IMPACT THROUGH PARTNERSHIP

2015 ANNUAL REPORT
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In the past year, Global Impact made significant progress on a number of fronts as we partnered with nonprofit and for-profit organizations, creating positive impacts for people in need around the world.

As the theme of this report suggests, our successes were made possible largely because of the highly collaborative partnerships we built and sustained with our corporate, charity and strategic alliance partners. These partnerships gave us the opportunity to work with many of the most respected charitable organizations in the world, as well as some of the most dynamic, forward-looking corporate partners seeking to establish or expand their corporate social responsibility (CSR) initiatives.

Partnership works at all sizes and levels, and is a guiding principle for us. Internally, we worked in close partnership with our staff to help us chart Global Impact’s future as an implementing partner.

The success of our partnership approach was brought to light when the Board was recognized by the Center for Nonprofit Advancement as the 2015 honorable mention recipient of the Board Leadership Award. As is the case with most successful groups, much of the real work goes on behind the scenes—not visible to the outside world. Being named a finalist for this award acknowledged the good and important work the staff and its leadership has done and is doing to create and leverage partnerships every day.

The idea of partnerships infuses and defines our path to success—and we are highly encouraged about where that path can take us.

Sincerely,

Steve Polo
MESSAGE FROM
THE PRESIDENT & CEO

“...the ‘democratization of giving’ is catching on in ways large and small...”

The world of global philanthropy continues to evolve before our eyes, and Global Impact is leading the way in anticipating and responding to these changes. In fact, the very need for an implementing partner like our organization is itself dramatically changing.

One of the unmistakable dynamics driving these changes is the realization that funding from governments and various large-scale institutions is simply not sufficient for the tasks at hand. This makes the partnerships and collaborations among corporations, foundations and individual donors (both inside and outside the workplace) more important than ever.

Another fundamental change that will soon be felt throughout the world of global philanthropy is the new development framework launched in September 2015 at the United Nations. The newly adopted Global Goals for Sustainable Development will replace the Millennium Development Goals that helped provide a framework for philanthropy for many years. It remains to be seen how donors and countries will work on their shared issues under this new framework.

Last but not least, the “democratization of giving” is catching on in ways large and small, with increasing interest on the parts of individuals and families to take a more active and personal role in philanthropy.

Our mission is to help organizations involved in charitable work—either as supporters or “doers”—respond to these developments and achieve success through integrated solutions. The challenges our clients face are significant, and no single organization can succeed on its own. We’re here to help make effective partnerships happen—leveraging resources and increasing ownership for sustainable solutions.

Regards,

Scott Jackson
In FY 2015, we served as a key implementing partner to help nonprofit and for-profit organizations optimize how they connect and collaborate with allies and supporters to achieve their goals. We delivered our solutions through two key lines of business:

PARTNER SOLUTIONS
We offer custom solutions to grow global philanthropy for individual, nonprofit and corporate clients, including advisory, visibility and backbone services. In the past year, Global Impact provided advisory services through fundraising counsel and focused research, revenue diversification and implementation, and strategic alliances and partnership brokering. We also provided visibility services to Fortune 500 corporations, foundations, high net worth donors and global charities through fundraising communications design, relational marketing planning and launching innovative and engaging campaigns. Our backbone services supported numerous clients through strategic planning and organizational development, membership services and operations.

CAMPAIGN SOLUTIONS
We provide a variety of proven solutions for fundraising and employee giving campaigns. In the past year, Global Impact raised nearly $25 million in pledges for our 128 charity alliance partners, helped design and implement fundraising campaigns, supported employee engagement programs and administered one of the largest employee giving campaigns in the world. We also launched several disaster relief funds and High Impact Funds focused on the most pressing global humanitarian issues and created an avenue for donors to support multiple organizations leading the fight in these critical areas. Overall, we had a record-breaking year.

