



2018 IN RETROSPECT:

An Annual Report

It cannot happen without you



Message from the Founder

Dear stakeholders,

200+ total households in extreme involuntary poverty have been assisted—79 in 2018.
3 urban slums from a developing nation have been served.

This is what we have accomplished—together—as philanthropic partners.
But, this isn't how our giving back journey ends; this is how it starts.

So, on behalf of all the beneficiaries that you have helped through Feathers,
thank you for assisting them in their journey towards escaping extreme poverty in 2018.

The Feathers team looks forward to continuing our philanthropic journey in 2019,
and beyond.

Sincerely,

Dave West



OUR CORE PURPOSE:

It has, and will *always* be, without compromise, about...
"Connecting distant people to enable 100% *direct* charity."

DAVE WEST



OUR STORY

Our commitment to "Connecting distant people to enable 100% *direct* charity" all began in 2013, during my immersion in a Philippine slum.

Undeterred by cultural differences, language barriers, and geographical borders, my experience was so moving that I wanted to share what I was seeing and feeling– even if only “virtually”– with all of those who could help.

But more than this, I also wanted something that could replicate the *purest* kind of charity: Undiminished. Fully transparent. Direct charity.

That night, the idea of Feathers Project was born.

Feathers uniquely allows donors to meet their beneficiaries, via web tech, and give directly to them. Feathers employees facilitate the vetting, virtual meeting, and cash transfer. Thus, our core mission: “Connecting distant people to enable 100% *direct* charity.”

- Dave West



The Feathers Project Mosaic, 2016 | Learn the story behind it at feathersproject.org/sponsor

OUR COMMITMENT

We are deeply committed to *directly* connecting you with your fully vetted beneficiary, in a meaningful way, through our Virtual Meeting at no extra cost to you.

Beyond that, we are also committed to *directly* giving 100% of your donation solely to your beneficiary.

This is made possible by the Buy Forward companies, Civicom and TeamSpan. Their donations cover our operating costs which allow us to give your whole gift to your beneficiary.

At Feathers Project, we will also let you watch your own inspiring *'feather'* story unfold, through our quarterly beneficiary impact report.



