

IMPACT 2020

Interfaith Youth Core

2015 Annual Report



IFYC
INTERFAITH YOUTH CORE

Interfaith Youth Core's **vision** is to make interfaith cooperation a social norm.

IFYC's **mission** is to partner with higher education to elevate the civic priority of interfaith cooperation.

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A Pivotal Year

Dear Friend,

2015 was a pivotal year for Interfaith Youth Core (IFYC). With your support, we successfully concluded one chapter of our work and, inspired by the growing interfaith movement across the United States, inaugurated a new chapter.

During *Building Reach and Capacity in Higher Education*, the five year phase that we brought to a close in 2015, IFYC invested deeply in interfaith cooperation on college campuses. Over 1,000 institutions of higher education engaged with our team, and we met our five year impact indicators a full year early.

Four years after launching this ambitious phase, we are embarking on a new five year plan, *Impact 2020: Supporting Sustainable Impact in Higher Education*. With this evolution, IFYC will endeavor to partner more deeply across higher education—with students, faculty, and student affairs staff—as we collectively lead the effort to form holistic campus environments that advance interfaith cooperation.

In today's world, mutual understanding across lines of faith and philosophical difference is an imperative. Between now and the spring of 2020, we will train over 7,000 leaders with the skills and knowledgebase to not only understand the necessity of pluralism but also actively advance it wherever they go. In addition to faculty and staff committed to interfaith cooperation, we will train thousands of students who will pursue pluralism in fields as diverse as media, medicine, community organizing, and organized religion.

Big plans are only as good as their implementation, and implementation relies on partnerships. IFYC is fortunate to have a superb team working alongside excellent campus partners. And we are lucky to count you as a pivotal partner as well. We hope you will enjoy reading this report. Take it as an invitation to imagine what we are capable of together; in the end, it is your support that will make interfaith cooperation a social norm.

In Gratitude,



Eboo Patel
Founder and President



Alan Solow
Chairman, Board of Directors

3 Critical Social Change Levers

With your support, IFYC utilizes three key levers of change, each working in synergy, to move us away from prejudice and toward pluralism. Each lever was developed out of nearly 15 years of experience, the wisdom of our campus partners, and the best social science research. Individually, each is impactful; together, they move the world.

LEVER 1

Model Environments

Campuses catalyze interfaith cooperation

What if institutions elevated interfaith cooperation as a central priority, catalyzing a ripple effect that changes society for the better? That's the goal. Together with our partners, we are making campus model environments the foundation for a vibrant interfaith movement. Here's one example:

At California Lutheran University, a commitment to interfaith is increasingly as common on campus as the palm trees (and at this warm-weather institution, that's saying something!). We've mapped out the details on [pages 3 and 4](#).



LEVER 2

Leaders

Higher education is the perfect place to educate interfaith leaders

Since IFYC's first days, interfaith leaders have been at the center of our work. We know that people who build interfaith cooperation within their personal sphere of influence drive the movement. In 2015, we trained more leaders than ever before, and they are making an impact from coast to coast.

Simon and his peers responded to tragedy with interfaith solidarity. Get the whole story and see other examples of interfaith leadership on [pages 5 and 6](#).



LEVER 3

Knowledgebase

Interfaith insights drive greater impact

The emerging interfaith knowledgebase includes the research, academic contributions, and communications activity that enhance the efficacy of the interfaith movement and the practice of interfaith leadership. In partnership with experts across the disciplines, IFYC is working to actively build the knowledgebase.

In 2015 IFYC launched a landmark five-year study of interfaith on campus with 122 institutions and over 20,000 students. Find out how scholars from Ohio State and NC State will help colleges put this data to work, on [pages 7 and 8](#).



Archimedes once remarked,

“Give me a lever long enough...and I can move the world.”

1 | Campuses catalyze interfaith cooperation

This year, IFYC helped hundreds of institutions across the county comprehensively advance interfaith cooperation on their campuses. From the residence hall to the lecture hall, from faculty research to the admissions process, our supporters' generosity has fueled IFYC's collaborations with more colleges and universities than ever. And as more and more institutions partner with us to strengthen their commitment to interfaith cooperation, we are better able to graduate a generation of interfaith leaders. Take California Lutheran University, for instance. IFYC spoke with leaders at Cal Lutheran and mapped out some of the highlights of the innovative interfaith initiatives taking hold on campus.

