

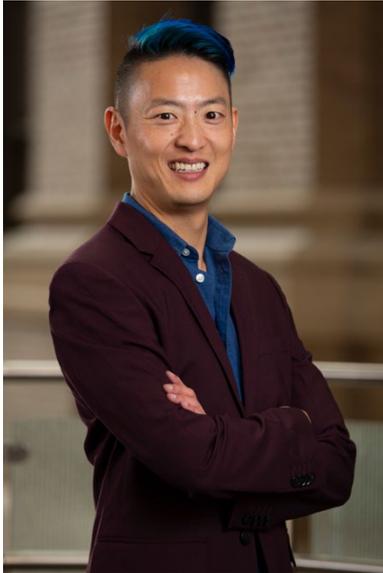


ANNUAL REPORT
2024

The mission of the Virginia Wellington Cabot Foundation is to benefit mankind through the practice of responsible philanthropy, and to inspire, educate, engage and unify the descendants of Tom and Virginia Cabot in that worthy cause.

Inspire • Educate • Engage

Letter from the Chair



Dear Family,

As we welcome 2025, I want to reflect on an extraordinary year of growth and transformation at the Virginia Wellington Cabot Foundation (VWCF). While 2024 brought unexpected changes, it also revealed the resilience and adaptability that define our family and our foundation.

In February, VWCF embarked on a new chapter by transitioning our service contract to [GMA Foundations](#). Though this move was originally planned for 2025, circumstances required us to accelerate our timeline. GMA's exceptional team, particularly Susan Barry, C.E.O of GMA Foundations, demonstrated remarkable efficiency by seamlessly taking on our operations, including accounting and bookkeeping, within just 30 days. Their dedication and expertise have proven invaluable to our foundation, and I look forward to our continued partnership with them.

Amid this transition, we launched an exciting initiative for Gen-4 of our family. The seven-week facilitated leadership program engaged participants in virtual workshops exploring the intersection of leadership and philanthropy. The series challenged Gen-4 to examine their personal leadership styles and their roles in philanthropy. As a final assignment, I tasked participants with forging relationships with organizations new to our foundation's portfolio. Already, just six months after the program's conclusion, we've received ten grants from these emerging leaders, and I look forward to seeing what additional partnerships they form in the months and years to come!

The close of 2024 was, of course, bittersweet as we saw our longtime executive director and dear friend, Joan Whelton, step into retirement. Joan's unwavering dedication to our foundation's mission and to philanthropy has been truly transformative. She has been an invaluable guide to generations of our family, helping each of us find our path in philanthropy. While we will deeply miss Joan's daily presence as we begin 2025, I am confident in our future under the capable leadership of Heidi Heinlein, Katy Fyrberg, and the entire GMA team.

Now, let me share the remarkable impact our foundation has made this year!

Sincerely,

A handwritten signature in black ink, appearing to read "Peter S. Myers". The signature is fluid and cursive, with a large, sweeping initial "P".

Peter S. Myers

Chair, Virginia Wellington Cabot Foundation
TDC Branch, Gen 4

Welcome from the Executive Director



I am honored to step into the role of Executive Director at the Virginia Wellington Cabot Foundation. Throughout my career, I have been deeply committed to advancing philanthropy, so joining a foundation that not only practices responsible giving but also inspires, educates, engages, and unifies family members feels like a natural and meaningful fit. Helping individuals make their giving more effective and impactful—while uncovering the joy in generosity—has always been a passion of mine. I'm eager to connect with the family members I've heard such wonderful things about. I must admit, it's a bit daunting—there are quite a few of you!

On a personal note, I live in Dover, MA, with my husband, David. My greatest joy comes from spending time with our four adult children and our ever-growing family.

I am thrilled to be working with the VWCF family and eagerly look forward to the journey ahead!

Sincerely,

A handwritten signature in black ink that reads "Heidi Heinlein".

Heidi Heinlein
Executive Director, Virginia Wellington Cabot Foundation

The year at a glance

2024 marked a significant year of strategic growth for the foundation. Building on the knowledge of Joan Whelton's planned retirement, the foundation embraced an opportunity for organizational transformation. When circumstances accelerated the timeline, the foundation, its trustees, and Joan herself demonstrated remarkable agility by deftly forming a partnership with GMA Foundations, a trusted longtime collaborator. This partnership secured Joan Whelton as executive director for 2024, ensuring continuity of leadership and providing the foundation with the time to plan its next chapter.

