The opening paragraphs of the Policy states:

“Equity brings about a just society when all belong as their unique selves, all are free to express themselves, and underrepresented voices are elevated. Individuals, communities, and identities exist within a spectrum of advantage and disadvantage, and what may be an advantage in one context may be a liability in another. In alignment with our mission, we believe that equity is achieved when conditions are designed and fostered to redress historical inequities, and to facilitate the equal probability of success of all—now and in the future. We recognize that success may be uniquely defined in each case, and that initial deprivations and privileges are often the context for the myriad definitions of success.”

We are proud of this new policy and will use it as a framework in all aspects of our work.

With deep gratitude to our wonderful donors and immense appreciation for the collaborations and partnerships we have participated in during the past 25 years with schools, students, caregivers, tribal nations, families, and non-profits, we now see ourselves as a catalyst for bringing people together to do so much more for our infants, students, and families.

Because of you, and the thousands of people we have the privilege to know and serve in this beautiful place we all love, we are poised to catalyze bold changes in educational systems within the region and continue providing career pathways and scholarship opportunities for our youth.

We are moving Forward, Together!

Jenny Parks, President and CEO
Elmer Torres, Chair of the Board of Directors (2021)
Early Childhood

The Early Childhood Program is committed to strengthening children, families, and communities in a culturally respectful way. By supporting children (prenatal to three) and their families through leveraging family support systems such as home visitation, families are empowered to raise mentally and physically healthy, happy, and thriving children. The Early Childhood Program has developed four projects that emphasize collaboration, advocacy, and education as well as address the importance of the first three years of a child’s life and the formative years of brain development that impact a child for years to come.

Highlights

- We were awarded four grants to support our work, including one ($140,000) from the W.K. Kellogg Foundation that supports education, training, and early childhood systems building and capacity within eight Pueblos in Northern New Mexico.
- We provided stipends and mentorships ($15,000) to 10 women who are continuing their early childhood education.
- Staff participated in national and statewide initiatives, including Ascend at the Aspen Institute (a catalyst and convener for systems, policy, and social impact leaders in early childhood), Pritzker Children’s Initiative PN3 Steering Committee, Georgetown University’s Academy for Research, Clinical and Health Equity Scholarship (ARCHES) Fellowship, UNM Tribal Data Champions and WKKF Community Leadership Network Fellowship.
- Our team successfully started Grandparents/Kin Raising Children, the first council in the state to support grandparents and kin raising grandchildren. The eight-organization council from Rio Arriba County distributed $300 stipends (100 of them) to grandparents/kin in need of support.
- We provided 22 educational trainings to 448 people, including community partners, leaders, families, and tribal communities, that were focused on topics such as brain development, early childhood development, guidance, health and nutrition, relationship building, grant and report writing and much more.

10

Women were provided stipends and mentorships for continuing their early childhood education.

22

Educational trainings were provided to 448 people, including community partners, leaders, families, and tribal communities.
K-12 The K-12 Education Program, which serves 19 public school districts as well as tribal schools and non-profits, has two main goals: Promoting the social and emotional well-being of students and teachers and preparing/growing teachers and educational leaders. These goals are accomplished through efforts including the Thriving Students Program, a social emotional learning (SEL) professional development program offering a framework that supports educators to implement trauma informed practices within their classrooms; enhancing teachers’ skills through participation in the National Board Certification for Local Teachers Program; and recognizing teachers’ achievements through the Rio Arriba County & Pojoaque Excellence in Teaching Award. The Inquiry Science Education Consortium (ISEC), the LANL Foundation’s flagship K-12 program, provides Inquiry STEM (science, technology, engineering and mathematics) curriculum focusing on physical and earth sciences for students in grades K-6 throughout Northern New Mexico.

Highlights
- A three-year Thriving Students pilot was completed in five elementary schools in Española.
- Thanks to generous support from the Los Alamos National Laboratory and Triad National Security, LLC, 18 additional teachers were supported to pursue their National Board Certification, a total of 50 teachers are currently being supported.
- We partnered with Española Public Schools and the Institute for Teaching and Leading to provide a two-day professional learning opportunity with district staff and principals that focused on building community and setting intentions for the 2021-2022 school year.
- We supported 114 new ISEC Teachers from seven districts and 48 elementary schools for Teacher’s Institute, a four-day institute that focused on guiding educators in inquiry-based pedagogy and delved into curriculum and resources to guide them and their students in hands-on exploration of scientific phenomena.
- ISEC Inquiry Science Curriculum Modules were delivered to 719 classrooms.

