

**The Tepper
Foundation**

2023 Annual Report



**The Tepper
Foundation**



It has been a pivotal year for The Tepper Foundation in our work to protect and expand opportunity for all. Our Board of Directors established a strategy broadening into new areas of giving while maintaining our commitment to long-time priorities. Randi also stepped into the role of Chief Executive Officer to operationalize this vision and oversee our growing staff and portfolio.

In 2023, we distributed \$65 million in grants, nearly tripling our annual giving from 2021. To make this possible, we've also more than doubled our staff in two years. Amid this exciting growth, we're ensuring that our relationships remain at the center of our work. By working hand-in-hand with our grantee partners, we can best identify and respond to today's most pressing needs.

In this Annual Report, we outline five key themes that will inform our approach to grantmaking in the months and years ahead. They include our enduring commitment to New Jerseyans and the Jewish community, an expanded focus on mental health and democracy and continued partnership with like-minded funders to scale impact.

We are proud of the impact our grantee partners make every day on their communities. This Annual Report is a snapshot of our work together, and we look forward to sharing more throughout this year and beyond.

Sincerely,

David Tepper
Founder and Chair of the Board
The Tepper Foundation

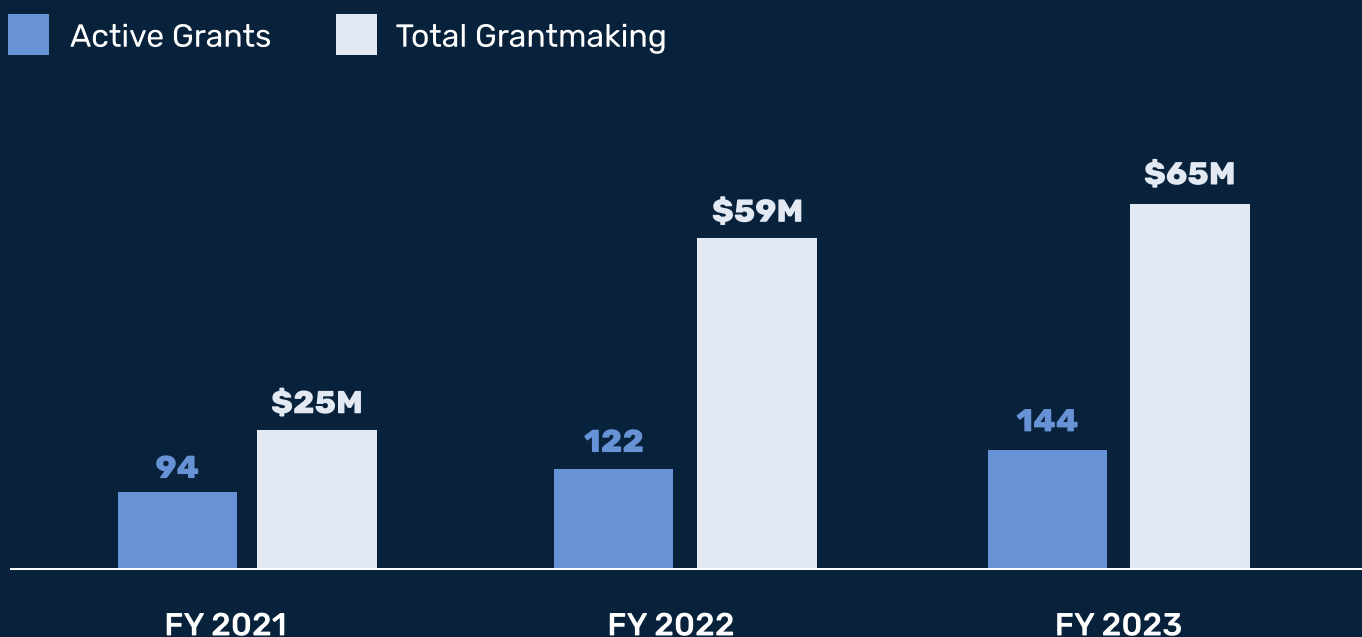
Randi Tepper
Chief Executive Officer
The Tepper Foundation

