



FRANCINE A. LEFRAK FOUNDATION

IMPACT REPORT 2025

The Power of Proximity

A Message from our Founder



"This year reaffirmed a conviction I have held for decades: Working in proximity is powerful. When we meet people where they are and truly listen, even to the simplest need, we find the key that opens a door to a fulfilling life.

2025 was a year of profound realization for our three-pillar model of mental, physical, and financial well-being. The Francine A. LeFrak Foundation Center for Well-Being at Barnard College welcomed more than 60,000 visits, and over 100 students earned the Financial Well-Being Undergraduate Certificate. This model, developed from my work with Rwandan survivors, is proving to be a replicable blueprint for communities everywhere.

It was deeply humbling to see this work recognized by TIME Magazine, which included me in its list of the 100 Most Influential Philanthropists. Beyond this honor, we launched the Constructive Dialogue Pilot Program with Harvard Kennedy School to champion civil discourse, saw the Grace Institute generate over \$11,470,000 in economic impact, and provided 5,500+ instances of support through our Tools of the Trade Fund in Brooklyn.

Philanthropy is about staying close, building trust, and strengthening the thread that connects us all. Let's keep building, together."

Francine A. LeFrak

Our Approach

Our goal is to stay close. To be hands-on, deeply engaged, and to truly know the people we serve.

This year's impact reaffirms what has guided the Francine A. LeFrak Foundation from the beginning: talent is everywhere, but opportunity is not. When we remove barriers at the moment they matter most, lives change. When we invest in well-being, financial

fluency, and workforce readiness together, those changes last.

In 2025, our work continued to focus on building replicable, human-centered models that create economic independence and dignity for women and families across the United States and globally.

Our Three Pillars



Mental Well-Being

Stigma-free support and wellness resources



Physical Well-Being

Fitness and movement in community



Financial Well-Being

Tools for economic independence

2025 Executive Summary: Scaling What Works

A snapshot of our impact across key programs in 2025.

Program	2025 Key Impact Metric
Grace Institute	\$11.5M total economic impact generated for women in NYC.
Barnard Center	60,000+ visits to the Center for Well-Being in its first year.
BWI	5,500+ in emergency "Tools of the Trade" support delivered.
Same Sky Scholars	80 girls in Rwanda fully funded for STEM and leadership tracks.
Creative Entrepreneurs	21 arts professionals building businesses for financial stability.
Harvard Kennedy Pilot	The 2026 Constructive Dialogue digital launch has started.

GRACE INSTITUTE



Grace Institute participants in training and celebrating graduation

Summary: Grace Institute remains a primary engine for economic transition in New York City. By providing specialized training in Healthcare and Administrative tracks, the program moves women from an average pre-program wage of \$5.03/hr to a career-path average of **\$24.11/hr**.

The Power of training: On average, placed graduates receive a \$37,000/year increase in salary.

Targeted Success: 10% of our graduates are "high-earner outliers," achieving salary bumps of \$54,000/year.

Market Resilience: Despite a competitive labor market, Grace Institute met their 75% placement rate for 2025 cohorts.

Nearly half of participants entered healthcare roles across hospital systems, community health organizations, and private providers. Others secured positions in financial services, real estate, nonprofit administration, and business operations.

"Grace Institute was the light at the end of the tunnel. I finally found an environment where I can shine while being myself."

Alicia Watkins, 2025 Participant

345

ENROLLED

380%

WAGE INCREASE

\$24.11/HR

AVG. WAGE

BROOKLYN WORKFORCE INNOVATIONS



BWI trainees and 2025 Honoree Tiphany Malloy at Brooklyn Workforce Innovations

Summary: The LeFrak Friedberg Tools of the Trade Fund at BWI is perhaps the clearest example of "proximity" in action.

Meeting People Where They Are: BWI provided 763 instances of support to 372 unique trainees and graduates. The Tools of the Trade Fund provided flexible resources for job seekers, covering transportation, credentialing, childcare, groceries, and even short-term housing.

Emergency Stabilization: In 2025, the fund disbursed nearly 128% of the original allocation to address critical short-term barriers.

Persistence: BWI enrolled 922 jobless New Yorkers and supported 92% of eligible trainees through to graduation, with 69% (587 people) already securing roles earning an average starting wage of \$21.07 per hour, notably reaching as high as \$24.78 per hour in specialized sectors.

"When a family emergency hit, the Tools of the Trade Fund provided grocery support and assistance that allowed me to stay focused. I am now an Intensive Case Manager earning \$54K annually."

