

2018 ANNUAL REPORT

How Interfaith Work Changes the World



Mission

Our mission is to partner with colleges and universities working to turn religious diversity into a positive force in our society.

Vision

We are working towards an America where people of different faiths, worldviews, and traditions can bridge divides and find common values to build a shared life together. A society where interfaith cooperation is the norm.

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How Interfaith Work Changes the World

Dear Friends:

Over the last year, our country has watched as people have retreated into their separate groups and shown greater intolerance for those outside of their own. This kind of tribalism is the antithesis of the pluralism IFYC aspires to build and, we believe, threatens the strength of our democracy.

In response to these deepening divides, the demand for IFYC’s programs, resources, and training has never been greater. In 2018, we worked with more campuses than we ever have before and this year saw the largest Interfaith Leadership Institute (ILI) ever held. Recognized as an antidote to tribalism, our work is expanding at a time when it is so greatly needed.

For the first time, we have rigorous scholarly research that shows how IFYC is making an impact. The Interfaith Diversity Experiences & Attitudes Longitudinal Survey (IDEALS) studies the influence IFYC has on campuses. The data revealed that first-year students enrolled at institutions with strong connections to IFYC exhibited greater appreciative attitudes towards religious diversity and particular religious and nonreligious groups than students at institutions with no IFYC involvement.

Students enrolled at IFYC-connected institutions are doing impressive things. For example, students at The University of Alabama at Tuscaloosa are participating in Faith and Politics Dialogues, where they learn to have conversations that seek to understand, rather than judge. And Josh Stanton, an IFYC alumnus, was named by The Interfaith Center of New York as a young leader doing inspiring social justice work.

As you read through this report, we ask that you pay particular attention to the hope that is threaded through the actions and ideas of IFYC’s amazing interfaith leaders – people who are using IFYC’s methods and concepts to create change on their campuses and beyond.

While we continue to read about division and mistrust in the headlines, together we are training interfaith leaders and working with campuses who are bridging divides. Thank you for your interfaith leadership and everything you do to make the stories in this report possible.

In gratitude,



Eboo Patel
Founder and President



Brad Henderson
Chair of the Board of Directors



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The IFYC Effect: Leaders Thriving

Just as student interfaith leadership grows on campus, we are seeing the actions and impact of the thousands of interfaith leaders IFYC has trained over the last decade. On campus and in their communities across the nation, IFYC interfaith leaders are advancing religious pluralism.

427 ILI PARTICIPANTS
from 142 campuses,
the biggest ILI ever

\$58K AWARDED IN GRANTS
for regional gatherings

550
PARTICIPANTS
from 90 campuses
attended regional
gatherings



PBS NewsHour Reports from the ILI

One of the attendees at our record-breaking ILI was PBS NewsHour. As part of their ongoing Race Matters Solutions series, special correspondent and civil rights leader Charlayne Hunter-Gault visited the ILI and interviewed Eboo, as well as students and trainers at the event. The story aired in September and reached 1.1 million viewers. Titled "To narrow toxic divides, students build bridges between faiths," it explored how lessons from successful interfaith efforts could be used to bridge other divisions. When asked by Hunter-Gault if he was optimistic about the future, Eboo said, "There's this whole growing network of college student interfaith leaders on American campuses basically saying, where's the divide? Let me bridge it. That's the future of America, or we have no future at all."



Eboo speaking with Charlayne Hunter-Gault at the 2018 ILI



Eiman Ali

from ILI attendee to
leader for the long-term

When undergraduate students first attend an ILI, IFYC works to ensure they have a transformative interfaith experience. However, it's always exciting to see what that experience will inspire and where a student might go. For Eiman Ali, who attended her first

ILI in 2014, it was a catalyst to combining interfaith and social justice work.

Reflecting on the experience, Eiman says, "I think it was the foundation of my work in social justice. I had been involved in interfaith work before, but I didn't think about the long-term impact it could have on our culture as a whole."

