

RESILIENCE

2020



2020 will be a year that none of us forget. The pandemic challenged all people around the world and in every country, state, county and village. Some dug deep or had support and recovered quickly; others struggled and asked for help. While the pandemic is not yet over, many of us are enjoying some freedom to move around and see one another again. It's a special time, and at the LANL Foundation we cannot help but be reflective about what we've learned and what we are able to achieve with the help and resilience of so many.

One thing the pandemic taught us is about the strength of our communities and how much we need each other. The steadfast frontline workers, health care professionals, teachers, school administrators, early childcare providers, lifted us up during very dark days. They kept working to provide care for our children, students, and families. They were there for us and at the Foundation, we worked and are still working hard, to be there for them.

Through a quick and forced pivot, we rallied support and resources to provide unrestricted COVID Emergency funding. We facilitated hours upon hours of online education training as well as developed spaces for teachers to share and commune. We worked enthusiastically to keep our collaboratives and communities connected and uplifted through hundreds of Zoom meetings. We dispersed high-demand Chromebooks to elementary school students and helped connect families without internet access with wi-fi hotspots so their kids could attend school online.

We were deeply touched by the incredible generosity of our donors. Several came forward to create new scholarships for students, and give to others during this difficult time.

Amid the unprecedented developments we continued to make our own organization stronger by addressing gaps as well as incredible wins. First, we launched a brand new program: College, Career and Community Pathways, with an aim to nurture the potential of Northern New Mexico students and adult learners so they can have opportunities to pursue their interests, build skills, find good-paying jobs and thrive.

Additionally, becoming a truly equitable organization became a greater priority in 2020 as we continued to make our own organization equitable, diverse and inclusive, and to break away from old systems of uninformed thinking. We continue to strive to be transparent and to amplify voices that are not always heard and have continued to facilitate dialogue and collaboration around this important issue.

Two of our 10 guiding principles are appropriate to share here as they very much encapsulate our work in 2020:

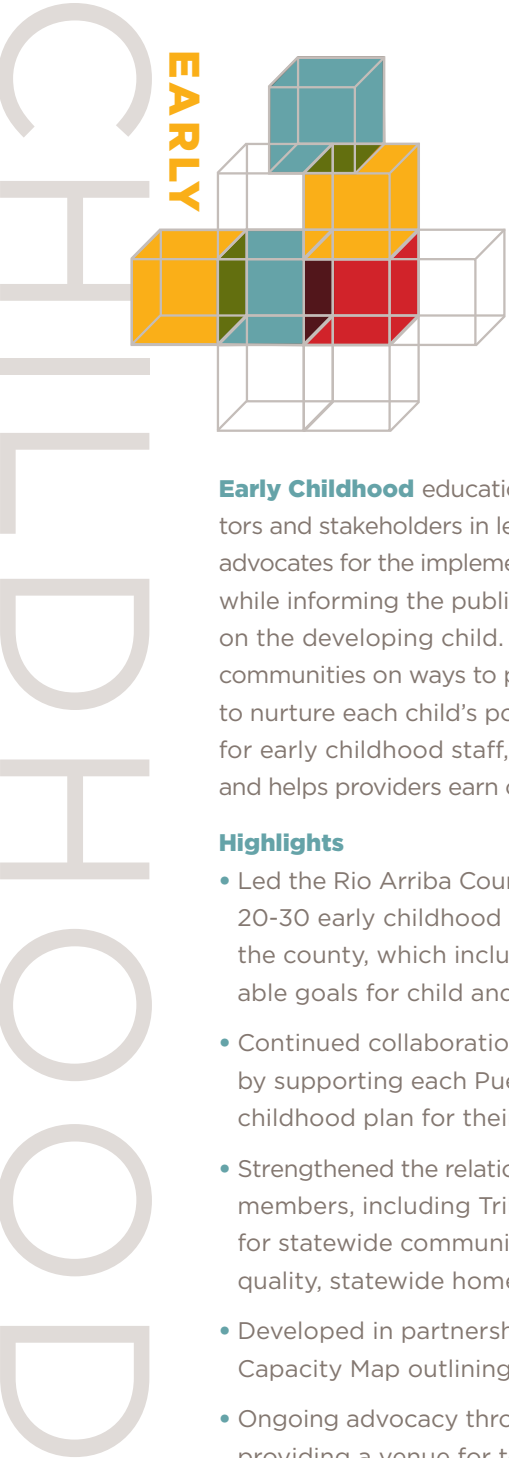
We believe strongly in equity. We are committed to promoting programs, policies and practices that ensure that all children and families are seen, heard and responded to in culturally and linguistically responsive ways; and that support their social and emotional well-being. We work to honor and respect each family's individuality, culture, language and family heritage in our initiatives.

