



THE CRISTAL FOUNDATION

ADVOCACY | EDUCATION | WELLNESS

“Building The Foundation for a Lasting Impact.”

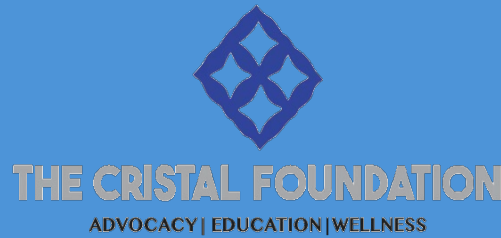


2025 Annual Report

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FOUNDER'S MESSAGE



“Great organizations are not built in a single moment- They are built through intentional steps, unwavering purpose, and commitment to creating a legacy that outlives us.”

As we reflect on 2025, I am filled with gratitude for the remarkable progress The Cristal Foundation has made. While this year was largely dedicated to building the infrastructure that will support our mission for generations to come, every milestone represented a meaningful investment in our future. We strengthened our organizational foundation by completing our state registration, establishing a relationship with a trusted CPA to ensure sound financial stewardship through the filing of our IRS Form 990, and opening our corporate investment account with Fidelity. These accomplishments may have occurred behind the scenes, but they are essential building blocks that position us for sustainable growth and lasting impact.

This year also marked an exciting opportunity to expand our visibility and strengthen relationships within the communities we serve. As a proud sponsor of Phi Beta Sigma Fraternity, Inc.'s National Conclave in Tampa, Florida, The Cristal Foundation was honored to support an organization whose commitment to service aligns with our own. Our participation allowed us to introduce our mission to a broader audience, cultivate meaningful partnerships, and reaffirm our commitment to advancing advocacy, education, and wellness. Every conversation, every connection, and every opportunity to share our vision brought us one step closer to the impact we aspire to achieve.

As we look toward the future, we do so with confidence, purpose, and great anticipation. The work completed in 2025 has established a strong foundation upon which we will continue to build programs, expand our reach, and transform lives. None of this progress would have been possible without the encouragement, generosity, and belief of our supporters, partners, and volunteers. Thank you for believing in our vision. Together, we are building more than a foundation—we are creating opportunities, strengthening communities, and leaving a legacy of hope that will endure for generations to come.

Micheal Cristal
Founder/Chairman/CEO

ABOUT THE CRISTAL FOUNDATION



THE CRISTAL FOUNDATION

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The Cristal Foundation was founded on a vision to support advocacy, education, and wellness within communities. The initial concept for the foundation was introduced by Micheal Cristal during the Thanksgiving holiday on November 20, 2021. During this time, Micheal presented his vision to establish a nonprofit foundation dedicated to empowering individuals and strengthening communities. The Cristal Foundation proudly dedicates grants to breast cancer awareness initiatives in recognition of Marcia Cristal and to organizations that promote Down syndrome awareness in honor of Jaylen Cristal.

Micheal's inspiration is deeply rooted in the strong values and determination instilled in him by his mother, Clevia Cristal, during his upbringing in Grenada, Mississippi. Her example of perseverance, compassion, and commitment to helping others became the cornerstone of the foundation's guiding principles. To further expand its capacity to serve the community, The Cristal Foundation established a Fidelity Donor-Advised Fund on December 11, 2021, creating opportunities to both receive and distribute charitable donations.

These accomplishments strengthened The Cristal Foundation's ability to advance its mission and support meaningful community initiatives. Moving forward with this vision, The Cristal Foundation was officially accepted for incorporation on February 8, 2024, and later achieved tax-exempt status on May 21, 2024. These milestones marked significant steps in establishing the organization as a structured and recognized nonprofit entity.

The first Cristal Foundation grant was made to Phi Beta Sigma's PBS Impact Foundation, Inc. in support of Conclave Houston, 2023. The PBS Impact Foundation, Inc. was started during our Founder's tenure as the 35th International President in 2021.

OUR BELIEFS



THE CRISTAL FOUNDATION

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MISSION

Empowering our community to thrive, we champion equity, higher education, and wellness, unlocking a brighter future for all.

