



Nonprofit Analytics

GENERAL

Organization Name	Extollo International			U.S. Tax ID#	46-1019372	Year Founded	2012 (2010)
HQ Street Address	1258 Quarry Lane, Suite H			City & State	Pleasanton	CA	Zip 94566
Phone	925.2251500		HQ Nation	United States		Website(s)	www.ExtolloInternational.org
Primary Contact & Title	Keith Cobell, President			Contact Email	info@extollointernational.org		
Organization Type	Independent Public Charity		Annual Report Link	None			
Nonprofit Accountability Listings	<input type="checkbox"/> BBB (give.org)	<input type="checkbox"/> Charity Navigator	Strategic Partners	Lifesong for Orphans , Ministere des Bras Ouverts, Haiti Partners			
	<input checked="" type="checkbox"/> Guidestar	<input type="checkbox"/> Charity Watch					
	<input type="checkbox"/> ECFA	<input type="checkbox"/> Ministry Watch					
Primary Program Area	Vocational Training		Peer Group	Build Change			
Other Program Area(s)	Economic Development		Clients Served	Urban Poor			

GROWTH TRENDS

	FY 2015	FY 2016	FY 2017	FY 2018	% Change	Explanation
Paid Staff (FT&PT)	1.0	2.0	7.0	8.0	700 %	Global staff
Clients Served	20	70	73	99	395 %	# trained & employed; Continued expansion of programs
Annual Income	\$223,445	\$616,835	\$583,430	\$718,267	221 %	'18 Unaudited. Building project completed '15.
Donors	59	126	164	151	156 %	Decreased event fundraising activities in '15
Key Activity					%	

FUNDRAISING

Donor Retention Rate	47 %	Gov't Funding %	0 %	Cost to Raise \$1 (NOT "GK")	\$ 0.04	Self-sustainability %	3%
Largest Gift for FY2018	\$226,200	Gift Income % from Largest Gift	33.5%	Invested Endowment Fund Balance	\$0		
Donors Listed by Gift Size for FY2018	Gift Size:	< \$1,000	\$1K - 4,999	\$5K - 24,999	\$25K - 49,999	\$50K - 99,999	\$100,000 +
	# of Donors:	102	32	13	1	1	2
	Total Amount:	\$ 27,610	\$ 62,668	\$ 98,617	\$ 30,000	\$ 50,000	\$ 405,586

FINANCIAL MANAGEMENT

Cash & Equivalents on Hand		3-6 Months		Near-term Expendable Net Assets			\$641,654		Total Current Debt			\$5,943	
Written Financial Controls		☉Yes ☉No		Independent Financial Audits			☉Yes ☉No		Reserve Coverage %			138%	
FISCAL YEAR 01/01 TO 12/31		FY 2015		FY 2016		FY 2017		FY 2018		2019 ☉ BUDGET ☉ ACTUALS		2015-2018 FY TRENDS	
INCOME	Earned Revenue	\$12,776		\$14,560		\$807		\$11,971		\$29,000		6 %	
	Gifts in Kind	\$0		\$16,500		\$0		\$31,814		\$30,000		%	
	Cash Donations	\$210,669		\$585,775		\$582,623		\$674,482		\$752,800		220 %	
	Total Income	\$223,445		\$616,835		\$583,430		\$718,267		\$811,800		221 %	
EXPENSES	Program Services	\$147,238	56 %	\$328,522	75 %	\$354,433	73 %	\$300,715	65 %	\$443,983	65 %	104 %	
	Administrative	\$93,199	35 %	\$80,084	18 %	\$108,130	22 %	\$138,396	30 %	\$204,915	30 %	48 %	
	Fundraising	\$22,244	8 %	\$31,147	7 %	\$26,246	5 %	\$26,036	6 %	\$34,153	5 %	17 %	
	Total Expenses	\$262,681		\$439,753		\$488,809		\$465,147		\$683,051		77 %	
SURPLUS/DEFICIT		\$39,236		\$177,082		\$94,621		\$253,120		\$128,749			

