

# 2025 ANNUAL REPORT



## Our MISSION

**Lifting families around the world  
from poverty to prosperity  
through entrepreneurship and  
one-on-one mentoring.**





## Message from the CEO

Dear Friends and Supporters,

At Mentors International, we have the privilege of walking alongside real people who are building a better life through entrepreneurship – a mother launching a small business so her children can stay in school, a father rebuilding after a setback, an entrepreneur choosing hope again because someone believed in her.

Because of your generosity, this year we mentored more than **40,000 micro-entrepreneurs** as they worked to increase their income, strengthen their confidence, and create stable futures.

In early 2025, we made an intentional decision to sharpen our strategy by placing mentoring entrepreneurs at the center of everything we do. We simplified our work by transitioning away from directly providing microloans, choosing instead to partner with trusted local financial institutions.

Additionally, we invested in new content, improved transparency through data and

reporting systems, and launched a global mentor training program.

This enables us to fully focus on mentoring, while ensuring entrepreneurs still have access to capital through strong local partners. We also refocused our virtual vocational training program to teach practical entrepreneurship skills.

**We enter 2026 more optimistic and confident, energized by what we've learned and encouraged by what lies ahead.**

Thank you for walking alongside families around the world. Every story in this report reflects our belief that when entrepreneurs are mentored with consistency and care, families can build lasting stability for generations to come.

We are grateful for your partnership.

Peter Sturgeon  
CEO, Mentors International

2025 IMPACT

258,960

Lives Impacted

Within their first year,  
our program participants achieve...



+53%

Increase in  
Income



+65%

Increase in  
Savings

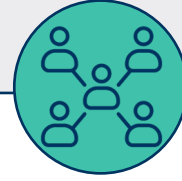


-22%

Decrease in  
Debt

Data From 2025 Fiscal Year

# 2025 ACCOMPLISHMENTS



## Scaled Global Capacity

Increased our team of mentors by

**20%**

## Technology & Innovation



### Data-Driven Impact

Our proprietary impact tracking software, **Socio Connect**, is now implemented across all 12 global offices, providing real-time data, improving decision-making, and delivering granular impact tracking.



### Unified Best Practices

We launched a **global training series** to bring together global strategy and local insights to create a unified mentoring model. This ensures that each entrepreneur receives high-impact training and support.



### Mentor Certification

We **raised the bar** by requiring all mentors across the globe to master our business principles and personal development curriculum utilizing the **Mentors International Campus**, our online learning platform.

## Strategic Evolution to Empower Entrepreneurs

### WHY THE SHIFT

During 2025, Mentors International streamlined its programs to focus on mentoring micro-entrepreneurs. When capital is needed to support their growth, we refer them to trusted local partners who can provide microloans instead of providing capital ourselves. This is a more efficient, scalable model that aligns our incentives with the families we serve. We also shifted our focus from offering traditional vocational courses to courses that teach specific entrepreneurial skills.

In regions where self-employment is the primary path to stability, this new focus enables us to provide **more entrepreneurs with the world-class mentoring and skills needed to support their families and strengthen their communities.**



