

# Ginkgo Foundation Annual Report 2018

## Introduction of Ginkgo Foundation

Ginkgo Foundation, founded on 20th July in 2015, is a private foundation registered with the Bureau of Civil Affairs in Beijing. It was founded by Ginkgo Fellows, Narada Foundation, Zhejiang Dunhe Foundation, XinHe Foundation (formerly XinPing Foundation), and the Nonprofit Research Center at Renmin University of China.

Our mission is to nurture a strong, diverse, and vibrant community of social entrepreneurs that will help catalyze positive social change and development in Chinese society. We envision a world where everyone is able to live with freedom of choice and dignity.



Disability inclusion



Health aid



Disaster relief



Youth empowerment



Gender equality



Culture and art



Urban community development



Environmental protection



Rural community development



NGO support



Volunteer service





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## Foreword

Ms. Yilan Zhao, President

Perhaps the only thing we can be certain about the future is its uncertainty. As to how to navigate the uncertainty, it depends on each individual's belief and action.

As pointed out by Yuval Noah Harari, the author of *21 Lessons for the 21st Century*, when the old story of human society has been shattered but the new story has not been formed, when scientific and technological progress in areas such as artificial intelligence and biological gene technology present the possibility of fundamentally changing humanity, we as a society have to ultimately grapple with this important question: what is human nature?

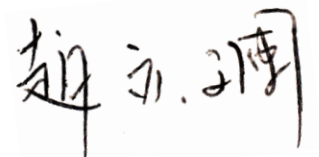
In today's society when technology advances at a fast pace than the economy, and the economy advances at the faster pace than social development, it seems that we do not have enough room to ponder such an important issue. That is why we particularly need entrepreneurs who create social capital and social space to foster trust, empathy, love, and connection.

We take it as our mission to select, motivate, and connect

young entrepreneurs who try to address social problems through collective impact. We envision a world where each individual has the freedom of choice and is able to live with dignity. By doing so, I hope we can respond to the demands of the social challenges of our age.

Reviewing Ginkgo Foundation's work in the past three years, we are very proud to have witnessed the emergence of a community of social entrepreneurs. In this community, resources are mobilized, learning takes place, information circulates, and new social innovation models are developed. This community is jointly built and maintained by Ginkgo Fellows, younger social entrepreneurs, as well as our full-time team.

Facing the uncertainty of the future, we firmly believe in this vision: from this community to other communities, to the broader society -- increasing numbers of people will take up social responsibility, and usher in a vibrant era of human decency.

