



Nurturing Authentic Leaders

2018 ANNUAL REPORT

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Focus Areas

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Letter from the Board Chair

In last year's letter I took a retrospective look at the last two decades of the George Family Foundation's work in integrative health & healing, our largest funding area. This year I describe our work over the years in authentic leadership, our second largest funding area.

Whatever the arena, leaders shape organizations and society for better or for worse. The collective impact of their values, behaviors and character affects us all.

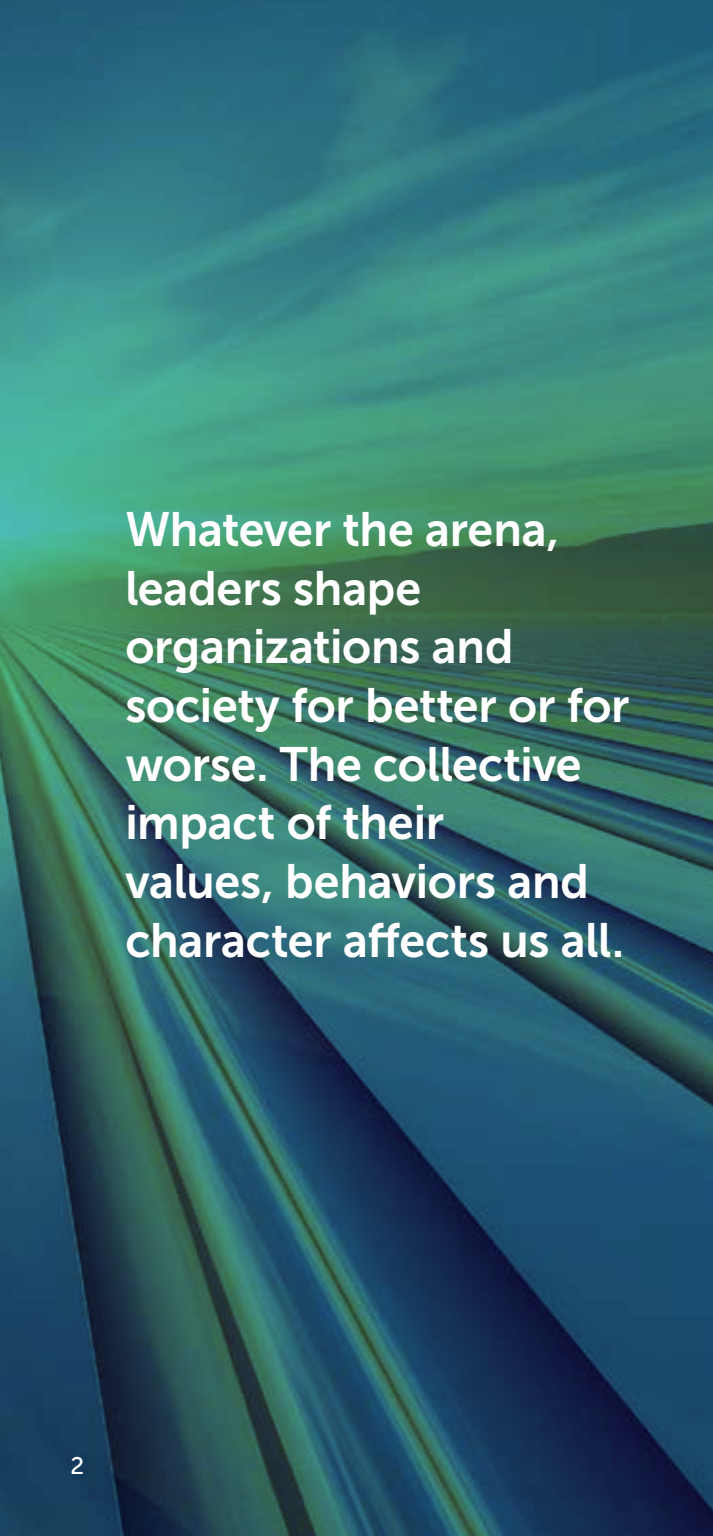
We have chosen to focus the Foundation's giving on programs that develop authentic leaders, including fellowship programs at select academic institutions dedicated to developing authentic leaders. In addition to directly funding leadership programs, we are focused on supporting authentic leaders of organizations who are making a difference in the world – to be “the wind under their wings.”

In this year's annual report, we go deeply into our leadership programs, and we highlight six exceptional individuals leading organizations whose work we support.

You will learn what principles drive the successful leadership of **Suzanne Koeplinger**, director, Catalyst Initiative at The Minneapolis Foundation (Integrative Health & Healing); **Rye Barcott**, co-founder and CEO, With Honor (Authentic Leadership); **Sarah Stoesz**, president and CEO, Planned Parenthood North Central States (Community); **Markian Feduschak**, president, Walking Mountains Science Center (Environment); **Jim Wallis**, president and founder, Sojourners (Spirituality & Mindfulness); and **Adrienne Diercks**, founder and executive director, Project Success (Youth Development).



Penny P. George / Board Chair



Whatever the arena,
leaders shape
organizations and
society for better or for
worse. The collective
impact of their
values, behaviors and
character affects us all.

In addition, there are many other leaders we support though their organizations do not fall in the focus area of authentic leadership. It would be fair to say we only fund organizations whose leadership we rate highly. Here are a few examples:

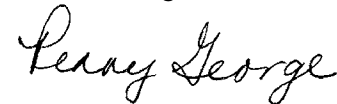
- For over a decade we have supported the Somali Success School, the largest adult education and social services provider for East African immigrants, because of **Amal Abdalla's** leadership.
- **Marnita Schroedl's** model of intentional social interaction is reaching groups more widely in Minnesota, and now nationally, through our funding of Marnita's Table.
- **Linda Eagle Speaker's** leadership in training tribal members in culturally relevant mind-body-spirit healing has so far reached more than a thousand people in Indian Country and impacted every tribe in the region.
- We celebrate with **David Lamfrom** of the National Parks Conservation Association his recent success, after ten years of work, to win congressional approval for adding 1.3 million acres of public land connecting the ecosystems of Joshua Tree and Death Valley National Parks.
- We are proud to have **Eboo Patel's** work at Interfaith Youth Core to promote interfaith connections on college campuses for many years.

Having authentic leaders in key positions helps their organizations focus more on mission, adhere to a clear set of values and empower their people. External research shows that authentic leaders create healthier organizations and listen more to the needs and ideas of their employees. We believe we are contributing to this positive impact.

The field of leadership is too vast to be able to prove we are making a discernable impact, but the evidence we do have suggests that the Foundation's work is making important contributions to the leaders we have the privilege of supporting, as you will see in this report.

In closing, I want to say how much I have learned from our leadership scholars, including and especially from Bill. His lifelong passion for leadership, along with his mentoring, teaching, writing and personal example as a corporate leader, has touched the lives of many thousands and set a high bar for all of us. I am grateful for his partnership in the work of the Foundation, as well as for the leadership and support of Gayle Ober and the rest of our terrific Foundation team.

