



“THERE IS ALWAYS LIGHT”

Foley Hoag Foundation 2021 Annual Report

Foreword

This year's report, entitled "There is Always Light" derives from the inspirational message of Amanda Gorman's spoken word poem delivered at the Inauguration of President Joseph Biden and Vice President Kamala Harris. Gorman's poem describes the "dawn" of a renewed commitment to forge a more just and inclusive society, and ends with "For there is always light, if only we're brave enough to see it. If only we're brave enough to be it." The Foley Hoag Foundation remains dedicated to being a source of "light" and supporting organizations that seek to promote the concepts of social, economic, gender, and racial equality.

This year's report is dedicated to Newell Flather, who passed away in August of 2021. Newell, a devoted advocate of race and gender equality, played an instrumental role in the creation and ultimate success of the Foley Hoag Foundation. The Foundation's concept was born over a lunch many decades ago between Newell and Foundation Trustee Michael Keating to tackle the tough question of improving race relations in Boston. Keating, was a partner at the law firm of Foley Hoag LLP, the firm that had successfully represented the plaintiffs in *Morgan vs. Henigan*, Boston's school desegregation case, a seminal chapter in the city's history and part of America's painful interracial narrative. The focus of lunch that day was to discuss how best to use the settlement funds the firm had received for its work.

The lunch ended with two decisions. First, they agreed that the best way to use the settlement funds was to set up a private foundation—one of the few housed inside a law firm and the first to focus on improving race relations in Boston. Second, the firm was open to Newell's new venture, GMA Foundations, serving as staff for the newly formed Foley, Hoag, and Eliot Foundation, thereby earning it the distinction of being GMA's first client.

There are many accounts of Newell's philanthropic achievements, all of which reflect Newell's lifelong commitment to issues of equality. While his legendary leadership will have lasting impacts across the globe, we would be remiss not to highlight his personal connection to the Foundation and his direct impact on its success, longevity, and continued viability. Newell's passionate and unrelenting dedication to racial and gender equality will continue to live on through GMA and other of Newell's accomplishments, and the Foundation will continue to advance those core principles of equality and creating pathways for those without equal access that defined Newell's life. We will miss his collegiality and guiding hand.



Pursuing Justice for More Than Four Decades



In the decades since Foley Hoag successfully represented the plaintiffs in Boston's school desegregation case, the firm has committed itself to transforming the wrenching events of the past into a promising future.

Using fees awarded to the firm for its victory in that landmark case, the partners of Foley Hoag established the Foley Hoag Foundation in 1980. Originally focused on improving race relations among youth in Greater Boston, the Foundation's mission is now broadened to support programs in Greater Boston, New York City, and metropolitan Washington, D.C., addressing inequality in its various forms, including but not limited to racial, ethnic, gender, and wealth disparities. Through its grant-making activities, the Foundation is committed to creating communities in which all members share equitably in the knowledge, wealth, and resources of society and are free to achieve their full potential. The Foundation's mission is to award grants to organizations working to improve the social climate by addressing inequality in its many forms and to combat the continued effects of historic discrimination. Supported programs include arts and cultural activities, youth education, development, and leadership programs, college and job readiness training, criminal justice reform, and assistance with advocacy and civic engagement.

Since its inception more than 40 years ago, the Foundation's work is driven by a simple belief: it can make the world a better, more equitable, place. Its relevance and importance during the last two years is undeniable. The unprecedented events of 2020 and 2021, i.e., a global pandemic, the horrific murder of George Floyd, the prominence of the Black Lives Matter movement, and the rise in violence against the Asian and Pacific Islanders ("AAPI") community, underscore the Foundation's continued relevance more than 40 years after its creation. As Ed Yong, staff writer for the Atlantic noted, "The coronavirus pandemic has upended nearly every facet of our lives, revealed deep-rooted vulnerabilities in our world, and left scars that will define a generation." The second year of the pandemic brought new challenges and highlighted its continued inequitable impact on minority and economically-challenged communities. As it did in 2020, the Foundation responded. In 2021, in addition to our traditional spring and summer grant rounds, we added special racial justice grants aimed at addressing and combatting the dramatic rise in violence against the AAPI communities.