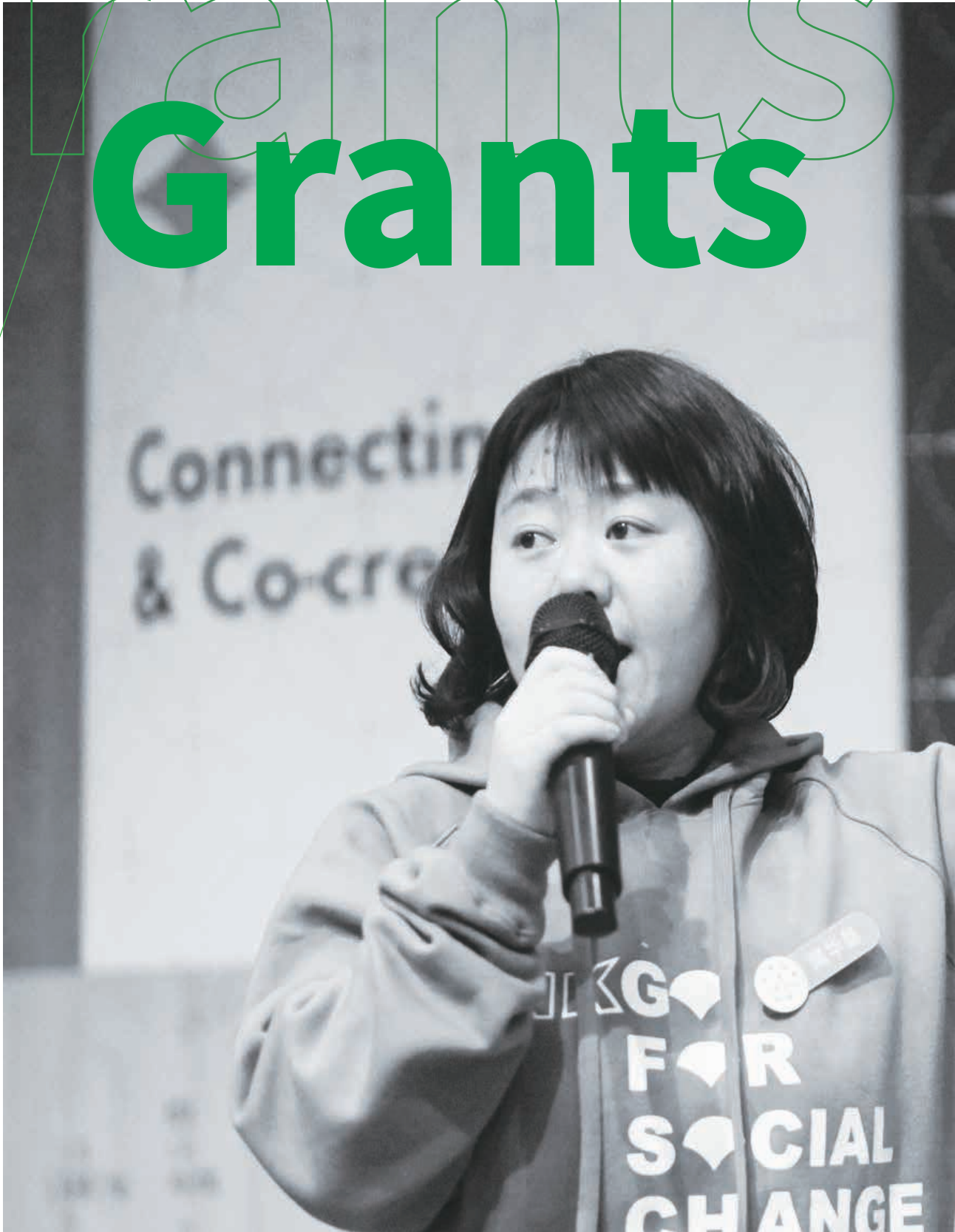


## Chronicle of Important Events in 2018

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- Working sessions between CORO Fellowship team and Ginkgo team.
  - Ginkgo Fellow 2018 Spring Retreat in Guiyang.
  - The eighth board meeting of the first Board Council in Guangzhou, during which the foundation's organizational mission and vision for the new era were set.
  - Graduation trip for Grit Fellows in memory of the tenth anniversary of the 2008 Sichuan earthquake.
  - Collaboration with Make-a-point to conduct research about young people in Lanzhou, Hefei, and Changchun.
  - Peer Advisory Group Facilitator training held in Shanghai.
  - Retreat for all Ginkgo Fellow Committee members and Collaboration Fund Working Group members.
  - Joining Asian Venture Philanthropic Network (AVPN) as a member, and participation in the annual general meeting of AVPN 2018 in Singapore.
  - Establishment of Ginkgo Foundation's anti-sexual harassment policies.
  - Launching of the "Photo Story Project" Campaign in 26 cities nationwide.
  - Launching of the Ginkgo Changemaking Innovation Plan, funded by the Bill & Melinda Gates Foundation.
  - Secretary General Lin Hong's attendance of the Goalkeeper Assembly in New York as a Gates Foundation 2018 Goalkeeper.
  - Learning expeditions to Japan and India organized by Ginkgo Fellows.
  - Selection of 14 new 2018 Ginkgo Fellows.
  - Ginkgo Fellow fall gathering in Beijing, in which the Ginkgo Fellows Convention was passed.
  - Ginkgo Annual Conference and Social Innovation Pop-up Event held in Beijing.
  - Ninth board meeting of the first Board Council in Beijing, during which the decision to set organization strategy plan was passed.
  - Peer Advisory Group Facilitator training held in Kunming.

# Grants

# Grants





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# Ginkgo Fellow Program

## Introduction

Ginkgo Fellow Program is a long-term program that invests in young social entrepreneurs, helping catalyze personal and career breakthroughs that will enable them to better address pressing societal challenges. Our fellows include NGO founders and leaders, as well as leaders from media, academia, and related sectors.

To address the common difficulties that social entrepreneurs are facing, the program offers each fellow a grant of RMB100,000 per year for three consecutive years and supports their professional development through networking activities and overseas learning expeditions.

Since 2010, the program has supported 127 fellows from 25 provinces, autonomous regions, and municipalities. They work in different fields, including environmental protection, education, health aid and community development. Fellows learn from one another in an equal, respectful, diversified, and open-minded environment, expanding their horizons and improving their professional skills. We trust that they will contribute to the harmonious and sustainable development of society.





## Program Achievements



**Geographic Distribution of Ginkgo Fellows**  
As of the end of 2018, Ginkgo Fellows are located in 25 provinces, autonomous regions or municipalities nationwide, where they are active locally and connected nationally.



	Ginkgo Fellows	Referrer	Candidates	On-site Interviews
New additions in 2018	<b>14</b>	<b>110</b>	<b>146</b>	<b>28</b>
Total since 2010	<b>127</b>	<b>672</b>	<b>837</b>	<b>222</b>

## On-site Interviews

From April to June 2018, the recruiting committee conducted preliminary surveys on all Ginkgo Fellow candidates and updated the information of 183 candidates. From July to September, the committee completed on-site interviews of 28 candidates from 13 provinces, trekking nearly 70,000 kilometers and spending an average of 94 hours studying each candidate.

## Final Expert Committee Review

In November 2018, we organized a final review in Beijing, where a committee of 9 experts held one-on-one interviews with 17 final-round candidates. In the end, 14 candidates were selected. During the final review, the expert panel helped the candidates reflect upon their work and personal mission, identify blind spots and challenges, and work on areas of improvement. For the first time, we invited two Ginkgo Fellows to serve as judges. The members on the expert panel were (in alphabetical order of the last name) Yimei Chen, Wei He, Yongping He, Ada Wong, Chunxiao Liang, Xiaogang Liu, Feng Lu, Yiou Wang and Shouli Zhang.



Ginkgo Foundation follows human-centered perspective, from its vision to its practice. This is the reason it can cultivate such a strong atmosphere of partnership and community.

——Wenjie Li, class of 2018 Ginkgo Fellow



# You-talent Project

Launched and funded by Dunhe Foundation in 2015, the You-talent Project helps social organizations recruit and cultivate talented professionals who are interested in social sector careers, particularly in communication, fundraising, and research positions. The goal is to improve the fundraising and community engagement capabilities of the organization, and to promote the professionalization of the sector.

From 2015 to 2018, the project gave grants culminating to 8,500,000 to 33 Ginkgo Fellow organizations. You-talent project will no longer recruit new organizations starting from 2018, but will continue to support existing organizations.

The effectiveness of fundraising and communication efforts are often closely related to an organization's development, direction and strategy. **After four years of exploration, the You-talent Project has succeeded in helping grantees build their fundraising and communication teams and improve their abilities to**

**mobilize the public.**

In 2015, only 10% of You-talent organizations had dedicated fundraising and communication staff; by the end of 2018, 70% of You-talent organizations had established a core team of at least three people. Organization leaders also gradually realized that fundraising and communication are essential to an organization's strategy and must be considered as part of the broader plan, as opposed to having responsibilities siloed only to the relevant departments.

Furthermore, the You-talent Project has helped improve the capacity of organizations to mobilize the public. Internally, organizations as a whole gained awareness of fundraising and communication, and unleashed the potential of each member to act as an ambassador for the organization. Externally, with the help of new recruits, the organizations also made major improvements to their overall visual identities and established a more coherent and refreshing brand.



Dedicated to building the fundraising and communication capacities of social organizations .

You-talent Project Funding List (33)

No.	Organization Names	No.	Organization Names	No.	Organization Names
1	Guangdong Dandangzhe Education Development Center	12	Guangzhou Green Data	23	Migrant Workers' Home
2	PFLAG	13	Maitian Education Foundation	24	Anhui Fuyang Xingnong Agriculture Cooperation
3	Beijing Yizhuanyiwa Cultural Development Center	14	Green Anhui	25	Friends of Nature
4	Raleigh China	15	Beijing Children with Learning Difficulties Rescue Service Company	26	Hangzhou Liuhe Youth Reading Service Center
5	Beijing Panorama Zhitong Environmental Consulting Co., Ltd	16	Yunnan Aizhen Rehabilitation Center	27	Enjoy Volunteering
6	Green Kunming	17	Changchun XinYu Volunteer Association	28	Beijing Growing Home
7	Beijing Mulan Community Service Center	18	Pass Love Charity Foundation	29	Beijing Leling Senior Care Center
8	Yushu Life Care Association	19	Sowosky	30	Guangzhou Zhonghe Agriculture Co., Ltd.
9	Rights into Action for Youth with Disability	20	Stars Youth Development Center	31	Beijing Hongzhi Culture Consulting Co., Ltd
10	Shanghai IPai Community Charity Image Development Center	21	Helin Art in Community	32	Tibet Maternal & Child Health Association
11	Shanghai Pudong Shouqianshou Life Care Development Center	22	Shaanxi Guanghe Action Youth Education and Research Institute	33	Centre for Indigenous Documentary and Cultural Revitalization



# Young Social Entrepreneur Roundtable

During our search for Ginkgo Fellows, we noticed a batch of new generation entrepreneurs currently in the early stage of their social entrepreneurship journey. Many of these entrepreneurs address social problems with internet thinking and innovative approaches. However, they often face difficulties in raising initial funds due to insufficient resources, small project size, lack of replicability, and not enough recognition. In order to unleash their potential, Ginkgo Foundation launched the Young Social Entrepreneur Round table, with the hope that more flexible and timely funding can help these entrepreneurs achieve significant breakthrough as they build from zero to one.