ISEC INQUIRY SCIENCE CURRICULUM MODULES WERE DELIVERED TO CLASSROOMS

NEW ISEC TEACHERS FROM 7 DISTRICTS AND 48 ELEMENTARY SCHOOLS WERE SUPPORTED
The LANL Foundation’s Scholarships Program supports students from Northern New Mexico in their pursuit of undergraduate degrees and professional certifications. Scholarship recipients include students enrolling in bachelor’s degree programs immediately after high school and adults and non-traditional students seeking to return to formal education, complete a degree or certificate, or change careers. In addition to recognition and financial assistance, scholarship recipients benefit from affiliation with a robust community of LANL Scholars, alumni and supporters.

Highlights
• We awarded $806,500 in scholarships to 127 outstanding Northern New Mexico students. Since its inception in 1999, the Scholarships Program has awarded more than $9 million to over 1,900 scholars.
• The LANL workforce generously donated $382,711 to the Los Alamos Employees’ Scholarship Fund, and Triad National Security granted the LANL Foundation $172,500 to provide scholarships for students with significant financial need.
• The Professional Mentoring Program, which matches students with seasoned mentors in their intended field of study, was expanded in its second year to include 20 mentors and 20 mentees.
• Approximately 50 first-year and transfer students participated in the LANL Scholars Student Ambassador Program at University of New Mexico, New Mexico State University and Santa Fe Community College. This program provides services, workshops and resources to LANL Scholars during their transition to college.
• Thirty-nine LANL Scholars participated in the LANL Summer Internship Program, gaining valuable paid work experience and bolstering the LANL workforce pipeline of talented local students.

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

LAESF Committee Members
Audrey Archuleta
Felicia Archuleta-Toya
Eli Ben-Naim
Julie Bremser
Cassandra Casperson
Courtney Clark
David Cremer
Crystal Espinoza
Austin Evans
Connie Figley
Elizabeth Hong-Geller
Kacy Hopwood
Lynne Knight
Deanna Lopez
Briana Luceadams
Andrea Martinez
Joylynn Martinez
Dara McKinney
David Meyerhofer
Helen Milenski
Andrew Montoya
Frederic Montoya
Matthew Pacheco
Rekha Pillai
Andrea Pistone
Reeanna Sharp-Geiger
Philip Stauffer
Loyola Torres
Tina Várela
Jolene Vigil
Andrew Wolsberg
Joanna Gillespie, Ex-officio member, LANL Community Partnerships Office

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

LAESF Committee Members
Audrey Archuleta
Felicia Archuleta-Toya
Eli Ben-Naim
Julie Bremser
Cassandra Casperson
Courtney Clark
David Cremer
Crystal Espinoza
Austin Evans
Connie Figley
Elizabeth Hong-Geller
Kacy Hopwood
Lynne Knight
Deanna Lopez
Briana Luceadams
Andrea Martinez
Joylynn Martinez
Dara McKinney
David Meyerhofer
Helen Milenski
Andrew Montoya
Frederic Montoya
Matthew Pacheco
Rekha Pillai
Andrea Pistone
Reeanna Sharp-Geiger
Philip Stauffer
Loyola Torres
Tina Várela
Jolene Vigil
Andrew Wolsberg
Joanna Gillespie, Ex-officio member, LANL Community Partnerships Office

A sampling of 2021 LANL Foundation Scholarships Program recipients.
The College, Career, and Community Pathways (C3P) nurtures the potential of Northern New Mexico students and adult learners through initiating and supporting collaborations and partnerships aimed at increasing equitable access to educational and career opportunities in our communities. At the heart of the C3P Program is providing direct support to partners, facilitating collaboration among organizations, and transforming systems to enable people to pursue their interests, build their skills, contribute positively to their communities and thrive.