We listen to our communities. We adapt and adjust our actions to support their needs, cultivating and investing in strategic partnerships with others who share our vision and are committed to achieving it.

As you well know, life and work did not stop during the past pandemic year and neither did our partners. Their resiliency deeply inspired us to bring our best selves forward, to continue to address health, education, social, economic and other inequities the pandemic highlighted. We have never been prouder of our staff and board—and of all the people with whom we work.

We've always known that Northern New Mexico is a place of great resilience. This year showed us just how true that is!

Elmer Torres (Board Chair) **and Jenny Parks** (President & CEO)



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PUEBLO MEMBERS GRADUATED WITH CHILD DEVELOPMENT CERTIFICATES FROM CENTRAL NEW MEXICO COMMUNITY COLLEGE

Early Childhood education supports young children, families, communities, educators and stakeholders in learning about healthy brain and child development and advocates for the implementation of culturally and linguistically responsive practices, while informing the public about the critical impact of toxic stress and trauma on the developing child. The early childhood education team works to educate communities on ways to prevent Adverse Childhood Experiences (ACEs) and ways to nurture each child’s potential to thrive. The team also advocates for higher pay for early childhood staff, promotes professionalizing early childhood education and helps providers earn certifications to help build teacher and caregiver capacity.

- Highlights**
- Led the Rio Arriba County Early Childhood Collaborative (RACECC), a group of 20-30 early childhood stakeholders, in developing an Early Childhood Plan for the county, which includes a directory of early childhood services and actionable goals for child and family well-being.
 - Continued collaboration with the Eight Northern Indian Pueblos Council, Inc. by supporting each Pueblo in developing a culturally respectful strategic early childhood plan for their respective Pueblo communities.
 - Strengthened the relationships between New Mexico Home Visiting Collaborative members, including Tribal, private and public agencies, by providing a forum for statewide communication and collaboration to advocate for a well-funded, quality, statewide home visiting system.
 - Developed in partnership with UNM a virtual New Mexico Home Visiting Capacity Map outlining all home visiting services in each county of NM.
 - Ongoing advocacy through the NM Early Childhood Funders Group (ECFG) by providing a venue for to learn, share, collaborate on ECFG’s work with the NM Legislature to understand issues with critical policy and program implications.
 - Developed and funded the first Tribal Early Childhood cohort at Central New Mexico Community College (CNM) at the request of Pueblo Leadership, with nine students completing 14 credit hours of core EC classes to earn their Child Development Certificate.
 - Conducted ongoing training to all eight Pueblos through the Pueblo Outreach Project to help meet the needs of these communities.
 - Co-facilitated a six-part training series in Trauma Prevention for 25 early childhood professionals, using Dr. Bruce Perry’s Neuro-sequential Education Model.



“Our partnership with the Los Alamos National Laboratory Foundation has been an exciting journey. From our first effort of creating teams in the eight Pueblos and doing community asset mapping (CAM), which identified the needs of the Pueblos, we began our journey. As we go on our journey, we are addressing the needs of our Pueblos, with the teams being our partners. As the CAM’s identified, we have worked in early childhood development by creating early learning centers to teach language and culture, developing a Home Visitation Program and by providing training to build capacity. While we have come far on our journey, there is more that needs to be accomplished. This partnership will be ongoing as we continue to address the needs of our people.”

