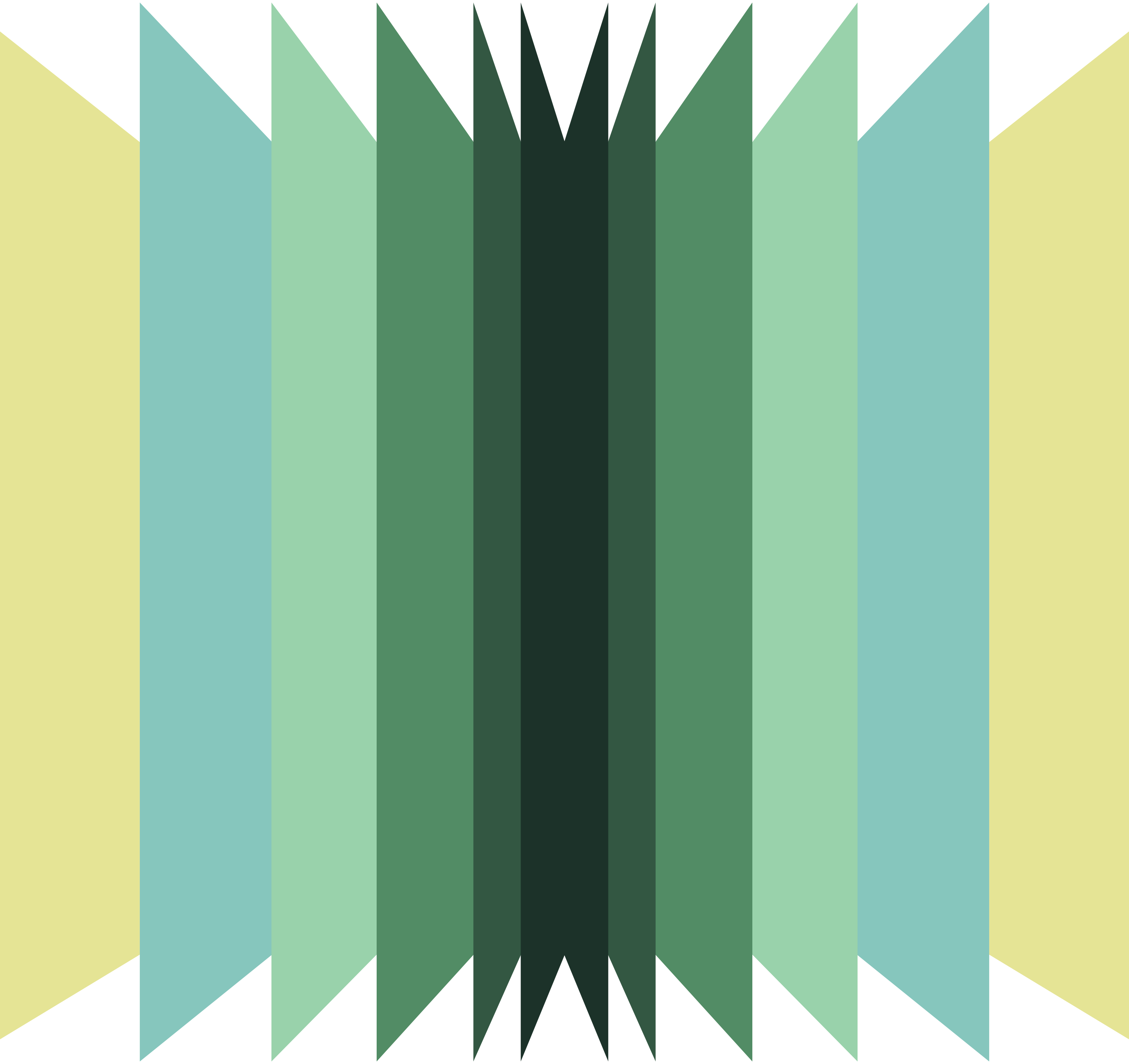


RICHARD KING MELLON FOUNDATION

2025 Annual Report

Devin Stockfish, President and CEO of Weyerhaeuser Company, offers keynote remarks at the October 2025 National Leadership Forum on Economic Development Through Working Forests, at the Foundation's offices in Pittsburgh.

1899–1970

Richard King Mellon was born in Pittsburgh, Pennsylvania, on June 19, 1899, the son of Richard Beatty Mellon and Jennie King Mellon. Mr. Mellon served his country in both World Wars and in peacetime, attaining the rank of Lieutenant General, United States Army Reserve, and receiving the Distinguished Service Medal.

Mr. Mellon was the dominant figure in the financial, industrial and civic life of his community for many years. He was president of Mellon National Bank and, for 20 years, Chairman of the Board of Mellon National Bank and Trust Company; as a director, he aided the growth of many of the nation's leading enterprises, particularly Gulf Oil Corporation and Aluminum Company of America. Mr. Mellon, President and Governor of T. Mellon and Sons, inspired and led the rebirth of a great American city. His creative energies forged the Pittsburgh Renaissance, a nationally recognized architectural, civic, social and educational venture. A renowned sportsman, Mr. Mellon generously endeavored to preserve the quality of the natural environment and to protect its wildlife.

In 1936, Mr. Mellon married the former Constance Mary Prosser. Constance Prosser Mellon served as Chair of the Board of Trustees of the Richard King Mellon Foundation from its inception in 1947 until her death in 1980. She remains the longest-serving Chair in the Foundation's history. Mr. Mellon died on June 3, 1970.

Letter from the Chair

One of the companions of organizational longevity is the passage of milestones, and the Richard King Mellon Foundation surpassed another notable milestone in 2025.

Fifty-nine organizations received their first-ever Foundation funding in 2025. With those new additions to the Foundation family, we now have awarded funding to more than 2,000 organizations since our founding in 1947. The magnitude of that milestone is made real when one enters the Richard King Mellon Convening Center in our Pittsburgh offices. The north and south walls of that room are adorned with more than 2,000 nameplates — one for each of the organizations we have funded. We honor each organization at the center of our offices, because those organizations are at the center of our work. It is their visions, not ours, that have made such a positive difference in our communities — in our beloved Southwestern Pennsylvania, and throughout our great nation, thanks to our national Conservation program.

We awarded $152 million in funding in 2025, through 330 grants and Program-Related Investments (PRIs). Those grants and PRIs were made in response to 851 applications, the second-highest total we ever have received (just missing the record of 852 set in 2021 during the pandemic). We distributed that funding through the six Program Areas that make up our 2021–2030 Strategic Plan. We once again supplemented that funding by deploying philanthropic tools such as partnerships, communication and convenings. Indeed, we hosted a record 12 convenings last year, our first full year in our Strip District offices.

Through our Conservation program, we have helped to conserve environmentally precious lands and habitats in all 50 states, encompassing more than 4.5 million acres, an area larger than the state of Connecticut. We advanced that environmental legacy significantly in 2025, with 93 Conservation grants and seven Conservation PRIs, totaling more than $63 million.

To advance our Economic Development program, we awarded 60 grants and four PRIs, totaling more than $41 million.

In Economic Mobility — our program to help young people in disadvantaged circumstances to achieve greater prosperity in adulthood — we awarded 80 grants totaling more than $23 million.

In Health & Well-Being, we awarded 49 grants totaling nearly $16 million, all to help create greater opportunities for people to live a healthy life, particularly the most vulnerable people in Allegheny and Westmoreland counties.

Through our Social-Impact Investment program, we invest in for-profit companies with social missions in Conservation, Economic Development, Economic Mobility and/or Health & Well-Being. In 2025, we invested nearly $6 million in 15 such companies. Among those companies were the winners of our fourth Social-Impact Pitch Competition. We announced the four winners of the Pitch Competition in October 2025.

Our Organizational Effectiveness program seeks to enhance the effectiveness of our nonprofit partners. We awarded 22 Organizational Effectiveness grants totaling more than $3 million to nonprofit grantees in 2025, to help those organizations to improve their operations and performance. We also aspire to increase our own effectiveness every year, and 2025 was no different in that important regard. Be sure to see the story, in the Organizational Effectiveness section of this Annual Report, on a pilot effort to increase the positive impact of our disaster-recovering initiatives, through a novel collaboration with GoFundMe.org.

Our culture of continual self-improvement started with our founders, and has been carried on admirably by our Foundation Trustees ever since. We are blessed at the Foundation to enjoy considerable continuity and philanthropic expertise on our Board of Trustees. In 2025, six of our Trustees marked their 20th anniversary in Foundation leadership: Alison M. Byers; W. Russell G. Byers, Jr.; Catharine Mellon Cathey; Constance Elizabeth Mellon Kapp; Armour N. Mellon; and myself. And Trustee Bruce King Mellon Henderson marks his 20th anniversary on the Board this year. On behalf of a grateful Foundation, I thank each of our two-decade trustees for their dedicated volunteer service to our philanthropic mission. The Foundation's positive impact has been significantly enhanced by their service.

We said farewell at the end of 2025 to a fellow trustee, Douglas L. Sisson, who retired after 22 years as a Foundation Vice President, and 10 years as a Trustee. Doug played an instrumental role in the growth of the Foundation's assets to more than $3 billion during his tenure. He earned the respect, confidence and affection of everyone at the Foundation, and we are grateful to Doug for his dedicated and effective service.

We also welcomed Emma Garris to the Foundation in 2025. Emma serves as a Program Associate, focused largely on the Foundation's Health & Well-Being program.

I hope that you find the data on the Foundation's 2025 work in this Annual Report to be useful and informative. I am certain you will find the stories and photographs of our grantees to be inspiring. They and their good work are the reasons this Foundation exists.

With gratitude and appreciation,

Richard A. Mellon
Chairman and CEO

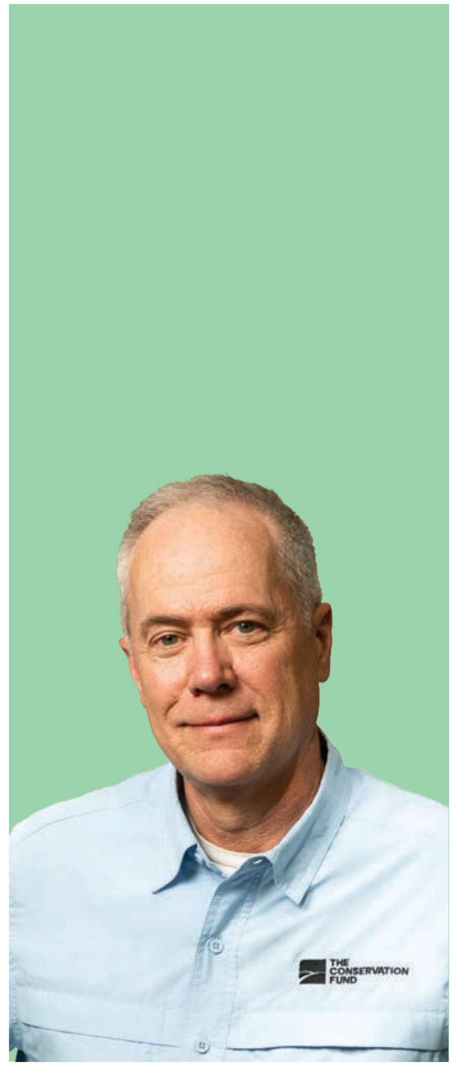
Conservation

The Foundation's national Conservation program has helped to conserve environmentally precious land in all 50 states — more than 4.5 million acres in all, an area larger than the state of Connecticut.

100 Grants & PRIs

TOTALING

$63,037,039



Brian Dangler

Senior Vice President and Director of the Working Forest Fund, The Conservation Fund

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Devin Stockfish

President and CEO, Weyerhaeuser Company

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Patrick Myers

Executive Director, Ligonier Camp and Conference Center

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The Conservation Fund

Conservation that Competes at the Speed of Business

Tromping through the woods in northwestern Maine, Brian Dangler thought he had found his life's work. The new college graduate loved being a forester for a timber company, keeping the woods healthy for the rural community as well as the hikers, snowmobilers and hunters who came to the 400,000 remote acres along the Androscoggin River.

He felt so lucky — getting paid for a job in nature.

Dangler would spend mornings before work bow hunting. In the evenings, he went to Thomas College in Maine to earn his MBA. In 2005, he landed a job at International Paper Company negotiating land sales and moved back near his hometown in upstate New York, where he'd first fallen in love with the forest during family vacations in the Adirondacks.

When International Paper announced in 2005 that it was going to sell all its timberland, offering it to conservation groups first, it was Dangler who negotiated a major deal to sell land in New York, Florida and South Carolina to The Conservation Fund. He was impressed by how pragmatic and business-oriented they were. He told himself, "If I ever have a chance, that's where I would like to have a second career."

He got that chance just three years later when he joined The Conservation Fund. In the 17 years since, Dangler, now Senior Vice President and Director of the Working Forest Fund at the nonprofit, has earned a reputation as a respected leader of the conservation movement.

Combining forestry skills with business savvy and a down-to-earth personality, he has negotiated complex deals that have led to the preservation of hundreds of thousands of acres of forest across the United States.

In 2025 alone, Dangler closed deals on more than 26,000 acres of environmentally precious forest in South Carolina, Maine and Georgia, aided by $25 million in program-related investments (PRIs) from the Richard King Mellon Foundation. A PRI is a low-interest loan that functions as a bridge for an organization still in the process of raising the necessary funds for a planned project. With a PRI in hand, The Conservation Fund can "pounce" when the land goes up for sale. It can then manage the land sustainably while working with state and other conservation groups as they raise enough money to buy the land for permanent conservation.

The Conservation Fund accelerated this proven strategy in 2010 when it established The Working Forest Fund. With Dangler at the helm, it has acquired 934,764 acres through 36 projects across the country.

Larry Selzer, President and Chief Executive Officer of The Conservation Fund, called Dangler "an operational genius" and "the person who gets it all done. He has helped us do something never thought possible — a nonprofit competing at the speed of business, becoming one of the largest timber operators in the U.S."

If becoming a forester seemed like a dream job to Dangler in his youth, his leadership role at The Conservation Fund is an even more perfect fit. "I pinch myself every day about the great work I get to do with my colleagues and the folks from the Richard King Mellon Foundation," Dangler said. "I couldn't think of a better life."

> "If I ever have a chance, that's where I would like to have a second career."
>
> — BRIAN DANGLER

For Dangler, a forest is a magical place that changes by the season and even by the day, connecting people to nature and sustaining rural communities as well as wildlife.

He traveled to South Carolina to negotiate the purchase of 8,147 acres of Carvers Bay Forest and to create a new state park in the fast-growing area between Myrtle Beach and Historic Georgetown. The deal was backed by a $10 million PRI from the Foundation.

After International Paper Company closed a South Carolina mill, sending shock waves through the local economy, there was intense pressure from developers to divide the forest into plots to build homes. Enlisting strong support from the South Carolina Department of Natural Resources, the Working Forest Fund bought the well-stocked pine forest, which sustains water quality and preserves habitats for birds including the Swallow-Tailed Kite. "It's a popular winter birding observation area," he said.

Dangler also traveled to southeast Georgia to close a deal for 7,575 acres adjacent to the Okefenokee Swamp. The Okefenokee National Wildlife Refuge is a scenic sanctuary for the American alligator and the red-cockaded woodpecker, as well as 233 other types of birds. Attracting 725,000 visitors a year, the refuge was nominated to be a United Nations Educational, Scientific and Cultural Organization (UNESCO) World Heritage Site.

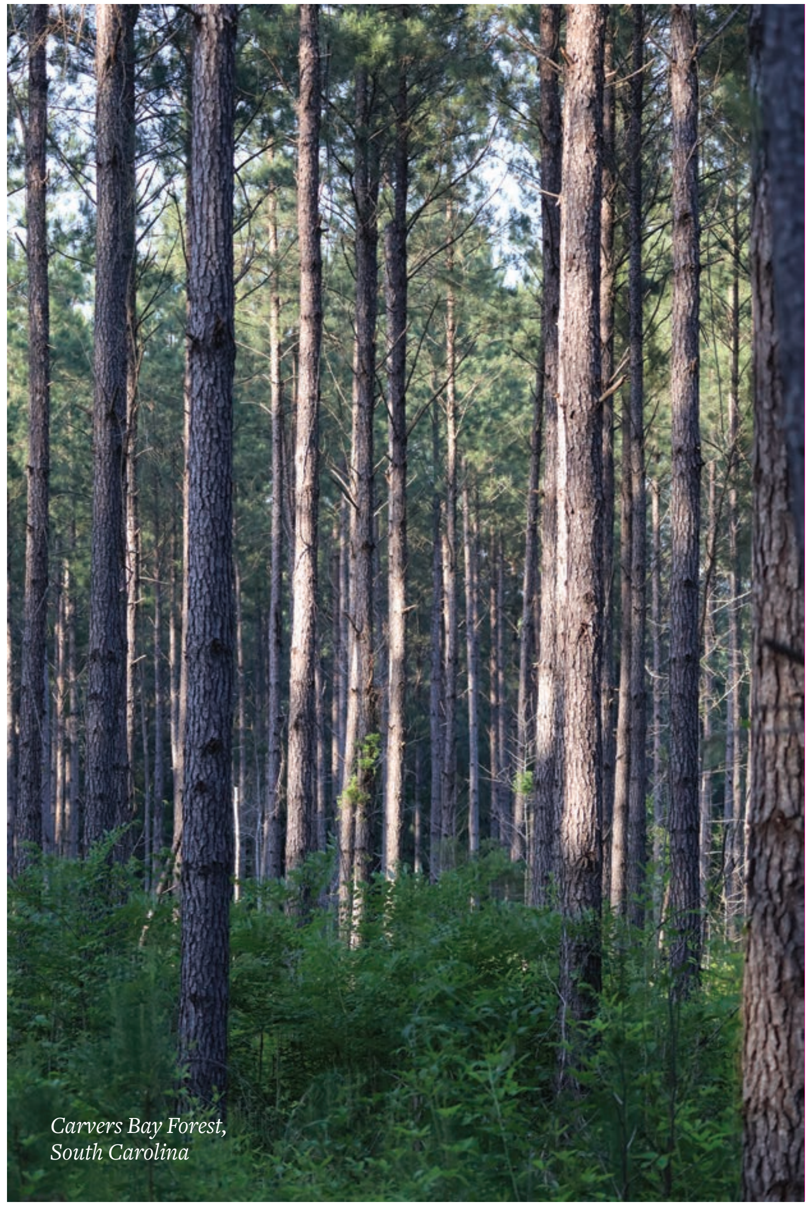
The wetlands were at risk from a proposed deep-earth mining operation that would have threatened to lower the water level of the Okefenokee Swamp, the largest blackwater swamp in North America, and imperiled its wildlife. "The mining company had the equipment there. They had the permits ready to be approved," he said. Dangler's team swooped in to negotiate the deal to buy the land so the Fish and Wildlife Service could protect the swamp, paving the way for the Georgia Department of Natural Resources to create a working forest with outdoor recreation. An $8 million PRI from the Foundation enabled him to move quickly.

Another 2025 forest deal brought Dangler back to Maine, this time in the northeastern part of the state. The Conservation Fund was able to preserve 11,141 acres across two properties — the Crystal Bog, a large sphagnum bog that is home to diverse ferns and rare animals and plants. That purchase, financed through a $7 million Foundation PRI, also conserves the Shin Pond property, which includes scenic views of Mount Katahdin, almost a mile of undeveloped frontage on Shin Pond, and most of Davis Pond.