Lundring Events Center

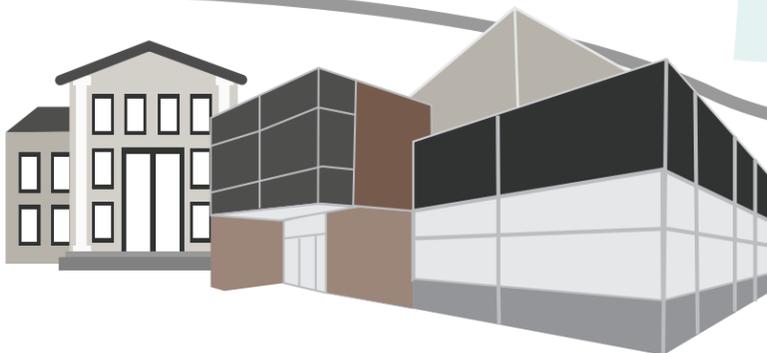
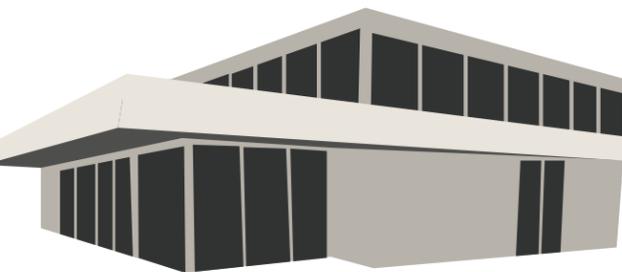
Once a month, staff from across the campus gather here to share a meal and connect the interfaith efforts occurring in various departments. About 20 people gather each month, and attendees include student affairs professionals, librarians, admissions officers, executive assistants, and the list goes on.

Samuelson Chapel

Cal Lutheran's Samuelson Chapel hosts regular "Come Together Now" dinners that get diverse students talking—and eating!—at the same table. In addition, student religious groups are intentional about providing opportunities for others to learn about their faiths, and a cozy Interfaith Meditation Chapel is open 24/7 for anyone who needs a space to pray, meditate, or reflect.

Pederson Administration Building

You'll find plenty of interfaith leaders in this building, starting with President Chris Kimball. Recently Cal Lutheran broke new ground by officially naming a "Campus Interfaith Strategist" to advance and align rapidly expanding interfaith cooperation efforts—that's Dr. Rahuldeep Singh Gill, an Associate Professor and longtime IFYC partner.



Academic Buildings

At Cal Lutheran, interfaith cooperation is not something you leave outside the classroom: it is sometimes even the topic of your class! Cal Lutheran students and faculty—like Professor Colleen Windham-Hughes—are at the forefront of Interfaith Studies, an interdisciplinary field that educates interfaith leaders and builds a knowledgebase to do interfaith work well.

Local Community

It's a big world out there, and Cal Lutheran students are applying what they learn in class via interfaith service learning projects in the local Thousand Oaks, CA community and beyond.

Student Union

Here you'll find the Interfaith Allies, the student interfaith club, meeting to plan a vibrant array of service and educational events for their peers across campus.



2 | Higher education is the perfect place to educate interfaith leaders

More than 400 students from 136 campuses participated in IFYC's 2015 Interfaith Leadership Institutes (ILIs)—intensive, three-day workshops that train students and their allies as interfaith leaders. Returning to campus with concrete plans to organize their religiously and philosophically diverse peers for the common good, these students impacted tens of thousands of people with service projects, educational workshops, and special events. IFYC's plan for the next five years is ambitious: by 2020, we will educate 5,000 student interfaith leaders. Read here about how just four young interfaith leaders are changing their campuses and the world, in their own words.



Danish

I remember my first interfaith experience at the University of the Pacific (UoP) so clearly: I was a busy pre-med sophomore and heard about a Christian Bible study, complete with soup and salad.