2023

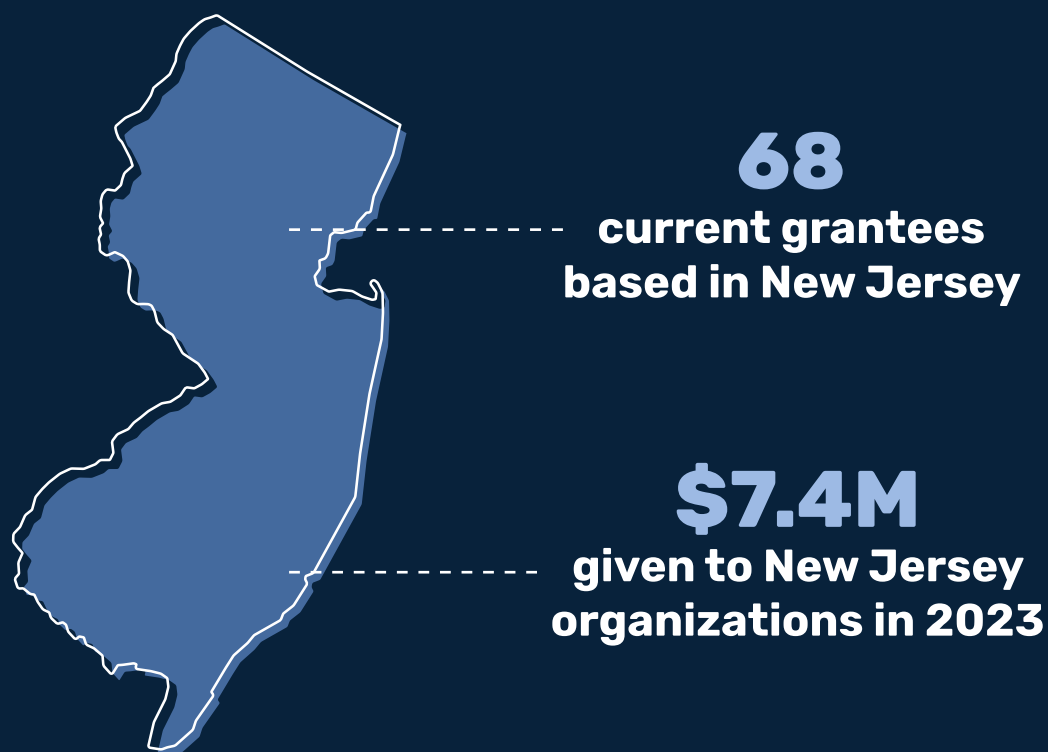
By the Numbers

Impact Statistics

SCALING UP EFFORTS



SERVING NEW JERSEY



A LONG-TERM COMMITMENT

28 years
protecting and expanding
opportunity for all

More than \$350M
The Tepper Foundation's all-time
giving since 1996



Portfolio Overview



Food, Housing & Health

The opportunity to thrive starts with the basics: quality food, stable housing and access to mental health services. At The Tepper Foundation, we are committed to working towards a future where everyone has these essentials met.

We work closely with partner organizations to understand their communities' challenges and then support promising solutions. The needs of individuals and families are complex and require a dual approach, providing direct service and promoting long-term systemic change. This approach to grantmaking aims to expand and sustain the critical work of our partners for years to come.



Community Impact

The Tepper Foundation invests in community-based organizations in our home state of New Jersey as well as in the Jewish community nationwide.

Across New Jersey, The Tepper Foundation supports programs to promote economic mobility and community empowerment. We invest in organizations with a proven track record of success and deep knowledge of their communities.

The Tepper family is also deeply committed to supporting the Jewish community across the United States with two distinct focuses: strengthening Jewish identity and combating antisemitism. We are devoted to supporting families and ensuring the continuity of vibrant Jewish life in the United States.



