

# GENEROSITY + IMPACT

SHARING THE GENEROSITY  
IGNITED THROUGH  
TRADITION CAPITAL BANK  
IN 2025

TRADITION  
CAPITAL BANK

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+



Keystone  
*Giving Program*

# KEYSTONE GIVING PROGRAM

At Tradition Capital Bank, we see ourselves as more than a private bank. We are stewards of our community, here to serve and connect people in business and life. From our beginning, we've been building a legacy of generosity by investing our resources into meaningful partnerships with nonprofit organizations.

Our Keystone Giving Program is how we focus our efforts to give back. We call our generosity initiative Keystone because it is more than a corporate giving program. Born from the name of the stone that holds together surrounding pieces, the Keystone Giving Program is central to our culture, core values, and way of doing business. It's a daily practice in how we serve clients. It's a posture that inspires us to ignite a joy for giving throughout our network.

We believe banking is our platform - our tool to help make lives better. We just want to consistently ask ourselves what we can offer to help people and places flourish and inspire others to do the same.

As you read through this publication, be encouraged and proud that you are part of making a real difference in our world. We are undoubtedly better together. Thanks for joining us on the journey of generosity and celebrating the impact that comes with it.



A handwritten signature in black ink that reads "Cory Gregory". The signature is fluid and cursive.

**CORY GREGORY**  
*DIRECTOR OF GENEROSITY*  
*cory.gregory@tradition.bank*

## WHAT CAUSES + PASSIONS MATTER TO YOU?

*Let's grab coffee and  
explore how we can  
multiply impact  
together.*

# GENEROSITY HOLDS TOGETHER EVERYTHING WE DO.

## WAYS WE GIVE

### KEYSTONE PARTNERS

A handful of nonprofit organizations chosen each year in whom we make a significant investment of our time, talents and network to amplify the impact of our financial gifts.

### CLIENT-INSPIRED GIVING

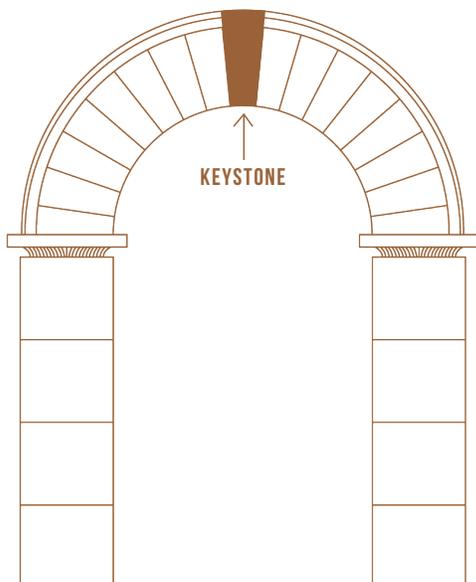
Charitable contributions and volunteer activities inspired by the philanthropic passions of our clients.

### EMPLOYEE-DIRECTED GIVING

Programs that encourage and magnify the personal passions and gifts of our employees.

### BIG T FOUNDATION

A portion of the annual *Keystone Giving Program* budget is contributed to the Big T Foundation as we leverage the combined potential of the interconnected family of Tradition Companies.



**key·stone** [kee-stohn]

*noun:*  
the wedge-shaped piece at the summit of an arch, regarded as holding the other pieces in place.

# 2025 KEYSTONE PARTNERS

*A handful of nonprofit organizations chosen each year in whom we make a significant investment of our time, talents, and network to amplify the impact of our financial gifts.*



[www.stdavidsmn.org](http://www.stdavidsmn.org)

+ *Nurturing the development of every child and family.*

**THIS YEAR:** Nearly doubled its capacity to serve families through developmental and mental health therapies – from 4,500 to 8,000 families – in part due to the purchase and renovation of the former YWCA building in downtown Minneapolis, their new home office and additional campus.



[www.capiusa.org](http://www.capiusa.org)

+ *Supporting immigrants and refugees in the Twin Cities.*

**THIS YEAR:** Broke ground on its \$12M Immigrant Opportunity Center expansion in July 2025. Tradition Capital Bank donated over 1,800 lbs of food and \$2,900 through food drive efforts and was presented with CAPI's annual *Outstanding Partner Award*.



