



Annual Report 2022-23

The Journey Forward



Table of Contents

Letter from our Executive Director ₁

Our Impact ₂

Our New Website ₄

Our Strategic Plan ₅

2022-23 Nonprofit Programs ₆

PennPAC Core ₁₅

Volunteers ₁₇

Board & Staff ₁₉

Donors ₂₀

Financial Overview ₂₁

LETTER FROM OUR EXECUTIVE DIRECTOR

Dear Friends,

It's my privilege to present to you PennPAC's Annual Report (2022-23), a reflection on a year of progress made possible by the energy and passion of the PennPAC community.

This past year, my first as PennPAC's Executive Director, was busy and productive, positioning us for the years ahead. Our volunteers engaged in a diverse range of projects to provide high-value solutions to challenges faced by our nonprofit clients. Along the way, our teams led PennPAC to an enormous milestone: we've now provided over \$10 million worth of services to our clients since our first project twelve years ago

As we reflect on the last twelve months, there are several accomplishments that deserve to be highlighted. First, we reimaged and rebuilt our online presence. In the years since our last website was developed, PennPAC has evolved from a local organization, serving nonprofits and volunteers only in Philadelphia and New York City. We're now a national operation, with on-the-ground programming in three city regions plus virtual programming to engage alumni and support nonprofits across the country. So, in true PennPAC fashion, we assembled a team of volunteers to develop a way to communicate who we are now. This new website is a window into our work and impact. Be sure to check it out!

We also developed a strategic roadmap. By looking both inward and outward, we identified priorities that will guide us for the next few years. This process also provided the time and space for our Board to reflect on our mission statement. While our work has not changed, we adopted a new articulation of our mission: *To mobilize teams of University of Pennsylvania alumni to strengthen nonprofits.*

What's next for PennPAC?

When COVID hit, PennPAC pivoted to a virtual model with the intention of going back to "normal" when it was safe to do so. Much of our programming has done just that, embracing the ability to work side-by-side, together in community. We also recognized that virtual engagements are effective for many clients and volunteers, and PennPAC is now poised to thoughtfully expand our reach nationally. Beyond our Coaching Calls program and our commitment to run virtual ImPACT events, we are now offering virtual consulting engagements to nonprofits and alumni outside our current geographies. This fall we are taking on our first two national projects, and we look forward to sharing our successes and learnings as we push the boundaries of our work.

Our work is only possible with the continued support of our volunteers, friends, and donors. We extend our heartfelt appreciation for your contribution to growing and strengthening the PennPAC community.

We're newly energized by the possibilities on the road ahead, and we hope you continue on this journey with us.

With gratitude,



Karen Schub Epstein, C, W '92
PennPAC Executive Director

OUR IMPACT

In 2022-23 PennPAC engaged more than 200 volunteers and supported 139 nonprofit organizations* through our five program areas.

	 Consulting Project	 Mini Project	 Coaching Call	 ImPACt Event	 PennPAC University
Bay Area	  	 			
National	 		 		
New York City	    	    	   	 	    
Philadelphia	   		 		

*PennPAC University served more than 100 nonprofits during 7 different events this year.

Read more about PennPAC University on page 14.



Did you know that in the last year the Bay Area became the third largest region for Penn alumni in the world, behind Philadelphia & New York City? PennPAC's three localities are now in line with the largest global locations of alumni.

OUR IMPACT



Celebrating a Milestone

This year, PennPAC celebrates an amazing milestone! We have now provided over

\$10 million worth of services

to our nonprofit clients since our first project in 2011. The average value of each PennPAC project is **\$65,000**, and we have completed **161 consulting engagements** across all of our locations. PennPAC is so proud to have made such an impactful investment in the future and growth of the nonprofit sector!

"Our PennPAC "dream team", as we very quickly came to refer to them, was not simply a group of advisors; they were champions of Tools & Tiaras from start to finish of our project, and deeply invested in contributing to our nonprofit's growth."

