



# 2025 Milliman Giving Fund Annual Report



Dear Milliman Giving Fund Donors,

As we close 2025 and look ahead to 2026, we do so with a deep sense of optimism and gratitude.

For the second consecutive year, the Milliman Giving Fund surpassed \$1 million in annual contributions from our employees and retirees. That achievement is humbling. It reflects a community of people who, year after year, choose to come together to support transformational philanthropy and trusted organizations whose impact reaches far beyond our own walls and across the globe.

At the same time, we remain mindful of what sustains this work. The long-term success of the Giving Fund depends on each new generation of Milliman employees embracing its mission and choosing to participate. Our committee is made up of colleagues who generously donate their time because they believe deeply in what this fund represents. We accept the responsibility to inspire—to share stories that move hearts, spark imagination, and invite continued commitment.

Looking forward, we see a future where we can support more organizations, provide larger and more sustainable grants, and—most importantly—create even greater impact. We aspire to be a bellwether for organizations focused on the health and financial well-being of individuals: helping them think bigger, plan longer, and access the capital that translates directly into improved quality of life.

It is an honor to work alongside our committee members, the organizations we support, and our broader Milliman community, and to help tell the stories of what is possible when generosity is paired with purpose. We are deeply thankful for another successful year and energized by the opportunity to continue evolving with the world, deepening philanthropy as an enduring part of Milliman's culture.

Thank you.

Deborah Wolf  
Co-Chair, Milliman Giving Fund

Matt Berman  
Co-Chair, Milliman Giving Fund



**OUR IMPACT**

Worldwide impact .....3  
Transforming lives together ..... 4  
Giving over time .....5

**2025 GRANTMAKING IN ACTION**

The Actuarial Foundation—Math Motivators program..... 6  
Opportunity International—Opportunity Zones.....7  
Partners in Health and COPE—Navajo Nation ..... 8  
Splash—Project WISE ..... 9

**YOUR DONATIONS**

Ways to donate .....10



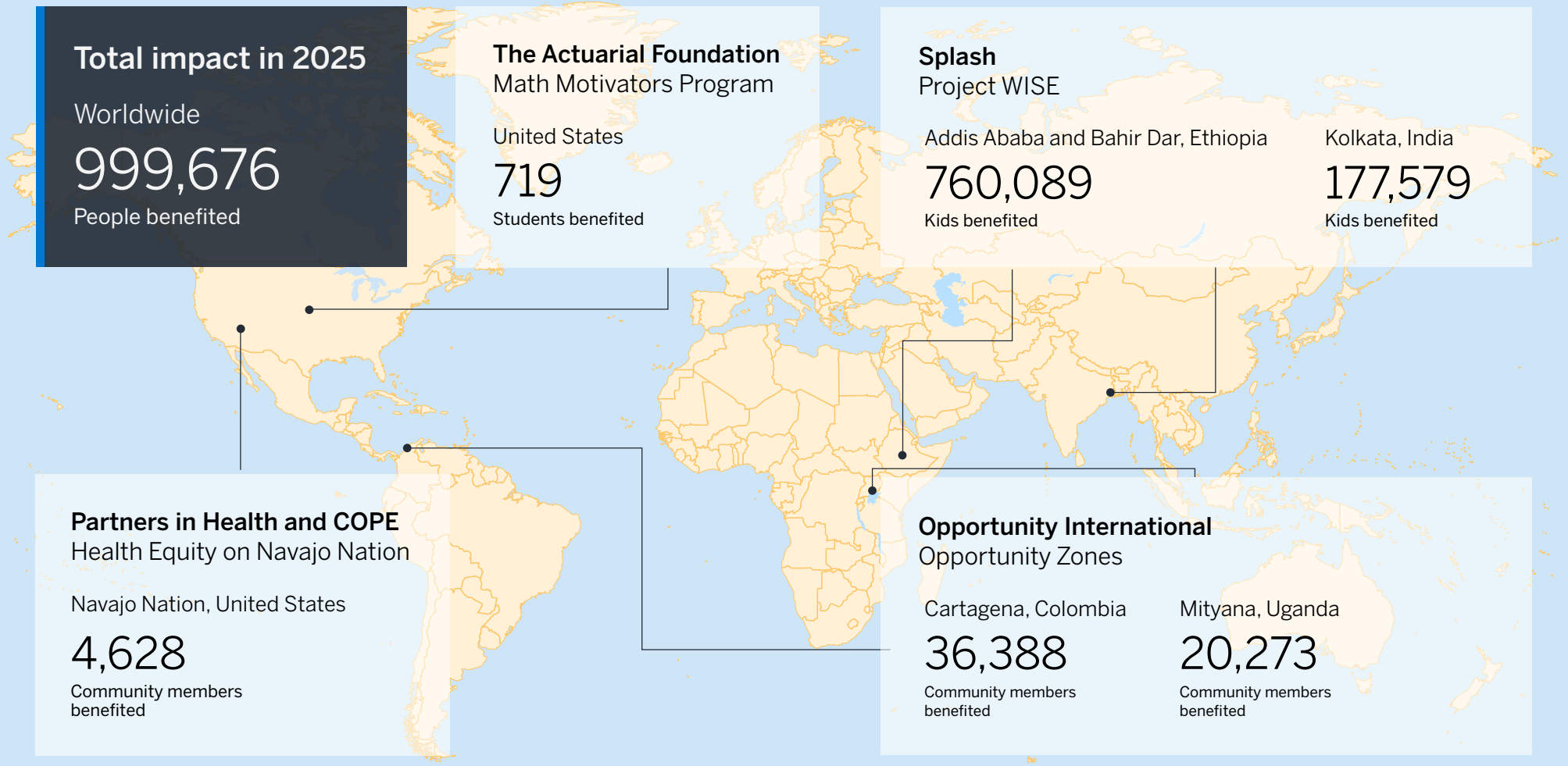
Students at Morning Star school in Uganda, which has received financing for school improvements through Opportunity International.

