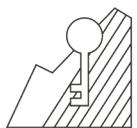


IMPACT REPORT

2024



USING OUR TIME, TALENT, AND TREASURE FOR IMPACT



Keystone
Giving Program

at

TRADITION
CAPITAL BANK

FDIC | Equal Housing Lender | NMLS #402168



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. Through Keystone, we engage employees, clients, and business partners in contributing their time, talents, connections, and financial resources to improve the communities in which we live and work.

We aren't out to prove anything. We don't want a pat on the back. We just want to consistently ask ourselves what we can offer to help people and places flourish and inspire others to do the same.

Thanks for being a part of the story.



CORY GREGORY

DIRECTOR OF GENEROSITY

KEYSTONE PARTNERS: 2024

Our Keystone partners are a small group of nonprofit organizations chosen each year in whom we make a more significant investment of our time, talents, and network to amplify the impact of our financial gifts.



www.capiusa.org

CAPI serves immigrants and refugees throughout the Twin Cities guiding clients in their journey toward self-determination and social equality through meeting basic needs, providing economic empowerment, and encouraging civic engagement.

IMPACT - Tradition Capital Bank pledged a multi-year commitment towards CAPI's historic 16,000+ sq. ft. expansion of their Immigrant Opportunity Center, with several employees bringing awareness to the project through board and committee service. Food donations from the Bank's "MATTERbox Madness" and "Ending Hunger Games" efforts filled their food pantry in the spring and fall, respectively. The TCB network showed up in service at the Twin Cities World Refugee Day and the annual "Give & Grow" cultural showcase.



www.fmssc.org

FEED MY STARVING CHILDREN seeks to provide hope through feeding hungry kids all around the world in both body and spirit.

IMPACT - Tradition Capital Bank support targeted a specific Project-Based Food Assistance (PBFA) program in Guatemala City through a ministry called, "Believe Guatemala." This initiative regularly served over 80 children and provided critical nutrition stability that aided further education and employment efforts. Additionally, employees supported FMSC through several meal-packing events, sponsorship of their annual gala, volunteering at Twin Cities food truck festival events, and purposeful shopping through the FMSC global marketplace.



ST. DAVID'S CENTER FOR CHILD & FAMILY DEVELOPMENT is a regional leader in child and family development, offering educational support services for over 6,500 kids ages 16 months to kindergarten.

IMPACT - Tradition Capital Bank partnered with St. David's through a "Light the Way" sponsorship of their annual gala, where they announced a major initiative to expand their Downtown Minneapolis campus and nearly double their capacity. Employees rolled up their sleeves in service at the annual "Get Out & Grow" fall festivals.



BOYS & GIRLS CLUBS OF GREATER SCOTTSDALE provides safe places where kids can be themselves and participate in fun programs that build their skills for school, the workforce, and life.

IMPACT - As a presenting sponsor, Tradition Capital Bank helped deliver the inaugural Taste Fore The Tour in Scottsdale during the Waste Management Phoenix Open in February. This foodie fundraiser brought together top culinary talent and celebrities to address the needs of the hungry. In its first year, the event raised over \$169,000 for the Boys & Girls Clubs of Greater Scottsdale to start a new summer food program.





www.matter.ngo

ZIMBABWE INITIATIVE

MATTER is a Minneapolis-based nonprofit that brings together the best companies, experts, problem solvers, and doers to launch projects that improve communities both locally and around the world.



Since Tradition Capital Bank's beginning in 2005, we have been connected to MATTER (originally Hope for the City). This has led to annual engagement in competitive MATTERbox packing events and various meaningful sponsorship opportunities. In recent years, MATTER has developed a significant, focused presence in the African country of Zimbabwe, launching key projects in agriculture, health, and education.

In 2023, following employee visits to Victoria Falls, Zimbabwe, the Bank launched our own project, informally called the MATTER Loan Program. Through a combination of grant and loan dollars, by the end of 2024, we were able to lend over \$240,000 to 21 small loan recipients, which in turn, created 38 new jobs.