Program Support
Supporting our Partner Solutions and Campaign Solutions services, we deliver world-class financial and technology assistance to our partners in a broad variety of areas. In the past year, Global Impact provided global fiscal agency services, expanded our Accelerator™ Technology Platform to enable donation processing in 120+ currencies and 70+ languages, and prepared for the launch of GrowFund™, a donor-advised fund for individuals at every income level.
SUCCESS BY THE NUMBERS

10 HIGH IMPACT FUNDS

14 SIGNATURE FUNDS

450 PUBLIC & PRIVATE SECTOR FUNDING PARTNERS

$1.7 BILLION RAISED SINCE INCEPTION

28 ADVISORY PARTNERS

10% OVERHEAD

4 SECRETARIAT PARTNERS

130+ INTERNATIONAL CHARITY PARTNERS
Helping the Hilton Prize Coalition Increase its Impact

This year, Global Impact continued its innovative role serving as the backbone partner for the Hilton Prize Coalition, an alliance of Hilton Prize recipients. This network of best-in-class organizations works together to advance their unique missions and to realize significant collective impact in humanitarian assistance, human rights, development, education and health worldwide. Through a generous grant from the Hilton Foundation, Global Impact led this unique, collaborative group by forming the structure for its two signature programs, the Hilton Prize Coalition Fellows program and the Disaster Resiliency and Response program.
Raising Relief Funding for Nepal

In April 2015, a 7.8-magnitude earthquake killed more than 8,000 people in Nepal, making it the worst local disaster of its kind in over 80 years. In the aftermath, many Global Impact charities launched recovery and rebuilding efforts. To aid these organizations in their substantial, long-term aid efforts, we created the Nepal Earthquake Relief Fund and funding partnerships with several corporations. To date, we have raised more than $287,000 in donations to organizations already working on relief efforts, including AmeriCares, CARE, Handicap International, Heifer International, Lutheran World Relief, Mercy Corps, Oxfam America, Plan International USA, Salvation Army World Services, Save the Children, The U.S. Fund for UNICEF, and World Vision.
Bringing Red Nose Day across the Atlantic

Global Impact was engaged by Comic Relief, Inc., to help translate the wildly successful UK Red Nose Day campaign to the US market. We supported the campaign with our expertise in raising awareness and securing participation from key constituencies, including corporations and their employees, associations and other organizations. We worked closely with the Red Nose Day team throughout the campaign, providing counsel, hands-on support, connections and relationship management. Overall, the unique event raised over $21 million.

We supported the campaign with our expertise in raising awareness and securing participation from key constituencies.
Leading Performance in Employee Giving Campaigns

In 2014, Global Impact was one of the most successful employee giving federations in the sector. While the Combined Federal Campaign experienced an overall decline, Global Impact increased pledges for our federation overall. Our performance was especially strong in the private sector, as well as in state and local campaigns. The powerful brands of our charities, paired with Global Impact’s strategic marketing and campaign engagement, have increased market share for many partners and slowed declines where they existed. In addition, we are providing many of our charities with additional funding through our High Impact Funds, Signature Funds with select corporate partners, and disaster response funds. Global Impact also introduced innovative evergreen strategies for year-round employee engagement. The combined effect of these strategies allowed us to raise more than $24 million in pledges for our charity alliance in 2014.
Establishing New Signature Funds to Meet a Variety of Needs

Global Impact built and launched several new Signature Funds over the past year. These high-profile funds allow us to partner with a variety of client corporations, as well as individuals and collaborative groups, to promote and raise support for specific international causes. The Funds’ customizable online platforms allow the organizations to accept donations via credit card, check and e-check, wire transfer, and employee payroll deduction. Just as importantly, we designed the funds to be able to accept donations in more than 120 currencies. With clients that include corporations such as Bentley Systems and Accenture and nonprofits such as Cordaid and International Center for Research on Women, the funds represent a new best practice in philanthropy.
Helping the Central America Donors Forum Grow

One of our strategic partners, the Seattle International Foundation, sought our help to support the 2014 Central America Donors Forum (CADF) in Mexico City, a gathering of leaders in business, philanthropy and civil society to advance regional development objectives. We began by collaborating on the formation of a strategic council of high-level donors that established CADF’s theme and brainstormed ways to maximize funder effectiveness at the event. Global Impact developed the forum’s overall strategy, created marketing and communications materials, and developed sponsor outreach efforts. In addition, at the event itself, we participated as a key thought leader and presenter. In all, more than 100 attendees—representing the government, philanthropy and private sector—gathered to share ideas, resources and inspiration.
Administering the CFC-O

