



FRANCINE A. LEFRAK
FOUNDATION

Impact Report



2024

A Note From the Founder

When I look at what we have accomplished this year at the Francine A. LeFrak Foundation, with economic growth equal to 75 times our initial support in workforce initiatives, I see a model for incredible impact that works and can be replicated.

Our goal is to stay close, to be hands-on, deeply engaged, and truly know the people we serve. This year's impact is a testament to that belief: Talent is everywhere, but opportunity is not. It's our mission to close that gap, one small, powerful gift at a time.

In 2024, we saw that vision come alive in countless ways:

At Barnard College, thousands of students found a place to care for their physical, mental, and financial well-being under one roof at the Francine A. LeFrak Foundation Center for Well-being.

Across Rwanda and the U.S., our Bridge2Rwanda Scholars attended top Universities and some have graduated, built businesses, and brought hope back to their communities.

In New York City, our Tools of the Trade Fund helped job seekers get to work, pay for training, and cover basic needs, proving that sometimes a simple bus pass or a pair of work boots can change a life.

At the New Jersey Reentry Corporation, women leaving incarceration received the support they needed to rebuild their futures, and not one has returned to prison.

Every visit to a wellness space, every job placement, every paycheck earned, every story of a mother providing for her children, is a moment reminding me that empowerment is not enough. We want to give women real power: the power to make choices, to build wealth, to lead, and to lift others as they climb.

This is what makes our work different, we don't believe in handouts, we believe in hand-ups. We invest in replicable, sustainable models that can be scaled to reach even more women and communities. We listen first, partner deeply, and stay close enough to know that sometimes, a MetroCard can matter as much as a degree.

Our work is far from done. Too many people still face obstacles. But when I see our students, scholars, artisans, and workforce graduates, I know that we are building a stronger, more inclusive future together.

Thank you for walking beside us, for believing in possibility, and for helping us turn hope into action.

Together, we don't just change lives. We rewrite futures.

With gratitude and hope,

Francine A. LeFrak
Founder & President
The Francine A. LeFrak Foundation

Our story so far

Our Mission

To provide access to training, education, and financial fluency so that women can be economically secure and flourish. Our philosophy is simple but powerful: invest in women, and the returns are exponential. For every dollar we commit, our programs generate up to 75x in economic impact through wages earned, businesses launched, and communities strengthened.

Our Purpose

At the Francine A. LeFrak Foundation, our purpose is clear: we break down the barriers that stand between talent and opportunity. We believe that when people have access to education, financial fluency, and the tools to care for their whole well-being, they don't just thrive; they lead.

Our work creates replicable, sustainable models that give people the power to build better futures for themselves, their families, and their communities.

Our Focus

We focus on three pillars that turn opportunity into lasting change:

- Well-Being: Supporting physical, mental, and emotional health.
- Education & Workforce Development: Providing training and pathways to good jobs.
- Financial Fluency: Equipping women with tools to build and manage wealth.

At the heart of it all are constructive conversations. Open dialogue and collaboration that keep our work responsive, inclusive, and ready to grow.

Together, these pillars help people not just succeed, but lead.

Economic
return on
investment
in workforce
initiatives.

75x

FRANCINE A. LEFRAK CENTER FOR WELL-BEING

The Francine A. LeFrak Center for Well-Being at Barnard College officially opened its doors in June 2025 as a first-of-its-kind hub dedicated to the holistic health of physical, mental, and financial well-being. It offers students, faculty, and staff a supportive space to care for their physical fitness, strengthen mental resilience, and build financial confidence.

From trauma-informed yoga and innovative wellness tools to peer-led financial fluency workshops and leadership lectures, the Center is setting a new standard for how campuses can nurture the whole person. More than a building, it's a replicable model proving that well-being is the foundation for empowerment, leadership, and lasting success.



"This program helped me open a Roth IRA, max out my 401(k), and build generational wealth." — Michaela Gary '25



Students enrolled in
Financial Fluency
Certificate Program

100+



Peer ambassadors
leading financial
education efforts

12



Invested in curriculum,
the building, and
financial well-being
programs

\$7MILLION

BROOKLYN WORKFORCE INNOVATIONS

Brooklyn Workforce Innovations (BWI) empowers low- and moderate-income New Yorkers to build stable, living-wage careers. With support from the Francine A. LeFrak Foundation's Tools of the Trade Fund, BWI removes the everyday financial barriers, like transportation, work gear, and credentialing fees, that often stand between trainees and long-term employment.

