

"The pandemic has given us the opportunity to reimagine how to engage with one another and the world around us. We know that our team wants to make sure they're surrounded by caring and trusting teammates, and our communities require that from us as well. With an abundance mindset, we take great strides to invest in both our communities and our team through philanthropy in and out of the workplace. We hope that some of our impact story may even inspire you to give back a little more, and dream forward a little further."

TIM LEMAN, CEO



COMMUNITY

impact

In a year when almost everything has looked different, one thing has stayed the same: Gibson's commitment not just to its clients, but to the communities we all call home.



DIANA WEATHERLY
INDIANAPOLIS

DIANA WEATHERLY, Client Manager, is a leader in 4H and active member of the Clarks Creek PTO board. She uses her green thumb talents to plant flowers at the homes of the disabled in her surrounding region.



WES MANTOOTH
INDIANAPOLIS

WES MANTOOTH, Principal, is a committed board member and fundraiser for Susie's Place Child Advocacy Centers, a nonprofit that protects children from abuse, neglect, and sexual assault in west-central Indiana.



PHIL LAWS
SOUTH BEND

PHIL LAWS, Client Manager, is a mentor for various faith-based organizations including Cedar Road Missionary, Elkhart Faith Mission, and is a board member of Haitian Bible Works.

Our team invested \$1.1 million dollars in Indiana and Michigan communities in 2020.

\$226,036
Contributions Donated by Gibson to 70 Nonprofits

\$417,815
Contributions Donated by Gibson Employees to 167 nonprofits

\$109,137
Value of 3,824 Volunteer Service Hours Donated to 106 Nonprofits

\$344,350
Raised by 26 Gibson Employees for Community Organizations

We are driven to make an *impact.*



28

Employees serve on one or more nonprofit Board of Directors

\$20+

Gibson Minimum Wage

145

Employees in 5 communities in Indiana and Michigan

63%

Management positions held by women leaders

GTO

Unlimited PTO ("Gibson Time Off") and unlimited Volunteer Time Off

53%

Employees volunteer an average of 36+ hours / year



BRIAN BELLWARE
KALAMAZOO

BRIAN BELLWARE is a part of "100 Men Who Cook," a benefit for Boys & Girls Club of Kalamazoo. He also volunteers for Calvary Chapel of Kalamazoo Valley and Hockey Ministry International.



STACY CHRISTLIEB
FORT WAYNE

STACY CHRISTLIEB, Senior Client Manager, serves on the board of SCAN, Inc., is a member of Junior League of Fort Wayne, and raises money for the sponsorship committee of the Vera Bradley Foundation.



ANDREW LISS
INDIANAPOLIS

ANDREW LISS, Population Health and Analytics Manager, volunteers for Boys & Girls Club where he's been inspired by witnessing the generosity and kindness of others during the toughest of times during the pandemic.

Gibson is an employee-owned company led by servant leaders.



We are responsive to the needs of our communities.

69%

of Gibson employees feel more connected to community needs through COVID-19 related volunteer service and donations.

\$10,000

donated to 14 nonprofits directly by Gibson employees for COVID-19 relief efforts.

Boone County Food Bank
Boys & Girls Club
Bronson Hospital
Center for Homeless
Habitat for Humanity
Hope Ministries
Marshall County COVID Relief Fund

PBS
Pet Refuge
Red Cross
Robert L. Miller Sr. Veteran's Center
Ronald McDonald House
United Way of Indiana
University Center for Hospice Care

We are focused on personal, local connections.



WETHRIVE (Indianapolis): Gibson provided seven high-achieving career women with scholarships to complete a transformative, 7-month leadership experience in an effort to close the gender gap among leaders in nonprofits and business.



DOVE RECOVERY HOUSE (Indianapolis): As a supporter of Dove Recovery House, Gibson empowers 80 women annually to become substance-free, self-sufficient, and healthy by providing safe housing and hope for the future.



RUTHMERE MUSEUM (Elkhart): By supporting history, art, and culture exhibits at Ruthmere Museum, Gibson inspires the imagination and promotes excellence in fine arts and architecture as advocates of lifelong learning and the entrepreneurial spirit.



JUNIOR ACHIEVEMENT (Northern Indiana): Gibson is a major funder for the new JA Finance Park, a dynamic, hands-on learning experience for middle and high school students to learn more about business, economics, and to build critical life skills.



LA CASA DE AMISTAD (South Bend): Gibson committed \$25,000 to the renovation and purchase of La Casa's new Latino Community Center which serves over 8,000 immigrants and migrant youth and families each year.



WESTERN MICHIGAN UNIVERSITY (Grand Rapids): As a participant in the WMU Medical School Imagine Gala, Gibson invests in the future health of Michigan by helping to raise funds for medical student scholarships.



OPPORTUNITY ENTERPRISES (Valparaiso): Opportunity Enterprises, a Gibson supported nonprofit, provides children and adults with disabilities and place of their own to gain independence. This is two-fold as it also provides much-deserved temporary breaks for caregivers.



YOUTH SERVICES BUREAU (South Bend): Gibson team members climb "Over the Edge" in an annual fundraiser to raise money for Youth Services Bureau, a nonprofit that provides 12,000 youth with access to safety, shelter, and the opportunity to succeed.



SCHOOL ON WHEELS (Indianapolis): Gibson's donations helped School on Wheels open a learning hub to meet with students virtually and safely in person for tutoring so the students would be less likely to suffer learning losses due school closures.



