COMMUNITY OVERVIEW

Who We Are: After 20 years, Full Circle Fund (FCF) continues to be at the forefront of connecting high-impact nonprofits with local professionals who are ready to apply their skills and experience to advance social justice. In partnership with the community, FCF identifies and engages individual volunteers with nonprofit community organizations advancing social justice initiatives and innovative solutions in the Bay Area and beyond.

What We Do: Central to FCF’s Participatory Grantmaking work is a selection process designed to elevate voices of community members: FCF staff, volunteer Members, and Alumni Grant Partners do the due diligence. The process also elevates the impact of Members and Corporate Partners, connecting them directly with organizations with innovative structures, thoughtful strategies and solutions, strong leadership, and proven impact.

How We Work: FCF works nonprofits at an inflection point on projects designed to help develop strategies, unlock growth opportunities, and scale current and new ways to ultimately fulfill their missions. During the six-month hands-on engagements, volunteer Members provide professional skills and experience that help solve critical nonprofit needs. In addition, nonprofit Grant Partners receive $15,000 each in unrestricted funding.

Grant Cycle: Individual volunteer Members provide professional skills and funding for nonprofits working in economic opportunity, education, environment & energy, and health;

Tech Accelerator Fund (TAF): Tech professionals providing pro bono services and funding for nonprofits focused on technology products or services;

Corporate-Nonprofit Accelerator Fund (CNAF): Company teams providing pro bono services and funding for nonprofits to help scale community impact.

FCF is a trusted partner to help companies reach Corporate Social Responsibility (CSR) goals, as well as Diversity, Equity and Inclusion/Belonging (DEIB) goals, bolster employee engagement, satisfaction and retention, and fulfill leadership development objectives. Project team members participate in a “Power and Privilege” training to learn how to work collaboratively and effectively with professionals from diverse backgrounds.

After the projects are completed, Members and Grant Partners are invited to complete a survey to help FCF evaluate and improve our program design and impact. This report includes survey highlights and project summaries.

2020 AT-A-GLANCE

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<td>Nonprofit Grant Partners</td>
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CELEBRATING 20 YEARS OF COMMUNITY ENGAGEMENT

ReImagine Philanthropy: We reimagined traditional models of skills-based philanthropy so individual volunteers and corporations can leverage their power and skills to significantly accelerate the growth of their nonprofit partners. At the same time, volunteer Members are often transformed, continuing to volunteer with Grant Partners on other projects, joining as board members and/or donating significantly higher sums than ever before. The results and impact can help individuals and corporations with their leadership, HR and professional development goals beyond grantmaking.

ReDefine Philanthropy: The COVID-19 pandemic escalated the urgent need for digital transformation in the nonprofit sector. Small- and medium-sized NPOs have needed to accelerate their ability to leverage technology to continue providing services, as well as develop new strategic planning, brand awareness and digital marketing, and talent recruitment and retention in a competitive job market. As a Bay Area based organization, digital transformation is embedded in virtually all FCF nonprofit projects. We will continue to measure success in part by our ability to close the technology gap for nonprofits.

“This is the ideal of how pro bono volunteering can work in service of community-based organizations. Most pro bono programs fail because the translation gap between the corporate and nonprofit sectors is too vast; you never get to the solutions. Full Circle Fund’s Accelerator programs work because they are expert translators – not only on the technical and operational issues, but on issues of power, privilege, and equity. They serve as a bridge to enable a transformative experience that delivers real outcomes.”

Erin Baudo Felter
Vice President, Social Impact and Sustainability, Okta
ReActivate Philanthropy: Corporate Social Responsibility (CSR) professionals know that Millennials want to work for companies that reflect their values such as environmental sustainability, diversity and inclusion, and income equality. As more individuals and corporations who have benefited from economic growth seek opportunities to give back, FCF is well positioned to leverage their resources and to build resilient communities. FCF provides a bridge for individuals and corporations to collaborate with nonprofits to meet the evolving needs of nonprofit organizations that provides impact beyond traditional ‘in-service’ days like beach clean-up or tree planting. Putting corporate values into action can help increase employee satisfaction as well as improve talent recruitment and retention.

