

# Annual Report

2018 through 2020





## **ABOUT US**

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**GEO is a community of funders committed to transforming philanthropic culture and practice by connecting members to the resources and relationships needed to support thriving nonprofits and communities.**

We envision courageous grantmakers working in service of nonprofits and communities to create a just, connected and inclusive society where we can all thrive.

That's the power of the GEO community. With more than 6,000 grantmakers across the globe, we work together to lift up the grantmaking practices that matter most to nonprofits and that truly improve philanthropy.

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# Dear Colleagues and Friends,

Across the philanthropic sector, the last several years have been a clear period of transformation, marked by the recognition that business as usual is no longer feasible for the creation of a just, connected and inclusive society. For many, including us here at GEO, this transformation began organically with internal shifts and leadership changes that shaped the fabric of our work well before the pivotal year that 2020 turned out to be. While the ongoing global pandemic and heightened awareness of persistent, historical racial and economic injustices offered us opportunities to build a better future, they first demanded that we, as grantmakers, look inward and critically assess our roles as people with power and privilege.

The fact remains that institutional philanthropy has routinely prioritized expediency over relationships and status quo and efficiency over long-term equity. But none of these are sustainable in our charge to address multifaceted structural inequalities, let alone within solid relationships with those on the ground working in communities. Across our field, the fog has lifted, revealing that our mindset, policies and practices – and the systems that house them and cultures that perpetuate them – must change if we are to be successful in creating the world we want to see.

But change is just the starting line. The shift to be equity-centered and community-driven in our grantmaking practices is an ever-evolving process, demanding that we learn and pivot to meet the needs of those we serve. To reflect that shift, we are pleased to share GEO's new mission and vision, revised in 2020, that will drive our work.

Central to our new mission and vision is how interconnected we are, and that grantmaking is, at its core, about championing our collective humanity. When we center the communities we serve and equip change leaders with the tools they need, societal transformation follows.

In this report, we'll look back at a sampling of what we've accomplished together during this period of extraordinary change for our organization, the philanthropic field and the world from 2018 through 2020. We continue to extend our gratitude to our members, partners, supporters and staff who have facilitated, informed and led us to and through these years. We look forward to continuing on this path of transformation with all of you throughout the years to come.

Sincerely,



**Hanh Cao Yu**  
Chair, GEO Board of Directors  
Chief Learning Officer, California Endowment



**Marcus Walton**  
President and CEO, GEO

## VISION

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We envision courageous grantmakers working in service of nonprofits and communities to create a just, connected and inclusive society where we can all thrive.

## MISSION

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GEO is a community of funders committed to transforming philanthropic culture and practice by connecting members to the resources and relationships needed to support thriving nonprofits and communities.

# Reshaping the Fabric of GEO's Work

As grantmakers seeking to address persistent racial and economic injustices, we recognize the need to make big changes in how we approach our work, not just in grantmaking but across organizational policies, practices and culture. At GEO, we see transitions as an opportunity for transformational change – a way of reshaping the fabric of our work.

At the start of 2018, we introduced a new multiyear strategy. This strategic direction shaped both internal and external mechanisms that would help grantmakers cut through the noise and find clarity on which improvements made a difference for their grantees. But change isn't linear. As new truths emerged from the increasing awareness around racial inequities, we leveraged those moments of uncertainty – and, at times, uncomfortableness – to learn and readjust our priorities.

Central to these developmental moments was the recognition that we, at GEO and in our field, wouldn't always get things right. While there were places where we succeeded, there were others where we fell short. As is true with all learning, being able to sit and wrestle with incompleteness is a key piece of our work.

Another such transition was also a first. After 17 years of serving as GEO's founding CEO, Kathleen Enright said her farewell in 2018, marking a new chapter in GEO's history as an organization. Marcus Walton, a longtime GEO supporter, filled the role of president and CEO and brought with him his experiences as a community organizer, nonprofit practitioner and grantmaker to challenge us to think differently about who we need to be as an organization.

**As new truths emerged from the increasing awareness around racial inequities, we leveraged those moments of uncertainty – and, at times, uncomfortableness – to learn and readjust our priorities.**

By engaging grantmakers in programming that encouraged the adoption of smarter grantmaking practices, integrating racial equity into our vision of grantmaking and shedding outdated policies and practices that erode trust, our charge was to move past obstacles that had historically stood in the way of creating more equitable, inclusive communities.

However, we recognize that these practices take time. GEO continues to apply this change process internally as we work through outdated systems and ways of thinking within the organization. We are actively engaged in working to meet our aspirations for equity in all forms to ensure that our workplace reflects the work that we promote with our members.

While these moments of organizational transition can bring about uncertainty, GEO has reaffirmed our commitment to realizing the collective potential of our field in service of thriving nonprofits and communities.



## **PROGRAM HIGHLIGHTS**

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From 2018 to 2020, our deep-dive workshops, partnerships, webinars, learning networks, conferences and publications gave grantmakers the space to explore new ideas and improve their practices in collaboration with peers.

The program highlights of this annual report are just the surface of GEO's resources, and we encourage you to visit our website to see all that GEO has to offer.



