



2025
**ANNUAL
REPORT**

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Chairperson's message



As I reflect on 2025, I am deeply grateful for the steady commitment of colleagues and partners across Maximus. Together, we focused our efforts on making a more immediate impact, simplifying steps for applicants, widening colleague participation in nominations and voting, and launching multi-year, flexible general support where it could make the most difference. Our colleagues, ambassadors, board members, and nonprofit partners continue to shape a legacy rooted in partnership and purpose.

This year, I am especially proud of the remarkable dedication shown across our company. Together, more than **1,100 team members contributed over \$200,000** in support of our mission. I'm also grateful to the 400 colleagues who nominated nonprofits and the 2,400 colleagues who voted. Your insight helped guide us toward the communities and causes that matter most across Maximus.

This year marked an important milestone: the **Maximus Foundation's 25th anniversary**. It offered us an opportunity to celebrate how far we have come and to reflect on how our approach to philanthropy must continue to evolve to meet the needs of communities for the next 25 years. In our first full year using our evolved strategy, we took meaningful steps to let decisions be guided by the people closest to the work. We simplified the process, expanded colleague participation, and continued moving toward a model rooted in humility, transparency, and respect. This shift reflects a belief we've always had: those closest to the work are best positioned to understand what communities need.

Throughout 2025, we strengthened relationships with our grantee partners through community conversations, surveys, and consistent listening. These moments reaffirmed that our role is not to define solutions, but to support local leaders with the flexibility and resources they need to respond to changing conditions.

To every Maximus colleague who nominated an organization, donated, volunteered, attended a learning session, or encouraged a peer to get involved—thank you. Your commitment fuels this work and strengthens our collective impact.

Together, we honor our legacy and move confidently into a future shaped by collaboration, learning, and shared purpose.

With much gratitude,

A handwritten signature in black ink that reads "Arvenita Washington Cherry". The signature is fluid and cursive.

Arvenita Washington Cherry, Ph.D.
President and Chairperson, Maximus Foundation
Vice President, Global Impact and Belonging, Maximus



About us

Maximus has spent 50 years improving lives. This commitment continues to guide everything we do as a leading global provider of tech-enabled services to government agencies. The Maximus Foundation is one of the ways we extend that commitment into the communities where our colleagues live and work.

Established by the Maximus Board of Directors in 2000, the Foundation is our colleague-led 501(c)(3) nonprofit organization, grounded in a mission to promote community-led change through trust-centered partnerships. Since its inception, we have supported nonprofits that align with this mission and reflect what we believe matters to our colleagues.

We are guided by a vision of a world transformed by strategic partnerships; we remain steadfast in our commitment to being colleague-led and community-focused. This year marks our 25th anniversary, and we continue to deepen our commitment to community-led change through strong, community-driven partnerships that honor dignity, strengthen local leadership, and support long-term impact.

What drives us

Mission

Promote community-led change through trust-centered partnerships.

Vision

A world transformed by strategic partnerships.

Slogan

Colleague-led. Community-focused.



Rooted in Maximus values



Respect for staff and community voice

We honor the lived experiences of our colleagues and nonprofit partners by uplifting organizations grounded in local relationships.



Accountability through shared responsibility and continuous learning

We commit to listening, adjusting, and staying responsive to what communities tell us they need.



Compassion for communities facing barriers to opportunity

We support organizations that expand access and address the root causes of hardship with care and commitment.



Collaboration across corporate teams and roles

Ambassadors, colleagues, board members, and corporate teams work together to shape our support.



Customer Focus on the needs of communities where we live and work

We invest in nonprofits that make a tangible difference in people's lives – especially when systems are complex to navigate.



Innovation in how we give and grow

From new grant structures to removing barriers to participation, we evolve our approach so our giving reflects our values.

Our approach

The Foundation's giving strategy is led by Maximus colleagues and centered on community engagement and trust-based partnerships. Every year, our staff nominates and votes for future Foundation grantees. After undergoing a careful vetting process, our nonprofit partners are awarded general operating support financial grants so they can quickly meet the needs of the communities we both serve. Though we primarily focus our giving strategy on grantmaking, we also organize company-wide corporate citizenship initiatives to address extraordinary community needs and support employee engagement.

Our giving themes

The Foundation supports nonprofits that help people and communities access the resources and opportunities they need to thrive. Our grantmaking focuses on nonprofit partners whose work aligns with the Foundation's impact themes.

Building strong communities

Ensuring food access for all

Supporting efforts to make nutritious food available and affordable for everyone.

Empowering community growth and resilience

Supporting local leaders and programs that keep neighborhoods strong and connected.

Reducing homelessness

Investing in housing solutions and services that help people stay housed.

Creating pathways to employment

Expanding access to training and career opportunities that lead to stable employment.



Advancing health access & wellbeing

Promoting access to healthcare

Increasing availability of quality care for individuals and families.

Enhancing the lives of individuals with disabilities

Supporting independence and access so everyone can fully participate in community life.

Combating HIV and other infectious diseases

Partnering with organizations working to prevent and treat diseases like HIV.

Transforming chronic care management

Supporting new ways to manage chronic health needs with dignity and care.

Preventing abuse and intimate partner violence

Partnering with groups that work to stop harm and support healing.

Supporting individuals & families

Championing Veterans' wellbeing

Supporting programs that help Veterans in accessing care, housing, and community.

Inspiring youth potential

Supporting programs that help young people grow, lead, and thrive.

Fostering lifelong learning opportunities

Creating educational opportunities at every stage of life.



Our grant types

The Foundation advances its mission through two core grant types that support community-based nonprofits and support making a long-term impact. These grants combine colleague engagement and targeted focus areas with flexible funding, ensuring partners have the resources needed to meet immediate needs and plan for the future.

Community Choice Grant

Focus area: One or more of Foundation's impact themes

50 organizations receive one-time \$10,000 grants.

