

# PennPAC

PRO BONO ALUMNI CONSULTING



## Annual Report 2023-24

*Investing in Our Future*



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# LETTER FROM OUR EXECUTIVE DIRECTOR

## Dear Friends,

As I reflect on PennPAC's past year, I am overcome with pride for what our community has accomplished together. This year's achievements have been a testament to the power of collaboration and the unwavering dedication of PennPAC's volunteers, clients, and supporters.

During this time, PennPAC continued to expand its work, leveraging the expertise and passion of Penn alumni to deliver high-quality pro bono consulting services to nonprofit organizations. We successfully completed 23 consulting engagements, 3 ImPACt events and 10 Coaching Calls, providing strategic guidance to nonprofits across program areas that ranged from education and healthcare to housing and aging. Our teams tackled complex challenges: developing robust fundraising strategies, enhancing operational efficiencies, and fostering organizational growth.

The feedback from our clients has been overwhelmingly positive, many highlighting the transformative impact of our work on their ability to serve their communities. One of our fall 2023 clients, AccessMatters, shared "*We were blown away by your enthusiasm for, and commitment to, helping us think about better ways to measure and express our impact.*" Corporation for Supportive Housing, a spring 2024 client, added, "*This has been a fantastic experience for us. The final product is very helpful and will have a significant impact on how we move forward.*" These testimonials help to reinforce what we have already observed over the years – our program model is effective, and the support we provide makes a big difference.

This year's annual report, *Investing in Our Future*, emphasizes PennPAC's investment in our organizational sustainability and long-term impact. Over the past year, we engaged a fundraising advisor to help us better communicate PennPAC's value to both our current community and potential new donors. We also tested strategies to engage our stakeholders in sharing this message with their personal networks. This work will continue in the coming year as we hone our model and expand our network of funders.

Looking ahead, we are excited for our Triannual Celebration to be held in the spring of 2025. We can't wait to bring the PennPAC community together for this special event, celebrating our achievements and reaffirming our commitment to making a positive impact in our communities!

Special thanks to our volunteers, whose passion defines PennPAC and inspires me every day; our Board of Directors and Advisory Board whose strategic guidance and unwavering support has been instrumental in our growth; and our generous donors who fund our nonprofit programs – without all of you, none of this would be possible.

With gratitude,



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

# OUR IMPACT

In 2023-24 PennPAC engaged more than 200 volunteers and supported 140 nonprofit organizations\* through our five program areas.



**Bay Area**

- 3 Consulting Projects
- 1 PennPAC University Event



**National**

- 3 Consulting Projects
- 1 Mini Project
- 1 ImPACT Event
- 10 Coaching Calls
- 1 PennPAC University Event



**New York City**

- 8 Consulting Projects
- 2 Mini Projects
- 2 ImPACT Events
- 2 PennPAC University Events



**Philadelphia**

- 6 Consulting Projects
- 1 PennPAC University Event

\*PennPAC University served more than 100 nonprofits during 5 different events this year.



# REACHING NEW HEIGHTS

As PennPAC continues to grow our reach — engaging more volunteers and nonprofits every year — we also need to increase our operating budget to support our programs and staff. This past year, PennPAC worked with Spark Point, a consulting firm that develops custom fundraising strategies for nonprofit organizations, to create a model that would bring together our best stewards — our volunteers and nonprofit clients — at intimate donor events hosted by members of our own community.

PennPAC held our very first “house party” in November 2023 at the home of Board member **Harriet Shaiman, C '84, GED '84, WG '89** and speakers Katrina Adams, Executive Director of the Harlem Junior Tennis and Education Program, and **Dara Heimowitz, C '12**, each told their stories as a two-time nonprofit client and long term volunteer respectively. Katrina shared, **“The magic of PennPAC for an organization like ours is that we get tens of thousands of dollars worth of consulting support, something we could never afford .. this type of capacity-building support is transformational.”** Our first event was a big success, and PennPAC learned a great deal from Spark Point about how to craft our elevator pitch, express our funding needs, create a compelling fundraising ask, and roll out these events to grow our network.

In May 2024, **Nicole Goldberg, C '98** hosted our second house party and spoke about her experiences as a volunteer, board member, and donor. **Alan Garcia, Ed '13** Vice President of the Corporate Work-Study Program at Cristo Rey High School, both a PennPAC volunteer and client, provided a compelling testimonial, sharing, **“The impact of PennPAC’s support on Cristo Rey Brooklyn has been transformative. Their insights and recommendations have helped us enhance our operations, improve our outreach, and ultimately, better serve our students and families.”**



As we start a new fiscal year, PennPAC is gearing up for another series of small fundraising events that will cultivate a new group of potential donors in advance of our spring 2025 celebration. As we learn to speak about our work and express our needs confidently, we know that we’re investing in the bright future of PennPAC and the communities we serve.