- Judaline Cassidy, Executive Director, Tools & Tiaras



OUR NEW WEBSITE



pennpac.org

As PennPAC seeks to reach more nonprofits and Penn alumni — within our three region service areas and nationally — it became very clear that we would need a new website to better communicate our mission and increase engagement.

In fall 2022, PennPAC assembled a project team led by Ivie Clifford, WG '17 and included Brianna Lee, C '20, Mohit Patel, EAS '20, and Paula-Kaye Richards, W '06 to conduct important stakeholder interviews about the content and functionality of our current website, and help to reimagine what a new site may look like. The team presented the PennPAC staff and board with incredibly insightful data and recommendations on how to best move forward.





In spring 2023, Paula-Kaye Richards continued supporting the project in a very big way — helping PennPAC identify and engage a nonprofit web developer and copy editor — and embarking on an intense process to manage the revamping of our website based on the team's findings. The new website is sleek, streamlined, easy to navigate and, best of all, highlights PennPAC's impact on the nonprofit sector.

Paula-Kaye's vision, digital media expertise, and impeccable project management skills have really brought this initiative to fruition.

A big thank you to Paula-Kaye and the entire website team for all of their hard work and major contribution to PennPAC's future growth and success.

OUR STRATEGIC ROADMAP

Following PennPAC's 10th anniversary celebration in May 2022, we took some time to reflect. In order to continue our journey toward growth and sustainability, we needed a strategic roadmap to guide the way. **Harriet Shaiman, C '84, GED '84, WG '89**, long time PennPAC Board Member and volunteer, stepped in to lead this process. Over the past 6 months, Harriet worked with PennPAC staff and board members to consider the best path forward. As this work advanced, four organizational priorities appeared and, in spring 2023, they were presented to the Board:

-  **To grow our revenue** through individual and corporate giving, grants, and events.
-  **To deepen our volunteer base** by going broader geographically (national); targeted communications; and continued recognition and appreciation of our current volunteers.
-  **To expand our nonprofit pipeline** by (1) inviting nonprofits from across the country to apply for support, (2) our PennPAC University program, and (3) strategic partnerships.
-  **To strengthen our internal operations** including technology, DEIA initiatives, nonprofit and volunteer evaluation.



Over the next two years, these priorities will guide and inform both our programmatic work and operations, including that of our Core committees.

Every journey needs a roadmap, and this invaluable tool will help us reach our long term goals, while staying true to our overall mission.

2022-23 NONPROFIT PROGRAMS

This year, we offered our nonprofit programs — **Consulting Engagements, Mini Projects, Coaching Calls, IMPACT Events, and our newest offering, PennPAC University** — through a mix of in-person and virtual opportunities, to best meet the needs of our volunteers and clients.

This work positioned PennPAC to expand our reach. Starting now, for the fall of 2023, we officially opened up nonprofit applications to organizations located outside of our three city radius. Living and working in a post-COVID reality, we understand that virtual projects are here to stay, so we've decided to leverage our large pool of Penn alumni across the country, as well as those nonprofits that they are connected to and in most need of support, to launch our **National projects**.



Consulting Engagements

Over the past year, PennPAC completed a record **22 consulting projects**. Our talented and dedicated PennPAC volunteers worked hard to meet the complex needs of our nonprofit clients as they address a myriad of organizational opportunities and challenges.



2022-23 NONPROFIT PROGRAMS



Bay Area Consulting Engagements



La Cocina— PennPAC Bay Area assisted La Cocina with formalizing their advisory and consulting services that they offer to food business incubators, so they can increase their revenue and global impact.



Local Color (Mini Project) — PennPAC Bay Area created a development strategy to help secure sustainable operational funding to grow Local Color's staff and resources.



Reading Partners SF Bay Area — PennPAC Bay Area provided Reading Partners with updated messaging about the power of early childhood literacy and how it relates to education equity and social justice.



TurnOut — PennPAC Bay Area provided TurnOut with tools for evaluating and implementing geographic expansion with a focus on how to optimize internal resources and identify viable new locations.



Youth Art Exchange (Mini Project) — PennPAC Bay Area provided Youth Art Exchange with a corporate development strategy to assist the organization in securing dependable, unrestricted funding sources.

