



interweave
SOLUTIONS

WELCOME!

In our board meeting in 2020 we were in the middle of the worldwide pandemic and prospects for 2021 were unclear. However, through innovative work from our team, breakthrough ideas, and generous donations, this has been our best year ever.

Our goal was to have 500 Success Ambassadors and as of this publication we have 639. We wanted to have 10,000 MBS graduates and we currently have 11785. We have averaged over 65 MBS graduates a day for the last two month and we expect that growth to accelerate. Our team has been doing tremendous work to meet this extraordinary growth.

Much of this growth can be traced to two innovations. First, the incentive grant, designed and funded by Jay, to encourage Success Ambassadors to be mentors to new Success Ambassadors. Second, we piloted a face to face Success Ambassador training after people receive their MBS certificate that significantly increased MBS online graduation rates.

Finally, due to generous donations from several sources, we have been able to establish an endowment so that we can greatly expand and at the same time have our operational expenses covered for years to come.

We are excited about 2022 and the future of Interweave. Thank you for your great contribution to help people become self-reliant.

Dean H. Curtis
Chairman of the Board
Interweave Solutions

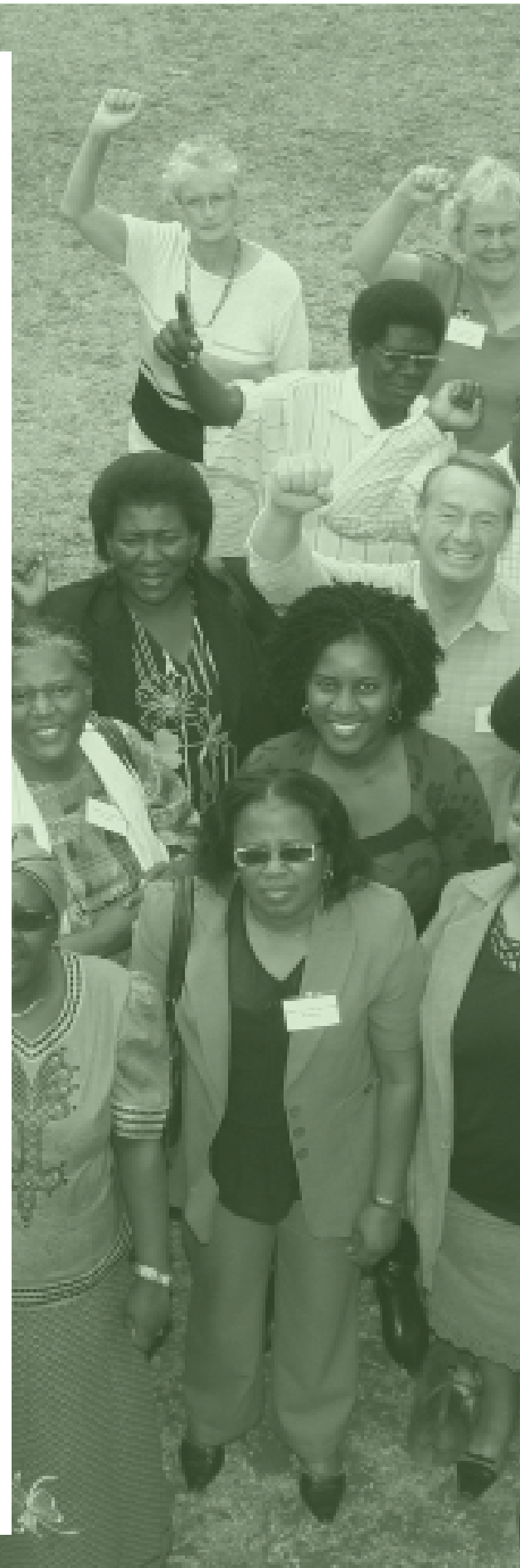




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ABOUT US

Interweave Solutions is an international nonprofit organization that specializes in self-reliance.

Outstanding people around the world are able to change their lives through our Masters of Business in the Streets, Literacy and Success Ambassador Programs. They learn how to start or grow their own businesses and create plans to improve their homes and communities.

As of December 2021, we have 12,722 graduates and 682 Success Ambassadors teaching our self-reliance curriculum around the world. We have established programs in over 44 countries and continue to grow as an organization.

Self reliance groups transform the way the world fights poverty.



MISSION

We move people from poverty to prosperity through neighborhood self-reliance groups.