We would like to recognize **Lydia Kris, WG '01, Development Chair**, for her commitment to advancing our organizational fundraising.

# EXTENDING OUR REACH

Over the past several years, PennPAC has forged strategic relationships with a number of partners that have advanced our nonprofit programs, and provided both financial and in-kind support.



Brooklyn Org builds the capacity of nonprofits serving Brooklyn. One way it accomplishes this is by partnering with PennPAC. We have now hosted two ImPACT events in collaboration with Brooklyn Org, providing their grantee and partner organizations with powerful recommendations and insights generated through brainstorming sessions. This year, Brooklyn Org contracted PennPAC to offer workshops through our PennPAC University program to their extensive network. We are excited to grow our partnership to support the important work of organizations serving Brooklyn.



**Ponce Bank**

Ponce Bank, an institution founded in the Bronx, New York, and dedicated to helping local communities, provided PennPAC with financial support for our fall 2023 ImPACT event. This year, we will continue to host nonprofit programs together, including Ponce Bank's sponsorship of this fall's ImPACT event and PennPAC University modules for their clients. PennPAC and Ponce Bank are both deeply committed to strengthening New York City's social sector, and we look forward to a long term partnership.

The logo for Robin Hood, featuring the words "ROBIN HOOD" in a bold, yellow, sans-serif font. A small white silhouette of a hooded figure is positioned between the words "ROBIN" and "HOOD".

**ROBIN HOOD**

The Robin Hood Foundation fights poverty in New York City, primarily by investing in high impact nonprofit organizations. Their Management Acceleration program amplifies their financial investment in these groups by matching them with pro bono resources, including PennPAC. Over the past several years we have completed consulting engagements with the following Robin Hood grantees: Breaking Ground, Brooklyn Navy Yard, Brooklyn Workforce Innovations, the Corporation for Supportive Housing, and The Door.

# EXTENDING OUR REACH

Special thanks to our corporate partners for hosting the following PennPAC events at their office spaces this year:

Darsana Capital Partners LP – fall 2023 Board of Directors Meeting  
Skadden, Arps, Slate, Meagher & Flom LLP – fall 2023 ImPACT event  
Duane Morris LLP – New York City 2024 Volunteer Appreciation Event  
Proskauer Rose LLP – spring 2024 ImPACT event

DARSANA

DuaneMorris®

Skadden

Proskauer >>



# 2023-24 NONPROFIT PROGRAMS

PennPAC has completed another very successful programmatic year! Our nonprofit programs — **Consulting Engagements, Mini Projects, ImPACt Events, Coaching Calls, and PennPAC University** — were offered both in-person and virtually, to best meet the needs of our volunteers and clients.

A noteworthy achievement this year was the significant growth in our National programming. By leveraging technology, we have been able to engage volunteers — including those based in a dozen states — and serve nonprofits doing important work across the country. This expansion has enabled us to tap a broader pool of talent and provide services to a wider range of organizations. The flexibility that virtual consulting offers is game-changing and we anticipate further growth to come in this high-potential area.



## Consulting Engagements

Within the past year, PennPAC completed **23 consulting projects** including full and mini project engagements. Our talented and dedicated PennPAC volunteers worked hard to meet the complex needs of our nonprofit clients as they address organizational challenges and opportunities for growth.



# 2023-24 NONPROFIT PROGRAMS



## Bay Area Consulting Engagements



**Mission Bit** — PennPAC helped Mission Bit to identify and prioritize near and longer term organizational priorities in preparation of their first strategic plan.



**Oasis for Girls** — PennPAC developed a metric driven case for support for Oasis for Girls.



**Reaching and Inspiring Success Through Education (RISE)** — PennPAC provided RISE with the analysis needed to effectively make key resource allocation decisions.



# 2023-24 NONPROFIT PROGRAMS



## National Consulting Engagements



**Beat the Streets National (Mini Project)** — PennPAC helped Beat the Streets National to develop a fundraising strategy that will enable them to reach a larger network of donors.



**Corporation for Supportive Housing (CSH)** — PennPAC worked with CSH's Pennsylvania team to create educational messaging that addresses the stigma and misconceptions about supportive housing, affordable housing, and homelessness.