The transition to GMA Foundations aligned with the trustees' forward-thinking vision to enhance the foundation's philanthropic impact. GMA's expertise in philanthropy will strengthen the foundation's operations and allow VWCF to better fulfill its mission. Meanwhile, the foundation maintained its strong connection to the family's legacy through continued asset management with Cabot-Wellington, creating a balance between growth and tradition. The foundation's swift and strategic response to change

positioned it to better serve both the family's values and its philanthropic goals, setting the stage for greater impact for our family.

Through this period of transformation, the foundation remained steadfast in its commitment to its mission and grantmaking. Here is an overview of the foundation's work by the numbers:

\$1,971,572

Total Annual Distributions

\$1,363,585 Discretionary funding
\$464,500 Jimmie funding
\$143,487 Matching funding

21

New Grantee Organizations

14 New Discretionary Organizations
7 New Jimmie Organizations

59

Participating Family Members

45 Family Discretionary Sponsors
51 Family Jimmie Sponsors
15 Family Matching Sponsors

115

Organizations Funded

62 Unique Discretionary Organizations
43 Unique Jimmie Organizations
34 Unique Matching Organizations

Disaster Relief

American Near East Refugee Aid (Anera)

VWCF awarded a \$75,000 grant to support Anera's vital humanitarian efforts in Gaza. With dedicated staff in both Gaza and the U.S., along with hundreds of volunteers, Anera is working tirelessly to procure and distribute essential relief supplies to families in need. Through its community kitchens, Anera provides up to 75,000 meals daily, ensuring food security for thousands. Additionally, it operates free pop-up wound and health clinics while distributing clothing, mattresses, blankets, and hygiene kits to those affected by the crisis.

CARE

A grant of \$75,000 was awarded to support CARE's Gaza Crisis Fund, providing critical healthcare services to those in need. CARE delivers essential medications, medical supplies, and lifesaving care through its mobile clinics, which treat everything from shrapnel wounds and respiratory infections to common illnesses. As famine and unsanitary living conditions continue to weaken immune systems, preventable diseases become life-threatening. CARE also provides safe drinking water and first aid kits, offering vital relief to the affected communities.

Trustee Transitions

The VWCF Trustees as of January 2025 are:

Max Alletzhauser

Guli Arshad

Sandor Black

Gingi Cabot

Heather Cabot

Maya Cabot

Sophie Dixson

Daniel Domoney, Treasurer

Peter Myers, Chair

Tamsin Myers

Fiona Scanlon-Black

Welcome to Sophie Dixson whose first meeting as a VWCF trustee was the November 2024 meeting. She represents the Rob Cabot branch, stepping on as Aidan Fitzgerald finishes serving two terms.

Welcome to Gingi Cabot, whose first meeting will be January 2025. Gingi joins the board as a representative for the Ned Cabot branch, stepping on as Pere Selles finishes serving two terms.

Thank you to Max Alletzhauser, trustee representing the Louis Cabot branch, who begins his second term in January 2025.

Thank you to all the trustees for your time and service with VWCF. The time you spend reviewing grants and attending meetings is appreciated by the entire family, as, without you, we wouldn't have a foundation.

Gen 4 Leadership Workshop Series

In 2024, VWCF launched an innovative leadership development initiative for Gen-4, featuring a seven-part workshop series led by [Molly Grisham](#). Working closely with Peter, Molly designed an engaging virtual curriculum that explored the intersection of leadership and philanthropy. The workshops delved into essential topics including leadership styles, power dynamics, and conflict resolution.

The series culminated in an in-person workshop in Boston, where participants had the opportunity to strengthen the relationships they had built during the previous six weeks of virtual sessions. Seven Gen-4 family members participated in the program: Benny Bauer, Dorian Davis, Emma Myers, Hannah Carrigan, Jimmy Cabot, Kyla Farrow, and Tamsin Myers.



(Top left) Joan Whelton, Emma Myers, Tamsin Myers, Molly Grisham, Dorian Davis, Benny Bauer, Hannah Carrigan.

Participants consistently praised Molly’s unique facilitation style, which emphasized peer-to-peer learning and relationship building over traditional content delivery. This approach proved especially effective in fostering meaningful connections among cousins. The success of this initiative has laid a strong foundation for these emerging family leaders as they continue to develop their leadership skills and engagement with the foundation.

[Click here](#) for a look at a summary of the content.

A Fond Farewell to Joan Whelton

How does one say goodbye to someone who has been a pillar of our family for over half a century? After 53 remarkable years with the Cabot family, including more than two decades as Executive Director of the Virginia Wellington Cabot Foundation, Joan Whelton is beginning her well-earned retirement.



