



Corporations Investing in Community

Greg Vandenberg
Director of Giving and
Community Engagement



Jenni Eickelberg
Corporate Responsibility
Manager, Fox Cities





Thrivent is a financial services company that puts generosity at the heart of saving and investing.

We believe money is a tool, not a goal. We help build, grow and protect financial well-being through purpose-driven advice, investments, insurance, banking and generosity programs.





Understanding Fraternal Benefit Societies

Member-Owned Structure

Fraternal benefit societies are owned by their members, focusing on their financial and social well-being rather than external investors.

Community-Based Benefits

Earnings are reinvested in community programs and benefits, strengthening social ties and providing security for members.

Financial Stability Through Programs

Profits are distributed to members via fraternal programs, promoting financial stability and fostering a sense of community.





Ways we help clients



Advice



Investments



Insurance



Banking



Generosity





Empowering lives of service and faith

Thrivent serves all Christians and offers investment products for all people. Our unique structure amplifies the generosity of clients, their communities and our workforce.



\$18.2 billion total adjusted surplus*



\$2 billion in life and health insurance claims paid*



\$230 billion life insurance in force*



More than **2.4 million** volunteers participated in **190,795** Thrivent Action Teams**



\$2.1 billion raised through Thrivent Action Teams*



More than **\$464 million** raised and donated by Thrivent, clients and others**

*As of Dec. 31, 2024. **From 1/1/2024 – 12/31/2024.



Corporate Responsibility includes:

Workforce Generosity

We provide programs to amplify the generosity of our workforce including:

- Workforce gift matching
- Hands-on volunteering
- Skills-based volunteering
- Nonprofit board service

Corporate Philanthropy

We partner with community-based organizations in the Twin Cities of Minnesota and the Fox Cities of Wisconsin, annually providing just over \$4.1 million total to 97 nonprofit organizations.





Corporate Philanthropy

Using trust-based philanthropy, Thrivent invests in scaling promising approaches in these three outcome areas:

Youth Career Readiness	Adult Career Pathways	Financial Empowerment
Programs that help young people (age 15 to 24) living on low and unstable incomes as they face barriers to complete a postsecondary credential and start a family-sustaining career.	Programs that advance adults along career pathways, acquiring the skills needed to secure employment and advance to higher levels of education.	Programs that support individual empowerment to build healthy budgeting, borrowing, spending and saving habits.
Fox Cities Partners: <ul style="list-style-type: none">• Fox Valley Technical College Foundation• African Heritage, Inc.• Boys & Girls Clubs of the Fox Valley	Fox Cities Partners: <ul style="list-style-type: none">• New North• Riverview Gardens	Fox Cities Partners: <ul style="list-style-type: none">• Goodwill Industries NCW



Workforce Generosity

Gift Matching	Volunteering	Skills-Based Volunteering	Nonprofit Board Service
<p>Thrivent provides a generous Gift Matching program to amplify the personal generosity of our workforce by supporting the causes they care about.</p> <p>Support:</p> <ul style="list-style-type: none"> • Annual \$20,000 match limit • Request a \$1-for-\$1 match on donations (minimum \$25 donation) • Double match for heritage months/holidays, or if you serve on the governing board of an eligible nonprofit organization 	<p>Thrivent’s workforce is encouraged to make a difference through hands-on activities, mentoring, random acts of kindness, skills-based volunteering & board service.</p> <p>Incentives:</p> <p>Thrivent supports corporate employees with the following:</p> <ul style="list-style-type: none"> • Individual and corporate-sponsored volunteer activities • \$250 Cause Card for logging 25 hours of volunteer service; up to 2 cards per year (\$500 total) • 20 hours Volunteer time off (VTO) 	<p>Skills-based volunteering leverages employees’ professional skills to address nonprofit challenges.</p> <p>Opportunities:</p> <ul style="list-style-type: none"> • Connected for Change Days (themed skills day for nonprofits) • Cloud Coach/E-Mentoring • Nonprofit partner special projects • GCO Pro Bono (legal) 	<p>Board service is a unique form of service that strengthens the community and builds upon employee leadership skills.</p> <p>Resources:</p> <ul style="list-style-type: none"> • Board service education • BoardSource membership • Double gift match for governing board members



2025 Workforce Generosity Results

\$13 million in funds donated by the workforce,
board members and retirees
+ \$12.5 million funds matched by Thrivent

\$25.5 million

Additionally, our workforce logged...

