

ANNUAL ENDOWMENT REPORT

FY 2024







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OUR MISSION:

To make life better through education.

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CELEBRATING OUR CHAMPIONS

We have much to celebrate from this past fiscal year. We received \$11.4M in cash and in-kind contributions. We are moving forward on major projects such as Gorilla Rising, which includes a new home for the Kelce College of Business. We've made an incredible positive impact on our students through the creation of the Great Gorilla Scholarship program, and we made great progress in the growth of the Silverback Scholarship Fund. But as we celebrate these successes, we never forget to pause to celebrate YOU for making this possible and helping us to live our mission of making life better through education.



Our alumni and friends continue to step up by providing annual, endowed, and planned gifts to support the current and future generations of Gorillas. We are committed to maximizing the impact of your gifts through sound fiscal oversight and prudent investment management. We truly appreciate the confidence you have shown in PSU through the Pittsburg State University Foundation. We hope you take great pride in what we have been able to accomplish together.

We truly believe that behind every Pitt State student is a Pitt State Champion. Thank you for being a Pitt State Champion!

With many thanks and very best wishes,

A handwritten signature in black ink that reads "Kathleen M. Flannery".

Kathleen M. Flannery, *President/CEO and Secretary*, Pittsburg State University Foundation, Inc.

WORKING TOGETHER TO MAKE A DIFFERENCE



Dan Shipp, *President*,
Pittsburg State University



Gary E. Tredway, *Chair*,
Pittsburg State University
Foundation, Inc.

PITTSBURG STATE UNIVERSITY FOUNDATION, INC.

BOARD OF TRUSTEES – FY2024

CHAIR: Gary E. Tredway

VICE CHAIR: Miles E. Schnaer

PRESIDENT/CEO and SECRETARY: Kathleen M. Flannery

TREASURER: DeAnn M. Hill

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A. Blake Benson	Christopher D. Medley
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DeAnn M. Hill	Jeff L. Vickers
Troy E. Hill	Donald D. Woolfolk

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TRUSTEES EMERITI

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 Paula F. Baker
 Kenneth K. Bateman
 Barry Bedene
 O. Gene Bicknell
 R. James Bishop
 Debra L. Brock
 Jyh Rong Chang
 H. Richard Coleman
 Tom H. Collinson
 Ivan E. Crossland, Jr.
 James S. Dawson
 Joseph A. Dellasega
 Vicki S. Dennett
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 Eric T. Grooms
 Roger A. Heckert
 Richard L. Hines
 Donald M. Holsinger
 Charles L. Hosman

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 Charles R. H. Myers
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HONORARY TRUSTEE

John D. Patterson



ENDOWMENTS AT PITTSBURG STATE UNIVERSITY

PURPOSE OF THIS REPORT

The Pittsburg State University Foundation has prepared this report to inform donors, their advisors, and other interested parties about the objectives, management, and performance of the Foundation's pooled endowment funds. In addition to providing this general information on the overall endowment, specific information about individual endowments is contained in this report and distributed to the donors who have so generously established these perpetual funds.

MANAGEMENT OF ENDOWMENTS HELD BY THE PSU FOUNDATION

The purpose of the Pittsburg State University Foundation pooled endowment is to provide ongoing financial support for university students and programs.

Endowment gifts made to the Pittsburg State University Foundation are governed by a 40-member Board of Trustees. A list of PSU Foundation Board Trustees for Fiscal Year 2024 can be found on page 3 of this report. The Board of Trustees is responsible for the investment and disbursement of funds entrusted to the PSU Foundation. Individual endowments established with the Foundation are managed separately, but invested as a pool in order to maximize the investment potential.

The Board of Trustees has the sole discretion as to how gifted funds are invested and takes this responsibility seriously as they seek to maximize the long-term viability of the Foundation's endowment. The purpose for how income from these individual endowments is spent is made by the donor. The Board of Trustees exercises no authority over the purpose of how the endowment's investment income is distributed; they concern themselves with ensuring the donor's wishes regarding the distribution of investment income are honored.



INVESTMENT PERFORMANCE OF ENDOWMENTS

Over the past 10 years, the Pittsburg State University Foundation endowment has earned an average return on investments of 5.1%. Annual rates of return for 2015 through 2024 are illustrated on page 8 and compared to the Standard and Poor's 500, the Broad Policy Benchmark and the Target Weighted Benchmark. The Pooled Endowment Fund's (PEF) timeline is designed to support Pittsburg State University in perpetuity. As such, the PEF time horizon extends well beyond a normal market cycle and can assume an appropriate level of risk as measured by the standard deviation of annual returns. It is expected, however, that both professional management and sufficient portfolio diversification will smooth volatility and help ensure a reasonable consistency of return.

