

NOTLEY

People with Purpose

2020 SOCIAL IMPACT ANNUAL REPORT





***"Every adversity
brings new
experiences
and new lessons."***

- Lailah Gifty Akita



Content

4 | A Letter From Our Leaders

6 | Our Mission

8 | Milestones in an Unprecedented Year

10 | Social Impact Initiatives

44 | Social Impact Investments

50 | People with Purpose

56 | Recognition of Our Supporters

Notley Partners, Lisa + Dan Graham:

"We are making a real impact by creating opportunities with business leaders, companies, investors, donors and individuals to join us in our growing community efforts."



We had a chance to look back at our 2019 Impact Report, and our last line was "and as we start in 2020, we're excited about the next decade for Notley!" Little did any of us know that 2020 would bring some of the most dramatic and unpredictable events in recent history.

As an ecosystem that supports Central Texas and communities across the country, our first reaction to COVID-19 was "How can we help?" Every member of our team swiftly pivoted to ensure we were on track with the Notley mission: catalyzing the growth of innovative programs to make meaningful change all over the world. When the national reckoning on race began in June, the team banded together to create a new initiative over the span of a weekend to accelerate support. That's the beauty of what we do at Notley, our north star guides us both in good and challenging times.

The Notley team, which grew by 75 percent in 2020, is what made the difference.

They were unflinchingly resolute and delivered both proactive and reactive opportunities that enabled Notley to do even more good in 2020 than we could possibly have imagined. With support from companies and individuals like you, we knew that whatever was thrown our way, we could improvise, adapt and overcome. We are inspired by this community who has delivered great work from their homes with positivity, resilience and patience.

Thank you for your support. As we head into 2021, we know that together we will continue to change the world.

Change the rules. Change the world.

Notley set forth five years ago to create a unique for-profit and nonprofit ecosystem that thrives through partnerships with business leaders and companies in Austin and across the world. This vision has always been critical to the ongoing success of nonprofit and social impact organizations and was imperative in 2020. This partnership between for-profits and nonprofits was strengthened by the need to help so many during a year unlike any other in history.

Notley operates as an engine for social good.

We leverage the profits from our large portfolio of real estate, venture funds and startups, combined with philanthropic support to fuel our growing community efforts across the social impact system. Our team supports multiple initiatives and provides seed capital or grants to other organizations focused on social change. We're building an ecosystem focused on sharing entrepreneurial best practices and resources. This ecosystem is based on a set of core values that keeps Notley grounded in its mission.



Knowledge

Teaching entrepreneurial skills and best practices through workshops, leadership training, a fellowship program, services for nonprofits, and a digital platform with free content and resources.



Collaboration

Connecting the social impact community, business leaders and funders. The strength of our ecosystem is creating opportunities for interaction and connection where everyone stands to gain.



Capital

Through the profits of strategic investments and donations from corporate and individual partners, our mission is to create the greatest social impact across communities as possible.

Our nonprofit/for-profit ecosystem champions greater, more sustainable social impact in the communities we serve.



Notley Milestones



Social Impact Initiatives

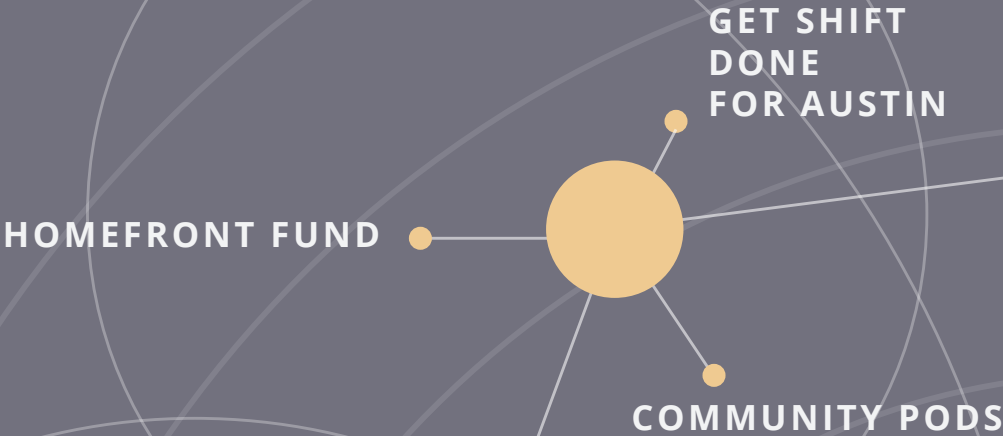


*"We make a living by what we get,
but we make a life by what we give."*

- Winston Churchill

Considered the heart of Notley, the nonprofits highlighted here are on a mission. While they are dedicated to their individual goals, from lifting up women entrepreneurs to fighting racial injustice, their objectives are the same: to make a long-lasting impact on underserved communities and champion the leaders of tomorrow.

Helping Communities Get Back to Work Safely



COVID-19 created three immediate problems for Austin families: food insecurity, loss of work and a lack of childcare. The Notley team worked together to create two initiatives to address these three challenges. Through the overarching HomeFront, two initiatives launched in 2020 - Get Shift Done for Austin and Community Pods - to ensure the Austin community got back to work safely.

HomeFront

HomeFront, a 501(c)(3) organization, addresses issues associated with our city's affordability crisis, including homelessness, food insecurity, and unequal access to economic opportunity. In addition to philanthropic donations and grants, HomeFront funds its initiatives via its HomeFront Fund.

HomeFront Fund is an Impact Investor Fund that accepts debt capital with below-market fixed interest rates from accredited investors, invests that capital in diversified strategic investments with an overall target return well above the rates on the notes, and uses the investment returns in excess of the debt service to help fund HomeFront's social impact initiatives.



Meet Lawton Cummings

Lawton is a Partner with Notley, an attorney, and the co-founder and President of Notley's HomeFront Fund, which launched Get Shift Done for Austin.

homefrontfund.com

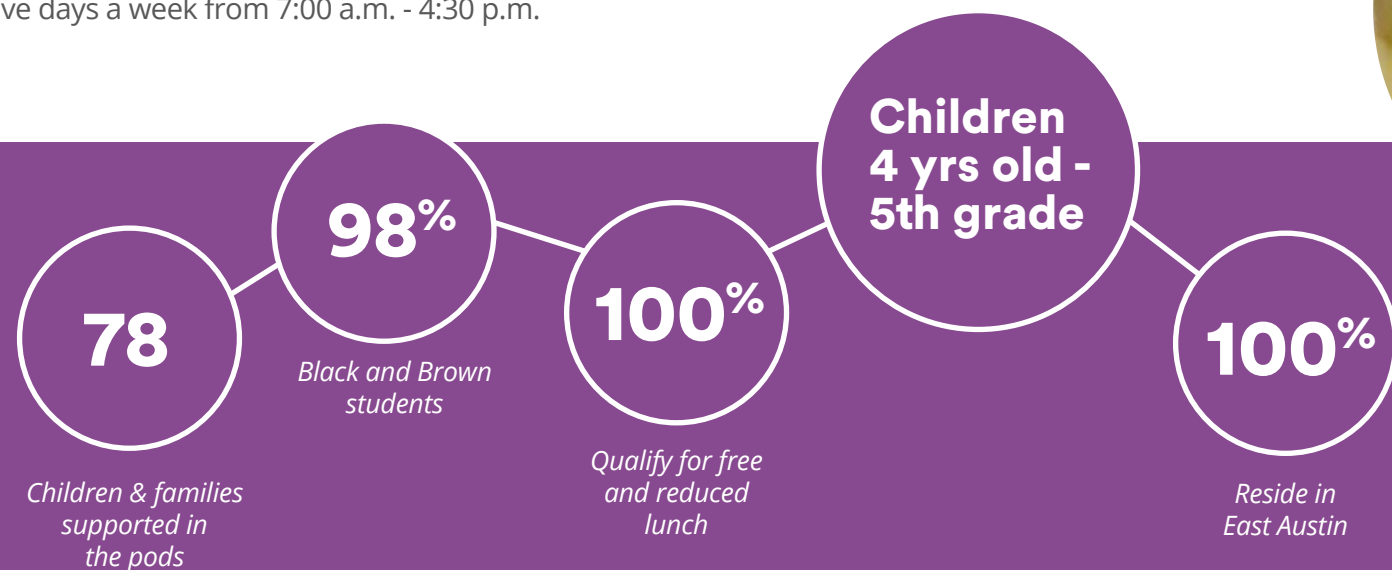


Community Pods is a direct response to challenges parents are facing during COVID-19.

No parent should have to choose between going to work and the education of their child(ren). To ensure all parents have the opportunity to participate, Community Pods offers Spanish/English tutors that help navigate AISD and PISD learning platforms, high-speed internet, two safe convenient locations, two meals and two snacks, counselors and extracurricular activities provided five days a week from 7:00 a.m. - 4:30 p.m.

Recent Milestones: Partnerships with Central TX Food Bank, Texas Mutual, Google, El Shaddai, For The City Center, Life A New, Side-by-Side Kids, AISD. Uber provided \$5K ride vouchers for our families.

Learn more about the PODs story [here](#).



