



SPiRiT OF COMMUNITY

2020/2021 IMPACT REPORT

 **zilber**
family foundation

LETTER FROM MARCY JACKSON

The spirit of community. That's what comes to mind when we think of the past 18 months. In this, the Foundation's first impact report, we take a look back on the prior 18 months of our investment in community. Our efforts reflect Joe and Vera Zilber's deep commitment to the Milwaukee community where they raised their family and built a successful real estate company, and to Hawaii, a place near and dear to them both. With their vision and values guiding us, we strive to direct our resources and support to the organizations meeting essential needs, catalyzing opportunity, and creating more equitable and prosperous communities.

It's easy to recall the challenges that enveloped our families and communities with the onset of the COVID-19 pandemic – illness, isolation, economic decline, and social and racial injustices. What's less obvious to many are the ways in which our communities responded to these intersecting crises. People and partners across sectors acted quickly — with compassion, urgency, innovation, and resolve — to work together for the greater good. At the Foundation, we created a special COVID-19 relief fund that supported our current grantees who were impacted by the pandemic to help them meet the urgent needs of those they serve. We led and joined coalitions to get PPE, funding, and other resources to direct service providers on the front lines. And we leveraged our strong relationships and partnerships with dozens of funders to deploy more resources into the community.

While this time has been difficult on many levels, we are filled with hope for the year ahead. We are so very thankful to our partners, especially the community-based organizations and leaders, who constantly strive to address our most pressing community needs. As we look ahead, we will continue to be inspired by the spirit of community that kept us going these past 18 months.

Marcy Jackson
Board President
Zilber Family Foundation

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OUR MISSION

We are dedicated to enhancing the wellbeing of individuals, families and neighborhoods by investing in nonprofit organizations to: address basic needs and help ensure personal safety; increase access to social and economic opportunity; and improve the quality of life in neighborhoods.

The four approaches to living the Zilber Family Foundation mission:

GRANTMAKING

We award grants to mission-aligned organizations in Milwaukee and Hawaii, and in cities where Zilber Ltd. operates.

CAPACITY BUILDING

We support nonprofits, their leaders, and community members to develop the skills and expertise to succeed.

PARTNERSHIP DEVELOPMENT

We build and engage in cross-sector partnerships to align and leverage resources that accelerate impact.

PERFORMANCE IMPROVEMENT

We apply our expertise, knowledge, and creativity to continuously improve our performance.



ZILBER NEIGHBORHOOD INITIATIVE

For 13 years, the Zilber Neighborhood Initiative (ZNI) has invested in quality of life improvement strategies in partnership with residents and local organizations in the Lindsay Heights, Clarke Square, and Layton Boulevard West neighborhoods in Milwaukee.

Since 2019, the Foundation has targeted investments to support affordable housing and community economic development. We are committed to authentic partnership and developing and supporting solutions that are informed by people who live, work and serve in the neighborhoods.



LEAD AGENCIES

Lead agencies work in each neighborhood to identify priorities, attract resources, and advocate on behalf of residents and stakeholders. The Foundation provides general operating and project support to lead agencies to advance our mission and collective goals. We are grateful for our partnerships with the following organizations whose leadership and dedication to community development have helped improve the quality of life in Milwaukee neighborhoods:

Walnut Way Conservation Corp.

Sustains economically diverse and abundant communities through civic engagement, environmental stewardship, affordable housing, and wealth building in Lindsay Heights.

Clarke Square Neighborhood Initiative

Supports the development of homes, public spaces, safe streets, landmark places, and small businesses to create a strong, vibrant, and diverse neighborhood.

VIA CDC

Invests in building strong, healthy neighborhoods where everyone can thrive and has access to equitable economic opportunity and quality affordable housing in Layton Boulevard West.

The Foundation awarded \$5.5 million to support the ZNI in the last 18 months.

The Zilber Neighborhood Initiative grants support quality, affordable housing and community economic development projects and programs where there is alignment with resident and community priorities, capacity to drive measurable change, and opportunity to scale solutions.