$100,000 GRANT FOR ESPAÑOLA PUBLIC SCHOOL DISTRICT

Highlights

• We coordinated and helped the Española Healthcare Career Pathways Project partners (Española Public School District, Northern New Mexico College, Española Presbyterian Hospital and LANL Foundation) raise funds to support the planning and implementation of a Certified Phlebotomy Technician and Medical Assistant career pathway programs. We drafted a funding proposal for the Española Public School District that resulted in a $100,000 grant from the Con Alma Health Foundation.

• We are working with several partners to transform high schools across New Mexico to include the elements of the successful comprehensive college and career pathways approach in ways that also respond to the Martinez/Yazzie findings. We were integrally involved with creating the NM Comprehensive College and Career Pathways Assessment Report. As a result of this effort, Governor Michelle Lujan Grisham’s Executive Budget recommendation included a $10 million request to the NM PED to implement some of the recommendations from this report.

• We helped launch and provide backbone support to the Northern New Mexico Coalition for Work-Based Learning composed of 28 individuals representing employers, non-profit organizations, workforce training entities, philanthropy, secondary and post-secondary education, tribal and state governments.

• We brought five funders together to pool over $70,000 in grants to support expansion of the effective Future Focused Education X3 Internship Program in our region.

• As co-founder of the New Mexico Broadband Collective, we completed a grant to Groundworks NM to assist tribes with broadband funding applications and support digital equity and inclusion efforts. We also co-hosted two statewide broadband summits, supported a fundraising campaign to raise $500,000 for the Collective’s Broadband Equity Fund and $100,000 for the Technical Assistance and Grantwriting Fund and provided a $75,000 grant to support the Cultivating Our Own to Lead tribal broadband workforce development project.

• We co-founded and provide backbone support to the Northern New Mexico Pathways to Opportunity Strategy Table, whose ten partners are working to expand and improve access to college, career and community pathway opportunities for youth of color, opportunity youth, young parents and other underrepresented youth in Northern New Mexico. We secured $77,500 in funding to support the Table’s work.
We are tremendously grateful to the many contributors who enabled the LANL Foundation to provide much needed support for families and children throughout our region during this challenging year. Several LANL Foundation programs rely heavily on the generosity of donors. Financial support comes in many forms, including annual giving, gifts of stock or property, and planned gifts. Individuals who make a planned gift to the LANL Foundation become members of the Legacy Society and will be recognized in perpetuity as having made a commitment to the long-term success of the Foundation.

Highlights

• Legacy giving totaled $2.1 million.

• The LANL Foundation welcomed the following new members into the Legacy Society:
  • Sally Fritz
  • Marie-Louise Hadden
  • Daniel Lyons & Laura Zerbe
  • David Lyons & Laura Mullane
  • Michael Lyons & Michelle Webster
  • Howard Menlove
  • Ellen Morris
  • Jill Warren

• The Regents of the University of California, Texas A&M University System and Battelle Memorial Institute, together as Triad National Security, LLC, the Managing and Operating Contractor for LANL, granted $700,000 to the LANL Foundation to fund Growing and Supporting Teachers in Northern NM, STEM & Career Pathways and LANL Scholarships.

• Los Alamos National Laboratory workforce donated $382,711 to the Los Alamos Employees’ Scholarship Fund. Total funds contributed to the scholarship fund were $1,064,476.

$1,064,476 TOTAL FUNDS CONTRIBUTED
### Consolidating Statements of Financial Position (Audited)

**December 31, 2021 and 2020**

<table>
<thead>
<tr>
<th>Assets</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$1,322,367</td>
<td>$1,425,159</td>
</tr>
<tr>
<td>Investments</td>
<td>$18,462,567</td>
<td>$101,583,045</td>
</tr>
<tr>
<td>Accounts Receivable, Net</td>
<td>$286,348</td>
<td>$348,799</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>$5,918</td>
<td>$857</td>
</tr>
<tr>
<td>Property and Equipment, Net</td>
<td>$129,791</td>
<td>$1,058,136</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$1,21,206,991</strong></td>
<td><strong>$104,415,996</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable and Accrued Expenses</td>
<td>$554,679</td>
<td>$355,361</td>
</tr>
<tr>
<td>Grants Payable</td>
<td>$39,400</td>
<td>$1,556</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>—</td>
<td>$250,000</td>
</tr>
<tr>
<td>Note Payable</td>
<td>$805,874</td>
<td>$878,853</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>$1,400,053</strong></td>
<td><strong>$1,485,570</strong></td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td><strong>$119,806,938</strong></td>
<td><strong>$102,930,426</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$1,21,206,991</strong></td>
<td><strong>$104,415,996</strong></td>
</tr>
</tbody>
</table>

