

2025 CLA Foundation Impact Report



Our Collective Impact

962

grants since 2015

\$16.5M+

granted since 2015

186

grants awarded in 2025

\$3.6M

granted in 2025

13,590+

volunteer hours in 2025

The CLA Foundation serves as the philanthropic extension of the CLA Promise, working to connect diverse networks to create career opportunities through *education, employment, and entrepreneurship*. The CLA Foundation is funded by our CLA family members through financial support, volunteer service, and in-kind donations. The CLA Foundation is a private 501(c)(3) organization funded *solely by donations* from CLA family members, and does not accept grant proposals from outside organizations — all grant nominations originate from CLA family members.

“Every gift to the CLA Foundation is a spark of possibility — fueling hope, opportunity, and lasting community impact. The foundation is not just an extension of CLA values, it’s how we put those values into action every day.”

- **JEFF VRIEZE**

*Strategic Project
Leader*



CLA Foundation's Mission

Our mission is to connect diverse networks to create career opportunities through education, employment, and entrepreneurship.



EDUCATION

Supporting learning and development

Education is the cornerstone of opportunity and empowerment. We are committed to supporting initiatives that provide access to quality education for all individuals, regardless of background or circumstance — from early childhood development programs to scholarships for higher education.



EMPLOYMENT

Building pathways to success

Employment is more than just a job — it's a pathway to economic stability and self-sufficiency. The foundation partners with organizations that offer job training, career development, and workforce readiness programs. By equipping individuals with the skills and resources they need to thrive in the workforce, we are helping to build stronger, more resilient communities.



ENTREPRENEURSHIP

Fostering innovation and growth

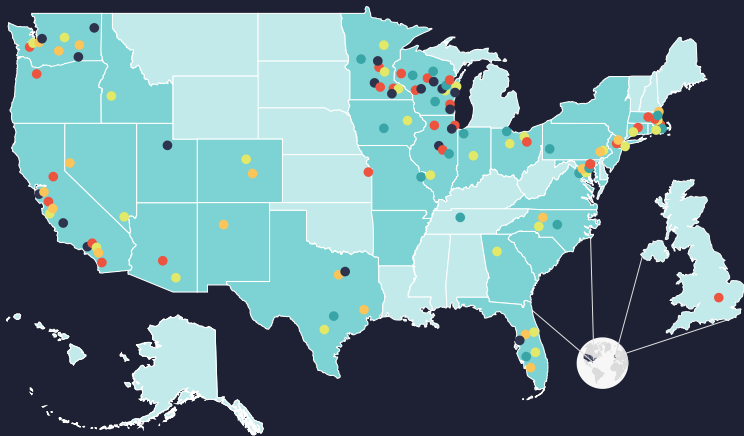
Entrepreneurship is the engine of economic growth and innovation. Through the CLA Foundation, we support aspiring entrepreneurs and small business owners by providing access to mentorship, training, and resources.

Grantmaking in 2025

Through five employee-driven grantmaking programs, the CLA Foundation advanced its mission in 2025 by supporting organizations making an impact in the communities where our employees live and work:

- Community Action Fund
- Strategic Impact Fund
- Virtual Belonging Communities Fund
- High School Internship Grant Fund
- Paul J. Wood Award

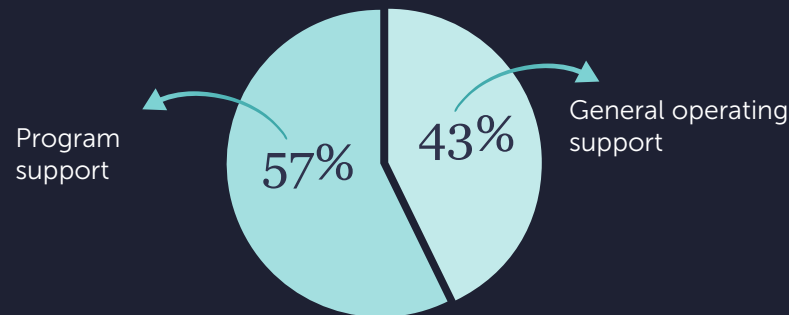
Below is a map **highlighting** the states where the CLA Foundation’s grantees are making an impact. The multi-colored dots are CLA office locations.