- **INSIGHT TRIPS** - In September, nine employees travelled to Victoria Falls, and visited loan recipients and other MATTER projects. In October, a group of Bank leadership, board members, and clients visited alongside these loan recipients and participated in MATTER's Business as Mission (BAM) conference.
- **JOB CREATION** - Through MATTER's Career Readiness Institute, the Bank was able to welcome native Zimbabwean, Sheryl Nyathi, as a year-long intern with our IT team. Having excelled in her work, Sheryl marked her graduation in October by accepting a full-time role with Tradition Capital Bank, working remotely from Zimbabwe.
- **MATTERBOX MADNESS** - An annual bank-wide tradition for employees, team members packed over 3,000 healthy meals for children in the Twin Cities and Phoenix areas.
- **ANNUAL EVENT** - The Bank supported MATTER as one of the lead sponsors of their annual fundraising event. "Stand-Up for a Cause" was headlined by Zimbabwean comedian, Learnmore Jonasi, finalist on America's Got Talent.



OTHER NOTABLE PARTNERSHIPS:

+ AMPLIFY MISSION NETWORK | WWW.AMPLIFYMISSION.ORG



MISSION - Amplify Mission Network connects Christian business leaders with emerging nonprofit ministries to amplify kingdom impact.

IMPACT - Tradition Capital Bank supported Amplify through sponsorship of their bi-monthly AMP meetings and their annual fundraising event, featuring world-renown author and speaker, Bob Goff.

+ THE DREAM INSTITUTE | THEDREAMINSTITUTE.ORG



MISSION - The Dream Institute seeks to transform people's lives by giving them a place to heal and build a solid foundation for the future. Their goal is ending human trafficking and rebuilding lives.

IMPACT - Tradition Capital Bank supported the Dream Institute through sponsorship of their annual golf fundraiser as well as their annual Celebration of Christmas event.

+ HOPE ACADEMY | WWW.HOPEACADEMYMPLS.ORG



MISSION - Hope Academy is a K-12 school that fosters hope in God within the inner-city of Minneapolis by providing a remarkable, God-centered education.

IMPACT - Tradition Capital Bank supported Hope Academy as a sponsor of their 25th Anniversary gala.

+ JUNIOR ACHIEVEMENT NORTH | WWW.JANORTH.ORG



MISSION - Junior Achievement prepares young people with the skill set and mindset to build thriving communities through experiential learning focused on financial literacy, career readiness, and entrepreneurship.

IMPACT - Tradition Capital Bank partnered with Junior Achievement to bring quality hands-on educational experiences to elementary, middle school, and high school students throughout the Twin Cities and Phoenix through regular employee volunteerism with their J.A. In a Day, Biztown, and Finance Park programs.

+ MN ADULT & TEEN CHALLENGE | WWW.MNTC.ORG



MISSION - MN Adult & Teen Challenge seeks to assist men, women, and teens in gaining freedom from chemical addictions and other life-controlling problems by addressing their physical, emotional, and spiritual needs.

IMPACT - Tradition Capital Bank supported MN Adult & Teen Challenge through sponsorship of both their spring gala and fall women's luncheon. Additionally, employees organized a summer "Grillin' & Games" event for over 80 of their resident clients.

MORE PARTNERSHIPS, CONTINUED:

+ SAGUAROS CHILDREN'S CHARITIES | WWW.SAGUAROS.COM



MISSION - The Saguaros are a group of young businessmen in Arizona proudly giving back to the community and supporting local children's charities through larger than life fundraising events.

IMPACT - Tradition Capital Bank supported the Saguaros through sponsorship of and engagement with multiple marquee events, including the 2024 Olympiad and the annual Niteflite gala.

+ TREEHOUSE | TREEHOUSEHOPE.ORG



TREEHOUSE

MISSION - TreeHouse is on a mission to unleash hope in teens everywhere.

