



RICHARD  
KING  
MELLON  
FOUNDATION

20  
23

Annual  
Report

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# Richard King Mellon

1899–1970

RICHARD KING MELLON was born in Pittsburgh, Pennsylvania, on June 19, 1899, the son of Richard Beatty Mellon and Jennie King Mellon. Mr. Mellon served his country in both World Wars and in peacetime, attaining the rank of Lieutenant General, United States Army Reserve, and receiving the Distinguished Service Medal.

Mr. Mellon was the dominant figure in the financial, industrial and civic life of his community for many years. He was president of Mellon National Bank and, for 20 years, Chairman of the Board of Mellon National Bank and Trust Company; as a director, he aided the growth of many of the nation's leading enterprises, particularly Gulf Oil Corporation and Aluminum Company of America. Mr. Mellon, President and Governor of T. Mellon and Sons, inspired and led the rebirth of a great American city. His creative energies forged the Pittsburgh Renaissance, a nationally recognized architectural, civic, social and educational venture. A renowned sportsman, Mr. Mellon generously endeavored to preserve the quality of the natural environment and to protect its wildlife. Mr. Mellon died on June 3, 1970.

In 1936, Mr. Mellon married the former Constance Mary Prosser. Constance Prosser Mellon served as Chair of the Board of Trustees of the Richard King Mellon Foundation from its inception in 1947 until her death in 1980. She remains the longest-serving Chair in the Foundation's history.

# Letter from the Chair

The Foundation in 2023 welcomed 47 organizations that received funding from the Foundation for the very first time.

2023 WAS THE RICHARD KING MELLON FOUNDATION'S 76TH YEAR OF PHILANTHROPY, and it was a noteworthy year indeed. The Foundation in 2023 disbursed more than \$175 million in grants and program-related investments, eclipsing our previous high by more than \$23 million.

That record philanthropic investment—\$175,854,495, to be exact—included 296 grants and program-related investments (PRIs) approved by our Board of Trustees in 2023. Our roster of 2023 grantees and PRI recipients included 47 organizations that received funding from the Foundation for the very first time. We welcome those organizations to the Richard King Mellon Foundation family.

In our Conservation program—our one program area that is national in focus, through which we have helped to conserve environmentally precious lands and habitats in all 50 states—we awarded 103 grants and PRIs, totaling \$54.4 million. To advance our Economic Development program, we awarded 59 grants and PRIs totaling more than

\$29 million. In Economic Mobility—our program to help young people in disadvantaged circumstances to achieve greater prosperity in life—we awarded 64 grants totaling more than \$20 million. And in Health & Well-Being, we awarded 29 grants totaling more than \$21 million.

Our two other program areas seek to further advance our work in Conservation, Economic Development, Economic Mobility and Health & Well-Being. Our Organizational Effectiveness (OE) program helps our nonprofit partners to improve their operations and performance; we awarded 28 OE grants in 2023, totaling \$3.43 million. And through our Social-Impact Investments program, we invest in for-profit companies with social missions that align with the Foundation's philanthropic strategy. We invested more than \$4.9 million in 2023 in 13 companies. The positive impact of the Foundation's grants and PRIs are brought to life in the stories that follow this letter.

2023 was another year of remarkable progress at Hazelwood Green. With our partners at The Heinz Endowments and the Claude Worthington Benedum Foundation, our vision for Hazelwood Green is to demonstrate that economic development, community development and sustainability can proceed positively together. That vision further became manifest in 2023, with the groundbreaking for Carnegie Mellon University's

new Robotics Innovation Center at Hazelwood Green, and the announcement of a new Pittsburgh Steelers community field at Hazelwood Green (see story page 38).

Beginning on page 6 are stories featuring the leaders of 16 organizations that received funding from the Foundation in 2023, across each of our six program areas. While the financial data in this Annual Report is instructive, it is these stories that bring our work to life. We are honored to support the visionary leaders who are seeking to make positive improvements across those program areas. And we are humbled to play a role in their remarkable work.

Our partners work is enabled by a dedicated team, and I want to thank them for their successful efforts in 2023.

First and foremost, I want to thank my colleagues on the Foundation's Board of Trustees, who volunteer their time to oversee this remarkable organization, and to personally consider each of the hundreds of grant and PRI recommendations that come before us every year. I particularly want to thank Catharine Mellon Cathey, who became President of the Foundation in 2023 and already has advanced our work in that role.

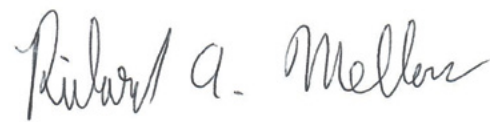
We bid a fond farewell in 2023 to one of our Trustees, John J. Turcik, who stepped down in 2023 after serving the Foundation for 31 years, including 13 as a Trustee. The Board adopted a resolution to thank John for his service, stating that he "helped to embed, within the Foundation, institutional ideals and standards that are a proud legacy of his service, and a worthy standard for future generations of Trustees and staff." The Board elected a new Trustee, Edward J. Morgan, to succeed John on the Board. Trustee Paul A. Hannah assumed John's duties as the Board's Controller. And Brian J. Hill, a Senior Program

Officer on the Foundation staff, was elected to serve as Board Secretary.

There were other transitions at the Foundation in 2023. Kevin L. Jenkins, the Foundation's second Prosser Mellon Fellow, completed his two-year term in 2023; the Board thanks him for his work to advance the Foundation's Health & Well-Being program. And we welcomed in 2023 our third Prosser Mellon Fellow, Catherine Walker, who has helped to advance the Foundation's initiative to assist Downtown Pittsburgh's performing-arts organizations (see story on page 48).

I also want to thank the Foundation's investment team, led by Trustee Douglas L. Sisson, whose careful and expert oversight of the Foundation's investments generates the financial returns that have enabled our grantmaking to grow so significantly.

And I want to thank the Foundation's grantmaking staff, led by Director and Trustee Sam Reiman. Sam and his program team carefully reviewed each of the 561 applications the Foundation received in 2023, and recommended to the Board the remarkable funding opportunities that are featured in this report. Every organization that applies to the Foundation can know their requests are reviewed thoughtfully and empathetically by an expert and caring staff.



**Richard A. Mellon**

CHAIRMAN AND CEO

# Conservation

The Foundation's national Conservation program has helped to conserve environmentally precious land in all 50 states—more than 4.5 million acres in all, an area larger than the state of Connecticut.

**103 Grants  
& PRIs**

TOTALING

**\$54,408,100**



PG. **8**

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**Nicole  
Zussman**

Chief Executive Officer of  
the Appalachian Mountain Club



PG. **12**

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**Jennifer  
Morris**

Chief Executive Officer of  
The Nature Conservancy



PG. **14**

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**Brenda  
Costa**

Executive Director of  
French Creek Valley Conservancy

# Protecting Maine's 100-Mile Wilderness

2023 Annual Report CONSERVATION





“To be able to protect another 29,000 acres during my first year on the job—what could be better?”

## Nicole Zussman

Chief Executive Officer of  
the Appalachian Mountain Club

THE SECOND DAY OF HER JOB AS PRESIDENT and Chief Executive Officer of the Appalachian Mountain Club, Nicole Zussman learned about a rare opportunity to preserve and responsibly activate a nearly 30,000-acre parcel in Northern Maine’s 100-Mile Wilderness—home to the northernmost reaches of the Appalachian Trail, and a coveted destination for stargazers because of its remarkably dark night skies.

The Appalachian Mountain Club already owned about 100,000 acres, three lodges and 130 miles of trail in the 100-Mile Wilderness. The newly available adjacent land was called the Barnard Tract, a 28,873-acre stretch of pristine land, and a crucial border between protected land in the north and developed land to the south.

Zussman jumped at the chance. “There’s not a lot of places left that are so pristine and intact, where you’re surrounded by the spectacular natural beauty. It’s a very special place.”

That thrilling opportunity became reality after the Richard King Mellon Foundation awarded the Appalachian Mountain Club \$3 million for the Barnard Tract—\$2 million as a grant and \$1 million as a program-related investment (PRI), a low-interest loan that functions as a bridge for an organization still in the process of raising the necessary funds for a planned acquisition. The PRI allowed the nonprofit to “pounce” when the land went up for sale and then manage the land responsibly while working with state and other conservation groups to raise enough money to buy the land for permanent conservation and sustainable activation. The Appalachian Mountain Club will repay the PRI in 2029. The proceeds will be used by the Foundation for future projects.

The Appalachian Mountain Club is working with The Conservation Fund to preserve the watershed, vital for protecting Atlantic salmon and brook trout and other species.

“To be able to protect another 29,000 acres during my first year on the job—what could be better?” she asked.

Zussman said the natural beauty in the 100-Mile Wilderness surpassed her expectations. Part of the group’s existing territory in the area includes an International Dark Sky Park, the only place in New England with that stargazing designation.

The purchase of the Barnard Tract opens up more of the wilderness to the public. The previous owner of the Barnard Tract had closed it off for about 20 years, Zussman said, shutting the gates and removing the bridges. The land runs on an east-west passage between the towns of Brownville and Greenville, Maine. “We’re rebuilding the ski trails, the hiking trails,” she said. “People will be able to hunt on it.”

An avid hiker, cross-country skier and cyclist, Zussman spends any opportunity she has in the outdoors. Her first career was in the corporate world, where she spent decades building and leading teams, most recently serving as Chief People Officer for Rue Gilt Groupe, an online fashion company. She had a transformative moment during an epic outdoor adventure in 2020—an eight-day trek on Mount Kilimanjaro in Tanzania.

“I was pretty much in my head for eight days, and I came off the mountain and it was like, ‘I’m done with corporate.’ I just really wanted to make a positive impact on our planet... When you stand on Mount Kilimanjaro and you see the glacier and it’s melting. It’s not going to be there in the future.”

A longtime Appalachian Mountain Club member, she had hiked the White Mountains in New Hampshire and stayed at the nonprofit’s huts. So when the opportunity to head the organization came her way, she was thrilled. “It was literally a dream job,” she said.

After transitioning to her new career field, Zussman spent a few weeks in Northern Maine, where she cross-country skied for five days, her equipment carried by snowmobile from one lodge to the next in the 100-Mile Wilderness. She said the area is spectacular year-round. “You can hike. You can Nordic ski. You can paddle. You can grab a bike. It’s great fishing. It has all types of recreation.”

The group also is managing the forests responsibly. “Through the harvesting of timber and building our roads and trails, we’re putting a lot of jobs back into the local economy,” she said. “Piscataquis County is one of the poorest counties on the East Coast.”

Appalachian Mountain Club is the oldest conservation group in the country, with 11 chapters that stretch from Virginia to Maine. The Club includes 160 full-time staff and thousands of volunteers who lead hikes and other outdoor adventures. That fits into the conservation group’s goal of being people-centered.

“Our theory of change is that if people grow to love the outdoors and go out and recreate and

get the physical and mental benefits, then they will become stewards of the outdoors and become lifelong conservationists,” Zussman said.

The Barnard Tract collaboration was just one of the Foundation’s important habitat preservation initiatives in 2023.

The Richard King Mellon Foundation also awarded a \$17 million program-related investment to The Conservation Fund to conserve up to 19,000 acres in Southern Alabama to protect the Red Hills salamander, restore the longleaf pine ecosystem and expand public lands in Alabama.

Protecting the Red Hills salamander ecosystem is a priority for The Conservation Fund because it is the only place in the world where this species exists and about 95 percent of the species has been wiped out. Through permanent protections, the rocky slopes where the salamander lives will be protected from disturbance and longleaf pine will be restored between the slopes. And, by working with state agencies, The Conservation Fund will increase public access to the Red Hills Salamander Forest for recreation.

The Richard King Mellon Foundation also gave \$1,483,000 to the American Prairie Foundation to assemble a 3.2 million-acre short-grass reserve in Northcentral Montana. Using the 1.1 million-acre Charles M. Russell National Wildlife Refuge as an anchor, the American Prairie Foundation will buy about 700,000 acres of private land to ensure a habitat for grassland species, including buffalo.

The prairie ecosystem will open up land to the public; create opportunities for increased collaboration with tribal neighbors; and create jobs.





“Our theory of change is that if people grow to love the outdoors and go out and recreate and get the physical and mental benefits, then they will become stewards of the outdoors and become lifelong conservationists.”

**Nicole Zussman**

Chief Executive Officer of the Appalachian Mountain Club



# The Appalachians are an “International Treasure”

“The Nature Conservancy is in 77 countries, and we see this particular large tract of nature to be one of the foremost on the entire planet.”

**Jennifer Morris**

Chief Executive Officer of The Nature Conservancy

THE APPALACHIAN MOUNTAINS CARVE A SCENIC 2,000-MILE CORRIDOR THROUGH 18 STATES, the majestic peaks, hardwood forests and gleaming streams beckoning backpackers, paddlers, anglers and wildlife watchers.

The mountain range stretching from Alabama to Canada divides the country’s East Coast from its vast interior plains and is home to diverse species of plants and animals. And its natural beauty is nearby for 30 percent of the U.S. population; more than 100 million people live within a two-hour drive of the Appalachians.

“It’s an international treasure,” said Jennifer Morris, Chief Executive Officer of The Nature Conservancy.

So much so that The Nature Conservancy has designated the Appalachians as one of four global focal places. With its rich biodiversity and vast stores of forest carbon, the Appalachians join three other international natural treasures— the Amazon, Borneo and Kenya.

“The Nature Conservancy is in 77 countries, and we see this particular large tract of nature to be one of the foremost on the entire planet,” Morris said.

The Richard King Mellon Foundation, known for its national conservation efforts, is teaming up with The Nature Conservancy to conserve and sustainably activate this diverse ecosystem. The Foundation awarded a \$250,000 grant to The Nature Conservancy in 2023 to restore river health and connectivity across the Appalachians. The funding builds on a \$4 million Foundation program-related investment awarded to The Nature Conservancy in 2022, to protect critical forest habitats across Central Appalachia.

The Nature Conservancy will work with local groups to protect and restore the many varieties of animals and plants in the Appalachians, and to forge connections that will encourage recreation as one economic driver for the people who call the Appalachians home. The push to reinvigorate local economies through outdoor recreation, sustainable forestry, and ecological restoration comes at a time when Appalachia has been shedding its old and unfair backwater stereotype as it looks to ways to recruit and retain people to the region.

“That stereotype is very outdated,” Morris said. “There is no single, monolithic Appalachia. There are diverse communities with people from all walks of life. The one thing they share is the unbelievable diversity that runs through their backyard.”

With Foundation funds, The Nature Conservancy will focus on connectivity and stream health in Appalachian rivers such as West Virginia’s Cheat River and Virginia’s New River. One goal is to upgrade outdated culverts that pass under roads, said Braven Beaty, Ecologist with The Nature Conservancy. Old infrastructure will be replaced with “stream simulation design

crossings” that do not impede the movement of fish, and that prevent flooding and road closures that hurt communities. “Appalachian river systems are incredibly diverse,” he said, home to mussels, crayfish, native brook trout, muskellunge (a large predatory game fish) and the candy darter, known for its vibrant markings.

Beaty said that diverse Appalachian aquatic life has been under stress from forestry, farming, mining, and residential development runoff. “We all depend on these rivers,” he said, noting that the Appalachian freshwater systems supply many people on the East Coast with their primary water source.

An additional \$25,000 in small grants has been awarded by The Nature Conservancy to community organizations to help them unlock federal funding available through the Inflation Reduction Act.


Like millions of Americans, Morris grew up not far from the Appalachians, about an hour away in suburban Atlanta. An only child, she would romp through the woods behind her house with her dog. Her path to becoming one of the foremost environmentalists in the world also was rooted in the six summers she spent at nature camps as a child. “We had to recognize 100 plant species by the end of the summer.”

During the COVID lockdown, she and her husband bought a house a mile from the Appalachian Mountains in Virginia. “Whenever I’m home, I try to get out and enjoy the incredible natural beauty. It’s my personal mission to raise awareness of the importance of the Appalachians and get more people out there onto the land and waters that are so valuable not only for the 28 million people living in this region, but also for the rest of the world. It really is a treasure.”

# French Creek's Hellbender Defender

2023 Annual Report CONSERVATION





## French Creek is home to more than 85 species of fish, including muskellunge, northern pike, smallmouth bass, walleye, pickerel, perch, sunfish and bluegills.

THE FIRST TIME BRENDA COSTA SAW an eastern hellbender, she was in awe. Sitting in the waters of French Creek in Meadville, Crawford County, the two-foot-long salamander glistened gold and copper in the sun.

“It was much prettier than I expected,” said Costa, Executive Director of the French Creek Valley Conservancy. “It’s unique and it represents something very special about our watershed.”

A conservationist known to wear a “Hellbender Defender” t-shirt and with salamander artwork hanging in her office, Costa is dedicated to preserving French Creek and to increasing the population of the eastern hellbender, listed as a species of concern.

The Richard King Mellon Foundation in 2023 awarded \$400,000 to the French Creek Valley Conservancy, an accredited land trust, to protect the watershed and to engage the community in outdoor activities such as kayaking and fishing. One of the most biologically diverse watersheds in the nation, the 78-mile French Creek Water Trail runs from Union City Dam in Erie County to the confluence of the Allegheny River in Franklin, PA.

An avid kayaker, Costa encourages others to enjoy the waterway. Her organization has run introductory kayaking and water-safety clinics. “We can’t buy all the land. We can’t protect all the

land in the watershed. So if we can reach people through recreation—paddling or hiking or birdwatching—we engage a broader audience and help more people identify as stakeholders.”

The Conservancy permanently has protected 3,400 acres in the watershed, where it organizes an annual French Creek cleanup. The Foundation grant will allow the group to buy additional acreage in the watershed and plant native trees and shrubs along waterways, Costa said.

Though the eastern hellbender has been named Pennsylvania’s state amphibian, Costa said there is no reliable count of the species. They are hard to spot because they live under rocks. (In fact, it’s illegal to disturb or harass them, and people who go looking for them can crush them. Costa saw the hellbender for the first time in 2018 when she went out with a herpetologist with a research permit and has seen two others since).

The Foundation grant will enable the Conservancy to work together with researchers at the Watershed Conservation Research Center, funded by the Foundation through Allegheny College, to do a survey. Costa will then provide the statistics and the location of their breeding grounds to the Pennsylvania Department of Transportation to help inform their decisions on construction.

Eastern hellbenders not only are distinctive because of their size—adults can grow up to 30 inches long—but Costa said they are a bellwether of water quality. They breathe through their skin, and if there is too much silt in the water, they can’t survive, she said. “They are the canary in the coal mine.”

French Creek also is home to a variety of freshwater mussels and more than 85 species of fish, including muskellunge, northern pike, smallmouth bass, walleye, pickerel, perch, sunfish and bluegills.



Costa grew up in Buffalo, loving the outdoors. “I was always the one getting in a creek or stream,” she said. She earned a bachelor’s degree in geology at Allegheny College in Meadville before earning an MBA at Penn State Behrend. Those business skills have helped her to get community members passionate about the water.

For example, she organized a campaign to have French Creek named Pennsylvania River of the Year in 2022, tapping into the nostalgia people felt for the water. “People would say, ‘I used to go fishing with my grandpa all the time,’ or, ‘My cousin had a cabin on the creek and we would visit every summer.’ People really had fond memories.” The Foundation grant also will enable the Conservancy to do even more outreach through school programs, email, its newsletter and social media, and to engage more volunteers to restore or steward the habitat.

The pandemic increased the number of paddlers on the creek. Costa loves to go out at 7 a.m. when it’s especially peaceful. “You are transported to an undisturbed natural area. You don’t hear the cars anymore. You can’t see any houses, and it’s just kind of a total immersion in this natural space and a welcome relief from the day-to-day.”

The French Creek initiative was just one such project funded by the Foundation in 2023.