**No Greater Sacrifice**— PennPAC provided recommendations to No Greater Sacrifice on how to establish a more effective and diversified fundraising strategy that is both sustainable and scalable.



**Resilience Education** — PennPAC analyzed Resilience Education's donor database and created a stronger donor management program and infrastructure.



# 2023-24 NONPROFIT PROGRAMS



## New York City Consulting Engagements



**Breaking Ground** — PennPAC helped Breaking Ground to define and operationalize their Connect to Care corporate partnership services.



**Brooklyn Navy Yard (BNY)** — PennPAC conducted a market analysis of the startup climate tech industry, to grow awareness for BNY's Yard Lab for women and BIPOC founders.



**Brooklyn Workforce Innovations (BWI)** — PennPAC explored how BWI can improve the effectiveness of their communications and marketing with the specific goal of helping to increase the number of trainees who register for their programs.



**CABS Health Network** — PennPAC created a roadmap for CABS to implement future fundraising initiatives.



**Casita Maria** — PennPAC provided recommendations to Casita Maria on how to increase employee engagement and retention for both full and part-time staff, and create a healthy organizational culture reflecting a commitment to Casita's mission.

# 2023-24 NONPROFIT PROGRAMS



## New York City Consulting Engagements



**El Puente de Williamsburg (Mini Project)** — PennPAC created a framework to measure the impact of El Puente’s social justice work.



**Horizons New York** — PennPAC provided guidance to Horizons NYC on how to facilitate an expansion strategy in New York City.



**Neighborhood Self Help By Older Persons Project, INC. (SHOPP, Mini Project)** — PennPAC helped SHOPP to craft a new mission statement, elevator pitch, and tagline to better reflect how their organization has evolved.



**Shorefront JCC** — PennPAC provided recommendations on how Shorefront JCC can diversify their organizational funding streams.



**The Door**— PennPAC created a marketing and communications strategy to increase participation at The Door’s sites in SoHo and in the Bronx.

# 2023-24 NONPROFIT PROGRAMS



## Philadelphia Consulting Engagements



**Cosmic Writers**— PennPAC helped Cosmic Writers to compile the necessary information to develop a strategy for program expansion and a sustainable funding model.



**Friends of the Wissahickon** — PennPAC made recommendations to inform a potential work agreement with the City of Philadelphia.



**Live Like Blaine Foundation (LLB)** — PennPAC developed a messaging strategy that highlights LLB’s unique mission and work.



**Mount Vernon Manor**— PennPAC provided Mount Vernon Manor with a comprehensive review of organizational systems and practices with the goal of improving efficiency, productivity, and increased capacity to collaborate with both internal and external partners.



**Southeastern Pennsylvania Transportation Authority (SEPTA)** — PennPAC explored how SEPTA could increase the value of its real estate portfolio.



**Tikvah** — PennPAC helped Tikvah to create an updated marketing strategy to inform messaging being used, and develop tailored strategies for engagement with stakeholder groups.

# 2023-24 NONPROFIT PROGRAMS



## Coaching Calls

PennPAC Coaching Calls provides nonprofit organizations and leaders — particularly those that are small or new — with targeted support to help them grow and thrive. A group of volunteer consultants provides an interactive, focused hour-long session of brainstorming and idea exchange, about a range of nonprofit topics including board development, communication strategy, and fundraising.

In only one hour, PennPAC volunteers make a big difference. This year, PennPAC assisted 10 nonprofits through our Coaching Calls program.

*“We bring PennPAC’s expertise to nonprofits in need of new ideas and advice in a quick, virtual session that works for everyone with busy schedules.”*

*- Susan Pechman, Coaching Calls Co-Chair*



# 2023-24 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 held two ImPACt events in New York City, each with a great turnout of volunteers and nonprofits. As a PennPAC volunteer shared, “I felt tremendously inspired by the passion and dedication from all three clients! Our world needs more people like them to step up, and be successful. I am honored that I was able to play a small part in aiding their cause.” We also held a virtual ImPACt event supporting students from Cristo Rey Brooklyn High School. In total, PennPAC held 3 events that assisted 7 nonprofits through the work of 60 volunteers this year.



**November 14, 2023**  
New York, NY

Sponsored by Ponce Bank, PennPAC worked with Flex Dance Program, SCAN-Harbor, and the Sunflower Network in mini-consultancies to offer recommendations on a range of operations, growth planning, and fundraising initiatives.