ReInvest in Philanthropy: By 2025, we will unlock $100 million in new resources invested back into Bay Area nonprofits. $60 million will come from FCF members’ time. And $40 million worth of grants. Beyond $100 million, 10,000 Members and 8,000 nonprofits:

- **Individuals**: Are transformed philanthropically, volunteering with Grant Partners on other projects, joining as board members and/or donating at significantly higher levels.
- **Nonprofit Organizations**: Are adequately resourced to achieve their missions.
- **Corporate Sector**: Engaged corporations leverage their financial and intellectual capital through skills-based volunteering and measure their CSR impact based on the outcomes for their nonprofit partners.
- **Society**: From the closing of the empathy and resource gap, all nonprofits provide services for all citizens to thrive in an equitable community.

For more information on how to invest in our work, contact Jay Hirschton, CEO at jay@fullcirclefund.org or Dan Seif, Chief Business Development Officer at dan@fullcirclefund.org.

“I built great relationships with both my non-profit partners and other teammates. This experience inspired me to give back more and I plan to continue working with CareerVillage and join at least one non-profit board and give more of my time.”

Chris Koehler, Chief Marketing Officer, Box (Corporate Accelerator Fund member participant)
“My FCF work landed me with Centro Community Partners, their mission itself is inspiring and seeing entrepreneurs that had gone through the program talking about their journey was perhaps the turning point for me. To see folks being able to start their dream/life-changing business despite COVID – and to see how proud they are about their work – it shows me the value of Centro through a different set of lenses. It went from understanding Centro’s goal to SEEING the fruits of Centro’s work. It was truly inspiring – to see an organization with such limited resources able to help people achieve their dreams.”

Stephen Lee
Vice President, Technical Strategy & Partnerships, Okta
“The problems nonprofits face can be solved by pairing them with the right people that are willing to help. This was a radical first-hand experience I gathered from my participating in the program. We should have more of this.”

Josue Estrada
Chief Operating Office, Salesforce.org (now COO at the Chan Zuckerberg Initiative; Corporate Accelerator Fund member participant)

**MEMBER EXPERIENCE:**
**FCF IMPACT ON PERSONAL CAPACITY**

- **89%** reported that they have formed new relationships.
- **87%** reported that when considering their long-term career plans, the opportunity to engage in social impact activities as part of their professional role is important or very important.
- **80%** reported that they know how to apply their professional skills to support nonprofits.

**MEMBER EXPERIENCE:**
**Impact on Giving Back**

- **83%** reported that the amount of time they volunteer each year increased or substantially increased.
- **79%** reported that their participation in efforts to address community needs increased or substantially increased.
- **76%** reported that their ability to serve as a nonprofit board member, mentor, advisor, or volunteer increased or substantially increased.
“FCF is worth every minute of your time. You get out much more than you put in oftentimes. The FCF organizational structure and staff supporting the project teams is unparalleled and critical to helping the projects stay focused and on track.”

Jennifer Johnson, Principal, 454 Marketing (Tech Accelerator team member)
“Working with One Degree definitely opened my eyes to the depth of commitment people make in the service of others. And I did see some excellent examples of collaboration and sensitive communication that I certainly hope rubs off on me. The FCF experience has made me more comfortable considering deepening my involvement in socially beneficial work.”

Doug Williams
Vice President of Product Engineering,
Netsuite Oracle
(Corporate Accelerator Fund member participant)

