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# NOT FOR PROFIT SYMPOSIUM



*Building Stronger Foundations: Navigate Today's Challenges, Shape Tomorrow's Impact*



# AGENDA

- 8:00 - 8:30** **Networking Breakfast**
- 8:30** **Welcome & Opening**
- 8:30 - 9:15** **Technology & Cybersecurity That Works for NFPs**  
Jeff Rapp & Travis Strong | Rea Information Services
- 9:15- 10:00** **Legal Landscape You Need to Navigate**  
Alexander Campbell | BakerHostetler
- 10:00 -10:10** **Break**
- 10:10 - 10:55** **Economic Outlook from National to Your Neighborhood**  
Eric Weinheimer | Bank of America, Jason Weiner & Dylan Anders | Cleveland Foundation
- 10:55 - 11:55** **Leadership Panel – Real Solutions from the Field**  
Facilitated by Julie Clark | Business Volunteers Unlimited
- 11:55 - 12:00** **Wrap-Up & Connections**

# Technology & Cybersecurity That Works for NFPs

Jeff Rapp & Travis Strong | Rea Information Services



REA NOT-FOR-PROFIT SYMPOSIUM | JUNE 4, 2026

# Technology and Cybersecurity That Works for NFPs

Jeff Rapp | Principal, Rea Information Services

Travis Strong | Principal, Rea Information Services

*A 45-minute roadmap you can take  
back to your team Monday morning.*

# Who we are and why we are here

## Jeff Rapp

*Principal, Rea Information Services*

- 30+ years leading managed IT and security for Ohio SMBs
- Works with NFP, manufacturing, healthcare, and dental clients
- Focus today: AI readiness for small staffs and tight budgets



## Travis Strong

*Principal, Rea Information Services*

- 15+ years leading risk assessments, compliance, and cybersecurity
- Certified Information Systems Auditor (CISA)
- Focus today: the threats hitting NFPs right now



*Rea Information Services is the managed IT and cybersecurity arm of Rea and Associates. We support NFPs across Ohio and Western Pennsylvania.*

# What we will cover

- 1** The threats hitting NFPs right now
- 2** What AI is, what it is not, and where it fits
- 3** The three pillars of AI readiness for NFPs
- 4** Your first 30 days with AI

# The reality for NFPs in 2026



## Small staffs, big surface area

One or two people often own IT, finance, and operations at once. Vendor sprawl is unavoidable. Volunteers come and go.



## Donor trust is the currency

A breach is not just a financial event. It hits the relationships and reputation that took years to build.

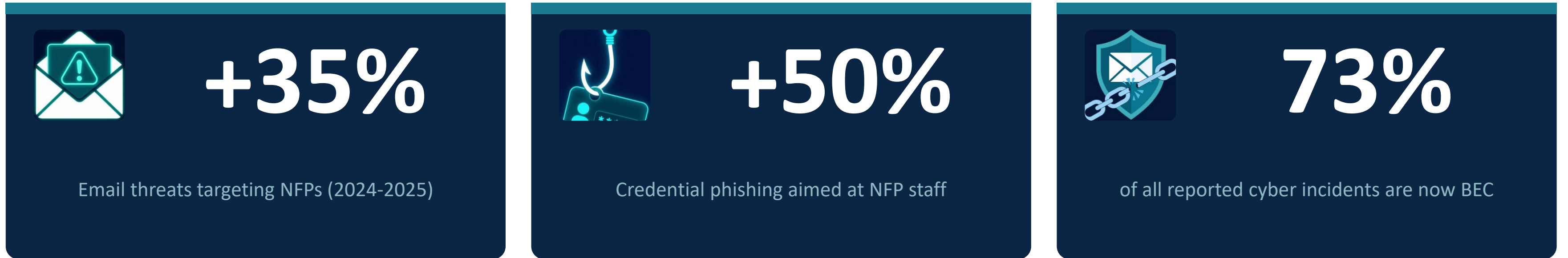


## AI is already in your building

Whether you have policies or not, your staff is already using ChatGPT, Copilot, or another tool. The bad guys are also using it.

*The next 45 minutes are about giving you a practical path through all three.*

## Why NFPs became prime targets



### Why nonprofits, specifically

- Money often moves by email. Grants, donor pledges, vendor changes, wire transfers, and attackers know it.
- Tight budgets and minimal IT mean security gaps are common and known.
- High-trust culture. Staff and volunteers want to help, which social engineering exploits.
- Relationships with enterprises and government agencies make NFPs a useful supply-chain stepping stone.

Source: Abnormal Security NFP Email Threat Report 2025 | Hoxhunt BEC Statistics 2026

# Threat one: business email compromise



## How the play actually runs

1. Attacker compromises a vendor or board member email account.
2. They watch and review quietly for weeks. They learn names, projects, payment timing.
3. At the right moment, they email finance with a fake banking change for an existing vendor, or impersonate someone requesting an urgent wire.
4. The money is siphoned to a controlled account. Recovery is rare.

### By the numbers

**\$2.77B**

*FBI IC3 reported BEC losses in 2024 alone.*

**40%**

*of BEC messages in Q2 2025 were AI-generated. The grammar and spelling tells are gone.*

**\$50,000**

*Median single-incident loss. The 95th percentile reaches \$985,000.*

*BEC works because email is trusted by default. The fix is process, not just technology.*

## Threat two: donor data and payments

### WHAT ATTACKERS WANT

- Donor lists with giving history (used for targeted fraud against major donors)
- Banking and ACH details from finance systems
- Payment card data if you process gifts on your own pages
- Protected health information if you run health, food, or shelter programs
- Board roster, M365 directory, and signature samples for impersonation

### QUESTIONS TO ASK YOUR TEAM

- Who has access to what information?
- Who can export the full donor list, and is it logged?
- What systems hold PHI and which are inside PCI scope?
- Do we accept card payments on pages we host, or only through a processor?
- If finance gets a banking change request, what verification do we require?
- Who has admin in our donor CRM and our M365 tenant today?