### Consolidated Statement of Activities (Audited)

**December 31, 2021 and 2020**

<table>
<thead>
<tr>
<th>Support and Revenue</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$1,118,163</td>
<td>$638,601</td>
</tr>
<tr>
<td>Grants and Contracts</td>
<td>$1,145,618</td>
<td>$1,454,759</td>
</tr>
<tr>
<td>Investment Income</td>
<td>$21,448,260</td>
<td>$13,411,286</td>
</tr>
<tr>
<td>Other Income</td>
<td>$3,551,515</td>
<td>$4,943</td>
</tr>
<tr>
<td><strong>Total Support and Revenue</strong></td>
<td><strong>$24,047,556</strong></td>
<td><strong>$15,548,589</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inquiry Science Education Consortium/K-12</td>
<td>$1,769,271</td>
<td>$1,298,865</td>
</tr>
<tr>
<td>Educational Enrichment Grants</td>
<td>$760,000</td>
<td>$803,513</td>
</tr>
<tr>
<td>Program Operating Expenses</td>
<td>$588,107</td>
<td>$664,298</td>
</tr>
<tr>
<td>Scholarships</td>
<td>$930,518</td>
<td>$656,813</td>
</tr>
<tr>
<td>Triad Scholar, STEM, and Teacher Initiatives</td>
<td>$627,000</td>
<td>$61,598</td>
</tr>
<tr>
<td>Early Childhood</td>
<td>$637,017</td>
<td>$480,638</td>
</tr>
<tr>
<td>Community Outreach Grants</td>
<td>$867,212</td>
<td>$210,000</td>
</tr>
<tr>
<td>Educational Outreach Grants</td>
<td>$218,170</td>
<td>$152,000</td>
</tr>
<tr>
<td><strong>Total Program Expenses</strong></td>
<td><strong>$6,397,206</strong></td>
<td><strong>$4,877,365</strong></td>
</tr>
<tr>
<td>General and Administrative</td>
<td>$592,873</td>
<td>$557,905</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$180,965</td>
<td>$168,682</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>$7,171,044</strong></td>
<td><strong>$5,603,952</strong></td>
</tr>
<tr>
<td>Increase (decrease) in Net Assets</td>
<td>$16,876,512</td>
<td>$9,444,637</td>
</tr>
<tr>
<td>Net Assets at Beginning of Year</td>
<td>$102,930,426</td>
<td>$92,985,789</td>
</tr>
<tr>
<td><strong>Net Assets at End of Year</strong></td>
<td><strong>$119,806,938</strong></td>
<td><strong>$102,930,426</strong></td>
</tr>
</tbody>
</table>

This is a summary of financial statements. The 2021 audit was performed by Moss Adams, LLP. Complete audited financial statements and footnotes may be found online at LANLFOUNDATION.ORG/ABOUT/FINANCIAL&ORGANIZATIONALDOCUMENTS.
LEGACY SOCIETY
CHARTER MEMBERS
Tamara Bates
Patricia Chavez
Suzette & Tony Fox
Heidi Hahn & Phil Goldstone
Susan Herrera & Amadio Madueño
Michael Martin
Regina & John McDermott
Ann McLaughlin & Bill Waddell
Marvin Mueller
Evelyn Mullen
Jenny Parks & Grove Burnett
Phil Tubesing

LEGACY MEMBERS
Connie & Don Cobb
Maureen Connolly
Paul Dowden
Bryan Feeley
Charles J. & Ellen Davis Flynn
Sally Fritz
Nelson O. Gonzales
Marie-Louise Hadden
Daniel Lyons & Laura Zerbe
David Lyons & Laura Mullane
Michael Lyons & Michelle Webster
Howard Menlove
Christopher Morris
Ellen Morris
Nan & Jeffrey Sauer
Susan Seestrom
Kathryn Harris Tijerina
Manuel Tijerina
Jill Warren
Burton Wendroff