PURPOSE

Our foundation is dedicated to unlocking the potential for positive change by championing equal access to opportunities, inspiring a love for lifelong learning, and nurturing the well-being of individuals, families and communities to foster resilience and vibrant health.

MOTTO

Amplifying
Voices,
Expanding
Knowledge
and
Cultivating
Resilience.

2025 YEAR END REVIEW: BUILDING THE FOUNDATION



THE CRISTAL FOUNDATION

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Throughout 2025, The Cristal Foundation focused on building the organizational, financial, and governance infrastructure necessary to ensure long-term sustainability and meaningful community impact. Key accomplishments included:

Completed State Registration – Officially established The Cristal Foundation’s legal standing, marking an important milestone in our organizational development and commitment to serving communities with integrity.

Strengthened Financial Stewardship – Retained a Certified Public Accountant (CPA) to oversee the preparation and filing of our annual IRS Form 990, reinforcing our commitment to transparency, accountability, and sound financial management.

Established Our Corporate Investment Account – Opened The Cristal Foundation’s corporate account with Fidelity, creating a secure financial platform to responsibly manage organizational assets and support future growth.

Expanded Our Community Presence – Donations made through our Fidelity Donor Advised Fund. We proudly served as a sponsor of Phi Beta Sigma Fraternity, Inc.’s National Conclave in Tampa, Florida, Service for Humanity Foundation (\$17,000), National Association of Black Female Executives in Music & Entertainment Foundation (\$7,300), Mississippi State University (\$1,000) and Norfolk State University (\$1,000)... increasing awareness of The Cristal Foundation while strengthening relationships with leaders and organizations committed to service.

~2025 by the Numbers~

- 1 State registration completed
- 1 Corporate Fidelity account established
- 1 CPA engaged for annual tax reporting
- 1 National sponsorship (Phi Beta Sigma Conclave)
- 100% Commitment to building a strong governance and compliance foundation
- 2026 Launch year for scholarships and expanded community impact

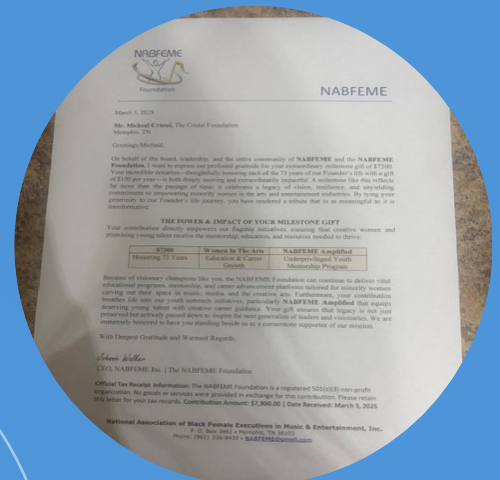
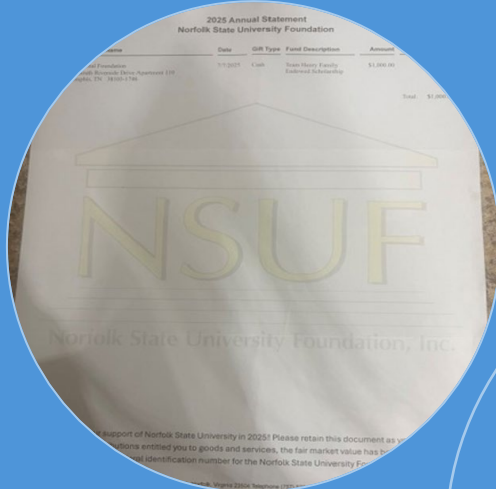
25930670 >	7/27/2025	SERVICE FOR HUMANITY INC	>	The Cristal Foundation Micheal Cristal 717 S Riverside Drive Unit 110 Memphis, TN 38103	\$2,000.00	☑ Check deposited >	🔄 Regrant
25930660 >	7/27/2025	NORFOLK STATE UNIVERSITY FOUNDATION INC	>	The Cristal Foundation Micheal Cristal 717 S Riverside Drive Unit 110 Memphis, TN 38103	\$1,000.00	☑ EFT received >	🔄 Regrant
25500964 >	5/26/2025	MISSISSIPPI STATE UNIVERSITY FOUNDATION INC	>	The Cristal Foundation Micheal Cristal 717 S Riverside Drive Unit 110 Memphis, TN 38103	\$1,000.00	☑ Check deposited >	🔄 Regrant
25500868 >	5/26/2025	SERVICE FOR HUMANITY INC	>	The Cristal Foundation Micheal Cristal 717 S Riverside Drive Unit 110 Memphis, TN 38103	\$15,000.00	☑ Check deposited >	🔄 Regrant
24921598 >	3/2/2025	NABFEME FOUNDATION	>	The Cristal Foundation Micheal Cristal 717 S Riverside Drive Unit 110 Memphis, TN 38103	\$7,300.00	☑ Check deposited >	🔄 Regrant

