

values

ethics

character

spiritual
reciprocity



building
communities

sharing the
blessings

making a
difference

working
collaboratively



Penny Pilgram George
President

William W. George
Vice President

Jeffrey Pilgram George
Trustee

Jonathan Roulette George
Trustee

Diane B. Neimann
Executive Director

OUR MISSION

is to foster human development—spiritual, intellectual, physical and psychological—and to enhance the work of people and organizations devoted to exemplary service in the community.

OUR GUIDING PHILOSOPHY

is to invest in values, ethics and character formation; to support the efforts of those who are successfully making a difference in people's lives; and to help build the communities in which we live. We believe in sharing the blessings which have been bestowed on us and in celebrating the spiritual reciprocity between donors and receivers working collaboratively to make the world a better place.

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We are grateful to be in a position to share with others some of what we have been given, and committed to growing individually and collectively through the activities of the foundation.

LETTER FROM THE PRESIDENT



Frederic Buechner, the esteemed theologian, once said, “Purpose is the place where your deep gladness meets the world’s needs.” From a clear sense of purpose flows the opportunity to bring all of one’s resources - intellectual, psychological, spiritual, financial, and social - to bear on societal problems which cry out for holistic solutions.

Buechner’s words express our experience since creating the foundation in 1994, but they do not capture the personal and professional growth that are the by-products of doing this work. We continue to be convinced that getting behind the people who are making a difference and doing it with the greater good in mind, partnering with them where and how we can, is the key to making a real difference.

This year’s annual report reflects our increasing focus on integrative medicine. Beginning in 2004 our priorities will also reflect increasing focus on emerging leadership and on spirituality. Because of this concentration on a few areas for our funding, we have made the decision no longer to accept unsolicited grant requests. That way the Foundation’s time and energy can be targeted for maximum leverage.

We are pleased with the significant progress integrative medicine is making locally and nationally. Our biggest grant this year went to Abbott Northwestern Hospital to help create the Institute for Health and Healing. We are actively partnering with this leading tertiary hospital in its mission to create a “total healing environment.” It features relationship-centered care and the blending of conventional medicine with a range of healing modalities across the continuum of care.

The work of the newly renamed Bravewell Collaborative is making a substantial impact as well. This group of 20 funders from across the country is shaping how physicians are trained and how patients are treated, and it is also increasing public awareness of the kind of care they should be receiving.

Watch for “Good Medicine”, the PBS series we are helping to create, and check out our website at www.pcintegrativemedicine.org for our other projects.

This year the George Fellows program accounted for \$165,000 of funding. We have Fellowship programs at nine institutions and have provided 110 fellowships over the past six years. This year we added the Carter Center as a site for these fellowships, enabling the Center’s internships for the first time to offer a stipend. One of the George Fellows, Shailendra Singh from the Harvard Business School class of 2004, recently expressed his gratitude by substantially re-engineering the foundation website. George Fellows are a wonderfully diverse group of students with the potential to make a significant difference in society, and we feel privileged to be able to contribute to their education.

This year we increased our support for the Horizons Leadership program of the national Sigma Chi fraternity. This three-week-long summer program in Deer Valley, Utah, is shaping the values, character and self-understanding of the leaders of this fraternity. Supporting Horizons combines Bill’s desire to give back to Sigma Chi with our shared desire to contribute to the development of the next generation of leaders.

There is nothing more satisfying than being engaged body, mind and spirit in work that matters, with the best possible partners and a reasonable hope to be able to make a difference in the world. We hope that you will see reflected in this report our efforts to steward wisely the resources of this foundation.

A handwritten signature in cursive script that reads "Penny George".

Penny George
President
The George Family Foundation

OUR INTERESTS

Educational Opportunity

Fellowships for individuals with potential to positively impact society and to gain a deeper understanding of the world and its diverse cultures.

Integrative Medicine

Programs and initiatives that promote an integrated approach to healing mind, body, heart and spirit.