SPENDING POLICY FOR ENDOWMENTS

Each year, endowments established with the Pittsburg State University Foundation earn interest based on the performance of the Foundation's investments. Not all endowment income is spent – a portion is reinvested into the endowment as a hedge against inflation and market volatility. As part of the spending policy, the Foundation Board of Trustees establishes the spending rate to govern how much of the investment earnings is spent on donor intent and how much is reinvested. A spending policy provides a disciplined approach to allocating funds from the endowment on a predictable, consistent basis.

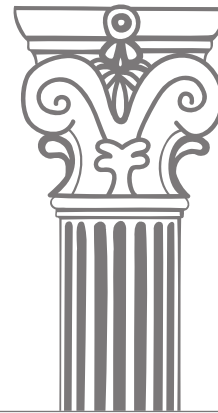
For Fiscal Year 2024, the spending rate was 4.7% of the most recent 12-quarter average of the total ending market value of all endowments participating in the investment pool; 3.7% for the purpose of the endowment and 1% management fee. Each individual endowment's share of the spending rate is based upon its share within the total investment pool. The principal amount of the endowment (corpus) is spent only with the express written consent of the donor. Subsequent gifts to the endowment by the donor or other alumni and friends are placed into the corpus or made to be expendable at the direction of the individual or organization making the gift.



An endowed fund is established with a gift from a generous donor.



Through prudent management by the PSU Foundation Board of Trustees, the endowment grows and produces income annually and in perpetuity.

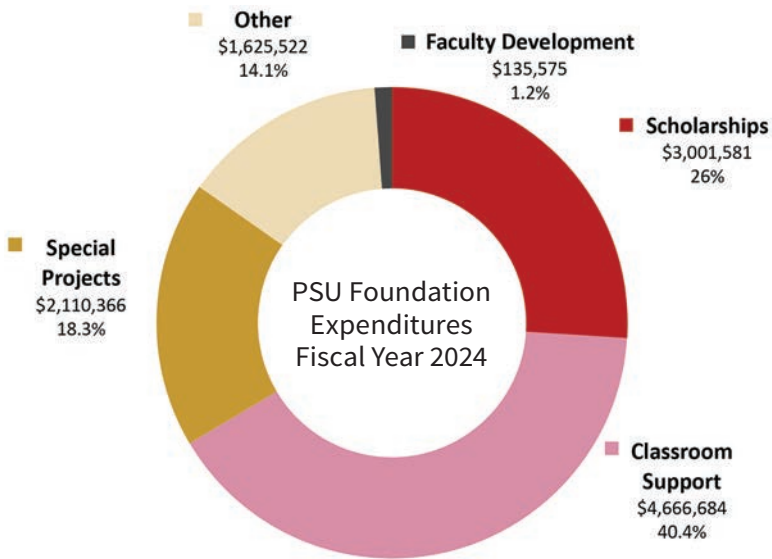


The principal is held, with investment earnings supporting needs as designated by donor intent.

USE OF ENDOWMENT INCOME

The Pittsburg State University Foundation uses endowment earnings to support university activities as designated by the donors. Many important university activities could not be undertaken without the financial support provided by endowed funds. During the past 10 years, endowments held by the Pittsburg State University Foundation have provided more than \$113 million in total support.

