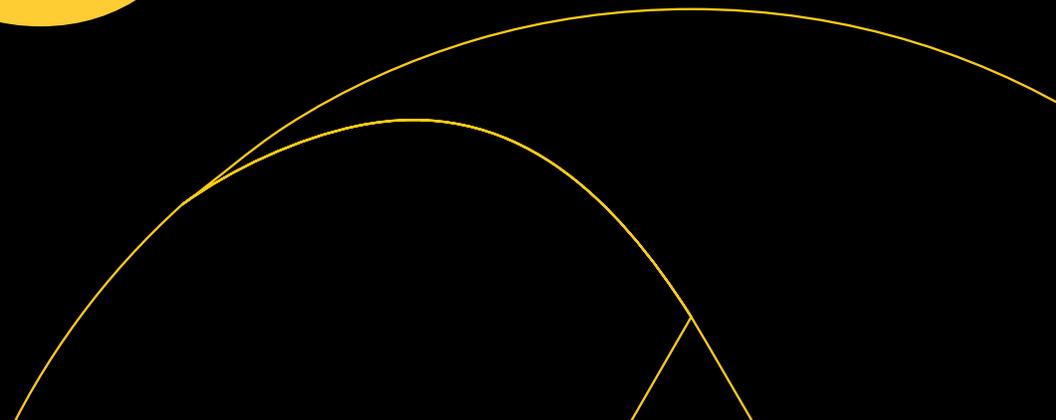




2024

ONE MIND 2024 ANNUAL REPORT
January 1, 2024 - December 31, 2024



2024 Accomplishments

860,000

Estimated people served by the 2024 Accelerator portfolio in two years

7.6M

Employees and their families are covered by members of One Mind at Work's global coalition

ONE MIND WORKED WITH:

140+ 130+

Companies

Countries

3

Exceptional early-career neuroscience researchers received Rising Star Awards, which includes a \$300,000 grant to fuel bold, transformative mental health research. Since 2005, 48 awards have been given.

One Mind Music Festival celebrated **30** years and raised a record **\$3.56M**

ONE MIND WAS NAMED:

Fast Company's
Top 10

Most Innovative Nonprofits of 2024



The new **One Mind Lived Experience Initiative** was launched to advance mental health programs through guidance from those with lived experience with mental illness.

ONE MIND WELCOMED 2 LEAD PARTNERS:



&



10

Early-stage mental health startups received funding, education and networking opportunities to take their companies to the next level, faster. This is One Mind Accelerator's second cohort.

From the CEO

Dear Friends,

In May 2024, I stepped into the role of CEO of One Mind—welcomed with open arms by our founders, board, staff, and by Brandon Staglin, whose leadership as former President helped shape the bold and compassionate organization we are today. It is an extraordinary honor to carry forward a mission I believe in deeply: to advance mental health for all by uniting the power of science with the wisdom of lived experience.

My journey with One Mind began in 2023, leading One Mind at Work after years at Columbia University's Department of Psychiatry and School of Public Health, where I launched and directed the Columbia-WHO Center for Global Mental Health and the Mental Health + Work Design Lab. I've long believed that transforming mental health means not only pioneering scientific breakthroughs but translating and sharing that knowledge with those who can put science into practice so that we can realize meaningful benefit and impact. In my first year as CEO, I've seen just how powerfully One Mind is doing both.



Kathleen M. Pike, PhD

2024 was a year of acceleration and impact. Together, we:

- Honored three *Rising Star Awardees* at our 30th Anniversary One Mind Music Festival, which broke fundraising records and brought over a thousand people together in hope and harmony.
- Advanced the *One Mind Accelerator*, supporting a second cohort of 11 groundbreaking mental health companies.
- Expanded *One Mind at Work* with a catalytic grant from the Richard K. Mellon Foundation, launching a new initiative focused on workplace mental health in Pittsburgh and the Southwest Pennsylvania region.
- Earned national recognition: *Fast Company* named One Mind one of the *Most Innovative Companies of 2024*.
- Received multiple *Anthem Awards*, celebrating our impact through the Mental Health at Work Index and the Accelerator.