EXECUTIVE SUMMARY

2018

- NO. OF HOUSEHOLDS ASSISTED
79
- NO. OF PUBLIC SPONSORS
65
- NO. OF VOLUNTEERS
100+*
- NO. OF URBAN SLUMS SERVED
3

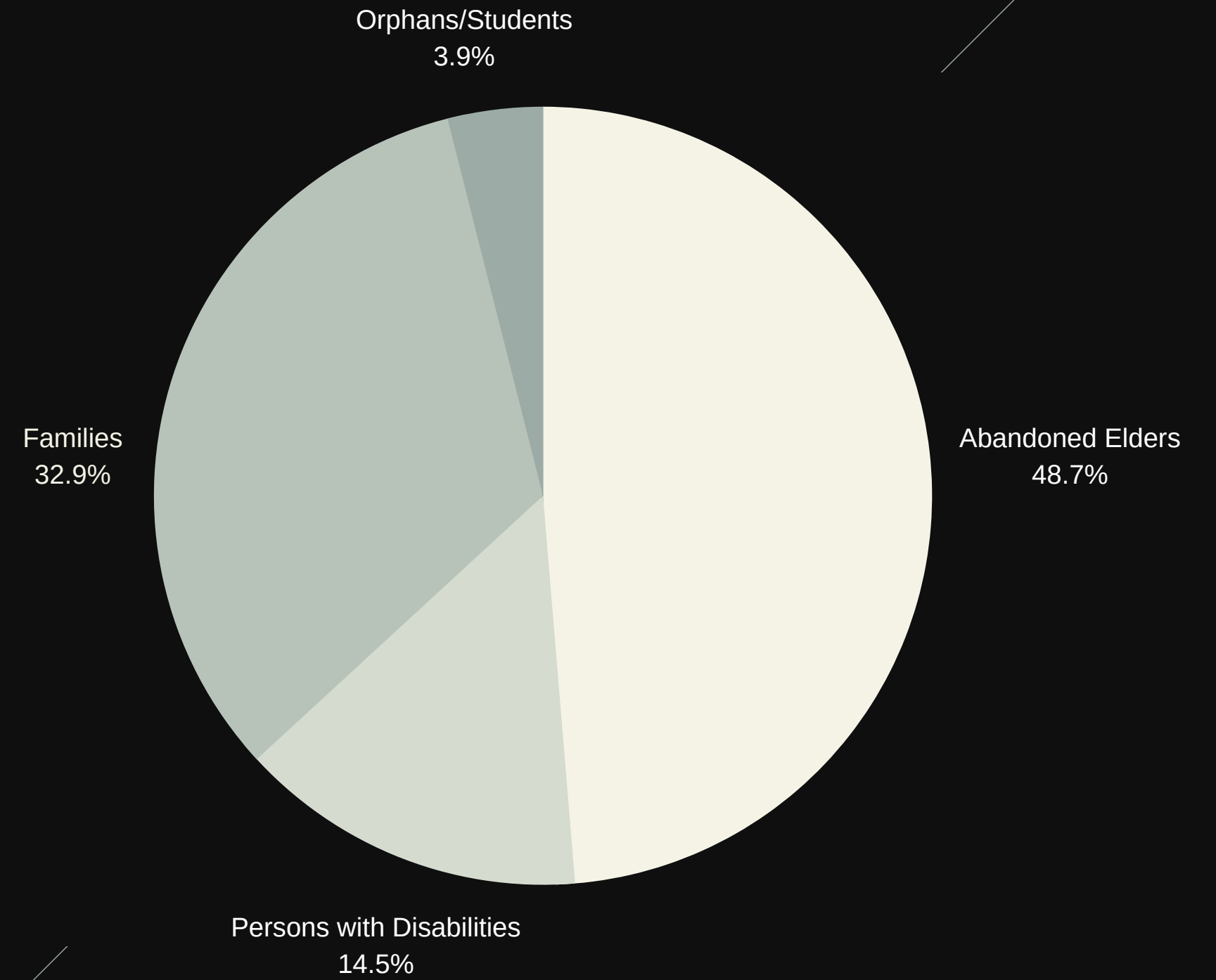
*This number consists of Ceremony Stewards, Financial Stewards, Activity Stewards, and pro bono volunteers from Buy Forward companies, Civicom and TeamSpan.