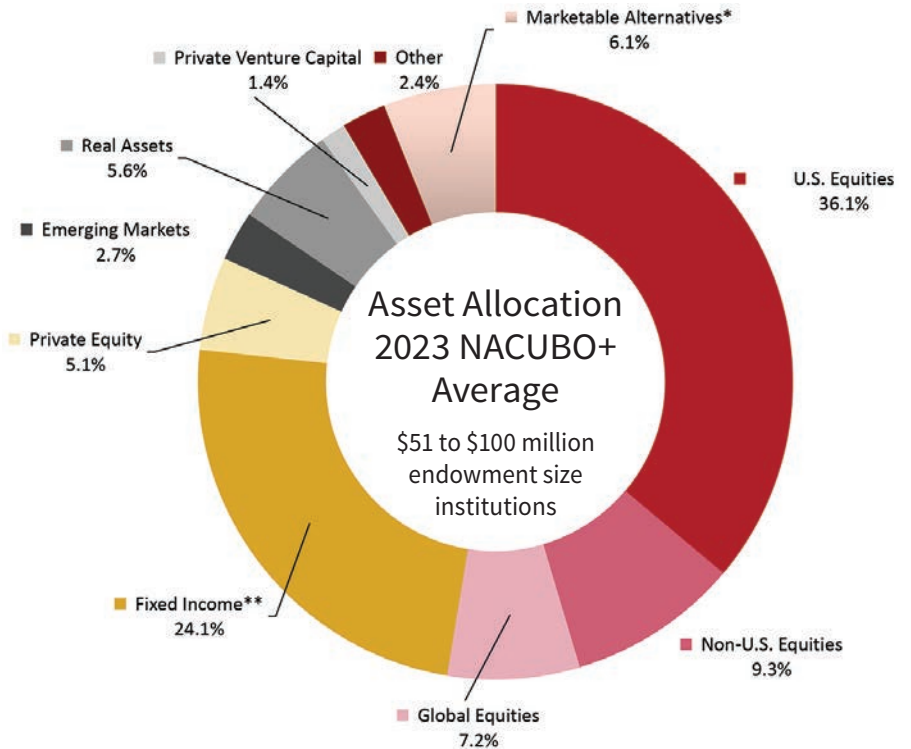
Each year, a percentage of the investment income is used to benefit the scholarship, program, academic department, or faculty support as designated by the donor (see “Spending Policy” on page 5). University support by endowment earnings are summarized below:



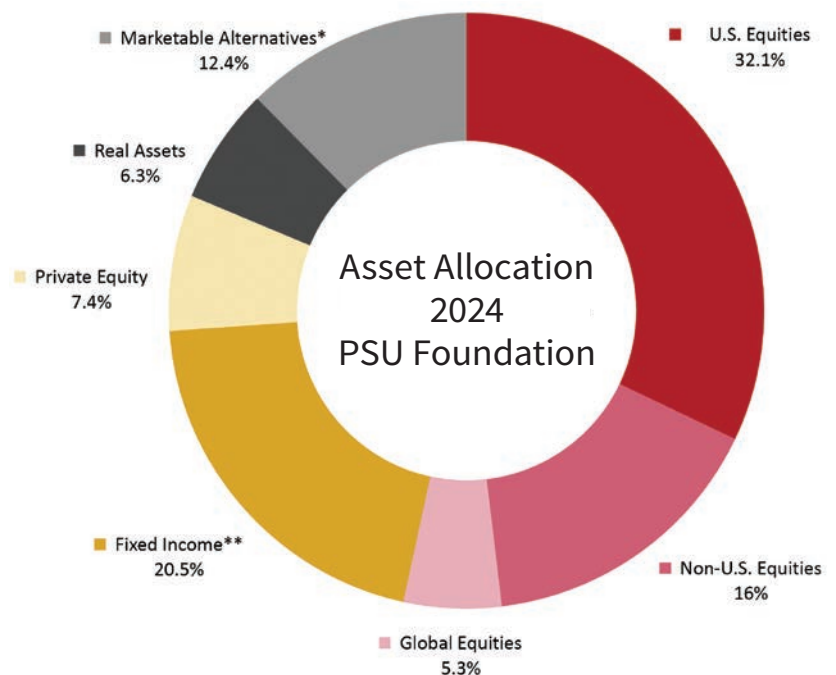
ASSET ALLOCATION

The assets contained in individual endowments are pooled and invested as a whole. This provides superior investment opportunities in addition to saving on administrative costs. The Pittsburg State University Foundation invests in a diversified portfolio designed to achieve strong returns with a prudent level of risk and volatility. Investment guidelines include exposure to both domestic and international stocks and bonds. By using a variety of investment strategies, the overall risk (volatility) of the PSU Foundation endowment is reduced. The investment guidelines adopted by the Foundation Board of Trustees are implemented by external investment professionals.

