Enduring Partnerships for Lasting Impact
OUR GUIDING PHILOSOPHY

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

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

OUR MISSION

Foster wholeness in mind, body, spirit, and community by developing authentic leaders and supporting transformative programs serving the common good.
when we created the Foundation. The trials and tribulations we face as a country today — the disintegration of civic spirit in the wider community and diminished attention to the common good — can be traced to a lack of wholeness, individually and collectively.

In response, we support organizations that are committed to helping people on their journeys to wholeness. Throughout this annual report, we highlight a sampling of these wonderful organizations. We are moved by the work that they and the other grantees listed in this report are accomplishing.

Since the transformative changes we seek take years to have their greatest impact, we commit to sincere and multi-year relationships with grantees. The concept of spiritual reciprocity means, in part, that we do the work together. In every case, we are supporting authentic leaders who are making a difference in the world. In every case, we learn from our grantee partners. Working together over time allows us to provide the resources and support our grantees need to be able to thrive, and we are proud to count them as fellow travelers on this meaningful journey.

Sincerely,

Penny and Bill George
Co-Chairs, George Family Foundation

Founders’ Letter

For the George Family Foundation, 2021 was a transition year. Longtime President Gayle Ober retired after almost 12 years of leadership, having built the prominence of our $75 million Foundation by working closely with our strategic grantee partners and strengthening our staff and philanthropic practices. Gayle created leadership programs for Duke University female undergraduates and an authentic leadership course at Georgia Tech. At 1440 Multiversity, she developed the True North Leaders program for teaching fellows to guide participants. We are deeply grateful for Gayle’s stewardship of the Foundation — and for her personal friendship.

After an extensive national search, we were pleased to attract Sean Malone to succeed Gayle as President of the George Family Foundation. Sean joins the Foundation after spending the last five years in North Carolina, where he was President & CEO of Dorothea Dix Park Conservancy. Prior to that, he served as President and CEO of the Frank Lloyd Wright Foundation (Wisconsin) and Ten Chimneys Foundation (Wisconsin). Sean brings fresh eyes to our work and is deeply committed to furthering the Foundation’s mission.

In this year’s annual report, we celebrate our longstanding grantee partnerships. Our mission to “foster wholeness in mind, body, spirit, and community” is even more important now than when we created the Foundation. The trials and tribulations we face as a country today — the disintegration of civic spirit in the wider community and diminished attention to the common good — can be traced to a lack of wholeness, individually and collectively.

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In this year’s annual report, we celebrate our longstanding grantee partnerships. Our mission to “foster wholeness in mind, body, spirit, and community” is even more important now than when we created the Foundation.

Gayle and I had the opportunity to work side-by-side for the last four months of 2021. It was such a pleasure to learn from her, and such a gift to have the chance to become her colleague and friend first, before embracing the role of her successor in January 2022.

“I am humbled and honored by this opportunity to serve — to build on Gayle’s extraordinary work and to collaborate with the George family, the talented staff team, and our grantee partners to achieve lasting and meaningful impact in the years ahead.”

— Sean Malone

2

3
FOCUS AREA
Whole-Person Health and Wellbeing

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

OUR ASPIRATION
• Empower people to take charge of their health and wellbeing and to flourish in their lives.
• Foster an integrative and proactive model of healthcare that places the individual at the center, embracing a full range of evidence-informed treatments and support.
• Ensure meaningful opportunities and choices for whole-person health and wellbeing for people of all races and socioeconomic levels.