Making the World Better, One Person at a Time

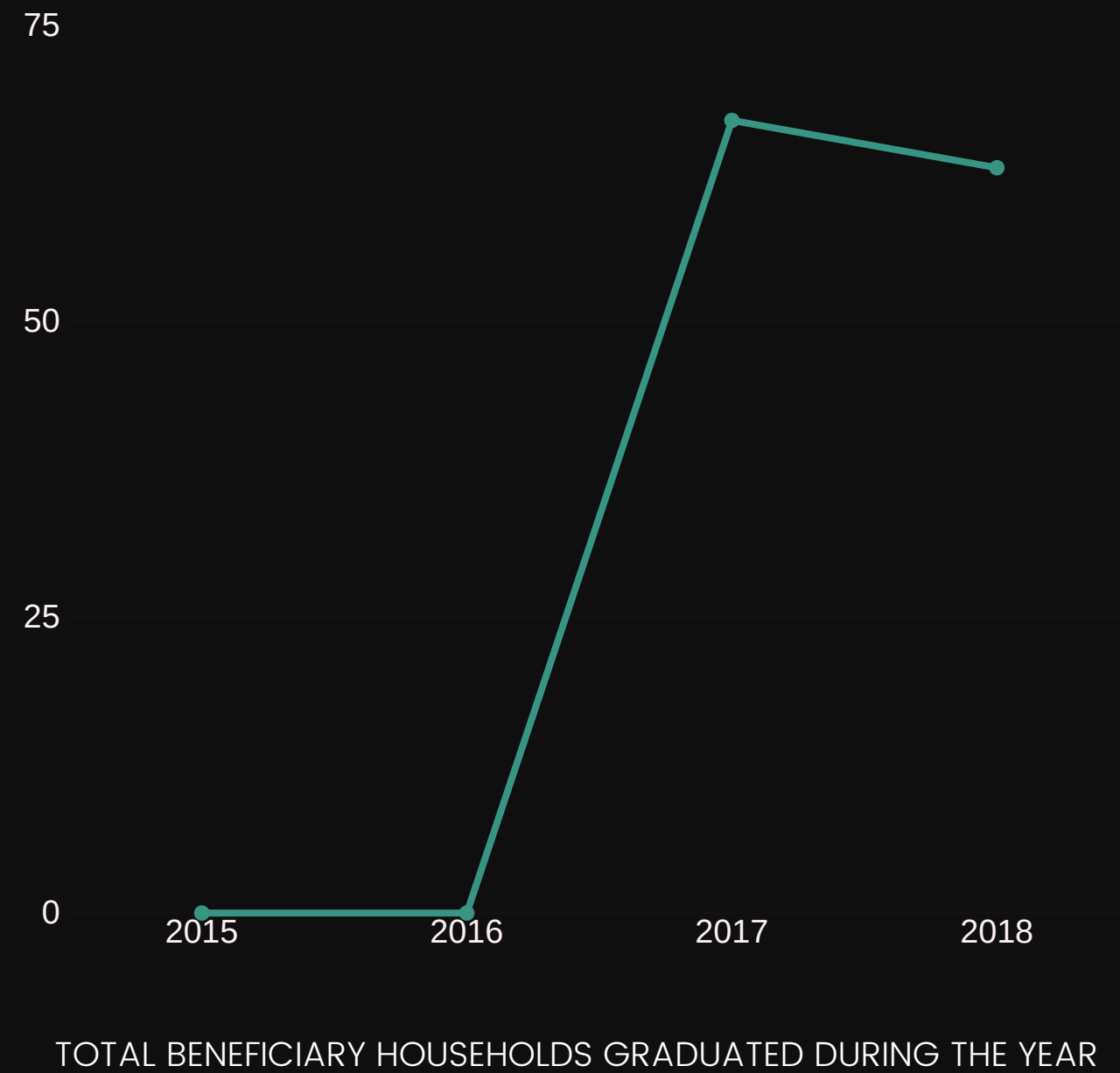
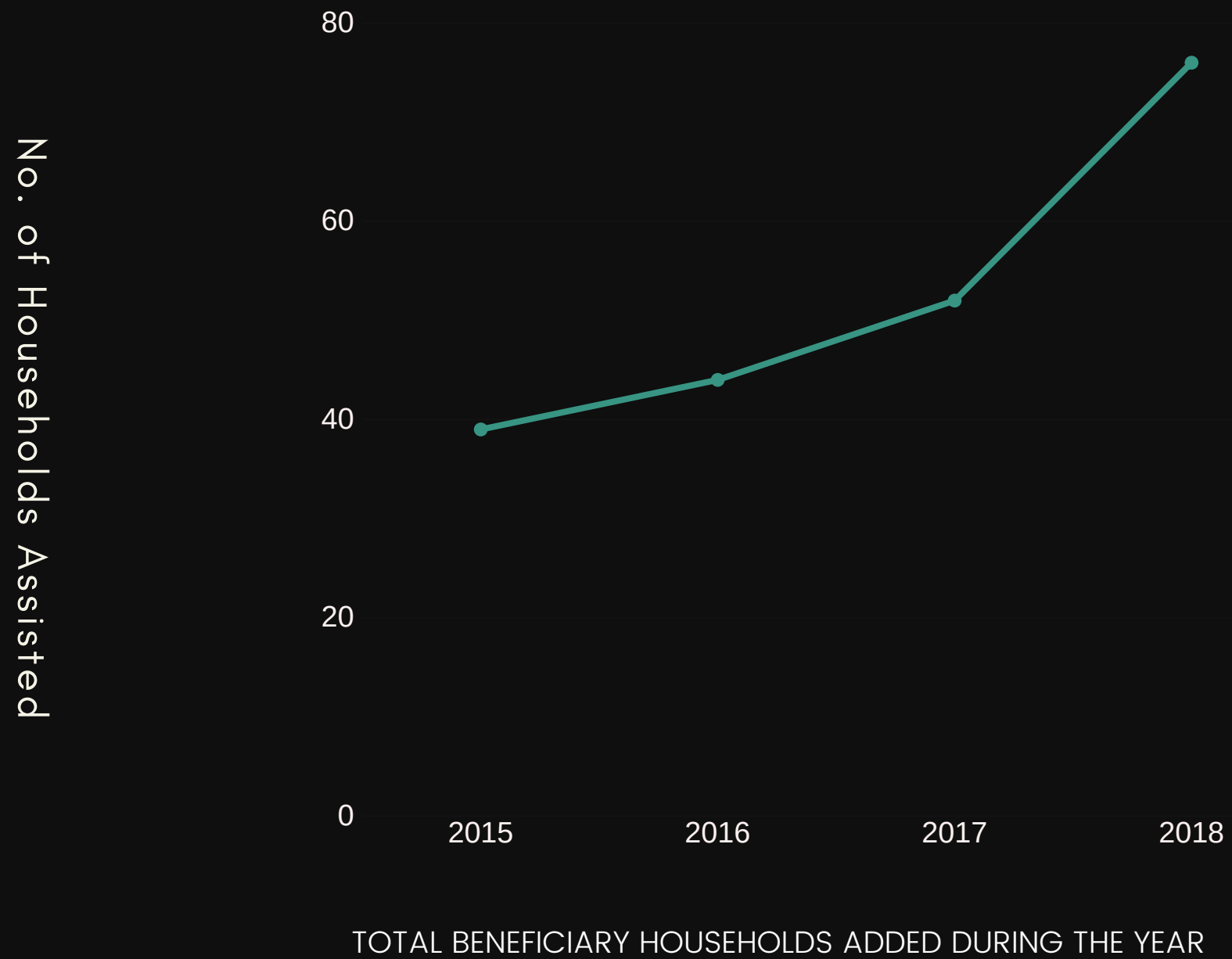
As a Feathers sponsor, you helped us uplift the lives of people in extreme involuntary poverty through direct charity.