**2018**

# Celebrating 20 Years at GEO's 2018 National Conference

**GEO celebrated its 20th anniversary at the 2018 National Conference in San Francisco, California.**

As advocates of practices once seen as outside of mainstream philanthropy, 2018's convening was a moment to reflect on our community's progress — and an opportunity to envision the future of grantmaking. Building on two decades of work deepening the power of our community, this conference asked participants to think critically — and collectively — about the shifts they could make in their own practices to support nonprofits and communities.

No one organization has the resources to address the world's most complex issues alone. We recognize and embrace this — being in community and learning alongside grantmakers committed to meaningful progress together is what helps us implement practices that have the most impact on nonprofits and communities. At the 2018 National Conference, we reaffirmed that it is not enough just to do better alone. When we leverage our voices and resources together, building off the lessons each of us has learned in collaborative spirit, we can achieve brighter and more equitable futures.



## 2018 – CELEBRATING 20 YEARS AT GEO'S 2018 NATIONAL CONFERENCE

To celebrate 20 years of making meaningful progress together, we highlighted several core content areas including,

- addressing the historic and collective forces that suppress racial justice,
- building stronger and more inclusive organizations rooted in collaborative cultures,
- strengthening relationships with the nonprofits and communities we serve, and
- confronting existing power dynamics.

Underlying the three days of sessions, breakouts and plenaries was the critical reminder that considering and advancing equity in philanthropic work was not a nice-to-have, but a must-have if grantmakers want to be truly impactful in their work.

“

GEO conferences are the best – really – I want to send you a love letter of appreciation. Your conferences fill me up and inspire me to double down on our current efforts to be more grantee-centric.”

– Conference Participant



2019

# Research and Publications



GEO's publications are driven by the issues we, as a community, care about.

In 2019, our piece *Learning in Philanthropy: A Guidebook* provided ideas and examples of how grantmakers could leverage learning to better understand both how we are doing in our work and how to improve.

Grantmakers committed to meaningful change know that in order to make lasting progress toward the goals we share with our nonprofit and community partners, we should be constantly learning for improvement. As a continuous and iterative process, learning functions to build shared knowledge, develop new strategies, identify paths forward and assess outcomes in conjunction with our partners.

Through case studies and practical action items, this publication encouraged readers to wrestle with fundamental questions and concepts related to learning and evaluation, as well as to shed outdated practices and policies that could be barriers to nonprofits and communities as they take on multifaceted issues.

- What's the best way to set up the learning function in our organization?
- How can we learn with communities and nonprofits?
- How can we do a better job of connecting learning and evaluation to strategy?
- What are the best ways to share learning with others so it drives real awareness and action?
- How can we support staff, boards and others to learn?

“

We have used many GEO publications to educate our board and our grantees. I am not shy in telling other people that GEO provides me with links and information that help my foundation be transparent and transformative for the communities we serve.

**2020**

# Pivoting in a Pandemic: Virtual Peer Learning

**GEO's virtual peer learning opportunities provided a platform to continue conversations around building transformational change in the field of philanthropy – in times of crisis and beyond.**

As grantmakers, we are charged with supporting movements, organizations and communities who are resolving our society's deepest inequities. This work is not easy and in moments of questioning, we remind ourselves that we don't have to go it alone. When the Covid-19 pandemic emerged and we all faced a new normal, GEO responded by leveraging our range of online peer learning and member networks to provide our community opportunities to learn and work together.

As a community, GEO creates space for grantmakers to learn with each other as well as with experts across the philanthropic and nonprofit sector. Now in its fifth year, the Change Leaders in Philanthropy Fellowship (CLIPF) exemplifies GEO's belief that being in community with other grantmakers is what helps us achieve meaningful change, ultimately strengthening the work of the nonprofits and communities we serve. The cohort program, which usually involves both remote and in-person elements, moved to an entirely virtual setting this year at the beginning of the pandemic.

“Part of transformative leadership is being in service of thriving communities,” says Aerial Reese, former program manager at GEO. “And I see that connection spark at every cohort I've facilitated.” Within these supportive cohorts, senior leaders in philanthropy have candid the conversations needed to lead change. They increase their own knowledge and efficacy for implementing organizational change and are then better equipped to create organizational conditions that lead to equity-centered and community-driven grantmaking.



## 2020 – PIVOTING IN A PANDEMIC: VIRTUAL PEER LEARNING

**200+** cohorts, conferences, member calls,  
member networks, webinars, workshops

GEO's Remote Learning Series, which, by design, takes place online, brought grantmakers together to surface challenges and co-create solutions in an interactive, resource-rich forum filled with peer insights, support and advice from fellow practitioners. Significantly, the Remote Learning Series "created an organic space for grantmakers to come to terms with the pandemic and the respective effects of the pandemic on job responsibilities, fear of the future, and how to lean in and become better partners for the long haul," said the series manager, Jaser Alsharhan. This focused attention on shifting philanthropic practice in times of crisis – and beyond – helped participants come to terms with shedding outdated practices and requirements that hinder nonprofit success.

For both programs, and many of the other peer learning opportunities that GEO offers, members were able to take advantage of the existing infrastructure in place as an opportunity for uninterrupted connection and support during a time of need, as many were quickly pivoting to respond to community needs around the pandemic and racial tension.