Impact Grant

Focus area: Ensuring food access for all

- Ten organizations receive multi-year flexible general support totaling \$150,000 over three years (\$50,000 annually).
- This structure provides a steadier runway so communities can plan for long-term needs and respond to changing conditions.

Both grant types prioritize nonprofits with deep community roots. All awarded partners receive general operating support, allowing them to meet their most pressing needs and invest in long-term impact.

For 25 years, the Foundation has invested in the communities we serve—and the impact continues to grow:



\$18M+ allocated to U.S.-based nonprofits



3,900+ U.S. colleagues contributing as donors



3,200+ grants awarded to community organizations

Our grant cycle phases

The Foundation's grant cycle reflects our belief that those closest to community needs should help shape where funding is awarded. The process engages colleagues at multiple points—from nomination to selection—while maintaining careful review and oversight to ensure alignment with the Foundation's mission and impact goals.

Nominations & application

All Maximus workforce is invited to nominate nonprofits for the Foundation's annual grant cycle. The Foundation's grantmaking model gives more voice to the people who see community needs every day by gathering input from staff across the company, including contingent workers. Once nominations close, nonprofits that pass an initial screening are invited to submit an application.

Review & evaluation

The Foundation Board conducts and oversees a review of all applications for alignment with our mission, a commitment to addressing the root causes of issues, and strong operational stability.

Selection

After applications are reviewed, finalists for both grant types are placed on a company-wide ballot for all Maximus colleagues to vote. As a colleague-led nonprofit, our staff's vote plays a central role in determining which organizations receive Foundation support. By participating in the selection process, colleagues help ensure our funding reaches nonprofits making a meaningful impact in the communities where we live and work.





Trust-based philanthropy: evolving our strategy

Trust-based philanthropy means reducing barriers, listening to nonprofit partners, and offering flexible support so organizations can focus on their work. In 2025, the Foundation completed its first full year of implementing our evolved grantmaking strategy, an approach shaped by colleague insight, partner feedback, and a focus on making decisions that better support our work. Our aim was to create a process that is clear, steady, and responsive, while maintaining strong stewardship and honoring the expertise of organizations that center community voices in decision-making.

What changed this year

Simpler steps for applicants

We continue to streamline parts of the application and reporting process so organizations can spend more time serving their communities and less time on administrative requirements.

Expanded colleague participation

All colleagues, including contingent staff, were encouraged to nominate nonprofits, and nearly 2,500 colleagues voted in the final selection process.

Multi-year flexible support

Through the Impact Grant, we launched our first multi-year funding structure to provide organizations with a more reliable runway to meet long-term needs.

More listening, more learning

We continued developing processes that support deeper conversations with partners, through surveys, community discussions, and touchpoints, that help us better understand evolving needs across regions.



Our approach in practice

Our grantmaking model reflects this shift. We continue to build open, trust-centered partnerships that recognize nonprofit expertise and offer the flexibility organizations need to meet evolving community needs. This includes simplifying paperwork, offering flexible general operating support, maintaining consistent two-way communication, and showing up as collaborative partners who listen, learn, engage, and adapt together.

Why this matters

Research from the [Trust-Based Philanthropy Project](#) shows that flexible funding, simpler paperwork, and open communication allow nonprofits to spend less time on administrative tasks and more time on work that advances their mission. This helps organizations remain steady and respond quickly when community needs change. Additional analysis from the [Stanford Social Innovation Review](#) highlights that flexible, trust-centered funding enables organizations to adapt to changing circumstances, use their resources more efficiently, and strengthen long-term impact.

Our stance

We are on a learning journey guided by a variety of frameworks, including trust-based ones. As a corporate foundation, we ensure our efforts are intentional and aligned with our mission, while remaining adaptable to implement new practices as we learn what works. This first year has shown us that clearer processes, flexible support, and deeper listening help strengthen the resilience of organizations we support and the communities they serve.

We work with nonprofits that are guided by their communities and reduce barriers, so community leaders can focus on what works locally.

Reflections on our evolving grantmaking approach

Our board members and Foundation ambassadors are the driving force behind our mission, and their understanding of our evolving grantmaking approach is essential to how we support communities. Their leadership, insight, and stewardship help shape the way we build trust based, community centered partnerships. Our colleagues share their reflections on how our approach has grown and the difference it continues to make.

Colleagues' reflections on our evolved approach



"I feel our evolved approach, centered on transformative trust-based philanthropy, has helped reimagine our relationships with partners. It builds mutual accountability, empowering our partners to focus on delivering solutions that drive systemic change in the communities they serve. I believe this will increase the ability of our partners to adapt to fast-changing circumstances within the communities they operate."

Ferdinand Morales
Senior Managing Director, Maximus
Board Member, Maximus Foundation



"I'm inspired by the way our evolved grantmaking approach honors the wisdom of our nonprofit partners and amplifies colleague voices closest to the work. It removes unnecessary barriers and strengthens trust to unlock greater possibilities and responsiveness. This shift empowers local leaders to shape their own solutions, strengthening communities with dignity, resilience, and long-term hope."

Jorge Mayol
Manager, Maximus
Regional Ambassador Lead, Maximus Foundation



"What I value most about our new grantmaking approach is that it is more open and works better with others. It allows more voices to be heard and helps us respond more quickly to community needs, so support goes where it's needed most."

Kaitlynn Hammarstrom
Specialist, Maximus
Donor, Maximus Foundation



"I appreciate how much the Foundation's strategy has evolved over the years, and I value that everyone has a voice in the process. It shows a strong commitment to being employee-led and ensuring decisions reflect the perspectives of our entire community."

La-Tia Coleman
Specialist, Maximus



Community impact: what partners are teaching us

Our nonprofit partners continue to show us how community-guided solutions take shape in real time. Across every region, organizations shared that rising costs, increasing demand for services, and changing community needs require flexible, steady, and locally grounded approaches. These insights helped us deepen our understanding of where needs are growing, what strategies show promise, and how we can continue improving our support for long-term community wellbeing.