In 2018, with your partnership, we made a meaningful impact on the lives of a total of 79 households.

All in all, since inception, Feathers has already helped about 300 poorest of the poor households to date.



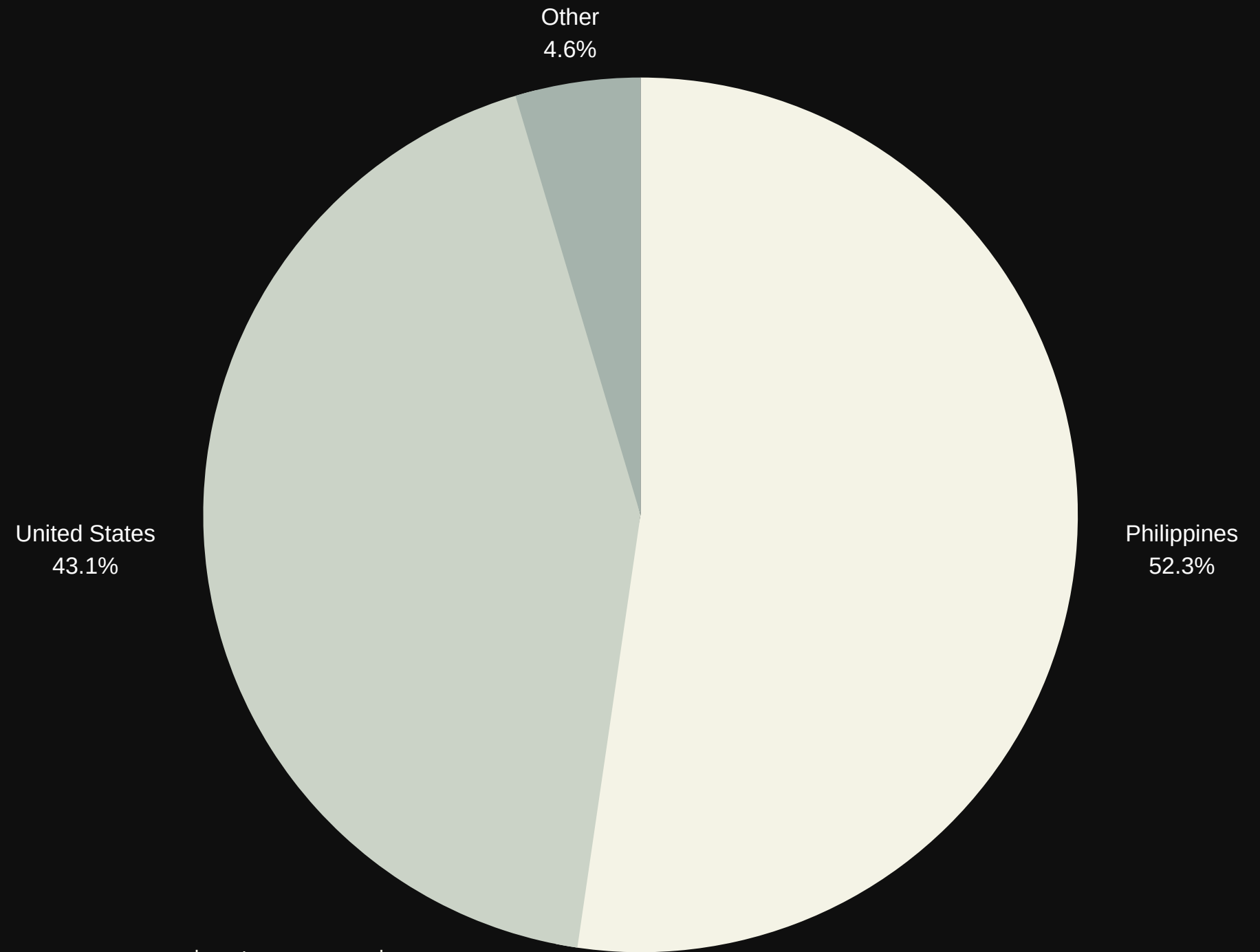
OUR SOCIAL IMPACT IN NUMBERS



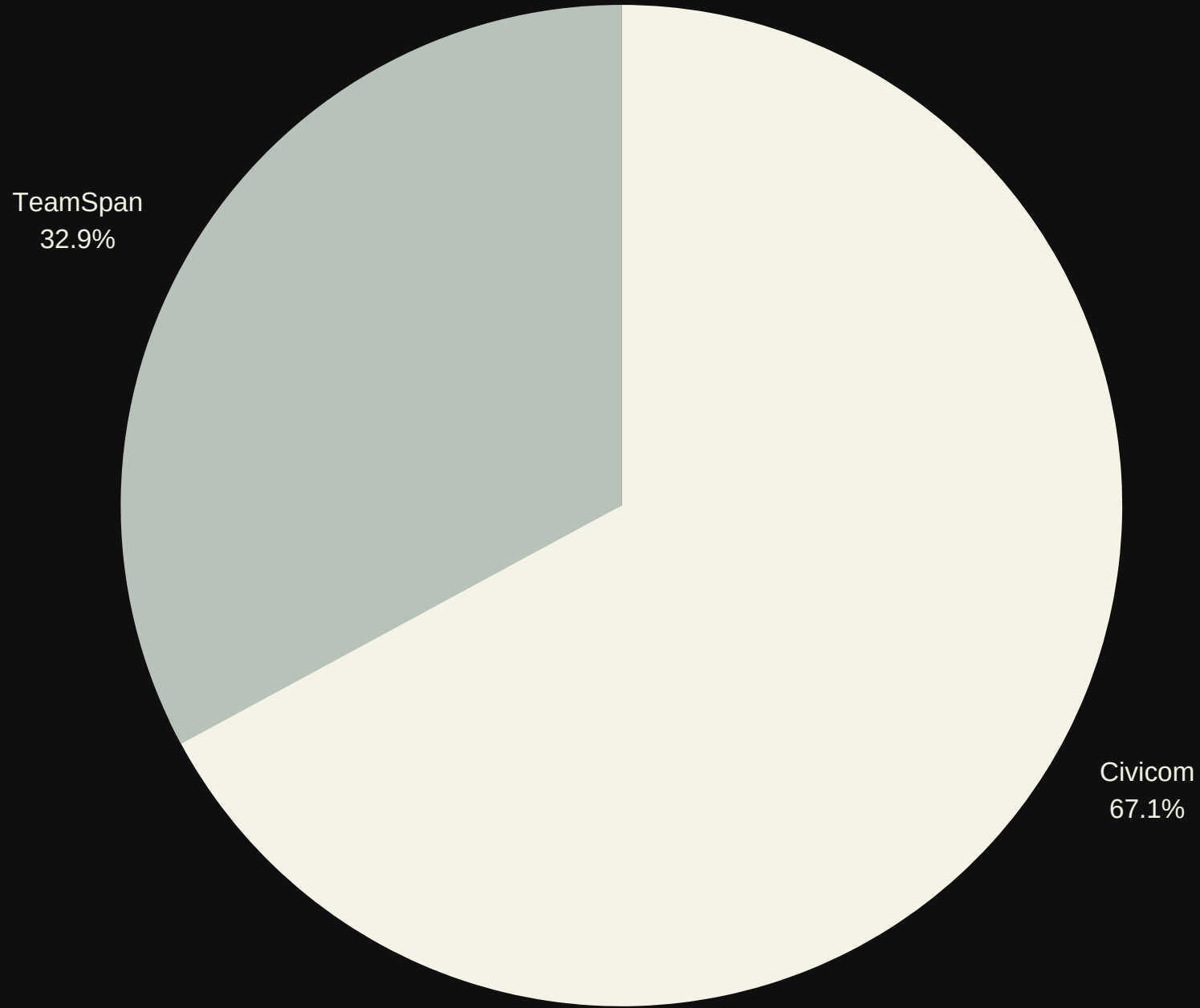
This expansion of reach wouldn't be possible without our 65 public sponsors in 2018

