



GEORGE FAMILY FOUNDATION

2023 ANNUAL REPORT

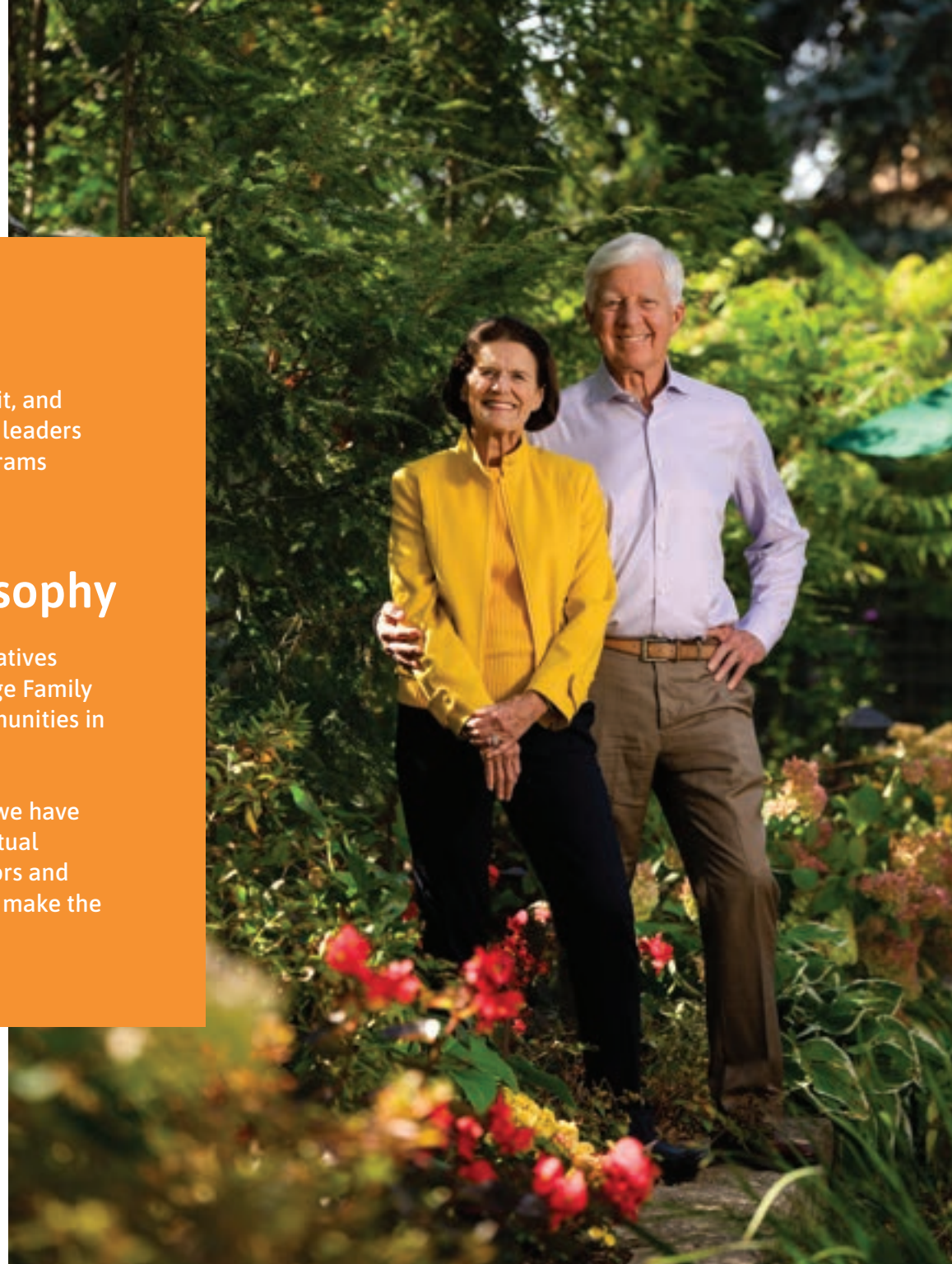
Our Mission

Foster wholeness in mind, body, spirit, and community by developing authentic leaders and supporting transformative programs serving the common good.

Our Guiding Philosophy

Invest in people, programs, and initiatives that further the mission of the George Family Foundation and help build the communities in which we live.

We believe in sharing the blessings we have received and in celebrating the spiritual reciprocity that exists between donors and receivers working collaboratively to make the world a better place.



Founders' Letter

As we enter our 30th year since the creation of the George Family Foundation, we look back with pride on the many accomplishments of the organizations we have supported during these years. We look forward with excitement to celebrating our 30th anniversary with a special convening of all our grantees here in Minnesota this summer.