**February 27, 2024**  
National - Virtual

PennPAC volunteers worked with Cristo Rey Brooklyn High School students in a mentoring event to discuss the transition to college and managing personal finances.



**June 18, 2024**  
New York, NY

PennPAC collaborated with Brooklyn Org and worked with 3 of their partner organizations including, DocumentedNY, Kings County Tennis League, & the National Fellowship for Black and Latino Male Educators (NFLME) in mini-consultancies to offer feedback on new and developing organizational initiatives.

# 2023-24 NONPROFIT PROGRAMS



## PennPAC University

PennPAC University is a knowledge-sharing program to build capacity within the nonprofit sector. Through this program, PennPAC offers webinars or 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 5 events with a number of community partners including Brooklyn Org, Cloztalk, Nonprofit New York, the Penn School of Social Policy & Practice, and the Thrive Alliance, and engaged more than 100 nonprofit organizations!



A relentless, collective  
force for good.



# PENNPAC CORE



## Core

PennPAC relies on our Core members to support our internal operations. Volunteer leaders assist with nonprofit programs, social media, communications and messaging; technology; as well as fundraising and development initiatives. All members of our Core made substantial contributions to the PennPAC community. Notably, this year, Core volunteers have made big strides in the areas of **technology and training**.

- **Technology Chair, Kevin Park, W '17** created a small team that can better meet the demands of our growing organization. With an increased need to measure and evaluate our work, the team is working to better leverage our existing data to identify trends, and determine our impact.
- As PennPAC seeks to ready and support our volunteers throughout their consulting engagements, our **Training Chair, Ajay Joshi, GEx '11**, worked with a number of volunteers to create asynchronous training modules that can be viewed at any time on our YouTube channel.

*PennPAC is so grateful for the time and thoughtfulness of our Core volunteers – you keep us running!*

### Bay Area

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

### New York City

#### ImPACt Events

- Russell Langsam, C '88, Chair

#### Nonprofit Selection Team

- Karen Finkel, EAS '79, Chair of Nonprofit Relations
- Amy Cooper, C '92, G '92, Co-Chair
- Paula-Kaye Richards, W '06, Co-Chair

#### Volunteer Relations Team

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

### Philadelphia

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

### National

#### Coaching

- Alissa Makower, C '88, Co-Chair (incoming)
- Susan Pechman, C '79, Co-Chair

#### DEIA Committee

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

#### Development Committee

- Arun Iyer, C '98, G '02, Co-Chair (incoming)
- Lydia Kris, WG '97, Co-Chair

#### Metrics & Evaluation

- Kelsey Brongo, EAS '14, Chair

#### Technology

- Kevin Park, W '17, Chair
- Corey Kanon, EAS '05
- Rajan Merchant, W '01

#### Training

- Dara Heimowitz C '12, Chair (incoming)
- Ajay Joshi, GEX '11, Chair (outgoing)

# OUR VOLUNTEERS

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

Aaron Lewis, C '12^  
Abhishek Khatri, WSF '23  
Adam Wodka, C '05^  
Adrian Lau, EAS '20  
Ajay Joshi, GeX '11\*^  
Akanksha Khanna, SP2 '21  
Alan Garcia, Ed '13^  
Alanna Butera, C '09  
Alexander Jenner, W '06  
Alexandra Hakim C '03, L '07  
Alison Abovsky, W '99  
Alison Peyser, C '08  
Alissa Makower, C '88  
Allison Sorgeloos, SP2 '22  
Amonu Opong, C '03  
Amrita Singh, EAS '20  
Amy Cooper, C '92, G '92  
Amy Federman, C '94^  
Amy Peppers, WG '13  
Amy Schall, WG '94  
Andrea Bell, SP2 '08  
Andrea Gural, WG '09  
Andrea Hong, W '06  
Ann Chiang, W '03^  
Anne Turner, WG '94\*  
Anthony Alexander, EAS '24  
Anthony Romeo, WG '73~^  
Ariel Sadeghi, C '15^  
Arjun Bhaskar, W '15  
Arun Iyer C '98, G '02\*^  
Ashley Bernard, C '14  
Ashley Johnson, Ed '17  
Atish Davda, EAS, W '08~  
Avarisse Crawford, W '15

