

2024

IMPACT REPORT



Ktisis Capital advises individual donors, families, foundations, and philanthropic collaboratives to mobilize resources to advance racial, social, economic, and environmental justice.





Since our founding in 2015, Ktisis Capital has worked tirelessly to mobilize resources that advance racial, social, economic, and environmental justice. As we reflect on our journey and impact, we are proud of how our work has evolved and expanded – from our early days advising individual donors and families to our current role supporting a diverse array of changemakers across the globe.

Through periods of intense social upheaval, political transformation, and renewed calls for justice, we have remained steadfast in our commitment to channeling philanthropic resources toward meaningful, systemic change. That will not change even as we live through an administration that seeks to undermine and attack those values.

We are not backing down from justice-centered work.

In the pages that follow, we invite you to explore the depth and breadth of Ktisis Capital's work over the past year. You'll learn how we partner with progressive donors, families, foundations, and collaboratives to develop customized strategies that align with their values and amplify their impact. You'll see examples of how we help clients navigate complex decisions around governance, generational transitions, and mission evolution. And you'll discover the various ways we're working to build and strengthen networks of funders dedicated to creating a more equitable and sustainable world.

As we share these stories and insights, we also want to acknowledge and appreciate the trust our clients place in us and their commitment to deploying resources in service of transformative social change.

Our Mission

Ktisis Capital advises individual donors, families, foundations, and philanthropic collaboratives to mobilize resources to advance racial, social, economic, and environmental justice.

Guided by our Values

Justice & Equity

We advance racial, social, economic, and environmental justice by centering voices most affected by inequity, transforming systems through our client work and internal practices.

Integrity & Trust

We maintain impeccable accountability to clients, colleagues, and communities through transparent communication and unwavering commitment to our promises.

Wholeness & Complexity

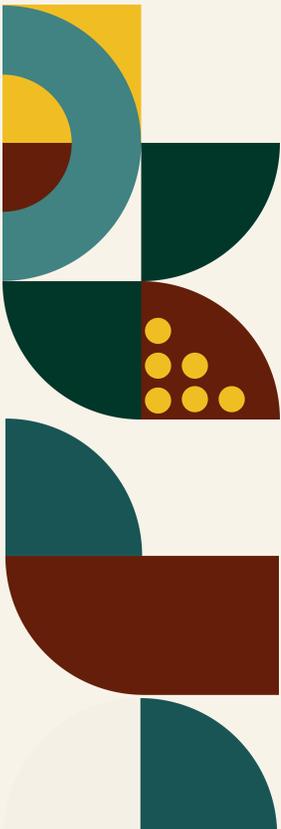
We embrace the multifaceted nature of individuals and our work, balancing vision with pragmatism, speed with thoughtfulness, and immediate impact with sustained change.

Care & Kindness

We practice compassion and respect while maintaining honest communication and clear boundaries to sustain healthy individuals, organizations, and movements.

Learning & Curiosity

We approach growth with humility, recognizing everyone has knowledge to share and room to learn, especially from those most impacted by injustice.



Our commitment to Justice, Equity, Diversity, and Inclusion

Justice, Equity, Diversity, and Inclusion (JEDI) principles form the foundation of our mission to move more money better. We recognize our responsibility to advance opportunities for communities historically marginalized by systemic oppression, particularly BIPOC individuals, women, LGBTQ+, Transgender & Gender Nonconforming peoples, and ethnic and cultural minorities.

This commitment manifests through building diverse teams, ensuring varied perspectives inform our decisions, and creating inclusive spaces that foster genuine belonging. We strive to provide equitable access to resources, networks, and support based on individual needs rather than identity. Our pursuit of justice extends beyond equal opportunity – we actively work to address historical inequities and create systemic change.

In our internal practices, we intentionally cultivate a team representing diverse backgrounds, perspectives, and lived experiences. Acknowledging our own privileges and biases, we remain committed to continuous learning and evolution in our JEDI journey.

We partner with donors and changemakers to direct philanthropic resources toward dismantling barriers and building a society where justice, dignity, and shared prosperity extend to all communities. By centering the perspectives of those most affected by inequity, we catalyze movements that create lasting, positive change across social, economic, and environmental dimensions.

Services

We work at the intersection of wealth and justice, guiding philanthropic resources toward transformative social change. We partner with individual donors, families, foundations, networks, and collaboratives who share our commitment to advancing racial, social, economic, and environmental justice.

