

Tracy Family Foundation

Annual Report



2025



Dear Organization Partners,

When Robert and Dorothy Tracy founded Dot Foods in 1960, their vision extended far beyond building a successful business. They believed that businesses have a responsibility to help communities thrive and families flourish. From the beginning, their hope was that Dot Foods would not only serve food manufacturers and distributors well, but also provide a good home for people to live, work, and raise their families.

That enduring belief is carried forward through the Tracy Family Foundation. Established to reflect the founders' values and commitment to community and family, we exist to invest in people and organizations that are creating lasting, positive change. In 2025, the Tracy Family Foundation awarded more than \$13.4 million in grants to organizations working to strengthen families, invest in youth, expand educational opportunities, and improve mental health. These priorities represent what we believe are the essential building blocks of healthy, resilient communities.

Our approach is intentionally relational and values-driven. We seek out partners who share our belief that real impact happens when organizations are trusted, supported, and encouraged to do their best work. We are committed not only to funding impact, but also to walking alongside those who are making a difference every day.

We are proud of what we accomplished in 2025 and hope you enjoy this snapshot of our work. Even more, we are proud of the countless stories behind the numbers in this report—stories of how we sought to honor legacy, listen first, celebrate faith, connect authentically, and challenge what's possible.

Together with our partners, we remain deeply committed to building stronger families, healthier communities, and a better world for generations to come.

With gratitude,

TFF Staff and Board

About the Tracy Family Foundation

The Tracy Family Foundation (TFF) was established in 1997 by the children of Robert and Dorothy Tracy as a way to steward the family's blessings and honor their parents' legacy. Today, members of the second, third, and fourth generations remain actively engaged in carrying forward that tradition of generosity and service.

TFF is supported by Dot Foods, the nation's largest food industry redistributor, which is owned and operated by the Tracy family and serves consumers across the globe.

Guided by the values of Robert and Dorothy Tracy, the Foundation is committed to thoughtful, strategic philanthropy that strengthens communities and helps families flourish.



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Our Mission

The Tracy Family Foundation helps communities thrive and families flourish guided by the legacy of Robert & Dorothy Tracy.

Our Values

Honor Legacy

We give in a way that would make Robert & Dorothy proud. We connect the Tracy family to Brown County and develop a philanthropic spirit across all generations.

Listen First

We engage the communities we serve with curiosity. We believe lived experience is a valuable form of expertise. We listen and learn.

Celebrate Faith

We find strength in prayer and the faith that guided Robert & Dorothy as they built their family. We honor and respect all faiths while remaining committed to the Catholic and Christian faith in which the Tracy family is deeply rooted.

Connect Authentically

We understand that authentic connections require an investment of heart and time. We grow collaborative and compassionate relationships with our organization partners, the Tracy family, and the communities we serve.

Challenge What's Possible

We challenge and encourage ourselves, family members, and our organization partners to think big. We have high expectations and believe people and communities can accomplish great things.

IN 2025...

77%

of TFF's grant awards supported projects and programs in West Central IL



23%

supported work in other parts of the country



\$13,480,296

in grants awarded in 2025!

The Foundation's Core Focus Areas

Our commitment to helping communities thrive and families flourish is advanced through five focus areas. Rooted in the values of Robert and Dorothy Tracy, these areas shape our approach to driving meaningful and lasting change in communities.

Education

Brown County

Mental Health

Youth

Families



Education

We cultivate learning communities that inspire lifelong learners, leaders, and problem-solvers.

TOTAL EDUCATION GRANTS AWARDED

\$2,834,191

through 101 grants

OUR EDUCATION WORK SEEKS TO:

- Encourage every child's potential
- Inspire a growth mindset
- Emphasize the whole child
- Strengthen quality and inspire excellence
- Build strategic partnership

AREAS OF WORK

*In West Central Illinois,
we partner with:*

- *Public Schools*
- *Catholic Schools*
- *Libraries*



#HalfTheStory

In 2025, our partnership with #HalfTheStory (HTS) significantly expanded its reach across West Central Illinois. HTS's Social Media U (SMU) curriculum equips students with practical tools to build healthier relationships with technology, strengthen emotional regulation, and develop balanced screen-time habits. During the 2024–25 school year, three schools implemented SMU. In 2025, participation quadrupled to 14 schools and community partners—surpassing our goal of 10—and reaching over 900 students across the region.

The measurable impact has been encouraging. 67% of participating students reported an improved relationship with technology, and 79% said they would recommend the program to a peer. Educators also reported increased confidence in leading conversations around screen time, sleep, online relationships, and digital boundaries. By expanding both school participation and documented student outcomes, this partnership is establishing a scalable and sustainable model for digital wellness in rural Illinois.

Ron Clark Academy

In 2025, we hosted our second annual Ron Clark Academy (RCA) Regional Showcase, welcoming 61 educators for a day of professional development and collaboration. RCA uses a student-centered approach that combines rigorous academics with strong relationships and real-world connections. Showcase participants engaged in training aligned with RCA instructional strategies and connected with peer schools implementing similar approaches, strengthening a growing network of innovative educators across the region.

Since launching our RCA initiative, we have awarded 58 grants totaling \$473,832 to support teacher development and classroom innovation. Of that amount, \$134,700 was awarded in 2025 alone, reflecting continued and meaningful investment in high-quality professional learning. This sustained support ensures educators have the resources and training needed to bring engaging, high-impact strategies to their students.

DonorsChoose

In 2025, we continued our partnership with DonorsChoose, a national nonprofit that connects teachers with donors to fund classroom needs. Through this collaboration, TFF provides matching funds that help educators across West Central Illinois secure essential resources and innovative tools for their students.