In 2024 alone, BWI helped nearly 400 New Yorkers graduate job training programs and secure good jobs.

Through practical support and skills training, BWI proves that when we invest in people and remove obstacles, communities don't just find jobs, they build brighter futures.



"The Tools of the Trade Fund helped me focus on my career without financial strain. Today, I'm earning \$45K annually with benefits and optimistic about my future."
— Brianna B.



Individuals received
direct financial support

394



Job placement

80%



Average wage after
graduation

\$20.32/HR

GRACE INSTITUTE

The Grace Institute, supported by the Francine A. LeFrak Foundation, offers free, high-quality job training and comprehensive support services to women throughout New York City. Focused on administrative and healthcare careers, Grace equips women, many of whom are mothers or overcoming personal challenges, with in-demand skills, leadership training, and personalized coaching to thrive in today's workforce.

In 2024, over 300 women enrolled, boosting their wages by an average of \$17.83 per hour and collectively earning more than \$2 million in starting salaries.

By combining practical skills with mental health support and career placement, Grace Institute helps women achieve financial independence and build brighter futures for themselves and their families.



"I joined the program because I'm looking for a better life for me and my sons, and I feel like Grace so far has been really great to me, and I'm looking forward to the end of the session in December. But I would like to give a shout-out to the funders that are funding this program. This is a great opportunity for anybody, not just people with kids, but just anybody that wants a great career and wants to move up in the next level in their life." — Sierra P.



Women enrolled in
healthcare & admin
career tracks

310



In starting salaries
earned

\$2.2M



Mental health and
coaching sessions
provided

1,000+

LEFRAK-FRIEDBERG SCHOLARS

The Bridge2Rwanda LeFrak-Friedberg Scholars Program opens doors for promising Rwandan students to study at top universities around the world and across Africa. Supported by the Francine A. LeFrak Foundation, these scholars receive support, travel, mentorship, and career guidance that help them thrive academically and build leadership skills for the future.

In 2024, 65 scholars in the U.S. were supported by the program, secured internships, and launched projects with leading firms like EY and Nvidia, while 24 scholars in Africa pursued degrees in medicine, engineering, and business. By investing in these young leaders, the program creates a ripple effect, building stronger communities and inspiring a new generation of changemakers committed to growth and opportunity at home and abroad.



"To me, being a LeFrak Scholar means being exposed to a world of opportunities and building meaningful connections that push me beyond my comfort zone, empowering me to grow personally and professionally while championing the values of education and economic security for others." – Hyguette, Senior, Oklahoma Christian University, Finance and Accounting



Attending top universities like UPenn, Babson, and Dartmouth

65



Students studying medicine, engineering, and business

24



Graduation Rate

100%

PER SCHOLAS | SAME SKY WOMEN IN TECH

The Same Sky Women in Tech initiative, in partnership with Per Scholas, equips women from underserved communities with the technology skills they need to launch successful careers in the tech industry.

Through hands-on training, career coaching, and job placement support, this program helps women overcome barriers to entry in a fast-growing field, paving the way for financial independence and leadership in a sector where women have historically been underrepresented. By bridging the gap between talent and opportunity, Same Sky Women in Tech proves that when women have access to education and industry connections, they don't just get jobs, they build careers that uplift families and strengthen communities.



"Per Scholas is a real life-changing opportunity, and the fact that it is free, if you can do it, you should. I couldn't afford \$17,000 for a for-profit bootcamp, but Per Scholas gave me the tools to start a career."

- Catherine



Women trained in
cybersecurity, AWS,
and IT support

247



Graduation rate, 77%
job placement within 12
months

85%



Emotional wellness
workshops integrated

NJ REENTRY CORPORATION

The New Jersey Reentry Corporation (NJRC) helps formerly incarcerated individuals rebuild their lives with dignity and hope. With support from the Francine A. LeFrak Foundation, the Francine A. LeFrak Wellness Center provides critical health care, mental health support, addiction treatment, and job training for women reentering society.

In 2024, over 5,000 women accessed the Center's services, with zero recidivism among women who received microgrants to cover urgent needs like transportation, child care, and court costs.

With a 91% job placement rate in programs like HVAC and electrical training, NJRC proves that when women receive the right care, training, and support, they don't just return, they rise.