Our comprehensive suite of services helps our clients move more money, more effectively, to the frontlines of today's most pressing challenges. Through deep listening, rigorous analysis, and values-aligned implementation, we transform philanthropic intent into meaningful impact.

Clients

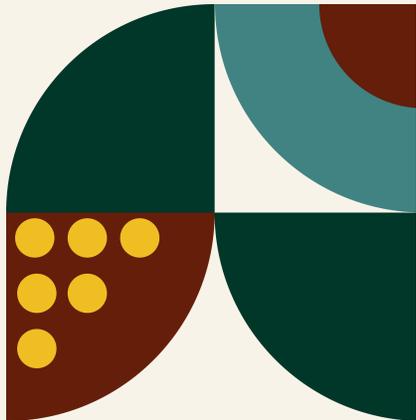
**Individuals
& Families**

**Donor Networks
& Collaboratives**

**Foundations
& Grantmakers**

Strategy & Program Design

We work with clients through iterative and collaborative processes to build programs and strategies to have the deepest impact. Our team of consultants help create short- and long-term strategies, articulate giving philosophies and grantmaking principles, navigate how and when to consider various philanthropic vehicles, the role of advocacy and education, and much more. Engagements can last from periodic, virtual programs, one-day immersive strategy sessions, to ongoing and continued advising. We also work to integrate strategy and programs across organizations and enterprises, including comprehensive communications plans for internal and external audiences.



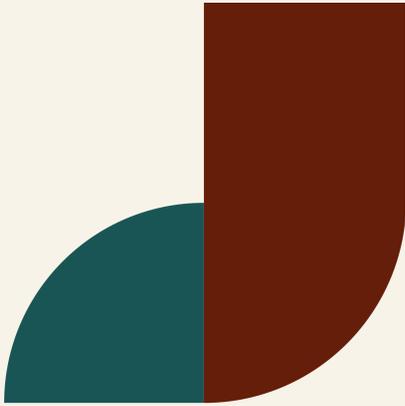
Research

We work with clients to develop and refine their areas of interest, with expertise in cultivating a network of field and movement leaders. We perform landscape scans and topical research, pulling together large amounts of data and information from the field and distilling it down to consumable and accessible formats, providing our clients with the information needed to make informed decisions. These audits of the current and future capacities of the field provide the data necessary to inform programmatic needs and strategic direction for our clients.

Program & Operational Support

We provide services that enable clients to start, scale-up, or streamline programs and initiatives. We regularly serve as added capacity for one-time or emerging projects not yet ready for full-time staffing and support existing teams with shifting and complex organizational management challenges. This includes developing special programs, starting and managing grantmaking programs or initiatives, refining processes and procedures, ensuring continuity by staffing a program during staff/leadership transition, and serving as sounding board and confidential advisor during planning and ideation of program development.



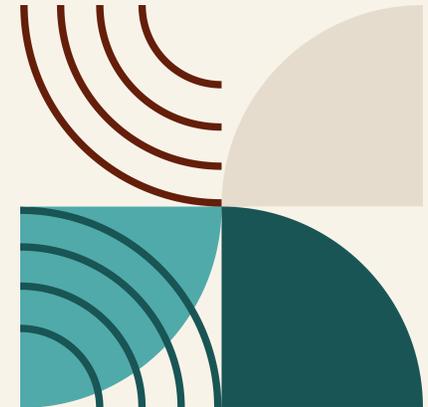


Learning

We design, develop, and deliver tailored learning opportunities and coaching for both individuals and full organizations. This work spans a range of areas and experience levels – whether you are looking to go deep on a specific topic or are looking to bring your stakeholders up to speed on the policies and practices of the field, our team of consultants can customize any learning experience to your specific needs. We collaboratively create opportunities for learning around new partnerships, areas for growth, and innovations that align with new priority areas or build upon the legacy of existing work.

Governance

We provide experience and person-power to help develop and guide key governance structures and policies. We have expertise in navigating the dynamics entailed by the unique personal and organizational contexts, including serving as a confidential advisor and thought partner to family leaders, establishing new governance structures and policies, evolving existing structures and policies, linking governance to programming and grantmaking strategy, leadership transitions, and maintaining and refining decision-making processes. We have served clients ranging from small community foundations to multi-billion dollar international operations.