Crystal, BWI Graduate

763

SUPPORT INSTANCES

92%

GRADUATION RATE

\$21.07/HR

AVG. WAGE

LEFRAK-FRIEDBERG SCHOLARS PROGRAM WITH BRIDGE2RWANDA



LeFrak-Friedberg Scholars at the annual LeFrak Summit in New York City

Summary: Investing in the leadership pipeline for Africa by supporting university-level scholars in every discipline, including Medicine, Software Engineering, and Entrepreneurship. Our LeFrak-Friedberg Scholars Summit is an extraordinary convening elevating students' opportunities.

Access to Exceptional Education and Opportunity: Scholars are studying at leading institutions and gaining exposure to global industries and decision-makers.

Career Acceleration Through Mentorship and Exposure: Program connections have translated into internships, advanced research, and career clarity.

Student-Led Solutions with Global Impact: Scholars are actively building technology, healthcare, and AI solutions to address real-world problems. For instance, Emmanuel at the University of Rochester is building an AI matching platform for lost and found systems.

Confidence, Belonging, and Leadership Development: The program builds confidence and helps students see themselves as global leaders.

"This summit led to my first internship in New York... and that opportunity led to investment banking roles and now giving back through my own organization."

Livingston Guari, Dartmouth College

85

U.S. SCHOLARS

24

AFRICA SCHOLARS

109

TOTAL SCHOLARS SUPPORTED

FAWE GIRLS' SCHOOL & SAME SKY SCHOLARS



Same Sky Scholars participating in a mentorship session at Fawe Girls' School



Same Sky Scholars cohort group photo

Summary: This secondary education program focuses on girls in Gisozi, Rwanda, specifically steering them toward STEM and financial literacy.

Reach: We are currently supporting 80 Same Sky Scholars.

Mentorship Track: The 2025 program grouped scholars into four critical sectors: HealthTech, AgriTech, FinTech, and EduTech.

Changing lives: Same Sky's work continues to show how education paired with mentorship creates confident, capable young women ready to lead their communities.

80

SCHOLARS

4

STEM TRACKS

800

TOTAL SCHOLARS

FRANCINE A. LEFRAK FOUNDATION CENTER FOR WELL-BEING AT BARNARD



Francine A. LeFrak at the Barnard Center for Well-Being ribbon cutting ceremony

A Vision Realized: The First Year of Impact

October 30, 2025, marked the one-year anniversary of the Center's opening, a milestone representing a global movement in education. What began as a vision to redefine well-being is now a landmark of holistic development.

2025 Impact by the Numbers

In just 12 months, the Center's unique three-pillar model has integrated into the fabric of campus life:

1. Physical Well-Being: 34,583 Fitness Center visits and 2,217 FITbear Class Sessions, which are free access to strength, yoga, and cardio classes.

2. Mental Well-Being: 828 honest, stigma-breaking conversations at "The Wellness Spot." From the Shiftwave Chair for nervous system regulation to the Being Barnard Violence Prevention Program, the Center ensures no student tackles life's challenges alone.

3. Financial Well-Being: Nearly 100 graduates of the intensive 8-week program in financial fluency, with 60+ more currently enrolled.

"At the LeFrak Center, you're around people who support you. You're just able to be yourself."

Sophia Ewald '26

60,000+

VISITS

828

WELLNESS SPOT CONVERSATIONS

100+

CERTIFICATES

NJ REENTRY CORPORATION



The Francine A. LeFrak Wellness Center serves justice-involved women in Kearny, New Jersey

Summary: Utilizing Same Sky Micro-Grants to support men and women transitioning out of prison. Our program provides emergency support that prevents recidivism and increases long-term financial, community, and workforce success.

Breaking Cycles of Recidivism Through Health and Dignity: Since opening in 2021, the Wellness Center in Kearny, NJ has served 5,198 justice-involved women with: 929 receiving psychiatric care, 1,843 with addiction treatment, and 2,100 with direct medical services.

Zero Recidivism: We are proud to announce 0% recidivism for women served (vs. 50% national average).

Through our partnership with NJRC, this year's Emergency Micro-Grant Fund removed barriers to employment, housing, custody reunification, and more. Case examples illustrate how \$500-\$1,000 microgrants enabled clients to gain licenses, remain housed, attend court, complete training, and reclaim their lives.