Impact from grant programs in 2025

Community Action Fund.....	\$2,000,000
Strategic Impact Fund.....	\$1,500,000
Virtual Belonging Communities Fund.....	\$90,000
High School Internship Grant Fund.....	\$10,000
Paul J. Wood Award.....	\$2,000
Total grantmaking community impact.....	\$3,602,000

Grant types



Grantmaking Program Spotlight

Strategic Impact Fund

In 2025, the Strategic Impact Fund awarded \$1.5 million in grants to two organizations, reinforcing the funds commitment to empowering students through enhanced scholarship opportunities and advancing innovative nonprofit support. These two major investments reflect the Foundation’s mission to strengthen communities by supporting education, employment, and entrepreneurship.

Scholarship America: The CLA Foundation reinvested in its Opportunity Scholarship program by granting \$1.25 million to Scholarship America. By building on the scholarship program established in 2024, the CLA Foundation will be able to award additional \$15,000 scholarships through expanded outreach in CLA communities across the nation. This strategic grant underscores the Foundation’s ongoing commitment to removing barriers and creating pathways to success for students from varying backgrounds.

Venn Foundation: The CLA Foundation awarded a \$250,000 grant to the Venn Foundation, marking the beginning of a social impact investment strategy designed to diversify the ways the CLA Foundation supports nonprofits. Through this innovative collaboration, the Foundation aims to empower organizations with new financial tools, resources, and sustainable investment.



The CLA Foundation earned the Irving Innovation Award for student-first program design for the Opportunity Scholarship program in 2025.

Leading With Heart: Kirthi Mani's Philanthropic Journey

For Kirthi Mani, purpose is not a concept — it's a practice.

From an early age, Kirthi, CLA's chief people officer, learned that generosity is not about how much you have, it is about caring for others and choosing to share what you can. "My parents taught me that it is about the heart to care and the willingness to share, even when you have very little." That lesson has shaped how she leads, serves, and shows up for others throughout her life.

A Mission That Reflects Her Values

Kirthi felt drawn to the CLA Foundation because its mission mirrors what she believes both personally and professionally. "The CLA Foundation reflects who we are as a firm. Its focus on education, employment, and entrepreneurship aligns deeply with my belief that opportunity should never be limited by circumstance."

In her day-to-day work, Kirthi centers her leadership on people and creating pathways that help them thrive. The Foundation's purpose felt both familiar and deeply personal. One story that stays with her is from Lindsay Wrege, cofounder of 321 Coffee. Lindsay spoke at a CLA event about creating inclusive employment for adults with intellectual and developmental disabilities.

"It was a moment that stayed with me — a reminder of what is possible when we invest in people. You could see confidence being built and purpose taking root."

- KIRTHI MANI

Chief People Officer



Leading With Heart: Kirthi Mani's Philanthropic Journey

Giving With Intention and Hope

Like other CLA family members, Kirthi believes that philanthropy should uplift, empower, and create opportunities. She explained that real success is seen in the opportunities we spark, the confidence we build, and the futures we help unlock through the Foundation's support. That is why it is critical for the Foundation and the CLA family members to be able to be thoughtful participants in the giving process, to determine what will make lasting change.

Looking ahead, she hopes the Foundation continues to expand access to education and meaningful career paths while strengthening communities across the country "The Foundation can help redefine what is possible. Investing in people strengthens communities, economies, and futures."

To fellow donors and supporters, Kirthi's message is simple and sincere. "Every act of giving carries hope. Together, we are building something far greater than any one of us."



CLA Foundation Leadership

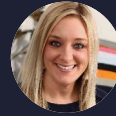
The CLA Foundation is governed by a 15-member volunteer Board, representing diverse industries, regions, and experience across the CLA family, in partnership with staff to advance the Foundation's mission locally.



