
2024

ANNUAL REPORT



The Tepper
Foundation

2024 was another year of exciting growth

for The Tepper Foundation. Throughout the year, we funded \$87 million across 178 grants. With our growing team, we renewed commitments to 70 organizations and supported 39 organizations with first-time grants.

This year took our work in many directions, but our values of collaboration, curiosity and responsiveness showed up in everything we did.

✦ **COLLABORATION**

In 2024, we participated in five collaborative funds, including the Food Security Access Fund in New Jersey and Blue Meridian Partners at the national level. Partnering with other major funders has made our work more efficient and effective, and enabled us to increase our impact. We also attended upwards of 45 conferences and convenings and had numerous conversations with our grantee and funding partners. This year, we will build on our relationships and seek new opportunities to connect and solve problems collectively.

✦ **CURIOSITY**

We pride ourselves on knowing what we don't know and working to fill our gaps. This year had us asking plenty of questions across our portfolios: How can we ensure greater community resilience in the wake of disasters? What are the biggest gaps and opportunities in the New Jersey food system? Is it more effective to take an offensive or defensive approach to combat hate? We worked to set our assumptions aside and rely on research, trial and partner engagement. We plan to continue asking tough questions and adjusting our strategy as we learn new information.

✦ **RESPONSIVENESS**

To meet changing landscapes, we are continuously modifying our own plans and responding to the evolving plans of those around us. Through our \$12 million Security Fund, we leaned into the needs of the Jewish community in responding to security concerns and extended this support to other communities that face hate. We heard our partners' needs around capacity challenges and worked to address them with targeted grants and other support services, like cybersecurity and fundraising. This year, we know that our grantees are facing cuts to vital funding sources, and we will continue to be responsive to their developing needs.

Our commitment to our core values remains constant, and we intend to bring these practices forward into an ever-shifting environment. In the following pages, you'll learn more about our grantees' impact in their own words. We look forward to continuing this work in the year ahead.

Sincerely,




David Tepper
Founder and Chair of the Board
The Tepper Foundation




Randi Tepper
Chief Executive Officer
The Tepper Foundation



Grantmaking at a Glance

\$87,001,136

GRANTMAKING
in 2024

178

ACTIVE GRANTS
in 2024

136

GRANTEES
in 2024

\$10,944,850

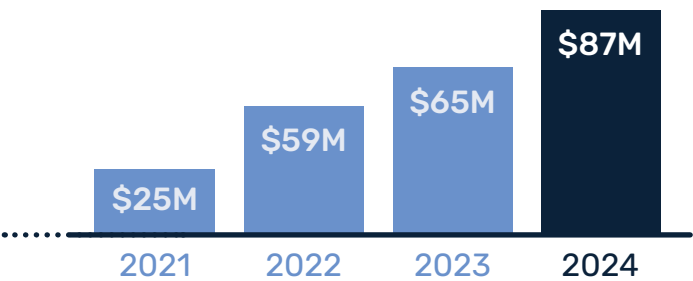
GRANTMAKING
TO NEW JERSERY
ORGANIZATIONS
in 2024



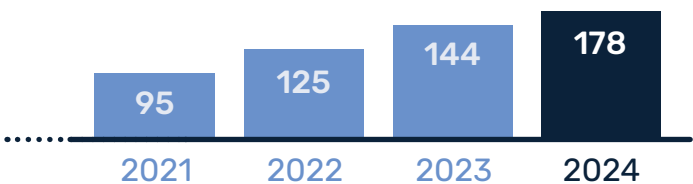
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GRANTEES
IN NEW JERSEY
in 2024

GRANTMAKING DOLLARS AWARDED BY YEAR



NUMBER OF GRANTS AWARDED BY YEAR



MORE THAN
\$425M

THE TEPPER
FOUNDATION'S
ALL-TIME GIVING
SINCE 1996



Our Mission

At The Tepper Foundation, we support organizations working on the frontlines to expand opportunity – from promoting food and housing security to protecting fundamental rights. By working hand-in-hand with our grantee partners, we identify needs in communities and strive to meet them. We are also responsive to moments of great need; quickly deploying resources in the wake of unforeseen crises and natural disasters through our nimble approach to giving.