Photo provided by Opportunity International.





The Milliman Giving Fund supports programs that create transformational change in communities worldwide.



# Transforming lives together



The Milliman Giving Fund's impact over the past seven years is a testament to the power of community—each person giving what they can to achieve a transformative collective result. We celebrate this in our new branding featured on the cover of this report, which symbolizes the impact that radiates outward from each contribution.

The collaborative spirit of the Giving Fund embodies a statement by [Paul Farmer](#), who co-founded Partners in Health, an MGF grantee. “With rare exceptions, all of your most important achievements on this planet will come from working with others—or, in a word, partnership.”

In 2025, this sentiment rang especially true. It was a turbulent year that left many nonprofit organizations scrambling to fill funding gaps. In times like these, long-term relationships like the ones we have built become even more important.

In November, leaders from the organizations we support spoke at a firmwide webinar, where they highlighted two benefits of our collaboration.



Children at a school in Cartagena, Colombia, that participates in the EduQuality program which improves access to quality, affordable education.

Photo provided by Opportunity International.

## Long-term relationships and multi-year grants

Multi-year grants allow organizations to plan and hire to implement their strategic plans. The trust built over a long-term relationship drives innovation and shared vision, a chance to co-create a new future.

“This long-term commitment and collaboration that we have with the Milliman Giving Fund has enabled us to thrive as an organization,” said Hannah Sehn, executive director of COPE.

## Pooled giving

By pooling our resources, we are able to provide significant long-term grants that give the organizations we support the assurance necessary to implement ambitious programs that advance health and dignity for people around the world. Consolidating Milliman's donations into one large gift is efficient and cost-effective compared to processing many individual donations.

“This pooled giving that you all contribute to allows us to have tremendous impact,” said Katrina Straker, chief development officer of Splash.

## A culture of generosity

With this report, we celebrate your contributions and seek to inspire the next generation of donors so we can continue to invest in building stronger, healthier, more resilient communities.

Giving back is such a cornerstone of Milliman culture that we believe we can continue to make great changes together. One donor who set up a large recurring monthly donation during our year-end campaign shared that Milliman's commitment to community and helping those less fortunate was one of the reasons he chose to join Milliman.

We rely on your support to help the Milliman Giving Fund continue making a difference for many years to come. Please consider joining us by making a donation—setting up a recurring gift provides reliable funding, enabling us to plan and sustain our support for these organizations.