This momentum is only possible because of your belief in our mission. Your generosity fueled a record-breaking year of philanthropic support. We are enormously grateful to our leading partners:



&



As I look ahead, I'm inspired by what's possible when we bring science, innovation, and human experience together. Thank you for being part of this journey. Together, we are building a future where everyone has the opportunity to live healthy, purposeful, and joyful lives.

With deep appreciation,

Kathleen M. Pike, PhD
Chief Executive Officer
One Mind



One Mind Rising Star Awards

Annually, One Mind recognizes the most promising early career neuroscientists whose innovative research can improve lives. The Rising Star Awards support early-career scientists pursuing bold, boundary-pushing research that advances our understanding of mental health so we can better diagnose, treat, and prevent mental health conditions, and promote mental well-being. Each awardee receives \$300,000 over three years.

This year, One Mind expanded its commitment to cultivating the next generation of scientific leaders through the Rising Star Leadership Program. The 2024 Rising Stars took part in an immersive, in-person experience led by experts, designed to sharpen their strategic thinking, elevate their voice in the field, and strengthen their ability to drive bold ideas forward. By investing in their leadership, we're equipping these exceptional scientists to shape the future of mental health and deliver lasting impact.



Dr. Marusak, Dr. Abdus-Saboor, Dr. Lerner (L to R)



“The support provided by One Mind was central to launching my laboratory’s high risk project to discover how changes in brain electricity lead to the emergence of mental illness. One Mind supported this work when no one else considered it viable. This research program is now supported by six federal research grants.”

— **Kafui Dzirasa, MD, PhD**
2013 One Mind Rising Star Awardee
One Mind Scientific Advisory Board Member

2024 Rising Star Awardees

Dr. Hilary Marusak

Wayne State University School of Medicine
2024 One Mind-Miñana/Lovelace Rising Star Award

Understanding Adolescent Suicide Risk: Investigating the Role of the Endocannabinoid System

The underlying biological mechanisms linking stress response and suicide ideation (SI) in youth remain unclear. By investigating the role of the endocannabinoid system in adolescent SI and its association with brain regulation of emotion, she aims to uncover crucial biomarkers that may predict SI risk.

Dr. Ishmail Abdus-Saboor

Columbia University, Zuckerman Institute
2024 One Mind-Kicking the Stigma Rising Star Award

Activating Neurons in the Skin to Relieve Symptoms of Chronic Stress

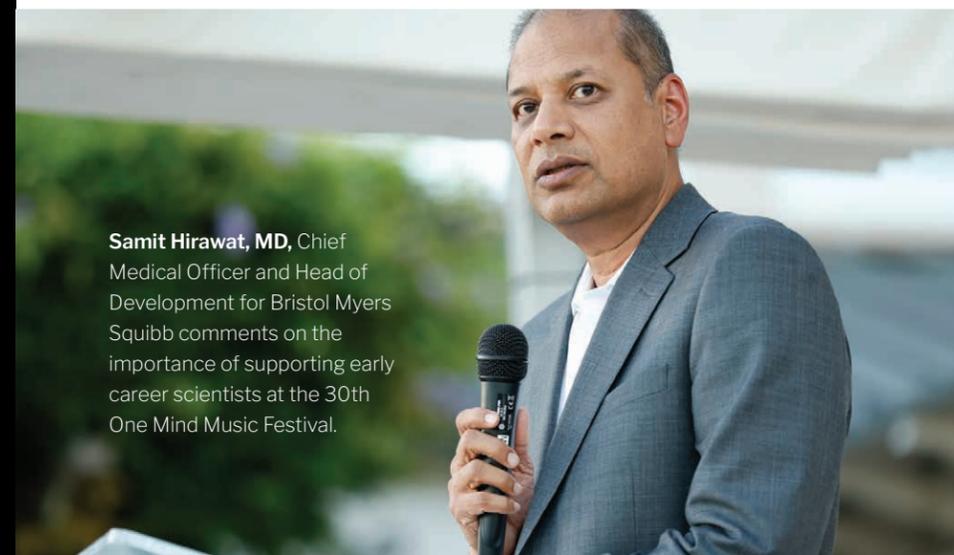
By discovering molecules that could activate social touch neurons in the skin, he aims to develop a therapeutic strategy in the peripheral nervous system that could provide relief from symptoms of chronic stress and potentially other psychiatric disorders.

