



2020 ANNUAL REPORT

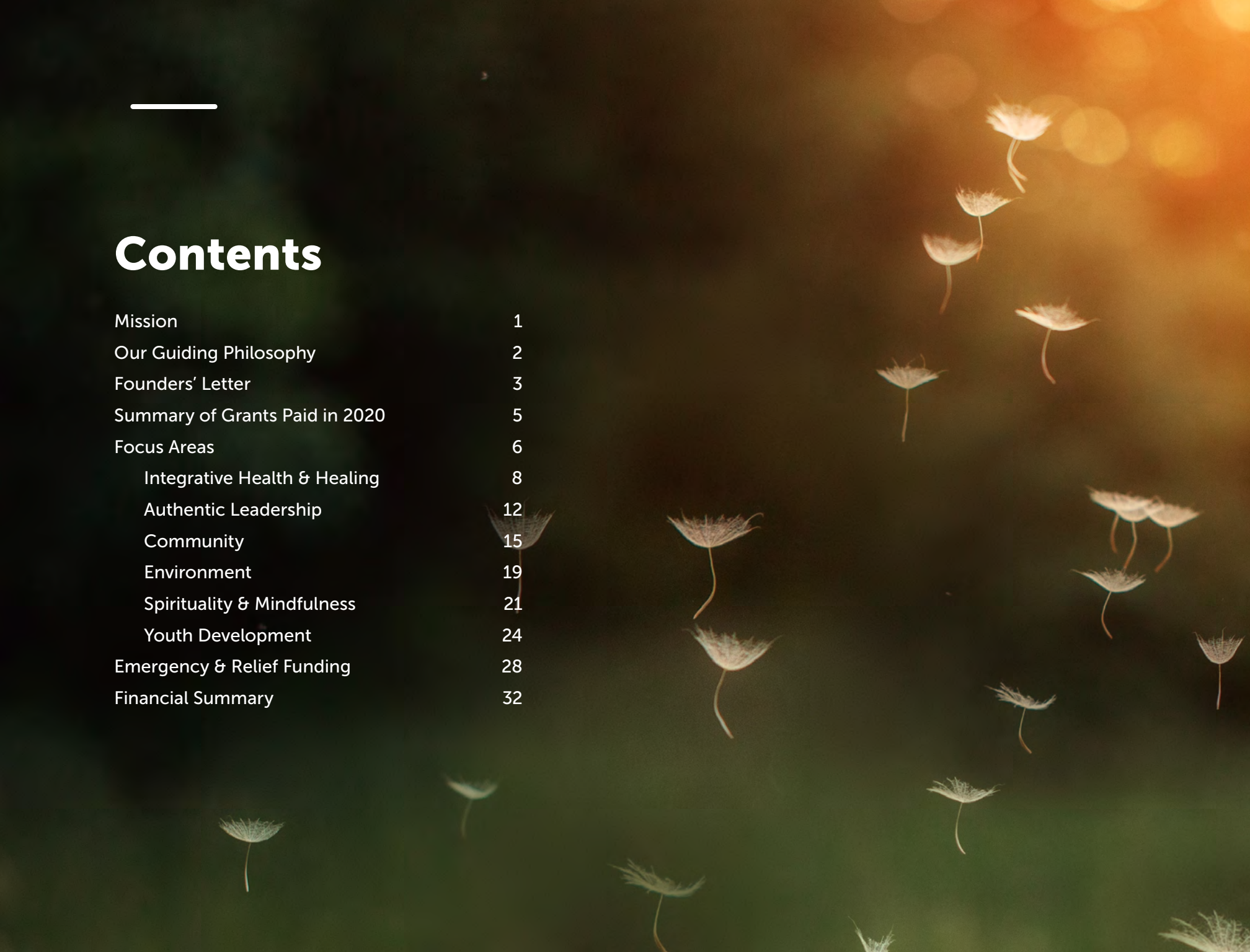
Fostering the spirit of community



GEORGE FAMILY
FOUNDATION

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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.

Board of Directors

Penny P. George
Co-Chair

William W. George
Co-Chair

Jeffrey P. George
Director & Treasurer

Jonathan R. George
Director

Next Generation Fund Advisors

Jeffrey P. George

Renee Will George

Jonathan R. George

Jeannette Lager George

Staff

Gayle M. Ober
President & Board Secretary (ex officio)

Stephen Manuszak
Program Officer

Robin M. Barker
Grants & Administrative Manager

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 donors and receivers working collaboratively to make the world a better place.

Founders' Letter

After marking the 25th anniversary of the George Family Foundation the previous year, in 2020 the Foundation faced our most challenging year ever. The triple crises of the global COVID-19 pandemic, the killing of George Floyd in Minneapolis and the collapse of the U.S. economy called for our Foundation to respond with compassion and urgency to the unprecedented and intersecting needs created by these crises.

We did so by creating a special COVID-19 relief fund that helped our current grantees who were impacted by the pandemic. Following the killing of George Floyd, we also established emergency funding for local organizations aiding those most impacted by the subsequent riots. This year's annual report includes a special section about these grantees and why we temporarily ramped up our giving to 8.3% of our Foundation's value.

Our actions in 2020—and throughout the past 26 years—reflect our deep commitment to the Minneapolis/St. Paul community. Our roots are here; we are part of the fabric of this place, and we are dedicated to contributing to its health and prosperity. Only with healthy communities can our nation overcome numerous challenges as we look ahead to 2021 and beyond.

Our local giving in our focus areas supports organizations that are central to the wellbeing—indeed, the very spirit—of our community. With the theme of *fostering the spirit of community*, this year's report highlights specific nonprofits we fund—many of them for decades—that are crucial contributors to a strong and vibrant Twin Cities community.



Penny P. George / Co-Chair
William W. George / Co-Chair

Our actions in 2020—and throughout the past 26 years—reflect our deep commitment to the Minneapolis/St. Paul community. Our roots are here; we are part of the fabric of this place, and we are dedicated to contributing to its health and prosperity.