You might think “college sophomore + free meal = no brainer,” and I’ll admit that I was partially motivated by that delicious soup. But I was even more motivated by my curiosity and my faith. I’m a Muslim student who was born in Afghanistan, the President of the Muslim Student Association. I wanted to learn about the Christian faith, and I knew deep down that if I showed up respectfully for these meetings, I could represent my tradition, challenge stereotypes, and perhaps share my perspective.

I didn’t stop there: I got involved with Interfaith Youth Core. If my faith, curiosity, and appetite for soup lit the spark for my interfaith journey at UoP, IFYC has sustained my fire ever since – through the major campus partnerships and events, educational workshops, and leadership trainings I helped to facilitate.

I’m closer than ever to becoming Dr. Farzad—physician, Muslim, and interfaith leader. And thanks to IFYC our campus is closer than ever to being a place where interfaith cooperation is a social norm.

Skyler

After witnessing a religiously motivated act of hate, I founded the Compassionate Interfaith Society on my undergraduate campus and began harnessing IFYC resources and working with local civic leaders to create a more pluralistic community in the greater Spokane area. Since then, interfaith cooperation has taken me to the White House, Harvard and back home to Spokane, where I work as a legislative staffer to the City Council.

When I noticed others’ trepidation to attend my friend’s wedding at a mosque, I realized that their discomfort might have been prevented if they had easy access to accurate information about the Muslim community’s house of worship. Utilizing the seed funding provided by my IFYC Germanacos Fellowship, I am creating a series of three-minute “how-to” videos about visiting local houses of worship, including a virtual tour and brief religious history. By easing the research burden that prevents many from interacting with a religious community different from their own, I hope to literally and figuratively open the door to interfaith literacy and community-building. It seems to be working. The first two videos, highlighting a local Islamic center and Sikh temple, have already racked up over 13,000 views.

You can see the first video in Skyler’s series here: ifyc.org/skyler



Bri

Some of the most amazing opportunities I have had in college—the best things I have ever done, and the greatest impact I have had in my community—came out of my interfaith organizing.

Prior to one Religious Studies course that I took during my first year on campus at Meredith College, I had never heard the word interfaith. Still, interfaith cooperation changed my life. After that course, I sought out other opportunities to understand this important perspective on the world – a lens for learning about and respecting our fundamental differences and profound similarities.

Then at the IFYC Interfaith Leadership Institute, everything started to click. During this immersive interfaith experience, I absorbed a language for what I was thinking but didn’t know how to explain. Together with my peers, I developed a skillset that

prepared me to return to campus with a plan to revamp our interfaith work. Three years later, as a humanist, I choose to live my humanism through embracing the teachings of Jesus and creating change through loving others. I see how my interfaith training not only gave me the opportunity to engage with others, but to understand my own values and identity.

Simon

On the day of our first interfaith event at Missouri State University (MSU), we got word of the shooter, 150 miles away, at a Jewish Community Center outside of Kansas City. Our interfaith team was in the kitchen, preparing the food for a community Passover seder, the spring holiday celebrated by Jews around the world. We huddled together to read the details: in an act of anti-Semitic violence, a lone gunman had shot three people.

This tragedy hit close to home for me. My family and I emigrated from Ukraine when I was a toddler. My parents knew firsthand the impact of religious bigotry so, as Jewish political refugees, we sought a life of opportunity in the US. Religiously motivated violence? This was not the America I had come to love.

The afternoon of the interfaith seder and the shootings, it was hard to shake the shock I felt. Something else was hard to shake though: the feeling, deep in my gut, that what we were doing that day mattered more than ever.

My interfaith community gave me the courage to move forward with renewed purpose and persistence. Instead of frightened and alone, Jewish students at MSU braved the tragedy with the support of an interfaith community that stood up for us.

The courage of the growing movement for interfaith cooperation at MSU is inextricably linked to IFYC’s support – Interfaith Leadership Institutes, the resources we use to host programs, train peers, and advocate across campus and beyond, and the connections to a national network. I know first-hand how transformational IFYC can be on a college campus, and how deeply our communities need the support IFYC provides.



Did you know?