*If nobody on your team knows the answer to question one or two, that is your starting point.*

# Threat three: SaaS sprawl and the ghost users

## The typical NFP runs 15 to 25 primary applications

- Microsoft 365 or Google Workspace
- Donor CRM (Bloomerang, Salesforce NPSP, DonorPerfect)
- Accounting (QuickBooks, Sage Intacct)
- Payroll and HR (Paychex, ADP, Gusto)
- Email marketing (Mailchimp, Constant Contact)
- Online giving and event tools
- Document signing (DocuSign, Adobe Sign)
- File sharing (Dropbox, OneDrive, Google Drive)
- Program-specific case management tools
- Plus a long tail of one-off web apps

## The risks nobody sees until something breaks



### Limited to no third-party risk

Knowing your third-parties and who you are working with is vital in today's cybersecurity world. Your responsibility of control extends beyond your four walls.



### Ex-employees and ex-volunteers

Their accounts often stay active in three or four apps long after they leave.



### No single sign-on

Each app has its own access controls and username and password. Reuse and weak/no MFA are the norm.



### Admin creep

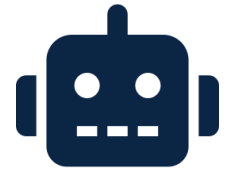
Leadership and staff often hold administrative rights nobody remembers granting.



### No central audit trail

If an account is misused, nobody can answer who did what, when.

# Threat four: shadow AI in your building today



## What is happening right now in NFPs

- Staff paste donor lists into ChatGPT to draft thank-you letters.
- A development director uploads a grant agreement to summarize key terms.
- A program manager runs case notes through an AI tool to write a board update.
- A volunteer drops a board document into a free AI tool to make a quick agenda.

## WHY THIS MATTERS

### Once data leaves your tenant, you lose control of it.

- It may train the model.
- It may be retained by the vendor.
- It is no longer covered by your policies.
- It is no longer in your audit logs.
- Some of it could be regulated data.

*The cyber answer and the AI answer are the same: a policy and a sanctioned tool.*

# Baseline Cyber Security Controls



## Security Awareness Training

- Routine phishing simulations
- Frequent training
- Focus on AI, phishing, and social engineering



## Microsoft 365 Security

- Strong, advanced security protections
- Conditional access policies
- Email security controls



## Backup & Disaster Recovery

- Strong data backup practices including offsite
- Backup monitoring and alerting
- Disaster recovery plan including frequent testing



## Network & Remote Access

- Firewalls properly configured
- VPN with MFA
- Block risky geographies / unmanaged devices



## Incident Response

- Written Incident Response Plan
- Defined roles
- Communication plan



## Identity & Access Control

- Multi-factor authentication (MFA) on everything critical
- Unique accounts (no shared logins) & least privilege / role-based access
- Disable accounts immediately when staff/volunteers leave



## Endpoint Protection + Monitoring

- Modern security tool on your computers (not just antivirus)
- Centralized alerting and monitoring
- Device compliance and security



## Patching + Vulnerability Management

- Automatic updates
- Regular vulnerability scans
- Defined patch SLAs (e.g., critical within 7–14 days)



## Data Protection & Governance

- Know what data you have (PII, donor data, PHI)
- Encrypt data at rest/in transit
- Data retention & disposal policies



## Governance, Policies, & Risk Management

- Cybersecurity program
- Periodic risk assessments
- Written policies

# AI for Not-for-Profit Organizations

*People hear AI and go to one of two extremes:*

*Science fiction and job replacement*

*Another overhyped trend that will fizzle out*

## A practical definition

AI is software that uses data to produce useful output. Predictions, recommendations, first drafts, summaries, and decision support.

### ANALYZE

Find patterns, risks, exceptions in data you already have.

### GENERATE

Draft emails, letters, board memos, grant narratives, summaries.

### ASSIST

Make routine work faster and more consistent across the team.

**The non-negotiable: human responsibility never leaves your organization. AI supports judgment. It does not replace it.**

# Where AI already shows up



## Development

Grant drafts, donor letters, prospect research



## Programs

Case note summaries, outcome reports, intake triage



## Finance and operations

Policy drafting, board memos, expense categorization



## Board Meeting Preparation

Meeting prep, talking points, annual report narrative



## Marketing and comms

Newsletter drafts, social copy, impact stories



## Volunteer Management

Position descriptions, schedules, onboarding emails

# Three flavors of AI, three different risk profiles

## Traditional AI

*Predicts and classifies*

You already live with this kind. It's how Netflix predicts your next show and how your bank flags a suspicious charge. For an NFP, that same engine predicts which donors are about to lapse or catches an odd transaction in your books. Needs structured data and programmers.

*Low to moderate. Outputs are numbers and labels.*

## Generative AI

*Drafts, summarizes, searches*

ChatGPT, Copilot, Gemini. Accessible to any staff member through natural language. Where the most value lives for NFPs today.

*Moderate. Outputs need human review before going out.*

## Agentic AI

*Takes multi-step actions*

AI that does not just answer, it acts. Schedules, sends, updates systems. Real, but not the place to start for most NFPs.

