LETTER FROM THE EXECUTIVE DIRECTOR

Jessamy Shams-Lau

In 2015 we truly listened to our grantees. This manifested itself in our work in various ways. Through our Funder Feedback tool we heard both reinforcement of what we're doing well and critique to help us do better. We heard time and again that our grantees need partners who will view them on an equal footing, showing mutual respect for time, skills, and accomplishments. In 2015 we spoke publicly about grantee-centric philanthropy and the importance of incorporating grantee-voice into grant making – something we'll continue in 2016.

To build empathy with our grantees and to hold ourselves more accountable, we implemented our own milestones process. Each team member set milestones for their portfolio or area of work. When going through the milestones process with our grantees we listen to and hear them a little differently now. The process elevated our respect for how our grantees deal with the challenges and nuance of articulating their work. We also heard from the East Palo Alto community that focusing on educational outcomes takes more than just funding education institutions and non-profits. So this year we added grants in issue areas of giving that fortify EPA youth so that they can truly engage with their education – small but definite steps to incorporate what we hear from the community. We know we have more work to do to be responsive to the needs of the communities we work with. In 2016 we'll see how we can build on these practices, doing more to serve our grantees. Thank you to the PF board, team, and grantees for what you do to further the work we're all invested in.

LETTER FROM THE MANAGING DIRECTOR

Dave Peery

2015 has been an awesome year for the Peery Foundation! We've made big strides as an organization, with our funding strategy, our influence in the sector, and as a family. I want to thank our staff, the board, advisory board, and grantees for all of their efforts.

We started the year by rounding out our team with Jayson Morris, our Social Entrepreneurship Portfolio Director. Jayson has been able to sharpen our focus and strategy to find and support great entrepreneurs, while also strengthening support of our funding peers. His background in business and fundraising adds a skill-set that benefits the rest of the team as well as our grantees.

This year we've also moved toward a funding strategy that allows us to take on more risk with new organizations, and reward solid performers with more capital as they grow. The year ended with commitments to our first true cohort of growth grantees – Living Goods, Medic Mobile, and myAgro – each receiving a $1 million dollar commitment, paid over the next four years, to scale their work.

We've also just completed our first full year of using the "Funder Feedback" tool, an app we built to solicit ongoing and anonymous feedback from anyone with whom we interact. Our hope is to encourage the funding community to be more accountable to the grantees they serve by creating transparent feedback loops. We'll continue to do this by further developing the Funder Feedback tool, and by funding initiatives such as GrantAdvisors, a Yelp-like website for foundation reviews. We want to see the funding environment around non-profits improve, enabling them to focus more on their impact.

Last, but most certainly not least, the Peery family has been engaged with advancing the foundation's work more than ever. Through our family and board gatherings, visits with grantees, volunteer-work in our community, and increased family-directed giving, it is beginning to truly feel like a family foundation! This year also marked the launch of a few large capital initiatives, namely, the new Palo Alto High School Athletic Center, the East Palo Alto Phoenix Academy Gym, and the Palo Alto Junior Museum and Zoo.

A big thanks to our incredible staff for representing the family so well, and for their energy in supporting our grantees so passionately. Another big thank you to our Advisory Board, which takes time from their busy lives to support our work and lend us their experience and wisdom. And finally a thank you to the rest of the Peery family and board, for their trust in and support of our team.

See you in 2016!
2015 HIGHLIGHTS

1/01
Jayson Morris hired!

1/15
Avani joined the Ravenswood Education Foundation Board

3/3-5
Big Bang Philanthropy Group Annual Meeting hosted by the Peery Foundation on Bainbridge Island, WA

4/8-9
SodaBottle

4/18
Magic Bridge Playground Official Launch in Palo Alto, CA

SUMMER
Alpha Public Schools opened Alpha High school in East San Jose

7/13
Peery Foundation First Annual Advisory Board Meeting

SEPTEMBER
Jayson traveled to Africa for the Peery Foundation’s first international trip to conduct site visits

9/10-11
3rd Annual Duarte Workshop

9/15
Jocelyn Rheem promoted to Program Associate

9/22
Eileen Richardson (Executive Director at Downtown Streets Team) received the Athena Award from the Palo Alto Chamber of Commerce