No. of Public Sponsors

65*
PUBLIC SPONSORS



*An Angel Family sponsor and a Group Assist sponsor are counted per group, and not per member. Thus, this number represents the unit of sponsors, and not the number of sponsors per unit.



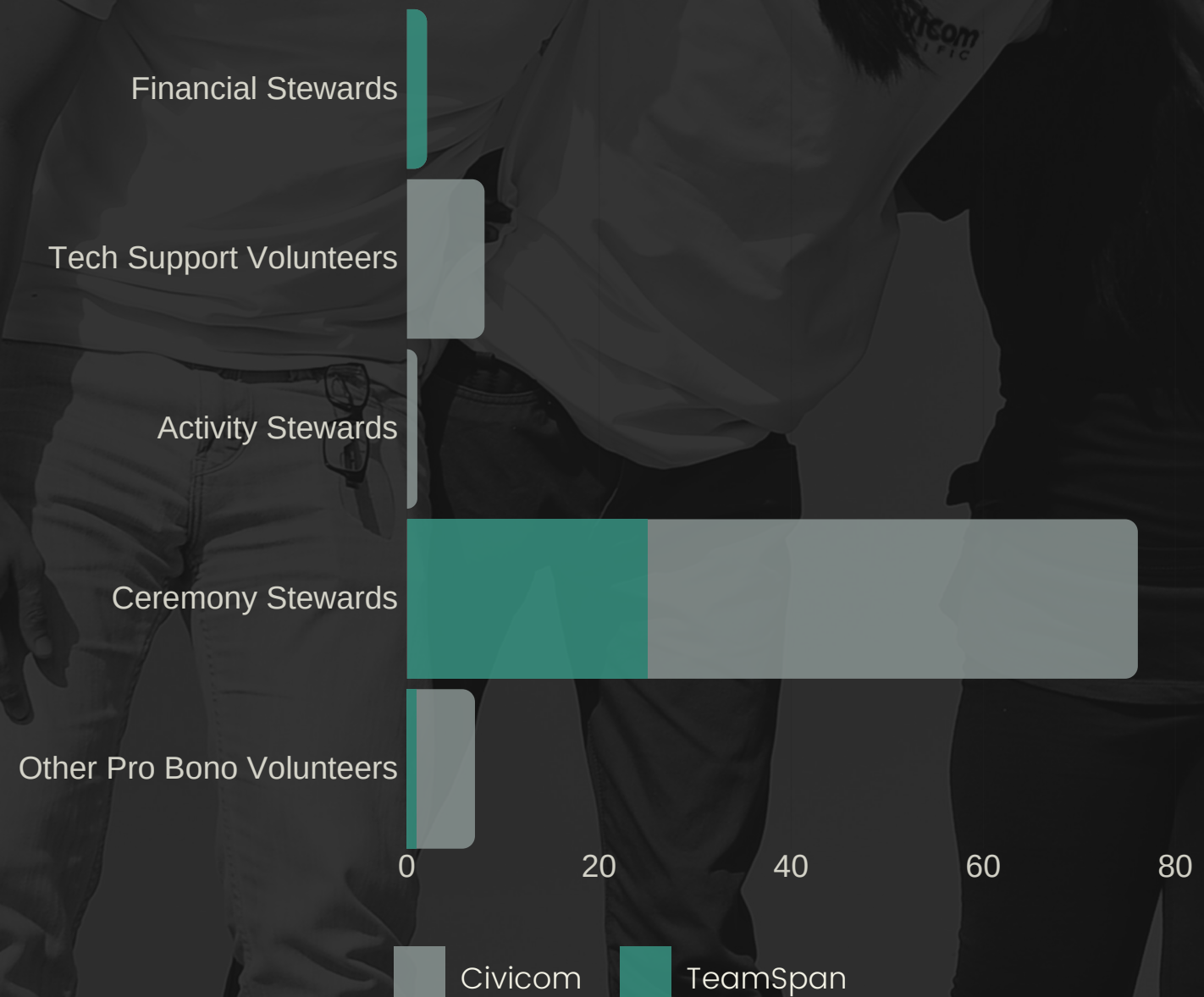
Championing Integrity

Despite growth, we remain committed to ensuring that 100% of your charitable gift goes to your beneficiary—exclusively.