As the past year has made clear, our community is not perfect, but we are committed to supporting key organizations that contribute materially to solving its problems. A few of these organizations stand out among the many we are proud to stand behind:

- **Marnita's Table**, whose innovative model of Intentional Social Interaction (offered online since the pandemic began) focuses on healing racial and other divides across our state and nation.
- **The Women's Foundation of Minnesota**, whose Minnesota Girls Are Not For Sale campaign combats sex trafficking of girls.
- **YMCA of the North's George Wellbeing Center**, which enhances wellbeing and healthy living through programming that we hope will eventually be available at YMCAs across the country.
- **Project Success**, which inspires middle and high school students to identify their dreams and develop the grit and tools to pursue them.
- **The Guthrie Theater**, whose innovative staged artistry has focused on important social issues and contributed to a flourishing ecosystem of theaters in the Twin Cities.
- **Planned Parenthood**, whose youth education programs build the knowledge and self-determination leading to declining numbers of unintended pregnancies.

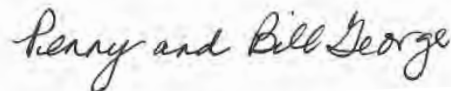
Currently our Foundation leadership is in a process of transition. We announced recently that Gayle Ober, our Foundation president who has provided such stellar leadership for more than a decade, will be retiring at the end of 2021. A search is underway for her successor.

At the start of 2021, we decided to co-chair the Foundation, and in 2020 our son Jeff stepped up to the role of treasurer. Our sons, Jeff and Jon, along with their spouses, Renee and Jeannette, are leading the work of the Next Generation Fund. The mission and values of the George Family Foundation continue to be our True North.

We would like to express our deep appreciation to our excellent staff and to the grantees who have partnered with us over the years to help our community flourish.

Though we faced extraordinary challenges over the past year, we look ahead with a renewed dedication to fostering the strength and spirit of our community in the years ahead.

Sincerely,



Penny and Bill George / Co-Chairs, George Family Foundation

**Integrative
Health & Healing**
28.2%

Emergency & Relief Funding
13.2%

Discretionary
4.4%

**Youth
Development**
9.3%

2020 Total Grants Paid
\$5,175,233

**Spirituality &
Mindfulness**
10.8%

Authentic Leadership
20.8%

Environment
4.9%

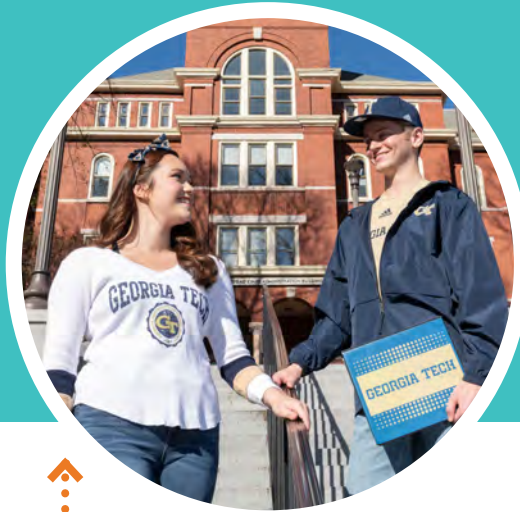
Community
8.4%

Our Focus Areas



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.



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, and who 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.



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 nonsectarian, interfaith and progressive religious organizations that develop authentic leaders who strive to build a more civil and compassionate society and promote interfaith harmony and faith-based social justice, 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.

Integrative Health & Healing

Academic Collaborative for Integrative Health \$10,000
In support of The Integrator Blog project.

Academic Consortium for Integrative Medicine and Health \$10,000
In support of Consortium Connect.

Academy of Integrative Health & Medicine \$50,000
In support of partial scholarships for the George Fellows program to benefit Minnesota practitioners who serve people in under-invested communities to become fully certified as integrative medicine practitioners.

American Medical Student Association Foundation \$10,000
In fulfillment of a \$30,000 grant to support the HEART-IM program.

Earl E. Bakken Center for Spirituality & Healing \$70,000
In support of the HH-DNP 2.0 Project, as well as support for general operations.

Family Tree Clinic \$20,000
In partial fulfillment of a \$40,000 grant to support the creation of an integrative healthcare model at the clinic.

Grantmakers In Health \$3,250
In support of the Funding Partner Contribution for 2020.