2021 GRANTS

<table>
<thead>
<tr>
<th>Grant Title</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Consortium for Integrative Medicine &amp; Health</td>
<td>$35,000</td>
</tr>
<tr>
<td>Academy of Integrative Health &amp; Medicine, George Fellows Program</td>
<td>$50,000</td>
</tr>
<tr>
<td>Earl E. Bakken Center for Spirituality &amp; Healing</td>
<td>$25,000</td>
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<tr>
<td>Family Tree Clinic, Integrative Healthcare Model</td>
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<tr>
<td>Grantmakers In Health</td>
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<tr>
<td>Inquiring Systems, Biofield Collective Fellowships</td>
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<td>Institute for Professional Education, JACM</td>
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<td>Integrative Medicine for the Underserved (IM4US)</td>
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<td>Irreducible Grace Foundation</td>
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<td>Mayo Clinic Center for Women's Health</td>
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<td>Penny George Institute for Health and Healing Curriculum</td>
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<td>University of St. Thomas School of Nursing, Integrative Health Curriculum</td>
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<td>United States of Care</td>
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<tr>
<td>YMCA of the North, George Wellbeing Center</td>
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</tr>
</tbody>
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Total Whole-Person Health and Wellbeing in 2021: $1,303,575

FAMILY TREE CLINIC

Family Tree Clinic is a trauma-informed, community-focused sexual health and wellness center that incorporates integrative health, art, and mindfulness into programs and medical services. They believe in treating individuals as whole people and work to address the systemic oppressions and disparate access to care that profoundly impact marginalized communities.

In November 2021, Family Tree Clinic opened a new medical and education facility in the heart of Minneapolis. After years of planning and thoughtful design, the new clinic is a beacon for our community and a demonstration of what is possible when people come together to create something bigger towards our collective healing and wellness.

“We are profoundly grateful for the thought leadership the George Family Foundation provides around whole-person care. The George Family Foundation’s investment in our integrative health model directly impacts thousands of individuals who seek care and services from Family Tree.”
— Aliosa Light, Executive Director, Family Tree Clinic

“Philanthropic support from the George Family Foundation has been nothing short of transformational. The generosity of the Foundation has allowed us to pioneer a whole-person approach to women’s health and continue Mayo Clinic’s mission to put the needs of all patients first.”
— Dr. Stephanie Faubion, Penny and Bill George Director, Mayo Clinic Center for Women’s Health

MAYO CLINIC CENTER FOR WOMEN’S HEALTH

The mission of Mayo Clinic Center for Women’s Health is to optimize women’s whole-person health and wellbeing throughout their life span by integrating sex and gender concepts into clinical care, research, and education. The multispecialty teams offer personalized care in a supportive environment and incorporate principles that shift the conversation from sick care to the entire spectrum of wellbeing across mind, body, and spirit.

The Center is currently advancing digital health solutions—including telehealth and app-based services—that integrate indications, education, and appointment offerings for health and wellness concerns across a woman’s life span.

The Center is committed to educating and empowering women to prioritize their health by building awareness and providing wellness resources and tools alongside the care they need.

2021 GRANTS

<table>
<thead>
<tr>
<th>Grant Title</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Mayo Clinic Center for Women’s Health $35,000</td>
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<td>YMCA of the North, George Wellbeing Center</td>
<td>$400,000</td>
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</tbody>
</table>

Total Whole-Person Health and Wellbeing in 2021: $1,303,575
FOCUS AREA

Authentic Leadership

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

OUR ASPIRATION

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

• Ensure opportunities for authentic leadership development for people of all races, genders, and socioeconomic levels.

• Create and support fellowship and scholarship programs with select institutions that reflect the core values of authentic leadership.

2021 GRANTS

Beta Phi Foundation, Scholarships and Leadership Programs $30,000
Georgia Tech's Stewart School of Industrial and Systems Engineering, George Leadership Fellows and Authentic Leadership Course $128,000
Georgia Tech Women in Engineering Leadership Program $30,000
Harvard Business School and Harvard Kennedy School Center for Public Leadership, George Fellows $180,000
Humphrey School of Public Affairs, Policy Fellows Program, Scholarships for Women and Leaders of Color in Nonprofit Sector $25,000
Itasca Project’s Minnesota Young American Leaders Program $25,000
Minnesota Public Radio, The Good Leader Project $35,000
Sigma Chi Foundation, Online Leadership Institute $25,000
The Carter Center, Internship Program $50,000
Women’s Foundation of Minnesota, Internship Program $20,000
Total Authentic Leadership in 2021 $553,000

GEORGIA TECH SCHOOL OF INDUSTRIAL AND SYSTEMS ENGINEERING, AUTHENTIC LEADERSHIP COURSE

A newly created True North Leadership Development course and program provided an opportunity for 15 George Leadership Fellows at Georgia Tech to embark on an academic year-long journey of leadership development and ultimately make a positive impact on the field of health systems.