This year, we committed \$120,000 in matching funds, supporting 355 classroom projects and benefiting 235 teachers and 18,011 students across 63 schools. Funded requests most frequently focused on books, educational kits and games, classroom supplies, and instructional technology, demonstrating a need for continued investment in literacy, hands-on learning, and classroom innovation.

By aligning funding directly with educator-identified priorities, this partnership ensures resources reach classrooms quickly and effectively, expanding opportunities for students throughout the region.



\$120K

in DonorsChoose matching funds

355

classroom projects

18,011

students

235

teachers

63

schools

“This project had an immediate and meaningful impact on my students’ learning by giving them the structure and organization they needed to fully engage in the writing process.”

MRS. KOELLER

Western Junior High

Catholic Schools

Faith has been a cornerstone of the Tracy family, with Robert and Dorothy Tracy valuing the impact of Catholic education in their lives and the lives of their 12 children, all of whom attended Catholic grade school. This deeply rooted belief in the transformative power of Catholic education has inspired the Tracy Family Foundation (TFF) to actively support Catholic schools, ensuring they not only survive but thrive.

TFF is deeply committed to supporting 13 Catholic schools across West Central Illinois through an annual grant program designed to strengthen long-term sustainability and advance each school's mission. Each school may apply for up to \$50,000, with \$40,000 connected directly to goals identified in their strategic plan and an additional \$10,000 designated for any of the following priority areas: Marketing, Professional Development, Catholic Identity, and Tuition Support. These focus areas are refined each year through ongoing conversations with school leaders and guidance from our Catholic School Advisory Committee, ensuring that funding aligns with the most urgent needs and opportunities within our Catholic school community.

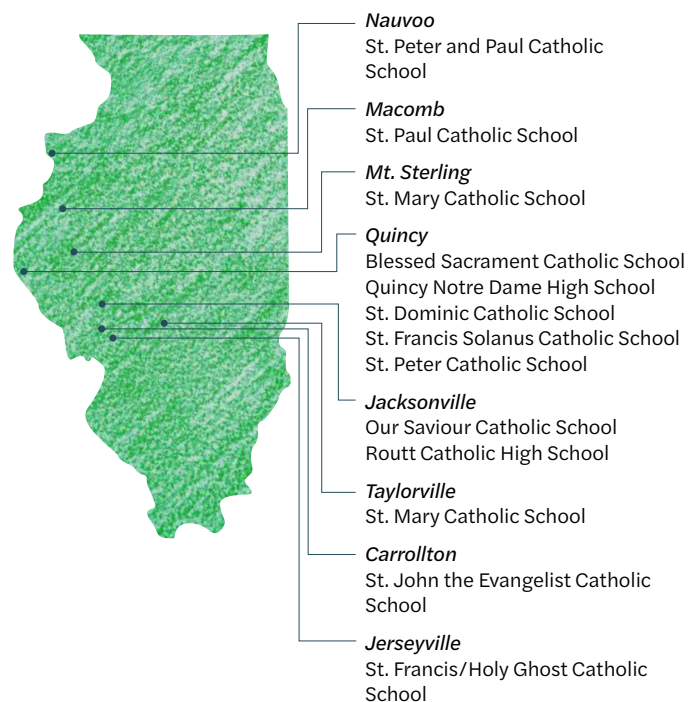
Partners in Mission

Partners in Mission (PIM), a national leader in Catholic school strategic planning and advancement, continues to play an important role in strengthening Catholic education across our region. Our partnership with PIM began in 2020, when PIM guided eight Catholic schools outside of Quincy through the development of five-year strategic plans. In 2023, that work expanded to include five Quincy schools, ensuring all 13 regional Catholic schools engaged in comprehensive planning for long-term sustainability and growth.

In 2025, PIM returned to the original eight schools to launch their second round of five-year strategic plans, marking an important moment of both continuity and progress. With streamlined processes and enhanced support, PIM has reduced administrative burden and allowed school leaders to focus more deeply on reflection, assessment, and goal setting. For several schools with new principals or leadership teams, this process represents a meaningful opportunity to shape a shared vision for the future. Across the region, the renewed planning effort has fostered strong collaboration, ownership, and forward momentum.

In 2025, we awarded more than \$1 million in Catholic school grants!

TFF offers 13 Catholic schools in West Central, IL the opportunity to participate in our Catholic Schools Grant Program.