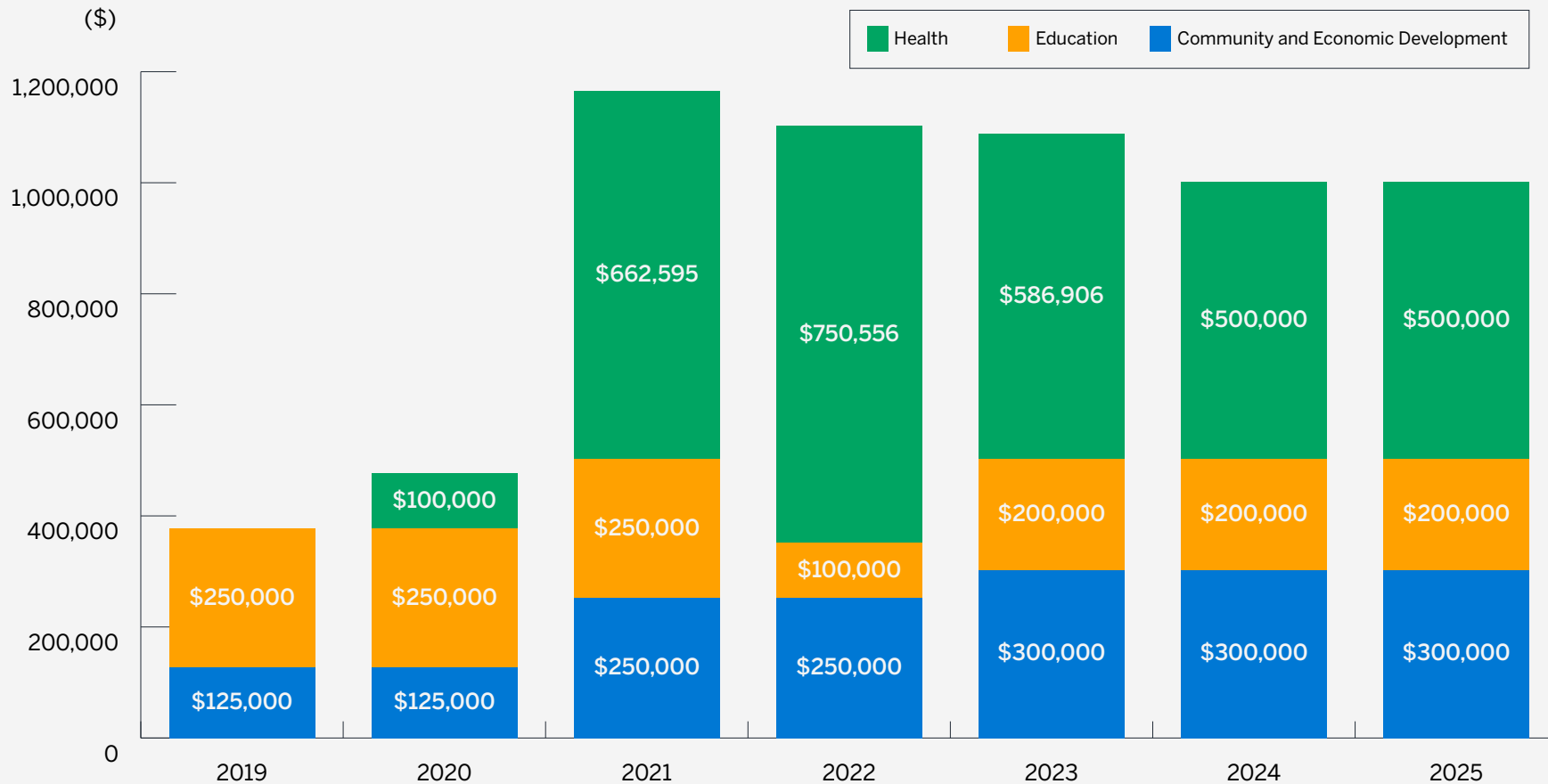
Together, we can transform many more lives.





### Milliman Giving Fund annual grants

2025 marked the Milliman Giving Fund’s seventh year of grantmaking, totaling more than \$6.2 million since 2019. The chart below shows our grant totals by focus area.