FULL CIRCLE FUND MEMBERS

Kyle Bashaw • Sr. Director, Global Sales Strategy & Operations, Okta
Liza Baskir • Project Manager, FirstCarbon Solutions
Jennifer Blatnik • COO, Volta Networks
Brian Blatnik • Director, Strategy, Cisco Systems
Jamie Boderck • Product Manager, Workday
Christiaan Champagne • Product Manager - Technical, Amazon Web Services
Candice Charlton • Business Development Manager, VC and Startups, Amazon Web Services
Jimmy Chen • Director, Worldwide Sales Development, HackerOne
Albert Cheng • Global Catalyst and Business Developer, Next47
Derrick Chiu • Director, Partner Success, Moloco
Dana Christensen • Sr. Product Manager, Stem, inc
Ben Chuba • Vice President, DocuSign
Melinda Chung • Director of Product Marketing, Adobe
Jodie Clark • Program Associate, The William and Flora Hewlett Foundation
Sean Cotter • VP, Business Development, Secure Transfusion Services
Claire Coughlan • Manager, Low Income and Disadvantaged Communities Pilots & Studies, PG&E
Alicia Damele • Head of Customer Success, Overflow
Tejal Desai • Business Value Services, Salesforce
Kate DeYoe • Independent Consultant
Samina Diamond • Senior Program Manager, DoorDash
Nick Driver • Co-founder, Clear Thinking
Bunmi Esho • Program Director, Endless
Josue Estrada • COO, Chan Zuckerberg Initiative
Todd Fitzwater • General Manager & Founder, Kimberlite Partners LLC
Mae Go • Philanthropist
Stephen Godfrey • Data Science Product Manager, PayPal
Anne Goodrich • Product Marketing Director, Safety & Security, Facebook
Elizabeth Goumas • Account Executive, LinkedIn
Alex Gruenstein • Distinguished Software Engineer, Google
Bent Hagemark • Engineering Manager, Google/YouTube
Brian Hansen • VP of Design, Okta
Wesam Hasnain • Associate Director, Arabella Advisors
Vincent Higgins • Founder, Stealth Mode Startup
Kim Jacobson • CEO, JW Design Partners
David Jacobson • Founder, Thymebase
Jennifer Johnson • Principal 454 Marketing
Kelly Johnson • Director, Content and SEO, Udacity
Chris Koehler • Chief Marketing Officer, Box, Inc.
John Kremer • Founder, 4-Good Ventures
Adam Lee • Chief Product Officer, Boku
Whitney Lemmon • Investment Analyst, Legacy Venture
Ken Leung • Operations and Technology Manager, Tipping Point Community
Arlene Leung • VP, Outomes Chief of Staff & PMO, Chegg
“FCF gave me the ability to focus my volunteer time on direct impact in community non-profits. The teams are incredibly well structured and the grant partner vetting process ensures that my talents are being directed to the most impactful areas.”

David Jacobson
Co-Founder & CEO, ThymeBase
(Grant Cycle member participant)

HOW TO JOIN

Full Circle Fund unites professionals who want to maximize their impact, serve their communities, and drive social change. Members from different sectors and backgrounds pool time, resources, and expertise to work in partnership with high-performing Bay Area-based nonprofits.

Learn more about how to get involved at https://www.fullcirclefund.org/become-a-member
GRANT PARTNER HIGHLIGHTS:
FCF impact on Grant Partners’ capacity building

As a result of this program...

100% my organization has increased its capacity to fulfill its mission

90% I have formed new relationships that will help my organization succeed in its mission

FCF program helped Grant Partners build capacity in the following areas (based on number of responses from 10 Grant Partners):

8 Marketing & Communications (i.e. website development, strategic communications plan, messaging)

7 Vision and impact model (i.e. theory of change, impact metrics, strategic direction)

7 Internal operations & management

7 Program delivery

“You’ll have access to some very talented, engaged people who can really help your organization. You may identify long-lasting organization champions.”

Rey Faustino
Founder & CEO,
One Degree
GRANT PARTNER HIGHLIGHTS:
FCF impact on Grant Partners’ relationship building

My time and energy spent at FCF has...

100% resulted in the development of some deep and meaningful professional and/or personal relationships.

96% given me important professional and personal skills.

FCF program helped Grant Partners fulfill their organizational mission in the following areas (based on number of responses from 10 Grant Partners):

8 Connected with individuals in this network

8 Improved my organization’s communications strategy

8 Improved my organization’s programs

7 Identified new volunteer prospects

7 Received deliverables that we can put into action immediately

“The excitement, encouragement, and expertise we received from the FCF team and our advisors helped us tremendously.”

YoonJi Kim
Director of Operations,
CareerVillage
ECONOMIC OPPORTUNITY:
One Fair Wage

One Fair Wage works to advance policy, drive industry change, and shift the narrative in order to ensure that all workers in America are paid at least the full minimum wage from their employers.

Challenge: One Fair Wage, in collaboration with RAISE: High Road Restaurants, a nonprofit initiative, sought to increase racial, gender, and wage equity in the restaurant industry through training and support. The collaboration has struggled to create a consumer education and engagement model around racial equity and higher wages in the restaurant industry that has stuck, had trackable metrics, or been able to scale.

Solutions: The FCF project team created a consumer engagement model including research analysis on successful consumer led movements, map consumer journey through education to activism and consumer brand refocus, and realignment with RAISE: High Road Restaurants. Additionally, the team tested the hypothesis of the new model through a facilitated focus group, survey at Women’s March Oakland (reached 24,000 people, acquired 100+ responses), and a social media campaign.