Since its launch, the Young Social Entrepreneur Roundtable micro-funding project has funded Plan C's critical thinking course, Make-a-Point's Sinan Project, the SEED annual community meeting for social innovation, Charity Weekly's publicity initiative, and Shiguang Four Seasons Poetry Seminar.

The funding is for innovative organizations between 1-3 years of age. Ten to twenty grants of an average of RMB 50,000 each are allotted yearly by application. The grant funding targets projects that may be difficult to attract outside funding but are of great significance to start-ups, such as:

- (1) Meetings, activities and community gatherings of strategic significance to an organization;
- (2) Research projects;
- (3) Innovative projects.



Using Internet thinking and innovative approaches to tackle social issues.

# Breakthrough Initiatives

Drive social entrepreneurial action and explore innovative problem-solving models.

Over years of observation, we have found that flexible funding is critical in enabling social entrepreneurs to act and explore innovative problem-solving models. However, many innovative or critical projects are often delayed or wasted due to funders' long approval processes, fixed project cycles and demands for fixed outputs. Meanwhile, it's essential for social entrepreneurs to continuously learn and master new theories and methods as China's non-profit sector matures.

In September 2018, Ginkgo Foundation, along with several philanthropists, created the Breakthrough Initiative, which is a model of Donor-Advised Fund (DAF). The Initiative is presently in its pilot stage, with a single grant of approximately RMB 100,000, available only to Ginkgo Fellow organizations. As of December 2018, a total of 37 applications have been received, of which 10 have been granted with a total amount of RMB 893,000. (Note: with our DAF model, donors have the right to participate in making donation decisions with the assistance of professional advisors.)

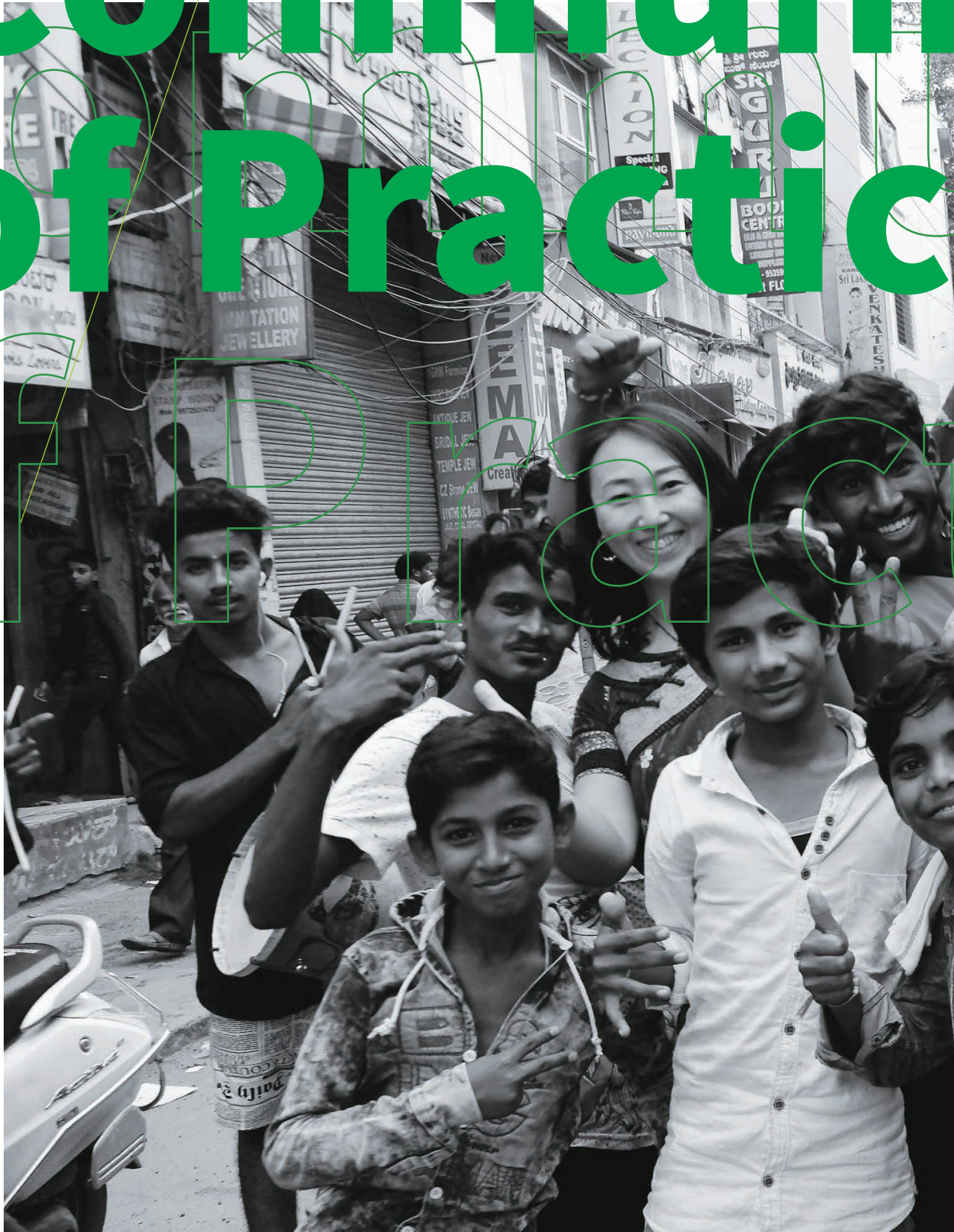
## List of grants for Ginkgo Fellows' innovative projects (As of December 2018)

Project Name	Organization	Grant amount (RMB)
Tibetan Picture Books Reading Promotion	Haidong Zongka Charity Association	98,510.00
Tibetan-Chinese Rudimentary Language Textbook	Yushu Life Care Association	108,000.00
China Mental Illness Insurance Cooperative Network and Model Building	Beijing Chenning Management Consulting Co., Ltd	100,000.00
Depression Relief for NGO Employees	Kanpei Youth Development Service Center	37,620.00
School Bullying Prevention Products R&D	Beijing Lingdong Coral Education Consulting Co., Ltd	100,000.00
Reading and Studying Assistance Platform	Dandangzhe Education Development Center	99,000.00
Local Facilitator Training	Centre for Indigenous Documentary and Cultural Revitalization	100,000.00
ABC Volunteer Management System	A Better Community (ABC)	100,000.00

## Ginkgo Scholarships (As of December 2018)

Name	Ginkgo Fellows Class	Grant amount (RMB)
Yang Qian	Class of 2016	100,000.00
Lusheng Lin	Class of 2011	50,000.00

# Community of Practice





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# Overseas Learning Expedition

From the beginning of Ginkgo's Fellowship Program, study abroad has been one of our core activities. International travel inspires ambition, deepens insight, broadens Fellows' horizons, and establishes a global vision. It also serves to enhance mutual understanding and trust, laying the foundations for potential future cooperation.