GIL VIGIL, ENIPC, INC. EXECUTIVE DIRECTOR (ON THE PUEBLO OUTREACH PROJECT)

50

ORGANIZATIONS PARTICIPATED IN THE STATEWIDE HOME VISITING COLLABORATIVE



K-12 education works to support educators and education leaders by developing and sustaining opportunities that help them grow their knowledge, skills and practices, particularly in culturally and linguistically sustaining pedagogies, Science, Technology, Engineering, Arts and Math (STEAM) education and the social emotional learning (SEL) sciences, while also working to strengthen school and district systems so that all children, educators and education leaders thrive. Further deepening our impact is our Inquiry Science Education Consortium (ISEC) which provides teachers with curriculum, materials and professional development that are aligned to Next Generation Science Standards (NGSS). This work deepens students' opportunities to learn 21st Century skills that are meaningful and relevant to the students' interests, needs, and future endeavors.



3,932 PEOPLE VISITED THE NORTHERN NM STEAMHUB WEBSITE

“I have been lucky to have had the whole experience that the LANL Foundation K-12 program offers teachers. Starting with training how to teach the inquiry science kit curriculum to students, becoming an ISEC Teacher Trainer, a Science Teacher Leader, a Teacher Leader Cadre member, and currently a National Board-Certified Teacher Candidate, I have gained the tools to help students engage in wonder and a spirit of inquiry. With this training and support I am able to support regional science teachers and teachers in my school to facilitate the students’ productive struggle in their quest for understanding and knowledge.”

JANAN TALMADGE, M.ED. VELARDE
ELEMENTARY, ESPANOLA PUBLIC SCHOOLS,
5/6 TEACHER; ISEC TEACHER TRAINER,
TEACHER LEADER CADRE MEMBER, NBCT
CANDIDATE



Highlights

- Entered year two of the Thriving Students program with Espanola Public Schools, supporting educators to address social and emotional needs of students and staff during the pandemic and pivoted to an online format.
- Continued support with hands-on, online learning opportunities for the ISEC Teacher Leader Cadre, a group of 57 inquiry science teachers from all participating schools.
- Honored 7 Rio Arriba County and Pojoaque Valley Schools teachers in partnership with Centerra-Los Alamos, with the LANL Foundation’s Excellence in Teaching Award and \$1,000 per honoree, elevating the education profession in their communities.
- Supported 17 teachers to pursue their National Board Certification, thanks to generous support from the Los Alamos National Laboratory and Triad National Security, LLC. In sum, this program is supporting 33 teachers to earn their National Board Certification, elevating the education profession in our communities.
- Gathered over 75 STEAM education partners through the Northern NM STEAM Coalition continuing the work of ensuring children and youth in Northern NM have access to STEAM learning & career opportunities.
- Published and disseminated the research report “Recommendations for Recruiting and Retaining Teachers in Northern New Mexico: Listening to the Voices of Teachers and Students” highlighting teacher shortages and suggesting actions needed to ensure that children have reliable access to outstanding and culturally responsive teachers across all grades and subjects.
- Co-created, with the LANL Community Programs Office, the Northern NM STEAMHub, an online portal with 3,932 unique visitors, tracking and providing resources and support for STEAM learning and teaching. www.nmsteamhub.com
- Held a virtual Summer Teachers’ Institute for 130 new ISEC teachers from eight districts and 48 elementary schools. The five-day training focused on teaching K-6 Inquiry Science and provided online resources to support classrooms during the pandemic.
- Delivered ISEC Science Curriculum Modules to 428 Classrooms.
- Hosted the 2020 STEAM Day at the Legislature, held at the Roundhouse in which partners and grantees shared hands-on STEAM activities and built connections with 350 house/senate members, legislative workers, advocacy leaders, student groups, parents and children.

12,000 STUDENTS AND 46 SCHOOLS WERE BENEFITED BY ISEC



The LANL Foundation's Scholarships Program assures more students have access to college and/or career services, and support along the way. We are ever-broadening our scope to reach and support underserved student populations in our region's high schools and colleges.