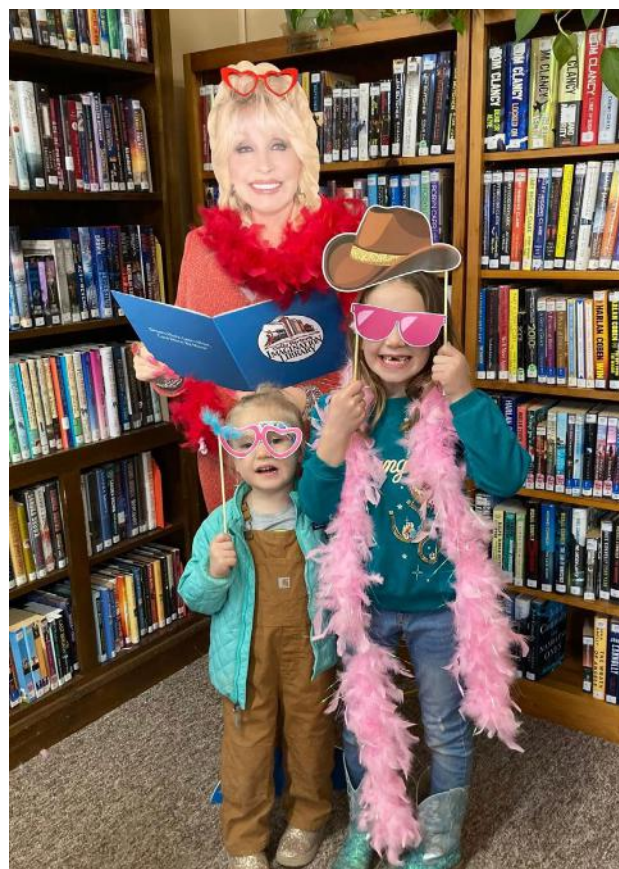
Libraries

The West Central Illinois Library Collaborative is a significant component of our Education work. Through the initiative, TFF provides funding to libraries across TFF's 10 counties to develop and enhance early childhood education programs and activities. Years ago, many libraries in our region lacked structured storytime sessions for young children. Today, we celebrate the transformation of these libraries, with each offering weekly or bi-weekly storytime. Additionally, many of our libraries have introduced a Move and Groove class, character visits, and StoryWalks to enrich early childhood language and literacy. Our mission is to continue this legacy of growth and support, ensuring libraries remain vibrant hubs for learning and community engagement.

The Little Library That Could

Colchester District Library, located in a town of 1,100 people, continues to demonstrate how a small library can make a meaningful regional impact. In 2025, the library stepped forward as the operational partner for Dolly Parton's Imagination Library in McDonough County, managing the behind-the-scenes coordination that ensures children receive high-quality, age-appropriate books each month.

The library also remains a strong champion of early learning. In addition to its weekly Story Hour and engaging Move & Groove sessions, Colchester launched Curiosity Club, a STEM program for children ages 6–10. Demand was so strong that a second weekly session was added to maintain small group sizes and personalized attention. Through thoughtful programming and steady leadership, the Colchester District Library continues to enrich families across the county and exemplify the powerful impact a small library can make.



Brown County

We empower Brown County, IL, to be a magnet community where people live, learn, work, and play.

TOTAL BROWN COUNTY GRANTS AWARDED

\$3,647,283

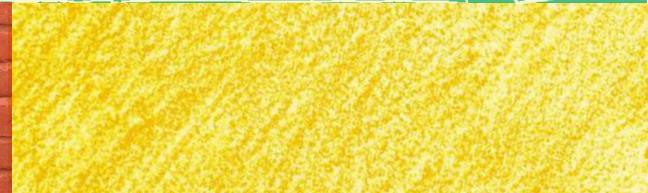
through 58 grants

OUR BROWN COUNTY WORK SEEKS TO:

- Encourage quality education
- Build community
- Develop infrastructure
- Strengthen recreation
- Spur the local economy

Mt. Sterling is where Robert and Dorothy Tracy raised their 12 children and where the Tracy family continues to call home. It is also where Dot Foods began in 1960 and remains headquartered today. Brown County is deeply rooted in the Tracy family's story, and its continued vitality remains a priority for the Tracy Family Foundation.

TFF is committed to helping Mt. Sterling and Brown County grow as strong, vibrant communities that shine as models of rural revitalization and health.





The Rink

For the third consecutive season, TFF and Action Brown County (ABC) partnered to deliver The Rink, the only outdoor ice-skating rink in West Central Illinois. This year, The Rink relocated to a new site behind the Brown County Courthouse in uptown Mt. Sterling, creating a charming, festive setting complete with trees wrapped in lights and a more centralized layout for skaters and families. Although weather limited operations, total attendance reached just under 4,000 skaters, with approximately 60% traveling from outside Brown County. Guests represented 42 zip codes across six states, reinforcing The Rink's growing reputation as a regional destination. After skating, visitors frequently dined and shopped locally, creating meaningful economic impact for uptown businesses.



Lake Trail

Momentum continues to build around the Lake Trail, an important extension of Brown County's Trailways plan. The 1.25-mile addition will connect the Clark Park Loop to Mt. Sterling Lake, enhancing recreation opportunities and strengthening community connectivity. Construction will begin in spring 2026. The project reflects strong community collaboration, including generous land contributions from local property owners and leadership from the Mt. Sterling Park District. Building on the success of the Clark Park Loop Trail, completed in fall 2024, the Lake Trail will further expand outdoor access and promote healthy, active lifestyles in the community.



Rendering of future Lake Trail



Brown County Promise

In 2024, the Tracy Family Foundation transformed its scholarship model for Brown County High School (BCHS) graduates by launching the Brown County Promise Program. Rather than awarding a limited number of competitive scholarships, the Promise Program “promises” to support every student who meets the program requirements. This shift ensures that more BCHS graduates have access to the financial resources they need to continue their education and pursue meaningful career pathways.

In 2025, TFF awarded the most scholarships in a single year. 32 BCHS graduates were awarded a Brown County Promise scholarship, each eligible for up to \$18,000 over four years. Scholarships may be used at four-year universities, community colleges, and accredited career or technical training programs.

TFF’s long-term **goal is for 75% of BCHS graduates to earn a post-secondary credential within five years of high school graduation.** The Promise Program continues to be a cornerstone strategy for making that vision a reality.



Since 2011, TFF has awarded BCHS graduates 234 scholarships worth \$2.2M. These investments catalyze student success and help to make Brown County a great place to live, work, and raise a family.

Uptown Façade Improvement

TFF remains committed to strengthening and revitalizing Mt. Sterling's Uptown Business District through its Façade Improvement Program. This year brought continued progress, with several projects advancing or reaching completion.

