

2023 ANNUAL REPORT



1. Tanenbaum CEO, Rev. Mark Fowler with His Eminence Archbishop Elpidophoros, the Archdiocese of the Greek Orthodox Church of America, and Tanenbaum President and Founder, and Religicide author, Dr. Georgette F. Bennett
2. Founding Members of Tanenbaum Education Advisory Board and Adam Solomon Award Honorees, Angelica Restrepo, Cheryl Rizzo, Faigy Abraham, Sandi Gaynair, and Matthew Diles with Tanenbaum CEO, Rev. Mark Fowler
3. Nina Boe, Tanenbaum CEO Rev. Mark Fowler, and Cameron Smith at PFLAG 50th Anniversary Celebration
4. Divinely Inspired: Celebrating Our Differences Through Art at The Rubin Museum.
5. Mistress of Ceremony, WABC-TV Reporter and Anchor, Sandra Bookman at Tanenbaum's 2023 Gala.



Dear Tanenbaum Community,

Each year brings an increased urgency for religious understanding and inclusion, and 2023 was no exception. The 2023 news cycle revealed the complexities of religion in today's world and in Tanenbaum's areas of expertise - schools, health care settings, workplaces, and in conflict transformation worldwide. We saw religion at the center of topics like school curricula and availability of books, free speech, workplace culture, and global conflicts, to name a few. Rather than respond to the rhetoric around religious diversity, Tanenbaum builds the narrative that respect for religious differences is critical to creating a more just and inclusive world.

In 2023, we expanded our reach and provided resources and solutions to advance understanding and inclusion for people of all beliefs, and none. The release of our new curricula, *Transforming Conflict*, helped educators explore the nature of conflict as a natural phenomenon and equip students with tools to address differences while valuing the inherent dignity and diversity among students.

Employees and employers across the workforce engaged in conversations about building religiously inclusive and responsive workplace cultures during our annual *Religious Diversity Leadership Summit*.

We discussed pivotal Supreme Court cases like *303 Creative LLC v. Elenis*, as well as the state of religious bias in the workplace and strategies to address the same.

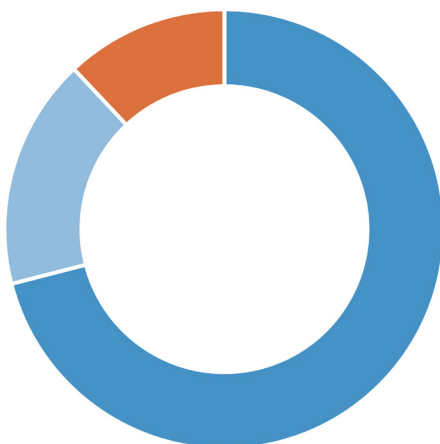
Together, with your support, the Tanenbaum Membership program expanded to more than 67 companies and institutions, providing religious inclusion trainings and resources to over 15,000 people. In November, our Workplace program led a briefing on current events that explored intersectional issues including company's responses to the war between Israel and Hamas with over 100 Chief Diversity and Human Resources Officers. Our Workplace program hosted approximately 75 trainings and support sessions to meet employee requests following October 7th. Together with Tanenbaum Founder and President, Dr. Georgette F. Bennett, we hosted an event for her book, *Religicide*, bringing together New York's interfaith community to discuss the dangers and solutions to religious persecution. We also launched a Faith and Pride video series to debunk harmful assumptions that religion, spirituality, and queerness cannot coexist.

2023 was a year full of accomplishments and reminders that there is still work to be done. The growing urgency we are witnessing around religious diversity means our mission to build respect for people of all faiths and none matters to more people, including you. Thank you for your continued generosity and commitment to our work. We look forward to advancing our vision of a more inclusive world, together.