Highlights

- Awarded scholarships, totaling \$848,750, to 152 Northern New Mexico students (110 students pursuing a Bachelor's Degree were awarded a 4-Year Undergraduate Scholarship totaling \$743,000; 42 high school students and adult non-traditional students in pursuit of an Associate's Degree or trade certification were awarded \$105,750 in the Career Pathways Scholarship Spring and Fall cycles).
- Awarded the first \$20,000 Sheila Morris Luna scholarship, established to support a female student with high financial need, pursuing a STEM degree at an in-state institution.
- Launched the Domenici Scholars Professional Mentoring Program in partnership with LANL Foundation Board Member Nella Domenici. Twelve current Domenici Scholars were matched with professionals in their field of interest and met (virtually) at least once per month.
- Served approximately 40 first-year and transfer students in the LANL Scholars Student Ambassador Program at University of New Mexico, New Mexico State University and Santa Fe Community College to support their transition to college with peer-mentoring services and campus resource access assistance.
- Collaborated with Indian Education departments to share best practices around college and career access.
- Collaborated with College, Career and Community Pathways program on Road to Readiness research report.

The Scholarships Program is supported by an incredible group of volunteers who give hundreds of hours each year.

LAESF Committee Members

Audrey Archuleta
Felicia Archuleta-Toya
Eli Ben-Naim
Julie Bremser
Cassandra Casperson
David Cremer
Crystal Espinoza
Austin Evans
Connie Figley
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Andrea Pistone
Raeanna Sharp-Geiger
Philip Stauffer
Tina Varela
Jolene Vigil
Andrew Wolfsberg
Joanna Gillespie, *Ex-officio member, LANL Community Partnerships Office*

“When I heard that I received the scholarship I was beyond excited. I think seeing a young Hispanic female go out and explore the world and get a college education is important, and I hope it inspires a lot of people to pursue their dreams. I would like to thank the donors for making this opportunity possible. Without their contributions, students like myself would not be able to attend their dream school and pursue the education they would like.”

ALYVIA HOGAN, 2020 JOHN AND MARTI BROWNE LEADERSHIP SCHOLARSHIP, DEPAUW UNIVERSITY



MICHAEL GARCIA | El Rito



ALYVIA HOGAN | Santa Fe



SAVANNAH PALMER | Santa Fe



LILLIAN PETERSEN | Los Alamos



BRI YELLOWHORSE | Cerrillos

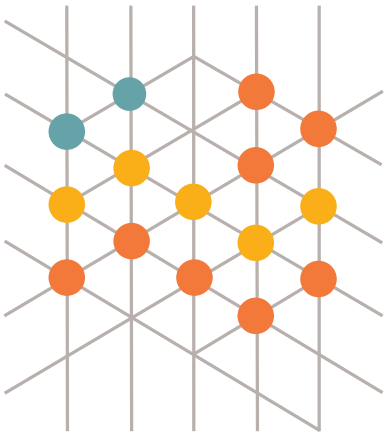
A sampling of 2020 LANL Scholars due to LANL Foundation's Scholarships Program.

\$848,750

IN SCHOLARSHIPS TO 152 NORTHERN NEW MEXICO STUDENTS

31

HIGH SCHOOLS IN THE 7-COUNTY REGION GRADUATED STUDENTS WHO RECEIVED SCHOLARSHIPS



College, Career, and Community Pathways (C3P)

launched in April 2020 with an objective to nurture the individual and collective potential of Northern New Mexico students and adult learners so they have equitable access to opportunities to pursue their interests, build their skills, contribute positively to their communities and thrive.



“We are very grateful to the **Los Alamos National Laboratory Foundation for their leadership in a community-wide project to encourage more robust pathways to health careers. The LANL Foundation convened leaders from our college, the local school district, and major health providers to discuss how best to craft strategic pathways, which will address the critical shortage of health professionals in our region and throughout the state.**”