45,157 hours

of volunteering in communities across the country.



The logo for US Venture features the letters 'US' in a stylized, bold, red font with a white outline and a blue shadow. A small blue star is positioned above the 'S'. To the right of 'US', the word 'Venture' is written in a bold, dark blue, sans-serif font. The background consists of a white field with a light gray grid of triangles, accented by red and blue diagonal stripes in the corners.

US Venture



OUR VISION

We will be the very best provider of transportation products, sustainability solutions, and insight driving the world forward.

OUR CULTURE

Our success is our people. We live for the pursuit of bold ideas, making a positive impact, and achieving our full potential. Our work inspires us to Find a Better Way to change the world.



OUR VALUES

Our four differentiating values are at the heart of our company culture, which drives our company purpose—Finding a Better Way.



We encourage our team members to foster fun, friendship, and compassion in all aspects of the job — with one another, our customers, our vendors, and our community partners.



We ask our team members to broaden our perspectives, asking “why” and “when” to help us visualize a future-focused roadmap for our success.



We lead by taking risks, cultivating ideas, and pushing boundaries to drive change. We inspire our team members to think like business owners, embrace innovation, and believe they can make things better.



We foster a trusting culture to empower our team members to think big – driving operational excellence into all aspects of our organization.

OUR BUSINESSES



A vertically integrated solutions provider proficient in refined products, alternative fuels, and environmental credits.



U.S. AutoForce is a leader in the distribution of tires, parts, and lubricants in the U.S. automotive aftermarket.



U.S. Lubricants is a manufacturer and distributor of lubrication products and other fluid solutions throughout North America.



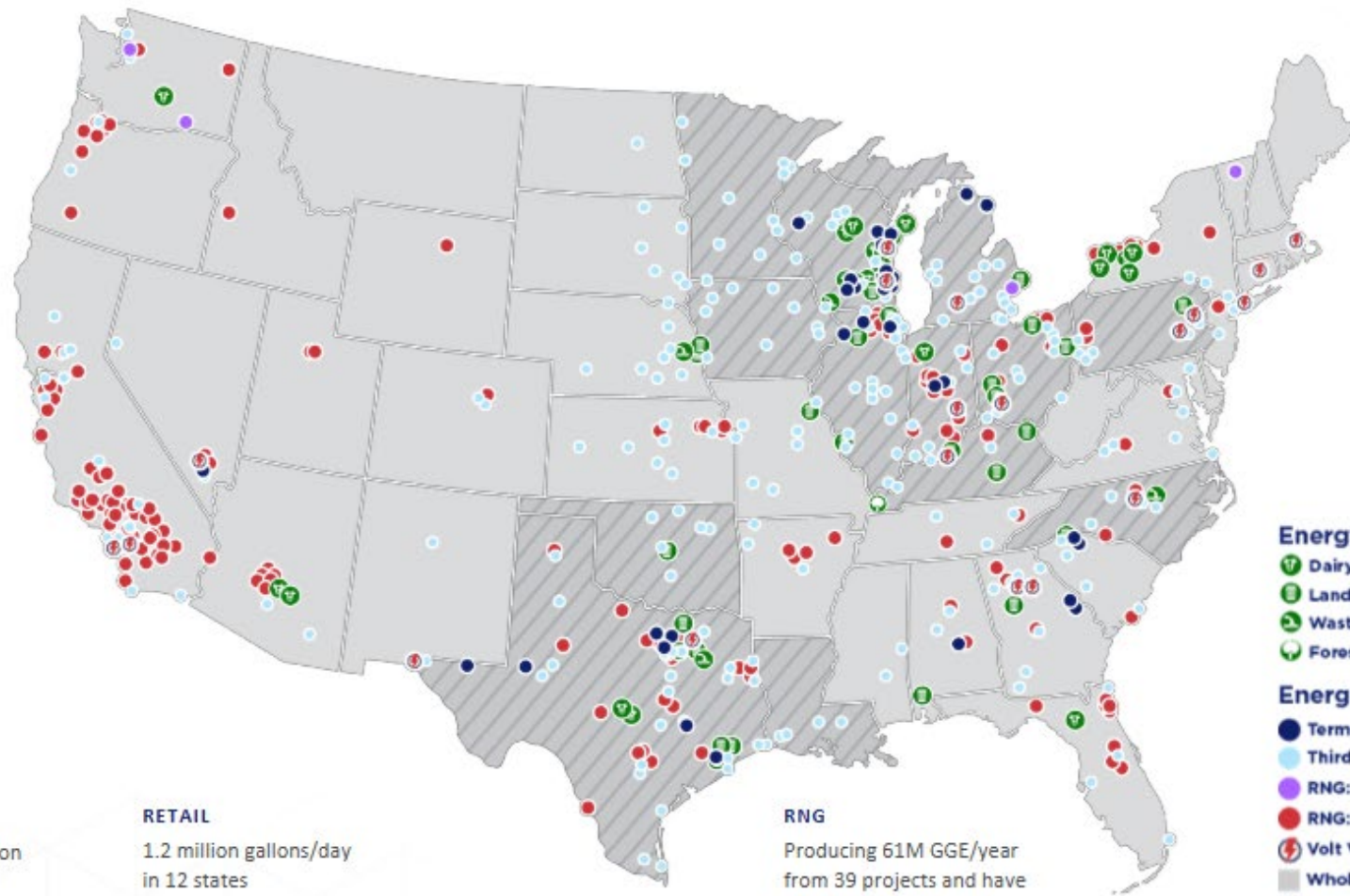
Breakthrough is a leading provider of sustainable fuel and freight solutions for shippers that reduce costs, create efficient networks, and decarbonize transportation.



