



# WHAT MATTERS MOST

2019 | 2020 YEAR IN REVIEW



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## LEADERSHIP LETTER

# CHAIR OF THE BOARD



Every year has its unexpected elements, but our most recent fiscal year – which ran from July 2019 to June 2020 – was unlike anything most of us have ever experienced. It has affected the hearts and minds of our team, our partners, and the children and families we serve. And it has required us to regularly pause and discern what matters most.

From the way our staff and partners adapted to address the needs intensified by the intersection of powerful inequities (health, racial and economic) to pressing on with our strategic planning process, we sought to live our core value of collaboration in a way that met the unprecedented needs of our partners and communities. With our partners and fellow funders, we came together to support children and families – who will always be what matters most to us – and continue the work we all urgently need to address in ourselves and in our world.

One specific focus for us this year has been advancing racial equity. My parents never issued a specific statement about anti-racism, but they were very intentional in their efforts over the years to advance equitable opportunities for Black children and other children of color. To formalize that intention, we started our internal Diversity, Equity and

Inclusion (DEI) initiative in 2017. We knew we needed to more explicitly demonstrate our commitment to being anti-racist with both our actions and our words. Our entire organization – staff, Board and family – is fully engaged in this commitment, and the progress we have made in our own learning will enable us to help children and families thrive in the months and years ahead.

I want to express my deep appreciation to our Foundation team and our partners, all of whom acted with urgency, empathy and creativity to respond to the unfolding crises and the corresponding impact on the communities we serve. And on behalf of my entire family, I also want to express my gratitude to David Daniels, who last year assumed the role of CEO and President. He has worked closely with both my father and me, and he diligently seeks to honor my parents' legacy while also meeting the evolving needs of our partners and communities. He is the right person to lead at this moment in the organization's and our country's history, and I am confident the direction we are taking will allow us to make a greater impact than ever before.

**BARBARA BAINUM, LCSW-C**  
CHAIR OF THE BOARD

## LEADERSHIP LETTER

# CEO AND PRESIDENT



Like every one of you reading this, the events of 2020 have shaken us to our core — at both an individual and organizational level. At the Foundation, we thought our fiscal year would simply be the story of our strategic planning and our ongoing Diversity, Equity and Inclusion (DEI) journey, but the narrative of our year turned out to be far more complex, more profoundly personal and deeply influential to our work.

Amid the chaos and crises of this year lies an opportunity for learning and envisioning new ways to advance justice and equity in the world. The Foundation has taken time to reimagine our work. These circumstances ultimately deepened our collective introspection into how we have shown up in the community over the past 52 years. We have always been committed to communities of color, but this year, we renewed our sense of purpose and accountability to advancing equity and inclusion. We are now explicitly naming systemic racism as a root problem that must be addressed to advance our mission. Prioritizing racial equity and being an anti-racist organization is inextricably embedded in who we are and what we do.

What remains consistent in our approach is informed by the unwavering focus of our founders, Stewart and Jane Bainum: 1) serving children and families living in poverty, and 2) persistently asking what more we can do. These intentions were passed down to future generations of their family as well as the entire Foundation team. Our journey so far has taken

us from supporting youth and older children to supporting the very youngest, and from focusing on education to understanding more broadly what children need to succeed in both school and life. This tradition of self-reflection and evolution ensures that we continue to live out Mr. and Mrs. Bainum's legacy while always acknowledging the world around us.

In that spirit, we refocused our efforts in the final months of this fiscal year to provide emergency funding to our partners — acting upon what they said they needed most in these challenging times. Hearing their stories has inspired us in both thought and action, leading to the theme of this year's annual report. It contains a series of stories that showcase how so many in our community — including our partners and staff as well as other funders — quickly and nimbly came together to support urgent and emerging needs of children and families.

Bryan Stevenson, founder of the Equal Justice Initiative, notes that the opposite of poverty is not wealth, but justice. What we've learned this year has strongly influenced how we engage with each other and our partners, and has deeply informed our strategic planning process, ultimately helping us propel our efforts forward in a new and powerful way. We know what matters most to us: elevating and responding to the community's expressed needs and building an equitable society that enables all children and families to thrive.

**DAVID DANIELS**  
CEO AND PRESIDENT

## IN MEMORY OF MARCUS GRAY

Our treasured friend and colleague Marcus Gray passed away on September 6, 2020. Marcus had been with the Bainum Family Foundation for eight years, serving in a number of program and community-engagement roles, culminating in his recently announced position of Senior Manager, Equity, Inclusion and Community Engagement.

Marcus was passionate about leveraging authentic relationships to advance equity and center community needs to ultimately improve outcomes for children and families. Marcus' leadership, impeccable sense of humor and candor helped us embrace an asset-based approach along with a deeper commitment to equity and inclusion. His work at the Foundation through scholarships, parent engagement, mission trips and multigenerational programs has changed the life trajectory of countless families. Marcus' direct impact will be evident for generations to come.



# BUILDING ON THE PAST TO SHAPE A MORE EQUITABLE FUTURE

The work of the Bainum Family Foundation has evolved over our 52-year history, with each new chapter building on prior experiences and learnings. At the start of our 2019/2020 fiscal year, we began preparing for the next evolution. This included completing the work of the five-year strategic plan we launched in 2015, while also initiating a new strategic planning process to reimagine our work and chart our future direction. That effort was well underway when the multiple, intersectional crises — health, racial justice and economic — erupted in early 2020.

We had affirmed several things at the start of this process: We wanted to become more nimble in order to respond to emerging needs and a dynamic environment, and we wanted to authentically engage the community in identifying and co-creating solutions. We committed to continuing our legacy work in faith-based education and food through our Bainum Foundation Farm. And we also knew that two key learnings from our past would deeply inform and influence our future work:

- » Educational supports alone are not enough when children's overall well-being is so significantly influenced by family and their broader environment.
- » Reaching children earlier with critical supports and services can have a greater impact on long-term outcomes.

None of this changed. However, the crises strengthened our resolve to become an anti-racist organization by focusing intently on racial equity and working urgently toward creating a more equitable society in which all children can thrive — particularly those who have been systematically excluded from power, resources and opportunity.