[www.fmsc.org](http://www.fmsc.org)

+ *Feeding kids around the world in body and spirit.*

**THIS YEAR:** Shipped life-saving food to 58 countries around the world. Tradition Capital Bank offered targeted support to a Project Based Food Assistance program in Guatemala City, partnering with "Believe Guatemala" to regularly feed over 75 kids. Locally, employees engaged in a three-day meal packing event in conjunction with clients and partners, Hope Academy and Shine Wealth.



[www.matter.ngo](http://www.matter.ngo)

+ *Launching projects that improve communities.*

**THIS YEAR:** Celebrated 25 years of helping people launch projects around the world. Tradition Capital Bank continued to invest in jobs and economic development in MATTER's Zimbabwe initiatives through micro-finance loans and employment of an MCRI graduate. Locally, employees packed 3,840 healthy meals for Twin Cities youth at the annual MATTERbox Madness competition.



[www.bcga.org](http://www.bcga.org)

+ *Helping kids reach their full potential.*

**THIS YEAR:** Provided over 260,000 snacks and meals to club participants through the newly formed Summer Meals program. Tradition Capital Bank again supported through its presenting sponsorship of the Taste Fore The Tour event in conjunction with the Waste Management Phoenix Open.

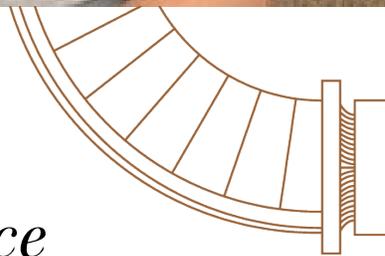


[www.tasteforethetour.com](http://www.tasteforethetour.com)



# WORKING WITH PARTNERS

*who are driven to make a difference*





# EMPLOYEES EQUIPPED *to give back*

## HOW TCB EMPLOYEES GIVE GENEROUSLY:

Through employee-directed grants, paid time off for volunteering, and a double match on employees' charitable giving, TCB encourages our employees to give their time, talent and treasure in ways that are meaningful for them, and that help shape our community.

*The Keystone Program was something that drew me to Tradition and I'm proud to talk about it with clients and partners. One thing that sets it apart from the charitable giving at other institutions is that it's so highly driven by employee engagement. We work together to engage all TCB team members... and we have so much fun doing it!"*

- KRISTI JACOBSON, SVP, RELATIONSHIP OFFICER

## IN 2025:



**3,325**

HOURS VOLUNTEERED IN THE COMMUNITY



**305**

NONPROFITS IMPACTED



**25**

EMPLOYEES WHO SERVED AS KEYSTONE AMBASSADORS



**\$1 MILLION**

DOLLARS GIVEN

# A COMMITTED TEAM

*created to serve*

## *Give Generously*<sup>2025</sup>

AT TRADITION CAPITAL BANK



### GRANT

Each year, TCB donates up to \$500 per employee to qualifying 501c3 organizations of your choice.



### DOUBLE MATCH

Each year, TCB offers \$500 for employees to designate matches up to double what you personally contribute to qualifying 501c3 organizations.



### VOLUNTEER

Each year, TCB provides you with 16 hours of paid time off to spend volunteering.



### INSIGHT TRIP

Each year, TCB encourages employees to apply for immersive service opportunities alongside our nonprofit partners.

Clarity to know **WHERE TO GIVE** and **HOW TO MAKE AN IMPACT** is the first step toward living a life of generosity. Employees start each year with this framework.

# HIGHLIGHTS *from* 2025

## JANUARY

### *BestPrep eMentors*

#### **SUMMARY:**

30 TCB employees walked alongside students from Bloomington Kennedy High School during 8 weeks of college and career exploration.



## MARCH

### *"Food Fighters" Food Drive for CAPI*

#### **SUMMARY:**

1,335 lbs of food + \$2,700 cash was collected for Keystone Partner, CAPI, during TCB's annual food drive – part of the Minnesota FoodShare March Campaign.