The Foundation gave \$1 million to the University of Idaho to create an endowed professorship and center named after Dr. Maurice Hornocker within the College of Natural Resources. The late Dr. Hornocker was renowned for his studies of the mountain lion and other large carnivores at the Taylor Ranch Wilderness Research Station in the Idaho wilderness. During his 50-year career, he studied mammalian carnivores on several continents and authored numerous scientific papers.

The endowed chair will enhance courses in carnivore biology at the university; provide continuing education opportunities for wildlife professionals; and help private landowners with habitat management. By establishing the Dr. Maurice Hornocker Center, the university expects to recruit students from diverse backgrounds; conduct research on wildlife conservation and biology; and train students to solve challenges such as habitat degradation.

The Foundation also granted \$250,000 to the Friends of Katahdin Woods and Waters, toward the design and construction of a building with exhibits, a 3.6-mile road, accessible paths and eastern lookout. The Friends was established in 2017, partnering with the National Park Service to preserve and promote the Katahdin Woods and Waters Monument, created by the federal government in Penobscot County, Maine. The monument is a boon to the local economy, attracting visitors who come for spectacular mountain views; star gazing under the dark skies; and fishing, white-water rafting and other outdoor activities. Friends will use the grant to add amenities and expand eco-tourism in the area.

The center will be called the Tekakapimək (pronounced de gah-gah bee mook) Contact Station, in recognition of its connection to the Penobscot people. Translated from native language, it means *as far as the eye can see*.







“We can’t buy all the land. We can’t protect all the land in the watershed. So if we can reach people through recreation—paddling or hiking or birdwatching—we engage a broader audience and help more people identify as stakeholders.”

**Brenda Costa**

Executive Director of French Creek Valley Conservancy

The Foundation's Economic Development program seeks to increase prosperity and opportunity in Allegheny and Westmoreland counties.

59 Grants  
and PRIs

TOTALING  
\$29,031,621

# Economic Development



PG. **20**

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**Jimmy  
Miller**

Pittsburgh native and  
Hollywood producer

**Rob  
Cherry**

Chief Executive Officer  
Partner4Work



PG. **24**

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**Silvia  
Filippini-Fantoni**

Richard M. Scaife Director and  
Chief Executive Officer of  
The Westmoreland Museum of  
American Art



PG. **26**

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**Fr. Paul  
Taylor,  
O.S.B.**

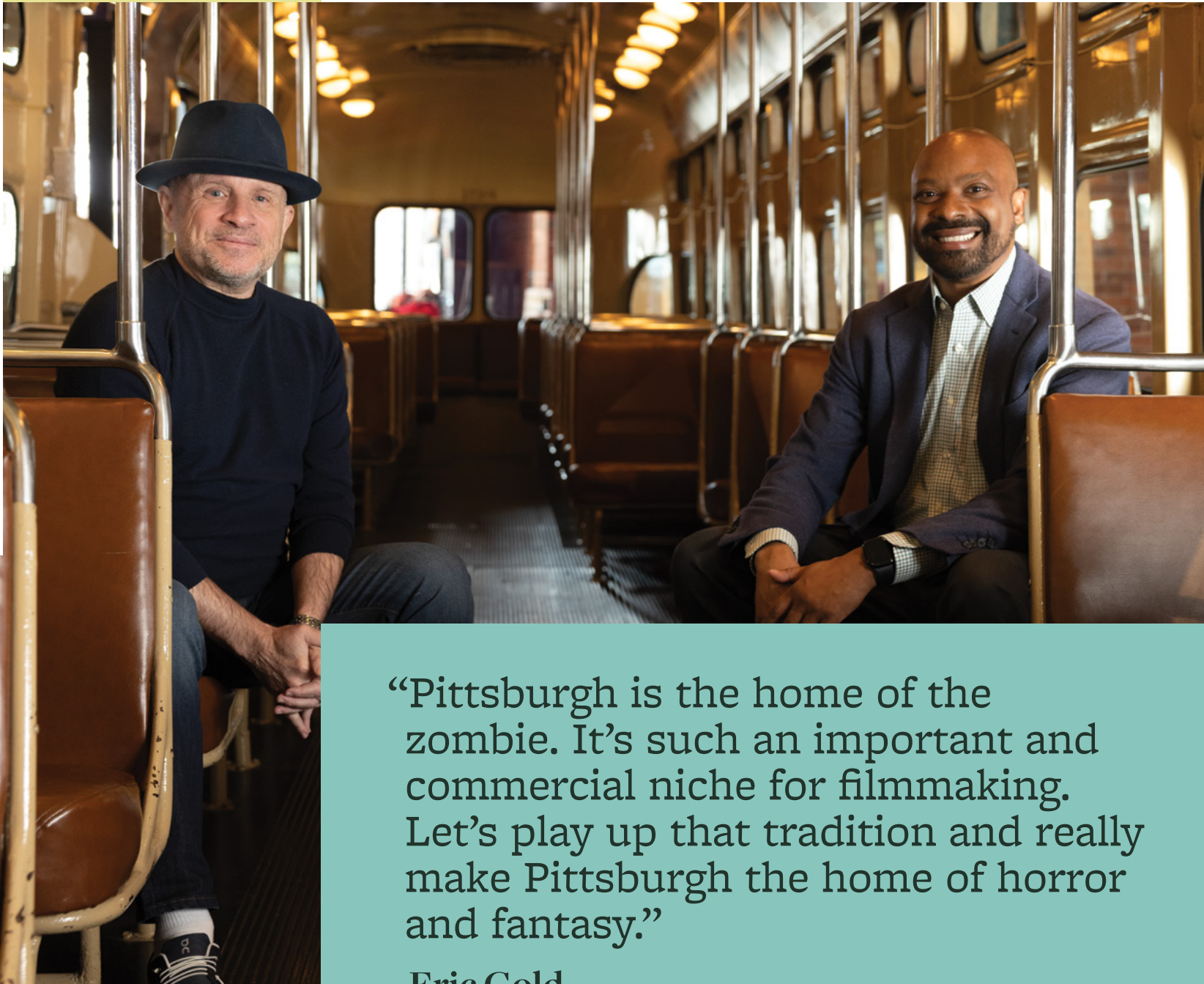
President of Saint  
Vincent College

**Dr.  
Helen K.  
Burns**

Inaugural Director of the  
Department of Nursing



# Hollywood Comes to Pittsburgh



“Pittsburgh is the home of the zombie. It’s such an important and commercial niche for filmmaking. Let’s play up that tradition and really make Pittsburgh the home of horror and fantasy.”

Eric Gold



OTHER TEENAGERS COULDN'T WAIT FOR A CLASH OR LED ZEPPELIN ALBUM. Jimmy Miller counted down for a new George Carlin or Cheech & Chong comedy release.

Comedy was the soundtrack of his youth in suburban Pittsburgh in the 1970s. On school nights, he would stay up to watch *The Tonight Show Starring Johnny Carson* after his mother, who raised five kids by herself, went to bed by 9 p.m. so she could work the early shift at a nursing home. "Johnny Carson was my favorite ever," said Miller, a Castle Shannon native.

After graduating from Point Park University in 1980, Miller managed comedy clubs in Pittsburgh before moving to Los Angeles in 1985 on the advice of his friend Jay Leno, who did standup at Miller's comedy clubs. Miller and fellow Pittsburgher Eric Gold formed the Gold/Miller Company, representing mega-talents such as Will Ferrell, Jim Carrey, the Wayans family and Judd Apatow, and producing hit movies such as *Elf*, as well as the legendary *In Living Color* television show. Later, as the head of Mosaic Media Group in Los Angeles, Miller also produced films such as *Talladega Nights* and *Bad Teacher*.

Now the duo has branched out to a new moviemaking venture in their hometown. Gold, who has since retired from talent management, has rejoined Miller to form Pittsburgh Pictures with plans to make three small independent horror movies. In the process, they are helping to build Pittsburgh's pool of behind-the-scenes film-industry talent—skilled workers such as electricians, set designers and camera operators—by partnering with Partner4Work, which leads the public workforce development system for Allegheny County.

The Richard King Mellon Foundation awarded \$500,000 to Partner4Work to grow the pipeline of crew members and another \$2.5 million

for Pittsburgh Pictures to make its horror films, which will carry on the tradition of George Romero, the late director of cult classic horror films and an inspiration for both Gold and Miller. After all, the first time Gold walked on a movie set was during the filming of Romero's *Dawn of the Dead* at the former Monroeville Mall. The native of Churchill was just an observer then, but the experience got him hooked on the movie business.

"Pittsburgh is the home of the zombie," Gold said. "It's such an important and commercial niche for filmmaking. Let's play up that tradition and really make Pittsburgh the home of horror and fantasy."

Movies can become a big economic driver for a city. Since 1990, Pittsburgh has attracted more than 200 films and television productions that have generated about \$2 billion for the local economy, according to the Pittsburgh Film Office.

The Foundation's \$3 million initiative is an investment in building the infrastructure for an even more vibrant film industry in Pittsburgh, with all its attendant economic benefits. Miller and Gold will lead on producing new independent films, and Partner4Work (also known as TRWIB, Inc.) will lead on building the talent pool necessary to produce those films. It is hoped the initiative will help Pittsburgh to win more films, and an even larger share of state film-industry tax credits.

Miller, who shows his Pittsburgh bona fides with a Downtown apartment as well as serving on the board of his alma mater, Point Park University, returns to his hometown often. The city, he said, has great attributes for film and television production. For instance, ideal topography for movie-making—it's easy to get from urban to suburban to rural locations quickly. But one impediment is the shortage of local crew members, especially for smaller independent movies. Crew members often move to cities such as Atlanta or Toronto because there is a steady stream of work and more tax credits available.

Rob Cherry, Chief Executive Officer at Partner4Work, said many job seekers have an interest in creative industries such as filmmaking, but too often they learn about opportunities or training only through word-of-mouth.

“There are people who are really interested in the creative economy who need to know there is a place for them right now. They need to know there are certain pathways they can take. We don’t want these things to be word-of-mouth. We want to carve out a pathway” of good-paying jobs. Not only will apprenticeships in the film industry help Pittsburgh to retain young people, he said, it may even spark people to move here. Cherry’s expertise in facilitating apprenticeships was recognized when he was recently named as the Chairperson for the U.S. Department of Labor’s Advisory Committee on Apprenticeship.

Over the next three years, Partner4Work will recruit job seekers into training programs and place successful graduates into paid internships on the sets of movies created by Pittsburgh Pictures and other productions. “Our role is to help build up the workforce in the film industry here and in the creative economy overall,” Cherry said. The grant funding is expected to result in up to 210 local workers in the film industry and place 30 interns on film sets. Partners4Work will develop and oversee the internship program and conduct an economic-impact analysis.

Miller has been reading horror scripts and already has chosen the first of the three projects, which will be made by L.A.-based writer and director Samm Hodges, who previously lived in Pittsburgh. Drawing on Hodges’ experiences as a youth, going on an intense Outward Bound trip, Hodges told Miller, “There is nothing scarier to me than a group of unguarded, unchecked 16-year-old boys.” Miller expects filming to start in late summer or early fall.

Another film will involve Pittsburgh native and Hollywood legend Greg Nicotero, the Oscar-winning special-effects guru who began his career working on Romero’s Day of the Dead and has gone on to create memorably frightening gore on TV shows such as The Walking Dead, as well as directing many episodes.

Pittsburgh Pictures will start off with “micro-budget movies” that can be filmed in simple locations such as a house in the woods. “Let’s make movies and build upon on what George created,” Miller said.

Gold said Pittsburgh Pictures hopes to use the Foundation grant as a multiplier to bring in other investors. “The idea is to start the momentum.”

The legacy of Romero also will continue with another Foundation grant, a \$300,000 grant to the George A. Romero Foundation. The funding will be used to refine plans for a multi-purpose horror museum, complete with a hall of fame, events center, immersive experience and a horror streaming service in Pittsburgh. The Romero Foundation intends to bring in people with experience raising funds, building museums, developing streaming services and designing educational programs for a Horror Studies Center.



“The idea is to start the momentum.”

Eric Gold



# The Westmoreland Museum of American Art

“I’m a believer in introducing more fun and play and interactive experiences ... . Museums can be for everybody.”


**Silvia Filippini-Fantoni**

Richard M. Scaife Director and Chief Executive Officer of The Westmoreland Museum of American Art

that make up The Westmoreland's diverse community. The Museum was created for and has been shaped by its community over the past 65 years. We welcome you to contribute your voice and perspective to this gallery.







SILVIA FILIPPINI-FANTONI STARTED HER CAREER AT THE LOUVRE IN PARIS, the most visited art museum in the world. She moved on to two other exalted art institutions—the British Museum and the J. Paul Getty Museum—to work on technology-based projects and audience engagement.

They were invaluable experiences. But for all their grandeur and galleries filled with priceless masterpieces, those iconic places lacked something for Filippini-Fantoni—a connection with their communities.

When someone visits a museum such as the Louvre, with upwards of 7 million people coming through its galleries each year, “you’re a number,” she said. “Most of these people will come once in their lifetime and never come again.”

In contrast, The Westmoreland Museum of American Art is a small gem that is part of the fabric of the community.

As the new Richard M. Scaife Director and Chief Executive Officer, Filippini-Fantoni is working to make the Museum an even larger part of the lives of residents of Greensburg and Westmoreland County.

“I’m interested in the Museum playing a role in the lifetime of a visitor right from where you go as a kid with your school, do an internship here in college, rent the room downstairs for your wedding, bring your kids here. When you are in your 60s, you take a printmaking class here.”

While many people in Greensburg and Westmoreland County are proud of the Museum that has a national reputation for its collection of American art, many don’t visit frequently, she said. Some are intimidated because they never studied art. She wants to change the perception of art museums as elitist by offering playful events such as a family day, Art in Bloom or a vintage ball. “They come to socialize. But once they are here, they will look around at the art and say, ‘This place is incredible.’”

The Richard King Mellon Foundation granted \$500,000 to the Museum in 2023 for its operating budget, an important gift for an arts destination that makes itself accessible by charging no admission. The grant also will enable the Museum to work to increase attendance, which would boost revenue from the cafe and gift shop.

The Museum attracted an average of about 24,000 visitors a year pre-pandemic, but like many museums, its attendance dipped by 30 percent after reopening. The Museum is on track to exceed its goal of rebounding to 90–100 percent of its former attendance in 2024.

The Museum now invites visitors to participate more actively by filling out cards that say, “When I saw ... , I learned ... .” The director also wants to use technology to draw people in. For example, the Museum has a collection of *Frakturs*—ornate birth, marriage and other certificates made by German immigrants. Light-sensitive, they are stored in drawers, but Filippini-Fantoni envisions a new display in which a visitor could pull out a drawer containing the document and see an image projected on the wall along with a translation and more detail about the family or location, as well as the opportunity for people to create their own *Fraktur* document.

Filippini-Fantoni grew up in Bergamo, Italy, surrounded by the art of the medieval town. She lived in the Upper Town, on top of a hill surrounded by Venetian walls. Her elementary school was in a 14th-century convent.

She studied history at the Università degli Studi di Milano before receiving both a master’s and doctorate degree at Sorbonne University in Paris in museology/museum studies.


Though European museums are grand tourist destinations, she was more interested in U.S. museums that were part of the community, including her most recent job as Deputy Director of Learning and Engagement at the Newark Museum of Art.

Filippini-Fantoni is excited to bring people in Westmoreland County and the Greater Pittsburgh region to the Museum in new ways.

“I’m a believer in introducing more fun and play and interactive experiences that will connect with people in an immediate way,” she said. “Museums can be for everybody.”

# Saint Vincent's New Nursing Program





“A nurse is the person who walks with the patient during the most difficult situations of life and death.”

## Fr. Paul Taylor, O.S.B.

President of Saint Vincent College

STUDENTS WHO ENTER SAINT VINCENT COLLEGE'S NEW BACHELOR OF SCIENCE IN NURSING PROGRAM will immerse themselves in the hard sciences and state-of-the-art technology. But Fr. Paul Taylor, O.S.B., President of the College, said the program will offer something else just as important—the spiritual values passed down throughout the centuries by Benedictine monks.

“A nurse is the person who walks with the patient during the most difficult situations of life and death. Too many people are faced with those decisions alone,” Fr. Paul said. “When nurses graduate from Saint Vincent, they’ve already considered the bigger picture of life and death, the sanctity of life, how one treats the patients.”

The Richard King Mellon Foundation in 2023 gave \$2 million to the College in Latrobe to help launch the program and to help address the critical shortage of nurses throughout the country, a trend that worsened during the pandemic and that is particularly acute in rural areas. Other major donors to the nursing program were J. Christopher Donahue and his wife, Ann Carey Donahue; DSF Charitable Foundation; and the Commonwealth of Pennsylvania.

The first 24 nursing students will enter the program in Fall 2024, and subsequent classes will grow to 30 to 40 students or more as the College hires more nursing faculty.

A new nursing building connecting to Tenley Hall in the Sis and Herman Dupré Science Pavilion is scheduled to open in 2026, creating more space for anatomy labs and hologram technology that allows students to study layers of human anatomy. The expansion also will allow students to make more use of the school's computer-programmed mannequins, which can mimic a patient who is angry or upset or resistant to treatment. Drama students will be trained to play the part of distressed relatives, so nursing students can learn how to navigate tricky situations.

“It will all be done in a very realistic way,” said Dr. Helen K. Burns, RN, NEA-BC, FAAN, the Rev. Owen Roth, O.S.B., Inaugural Director of the Department of Nursing. “They can practice in a safe environment because there is no harm that can be done. They build competence, comfort, and manner before they go hands-on with a real person.”

The new technology melds with core values that date back to the College's founding in 1846 by Archabbot Boniface Wimmer, a Benedictine monk from Bavaria. Benedictine education emphasizes the development of the whole person and “practices for right living,” not just the intellect.

Despite its centuries-old roots as a monastery, the College has a tradition of changing with the times. The monks educated scientists, pharmacists and other vocations to meet societal needs. “That is why nursing is so relevant today,” Fr. Paul said.

The College already offers a doctorate degree in nurse anesthesia practice and is planning a second master's degree program in nursing.

For new nursing graduates, opportunities will abound, with salaries on the rise. Nursing is the nation's largest healthcare profession, with nearly 5.2 million registered nurses (RNs) nationwide, according to the American Association of Colleges of Nursing. Of all licensed RNs, 89 percent are employed in nursing.

Fr. Paul recruited Dr. Burns because of her wealth of experience in the field. Since 2011, Dr. Burns has served as Senior Vice President and Chief Nursing Officer with Independence Health (formerly Excelsa Health). Dr. Burns also previously served as Deputy Secretary for Health Planning and Assessment for the Pennsylvania Department of Health. She was the Associate Dean for Clinical Education at the University of Pittsburgh's School of Nursing.

She started her career as a critical care and emergency-room nurse at Latrobe and Westmoreland hospitals, both part of Independence Health, and she has continued to embody and exemplify the qualities of the nursing profession throughout her professional journey.

“It's a great career,” she said. “I'm so excited about opening a new nursing program.”

# Economic Mobility

Through its Economic Mobility program, the Foundation invests in pathways to opportunity for vulnerable children and youth in Allegheny and Westmoreland counties.

**64 Grants**

TOTALING

**\$20,092,000**

PG. 30

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**Casey  
Mindlin**

Executive Director of  
STEM Coding Lab



PG. 32

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**Anna Hollis  
Kander**

Executive Director of  
Amachi Pittsburgh



PG. 34

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**Saleem  
Ghubril**


Executive Director of  
Pittsburgh Promise Foundation




# STEM Coding Lab: Bridging the Digital Canyon

2023 Annual Report ECONOMIC MOBILITY





## STEM Coding Lab reaches students where their interests lie—be it video-game design or developing their own websites.



WHEN CASEY MINDLIN VIEWS THE PITTSBURGH LANDSCAPE, he sees more than rivers. He also sees a canyon—the troubling gap in digital literacy between students in less affluent school districts and their neighbors in better resourced school districts.