Community Pods Donors:

- Fondren Foundation
- Clifton/Lack Family
- Google
- Texas Mutual
- Hill Country Bible
- Jessica and Joe Honeger
- Box
- Glimmer

In-Kind Donors:

- Box
- Heritage Title
- El Shaddai
- Cortez Consulting,

Meet Tala Matchett

Tala is a Partner at Notley, founder of Community Pods and the President and Co-Founder of JobSiteCheck a SaaS construction software application. She has a 20-year track record of successfully building companies and teams from the ground up. Her dedication to the community is matched only by her interest in mentorship, serving key roles as the immediate past-president for the Ronald McDonald House Charities of Central TX board, board president for Philanthropitch, and the co-chair of the Urban Land Institute Commercial Council.





Launched in late June, Get Shift Done for Austin leverages technology and raises private capital to tackle three separate crises heightened by the global COVID-19 pandemic: (1) catastrophic levels of food insecurity; (2) unprecedented levels of unemployment and underemployment; and (3) an unparalleled decline of volunteer capacity for local food pantries. The solution: pay \$15-20 livable hourly wages through automatic direct deposit to jobless individuals for filling volunteer shifts. Simply put, this cross-cutting initiative helps nonprofit organizations meet their unprecedented demand with skilled capacity, keeps struggling families in Austin fed, while financially stabilizing people working with a livable hourly wage.

In 2020, Get Shift Done for Austin:

1

Ensured that more than 1,200,000 meals were delivered to urban, suburban and rural communities experiencing food insecurity across Austin and Central Texas.

2

Increased service delivery capacity by more than 7,500 hours for 15 local nonprofit organizations.

3

Directly invested more than \$144,532 into the pockets of over 350 unemployed community members.



"The program has truly helped Brighter Bites power through this past summer and fall. We were able to continue serving our 18 elementary schools without adding the strain to our schools of finding a volunteer base to support the program. The schools could instead focus on students' learning and safety."

- Bethany Dawson, Senior Program Manager, Brighter Bites

A Journey about Building Momentum, Strategic Collaboration, and Transformational Impact:

On-boarded a full-time Program Manager with a robust "justice and equity" lens

Launched Notley's first initiative with "direct service" to impact communities while supporting the nonprofit ecosystem

Set the highest livable hourly wage (\$15-20) among the 11 peer city models within the Get Shift Done for America initiative

Facilitated the transition of three formerly unemployed community members as full-time program staff at three participating food pantries

Partnered with Workforce Solutions to leverage \$198,000 from a Federal Dislocated Worker Grant and award to participating nonprofit organizations with staff capacity gaps for humanitarian assistance efforts

Received coverage from local and national outlets including: *Austin 360* by *Austin American Statesman*, *Reforming Austin News*, *Austin Business Journal*, *Upworthy*, *Fox 7 Austin*, *Culturati Magazine*, *Inside Philanthropy*, *CBS Weekend News*, *Arkansas Democrat Gazette*, and the *I am Northwest Arkansas Podcast*.



Special Acknowledgement for Seed Investors:

Notley, HomeFront Fund, Capital One, Shiftsmart, The Glimmer of Hope Foundation, St. David's Foundation, Tito's, VitalFarms, Mutual Mobile, Stealth Power, Bob and Laura Campbell, the Reissa Foundation, Gottesman Real Estate, Kelley Knutson, Matt and Catherine O'Hayer.

Giving Back

NOTLEY EDU

PHILANTHROPITCH

CATALYST
GAMES

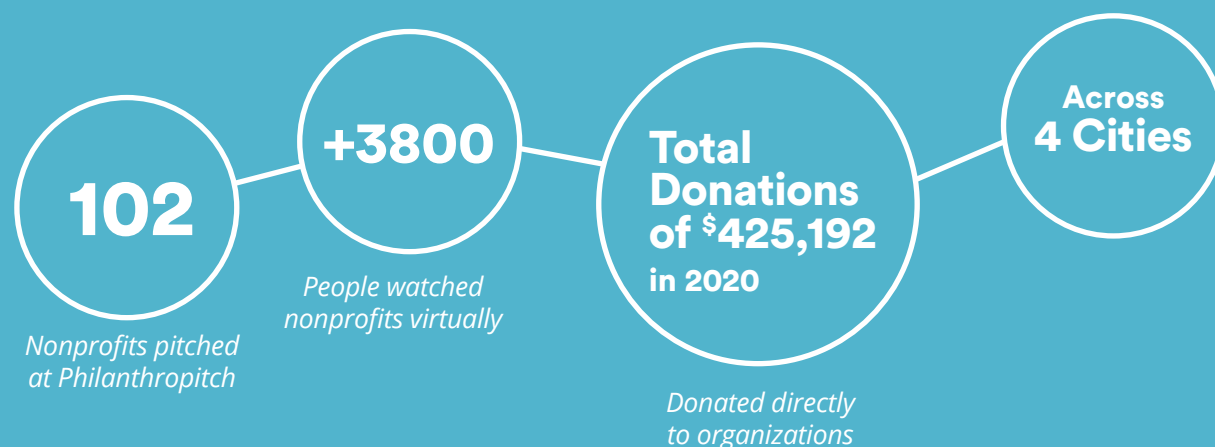
From supporting underserved communities by empowering nonprofits to engaging corporations and individuals to give back, the following social impact initiatives' mission is to elevate and provide crucial funds to nonprofits across the country.

Philanthropitch is a social impact fast pitch competition that provides capital and builds awareness for local nonprofits tackling communities' toughest problems.

It drives organizations to set aside traditional philanthropy and supports ambitious opportunities that deliver real impact.

In addition to funding nonprofits, Philanthropitch provides intensive coaching and education to build sustainable and scalable programs. Nonprofit finalists receive top-notch mentoring as they prepare effective funding pitches and strong business models. By connecting with peer organizations that are also pursuing innovative models, they have the opportunity to build relationships with new supporters, mentors and volunteers.

KEY NUMBERS:



"Our opportunity to partner with Philanthropitch in February couldn't have come at a more perfect time for Bridgeway Academy. The Philanthropitch process and event helped us reach many of our organization's strategic goals - beyond just the financial support needed for our project. We were able to raise awareness and the profile of Bridgeway Academy and the experience gave me the opportunity to build confidence as a CEO. The team at Philanthropitch has been inspiring, innovative and supportive, continuing as a partner throughout the year! We are grateful!"

From Erin Neeley, Executive Director of Bridgeway Academy and winner of over \$23,000 in the 2020 Columbus Philanthropitch

"Jail to Jobs in Austin, Texas pitched for the construction of a new commercial kitchen and walked away with their entire ask of \$57,000 in funding! Middleby Corporation, a supplier of commercial kitchen appliances, saw their pitch and has partnered with them to help provide, not one, BUT TWO, brand new kitchens for Jail to Jobs."



Meet Georgia Thomsen

Georgia has been an active member in Austin's entrepreneurial community for more than fifteen years. She helped launch The Acton School of Business in 2004 and grew the MBA for entrepreneurs from business plan to nationally ranked program in less than five years. She served as their Executive Director from 2005-2010.

Georgia served as Capital Factory's Chief Operating Officer and Managing Director for more than four years. She expanded the Austin Technology Incubator into Dallas, Houston and San Antonio, oversaw the buildout for Army Futures Command.

A passionate fundraiser with over a decade of experience helping philanthropic organizations, Georgia has helped some of the largest nonprofits in the world develop key relationships and grow their donor bases, including The March of Dimes and Habitat for Humanity.



philanthropitch.org

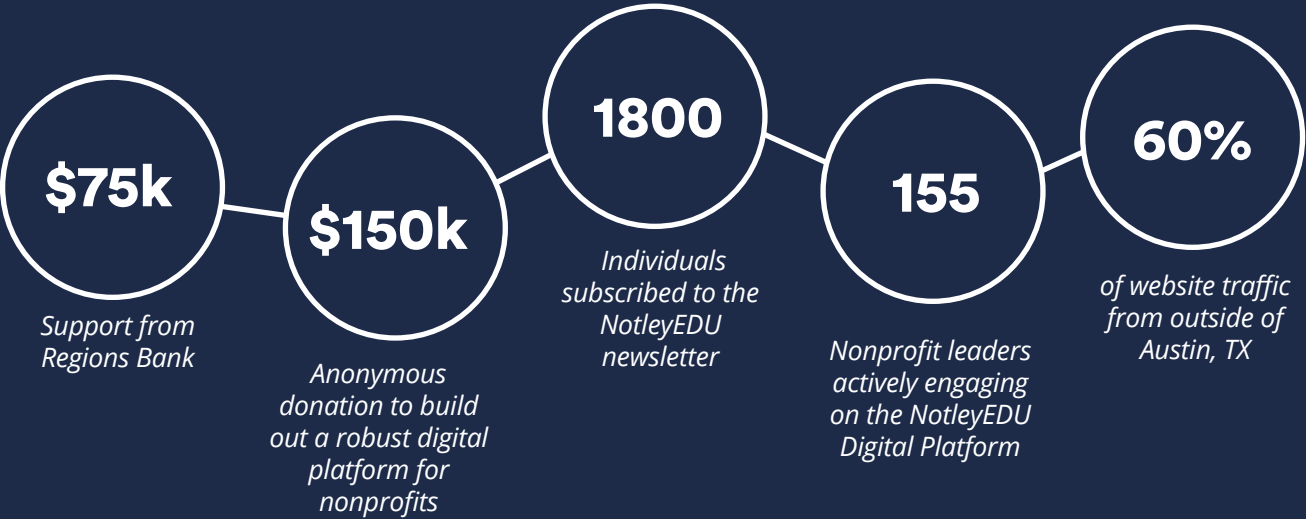
 philanthropitch

 pitch4good



NotleyEDU provides nonprofit professionals, social impact leaders and funders with the resources they need to scale their impact. Our digital platform provides free educational content, courses and resources to enable the nonprofit community to learn and collaborate together.