LEAD GIFTS
Anchorum
Battelle Memorial Institute
Brindie Foundation Center
Christus St. Vincent Regional Medical Center
Donald Cobb
Daniels Fund
Marie-Louise Hadden
Daniel Lyons
Howard Manlove
Microsoft Corporation
Ellen Morris
Christopher Morris & Susan Seestrom
Regents of the University of California
Nancy & Jeffrey Sauer
Seidman Family Foundation
Texas A&M University System
The Annie E. Casey Foundation
Willard (R) Wadd & Ann McLaughlin
Jill Warren
W.K. Kellogg Foundation

$5,000 - $10,000
Michael Anastasio
Patricia Chavez
Sarah Fritz
David & Loui Janesky
James & Janet Mercer-Smith
John Samao
Philip Tubesing
Alice Wolfsberg

$2,000 - $5,000
Kathryn Benedict
Boeing
John & Marti Browne
Rebecca Chamberlin
Chevron Energy Technology Co.
Charles Cremer
Deloitte & Touche LLP
El Paso Electric Co.
Facebook
Bryan Feeley & Maureen Connolly
Freepoint-McMoran
New Mexico Operations
Geoffrey Fuller
Health Science Center
Philip Klinger
Tanah Logan
Lovelace Health System, Inc.
Carolyn Manges
Cynthia Martin
Jennifer MacGillivray & Thomas Mason
John & Regina McDermott
Brittany McKinley
Michael McLaughlin
Molina Healthcare of New Mexico
Maryann Morgan
NMB
National Radio Astronomy Observatory
New Mexico Tech
Matthew Pacheco
Pattern Energy
Group LP
Andrea Pistone
President/CEO
Resilient Solutions 21, LLC
Robert T. Kiefer
Foundation
Sandia National Laboratories
Stantec Consulting Services Inc.
The Dayem Family Foundation
The Vivian L. Payne Charitable Trust
ULSA

Virgin Galactic, LLC
Terry Wallace, Jr.
Palla Ward
Amy Wong & Lav Toddond

$1,000 – $2,000
Felicia Archuleta
James Benedict
Leo Bittker
Alma Blanchard
Brian Bluhm
Cynthia Bolyn
David Bowman
Michael Cai
Helen Carpenter
Jae Ho Chang
Claudette Chávez
Michael Cline
Becky Cool-Roback
Wendy Conley
Scott Crocker
Rosella Dallman
Matthew Fox
David Funk, II
Anita Gallegos
Robert Gallegos
Joanna Gilspie
Bernard Ginsberg
Jossed Golda
Philip Goldstone
Devin Gray
Heidi Hahn
David Harvey
Catharinus Hensley
Mary Hockaday
Nelson Hoffman
Phil Jones
Kathleen Keith
Matthew Kerr
Roberta Kilembe
Lesley Lacy
David Lyons & Laura Mullane
Justine Maestas
Babettta Marmone
Michael Martin
Thomas McCleskey
Suzanne Mendel
David Meyerhofer
Karl Misset

Denise & Alfonso Montoya
Montoya
Derrick Montoya
Evelyn Mullen
Carl Nieder
Jeremy Payton
Pedro Prado
Rafi Price
William Pyburn
Hannah Ransom
Jonathan Rau
Melissa Robinson
Jennifer Rudnick
Rasannes Sharif
Geiger & Geiger
Steve Geiger
Joan Sliewenie
Alisa Stoneman
David Sossinsky
Stuart Trugman & Antoinette Taylor
David Thompson
Enrique Torres
Jacqueline Vauthier
Charles Wilkinson
Andrew Wollfarsberg
Susan & Robert Wright
Thomas Yoshida

$501 – $1,000
Martha Acosta
Seth Johnson

$100 – $500
Seth Johnson

Virgil Mobley

$100 – $250
Seth Johnson

$25 – $100
Seth Johnson

$10 – $25
Seth Johnson

$1 – $10
Seth Johnson

2021 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 2021, including the 208 donors who wished to remain anonymous. We thank all of our donors for their continuous support.

21
THANK YOU.

and for that I give a heartfelt THANK YOU.

These donations will continue to make an impact for years to come and for that I give a heartfelt THANK YOU.