The **Math Motivators** program provides free, high-quality math tutoring to students in grades 5–12 from under-resourced communities in the United States. Through one-on-one or small group instruction, students receive consistent academic support from trained volunteers, including actuaries or STEM professionals, who help build both math skills and confidence.

The MGF has funded the expansion of the program, its transition to virtual tutoring, and now its transition to focus on quality and consistency. Many Milliman employees and retirees have volunteered as tutors over the years.

2019

MGF funding start date

\$1.45M

total granted to date

2025 HIGHLIGHTS

719

students served, including 525 in high-need schools and organizations

552

volunteer tutors recruited and trained



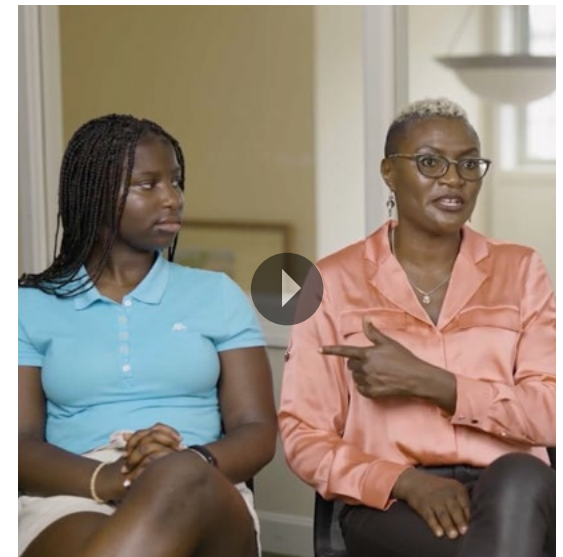
Learn more in this video.

Strengthened existing partnerships, resulting in increased student participation and broader grade-level engagement.

- **Des Moines:** Expanded to serve additional students and grade levels at four schools.
- **Harrisburg:** Added more grades and students at a school.
- **Hartford:** Expanded SAT Prep, added students, and increased participation in SAT Prep at two schools. Expanded students and grade levels at two schools.
- **Lincoln, NE:** Added more students and grade levels at two high schools.
- **Philadelphia:** Maintained strong participation at two schools.
- **Portland:** Expanded to additional grades and math classes, serving more students.

MATH MOTIVATORS PROGRAM GOALS

The goal of Math Motivators is to close the opportunity gap and to, in turn, close the achievement gap by using a volunteer-driven math tutoring program that pairs underserved elementary and high school students with professionals and college students with strong mathematics backgrounds.



The Moore family shares a Math Motivators success story in this video.

Video provided by The Actuarial Foundation.





The MGF has funded Opportunity International to pilot and expand **Opportunity Zones**. These zones blend catalytic capital with community-based support—unlocking opportunity for families today while strengthening resilience for generations to come.

**OPPORTUNITY ZONES PROGRAM GOALS**

Opportunity Zones equip people living in poverty with the tools, training, and financial access needed to build sustainable livelihoods.

In rural Mityana, Uganda, inclusive financial solutions in agriculture and education lead to long-term economic mobility.

In Cartagena, Colombia, these financial solutions scale across education, microenterprise, savings, and ultrapoverty graduation in urban and peri-urban communities.

**2019**  
MGF funding start date

**\$1.65M**  
total granted to date

**2025 UGANDA HIGHLIGHTS**

**Education finance and quality**

**33**  
schools enrolled in EduQuality program, benefiting thousands of students

**30**  
education loans disbursed

**\$111,020**  
school improvement loans and school fee loans disbursed

**Agricultural finance**

**1,620**  
agricultural loans disbursed

**\$1.7M**  
loaned to farmers

**29,738**  
farmer trainings

**22**  
youth Farmer Support Agents working across 13 farmer groups that each help 150 families

**2025 COLOMBIA HIGHLIGHTS**

**Education finance and quality**

**85**  
schools enrolled in EduQuality program, benefiting thousands of students

**111**  
education loans disbursed

**Savings groups**

**472**  
savings groups were formed

**5,944**  
active participants, 72% of whom are women and 9% migrants

**Microenterprise finance**

**6,014**  
microenterprise loans disbursed totaling \$11.5M





Partners in Health and COPE work to improve health on the **Navajo Nation**, which is a sovereign nation within the United States that covers 27,000 square miles and has more than 415,000 citizens. It has only 14 grocery stores, and people must travel long distances for food and health care.