2025 YEAR END REVIEW: BUILDING THE FOUNDATION

Advanced Organizational Infrastructure – Continued developing the governance, operational systems, and internal processes that will support effective leadership and position the Foundation for long-term success.

Strengthened Board Engagement – Continued building a collaborative and engaged Board of Directors dedicated to providing strategic oversight and advancing the Foundation’s mission.

Prepared for Future Growth – Developed strategic priorities and operational plans that will guide the Foundation’s expansion in scholarships, nonprofit partnerships, governance, and community engagement beginning in 2026.

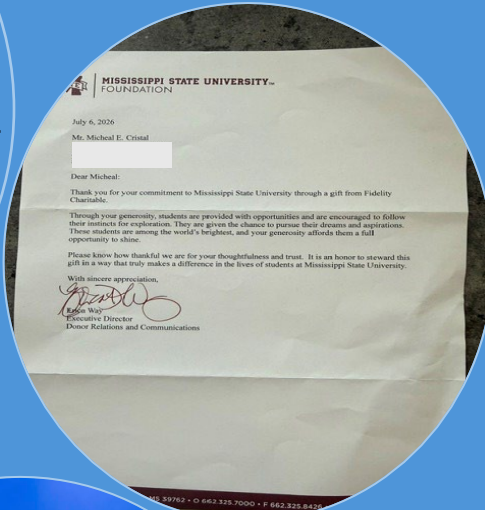


**“Good afternoon,
Honorable Brother Cristal.**

I hope all is well with you and your family.

As you know, we are nearing Conclave Tampa 2025.

**The Fraternity thanks you and The Cristal Foundation
for your continued support as a \$15,000 Bronze Sponsor
for Conclave Tampa, your second
conclave sponsorship”**



STATEMENT OF FINANCIAL POSITION



THE CRISTAL FOUNDATION
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Statement of Financial Position

Total Assets	\$202,347.01
Total Liabilities	\$0
Net Assets	\$202,347.01

Statement of Financial Position

Contributions & Revenue	\$202,347.01
Program Expenses	\$0
Administrative Expenses	\$0
Ending Net Assets	\$202,347.01

The Cristal Foundation remains committed to responsible stewardship of every contribution entrusted to us. Our annual IRS Form 990 is prepared by an independent Certified Public Accountant, ensuring transparency, accountability, and compliance with nonprofit reporting requirements.

STATEMENT OF COMPLIANCE



THE CRISTAL FOUNDATION

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The Cristal Foundation is committed to conducting its operations with the highest standards of integrity, transparency, and accountability. Throughout 2025, we took significant steps to establish a strong governance and compliance framework by completing our state registration, engaging a qualified Certified Public Accountant (CPA) to oversee our annual tax reporting, and implementing sound financial management practices through the establishment of our corporate Fidelity account.

As we continue to grow, we remain dedicated to complying with all applicable federal, state, and local laws governing nonprofit organizations. We are committed to responsible stewardship of every contribution entrusted to us, maintaining accurate financial records, fulfilling our reporting obligations, and operating in a manner that reflects the trust our donors, partners, and the communities we serve place in our organization.

