



interweave
SOLUTIONS

Board Meeting
January 8, 2024

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!

STAFF



JONATHAN REID
EXECUTIVE DIRECTOR



CADE CURTIS
DIRECTOR OF OPERATIONS



STEVE BRADFORD
DIRECTOR OF ASSET CREATION



LEONARDO GOMEZ
IT DIRECTOR



SHAULEE CURTIS
WELLNESS DIRECTOR

STAFF



KEATON BENNETT
SOCIAL MEDIA MANAGER



CAMDEN SIX
OUTREACH MANAGER



VICKY STEWART
OFFICE MANAGER



JENNIFER REID
ASST. OFFICE MANAGER

LANGUAGE AND COUNTRY DIRECTORS

ENGLISH



COLLIN REID

SPANISH



DIEGO LIZANO

FRENCH



BRIAC AFANGNON

PORTUGUESE



CYNTHYA FREITAS

NIGERIA



EXODUS ESUKU



HARRISON FRIMPONG



IRIS LIZANO



ISIDORE ODOUNTAN



MAURICIO DA ROCHA



SILVER OBODO

2023 REPORT - SUCCESS STORIES

Portuguese

Evanjo Brandão - Manaus, Brazil
Restaurant Owner



French

Tuinike Self-reliance Group -
Beni, DR Congo



2023 REPORT - SUCCESS STORIES

Nigeria

Gideon Ezekiel
Bassi,
Nigeria
Catfish Farmer



English

Elisa Mntumze,
South Africa
Success
Ambassador



Spanish

Perla Quiñones,
Paraguay
Clothing Business
Owner



2023 REPORT

Interweave Solutions Statistics

(as of December 27, 2023)

75255 Master of Business Graduates

(62305 MBS Graduates in 2022)

580 Master of Business Jr Graduates

(315 MBSjr graduates in 2022)

2584 Success Ambassador Graduates

(2098 Success Ambassadors in 2022)

163 Wellness Facilitator Graduates

(0 Facilitator graduates in 2022)

80 Countries with Interweave Associates

(70 countries in 2022)

2023 REPORT

Post Evaluation of MBS Students - All Countries*

*Qualitative survey in progress

Questions	PreEvaluations		PostEvaluations	
1. I have my own business	39972/61949	64%	57908/61949	93%
2. I have a plan to improve my home and personal life.	27535/61949	44%	59631/61949	96%
3. I serve in my community.	24240/61949	39%	58990/61949	95%
4. I save money regularly.	24147/61949	38%	59346/61949	95%
5. My family spends less than what they earn.	22991/61949	37%	56885/61949	91%
6. My family can afford the basic necessities of life.	25528/61949	41%	58670/61949	94%
7. I keep business records.	22999/61949	37%	59571/61949	96%
8. My business has improved because of this course.	0/61949	0%	61243/61949	98%
9. My income has improved because of this course.	0/61949	0%	61148/61949	98%

2023 INITIATIVES - NIGERIA

Nigerian Cooperative Pilot Project

- 58,000 MBS Graduates
- Post Graduation Concerns
- Continuing Education/Business Capital

Cooperatives

- MBS Graduates
- Minimum of 25 Members
- 3C's Course
- Meet Monthly
- Loans Based on Savings and Contributions



Delta MBS Co-op Society



Omojesu MBS Co-op Society

Results:

- 43 Registered Cooperatives
- 50+ Cooperatives still seeking government certification
- Attracting partnership with government agencies for their personnel
- Cultivating an atmosphere of team work among the Cooperative members.

2023 INITIATIVES - WELLNESS

Wellness Facilitators:

163

Peer Counselors:

(participated in 5+ Wellness groups led by trained facilitator)

1322

Wellness Promotion to Success Ambassadors

- **Funnel:** advertising via social media, reaching out via WhatsApp text and phone calls, then providing a zoom class to participants
- **Zoom classes:** monthly meeting to discuss wellness topics for anyone who is taking the online course.
- **Videos:** explanation of the program, its benefits and also wellness and mental health topics.
- **Webinars:** presentation and discussion of the program with Success Ambassadors and others from a particular region
- **Coordination with language directors**

Wellness Enhancement Projects

- Online facilitator wellness course - **complete!** (in all 4 languages)
- Adult manual edits - **complete!**
- High School, Middle School, Primary School edits – **in progress.**
- Spanish translations of HS, MS, PS manuals – **in progress.**