KEY NUMBERS:



Meet Savannah L. Barker
Savannah is a community builder, content creator and strategist passionate about helping impactful people and organizations make a positive change in the world. Having worked in both the for-profit and nonprofit sectors, Savannah has seen first-hand the power of collaboration when solving our communities' most challenging problems.



"The platform is a helpful and practical tool that supports growing non-profits and social enterprises! I also love the community discussion board where I can get feedback and ideas from colleagues in the field."
- *Lauren Greenspan, Youth Yoga Project in Columbus, OH*

"Notley EDU is an easy to use platform in continuing your education to make sure you're doing the best job possible to carry out the mission of your nonprofit." - *Maggie Sheppard, Foster Angels Central Texas in Austin, TX*

"NotleyEDU wants your business to be as impactful as you imagined when you first launched your idea. They're providing the tools and resources you need to get there, one smart business decision at a time."
- *Cat Nunnery, Mother Milk Bank in Austin, TX*

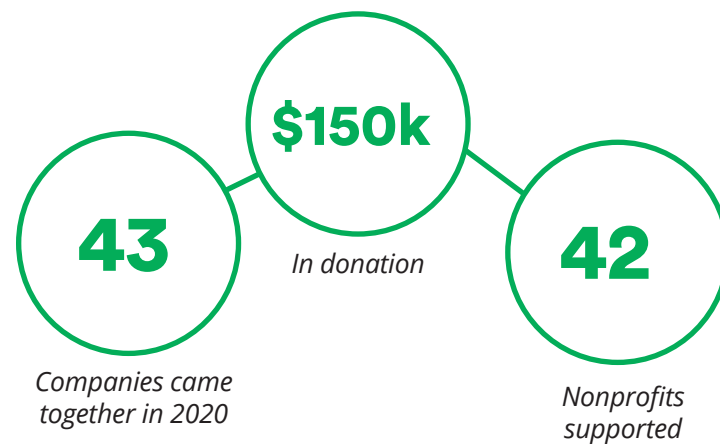
Recent Milestones:
In October 2020, NotleyEDU Digital Platform was launched. This platform allows social impact leaders from across the country to collaborate and learn with one another via self-paced courses, downloadable resources and a virtual community hub. We look forward to the continued growth and success of this vital platform for nonprofits.

CATALYST

GAMES

Catalyst Games

engages companies in friendly competition to create tangible impact in the community. We deliver our mission by providing fun, shared team building experiences for corporate partners that create resources - human and financial capital - for our nonprofit beneficiaries.



Recent Milestones:

Our Austin teams created more than 3600 hygiene kits for the homeless that were donated to First Steps in February after two Austin events.

We responded to COVID-19 by bringing more than 260 people across 7 cities to play virtual trivia in May to donate 21,600+ meals to food banks in Austin, Denver, and Atlanta. The Catalyst Games team pivoted in June to launch the first ever national season with a month of more than 45 virtual volunteering and impact activities. The teams from the national season contributed 440 volunteer hours during the 2.5 week pre-season period which equates to \$11,231 in economic impact back to the national season's nonprofit beneficiaries.



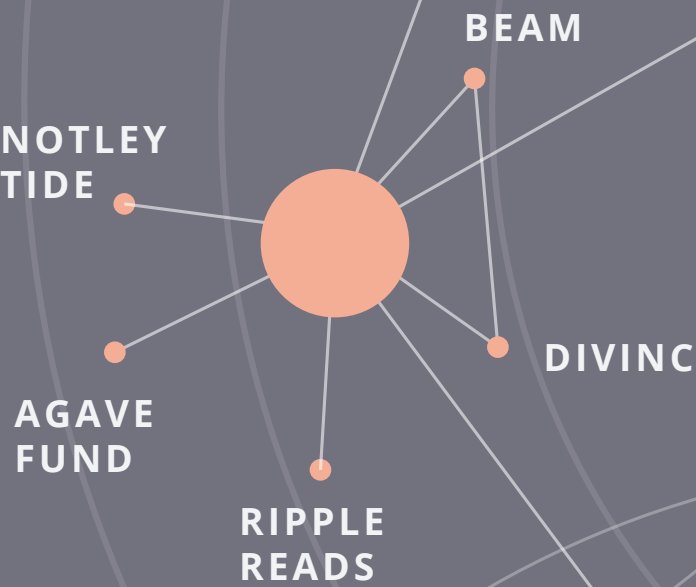
Meet Katrina Tolentino

Katrina has built, grown, and led several social impact initiatives. She has 17+ years of experience in program design, strategy, and community engagement with expertise in expanding and evolving programs, event production, partnership and sponsorship development, and creating experiences and environments to grow communities and ecosystems. Her strength lies in her ability to execute and take big ideas and make them a reality. In the last 3+ years, she has expanded and stood up Notley Initiatives like Philanthropitch, The Center for Social Innovation, CSI Coworking, and many more.

"The exposure and the ability to build real, emotionally connected relationships with corporate partners with self-identified interest in their organization was an unparalleled success."
- SaulPaul foundations

"At Enverus - the Catalyst Games programming inspired our company to give an additional \$2,500 to our chosen nonprofit, E4Y."

Diversity, Equity + Inclusion



COVID-19 and the national reckoning on race brought much-needed attention to the inequalities women and people of color continue to face. From nonprofits that we have supported for years to initiatives that we spun up in 2020, Notley is dedicated to identifying and amplifying marginalized voices. With your support, the following social impact initiatives witnessed a groundswell of engagement to sustain and scale their impact.



The mission of DivInc is to bridge the gap between underrepresented entrepreneurs and the resources they need to build profitable, scalable companies. DivInc breaks down systemic barriers, equips women and people of color and instills a mindset shift within the startup ecosystem. In

August of 2020, in response to COVID-19 and the murder of George Floyd, DivInc launched the Social Justice Innovation Accelerator Program, serving eight companies and 11 founders activating systemic change in criminal justice, media and business representation and access to home ownership.



Meet Preston James

Preston is the Co-Founder/CEO of DivInc, which is the first early stage tech startup accelerator in Texas exclusively for people of color and women tech entrepreneurs. Founded in 2016, DivInc has helped launch 63 companies. They are expanding in Houston this year with other cities on the roadmap which will enable them to launch hundreds of startup companies per year. DivInc most recently announced their Fall 2020 cohort will be focused on Social Justice Innovation. In addition, DivInc has a women of color entrepreneur initiative, Startup Sistas, that serves 300+ women per year across Texas.

A former 20-year veteran at Dell, he served in executive leadership roles in Enterprise IT Sales and Consulting where he led teams responsible for driving \$250M+ in revenues. He also served as the Managing Director for the Dell Global Center for Entrepreneurship, where he supervised the \$100M Dell Credit Fund and helped expand the center's initiatives globally.



KEY NUMBERS

63 COMPANIES and **85 FOUNDERS**, who have gone on to raise more than **\$14M**, create more than **225 JOBS** and generate more than **\$3.2M IN REVENUE.**



"I am all about my company, Revealix, and this is my mission but there is a line that has DivInc written all through it now and so it's part of my identity because they have been such a meaningful part of my journey as an entrepreneur."
- Adrianna Cantu, Revealix

Entrepreneur demographics include **44% BLACK, 17% LATINX, 22% WHITE WOMEN, 14% ASIAN** and **3% MIDDLE EASTERN.**



"DivInc has given us the resources to find ways to think at a deeper level and solve problems in a way that incorporates our diverse backgrounds, and not just with the goal of making money. This Accelerator is all about giving people of a diverse background the opportunity to find a way to get things done and get our hands in the dirt and make our goals happen"
- Arlo Burgos, Sojournex

DivInc has also served more than **300 WOMEN OF COLOR ENTREPRENEURS** through its **STARTUP SISTAS PROGRAM**



"DivInc gave me a community. Never before was I able to be around so many other serial entrepreneurs and first time entrepreneurs, and it was so great to have a network where people have done this before."
- Isis Ashford, Xplosion Tech

Recent Milestones:

2020 accomplishments include:

- Successful Champions of Change Awards 2020, DivInc's signature fundraising event, raising more than \$80K.
- Launching in Houston, TX, January 2021.