#### Old Model

##### Direct Micro-Lending & Vocational Learning Centers

- Capital intensive
- Limited reach
- Operational overhead



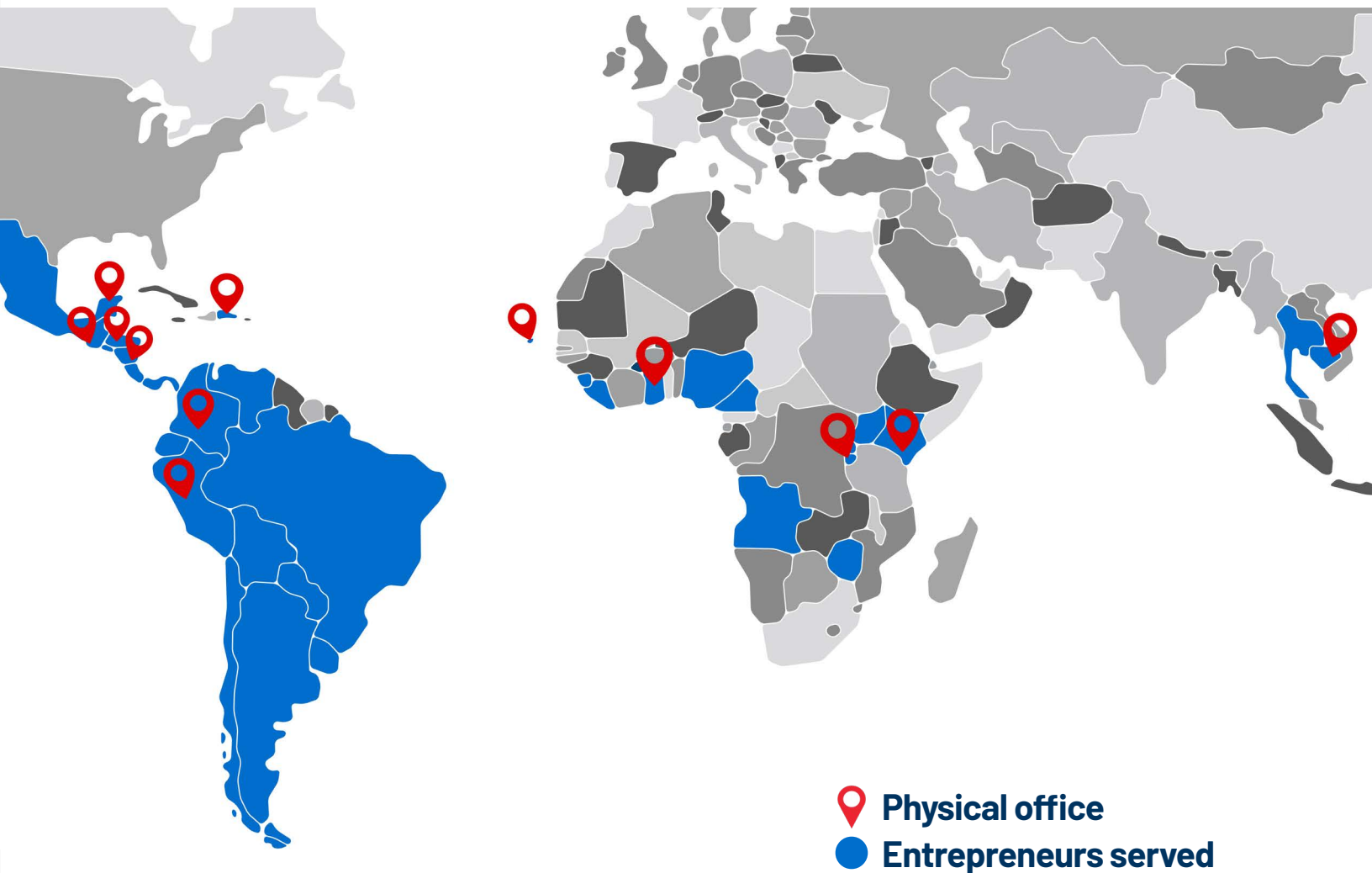
#### New Model

##### Lending Partners and Hybrid Entrepreneur Courses

- Scalable impact
- Expanded reach
- Reduced risk
- **Focus on entrepreneurship**

# Global REACH

For over 35 years, Mentors International has supported hundreds of thousands of entrepreneurs with the goal of helping families move from survival to true self-reliance. In 2025, 12 global offices empowered entrepreneurs in over 30 countries across Latin America, Africa, and Asia.



# Real People, REAL RESULTS

## 2025 Outcomes



**43,160**

Entrepreneurs  
Mentored



**72%**  
Women  
Participants



**173,582**

Mentoring  
Sessions

*Data From 2025 Fiscal Year*



Watch our 2025 Year in Review video by scanning the QR code to hear more inspiring stories

# Spotlight on SUCCESS



See his  
business



Meet  
his mentor



## Brian (Kenya)

Brian had a dream and the drive to match. He spent countless hours watching online videos, teaching himself the science of mushroom farming. That's when he began working with one of our mentors, Nicholas.

Working with Nicholas, Brian developed a business plan. He spent months “hustling”, taking odd jobs to scrape together enough savings to rent a small plot of land and build a basic storage shed to put his plan into action. Brian built the shelves and prepared the growing packets by hand.

With support from his mentor he designed a professional logo, and sourced high-quality packaging. Brian started small, selling to friends and neighbors, but Nicholas pushed him to think bigger. Soon, he was walking into local restaurants, securing orders for fresh, local produce.

A turning point came when Brian invested his initial profits into a dehydrator to dry unsold mushrooms. This simple shift in business operations turned potential losses into a new product line. Thanks to the powerful lessons from his mentor, Brian now has increased self-confidence and a reliable, growing income.



**Brian went from zero to \$600/month**



### Ephraim (Malawi)

Ephraim grew by offering new products in his electronic store. He is now planning to open a second location.

**Ephraim's income increased by 60%**



### Men Syneth (Cambodia)

Men Syneth began with a business plan. Now she runs a coffee shop and a clothing store and is able to support her 92-year-old mother and young son.

**Men Syneth now has \$250 in savings**



### Fadila (Ghana)

Fadila launched a new sewing business and built a small shop. Today, she earns enough to support her parents and siblings. She recently hired her first employee!

**Fadila paid off 100% of her debt**



### Nestor & Alirio (Colombia)

Using a cash-flow tool from their mentor, Nestor and Alirio discovered unbilled work. With a detailed ledger, their business is now thriving.

**Nestor & Alirio hired 3 employees**



### Isabel (Honduras)

Isabel is expanding! She moved from her front room store into a dedicated retail location.