VISION

Self-reliance groups transform the way the world fights poverty. Through these groups, millions of people will achieve higher income, better homes, and improved communities.

VALUES

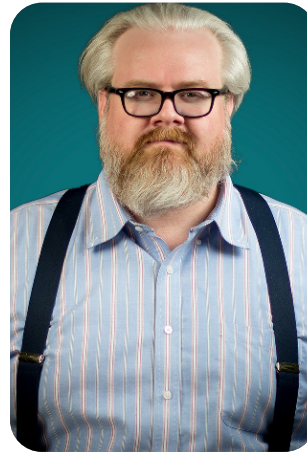
We believe in:
Mutual Respect For All;
The Power of Groups;
Creating and Sharing Success Stories;
Always Improving;
Integrity;
Do it now!

OUR TEAM



Beau Bennett
Director of Operations

Born and raised in Utah. He runs the daily operations of Interweave Solutions. From finances, to marketing, to hiring, and ensuring projects get completed, he has his hands in just about everything with us. He loves what he does and can't wait to see the future of Interweave Solutions.



Steve Bradford
Director of Asset Creation

Originally from California, Steve has also lived in Idaho, Maine, Nebraska and currently resides in Utah. He is responsible for the design of our educational materials and generating videos and is the creator of the graphics that are on TalentLMS. He also is responsible for maintaining our financial records and creating those reports.



Sonny Hardman
Co-English Language Director

Sonny is from Utah and voluntarily provides critical support to Success Ambassadors as they assist their students through the MBS course to ensure they receive their certification.



Cade Curtis
Co-English Language Director

Cade comes to us from Arizona but has lived in Tennessee, Illinois, West Virginia, El Salvador and Nevada. He guides MBS students as they progress through the course including teaching a weekly MBS class over Zoom and Facebook Live, and assists Success Ambassadors with required procedures as they guide their students.



Briac Afangnon
French Language Director

Briac lives in Benin and has recently become our French Language Director; he is also Success Ambassador. He responds to Facebook ads, assists people going through the MBS course, manages and plans zoom meetings for Success Ambassadors and provides all of our French translations.



Cynthia Freitas
Portuguese Language Director

Cynthia, originally from Brazil, thoughtfully guides MBA students in Brazil and Angola through the MBS course through MyPlatform and by teaching a weekly MBS class over Zoom. She also helps Success Ambassadors train their students and provides them with promotional materials.



Diego Lizano
Spanish Language Director

Diego lives in Ecuador and brings energy to all he does. He guides MBS students, has organized MBS-Jr groups and coordinates with partner organizations to allow Interweave Courses to reach more people.



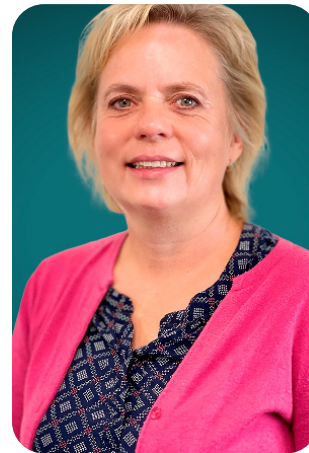
Leonardo Mauricio Gomez
MyPlatform Creator and
Website Maintenance

Mao lives in Colombia and expertly allows us to identify, assist and follow each MBS student and Success Ambassador candidate even as these numbers continue to grow. He also allows us to present to the world Interweave Solutions in an efficient and polished manner.



Keaton Bennett
Video Editor

Keaton is from Utah and is currently an Art and Design student at UVU. He puts the final touches on the videos that are seen in presentations, on TalentLMS and on our website.



Vicky Stewart
Office Manager

Vicky is also from Utah and striving to learn the aspects of the Provo office. She assists in maintaining the website, providing Success Ambassadors with promotional material, creating/publishing the newsletter and success stories and other sundry items.



Clai Rocha
Graphic Designer

Clai is the newest member of our staff and lives in Brazil. She keeps all of our social media accounts vibrant and current. She also assists in the designing of our marketing materials for Interweave Solutions and for our Success Ambassadors.