LEADERSHIP							
CEO Name & Tenure	Keith Cobell		< 1 yr	CEO Age	40-49 yrs	Total CEO Compensation	\$ 90,000
CEO Annual Evaluation	<input checked="" type="radio"/> Yes <input type="radio"/> No	CEO has Board Vote	<input type="radio"/> Yes <input checked="" type="radio"/> No	CEO Successor Identified	<input type="radio"/> Yes <input checked="" type="radio"/> No		
Total Paid Staff by Type	FT: 9 PT: 4	Staff Turnover Rate	9 %		Total Volunteers	15	
Yearly Staff Evaluations	<input checked="" type="radio"/> Yes <input type="radio"/> No	CEO Direct Reports	3 staff		Annual Board Meetings	1	
Board Chair & Tenure	Sherman Balch		7 yrs	Board Size	5	Board Gender Diversity	Men:4 Women:1
Donation % from Board	Unknown	Board Committees	0	Term Length	3 yrs	Consecutive Term Limits	None
Additional Advisory or Development Board		<input checked="" type="radio"/> Yes <input type="radio"/> No	Number of Board Members Related to the CEO			0	
STRATEGY							
MISSION	Eliminate pain, suffering and exploitation of those living in extreme poverty through education, employment, economic, and character development.						
CLIENTS SERVED	Primary clients are unemployed, underemployed, unskilled, uneducated, poverty-stricken Haitian men. Secondary clients are their families.					LENGTH of Primary Client Relationships	6 Year(s)
The PROBLEM	In Haiti: The lack of jobs, job creation, skilled training in the construction industry; the poor economy; the danger from poorly built structures collapsing when natural disasters strike, and; widespread corruption.						
Your SOLUTION	Extollo has a training center, which educates & equips Haitians w/ employable skills, taught to build to "International Building Code" (IBC). We create jobs & stimulate the economy by replacing expat workers w/ skilled Haitian workers of character & integrity. We keep families together, reducing the # of orphans.						
1-3 year PLAN	1.) Increase our Level 1 training programs in order to double the number of students each year. 2.) Launch a new Level 2 training program for alumni to earn as they continue to learn under qualified foremen. 3.) Begin taking on outside contracts with our Level 2 graduates which will, in turn, start producing income and help move us closer toward the goal of self-sustainability.						
Up-to-date Board-approved STRATEGIC PLAN		<input checked="" type="radio"/> Yes <input type="radio"/> No	CUT (or Modified) PROGRAM in last 3 years for bad results			<input type="radio"/> Yes <input checked="" type="radio"/> No	
IMPACT							
Long-term VISION	A Training Center educating nationals in all areas of the construction industry. To leverage impact by collaborating and facilitating with other orgs for economic and employment development. A skilled workforce led by Haitian employers and contractors improving Haitians' quality of life.						
RESULTS Report outcomes not activities	1.) From July 2018- April 2019, 80.7% of 32 course graduates polled responded that our programs gave them hope for their future and that the knowledge they gained would help them to find employment. 2.) In the past 3 years we have: Certified 180 students across five different Level 1 construction trades; Employed ~100 unique workers, totaling 61,712 hours of work experience, and; Infused the local economy with over \$1.75 million through local purchases, taxes, and staff salaries.						
Measure outcomes against benchmarks	<input checked="" type="radio"/> Yes <input type="radio"/> No	Track Key Performance Indicators	<input checked="" type="radio"/> Yes <input type="radio"/> No	Completed independent impact evaluation	<input type="radio"/> Yes <input checked="" type="radio"/> No		
Completed program logic model(s)	<input type="radio"/> Yes <input checked="" type="radio"/> No	Survey program beneficiaries	<input checked="" type="radio"/> Yes <input type="radio"/> No	Conducted randomized controlled trial (RCT)	<input type="radio"/> Yes <input checked="" type="radio"/> No		
Impact STORY	James, a recent Level 1 electric student, asked for a meeting with Extollo. He stated, "thank you for teaching me how to use my head for tomorrow." Since then he has started his own electric business, and now teaches our Level 1 courses which lets him help top students find employment.						
Recent Program IMPROVEMENT	Hired a new General Manager to run operations in Haiti and after building the capacity of our staff, all Level 1 courses are taught by our Haitian staff who are also graduates of our programs.						
GEOGRAPHIC SCOPE							
Where do your programs operate?	<input type="radio"/> Local <input type="radio"/> Regional <input type="radio"/> National (USA) <input checked="" type="radio"/> International (List nations or regions served below alphabetically)						
Extollo's vision originates in Haiti, and the organization currently operates only in Haiti; however, its training model is scalable. With funding and resources, Extollo aims to expand its program to other developing nations where job training can make a difference, and natural disasters threaten lives due to weak infrastructure.							
S.W.O.T. ANALYSIS							
STRENGTHS		WEAKNESSES		OPPORTUNITIES		THREATS	
- Construction knowledge and expertise - Phase 1 of facility construction complete - Established credibility and positive regard in Haiti - Highly competent staff at all levels		- Educational programming beyond Level 1 still in development - Staffing and infrastructure not established enough to meet demand - Training limited by fundraising		- Significant interest from local NGOs (aid organizations) and businesses for our services - High demand for construction training		- Corruption and social unrest affecting our operations - Donor fatigue regarding Haiti - Competition in trade school sector	
SOURCE		Completed By: Keith Cobell			Date: 06/10/2019		