Dr. Talia Lerner

Northwestern University, Feinberg School of Medicine
2024 One Mind-Bristol Myers Squibb Rising Star Award

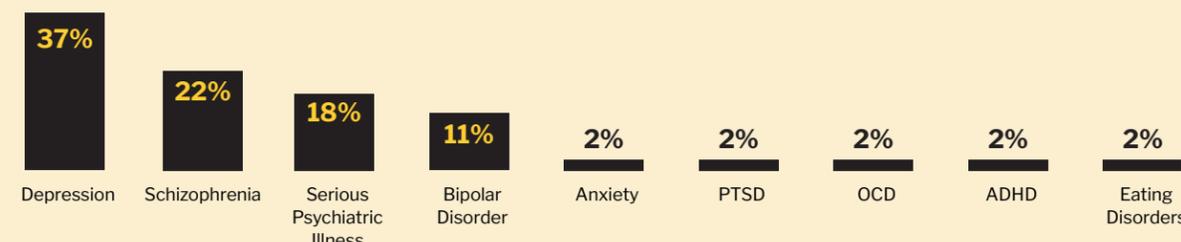
Understanding Stress Hormone Regulation of Dopamine Function to Treat Depression

Specifically, she is examining how glucocorticoids like cortisol – the body’s primary stress hormone – impact dopamine – a neurotransmitter well-known to regulate reward processing.



Samit Hirawat, MD, Chief Medical Officer and Head of Development for Bristol Myers Squibb comments on the importance of supporting early career scientists at the 30th One Mind Music Festival.

Since 2008, the primary disorders that RSA awardees have been researching are:





One Mind Accelerator

Many core mental health startups, especially those focused on schizophrenia, bipolar disorder, and major depressive disorder are not served well by the traditional venture capital model.

Some of their founders (and potential founders) are often brain researchers lacking the entrepreneurial and company-building skills they need to effectively translate their research into scaled solutions that can impact the most lives.



“One Mind Accelerator brought together an absolutely A+ cohort of founders. People I can learn from, collaborate with. I would say these are the top 10 early-stage, mental health startups in the market right now.”

— **Nate Tepper**
 Founder & CEO
 Humans Anonymous

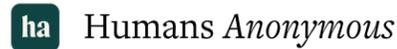
The Accelerator’s second cohort began with a nine-week intensive starting in March. It blended customized programming to help founders fast-track company-building. The 2024 Accelerator programming for 10 company founders provided mentoring, networking, fundraising, founder development, business development, and community.



2023 + 2024 Cohorts by The Numbers

Portfolio Companies	Number of Applications	
21	107 183	
	2023	2024
Pre-Seed	Seed	Series A
9	8	4
Fundraising by Portfolio since One Mind Accelerator	Exits (Acquisition)	
\$105M	2	
Introductions Made	Events	Mental Health Focused Companies
450+	100+	7
Under-Represented Minority Founders	Women Founders	Women CEOs
3	14	8
Lived Experience Founders	People Served by Portfolio	
15	860,000	

The 2024 Cohort



“One Mind Accelerator has been a game-changer for us, filling gaps we couldn’t have tackled on our own with their team and expertise. They provided access to crucial contacts and knowledge in areas we had no access to.”

