Our Decade Gratitude to You!
A Message From The Founder

Women on Change (WoC) Is Building The Team For Change (Phase II)
About Women on Change (WoC)

**Mission**
To understand strengths and collaborate with communities and individuals to solve challenges that fuel accountability.

**Vision**
We envision a global network of courageous leaders powering change.

**Pillars**
- Reproductive Choice
- Mental Health
- Experiential Education
- Community Infrastructure
- Lead Voices of Change

**Values**
- Teamwork
- Resiliency
- Growth
- Leadership

**2007-2015**
Global Community engagement via WoC Blog

**2015**
Federal “Not for Profit” status granted

**2015-2018**
Pilot mentoring and STEM projects in USA & Haiti

**2019**
WoC STEM mentors contributed to BDPA DC chapter winning first place in coding project

**2020-2021**
Pilot the Lead and Earn Program & train globally

Women On Change trains individuals interested in making a positive impact on their communities, empowered through our Lead & Earn program.
Founder & Executive Director

Cross-Sector & Empathetic Leader

Nearly two decades of experience across multiple industries and leading global initiatives.

BS & MPH in Information Systems & Public Health Administration

White House Fellow Regional Finalist & Presidio Cross-Sector Leadership Fellow

Catalyst   Self-believer   Philomath

Jeanose Lexima, MPH

CONSULTING

POLITICS

ENTREPRENEURSHIP

NON-PROFIT

VENTURE CAPITAL

ADVOCACY
The Board Team

Combination of 100 years of experience across multiple industries

Jeanose Lexima MPH: Founder & President

Bryan Tan MBA, CISSP: Member

Dienna Fileus CPA: Treasurer

Jennifer Lieberman MBA, MIS: Member

Douglas Stewart Ph.D: Member
Milestones to **Launch the Lead & Earn**

1. **2015-2017**
   - Self-awareness & STEM Exposure

2. **2017-2018**
   - Digital Inclusion & Community Strengths

3. **2018-2019**
   - STEM Convene And Community Engagement

4. **2018-2019**
   - Community Engagement & Confidence Building

5. **2020-2022**
   - Lead & Earn Global Pilot
Lead & Earn Program

Global Program
- Global leadership & resiliency
- Fundraising and pre-accelerator access

Training
- Project presented + Skilled Volunteers
- Motivation to persevere
- Entrepreneurial mindset and scaling ability
- Ideas strength
- Lead & Earn Program Guide
- Commitment to long-term change

Global Community Engagement

Hands-on Training

Global Partnership

Fostering entrepreneurial leadership

Lead & Earn Program Guide
Lead & Earn

Learn & Earn is fostering entrepreneurial leaderships via evidence-based hands-on training. It is designed to find, educate and empower future community leaders. Training in tapping Strengths within, Fundraising, Scaling and develop relationships with mentors globally.

Global Program
- Free to anyone 18+
- Fundraise opportunity ($5,000-$25,000)
- Ideas Coaching
- Pre-Accelerator Access
- Become a Champion for Global Community Resiliency & Leadership

Benefits
- Coaching & Mentoring
- Build a resilience network
- Earn $5,000-$25,000
- Find Your Voice

Training In:
- Strengths for ideas
- Scaling
- Fundraising

Program Training
- Available for ages 8-30
- Annual Donation ($99-$750)
- Global Mentoring Service
- STEM fluency
- Hands on project training
- Fundraising opportunities ($5,000-$25,000k)

Pillars
- Reproductive choice (targeting youths 8-30)
- Mental health (Open and trusted spaces)
- Education (STEAM & hands on project)
- Community infrastructure (environmentally & Economically)
- Lead change voices (18+ skilled volunteers, trained mentors & coaches)

Partnership Model
Lead & Earn Global Pilot: Ideas & Motivation for Change

Ms. Pendo - Tanzania Bright Young Future Organization was selected for further growth opportunities.

Study
Understand (roughly 50 youths age 18-26 from five countries) abilities to lead change by developing ideas and entrepreneurial leadership to champion for change.

Lessons

Lead & Earn Global Program Pilot

- Program Participants
- Training Participants
- Applied Directly
- Facebook Applicants & Other

Country

<table>
<thead>
<tr>
<th>Country</th>
<th>Program Participants</th>
<th>Training Participants</th>
<th>Applied Directly</th>
<th>Facebook Applicants &amp; Other</th>
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<td>Nigeria</td>
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</table>
Wilda and Welems identified great ideas, however asked for further training to develop confidence to take action.

Study

Understand mentors ability to train youths in identifying ideas, strengths for development.

Lessons

Wilda and Welems identified great ideas, however asked for further training to develop confidence to take action.
Study
Trained individuals 18+ with ideas to find strengths to execute on local challenges identified.

Lessons
All the participants trained in the program gained confidence knowing where to start, however asked for additional training. Ms. Pendo received additional virtual coaching for her idea.
2021

**Dodoma Tanzania: Teens Parent Campaign Project**

**A Co-Create Lead & Earn Pilot Opportunity**

First trip to Tanzania: Connect with CiCi’s Club Founder, who is empowering teens via sexual reproductive health.