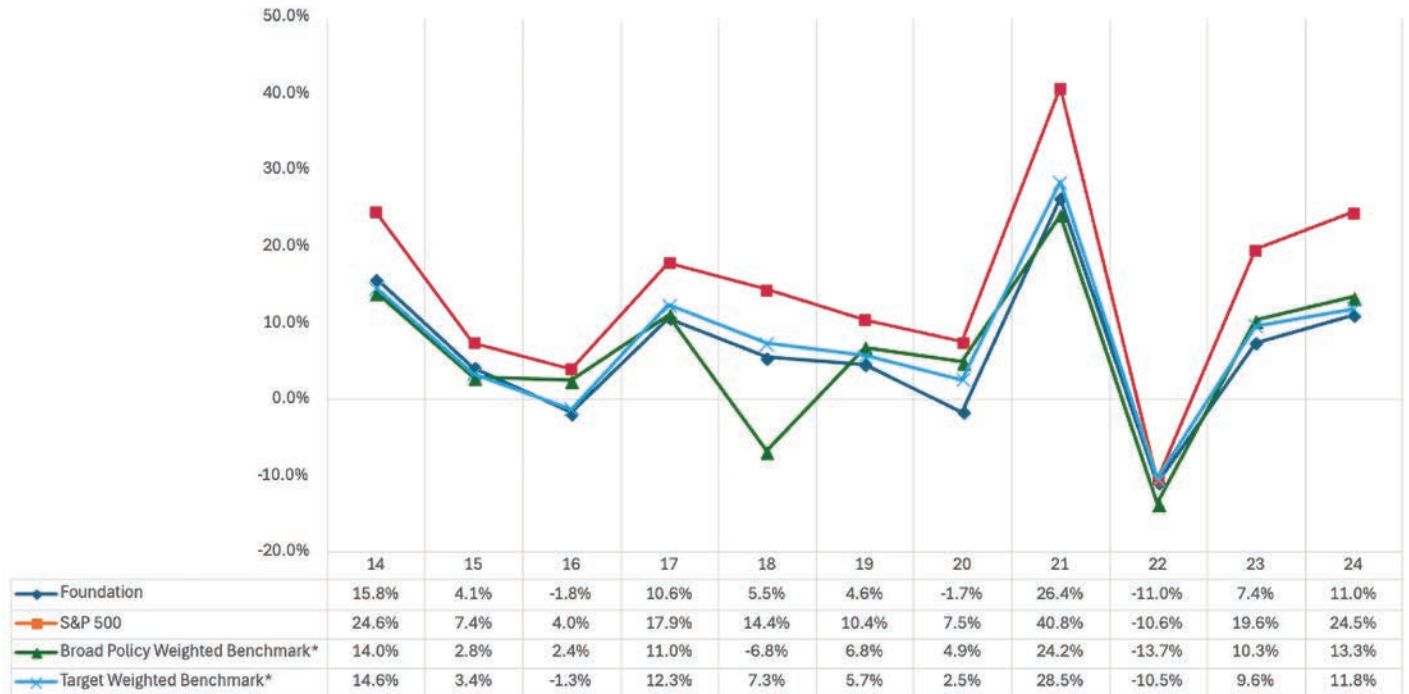
+ NACUBO - National Association of College and University Business Officers' Endowment Study



* Marketable alternative strategies include hedge funds, absolute return, market neutral, long/short, 130/30, and event-driven and derivatives.
 ** Fixed income includes cash and short-term securities.



RATE OF RETURNS COMPARISON – FISCAL YEARS 2014-2024



*Broad Policy Benchmark is comprised of each broad asset class benchmark weighted by its long-term strategic allocation. The historical Broad Policy Benchmarks were based upon the following:

INCEPTION THROUGH FY 16	WEIGHT
Russell 3000 Index	35%
MSCI AC World Index ex-U.S.....	15%
Bloomberg U.S. Aggregate Index	50%

FY 17 THROUGH PRESENT	WEIGHT
MSCI AC World Index ex-U.S.....	65%
Bloomberg U.S. Aggregate Index	35%

**Target Weighted Benchmark is comprised of each asset category benchmark weighted by its target allocation. The historical Target Weighted Benchmarks were based upon the following:

INCEPTION THROUGH FY16	WEIGHT	FY21	WEIGHT
Thomson One All Private Capital Index	5.00%	Thomson One All Private Equity Index	5.00%
Russell 1000 Index	22.50%	MSCI AC World Index.....	55.00%
Russell 2000 Index	7.50%	Bloomberg U.S. Aggregate Index	20.00%
MSCI EAFE Index	7.00%	NCREIF Property Index.....	1.00%
MSCI Emerging Markets Index	8.00%	Alerian MLP Index	2.00%
Bloomberg U.S. Aggregate Index	20.00%	Bloomberg Commodity Index	2.00%
ICE BofA High Yield Bond Index	5.00%	HFRI FOF: Conservative Index	15.00%
HFRI Fund of Funds Index	25.00%		