HARVARD BUSINESS SCHOOL (HBS) AND HARVARD KENNEDY SCHOOL (HKS) CENTER FOR PUBLIC LEADERSHIP, GEORGE FELLOWS

The HBS/HKS joint degree program is committed to training the next generation of principled and effective public leaders. The highly selective George Fellowship is an opportunity for Harvard graduate students to hone their public service mission and recommit to living as servant leaders. Their fellowship experience is bolstered by strong relationships they build in monthly cohort meetings, through student-led immersion experiences, and through workshops focused on building critical skills such as negotiation, communication, teaming, and cultural humility. The George Fellows curriculum places a special emphasis on authentic leadership, character development, and personal ethics.

“The True North Leadership Development program supported by the George Family Foundation provides a framework to develop the leadership capabilities of brilliant engineering students and enhances their potential to advance technology and improve the human condition.”

— Rahemt Bayesh, Dean of the College of Engineering, Georgia Tech
BONTON FARMS

Bonton Farms seeks to disrupt systems of inequity that remain far too prevalent in inner-city communities across America. What started as a garden in a small lot has grown to two fully functioning farms, a farmer’s market, a café and coffee house, and much more. The organization works alongside residents of the Bonton neighborhood in Dallas, Texas, to address unjust, systemic barriers to healthy and thriving lives.

For the past ten years, Bonton Farms has served men and women that have been formerly incarcerated, homeless, addicted, trafficked, or domestically abused. They have never had a single person reoffend.

PLANNED PARENTHOOD

Planned Parenthood envisions communities where sexual and reproductive rights are basic human rights and where every person has the opportunity to lead a healthy, authentic, and thriving life. They know that to improve health outcomes and disrupt disparities, Planned Parenthood must care for their constituents’ whole selves.

Support from the George Family Foundation helps ensure that young people have access to the information they need to empower themselves. When young people know how to avoid pregnancy until they are ready to parent, reduce risks of STIs, and maintain healthy relationships, they are better able to complete their education, take advantage of career opportunities, and live their most authentic lives. The George Family Foundation is a critical partner in helping Planned Parenthood provide a safety net of compassionate and comprehensive reproductive health resources to all who need it, no matter what.

— Sarah Stoesz, President & CEO, Planned Parenthood North Central States

FOCUS AREA

Community

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

OUR ASPIRATION

• Enrich the quality of life in communities connected to George Family Foundation Board members (e.g. Minneapolis/St. Paul, Dallas, Marin County/ Northern San Francisco Bay Area, Vail Valley).
• Provide responsive funding for emergency needs in our home communities.
• Nurture and protect a strong, vibrant democracy in our home communities and beyond.

2021 GRANTS

Beacon Interfaith Housing Collaborative
Bonton Farms
Children’s HeartLink
Cultural Wellness Center
Dunwoody College of Technology, Women in Technical Careers Program
Everytown for Gun Safety
Global Minnesota
 Guthrie Theater
Harana-Shechen
Matt Hall’s Table
Minneapolis Institute of Art
Minnesota Orchestra
Minnesota Public Radio
North Texas Food Bank
Planned Parenthood North Central States, Peer Education
Planned Parenthood of Greater Texas
Somali Success School
Twin Cities Public Televisi
Twin Cities Public Television
Women Moving Millions

Total Community in 2021
$547,500

“The support of the George Family Foundation has been vital to our ability to fulfill our mission of creating healthier communities by providing comprehensive reproductive and related healthcare services, delivering science-based education programs, and serving as a strong advocate for reproductive justice in Texas.”