10/01
Jason and Lisa Peery host the uAspire Silicon Valley Campaign Kick Off

10/16
Peter Fortenbaugh, Executive Director at Boys and Girls Club of the Peninsula, honored with the Local Hero Award by the Mid-Peninsula Media Center

10/27
Peery Foundation hosts “The Mask You Live In” screening

12/08
First Peery Foundation Growth & Replication Grants approved

12/04
Menlo-Atherton High School Partnership for Success Summit in collaboration with the Peery Foundation

2015 ANNUAL REPORT
2015 NUMBERS

**Total Grants in 2015:** 112

**TOTAL ANNUAL FUNDING COMPARISON**

<table>
<thead>
<tr>
<th>Year</th>
<th>Programmatic Giving</th>
<th>Family Giving</th>
<th>Total Funding</th>
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<tr>
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</tr>
<tr>
<td>2011</td>
<td>$3.4m</td>
<td></td>
<td>$5.2m</td>
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</tbody>
</table>

**PROGRAMMATIC GIVING**

- $5.7m / 55%
- $4.8m / 45%
- $5.7m / 18%
- $4.6m / 89%
- $5.6m / 82%
- $4.3m / 69%
- $3.4m / 69%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%
- $2.2m / 40%

**FAMILY GIVING**

- $524K / 11%
- $524K / 11%
- $524K / 11%
- $524K / 11%
- $524K / 11%
- $524K / 11%
- $524K / 11%
- $524K / 11%
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- $524K / 11%
- $524K / 11%

**PORTFOLIO BREAKDOWN**

- Education: $7.9m (17%)
- Livelihoods: $1.4m (21%)
- Regional: $1.3m (16%)
- Domestic: $1.3m (16%)
- Global: $2.9m (38%)

**ISSUE AREA BREAKDOWN**

- Economy: $7.9m (17%)
- Health: $1.4m (21%)
- Education: $2.2m (44%)
- Local: $1.3m (21%)
- Regional: $1.3m (21%)
- Global: $2.9m (38%)

**GEOGRAPHIC BREAKDOWN**

- Afghanistan
- Angola
- Argentina
- Azerbaijan
- Bangladesh
- Benin
- Bolivia
- Brazil
- Burundi
- Cambodia
- Cameroon
- Cape Verde
- Democratic Republic of the Congo
- Ecuador
- El Salvador
- Ethiopia
- Ghana
- Guatemala
- Haiti
- Honduras
- India
- Indonesia
- Jordan
- Kenya
- Malawi
- Mali
- Mexico
- Mongolia
- Morocco
- Mozambique
- Myanmar
- Nepal
- Nicaragua
- Nigeria
- Pakistan
- Paraguay
- Peru
- Philippines
- Rwanda
- Senegal
- Sierra Leone
- South Africa
- Sudan
- Tanzania
- Tibet
- Uganda
- United Kingdom
- United States
- Vanuatu
- Vietnam
- Zambia

**Total Lives Impacted by Peery Foundation Grantees in 2015:** 9.3m

**Global Reach in 2015:** 52 Countries
We partner with, fund, and support schools and programs that demonstrate a consistent commitment to impact educational outcomes for East Palo Alto youth in order to increase their life opportunities. We give general operating grants and fund specific initiatives as they relate to our ongoing work and areas of interest. We typically partner directly with schools and non-profits who support schools. At the same time, there is a growing need to consider other issue areas that directly impact education such as mental health and housing.

GRANTEE STORY
The Peery Foundation gave an initial grant to Playworks to operate in two East Palo Alto schools in 2013. When I joined the foundation, I quickly learned the superintendent was unaware of the program, so I organized a tour for her with Playworks. It only took 10 minutes for the superintendent to see the tremendous positive impact structured play has on students. Since then, I’ve worked with Playworks, the district, and the principals to secure a Playworks program at every single school in the district — with private and public funds being contributed!

PORTFOLIO MILESTONES
The Peery Foundation has continued to support schools and programs that are having an incredible impact on students’ educational pathways such as Eastside Foundation for a College Education and the Ravenswood Education Foundation. In addition to these grantees, we’ve strategically partnered with Playworks (full-time coach with structured play time), CASA (counseling services), and StarVista (case management and counseling services at M-A) to broaden their reach to students. And still, we brought on new grantees like All Five and 10 Books A Home, helping to fill a critical need in East Palo Alto, early childhood education. I hope to keep our partnerships strong and learn from our grantees and their milestones updates as the school year progresses.