Low-income students often miss out on basic STEM skills, leaving them out of the opportunity to land one of the plentiful and high-paying computer science jobs in their backyard, Mindlin said.

As Executive Director of STEM Coding Lab, Mindlin is committed to bridging that canyon, by helping to teach basic computer skills to K-8 students in lower-income school districts.

The organization provides 140 computer-science and digital-literacy classes to about 3,000 students in districts including the Pittsburgh Public Schools and Sto-Rox School District. They also teach digital literacy through after-school and summer programs.

A \$635,000 grant from the Richard King Mellon Foundation will enable STEM Coding Lab to expand its reach to other underserved communities in Allegheny County as well as provide virtual programming to rural districts in surrounding counties. The video lessons are a collaboration between STEM Coding Lab, the Allegheny Intermediate Unit, Carnegie Mellon University, Google and the University of Pittsburgh.

“We’re trying to focus on a future that includes all kids in this digital renaissance,” he said. In Pennsylvania alone, he said, there are 13,000 open computer science jobs with an average annual salary of about \$101,000 a year. But most schools can’t teach those skills because of the dearth of elementary and middle-school teachers with a certificate in computer science. In 2018, only four teachers in all of Pennsylvania had the certification, Mindlin said.

STEM Coding Lab also will expand its dedicated classroom space from Martin Luther King PreK-8 to four additional schools. But they won’t be static classrooms with a row of computers. With the help of Matt’s Maker Space and a designer from the Children’s Museum of Pittsburgh, the Computer Science Creator Spaces will come alive.

“We want to make five mini children’s museums in these classrooms, with maker tables and peg boards and robots going all over the place,” he said.

STEM Coding Lab reaches students where their interests lie—be it video-game design or developing their own websites. Computer-science assignments are integrated into projects in other classes. If a student writes a short story in an English class, they might learn how to animate their character in a computer-science segment.

The program aims to demystify the scary and nerdy stereotypes around computer programming. “You think of someone in their mom’s basement with the headphones on in the dark,” Mindlin said. “But it’s not the case.” Professionals from Google, BNY Mellon, Schell Games and other companies visit the classrooms and talk to students about possible careers.

Kindergarteners learn geospatial skills through a “Bee Bot,” a yellow-and-black bee they can program to move in all directions through a maze.

Mindlin, a graduate of Shady Side Academy, is not a computer whiz. He studied political science and philosophy at the University of Colorado before starting his own taxi company. He then worked in politics before becoming Director of Strategic Partnerships for Scholastic. Mindlin took over the helm of Stem Coding Lab in 2020, following the organization’s founding by current Board Chair Viv Penninti in 2017.

Mindlin entered the computer space because of job opportunities. And he draws great satisfaction from the way STEM Coding Lab bridges the digital divide by serving districts where at least 70 percent of the students come from poverty.

“I am committed to serving kids,” he said. “I think that computer science in 2024 is one of the most important pathways to serve kids.”

# Helping Kids Whose Parents are in Prison

“Many youths—especially boys—carry the fear that they will end up in jail like their parents.”

**Anna Hollis Kander**

Executive Director of Amachi Pittsburgh







THE HIGH-SCHOOL SOPHOMORE KEPT GETTING IN TROUBLE FOR LAUGHING TOO MUCH in class, but she laughed as a way to keep from crying. Her father was incarcerated. And her mother was overwhelmed.

It was only when the girl joined a support group through Amachi Pittsburgh that she heard other kids talk about the anguish and abandonment they felt over a parent behind bars. Then she started sobbing.

“She let it all out because she was in the company of other kids who were experiencing the same circumstances,” said Anna Hollis Kander, Executive Director of Amachi Pittsburgh.

The Foundation long has funded organizations that work to help the victims of crimes. Amachi’s work is focused on helping the people she calls “the invisible victims of crime”—the children of parents who are incarcerated. The Richard King Mellon Foundation granted \$400,000 to Amachi Pittsburgh in 2023 to help serve more than 200 youth and families with incarcerated parents. The nonprofit helps youth deal with the shame, anger and hardship that often accompanies having a parent in jail or prison. And Amachi’s volunteer mentors help the youths to build confidence, improve school performance and chart their own paths toward success.

For a child of an imprisoned parent, the emotional fallout often is devastating, Hollis Kander said. “The kids worry about their incarcerated parents. They wonder, ‘Are they eating? Do they have clothes?’”

Amachi has had success preventing kids from following in their parents’ footsteps with its programming including volunteer mentoring that often lasts for years. Nationally, kids with incarcerated parents are more likely to enter the criminal-justice system themselves, she said. But 92 percent of youth who go through the Amachi program stay out of the system.

As they approach their teenage years, many youths—especially boys—carry the fear that they will end up in jail like their parents, she said. To combat that sense of doom, the program builds kids’ self-esteem and sense of self-determination by pairing them with a mentor. For example, one teenager has been learning to master martial arts through classes with his mentor for 10 years.

Amachi also gives a voice to kids who are the “invisible victims of crime.” They have told their stories locally, in Harrisburg and at conferences. “The first role of a youth ambassador is to show that they exist, they have a story, and they matter,” Hollis Kander said.

To strengthen family bonds, Amachi partnered with the PA Department of Corrections to implement a program using Oculus virtual-reality headsets that allow kids and their incarcerated parents to bond over virtual adventures such as a roller-coaster ride during visitation. The program will move to the Allegheny County Jail.

Hollis Kander inherited her passion for positive change from her late mother, Mattie Hollis, who raised her children in the Hill District and was an advocate for children and quality education. Hollis Kander started her career as a pharmaceutical sales representative before taking a few years off to stay home with her kids. Then the genocide in Darfur made headlines, and, horrified by the mass killing, she joined an advocacy group.

In 2005, her sister-in-law, Lisa Thorpe Vaughn, Executive Director of Amachi, asked her to come to Amachi for a two-month stint to fill in for a mentor recruiter. Hollis Kander was shocked by the harsh realities faced by children with incarcerated parents. She never left, becoming Executive Director by the end of the year after Vaughn left to start a consulting business.

Hollis Kander continues to advocate for kids who have been thrown into a cycle of generational trauma.

“It’s almost like they didn’t have a leg to stand on. I want to give them a fighting chance.”

As she tells the youth who worry they will end up incarcerated too, “You have the power to break the cycle.”

# Promises Made, Promises Kept

2023 Annual Report ECONOMIC MOBILITY



# Pittsburgh Promise has awarded some \$170 million in scholarships to 12,000 students.

IN 2008, SALEEM GHUBRIL STOOD IN THE AUDITORIUM OF OLIVER HIGH SCHOOL and told students how they could qualify for \$20,000 under a new scholarship program called The Pittsburgh Promise. After everyone else had scattered, a young man walked up to him and said, “I’m going into my senior year with a 1.7 GPA. Do I still have a shot at this?”

Ghubril, Executive Director of The Pittsburgh Promise Foundation, didn’t sugarcoat the answer about what the senior would have to do to raise his GPA to the 2.0 minimum requirement for a scholarship.

“It’s mathematically possible. But it won’t be easy. It will require straight As in every one of your classes during every one of the reporting periods.”

At the end of the school year, Ghubril gave the commencement speech at the now-closed high school. The young man came up to him and said, “Listen, man, I did what you told me I had to do.” Now he wanted to know if Ghubril was going to hold up his end of the bargain.

True to his word, Ghubril awarded the young man one of the hundreds of scholarships provided through The Pittsburgh Promise in its inaugural year. The Promise recipient went onto Penn State University, earned a degree in gas and petroleum engineering, worked for an energy company and now works as a managing engineer for a national intelligent building solutions company.

His success is part of the rich legacy of a program that has awarded some \$170 million in scholarships to 12,000 students, motivating them to work harder in high school and removing a financial barrier to the life-changing opportunities of post-secondary education.

As the scholarship program nears its 21-year end—the class of 2028 will be the last recipients—more than 14,000 students are expected to get help defraying the steep price of college. The Pittsburgh Promise has relied on private funds, including a \$100 million initial investment from UPMC and some \$13.6 million in grants from the Richard King Mellon Foundation over the years.

The Foundation in 2023 awarded another \$2 million to The Pittsburgh Promise, its final grant in support of the initiative, for another phase of its program—“success coaches” who are hired to increase the number of students from lower-income neighborhoods to qualify for scholarships.

Eligibility for the program has varied widely depending on the neighborhood. For example, in 2021, 84 percent of the students at Allderdice, in the more affluent neighborhood of Squirrel Hill, qualified, while only 29 percent of students at Perry High School in the less affluent North Side were eligible. The coaching initiative has raised Perry’s rate to 44 percent.

The 14 coaches work at Perry, Milliones, Carrick and Westinghouse, the four high schools with the lowest eligibility rates. They provide one-on-one career advice, lead school-wide activities such as college fairs and offer a sympathetic ear.

Ghubril knows many of these students need a second chance—something he had after his family fled war-torn Lebanon. A bomb went through their living room and his brother was kidnapped (but mercifully returned), and they arrived in Iowa when Ghubril was 16.

Angry and rebellious, Ghubril was thrown out of his first U.S. high school for behavior problems and was expelled from college for academic reasons. “I had a giant chip on my shoulder,” he said. But he went to community college and later was readmitted to the University of Iowa and received a master’s of divinity at University of Dubuque Theological Seminary.

Mentors helped him find his way. He hopes the success coaches can do the same for students in Pittsburgh. “I am the poster child for second chances,” he said.

# Health & Well-Being

The Foundation's Health & Well-Being program invests in healthier lives for the people of Allegheny and Westmoreland counties.

**29 Grants**

TOTALING

**\$21,167,000**

PG. 38

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**Dan  
Rooney**

Director of Business Development &  
Strategy for the Steelers



PG. 40

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**Gene  
Komondor**

Chief Executive Officer of  
Mutual Aid Ambulance Service



PG. 42

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**Dr. Jerome  
Gloster**

Chief Executive Officer and  
Chief Medical Officer of  
Primary Care Health Services



# Here We Go, Steelers (to Hazelwood Green)

2023 Annual Report HEALTH & WELL-BEING



“Sports is a way to bond with your friends, your family, your teammates and to be really focused on being disciplined, competing and working together away from some of the activity that puts people in harm’s way.”

## Dan Rooney

Director of Business Development & Strategy for the Steelers

DAN ROONEY STOOD ON THE BALCONY OF THE STEELERS’ SOUTH SIDE TRAINING COMPLEX, peered across the Monongahela River to Hazelwood and pointed to an empty tract that soon will become a new youth athletic field.

Steelers Field, the new youth community field at Hazelwood Green, is scheduled to open by Fall 2025. Youth football players from the Hazelwood community and other areas of Pittsburgh will throw passes and do drills, just as the Steelers do, directly across the river, at the Steelers’ training center at the UPMC Rooney Sports Complex.

The two worlds—the glamorous NFL and young kids with athletic aspirations—will run parallel in a city where pro football is king. Current Steelers and Steelers alumni will make appearances at the youth field, running camps and clinics as a way to give back to the community.

The Richard King Mellon Foundation granted \$10 million to Steelers Charities for the state-of-the-art 2,000-seat complex. In turn, Steelers Charities will oversee maintenance, operations and programming of the community field year-round, and accommodate other youth sports such as soccer and lacrosse as well as the growing ranks of flag football players, many of them female.

Though Steelers Charities has provided numerous community grants in Pittsburgh over the years, Steelers Field will be Rooney’s signature community venture.

Dan Rooney, the son of Steelers President Art Rooney II and Director of Business Development & Strategy for the Steelers, said the new field represents “our love of Pittsburgh and giving back to the community.”

Rooney, who has been a youth-football coach himself, knows firsthand about the significant demand for youth practice fields in Pittsburgh, particularly for football. “When the Richard King Mellon Foundation approached us, it opened up an opportunity to not only deliver something to the community but also continue to activate our current players as well as our alumni on a new platform.”

The project also includes renovating a 10,000 square-foot building on the site for indoor training, clinics and other events to ensure year-round programming.

Tishman Speyer, the master developer of Hazelwood Green, will oversee the project. In planning the project, the Steelers have made a point of talking to Hazelwood leaders about how the community wants to utilize the field.

And there will be room for the complex to grow. Steelers Field will be constructed so that new modules can be added for locker rooms, additional seating, enhanced scoreboards and other amenities.

The new community field also is part of the Steelers’ bid to host the NFL draft in Pittsburgh in 2026 or 2027. “The NFL takes a look at how the draft can make an impact on the city,” Rooney said. “The field promotes an active and healthy lifestyle, and that’s something the NFL is constantly promoting.”

Growing up in the storied Pittsburgh football family, Dan Rooney was the ball boy in the 2005 Super Bowl season around players such as Troy Polamalu and Ben Roethlisberger. As a kid he played for the East End Crusaders, a Catholic school youth program. He went on to play quarterback at Shady Side Academy and Dartmouth College.

For him, a new community field harkens back to the games he played as a kid—a beneficial life experience that he wants other kids in Pittsburgh to have the opportunity to enjoy, too.

“Sports is a way to bond with your friends, your family, your teammates and to be really focused on being disciplined, competing and working together away from some of the activity that puts people in harm’s way.”

# Mutual Aid Ambulance Service

2023 Annual Report HEALTH & WELL-BEING





“The opportunity to take care of somebody ... that’s one of the greatest privileges that any of us will ever have.”

## Gene Komondor

Chief Executive Officer of Mutual Aid Ambulance Service

A GREENSBURG-AREA MOM LEARNED THAT HER 11 CHILDREN HAD BEEN EXPOSED TO LEAD from peeling paint on their home radiator. But there was no way she could transport her large family to the doctor’s office for blood tests to monitor the dangerous situation.

So Kimberly Grimm and Elizabeth McMaster, two employees of the Mutual Aid Ambulance Service in Greensburg, came to their house to take the blood samples. The mother was relieved that the two community-healthcare technicians solved her transportation dilemma, and also that they planned to follow up.

The home visit was part of the ambulance company’s Community Healthcare Initiative. The Richard King Mellon Foundation in 2023 awarded a \$400,000 grant to Mutual Aid Ambulance Service to expand the initiative throughout its coverage area in Westmoreland and Fayette counties. The technicians go from house to house in unmarked cars instead of ambulances.

The nonprofit has contracted with Highmark Health and is negotiating contracts with other health-insurance companies to reach out to people who make frequent hospital visits. The initiative will bring much-needed revenue to Mutual Aid Ambulance Service while cutting down on preventable, high-cost trips to the hospital.

“Patients get discharged and they go back to the hospital. It’s a constant revolving door of medicine,” said Gene Komondor, Chief Executive Officer of the ambulance service. “We try to direct them to a path of independence and self-reliance.” The service has helped older residents who have to choose between heat and food by referring them to a low-income heat-subsidy program. Similarly, if a person keeps falling, they might survey the home and show how to mitigate falling hazards, such as area rugs with fraying edges.

Recently, two community-healthcare technicians helped a man in his 30s who had a serious medical condition but was agoraphobic and refused to leave his house. They built a rapport and accompanied him to the doctor so he could get the care he needed.

McMaster, the community-healthcare technician, was a paramedic for nine years but finds her new role doing home visits to be more rewarding. Riding in the ambulance, “I would go to the same addresses all the time. I got frustrated with no solutions. This is finding a solution.”

Komondor said the program also offers a solution to rural ambulance services, which are struggling with inflation and the high cost of wear and tear on vehicles, in a company that makes 100 to 120 runs a day.

The Richard King Mellon Foundation also awarded Mutual Aid Ambulance Service a \$600,000 grant to purchase four new ambulances, costing \$132,000 each, and new computers and software.

Komondor said ambulance services also are under financial strain because of the difficulty of getting reimbursed for services. Unlike a doctor’s office that won’t see a patient unless they have insurance, the paramedic who responds to a car crash or a heart attack can’t ask about payment. Their focus instead must be on urgent questions such as, “Can you breathe?”

There’s also a shortage of paramedics, who suffer burnout and career stress. “No one ever calls 9-1-1 because they are having a good day,” he said.

Mutual Aid Ambulance has hired employees through its education and training center. Komondor—who worked as an EMT, started his own ambulance company and taught emergency medicine at the University of Pittsburgh—said he can teach anyone the technical skills, but the real mark of an EMT is someone who cares.

“The opportunity to take care of somebody who, for whatever reason, is not able to take care of themselves, either because of illness or injury—that’s one of the greatest privileges that any of us will ever have.”

# High-End Healthcare in Homewood

2023 Annual Report HEALTH & WELL-BEING



# Dr. Jerome Gloster believes everyone deserves the best possible medical care.

DR. JEROME GLOSTER KNOWS THAT, WHEN IT COMES TO HEALTH AND WELL-BEING, residents of Homewood and other low-income neighborhoods have the deck stacked against them. Poverty, poor nutrition, pollutants and other disadvantages pile up, leading to high rates of diabetes, hypertension, anxiety and other serious conditions.

Gloster, Chief Executive Officer and Chief Medical Officer of Primary Care Health Services, a network of Federally Qualified Health Centers in Homewood, the Hill District, McKeesport, Braddock, Homestead, the West End, Wilkinsburg, East Liberty and Hazelwood, believes residents of those communities don't just deserve medical care. He believes they deserve the best possible medical care.

"From day one, my focus has been on building a health center that a millionaire would say, 'Oh there's a new doctor's office over there. Let me check it out.' Not, 'Oh that's the clinic for poor people.'"

That goal is becoming reality with the building of the new Wilford A. Payne facility in Homewood. The new facility will replace the Alma Illery Medical Center, a dingy windowless building with outdated fixtures.

With construction scheduled to begin in Fall 2024 and the opening set for early 2026, the new health center will house social services; behavioral health; medical, dental, women's and children's health; substance-use disorder treatment; health care for the homeless; and a pharmacy for the community. The facility also plans to partner with Eye and Ear hospital to have a Hearing and Vision Center on site. The service providers also will help to address the social determinants of health. The Richard King Mellon Foundation has granted \$1 million toward the project as part of its effort to improve health outcomes in low-income neighborhoods.

Named after Dr. Gloster's late mentor, the Payne building also will house community nonprofits such as Healthy Start, which provides services to improve maternal and child health. The nonprofit is renovating its sites in Braddock, Hazelwood and the West End and has upgraded its East End facility.

Treating low-income patients with dignity has been Dr. Gloster's calling since he graduated from the University of Pittsburgh School of Medicine in 1992. During his residency, he worked at a private pediatrician's office, where each patient was allotted 10 minutes or less. Gloster wanted time to form meaningful relationships with clients.

As a 30-year-old doctor in 1995, he found that opportunity when he was hired at Primary Care Health Services in Homewood, which doesn't turn away patients regardless of their ability to pay.