— Ken Lambrecht, President & CEO, Planned Parenthood of Greater Texas

“Support from the George Family Foundation helps ensure that young people have access to the information they need to empower themselves. When young people know how to avoid pregnancy until they are ready to parent, reduce risks of STIs, and maintain healthy relationships, they are better able to complete their education, take advantage of career opportunities, and live their most authentic lives. The George Family Foundation is a critical partner in helping Planned Parenthood provide a safety net of compassionate and comprehensive reproductive health resources to all who need it, no matter what.”

— Sarah Stoesz, President & CEO, Planned Parenthood North Central States

“Our success led some of our state elected officials in Texas to take notice. They drafted a bipartisan bill called the Bonton Farms Bill that will remove unpaid fines from the records of formerly incarcerated individuals. Fines like these have been a significant barrier for men and women returning home from prison and trying not to go back. In 2021, that bill passed into law.”

— Daron Babcock, CEO, Bonton Farms
THE LOPPET FOUNDATION

The Loppet Foundation seeks to create a shared passion for year-round outdoor adventure in the Minneapolis area, with a focus on underrepresented youth and families.

Their Loppet Adventures programs work with elementary, middle, and high schools in North Minneapolis to engage students in cross-country skiing, mountain biking, and running. The programs aim to create a lifelong passion for the outdoors, a community of outdoor enthusiasts, and healthy outlets for young people during a critical developmental age.

The pandemic has been especially difficult and isolating for youth as schools have been remote. The Loppet Foundation was able to still provide their programming in person as a welcome respite and opportunity for youth to socialize with each other and experience the mental and physical benefits of the outdoors.

Kids learn to ski through The Loppet Foundation's youth programs.

NATIONAL PARKS CONSERVATION ASSOCIATION

The National Parks Conservation Association (NPCA) protects and enhances America’s national park system for present and future generations. Parks provide places of healing and respite after years spent indoors, and they serve as spaces where Americans come together to speak out for justice and civil rights. Parks are sacred places that preserve our nation’s rich and sometimes complicated history.

Among many accomplishments this past year, NPCA successfully advocated for historic funding in the Infrastructure Investment and Jobs Act and saw protections restored for three national monuments, including Bears Ears in Utah. After five years of advocacy from NPCA, the restoration of Bears Ears National Monument is a massive victory that preserves hundreds of sacred historic and cultural sites, the landscape, and the troves of scientific and paleontological resources.

Pronghorn volunteers working in Yellowstone National Park.

Kids learn to ski through The Loppet Foundation's youth programs.

"The George Family Foundation has been instrumental in helping the Loppet grow our no-cost programs and remove barriers to entry in outdoor recreation and leadership opportunities for youth."
— Claire Wilson, Executive Director, The Loppet Foundation

"The George Family Foundation approaches our relationship from a place of trust that has enabled NPCA to bring forth bold, ambitious, and complex concepts that make a meaningful difference for our parks."
— Theresa Pierno, President & CEO, National Parks Conservation Association

FOCUS AREA

Environment

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

OUR ASPIRATION

- Ensure that all people have access to natural spaces and the mental, physical, and spiritual wellbeing they provide.
- Increase opportunities for youth to participate in outdoor activities.
- Encourage lifelong stewards of nature as well as active lifestyles.