For the first time ever, we’ve worked with each grantee in the Local Portfolio to create one-year milestones. Through this iterative process, we’re starting to understand nuances in the organization and programs/services delivered, and can be more deliberate about the Peery Foundation’s value-add beyond the grant dollars. In addition, the milestones help ground and focus our conversations with grantees throughout the year. The metrics/data grantees collect become the metrics we’re interested in. Over time, we’ll have a better understanding of how many youth are on a pathway out of poverty.

In addition to forging new partnerships with grantees and making introductions to colleague funders, I am also figuring out ways to collaborate more effectively with folks working in the community by coordinating joint meetings with our grantees and the superintendent. In addition, we’re beginning to bring larger groups together to collaborate on the alignment of services to and through high school for East Palo Alto youth.
We partner with social entrepreneur-led, dynamic organizations, based in Silicon Valley with innovative solutions focused on livelihoods creation, education, poverty alleviation, and the restoration of human dignity. We provide general operating grants as well as thought partnership on critical issues to growth such as fundraising strategy, organizational structure and development, and systems and process codification.

GRANTEE STORY

Homelessness touches everyone in the Bay Area. Its pervasiveness can be both intimidating and overwhelming, and can lead to dehumanization of the people it affects. My March visit to a Downtown Streets Team’s weekly meeting in Palo Alto shattered my defensive myths on the identities of the homeless. DST gets them stable jobs and housing, and restores confidence and dignity - while providing a valuable community service of cleaning up public places. Hearing the stories of how a couple of unlucky breaks or a single bad decision can spiral someone onto the streets, I was touched by the fragility of our lives, and how easily that could be me. I was inspired by how DST partners with the homeless to create second chances, restore confidence and hope, and empower them to claim an upward path out of poverty. Admittedly, I still struggle with how to address the homelessness I see everyday, but the humanity of the struggle has been restored.

PORTFOLIO MILESTONES

The Regional Portfolio held relatively steady this year. We added a new cohort of grantees including: Defy Ventures (an entrepreneurship and jobs skills program working with incarcerated and previously incarcerated individuals to improve livelihoods and reduce recidivism), First Place for Youth (a proven model for foster youth expanding into Santa Clara County), and Braven (a model for embedding “soft” career and networking skills into the university setting to improve college persistence and livelihoods for under-resourced students at San Jose State).

More in-depth discussions allowed us to also create more funding leverage for our partners. We were able to introduce Downtown Streets, Genesys Works, and uAspire to new funders and support due diligence efforts, resulting in $1.7M of support so far with potential for more. Additionally, we invested significant time in thought partnership with our grantees. Support ranged from brainstorming on new fundraising strategies, events launching fundraising campaigns, and how to approach specific funders to participating in strategic new hire recruiting, organizational development and restructuring, and staff capacity building.

We also experimented with new ways to espouse our grantee-centric philosophy by setting up joint-funder meetings for portfolio prospects and existing grantees in order to maximize their efficiency and build stronger funder relationships.

FOR A FULL LIST OF GRANTS, PLEASE SEE PAGES 18–20 OF THIS REPORT.

WRITTEN BY
Jayson Morris
Social Entrepreneurship
Portfolio Director

BY THE NUMBERS

Total Grants: 2014 $1.3m 2015 $1.4m

Organizations Funded: 13
New Grantees: 3
Funds Leveraged: $1.7m

*Grants are relief, small strategic capacity building etc.
We partner with social entrepreneur-led, dynamic organizations that have innovative solutions on how to improve livelihoods, health and education throughout the developing world. Most of our grants have been concentrated in East Africa and India, but we’ve also funded organizations in South America, West Africa, and Southeast Asia. Similar to the Regional Portfolio, we offer general operating grants and thought partnership to our grantees.