— **Jonathan Swerdlin**
 Co-Founder & CEO
 Function Health



One Mind **At Work**

One Mind at Work provides strategies to support workforce mental health and well-being. This year, the program engaged with employers representing more than 2.4 million workers. Through a movement of business leaders we are driving change in global workplaces committed to improving mental health and organizational performance. We spend roughly one-third of our lives at work. A healthy, thriving workplace is not only good for individuals, it's good for business.



**Global Forum 2024 Panel
A Call to Action for Business Leaders:**
Insights from the Mental Health at Work Index Annual Report.

Elisha Engelen, Aon
David Ballard, One Mind at Work
Craig Moss, Ethisphere
Allison Friend, O'Melveny (L to R)



“Bank of America has been a proud partner of One Mind for many years. Mental health is one of the top five spends in our healthcare plan for over 200,000 employees. One Mind has helped us develop our mental health strategy, while also reducing the stigma so often associated with these illnesses. Together, we have created an environment where managers and employees can have an open dialogue about mental health.”

— **Dean Athanasia**
President, Regional Banking
Bank of America

Measure, Improve, and Innovate: The Mental Health at Work Index

In 2021, One Mind at Work, Columbia University’s Mental Health + Work Design Lab, and Ethisphere partnered to develop the Mental Health at Work Index. The Index is a first-of-its-kind standardized assessment of organizational efforts to support workforce mental health that helps employers measure program maturity, prioritize areas for improvement, and strategically invest in evidence-based practices for improved outcomes.

The first annual report of Mental Health at Work Index findings was published in 2024, representing 46 organizations spanning private, public, not-for-profit, and education/research sectors with (annual revenue <\$2M-\$20B+), and covering 2M+ workers.

One Mind at Work Global Forum

The 8th One Mind at Work Global Forum was held May 6-8 in Napa, California. The forum had 123 attendees representing 1.8 million employees represented by participating member companies). The theme was: Doubling Down on Mental Health and Well-Being in Times of Uncertainty.



2024 Impact

Mental Health at Work Index Completion:

91 Organizations **2.4M+** Workers

Organization Size:

<\$1M - \$350B+
Annual Revenue

Employee Size Range:

<10 - 300,000+
Employees

Industries:

21

Countries:

14



One Mind **At Work**

Partnerships: Kaiser Permanente is supporting a three-year initiative aimed at addressing real challenges of burnout and turnover that directly impact care quality and patient outcomes. The initiative included seven listening and strategy sessions with clinic leaders, a comprehensive literature review, and development of a searchable database on best practices in clinical

workforce mental health. The work culminated in a high-impact workshop with over 70 clinicians and leaders from more than 25 clinics, resulting in concrete, actionable recommendations to improve workforce mental health across EPI-CAL—with reports, findings, recommendations and tools that can inform similar efforts in other clinical settings.



“The Mental Health at Work Index allowed us to not only identify areas for improvement across the protection, promotion, and provision landscape, but also clarified the importance of the programs we’ve had in place to support workers. Seeing the impact of that work reflected in our results, while learning about additional evidenced-based areas we could focus on to go further, was a valuable experience, helping us create a workplace where our people can thrive.”

— **Helen Wray**
Global Mental Health & Energy Lead
Mars

Kaiser Permanente presented and One Mind co-hosted a webinar “Advancing Workplace Mental Health in Northern California” at the Wellbeing at Work Day in December. The session was tailored for employers, community leaders, and changemakers discussing the value of investing in workforce mental health, effective strategies for boosting well-being, engagement, and organizational performance, as well as regional insights and practical frameworks. This event brought together over 100 participants from 99 organizations and launched an ongoing collaborative effort

The Arthur M. Blank Family Foundation hosted a retreat at the West Creek Ranch property in Montana focusing on workforce mental health in small and medium mission-driven non-profit organizations. The retreat marked the launch of a nonprofit benchmark through One Mind’s Mental Health at Work Index.