Renovation of the historic Democrat-Message building is nearing completion, while Yingling Builders enhanced their storefront with new signage and an updated entrance. In September, Sportsman's Tavern received a full façade restoration including cleaning, repairs, and fresh paint that restored the building's historic character. **Since launching in 2012, the program has invested \$381,840 into 17 façade projects** along Main Street and Capitol Avenue in Mt. Sterling. These improvements have significantly enhanced the visual appeal of uptown and encouraged additional private investment in the district.



Mt. Sterling Housing Initiatives

In 2025, Mt. Sterling took important steps to move from housing discussions to action. Through a comprehensive housing study conducted in partnership with the Tracy Family Foundation, the City identified near- and mid-term housing needs, target unit types and price points, and practical strategies to address gaps in workforce, family, and senior housing.

This effort created a shared, data-informed vision and an actionable roadmap for development, including infill opportunities. A key milestone was Mt. Sterling's decision to join the Central Illinois Land Bank Authority, providing a new tool to strategically acquire properties and support future housing development. With the groundwork now in place, the community is well positioned to move toward implementation in 2026.



Mental Health

We strengthen the lives of children, families, and adults by championing mental health.

OUR MENTAL HEALTH WORK SEEKS TO:

- Begin with proactive prevention of mental illness
- Develop strategies to identify mental illness early
- Connect people with mental health treatment
- Normalize healthy conversations about mental health

TOTAL MENTAL HEALTH GRANTS AWARDED

\$872,984
through 27 grants

“Behavioral Health visits occur more frequently than other medical services. This creates a burden for families in rural areas to provide weekly transportation. We aim to reduce that burden so kids can be seen at school locations when they need it.”

-GAVIN O'NEIL, LCSW AT MEMORIAL HOSPITAL
Referencing the vital need of a TFF funded mobile mental health unit.



Mobile Mental Health

After identifying transportation challenges and limited scheduling flexibility as major barriers to youth accessing counseling services, Memorial Hospital in Hancock County introduced an innovative solution, bringing mental health care directly to students during the school day through a mobile mental health unit.

Since its launch two years ago, the unit has delivered 1,405 visits, including 705 visits this school year alone. With a 90% attendance rate (significantly higher than the 62% rate at traditional brick-and-mortar clinics) the mobile model has proven both accessible and effective. Today, 32% of Memorial's total counseling visits occur on the mobile unit. Operating Monday through Friday during school hours, the unit serves multiple schools across Hancock County, ensuring students receive timely and consistent support. In response to this strong success, TFF contributed \$120,000 in 2025 to help launch a second mobile mental health unit, which will expand access to care even further.



"We're so grateful for the mobile clinic for providing a convenient and fun way to help our son. It's such a casual and fun way to make a positive and meaningful difference."

PARENT TESTIMONIAL

NAMI West Central Illinois

NAMI is the nation's largest grassroots organization for people affected by mental illness and provides mental health support, education, and advocacy to communities. Since partnering with TFF to launch the West Central Illinois affiliate in 2024, NAMI programming has expanded to six counties, with continued growth planned across all 10 counties in the region. In 2025, NAMI West Central Illinois (NAMI WCI) hosted its first NAMIWalks event, a day centered on connection, hope, and community support. With 99 individual donations, the event raised \$11,805 to strengthen local mental health efforts.

In addition to community-based programming, NAMI WCI now has three chapters of NAMI On Campus. These chapters, active at two colleges and one high school in the region, have become a meaningful way to engage young people in mental health awareness and advocacy.

All funds raised by NAMI WCI stay local, supporting volunteer training, expanding outreach, and increasing awareness of available resources. These efforts sustain essential programs such as Family Support Groups, Connection Support Groups, and free educational programming throughout West Central Illinois. TFF remains proud to partner with NAMI in building a stronger, more supportive community for individuals and families affected by mental health conditions.

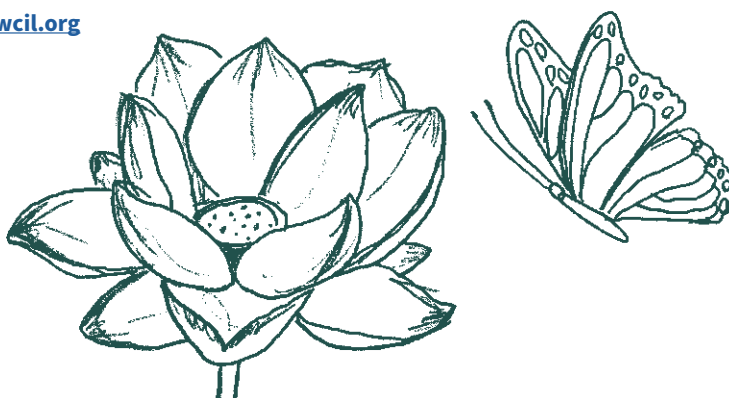
To learn more or get involved, visit: namiwcil.org



Rural Behavioral Health Institute

In 2025, TFF more than doubled our financial support of the Rural Behavioral Health Institute (RBHI), investing \$160,000 to expand access to proactive mental health screening and support across West Central Illinois. With this expansion, RBHI has served more than 2,500 students in 17 schools and districts. Screenings thus far revealed a difficult reality: 8% of students reported clinically significant depression symptoms, 9% reported clinically significant anxiety symptoms, and 7% of participating students were identified as having a recent high risk of future suicide. These findings highlight the urgent need for youth mental health services in rural IL. Untreated mental illnesses can lead to more school absences and lower grades, poorer social functioning, and a higher risk of violence, suicide, and chronic health problems.

Every student identified as high risk receives immediate intervention, and we have already seen positive results. Among students who participated the last two years, we have seen a 21% reduction in depression symptoms, a 26% reduction in anxiety symptoms, and a 94% decrease in suicidality. By prioritizing early detection and rapid response, this partnership is helping schools address mental health needs proactively, ensuring more students receive the support they need to stay safe, engaged, and thriving.