When Penny took over leadership of our foundation four years after its launch, we developed and articulated the mission to “foster wholeness in mind, body, spirit, and community by developing authentic leaders and supporting transformative programs serving the common good.”

Our mission was inspired by Penny’s vision for whole-person health following her recovery from cancer and Bill’s vision for leaders of the future. It gives us great joy to see these approaches — considered radical at one time — now becoming the norm. We see major societal trends moving in parallel with our vision.

The spiritual reciprocity between grantor and grantee has always been at the core of our foundation’s work. When we look at the extraordinary work of our grantee-partners, we have a deep and rewarding sense of everything coming together.

In the health field, there is clear recognition of the importance of seeing people as connected in mind, body, spirit, and community. Healthcare systems are increasingly embracing the importance of whole-person care models. YMCAs across the country (led by the Y of the North and its George Wellbeing initiative) are stepping boldly into meeting the nation’s need for creating greater health and wellbeing. More and more, leaders in the field are valuing the autonomy, empowerment, and access necessary for people to take charge of their health and wellbeing.

When we look at the extraordinary work of our grantee partners, we have a deep and rewarding sense of everything coming together.

In the field of leadership, organizational leaders in all sectors are recognizing that wholeness of mind, body, spirit, and community is fundamental. Authentic leadership has become the primary approach for developing current and future leaders in nonprofits, business, healthcare, the military, and government.

Having highlighted Whole-Person Health and Wellbeing in last year’s annual report, this year we shine a spotlight on our commitment to Authentic Leadership. We share news about Duke True North Leadership, a groundbreaking, institution-wide program for students at Duke University, and we offer an overview of our George Fellows and George Scholars programs at schools and universities throughout the country. We also celebrate grantee-partners in multiple focus areas doing critical work to help ensure a flourishing democracy.

Of course, there are countless challenges and unmet needs in the communities we serve — some enduring, some unique to this particular moment in history. As we all continue to take on those challenges, it’s meaningful to see how organizations and leaders are embracing the importance of wholeness in making a lasting impact with the work they do.

Things are coming together internally as well. Our sons, Jeff and Jon, are shaping the future of the foundation through their engagement as directors. With their wives, Renee and Jeannette, they lead the Next Generation Fund with great vision and care.

Finally, we are grateful to President Sean Malone and our talented staff for the wonderful work they do running our foundation and partnering with the wide range of mission-driven organizations we have the joy to support.

Penny and Bill George

Our Focus Areas



Whole-Person Health
and Wellbeing
\$1,740,117



Authentic Leadership
\$1,056,556



Community
\$623,750



Environment
\$455,000



Spirituality and
Inner Life
\$302,500



Next Generation Fund
\$275,000



Youth Development
\$247,500

\$4,780,923
in total
2023 Grants



Whole-Person Health and Wellbeing

We believe in whole-person health and wellbeing that nurtures all aspects of our humanity — mind, body, spirit, and community.

OUR ASPIRATION

Empower people to take charge of their health and wellbeing — so that all may thrive and flourish in their lives.

Foster an integrative and proactive model of healthcare that places the individual at the center, embracing a full range of evidence-informed treatments and support.

Ensure choice and expand access to whole-person health and wellbeing for people of all races, genders, and socioeconomic levels.

2023 Grants

\$1,740,117

Academic Consortium for Integrative Medicine & Health	\$35,000
Academy of Integrative Health & Medicine	\$25,000
Allina Health & the Penny George Institute for Health and Healing	\$40,000
Annex Teen Clinic	\$25,000
CHI Health Care	\$25,000
Children's HeartLink	\$15,000
Compassion & Choices	\$25,000
Cultural Wellness Center	\$40,000
Earl E. Bakken Center for Spirituality & Healing	\$37,500
End in Mind	\$37,500
Family Tree Clinic	\$50,000
Integrative Medicine for the Underserved (IM4US)	\$15,000
Irreducible Grace Foundation	\$25,000
Pathways Minneapolis	\$15,000
Planned Parenthood North Central States	\$75,000
Planned Parenthood of Greater Texas	\$30,000
UCSF – Osher Center for Integrative Medicine, OB-GYN, and Otolaryngology	\$20,450
University of St. Thomas, Morrison Family College of Health	\$166,667
YMCA of the North, George Wellbeing	\$1,025,000

Grants of \$10,000 and Under: Delighted to Doula, DKT International, and Healthy Futures of Texas

SPOTLIGHT ON Family Tree Clinic

Family Tree Clinic is a leader in health equity and trauma-informed care. With 79% of patients identifying as LGBTQ+ and 31% as BIPOC, Family Tree centers communities most marginalized by major health-care systems, and no one is turned away due to an inability to pay.