2022-23 NONPROFIT PROGRAMS



National Consulting Engagements



PennPAC — A project team of volunteers provided detailed recommendations for developing PennPAC's new website.



Terra Firma — PennPAC assessed the capabilities of Terra Firma's partners, and helped to create an implementation plan as the organization expands into new cities.



2022-23 NONPROFIT PROGRAMS



New York City Consulting Engagements



BloomAgainBklyn (Mini Project) — PennPAC NYC developed a deeper understanding of BloomAgainBklyn’s current funding sources and potential, and helped establish organizational development priorities.



Cristo Rey Brooklyn High School (Mini Project) — PennPAC NYC helped to develop a strategy to increase corporate partnerships with the goal of strengthening the school’s unique work-study program.



Doula Program to Accompany & Comfort (Mini Project) — PennPAC NYC provided guidance to the Doula Program as they seek to rename their organization, and increase visibility of their mission and programs.



Fifth Avenue Committee
Our Community. Our Future.

Fifth Avenue Committee — PennPAC NYC identified communication strategies and tools to increase the impact of FAC’s multifaceted programs and services.



Harlem Junior Tennis & Education Program — PennPAC NYC conducted research and provided HJTEP with guidance to develop a financial blueprint as they assess building a larger facility for their education and tennis programming.

2022-23 NONPROFIT PROGRAMS



New York City Consulting Engagements



HousingPlus — PennPAC NYC provided HousingPlus with strategic guidance on how to redesign their operations and organizational structure to meet their current and projected growth needs.



Institute for Music & Neurological Function (Mini Project) — PennPAC NYC helped IMNF to identify business opportunities and reset its strategic plans for the future.



JCC of the Rockaway Peninsula — PennPAC NYC identified gaps in JCCRP's organizational structure and recommended an improved design to meet its current and future needs.



Pro Bono Net — PennPAC NYC helped Pro Bono Net optimize their operational and financial model in order to better track and manage their pro bono commitments.



Tools & Tiaras (Mini Project) — PennPAC NYC helped to create a more sustainable funding model to meet the growing demands for Tools & Tiaras programs.

2022-23 NONPROFIT PROGRAMS



Philadelphia Consulting Engagements



AccessMatters — PennPAC Philadelphia provided recommendations on how AccessMatters can better use data to communicate their impact.



Families Behind the Badge Children's Foundation — PennPAC Philadelphia helped to develop processes for measuring organizational impact, including recommendations on data collection and a database system.



Girls First— PennPAC Philadelphia assisted Girls First in exploring the potential benefits and risks of establishing an income stream to defray costs associated with a potential expansion of their program.

Philadelphia Financial Scholars

Philadelphia Financial Scholars — PennPAC Philadelphia developed a rubric for PFS to assess the potential of expanding to other cities and school districts.



Sanctuary Village (Mini Project) — PennPAC Philadelphia conducted research and developed messaging recommendations to increase engagement using social media and other outlets.

2022-23 NONPROFIT PROGRAMS



Coaching Calls

PennPAC Coaching Calls provides nonprofit organizations and leaders — particularly those that are small or new — with support to help them grow and thrive. A group of volunteer consultants provides an interactive, hour-long session of brainstorming and idea exchange, about a myriad of nonprofit topics including fundraising, marketing, and program design. Many of these clients are referred to us by the University of Pennsylvania, including winners of the Engagement Prize and students in the School of Social Policy and Practice.

In only one hour, PennPAC volunteers make a big difference. This year, PennPAC assisted 9 nonprofits through our Coaching Calls program.

“Your advice on the coaching call was so incredibly helpful. As a result, we just received a recurring grant. I truly appreciate the support and knowledge you shared, and we are already seeing results.”

- Vicky Garafola, Executive Director, Inspiring Futures



San Mateo County Behavioral
Health & Recovery Services
Contactors Association



2022-23 NONPROFIT PROGRAMS



ImPACt Events

ImPACt events are a chance for PennPAC volunteers to make a big difference in just one night. We either work with the constituents of one of our nonprofit clients or perform “deep dives” with a cohort of nonprofit leaders to address organizational challenges.

