

# BRIDGE TO Opportunity

2021/2022 IMPACT REPORT



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## OUR MISSION

# Bridge to Opportunity

*High Foundation's mission is to improve the lives of people who live and work in Lancaster City, County, and the communities in which High companies provide investment and employment. Our objective is to enact positive, systemic change that will last beyond our lifetimes.*

*We support and champion projects which enable the dignity, diversity, equality, and inclusion of all people and generate beneficial social and environmental impact. The Foundation engages those sharing a common interest in eliminating poverty and creating a vibrant, thriving city.*

## A year for Higher Purpose

This is a year of transformation at High Foundation. Our work to eliminate poverty and create vibrant, thriving communities has been guaranteed for generations to come.

In the ultimate act of using business for good, our benefactor S. Dale High transferred ownership of High Industries, Inc. to High Foundation. This multiplies the Foundation's ability to be a catalyst for positive change in our communities, and to increase the scale of our collaborations, projects, and initiatives like never before. We share this amazing story, and the community impact already unfolding as a result of it, on the pages to follow.

Although Dale has stepped back from daily involvement in the High companies, he has built the path for new leadership to fulfill High business and philanthropic values, and the commitment to using business as a force for good. We advance Dale's good work and honor his legacy. We carry forward his vision for a world made better by our commitment to building a bridge to opportunity for all people that is just, equitable, and sustainable for years to come.

We celebrate Dale and the High family for this enduring and selfless gift.



*Robin  
Stauffer*

Robin Stauffer  
Executive Director



## Board of Trustees

**S. Dale High**  
*Chairman of the Board*

**Suzanne M. High**  
*Vice-Chair*

**Michael W. Van Belle**  
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**Thomas T. Baldrige**

**Steven D. High**

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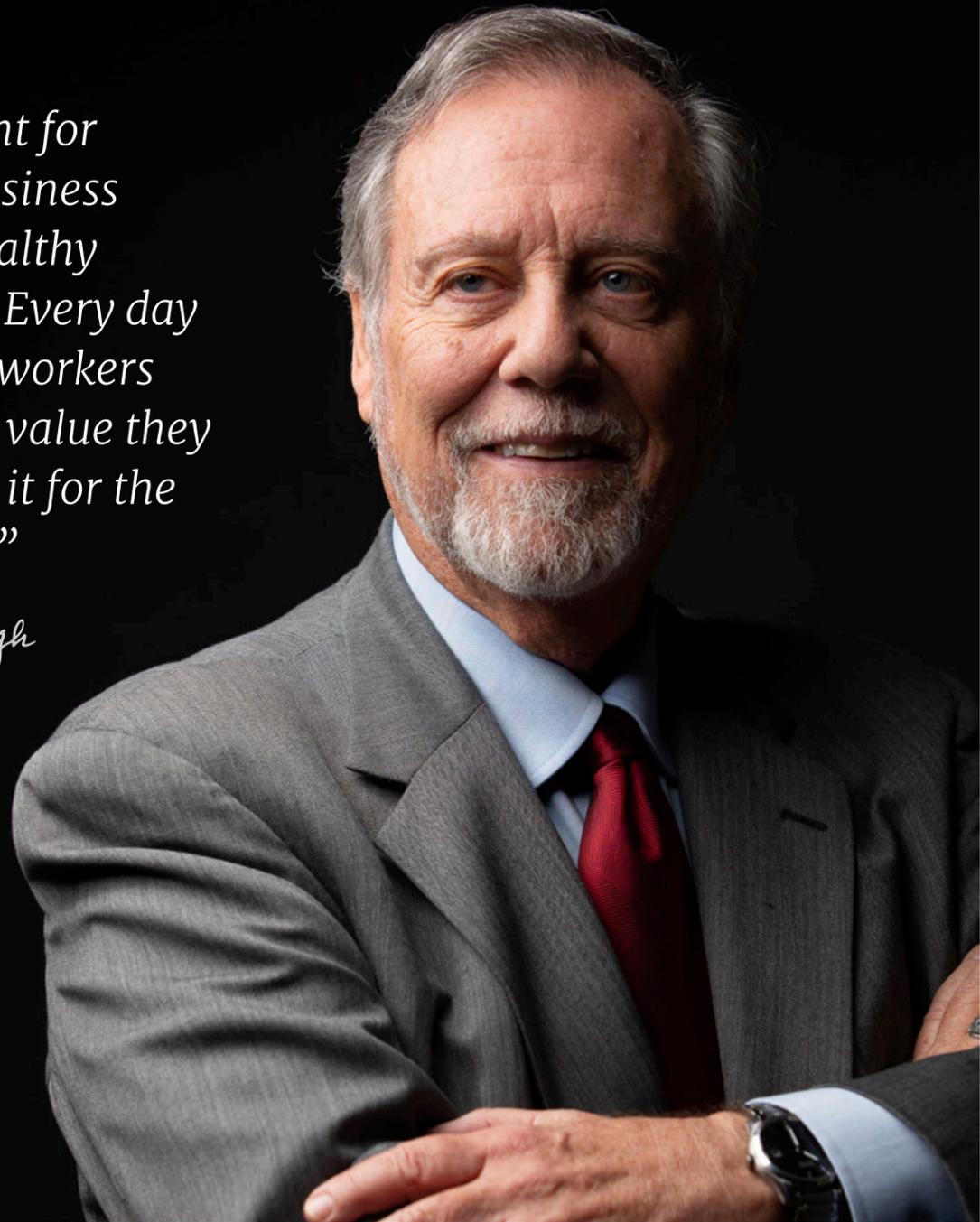
**Hilda Shirk**