Helping resolve the complex requirements of compliance and reporting for highly regulated industries.



We will be the very best socially responsible new water solution.



OUR BUSINESSES

TERMINALS

38 with over 8 million barrels of storage

WHOLESALE

3.78 million gallons/day in over 40 states

RETAIL

1.2 million gallons/day in 12 states

TRADING

National logistic, blending, and commodity trading capabilities

RNG

Producing 61M GGE/year from 39 projects and have placed 137M GGE into transportation and voluntary markets

Energy Development

- Dairy (24)
- Landfill (24)
- Wastewater (5)
- Forestry (1)

Energy Distribution

- Terminals (38)
- Third-party Terminals (200+)
- RNG: Thermal (4)
- RNG: Transportation (197)
- ⚡ Volt Vault (25)
- Wholesale Operations
- Retail Operations

LOCAL & GLOBAL

U.S. Venture is built on a culture of caring relationships and giving back. Through the U.S. Venture Open, the U.S. Venture/Schmidt Family Foundation, and our unique partnership with Victory Community Development Center (VICODEC) in Kenya, we are committed to challenging ourselves and our partners to address the root causes of poverty and improve the quality of life through collaboration and social innovation.



GIVING BACK IS PART OF WHO WE ARE

VOLUNTEER/DONATION MATCH PROGRAM

U.S. Venture matches team member volunteer hours and donations up to \$1,000.

VOLUNTEER PAID TIME OFF

We provide team members with eight hours of PTO to pursue their passions with volunteerism.

ACT FUND

Our 501(c)3 supports team members and their families through hardships.

SCHOLARSHIP PROGRAM

Our Foundation awards up to \$50,000 in \$1,000 scholarships to children of team members.

VICODEC

A school in Nairobi, Kenya that provides food, medicine, and education to more than 718 students, and empowers its community members to improve their lives.





\$5,190,659
RAISED TO END POVERTY

Hundreds of golfers, partners and volunteers enjoy an extraordinary event for a critical cause: ending poverty.

U.S. Venture pays all expenses of the event. 100% of donations go to the Basic Needs Giving Partnership.

The Basic Needs Giving Partnership supports the people and places advancing equity and economic well-being for everyone in Northeast Wisconsin.





thrivent[®]

Service Above Self



Service Above Self



Stewardship



Trust



Long-Term Impact

ACT Fund: Leading with Humility, Listening, and Shared Power

- **Service above self through restraint and deep listening**

Slowing down in moments of crisis to listen first—resisting the urge to “fix” quickly—so individuals feel heard, respected, and centered in the process.

- **Empowering dignity and agency, not dependency**

Asking thoughtful questions that help applicants identify their own paths forward, reinforcing self-determination rather than prescribing solutions.

- **Practicing true partnership instead of transactional giving**

Co-developing plans with applicants to ease burden or suffering, walking alongside them rather than acting on their behalf.

- **Using power carefully and intentionally**

Being mindful not to over-own decision-making authority, and instead creating space for shared power, trust, and mutual accountability.

