Celebrating 35 Years

TOIGO

Toigo Foundation 2024 Annual Report

Defining Moments

35 Years of Service

Founded in 1989, the Toigo Foundation has helped redefine what leadership in finance can—and should—look like for three-plus decades. With its mission grounded in excellence, equity and opportunity, Toigo identifies and champions high-potential individuals who combine academic distinction, personal resilience, and an unwavering commitment to impact.

Over the post 35 years, this work his cultivated a dynamic and growing network of more than 2,000 professionals in every sector of finance and in finance roles in all areas of business. Their collective success—and Toigo's role in supporting it—underscores the Foundation's lasting influence in shaping leadership and driving institutional change.

In Sync With What's Needed Most

Decades of Impact–Always at the Intersection of Finance, Talent & Leadership

Each Decade of our journey has marked a new chapter in innovation and progress. Our earliest programs in the 1980s established a strong foundation for talent development.

The 1990s brought strategic industry partnerships, fueling a national platform for leadership. In the 2000s, we embraced the rise of technology, adapting our learning models to prepare leaders for a digital future and confluence of capital and tech.

The 2010s sparked a deeper focus on sustainability and values-based leadership, ensuring Toigo Fellows lead not just with skills, but with conscience.

By the 2020s, the launch of our Leader 2030 initiative responded to a rapidly evolving financial services landscape, positioning Toigo at the forefront of the next era.

Engagement

Working in Partnership to Drive Impact

Toigo's impact in fiscal year 2024 extended across partnerships, programs and presence. We continued to collaborate with more than 200 global financial institutions to deliver talent development initiatives and shape industry-wide conversations around inclusive leadership. Our events served as convening points for dialogue, learning and connection.

In 2024, Toigo hosted our signature Industry Insights forum, two leadership dinners, our annual Groundbreakers Summit, supported 21 mid-career women through Groundbreakers: RISE and supported 150+ graduate students with their sites on being next generation leaders in finance. Our events and programs are more than just gatherings—they are *our* investment in talent, the future and the success of the finance industry.

Strategic Planning

Resilience through Innovation

Strategic planning has always been an active discipline of the organization but an amplified focus in 2024. Toigo's Board of Directors and leadership engaged in a timely and focused dialogue, reflecting on the organization's strengths and identifying new opportunities for the decade ahead.

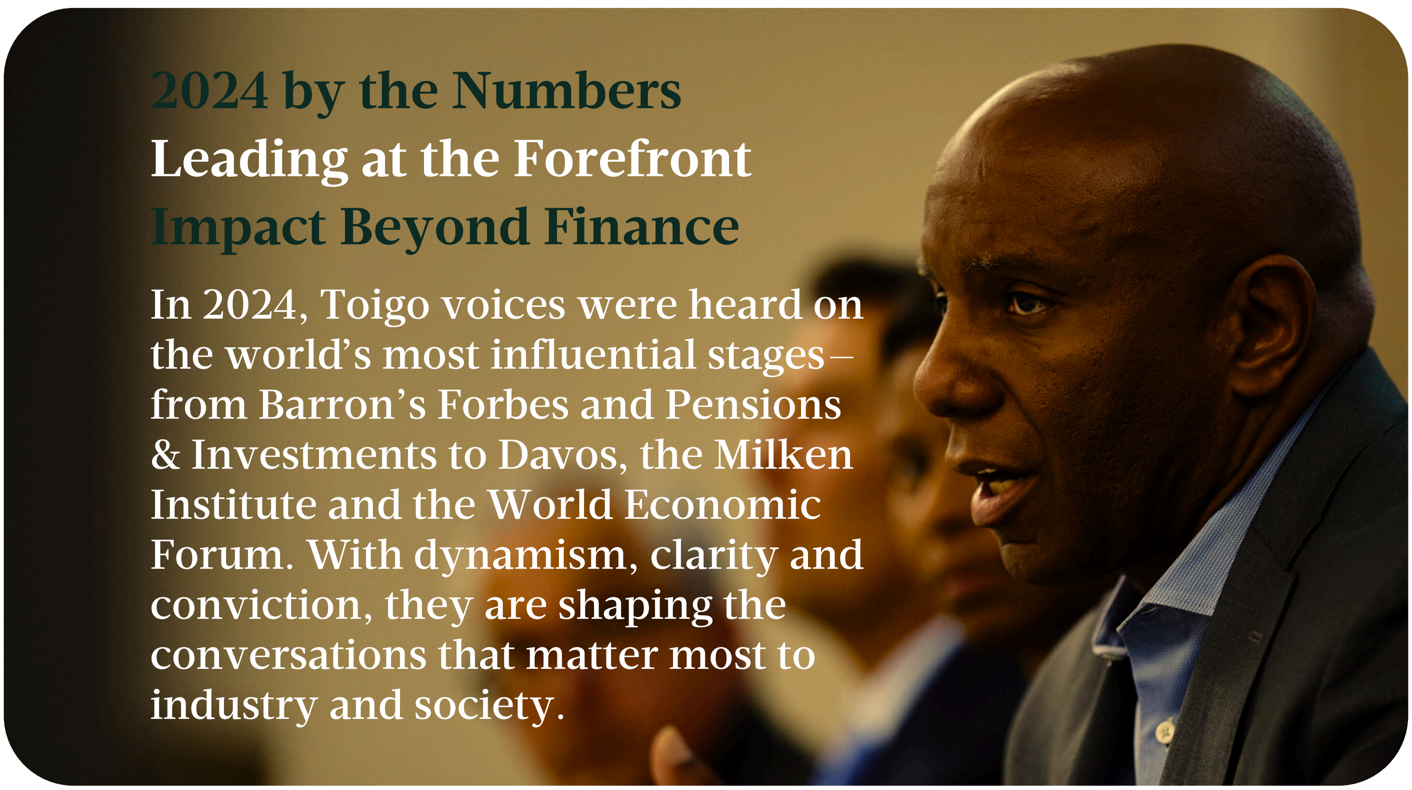
With innovation and sound governance as our foundation, the Board affirmed its commitment to evolving Toigo's program offerings, including expansion into areas that integrate emerging technologies, reimagine traditional career pathways and meet the changing needs of employers across the financial ecosystem.