Warmest regards,



Penny P. George



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Our mission

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

A group of diverse people, including a young woman in a blue shirt and camouflage pants, a woman in a black long-sleeved shirt, and an older man in a white shirt, are holding hands in a line outdoors. The background is a soft-focus green field. The image is split vertically, with the left side having an orange overlay.

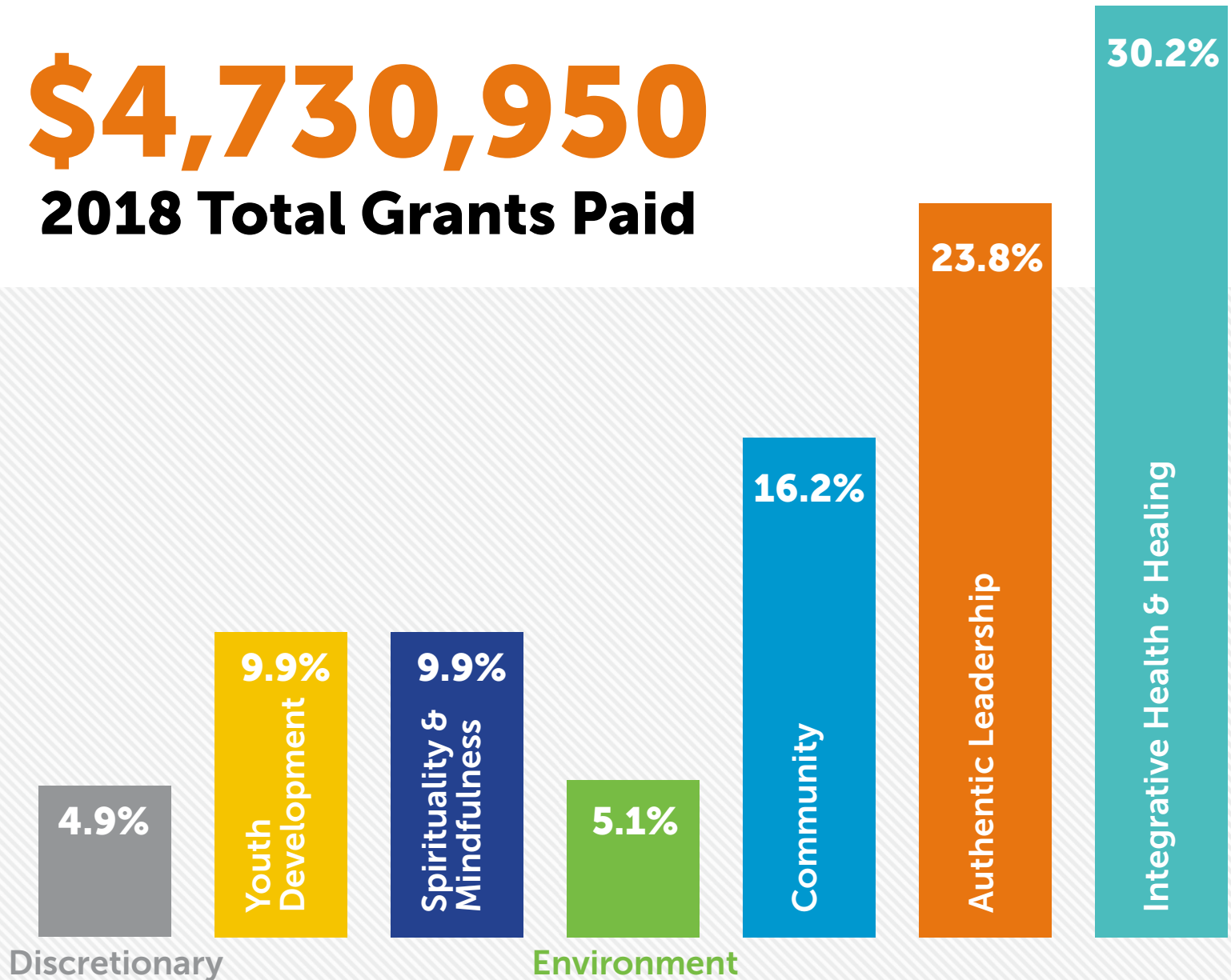
Our guiding philosophy

is to 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 donor and grantees working collaboratively to make the world a better place.

\$4,730,950

2018 Total Grants Paid



Our Focus Areas



Authentic Leadership

A goal of our Foundation is to develop authentic leaders who are people of the highest integrity, committed to building and transforming organizations, have a deep sense of genuine purpose and are true to their core values. These leaders will flourish in all sectors of society – business, nonprofit and public – with a special focus on leaders from diverse backgrounds.



Integrative Health & Healing

A central focus of our Foundation is to support the growth of integrative approaches to health and medicine. We seek to fund Minnesota-based organizations and select, transformative national programs and initiatives that advance integrative, patient-centered approaches to health and wellbeing in our health care systems and help individuals to improve their own health and wellbeing through mind, body, spirit and community-based approaches.

Community

We seek to give back to the communities that have nurtured our family and others by developing and sustaining vital nonprofit organizations that ensure the livability of our cities. Creating connections within and across the programs we fund is also a priority. We look for programs and organizations that are making a difference in building community in the Twin Cities, the Vail Valley, and other communities connected to George Family Foundation Board members.



The George Family Foundation supports programs, organizations and initiatives that transform lives by changing the systems affecting those lives.

Environment

We would like all people to have a deep value and appreciation for nature and the environment and to work together to preserve natural spaces for the sake of human beings in both urban and rural areas. To cultivate this, our Foundation supports programs that provide individuals and families the opportunity to participate in outdoor experiences in our national parks and other public spaces in the communities that have nurtured our family.

Spirituality & Mindfulness

Our dream is that American society will one day be characterized by a culture of respect for all faiths and an appreciation of the importance of an inner life nurtured by spiritual practice, compassion and service beyond self. To this end, we support non-sectarian, interfaith and progressive religious organizations that develop authentic leaders who strive to build a more civil and compassionate society and promote interfaith harmony, as well as a limited number of national programs that nurture mindfulness, spiritual and contemplative practices.

Youth Development

Our Foundation believes that all youth should have opportunities to realize their full potential and have a positive impact on their families, community and society. To that end, we fund programs that engage with young people from disadvantaged backgrounds over a multi-year time period to develop life skills, build self-esteem and nurture overall wellbeing.



20 Years of Nurturing Authentic Leadership

Developing and empowering authentic leaders has been a cornerstone of the George Family Foundation's mission throughout our 25-year history. Guided in this mission by the leadership insights of Bill George, the Foundation has funded programs that develop authentic leaders. In all areas of grantmaking, the Foundation seeks to support authentic leaders who are making significant differences through their organizations.



Preparing young leaders through fellowships

The George Family Foundation has a long history of providing named fellowships for the next generation of leaders at key institutions of higher learning, including Harvard University, Georgia Tech, Humphrey School of Public Affairs at the University of Minnesota, Carleton College, Amherst College, Macalester College, St. Catherine University and Breck School. In their fellowship programs, students are introduced to the importance of leading authentically and ethically.