SUCCESS STORIES

Arlete Luzia Strey, Success Ambassador from Brazil

My name is Arlete Luzia Strey, I live in Anápolis, Goiás, Brazil. I have an undergraduate and postgraduate degree in pedagogy and I was a teacher for 15 years. I decided to take this course to learn how to become self-reliant, develop the tools to become more organized and be more successful with my beauty parlor. In 2014, my daughters were teenagers and I felt the necessity to be more present in their lives, so I decided to make a change in my career by taking a hairdressing and hair aesthetics course. Today I have my own beauty parlor, called I9 Hair Salon, in the garage of my house and it allows me to have more time with my daughters and my husband, take care of my plants, and study. This course helped me to have more control of my business and to improve some areas of my life, mainly the

financial side, recreation with my family, and also expand my vision towards my community helping me better understand the needs of everyone around me. Now it is time to keep going towards success! I really want to share with other people everything I've learned with MBS, being a SUCCESS Ambassador!

"This course helped me to have more control of my business (...)"

Michel Ekpe, Success Ambassador from Benin

After the demolition of his cafeteria when the government seized the public place where he was informally doing business, Michel Ekpe was recruited by his brother to work in his soft drink and communication airtime shop in the neighborhood of Akpakpa. He was just receiving his MBS certificate and decided to apply the principles he learned to his brother's business. He improved their services, practiced separate entities, kept good records and decided that his brother and he should define a salary.

The results after two months of applying the MBS principles have been an influx of clients all day long and an increase in daily turnover from around one million to a total of two million FCFA. He is very proud to have done the MBS and

Alan Joseph Juarez, Success Ambassador from México

made their business more successful. His brother is therefore really interested in the MBS. "The MBS came at the right time in my life": Michel says.

"The MBS came at the right time in my life."

My name is Alan Joseph Cadena Juarez. I am a marketing graduate, father of a wonderful son Atzel Cadena Balderas. About 7 years ago I decided to start a business. I had several ideas in mind but I did not have the necessary knowledge to decide on a business and know how to start it. So I decided to get a degree in marketing and in that process, I found a job in which I sold coffee makers. At that time, the idea of selling coffee supplies began because only the equipment was being sold and people asked where to buy supplies.

It was then that I met a Success Ambassador of Interweave Solutions who told me about training for people who want to change their lives by helping them gain the knowledge of how

to start their business. This training made me analyze the importance of keeping financial records and the need to gather information to make better decisions for our business. In the same way I also identified that to be healthy as a person, I needed to find balance in the 8 areas of quality of life. I would now like to share this information and help other people grow their business as these steps have helped me. I am sure that in five years, Cream Coffee will be a company that offers employment to others, provides quality service to our clients and assistance to my community, making it one more successful case for Interweave Solutions.

INCENTIVE GRANTS

In March 2021, Interweave Solutions was given a generous donation by board member, Jay Bosshardt, for the purpose of encouraging Interweave Solutions success ambassadors to facilitate the SA course more readily so the MBS course could be available in more areas and to more people. Because this would create competitors for current success ambassadors, this donation created a grant process for current SA to mentor new SA in the process of getting MBS graduates.



5 years ago in Nigeria Exodus Esuku first learned about the Master of Business in the Streets (MBS) course. He was very excited to start. That excitement led him to go through the course online with Interweave Solutions mentoring him along that journey. One he completed that course he received his first of two international certificates. With this new found excitement

Exodus decided to become a Success Ambassador and turn his new knowledge into a training business. Receiving his second international certificate.

Throughout the next couple of years Exodus got his footing on what it meant to be a Success Ambassador. He trained and charged several new participants through the Master of Business in the Streets course. Through that experience those participants became more self-reliant in their life. They each saw success in their businesses, their homes, and within their communities.

By 2021 Exodus had trained hundreds of individuals and this is where his MBS training business really started to grow. With a new incentive program that encouraged Success Ambassadors to mentor other New Success Ambassadors on how to receive MBS graduates Exodus used that program to his advantage.

His business model not only helps him grow his business but also helps out his community. He charges about \$25.00 USD for the course. From that amount he hires a salesman that recruits others to take the course. He pays that individual about \$7.50 per person that signs up and pays for the course. Then he hires another Success Ambassador to teach the course and pays that Success Ambassador around \$5.00 per person taught. He also then pays for food for the graduation ceremony which is around \$2.50. Which then leaves him a \$5.00 profit per person!

This is the true exponential and impactful power of the Interweave Solutions model of Self-Reliance!



Junior Tandia, Success Ambassador from Democratic Republic of the Congo.



Interweave Solutions grants have a big impact on the MBS business when it is used wisely.

They help the development of the MBS business in particular by covering start-up costs (start-up grant) and expansion related to the training of self-reliance groups. This also aims to cover the training costs of MBS groups which are not yet self-reliant (scholarship).