The purchase also conserves a scenic sugar-maple forest that supplies maple syrup, a natural forest product that Dangler said "is very important for the local economy."

The Foundation also in 2025 awarded a $1.5 million grant to The Conservation Fund to advance its national Activation platform, which advances rural economic development through the conservation of working lands. Since it was launched in 2022, more than $1.3 million in small grants have been awarded to help rural communities with development projects in places ranging from Coos County, New Hampshire to the island of Molokai in Hawaii. The Hawaii grant will enable the Activation platform to establish formal agreements with local development groups, securing their commitment to create economic development that includes conservation goals.

Dangler believes there is a natural alliance between people in rural communities and conservationists. He believes the two groups can build on that natural affinity to save forests, which store carbon and mitigate climate change. Both groups want to preserve the natural beauty of America's forests and prevent them from being sold to developers. "It's not that second homes are necessarily a bad thing," Dangler said. "But we have to have smart planning and growth such that it doesn't interfere with large intact forests. Once they are fragmented, you can't put Humpty Dumpty back together again."



Carvers Bay Forest, South Carolina

Okefenokee National Wildlife Refuge, Georgia

Shin Pond, Maine

Devin Stockfish

Building Stronger Wood Markets To Ensure the Future of our Forests

The disturbing images of raging wildfires have been a powerful reminder of the fragility of our forests and the threats posed by wildfires to the people and communities that call America's forests home.

While some might presume that wildfires are the greatest danger to forests today, there is a less obvious but equally ominous risk: the declining market for paper and wood products.

The precipitous decline in those markets has resulted in numerous paper mill and saw mill closures, said Devin Stockfish, President and Chief Executive Officer of Weyerhaeuser Company, the largest owner of timberlands in the United States, and one of the largest manufacturers of wood products in North America.

Those industries are critically important to rural economies — and also to the sustainable management of forestlands. Without a strong market for paper and wood products, private forest owners frequently must sell their land to developers, who may not be committed to sustainable forest management, and who often will subdivide land into tracts that are inaccessible to the public for outdoor recreation — creating another economic blow to rural communities.

Stockfish spoke about that threat as keynote speaker at the National Leadership Forum on Economic Development Through Working Forests, hosted by the Richard King Mellon Foundation in October 2025 and attended by 150 leaders from across the nation.

Stockfish spoke about Weyerhaeuser's efforts to use innovative, sustainable forestry practices to support forests, rural communities and the environment. "There is no technology anywhere on the planet that is better at taking carbon dioxide out of the atmosphere and storing it. We need to keep forests as forests."

To create new markets for pulp wood, Weyerhaeuser is expanding production of a trademarked engineered building product called TimberStrand®, which is formed from gluing wood strands into uniformly strong, dimensionally stable beams and other applications. The company will double its production of TimberStrand with a new manufacturing facility under construction in Arkansas.

The Foundation hosted the Working Forests convening to jumpstart the development of other new wood products. As a result of the convening, and a concurrent Request for Proposals, the Richard King Mellon Foundation received 159 applications that together requested more than $400 million in funding. The Foundation now is awarding grants in response to those applications, to further this important conservation work.

For instance, a $1 million grant was awarded after the 2025 convening to the Georgia Forestry Foundation to launch the Forest Products Innovation Accelerator. This program would connect Georgia Tech's research capabilities with the Georgia Forestry Foundation's marketing prowess to convert pulp and storm-damaged wood into high-value products.

For Stockfish, innovation goes beyond new products. Weyerhaeuser also utilizes new technology to enhance its sustainable forest-management practices. For instance, Weyerhaeuser is using drones — some equipped with AI — to monitor seedling survival rates and overall forest health, and to support thinning operations, among other applications. Historically, a forester would have to do this work on the ground, slowly walking through dense forests or mounting steep slopes. Using drones for these operations can improve safety and efficiency.

Weyerhaeuser also invests in the rural communities where its workers live. "Many rural communities are struggling," Stockfish said. "If these places are no longer thriving places to live and work, we no longer have a workforce." Through its Thrive program, Weyerhaeuser is investing $1 million in each of five operating communities over the next several years.

Stockfish didn't begin his career in the timber business. He was a flight-systems engineer for The Boeing Company before earning a law degree at Columbia University. He was an attorney for Starbucks before joining the legal department of Weyerhaeuser Company. After several promotions on the business side, he was named Weyerhaeuser CEO in 2019.

Stockfish instantly connected with the culture of the business, founded in 1900 when Frederick Weyerhaeuser and 15 partners purchased 900,000 acres of Washington timberland from a railway — ushering in a new era of sustainable forestry. "It's a special place," Stockfish said of Weyerhaeuser. "The DNA of the company goes back to the Weyerhaeuser family who ran it for 90 years."

Stockfish's North Star as CEO is a quote from Frederick Weyerhaeuser that is affixed at the entrance to the company's headquarters. "This is not for us, nor for our children, but for our grandchildren."

Ligonier Camp and Conference Center

Restoring a Pond for Recreation... and Reflection

Patrick Myers grew up an outdoorsy kid, playing in a Maryland camp that his father had founded. When he began working at age 21 on the summer staff of Ligonier Camp and Conference Center in Westmoreland County, it felt like a homecoming.

The 560-acre Ligonier Camp and Conference Center, nestled in the Laurel Highlands, eventually became his permanent home. It's where he met his wife, Sandy, while working on the camp's summer adventure staff. Myers soon joined the camp's full-time staff, and then became Executive Director. The camp couple have raised their five kids on the property.

"I just love the camp setting," Myers said. "I love being outdoors."

Ligonier Camp and Conference Center is an interdenominational ministry of the First Presbyterian Church of Pittsburgh. It brings the restorative beauty of the forest to some 9,000 guests every year.

Ever since Myers started working at the camp, one of his favorite spots was its pond. Generations of campers ages eight to 17 have caught their first fish there; learned how to paddle the J stroke there; and built campfires there. Herons and even eagles have been sighted around the pond, making it a tranquil place to sit and reflect.

But for three years, the pond has been closed. An adjacent stream washed away the pond's banks, and it can no longer consistently hold water.

Thanks to a $150,000 grant from the Richard King Mellon Foundation, the pond will be restored soon. A construction company will rebuild the berm that keeps water in the pond, remove sediment, and repair the spillway.

"We're going to build a new pavilion too, so they can take packed lunches down there. We will have a fire pit to make it a very inviting place for kids," Myers said. "We have a slingshot course down there and a little ax-throwing course." It also makes the perfect place for staff to lead Bible studies.

Camp volunteers plan to restock the pond from the abundant fish supply in a nearby 25-acre lake on Route 30, which the Foundation helped the Ligonier Camp and Conference Center to purchase. The camp will set up a fishing derby at the lake, transporting the fish to the pond, which lost all its fish.

The reopening of the pond will enable the camp to do more environmental educational programming. Campers will learn about the habitats of both the pond and the nearby stream.

"We can talk about the difference in those two habitats and why they're the way they are. It creates a programmatic space that enhances our habitat study."

Myers said Ligonier Camp has been a good fit for him because of its dual emphasis on outdoor skills and spirituality. He first came to Ligonier Camp after graduating from Geneva College in 1994 and working for the Coalition for Christian Outreach, a campus ministry organization.

> "I just love the camp setting, I love being outdoors."
>
> — PATRICK MYERS

He worked at California University of Pennsylvania and spent two summers at Ligonier Camp before becoming Summer Camp Director in 2001 and Executive Director two years later.

"We took kids on high-rope and low-rope courses, caving, whitewater rafting and mountain biking. But we don't just do the activity for the sake of it being a fun carnival ride. We use those activities as discipleship and leadership-development tools. Afterward, we talk about 'What did it take for your whole team to get you through this? What type of courage did it take for you to make that step? What did you have to put your faith in?'

"As a Christian camp, our mission is to provide people with reflective and recreational opportunities that build faith in Christ, self-esteem and supportive relationships."

Soon, those opportunities will be enhanced by the still waters of a newly restored woodland pond.

Economic Development

The Foundation's Economic Development program seeks to increase prosperity and opportunity in Allegheny and Westmoreland counties.

64 Grants
& PRIs

TOTALING
$41,394,307

David Holmberg

Chairman of the Board of Trustees, Pittsburgh Cultural Trust

20

Douglas Bradburn

President and Chief Executive Officer, George Washington's Mount Vernon

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Dr. Eboni Zamani-Gallaher

Renée and Richard Goldman Dean, University of Pittsburgh School of Education

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Pittsburgh Cultural Trust

Making the New "Arts Landing" A Fun, Safe Place for Families

When David Holmberg's two grandchildren were young, they often would visit him and his wife at their Downtown residence. Over the years, he took them to see shows, like one featuring Peppa Pig, the animated TV character, as part of a kid-friendly concert with the Pittsburgh Symphony Orchestra, or Wicked at The Benedum Center.

But too often, he would run out of kid-friendly options in his Downtown neighborhood. "It was hard to find a place where we could take them and they could have fun," said Holmberg, Chief Executive Officer of Highmark Health, and Chairman of the Board of Trustees of the Pittsburgh Cultural Trust.

Making Downtown more family friendly for its growing residential community, and a more attractive place for Downtown office workers to stay after work, is part of the Cultural Trust's vision for Arts Landing, a new four-acre civic space in the Cultural District. The outdoor civic space will have a playground, pickleball courts, a small fitness track, public art installations, a garden walk with native plants, and public bathrooms. The one-acre great lawn will include a stage with a large canopy near Fort Duquesne Boulevard between Seventh and Ninth Streets. The elevation at Arts Landing rises to eight feet from street level, offering expansive views of the Allegheny River and two of the Sister Bridges. The civic space will host everything from the Three Rivers Arts Festival and other festivals to weekly performances and outdoor fitness classes, all of which will be free for the community.

The civic space will be privately owned and managed by the Pittsburgh Cultural Trust, a nonprofit arts organization that owns and operates many of the venues in the Cultural District Downtown.

The Richard King Mellon Foundation awarded a $10 million grant to the Trust for the $40 million park. It was the project's largest single gift, and one of the largest philanthropic gifts in the Trust's four-decade history. Prior Foundation grants enabled the Trust to buy the land for Arts Landing, in what previously was known as the Cultural District's 8th Street Block.

Construction was specifically timed to be completed for the April 2026 NFL Draft. The long-term goal is to help get people back working, living and playing Downtown, Holmberg said. "The idea wasn't for this to be the end all be all, but to jumpstart the activity Downtown and make it more interesting for developers to want to convert some of these buildings into residential housing," Holmberg said.

Arts Landing is one piece of the Downtown Revitalization Vision, announced in 2024 by the Allegheny Conference on Community Development. Holmberg also is Chairman of the Allegheny Conference.

He and other leaders began brainstorming ways to revive Downtown over a meal in early 2022. To help bring the idea to life, they hired Field Operations, the group that developed the High Line in New York City, the Public Square in Cleveland and the riverfront in Seattle. Field Operations helped facilitate research with community groups, so the features that people valued most could be incorporated into the design.

The Foundation's $10 million grant also will support construction, ongoing maintenance, and security at Arts Landing. The Cultural Trust has allotted $300,000 a year to security, including cameras and a 24-hour security staff that will have close working relations with Pittsburgh Police in Downtown Zone Two.

Holmberg said the security emphasis will help to combat any lingering concerns that Downtown is not safe in the post-pandemic era.

"My goal is that a mother with two kids can drive down into the city, park in a garage, go see a play or show, maybe go to the children's area in the park, go home and feel safe the entire time. If we do that, then everyone will feel safe. That's the standard we are after."

> "My goal is that a mother with two kids can drive down into the city, park in a garage, go see a play or show, maybe go to the children's area in the park, go home and feel safe the entire time. If we do that, then everyone will feel safe. That's the standard we are after."
>
> — DAVID HOLMBERG

America's 250th Anniversary

Building America's Future By Preserving its Past

Most people remember George Washington as the courageous Continental Army commander, the first U.S. president and the distinguished gentleman in the white wig staring out from dollar bills.

But they might not know that all those achievements almost never came to pass, in a battle fought just outside of Pittsburgh.

In 1755, Washington, then a young militia officer serving as an aide to a British general, nearly perished in the Battle of the Monongahela, near present-day Braddock. Washington and his fellow soldiers were riding into the woods when French and Native American troops ambushed them. As dozens of men fell to the ground around him, Washington exhibited remarkable calm, even after musket balls pierced his coat and hat and two horses were shot out from under him.

If any of those musket balls had landed just inches away, it would be someone else's image that adorns our dollar bills.

Douglas Bradburn, President and Chief Executive Officer of George Washington's Mount Vernon, loves to tell the story of Washington's grit and grace under pressure. "It was really extraordinary because he had a terrible case of dysentery. He had to have a pillow on his horse because he was in so much pain. There are about 60 officers who are wounded or killed in that battle. He's like the last man standing and is able to help the troops retreat."

That battle comes to life in the revitalized French and Indian War exhibition at Mount Vernon, the Virginia home of George and Martha Washington. The Richard King Mellon Foundation granted $500,000 in support of the exhibit, which opens in June 2026 in advance of America's 250th celebration. It is one of a series of Foundation grants awarded in 2025, and in years prior, that will help America to tell the inspiring story of its founding, as part of the nation's semiquincentennial anniversary.

The French and Indian War exhibit tells of Washington's transformation from a 16-year-old surveyor to a 23-year-old war hero, Bradburn said.

A large tree in one corner evokes the battle in the woods, and a wax figure replicates Washington at age 19.

Visitors can feel how hard it was to drag a cannon through the woods during the Battle of the Monongahela by pulling on a rope attached to a replica of an 18th-century cannon. If a green light flashes, the tug is strong enough to match the strength of the team of horses that would have moved the cannon. A red light means it would have stayed still.

An exact replica of British General Edward Braddock's red silk sash, given to Washington, the general's aide-de-camp, sits in a case. The museum also has the original, now too fragile for public view. Made using a technique called sprang weaving, the original sash was so strong it could be used to carry wounded soldiers off the battlefield.

The Battle of the Monongahela helped Washington redeem himself after his defeat at the Battle of Fort Necessity a year before and established him as a leader — even one believed to have been guided by Divine Providence.

> "I thought I knew a lot about George Washington before I came to Mount Vernon, but once I got here and really started to study the man, he became so much more interesting."
>
> — DOUGLAS BRADBURN

"There is a minister in Virginia who famously says that 'This man, George Washington, is meant for greatness,'" Bradburn said. A Native American group who shot at him during the Battle of the Monongahela attributed his survival to "a divine spirit."

Bradburn grew up immersed in early American history. His family moved to Williamsburg, Virginia when he was 10, and he loved visiting Colonial Williamsburg. After receiving his B.A. in History and Economics from the University of Virginia, and his Ph.D. in History from the University of Chicago, he became Chair of the History Department at Binghamton University, State University of New York, and authored books on early American history.

He joined Mount Vernon in 2013 as the Founding Director of The George Washington Presidential Library at Mount Vernon.

"I thought I knew a lot about George Washington before I came to Mount Vernon, but once I got here and really started to study the man, he became so much more interesting. For a lot of Americans, George Washington is ubiquitous, but they don't really know why. His young experiences, like in the French and Indian War, really help us understand the man."

The Foundation has had a longstanding commitment to historic preservation, notably making a $2 million grant in 2002 to enable the Fort Ligonier Association to buy George Washington's two saddle pistols, given to Washington by the Marquis de Lafayette during the Revolutionary War. Washington is said to have carried them while Commander-in-Chief of the Continental Army at Valley Forge, Monmouth, and Yorktown.

More recently, in 2024, Fort Ligonier, in Westmoreland County, was awarded a two-year $50,000 Foundation grant to continue archaeological field work for their George Washington Friendly Fire Incident Site. The land is purported to be where two Virginia Regiments — one headed by young George Washington — mistakenly fired upon each other on November 12, 1758. Washington later wrote that his life was most in danger on that day. Since 2022, Fort Ligonier has partnered with Dr. Jonathan Barnes of Juniata College and the Veterans Archeology Project to do field work there. The finds from 2023 and 2024 are being evaluated by French and Indian War scholars to confirm the land is the actual location of the Friendly Fire Incident. The grant will help the archaeologists to conduct additional research at the site, and to maintain and protect it.

Other Foundation grants that will aid in America's celebration of its 250th anniversary include:

- A $250,000 grant to the PA Educational Communication Systems (better known as PCN) to produce historical TV features on the role of Southwestern Pennsylvania in early American history. The nonprofit channel will produce 30 to 36 documentary-style programs focusing on sites in Pennsylvania touched by the Revolutionary War.
- A $300,000 grant to the Historical Society of Western Pennsylvania to support the Senator John Heinz History Center in convening representatives from the City of Pittsburgh's Department of Parks and Recreation, Carnegie Library and the Pittsburgh Cultural Trust, to plan 250th anniversary activities and to develop a strategy for marketing them.
- Another $400,000 grant to the history center will establish a permanent home for the collection of famed author and historian David McCullough, including his papers, his manual Royal typewriter, his library of books for research (with his notes and marginalia), and his many awards, including two Pulitzers and the Presidential Medal of Freedom. McCullough was a Pittsburgh native. His biography *John Adams* and his history *1776* are two of the most well-known and well-regarded books on the American Revolution.
- A $50,000 grant to the Friends of Washington Statue to complete the restoration and rededication of the George Washington Statue in Trafalgar Square, London. An estimated 2.7 million visitors from the United States are expected to visit the statue yearly.

And, as a companion to the anniversary celebrations, the Foundation is also supporting America's concurrent hosting of the 2026 FIFA World Cup. A $350,000 Foundation grant will help Philly Soccer 2026, the committee that executes FIFA World Cup events in Pennsylvania, to launch a FIFA World Cup 26™ Fan Zone in Pittsburgh in the summer. Philly Soccer 2026 will work with VisitPITTSBURGH and the Pittsburgh Steelers to plan viewing events for July 4 FIFA World Cup matches, and additional matches through July 19, 2026.

George Washington's two saddle pistols, a gift from the Marquis de Lafayette, are on display at the Fort Ligonier Museum, thanks to a $2 million Foundation grant awarded in 2002. George Washington cherished the saddle pistols, and is believed to have carried them from Valley Forge to Yorktown.

An 18th century officer's buckle, discovered in the summer of 2025 at what is believed to be the site of George Washington's Friendly Fire Incident.

Archaeological fieldwork in the summer of 2025 at what is believed to be the site of George Washington's Friendly Fire Incident.

University of Pittsburgh, School of Education

Preparing Pathways for People To Work in Emerging Industries

Growing up in Chicago, Eboni Zamani-Gallaher heard the same question over and over.

"Eboni, what are you going to do when you grow up?" her mother, Mary Ella would ask her.

"Go to college," the little girl would reply.

"Good girl," said Mary Ella, who always wanted a college degree but never had the means. An administrative assistant, Mary Ella took community-college courses in word processing and bookkeeping, sometimes taking her daughter along with her.

Zamani-Gallaher didn't disappoint. Not only did she earn Bachelor's and Master's degrees in Psychology at Western Illinois University, she received a Ph.D. in Higher Education Administration at the University of Illinois at Urbana-Champaign — a feat that delighted her parents so much that they jumped on the stage when she received her doctoral degree.

Now the Renée and Richard Goldman Dean of the University of Pittsburgh School of Education, Dr. Zamani-Gallaher has become a renowned community-college leadership scholar. Thinking back to the limitations placed on her mother and also her grandmother, who was pulled from school in sixth grade to work at a cotton plantation in Mississippi, Dr. Zamani-Gallaher has committed herself to creating opportunities for all types of students to access college education and careers.