BEAM

Beam advances women entrepreneurs striving to scale their companies through four pillars: Knowledge, Connections, Capital and Growth Mindset. Beam supports women who seek to scale their companies at the most critical moments in their entrepreneurial journeys in several key ways:

- Providing opportunities to access early stage capital when it seems impossible to do so.
- Educating them on how to fundraise effectively and scale efficiently.
- Connecting them to potential investors and mentors for timely advice when they are struggling to develop those relationships.
- Sharing stories of women founders who are several steps ahead so they can learn from them.
- Creating a community that supports them and provides enough sunshine for everyone.

At the beginning of the year, Women@Austin became incorporated as its own 501(c)(3) organization and, in late 2020, it was rebranded to Beam.



KEY ACCOMPLISHMENTS

- Launched Beam Angel Network
- Received 103 applications for first cycle
- Secured \$1,200,000 in investment commitments
- Funded 6 women-owned companies with \$300,000 in investment dollars
- Created more than 30 community partnerships
- Expanded reach beyond Austin to the entire State of Texas

Created Board of Directors with 8 members:

- Holly Tachovsky, Serial Entrepreneur, BuildFax, Chair of the Board
- Cristina Silingardi, Austin Managing Director, vcfo
- Dan Graham, Partner, Notley
- Harold Hughes, Founder + CEO, Bandwagon
- Jan Ryan, Founder, Women@Austin Executive Director, UT
- Lauren Washington, Co-Founder, Black Women Talk Tech + Fundr
- Lisa Graham, Partner, Notley
- Mellie Price, Partner, Notley

Confirmed 60 Advisory Council Members including:

- Bill Wood
- Corinna Holt Richter
- Jessica Ewing
- Julia Cheek
- Kendra Scott
- Leigh Christie
- Linda Ginac



"I wanted to personally let you know that we just secured our first angel investor!! I couldn't be more excited

that we **literally** met through the office hours via Beam. Whether you meant to or not, you've changed my life and helped make my vision a reality, and I truly could not thank you enough. I'm beyond thrilled that our first investor is a woman with our same disruptive mindset, from our own Austin community. I'm definitely applying to Beam Angel Network next week — and I will work my ass off to get in."

- Bre Cruickshank, Founder of Radical Girl Gang and one of the founders being funded by Beam Angel Network



"At Kendra Scott, we believe in a world in which all women should live their brightest and most empowered lives.

We are proud to partner with Beam and their mission of advancing women entrepreneurs looking to scale their companies. Through their programming in collaboration with the Kendra Scott WEL Institute, together we are creating the next generation of female entrepreneurs. I believe we all have the power to leave this world better than we found it – and we can accomplish even more when we do it together."

- Kendra Scott, Founder and CEO of Kendra Scott and Sponsor of Beam

BEAM
ANGEL
NETWORK

New Program Launch: In September, Beam announced Beam Angel Network, the first Texas-based angel network for women-founded companies. The program launched with more than 30 community partners and a commitment to equity that aligns with Beam's values of inclusivity and transparency. More than 36 Angel Investors have been recruited and \$1,200,000 in investment commitments have been secured. In its first round, over 100 women founders applied for funding and 6 will be receiving a combined total of \$300,000 in investment dollars.

Meet Jessica Gaffney

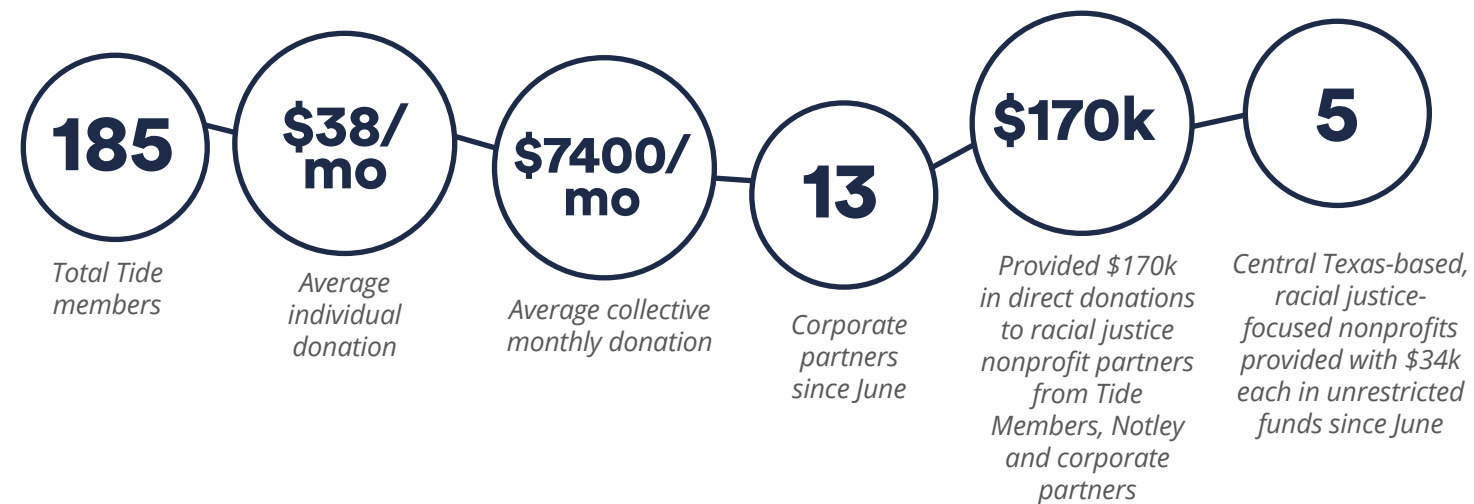
Jess Gaffney is the CEO & Executive Director of Beam (formerly Women@Austin), where she steers the organization's mission to advance and empower women entrepreneurs. She is an entrepreneur herself, having co-founded Pro Mama, a community and resource for moms to help them find flexible work. In addition, she has more than 15 years of experience in development and marketing in both the for-profit and nonprofit sectors. Previously, she served as Development Director for Sustainable Food Center and on the Austin - Travis County Food Policy Board, helping people access fresh food in Central Texas. Jess received her BA in Marketing and Small Business Management from Georgetown University. Now, she lives with her husband, 6 year old daughter and 3 year old son in Austin, Texas.



“A rising tide lifts all boats.” Notley Tide was established to provide new sources of funding, engagement and resources for racial justice-focused nonprofits to support them in continuing their important work beyond when it’s trending.

Our community of monthly givers engage with racial justice on an ongoing basis and amplify the work of the nonprofits who are effecting change in Texas and beyond. 100% of an individual’s contribution is split evenly among the five partners.

Our five racial justice-focused nonprofits include: MOVE Texas, Texas Civil Rights Project, Austin Justice Coalition, University of Texas’s Center for the Study of Race and Democracy, and Grassroots Leadership. One way Notley Tide has sustained its program is by offering local companies a holistic approach to advancing racial justice both internally in the way they hire and engage employees as well as externally in the way they support the broader community. We achieve this through a mixture of courses, workshops and curated volunteer opportunities.



Meet Minh Vu

A native Texan, Minh was born to refugee parents in West Texas and raised in Central Texas. At an early age, he quickly learned how to navigate white and heteronormative spaces while finding refuge in television and art. His passion for storytelling and giving back fueled his education and career path. In turn, he's become a resourceful and empathetic communicator and storyteller with 7 years of experience driving complex, diverse and inclusive projects from ideation to execution with minimal guidance. Prior to joining Notley as Director of Strategic Programs, he oversaw the programs team at Capital Factory, where he focused on Diversity, Equity and Inclusion strategy and programming for the organization.



"In the face of the election, ongoing economic uncertainty, and next year's legislative session, Notley Tide's invest-

ment in Texas Civil Rights Project work is of great impact during this critical period. With your partnership our team is leading the charge to defend access to the ballot box and ensure that Texas voters can cast a ballot that counts through our Voter Protection hotline (866) OUR-VOTE."

- Stephanie Schweitzer Garza, Director of Strategic Partnerships, Texas Civil Rights Project



"The world is changing. There's an awakened consciousness by most Americans, an intolerance for the social injustice endured by too many

Black & Brown Americans. We are excited to join Notley Tide to lock arms with our neighbors and amplify the work of our racial justice partners."

- Eugene Sepulveda and Steven Tomlinson, Notley Tide Members



"Wow! We are grateful that Notley Tide has selected our organization to support. At this moment, criminal justice

reform is shifting and we must continue to dominate the narrative of what it could look like without policing, jails and prisons. We cannot thrive without funding and donors such as Notley to do this and for that, again we say thank you!"

- Annette Price, Co-Executive Director, Grassroots Leadership



"I want to thank you for your generous support of MOVE Texas this past year. MOVE has proven yet again to be one

of the most impactful youth registration, engagement, and mobilization organizations not only in Texas, but in the entire nation. Even with a global pandemic, our youth organizers and activists registered over 75,000 voters in the last 24 months and just during early voting, we turned out 60%+ of our target universe -- over 150,000 young folks -- to vote."

- H. Drew Galloway, Exec. Director, MOVE Texas

Recent Milestones:

- Since launching in June, Notley Tide has generated nearly \$170,000 in direct contributions to our 5 racial justice nonprofits
- Provided Notley EDU workshops on Financial Statements and COVID-19 Scenario Planning for Nonprofits to our NPOs
- NPOs utilized our complimentary memberships at CSI Coworking in order to have a safe place as working spaces during COVID-19

"[I liked Notley Tide's] direct addressing of the topic and speaking from a position of confidence.