Since I became a Success Ambassador, I have won interweave grants many times and have used this money to buy administrative materials, print textbooks and make gowns.

These materials acquired by the grants of Interweave not only facilitate administrative management within our MBS business

but also online learning, while made gowns and printed syllabuses are today a source of income within the business because we rent these gowns, which consequently constitute self-financing for our MBS business.

Some of our participants who are not yet self-sufficient benefit from scholarship grants to cover the training costs of MBS groups.



Jose Luis Reinoso training in Ecuador.



MBS self-sufficiency group

Jose Luis Reinoso, Success Ambassador from Ecuador.

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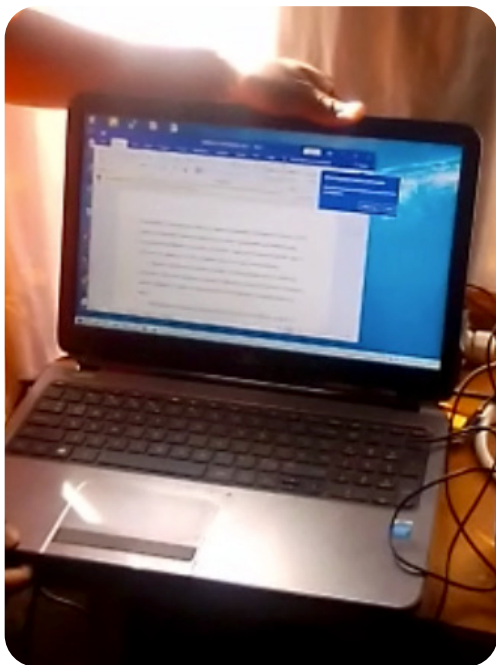


Lorraine Nyarai Mangisi, Success Ambassador from Zimbabwe.



In September, Lorraine was awarded a scholarship grant which allowed her to obtain equipment that made it easier to provide the Master of Business in the Streets course to 30 of her students who are orphans or foreign rebels.

With this grant, she was able to repair a computer and buy a router, a printer and a laminator. She was also to rent space to use as a classroom to facilitate face to face MBS classes with MBS manuals that she printed for her students to use and then upload their coursework to MyPlatform.



With the repaired computer and other computers she owned, she has also been able to facilitate online Success Ambassador classes to another 10 students.

On December 5, 2021, Lorraine held a graduation ceremony for more than 40 students who have completed the MBS and MBS Jr. and SA courses. Each graduate was provided with a certificate that she printed and laminated.





In July of this year (2021) I received a grant which allowed me to create my first group of participants and to each one of them, I gave a participant's manual, T-shirt, notebook, some pencils and a bag. I was also able to print promotional material and certificates for the MBS course and some business cards. Without this grant, it would be very difficult for me to start this part of my business because I would have to take the start-up funds from my private salary. But today what I really want is to continue my MBS business and be a more and more active Success Ambassador. I am grateful to Interweave Solutions.

Isaías Santos, Success Ambassador from Brazil

In 2020 I learned about Interweave Solutions on Facebook and I became interested in doing the MBS course. At first I only wanted to learn how to run my own business, but by taking the course, I discovered that I could become a Success Ambassador and help people by facilitating MBS classes. And I was not disappointed.





(Picture)

CURRENT
STATISTICS
OF
MBS/SA



11,979 Master of Business Graduates

(end of 2020 | 4,598 Success Ambassadors)

650 Success Ambassador Graduates

(end of 2020 | 225 Success Ambassadors)

153 Master of Business Jr. Graduates

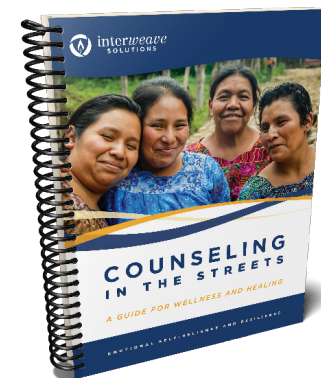
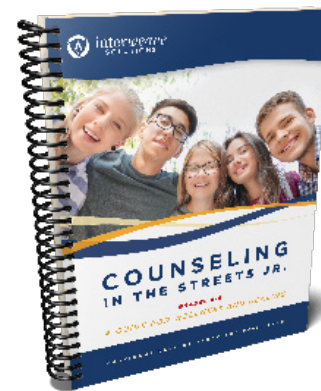
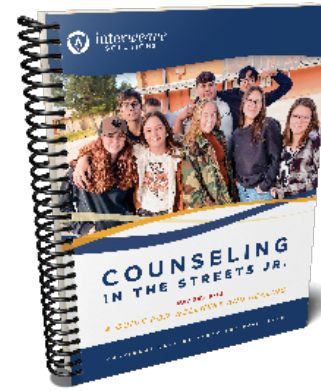
Interweave Associates in 53 countries