Since that first experience at the ILI, Eiman has honed her interfaith skills through the IFYC Coach Program, which selects student leaders to serve as mentors for their peers, and received the prestigious Mike Hammer Award for her interfaith organizing at Meredith College in Raleigh, North Carolina.

"I think it was the foundation of my work in social justice. I had been involved in interfaith work before, but I didn't think about the long-term impact it could have on our culture as a whole."

After graduating, Eiman continues to advance pluralism. Along with two other women, she founded Muslim Women For, an organization that "envisions a future where Islam is understood as a source of dignity, justice, compassion, and love for all humanity" by creating opportunities for civic service and conversations about faith and public life. One of these opportunities was a retreat for a group of young Muslim women held last fall and supported by IFYC's Interfaith Innovation Fellows program, open to IFYC alums with creative ideas for interfaith cooperation.

2018 was the largest ILI ever held. Like Eiman, who will go on to catalyze inspiring action? We can't wait to see.



Josh Stanton

Rabbi and Interfaith
Leader of New York City

In 2018, IFYC alumnus Josh Stanton was named by The Interfaith Center of New York as a young leader doing inspiring interfaith work. Now Rabbi of East End Temple in Manhattan, Josh says IFYC helped guide him on his interfaith path.

In 2007, during Josh's senior year at Amherst College, he was selected to be in IFYC's Fellows Alliance, a rigorous one-year interfaith leadership program through which Josh and campus staff founded the Multifaith Council, still active at Amherst.

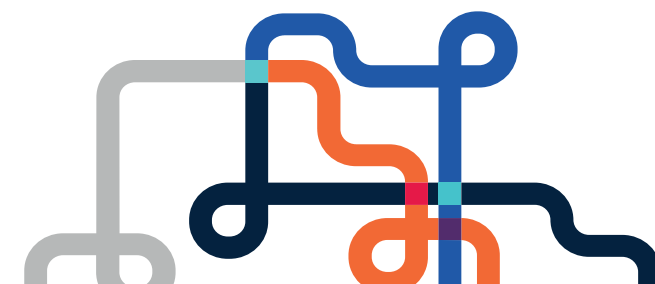
Josh noted that the Fellows Alliance, "Made me ask bigger questions about the role of religion in people's lives and in society writ large. I realized I needed to think beyond the silo of my tradition."

After graduating, Josh went to rabbinical school and realized his coursework did not incorporate interfaith perspectives. Not one to settle for the status quo, he went on to found the Journal of Interreligious Studies, a publication that has contributed to the creation of the interfaith academic field.

As an IFYC Germanacos Fellow, Josh brought together leaders from Jewish and Muslim communities to combat the rise of both anti-Semitism and Islamophobia. It was perhaps in part because of this experience that Josh was invited to join a group of rabbis who met with leaders of the Women's March as they sought to create open dialogue amidst accusations of anti-Semitism.

Josh continues to collaborate with IFYC staff and alumni, even as he has become a mentor to so many others.

"[The Fellows Alliance] made me ask bigger questions about the role of religion in people's lives and in society writ large. I realized I needed to think beyond the silo of my tradition."



The IFYC Effect: Campuses Transforming

IFYC supports campus interfaith cooperation in many ways. One way is through grant funding that enables the realization of innovative ideas and on-the-ground change. More than 74 campuses received funding from IFYC in 2018 and the results of the projects are inspiring.

466 CAMPUSES
partnering with IFYC
across the country



53
x \$4,000
awarded in Campus
Innovation Grants

25
x \$1,000
awarded in Curriculum
Development grants



IFYC's Proven Impact

Administered in partnership with The Ohio State University and North Carolina State University, the Interfaith Diversity Experiences & Attitudes Longitudinal Survey (IDEALS), is a longitudinal study that has measured the influence of IFYC's programs, services, and resources on first-year students' growth in interfaith outcomes. IDEALS has revealed that first-year students at institutions partnering deeply with IFYC exhibited greater appreciative attitudes towards multiple worldviews, including atheists and Muslims, when compared to those on campuses with no IFYC involvement. This finding is true across the overall campus environment. For individual students, working with IFYC meant marked interfaith development. Students who attended an IFYC-

sponsored conference, such as the ILI, demonstrated a greater commitment to their own religious or secular identity within interfaith contexts. Right now, on more than 460 campuses across the country, IFYC is contributing to building environments that advance pluralism in measurable ways.