GRANTEE STORY

While visiting myAgro in Mali in September, I met an incredible young woman, Dounamba Dialollo (pictured left). Dounamba has dedicated her life to helping farmers graduate poverty through myAgro’s simple yet innovative solution – using mobile technology to create layaway plans for quality seeds, fertilizer, and training. myAgro helps double the income of farmers, but only if field agents like Dounamba are able to foster trusting relationships with farmers. Coming from a family of farmers herself, she graduated with a university degree in Environmental Management and had a vision to help farmers, particularly women, out of poverty: “Here in Mali, the base of everything is agriculture… If we can help farmers increase their harvest… we are helping the country [get] on a good path.” With educated, passionate agents like Dounamba committed to the cause, Malian farmers and the country as a whole are on the right path.

PORTFOLIO MILESTONES

Several key initiatives were undertaken in 2015, including a review of our global criteria, the design of our Growth & Replication Funding, and our first official Peery Foundation site visit to Africa. Reviewing and redefining our global criteria ensured that we are internally on the same page and externally transparent with who and what we fund. This process allowed us to streamline diligence as well as explore partnerships with new types of organizations. Across all of our grantees, we developed a similar system to the Regional Portfolio for creating and reviewing milestones that leads to stronger check-ins and deeper thought partnership.

Another key achievement was the development of a framework for Growth & Replication grants. This process entailed months of theoretical design to capture the goals of the Peery family and industry best practices, high level review of 10 organizations, desk research on five of them, and then two months of in-depth due diligence on three finalists, culminating in grants to three organizations (Living Goods, MedicMobile, and myAgro).

We brought on nine new grantees across the themes of education (Educate!, Medha), health distribution (D-Rev, Last Mile Health, Muso), livelihoods (Fair Employment Agency, WAVE), and poverty alleviation/rights (Spark Microgrants, Namati).

Finally, our first foundation trip to Africa in September was a three country, nine organization visit to West and East Africa. Organizations were strategically selected based on key internal decisions we need to make and/or potential to add value to broader discussions and increase the foundation’s brand amongst the funding community.

WRITTEN BY

Jayson Morris
Social Entrepreneurship Portfolio Director

FOR A FULL LIST OF GRANTS, PLEASE SEE PAGES 18–20 OF THIS REPORT.
This year, our Family Giving activity has continued to grow, and we continue to see participation from multiple family members. Our staff continues to advise and support individual family members in their philanthropic interests, helping them to identify great funding matches. For the past few years, we have encouraged each family member to seek out initiatives that hold special meaning for their families. Each year their involvement deepens as they find opportunities to direct their time, talents, and treasure. We hope to see this type of family-directed giving grow in 2016.

The Peery Foundation, through Family Giving, has supported multiple capital projects in the community including the Palo Alto High School Athletic Center and the East Palo Alto Phoenix Academy Gym. Both of these top-notch facilities will serve the wellbeing of students while also being a resource for the broader community.

In April, we saw the successful opening of the Magical Bridge Playground which continues to receive accolades from around the country. Finally, as we wrapped up the year, a few members of the family were able to visit another project close to our hearts – the Palo Alto Junior Museum and Zoo – for our semi-annual Family Lunch. We saw the plans for the two-story facility they are planning to build which will provide space for more animals, more exhibits, and more visitors. The highlight of the visit was watching Sequoia, the bald eagle, soar high behind the museum.

For a full list of grants, please see pages 18-20 of this report.
GRANTEE-CENTRIC PHILANTHROPY

Several times this year, we’ve been quoted and cited for our grantee-centric practices. The PF was featured on the Whitman Institute’s website as an example of a funder demonstrating grantee-centric practices, and the PF was identified as a ‘first mover’ by Jess Rimington and Joanna Levitt Cea, Stanford Global Center Visiting Scholars, for our work in pioneering and leading grantee-centric philanthropy.

Jessamyn and Jane Leu (PF Advisory Board Member) crafted and presented a workshop that brought together grantees and funders to discuss the power dynamics that exist in our interactions. They presented the workshop three times and are now looking at boxing up the workshop for others to run and facilitate the content in various locations.

FUNDER FEEDBACK

Now, in our 6th round of Funder Feedback, we know our grantees and colleagues are confident the tool is truly anonymous, as we’ve finally started to get the critical feedback we’ve been seeking. We’re seeing great ideas and feedback come back to us when we ask more delicate questions, like: “What can’t you tell us about your organization for fear of affecting future funding?” For more details on what we are hearing, see our Funder Feedback report blog posts. Our Funder Feedback tool is now being used by three other funders, with several others having shown interest in signing up for 2016.