IMPACT - Tradition Capital Bank supported TreeHouse through sponsorship of: "Women of Hope" luncheon, "Golf for Hope" golf tournament, and their special 40th Anniversary Celebration.

+ TWIN CITIES HABITAT FOR HUMANITY | WWW.TCHABITAT.ORG



MISSION - Twin Cities Habitat for Humanity seeks to bring people together to create, preserve, and promote affordable home ownership and advance racial equity in housing.

IMPACT - Tradition Capital Bank partnered with Habitat for Humanity to rehabilitate a recently purchased housing project in the southwest metro and sent over 50 employees over the course of a week to volunteer their time to assist with construction.

+ WASHBURN CENTER FOR CHILDREN | WASHBURN.ORG



MISSION - Washburn Center for Children seeks to nurture every child and family's well-being and full potential through transformative children's mental health care.

IMPACT - Tradition Capital Bank supported Washburn Center for Children through sponsorship of their annual "Dawn of Hope" breakfast as well as employee engagement in a bank-wide presentation about their resources and services.

+ YOUNG LIFE | YOUNGLIFE.ORG



MISSION - Young Life is a Christian ministry that reaches out to middle school, high school, and college students to help them grow in their faith.

IMPACT - Tradition Capital Bank supported Young Life through pledged support to the Scott County area, sponsorship of the Southwest Twin Cities annual golf event, and the growing Greater Minneapolis Capernaum ministry.

BIG T FOUNDATION:

As a proud part of the vertically integrated consortium of companies known as Tradition Companies, Tradition Capital Bank supports the goal of the Big T Foundation to band together and multiply our efforts to be a force for good in our community.

Through the Big T Foundation, the Bank supported efforts with the following organizations:

- + EVERY THIRD SATURDAY
- + UNITED HEROES LEAGUE
- + GRIEF CLUB
- + WHISPERS OF HOPE
- + THE RANCH/EAGLE'S HEALING NEST
- + HOPEKIDS

EMPLOYEE DIRECTED GIVING:

Through employee-directed grants, paid time off for volunteering, and a “double match” on employees’ charitable giving, we encourage our employees to give their time, talent and treasure in ways that are meaningful for them, and that help shape our community. In 2024, Tradition Capital Bank employees volunteered over 4,300 hours and distributed grants to 172 nonprofit organizations.

- + EMPLOYEE VOLUNTEERED **4,300 HOURS**
- + ELECTED GRANTS TO OVER **170 NONPROFIT ORGANIZATIONS**

The Keystone Program was something that drew me to Tradition and that I'm proud to talk about 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,
EMPLOYEE - RELATIONSHIP OFFICER, BUSINESS BANKING



The Free Book Buggy event at a local school

ORGANIZATIONS WE GAVE TO IN 2024:

1776 Owens Foundation
360 Communities
A Breath of Hope Lung Foundation
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
Aris Foundation, Inc.
Arizona Law Enforcement Canine Association, Inc.
Arizona Musicfest
Ascension Catholic Church
Best Buddies Minnesota
Best Prep
Bethany International
Bethlehem Baptist Church
Big T Foundation
Blessed Trinity Catholic School
Bloomington Optimist Youth Foundation
Bolder Options
Boys And Girls Club 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
Chabad Young Jewish Professionals
Chanhassen Athletic Association
Children's Minnesota
Citizens Against Sex Trafficking (C.A.S.T.)
Classic Gymnastics Booster Club
College Golf Fellowship
Community Emergency Service
Cornerhouse
Cranio Care Bears
CRU
Cystic Fibrosis Foundation
Delano Youth Hockey Association Inc
DinoMights
Dream Institute
Dream of Wild Health
Eagan Rotary
Edina Community Foundation
Edina Hockey Association
Edina Rotary Foundation
Edina Sting Baseball Club
El Amor De Patricia
Elevate Hope House
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
Gather And Grow Waconia United Food Shelf
GEN Children's Charity
Giving Voice
Glacier National Park Conservancy
Gopher Campfire Wildlife Sanctuary
Grace Church of Eden Prairie
Grace Hospice
Green Acres Animal Rescue
Groveland Elementary PTA
Guild Services
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
Holes Fore Hope
Holy Family Academy
Hope Academy
Hope Chest For Breast Cancer Foundation
Hope Filled Cafe
Hope United CDC
Hopekids
Hopkins Education Foundation
Hospitality House Youth Development
Housing First Minnesota Foundation
Hunger Related Events
Huntsman Cancer Foundation
Huntsman Cancer Institute
InSports Foundation
Intercongregational Communities Association (ICA)
International Justice Mission
Jack's Basket
Jackson Elementary School
Jeremiah Program
Jesus In The City Fellowship
Joy Collaborative
JSAW
Junior Achievement North
Junior Achievement of Arizona
Kaboom!
Leukemia & Lymphoma Society
Life Rebuilders
Lifeworks Services
Littles Softball Club MN
Live And Learn
Lost Ones Found
Love Inc.
Madison Cat Project
Mary Kay Foundation
MATTER

ORGANIZATIONS WE GAVE TO IN 2024:

Maui Humane Society
Mes Amis French School And Cultural Foundation
Minnesota Adult & Teen Challenge
Minnesota Diversified Industries, Inc.
Minnesota Hillel
Minnesota Knights of Columbus Student Loan Fund
Minnesota Neonatal Foundation
Mission Animal Hospital
Mount Olivet Lutheran Church
Mount Olivet Rolling Acres
My Very Own Bed
National Marrow Donor Program
Northwest Minnesota Foundation
Oakley's Oath
Okademy
One Classroom
One Good Deed
Onward Hope
Open Hands Foundation
Opportunity International
Our Lady of Grace Church
Ovarian Cancer Research Alliance
P.E.A.S.E. Community Foundation
PACT Charter School
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
Rachel Foundation
Redemption Ranch Family Ministries
Retrieve a Golden of the Midwest (RAGOM)
Robbinsdale Women's Center
Rockford Education Foundation
SACA Food Shelf & Thrift Store
Saguaros Children's Charities
Sahuarita Food Bank
Saint Michael Catholic Church
Salvation Army
Sanctuary Covenant Church
Sanneh Foundation
SEARCH Twin Cities
Second Harvest Heartland
Shakopee Diversity Alliance
Shakopee Dollars For Scholars
Shakopee High School Booster Club
Shakopee Lions Club
Shiloh Missionary Baptist Church
Sky Sanctuary Rescue
South Cities Church
Southwest Christian High School
SouthWest Options for Women
Special Olympics Iowa
Special Olympics Minnesota
St. David's Center for Child and Family Development
St. Edward The Confessor Episcopal Church
St. Joseph School

St. Louis Park HS Band Parent Network, Inc
St. Paul Urban Tennis
St. Paul's Outreach, Inc.
State Forty Eight Foundation
Suicide Awareness Voices of Education
Summit Academy OIC
Superman Sam's Survival Kit
Tanglen Elementary School
The ARC Minnesota
The Bond Between
The Grief Club of Minnesota
The Link
The Open Door Pantry
The Overcomer Foundation
The Reel Hope Project
The Retreat
The Widow Collaborative
Thrive AZ
Thrive Family Recovery Resources
Tonka Area Gymnastics Association
TreeHouse
Tricia's Troops Cancer Connection
Tubman
Twin Cities Habitat For Humanity
Twin Cities Habitat For Humanity
Uncommon Ministry Fund
Union University
United Heroes League
Unity Catholic High School
University of Northwestern St. Paul
YEAP
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
World Vision
Wounded Warrior Project
Young Life
Young Life Caperanum
Youth Frontiers
Youth On Their Own
YWAM