2023 INITIATIVES - WELLNESS

Arizona/Naco Mexico Grant Project

- Facilitators Trained(2021 - 2023): 68
- Total number of students reached (2021 - 2023): 1800+
- Student Leaders – Peer Counselors Trained: 31
- School & Community Partnerships: 42



In Country Trainings

- **South Africa** (Pretoria, Johannesburg, Cape Town)
 - Wellness Workshop: ~150 people
 - CIS facilitator graduates: 18
- **Zimbabwe**
 - Wellness workshop: ~70 people
 - CIS facilitator graduates: 2
- **Nigeria**
 - Wellness workshop: ~600 people
 - Certified Peer Counselors: ~1000 people
 - CIS graduates: 19
 - Awarded Nigerian government contract to provide the Counseling in the Streets program to prisoners
- **Ghana**
 - Wellness workshop: ~20 people



2023 INITIATIVES - WELLNESS

Success Stories



“Counseling in the Streets has helped us a lot – me and my community. We are people who suffer from physical, mental and sexual abuse. And they couldn’t speak about it. They were silent. They had fear. But ever since we started our Counseling in the Streets session, they are now free and are able to share their difficulties. Thank you Interweave Solutions!”
–Kitumetsu, South Africa

“My favorite experience was in a classroom setting where each group had their own manual. As I was picking up manuals at the end of the session, one girl was frantically reading a lesson that we hadn’t covered yet. Before she gave the manual back to me, she made me promise that we would go over this particular unit soon – she was so eager to finish learning about it!”
–Julia, Arizona



2023 INITIATIVES - 3CS

3C's

COURSE

3

SUCCESS
MEETINGS FOR
MBS GRADUATES

- Teaches Success Ambassadors to provide follow up for their MBS graduates with the 3Cs.
- **Content:** The Success Ambassadors are always offering more information
- **Contacts:** The Success Ambassadors are researching and offering local contacts.
- **Capital Access:** The Success Ambassadors teaches the following financial sources:
 - Local MFIs and Banks
 - Local Government programs
 - Local savings and cooperative organizations
 - Teaches how to make Investor Presentations
 - Teaches and encourages savings and productive assets.

2023 INITIATIVES - FUNNELS

Facebook Funnel* 2023 Targeted Countries

- Colombia
- Brazil
- Madagascar
- Costa Rica
- Dominican Republic
- Ghana
- Kenya
- DR Congo
- Congo Brazzaville
- Peru
- Gabon
- India
- Cape Verde
- Bolivia
- Argentina
- Panama
- Ivory Coast
- Chile
- Guinea
- Togo
- Paraguay

Paraguay Facebook Funnel

We ran an advertisement on Facebook in Paraguay for 1.5 months:

- 5 Success Ambassadors from all around South America taught students in Paraguay- all ONLINE!
- 38 MBS Graduates
- 3 Success Ambassadors
- 50 still being taught



*We have received a \$10000/month grant from Google. In 2023, we will see if Google Ads are as effective as Facebook ads.

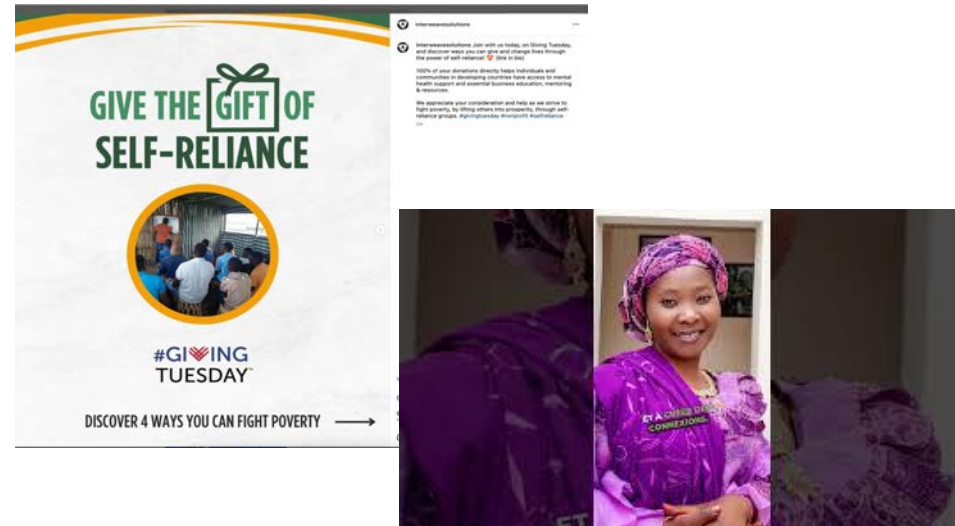
2023 INITIATIVES - SOCIAL MEDIA

Use of social media to achieve Interweave's mission and teach/emphasize MBS principles.