## FEBRUARY

### *Taste Fore the Tour (Scottsdale, AZ)*

#### *Hunger Related Events + Boys & Girls Club*

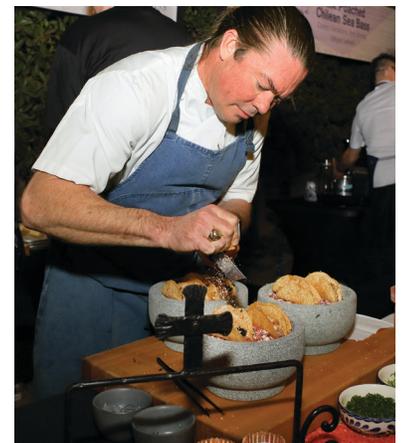
#### **SUMMARY:**

TCB was again a presenting sponsor of this foodie fundraiser produced by Hunger Related Events the week of the Waste Management Phoenix Open. The event brought together top culinary talent and celebrities to raise money for the Boys & Girls Clubs of Greater Scottsdale, a 2025 Keystone Partner. As a result, the newly formed Summer Meals program was able to provide over 260,000 snacks and meals to students, bridging the gap during the summer months.

*"Being a force for good is really what it's all about. We are grateful to be able to partner with the Taste Fore the Tour to help provide summer meals to kids that really need it."*

**- DAN FAGAN**

**CEO, TRADITION CAPITAL BANK**



## APRIL

### *Saguaros Olympiad in Scottsdale*

#### **SUMMARY:**

Held annually at Scottsdale Stadium, The Olympiad unites leaders from both the commercial and residential real estate industries in a spirited blend of fundraising and athletic competition. TCB finished third in their division contributing to the event's success, raising over \$700,000 for Arizona children's charities.



## JUNE

### *FMSC Packing Event Hope Academy + Shine Wealth*

#### **SUMMARY:**

A demonstration that we can accomplish more together than we can alone, TCB joined with clients and partners, Hope Academy and Shine Wealth, to promote a 3-day meal packing event that mobilized 440 volunteers and produced 215,000 meals for children around the world.



## JUNE

### *FHLB Impact Awards*

#### *Quadruple Our Impact with 11 Organizations*

#### **SUMMARY:**

Tapping into the generosity of the Federal Home Loan Bank (FHLB) of Des Moines, TCB was awarded a triple match towards charitable donations to 11 key partner organizations in the areas of affordable housing and community development. This quadrupled financial support and drastically amplified the impact of each nonprofit in the Twin Cities.

*"This was instrumental in our ability to stay the course in our important work with kids and families... and allowed us to do significantly more."*

**- JULIE SJORDAL,  
CEO, ST. DAVID'S CENTER**

#### 11 Organizations:

- CAPI
- Church of the Ascension
- Every Third Saturday (ETS)
- Twin Cities Habitat for Humanity
- Hope Academy
- St. David's Center
- TreeHouse
- Mn Adult & Teen Challenge
- Mission Animal Hospital
- Life Rebuilders
- United Heroes League



# HIGHLIGHTS *from* 2025

## JULY

### *Habitat for Humanity Build Week*

#### **SUMMARY:**

For the seventh year in a row, TCB traded in their computers for work gloves and hard hats. Nearly 50 volunteers contributed over 300 hours to help transform a house into a home.



## AUGUST

### *MN Adult & Teen Challenge Work Day*

#### **SUMMARY:**

Lakeside Academy is a faith-based residential treatment center for teenage boys who are struggling with substance abuse. TCB spent an afternoon with the residents while landscaping the grounds and sharing a BBQ dinner together.

## JULY

### *Tradition Impact Summit*

#### *A Gathering of Nonprofit Leaders*

#### **SUMMARY:**

With the desire to offer a “wow” experience to our nonprofit clients and community, TCB convened nearly 100 nonprofit executive leaders for the first annual Tradition Impact Summit. Through a keynote, panel, and table discussion, attendees were able to share best practices, connect with one another, and be supported in their leadership. The reviews were remarkable and plentiful, and we can't wait to do it again in 2026.