**Jordan S. Steffy**

**Carl J. Strikwerda**

*“It’s important for a healthy business to be in a healthy community. Every day when our coworkers are building value they are building it for the community.”*

*– S. Dale High*



## Higher Purpose

In December of 2021, ownership of High Industries was transferred from S. Dale High to High Foundation. Owned by High Foundation, company profits are now distributed directly into transformative initiatives that ensure a more equitable and vibrant community. This closer bond between High Industries and High Foundation emboldens the Foundation for greater collaboration, bringing new ideas to life, and supporting important initiatives for social, economic, and environmental impact.



### History of servant leadership

Servant leadership has been the cornerstone of S. Dale High’s philosophy and of the High Foundation since its inception in 1980. High Foundation was created with the conviction that the hard work and good fortunes of the family businesses must contribute to the growth and well-being of the people and communities in which High companies operate. S. Dale High and the High family have generously invested over \$30 million into grants, programs, and initiatives through High Foundation, contributing to the quality of life, the environment, and culture in our communities.

### HIGH MILESTONES



**1931**  
High Welding Company is born on Lemon Street in Lancaster City

**1963**  
S. Dale High joins the family business



**1977**  
S. Dale High began leading High Industries Inc. as Chairman of the Board, President & CEO

**1977**  
Old Town in Lancaster City is saved from destruction and revitalized by S. Dale High and other investors

**1980**  
High Foundation is formed

**1983**  
High Foundation establishes college scholarship program for coworkers’ high school students



**1990**  
High Foundation is major donor of the High Library at Elizabethtown College

**1995**  
S. Dale High is Founder of High Center for Family Business at Elizabethtown College

**2001**  
Establishment of Essence of Humanity Award to celebrate individuals who exemplify the human spirit

**2001**  
The High family purchases 27 West Lemon Street in the City of Lancaster, the birthplace of High Welding Co.



**2009**  
High companies, development partner, open Lancaster Marriott at Penn Square Hotel and Convention Center



**2017**  
High Foundation becomes annual Presenting Sponsor of LCCC ExtraGive

**2017**  
S. Dale High Leadership Center opens, home to High Family Office and High Foundation

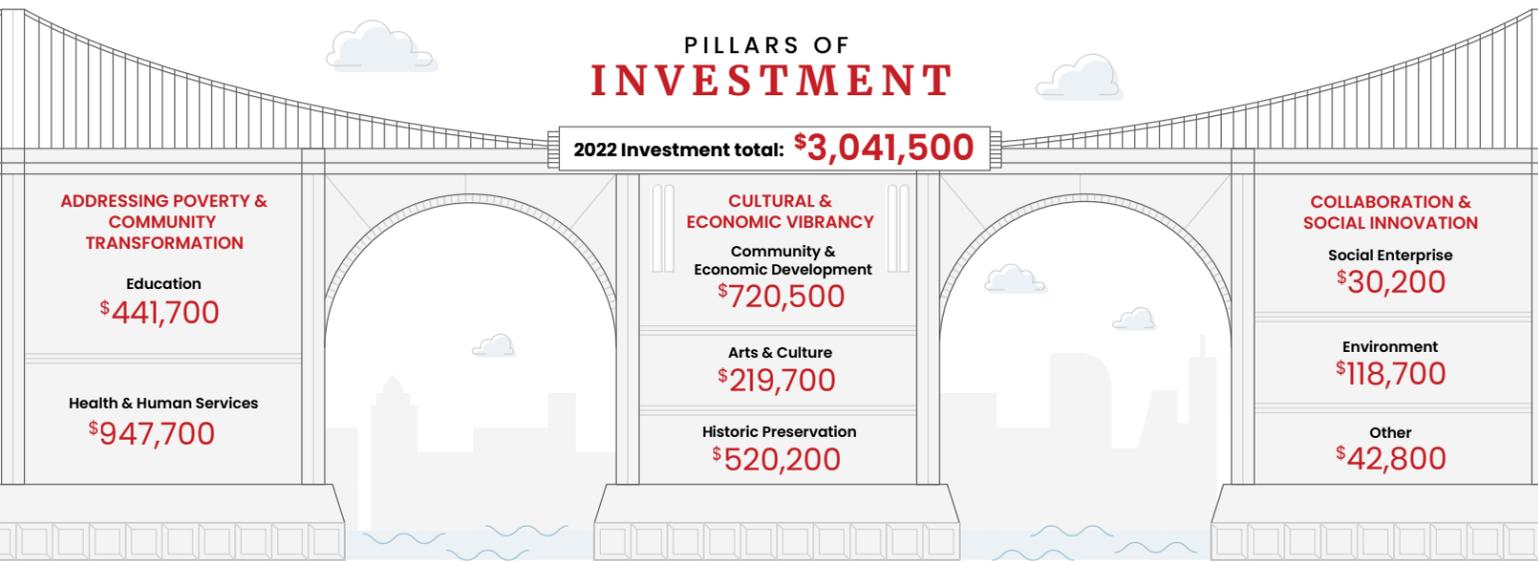
**2021**  
High Foundation establishes \$65 million Donor Advised Fund with Lancaster County Community Foundation



**2022**  
High Industries ownership is transferred to High Foundation

# 2021/2022 Impact

Words cannot express the significance of this year. The transition of ownership came with increased impact for our partners as well as the opportunity to move forward with projects that will have lasting impact for our entire community. We now move forward as a company and as a Foundation, excited for the future.



## FUNDING CATEGORIES



### GRANTS

Funding awarded annually through online application.



### SOCIAL INITIATIVES

Funding of groundbreaking, collaborative community initiatives.



### SCHOLARSHIPS

College tuition awards for children of High coworkers.