Advancing food access with community-guided approaches

Food access remains one of the most pressing needs across the United States, and partners shared that demand for food access services grew across many communities this year. National data reflects these trends:

- **The USDA Economic Research Service** reported that 13.7% of U.S. households experienced food insecurity in 2024, continuing an upward trend from 13.5% in 2023 and 12.8% in 2022.
- **The Food Research & Action Center** found that 47.9 million people lived in food-insecure households in 2024, with especially high rates among households with children.
- **Purdue University's Center for Food Demand Analysis & Sustainability** recorded an average U.S. food insecurity rate of 14.2% across 2025, with a sharp rise to 16% in November 2025 during a period of economic strain.



How partners are addressing food access

Our ten multi-year Impact Grant partners, including organizations such as Arlington Food Assistance Center (VA), Atlanta Community Food Bank (GA), Food Bank of the Rio Grande Valley (TX), Elijah's Promise (NJ), Hunger Task Force (WI), Bread for the City (DC), Mama's Kitchen (CA), and So Others Might Eat (DC), emphasized several effective approaches:

Dietary needs-focused food support

Partners shared that food assistance is most impactful when it aligns with families' needs.

Locally informed program design

Community-rooted organizations can adjust programs quickly when demand spikes or when specific neighborhoods experience shortages.

Integrated services

Many partners pair food access with case management, health navigation, or housing support so individuals are supported in multiple areas at once.

Consistency and dignity

Partners noted that reliable access to nutritious food—delivered in respectful, community-grounded ways—builds trust and reduces strain on families navigating instability.

47.9 million people
lived in food-insecure
households in 2024

Examples from our food access partners



Mama's Kitchen (San Diego, CA)

Many people living with serious illnesses struggle to access the medically tailored meals they need to support their treatment and maintain their health. For individuals managing cancer, HIV, diabetes, heart disease, or kidney disease, proper nutrition is part of medical care—yet preparing the right meals can be difficult because of illness-related fatigue, limited mobility, or the rising cost of food. Mama's Kitchen helps bridge this gap by providing medically tailored, home-delivered meals to people across San Diego County. In their most recent annual report, they documented delivering 900,026 meals to 2,853 people, making them the largest home-delivered medically tailored meal provider in the region.

Research from the [Food Is Medicine Coalition](#) continues to show that medically tailored meals can reduce emergency room visits, hospitalizations, and the need for emergency transportation for certain patient groups.

Flexible funding from the Foundation strengthens Mama's Kitchen's ability to respond rapidly to growing needs by supporting meal production, delivery logistics, and nutrition services. This adaptable support allows the organization to scale meal preparation when referrals increase, maintain medically tailored standards as ingredient costs rise, and ensure that each client receives meals aligned with their specific health conditions. As demand for medically tailored nutrition continues to climb—driven by rising chronic illness rates and gaps in insurance coverage—flexible funding ensures Mama's Kitchen can keep pace and continue delivering high-quality, evidence-based nutrition to the individuals who depend on it most.



Mama's Kitchen client receiving 14 millionth meal.



Elijah's Promise (New Brunswick, NJ)

Recent reports from the [U.S. Department of Agriculture \(USDA\)](#) show that demand for community meals has surged as families struggle with higher food costs and changes to public benefits. Elijah's Promise has seen this firsthand, as they have been serving two to three times the usual number of meals, including a monthly record of 37,002 meals and a single-day record of 3,663 meals, highlighting how quickly need grows when household budgets are strained.

These surges reflect the difficult choices many households face when essentials like groceries, rent, and transportation costs rise. When income or benefits no longer stretch far enough, many people and families rely on community meal programs to maintain consistent access to food.

Elijah's Promise helps meet this growing need by providing daily meals and supportive services through its community café and mobile meal programs. The organization reports serving more than 375,000 free meals each year, offering a steady, welcoming place where people and families can access nutritious food and regain stability during challenging times.

Backed by the Foundation's flexible funding, Elijah's Promise can quickly respond when meal demand surges and expand service hours or food purchasing without interruption. This flexibility helps the organization maintain a dependable, welcoming community café during economic strain, ensuring individuals and families continue to have access to nutritious meals and supportive services when budgets tighten and public benefits fluctuate.



Elijah's Promise feeds the community when they are needed most.



Hunger Task Force (West Milwaukee, WI)

Recent reports by [Wisconsin Watch](#) and the [Milwaukee Journal Sentinel](#) show that food insecurity in the region has been rising as families face higher food and housing costs. Hunger Task Force reported serving more than 50,000 people every month in 2024, underscoring just how many households rely on emergency food support throughout the year.

Demand also shifts quickly. Hunger Task Force described significant fluctuations in need, driven by seasonal employment changes, adjustments to public benefits, rising grocery prices, and disruptions in food supply chains. These swings place strain on volunteers, transportation routes, warehouse operations, and food sourcing—systems that can only function well with steady, reliable funding to keep supply chains stable and volunteer operations fully supported.

To meet these changing conditions, Hunger Task Force distributes millions of pounds of food each year through its Free & Local Food Bank Network and supplements emergency supplies with nearly 500,000 pounds of fresh produce grown at its Hunger Task Force Farm.

Foundation’s flexible funding helps Hunger Task Force navigate unpredictable shifts in community need by reinforcing providing additional support for supply-chain operations, transportation routes, and volunteer coordination. This adaptable support enables the organization to keep food flowing across its Free & Local network—even during seasonal spikes or sudden disruptions—ensuring households throughout Milwaukee can reliably access nutritious food year-round.



Hunger Task Force helps families access healthy food.

What we are learning about food access

Across these partners, several insights emerged:

Needs shift quickly, and community-rooted organizations are often the first to notice new patterns, whether due to rising rents, transportation pressures, or grocery cost spikes.

Flexible general operating support matters. Partners repeatedly shared that unrestricted, multi-year support allowed them to maintain consistent food distribution even as costs fluctuated.