*"What a great event! Thank you so much for taking the time, bringing in great resources, and sending us off with energy. It was time well spent and very much appreciated."*

**- DANIELLE FOX, EXECUTIVE DIRECTOR, MOUNT OLIVET ROLLING ACRES**



## SEPTEMBER + NOVEMBER

*Insight Trips to Victoria Falls, Zimbabwe (MATTER)  
+ Cartagena, Colombia (Opportunity International)*

### SUMMARY:

TCB encourages employees to apply for immersive service-learning opportunities alongside our nonprofit partners. This year brought employees to Victoria Falls, Zimbabwe with *MATTER* in September and Cartagena, Colombia with *Opportunity International* in November.



## NOVEMBER

*MATTERbox Madness at TCB's  
State of the Company*

### SUMMARY:

TCB hosted its annual *MATTERbox Madness* packing event providing over 3,840 meals for kids throughout the Twin Cities. The competition was held for the first time during the Bank's State of the Company meeting.

*"This was a standout moment of our State of the Company— an opportunity to roll up our sleeves, connect with one another, and add a little friendly competition and fun while making a meaningful impact together."*

- MARY VOSSEN, HUMAN RESOURCES DIRECTOR, TCB

## DECEMBER

*Generosity Bingo*

### SUMMARY:

TCB finished the year strong with its annual *Generosity Bingo* competition throughout the holiday season. Employees were encouraged to mark off their squares by completing a variety of displays of generosity – time, talent, and treasure.





# INSIGHT TRIP TO VICTORIA FALLS, ZIMBABWE

## SEPTEMBER 2025:

Last fall, eight TCB employees journeyed to Southern Africa with longtime Keystone Partner, MATTER. With a focused presence in Victoria Falls, Zimbabwe, the team saw firsthand the impactful work of key projects in agriculture, health, education, and job creation. In recent years, Tradition Capital Bank launched its own project – the MATTER Loan Program – providing over \$300,000 in micro-finance loans to capable entrepreneurs eager to scale their businesses. These loans, accompanied by business training and development, have created an estimated 52 new jobs.

TCB also celebrated the hiring of local Zimbabwean, Sheryl Nyathi (*photo top right*), from MATTER's Career Readiness Institute. Sheryl works full-time from Zimbabwe with Tradition Capital Bank's Data & Technology team.



*"This experience allowed me to see firsthand how connection and opportunity, supported through meaningful partnerships, can change lives."*

**- LEANNA ABRAMOVICH, AVP, DEPOSIT OPERATIONS MANAGER**



# INSIGHT TRIP TO CARTAGENA, COLOMBIA

## NOVEMBER 2025:

Eight TCB employees were introduced to the incredible work of longtime partner Opportunity International in Cartagena, Colombia. The organization transforms the lives of those living in ultra poverty through world-class initiatives like Savings Groups, EduQuality programs, and microlending opportunities. The team spent time visiting clients and hearing their incredible stories of hope and life change, even in the midst of such extreme hardship.

There are over 575 savings groups throughout northern Colombia, each consisting of 12-20 community members (many from remote areas) who contribute and administer the fund with the guidance of OI staff. Each group maintains a "savings box" from which small micro-loans are given to group members as well as broader community initiatives.



*"My overwhelming respect and admiration for the staff at OI was only exceeded by the inspiration obtained from the people whom they serve."*

