
2025

ANNUAL

REPORT



**The Tepper
Foundation**



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.

WELCOME

2025 tested the resilience of the nonprofit sector. In response, our foundation focused on strengthening the relationships that underpin our work – listening closely to the organizations we support, working collaboratively, and providing steady, reliable funding during a challenging year. We chose to double down on our existing portfolios and significantly increase our grantmaking.

Over the course of the year, we awarded more than **\$108 million** to **185 organizations**, representing a nearly **25% increase in funding over 2024**. Our goal was to deepen our support for grantees – providing not only financial resources, but also opportunities to build capacity and share learning as we navigated a complex landscape together.

As we look ahead to 2026, we remain committed to sustaining this approach: continuing consistent support while working alongside our grantees and partners to identify emerging needs and opportunities.

We will continue to invest in security at Jewish institutions while also seeking opportunities to work across faith communities to ensure people can gather safely and without fear. This past year, we increased our investment in Blue Meridian Partners and will continue supporting its national efforts to scale solutions that advance social and economic mobility. We will also expand our investments in civic health and the protection of democratic norms, including initiatives that bring people together across lines of difference and efforts to help ensure safe and secure elections.

In New Jersey, we will continue supporting the food bank and pantry system. This year, we are working closely with partners across the field to better understand and prepare for anticipated shifts in funding and policy within the food sector, with the goal of ensuring families have reliable access to the resources they need.

This work depends on strong collaboration. We are grateful to the many partners and fellow funders who contribute their expertise and leadership, and we look forward to continuing to work together to advance shared goals.

In the following pages, we highlight a few examples of the organizations and communities we supported in 2025. These stories reflect the progress, persistence, and innovation that continue to drive this work forward.

Sincerely,

David Tepper
Founder & Board Chair
The Tepper Foundation

Randi Tepper
Chief Executive Officer
The Tepper Foundation

C&S

HOW C&S IS INVESTING IN CIVIC SKILLS FOR TOMORROW'S PROBLEM SOLVERS

Young people have bold ideas for America's future, and **C&S** equips them with the skills and networks to move those ideas forward. The organization partners with universities across 30 states to embed critical civic skills into campus life. Their vision is ambitious: They are committed to engaging 20 million young problem solvers by 2029.

"What sparked this growth is we were finding people really hungry for positive change," said Cathy Copeland, Director of Campuswide Immersion at C&S.

C&S engages university leaders through the College Presidents for Civic Preparedness coalition – a first-of-its-kind network of 135 members committed to embedding civic skills across the entire campus, inside and outside the classroom. These essential civic skills include having productive, respectful conversations, using credible information, and collaborating on solutions.

C&S partners with two- and four-year institutions at any stage – whether just getting started or going deeper, like the 40 campuses participating in the coalition's Campuswide Immersion initiative. **And it's working:** 93% of members report stable or improving campus climates for civil discourse.

- ❖ **Ohio Wesleyan** is weaving civic skills into its freshman orientation programming through outdoor exploration. By combining physical engagement with civic conversations, new students start dialogue on challenging issues and get introduced to the concept of civic culture.
- ❖ Student-led Democratic and Republican groups at the **University of Richmond** hosted a joint civil discourse event during the last election cycle, creating space for students with different views to find common ground and engage in respectful dialogue.
- ❖ At the **University of Pittsburgh**, co-curricular clubs and fireside chats inspire students to build mutual understanding.

"Once you see yourself as connected to a community and others around you, it makes neurons in your brain fire differently. It makes you think about how we can evolve, move forward as a society, and start problem-solving together. During this difficult time in the world, we're all looking for fresh solutions to our obstacles, and we really believe these can and will come from young people."

CATHY COPELAND,
Director of Campuswide Immersion at C&S



The Tepper Foundation is dedicated to advancing pluralism and civic engagement that facilitates respectful communication and collaboration. Through our work with organizations like C&S, we aim to help prepare more people for productive civic participation to serve as problem solvers in their communities.



GRANTEE SPOTLIGHT

Repair the World

1 MILLION ACTS OF SERVICE: REPAIR THE WORLD SPARKS A SERVICE MOVEMENT

Inspired by the Jewish concept of tikkun olam (“repair the world” in Hebrew), **Repair the World** uses service to unite Jewish and non-Jewish youth around community and identity amid rising antisemitism.