The data have revealed that first-year students at institutions that partner deeply with IFYC exhibited greater appreciative attitudes towards multiple worldviews.

Fairfield University

is Improving the Campus Climate for Religious Minority Students

Founded on Jesuit principles, Fairfield University has long welcomed people of all faiths and traditions and worked to create interfaith spaces. However, the private Jesuit Catholic university recognized that local and national cultural divides meant students needed more opportunities to learn about other religious perspectives and worldviews. After completing an annual campus-wide Quality of Life Assessment, Fairfield found that for Jewish, Muslim, and atheist students, only 13 to 16 percent experienced the campus climate as "excellent" compared to 53 percent of Catholics and other Christians.

With a Campus Innovation Grant from IFYC, generously supported by Lilly Endowment Inc., Fairfield's Center for Faith & Public Life and Office of Residence Life partnered to create a new program: Interfaith Peer Ministers — undergraduate students who help build positive attitudes on campus toward diverse religious and nonreligious traditions. The program trained students to be peer ministers in first-year residence halls and among commuter students.

Seeing the success of the first, grant-supported year, the school chose to continue the program. In addition, The Office of Residence Life altered their annual Quality of Life Assessment to include more questions that explicitly examine the experience of non-Christian students on campus.

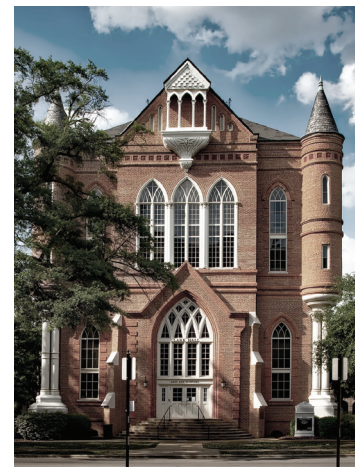
With the guidance and support of IFYC, campuses like Fairfield, which have a rich grounding in their own tradition, are creating supportive environments for students of all faiths.



The University of Alabama

at Tuscaloosa is Changing How Diverse Students Interact

With more than 35,000 students, The University of Alabama at Tuscaloosa's student population is diverse in many ways, including religious identity and political affiliation. Students at this public university from different groups rarely engage one another in meaningful conversation across those differences. Lane McLelland, Director of the Crossroads Community Engagement Center on campus, wanted to change that. Backed by an IFYC Campus Innovation Grant made possible in partnership with the Fetzer Institute's Healing the Heart of American Democracy initiative, she is beginning to.



Lane led an initiative called the Faith and Politics Dialogues that brought together a politically and religiously diverse group of student leaders to develop a network that could build understanding on campus. Fifteen students participated in an opening retreat and six monthly dialogues. The group consisted of students with different perspectives, including the president of the College Republicans, the president of the Black Student Union, and an officer of a mainline Christian campus ministry.

At this public university, students were trained to dialogue in a way that seeks to understand, without trying to convince or argue.

At the opening retreat, students were trained to dialogue in a way that seeks to understand, without trying to convince or argue. One student said, "I think previously I would've walked away from tough conversations... But with the questions that we were taught to ask, and the ways that we were taught to think about these things during discussions, I never felt that way. If I began to, I thought, 'What am I not asking? What am I not getting?' And then I would ask that."

Such genuine relationship building — the heart of IFYC's model — is the antidote to tribalism, and it will continue at Tuscaloosa. What began with the financial and programmatic support of IFYC, is now a program at the university that will shift how students engage with each other across key lines of difference.

The IFYC Effect: Knowledge Spreading

At this critical moment, IFYC is helping to shape the national conversation about a growing interfaith America. With two new books published by our team this year, we are answering consequential questions about the interfaith landscape. Key new research findings are serving as a guide to advancing pluralism on campus.