Youth Development

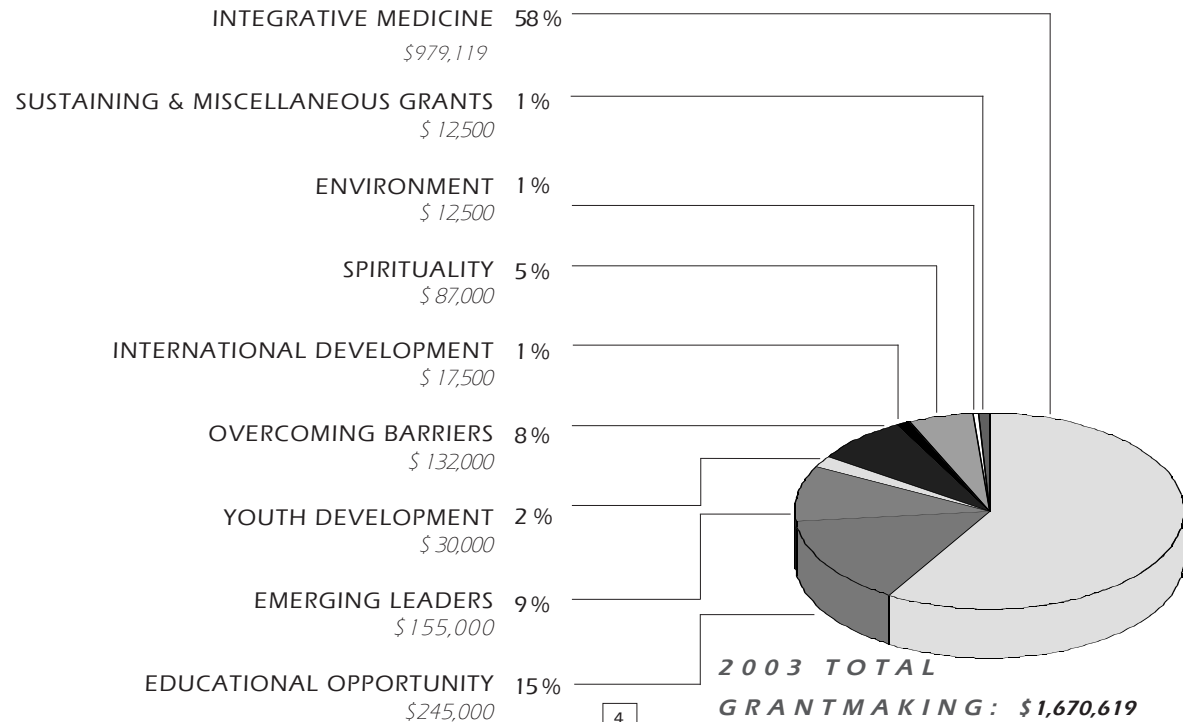
Programs focused on leadership development and mentoring.

Overcoming Barriers

Programs that help women and people of color overcome societal barriers and realize their full potential.

Spirituality

Programs which enrich the spiritual lives of individuals, families and communities.



Pictured are a few of the A.C.E.S. students on a high school fieldtrip to a Twins baseball game.

EDUCATION & EDUCATIONAL OPPORTUNITIES

Athletes Committed to Educating Students (A.C.E.S.)	\$5,000
<i>General operating support for after-school tutoring/mentoring program for inner-city youth.</i>	
The Bakken Library and Museum	\$10,000
<i>In partial fulfillment of a \$50,000 pledge in support of this center for education about the role of electricity and magnetism in the life sciences and medicine.</i>	
Georgia Tech Foundation	\$50,000
<i>In fulfillment of a \$150,000 pledge toward the William W. George Professorship in Health Systems; providing funding for faculty, research projects, travel, equipment, student research assistants and administrative support.</i>	
Greater Minneapolis Council of Churches	\$5,000
<i>In fulfillment of a \$10,000 pledge in support of the GMCC's Discovery Learning Centers.</i>	
Harvest Preparatory School	\$5,000
<i>In partial fulfillment of a \$15,000 pledge for general operating support for this inner-city school.</i>	
Page Education Foundation	\$5,000
<i>In support of scholarships to students of color who pursue post-secondary education within Minnesota.</i>	
Sub-Total Education and Educational Opportunities	\$80,000

GEORGE FELLOWS PROGRAM

The purpose of the George Fellows Program is to encourage promising students as they pursue advanced degrees. Preference is given to students who demonstrate exceptional academic potential and financial need. The majority of these fellowships go to minority students and international students from developing countries.