“Caring for our communities is a timeless priority in Jewish culture, but it’s never felt more relevant as our neighbors face increasing food insecurity, homelessness, and division,” shared President and CEO Cindy Greenberg.

SERVICE PROJECTS, DONE HAND IN HAND

Programming blends hands-on service with structured learning and bridge-building activities.

Repair the World hosts 12-week cohorts that bring together interfaith participants to serve alongside each other and engage in facilitated discussions on identity and community.

“It goes beyond just the service,” said Greenberg. *“It provides an opportunity for people who have different opinions and beliefs to come together and serve their community.”*

COHORT SPOTLIGHT BRIDGE-BUILDING IN ATLANTA

A Fall 2025 cohort connected Black and Jewish college students.

“In polarizing times, when people have reasons to shy away from each other, it’s important to do the opposite,” said participant Ava Russell. *“We don’t have to agree on everything, but recognizing our shared humanity is a great start.”*

EXPANDING IMPACT



A VOLUNTEER'S VOICE

“Through Repair the World, I’ve seen how my Jewish values come to life through service. What started as something I cared about has become central to who I am, both personally and professionally.”

GILLIAN ANDERSON,
Service Corps member, Atlanta



The Tepper Foundation is committed to supporting Jewish community life amid rising antisemitism. Service partnerships like Repair the World unite people from different backgrounds in meaningful work while strengthening ties across communities. In tandem, The Tepper Foundation’s Security Fund has distributed \$23.1 million since 2023 to make Jewish spaces, from synagogues to college campuses, safer.



GRANTEE SPOTLIGHT

ReFED

ReFED IS FIGHTING FOOD INSECURITY BY KEEPING FRESH FOOD ON PLATES – AND OUT OF LANDFILLS

1 in 7 Americans lives in a food-insecure household – yet nearly a third of the U.S. food supply goes unsold or uneaten. Our grantee **ReFED** is working across the food system to close that gap.

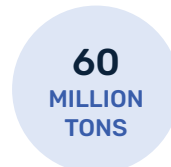
Food waste has begun declining, but the food system remains wildly inefficient:



3.7% drop in per capita food waste in 2024 – the first decline since pandemic disruptions, measured by ReFED’s recent Progress on the Plate report.



29% of the U.S. food supply goes unsold or uneaten



60 million tons of food – about 25% of all U.S. food – ends up in landfills, drains, or rotting in fields each year, even after recycling and donation programs.

HOW ReFED HELPS

The organization serves as a convener, data partner, and consultant – equipping farms, food manufacturers, grocery stores, restaurants, and consumers with data-driven solutions. ReFED also funds on-the-ground innovations that directly reduce food waste across the supply chain.

Households and businesses are driving the trend together. Reducing food waste sector-wide can further increase long-term food security for families.

- ReFED President Dana Gunders said, *“With higher food prices, Americans are looking for ways to extend their grocery dollars. Using up more of what they’re already purchasing and wasting less is proving to be one of the most accessible ways to do it. At the same time, food waste reduction is recognized as a business decision with material impact on the bottom line for food businesses, which are elevating the issue to the C-suite and boardroom. The wind is at our backs, and it’s time to step on the gas.”*
- ReFED is continuing to identify ways to help professionals and communities drive systems change that makes more food available, ultimately improving food security.



In addition to ReFED’s data-driven approach to reducing food waste across supply chains, **The Tepper Foundation** is supporting direct solutions to food waste. Grantees like **America’s Grow-a-Row** and **Sharing Excess** grow and redistribute fresh produce for families. In 2025, these organizations helped provide families in New Jersey and nationwide with more than 100 million pounds of healthy food.



City Green

DOUBLE THE FRESH PRODUCE: CITY GREEN PUTS NUTRITIOUS FOOD ON NEW JERSEY FAMILIES' TABLES

City Green – a New Jersey-based grantee of The Tepper Foundation – is an urban farming and gardening organization. Founded in 2004 with one community garden in Paterson, City Green has expanded to offer education on healthy eating, pop-up farm stands, and gleaning programs that cut down food waste – all while working across more acres of farmland in New Jersey.