Grantmaking

We work with individuals and organizations to develop, adopt, and improve effective giving practices, drawing on expertise regarding collective giving, participatory grantmaking, and centering those most affected by the problems we aim to solve. Our work spans a range of program areas and experience levels, with expertise in grantmaking strategies from conception through implementation. This work ranges across the areas of systems change, grappling with identity and power, translating strategy to practice, due diligence, democracy building, field building, and more, all with an eye toward moving more money more effectively to advance justice.

Impact by the Numbers

At Ktisis Capital, we recognize that justice takes many forms and the path to systemic change requires addressing interconnected challenges across multiple sectors and movements. While our clients often focus on specific issues they care deeply about – from racial equity to climate justice, from economic transformation to Indigenous sovereignty – our role is to help them develop effective strategies for moving resources, regardless of the specific cause. We believe that moving money better means not just increasing the quantity of philanthropic dollars flowing to progressive causes, but improving the quality of giving through thoughtful strategy, strong partnerships, and nimble approaches that respond to emerging needs and opportunities. By remaining issue agnostic while maintaining our commitment to justice and equity, we can better serve donors working across different fields and help build bridges between funders and movements that might not otherwise connect.



Ktisis Capital directly advised **\$77 million** in philanthropic giving in 2024, with individual client assets ranging from six to eight figures.

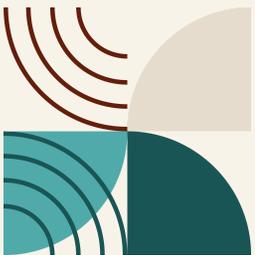
While direct grantmaking advice is important, our impact extends far beyond these numbers. Through our work in organizational strategy, strategic planning, board governance, and training, we influence a much broader scope of philanthropic capital. In 2024, our clients collectively granted **\$13 billion** and managed combined assets of **\$85 billion**.



Client Work

Our impact emerges through deep, collaborative relationships with a diverse array of clients committed to social change. We believe that the most effective philanthropy happens when we serve not merely as advisors, but as thought partners deeply invested in our clients' missions and values.

The following case studies illustrate how our approach translates into tangible impact. These stories demonstrate how strategic guidance, sustained engagement, and values-aligned implementation help our clients navigate complex decisions, respond to emerging challenges, and amplify their philanthropic impact in service of justice and equity.



The Carmack Collective

We believe that effective philanthropy emerges from deep, collaborative relationships with our clients. Our ongoing partnership with [The Carmack Collective](#) exemplifies this approach, demonstrating how sustained engagement and strategic guidance amplify philanthropic impact.

Our relationship with The Carmack Collective has evolved through multiple phases of development, beginning with comprehensive landscape analysis and strategic planning sessions. However, rather than functioning as occasional advisors, we've established ourselves as trusted thought partners.

This collaborative framework has allowed us to help Carmack navigate complex decisions about their grantmaking portfolio. When evaluating potential initiatives, our team conducts thorough analyses of existing gaps in the climate justice ecosystem, identifying opportunities where Carmack's resources could create maximum leverage.

When The Carmack Collective expressed interest in supporting innovative climate justice programming, we helped them evaluate dozens of potential projects, considering factors such as



leadership capacity, potential for scale, and alignment with their core values. This rigorous assessment process led to the identification of several promising initiatives, including Drilled Media's "Mad Men of Big Oil" program that eventually debuted at the Hollywood Climate Summit.

Following the program's initial success, we worked with The Carmack Collective to evaluate outcomes, which informed Carmack's decision to expand support for the program to New York Climate Week, significantly broadening its reach and impact.

The true measure of our partnership's success lies not in any single program but in The Carmack Collective's growing confidence and capability as strategic philanthropists.

Democracy Learning Cohorts: Advancing Strategic Philanthropic Impact

The Democracy Learning Cohorts continue to serve as a cornerstone initiative in our mission to strengthen democratic engagement through strategic philanthropy. Successfully launched in 2024, this innovative eight-month program brought together committed donors in a collaborative learning environment designed to enhance the effectiveness of democracy-focused giving.

The program's comprehensive curriculum addressed critical aspects of democratic philanthropy, including:

Strategic Analysis & Implementation

Participants engaged with expert facilitators to develop sophisticated approaches to civic engagement funding. The program provided in-depth analysis of current democratic challenges and opportunities, helping donors craft more effective giving strategies that align with long-term democratic strengthening goals.