“

The insights I gained were not just about philanthropy as a sector, but about myself as a leader, a listener, a thought-partner, a change manager and organization executive. I learned how to listen, the art of patience, and numerous techniques for obtaining meaningful input and approaching major projects.”

– Program Participant



# 2018 – 2020 Volunteers and Committees

## **2018**

### **National Conference Planning Committee**

Grace Hou, Woods Fund Chicago (co-chair)  
Stacy Van Gorp, R. J. McElroy Trust (co-chair)  
Gillian Darlow, Polk Bros. Foundation  
Erika Seth Davies, formerly of Baltimore Community Foundation  
Christina Garcia, consultant; formerly of The James Irvine Foundation  
Neel Hajra, Ann Arbor Area Community Foundation  
Curtis Holloman, Foundation for a Healthy St. Petersburg  
Hanh Le, Weissberg Foundation  
Daniela Pineda, First 5 LA  
Phuong Quach, Northern California Grantmakers  
Chera Reid, The Kresge Foundation  
Jacqueline Erickson Russell, The Ewing Marion Kauffman Foundation  
Gage Weekes, Hollingsworth Funds, Inc.  
Tim Wilmot, Virginia G. Piper Charitable Trust  
Hanh Cao Yu, The California Endowment

### **National Conference Host Committee**

Judy Belk, The California Wellness Foundation (co-chair)  
Carol Larson, The David and Lucile Packard Foundation (co-chair)  
Berit Ashla, Rockefeller Philanthropy Advisors  
Carrie Avery, The Durfee Foundation  
Kara Carter, California Health Care Foundation  
Jody Chang, Silicon Valley Social Venture Fund  
Nicky Conroy, Gordon and Betty Moore Foundation  
Pamela David, Walter and Elise Haas Fund  
Karie Dewan, Stupski Foundation  
Dinah Dittman, Kaiser Permanente  
Christine Elbel, Fleishhacker Foundation  
Deanna Gomby, Heising-Simons Foundation  
Kendall Guthrie, College Futures Foundation  
James Head, East Bay Community Foundation  
Britanny Imwalle, Blue Shield of California Foundation  
Surina Khan, The Women's Foundation of California  
Barbara Kibbe, S.D. Bechtel, Jr. Foundation  
Larry Kramer, The William and Flora Hewlett Foundation  
Ellen LaPointe, Northern California Grantmakers  
Daniel Lee, Levi Strauss Foundation  
Allison Magee, Zellerbach Family Foundation  
Ash McNeely, Sand Hill Foundation  
Dawne Bear Novicoff, Jim Joseph Foundation  
Diane Parnes, Silicon Valley Social Venture Fund  
Jennifer Rainin, Kenneth Rainin Foundation  
Carolyn Wall Sakata, Sunlight Giving  
Lateefah Simon, Akonadi Foundation  
Alex Sloan, Tides  
Claire Solot, Bigglesworth Family Foundation  
Bob Uyeki, Y & H Soda Foundation  
Jennie Lehua Watson, Evelyn & Walter Haas, Jr. Fund  
Rick Williams, Sobrato Family Foundation  
Nancy Wiltsek, van Löben Sels/RembeRock Foundation

## 2019

### Learning Conference Planning Committee

Ify Mora, Margaret A. Cargill Philanthropies (chair)  
Nadia Alia, The Tow Foundation  
Stephen Chan, The Boston Foundation  
Tracy Costigan, Robert Wood Johnson Foundation  
Lori Fuller, The Kate B. Reynolds Charitable Trust  
Raquel Gutierrez, Hispanics in Philanthropy  
R. Mimi Iijima, Pennsylvania Humanities Council  
Arani Kajenthira, Walton Family Foundation  
Solomé Lemma, Thousand Currents  
Cheryl Milloy, Marguerite Casey Foundation  
Anjana Pandey, Philanthropy Northwest  
Cindy Rizzo, Arcus Foundation  
Dimitra Tasiouras, Circle of Service Foundation  
Stephanie Teleki, California Health Care Foundation  
Erik Torch, Northland Foundation

### Learning Conference Host Committee

Paul Beaudet, Wilburforce Foundation (chair)  
Kiran Ahuja, Philanthropy Northwest  
Michael Brown, Seattle Foundation  
Sarah Buhayar, Bill & Melinda Gates Foundation  
Kathleen Edwards, Cedarmere Foundation  
Audrey Haberman, Philanthropy Northwest  
Dave LaSarte-Meeks, Vadon Foundation  
Melanie Matthews, Champion Advocacy Fund  
Bonnie Medina, Raikes Foundation  
Jane Meseck, Microsoft Corporation  
Marty McOmber, Casey Family Programs  
Anjana Pandey, Philanthropy Northwest  
Mike Quinn, Washington Statewide Capacity Collaborative  
Gunner Scott, Pride Foundation  
Kathleen Steffen, Seattle International Foundation  
Jennifer Teunon, Medina Foundation  
Luz Vega-Marquis, Marguerite Casey Foundation