Since 2011, City Green has led the Good Food Bucks program, which doubles SNAP benefits for fresh produce at participating farmers' markets, farm stands, and grocery stores across all 21 counties of New Jersey. We sat down with **Jennifer Papa**, City Green's founder and executive director, to learn more about improving access to healthy food in the Garden State, supporting local farmers and community food systems in the process.

QUESTION 01

How does the Good Food Bucks program help New Jerseyans on SNAP access fresh produce?

Local and organic produce can often be expensive and unaffordable, especially for low-income New Jerseyans. We started a nutrition incentive program in 2011 – accepting SNAP and federal food benefits and essentially doubling their value. If a tomato is priced at \$1.00, you'd only have to use 50 cents from your SNAP benefits.

We piloted Good Food Bucks at our own markets and grew the program as we raised additional funding. From there, we

began training and offering the program to independent farmers' markets, supporting them financially and with technical assistance. Nutrition incentive programs are happening all over the country, but City Green is the organization that brought this to New Jersey and now runs a statewide program.

In 2025 alone, customers purchased half a million dollars' worth of fresh produce using Good Food Bucks, due to program expansion and increased funding. The sky is the limit with Good Food Bucks and spreading it to reach fresh food retailers throughout New Jersey.

QUESTION 02

Can you tell us more about your farming and gleaning processes? How do you reduce food waste and get it directly to New Jersey households?

With gleaning, we work with LocalShare, which is part of the Food Shed Alliance – a farming organization in northern New Jersey. Volunteers come weekly to our South Branch farm location to harvest any produce our farm team can't get to,

*and that food is distributed to food pantries in Morris County. It's been a really successful program. At our farm in Clifton, we also run a robust farm-to-pantry program, where any excess produce or items we're unable to sell at market are donated to local food pantries in Passaic and Essex County towns. We donated over **16,000 pounds of food in 2025**, about 15% of our harvest.*

QUESTION 03

Are there any moments from your work that have stuck with you?

One of my favorite moments each year is our Thanksgiving Market. At the end of the farm season, we host a market at the Clifton farm the week before Thanksgiving, where we redeem farmers' market vouchers by the thousands. Families come to use these vouchers to purchase fresh produce right before the holiday. We watch families walk out with boxes full of local produce, and we're always reminded: this is why we do this work.



The Tepper Foundation has a longstanding commitment to improving food security in New Jersey. When more New Jerseyans experienced hunger in 2025, we accelerated and increased funding to 30+ food banks and pantries statewide. We also help grantees communicate federal SNAP eligibility changes to New Jersey families so more people can access the benefits they need.

Information Technology Disaster Resource Center

WHEN DISASTER STRIKES, ITDRC'S VOLUNTEERS KEEP COMMUNITIES CONNECTED

When a natural disaster destroys local infrastructure, communication becomes a lifeline. The **Information Technology Disaster Resource Center (ITDRC)** provides the often-overlooked technology backbone that makes disaster response and recovery possible.

TRAINED VOLUNTEERS IN ACTION

ITDRC deploys everything from Wi-Fi hotspots and phone charging stations to solar-powered connectivity trailers, tracking devices, and computers – straight into disaster zones.

"Our main priority is connecting first responders to each other and to the people they serve," said Operations Director and Co-Founder Joe Hillis.

"Without the ability to communicate, there are no logistics happening. No way to let family know you're safe," shared longtime volunteer and Florida State Deputy Coordinator Eileen Thomas.

HOW IT WORKS

ITDRC's unique model mobilizes highly trained volunteers who offer boots-on-the-ground support when communities need it most.

More than **one-third** of volunteers are former first responders, giving ITDRC credibility and fluency with local emergency teams.

"It's easy for us to work with the local fire or police chief because we understand the ecosystem and know what their needs are," Hillis said.

SCALED UP IMPACT SINCE ITDRC'S 2008 FOUNDDING

100+
EMERGENCY
RESPONSES
PER YEAR

60+
TRUCKS, TRAILERS,
& VEHICLES IN
THE FLEET

6000+
ALL-TIME
VOLUNTEERS
SINCE FOUNDDING



REGIONAL SPOTLIGHTS

TEXAS FLOODS: FILLING THE GAPS FOR LOCAL RESPONSE TEAMS

During the 2025 Central Texas floods, ITDRC volunteers drove through the night to arrive on scene. Volunteers set up Wi-Fi and charging stations at the family reunification centers while supporting search-and-rescue teams in remote areas along the river. "We were immediately told we needed to bring our trailers up into the mountains to enable radio signals for the first responders," said Hillis. "We quickly became a trusted resource to their mission."