The Richard King Mellon Foundation funded a three-year project in Southwestern Pennsylvania to partner with employers to create a cross-sector coalition community of practice and promoting worker well-being through initiatives that will positively impact individuals, teams, and the organization as a whole.

Shawn Griffin, URAC CEO & President, receiving the Salus Award from **Garen Staglin**, One Mind Chairman, and **Gordon Watson**, former CEO of AXA Asia & Africa. (Below)

2024 Salus Awards

This year, two Salus Awards were presented. The award for Individual Voices in Workplace Mental Health was presented to URAC’s President and CEO Shawn Griffin (pictured right). The award for Workplace Mental Health was presented to HCA Healthcare’s Vice President of Workforce Health and Safety Ryan Sledge.





One Mind Lived Experience Initiative

The involvement of people with lived experience in the design of mental health research and services enhances the quality, accessibility, and creativity of solutions while empowering those with lived experience. One Mind is at the forefront in bringing together those with unique insights and perspectives to drive transformations, promoting a more inclusive and empathetic approach to mental health research, innovation, and services.

This year, the One Mind Lived Experience Council was brought together by One Mind’s Chief Advocacy & Engagement Officer Brandon Staglin. The Council members are all individuals who have triumphed over severe mental health conditions and wield relevant professional expertise.



Brandon Staglin, Co-founder of One Mind and Chief Advocacy & Engagement Officer is **Chair of the One Mind Lived Experience Council**, and serves on councils for the World Economic Forum and the Foundation for the National Institutes of Health. His own lived-experience with schizophrenia is at the heart of One Mind’s work.

Thought Leadership & Awards

JANUARY

World Economic Forum | Davos, Switzerland

“The Intersection of Mental Health and Leadership” Fireside Chat

– *Fireside Chat, Kathy Pike and Sheri Bronstein, Chief People Officer, Bank of America*

“Young Brains and Screens”

– *Kathy Pike, Keynote Speaker*

FEBRUARY

SGListCos | ISCA House, Singapore

“Workplace Mental Health: Who, What, When & Why”

– *Kathy Pike, Keynote Speaker*

APRIL

DRM Mental Health Summit | Columbia Business School

– *Kathy Pike, Keynote Speaker*

MAY

Health Action Alliance | Online

Workplace Mental Health Action Summit: Connecting in a Divided World

– *Kathy Pike, Invited Speaker*

JULY

Society for Industrial and Organisational Psychology of South Africa | 26th Annual Conference

Protect, Promote, and Provide: Getting Strategic About Workforce Mental Health

– *David Ballard, Keynote Speaker*

OCTOBER

Headspace Health | World Mental Health Day | Online

“Prioritizing Employee Well-Being with Innovation Approaches to Clinical Care”

– *Kathy Pike, Invited Speaker*

The Working Well Conference and HLTH 2024 Conference, Las Vegas

– *Kathy Pike, Panel Host*

Asian Society | Japan

“High Performance Companies Today & Why Mental Health is an Essential Strategic Priority”

– *Kathy Pike, Keynote Speaker*

One Mind Lived Experience Council

Uma Chatterjee

Neuroscientist; President, OCD Wisconsin; Mental Health Advocate & Science Communicator

Linea Johnson

Founder and CEO, The Thrive Shift

Scott Kelsy

Founder & CEO of Shareapy

Jon Nelson

Director of Lived Experience, Motif Neurotech

Alex Sheehan

Behavioral Health Program Manager; Mental Health Advocate; Health Policy Research Scholar

Brandon Staglin

(Chair), Chief Advocacy & Engagement Officer, One Mind

One Mind was recognized with the prestigious Fast Company Award for innovation



In partnership with Ethisphere and the Columbia University Mental Health + Work Design Lab, One Mind developed the Mental Health at Work Index—a first-of-its-kind standardized assessment that enables companies to evaluate and benchmark their mental health programs.