As a longtime oasis for trans and gender-expansive people across the region, Family Tree played a key role in Minnesota passing the historic Trans Refuge Bill in 2023, safeguarding access to gender affirming care in the state as an essential human right. Family Tree is committed to meeting the enormous resulting increase in demand, which includes a high number of patients who travel from out of state (or have moved to Minnesota) in response to anti-trans legislation in other states, and we are proud to support them and their critical work.

Family Tree's building, which opened in 2021, was designed with two main principles in mind: creating an inviting, welcoming oasis and building a safe, private, trauma-informed place of respite.





Authentic Leadership

We believe that authentic leaders are people of the highest integrity who are committed to building enduring organizations, have a deep sense of genuine purpose, and are true to their core values. Authentic leaders first lead themselves, then teams, and then organizations.

OUR ASPIRATION

Strengthen authentic leadership in all sectors in service of our vision of a society led by authentic leaders who contribute to building compassionate communities and creating a more just, civil, and functional society.

Ensure enduring opportunities for True North leadership development for people of all races, genders, and socioeconomic levels.

Nurture the development of exceptionally promising future leaders focused on helping society overcome its most complicated and entrenched challenges.

Reduce barriers in higher education, enabling students to achieve their full potential.

2023 Grants

\$1,056,556

1440 Multiversity True North Leadership Program (incl. direct scholarships)	\$209,491
Beta Psi Foundation	\$30,000
The Carter Center	\$25,000
College Possible	\$25,000
Duke University, Penny Pilgram George Women's Leadership	\$100,000
Duke University, True North Leadership Pilot Program	\$240,000
Georgia Tech, George Fellows, School of Industrial and Systems Engineering	\$40,000
Harvard University, George Fellows, HBS/HKS, Center for Public Leadership	\$182,065
Humphrey School of Public Affairs at the University of Minnesota	\$30,000
Page Education Foundation	\$25,000
Sigma Chi Leadership Institute, Bill George Authentic Leadership Program	\$50,000
Vote Run Lead	\$20,000
Wallin Education Partners, George Scholars	\$30,000
Women's Foundation of Minnesota, Young Women's Cabinet	\$30,000

Grants of \$10,000 and Under: Carleton College/George Scholars and Neighborhood House/Latino Leadership Program

SPOTLIGHT ON True North Leadership at 1440 Multiversity

Located in the redwoods of Northern California, 1440 Multiversity is "a learning destination where energy, discovery, and creativity flourish." True North Leadership is their flagship leadership development program, modeled on Bill George's books and the course he developed at Harvard Business School. The program is a weeklong intensive for 50-60 select participants from throughout the country; the majority are leaders at high-impact nonprofit organizations, complemented by a strong contingent from values-driven corporations — all with a shared commitment to authentic leadership, service, engagement, and purpose.

In addition to our grant to support this program as a whole, we were pleased to provide scholarships to 37 leaders from George Family Foundation grantees in 2023 and a similar number of scholarships in 2022.



AUTHENTIC LEADERSHIP SPOTLIGHT ON True North Leadership at Duke University

In September of 2023, Duke University launched the pilot for a groundbreaking True North Leadership program, based on the tenets of authentic leadership developed by Bill George in his writing, teaching, and mentoring. Duke, consistently ranked as one of the top universities in the world, sees this new initiative as “a milestone in our commitment to leadership education at Duke, reshaping how we approach and teach leadership skills to our undergraduate students.”

Through this True North Leadership program, Duke will offer a comprehensive and transformational four-year journey that will leave students with shared competencies and language, positioning them to thrive in whatever they aspire to do after graduation. The new program will expand each year, with the goal of having 100% of undergraduate students engaged in True North Leadership programming within ten years.

The George Family Foundation is proud to support Duke as it launches this ambitious and exciting endeavor. We believe strongly in the importance and impact of authentic leadership in all walks of life. This program is a remarkable, high-profile step forward in helping the next generation develop themselves into authentic leaders — people with a deep sense of purpose, true to their core values, and committed to building compassionate communities and a more just, civil, and functional society.

The content of the three-year pilot program closely follows the progression and framing in *True North: Emerging Leader Edition*, with each core element of the program delivered over the course of one academic year.

Discover Yourself (Year One)

- Your Life Story
- Crucibles Shape Your Leadership
- Leading without True North
- Introduction to values and leadership strengths

Develop Yourself (Year Two)

- Develop Self-Awareness
- Live Your Values, Find Your Sweet Spot
- Lead an Integrated Life

Lead People (Year Three)

- I to We
- Your North Star
- The Leader as Coach
- Navigating Today's Challenges
- Inclusive Leadership
- The Moral Leader
- Personal Leadership Development Plan

Throughout the year, cohorts of students gather for interactive sessions that start with a presentation and exploration of the topic, followed by small-group Leadership Circles to delve deeper into the work. These Leadership Circles and the personal sharing they encourage are at the heart of the transformative True North Leadership experience. All participants also gather several times during the year for large-group programs that provide a shared language for exploring and discussing personal values.