### Participation, Partnership and Power Conference Planning Committee

Janée Woods, William Casper Graustein Memorial Foundation (chair)  
Gwyn Barley, The Colorado Trust  
Laila Bell, The Duke Endowment  
Kelly Chopus, Robins Foundation  
Jeanné Isler, National Center for Responsive Philanthropy  
Surina Khan, The Women's Foundation of California  
Yi-Ching Lin, Philanthropy New York  
Rickke Mananzala, Borealis Philanthropy  
David McGhee, Skillman Foundation  
Letitia Peguero, The Nathan Cummings Foundation  
Trilby Smith, Vancouver Foundation  
Keith Timko, Support Center for Nonprofit Management  
Mailee Walker, Claneil Foundation  
Rebecca Wisotsky, Funders for LGBTQ Issues

### Participation, Partnership and Power Conference Host Committee

Hilary Pennington, Ford Foundation (co-chair)  
Kyung Yoon, Korean American Community Foundation (co-chair)  
Ingrid Benedict, The Daphne Foundation  
Lori Bezahler, Edward W. Hazen Foundation  
Richard Brown, American Express  
Ronna Brown, Philanthropy New York  
Don Chen, Surdna Foundation  
Donald Crocker, Support Center for Nonprofit Management | Partnership in Philanthropy  
Stephanie Cuskley, The Leona M. and Harry B. Helmsley Charitable Trust  
Rehana Farrell, Youth INC  
Desiree Flores, Arcus Foundation  
Sarah Troup Geisenheimer, 100Kin10  
Stephen Heintz, Rockefeller Brothers Fund  
Amy Holmes, Rockefeller Philanthropy Advisors  
Philip Li, Robert Sterling Clark Foundation  
Jason McGill, Arcus Foundation  
Mike Pratt, The Scherman Foundation, Inc.  
Elizabeth Sak, The Cricket Island Foundation  
Pamela Shifman, NoVo Foundation  
Pat Swann, The New York Community Trust  
Sheena Wright, United Way of New York City

**2020**

**National Conference Planning Committee**

Mailee Walker, Claneil Foundation (chair)  
Lori Bezahler, Edward Hazen Foundation  
Michelle Foster, The Greater Kanawha Valley Foundation  
Raymond Foxworth, First Nations Development Institute  
Gladys Hairston, John Rex Endowment  
Michael Ibrahim, Massachusetts Cultural Council  
Susan Johnson, Lumina Foundation  
Wendy Lewis, McCune Charitable Foundation  
Jamaica Maxwell, The David and Lucile Packard Foundation  
Alex McCray, Philanthropy Massachusetts  
Karla Miller, Northwest Area Foundation  
Nwando Obele, TSNE Mission Works  
Lindsay Ryder, Neighborhood Funders Group

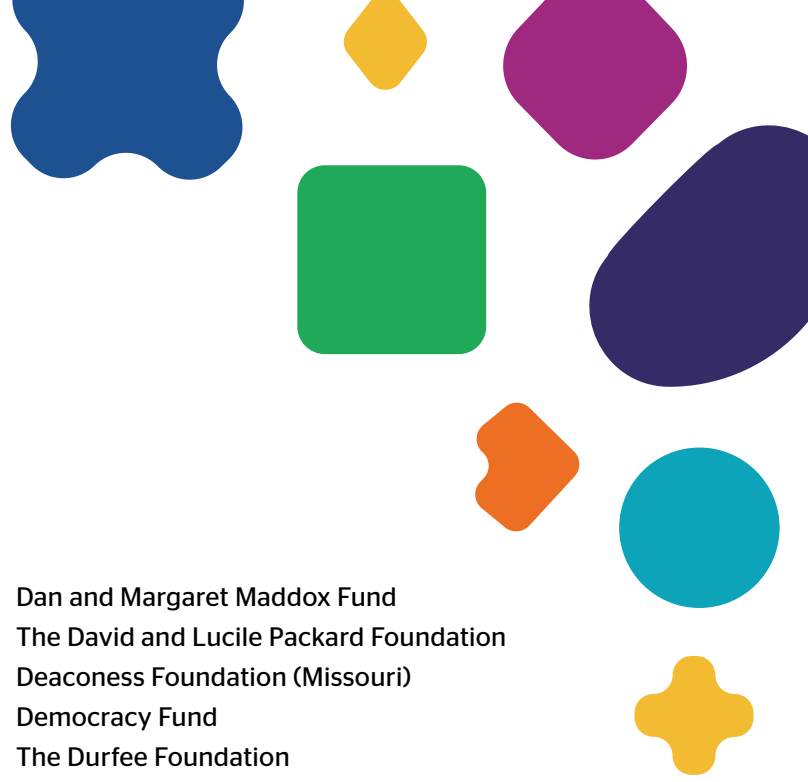
**National Conference Host Committee**

James Canales, Barr Foundation (co-chair)  
David Moy, The Hyams Foundation, Inc. (co-chair)  
Miki C. Akimoto, Bank of America  
Elizabeth Barajas-Roman, formerly of Solidago Foundation  
Lydia Bergen, Fidelity Foundation  
Nicholas Donohue, Nellie Mae Education Foundation  
Kathryn Everett, The Lynch Foundation  
Elizabeth Francis, Rhode Island Council for the Humanities  
Paul Grogan, The Boston Foundation  
Barbara Harman, Harman Family Foundation  
Aimee Hendrigan, The Melville Charitable Trust  
Marianna Islam, The Schott Foundation for Public Education  
Joanna Jacobson, One8 Foundation  
Jay Kim, Foundation for MetroWest