*High. Risk scales with what the AI is allowed to do.*

*Start with generative. Earn the right to use agentic.*

# I asked AI to show me out fundraising

*One photo, one sentence of instruction, about thirty seconds. This is generative AI.*

- It is fast and convincing, and it nails the look and feel on the first try.
- But look closer. The banner text and the signs do not quite make sense.
- The lesson: great first draft, human review before it goes anywhere.



*AI-generated image. Not a real photo.*

# Most AI failures are readiness failures, not tool failures



## AI amplifies what it connects to.

*Clean data and clear ownership become speed and consistency. Messy data and informal process become risk at faster pace.*

### Readiness means answering seven questions before you scale anything:

- What problem are we trying to solve?
- What data is used?
- Who owns the process?
- What tools are approved? What is prohibited?
- How will outputs be reviewed?
- How do we measure success?
- What do we do when something goes wrong?

# The three pillars of AI readiness

## Pillar one: data readiness

*If you cannot find it or trust it, AI will not fix that.*

- Inventory the data you rely on: donors, grants, financials, outcomes.
- Name an owner for each, and confirm it is current and accurate.
- Fix access and cleanup before connecting any AI tool.

## Pillar two: governance and risk

*Where IT and leadership work together.*

- Decide which AI tools are approved, and which data is off limits.
- Require human review before anything goes to donors, boards, or grantors.
- Turn on logging so you can answer who did what later.
- Implement an AI Acceptable Use Policy.

## Pillar three: organizational readiness

*Tools sit unused without leadership, ownership, and training.*

- Get leadership visibly behind it and name one owner per use case.
- Train staff on their real work, not generic demos.
- Start with small pilots with success metrics that are measurable.

*Get these three right before you scale anything.*

# All three pillars must work together

Great data

+

no governance

=

**Risk**

Sensitive content moves into tools nobody approved. The audit trail is missing. The breach is just a matter of time.

Governance

+

no business objective

=

**Paperwork**

Policies exist but produce no value. Staff comply by avoiding the tools entirely. The board wonders why nothing happened.

Executive support

+

poor data foundation

=

**Disappointment**

The tool launches with fanfare. The results are inconsistent. Trust in AI is damaged for years.

*If one pillar is weak, the whole system breaks. The good news is the first 30 days do not require all three to be perfect.*

# Your first 30 days with AI

1

## DEFINE

One or two specific business objectives. Not 'use AI'. Be specific. 'Reduce time drafting grant LOIs by half.'

2

## SELECT

Two or three high value, low risk use cases and a tool that fits. For most NFPs, this is Copilot, Claude, ChatGPT connected to data you already have.

3

## ASSESS

Where does the data live? Who owns it? Is it complete? Is it sensitive? Answer those four before you build a workflow.

4

## IMPLEMENT

Approved users, approved data, documented workflow, human review on the way out, and a simple measure of whether it worked.

*Progress over perfection. A disciplined pilot beats a grand transformation every time.*

## Five things to do Monday morning

- 1 Ask your team which AI tools they are already using. No judgment, just inventory.
- 2 Confirm baseline cybersecurity measures are in place.
- 3 Begin your 30-day AI journey by defining your business objectives that AI can improve.
- 4 Set a dual-approval rule for any banking change or wire transfer.
- 5 Develop an AI Acceptable Use Policy and train your team.

Contact us at [www.reamanaged.com](http://www.reamanaged.com) or grab a card from us at the break

THANK YOU

# Questions

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# Legal Landscape You Need to Navigate

Alexander Campbell | BakerHostetler



# BakerHostetler

## Current Legal and Tax Issues for Tax-Exempt Organizations

Not for Profit Symposium: *Building Stronger Foundations:  
Navigate Today's Challenges, Shape Tomorrow's Impact*

**Alex Campbell**

June 4, 2026



# Presenter



## Alex Campbell

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# Agenda

- Framing the current environment
- Key tax changes under the One Big Beautiful Bill Act (OBBBA)
- Trump Administration policy and enforcement considerations
- Emerging case law and donor–charity disputes
- Ohio-specific statutory and regulatory developments
- Practical implications



# Making Sense of the Environment

- Convergence of multiple pressures at once:
  - Significant statutory tax changes under OBBBA
  - Aggressive executive and regulatory posture
  - Increased use of tools outside traditional IRS enforcement
  - Increased litigation and scrutiny of charitable structures

# Exempt Organizations Issues in OBBBA



- Most significant changes for the sector since TCJA
- Affects both organizations and donors
- Alters fundraising dynamics and compensation compliance

# OBBBA Charitable Contribution Changes

- Permanent above-the-line deduction for non-itemizers
- New floors on deductible contributions
- Material impact on donor behavior and fundraising strategy



# Above-the-Line Deduction for Individuals

- \$1,000 (single filers) / \$2,000 (joint filers)
- Available only to non-itemizers
- Explicit exclusions:
  - Donor-advised funds
  - Supporting organizations
  - Private foundations
- Messaging will be key

# New Charitable Deduction “Floors”

- Individuals: floor of 0.5% of AGI
- Corporations: floor of 1% of taxable income
- Planning implications:
  - Timing and bundling of gifts
  - Potential reduction in mid-size and corporate giving

# Expanded Executive Compensation Excise Tax

- Section 4960 expanded significantly under OBBBA
- Covered-employee definition broadened
- Lookback to employees dating to 2017
- Compensation aggregated across related entities

# Higher Education and Large Institution Impacts

- Tiered endowment excise tax
- Increased rates tied to per-student endowment size
- Broader definition of income subject to tax
- While technically narrow in scope, there are lessons for other large nonprofits