Youth

We nurture strong, healthy, and resilient youth.

OUR YOUTH WORK SEEKS TO:

- Develop emotional health
- Build leadership skills
- Encourage faith
- Spur wellness
- Cultivate academic achievement

TOTAL YOUTH GRANTS AWARDED

\$769,119
through 65 grants

"We have watched children flourish and grow and develop so many skills that are needed to be successful."

- TFF GRANT RECIPIENT



Creating Entrepreneurial Opportunities

Creating Entrepreneurial Opportunities (CEO) continues to be one of the most impactful career-readiness and entrepreneurship programs in our region. The program brings together schools, business leaders, and engaged community partners to immerse high school juniors and seniors in real-world entrepreneurial learning. Through CEO, students build confidence, creativity, and problem-solving skills, preparing them to become the next generation of business and community leaders.

TFF has proudly supported CEO programs throughout West Central Illinois for eight years, expanding access to high-quality experiential learning across the region. In fall 2025, Cass County CEO launched its inaugural class, marking a major milestone: **all 10 counties in TFF's funding region now have active CEO programs.**

Through CEO, students recognize that their communities are not only great places to grow up, but also exciting places to live, work, and build a future.

“By connecting classroom learning with practical application, this program will cultivate the next generation of innovative thinkers and responsible business leaders who will strengthen our local economy and community.”

HEATHER BOOTH

Cass County CEO Facilitator



Teens Active in Grantmaking

Teens Active in Grantmaking (TAG), a partnership between TFF and the Community Foundation of the Quincy Area, gives local teens hands-on experience in philanthropy, community engagement, and nonprofit leadership. Through monthly meetings, service projects, and structured grantmaking, students develop leadership, teamwork, and critical thinking skills while gaining a deeper understanding of local needs.

In fall 2025, TAG launched its first cohort of 18 students representing schools across Quincy. During the first semester, participants heard from 10 local nonprofit agencies, completed 37 hours of service, and raised \$250 to fund their first student-directed grant. The program will culminate in spring 2026, when students award grants to youth-serving nonprofits—an opportunity to make a meaningful impact in the lives of their peers. Early enthusiasm has exceeded expectations, with students reporting stronger connections to their community and interest in expanding service and collaboration. As the program grows, TAG is quickly establishing itself as a powerful entry point for young people to engage in philanthropy and strengthen the community they call home.

“It’s been a great opportunity to learn more about the community and make connections.”

“I enjoy how hands-on the program is with the community!”

PARTICIPANT QUOTES



Youth Trips

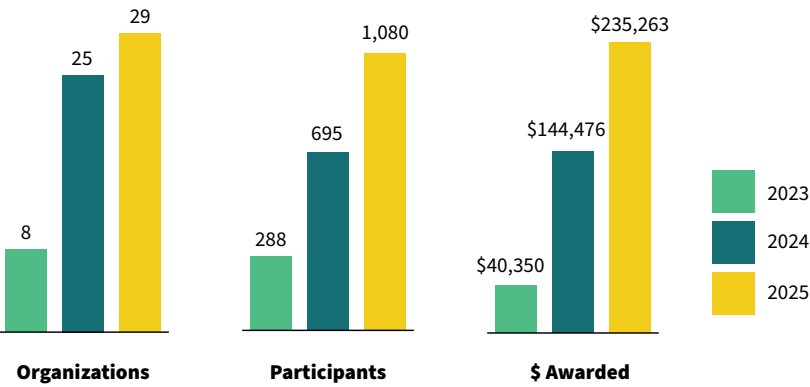
The TFF Youth Trip Grant Program continues to expand rapidly as more schools and organizations recognize the value of providing meaningful travel experiences for young people. Through this grant program, TFF helps youth and adult chaperones participate in service, learning, and spiritual trips that build resilience, broaden perspectives, and support the development of strong and healthy youth.

TFF’s support reduces participant costs for immersive overnight experiences outside West Central Illinois. Increasing accessibility for these trips allows more youth to step outside their comfort zones, explore new environments, and develop connections and skills that will shape their futures and their communities.

As awareness grows, so does demand, with awards increasing over 400% in the past two years. In 2025 alone, more than 1,000 young people traveled beyond their home communities (many for the first time) to volunteer, learn, and build relationships. By increasing access to these transformative experiences, TFF ensures more youth gain the confidence, skills, and connections that shape their futures and strengthen their communities.



Youth Trip Program Growth



“I have a whole new perspective on all that I have. I won’t ever take it for granted.”

Youth from St. John’s Church Guatemala trip



Stepping Forward with Confidence

Founded in 2003, Share the Spirit Foundation empowers children by providing new shoes and socks through a dignified, child-centered experience. Through its Shoes for Kids program and school- and shelter-based Shoe Clozets, the organization meets both immediate and ongoing needs for children facing economic hardship or housing instability. Since its founding, Share the Spirit has provided more than **25,000 pairs of shoes** and **expanded its Illinois outreach by 79% since 2018**.

With support from the Tracy Family Foundation, Share the Spirit continued to grow in 2025 by opening a new Shoe Clozet in Mt. Sterling and expanding services to six additional rural communities. The organization also addressed urgent winter needs by distributing 160 pairs of boots and increasing access to adaptive and sensory-friendly footwear for students with special needs. Through each interaction, children are met with dignity, care, and the opportunity to move forward with confidence.

“Many of our students have never had the experience of owning a brand-new pair of shoes. Seeing the pride on their faces as they receive their new shoes is truly heartwarming.”