Impact on One Fair Wage mission: Provided recommendations and focus responsibilities for the Grant Partner’s staff running consumer engagement effort; created an action plan for how consumers can engage with their local restaurants to push forward industry change; and increased engagement with workers/restaurants as well as consumers. As a result of this work, One Fair Wage was able to launch a new consumer engagement program which now includes nearly 100,000 consumers on their list.

“FCF provided us with a great team of strategists who helped us advance a part of our work that we never previously had capacity to figure out on our own. It was extremely helpful.”

Saru Jayaraman
President, One Fair Wage
“Being an FCF grant partner was a truly wonderful experience, the positive impact of which we will feel for a very long time. As an organization, we gained the tools and language needed to better demonstrate our impact to potential partners and funders, and we developed important professional skills and connections along the way.”

Erica Mohan
Executive Director, Community Education Partnerships

EDUCATION:
Community Education Partnerships

Community Education Partnerships works to provide educational support to homeless and highly mobile (HHM) students in the Bay Area.

Challenge: CEP has been challenged on how to effectively showcase their value and demonstrate impact to funders and partners.

Solutions: The FCF project team created a compelling Impact Report that includes research and data that highlighted why CEP’s approach works, leading to significant new donors, volunteers and community partners for CEP.

Impact on Community Education Partnerships mission: With a compelling report, CEP is widening their circle of supporters, advocates, and partners, allowing them to scale and serve more homeless and highly mobile students. For Q4 2020, income nearly doubled compared to the same period in 2019.

Before starting to work with him, Joe would get five hours of sleep a night. After working with Mr. Perez, his sleep improved to eight hours a night. Now Joe is very happy. He has made a lot of progress, both academically and in terms of his social and emotional skills.

- Mother of a 3rd Grade CEP Student

CEP’S INCOME IN 2019

3,500 hours of one-on-one tutoring provided by CEP’s volunteers
180 students receiving one-on-one tutoring
220 interactions each week with homeless and highly mobile youth
20% students working with CEP mentors for at least 1 year
50% students working with CEP mentors for over 3 years
850 hours of group events and activities hosted by CEP
1,000 books distributed to homeless and highly mobile families

CEP’S SOLUTION

CEP is an innovative mobile learning resource that helps kids where they are—helping to alleviate the inherent challenges of mobility. CEP treats its families wherever they are, be it in McDonald’s, a library, or at the shelter they live in, and the relationship does not end just because a student moves out of the shelter or to a new school district.

Further, CEP’s long-term, one-on-one mentorship relationships cultivate strong bonds between the youth and the mentors, who often develop into friendships and figures of conscience, stability, and inspiration that tend to be lacking in HHM students’ chaotic lives. This, as the research shows, plays a significant role in helping improve meaningful relationships, which are often already challenging for homeless and highly mobile children to foster, and which play a significant role in helping to improve their social-emotional skills, executive function, and overall well-being.

- March, CEP Board Member & Teacher
ENVIRONMENT & ENERGY:
GirlVentures

GirlVentures works to inspire girls to lead through outdoor adventure, inner discovery, and collective action.

Challenge: GirlVentures has historically struggled to maintain consistent financial stability and effectively meet program demand. It’s vision is to continue to expand and enable a world where girls and women lead inclusive, resilient communities, and where nature is accessible to everyone and conserved for future generations.

Solutions: The FCF project team provided tools and ideas to expand their revenue, monitor financial health, and grow their programs to reach more youth. Key deliverables included spreadsheets and dashboards to monitor financial health, step-by-step guides for expanding fundraising, and recommendations for how to engage donors.

Impact on GirlVentures mission: With an accurate picture of current finances and an actionable plan for growing their programs within cost models, GirlVentures can confidently expand and serve more girls. The FCF project has helped their Board of Directors plan and forecast more easily during the uncertainty of the COVID era.

“Full Circle Fund’s support helped GirlVentures develop tools and processes to advance our operations and program delivery, contributing skills and experience that we didn’t have internally. Our experience with FCF also built strong relationships with a new group of supporters, and positioned us well to continue to evolve and grow during a challenging time.”