Presented by The Webby Awards, One Mind received two honors from the Anthem Awards



Special Projects, Health – for the One Mind Accelerator

Innovation, Responsible Technology – for One Mind at Work

Kathy Pike, CEO, One Mind

Brandon Staglin
Co-Founder and Chief Advocacy
& Engagement Officer, One Mind

Shari Staglin
Co-Founder & Board Member, One Mind

Garen Staglin
Co-Founder & Chairman, One Mind

Gavin Newsom, California Governor

Shannon Staglin, President, Staglin Family
Vineyard, pictured with her two children



30TH ONE MIND
Music Festival
for Brain Health

Science & Innovation Symposium
People at the Heart of
Mental Health Discovery
and Innovation
September 7, 2024



30th One Mind Music Festival

Over the last three decades, the One Mind Music Festival has raised funds to benefit One Mind's endeavors to support research, education, treatment and to raise awareness about brain health conditions. In 2024, a record \$3.56 million was raised.

September 7, 2024 was a celebration filled with world-class tastings from over 70 premier Napa Valley vintners made possible by Lewis Cellars, a four-course VIP dinner curated by James Beard Award-winning Chef Paul Bartolotta paired with Staglin Family Vineyard wines, and the award-winning music of genre-blending Elle King supported by JaM Cellars.

It was also a day of recognition. California's Governor Gavin Newsom spoke on the Staglin family's 30 years of advocacy and leadership in the mental health space, and Mike Thompson, 4th Congressional District Representative, presented a proclamation in recognition of the Staglin's lasting legacy.

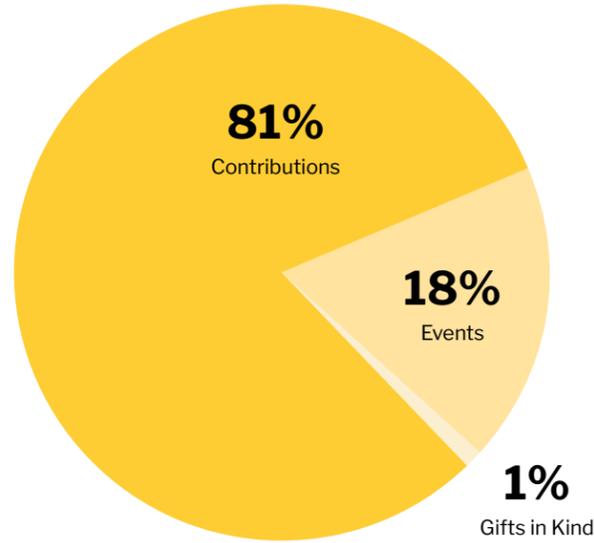
Sponsors



One Mind **Financials**

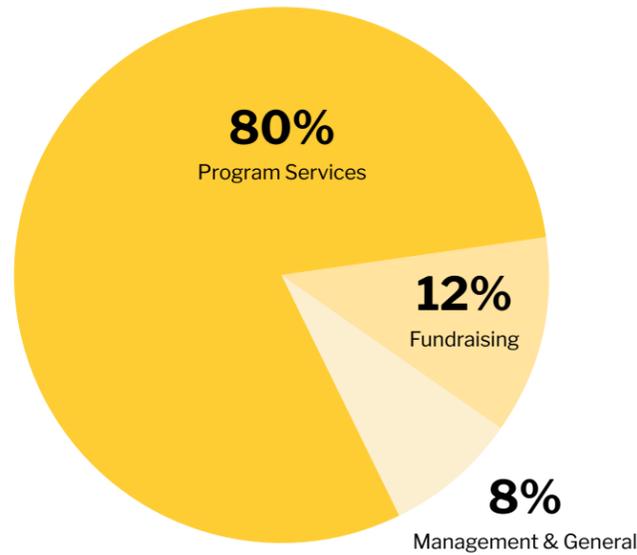
FY24 Revenue

Contributions	\$	8,937,574
Events	\$	2,017,770
Gifts in Kind	\$	146,324
Total	\$	11,101,668