Crisis Response & Climate Resilience

The Tepper Foundation responds in moments of great need. We have a long history of crisis response spanning from the fallout of the 2008 financial crisis to the COVID-19 pandemic, and today our foundation's structure allows us to swiftly address a wide range of threats. We don't just act when disaster strikes; we work proactively with frontline agencies to build community resilience.

The foundation also invests in initiatives centered around climate resilience. By improving sustainability across land uses and food systems, we are enabling our grantees to respond directly to the climate crisis.



Pro-Democracy & Anti-Hate Initiatives

With the alarming rise in threats to democracy, The Tepper Foundation is committed to funding initiatives that protect key institutions. Our pro-democracy work centers on reinforcing democratic norms, combatting authoritarian creep and ensuring ballot access for voters across the United States.

We also believe that everyone deserves to live authentically and free from fear. The Tepper Foundation has long been a leader in combating antisemitism, and in recent years, our work on additional anti-hate initiatives has evolved and expanded. The foundation is working on a growing number of projects that help more people to thrive in environments free from violence, prejudice and discrimination.



Strengthening the Nonprofit Sector

In New Jersey, The Tepper Foundation is committed to strengthening the nonprofit sector, and we seek to be responsive to the self-identified capacity needs of our grantees. Our goal is to help our grantees work more efficiently and effectively.

Nationally, the foundation invests in proven models to help catalyze growth and success. And through collaborative funds, we work in partnership with like-minded funders to scale promising initiatives that align with our mission.



Board Projects

In addition to our other portfolios, The Tepper Foundation's Board of Directors identifies unique funding opportunities influenced by their individual interests and experiences. These initiatives help us be responsive to unanticipated and exciting opportunities. These grants are made solely at the Board's discretion.

Big Bet | New Jersey

Overview

The Tepper Foundation supports organizations working across the United States, but we're especially proud to make an impact on our home state of New Jersey. Throughout our foundation's history, we have been committed to building relationships and making investments in the state where the Tepper family was raised. In 2024, we'll continue to be responsive to our local partners' needs – contributing to a more robust civil society and an infrastructure that better supports New Jersey families.



Featured Spotlights

Meeting students' needs to help them build a brighter future

Students can only succeed when they have their basic needs met. Through our partnership with **DonorsChoose**, teachers in New Jersey applied for grants to directly provide hygiene products, warm clothing, meals and other essentials that help students come to the classroom prepared to learn. Additionally, we know that community colleges open the door to economic opportunity for more people. Our new initiative with the **New Jersey Council of County Colleges** aims to equip six local community colleges – which serve 170,000 New Jerseyans each year – with the tools and resources to better meet students' food, housing and other non-academic needs, which will increase degree attainment and improve economic mobility.

Building capacity within New Jersey's nonprofit sector

The Tepper Foundation is committed to ensuring a thriving nonprofit sector in New Jersey. One grantee, **Catchafire**, operates in New Jersey and worldwide to connect high-skill volunteers with nonprofits seeking greater capacity or specific skill sets. Recognizing the need for strong leaders across the state's nonprofit sector, we funded the **Support Center for Nonprofit Management**. They provide one-on-one coaching to local leaders – including six of our grantees – to improve their organizations' effectiveness and impact on New Jerseyans. We'll continue to expand capacity-building efforts for nonprofits in the state.

Preparing for future disaster scenarios with New Jersey's major food banks

If a Category 4 hurricane made landfall on New Jersey's coastline, how would its food banks respond? During a day-long session in Princeton last summer, The Tepper Foundation convened leaders from New Jersey's five largest food banks to develop a robust strategy to coordinate communications, personnel, equipment and other logistics in the face of crisis. This session was the culmination of a year-long training overseen by The Tepper Foundation to better prepare the state's food security network for realistic disaster scenarios. Building on this pilot program, we'll continue these efforts to ensure more organizations across the state are prepared to respond to crises.

Big Bet | Collaborative Funds

Overview

Addressing today’s biggest challenges requires partnership. That’s why we work closely with other philanthropic organizations to pool funds to maximize our collective impact. The philanthropic sector is more effective when funders come together through collaborative funds, a model that also lets us bring learnings from our peers into our own grantmaking strategies at The Tepper Foundation. In 2024, we are pleased to launch our own collaborative fund, the Food Security Access Fund, which will improve food security in New Jersey by tapping into the reach and resources of peer funders.