HURRICANE MELISSA IN JAMAICA: FROM RAPID RESPONSE TO LONG-TERM SUPPORT

With two days' notice, ITDRC planned and executed a response to Hurricane Melissa in partnership with the nonprofit, private, and government sectors. They equipped local police stations and vehicles with Wi-Fi and cell service so recovery could begin, and spent the next two weeks reconnecting communities across the island. "Our goal is to be there for the short-term response all the way through recovery and rebuilding – long after the cameras are gone," explained Thomas. "After the immediate response in Jamaica, we needed to get hospitals back up and running and get kids back in school."



The Tepper Foundation responds quickly to support communities when natural disasters strike, funding flood, hurricane, and wildfire response efforts across North America in 2025. We also work with local leaders and organizations, such as ITDRC, to build resilient systems that protect communities from extreme weather events.

2025 Fiscal Year Grantees

14TH STREET Y • 2ND FLOOR • A MORE PERFECT UNION • AFFORDABLE HOUSING ALLIANCE • ALL HANDS & HEARTS • AMERICAN FORESTS • AMERICAN JEWISH COMMITTEE • AMERICAN UNIVERSITY • AMERICARES • AMERICA'S GROW-A-ROW • ANTI-DEFAMATION LEAGUE • ATLANTIC CITY RESCUE MISSION • BAYLOR HEALTH CARE SYSTEM FOUNDATION • BLUE MERIDIAN PARTNERS • BOULDER JEWISH COMMUNITY CENTER • BRIDGES OUTREACH • CARNEGIE MELLON UNIVERSITY • CATCHAFIRE FOUNDATION • CATHEDRAL SOUP KITCHEN • CENTER FOR FOOD ACTION IN NEW JERSEY • CENTER FOR ISRAEL EDUCATION • CENTER FOR TECH AND CIVIC LIFE • CHARLOTTE MECKLENBURG LIBRARY FOUNDATION • CHILD MIND INSTITUTE • C&S • CITY GREEN • COALITION FOR FOOD AND HEALTH EQUITY • CODE FOR AMERICA • COMMON GROUND USA • COMMUNITY FOOD BANK OF NEW JERSEY • COMMUNITY FOUNDATION OF NEW JERSEY • COMMUNITY FOUNDATION OF SARASOTA COUNTY • COMMUNITY SECURITY SERVICE • CONSTRUCTIVE DIALOGUE INSTITUTE • COOPERMAN BARNABAS MEDICAL CENTER • COVENANT HOUSE NEW JERSEY • CRISIS TEXT LINE • CUMAC • EDLAVITCH DC JEWISH COMMUNITY CENTER • ELIZABETH COALITION TO HOUSE THE HOMELESS • ERADICATE HATE GLOBAL SUMMIT • ESSENTIAL PARTNERS • EVA'S VILLAGE • FACING HISTORY & OURSELVES • FAMILY HEALTH CENTERS AT NYU LANGONE • FAMILY PROMISE OF HUNTERDON COUNTY • FAMILY PROMISE OF SOUTHWEST NEW JERSEY • FAMILY PROMISE OF THE JERSEY SHORE • FOOD BANK NETWORK OF SOMERSET COUNTY • FOOD BANK OF SOUTH JERSEY • FOOD RESEARCH & ACTION CENTER • FOUNDATION FOR JEWISH CAMP • FRANKLIN TOWNSHIP FOOD BANK • FUENTE LATINA • FULFILL • GOLDMAN SACHS PHILANTHROPY FUND • GOOD360 • GRAMEEN AMERICA • GREATER BERGEN COMMUNITY ACTION • GREATER PITTSBURGH COMMUNITY FOOD BANK • GULF COAST COMMUNITY