Liana Krupp, The Krupp Family Foundation  
Melissa Luna, GreenLight Fund  
Elizabeth Lynn, van Beuren Charitable Foundation Inc.  
Kirsten Martin, Red Sox Foundation  
Laura McCargar, Perrin Family Foundation  
Mike Monopoli, DentaQuest Partnership for Oral Health Advancement  
Elaine Ng, TSNE MissionWorks  
Hanna Shaul Bar Nissim, Ruderman Family Foundation  
Amanda Northrop, State Street Foundation  
Kelly Nowlin, Surdna Foundation  
Christopher O’Keeffe, Greater Worcester Community Foundation  
Kim Philbrick McCabe, The Klarman Family Foundation  
Anne Phillips, New Hampshire Charitable Foundation  
Mary Phillips, GMA Foundations  
Jeffrey Poulos, Philanthropy Massachusetts  
Geeta Pradhan, Cambridge Community Foundation  
Dian Quinn, Doree Taylor Charitable Foundation  
Jay Ruderman, Ruderman Family Foundation  
Bekah Salwasser, Red Sox Foundation  
Diana Samarasan, Disability Rights Fund  
Audrey Shelto, Blue Cross Blue Shield of Massachusetts Foundation, Inc.  
Peter Taylor, Berkshire Taconic Community Foundation  
John Vasconcellos, Community Foundation of Southeastern Massachusetts  
Charlotte Wagner, Wagner Foundation  
Mary Walachy, Irene E. & George A. Davis Foundation  
Tim Wilmot, Berkshire Taconic Community Foundation  
Andrew Wolk, Root Cause  
Katie Zobel, Community Foundation of Western Massachusetts







# 2018 – 2020 Supporters

Akonadi Foundation  
The Angell Foundation  
The Annie E. Casey Foundation  
Anonymous  
Ashoka US  
Barr Foundation  
Bigglesworth Family Foundation  
Bill & Melinda Gates Foundation  
Blue Cross and Blue Shield of North Carolina Foundation  
Blue Cross Blue Shield of Massachusetts Foundation, Inc.  
Blue Shield of California Foundation  
Borealis Philanthropy  
The Boston Foundation  
Bush Foundation  
The California Endowment  
California Health Care Foundation  
The California Wellness Foundation  
Campion Advocacy Fund  
Casey Family Programs  
Cedarmere Foundation  
Charles and Lynn Schusterman Family Philanthropies  
Claneil Foundation Inc.  
The Cleveland Foundation  
College Futures Foundation  
The Colorado Health Foundation  
The Columbus Foundation  
Communities Foundation of Texas  
Community Foundation of Northeast Alabama  
Community Foundation of Southeastern Massachusetts  
Community Memorial Foundation  
Conrad N. Hilton Foundation  
The Cricket Island Foundation

Dan and Margaret Maddox Fund  
The David and Lucile Packard Foundation  
Deaconess Foundation (Missouri)  
Democracy Fund  
The Durfee Foundation  
The Dyson Foundation  
East Bay Community Foundation  
The Edna McConnell Clark Foundation  
Edward W. Hazen Foundation  
Endowment for Health  
Eugene and Agnes E. Meyer Foundation  
Evelyn & Walter Haas, Jr. Fund  
Ewing Marion Kauffman Foundation  
Fairfield County's Community Foundation Inc.  
Fidelity Foundation  
First 5 LA  
Fleishhacker Foundation  
Ford Foundation  
Fund for Shared Insight  
GMA Foundations  
Gordon and Betty Moore Foundation  
The Grable Foundation  
Greater Houston Community Foundation  
Harman Family Foundation  
Hawai'i Community Foundation  
Healthcare Foundation of La Porte  
Heising Simons Foundation  
Hollingsworth Funds, Inc.  
The Hyams Foundation, Inc.  
The James Irvine Foundation  
Jim Joseph Foundation  
John D. and Catherine T. MacArthur Foundation

John Rex Endowment  
John S. and James L. Knight Foundation  
Kaiser Permanente  
Kalamazoo Community Foundation  
Kansas Health Foundation  
Kenneth Rainin Foundation  
The Klarman Family Foundation  
The Kresge Foundation  
Levi Strauss Foundation  
Lloyd A. Fry Foundation  
Lumina Foundation  
Maine Health Access Foundation  
Margaret A. Cargill Philanthropies  
Marguerite Casey Foundation  
Mary Reynolds Babcock Foundation  
The McKnight Foundation  
Medina Foundation  
The Melville Charitable Trust  
Meyer Memorial Trust  
Microsoft Corp.  
Missouri Foundation for Health  
Moses Taylor Foundation  
Nellie Mae Education Foundation  
New Hampshire Charitable Foundation  
One8 Foundation  
Ontario Trillium Foundation  
The Patterson Foundation  
Pennsylvania Humanities Council  
Polk Bros. Foundation  
The Priddy Foundation  
Pride Foundation  
Raikes Foundation  
Richmond Memorial Health Foundation  
Robert Sterling Clark Foundation  
Robert Wood Johnson Foundation  
Robins Foundation  
Rockefeller Brothers Fund  
Rockefeller Philanthropy Advisors