AMY HAARMANN

Principal, Garrison School, Jacksonville, IL



Since 2018, Share the Spirit has:

provided more than grown its outreach by

25K

pairs of shoes

79%

in Illinois

Families

We foster strong, healthy, and resilient families.

OUR FAMILIES WORK SEEKS TO:

- Sustain emotional health
- Develop deep relationships
- Nurture vibrant faith
- Maintain healthy lifestyles
- Advance skills needed for sustainable careers

TOTAL FAMILIES GRANTS AWARDED

\$903,647

through 60 grants



Date Night Challenge

In Fall of 2025, TFF offered a Request for Proposals to organizations and churches to host or encourage at least three monthly date nights from January–March of 2026. 12 organizations and churches were selected for \$6,000 grants each. The organizations and churches participated in planning workshops to design their monthly date nights and marketing efforts. Every site offered free childcare for parents. Each date night is intentional, creative, and free. Couples receive incentives for utilizing discussion questions and participating in skills-based relationship exercises. They also received incentives for participating in all three date nights. Participation is tracked by each organization or church, and each participant completes a survey to gauge the impact of the date nights on their relationship.

EVERY MONTH

300+

couples participated

BEFORE DATE NIGHT

36%

of couples went on
regular date nights

AFTER DATE NIGHT

96%

of couples wanted to
add regular date nights
to their schedule



Communio

TFF continues to partner with Communio, a nonprofit organization that consults with churches to equip them with data insights and ministry best practices to foster healthier relationships. In 2025, partner churches saw real momentum in building stronger, more relationally healthy congregations. Since launching the collaboration in 2022, participating churches have begun 24 events intended to engage their congregation and community, none of which existed before the partnership. More than 1,500 individuals and families participated in these events in 2025 alone, creating natural and welcoming opportunities for couples and families to connect more deeply with each other inside the life of the church. These events open the door for faith development and relational connection.

More than 100 couples have also taken part in Growth Journey experiences, receiving at least eight hours of practical, skills-based training focused on interpersonal and intrapersonal growth. Research shows that when couples invest eight or more hours each year in relationship education, their likelihood of divorce drops significantly. Together, this partnership is helping churches move beyond talking about the importance of lasting marriages and strong families to actively building a culture where it's normal, and encouraged, to invest in the relationships that matter most.

The Family Dinner Project

TFF again funded a cohort of organizations to partner with The Family Dinner Project (TFDP), a growing movement that champions family dinner as an opportunity for family members to connect with each other through food, fun, and conversation about things that matter. TFF funding includes virtual training, parent workshops, TFDP coaching sessions, and hundreds of resources. In 2025, 11 organizations participated, and each engaged TFDP strategies a little differently. Here are a few examples:

- Genesis Garden in Macomb, IL created a community dinner series, “Dinner and a Movement,” tying food to historical events. Families explored black history, women’s history and earth month through preparing relevant foods, planting gardens, and engaging in creative activities.
- North Greene Bright Futures Family Program in White Hall, IL held several community dinners for their 75 families with young children, which included Cinco de Mayo taco-style cookies to decorate and a local photographer who gave frames for pictures taken during the event.
- Two Rivers in Mt. Sterling, IL hosted six different Dinner in a Box meals for 120-130 weekly families using their food pantry. The boxes included conversation starters and prize giveaways like plates, bowls, and cups.
- Early Childhood and Family Center in Quincy, IL hosted four Family Connection Cafés, focused on crock pot meals with health and budgeting tips, conversation starters, and strategies to use mealtime as an activity for bonding with preschoolers.



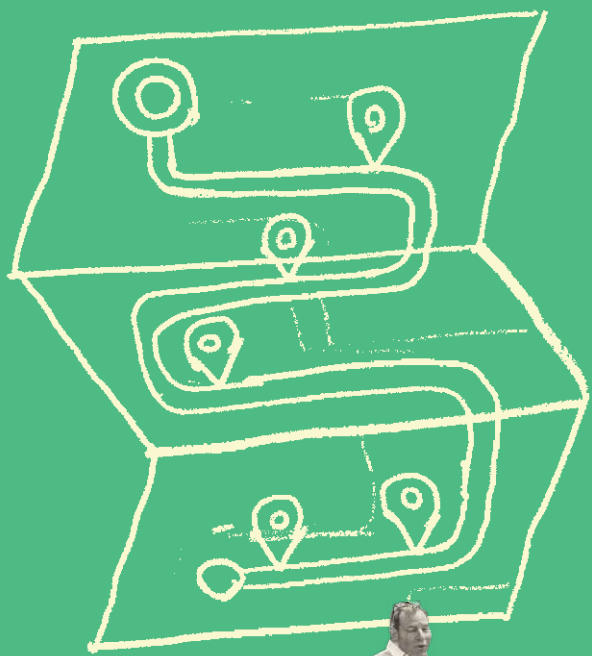
Capacity Building

Improving an organization's systems, structures, processes, or personnel, all of which can elevate the organization's operations and services, leading to greater success.

TOTAL CAPACITY BUILDING GRANTS AWARDED

\$1,043,012

through 272 grants



Roadmap Assessments

TFF's Nonprofit Roadmap Assessment and Board Roadmap Assessments continue to strengthen our understanding of nonprofit capacity and guide our investment in organizational development. These free tools were custom built by TFF to help nonprofits identify areas for growth, prioritize improvements, and track progress over time. The assessment platform provides tailored reports, group reporting features, and other enhanced functions for our grantees.

Since 2023, the Nonprofit Roadmap Assessment has been taken over 400 times. 177 individuals from 27 organizations took the assessment in 2025. Longitudinal results showed meaningful progress. Of organizations who have taken the Nonprofit Roadmap Assessment multiple times, average growth is more than 7%. This reflects encouraging momentum in organizational capacity and effectiveness.