Now, with Pittsburgh poised to be a global hub for emerging life-science industries, Dr. Zamani-Gallaher and colleagues will design education and job-training programs to build a life-science workforce that is poised to capitalize on those job opportunities. The Richard King Mellon Foundation awarded a $470,000 grant to the University of Pittsburgh School of Education in 2025 to work with industry executives, startups, and other educators to plan life-science job-training pathways, including educational certificates and credentials that provide skills needed by the industry. One of the most promising such opportunities is at the University of Pittsburgh BioForge and its principal tenant at Hazelwood Green, ElevateBio, which already has committed to creating 170 jobs at the site.

This partnership also includes Pittsburgh Public Schools, Pitt's Office of Engagement and Community Affairs, Pitt's Center for Excellence in Digital Education, and Community College of Allegheny County. Pitt's University Center for Social and Urban Research will collect and analyze planning-project data to inform the design of the career pathways.

Dr. Zamani-Gallaher said the goal is to enable incremental credentialing that can provide opportunities for students looking to get a foothold in the growing life-science industries.

For example, students at Pittsburgh Public Schools and other high schools may have the opportunity to receive training or earn certificates that could be transferred to the Community College of Allegheny County.

"There would be stackable credentials people can earn to move into gainful employment opportunities. They could go from Pittsburgh Public Schools to CCAC to Pitt and then into the workforce."

She also said there may be opportunities for students to learn skills in labs at the University of Pittsburgh, as another springboard for future jobs. With the development of biologic medications in Southwestern Pennsylvania moving toward automated, production-scale development and manufacturing, there will be more jobs in the life sciences open to people who don't have a four-year college education.

Dr. Zamani-Gallaher said her mother's example inspired her interest in workforce training and development. Her mom "was able to patch together credentials and to convey that she had value and skills."

That is what Dr. Zamani-Gallaher desires for people in Pittsburgh who may have been left out of the educational and career tracks that allow them to support their families. "I want whoever is on the margins to be brought into the fold and to have opportunities for advancement."

"I want whoever is on the margins to be brought into the fold and to have opportunities for advancement."

— DR. EBONI ZAMANI-GALLAHER

Economic Mobility

Through its Economic Mobility program, the Foundation invests in pathways to opportunity for vulnerable children and youth in Allegheny and Westmoreland counties.

80 Grants

TOTALING

$23,024,445

Kevin Jenkins

President and Chief Executive Officer, Manchester Craftsmen's Guild

30

Dr. Laura Johns

President, LEADing to Movement

32

Peter Gault

Founder and Executive Director, Quill.org

34

Manchester Craftsmen's Guild

Teaching Kids to Discover Resilience Through Their Artistry

Most days after school, teenagers from across Pittsburgh stream into the Manchester Craftsmen's Guild, eager to create. In one paint-splattered studio, they make screenprint designs for their own t-shirt lines, practice drawing patterns and stitch cloth animals.

The high school students also are learning resilience, thanks to a $100,000 grant from the Richard King Mellon Foundation.

Kevin Jenkins, President and Chief Executive Officer of the Manchester Craftsmen's Guild (MCG), said the Foundation-funded resilience training and mentoring aligns perfectly with the core values of MCG's nationally recognized after-school arts-education and apprenticeship program. The new grant will make the implementation of those values even more intentional by providing training for the instructors.

While many students attend school out of obligation, students come to the MCG Youth Apprenticeship Training Program, Jenkins said, because they want to be there. The art classes are free, and MCG even offers bus service from many city schools.

MCG instructors are learning resilience-boosting exercises through monthly, in-person half-day workshops during the 18 months of the grant.

"We are helping kids view their work through an artistic lens of perseverance and critical thinking," Jenkins said. "Those are the things that will help you show up in the world and be present and have personal growth and development."

"How do you respond if your students are feeling frustrated and want to give up? How do you engage them? When do you give them some space?"

Jenkins is piloting the resilience principles in MCG's Design Arts studio, where students sew, draw, paint and otherwise express themselves. Evidence of their creativity — a large cloth banana with a mop of black hair and eyes peering out of glasses — can be seen leaning against a shelf.

Zo Zielinski, an artist-instructor and former MCG Youth student himself, has been practicing resilience techniques with his students. "It's really listening and repeating back to them so that we can help students figure it out for themselves," Zielinski said.

In one instance, a student was stressed because he was using his artistry to make a birthday present for his mother, and it wasn't turning out the way he wanted. Zielinski resisted the temptation to fix it himself. Instead, he let the student find the best solutions, supporting him along the way.

"Part of life is messing things up," Zielinski said. "The resiliency part is that they come back and say, 'I was at home and figured it out.' Or 'It didn't work out but I am okay.'" Or, the student will realize that they need to start working earlier, instead of waiting until the last minute.

Three instructors have gone through training and are testing out the resilience techniques in a pilot program. They ask students to define their artistic and personal goals and track their progress. A staffer gives data to a third-party technical-assistance provider to measure whether resilience training helps the students achieve their goals, inside the studio and out.

If the pilot program is successful, the resilience techniques will be incorporated into MCG's three other studios — ceramics, photography and graphic design.

Jenkins said he learned resilience himself through lifelong mentors — family members, friends and former college professors who have advised him throughout his career. Formerly the Executive Director of Holy Family Institute, he started his position heading MCG 11 years ago.

One of the most rewarding parts of his job, he said, is watching students who went through the youth program returning to MCG years later to talk to their mentors. "Once they graduate high school and are either off to college or doing something else, they stop in. It's great to see how well they're doing."

"We are helping kids view their work through an artistic lens of perseverance and critical thinking."

— KEVIN JENKINS

LEADing to Movement

Better Bottom Lines Through Better Child Care

For working parents, child care can be a constant source of anxiety. A toddler waking up with a fever may force them to call off work. A boss calling a last-minute meeting might mean scrambling to find someone for child-care pickup.

Then there is the sticker shock of child care, comprising an average 20 to 27 percent of household income, as expensive as college tuition in some cities, said Dr. Laura Johns, President of LEADing to Movement, an Atlanta-based nonprofit.

The challenges that often accompany child care can be costly for employers, too, leading to high turnover, problems with recruitment and workplace stress.

"If I am stressed out because I can't get to work, and my co-workers are stressed out because they're having to fill in for me, that affects everybody's morale and job satisfaction," Dr. Johns said. "It absolutely affects productivity."

Those problems are exacerbated in rural communities, where recruiting employees can be especially challenging, and where child-care centers are scarcer and sometimes further from the workplace.

Employee-recruitment difficulties also affect child-care centers themselves, exacerbating the challenges for all. "The child care nearby may not have all the rooms open because they are not finding the labor."

The Richard King Mellon Foundation awarded a $675,000 grant to LEADing to Movement in 2025 to help employers in Westmoreland County to create and implement child-care solutions tailored to their organizations.

During the first phase of the project, Dr. Johns and her team partnered with the Workforce Investment Board, the Westmoreland Chamber of Commerce and the Pennsylvania Office of Child Development and Early Learning to discuss issues around child care.

Utilizing those learnings, Dr. Johns, her team and their partners at Candor & Co. will work with three to five Westmoreland County companies from diverse fields to design and help implement strategies tailored to their organizations.

"People are tired of hearing that you should build a child care center on site," she said. "That's not going to happen for everyone. There is no one-size-fits-all solution."

Dr. Johns encourages creative solutions. For example, it might be more cost-effective for an employer to reserve and pay for five slots at a child-care center as a backup for employees. Employers also might call a child-care center and ask if they can pay an employee to stay later or even pay a percentage of a parent's child-care costs.

"Even if you, as the employer, pay as much as 25 percent of their child-care costs, it still might be very cost effective because you are stabilizing your work force and your productivity goes up," Dr. Johns said.

> "When employers contribute to child care, employees recognize that their company understands they are a parent first."
>
> — DR. LAURA JOHNS

Employee satisfaction goes up, too, she said. "Employees want to come to work. When employers contribute to child care, employees recognize that their company understands they are a parent first."

Participating employers also will learn how to utilize state and federal child-care tax credits. The Foundation grant will cover the cost of tax attorneys, who can explain to employers which child care-related expenses they can write off under the complex regulations.

Dr. Johns has worked on improving access to quality early-childhood education for over three decades. She was the manager of the Georgia Program for Infant and Toddler Care from 2010 to 2011 and Director of Quality Initiatives for the Georgia Department of Early Care and Learning from 2011 to 2014.

She founded LEADing to Movement in 2017 to consult on child care, education and social services in a manner that enables members of her nonprofit to work closely with companies. "We really jump in and become part of their team."

Dr. Johns is passionate about child care because the first five years of life are critical in a child's holistic development. "It's largely responsible for the foundational brain development of our little humans."

Quill.org

Using AI to Teach Kids to Write (Without AI Writing for Them)

When Peter Gault tells middle-school and high-school teachers that his educational program uses artificial intelligence to help students learn to write more effectively, he sometimes gets skeptical looks.

After all, students have been known to use ChatGPT to dash off essays on The Great Gatsby without ever cracking the book.

But Gault, Founder and Executive Director of Quill.org, reassures educators that his online product doesn't write for students. Instead, Quill's AI provides students with real-time feedback so they can improve their writing skills on their own — something classroom teachers often don't have time to do.

The 37-year-old entrepreneur makes Quill's online programs free to all teachers and students to help close the literacy gap.

Now, fueled by a $650,000 grant from the Richard King Mellon Foundation, Quill also will be able to offer free of charge its teacher-training and support services such as data dashboards to school districts in Allegheny and Westmoreland counties serving students from low-income families. Ordinarily those are part of its paid premium service for schools and districts.

The grant also will enable Quill to provide students in those Allegheny and Westmoreland districts with instructional materials that explore the impact of AI on society. The materials utilize topics that students find to be interesting. For example, because stories about animals and animal protection tend to draw kids in, one case study features a drone that catches elephant poachers.

Over the 18 months of the grant, the Quill team will partner with national technology leaders, local school districts, local intermediate units, and Remake Learning, a Pittsburgh-based educational nonprofit, to evaluate the confusing array of AI instructional materials on the market. They will provide teachers with a database of about 100 high-quality, open-source recommended resources. The vetted resources will be piloted in select high schools across Allegheny and Westmoreland counties.

Quill already has reached some 12 million students in 42,000 schools. Emblematic of Quill's focus on data and technology, Gault cites with pride that Quill products have provided helpful feedback to those students on more than 3 billion sentences they have written. A research study of more than 100,000 students found that Quill students improved their writing skills 1.6 times faster than students in the control group, with students in Title I schools showing the greatest gains.

From the time he was in ninth grade, Gault knew he wanted to start an educational nonprofit using technology. "This is not something I stumbled into."

Participating in journalism and debate in middle school and high school inspired him to create a nonprofit to build critical thinking and writing skills. Gault also loved playing educational video games. As a history major at Bates College, he would play history-focused video games, to learn about revolutions and empires, which led to building his own educational video games and learning software development.

Upon graduation in 2011, Gault moved back to his parents' house in Connecticut, where he hired two of his Bates friends, and they set up their fledgling venture in a small, unheated barn behind the family house. "We had to string a long internet cable from the house to the barn."

Their first product was a video game that let users simulate a debate, but they found that it worked best for students from wealthier families. So in 2012, at the age of 23, Gault pivoted to developing tools that could help students from low-income families to develop their writing, reading and critical-thinking skills.

The AI-skeptical teachers now are grateful, Gault said, having seen their students' writing improve meaningfully, without their teachers needing to stay up all night correcting papers. The average teacher using Quill has 50 students writing a combined 9,000 sentences each school year — a collective tome that would take a teacher 200 hours to grade.

"You can see how it would be a huge help to be able to provide these really valuable opportunities to read and write, but save the 200 hours it would take to grade this all on paper."

"This is not something I stumbled into."

— PETER GAULT

Health & Well-Being

The Foundation’s Health & Well-Being program invests in healthier lives for the people of Allegheny and Westmoreland counties.

49 Grants

TOTALING

$15, 761,000

Brandon Staglin

38

Chief Advocacy Engagement Officer, One Mind

Jennifer Miller

40

Chief Executive Officer, Westmoreland County Food Bank

Ryan Shazier

42

Founder, Ryan Shazier Fund for Spinal Rehabilitation

Dr. Catherine Armbruster

44

Assistant Professor of Biological Sciences, Carnegie Mellon University

One Mind

Working To Improve Mental Health in the Workplace

In 1990, when Brandon Staglin was a freshman at Dartmouth College, the stress kept piling up. He suffered culture shock after moving from his native California to New England. His first serious relationship ended in a tumultuous breakup. That summer, unable to find a job in New Hampshire, he spiraled into an existential crisis.

Finally, he snapped — he couldn't shake the feeling that part of his soul had left his body. "It was absolutely terrifying."

A few days later, his parents, Garen and Shari Staglin, California winemakers who were on a business trip in France, got a phone call that Brandon was in a psychiatric hospital. Shari cried on the long plane ride home. He was diagnosed with schizophrenia, their first clue of his mental illness. Had they done something wrong? Maybe they shouldn't have let him skip sixth grade and subjected him to seventh-grade bullying?

The Staglins not only got over that misplaced guilt, they also gave Brandon unconditional support. They found him effective treatment that enabled him to finish college with honors and land a job as an engineer. Five years later, Brandon and his parents co-founded One Mind, a nonprofit that funds mental-health research, offers patient support, and trains employers on mental-health issues.

With support from the Richard King Mellon Foundation in 2024, One Mind established the Pennsylvania Workplace Mental Health Coalition, enlisting 17 employers including UPMC and the Pittsburgh Penguins.

The Foundation granted another $650,000 to One Mind in 2025 and then worked with the nonprofit to expand the program to a total of at least 30 employers, with the potential to reach about 120,000 employees. One Mind will provide those employers with science-based educational tools to identify risks, promote positive work environments and provide access to support. Employers will be asked to identify regional strengths, gaps, and opportunities in the employee mental-health ecosystem, and the results will be aggregated into the first Southwestern Pennsylvania Mental Health at Work Index Benchmark Report.

While employers often offer access to mental-health services, many workers are afraid to use them, for fear of hurting their careers, said Garen Staglin, Board Chairman of One Mind. "That's wrong. Mental health is a spectrum, and we are all on it."

He said the program in Southwestern Pennsylvania can be a model for the rest of the country.

With superstar athletes like Simone Biles and Michael Phelps being open and public about their mental-health struggles, society is becoming more willing to talk about it.

"When I was first diagnosed, no one was talking about mental health, except in a derogatory way — people are crazy or they're 'One Flew Over the Cuckoo's Nest'" said Brandon Staglin, who now serves as One Mind's Chief Advocacy Engagement Officer. "I didn't want to admit it to myself or anyone else."

He hid his diagnosis and policed his thoughts at both Dartmouth and his engineering job. He could function at work initially — until he stopped taking his medication and relapsed. He had to scrap his plan to pursue a Master's in Engineering at the Massachusetts Institute of Technology. He was crushed.

But he found a way forward after being treated at the University of California San Francisco (UCSF). He went on to receive a Master's in Healthcare Administration and Interprofessional Leadership from UCSF. And he since has served on guiding councils of the World Economic Forum and the National Institute of Mental Health. Today, he and his team are developing an expansion of One Mind's workplace programming to empower employers to cultivate the talents and grow the careers of workers who, like Brandon, have experienced serious mental illness.

Brandon Staglin knows he is lucky that his family could afford care, something many people can't access. That is why he wants to help others, and his parents couldn't be prouder of him for it.

"He speaks all over the country at conferences related to mental health," Shari Staglin said. "He has helped so many other people because he's very open about his experiences."

> "When I was first diagnosed, no one was talking about mental health, except in a derogatory way."
> — BRANDON STAGLIN

Westmoreland County Food Bank

Offering Food, and Dignity, To All Who Need Food Assistance

Jennifer Miller will never forget the little boy she met the first time she worked at a food bank. She handed a mother and her young son a box of Frosted Flakes, and the boy clutched onto the cereal like it was a long-lost stuffed animal.

"We have Tony the Tiger again," he said.

Again. The word struck a nerve with her. A purchase as mundane as a box of cereal had been out of reach for the mother, whose partner had just left her.

Miller, now Chief Executive Officer of the Westmoreland County Food Bank, said that encounter back in 1997, and many more like it since, are the reasons she is more committed than ever to helping the growing number of people seeking food assistance.

It is a challenging time for the Food Bank to meet that demand. Miller said the Westmoreland County Food Bank, which has an annual budget of $6 million, saw a $1.5 million drop in federal support in 2025.

The Richard King Mellon Foundation granted the food bank $500,000 last year to help fill the gap. The Foundation similarly is a longtime funder of the Greater Pittsburgh Community Food Bank.

The $500,000 grant supports many of the Westmoreland County Food Bank's core programs, including its on-site Feeding Program, that distributes food to agencies such as homeless shelters; its Mobile Market, providing fresh produce to people in need; its Fresh Express pop-up events, that distribute perishable items before their expiration date; its Food Boxes initiative for seniors; its Summer Meal and Weekend Backpack program, to help to make sure children receive nutritious food outside of school hours; and its Military Share Program, that delivers food to veterans in their homes, or through organizations such as the Veterans of Foreign Wars.

Miller said veterans often are among the most reluctant to ask for help. So, "We take it to them and they have said many times, 'This is so much more dignified.'"

She and her staff of 36 employees and 5,000 volunteers work hard to make everyone feel welcome and unashamed.

"A lot of the people who are coming to us now are working," she said. She reassures them by saying, "Your tax dollars are helping to pay for this. There's no reason in the world why you can't use a hand." She tells people whose budgets are stretched thin that everyone can use some help at some point in their lives.

> "A lot of the people who are coming to us now are working."
>
> — JENNIFER MILLER

Allowing people to drive up to the distribution center to have a food box loaded into their cars also helps those wrestling with feelings that accepting help is undignified, she said.

Miller never knew food banking would become her passion until she began working at the Fayette County Action Agency in various capacities, including literacy and housing. In 1989, she was made project manager of the agency's food bank. That's how she met the little boy who was so happy to hold a box of Frosted Flakes again.

Miller joined the Westmoreland County Food Bank in 2005 as Director of Development before becoming CEO in 2019. "I think about how I became so passionate about food banking, and it all stems from providing people with something we take for granted every single day. We go to the cupboard and the refrigerator and see that there's food in there."

Miller's vision is to enable everyone in Westmoreland County to see the same thing.

Ryan Shazier Fund

Helping Others to Navigate The Trauma of Spinal-Cord Injury

Steelers linebacker Ryan Shazier lay motionless on the field in Cincinnati, after a routine tackle gone horribly wrong. In a single moment on December 4, 2017, he went from an elite athlete known for his astonishing speed to someone who couldn't wiggle his toes.

At first, he didn't process the severity of the injury, sustained in a nationally televised Monday Night Football game against the Bengals. He had seen many football players — himself included — get injured again and again, but nothing like this spinal cord injury. "It was surreal."

A doctor told him there was only a 20 percent chance he ever would walk again. Shazier, who had beaten the odds by becoming a professional football player, beat the odds once again. Within a month he could wiggle his toes and stand up using a brace. After nine months, he could walk.