### SIGNATURE PROJECTS

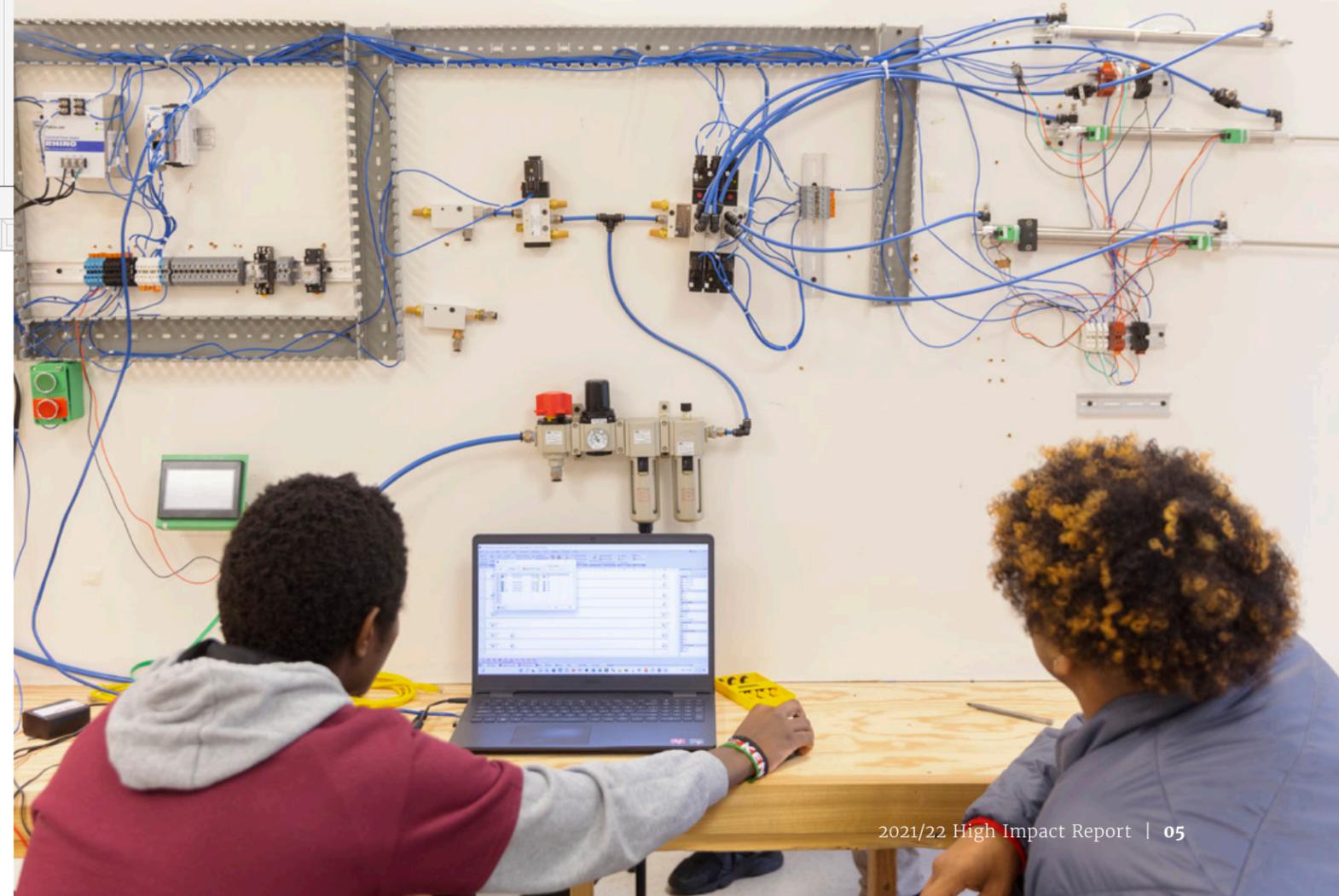
Funding and partnership in visionary and catalytic collaborations to eliminate underlying societal barriers to opportunity.

# How We Invest

Our mission is to disrupt the cycle of poverty and make access to opportunity possible for all members of our communities.

We invest in non-political nonprofit 501(c)3 organizations who endeavor to do the same, and align with our core criteria:

- Operate in the communities where High companies have a business presence;
- Have organizational missions aligned with High Foundation Pillars of Investment and fall within our areas of focus;
- Demonstrate a belief in, and forward-thinking mindset for, changing systemic biases and institutions that inhibit diversity, equity, and inclusion in all areas of life.





Lancaster, PA



Womelsdorf, PA



Mechanicsburg, PA



Lancaster, PA



Nazareth, PA



Springboro, OH

## COWORKER DESIGNATIONS

# Our coworkers celebrating a Higher Purpose

When the change in ownership was announced in March of 2022, leadership at High Foundation was inspired by the generosity of S.Dale High. They decided to encourage High coworkers to connect to the spirit of giving and use business as a force for good by inviting each coworker to designate a \$100 donation from High Foundation to a community nonprofit.

With a list of 85 organizations to choose from, coworkers accepted the invitation with passion and purpose—more than 80% of High coworkers gave over \$150,000 to causes that resonated with them.

*“When High coworkers celebrated the announcement of our Higher Purpose, they celebrated with an outpouring of generosity to our communities. They truly demonstrated the ethos that—owned by High Foundation, the work we do makes a difference in our communities.”*

— Darryl Gordon, Vice President of Human Resources / EEO Officer, High Companies



**Stories of Impact**

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Photo: Attollo

# Diversity initiatives

In collaboration with our partners Attollo and DAIS, we are sharpening our focus on partnering with organizations and individuals at the forefront of creating parity in our society.

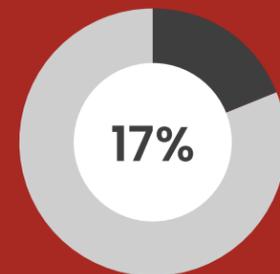
## Annual Equitable Philanthropy

High Foundation is committed to leading while learning what it means to be a diverse, equitable, and inclusive organization. One of our areas of focus is making sure that we're funding organizations with women and leaders of color equitably. While this is an ongoing and evolving process, we're proud of the strides we've made.