Top photo: Duke students on the Abele Residential Quad during class-change time. Duke's True North Leadership program is a key component of QuadEx, the university's new and bold overhaul of the entire Duke student experience. Designed to ensure that all Duke undergraduates experience strong community among their peers, meaningful faculty connections, and support for their wellbeing and personal growth, QuadEx builds the framework to foster a student's sense of belonging. True North Leadership is the newest addition to Duke's strategic plan, equipping students with the resources to make a difference on campus and beyond.

Bottom photo: Student leaders at the fall 2023 launch of Duke True North Leadership. As one component of this inaugural kick-off event, students worked in small groups to develop a shared definition of leadership, which they will revisit at the end of their first year in the program.



We are dedicated to creating an environment in harmony with Duke's core values. The True North Leadership program fosters a culture of reflection for our students, which is a vital element to becoming an authentic leader. The knowledge gained through this program will reach far beyond the campus, exerting a substantial influence on the wider community.

We are so proud of the QuadEx student leaders at Duke who are being trained in True North's leadership model in this first year of the pilot program. Instilling these skills and values has been transformational.

Both President Price and I enthusiastically share a steadfast commitment and excitement for the role the True North leadership model plays in empowering and enriching the Duke experience for our students.

As we continue our partnership with the George Family Foundation, we look forward to fostering authentic leadership and anticipate exciting developments ahead.

Mary Pat McMahon
Vice Provost / Vice President of Student Affairs
Duke University

AUTHENTIC LEADERSHIP SPOTLIGHT ON George Fellows & George Scholars

George Fellows

Our aspiration for George Fellows is to nurture the development of exceptionally promising authentic leaders enrolled in world-class graduate programs that position them to help society overcome its most complicated and entrenched challenges. We are currently partnering with two institutions for George Fellows programs.

Georgia Institute of Technology

School of Industrial and Systems Engineering (ISyE)

Georgia Tech's mission is to develop leaders who advance technology and improve the human condition. ISyE has been ranked #1 by *U.S. News and World Report* for 31 consecutive years, and the George Fellows program enables the school to recruit and support the best and the brightest students with an interest in changing health systems.

Every year, eight highly accomplished graduate students working in the area of health systems are named as George Fellows, awarded a scholarship, and provided with co-curricular programming. Within the broader ISyE mission, the George Fellowship program recruits student leaders who can help transform the health industry.

Creating efficient and effective systems for whole-person health care is a key component of an effective evolution of this complex industry. With the vast number of variables that affect health care, there are significant opportunities for ISyE's health systems graduates to improve the health industry, domestically and abroad. As the largest academic program of its kind in the United States, ISyE supports a broad spectrum of academic concentrations and research programs that have achieved world-class rank and continue to grow health systems research, outreach, and education.

Harvard University

Harvard Kennedy School (HKS), Harvard Business School (HBS), and the Center for Public Leadership (CPL)

CPL's mission is to inspire and enhance the capacity for principled, effective public leadership in government, politics, civil society, and business. Up to 14 students in their third year of the HKS/HBS joint degree program are selected as George Fellows, which provides a scholarship and intensive co-curricular programming designed to facilitate public service by investing in character formation, authentic leadership development, and ethical leadership across the private, public, and nonprofit sectors.

The program prepares George Fellows to lead change for the common good and address a wide range of issues with global impact. HKS offers George Fellows access to leading faculty with world-renowned expertise in academic and practical leadership as well as a close-knit community of fellow students and alumni across both HKS and HBS. Upon graduation, George Fellows have gone on to leadership positions in values-driven, high-impact companies, governments, and organizations around the world.

Top photo: Scholars in the Opportunity Pathways program at Wallin Education Partners with their advisor during Summer Bridge, which helps scholars successfully transition from high school to college.

Bottom photo: George Fellow Abigail Chambless (Georgia Tech: BA in Industrial Engineering 2021, MS in Health Systems 2023). After two years of service at Georgia Tech's Center for Health & Humanitarian Systems, she is carrying her experience as a George Fellow into her new role in the cardiovascular operating room at Emory Healthcare.



George Scholars

Through targeted scholarships, our aspiration for George Scholars is to reduce barriers to higher education — enabling students to improve their opportunities for the future and achieve their full potential. Our George Scholars programs include:

Carleton College

For international students from developing countries who demonstrate both financial need and exceptional academic potential, celebrating the unique perspective they bring to the academic community.

College Possible

For high-potential students from low-income backgrounds, providing ACT/SAT test preparation, college application assistance, financial aid consulting, guidance in transition to college, and coaching throughout college.