FOUNDATION • HILLEL INTERNATIONAL • HILLEL JEWISH UNIVERSITY CENTER OF PITTSBURGH • HOMEFRONT • INFORMATION TECHNOLOGY DISASTER RESOURCE CENTER • INSEPARABLE • INSTITUTE FOR RESPONSIVE GOVERNMENT • INTERFAITH AMERICA • INTERFAITH FOOD PANTRY NETWORK • INTERNATIONAL REFUGEE ASSISTANCE PROJECT • IRONBOUND COMMUNITY CORPORATION • ISRAEL ON CAMPUS COALITION • JEWISH BOOK COUNCIL • JEWISH COMMUNITY CENTER OF GREATER BALTIMORE • JEWISH COMMUNITY CENTER OF GREATER PITTSBURGH • JEWISH COMMUNITY CENTER OF SAN FRANCISCO • JEWISH FAMILY & CHILDREN'S SERVICES OF GREATER MERCER COUNTY • 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 FUNDERS NETWORK • JEWISH KIDS GROUPS • JUST BELIEVE INC. • LOVE MINISTRIES • LUNCH BREAK • MARLENE MEYERSON JCC MANHATTAN • MCLEAN HOSPITAL • MEETING ESSENTIAL NEEDS WITH DIGNITY • MENTAL HEALTH AMERICA MERCER STREET FRIENDS • MERCY CENTER • MOMS FIRST • MORRISTOWN MEDICAL CENTER • MOVE FOR HUNGER • NAMI • NATIONAL COUNCIL FOR MENTAL WELLBEING • 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 FOOD FUND • NJ TOGETHER • NORWESCAP • NOURISH.NJ • ONE AMERICA MOVEMENT • OPERATION WARM • PARENTS ENGAGING PARENTS • PHILANTHROPY ROUNDTABLE • PJ LIBRARY • PROJECT HEALTHY MINDS • PROJECT SHEMA • PROTECT DEMOCRACY • RAISING A READER • REACH OUT AND READ • REBUILD BY DESIGN AT NEW YORK UNIVERSITY • RECOVERY INNOVATIONS • REFED • REGIONAL PLAN ASSOCIATION • RENAISSANCE PHILANTHROPY • REPAIR THE WORLD • RESCUE MISSION OF TRENTON • RESETTING THE TABLE • ROBIN HOOD • ROCKEFELLER PHILANTHROPY ADVISORS • RUBHC NATIONAL CALL CENTER • SECURE COMMUNITY NETWORK • SHALOM AUSTIN • SHARING EXCESS • SIERRA CLUB FOUNDATION, NJ CHAPTER • SIXPOINT • SOCIAL FINANCE • ST. JOSEPH SOCIAL SERVICE CENTER • ST LUCY'S EMERGENCY SHELTER • STAND TOGETHER TRUST • STATES UNITED DEMOCRACY CENTER • THE ASPEN INSTITUTE • THE BRIDGESPAN GROUP • THE COLLEGE OF NEW JERSEY FOUNDATION • THE COMMUNITY FOUNDATION MARTIN - ST. LUCIE • THE GOOD NATION FOUNDATION • THE HOBOKEN SHELTER • THE JED FOUNDATION • THE JEWISH FEDERATIONS OF NORTH AMERICA • THE MICHAEL J. FOX FOUNDATION FOR PARKINSON'S RESEARCH • THE REACH INSTITUTE • THE URBAN INSTITUTE • TONI'S KITCHEN • TREE OF LIFE • TRENTON AREA SOUP KITCHEN • TRI-COUNTY COMMUNITY ACTION AGENCY • TRINITY CHURCH • TRUST FOR CIVIC LIFE • UIA FEDERATION OF NEW YORK • UNITED STATES HOLOCAUST MEMORIAL MUSEUM • UNITED WAY OF NORTHERN NEW JERSEY • UNITED WAY OF SOUTHWEST VIRGINIA • UNIVERSITY OF PITTSBURGH • UPSTART • UPSTREAM USA • VICTORY ASSEMBLY OF GOD • VIRTUA HEALTH FOUNDATION • VOLUNTEER LAWYERS FOR JUSTICE • VOLUNTEERS OF AMERICA DELAWARE VALLEY • WNET • WORKMONEY FOUNDATION • WORLD CENTRAL KITCHEN • YORK STREET PROJECT