Amherst College \$15,000

In partial fulfillment of a \$150,000 pledge for the George International Scholarships.

Carleton College \$15,000

In partial fulfillment of a \$150,000 pledge for the George International Scholarships.

The Carter Center \$25,000

In partial fulfillment of a \$125,000 pledge in support of the Carter Center Education and Internship Program.

Georgia Institute of Technology \$10,000

In partial fulfillment of a \$100,000 pledge for the George Fellows Fund in Industrial Systems and Engineering.

Georgia Institute of Technology \$20,000

In partial fulfillment of a \$200,000 pledge for the George Fellows Fund in Bioengineering and Bioscience.

Hamm Clinic \$20,000

In fulfillment of a \$60,000 pledge for minority doctoral-level psychology students.

Harvard Business School \$30,000

In partial fulfillment of a \$280,000 pledge for the George International Scholarships.

Macalester College \$15,000

In partial fulfillment of a \$145,000 pledge for the George International Scholarships.

University of St. Thomas \$15,000

In fulfillment of a \$45,000 pledge for exceptional minority master's and doctoral-level students pursuing degrees in the mental health field.

Sub-Total George Fellows Program \$165,000

TOTAL EDUCATION & EDUCATIONAL OPPORTUNITIES \$245,000

INTEGRATIVE MEDICINE

Abbott Northwestern Hospital \$100,000

In partial fulfillment of a \$1 million pledge supporting the Institute for Health and Healing.

Aspen Center for Integrative Health \$5,000

In support of the Center's 2004 Prevention Symposium.

Canadian Institute of Natural and Integrative Medicine \$10,000

In support of the Institute's involvement in the Clinical Network, a network of seven integrative medicine clinics working together to understand and synthesize the successful elements of clinical practice.

Center for Mind-Body Medicine \$50,000

In support of the professional training program, CancerGuides.

Center for Spirituality and Healing \$100,000

In fulfillment of a \$300,000 pledge to the University of Minnesota Health Center for "The Inner Life of Healers", a spiritual growth program for health students and practitioners.

Children's Hospitals and Clinics Foundation \$30,000

In support of the "Helping Your Child to Heal" program.

Commonweal/Institute for the Study of Health and Healing <i>In support of “The Healer’s Art” curriculum for medical schools in honor of Rachel Remen.</i>	\$20,000
Duke Center for Integrative Medicine <i>In partial fulfillment of a \$500,000 pledge supporting DCIM’s Longitudinal Educational Curriculum for Integrative Healing and the Integrative Medicine Immersion Retreat for Duke Medical School faculty.</i>	\$105,000
Global Medicine Education Program <i>General operating support for this elective course for medical students.</i>	\$10,000
The Philanthropic Collaborative for Integrative Medicine <i>In partial fulfillment of a \$1.1 million pledge in support of this organization’s mission to advance the field of Integrative Medicine.</i>	\$425,000
Thomas Jefferson University Hospital <i>In support of the Myrna C. Brind Center for Integrative Medicine.</i>	\$5,000
University of Arizona Foundation <i>In partial fulfillment of a \$50,000 pledge to support the George Family Fellow in Integrative Medicine.</i>	\$25,000
University of Maryland <i>In support of practice development efforts at the University’s Integrative Medicine Program.</i>	\$50,000
Women’s Cancer Resource Center <i>In support of a part-time Cancer Guide to assist women diagnosed with cancer to design individualized healing plans.</i>	\$44,119
Total Integrative Medicine	\$979,119

