

2024 ANNUAL REPORT



1. Tanenbaum Peacemakers in Action with Tanenbaum CEO Rev. Mark Fowler and staff at Rose Castle Foundation
2. Tanenbaum CEO, Rev. Mark Fowler, at the Religious Diversity Leadership Summit
3. Tanenbaum's 2024 Summer Soirée
4. Faigy Abraham, Anne Rahmouni, and Daniel del Nido
5. Gala guests learn about Tanenbaum's Education program
6. Melinda Zalma, Tanenbaum and Dr. Azza Karam, Lead Integrity at Tanenbaum's Religious Diversity Symposium



Dear Tanenbaum Community,

Through your support, our programmatic work at Tanenbaum continued to meet people where they are - providing students, employees, health care providers, and global peace activists with resources, trainings, and entry points for learning how to respectfully engage with religious diversity.

Our Health Care program experienced a record-breaking year with a membership increase of 150%. With new members including Hackensack Meridian Health and Atlantic Health System, we continue to support doctors, nurses, and health professionals to proactively address religion in health settings and advance better patient-centered care.

We also gathered in person with 14 of our *Peacemakers in Action* from over 10 countries at Tanenbaum's Working Retreat. In the week that we spent together, I had the honor of watching our *Network* of peace activists join in community, share vulnerabilities within their work, and exchange peacebuilding strategies to apply in their local communities. I will never forget the daily jokes exchanged by Pastor James and Imam Ashafa, the warm embraces shared between Yeny and Dishani, or the incredible group selfies

captured on Rev. Jacky's selfie-stick. These moments can only be experienced in person, and I'm so grateful to our donors and the Rose Castle Foundation for making the Working Retreat possible.

In 2024, we saw a continued demand for trainings, consultations, and resources to build meaningful inclusion for employees of all religious and spiritual backgrounds at work. Our Workplace program led 73 trainings for over 5,000 employees. We gathered over 80 senior leaders for our highest-attended Religious Diversity Symposium, strategizing ways to support employee mental health and maintain a culture of respect despite polarization.

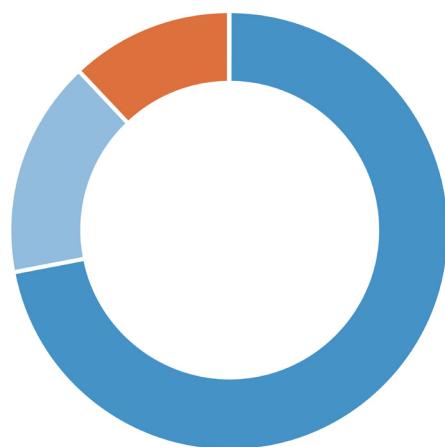
Our Education team provided educators with resources to teach the social and emotional skills needed to build empathy and respectful curiosity among students. Tanenbaum's curricula reached 73,192 students, with one 7th grader sharing, "*I've noticed significant changes as my classmates feel pride in their beliefs. [I've] become more understanding with people who [have] different beliefs than me... we can openly discuss them without any disrespect.*"

Our work is only possible because of your generosity, commitment, and belief in our mission to build a world where all differences are respected. As we face the challenges ahead, your continued resolve is essential – and we look forward to all we can accomplish together.

