

Xelay Foundation 2016 Annual Report

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1. Introduction

Xelay Foundation was created in October 2015 to:

1. Focus our ongoing internal commitment, investment, and programs (social responsibility)
2. Broaden our outreach and breadth of involvement in our local communities
3. Dedicate resources to advancing our operations, finances, and relationships

As part of the Xelay Acumen family, our mission has always been to deliver extraordinary results through the development of high potential team members. In line with Xelay Acumen's core values, addressing Challenging Issues and pursuing Engagements that Matter enables us as an organization to create significant step changes in people's lives and society. The social responsibility to contribute back has always been the driving force behind each of our engagements and the creation of Xelay Foundation allows us to expand on our ability to positively contribute to society.

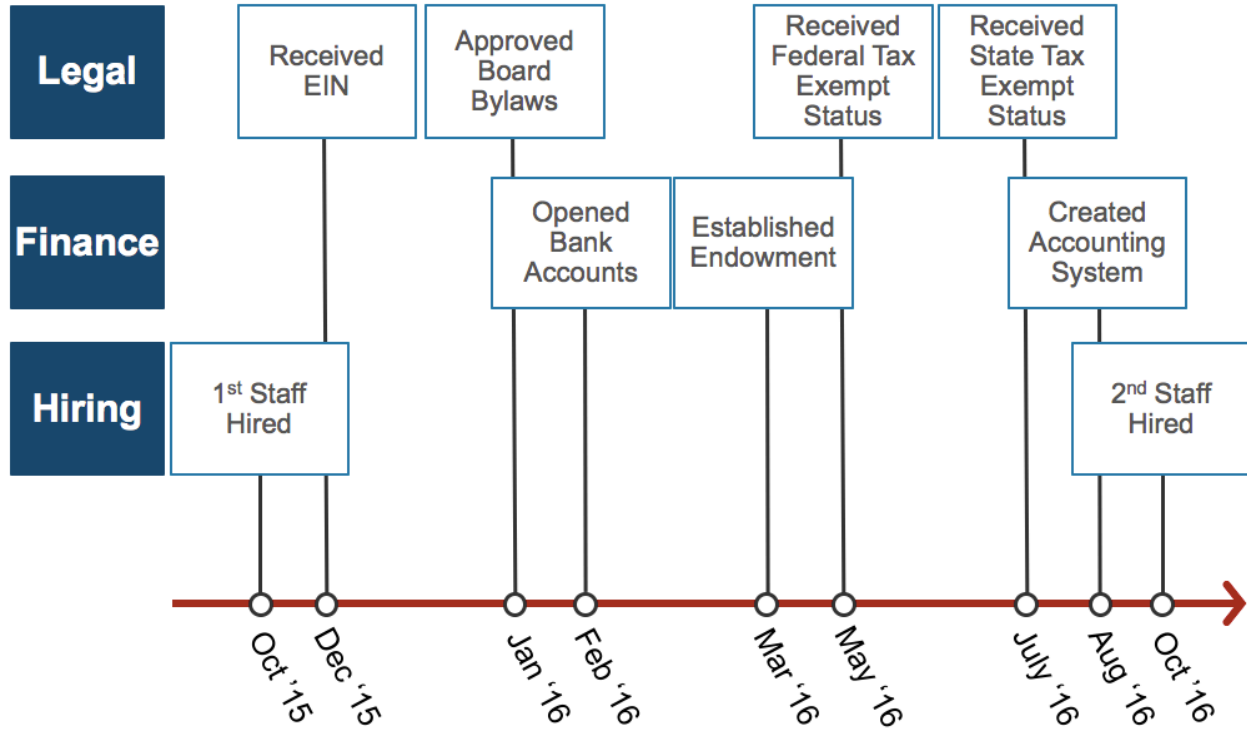
The Foundation works closely with Xelay Acumen, the leading healthcare strategy and management consulting firm, to create long lasting impact through social responsibility. We support local non-profits through multiple types of support and develop our people through opportunities to engage in philanthropy. Our values of Engagements That Matter, Challenging Issues, and Develop Our People lead to contributing broadly in value added ways through the servant leadership model – to lead by serving others.

2. 2016 Accomplishments

Incorporation and Operations

As Xelay Acumen grows, we constantly re-evaluate to find the best way to move forward while creating the most impact with the limited time and resources we have. Social responsibility has always been a part of Xelay Acumen's culture and in 2015, we evaluated our options in corporate philanthropy - what would it mean to create a corporate foundation, as well as the financial and legal commitments we would make. In the end, the decision to create Xelay Foundation was the right thing to do to demonstrate the importance of social responsibility to our team, partners, and community.

A heavy focus in our first year encompassed the research, legal, financial, and operations to establish and run an organization.



Programs

We successfully jump-started our programs for our team to participate in philanthropic opportunities and engage with local nonprofits. Our programs are designed to ensure we cover all types of support that charities may require: hands-on support, internal infrastructure support, and financial support. In our first year as a Foundation, we organized 26 engagements across our 5 programs.

- I. **Volunteer** – organize opportunities for (1) our team members to engage and learn about different types of issues and (2) provide hands on support to local organizations
- II. **Consulting** – develop our people through engaging on a deeper level with different charities while helping organizations strengthen their infrastructure
- III. **Grant** – provide financial support to empower organizations to implement decisions
- IV. **Match** – encourage Xelay team members to donate back to the communities they care about and support the causes they care about
- V. **Pooled** – leverage the team to increase our ability to provide greater financial support

I. Volunteer Program

We coordinate monthly volunteer events for Xelay staff to provide hands on support to local organizations. By working in teams, we efficiently complete large projects that provide a high impact to the charity. For our team, we are able to increase staff bonding, learn about different issues through the organizations we support, and connect with the community.

