

Grateful

GRATITUDE REPORT

20

23

A warm-toned photograph of a woman and a young girl. The woman is in the upper left, looking towards the camera with a gentle smile. The girl is in the center, looking directly at the camera with a neutral expression. In the background, a medical device with the letters 'PRO' is partially visible. The image has a soft, orange-brown overlay.

M

– *Our* MISSION –

Fred's Footsteps provides a bridge of financial support for working families in the greater Philadelphia region who find themselves in crisis due to the costs associated with caring for a seriously ill, injured, or disabled child.

Dear Fred's Footsteps Community,

As Thanksgiving approaches, we find ourselves reflecting on the countless blessings and the incredible support we've received. On behalf of the entire Fred's Footsteps team, I want to extend my heartfelt gratitude to you for your unwavering commitment and generosity.

It's through your kindness and compassion that we have been able to make a profound difference in the lives of countless families facing financial hardship. Your donations have been a beacon of hope, a source of comfort, and a lifeline for those in crisis.

Throughout the year, your contributions have empowered us to provide financial support to families at the exact time they need it most. A sampling of these stories can be found throughout this report. As you will see, the impact goes far beyond financial assistance; it has created a ripple effect of positive change that extends to the entire community.

This Thanksgiving, we are filled with gratitude for donors like you who understand the importance of coming together to support those in need. Your belief in our mission, your willingness to show up, and your continuous support have touched our organization in the most profound way.

As we gather with our own families to celebrate the holiday, we will carry your kindness and generosity in our hearts, knowing that it is because of people like you that we can continue our mission to make a meaningful difference.

In the spirit of Thanksgiving, we extend our warmest wishes for a joyful and blessed holiday season. May it be filled with love, laughter, and the knowledge that your generosity has transformed the lives of many.

Once again, thank you for your remarkable support. We look forward to continuing this incredible journey together, making a positive impact on the lives of those in need.

With heartfelt gratitude,

A handwritten signature in dark blue ink that reads "Christine D. Lobley". The script is fluid and cursive, with a large, elegant loop at the end of the last name.

Christine DiBona Lobley
Executive Director



THANK YOU to our
Board of Directors
for their tireless
support and expert
shepherding of this
organization.

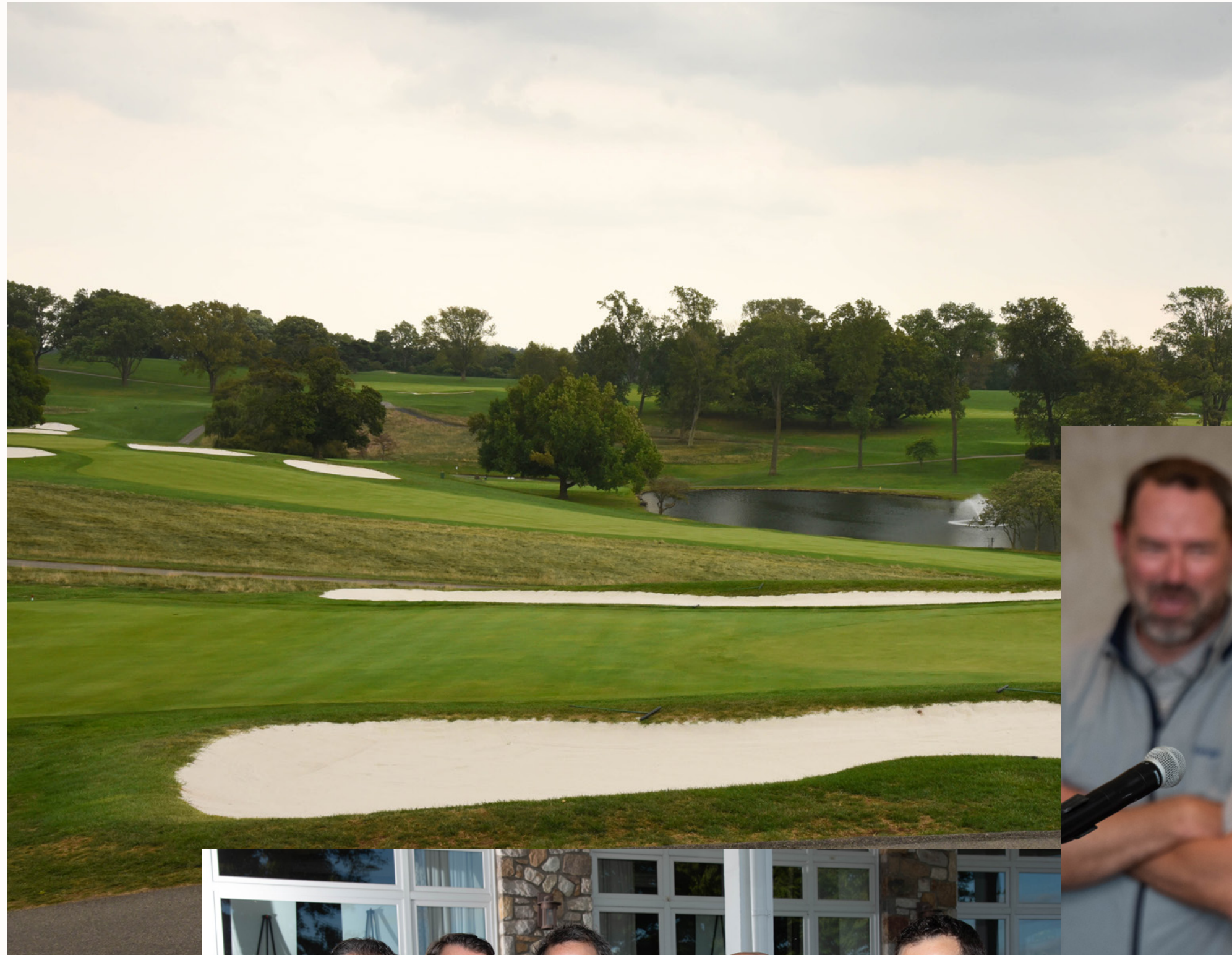
- Sylvia DiBona**
Board Chair, Fred's Footsteps
- Christine DiBona Loble**
Executive Director, Fred's Footsteps
- Michael A. Bova**
*Retired Managing Director,
Accenture*
- Jonathan Brassington**
*Head, Capgemini Invent NA,
Capgemini*
- G. Fred DiBona III**
Principal, DiBona Associates, LLC
- Teresa DiBona**
Board Member, Fred's Footsteps
- Patrick Gillespie, Jr.**
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Comcast Spectacor*