With the help of our Ceremony Stewards—from Buy Forward companies, Civicom and TeamSpan—integrity in our donation distribution, and in our rigorous beneficiary-vetting process, is ensured.

Our Ceremony Stewards do this by making sure that the Feathers Advocate has indeed found a beneficiary that appears to be deserving of help, and that the benefit promised to the beneficiaries is relayed 100%.

No. of Volunteers



Our Volunteers

Beyond ensuring integrity in our day-to-day operations, Buy Forward companies, Civicom and TeamSpan, arm us with extra help in manpower, so that we may carry out our mission without hurting our bottom line.

Check out our Buy Forward corporate partners, Civicom and TeamSpan, and their services. These companies deserve your support.



GOVERNANCE AND STEWARDSHIP

"Our goal is to find those families that have fallen on hard times and are between the cracks of other sources of assistance."

DAVE WEST

GOVERNANCE AND STEWARDSHIP

GOVERNANCE PROCESS

Every day, we go to work with a dream to offer our stakeholders a non-profit organization that is corrupt-free, transparent, and functions with integrity. This dream has always been in the crux of our day-to-day decision making since we started in 2016.

To make this dream—this mission, this goal—into a reality, we created governance groups that would surely, in good faith, advocate for this dream: to be a different kind of charity.

OUR GOVERNANCE STRUCTURE: AN OVERVIEW

OF FEATHERS PROJECT US, A TAX-EXEMPT 501(C)(3) NON-PROFIT ORGANIZATION IN THE UNITED STATES,
AND FEATHERS PROJECT PH, A REGISTERED NON-STOCK, NON-PROFIT CORPORATION IN THE PHILIPPINES.



**FEATHERS
US**

US BOARD OF DIRECTORS

3 Board Members, 3 Officers

JOINT OPERATING COMMITTEE

3 US Members



**FEATHERS
PH**

PH BOARD OF TRUSTEES

10 Board Members, 4 Officers

JOINT OPERATING COMMITTEE

3 PH Members

**US-PH
GRANT AGREEMENT**

OUR GOVERNANCE PROCESS: IN DETAIL

Feathers Project's proper governance is being undertaken by three main governance groups. These groups ensure Feathers Project's integrity throughout the process of achieving its purpose.

Governance and Stewardship

US Board of Directors (BOD)

Responsible for ensuring that Feathers US is doing what it is supposed to, according to the US laws, the Bylaws, Grant Agreement(s), and Plan(s).

PH Board of Trustees (BOT)

Responsible for being watchful to ensure that the Feathers PH is in full compliance with the Philippine laws, the Bylaws, the US-PH Grant Agreement, the Budget, and the Plan.

US and PH Joint Operating Committee (JOC)

Meets twice a year to review results, operations, and approve the plan and budget. The president takes lead on operations, while the vice president takes lead on strategic matters.

GOVERNANCE AND STEWARDSHIP

STEWARDSHIP PROCESSES

Our chief priority—beyond connecting distant people to enable 100% direct charity—is championing transparency and integrity, in the way we do charity.

With this deeply embedded in the very fiber of our organizational culture, we developed four layers of safety nets to help us ensure integrity, and foster transparency, in all aspects of our operations.

Our Stewardship Processes

1

Ceremony Stewards

To ensure integrity in our beneficiary-vetting process, and in our donation distribution process, a Ceremony Steward visits a beneficiary, that has been vetted by a Feathers Project advocate, to make sure that—by all appearances—the beneficiary designated to them, is indeed in extreme involuntary poverty.

As an additional stewardship mechanism, on top of this, Ceremony Stewards also hand a calling card—which contains their mobile number—to their designated beneficiaries. Here, donation-related anomalies could be directly reported to the stewards, by the beneficiaries.

2

Financial Steward

Accurate, detailed, timely, and transparent financial reporting, is of utmost importance in carrying out a successful "100% direct" kind of charity.