2021 GRANTS

<table>
<thead>
<tr>
<th>Organization</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audubon California, Richardson Bay Audubon Center &amp; Sanctuary</td>
<td>$25,000</td>
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<tr>
<td>Betty Ford Alpine Gardens</td>
<td>$10,000</td>
</tr>
<tr>
<td>Big City Mountaineers, Expeditions for Women &amp; Girls</td>
<td>$15,000</td>
</tr>
<tr>
<td>Conservation Corps Minnesota &amp; Iowa</td>
<td>$15,000</td>
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<tr>
<td>Eagle Valley Land Trust</td>
<td>$15,000</td>
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<tr>
<td>GirlVentures</td>
<td>$20,000</td>
</tr>
<tr>
<td>Minneapolis Parks Foundation</td>
<td>$20,000</td>
</tr>
<tr>
<td>Minnesota Landscape Arboretum, Youth Environmental Education</td>
<td>$20,000</td>
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<tr>
<td>National Parks Conservation Association</td>
<td>$100,000</td>
</tr>
<tr>
<td>Protecting and Connecting the Greater Yellowstone Ecosystem</td>
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<tr>
<td>The Loppet Foundation, Youth Adventures Programs</td>
<td>$35,000</td>
</tr>
<tr>
<td>The Nature Conservancy, Resilient Waters in Minnesota</td>
<td>$20,000</td>
</tr>
<tr>
<td>Voyageur Outward Bound School, Urban Youth Go Outward Bound</td>
<td>$15,000</td>
</tr>
<tr>
<td>Walking Mountains Science Center, Community-Based Family Programs</td>
<td>$40,000</td>
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<tr>
<td>Wilderness Inquiry</td>
<td>$15,000</td>
</tr>
<tr>
<td><strong>Total Environment in 2021</strong></td>
<td><strong>$390,000</strong></td>
</tr>
</tbody>
</table>
After 34 years in philanthropy, Gayle Ober retired from her role as President of the George Family Foundation at the end of 2021. During her 12 years at the Foundation, she oversaw the distribution of nearly $40 million in grants to nonprofit organizations focused on a range of issues, from innovative integrative health and healing initiatives to groundbreaking leadership programs. Under her leadership, the Foundation’s annual giving grew by 42%. Highlights of her tenure include the co-creation of the Penny George Institute Foundation at Allina Health, where she serves as chair; the Mayo Clinic Center for Women’s Health; the Leadership Center at 1440 Multiversity; the George Wellbeing Center at the YMCA of the North; the Penny Pilgram George Women’s Leadership Initiative at Duke University; and the Catalyst Initiative.

“We are deeply grateful for Gayle’s stewardship of the Foundation — and for her personal friendship.”

— Penny and Bill George

The Penny Pilgram George Women’s Leadership Initiative at Duke University — which offers leadership training and mentoring to undergraduate students — didn’t exist when I began at the Foundation, and now it’s thriving. Penny wanted Duke (her alma mater) to offer a program for young women that would help them recognize their leadership potential. It’s one of the most popular programs at the school now.

What have you learned from grantees?

Perseverance, creativity, doing good in really difficult situations, and never giving up on the people that you serve. Non-profit organizations do so much with so little, and it’s inspiring. Our grantees taught me about their fields so I could be a better grantmaker.

Do you have any parting words of wisdom?

The world is changing — don’t be afraid to change with it. There’s a lot of fear about change, about losing power. Don’t be afraid of it. As Paul Wellstone said: “We all do better when we all do better.”

“What did you learn from your partnership with Penny and Bill George?

I learned about integrative medicine from Penny and authentic leadership from Bill. I also learned to be more analytical and dig deeper under the surface and to ask better questions. Penny asks the best questions. I love that Bill once told me he expects some failures — he said if you don’t have some failures, you’re not going to uncover cutting-edge opportunities. It’s more common to be told, “Don’t take chances with the foundation’s money!” But Bill encouraged us to take on promising projects that might not work out in the end. And there were a few. Bill is an educator; he loves to teach, mentor, and offer advice — and he does it very genuinely, as any great teacher does.

Looking back on your time at the Foundation, what partnerships or programs have evolved the most?

Since the Penny George Institute for Health and Healing was founded in 2000, the field of integrative medicine has really changed. Doctors practicing this type of medicine are now some of the most sought-after practitioners in the country. Instead of the Penny George Institute being just a couple of offices, it is part of a coordinated care system that is expanding every year.