Food access intersects with other issues. Partners working in housing, family services, disability support, or health access noted that food insecurity rarely exists in isolation.

Community-guided approaches strengthen dignity and trust. Whether through community pantries or home-delivered meals, organizations emphasized that people feel more supported when services reflect their realities.

How this connects to Maximus’ broader work

Food access is also part of Maximus’ operational work. Through partnerships with government agencies that administer the Supplemental Nutrition Assistance Program (SNAP), Maximus supports eligibility processes and helps connect individuals and families to essential nutrition benefits. In some states and counties, Maximus delivers SNAP employment and training programs, supporting people in building skills and moving toward long-term stability. These efforts also support Veterans, who may experience unique challenges during transitions in employment, health, or housing, and may benefit from streamlined access to nutrition assistance.

Together with the Foundation’s grantee partners, these efforts reflect Maximus’ broader commitment to reducing hunger and strengthening community wellbeing.

Strengthening communities beyond hunger relief

While food access was a major focus of our Impact Grants, our Community Choice grantee partners also supported individuals and families across a wide range of interconnected needs, including youth development, housing, community health, and safety.

Community-guided work across our portfolio

Inspiring youth potential

Organizations, such as We Can Foundation (VA), Sunset Youth Services (CA), and Junior Achievement chapters in New York support young people through mentorship, academic support, creative programming, and workforce pathways.

Reducing homelessness

Partners, including Friends of Guest House (VA), Coalition for the Homeless (NY), and Pathfinders (WI), provided case management, transitional housing support, and wraparound services for individuals and families navigating housing insecurity.

Health access and disability support

Groups like Living Well Disability Services (MN), Quality Trust for Individuals with Disabilities (DC), and Mary's Center (DC) offer person-centered care and support for individuals with disabilities and families managing complex health needs.

Safety, healing, and crisis response

Organizations such as the Center Against Sexual and Family Violence (TX), SAFE Alliance (TX), and Sojourner Family Peace Center (WI) provide trauma-informed services, crisis intervention, and long-term healing support for individuals and families experiencing violence.

We had many of the issues our partners address, such as creating opportunity, economic mobility and self-sufficiency, housing stability, access to healthcare, disability support, and safety, also align with the work Maximus carries out every day in partnership with government agencies.

What we are learning beyond food access

Across these organizations, several themes were consistent:

- Community-guided organizations identify needs earlier because they are embedded in the neighborhoods they serve. Partners are often the first to detect emerging challenges—from rising youth instability to changes in public benefits or shifts in safety and housing conditions.
- Steady, flexible funding improves responsiveness; partners shared that adaptable funding allows them to act quickly, fill gaps, and address urgent needs without administrative delays that can slow down critical services.
- Colleague nominations and voting provide insight into what matters across regions, with organizations that reflect local priorities and relationships garnering the most attention.
- Challenges overlap—partners supporting youth, families, survivors of violence, or people navigating chronic health conditions shared that housing, safety, food security, and community connection are deeply linked.

These reflections reinforce our commitment to supporting community-guided solutions—approaches shaped by organizations embedded in their communities and working alongside residents to build stability, opportunity, and care.





25 years of compassionate service to our communities

This year marked the 25th anniversary of the Foundation—a milestone that reflects decades of colleague commitment, community partnership, and steady collaboration with organizations working to strengthen the wellbeing of individuals and families across the United States.

Since 2000, the Foundation has championed community-led organizations, invested in local solutions, and empowered employees to give back in meaningful ways. This anniversary was not only a celebration of our history, but also a reaffirmation of our mission. Together, we honored 25 years of giving by reflecting on the impact we've made alongside our nonprofit partners and the thousands of colleagues whose dedication continues to move our work forward.

History timeline

Over the past 25 years, the Foundation has grown through several defining phases that have shaped its structure, broadened its reach, and strengthened its approach to community investment. From our early beginnings and the launch of employee giving, to program expansion, leadership transitions, and the development of new strategies, each stage has contributed to who we are today.



Community-informed learning and engagement

Throughout this year, the Foundation expanded opportunities for employees to learn from community partners, participate in dialogue with them, and engage in activities that support our mission. These efforts aimed to deepen understanding of the issues our grantees address, strengthen connections between colleagues and nonprofit partners, and encourage meaningful involvement through learning sessions, conversations, and colleague-led initiatives.

Health Talks: food security conversation

This year, the Foundation engaged in new learning opportunities that brought colleagues and community partners together in meaningful ways. One of these moments was participation in a special Health Talks session focused on food security and community partnership. The conversation featured leaders from three Foundation grant partners, Mama's Kitchen (CA), Food Bank of the Rio Grande Valley (TX), and Bread for the City (Washington, D.C.), who shared insights from their work and reflected on the evolving needs in their communities.



The session created space for partners to highlight their food access strategies and their relationship with the Foundation, while also helping Maximus colleagues deepen their understanding of the systemic factors that shape food insecurity. Panelists discussed long-term sustainability, community engagement, emerging challenges, and ways colleagues can support nonprofits through volunteerism and skill-based engagement.

They also emphasized that support extends beyond funding. Panelists shared how employees can leverage their skills, networks, and lived experience to help strengthen community-based organizations.

The discussion offered colleagues a meaningful opportunity to learn from leaders closest to the issues and reinforced the importance of listening, collaboration, and trust in addressing food insecurity.

Community Conversations

Our Foundation partners play a vital role in advancing meaningful dialogue and community education through collaborative engagement. Throughout the year, several partner organizations joined us as featured guests in our Community Conversation series—hour-long, topic focused panel discussions designed to elevate awareness, share expertise, and foster connection around critical issues impacting our communities.

In advance of Domestic Violence Awareness Month, we initiated collaboration with Sojourner Family Peace Center and the Center Against Sexual and Family Violence for a powerful Community Conversation focused on intimate partner violence prevention, survivor support, and community responsibility. Panelists shared professional insight, lived experience, and resources that deepened understanding and encouraged informed, compassionate action.