HOUSING

Improve access to quality, affordable, and stable housing. To advance this goal, we partner with organizations that focus on expanding access to secure homeownership, improving property conditions, and preserving affordable rental housing.

Story of Impact: Revitalize Milwaukee

Over the last 20 years, Revitalize Milwaukee has grown to become the largest provider of free home repairs in southeastern Wisconsin. Its goal is to preserve affordable housing and revitalize vulnerable communities; thereby impacting individuals and families, improving economic stability and stabilizing neighborhoods. Revitalize Milwaukee provides assistance for low-income, seniors, veterans and people with disabilities who want to stay in their homes.

CEO Lynnea Katz-Petted shared the impact that the Zilber Family Foundation has had on the organization. "The Zilber Family Foundation changed the trajectory of Revitalize Milwaukee so that we are able to help so many more people today. Working with them is a true collaboration and partnership."



A STORY OF IMPACT:

Patricia is a single mother of six whose low income made home improvements in her Clarke Square neighborhood home insurmountable. Revitalize Milwaukee identified the family's need for reliable plumbing and home renovations and formed partnerships with the family's school and WE Energies. Through the support of Revitalize Milwaukee, Patricia was able to update her water heater, furnace and complete bathroom and kitchen remodels. Patricia and her kids are able to live and learn in a safe and clean environment, improving their quality of life.

COMMUNITY ECONOMIC DEVELOPMENT

Increase economic growth and the income and net worth of residents in ZNI neighborhoods. To advance this goal, we partner with organizations that focus on improving conditions of commercial corridors, supporting small business development, and expanding financial education and skill building.

Story of Impact: WWBIC

Since 1987, WWBIC has been helping open the doors of opportunity to women, people of color and veterans who are starting or expanding a business; yet face barriers to accessing traditional financing and resources.

As a Zilber Family Foundation grantee, WWBIC has been able to apply a “micro power” to “macro impact” approach, providing small equity investments, plus counseling and support, to neighborhood business owners.

According to Wendy Baumann, president of WWBIC, the Foundation “is one of the most progressive organizations I have worked with because they really understand what we need to make an impact and better our community.”

A STORY OF IMPACT:

Faviola Limon started selling floral arrangements out of her home 10 years ago and dreamed of having her own store front. With the help of WWBIC workshops and one-on-one counseling, she created her business plan, took accounting and marketing classes, organized her finances and located a storefront. Through the support of the Zilber Family Foundation, Limon received a \$2,500 grant that will assist her with the signage for her shop, Favi's Flowers located in Layton Boulevard West.



LEGACY

The Foundation recognizes the importance of meeting the basic needs of youth and families, supporting the critical work of human service agencies, and creating greater access to opportunity.

The Legacy Program provides resources to organizations serving individuals experiencing homelessness and those experiencing mental health, substance abuse, or family violence challenges; healthy youth development; and access to higher education. When these basic needs are met, individuals and communities can thrive. The Legacy Program prioritizes multi-year general operating grants, and grants to support capacity and organizational effectiveness.

The Foundation awarded \$2.1 million to its Legacy partners.

STORY OF IMPACT: NEU-LIFE COMMUNITY DEVELOPMENT

Neu-Life Community Development, a youth development organization in Lindsay Heights, has partnered with the Foundation for the last decade. Neu-Life provides year-round educational and recreational programs for youth, from early childhood to young adulthood.

The Foundation has been instrumental in providing multi-year, general operating and capital grants to support Neu-Life's programming and organizational effectiveness. According to Jody Rhodes, Neu-Life's executive director, the Foundation's support has helped to enhance the lives of the kids they serve through programs like human trafficking prevention, urban gardening and catering, and the NeuMedia

digital media studio. With the Foundation's grants, long term, big picture plans are coming to life and creating space for generations to come.

"Zilber has worked with us as a true partner...it's almost like they reach out before they even know we need the help. And whenever we reach out for something innovative they say, 'go for it, let's do it.'"

I think back to where we were 10 years ago and where we are now, we're so much stronger... it's been a nice slow journey with Zilber along the way helping us get the crucial funding we need."