BIG BANG PARTICIPATION

In March, we hosted the Big Bang Philanthropy Group on Bainbridge Island, WA. Jocelyn coordinated the logistics for 20 foundation representatives to come together to discuss our common grantees, our funding practices, and the challenges we and our common grantees are facing. The Peery Team was represented by Dave, Jessamyn, Jayson and Jocelyn. In addition to hosting the annual gathering event, we also presented several grantee recommendations, and our Funder Feedback Tool.

FUNDER FEEDBACK

BIG BANG PHILANTHROPY

As the Peery Foundation builds a reputation, we’ve looked at ways to both increase the brand-value of our grants to our grantees, and amplify the message of grantee-centric philanthropy. Here are a few of the approaches we’re taking:

SPEAKING AND WRITING

Avani has been our most well read blogger this year, with her posts on thought provoking topics such as: Why the PF still funds in EPA when other funders have exited the community, and How the housing crunch of Silicon Valley affects communities like EPA.

Both Jayson and Jessamyn participated on panels at SOCAP this year; Jayson speaking about grantee scale and replication, and Jessamyn speaking about the value of listening to grantees as a funder. Jessamyn also spoke on an SV2 panel about the impact funders can have on their grantees — the good, the bad, and the ugly!
Avani Patel
Local Portfolio Director:
Our grantees are incredible people. Each leader has a strong team supporting them, and they’re doing the hardest work with our ultimate beneficiaries, East Palo Alto youth and families. Since we sit in a unique position of power and influence, we have to be willing to speak up on behalf of our grantees and with our grantees. This enables them to reach our youth and families sooner, to support them more fully. They’ve also taught me to think about the levers that impact education directly: access, opportunity, health, housing, love, etc. Last, but not least, they inspire me to ensure there is intentional action behind our portfolio strategy every single day.

Jessamyn Shams-Lau
Executive Director:
During three workshops I ran with Jane Leu, we facilitated several conversations with both funders and grantees. I learned that we’re all afraid of difficult conversations. Grantees are afraid of telling funders what they might not want to hear, whether that is bringing up real problems organisations experience or asking funders for the help they truly need. Funders are afraid of talking about their limitations or failures, and explaining why grant seekers don’t get funded. We all have to do a better job of leading conversations that help us move forward and act on actual, rather than assumed, information.

Jocelyn Rheem
Program Associate:
The PF team strives to be grantee-centric in all of our practices which, for me, means putting in extra time and consideration into external communications to ensure that we are accurately representing ourselves via an empathic response. The biggest lesson I learned from our grantees this year is that we are still the exception to the rule when it comes to respectful communication. A kind word (or a respectful response) can make all the difference on a tough day for our grantees and others we interact with.
## LOCAL PORTFOLIO
### VIEW MORE INFORMATION ON OUR LOCAL PORTFOLIO HERE

<table>
<thead>
<tr>
<th>ORGANIZATION</th>
<th>MONTH</th>
<th>FUND</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>One East Palo Alto: YESS Collaborative</td>
<td>January</td>
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<td>East Palo Alto Charter School: General Operating Support</td>
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<td>SVCF</td>
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<td>East Palo Alto Phoenix Academy: General Operating Support</td>
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<td>Ravenswood Education Foundation: $100,000 School Transition Fund</td>
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<td>Foundation for a College Education: General Operating Support</td>
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<tr>
<td>Citizen Schools California: General Operating Support</td>
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<td>Eastside College Preparatory School Staff Support</td>
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<td>Boys &amp; Girls Club of the Peninsula: MyLife Program at Menlo-Atherton High School, General Operating Support</td>
<td>May</td>
<td>SVCF</td>
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<td>Ravenswood Education Foundation: Makerspace Initiative, general operating support</td>
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<td>Creative Montessori Learning Center: Kitchen Renovation</td>
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<td>Preyscience: general operating support</td>
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<td>East Palo Alto Youth Court: General Operating Support</td>
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<td>CASSY: general operating support</td>
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<td>StarVista: Counseling Services to EBA Students</td>
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<td>Silicon Valley Urban Debate League: General Operating Support</td>
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<td>Grupo Palo Alto: General Operating Support</td>
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<td>Foundation for a College Education: General Operating Support</td>
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<td>Music in the Schools Foundation: General Operating Support</td>
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<td>All Free: General Operating Support</td>
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<td>Sequoia Union High School District: Tri-district work between Sequoia, Redwood City, &amp; Ravenswood</td>
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<td>East Palo Alto Academy: College and Career Initiative</td>
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<td>Ravenswood Education Foundation: STEM, General Operating Support</td>
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<tr>
<td>East Palo Alto Charter School: General Operating Support</td>
<td>October</td>
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<td>East Palo Alto Phoenix Academy: General Operating Support</td>
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<td>9 Books A Home: General Operating Support</td>
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<td>Philanthropic Ventures Foundation: “Rescue Housing Fund”</td>
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<td>Ravenswood City School District: “Power of the Collective” Grants for Ravenswood Schools, Child Development Center</td>
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<td>Community Legal Services in East Palo Alto: General Operating Support</td>
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<td>East Palo Alto Police Officers Association: East Palo Toy Drive</td>
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**FUND KEY**
- PF = Philanthropic Ventures Fund
- PF = Poverty Foundation
- DTC = Deseret Trust Company
- SVCF = Silicon Valley Community Foundation