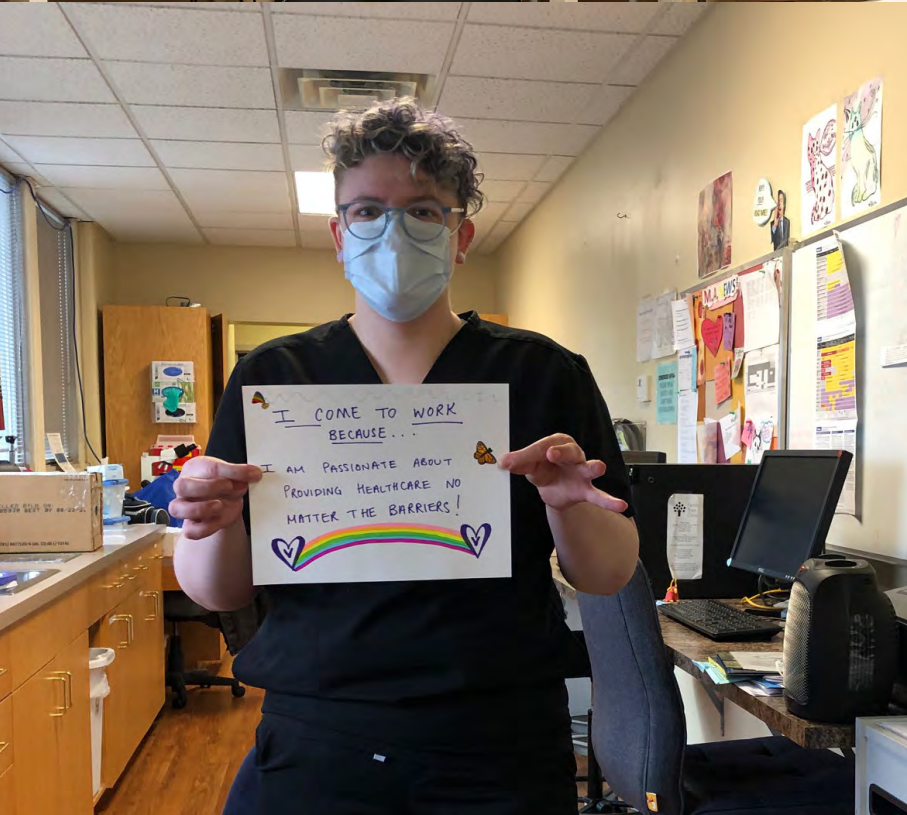
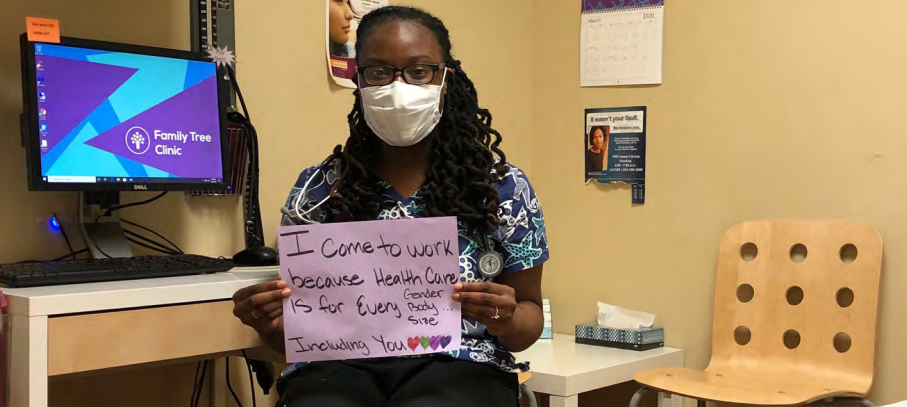
With support from the George Family Foundation, the Westminster Town Hall Forum hosted Dr. Victoria Sweet for an inspiring conversation about her newest book, "Slow Medicine: The Way to Healing." Moderated by Minnesota Public Radio's Cathy Wurzer, the conversation covered Sweet's decades of experience working in health care, primarily with underserved populations. Sweet detailed the personal, face-to-face practice she calls slow medicine. The program is archived on the Westminster Town Hall Forum website and was broadcast on Minnesota Public Radio to an estimated audience of more than 60,000 listeners.



Inquiring Systems Inc. In support of The Biofield Collective for Phases 1 and 2.	\$9,716
Institute for Professional Education In partial fulfillment of a \$40,000 grant to support The Journal of Alternative and Complementary Medicine (JACM) special issue on Effectiveness, Implementation and Dissemination Research in Integrative Health.	\$20,000
Mayo Clinic In partial fulfillment of a \$2,000,000 grant to support the Mayo Clinic Center for Women's Health, as well as general operations for the Center for Women's Health.	\$525,000
National Academy of Sciences In support of a National Academy of Medicine project to advance financing that rewards better health and wellbeing.	\$50,000
Pathways In support of this organization's general operations.	\$15,000
Penny George Institute Foundation In support of training and education for Penny George Institute for Health and Healing practitioners.	\$25,000
Tides Center In support general operations for Integrative Medicine for the Underserved (IM4US).	\$15,000
The Minneapolis Foundation In fulfillment of a \$1,500,000 grant to support the Catalyst Initiative.	\$300,000



Stephanie S. Faubion, M.D., M.B.A., serves as the Penny and Bill George Director, Mayo Clinic Center for Women's Health. In this role, Dr. Faubion facilitates the integration of women's health-related programs in clinical care, research and education. She also chairs the Mayo Clinic Department of Medicine at the Florida campus and serves as medical director for The North American Menopause Society.



Twin Cities Medical Society Foundation **\$10,000**
 In support of Honoring Choices Minnesota's Rural Community-Based Advance Care Planning Phone Facilitation Helpline pilot program.

United States of Care **\$50,000**
 In partial fulfillment of a \$100,000 grant to support general operations and the internship and fellowship programs.

Westminster Town Hall Forum **\$15,000**
 In support of the Dr. Victoria Sweet virtual event.

YMCA of the North **\$250,000**
 In fulfillment of a \$1,000,000 grant for the George Wellbeing Center.

Total integrative health & healing for 2020

\$1,457,966



Medical staff at Family Tree Clinic hold signs describing why they are passionate about their work to deliver holistic, inclusive health care.

spotlight
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Women's Foundation of Minnesota



The Women's Foundation of Minnesota is the oldest and second-largest statewide women's foundation in the nation, in addition to being the only grantmaking organization in the state exclusively committed to increasing equality for women and girls. The George Family Foundation was especially critical in its early support of the first phase of the "Minnesota Girls Not For Sale" program from 2011 to 2015, which galvanized resources to end the sex trafficking of underage girls in Minnesota. Thanks to the George Family Foundation's support, the Women's Foundation of Minnesota was able to procure additional funding for this project, which allowed the work to continue with phase two through March 2019.

Since our relationship began in 2007, the George Family Foundation has filled a critical niche in recognizing the looming leadership gap of women of color in philanthropy. Knowing that the nonprofit sector is more effective in being closest to critical social issues, the Foundation's investment has resulted in the participation of 30 women of color in the Wenda Weekes Moore Internship and Dr. Reatha Clark King Fellowship program. Today, many alumnae of the program are leading transformative work across Minnesota. We are so grateful that the George Family Foundation understands that with more women of color in nonprofit leadership positions, communities pushed to the margins do better, and when they do better, Minnesota does better.

**Gloria Perez / President and CEO
Women's Foundation of Minnesota**



Authentic Leadership

1440 Foundation Multiversity \$400,000

In fulfillment of a \$1,200,000 grant to support the 1440 Multiversity Leadership Center and the Center's scholarship program.