To date, we have organized 9 volunteer events across a variety of issues:

- Children
 - Boys & Girls Club – Gift wrapping books to give to children during holidays

- Samaritan House
 - Painting and updating their Kids Closet which provides clothes to children
 - Supporting their Toy Drive during holidays to provide gifts to client's children
- Silicon Valley Leadership Group Foundation – Supporting their annual fundraiser Turkey Trot
- Animals
 - Humane Society Silicon Valley – Socializing animals and cleaning facilities
- Health
 - Leukemia & Lymphoma Society – Supporting at their Superhero Run for the Cure annual fundraiser
 - AIDS Walk – Walking in support of annual fundraiser for AIDS research
 - Lupus Walk – Participating in walk to increase awareness of Lupus and fundraise for research on better treatments and cure
 - San Mateo County Health Foundation – Creating baby care packages for new mothers at the hospital

II. Consulting Program

Xelay Foundation offers pro-bono consulting services to potential partner 501(c)(3) organizations. We problem-solve key organizational challenges organizations face, such as long term strategic planning and operations. These areas are crucial for the growth of nonprofit organizations, however organizations often lack the funding to do so. Our pro-bono consulting services aim to alleviate some of this gap in the nonprofit sector.

Over the year, we have met with 2 organizations to provide pro-bono consulting projects. One of the projects we worked on was to create a dashboard tracking grant budget an actual and projected spending, which would enable them to make strategic financial planning decisions. Organizations that receive funding from multiple funders often experience difficulty with tracking and budgeting all the grant funding and it ends up taking a lot of time to manage this process. We developed an excel dashboard to view the actual and projected spending for each grant to proactively make strategic decisions on grant spending throughout the year to minimize any over- or under-spending.

III. Grant Program

We award general operating grants to qualifying 501(c)(3) organizations that fall within our areas of interest to encourage Xelay Team Philanthropy, Develop People, and Engage Locally. We prioritize partner organizations by their alignment to our approach of Empowering Communities, Listening to Empathize, and Providing Feedback. This year, we were able to support 8 organizations for a total donation of over \$10,000!

- Asian Americans/Pacific Islanders in Philanthropy
 - Expands and mobilizes resources for AAPI communities to build a more just and equitable society
- Cambodian Children's Fund
 - Transforms the country's most impoverished kids into tomorrow's leaders, by delivering education, family support and community development programs into the heart of Cambodia's most impoverished communities

- Kitchen Table Advisors
 - Envisions a new generation of thriving small-scale sustainable farms that produce healthy food and form the foundation of regional food systems
- Samaritan House
 - Mobilize the resources of our community to help those among us who are in need. The dedicated professional staff and volunteers work together to provide food, access to shelter, healthcare, and a broad range of supportive services. Samaritan House preserves dignity, promotes self-sufficiency, and provides hope.
- Taiwanese American Foundation
 - Developing personal leadership in youth and building strong cultural and social ties within the Taiwanese American community. TAF empowers youth to develop a strong sense of self, compassion and understanding of others, excellent interpersonal skills, and leadership abilities that will positively impact society in meaningful ways
- Teach For America
 - Enlist, develop, and mobilize as many as possible of our nation's most promising future leaders to grow and strengthen the movement for educational equity and excellence
- Institutions of Higher Education

IV. Match Program

Through Xelay Match Program, we contribute a 1:1 match for qualifying charitable donations our Xelay Acumen team members make! Together we are able to make a greater impact, as well as support the causes our team cares about. We donated a total of \$520 this year to support 4 organizations:

- API Chaya
- Thich Nhat Hanh Foundation
- Rainier Valley Corps
- Wikimedia Foundation

V. Pooled Program

Xelay Foundation matches pooled contributions of Xelay team members. By leveraging the team and support of Xelay Foundation through combined contributions. This past year, we raised over \$2,400 across 4 organizations!

- AIDS Walk
- Silicon Valley Leadership Group Foundation
- Leukemia & Lymphoma Society
- Lupus Foundation

Networking

As a new foundation, it is critical for us to connect and develop relationships with nonprofit organizations in the Bay Area to:

- Spread awareness of our Foundation and the programs that we provide
- Learn from the experiences of foundations and nonprofits in the field
- Learn about the nonprofit landscape in the Bay

- Identify and support partners
- Increase awareness of our team around a range of issues

Organizations we have partnered with include:

- Asian Americans/Pacific Islanders in Philanthropy
- Bay Area Justice Funders Network
- The Whitman Institute
- San Francisco Foundation

We also are excited to be participating in Bay Area Justice Funder’s Network’s Harmony Initiative this year. Through this program we will be examining our grant process through a social justice lens to improve on how to better partner with nonprofit organizations.

3. 2016 Financials

January through December 2016

	<u>Jan – Dec '16</u>
Income	
Corporate Donations	520,000.00
Investment Income	42,540.75
	<u>562,540.75</u>
Total Income	<u>562,540.75</u>
Expense	
Match Donations	520.00
Networking	7,267.92
Grant Giving	10,350.00
Administrative	2,198.11
Pooled Donations	2,488.40
	<u>22,824.43</u>
Total Expense	<u>22,824.43</u>
Net Income	<u>539,716.32</u>