# What was not in OBBBA?

- Increased private foundation excise tax
- Parking tax revival
- Expanded unrelated business income regimes



# Fundraising Strategy After OBBBA

- Similar to guidance after TCJA - tax benefits less compelling for many donors, so greater focus on impact and outcomes
- For certain large gifts and large donors, changes may be significant
- Many donors will consider bunching
- Organizations should avoid providing tax advice

# Issues in the Trump Administration

- Aggressive use of executive authority
- Increased scrutiny of nonprofit missions and activities
- Enforcement pressure extends beyond tax law



# Federal Funding

- Grant and contract reviews
- Focus on:
  - Programmatic alignment
  - DEI-related initiatives
  - Advocacy-adjacent activity
- Increased delays and compliance burdens

# IRS and Regulatory Enforcement Trends

- No formal rollback of exemption standards, but...
  - Increased audits and information requests
  - Creative, often politically charged, approaches to enforcement
  - Greater inter-agency coordination



# Other Proposed Legislation/Regulatory Changes

- The IRA Charitable Rollover Facilitation and Enhancement Act: QCDs from IRAs to DAFs
- The Charity Parity Act: QCDs from employer- sponsored defined contribution plans (e.g., 401(k), 403(b), 457(b) accounts)
- Charitable Organizations Privacy Protection Act
- 990 changes to highlight fiscal sponsorship arrangements
- Continued focus on international activity

# Donor Issues – Not New, But More Scrutiny Than Ever

- Donor expectations vs. legal control
- Donor-advised funds (DAFs) under scrutiny
- Restricted gifts
- Documentation gaps and reporting and recordkeeping issues
- Reputational issues (for both donor and donee)

# DAF Litigation Spotlight: *WaterStone* case

- \$21 million DAF dispute
- Donor successor advisor alleges:
  - Loss of access
  - Refusal to follow grant recommendations
  - Lack of transparency
- Sponsor asserts full control

# Avoiding Donor Disputes

- Larger gifts with narrower intent
- Gift agreements – when to use them and what should they say?
- Issues with a donor's right to enforce

# Ohio-Specific Developments



- State corporate law
- Attorney General oversight
- Anti-DEI legislation
- State-level donor protection issues

# Ohio Nonprofit Corporation Law (Chapter 1702)

- Default governance and fiduciary rules
- Emphasis on formal records and amendments
- Informal or legacy practices present elevated risk
- Effect of recent changes to law

# Ohio Attorney General Enforcement Authority

- Oversight of charitable trusts and solicitations
- Independent enforcement authority
- Focus on governance, fundraising, donor issues, and extraordinary transactions
- Fiduciary exposure for boards



# Ohio Anti-DEI Statutory Framework

- Senate Bill 1 (Advance Ohio Higher Education Act)
- Eliminates DEI offices and programs at public institutions
- Conditions state funding on compliance
- Spillover effects for affiliates and partners

# Compliance as a Shield

- Plug any compliance “holes”
- Document retention and data management
- Alignment among developer, legal, and finance
- Regular review of templates and policies
- Training and escalation protocols

How to...



# Contact Info



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Denver | Houston | Los Angeles | New York | Orange County | Orlando  
Philadelphia | San Francisco | Seattle | Washington, D.C. | Wilmington

# Economic Outlook from National to Your Neighborhood

Eric Weinheimer | Bank of America  
Jason Weiner & Dylan Anders | Cleveland Foundation





# The 2025 Bank of America Study of Philanthropy Handout Attached in Lieu of Slides

Eric Weinheimer | Bank of America  
Jason Weiner & Dylan Anders | Cleveland Foundation