But as devastating as the injury was, at least the professional athlete had the support and resources to cover the tremendous medical costs; to see the best doctors; and to purchase adaptive equipment before he even returned home. Shazier had 150 rehab sessions, as opposed to the average of 20 to 30.

Shazier knows that most people who suffer a traumatic injury don't have the money and resources to navigate the complex process and maximize their recovery. That's why the former Steeler started the Ryan Shazier Fund for Spinal Rehabilitation five years ago.

In 2024, the Richard King Mellon Foundation helped the Ryan Shazier Fund create its pioneering Spinal Cord Injury (SCI) Navigator Program, an online platform that connects patients to a real person who helps them access vetted resources and navigate disconnected programs.

In 2025, the Richard King Mellon Foundation granted the nonprofit another $466,000 to refine the SCI Navigator Program, add additional services and expand its reach. A pilot program paired a care navigator with 11 people of varying ages and severity of injuries. Early data showed greater progress toward recovery goals and greater satisfaction with daily life.

"The average person, when they get out of the hospital, leave with a pamphlet of a bunch of foundations, a bunch of rehab facilities, a bunch of places to call," Shazier said. "We are trying to make it so people can almost have a concierge once they get injured — this doctor is who you can call. This is where you can go if you need a ramp in your house."

The need for this personalized service is significant. In the Pittsburgh region alone, an estimated 100 people suffer a spinal cord injury every year.

> "Every time I would wiggle my toes or take a step forward, it was a first down. It was going to turn into a touchdown."
>
> — RYAN SHAZIER

The first 24 months after the injury are called the "golden window," the crucial period for regaining function. The Ryan Shazier Fund distributes Golden Window awards of up to $15,000 for everything from a rugby chair to bathroom modifications. So far, the Ryan Shazier Fund has given out more than $1 million in Golden Window awards.

Shazier, who played for the Steelers from 2014 until his injury in 2017, has logged 7,000 minutes of "Ryan Time" — talking to patients and their families, either in-person or virtually. "It's private one-on-one time with no press. Ryan becomes very vulnerable," said Leah Friedman, Executive Director of the Ryan Shazier Fund.

He knows firsthand the crushing feeling of one's life changing dramatically overnight. But using gridiron terminology, he encourages people to make first downs — small steps that ultimately will lead to a breakthrough. "Every time I would wiggle my toes or take a step forward, it was a first down. It was going to turn into a touchdown."

MICROSPACE at Hazelwood Green

Finding Microbes That Eat Pollutants for Lunch

On a cold rainy day in March, Dr. Catherine Armbruster hiked across the muddy field at Hazelwood Green wearing a hard hat instead of her usual white lab coat. She watched a giant machine burrow into the dirt, its straw-like tube extracting five-foot cylinders of soil.

As Dr. Armbruster, Assistant Professor of Biological Sciences at Carnegie Mellon University, peered down at the soil that had been buried under the former LTV Coke Works for decades, she had one thought.

I can't wait to get my hands on it.

Soon she did, initially at a portable lab in the field and then at her microbiology lab at Carnegie Mellon, where Dr. Armbruster and her team are isolating and testing microbes from the soil to determine if any possess a special attribute that could fundamentally change the way future brownfield sites are made clean.

She is seeking microbes that consume harmful chemical pollutants as food.

Dr. Armbruster is leading the Microbial Communities Supporting Public Areas and Clean Environments (MICROSPACE) project. The Richard King Mellon Foundation awarded $250,000 to the project.

The Foundation is no stranger to industrial-site cleanup efforts, having helped to lead the successful industrial cleanup at Hazelwood Green, a massive reclamation project that required more than 10 years and tens of millions of dollars. Foundation leadership was curious to learn if biological science might be deployed to clean up future brownfield sites even more effectively. So the Foundation reached out to Dr. Armbruster, knowing her expertise in microbiology.

Though her research previously had been focused on bacteria causing lung infections in people with cystic fibrosis, she was excited by the prospect of using her microbial ecology expertise to remediate brownfields. There are 276 former industrial sites in Pittsburgh, sites that, unlike Hazelwood Green, have not yet been cleaned up. Preliminary research results show there are microbes in such soil that may prove capable of consuming industrial chemicals, potentially offering a cheaper and more effective method of remediation than digging up contaminated soil.

Most research on such microbes has been conducted at brownfields related to the oil and gas industry. "What's special about our project is it is located in Pittsburgh, where there are so many brownfields from the steel industry."

Microbes that have been exposed to harmful chemicals for decades may evolve so that they feed on them, she said. "Microbes are constantly competing with each other for space and resources. Our thinking is that the bacteria in the soil have evolved over time to exploit these carcinogenic compounds as carbon sources for their own growth. If the microbes are breaking down those compounds, using them as substrates for growth, then they are effectively cleaning the soil."

Dr. Armbruster and her team retrieved DNA from the core samples in the field and are using genetic sequencing to identify the microbes present and then testing them for chemical consumption properties.

MICROSPACE also has an outreach component. High school students from Neighborhood Academy will learn about microbial communities at Hazelwood Green, receiving training in metagenomics and computational biology, as part of Carnegie Mellon's pre-college summer program. The aim of this aspect of the project is to transform old industrial sites from contamination legacies to places for learning and youth empowerment.

Ambruster always loved science but thought she would become an epidemiologist. While she was pursuing her Master's degree in public health at Emory University from 2008 to 2011, she worked for the U.S. Centers for Disease Control and Prevention in Atlanta, where she was introduced to microbial ecology.

She became a professor and researcher at Carnegie Mellon in 2024, focusing on bacterial infection pathogenesis, and now she is using those same principles in brownfields. "It's exciting to open the door for this type of research in Pittsburgh."

Organizational Effectiveness

The Organizational Effectiveness program helps nonprofit organizations and their leaders to work even more effectively and impactfully.

22 Grants

TOTALING

$3,322,140

Nicholas Dragga & Adam McKinney

Pittsburgh Ballet Theatre

48

Amanda Brown Lierman

Executive Director, GoFundMe.org

50

Pittsburgh Ballet Theater

Lifting Ballet Audiences To Greater Heights

Like a pirouetting dancer, Nicholas Dragga, Executive Director of the Pittsburgh Ballet Theatre (PBT), has to find the perfect balance to fill seats.

His challenge is to retain older PBT audience members who cherish classical ballets such as *The Nutcracker* and *Giselle*, while attracting new, younger audiences with contemporary productions. He wants to honor the rich 56-year history of PBT, while adding fresh new programming.

The Richard King Mellon Foundation awarded a $100,000 Organizational Effectiveness grant to the ballet company in 2025 to aid the effort. The PBT will use the funds to conduct market research to increase audience engagement and to hire a marketing firm to help contemporize its communications.

PBT, like most arts organizations around the nation, experienced sharp attendance declines post-pandemic, an effect that has stubbornly lingered with so many people still working from home.

Yet there are signs of a rebound. The 2024 run of *The Nutcracker* brought in 39,000 people, a 20-year attendance record. That accounts for nearly two thirds of the PBT's annual audience of about 60,000. "There is a good part of our audience that says, 'I don't know about the Pittsburgh Ballet Company, but I know about *The Nutcracker*,'" Dragga said.

A new senior leadership team hired in 2023 from outside the city has infused a new spirit into the organization, Dragga said. Dragga came to PBT after leading Ballet Lubbock in Texas, and Adam McKinney was hired as PBT Artistic Director after serving as Associate Professor of Dance in Ballet at Texas Christian University, and Co-Director/Co-Founder of DNAWORKS, an arts and service organization committed to healing through the arts.

"There is a preconceived notion that ballet is an elitist art form," Dragga said. "Adam's vision is everyone can find their own connection and fulfillment without it being so formal."

Under McKinney's direction, the Spring 2026 program featured the work of modern choreographers including Mark Godden's *Angels In The Architecture*, a tribute to the dreams of Shaker communities, and a world premier of *Meet You At Midnight* from acclaimed choreographer Garrett Smith.

A new version of *The Nutcracker* will be unveiled in 2027, with fresh choreography, costumes, sets, storylines — and new community-engagement opportunities, McKinney said. Community members will be able to send in family portraits that will be displayed on the stage. "*The Nutcracker* is the entry point to ballet for many," McKinney said. "This is a tremendous opportunity to show what ballet can do."

The Foundation's support of the Ballet is a follow-on to a broader Foundation initiative announced in February 2024, to help Downtown's performing-arts venues to grow their audiences. The PBT since has received $600,000 in Foundation operating support, and another $600,000 for its audience-growth initiatives.

> "If you've never taken a dance class before, no matter your age, we have a spot for you."
>
> — NICHOLAS DRAGGA

In a comprehensive survey conducted for the PBT by Prescott & Associates, most respondents reported a positive opinion of PBT. But for some, that high quality was almost intimidating. "It was almost out of reach for them, the ivory tower," Dragga said.

To counter those elitist perceptions, Dragga has used some of the techniques that helped to increase revenue at Ballet Lubbock. He knows going through the metal detectors at Benedum Center can make the experience feel impersonal, so for The Nutcracker, staff used those security-check moments to ask people how many performances of the holiday classic they had seen over their lives. Guests then were given stickers to show off their tallies.

PBT also holds dance classes in its Strip District headquarters for students, ranging from age two through all adult age groups, for both recreational and pre-professional dancers.

"If you've never taken a dance class before, no matter your age, we have a spot for you," Dragga said.

GoFundMe.org

Bringing Greater Effectiveness To Disaster-Relief Efforts

The flash floods that washed away a beloved girls' summer camp in the Texas Hill Country on July 4, 2025 gripped the nation. As the Guadalupe River rose 26 feet in 45 minutes, its path of destruction seemed beyond cruel. Twenty-seven girls and counselors at Camp Mystic went missing, and newspapers and TV screens showed photographs of their innocent faces, as well as houses turned to rubble in the surrounding area. All told, more than 110 people died in central Texas.

As horrific as the flooding was, the response was heartening, said Amanda Brown Lierman, Executive Director of GoFundMe.org, a strategic charitable partner to the popular crowdsourcing platform, GoFundMe.com. Donations small and large poured in. "This story was catastrophic, and the loss of so many children made it deeply personal for people who might not have any connection with this part of Texas, or Texas at all, or even care that much about floods."

GoFundMe.org raised $625,000 for Texas flood victims, buoyed by $250,000 in matching funds from the Richard King Mellon Foundation. Within days of the flooding, GoFundMe.org was able to distribute $1,200 emergency cash grants to 208 households, mostly in Kerr County. "Fast cash is so important in these moments," she said. "Our goal is to empower people to make decisions about what they need and not be prescriptive about it. We are trying to bring some fast relief and dignity when they have lost so many other things in their lives."

The nonprofit also vetted local Texas charities and awarded grants to those nonprofits to aid in the disaster-relief efforts.

Though the Foundation awarded its $250,000 grant to GoFundMe.org under its Health & Well-Being program, the Texas project functioned as an Organizational Effectiveness initiative for the Foundation itself. The Foundation is a frequent supporter of disaster-relief efforts across the United States. Its collaboration with GoFundMe.org was a pilot initiative, meant to explore if awarding disaster aid through and with GoFundMe.org might be a means for the Foundation to improve the effectiveness of its disaster-relief grantmaking, by inspiring other contributions through the GoFundMe platform.

> "Even in the darkest hours, the most cruel moments, you see beauty and light, how much people want to help other people."
>
> — AMANDA BROWN LIERMAN

One of the advantages of GoFundMe.org is its strategic partnership with GoFundMe; they can quickly source and verify the authenticity and veracity of funding recipients. The for-profit GoFundMe.com covers the administrative costs and salaries of the nonprofit. "Every dollar into our funds is a dollar out," Brown Lierman said.

Brown Lierman came to GoFundMe.org after stints in both the political and the nonprofit worlds. After graduating from Dartmouth College, Brown Lierman was accepted to the University of Chicago Law School but chose political and nonprofit life instead — experiences that she said paid dividends when she became Executive Director of GoFundMe.org in 2023. "I am a big believer in storytelling and the power of grass roots organizing."

Brown Lierman also serves as Vice President of Policy, Engagement and Impact at GoFundMe.com.

Though Brown Lierman said it can be wrenching to immerse in the world of other people's tragedies, she also finds hope.

"Even in the darkest hours, the most cruel moments, you see beauty and light, how much people want to help other people."

Social-Impact Investments

Through its Social-Impact Investment program, the Foundation invests in for-profit companies with social missions that align with the Foundation's philanthropy.

15 PRIs

TOTALING

$5,695,000

Dr. Peter Santa Maria

Founder, Earflo Inc.

54

Colin Huwyler

Founder and CEO, Optimus Technologies

58

Greg Curtis

Co-Founder, Landseed

60

Earflo Inc.

Treating Chronic Ear Infections At Home With a “Sippy Cup”

Treating chronic ear infections in small children typically involves waiting six to nine months to see if the problem resolves on its own. If the infections persist, a doctor may surgically insert tubes in the ears to remove fluid.

But for a young child, even six to nine months of hearing loss can be enough to fall behind in language and learning, which can create lifelong problems, said Dr. Peter Santa Maria, Professor and Division Chief of Otology & Neurotology at the University of Pittsburgh School of Medicine.

He knew there had to be a better way to treat the underlying affliction — otitis media with effusion (OME), commonly called glue ear for the buildup of thick fluid in the middle ear that causes the hearing loss.

The answer came in a sophisticated medical device inside a simple sippy cup design.

Dr. Santa Maria, an ear, nose and throat specialist, teamed up with lead inventor Dr. Matt Oldakowska and with Dr. Intan Oldakowska, a biomedical engineering researcher, to create Earflo®, an at-home ear-pressure relief device designed to treat negative middle ear pressure and fluid buildup in children. It reduces the need for surgery, and allows parents to begin treating their children with chronic ear infections at home immediately, rather than risk a long and potentially damaging wait.

Pittsburgh-based startup, Earflo Inc., received Food and Drug Administration clearance for Earflo with help from a $415,000 investment from the Richard King Mellon Foundation, after being named one of the winners in the Social-Impact Investment Pitch Competition in 2025, the fourth year the Pitch Competition was held. (See the other Pitch Competition winners below). Unlike traditional investors in for-profit startups that seek financial return for themselves, the Foundation’s primary goal in making social-impact investments is to generate positive social returns for communities. If the Foundation also receives a financial return on its social-impact investments, the principal is redeployed to other philanthropic ventures, generating further social good.

The investment enabled Earflo to conduct clinical trials and bring its product to market, with the device now commercially available for parents.

Oldakowska, Chief Executive Officer of Earflo, said while other devices are technically available, they depend on a level of coordination that young children simply do not have. This makes them impractical in real-world use, leading to those devices being rarely adopted and often abandoned after initial attempts.

Earflo works automatically as the child takes a sip of water from the cup. A soft mask seals under the nose, and controlled puffs of air are directed through the nostrils at the precise moment a child is swallowing, opening up the Eustachian tube and releasing the trapped fluid. A sensor prevents the pressure from being too strong and causing any discomfort.

Children are directed to take five big sips from the cup twice a day for four weeks. “We have been able to show that 89 percent of the children in a clinical trial had significant improvement in hearing within four weeks and avoided surgery,” Dr. Oldakowska said. “So it often takes them from hearing loss to normal hearing.”

> “We have been able to show that 89 percent of the children in a clinical trial had significant improvement in hearing within four weeks and avoided surgery.”
>
> — DR. INTAN OLDAKOWSKA

To further incentivize use, the developers created a companion app that allows a child to launch an onscreen rocket into space every time they take a sip. “It’s this whole intergalactic journey where they have to rescue their friends and earn daily digital rewards along the way.”

If the condition reoccurs, the child can reuse the same device.

Dr. Santa Maria said there is great interest in such a device from parents who don’t want to wait six months as their child’s language development and social skills lag. A child who can’t tune in to the sounds of the world around them often is criticized for not listening in the classroom, or even can be unfairly labeled as a discipline problem.

With Earflo, parents have a way to tackle the problem right away, before the child falls behind. "They have been very receptive to nonsurgical alternatives."

With millions of children affected each year, improving access to early, at-home treatment has the potential to reduce surgical burdens and improve developmental outcomes at scale.

Earflo Inc. won the second-place prize in the Foundation's 2025 Social-Impact Investment Pitch Competition. The investment in Earflo was aligned with the Foundation's Health & Well-Being program.

The other winners, their investments and the corresponding Foundation program area, were:

FIRST PLACE: Untapped Solutions $515,000 (Economic Development) — Andre Peart spent five years in prison, so he knows firsthand why so many incarcerated people leave prison only to experience homelessness and other reentry problems. Social workers are overwhelmed with bulging caseloads, and nonprofits have long waiting lists. That is why Peart, Founder and Chief Executive Officer of Untapped Solutions, and his team created an artificial intelligence-powered platform that functions like a virtual social worker. It streamlines case management and automates reporting, freeing up staff to focus on human connection. The system connects clients to healthcare providers, housing opportunities, and employers willing to hire former inmates. Originally serving formerly incarcerated people, Untapped Solutions has broadened its support services, extending them now to those facing homelessness and unemployment. With support from the Foundation, the company will expand into Allegheny and Westmoreland counties to partner with 30 to 40 organizations in the next two years, serving an estimated 3,000 individuals. The investment also will allow Untapped Solutions to further develop its AI-powered platform and improve its ability to integrate with external case-management systems and healthcare providers.

THIRD PLACE: Co-Angler $315,000 (Conservation) — John Bledsoe, an avid fisherman, developed an app-based platform so people could plan shared fishing trips to enjoy the outdoors and combat social isolation and loneliness. The company's goal goes beyond just fun group outings. It emphasizes strong, engaged communities, conserving natural resources and driving economic impact. In Pennsylvania alone, anglers purchased 769,079 fishing licenses in 2024. Realizing the health benefits of outdoor recreation, Co-Angler has secured its first partnership with an insurance company that reimburses the app as a paid benefit, and it is reaching out to other health insurers. The Foundation's investment will allow Co-Angler to continue to develop its app-based social platform for anglers of all skill levels, engage with new conservation partners, and provide discounts to subscribers who cannot afford it. Bledsoe said the Foundation investment will help it to grow the platform to make fishing more affordable, accessible and fun.

FOURTH PLACE: Zegenex $215,000 (Health & Well-Being) — Zegenex has developed a novel topical treatment for wound care for people suffering from diabetic foot ulcers. Affecting 20 percent of all people with diabetes, the condition is not only painful and debilitating but also can lead to severe infection and even amputation. In Pennsylvania alone, about 40,000 diabetes-related amputations occurred from 2010 to 2016. Chronic foot ulcers often go untreated because of the high cost of advanced treatments. Zegenex Co-Founder Manush Saydmohammed has a Ph.D. in Biomedical Science, and fellow Co-Founder Michael Tsang has a Ph.D. in Cell Biology. Together they hope to solve the problem by creating a cost-effective treatment. Zegenex, a spinoff from the University of Pittsburgh, has developed a small-molecule based gel that showed superior healing in early studies. The Foundation investment will enable Zegenex to complete preclinical studies and launch Stage One clinical trials to further validate efficacy and safety.

The four Pitch Competition winners were celebrated in November 2025 at a Social-Impact Investment event at the Foundation's offices, attended by more than 150 entrepreneurs, investors and philanthropists.

Earflo's ear-pressure relief device, housed inside a simple sippy-cup design, treats negative middle-ear pressure and fluid buildup in children – reducing the need for surgery, and allowing parents to begin treating children with chronic ear infections at home.