The Cristal Foundation will continue to strengthen its governance practices and uphold the principles of ethical leadership, fiscal responsibility, and operational excellence as we advance our mission of creating opportunities and empowering communities.

GOVERNANCE & ACCOUNTABILITY



THE CRISTAL FOUNDATION

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Registered
nonprofit in good
standing with
the State of
Georgia

Financial
oversight by a
CPA

Annual IRS Form
990 filing is available
upon request or
through
the appropriate
public sources.

Board of Directors
governance

Record retention
and
financial controls

Conflict
Of
Interest policy

BOARD OF DIRECTORS



*Micheal E. Cristal
Founder/Chairman/CEO*



*Marcia E. Cristal
Vice/Chairman/President*



*Lauren N. Cristal
Vice President Operations*



*Brandon M. Cristal
Vice President Aligned Partnerships*



*Leslie C. Johnson
Chief Financial Officer*



*Ramona H. Hardy
Director Strategic Philanthropy*



*Cristal G. Johnson
Director Brand Engagement*



*J Harrison Hardy
Secretary*

2026 PRIORITIES: TURNING VISION INTO IMPACT



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The work of building a lasting foundation is never measured by a single year—it is measured by the lives it touches for generations to come. ***As we enter 2026, we do so with a renewed sense of purpose and an unwavering commitment to transforming vision into meaningful action.***

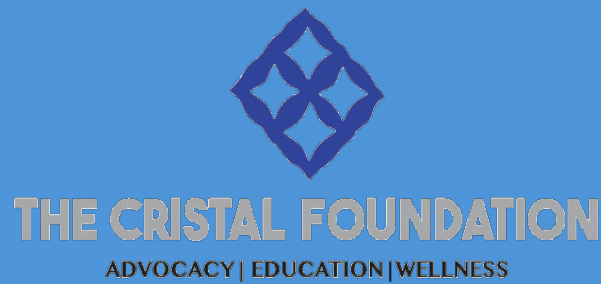
Our foremost priority is to ***launch The Cristal Foundation Scholarship*** Program by investing in students at my alma mater, Grenada High School. Education has the power to change lives, and through these scholarships we hope to remove barriers, inspire achievement, and empower the next generation of leaders to pursue their dreams with confidence.

We will also ***expand our community impact by investing in nonprofit organizations*** whose missions and values align with our own, recognizing that collaboration amplifies change. At the same time, we will ***continue strengthening the Foundation from within by hosting our inaugural in-person Board of Directors meeting and implementing a centralized board management platform*** to enhance governance, transparency, and strategic leadership.

Finally, we will introduce The Cristal Foundation to an even broader audience through the ***launch of our official website and social media platforms***. These tools will allow us to share stories of impact, engage supporters, celebrate partnerships, and inspire others to join our mission. While these priorities represent important milestones for the year ahead, they are part of something much greater—a long-term commitment to building a legacy rooted in advocacy, education, wellness, and service.

As we move forward, we remain guided by a simple belief: when purpose is paired with action, extraordinary things become possible. Together, we are not simply planning for the future—we are creating opportunities, transforming lives, and building a legacy that will endure for generations.

FOUNDER'S CLOSING



The story of The Cristal Foundation is just beginning. Every milestone we achieved this year reflects a shared belief that when purpose is matched with action, lives can be transformed and communities can flourish.

Thank you for walking alongside us as we build a legacy rooted in advocacy, education, wellness, and service. Together, we are not simply investing in today—we are creating opportunities and strengthening communities that will inspire generations to come.



Micheal Cristal
Founder/Chairman/CEO

“Building Hope, Creating Opportunity, Inspiring Generations”



THE CRISTAL FOUNDATION

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“Together, we are Building a Legacy of Impact!”

“

Dedicated to the enduring values of faith, hard work, service, and perseverance instilled by our founder’s *Mom, Mrs. Clevia Cristal*. Her example continues to inspire the mission and vision of the Cristal Foundation.

cristalfoundation.org