2024 HIGHLIGHTS

Thriving Communities

The opportunity to thrive starts with the basics: nutritious food, stable housing and quality education. We work closely with our grantees to ensure that more students, families and other community members have these essentials met while also promoting long-term systemic change.

Below are some promising solutions that our national network of grantees is delivering to help local communities thrive:

✦ PUTTING MONEY BACK IN AMERICANS' POCKETS WITH SOCIAL FINANCE AND WORKMONEY

There are many programs that Americans are not aware they qualify for, leaving money on the table. In New Jersey, an estimated 225,000 eligible households do not claim the Earned Income Tax Credit (EITC), missing out on more than \$600 million in state and federal credits. Our grantee **Social Finance** is incentivizing free tax preparation sites to expand operations by offering philanthropically-funded bonus payments for each new EITC filer served, putting money back in workers' wallets. We also support **WorkMoney**, a free membership program that has helped over 8 million Americans connect with financial aid and free assistance services—saving money on groceries, utility bills, family care and more.

✦ HELPING COMMUNITIES THRIVE NATIONALLY THROUGH BLUE MERIDIAN PARTNERS

Our largest recipient of funding in 2024, **Blue Meridian Partners**, aggregates and invests in large-scale initiatives that aim to transform the lives of American families in poverty. This collaborative fund has identified and backed more than 20 major investments to tackle problems that limit economic mobility. These projects span from improving post-secondary education opportunities to supporting mothers and babies to training workers. Blue Meridian's national scope and large pool of capital allow us to expand our national reach and multiply our impact alongside other funders.

✦ SUPPORTING ECONOMIC MOBILITY FOR THE NEXT GENERATION THROUGH ASCEND'S NATIONAL NETWORK

Ascend at the Aspen Institute is a convening organization working to build family prosperity across generations, intentionally focusing on policies and programs that support both children and the adults in their lives. We started our support of Ascend in 2024. Tapping into their network of 600 community-based organizations nationally, Ascend's vision is to advance intergenerational well-being through early childhood education, postsecondary and employment pathways, and health and well-being programs.



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Hard-working Americans want to fulfill the promise of a better life. WorkMoney Foundation is thrilled to be partnering with The Tepper Foundation to equip working and middle-class families with the tools and resources they need to build real financial security, and know that someone is in their corner.

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CARRIE JOY GRIMES
CEO & Founder
WorkMoney Foundation



2024 HIGHLIGHTS

Crisis Response

The Tepper Foundation is structured to be responsive and act quickly in times of crisis. From natural disasters and economic turbulence, to identity-based hate and attacks on our democracy, we work nimbly with our grantees to address these challenges. We also work proactively to build resilient communities—prepared long before disaster strikes—and reinforce democratic institutions, fostering an environment where everyone feels safe to express and celebrate their identities, free from fear and discrimination.

Below are a few grantees we supported last year who responded in times of need:

✦ FIGHTING ANTISEMITISM, FROM JEWISH PRESCHOOLS TO CIVIL SOCIETY

In response to the ongoing rise in antisemitic incidents and threats across the United States, The Tepper Foundation grew our Security Fund in 2024. Aimed at protecting Jewish communities and spaces, the Fund has given \$12 million to date to increase security at Jewish early childhood programs, synagogues and college campuses, through grantees like **Jewish Federations of North America**, **Jewish Community Centers** and **Hillel International**.

✦ ADDRESSING IMMEDIATE AND LONG-RANGE NEEDS IN THE MENTAL HEALTH SYSTEM

In our mental health portfolio, a key priority is to improve crisis response infrastructure in New Jersey and nationally, building on 988 Suicide and Crisis Lifeline implementation. Having someone on the other end of the phone can save a life when someone is experiencing a mental health emergency. We fund **Crisis Text Line**, a free, national, 24/7 text-based service staffed by trained volunteers who are there when people need it most. Within New Jersey, we support the **Rutgers National Call Center's** NJ Hopeline, a 988 national backup.