*The "I Have A Dream" program, sponsored by the Bainum Family Foundation from 1988 to 1994 in Washington, D.C., is part of our legacy of supporting children and families over the past five decades.*

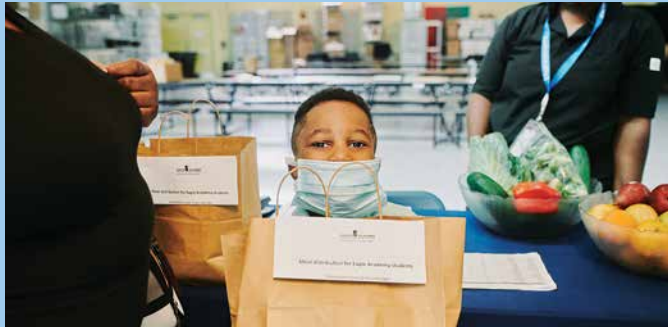
We want to address the root causes of these racial and economic inequities — not just the symptoms — and to pursue systemic change that generates widespread and lasting impact.

Our strategic planning will continue into spring 2021 but ultimately is only the start of an ongoing journey.









# STORIES OF OUR YEAR: INTRODUCTION

Every moment of our 2019/2020 fiscal year was guided by careful consideration of what matters most.

What matters most to children and families in the communities we serve? This guided our program decisions and investments.

What matters most *right now*? This guided our thinking and actions as our country and our world faced crisis after crisis, and business as usual was no longer the right answer.

What matters most in the years ahead? This continues to guide the development of our next strategic plan, as we consider how best to use our time, energy and resources to help create a more equitable society that enables all children to thrive.

The following stories capture key moments from the past year, and they show how our partners and staff – with boundless passion, commitment and creativity – pivoted and persevered to meet those moments.

Even as we pause to applaud our partners and reflect on the past year, we know this isn't the end of these stories. As the devastating health, racial justice and economic crises persist and deepen, our partners will continue to be challenged to meet the community's needs. There is much more work to be done. We commit to using our voice and resources to elevate these needs and support both our partner organizations and communities.



## D.C. CHILD CARE REOPENING FUND RESPONDS TO URGENT COMMUNITY NEED

**IT WAS CLEAR FROM THE BEGINNING** of the COVID-19 pandemic — as many workplaces closed and stay-at-home orders went into effect — that early learning providers would be at risk. In a [survey](#) conducted by the National Association for the Education of Young Children in March 2020, 30% of providers nationwide said they would not survive a closure of more than two weeks without significant public support and investment; another 17% said they wouldn't survive a closure of any length of time.\*

For an industry that operates on thin margins during normal times, this was troubling — for child care programs, for the families and employers that depend on them, and for the young children whose development is shaped by the care and education they receive.

In D.C., some providers closed completely, while others scaled back but remained open to serve essential workers. But all felt the financial strain — a combination of lost revenue and new costs — and the challenge of adapting to new safety and sanitation requirements. Adding to the problem, most providers (who in the District are primarily women of color) were not successful in securing pandemic relief funds available locally and nationally to cover routine expenses such as rent, utilities and payroll.

Cynthia Davis, President of the D.C. Family Child Care Association (DCFCCA), saw attendance at her extended child care home drop from seven children to one, even as she stayed open. She recalls, “Everything was up in the air. We were worried about how to sustain ourselves and how to handle COVID-19. We couldn't find disinfectant sprays and wipes or masks. We were receiving guidance on changes both locally and nationally and had to sort it out.”

As Ms. Davis dipped into savings to keep her program operating, she incurred many expenses related to safety and social distancing. One of her solutions was to buy multiple sets of toys and put them in color-coded bins so each child had their own set. And she divided her space with partitions to give children separate play areas — a step that proved difficult for other home providers due to space limitations in their homes.

Our Early Learning team saw this scene unfolding and reached out to partners that represent early learning professionals – the District of Columbia Association for the Education of Young Children (DCAEYC) and DCFCCA, which Ms. Davis leads. Together, we created the D.C. Child Care Reopening Fund, a comprehensive solution designed to give providers what they identified as needing most – cash assistance, technical assistance as they enact the new guidelines, and access to personal protective equipment and other safety and sanitation supplies.

We engaged Mary’s Center – a respected local nonprofit with strong ties to the early learning community, and home-based providers, in particular – to oversee and administer the program. And we invited four other foundations that invest in early childhood to join us in funding it: the A. James & Alice B. Clark Foundation, the Esther A. & Joseph Klingenstein Fund, the J. Willard and Alice S. Marriott Foundation, and the Richard E. & Nancy P. Marriott Foundation.

The combined \$1 million provided by the five foundations is allowing us to provide sustained assistance over four months (September to December 2020) to nearly 120 D.C. early learning programs. Recipients are all small centers or home-based programs because they represent both the greatest demand for care and the greatest need for support. The fund, Ms. Davis says, “couldn’t have come at a better time.”

According to Kathy Hollowell-Makle, Executive Director of DCAEYC, the pandemic has shown how essential early learning programs are to the well-being of our community. “D.C. remains at risk of permanently losing already scarce child care seats,” she says. “This fund has been a lifeline for local providers. But it also highlights the need for better public funding over the long term to ensure that all D.C. children have access to affordable, high-quality care to support their healthy growth and development.”

**“This fund has been a lifeline for local providers.”**

**KATHY HOLLOWELL-MAKLE  
EXECUTIVE DIRECTOR  
DCAEYC**

*\*“Child Care in Crisis: Understanding the Effects of the Coronavirus Pandemic,” National Association for the Education of Young Children, March 17, 2020, <https://www.naeyc.org/pandemic-surveys>.*



*Early learning providers in the District of Columbia – including Cynthia Davis, page 10, owner of Kings & Queens Childcare Center – have been profoundly affected by the COVID-19 pandemic and were the focus of the D.C. Child Care Reopening Fund.*



## DIVERSE PARTNERS COLLABORATE TO ADDRESS URGENT COMMUNITY NEEDS

**THE CONFLUENCE OF CRISES SPARKED** new collaborations across the Washington, D.C., area. Philanthropy, nonprofits, business leaders and community leaders came together — quickly and in new ways — to identify and support solutions. In addition to our role in creating the D.C. Child Care Reopening Fund, the Bainum Family Foundation supported the following collaborative efforts.