"This grant saved my life. I avoided jail and got back on my feet." — Deborah



Women accessed the Wellness Center

5,198



Recidivism among microgrant recipients

0



Job placement in reentry programs

91%

SAME SKY RWANDA & FAWE SCHOOL



Same Sky Rwanda, supported by the Francine A. LeFrak Foundation, uplifts Rwandan women through fair-wage artisan work and meaningful community. Women artisans create beautiful handcrafted jewelry and woven baskets that tell stories of resilience and hope, providing stable incomes and a safe space to share, heal, and grow.

Our commitment extends beyond artisanship: through our partnership with the FAWE School, we help hundreds of young girls continue their education and pursue careers in science and technology.

Together, Same Sky Rwanda and FAWE School show what's possible when women and girls are given the opportunity to learn, earn, and lead, Rebuilding lives, families, and entire communities along the way.



I want to thank you for your generous gift that made my education attainable. Through your support, I have accomplished much of what I never thought possible, especially attaining college education and in a great university outside Rwanda.

Beatrice
FAWE school

Economic dignity through artisan work & education
Women artisans earned steady incomes through global sales.

FAWE girls received scholarships and STEM education.

Students accessed yoga, mental health support, and leadership mentoring.

INDEGO AFRICA | KIGEME REFUGEE CAMP

Through our partnership with Indego Africa, the Francine A. LeFrak Foundation supports women in Rwanda's Kigeme Refugee Camp to gain marketable skills, earn income, and build hope for the future.

In this program, 800 women, including Congolese refugees and members of the local host community, receive hands-on training in weaving, basic business skills, and cooperative leadership. Together, they formed the Ikizere Cooperative (which means "hope"), producing handcrafted goods sold locally and internationally.

This initiative empowers women who have faced displacement and hardship to become earners, savers, and entrepreneurs. Proving that economic opportunity and community can flourish anywhere when women are given the tools to succeed.



"I never thought I'd be a businesswoman. Now I am." — Claudette



Women launched the
Ikizere ("Hope")
Cooperative

40



Earned income saved
collectively

10%



Training in design
software and
cooperative leadership

800

What we have learned

1

Small investments remove big barriers.

A single MetroCard, a pair of work boots, or a microgrant can be the difference between dropping out and graduating, between missing a job interview and landing a career. We saw again and again that removing these everyday obstacles unlocks outsized impact.

2

Well-being must be holistic.

Physical, mental, and financial health are deeply connected. Programs that address all three together, such as the Francine A. LeFrak Foundation Center for Well-Being, help people not just cope but lead with confidence.

3

Proximity drives results.

Staying close to the communities we serve and listening to students, partners, and families keeps our work relevant, responsive, and replicable. It ensures that solutions come from real needs, not assumptions.

4

Empowerment must be sustainable.

When we build replicable models, train local leaders, and equip people with financial fluency, the impact extends far beyond a single grant or program year. True change happens when communities have the tools to carry it forward themselves.

A LEGACY OF ACTION

A LEGACY OF ACTION

Inspired by Ethel LeFrak and grounded in a belief in dignity through opportunity, our work is about more than aid, it's about transformation. With 75x impact from our support, we're proving that when you invest in a woman's well-being, you're not just changing one life. You're changing generations.

Thank you

Thank you to our community, our partners, and every woman who trusted us on her journey. Let's keep building together.



**The Francine A. LeFrak Foundation's
Pillars of Well-being:
Physical, Mental, & Financial**

With Deep Gratitude

1

Our incredible partners

Our incredible partners, Barnard College, Bridge2Rwanda, Brooklyn Workforce Innovations, Grace Institute, NJ Reentry Corporation, Indego Africa, Same Sky, and so many more, who share our vision of a world where opportunity knows no boundaries.

2

Our ambassadors

Our ambassadors are incredible women and men who generously share their time, energy, and resources to lift up others. They ensure that talent is limitless when given a chance.

3

Our board

Our board, staff, and volunteers, whose dedication, care, and creativity turn ideas into real, replicable models for change.

4

Our supporters

Across the world, we have a tremendous community supporting and amplifying our microgrant, certificate program, well-being programs, and leadership training we deliver.

Thank you for walking alongside us, believing in possibility, and helping us turn hope into action. Together, we don't just change lives, we rewrite futures.
With gratitude,

The Francine A. LeFrak Foundation Team

Economic
Impact in
excess of

\$20,000,000