This year, we were so happy to be back in person! We held two ImPACt events in New York City, each with a great turnout of volunteers and nonprofit representatives. We also held a virtual ImPACt event supporting iMentor students from around the country. **In total, PennPAC held 3 events and assisted 8 nonprofits this year.**



November 2, 2022
New York, NY

PennPAC worked with **Fast Feet NYC, Lantern Community Services & St. Stephen's Outreach** in mini-consultancies to offer feedback on a range of operations, growth planning, and fundraising initiatives.



February 9, 2023
National - Virtual

PennPAC volunteers worked with **iMentor** students to address career exploration, job interview skills, and resume writing.



May 11, 2023
Brooklyn, NY

PennPAC collaborated with the **Brooklyn Community Foundation** and worked with 4 of their partner organizations including, **Age Friendly Central Brooklyn (AFCBI), The Brave House, GrowHouse, & Kings Against Violence Initiative (KAVI)**, in mini-consultancies to offer feedback on new and developing organizational initiatives.

2022-23 NONPROFIT PROGRAMS



PennPAC University

Our newest program, PennPAC University, is a knowledge-sharing program to build capacity within the nonprofit sector. Through this program, PennPAC offers free webinars and in-person events that cover a range of topics of strategic importance. Current learning modules include:

- Building your Board with intention
- Cultivating win-win partnerships
- Engaging your volunteer community
- Developing an outcomes-focused theory of change
- Fundamentals of grant writing
- Launching a successful strategic planning process

Over the past year, PennPAC University held 7 events with community partners including the Brooklyn Community Foundation, Nonprofit New York, Ponce Bank, Penn's School of Social Policy & Practice, the Thrive Alliance, and the Wharton Club of New York.

In total PennPAC University engaged more than 100 nonprofit organizations!

"PennPAC University has dramatically expanded our ability to build capacity among the nonprofit community." - David Rhode, Deputy Director, PennPAC



Ponce Bank



New York

PENNPAC CORE



Core

As a growing nonprofit, PennPAC relies on our Core members to support our internal operations. Volunteer leaders assist with fundraising, nonprofit programs, social media, and technology. The largest committees within our Core include:

- The **Nonprofit Selection Team (NST)** reviews all of the nonprofit applications and helps to create each cycle's official project slate
- The **Volunteer Relations Team (VRT)** recruits and interviews applicants for PennPAC's consulting engagements.
- The **Diversity, Equity, Inclusion & Accessibility (DEIA) Task Force** focuses on making PennPAC more diverse, equitable, inclusive and accessible.



A big thank you to our Core leaders for their enthusiasm, professionalism, and creativity!

Bay Area

- Ellen Haude, W '92, Bay Area Director
- Melinda Bradley, C '94, Chair, Volunteer Relations Team
- Julie Nogueda, GSE '20, Chair, Nonprofit Relations Team

New York City

ImPACt Events

- Russell Langsam, C '88, Chair
- Jennifer Yap, W '04, Chair (outgoing)

Nonprofit Selection Team

- Karen Finkel, EAS '79, Chair of Nonprofit Relations
- Terry Pranses, W '72, Co-Chair
- Paula-Kaye Richards, W '06, Co-Chair

Volunteer Relations Team

- Dara Heimowitz C '12, Co-Chair
- Sabre Kaszynski, C '96, Co-Chair

Philadelphia

- Stefani Arzonetti Hite, MSED '95, Ed.D '05, Philadelphia Director
- Cristina Serban, C '17, Leadership Coach
- Rachael Zinser, C '99, Chair, Nonprofit Selection Team

National

Coaching

- Susan Pechman, C '79, Chair

DEIA Task Force

- Vighnesh Subramanyan, WG '17, Co-Chair
- Salila Yohn, L '96, Co-Chair

Development Committee

- Lydia Kris, WG '97, Chair

Social Media

- Nora Lueth, Nu '16, GNu '18, Social Media Manager

Technology

- Kevin Park, W '17, Chair

Training

- Ajay Joshi, GEX '11, Chair

PENNPAC CORE



Spotlight on Jennifer Yap

The PennPAC Core goes above and beyond to make sure that our organization is running smoothly, and meeting the needs of both our volunteers and nonprofit clients. This year, **Jennifer Yap, W '04**, one of our dedicated Core members is passing the ImPACT Chair torch and we'd like to not only express our gratitude, but highlight all of the important work that she has done to make our ImPACT Events program grow and flourish.