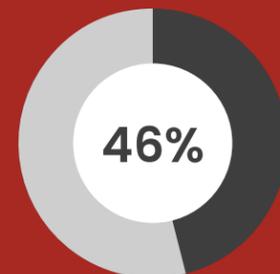
## EQUITY STATEMENT: We Work for Equity

A world in which all people have access to opportunity is the world we want to help build. Our investments and initiatives further the goal of embracing diversity, promoting mutual respect, and broadening opportunity for everyone.

### Grants Distributed:



To persons of color led organizations  
(CEO/Executive Director/Owner)



To women led organizations  
(CEO/Executive Director/Owner)

### STORIES OF **IMPACT**

# Building a diverse workforce



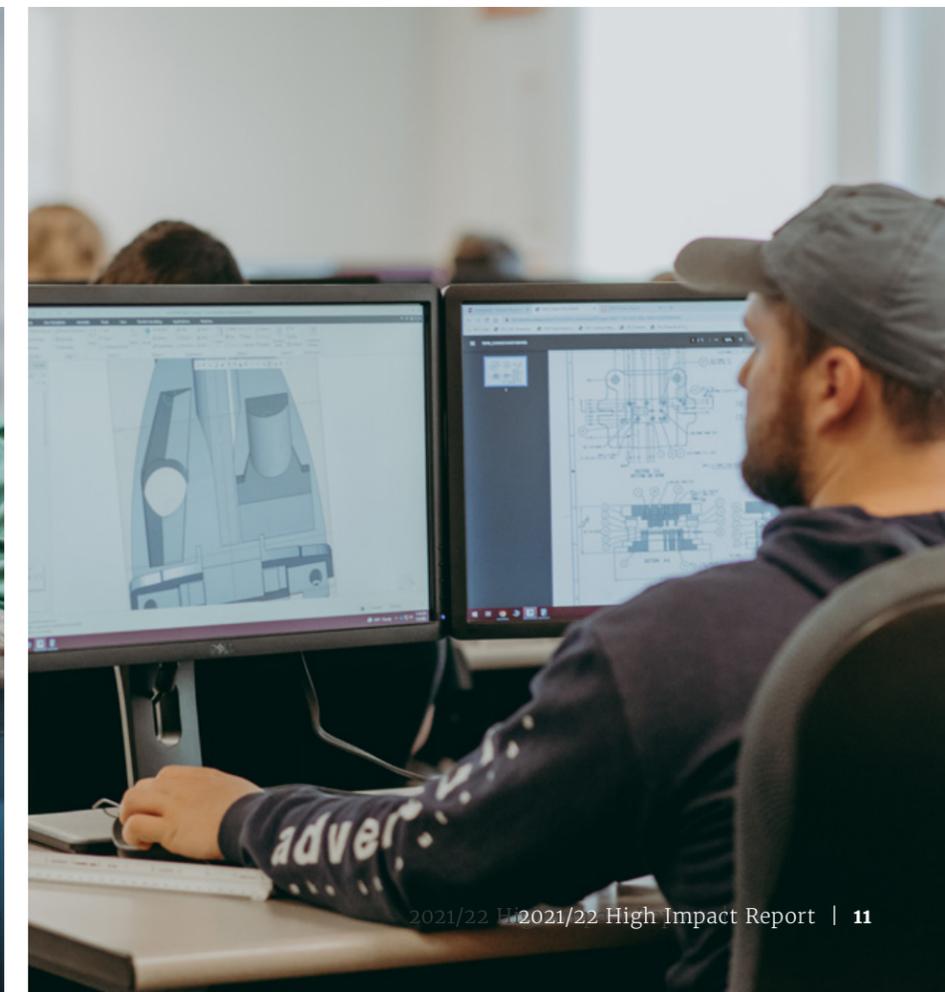
Thaddeus Stevens  
College of Technology

Thaddeus Stevens College of Technology is a public technical college that offers twenty-two academic programs for about 1,200 students, primarily from under-served populations. High Foundation contributes to new equipment and skills training to build a robust, diverse workforce.

The school's President, Pedro Rivera, sees the profound and lasting impact. "They say the proof is in the pudding. Right? For most of our majors, especially the high-demand ones, our

students had 16 job offers for all my graduates in those high-need areas. They're graduating with little debt, working self-sustaining wages, and most of them are buying their first car within a year. Within five years, 40% own their first home," says Rivera. "Our students provide the services our community needs to live."