Emily Teitsworth
Executive Director,
GirlVentures
y·labs

**HEALTH:**

**Y Labs**

*Y Labs* works to design, test, and advocate for solutions that improve health and economic outcomes for youth.

**Challenge:** Y Labs needed a digital data collection and storage system to integrate across all its projects in the Bay Area, sub-Saharan Africa, and South Asia. The organization also sought input on how to measure and communicate the impact of their work in a way that would resonate with donors. Y Labs’ vision is that all young people have the power to design a healthier, more prosperous future for themselves and their communities, and takes a data-driven approach to creating programs that work toward this vision.

**Solutions:** By helping Y Labs with its data use and KPI (key performance indicators) strategies, the FCF project team positioned Y Labs to evaluate and scale their programs for different contexts. Key deliverables included creating a matrix of options outlining the pros and cons of each data collection tool, as well as a review of Y Labs’ existing KPIs.

**Impact on Y Labs mission:** The tool will help Y Labs convert a manual data collection process into a digital, streamlined one that better supports field workers who are collecting the data, as well as staff who compile and analyze data. The FCF project was part of a systemic overhaul currently underway.

“It’s wonderful to have a community of people who understand the challenges of working in the social impact non-profit space, and to have a safe environment in which to share ideas and support one another. After our partnership, Y Labs feels like a stronger version of itself and better positioned to grow sustainably.”

Jordan Levine
Epidemiologist,
Y Labs
Full Circle Fund matched us with a team of marketing and content experts to promote our direct-to-student virtual college coaching program. They identified the ideal team members, collaborated with us to deeply understand our work and our students, and helped us create and implement a new marketing strategy, all over the course of 4 short months!"

Chris Co
CTO & Head of Product,
Beyond 12
“Participating in the Full Circle Fund Tech accelerator program, made it possible for my team to meet an impossible timeline. It was very clear that FCF members went above and beyond to deliver high-quality materials for our project. The amount of effort and attention to detail was evident in everything the team did. I’m very grateful to the Full Circle Fund team for this project, they really made a difference.”

Javier Celedon
Operations Director,
Community Technology Alliance

TECH ACCELERATOR FUND:
Community Technology Alliance

Community Technology Alliance works to design, develop, and support technology for human-services agencies.

Challenge: CTA was building a pilot application to help manage the data from Georgia’s SNAP (Supplemental Nutrition Assistance Program) initiative. Its vision is to leverage databases and other tools to communicate and exchange data, and on ways to integrate and centrally store data for reporting and data visualization purposes.

Solutions: The FCF project team provided product and technical resources to advance the app’s development and ensure its replicability. Key deliverables included product-related guidelines such as a service blueprint, user workflow design input, and a user-interface style guide; technology-related research such as cloud infrastructure and security deployment tools; data-access security model; and mock test-data scripts.

Impact on Community Technology Alliance mission: Although Georgia SNAP decided to move forward with an internal solution instead of customized open source technology, the work the FCF project team did has greatly benefited current CTA projects. FCF project deliverables helped to reduce the cost of blueprinting by around 30 percent, thanks to improved workflows. As a result of the team’s work, CTA was awarded $300k in new project work with another $250k planned for Phase 2.

Imagine...

agencies working in parallel toward a common social good.
greater coordination and greater housing access.
TECH ACCELERATOR FUND:
Tarjimly

Tarjimly works to eliminate language barriers for vulnerable communities, immigrants, and humanitarians.

Challenge: Increase the number of volunteer translators to meet rising demand. Their vision is to mobilize one million multilingual speakers to become volunteer translators via their unique platform.

Solutions: The FCF project team developed a scalable marketing program to recruit volunteer translators. Key deliverables included, new creative design, messaging, and paid marketing campaigns that could be deployed across any language to recruit urgently needed translators.

Impact on Tarjimly mission: Established tested methods for approaching leads; clear materials ready-to-go for any conversation or follow-up; and foundation for longer-term partnerships for those not yet ready to buy. The paid marketing campaign was activated twice (May 2020 and Dec 2020), doubling the number of translators and beneficiaries.

“FCF Members helped us design and sell a high quality employee volunteering program that showcases the kind of bridge the world needs between Silicon Valley and the humanitarian sector. FCF helped us grow twice as fast as we could have on our own.”