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Chief Executive Officer, tango
- Juan Lopez**
*CPA, Executive Vice President, Chief
Financial Officer, and Treasurer,
Independence Health Group*
- Veronica McKee**
*CMP, Chief Marketing Officer,
Haverford Trust*
- Danielle Pinto**
Account Marketing Lead, Accenture
- Chris Rehmann**
*Regional Vice President, IntePros
Consulting*
- William Sasso, ESQ**
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& Young, LLP*
- William Sautter**
*President & CEO, Elliott-Lewis
Corporation*
- Michael R. Vennera**
*Executive Vice President and Chief
Strategy, Corporate Development, and
Information Officer, Independence
Health Group*

- Molly Watson**
Chief Marketing Officer, IndeVets
- Matt Webb**
*Senior Vice President, Marketing
Strategy, Cencora*
- GRANT ADVISORY COMMITTEE**
- Eileen DeBenedictis**
*Wellness & Fitness Professional,
Independent Health*
- Gregory D. Garber, MSW, LCSW**
*Director of Oncology Support Services,
Department of Medical Oncology,
Thomas Jefferson University Hospital*
- Reetika Kumar, MD, FACP**
*Vice President-Strategic Clinical
Solutions, Independence Blue Cross*
- Mary Sammon, MD**
*Pediatrician, Nemours Children's
Health System*

19TH ANNUAL FRED'S FOOTSTEPS Golf Fun Day

Thank you to everyone who joined us for the **SOLD OUT** 19th Annual Golf Fun Day on Monday, September 18, 2023. Attendees enjoyed a day of golf, reception at Philadelphia Country Club, and lively auction with Coach Dick Vermeil as auctioneer. Special thanks to our incredible event committee and sponsors.