With funding from Xinh Foundation, Ginkgo Fellows travelled to Japan and India in 2018, from September 13th to 23rd. The 15 members of the Japanese tour visited 13 institutions (including the Blue Sky Consortium, Keep Nature School, Musuju's Waste Disposal Plant, Osaka Environmental Bureau, and Sanying No. 5 Primary School) and focused on the theme of Japanese civic engagement. From September 19th to 29th, the 18 members of the Indian tour visited WNTA, Ropio Foundation, and Bangalore Food Bank. Their focus was on the diversity and social imagination of India.

During these international programs, both groups gained insight into local social mechanisms through personal meetings with local people, deepening experience and dialogue. The Fellows, who also came from diverse backgrounds, exchanged ideas and gained new perspectives on global problems during the 10-day expedition.



The end of the expedition marks the beginning of reflection and action!

# Facilitator Training for Peer Advisory Group

Cultivate a leader's self-awareness and out of the box thinking.



This year, we conducted a facilitator training on how to organize Peer Advisory Group. awareness is the origin of action. Leaders of NGOs face exhaustive challenges as they juggle multiple roles and responsibilities. Only when they realize their professional identities and define their consequent responsibilities with an awareness of the limitations of their default thinking mode, can they improve.

Facilitator training sessions for Peer Advisory Group were held in Shanghai, May 2018, and Kunming, December 2018. A cohort of 11 fellows learned in-depth collaboration techniques such as seven-step Problem

Processing, World Cafe, Open Space, and Box Process during the 5-days' session. They also engaged in problem-solving dialogue guided by senior Peer Advisory Group coaches.

When speaking about Peer Advisory Group's teaching techniques, Bin Lyu, a participant from Centre for Indigenous Documentary and Cultural Revitalization, said, "the Board taught me to observe my own emotions, and helped me to analyze objectively and break down my old beliefs. I want to understand the needs and considerations of others rather than making judgments like I used to do."

## Collaboration Fund

The Collaboration Fund was initiated and established by Ginkgo Fellows in 2015. It aims to encourage cooperation and innovation among fellows, strengthen the collective impact, and catalyze solutions to social problems. The fund is independently managed by a working group of Ginkgo Fellows, who are responsible for regulation, revision, project recruitment, program monitoring, and communication.

In 2018 the Collaboration Fund supported several projects: the Rural Garbage Sorting Workshop, the Caring for Disability Exploration scheme, the Village Ballads project, Internet-based Reform Experience Sharing, an environmental documentary entitled ' Wild Goose Flying South', the Ginkgo Community Information Platform, and more. As of December 2018, the Collaboration Fund had 66 partners and 147 participants covering a wide range of fields including community development, disability integration, health aid, ecological protection, and non-profit organizational support.

The first offline meeting was held in May 2018 in Hangzhou. It was led by the current working group

leaders of the Collaboration Fund, and included all of the previous working group alumni. During the meeting, 13 partners reviewed, organized, and summarized the work from 2015 to 2018. The goal of this gathering was to discuss the future positioning, direction, and planning of the Collaboration Fund .

In June 2018, an election for the fifth term Working Group was held, and five members were selected through online voting from Ginkgo Fellows. They were Xiaobo He (chairperson), Lixia Cui (vice chairperson), Jiajia Jiang, Shuimiao Qiu and Daimao Yang. Under the leadership of the new Collaboration Fund Working Group, the evaluation indicators of Collaboration Fund projects were updated to incorporate five dimensions: innovation, collaboration, cross-border, demonstration, and partner exchange.

Last year, the Collaboration Fund started to focus on public engagement via WeChat promotions as well as offline activities. One such project was "Beauty Witnessed", a sharing of children's poetry during Ginkgo's pop-up event.



# Ginkgo Night Talk

Ginkgo Night Talk is an audio sharing program from Ginkgo's community of fellows. Every Tuesday at 8 pm, Ginkgo Fellows share their life stories, inspirations, experiences, and dreams online through audio sessions on social media as a way to connect with each other and spread the word to the public. This program is autonomously managed by a working group.

As of December 2018, the program has organized a total of 30 sessions, invited 46 speaking guests, and reached 1,500 audience members.

There are two categories of Ginkgo Night Talk. The first category was aimed at Ginkgo Fellows to accelerate knowledge sharing. 25 such talks were held in 2018, covering topics such as organization building, team building, visions for public good, family support and so on. The second category of Night Talks was aimed at the public to promote understanding of Ginkgo Fellows. 5 such talks were held in 2018, covering topics including founders' stories, organizational mission, sector building and so on.

**银杏夜话**  
第三期：我所感受到的瑞典  
分享嘉宾：2013届银杏夜话 孙海森  
腾讯公益基金会副秘书长  
时间：2018/1/30(周二) 20:00-21:00

**银杏夜话**  
第四期：聊聊“正心社会工作服务中心”那些事  
时间：今晚20:00-21:00  
分享嘉宾：2011届银杏夜话 李毅  
云南武定县正心社会工作服务中心

**银杏夜话**  
第五期：二胎妈妈的时间管理  
分享嘉宾：2011届银杏夜话 陈丹  
一公益盒子公益传播机构  
时间：2018/2/13(周二) 20:00-21:00

**银杏夜话第七期**  
主题：创业、生活、你都会遇到吗？  
关键词：创业、生活  
分享嘉宾：李康、王梓杰  
时间：今晚20:00-21:00

**银杏夜话第十期**  
主题：谈谈创业“银杏夜的初心”背后的那些事  
分享嘉宾：陆敏、张宏海、刘亮刚  
时间：3月20日20:00  
银杏夜话是银杏社的一种公益分享形式，也是银杏社公益项目孵化平台。我们希望通过银杏夜话，让公益项目孵化平台，让公益项目孵化平台，让公益项目孵化平台... (text partially obscured)

**银杏夜话第十三期**  
主题：这个世界，人人都需要出租  
分享嘉宾：2013届银杏夜话 谢志军 (阿列)  
时间：4月10日 20:00  
银杏夜话是银杏社的一种公益分享形式，也是银杏社公益项目孵化平台。我们希望通过银杏夜话，让公益项目孵化平台，让公益项目孵化平台... (text partially obscured)

**银杏夜话第二十六期**  
主题：特约协作论坛 | 性骚扰，我们怎么看，我们可以做些什么？  
关键词：性骚扰、公益行业  
分享嘉宾：陈敏  
时间：2018年7月24日（今晚）20:00-21:00  
#MeToo  
公益项目孵化平台，让公益项目孵化平台... (text partially obscured)

