

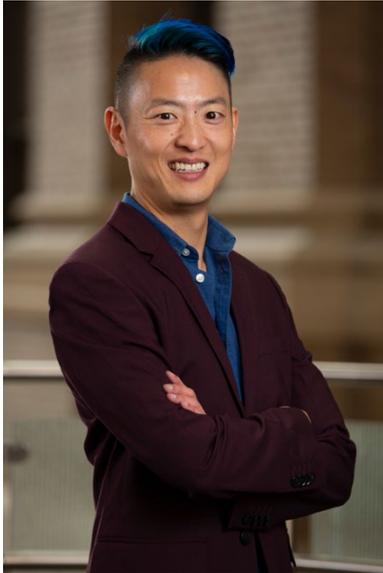


ANNUAL REPORT

2024

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', written over a light blue horizontal line.

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 Alletzhauer | Sophie Dixon |
| Guli Arshad | Daniel Domoney, Treasurer |
| Sandor Black | Peter Myers, Chair |
| Gingi Cabot | Tamsin Myers |
| Heather Cabot | Fiona Scanlon-Black |
| Maya Cabot | |

Welcome to Sophie Dixon 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 Alletzhauer, 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

American Near East Refugee Aid	\$75,000
CARE	\$75,000

Discretionary Grants

AlpaHa Onus APS	Sara	Arshad	\$15,000
Ayuda	Hannah	Carrigan	\$10,000
Black Thumb Farm	Sandor	Black	\$15,000
Boston Lyric Opera (MA)	Linda	Black	\$25,000
Catie's Closet	Laura	Carrigan	\$25,000
Center for Northern Woodlands	Bryan	McCarthy	\$20,000
Charlottesville Ballet	Binit	Shah	\$25,000
Chorus North Shore	Carole	Ganz	\$7,500
Collateral Repair Project	Cecily	Klingman	\$18,085
Dharamsala Animal Rescue	Pere	Selles	\$15,000
Family Nurturing Center of Mass	Shergul	Arshad	\$25,000
Florida Atlantic University	Melanie	Cabot	\$20,000
Friends of the Conway Public Library	Brad	Cabot	\$20,000
Friendship Bridge	Kathy	Fitzgerald	\$20,000
Gateway Crafts (MA)	Sara	Arshad	\$20,000
Greenwich Academy, Inc.	Suzanne	Cabot	\$35,000
Hanley Center Foundation	Michael	Cabot	\$15,000
Hanley Center Foundation	Catherine	Cabot	\$15,000
Hawthorne Valley Association	Hanna	Carrigan	\$15,000
Healthy Peninsula	Emlen	Cabot	\$30,000
Hesperian Health Guides	Sara	Arshad	\$20,000
HHT Foundation International	Neva	Black	\$15,000
Home Sweet Home	Peter	Myers	\$20,000
Hurricane Island Foundation	Chris	Carrigan	\$35,000
Hurricane Island Outward Bound School	Jim	Cabot	\$35,000
Imbali	Anne	Cabot-Alletzhauser	\$10,000
Intervale Center	Bryan	McCarthy	\$20,000
Island Roots Housing	Robert	Cabot	\$25,000
LA Compost	Sandor	Black	\$35,000
Maine Coast Heritage Trust	Sophie	Black	\$5,000
Many Hopes	Linda	Black	\$15,000
Massachusetts General Hospital	Rob	Cabot	\$30,000
Massachusetts Institute of Technology	Guli	Arshad	\$25,000
Midwest Innocense Project	Dorian	Davis	\$25,000

Multifaith Alliance	Terry	Klingman	\$35,000
National Academy of Sciences	Brendan	Fitzgerald	\$40,000
National Audubon Society	Peter	Kjellerup	\$25,000
Native American Rights Fund	Sophie	Black	\$5,000
Nature Conservancy CO	Brad	Cabot	\$25,000
Nature Conservancy VT	Bryan	McCarthy	\$20,000
New Mexico Wilderness Alliance	Kathy	Fitzgerald	\$20,000
Omega Institute for Holistic Studies	Sophie	Black	\$5,000
Oregon Environmental Council	David	Klingman	\$35,000
Prison Book Program	Shehime	Arshad	\$30,000
Public Employees for Environmental Responsibility	Jeremy	Black	\$40,000
Puget Soundkeeper Alliance	Pere	Selles	\$20,000
Raam Raj Foundation	Melanie	Cabot	\$20,000
REACH Prep	Suzanne	Cabot	\$25,000
ReSOURCE	Helen	McCarthy	\$15,000
Revels	Shehime	Arshad	\$30,000
Rose Haven	Kyla	Farrow	\$15,000
Safety Team	Helen	McCarthy	\$30,000
Sandy Creek Academy	Mandy	Cabot	\$30,000
Save the Sound	Sophie	Black	\$5,000
Spectrum Youth & Family Services	Tom	Cabot	\$20,000
Springboard Connectivity	Amiel	Cabot	\$10,000
Springboard Connectivity	Dominic	Dilorenzo	\$10,000
Synarmonia	Alexis	Cabot	\$23,000
Tuba City Humane Society	Kate	Christensen	\$40,000
US Mexico Foundation	Michael	Fitzgerald	\$30,000
Waypoint Adventures	Laura	Carrigan	\$25,000