**- TOM KRUSE, EVP, COMMERCIAL BANKING ADVISOR**



1776 Owens Foundation | 360 Communities | A Breath of Hope Lung Foundation | Achieve Twin Cities - Step Up | Adams Elementary | Advent United Methodist Church | Aim Higher Foundation | Alex's Lemonade Stand Foundation for Childhood Cancer | All Saints Catholic School | Alzheimer's Association | American Cancer Society of Minnesota | American Foundation For Suicide Prevention | American Red Cross | Amor Y Vida Twin Cities | Amplify Mission Network | Animal Ark | Animal Humane Society | Annex Teen Clinic | Aris Foundation, Inc. | Arizona Law Enforcement Canine Association, Inc. | Arizona Musicfest | Ascension Catholic Church | Berean Baptist Church | Best Buddies Minnesota | BestPrep | Bethany International | Bethlehem Baptist Church | Big T Foundation | Blessed Trinity Catholic School | Bloomington Optimist Youth Foundation | Bluff Creek Elementary | Bolder Options | Boy Scouts | Boys & Girls Clubs of Greater Scottsdale | Breast Cancer Education Association | Bridging | Brighter Days Family Grief Center | Brooklyn Middle STEAM School | C.A.S.T. | Campus Faith Clubs | CAPI | Caring For Cats | Catholic Tutor Corps | Chabad Young Jewish Professionals | Chanhassen Athletic Association | Children's Cancer Network | Children's Minnesota | Christ Presbyterian Church | Citizens Against Sex Trafficking | Coated In Love | College Golf Fellowship | Community Emergency Service | Community Kitchen MPLS | Cornerhouse | Cranio Care Bears | CRU | Cub Scouts | Cystic Fibrosis Foundation | Dance Arts Center | Dance Endeavors | Delano Youth Hockey Association | DinoMights | Dougherty Family College | Dream Institute | Dream of Wild Health | Eagan Athletic Association | Eagan Rotary | Eagle Heights Spanish Immersion | Eastview High School | Eden Prairie Athletic Association | Edina Baseball Association | Edina Choir Boosters | Edina Community Foundation | Edina Education Fund | Edina Hockey Association | Edina Rotary Foundation | Edina Sting Baseball Club | Edina Swim Club | El Amor De Patricia | Elevate Hope House | Elk River Baptist Church | Emerge Mothers Academy | Enterprise MN | Every Meal | Every Third Saturday | Faithful Shepherd Catholic School | Family of Christ Church | Farm of the Child | Feed My Starving Children | Feline Rescue | Fellowship of Christian Athletes (FCA) | Fentanyl Free Communities Foundation | Firefly Sisterhood | First Children's Finance | Gather and Grow | GEN Children's Charity | Gillette Children's Specialty Healthcare & U of M Masonic Children's Hospital | Girl Scouts | Girls on the Run | Giving Voice | Glacier National Park Conservancy | Gopher Campfire Wildlife Sanctuary | Grace Church | Grace Hospice | Green Acres Animal Rescue | Groveland Elementary PTA | Guild Services | Habitat for Humanity | Hall STEM Academy | Hand In Hand Christian Montessori | Hands Of Freedom | Hazelden Betty Ford Foundation | Heart Response Ministry | Hearts 4 Henry | Hendrickson Foundation | Hennepin Healthcare Foundation | Henry's Heroes | Heritage Christian Academy | Holy Family Academy | Hope Academy | Hope Filled Cafe | Hope United CDC | HopeKids | Hopkins Education Foundation | Hospitality House Youth Development | Housing First Minnesota Foundation | Housing In Action | Hunger Related Events | Huntsman Cancer Foundation | Huntsman Cancer Institute | Incarnation Lutheran Church | InSports Foundation | Intercongregational Communities Association (ICA) | International Justice Mission | ISLA school | Jack's Basket | Jackson Elementary School | Jeremiah Program | Jesus In The City Fellowship | Joy Collaborative | Joy Mobile | JSAW | Junior Achievement North | Junior Achievement of Arizona | Kaboom! | La Danse Fatale | La Sagrada Familia | Leukemia & Lymphoma Society | Life Rebuilders | Lifeworks Services | Little's Softball Club MN | Live & Learn | Loaves & Fishes | Lost Ones Found | Love Inc. | Madison Cat Project | Maple Grove Youth Football Association | Mary Kay Foundation | MATTER | Maui