IFYC also supports thousands of professors and student affairs professionals in their work as interfaith leaders on campus. See ifyc.org/academic-initiatives and ifyc.org/campus-staff for more!

3 | Interfaith insights drive greater impact

Historically, researchers overlooked student engagement with interfaith experiences on campus. Not these days—thanks to IFYC, a team of leading scholars, and a growing cohort of visionary campus partners.

Using a survey developed by leading higher education researchers in partnership with IFYC, institutions across the United States have valuable data and actionable insights to promote interfaith cooperation on campus. Recently, IFYC staffers Ben Correia (Director of Campus Assessment) and Becca Hartman-Pickerill (Campus Stewardship Manager) talked about interfaith assessment with Dr. Tim Gossen (Vice President for Mission) of Saint Mary's University of Minnesota. Their conversation, included below, covered using IFYC tools to make evidence-based changes. See the opposite page for more information on IFYC's research agenda, including a new survey launched in 2015 that builds on IFYC's earlier work investigating interfaith cooperation on campus.



**Ben
Correia**



**Tim
Gossen**



**Becca
Hartman-
Pickerill**

Ben *Saint Mary's University of Minnesota is a Catholic institution of higher education. Why the focus on interfaith cooperation? How do you see interfaith cooperation as part of your Catholic mission?*

Tim We are a Lasallian Catholic institution and part of this charism* is the ideal of respect of all persons and building an inclusive community. We focus on interfaith cooperation not in spite of our Catholic identity but because of our Catholic identity.

Becca Saint Mary's is showing incredible leadership in higher education by connecting their Catholic identity to their efforts around interfaith cooperation.

Ben *Why did you and your team want to assess the religious and spiritual climate on campus? What insights were you hoping to glean from the Campus Religious and Spiritual Climate Survey (CRSCS)?*

Tim The assessment gives us a baseline of our current status and helps to inform us on the areas of needed growth.

Ben

How did you engage the broader community in making meaning of your results? How have you used the findings to inform change on campus?

Tim

It is always good practice to use assessment results to inform decision making. We as a university are strongly committed to this good practice. We continue to be in this collaborative process. We have a President committed to interfaith dialogue and connecting all stakeholders. In addition, having faculty and student life individuals reviewing and exploring the results has led to better communication and intentionality in our efforts of breaking down silos and working toward a common goal.

Ben

We understand that you have some concrete plans based on your CRSCS results. How do you keep a pulse on the progress of that work? Are there any key successes that you would like to highlight?

Tim

A university committee was appointed to review the results and suggest recommendations to the President. The President in return brought the recommendations to the President's Cabinet, who fully endorsed the recommendations. Each May we assess where we have made progress and where we need to focus more efforts regarding the recommendations. This report is sent to the President's Cabinet as a check and balance procedure.

Becca

The list of recommendations developed from the CRSCS data strikes me as impressive. By comprehensively pursuing interfaith cooperation across campus – from identifying best practices to integrating interfaith cooperation into the HR and Admissions offices – Saint Mary's shows other institutions what is possible.

Critical to our understanding

"This survey is critical to our understanding of college's influence on student growth related to interfaith cooperation," notes IFYC Director of Campus Assessment Ben Correia, a PhD candidate at Loyola University of Chicago. He's talking about the Interfaith Diversity Experiences & Attitudes Longitudinal Survey – better known by its acronym, IDEALS. Developed by scholars Dr. Matthew Mayhew (Ohio State) and Dr. Alyssa Rockenbach (NC State) in partnership with IFYC, IDEALS is a five-year research effort involving 122 campuses and over 20,000 students from coast to coast.

The goal? "IDEALS is designed to provide data that is missing from the conversation in higher education," Correia explains. "We will track students' interfaith development over the course of their college careers. One of our primary goals is to identify key factors, such as campus programs and services, that impact students' development."

Insights from IDEALS could inform not only IFYC's programs, but efforts across higher education in the United States, helping campuses understand key indicators to track, identify interfaith initiatives that are most effective, and pinpoint high impact practices for further exploration. "Essentially," Correia concludes, "this research gives us the knowledge we need to achieve greater impact on students' interfaith attitudes and behaviors."