Since 1996, Global Impact has administered the Combined Federal Campaign-Overseas (CFC-O), the only authorized solicitation of Department of Defense uniformed service members and civilian employees stationed abroad. In fall 2014, the campaign raised more than $8,000,000, which was distributed to over 2,600 charities helping those in need around the world. The Office of Personnel Management awarded the CFC-O with the National CFC Innovator Award for the 2014 campaign season (the eighth consecutive year we have received this distinction), and a CFC Hero Award for CFC-O representative Navy Damage Controlman Chief Petty Officer Andrae Sutherland.

The campaign raised more than $8,000,000, which was distributed to over 2,600 charities helping those in need around the world.
Supporting Ecosystem Restoration at the Macro Level

Last year, Global Impact announced an ongoing partnership with Restore the Earth Foundation (REF) to support large-scale restoration of our planet’s essential forest and wetland ecosystems. We provide REF with such backbone services as fiduciary services and strategic marketing counsel. The only organization operating at its scale, REF employs a unique social impact model, providing environmental, social and economic returns that are peer-reviewed and extensively verified. Using an inclusive and collaborative approach, REF is working to restore to its natural state one million acres of marginal land in the Mississippi River Basin, often referred to as “North America’s Amazon.” Together, we are focused on creating an environmentally sustainable future and resilient communities.
Mobilizing to Create the Syrian Refugee Fund

In partnership with the Clinton Global Initiative (CGI) and King Abdullah of Jordan, Global Impact took a leadership role in addressing the rapidly escalating humanitarian crisis of civilian refugees fleeing the violence in Syria. This is the first fundraising effort to be formally recognized at CGI. In May, we launched the Syrian Refugee Fund, the goals of which are to raise the visibility and funds needed to scale existing solutions to alleviate suffering and to provide opportunities for promising innovations. The funding will continue to be distributed to organizations with active commitments around the refugee crisis.
Fee Structure for Workplace Giving Federation Partners

There are no upfront or application fees for participating in Global Impact's workplace giving federation. Global Impact's fee structure is based on a formula that enables us to cover the costs of fundraising on behalf of our charities, including year-round marketing, visibility and representation within approximately 450 public and private sector campaigns across the country. The fee also covers the cost of annual certification, campaign registration/eligibility to receive funds from workplace campaigns, donation processing, donor acquisition and reports, benchmarking, access to cooperative advertising, promotion of our charities' employee engagement events, and overall administration. The fee rate structure for the fall 2014 campaigns was 17.8 percent, on average. Note that Global Impact is a diversified organization and raises funds for its charity partners beyond traditional workplace giving. Inclusive of all funds raised and all lines of business, Global Impact's overall overhead rate was 10 percent in FY15.

For workplace giving, Global Impact uses a tiered fee scale and the rates within each tier range will vary from year to year, depending on overall expenses to support our alliance and projected overall revenue. The tiers for the 2015 and 2016 campaign seasons are as follows: 18-24 percent on pledges up to $1 million, 15-18 percent on the next $1 million in pledges, and 10-15 percent on all pledges over $2 million. Global Impact requires a $2,500 minimum fee to ensure that basic administrative costs of annual participation in the Global Impact Charity Alliance are provided by each charity. This fee is not an additional or up front charge; it will be credited toward any cumulative fees taken on funds raised for a charity through each season's workplace campaigns. Global Impact strives to keep these rates as low as possible without compromising performance and excellent service to our charities.