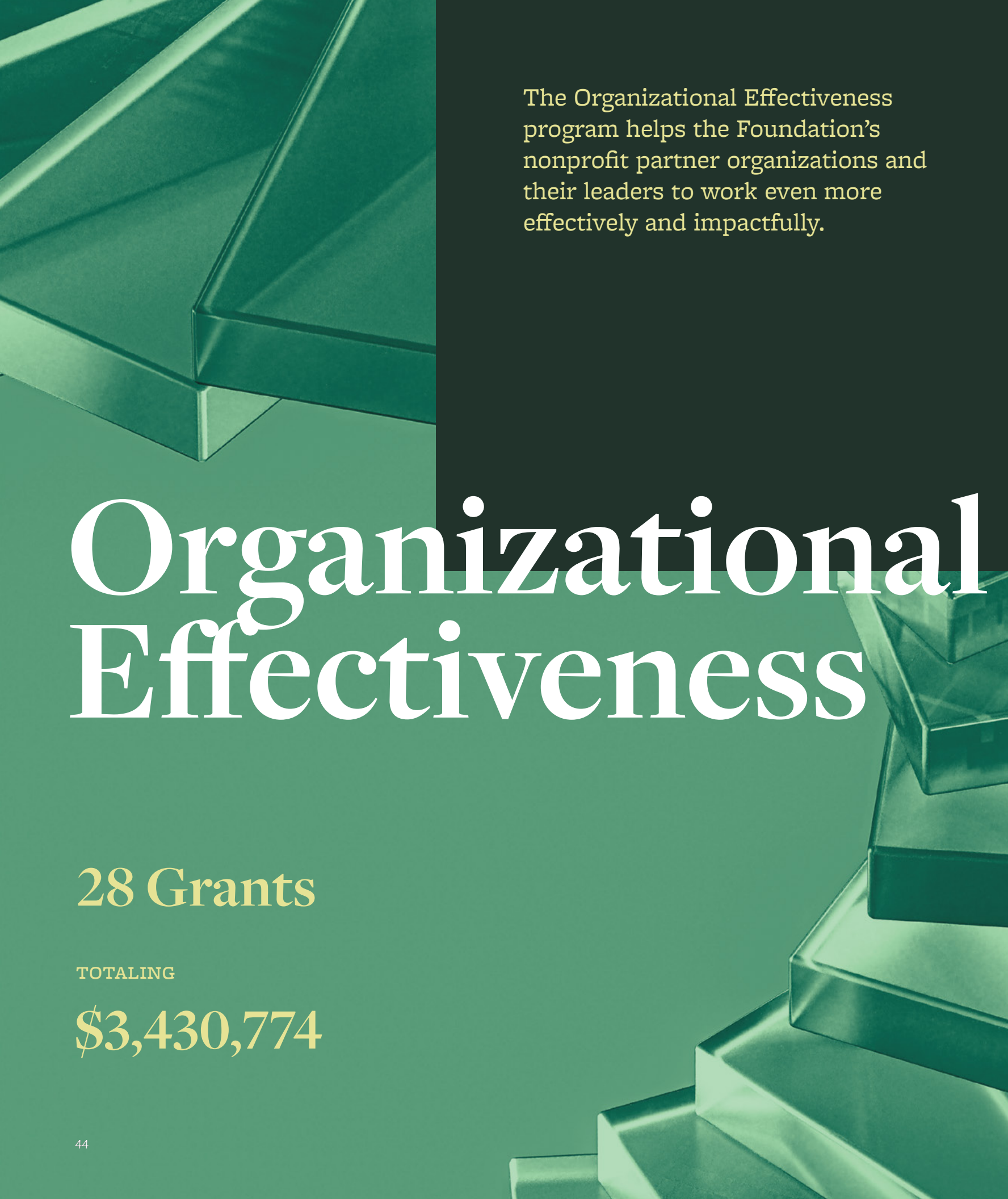
Many young physicians spend five years at a Federally Qualified Health Center to qualify for loan forgiveness, only to move on to private practice and double their salaries. But Dr. Gloster knew this was where he belonged. He enjoyed getting to know his patients and finding solutions that work within their complicated lives.

Many doctors might tell an overweight teenager to exercise. But Gloster would dig deeper to find out what obstacles were getting in the way—maybe the teen couldn't afford a gym membership or was afraid to walk outside because they felt unsafe. Gloster then would take the time to suggest simple home exercises.

His mentor, Wilford Payne, knew Gloster had a knack for leadership and promoted him to Medical Director in 2005. Gloster left in 2011 to become Medical Director of North Side Christian Health Center. He became an ordained minister and chaplain, praying with and counseling employees and patients. In 2018, he returned to Primary Care Health Services.

The new Homewood building is expected to serve 3,750 patients, a 25 percent increase over current levels. The facility has been operating below capacity because residents felt it was demeaning to get care in a rundown clinic. "They thought, 'You think this is all we deserve,'" he said.

The gleaming new building, the kind of place that would attract a millionaire, is exactly what Gloster believes the people of Homewood deserve.



The Organizational Effectiveness program helps the Foundation's nonprofit partner organizations and their leaders to work even more effectively and impactfully.

# Organizational Effectiveness

28 Grants

TOTALING

\$3,430,774



PG. **46**

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**Robert  
Hamilton**

Director of the Westmoreland County  
Department of Human Services



PG. **48**

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**Kendra Whitlock  
Ingram**

President and Chief Executive  
Officer of the Pittsburgh Trust for  
Cultural Resources



# From Living Under a Bridge to Building Bridges for People



# Recovering from substance-use disorder and rebuilding his life has given Robert Hamilton empathy for those requiring human services.

EVERY FEW MONTHS, Robert Hamilton walks under the Derry Veterans Memorial Bridge and stares at the place he once called home.

The bridge in Derry, Westmoreland County, is a reminder of where he came from. And it is inspiration for his work today.

Before he became the suited director of the Westmoreland County Department of Human Services, overseeing a \$300 million budget, Hamilton was a disheveled veteran living in a tent in the woods just beyond the bridge and the railroad tracks. On rainy nights, when his tent became drenched, he would seek cover under the bridge. Some days police in the tiny town where he grew up would chase him away.

Fifteen years ago he was a 20-year-old military veteran addicted to heroin and opioids, living on the streets. “It was survival,” he said.

Recovering from substance-use disorder and rebuilding his life has given him empathy for those requiring human services. Hamilton was named the Director of the Westmoreland County Department of Human Services in 2021, after an executive search funded by the Richard King Mellon Foundation.

The Foundation also in 2023 awarded the department \$350,000 to begin implementing a shared-data system between the Department’s divisions of Aging; Behavioral Health and Developmental Services including Early Intervention; Community Relations and Prevention; and Veterans’ Affairs; and also its Children’s Bureau, in hopes the technology will improve both the effectiveness and efficiency of the services they provide.

“We have to put all of this together and understand that each person represents a story and each story represents a distressed area and each area has to have its own unique strategy. The way to do that effectively is to have that data and fund those areas of need—crisis support, suicide support,” Hamilton said.

Hamilton’s story starts with generational poverty and trauma. His mother had three kids before she was 20, got divorced and remarried. The family constantly moved when rent was due. “We ended up living in a cottage with no running water.”

After high school, he joined the Army National Guard as a military police officer. One day, as he was testing a weapons system, a .50-caliber rifle misfired and blew out the hearing in his right ear. The doctor gave him opiates and he became addicted.

By age 20, he was back in Derry, living on the streets, selling drugs and dodging police. There was no homeless shelter or other services. “Barely anybody knew,” he was homeless, Hamilton said. “If they saw me, I would pass it off like I was camping.”

The threat of a long prison sentence when his friends were caught in a crime jolted him into change. He entered a drug-treatment program called Pyramid HealthCare. After attending a church service, he knew he had a higher purpose and stopped using drugs in 2010.

Then he made up for lost time. Hamilton enrolled in the Community College of Westmoreland County, then received his bachelor’s degree and then a master’s degree in public policy at the University of Pittsburgh. Now he is finishing a doctorate in instructional leadership and management at Robert Morris University.

He worked at Pyramid, giving others the help he once had received, and then worked as Executive Director of Veterans Place of Washington Boulevard.

Hamilton is a bearded, cheerful man with the broad shoulders of the high school football player he once was. Dr. Seuss tattoos cover almost every inch of his right arm — he had once planned to go into early-childhood education, but now the tattoos also hold meaning for their references to his bond with his two children.

He loves his job—except for the part where he has to wear a suit.

But even that has its reminders of Hamilton’s past. The blue jacket has American flags and a date embroidered inside—XI II X—representing November 2, 2010, the day he got clean and turned his life around.

# Elevating the Business Performance of the Performing Arts

2023 Annual Report ORGANIZATIONAL EFFECTIVENESS





# Kendra Whitlock Ingram is taking a data-driven approach to the Pittsburgh Trust for Cultural Resources.

KENDRA WHITLOCK INGRAM'S NEW JOB places her at the intersection of lofty artistic expression and the hard realities of the post-pandemic performing-arts world.

As President and Chief Executive Officer of the Pittsburgh Trust for Cultural Resources, Ingram regularly goes to majestic halls to see world-class performances by the arts organizations within the Cultural District. "Your job must be so fun," people tell her.

"Yes," she says, "but it's also a business."

The business side has become increasingly important as performing-arts organizations nationwide have been struggling to fill seats ever since venues went dark during the COVID-19 pandemic. Even though attendance has rebounded, arts organizations still are under considerable stress, especially with many employees working remotely instead of returning to Downtown offices.

Ingram is taking a data-driven approach to the Cultural Trust. A \$225,000 three-year grant from the Richard King Mellon Foundation will enable the Trust to establish a centralized business-analytics department and to beta test its services with a partner arts organization in the Cultural District.

Performing-arts organizations typically have not had the funds to have their own data-analytics departments. Ingram will use the data to help determine how best to target specific audiences, increase revenue, and cut costs. The Trust's Cultural District partners include the August Wilson African American Cultural Center, Pittsburgh Ballet Theatre, Pittsburgh CLO, Pittsburgh Opera, Pittsburgh Public Theater and Pittsburgh Symphony Orchestra.

"We have a lot of data," she said. "But it's how we use that data to make decisions, rather than just throw it on a couple of spreadsheets and graphs." Data will help target marketing to reward patron loyalty and drive new audiences to performances, relying on facts rather than hunches.

Another \$100,000 grant will be used to study the use of shared services among the various arts organizations.

In addition to serving as a resource for partner arts organizations, the Trust also manages a sprawling 1.2 million square-foot real estate portfolio Downtown — a mix of theaters, buildings, parking lots and empty spaces. With the depressed value of real estate Downtown post-pandemic and increased maintenance costs, the Trust is reevaluating its real estate portfolio through a \$150,000 grant from the Richard King Mellon Foundation. The Trust has hired a consulting firm to help it decide whether to sell or retain its mixed-used properties, and how to better activate its properties within the Cultural District.

Ingram took over the helm of the Trust and moved to Pittsburgh in February 2023, returning to the Cultural District she first explored as a college student at Duquesne University. A viola player and pianist in her hometown of Scranton, she set out to become a high-school music teacher, pursuing a Bachelor of Science in Music Education.

She naturally fell into the role of overseeing artistic productions behind the scenes, organizing a group of musicians to play a piece she composed, and directing a musical review with another student. Noticing her initiative, a dean at Duquesne recommended she consider an internship at one of the Cultural District organizations. She interned at Pittsburgh Opera and was hooked—seeing the drama of operatic performances while also realizing the financial realities of selling tickets and raising money to put on the show. "It was an eye opener," she said.

She went on to work in orchestra management for 13 years before transitioning to performing arts-center management over the last 14 years, serving in senior management roles for Omaha Performing Arts and the Newman Center for the Performing Arts at the University of Denver, and most recently as CEO of the Marcus Performing Arts Center in Milwaukee.

Ingram balanced her artistic training with business training, having earned an MBA at the University of Nebraska at Omaha. She looks at the balance sheets while marveling at the artistic performance, a passion that fills up her calendar. She ticked off 12 performances on her schedule in one month, most in the Cultural District, but also on a weekend trip to New York City.

In addition to its special Organizational Effectiveness funding to the Trust to help meet today's challenges in the performing arts, the Richard King Mellon Foundation also in 2023 awarded more than \$2.2 million in special Economic Development funding to individual performing-arts organizations, to help them develop new ways to engage audiences and to survive the stresses of the post-pandemic world.

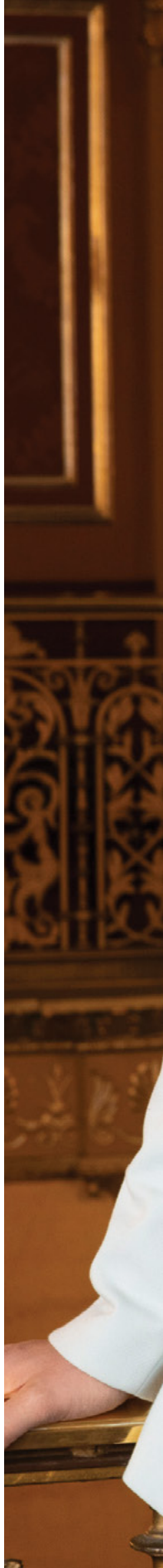
Using a \$500,000 grant, Pittsburgh Opera now offers free Uber rides to patrons, after research showed that access to transportation prevented some people from attending. The Foundation's grant also helps to pay for onsite child-care, performances at neighborhood events, and marketing tools, including a social-media influencer campaign.

To reach more families with young children, Pittsburgh Ballet Theatre is producing two "story" ballets, including a modernized Cinderella, funded by a \$500,000 grant from the Foundation. The ballet also will subscribe to a media-intelligence product to enable it to evaluate marketing strategies more effectively.

The Pittsburgh Symphony Orchestra received a \$500,000 grant to implement new initiatives to introduce younger audiences to an art form that traditionally attracts older patrons. The new Disrupt series features shorter performances, a happy-hour experience, no dress code and an upbeat host providing interesting commentary. The grant also funded enhancements to the BNY Mellon Grand Classics Series, a collaboration with the Pittsburgh CLO and the Carnegie Mellon University School of Drama, for two performances and two family-edition schooltime concerts at Heinz Hall.

The Pittsburgh Public Theater also is reaching out to new audiences by inviting them onto the stage. Called Public Works, the new program is funded by another \$500,000 grant from the Richard King Mellon Foundation. Each partnership will result in a performance with an ensemble of 100 community members, professional actors and cameos by local celebrities.

And Carnegie Mellon University's College of Fine Arts received a \$215,000 grant to create a plan to attract leading artists to Pittsburgh to write and workshop groundbreaking new shows. The Foundation's grant will be used for a one-year planning process to launch the Center for New Work Development by engaging consultants and establishing partnerships with regional theaters such as City Theatre.





“We have a lot of data. But it’s how we use that data to make decisions, rather than just throw it on a couple of spreadsheets and graphs.”

**Kendra Whitlock Ingram**

President and Chief Executive Officer of the  
Pittsburgh Trust for Cultural Resources

# Social-Impact Investments

Through its Social-Impact Investment program, the Foundation invests in for-profit companies with social missions that align with the Foundation's philanthropy.

13 PRIs

TOTALING

\$4,925,000



PG. **54**

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**Dylan  
Lew**

Chief Executive Officer and Co-Founder  
of Ecotone Renewables



PG. **56**

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**Laura  
Benjamin**

President and Chief Executive  
Officer of BioHybrid Solutions





# Turning Food Waste into Soil Sauce



“I see us scaling up to become the much-needed monster gobbling up all the food waste in the world.”

## Dylan Lew

Chief Executive Officer and Co-Founder of Ecotone Renewables

DYLAN LEW WALKS UP TO A SHIPPING CONTAINER and pulls on a drop-box handle where people dump their leftover french fries, half-eaten salads and other food waste.

In go the food scraps. Out comes “Soil Sauce,” an organic plant fertilizer that is a healthy byproduct of all that waste.

What doesn’t come out of the ZEUS digester system is methane, a gas that leads to global warming and accounts for 8 percent of global emissions just from rotting food waste alone.

Lew, the 25-year-old Chief Executive Officer and Co-Founder of Ecotone Renewables, and his friends in college came up with the digester system as a way to lessen food waste, enrich soil and divert harmful carbon gas from the atmosphere.

“I’m an impatient person,” said Lew, a Carnegie Mellon University materials engineering graduate. “Food waste is such a big global problem.” About 40 percent of all food is tossed out before consumption, a startling figure that not only wastes resources but also harms the environment.

The Pittsburgh-based startup has five digester systems in the field, at locations ranging from the Pittsburgh International Airport to Allegheny General Hospital.

The Richard King Mellon Foundation made a \$350,000 investment in Ecotone Renewables to help scale to five anaerobic digester systems while improving local soil health and supporting underserved communities. This initial investment helped anchor future investment rounds so they can continue to scale up. The third iteration of the digester is called ZEUS.

The investment is part of the Foundation’s Social-Impact Investment program, which provides capital to mission-driven, for-profit companies to enable them to develop products and services that address societal issues.

Ecotone works with the Greater Pittsburgh Community Food Bank and 412 Food Rescue to make sure any salvageable food goes to people in need.

“They are both incredible organizations that are the frontlines trying to redistribute food before it gets wasted,” Lew said. “I see us as the safety net for food that is already spoiled when it comes to them, and we can sustainably process.”

The company, which sells its Soil Sauce, also donates the fertilizer to community gardens and farmers, and hires local artists such as Juliandra from PBJ Customs, who painted a vibrant mural on the front of one of the systems where people throw their food waste.

The company helps the environment by preventing the costly and fuel-guzzling process of transporting food waste to landfills, while also cutting back on methane and other harmful gasses.

“We’re up to about 180,000 pounds of food waste diverted to date. That’s equivalent to about 25,000 big, mature trees diverting carbon for us,” Lew said.

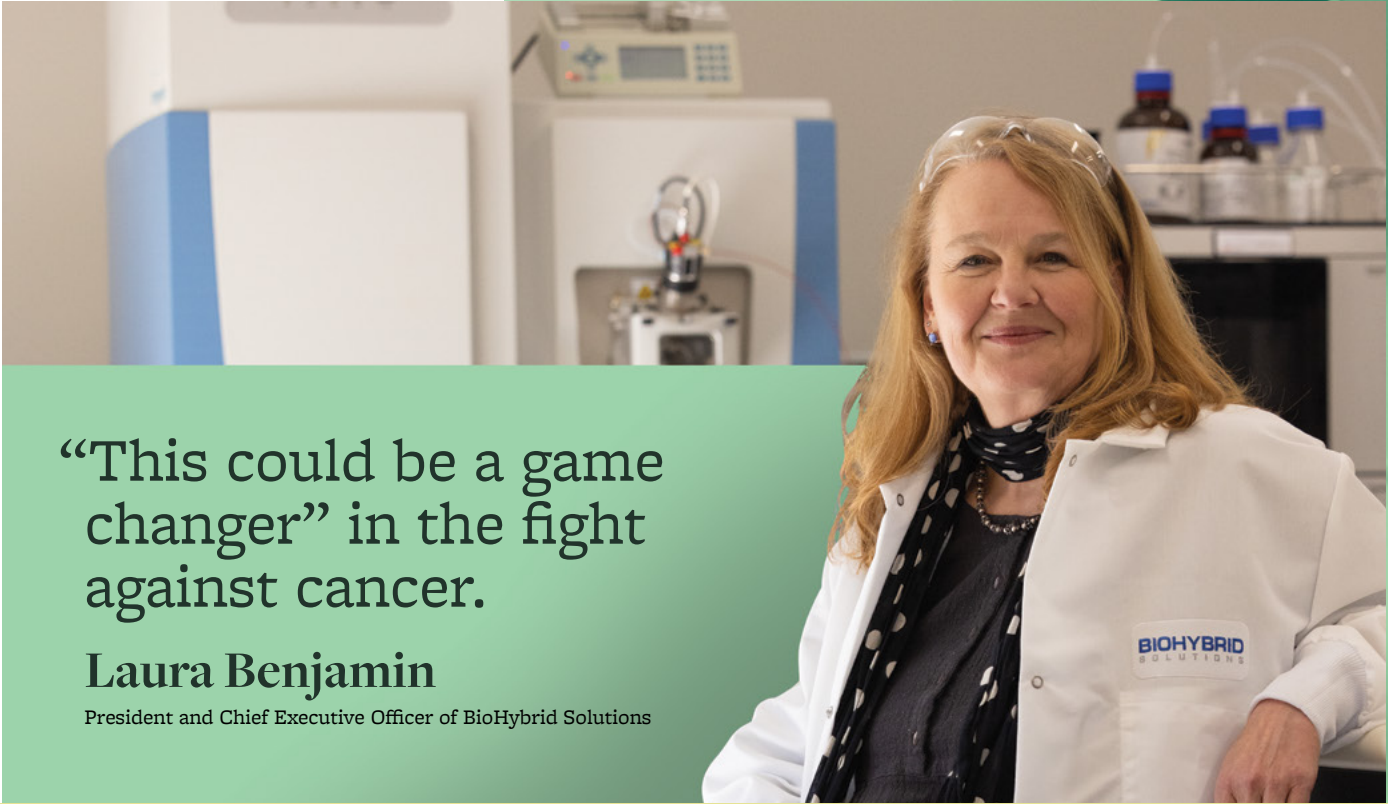
Living up to its sustainability ethos, the company uses the gas it collects to power the system and keep it heated throughout the year.