These partnerships exemplify how grant support extends beyond just funding, creating opportunities for collaboration, education, and shared impact. Through Community Conversations, our foundation partners help spark dialogue, strengthen relationships, and advance collective efforts toward healthier, more informed communities.



Colleague-led fundraising highlights

As part of our 25th anniversary celebration, the Foundation also created new ways for colleagues to come together in support of community-led change. To mark the milestone, we hosted two colleague driven fundraisers that reflected the creativity, commitment, and shared purpose found across Maximus. The auction held during the Maximus Anniversary Gala raised nearly \$3,500 from 11 winning bidders. This was followed by a company-wide Giving Week auction, which raised over \$11,000 and engaged 51 winners.

These efforts echoed many of the themes we heard throughout the year, from the power of colleague-led action to the importance of showing up for community partners in multiple ways. The fundraisers did more than raise dollars; they strengthened connections among colleagues, deepened awareness of the Foundation's mission, and expanded our collective ability to support organizations grounded in community voice. Together, they demonstrate how colleagues continue to fuel the Foundation's work and help carry forward a 25-year legacy of compassion and commitment.

Ambassador creativity spotlight: T-shirt design competition

Another highlight of our 25th anniversary celebration was a T-shirt design competition for Foundation Ambassadors. The contest invited colleagues to creatively express what the Foundation's mission and milestone year meant to them. Matthew D. Forman received first place and earned a T-shirt featuring his winning design. To recognize the enthusiasm and engagement of our ambassador community, the first 15 participants also received Maximus gift bags.

The fundraisers did more than raise dollars; they strengthened connections among colleagues, and deepened awareness of the Foundation's mission.



Matthew D. Forman
Maximus Operations Manager
Maximus Foundation Ambassador



“ Designing this shirt was a meaningful way to celebrate the Foundation's impact. I'm proud to contribute to a community that leads with compassion and supports nonprofits doing incredible work. ”

Kahoot trivia challenge

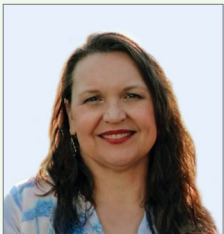
As part of our anniversary-year engagement activities, the Foundation also hosted two lively Kahoot trivia sessions that brought colleagues from across the company together to connect, learn, and enjoy a bit of friendly competition. Each session featured 25 questions highlighting the Foundation's history, culture, and achievements, along with pop culture moments and major events from the year 2000, when the Foundation was established.

Participation grew significantly this year, with 650 colleagues joining the two sessions – more than five times the number of participants in 2024. The morning game was hosted by Byron French from the Health Services Division, and the afternoon session was led by Maria Dominguez from Immigration and Global Mobility, giving colleagues across time zones more opportunities to join. Sara Grace Chan and Betsy Coats from the Texas Enrollment Broker Project were the first-place winners for the two Kahoot sessions.



Sara Grace Chan
Maximus Project Manager

“ I enjoyed getting to learn more about the Foundation. My background is in food insecurity, so it was exciting to see how the Foundation is working with hunger-fighting organizations to increase food access. As a 90s baby, I was pleasantly surprised by how much I knew about the year 2000. ”



Betsy Coats
Maximus Sr. Manager

“ I’ve been a proud ambassador of the Foundation for many years and continue to actively participate in and celebrate its incredible accomplishments and the causes it supports. The Kahoot game was a fantastic way to engage across all projects while making learning fun—enhancing knowledge about Maximus, the Foundation, and even some popular facts along the way. ”

Corporate Giving team celebrates Foundation's 25th anniversary at the Maximus gala

FY2025 marked a significant milestone for Maximus and the Foundation, celebrating 50 years of the company and 25 years of Foundation impact. The year included preparation for an anniversary gala honoring this legacy and the collective impact achieved over time.

During the anniversary gala, members of the Corporate Giving and Global Impact & Belonging teams engaged with attendees, sharing stories about the Foundation's mission, grantee partners, and the importance of community-led change. Their presence helped raise awareness of the Foundation's role in advancing community-driven outcomes and strengthening local communities.



Members of the Global Impact and Belonging team where Corporate Giving is housed, standing together at the Maximus 50th Anniversary Gala.

Maximus Foundation UK: celebrating 10 years of impact

In 2025, we also celebrated an important global milestone, the 10-year anniversary of the Maximus Foundation UK. Since its founding in 2015, Maximus Foundation UK has supported more than 274 colleague-nominated charities, providing more than £685,000 to strengthen communities across the UK.

Grounded in the same colleague-led model that guides our work in the United States, the Maximus Foundation UK empowers employees to identify and champion local organizations that support people in need within the communities we serve. Over the past decade, it has donated money to UK-based charities that address a wide range of needs. Charities supported have been able to provide better services to their beneficiaries in areas such as mental and physical health, vital research to enhance long-term opportunities, build awareness of key topics, and provide sustained community stability.

As Maximus Foundation UK enters its next decade, it continues to focus on championing community-led solutions, deepening colleague engagement, and building trusted partnerships with organizations that create meaningful change across the UK.



Maximus Foundation UK representatives pictured with partners from The Albert Kennedy Trust (AKT) at an event.



Spotlight on Foundation champions

The Foundation is supported by Maximus colleagues, who have a passion for giving back to local communities to help move people forward. Their dedication to giving and participation helps the Foundation achieve its mission of supporting nonprofits on the front lines of the communities we serve. Maximus is proud of its growing community of colleagues who donate their time, resources, and talents, and we thank them for their partnership and years of daily advocacy. In this section, meet three champions united by a common goal of creating an impact in our communities.

Volunteer spotlight

Maximus colleagues strengthen their communities by volunteering their time, sharing their perspectives, and supporting local initiatives that align with our mission. Meet one of our colleagues who embodies the spirit of service by going beyond day-to-day responsibilities to support, engage, and inspire their community.