Dunwoody College of Technology

For the Women in Technical Careers program, providing low-income women with scholarships and wrap-around support for training in technical fields that offer high salaries and career potential.

Page Education Foundation

For Minnesota students of color, providing scholarships and career pathways in tandem with volunteer service to tutor and mentor children in kindergarten through eighth grade.

Wallin Education Partners

For the Opportunity Pathways program, providing financial aid, career services, and individualized advising to under-represented students at Minnesota community and technical colleges.

Additional George Scholars

In special circumstances, the title George Scholar is awarded to non-scholarship individuals who commit to developing themselves as authentic leaders, including current programs at Duke University and Sigma Chi Leadership Institute.



Community

We believe it is imperative, and a privilege, to give back to the communities that have nurtured our family and others.

OUR ASPIRATION

Enrich the quality of life in communities connected to George Family Foundation Board members.

Provide responsive funding for emergency needs in our home communities.

Nurture and protect a strong, vibrant democracy in our home communities and beyond.

2023 Grants \$623,750

Bonton Farms	\$25,000
Braver Angels	\$12,500
Everytown for Gun Safety	\$15,000
FairVote Minnesota	\$25,000
The Film Society of Minneapolis St. Paul	\$15,000
Global Minnesota	\$15,000
Guthrie Theater	\$125,000
Karuna-Shechen	\$25,000
Lawyers' Committee for Civil Rights Under Law	\$50,000
Marnita's Table	\$50,000
Minneapolis Institute of Art	\$15,000
Minnesota Orchestra	\$15,000
Minnesota Public Radio	\$15,000
North Texas Food Bank	\$25,000
Ripple Effect Images	\$15,000
Somali Success	\$25,000
Twin Cities Public Television	\$15,000
Women Moving Millions	\$22,500

Grants of \$10,000 and Under: Alight, Art Shanty Projects, Beacon Interfaith Housing Collaborative, Black Men Teach, Carson's Village, CFK Africa, Elimisha Kakuma, Human Rights Campaign Foundation, Lovely's Sewing & Art Collective, March to the Polls, Minnesota Council on Foundations, MinnPost, NextGen Education Fund, One Heart Worldwide, Our Lady of Grace Church, SaverLife, Seal Family Foundation, Southern Methodist University/Tate Lecture Series, SPOON Foundation, Texas Civil Rights Project, Texas Public Radio, Texas Women's Foundation, Twin Cities Rise, United Way of Metro Dallas, Vail Symposium, and Walk-in Counseling Center

SPOTLIGHT ON North Texas Food Bank

In Dallas and its surrounding suburbs, one in eight adults and one in six children face hunger, and North Texas Food Bank strives to meet this exceptional need.

Just in the period from July to December 2023, the organization provided around 65 million meals to North Texas children, families, and seniors. They distribute 400,000 meals every day through innovative solutions such as mobile food pantries, backpacks of food provided to 11,000 students at school, and direct distributions to seniors at home via delivery companies.

The organization forges unique partnerships to serve their community. For example, the University of North Texas at Dallas became a partner during the height of the pandemic and now hosts monthly distributions. In the photo below, North Texas Food Bank, the University, and Albertsons/Tom Thumb grocery stores collaborated to distribute Thanksgiving meals to 5,000 individuals.



COMMUNITY SPOTLIGHT ON Pursuit of a Flourishing Democracy

The George Family Foundation believes that a strong and thriving democracy is fundamental to our mission to foster wholeness of mind, body, spirit, and community. Many organizations we support in various focus areas are doing extraordinary work in this pursuit, with some addressing immediate threats to democracy and others doing long-range work to address root-cause challenges to a flourishing democracy.

Root Cause Challenges

The George Family Foundation has long been deeply involved in a number of areas that experts consider essential to a flourishing democracy and society, namely: Public Leadership Development, Civil Discourse and Social Cohesion, and an Independent News Media. Following are the organizations we supported in each area in 2023.

Public Leadership Development

These organizations encourage participants to delve into their own sense of purpose. Some prepare participants for lives of service in the private and nonprofit sectors; others emphasize training for public service; and all focus on developing and supporting authentic leaders that serve individuals, communities, and society as a whole.

- Duke University: Duke True North Leadership and the Penny Pilgram George Women's Leadership Initiative
- Harvard University: Harvard Kennedy School, Harvard Business School, and the Center for Public Leadership
- Humphrey School of Public Affairs, University of Minnesota
- Sigma Chi Leadership Institute
- True North Leadership at 1440 Multiversity
- Vote Run Lead
- Women's Foundation of Minnesota
- Youth Leadership Initiative

*Top photo: The 2023 cohort of Auburn Theological Seminary's Sojourner Truth Leadership Circle, which serves women of color seeking to advance movements for justice within black and brown communities.
Right photo: A panel discussion at FairVote Minnesota's Symposium for Voting Rights.
Bottom photo: Participants in a program hosted by Vote Run Lead, which helps women candidates build skills to run for office and win.*

Civil Discourse and Social Cohesion

In an era of polarization, the following organizations provide tools for people of different backgrounds, beliefs, and perspectives to engage in civil discourse. These organizations share a common vision of creating more respectful, compassionate, and inclusive spaces for dialogue and action.