A five-member Board of Trustees, including three firm partners, guide the work of the Foundation. Lawyers and staff at Foley Hoag play an active role in the activities of the Foundation, including reviewing grant proposals and recommending grantees to the Foundation's Trustees. Since 1981, the Foundation has awarded nearly \$3.6 million in grants to more than 400 organizations.



Mossik Hacobian



Michael B. Keating



James Montgomery



Jeffrey Mullan



Jeanne Pinado

Boston, New York & Washington D.C.



With the assistance of GMA Foundations and Foley Hoag volunteers, the trustees **awarded grants totaling more than \$465,000** to dozens of organizations in Boston, New York, and Washington, D.C., the most in the Foundation's history. In addition to the \$175,000 the Foundation awarded in its spring and fall grant rounds, it awarded \$285,000 in a special racial justice grant round to combat the abhorrent rise in violence against the AAPI community. Finally, for the first time in its history, the Foundation partnered with the Boston Bar Foundation to sponsor a Diversity, Equity and Inclusion fellow.



2021

Speaker Series



The Foley Hoag Foundation Speaker Series is committed to inspiring dialogue, community engagement, and civic education and learning about issues related to equity and inclusion among people of diverse backgrounds. It aims to feature and highlight the work of guest speakers who are local thought leaders, scholars, public figures, and community activists. **The Speaker Series is an integral part of the Foundation's mission to combat inequality in all of its forms in Greater Boston, New York City, and metropolitan Washington, D.C.,** and has benefitted from the support of the Friends of the Foley Hoag Foundation, Foley Hoag attorneys, and other interested members of the community. With the onset of the COVID-19 pandemic, however, personal and professional circumstances changed, forcing all of us to pivot to virtual platforms, and convert our homes into schools and offices. The Foundation looks forward to resuming its inspiring Speaker Series in 2022.



2021

Summer Event



As in past years, in 2021 the Foundation partnered with grantee Apprentice Learning to host its City Summer Internship Interns. Apprentice Learning's City Summer Internship is a **paid career exploration program for Boston girls entering ninth grade that allows them to explore careers in Boston's economic engine neighborhoods and "learn to earn."**

This year's event consisted of a screening of a video on school desegregation and the Boston busing crisis. This was followed by a facilitated discussion about busing and the firm's recent work with the Boston exam school admission task force and changes adopted by the Boston School Committee. The session also included breakout groups with women lawyers who discussed their backgrounds and paths to becoming lawyers.



"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

Martin Luther King

Grant Allocations

The Foundation allocates its grant resources across multiple fields including arts, education, training and research, cultural activities, and social services. It places an emphasis on collaborative programs and projects that engage people of different backgrounds in a common effort to create equal opportunity.

Preference is given to innovative projects in Greater Boston, New York, and Washington, D.C., where a small grant is likely to make a meaningful difference. Through its grant making activities, the Foundation is committed to fostering a spirit of mutual respect, understanding, and cooperation among people of diverse backgrounds, for the long-term benefit of all residents of the community. The Foundation hopes that its funding interests and activities will encourage other firms and professional organizations to become more involved in community-based philanthropy.

Guidelines emphasize a preference for:

- Projects that constructively engage people of different races and backgrounds.
- Projects with a geographic focus on the city of Boston, New York or Metropolitan Washington, D.C.
- Organizations with integrated boards and staff leadership, or with active plans to do so.
- Project-related grants, rather than requests for capital expenditures or general operating funds.
- Small or start-up organizations with budgets less than \$500,000 where a small grant is likely to have a greater impact.
- Grants for programs that collaborate with other agencies.
- Leveraging support by awarding conditional or challenge grants requiring grantees to raise matching funds.

2021 AAPI Special Grant Round

In addition to its normal two-cycle grant rounds, the Foundation has, in recent years, offered additional, targeted grants aimed at addressing important social and racial justice issues. In the summer of 2021, and in response to the rising incidences of violence against members of the AAPI communities. The Foundation conducted a special grant round to benefit them. The Foundation awarded grants totaling \$275,000 to 24 organizations addressing the challenge of discrimination and violence against AAPI individuals with passionate AAPI leadership, innovative education campaigns, focused community outreach and organizing, and unrelenting advocacy for marginalized individuals.

This special grant round was made possible through a generous gift from the firm in support of the AAPI community aimed at addressing the increased racism, xenophobia, and bigotry directed towards the AAPI community.