YOUTH DEVELOPMENT

Admission Possible <i>In support of services to disadvantaged youth to help them prepare for college admission.</i>	\$7,500
Leland-Johnson Common Vision Program <i>In support of efforts to build positive interfaith and interracial relationships among African-American and Jewish youth.</i>	\$5,000
Minnesota Thunder P.L.U.S. <i>In partial fulfillment of a \$10,000 pledge in support of soccer and education programs that work with inner-city neighborhood youth centers.</i>	\$5,000
Youth Farm and Market Project <i>In support of YFMP’s efforts to create an urban environment within which youth can flourish physically, socially, and emotionally by growing and selling organic produce.</i>	\$5,000
The Youth Foundation <i>In support of programs that provide resources and educational opportunities to the underserved youth of Edwards, Colorado.</i>	\$7,500
Total Youth Development	\$30,000

OVERCOMING BARRIERS

Tubman Family Alliance <i>In partial fulfillment of a \$20,000 pledge in support of the Alliance’s Spirituality, Health and Healing Initiative.</i>	\$10,000
Holy Rosary Church <i>In support of the ESL program for this inner-city Hispanic church.</i>	\$5,000
Minnesota Advocates for Human Rights <i>In support of this organization’s international human rights work.</i>	\$2,000
Planned Parenthood of Minnesota/South Dakota <i>In partial fulfillment of a \$15,000 pledge for general operating support.</i>	\$5,000

Project Regina	\$5,000
<i>General operating support for teaching ESL and vocational skills to immigrants.</i>	
Summit Academy OIC	\$50,000
<i>In fulfillment of a \$100,000 pledge for the 100 Hard Hats program that places women and people of color in living wage construction jobs.</i>	
Twin Cities RISE!	\$50,000
<i>In fulfillment of a \$100,000 pledge toward scholarships for participants in skills training and programming related to job acquisition for hard-to-employ adults.</i>	
WATCH	\$5,000
<i>In support of initiatives to improve the criminal justice system's handling of cases of domestic violence and sexual assault.</i>	
Total Overcoming Barriers	\$132,000

INTERNATIONAL

CARE	\$2,500
<i>In support of CARE's international relief and development efforts.</i>	
Minnesota International Center	\$5,000
<i>General operating support.</i>	
Opportunity International	\$10,000
<i>General operating support for micro-lending programs in developing countries.</i>	
Total International	\$17,500



Photo by Alison Wright. © Copyright 2004 the Mind and Life Institute

Mind and Life Institute
"Investigating the Mind"
meeting held in Cambridge,
MA in September, 2003.

SPIRITUALITY

Episcopal Community Services	\$5,000
<i>Sustaining grant for this social service organization.</i>	
House of Prayer	\$2,500
<i>General operating support.</i>	
Institute for Ministry Leaders (formerly known as Faith Communities Project)	\$7,500
<i>In support of programming that builds the capacity of pastors and church leaders to minister effectively in the inner-city.</i>	
Mind and Life Institute	\$30,000
<i>In partial fulfillment of a \$150,000 pledge for general operating support.</i>	
The Nonviolent Peaceforce	\$10,000
<i>In support of efforts to promote effective, spiritually-based tools for large-scale nonviolent resolution of international conflict.</i>	
Plymouth Congregational Church	\$17,000
<i>In fulfillment of a \$51,000 pledge to fund the addition of an outreach worker to church staff.</i>	
The Shechen Project	\$10,000
<i>General operating support for this organization's work in Tibet.</i>	
United Theological Seminary	\$5,000
<i>In support of the 2003 Annual Fund.</i>	
Total Spirituality	\$87,000

EMERGING LEADERS

Sigma Chi Foundation	\$150,000
<i>In partial fulfillment of a \$600,000 pledge to support Sigma Chi's Horizons Leadership Project.</i>	
Vail Leadership Institute	\$5,000
<i>In partial fulfillment of a \$10,000 pledge for general operating support.</i>	
Total Emerging Leaders	\$155,000



Photo by Andy Forbes

The health of our environment is directly connected to the health of all Minnesotans. MCEA is working to ensure that Minnesota's water, air and communities are protected now and for future generations.

