

ESA Foundation
“Serving the World Community...Because We Care”
2025 State of the Foundation

Chairman’s Report – Kimberley Mandrell

As the Chairman of the ESA Foundation Board of Directors, it is my great pleasure to share the many accomplishments of the Foundation during the year 2025. Because of our many financial supporters, friends, and members, we are able to continue the good works of the Foundation programs.

FINANCIAL DATA

Assets and Liabilities

As of December 31, 2025, the total assets in the ESA Foundation were \$6,352,600. The total liabilities were \$204,966. The scholarship liabilities will be paid directly to the institutions of higher learning this coming academic year.

Investments

The return on investment (ROI) for 2025 was 8.26%

Our Investment Planner is with Morgan Stanley. A team from Morgan Stanley monitors the portfolio and routinely makes recommendations to the Board to protect and advance the Foundation’s assets and to advise us of future opportunities and/or concerns.

The total investment portfolio on December 31, 2025, was \$5,816,582 reflecting a gain of \$283,540 since December 31, 2024.

The 2025 Balance Sheet and Statement of Revenue and Functional Expenses are included at the end of this report.

Cost Improvement

To reduce the cost of conducting business, the Foundation trialed the use of Zeffy for credit card purchases. The Zeffy application is a no cost option to the Foundation route for credit card purchases. For 2025, the Foundation saved approximately \$520 in credit card charge. As a result of this progress, the Foundation has started to fully utilize Zeffy for all of the different sources of donations.

MEMBERSHIP

This year's active membership total, as recorded for voting purposes in 2025, was 881. As of 2023, membership dues are \$40.

Life Active Membership

An individual, chapter, council, or other organization may become a Life Active Member by making a \$500 membership donation to the Foundation. The Life Active Membership (LAM) program continues to grow because of individual and group contributions. The Career Enhancement Grant Program continues to be supported by these generous financial donations. These grants are awarded to individuals/groups needing financial assistance for career opportunities, advanced training, and training for individuals at risk who are unable to locate funds to assist otherwise.

In 2025, there were 5 new Life Active members bringing the total life active membership to 542.

PROGRAMS

Planned Giving Program

Through its Planned Giving Program, the ESA Foundation provides a way for individuals to benefit charitable causes while leaving sufficient funds for loved ones. A major objective of this program is to generate awareness of the ESA Foundation and the charitable opportunities that are available to help support the Foundation. Those who choose to participate in this program may do so by donating through their wills, trusts, investments, property, life insurance, retirement plans, and more. Planned Giving is an opportunity to provide for loved ones, fulfill charitable goals, and save money on taxes. There were no new planned givers identified in 2025.

Endowment Program

Endowments can be established easily with \$100 plus the submission of properly completed paperwork.

In order for full endowment status, an endowment must have a minimum of \$5,000 paid into the account. Endowments become part of a restricted fund which earns return on investment (ROI) monies, which are treated as interest, and may award a scholarship when enough is earned to allow for an award. Amounts allotted to any given scholarship are determined through a budgetary spending policy established by the Board of Directors combined with directives from the donors or their designees. In 2025, the Board continued the conservative spending policy in light of the current economic financial environment. These actions were taken to sustain endowment status.

In 2025, there were three new endowments that were established.

Scholarship Program

The Foundation continues to use the comprehensive online scholarship application program.

The Scholarship Processing Team is comprised of coordinators who are responsible for obtaining the judges. This report is as of Scholarship Season ending 2/1/2025 with a total of 2,785 applications, 90 scholarships awarded for the 2025-2026 Academic year for a total of \$71,000.

Since the inception of the scholarship program in 1980, 4,531 scholarships were awarded for a total amount of \$4,717,103. A complete listing of all scholarship winners is provided annually on the ESAF Scholarship website.

Grants

ESA Foundation Grants are funded by a portion of the return on investment from the Life Active Memberships plus additional donations by members and other interested parties. In 2025, three grants were awarded for a total amount of \$6,000. An additional \$5,000 grant was paid to St. Jude Biomedical Sciences Graduate School program bringing the total paid to \$45,000 towards the \$50,000 commitment.

The Board continues to publicize and talk with members about the need to increase grant donations. There currently is an approved policy maximum of \$2,000 per award.

Workshop Events

The Foundation did not host any workshops in 2025.

Turn-Around Fund Program

Any entity that follows the 501(c)3 guidelines may use this internally funded grant program. Designated contributions in 2025 for the Turn-Around Fund totaled \$122,636. The Board is pleased our members use this means to contribute to recognized charities. We continue to encourage the utilization of this program as it increases the total revenues into this entity. This increased use helps the ESA Foundation maintain its 501(c)3 status.

The Board received several comments on the time it was taking to get turnaround checks back so they could be presented to the receiving charity. The Board worked with the Membership Corporation staff to implement tracking of funds as well as improve communications so the individuals submitting funds to the Turnaround Fund program were up to date of the status of their request.

FUNDRAISING PROGRAMS

Fantasy Event

The theme for this year's Fantasy Event was "Journey into the BIG Blue". ESA Foundation members donated \$5,345 to this 'non-event' event as they celebrated with the Board by *not* attending the party. We encourage members to continue their support of this event in the future.

