheffield Place Kansas City, MO Strong Tomorrows: Mental Health Services for Homeless Mothers and Their Children	35,000	Work Options Denver, CO Culinary Job Skills Training	55,000
						Total	\$2,482,216

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.

Allied Services Foundation	\$50,000
Clarks Summit, PA Sustaining Access to Pediatric Therapies—General Operations Support for FY 2024	
Brighter Journeys	25,000
Wilkes-Barre, PA Going the Extra Mile (GEM) Fund	
Kansas City Free Eye Clinic	30,000
Kansas City, MO Kansas City Free Eye Clinic Operations	
Lawndale Christian Health Center	40,000
Chicago, IL Mobile Health Expansion	
Pharmacy of Grace	25,000
Kansas City, KS General Operations FY24	
Rush University Medical Center	1,500,000
Chicago, IL A National Trial of the ELM Lifestyle Program and Remission of the Metabolic Syndrome—Year 6	
Vibrant Health (Turner House Clinic Inc.)	125,000
Kansas City, KS Charitable Care for Low-Income Individuals & Families	
Total	\$1,795,000

MCGOWAN FELLOWS GRANTS

Carnegie Mellon University, Tepper School of Business	\$72,800
Pittsburgh, PA 2024 McGowan Fellow Anushikha Sharma	
Columbia University, Columbia Business School	84,496
New York City, NY 2024 McGowan Fellow Jackson Gorman	
Dartmouth College, Tuck School of Business	77,520
Hanover, NH 2024 McGowan Fellow Benjamin Marshall	
Duke University, Fuqua School of Business	75,000
Durham, NC 2024 McGowan Fellow Binuk Kodituwakku	
Georgetown University, McDonough School of Business	64,600
Washington, DC 2024 McGowan Fellow Isaac Chua	
Massachusetts Institute of Technology, Sloan School of Management	84,200
Cambridge, MA 2024 McGowan Fellow Ruben Guzman	
Northwestern University, Kellogg School of Business	81,015
Evanston, IL 2024 McGowan Fellow Diego Escobar	
University of Michigan, Ross School of Business	75,724
Ann Arbor, MI 2024 McGowan Fellow Sophia Khan	

University of Pennsylvania, Wharton School of Business	\$85,370	Board & Staff Matching Grant	\$18,593
Philadelphia, PA 2024 McGowan Fellow John Connolly		Sponsorship Grants	253,000
University of Virginia, Darden School of Business	74,378	McGowan Family Fund Grant (Discretionary)	416,000
Charlottesville, VA 2024 McGowan Fellow Emerson Whitney		Total	\$1,277,593
Total	\$775,103		

OTHER

Inspiration Corporation	\$10,000
Chicago, IL General Operations	
LYTE Collective	10,000
Chicago, IL General Operations	
One Family Fund	5,000
Teaneck, NJ General Operations	
Rally Foundation Inc.	25,000
Atlanta, GA General Operations	
Rochester Area Community Foundation	500,000
Rochester, NY DAF Contribution	
Society for Human Resource Management	25,000
Alexandria, VA SHRM24 Sponsorship ELYA + Executive Network Engagement	
The Philanthropy Roundtable	10,000
Washington, DC A Philanthropic Gift	
Women's Impact Fund	5,000
Charlotte, NC General Operations	

FINANCIAL STATEMENT



William G. McGowan Charitable Fund Statement of Financial Position

Assets

	June 30, 2024
Cash	\$ 383,853
Investments	216,057,274
Accrued income	58,573
Prepaid expenses and other assets	87,050
Operating right-of-use asset	59,454
Property and equipment - Net	35,994
Total Assets	\$ 216,682,198

Liabilities and Net Assets

Liabilities	
Accounts payable	\$ 63,880
Grants payable – Net of discount	-
Other accrued expenses	63,315
Operating lease liability	96,370
Total Liabilities	223,565
Net Assets – Unrestricted	216,458,633
Total Liabilities and Net Assets	\$ 216,682,198

Board of Directors

William P. McGowan
Chair

Leo A. McGowan
President

Brian G. McGowan
Treasurer

A. Joseph Rosica
Secretary

Daniel McGowan
Gertrude C. McGowan, Esq.
Marianne Rosica-Brand
Mark J. Rosica
Mary McGowan-Swartz
Megan McGowan
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Janet Crombie
Director of Finance and Administration

Sofia Romeo
*Community Grants
and Events Officer*

Liz Finley
NEPA RISE Program Director

Chris Warland
Workforce Development Program Director

Adriana Balvaneda
Office Coordinator

Brigitte Riordan
Programs Intern

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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Printing



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