Optimus Technologies

From Straining French-Fry Bits to Powering Heavy-Truck Fleets

Colin Huwyler's journey as a renewable-energy pioneer began more than two decades ago, when he was a college freshman driving a Volkswagen Jetta, filling his car with discarded oil from restaurant fryers.

Wanting to save money and reduce emissions on his hour-long commute to the University of Buffalo, the 18-year old bought an online kit in 2003 to convert his engine so it could run on biofuel. The restaurants gladly gave him their oil instead of paying to have it hauled, and he would strain out burnt French-fry bits and other food crumbs before fueling his car.

It worked — sort of. Parts would break down, and it was cumbersome to change the filter. He ended up building his own conversion kit that worked better. A newspaper ran a story on his biofuel success, and people started asking him to sell them his conversion kit.

Then the political-science major did something that gave his parents pause — he dropped out of college to start his own business called Fossil Free Fuel. He sold his kit directly to car owners who liked to tinker — and were motivated enough to seek out their own biofuel.

When a distribution company asked him if he could do for large commercial trucks what he was doing for passenger cars, he pivoted. In 2010, Huwyler, who had moved to Pittsburgh, spun Optimus Technologies out of Fossil Free Fuel and became its CEO.

The company's Vector System upgrades diesel-fuel engines to operate on 100 percent biofuel, made from waste plant and animal oils, thereby reducing carbon emissions. Its software and hardware systems are used in 1,300 heavy trucks, including PepsiCo delivery trucks and garbage and snow removal trucks in Washington, D.C.

The Richard King Mellon Foundation invested $1 million in Optimus in 2025, as part of its Social-Impact Investment program. The Foundation's $1 million investment was part of $22.5 million in funding raised by Optimus. The Foundation made its initial social-impact investment in Optimus ($250,000) in 2022.

Much like a hybrid car, the trucks fueled by Optimus also can run on diesel fuel, if the driver is not near a biofuel pump, giving them maximum flexibility. "It makes it into a flex-fuel vehicle," Huwyler said.

The commercial-truck industry has not made the same environmental strides as the passenger-car industry, Huwyler said. "You need two or three electric trucks to do the same amount of work that a traditional diesel truck can do," Huwyler said. But a commercial truck with a $30,000 Vector System can run on biofuel, which is about the same price as diesel fuel, and carry the same load over the same distance.

> "No one else is trying to build this type of technology."
>
> — COLIN HUWYLER

Now, some truck manufacturers are allowing customers to choose the Vector System as an optional upgrade.

Though Huwyler's path to becoming a biofuel entrepreneur led him to drop out of college, he finished his undergraduate degree in mechanical engineering at the University of Pittsburgh in 2015. His parents, always supportive, were happy that he beat the low odds of dropping out but returning to get his degree.

And now, he and his team are creating new technologies and adding new jobs in Southwestern Pennsylvania.

The company partners with regional manufacturers and then assembles the Vector System on the fourth floor of its offices in Homestead.

And Huwyler no longer is straining French-fry bits. Optimus now partners with Chevron for the biofuel itself.

By 2030, Optimus Technologies expects to be deploying 5,000 systems annually with more than 12,000 vehicles on the road, reducing 1.4 million metric tons of carbon emissions per year.

"We are building and scaling and developing this new industry," he said. "No one else is trying to build this type of technology."

Landseed

Driving Capital into Conservation Through Blockchain Technology

Most mornings, Greg Curtis takes his yellow Labrador named Ember through the canyon by his house in Ventura, California. As they run up and down hills and along a creek, he thinks out loud about his plans to create a new digital asset designed to funnel more money into environmental conservation.

Ember, he quips, is a great listener.

Running while immersed in the beauty of the woods has helped Curtis to work out the intricacies of developing a financial product to drive more capital into conservation.

Curtis is Co-Founder of Landseed, a for-profit company with an environmental social mission. The Foundation in 2025 invested $400,000 in Landseed through its Social-Impact Investment Program.

Curtis and fellow Co-Founder Alex Roessner are creating a methodology to verify the conservation outcomes of land trusts with robust ecological data. Armed with that validation and measurement, Landseed then will use blockchain technology to create a digital commodity that can be sold to corporations as a tangible way of funding the protection and restoration of land.

As Executive Director of a Patagonia nonprofit called the Holdfast Collective, Curtis is experienced in working with conservation philanthropy. He knows all too well there are not enough philanthropic dollars for land-trust organizations, a scarcity of capital that limits how much environmentally precious land they can conserve. Landseed is designing a nature-based asset to attract new donors with the lure of tangible results.

"Right now, there is no way companies can realistically invest in nature. But if they could buy an Earth Credit and put it on their balance sheet, they would be able to get credit to balance out their negative environmental impacts, like emissions."

The Earth Credit is backed by data and a nature-rights deed, a legal instrument that will be recorded on title. It would be sold on the open market, similar to a carbon credit but much more comprehensive. Instead of measuring only carbon, the nature asset will measure 17 criteria such as clean water and clean air and verify the results and incentivize wholistic ecological improvement.

In contrast to traditional fundraising, "You are selling an outcome, not a promise."

During a Foundation-sponsored convening in Pittsburgh in early 2025, Curtis discussed the concept with Larry Selzer, President and Chief Executive Officer of The Conservation Fund. Since 1988, The Conservation Fund, with the Foundation's support, has preserved more than four million acres of working forests across the country.

Curtis has been working with Selzer and his team to create a Landseed asset for a Conservation Fund project. "They are very sophisticated. They are very experimental."

Landseed also expects to partner with Northeast Wilderness Trust, Montana Land Reliance, Wildlands Conservancy and Save the Redwoods League to co-design the product and create assets using the Landseed methodology. The goal is to make at least five significant land conservation deals that together are worth at least $5 million. At least one of the transactions will be represented digitally by a tokenized real asset that meets U.S. regulatory requirements.

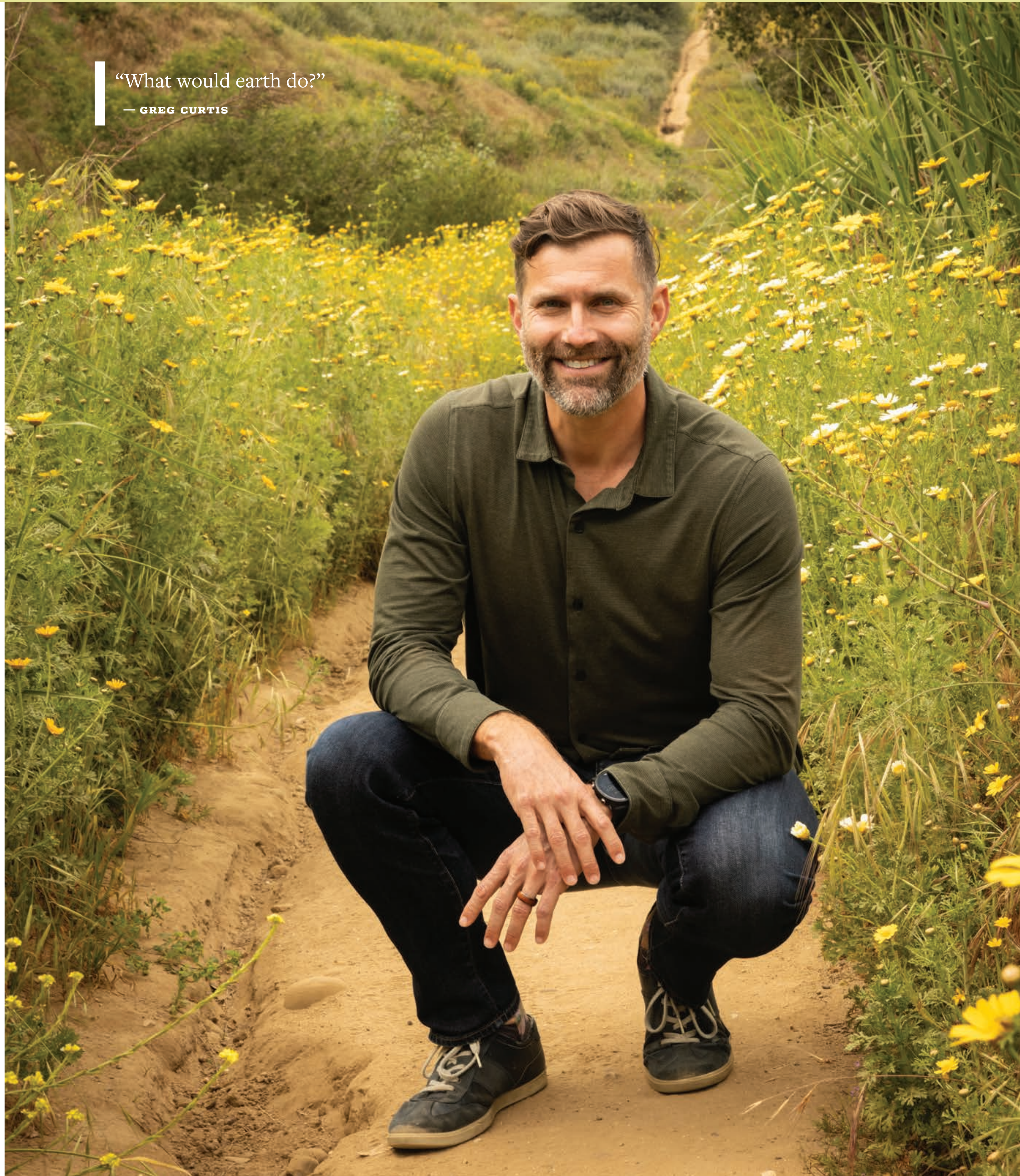
Curtis' love of nature and his background as a corporate lawyer have enabled him to resolve the complex legal ramifications of the new nature asset.

He grew up in Maryland, exploring nature as a cross-country runner. After graduating from the University of Connecticut School of Law in 2004, he worked as a corporate lawyer at various companies before landing his dream job as Assistant General Counsel for Patagonia in 2014. He was promoted to Deputy General Counsel before being named Executive Director of Holdfast Collective, Patagonia's non-profit shareholder, in 2022.

He fully embraces Patagonia's mission statement: "We're in business to save our home planet." Patagonia Founder Yvon Chouinard always encouraged employees to interpret that in their own way.

Curtis' interpretation resulted in the provocative mission statement of his own company — so provocative that it is a question, rather than a statement:

"What would Earth do?"



"What would earth do?"

— GREG CURTIS

2025 Grant and PRI Recipients

Conservation
$63,037,039

Allegheny County Parks Foundation, Inc.
$500,000
PITTSBURGH, PA
To restore and reopen the North Park Observation Tower

Allegheny Land Trust
$52,000
SEWICKLEY, PA
To support operations to carry out environmental education

Allegheny Land Trust
$52,000
SEWICKLEY, PA
To support operations to carry out Community Conservation

Allegheny Land Trust
$88,000
SEWICKLEY, PA
To support operations to carry out land stewardship

Allegheny Land Trust
$88,000
SEWICKLEY, PA
To support operations to carry out land conservation

Allegheny Land Trust
$220,000
SEWICKLEY, PA
To acquire and conserve woodlands along Deer Creek in Indiana Township

American Conservation Coalition, Inc.
$100,400
WASHINGTON, DC
To scale grassroots, media, and influencer engagement to develop durable support for conservation among broad audiences and stakeholders

American Prairie Foundation
$1,400,000
BOZEMAN, MT
To increase public support for American Prairie's mission and construct a new facility to increase visitation to the American Prairie Preserve

American Prairie Foundation
$2,000,000
BOZEMAN, MT
To protect grasslands in northcentral Montana

American Recreation Coalition
$400,000
WASHINGTON, DC
To implement projects which advance the growth of the outdoor recreation economy

Armstrong Trails, Inc.
$500,000
KITTANNING, PA
Toward design, engineering and permitting to construct a flyover bridge to connect a gap in the 130-mile Armstrong Trail

Atlantic Salmon Federation, Inc.
$2,000,000
BRUNSWICK, ME
Toward restoration of Maine's Kennebec River

Atlantic Salmon Federation, Inc.
$3,000,000
BRUNSWICK, ME
Toward restoration of Maine's Kennebec River

Bat Conservation International, Inc.
$220,000
AUSTIN, TX
To achieve recovery of bat populations affected by White-nose Syndrome

Blue Ridge PRISM, Inc.
$100,000
CROZET, VA
To advance invasive species management strategies

Blue Star Families, Inc.
$54,500
ENCINITAS, CA
To provide military families with opportunities to engage in outdoor recreation

Camp Grier
$125,000
OLD FORT, NC
To support a joint venture designed to conserve and steward public lands, support workforce development, and sustain a healthy rural outdoor recreation economy

Chesapeake Bay Foundation, Inc.
$400,000
ANNAPOLIS, MD
To create and implement watershed restoration plans

Conemaugh Valley Conservancy, Inc.
$25,000
JOHNSTOWN, PA
To update trail feasibility studies and develop an action plan to connect trails to towns

The Conservation Fund
$1,500,000
ARLINGTON, VA
To advance the conservation of working lands and rural economic development

The Conservation Fund
$8,000,000
ARLINGTON, VA
As a program-related investment to conserve land adjacent to Okefenokee Swamp

The Conservation Fund
$10,000,000
ARLINGTON, VA
As a program-related investment to conserve land to ensure wildlife habitat, public access, water quality, and timber-related jobs in South Carolina

The Conservation Fund
$7,000,000
ARLINGTON, VA
As a program-related investment to acquire working forestland in northeastern Maine

Construction Junction
$500,000
PITTSBURGH, PA
To strengthen its business model and grow new revenue streams

Delta Waterfowl Foundation
$64,000
BISMARCK, ND
To provide hunter education to wildlife biology students

Ducks Unlimited, Inc.
$150,000
MEMPHIS, TN
To attract and retain a new generation of conservationists

Ducks Unlimited, Inc.
$300,000
MEMPHIS, TN
To protect and restore habitat

Fern Hollow Nature Center, Inc.
$250,000
SEWICKLEY, PA
To renovate the nature center and enhance the visitor experience

Forest Society of Maine
$5,000,000
BANGOR, ME
To protect forestland in Western Maine

The Forest Stewards Guild
$30,000
SANTA FE, NM
Toward support for workforce development and forest stewardship activities

Foundation for California University of Pennsylvania
$500,000
CALIFORNIA, PA
To implement habitat restoration projects

Foundation for Pennsylvania Watersheds
$500,000
STATE COLLEGE, PA
To advance projects that improve watershed health

The Foundation for Sustainable Forests
$386,000
SPARTANSBURG, PA
To acquire working forest and priority habitat

Friends of the Katy Trail Inc.
$250,000
DALLAS, TX
To support trail safety and conservation improvements

Friends of the Pittsburgh Urban Forest
$200,000
PITTSBURGH, PA
Toward tree planting projects and increasing tree canopy

Friends of the Riverfront
$200,000
PITTSBURGH, PA
To ensure clean, safe, well-maintained and accessible riverfront trails in Allegheny County

Friends of Washington Statue
$50,000
MCLEAN, VA
To restore and rededicate the Washington Statue

Georgetown University
$476,000
WASHINGTON, DC
To promote recovery of at-risk North American bird species

Georgia Forestry Foundation, Inc.
$1,000,000
FORSYTH, GA
To develop investment-ready frameworks that bring about commercialization of innovative forest products from low-value wood

Girl Scouts Western Pennsylvania
$300,000
PITTSBURGH, PA
Toward support of operations

Green Building Alliance
$150,000
PITTSBURGH, PA
Toward support of operations

Grow Pittsburgh
$150,000
PITTSBURGH, PA
Toward support of operations

Heart of the Rockies Initiative
$550,000
MISSOULA, MT
To support land-conservation and habitat-connectivity projects in the Rocky Mountains

High Desert Partnership
$150,000
BURNS, OR
Toward biomass harvesting and processing

Houston Arboretum & Nature Center
$90,000
Houston, TX
To remove invasive species and improve priority habitat

Hunters Sharing the Harvest, Inc.
$100,000
GREENVILLE, PA
Toward support of operations

iNaturalist
$250,000
SAN RAFAEL, CA
To scale mobile app strategies that facilitate conservation efforts on the ground

Land Trust Alliance Incorporated
$500,000
WASHINGTON, DC
Toward a nationwide communications campaign to accelerate conservation progress and activate Americans in support for conservation

Leechburg Area Community Development Corporation
$55,000
LEECHBURG, PA
To build a riverfront trail

Ligonier Camp and Conference Center
$150,000
LIGONIER, PA
To restore a pond for fishing, canoeing, and observing aquatic habitats

Loyalhanna Watershed Association, Inc.
$95,000
LIGONIER, PA
Toward support of operations

Mice Against Ticks, Inc.
$250,000
LINCOLN, MA
To develop Lyme disease-resistant mice to control wildlife disease

Mountain Watershed Association, Inc.
$190,000
MELCROFT, PA
Toward operating support for ecological restoration of the Youghiogheny River Watershed

Murrysville Area Watershed Association
$70,000
MONROEVILLE, PA
To engage local community volunteers to collect water quality data leading to the implementation of priority restoration projects

Nantucket Conservation Foundation, Inc.
$1,000,000
NANTUCKET, MA
Toward construction of the Milestone Center and staff housing

National Deer Association
$228,000
BOGART, GA
To support the Georgia Department of Natural Resources implementation of its Chronic Wasting Disease response plan

National Fish and Wildlife Foundation
$550,000
WASHINGTON, DC
To restore forest, freshwater and grassland habitat for native wildlife in central Appalachia

National Interscholastic Cycling Association
$123,000
ORINDA, CA
To provide Pittsburgh youth with mountain biking opportunities

The Nature Conservancy
$1,000,000
ARLINGTON, VA
As a program-related investment to acquire and conserve ecologically important habitat

The Nature Conservancy
$1,150,000
ARLINGTON, VA
To acquire and conserve ecologically important habitat

The Nature Conservancy
$500,000
ARLINGTON, VA
To purchase conservation easements on lands in Southwest Virginia

New York Botanical Garden
$150,000
BRONX, NY
For support of science-based research and education in invasive species management

Nine Mile Run Watershed Association, Inc.
$150,000
PITTSBURGH, PA
Toward support of operations

Oil Region Alliance of Business, Industry & Tourism
$25,000
OIL CITY, PA
To develop engineering and design studies to fill gaps in regional rail trail networks

Okefenokee Swamp Park, Inc.
$75,000
WAYCROSS, GA
Toward restoration of wetland habitat

Okefenokee Swamp Park, Inc.
$125,000
WAYCROSS, GA
To advance business development and community engagement

The Outdoor Foundation
$200,000
BOULDER, CO
To deliver outdoor experiences that engage youth and families

Outdoor Inclusion Coalition
$200,000
PITTSBURGH, PA
Toward support of operations

PA Cleanways of Allegheny County
$125,000
ETNA, PA
To support operations

Panthera Corporation
$100,000
NEW YORK, NY
Toward research and extension projects that create solutions for livestock-puma conflict

Partnership for the Economic Development of York County, Inc.
$222,500
York, PA
Toward the launch of an outdoor business alliance

Pennsylvania Environmental Council
$350,000
PITTSBURGH, PA
Toward support to advance outdoor recreation development

Pennsylvania Parks and Forests Foundation
$200,000
CAMP HILL, PA
To support the Pennsylvania Outdoor Corps

Pennsylvania Wilds Center for Entrepreneurship, Inc.
$150,000
KANE, PA
To build internal fundraising capacity