Practical Skill Development

The cohort structure enabled donors to develop concrete skills in both traditional charitable giving and 501(c)(4) funding approaches. Through careful examination of various funding tools and mechanisms, participants learned to maximize their philanthropic impact in supporting democratic institutions and civic engagement initiatives.

Direct Engagement with Movement Leaders

A distinctive feature of the program was the opportunity for donors to learn directly from democracy advocates and movement leaders. These interactions provided invaluable insights into connecting electoral strategy with broader democratic transformation efforts, offering participants a comprehensive understanding of how their philanthropy can support systemic change.

Looking ahead, the program will incorporate fresh insights from the 2024 election cycle, continue to evolve to meet emerging challenges, and share innovative approaches to building sustainable civic infrastructure.

Peterffy Foundation Strategy Retreat

Our team is often asked by families and foundation leaders to help them navigate key internal and strategy questions, often punctuated or concluded in a deep-dive retreat. One example from last year – in December 2024, Ktisis coordinated a strategic retreat for second-generation board members to strengthen their connection to the Peterffy Foundation's philanthropic initiatives and foster inter-board relationships.



We began with a board-facilitated connection exercise bringing together staff and board members in pairs to share reflections on thought-provoking questions. We then turned our attention to an analysis of the environmental and climate policy landscape, with particular emphasis on emerging regulatory shifts with the new Trump administration. Following the policy discussion, the board evaluated the foundation's 2024 grant distribution across both thematic priorities and geographic regions. This analysis provided critical insights into our funding allocation effectiveness and impact measurements. Once we were grounded in the national and global context, we reflected on the 2024 grantmaking across programmatic themes, as well as geographic areas.

As we entered day two we shifted to future visioning and developed individual and organizational goals for engagement for the coming year. The retreat concluded with a renewed commitment to the foundation's core areas of Indigenous sovereignty advancement, ecological regeneration initiatives, climate justice advocacy, and biodiversity protection efforts. Board members departed with enhanced alignment on strategic priorities and strengthened dedication to advancing the foundation's environmental and social justice objectives.

Australian Jewish Funders

In May, as part of his almost annual trips for the last decade to work with philanthropy leaders across Australia and New Zealand, Ktisis' founder Jason Franklin dove deep into some challenging and personal conversations with members of the Australian Jewish Funders. In a pair of confidential conversations in Melbourne and Sydney, he facilitated conversations with highly engaged Jewish donors trying to chart their paths forward individually and as a community since the October 7th attacks. They explored questions of what to fund and not fund, how to identify the most urgent needs in rapidly changing times, and how to show up for long time partners and navigate newly challenging relationships. Echoing conversations that Jason and the whole Ktisis team have engaged in with donors and partners across the US since the attacks deepened the Palestine-Israel crisis, he helped create space for the philanthropically active but small community of Australian Jewish funders to process with one another and chart their individual and collective paths forward during one of the most challenging times in the community's modern history.

Committee on States

Senior Director Estevan Muñoz-Howard facilitated a session on progressive co-governance at the Committee on States conference in Miami in May. Joined by a panel of speakers from Win Minnesota, Bay State Progress, the Florida Alliance and the Funders' Committee for Civic Participation, this session explored challenges and opportunities to advance progressive governance in states across the country.

Hidden Leaf Foundation

In September, Ktisis Capital facilitated a webinar that explored the role individual donors and family foundations play in protecting and strengthening democracy beyond election day. With underwriting from Hidden Leaf Foundation and co-sponsorship by the National Center for Family Philanthropy and Forward Global, this webinar examined the various grantmaking strategies available to families, with particular focus on the different ways in which families and foundations can legally support 501(c)(4) activities, as well as post-election 501(c)(3) work critical to the practice of democracy.