Rev. Mark E. Fowler
CEO, Tanenbaum

FINANCIAL INFORMATION

EXPENSES



- 71% Programs
- 17% Fundraising
- 12% Management & Administration

Total Expenses: \$2,566,370

REVENUE



- 37% Fee Income
- 18% Grants
- 13% Fundraising Events
- 10% Investment Return, net of fee
- 10% ERTC*
- 12% Contributions & Donations

*Employer Retention Tax Credit

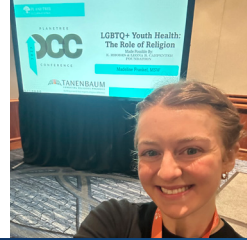
Total Revenues: \$2,847,485



TANENBAUM'S 2023 YEAR IN REVIEW

PEACEBUILDING

- + Created a *Peacemakers in Action* Podcast Discussion Guide for Season 1 of Tanenbaum's *Peacemakers in Action* Podcast series.
- + Tanenbaum CEO Rev. Mark Fowler moderated a panel on Peacebuilding and Conflict Resolution featuring Dr. Scott Appleby, Dr. Katherine Marshall, and Dr. Marc Gopin at the 2023 Religion and Foreign Policy Workshop in May.
- + Recorded Tanenbaum *Peacemaker in Action* Dr. Sarah AK Ahmed's case study audio about her peacebuilding work in Iraq in March.
- + Tanenbaum held a webinar with Tanenbaum *Peacemakers in Action* Dr. Sakena Yacoobi and Dr. Sarah AK Ahmed as part of the NGO Commission on the Status of Women.
- + Tanenbaum and KAICIID hosted a Women in Diplomacy webinar featuring *Peacemaker in Action* Hind Kabawat in July.
- + Tanenbaum CEO Rev. Mark Fowler and *Peacemakers in Action* Dr. Sarah AK Ahmed and Rev. Dr. William "Bill" Lowrey participated in 2 panels in August at the Parliament of the World's Religions Convening in Chicago.
- + Tanenbaum and *Peacemaker in Action* Yehezkel Landau presented peacebuilding tools and techniques at Manhattan College's Holocaust, Genocide and Interfaith Education Center in October.
- + Together with the Aurora Humanitarian Initiative, presented "Faith in Humanity: Religion as a Uniting Force for Good" webinar featuring *Peacemaker in Action* Dr. Sarah AK Ahmed in November.

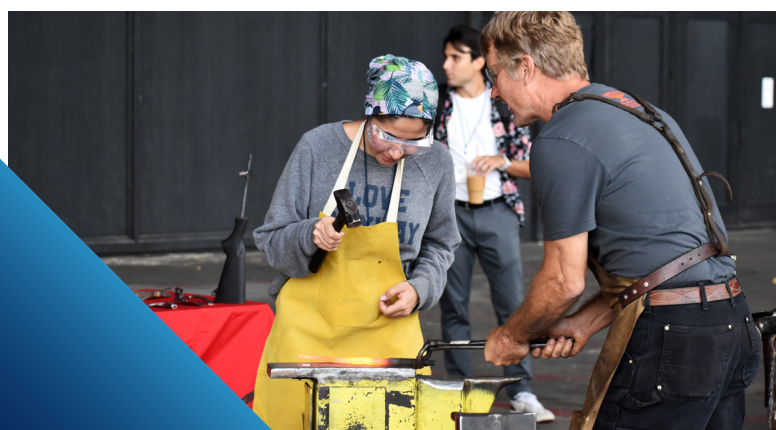


HEALTH CARE

- + The Health Care program welcomed two new Nonprofit Leaders, UT Austin MD Anderson Cancer Center and Westchester Medical Center Health Network.
- + The Health Care program doubled the number of hospitals included in its Membership network.
- + With the generous support of the E. Rhodes and Leona B. Carpenter Foundation, the Health Care program shared its newly updated residency curricula module *LGBTQ+ Youth Health: The Role of Religion* at the Planetree International Conference in Boston, MA in October.
- + The Health Care program developed and facilitated new clinical provider and staff focused trainings, including:
 - Religion as a Social Determinant of Health
 - Intersections of Religious and LGBTQ+ Identities in Health Care
 - Navigating Social Identities with Interreligious Awareness
 - The December Dilemma: Maximizing Opportunities in Health Care

EXECUTIVE OFFICE

- + Tanenbaum signed onto Alliance for Peacebuilding Letter to Congress to provide funding for peacebuilding and conflict and atrocities prevention in the Fiscal Year 2024 appropriations bill.
- + Tanenbaum held a *Religicide* Book Event in partnership with Tanenbaum Founder and President Dr. Georgette F. Bennett and His Eminence Archbishop Elpidophoros, the Archdiocese of the Greek Orthodox Church of America.
- + Tanenbaum CEO Rev. Mark Fowler participated in a panel at U.S. Department of Education Center for Faith-Based and Neighborhood Partnerships.