Thaddeus Stevens is making a worthy investment in the community by connecting students to quality education and skills to build our community.



# Supporting positive growth for girls



Girls on the Run is a national nonprofit organization using physical activity and an evidence-based curriculum to promote holistic health outcomes for girls in over 170 council locations.

Founded in 2009, the Lancaster branch of Girls on the Run has had over 2,500 coaches and served over 18,000 girls.

"We are helping girls by using a fun and proven curriculum that teaches them important life lessons so they can grow, thrive, and become

women with vision who change the world," says Executive Director Dr. Katie Sandoe.

High Foundation's continued support of Girls on the Run provided the capital needed to pilot a summer camp, renovate the program's building to be ADA compliant, and serve over 50% of the girls who require scholarship assistance. "Girls on the Run would not be possible without people, organizations, and funders like High Foundation."



# LANCASTER CONSERVANCY



## STORIES OF **IMPACT**

# Preserving the land

The Lancaster Conservancy works to provide Lancaster, York, and Berks Counties, PA, with wild and forested lands and clean waterways. The land trust was founded with concern that development pressures were taking away good parcels of land, so the conservancy acquired those properties and opened them to the public for hiking, fishing, and hunting.

“The mission that formed our foundation 53 years ago still stands today. We are that same land trust starting with the assumption that some land is so precious, so beautiful,

we should protect it,” says Lancaster Conservancy’s President and CEO Phil Wenger.

High Foundation has historically provided grants for land acquisition, and recently made a significant contribution to the current Protect and Restore campaign—the Conservancy’s effort to protect the few remaining forested parcels and natural areas in Lancaster County

*“The mission that formed our foundation 53 years ago **still stands today.**”*





# Building a bridge

Due to the generous gift of S. Dale High, this is just the beginning of a movement for good that is growing in momentum every day. High Foundation is emboldened to build the bridge to a more equitable, just, and inclusive future for all people in our communities.

## Things we're excited about:

- Investing in city spaces that are safe, beautiful, and accessible
- Caring for our environment and being good stewards of the earth
- Celebrating our history and learning from the past

As we embark on a new chapter of collaboration and partnership with community partners, we ask you to join us. Bring your best thinking, strategizing, and imagining to the table. We're looking for the freshest approaches to building better communities that our partners have to propose.

We work for good, and we look forward to a whole world of good that is possible with your collaboration.

# Partners in a sustainable Lancaster County

As two organizations sharing a deep commitment to strengthening the threads that bind and keep the legacy of Lancaster County thriving, Lancaster County Community Foundation (LCCF) and High Foundation have partnered on some of Lancaster County's most progressive initiatives over many years, including Lancaster Cares, In Good Company, and The Extraordinary Give. Together we focus on the long-term, partnering to create philanthropic innovation and impact in Lancaster County and beyond.

## High Foundation Fund

Established in 2021 with a gift of \$65 million, the High Foundation Fund is the largest donor advised fund (DAF) ever established at the Community Foundation. The Community Fund administers investments of the High Foundation Fund into its Forever Lancaster movement. It is our hope that the High Foundation Fund at the Community Foundation will encourage others to consider how they can invest in Lancaster County not only for today, but also for the future.

## The Extraordinary Give

In 2017, High Foundation stepped into a leading role as a Presenting Sponsor of the Extraordinary Give with Rodgers & Associates and the Lancaster County Community Foundation. In year one, the Extra Give raised \$1.7 Million. In 2021, the 11th year of Extra Give, the annual 24-hour giving day reached \$15.8 Million and has benefited more than 500 participating nonprofit organizations.



To learn more about The High Foundation Fund, Forever Lancaster, or the Extraordinary Give, visit [lancfound.org](http://lancfound.org).

*From 2002 through 2006, S. Dale High served as board member and Board Chair of the Community Foundation. His leadership spurred the organization to embrace a broader leadership role in the community and expand their purpose as a true philanthropic partner for Lancaster County.*



# Impact snapshots

Here's a look at just a handful of our 2021-2022 partner projects that we have been honored to support.

## Lancaster Cleft Palate Clinic

We helped get their capital campaign to renovate and upgrade their aging facility over the finish line.

>> [cleftclinic.org](http://cleftclinic.org)

## Lancaster Public Library

We provided funding to help expand the Library's services by moving to Barney Ewell Plaza, in the heart of Lancaster City.