(From left) Guli Arshad, Sophie Black, Joan Whelton

Joan's dedication to the Cabot family cannot be measured or described. Even when Louis Cabot attempted to fire her (more than once!), Joan's unwavering commitment to the family remained steadfast. Her role in the Cabot family extended far beyond the job description – she became our confidante, our advisor, and our friend. Whether sharing in our joys or supporting us through difficult times, Joan has been a constant presence in many of our lives, weaving herself into the very fabric of our family's story. These personal connections exemplify Joan's approach to her life: always genuine, always dedicated, always going the extra mile.

To honor Joan's extraordinary service, the foundation designated \$53,000 in its 2024 budget for her to distribute to organizations close to her heart, a fitting tribute to someone who has given her blood, sweat, and tears to our family's philanthropic mission. She chose to give to the Boys and Girls Club of Boston, Safety Team, and Anera. Her choices underscore her commitment to the next generation, both locally and abroad. While this chapter may be closing, Joan's impact on our family and foundation will endure. Her legacy lives on not just in the Family Entities she helped build, but in the countless personal relationships she nurtured and the family bonds she helped strengthen over five decades.



(From left) Robyn Tretter, Todd Wilkins (Joan's son), Joan Whelton

Joan, we cannot thank you enough for your years of dedication, your unwavering support, and most importantly, for being such an integral part of our family's journey. We wish you joy and fulfillment in your next chapter, knowing that you will always remain a beloved member of the Cabot family. Hugs!



(From left) Peter Myers, Joan Whelton, Helen McCarthy

2024 Grants

Disaster Relief Grants

<u>American Near East Refugee Aid</u>	\$75,000
<u>CARE</u>	\$75,000

Discretionary Grants

<u>AlpaHa Onus APS</u>	\$15,000
<u>Ayuda</u>	\$10,000
<u>Black Thumb Farm</u>	\$15,000
<u>Boston Lyric Opera (MA)</u>	\$25,000
<u>Catie's Closet</u>	\$25,000
<u>Center for Northern Woodlands</u>	\$20,000
<u>Charlottesville Ballet</u>	\$25,000
<u>Chorus North Shore</u>	\$7,500
<u>Collateral Repair Project</u>	\$18,085
<u>Dharamsala Animal Rescue</u>	\$15,000
<u>Family Nurturing Center of Mass</u>	\$25,000
<u>Florida Atlantic University</u>	\$20,000
<u>Friends of the Conway Public Library</u>	\$20,000
<u>Friendship Bridge</u>	\$20,000
<u>Gateway Arts (MA)</u>	\$20,000
<u>Greenwich Academy, Inc.</u>	\$35,000
<u>Hanley Center Foundation</u>	\$15,000
<u>Hanley Center Foundation</u>	\$15,000
<u>Hawthorne Valley Association</u>	\$15,000
<u>Healthy Peninsula</u>	\$30,000
<u>Hesperian Health Guides</u>	\$20,000
<u>HHT Foundation International</u>	\$15,000
<u>Home Sweet Home</u>	\$20,000
<u>Hurricane Island Foundation</u>	\$35,000
<u>Hurricane Island Outward Bound School</u>	\$35,000
<u>Imbali</u>	\$10,000
<u>Intervale Center</u>	\$20,000
<u>Island Roots Housing</u>	\$25,000
<u>LA Compost</u>	\$35,000
<u>Maine Coast Heritage Trust</u>	\$5,000
<u>Many Hopes</u>	\$15,000
<u>Massachusetts General Hospital</u>	\$30,000
<u>Massachusetts Institute of Technology</u>	\$25,000
<u>Midwest Innocence Project</u>	\$25,000

Multifaith Alliance	\$35,000
National Academy of Sciences	\$40,000
National Audubon Society	\$25,000
Native American Rights Fund	\$5,000
Nature Conservancy CO	\$25,000
Nature Conservancy VT	\$20,000
New Mexico Wilderness Alliance	\$20,000
Omega Institute for Holistic Studies	\$5,000
Oregon Environmental Council	\$35,000
Prison Book Program	\$30,000
Public Employees for Environmental Responsibility	\$40,000
Puget Soundkeeper Alliance	\$20,000
Raam Raj Foundation	\$20,000
REACH Prep	\$25,000
ReSOURCE	\$15,000
Revels	\$30,000
Rose Haven	\$15,000
Safety Team	\$30,000
Sandy Creek Academy	\$30,000
Save the Sound	\$5,000
Spectrum Youth & Family Services	\$20,000
Springboard Connectivity	\$10,000
Springboard Connectivity	\$10,000
Synarmonia	\$23,000
Tuba City Humane Society	\$40,000
US Mexico Foundation	\$30,000
Waypoint Adventures	\$25,000