“ I’ll never forget how a small gesture at a food bank led to a heartfelt hug. It reminded me that compassion doesn’t have to be grand to be life-changing. ”



April January
Foundation ambassador

April January joined Maximus in 2011 as an outreach counselor and has built her career around service, empathy, and community impact. She learned about the Foundation around 2020, and its mission to uplift families across the country resonated with her. In 2024, she joined the Foundation’s Ambassador Program, drawn by the strong alignment between the Foundation’s work and her personal commitment to helping others.

For April, volunteering is meaningful because it brings her face-to-face with the people she serves. The gratitude she sees—often just a simple smile or thank-you—is what she finds most rewarding. One moment she’ll never forget happened at a local food bank, when an elderly woman hugged her after receiving an extra bag of apples. That small gesture reminded April of the power of kindness.

Looking ahead, April plans to continue volunteering and find fulfillment in the purpose, connection, and perspective it brings long after each event ends.



Donor spotlight

Maximus colleagues double the impact of their donations to the Foundation through Maximus' dollar-for-dollar matching pledge and make their voices heard by nominating and voting for future grant partners. Meet one Foundation donor who harnesses the true power of giving by going beyond the check to uplift and strengthen their community.



Abubakar Mazhar
Foundation donor

“No amount is too small. Anything that is given can benefit others in an impactful way.”

Abubakar Mazhar joined Maximus in August 2013 after being referred by a colleague who encouraged him to explore “a great opportunity.” He began his journey as a team lead and, within a few months, was promoted to supervisor, a reflection of his dedication, strong work ethic, and commitment to supporting others.

Abubakar first learned about the Foundation through internal emails and company updates. What immediately resonated with him was the Foundation's commitment to giving back to the very communities where Maximus employees live and work. Knowing that the company he works for serves others made contributing feel meaningful and aligned with his values.

For Abubakar, giving back through the Foundation means investing in the wellbeing of your own neighbors. “It's important to give back to local communities since they are your neighbors,” he shares. “Anything that can improve someone's well-being is a net positive.”

What inspires him to stay involved as a donor is the impact his contributions can have. Knowing that his support helps people in moments of need motivates him to continue giving.

With more than a decade at Maximus, Abubakar's generosity, humility, and commitment to community embody the Foundation's mission. His dedication shows how even small acts of giving can create meaningful change for those who need it most.



Board member spotlight

Passionate Maximus leaders volunteer to serve on the Foundation's independent board of directors, stewarding its funds and guiding its activities. Meet one of our board members who has dedicated their time and passion to building stronger communities. To learn about all our board members, please visit [maximus-foundation/about](https://www.maximus-foundation.com/about).



Terrence Raftery
Foundation board member

“ I value being able to multiply the enthusiasm and goodwill in the Maximus community in ways that are meaningful for the people we serve. ”

For more than 30 years, Terrence has played a key role in the Maximus story. He joined the company in 1995 as an analyst supporting a major customer service contract for the Commonwealth of Massachusetts and later moved to Virginia in 2002 to support the U.S. Services segment, deepening his connection to the Company's mission.

Terrence learned about the Foundation early on through his close professional relationship with John Boyer, who served as one of the Foundation's chairpersons. He was drawn to the opportunity to help colleagues extend their impact beyond daily work and into meaningful community service.

What Terrence values most about being part of the Foundation is its ability to bring employees together and multiply their enthusiasm and goodwill into real, measurable impact. He has watched the Foundation grow into a more colleague-led organization, something he finds energizing, as it continues to inspire fresh ideas and deeper engagement.

One moment that stands out for Terrence is celebrating the Foundation's 25th anniversary, a milestone that reflects both the organization's history and the collective commitment of employees who believe in giving back.



Ambassador spotlights

Maximus ambassadors help grow the Foundation's impact by promoting Foundation initiatives, encouraging colleagues to get involved, and supporting strong connections with local nonprofits.



Laura Martinez
Foundation's South region Secretary

“ Being an ambassador reminds me that our work reaches far beyond our day-to-day roles—we’re helping create real impact for people who truly need it. ”

Laura Martinez joined Maximus during the height of the pandemic, stepping into her first call center role and quickly discovering a passion for serving others. She learned about the Foundation through colleagues who saw her leadership potential and encouraged her to serve as a Foundation Ambassador regional secretary. Laura's motivation to join was rooted in something more personal: her nephew's long NICU stay and the lifesaving care and support her family received from Ronald McDonald House Charities and Johns Hopkins. Seeing the power of community care firsthand made the Foundation's mission deeply meaningful to her.

For Laura, being an ambassador means helping create real impact for people and organizations who need it most. She finds fulfillment in seeing how Foundation grants and volunteer efforts strengthen programs and open doors for others.

One of her most memorable experiences was supporting a visit to Pepin Academies through the High School High Tech (HSHT) Program, where she helped coordinate an interactive customer service workshop. Watching students gain confidence and express genuine gratitude reaffirmed why she loves this work.

As Regional Secretary Ambassador, Laura looks forward to strengthening communication, supporting volunteers, and deepening partnerships across the region. She values growth, teamwork, and the chance to be part of something that truly makes a difference.





Resilient together: colleague & community support in crisis

While we focus on grantmaking, we partner with Maximus to process donations for disaster response efforts and our Employee Assistance Fund (EAF) to support the wellbeing of colleagues and local communities.

Employee Assistance Fund (EAF): supporting employees through hardship

In 2021, Maximus established its EAF to assist colleagues with unexpected financial hardships. The program provides short-term assistance for basic living expenses in response to financial hardship caused by large-scale qualified disasters or personal hardships due to a family emergency or other sudden, severe, overwhelming, or unexpected event.

Since its launch, EAF has helped employees recover more quickly and focus on what matters most.

To date

- 3,596 employees have received more than \$4.4 million in grants
- These grants include both personal hardship and disaster-related support

Employee impact

- 2,768 employees received at least one personal hardship grant
- 1,229 employees received disaster-related support (Some employees may be included in both categories because they received grants in both categories.)