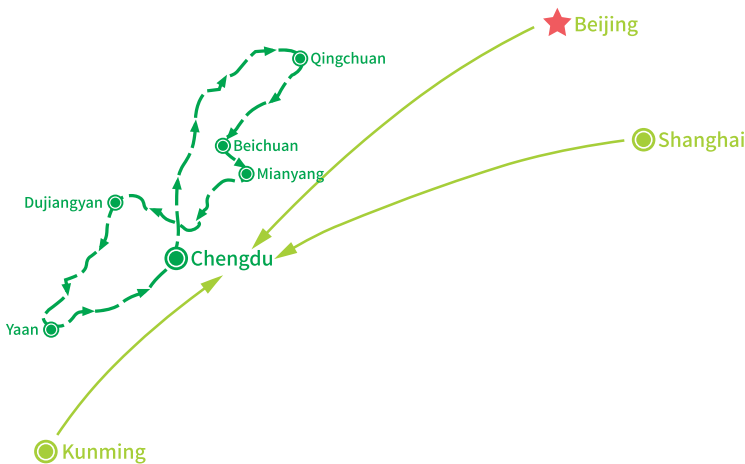
**银杏夜话第二十七期**  
主题：谈博会  
关键词：谈博会  
时间：2018年7月24日（今晚）20:00  
今天晚七月的最后一天，让我们一起来谈博会... (text partially obscured)

**银杏夜话第二十八期**  
主题：十年助艾工作心得  
关键词：助艾健康教育  
分享嘉宾：2017届银杏夜话 陈卓峰  
时间：2018年8月7日（周二）20:00  
银杏夜话是银杏社的一种公益分享形式，也是银杏社公益项目孵化平台。我们希望通过银杏夜话，让公益项目孵化平台，让公益项目孵化平台... (text partially obscured)

# Grit Fellows Visiting Wenchuan earthquake site



\*Scan the QR code to read more about the route of the Wenchuan tour.



\*Route of the "Return to Wenchuan Tour"

2018 is the tenth anniversary of the Wenchuan earthquake in Sichuan. To explore the developments and dramatic changes in the past decade, Grit Fellows organized a trip to visit Wenchuan. In 2008, the Wenchuan earthquake sparked a revival in education, and inspired the creation of many foundations and nonprofits. Through visits to sites such as Yingxiu Town, one of the sites most affected by the disaster, and interviewing local residents and nonprofits, Grit Fellows gained a deeper understanding of the decade of change in Sichuan. Their reflections were collected into a report "Light through the Cracks -- Observations from the Grit Fellows on the 10th Year Anniversary of Wenchuan Earthquake".

## Young Entrepreneur Salon

The Young Entrepreneur Salon is a series of activities under the Young Social Entrepreneur Roundtable that provide space for dialogue among young social entrepreneurs. The activities aim to jointly explore challenges in organizational development through deep analysis, peer feedback, and case studies. Two sessions were held in 2018, with overseas organizations and philanthropists participating.

The first session invited the CEO and project director of CORO, a 70-year old California youth leadership training

institution and the China head of Give2Asia to have a discussion with Steven Wang, the co-founder of youth development organization Yiqiao, Hong Liu, the founder of PEER, and Qian Liu, the head of World Youth Forum.

The second session invited Funa Li, the head of A Better Community, Biwei Zhang, the founder of Art Dream, Xueshan Zhang, the head of SEED social innovation community, Mengsi Huang, the co-founder of Yiqiao, and other industry leaders, to share their insights about youth development and challenges in providing services.

## Open Day

The Ginkgo Open Day aims to foster mutual understanding and connection between early-stage social innovation projects and the broader society. The event hopes to break the boundary between the traditional nonprofit sector and the other sectors such as corporate and government. The 2018 Ginkgo Open Day was held in Beijing and Shanghai respectively in July and December. Through public recruitment and targeted invitations, the events attracted more than 50 start-ups to join the roadshow and exhibition, covering themes such as education, environmental protection, elderly care, and youth community development. In addition to the roadshow and exhibition, the event also attracted participation from foundations, corporate social responsibility departments, universities, investors, media personnel and team coaches, convening a diverse set of perspectives.



Engaging

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Engaging

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Youth





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# Ginkgo Social Innovation Pop-up Event

The theme of the 2018 Pop-up Event is "Rise". It symbolizes the gesture of seeds pushing up through the soil and growing toward the sun. Today, Ginkgo Foundation continues to work with its partner communities to instill the same social entrepreneurship spirit in youth. Ginkgo hopes to raise awareness among today's youth with regard to social issues and encourage them to find effective solutions.

The 2018 Pop-up Event was held on November 11 in Beijing's Fanxing Theater Village. The event included story sharing, art exhibitions, and live music performances. Eight Ginkgo Fellows delivered speeches,

while sixteen artists from both China and overseas presented more than twenty pieces of artwork. There was also an original music performance on the topic of "female" by a band of local housekeeping workers and members from the Magnolia Blossom Social Work Service Center. Compared to Ginkgo's event in 2017, the 2018 event included new additions such as talent shows from four partner organizations, featuring poetry from the village's children, talents from female housekeeping workers, demonstrations on school bullying prevention techniques, and ethnic clothing from the local Buyi minority community.



The theme "Rise" symbolizes the gesture of seeds pushing up through the soil and growing toward the sunlight.



Our 2018 Pop-up Event attracted more than 500 participants and over 3000 online viewers through its live broadcast. Among the shared content, the speaker Zhijun Hu's story on "reality" was shared on Weibo and Tencent Video, receiving over 150,000 views; whereas on the Tik Tok platform, the number of views reached nearly one million.

From mid-December 2018 to January 2019, posters of eight of the event's speakers were promoted on 100 advertising screens on ten different subway lines in Beijing. People were able to watch the full speech video by scanning a QR code in the advertisement.



# Photo Story Project



Launched by the Ginkgo Foundation and Swanport Culture, "Pick Your Superpower" is a nationwide campaign with the goal of sharing stories about public good and inspiring youth to take action.

From 25th August to 3rd September 2018, more than 200 public spaces in 26 cities nationwide exhibited our ten public interest posters, each of which featured an individual's "superpower" that helps make the world a better place. The poster enabled the public to read more stories or upload their selfies by scanning the QR code on the poster. During the Photo Story Week, public events [SZ1] were held simultaneously in five different cities across China: Beijing, Shanghai, Xi'an, Xinyang and Lhasa. The heroes of the stories appeared at the events to interact with the audience and speak about social issues. As a result, the event attracted many young audiences offline, and these stories generated more than 110,000 reads on Weibo.



If you are in managing a public space (coffee shop, tea shop, bookstore, youth hostel, etc.) and want to join the program next year, please follow our WeChat public account (ginkgofoundation) to get access to our Photo Story Project recruitment information and to view past videos and stories.