5,198

WOMEN SERVED

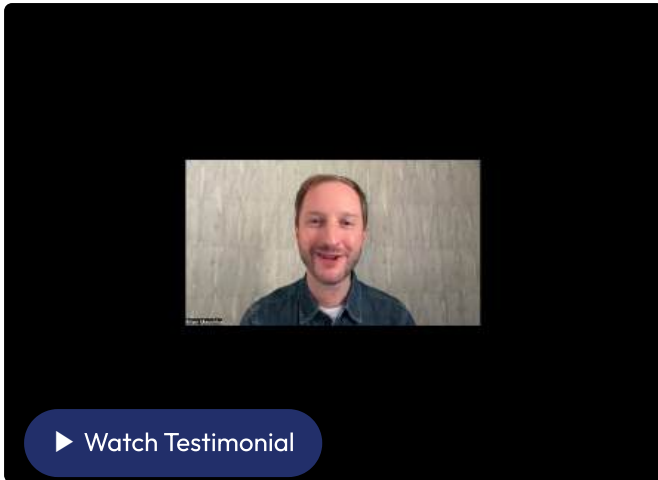
0%

RECIDIVISM

2,100

DIRECT MEDICAL SERVICES

ENTERTAINMENT COMMUNITY FUND



Participant testimonials from the Francine A. LeFrak Foundation Creative Entrepreneur Program

Summary: Relaunched in 2025, this program helps arts professionals build "second act" businesses to ensure financial stability.

Participation: 21 applicants enrolled; 10 are scaling existing businesses, 11 are launching new ones.

The Grant Pilot: In April 2026, we will award a \$25,000 grand prize and five \$5,000 grants to the highest-scoring participants.

This program consists of courses, resources and support intended to provide performing arts and entertainment professionals with a solid framework to successfully explore, launch and sustain entrepreneurial endeavors.

"My mission is to close that gap by equipping creatives with the tools to turn their talent into lasting opportunity and independence."

Francine A. LeFrak

21

ENROLLED

\$25K

PRIZE

11

NEW BUSINESSES LAUNCHED

SAME SKY x INDEGO AFRICA ARTISAN SMALL BUSINESS INCUBATOR



Same Sky Cooperative members and Rwandan artisan partners — Kigali, January 2026

Summary: The Same Sky Foundation x Indego Africa Artisan Small Business Incubator empowers 700 Rwandan women artisans across 17 cooperatives in 4 provinces with market access, vocational training, and business support, building lasting economic resilience through craft.

Scale of Impact: Our support reaches all 17 partner cooperatives, 99% women, from the smallest co-op of 10 members to the largest of 122. Since August 2025, 2,600 units of hand-crafted pieces have been distributed, generating approximately \$20,000 in artisan pay.

Global & Local Market Access: The Indego Africa in-country team travels 4 out of 5 days a week to cooperative partners, managing orders, quality control, and export logistics. The Same Sky Cooperative now sells at the Kigali Genocide Memorial Giftshop and the City of Kigali's Agaseke Center, building local market resilience alongside global reach.

Vocational Training: A 4-month intensive training in crochet technique in straw (Aug–Nov 2025) upskilled 40 artisans across 3 cooperatives, equipping them to meet global market demand for crocheted fashion accessories, the incubator's bestselling category in 2025.

"Our selling point is quality because of the support we receive from Indego Africa. This builds our resilience, and we are using our own means."

Judith, Same Sky Cooperative Member

700

ARTISANS IMPACTED

17

COOPERATIVES

~\$20K

ARTISAN PAY GENERATED

HARVARD KENNEDY SCHOOL CONSTRUCTIVE DIALOGUE PILOT



Professor Julia Minson leading the Constructive Dialogue Pilot Program at Harvard Kennedy School

Summary: Investing in the future of civil discourse.

In 2025, the Foundation became the sole funder of a pilot Constructive Dialogue program with Harvard Kennedy School and Professor Julia Minson.

This multi-year initiative is developing evidence-based tools to help students engage across difference with curiosity, confidence, and respect. Filming and pilot testing begin in 2026, with a public launch planned for September 2026.

Roadmap:

January 2026: Filming workshops.

March 2026: School pilots begin.

September 2026: Official online program launch.

This work reflects our belief that constructive conversation is essential to personal well-being, leadership, and democratic health.

2026

LAUNCH

Lead

JULIA MINSON

100%

FUNDER

What We Learned in 2025

1

Microgrants deliver outsized returns.

Small, timely financial support prevents crises and creates momentum.

2

Well-being and workforce outcomes are inseparable.

Mental health support and stability are prerequisites for career success.

3

Replicable models require proximity.

Staying close to partners and participants ensures programs remain responsive and scalable.

4

Long-term support matters.

Continued engagement after program completion strengthens retention, earnings, and confidence.

A LEGACY OF ACTION

EMPOWERMENT. ACCESS. LEGACY.

"Philanthropy is not simply about giving money, it's about showing up, staying close, and removing barriers."

"Invest in women, and the returns are exponential."

With Deep Gratitude

To our partners, board members, and the communities we serve: thank you for a year of proximity, power, and purpose.

Your support makes every success story possible. As we look ahead, we remain committed to building bridges to opportunity for those who need them most.



Same Sky Foundation x Indego Africa, empowering women artisans in Rwanda

Francine A. LeFrak Foundation

www.francinealefrakfoundation.org