Benjamin Martinez, C, W '13  
Bob Teoh, W '17  
Brad Coburn, WG '94  
Bradley Sinkaus, C '13  
Brian Tong, EAS '17  
Brianna Lee, G '20^  
Bridget Neumaier, SP2 '22  
Bruce Darringer, C '91, W '91  
Carmel Napolitano, G '86  
Carol Henning Franczyk, SP2 '90  
Carolyn Rosen, C '96^  
Carrie Rothfeld, DSGN '02  
Cecilia Masola, C '10  
Chris Tsakalakis, W '89^  
Christine Li, EAS '12  
CJ Bilangino, WG '15\*  
Courtney Cuddy, W '14  
Corey Kanon, EAS '05  
Craig Mills, G '07\*^  
Cristina Serban, C '17^  
Crystal Caligiuri, W '99~  
Dale Kramer Cohen, W '76~  
Daniel Auker, WG '98  
Daniel Gonzalez, C '20^  
Danielle Love, C '04, EAS '04  
Dara Heimowitz, C '12^  
Daren Frankel, EAS '13^  
Davesh Shah, EAS '10  
David Bradley, WG '82~  
David Field, C '07  
David Foulke, WG '95  
David Gregson, EAS '13  
David Prensky, C '76  
David Stiffman, W '78

David Wierz, WG '89  
Dawn Darringer, C '94  
Dhawal Sehgal, EAS '08^  
Donna Wyche, SP2 '18  
Eaton Lin, C '21  
Eboney Kraisoraphong, Ed '92  
Eileen Sandifer, N '93  
Elaine Harris, WG '84\*^  
Elise Udolf, C '82  
Elizabeth Bernard, C '92^  
Ella Lin, Ed '12  
Ellen Haude, W '92~^  
Emma Hong, C '17  
Eric Tran, W '23  
Eugenia Antipas, C '97  
Frank Caruso, EAS '14, WG '17  
Frederick Fiesser, EMTM '99  
Gabrielle Pullia, W '17  
Gail Ober, SP2 '71  
Gary Li, W '19  
Gerald Rothstein, WG '65  
Gianni Morsell, SP2 '22^  
Giovanna Paz, C '20  
Haley Schools, C, W '14  
Hank Chang, EAS '03  
Harriet Shaiman, C '84, GED '84, WG '89\*  
Hoang-Q Nguyen, W '93  
Howard Seibel, WG '85\*  
Ilona Limonta-Volkova, C, W '11  
India Watson, C '20^  
Inna Lifshin, C '09  
Ivie Eboh-Clifford, WG '17\*^  
Jackie Einstein Astrof, C '93\*~  
Jackie Zhang, EAS '12

Jake Cohen, C '13  
Jane Havsy, C '96  
Janet Burns, C '93^  
Jay Adelsberg, C '80, WG '90  
Jeff Lund, WG '91^  
Jennifer Yap, W '04  
Jenny Chang, WG '06  
Jessica Edwards, C '20  
Joan Bocina, WG '87  
Joan Chaplick, DSGN, '85^  
Jon Deutsch, G '08  
Jose Ibietatorremendia, W '90, L '93  
Julie Noguera, Ed '20  
Justin Loring, WG '11^  
Kal Chaudhuri, W '08^  
Kalyn Higgins, Ed '14  
Karen Finkel, EAS '79^  
Kathy Dunigan, C '90^  
Kelsey Brongo, EAS '14\*  
Ken Chen, BSE '05  
Kendra Hodgson, C '97  
Kent Bream, C '90  
Kevin Chukuka, WG '18  
Kevin Park, W '17\*^  
Kim Cohen, WG '22  
Krisha Vasani, W '17  
Krystle Karoscik, G '15  
Lan Cheng, Ed '10^  
Lauren Lorberbaum, C '08~  
Leslie Miller, C '90  
Leticia Flores DeWilde, L '99  
Linda Hannafey, W '89  
Lisabeth Kaufman, W '89, WG '95



# OUR VOLUNTEERS

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

Liz Leitner, EAS '12  
Lucy Yi, C '97  
Lydia Kris, WG '97\*^  
Mala Narasimhan, MPH '17^  
Marc Drechsler, G '93^  
Marc Packer, W '81~  
Marcia Fox, PhD, G '65~  
Margaret Shea, C '03  
Mary Duty, WG '91  
Melinda Bradley, C '94^  
Melissa Caicedo, C '14  
Melissa Davis, WG '05  
Melissa Mayer, W '00  
Meredith Galto, C '99~  
Michael Neuman, DSGN '86^  
Michelle Jin, C '17  
Mohit Patel, EAS '20  
Nancy Michael, W '97^  
Natasha Charles, C '06, ED '16^  
Neda Khan, M '20^  
Nhu Vu, W '08  
Nicole Kubin, C '75  
Oksana Falenchuk, WG '06  
Pamela Ellermann, C '13^  
Patricia Yoder, C '95  
Paula Stillman, WG '98  
Paula-Kaye Richards, W '06\*^  
Pepper Evans, C '92  
Peter Hess, C '15^  
Peter Manda, C '89, G '11  
Peter Tallian, W '79  
Petra Nichols, C '16