George Leadership Fellows at Harvard University engaged in joint degree programs for business, public policy and nonprofit leaders

For 15 years, the Foundation has made multi-year gifts to the George Leadership Fellows program, which supports students in the third and final year of the joint degree program offered through Harvard Business School and Harvard Kennedy School. The fellowships reflect the Foundation's commitment to enhancing public service by investing in character formation and leadership development.

Since 2008, the program has graduated 166 George Leadership Fellows who serve in a variety of sectors – business, government and nonprofit. Alumni include Congressman Seth Moulton from Massachusetts; Maura Sullivan, candidate for Congress in New Hampshire; and Rye Barcott, co-founder and CEO of With Honor, a movement that supports young military veterans running for public office.

George Graduate Fellowship programs at the H. Milton Stewart School of Industrial & Systems Engineering and Coulter Department of Biomedical Engineering, Georgia Tech

To support future health care leaders who can transform the field of health care, the George Graduate Fellowship programs support undergraduate and graduate students at the Stewart School of Industrial & Systems Engineering (ISyE) and Coulter Department of Biomedical Engineering students at Georgia Tech.

Women in Engineering (WIE) Leadership Initiative, Georgia Tech

The 4th-ranked national engineering school, Georgia Tech, has been the leading producer of female engineering graduates in the country for over a decade. The WIE program at Georgia Tech was created to recruit more young women into engineering and help them develop leadership skills. Today, the WIE program is the largest in the country, currently supporting more than 4,200 women. Due to the work of WIE, female representation in the College of Engineering (CoE) reached 33 percent in fall 2018 with first- to second-year retention rate among female students at 97 percent.

True North Leadership at 1440 Multiversity

1440 Multiversity is a unique center for holistic learning that engages the mind, body and spirit. Nestled among the California redwoods, the educational campus offers transformational immersion programming year-round. The 1440 Leadership Center enables people to become authentic leaders with the tools and skills to realize their full potential as integrated human beings.

In 2017, the Foundation began working with 1440 Multiversity Founders Scott and Joanie Kriens to develop the five-day True North Leadership program. The goal is to enable leaders to become authentic and self-actualized by exploring their life stories and crucibles, discovering their True North and developing their leadership purpose. "True North Leadership brings leaders together to develop in mind, body, spirit and community," said Scott Kriens. "While our program participants come from a wide variety of backgrounds and industries – from nonprofit, government, medicine, military, health care and education – they all want to become authentic leaders."

A total of 55 participants attended the inaugural True North Leadership program held in mid-October 2018. The next session is scheduled for Oct. 13-18, 2019. The Foundation's grant gives the 1440 Leadership Center programmatic funds to develop unique leadership programs for 1440 Multiversity and makes it possible for the center to offer scholarships to more than 45 attendees every year.

World Economic Forum: Young Global Leaders

As the world becomes increasingly interconnected, more authentic leaders are needed who have developed personal relationships with other global leaders early in their careers. With major support from the George Family Foundation, in 2007 the World Economic Forum (WEF) established *Global Leadership and Public Policy for the 21st Century*, a ten-day leadership development program at Harvard Kennedy School for Young Global Leaders of the WEF, as they focus on becoming authentic leaders who can address the world's most pressing problems.

Penny Pilgram George Women's Leadership Initiative at Duke University

The Penny Pilgram George Women's Leadership Initiative (PPGWLI) at Duke University seeks to deepen women's practice of authentic leadership by providing collaborative learning opportunities for undergraduate women. Cohorts from the first three years comprised a total of 94 women. In addition, 1,500 women attended PPGWLI programs and events.

Sigma Chi U and Beta Psi Foundation's Leadership for Life program

Sigma Chi U

The Foundation's initial funding enabled the national Sigma Chi Fraternity to launch *Sigma Chi U*, an online learning curriculum for Sigma Chi undergraduates to ensure ethical standards and leadership training are addressed in all 253 chapters. The Foundation's lead gift inspired others to support the program and the curriculum now reaches 78 percent of the 17,000 undergraduate students each year. Since *Sigma Chi U* launched the *Preparation for Brotherhood* program in 2015, not one of the 53 pilot chapters has had any hazing allegations.

Bill George Beta Psi Chapter of Sigma Chi Fraternity (Georgia Tech)

Bill George credits his experience at the Beta Psi Chapter of Sigma Chi Fraternity for providing the foundation for his lifelong development as a leader. Founded in 1922, the chapter has enabled thousands of young men to benefit from its leadership training and character-building programs. Since 2003, the Foundation has supported leadership programs through annual fund contributions and specific programmatic grants to the Sigma Chi Foundation and the Beta Psi Foundation. In addition, the Foundation supports alumni efforts to build the Beta Psi Foundation, which hosts leadership development programs and has awarded 247 scholarships based on academic achievement, leadership and financial need.

The George Family Foundation provides full financial support for the *Leadership for Life*

program. Based on the core principles of authentic leadership, *Leadership for Life* pairs small groups of undergraduates with alumni leaders. As a result, the Beta Psi Chapter GPA has increased from 2.75 to 3.41 during the past 10 years, making it the highest GPA among all fraternities at Georgia Tech. In addition, the chapter has had no reported incidents of hazing, alcohol abuse or sexual misconduct in more than 15 years.

The Carter Center

Founded in 1982 by former U.S. President Jimmy Carter and former first lady Rosalynn Carter, the Carter Center has helped to improve the quality of life for people in more than 80 countries. The Center is committed to advancing human rights and alleviating unnecessary human suffering. The Foundation supports fellowships for interns working in the Center in various programmatic areas.

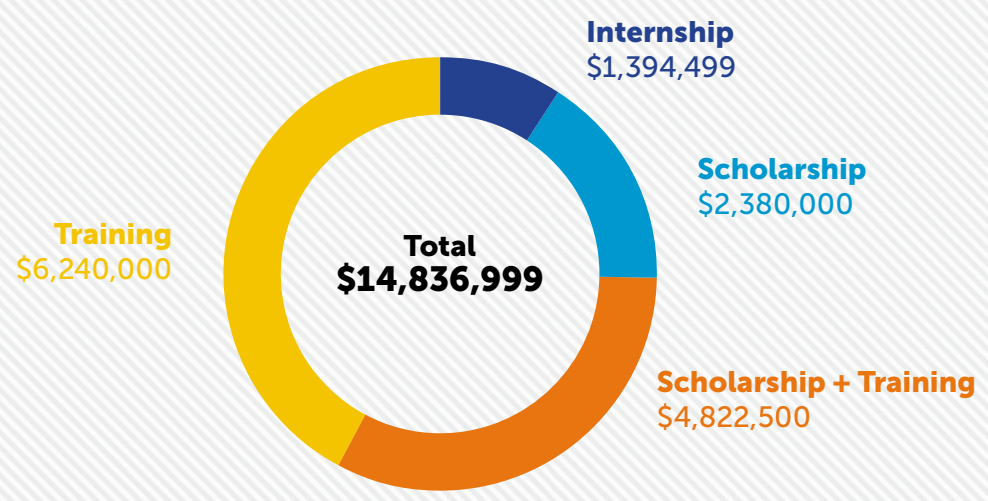
Center for Courage & Renewal

Starting as a leadership renewal program for educators in 1997, the Center for Courage & Renewal has expanded its offerings to include programs for health care providers, clergy and faith leaders, and leaders of organizations. Based on the work of Parker J. Palmer, the Center seeks to "transform individual lives, connect people with one another and empower diverse communities," by offering retreats and programs, consulting, team coaching, books and online resources. The Foundation has been supporting the Center for the past decade.