The inside of the trailer is filled with pipes, controls, a grinder that pulverizes food and a tank that mimics the process of human digestion by breaking down food anaerobically. Ecotone has two patents pending.

Lew collaborated with fellow Carnegie Mellon, University of Pittsburgh and University of Michigan students on the company’s early inception as Pittsburgh’s first portable farm. This first system used fish waste to feed nutrients to the greenhouse plants on top of the fish tank system. Realizing the process was better suited to a large scale, they pivoted to the digester model, launching the first system in 2019. Lew is joined by Co-Founders Kyle Wyche and Elliott Bennett who are leading the company as COO and CFO respectively.

A foodie who loves to go to restaurants and cook himself, Lew said he enjoys talking to chefs about the digester. Ecotone already has leased one to a vegan restaurant chain in Rhode Island called Plant City and is talking to another national restaurant chain in California.

Lew, the impatient green entrepreneur, is thinking globally. “I see us scaling up to become the much-needed monster gobbling up all the food waste in the world.”



“This could be a game changer” in the fight against cancer.


**Laura Benjamin**

President and Chief Executive Officer of BioHybrid Solutions

# Creating “Biological Missiles” with Fewer Side Effects







INSIDE A LOW-SLUNG BUILDING tucked under a highway overpass in Sharpsburg, a small group of scientists believe they are on the verge of a breakthrough in the fight against cancer.

BioHybrid Solutions is deploying its advanced chemistry platform to create injectable drugs that will target only cancer cells and spare healthy cells.

“I think we have the opportunity to make some really exciting drugs that no one else can make,” said Laura Benjamin, President and Chief Executive Officer of BioHybrid Solutions. “This could be a game changer.”

Benjamin said the company has a proprietary method of targeting cancer cells using polymer-based technology developed in a laboratory at Carnegie Mellon University.

The Richard King Mellon Foundation invested \$250,000 in BioHybrid Solutions so the company can develop the drugs and conduct clinical trials, to advance their work and to help to secure other investors. The investment is part of the Foundation’s Social-Impact Investment program, where the Foundation invests in for-profit companies with a social mission that aligns with the Foundation’s philanthropic goals.

The traditional way of fighting cancer through chemotherapy stops cancer cells from dividing, but also prevents other cells throughout the body from regenerating. That can lead to debilitating side effects such as hair loss, blood and gut problems.

The past two decades have given rise to a new class of drugs called antibody-drug conjugates or ADCs, in which chemotherapy drugs are attached to antibodies, allowing them to latch specifically on to cancer cells. ADCs are sometimes called “biological missiles” because they take the chemotherapies only to the cancer and spare the rest of the body.

But there have been limitations in the use of ADCs, including their potency. A breakthrough in the technology came recently when scientists attached eight small molecules of cancer-fighting drugs, instead of two, increasing its effectiveness.

Benjamin believes the technology at BioHybrid will allow scientists to attach a hundred or more small molecule chemotherapies to an antibody, greatly increasing the effectiveness of treatment.

“We are going to build something that looks like a bottlebrush,” she said. “The bristles of that brush attach to small-molecule chemotherapies, and that bottlebrush is attached to an antibody. In essence the antibody will drag that bottle brush tail directly to the cancer where the small molecule chemotherapies will do their job.”

Benjamin said this technology would reduce risk to patients. If one of hundreds of the tiny cancer-fighting molecules falls off of the bottlebrush, it won’t cause significant damage to the body.

The company’s new focus on oncology drugs is a pivot from concentrating only on contracts with the Department of Defense to create drugs that protect soldiers from chemical warfare agents. “I am very proud of that work,” she said. “It will continue.”

Benjamin long has used her scientific and entrepreneurial skills for medical advancements. After earning a degree in biology at Barnard College, Columbia University, and a doctorate in molecular biology at the University of Pennsylvania, she became associate professor of pathology at Harvard Medical School. In 2009, she became a vice president in oncology at Eli Lilly and Company. In 2018, she became CEO and President of OncXerna Therapeutics, a company that develops therapies for oncology patients.

In February 2024, Benjamin became President and CEO of BioHybrid Solutions, where she is proud to be part of an all-female leadership team with co-founder and Executive Vice President Antonina Simakova and COO Becky Wolfe.

Most cancer patients face a race against the clock, and she wants to make sure they get the most effective treatment from the onset.

“I’m dedicated to precision medicine, which means not just having a good drug, but knowing which patients to give it to. It’s one of the most important things in the world to me.”

# 2023 Grant and PRI Recipients

## Conservation \$54,408,100

### Allegheny Land Trust \$600,000

SEWICKLEY, PA

To acquire properties in the Robinson Run Watershed, connecting broader parts of an important regional greenway

### Allegheny Land Trust \$50,000

SEWICKLEY, PA

To protect urban greenspace in Allegheny County

### Allegheny Land Trust \$50,000

SEWICKLEY, PA

To teach people of all ages to engage with, appreciate, and protect the natural world

### Allegheny Land Trust \$85,000

SEWICKLEY, PA

To restore and enhance the existing network of conservation areas for maximum environmental and community benefit

### Allegheny Land Trust \$80,000 SEWICKLEY, PA

To identify, negotiate, conduct due diligence, and complete acquisitions of easements on land to conserve greenspace and permanently preserve habitat

### American Prairie Foundation \$1,483,000 BOZEMAN, MT

To acquire multiple properties to enhance a 3.2-million-acre short grass prairie ecosystem reserve in North-Central Montana

### American Recreation Coalition \$200,000 WASHINGTON, DC

To advance outdoor recreation programs

### American Rivers, Inc. \$250,000 WASHINGTON, DC

To complete three river restoration projects reconnecting 25 river miles in the Foundation's focal geographies in Western Pennsylvania; advance three additional projects providing instream and floodplain connectivity; and continue a public education and outreach program

### American Rivers, Inc. \$150,000 WASHINGTON, DC

To educate and engage community residents and leaders about the positive impacts of free-flowing rivers

### Appalachian Mountain Club \$1,000,000 BOSTON, MA

A program-related investment to acquire, protect, manage, and restore public access to the Barnard Tract, an ecologically significant 28,800-acre parcel in Maine's 100-Mile Wilderness region

### Appalachian Mountain Club \$1,000,000 BOSTON, MA

To acquire, protect, manage, and restore public access to the Barnard Tract, an ecologically significant 28,800-acre parcel in Maine's 100-Mile Wilderness region

### Appalachian Mountain Club \$1,000,000 BOSTON, MA

To restore public access to and activate the Barnard Tract for broader public use in Maine's 100-Mile Wilderness region

**Atlantic Salmon Federation, Inc.**

\$255,000  
BRUNSWICK, ME

To restore access to habitat for Atlantic salmon and other aquatic species

**Backcountry Hunters & Anglers**

\$175,000  
MISSOULA, MT

To refine outreach strategies and bolster programs in underserved urban communities

**Carnegie Institute**

\$225,000  
PITTSBURGH, PA

To inspire action on invasive species by developing and sharing resources, including an interactive display, that generate awareness of invasive plants and their impact on ecosystems

**Chesapeake Bay Foundation, Inc.**

\$409,000  
ANNAPOLIS, MD

To set in place a “4 P” approach (plans, partners, places, and practices) for maximum improvement of water quality

**Commons, Inc.**

\$30,000  
WASHINGTON, DC

To further integrate FieldDoc to manage, measure, and track best management practices and land protection efforts associated with the Foundation’s grantmaking

**Conemaugh Valley Conservancy, Inc.**

\$89,100  
JOHNSTOWN, PA

To engage youth in outdoor activity and instill a sense of stewardship

**The Conservation Fund A Nonprofit Corporation**

\$17,000,000  
ARLINGTON, VA

A program-related investment to conserve property in Alabama to help delist the federally threatened Red Hills salamander; restore the longleaf pine ecosystem; create a community forest; and expand public lands

**The Conservation Fund A Nonprofit Corporation**

\$4,000,000  
ARLINGTON, VA

A program-related investment to conserve property in Barnard Forest, Maine to support wildlife habitat, connectivity, recreation, and forest and wildlife management-related jobs

**The Conservation Fund A Nonprofit Corporation**

\$1,500,000  
ARLINGTON, VA

To develop and implement regional strategies for investing in rural futures by activating the natural resource economy around working forests and conserved landscapes

**The Conservation Fund A Nonprofit Corporation**

\$4,000,000  
ARLINGTON, VA

A program-related investment to conserve habitat in Washington State

**Delta Waterfowl Foundation**

\$250,000  
BISMARCK, ND

To inspire future wildlife biologists to consider hunting’s critically important role as they seek to achieve best outcomes for North America’s wildlife

**Ducks Unlimited, Inc.**

\$1,000,000  
MEMPHIS, TN

A program-related investment to expand aquatic compensatory mitigation programs to accelerate conservation outcomes and increase sustainable revenue sources

**East Coast Greenway Alliance, Inc.**

\$150,000  
DURHAM, NC

To accelerate development of the 367-mile East Coast Greenway in Maine

**The Energy Efficiency Alliance**

\$100,000  
PHILADELPHIA, PA

To help municipalities in Allegheny and Westmoreland counties leverage funding to drive energy-efficiency innovation

**Forest Society of Maine**

\$250,000  
BANGOR, ME

For stewardship of critical habitat in Maine

**Foundation for California University of Pennsylvania**

\$500,000  
CALIFORNIA, PA

To develop plans, permits, and on-the-ground implementation of stream restoration and water-quality improvement projects in Western Pennsylvania

**Foundation for Pennsylvania Watersheds**

\$500,000  
ALEXANDRIA, PA

To implement restoration projects in the geographies of the Western Pennsylvania Business Plan for Healthy Forests and Freshwater Habitat that improve habitat and biodiversity while creating economic opportunities

**Foundation for Sustainable Forests**

\$550,000  
SPARTANSBURG, PA

To purchase priority forested lands in Pennsylvania’s French Creek watershed for conservation; habitat stewardship via ecological forestry; and outreach

**Franklin & Marshall College**

\$300,000  
LANCASTER, PA

To purchase analytical equipment to support water-quality and carbon-cycling research to monitor the effectiveness of the Little Conestoga Blue-Green Corridor Restoration Project

**French Creek Recreational Trails, Inc.**

\$75,000  
MEADVILLE, PA

To install a prefabricated pedestrian bridge to close a key gap in the Ernst Trail connecting Conneaut Lake to Meadville

**French Creek Valley Conservancy**

\$100,000  
MEADVILLE, PA

To support a collaborative effort to protect and steward priority habitats in the French Creek focal geography

**French Creek Valley Conservancy**

\$250,000  
MEADVILLE, PA

To work with partners to protect critical habitat in the French Creek watershed

**French Creek Valley Conservancy**

\$50,000  
MEADVILLE, PA

To raise public awareness of French Creek and to promote outdoor recreation opportunities in the French Creek watershed

**Friends of Katahdin Woods and Waters**

\$250,000  
PORTLAND, ME

Toward design and construction of a building and exhibits; a 3.6-mile road; an eastern lookout; landscaping and accessible paths; and off-grid sustainability features

**Friends of the James River Park**

\$60,000  
RICHMOND, VA

To identify, describe, and increase engagement with private landowners neighboring an urban wilderness park to help address invasive species

**Friends of the Pittsburgh Urban Forest**

\$349,000  
PITTSBURGH, PA

Toward support of operations and to develop a seed lab for the Heritage Nursery to meet the growing demand for native trees and technical expertise

**Friends of the Riverfront, Inc.**

\$400,000  
PITTSBURGH, PA

Toward support of operations and to provide clean, safe, well-maintained, and accessible riverfront trails in Allegheny County

**Girl Scouts of North East Ohio**

\$75,000  
MACEDONIA, OH

To incorporate invasive-plant control curriculum into the Girl Scout Badge and Journey program

**Grand Traverse Conservation District**

\$150,000  
TRAVERSE CITY, MI

To work with multiple levels of stakeholders to change mindsets and consumer demand around the ornamental invasive species trade

**Green Building Alliance**

\$250,000  
PITTSBURGH, PA

To support operations and strategic programs that advance the knowledge and practice of sustainable construction in Western Pennsylvania

**Grow Pittsburgh**

\$150,000  
PITTSBURGH, PA

To support food-growing projects that provide access to fresh local produce and provide quality education

**Hunters of Color**

\$250,000  
CORVALLIS, OR

To cultivate opportunities that develop hunter-conservationists, increasing diversity in hunting, angling, and conservation

**Keystone Trails Association, Inc.**

\$150,000  
MECHANICSBURG, PA

For a new position to evaluate trail conditions, prioritize improvements, bolster volunteerism for trail stewardship, and assure better trail maintenance in the PA Wilds

**Loyalhanna Watershed Association, Inc.**

\$65,000  
LIGONIER, PA

To improve the health of the Loyalhanna watershed through restoration, education, and community engagement

**Maine Coast Heritage Trust**

\$250,000  
TOPSHAM, ME

To transform aging farm operation facilities into accessible community centers to grow food; mentor youth; support local farmers; and model regenerative agriculture practices

**Minority Outdoor Alliance, Inc.**

\$218,000  
AUSTELL, GA

To help state wildlife management agencies create a program to increase engagement, partnership, and service with the community

**Missouri Prairie Foundation**

\$100,000  
COLUMBIA, MO

To bolster staff capacity; increase data collection; and broaden public awareness and activation via a robust educational campaign on invasive-plant species

**Mount Washington Community Development Corporation**

\$170,000  
PITTSBURGH, PA

To improve Emerald View Park's ecological health and residents' quality of life by protecting the viewshed; conducting habitat restoration; maintaining trails; and planning future efforts

**Mountain Watershed Association, Inc.**

\$165,000  
MELCROFT, PA

To restore the Youghiogheny River watershed through stewardship efforts

**Nantucket Conservation Foundation, Inc.**

\$500,000  
NANTUCKET, MA

To restore approximately 40 acres of former cranberry bog to naturally functioning wetlands

**National Aviary Pittsburgh, Inc.**

\$500,000  
PITTSBURGH, PA

To save birds from extinction with a multi-pronged, sustainable, and buildable approach

**National Fish and Wildlife Foundation**

\$1,500,000  
WASHINGTON, DC

To restore aquatic and forest habitat in Appalachia with a focus in Western Pennsylvania, Virginia, and West Virginia

**The Nature Conservancy**

\$250,000  
ARLINGTON, VA

To restore river health and connectivity across the Appalachians

**New York Botanical Garden**

\$125,000  
BRONX, NY

To identify non-native and invasive plant species in the Northeastern United States by working with natural resource and nursery personnel and the public to prevent the spread of invasive plants

**Nine Mile Run Watershed Association, Inc.**

\$200,000  
PITTSBURGH, PA

To develop climate resilient technology and formulate partnerships to address stormwater and expand the Nine Mile Run Watershed Association's work throughout the Pittsburgh region

**Outdoor Inclusion Coalition**

\$250,000  
PITTSBURGH, PA

To provide recreational access to youth and families to support social-emotional learning and outdoor connectivity

**Outward Bound, Inc.**

\$172,000  
LAGRANGEVILLE, NY

To develop a standardized partnership model; grow a network of partners; and implement a pilot program in Pittsburgh

**PA Cleanways of Allegheny County, Inc.**

\$125,000  
ETNA, PA

Toward support of operations

**Panthera Corporation**

\$100,000  
NEW YORK, NY

To evaluate livestock-carnivore conflict-prevention tools and facilitate human-carnivore coexistence

**Pennsylvania Association for Sustainable Agriculture**

\$75,000  
MILLHEIM, PA

To improve sustainability in the upper Allegheny River watershed by promoting watershed-friendly agriculture practices and supporting a regional local food network

**Pennsylvania Association for Sustainable Agriculture**

\$265,000  
MILLHEIM, PA

To formalize a certification program for agroforestry and expand its use in Western Pennsylvania

**Pennsylvania Environmental Council, Inc.**

\$150,000  
PITTSBURGH, PA

To develop and implement on-the-ground projects for ecological restoration

**Pennsylvania Environmental Council, Inc.**

\$450,000  
PITTSBURGH, PA

To educate key decision makers and the general public about ways to improve conservation practices for positive environmental outcomes

**Pennsylvania Environmental Council, Inc.**

\$350,000  
PITTSBURGH, PA

To implement recommendations of a recently completed recreational-activation and trail-development report

**Pennsylvania Organization for Watersheds and Rivers**

\$60,000  
PITTSBURGH, PA

To provide technical assistance to Western Pennsylvania’s community watershed organizations to protect, restore, and activate Pennsylvania’s rivers, creeks, streams, and wetlands

**Pennsylvania Parks and Forests Foundation**

\$275,000  
CAMP HILL, PA

To invest in the Pennsylvania Outdoor Corps to complete projects in state parks and forests while developing job and conservation skills

**Pennsylvania Resources Council, Inc.**

\$45,000  
PITTSBURGH, PA

To research and develop a business plan for the implementation of a Center for Hard to Recycle Materials Facility in Allegheny County

**Pennsylvania Solar Center**

\$280,000  
PITTSBURGH, PA

To increase participation of organizations and businesses in the GET Solar program

**Pennsylvania Wilds Center for Entrepreneurship, Inc.**

\$130,000  
KANE, PA

To develop tourism-related products that grow rural businesses; build brand awareness; and meet visitor demand

**Pheasants Forever, Inc.**

\$104,000  
SAINT PAUL, MN

To expand and strengthen recruitment efforts by reaching diverse hunter-conservationists through minority and women-targeted adult Learn-to-Hunt events

**Pittsburgh Botanic Garden**

\$228,000  
OAKDALE, PA

To develop a Garden Master Plan

**Pittsburgh Community Broadcasting Corporation**

\$75,000  
PITTSBURGH, PA

To report on conservation and sustainability efforts in Western Pennsylvania, via radio and digital media, to bring about a more informed citizenry

**Pittsburgh Parks Conservancy**

\$175,000  
PITTSBURGH, PA

To engage Homewood residents, businesses, and community organizations to craft a community-driven plan for Baxter Park

**Pittsburgh Parks Conservancy**

\$300,000  
PITTSBURGH, PA

To implement the new plan for Mellon Park in Pittsburgh’s East End

**Regional Trail Corporation**

\$500,000  
WEST NEWTON, PA

To address trail safety emergencies in communities within Allegheny and Westmoreland counties, primarily along the Monongahela and Youghiogheny rivers

**Reimagined Recycling, Inc.**

\$75,000  
PITTSBURGH, PA

To collect and repurpose single-use #5 plastic

**Scenic America**

\$150,000  
WASHINGTON, DC

To pursue government designations to develop recreational opportunities

**September 11th National Memorial Trail Alliance**

\$50,000  
NEW EAGLE, PA

To host community-based events that grow awareness and use of the 9/11 Memorial Trail

**Streets Run Watershed Association**

\$75,000  
PITTSBURGH, PA

To further the flood resilience of the Saw Mill Run valley by implementing the recommendations of the Saw Mill Run Master Site Development Plan and Integrated Watershed Management Plan