- Created full-time social media position (will bring on 2 interns in 2024).
- Prioritized video/reel content: included captions on videos or real-time multilingual translation.
- Tracked and reported monthly on key metrics to inform future strategies.
- Created campaigns (15 year anniversary, Giving Tuesday, etc) and obtained feedback on engagement of these campaigns.
- Additional Projects: edit videos for worldwide conference, created brochures/mailers for physical marketing, created graphics for video content on social media and YouTube.

Results (compared to 2022)

- 200% increase of views by non-followers
- 17%+ increase of followers across all platforms
- 200% increase in post creation
- 65%+ increase in reaction to posts



BOARD CONTRIBUTIONS



Ruth Vidaurre

- Ruth is currently implementing a contract with a municipality near Lisbon.
- The municipality liked the MBS but the follow up plans helped land the contract.
- The follow up to land the contract has inspired other Success Ambassadors to provide follow up which we eventually labelled the 3Cs.

BOARD CONTRIBUTIONS



Olga Treve

- Funded and lead a pilot project to provide follow up meetings with MBS graduates.
- Wrote a course on Networking that we are currently offering to all of the Success Ambassadors.
- Brainstormed and help develop the 3Cs follow up course.

BOARD CONTRIBUTIONS



Carolyn Hardman

- New member of the board
- Worked with Beau to create a donor reminder program.
- Provided a fundraising campaign with her contacts for online donations.

BOARD CONTRIBUTIONS



Rob Haertel

- Was the major contact and facilitator to arrange a donation to Interweave Solutions of over \$6 million dollars in 2021.
- Donates annually a large sum of money to Interweave.
- Annually prepares the 990 IRS report required for nonprofit organizations.
- Always available to answer tax questions.

BOARD CONTRIBUTIONS



Lynn Curtis

- Co Founder of Interweave
- Co author and pioneer of “Counseling in the Street”
- Actively working with NGO partnerships around the world

BOARD CONTRIBUTIONS

Jay Bosshardt



- Provided major donations and leadership to develop the Incentive Grant program.
- Donates annually a large sum of money to Interweave.
- Provided funding and leadership to improve the project review process all over the world.
- Travels to South American cities and often meets with and supports Success Ambassadors.
- Interweave Solutions expresses our appreciation to Jay Bosshardt for serving on our Board of Directors since 2018.

DONOR REPORT

Donors to Interweave Solutions

Jay Bosshardt

Rob Haertel

International Club at St. David High
School

Jim Ritchie

Stephen and Bette Gibsen Family
Foundation

University Impact

Mary Urban

Partnership Donations

Arizona Community
Foundation

Hope Arising Inc

Kristen Rogers-Iversen

ProLiteracy

WERI

FINANCIAL REPORT

2023 Budget Report

\$830,289.96 Budgeted Expenses

\$780,495.65 Actual Expenses

– \$49,784.31 Under Budget

17,985 MBS equivalents

\$43 ROI - per MBS equivalent

2024 Budget Report

\$1,092,600 Total Budget

26,648 MBS equivalents

\$41 ROI - per MBS equivalent

MOTION

Motion for approval of 2024 proposed budget.

Note:

On November 27, 2023, Dean Curtis made a motion to appoint Jonathan Reid as the Executive Director for 2024.

This motion was passed unanimously on November 29, 2023.

2024 GOALS

- Create an app version of myPlatform.
- Implement the 3C's course and Cooperatives across all countries.
- Achieve an ROI of \$41 per MBS equivalent.

IMPACT GROUPS



Interweave *Impact Group* Strategy
A Powerful Alternative for Reaching the Very Poor

IMPACT GROUPS

Primary Goal:

To reach the **very poor** - Those most in need but who cannot access Interweave because they are hindered by three barriers.