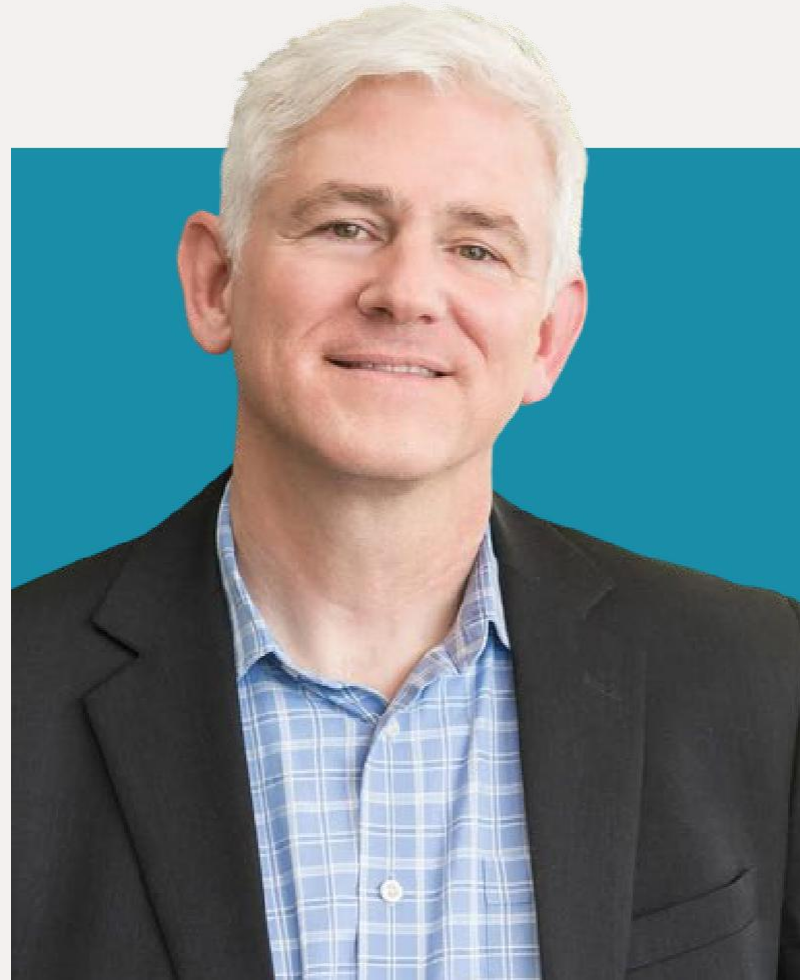


# A Vibrant Northeast Ohio Where No Clevelanders is Left Behind

2026 | Our Vision + Path Forward



CLEVELAND  
*Foundation*



**Jason Weiner**

Director, Organizational Impact and  
Community Philanthropy



**Dylan Anders**

Philanthropic Strategy & Investment  
Advisor



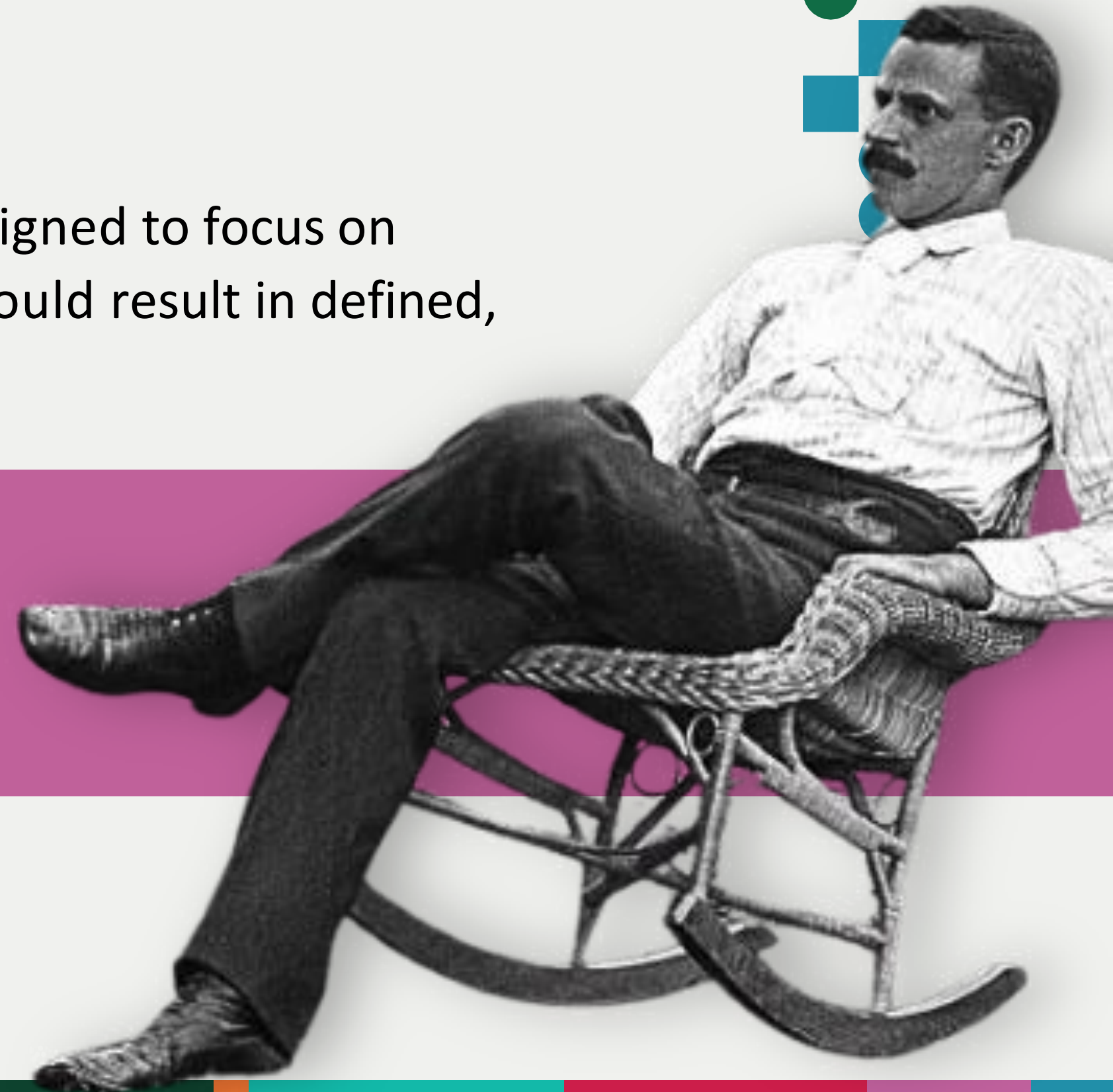
WHO WE  
ARE

# Cleveland Foundation History

Fred Goff established a new model in philanthropy designed to focus on “complex, consequential community challenges that could result in defined, measurable impact at scale.”

Founded in 1914 as the **first community foundation in the world**—we are one of the country’s largest community foundations today.

CLEVELAND  
*Foundation*



# The Work of a Community Foundation

We steward an endowment that is **collective**, **permanent but flexible**, and **focused on our region**.

We pool the contributions of donors across generations, invest that money to grow, and make grants to fund community priorities.



HOW WE DO  
IT

CLEVELAND  
Foundation

# Innovation is in our DNA

Our deep commitment to Cleveland and our community endowment allows us to make **big changes to big things.**



1919

A landmark study leading to the launch of the Cleveland Metroparks.