Atif Javed
Executive Director,
Tarjimly
“The FCF team is phenomenal and extremely supportive. Thanks to FCF, we’ve been connected to some amazing tech leaders who have shared insights into digital advertising, and improved our communications to new users and Ambassadors. We were surprised by how passionate and dedicated our FCF project team was. A couple have joined our action committee to continue their engagement with CareerVillage, and one has joined our Board of Directors. There were no tasks too small or too big for them. They were always willing to make time and to help in any way they could. They had diverse, deep backgrounds in marketing, advertising, product, business development, business development, and communications. We look forward to continuing these relationships and making CareerVillage even bigger and better!”

YoonJi Kim
Director of Operations, CareerVillage
CORPORATE-NONPROFIT ACCELERATOR FUND:
CommunityConnect Labs

CommunityConnect Labs works to enable government agencies and service providers to use mobile messaging to connect with hard-to-reach populations.

Challenge: CommunityConnect Labs' goal was to ensure that 575,000 people, particularly low-income people and minorities, got fairly and accurately counted in the 2020 Census.

Solutions: With the support of FCF, they secured a contract with the State of Illinois to conduct Census outreach. Illinois had the highest census self-response rates among large states. Based on the guidance from the FCF team they were able to increase their budget, enabling them to provide over 2,000 referrals for mental health services, and 4,000 referrals for social assistance in Illinois. After a brainstorming session with FCF Members, CommunityConnect Labs launched new product solutions for COVID-19 contact tracing and 2020 election updates and reminders.

Impact on CommunityConnect Labs mission: After the project was completed, CommunityConnect Labs exceeded its 2020 Census goal, helping approximately 610,000 difficult to reach people get counted.

"I was really impressed by the calibre of the Members that FCF recruited. Smart, experienced, and dedicated. Really the best people in tech! I can imagine some of these people to be potential board members for us. We got a lot more out of it than simply our original two objectives! We got advice on a lot of related things. We found tech people who really care about social impact."

Perla Ni, CEO, CommunityConnect Labs
CORPORATE-NONPROFIT ACCELERATOR FUND:  
**One Degree (now known as Alluma)**

*Empower people to create a path out of poverty for themselves and for their communities.*

**Challenge:** Only 22% of One Degree’s community who identify a need on the One Degree platform self-report that they have received benefits from the resources they find. One Degree wanted to better understand the barriers to utilization and improve user experience (UX). Their vision is a world without poverty, where everyone can find the help they need quickly and easily, as well as hold their service providers accountable.

**Solutions:** With the support of FCF, the One Degree program increased resource utilization by 4.3%. FCF also supported the redesign of their email marketing, initiated an engineering consult regarding scalability plans, and made introductions to professionals they could consult on future design and Google AdWords.

**Impact on One Degree mission:** With input from the FCF project team engineers, the One Degree program is completing the migration of their platform from Angular to React. In addition they have overhauled their approach to Google Adwords and applied those insights to new campaigns. The organization is closing in on the goal to increase their traffic by 5% this fiscal year. After the FCF project collaboration, utilization rate increased 30%.

“*The active, core members of our team were extremely engaged in our partnership and have all agreed to continue to make themselves and their networks available to support our work. That is incredibly great! Having access to these folks is awesome! I was surprised by how very, very generous a number of the team members were with their time, and their level of commitment and engagement. You can make some great connections with people who, themselves, have great connections and can help your team.***

Lauren Fogel  
Senior Director, One Degree Program at Alluma
**Full Circle Fund**

**BOARD OF DIRECTORS**

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**GET INVOLVED**

Full Circle Fund is a 501(c)(3) nonprofit organization and community that leverages its professionals’ time, resources, and intellectual capital to accelerate nonprofits and build a better Bay Area.

For over 20 years, members from the private, public, and nonprofit sectors work in partnership with local community groups to scale solutions to the biggest problems affecting communities. Through its unique model of engaged philanthropy, FCF has unlocked over $12 million in positive social change.

When partnering with companies, FCF takes the impact area of their choosing, sources nonprofits, and carefully scopes projects to complement the strengths of their team; helps recruit the right employees; trains them to be effective volunteers; launches and manages projects, and then reports on outcomes. And...it’s all turn-key for CSR professionals.

To learn more on how to become a Member, Corporate Partner, Grant Partner or supporter, visit www.fullcirclefund.org.

THANK YOU TO OUR 2020 CORPORATE PARTNERS

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