Our funding expands the Navajo Fruit and Vegetable Prescription (FVRx) Program, increasing access to healthy and traditional foods while strengthening the local economy by empowering local growers and suppliers. It also builds monitoring, evaluation, and research capacity to develop a rigorous evidence base for the program’s impact.

2021

MGF funding start date

\$1.25M

total granted to date

**2025 HIGHLIGHTS**

- Added 75 new individuals to the Navajo FVRx Produce Prescription Program benefitting over 300 household members.
- Increased collaboration to connect FVRx participants to other resources, such as transportation.
- Continued to provide a scholarship program to alleviate financial barriers to healthcare certifications and expand employment opportunities.

38 → 51%

increase in food security amongst beneficiaries of the FVRx program. Beneficiaries also reported increased fruit and vegetable intake

120

local growers became Approved Suppliers due to Farm Safety Training

**NAVAJO FVRX PROGRAM GOALS**

Through Navajo FVRx, interdisciplinary teams of health care workers, community-based outreach workers, and local retailers promote:

- Increased access to healthy foods
- Increased consumption of healthy, locally grown and traditional foods
- Economic growth through local sales of healthy foods
- Culturally relevant nutrition education and outreach
- Collaboration between clinics and community-based health teams
- Building a rigorous evidence base to catalyze policy and system change



Standing Rock Wellness Center Garden  
Photo provided by COPE.





After **completing work in all schools in Addis Ababa** at the end of 2024, **Splash** began Project Wise Phase II, working across ten cities in Malawi, Tanzania, and Zambia through collaboration with national and local governments.

Reliable access to water and sanitation directly impacts students’ health, school attendance, and educational outcomes. Normalizing menstrual health makes schools safer and more inclusive spaces—especially for girls—where all students can thrive without stigma or barriers.

2019

MGF funding start date

\$1.25M

total granted to date

### 2025 HIGHLIGHTS

- Completed a 12-month feasibility study in East Africa and identified three countries for future work: Malawi, Zambia, and Tanzania.
- Deepened school-based WASH and menstrual health programming, emphasizing dignity, confidence, and keeping girls in class. Finalized Yes. Period open-source menstrual health curriculum for global launch in 2026.
- Created an Ethiopia-wide multimedia strategy and related content for a menstrual health social behavior change campaign in 2026.
- Broke ground in Zambia and poised to serve at least 10% of all students (roughly 700,000) across the entire country by 2029.
- Strengthened sustainability approach through tighter systems and monitoring. Adopted the **INWISE Scales** to help monitor and measure improvements in not just health, but overall child wellbeing.

### PROJECT WISE PHASE II GOALS

Provide clean drinking water, dignified menstrual health resources, safe sanitation facilities, and hygiene education to children in public schools across 10 cities in Malawi, Tanzania, and Zambia to reach 1.5 million kids by 2029 through deep collaboration with national and local governments.



This video celebrates the progress to date and shares details about Project Wise Phase II.

Video provided by Splash.



# Ways to donate



The Milliman Giving Fund only exists because of the generosity of our employees and retiree community. This unique structure unites us to advance Milliman's mission and help improve health and financial well-being for people worldwide.

We invite you to join us in our support for these organizations with a gift today.

Click [this link](#) or scan the code below to make a one-time or recurring donation with your credit card or bank account.



Scan to donate with your credit card.

The Milliman Giving Fund is a Donor Advised Fund at the Seattle Foundation. Your donation receipt will be sent from the Seattle Foundation.

Contact [MillimanGivingFund@milliman.com](mailto:MillimanGivingFund@milliman.com) for more information.

Thank you from the Milliman Giving Fund Committee



Members of the Milliman Giving Fund committee on a site visit to the Opportunity Zone in Mityana, Uganda in 2023



Hygiene club members at Meri Hidassie Primary School in Addis Ababa, Ethiopia celebrate clean water.

Photo provided by Splash.