Committee on States

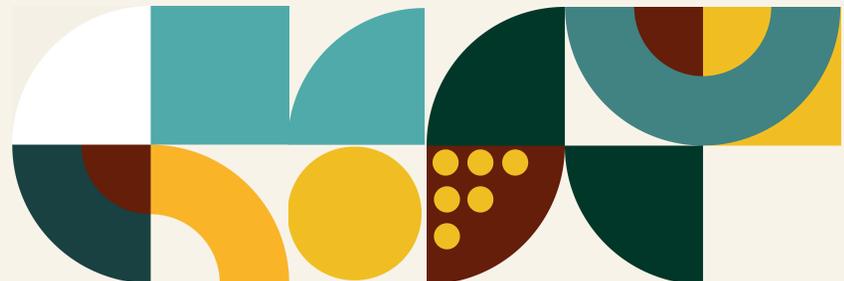
Building upon the “Building Progressive State Governance” report that was published in early 2024, Ktisis Capital is now working on a follow-up report that examines challenges and opportunities to build and wield progressive power in Blue states across the country. This project is underwritten by a committee of partners, including Committee on States, the Democracy Alliance, the Funders Committee for Action Fund, and several state donor alliances.

APW Fund

In 2024, Ktisis launched the APW Fund, a project of the TEW Foundation. With an annual grantmaking budget of \$200,000, the fund supports organizations that are working to advance environmental justice in the Pacific Northwest and nationally. In its inaugural grantmaking cycle, the fund made grants to 3 environmental justice organizations based in the Pacific Northwest: Got Green, Puget Soundkeeper Alliance, and Seattle Neighborhood Greenways.

Council of Michigan Foundations

In a leading-edge session at the Council of Michigan Foundations' Annual Conference, our team led a transformative discussion on shifting grantmaking practices to center proximate voices in philanthropy. Designed and facilitated by Alison Upton López, Ricky Benavidez, and Michael Pratt, the presentation brought together distinguished experts including eMily Alemán-McAlpine from the Wege Foundation, Vicky Stott from the W.K. Kellogg Foundation, and Indigenous educator Kelsey Wabanimkee to share insights on embedding community perspectives in philanthropic decision-making. The session generated significant engagement from attendees, who committed to implementing concrete changes in their organizations, from revising grant application processes to creating more inclusive decision-making structures. Participants left with practical tools and strategies for moving beyond traditional listening exercises to actively centering the voices of those closest to community challenges, marking a significant step toward more equitable and effective philanthropy in Michigan and beyond.





2024 Clients

- Accelerate Philanthropy & Strong and Effective Sector Portfolios, W.K. Kellogg Foundation
- Australian Jewish Funders
- Besen Family Foundation
- Committee on States
- Fidelity Charitable
- Freedom Together Foundation
- Global Greengrants Fund
- Healthcare of Northern Lake County
- Hidden Leaf Foundation
- Impact Driven Philanthropy Collaborative
- Justice Associates
- Kellogg School of Management, Northwestern University
- Minderoo Foundation
- Movement Voter Fund
- Movement Voter Project
- Ottinger Foundation
- Peterffy Foundation
- Philanthropy Australia
- Progressive Political Power Fund
- Racial Equity and Community Engagement Portfolio, W.K. Kellogg Foundation
- TEW Foundation
- The Carmack Collective
- Voices for Progress
- West Michigan Progress PAC

+ a number of anonymous individual donors and families

Thought Leadership



Protecting Immigrant Communities in 2025: A Call for Philanthropic Action

As we enter 2025, millions of immigrant families, in particular, across the country are facing unprecedented anxiety and uncertainty. With the incoming administration's stated plans to implement aggressive immigration policies, approximately 46.2 million people – 14% of the U.S. population – face potential impact.

The philanthropic sector faces a critical moment. Our response must match the urgency of the immediate threat and the necessity of building long-term resilience. That's why, in a follow-up to an earlier [blog post](#), we gathered specific priorities from the sector and our partners in defense of immigrant communities.

Read through our compiled recommendations [here](#).

Strategic Insights for Democracy Funders

November's election results made apparent the under-addressed action items that will drive our work moving forward. Redirecting our energies toward the struggle to maintain democracy at the state level, making multi-year investments and uplifting litigation funds are just a few of the issue areas that have become pivotal in securing a Just Future.

At Ktisis, we are considering our own responsibilities as we navigate this moment of vastly increased need. As circumstances evolve, we will continue to track both threats and opportunities to help funders navigate the complexities of our shifting philanthropic ecosystem.

For more on how funders can work in solidarity and fight for democracy, access the [blog here](#).





Systemic Change in the Fight for Democracy

In response to conversations in the philanthropic sector on how to best leverage resources for the protection and strengthening of democratic practice, we shared some of the foundational concepts of our Democracy Learning Cohort series. Over the course of nine months, groups of donors interested in maximizing their impact in the democracy engaged with themes including structural reform, narrative development and community-based infrastructure.