“Our grantees taught me about their fields so I could be a better grantmaker.”

Gayle and Penny with the Georgia Tech College of Engineering George Scholars at the Women in Engineering Banquet.

Gayle, Penny, and Bill at the 2014 event Celebrating Twin Cities Women Leaders event in 2014. The George Family Foundation recognized eighty-four women leaders who have made remarkable contributions to building the Twin Cities.
We believe that mindfulness practices and open-hearted spirituality build love and compassion for all people and a more peaceful world.

**OUR ASPIRATION**

- Foster a society characterized by respect for all faiths and appreciation for the inner life nurtured by spiritual practice, compassion, and service beyond self.
- Nurture and celebrate progressive faith-based endeavors, especially those that reach across divides and promote justice, equity, and civil discourse.
- Empower people of all backgrounds and experiences to connect with and realize the transformative value of mindfulness, meditation, and other contemplative practices.

**2021 GRANTS**

- Auburn Seminary, Sojourner Truth Leadership Circle: $50,000
- Compassion & Choices: $25,000
- End in Mind: $25,000
- Faith in Public Life: $25,000
- Interfaith Youth Core: $50,000
- ISAIAH, Building an Inclusive and Equitable Minnesota: $20,000
- Mind & Life Institute: $25,000
- Minnesota Council of Churches: $25,000
- Sojourners, Core Mission & Election Projects: $100,000
- Tergar International, Core Mission & Joy of Living: $50,000
- The On Being Project, Civil Conversations & Social Healing Initiative: $100,000

**Total Spirituality & Mindfulness in 2021:** $475,000

**SOJOURNERS**

Sojourners seeks to inform and mobilize people of faith and conscience around the hard but essential work of truth, justice, and healing. Their aim is to bring together a deeply divided nation, while holding accountable those who have brought harm to others.

Sojourners mobilizes various coalitions, clergy, and networks of faith leaders to strengthen and lift efforts to realize a more inclusive and just multiracial democracy. They equip and train churches and other faith-based organizations, publish solutions journalism, and challenge and replace harmful and divisive narratives with more hopeful and unifying ones.

Following the example of the Rev. Dr. Martin Luther King, Jr. and civil rights leaders — whose vision of the Beloved Community animated the civil rights movement — Sojourners seeks to help people of diverse backgrounds recognize that our wellbeing is inextricably linked to that of others.

"At this time in our nation, we need to reimagine and recast a vision of the Beloved Community — a society where our diversity is celebrated and embraced as a source of strength rather than a weakness."

— Rev. Adam Taylor, President, Sojourners

**2021 GRANTS**

Mind & Life Institute hosted a special free livestream event on January 9, 2021, with His Holiness the Dalai Lama, climate activist Greta Thunberg, and leading scientists to explore steps for addressing urgent challenges related to climate feedback loops.

"At this time in our nation, we need to reimagine and recast a vision of the Beloved Community — a society where our diversity is celebrated and embraced as a source of strength rather than a weakness."

— Rev. Adam Taylor, President, Sojourners

"The George Family Foundation has been an essential source of support and thought partnership for Mind & Life. The Foundation has helped to ensure that we are not only fostering important insights from contemplative science, but also leveraging our global platform to inspire action among our diverse constituency."

— Susan Bauer-Wu, President, Mind & Life Institute

**FOCUS AREA**

**Spirituality & Mindfulness**
The Page Education Foundation provides financial assistance to Minnesota students of color pursuing their dreams of post-secondary education. Their scholarship recipients also volunteer with young children in the community as tutors, mentors, and role models. The scholarships help students reach their fullest potential both academically and as community leaders and also address the systemic racial inequities in Minnesota that adversely impact all residents’ economic, social, and mental health growth and prosperity.

Green Garden Bakery
Green Garden Bakery is an award-winning business started by and for youth in North Minneapolis. Using produce from a community garden, they developed vegetable-based desserts and began selling products online and at farmer’s markets.