✦ SWIFTLY RESPONDING TO NATURAL DISASTERS

Over the last year, we worked with several disaster response organizations to quickly mobilize and provide relief following hurricanes and floods across the country. We were proud to support organizations like **World Central Kitchen**, which provides emergency food services immediately after disaster strikes; **Information Technology Disaster Resource Center**, which provides services like charging stations and mobile Wi-Fi to power response organizations and community members quickly; and **All Hands and Hearts**, which provides both immediate volunteer-powered support and works closely with communities to strategize around long-term recovery plans.

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At All Hands and Hearts, we believe in the power of communities coming together to rebuild after disasters. The Tepper Foundation's generous support has enabled us to respond swiftly and effectively, helping families regain stability in the wake of Hurricanes Helene and Milton. The foundation's support also deepens our impact in the recovery, ensuring our volunteer teams can stay for the long haul, working alongside vulnerable families and individuals during their toughest moments as they rebuild their homes.

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NICOLETTE KOEMAN
Chief Engagement Officer
All Hands and Hearts



New Jersey

At The Tepper Foundation, investing in our home state of New Jersey has remained a core priority since our founding in 1996. Over the last three decades, we have worked with community-based organizations throughout the state towards a common goal – a healthy, resilient and thriving New Jersey for all. We approach our work in the state through a two-pronged strategy: nimbly addressing the urgent needs of New Jersey families, as well as investing in stronger systems to support broader communities. We rely on expertise from our local grantees to ensure we can provide this wrap-around support to serve all New Jerseyans.



Below you will find highlights from some of the New Jersey-based grantees we supported in 2024:

DELIVERING FRESH MEALS WITH AMERICA'S GROW-A-ROW

America's Grow-A-Row (AGAR) is on a mission to end hunger and address the alarming rate of food insecurity in New Jersey and beyond by using fresh produce as a tool. With The Tepper Foundation's support in 2024, AGAR delivered over 14 million servings of fresh produce to families in its service areas and educated more than 4,000 people about sustainable farming, hunger issues and healthy eating.

It is all about giving people access to healthy food. Thanks to our partnership with The Tepper Foundation, we harvested and distributed 3,600,000 pounds of free fresh produce in 2024 for those faced with hunger and food insecurity. To put things into perspective, that's like providing a fresh serving of produce to over 128,000 people each and every day throughout our 16-week season. That's over 24 miles of people at our front door every single day in-season!

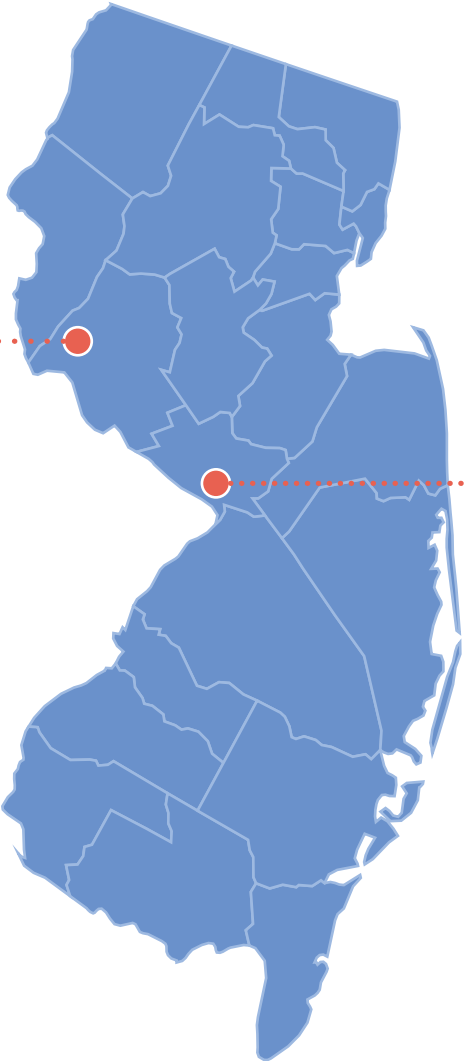
CHIP PAILLEX
President and Founder
America's Grow-A-Row