Toigo Leaders:
A Dynamic Force for Impact

“Toigo Professionals are not just rising within finance; they are redefining what leadership looks like

At the hear of Toigo’s evolution is its Post-Graduate Network—a vibrant community of leaders shaping the future of finance. More than a directory, this network is a dynamic force, making an impact through peer-to-peer investment exchanges, cross-sector collaborations and a shared commitment to excellence.

Toigo Alumni speak of transformation not only in career success, but in confidence, capacity and conviction. They support one another while expanding access for these dynamic leaders-amplifying Toigo’s impact across industries and generations.



2024 by the Numbers
Leading at the Forefront
Impact Beyond Finance

In 2024, Toigo voices were heard on the world’s most influential stages–from Barron’s Forbes and Pensions & Investments to Davos, the Milken Institute and the World Economic Forum. With dynamism, clarity and conviction, they are shaping the conversations that matter most to industry and society.

Advancing Leadership for Tomorrow

In 2024, Toigo continued to expand and elevate its programming, delivering a dynamic curriculum through both virtual and in-person experiences. Guided by the evolving needs of tomorrow's leaders, we introduced new modules focused on careers within the alternative investment sector—private equity, venture capital, real estate, and impact investing. Each intensive provided a six-month deep dive of curated content, designed to complement graduate studies with practical investment knowledge, technical skills, and career insights.