Explore themes from the Cohort [here](#).



Rise of Mega Donors

The concentration of wealth among a small group of individuals has given rise to a phenomenon where a handful of mega donors wield disproportionate influence over the nonprofit sector. While their contributions can be transformative, enabling organizations to launch ambitious projects and scale their impact, mega donors often have specific interests that can be misaligned with grassroots needs.

“When a few wealthy individuals have the power to shape the agenda of numerous organizations, there is a risk that the sector will be perceived as serving the interests of the elite rather than the public good.”

Understand the impact of large gifts on the nonprofit sector [here](#).

Social Justice Donor Survey

In 2024, Ktisis Capital conducted the first-ever comparative analysis of philanthropic activities between social justice donors (SJ donors) and mainstream wealthy donors, revealing crucial insights into how these two groups approach charitable giving. Drawing from our proprietary survey of SJ donors and the 2023 Bank of America Study of Philanthropy, this groundbreaking research illuminates significant differences in strategy, focus, and impact evaluation between these donor populations.

Key findings from the study include:

- While giving levels were similarly distributed between SJ and mainstream donors (41% under \$200K, ~35% \$200K-\$1M, ~25% over \$1M), SJ donors demonstrated broader engagement, with 97% giving to 5+ organizations compared to 44% of mainstream donors.
- SJ donors prioritized democracy/political activities (87%), environment/climate justice (78%), and racial justice (66%), showing dramatically higher support for racial justice (5.5x) and environmental causes (4x) compared to mainstream donors.
- Strategic approaches differed significantly: 65% of SJ donors reported having a giving strategy versus 41% of mainstream donors. SJ donors also showed higher adoption of sophisticated giving vehicles, with 73% utilizing Donor Advised Funds compared to 5% of mainstream donors.
- Impact assessment was a key differentiator, with 68% of SJ donors engaging in some form of impact evaluation compared to 20% of mainstream donors.



This research provides valuable insights for multiple stakeholders in philanthropy:

For advisors & philanthropic professionals

Crucial data to better understand and serve progressive donors, highlighting their preference for strategic, long-term approaches and sophisticated giving vehicles.

For Nonprofits

The importance of demonstrating systemic change approaches and providing comprehensive impact data when engaging with SJ donors, marking a distinct difference from mainstream donor engagement strategies.

For Donors

Unprecedented benchmarking data and insights into peer practices, helping inform strategic giving decisions and impact evaluation approaches.

Looking ahead, Ktisis Capital will conduct the next Social Justice Donor Survey in summer 2025, with findings to be published in fall 2025. This ongoing research will continue to deepen our understanding of progressive philanthropy and help advance more effective practices across the sector.

The full report and more information about participating in the 2025 survey can be found at ktisiscapital.com/donor-survey.





The Power of In-Person Retreats

As part of our prioritization of people and community, Ktisis Capital hosts three in-person retreats each year. In addition to structuring our retreats around five critical “buckets” of our business, we set aside time for learning, reflection on our values and, of course, much-needed fun.

“There’s something special about sharing a laugh or a meal that strengthens our bonds in ways that professional interactions alone can’t. Some of our favorite memories include our game nights, whether we are around a ping pong table or casually playing board games; these moments of shared joy are what truly enhance our team dynamic, allowing us to connect on a personal level and appreciate the unique qualities that each team member brings to the table.”

Peek behind the scenes of Ktisis Capital [here](#).

Our Team



Jakki Behan
she/her
Executive Assistant



Ricky Benavidez, MPA
he/him
Associate Director



Michele Bookie, MEd
she/her
Senior Associate



Jason Franklin, PhD
he/him
Founder & Principal



Raquel Gimeno
she/her
Associate



Sonja Hansen
she/her
Communications Fellow



Estevan Muñoz-Howard
he/him
Senior Director



Michael Pratt
he/him
Associate Director



Alison Upton López, MA
she/her
Senior Director

Affiliated Consultants



Letarik Amare
she/her



Anna Baeten
she/her



Vanessa Daniel
she/her



Hali Lee
she/her



Mijo Lee, JD
she/her



Laura Loescher
she/her



Georgia Mathews, MA-SI
she/her



Jason McGill, PhD
he/him



Ayushi Vig
she/her

Staff Spotlights

In 2024, Ktisis Capital welcomed **Raquel Gimeno** as a new Associate, bringing valuable nonprofit sector expertise and program management experience to the growing team. Raquel's background spans critical roles in Miami-Dade County's nonprofit and government sectors, where she developed deep expertise in grants administration, program development, and early childhood education initiatives.