At the end of 2018, the George Family Foundation's 20-year overall investment in authentic leadership stood at \$14 million. While authentic leadership is one the Foundation's six focus areas of giving, supporting authentic leaders is a common thread in all our grantmaking.

For more information about George Family Foundation grantees, visit www.georgefamilyfoundation.org.





Eddy Wilbers begins a tai chi session with a meditation in the garden of Pathways, A Healing Center in Minneapolis' Uptown neighborhood. Tai chi is one of dozens of healing opportunities offered at Pathways, free of charge, for people with life-threatening or chronic physical illness – as well as their caregivers. Grant support enables Pathways to put into practice our belief that everyone, regardless of their ability to pay, should have access to holistic healing and support in becoming active participants in their own health and wellbeing.



Integrative Health & Healing

Academic Collaborative for Integrative Health In partial fulfillment of a \$45,000 grant to support ACIH's active participation with the National Academy of Medicine's Global Forum on Innovation in Health Professional Education.	\$30,000
American Medical Student Association Foundation In partial fulfillment of a \$30,000 grant to support the HEART-IM program.	\$10,000
Earl E. Bakken Center for Spirituality & Healing In support of this organization's general operations.	\$25,000
Grantmakers In Health In support of the Funding Partner Contribution for 2018.	\$3,450
Mayo Clinic In support of the Healthy Living Program.	\$25,000
Minneapolis Pathways In support of this organization's general operations.	\$15,000
Penny George Institute Foundation In support of practitioner projects and educational opportunities for the Penny George Institute for Health & Healing.	\$25,000

⌂ Acupuncture intern Emilie Reeths performs an intake with a participant at Pathways, A Healing Center in Minneapolis. Healing comes in many forms and Pathways invites people to explore and experience what resonates with them. Integrating holistic medicine with traditional health care can provide new ways of thinking about and dealing with illness. Pathways encourages the understanding that healing and curing are two different things and that healing is always available even when a cure is not.

Propel Nonprofits In partial fulfillment of a \$75,000 grant to support the Community Health Fund's Integrative Workplace Project, as well as support for member clinics of the Community Health Fund who have opted into the National Center for Integrative Primary Healthcare training opportunity.	\$30,000
Tides Center In partial fulfillment of a \$30,000 grant to support general operations for Integrative Medicine for the Underserved (IM4US).	\$15,000
Second Harvest Heartland In support of the FOODRx program.	\$50,000
The Minneapolis Foundation In partial fulfillment of a \$1,500,000 grant to support the Catalyst Initiative.	\$650,000
University of Arizona Foundation/UA Center for Integrative Medicine In fulfillment of a \$50,000 grant to support the Foundations in Integrative Health Course with Community Health Centers Pilot Study in Minnesota and Orange County, California, and to support collaborative learning between the two communities.	\$25,000
United States of Care Campaign In support of this organization's general operations.	\$25,000
YMCA of the Greater Twin Cities In partial fulfillment of a \$1,000,000 grant for the George Wellbeing Center.	\$500,000



TOTAL INTEGRATIVE HEALTH & HEALING FOR 2018

\$1,428,450



On Wednesday, April 25, 2018, the Catalyst Initiative hosted a gathering of grantee partners from three years at the George Family Foundation. The poster art pictured here was created by Youth Healing Justice Network participants at their second annual Create the Network gathering.



GRANTEE SPOTLIGHT

Integrative Health & Healing

Suzanne Koeplinger

Director, Catalyst Initiative at
The Minneapolis Foundation

Suzanne Koeplinger is a leader who believes in trusting your intuition and “bringing your whole being into the work.” As director of the Catalyst Initiative at The Minneapolis Foundation, which fosters culturally authentic self-care practices to advance health and wellbeing by serving communities most in need, she works every day to be an authentic and transformational leader.

“We all strive to be our very best,” she says. “But that also means I must do what I can to create the conditions for others to do their very best.” She recognizes the importance of applying the principles of self-care in her own life, especially as Catalyst Initiative expands the conversation around self-care in community. “I’ve worked to create spaciousness around work-life balance so that I can come into the work every day with my full awareness, my best energy and a compassionate heart.”

Spurred by a personal experience with domestic violence, Suzanne made the choice to use her experience to help to others. As the executive director of the Minnesota Indian Women’s Resource Center, she was at the forefront of important conversations around sex trafficking in the American Indian community. “My ability to listen to the women we were serving and have a real sense of empathy for them allowed me to relentlessly go after solutions,” she says.

That empathy and tenacity has served her well as she continues to work with others to identify transformational, community-based solutions to societal problems. “I get very impatient with continuing to try to solve really difficult problems by tinkering around the edges. Often we try to nudge the system to change, and that won’t work.” What does work, she says, is recognizing and listening to the leader within each of us. Because the solutions are all around us.

Authentic Leadership

1440 Foundation In partial fulfillment of a \$1,200,000 grant to support the 1440 Multiversity Leadership Center, as well as support for the Center's scholarship program.	\$400,000
Beta Psi Foundation In partial fulfillment of a \$150,000 grant to support scholarships and leadership programs at the Beta Psi Chapter of Sigma Chi at Georgia Tech.	\$30,000
Center for Courage & Renewal In support of the Academy for Leaders program in Minnesota.	\$20,000
Duke University In partial fulfillment of a \$300,000 grant to support the Penny Pilgram George Women's Leadership Initiative at Duke University.	\$100,000
Georgia Tech Foundation In partial fulfillment of a \$200,000 grant to support the George Fellows program for ISyE graduate students in the area of health systems engineering.	\$40,000
Georgia Tech Foundation In fulfillment of a \$100,000 grant to support the Women in Engineering Leadership Initiative program.	\$25,000
Harvard Business School In partial fulfillment of a \$125,000 grant to support the George Leadership Fellows program in the Harvard Business School/Harvard Kennedy School joint degree program.	\$25,000
Harvard University John F. Kennedy School of Government In partial fulfillment of a \$675,000 grant to support the George Leadership Fellows program in the Harvard Business School/Harvard Kennedy School joint Degree program, as well as support for the Alumni Reunion event.	\$165,000

Leadership Circles are a vital component of the True North Leadership program. They enable participants to discuss personal stories and experiences in an intimate group setting and encourage a higher level of sharing and reflection. 1440 Multiversity has a variety of outdoor meeting spaces that provide renewal.



Michelle Maldonado was a teaching fellow in the 2018 True North Leadership program. Now she is co-teaching these programs at 1440 Multiversity. Michelle is committed to developing conscious leaders and teams to create organizations with a positive impact.



**Forum for Young Global Leaders at Harvard University
John F. Kennedy School of Government** **\$125,000**
In fulfillment of a \$750,000 grant to support the program for the Young Global Leaders Forum.

