ABOUT US

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 drive will 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, The California Endowment

Marcus Walton  
President and CEO, GEO

VISION

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

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.
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.
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.
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.
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
**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.
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.
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 Alisharhan. 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
Brittany 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, Campion 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 Bezhaler, 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
Phillip 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
National Conference Planning Committee
Mailee Walker, Clanell 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 Samaran, 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
Cianelli 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
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<td><strong>Liabilities and Net Assets</strong></td>
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<tr>
<td><strong>Liabilities</strong></td>
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2018 Revenue and Supports
$6,349,203

$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
$3,065,738 Investment Income

2018 Expenses
$5,047,752

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

## Assets

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<thead>
<tr>
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<th>2019</th>
<th>2018</th>
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<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
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<td>$2,780,372</td>
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## Liabilities and Net Assets

### Liabilities

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<tr>
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<th>2019</th>
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<tr>
<td>Accounts Payable and Accrued Expenses</td>
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<td><strong>Total Liabilities</strong></td>
<td><strong>1,139,134</strong></td>
<td><strong>872,403</strong></td>
</tr>
</tbody>
</table>

### Net Assets

- **Without Donor Restrictions**
  - Undesignated: 2,259,992
  - Board Designated: 1,535,000
  - **Total Without Donor Restrictions**: 3,794,992

- **With Donor Restrictions**: 1,642,396
- **Total Net Assets**: 5,437,388

## Total Liabilities and Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$6,576,522</strong></td>
<td><strong>$7,253,638</strong></td>
</tr>
</tbody>
</table>
STATEMENT OF ACTIVITIES  For the year ended December 31, 2019

Revenue and Supports
$3,811,814

- Member Contributions: $2,117,216
- Grants and Contributions: $780,353
- Conference Registration: $397,860
- Conference Sponsorship: $318,550
- Seminars: $134,633
- Investment Income: $60,547
- Consulting: $2,655
- Investment Income: $780,353
- Grants and Contributions: $645,525
- Conferences: $2,119,755
- Communications: $228,019
- Member Programs: $928,774
- Research and Learning: $317,437

Expenses
$4,755,661

- Program Services: $2,119,755
  - Conferences: $645,525
  - Communications: $228,019
  - Member Programs: $928,774
  - Research and Learning: $317,437
- Supporting Services: $2,635,906
  - Management and General: $2,381,545
  - Fundraising: $254,361

2019 Revenue and Supports
$3,811,814

2019 Expenses
$4,755,661
### STATEMENT OF FINANCIAL POSITION  
**December 31, 2020 and 2019**

<table>
<thead>
<tr>
<th>Assets</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$4,815,042</td>
<td>$3,199,703</td>
</tr>
<tr>
<td>Grants and Contributions Receivable</td>
<td>1,149,793</td>
<td>1,021,419</td>
</tr>
<tr>
<td>Membership Receivable</td>
<td>30,340</td>
<td>36,400</td>
</tr>
<tr>
<td>Other Receivables</td>
<td>4,492</td>
<td>7,292</td>
</tr>
<tr>
<td>Investments</td>
<td>1,545,163</td>
<td>1,481,876</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>21,111</td>
<td>64,794</td>
</tr>
<tr>
<td>Deposits</td>
<td>31,550</td>
<td>31,550</td>
</tr>
<tr>
<td>Property and Equipment, Net</td>
<td>626,170</td>
<td>733,488</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$8,223,661</strong></td>
<td><strong>$6,576,522</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable and Accrued Expenses</td>
<td>$200,994</td>
<td>$124,001</td>
</tr>
<tr>
<td>Accrued Leave</td>
<td>124,780</td>
<td>44,568</td>
</tr>
<tr>
<td>Capital Lease Payable</td>
<td>5,313</td>
<td>7,843</td>
</tr>
<tr>
<td>Deferred Rent</td>
<td>865,595</td>
<td>962,722</td>
</tr>
<tr>
<td>Deferred Seminar Registration Revenue</td>
<td>83,500</td>
<td>–</td>
</tr>
<tr>
<td>PPP Refundable Advance</td>
<td>444,800</td>
<td>–</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>1,724,982</strong></td>
<td><strong>1,139,134</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Without Donor Restrictions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undesignated</td>
<td>2,536,265</td>
<td>2,259,992</td>
</tr>
<tr>
<td>Board Designated</td>
<td>1,535,000</td>
<td>1,535,000</td>
</tr>
<tr>
<td><strong>Total Without Donor Restrictions</strong></td>
<td><strong>4,071,265</strong></td>
<td><strong>3,794,992</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>With Donor Restrictions</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,427,414</td>
<td>1,642,396</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>6,498,679</strong></td>
<td><strong>5,437,388</strong></td>
</tr>
</tbody>
</table>

| **Total Liabilities and Net Assets**             | **$8,223,661**  | **$6,576,522**  |
STATEMENT OF ACTIVITIES  For the year ended December 31, 2020

2020 Revenue and Supports $5,530,623

- $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

2020 Expenses $4,469,332

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

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

Mae Hong
Rockefeller Philanthropy Advisors

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

Kelly Nowlin
Surdna Foundation
(2016–Current)

Carrie Pickett-Erway
Kalamazoo Community Foundation
(2017–Current)

Kathy Reich
Ford Foundation

LaTida Smith
Moses Taylor Foundation

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)