- **Servant leadership in moments of vulnerability**

Recognizing that meaningful service often looks like patience, humility, and presence—not visibility or control.



Basic Needs Giving Partnership (BNGP): Advancing Systems Change and Equity



- **Centering those closest to the work**

Prioritizing insights from nonprofit leaders and people with lived experience of poverty to define needs, identify root causes, and guide solution design.

- **Focusing on root causes, not just symptoms**

Examining how interconnected systems—housing, childcare, employment, transportation, and healthcare—contribute to poverty, and targeting interventions that address where systems break down.

- **Empowering collaboration over competition**

Supporting solutions that require nonprofits, funders, and agencies to work together across sectors, recognizing that no single organization can solve complex community challenges alone.

- **Resourcing innovation and shared problem-solving**

Investing in approaches that encourage experimentation, learning, and adaptation, rather than defaulting to familiar or siloed program models.

- **Advancing equity through trust and shared power**

Aligning funding and decision-making with community-led priorities, sharing power intentionally, and ensuring resources reach those most impacted by poverty.



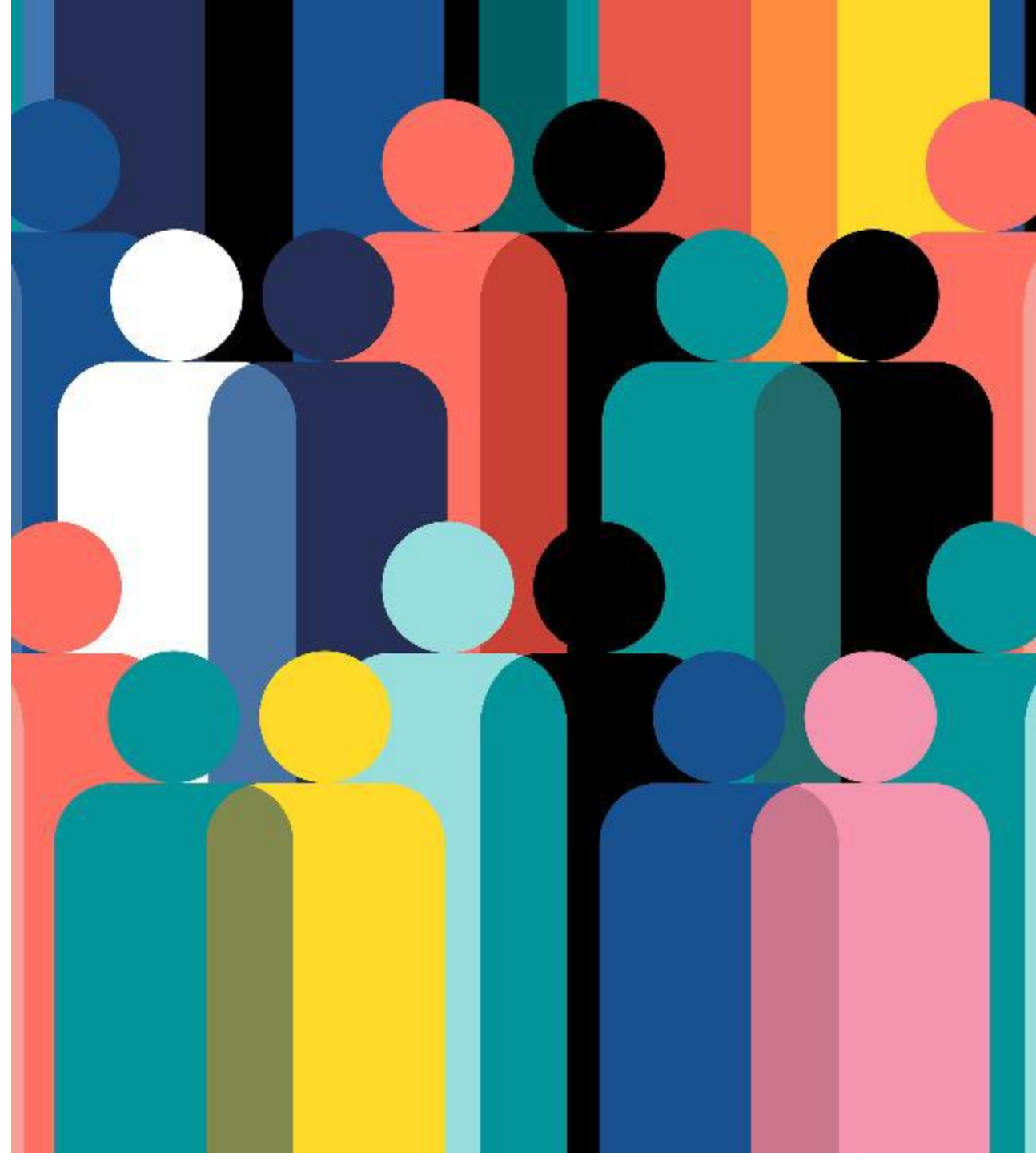
thrivent[®]