Root Cause  
Ruth Mott Foundation  
S.D. Bechtel, Jr. Foundation  
Saint Luke's Foundation of Cleveland, Ohio  
The San Francisco Foundation  
Sand Hill Foundation  
Seattle Foundation  
Silicon Valley Social Venture Fund  
Sobrato Family Foundation  
Social Venture Partners Seattle  
State Street Foundation  
Stupski Foundation  
Sunlight Giving  
Support Center for Nonprofit Management |  
Partnership in Philanthropy  
Surdna Foundation  
Tarsadia Foundation  
Thrivent  
Tides  
The Tow Foundation  
TSNE MissionWorks  
U.S. Trust Bank of America Philanthropic Solutions  
Vadon Foundation  
van Beuren Charitable Foundation Inc.  
van Löben Sels/RembeRock Foundation  
W.K. Kellogg Foundation  
Wagner Foundation  
Walter and Elise Haas Fund  
Walton Family Foundation  
Weingart Foundation  
Weissberg Foundation  
Wellspring Philanthropic Fund  
The Whitman Institute  
Wilburforce Foundation  
William Caspar Graustein Memorial Fund  
The William and Flora Hewlett Foundation  
Y & H Soda Foundation  
Zellerbach Family Foundation

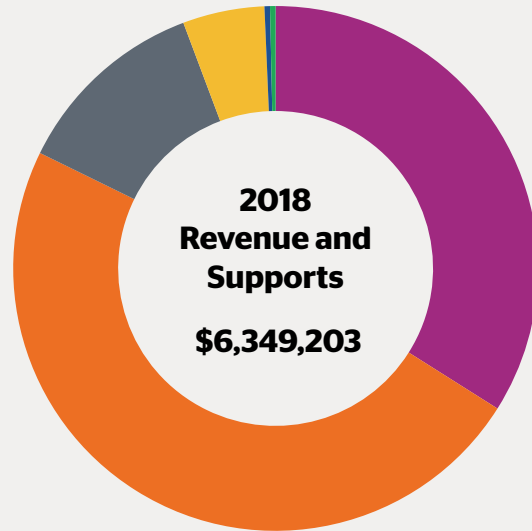
# 2018 – 2020 Financial Reports

## STATEMENT OF FINANCIAL POSITION December 31, 2018 and 2017

	2018	2017
<b>Assets</b>		
Cash and Cash Equivalents	\$ 2,780,372	\$ 2,992,154
Grants and Contributions Receivable	2,057,647	527,546
Other Receivables	1,544	2,620
Investments	1,425,375	1,405,602
Prepaid Expenses	27,519	79,221
Deposits	53,286	37,736
Property and Equipment, Net	907,895	223,529
<b>Total Assets</b>	<b>\$ 7,253,638</b>	<b>\$ 5,268,408</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts Payable and Accrued Expenses	\$ 70,444	\$ 45,338
Accrued Leave	45,139	66,987
Capital Lease Payable	21,958	23,923
Deferred Rent	734,862	52,376
<b>Total Liabilities</b>	<b>872,403</b>	<b>188,624</b>
<b>Net Assets</b>		
Without Donor Restrictions		
Undesignated	1,956,126	1,917,843
Board Designated	1,535,000	1,475,000
<b>Total Without Donor Restrictions</b>	<b>3,491,126</b>	<b>3,392,843</b>
With Donor Restrictions	2,890,109	2,890,109
<b>Total Net Assets</b>	<b>6,381,235</b>	<b>5,079,784</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 7,253,638</b>	<b>\$ 5,268,408</b>

**STATEMENT OF ACTIVITIES** For the year ended December 31, 2018

- **\$2,156,538** Member Contributions
- **\$3,065,738** Grants and Contributions
- **\$763,820** Conference Registration
- **\$320,000** Conference Sponsorship
- **\$21,500** Seminars
- **\$21,547** Investment Income
- **\$60** Consulting

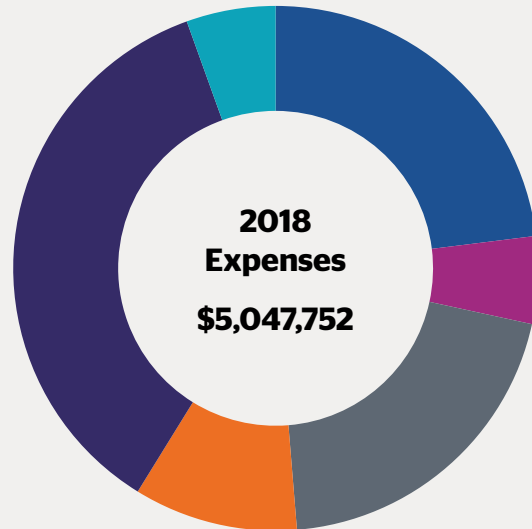


**Program Services: \$2,968,453**

- **\$1,162,396** Conferences
- **\$271,958** Communications
- **\$1,024,024** Member Programs
- **\$510,075** Research and Learning