### COVID-19 EMERGENCY RESPONSE FUND

The COVID-19 Emergency Response Fund, established by the Greater Washington Community Foundation, is helping local nonprofits respond quickly and effectively to the region's evolving needs in areas ranging from food, housing and health care to education, employment and racial justice. This relief effort is focused on communities that are most adversely affected by the crises, including low-income households and communities of color. We are one of nearly 50 funding partners participating in this coordinated regional effort. Within the first six months, the fund had raised \$8 million and disbursed \$7 million in grants to 200 local nonprofits, 50% of which are led by people of color.



### DIVERSE CITY FUND

Unequal access to health care, food and resources is rooted in long-standing racial and economic inequities. As these issues were worsened by the COVID-19 pandemic, Diverse City Fund — a local grant-making organization dedicated to racial justice that invests financial and social capital for social justice — moved quickly to create a rapid-response fund. Like the ongoing work of Diverse City Fund, this emergency fund supports grassroots organizations led by people of color in the Washington, D.C., region. These leaders have been organizing for years to meet community needs with limited resources and understand what is needed. We are one of several funders contributing to this relief effort.



## GET SHIFT DONE FOR THE DMV

Dramatic spikes in job losses and food insecurity in spring 2020 ultimately led to a solution that addresses both. The Greater Washington Community Foundation teamed up with Nationals Philanthropies (the charitable arm of the Washington Nationals baseball team) to create Get Shift Done for the DMV (District of Columbia, Maryland and Virginia), building on an idea that started in Texas. The initiative coordinates, schedules and pays displaced workers from the hospitality industry to work shifts for local food-access providers. We joined with other funders to provide wages of \$15 per hour for these workers. The local program started in late April, and by August, Get Shift Done for the DMV was funding more than 1,300 hours of shift work weekly to support 32 different nonprofit programs engaged in food-relief work.



## MID-ATLANTIC FOOD RESILIENCE AND ACCESS COALITION

Early in the COVID-19 pandemic, as food shortages began to emerge, it became clear that the issue wasn't a lack of food but rather a lack of food in the right places. Crops were rotting in fields and grocery stores had empty shelves because supply lines had been disrupted, hurting those on both ends of the food chain. Economic hardship due to widespread job losses compounded the problem of food insecurity, with low-income households and communities of color hit hardest.

Several of our partners – led by 4P Foods and Arcadia Center for Sustainable Food & Agriculture – came together to devise a regional solution: the Mid-Atlantic Food Resilience and Access Coalition (MAFRAC). This collaboration works to mobilize the Mid-Atlantic foodshed's resources and assets to mitigate the negative impact of the pandemic on vulnerable communities and food-related businesses in the region. The coalition made 33 grants totaling \$322,827 to feeding organizations by mid-2020, and more than 100 grants totaling \$700,000 by year-end. It also rescued and redistributed thousands of pounds of food from regional producers to partner organizations across the region.

The Bainum Family Foundation is a founding donor of MAFRAC, joining more than a dozen other funders in creating this invaluable resource.



## FOOD SECURITY PARTNERS EXPAND EFFORTS TO KEEP COMMUNITY FED AND HEALTHY

**BARREN GROCERY-STORE SHELVES AND LONG LINES** at food banks are some of the indelible images of the COVID-19 pandemic. That's because food insecurity was one of the myriad issues exacerbated by the COVID-19 pandemic, as unemployment jumped dramatically, supply chains were disrupted and many Americans faced economic hardship. As a result, households already struggling to access quality, affordable food faced even tighter food budgets and fewer safe transportation options. To alleviate this food-access gap experienced largely by Black and Latinx households, our Food Security Initiative partners stepped up in a major way, quickly pivoting to add emergency food response to their normal programming.

Oasis Community Partners works to improve food access and community health. The organization currently operates Good Food Markets, a small-format grocery store in the District of Columbia's Ward 5, and our funding is helping them open a store in Ward 8. When the stay-at-home order was issued in D.C., Executive Director Philip Sambol says Oasis was in the thick of planning its 2020 educational programs – cooking classes, healthy snacks for kids and nutrition counseling – all intended to take place in libraries, schools, YMCAs and community recreation centers. While Good Food Markets remained open and operational, the Oasis team had to quickly recalibrate to meet the rapidly evolving needs of the community.

With emergency funding from the Foundation and others, Oasis added a “food hub” to Good Food Markets’ in-store operations, distributing boxes and bags of fresh local produce. They did this in partnership with our partner 4P Foods to support the local community and invest dollars into the regional food system. With our support, Oasis purchased a cold-storage delivery vehicle and hired a coordinator to assist with direct deliveries.

“Our first pop-up food bank ran out of produce bags in 45 minutes,” says Mr. Sambol. “That showed us just how bad the need was.” By late summer, Oasis had more than 600 people registered for the food bank. According to Mr. Sambol, about half had been food insecure prior to the pandemic, and the other half reported becoming food insecure because of it.



Hannah Chichester, Community Health Manager for Oasis, recalls one generous woman who came to the food bank every week. “She not only picked up food for her large family, but seven or eight other families as well,” she says. “Another man who lives down the block from the store had recently lost his job and was unable to afford fruits and vegetables for his family. But because of our pop-up food banks, he’s been able to keep fresh produce on the table and help keep his loved ones healthy.”

In addition to directly providing food, Oasis found a new way to provide food education.

“We wanted to help food bank recipients know what to do with the food they were receiving and empower them to make something healthy and delicious for their families,” Mr. Sambol says. So, the Oasis team converted their originally planned cooking classes to cooking videos – using the exact produce from the produce bags. They also shared information regarding healthy

eating, cooking on a budget and managing stress on Oasis’ new lifestyle blog.