Beta Psi Foundation \$30,000

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.

Duke University \$100,000

In fulfillment of a \$300,000 grant to support the Penny Pilgram George Women's Leadership Initiative.

Georgia Tech Foundation \$40,000

In partial fulfillment of a \$200,000 grant to support the George Fellows Leadership program for ISyE graduate students in the area of health systems engineering.

Georgia Tech Foundation \$84,000

In support of the ISyE George Fellows Leadership Program.

Georgia Tech Foundation \$30,000

In partial fulfillment of a \$60,000 grant to support the Women in Engineering Leadership program.

Harvard Business School \$25,000

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.



Charles Obore, a teacher in Uganda, mobilizes his community to prepare students as leaders who can shape a better future for themselves and others. Obore is one of more than 84,000 alumni across the Teach For All global network working to develop collective leadership so that all children have the opportunity to fulfill their potential. Through the new Collective Leadership Accelerator, launched with George Family Foundation support, Obore shared his leadership lessons at Teach For All's first-ever virtual Global Conference in October 2020, which drew 2,300 people from 104 countries.



Harvard University John F. Kennedy School of Government \$155,000
 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 two additional fellows.

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

Minnesota Public Radio \$35,000
 In partial fulfillment of a \$50,000 grant to support The Good Leader Project, as well as sponsorship for the fall 2020 program.

Saint Paul & Minnesota Foundation \$25,000
 In partial fulfillment of a \$50,000 grant to support the Itasca Project's Minnesota Young American Leaders Program (MYALP).

Sigma Chi Foundation \$25,000
 In partial fulfillment of a \$100,000 grant to support the Sigma Chi Online program.

Teach For All \$30,000
 In fulfillment of a \$60,000 grant to support the design and pilot of the Collective Leadership Academy.

The Carter Center \$50,000
 In 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 \$40,000 grant to support the Wenda Weekes Moore Internship and Dr. Reatha Clark King Fellowship program.



The Duke University Penny Pilgram George Women's Leadership Initiative kickoff retreat for the fall 2020 cohort served as the traditional beginning of the year-long program for undergraduate women. With almost 50 cohort members this year, the virtual kickoff allowed everyone to meet, informed members about the history of the program and launched the exploration of their preferred leadership style.

Total authentic leadership for 2020

\$1,074,000



spotlight
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Planned Parenthood



Planned Parenthood is committed to affirming the human right to reproductive health and freedom. Its overall goals include offering trusted, affordable reproductive health services for women, men and teens; promoting sexual health through comprehensive education and community engagement; and ensuring that public policy reflects public values about reproductive rights, sexual health education and family planning services. The George Family Foundation has supported Planned Parenthood's youth educational programming since 1999, ensuring access and education for reproductive health services for all.



The Foundation has made it possible for us to imagine, create and sustain powerful peer health education programs for Minnesota youth. These resources allow us to provide young people with safe spaces and tools to learn about their bodies, understand consent and develop into leaders — skills that lay the path for lifelong health and wellbeing. We are especially grateful for the Foundation's deep understanding and support of the connection between culture and health as we have developed and grown our culturally responsive health education programs with BIPOC and LGBTQ+ leaders. Our peer educators provide culturally appropriate reproductive health education and become trusted resources in their schools and communities. Because of the Foundation's vision and generosity, tens of thousands of Minnesotans are living healthier lives and sharing their knowledge in communities across our state.

Sarah Stoesz / CEO
Planned Parenthood North Central States

Community

Bonton Farms (The Dallas Foundation) \$15,000
In partial fulfillment of a \$30,000 grant to support this organization's general operations.

Children's HeartLink \$15,000
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.

Duke University \$20,000
In support of the Trinity College Annual Fund for Financial Aid program.

Everytown for Gun Safety \$20,000
In partial fulfillment of a \$50,000 grant to support this organization's general operations.

Global Minnesota \$15,000
In support of this organization's general operations.

Guthrie Theater \$25,000
In support of the Theater's 2020-2021 annual fund.

Karuna-Shechen \$25,000
In honor of Matthieu Ricard and to support Shechen Clinics in Nepal, India and Bhutan.

Marnita's Table \$50,000
In fulfillment of a \$100,000 grant to support this organization's general operations.



Attendees at a VoteRunLead training event take a selfie with national trainer Lea Webb.

Minnesota Public Radio (MPR) reporter Kirsti Marohn interviews Whitney Clark, executive director of Friends of the Mississippi River, as part of the MPR Water Main initiative that builds public support for clean, accessible and affordable water. Photo: Evan Frost



Minneapolis Institute of Arts In support of the museum’s annual fund.	\$15,000
Minnesota Orchestra In honor of the leadership of Marilyn Carlson Nelson and Paula DeCosse.	\$15,000
Minnesota Public Radio In support of this organization’s annual fund.	\$15,000
North Texas Food Bank In partial fulfillment of a \$25,000 grant to support this organization’s general operations.	\$12,500
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 fulfillment of a \$225,000 grant to support the Peer Education in Minnesota: Building Youth Leaders for a Healthier Future program.	\$75,000
Somali Success School In fulfillment of a \$50,000 grant to support this organization’s general operations.	\$25,000
Twin Cities Public Television In support of this organization’s annual fund.	\$15,000
University of St. Thomas In support of this organization’s annual fund.	\$15,000

Everytown for Gun Safety's grassroots networks answered the call to assist with the nationwide poll worker shortage. They also helped ensure safe and equitable access to the ballot through Democracy Demands Action, a large-scale, nonpartisan effort that matched volunteers with key actions to take in their local communities. Hundreds of volunteers became poll workers, poll monitors, voter hotline volunteers and joined Voter Support Squads to provide voters with the resources they needed to stay in line to cast their ballot.



VoteRunLead

In partial fulfillment of a \$30,000 grant to support the RUN51 Minnesota program.

\$15,000

Walk-In Counseling Center

In support of this organization's general operations.