For more information on our guidelines:

<https://foleyhoag.com/our-firm/the-foley-hoag-foundation/foley-hoag-foundation-guidelines>



2021 Grantees Boston

THE ARTS

Abilities Dance Incorporated, Brookline, MA
\$4,000 to promote intersectional disability rights through dance and art in the greater Boston area.

Arts & Business Council of Greater Boston f/b/o Dunamis Inc., Boston, MA
\$3,000 for the Emerging Artists Fellowship to prepare artists of color for careers in the arts.

Art Resource Collaborative for Kids, Boston, MA
\$4,000 for in-school arts classes in six Boston Public Schools.

BalletRox, Boston, MA
\$4,000 for in-school and afterschool movement and dance programming.

Boston City Lights Foundation, Boston, MA
\$4,000 for youth performing arts training in the South End.

Education Through Music- Massachusetts, Inc. (ETM-MA), Boston, MA
\$4,000 to create, sustain, and improve existing music programs in Boston Public Schools.

The Jar, Boston, MA
\$3,000 for three in-person events that bring diverse audiences together for shared art experiences (e.g. theater, poetry reading), and thereby create genuine connections and community across differences.

musiConnects, Boston, MA
\$4,000 to provide in-school and afterschool music education in violin, viola, and cello to public school students.

Mystic Learning Center f/b/o Around Hear, Somerville, MA
\$2,500 to provide free concerts, workshops, and individual violin and piano lessons for youth and adult residents in the Somerville Housing Authority community.

Theatrezone Inc. DBA Apollinaire Theatre Company, Chelsea, MA
\$5,000 for the Apollinaire Play Lab, a youth arts program in Chelsea, MA.

COMMUNITY ENGAGEMENT/ADVOCACY/ BUILDING

Boston Farms Community Land Trust, Boston, MA
\$4,000 to expand its urban farmland and support of urban farmers.

Cambridge Women's Center (formerly Women's Educational Center), Cambridge, MA
\$4,000 for a drop-in day center program that provides a safe space for women, particularly those unhoused or struggling with trauma.

EDUCATION

Anaya Tipnis Foundation, Boston, MA
\$4,000 for its college-graduation support program, which offers financial assistance, one-on-one mentoring, internship opportunities, and a peer support network.

He is Me Institute, Inc., Boston, MA
\$4,000 to help Black men pursue and obtain careers as public school teachers.

The Justice George Lewis Ruffin Society f/b/o Long Road to Justice Film Project, Boston, MA
\$3,500 to develop teacher resources and conduct teacher trainings for the film adaptation of the Long Road to Justice exhibit.

Theatre Espresso, Jamaica Plain, MA
\$3,000 to adapt its post-performance workshops for use in virtual and hybrid learning environments.

LEGAL ASSISTANCE/CRIMINAL JUSTICE

Sarita and Claire Wright Lucas Foundation, Boston, MA
\$4,000 for a fellowship program that gives Black women law students first-hand experience in the Suffolk and Middlesex District Attorney's offices to encourage them to pursue careers in public service as prosecutors.

2021 Grantees **Boston**

YOUTH/CHILD DEVELOPMENT

TSNE MissionWorks f/b/o Center to Support Immigrant Organizing, Boston, MA

\$4,000 for the Youth Ubuntu Project, which brings together a cross-section of immigrant teens and young adults to lead a campaign to improve the education of English Language Learner students in Boston Public Schools; also to produce a video that encourages youth to get the COVID-19 vaccine.

The City School f/b/o Youth Justice and Power Union, Dorchester, MA

\$4,000 for its youth-led advocacy programming.

Girls' LEAP, Dorchester, MA

\$4,000 to support the Teen Mentor program.

Horizons Greater Boston, Boston, MA

\$4,000 to launch an afterschool program targeting Mattahunt Elementary School's Toussaint Louverture Academy, a Haitian Creole-English dual language program in Boston's Mattapan neighborhood.

Level Ground Mixed Martial Arts, Boston, MA

\$4,000 for a year-long job training program for youth and young adults of color.

RACIAL JUSTICE

Asian American Resource Workshop – a political home for young Asian Americans that will strengthen its political education and leadership development programs and engage more high school and college students, particularly queer and trans individuals.

Asian Sisters Participating in Reaching Excellence, Inc. – to formalize its anti-bias and anti-racism curriculum used in its mentorship training program, which connects recent AAPI college graduates with AAPI women working in professional fields of interest.