Pittsburgh Parks Conservancy
$25,000
PITTSBURGH, PA
Toward support to activate Mellon Square Park during the holidays

Reimagined Recycling, Inc.
$75,000
PITTSBURGH, PA
To expand and sustain programming for #5 plastic recycling

Shenango River Watchers, Inc.
$64,860
HERMITAGE, PA
To conduct strategic planning and construct a new boat launch

Student Conservation Association, Inc.
$150,000
ARLINGTON, VA
To engage high school students in hands-on stewardship projects on urban public land

Sustainable Markets Foundation
$500,000
NEW YORK, NY
To coordinate research, education and coalition building to promote healthy forage fish populations and ecosystem-based fisheries management

Tanbark Molded Fiber Products, Inc.
$250,000
SACO, ME
As a program-related investment to advance molded fiber design

Theodore Roosevelt Conservation Partnership, Inc.
$150,000
WASHINGTON, DC
Toward support to programs that promote Chronic Wasting Disease management

Theodore Roosevelt Conservation Partnership, Inc.
$150,000
WASHINGTON, DC
Toward support to programs that promote healthy marinefisheries

TMBR Platform, LLC
$250,000
CHICAGO, IL
As a program-related investment to develop software and design for a building-materials hub for mass-timber housing

Trout Unlimited, Inc.
$350,000
ARLINGTON, VA
To reconnect and restore coldwater habitat for brook trout in priority focal geographies

Trout Unlimited, Inc.
$350,000
ARLINGTON, VA
To reconnect and restore coldwater habitat for brook trout in priority focal geographies

United States Endowment for Forestry and Communities, Inc.
$225,000
GREENVILLE, SC
Toward the reforestation and protection of restored mined lands

United States Endowment for Forestry and Communities, Inc.
$100,000
GREENVILLE, SC
To convene a National Leadership Forum on Economic Development through Working Forests

The University of Maine
$250,000
ORONO, ME
To develop prototype food packaging derived from wood waste and small-diameter timber

Valley Mountain Bikers
$188,000
EASTON, PA
To construct and manage three interconnected community bicycle parks

Venture Outdoors, Inc.
$300,000
PITTSBURGH, PA
To construct the Downtown Community Hub as a flagship amenity for watercraft rentals

The Vital Ground Foundation, Inc.
$100,000
MISSOULA, MT
To reduce human-grizzly bear conflict

Western Pennsylvania Conservancy
$255,000
PITTSBURGH, PA
Toward support for tree planting programs

Western Pennsylvania Conservancy
$200,000
PITTSBURGH, PA
Toward support of operations for watershed conservation

Western Pennsylvania Conservancy
$200,000
PITTSBURGH, PA
Toward support of operations for land conservation

Western Pennsylvania Conservancy
$9,114
PITTSBURGH, PA
To cover costs associated with a one-day outing at Fallingwater for land conservation guests of the Richard King Mellon Foundation

Western Pennsylvania Conservancy
$440,000
PITTSBURGH, PA
To protect land in the Laurel Highlands

Western Pennsylvania Conservancy
$10,000
PITTSBURGH, PA
To green and beautify downtown Pittsburgh for the holiday season

Western Rivers Conservancy
$500,000
PORTLAND, OR
As a program-related investment to acquire land in California's eastern Sierra Nevada

Westmoreland Conservation District
$340,665
GREENSBURG, PA
To restore wetland and reconnect the floodplain of Fourmile Run

Youth International Shotgun Training Coalition, Inc.
$250,000
PITTSBURGH, PA
Toward support of the growth of youth shooting sports

Economic Development $41,394,307

African American Cultural Center
$1,400,000
PITTSBURGH, PA
Toward support of operations

Allegheny Conference on Community Development
$506,000
PITTSBURGH, PA
Toward support of regional economic competitiveness

Almono LP
$1,474,828
PITTSBURGH, PA
As a program-related investment toward operating expenses for Hazelwood Green

Almono LP
$933,332
PITTSBURGH, PA
As a program-related investment for capital projects related to Hazelwood Green

Almono LP
$4,727,947
PITTSBURGH, PA
As a program-related investment toward capital projects related to Hazelwood Green

Almono LP
$61,500
PITTSBURGH, PA
As a program-related investment toward costs associated with the Roundhouse at Hazelwood Green

Carnegie Mellon University
$500,000
PITTSBURGH, PA
To develop autonomous robotic systems

Carnegie Mellon University
$865,000
PITTSBURGH, PA
To support a Center for New Work Development

Children's Museum of Pittsburgh
$400,000
PITTSBURGH, PA
Toward support of operations

Civic Light Opera Association
$240,000
PITTSBURGH, PA
Toward attracting new audiences to Downtown Pittsburgh through holiday shows

The Clemente Collection at Engine House 25
$275,000
PITTSBURGH, PA
Toward support of operations

Community Foundation of Greater Johnstown
$961,000
JOHNSTOWN, PA
To launch and advance the Future Ready Center in Johnstown

Dress for Success Pittsburgh
$175,000
PITTSBURGH, PA
Toward clothing and employment services to lower-income women reentering the workforce

Economic Growth Connection of Westmoreland
$10,000
GREENSBURG, PA
To review the Digital Foundry's grants and management agreement

Economic Growth Connection of Westmoreland
$295,000
GREENSBURG, PA
Toward support of operations

Fort Ligonier Association
$360,000
LIGONIER, PA
Toward support of operations

Frick Art & Historical Center, Inc.
$400,000
PITTSBURGH, PA
Toward support of operations

Greater Pittsburgh Convention & Visitors Bureau Educational Foundation, Inc.
$125,000
PITTSBURGH, PA
For a feasibility study to develop a cultural circulator plan

Grove City College
$179,500
GROVE CITY, PA
To support economic development in downtown Grove City

Historical Society of Western Pennsylvania
$500,000
PITTSBURGH, PA
Toward support of operations

Historical Society of Western Pennsylvania
$700,000
PITTSBURGH, PA
Toward collaborative planning and programming commemorating America's 250th and to bring the David McCullough collection to Pittsburgh

Keystone Space Collaborative
$50,000
PITTSBURGH, PA
Toward support of operations

Keystone Space Collaborative
$250,000
PITTSBURGH, PA
Toward support of operations

LaunchBio, Inc.
$95,000
SAN DIEGO, CA
To assess the feasibility of a co-working wet lab space in Pittsburgh for life science startups

Laurel Highlands Workforce and Opportunity Center
$150,000
GREENSBURG, PA
Toward support of operations

The Mattress Factory, Ltd.
$250,000
PITTSBURGH, PA
To expand access, audience engagement, and admissions revenue through cultural tourism and neighborhood partnerships

Midwest Urban Strategies
$300,000
ELM GROVE, WI
To pilot an education and entrepreneurship system in the life sciences

Mission Edge San Diego
$500,000
SAN DIEGO, CA
Toward support to create a film finance and philanthropy studio

Mount Vernon Ladies Association of the Union
$500,000
MOUNT VERNON, VA
Toward the revitalization of the French and Indian War exhibition

National Center for Urban Solutions, TEC
$300,000
COLUMBUS, OH
Support for a workforce initiative providing short-term training and career readiness

Pennsylvania Educational Communications Systems
$250,000
CAMP HILL, PA
To produce original content highlighting Southwestern Pennsylvania's early history for the 250th anniversary of the United States

Pennsylvania Women Work
$250,000
PITTSBURGH, PA
To provide career development programming for local jobseekers

Per Scholas, Inc.
$300,000
PITTSBURGH, PA
To prepare adults for high-growth technology careers

Philadelphia Soccer 2026
$350,000
PHILADELPHIA, PA
To attract global soccer fans to Pittsburgh to watch the FIFA World Cup 26™ games

Pittsburgh Ballet Theatre, Inc.
$500,000
PITTSBURGH, PA
To attract new audiences and engage existing subscribers through a new production of The Nutcracker

Pittsburgh Ballet Theatre, Inc.
$350,000
PITTSBURGH, PA
Toward support of operations

Pittsburgh Glass Center, Inc.
$500,000
PITTSBURGH, PA
Toward expansion of facilities and operating support

Pittsburgh Life Sciences Alliance
$750,000
PITTSBURGH, PA
To build southwestern Pennsylvania's life sciences ecosystem

Pittsburgh Minority Business Accelerator
$250,000
PITTSBURGH, PA
To support business-succession planning and post-acquisition support in Allegheny and Westmoreland counties

Pittsburgh Opera, Inc.
$300,000
PITTSBURGH, PA
Toward support of operations

Pittsburgh Public Theater Corporation
$300,000
PITTSBURGH, PA
Toward support of operations

Pittsburgh Symphony Inc.
$350,000
PITTSBURGH, PA
Toward support of operations

Pittsburgh Trust for Cultural Resources
$10,000,000
PITTSBURGH, PA
Toward the Arts Landing project

Pittsburgh Trust for Cultural Resources
$50,000
PITTSBURGH, PA
Toward support for the Pittsburgh Cultural Trust Performance Fund in memory of George Greer

Pittsburgh Urban Magnet Project
$100,000
PITTSBURGH, PA
Toward support for the Pittsburgh Passport program

The Progress Fund
$350,000
GREENSBURG, PA
To develop, fund, and operate transformative real estate projects in Allegheny and Westmoreland counties

Quantum Theatre
$75,000
PITTSBURGH, PA
To galvanize audiences and ticket sales for a Downtown production

Robert Morris University
$150,000
CARNOT-MOON, PA
To explore options for enhancing the strategic outlook of higher education in the region

Seachange Filmmakers and Storytellers
$10,000
PITTSBURGH, PA
To support the Pittsburgh Premiere of CLEMENTE at the Byham Theater

Seton Hill University
$2,000,000
GREENSBURG, PA
To support the renovation of Sullivan Hall for students pursuing careers in the health sciences

TRWIB, Inc.
$500,000
PITTSBURGH, PA
To develop a sector-based partnership for advanced manufacturing

TRWIB, Inc.
$75,000
PITTSBURGH, PA
To examine advanced manufacturing supply and demand in the Pittsburgh region

University of Pittsburgh
$497,000
PITTSBURGH, PA
To design education and job training pathways that build Pittsburgh's life sciences workforce system

University of Pittsburgh
$308,000
PITTSBURGH, PA
To accelerate cybersecurity education and workforce initiatives in Southwestern Pennsylvania

University of Pittsburgh
$100,000
PITTSBURGH, PA
To convene global and regional leaders to explore AI-powered health innovations

University of Pittsburgh, Institute of Politics
$200,000
PITTSBURGH, PA
Toward support of operations

Valley School of Ligonier
$10,000
LIGONIER, PA
To update architectural plans and cost estimates

Washington & Jefferson College
$1,000,000
WASHINGTON, PA
Toward the economic revitalization of Washington, Washington County

Washington Greene County Job Training Agency, Inc.
$300,000
WASHINGTON, PA
Toward implementation of talent pipeline and tech-forward training partnerships in the Monongahela Valley to support the steel supply-chain industry

Westmoreland Cultural Trust
$350,000
GREENSBURG, PA
Toward support of operations

Westmoreland Museum of Art
$2,000,000
GREENSBURG, PA
To strengthen the museum's ability to serve as a catalyst for cultural and economic revitalization in Westmoreland County

Westmoreland Museum of Art
$500,000
GREENSBURG, PA
Toward support of operations

WonderSeed Foundation
$385,200
ALISO VIEJO, CA
For immersive virtual reality and artificial intelligence coaching scenarios

Zoological Society of Pittsburgh
$500,000
PITTSBURGH, PA
Toward support of operations

Economic Mobility
$23,024,445

25 Carrick Ave Project
$350,000
MOUNT OLIVER, PA
Toward workforce development and education programs

A+ Schools, Pittsburgh's Community Alliance for Public Education
$500,000
PITTSBURGH, PA
Toward support of operations

A+ Schools, Pittsburgh's Community Alliance for Public Education
$200,000
PITTSBURGH, PA
To convene leaders in the economic mobility program

ACH Clear Pathways
$250,000
PITTSBURGH, PA
Toward arts-based programs to develop resilience, emotional wellness, and academic growth

Allegheny Intermediate Unit
$100,000
HOMESTEAD, PA
Toward programs that support student achievement

Amachi Pittsburgh
$94,000
PITTSBURGH, PA
To increase youth resiliency

Amachi Pittsburgh
$400,000
PITTSBURGH, PA
Toward support of youth-development programs

The Aspen Institute, Inc.
$283,000
WASHINGTON, DC
To support the launch of Our Future Is Science for students in Allegheny and Westmoreland counties

Assemble, Inc.
$250,000
PITTSBURGH, PA
To support learning experiences and positive development programs for K-12 youth

Best of the Batch Foundation
$81,700
MUNHALL, PA
To increase youth resiliency

Best of the Batch Foundation
$350,000
MUNHALL, PA
Toward youth-development programs

Best of the Batch Foundation
$10,000
MUNHALL, PA
Toward support for the Batch A Toys annual holiday drive

Bible Center Church, Inc.
$650,000
PITTSBURGH, PA
For child- and youth-serving programs

Boys and Girls Clubs of Western Pennsylvania
$500,000
PITTSBURGH, PA
To support positive youth development programs

Café Momentum Pittsburgh
$350,000
PITTSBURGH, PA
Toward support of operations

Café Momentum Pittsburgh
$10,000
PITTSBURGH, PA
To support youth employees during the holidays

Cambiar Education
$750,000
SAN DIEGO, CA
Toward literacy supports

Carlow University
$525,000
PITTSBURGH, PA
To improve business processes at regional colleges and universities

Carnegie Mellon University
$195,768
PITTSBURGH, PA
Toward piloting curriculum about artificial intelligence in elementary school

CASA of Allegheny County
$100,000
PITTSBURGH, PA
Toward services for children who are at-risk of abuse or neglect

CASA of Westmoreland, Inc.
$100,000
GREENSBURG, PA
Toward support of operations

CASA of Westmoreland, Inc.
$10,000
GREENSBURG, PA
Toward support for the CASA Holiday Toy Drive

Center of Life
$400,000
PITTSBURGH, PA
Toward support to develop youth success

Children's Museum of Pittsburgh
$75,000
PITTSBURGH, PA
Toward support for Remake Learning Days

The Citizen Science Lab
$100,000
PITTSBURGH, PA
To increase youth resiliency

The Citizen Science Lab
$400,000
PITTSBURGH, PA
Toward support of operations

Connecting Champions
$100,000
PITTSBURGH, PA
To increase youth resiliency

Consortium for Public Education
$625,000
MCKEESPORT, PA
Toward support to add resilience-building enhancements to programs and explore the degree to which these enhancements support other program outcomes

Consortium for Public Education
$425,000
MCKEESPORT, PA
Toward support of programs that help to prepare students for their futures

Crossroads Foundation
$200,000
PITTSBURGH, PA
Toward services that increase students' academic achievement

Empirical Resolution, Inc.
$650,000
NEW YORK, NY
To prepare students to understand artificial intelligence

Greater Valley Community Services, Inc.
$275,000
BRADDOCK, PA
To provide summer and afterschool programs for children and youth

Heritage Community Initiatives
$300,000
BRADDOCK, PA
Toward educational programs

Jeremiah's Place — Pittsburgh Relief Nursery
$300,000
PITTSBURGH, PA
To provide emergency childcare for families

Junior Achievement of Western Pennsylvania
$250,000
BRIDGEVILLE, PA
Toward career exploration and career readiness for Allegheny and Westmoreland County youth

KidsVoice
$500,000
PITTSBURGH, PA
To serve youth ages 15–25 years old as they transition from foster care

Kiskiminetas Springs School
$500,000
SALTSBURG, PA
Toward support to expand admissions, marketing and communications

LEADing to Movement, Inc.
$675,000
PORT SAINT JOE, FL
To pilot new approaches to expanding access to childcare

Ligonier Valley Library Association
$160,000
LIGONIER, PA
Toward support of operations

Ligonier Valley Library Association
$170,000
LIGONIER, PA
Toward repairs and safety upgrades

Literacy Pittsburgh
$663,000
PITTSBURGH, PA
Toward support for the implementation of literacy tutoring in elementary schools

Local Workforce Investment For The Westmoreland-Fayette Workforce
$480,235
YOUNGWOOD, PA
Toward support for youth-serving career readiness programs

Macedonia Family and Community Enrichment Center
$300,000
PITTSBURGH, PA
Toward programs for young people

Manchester Craftsmen's Guild
$100,000
PITTSBURGH, PA
To increase youth resiliency

Manchester Craftsmen's Guild
$250,000
PITTSBURGH, PA
To enroll students in arts and youth development programs

Manchester Youth Development Center, Inc.
$265,000
PITTSBURGH, PA
To provide youth programs focused on project-based learning in media, coding, and entrepreneurship

Marine Corps Scholarship Foundation, Inc.
$250,000
ALEXANDRIA, VA
To support Marine Scholars from or attending school in southwestern Pennsylvania

MASS Design Group
$250,000
BOSTON, MA
To map student journeys to school and identify attendance barriers

Micro-Society, Inc.
$469,000
PHILADELPHIA, PA
Toward support to continue programming in schools

Montour High School
$93,000
MCKEES ROCKS, PA
To connect Montour high school students with career exploration, experience, and education that will lead to employment in emerging technology-related industries

The Neighborhood Academy
$250,000
PITTSBURGH, PA
To support operations

Nu Foundation, Inc.
$10,000
SOUTHWEST RANCHES, FL
Toward support of operations

Occidental College
$250,000
LOS ANGELES, CA
Toward the Dale C. Morter '56 and Shirley Morter Annual Scholarship Fund

Pennsylvania Organization for Women in Early Recovery
$122,252
PITTSBURGH, PA
Toward the provision of childcare

Pennsylvania's State System of Higher Education Foundation
$494,500
CARLISLE, PA
To create career pathways

Phase 4 Learning Center, Inc.
$162,500
PITTSBURGH, PA
Toward a violence prevention and career readiness program

Pittsburgh Area Community Schools, Inc.
$750,000
PITTSBURGH, PA
To continue attendance services in Westmoreland County school districts

Private Industry Council of Westmoreland/Fayette, Inc.
$196,000
GREENSBURG, PA
To support positive parenting education

The Salvation Army
$200,000
CARNEGIE, PA
To support programs reducing risky behaviors among teens

Schools That Can
$250,000
PITTSBURGH, PA
To provide school-based career readiness programming

Schools That Can
$100,000
PITTSBURGH, PA
To increase youth resiliency

Search Institute
$224,644
ST. PAUL, MN
Toward support for a convening that would increase the use of social capital-building practices in youth-serving organizations

Sewickley Academy
$75,000
SEWICKLEY, PA
Toward support for Breakthrough Pittsburgh

SLB Radio Productions, Inc.
$35,000
PITTSBURGH, PA
Toward support for parent, caregiver, and educator resources

SLB Radio Productions, Inc.
$350,000
PITTSBURGH, PA
Toward youth programs

Southwestern Pennsylvania Human Services, Inc.
$235,291
CHARLEROI, PA
Toward implementing mentoring and positive youth-development activities

STEM Coding Lab, Inc.
$350,000
PITTSBURGH, PA
Toward support of operations

The Storehouse for Teachers
$300,000
PITTSBURGH, PA
To increase access to school supplies for PreK-12 students

Trying Together
$156,250
PITTSBURGH, PA
Toward support for resources for early childhood education