- Auburn Theological Seminary
- Braver Angels
- Center on Faith + Justice at Georgetown University
- Faith in Public Life
- Global Minnesota
- Interfaith America
- ISAIAH
- Marnita's Table
- Minnesota Council of Churches
- Sojourners

Independent News Media

A free press is critical to providing citizens with both accurate information and the perspective needed to make informed decisions and participate in civic life. We are proud to support local journalism in communities with ties to the Foundation.

- Minnesota Public Radio
- MinnPost
- Texas Public Radio
- Twin Cities Public Television



Immediate Threats

In 2023, we supported four organizations focused on ensuring that all voters have an equal opportunity to vote and that each vote counts. These organizations provide an array of services at all stages of voting. They address dis/mis-information, document problems encountered while voting, and remove barriers to voting in real time. They also work to alleviate voter intimidation in various ways.

Although this area of support is relatively new to the Foundation, our board and staff felt inspired to help uplift and strengthen this essential component of democracy.

- The Lawyers' Committee for Civil Rights Under Law, Election Protection Program
- Sojourners, Faiths United to Save Democracy
- FairVote Minnesota
- Faith in Public Life



Environment

We believe that natural spaces are vital to the health and wellbeing of individuals, local communities, and the common good — and that people who feel connected to the outdoors will actively protect our shared natural resources.

OUR ASPIRATION

Ensure that all people have access to natural spaces and the mental, physical, and spiritual wellbeing they provide.

Increase opportunities for youth to participate in outdoor activities.

Encourage lifelong stewards of nature as well as active lifestyles.

2023 Grants

\$455,000

Big City Mountaineers	\$15,000
Conservation Corps Minnesota & Iowa	\$20,000
Conservation Minnesota, Conservation Crew	\$15,000
Eagle Valley Land Trust	\$15,000
Friends of the Mississippi River, Stewardship and Education	\$20,000
The Loppet Foundation	\$37,500
Minneapolis Parks Foundation	\$20,000
Minnesota Landscape Arboretum, University of Minnesota	\$15,000
National Parks Conservation Association	\$135,000
The Nature Conservancy	\$20,000
Richardson Bay Audubon Center & Sanctuary	\$20,000
Voyageur Outward Bound School	\$27,500
Walking Mountains Science Center	\$40,000
Wilderness Inquiry	\$25,000

Grants of \$10,000 and Under: Betty Ford Alpine Gardens, GirlVentures, and Jackson Hole Land Trust/Wind River Tribal Buffalo Initiative

SPOTLIGHT ON National Parks Conservation Association

The National Parks Conservation Association (NPCA) protects and enhances America’s national park system for present and future generations. Founded in 1919, NPCA has more than 1.6 million members and supporters who advocate for the preservation of the natural, cultural, and historical treasures of the U.S. national park system.

Through the “George Family Foundation Yellowstone Resiliency Project,” NPCA is supporting collaborations among local groups in the Greater Yellowstone area to develop and implement climate change solutions — such as ways for wildlife to safely co-exist with human communities. The participating groups come from across the political spectrum and have rarely, if ever, worked together in the past. NPCA helps pull these groups together, works strategically behind the scenes to identify resources to implement their ideas, and amplifies their successes in the media to change public perception about conservation efforts.





Spirituality and Inner Life

We believe in open-hearted spirituality that recognizes the vital, diverse pathways for finding peace and fulfillment, both individually and in community with others. We believe that an intentionally developed inner life provides the grounding and ongoing renewal of our creative spirit and sense of wellbeing.

OUR ASPIRATION

Foster a society characterized by respect, empathy, and compassion, with a resolve to reach across divides in service of justice, equity, and civil discourse.

Empower people of all backgrounds and experiences to embrace mindfulness and inner-life practices that nurture mental wellbeing and personal healing.

Increase access for people to experience reflection, imagination, and contemplation — providing time and space to explore questions of meaning, individually and in community.

2023 Grants

\$302,500

Auburn Theological Seminary	\$50,000
Center on Faith + Justice at Georgetown University	\$12,500
Faith in Public Life	\$35,000
Interfaith America	\$50,000
ISAIAH	\$25,000
Mind & Life Institute	\$25,000
Minnesota Council of Churches	\$25,000
Sojourners	\$25,000
Tergar International	\$40,000

Grants of \$10,000 and Under: Evangelical and Reformed United Church of Christ and Minnesota Multifaith Network

SPOTLIGHT ON Tergar International

Tergar International helps individuals and communities practice meditation and cultivate awareness, compassion, and wisdom.