# Graduation Ceremony of Grit Fellows (class of 2017)

In June 2018, the Grit Fellows organized a sharing session as part of their graduation ceremony to 60 participants and an online audience of 1000. "Working with non-profit organizations changed my perspective and really made me think. It was far more impactful than what I have imagined", said one of the Grit Fellows. Other fellows echoed the sentiment in that getting out of their comfort zones and throwing themselves into the unknown were important ways to discover themselves.



## Explore Social Issues with the Youth



In July 2018, inspired by the Youth Research Report, Ginkgo experimented with small-scale activities in Changsha and Chengdu with the goal of raising awareness and increasing understanding of social issues among local youths. Designed to create immersive social innovation experiences that meet the interest of youths, the activities enabled us to increase our reach and form new partnerships.

The number of participants was limited to ten people per event. Participants gained an in-depth understanding of Ginkgo's partner organizations -- Houtian Fire Protection Group and Aobei Environmental Protection Group -- through online introductions and offline site visits. Following the activity, Changsha's participants introduced Houtian Fire Protection Group's firefighting education to their school, while some became interns with Aobei Environmental Protection Group.

# Community Building



# Community Building



Ginkgo Foundation Team 33

Ginkgo Fellow Community 34

# Ginkgo Foundation Team

In 2018, Ginkgo re-emphasized the core tenets of its organizational culture: goal-orientation, responsibility, respect, lifelong learning, spreading of happiness, and highest standards. We also set out to be a learning organization that aspires to excellence, demonstrates resilience, and embraces the idea of "growing together".

## Active Learning and Staff Initiatives

Over the year, Ginkgo staff formed learning groups of 3-5 members to develop interview skills, field scanning skills, and visual presentation skills to increase our team's capacity and understanding of different working methods and social topics. Such activities not only provided staff with professional development opportunities but allowed them to try new things. We also maintained the tradition of Thursday Sharing sessions, and held 22 sessions throughout the year.

## Internship Program

In 2018, Ginkgo Foundation recruited 11 interns. The program provided interns with hands-on work experiences and strengthened their sense of

responsibility when working in team settings. One of the interns said, "I was able to step out of the ivory tower and see the other side of society. I was deeply inspired." On the other hand, the intern program allowed the full-time employees to develop their leadership and delegation skills.

## Organizational Building and Risk Management

In 2018, Ginkgo Foundation also established and amended 6 office policies and regulations: Statutes of Beijing Ginkgo Foundation; Information Disclosure Policy; Conflict of Interest Management Policy (draft); Anti-sexual Harassment Complaint Policy (trial) and Protecting Employees from Sexual Harassment Agreement (trial). These policies helped the organization and our staff better manage risks.

## People Development

In 2019, we will continue to empower our staff to fully unlock their potential, to develop their skills and increase their knowledge, in addition to fostering collaboration and creating opportunities for personal growth.





# Ginkgo Fellow Community

In 2018, the Ginkgo Fellow Committee ("Fellow Committee") and the Ginkgo Foundation Team ("Foundation team") worked together in close collaboration to build and support the community of Ginkgo Fellows. The Fellow Committee was responsible for internal affairs, while the secretariat was responsible for resources, collaboration, and external communications.

The Fellow Committee and the Foundation team held three joint meetings. The Committee President and Ginkgo Foundation's Secretary-General also had a dozen individual meetings to discuss the status of the community, the promotion of community activities, and the handling of community risks. Together, we released five issues of Ginkgo Paper. Under the guidance and initiative of the 6th Fellow Committee, the community

started to organize activities independently, including fellow exchange meetings in Spring and Autumn to promote partnership and co-creation, work experience sharing by senior fellows, a convention group to facilitate community consensus, and a feedback group to establish guidance and mechanisms with regards to complaints, as well as a working group for the Night Talk.

In the process of community building, Ginkgo Fellows themselves played active roles in the community, developing a stronger sense of belonging and ownership. A total of 106 Fellows (93% of the Fellows) voted on community affairs matters, six Fellows participated in the election of fellow board members (of which four were ultimately selected), and twelve Fellows ran for the election of the 7th Fellow Committee.



\*List: Ginkgo Fellow Committee members and Community Supervisors:

Term No.	Time in office	Committee members	Community supervisors
First term members	2012.03-2013.01	Zhengchen Liu (President), Feng Lu, Shiming Miao, Yingqiang Li, Shuang Du	
Second term members	2013.01-2014.02	Feng Lu (President), Lixia Qi, Lusheng Lin, Rong Zhou, Shiming Miao	Hongmei Han, Meng Liu
Third term members	2014.02-2015.11	Ying Wang (President), Min Zhan, Bayar Tu, Zhijun Hu, Yuancheng Shi	Xu Shen, Hai Wang
Fourth term members	2015.11-2016.11	Boju Zhang (President), Jin Liao, Bin Liu, Yanrui Wang, Junnan Yan	Min Zhan, Zhixiang Tang
Fifth term members	2016.11-2017.11	Lu Lu (President), Haichen Wang, Jijia Jiang, Bin Lyu, Lihong Zhang	Boju Zhang, Jin Liao
Sixth term members	2017.11-2018.11	Haiyan Sun (President), Ceri Droma, Yanwei Ma, Xuan Lu, Shuwen Yuan	Xu Shen, Man He
Seventh term members	2018.11-2019.11	Hong Li (President), Hong Liu, Lu Feng, Zhijun Chen, Huarongwu Qiu	Xu Shen, Da Mao

# Directors and Supervisors

## / Directors



**Yilan Zhao** **President**

Board member of Narada Foundation  
Master in Education, University of Washington



**Yi Liu** **Vice President**

Ginkgo Fellow (Class of 2011), Founder and  
Managing Director of the Mangrove Protection  
Project  
PhD in Environmental Science, Xiamen University



**Xiaoguang Kang** **Director**

Director of NPO Research Center  
Professor and doctoral supervisor in School  
of Public Administration and Policy at Renmin  
University of China



**Congliang (Tony) Li** **Director**

Marketing consultant of PPDAl Group  
MBA, The Wharton School at the University of  
Pennsylvania



**Feng (Garrison) Lu** **Director**

Ginkgo Fellow (Class of 2011), Co-founder and  
CEO of Raleigh China  
MPA, School of Social Development and Public  
Policy at Fudan University; EMBA, Cheung Kong  
Graduate School of Business



**Hong Lin** **Director**

Secretary General of the Ginkgo Foundation  
Master in Computer Science, University of  
Wisconsin-Madison



**Nianshu Mei Director**

Ginkgo Fellow (Class of 2010), registered EIA engineer  
Co-founder and current Director-General of Green Kunming



**June Pu Director**

Human Resources specialist  
Former Director of Human Resources at Schneider Electric SA