Event Committee

Fred DiBona III
John Dougherty, Jr.
Patrick Gillespie, Jr.
Greg Kozlowski
Alan Krigstein
Brian Lobley
Brett Mayfield
Ted Piotrowicz
Tom Quirk
Michael Shulof
Jack Slye

PRESENTING SPONSOR

Independence 

TITLE SPONSOR

accenture

DINNER SPONSORS

The Abele Family Foundation
celebrates
 **Ursinus College**

The Gillespie Family

The Oswald Family

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RONON**  **VISTRIA**

TECHNOLOGY SPONSOR

CapTech

RAFFLE SPONSOR

 **EY** Building a better
working world

GIVEAWAY SPONSOR

CENTRO BENEFITS RESEARCH



Thank you to everyone who joined us for a nostalgic stroll on the boardwalk to benefit our work supporting families in Greater Philadelphia struggling to care for their seriously ill, injured, or disabled child. Party in the Yard took place on March 4, 2023 at the spectacular Urban Outfitters Headquarters in the Philadelphia Navy Yard filled with cocktails, delicious food, live and silent auctions, beach-ready raffle prizes, music and dancing.



Event Committee

- Keri Aikey
- Kathy Albanese
- Janine Baschoff
- Teresa DiBona
- Marie Gillespie
- Gokcen Gurk
- Maria Luis
- Matt Lynch
- Lisa Oswald
- Lauren Pennington
- Casey Poulimenos
- Alisha Slye
- Jen Szychter
- Olivia Witt



We are thrilled to shine the spotlight on Vynamic, our dedicated partner and Presenting Sponsor for Party in the Yard for an incredible eight years running. Their steadfast commitment has been instrumental in transforming this event into the celebration it is today.



PRESENTING BOARDWALK SPONSOR



SAND CASTLE SPONSOR



PROMENADE SPONSORS



SAVE THE DATE

Party in the Yard will return to Urban Outfitters, Inc. on **March 9, 2024.**

Young Professionals GOLF CLASSIC

This year's 4th Annual Young Professionals Golf Classic raised nearly \$17,000 in support of Fred's Footsteps' mission, bringing its fundraising total to over \$70,000 since the event's inception in 2020. In addition to raising money, we had a wonderful turnout! On this unseasonably warm day in October, 31 foursomes played an afternoon scramble followed by a reception, dinner, raffle, and prizes at the 1912 Club. Congratulations to our dedicated event committee on this incredible success, and THANK YOU!



Event Committee

(from left to right)
Michael Turner
Chris Rehmann
Mike Conaboy
Kristen Easton
Regina Heffernan
Sonnonedria Miller
(not pictured)

PRESENTING SPONSOR



RECEPTION SPONSORS



LUNCH SPONSORS

Five Iron Golf

Ovia Health

The Phia Group

TRANSFUSION SPONSOR

Christine & Brian Lobley

GIVEAWAY SPONSORS

D'Angelo & Easton PC

Ernest D. Menold, Inc.

Jeanie & Shawn Heffernan

Lake & Pilot Construction

progyny

Steamfitters Local Union 420

Sword Health



Chris Rehmann

Fred's Footsteps would like to acknowledge IntePros for their tireless support of our mission. From being the Presenting Sponsor of the 2023 Young Professionals Golf Classic, to being a key sponsor at Party in the Yard, to volunteering their time and talent, we are truly grateful for their support.

Shoutout to Chris Rehmann for his dedication and partnership. As a Fred's Footsteps Fellows Graduate and current Fred's Footsteps Board Member, he has been integral in helping us advance our mission. IntePros provides highly skilled consultants for business organizations across the country in the following business practices: centralized and project delivery PMO, information technology, and quality & regulatory compliance.

TOP

5

THINGS

We're Grateful for This Year



KISTLER-TIFFANY
FOUNDATION

1

Transformational Donation from Kistler-Tiffany Foundation

Fred's Footsteps is grateful beyond words for the incredible generosity of the Kistler-Tiffany Foundation for their \$100,000 donation to help families in our program. This donation benefited over **20 families** caring for medically-complex children with mortgage and rent payments, utility payments, a bathroom modification, medical crib, wheelchair van, wheelchair, bath chair, and more. With their unwavering support, we can continue to make a meaningful difference in the lives of these extraordinary families, one step at a time.

2

Former Families Turned Fundraisers

So far this year, we've had six former families host Facebook fundraisers to benefit Fred's. As a former recipient, these folks know just how impactful these donations will be for the current families caring for a medically-complex child. It means so much to us to have former families remember us—and their loved ones—and give back in this way.

Did you know that we offer tools to make fundraising for Fred's easy? We can set you up with a custom page complete with a convenient link to put in your social feeds or send to friends and family. Raise money in honor or remembrance of a loved one, or to commemorate your next life event. Contact us at marie@fredsfootsteps.org to learn more.