The studies were extremely interesting and thought-provoking. I loved how [Notley Partner,

Kelli Mason] made it actionable

for us to look honestly at ourselves."

- Silicon Labs Employee on Notley Tide's

"Exploring Bias in the Workplace" Training.

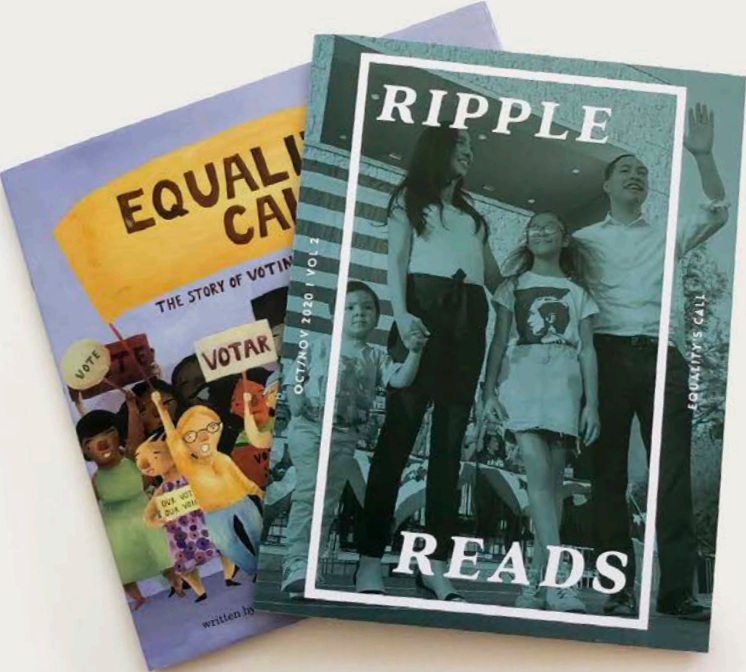
Ripple Reads

Ripple Reads is one of Notley's newest initiatives and launched early Fall of 2020 in the wake of George Floyd's murder and vast attention brought to the racial injustices the majority of our country has largely ignored for decades.

We listened to and spoke with countless parents who wanted to embrace their children's natural curiosity and extend it into a healthy framework for talking about race. Next we formed a partnership with Dr. Keffrelyn Brown and Dr. Anthony Brown, the co-founders and co-directors of the Center for Innovation in Race, Teaching and Curriculum at the University of Texas College of Education. The Browns' decades worth of research investigates how teachers can most effectively engage children on topics like slavery, segregation, and systemic racism. From there, Ripple Reads, with the support and seed funding of Notley, went from an idea and concept to reality. Our mission is to help families and caregivers raise this generation of children to be the one that dismantles racism once and for all. We do this through our family book club subscription. Every other month, Ripple Reads members receive a new picture book, custom workbook with family

discussion guide, activities, interviews and other content all crafted in partnership with leading experts in the field of race and teaching, like the Browns' and more. Ripple Reads raises kids who are educated, empowered and excited to stand up for justice.

With the generous support of the Kendra Scott organization we were able to launch our scholarship fund, which provides free subscriptions of Ripple Reads to underserved children and families. We've distributed these free books to more than 300 families in need through our partnership with another nonprofit, Friends of the Children. Additionally, we've reached countless families through the webinars on "How to Talk to Kids about Race" that we lead for companies and groups like Eanes ISD for Equity.

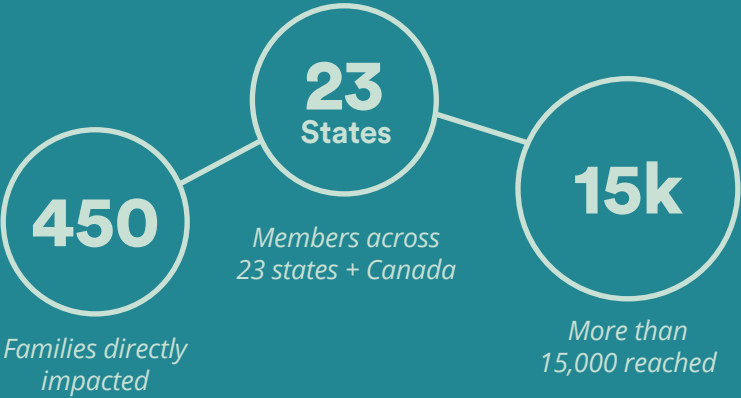


"As a parent, I am of course excited to receive curated resources on a regular basis that I can use to start conversations about race with my young kiddos and to practice my own ability to have these conversations. As an educator, I find these resources to be invaluable in facilitating conversations among staff and students about how to incorporate racial justice into our curriculum. I was able to use the latest Ripple Reads edition to do just that!"

- Rachel Green Sharpe, Parent and IB Coordinator for Center for Inquiry School

"After reading Ron's Big Mission, I felt sad that laws were not equal and fair for all. It taught me that all laws should be fair for all men and women- brown, black, or white."

- Alex, 7 Years Old



Meet Kelli Mason
Kelli Mason is a Partner at Notley, where she has helped lead the charge to create initiatives including Notley Tide, Ripple Reads, and Agave Fund. She is also instrumental in helping Notley's people operations team create policies and procedures to build a more diverse and inclusive Notley. Before joining Notley, Kelli led people operations at two venture-backed startups, helping one company grow from 50 to over 300 employees in less than two years and helping another company reorganize and pivot. Prior to that, Kelli cofounded Paradigm, a national workplace diversity and inclusion strategy firm. In 2015, she was recognized by Forbes 30 under 30 for her leadership in the field. Kelli is a graduate of Stanford Law School and Rice University, cum laude.

Agave Fund

Agave Fund is an investing syndicate that enables investors in the Notley network to invest specifically in high-growth, early stage companies founded by Black, Hispanic and Indigenous entrepreneurs. Deal sourcing and diligence are led by Notley Partner Kelli Mason, a former attorney and nationally recognized

people operations leader, and by Notley Ventures Principal Ethan Monreal-Jackson, an experienced founder and investor with a background in data science, credit risk and management consulting.

Recent Milestones:

- \$155,000 investment in [ShearShare](#)
- \$50,000 investment in [Journey Foods](#)

Since launching in September, the Agave Fund team has reviewed more than 40 investment opportunities and made investments in two companies: ShearShare and Journey Foods.



Meet Ethan Monreal-Jackson

Ethan is a Principal at Notley, where he is responsible for managing Notley's investment portfolio. He began his career at BCG before coming to his senses and joining Capital One as a risk analyst. He then learned how to code, moved to the Bay Area, and met his amazing wife while working at Max Levchin's Affirm as the second credit hire. After Affirm, Ethan advised and worked at several VC-backed startups before launching his own startup, where he coded and built a prize-linked savings app designed to help low-income people save money. Ethan has a BS in Economics with concentrations in Finance and Social Impact & Responsibility from the Wharton School at the University of Pennsylvania.

Agave Fund was created to address two needs we've heard countless times. First, lack of funding for Black and Hispanic founders, who receive a combined average of 2.5% of venture capital investments made each year. Second, investor demand for social impact. Increasingly, investors want to deploy their capital in a way that will not only generate a high return, but will also help build wealth in communities of color. Agave Fund is a vehicle that supports both sides of this equation with hands-on support for underrepresented founders and unparalleled deal flow for socially-conscious investors.



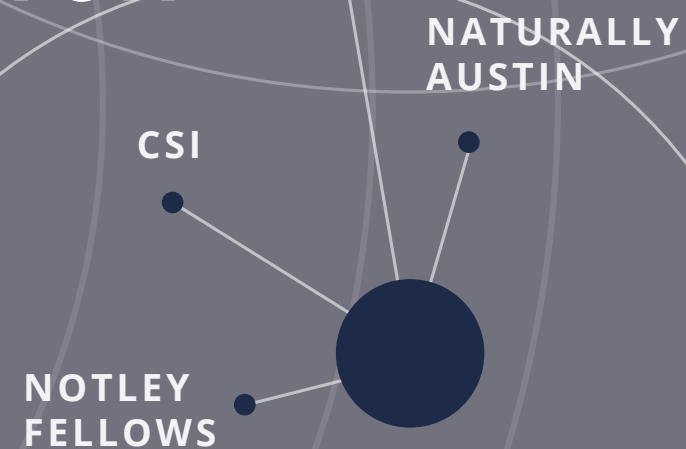
Tye and Courtney Caldwell, co-founders of ShearShare



Riana Lynn, Founder of Journey Foods



Leaders + Entrepreneurs of Tomorrow



At Notley, a part of our mission is to champion the leaders and entrepreneurs of tomorrow to continue to catalyze growth and make change for generations to come. To supporting the makers in the natural products industry or providing space for founders and companies to follow their dreams, with your support we're helping shape the leaders of tomorrow.

NOTLEY FELLOWS

Distinct from traditional leadership programs, the Notley Fellowship empowers young business and technology professionals to engage with the community and contribute to their city's social innovation ecosystem. This two-year program was created to advance change through investing in rising for-profit leaders across industries, strengthening their understanding of social impact and activating their desire to do good. Through a mix of programming, professional development and immersive projects, Fellows receive the tools to innovate meaningful ideas and build a strong network of social leaders, mentors and collaborators.