Grant activity

- 3,527 personal hardship grants totaling \$3,666,310
- 1,604 disaster-related grants totaling \$804,400 (Because employees may receive more than one grant, the total number of grants exceeds the number of employees served.)

America's Charities, a 501(c)(3) nonprofit organization, administers and manages the Employee Assistance Fund on behalf of Maximus. The program is sponsored by Maximus and supplemented by additional contributions from generous Maximus colleagues via the Foundation or directly with America's Charities.

Center for Disaster Philanthropy: partnering for disaster recovery

Our commitment to compassion doesn't stop with our Maximus colleagues. Through our recent formal partnership with the Center for Disaster Philanthropy (CDP), we have expanded our support to communities facing crises. CDP is a trusted partner with deep expertise in disaster response and long-term recovery. Colleagues can donate to year-round disaster recovery efforts through our [CDP microsite](#). Maximus employees also have the option to contribute directly through their payroll checks.

Maximus has donated \$150,000 to support CDP's work and help underwrite any donations through our microsite. This proactive approach responds to the increasing number of disasters and humanitarian emergencies regionally and globally. The partnership helps ensure that our collective contributions are making a meaningful difference, especially in underserved communities. Together with CDP, we are working to create sustainable solutions and meaningful support in times of crisis.





Our ambassadors and board members

The Foundation Ambassador program is a network of dedicated Maximus colleagues who share a passion for making a difference in their local community. They are the heart and soul of the Foundation and part of a nationwide community that promotes the Foundation and its mission by encouraging engagement and leading initiatives that positively impact the communities where we live and work.

Foundation Ambassadors, building community for change

Current ambassadors

Jestina Aikens
Priscilla Alcantar
Julie Anderson
Euna Bailey
Lesley Balmir
Adelle Barr
Taniel Bennett
Kelly Boerner
Doc Boyce
Donna Breedlove
Carol Brooke
Sharon Campbell
Newman
Josseline Castaneda
Bridget Clark

Jamie Clark
(new ambassador)
Betsy Coats
Jade Colliton
Lisa Cook
Juan Davila
Melissa Derboghossian
Esmeralda Duque
Ashley Dupoise
Brenda Elder
Merida Escobar
Kathy Everett
(new ambassador)
Andrea Galgani
Rubina Garza
(new ambassador)

Angela Giusti
Daniel Goodwin
Jennifer Gordon
James Graettinger
(new ambassador)
Jasmine Hicks
Darryl Hill
Whitney Hines
Sarah Hockel
Kim Horton
Robin Hubbard
Amanda Johnson
Chirag Khandwala
Muthu Konar
Kristin Kopp
Michelle Laisure

Kristy Lazur
Amanda Learned
Anjerrica Lee
Alex Lin
Alexandra Martin
Laura Martinez
(new ambassador)
Donna Mayo
(new ambassador)
Kevan McCallum
Jessica McQuarrie
Joseph Morales
Joanna Morgan
Sharina Neal
(new ambassador)
Ria Perrino

Mark Pearson
Mary Pettine
Shawn Ratliff
Amanda Rivera
(new ambassador)
Frances Richmond
Richard Roberts
Darren Ross
Kevin Ruiz-Arce
(new ambassador)
Debra Sanders
Alejandra Sandoval
Tara Santos
Susan Simonich
Mylene Silva
Julia Singler

Sara Starr
Carrie Thomas
Ivelise Torres
Teresa Turner
Danielle
Valdes-Jimenez
Michelle Valenzuela
Jessica Velez
Sophia Ward
Gregary Warmink
Thomas Williams
Jesus Wong
(new ambassador)
Tirhas Wubneh
Fernando Yaluk

Welcome our new ambassadors

We warmly welcome our new ambassadors who bring enthusiasm, insight, and a strong commitment to strengthening community-led change. Each Ambassador plays a vital role in deepening colleague engagement, supporting our nonprofit partners, and championing the Foundation's mission across regions. We are grateful for their dedication and excited to see the impact they will help create in the year ahead.

To our former ambassadors

We offer our heartfelt thanks to the ambassadors who are no longer serving in the group. Your enthusiasm, outreach, and dedication helped advance our mission and broaden our impact. We appreciate all you've done and wish you well in your future endeavors.

Foundation ambassadors and Maximus staff volunteering at various philanthropic organizations across the U.S.



Foundation Board of Directors

The Foundation would like to celebrate the contributions of the Foundation Board, who continue to guide the mission of the Foundation to serve their community. To learn about all our board members, please visit [maximus-foundation/about](https://www.maximus-foundation.com/about).

Current board members

Jessica Batt
Arvenita Cherry
Benjamin Coss
Maria Dominguez
Alhassan Elbarasse

Byron French
Annette Greimann
Robin LaFrance
Ferdinand Morales
Terrence Raftery

Lisa Simmons
Jess Smith
Julia Willis

Welcome our new board members

This year, we are proud to welcome new members to the Foundation Board – leaders who bring deep expertise, fresh perspectives, and a shared commitment to strengthening community-led change. Their dedication to service and stewardship will help guide our mission, deepen our partnerships, and ensure our grantmaking continues to reflect the voices and priorities of the communities we serve. We are grateful for their leadership and excited to move forward together.

To our former board members

We extend our sincere appreciation to the board members who have completed their service. Your leadership, guidance, and commitment have strengthened our work in meaningful ways. We are grateful for your contributions and wish you continued success in all that lies ahead.



Members of the Foundation Board and staff gathered together in support of our shared mission and commitment to community impact.

New board members



Maria Dominguez
Foundation
Board Member

Maria Celani Dominguez, who joined the Foundation Board as a director earlier this year, is the Director of Immigration & Global Mobility at Maximus, where she oversees global mobility programs and supports the wellbeing of employees on international assignments. With more than 20 years of legal experience in immigration, corporate litigation, intellectual property, and compliance, she leads policies that protect and strengthen the experience of foreign national employees. Maria's work is guided by her strong commitment to human rights, family, and cultural heritage.