WELLNESS MANUAL UPDATE

This year has seen the introduction of the Wellness Program to pilot groups in different areas around the world as well as being translated into other languages and being formatted to soon become available on MyPlatform.

In the first six months of 2021, Counseling in the Streets was translated into Khmer (the native language of Cambodia) and into Spanish. Translation into French and Portuguese continues to progress. And the skills and knowledge of the Wellness Program was taught to over 10 pilot groups in Utah, Georgia and Arizona.

Then in July, Shaulee Curtis, co-developer of Interweave's Wellness Program, received a \$25,000 grant from Arizona Community Foundation. The focus of this project is geared specifically towards providing mental health support for youth in Cochise County, Arizona. The first phase of this project was to adapt the original Wellness Program to address the needs and comprehension levels of high school, middle school and elementary students. Counseling in the Street Jr. manuals have been completed for high school and middle school students and the manual for elementary school students is progressing, with an anticipated completion date of January 2022. Shaulee has been facilitating wellness pilot groups over the past 5 months in several schools and with varying age groups, using these adapted materials.





The second phase consisted of enlisting educators and securing partnerships with rural schools throughout Cochise county who would later implement the Wellness Program within their schools. On November 16, 2021, Lynn Curtis and Shaulee Curtis provided a day-long wellness training to educators from 13 schools in Cochise County, a representative from the University of Arizona and a board member from the Arizona Community Foundation. Each of the educators committed to return to their schools and implement the program reaching a minimum of 20 students starting in January 2022. The educators are very excited about the positive impact this will have in the lives of their students.

In August, Lynn facilitated the Wellness program to a group in the GMAD (Ghana Making a Difference) orphanage. These teenagers were able to complete the full course and received it with great enthusiasm. As they get ready to take on the opportunities and challenges of adult life, they can now move aforward with hope, confidence and needed skills.

In the last few months of 2021, videos in English and Spanish have been created based on Counseling in the Streets as the Wellness Program is being prepared to be available on MyPlatform for Success Ambassador to become trained and then begin to facilitate groups in their communities.

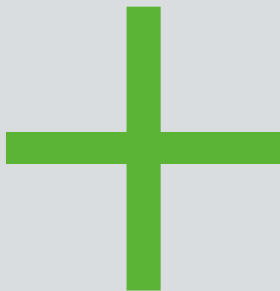
POST EVALUATIONS

Questions	PreEvaluations		PostEvaluations	
1. I have my own business	6170/8897		8325/8897	93%
2. I have a plan to improve my home and personal life	3896/8897	43%	8511/8897	95%
3. I serve in my community	3530/8897	39%	8294/8897	93%
4. I save money regularly	3579/8897	40%	8385/8897	94%
5. My family spends less than what they earn	3428/8897	38%	8149/8897	91%
6. My family can afford the basic necessities of life	3985/8897	44%	8326/8897	93%
7. I keep business records	2641/8897	29%	8316/8897	93%
8. My business has improved because of this course	0/8897	0%	8520/8897	95%
9. My income has improved because of this course	0/8897	0%	8506/8897	95%

2022 GOALS

Complete and offer the wellness course in all four languages.

Offer two other advance courses in all four languages.



50,000 MBS Graduates
2,000 Success Ambassadors

GLOBAL PARTNERSHIPS – DRIVING INNOVATION AND EXPANSION

Interweave Solutions collaborates worldwide with partners - NGOs, government agencies, cities, schools, churches, micro-lenders, businesses, and community associations - organizations that serve members, clients, students or customers.

While Success Ambassadors contract with local institutions to advance MBS training in their respective countries, on the global headquarters level staff work with multi-country partners to accomplish four major outcomes for Interweave growth and improvement.