KEY NUMBERS:

- 36 Active Fellows: '19 + '20 Class
- 22 Alumni: '18 Class
- Representing 48 different organizations
- 20% of Fellows are Founders/CEOs
- 25 events hosted (80% increase from 2019) to build relationships, engage with social impact leaders, and discuss key issues affecting our communities.

Recent Milestones:

- Graduated our first class of 22 Fellows - establishing our Alumni network
- Hired full-time Program Manager to elevate & expand the Fellowship & leadership initiatives
- Created and executed a robust, equitable recruitment process for our 4th cohort of Fellows - 2021 Class to be announced soon!

"I have been able to deepen my work with Notley through their new Notley EDU digital learning platform. I have been able to spend time exploring valuable concepts with Notley teams member who are focused on offering learning opportunities and solutions to nonprofits serving the Greater Austin Community. As a forever student of philanthropy, I was able to offer my opinion, research, and feedback on the ideas that would directly affect the industry that I work in and advocate for."

- Suhailah Waheed, Founder & Fundraising Manager of Giving Geeks, '19 Class

"As my project, I am working with a team led by Lawton Cummings, a Partner at Notley, to develop a course on the ethics of artificial intelligence. Since intelligent systems are integrated into so much of the technology in our daily lives, we want to provide a deep dive into the issues of bias, transparency, and accountability documented with AI, and how as a society we might navigate them. The course will be delivered remotely to students at Penn State Law in the upcoming spring semester."

- Maggie Engler, Senior Data Scientist at Twitter, '19 Class

"Even with the switch to the entirely virtual environment, I've been really enjoying the relationships I'm building within the Fellowship and across the Notley network. It's refreshing to be around people with a variety of backgrounds and experiences that are brought together with a common interest in using their skills for social impact."

- Siri Chakka, Senior Manager of Strategy & Planning at RigUp, '20 Class

The impact on local and global communities from these Fellows who are esteemed business and tech leaders in their own right is unparalleled:



Maggie Engler, '19:
Senior Data Scientist, Twitter, Austin
Inno 25 under 25, developed Ethical AI course for Penn State Law with Notley Partner, Lawton Cummings



Harold Hughes, '20:
Founder & CEO of Bandwagon, recipient of \$100k from Google for Startups Black Founders Fund, Beam Board of Directors



Aimy Steadman, '18:
Co-Founder & COO of Future/Proof, Naturally Austin Founding Board Member, Springdale Ventures Strategic Advisor



Roman Gonzalez, '20:
Founder & CEO of Gardenio, SXSW Startup of the Year Finalist, DivInc Alumni, Culture Keys Volunteer Ambassador



Janice Omadeke, '20:
Founder & CEO of The Mentor Method, Austin Under 40 nominee, DivInc Champion of Change Diversity Champion of the Year



Meet Brooke Wilson

Brooke is joining us from Louisville, KY, with more than 8 years of higher education experience in leadership development and program management, team training and facilitation, and community engagement. Brooke has led enterprise-wide initiatives for a variety of organizations, including Texas A&M, Vanderbilt, and most recently, Bellarmine University. Originally from Charlotte, NC, Brooke graduated from UNC Wilmington with a Bachelors of Science in Biology and shortly after received her Masters of Science in Educational Administration from Texas A&M University. Brooke is excited to take her skills and curiosities outside the ivory tower and back to Texas!



Naturally Austin's mission is to stimulate conscious growth, foster sustainable and responsible entrepreneurship and develop exceptional leaders while growing the Central Texas natural and consumer products ecosystem. We're

bringing together entrepreneurs, investors, brands, retailers and industry experts for one purpose: to make Austin the best place to launch and scale a natural products company.



Meet Emily Kealey

Emily Kealey joined Naturally Austin as the Executive Director in February of 2020. She has more than 20 years of public relations, marketing and project management experience with expertise in strategic planning and execution of communications programs for an array of CPG brands. Emily specializes in media relations, planning and executing events, cultivating and maintaining relationships with key media. On top of her past CPG experiences at large agencies, she also has the breadth of knowledge (and gray hairs) of owning her own pie business.

"I love all things NA, you guys are killing it with enthusiasm and support for entrepreneurs"

"...this program came together so beautifully. It comes off as really inclusive and so valuable for members....I wanted to say a huge CONGRATULATIONS on launching! Really couldn't have pulled it off any better"

"You have pivoted in so many ways for our community and encouraged us to keep going during these hard times. Thank you!"

"From the cancelation of Expo West, then SXSW and then COVID and now the protests for equity, Naturally Austin community has been organized with grace and purpose. Thank you!"



Recent Milestones:

- \$100k raised for our new diversity, equity and inclusion initiative in partnership with SKU called M/O which stands for Minority-Owned and a new Modus Operandi on how we, as a CPG community, remake the table for a more diverse CPG ecosystem.
- \$273k raised in 2020 provide education, networking and resources for members and continue with our mission during COVID-19
- \$10k given across 45 members given to members for wholesale box purchases to go into the bundles. Naturally Austin sold these bundles on a newly created website, www.austinnaturally.org.
- \$15k in free services provided to our winning members for the biggest virtual event of the year our Combo Loco Competition in partnership with our premier sponsor, H-E-B.



naturallyaustin.org

NaturallyAustin

Naturally_Austin

The Center for Social Innovation (CSI) was founded in Austin, Texas and opened its first campus at Springdale General in East Austin in 2018. CSI offers flexible office environments and brings together innovators, entrepreneurs, nonprofits and social enterprises in a central location to foster natural collaboration and accelerate impact.



Since we offer office space, this year was undoubtedly a challenge, but we were able to pivot in ways that still supported the community including:

WE ARE BLOOD DRIVE

CSI hosted the Bloodmobile Bus blood drives on two occasions and collected ~40 blood donations. Each donation can help up to three recipients and were grateful for the impact of that drive.

AVANCE FOR SCHOOL SUPPLY AND GRADUATION DISTRIBUTION

CSI worked with the team at Avance for a school supply and graduation distribution and pickup that used the CSO 11A space several times.

KEEP AISD KIDS FED

CSI hosted Keep AISD Kids Fed volunteers at the Springdale General campus where they distributed meals to families in response to the July 6th week-long district closure. Volunteers used CSI Coworking as their homebase when not outside.

2020 CSI Tenant Companies

We're proud to support the following companies and individuals with relaxed, collaborative office environments, even during a year such as 2020.

ACLU	Comfort Crew	Kairos Fellows	The Brown Firm
AIDS Services of Austin	CRU	Kibo Foods	The Geyser Group
Amira Learning	David Weekley Homes	Monocloth	The Texas Campaign to Prevent Teen Pregnancy
Appliance Board Repair	Future Proof Brands	Murphy Adams	Travendly
Austin Center for Design	Deeds Not Words	Naturally Austin	Upbring
Austin Community Design & Development Center	DivInc	Paragon Training Methods	VentureLab
Autodesk	Earthly Labs	Pinwheel	Verb
BayWa r.e.	Every Body	Red Door Communications	Verde Leaders
BestSelf Co.	Fluxbucket	Senior Access	
Bloom Communications	Friends of the Children	Senior Access	
Brew Bike	FWD Impact	Shelf Studio	
Bthere	Golden Ratio Coffee	Tarmac TX	
Capital Impact	HousingWorks	TechAdvocate Group	
Civitech	Huston-Tillotson University	Texas Book Festival	
CODE Exitos	I Am ALS	Texas Defender	
College Forward	Indivisible	Texas EcoRise	
	Jane's Due Process	The BHW Group	

"Because of COVID-19, many local blood drives hosted at schools and businesses have been cancelled, so We Are Blood is working hard to ensure that adequate blood donations are collected from our community so that the supply meets demand. Here is We Are Blood's latest update from today."

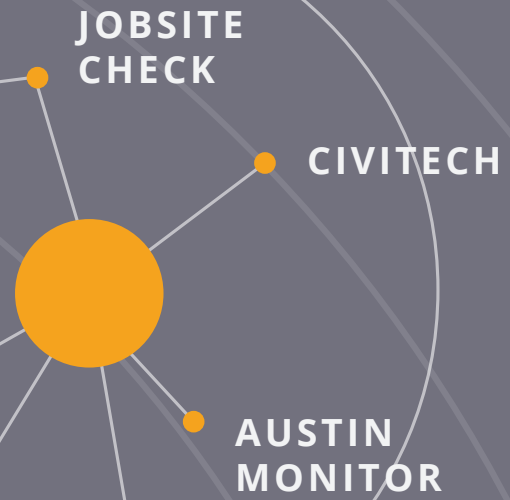
- Founder of We Are Blood



Meet Sarah Crowson

Sarah Crowson joined Notley as the Sales & Membership Coordinator in October of 2019. She began her career in supply chain management with Amazon where she got a taste for operational excellence and people management. After several years of missing the entrepreneurial environments she immersed herself in throughout college, she transitioned into coworking community management. She managed several coworking spaces in the midwest, before she made the move to Austin, TX and sought out a more mission-driven organization. The stars aligned and the opportunity to manage CSI Coworking and the greater Center for Social Innovation community presented itself at Notley. The amazing members and tenants in this social impact community are easily the best part of her job!