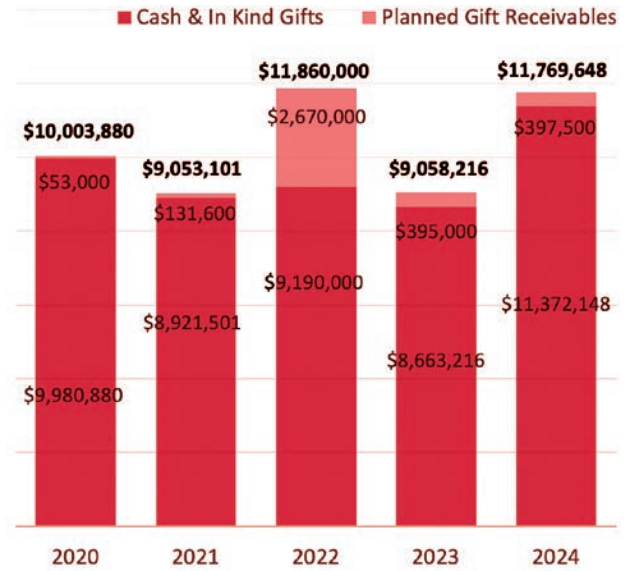
FY17 THROUGH FY20	WEIGHT	FY22	WEIGHT
Thomson One All Private Equity Index	5.00%	S&P Real Assets Total Return Index	5.00%
MSCI AC World Index.....	50.00%	Thomson One All Private Equity Index	5.00%
Bloomberg U.S. Aggregate Index	20.00%	MSCI AC World Index.....	55.00%
NCREIF Property Index.....	1.00%	Bloomberg U.S. Aggregate Index	20.00%
Alerian MLP Index	2.00%	HFRI FOF: Conservative Index	15.00%
Bloomberg Commodity Index	2.00%		
HFRI FOF: Conservative Index	15.00%		
HFRI FOF: Strategic Index.....	5.00%		

FY23 THROUGH PRESENT	WEIGHT
S&P Real Assets Total Return Index	7.50%
Thomson One All Private Equity Index	7.50%
MSCI AC World Index.....	50.00%
Bloomberg U.S. Aggregate Index	20.00%
HFRI FOF: Conservative Index	15.00%

FISCAL YEAR 2024 ENDOWMENT POOL SNAPSHOT

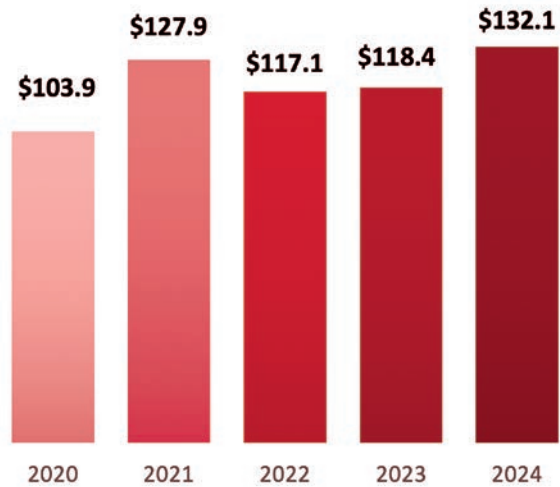
GIFTS MADE TO THE
PSU FOUNDATION, INC.
FY 2024

\$11,769,648



TOTAL ASSETS
PSU FOUNDATION, INC.

\$132.1
MILLION



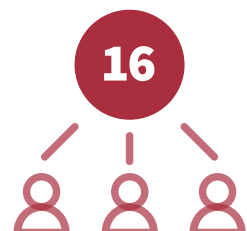
SCHOLARSHIPS
ESTABLISHED
FY 2024

25

Endowments
Number of
endowed scholarships
established in FY24



Current Funds
Number of
current scholarships
established in FY24



ENDOWMENTS AT WORK: LIVING OUR MISSION

CLASSROOM SUPPORT

Classroom and laboratory support is vital to the student experience at Pittsburg State University. Endowments that provide funding for ongoing support of facilities and equipment allow faculty to teach in state-of-the-art learning environments and students to train for industry standards to better prepare them for future careers.