Expand outreach

Interweave Solutions training harnesses the power of groups. Partner organizations serve hundreds and often thousand of participants who are usually already organized in groups. We guide partners to adapt Interweave self-reliance programs – literacy, emotional wellness, MBS business training and Success Ambassador facilitator training – into their program mission and operation. Through these customized adaptations, Interweave reaches thousands more participants in groups and enables partners to improve impact and effectiveness.

Reach the poorest of the poor

MBS - business training for the informal economy - is simple and accessible at the grassroots level. It's essential in developing countries where averages of 70%-80% of all economic activity are in the informal economy. Formal jobs are scarce and even college graduates remain unemployed. So most people are necessity entrepreneurs, and Success Ambassadors who charge modest fees for MBS training meet a huge demand.

Partner organizations frequently have a mission and funding to reach these harder-to-serve clients. By providing MBS and Success Ambassador training to partners who already serve the very poor, Interweave can help even the most impoverished participants to become self-reliant. With native-language literacy materials, colonial-language (English, Spanish, French, and Portuguese) business literacy instruction, emotional wellness instruction, and MBS and Success Ambassador training, Interweave can tap into the group networks and resources of Partner organizations worldwide to reach the poorest of the poor.

Create new materials

Interweave continues to generate new materials for partner applications that can then be used over and over to reach additional participants. Most recent new materials include English and Spanish Counseling in the Streets (self-help emotional wellness guide for groups and individuals), Swahili (Kenya) and Amharic and Oromifa (Ethiopia) native-language literacy manuals. These books are paired with our business literacy manuals to prepare non-readers to begin MBS training. The wellness manual can be used before or after the business training and has equal appeal in developing countries and the US and Europe. This fall we had successful training launches in Africa and Arizona.

Partners worked with in 2021

Production Support
Department of the Right to Play
Hope Arising
Community Development Network
Educacao Sem Fronteiras
Escalera
Chiapas Mission
YeHu MicroBank
ProLiteracy
Ethiopia YSA

Choice Kenya
No Poor Among Us
Care for Life
Cifa Dessie
Dodota Education
Selam Technical College
Rift Valley University
SOS Children's Village
Give Hope Ethiopia
Reach One Touch One
Selam Technical College




Financials for 2021 | Projected 2022



Financials for 2021

Income:	\$925,947.31
Administrative:	\$14,483.00
Grants:	\$90,966.72
Total Expenses:	\$525,810.15