They can't:

- 1.) read,
- 2.) access the internet or
- 3.) pay fees.



IMPACT GROUPS



Strategy

Collaborate with in-country partner organizations who focus on uplifting the **very poor** through grassroots community networks. Train & certify Partner leaders to become *Impact Ambassadors* who form & facilitate long-term, mutual-help, self-reliance circles called *Impact Groups*.

IMPACT GROUPS - COLLABORATION PARTNERS



1. Large Scale - Many communities - Often National in Scope
2. Provide long-term, ongoing support to networks of the Very Poor
3. Support *Impact Ambassadors* who integrate all Interweave trainings - Literacy, Wellness, Business. Also provide locally-initiated services beyond Interweave.
4. Generate & help sustain locally-funded participant IMPACT GROUPS

Kenya

DACE, KALA, Hope Arising

Ethiopia

Salem, Dera Women, Larsen Fdtn

Liberia

Imani House, Hoto & Samatra Women Groups

India

Yuva Parivartan



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IMPACT GROUPS

To Become Self-Reliant, the Very Poor Need Face-to-Face Literacy, Wellness & Business Training and Continuing Education and Support Typically For 2-4 years.

Impact Groups are locally managed & self-directed grassroots education & action groups. They are typically funded by in-country sources: governments, NGO's and most often member cooperative businesses & contributions.

Impact Groups Use Interweave training to Enable the Very Poor to Become Self Reliant



IMPACT GROUPS

Kenya Pilot
2022-2024

Our Goal:
Create and
Sustain 300
Self Reliance
IMPACT GROUPS
to Reach 4,500
Participants

Note: We currently have 220
Certified Impact
Ambassadors active
throughout Kenya.





2022-23 Kenya Pilot



220 Impact Ambassadors trained & certified



IMPACT GROUPS



Kenya 2023
278 Impact Groups
formed



IMPACT GROUPS



Jane - Sandals & home commodities shop



Beth - food and soap shop



Damaris - Snack shop



Eunice's son - furniture making

IMPACT GROUPS ADVANCE SELF-RELIANCE
All Members have their own businesses.

THE HADIGA WOMEN'S GROUP also runs a cooperative feed store and sustains a group savings and loan program

Lucy - Small cafe



Jane - Bananas



Esther - Avocados



Serah - Home vegetables



Isabella - Dairy



Eva - Dairy Susan - Goats & Sheep



IMPACT GROUPS



Josephine



Kisima



Monica



Beatrice



Meliyo

IMPACT GROUPS ADVANCE SELF-RELIANCE
All Members have their own businesses.

THE MASAI NORUK WOMEN'S GROUP also sustains a group savings and loan program



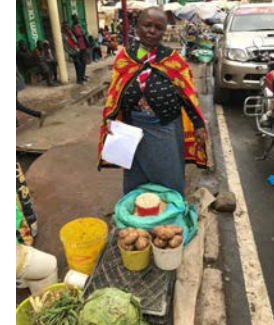
Nasimoi



Naipei



Moisalel

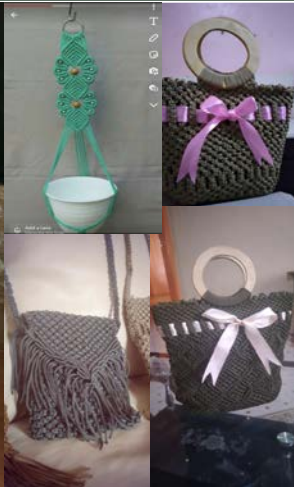


Kurisha



Nkolia

IMPACT GROUPS



Mercy Wambui Mundia
Hand Soap, fabric softener, bleach



Cecilia Wanjiku Nyambura - Catering, Cooking

Pendo (Love) KALA Impact Group Cooperative Business with 30 Franchisees each in one of 5 successful product lines:

1. Bags/baskets
2. Soap Products
3. Catering
4. Baking
5. Cattle Raising



IMPACT STRATEGY GOALS FOR 2024

1. Kenya - Stage 3 - Finalize more ambassadors trained and Groups formed. Document outcomes. Consider next steps



2. Ethiopia - Stage 2 - Full Launch Impact. Ambassador Training. Impact Groups Formed.



3. Liberia - Stage 1 - Start-up. Launch Impact Ambassador Trainings. Impact Groups Formed



4. India - Exploratory Training and Groups





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