Featured Spotlights

Scaling our national impact through Blue Meridian Partners

Blue Meridian Partners is a philanthropic model for finding and funding solutions to the problems that limit economic and social mobility for Americans. We know that the most promising strategies require significant resources that can only be achieved alongside peer funders, which is why Blue Meridian Partners was the largest recipient of The Tepper Foundation’s funding last year. The organization’s national scope allows us to extend our funding across the United States while also investing in local solutions that target specific problems in communities. With programs spanning from supporting mothers and infants to increasing employment opportunities for young adults to investing directly in local communities, this collaborative fund is helping more American families prosper.

Defending America’s founding ideals alongside our peers in civil society

At The Tepper Foundation, we believe in pluralism – bringing together people of all backgrounds, faiths and political affiliations around common goals. At a time of increasing polarization in the American public, it’s never been more important to build bridges and the practice of pluralism. Alongside other peer funders, we’re supporting **New Pluralists**. New Pluralists is funding a variety of locally-driven projects that seek to promote healing within neighborhoods and cities across the United States. Projects span from launching a community farm in Wisconsin to promoting dialogue on historical racial divides in Louisiana. New Pluralists represents The Tepper Foundation’s growing work to promote tolerance, acceptance and mutual understanding in civic discourse.

Bringing funders together to meet food security needs in New Jersey

In recent years, the cost of groceries has spiked at the fastest rates seen since the 1970s, leaving more New Jersey families food insecure. While the federal government offers funding opportunities to improve food access, many nonprofits – like local food banks and food pantries – lack the technical expertise or staff bandwidth to navigate these government programs. To meet this need, The Tepper Foundation launched a collaborative donor fund, the **Food Security Access Fund**, which aims to direct more than a half-million dollars toward helping nonprofits navigate grants for food security and create a pipeline of organizations primed to secure public funding through capacity-building grants. We are bringing together a number of funders across the state to help local organizations meet needs in our communities and, ultimately, sustain this impact for years to come.

Big Bet | Pro-Democracy

Overview

2024 is a pivotal year for the future of our civic values, but strengthening democratic systems and improving ballot access cannot just happen during election years. We must approach reinforcing democratic norms and bridging divides with a long-term view. From equipping local officials with the tools they need to administer an election to fostering dialogue on the most important issues facing our nation, we're funding work to shore up our democratic institutions.



Featured Spotlights

Preserving free and fair elections in communities across the United States

A free and fair election requires many things: high-performing election offices, dedicated poll workers and voters who understand the process to cast their ballots. Our grantee, the **Center For Tech and Civic Life (CTCL)**, provides best-in-class training and technical support for election workers all over the country. CTCL's election administration support in recent years has helped to ensure that elections run as smoothly, securely and equitably as possible. Combining knowledge from civic technologists, trainers, researchers, election administration and data experts, CTCL shares best practices, creates easy-to-use resources for administrators and develops the infrastructure to deliver information about elections.

Promoting financial well-being and civic engagement for more Americans

For many hardworking Americans, the American dream has drifted further away – with costs rising and incomes stagnating. Feelings of economic resentment can lead to disillusionment, which further harms political discourse in the United States. In many communities facing economic hardship, our grantee, **WorkMoney**, is taking a unique approach to engagement with American families. WorkMoney is a nonprofit that brings together experts to help consumers save money on everyday expenses and works with political leaders nationwide to better support middle-class families. WorkMoney has put \$663 million in benefits in the pockets of its more than 477,000 members, and it has programs tailored toward promoting political discourse among them.

Supporting trusted sources and independent political discourse

In the face of rising threats to democracy, The Tepper Foundation is committed to funding initiatives that preserve key institutions. Independent journalism is a crucial pillar of our democracy – providing Americans with the facts we need to be informed and check those in power. That's why we are a proud funder of **Firing Line with Margaret Hoover**, which focuses on a smart, civil and engaging contest of ideas. This type of thoughtful public media is essential to fostering public discourse on key policy issues.