The gratitude the team has received from community members is what keeps them going. But ultimately, Ms. Chichester says, “This is just a big Band-Aid. There are so many structural issues within the food system that need to be fixed, and there’s so much more work to be done to make sure everyone has access to fresh fruits and vegetables. Changes need to be made on a policy level to address the real problem.”

Mr. Sambol concurs. “When COVID-19 goes away, food insecurity will not go away,” he says. “How do we continue to serve that need? We will keep working to create access to local produce for those who don’t have a budget for it. We need to keep our community fed and healthy both through this unprecedented time and after we’ve put the coronavirus behind us.”

**“When COVID-19 goes away, food insecurity will not go away.”**

**PHILIP SAMBOL  
EXECUTIVE DIRECTOR  
OASIS COMMUNITY PARTNERS**



*Oasis Community Partners added a pop-up emergency food hub (page 14) outside Good Food Markets in D.C.’s Ward 5. Other partners – including FRESHFARM (far left) and Dreaming Out Loud, Inc. (left) – also adapted to meet urgent community food needs during the pandemic.*

## OTHER PARTNER HIGHLIGHTS

### FRESHFARM

FRESHFARM is committed to promoting sustainable agriculture while enhancing food access and equity in the Mid-Atlantic food system. We first partnered in 2017 with Community Foodworks (which last year merged with FRESHFARM) to support its Pop-Up Food Hub, an innovative model of food distribution that brings fresh local food to underserved areas. That food hub quickly scaled and pivoted at the onset of the pandemic. FRESHFARM's Family Share, which provides a weekly supply of fresh fruits and vegetables to vulnerable families, transitioned from pickup to direct home delivery, and from a subsidized to a free participation model. FRESHFARM's primary focus is supporting families with kids in early childhood, which is made possible by long-standing partnerships with Easter Seals, United Planning Organization (UPO), House of Ruth and other partners.

Since the end of March, FRESHFARM has sold or distributed about 15,000 pounds of produce per week, representing significant revenue for local farmers and an invaluable source of nutrition for seniors and families with young children. Distribution increased from about 400 bags per week in March 2020 to about 700 bags per week by July. Each family share bag contains seasonal fruits and vegetables from regional farms with an amount sufficient for a family of two adults and two children to cook 18-24 servings per family member for one week.



*As part of its emergency-food response, our partner Dreaming Out Loud, Inc., teamed up with partners such as World Central Kitchen and D.C. restaurant Little Sesame to provide more than 250,000 meals to families experiencing food insecurity during the pandemic.*

### DREAMING OUT LOUD

Dreaming Out Loud, Inc. (DOL), works to create economic opportunities within marginalized D.C. communities by building a healthy, equitable food system. Like our other Food Security partners, when COVID-19 hit, DOL prioritized emergency food distribution.

The Foundation provided funding that supported transportation, distribution, personal protective equipment and volunteer stipends for DOL's emergency food distribution. DOL also contracted directly with World Central Kitchen to provide logistics and coordination support for more than 250,000 meals, driving over \$350,000 in revenue to four Black woman-owned businesses. Through this and other partnerships, DOL supported community-based hiring and the purchase of a refrigerated vehicle to facilitate sustained community food support.

# MOBILE APPS CONNECT FAMILIES IN INDIA TO EARLY CHILDHOOD RESOURCES

For several decades, the Aga Khan Foundation (AKF) has made early childhood development (ECD) a key focus throughout its work in India. Supported through our Family Philanthropy Initiative's Global Education Fund, AKF helps children get a head start in life by bringing together best practices in ECD with local needs and challenges. AKF's ECD programs are currently implemented in the states of Bihar, Telangana and Uttar Pradesh.

A UNICEF [report](#) released in June 2020 revealed that 28 million children in India had been impacted when early learning centers closed due to the COVID-19 pandemic. When Bihar's centers shut down in March, AKF had to quickly figure out how to support its staff and families from a distance. A community survey was conducted to learn how children spent their time at home. The findings suggested that a technology-centered approach to distance learning would not be helpful to families in Bihar, as many parents are not adept at using web-based technology, and consistent internet access is a challenge.

Instead, AKF decided to develop 30 posters on parenting tips and at-home early learning activities and distribute them through WhatsApp. This proved to be an appreciated and effective approach. Through this collective effort, the posters have reached more than 9,000 parents/caregivers in the three target districts in Bihar directly served by AKF. The Integrated

Child Development Services – the government department responsible for ECD services – also shared the posters over its internal WhatsApp group, reaching program officers across all 38 districts of Bihar.

But AKF's efforts haven't stopped there. Partnering with the Vroom parenting app, AKF has been translating Vroom's parenting tips and ECD activities into Hindi – while adapting and localizing the content so it will have the biggest impact toward behavioral change in the families they serve. Keeping its audience top of mind, AKF will broadly share these tips and activities in a similar manner to the posters – as audio, images and text over WhatsApp, and via physical posters and displays at centers and community spaces for parents who cannot be reached virtually.

In addition, to support its workers, AKF held small-group conference calls about the ECD content as an alternative to in-person training sessions. In total, 585 workers in Bihar received this training. As the training was passed along various WhatsApp groups, an additional 650 workers received these modules.

AKF's creative and agile approach gives families in Bihar steady access to ECD resources to support their children's growth and development, even as India continues to struggle with the impact of the pandemic.



*One of our partners in India, Aga Khan Foundation, created a series of posters (delivered via a mobile app) containing parenting tips and at-home learning activities to support children's growth and development during the pandemic.*





## EAGLE ACADEMY ELEVATES TEACHER NEEDS IN PANDEMIC RESPONSE

**FOR THE PAST THREE YEARS,** Eagle Academy Public Charter School (with two campuses in the District of Columbia's Wards 6 and 8) has worked to create a comprehensive school mental health system\* with help from the Bainum Family Foundation and our partner the Center for Health and Health Care in Schools (CHHCS) at The George Washington University. Eagle's primary focus has been family engagement, aimed at building a tightknit community in which parents are partners in their children's education and social-emotional wellness, and all parents receive a range of supports — such as GED referrals, job fairs and a clothing closet — to enhance their families' overall well-being.