**Chunmiao Sun Director**

Vice President of Zhejiang Dunhe Foundation  
PhD in Management, Tsinghua University



**Haiguang Wang Director**

Co-founder and Director of Narada Foundation  
Board member and CEO, Narada Group



**Yi'ou Wang Director**

Ginkgo Fellow (Class of 2010), Founder of China-Dolls Center for Rare Disorders, Secretary General of Illness Challenge Foundation  
EMBA, Cheung Kong Graduate School of Business



**Song Wu Director**

Secretary General of Xinhe Foundation.  
Former roles at BBK Electrics Corporation and NetEase  
More than 10 years of experience in business management

## Supervisors



**Yimei Chen Supervisor**

Secretary General at Vanke Foundation and director of China Foundation Center  
MPA, Harvard Kennedy School



**Wei Zhang Supervisor**

Founder of China Intellectual and Developmental Disabilities Network  
Master in Public Law, Universität Heidelberg  
Germany

# Audit Report

## 审计报告

中通审字[2019]24号

北京市银杏公益基金会：

### 一、审计意见

我们审计了北京市银杏公益基金会（以下简称银杏基金会）的财务报表，包括2018年12月31日的资产负债表，2018年度的业务活动表和现金流量表以及财务报表附注。

我们认为，后附的财务报表在所有重大方面按照《民间非营利组织会计制度》的规定编制，公允反映了银杏基金会2018年12月31日的财务状况以及2018年度的经营成果和现金流量。

### 二、形成审计意见的基础

我们按照中国注册会计师审计准则的规定执行了审计工作。审计报告的“注册会计师对财务报表审计的责任”部分进一步阐述了我们在这些准则下的责任。按照中国注册会计师职业道德守则，我们独立于银杏基金会，并履行了职业道德方面的其他责任。我们相信，我们获取的审计证据是充分、适当的，为发表审计意见提供了基础。

### 三、管理层和治理层对财务报表的责任

银杏基金会管理层（以下简称管理层）负责按照《民间非营利组织会计制度》的规定编制财务报表，使其实现公允反映，并设计、执行和维护必要的内部控制，以使财务报表不存在由于舞弊或错误导致的重大错报。

在编制财务报表时，管理层负责评估银杏基金会的持续经营能力，披露与持续经营相关的事项（如适用），并运用持续经营假设，除非管理层计划清算银杏基金会、终止运营或别无其他现实的选择。治理层负责监督银杏基金会的财务报告过程。

### 四、注册会计师对财务报表审计的责任

我们的目标是对财务报表整体是否不存在由于舞弊或错误导致的重大错报获取合理保证，并出具包含审计意见的审计报告。合理保证是高水平的保证，但并不能保证按照审计准则执行的审计在某一重大错报存在时总能发现。错报可能由舞弊或错误所导致，如果合理预期错报单独或汇总起来可能影响财务报表使用者依据财务报表作出的经济决策，则通常认为错报是重大的。在按照审计准则执行审计的过程中，我们运用职业判断，并保持职业怀疑。同时，我们也执行以下工作：

(1) 识别和评估由于舞弊或错误导致的财务报表重大错报风险；设计和实施审计程序以应对这些风险，并获取充分、适当的审计证据，作为发表审计意见的基础。由于舞弊可能涉及串通、伪造、故意遗漏、虚假陈述或凌驾于内部控制之上，未能发现由于舞弊导致的重大错报的风险高于未能发现由于错误导致的重大错报的风险。

(2) 了解与审计相关的内部控制，以设计恰当的审计程序，但目的并非对内部控制的有效性发表意见。

(3) 评价管理层选用会计政策的恰当性和作出会计估计及相关披露的合理性。

(4) 对管理层使用持续经营假设的恰当性得出结论。同时，根据获取的审计证据，就可能导致对银杏基金会持续经营能力产生重大疑虑的事项或情况是否存在重大不确定性得出结论。如果我们得出结论认为存在重大不确定性，审计准则要求我们在审计报告中提请报表使用者注意财务报表中的相关披露；如果披露不充分，我们应当发表非无保留意见。我们的结论基于截至审计报告日可获得的信息。然而，未来的事项或情况可能导致银杏基金会不能持续经营。

(5) 评价财务报表的总体列报、结构和内容（包括披露），并评价财务报表是否公允反映相关交易和事项。

我们与治理层就计划的审计范围、时间安排和重大审计发现等事项进行沟通，包括沟通我们在审计中识别出的值得关注的内部控制缺陷。



中国注册会计师：

中国注册会计师  
郭凤岩  
100000560746

中国注册会计师：

中国注册会计师  
王慧敏  
100000390772

二〇一九年二月一日

# Financial Report Balance Sheet

December 31, 2018

Private Non-profit Organization  
Currency: RMB yuan

Prepared by Ginkgo Foundation

Assets	Line No.	Opening balance	Closing balance	Liabilities and net assets	Line No.	Opening balance	Closing balance
<b>Current Assets:</b>				<b>Current liabilities:</b>			
Cash at bank and on hand	1	946,793.46	5,222,518.23	Short-term loans	61		
Short-term investments	2	6,000,000.00	6,000,000.00	Accounts payable	62	49,834.38	65,186.92
Accounts-receivable	3	214,773.00	214,773.00	Accrued payroll	63		
Prepayments	4			Taxes payable	65	36,786.67	23,518.82
Inventory	8			Advances from customers	66		
Deferred expenses	9			Accrued expenses	71		
Long-term debt investments due within one year	15			Accrued liabilities	72		
Other current assets	18			Long-term liabilities due within one year	74		
<b>Total current assets</b>	<b>20</b>	<b>7,161,566.46</b>	<b>11,437,291.23</b>	Other-current liabilities	78		
				<b>Total current liabilities</b>	<b>80</b>	<b>86,621.05</b>	<b>88,705.74</b>
<b>Long-term investments:</b>				<b>Long-term liabilities:</b>			
Long-term equity investments	21			Long-term loans	81		
Long-term debt investments	24			Long-term payable	84		
<b>Total long-term investments</b>	<b>30</b>			Other long-term liabilities	88		
<b>Fixed assets:</b>				<b>Total long-term liabilities</b>	<b>90</b>		
Fixed assets-cost	31		6,746.89	<b>Fiduciary agent liabilities:</b>			
Less: accumulated depreciation	32		1,471.32	Fiduciary agent liabilities	91		
Fixed assets-net value	33		5,275.57	<b>Total liabilities</b>	<b>100</b>	<b>86,621.05</b>	<b>88,705.74</b>
Construction in process	34						
Cultural assets	35			<b>Net assets:</b>			
Disposal of fixed assets	38			Unrestricted net assets	101	-225,054.59	1,007,834.45
<b>Total fixed assets</b>	<b>40</b>		<b>5,275.57</b>	Restricted net assets	105	7,300,000.00	10,346,026.61
				<b>Total net assets</b>	<b>110</b>	<b>7,074,945.41</b>	<b>11,353,861.06</b>
<b>Intangible assets:</b>							
Intangible assets	41						
<b>Fiduciary agent assets:</b>							
Fiduciary agent assets	51						
<b>Long-term deferred expenses:</b>							
Long-term deferred expenses	52						
<b>Total assets</b>	<b>60</b>	<b>7,161,566.46</b>	<b>11,442,566.80</b>	<b>Total liabilities and net assets</b>	<b>120</b>	<b>7,161,566.46</b>	<b>11,442,566.80</b>