RICHARD J. BAILEY, JR., PH.D., PRESIDENT,
NORTHERN NEW MEXICO COLLEGE

Highlights

- Co-led and helped fund the development of the “Northern New Mexico Perkins V Consortium B Work-Based Learning Strategic Plan” with five higher education institutions that assessed and provided actionable recommendations to increase, improve and create greater access to work-based learning opportunities in Northern New Mexico in partnership with educational institutions, employers, Tribes and non-profits.
- Launched the “Growing Our Own Native Teachers and Counselors” pilot project to develop and train more Native teachers and counselors in partnership with several Tribes, Taos High School & Vista Grande High School, Santa Fe Indian School and Northern New Mexico College.
- Convened and coordinated the Española Healthcare Career Pathways Project in partnership with Española Public Schools, Española Valley High School, Northern New Mexico College and Presbyterian Española Hospital to develop a thorough needs assessment and implementation plan to launch two healthcare career pathway programs by Spring, 2022.
- Developed the “Road to Readiness: Equitable Access to Career Pathways and College Transition Supports in Northern New Mexico” report to better understand and make recommendations to improve student access to college and career supports and career pathways in high schools in the seven-county region.

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STAKEHOLDER COLLABORATIONS

25

COMMUNITY PARTNERS



Through our grantmaking, LANL Foundation seeks to support and invest in change-making, innovative organizations, schools and communities, supporting the LANL Foundation's five areas of strategic focus. Partnering with expert and visionary grantees, the LANL Foundation helps build capacity in our region.

Highlights

- Offered unrestricted COVID Emergency Relief grants to Community Foundations and provided other emergency funds for students, early childhood providers and additional at-risk populations.
- Co-founded, contributed to and served on the advisory committee for the Native American Relief Fund which distributed \$1,184,000 to 38 nonprofit organizations and all 23 Tribes in the State in 2020 to support COVID-19 pandemic response in Tribal and Native communities.
- Permitted automatic extensions for all grantees to allow for adjustments, program and budget changes, and extended all final reporting through the end of 2021.
- Launched the shift to a single competitive cycle of Education Enrichment Grants in July of 2020 and, awarded 19 grant recipients a total of \$360,000.
- Launched the shift to a single competitive cycle of Education and Community Outreach Grants in January of 2020 and awarded 65 grant recipients a total of \$304,444 in April/May of 2020.
- Developed and launched a Grantee Cohort model in December of 2020 to respond to grantee requests for networking, training and other capacity-building opportunities, and to help grantees build on their partnerships with LANL Foundation.
- Funded non-profit partner Appleseed NM to create a partnership with West Las Vegas and Cuba public schools to give direct cash payments to housing insecure students in order to support basic human needs during the pandemic.



“The LANL Foundation has been an extraordinary source of support for Bridges, extending far beyond funding. We appreciate the added value of supports the Foundation provides in the form of technical assistance training, convening and really listening and responding to the needs of your partners and grantees who serve unique communities.”

BRIDGES PROJECT FOR EDUCATION

112 GRANTS

99 NON-PROFITS, SCHOOLS, AND TRIBAL COMMUNITIES

\$1,197,500 TOTAL AWARDED

Collaboration and relationships are key to the Foundation's success. With our donors' support, our work is more impactful to the region. Even in an extraordinary year like 2020, when donors likely had profound worries of their own, they continued to provide critical support, assuring the students in our region that we are here, we care and we support them. The resilience of our supporters is just as meaningful as that of our students, and the Foundation wishes to extend its heartfelt appreciation to all who gave and partnered with us in 2020.

“My goal was to honor Esperanza's legacy of teaching and her love of education. She inspired so many young people while she was alive and she helped many reach their full potential. I also wanted to honor her life; how she lived and how hard she worked. She came from very humble beginnings, but she had a strong and loving family who encouraged her to reach for the stars. Her family wanted to include my name in this scholarship endowment because we were a team and we encouraged and supported one another. This scholarship is a testament to our love for each other and our commitment and love of education.”