>> [lancasterpubliclibrary.org](http://lancasterpubliclibrary.org)

## SACA

We supported an Endowment Fund to assist Tec Centro's mission of job training, educational services, and career counseling for the unemployed and underemployed.

>> [sacapa.org](http://sacapa.org)

## Community First Fund

Our funding helped launch a credit union to provide affordable consumer financial products to under-served families and individuals.

>> [communityfirstfund.org](http://communityfirstfund.org)

## Lancaster Science Factory

We provided funding to construct a one-of-a-kind sky bridge exhibit and 3,000 sf outdoor space to educate children on environmental sustainability.

>> [lancastersciencefactory.org](http://lancastersciencefactory.org)

## Water Street Mission

We provided funding to renovate the Providence Day Shelter and enhance the guest experience.

>> [wsm.org](http://wsm.org)

## Bright Side Opportunities Center

We provided funding to modernize and improve the center, which was created to address the needs of youth and seniors in Southwest Lancaster City.

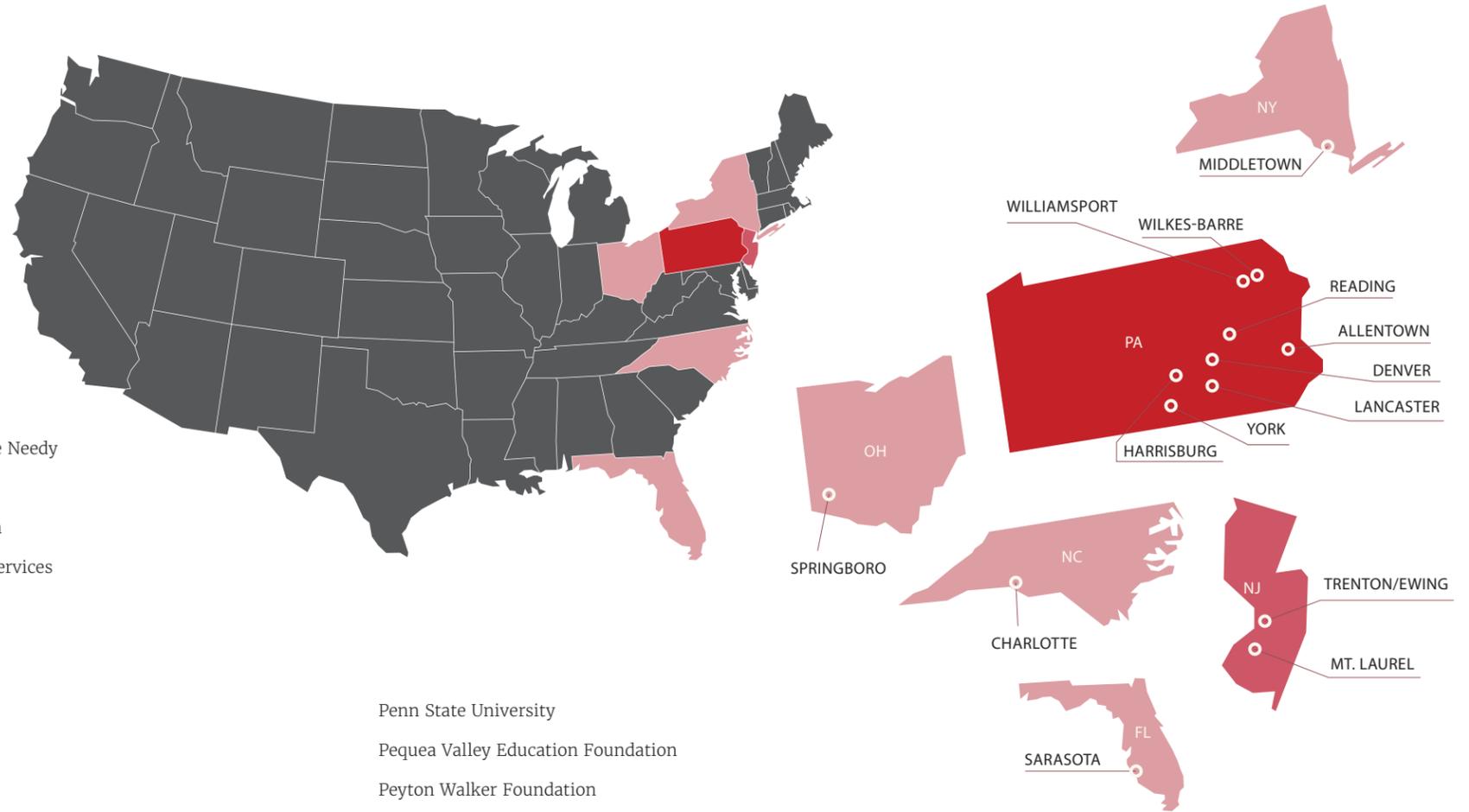
>> [brightsideopportunities.org](http://brightsideopportunities.org)

## Boys & Girls Club of Lancaster

We provided funding to build a pavillion for shade at Camp Hogan's pool, creating summer camp opportunities for children from Lancaster City and Columbia.