"I truly value being part of PennPAC - it's amazing to meet so many people who are so willing to share their expertise and time to help others. I also appreciate that PennPAC offers multitudes of ways to volunteer, from various project roles, to one-night events, to behind-the-scenes organizational work. Working with other volunteers and nonprofit organizations has been beyond educational and rewarding."

Jennifer became the Chair of PennPAC's ImPACT Events in early 2020, just as the COVID-19 pandemic shut down all in-person gatherings and meetings. In April 2020, Jen worked with the PennPAC team to quickly reimagine our spring ImPACT event, pivoting to a virtual model that ultimately engaged 3 nonprofit organizations including Bay Ridge Center, Grace Institute, and Just Leadership, and nearly 25 volunteers across the country.

Our first, virtual ImPACT event was a huge success thanks to Jen's stellar attention to detail, and excellent communication with all of the nonprofit representatives to better define their needs and goals. During her time as Chair, she managed **6 additional ImPACT events**, supporting the work of **24 diverse nonprofits**. Jennifer grew our events by developing strategic partnerships with nonprofit intermediaries such as City Harvest and New York Lawyers for the Public Interest (NYLPI) that oversee smaller, member organizations or grantees in need of strategic support. **Our largest, and most ambitious event, served a record 6 nonprofits in just two hours!**

Jennifer finished up her tenure as ImPACT event chair in fall 2022 with a much anticipated in-person event at the Skadden offices in New York City.

PennPAC is so grateful to Jennifer for her time, dedication, and commitment to growing our ImPACT events, especially during such a difficult period. Due to her leadership and guidance, PennPAC will continue to offer one virtual ImPACT event each year so that Penn alumni living anywhere can participate. PennPAC will also continue collaborating with community partners such as the Brooklyn Community Foundation, and Ponce Bank to reach nonprofits in the greatest need of our services.

Jennifer has been a member of the PennPAC community since 2015. She looks forward to continuing her involvement with PennPAC, as well as pursuing her other passions including gardening and rock climbing.

OUR VOLUNTEERS

A big thank you to our volunteers for giving their time and talent on behalf of PennPAC this year!

Adam Bitar, EAS '18
Ajay Joshi, GeX '11*
Akash Sadashivapeth, EAS '18
Alan Garcia, Ed '14
Alejandro Pinto, C '16
Alexandra Hakim C '03, L '07^
Alicia Fowler, W '09
Alissa Makower, C '92^
Amy Cooper, C '92, G '92
Anais Immas, WG '22
Andrea Gural, WG '09
Anne Turner, WG '94*
Anthony Romeo, WG '73~^
Ariel Sadeghi, C '15
Arjun Bhaskar, W '15
Arun Iyer C '98, G '02*
Atish Davda, EAS, W '08~
Ben Lewis, EAS '95^
Benjamin Chan, WG '85
Benjamin Martinez, C, W '13
Bing Li, C '07
Bleema Bershad, W '95~
Bradley Sinkaus, C '13
Brian Morrison, W '19
Brian Zhong, C '20
Brianna Lee, G '20
Caitlin Charos, C '07
Carmel Napolitano, G '86
Carol Henning Franczyk, SP2 '90
Carolyn Rosen, C '96