\$15,000

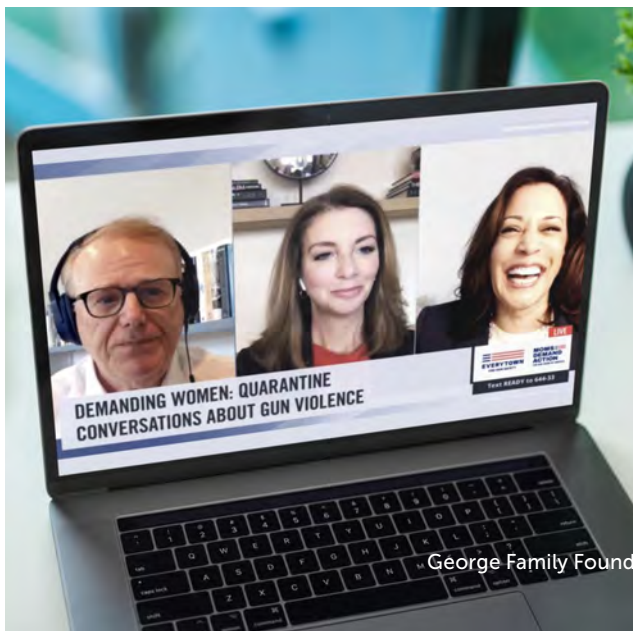
Women Moving Millions

In fulfillment of a \$50,000 grant to support this organization's general operations.

\$25,000

Total community for 2020

\$432,767



In May 2020, now-Vice President Kamala Harris participated in Everytown for Gun Safety and Moms Demand Action's 12-part virtual series, "Demanding Women: Quarantine Conversations About Gun Violence." During her conversation with Moms Demand Action Founder Shannon Watts, Harris reaffirmed her commitment to gun violence prevention, stating, "We're going to keep fighting, and when we fight, we win."

spotlight
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Marnita's Table



Marnita's Table is committed to equality for all people, aiming to close the gaps across differences for people of color, LGBTQ+ people and other vulnerable populations typically excluded from and underserved in public policy issues. Marnita's Table employs the Intentional Social Interaction (IZI) model, which encourages authentic, meaningful connections among communities and stakeholders. The relationship between Marnita's Table and the George Family Foundation began in 2011 and has grown over the years, in great part due to the adoption by the Catalyst Initiative as its facilitator of choice.

We are honored to be a valued partner of the George Family Foundation, because it walks its talk. Its strategic investment in Marnita's Table helped catalyze our organization from one living room in Minneapolis to an organization with national reach and impact. In 2020, the people of Minneapolis were in urgent need of coming together and centering on the voices of young Black and Brown people. Knowing that Marnita's Table would be an expert at holding healing space for our community reeling from COVID-19 and George Floyd's murder, the Foundation gave us an unsolicited grant, enabling us to hire a full-time youth facilitator who held space for healing and reflection. In building our groundbreaking Equity Assessment Tool to define equitable behavior by foundations and their leaders, we used the words, actions and behaviors of the George Family Foundation to set the standard at the highest level.

**Marnita Schroedl / CEO & Founder
Marnita's Table**



Environment

Audubon California In partial fulfillment of a \$50,000 grant to support general operations of the Richardson Bay Audubon Center & Sanctuary.	\$25,000
Betty Ford Alpine Gardens In support of this organization's general operations.	\$10,000
Big City Mountaineers In partial fulfillment of a \$30,000 grant to support programs for women and girls to attend expeditions and camps in the Boundary Waters.	\$15,000
Conservation Corps Minnesota & Iowa In partial fulfillment of a \$30,000 grant to support Conservation Corps Youth Programing: Engaging Youth in the Environment Through Service Learning.	\$15,000
Eagle Valley Land Trust In support of this organization's general operations to help ensure the future of Eagle County, including scenic vistas, wildlife habitat and open ranchlands.	\$15,000
GirlVentures In support of GirlVentures Outdoor Adventure and Leadership Programs: Empowering Girls from Diverse Communities to Become Environmental Stewards.	\$10,000
Minneapolis Parks Foundation In fulfillment of a \$45,000 grant to support this organization's general operations.	\$15,000

Students and GirlVentures instructors on the Redwood Adventure rock course prepare their dinner. Participants in GirlVentures' programs use Leave No Trace ethics to reduce their environmental impact as they discover a deep appreciation for their natural surroundings. »

A middle school student makes her first climb on the Redwood Adventure rock course. Through GirlVentures' hands-on-course wilderness immersion curriculum that explores self, culture, health and environment, girls engage in deep conversations and experiential activities that help transform them into confident and capable young leaders.





The East Vail Waterfall is an iconic gem in Eagle County, Colorado. Public access to the waterfall is permanently protected by the Eagle Valley Land Trust. Photo: Todd Winslow Pierce



Minnesota Landscape Arboretum Foundation In partial fulfillment of a \$20,000 grant to support youth environmental education programs.	\$10,000
National Parks Conservation Association In fulfillment of a \$60,000 grant to support general operations and the Legal Defense Fund.	\$30,000
Ripple Effect Images In support of this organization's general operations.	\$30,000
The Nature Conservancy In fulfillment of a \$60,000 grant to support the Minnesota Freshwater Program.	\$20,000
Voyageur Outward Bound School In partial fulfillment of a \$45,000 grant to support general operations for the Urban Youth Outward Bound program.	\$15,000
Walking Mountains Science Center In fulfillment of a \$60,000 grant to support this organization's community programs.	\$30,000
Wilderness Inquiry In support of Project FIT: Building Healthy Families and Thriving Communities through the Shared Outdoor Adventure program.	\$15,000

Total environment for 2020
\$255,000



« Eagle Valley Land Trust's Executive Director Jessica Foulis leads a program with Eagle Valley Outdoor Movement. One focus of Eagle Valley Land Trust's Community Conservation initiative is reducing barriers to the outdoors for Eagle County's youth.

Spirituality & Mindfulness

Auburn Seminary

\$75,000

In support of this organization's general operations and the Sojourner Truth Leadership Circle.