FY24 Expenses

Program Services	\$	7,444,067
Fundraising	\$	1,082,387
Management & General	\$	784,536
Total	\$	9,310,990



Operating Surplus	\$	1,790,678
Investment Loss, Net	\$	(\$406,810)
Change in Net Assets	\$	\$1,383,686

One Mind **People**

BOARD

- Ashwin Asan, MD, PhD** – Director
- Caryl Athanasiu** – Director
- Tanisha Carino, PhD** – Director
- Russ Deyo** – Director
- Brad Freer** – Director
- Donna Friedman** – Director
- Chéla Gage** – Director
- Gary Gottlieb, MD, MBA** – Director
- The Honorable Patrick J. Kennedy** – Co-Founder, Director
- Katharina Koenig** – Director
- Christopher Lyle** – Director
- Robina Riccitiello** – Director
- Harvey Schwartz** – Director
- Garen Staglin** – Co-Founder, Chairman
- Shari Staglin** – Co-Founder, Director
- Martha R. Temple** – Director
- Gordon Watson** – Director
- Gwill York** – Director

STAFF

- David W. Ballard, PsyD, MBA** – Vice President, One Mind at Work
- Benjamin Bauer** – Senior Director, Technical Operations and Projects
- Sharon Burleigh** – Accounting Office Manager, Finance & Administration
- Caroline Codd** – Development Coordinator
- Kevin Deffinbaugh** – Controller
- Kelly Deckert** – Chief Marketing Officer
- Jamie Deuell** – Director, Digital Marketing & Social Impact
- Carmine Di Maro** – Executive Director, One Mind Accelerator
- Tal Gerzon** – Chief Development Officer
- Laura Jason** – Senior Development Officer
- Pushkar Joshi, PhD** – Chief Innovation Officer
- Haruka Kokaze** – Workplace Mental Health Research Associate & Lead Japan Strategy Analyst, Executive Assistant to Kathy Pike & Board Liason

SCIENTIFIC ADVISORY BOARD

- Deanna Barch, PhD** – Washington University
- Carrie Bearden, PhD** – University of California, Los Angeles
- Bonnie Cheng, PhD** – Hong Kong University Business School
- Kafui Dzirasa, MD, PhD** – Duke University
- Amit Etkin, MD, PhD** – Alto Neuroscience
- Raquel Gur, MD, PhD** – University of Pennsylvania
- Richard Huganir, PhD** – Johns Hopkins University
- Steven Hyman, MD** – Co-Chair, The Broad Institute of MIT and Harvard
- Robert Malenka, MD, PhD** – Stanford University
- Alyson Meister, PhD** – International Institute for Management Development Business School
- Eric Nestler, MD, PhD** – Co-Chair, Icahn School of Medicine at Mt Sinai
- Mary Phillips, MD, MD (Cantab)** – University of Pittsburgh

- Barrett Lehnen** – Operations Manager, Programs
- Grace Lodge** – Director of Member Engagement for One Mind at Work
- Kathleen M. Pike, PhD** – Chief Executive Officer
- Tahlia Rebello, PhD** – Chief Science Officer, One Mind Academy
- Jeff Rhode** – Senior Development Officer
- Michelle Rose** – Program Coordinator, One Mind Accelerator
- Marcus Sauter** – Chief Financial Officer
- Sara Shnider, PhD** – Senior Scientific Director
- Brandon Staglin, MS** – Co-founder & Chief Advocacy and Engagement Officer
- Sarah Tol** – Chief Strategy & Growth Officer