PROGRAM & FACULTY SUPPORT

Every academic program on campus continually strives for excellence while preparing graduates for the ever-changing global community. Beyond the classroom, Pittsburg State offers a broad range of learning opportunities, whether that is being a member of the Pride of the Plains Marching Band, studying abroad, or attending a lecture in the Bicknell Family Center for the Arts. Endowments to support academic departments and co-curricular programs make it feasible for Pittsburg State to pursue innovative programming and offer expanded opportunities that support learning outside the classroom. Additionally, creative giving such as providing matching funds for programs and scholarship support helps to increase the impact of every dollar.



SCHOLARSHIPS

Students are our top priority, so scholarships must be a top priority. Many students have the desire to attend college, but they don't have the financial means. Scholarships make it possible for many students to earn a college degree and realize their professional dreams. Scholarships also make it possible for Pittsburg State to recruit more students in a very competitive higher education marketplace. Thanks to our loyal alumni and friends, in Fiscal Year 2024 Pittsburg State awarded more than \$3 million in private scholarships. Your impact on students through scholarship support increases access to a quality education, enables Pittsburg State to compete with peer institutions, and allows us to recruit and retain students to help them complete their academic goals.



ALUMNI

ONCE A GORILLA, ALWAYS A GORILLA

The mission of the Office of Alumni and Constituent Relations is to foster mutually beneficial relationships between the University and its alumni and constituents. Pittsburg State alumni and supporters constitute the largest single resource for advice, advocacy, student recruitment, and financial support for the University. The department engages alumni and friends regionally, nationally, and internationally, as a constructive and cohesive force for mutual support and to advance the University. In Fiscal Year 2024 the percentage of alumni who donated to PSU was 3.99%. Alumni, in conjunction with administration, faculty, parents, students, and friends, assist the University in fulfilling its mission. One of the programs offered by the department is the Gorilla License Plate program. From this program royalty fees are collected and are awarded to students through the Alumni Legacy Scholarship. Every time you participate in the Gorilla License Plate program with other alumni and friends, you are not only showing your Gorilla pride, but you are also promoting Pittsburg State and you're recruiting new students. To learn more about the Gorilla License Plate program that is available in Kansas, Missouri, and Oklahoma, please visit pittstate.edu/alumni.

Alumni & Constituent Relations, in conjunction with the Office of Admission, have added opportunities for prospective students at their Gorilla Gathering events. This has been an effort to share their passion for PSU and grow the number of Gorillas around the globe. At these events, Gorillas and potential students enjoy an update from university leadership, learn about the current campus experience from student leaders, and have the opportunity to share their passion for Pitt State!



NEW ENDOWMENTS ESTABLISHED IN FISCAL YEAR 2024

An endowment or an endowed scholarship can be in the donor's name or in honor or memory of a friend or loved one. Endowment funds are invested and the annual income provides funding for the purpose of the endowment. The following endowments were established during Fiscal Year 2024:

Stephen J. Banks and Carol K. Banks Scholarship Endowment

KEA Advisors/Mark Martincic Diesel and Heavy Equipment Endowed Scholarship

Diane Keating and Larry G. Woodcox History Education Scholarship Endowment

Helen Ringle Endowment

Orville "Lee" Smith Music Performance Scholarship

Technical Teacher and Education Endowment

The Student Success Scholarship

Vice Admiral (Ret.) Jeffrey A. Wieringa Physics Scholarship

Volleyball Fund in Honor of Ibraheem Suberu



HOW YOUR ENDOWMENTS ARE MAKING LIFE BETTER THROUGH EDUCATION

Providing endowed funding to deserving students through scholarships, program and faculty support, and classroom support is possibly the most important function performed by our donors to the Pittsburg State University Foundation. Together, we are making life better through education. Below are some examples of how current PSU students will make life better using their education after they graduate.



MADISON CARSON, GRAPHIC COMMUNICATIONS

Recipient of the 2024-25 Patricia Calhoun Kazmierski and Robert Kazmierski Scholarship

"I plan on making life better by raising awareness for certain issues such as women's rights and the lack of funding for fine arts. This will be achieved through the artistic and aesthetic skills I am learning. I believe my art can speak on these issues beyond language barriers and can reach a multitude of people both nationally and globally."

NOAH HERNANDEZ, BUSINESS ADMINISTRATION

Recipient of a 2024-25 Silverback Athletic Scholarship

"With the skills I've gained, I aim to create solutions that drive change, empower communities and make decisions that not only drive business success but also contribute to a better, more sustainable world."