Person in charge: Yilan Zhao

Reviewed by: Hong Lin

Prepared by: Li Xiao



# Business Activity Table

2018 fiscal year

Prepared by Ginkgo Foundation

Private Non-profit Organization  
Currency: RMB yuan

Item	Line No.	Last year			Current year		
		Non-restricted	Restricted	Total	Non-restricted	Restricted	Total
<b>I. Income</b>							
Including: Donation income	1	677,373.04	13,190,623.59	13,867,996.63	2,016,373.00	16,801,115.78	18,817,488.78
Membership income	2						
Services income	3	443,725.41		443,725.41			
Sales of product	4						
Government grants	5		10,000.00	10,000.00			
Investment income	6	343,947.68		343,947.68	562,969.37		562,969.37
Other income	9	6,635.80		6,635.80	7,762.88		7,762.88
<b>Total income</b>	<b>11</b>	<b>1,471,681.93</b>	<b>13,200,623.59</b>	<b>14,672,305.52</b>	<b>2,587,105.25</b>	<b>16,801,115.78</b>	<b>19,388,221.03</b>
<b>II. Expenses</b>							
i. Business activity cost	12	14,848,425.50		14,848,425.50	14,280,220.69		14,280,220.69
ii. General and administrative expenses	21	599,270.24		599,270.24	826,154.27		826,154.27
iii. Fundraising cost	24	2,566.10		2,566.10	2,930.42		2,930.42
iv. Other expenses	28						
<b>Total expenses</b>	<b>35</b>	<b>15,450,261.84</b>		<b>15,450,261.84</b>	<b>15,109,305.38</b>		<b>15,109,305.38</b>
<b>III. Restricted net assets are transferred to non-restricted net assets</b>	<b>40</b>	<b>12,960,623.59</b>	<b>-12,960,623.59</b>		<b>13,755,089.17</b>	<b>-13,755,089.17</b>	
<b>IV. Variation in net assets (if it is the net assets reduction amount, fill by using "-")</b>	<b>45</b>	<b>-1,017,956.32</b>	<b>240,000.00</b>	<b>-777,956.32</b>	<b>1,232,889.04</b>	<b>3,046,026.61</b>	<b>4,278,915.65</b>

Person in charge: Yilan Zhao

Reviewed by: Hong Lin

Prepared by: Li Xiao

# Cash Flow Statement

Fiscal year of 2018

Prepared by Ginkgo Foundation

Private Non-profit Organization  
Currency: RMB yuan

Item	Line No.	Last year	Current year
<b>I. Cash flows from business activities</b>			
Cash received from donations	1	13,867,996.63	18,817,488.78
Cash received from membership income	2		
Cash received from rendering of services	3	457,037.19	
Cash received from sale of goods	4		
Cash received from government grants	5	10,000.00	
Other cash received relating to business activities	8	249,521.22	101,827.86
<b>Sub-total of cash inflows</b>	<b>13</b>	<b>14,584,555.04</b>	<b>18,919,316.64</b>
Cash paid for donations or subsidies	14	12,550,931.44	11,592,032.64
Cash paid to and for employees	15	2,970,204.30	3,229,499.29
Cash paid for goods and services	16		
Other cash paid relating to business activities	19	433,546.71	378,282.42
<b>Sub-total of cash outflows</b>	<b>23</b>	<b>15,954,682.45</b>	<b>15,199,814.35</b>
<b>Net cash flows from business activities</b>	<b>24</b>	<b>-1,370,127.41</b>	<b>3,719,502.29</b>
<b>II. Cash flows from investing activities</b>			
Cash received from disposal of investments	25	3,200,000.00	16,400,000.00
Cash received from returns of investments	26	343,947.68	562,969.37
Cash received from disposal of fixed assets and intangible assets	27		
Other cash received relating to investing activities	30		
<b>Sub-total of cash inflows</b>	<b>34</b>	<b>3,543,947.68</b>	<b>16,962,969.37</b>
Cash paid to acquire fixed assets and intangible assets	35		6,746.89
Cash paid to acquire investments	36	3,200,000.00	16,400,000.00
Other cash paid relating to investing activities	39		
<b>Sub-total of cash outflow</b>	<b>43</b>	<b>3,200,000.00</b>	<b>16,406,746.89</b>
<b>Net cash flows from investing activities</b>	<b>44</b>	<b>343,947.68</b>	<b>556,222.48</b>
<b>III. Cash flows from financing activities</b>			
Cash received from borrowing	45		
Other cash received relating to financing activities	48		
<b>Sub-total of cash outflows</b>	<b>50</b>		
Cash repayments of amounts borrowed	51		
Cash repayments for interest expenses	52		
Other cash repayments relating to financing activities	55		
<b>Sub-total of cash outflows</b>	<b>58</b>		
<b>Net cash flows from financing activities</b>	<b>59</b>		
<b>IV. Effect of foreign exchange rate changes on cash</b>	<b>60</b>		
<b>V. Net increase in cash and cash equivalents</b>	<b>61</b>	<b>-1,026,179.73</b>	<b>4,275,724.77</b>





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Peggy Leung and Kevin Zhang  
Congliang Li

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Xinhe Foundation  
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Yongping He

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The 212 public spaces

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Alma Anta  
Dialogue in the Dark  
PEER Beijing  
Xiaomi Ren  
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Qingwei Huang  
Weiya Huo  
Guoqiang Liu  
Zhixiang Tang  
Jianchao Wang

## Young Entrepreneur Salon:

Impact Hub Shanghai

## Pop-up Event:

Speakers  
Zhijun Chen  
Mengxuan Deng  
Bin Liu  
Yanwei Ma  
Deqing Yuzhen  
Ning Ning  
Xianglong Wei  
Zhijun Hu

## Speech consultant

TED x Xiguan

## Hosts

Jingyuan Tan  
Hong Liu

## Performing Artists

Mulan Band

## Co-curator

Bo Chen

## Image Sponsors

Nengjie Jiang  
Shendun Wang

## Interval Video Provider

Bin Lyu from Eye of the Countryside

## Live Broadcast Cooperation

GIF Fast Hand Broadcast

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Elvita Wei Life Memo  
Good Counsel  
URWORK  
Activity Tree  
PEER Beijing  
Yinhua Dream  
Yiwei Youth

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Metro City  
Toutiao Creative Space



银杏基金会  
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