How you can help your Rotary Club with 'Service Above Self' Activities



Effective Strategies for Choosing Projects

- Engage the Community
- Clear Selection Criteria
- Transparent Processes
- Impact & Sustainability





Voice & Advocacy in Rotary

Using Rotary Voices for Community Impact

-Advocacy

-Collective Voice

-Community Impact



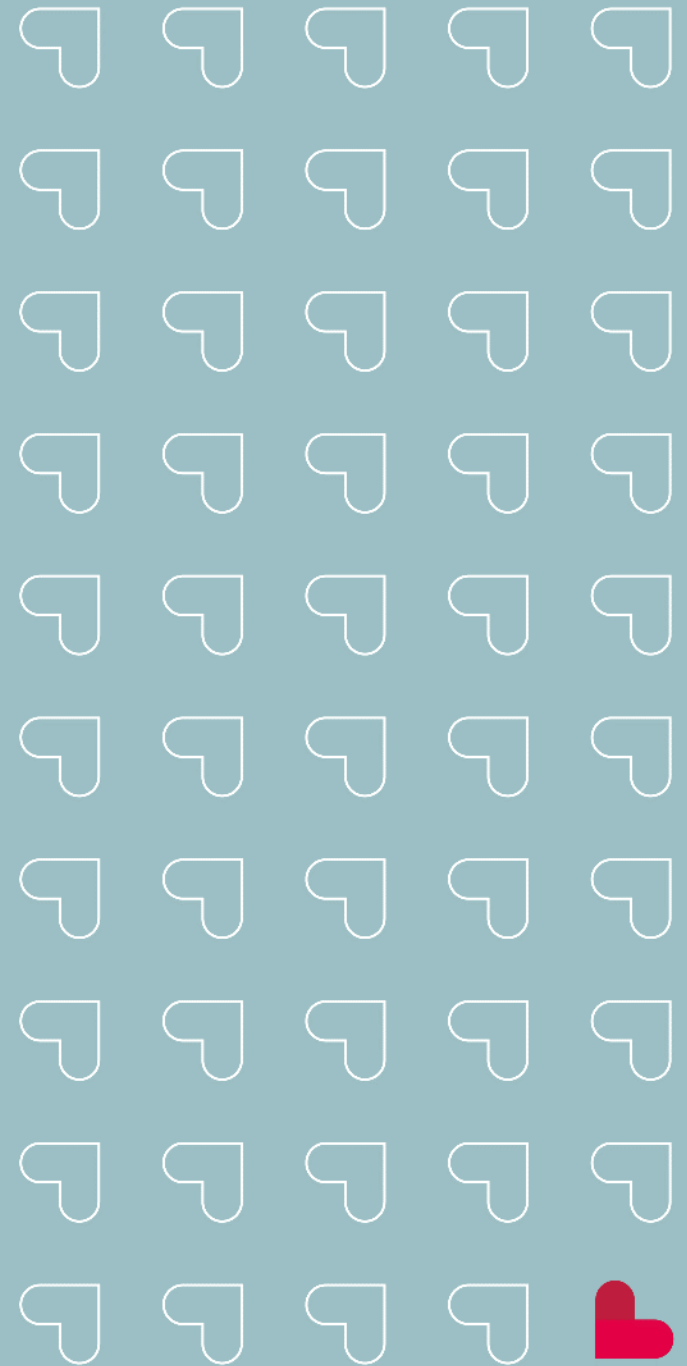


Table Discussion

- **Share one moment or example** where you've seen *Service Above Self* truly come to life – either in your club or in the community.
- **What stood out about that experience?**
- **What's one idea or takeaway** from today that you're excited to bring back to your Rotary Club?



Questions?



Thank You 