**Humphrey School of Public Affairs/
University of Minnesota Foundation** **\$25,000**
In partial fulfillment of a \$75,000 grant to support scholarships for women and minority leaders in the nonprofit sector to participate in the Policy Fellows program in the Center for the Study of Politics and Governance.

Sigma Chi Foundation **\$100,000**
In partial fulfillment of a \$500,000 grant to support *Sigma Chi U*, a web-based multimedia educational learning program for undergraduate Sigma Chi Chapters.

The Carter Center **\$50,000**
In partial fulfillment of a \$250,000 grant to support the Center's Education Internship Program.

Women's Foundation of Minnesota **\$20,000**
In fulfillment of a \$60,000 grant to support Wenda Weekes Moore Internship and Reatha Clark King Fellowship program.



TOTAL AUTHENTIC LEADERSHIP FOR 2018

\$1,125,000

🕒 Small groups of high school students work with Georgia Tech engineering students to build an Agilent kit, exploring wind power and energy generation. The kit helps illustrate concepts on electricity, sustainability, power generation and construction.



GRANTEE SPOTLIGHT

Authentic Leadership

Rye Barcott

Co-founder and CEO, With Honor

Rye Barcott believes authentic leadership emerges “when you know who you are and what you value, and you make conscious decisions not to compromise your identity and values.”

In response to what he saw as a broken, polarized U.S. Congress, Rye co-founded With Honor in 2016. “Our mission is to elect and support a new generation of veterans who pledge to serve in a cross-partisan coalition with integrity, civility and a focus on shared values,” he says. With Honor helped to elect 19 veterans to Congress in 2018, and they formed the For Country Caucus to work across party lines.

Grounded with strong moral values, Rye was moved to join the military following 9/11. The experience added a new dimension to his character: “The Marine Corps entrusted me with the awesome responsibility to lead young Americans from vastly different backgrounds and world views into harm’s way. Military service tested my character as much as it shaped it.”

Rye’s service to others, however, began long before that. In 2000, he co-founded Carolina for Kibera with Tabitha Festo. “Tabitha taught me that talent is universal but opportunity is not,” says Rye. “She lived in a 10 foot by 10 foot shack, but she was tenacious and held on to her vision.” With Rye’s investment of \$26, they started the youth-focused medical clinic in Kibera, a settlement in Nairobi, Kenya. Carolina for Kibera now provides holistic medical care and public health services to more than 20,000 residents each year.

A high-energy, results-oriented and inclusive leader, Rye has learned that true leadership demands stamina, a positive outlook, critical thinking and an ability to work with people from many different backgrounds.

A team from Grand Rapids High School celebrates at Global Minnesota's Academic WorldQuest competition. They joined teams from across the state for an international knowledge competition that promotes learning about critical issues facing the U.S. and the world.



Community

Children's HeartLink In support of this organization's general operations to help train doctors and nurses in select underserved parts of the world to diagnose and treat children with heart disease.	\$15,000
Dallas Foundation In support of general operations for Bonton Farms.	\$10,000
Duke University In partial fulfillment of a \$100,000 grant to support the Trinity College Annual Fund for Financial Aid program.	\$20,000
Everytown for Gun Safety In fulfillment of a \$50,000 grant to support this organization's general operations.	\$25,000
Fund for Women's Equality In support of this organization's general operations.	\$25,000
Global Minnesota In support of this organization's general operations.	\$15,000
Guthrie Theater In fulfillment of a \$500,000 grant to support three new summer productions and the R & D fund, as well as support of the Theater's 2018-2019 Annual Fund.	\$275,000
Karuna-Shechen In honor of Matthieu Ricard and to support Shechen Clinics in Nepal.	\$25,000
Marnita's Table In fulfillment of a \$50,000 grant to support this organization's general operations.	\$25,000

Minneapolis Institute of Arts In support of the Museum's Annual Fund.	\$15,000
Minnesota Historical Society In partial fulfillment of a \$100,000 grant to support the Native American Galleries/Our Home: Native Minnesota and Lacrosse exhibits.	\$50,000
Minnesota Orchestra In honor of the leadership of Marilyn Carlson Nelson & Paula DeCosse.	\$15,000
Minnesota Public Radio In support of this organization's Annual Fund.	\$15,000
Planned Parenthood of Greater Texas In partial fulfillment of a \$20,000 grant to support reproductive health education for middle and high school students in Dallas County.	\$10,000
Planned Parenthood Minnesota, North Dakota, South Dakota (a subsidiary of Planned Parenthood North Central States) In partial fulfillment of a \$225,000 grant to support the Peer Education in Minnesota: Building Youth Leaders for a Healthier Future program.	\$75,000
Relationships First In fulfillment of a \$50,000 grant to support this organization's general operations.	\$25,000
Somali Success School In fulfillment of a \$50,000 grant to support this organization's general operations.	\$25,000
The Association for Black Economic Power In support of the startup operations funding pool for the new Village Trust Credit Union.	\$15,000



Assistant Registrar, Rebekah Njaa, removes a bandolier bag from a cabinet housed in collection storage at the Minnesota Historical Society. The bag is one of many objects in Minnesota Historical Society's collections that will be used in the exhibit Our Home: Native Minnesota, scheduled to open in December 2019.



⌚ Teens enjoy making art during a Rated T event at the Minneapolis Institute of Art. Designed by teens for teens, Rated T at Mia is a free social event focused on creative expression that invites teens to hang out. Rated T is an invitation for all teens to hang out, make and appreciate art, and get to know the museum. © 2018 Minneapolis Institute of Art

Twin Cities Public Television **\$15,000**
 In support of this organization’s Annual Fund.

University of St. Thomas **\$15,000**
 In support of this organization’s Annual Fund.

VoteRunLead **\$15,000**
 In fulfillment of a \$30,000 grant to support Run As You Are for women in Minnesota and Colorado.

Walk-In Counseling Center **\$15,000**
 In support of this organization’s general operations.

Women Moving Millions **\$25,000**
 In fulfillment of a \$50,000 grant to support this organization’s general operations.



⌚ Children and families explore their creativity during a free Family Day at the Minneapolis Institute of Art. One of the museum’s core programs, Family Days provide engaging and accessible arts experiences for families, kids and the young at heart. © 2018 Minneapolis Institute of Art



TOTAL COMMUNITY FOR 2018
\$765,000

A portrait of Sarah Stoesz, a woman with short blonde hair, wearing a grey blazer over a white collared shirt. She is smiling and has her arms crossed. The background is a soft-focus office setting.

GRANTEE SPOTLIGHT

Community

Sarah Stoesz

President and CEO, Planned Parenthood
North Central States

Having a fully formed ethical and moral framework since early adulthood has helped Sarah Stoesz, president and CEO of Planned Parenthood North Central States, make decisions based on what she knows to be “both true and right,” she says. She is grateful for the broad-based upbringing she had, including an understanding of the world’s great religions from her father, a professor of divinity.