Jimmie Grants

A Child's Notebook	\$10,000
Borderlands Restoration	\$5,000
Californians Against Waste	\$10,000
Camp Ondessonk (IL)	\$10,000
Cape Cod Academy (MA)	\$5,000
Cape Cod Lighthouse Charter School (MA)	\$2,500
Chapel-Hill Chauncy Hall School	\$10,000
Charlottesville Ballet	\$10,000
Chewonki Foundation (ME)	\$10,000
Chewonki Foundation (ME)	\$10,000
Collateral Repair Project	\$10,000
Elevated Access	\$10,000
Fair Food Standards Council	\$10,000
Friends of Sellwood Community House	\$5,000

Gateway Crafts (MA)	\$10,000
Goosefoot Community Fund	\$10,000
Goosefoot Community Fund	\$5,000
Greenwich Academy (CT)	\$10,000
Hanley Foundation	\$10,000
Hanley Foundation	\$10,000
Healing Abuse Working for Change (HAWC)	\$5,000
Hudson Valley Honor Flight	\$10,000
Hurricane Island Foundation (ME)	\$10,000
Hurricane Island Outward Bound School	\$5,000
International Center for Journalists (DC)	\$10,000
International Center for Journalists (DC)	\$10,000
Island Institute (ME)	\$10,000
Island Institute (ME)	\$7,000
Jobs for the Future	\$10,000
Mass Adoption Resource Exchange	\$10,000
Massachusetts Institute of Technology	\$5,000
Mothers Against Drunk Driving	\$10,000
Multifaith Alliance for Syrian Refugees	\$10,000
Nature Conservancy (VT)	\$10,000
Partners for Justice	\$10,000
Piper's Angels Foundation	\$10,000
Prison Book Program	\$10,000
Safety Team Inc	\$10,000
Sellwood Community House	\$5,000
Society for Classical Studies	\$10,000
Society of the Muse of the Southwest (NM)	\$5,000
Tides Foundation/Imbali (South Africa)	\$10,000
Tides Foundation/Ingoma Nshya	\$10,000
Tides/Intrarte Koufonisi Music Festival	\$10,000
Tuba City Humane Society	\$10,000
U.S. Mexico Foundation	\$10,000
Whole Child Montessori Center	\$10,000
Wild Care, Inc. (MA)	\$5,000
Woodlawn School	\$10,000

Matching Grants

Ayuda	\$2,100
Ayuda	\$3,423

Brookwood School	\$1,000
Cato Institute	\$400
Chapel Hill-Chauncy Hall School	\$5,000
Chapel Hill-Chauncy Hall School	\$6,000
Colby-Sawyer College	\$3,000
Fair Food Standards Council, Inc.	\$3,600
Family Nurturing Center of Massachusetts	\$10,000
Florida Atlantic University	\$2,400
Goosefoot Community Fund	\$7,000
Greenwich Academy, Inc.	\$5,470
Greenwich Academy, Inc.	\$5,094
Hurricane Island Foundation	\$5,000
Hurricane Island Foundation	\$5,000
Hurricane Island Foundation	\$6,900
Hurricane Island Foundation (ME)	\$4,000
International Rescue Committee	\$2,000
International School of Charlottesville	\$1,000
Ludwig von Mises Institute	\$400
Maine Coast Heritage Trust	\$20,000
Movies Making A Difference Productions	\$2,000
Movies Making A Difference Productions	\$4,000
New Haven Preservation Trust	\$600
Oxbow School	\$1,000
Patagonia Area Resource Alliance	\$10,000
Patagonia Area Resource Alliance	\$6,000
Patagonia Creative Arts Association	\$1,000
Patagonia Regional Times	\$3,000
Patagonia Youth Enrichment Center	\$1,000
Pingree School	\$1,000
Rokeby Museum	\$1,800
Sarah Lawrence College	\$2,000
Shelburne Farms	\$4,800
Shelburne Farms	\$6,000
St. Bernards School	\$200
St. Bernards School	\$400
Thompson Island Outward Bound	\$1,000
TreePeople	\$12,000
TreePeople	\$12,000
Waypoint Adventure	\$2,000
West Palm Beach Library Foundation	\$400
WGBH Educational Institute	\$3,000
Whidbey Environmental Action Network	\$1,000
Whidbey Homeless Coalition	\$1,000



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