Humane Society | Meals on Wheels | Mes Amis French School And Cultural Foundation | Metropolitan Dance Alliance | Midwest Challenge - Life Rebuilders | Midwest Speed | Minnesota Adult & Teen Challenge | Minnesota Aurora FC | Minnesota Diversified Industries, Inc. | Minnesota Hillel | Minnesota Knights of Columbus Student Loan Fund | Minnesota Neonatal Foundation | Minnetonka Big Willow Baseball | Mission Animal Hospital | MN Thundercats | Monroe Elementary School | Mount Olivet Lutheran Church | Mount Olivet Rolling Acres | Multiple Sclerosis Society | My Very Own Bed | National Marrow Donor Program | Normandale Hills | North Star Skiers | Northwest Minnesota Foundation | Oakley's Oath | Okademy USA | One Classroom | One Good Deed | Onward Hope | Open Hands Foundation | Opportunity International | Osseo Maple Grove Basketball Association | Our Lady of Grace Church | Ovarian Cancer Research Alliance | P.E.A.S.E. Academy | PACT Charter School | Page Education Foundation | Pancreatic Cancer Action Network (PANCAN) | Parachute Foundation | Paws 4 A Cause | PGA Reach Minnesota | Phoenix Children's Hospital | Pinky Swear Foundation | Prairie's Edge Humane Society | ProAct, Inc. | Project Healing Waters | Propel Nonprofits | Providence Academy | Rachel Foundation | Redemption Ranch Family Ministries | Retrieve a Golden of the Midwest (RAGOM) | Robbinsdale Women's Center | Rockford Education Foundation | Rotary Club of Edina | Ruby's Pantry | SACA Food Shelf & Thrift Store | Saguaro Children's Charities | Sahuarita Food Bank | Saint Michael Catholic Church | Salvation Army | Sanctuary Covenant Church | Sanneh Foundation | SEARCH Twin Cities | Second Harvest Heartland | Send a Smile Today | Shakopee Area Catholic Schools | Shakopee Athletic Association | Shakopee Diversity Alliance | Shakopee Dollars for Scholars | Shakopee High School Booster Club | Shakopee Lions Club | Shakopee Soccer Association | Shakopee Softball Association | Shiloh Missionary Baptist Church | Shout Out Loud! | Sky Sanctuary Rescue | Sleep in Heavenly Peace | South Cities Church | Southwest Christian High School | SouthWest Options for Women | Special Olympics Minnesota | Spring Lake Park High School | St. Joseph Catholic Church | St. Joseph Catholic School | St. David's Center for Child and Family Development | St. Edward The Confessor Episcopal Church | St. Louis Park HS Band Parent Network | St. Louis Park Senior Party Committee | St. Louis Park Youth Hockey Association | St. Paul Urban Tennis | St. Paul's Outreach, Inc. | State Forty Eight Foundation | Stillwater Area Hockey Association | Suicide Awareness Voices of Education | Summit Academy OIC | Superman Sam's Survival Kit | SWIFT Youth Foundation | Tanglen Elementary School | TBIFund | The ARC Minnesota | The Bond Between | The Grief Club of Minnesota | The Irish Fair | The Link | The Open Door Pantry | The Overcomer Foundation | The Reel Hope Project | The Retreat | The Sandwich Project | The Widow Collaborative | Threshold To New Life | Thrive AZ | Thrive Family Recovery Resources | Tonka Area Gymnastics Association | TreeHouse | Tricia's Troops Cancer Connection | Tubman | Uncommon Ministry Fund | Union University | United Cerebral Palsy of Central Arizona | United Heroes League | Unity Catholic High School | University of Northwestern St. Paul | University of St. Thomas | VEAP | Verus Community | VraniCURE | Wallin Education Partners | Washburn Center for Children | Way To Grow | West Metro Miracle League | Westfield Homeless Cat Project | Westgate Church | Where Hope Lives | Whispers of Hope | White Bear Lake Baseball Association | Wiggle Your Toes | Women's Orchestra of Arizona | WomenVenture | World Vision | Wounded Warrior Project | Young Life | Young Life Caperanum | Youth Frontiers | Youth On Their Own | YWAM

**\$11.8 MILLION**

**DOLLARS GIVEN TO DATE**

*Using Our*

**TIME,**

**TALENT,**

**TREASURE,**

**+ CONNECTIONS —**

*we can unlock a greater impact  
than any one of us could do alone.*