Asian Women for Health, Inc. – to work with youth groups to create and implement anti-bullying and anti-racism resources and social media campaigns.

Boston Asian Youth Essential Service – to implement a 12 month youth leadership project focusing on AAPI racial justice that will raise awareness for AAPI racial justice work and mobilize community youth leaders.

The Cambodian Mutual Assistance Association of Greater Lowell (CMAA)

– for CMAA's youth programs and Civic Engagement team to continue engaging the community in anti-racist conversations, events, and policy efforts within Lowell.

Chinese Culture Connection – to create a multi-lingual "Stop Asian Hate" poster campaign with bystander intervention messaging, as well as projects in conjunction with Malden senior housing to offer support and information to Asian senior residents.

Greater Malden Asian American Community Coalition

– in partial support of a full-time coordinator for its community-building activities, which include a multi-lingual personal safety and resource request phone line, a ping pong program for AAPI elders, and after-school youth programs focusing on AAPI mental health and youth organizing and advocacy.

NOVA Boston – to expand its work raising awareness for and providing access to mental health resources in the Vietnamese community in Greater Boston, most critically through its Achieving Whole Health curriculum.

OTHER GRANTS

BBA Diversity, Equity & Inclusion Summer Fellow

For the first time in its history, and thanks to a generous anonymous donation, the Foundation provided a grant to the Boston Bar Foundation to sponsor its Diversity, Equity, & Inclusion Summer Fellowship. The Fellowship identifies promising law school students who have shown a demonstrated commitment to advancing diversity, equity and inclusion in the legal profession and places them in fully paid summer internships in public interest law offices and government organizations. The intern sponsored by the Foundation-funded position spent the summer in the General Counsel's office of the Massachusetts Office of the Inspector General. The Foundation hopes that by continuing this program, it can help grow a new generation of leaders dedicated to social, racial and economic justice.



2021 Grantees

New York

THE ARTS

Arts and Minds, New York, NY
\$3,000 for the Arts & Minds en casa program, which provides at-home art therapy programming in Spanish to dementia patients and their care providers in collaboration with local art museums.

Culture for One, New York, NY
\$4,000 to provide art classes and workshops for youth in residential foster care and scholarships for foster care youth to study the arts.

UpBeat NYC, New York, NY
\$2,500 in general operating support for its South Bronx community music center and in-school music education programming.

COMMUNITY ENGAGEMENT/ADVOCACY/ BUILDING

Brandworkers f/b/o Laundry Workers Center, New York, NY
\$4,000 for grassroots policy reform campaigns and leadership institutes supporting laundry workers and other low-wage workers.

Brooklyn Rescue Mission Urban Harvest Center, Brooklyn, NY
\$4,000 for staffing of its food pantry delivery and urban agriculture food programs located in Bedford Stuyvesant.

Mekong, Inc., New York, NY
\$10,000 to mobilize and engage the Southeast Asian community, largely Cambodian and Vietnamese, in the Northwest Bronx in community organizing and advocacy, the arts, and social services.

We Are Not Afraid Community Resource Center, Harlem, NY
\$4,000 for its soup kitchen, food pantry, and shelter for refugees and asylum seekers.

Women's Community Justice Association, New York, NY
\$5,000 for the UPLIFT HER program, a peer support and advocacy group for women who have been released from incarceration or detainment within the past 2 years.

LEGAL ASSISTANCE/CRIMINAL JUSTICE

Justice Committee, New York, NY
\$4,000 for Community Safety Team and Alternatives, a pilot mental health crisis response system in over-policed neighborhoods.

YOUTH/CHILD DEVELOPMENT

Safe Families for Children, New York, NY
\$4,500 to launch Parent Cafes, which are support groups with a leadership/employment pathway for at-risk parents.

RACIAL JUSTICE

API Rainbow Parents – a special initiative within PFLAG NYC that hopes to expand its Parent Leadership Program, a program designed to train AAPI parents with LGBTQ children to become leading voices within their communities.

Chinatown Youth Initiatives – an organization that strives to build a legacy of high school and college-age leaders by strengthening their awareness of self-identity and community issues so that they may feel empowered with the knowledge and skills necessary to address the needs of Chinatowns, Asian Americans, and other underrepresented communities.