Social Impact Investments



Besides supporting our initiatives and their impact work, Notley makes investments in companies that support our mission of catalyzing growth and social change.



The Austin Monitor is a nonprofit media company that empowers Central Texans with the news and information they need to understand and influence local civic and social issues. Like no other media organization in the country, they put content to work in service to the community.

Their mission is to positively impact the community through content – online and in person – and increase the number of Central Texas activists, volunteers, voters and donors. In 2020, they focused on rebuilding with the addition of a new board and a new Executive Director.

New Executive Director, Joel Gross



Joel is a devoted social impact leader bringing more than a decade of experience in government, startups, and nonprofits. He began his career serving as one of the youngest press secretaries in the United States Senate. Following his time on Capitol Hill, Joel taught English to local students in Costa Rica and was then recruited to create and lead a new program department for a healthcare startup in Austin. Joel is passionate about creating enduring social impact and has held multiple nonprofit senior leadership positions where he designed and led impact portfolios in the education and health space. He views the rapid and dramatic changes in the news and information landscape as one of the most important social challenges of our time. He lives in the hill country with his wife Kayla - the brains of the family - and their dog Murphy - the wild heart of the family.

Meet the Board:

A.J. Bingham
Albert Swantner
Alexander Schoenbaum
Ali Khataw
Arun Prakash

Ashley Amini
Cory Older
Baylor Scott & White Health - Austin/
Round Rock Region
Dan Austin

Dan Graham
Darren Griffin
Ellen Curtis
Ellen Troxclair
Grace Renbarger
Irfan Syed

Megan Woodburn
Nathan Ryan
Shana F McGirl
Shon Bayer
Tori Moreland

cotmf.org

CIVITECH

In the 2020 election cycle, more than 100 Civitech clients and partners set out to help millions of voters participate in the electoral process. Civitech supported these efforts with technology, data and best practices. Across the board, these efforts were a major

success. The following results are a combination of voter contact methods including but not limited to vote-by-mail and voter registration via mail, embedded online portals, and direct voter contact such as text banking and phone banking, and finally candidate recruitment.

BALLOT CURE:

**3,080 voters supported;
1,165 completed
submissions in Georgia**

Civitech built a tool that streamlined the ballot cure process, allowing voters to email their local elected official the materials needed to fix a signature issue on the ballot.

Finally, a Civitech API and partnership with Contest Every Race and their members contributed to more than **1,800 new candidates recruited** to run for local office.

KEY NUMBERS:

5.3M mailers sent

1.7M projected registrations

Vote by Mail nationwide use: 471.5k requests

1.3M registration verifications

4.1M voters contacted by text

civitech.io



JobSiteCheck (JSC) is a contactless health screening web- based application to assist employers and employees during COVID-19. The mission of JSC is to bring hourly workers back to work safely with a primary focus on construction; however today they serve a wide variety of clients across many industries. The JSC team has begun product development on version two of their solution that is built with the worker at the heart of the solution.



Meet Josh Rickel
Josh is a multidisciplinary leader boasting roles across media, government, law, technology, venture capital and social impact during his 20 year career. In addition to his role as CEO of JobSiteCheck, he is also a Partner at Notley. Previously, Josh

spent more than seven years as a sales and marketing executive at Spreadfast, a leading enterprise social marketing and customer care platform. Prior to that he was a media consultant at The Broadcast Image Group, and an Associate at the Washington, DC law firm Lerman Senter. He holds a law degree from George Washington University and a B.S. from Northwestern University.



Tala Matchett
President and Co-Founder of JobSiteCheck

- Impact Measures:**
JSC has donated or severely discounted health screening to services to the following nonprofit and community organizations.
- Community Options
 - Community Pods
 - Bridgeways
 - Explore Austin
 - Friends of the Children (Multiple locations across the country)
 - Moving in the Spirit
 - Walt Disney Family Museum
 - Nazareth Child and Family Care
 - CSI Co-Working

+350k

Contactless health screening check-ins

+8000

Check-ins for nonprofit clients

"Your team is awesome! Super responsive and helpful. This has given me street cred with staff, board, and network - from knowing we have this in place to protect the health and safety of everyone. THANK YOU JobSiteCheck!"

- Nancy Pollard,
Friends of the Children



Notley Partners

At Notley, we encourage our team to dream big and the Notley Partners are large contributors to the innovation in crafting social impact initiatives that make dramatic changes in our community. These business and executive leaders from the community connect with other socially conscious and connected leaders committed to using their company for good.



Dan Graham has been a Partner at Notley since 2015. Since selling BuildASign to VistaPrint in 2017, he has continued to launch and play a role at multiple other firms; GP at Springdale Ventures, GP at Geyser Group, Board Member at CiviTech, among others. He is the recipient of various awards including Ernst & Young Entrepreneur Of The Year® 2013 Central Texas Award, Austin Business Journal's 2012 Best CEO Award, and Austin Under 40 Austinite of the Year. As a native Austinite, Dan personally gives back to the Austin community through participation on the Board of Directors for numerous philanthropic organizations including Austin Community Foundation, Austin Monitor, the 4ATX Foundation, and others. He also acts as a mentor and investor to entrepreneurs, working with organizations like SKU, Beam, Agave Fund and Capital Factory. Dan is a member of esteemed local and national organizations including the Aspen Global Leadership Network as a Henry Crown Fellow, the Young Presidents' Organization, The Texas Lyceum, and Entrepreneurs' Organization. Dan earned undergraduate degrees in computer science and philosophy from The University of Texas at Austin (2003), and a J.D. from The University of Texas at Austin School of Law (2005). As the father of three incredible daughters, Dan spends his free time with them and his wife. Dan is an avid reader and enjoys riding his bike a few times per week.



Lisa Graham has been a Notley Partner since 2015. Her previous experience ranges from working political campaigns to consulting school districts on public school finance. As a native Austinite, Lisa actively gives back to the community and is on the Board of Directors of Friends of the Children, and The Austin Kite Festival. She is a member of the Entrepreneurs Organization (EO) Austin and Leadership Austin class of 2018. She holds degrees in Communication Studies and History from The University of Texas at Austin. As a 2009 graduate of the LBJ School of Public Affairs, Lisa completed a specialization portfolio in nonprofit studies through the RGK Center for Philanthropy and Community Service. She is also a member of the 2012 class of the TANO Certificate in Nonprofit Leadership & Management program. Including being a mother to their three wonderful girls, Lisa enjoys reading, hiking, and all things food.



Matt McDonnell is the CEO of The Geyser Group and Partner at Notley. Matt discovered his passion for Real Estate as a co-founder of Notley where he led the company's real estate projects and managed a portfolio across all asset classes with an emphasis on venture capital, alternatives and commercial real estate. Before that, Matt served as an executive in social ventures and non-profits. He earned a J.D. from UT Law, an MBA with a Finance concentration from the College of Charleston and a BA in Philosophy from Colgate University. Matt enjoys spending his free time outside with his family and can be found skiing, sailing and mountain biking whenever possible. He gives back to Austin as a teacher in the Acton School of Business MBA program and as a Board Member for Black Fret as an avid fan and supporter of local music.



Josh Rickel is a multidisciplinary leader boasting roles across media, government, law, technology, venture capital, and social impact during his 20 year career. In addition to his role as CEO of JobSiteCheck, he is also a Partner at Notley. He is an active advisor and investor in the technology space. Previously, Josh spent more than seven years as a sales and marketing executive at Spredfast, a leading enterprise social marketing and customer care platform, first building the company from the ground up and guiding it through an early merger to a revenue of \$100m+, and later helping position it for exit to Vista Equity Partners in 2018. Prior to that he was a media consultant at The Broadcast Image Group, and an Associate at the Washington, DC law firm Lerman Senter. He holds a law degree from George Washington University and a B.S. from Northwestern University.

In 2020, we welcomed five new Notley Partners:



Daron K. Roberts is Partner at Notley and a former NFL and college coach who serves as founding director of the Center for Sports Leadership and Innovation (CSLi) at the University of Texas. As a highly sought after leadership coach, Daron equips executives and elite athletes with strategies to wage war against their status quo. He has worked with companies such as Google, Facebook, Coca-Cola, and The New York Giants Football Club. After graduating from Harvard Law School (2007), Roberts served coaching stints with the Kansas City Chiefs, Detroit Lions, West Virginia Mountaineers and Cleveland Browns. He holds a B.A. in Plan II Honors and Government from the University of Texas (2001) and an M.P.P. from Harvard's Kennedy School (2004).