1970s/1980s

The foundation's first Program Related Investment (PRI) to save Playhouse Square from demolition.



2019

Partnered to stand up Say Yes to Education guaranteeing college scholarships for at least two generations.

# A Catalytic Move to Hough and MidTown



**Cleveland Foundation HQ**  
Opened 2023



**MidTown Collaboration Center**  
Opened 2025

**800+ events** annually  
**10,000+ visitors** annually  
*\*both buildings*

**9 TENANTS & 4 SUBTENANTS**  
**41** new jobs created

# Our Tools for Impact

We put our resources work with community partners to **co-invest** in supporting **immediate needs** and tackling **long-term, gnarly issues** to make transformative change.



## Standard Grantmaking

giving toward long-term and immediate impact

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**\$60 million**  
in annual grantmaking

---

**3 new affinity funds**



## Donor Giving

connecting donors to place-based giving

---

**\$90 million**  
in annual grantmaking

---

**700+**  
donor-advised funds (DAFS)



## Growing Community Endowment

by leveraging our investment expertise

---

**21**  
affiliated funds

---

**350+** non-profit org funds



## Investments

putting our assets to work in creative ways

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**\$750 million**  
total in social impact investing

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**24 total acres**  
of real estate in MidTown



## Leadership

career-launching opportunities for emerging leaders

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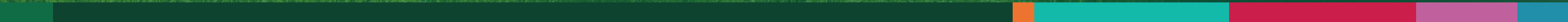
**388 interns** since 1999

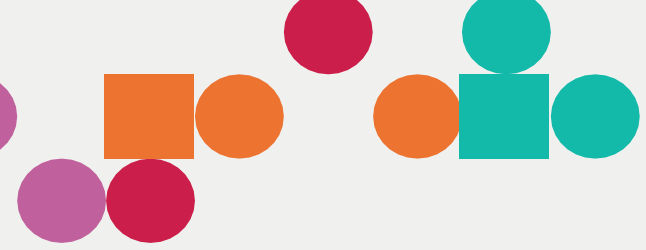
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**117 fellows** since 2016



# Cleveland Foundation Impact Agenda





OUR  
FOCUS

# Aligning Resources with our Vision

CLEVELAND  
Foundation



## Immediate Impact

**We support the immediate needs and priorities of communities** and residents in Cuyahoga, Lake, and Geauga counties.



## Long-Term Impact

We focus on long-term change that **addresses the negative impact of historic disinvestment and inequity.**

# Immediate Impact

Responding to the needs  
of our community.



## Wellbeing and Critical Needs

Respond to ongoing community needs and priorities



## New Ideas

Fund innovative ideas and pilot programs to solve complex challenges and meet emerging needs



## Organizational Sustainability & Leadership

Support organizations' efforts to sustain and strengthen their business models and effectiveness



## Capital Projects

Support transformative brick and mortar projects that significantly benefit the community

# Immediate Impact

Grantmaking to **more than 50 non-profits** each quarter to support immediate needs and priorities. Recent examples include:



**Wellbeing and Critical Needs:**  
Eastside Organizing Project (ESOP)



**New Ideas:**  
Hunger Network of Greater Cleveland - Food Rescue Kitchen



**Organizational Sustainability & Leadership:**  
Asbury Community Services



**Capital Projects:**  
Cleveland Public Theatre



**IMPACT SPOTLIGHT** The Food Rescue Kitchen (FRK) is a new initiative aimed at transforming rescued, healthy edible food into nutritious meals.

# Long-Term Impact

Making investments to  
impact generations to  
come.



## **Grow Our Region**

Advance the region's economic competitiveness and grow good jobs in Cleveland



## **Invest in Vibrant Neighborhoods**

Ensure all Clevelanders live in an asset-rich neighborhood



## **Connect People to Prosperity**

Reimagine and resource systems to drive economic stability and mobility at scale



# Grow Our Region

Advance the region's competitiveness and grow good jobs in Cleveland

- Position Cleveland as a go-to place to locate and expand business.
- Grow talent through a robust workforce development system.
- Promote and protect our regional assets, including arts and culture and our natural resources and environment.



**BIG BET**

## **SITE READINESS FUND**

Reactivating blighted land for a stronger Cleveland.



# Invest in Vibrant Neighborhoods

Ensure all Clevelanders live in an asset-rich neighborhood

- Promote wholistic community wellbeing using our portfolio of resources.
- Prevent displacement, welcome new residents and build wealth for underinvested neighborhood.
- Maximize the use and development of land to drive community impact and preserve cultural legacy.



**BIG BET**

**HOUGH/MIDTOWN COMMUNITY:**  
Generating transformative investments  
in people and place



# Connect People to Prosperity

Reimagine and resource systems to drive economic stability and mobility at scale

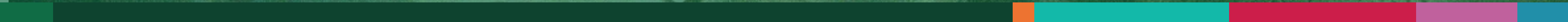
- Accelerate access to quality education from cradle to career.
- Eliminate barriers and strengthen pathways to family sustaining wage jobs.
- Promote wealth building opportunities for all.