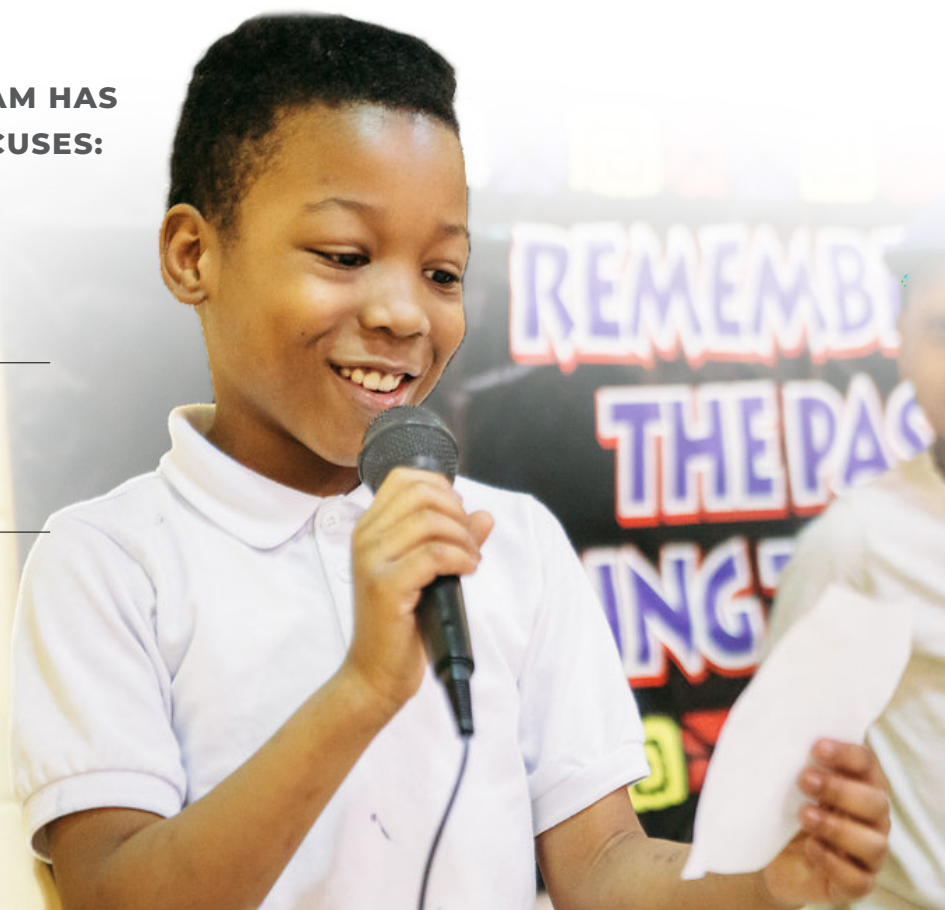
— Jody Rhodes, *Neu-Life Community Development*

THE LEGACY PROGRAM HAS THE FOLLOWING FOCUSES:

**Basic
Human Needs**

**Youth
Development**

**Higher
Education**



STORY OF IMPACT: HO'ŌLA NĀ PUA

Ho'ōla Nā Pua (New Life for Our Children) is committed to the prevention of sex trafficking while providing a continuum of care for exploited and at-risk youth ages 11 – 24. HNP is considered a national leader in the effort to stop sex trafficking permanently, and recently opened Hawaii's first residential treatment program for trafficked children. According to Jessica Muñoz, HNP founder and president, the Zilber Family Foundation is a respected philanthropic leader in Hawaii. In addition to grant support, the Foundation staff and board serve as advocates for the youth HNP serves.

Zilber consistently identifies opportunities to partner with other organizations and leverage additional funding for HNP's growth and sustainability. The issue of sex trafficking can be difficult to confront, and Zilber has never shied away from shining a light on this important issue.

In 2020, HNP named its culinary training kitchen "Vera's Kitchen" after the matriarch of the Zilber family, who often gathered loved ones for meals. Vera means truth — a core value of Ho'ōla Nā Pua.