Big Bet | Mental Health

Overview

Currently, [1 in 5 U.S. adults](#) lives with a mental illness. With mental health issues becoming increasingly prevalent – especially among young people – and a legacy of underinvestment in care, it is essential that we act decisively. We have built a portfolio of grantees meeting urgent needs in the mental health care system, such as improving early intervention and screening for young people, developing crisis response infrastructure and strengthening the workforce of mental health providers. With these investments, we can help ensure access to mental health resources and services isn’t dictated by who you are or the community where you live.



Featured Spotlights

Providing youth with early intervention and mental health screening

The Tepper Foundation is proud to support organizations leading the charge to help more people get screened for mental health issues early and receive treatment. **Mental Health America** is the nation’s largest community-based nonprofit dedicated to meeting the needs of those living with mental illness through its network of 200+ local affiliates. Another grantee, **The JED Foundation**, has led the way in creating a culture of care on college campuses amid rising mental health challenges for young people. By taking a proactive approach to mental health interventions, these organizations improve outcomes for thousands of young Americans annually.

Supporting a crisis response infrastructure for those in need

When someone is experiencing a mental health crisis, having someone to call or text can be life-saving. The Tepper Foundation’s grantee partner, **Crisis Text Line**, provides free, 24/7, high-quality text-based mental health care and crisis intervention from trained volunteers. Crisis Text Line has shown promising results by delivering mental health support for people wherever they are.

Creating a coalition to improve mental health policies

Historically, national policies and systems have failed to prioritize mental health care. Our grantee, **Inseparable**, is working towards a future where mental health policy is at the top of mind nationally and receives adequate investment for all Americans, particularly young people. Through conducting research reports, empowering activists and shaping public narrative, this organization is taking action to center mental health care in communities throughout the country.

Big Bet | Combating Hate

Overview

Everyone deserves to live authentically and free from fear. The Tepper Foundation has long been a leader in combating antisemitism, and in recent years, our work on anti-hate initiatives has evolved and expanded. In 2024, we are responding to an alarming rise in identity-based hate, including on online platforms that have provided a new ground for hate speech. It is critical that people feel safe – whether they’re on campus or at a place of worship. By working with a variety of partners, we’re helping create safer communities for all.



Featured Spotlights

Launching our Security Fund to protect Jewish spaces amid rising antisemitism

In response to a rising number of antisemitic incidents and threats, we have committed \$3 million to our new Security Fund. While most Jewish organizations have existing funds dedicated to security, the unprecedented spike in hate incidents in recent months has led many institutions – from synagogues to Jewish community organizations, children’s day camps and more – to pull money from other budget lines to fulfill their security needs. Through partners like **Hillel International** and **Jewish Kids Group**, resources from the Security Fund are already reaching college campuses, synagogues, Jewish community centers and youth spaces. Ultimately, we aim to help Jewish Americans feel safer in their communities and allow our partners to continue to focus on important programming to promote Jewish life in the United States.

Mobilizing urgent humanitarian resources

As a foundation rooted in protecting all human rights, we are continuing to distribute funds to aid victims in the wake of Hamas’ October 7 attack. In the days after this tragedy, our team moved swiftly, deploying funds to provide trauma care and temporary housing through existing grantees, such as the **Joint Distribution Committee** and **Jewish Federations of North America**. **World Central Kitchen**, a trusted partner of the foundation for years, has been able to effectively deliver humanitarian relief in Israel and Gaza. In the coming months, we will continue to listen to, support and respond to evolving needs, spanning from mental health support to medical care.

Combating all forms of identity-based hate

Recently, we have seen an alarming spike in antisemitism, as well as a rise in other forms of identity-based hate. The Tepper Foundation is working on a growing number of projects that help more people thrive in environments free from violence, prejudice and discrimination. We continue to support the work of the **Anti-Defamation League**, including their initiatives to combat hate speech. Social media makes it easier than ever for intolerance to spread, which is why our grantee partner, **Center for Countering Digital Hate**, is focused on protecting human rights online. We have also started partnerships with **AAPI Civic Engagement Fund**, which supports Asian Americans and Pacific Islanders, and **Movement Advancement Project**, which unites various movements, from racial equity organizations to LGBTQ+ rights groups.