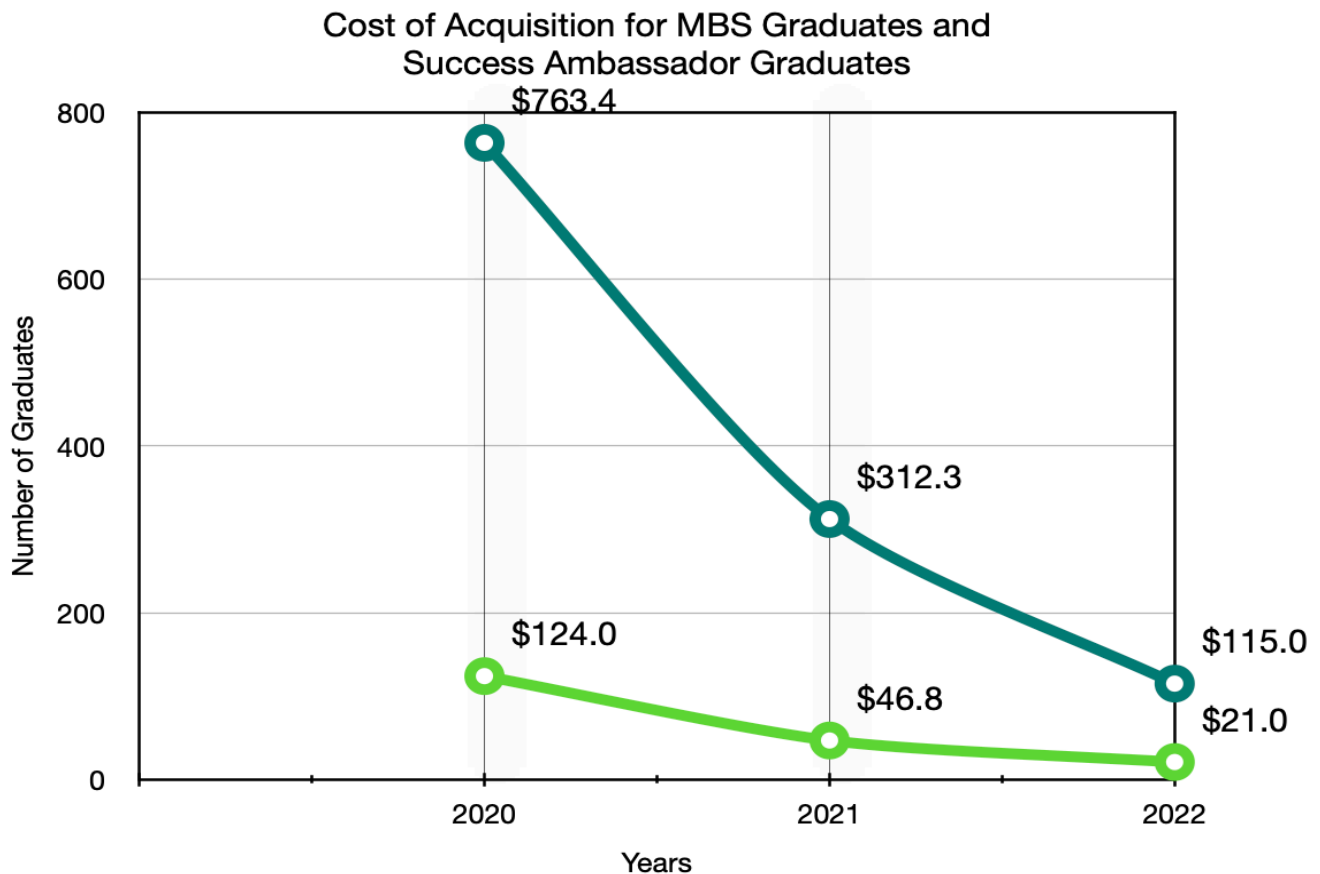


Projected for 2022

Income:	\$866,425.00
Administrative:	\$17,200.00
Grants:	\$120,000.00
Total Expenses:	\$866,324.00

Acquisition Cost of MBS Graduates and Success Ambassadors

	MBS Graduate	Success Ambassador Graduate
2020 (actual)	\$124.86	\$763.36
2021 (actual)	\$46.82	\$312.31
2022 (projected)	\$21.00	\$115.00



PARTNERSHIPS WITH NGOS AND CHURCHES

Philanthropic Donors

Ross Stokes
Joanne Stokes
Rob Haertel
James Ritchie Family Foundation
Jay Bosshardt
Dean and Julie Curtis
Sonny and Carolyn Hardman
Beon Marketing
Mary Urban
May Rodriguez
Hilda Novillo Y Juanita Haro
Jan Eversole
Neal Bosshardt
Dan Barnes
Olga Treve
Ruth Vidarrie
Jan and Bryson Garbett

NGOs

Choice Humanitarian
LDS Charities
Eagle Condor Humanitarian
Yehu Bank-Ghana
GMAD-Ghana
Life College Technological
Institute of Guayaquil

Production Support Department of
the Prefecture of Pichincha
Textile Center of Carapungo
Neighborhood Committee of the
Carapungo
Praying Missionary Christ
Foundation
Seed Leadership
Thrive Gulu
Mentors International
Caritas
Finca
Proliteracy
Peace Corps
Choice Humanitarian
Secretariat of Social Development
of the Municipality of Fusagasugá
Secretariat of Social Development
of the Municipality of Pandi
Walking Towards the Light
Foundation
Women and Gender Roundtable of
the Sumapaz Province
Las Integrantes de Efecto Positivo
Hope Arising
Canadian Humanitarians
CAV CAP
Ouelessebougou Alliance
Escalera



Chiapas Church Pilot
Choice Kenya
Choice Peru
Triumphant Mercy
Imaj
Gad Municipal De Santo Domingo
Educação Sem Fronteiras
No Poor Among Us
Care For Life
Barzani Foundation
Antra
Caritas
Tahadi

Gospel Centre
Living Faith Church
South Bible Colleges
Fathers Heart Church
Oasis of Love Church
Pentecostal Church by Baba
Street
Dwelling Place Church

Religious Partners

The Church of Jesus Christ of
Latter Day Saints
Mother of the Redeemer Catholic
Parish of Quito
San Isidro del Inca Catholic Parish
of Quito
North Catholic Vicariate of Quito
Parish Board of Calderon
Glorious Kingdom Church
Kingdom Life Gospel Church
Ewarewa Complex Secretariat
Global Kingdom Church
Kingdom Life International



interweave
SOLUTIONS

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