Foundation Fund Fest

ESA Foundation volunteers were involved in another evening of fun, excitement, and fundraising in the 2025 Foundation Fund Fest in Cary, North Carolina. Participants took part in live auctions of donated articles and state contributed baskets, various games, silent auctions as well as playing games “Carnival Fund Fair”. Proceeds from the evening, including table sponsors and other donations, exceeded \$15,685. This event always has a lot of support from our members who volunteer and who donate items. The Board appreciates everyone’s help in making this year’s event a success.

AWARDS

Plateaus of Achievement 2024

Seventy-three (73) new Plateaus of Achievement were recognized in the 2025 ESAF fall newsletter.

The Plateaus of Achievement are designated to recognize individual members, businesses, and chapter, city, state, and regional councils for their monetary contributions to ESA Foundation programs. Each time a donor reaches a new Plateau level of giving, they are recognized.

Robert and Dixie Palmer Recognition

Through a special donation of \$1,000, outstanding ESA members may be presented with this prestigious award. This donation provides recognition to a worthy recipient. This award was not presented this year.

Stewardship

Financial support for the Foundation in the amount of \$500 can be donated to recognize individuals who continually help in promoting the ESA Foundation and its many projects without seeking recognition or rewards for the help they may provide for others. This award was not presented this year.

Humanitarian Award

ESA Foundation members can recognize individuals in their communities who promote the welfare of humanity by aiding those who are less fortunate and by eliminating the suffering of others. The Humanitarian Award was established for this purpose. Individuals who are nominated may not be members of the Foundation. No Humanitarian Awards were presented in 2025.

ESA FOUNDATION WEBSITE

www.epsilonsigmaalpha.org/about/ESA-Foundation

The website continues to be maintained by ESAMC staff with input and information given to the staff by the Website Chairman from the Foundation.

LEADERSHIP

A rotation of Board members is established in the bylaws, with 3 Directors being elected for 2 years and 2 Directors being elected in the third year. A Director is elected for a 3-year term. Directors are allowed to serve 2 consecutive terms. The following Board members served in 2025.

Chairman of the Board:	Kim Mandrell
Vice Chairman:	Rosalie Griffith
Secretary:	Tammy Akines
Treasurer:	Gordon Leong
Director:	Kathy Loyd (incoming)
Director:	Anne Murry (incoming)
Director:	Judith King
Director:	Jennifer Sparkman (incoming)
Advisor:	Rosalee Echele
Foundation Fund Fest Chairs:	Patricia Howerton/Tammy Akines

The Board of Directors continues to provide extensive commitment and vision for the ESA Foundation. To fulfil their role, in which they were elected, they strive to provide successful leadership of the programs in which they oversee.

ESA Foundation name and logo are trademarked. All documents and postings are vetted through the ESAMC staff to assure proper use.

It is an honor to serve on the ESA Foundation Board as Chairman. 2025 continued to be a challenging year because of the varied financial situations. The Directors are dedicated and have worked diligently and cohesively through each of the situations. The work this Foundation does impacts so many, as it gives opportunities for many individuals to give and provides so much by allowing so many people to receive. I am extremely grateful for the opportunity to serve.

ESA Foundation
Balance Sheet
December 31, 2025

	12/31/2025	12/31/2024
Assets		
Cash	\$ 534,928	\$ 389,389
Accounts Receivable, NET	500	720
Prepaid Expenses	590	3,968
Fixed Assets	172,137	172,137
Accumulated Depreciation	(172,137)	(172,137)
Net Fixed Assets	-	-
Investments	5,816,582	5,533,042
Total Assets	<u>\$ 6,352,600</u>	<u>\$ 5,927,119</u>
 Liabilities and Capital		
Accounts Payable and Accrued Expenses	91,416	138,491
Grants Payable	113,550	87,900
Total Liabilities	<u>204,966</u>	<u>226,391</u>
 Net Assets/Fund Balances		
Net Assets without Donor Restrictions	267,603	257,930
Net Assets with Donor Restrictions	5,880,031	5,442,798
Total Net Assets	<u>6,147,633</u>	<u>5,700,728</u>
 Total Liabilities and Net Assets/Fund Balances	 <u>\$ 6,352,600</u>	 <u>\$ 5,927,119</u>

ESA Foundation
Statement of Revenue and Functional Expenses
For the 12 Months Ending December 31, 2025

	12/31/2025	12/31/2024
Statement of Revenue		
Membership Dues	\$ 44,110	\$ 45,060
Fundraising Events	29,596	33,681
Program Revenue	330,218	292,150
Investment Income (Loss)	462,172	635,133
Total Revenue	866,095	1,006,024
 Statement of Functional Expenses		
Grants and Other Assistance Other Organizations	122,636	173,134
Grants to Individuals	123,100	90,359
Legal Fees	-	-
Accounting Fees	1,086	1,041
Investment Management Fees	20,435	20,023
Information Technology	12,848	13,987
Depreciation	-	6,197
Insurance	1,937	1,958
Administration Fees	91,200	91,200
Directors' Education/Travel	7,548	4,490
Office Expense	19,553	18,034
Other Fees		
Total Functional Expenses:	400,343	420,423
 Revenue Less Expenses:	\$ 465,752	\$ 585,601