“Having worked across borders and systems, I believe lasting impact comes from shifting power to communities themselves. The Foundation's colleague-led trust-centered model – grounded in fairness, listening, and flexible support – strengthens local leadership and helps communities thrive by enabling them to pursue bold, community-guided solutions that last.”



Annette Greimann
Foundation
Board Member

Annette K. Greimann is a Lead Specialist in Corporate Communications at Maximus, with more than two decades of experience in communications, change management, human resources, and operations. She has led major initiatives across organizational transformation, Global Impact and Belonging, compliance, and learning systems. At Maximus, she supports enterprise-wide initiatives that strengthen employee experience and business outcomes. She began her involvement with the Foundation as an ambassador and now serves as a director of the Foundation.

“Serving on the Foundation Board aligns with my core belief that, at the heart of every strong community, are people who care deeply for one another. Our trust-centered grantmaking model brings this belief to life. Throughout my career, I've witnessed the extraordinary impact of centering the voices, lived experiences, leadership, and dreams of those we serve. When we remove barriers and trust people to define their own solutions, we create lasting change that extends far beyond any single program or initiative.”



Robin LaFrance
Foundation
Board Member

Robin LaFrance is the Executive Managing Director for U.S. Services at Maximus and joined the Foundation Board this year. With nearly 20 years of experience in health services and program administration, she oversees a broad portfolio of programs supported by approximately 10,000 employees. Robin is known for championing innovative solutions that expand access to care for millions of Americans and for her strong commitment to community wellbeing, collaboration, and service.

“I'm inspired to serve on the Foundation Board because of its deep commitment to community-centered change. The Foundation trusts local expertise, elevates colleague voice, and aligns action with values – creating meaningful, lasting impact for the communities where we live and work.”



Building on our progress

In FY2026, we will continue strengthening our trust-centered approach to philanthropy – an approach grounded in partnership, transparency, and consistent support for organizations that are deeply rooted in their communities. Our partners remind us that trust grows through steady listening, mutual respect, and relationships that honor their expertise. In the year ahead, we will spend more time understanding how community needs are evolving and investing in long-term partnerships that help nonprofits remain stable, resilient, and responsive.

Improvements to the FY2026 grantmaking cycle

As we continue to strengthen our trust-based practices, we are also enhancing our grantmaking model. These improvements are designed to expand access and participation, and create a more community-centered, transparent, and learning-oriented experience for nonprofit partners and colleagues alike.

Alternative financial review process

We recognize that many smaller nonprofits are not legally required to complete an independent financial audit, and that audits can be costly and burdensome. Beginning in FY2026, we plan to introduce an alternative financial review process to ensure that organizations without audited financials still have a clear and fair pathway to apply for the Maximus Community Choice Grant.

Continuing stipends for finalist nonprofits

In FY2025, the Foundation issued stipends of \$500 to nonprofits that advanced to company-wide voting as finalists but were not ultimately awarded a grant. We plan to continue this tradition in FY2026. By offering these stipends, we honor the time, energy, and resources nonprofits invest in the application process and further our goal of reducing administrative burden wherever possible.

Refining the nomination experience

We will also continue refining the nomination process to ensure colleagues have a smoother, more supportive experience that enables thoughtful, well-aligned nominations. As part of this effort, we are exploring additional ways to strengthen colleagues' understanding of the Foundation's mission, impact themes, and focus areas so that nominations are well aligned with our priorities.

Creating more opportunities for shared learning

We will also create more opportunities for shared learning between nonprofit partners and colleagues, including community conversations, stronger feedback loops, and more chances for colleagues to hear directly from organizations working on the ground.

Strengthening reviewer guidance

In parallel, the Grantmaking Committee will continue refining reviewer guidance to promote more clarity throughout the review process. By strengthening this guidance, we aim to ensure that applicants who most closely align with our mission and funding priorities advance to the next phase. This not only enhances the quality and consistency of our decision-making but also reduces administrative burden on nonprofits by limiting unnecessary follow-up requests, additional documentation, or extended review timelines for organizations that are not a strong fit.

Removing the one nomination limit

Another important change in FY2026 is the removal of the one-nomination limit. Colleagues can now nominate as many organizations as they believe deserve recognition. This change expands participation and ensures a broader range of local priorities, experiences, and insights shape our decisions.

Strengthening the Foundation Ambassador Program

We are also investing in a strengthened Foundation ambassador Program. In FY2026, ambassadors will receive enhanced training, clearer tools, and resources to help them build meaningful relationships with local organizations and better understand community needs.

The updated Ambassador Journey, which encompasses the end-to-end experience of onboarding, engagement, and ongoing development, will introduce more intentional onboarding, improved guidance for community engagement, and expanded learning opportunities to support confidence in the role.

These updates reflect our trust-based values – building relationships first, centering community expertise, and fostering authentic engagement. With these improvements, ambassadors will be even better equipped to support the Foundation's mission and strengthen the partnerships that help communities thrive.

Together, these updates deepen our commitment to listening with intention, building lasting relationships, and improving our processes so that community-guided work can continue to grow and flourish.

We're proudly colleague-led, with members of our Corporate Giving team contributing their time and expertise to support the Foundation's mission.

Corporate Giving team

Arvenita Washington Cherry, Ph.D.

Vice President of Global Impact and Belonging;
President and Chairperson, Maximus Foundation

Jess Smith

Senior Manager, Corporate Giving; Secretary, Maximus Foundation

Tabinda Kazmi

Engagement Specialist, Corporate Giving


Alex Romero

Associate Project Manager, Global Impact and Belonging, Corporate Giving

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Learn how you can get involved

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 1.888.267.0988

 maximus.com/maximus-foundation

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Our staff works remotely. Email is the best way to reach us.