**Student Conservation Association, Inc.**

\$75,000  
ARLINGTON, VA

To engage youth in hands-on conservation projects to enhance sustainability on urban public land in Allegheny County

**Theodore Roosevelt  
Conservation Partnership, Inc.**

\$300,000  
WASHINGTON, DC

To promote healthy forage fish populations and ecosystem-based fisheries management

**Theodore Roosevelt  
Conservation Partnership, Inc.**

\$250,000  
WASHINGTON, DC

To lead a coalition of nongovernment organizations and businesses to pursue Chronic Wasting Disease containment

**Trout Unlimited**

\$90,000  
ARLINGTON, VA

To restore stream habitat to benefit critical Salmonid species in Maine and develop a series of action steps for priority waters

**Trout Unlimited**

\$150,000  
ARLINGTON, VA

To work collaboratively to recover wild salmon in the largest high-quality habitat area remaining in the lower 48 states

**Trout Unlimited**

\$300,000  
ARLINGTON, VA

To provide technical assistance and implement projects to restore and reconnect cold-water habitat to improve eastern brook trout populations in Pennsylvania

**Trust for Public Land**

\$200,000  
SAN FRANCISCO, CA

To acquire conservation easements across five counties in Michigan's Upper Peninsula

**University of Idaho  
Foundation, Inc.**

\$1,000,000  
MOSCOW, ID

To establish an endowed professorship in honor of Dr. Maurice Hornocker to lead a center for wildlife conservation science

**University of Kentucky  
Research Foundation**

\$135,000  
LEXINGTON, KY

To develop a network of invasive management ambassadors to empower local leaders to recognize and report invasives; discourage landscape use; and respond to new infestations

**Venture Outdoors, Inc.**

\$350,000  
PITTSBURGH, PA

To remove barriers and create access for Southwestern Pennsylvania residents to outdoor experiences

**The Vital Ground  
Foundation, Inc.**

\$50,000  
MISSOULA, MT

To prevent grizzly bear-human conflicts

**WeConservePA**

\$96,000  
HARRISBURG, PA

To educate wood products-industry leaders, local officials and the general public on working forest conservation easements to foster understanding and build relationships to facilitate large-scale conservation

**West Virginia University  
Foundation, Inc.**

\$175,000  
MORGANTOWN, WV

To demonstrate the use of machine-learning to develop unmanned aerial vehicles to detect, map, treat, and monitor invasive species on the landscape, including herbicide delivery by drone

**Western Pennsylvania  
Conservancy**

\$255,000  
PITTSBURGH, PA

To continue undertaking large-scale community tree plantings throughout Pittsburgh and Western Pennsylvania with a focus on lower-income communities

**Western Pennsylvania  
Conservancy**

\$200,000  
PITTSBURGH, PA

Toward support of operations for the land conservation program

**Western Pennsylvania  
Conservancy**

\$200,000  
PITTSBURGH, PA

Toward support of operations for the watershed conservation program

**Western Pennsylvania  
Conservancy**

\$750,000  
PITTSBURGH, PA

A program-related investment supporting land protection in the French Creek watershed

**Western Pennsylvania  
Conservancy**

\$800,000  
PITTSBURGH, PA

To permanently protect property in Westmoreland County to enhance the habitat and scenic views of the Ligonier Valley, with an emphasis on conservation easements

**Westmoreland Land Trust**

\$230,000  
GREENSBURG, PA

To acquire additional acreage adjacent to the St. Xavier Nature Preserve in Westmoreland County south of Latrobe

**Westmoreland Land Trust**

\$175,000  
GREENSBURG, PA

To activate the Nature and Art Park at the Schwarz Property, north of Greensburg, to enhance programming and visitation

**Wildlife Leadership Academy**

\$85,000  
LOCK HAVEN, PA

To support a field-based, wildlife management training program for youth (ages 14-17) that empowers them to engage with their community and pursue careers in the environmental sector

**Youth International Shotgun Training Coalition, Inc.**

\$250,000  
PITTSBURGH, PA

To seed the demonstration phase of the Three Rivers Shooting Sports Academy

**Economic Development**  
\$29,031,621

**The Advanced Leadership Institute, Inc.**

\$1,000,000  
PITTSBURGH, PA

Toward support of operations

**African American Cultural Center**

\$1,400,000  
PITTSBURGH, PA

Toward support of operations

**Allegheny Conference on Community Development**

\$506,000  
PITTSBURGH, PA

To support business investment and job creation, and to lead efforts to attract and retain high-demand talent in the region

**Allegheny Intermediate Unit**

\$63,500  
HOMESTEAD, PA

To envision and plan a cyber-education workforce ecosystem for the Pittsburgh region

**ALMONO, LP**

\$1,826,106  
PITTSBURGH, PA

A program-related investment toward support of operations at Hazelwood Green

**ALMONO, LP**

\$404,015  
PITTSBURGH, PA

A program-related investment for capital projects related to Hazelwood Green

**ALMONO, LP**

\$4,000,000  
PITTSBURGH, PA

A program-related investment for capital projects related to Hazelwood Green

**Bridgeway Capital**

\$400,000  
PITTSBURGH, PA

To support the Alliance for Creative Rural Economies Partners program in Johnstown, New Kensington, and Greensburg

**Carnegie Institute**

\$50,000  
PITTSBURGH, PA

To produce communications to secure financing for a documentary film project and develop local filmmaking talent

**Carnegie Mellon University**

\$300,000  
PITTSBURGH, PA

To conduct a pilot of the Workforce Supply Chain Initiative to improve the advanced-manufacturing workforce system

**Carnegie Mellon University**

\$350,000  
PITTSBURGH, PA

To pilot advanced learning technologies with associate degree learners to build new pathways to digital economy jobs

**Carnegie Mellon University**

\$215,000  
PITTSBURGH, PA

To create a partnership-based program to develop new theatrical work across Pittsburgh



**Catalyst Connection**

\$250,000  
PITTSBURGH, PA

To enhance an advanced-technology training initiative and expand opportunities for manufacturing career pathways

**Catholic Charities of the Diocese of Pittsburgh, Inc.**

\$315,000  
PITTSBURGH, PA

To implement a training program that provides 21st century skills for IT-related jobs

**Chance to Change Lives**

\$247,000  
PITTSBURGH, PA

To boost participation for students from underserved backgrounds pursuing bachelor's and associate degrees in STEM

**Chuck Cooper Foundation**

\$200,000  
PITTSBURGH, PA

To explore the feasibility of developing the Chuck Cooper House and Chuck Cooper Historic Collection

**The Clemente Collection at Engine House 25**

\$275,000  
PITTSBURGH, PA

Toward support of operations

**Community Foundation of Greater Johnstown**

\$250,000  
JOHNSTOWN, PA

Toward planning for the Johnstown Innovation Center, a collaboration between the City of Johnstown and the University of Pittsburgh at Johnstown

**Community Foundation of Greater Johnstown**

\$1,000,000  
JOHNSTOWN, PA

To support the economic revitalization of downtown Johnstown through a partnership with the University of Pittsburgh at Johnstown

**Dress for Success Pittsburgh**

\$100,000  
PITTSBURGH, PA

To expand services to assist women in rural and underserved areas through mobile delivery service boutiques

**Duquesne University of the Holy Spirit**

\$300,000  
PITTSBURGH, PA

To plan an initiative to increase STEM awareness and job placement in the biomanufacturing and biotechnology industries

**Fort Ligonier Association**

\$250,000  
LIGONIER, PA

Toward support of operations

**Fortyx80, Inc.**

\$200,000  
PITTSBURGH, PA

To expand ApprentiPGH to provide apprenticeships in technology careers

**Frick Art & Historical Center, Inc.**

\$500,000  
PITTSBURGH, PA

To expand audiences and forge and strengthen regional partnerships through inclusive exhibitions, inviting programming, and targeted marketing

**George A. Romero Foundation**

\$300,000  
PITTSBURGH, PA

To develop a plan for a horror museum and events center, horror studies center, and streaming service in Pittsburgh

**Goodwill of Southwestern Pennsylvania**

\$250,000  
PITTSBURGH, PA

To provide free IT training, industry-recognized credentialing, and job readiness for marginalized individuals and those who have barriers to employment

**Grove City College**

\$200,000  
GROVE CITY, PA

To place students in micro-internships where they can obtain real-world experience with host organizations that need their talent and skills

**Hazelwood Initiative, Inc.**

\$250,000  
PITTSBURGH, PA

Toward support of operations

**Historical Society of Western Pennsylvania**

\$500,000  
PITTSBURGH, PA

Toward support of operations

**Keystone Space Collaborative**

\$250,000  
PITTSBURGH, PA

To pilot a recruitment and talent-development program for secondary and post-secondary students seeking careers in the space or defense industry

**The Mattress Factory, Ltd.**

\$250,000  
PITTSBURGH, PA

Toward support of operations

**Northside Industrial Development Company**

\$100,000  
PITTSBURGH, PA

To support Black entrepreneurs and communities by investing resources and aligning lending mechanisms

**One America Works, Inc.**

\$300,000  
AUSTIN, TX

To scale the pipeline of technology talent and companies expanding operations in Pittsburgh

**The Pennsylvania State University - New Kensington**

\$750,000  
NEW KENSINGTON, PA

Toward support of operations at the Digital Foundry

**Pennsylvania Women Work**

\$100,000  
PITTSBURGH, PA

Toward support of operations

**Per Scholas, Inc.**

\$200,000  
BRONX, NY

To prepare 168 learners for high-growth technology careers

**Pittsburgh Ballet Theatre, Inc.**

\$350,000  
PITTSBURGH, PA

Toward support of operations

**Pittsburgh Ballet Theatre, Inc.**

\$500,000  
PITTSBURGH, PA

To attract new, young audiences and engage new and existing subscribers

**Pittsburgh Glass Center, Inc.**

\$250,000  
PITTSBURGH, PA

Toward learning and training opportunities in glass arts

**Pittsburgh Hispanic Development Corporation**

\$300,000  
PITTSBURGH, PA

Toward support of operations

**Pittsburgh Opera, Inc.**

\$300,000  
PITTSBURGH, PA

Toward support of operations

**Pittsburgh Opera, Inc.**

\$500,000  
PITTSBURGH, PA

To build audience engagement

**The Pittsburgh Public Theater Corporation**

\$500,000  
PITTSBURGH, PA

Toward an initiative to build the downtown theater community

**Pittsburgh Symphony, Inc.**

\$350,000  
PITTSBURGH, PA

Toward support of operations

**Pittsburgh Symphony, Inc.**

\$500,000  
PITTSBURGH, PA

Toward support of operations and to revitalize audience engagement

**Progress Fund**

\$43,500  
GREENSBURG, PA

To assess market conditions within the Ligonier Diamond

**Saint Vincent College**

\$2,000,000  
LATROBE, PA

To launch a Bachelor of Science in Nursing program

**Stage Right, Inc.**

\$175,000  
GREENSBURG, PA

To engage the underserved youth population in the arts; build capacity for marketing and fundraising; and improve studio facilities and equipment

**StartUptown**

\$225,000  
PITTSBURGH, PA

To perform a market analysis to develop a profitable and sustainable approach for a national technology accelerator to enter the Pittsburgh market

**StartUptown**

\$286,000  
PITTSBURGH, PA

To launch a Global Entrepreneurship in Residence pilot to improve the science technology talent pipeline

**Thrill Mill, Inc.**

\$250,000  
PITTSBURGH, PA

To produce, in partnership with Chloe Capital, #InvestInWomen - Pittsburgh Phase-2 to drive capital and increase national visibility for women-led, diverse companies in Pittsburgh

**Thrill Mill, Inc.**

\$300,000  
PITTSBURGH, PA

Toward support of operations for programs designed to increase the success of Pittsburgh start-up companies

**TRWIB, Inc.**

\$3,000,000  
PITTSBURGH, PA

To pilot a model to grow the Pittsburgh region's film industry talent pipeline

## Economic Mobility

\$20,092,000

### University of Pittsburgh

\$62,500  
PITTSBURGH, PA

To develop a strategic framework for the region's life-sciences industry

### University of Pittsburgh

\$235,000  
PITTSBURGH, PA

To build a set of professional training modules in responsible data science

### University of Pittsburgh

\$288,000  
PITTSBURGH, PA

To work with gig creators to scale their businesses and also with companies to make employment accessible to gig workers

### Westmoreland Museum of Art

\$500,000  
GREENSBURG, PA

Toward support of operations

### WQED Multimedia

\$250,000  
PITTSBURGH, PA

To support the AFRICANA Initiative, focused on culturally specific art and education platforms

### WQED Multimedia

\$15,000  
PITTSBURGH, PA

To produce a documentary about America's first EMT service in Pittsburgh's Hill District

### 25 Carrick Ave Project

\$375,000  
PITTSBURGH, PA

To design and implement hands-on educational and workforce-development programs that build skills and career pathways in entertainment production

### A+ Schools: Pittsburgh's Community Alliance for Public Education

\$500,000  
PITTSBURGH, PA

To coordinate resources to develop and implement evidence-based interventions that improve student attendance and academic attainment

### ACH Clear Pathways

\$200,000  
PITTSBURGH, PA

Toward support of operations and youth programs

### Adelphoi Education, Inc.

\$243,000  
LATROBE, PA

To expand student access to behavioral health services to improve school attendance and performance

### Advanced Robotics for Manufacturing Institute

\$152,000  
PITTSBURGH, PA

To develop a staffing and curriculum plan for a K-12 Learning Lab and Experience Center at Mill 19

### Allegheny Intermediate Unit

\$515,000  
HOMESTEAD, PA

To expand services to meet the needs of children and families experiencing trauma in four new school districts

### Alumni Theater Company

\$100,000  
PITTSBURGH, PA

Toward support of operations

### Amachi Pittsburgh

\$400,000  
PITTSBURGH, PA

To provide programs that serve young people with an incarcerated parent

### Assemble, Inc.

\$150,000  
PITTSBURGH, PA

To support science, technology, engineering, arts, and mathematics learning experiences and positive development programs for K-12 youth

### ASSET, Inc.

\$350,000  
PITTSBURGH, PA

To implement and improve a tutoring program that supports student learning, family engagement, and teacher preparation

### Best of the Batch Foundation

\$380,000  
HOMESTEAD, PA

To provide children with opportunities to explore their strengths through STEAM, athletic, and recreational programs

### Bible Center Church, Inc.

\$350,000  
PITTSBURGH, PA

To support the Oasis Project's programs for children and youth

**Boys and Girls Clubs of Western Pennsylvania**

\$375,000  
PITTSBURGH, PA

Toward support of operations

**Café Momentum Pittsburgh**

\$350,000  
PITTSBURGH, PA

Toward continued programming for justice-involved youth, providing workforce and life-skill training

**Café Momentum Pittsburgh**

\$500,000  
PITTSBURGH, PA

Toward support of operations

**Carnegie Library of Pittsburgh**

\$120,000  
PITTSBURGH, PA

To conduct activities resulting in service offerings tailored to the career and post-secondary interests of 18- to 24-year-olds from low-income communities

**Carnegie Mellon University**

\$313,000  
PITTSBURGH, PA

To support the Center for Transformational Play to launch the first Brick Clubs in America, connecting the youth of our region across economic classes

**Center of Life**

\$400,000  
PITTSBURGH, PA

Toward support of operations

**Citizen Science Lab**

\$350,000  
PITTSBURGH, PA

Toward support of operations to provide advanced STEM programming for students in grades six through 12

**Communities In Schools of Pittsburgh-Allegheny County, Inc.**

\$400,000  
PITTSBURGH, PA

For a district-wide attendance improvement initiative that includes student support; school-wide initiatives; community level capacity building; and support for families

**Connecting Champions**

\$200,000  
PITTSBURGH, PA

To scale a career-focused mentoring program customized to survivors of childhood cancer

**Consortium for Public Education**

\$250,000  
MCKEESPORT, PA

To create new networks and partnerships resulting in ideas to support economic mobility among the region's children and youth

**Duquesne University of the Holy Spirit**

\$200,000  
PITTSBURGH, PA

To plan a program that aims to increase the pipeline of low-income students in Western Pennsylvania to pursue medical careers

**Duquesne University of the Holy Spirit**

\$300,000  
PITTSBURGH, PA

To support a tutor-led intervention program to accelerate reading growth in elementary-aged children

**Enterprise Community Partners, Inc.**

\$250,000  
COLUMBIA, MD

To develop data-informed insights and recommendations regarding the role of housing in advancing economic mobility for young people

**Environmental Charter School at Frick Park an Imagine School**

\$236,000  
PITTSBURGH, PA

To revive student engagement and achievement and reinvent “adult-time” in schools through an integrated solution

**Foundation for California University of Pennsylvania**

\$185,000  
CALIFORNIA, PA

To launch a pilot program and evaluation focused on increasing families’ and students’ knowledge of post-secondary education options, preparation, and financing

**Greater Valley Community Services, Inc.**

\$250,000  
BRADDOCK, PA

To support enrichment programs that prepare young learners (ages eight through 18) for future opportunities

**Heritage Community Initiatives**

\$250,000  
BRADDOCK, PA

Toward support of operations for educational programs

**Homewood Children’s Village**

\$800,000  
PITTSBURGH, PA

Toward support of operations and to provide direct services for children, youth, and families; convene strategic partners; and engage in research, analysis, and innovation

**The Jerome Bettis Bus Stops Here Foundation**

\$10,000  
MCKEES ROCKS, PA

To support programming for children and youth in McKees Rocks

**Junior Achievement of Western Pennsylvania**

\$55,000  
BRIDGEVILLE, PA

To pilot a partnership with SmartFutures to increase low-income students' participation in virtual career fairs

**Junior Achievement of Western Pennsylvania**

\$250,000  
BRIDGEVILLE, PA

To increase participation of low-income students in in-person career-readiness programs

**KidsVoice**

\$250,000  
PITTSBURGH, PA

To increase employment, housing, and health access for youth transitioning from foster care to independence

**Kiskiminetas Springs School**

\$500,000  
SALTSBURG, PA

To support the scholarship program

**Ligonier Valley Library Association**

\$215,000  
LIGONIER, PA

Toward support of operations

**Ligonier Valley Young Men's Christian Association of Pennsylvania**

\$800,000  
LIGONIER, PA

Toward renovations to update systems, increase facility access, and increase security to the Child Care Center

**Literacy Pittsburgh**

\$490,000  
PITTSBURGH, PA

To enhance community-based reading tutoring programs to understand the design features that have the greatest impact on students' reading achievement

**Manchester Craftsmen's Guild**

\$250,000  
PITTSBURGH, PA

To recruit and enroll new students from economically disadvantaged schools in arts-based youth development programs

**Maui Preparatory Academy**

\$200,000  
LAHAINA, HI

To sustain and expand access to education for the children of West Maui

**The Neighborhood Academy**

\$250,000  
PITTSBURGH, PA

To reduce barriers to educational opportunities for marginalized students and their families by providing academic enrichment, financial, and social capital supports

**Open Field**

\$150,000  
PITTSBURGH, PA

To prepare immigrant and refugee teenagers to succeed after high school through a soccer league that incorporates post-secondary preparation and career readiness

**Pennsylvania Humanities Council**

\$50,000  
PHILADELPHIA, PA

To engage children in poetry and placemaking activities

**The Pennsylvania State University**

\$228,000  
UNIVERSITY PARK, PA

To create a publicly available toolkit to help youth-serving programs in Westmoreland County facilitate economic cohesion and relationship-building among youth they serve

**Pittsburgh Promise Foundation**

\$2,000,000  
PITTSBURGH, PA

To support a coaching program to increase students' rates of Promise-eligibility and post-secondary enrollment at Carrick, Milliones, Perry, and Westinghouse high schools