Today, these youth entrepreneurs work together to prepare and sell products, create marketing plans, and pursue business and personal goals that include giving back to community: one-third of Green Garden Bakery revenue is donated to address a local need identified by the participants.

2021 was an incredibly difficult year for Green Garden Bakery’s youth leaders. Along with navigating the complex challenges of the pandemic, they experienced tremendous loss when two young people in their community — including one of Green Garden Bakery’s founders — were killed.

The George Family values authentic relationships with its grantees and does not shy away from asking how they can better serve their community partners. That openness to feedback from the people who work directly in communities is unique and deserves recognition.”
— Amanda Moua, Executive Director, Page Education Foundation

“Autumn Merrick, one of the founders of Green Garden Bakery, was tragically killed as a bystander to violence in Minneapolis in October 2021. Autumn had recently graduated from high school and was a beautiful young woman with a bright future. Everyone loved her sweet smile, loud personality, and oversized glasses. The youth leaders of Green Garden Bakery created new products to raise funds for Autumn’s family, incorporated her siblings and cousins in the product creation, and decided to name their new commercial kitchen in Autumn’s honor.

“These youth leaders demonstrated the depth of community, connectivity, and leadership they have developed through Green Garden Bakery. Program alumni reunited with current youth leaders, provided daily community meals and healing circles, and helped raise funds for the victims’ families.”
— Dana Dahlberg, Senior Project Manager, Green Garden Bakery and Urban Strategies, Inc.
The Next Generation Fund is a separate and distinct grantmaking fund within the George Family Foundation. Since the Fund began in 2010, its advisors have approved grants totaling more than $1 million.

**OUR MISSION**
Catalyze youth in our communities to explore their full potential by fostering creativity, skills, self-awareness, and resilience.

**OUR VISION**
Build a diverse, inclusive, and equitable society by empowering all youth to reach their full potential.

**NEXT GENERATION FUND ADVISORS**
Jeff George
Renee Will George
Jonathan George
Jeannette Lager George

**2021 GRANTS**

<table>
<thead>
<tr>
<th>Organization</th>
<th>Grant Amount</th>
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<td>Destiny Arts Center</td>
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<td>Enriching Lives through Music</td>
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<td>Girl Scouts of Northeast Texas, STEM Center of Excellence</td>
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<td>Girls Inc. of Metropolitan Dallas</td>
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<td>Junior Players</td>
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<td>Lundstrum Performing Arts</td>
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<td>MacPhail Center for Music, North Minneapolis Programs</td>
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<tr>
<td>Mindful Life Project</td>
<td>$30,000</td>
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<tr>
<td>POETIC</td>
<td>$15,000</td>
</tr>
</tbody>
</table>

Total Next Generation Fund in 2021: $175,000

**MINDFUL LIFE PROJECT**
Mindful Life Project empowers underserved children, families, and school staff through meditation and mindfulness training to gain self-awareness, confidence, self-regulation, and resilience. They seek to create a foundation of wellbeing at the individual level that leads to a connected school culture where everyone feels safe, welcomed, and valued.

Mindful Life Project continues to meet the moment and address the increased mental and emotional supports needed in their communities. In just the last year, they have scaled direct service programming from 25 schools to 33 schools and now support 14,000 young people and hundreds of educators throughout the San Francisco Bay Area. In addition, through new partnerships in Los Angeles, Kansas City, Las Vegas, and other cities, Mindful Life Project is now reaching an additional 10,000 young people beyond the Bay Area.

"The Next Generation Fund has provided critical support during a time when many organizations, including Mindful Life Project, have felt the weight of the pandemic while having the deep desire to continue to show up for our communities."

— JG Larochette, Founder and Director, Mindful Life Project

Students participate in a mindful sit during their weekly Mindful Community class.

Students use their thumbs to check in with how they're doing during a school-wide assembly facilitated by Mindful Life Project.