Compassion & Choices

\$50,000

In fulfillment of a \$100,000 grant to support general operations and educational efforts to help ensure everyone in Minnesota and across America has the option for medical aid to die in peace.

End in Mind Project

\$25,000

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

Faith in Public Life

\$50,000

In support of voter protection and accurate census efforts for 2020 and general operations.

ISAIAH holds its We Make Minnesota rally at the Minnesota Capitol, encouraging Minnesotans from all walks of life to raise their voices and vote.



« Faith in Public Life supports clergy and faith leaders at a rally and press conference in Jacksonville, Florida, to call out voter suppression targeting Black voters. Faith in Public Life also trained faith leaders to de-escalate violence that might occur before and after the November election.

spotlight
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Project Success



Project Success serves students who attend Minneapolis Public Schools through its mission to motivate and inspire young people to dream about the future and to provide them with the resources and caring adult support they need to achieve their goals. The George Family Foundation has supported Project Success since 2005, providing essential funds to help shape the future for Minneapolis youths.



In 1994, Project Success set forth with a promise of putting kids first, providing access to opportunities of excellence and to be there for students—no matter what. This school year was a year unlike any other, challenging each of us in deep and varied ways.

Thanks to the support of the George Family Foundation, Project Success didn't miss a beat in being there for our 16,000 students and their families. With more than 10,000 visits to virtual experiences on our website and direct connections with students in their classrooms, on the phone and while visiting their homes, we are helping students set goals, plan their futures and find belonging, community and motivation to achieve their dreams.

**Adrienne Diercks / Executive Director
Project Success**

Youth Development

<p>Appetite for Change In support of the Appetite for Change Youth Training & Opportunities program and mindfulness programming.</p>	<p>\$10,000</p>
<p>Beacon Interfaith Housing Collaborative In support of this organization's general operations.</p>	<p>\$15,000</p>
<p>Breck School In fulfillment of a \$100,000 grant to provide funds for multiple Breck families to host international exchange students.</p>	<p>\$20,000</p>
<p>Breck School In fulfillment of a \$100,000 grant to support scholarships for underserved students on behalf of the Next Generation Fund.</p>	<p>\$20,000</p>
<p>Café Momentum In partial fulfillment of a \$30,000 grant to support this organization's general operations.</p>	<p>\$15,000</p>
<p>College Possible In partial fulfillment of a \$75,000 grant to support the programming costs for promising low-income youth in Minnesota to gain admission to college.</p>	<p>\$25,000</p>
<p>Cookie Cart In fulfillment of a \$20,000 grant to support this organization's general operations.</p>	<p>\$10,000</p>
<p>Destiny Arts Center In partial fulfillment of a \$45,000 grant to support this organization's general operations on behalf of the Next Generation Fund.</p>	<p>\$15,000</p>

Green Garden Bakery youth design new merchandise just before the pandemic began.



Green Garden Bakery youth create journals using take-home summer activities kits. »

Education Opens Doors In partial fulfillment of a \$40,000 grant to support this organization's general operations.	\$20,000
Enriching Lives through Music In partial fulfillment of a \$30,000 grant to support this organization's general operations on behalf of the Next Generation Fund.	\$15,000
Girl Scouts of Northeast Texas In partial fulfillment of a \$30,000 grant to support programming for girls at the STEM Center of Excellence on behalf of the Next Generation Fund.	\$15,000
Girls Inc. of Metropolitan Dallas In partial fulfillment of a \$20,000 grant to support this organization's general operations on behalf of the Next Generation Fund.	\$10,000
Global Citizen Year In partial fulfillment of a \$100,000 grant to support participants with financial needs from Minnesota or Dallas, Texas.	\$33,000
Junior Players In partial fulfillment of a \$20,000 grant to support this organization's general operations on behalf of the Next Generation Fund.	\$10,000
Juxtaposition Arts Inc. In partial fulfillment of a \$20,000 grant to support this organization's general operations on behalf of the Next Generation Fund.	\$10,000
Loppet Adventures In fulfillment of a \$50,000 grant to support the Loppet High School Adventures programming.	\$25,000
Lundstrum Performing Arts In partial fulfillment of a \$30,000 grant to support this organization's general operations on behalf of the Next Generation Fund.	\$15,000



Members of the Destiny Arts Youth Performance Company (DAYPC) prepare to film group choreography for the production of Black (W)hole in front of Oakland City Hall.



⤴ A College Possible coach connects via phone with one of her students in a one-on-one virtual coaching session.

⤵ A College Possible staff member connects with two of their coaches for a virtual training session.

Total youth development for 2020
\$483,000



MacPhail Center for Music In partial fulfillment of a \$30,000 grant to support this organization's programs in North Minneapolis on behalf of the Next Generation Fund.	\$15,000
Mindful Life Project In partial fulfillment of a \$40,000 grant to support this organization's general operations, as well as support for capacity building on behalf of the Next Generation Fund.	\$40,000
Page Education Foundation In support of this organization's general operations.	\$20,000
POETIC In support of this organization's general operations on behalf of the Next Generation Fund.	\$10,000
Project Success In fulfillment of a \$75,000 grant to support this organization's general operations.	\$25,000
The Sanneh Foundation In partial fulfillment of a \$60,000 grant to support this organization's general operations.	\$20,000
Urban Strategies, Inc. In partial fulfillment of a \$20,000 grant to support general operations for Green Garden Bakery.	\$10,000
YouthPower365 In partial fulfillment of a \$90,000 grant to support this organization's general operations.	\$30,000
YWCA of Minneapolis In partial fulfillment of a \$60,000 grant to support the Girls Inc. program.	\$30,000

spotlight
on

Guthrie Theater



The Guthrie Theater is an esteemed arts space in Minneapolis, attracting talented artists to perform in a variety of classic and contemporary live theater productions. Its mission is to connect the community to one another and to the world. Thanks to the George Family Foundation's support since 1999, the Guthrie has offered meaningful programming to reflect our shared humanity and the important issues of our local and global community.



