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2023

# ANNUAL REPORT

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**CXR Foundation**

Prepared by:

**Chris Hoyt**  
**CXR Foundation Board President**

# ABOUT CXRf

CXR Foundation is dedicated to shaping the future of recruiting. We honor the industry's rich history, cultivate a culture of continuous improvement, and provide the tools and support that elevate both recruiters and the profession as a whole.



# OUR VISION

A future where every recruiter has the resources, support, and recognition to reach their full potential.

## OUR MISSION

Strengthen the recruiting community through collaborative initiatives, continuing education opportunities, and resources that empower professionals to give back to their industry and each other.

01. Our Board of Directors
02. Financials Overview
03. 2023-24 Programs
04. Year End Summary

# OUR BOARD

The CXR Foundation is steered by a dedicated Board of Directors composed of accomplished recruiting industry leaders who provide strategic vision and expertise to advance our mission.



**Brad Cook**  
At Large



**Ryan Cook**  
At Large



**Gerry Crispin**  
Vice President



**Curtis Dorsey**  
At Large



**Chris Havrilla**  
At Large



**Chris Hoyt**  
President, Treasurer



**Carmen Hudson**  
At Large



**Celeste Luzadder**  
At Large



**Nakia McKenzie**  
At Large



**Barb Ruess**  
Secretary



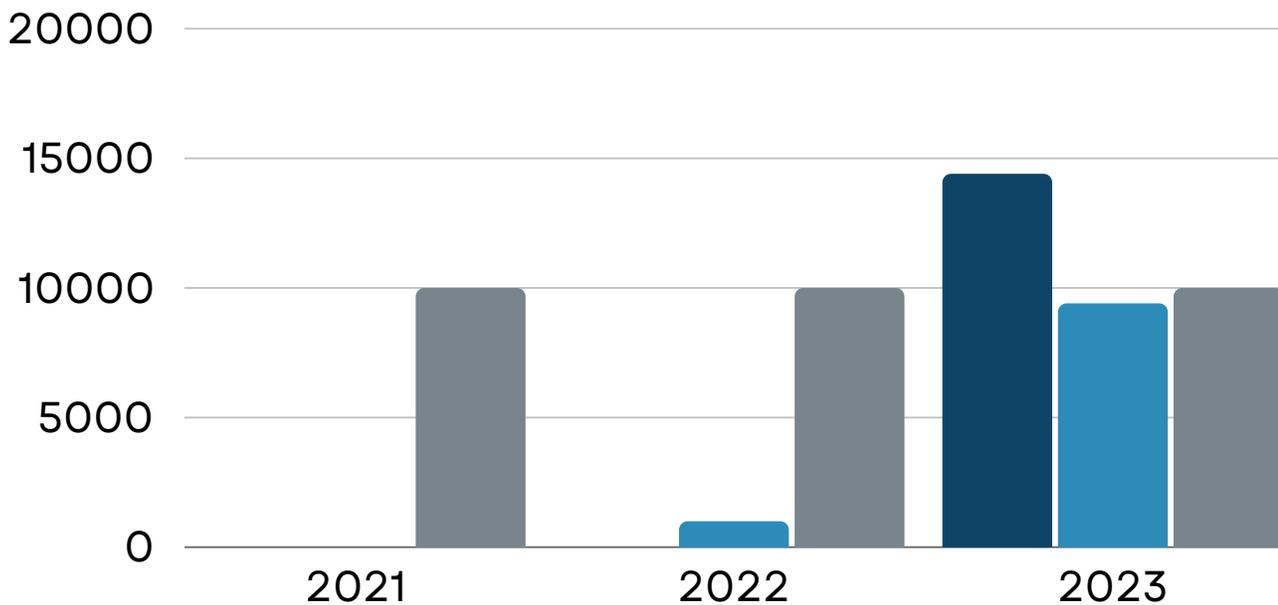
**Sheila Stygar**  
At Large



**Steve White**  
At Large

# A YEAR IN REVIEW

In 2023, CXR Foundation experienced significant fundraising success, raising \$33,810. This substantial increase enables us to expand scholarship opportunities for talent acquisition professionals and enhance our operational capacity to serve the recruiting industry.



Russ Mountain Scholarship



General Fundraising



CXR Inspire Scholarship



# 2023 PROGRAMS

In 2023, CXR Foundation made significant strides in optimizing existing programs and launching new initiatives designed to elevate the recruiting industry.

## ACTIVE COMMITTEES AND PROGRAMS

- 1. Fundraising Initiatives and Optimization:** Enhanced strategies led to record-breaking fundraising success in 2023 and sets the stage for 2024.
- 2. Board Member Recruitment:** Streamlined recruitment process ensures continued strong leadership and governance.
- 3. CXR Cares Program Evolution:** Expanded reach and refined focus to maximize recruiting industry impact.
- 4. TA Talk Tank Mentorship Program:** Launched to connect experienced recruiting professionals with those seeking career advancement.
- 5. CXR Inspire Scholarship:** Established to support the professional development of rising talent acquisition and community leaders.
- 6. Russ Mountain Scholarship:** Founded in memory of an industry leader, this scholarship supports those pursuing a career in recruiting.
- 7. History of Recruiting Resource:** A comprehensive project documenting the evolution of the recruiting profession since the 1800's.

# SUMMARY

The year 2023 was transformative for the CXR Foundation. Our remarkable fundraising success, exceeding previous years by a significant margin, demonstrates the growing support and belief in our mission. The optimization of initiatives and launch of vital new programs have positioned us to make a profound impact on the recruiting industry in the years to come.

As we embark on 2024, CXR Foundation stands ready to deliver on the promise of these 2023 achievements. Our focus on impactful deliverables, commitment to professional development, and dedication to advancing the recruiting industry will guide us in serving our members, elevating ethical standards, and shaping the future of talent acquisition. We extend our deepest gratitude to all our supporters, volunteers, and partners who make this work possible.



# WORK WITH US



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