**Individuals listed here reflect current Board Members, Scientific Advisory Board Members, and Organizational Team.*

One Mind Donors

One Mind Sales by Customer Summary: January – December 2024

\$1,000,000 & ABOVE

Bank of America
Bristol Myers Squibb

\$750,000 & ABOVE

Cristal Family Foundation

\$500,000 & ABOVE

Baszucki Group
Kaiser Permanente
Shari & Garen Staglin

\$250,000 & ABOVE

FTV Management Company, L.P.
Alicia Miñana de Lovelace & Rob Lovelace
Katherine & Craig Muir
Silicon Valley Community Foundation

\$150,000 & ABOVE

Alzheimer's Foundation of America
Anthony Pritzker Family Foundation
Otsuka America Pharmaceutical
Resonance Philanthropies
Harvey Schwartz
Wonderful Company
Gwill York

\$100,000 & ABOVE

Elizabeth & Kent Dauten
HCA Management
JaM Cellars
Prudential Insurance Company
Stephen Schuler

\$75,000 & ABOVE

AXA
Stephanie & Russ Deyo
Donna & Randy Friedman
Lisa & Bradford Freer
Global Fund for Mental Health
HSBC
Lyndsay & Christopher Lyle
Robina Riccitiello
Silicon Valley Community Foundation
Trayt Health
UCLA Foundation

\$50,000 & ABOVE

Arthur M. Blank Family Foundation
Beth & John Cooper
Mary Miner
Widger Family Foundation
Harry and Jeanette Weinberg Foundation
Wilson Sonsini Goodrich & Rosati

\$25,000 & ABOVE

Antonieta Arango
Aramont Charitable Foundation
John & Beth Cooper
Jonathan Dawson
Nancy B. Dearman
Richard Garman
Derri Shtasel & Gary Gottlieb
Greenbridge Family Foundation
Craig and Kathryn Hall Foundation
Hans Morris
Janet & Thomas Montag
Morgan Stanley Global Impact Funding Trust
Tom O'Connell
PhRMA
Robert Zorich

\$20,000 & ABOVE

Alto Neuroscience
DaVita
Annette Smith
Martha & Lynn Temple
William E. Wockner Foundation

\$15,000 & ABOVE

Eric Benson
Thilo Best
Lord John Browne of Madingley
Meredith & Barry Eggers
Peter Goldman
Ben Lenail
Richard Lipkin
Lisa & Mat Lori
Mary Catherine & Trevor Person
Teresa & Kevin Smith
Tides Foundation
Keri Ueberroth
Catherine & John Van Hulle
Wessel Family Foundation
Carey & Noah Wintroub

\$10,000 & ABOVE

Alexandria Real Estate Equities, Inc.
Caryl Athanasiu
Vivek J. Bantwal
Shawn Dalio
Dalla Valle Vineyards
Patricia Decker
LeRoy Eakin, III
Debra & Tom Feeney
Klein Financial Corporation
Marry & Terry MacRae
Deborah & Keith Pitts

\$5,000 & ABOVE

Abreu Vineyard
Alma Rosa Winery & Vineyards
Renee Arst
Bessemer Trust
Carol & Gene Block
Rachel Brewster
Amy Chappell
Christensen Family Foundation
Brian Coughlin
Carol & Raymond Ellis
Dana Evan
Mary & Ziad Fleyhan
Justin Frieders
Susan & Robert Gagnon
Melina Gardezabal
Stacy Jacobs
Jewish Federation of Cleveland
Michael Hatfield
David Herr
Hogland Family Charitable Foundation
Nancy & Daniel Katz
Michael Levert
Lisa Stone Pritzker Family Foundation
Henry Loubet
Mary MacRae
National Philanthropic Trust
Thomas Nokes
Janet & Clyde Ostler
John Plewes
Nick Pritzker
Anne & Vincent Rinaldi
Ariel & Michael Smith
Claire & Steven Stull
James Watson
Paul Weiss
Luke Evnin & Deann Wright
Todd Zapolski



Healthy minds **for all.**