Friends & Partnerships

3

New Friends

Here's to new partnerships! Corporate partnerships are the cornerstone of our fundraising foundation- they make up almost 60% of our revenue year over year. We are blessed to have had consistent partnerships with some of the area's leading companies. But it's always a unique privilege to embark on new relationships with new partners.

This year we are grateful to add BlackRock to our roster of philanthropic Philadelphia-based backers.

Thank you, Michael Turner, for nominating Fred's Footsteps to receive a *BlackRock Gives* employee-nominated grant for \$10,000 to support our core program. We are so grateful for this new partnership!



4

Supporters who Sport

This year, we're grateful for our supporters who sport our merchandise to represent our brand and mission in their daily lives. In 2023, we launched our merchandise, with all proceeds going to support the families we serve. From our super luxe, extra-large towel, to our soft-as-butter hoodie and tee, there's still a chance to get yours here!

<https://fredsfootsteps.org/ways-to-give/merchandise>



5

One Year of Pat's Projects

It is hard to believe that it has been over a year since the formation of Pat's Projects, honoring the life and legacy of former Fred's Footsteps board member Pat Gillespie, Sr. This fund supports home renovation projects, accessibility projects, and specialized equipment to provide safety and independence for children in our program. Over the past year, we have supported 18 families through this initiative providing over \$100,000 in funding for room modifications, bathroom renovations, medical cribs, wheelchairs, bath chairs, accessible vans, Rifton bikes, ramps and more.

To the Fred's Footsteps community,

Hi, my name is Carol Tiggett. Growing up, life was hard. I suffered unspeakable abuse at the hands of the people who were supposed to love me the most. As a child, I promised myself that when I grew up and had my own children, I would give them the kind of unconditional love and care that I didn't get. I vowed to give my children a safe and beautiful life.

Today I am a proud momma of six amazing children who light up every room they are in: Sandy, Carol, Maurice, Eugene, Isaiah, and Emily. My children are smart, caring, loving, and very respectful. We all love each other very much and have a wonderful family life.

But everything changed on August 1, 2022, when my oldest daughter and best friend, 14-year-old Sandy, had an asthma attack and went into cardiac arrest giving her severe and permanent brain damage. She went from running, playing, and swimming to being completely unable to care for herself. She is now fully disabled and depends on us for everything.

Sandy's cardiac arrest and brain injury had a major impact on our family's finances. I left my job at UPS to be able to take the train back and forth to CHOP for months to be with Sandy and to learn how to care for her medical needs. My husband also had to take time off from work to be with our other kids and to train in Sandy's care. Fred's Footsteps paid several months of our rent during this awful time. This helped us get everything we needed ready for Sandy to finally come home from the hospital in December.

Before I met Fred's Footsteps, I had lost faith in even asking for help and believed that no one cared. But Fred's Footsteps changed that. They have treated us like family, checking in for updates, giving us gifts, and with their financial help they also have given us some hope for the future.