SUPPORTING WOMEN ENTREPRENEURS WITH GRAMEEN AMERICA

The Tepper Foundation supports **Grameen America's** three microlending branches in New Jersey, which provide affordable business capital, financial education and training, credit-building, and peer support to underserved women entrepreneurs across the state. In 2024, The Tepper Foundation's funding helped Grameen America's New Jersey sites to distribute \$75 million through more than 15,000 microloans. We also supported the development and pilot of their new digital app, which allows members to better access and manage their loans.

PREPARING THE MENTAL HEALTH WORKFORCE WITH THE COLLEGE OF NEW JERSEY

Meeting people where they are is critical when it comes to mental health treatment. That's why our grantee, **The College of New Jersey (TCNJ)**, launched an online graduate program in 2024 in response to the national shortage of mental health professionals. The program targets students from under-resourced communities already working in mental health to take the next step: earning their master's degree and a license to treat patients. Based on efforts throughout the year, the state government formally approved clinical mental health counseling as an apprenticeship degree, and TCNJ will begin its first apprenticeships in Fall 2025.



Our online counseling program is breaking down traditional barriers to mental health education, empowering individuals with lived expertise to become the next generation of counselors—especially those historically excluded from degree access due to systemic inequities. With the recent approval of apprenticeships, we're taking yet another critical step in expanding opportunities, ensuring more professionals can serve in Mental Health HPSA (health professional shortage area) communities and make lasting change where it's needed most.

SANDY GIBSON, PhD, LCSW, LCADC
Department Chair
The College of New Jersey

COMBATTING CYCLES OF HOMELESSNESS WITH BRIDGES OUTREACH

Bridges Outreach works to support New Jerseyans experiencing homelessness and make it a rare and non-recurring experience. Notably, the organization employs people who have experienced homelessness to co-create housing stabilization strategies. In 2024, Bridges expanded its outreach program in Newark to be the state's first 24/7 street outreach program.



2024 HIGHLIGHTS

Increasing Capacity of our Grantee Partners

At The Tepper Foundation, we work closely with our grantees to understand their needs beyond funding. We believe that we can help strengthen the nonprofit sector as a whole by supporting professional services that help our grantees work more efficiently and effectively.

Through our capacity-building portfolio, we provide grantees with an array of support services appropriate for their needs and priorities. This includes funding for consulting projects and providing access to tools and resources. We also connect our grantees with organizations like the **Support Center**, which equips New Jersey nonprofit leaders with desired skills through connections with experienced coaches. We connect nonprofits with pro bono professional services through **Catchafire**. We support cybersecurity for nonprofits through **NGO-ISAC** and fundraising through **Impala**.

In addition to the broader work on capacity building, we funded four individual grants for capacity-building projects for organizations:

✦ HR CONSULTANT FOR HOMEFRONT NJ

As **HomeFront NJ** works to provide shelter and food for New Jerseyans experiencing homelessness, it needed support on its human resource policies for a growing staff. We funded an external consultant to review and update these HR policies for the nonprofit, meeting a critical organizational need.

✦ FUNDRAISING STRATEGY FOR COALITION FOR FOOD AND HEALTH EQUITY

Coalition for Food and Health Equity (CFHE) helps New Jerseyans access integrated health and nutrition services, and fundraising is critical to their ability to provide these services in the state. A recent grant from The Tepper Foundation allowed CFHE to hire a professional fundraiser to develop a fundraising strategy and build a donor base that can grow and sustain this work.