**Pressley Ridge**

\$185,000  
PITTSBURGH, PA

To implement instructional methods and create community partnerships to decrease mental health stigma

**Saint Vincent College**

\$150,000  
LATROBE, PA

To develop and pilot experiential, project-based modules to enable college students to develop the skills necessary to persist in post-secondary education

**Saint Vincent College**

\$10,000  
LATROBE, PA

For the Fred Rogers Institute and Westmoreland County District Attorney's Office to create a trauma-informed waiting room for children and families at the Westmoreland County Courthouse

**Schools That Can**

\$250,000  
PITTSBURGH, PA

Toward support of operations

**Seton Hill University**

\$100,000  
GREENSBURG, PA

Toward an annual scholarship in recognition of Sandra S. Mellon’s community leadership

**SLB Radio Productions, Inc.**

\$300,000  
PITTSBURGH, PA

Toward support of operations

**South Allegheny School District**

\$250,000  
MCKEESPORT, PA

To equip students with skills to pursue in-demand jobs in rapidly growing industries through eSports and cybersecurity programs

**South Hills Interfaith Ministries**

\$250,000  
BETHEL PARK, PA

To provide a spectrum of specialized youth programs that enable positive development in children ages three to 18 years old

**STEM Coding Lab, Inc.**

\$635,000  
PITTSBURGH, PA

For an in-school program and virtual curriculum expansion; operations staff; curation of AI curriculum; and launch of expanded university partnerships

**Storehouse for Teachers**

\$250,000  
PITTSBURGH, PA

To provide educational resources to teachers and students in Allegheny County and Westmoreland County schools where at least 70% of students come from low-income households or communities

**Strada Collaborative**

\$295,000  
INDIANAPOLIS, IN

To develop and deploy a digital career-pathways platform to help young adults identify opportunities available in Allegheny and Westmoreland counties

**Trying Together**

\$180,000  
PITTSBURGH, PA

For educator professional development focused on using evidence-based guided play practices in early elementary classrooms

**The United Way of Southwestern Pennsylvania**

\$250,000  
PITTSBURGH, PA

To support low-income families with young children in Westmoreland County by providing early childhood educational resources; kindergarten transition support; and emergency financial assistance

**Valley School of Ligonier**

\$1,000,000  
RECTOR, PA

To provide financial aid; employ expert faculty; and maintain the school’s buildings and grounds

**Westmoreland Human Opportunities, Inc.**

\$245,000  
GREENSBURG, PA

To address learning loss for low-income pre-K students by providing toolkits to classrooms and parents to increase school readiness goals and parental engagement to encourage learning at home

**Will Allen Foundation**

\$125,000  
PITTSBURGH, PA

To provide training in STEM through robotics; financial literacy; health and wellness; and other life skills, enabling pathways to future education and career success

**Wings for Kids**

\$150,000  
CHARLESTON, SC

To conduct a pilot project in partnership with Monessen City School District incorporating social-emotional learning curriculum

**WQED Multimedia**

\$200,000  
PITTSBURGH, PA

To deploy multimedia math interventions to enhance pre-K classroom learning and teach caregivers at-home activities that improve school readiness

**YouthPlaces**

\$125,000  
PITTSBURGH, PA

Toward support of operations

**Health & Well-Being**  
\$21,167,000

**Adventures in Training with a Purpose**

\$250,000  
WEXFORD, PA

To provide veterans, active military, and first responders with interventions to improve their mental and physical health

**AMD3 Foundation**

\$200,000  
PITTSBURGH, PA

To support bone and joint health in at-risk communities

**Bridge to the Mountains, Inc.**

\$200,000  
PITTSBURGH, PA

To support individuals experiencing homelessness in Allegheny County

**Brother's Brother Foundation**

\$300,000  
PITTSBURGH, PA

To support mental health interventions in Maui

**Cradle Society**

\$50,000  
EVANSTON, IL

Toward support of operations

**Crisis Center North Incorporation**

\$26,000  
PITTSBURGH, PA

To expand training and outreach statewide to create interdisciplinary networks responding to co-occurring human and animal abuse

**East End Cooperative Ministry**

\$400,000  
PITTSBURGH, PA

Toward support of operations

**East Liberty Family Health Care Center, Inc.**

\$500,000  
PITTSBURGH, PA

Toward support of operations

**Eradicate Hate Global Summit**

\$200,000  
PITTSBURGH, PA

To build effective approaches to reduce identity-based hate and violence

**Family House, Inc.**

\$350,000  
PITTSBURGH, PA

For the Under One Roof campaign

**FOR Sto-Rox Neighborhood Corporation**

\$250,000  
MCKEES ROCKS, PA

To enhance organizational infrastructure to develop a sustainable human resource and financial framework to positively affect community health and well-being

**Hawaii Community Foundation**

\$500,000  
HONOLULU, HI

To support relief efforts in Maui

**Jewish Federation of Greater Pittsburgh**

\$500,000  
PITTSBURGH, PA

Toward support of operations

**Ligonier Valley School District**

\$1,600,000  
LIGONIER, PA

To update the Ligonier baseball complex and wrestling room to advance health and well-being

**Magee-Womens Research Institute and Foundation**

\$1,456,000  
PITTSBURGH, PA

To advance infant mortality interventions in high-risk communities

**Mary and Alexander Laughlin Children's Center**

\$75,000  
SEWICKLEY, PA

Toward support of operations

**Mutual Aid Ambulance Service, Inc.**

\$600,000  
GREENSBURG, PA

To purchase ambulance equipment and computers for first responders

**Mutual Aid Ambulance Service, Inc.**

\$400,000  
GREENSBURG, PA

To scale the Community Healthcare Initiative

**Pennsylvania Organization for Women in Early Recovery**

\$300,000  
PITTSBURGH, PA

Toward support of operations

**Poise Foundation**

\$250,000  
PITTSBURGH, PA

Toward support of operations for the Hear Foundation

**Primary Care Health Services**

\$1,000,000  
PITTSBURGH, PA

To build the new Wilford A. Payne facility to expand patient services addressing social determinants of health

**Reimagine Reentry, Inc.**

\$310,000

PITTSBURGH, PA

To support the Violence Prevention Initiative to address firearm violence in Allegheny County

**Steelers Charities**

\$10,000,000

PITTSBURGH, PA

To create a Pittsburgh Steelers community field at Hazelwood Green

**University of Pittsburgh**

\$250,000

PITTSBURGH, PA

To research the impact of amplifying the unfolded protein response as a mechanism to slow the progression of aging

**University of Pittsburgh**

\$250,000

PITTSBURGH, PA

To research the role of purine nucleoside phosphorylase in the aging of organs

**University of Pittsburgh**

\$250,000

PITTSBURGH, PA

To research the impact of combinations of methionine restriction, rapamycin, and senolytics on aging later in life as measured using epigenetic clocks

**University of Pittsburgh**

\$250,000

PITTSBURGH, PA

To research the role of nicotinamide adenine dinucleotide in late-onset Alzheimer's disease

**Valley School of Ligonier**

\$200,000

RECTOR, PA

To enhance campus safety and foster a secure learning environment by hiring and supporting a School Resource Officer

**Young Mens Christian Association of Greater Pittsburgh**

\$250,000

PITTSBURGH, PA

To support youth and adult activities in Pittsburgh's Homewood YMCA



# Organizational Effectiveness

\$3,430,774

## A+ Schools: Pittsburgh's Community Alliance for Public Education

\$90,000  
PITTSBURGH, PA

To engage a consultant to develop a plan for a resilient and balanced financial structure

## Allegheny County Parks Foundation, Inc.

\$88,000  
PITTSBURGH, PA

To assess the economic impact of Allegheny County parks on local and regional economies

## Carnegie Mellon University

\$70,000  
PITTSBURGH, PA

To develop an executive training program for nonprofits that emphasizes data analytics and risk-informed decision making

## Citizen Science Lab

\$176,000  
PITTSBURGH, PA

To increase infrastructure and capacity to deliver upon the organization's mission

## The ClearWater Conservancy of Central Pennsylvania, Inc.

\$30,000  
STATE COLLEGE, PA

To engage a professional firm to assist in hiring an executive director

## Community Foundation of Greater Johnstown

\$42,000  
JOHNSTOWN, PA

For a multi-funder effort to support organizational effectiveness

## Foundation for Sustainable Forests

\$92,000  
SPARTANSBURG, PA

To develop a financial strategy, improved policies, and leadership oversight for grant preparedness, fundraising efficacy, and impactful conservation of priority lands

## Grantmakers of Western Pennsylvania

\$46,000  
PITTSBURGH, PA

Toward membership dues for 2022 and 2023

## Homeless Children's Education Fund

\$49,000  
PITTSBURGH, PA

To work with consultants to improve human resource policies and procedures

## Keystone Elk Country Alliance

\$75,000  
BENEZETTE, PA

To transition executive leadership of the Keystone Elk Country Alliance

## Make-A-Wish Foundation of Greater Pennsylvania and West Virginia, Inc.

\$125,000  
PITTSBURGH, PA

To generate new revenue to support a 50% increase in the number of wishes granted for children with critical illnesses

## Multiplier

\$17,774  
SAN FRANCISCO, CA

To support two participants to attend a conservation finance program to develop skills and connections that will accelerate conservation in the Foundation's focal geographies

## The Neighborhood Academy

\$68,000  
PITTSBURGH, PA

To complete the Pennsylvania Association of Independent Schools accreditation process, and expand and implement professional development opportunities for leadership, faculty, and staff while benefiting students

## PA Cleanways

\$149,000  
GREENSBURG, PA

To update the strategic plan, focusing on development, marketing, and digital storytelling

## PA Cleanways of Allegheny County, Inc.

\$90,000  
ETNA, PA

To support the transition of organizational leadership, and for communications and planning

## Pennsylvania Organization for Women in Early Recovery

\$248,000  
PITTSBURGH, PA

For consultants and technology to assess system improvement needs; streamline processes; and increase the use of data-driven, in-service delivery and management decisions

## Pennsylvania Trolley Museum, Inc.

\$125,000  
WASHINGTON, PA

To expand the number of visitors and donors through the new Welcome and Education Center

**Pennsylvania Wilds Center for Entrepreneurship, Inc.**

\$85,000  
KANE, PA

To grow capacity to manage the center’s marketplace and to develop the information technology systems needed to increase buyer and seller engagement across platforms

**Pittsburgh Community Broadcasting Corporation**

\$75,000  
PITTSBURGH, PA

To diversify revenue sources for the Allegheny Front

**Pittsburgh Downtown Partnership**

\$75,000  
PITTSBURGH, PA

To develop scenarios to raise public/private funds to support redevelopment of Downtown Pittsburgh

**Pittsburgh Trust for Cultural Resources**

\$150,000  
PITTSBURGH, PA

To support the Trust’s review of its portfolio of land and buildings and craft a strategic approach to optimize that portfolio

**Pittsburgh Trust for Cultural Resources**

\$100,000  
PITTSBURGH, PA

To assess its shared services model

**Pittsburgh Trust for Cultural Resources**

\$225,000  
PITTSBURGH, PA

To expand the use of business analytics

**Poise Foundation**

\$350,000  
PITTSBURGH, PA

To provide nonprofit executives with access to a sabbatical program

**Poise Foundation**

\$340,000  
PITTSBURGH, PA

To provide nonprofit executives with access to a sabbatical program

**Southwestern Pennsylvania Corporation**

\$50,000  
PITTSBURGH, PA

To recruit and hire a new executive director

**Westmoreland County Department of Human Services**

\$350,000  
GREENSBURG, PA

To implement a comprehensive data-management system to enhance delivery of human services; promote fiscal efficiency; and improve the well-being of vulnerable populations

**Wildlife Leadership Academy**

\$50,000  
LOCK HAVEN, PA

To support the previous executive director to work in an advisory and developmental role to ensure a successful transition of leadership

## Social-Impact Investments

\$4,925,000

### Advanced Optronics, LLC

\$350,000  
PITTSBURGH, PA

A program-related investment to develop a cochlear implant guidance system to assist surgeons and provide improved hearing outcomes

### BioHybrid Solutions Holdings, Inc.

\$250,000  
SHARPSBURG, PA

A program-related investment to enhance the therapeutic use of biological drugs by deploying an advanced chemistry platform technology while simultaneously supporting the development of Pittsburgh and Carnegie Mellon University

### Civic Champs, Inc.

\$500,000  
BLOOMINGTON, IN

A program-related investment to increase mentorship capacity and program efficacy for youth-serving nonprofits by delivering software that better matches, monitors, and engages both mentors and mentees

### Dub Diversified, LLC

\$250,000  
HERMITAGE, PA

A program-related investment to accelerate the ability for victim-service providers to streamline service delivery via a cloud-based platform while expanding access and increasing service capacity

### Forest Devices, Inc

\$350,000  
PITTSBURGH, PA

A program-related investment to develop an immediate stroke-detection device that allows first responders to triage stroke patients, reducing instances of stroke-related complications and death

### Gridwise, Inc.

\$500,000  
PITTSBURGH, PA

A program-related investment to build “Workforce Access” into an app to empower gig drivers to choose and plan their work schedules; choose high-paying jobs; and optimize earnings

### Gus Gear, LLC

\$200,000  
BUTLER, PA

A program-related investment to develop two novel medical devices designed to reduce complications and improve health and mental-health outcomes for lower-socioeconomic group populations

### Heart Input Output, Inc.

\$300,000  
PITTSBURGH, PA

A program-related investment to hold clinics to identify those needing cardiac care before a harmful cardiac event

### Module Design, Inc.

\$750,000  
PITTSBURGH, PA

A program-related investment to continue delivering affordable, sustainable housing; expand the workforce development program; and further efforts to open a manufacturing facility in Southwestern Pennsylvania

### NOMA AI, INC.

\$250,000  
PITTSBURGH, PA

A program-related investment to prevent maternal complications and address problems that impose a four-times higher risk of mortality for Black and other minority mothers

### Peptilogics, Inc.

\$425,000  
PITTSBURGH, PA

A program-related investment to develop a first- and best-in-class curative therapeutic for orthopedic infections, where standard-of-care (multiple major surgeries) is ineffective with high failure and mortality rates

### Precision Neuroscopics, Inc.

\$400,000  
PITTSBURGH, PA

A program-related investment to provide the first electro-encephalography solution that improves neural health diagnostics for Black individuals

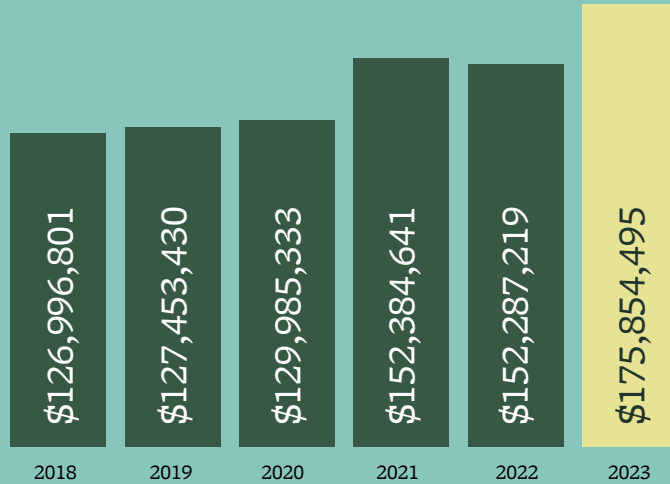
### Signature Diagnostics, Inc.

\$400,000  
PITTSBURGH, PA

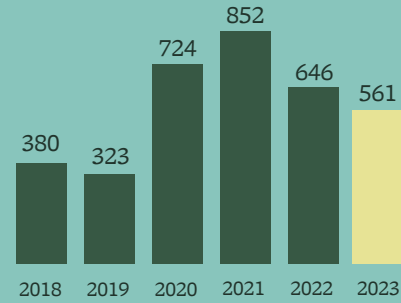
A program-related investment for a multi-level approach to infant and maternal mortality which will increase engagement, prevention, and reproductive care services for racial and ethnic minority women

# Appropriations 2023

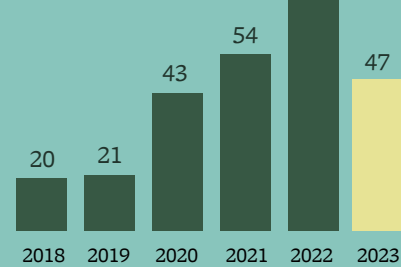
GRANTS AND PRIs PAID



NUMBER OF APPLICATIONS PER YEAR



NUMBER OF NEW GRANTEES PER YEAR



BY PROGRAM PRIORITY	NUMBER OF GRANTS & PRIs	APPROVED GRANTS & PRIs
Conservation	103	\$ 54,408,100
Economic Development	59	29,031,621
Economic Mobility	64	20,092,000
Health & Well-Being	29	21,167,000
Organizational Effectiveness	28	3,430,774
Social-Impact Investments	13	4,925,000
Totals	296	\$133,054,495

NET INVESTMENT INCOME	
1947 through 2022	\$1,923,206,941
2023	60,522,202
Total	1,983,729,143

GRANTS PAID & PROGRAM-RELATED INVESTMENTS	
1947 through 2022	\$3,229,634,780
2023	175,854,495
Total	\$3,405,489,275

## Statements of Financial Position

December 31,	2023	2022
<b>ASSETS</b>		
Cash	\$ 1,760,130	\$ 136,043
Other current assets	6,692,812	7,490,576
Investments:		
Equities	1,465,656,073	1,376,842,378
Fixed income	559,507,869	537,339,477
Temporary investments	91,016,359	42,443,576
Alternative investments	979,770,505	1,026,101,241
<b>Subtotal</b>	<b>3,095,950,806</b>	<b>2,982,726,672</b>
Payable from unsettled securities purchases, net	(2,957,963)	(2,981,613)
<b>Total investments</b>	<b>3,092,992,843</b>	<b>2,979,745,059</b>
Program-related assets	234,866,829	217,782,534
<b>Total assets</b>	<b>\$3,336,312,614</b>	<b>\$3,205,154,212</b>
<b>LIABILITIES AND NET ASSETS</b>		
Liabilities:		
Grants payable	\$ 167,300,000	\$ 210,100,000
Deferred federal excise taxes	10,251,274	8,018,423
Appropriations for program-related assets	234,866,829	217,782,534
<b>Total liabilities</b>	<b>412,418,103</b>	<b>435,900,957</b>
Net assets without restrictions	2,923,894,511	2,769,253,255
<b>Total liabilities and net assets</b>	<b>\$3,336,312,614</b>	<b>\$3,205,154,212</b>

The accompanying notes are an integral part of these financial statements.

## Statements of Activities and Changes in Net Assets

For the year ended December 31,	2023	2022
<b>INCOME</b>		
Investment income	\$ 82,508,440	\$ 78,255,467
Realized gains on investments	45,718,895	22,551,403
Unrealized gains (losses) on investments	160,636,774	(559,933,016)
<b>Total income (loss)</b>	<b>288,864,109</b>	<b>(459,126,146)</b>
Less: Investment management expenses	(9,143,047)	(9,570,883)
<b>Net investment return</b>	<b>279,721,062</b>	<b>(468,697,029)</b>
<b>EXPENSES</b>		
Grants approved, net of rescissions	112,236,615	123,761,375
Administrative and program	10,307,539	9,650,379
Provision for (benefit from) taxes	302,801	(339,443)
Provision for (benefit from) deferred taxes	2,232,851	(7,783,069)
<b>Total expenses</b>	<b>125,079,806</b>	<b>125,289,242</b>
<b>Change in net assets without restrictions</b>	<b>154,641,256</b>	<b>(593,986,271)</b>
<b>NET ASSETS WITHOUT RESTRICTIONS</b>		
Beginning of period	2,769,253,255	3,363,239,526
End of period	\$2,923,894,511	\$2,769,253,255

The accompanying notes are an integral part of these financial statements.