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$19,396,108</td>
<td>$25,760,932</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>13,539,413</td>
<td>19,904,237</td>
</tr>
<tr>
<td>Total Unrestricted Net Assets</td>
<td>5,856,695</td>
<td>5,856,695</td>
</tr>
<tr>
<td>Total Liabilities and Net Assets</td>
<td>$19,396,108</td>
<td>$25,760,932</td>
</tr>
</tbody>
</table>
## Annual Report Summary of Total Contributions and Revenue

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Contributions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workplace Giving</td>
<td>$17,287,073</td>
<td>$24,976,817</td>
</tr>
<tr>
<td>Donor Advised Funds</td>
<td>7,902,052</td>
<td>5,962,705</td>
</tr>
<tr>
<td>Other Funds Program</td>
<td>700,382</td>
<td>2,078,626</td>
</tr>
<tr>
<td>Other Contributions</td>
<td>38,373</td>
<td>35,716</td>
</tr>
<tr>
<td><strong>Total Contributions</strong></td>
<td><strong>25,927,880</strong></td>
<td><strong>33,053,864</strong></td>
</tr>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$7,170,133</td>
<td>$7,567,063</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td><strong>33,098,013</strong></td>
<td><strong>40,620,927</strong></td>
</tr>
<tr>
<td><strong>Managed Combined Federal Campaign</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$10,978,113</td>
<td>$8,237,086</td>
</tr>
<tr>
<td>Less Adjustment for Designations to Global Impact from Managed CFC</td>
<td>(2,985,283.59)</td>
<td>(238,480.00)</td>
</tr>
<tr>
<td><strong>Total Contributions and Revenues Raised</strong></td>
<td><strong>$41,090,842</strong></td>
<td><strong>$48,619,533</strong></td>
</tr>
</tbody>
</table>

Note: This analysis reports contributions before shrinkage and third-party expense.
## Statement of Distributions and Operating Expenses

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Distributions to Charities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workplace Giving Campaigns (includes managed CFC)</td>
<td>$22,060,327</td>
<td>$27,866,749</td>
</tr>
<tr>
<td>Donor Advised Funds</td>
<td>7,902,052</td>
<td>5,962,705</td>
</tr>
<tr>
<td>Other Fund Distributions</td>
<td>787,951</td>
<td>1,860,503</td>
</tr>
<tr>
<td><strong>Total Distributions to Charities</strong></td>
<td><strong>30,750,330</strong></td>
<td><strong>35,689,957</strong></td>
</tr>
<tr>
<td><strong>Program Solutions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Campaign Solutions</td>
<td>1,967,258</td>
<td>2,128,736</td>
</tr>
<tr>
<td>Partner and Programmatic Support Solutions</td>
<td>1,202,121</td>
<td>1,769,334</td>
</tr>
<tr>
<td>Combined Federal Campaigns</td>
<td>1,447,091</td>
<td>1,397,377</td>
</tr>
<tr>
<td><strong>Total Program Solutions</strong></td>
<td><strong>4,616,470</strong></td>
<td><strong>5,295,447</strong></td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>35,366,800</strong></td>
<td><strong>40,985,404</strong></td>
</tr>
<tr>
<td><strong>Supporting Services</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and General</td>
<td>4,073,470</td>
<td>3,948,574</td>
</tr>
<tr>
<td>Fundraising</td>
<td>601,929</td>
<td>778,856</td>
</tr>
<tr>
<td><strong>Total Supporting Services</strong></td>
<td><strong>4,675,399</strong></td>
<td><strong>4,727,430</strong></td>
</tr>
<tr>
<td><strong>Total Distributions and Operating Expenses</strong></td>
<td><strong>$40,042,199</strong></td>
<td><strong>$45,712,834</strong></td>
</tr>
<tr>
<td><strong>Administrative Fee Rate</strong></td>
<td>12%</td>
<td>10%</td>
</tr>
</tbody>
</table>
EMPLOYEE GIVING PARTNERS