Jimmie Grants

A Child's Notebook	Pere	Selles	\$10,000
Borderlands Resotration	Robert	Cabot	\$5,000
Californians Against Waste	Sandor	Black	\$10,000
Camp Ondessonk (IL)	Tim	Eiserle	\$10,000
Cape Cod Academy (MA)	Cindi	Cabot	\$5,000
Cape Cod Lighthouse Charter School (MA)	Cindi	Cabot	\$2,500
Chapel-Hill Chauncy Hall School	Laura	Carrigan	\$10,000
Charlottesville Ballet	Binit	Shah	\$10,000
Chewonki Foundation (ME)	Emlen	Cabot	\$10,000
Chewonki Foundation (ME)	Rob	Cabot	\$10,000
Collateral Repair Project	Cecily	Klingman	\$10,000
Elevated Access	Brendan	Fitzgerald	\$10,000
Fair Food Standards Council	Hannah	Carrigan	\$10,000
Friends of Sellwood Community House	Kyla	Farrow	\$5,000

Gateway Crafts (MA)	Sara	Arshad	\$10,000
Gateway Crafts (MA)	Yasmin	Arshad	\$10,000
Gateway Crafts (MA)	Guli	Arshad	\$10,000
Gateway Crafts (MA)	Sophie	Dixon	\$10,000
Gateway Crafts (MA)	Shergul	Arshad	\$10,000
Goosefoot Community Fund	Penny	Cabot	\$10,000
Goosefoot Community Fund	Robert	Cabot	\$5,000
Greenwich Academy (CT)	Suzanne	Cabot	\$10,000
Hanley Foundation	Michael	Cabot	\$10,000
Hanley Foundation	Cat	Cabot	\$10,000
Healing Abuse Working for Change (HAWC)	Carole	Ganz	\$5,000
Hudson Valley Honor Flight	Neva	Hale	\$10,000
Hurricane Island Foundation (ME)	Chris	Carrigan	\$10,000
Hurricane Island Outward Bound School	James W.	Cabot	\$5,000
International Center for Journalists (DC)	Mandy	Cabot	\$10,000
International Center for Journalists (DC)	Peter	Kjellerup	\$10,000
Island Institute (ME)	Linda	Black	\$10,000
Island Institute (ME)	Sophie	Black	\$7,000
Jobs for the Future	Gingi	Cabot	\$10,000
Mass Adoption Resource Exchange	Jonathan	Cabot	\$10,000
Massachusetts Institute of Technology	Jim	Cabot	\$5,000
Mothers Against Drunk Driving	Sophia	Cabot	\$10,000
Multifaith Alliance for Syrian Refugees	Terry	Klingman	\$10,000
Nature Conservancy (VT)	Bryan	McCarthy	\$10,000
Partners for Justice	Kieran	Fitzgerald	\$10,000
Piper's Angels Foundation	Melanie	Cabot	\$10,000
Prison Book Program	Shehime	Arshad	\$10,000
Safety Team Inc	Helen	McCarthy	\$10,000
Sellwood Community House	Kyla	Farrow	\$5,000
Society for Classical Studies	Nina	Papathanasopoulou	\$10,000
Society of the Muse of the Southwest (NM)	Kathy	Fitzgerald	\$5,000
Tides Foundation/Imbali (South Africa)	Anne	Alletzhauser	\$10,000
Tides Foundation/Ingoma Nshya	Christina	Cabot-Jones	\$10,000
Tides/Intrarte Koufonisi Music Festival	Alexis	Cabot	\$10,000
Tuba City Humane Society	Kate	Christensen	\$10,000
U.S. Mexico Foundation	Michael	Fitzgerald	\$10,000
Whole Child Montessori Center	David	Klingman	\$10,000
Wild Care, Inc. (MA)	Jaime	Cabot	\$5,000
Woodlawn School	Robin	Wellington	\$10,000

Matching Grants

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

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



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