NELSON GONZALES

Highlights

- Legacy giving totaled \$1.1 million.
- Three new legacy donors made a commitment to the Foundation—Nelson Gonzales and Charlie J. & Ellen Davis Flynn.
- The Regents of the University of California, Texas A&M University System and Battelle Memorial Institute, together as Triad LLC, the Managing and Operating Contractor for LANL, granted \$600,000 to LANL Foundation to fund scholarships and other supports to more students with high financial need, to grow high quality STEM education and career pathways and to enhance teacher skills and development in our region.
- Established the Nelson O. and Esperanza Baca Gonzales Scholarship with a \$100,000 endowment.
- Anchorum St. Vincent and Christus St. Vincent donated \$200,000 for the LANL Foundation to administer a scholarship for Capital High School's Medical Pathways Programs students, providing \$60,000 in new scholarships awarded annually (beginning in 2021).
- Los Alamos National Laboratory workforce donated \$360,082 to the Los Alamos Employees' Scholarship Fund.

Consolidated Statement of Financial Position (audited)
December 31, 2020 and 2019

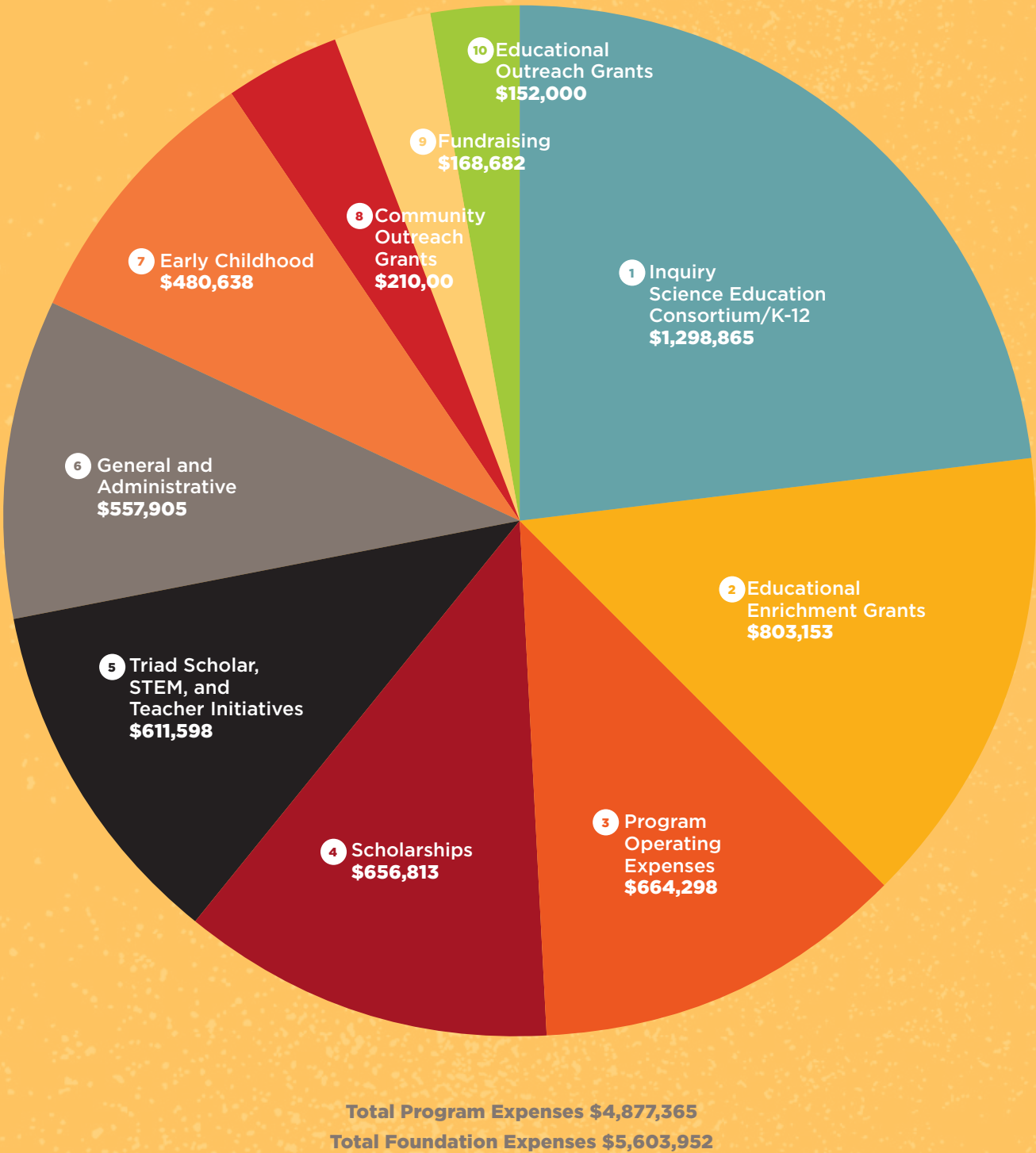
Assets	2020	2019
Cash and Cash Equivalents	\$1,425,159	\$1,208,883
Investments	\$101,583,045	\$91,855,352
Accounts Receivable	\$348,799	\$315,528
Prepaid Expenses	\$857	\$875
Property and Equipment, Net	\$1,058,136	\$1,094,580
Total Assets	\$104,415,996	\$94,475,218
Liabilities and Net Assets		
Liabilities:		
Accounts Payable and Accrued Expenses	\$355,161	\$360,665
Grants Payable	\$1,556	\$224,493
Deferred Revenue	\$250,000	-
Note Payable	\$878,853	\$904,271
Total liabilities	\$1,485,570	\$1,489,429
Net Assets	\$102,930,426	\$92,985,789
Total Liabilities and Net Assets	\$104,415,996	\$94,475,218