Founded in 2009 by Mingyur Rinpoche, a renowned Tibetan Buddhist teacher, Tergar's global network offers a range of both secular meditation programs and Buddhist study courses to people of all levels and interests who seek to learn meditation, establish or deepen their practice, and enhance their quality of life.

With the Foundation's support in 2023, Tergar launched the exciting Anytime Anywhere Meditation initiative to help more people start and sustain meditation. Building on Tergar's successful online presence, the Anytime Anywhere initiative will use a new mobile app to share the essentials of Rinpoche's approach and help users establish a regular meditation practice. In the coming years, Tergar anticipates training 100,000 people annually through their core offerings, including the new app.





Youth Development

We believe that youth who thrive and develop their innate talents are best able to positively impact their families, communities, and society. Our commitment to young people extends across the Foundation, with well over \$1 million supporting youth-centered programs in our other focus areas, in addition to the \$247,500 in grants listed below.

OUR ASPIRATION

Support youth from under-resourced communities to realize their full potential by leveraging their unique talents and capabilities.

Ensure diverse opportunities for youth to explore and develop their talents.

Encourage interactions across racial and socioeconomic backgrounds.

2023 Grants

\$247,500

Café Momentum	\$20,000
Comunidades Latinas Unidas En Servicio (CLUES)	\$20,000
Education Opens Doors	\$30,000
Green Garden Bakery	\$25,000
Project Success	\$30,000
The Sanneh Foundation	\$20,000
Youth Leadership Initiative	\$20,000
YouthPower365	\$30,000
YWCA of Minneapolis, Girls Inc.	\$30,000

Grants of \$10,000 and Under: City of Skate, Cookie Cart, and Marin Charitable

SPOTLIGHT ON Youth Leadership Initiative

A first-time grantee-partner for the Foundation, Youth Leadership Initiative (YLI) aims to empower young people from diverse backgrounds to become positive agents of change in their communities. In their core program, 40-50 high schoolers attend two to three activities each week during the school year, exploring questions of personal identity, purpose, cultural diversity, and community service. Each year, the program is designed and led by a team of ten young people who participated in the prior year's cohort and were nominated by their peers to return as mentors.

Their YLI Institute also provides training, consultation, and technical assistance to other youth-serving organizations. A team of trainers that includes youth participants and alumni engages with adults in other nonprofits to help elevate youth voice in decision-making, create opportunities to lead and share power, and foster cross-cultural leadership.





Next Generation Fund

The Next Generation Fund is a separate and distinct grantmaking fund within the Foundation that is guided by Jeannette Lager George, Jeff George, Jon George, and Renee Will George — the second generation of family members within the Foundation.

OUR ASPIRATION

The Fund aspires to catalyze youth in our communities to explore their full potential by fostering creativity, skills, self-awareness, and resilience. In pursuit of these aspirations, the Fund supports programs that serve young people from under-resourced communities, foster creative expression, teach mindfulness, provide STEM education for girls and young women, and increase accessibility to team sports.

2023 Grants

\$275,000

America SCORES Bay Area	\$30,000
Destiny Arts Center	\$20,000
Enriching Lives through Music	\$25,000
Girl Scouts of Northeast Texas	\$40,000
Girls Inc. of Metropolitan Dallas	\$15,000
Junior Players	\$10,000
Juxtaposition Arts	\$20,000
Lundstrum Performing Arts, Northside Strong Scholarship Fund	\$15,000
MacPhail Center for Music, North Minneapolis Programs	\$15,000
MIGIZI	\$40,000
Mindful Life Project	\$25,000
POETIC	\$20,000

SPOTLIGHT ON America SCORES Bay Area

Founded in 2001, America SCORES Bay Area is a free, out-of-school program that supports “whole child” development through the teamwork of soccer, the creativity of poetry, and the compassion of service-learning. This unique mix of activities helps the SCORES poet-athletes build healthy bodies, minds, and hearts.

Through multiple soccer practices and games each week, participants develop a strong sense of belonging while learning the fundamentals of soccer. Students also participate in weekly poetry workshops, writing original work, sharing personal stories, and expressing themselves in new and creative ways. During their spring semester, teams research community issues and create related group projects, such as neighborhood clean-ups and advocacy for people experiencing homelessness. America SCORES served more than 3,000 young people last year, with 94% from low-income families in more than 70 zip codes across the Bay Area, and they are on track to serving 10,000 youth by 2027.



NEW GRANTEE SPOTLIGHT
Annex Teen Clinic

Annex Teen Clinic is Minnesota’s sole provider of sexual healthcare focused exclusively on the needs of young people — offering comprehensive sexual health and education services to young people in North Minneapolis and neighboring suburbs, at low or no cost.