*The Catholic concept of charisms describes gifts and talents from God, often embodied by religious orders like LaSallians.

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Giving totals reflect the eighteen month period between August 1, 2014 and January 31, 2016.

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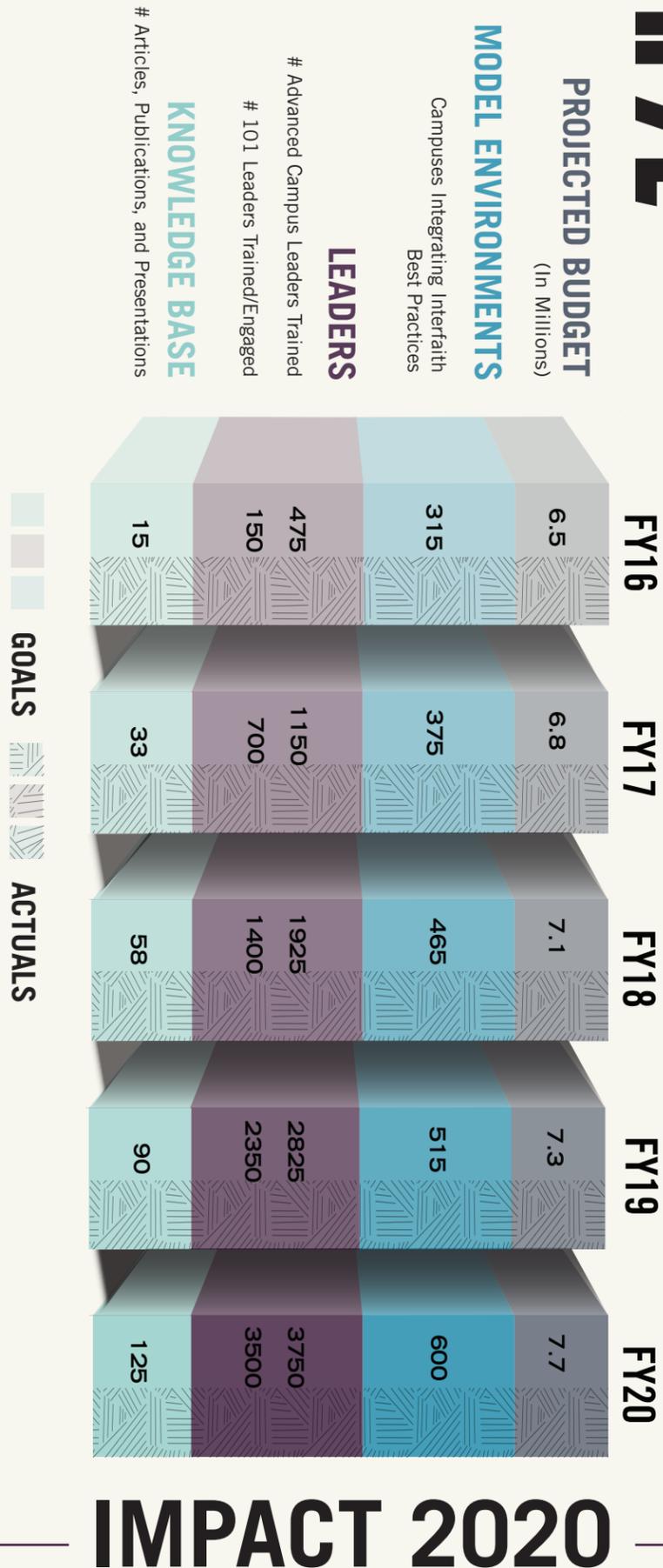
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Impact 2020: Our roadmap for impact and scale

IFYC is committed to rigorous outcome assessment and financial planning in order to achieve the greatest social change possible. In the service of exponential increases in our impact during the *Impact 2020* business phase, we plan to realize significant budget growth. IFYC depends on committed supporters partnering with us and investing in our continued progress toward making interfaith cooperation a social norm.