Mellie Price is a Partner at Notley and is a highly experienced innovation and operations executive, venture fund manager, angel investor, and philanthropist who has worked in organizations ranging from non-profits to startups to publicly traded companies to state government. An eight-time entrepreneur herself, Mellie is well known as a co-founder of the nationally recognized startup accelerator program and entrepreneurial hub, Capital Factory. She is a widely respected thought leader on disruptive innovation and a frequent presenter and keynote speaker. She served as the inaugural Executive Director of Commercialization for the Dell Medical School, is on the Technology Advisory Committee for Austin Mayor Steve Adler and has been honored with the prestigious Profiles in Power (2015) and Tech Titan (2014) awards. Price is also a member of the Board of Directors for KLRU (PBS-TV), Leadership Austin, and the National LGBTQ Victory Fund. A proud alumna of The University of Texas at Austin, Mellie remains passionate about education and continues to teach both entrepreneurship and leadership courses at her alma mater.



Kelli Mason is a Partner at Notley, where she has helped lead the charge to create initiatives including Notley Tide, Ripple Reads, and Agave Fund. She is also instrumental in helping Notley's people operations team create policies and procedures to build a more diverse and inclusive Notley. Before joining Notley, Kelli led people operations at two venture-backed startups, helping one company grow from 50 to over 300 employees in less than two years and helping another company reorganize and pivot. Prior to that, Kelli cofounded Paradigm, a national workplace diversity and inclusion strategy firm. In 2015, she was recognized by Forbes 30 under 30 for her leadership in the field. Kelli is a graduate of Stanford Law School and Rice University, cum laude.



Tala Matchett is a Partner at Notley and the President and Co-Founder of JobSiteCheck a SaaS construction software application. JobSiteCheck is the smartest way to keep your job site safe by empowering your workers to take control of their own health and safety. Founder of Community Pods. She has an entrepreneurial and strategically driven 20-year track record of successful building companies and teams from the ground up. Tala's energetic spirit fosters teamwork and a cohesive high-performance culture, and her eye on market trends keeps her teams ahead of opportunities. Her dedication to the community is matched only by her interest in mentorship, serving key roles as the immediate past-president for the Ronald McDonald House Charities of Central TX board, board president for Philanthropitch, and the co-chair of the Urban Land Institute Commercial Council. She has a BBA from Western New Mexico University and a Masters Certificate in Design Thinking from MIT.



Lawton Cummings is a Partner at Notley and President of Notley's HomeFront Fund. Prior to joining Notley, Lawton led Austin100 and engaged in the full-time practice of law at Jackson Walker, LLP, where she remains Senior Counsel. Lawton's diverse legal career included complex commercial litigation, teaching legal ethics and commercial law as an Associate Professor of Law at George Washington University Law School, and serving as a legal analyst on the Fox News Channel. She currently co-teaches a class on Ethical Artificial Intelligence at Penn State Law School. A passionate advocate for housing policy reform and justice, Lawton currently leads an initiative to bring private sector innovation and funding to alleviate Austin's unhoused homelessness crisis and serves on related nonprofit boards. Lawton received her law degree from Georgetown University Law Center, a B.S. from Tulane University, and a certificate from MIT Sloan School of Management in Artificial Intelligence. Lawton enjoys spending her free time with her husband, Craig, their two fabulous teen-aged humans and their somewhat naughty but very sweet labradoodles.



Notley Corporate Champions is a community of business leaders catalyzing impact and economic opportunity through social innovation.

Champions connect with other socially conscious and connected leaders committed to using their company for good. We are thankful to our current corporate champions for their continued support in 2020 and beyond.

- Dana McCartney, Maxwell Locke & Ritter
- David Ahlquist, Raymond James
- Brian Hall, Traverse Legal, PLC
- Schiela Pena, Regions Bank
- David Rothschild, Rothschild Capital Partners



"We are incredibly excited about our emerging partnership with Notley. We believe that the not-for-profit world must undertake a transformation that adds focus on sustainability, impact measurement, and entrepreneurial innovation. All of Notley's initiatives reflect a commitment to sustainability, earned income, and business discipline that enhances the outcomes of their social impact and civic engagement objectives."

Notley's externally focused programs like Philanthropitch are a beacon for organizations across the country and act as a catalyst for bridging the gap between enterprise and philanthropy. I believe our partnership with Notley will help accelerate the impact of all of their efforts and that their philosophy not only increases the probability of an organization's success, it also makes the efforts much more fun!"

- David D. Rothschild, Rothschild Capital Partners



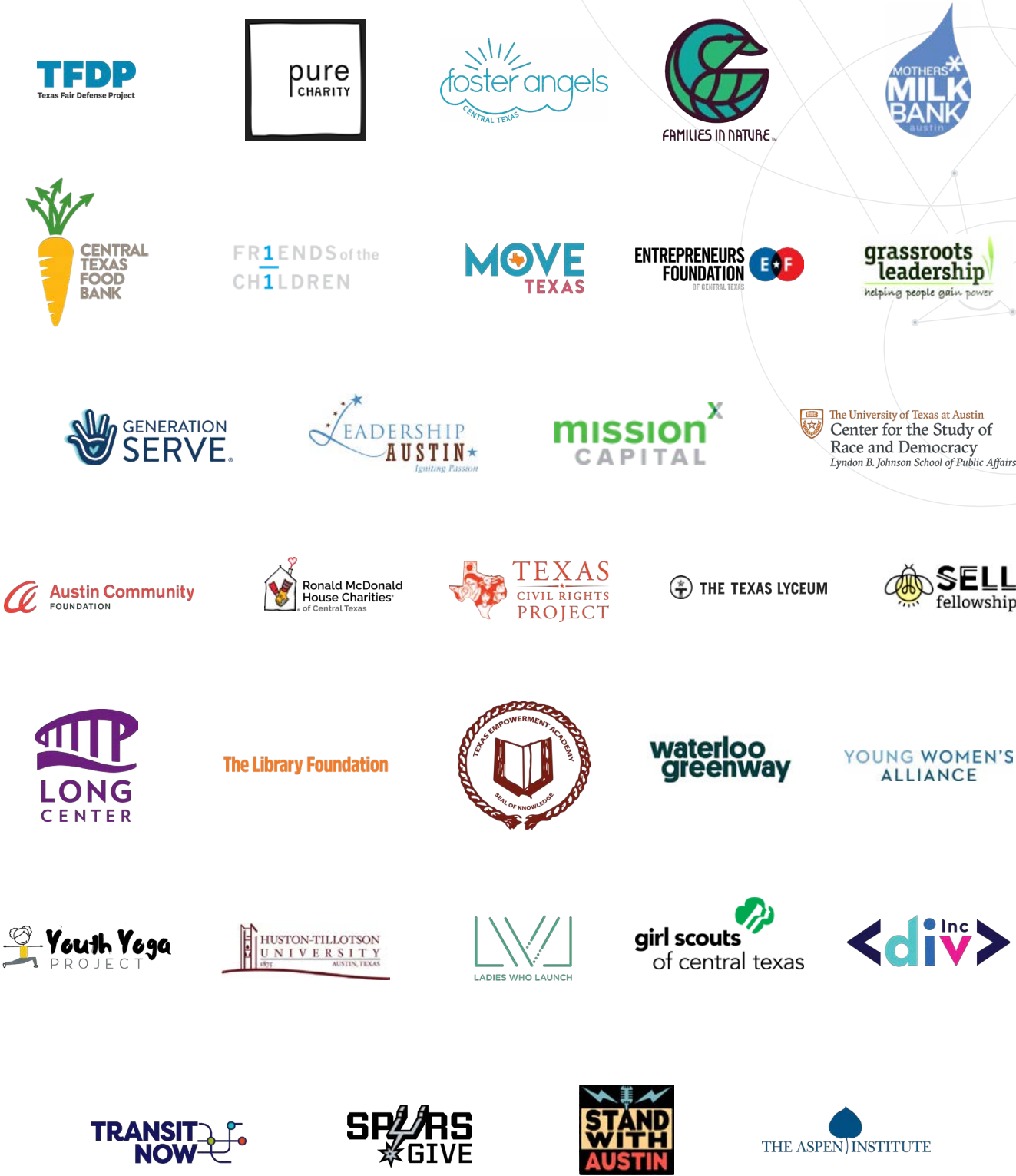
"Traverse is a proud supporter of Notley's social impact ecosystem. The work of Notley and its initiatives is in direct alignment with Traverse's own core value to "Lead in Thought and Service." We will always align ourselves with those that exemplify the spirit of entrepreneurship and innovation to create opportunities in support of both the profit and nonprofit communities. Thank you Notley, and each of your amazing people, for all that you do. It is much more fun to change the world, together!"

- Brian A. Hall, Managing Partner Traverse Legal, PLC

Snapshot of the Notley Crüe:



In addition to our larger initiative support, Notley was also proud to financially support these amazing organizations:



Thank you.

Our success is directly tied to our community of supporters whose generosity matches and amplifies Notley's own investment. The seeds we sow together today will grow to bring value to generations down the road. From our team to yours, we are appreciative of the unwavering support you have provided in a year that was tumultuous for so many. The gift of your time, support and funding is what ignites our team to continue to innovate and lead with purpose. Now more than ever, we know it takes a village to come together and make a true impact on our communities. With your support we have broken down barriers, lifted communities up and directly impacted so many - thank you for championing and encouraging our Notley team. We hope 2021 is a year of continued progress and calmer waters for all.

"Life's most persistant and urgent question is, what are you doing for others?"
- Martin Luther King, Jr.



NOTLEY

WWW.WEARENOTLEY.COM