"The family piece is important," says Linda Sheriff, Deputy Director at CHHCS, who supports the work at Eagle. "We want children to feel that all sides are there for them, and for parents to be better able to support their child's learning."

The COVID-19 pandemic hit the Eagle community especially hard. Many parents and students were affected directly by the virus, and families also suffered the loss of loved ones and faced economic uncertainty due to job losses. The support structure Eagle had been building proved beneficial in multiple ways.

The entire Eagle staff launched into crisis-response mode to support families, providing educational resources and social-emotional toolkits, dropping off meals and necessities for families affected by the virus, and continuing the school's weekly fresh-food market.

But Eagle also made teachers a priority, understanding the tremendous demands and expectations placed on them as well as the significant risk of burnout as they adjusted overnight to virtual learning and dealt with their own safety concerns and family needs.

"Teachers nationally are quitting because they are becoming overwhelmed," says Dorothy Brockington, Mental Health Coordinator at Eagle. "We know how essential our teachers are to the well-being of our school community, so we made sure to emphasize their needs."

Eagle established a Teacher Well-Being Committee and a plan for supporting teachers. The school principal starts all staff meetings with a staff check-in. Teachers can attend biweekly group teletherapy sessions (from the same providers who support the school's children and families)

and also can participate in individual therapy sessions. Eagle is providing financial planning support and emergency funds for teachers, and all staff members are welcome to participate in the fresh-food market. These activities and supports will continue throughout the 2020/2021 school year.

The team at Eagle also receives strong peer support. As part of our School Mental Health initiative, Eagle participates in a community of practice (COP) with three other D.C. public charter schools — DC Prep, DC Scholars and Monument Academy. COP meetings — now virtual and occurring twice a month instead of once since April 2020 — give members a forum to discuss pandemic-related needs and challenges. They have sought advice from each other on a range of issues, such as how to find and connect with families, how to track and coordinate student and family data across the school, and how to conduct effective teletherapy sessions with elementary-age children. The CHHCS team organizes and facilitates the discussions as well as provides national resources and insights on best practices.

Despite the negative impacts of the pandemic and the many challenges — including training staff, students and parents on a new virtual learning system for the 2020/2021 school year — Ms. Brockington sees a positive outcome emerging: Parents are much more engaged in services for their children.

“With the virtual teletherapy sessions, our clinicians get to see the parents more often and in a more meaningful way than during drop-offs and pickups at school, and they also get to see the children in their natural environments,” she says. “It’s building trust and stronger relationships among the clinicians, parents and children — and that will benefit everyone over the long term.”

*\*Comprehensive school mental health systems provide an array of supports and services that promote positive school climate, social and emotional learning, and mental health and well-being, while reducing the prevalence and severity of mental illness.*

**“We know how essential our teachers are to the well-being of our school community.”**

**DOROTHY BROCKINGTON  
MENTAL HEALTH COORDINATOR  
EAGLE ACADEMY PUBLIC CHARTER  
SCHOOL**



Dorothy Brockington, Mental Health Coordinator at Eagle Academy Public Charter School in Washington, D.C. (above right, conducting a virtual therapy session, and above center with Sharmel Porter-Robinson, Lower School Principal at Eagle’s Congress Heights campus), works with school leaders to provide supports for students, families and school staff during the COVID-19 pandemic.



## SDA INITIATIVE PARTNERS QUICKLY TRANSITION SERVICES ONLINE

**EDUCATION LOOKED A LOT DIFFERENT** for everyone in 2020, and our Seventh-day Adventist (SDA) Initiative partners were no exception. When the world rapidly closed down due to COVID-19, online became the only way classrooms and programs could operate. Through emergency funding provided by the Bainum Family Foundation, we helped our partners adapt and continue to deliver quality instruction and other services in their new distanced environments.

### EXPANDING SERVICES TO MEET NEW NEEDS

The Lourie Center for Children's Social & Emotional Wellness in Rockville, Maryland, focuses on improving the social and emotional health of young children and their families through prevention, early intervention, education, research and training. But when the pandemic hit, Executive Director Jimmy Venza, PhD, says his team knew they needed to expand services to meet their community's growing and more complex needs.

"We have seen the significant inequity for our infants, young children and families who live below the poverty level with regard to unemployment, health, food insecurity and access to technology," says Dr. Venza.

To address the inequities and transition their comprehensive services online, the Lourie Center team provided tablets for children under age 3 and Chromebooks for children ages 3 through 5. Additionally, since the beginning of the pandemic, the Head Start and Therapeutic Nursery Program teams have conducted contactless "home visits" to drop off learning and therapeutic activities/materials, safely connect with families in person, and see how everyone was doing. Because of these visits, the Lourie Center identified another way to help – grocery shopping and delivering food to families in quarantine due to someone in their house testing positive for COVID-19.

"The Bainum Family Foundation's rapid response to our call for help ensured the continuity of education and mental health care for some of our most vulnerable families," says Dr. Venza. "This emergency funding meant that young children and their parents had access to their teachers and therapists – those central relationships that serve as a lighthouse in the storm."



## OTHER PROGRAM HIGHLIGHTS

Our school partners — Baltimore Junior Academy, Bronx Manhattan Seventh-day Adventist School and Creation Village Preparatory School — all transitioned to online learning with support from the Foundation. We provided funding to help ensure that students had access to Wi-Fi, laptops and tablets, and we also provided technical assistance to teachers and administrators for grade-level planning and assessment. One large breakthrough was discovering the tool Flipgrid, which provided a way for teachers to virtually assess students as young as preschoolers. With Flipgrid, students could record and share video responses to teachers and classmates, which helped teachers monitor student learning and support differentiation and equity practices.

