



AUSHERMAN
FAMILY FOUNDATION

Doing Work Beyond the Numbers

2025 YEAR IN REVIEW



A Year of Building

2025 was not defined by how much we granted, **but by how intentionally we chose to work.**

This year marked the first phase of implementing our 2025–2027 Strategic Plan, a roadmap designed to strengthen how we serve Frederick County. We asked a simple but important question: *How do we ensure that our investments today position our community for lasting strength tomorrow?*

Answering that required strengthening the systems behind our work, clarifying impact goals, deepening community listening, and aligning our governance and grantmaking with long-term priorities.

Frederick County faces complex and interconnected challenges. Youth mental health needs continue to rise. Immigrant families require expanded infrastructure and trusted spaces. Nonprofits are navigating increased demand with limited capacity. These realities call for philanthropy that moves beyond activity and toward strategy.

In 2025, that shift became tangible.

We also strengthened how community voice informs our work. Advisors, nonprofit leaders, and community partners helped shape priorities and decision-making throughout the year, ensuring our investments remain informed, collaborative, and connected to community needs.

We invested in coordinated solutions, including the Youth Center and 12 to 24 Collaborative, which advance a connected response to youth well-being. We also supported the capital build-out of the African American Cultural Heritage Center, creating a lasting community asset that preserves history, deepens understanding, and serves generations to come. At the same time, we refined how we operate — reviewing grant processes, clarifying desired outcomes, and simplifying systems to better serve nonprofit partners.

We also began thoughtful conversations about long-term stewardship and leadership continuity. While the Foundation's future will continue to evolve, our focus remains clear: **the work we do now must prepare Frederick County for enduring strength.** That perspective sharpens our decisions and reinforces our commitment **to invest not only in programs, but in leadership, infrastructure, and systems that outlast any one funding cycle.**

Beyond the numbers are the partnerships, leadership, and systems that make lasting impact possible.

2025 was a year of building. The foundation laid this year positions us to invest more boldly, collaborate more effectively, and steward our resources with clarity in the years ahead.

Frederick County deserves nothing less.



Leigh Adams
Executive Director

Executive Summary

In 2025, the Ausherman Family Foundation awarded **$5.2 million** across 269 grants to 147 organizations in the Frederick County community. The Foundation continues to grow its commitment through its investments in Frederick County.



$5.2M
TOTAL FUNDING

269
TOTAL GRANTS

147
TOTAL ORGANIZATIONS

Trend Analysis (2024-2025)

Metric	2024	2025	Chg 24-25
Total Funding	$4M	**$5.2M**	**28%**
Number of Grants	244	**269**	**10%**
Organizations Funded	127	**147**	**16%**

Our Strategic Plan in Action

Strategic Plan 2025–2027
Adopted in 2025
Year One of Implementation

Values

- Dependability & Excellence
- Equity, Access, & Belonging
- Community Informed
- Frederick Focused

Vision

The Ausherman Family Foundation inspires the passion for change in Frederick County, Maryland.

Mission

The Ausherman Family Foundation strengthens Frederick County by advancing collaborations, catalyzing bold ventures, and creating inclusive and vibrant spaces and places. We are community-informed and address urgent needs to create lasting impact.

Strategic Priorities

PRIORITY 1:
Strengthen Community Engagement & Collaboration

PRIORITY 2:
Amplify Impact Through Investment

PRIORITY 3:
Ensure Organizational Excellence & Sustainability



CHILDREN, YOUTH, & FAMILIES
$1,691,242



HEALTH & HUMAN SERVICES
$1,439,166



ARTS & CULTURE
$1,893,102



PUBLIC/SOCIETY BENEFIT
$248,558

Building Community Capacity & Leveraging Impact

Our investments are designed not only to provide funding, but to strengthen organizations, attract additional resources, and build long-term community capacity.

$78,000

Invested in Nonprofit Capacity Building
Supporting leadership development, organizational sustainability, training, and strategic growth.

24

Matching Grants Awarded
Encouraging shared investment and expanding community impact through partnership.

891

Nonprofit Leaders Participated in Trainings & Convenings
Building stronger networks, shared learning, and sector-wide collaboration.

$5.8 MILLION

Public Funding Leveraged
Catalyzed through AFF-supported initiatives, partnerships, and collaborative projects.

$144,000

in Professional Services donated
Providing construction expertise that helps organizations navigate planning, permitting, budgeting, and project readiness to accelerate community impact and leverage additional funding.

AFF in the National Grantmaking Context

AFF's 28% increase in grantmaking from 2024 to 2025 significantly outpaces national trends. According to Giving USA 2025, U.S. foundation giving grew just 2.4% in 2024 (flat after inflation), and Candid's foundation survey found the median foundation reported only a 3.1% increase. **AFF's growth rate is nearly 10 times the national rate.**

How AFF Compares to National Benchmarks

Metric	National Benchmark	AFF (2024-2025)
Year Over Year Grantmaking Growth	3.1% median (Candid)	**28%**
Foundation Giving Growth	+2.4% (Giving USA)	**28%**



Arts and Culture Focus. Nationally, giving to arts, culture, and humanities grew 9.5% in 2024, hitting an inflation-adjusted all-time high (Giving USA 2025). AFF is well ahead of this curve with a 130% increase in giving across 62 grants.



Human Needs Focus. With 82 grants and $1.4 million awarded, human needs categories represent AFF's largest funding area by dollars. Nationally, human services giving grew 5.0% in 2024, with health also up 5.0% (Giving USA 2025). AFF's investments in housing, mental health, food security, and transportation reflect this national emphasis.



Children, Youth, & Families Focus. Education for young people saw the strongest national growth at +13.2% (Giving USA 2025). AFF's commitment to children, youth, and families experienced sustained growth with 64% increase in giving across 70 grants.



Family Foundation Payout Trends. According to the National Center for Family Philanthropy's Trends 2025 report, 71% of family foundations now exceed the required 5% payout rate, up significantly from prior years. Only 25% still spend the minimum, down from 38% in 2015. AFF's sharp increase is consistent with this broader movement toward more generous giving.

Going Deeper Together

Some community goals require more than one grant. In 2025, AFF's funding approaches — Community Projects, Multi-Year Grants, IDEA funding, and Single-Year Grants — worked together to support deeper, more coordinated investment in key organizations and initiatives.

By layering support, the Foundation can help organizations move from planning to implementation, strengthen internal capacity, and respond more fully to community needs.

Top 10 Organizations by Total Amount Awarded

Rank	Organization Name	Total Amount Awarded
1	Community Foundation (12-to-24 Collaborative and other projects)	$820,250
2	African American Resources and Cultural Heritage Society (AARCH Society)	$760,750
3	City Youth Matrix	$504,000
4	Centro Hispano de Frederick	$466,500
5	The City of Frederick (New Spire Arts)	$225,000
6	Heartly House, Inc.	$163,100
7	Student Homelessness Initiative Partnership (SHIP) of Frederick County, Inc.	$152,000
8	Mental Health Association of Frederick County	$115,000
9	Advocates for Homeless Families	$90,000
10	Frederick Rescue Mission	$88,500




Frederick County County
Certificate of Congratulations
YMCA