EDUCATION

- + Gave testimony at the New York City Council Committee on Education and Public Safety in favor of Resolution 476, which calls upon the NYC Department of Education to provide all grade levels with a curriculum that focuses on religious diversity education. Additionally, it offers professional development training to staff and educators to address the rise of anti-religious hate crimes in NYC public schools.
- + Published *Transforming Conflict*, a new core education curriculum, in July. To date, the curriculum has reached **over 26,000 students** nationwide. *Generously funded by the Nissan Foundation, the Pine Tree Foundation of New York, the Sy Syms Foundation, and the Munshi Bishan Singh Kochhar (MBSK) Foundation.*
- + Expanded the Education Advisory Board to **13 teachers** in sites in New York, New Jersey, Michigan, Ohio, North Carolina, Georgia, Texas, and Washington who collectively reach almost **1,200 students**. *Generously funded by the Nissan Foundation, the Wayfarer Foundation, and the Munshi Bishan Singh Kochhar (MBSK) Foundation.*
- + Delivered professional development workshops to New York City Public School teachers representing all five boroughs, reaching approximately **150 educators** in total.
- + Advised the Children's Museum Houston, an institution reaching **over 850,000 children** per year, on its "Faithful Friends" exhibition opening in 2024.



WORKPLACE

- + Hosted first-ever hybrid Religious Diversity Leadership Summit in May 2023, convening 6 sessions with 9 subject matter experts sharing about critical areas of workplace religious diversity for nearly **800 participants**.
- + Expanded the Tanenbaum Membership Program to **over 65 client member** companies and nonprofits.
- + Hosted briefing on current events, with 4 sessions exploring intersectional issues of global relevance including companies responses to the war between Israel and Hamas. **More than 100** Chief Diversity Officers, Chief Human Resources Officers, and Executive Sponsors participated.
- + Delivered **over 40 presentations to 15,000 employees** of varying levels, transferring important knowledge and skills to audiences worldwide.



DEVELOPMENT

- + Tanenbaum's events including Divinely Inspired: Celebrating our Differences through Art, Summer Soirée, Coffees with Mark, and 2023 Gala: Peace Made Possible provided space for conversation, hope, and action throughout the year.
- + We expanded programmatic impact in 2023, realizing an **80% increase in grant funding** for critical projects.



2023 BOARD OF DIRECTORS

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President and CEO
Foa & Son Corporation

Dr. Georgette F. Bennett
President and Founder
Tanenbaum

Rev. Mark E. Fowler
CEO
Tanenbaum

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Adam Solomon
Chairman
Stonewater Capital, LLC

TANENBAUM THANKS ITS 2023 SUPPORTERS

\$50,000+

Dr. Georgette F. Bennett and
Dr. Leonard S. Polonsky CBE
Citi
Merck & Co.
Wayfarer Foundation

\$20,000 - \$49,999

Anonymous
E. Rhodes and Leona B. Carpenter
Foundation
Foa & Son, An Alera Group Company
Monika Machon and Richard Bram
Nissan Foundation
Paul, Weiss, Rifkind, Wharton & Garrison
LLP
Pine Tree Foundation of New York
Henry Rasof
Sarita Kenedy East Foundation
Sy Syms Foundation
Target
The Walt Disney Company
Holly and Michael Weiss

\$10,000 - \$19,999

Cushman & Wakefield
Epstein, Becker and Green
Fidelity Investments
FINRA
Bary Friedberg and Charlotte Moss
Family Foundation

David Heller
Robert and Amy Heller
Farooq Kathwari
Libra Philanthropies
Julian and Kim MacQueen
John Miller
Tarazeta Haynes-Morgan and Michael
Morgan
Munshi Bishan Singh Kochhar (MBSK)
Foundation
Spotify
Judith Thompson

\$5,000 - \$9,999

Accenture
AllianceBemstein
Jacob Benzaquen
Toby Crystal
Rona Elliot and Roger Brossy
Fellowship in Prayer
Suzanne and Doug Henck
Terrance Meehan
Howard Milstein
PwC
Shelley and Donald Rubin
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Arthur Sulzberger Jr.
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Weil

\$1,000 - \$4,999

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