TRINADIE GROOMS, MATHEMATICS

Recipient of the 2024-25 Jim & Lois Carlson Math & Family Consumer Science Scholarship

"Using my education, my goal is to have a stable work schedule so that I can spend as much time with my children as possible. Being a mother is the most important job to me. My education will greatly assist me to provide for my children and that is everything I want in life."

CALLIE UNDERWOOD, ACCOUNTING

Recipient of the 2024-25 John E. Lowe Accounting Scholarship

"Pitt State has helped me grow as a person, both academically and personally. The skills I have learned at PSU will help me advance in my accounting career, make strong connections with my future co-workers, and will allow me to give back to my community."





TUCKER HUDSON, ELEMENTARY EDUCATION K-6

Recipient of the 2024-25 Betty & Don Hight Family Education Scholarship

“Using my education I have received during my time at PSU, I plan to pursue a career in education as an elementary school teacher. Not only will my education allow me to become a teacher, but I believe what I have learned will allow me to make a difference in the lives of children.”

JAYLI JOHNSON, GRAPHIC COMMUNICATIONS

Recipient of the 2024-25 Roger, Kreta & Kolleen Gladden Scholarship

“So far during my time at Pitt State, I’ve learned a lot about the field of Graphic Communications, especially when it comes to having intentional client interactions. I believe that when I graduate, I will be fully equipped to professionally meet the creative needs and wants of potential clients through my designs-but more than that, I hope that the heart I put into my work brings joy to everyone who views it.”



LEAVING A LEGACY AT PITTSBURG STATE UNIVERSITY

Endowments established with the PSU Foundation are created by donors who have stipulated that their gifts be invested in perpetuity to provide investment earnings that help fund the costs of fulfilling the university's mission. Individual endowment funds may carry the name of the donor or honor others designated by the donor. New gifts may be added to endowments already established.

Endowments provide a lasting source of financial support for the students and programs of Pittsburg State. The university's students, faculty, and staff are very appreciative of the generous support they receive from endowment donors.





WAYS TO INCREASE YOUR ENDOWMENT

You can increase your endowment today by making a gift via the included pledge card or by including your endowment in your estate plans. Our goal is to help you in your planning. Below are some examples of planned giving that can benefit your endowment:

BENEFICIARY DESIGNATION

Name the PSU Foundation & your endowment as beneficiary of your non-Roth retirement assets or life insurance policy.

BEQUEST

Designate a gift through your will or trust. This option may provide your estate with valuable tax savings and can be a specific asset, percentage of your estate or the residue.

CHARITABLE GIFT ANNUITY

Transfer cash or appreciated property to your endowment and the PSU Foundation will pay you fixed income for life at a rate based on your age.

CHARITABLE REMAINDER TRUST

Transfer cash or appreciated property to a charitable remainder trust and the trust will provide you with income for life or a number of years.

IRA CHARITABLE ROLLOVER

If you are 70½ or older you may be able to transfer funds from your IRA to the PSU Foundation without paying income taxes.

If you have not yet created a will or trust or need to make an update to your existing plans, we have helpful will-planning tools available on our website at pittstate.giftlegacy.com.

The **Heritage Society** exists to honor and recognize those who make a planned or estate gift to benefit PSU students and further our mission. If the PSU Foundation is in your plans or if you would like more information on setting up an estate gift to the PSU Foundation, please reach out.

FOR MORE INFORMATION

If you have questions or comments about the information contained in this report or if you would like to know how you can support Pittsburg State University through an endowment, please contact:

Ms. Kathleen M. Flannery, President/CEO and Secretary, Pittsburg State University Foundation, Inc., kflannery@pittstate.edu, 620-235-4762.

To support Pittsburg State University's ongoing sustainability effort, we offer our donors and friends the opportunity to receive the Annual Endowment Report for Fiscal Year 2025 electronically. If you wish to receive future Endowment Reports electronically, please notify us via email at dev@pittstate.edu or call 620-235-4768.



MANY THANKS FOR YOUR CONTINUED SUPPORT

As this endowment report illustrates, the Pittsburg State University Foundation and its generous donors have shared in the uncertainty of a volatile stock market. Pittsburg State University has celebrated and strengthened its relationships with the people who are committed to its success. We are sincerely grateful to all individuals and organizations who have supported, and will continue to support, the students and programs of Pittsburg State University.

GLOSSARY

CURRENT SCHOLARSHIP / FUND

A current or annual scholarship / fund is awarded every year to provide annual support. These are awarded based on the amount available and do not earn annual interest.