When Sarah was named CEO, she reached out to others for advice. When one wise leader told her she already had what she needed to be a CEO, it was an epiphany. “He reminded me to go back to my values and ethical framework,” she says – advice that has served her well ever since.

While she says it’s true that “heavy is the head that wears the crown,” Sarah learned early on that one should not be lonely at the top and so has surrounded herself with strong, dedicated colleagues and volunteers.

“Planned Parenthood has been around for 100 years and it will be around for another 100 years,” she says. “One of my obligations is to create sustainability – to maintain and enhance the resiliency of the organization by building leadership within our staff, volunteers and teen leaders.” When designing their headquarters, Sarah placed the boardroom right across the hall from the room where young people meet for peer training to connect the two generations of leaders.

Sarah sees it as a moral imperative to fill the gap between the impact Planned Parenthood has today and the impact it could have. “I see many people today feeling despair and hopelessness in the current situation,” she says. “While I’m not minimizing that, at Planned Parenthood we have developed a resilience that makes it less daunting. There’s always something, and we always figure the path through.”



Audubon California celebrates diversity every chance it gets. Audubon California staffers Fabiola and Dani are ready to lead a restoration workday during Pride month to engage volunteers from the LGBTQIA+ community to learn about habitat enriching native species, see waterbirds resting and foraging at the Aramburu Island Sanctuary, and have fun!

Environment

Audubon California In support of the San Francisco Bay area programs.	\$15,000
Betty Ford Alpine Gardens In support of this organization's general operations.	\$10,000
Big City Mountaineers In partial fulfillment of a \$20,000 grant to support scholarships for girls to attend the Boundary Waters expeditions and camps program.	\$10,000
Conservation Corps of Minnesota & Iowa In partial fulfillment of a \$20,000 grant to support the Conservation Corps Minnesota: Summer Youth Corps program.	\$10,000
Eagle Valley Land Trust In partial fulfillment of a \$70,000 grant to support the Land & Rivers Fund, as well as support of this organization's general operations to help ensure the future of Eagle County, including scenic vistas, wildlife habitat and open ranchlands.	\$50,000
Minneapolis Parks Foundation In partial fulfillment of a \$45,000 grant to support this organization's general operations.	\$15,000
Minnesota Arboretum Foundation In partial fulfillment of a \$20,000 grant to support youth environmental education programs.	\$10,000
National Parks Conservation Association In support of NPCA's Yellowstone National Park program.	\$15,000
Ripple Effect Images In partial fulfillment of a \$90,000 grant to support this organization's general operations.	\$30,000

The Nature Conservancy In partial fulfillment of a \$60,000 grant to support the Minnesota Freshwater Program.	\$20,000
Voyageur Outward Bound School In partial fulfillment of a \$20,000 grant to support the Twin Cities Center.	\$10,000
Walking Mountains Science Center In fulfillment of a \$60,000 grant to support the Walking Mountains Science Center's Community programs.	\$30,000
Wilderness Inquiry In partial fulfillment of a \$30,000 grant to support Project FIT: Building Healthy Families and Thriving Communities through the Shared Outdoor Adventure program.	\$15,000



TOTAL ENVIRONMENT FOR 2018
\$240,000



Audubon California drives home how important pollinators are for our environment by building homes to protect these vital insects.



Markian Feduschak

President, Walking Mountains Science Center

Dedicated servant leader Markian Feduschak sees leadership at its best as the act of helping a group of people reach a common goal – and that common goal is even more powerful if its purpose is to serve others. As president of Walking Mountains Science Center in Avon, Colorado, Markian and his team serve others every day. Founded in 1998, the organization’s mission is to awaken a sense of wonder and inspire environmental stewardship and sustainability through natural science education.

Markian has always been very purpose driven in his work. “I’ve been fortunate to have found a career path that enables me to work with others who are as committed to the mission as I am,” says Markian. He came to Walking Mountains in 2004 as the organization’s second executive director to help facilitate transformational change, and he has continued to guide its growth as president since 2015.

But to Markian, the credit goes to his team. “I’m not an expert in science and environmental education, so I try to provide my staff the support and resources they need to go out and do their best work.” While he describes his leadership style as situational, Markian is most comfortable operating within a democratic, collaborative environment.

Markian and his team have made a significant impact in their community. They engage environmental learners with programming throughout the year, including summer science camps for children of all ages and guided snowshoe hikes in the White River National Forest. They also inspire the community to embrace sustainability. From home energy audits and sustainable business trainings to a sustainable film series and the development of Eagle County’s first Climate Action Plan with other stakeholders, they give community members the tools to become effective environmental stewards.

GRANTEE SPOTLIGHT

Environment

Spirituality & Mindfulness

Auburn Theological Seminary \$50,000
In support of this organization's general operations.

Faith in Public Life \$25,000
In partial fulfillment of a \$50,000 grant to support Understanding and Countering the Language of Violence: Building Interfaith Networks of Solidarity with Religious Minorities and Immigrants project.

Fresh Lifelines for Youth (FLY) \$10,000
In fulfillment of a \$20,000 grant to support FLY's work incorporating mindfulness with staff and volunteers.

Healthy Minds Innovations, Inc. \$50,000
In fulfillment of a \$100,000 grant to support general operations to further the organizational development of Healthy Minds Innovations.

Interfaith Youth Core (IFYC) \$75,000
In partial fulfillment of a \$150,000 grant to support IFYC's Alumni Relations Network.

Mind and Life Institute \$25,000
In support of the 2019 Mind and Life Dialogue with His Holiness the 14th Dalai Lama.

Sojourners \$100,000
In partial fulfillment of a \$100,000 grant to support this organization's general operations, as well as fulfillment of a \$150,000 grant to support the technology upgrades for message expansion.



Interfaith Youth Core gathered its alumni working in the field of K-12 Education from across the country at the Religious Freedom Center of the Newseum Institute in Washington, D.C, on July 9-10, 2018, for a convening themed "Empowering Children and Teens to Combat Religious Bigotry and Bullying in Schools and Beyond." This was an opportunity for teachers and youth development practitioners to learn from experts in the field of religious bigotry both inside and outside schools, as well as begin to build relationships with each other to foster future collaborations.



Tergar International supports meditation practice groups and communities throughout the world. In June 2018, Tergar’s guiding teacher, Mingyur Rinpoche, came from his home in Nepal to visit the new Tergar Minneapolis - St. Paul center. During the gathering, Rinpoche blessed the new center, and community members had the chance to update him on local activities such as drop-in meditation groups, weekend workshops and other programs.



① Over 250 people took part in the annual Joy of Living meditation retreat at the University of St. Thomas in St. Paul, Minnesota, in 2018. This five-day residential retreat, led by meditation teacher and author Yongey Mingyur Rinpoche, provided an opportunity for meditators to immerse themselves in the essential meditation teachings and experience the benefits of sustained practice.