Celine Seker, C '13~
Chitral Naik, WG '22
Christie Heidelberg, C, W '11
Christina Martindale, Nu '13
Cindy Lim, W '18
CJ Bilangino, WG '15*
Corey Kanon, EAS '05
Craig Mills, G '07*^
Cristina Serban, C '17
Crystal Caligiuri, W '99~
Crystal Spraggins, C '88
Dale Kramer Cohen, W '76, PAR '14~
Daniel Gonzalez, C '20
Danielle Gorman, WG '18
Dara Heimowitz, C '12^
David Bradley, WG '82~
David Field, C '07
Diane Pockaj, WG '95
Dominika Jaworski Turkcan, SP2 '12^
Earl Brown, L '01
Eddie Appeadu, WG '21
Elaine Harris, WG '84*^
Ellen Haude, W '92~^
Ellen Kuo, W '10
Emily Irani, C '17
Eram Syed, W '93
Frances Paulino, C '21
Frances Lee, WG '92
Francesca Devine, C '17
Gabrielle Pullia, W '17

Gail Ober, SP2 '71
Gail Silverman, W '84
Gary Li, W '09
Gaurav Jain, C '02
Gerald Rothstein, WG '65
Gianni Morsell, SP2 '22
Gordon Tang, WG '21
Greg Robin, W '88
Haley Schools, C, W '14
Harriet Shaiman, C '84, GED '84, WG '89*
Howard Seibel, WG '85*^
Ivie Eboh-Clifford, WG '17
Jackie Einstein Astrof, C '93*~
Jacques Laine, C '17^
Jane Havsy, C '96
Jannel Alston, C '14
Jason Benowitz, WG '05
Jen Molod, C '92^
Jennifer Chu, Nu '10
Jennifer Yap, W '04^
Joanie Hecht, SP2 '94, L '97
Joe Fricker, W '89
Juan Ibarra, C, W '12
Julie Wertheimer, C '07, GPU '10, WG '18
Julie Nogueda, Ed '20
Justin Loring, WG '11
Karen Finkel, EAS '79^
Katherine Benedict, C '10
Kavita Ramakrishnan, C '04
Kelsey Brongo, EAS '14*

Kenneth Ehrler, WG '20
Kendra Hodgson, C '97
Kening Tan, WG '18
Kent Bream, C '90^
Kevin Park, W '17*^
Khari Austin-Rawls, C '16
Kopal Goyal, W '16
Krisha Vasani, W '17
Lauren Lorberbaum, C '08~
Leslie Miller, C '90
Lilly Yu, Ed '15
Lily Zekavat, C '20
Lincoln Pao, C '85
Liz Leitner, EAS '12
Lydia Kris, WG '97*^
Mala Narasimhan, MPH '17
Marc Packer, W '81~
Marcia Fox, PhD, G '65~
Marjorie Silverman, WG '95
Mark Schwartz, C, G '80^
Mark Style, W '86
Marques Matthews, C '05
Mary Duty, WG '91
Meeyoung Toh, EAS '88
Melissa Caicedo, C '14^
Melissa Davis, WG '05
Melissa Donovan, C '98
Melissa Mayer, W '00
Meredith Galto, C '99~^
Michaela Tinkey, C '19



OUR VOLUNTEERS

A big thank you to our volunteers for giving their time and talent on behalf of PennPAC this year!

Michelle De Leon, C '99
Michelle Jin, C '17
Michelle Melnick, W '92
Mifta Chowdhury, C '13
Mike Hill, C '91
Mohit Patel, EAS '20
Nancy Michael, W '97^
Natalya Guseva, WG '15^
Natasha Charles, C '06, ED '16^
Neda Khan, M '20^
Nicole Goldberg, C '98
Nicole Reinsberg, C '75
Olivia Fox, C '18
Paul Rudick, WG '95^
Paula-Kaye Richards, W '06*^
Pengao Teng, EAS '11
Peter Tallian, W '79
Polly Schneck-Goldman, WG '97
Rachael Zinser, C '99^
Rajan Sheth, W '17
Ralph Pagan, WG '88
Rebecca Raphael, C '96
Rekha Vegesna, C '21
Renata Bakousseva, EAS '11^
Robert Massick, EAS '88
Rupa Vazirani, W '94^