## GLOBAL PORTFOLIO
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<thead>
<tr>
<th>ORGANIZATION</th>
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<td>STIR: General Operating Support</td>
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<td>BONA Project: General Operating Support</td>
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<td>Fudzisa Panjika: Poverty Stoplight Program</td>
<td>March</td>
<td>PF</td>
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<tr>
<td>Sangre de Cristo: General Operating Support</td>
<td>April</td>
<td>PO</td>
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<td>Fair Employment Agency: General Operating Support</td>
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<td>WAVE: General Operating Support</td>
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<td>Medic Hobie: Nepal Earthquake Relief</td>
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<td>PF</td>
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<td>Jacaranda Health: General Operating Support</td>
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<td>Nuru International: General Operating Support</td>
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<td>Sangre de Cristo: General Operating Support</td>
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<td>C-Rev: General Operating Support</td>
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<tr>
<td>Namati: General operating support</td>
<td>December</td>
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<tr>
<td>StrongMinds: General Operating Support</td>
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<td>MSN: General Operating Support</td>
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<tr>
<td>Defy Ventures: General Operating Support</td>
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<td>Edubark: General Operating Support</td>
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<td>Living wseconds: General Operating Support for Growth and Replication</td>
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<tr>
<td>myAge: General Operating Support for Growth and Replication</td>
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**ECOSYSTEMS**

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<tr>
<th>ORGANIZATION</th>
<th>MONTH</th>
<th>FUND</th>
<th>AMOUNT</th>
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</thead>
<tbody>
<tr>
<td>New Profit: General Operating Support</td>
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<td>Metrópolis Institute of International Impact Learning</td>
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<td>Pachyderm People: Crowdfunded Research Project</td>
<td>November</td>
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**GLOBAL PORTFOLIO TOTAL**: $1,354,500

**LOCAL PORTFOLIO TOTAL**: $1,505,200

**ECOSYSTEMS TOTAL**: $2,224,000

(continued on page 20)
### FAMILY GIVING

**ORGANIZATION**

<table>
<thead>
<tr>
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<tbody>
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<td>January</td>
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<td>March</td>
<td>DTC</td>
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<td>March</td>
<td>SVCF</td>
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<tr>
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<td>March</td>
<td>SVCF</td>
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<tr>
<td>March</td>
<td>PF</td>
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### MEDIC MOBILE

**PEERY FOUNDATION BOARD OF ADVISORS**

<table>
<thead>
<tr>
<th>NAME</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>JANE LEU</td>
<td>Former CEO of Peery Foundation and former CEO of University Global</td>
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### ONE ACRE FUND

**PEERY FOUNDATION BOARD OF ADVISORS**

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**GIVING FUND KEY**

- PF = Philanthropic Ventures Fund
- DTC = Deseret Trust Company
- SVCF = Silicon Valley Community Foundation
**OUR MISSION** is to strengthen youth and families to build lives of dignity and self-reliance. We invest in and serve social entrepreneurs and leading organizations in the San Francisco Bay Area and around the world.

[WWW.PEERYFOUNDATION.ORG](http://WWW.PEERYFOUNDATION.ORG)