Rachel Martin, WG '19^  
Rachael Zinser, C '99^  
Rahel Aklilu, W '13  
Raj Marchant, W '01  
Rekha Vegesna, C '21  
Ridhi Dar, SP2 '23  
Robert Massick, EAS '88  
Rupa Vazirani, W '94^  
Russell Langsam, C '88^  
Sabre Kaszynski, C '96^  
Salila Yohn, L '96^  
Sam Brause, EAS '22  
Sambit Patnaik, WG '23  
Sarah Jiang, EAS, W '08~  
Scott Bober, EAS '88  
Scott Millstein, C '92~  
Scott Venesy, WG '03  
Shantanu Gudihal, WG '20  
Sherin Gobran, W '81, WG '88  
Shraddha Munver, WG '00\*^  
Simone Betchen, C '95, WG '21  
Sophia Witte, C '17^  
Stef Arzonetti Hite, Ed '95^  
Stephen Kaufman, C '86  
Susan Pechman, C '79~^  
Tamara Samman, G '23  
Tania Johnson, C '01, G '02  
Tiana Penney, WG '20  
Terry Pranses, W '72  
Urvashi Hutt, WG '08^  
Vamil Divan, W '94  
Vidya Daryanani, C '17^

Vighnesh Subramanyan, WG '17\*^  
Vivian Kuan, C '89  
Vivien Hoexter, WG '86~  
Wendy Bear, EAS '85  
Yamini Nabar, C '14  
Zach Levinthal, C '20  
Zachary Jokelson, C '22  
Zahra Kassam, WG '07  
Zenaida Shepelin, C '07^  
Zöe Patterson, W '21

~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**  
Senior Product Manager  
NVIDIA

**Ivie Clifford, WG '17**  
Venture Partner  
NextGen Venture Partners

**Elaine Harris, WG '84**

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

**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

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

**Kevin Park, W '17**  
Chair, Technology  
CPO  
Healiom

**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**  
Independent Consultant

**Vighnesh Subramanian, WG '06**  
Co-Chair, DEIA Committee  
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**  
President of DKC Resources & Managing Director  
Sequel Private Equity Solutions

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

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

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

**Meredith Galto, C '99**  
Adjunct Law Faculty  
Drexel University

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

**Nicole Kubin, C '75**  
General Partner  
Sapphire Venture Partners

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

**Sarah Jiang, EAS, W '08**  
Managing Director  
CAIS

**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, 2023– June 30, 2024.*

## Advisory Level — gifts of \$5,000 or higher

Anne Turner  
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Crystal Caligiuri  
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Ellen Haude  
Jackie Einstein Astrof  
Lauren Lorberbaum  
Meredith Galto  
Nicole Kubin  
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Susan Pechman  
Tony Romeo

## Impact Circle — gifts of \$1,000 - \$4,999

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Elaine Harris	Sarah Jiang
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# 2023-24 FINANCIAL OVERVIEW

	Income & Expenses		
	FY24	FY23	FY22
Donations	\$112,472	\$90,569	\$150,619
Corporate sponsorships	\$6,000		
Engagement fees	\$22,000	\$18,875	\$17,517
Event	\$0	\$0	\$201,069
Interest income	\$4,942	\$552	\$60
<b>Total Revenues</b>	<b>\$145,414</b>	<b>\$109,996</b>	<b>\$369,264</b>
Staffing	\$142,898	\$138,021	\$102,338
Professional fees	\$30,813	\$12,744	\$900
Technology	\$4,578	\$4,094	\$5,869
Insurance	\$813	\$813	\$498
Events	\$2,663	\$0	\$40,347
Other	\$5,415	\$8,502	\$7,318
<b>Total Expenses</b>	<b>\$187,180</b>	<b>\$164,174</b>	<b>\$157,270</b>
<b>Change in net assets</b>	<b>-\$41,766</b>	<b>-\$54,178</b>	<b>\$211,994</b>
<b>Beginning of year net assets</b>	<b>\$345,577</b>	<b>\$399,755</b>	<b>\$187,761</b>
<b>End of year net assets</b>	<b>\$303,811</b>	<b>\$345,577</b>	<b>\$399,755</b>

*\*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