HAWAII

The Foundation supports nonprofit organizations in Hawaii, especially those focused on supporting and empowering vulnerable individuals and families, particularly in Oahu.

Recent grants have supported youth development, homeless services, women and girls, and anti-sex trafficking programs. The Foundation provides program, operating, and capital grants to meet the needs of its partners.

The Zilber Family Foundation awarded \$1.1 million to its Hawaii partners.



GENERAL

More than 70 years ago, Joseph Zilber founded Zilber Ltd., a real estate development company headquartered in Milwaukee.

Together, the company and the Foundation support employees' interests and commitment to giving back through a variety of programs. We co-sponsor workplace giving campaigns across Zilber Ltd.'s regional offices, and match employee contributions to organizations like the United Way and United Performing Arts Fund. Through our Zilber Gives Back program, we offer employees the opportunity to engage in service days, which are recognized with a Foundation grant to the benefiting nonprofit.

Each of the Foundation's eight Board members also participate in our charitable giving, allocating a portion of the Foundation's annual grantmaking budget to organizations and causes with special importance to them.



The Foundation awarded \$1.2 million in support of General programs.



COVID-19 RESPONSE

When the world as we knew it came to a halt in March of 2020, we all felt the reverberation of COVID-19 disrupt our lives. We knew we had to act quickly to support those most impacted by the pandemic.

In April 2020, the Foundation's board approved the release of \$3 million in additional grant funds to respond to the social and economic impact of COVID-19 in our communities. We provided emergency response funding, eased or eliminated restrictions on current grants, advanced grant payments, and listened to our grantee partners about pressing needs. We also began preparing for longer-term recovery efforts. The pandemic pressed us to respond with urgency, innovation, and collective action.

Most of our COVID grant dollars went to existing partners to support unexpected expenses and emergency response programs to meet increased demand. At organizations like Guest House of Milwaukee, Cathedral Center, and the Institute for Human Services, emergency funding enabled homeless service providers to purchase equipment and supplies, pay hazard wages, and retrofit shelters to meet public health standards. This flexible funding alleviated some of the stress associated with the uncertainty of the pandemic.

COVID-19 magnified persistent and disturbing inequities across a multitude of neighborhoods, populations, and systems. The negative effects of the pandemic hit the most vulnerable populations first and hardest. Many in our communities continue to exist in survival mode, worrying about how to keep their businesses open, pay the rent, or put groceries on the table. We remain committed to working with our grantees and cross-sector partners to establish shared priorities and collective investments that benefit those most impacted by the pandemic.



***The
Foundation
awarded
\$2.1 million
in support
of COVID-19
Response.***



GRANTMAKING

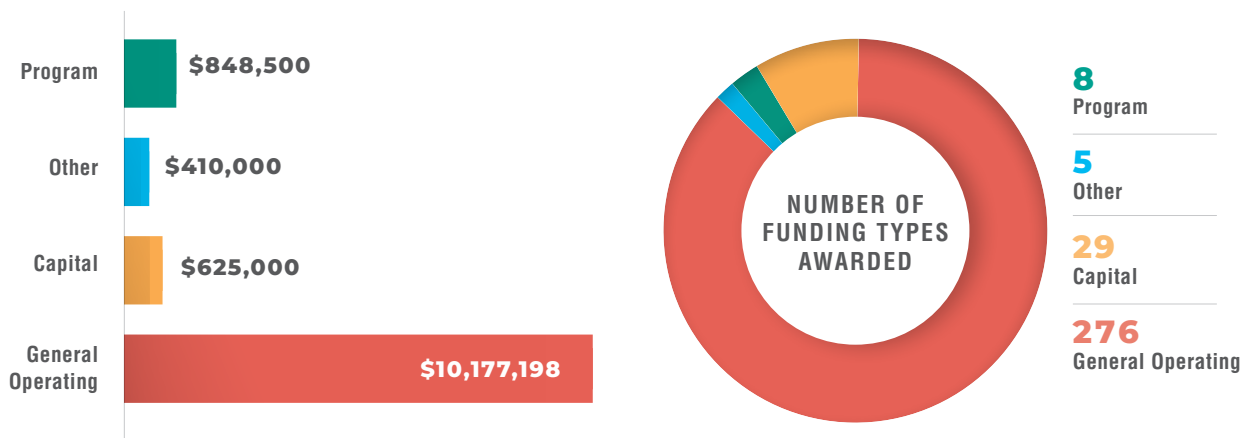
The Zilber Family Foundation is a private foundation that spends at least 5% of its assets on charitable activities. In the past five years, the Foundation has paid out \$51.5 million through grantmaking and other charitable activities.