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Principal



Diego Ahumada
Principal



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Executive Director



Brita Midness
Grants and Operations Director



Jenni Ummel
Development and Service Coordinator

For question or additional information contact
CLAFoundation@CLAconnect.com

2025 Community Action Fund Grantees

Organization	Support type	Grant amount
916 Ink	General operating	\$10,000
A Gift for Teaching	Program support	\$9,500
A Safe Haven Foundation	Program support	\$7,000
Access to Capital for Entrepreneurs	General operating	\$9,000
Ace Mentor Program of America Inc	Program support	\$9,500
Achievement Academy	Program support	\$10,000
Advancing the Line for Veterans	Program support	\$9,000
Alliance For Independence	Program support	\$10,000
American Corporate Partners	Program support	\$9,000
Aptiv	Program support	\$22,000
ArtMix, Inc.	General operating	\$8,000
ArtsinStark	Program support	\$5,000
Aspiro, Inc.	Program support	\$18,000
Asset Builders of America, Inc.	Program support	\$5,000
Avenue of Life Inc	Program support	\$14,000
Big Brothers Big Sisters of Fond du Lac County	Program support	\$10,000
Big Brothers Big Sisters of Southern Arizona, Inc.	Program support	\$14,000
BizStarts Milwaukee Inc	General operating	\$10,000
Bloom for Women	Program support	\$20,000
Boys & Girls Clubs of Monterey County	Program support	\$9,000
Boys & Girls Clubs of the Columbia Basin	Program support	\$8,000
Breakthrough Silicon Valley	General operating	\$11,000

Organization	Support type	Grant amount
Bridgeway Behavioral Health Services	Program support	\$7,000
Builders Bridge	Program support	\$5,000
Camp Fire Minnesota	Program support	\$47,500
Capital Impact Partners	General operating	\$9,000
Careers in Construction Colorado	General operating	\$5,750
Center for Land-Based Learning	General operating	\$6,500
Central Minnesota Council, Scouting America	Program support	\$31,000
Central Queens Academy Charter Schools	General operating	\$9,000
Changing Lives Together Foundation Inc.	Program support	\$5,000
Charlotte Bilingual Preschool	General operating	\$5,000
Children's Museum of Eau Claire Inc	General operating	\$22,000
CHOC Foundation	Program support	\$25,000
Christ Child Society, Inc.	Program support	\$8,000
Christian Community Action Inc.	Program support	\$15,000
Citizens Development Center dba U&I	General operating	\$16,000
City Year Denver	General operating	\$5,750
CLC, Inc.	Program support	\$16,000
College Access Partnership, Inc.	General operating	\$12,000
CollegeBound Foundation	General operating	\$10,000
CollegeReady, Inc.	General operating	\$14,000
Collider Foundation	General operating	\$15,000
Columbia Basin Foundation	Program support	\$14,000

2025 Community Action Fund Grantees

Organization	Support type	Grant amount
Construction Industry Educational Foundation	General operating	\$10,000
Cookie Cart	General operating	\$47,500
COOP Careers, Inc.	Program support	\$12,000
Cornerstone Family Programs	Program support	\$7,000
CREO DuPage, Ltd.	General operating	\$7,000
Cy-Hope, Inc.	Program support	\$10,000
Designed For Joy	General operating	\$10,000
DFW*ATW	Program support	\$16,000
Diamond Beauty Academy	Program support	\$13,500
Digi-Bridge, Inc.	Program support	\$5,000
DIME Program	General operating	\$7,500
Dream Big Darling	Program support	\$9,000
DreamSpring	General operating	\$10,000
Easterseals Central Illinois	Program support	\$11,500
Elevate Atlanta Inc.	General operating	\$10,000
Empowered Tutoring, Inc.	General operating	\$14,000
EPIC Long Island, Inc.	Program support	\$5,000
Esperanza Health Centers	Program support	\$10,000
Fairytale Town Inc.	Program support	\$10,000
FedChoice Charitable Foundation	General operating	\$7,000
Felton Institute	Program support	\$12,000
Fi and Friends	Program support	\$6,000