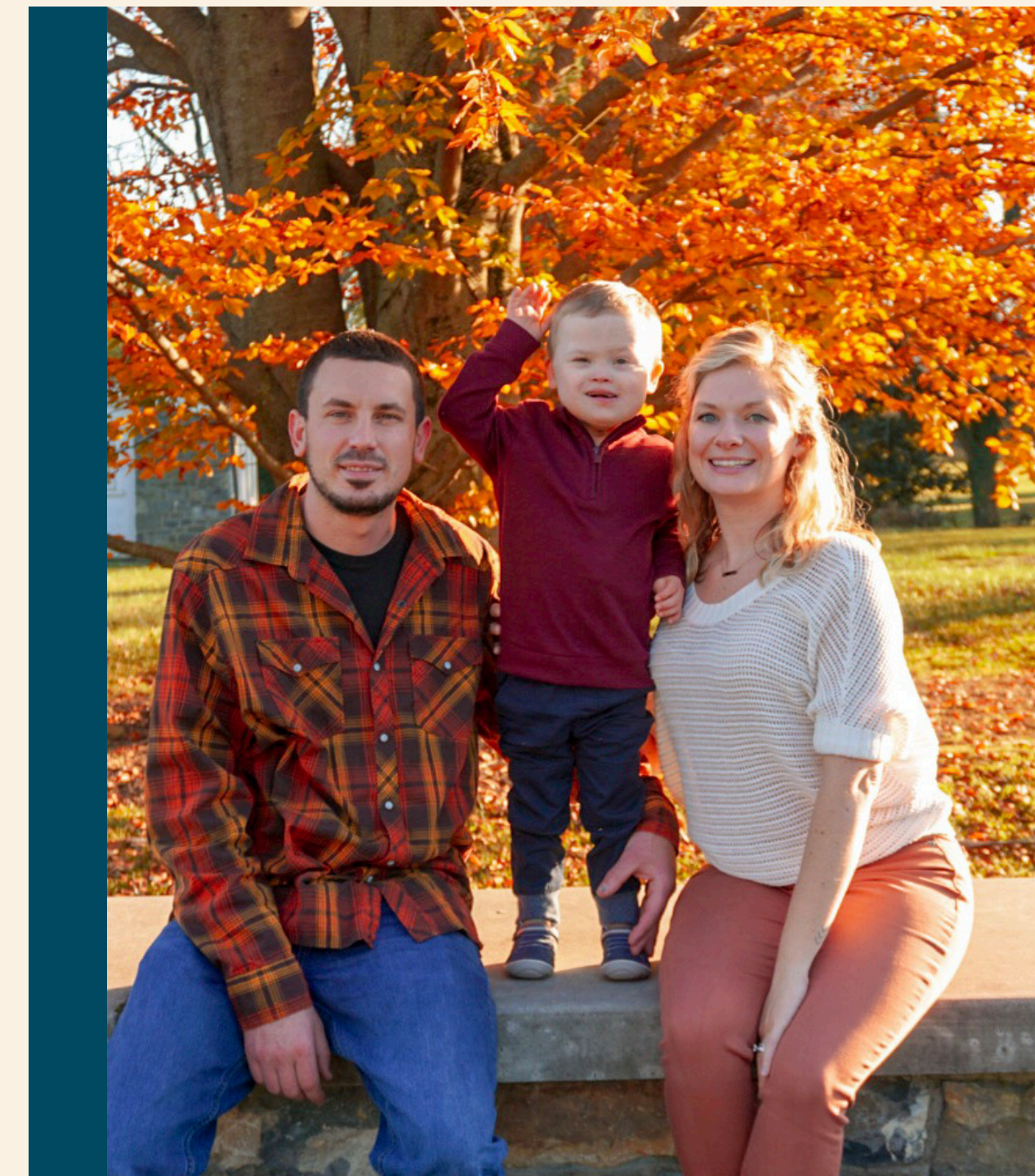
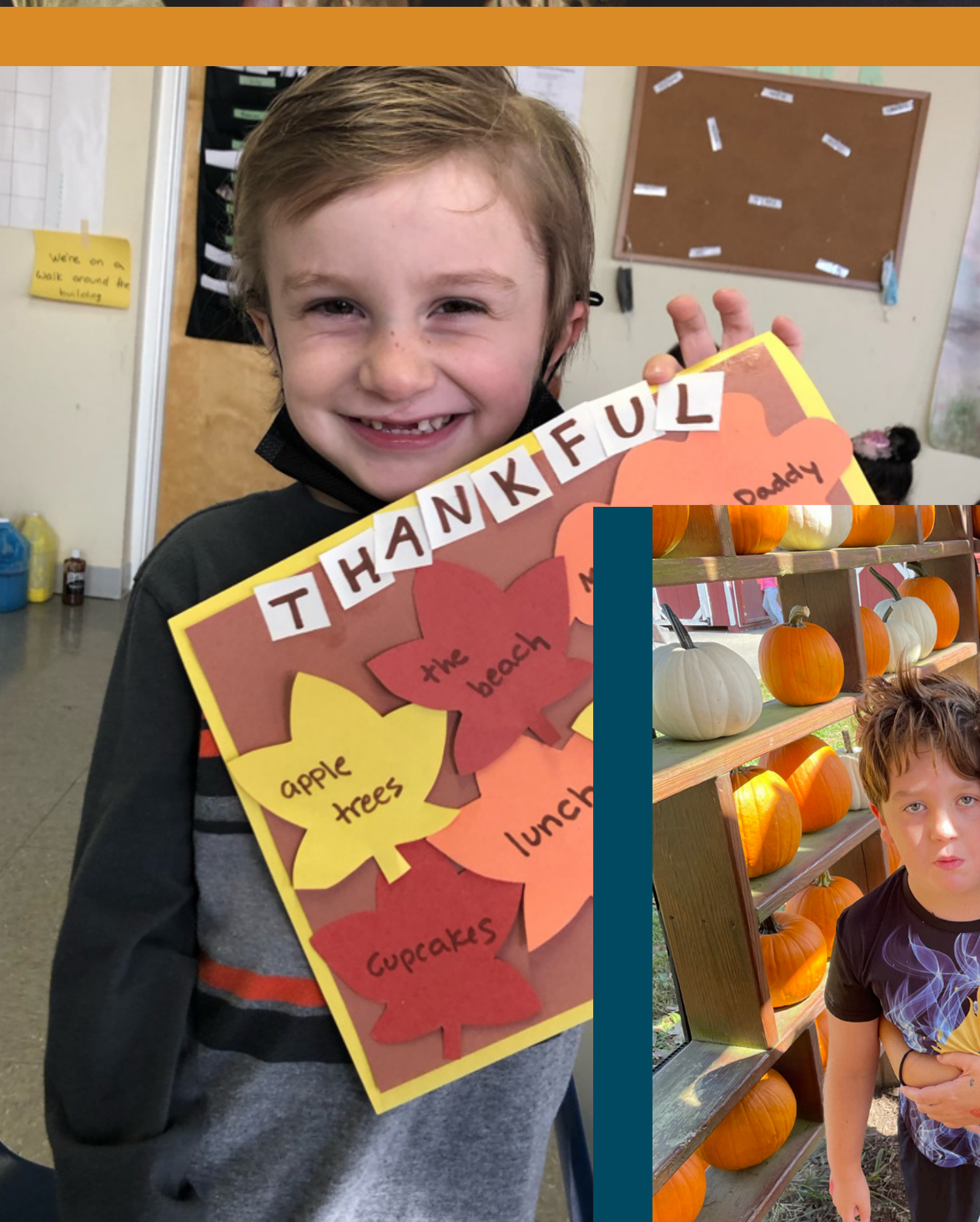
To the donors of Fred's Footsteps, thank you for everything you all have done for my family and the loving support of our big girl, Sandy. It feels amazing to know there are sweet people out there who truly care about Sandy, me, and our family. I have never met people in a program that are as kindhearted, generous, and loving the way you all are.