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Mary Ellen Giess

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Financial Documentation

Statement of financial position, fiscal year July 31, 2014 - July 31, 2015

ASSETS

CURRENT ASSETS

Cash and cash equivalents	\$4,816,519
Investments - Note 2	\$990,726
Accounts receivable	\$27,908
Grants and contributions receivable - Notes 3 and 7	\$1,577,835
Prepaid expenses	\$127,709
Total Current Assets	\$7,540,697

PROPERTY AND EQUIPMENT - NOTE 4

\$156,171

NONCURRENT ASSETS

Grants and contributions receivable - Notes 3 and 7	\$9,319,853
Total Assets	\$17,016,721

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts payable	\$39,793
Accrued expenses	\$19,112
Accrued payroll	\$79,815
Accrued rent - Note 8	\$25,854
Deferred revenue	\$21,645
Total Current Liabilities	\$186,219

NONCURRENT LIABILITIES

Accrued rent - Note 8	\$9,510
Total Liabilities	\$195,729

NET ASSETS

Unrestricted	\$4,839,360
Temporarily restricted - Note 5	\$11,981,632
Total Net Assets	\$16,820,992
Total Liabilities and Net Assets	\$17,016,721

STATEMENT OF ACTIVITIES

REVENUE GAINS AND OTHER SUPPORT	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
Grants and contributions - Note 7			
Individual	\$725,236	\$760,777	\$1,486,013
Foundations and corporation	\$2,087,240	\$8,705,294	\$10,792,534
Publications	\$2,590		\$2,590
Seminars and workshops	\$62,257		\$62,257
University Revenue	\$118,634		\$118,634
Interest and dividends	\$1,491		\$1,491
Donated services and facilities - Note 9	\$21,132		\$21,132
Other revenue	\$2,674		\$2,674
Survey revenue	\$22,500		\$22,500
Honorariums	\$284,770		\$284,770
Total revenues and gains	\$3,328,524	\$9,466,071	\$12,794,595
Net assets released from restrictions	\$3,393,211	(\$3,393,211)	
Total revenues, gains, and other support	\$6,721,735	\$6,072,860	\$12,794,595
EXPENSES			
Program services			
Executive office	\$433,629		\$433,629
Campus partnerships	\$1,315,206		\$1,315,206
Leadership	\$1,391,634		\$1,391,634
Communications	\$406,401		\$406,401
Total program services	\$3,546,870		\$3,546,870
Supporting services			
Management and general	\$535,390		\$535,390
Fundraising	\$476,199		\$476,199
Total supporting services	\$1,011,589		\$1,011,589
Total expenses	\$4,558,459		\$4,558,459
CHANGE IN NET ASSETS	\$2,163,276	\$6,072,860	\$8,236,136
NET ASSETS			
Beginning of year	\$2,676,084	\$5,908,772	\$8,584,856
End of year	\$4,839,360	\$11,981,632	\$16,820,992



Ron Kinnamon
(1937 - 2015)

In Memoriam

The Interfaith Youth Core community mourns the passing of Ron Kinnamon, 78, an interfaith leader, prominent national figure in youth and community development, and an instrumental part of IFYC's story. As the first Chair of the IFYC Board of Directors, Ron helped us transform a few big ideas about interfaith cooperation into one of the largest interfaith organizations in the United States. Up until a few days before he passed away, Ron faithfully volunteered one day each week at the IFYC offices.

A caring mentor and friend to so many, Ron's impact continues on even as we grieve his loss. We send our deepest condolences to Ron's family as well as his extensive community of friends. He is survived by his wife Sally, his sons Scott, Randall, and Jeffrey, sisters Marsha Reed and Judith Patterson, and six grandchildren.

IFYC is deeply moved by the 28 individuals and families who made gifts to IFYC in Ron's memory. We offer our heartfelt gratitude. Such generosity supports the programs that Ron loved—initiatives that train college students and their allies to become interfaith leaders. On hundreds of campuses from coast to coast, this generation is making a difference on the central issues of our time. What a wonderful way to honor a man who believed in the power of cooperation as a source of good and students as inspired leaders of good work.

“In today’s world, mutual understanding
across lines of faith and philosophical
difference is an imperative.”

- Eboo Patel, IFYC Founder and President