Russell Langsam, C '88^
Sabre Kaszynski, C '96^
Salila Yohn, L '96^
Sam Tang, W '13^
Sandy Hsiao, W '02
Sangho Lee, M&T '12, EAS '12
Sarah Jiang, EAS, W '08~
Sarah Williams, WG '85
Scott Bober, EAS '88
Scott Millstein, C '92~
Scott Venesy, WG '03
Sebastian Issa, C '13^
Shantanu Gudihal, WG '20
Sharon Mosse, WG '76
Sherin Gobran, W '81, WG '88
Shraddha Munver, WG '00*^
Shubhra Raj, EAS '19*
Simone Betchen, C '95, WG '21
Sonia Sarda, W '19
Sonya Park, C '93
Sophia Witte, C '17^
Stacy Bookman, C, W '98~
Stephanie Francis, W '91
Stephanie Ko, GEd '19, '20
Stef Arzonetti Hite, MSEd '95, Ed.D '05
Stephen Kaufman, C '86

Sunny Jiao, Ed '15
Susan Pechman, C '79~^
Takila Oku, W '96
Terry Pearl, C '96
Terry Pranses, W '72^
Tiffany Sun, C '05
Tiffany Tang, W '09
Tyler Williams, C '19^
Urvashi Hutt, WG '08
Varun Vallabhaneni, W '20
Veronica Boyd, Other '21
Vidya Daryanani, C '17^
Vighnesh Subramanyan, WG '17*^
Vivian Kuan, C '89
Vivien Hoexter, WG '86~
Wei Shi, Ed '12
Yian Lau, EAS '20
Yu You Jiang, M '20
Yvette Wilson-Barnes, Ed '14^
Zenaida Shepelin, C '07^
Zhun Yan Chang, W '21
Zihan Xiong, C, W '20

~Advisory Board
*Board of Directors
^Team Leadership



BOARD & STAFF

Board of Directors

Jackie Einstein Astrof, C '93
PennPAC Founder, Board Chair

Anne Turner, WG '94
Secretary & Chair, Governance Committee
Principal
Anne Turner Consulting

CJ Bilangino, WG '15
Treasurer
CFO/COO
Gorilla Commerce

Kelsey Brongo, EAS '14

Elaine Harris, WG '84

Arun Iyer, C '98, G '02
Chief Investment Officer
Pharos Private Investment, LLC

Ajay Joshi, GEX '11
Chair, Training
Partner
Empirical Consulting Solutions, LLC

Lydia Kris, WG '97
Chair, Development Committee
Owner
The Pamplemousse Project

Craig Mills, G '07
Chair, Mini Projects
Senior Manager
Uncommon Schools

Shraddha Munver, WG '00
CEO
SDM Consulting Group, LLC

Kevin Park, W '17
Chair, Technology
Vice President, Product
JPMorgan Chase & Co.

Paula-Kaye Richards, W '06
Co-Chair, NYC Nonprofit Selection Team
Head of Marketing & Communications
Space Capital

Howard Seibel, WG '85
Chair, Nominating Committee
Managing Director
Wharton Strategic Services

Harriet Shaiman, C '84, GED '84, WG '89
Executive Committee Member
Independent Consultant

Vighnesh Subramanyam, WG '06
Co-Chair, DEIA Task Force
Senior Product Manager
Bluecore (MarTech)

Advisory Board

David Bradley, WG '82
Managing Director, Worldwide Automotive Equity
Research
JP Morgan (retired)

Crystal Caligiuri, W '99
Chief Customer Officer
ShopKeep

Dale Kramer Cohen, W '76, PAR '14
President of DKC Resources & Managing Director
Sequel Private Equity Solutions

Atish Davda, EAS, W '08
CEO & Founder
EquityZen

Marcia Fox, PhD, G '65
CEO & Founder
Fox Management Consulting

Meredith Galto, C '99

Ellen Haude, W '92
PennPAC Bay Area Director
Executive Vice President
Wells Fargo (retired)

Vivien Hoexter, WG '86
Deputy Executive Director
Temple Emanu-EL of the City of New York