CHRIS WATKINS SOUTH BEND

CHRIS WATKINS, Client Manager, worked together with his wife, Megan, to make and sell 500 face masks when there was a mask shortage and subsequently donated the proceeds to Pet Refuge animal shelter and adoption center.



STEPHANIE SENOUR SOUTH BEND

STEPHANIE SENOUR, Client Manager, made 2,700 masks for healthcare workers, emergency responders, and nursing home during the first months of the pandemic.



Through a combination of employee, customer, and corporate gifts, Gibson raised \$100,000 for Logan Community Resources in 2020. The Campaign, Sara Smiles, was inspired by Gibson's very own Bob Sturtevant whose daughter, Sara, is a recipient of the services Logan provides. Through Sara Smiles, Gibson came together to support people with intellectual and developmental disabilities to live their lives to the fullest. 110 contributions were made toward the effort.

COMMUNITY IMPACT PARTNERS

Community nonprofits supported through employees volunteerism, fundraising, or direct contributions from Gibson or our employees.

4-H	Financial Executive International	PHM Education Foundation
525 Foundation	Food Bank of NI	Plymouth Conservation Club
A Rosie Place	Forgiven Church	Plymouth High School
ABC for trade school	Fort Wayne Museum of Art	Plymouth Rotary Club
Adams Memorial Hospital Foundation	Girls on the Run Michiana	Plymouth Volunteer Fire Dept.
American Heart Association	Grand Rapids Symphonic Band	Potawatomi Zoological Society
Ancilla College of Marian University	Greater Elkhart Chamber of Commerce	Pretty Lake Property Owners Association
Arts United	Green Bridge Growers	Private church
Associated Builders & Contractors	Greencroft Goshen Foundation	Plymouth Wesleyan Church
Best Week Ever	Habitat for Humanity	Race Day LLC
Bethel University Athletics	Hannah's House	REAL Services
Boy Scouts of America Lasalle Council	Hello Gorgeous	Rolling Prairie Streets Dept.
Boys & Girls Club of Elkhart County	Hockey Ministry International	Ronald McDonald House
Boys & Girls Club of Marshall County	Hope Rescue Mission	Rotary Club of Zionsville
Boys & Girls Club of St. Joseph County	Hospice Foundation	Ruthmere Museum
Bre's Run	House of Prayer	Saint Anne Communities
Bridge of Grace	Indiana Chamber of Commerce	Saint Thomas More Academy
Busy Hands of Michiana	Indiana State University	Save.org
Calvary Chapel of Kalamazoo Valley	Intersure	South Bend Alumni Association
Camp Crosley YMCA	Ivy Tech Foundation	Scholarship Foundation of St. Joseph County
Canterbury School Foundation	Joe's Kids	School on Wheels
Caring Center	Junior Achievement of Northern Indiana	Science Central
CBRT	Junior League of South Bend	Sinai Synagogue
Cedar Road Missionary	Kingsway Christian Church	SOLO
Center for Hospice	Knights of Columbus	South Bend Education Foundation
Center for the Homeless	Knox Community Schools	South Bend First Nazarene Church
CFMA	La Casa de Amistad	Southwest Michigan First
Christ Child Society	LaCasa, Inc.	SPCA
Church outreach	Lasting Change	St Monica Church
Clarks Creek PTO	Leadership South Bend / Mishawaka	St. Adalbert School
COPS (Concerns of Police Survivors)	Leukemia & Lymphoma Society	St. Matthew Cathedral & School
Corpus Christi Church & School	Link to Hope	St. Michael School
Crosswinds	Logan Center	St. Vincent de Paul Catholic Church
Cultivate Culinary	Make-A-Wish Foundation	Stanley Clark School
Dekalb Chamber Partnership	Malawi Matters	Susie's Place
Delta Sigma Phi	Marshall County 4-H Fair	Thelma Schrock Homestead
Donaide	Marshall County Council on Aging	Tindley Accelerated Schools
Dove House	Michiana SHRM	United Health Services of St. Joseph County
Drive for Life Foundation	Mishawaka High School	United Way of St. Joseph County
Dupont Hospital	Missional Chaplains	Vineyard Church
Edwardsburg Football	Myrtle Beach clean up	WETHrive
Elk Rapids Beach Condos	New Prairie High School	Wild Rose Moon
Elkhart Faith Mission	New Start Home	WMU Foundation
Elkhart Public Library	NFluence Church	WNIT
Elkhart Titans Baseball League	North Liberty Church of Christ	Women's Care Center
English Springer Spaniel Rescue Organization	Opportunity Enterprises	YMCA of Greater Michiana
Fair Cemetery Association	Parkview Foundation	Young Presidents Organization
Family & Children's Center	Passages, Inc.	Youth for Christ of NIN
Family Justice Center of St. Joseph County	Pet Refuge	Youth Services Bureau

ABOUT THIS REPORT

This is the third annual Corporate Social Investment Impact Report produced by Gibson, a Business Insurance Top 100 U.S. Broker, and includes financial information related to 2020 data. An independent reviewer, Blackbird Philanthropy Advisors, interviewed and collected information from employees responsible for the accuracy of the subject matter. Blackbird PAs collected, aggregated, and analyzed financial records, employee surveys, and nonprofit partner surveys.

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AWARDS & ACCOLADES

2020 Big I Best Practice Agencies
2020 Best Places to Work in Indiana
2020 Wonderful Workplaces in Michigan
Business Insurance Top 100 U.S. Broker

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