2021 Grantees **New York**

Chinese-American Family Alliance for Mental Health – for a three-part discussion led by three AAPI social activists that identifies how white supremacist institutions and policies reproduce systemic racism and racial tensions between communities of color, and will also include oral histories collected from AAPI activists who have engaged in cross-racial social justice.

Chinese Staff and Workers Association – a workers' center bringing together workers across trades to fight for change in the workplace by organizing immigrant workers to address the exploitation and racism they face, with a current focus on the elimination of the 24-hour caregiver work day.

Committee Against Anti-Asian Violence – to support both its self-defense training program and Yuri Kochiyama School, which offers intergenerational, multi-lingual political education and leadership development training.

Damayan Migrant Workers Association, Inc. – to support Filipino victims and survivors of labor and human trafficking and their families and undocumented migrant workers who have been discriminated against and excluded from the federal pandemic relief program.

GAPIMNY – for its Policing Abolition and Community Safety Outreach Campaign, which will provide hate crimes education, host reading groups, and collaborate with the Reclaim Pride Coalition to uplift histories related to intersectional organizing and the voices of queer/trans AAPI experiences.

Jahajee Sisters – an Indo-Caribbean survivor-led organization that provides a healing and political home for Indo-Caribbeans who have survived or are at risk for experiencing gender-based violence, including immigrant and first-generation survivors, child witnesses, and working-class people vulnerable to abuse at home and on the job.

Mekong, Inc. – a social justice organization that brings dignity and value to the lives of Southeast Asians in the Bronx and throughout New York City through community organizing and movement-building, centering healing through arts and culture, and creating a strong safety net rooted in community power.

Project New Yorker Corporation – an organization that supports Bangladeshi undocumented immigrants and helps them navigate workplace abuses – including wage theft, forced overtime, hazardous conditions, verbal abuse, and sexual assault – through Know Your Rights workshops, needs assessment surveys, and translating key materials to eliminate language barriers.

Sapna NYC, Inc. – for its Healing & Recovery for Asian New Yorkers initiative, which focuses on immediate relief and case management for community members in need of clinical and non-clinical mental health services to address the mental toll caused by the pandemic and hate crimes.

Think!Chinatown – to build its civics team, which will develop sustainable mechanisms to keep community members continuously abreast of complex neighborhood issues and ensure voices from within the community are heard and taken into account at the City level so that Chinatown can remain a thriving space for Asian Americans to run business and observe cultural and religious practices.



2021 Grantees

Washington, D.C.

THE ARTS

Do the Write Thing DC, Washington, D.C.
\$5,000 for its youth engagement program, specifically to provide multimedia arts and advocacy programming at the Keller Miller Middle School in DC's Ward 7, culminating in a town hall on guns, violence, and systemic racism.

InterPLAY Orchestra, Washington, D.C.
\$2,000 to provide iPad data packages for orchestra members to join weekly rehearsals via Zoom.

EDUCATION

An Open Book Foundation, Washington, D.C.
\$4,000 for literacy programming, including bringing children's and young adults' authors and illustrators to visit DC-area schools.

The PEN/Faulkner Foundation, Washington, D.C.
\$2,500 for the Nuestras Voces initiative, which brings Latinx and Hispanic authors to visit and conduct year-long residencies in DC schools, as well as lead summer writing workshops.

Pink Space Theory, Washington, D.C.
\$2,500 to expand its science, technology, engineering, art, and math (STEAM) after-school and in-school programming in under-resourced schools in Prince William County.

LEGAL ASSISTANCE/CRIMINAL JUSTICE

DAWN (Deaf Abused Women's Network), Washington, D.C.
\$4,000 to launch the Communication Facilitators program to develop linguistically and culturally accessible materials for deaf women seeking help after domestic and sexual violence.

Safe Sisters Circle, Washington, D.C.
\$4,000 to provide culturally-specific legal services to Black and other women and girls of color who are survivors of domestic violence and sexual abuse living in Washington, D.C.'s Wards 7 and 8.

YOUTH/CHILD DEVELOPMENT

Black Swan Academy, Washington, D.C.
\$4,000 for its youth leadership and advocacy program.

The Giving Square, Washington, D.C.
\$4,000 to translate the Kids for Kids Fund's curriculum, materials, and resources into Spanish.