>> [bgclanc.org](http://bgclanc.org)

# Special thanks to our community partners



Aaron's Acres

Allentown Rescue Mission

American Red Cross of Greater PA

Anchor House

Arch Street Center

ArtPride New Jersey Foundation

ASSETS of Lancaster

Bench Mark Program

Berks County Community Foundation

Bethany Children's Home

Bethesda Mission

Boy Scouts of America

Boys & Girls Club of Lancaster

Bridge of Hope

Bright Side Opportunities Center

CASA of Lancaster County

CeaseFirePA Education Fund

Central Pennsylvania Food Bank

CEO Weinberg Regional Food Bank

Chesapeake Bay Foundation

Children Deserve a Chance Foundation

Church World Service

City of Lancaster

Clothes That Work

Cocalico Education Foundation

Communities in Schools of PA

Community Action Partnership

Community First Fund

Conestoga Valley Education Foundation

Crispus Attucks York

Cultural Alliance of York County

DAIS Partners

Demuth Foundation

East Lycoming Education Foundation

Ephrata Public Library

Factory Ministries

Fair Share Housing Development Inc.

Families Forward Charlotte

Family Promise of Lycoming County

Food Bank of South Jersey

Foundation of the EDC of Lancaster Co.

Franklin & Marshall College

Franklin Area Community Services

Franklin-Springboro Public Library

Fulton Theatre

Girls on the Run of Lancaster

Good Samaritan Services

Habitat for Humanity Greater Harrisburg

Helping Harvest

HomeFront

Hospice and Community Care

Humanitarian Social Innovations

Jersey Shore Educational Foundation

Junior Achievement of South Central PA

Lancaster Area Habitat for Humanity

Lancaster Central Market Trust

Lancaster City Alliance

Lancaster Cleft Palate Clinic

Lancaster County

Career & Tech Foundation

Lancaster Conservancy

Lancaster Country Day School

Lancaster County Food Hub

Lancaster County Project for the Needy

Lancaster Downtowners

Lancaster Education Foundation

Lancaster Emergency Medical Services Association

Lancaster Farmland Trust

Lancaster Mennonite School

Lancaster Public Library

Lancaster Safety Coalition

Lancaster Science Factory

Lancaster Symphony Orchestra

LancasterHistory

Lebanon Rescue Mission

Lehigh Valley Community Foundation

Lower Allen Township Fire Company

Lycoming County United Way

Make-A-Wish Foundation

Meals on Wheels of Mercer County

Mennonite Central Committee

Milagro House

Music for Everyone

New Hope Ministries

New Person Ministries

North Central Sight Services

North Star Initiative

PA College of Health Sciences

PA College of Technology

PA SPCA-Lancaster Center

Penn State University

Pequea Valley Education Foundation

Peyton Walker Foundation

Power Packs Project

Red Rose International Film Festival

RegenAII

Rock Ford Foundation

Samaritan Counseling Center

Schreiber Center for Pediatric Development

Second Harvest Food Bank

Solanco Neighborhood Ministries

South Williamsport Education Foundation

Spanish American Civic Association

SPARKS Foundation

Springboro Community Assistance Center

Tenfold

Tennis Central

Thaddeus Stevens Foundation

Trenton Area Soup Kitchen

United Disabilities Services Foundation

United Way of Berks County

United Way of Central Carolinas

United Way of Greater Lehigh Valley

United Way of Lancaster County

United Way of the Capital Region

United Way of Warren County

United Way of Wyoming Valley

United Way of York County

WASD Education Foundation

Water Street Mission

Welsh Mountain Health Centers

Wobbly Feet Foundation

Yocum Institute for Arts Education

York County Food Bank

## 120+ Partners

ACROSS 14 CITIES AND 6 STATES



1861 William Penn Way  
Lancaster, PA 17605

[highfoundation.org](http://highfoundation.org)

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