Second trip to Tanzania: WoC trained 7 individuals to aid in bringing out untapped youth potential to lead.

Ms. Pendo, Founder of THEYBF launched this Teen Parents Project to raise $5,000K funds to empower tomorrow's leaders by finding their strengths for change.

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Ms. Pendo, Ms. Laidi & Lexima

Tanzania Youth Bright Future Organization Office

Early 2021, Dodoma, Tanzania
Solving Problems with Youth Coding Champions: BPDA X WoC STEM Skilled Mentors - USA

Study
Gain an understanding of youths critical thinking to find solutions to address root cause challenges prior to coding apps.

Lessons
100% youths gained confidence working with skilled mentors which contribute to BDPA DC winning the national championship in 2019.
Engaging communities: For Confidence Building - USA

Study
Learned from different communities how early nurturing support leadership skills in Haiti and America.

Lessons
When parents like Judith and her 12 year old daughter Julenska in Haiti bonded through entrepreneurial activities, she learns why her daughter fought boys in school for years.
Community Engagement: Convened Regional Voices for Scalable Solutions - USA

2018

Study
Gained feedback from families, youths, volunteers, school and community leaders for WoC's global mentoring solution.

Lessons
Learning that low income parents, bilingual support needs, willingness for funders and volunteers to engage. This was the beginning of Lead & Earn global program.

Study

Introduced youth mentors to build math and coding skills in DC on weekends.

Lessons

Effective partnership, commitment, timing and environment all play a crucial role to support children in need to be successful.
Digital Inclusion: Everyoneon.org X DC Government X BGC - USA

Study
Explored the role of digital access, online safety training to support parents, educators and youth to improve school performance.

Lessons
Girls exposed to the online safety awareness training became more aware of bullying online and personal boundaries.
Exposed girls to technology, bullying activities in new environments to learn why many children struggle in school.

The shy and aggressive communication of Demi and Imani are exceptional skills, yet labeled differently from the norm. This affects early confidence building and life outcome.
Our Partners & Donors

Not all supporters depicted

Community Partners

Cash Donations

Skilled Volunteers

Resources Donation
Donations Data

“With Many Hands the Work is Light,” – Haitian Proverb

### Financials | 2013 - 2021

<table>
<thead>
<tr>
<th>Source</th>
<th>Year</th>
<th>Amount</th>
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<td>Founder Donation (cash)</td>
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<td>Corporate donors (cash)</td>
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<td>WoC Family donation (cash)</td>
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<td>Partnership workspace &amp; programs donation</td>
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<td><strong>Total</strong></td>
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Can Inclusive & Moral Investments Lead Real Change?

Where can we take action, where we align to build entrepreneurial leadership capacity to end global challenges?

Global Communities Align:

- Vital Resources & Information
- Belonging & Community Security
- Feeling Needed & Loved by others
- Economic & Social Anxieties
- Global power fears and voice control

**A single father in Kenya**
Beliefs prevent him from bonding with his only daughter, when he learns the price of repeating the teen parenting cycle and acted.

**Mr. Soldier**

**A teacher in Haiti**
Earning less than $100/month cannot get paid by parents, everyone pays the price, especially the children.

**Mr. Desire**

**Education Choices (USA)**
When El, Abby or Alicia must choose between pleasing parents, economic pressures vs. pursuing passionate ideas, who benefits?

**Student Debt**

**Community in Rwanda**
Rose cannot train unemployed youths to reduce early pregnancies at her community church due to two conflicting beliefs.

**Church**

How can shared accountability elevate taking action for moral change?
Affecting Change Together: One Step at a Time

**Change-Makers**

- **Community leader**
  Prioritize top level challenges and champion for change

- **Mentor**
  Has idea & takes action

- **Skilled Volunteer**
  Guide & partner

- **Trained Champion**
  Takes lead to create change

**Change Pillars**

- Reproductive choice
- Community infrastructure
- Mental health
- Education
- Lead change voices

**Change Dreams**

- ADVOCATE
- SAFER COMMUNITIES
- JOBS
- HANDS-ON EDUCATION
- PLANNED PREGNANCY
Julenska is an aspiring 12 year old entrepreneur in Haiti. You can raise her economic outlook and empower her reproductive choices.
Engage: For **Courageous Action**

**Lead & Earn Training Activities**
- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

**Program Partnership and Outreach Training**
- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

**Skilled Volunteers Recruitment & Engagement**
- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

**Onboarding**
- June

**Annual Report**
- February

**Board meetings**
- July
- November

**Program Event**
- October

**Global Program Starts**
- November
Our Decade Volunteers | Donors | Partners

Decade Skilled Volunteer & Partner
Bryian Tan

Decade Donor
Wendie Lubic

Decade Skilled Volunteer Service
Tamarah Teixeira
How Can You Help Today?

www.womenonchange.org  +1 202-656-0077  woc@womenonchange.org

$5,100 of $30,000  Donate  2 Donors