37,277
TIMES
IFYC online resources
have been accessed

48
SPEAKING
ENGAGEMENTS
for Eboo around
the themes in
Out of Many Faiths

74 ARTICLES, PUBLICATIONS, AND
NATIONAL PRESENTATIONS
about or by the IFYC team



Leading a National Discussion on an Interfaith America

Eboo and IFYC are continuing to lead the national discussion on America’s interfaith landscape. Released in September, Eboo’s latest book, *Out of Many Faiths*, seeks to answer timely questions about shifts in religious communities. The book was featured in national media, including PBS NewsHour and the Chronicle of Higher Education. Called “a field guide to the critical territory we have traversed in this eventful, young century,” by Krista Tippett, founder of the On Being Project, the book climbed to number two on Amazon’s best seller list in several categories including General Religion and Politics & State.

Additionally, *Interreligious/Interfaith Studies: Defining a New Field* edited by Eboo Patel, Jennifer Howe Peace, and

IFYC Senior Director, Noah Silverman, was published in August to critical acclaim. Publishers Weekly hailed it as, “a powerful and essential tool for incorporating interfaith studies into a variety of settings.” Eighteen interfaith scholars, including IFYC staff, contributed essays.



Krista Tippett called *Out of Many Faiths* “a field guide to the critical territory we have traversed in this eventful, young century.”

Latest IDEALS Report Reveals Best Practices for Interfaith Learning and Development

IFYC has always been committed to fostering interfaith growth and understanding in students. However, for the first time, we have extensive data that reinforces the best ways to do that. IFYC’s collaborative research initiative, IDEALS, is providing information campuses need to understand how students engage with religious and nonreligious difference while in college. This year, the research team released new findings based on data collected in the first two surveys.

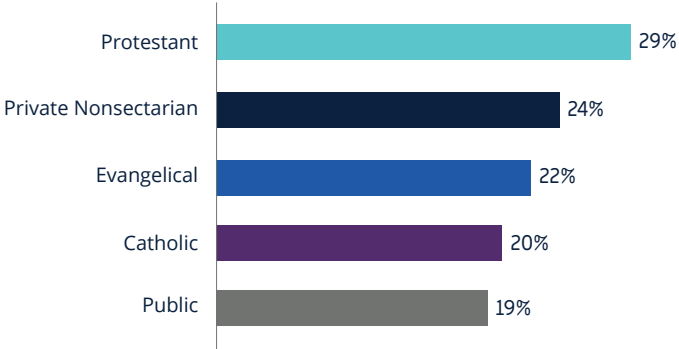
Best Practices for Interfaith Learning and Development in the First Year of College reveals some of the most effective ways to make interfaith progress on campus. Students who became more appreciative of those of other religious groups in their first year shared common experiences. Among other things, these students were more likely to have:

- Socialized across lines of religious and worldview difference
- Learned about religious diversity in first-year orientation
- Experienced provocative encounters with religious and worldview diversity, such as having challenging conversations
- Been in classes and on campuses where they felt it was safe to express their religious commitments and worldviews

The report is a guide for educators and campus staff on how to create an environment that advances students’ commitment to pluralism.

Beyond exploring how students experience religious diversity, the report is a guide for educators and campus staff on how to create an environment that advances students’ commitment to pluralism. By noting common experiences related to changes in student attitudes, IFYC and campuses can work to implement more opportunities for those experiences. IDEALS is a foundation for developing interfaith leaders and creating interfaith campus environments.

The full report can be found at ifyc.org/ideals/firstyear.



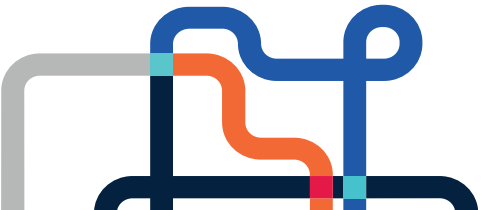
Percent of students reporting they brainstormed a solution to a societal issue by working with students from other religious and nonreligious perspectives, by institution type

Research Findings Translated into Action

IDEALS is an invaluable resource and tool; however, its potential is only realized when colleges and universities use the findings to improve interfaith outcomes on campus. To that end, IFYC hosted the IDEALS Research Symposium: Bridging Research and Practice. Held in September, with the generous support of The Andrew W. Mellon Foundation and the Fetzer Institute, the symposium featured the work of 10 teams of scholars and campus educators who had received awards to conduct original research using IDEALS data.