## Statements of Cash Flows

For the year ended December 31,	2023	2022
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets without restrictions	\$154,641,256	(\$593,986,271)
<b>Adjustments to reconcile change in net assets without restrictions to net cash used by operating activities:</b>		
Accretion	(1,219,086)	(669,735)
Deferred federal excise taxes	2,232,851	(7,783,069)
Realized gains on investments	(45,718,895)	(22,551,403)
Unrealized (gains)/losses on investments	(160,636,774)	559,933,016
<b>Increase (decrease) in cash from changes in:</b>		
Other current assets	797,764	(2,606,324)
Program-related assets	(17,084,295)	(38,514,148)
Grants payable	(42,800,000)	(14,480,952)
Appropriations for program-related assets	17,084,295	37,414,148
<b>Net cash used by operating activities</b>	<b>(92,702,884)</b>	<b>(83,244,738)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchases of investments	(1,023,719,120)	(823,607,432)
Proceeds from sales of investments	1,118,046,091	901,312,702
<b>Net cash provided by investing activities</b>	<b>94,326,971</b>	<b>77,705,270</b>
<b>Net change in cash</b>	<b>1,624,087</b>	<b>(5,539,468)</b>
<b>CASH</b>		
Beginning of year	136,043	5,675,511
End of year	\$ 1,760,130	\$ 136,043

The accompanying notes are an integral part of these financial statements.

## 2023 Summary of Investments

	December 31, 2023	
	BOOK VALUE	FAIR VALUE
Equities	\$1,124,463,359	\$1,465,694,282
Fixed income	577,136,970	557,464,040
Temporary investments	90,999,482	91,016,359
Alternative investments	562,891,290	978,818,162
<b>Total investments</b>	<b>\$2,355,491,101</b>	<b>\$3,092,992,843</b>

The accompanying notes are an integral part of these financial statements.

## 2022 Summary of Investments

	December 31, 2022	
	BOOK VALUE	FAIR VALUE
Equities	\$1,225,412,178	\$1,376,889,325
Fixed income	591,170,781	535,657,318
Temporary investments	42,398,656	42,443,576
Alternative investments	543,898,476	1,024,754,840
<b>Total investments</b>	<b>\$2,402,880,091</b>	<b>\$2,979,745,059</b>

The accompanying notes are an integral part of these financial statements.

# Notes to Financial Statements

## NOTE 1: Significant Accounting Policies

### Basis of Accounting

The accompanying financial statements of the Richard King Mellon Foundation (Foundation) are prepared on the accrual basis of accounting.

### Nature of Operations

The purpose of the Foundation is to provide funding to organizations to advance Economic Development, Economic Mobility, Health & Well-Being, Nonprofit Organizational Effectiveness and Social-Impact Investments, primarily in the Southwestern Pennsylvania region. The Foundation also provides funding nationally to advance Conservation.

### Cash

Cash includes operating accounts plus domestic income cash held in bank custody accounts.

### Investments

In accordance with the authoritative guidance on fair value measurements and disclosures under Generally Accepted Accounting Principles (GAAP), the Foundation discloses the fair value of its investments in a hierarchy that prioritizes the inputs to valuation techniques used to measure the fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under GAAP are as follows:

**LEVEL 1:** Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that the Foundation has the ability to access at the measurement date.

**LEVEL 2:** Inputs other than quoted prices that are observable for the asset or liability either directly or indirectly, including inputs in markets that are not considered to be active.

**LEVEL 3:** Inputs that are unobservable.

Inputs are used in applying the various valuation techniques and refer to the assumptions that market participants use to make valuation decisions. Inputs may include price information, credit data, liquidity statistics, interest rates, yield curves, volatilities, prepayment speeds, default rates, and other factors. A financial instrument's level, within the fair value hierarchy, is based on the lowest level of any input that is significant to the fair value measurement. The Foundation considers observable data to be that market data which is readily available and reliable and provided by independent sources. The categorization of a financial instrument within the hierarchy is therefore based upon the pricing transparency of the instrument and does not necessarily correspond to the Foundation's perceived risk of that instrument.

Investments whose values are based on quoted market prices in active markets are classified as Level 1 and include active listed equities and certain short-term fixed income investments. The Foundation does not adjust the quoted price for such instruments, even in situations where the Foundation holds a large position and a sale of all its holdings could reasonably impact the quoted price.

Investments that trade in markets that are not considered to be active, but are valued based on quoted market prices, dealer quotations, or alternative pricing sources, are classified as Level 2. These include certain U.S. government and sovereign obligations, government agency obligations, investment grade corporate bonds and less liquid equity securities.

Investments classified as Level 3 have significant unobservable inputs, as they trade infrequently or not at all. The inputs into the determination of fair value are based upon the best information in the circumstance and may require significant management judgment. Certain of the Foundation's investments in stocks, equity positions in private companies, and long-term debt instruments are classified as Level 3 because they do not have an active market.

The fair value of the Foundation's alternative investments are measured using the net asset value (NAV) per share, or its equivalent, as a practical expedient. The practical expedient is an acceptable method under GAAP to determine the fair value of certain NAV investments that (a) do not have a readily determinable fair value predicated upon a public market and (b) either have the attributes of an investment company or prepare their financial statements consistent with the measurement principles of an investment company under GAAP. These investments are primarily made under agreements to participate in limited partnerships and are generally subject to certain withdrawal restrictions. Values for these partnerships, which may include investments in both nonmarketable and market-traded securities, are provided by the general partner and may be based on recent transactions, cash flow forecasts, appraisals and other factors. Market values may be discounted for concentration of ownership. Because of the inherent uncertainty of valuing the investments in such partnerships and certain of the underlying investments held by the partnerships, the Foundation's estimate of fair value may differ significantly from the values that would have been used had a ready market for the investments existed. The financial statements of the limited partnerships are audited annually by independent auditing firms. Investments in these partnerships may be illiquid, and thus there can be no assurance that the Foundation will be able to realize the value of such investments in a timely manner. The Foundation believes that the use of the practical expedient for its alternative investments is a reasonable estimate of fair value as of December 31, 2023 and 2022.

The Foundation's investments are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that significant changes in risks in the near term may materially affect the amounts reported in the financial statements.

Realized gain (loss) from dispositions of investments is determined by specific cost identification. Unrealized gain (loss) of investments represents the change in the difference between fair value quotations and the total book value of investments held at the beginning and end of the year.

### **Use of Estimates**

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

### **Grants**

Grants approved, net of rescissions are recognized at the time of approval provided the grant is not subject to significant future conditions.



### **Program-Related Assets**

The Foundation makes investments which advance its charitable mission and qualify as charitable distributions by the Internal Revenue Service. Such investments, which include loans made to various organizations and equity investments in limited partnerships, earn below risk-adjusted market rates of return. Management has reviewed the program-related assets and believes no allowance is necessary as of December 31, 2023 and 2022.

### **NOTE 2: Taxes**

The Foundation is exempt from federal income taxes under Section 501(c) (3) of the Internal Revenue Code. Legislation was passed in 2019 that simplifies the private foundation excise tax on investment income by replacing the former two-tier system (1% and 2%) with a flat rate of 1.39%, effective January 1, 2020.

At December 31, 2023 and 2022, deferred federal excise taxes are provided at 1.39% which is the rate expected to be paid on unrealized gains on investments.

The Foundation is subject to the authoritative guidance on accounting for uncertainty in income taxes issued under Generally Accepted Accounting Principles. This guidance establishes a minimum threshold for financial statement recognition of the benefit of positions taken in filing tax returns (including whether an entity is taxable in a particular jurisdiction) and requires certain expanded tax disclosures. The Foundation has recorded no uncertain tax liabilities pursuant to this guidance. The Foundation continually reviews its tax positions and such conclusions under the guidance based on factors including, but not limited to, ongoing analyses of tax laws and regulations.

### **NOTE 3: Commitments**

The Foundation is a Limited Partner in limited partnerships for investment purposes. At December 31, 2023 and 2022, the Foundation had contractually committed to additional investments of \$416.2 million and \$472.9 million, respectively.

At December 31, 2023, the Foundation had outstanding trades to purchase and sell investments with a settlement date in 2024 of \$3.1 million and \$0.1 million for a net payable of \$3.0 million. At December 31, 2022, the Foundation had outstanding trades to purchase and sell investments with a settlement date in 2023 of \$3.1 million and \$0.1 million for a net payable of \$3.0 million. These transactions are reflected within the financial statements on a net basis.

The Foundation seeks to maintain enough liquidity to meet the cash needs for the following year's general expenditures. At December 31, 2023 and 2022, the Foundation had \$2.1 billion and \$2.0 billion in financial assets available for use within one year to meet its cash needs, which included cash, other current assets, equities, fixed income and temporary investments.

## NOTE 4: Fair Value Measurements

The following table presents the investments carried on the Statements of Financial Position by level within the valuation hierarchy as of December 31, 2023 and 2022:

### Investments at Fair Value as of December 31, 2023

INVESTMENTS	Level 1	Level 2	Level 3	NAV	Total
Equities	\$ 990,496,123	\$ 0	\$15,241,850	\$ 459,918,100	\$1,465,656,073
Fixed income	96,071,745	151,734,979	0	311,701,145	559,507,869
Temporary investments	91,016,359	0	0	0	91,016,359
Alternative investments	0	0	0	979,770,505	979,770,505
<b>Total investments</b>	<b>\$1,177,584,227</b>	<b>\$151,734,979</b>	<b>\$15,241,850</b>	<b>\$1,751,389,750</b>	<b>\$3,095,950,806</b>

### Payables from unsettled securities purchases, net at Fair Value as of December 31, 2023

PAYABLES, NET	Level 1	Level 2	Level 3	NAV	Total
Equities	\$38,209	\$ 0	\$0	\$ 0	\$ 38,209
Fixed income	0	(2,043,829)	0	0	(2,043,829)
Alternative investments	0	0	0	(952,343)	(952,343)
<b>Total payables, net</b>	<b>\$38,209</b>	<b>\$(2,043,829)</b>	<b>\$0</b>	<b>\$(952,343)</b>	<b>\$(2,957,963)</b>

### Investments at Fair Value as of December 31, 2022

INVESTMENTS	Level 1	Level 2	Level 3	NAV	Total
Equities	\$ 899,590,004	\$ 0	\$17,658,020	\$ 459,594,354	\$1,376,842,378
Fixed income	103,834,559	147,772,195	0	285,732,723	537,339,477
Temporary investments	42,443,576	0	0	0	42,443,576
Alternative investments	0	0	0	1,026,101,241	1,026,101,241
<b>Total investments</b>	<b>\$1,045,868,139</b>	<b>\$147,772,195</b>	<b>\$17,658,020</b>	<b>\$1,771,428,318</b>	<b>\$2,982,726,672</b>

### Payables from unsettled securities purchases, net at Fair Value as of December 31, 2022

PAYABLES, NET	Level 1	Level 2	Level 3	NAV	Total
Equities	\$46,947	\$ 0	\$0	\$ 0	\$ 46,947
Fixed income	0	(1,682,159)	0	0	(1,682,159)
Alternative investments	0	0	0	\$(1,346,401)	(1,346,401)
<b>Total payables, net</b>	<b>\$46,947</b>	<b>\$(1,682,159)</b>	<b>\$0</b>	<b>\$(1,346,401)</b>	<b>\$(2,981,613)</b>

All Level 3 investment activity is immaterial for the years ended December 31, 2023, and 2022, including transfers, purchases, sales, realized gain/(loss), and any change in unrealized gain/(loss).

The Foundation has certain investments that do not have readily determinable fair values but permit direct redemption or distributions at times specified under the governing documents. As a practical expedient, the Foundation relies on the net asset value (NAV) of these investments as their fair value. The net asset values that have been provided by the investees have been derived from the fair values of the underlying investments as of the reporting date. The following table summarizes the nature of these investments and any related liquidation restrictions or other factors which may impact the ultimate value realized.

Category of Investment	Investment Strategy	Number of Funds	Fair Value Determined Using NAV	Unfunded Commitments (\$ millions)	Redemption Terms	Remaining Life
Equities	Domestic, international & emerging markets	5	459,918,100	\$ 0	(1)	n/a
Fixed income	Long-term debt, global & high yield	8	311,701,145	0	(2)	(3)
Alternative investments	Buyouts, distressed debt, energy, real estate & venture capital	265	979,770,505	416.2	(4)	(5)
<b>Totals</b>		<b>278</b>	<b>\$1,751,389,750</b>	<b>\$416.2</b>		

All percentages below based on percent of total fair value of investments determined using NAV:

(1) All funds subject to 0-30 days prior notice, 60% subject to monthly redemptions, 20% subject to daily redemptions, 20% subject to quarterly redemptions.

(2) 62% subject to monthly redemption with 3-30 days prior notice, 25% subject to quarterly redemptions & 13% not subject to redemption.

(3) 37% 1 year, 13% 2-5 years, 50% n/a.

(4) All redemptions, sales, or transfers subject to approval of general partner.

(5) 32% 1 year, 29% 2-5 years, 35% 6-10 years, 4% 11-15 years; all funds subject to extensions between 0-3 years.

## NOTE 5: Grants and Program-Related Assets

The payment schedule for grants authorized but not paid is listed below:

December 31, 2023	Grants Payable
2024	\$ 30,300,000
2025	25,000,000
2026	25,000,000
2027	25,000,000
2028	25,000,000
Payable after 5 years	37,000,000
<b>Total</b>	<b>\$167,300,000</b>

The program-related assets are comprised of loan and equity assets. The scheduled loan repayment and equity recovery time frame are listed below:

December 31, 2023	Loan Program-Related Assets	Equity Program-Related Assets	Total
Due within 1 year	\$ 17,934,893	\$ 0	\$ 17,934,893
Due after 1 year through 5 years	106,277,000	3,849,991	110,126,991
Due after 5 years through 10 years	47,050,000	8,000,000	55,050,000
Due after 10 years	35,235,537	16,519,408	51,754,945
<b>Total</b>	<b>\$206,497,430</b>	<b>\$28,369,399</b>	<b>\$234,866,829</b>

## NOTE 6: Subsequent Events

The Foundation evaluated all activity through May 16, 2024, the date the financial statements were available to be issued, and concluded that no subsequent events have occurred that would require recognition in the financial statements or disclosure in the Notes to Financial Statements.

# Report of Independent Auditors

## To the Trustees of the Richard King Mellon Foundation

### Opinion

We have audited the accompanying financial statements of the Richard King Mellon Foundation (the “Foundation”), which comprise the statement of financial position as of December 31, 2023 and 2022, and the related statements of activities and changes in net assets and of cash flows for the years then ended, including the related notes (collectively referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Foundation as of December 31, 2023 and 2022, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Foundation and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation’s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

## Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

## Other Information

Our audits were conducted for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary summary of investments is presented for purposes of additional analysis and is not a required part of the financial statements. The information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves and other additional procedures, in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements taken as a whole.

*PricewaterhouseCoopers LLP*

PITTSBURGH, PENNSYLVANIA

May 16, 2024

# Policy and Grant Guidelines

The following grantmaking objectives and grant program priorities were approved by the Trustees in December 2020 for the ten-year period ending December 31, 2030.

## Mission

The Foundation seeks to improve the competitive position of the region; strengthen the vitality of Southwestern Pennsylvania, particularly the City of Pittsburgh and its neighborhoods; and protect important habitats and natural amenities in Western Pennsylvania and other key landscapes.

## Program Priorities: Southwestern Pennsylvania

### ECONOMIC DEVELOPMENT

The Foundation seeks to create a region that is an engine for economic growth and vitality by investing in the ingenuity and creativity of its population, enhancing individuals' economic prosperity, and strengthening our sense of community. Priorities include:

#### Community Building

- Arts and Culture
- Innovation Districts
- Transportation and Infrastructure

#### Employment Opportunities

- Business and Job Creation
- Economic Independence
- Entrepreneurism

#### Talent Development

- 21st Century Skills
- Career Pathways
- Workforce Development Systems

### ECONOMIC MOBILITY

The Foundation aims to provide all children and youth living in Allegheny and Westmoreland counties with access to their most promising future. We invest in pathways to opportunity for vulnerable children and youth to overcome the obstacles to achieving economic mobility. Priorities include:

#### Educational Attainment

- K-12 Academic Performance
- Kindergarten Readiness
- Post-Secondary Success

#### Future of Work

- Professional Skills & Awareness
- Work Experiences

#### Places of Opportunity

- Connected and Safe Communities

#### Supportive Living Environments

- Family and Caregiver Relationships
- Thriving at Home

### HEALTH & WELL-BEING

The Foundation's goal is to give residents of Allegheny and Westmoreland counties, particularly the most vulnerable, the opportunity to live a healthy life. Priorities include:

#### Advancing Science

- Applied Research and Evaluation
- Basic Research
- Identification and Response to Emerging Issues
- Research Translation and Dissemination

#### Healthy Communities

- Clean Environments
- Healthy Food
- Public Places and Open Spaces
- Safe and Stable Homes

### **Healthy People**

- Chronic Conditions
- Maternal and Child Health
- Mental and Behavioral Health

### **ORGANIZATIONAL EFFECTIVENESS**

The Foundation will provide opportunities for partners to have the organizational strength and agility to pursue big ideas and take risks in service of accelerating achievement of the Foundation's strategic plan. Priorities include:

#### **Communications**

- Brand Strategy
- Contemporary Storytelling

#### **Human Capital Management**

- Competitive Nonprofit Career Paths
- Diversity, Equity, and Inclusion
- Talent Acquisition and Retention

#### **Leadership & Governance**

- Attraction and Retention of Diverse, High-Performing Leaders
- Board Development and Engagement
- Collaboration and Access to Networks

#### **Strategy & Learning**

- Adaptive Strategy
- Culture of Learning
- Impact Measurement
- Resilient, Balanced Financial Structure

### **SOCIAL-IMPACT INVESTMENTS**

The Foundation's social-impact investments will enable mission-driven companies to secure the risk capital, networks, and resources they need to develop products, deploy services, and address societal issues at the individual and community level. These investments will support the Foundation's four main program areas of Conservation, Economic Development, Economic Mobility, and Health & Well-Being.

## **Program Priorities: Western Pennsylvania & National**

### **CONSERVATION**

The Foundation seeks to provide a region where wildlife flourishes and people thrive in those once-imperiled habitats, through strategic land protection, stewardship, and activation, and sustainable economic development that deploys renewable energy and new technologies that foster livable communities and healthy natural systems. Priorities include:

#### **Activation**

- Broadening Conservation
- Innovative Finance
- Science, Innovation and Planning
- Sustainable Development

#### **Habitat Conservation**

- Habitat Acquisition
- Science, Innovation and Planning

#### **Stewardship**

- Improved Management
- Partnerships
- Restoration
- Science, Innovation and Planning

#### **Sustainable Communities**

- Energy Efficiency
- Environmental Quality
- Green Infrastructure
- Outdoor Amenities
- Renewable Energy
- Science, Innovation and Planning

The Foundation gives priority to projects and programs that have clearly defined output, outcomes and an evaluation component, and has a preference for partnering with donors on initiatives. The Foundation accepts applications throughout the year.

The Foundation does not consider requests on behalf of individuals or from outside the United States. The Foundation does not encourage requests from outside Pennsylvania.

Please visit the Foundation's website at [www.rkmf.org](http://www.rkmf.org) for information on how to apply. For questions, please contact the Foundation's office at:

#### **INFORMATION AND GRANTS MANAGER**

Richard King Mellon Foundation  
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FAX 412 392 2837

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The image features a dark teal background with several overlapping rectangular blocks of different shades of teal and a bright yellow block. On the left side, there are vertical teal stripes of varying widths. In the bottom right corner, there is a small teal square with vertical stripes.

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