Most recently, as Program Manager at The Children's Trust of Miami-Dade, she provided comprehensive program development and operational support across 19 grantee organizations, working on projects ranging from capacity building to early education research and community-based literacy programs.

Drawing from her experience at United Way Miami, where she advanced from Senior Administrator to Program Manager, Raquel brings particular insight into supporting organizations in under-resourced communities. Her work with federally funded Early Head Start Childcare Partnership grants and local initiatives demonstrates her commitment to creating meaningful impact through strategic grant management and program development.

Currently pursuing a Master's in Public Administration at Florida State University's Askew School of Public Administration, Raquel continues to deepen her expertise in public service while contributing to Ktisis Capital's mission of supporting philanthropic excellence.





In 2024, Senior Director **Alison Upton López** achieved her Associate Certified Coach (ACC) Credential, marking a significant milestone in her professional development. Her coaching journey began in 2020 with the completion of the Co-Active Training Institute's Coach Training Program, followed by dedicated work providing over 100 hours of coaching to nonprofit leaders to fulfill certification requirements.

Drawing from her personal experience with executive coaching and her background as an Executive Director, Alison brings unique insight to her coaching practice. Her extensive work with nonprofit leaders through philanthropy has deepened her conviction in the vital role of coaching for leadership development, particularly in addressing the distinct challenges faced by organizational leaders who must navigate power dynamics, fundraising pressures, advocacy efforts, and strategic planning.

Alison's coaching philosophy emphasizes partnership, dignity, and personal growth – values that align closely with her leadership vision. Her recent coaching engagements include working with cohorts through the Lake County Nonprofit Leadership program in Illinois and launching an innovative coaching program for family foundation leaders through Ktisis.

In 2024, **Ricardo Benavidez**, associate director, embarked on a transformative journey with the pioneering W.K. Kellogg Foundation Community Leadership Network fellowship program, leveraging his deep expertise in community engagement and advocacy to deepen his impact as a leader. The 18-month program, reflecting the W.K. Kellogg Foundation's longstanding commitment to developing authentic local leaders, offered Ricky a comprehensive leadership development experience combining hands-on learning, personalized coaching, and collaborative engagement with a diverse cohort of changemakers from across the United States.

Drawing from his experience working at the intersection of community development and social justice, Ricardo embodied and advanced the fellowship's core values of racial equity, authentic community engagement, and collective leadership throughout the program. Through a series of in-person gatherings, virtual sessions, and one-on-one coaching with the Center for Creative Leadership, he strengthened his leadership identity and developed powerful new approaches for bringing diverse voices together around solutions that benefit children, families, and communities. Ricky brings these enhanced frameworks for community engagement and racial equity back to Ktisis Capital, where he now applies them to strengthen the firm's partnerships with clients and partners in the social change sector. His participation in this transformative program, which connected him to a powerful network of more than 1,100 fellows across 44 countries, has expanded Ktisis Capital's capacity to support meaningful change in communities through thoughtful, equity-centered philanthropy.





In 2024, Ktisis Capital strengthened our commitment to developing future leaders in philanthropy through the addition of **Sonja Hansen** to our fellowship program. As our Communications Fellow, Sonja has brought valuable environmental expertise and storytelling capabilities that enhance our mission of advancing racial, social, economic, and environmental justice.

Sonja's academic credential, international experience, and interdisciplinary background align seamlessly with our organization's multifaceted approach to social change. Her work is instrumental in elevating our communications strategy and deepening our client support.

As part of our fellowship program's emphasis on collective learning, Sonja has collaborated with fellow team members to research industry trends, analyze communication best practices, and develop innovative approaches to sharing our mission and impact. Her participation in this program exemplifies our ongoing commitment to nurturing emerging leaders who will shape the future of philanthropic communications.

The addition of Sonja to our fellowship program represents our continued investment in developing talented professionals who can advance the field of philanthropy while strengthening our organizational capacity to drive meaningful social change.





KTISIS

C A P I T A L

ktisiscapital.com