CHARITY ALLIANCE as of September 2015

1% for Humanity
Accion International
Africare
Albert B. Sabin Vaccine Institute
American Himalayan Foundation
American Jewish World Service
American Near East Refugee Aid (ANERA)
American Refugee Committee
American Relief Agency for the Horn of Africa (ARAHA)
American Society of Hematology
AmeriCares
Amref Health Africa
Ashoka
Boy Scouts of America – Aloha Council
Boy Scouts of America – Transatlantic Council
CARE
Catholic Medical Mission Board (CMMB)
Center for Disaster Philanthropy
ChildFund International
Children International
Church World Service
Clinton Foundation
Compassion International
Concern Worldwide US Inc.
Convoy of Hope
Cordaid
Counterpart International
Desert Research Institute Center for International Water and Sustainability
Direct Relief
Doctors Without Borders/ Médecins Sans Frontières USA
Eastern Congo Initiative
ECHO
ECPAT – USA
EngenderHealth
Engineers Without Borders USA
Episcopal Relief & Development
Far East Council #803, Boy Scouts of America
Feed My Starving Children
FilmAid International
FINCA International
Fistula Foundation
Food For The Poor
Free the Slaves
Freedom from Hunger
Freedom House
Global Fund for Children
Global Justice Center
Global Partners in Care
Global Press Institute
GlobalGiving Foundation, Inc.
Handicap International
Healing the Children
Health Volunteers Overseas
Heifer International
Helen Keller International
HelpAge USA
HIAS
Himalayan Cataract Project
International Center for Research on Women (ICRW)
International Executive Service Corps
International Eye Foundation
International Justice Mission
International Medical Corps
International Orthodox Christian Charities
International Relief Teams
International Rescue Committee
International Youth Foundation
IntraHealth International, Inc.
KickStart International
Landesa
Literacy Bridge
Lutheran World Relief
Made In a Free World
Management Sciences for Health (MSH)
MAP International
Matthew 25: Ministries
Medical Teams International
Medicines for Humanity
Mercy Corps
Mercy Ships
Mission Aviation Fellowship
Near East Foundation
NetHope
Operation Smile
Operation USA
Opportunity International
We at Heifer International are grateful for Global Impact’s dedication to growing global philanthropy. Their innovative efforts play a key role in civil society at home, while supporting important work for the world’s most vulnerable. By partnering with Global Impact, our fundraising through workplace giving has enabled us to have a greater impact on ending hunger and poverty around the world.

— Pierre Ferrari
President & CEO,
Heifer International
CAMPAIGN PARTNERS

PRIVATE SECTOR
AAA
AARP
Accenture
Aerojet Rocketdyne Holdings (formerly GenCorp)
The Aerospace Corporation
Aetna, Inc.
Agilent Technologies
Amazon.com
American Airlines
The American Express Company
American Psychological Association
Ameriprise Financial
Amica Mutual Insurance Company
Applied Materials
Ashland
Axio Research
Baxter International
BRTRC
C.H. Robinson
California Pizza Kitchen
Cambia Health Solutions
Carlson Companies
CNA Financial

Computer Sciences Corporation
Contently
CoreLogic
Credit Union National Association
Defenders of Wildlife
Dell
Earthshare
East Bay Municipal Utility District
Ecolab
Emory University
Environmental and Energy Study Institute
Environmental Law Institute
ExxonMobil
FINRA
Foursquare Labs
Friends of the Earth
GXS
The Hershey Company
Hewlett-Packard
Inova
Institute for Defense Analyses
Intel
International Community Health Services
International Monetary Fund
Jacobs Engineering Group
Legal & General America
Lockheed Martin (includes 6 campaigns)
The MacArthur Foundation
McDonald’s
MIB Group
Microsoft
MongoDB (formerly 10Gen)
National Commercial Bank
National Geographic
National Parks Conservation Association
Natural Resources Defense Council
Noblis
Northrop Gruman
Peterson Sullivan
Public Radio International
Rails-to-Trails Conservancy
Rainforest Alliance
RAND Corporation
Rhode Island Private Sector
Rosetta Marketing Group
Sabre Holdings
Sacramento Municipal Utility District

Sailthru
Serco
Shutterstock
Society for Human Resources Management
Sound Community Bank
Teracore
Thomson Reuters
Thrillist Media Group
TIAA-CREF
Toshiba
Treasury Wine Estates
Tufts University
Union of Concerned Scientists
United Airlines
UnitedHealth Group
University of Chicago
University of Pennsylvania
University of Richmond
Washington Gas
Wells Fargo Community Support
WETA
World Bank
Partnering with Global Impact allows Carlson to provide employees with the broadest range of reputable, impactful charities that serve urgent humanitarian needs globally. From human trafficking to clean water and from disaster relief to education, almost everyone can find an organization that aligns with their own philanthropic giving. Global Impact’s personalized strategy helped us create a focused signature giving program unique to Carlson that has achieved outstanding results.