✦ ENHANCED OPERATIONS FOR JEWISH FAMILY SERVICE OF METROWEST NEW JERSEY

The Tepper Foundation's grant supported the implementation of a new electronic health record, or EHR. As **JFS MetroWest NJ** continues to provide vital social, health and community services in the state, this new data system can simplify operations and enhance client care.

✦ MODERNIZED DATA SYSTEM FOR THE MOVEMENT ADVANCEMENT PROJECT

We committed funding to help migrate and modernize the **Movement Advancement Project's** data system, improving important underlying systems that can guide this think tank's efforts to provide rigorous research, insights and communication.

“

I am thankful that The Tepper Foundation and Support Center were able to offer me and my organization continued support. We wouldn't have been able to invest in necessary strategic planning if I hadn't spent that year working on my leadership skills with my Support Center coach.

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NICOLE DAVIS
Executive Director
Center for Food Action



2024 Fiscal Year Grantees

14TH STREET Y • 180 TURNING LIVES AROUND • AFFORDABLE HOUSING ALLIANCE • ALL HANDS AND HEARTS SMART RESPONSE • AMERICA'S GROW-A-ROW • AMERICAN FORESTS • AMERICAN JEWISH COMMITTEE • AMERICAN JEWISH JOINT DISTRIBUTION COMMITTEE • AMERICAN NATIONAL RED CROSS • ANTI-DEFAMATION LEAGUE • ATLANTIC CITY RESCUE MISSION • BLUE MERIDIAN PARTNERS • BOULDER JEWISH COMMUNITY CENTER • BRIDGES OUTREACH • CARNEGIE MELLON UNIVERSITY • CATHEDRAL KITCHEN • CENTER FOR COUNTERING DIGITAL HATE • CENTER FOR FOOD ACTION IN NEW JERSEY • CENTER FOR ISRAEL EDUCATION • CENTER FOR TECH AND CIVIC LIFE • CHARLOTTE MECKLENBURG LIBRARY FOUNDATION • CITY GREEN • COALITION FOR FOOD AND HEALTH EQUITY • COMMON GROUND USA • COMMUNITY FOOD BANK OF NEW JERSEY • COMMUNITY FOUNDATION OF NEW JERSEY • CONSTRUCTIVE DIALOGUE INSTITUTE • COOPERMAN BARNABAS MEDICAL CENTER • CORE • COVENANT HOUSE NEW JERSEY • CRISIS TEXT LINE • CUMAC • DEMOCRACY FUNDERS NETWORK • DONORSCHOOSE • EDLAVITCH JEWISH COMMUNITY CENTER • ELIZABETH COALITION TO HOUSE THE HOMELESS • EMPOWER • ESSENTIAL PARTNERS • EVA'S VILLAGE • FAMILY HEALTH CENTERS AT NYU LANGONE • FAMILY PROMISE OF HUNTERDON COUNTY • FAMILY PROMISE OF SOUTHWEST NEW JERSEY • FAMILY PROMISE OF THE JERSEY SHORE • FEEDING AMERICA • FIRING LINE WITH MARAGRET HOOVER • FOUNDATION FOR JEWISH CAMP • FRANKLIN TOWNSHIP FOOD BANK • FULFILL • GRAMEEN AMERICA • GREATER BERGEN COMMUNITY ACTION • GREATER PITTSBURGH COMMUNITY FOOD BANK • HACKENSACK MERIDIAN HEALTH • HILLEL INTERNATIONAL • HILLEL JEWISH UNIVERSITY CENTER OF PITTSBURGH • HOMEFRONT • INSEPARABLE • INSTITUTE