Organization	Support type	Grant amount
Florence Crittenton Services of Colorado	General operating	\$15,000
Florida Leadership Ventures, Inc. DBA: Elevate Orlando	Program support	\$9,500
Genesys Works Chicago	General operating	\$10,000
Glendora High School Choral Boosters	Program support	\$28,000
Golden Heart Ranch	Program support	\$21,000
GPS Education Partners	Program support	\$15,000
Greater Indianapolis Literacy League Inc. (dba Indy Reads)	General operating	\$8,000
Guadalupe Center Educational Programs Inc.	Program support	\$15,000
Hall Neighborhood House, Inc.	Program support	\$15,000
Heart Math Tutoring	General operating	\$7,500
HELP of Southern Nevada	Program support	\$5,000
Hollenbeck Police Activities League	Program support	\$14,000
Hope Chicago Inc	General operating	\$6,000
Howard Community College Educational Foundation	Program support	\$10,000
HUSTLE Winston-Salem	General operating	\$5,000
ICAN: Improving Chandlers Area Neighborhoods	Program support	\$15,000
Independence Center	Program support	\$8,500
Jobs Plus Incorporated	Program support	\$15,000
Jubilee Association Inc	Program support	\$10,000
Jubilee REACH	Program support	\$20,000

2025 Community Action Fund Grantees

Organization	Support type	Grant amount
Junior Achievement of Eastern Iowa	General operating	\$9,000
Junior Achievement of New Mexico	Program support	\$24,000
Junior Achievement of Southern Nevada	Program support	\$9,000
Junior Achievement of Wisconsin, Inc.	General Operating	\$9,000
Juxtaposition Inc.	Program support	\$47,500
Learn Fresh Education Co.	General operating	\$18,000
Learning Everyday Accomplishing Dreams (LEAD) Girls of North Carolina, Inc.	General operating	\$5,000
Learning Lab, Inc	General operating	\$7,000
Life Concepts, Inc. dba. Quest, Inc.	Program support	\$10,000
Lifeworks Services, Inc.	Program support	\$22,500
Lift for Life Gym	Program support	\$9,000
Lincoln University of Pennsylvania Foundation	General operating	\$12,000
Literacy Nassau, Inc.	General operating	\$5,000
Living Classrooms Foundation	Program support	\$10,000
Madison Public Market Foundation, Inc.	General operating	\$5,000
Martin Trust Partnership in Education for Early Learners	General operating	\$32,500
Maryland Ensemble Theatre Inc	General operating	\$8,000
Milwaukee Science Education Consortium	General operating	\$15,000
NCW Tech Alliance	General operating	\$8,000
New American Pathways, Inc.	Program support	\$9,000
NewBo City Market	Program support	\$9,000

Organization	Support type	Grant amount
Northern Virginia Community College Educational Foundation	Program support	\$8,000
Operation Fresh Start, Inc.	General operating	\$5,000
Orange County Bar Foundation DBA Project Youth OC	Program support	\$16,000
Organized PArents Make A Difference (OPMAD)	General operating	\$8,000
Paraquad, Inc.	Program support	\$8,500
Peoria School District 150 Foundation	Program support	\$10,000
Progress Lakeshore Foundation, Inc.	Program support	\$10,000
Project Hood Communities Development Corporation	Program support	\$10,000
Racine County Economic Development Corporation	Program support	\$10,000
Raise the Bar Hancock County	General operating	\$20,000
Rhode Islanders Sponsoring Education	General operating	\$10,000
Sacramento Valley Manufacturing Alliance	Program support	\$9,500
Scholarship America	General operating	\$9,000
Scholarship America	General operating	\$9,000
Second Harvest Food Bank of Northwest North Carolina	Program support	\$5,000
SecureFutures Foundation, Inc.	General operating	\$10,000
Self Enhancement, Inc.	Program support	\$5,000
Shadow Her	Program support	\$13,500
Social Venture Partners Portland	General operating	\$5,000
Sonia Shah Organization	General operating	\$7,000