Consolidated Statement of Activities (Audited)
December 31, 2020 and 2019

Support and Revenue		
Contributions	\$638,601	\$676,991
Grants and Contracts	\$1,454,759	\$1,473,430
Investment Income	\$13,411,286	\$14,985,379
Other Income	\$43,943	\$65,024
Total Support and Revenue	\$15,548,589	\$17,200,824
Expenses		
Programs:		
Inquiry Science Education Consortium/K-12	\$1,298,865	\$1,545,467
Educational Enrichment Grants	\$803,153	\$459,912
Program Operating Expenses	\$664,298	\$448,151
Scholarships	\$656,813	\$908,960
Triad Scholar, STEM and Teacher Initiatives	\$611,598	\$509,600
Early Childhood	\$480,638	\$681,440
Community Outreach Grants	\$210,000	\$100,000
Educational Outreach Grants	\$152,000	\$150,500
Total Program Expenses	\$4,877,365	\$4,804,030
General and Administrative	\$557,905	\$626,397
Fundraising	\$168,682	\$170,954
Total expenses	\$5,603,952	\$5,601,381
Increase (decrease) in Net Assets	\$9,944,637	\$11,599,443
Net Assets at Beginning of Year	\$92,985,789	\$81,386,346
Net Assets at End of Year	\$102,930,426	\$92,985,789

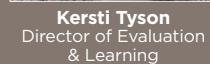
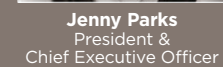
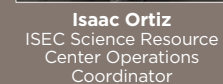
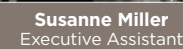
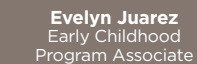
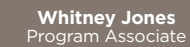
This is a summary of financial statements. The 2020 audit was performed by Moss Adams, LLP.
Complete audited financial statements and footnotes may be found online at LANLFOUNDATION.ORG/ DOCUMENTS.

2020 LANL Foundation Expenses





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2020 DONORS

Gifts to the LANL Foundation sustain our programs today and tomorrow. We are grateful to the following individuals and organizations who gave generously in 2020, including the 204 donors who wished to remain anonymous. We thank all of our donors for their continuous support.