The two-day symposium included interactive workshops, in-depth discussions of IDEALS findings, and chances to learn from peer institutions. Faculty and students from Colorado State University, a public institution based in Fort Collins, presented on the effect of adopting influential factors for appreciative attitudes, which were identified by IDEALS and detailed in the report *Navigating Pluralism*. Colorado State emphasizes public service as one of its three pillars and has implemented impressive measures to improve interfaith understanding on campus in response to the IDEALS findings. The school appointed an Interfaith Chaplain, incorporated a Faith & Belief Fair into first-year orientation, generated a campus-wide multicultural calendar, and created a first-year course on multifait and belief engagement.

Through this presentation and many others, educators and faculty were able to garner new ideas about how they might use research-based findings to take action and advocate for campus change. As we move forward, IFYC will continue to encourage institutions to not only review this first-of-its-kind study, but to take that information and put it into practice.



Impact 2020: Impact Indicators

2018 marked the third year of IFYC’s current five-year phase, Impact 2020: Supporting Sustainable Impact in Higher Education. Assessment and evaluation are at the heart of our work, and we track metrics carefully, including the topline metrics shown below.

	2016		2017		2018		2019		2020	
	GOAL	ACTUAL	GOAL	ACTUAL	GOAL	ACTUAL	GOAL	ACTUAL	GOAL	ACTUAL
MODEL ENVIRONMENTS										
Campuses integrating interfaith best practices	315	330	375	403	465	466	530		600	
LEADERS										
Advanced campus leaders trained/engaged	475	830	1200	1801	2000	3173	2925		3875	
101 campus leaders trained/engaged	150	1562	850	3365	1950	5538	3250		4750	
KNOWLEDGE BASE										
Articles, publications, and presentations	15	50	73	107	123	181	180		250	

Please note that metrics in the “Leaders” and “Knowledge Base” categories are cumulative, year-over-year goals.



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Financial Statements

Statement of financial position for IFYC Fiscal Year 2018, August 1, 2017 to July 31, 2018.

Assets

Current Assets

Cash and cash equivalents.....	\$4,441,693
Investment.....	\$3,624,574
Accounts receivable.....	\$89,344
Grants and contributions receivable.....	\$4,932,547
Prepaid expenses.....	\$493,506
Total Current Assets.....	\$13,581,664

Grants and Contributions Receivable	\$4,683,490
Property and Equipment - Net.....	\$255,145
Total Assets	\$18,520,299

Liabilities and Net Assets

Current Liabilities

Accounts payable	\$105,245
Accrued payroll.....	\$92,934
Deferred rent	\$14,419
Other accrued liabilities	\$58,810
Deferred revenue.....	\$41,382
Total Current Liabilities.....	\$312,790

Deferred Rent	\$155,606
---------------------	-----------

Net Assets

Unrestricted.....	\$5,578,920
Temporarily restricted.....	\$12,472,983
Total Net Assets.....	\$18,051,903
Total Liabilities and Net Assets	\$18,520,299