The George Family Foundation's support of the Guthrie Theater has allowed it to reach new heights in achieving artistic excellence. The Foundation's special investment in the productions of "Sunday in the Park with George," "West Side Story" and "Cyrano de Bergerac" allowed the theater to experiment with new technologies, assemble diverse and talented casts, and create stunning sets and costumes.

Joseph Haj / Artistic Director
Guthrie Theater

Emergency & Relief Funding

The events of 2020 were unprecedented, traumatic and challenging: the global COVID-19 pandemic; the senseless killing of George Floyd in our own beloved community of Minneapolis; and the subsequent racial, political and economic upheaval unlike any in recent history.

Founders Penny and Bill and the Foundation's staff felt called to support our community partners and, in Penny's words, to be part of "this transformative moment to galvanize change." In response, they advocated strongly for increased philanthropic giving to meet the urgent needs in our community.

In 2020, the Foundation gave well above the required 5% threshold for private foundations—flexing up to give 8.3% (not including operating expenses). In addition to regular grants, the Foundation gave \$685,000 in emergency grants to organizations in response to the COVID-19 pandemic and in support of efforts for racial justice following the death of George Floyd.

For 26 years, the George Family Foundation has invested in people, programs and initiatives that positively impact the communities in which we live. In this year of years, we felt strongly that giving more to our nonprofit partners was not only the right thing to do, but the very best thing we could do given the blessings we have received.

We've treasured our partnerships throughout the years, and we look forward to these continued collaborations as we pursue our mission to foster wholeness and serve the common good across our community.



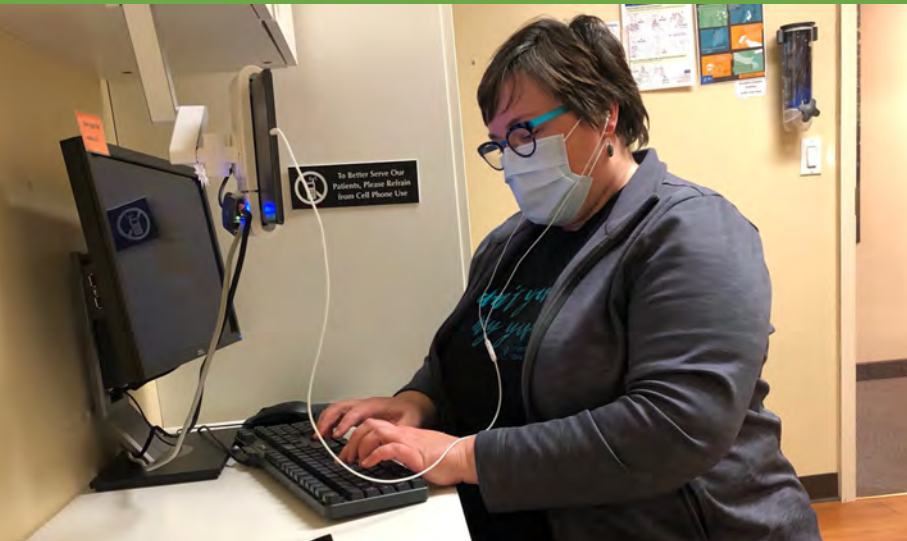
As well as increasing our grants budget, the Foundation:

- Continued our practice of providing multi-year, general operating or general program support to more than 70% of our grantees.
- Shifted program-specific support to general operating support for programs canceled due to COVID-19.
- Modified or eliminated grant reporting requirements.
- Made significant grants to Minnesota's two largest community foundations that established COVID-19 emergency funds to distribute grants to nonprofit organizations serving our community's most vulnerable members.
- Listened and responded quickly to the needs of our grantee partners.



Tacos el Kevin, a client of the Latino Economic Development Center, and Pasteleria Gama work to recover their businesses from the COVID-19 pandemic and the unrest after the killing of George Floyd.

Jen Demma, medical director at Family Tree Clinic, uses telehealth to deliver holistic health care to a resident in Greater Minnesota.



Members of the Texas National Guard help North Texas Food Bank with its Mobile Pantry distribution at Fair Park in Dallas.

Allina Office of Philanthropy In support of the Caring for Caregivers Fund due to COVID-19.	\$10,000
Beacon Interfaith Housing Collaborative Additional general operating support due to COVID-19.	\$15,000
Bonton Farm (The Dallas Foundation) Additional general operating support due to COVID-19.	\$25,000
Breck School To support the Breck Family Tuition Relief Fund due to COVID-19.	\$35,000
Carleton College Additional support for international students due to COVID-19.	\$10,000
Comunidades Latinas Unidas en Servicio (CLUES) To support general operations for housing, employment and food access and to address the systemic racial inequities experienced by Latinx communities and other communities of color.	\$25,000
Eagle Valley Community Foundation To support the Community Market COVID-19 Appeal Fund.	\$10,000
Eagle Valley Land Trust Additional grant to support the Land & Rivers Fund to help mitigate the impact of COVID-19.	\$35,000
Family Tree Clinic Additional grant to support the new telehealth program to provide patient care with clinical visits limited by COVID-19.	\$15,000
Girl Scouts of Northeast Texas Additional general operating support due to COVID-19 on behalf of the Next Generation Fund.	\$15,000
Healing Justice Foundation In support of general operations to offer community healing sessions in the midst of COVID-19 and ongoing racial injustice.	\$25,000



Volunteers at Second Harvest Heartland's volunteer center pack emergency food boxes. The boxes enable quick, contactless curbside delivery by Second Harvest Heartland food shelf partners.

Shamar, an order fulfillment specialist, prepares an order for delivery at Second Harvest Heartland's Brooklyn Park facility.

Lake Street Council

To support the We Love Lake Street recovery fund to rebuild the Lake Street corridor and to create dialogues on racial inequities following the killing of George Floyd.

\$25,000

Marnita's Table

Additional grant to support online convenings with national and local audiences to create dialogues on racial inequities.

\$25,000

North Texas Food Bank

Additional general operating support due to COVID-19.