The University of Maine
$29,000
ORONO, ME
To support Zack Twenty Five Maine

University of Pittsburgh, Forum for Western Pennsylvania School Superintendents
$87,105
PITTSBURGH, PA
To support districts in preparing students for postsecondary education and careers

Valley School of Ligonier
$1,000,000
LIGONIER, PA
Toward support of operations

Waypoint Youth and Community Center
$100,000
WEST NEWTON, PA
To increase youth resiliency

Waypoint Youth and Community Center
$339,000
WEST NEWTON, PA
Toward youth career-readiness programs

Westmoreland Human Opportunities, Inc.
$150,000
GREENSBURG, PA
To provide a supportive environment for at-risk youth

Westmoreland Human Opportunities, Inc.
$200,000
GREENSBURG, PA
Toward educating parents in evidence-based behavioral strategies

Westmoreland Intermediate Unit Foundation
$73,200
GREENSBURG, PA
To provide curriculum for early childhood educators

WQED Multimedia
$200,000
PITTSBURGH, PA
To increase families' access to early-childhood education resources in community locations

Youth Enrichment Services Inc.
$600,000
PITTSBURGH, PA
Toward support of youth programs

YouthPlaces
$450,000
PITTSBURGH, PA
Toward support for program delivery

Health & Well-Being
$15,761,000

Achieva
$1,000,000
PITTSBURGH, PA
To help children with complex medical needs transition to home-based settings

Adventures in Training with a Purpose
$200,000
WEXFORD, PA
To provide veterans, active military, and first responders with interventions to improve their physical and mental health

AMD3 Foundation
$400,000
PITTSBURGH, PA
To launch a pilot program that addresses the need for accessible, preventive bone and joint health in Allegheny and Westmoreland counties

Beverly's Birthdays
$100,000
NORTH HUNTINGDON, PA
Toward support of operations

Bible Center Church, Inc.
$10,000
PITTSBURGH, PA
Toward support of a holiday clothing drive for families in Homewood

Brother's Brother Foundation
$500,000
PITTSBURGH, PA
To assist vulnerable individuals and animals impacted by the Los Angeles wildfires

Carnegie Mellon University
$250,000
PITTSBURGH, PA
Toward support for the MICROSPACE (Microbial Communities Supporting Public Areas and Clean Environments) Project

Carnegie Mellon University
$500,000
PITTSBURGH, PA
To research the role of pathogen infections in the aging of the brain

Catholic Charities of the Diocese of Pittsburgh, Inc.
$350,000
PITTSBURGH, PA
Toward wraparound services to assist individuals experiencing homelessness

Catholic Charities of the Diocese of Pittsburgh, Inc.
$10,000
PITTSBURGH, PA
Toward support of the Basic Needs Assistance program

The Conversation U.S., Inc.
$300,000
WALTHAM, MA
To produce evidence-based health and well-being stories based on academic research

EB Research Partnership, Inc.
$10,000
NEW YORK, NY
Support for the screening of the documentary Matter of Time at The Clemente Collection at Engine House 25 on January 14, 2026

Eradicate Hate Global Summit
$350,000
PITTSBURGH, PA
Toward support of operations

Feeding the Spirit
$100,000
GREENSBURG, PA
To provide rent assistance to individuals at risk for eviction or homelessness

GoFundMe.org
$250,000
WEST HOLLYWOOD, CA
To provide direct and immediate support to those affected by recent flash floods in Texas

Greater Pittsburgh Community Food Bank
$200,000
DUQUESNE, PA
To support the Advance Choice 2.0 model

Greater Pittsburgh Community Food Bank
$100,000
DUQUESNE, PA
Toward support of emergency food assistance following the April 29, 2025 storms

Greater Pittsburgh Community Food Bank
$10,000
DUQUESNE, PA
To provide food for individuals in need over the holiday season

Greater Washington Educational Telecommunications Association, Inc.
$150,000
ARLINGTON, VA
For content designed to support the exploration of caregiving themes by children, their families and caregivers

The Hear Foundation
$200,000
PITTSBURGH, PA
Toward support of operations

Homewood Children's Village
$10,000
PITTSBURGH, PA
Toward support of a holiday clothing drive for children in Homewood

Latrobe Presbyterian Church
$158,000
LATROBE, PA
Toward support for the 250th Anniversary Campaign

Light of Life Ministries, Inc.
$350,000
PITTSBURGH, PA
Toward support of operations

Light of Life Ministries, Inc.
$10,000
PITTSBURGH, PA
Toward support of holiday meal services

Ligonier Township
$588,000
LIGONIER, PA
Toward construction of a pedestrian and bicycle bridge and related sidewalk infrastructure

Ligonier Valley Fire Companies
$10,000
LIGONIER, PA
To support operations in recognition of Captain R.K. Smithley

Ligonier Valley School District
$495,000
LIGONIER, PA
To update the Ligonier baseball complex

Miracle League of the South Hills Inc.
$50,000
BETHEL PARK, PA
Toward support of operations

Mutual Aid Ambulance Service, Inc.
$419,000
GREENSBURG, PA
To establish a medical simulation training program

National Opera House
$6,000
PITTSBURGH, PA
Toward expenses for the screening of The Ebony Canal

New Venture Fund
$50,000
WASHINGTON, DC
Toward production and distribution of Caring Out Loud to increase visibility and support for caregivers

North Side Christian Health Center
$350,000
PITTSBURGH, PA
To expand access to care

One Mind
$575,000
RUTHERFORD, CA
To advance the Southwestern Pennsylvania Workplace Mental Health Coalition

Pennsylvania Coalition Against Domestic Violence
$330,000
HARRISBURG, PA
To maximize housing stability for survivors of domestic violence with children to prevent future homelessness

Pennsylvania Organization for Women in Early Recovery
$300,000
PITTSBURGH, PA
Toward support of operations

Primary Care Health Services
$1,000,000
PITTSBURGH, PA
To build a new facility to expand patient services to address social determinants of health

Redevelopment Authority of the County of Westmoreland
$2,000
GREENSBURG, PA
To bring local, regional, and national speakers to Westmoreland County to share best practices in dealing with blight

Reimagine Reentry, Inc.
$310,000
PITTSBURGH, PA
Toward support of operations

Ryan Shazier Fund for Spinal Rehabilitation
$466,000
PITTSBURGH, PA
Toward operational improvements of the SCI Resource Connector service

Saint Clair Health Corporation
$223,000
PITTSBURGH, PA
Toward implementing predictive models, causal inference frameworks and interventions to address infant mortality in Allegheny County

Saint Stanislaus Kostka Church
$350,000
PITTSBURGH, PA
Toward revitalization and repair of the Saint Stanislaus Kostka Church facade

Steelers Charities
$800,000
PITTSBURGH, PA
To cover cost increases associated with the youth field at Hazelwood Green, including legal, equipment, and materials

Street Medicine Institute
$200,000
INGOMAR, PA
To establish a clinical director position

Tree of Life Congregation
$2,500,000
PITTSBURGH, PA
Toward support to rebuild the Tree of Life Synagogue

Union Mission of Latrobe, Inc.
$270,000
LATROBE, PA
Toward support of operations

University of Pittsburgh
$429,000
PITTSBURGH, PA
To conduct research to inform strategies for improving dental antibiotic stewardship in Western Pennsylvania

Westmoreland County Food Bank, Inc.
$500,000
DELMONT, PA
Toward support of operations

Westmoreland County Food Bank, Inc.
$10,000
DELMONT, PA
To provide food for individuals in need over the holiday season

WQED Multimedia
$10,000
PITTSBURGH, PA
To host a local screening event in Pittsburgh around the upcoming CAREGIVING documentary

Organizational Effectiveness
$3,322,140

Amachi Pittsburgh
$200,000
PITTSBURGH, PA
To bring about increased organizational effectiveness and readiness for emerging risks and needs

American Forest Foundation
$250,000
WASHINGTON, DC
To enhance targeted marketing efforts

Astrobotic Foundation
$200,000
PITTSBURGH, PA
To support the delivery of educational content for aerospace careers

Businesses United in Investing, Lending and Development
$88,000
REDWOOD CITY, CA
To develop a funding strategy

The Citizen Science Lab
$67,000
PITTSBURGH, PA
Toward strategy development

The Clemente Collection at Engine House 25
$212,000
PITTSBURGH, PA
To analyze and respond to potential growth opportunities

Delta Waterfowl Foundation
$75,000
BISMARCK, ND
To improve marketing and communications programs

Greater Pittsburgh Community Food Bank
$100,000
DUQUESNE, PA
Toward support of strategic planning

The Hear Foundation
$50,000
PITTSBURGH, PA
To develop a three-year strategic plan

Hollow Oak Land Trust
$97,240
MOON TOWNSHIP, PA
Toward capacity support for communications, business planning, and fundraising to develop a new model that increases trail connectivity

One Mind
$75,000
RUTHERFORD, CA
To advance the Southwestern Pennsylvania Workplace Mental Health Coalition

PA Cleanways
$100,000
GREENSBURG, PA
To strengthen organizational capacity, ensuring long-term sustainability, and to develop leadership succession

Pennsylvania Environmental Council
$100,000
PITTSBURGH, PA
To create a plan for achieving greater impact and community benefit

Pittsburgh Ballet Theatre, Inc.
$100,000
PITTSBURGH, PA
To update the brand, improve communications, and use market research to guide strategic decisions for optimal audience engagement

Pittsburgh Opera, Inc.
$125,000
PITTSBURGH, PA
To finalize the transition to an Integrated Marketing Model

Pittsburgh Symphony Inc.
$125,000
PITTSBURGH, PA
Toward a planning study for a community hub for music learning

Regional Industrial Development Corporation of SWPA
$75,000
PITTSBURGH, PA
Toward support for a sabbatical for the RIDC President

Southwestern Pennsylvania Corporation
$500,000
PITTSBURGH, PA
To upgrade and streamline technology infrastructure

STEM Coding Lab, Inc.
$75,000
PITTSBURGH, PA
Toward communications

T of L, Inc.
$100,000
PITTSBURGH, PA
To develop a creative communications platform

Westmoreland County Department of Human Services
$500,000
GREENSBURG, PA
To establish data management infrastructure

Youth Enrichment Services Inc
$107,900
PITTSBURGH, PA
Toward strengthening infrastructure

Social-Impact Investments
$5,695,000

Co-Angler, LLC
$315,000
FAIR GROVE, MO
As a program-related investment to enhance app development, boost user acquisition, and foster angler connections nationwide

ConConnect
$515,000
YONKERS, NY
As a program-related investment to deploy AI-powered digital social workers

Conduit Together
$375,000
PITTSBURGH, PA
As a program-related investment to empower employees and managers with flexible scheduling and guided training plans

Earflo, Inc.
$415,000
SAN CARLOS, CA
As a program-related investment to obtain Food and Drug Administration clearance and make Earflo available commercially

HeadStrait Labs, Inc.
$350,000
PITTSBURGH, PA
As a program-related investment to finalize design and work with local communities to deploy its immobilization device

LadderUp Housing
$265,000
TOLEDO, OH
As a program-related investment to bridge the wealth gap by providing an alternative pathway to homeownership

Landseed, PBC
$400,000
VENTURA, CA
As a program-related investment to develop a new financial product to drive capital into nature protection and facilitate the creation of a thriving nature-based economy

MindTrace Technologies, Inc.
$50,000
PITTSBURGH, PA
As a program-related investment to support further clinical research

Module Design, Inc.
$500,000
PITTSBURGH, PA
As a program-related investment to design, manufacture, and construct sustainable, affordable housing

Optimus Technologies
$1,000,000
PITTSBURGH, PA
As a program-related investment to scale Vector System manufacturing and sales

Rasa Legal, Public Benefit Corporation
$350,000
SALT LAKE CITY, UT
As a program-related investment to build out the Rasa legal platform and presence in Allegheny and Westmoreland counties

Surface Design Solutions, Inc.
$365,000
PITTSBURGH, PA
As a program-related investment to fund the creation and incorporation of training and knowledge-transfer tools for newer manufacturing hires

Wisdom.io
$315,000
GREENWICH, CT
As a program-related investment to deliver smart home-care solutions for Pennsylvania's aging population

WP Virtual Learning Corp
$265,000
MATTAPOISETT, MA
As a program-related investment to develop and deploy research-backed artificial intelligence-powered virtual therapy

Zegenex
$215,000
PITTSBURGH, PA
As a program-related investment to create accessible wound care solutions

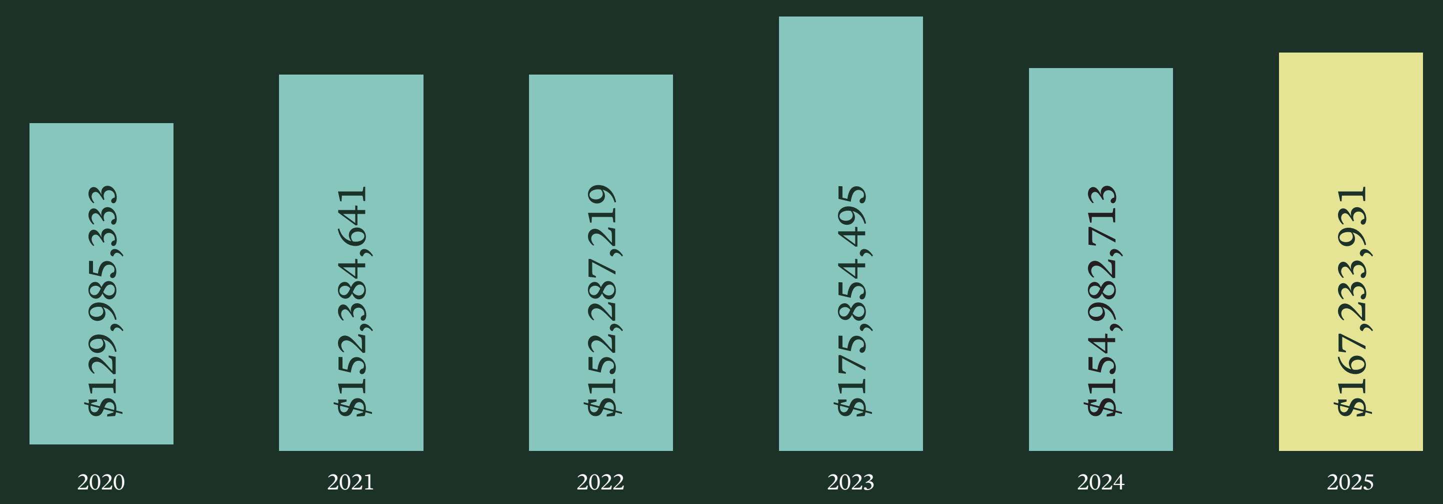
Appropriations 2025

BY PROGRAM PRIORITY	NUMBER OF GRANTS & PRIS	APPROVED GRANTS & PRIS
Conservation	100	$ 63,037,039
Economic Development	64	41,394,307
Economic Mobility	80	23,024,445
Health & Well-Being	49	15,761,000
Organizational Effectiveness	22	3,322,140
Social-Impact Investments	15	5,695,000
Totals	**330**	**$ 152,233,931**

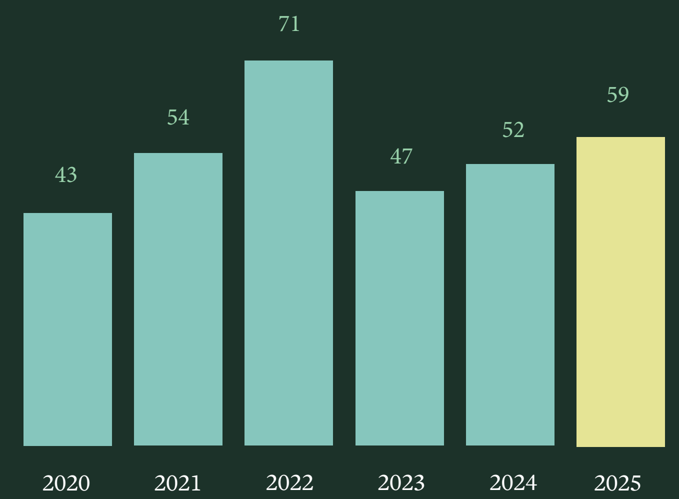
NET INVESTMENT INCOME	
1947 through 2024	$ 2,053,297,466
2025	93,638,570
Total	**$ 2,146,936,036**

GRANTS PAID & PROGRAM-RELATED INVESTMENTS	
1947 through 2024	$ 3,560,471,988
2025	167,233,931
Total	**$ 3,727,705,919**

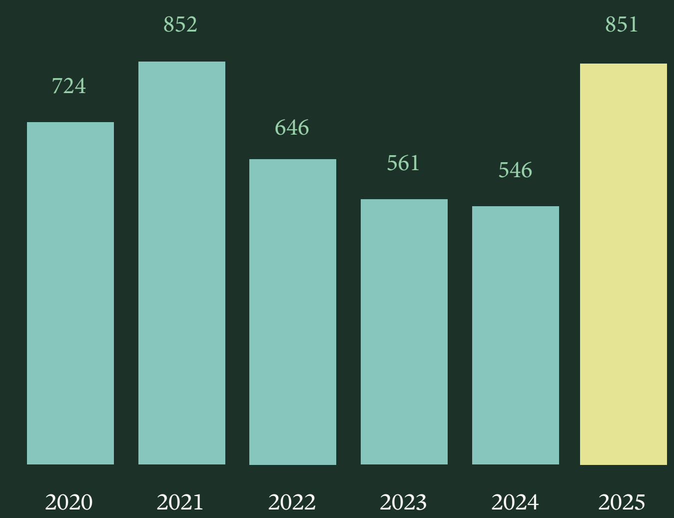
Grants and PRIs paid



Number of new grantees per year



Number of applications per year



Financial Statements

Statements of Financial Position

December 31,	2025	2024
ASSETS		
Cash	$ 837,622	$ 170,623
Other current assets	7,866,195	6,867,398
Investments:		
Equities	1,664,576,787	1,551,834,413
Fixed income	555,470,642	543,413,561
Temporary investments	163,559,481	98,777,883
Alternative investments	1,078,277,696	1,000,410,527
Subtotal	**3,461,884,606**	**3,194,436,384**
Payable from unsettled securities purchases, net	(1,067,310)	(2,048,222)
Total investments	**3,460,817,296**	**3,192,388,162**
Program-related assets	282,647,930	261,743,255
Total assets	**$ 3,752,169,043**	**$ 3,461,169,438**
LIABILITIES AND NET ASSETS		
Liabilities:		
Grants payable	$ 123,000,000	$ 138,000,000
Deferred federal excise taxes	13,530,013	11,049,640
Appropriations for program-related assets	282,647,930	261,743,255
Total liabilities	**419,177,943**	**410,792,895**
Net assets without restrictions	3,332,991,100	3,050,376,543
Total liabilities and net assets	**$ 3,752,169,043**	**$ 3,461,169,438**

The accompanying notes are an integral part of these financial statements.

Statements of Activities and Changes in Net Assets

For the year ended December 31,	2025	2024
INCOME		
Investment income	$ 119,249,862	$ 97,805,356
Realized gains on investments	145,261,848	112,895,072
Unrealized gains on investments	178,444,120	57,436,391
Total income	**442,955,830**	**268,136,819**
Less: Investment management expenses	(8,993,606)	(9,049,444)
Net investment return	**433,962,224**	**259,087,375**
EXPENSES		
Grants approved, net of rescissions	134,729,980	113,417,755
Administrative and program	10,710,863	13,175,691
Provision for taxes	3,426,451	5,213,531
Provision for deferred taxes	2,480,373	798,366
Total expenses	**151,347,667**	**132,605,343**
Change in net assets without restrictions	**282,614,557**	**126,482,032**
NET ASSETS WITHOUT RESTRICTIONS		
Beginning of period	3,050,376,543	2,923,894,511
End of period	$ 3,332,991,100	$ 3,050,376,543

The accompanying notes are an integral part of these financial statements.