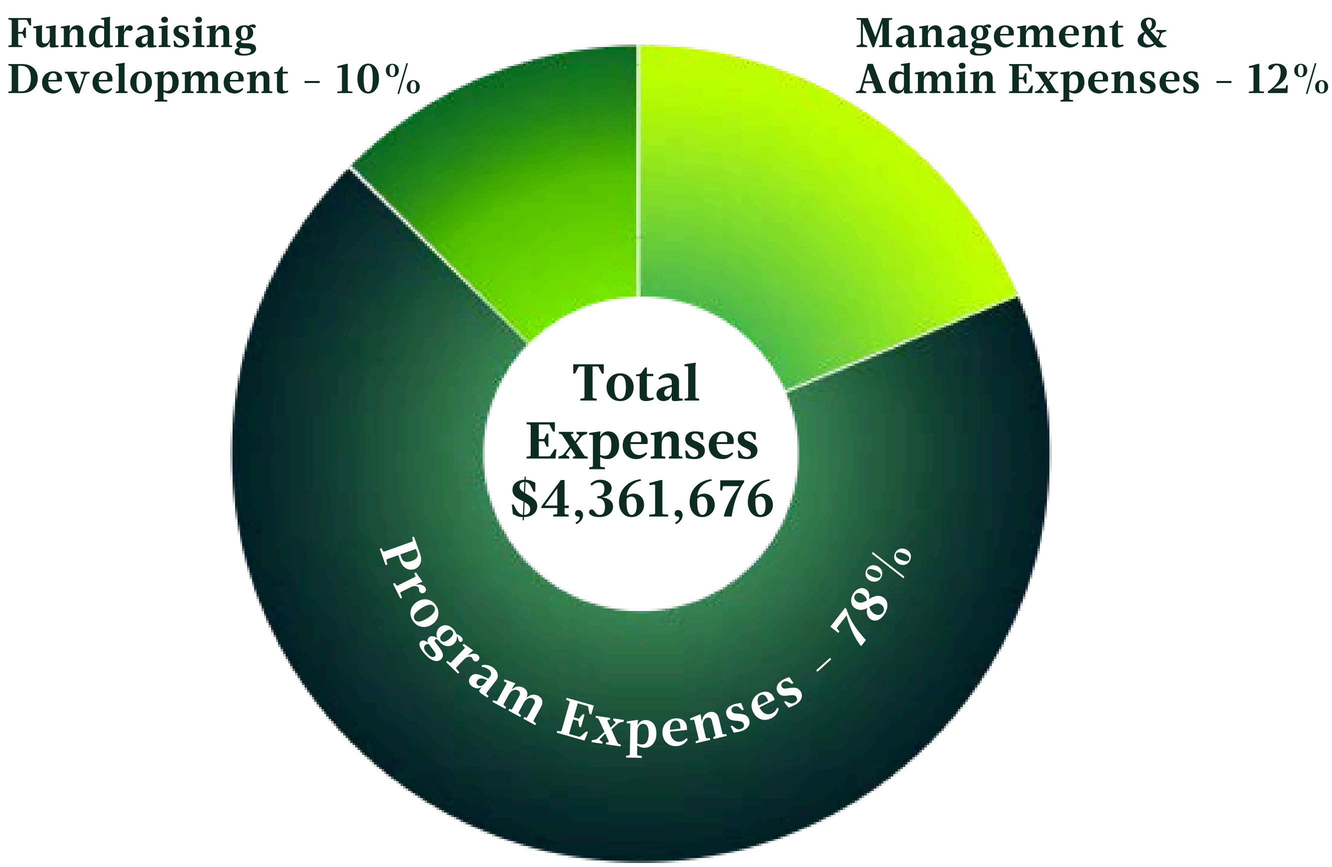
We also strengthened our career management services, offering elevated coaching to help students navigate an increasingly complex set of career options. Our experienced advisors worked closely with each individual to identify pathways aligned to their skills, passions, and long-term potential for success. In today's rapidly shifting financial landscape—with new products, investment services, and business strategies emerging—Toigo's unique perspective proves invaluable in helping students evaluate opportunities with clarity and confidence.

Through technical training to investment thesis development to capstone projects, our participants build a toolkit that not only prepares them for the rigor of interviews but also enables them to demonstrate excellence from the very start of their careers. Beyond technical skills, Toigo's investment in each student—through personalized coaching, tailored resources, and a lifetime of partnership—ensures they embark on their journey with confidence, purpose, and the enduring support of the powerful Toigo community.

Financials

Focused & Measured–
a Model for Success

Despite ongoing volatility in the fundraising environment for nonprofits, Toigo remained financially sound and mission-driven throughout 2024. Long-standing discipline in resource allocation and expense management enabled the organization to deliver high-quality programming while adapting to market shifts. The Toigo Board of Directors and leadership engaged in candid dialogue to ensure that every decision balanced strategic investment with fiscal prudence.



Governance

2024 also marked a historic leadership transition within the Board of Directors– one that symbolized both reflection and renewal. After five years of dedicated service, Mark McCombe concluded his tenure as Chair, passing the gavel to Jose Minaya. In doing so, Toigo celebrated not only Mark's steadfast stewardship but also a powerful full-circle moment for its 35-year journey: Jose became the first Toigo alumnus to serve as Board Chair. His appointment honors the legacy of service that has shaped the Foundation's past while charting a bold new direction for its future. Jose's leadership reflects the maturation of the fellowship itself– graduates who once entered the field with promise now stand as senior leaders shaping the industry. His role as Toigo Chair underscores the enduring impact of the nonprofit's mission and commitment to cultivating leaders who, in turn, guide the next generation. At this milestone, Toigo's Board leadership represents more than governance–it is a visible testament to the organization's legacy, its resilience and its unwavering vision for the decades ahead.

35 Years of Defining Moments

A Lookback at Over 3 Decades of Impact & Leadership

Looking Ahead: The Next 35

Nancy Sims
President & CEO

“As Toigo enters its next chapter, our goal is to double our reach among graduate-level students by 2030 while continuing to innovate in key talent development areas. Toigo’s ambition is buoyed by its clarity of vision–and first-hand knowledge of what is possible.

As we build on the foundation of our first 35 years, we anticipate the expansion of the necessary tools, partnerships and platforms that will propel us forward.

Our focus includes new modalities for hybrid learning, greater integration of technical skill-building, deeper employer engagement and the operational excellence needed to support scale.

We do this with confidence–knowing that the future of finance requires the very kind of leadership Toigo has always cultivated: bold, ethical, visionary and unafraid to lead in new directions.”

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Learn More at
Toigofoundation.org