Our ACE (Advancing Christian Education) Academy Leadership Coaching Program — an intensive, two-year program that trains and certifies experienced school principals to become leadership coaches within the Columbia Union Conference — also went exclusively online. Despite initial concerns that participants wouldn't be as engaged or able to learn as effectively, they were

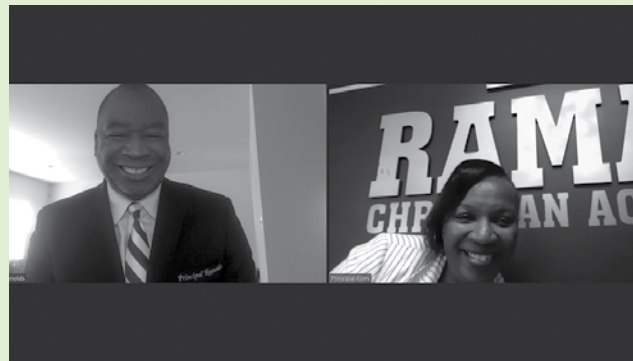
eager and active. Online conversations proved to be robust, particularly around equity, which is one of the cornerstones of the program. All ACE participants work together to examine their personal mindsets and develop skills to identify and address inequitable practices in their schools so that each student can thrive, regardless of race or circumstance.

"I've seen inequities in my school that I did not realize were happening until now, and I'm reassessing my leadership," says H. Clifford Reynolds III, a coach participant and Principal of Pine Forge Academy in Pine Forge, Pennsylvania. "Training Adventist leaders is direly important right now, and I wholeheartedly believe that every educator needs this program so we can understand where we need to be as a system and then move in that direction together."

Additionally, at the onset of the pandemic, our SDA team created and continues to moderate a Facebook group for Adventist educators to connect, share resources, ask questions and learn from one another in order to navigate the uncharted territory of education during COVID-19.

**"We have seen the significant inequity for our infants, young children and families who live below the poverty level."**

**DR. JIMMY VENZA  
EXECUTIVE DIRECTOR  
THE LOURIE CENTER FOR CHILDREN'S  
SOCIAL & EMOTIONAL WELLNESS**



*The Lourie Center for Children's Social & Emotional Wellness (page 20 and far left) expanded services to meet the needs of families and staff while the ACE Academy Leadership Coaching Program (left) transitioned online to continue serving school leaders.*



## ORGANIZATIONS ACROSS D.C. WORK TO SECURE ACCURATE CENSUS COUNT

**AYANA BIAS WAS ON A MISSION.** The lifelong resident of the District of Columbia's Ward 8 invested months of time, energy and creativity to convince community members to complete the 2020 U.S. Census. It was part of her work as Director of Advocacy and Volunteer Services at United Planning Organization (UPO), one of our partner organizations. But it also was personal.

"I grew up feeling like I had access to so much, and I want my children and all children in the community to feel the same way," says the mom of three, ages 3, 7 and 10. "Kids born today will be in fifth grade by the time the next census comes around. So, what we do — or don't do — this year will affect my kids and our community's kids for the rest of their childhood."

UPO was one of many organizations that began working in 2019 to ensure an accurate local count in the 2020 U.S. Census. Along with District leaders, they wanted to avoid a repeat of 2010, when a census undercount left the District short of the federal dollars it deserved and left residents with fewer resources over the past decade in areas as diverse as health care, transportation, housing and education.

The Bainum Family Foundation pitched in by contributing to the 2020 Count DMV In Census Project at the Greater Washington Community Foundation, which awarded grants to 29 local nonprofits undertaking education, outreach and assistance focused on hard-to-count communities in the region. We also provided funding directly to three partners — DC Action for Children, Mary's Center and UPO — to focus on historically undercounted populations in the District.

All of these census outreach plans were upended once COVID-19 hit in early 2020, followed by waves of racial justice protests. But with resolve and resourcefulness, our partners revamped their efforts and kept going, while being careful to keep everyone safe in the process.

» **DC Action for Children** focused on educating local advocates and community leaders and engaging youth in the census process. In partnership with Mikva Challenge and Black Swan Academy, DC Action trained 15 youth ambassadors to contact family members, friends and neighbors to encourage completion of the census —

shifting to text banking and social media instead of in-person contact during the pandemic. DC Action also worked through the child care community to inform families about the importance of the census and provide them with resources to share with families.

- » **Mary's Center** worked through its 700-person staff for more than a year to promote the census in its health clinics and to reach clients through its many programs, including breastfeeding groups, home visiting sessions with new parents, quarterly baby showers and insurance enrollment. That entire effort went virtual at the start of the pandemic. Mary's Center also worked through Spanish-language media locally to reach the immigrant population it serves.
- » **UPO's** original plans to hold in-person community events shifted to Facebook Live events, virtual panel discussions and radio promotions. But they still found a way to safely connect with community members in person, hosting pop-up census

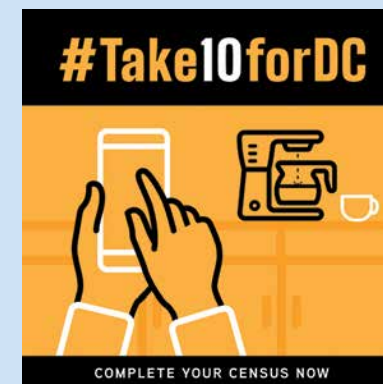
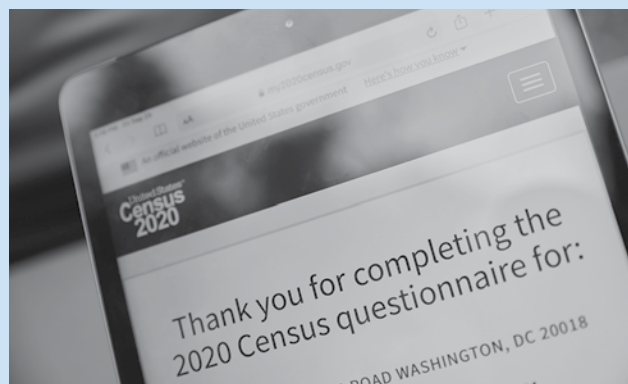
engagement events across Wards 7 and 8 while distributing produce, serving meals and holding socially distant fitness classes. Residents could complete the census online, on the spot. UPO's efforts also featured a uniquely D.C. twist: They worked with local musicians to write and publicize a go-go song to promote the census.

The Foundation's communications team also collaborated with these three partners to create #Take10forDC, a social media campaign for the weeks leading up the census deadline. It encouraged residents to find 10 minutes in their day to complete the census online to benefit their community over the next 10 years.