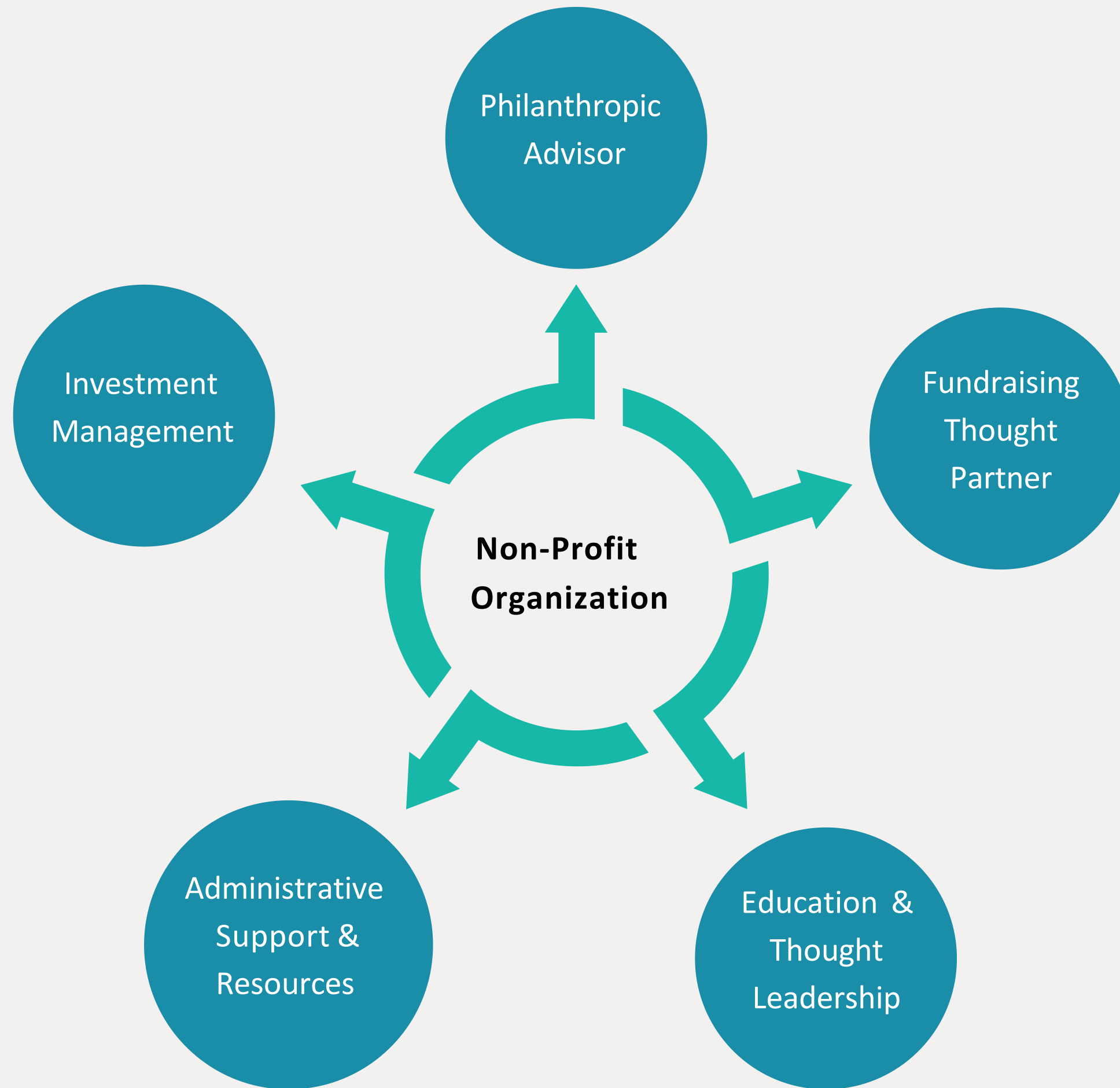


**BIG BET**

**EARLY LEARNING** Advocating for policy change that increases access and reduces barriers to work

# Organizational Funds





# Cleveland Foundation's Client Service Model

Available to help your organization deepen its impact, expand its reach, and grow your assets

# Partnering With TCF vs Investment Firm

We understand the needs of nonprofits and can help you grow a strong, long-lasting endowment



## Cleveland Foundation

**Liquidity:**

Flexible access to funds when needed

**Dedicated Advisor:**

Ongoing strategic guidance

**Nonprofit-Centered Model:**

Built specifically for organizational needs

**Planned Giving Expertise:**

Integrated estate and legacy planning

**Institutional Investment Access:**

Top-tier managers and strategies

## Investment Firms

**Liquidity:**

Subject to account structure and restrictions

**Advisor:**

Primarily investment-focused relationship

**Model:**

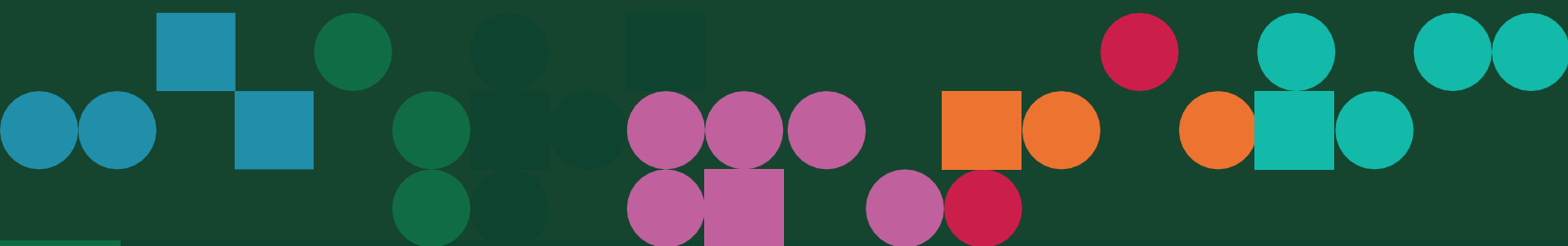
Built for individuals, not nonprofits

**Planned Giving:**

Limited or requires external coordination

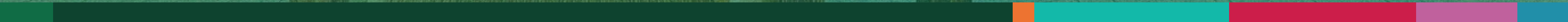
**Investment Access:**

Varies by account size and minimums





# Investment Management Services



# As long-term investors, we utilize a fundamental modern portfolio theory strategy, centered around asset allocation and strong management teams