\$25,000

Planned Parenthood of Greater Texas

Additional general operating support due to COVID-19.

\$10,000

Saint Paul & Minnesota Foundation

In support of the Minnesota Disaster Recovery Fund due to COVID-19.

\$100,000

Second Harvest Heartland

In support of emergency food relief due to COVID-19.

\$60,000

Somali Success School

Additional general operating support due to COVID-19.

\$10,000

MSP Film Society

In support of screening the film "Women in Blue" in response to the killing of George Floyd.

\$10,000

The Minneapolis Foundation

In support of the OneMpls Fund for COVID-19 relief.

\$100,000

YMCA of the North's George Wellbeing Center

Additional support for the rapid deployment of online wellbeing programs due to COVID-19.

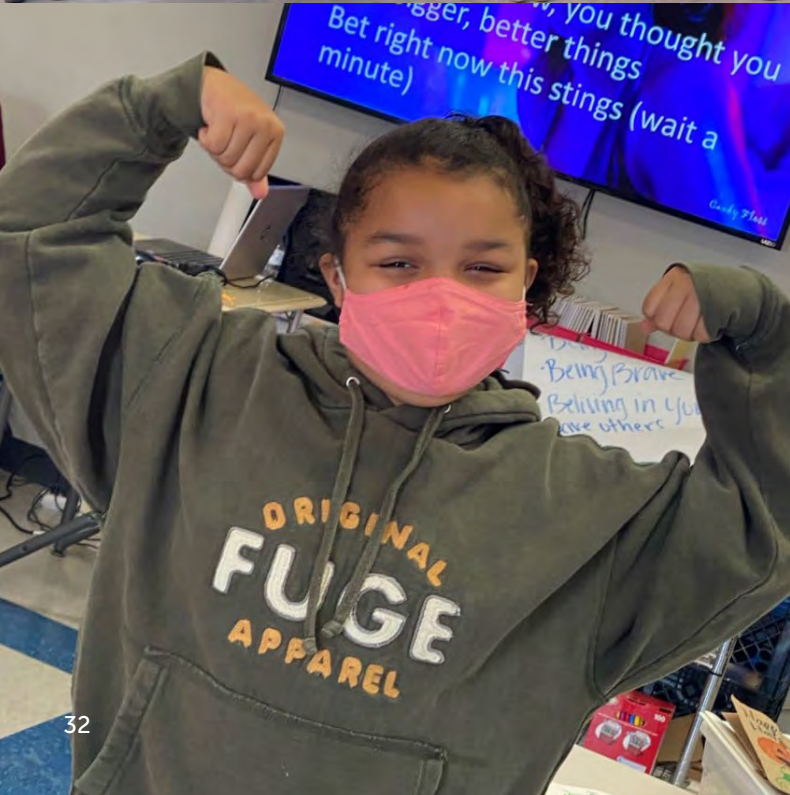
\$100,000

Total emergency funding for 2020

\$685,000



In May 2020, Girls Inc. of Metropolitan Dallas celebrates its first graduating class of seniors. At a socially distanced college shower, families, Girls Inc. staff and officers from the Dallas Police Department cheered on the graduates and gifted them with supplies for college, including laptop computers. Each of the graduates participated in Eureka!, the organization's five-year STEM program that provides internship opportunities, college tours and a supportive community of other girls pursuing careers in STEM.



Financial Summary

Statement of Financial Position

December 31, 2020 and 2019

ASSETS	MARKET (\$)	
	2020	2019
Investments	\$62,906,261	\$61,805,012
Program Related Investment (net of imputed interest)	\$ –	\$505,500
Fixed Assets (net of depreciation)	\$1,766	\$1,007
Total Assets	\$62,908,027	\$62,311,519
LIABILITIES & NET ASSETS		
Liabilities	\$ –	\$ –
Net Assets	\$62,908,027	\$62,311,519
Total Liabilities & Net Assets	\$62,908,027	\$62,311,519

« At Girls Inc. of Metropolitan Dallas' She Votes Election Day Camp, girls learn about the voting process, important issues facing the country and the history of women's right to vote. Girls also learn about the power they have to impact their communities by practicing power poses and making posters encouraging others to vote.

Statement of Activities

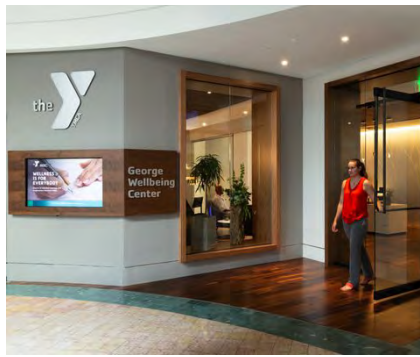
For the years ended December 31, 2020 and 2019

REVENUE	2020	2019
Interest & Dividends	\$990,422	\$1,166,041
Realized Gain/(Loss) on Investments	\$3,454,087	\$748,286
Unrealized Gain/(Loss) on Investments	\$1,843,944	\$8,200,144
Contributions	\$362,296	\$287,560
Other Income	\$91,404	\$633
Total Revenue	\$6,742,153	\$10,402,664
EXPENSES		
Grant Commitments Paid	\$5,175,233*	\$4,434,700
Program Expense	\$100,369	\$109,354
Operating Expense	\$651,944	\$683,110
Non-operating Expense	\$218,099	\$201,710
Total Expenses	\$6,145,645	\$5,428,874
Net Income/(Loss)	\$596,508	\$4,973,790
Net Assets—Beginning of Year	\$62,311,519	\$57,337,729
Net Assets—End of Year	\$62,908,027	\$62,311,519

*Includes a community grantee refund.



A father and his two children join Wilderness Inquiry at Voyageurs National Park in International Falls, Minnesota. He appreciates the scholarships for giving him the opportunity to experience nature with his children, such as seeing otters and hearing loons every night!



This community has nurtured us and our family for fifty years, and we are grateful to be able to help build and nourish the organizations that make it so special.

Penny & Bill George



Courtesy Mia




GEORGE FAMILY FOUNDATION

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