DISTRIBUTIONS FOR THE PURPOSE OF THE ENDOWMENT

Also known as the expendable amount. The policy or formula that the endowment uses to determine its annual draw from the endowment is contained within the spending policy. The distribution is the amount of funds that annually flow from the endowment to the operating budget to support the purpose of the endowment.

ENDOWMENT / ENDOWED SCHOLARSHIP OR FUND

Endowed funds, funds in which the principal has met the minimum required level at the time it was created, are held in perpetuity by the PSU Foundation. These endowed funds are pooled in the Foundation's investment pool. A percentage of the annual interest earned from that pool, based on Foundation policy, is used to support the intended use of that fund per the donor(s) agreement.

FISCAL YEAR

Fiscal year is a one-year period that companies and governments use for financial reporting and budgeting. It is most commonly used for accounting purposes to prepare financial statements. Although a fiscal year can start on Jan. 1 and end on Dec. 31, not all fiscal years correspond with the calendar year. For example, universities often begin and end their fiscal years according to the school year. Fiscal Year 2024 for the PSU Foundation was from July 1, 2023-June 30, 2024.

GIFTS ADDED

The total value of all cash gifts added to principal of the endowed fund during the fiscal year. The gifts can be added at any time and can also be directed to the expendable portion of the account to be available for immediate use. However, only gifts added to the principal of a fund are reflected in this report.

INVESTMENT INCOME GAIN / (LOSS)

Investment earnings of the investment pool such as dividends, interest, realized gains/losses, and unrealized gains/losses net of management and consulting fees. Each endowment will reflect a portion of the investment income based upon its number of units owned within the investment pool.

PRINCIPAL

Also referred to as corpus. The principal is the total gift(s) made to establish or increase an endowment, as well as any other additions made to the endowment. The principal of a permanent endowment is held in perpetuity.





Inside Cover & Page 1 Photo Collage: 1. Student poses in front of the Wooster Gorilla that was installed in 1965 as a gift from the senior class. This iconic statue's sculptor and namesake was longtime art instructor, Larry Wooster. 2. Students pose for a photo at Lindburg Plaza at the annual international night market event, Global Fest. This event is hosted by the PSU's Office of International Programs and Services. 3. Students carve pumpkins at a student organization event. 4. The women's volleyball team cheers at a home volleyball match at the John Lance Arena and Whetzel Court. 5. The Pittsburg State University men's golf program re-launched in 2024-25. Golf athlete swings at a home meet at the Crestwood Country Club. 6. For the third consecutive season, Pittsburg State University athletes captured the MIAA's 2023-24 Commissioner's Cup. Presented by McCownGordon Construction, this all-sports award is presented at the end of each academic year to the league's top-performing school in regular season conference play. 7. Students cheer on their fellow students at Homecoming's annual Yell Like Yell event. **Page 3:** FY2024 Board of Trustees. **Page 4:** Members of a student organization assist fellow students on move in day at one of the recently renovated dormitories. **Page 6:** Student from the College of Business gives presentation at Block22 in downtown Pittsburg, Kansas. **Page 10:** The Pride of the Planes Marching Band performs at the Paint the Town Red Community Pep Rally in downtown Pittsburg, Kansas. **Page 11:** Students from the College of Education interact with children in an elementary classroom. **Page 12:** A member of the Pittsburg State University Crimson and Gold Dance Team interacts with a young fan at the Paint the Town Red Community Pep Rally in downtown Pittsburg, Kansas. **Page 13:** Students study at the newly opened H.W. Smith Student Success Center located in the Leonard Axe Library. **Page 15:** Guests at the annual Presidents Society Celebration held at the Robert W. Plaster Center. **Page 16:** Nursing student from the College of Arts and Sciences participates in the newly adopted White Coat Ceremony held at the Bicknell Family Center for the Arts. **Page 18:** Students participate at Homecoming's annual Yell Like Yell event. **Page 20:** Pittsburg State University Spirit Squad marches in the City of Pittsburg's Annual Christmas Parade in downtown Pittsburg, Kansas.

**PITTSBURG STATE
UNIVERSITY
FOUNDATION, INC.**

401 East Ford Street
Pittsburg, KS 66762-7518
620-235-4768
dev@pittstate.edu
pittstate.edu/foundation

Follow us on:



*Led by Coach Wes
Branstetter, the
Pittsburg State
University women's
soccer team made its
program's debut on
Thursday, September
12, 2024, with a win
against East Central
University at the new
Gorilla Soccer Pitch.*