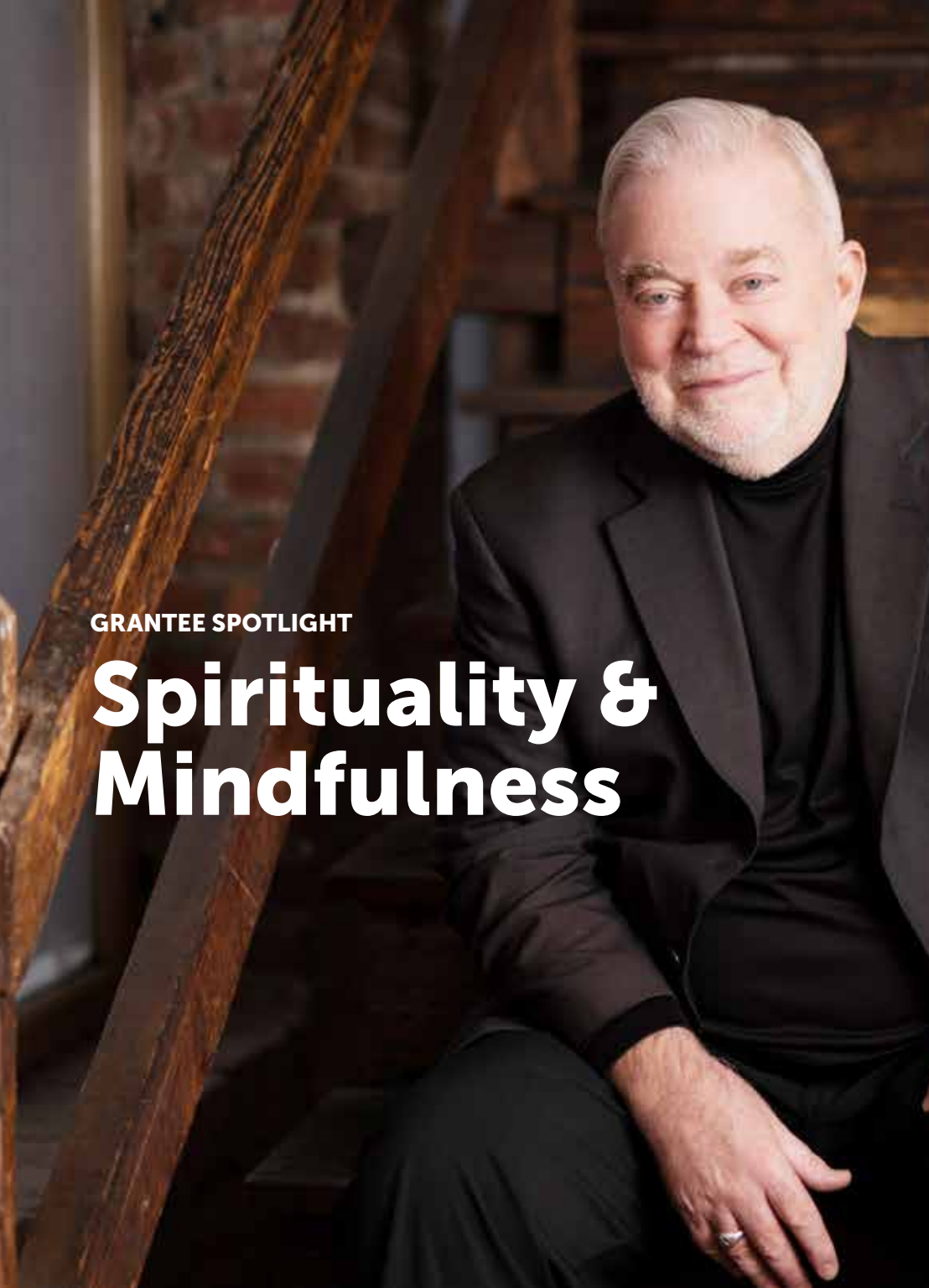
Tergar International **\$10,000**
In fulfillment of a \$30,000 grant to support this organization’s general operations.

The On Being Project **\$125,000**
In partial fulfillment of a \$300,000 grant to support this organization’s general operations, as well as support for the Formation Project.



TOTAL SPIRITUALITY & MINDFULNESS FOR 2018

\$470,000



GRANTEE SPOTLIGHT

Spirituality & Mindfulness

Jim Wallis

President and Founder, Sojourners

Throughout his life, Jim Wallis has been a passionate advocate for social justice and helping the poor and disadvantaged. Jim says his calling comes from Jesus' words in Matthew's Gospel, "Inasmuch as you have done it to one of the least of these my people, you have done it to me."

As a teenager growing up in a white neighborhood in Detroit, he was troubled by the racial disparities when he worked with African American people as a janitor in the inner city. At Michigan State University he became a leader in the civil rights and anti-war movements of the 1970s, and was arrested 20 times for nonviolent civil disobedience. "As a radical student activist, I could put 10,000 people on the streets in two hours." He founded Sojourners, a magazine and online publication, in the 1970s with the mission of "putting faith into action for social justice." For over 40 years he has vigorously pursued that mission, never wavering in his commitment to help the oppressed.

Through his leadership of Sojourners, Jim Wallis is committed to mentoring young leaders who will change the world. He teaches them the distinction between climbing the career ladder and pursuing a vocation. "Career is trying to climb the rungs of the ladder of success. Vocation is discerning your gifts and your calling. Your vocation is your True North, what you're called to do. This difference between career and vocation is central to your leadership," says Jim. "When people ask how to find their True North and their vocation, I tell them, 'Trust your questions and follow them wherever they take you.'"



Mindful Life Project Founder and Executive Director JG Larochette leads fifth grade students at Slater Elementary, a Purpose Built School in Atlanta, Georgia in a mindfulness assembly. Students were introduced to mindfulness, the brain science behind it and how to practice "mindful sits." This was the students' first experience with mindfulness practice.



A YouthPower365 PwrHrs Afterschool Program student explores a new sport outside. YouthPower365 aims to provide unique and often inaccessible afterschool opportunities to youth in Eagle County, Colorado.

Youth Development

Beacon Interfaith Housing Collaborative	\$15,000
In support of Nicollet Square Supportive Services for homeless youth aging out of the foster care system.	
Breck School	\$20,000
In partial fulfillment of a \$100,000 grant to provide funds for multiple Breck families to host international exchange students.	
Breck School	\$20,000
In partial fulfillment of a \$100,000 grant to support scholarships for underserved students on behalf of the Next Generation Fund.	
Café Momentum	\$10,000
In partial fulfillment of a \$20,000 grant to support this organization's general operations.	
Carleton College	\$10,000
In fulfillment of a \$30,000 grant to support the George International Fellows program, which provides need-based financial aid for international students.	
College Possible	\$20,000
In fulfillment of a \$60,000 grant to support the programming costs for promising low-income youth in Minnesota to gain admission to college.	
Destiny Arts Center	\$10,000
In fulfillment of a \$20,000 grant to support this organization's general operations on behalf of the Next Generation Fund.	
Enriching Lives Through Music	\$10,000
In partial fulfillment of a \$20,000 grant to support this organization's general operations on behalf of the Next Generation Fund.	
Girl Scouts of Northeast Texas	\$10,000
In partial fulfillment of a \$20,000 grant to support programming for girls at the STEM Center of Excellence on behalf of the Next Generation Fund.	