ENVIRONMENT

Audubon Center of the North Woods	\$2,500
<i>In partial fulfillment of a \$5,000 pledge in support of the general operation of this environmental learning center.</i>	
Eagle Valley Land Trust	\$5,000
<i>General operating support for this Colorado land conservation organization.</i>	
Minnesota Center for Environmental Advocacy	\$5,000
<i>General operating support for this environmental advocacy group.</i>	
Total Environment	\$12,500

SUSTAINING AND MISCELLANEOUS

Duke University	\$5,000
<i>In support of Duke University's 2003 Annual Fund.</i>	
The Guthrie Theater	\$2,500
<i>In support of the Guthrie's 2003 Annual Fund.</i>	
Westminster Presbyterian Church	\$5,000
<i>In support of the Westminster Town Hall Forum Public Lecture Series.</i>	
Total Sustaining and Miscellaneous	\$12,500

Total Grants Paid 2003
\$1,670,619

FINANCIAL SUMMARY

STATEMENT OF HOLDINGS

December 31, 2003 and 2002

	MARKET		COST	
	2003	2002	2003	2002
ASSETS:				
Investments:				
Stocks	\$ 29,792,805	\$ 21,490,127	\$ 19,464,627	\$ 17,350,991
Note Receivable	\$ —	\$ —	\$ —	\$ —
Cash and Cash Equivalents	\$ 4,255,081	\$ 125,518	\$ 4,255,081	\$ 125,518
Total Investments	<u>\$ 34,047,886</u>	<u>\$ 21,615,645</u>	<u>\$ 23,719,708</u>	<u>\$ 17,476,509</u>
Principal arising from cash transactions			<u>\$ 23,719,708</u>	<u>\$ 17,476,509</u>

STATEMENT OF RECEIPTS AND DISBURSEMENTS

Years ended December 31, 2003 and 2002

	2003	2002
RECEIPTS:		
Dividends	\$ 191,129	\$ 166,243
Interest	\$ 28,088	\$ 11,863
Net gain/loss on disposition of investments	\$ 5,283,299	\$ (12,911)
Contributions	\$ 2,755,158	\$ 462,041
Other Income	\$ —	\$ 19,273
Total Receipts	<u>\$ 8,257,674</u>	<u>\$ 646,509</u>
DISBURSEMENTS:		
Excise tax on net investment income	\$ 65,500	\$ 1,607
General and administrative expenses	\$ 32,551	\$ 24,601
Program expense	\$ —	\$ 184,761
Professional fees	\$ 245,805	\$ 245,351
Charitable contributions	\$ 1,670,619	\$ 1,173,919
Total Disbursements	<u>\$ 2,014,475</u>	<u>\$ 1,630,239</u>
Net decrease in principal for the year	\$ 6,243,199	\$ (983,730)
Adjustment to principal	\$ —	\$ 212,423
Principal at beginning of year	\$ 17,476,509	\$ 18,247,816
Principal at end of year	<u>\$ 23,719,708</u>	<u>\$ 17,476,509</u>

APPLYING TO THE GEORGE FAMILY FOUNDATION

As of December 15th, 2003 the Foundation does not accept unsolicited proposals.

Invited applicants are encouraged to submit a letter of inquiry or to discuss their request with staff before submitting an application.

One copy of the proposal should be submitted which includes the following:

- Complete George Family Foundation Grant Application Cover Page.
- Brief description of mission, history, background and capabilities of organization.
- Purpose of project or program: *What will be accomplished?*
- Statement of need: *What problems will be addressed and solved?*
- Relevance: *How does the project relate to the interests of the Foundation?*
- Implementation: *How will the project be carried out? Workplan? Timelines?*
- Collaboration: *How will the applicant work with others? What are major sources of support?*
- Future Funding: *How will the program be sustained in the future?*
- Staff: *What are the capabilities of those responsible for the project?*
- Evaluation Plan: *How will results be evaluated?*
- George Family Foundation Support: *How will this grant be used?*

Please attach the following additional information:

- Copy of IRS letter certifying your 501(c)(3) tax-exempt status.
- Copy of organization's budget for current fiscal year.
- Copy of latest audit of financial statement.
- Listing of Board of Directors and affiliations.
- Listing of current funders.

Proposals should be received by May 30 or October 30

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