Mikva Challenge DC, Washington, D.C.
\$4,000 in general operating support, but targeting the Summer Fellowship program, a 6-week youth internship program.

ScholarCHIPS, Washington, D.C.
\$4,000 to launch monthly professional development and life skills webinars for current college students and program alumni who have incarcerated parents.

RACIAL JUSTICE

AASuccess – to guide young students towards a future in community leadership by empowering them to learn crucial interpersonal and communication skills, seek opportunities for self-development and professional training, and spread ethical and humanitarian values in our communities.

ASHA for Women (now Ashiyanna) – to provide the support that empowers South Asian women to become self-reliant and live in an abuse free future, including offering culturally specific services and cultural training materials to mainstream organizations.

2021 Grantees **Washington, D.C.**

Asian-Pacific Islander Domestic Violence Resource Project – to develop an intake process for hate crimes and further enhance its work responding to gender-based violence, including sexual violence and intimate partner violence, in the AAPI community.

KhushDC – a social, support, and political group that provides a safe and supportive environment, promotes awareness and acceptance, and fosters positive cultural and sexual identity for LGBTQ and other gender or sexual minority South Asians.

Vietnamese American Services – in support of its Senior Club, which provides a place for senior members of the Vietnamese community to feel at ease, safely socialize, obtain professional mental health services, and learn how to report hate crimes and intervene as bystanders.



“I am influenced more than ever before by the conviction that social equality is the only basis of human happiness.”

Nelson Mandela

2021 Financial Report

Statements of Assets, Liabilities and Fund Balances

As of December 31, 2020 and 2021

	2020	2021
ASSETS		
Cash	\$ 145	\$ 54,232
Investments (at Market Value)		
Short-term Investments	\$ 6,500	\$ -
Mutual Funds, Stocks, and Bonds	\$ -	\$ -
Total Investments	\$ 6,500	\$ -
Total Assets	\$ 6,645	\$ 54,232
LIABILITIES		
Grants Outstanding	\$ -	\$ -
Total Liabilities	\$ -	\$ -
Fund Balance	\$ 6,645	\$ 54,232
Liabilities Plus Fund Balance	\$ 6,645	\$ 54,232
<i>For the years ended December 31, 2019 and 2020</i>		
REVENUES		
Investment Income	\$ 123	\$ 33
Gifts, Grants, and Bequests	\$ 475,583	\$ 555,739
Net Realized Gains on Sale of Investments	\$ -	\$ -
Total Revenue	\$ 475,706	\$ 555,772
CHARITABLE EXPENSES		
Grants Awarded	\$ 454,500	\$ 461,000
Total Charitable Gifts	\$ 454,500	\$ 461,000
OTHER EXPENSES		
Administrative Expenses	\$ 39,282	\$ 43,597
Taxes and Filing Fees	\$ 2,997	\$ 3,588
Investment Expenses	\$ -	\$ -
Total Other Expenses	\$ 42,279	\$ 47,185
Total Charitable Gifts and Expenses	\$ 454,500	\$ 461,000
Excess (deficit) of Revenues over Charitable Gifts and Other Expenses	\$ (21,073)	\$ 47,587
Change in Unrealized Appreciation of Investments	\$ -	\$ -
Increase in Fund Balance	\$ (21,073)	\$ 47,587
Fund Balance at Beginning of year	\$ 27,717	\$ 6,645
Fund Balance at End of Year	\$ 6,645	\$ 54,232

Gifts

The Foley Hoag Foundation gratefully acknowledges gifts from:

Stacie Aarestad	Rachel Davidson	William Kolb	Michael Rosen
Alexander Aber	Thomas Draper	Areta Kupchyk	Sudhanshu Roy
Kyle Adams	Marcia Feldman	Jeffrey Lewis	Constantinos Salonidis
Yasmin Al Ameen	Juan Fernandez Garces	Andrew London	Caroline Samp
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Investment and banking services for the Foundation are provided by the Trust Department at Day Pitney LLP. Tax services are provided by Marcum LLP. Numerous administrative support activities are provided by the staff at Foley Hoag LLP.

The Foley Hoag Foundation is a 501(c)(3) private foundation and all gifts are tax deductible. Please contact Foley Hoag LLP for more information about supporting the goals of the Foley Hoag Foundation.

To donate to the Foley Hoag Foundation:

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