**Supporting Services: \$2,079,299**

- **\$1,801,745** Management and General
- **\$277,554** Fundraising

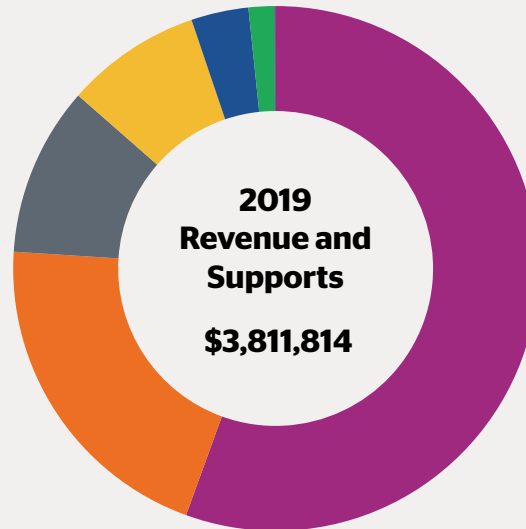


## STATEMENT OF FINANCIAL POSITION December 31, 2019 and 2018

	2019	2018
<b>Assets</b>		
Cash and Cash Equivalents	\$ 3,199,703	\$ 2,780,372
Grants and Contributions Receivable	1,057,819	2,057,647
Other Receivables	7,292	1,544
Investments	1,481,876	1,425,375
Prepaid Expenses	64,794	27,519
Deposits	31,550	53,286
Property and Equipment, Net	733,488	907,895
<b>Total Assets</b>	<b>\$ 6,576,522</b>	<b>\$ 7,253,638</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts Payable and Accrued Expenses	\$ 124,001	\$ 70,444
Accrued Leave	44,568	45,139
Capital Lease Payable	7,843	21,958
Deferred Rent	962,722	734,862
<b>Total Liabilities</b>	<b>1,139,134</b>	<b>872,403</b>
<b>Net Assets</b>		
Without Donor Restrictions		
Undesignated	2,259,992	1,956,126
Board Designated	1,535,000	1,535,000
<b>Total Without Donor Restrictions</b>	<b>3,794,992</b>	<b>3,491,126</b>
With Donor Restrictions	1,642,396	2,890,109
<b>Total Net Assets</b>	<b>5,437,388</b>	<b>6,381,235</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 6,576,522</b>	<b>\$ 7,253,638</b>

**STATEMENT OF ACTIVITIES** For the year ended December 31, 2019

- **\$2,117,216** Member Contributions
- **\$780,353** Grants and Contributions
- **\$397,860** Conference Registration
- **\$318,550** Conference Sponsorship
- **\$134,633** Seminars
- **\$60,547** Investment Income
- **\$2,655** Consulting

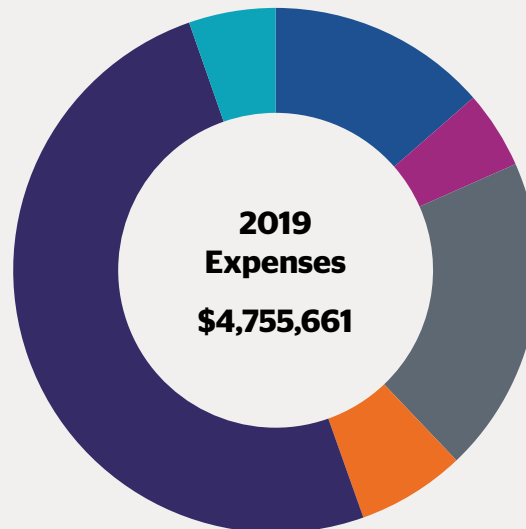


**Program Services: \$2,119,755**

- **\$645,525** Conferences
- **\$228,019** Communications
- **\$928,774** Member Programs
- **\$317,437** Research and Learning