Statements of Cash Flows

For the year ended December 31,	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets without restrictions	$ 282,614,557	$ 126,482,032
Adjustments to reconcile change in net assets without restrictions to net cash used by operating activities:		
Accretion	(1,686,608)	(1,785,524)
Deferred federal excise taxes	2,480,373	798,366
Realized gains on investments	(145,261,848)	(112,895,072)
Unrealized gains on investments	(178,444,120)	(57,436,391)
Increase (decrease) in cash from changes in:		
Other current assets	(998,797)	(174,586)
Program-related assets	(20,904,675)	(26,876,426)
Grants payable	(15,000,000)	(29,300,000)
Appropriations for program-related assets	20,904,675	26,876,426
Net cash used by operating activities	**(56,296,443)**	**(74,311,175)**
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchases of investments	(1,276,952,118)	(1,018,058,411)
Proceeds from sales of investments	1,333,915,560	1,090,780,079
Net cash provided by investing activities	**56,963,442**	**72,721,668**
Net change in cash	**666,999**	**(1,589,507)**
CASH		
Beginning of year	170,623	1,760,130
End of year	$ 837,622	$ 170,623

The accompanying notes are an integral part of these financial statements.

2025 Summary of Investments

	December 31, 2025	
	BOOK VALUE	FAIR VALUE
Equities	$ 1,168,318,256	$ 1,664,656,236
Fixed income	550,769,811	555,470,642
Temporary investments	163,542,115	163,559,481
Alternative investments	604,804,861	1,077,130,937
Total investments	**$ 2,487,435,043**	**$ 3,460,817,296**

The accompanying notes are an integral part of these financial statements.

2024 Summary of Investments

	December 31, 2024	
	BOOK VALUE	FAIR VALUE
Equities	$ 1,172,662,550	$ 1,551,777,384
Fixed income	544,361,140	543,413,561
Temporary investments	98,809,525	98,777,883
Alternative investments	581,616,814	998,419,334
Total investments	**$ 2,397,450,029**	**$ 3,192,388,162**

The accompanying notes are an integral part of these financial statements.

Notes to Financial Statements

NOTE 1: Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Richard King Mellon Foundation (Foundation) are prepared on the accrual basis of accounting.

Nature of Operations

The purpose of the Foundation is to provide funding to organizations to advance Economic Development, Economic Mobility, Health & Well-Being, Nonprofit Organizational Effectiveness and Social-Impact Investments, primarily in the Southwestern Pennsylvania region. The Foundation also provides funding nationally to advance Conservation.

Cash

Cash includes operating accounts plus domestic income cash held in bank custody accounts.

Investments

In accordance with the authoritative guidance on fair value measurements and disclosures under Generally Accepted Accounting Principles (GAAP), the Foundation discloses the fair value of its investments in a hierarchy that prioritizes the inputs to valuation techniques used to measure the fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under GAAP are as follows:

LEVEL 1 Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that the Foundation has the ability to access at the measurement date.

LEVEL 2 Inputs other than quoted prices that are observable for the asset or liability either directly or indirectly, including inputs in markets that are not considered to be active.

LEVEL 3 Inputs that are unobservable.

Inputs are used in applying the various valuation techniques and refer to the assumptions that market participants use to make valuation decisions. Inputs may include price information, credit data, liquidity statistics, interest rates, yield curves, volatilities, prepayment speeds, default rates, and other factors. A financial instrument's level, within the fair value hierarchy, is based on the lowest level of any input that is significant to the fair value measurement. The Foundation considers observable data to be that market data which is readily available and reliable and provided by independent sources. The categorization of a financial instrument within the hierarchy is therefore based upon the pricing transparency of the instrument and does not necessarily correspond to the Foundation's perceived risk of that instrument.

Investments whose values are based on quoted market prices in active markets are classified as Level 1 and include active listed equities and certain short-term fixed income investments. The Foundation does not adjust the quoted price for such instruments, even in situations where the Foundation holds a large position and a sale of all its holdings could reasonably impact the quoted price.

Investments that trade in markets that are not considered to be active, but are valued based on quoted market prices, dealer quotations, or alternative pricing sources, are classified as Level 2. These include certain U.S. government and sovereign obligations, government agency obligations, investment grade corporate bonds and less liquid equity securities.

Investments classified as Level 3 have significant unobservable inputs, as they trade infrequently or not at all. The inputs into the determination of fair value are based upon the best information in the circumstance and may require significant management judgment. Certain of the Foundation's investments in stocks, equity positions in private companies, and long-term debt instruments are classified as Level 3 because they do not have an active market.

The fair value of the Foundation's alternative investments are measured using the net asset value (NAV) per share, or its equivalent, as a practical expedient. The practical expedient is an acceptable method under GAAP to determine the fair value of certain NAV investments that (a) do not have a readily determinable fair value predicated upon a public market and (b) either have the attributes of an investment company or prepare their financial statements consistent with the measurement principles of an investment company under GAAP. These investments are primarily made under agreements to participate in limited partnerships and are generally subject to certain withdrawal restrictions. Values for these partnerships, which may include investments in both nonmarketable and market-traded securities, are provided by the general partner and may be based on recent transactions, cash flow forecasts, appraisals and other factors. Market values may be discounted for concentration of ownership. Because of the inherent uncertainty of valuing the investments in such partnerships and certain of the underlying investments held by the partnerships, the Foundation's estimate of fair value may differ significantly from the values that would have been used had a ready market for the investments existed. The financial statements of the limited partnerships are audited annually by independent auditing firms. Investments in these partnerships may be illiquid, and thus there can be no assurance that the Foundation will be able to realize the value of such investments in a timely manner. The Foundation believes that the use of the practical expedient for its alternative investments is a reasonable estimate of fair value as of December 31, 2025 and 2024.

The Foundation's investments are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that significant changes in risks in the near term may materially affect the amounts reported in the financial statements.

Realized gain (loss) from dispositions of investments is determined by specific cost identification. Unrealized gain (loss) of investments represents the change in the difference between fair value quotations and the total book value of investments held at the beginning and end of the year.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements. Estimates also affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Grants

Grants approved, net of rescissions, are recognized at the time of approval provided the grant is not subject to significant future conditions.

Program-Related Assets

The Foundation makes investments which advance its charitable mission and qualify as charitable distributions by the Internal Revenue Service. Such investments, which include loans made to various organizations and equity investments in limited partnerships, earn below risk-adjusted market rates of return. Management has reviewed the program-related assets and believes no allowance is necessary as of December 31, 2025 and 2024.

NOTE 2: Taxes

The Foundation is exempt from federal income taxes under Section 501(c) (3) of the Internal Revenue Code. Legislation was passed in 2019 that simplifies the private foundation excise tax on investment income by replacing the former two-tier system (1% and 2%) with a flat rate of 1.39%, effective January 1, 2020.

At December 31, 2025 and 2024, deferred federal excise taxes are provided at 1.39% which is the rate expected to be paid on unrealized gains on investments.

The Foundation is subject to the authoritative guidance on accounting for uncertainty in income taxes issued under Generally Accepted Accounting Principles. This guidance establishes a minimum threshold for financial statement recognition of the benefit of positions taken in filing tax returns (including whether an entity is taxable in a particular jurisdiction) and requires certain expanded tax disclosures. The Foundation has recorded no uncertain tax liabilities pursuant to this guidance. The Foundation continually reviews its tax positions and such conclusions under the guidance based on factors including, but not limited to, ongoing analyses of tax laws and regulations.

NOTE 3: Commitments

The Foundation is a Limited Partner in limited partnerships for investment purposes. At December 31, 2025 and 2024, the Foundation had contractually committed to additional investments of $396.6 million and $401.1 million, respectively.

At December 31, 2025, the Foundation had outstanding trades to purchase and sell investments with a settlement date in 2026 of $1.2 million and $0.1 million for a net payable of $1.1 million. At December 31, 2024, the Foundation had outstanding trades to purchase investments with a settlement date in 2025 of $2.0 million. There were no outstanding sales trades. These transactions are reflected within the financial statements on a net basis.

The Foundation seeks to maintain enough liquidity to meet the cash needs for the following year's general expenditures. At December 31, 2025 and 2024, the Foundation had $2.4 billion and $2.2 billion in financial assets available for use within one year to meet its cash needs, which included cash, other current assets, equities, fixed income and temporary investments.

NOTE 4: Fair Value Measurements

The following table presents the investments carried on the Statements of Financial Position by level within the valuation hierarchy as of December 31, 2025 and 2024:

Investments at Fair Value as of December 31, 2025

INVESTMENTS	LEVEL 1	LEVEL 2	LEVEL 3	NAV	TOTAL
Equities	$ 1,112,438,382	$ 0	$ 17,422,283	$ 534,716,122	$ 1,664,576,787
Fixed income	60,361,978	172,354,845	0	322,753,819	555,470,642
Temporary investments	163,559,481	0	0	0	163,559,481
Alternative investments	0	0	0	1,078,277,696	1,078,277,696
Total investments	**$ 1,336,359,841**	**$ 172,354,845**	**$ 17,422,283**	**$ 1,935,747,637**	**$ 3,461,884,606**

Payables from unsettled securities purchases, net at Fair Value as of December 31, 2025

RECEIVABLES (PAYABLES), NET	LEVEL 1	LEVEL 2	LEVEL 3	NAV	TOTAL
Equities	$ 79,449	$ 0	$ 0	$ 0	$ 79,449
Alternative investments	0	0	0	(1,146,759)	(1,146,759)
Receivables (Payables), net	**$ 79,449**	**$ 0**	**$ 0**	**(1,146,759)**	**$ (1,067,310)**

Investments at Fair Value as of December 31, 2024

INVESTMENTS	LEVEL 1	LEVEL 2	LEVEL 3	NAV	TOTAL
Equities	$ 1,042,833,958	$ 0	$ 16,391,951	$ 492,608,504	$ 1,551,834,413
Fixed income	61,955,253	160,893,081	0	320,565,227	543,413,561
Temporary investments	98,777,883	0	0	0	98,777,883
Alternative investments	0	0	0	1,000,410,527	1,000,410,527
Total investments	**$ 1,203,567,094**	**$ 160,893,081**	**$ 16,391,951**	**$ 1,813,584,258**	**$ 3,194,436,384**

Payables from unsettled securities purchases, net at Fair Value as of December 31, 2024

RECEIVABLES (PAYABLES), NET	LEVEL 1	LEVEL 2	LEVEL 3	NAV	TOTAL
Equities	$ (57,029)	$ 0	$ 0	$ 0	$ (57,029)
Alternative investments	0	0	0	(1,991,193)	(1,991,193)
Receivables (Payables), net	**$ (57,029)**	**$ 0**	**$ 0**	**$ (1,991,193)**	**$ (2,048,222)**

All Level 3 investment activity is immaterial for the years ended December 31, 2025, and 2024, including transfers, purchases, sales, realized gain/(loss), and any change in unrealized gain/(loss).

The Foundation has certain investments that do not have readily determinable fair values but permit direct redemption or distributions at times specified under the governing documents. As a practical expedient, the Foundation relies on the net asset value (NAV) of these investments as their fair value. The net asset values that have been provided by the investees have been derived from the fair values of the underlying investments as of the reporting date. The following table summarizes the nature of these investments and any related liquidation restrictions or other factors which may impact the ultimate value realized.

CATEGORY OF INVESTMENT	Investment Strategy	Number of Funds	Fair Value Determined Using NAV	Unfunded Commitments ($ millions)	Redemption Terms	Remaining Life
Equities	Domestic, international & emerging markets	5	$ 534,716,122	$ 0	(1)	n/a
Fixed income	Long-term debt, global & high yield	6	322,753,819	0	(2)	(3)
Alternative investments	Buyouts, distressed debt, energy, real estate & venture capital	279	1,078,277,696	396.6	(4)	(5)
Totals		**290**	**$ 1,935,747,637**	**$ 396.6**		

All percentages below based on percent total fair value of the investments determined using NAV.
(1) All funds subject to 0–30 days prior notice, 60% subject to monthly redemptions, 20% subject to daily redemptions, & 20% subject to quarterly redemptions.
(2) 66% subject to monthly redemptions with 3–30 days prior notice, 17% subject to quarterly redemptions & 17% not subject to redemption.
(3) 17% 2–5 years; 83% n/a.
(4) All redemptions, sales, or transfers subject to approval of general parter.
(5) 32% 1 year; 34% 2–5 years; 33% 6–10 years; 1% 11–15 years; all funds subject to extensions between 0–3 years.

NOTE 5: Grants and Program-Related Assets

The payment schedule for grants authorized but not paid is listed below:

DECEMBER 31, 2025	GRANTS PAYABLE
2026	$ 36,000,000
2027	25,000,000
2028	25,000,000
2029	23,500,000
2030	13,500,000
Payable after 5 years	0
Total	**$ 123,000,000**

The program-related assets are comprised of loan and equity assets. The scheduled loan repayment and equity recovery time frame are listed below:

DECEMBER 31, 2025	LOAN PROGRAM-RELATED ASSETS	EQUITY PROGRAM-RELATED ASSETS	TOTAL
Due within 1 year	$ 24,600,000	$ 0	$ 24,600,000
Due after 1 year through 5 years	146,812,426	10,374,991	157,187,417
Due after 5 years through 10 years	48,188,365	3,000,000	51,188,365
Due after 10 years	29,597,221	20,074,927	49,672,148
Total	**$ 249,198,012**	**$ 33,449,918**	**$ 282,647,930**

NOTE 6: Subsequent Events

The Foundation evaluated all activity through May 20, 2026, the date the financial statements were available to be issued, and concluded that no subsequent events have occurred that would require recognition in the financial statements or disclosure in the Notes to Financial Statements.

Report of Independent Auditors

To the Trustees of Richard King Mellon Foundation

Opinion
We have audited the accompanying financial statements of the Richard King Mellon Foundation (the "Foundation"), which comprise the statement of financial position as of December 31, 2025 and 2024, and the related statements of activities, of changes in net assets and of cash flows for the years then ended, including the related notes (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Foundation as of December 31, 2025 and 2024, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion
We conducted our audit in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Foundation and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements
Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Foundation's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Information
Our audits were conducted for the purpose of forming an opinion on the financial statements taken as a whole. The supplementary summary of investments is presented for the purposes of additional analysis and is not a required part of the financial statements. The information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves and other additional procedures, in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements taken as a whole.

PricewaterhouseCoopers LLP

Pittsburgh, Pennsylvania

May 20, 2026

Policy & Grant Guidelines

The following grantmaking objectives and grant program priorities were approved by the Trustees in December 2020 for the ten-year period ending December 31, 2030.

Mission

The Foundation seeks to improve the competitive position of the region; strengthen the vitality of Southwestern Pennsylvania, particularly the City of Pittsburgh and its neighborhoods; and protect important habitats and natural amenities in Western Pennsylvania and other key landscapes.

Program Priorities: Southwestern Pennsylvania

ECONOMIC DEVELOPMENT

The Foundation seeks to create a region that is an engine for economic growth and vitality by investing in the ingenuity and creativity of its population, enhancing individuals' economic prosperity, and strengthening our sense of community. Priorities include:

Community Building
- Arts and Culture
- Innovation Districts
- Transportation and Infrastructure

Employment Opportunities
- Business and Job Creation
- Economic Independence
- Entrepreneurism

Talent Development
- 21st Century Skills
- Career Pathways
- Workforce Development Systems

ECONOMIC MOBILITY

The Foundation aims to provide all children and youth living in Allegheny and Westmoreland counties with access to their most promising future. We invest in pathways to opportunity for vulnerable children and youth to overcome the obstacles to achieving economic mobility. Priorities include:

Educational Attainment
- K-12 Academic Performance
- Kindergarten Readiness
- Post-Secondary Success

Future of Work
- Professional Skills & Awareness
- Work Experiences

Places of Opportunity
- Connected and Safe Communities

Supportive Living Environments
- Family and Caregiver Relationships
- Thriving at Home

HEALTH & WELL-BEING

The Foundation's goal is to give residents of Allegheny and Westmoreland counties, particularly the most vulnerable, the opportunity to live a healthy life. Priorities include:

Advancing Science
- Applied Research and Evaluation
- Basic Research
- Identification and Response to Emerging Issues
- Research Translation and Dissemination

Healthy Communities
- Clean Environments
- Healthy Food
- Public Places and Open Spaces
- Safe and Stable Homes

Healthy People
- Chronic Conditions
- Maternal and Child Health
- Mental and Behavioral Health

ORGANIZATIONAL EFFECTIVENESS

The Foundation will provide opportunities for partners to have the organizational strength and agility to pursue big ideas and take risks in service of accelerating achievement of the Foundation's strategic plan. Priorities include:

Communications
- Brand Strategy
- Contemporary Storytelling

Human Capital Management
- Competitive Nonprofit Career Paths
- Diversity, Equity, and Inclusion
- Talent Acquisition and Retention

Leadership & Governance
- Attraction and Retention of Diverse, High-Performing Leaders
- Board Development and Engagement
- Collaboration and Access to Networks

Strategy & Learning
- Adaptive Strategy
- Culture of Learning
- Impact Measurement
- Resilient, Balanced Financial Structure

SOCIAL-IMPACT INVESTMENTS

The Foundation's social-impact investments will enable mission-driven companies to secure the risk capital, networks, and resources they need to develop products, deploy services, and address societal issues at the individual and community level. These investments will support the Foundation's four main program areas of Conservation, Economic Development, Economic Mobility, and Health & Well-Being.

Program Priorities: Western Pennsylvania & National

CONSERVATION

The Foundation seeks to provide a region where wildlife flourishes and people thrive in those once-imperiled habitats, through strategic land protection, stewardship, and activation, and sustainable economic development that deploys renewable energy and new technologies that foster livable communities and healthy natural systems. Priorities include:

Activation
- Broadening Conservation
- Innovative Finance
- Science, Innovation and Planning
- Sustainable Development

Habitat Conservation
- Habitat Acquisition
- Science, Innovation and Planning

Stewardship
- Improved Management
- Partnerships
- Restoration
- Science, Innovation and Planning

Sustainable Communities
- Energy Efficiency
- Environmental Quality
- Green Infrastructure
- Outdoor Amenities
- Renewable Energy
- Science, Innovation and Planning

The Foundation gives priority to projects and programs that have clearly defined output, outcomes and an evaluation component, and has a preference for partnering with donors on initiatives. The Foundation accepts applications throughout the year.

The Foundation does not consider requests on behalf of individuals or from outside the United States.

Please visit the Foundation's website at www.rkmf.org for information on how to apply. For questions, please contact the Foundation's office at:

INFORMATION AND GRANTS MANAGER

Richard King Mellon Foundation
The Auction House
42 21st Street, Suite 201
Pittsburgh, PA 15222

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FAX 412 392 2837

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PHOTOGRAPHY
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GRANTEE STORIES
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PROOFREADING
Emma Garris

DESIGN
Wall-to-Wall Studios

PRINTING
Broudy Printing

ADDITIONAL PHOTOGRAPHY

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