Sarah Jiang, EAS, W '08
Managing Director
Blackstone Credit

Lauren Lorberbaum, C '08
Senior Management Consultant

Scott Millstein, C '92
New York City Executive Director
iMentor

Marc Packer, W '81
Partner
Skadden, Arps, Slate, Meagher & Flom LLP (retired)

Susan Pechman, C '79
Chair, Coaching
Chief Marketing Officer
The NPD Group (retired)

Tony Romeo, WG '73
Principal
Strategic Dynamics

Bay Area

Ellen Haude, W '92
PennPAC Bay Area Director

Philadelphia

Stefani Arzonetti Hite, MEd '95, Ed.D '05
PennPAC Philadelphia Director
Founder
Tigris Solutions

Staff

Karen Schub Epstein, C, W '92
Executive Director

David Rhode, WG '11
Deputy Director

Cynthia Nuara
Director of Operations

DONORS

As a nonprofit organization, PennPAC relies on the generosity of our donors to bolster our mission. The financial support we receive ensures our ability to continue our work for years to come and extends our impact on local nonprofits.

Includes all donations to PennPAC made between July 1, 2022 – June 30, 2023.



Impact Circle — gifts of \$1,000 or higher

Ajay Joshi	Kevin Park
Anne Turner	Lauren Lorberbaum
Arun Iyer	Lydia Kris
Atish Davda	Marc Packer
Carolyn Rosen	Meredith Galto
CJ Bilangino	Nicole Goldberg
Crystal Caligiuri	Sam Astrof
David Bradley	Sarah Jiang
Elaine Harris	Scott Millstein
Ellen Haude	Shraddha Munver
Fred & Lori Leif	Susan Pechman
Harriet Shaiman	Tony Romeo
Howard Seibel	Vighnesh Subramanyan
Jackie Einstein Astrof	Vivian Kuan
Kelsey Brongo	

Founder's Circle — gifts of \$500-\$999

Alexandra Hakim
Harper Cheng
Joe Fricker
Nicole Reinsberg
Paula-Kaye Richards
Peter Tallian

Individual Donors — gifts up to \$499

Adora Lam	Jodi Schwartz
Alissa Makower	Junqiao Wang
Amy Chowansky	Karen Goldenberg
Amy Federman	Karen Pawlick Swan
Andrea Gural	Lindsay Ornstein
Ariel Sadeghi	Marcia Fox
Christie Heidelberg	Owen Richards
Craig Mills	Pamela Federbusch
Dara Heimowitz	Peter Manda
David Rhode	Saara Hafeez
Doret Richards	Sam Hollander
Elinor Ganz	Scott Bober
Harper Cheng	Stacy Bookman
Ilene Salzman	Susan Kimmel
Jennifer Yap	Terry Pranses
Jessica Fox	Zenaida Shepelin
Joanie Hecht	

2022-23 FINANCIAL OVERVIEW

Income and Expenses			
	<u>FY23</u>	<u>FY22</u>	<u>FY21</u>
Donations	\$90,569	\$150,619	\$101,077
Engagement fees	\$18,875	\$17,517	\$17,750
Fundraising event	\$0	\$201,069	\$0
Interest income	\$552	\$60	\$59
Total Revenues	\$109,996	\$369,264	\$118,886
Staffing	\$138,021	\$106,713	\$66,163
Professional fees	\$12,744	\$900	\$902
Technology	\$4,094	\$5,869	\$3,462
Insurance	\$813	\$498	\$1,138
Fundraising event	\$0	\$40,347	\$0
Other	\$8,502	\$7,445	\$3,104
Total Expenses	\$164,174	\$161,772	\$74,769
Change in net assets	-\$54,178	\$207,492	\$44,117
Beginning of year net assets	\$395,253	\$187,761	\$143,644
End of year net assets	\$341,075	\$395,253	\$187,761

**PennPAC holds a major fundraiser every three years. The proceeds from these events are used to fund the organization's expenses over the following three year period. The last event was held in May 2022 and is reflected in the FY22 results. This is the reason for the decline in revenues and the operating loss in the current year.*

Our Financial Growth