— CeLois Steele
Community Engagement Manager, Carlson
ADVISORY AND SECRETARIAT PARTNERS

ADVISORY
Accenture
Arogya World
Association of Sisterhoods of Kenya
Bentley Systems, Inc.
Bill and Melinda Gates Foundation
ChildFund International
Comic Relief/Red Nose Day USA
Concern Worldwide US
Cordaid
Counterpart International
Desert Research Institute
FilmAid International
Foundation for Total Recovery
Gumball 3000
Hanesbrands
Hilton Worldwide
International Center for Research on Women – Safe Cities
International Monetary Fund
PATH – Malaria Center for Excellence
Mary Ward Loreto
Newell Rubbermaid
Novartis
Pact
PartnerSHIP for Impact
Project HOPE
Seattle International Foundation
Speranza Foundation
Stryker
The Global Women’s Institute (GWI) at the George Washington University

SECRETARIAT
Global Health Council
Hilton Prize Coalition
Universe of Blessings
Restore the Earth Foundation

For more than a year and a half, our Global Impact team has devoted fundraising and visibility expertise to position Restore the Earth Foundation for sustainable growth. Operational capacity, development practices, brand building, and customized donor offers are some of the many tools for success that Global Impact has equipped us with to achieve our mission. Global Impact understands who we are and where we are going—we are so thankful to our Global Impact team!

—PJ Marshall
Co-Founder & Executive Director, Restore the Earth
BOARD OF DIRECTORS

Mr. Steve Polo
Board Chair
Partner
OPX
Washington, DC

Ms. Nancy A. Kelly
Board Vice Chair
Executive Director
Health Volunteers Overseas, Inc.
Washington, DC

Mr. James B. Kanuch, CPA, CFE
Secretary/Treasurer
Director
CohnReznick LLP
Bethesda, MD

Mr. Scott Jackson
President & CEO
Global Impact
Alexandria, VA

Mr. Timothy Bloechl
Director, Cyber Security
Business Development
Quantum Research International
Arlington, VA

Ms. Kathryn Compton
Executive Director for
Global Philanthropy
World Vision US
Federal Way, WA

Mr. Joseph A. Crupi
Parrish, FL

Mr. Mouhamed M. Djalo
Public Health Manager
MedImmune, LLC
Kennesaw, GA

Mr. Pierre U. Ferrari
President & CEO
Heifer International
Little Rock, AR

Mr. H. Kenneth Fleishman
Owner, Fleishman Potter, LLC
Chevy Chase, MD

Mr. Peter M. Grant
Partner, Anchormark, LLC
Charlottesville, VA

Mr. Stan M. Harrell
Senior Vice President,
Chief Financial Officer and
Chief Information Officer
U.S. Chamber of Commerce
Washington, DC

Ms. Karen R. Johnson
President/CEO
KRJ Resources, LLC
Austin, TX

Ms. Maryon Davies Lewis
San Francisco, CA

Ms. Carol D. Rieg
Gaithersburg, MD

Mr. Kenneth I. Schaner, Esq.
General Counsel
Schaner & Lubitz, PLLC
Bethesda, MD

Mr. Rabih T. Torbay
Senior Vice President,
International Operations
International Medical Corps
Washington, DC

Mr. Mauricio Vivero
CEO, Seattle International
Foundation
Seattle, WA

Mr. David Wu
Chief Development Officer
PATH
Seattle, WA

Captain Edward Zellem
Tampa, FL
EXECUTIVE LEADERSHIP

Scott Jackson
President and Chief Executive Officer

Ann Canela
Vice President, Partner Solutions

Joseph Mettimano
Vice President, Marketing and Campaign Engagement

Cindy Darnell
Senior Director, Business Strategy and Special Initiatives

Mark Milligan
Managing Director, Finance

Stephanie Scholz
Senior Director, Human Resources and Administration
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          Right: Splash
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PAGE 7: KJ Borja/Save the Children
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PAGE 9: Tim Mettey CEO M25M
PAGE 10: Bruce Moore/American
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PAGE 11: Convoy of Hope
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