FOR CITIZENS & SCHOLARS • INSTITUTE FOR RESPONSIVE GOVERNMENT • INTERFAITH AMERICA • INTERFAITH FOOD PANTRY NETWORK • INTERNATIONAL REFUGEE ASSISTANCE PROJECT • IRONBOUND COMMUNITY CORPORATION • ISRAEL ON CAMPUS COALITION • JCC OF GREATER BALTIMORE • JEWISH COMMUNITY CENTER OF GREATER PITTSBURGH • JEWISH COMMUNITY CENTER OF SAN FRANCISCO • JEWISH COMMUNITY FOUNDATION OF GREATER METROWEST NJ • JEWISH FAMILY SERVICE OF ATLANTIC AND CAPE MAY COUNTIES • JEWISH FAMILY SERVICE OF METROWEST NJ • JEWISH FEDERATION OF GREATER METROWEST NJ • JEWISH FEDERATION OF SOUTHERN NEW JERSEY • JEWISH KIDS GROUPS • JUST BELIEVE • LOVE MINISTRIES OUTREACH INTERNATIONAL • LUNCH BREAK • MARLENE MEYERSON JCC MANHATTAN • MCLEAN HOSPITAL • MEND • MENTAL HEALTH AMERICA • MERCER STREET FRIENDS • MORRISTOWN MEDICAL CENTER • MOVEMENT ADVANCEMENT PROJECT • NATIONAL COUNCIL FOR MENTAL WELLBEING • NATIONAL ORGANIZATION FOR VICTIMS OF TERROR • NATIONAL WILDLIFE FEDERATION • NATURAL RESOURCES DEFENSE COUNCIL • NEW JERSEY COALITION TO END HOMELESSNESS • NEW JERSEY CONSORTIUM FOR IMMIGRANT CHILDREN • NEW JERSEY COUNCIL OF COUNTY COLLEGES • NEW JERSEY TUTORING CORPS • NEW PLURALISTS • NEWARK EMERGENCY SERVICES FOR FAMILIES • NGO-ISAC • NJ TOGETHER • NORWESCAP • NOURISH.NJ • ONE AMERICA MOVEMENT • OPERATION WARM • OVER ZERO • PARENTS ENGAGING PARENTS • PATRIOTS & PRAGMATISTS • PROTECT DEMOCRACY • REACH OUT AND READ • REBUILD BY DESIGN • RECOVERY INNOVATIONS • REFED • RESETTling THE TABLE • ROBIN HOOD • RUTGERS UNIVERSITY BEHAVIORAL HEALTH CARE • RUTGERS UNIVERSITY FOUNDATION • SHALOM AUSTIN • SOCIAL FINANCE • ST LUCY'S EMERGENCY SHELTER • ST. JOSEPH SOCIAL SERVICE CENTER • STATES UNITED DEMOCRACY CENTER • SUPPORT CENTER • TEAM RUBICON • THE ASPEN INSTITUTE • THE COLLEGE OF NEW JERSEY FOUNDATION • THE FOOD BANK NETWORK OF SOMERSET COUNTY • THE FOOD BANK OF SOUTH JERSEY • THE GREENLIGHT FUND • THE HAROLD GRINSPOON FOUNDATION • THE HOBOKEN SHELTER • THE JED FOUNDATION • THE JEWISH FEDERATIONS OF NORTH AMERICA • THE MICHAEL J. FOX FOUNDATION FOR PARKINSON'S RESEARCH • THE NATURE CONSERVANCY • THE RESCUE MISSION OF TRENTON • THE TREE OF LIFE • THE TRUSTEES OF PRINCETON UNIVERSITY • THE URBAN INSTITUTE • TONI'S KITCHEN • TRENTON AREA SOUP KITCHEN • TRI-COUNTY COMMUNITY ACTION AGENCY • UNITED STATES HOLOCAUST MEMORIAL MUSEUM • UNITED WAY OF NORTHERN NJ • UNIVERSITY OF PITTSBURGH • UPSTREAM USA • VICTORY ASSEMBLY OF GOD • VIRTUA HEALTH FOUNDATION • VOLUNTEERS OF AMERICA DELAWARE VALLEY • WEIZMANN INSTITUTE OF SCIENCE • WORKMONEY • WORLD CENTRAL KITCHEN • YORK STREET PROJECT



**The Tepper
Foundation**

Contact us anytime info@tepperfoundation.org