## Long Term Focus

- Capture market mispricing across cycles to unlock fundamental value

## Emphasis on asset allocation

- Primary driver of performance
- Prioritize expected returns and valuations
- Diversify for better risk-adjusted outcomes

## Aim to minimize investment fees

- Selective, value-driven active management
- Use top-tier managers with institutional access
- Minimize costs while expanding investment options

We have a variety of investment pools to choose from depending on your risk appetite:

### Passive Pools

Growth Pool
Balanced Pool

### Active Pool

Flagship Pool
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### Custom Pools

US Large Cap Pool
US SMID Cap Pool
International Equity Pool
Fixed Income Pool

### Mission-Aligned Pool

Impact Cleveland Investment Pool
Pinnacle Leadership Investment Pool
Socially Responsible Investment Pool
KeyBank Green Bond Pool

# Placed based investing is our priority, the Impact Cleveland Pool is the only placed-based investment pool of its kind

## **The Impact Cleveland Pool:**

Harnessing The Power of Impact **IN** and **FOR** Our Region

**Invests** in an equal weight allocation of the **25 largest companies** in Northeast Ohio who employ over 50,000 people in our region

**Provides catalytic capital** with our mission related investments supporting entrepreneurs in our community

Diversified Private Capital



Micro & Small Company Growth Capital

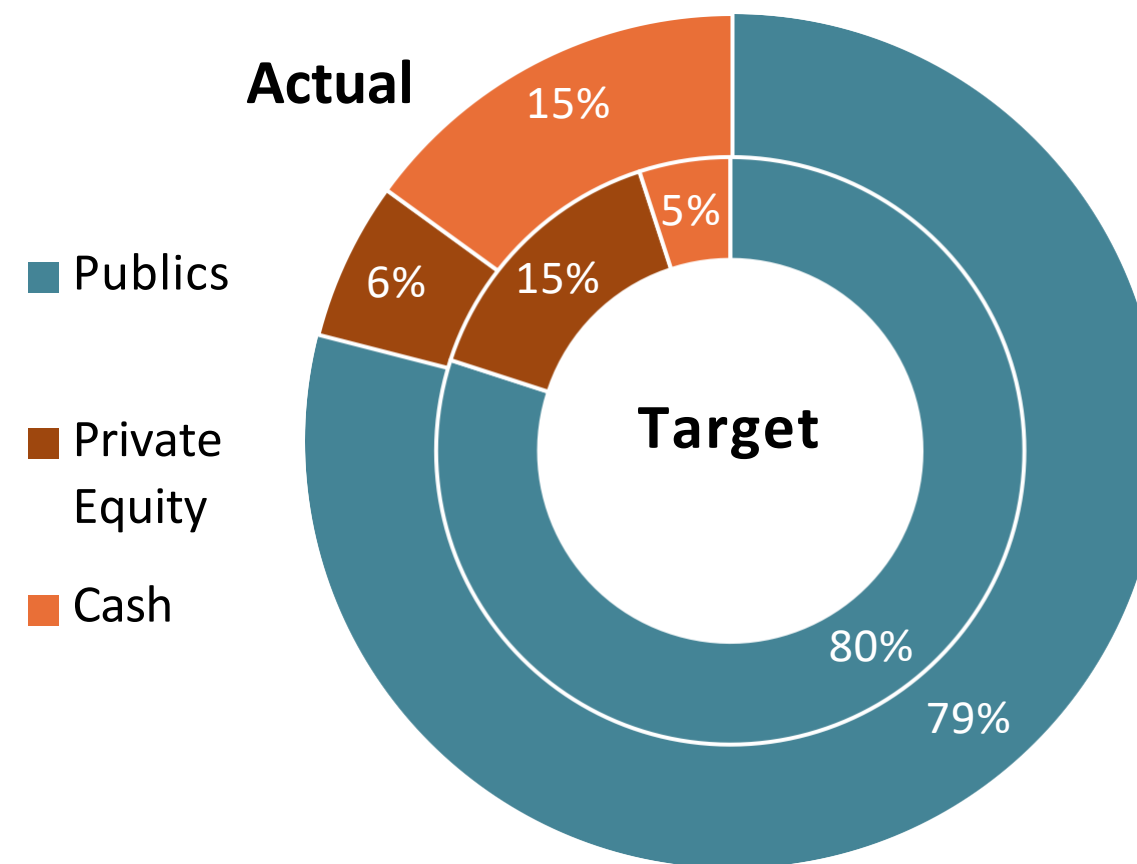


Venture Capital



## Impact Cleveland Pool Asset Allocation

As of April 30, 2026



AUM: \$56M

Back-tested Pool Performance vs. Benchmark (Inv. Mgt. Fee: 40 bps)					
As of April 30, 2026	YTD	1 Year	3 Year	5 Year	10 Year
Impact Cleveland Pool	3.57%	23.25%	16.91%	11.66%	16.34%
80% Russell 3000/20% U.S. Agg.	5.34%	25.22%	16.51%	8.66%	10.26%

**Thank you!**



# Leadership Panel

## Real Solutions from the Field

Julie Clark | Business Volunteers Unlimited  
Tania Menesse, Linda Uveges, Maria Campbell, and Marty Uhle



# THANK YOU



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**Feedback Form**