Services at the Annex are often a young person’s first experience accessing healthcare independently, and the organization strives to set a standard for holistic, empowered, person-centered care. They provide non-judgmental, fact-based, and holistic sexual healthcare that includes services such as basic gynecological care, pelvic and breast exams, STI testing and treatment, pregnancy testing and All-Options Counseling, and individualized counseling and referrals. The Annex also provides a range of education programs in schools and community organizations, reaching 6,000 students annually through multiple on-site interactions.

The Annex envisions a community where all young people have the resources and support to successfully transition from adolescence to adulthood. Through fact-based, age-appropriate, and non-judgmental programs, they provide young people with the information to make their own choices about their sexual health, understand their bodies, and feel confident in their decisions.



2023 Financial Statements

Statement of Financial Position, as of December 31

	2023	2022
Net Assets		
Cash and Investments*	\$72,850,283	\$65,829,698
Fixed Assets (Net of Depreciation)	\$0	\$3,452
Total Net Assets	\$72,850,283	\$65,833,150

Statement of Activities

	2023	2022
Revenue		
Interest and Dividends	\$1,126,222	\$1,070,527
Realized Gain/(Loss) on Investments	\$4,226,852	\$869,374
Unrealized Gain/(Loss) on Investments	\$3,811,091	(\$10,290,471)
Contributions	\$3,902,876	\$1,432,163
Total Revenue	\$13,067,041	(\$6,918,407)
Expenses		
Grants (Focus Areas, NGF, and Discretionary)*	\$4,780,923	\$4,713,627
Programs	\$205,062	\$210,190
Operations	\$805,173	\$737,054
Net Non-Operating Expense	\$258,750	\$211,190
Total Expenses	\$6,049,908	\$5,872,061
NET INCOME – CURRENT YEAR	\$7,017,133	(\$12,790,468)
Net Assets – Beginning of Year	\$65,833,150	\$78,623,618
Net Income – Current Year	\$7,017,133	(\$12,790,468)
NET ASSETS – END OF YEAR	\$72,850,283	\$65,833,150

*One 2023 grant of \$100,000 was disbursed in January of 2024.
990s and additional financial information is available at www.georgefamilyfoundation.org

Board

Penny George Director and Co-Chair

Bill George Director and Co-Chair

Jeff George Director and Treasurer, Next Generation Fund Advisor

Jonathan George Director, Next Generation Fund Advisor

Renee Will George Next Generation Fund Advisor

Jeannette Lager George Next Generation Fund Advisor

Staff

Sean Malone President

Stephen Manuszak Program Officer

Robin Barker Grants and Operations Manager

Andrea Ricci Grants and Operations Manager

Credits: **Our gratitude to Egle Plytnikaite for the custom illustrations found throughout this annual report.** Inside cover photo of Penny and Bill George by Jerry Holt – Star Tribune via Getty Images. Democracy page: FairVote Minnesota photo by Bryce A. Butzer; Vote Run Lead photo by Grayce Photography. Environment page photo © Ace10462, Dreamstime.com. Spirituality and Inner Life page photo by Bill Cooper. Annex Teen Clinic photo by M&D Media. Sean Malone headshot by Sandra Julian. All focus area photographs are courtesy of the grantee-partner featured.

At the George Family Foundation, we believe deeply in empowering nonprofit organizations. As we work to make a strategic impact with our philanthropy, we endeavor to be trusting, supportive partners to our grantees and their leaders.

We are committed to respecting grant-seekers’ time throughout the experience, keeping proposals short and focused (and also accepting a common application to further reduce time burdens).

We are committed to being clear and transparent. Our website, **GEORGEFAMILYFOUNDATION.ORG**, lays out the timing, dates, and steps for the entire application process, including when decisions are made and our aspirations for each focus area. If support for a prospective grant is unlikely given our current priorities, or if we have concerns about anything, we let people know that, personally and directly.

We partner with all grant-seekers to shepherd their proposals. Rather than view a proposal as a homework assignment to be judged, we view it as a tool to facilitate our understanding of what the organization does and why. Our aim is to make sure that every prospective grantee is able to put their best foot forward, and we are committed to listening to what they tell us. We also look for opportunities to support grantee-partners beyond the grant-dollars, including offering leadership development opportunities and facilitating connections and collaborations between organizations with aligned programs and values.

We are proud of our close association with each of our grantee-partners, and we are honored to have the opportunity to nurture and forward the critical work they accomplish to serve and enrich communities and individual lives.



Sean Malone President

GEORGE FAMILY
FOUNDATION

1818 Oliver Avenue South, Minneapolis, MN 55405
612-377-3356 | georgefamilyfoundation.org