With this in mind, we created the Financial Steward volunteer role.

The Financial Steward is an independent Certified Public Accountant, who audits the following financial reports every quarter:

- 1) Monthly Income Statement
- 2) Unrestricted and Restricted Monthly Donation Tracker

3

Independent Process Audit

To create value, in the world of philanthropy, that is of high-quality, is what we are striving for.

To reach this, we know that we must earn it by continuously perfecting and polishing our operational processes, with the help of objective feedback backed by data.

With this in mind, we developed an Annual Independent Process Audit.

The scope of this includes the following:

- 1) Donor-Beneficiary Process
- 2) Employee Activity Process
- 3) Governance Process
- 4) Financial Process
- 5) Planning and Tracking Process
- 6) Key Performance Indicators (KPIs)

In compliance with the Bylaws of Feathers Project, the Annual Independent Process Audit must be conducted by a third-party individual and/or organization.

4

Financial Statement Audit

In compliance with Republic Act No. 8799 of the Philippine law, the Feathers Project Philippines must submit a Financial Statement, which has been audited by a qualified independent auditor, to the Bureau of Internal Revenue, and the Securities and Exchange Commission of the Philippines, annually.

This government-mandated Financial Statement is prepared and presented in conformity with the Philippines' Generally Accepted Accounting Principles (P.H. GAAP), which is similar to the United State's Generally Accepted Accounting Principles (U.S. GAAP).

2018 INDEPENDENT PROCESS AUDIT RESULTS:

Highlights

Date Conducted: July 2019

Audited Year: 2018

DONOR-BENEFICIARY PROCESS

Auditor has verified that beneficiaries, that were randomly chosen, are 1) worthy of donations, 2) the household belongs to the poorest of the poor, and 3) their donations were distributed as scheduled, every 20th or 21st of each month.

EMPLOYEE ACTIVITY PROCESS

Auditor has verified that training materials for employees are readily available, and that these have been forwarded to the auditor upon request.

GOVERNANCE PROCESS

Auditor has verified that an annual meeting and joint committee records are in the book and filings are up to date. Based on the list of the Board of Trustees, all members were found to have no conflict of interest.

FINANCIAL PROCESS

Auditor has verified that transactions recorded in the Cash Disbursement book are the same as the cleared checks in the bank, and that expenses are receipted and compiled accordingly.

PLANNING AND TRACKING PROCESS

Auditor has verified that in compliance with the Bylaws, an Annual Business Plan is in place, and that the Budget Tracker has been updated each month, in accordance to the Bylaws.

KEY PERFORMANCE INDICATORS (KPIs)

As directed by the founder and president, Dave West, KPIs are not yet part of the 2018 Independent Process Audit.

THE AUDITED FINANCIAL STATEMENT: A SUMMARY

ENDED DECEMBER 31, 2018

INCOME STATEMENT

A consolidated Income Statement Summary
of Feathers Project-US and Feathers Project-PH

DESCRIPTION	TOTAL
RESTRICTED PUBLIC DONATIONS (100% DIRECT CHARITY)	
REVENUE	\$21,628*
DISBURSEMENTS	(\$21,694)
NET	(\$66)
UNRESTRICTED BUY FORWARD DONATIONS	
REVENUE	\$107,669**
DISBURSEMENTS	(\$11,021)
OVERHEAD	(\$42,393)
NET	\$54,255
CASH BALANCE (BANK)	
OPENING	\$41,851
ENDING	\$91,709***

*The amount reflected represents the public donation received in 2018 and does not include accounts receivables or donation pledges made by public sponsors in 2018.

**The amount reflected represents the total consolidated donations made by Buy Forward companies, Civicom and TeamSpan, as a corporation. This amount does *not* include individual donations made by its employees.

***In compliance with the US-PH Grant Agreement, Feathers must have a consolidated working capital buffer of 6-8 months to mitigate against disruption in the event that Buy Forward donations decrease rapidly. Hence, the total net amount.

2018 IN RETROSPECT: AN ANNUAL REPORT

END

OF THE 2018 ANNUAL REPORT

To request for the full version the audited reports,
send an email request to steward@feathersproject.org.



ON BEHALF OF

THE 79 HOUSEHOLDS

WE'VE HELPED TOGETHER, IN 2018,

THANK YOU. THESE CANNOT HAPPEN WITHOUT YOU.