Rev. Mark E. Fowler
CEO, Tanenbaum

FINANCIAL INFORMATION

EXPENSES



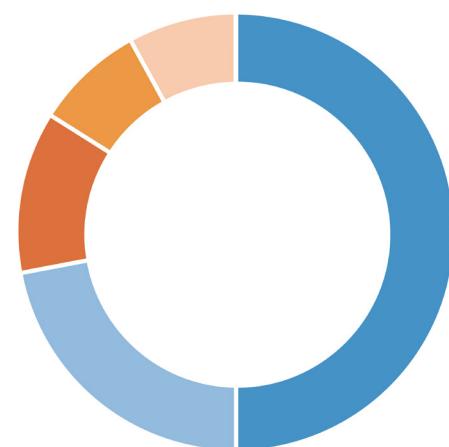
72% Programs

16% Fundraising

12% Management & Administration

Total Expenses: \$2,692,563.00

REVENUE



50% Fee Income

22% Grants

12% Contributions and Donations

8% Fundraising Events

8% Investment Return, net of fee

Total Revenues: \$3,115,778.00



TANENBAUM'S 2024 YEAR IN REVIEW

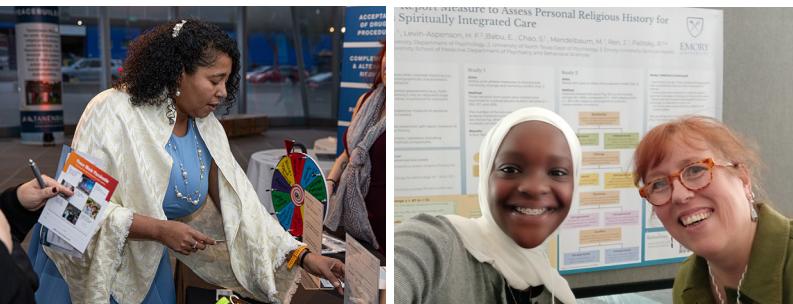
HEALTH CARE

- +A record-breaking year: membership of health care institutions in Tanenbaum's Membership program **increased by 150%**.
- +
- Tanenbaum published *LGBTQ+ Youth Health: The Role of Religion* to help providers navigate topics related to sexual orientation and gender identity with patients from diverse religious backgrounds.
- +
- Springfield College adopted Tanenbaum's *Medical Manual for Religio-Cultural Competence* as part of its curricula for training future health care professionals.
- +
- 890 health care professionals** participated in Tanenbaum's trainings at NYC Health + Hospitals, Penn State Health, and Westchester Medical Center Health Network.



WORKPLACE

- +
- Companies in Tanenbaum's Membership program represented **24% of the Fortune 100 and 20% of Fair360's Top 50 companies**, reflecting a growing commitment to proactively addressing religion at work.
- +
- In high demand: Tanenbaum facilitated **73 religious awareness and inclusion trainings for 5,000+ employees** across diverse industries.
- +
- More than 250 people** attended Tanenbaum's Religious Diversity Leadership Summit at Bloomberg in-person and virtually. Discussions included best practices for faith-based and interfaith employee resource groups.
- +
- Our highest-attended Religious Diversity Symposium **gathered 80+ senior leaders** to strategize on ways to incorporate inclusive practices, support employee mental health, and maintain a culture of respect despite polarization.



PEACEBUILDING

- +
- 14 Peacemakers in Action from over 10 countries** shared best practices, collaborated on new ideas, and renewed their shared commitment to religiously and spiritually-motivated peacebuilding at Tanenbaum's Working Retreat.
- +
- BBC Radio 4 aired Impossible Friendship, featuring Peacemakers Dr. Sarah AK Ahmed, James Lual Atak, and Professor Ephraim Isaac. The episode streamed to millions of listeners and was featured on BBC Highlights of the Week.
- +
- In partnership with Chatham House in London, Peacemakers from Bosnia, Indonesia, Iraq, South Sudan, and Syria discussed the importance of religiously-motivated peacebuilding to **70 guests**, including HRH Prince Michael of Kent.
- +
- The *Peacemakers in Action* partnered with Community of Practice consultants Etienne and Beverly Wenger-Trayner to assess the *Network* in its continued growth and development.





EDUCATION

- Tanenbaum's Education curricula **reached 73,192 students**, providing educators with resources to teach social and emotional skills, including active listening and asking open-ended questions to encourage respectful curiosity about diversity.
- Nearly **1,200 educators** participated in our professional development workshops, gaining practical skills for teaching about religious diversity and inclusion.
- **7 educators serving 585 students** participated in Tanenbaum's Education Advisory Board to develop best practices for inclusive education.
- Tanenbaum and partner educators presented at the National Council for the Social Studies and American Academy of Religion conferences, sharing Tanenbaum curricula and ways to incorporate inclusive education in classrooms.



DEVELOPMENT

- Corporations **increased support by 108%**, leading the way in proactive strategies for addressing religion at work.
- Our Gala, Peace Made Possible, provided guests with interactive opportunities to learn about Tanenbaum's diverse programs.
- Support for our Education program **grew by over 10%**, helping us reach more classrooms with skills for inclusion and respect
- The 2024 Gala also saw the launch of our Ambassador Program where 15 friends and advocates shared their knowledge about our mission and impact.



ADVOCACY & COMMUNICATIONS

- Tanenbaum supported the passing of Res. 0095, spearheaded by the Muslim Community Network to create more religiously inclusive and respectful classrooms in NYC public schools.
- Tanenbaum created *Representing Religion*, a website connecting storytellers and media professionals with self-representational resources from religious and spiritual communities.
- Tanenbaum hosted a screening of *Long Line of Ladies* with Co-Director Shaandiin Tome and cast member Alme Allen at Google.
- *Building Respect*, a new Communications website section with downloadable resources, consistently **ranks in the top ten** pages each month.

Tanenbaum is grateful to our generous corporate sponsors, program funders, and individual donors for their support in 2024.

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Tanenbaum Peacemakers in Action Network at the Working Retreat