**Supporting Services: \$2,635,906**

- **\$2,381,545** Management and General
- **\$254,361** Fundraising

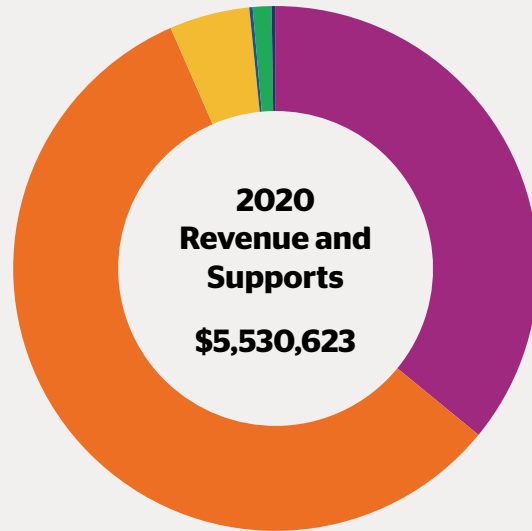


## STATEMENT OF FINANCIAL POSITION December 31, 2020 and 2019

	2020	2019
<b>Assets</b>		
Cash and Cash Equivalents	\$ 4,815,042	\$ 3,199,703
Grants and Contributions Receivable	1,149,793	1,021,419
Membership Receivable	30,340	36,400
Other Receivables	4,492	7,292
Investments	1,545,163	1,481,876
Prepaid Expenses	21,111	64,794
Deposits	31,550	31,550
Property and Equipment, Net	626,170	733,488
<b>Total Assets</b>	<b>\$ 8,223,661</b>	<b>\$ 6,576,522</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts Payable and Accrued Expenses	\$ 200,994	\$ 124,001
Accrued Leave	124,780	44,568
Capital Lease Payable	5,313	7,843
Deferred Rent	865,595	962,722
Deferred Seminar Registration Revenue	83,500	—
PPP Refundable Advance	444,800	—
<b>Total Liabilities</b>	<b>1,724,982</b>	<b>1,139,134</b>
<b>Net Assets</b>		
Without Donor Restrictions		
Undesignated	2,536,265	2,259,992
Board Designated	1,535,000	1,535,000
<b>Total Without Donor Restrictions</b>	<b>4,071,265</b>	<b>3,794,992</b>
With Donor Restrictions	2,427,414	1,642,396
<b>Total Net Assets</b>	<b>6,498,679</b>	<b>5,437,388</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 8,223,661</b>	<b>\$ 6,576,522</b>

**STATEMENT OF ACTIVITIES** For the year ended December 31, 2020

- **\$1,987,303** Member Contributions
- **\$3,180,978** Grants and Contributions
- **\$200** Conference Registration
- **\$273,402** Conference Sponsorship
- **\$11,350** Seminars
- **\$63,990** Investment Income
- **\$13,400** Consulting

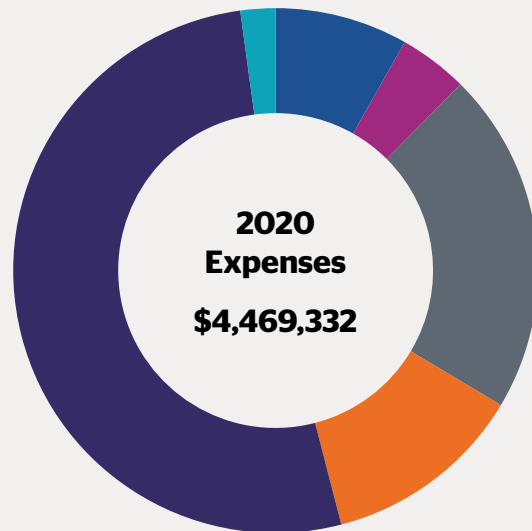


**Program Services: \$2,054,614**

- **\$365,992** Conferences
- **\$190,518** Communications
- **\$943,886** Member Programs
- **\$554,218** Research and Learning

**Supporting Services: \$2,414,718**

- **\$2,318,328** Management and General
- **\$96,390** Fundraising





# 2018 – 2020

## Members of the GEO Board

**Deborah Aubert Thomas**

Philanthropy Ohio  
(2020–Current)

**Carrie Avery**

The Durfee Foundation  
(2013–2020, Governance Committee Chair 2016–2020)

**Don Crocker**

Support Center for Nonprofit Management |  
Partnership in Philanthropy  
(2014–2019)

**Lisa Eisen**

Charles and Lynn Schusterman Family Philanthropies  
(2017–2021)

**Neel Hajra**

Ann Arbor Area Community Foundation  
(2020–Current)

**Sidney Hargro**

(2012–2018, Treasurer 2015–2017)

**Annie Hernandez Rodriguez**

The Conflict Transformation Fund  
(2017–Current, Governance Committee Chair 2020–Current)

**Mae Hong**

Rockefeller Philanthropy Advisors  
(2010–2018, Chair 2015–2017, Vice Chair 2013–2014)

**Daniel Lee**

Levi Strauss Foundation  
(2018–2021)

**Philip Li**

Robert Sterling Clark Foundation  
(2018–Current, Treasurer 2019–Current)

**Peter Long**

Blue Shield of California Foundation  
(2014–2019, Treasurer 2017–2019)

**Kelly Nowlin**

Surdna Foundation  
(2016–Current)

**Carrie Pickett-Erway**

Kalamazoo Community Foundation  
(2017–Current)

**Kathy Reich**

Ford Foundation  
(2012–2021, Vice Chair 2017–2019, Chair 2019–2021)

**LaTida Smith**

Moses Taylor Foundation  
(2011–2019, Governance Committee Chair 2013–2017,  
Chair 2017–2019)

**Brenda Solórzano**

Headwaters Foundation  
(2019–Current)

**Denise St. Omer**

Greater Kansas City Community Foundation  
(2019–Current, Vice Chair 2021–Current)

**Starsky Wilson**

Deaconess Foundation (Missouri)  
(2015–2021)

**Hanh Cao Yu**

The California Endowment  
(2018–Current, Vice Chair 2019–2020, Chair 2021–Current)

# LOOKING BACK LOOKING FORWARD



and  
YARD



THE NEXT 20 YEARS

MEMORIES

MEMORIES