**LEGACY SOCIETY
CHARTER
MEMBERS**

Tamara Bates
Patricia Chavez
Suzette & Tony Fox
Heidi Hahn & Phil Goldstone
Susan Herrera & Amalio Madueno
Michael Martin
Regina & John McDermion
Ann McLaughlin & Bill Wadt
Marvin Mueller
Evelyn Mullen
Jenny Parks & Grove Burnett
Phil Tubesing

LEGACY MEMBERS
Connie & Don Cobb
Maureen Connolly
Paul Dowden
Bryan Fearey
Charles J. & Ellen Davis Flynn
Nelson O. Gonzales
Christopher Morris
Nan & Jeffrey Sauer
Susan Seestrom
Kathryn Harris Tijerina
Manuel Tijerina
Burton Wendroff

LEAD GIFTS

Battelle Memorial Institute
Brindle Foundation
Nelson Gonzales
Christopher Morris & Susan Seestrom
Regents of the University of California
Nancy & Jeffrey Sauer
Texas A&M University Systems
Willard (Bill) Wadt & Ann McLaughlin
WK Kellogg Foundation

\$5,001 – \$10,000

Michael Anastasio
Centerra Los Alamos
David & Loui Janecky
James & Janet Mercer-Smith
John Sarrao
Philip Tubesing
Alice Wolfsberg

\$2,001 – \$5,000

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Boeing
Rebecca Chamberlin
Chevron Energy Technology Co.
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Raeanna Sharp-Geiger & Steve Geiger
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Enrique Torres
UUSA

Virgin Galactic, LLC
Terry Wallace, Jr.
Burton Wendroff
Andrew Wolfsberg
Amy Wong & Lav Tandon

\$1,001 – \$2,000

Gyongyi Bardos
Leo Bitteker
Aimee Blanchard
Brian Bluhm
Cynthia Bolcyn
David Bowman
John Browne
Michael Cai
Claudette Chavez
Jae Ho Chang
Jeff Click
Michael Cline
Becky Coel-Roback
Wendy Conley
Charles Cremer

Scott Crooker
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Philip Goldstone
Devin Gray
Heidi Hahn
David Harvey
Catherine Hensley
Mary Hockaday
Nelson Hoffman
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Derrick Montoya
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David Sosinski
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Antoinette Taylor & Stuart Trugman
The Dayem Family Foundation
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Jacqueline Veauthier
Charles Wilkerson
Susan & Robert Wright
Thomas Yoshida
Robert Zerr

\$501 – \$1,000

Helen Carpenter
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Eva Baca
Christopher Bast
Stephen Becker
Alice Bodelson
Paul Bradley
Peter Carson
Frances Chadwick
Ray Christopher
Marty Cordova
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Gary Hagermann
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Vernon Haywood
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Matthew Lewis
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Ian Lopez-Pulliam
Janet Lovato
Lawrence Lucero

Peter Lyons
David Mann
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Elizabeth Martinez
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David Montgomery
Marvin Montoya
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Shyam Nair
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Jennifer Parks
Rekha Pillai
William Press
Relf Price
Michael Prime
Antonio Redondo
Maria Rightley
Amanda Rivas
Thomas Rivas
Patrick Rodriguez
Yasmina Rousan
Bryant Roybal
Monica Roybal
Steven Shelton
Steven Singledecker
Constantine Sinnis
Scott Smith
Todd Smith
Teresa Sparks
Mary Stevens
Tom Stockman
David Teter
Donald Thorp
Pamela Timmerman
Beverly Trujillo
Cristina Varela
Crestina Vigil
Brenda Vigil-Brown
Gary Wall
Zhehui Wang
Cathi Wilson
Deborah Woitte

\$251 – \$500

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Jose Abeyta
Matthew Adams
Eleanor Alarid

Lillian Anaya
John Archuleta
Larry Avens
Eli Ben-Naim
John Benner
Madeline Bolding
Carla Breiner
Katherine Bridgewater
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Rosella Dallman
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Joy Getha
Meghan Gibbs
Amy Gitnick
George Glass
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Karen Haynes
Matthew Heavner
Zulma Hodges
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Russell Johns
Paul Johnson
Hervey Juris

Jaap Kaur Khalsa
Gardner
Laura Kelly
Stephen Kent
& Nancy Sullivan
Jerry Kephart
Eron Kerstiens
Prabhu Khalsa
Thaddeus Kostrubala
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Thank you for reading about our work in 2020. The dedication and compassion of our grantees, donors and partners helped so many make it through—we can't thank them enough. As 2021 is unfolding with its own challenges, we wish you and your loved ones continued resilience!

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