"Getting an accurate count for D.C. is how we ensure our neighborhoods get the funding and resources needed for everyone to thrive," Ms. Bias says. "And when all of us are counted, it will amplify our voices and give us the power to shape our future."

**"What we do – or don't do – this year will affect my kids and our community's kids for the rest of their childhood."**

**AYANA BIAS**  
**DIRECTOR OF ADVOCACY AND**  
**VOLUNTEER SERVICES**  
**UNITED PLANNING ORGANIZATION**



*Ayana Bias (above left) led the efforts of our partner, United Planning Organization (UPO), to secure an accurate census count for the District of Columbia through creative virtual activities, social media outreach and pop-up community events.*





## EARLY LEARNING PARTNERS PIVOT TO MEET NEEDS OF FAMILIES AND CHILDREN

**OVER THE PAST FIVE YEARS**, the Bainum Family Foundation has engaged diverse stakeholders — including nonprofit organizations, early childhood educators, families and advocates — to work toward creating a comprehensive, equitable and sustainable birth-to-3 system in the District of Columbia.

This past fiscal year, our intent was to focus on elevating practitioner voices in policy decisions locally and equipping them to serve in that capacity. We established new partnerships with two practitioner-led organizations — the District of Columbia Association for the Education of Young Children (DCAEYC) and the DC Family Child Care Association — in addition to our existing partnership with the District of Columbia Head Start Association.

When the pandemic struck, followed by sustained protests for racial justice, our Early Learning partners were exceptional in their responses, acting with urgency and creativity. Supported by emergency funding from the Foundation, says Marica Cox Mitchell, Director of Early Learning, "Our partners identified ways to meet the needs of infants and toddlers and their families across the District — through direct service and policy improvements — while managing their organizations' operations during the global health crisis."

Our policy partners played a key role in advocating for the well-being of the early childhood education profession. DCAEYC and the Under 3 DC coalition administered surveys to gather data from child care providers in the District. The insights gathered were shared in a short brief asserting the need for greater investments in the field so that early childhood educators could continue serving the community during the pandemic and beyond. This brief and resulting advocacy work supported the creation of a \$5 million emergency relief fund by the District dedicated to early childhood education.

Emergency funding from the Foundation also was instrumental in helping Bright Beginnings, Inc. (BBI), launch Project #BrighterTogether to take the organization's work virtual during COVID-19. Each BBI family received a device that allowed BBI staff to remain in contact with children and families and to provide virtual educational and family

support services. Through a series of distribution and delivery days, families received their devices and their “classroom in a box” — a book bag of learning resources and activities supported by BBI’s newly launched at-home learning platform. Additionally, families regularly received groceries, diapers, wipes, cleaning supplies, face masks and other essential items.

“The Bainum Family Foundation’s support has been immeasurable in BBI’s quest for growth, impact and service — both during these unprecedented times and through its ongoing support of our instructional coaches and practice-based coaching program and its investment in our new facility in 2018,” says BBI Executive Director Marla Dean, EdD.

Other work supported by our emergency funding includes the following:

- » Martha’s Table, Educare and National Children’s Center supported distance learning for children and professional development for staff, while also serving as resource hubs for families by providing meals, diapers and more.
- » Among the many supports it offered to families and other early learning centers, United Planning Organization (UPO) was designated by the District as a primary child care hub for essential workers during the pandemic.
- » Children’s Law Center and DC Appleseed used the Foundation’s emergency funding to reconfigure their organizations for remote work, allowing both organizations to maintain their advocacy services on behalf of families and young children.
- » DC Fiscal Policy Institute helped advocates and families understand pandemic-related changes to the D.C. government’s budget schedule and also trained members of the Under 3 DC coalition on the budget process to ensure effective advocacy on behalf of children and families.
- » DC Hunger Solutions helped government agencies apply for waivers for WIC (Special Supplemental Nutrition Program for Women, Infants, and Children) and CACFP (Child and Adult Care Food Program) to better support access to services, which increased families’ food security in the District amid COVID-19.

**When the pandemic struck, our Early Learning partners were exceptional in their responses, acting with urgency and creativity.**



*Our Early Learning partners — including Bright Beginnings, Inc. (page 24 and left), and Martha’s Table (far left) — have provided a range of vital supports to children and families with emergency funding from the Bainum Family Foundation.*



## FOUNDATION DEEPENS COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

**THE BAINUM FAMILY FOUNDATION HAS SPENT** the past several years focusing on diversity, equity and inclusion (DEI), with the initial goals of promoting an equitable environment for our staff, understanding the impact of racism on the communities and families we serve, and prioritizing equity and inclusion in every facet of our work, ultimately to help all children and families thrive.

Since beginning our formal journey in 2017, we've learned numerous lessons, both individually and collectively, that have helped us move toward becoming a more diverse, equitable and inclusive organization. We recognized that any DEI journey — one done thoughtfully, authentically, and with growth and sustainability as the goals — requires a great deal of persistence.

In 2019, we took an intentional pause to more deeply reflect, gain a broader perspective on our aspirations and come together as a team to identify what we needed to support the next chapter of our DEI work. Through a staff-led search and interview process, we identified and engaged a consulting partner that proved to be a fantastic fit for pushing us further in our journey.

Before the pandemic, we had prepared for a robust yearlong undertaking, which included the following components:

1. Holding all Foundation leaders accountable to success, but also — for the first time in our history — creating an internal team with explicit accountability for leading and evaluating our efforts: Organizational Learning and Effectiveness (OLE).
2. Establishing and actively seeking input from a staff-led DEI committee that comprises staff of all levels and backgrounds.
3. Establishing our first DEI philosophy and long-term organizational goals (with corresponding short-term tactics and milestones) that will move us toward our long-term DEI philosophy, both internally and externally.



The triple crises of 2020 — health, racial justice and economic — have not only affirmed our need to embed DEI into our work, but also amplified the urgency and passion of our discussions. Across our entire organization — the staff, Board and Bainum family — we have engaged in deep reflection, coming to the realization that we must explicitly center racial equity and community to become an anti-racist organization. We built our capacity to have difficult conversations that would propel us forward. And we're working to actively create vulnerable spaces, share challenges, push one another to go further and truly establish the roots of an anti-racist culture. By no means do we have this all figured out, but we've made substantial progress.

