



**Meaningful Organizational Design, Inc.
(MōD)***

**CA Benefit Report
2016**

***MōD (not MōD, but ŌŌōōōōō – mode)**

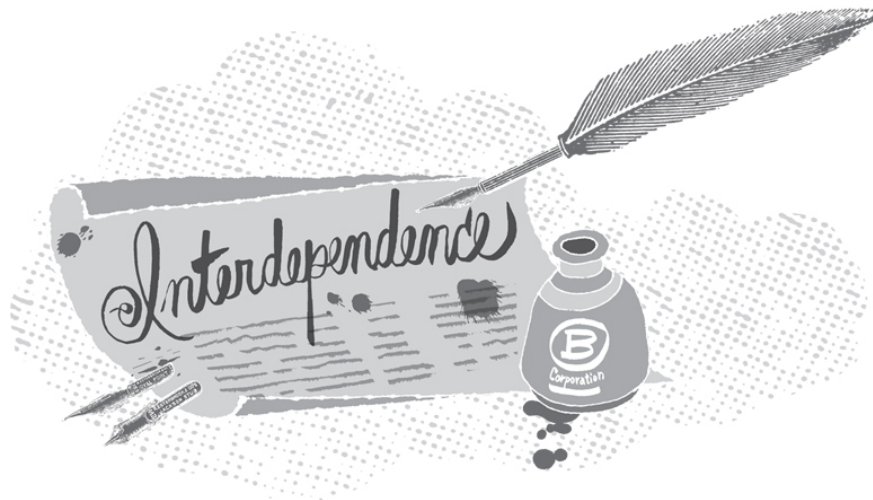


Thank you for your interest in our CA Benefit Report for 2016.

Our CA public benefit corporation, Meaningful Organizational Design, Inc., or MōD, exists to support the social enterprise / sustainability movement, and acted in accordance with its general and specific public benefit purpose of supporting a peaceful, thriving world through the lens of business and professional leadership consulting and coaching. The company engaged in education, commerce, and activity that sought to increase the positive social benefit of organizations and individuals.

Since the inception of the business, MōD's founders have chosen B Lab's *B Impact Assessment* as an outside third-party tool to measure and assess the company's overall social impact. Elizabeth Topp, a MōD co-founder, is a B Corp Ambassador, however this is a volunteer role as no compensation is received.

See MōD's social impact performance review at B Lab:
<https://www.bcorporation.net/community/meaningful-organizational-design-inc>





Our Vision

Building a world where humanity, nature, and technology support one another.

Our Mission

We are committed to consulting work that makes a difference:

- Partnering with clients to strengthen their businesses from the inside out.
- Educating and providing tools for actionable positive change.
- Developing innovations that positively impact our communities, our environment, and ourselves.
- Empowering teams and individuals to work at their highest level.
- Catalyzing change that invests in our future.





Our Work

Meaningful Organizational Design, Inc. – or MōD -- exists to support a peaceful, thriving world where social enterprise businesses exist as a force for Good on the planet. These social enterprises, or socially conscious companies, exist not only for growth and profit, but positive social impact as well.

At MōD, our products guide organizations and leaders to innovate for social impact. For example, with one client who underwent our meaningful organizational design process identified two new product lines and three new customer markets. Two of the three new customer markets are underserved populations: LGBT and Veterans. Our client, a traditional financial services company, has also stepped into the Impact Investing marketplace and is educating their new high net-worth customer market about Impact Investing / Legacy Investing opportunities in order to use their wealth in ways that benefit the larger social good. In this case as well as most, MōD's organizational design process builds social impact into the dna of our clients, which touches all the people and organizations with whom they interact. The positive impact multiplies year after year from one single engagement / process.

We engage our mission daily in direct and indirect ways since a big part of MōD's activity involves education and advocacy. Another example of pursuing our mission happens through our relationships and networks: MōD recruited two high-level professionals with substantial networks who had never heard of the B Corp movement, to contract with certified B Corps. Learning about this segment of business and adding greater purpose to their pursuit of career goals has enhanced both of their professional lives. It's win/win, exactly how things should be.

*Build a new sector
of the economy.*





How MōD pursued General Public Benefit in 2016:

- **Our purpose, products, and services** promote positive social and environmental change for the greater good.
- **2-3% company revenues donated to charity.** Donations in 2016:
 - Orenda Healing International
 - Haven International
 - United Nations Foundation
 - American Civil Liberties
 - Cultural Vistas
 - Wikimedia
 - Godaddy charity donation option
- **31.5% of time spent engaged in volunteer or pro bono work for non profits or charities** in roles such as Orinda International Four Winds Journal Editor, B Corp Ambassador role educating and recruiting for the certified B Corp movement, International Volunteer speaker at ICF 2016 conference, Donation-based or Free Community yoga and meditation courses.
- **Promoting and supporting Purpose-Driven Enterprises (PDEs).** Transferring our financial service providers and investments to sustainably oriented entities, e.g. Personal retirement transferred to Calvert-like socially responsible funds, Banking with local credit union, Kinecta.
- **Remaining Carbon Neutral through the purchase of carbon-offsets.** Determined using the carbon footprint calculator at Cool California (www.coolcalifornia.org), in 2016, MōD's carbon footprint was 18 tons co2/yr. According to their data, we performed 85.1% better than other business of our size in our industry.





Please visit our website at www.MODbenefit.com and connect with us on social media.

For questions or further inquiries, please call us at 310-773-7679 or email info@MODbenefit.com

Thank you,

Meaningful Organizational Design, Inc. – or MōD – co-founders,

Elizabeth Topp and Katrina Rahn