The Nonprofit Board Development Assessment was completed by 49 individuals from 11 organizations in 2025, and results remained steady across all seven pillars. This consistency offers a reliable baseline that supports continued efforts to strengthen board governance practices.

Insights gathered from both assessments guide TFF's proactive capacity-building efforts. By identifying the areas with the greatest opportunity for growth, TFF continues to design and refine curated programs that help nonprofits build the skills and structures they need to thrive.

SEVEN PILLARS OF ORGANIZATIONAL EXCELLENCE

- 1 **Courageous, Adaptive Executive and Board Leadership**
- 2 **Disciplined, People-Focused Management**
- 3 **Well-Designed and Well-Implemented Programs and Strategies**
- 4 **Financial Health and Sustainability**
- 5 **A Culture that Values Learning**
- 6 **Internal Monitoring for Continuous Improvement**
- 7 **External Evaluation for Mission Effectiveness**



Learn more about our
Capacity Building Program.

Maximize Your Leadership Strengths

Launched in 2025, Maximize Your Leadership Strengths is a TFF-curated opportunity designed to help nonprofit leaders better understand how their individual strengths shape their organizations. The program centers on a customized 360-degree assessment that connects personal leadership traits with key themes from TFF's Nonprofit Roadmap Assessment. By bringing these insights together, leaders gain a more complete picture of how their strengths influence organizational progress.

Building on both the 360 assessment and a StrengthsFinder evaluation, the program helps leaders identify the talents they naturally bring to their roles and apply them more intentionally. Through personalized assessments, an interactive in-person workshop, and one-on-one executive coaching, participants receive practical tools to strengthen their leadership and foster healthier, more effective organizations.

"...being able to take the time to do our own leadership assessment was one of the best things I have ever done. You focus on you and how you can assemble an action plan to be the best version of yourself."

PARTICIPANT QUOTE

Creating Strong Teams

Many organizations identify unique opportunities to strengthen their teams and choose to pursue projects that are tailored to their specific needs. Through a TFF create-your-own capacity building grant, nonprofits can design a customized approach that supports their staff, operations, or internal culture in ways that align with their goals and circumstances.

Denver CASA utilized a TFF create-your-own capacity building grant in 2025 to hire a consultant who helped staff build skills to strengthen communication, deepen team understanding, and create space for intentional reflection. This process also included an assessment that staff used to build shared awareness, strengthen relationships, and support more effective collaboration. Staff shared that the experience helped them better understand themselves and their colleagues, contributing to clearer communication and stronger teamwork.

"This type of professional development can easily be dismissed as not relevant to the work and yet it is crucial to creating strong teams."

PARTICIPANT QUOTE

About the Tracy Family

In 1960, with eight children at home (eventually 12), Robert and Dorothy Tracy launched Associated Dairy Products Co. (now Dot Foods) out of the back of their family station wagon, a 14-year-old Cessna airplane, and a leased truck.

Their simple but innovative approach allowed customers to place one order, receive one delivery, and process one invoice—all from Dot Foods. Robert and Dorothy did not set out to reinvent food distribution, but their model reshaped the industry. Today, Dot Foods is the largest food industry redistributor in North America.



Tracy Family Engagement

The Tracy family continues to grow, and with it, a shared commitment to engaging every generation in the Foundation's work. Through a family Instagram feed, quarterly e-newsletters, volunteer opportunities, and dedicated grant programs, the family stays connected and actively involved throughout the year. Tracy family members wholeheartedly support TFF's mission to "help communities thrive and families flourish, guided by the legacy of Robert and Dorothy Tracy." Through intentional engagement, TFF fosters philanthropy across generations while maintaining strong ties to Brown County and the communities that shaped the Tracy family's story.

Servember 2025

Servember, the Tracy family's dedicated month of volunteering, is a fun initiative aimed at nurturing a philanthropic spirit across all generations of the Robert and Dorothy Tracy family.

For six weeks throughout November and December, Tracy family members give their time, talents, and treasures to support their communities. Servember not only provides an opportunity for the family to deepen their understanding of local organizations and community needs but also promotes collaboration among family members, enabling them to make a significant impact in their communities.

4G Next Generation Advisory Board (NGAB)

After more than a decade of the 3G NGAB, in January 2025, we launched the inaugural 4G NGAB, which included five 4Gs in grades 3–8. NGAB aims to develop a philanthropic spirit in the next generations of the Tracy family and to develop leaders through individual and multi-generational leadership opportunities.

Through quarterly meetings, the 4Gs learned about the Foundation's work through engaging conversations and activities, both in-person and virtually. They had the opportunity to volunteer, learn about, and give back to three different organizations throughout the year by going on site visits and participating in volunteer activities at the organizations.

Ozark Volunteer Give Back

The Tracy family members ages five and older participated in a Give Back event during the Next Gen Ozark Meeting. A total of 29 4Gs assembled 100 comfort bags for cancer patients at Lake Regional Hospital to help bring a little cheer and comfort to patients and their families.

Tracy family members from the second, third and fourth generations delivered the bags to the hospital while having the opportunity to learn more about the organization and gain a deeper understanding of the impact the comfort bags would have on patients and their families. Among the items in the comfort bags was a postcard with a QR code to submit prayer requests. TFF staff included these prayer requests in their bi-weekly staff meetings.

Philanthropic Services

Since the creation of the Tracy Family Foundation in honor of Robert and Dorothy Tracy in 1997, TFF has been the primary impetus for the development of a philanthropic spirit across the Tracy family. In recent years, TFF's strategic planning identified the need for services that could support and increase individual Tracy family member giving outside of TFF.