Since July 2019, our grantmaking has been allocated across four primary program areas: Zilber Neighborhood Initiative, Legacy, Hawaii, and General. In April 2020, the Board of Directors allocated an additional \$3 million in grant funding to support COVID relief efforts in Milwaukee and Hawaii. Across all program areas, the Foundation awards multi-year general operating support. This long-term, flexible funding allows organizations to allocate resources where they are most needed. We believe this approach helps build trusting relationships, mutual accountability, and better outcomes.

For a complete list of grantees, see our [website](#).

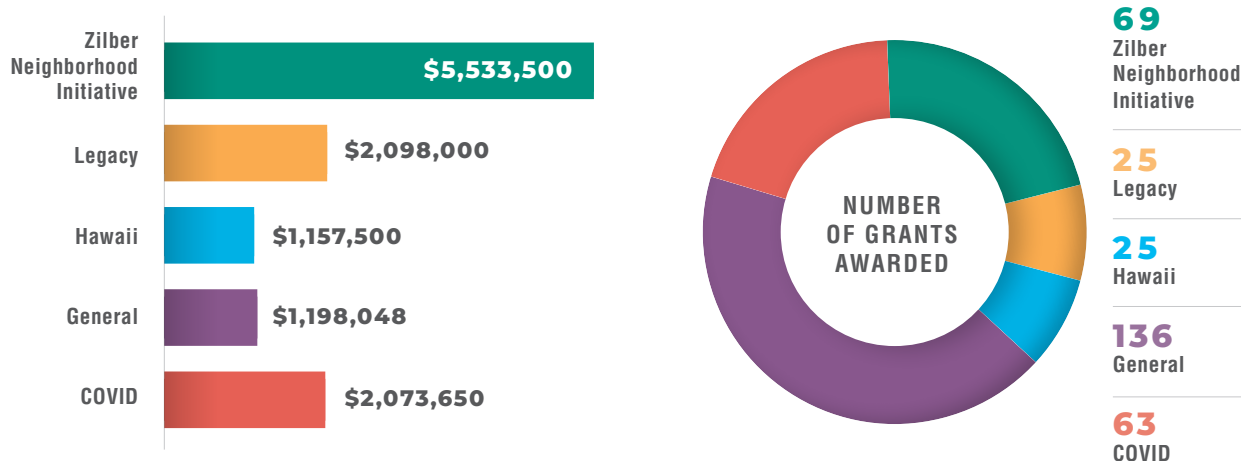
GRANTMAKING ACTIVITY BY TYPE OF GRANT

January 1, 2020 to June 30, 2021



GRANTMAKING ACTIVITY BY PROGRAM

January 1, 2020 to June 30, 2021



The Foundation has paid out a total of \$12,060,698 through grantmaking in the last 18 months.

BOARD OF DIRECTORS

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Special Assistant*

HISTORY

The Zilber Family Foundation is a private, independent grantmaking institution founded by the late Joseph J. Zilber in 1961. Born and raised in Milwaukee, Joe Zilber attended Milwaukee public schools and Marquette University, where he met his wife, Vera. They lived and raised their children in Milwaukee, where Joe established Zilber Ltd., a residential and commercial real estate firm.

MISSION

We are dedicated to enhancing the wellbeing of individuals, families, and neighborhoods by investing in nonprofit organizations to: address basic needs and help ensure personal safety; increase access to social and economic opportunity; and improve the quality of life in neighborhoods.

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