2023

Fiscal Year Grantees List

180 Turning Lives Around
AAPI Civic Engagement Fund
Action Pathways Second Harvest Food Bank
Affordable Housing Alliance
America's Grow-a-Row
American Forests
American Friends of Magen David Adom
American Friends of Sheba Medical Center
American Friends Service Committee
American Jewish Committee
Anti-Defamation League
Atlantic City Rescue Mission
Atrium Health Foundation
Barzilai Medical Center
Blue Meridian Partners
Bridges Outreach
Carnegie Mellon University
Catchafire
Cathedral Soup Kitchen
Catholic Charities of the Archdiocese of Newark - St Lucy's Emergency Shelter
Center for Countering Digital Hate
Center for Food Action in New Jersey
Center for Israel Education
Center for Tech & Civic Life
Charlotte Mecklenburg Library Foundation
City Green
Coalition for Food and Health Equity
Collaboratory
Community FoodBank of New Jersey
Community Foundation of New Jersey
Cooperman Barnabas Medical Center
Covenant House New Jersey
Crisis Text Line
CUMAC

DonorsChoose
Elizabeth Coalition to House the Homeless
Eva's Village
Family Health Centers at NYU Langone
Family Promise of Hunterdon County
Family Promise of Southwest New Jersey
Feeding America
Feeding South Florida
Feeding the Carolinas
Firing Line
Food Bank of Central and Eastern NC
Food Bank of the Albemarle
Foundation for Jewish Camp
Franklin Township Food Bank
Friends of United Hatzalah of Israel
Fulfill
Galvanize USA
Golden Harvest Food Bank
Grameen America
Greater Pittsburgh Community Food Bank
Hackensack Meridian Health Foundation
Hadassah
Harvest Hope Food Bank
Hillel International
HomeFront
Inseparable
Inter-Faith Food Shuttle
Interfaith Food Pantry
International Refugee Assistance Project
Ironbound Community Corporation
Israel on Campus Coalition
Jewish Family Service of Atlantic and Cape May Counties
Jewish Family Service of MetroWest NJ
Jewish Federation of Greater MetroWest

Jewish Federation of Southern New Jersey
Jewish Kids Group
Joint Distribution Committee
Love Ministries Outreach International
Lowcountry Food Bank
Lunch Break
MANNA FoodBank
Marlene Meyerson JCC Manhattan
McLean Hospital
MEND
Mental Health America
Mercer Street Friends
Mercy Center of New Jersey
Montclair State University Foundation
Morristown Medical Center
Move for Hunger
Movement Advancement Project
National Wildlife Federation
New Jersey Coalition To End Homelessness
New Jersey Council of County Colleges
New Jersey Tutoring Corps
Newark Emergency Family Services
NJ Together
Norwescap New Jersey
nourish.NJ
Operation Warm
Parents Engaging Parents
Protect Democracy
Read Charlotte
ReFED
Resetting the Table
RI International
Rising Tide Capital
Robin Hood
Rutgers University Behavioral Health Care

Second Harvest Food Bank of Metrolina
Second Harvest Food Bank of Northwest North Carolina
Shine A Light
St. Joseph Social Service Center
Support Center
The Aspen Institute
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 Nature Conservancy
The Rescue Mission of Trenton
The Trustees of Princeton University
Toni's Kitchen
Trenton Area Soup Kitchen
Tri-County Community Action Agency
UNC at Chapel Hill
United States Holocaust Memorial Museum
United Way of Northern NJ
University of Miami Advancement
University of Pittsburgh
Upstream USA
Victory Assembly of God
Virtua Health Foundation
Volunteer Lawyers for Justice
Volunteers Of America Delaware Valley
Weizmann Institute of Science
WorkMoney
York Street Project