The Tracy family has a strong history of family philanthropy and has embarked on an exciting journey to spur even greater joy through giving. With TFF's help, the Tracy family has been pursuing innovative solutions for more effective philanthropy. In 2025, for instance, TFF rolled out several new resources, including a Philanthropic Guide, which is available to the public and can be found on our website or by scanning the QR code. The Guide contains a series of questions and prompts that will help donors create, clarify, and plan their personal giving.



*Create, clarify,
and plan your
personal giving!*



Tracy Family Grant Programs

TOTAL GRANTS AWARDED

\$3,410,060
through 414 grants

Matching Grant Program

TFF trustees, TFF staff, and Tracy family members ages 16 and older are invited to make personal donations to nonprofit organizations and to apply for matching grant dollars for those organizations from TFF.

TFF Matching Grant Dollars in 2025	\$2,215,461
% of 2Gs (23) who Participated	100%
% of Eligible 3Gs (46) who Participated	83%

Next Generation Grant Program

Tracy family members between the ages of five and 30 are invited to apply for grants on behalf of nonprofit organizations.

Total Next Generation Grant Dollars in 2025	\$127,000
% of Eligible 3Gs (17) who Participated	88%
% of Eligible 4Gs (35) who Participated	100%

Family Invitation Grant Program

Tracy family members ages 30 and older who live outside of West Central Illinois may invite one nonprofit organization within 50 miles of their home to apply for a TFF Formal Funding Grant each year.

Total Family Invitation Grant Dollars in 2025	\$1,018,599
% of Eligible 2Gs (15) who Participated	100%
% of Eligible 3Gs (54) who Participated	96%

Volunteer Incentive Grant Program

Total Volunteer Incentive Grant Dollars in 2025	\$49,000
Total Number of Volunteer Hours	342 hours
Total Number of Family Members who Participated	13



WCIL Gives

WCIL Gives is a multi-day online giving event that provides a centralized platform for nonprofits, churches, and schools to share their work and raise funds. Participating organizations create profiles on wcilgives.org, where donors can easily discover and support causes they care about.

June 9–12, 2025, the Tracy Family Foundation proudly launched West Central Illinois Gives (WCIL Gives), a new regional online giving event created to strengthen local organizations, expand philanthropy, and bring communities together around a shared purpose. The event intentionally opened on June 9 in honor of Robert and Dorothy Tracy's wedding anniversary—a tribute to the generosity, partnership, and shared commitment that have shaped TFF's mission. WCIL Gives highlights TFF's ongoing commitment to collaboration, capacity building, and community impact. Designed to unite nonprofits, churches, schools, and donors across West Central Illinois, WCIL Gives demonstrated the power of collective giving from its very first year.

Beyond the dollars raised, WCIL Gives generated meaningful energy and momentum for participating organizations. Groups actively engaged their supporters, tracked progress in real time, and experienced the encouragement of working toward a shared regional goal. For many, the event came at a critical moment, providing both financial support and renewed confidence in their fundraising efforts. WCIL Gives created a sense of excitement, connection, and shared momentum for participating organizations.

Following the event, **95% of participating organizations indicated they would likely participate again**, underscoring the value of a shared giving experience that amplifies impact across the region.

Looking ahead, the Tracy Family Foundation is building on this strong first year by increasing prize awards, expanding opportunities, enhancing participant support, and continuing to invest in nonprofit capacity. With a successful launch, WCIL Gives is well positioned to grow its impact and help foster a lasting culture of generosity across West Central Illinois.

\$161,411

raised for 54 organizations

1212

donors

1,496

donations

30

states

\$88.71

average donation

Learn more and give during WCIL Gives 2026 at wcilgives.org

"We were running phones down to 1% and cheering at every leaderboard update. It was intense—but in the best way!"

"Thank you for giving us a platform and opportunity to connect with our community!"

"We raised about 50% more than usual for our mid-year giving campaign. Without WCIL Gives, I don't think we would have raised as much."

ORGANIZATION PARTICIPANTS



Financials

Statement of Financial Position

Assets	Dollars
Cash and Cash Equivalent	\$ 3,034,261
Pledges Receivable	\$18,848,786
Investments	\$18,160,011
Other Current Assets	\$77,144
Fixed Assets, Net	\$418,600
Total Assets	\$40,538,802
Accounts Payable	\$25,572
Grants Payable	\$2,000,000
Net Assets	\$38,513,230
Total Liabilities and Net Assets	\$40,538,802

Statement of Activities

Income	Dollars
Dot Foods Contributions	\$20,100,000
Interest and Dividend Income	\$727,547
Contributions	\$2,128,331
Refund of Grants	\$36,060
Net Realized/Unrealized Gain (Loss) on Investments	\$2,005,078
Total Income	\$24,997,016

Grants and Expenses	Dollars
Total Grants Awarded	\$13,480,296
Direct Charitable Expenses	\$6,595
Total Operating Expense	\$1,615,293
Total Grants and Expenses	\$15,102,184
Increase in Net Assets	\$9,894,832
Net Assets at Beginning of Year	\$28,618,398
Net Assets at End of Year	\$38,513,230

Total Grants Awarded

Grants by Focus Area	Dollars
Education	\$2,834,191
Brown County	\$3,647,283
Youth	\$769,119
Families	\$903,647
Mental Health	\$872,984
Capacity Building	\$1,043,012
Total Grants by Focus Area	\$10,070,236

Discretionary Grants	Dollars
Invitation Grants	\$1,018,599
Matching Grants	\$2,215,461
Volunteer Incentive Program	\$49,000
Next Generation	\$127,000
Total Discretionary Grants	\$3,410,060
Total Grants	\$13,480,296