"Facing emotions can be hard, but it feels really healthy to be with them and let them breathe. Otherwise, they just sit in my chest feeling heavy until they come out at the wrong time in the wrong way."

— Student participant in Mindful Life Project

"Facing emotions can be hard, but it feels really healthy to be with them and let them breathe. Otherwise, they just sit in my chest feeling heavy until they come out at the wrong time in the wrong way."

— Student participant in Mindful Life Project
2021 Total Grants $3,994,075

<table>
<thead>
<tr>
<th>Category</th>
<th>2021</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community</td>
<td>$547,500</td>
<td>14%</td>
</tr>
<tr>
<td>Authentic Leadership</td>
<td>$553,000</td>
<td>14%</td>
</tr>
<tr>
<td>Environment</td>
<td>$390,000</td>
<td>10%</td>
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<tr>
<td>Spirituality &amp; Mindfulness</td>
<td>$475,000</td>
<td>12%</td>
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<tr>
<td>Whole-Person Health and Wellbeing</td>
<td>$1,303,575</td>
<td>33%</td>
</tr>
<tr>
<td>Next Generation Fund</td>
<td>$373,000</td>
<td>9%</td>
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<tr>
<td>Discretionary Fund</td>
<td>$553,000</td>
<td>14%</td>
</tr>
<tr>
<td>Youth Development</td>
<td>$337,000</td>
<td>9%</td>
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</table>

STATEMENT OF FINANCIAL POSITION as of December 31, 2021 and 2020

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>$78,618,265</td>
<td>$62,906,261</td>
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<tr>
<td>Fixed Assets (net of depreciation)</td>
<td>$5,353</td>
<td>$1,766</td>
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<tr>
<td>Total Assets</td>
<td>$78,623,618</td>
<td>$62,908,027</td>
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<tr>
<td>Liabilities &amp; Net Assets</td>
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<tr>
<td>Outstanding Grant Commitments</td>
<td>$2,318,000</td>
<td>$1,685,500</td>
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<tr>
<td>Net Assets</td>
<td>$76,305,618</td>
<td>$61,222,527</td>
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<tr>
<td>Total Liabilities &amp; Net Assets</td>
<td>$78,623,618</td>
<td>$62,908,027</td>
</tr>
</tbody>
</table>

STATEMENT OF ACTIVITIES for Jan. - Dec. 2021 and 2020

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest &amp; Dividends</td>
<td>$1,000,544</td>
<td>$990,422</td>
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<tr>
<td>Realized Gain/(Loss) on Investments</td>
<td>$1,342,700</td>
<td>$3,454,087</td>
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<tr>
<td>Unrealized Gain/(Loss) on Investments</td>
<td>$11,094,486</td>
<td>$1,843,944</td>
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<tr>
<td>Contributions</td>
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<td>$362,296</td>
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<tr>
<td>Total Revenue</td>
<td>$20,974,706</td>
<td>$6,650,749</td>
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<tr>
<td>Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td>$3,994,075</td>
<td>$5,175,233</td>
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<tr>
<td>Programs</td>
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<tr>
<td>Operations</td>
<td>$865,202</td>
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<tr>
<td>Net Non-Operating Expense</td>
<td>$128,913</td>
<td>$128,695</td>
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<tr>
<td>Total Expenses</td>
<td>$5,209,115</td>
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<tr>
<td>NET INCOME — CURRENT YEAR</td>
<td>$15,715,591</td>
<td>$596,508</td>
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<tr>
<td>Net Assets — Beginning of Year</td>
<td>$61,222,527</td>
<td>$60,626,019</td>
</tr>
<tr>
<td>Net Income — Current Year</td>
<td>$15,715,591</td>
<td>$596,508</td>
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<tr>
<td>Change in Outstanding Grant Commitments</td>
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<td>n/a</td>
</tr>
<tr>
<td>NET ASSETS — END OF YEAR</td>
<td>$78,305,618</td>
<td>$61,222,527</td>
</tr>
</tbody>
</table>