Statement of Activities

Revenue Gains and Other Support	Unrestricted	Temporarily Restricted	Total
Individual contributions	\$394,911	\$2,718,231	\$3,113,142
Grants and contributions	\$915,545	\$2,780,000	\$3,695,545
Corporate grants	-	-	-
Publications	\$8,774	-	\$8,774
Seminars and workshops	\$41,169	-	\$41,169
University Revenue	\$111,500	-	\$111,500
Interest and dividends	\$31,697	-	\$31,697
Net realized and unrealized gains on investments	\$3,500	-	\$3,500
Donated services and facilities	\$9,731	-	\$9,731
Other revenue	\$3,187	-	\$3,187
Survey revenue	\$9,500	-	\$9,500
Honorariums	\$333,850	-	\$333,850
Net assets released from restrictions	\$6,781,344	(\$6,781,344)	-
Total revenues, gains, and other support	\$8,674,708	(\$1,283,113)	\$7,391,595
Expenses			
Program services			
Campus partnerships	\$1,425,774	-	\$1,425,774
Leadership	\$2,083,052	-	\$12,083,052
Communication	\$2,248,429	-	\$2,248,429
Support services			
Management and general	\$679,928	-	\$679,928
Fundraising	\$816,505	-	\$816,505
Total expenses	\$7,253,688	-	\$7,253,688
Change in Net Assets	\$1,421,020	(\$1,283,113)	\$137,907
Net Assets			
Beginning of year	\$4,157,900	\$13,756,096	\$17,913,996
End of year	\$5,578,920	\$12,472,983	\$18,051,903

In Memoriam

IFYC mourns the loss of two valued directors, Richard (Dick) Kaufman and Mitchell (Mitch) Slotnick.



Richard Kaufman

(1927 - 2018)

A lifelong learner who promoted interfaith understanding

Throughout their life together, Dick and Sylvia — his wife of more than 60 years — worked to advance interfaith understanding and

acceptance. And they did that in so many ways. With their support, the Kaufman Interfaith Institute was created at Michigan’s Grand Valley State University in 2007, following two decades of work by the Kaufmans developing interfaith programs in Muskegon and around the world.

A graduate of Yale and Harvard Business Schools, Dick went on to earn his Masters in Divinity from the University of Chicago Divinity School in 2013 at age 86. And at the time of his death, he was completing a doctoral thesis on conversion in American Reformed Judaism at the University of Aberdeen. For much of his career, Dick was President and CEO of Amstore Corporation, the business his family helped establish.

Dick had a deep love of Judaism and Jewish values and served as President of the Shalom Hartman Institute-North America for over 20 years, and as a Director of the Shalom Hartman Institute in Jerusalem. Described by Grand Valley State University President Thomas J. Hass as “a lifelong learner and champion of inclusion and equity,” he lived a life that emulates IFYC values.

He was a wise contributor to IFYC’s board, a seat that he shared with Sylvia. We are thankful for his life’s work to promote pluralism.



Mitchell Slotnick

(1941 - 2018)

An interfaith leader and friend to everyone

A resident of Northbrook, Illinois, Mitch served as President of Temple Jeremiah, where he was a long-time member, and the Winnetka Interfaith Council. Committed

to his Jewish faith, he was described as a father figure to many, a friend to everyone, and someone who always had a smile on his face.

Along with Valerie, his wife of 48 years, Mitch was dedicated to his community. Mitch and his family became involved with the North Suburban Special Recreation Association (NSSRA) – with a mission to enrich the lives of people with disabilities through quality recreation services — alongside their son with special needs, Jay. In 1997, Mitch helped found the NSSRA Foundation, which supports the organization by raising and granting supplemental funding.

He received bachelor’s, master’s and doctoral degrees from the Kellogg School of Management at Northwestern University and was a charter member of Northwestern Athletics’ Otto Graham Society. As founders of Educational Tours, Inc., Mitch and Valerie have been recognized as national leaders in student travel. He was also a management consultant, notably with PepsiCo, and an accounting professor.

Alan Solow, former IFYC Chair Emeritus remembers Mitch as “a deep believer in interfaith cooperation. His contributions to IFYC were lasting and we miss him every day. People like Mitch are rare - they are able to see through a special lens and help make the world a better place.”

We are grateful for his work to promote interfaith cooperation and his contribution to IFYC as a board member.



Our values are not simply words on a page, they represent our core commitments. They are at the center of our work each and every day.

We are serious about our mission.

We are all interfaith leaders.

We achieve as a team.

We engage diversity in pursuit of pluralism.

We steward relationships and resources with conviction.

We pursue excellence with grit, grace, and energy — and we have fun doing it!