I hope you keep blessing everyone!

Carol Tiggett



Fall Favorites





A Mile in Their Footsteps

Through the "Mile in their Footsteps" campaign, we invite you to delve deeper into the experiences of our families to see the hardships they endure through their own lens. The struggle is real – but so is the real-time, real-life relief Fred's Footsteps provides. See their stories at fredsfootsteps.org/amileintheirfootsteps



"Nobody plans for this. It gets hard and the financial impact [of having a critically ill child] is devastating. Fred's Footsteps has been so instrumental in helping us. They paid our rent for three months- that's huge. That small gift alone takes a huge financial burden and gives a little bit of relief to an ongoing, desperate struggle and situation. We are just so thankful and grateful."

– Maryann & Ryan



"During the months of Robbi's hospitalization, we often felt a bit lost and disconnected from our community. But Fred's Footsteps showed us the love and genuine kindness of strangers at a time when we never expected it, and when we needed it the most. We're so thankful, not just for the financial relief, but for the love that was provided to our family during this difficult time. By helping us keep our home, you helped our relationship not to suffer unnecessary stress, and you allowed us to care for our Robbi. Fred's Footsteps was a non-profit that we hadn't even heard of. And now, you are truly a part of our family. Thank you. Thank you. Thank you."

– Rob & Tonya



"The renovation has helped tremendously in that shower time is no longer a struggle for either of us. He's able to access the shower, for the most part, independently and safely, and there's no longer arguing with me about taking a shower. It's been really amazing for him—to watch him be able to be independent and not require Mom to shower. And to have people understand what we experience every day and want to help a child like Kellen and a family like ours – it really does renew our faith."

– Corrine



"She now has her own bathroom. It makes everything so much easier than how it was. It's just been a blessing having this room for her. It's lifesaving. Without Fred's Footsteps, there's a lot of families that would suffer or continue to suffer when they have a severely disabled child like we do. And we appreciate everything that Fred's Footsteps has done for us."

– Matt & Tara



"Fred's Footsteps is an organization that was near life changing during a very difficult time in our lives. Without the financial support we received, the burden of returning to work earlier than needed would have been truly overwhelming. Diane reached out multiple times to make sure we were okay once we joined the Fred's Footsteps Family. I am looking forward to partnering and giving back with this organization in the future."

– Jayme & Mike



– *Our* VISION –

So a child's care can be a parent's only worry.



940 Haverford Road | Suite LL-1 | Bryn Mawr, PA 19010

fredsfootsteps.org