Our DEI commitment is now inseparable from our strategic conversations and planning. Our intention of being an anti-racist organization is now simply who we are and what we do, and it is a critical part of our efforts to drive systemic change.

Beyond our internal equity discussions, our OLE and program teams have been creating learning and coaching opportunities for our partners so that we can support them in their own equity and inclusion journeys. In the coming year, we will also be bringing together philanthropic organizations of varying sizes, backgrounds and focus areas so we can all have racial equity conversations — to learn, grow and make a collective impact as a field.

We know we cannot help all children thrive without acknowledging and addressing the structural and cultural inequities in our organization and society, so we will keep intentionally and systematically engaging in policies, practices and systems that promote justice and equity for our staff, partners and community. We know we have a lot more work ahead of us, but we're committed to this learning journey because we know it is essential to truly experience growth and create sustainable change.

**Our DEI  
commitment  
is now  
inseparable  
from our  
strategic  
conversations  
and planning.**



*Before and throughout the pandemic, we have moved forward in our DEI journey, engaging a new consulting partner and initiating conversations with staff to reexamine how we embed equity and inclusion within our work.*

*Our colleague Marcus Gray (shown on page 26) was a leader in our DEI work. See our tribute to him on page 6 of this report.*



## OUR INVESTMENTS

The Bainum Family Foundation is a private operating foundation, so we differ from grant-making foundations in several key ways. Operating foundations actively conduct their own charitable, educational or other exempt programs and activities, and they also are required to distribute a specified percentage of their income annually for charitable or other exempt purposes.

Our status as an operating foundation gives us the opportunity to work hand in hand with partner organizations to achieve our goals, and it allows us to engage directly and regularly with the communities we serve and support. This connection was important to our founders and remains an essential part of how we work.

During our 2019/2020 fiscal year, we invested in the following areas: Early Learning and School Mental Health (which together form our D.C. Wards 7 and 8 Initiative), Seventh-day Adventist Initiative and Food Security Initiative, plus the Bainum Foundation Farm. Through our Family Philanthropy Initiative, we also support the ongoing

philanthropic efforts of four generations of the Bainum family.

The COVID-19 pandemic, combined with the intensified racial justice movement, led us to reexamine our investments during spring 2020. We offered partners the flexibility to use their remaining funding as they saw fit to meet urgent organizational and community needs. We also asked what else they needed to best support children and families and to fortify their own organizations to weather the crises.

In response to these requests, and as part of communitywide funding collaborations, we provided an additional \$3.4 million in emergency funding from April through June 2020 for everything from remote-work technology and pandemic-related program activities to sanitation supplies and a cold-storage truck to deliver food to households in need. Following is a summary of the investments we made during this fiscal year. With the pandemic far from over and the impact still profound, we will continue to assess and respond to community needs in the year ahead.

**79%**  
PROGRAM  
INITIATIVES  
\$22.9 million

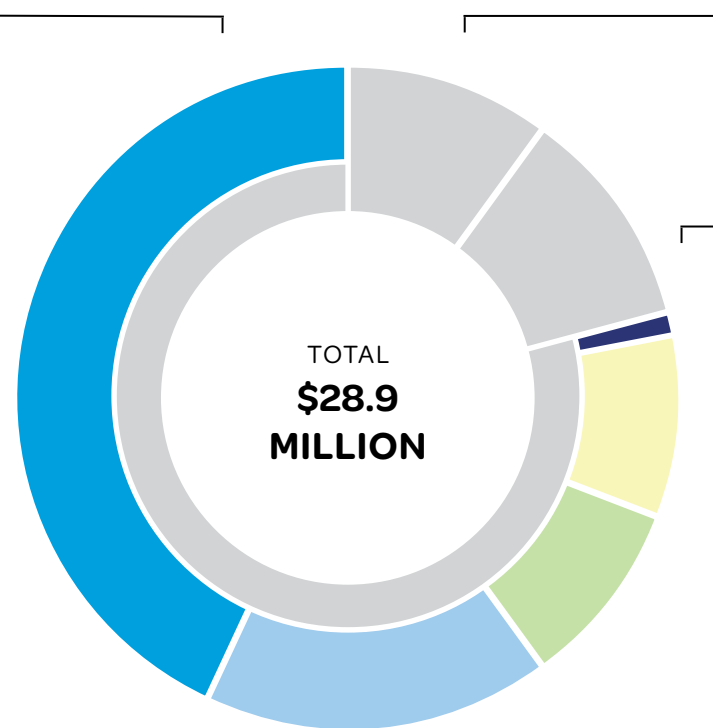
**43%**  
EARLY LEARNING  
AND SCHOOL  
MENTAL HEALTH\*  
\$12.4 million

**17%**  
SEVENTH-DAY  
ADVENTIST  
INITIATIVE  
\$5.0 million

**9%**  
FAMILY  
PHILANTHROPY  
INITIATIVE  
\$2.6 million

**9%**  
FOOD SECURITY  
INITIATIVE  
\$2.5 million

**1%**  
BAINUM  
FOUNDATION  
FARM  
\$400,000



**10%**  
INITIATIVE  
SUPPORT  
SERVICES  
\$2.9 million

**11%**  
GENERAL &  
ADMINISTRATIVE  
\$3.1 million

\*Together, these areas of work form our D.C. Wards 7 and 8 Initiative.



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We would like to thank the following partners for providing photos of their work for this annual report:

AGA KHAN FOUNDATION  
BRIGHT BEGINNINGS, INC.  
DREAMING OUT LOUD, INC.  
FRESHFARM

THE LOURIE CENTER  
FOR CHILDREN'S SOCIAL &  
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MARTHA'S TABLE  
OASIS COMMUNITY PARTNERS  
ONWARD

We would also like to thank our photographer, Eli Turner of Eli Turner Studios, and other partners (Eagle Academy Public Charter School, Kings & Queens Childcare Center and United Planning Organization) for helping us safely capture other images to tell the story of this year.



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