Global Citizen Year **\$40,000**

In fulfillment of a \$120,000 grant to the Fellowship Fund to support efforts to unlock the potential of underserved youth.

Inward Bound Mindfulness Education **\$10,000**

In partial fulfillment of a \$20,000 grant to support scholarships for the Northern Teen Retreat on behalf of the Next Generation Fund.

Juxtaposition Arts Inc. **\$10,000**

In partial fulfillment of a \$20,000 grant to support this organization's general operations on behalf of the Next Generation Fund.

Lundstrum Performing Arts **\$10,000**

In fulfillment of a \$20,000 grant to support this organization's general operations on behalf of the Next Generation Fund.

MacPhail Center for Music **\$15,000**

In partial fulfillment of a \$30,000 grant to support the North Minneapolis After-School Strings Program and the MacPhail Youth Orchestra on behalf of the Next Generation Fund.

Mindful Life Project **\$15,000**

In partial fulfillment of a \$30,000 grant to support this organization's general operations on behalf of the Next Generation Fund.

Minneapolis College of Art and Design **\$5,000**

In partial fulfillment of a \$10,000 grant to support Minneapolis College of Art & Design's Summer Youth Scholarship program on behalf of the Next Generation Fund.

Page Education Foundation **\$10,000**

In partial fulfillment of a \$30,000 grant to support this organization's general operations.

Project Success **\$25,000**

In partial fulfillment of a \$75,000 grant to support this organization's general operations.

A Girl Scout volunteer and mentor assists a Junior Girl Scout during a robotics design program at the STEM Center of Excellence in Dallas, Texas.





Contemporary Art Apprentice Rondell Jackson (17) practices centering clay on the wheel as a part of Juxtaposition Arts' ceramic pilot program with local ceramicist Sayge Carroll.

The Loppet Foundation In fulfillment of a \$30,000 grant to support Loppet High School Youth Adventures programming.	\$15,000
The Reciprocity Foundation In support of this organization's general operations on behalf of the Next Generation Fund.	\$15,000
The Sanneh Foundation In partial fulfillment of a \$60,000 grant to support this organization's general operations and in partial fulfillment of a \$60,000 grant to support capacity building and program expansion.	\$50,000
Women's Foundation of Minnesota In fulfillment of a \$100,000 grant to support general operations and communication efforts for the Young Women's Initiative of Minnesota.	\$50,000
Youth Farm In fulfillment of a \$30,000 grant to support urban agriculture, youth organizing and cultural nutrition programs.	\$10,000
Youth Frontiers In fulfillment of a \$40,000 grant to support one-day retreats on timeless values like kindness, courage, respect and responsibility for students in fourth through twelfth grade.	\$20,000
YouthPower365 In fulfillment of a \$75,000 grant to support this organization's general operations.	\$25,000
YWCA of Minneapolis In partial fulfillment of a \$60,000 grant to support the Girls Incorporated program.	\$20,000



TOTAL YOUTH DEVELOPMENT FOR 2018

\$470,000

A woman with short brown hair, wearing a red t-shirt with 'PROJECT SUCCESS' printed on it, is speaking into a microphone on a stage. She is holding a white folder or paper. The background is a rustic wooden structure with stone walls.

GRANTEE SPOTLIGHT

Youth Development

Adrienne Diercks

Founder and Executive Director,
Project Success

When Adrienne Diercks founded Project Success 25 years ago, she couldn't have imagined her pilot project with 200 students from Minneapolis' North Community High School would now be serving 14,500 students from 23 schools. "Our mission hasn't changed," says Adrienne. "It's to inspire young people to dream about their futures, help them take the steps to get there and, most importantly, to gain the tools that will take them through the rest of their lives." More passionate about Project Success now than she's ever been, Adrienne cherishes the fact that she is surrounded by others who feel the same way.

Project Success is where students connect to their purpose, which enables them to overcome any range of obstacles in their lives. "If kids connect to their purpose, they can create the life that they want, even if they come from poverty and are first generation college students," says Adrienne. As a result of the program's statistically significant impact on things like GPA and graduation rates, Project Success has become a national model.

A servant leader who is most comfortable collaborating with her team, Adrienne strives for the right mix of confidence and strength tempered by humility and continual learning. And she views authentic leadership as an unwavering commitment to mission. "You have to use your values as a rudder to guide you, whether you're making small everyday decisions or big strategic ones," she says.

Adrienne has done literally every job there is at Project Success, giving her a deep appreciation for all her team members – and she'll be the first to volunteer whenever there is a call for "all hands on deck."



Eagle County students bond together after enjoying multiple fun afterschool activities with YouthPower365's PwrHrs Afterschool Program. PwrHrs provides extended learning and enrichment opportunities on topics like nutrition, character building, athletics, dance, music and art for students three to four days per week.

Financial Summary

Statement of Financial Position

December 31, 2018 and 2017

ASSETS	MARKET (\$)	
	2018	2017
Investments	\$56,714,675	\$65,304,656
Program Related Investment (net of imputed interest)	\$621,500	\$777,000
Fixed Assets (net of depreciation)	\$1,555	\$1,227
Total Assets	\$57,337,730	\$66,082,883
LIABILITIES & NET ASSETS		
Liabilities	\$ –	\$106,495
Net Assets	\$57,337,730	\$65,976,388
Total Liabilities & Net Assets	\$57,337,730	\$66,082,883

➔ Big City Mountaineers' (BCM) all girls Boundary Waters expedition with Sisterhood Boutique, an organization that teaches lessons in entrepreneurship for Somali and East African immigrants in the Cedar Riverside neighborhood of Minneapolis. BCM provides free – fully outfitted and professionally led – paddling trips for under-resourced youth so that inspirational outdoor experiences are available to all, regardless of their income or background.



Big City Mountaineers' (BCM) Boundary Waters expedition with So How Are the Children, an organization that seeks to empower youth through opportunities that promote physical and emotional wellbeing, school success and community connectedness. BCM's paddling adventures for under-resourced youth use the power of the outdoors to instill critical life skills that support and inspire students to overcome challenges they may face at home.



Statement of Activities

For the Years Ended December 31, 2018 and 2017

	2018	2017
REVENUE		
Interest & Dividends	\$1,178,118	\$1,278,216
Realized Gain/(Loss) on Investments	\$2,157,905	\$1,203,570
Unrealized Gain/(Loss) on Investments	\$(7,162,948)	\$4,906,715
Contributions	\$957,039	\$805,436
Other Income	\$6,234	\$6,445
Total Revenue	\$(2,863,652)	\$8,200,382
EXPENSES		
Grant Commitments Paid	\$4,730,950	\$3,862,222
Program Expense	\$146,970	\$631,540
Operating Expense	\$544,601	\$715,487
NonOperating Expense	\$352,485	\$407,458
Total Expenses	\$5,775,006	\$5,616,707
Net Income/(Loss)	\$(8,638,658)	\$2,583,675
Net Assets – Beginning of Year	\$65,976,388	\$63,392,713
Net Assets – End of Year	\$57,337,730	\$65,976,388



The 2018 inaugural class of *True North Leadership*
@ 1440 Multiversity in Scotts Valley, California.



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