2025 Community Action Fund Grantees

Organization	Support type	Grant amount
South Shore Arts, Inc.	General operating	\$7,000
Special Olympics New Jersey Inc.	Program support	\$7,000
Spectrum360	Program support	\$7,000
St. Joseph the Worker	General operating	\$20,000
St. Louis Regional Advanced Manufacturing Innovation Center	General operating	\$9,000
STARability Foundation	Program support	\$7,000
STL Youth Jobs	General operating	\$8,500
Tampa Bay Wave, Inc.	General operating	\$10,000
Tazewell County Resource Centers Inc	Program support	\$13,000
TeenWorks Inc.	Program support	\$8,000
The Education Foundation of Collier County, Inc.	Program support	\$8,000
The Enterprise Center	General operating	\$15,000
The Foundation for Lee County Public Schools, Inc	General operating	\$8,000
The Grady School dba The Madrone School	General operating	\$20,000
The Legacy Project of Stark	General operating	\$5,000
The Lighthouse of Southern MN	Program support	\$11,000
The Little Bit Foundation	Program support	\$8,500
The Market Entry Fund	General operating	\$25,000
The Nashville Entrepreneur Center	General operating	\$14,000
The Patrick Surtain II Foundation	Program support	\$39,500
The Training Source Inc.	General operating	\$8,000

Organization	Support type	Grant amount
The Village for Families & Children, Inc.	Program support	\$5,000
The Will Kenny Foundation	General operating	\$7,500
Thomas Chew Memorial Boys Club Inc	Program support	\$32,500
Toledo Tomorrow	Program support	\$16,000
TomTod Ideas	General operating	\$5,000
Treobytes	Program support	\$10,000
Urbana Neighborhood Connections Center	General operating	\$5,000
USTA Mid-Atlantic Foundation	Program support	\$8,000
Volunteer Center, Inc.	Program support	\$5,000
Washington Apple Education Foundation	General operating	\$14,000
Washington Autism Alliance	Program support	\$15,000
Watkinson School	Program support	\$8,000
West Place Animal Sanctuary	Program support	\$5,000
Whole Latte Love Cafe, Inc.	Program support	\$7,000
Wisconsin Army Cadets	General operating	\$14,000
Women's Business Development Council, Inc.	General operating	\$13,000
WomenRising Inc.	Program support	\$7,000
Workforce, INC dba RecycleForce	General operating	\$8,000
Yakima County Development Association	Program support	\$8,000
Yes Network	Program support	\$16,000
Young Men's Christian Association of West Central Florida, Inc.	Program support	\$7,500

Virtual Belonging Communities Fund Grantees

Organization	Support type	Grant amount
Akron Sneaker Academy Inc.	General operating	\$5,000
American Corporate Partners	Program support	\$5,000
Asian American Leadership Empowerment And Development For Youth and Family	General operating	\$5,000
Asian Youth Center	Program support	\$5,000
Community AIDS Network/ Akron Pride Initiative	Program support	\$5,000
CREO DuPage Ltd	General operating	\$5,000
Horizons Student Opportunities and Results for New Mexico, Inc.	General operating	\$5,000
Native Arts and Cultures Foundation	Program support	\$10,000
Philanthrofund Foundation	Program support	\$5,000
SecureFutures Foundation, Inc.	Program support	\$10,000
Veterans Bridge Home	Program support	\$5,000
Whole Latte Love Café, Inc.	General operating	\$10,000
Women's Employment Network (WEN)	General operating	\$10,000
Young Black Leadership Alliance	General operating	\$5,000

Strategic Impact Fund Grantees

Organization	Support type	Grant amount
Scholarship America	Program support	\$1,250,000
Venn Foundation	Program support	\$250,000

Paul J. Wood Award Recipients

Awardee	Grant amount
Elena Bedner	\$1,000
Nikolas Graff	\$1,000



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