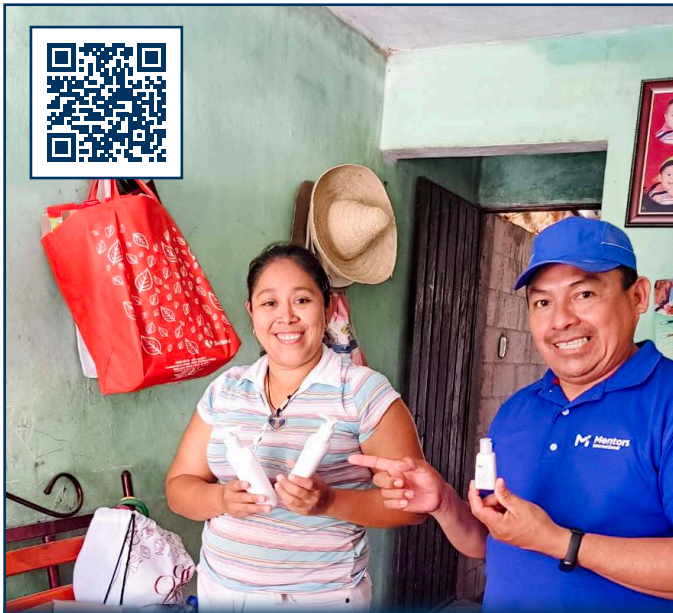
**Isabel doubled her monthly income**



### Eufemia (Dominican Republic)

Eufemia learned to organize her finances and improved her packaging. Her motto has become, "Never say you can't."

**Eufemia's income increased by 100%**



### Karen (Mexico)

Karen grew her artisanal soap business by selling to local hotels. This steady income allowed Karen to become debt-free and reinvest in her business.

**Karen paid off 100% of her debt**



### Blanca (Guatemala)

Blanca was able to cut her debt in half and feels empowered to explore new ways to expand her small snack shop.

**Blanca cut her debt in half**

# Strategic PARTNERS

## Expanding Our Reach, Deepening Our Impact

Confronting poverty demands more than good intentions; it requires vision, collaboration, and scale. No single organization can solve it alone. By working with trusted local organizations and global industry leaders, we extend our reach into more communities and deepen our impact. These alliances ensure every donated dollar goes further.

By leveraging the unique capabilities of these partners, Mentors International is able to focus on our own unique skillset of equipping entrepreneurs with the specialized tools, technology, and mentorship they need to achieve lasting self-reliance. Together, we are building a global infrastructure of opportunity.



# Giving MACHINES



5,764

Families Served



9

Participating Countries



4.3X

Generated Income



52,577

Items Delivered

This 2025 activity represents gifts and business mentoring donated from the 2024 holiday season

## Turning Gifts into Lasting Self-Reliance

Mentors International was honored to return as a Global Partner for the **2025 Giving Machine program**, sponsored by The Church of Jesus Christ of Latter-day Saints.

Featured in 24 cities across the United States, these “vending machines for good” served as a powerful catalyst for our mission, raising awareness about the effectiveness of ending poverty through entrepreneurship. We are deeply moved by the global generosity that transformed simple donations into life-changing mentoring opportunities for families worldwide.

# 2025 Fiscal TRANSPARENCY

## Total Revenue

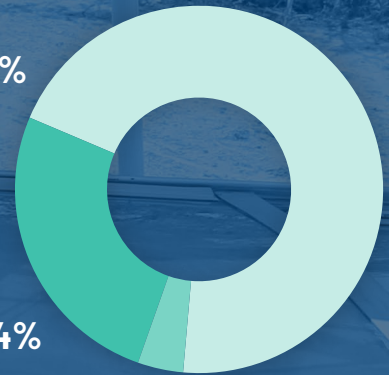
\$6.4 M

## Source

Public Support - 70%

Program Revenue - 26%

Investment Income - 4%

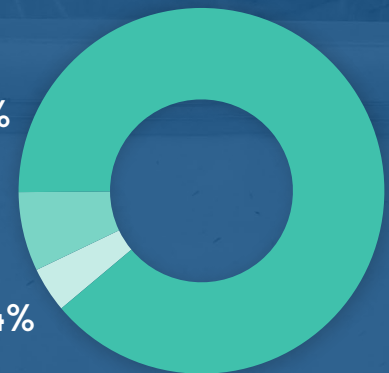


## Expenses

Programs - 89%

Fundraising - 7%

Management - 4%



Mentors International has continuously earned Candid Guidestar's platinum-level seal of transparency as well as Charity Navigator's highest 4-star rating for exceptional fiscal responsibility and effectiveness.

Numbers based off of the 2025 fiscal year ending June 30, 2025. Each year Mentors International obtains a financial audit from an independent third-party auditor. Contact us at [info@mentorsinternational.org](mailto:info@mentorsinternational.org) for more information.

# Gala



Thanks to the generous donors who sponsored our 2025 Gala

## Global Sponsor

- Beesley Family Foundation

## Country Sponsor

- S&B Smith Foundation
- Gary and Kathy Free

## Community Sponsors

- Corient
- George S. and Dolores Doré Eccles Foundation
- Hillside Floral



Watch our 2025 Gala by scanning the QR code



## Leadership Team

Peter Sturgeon  
*CEO*

Colton Gardner  
*VP of Growth*

Ana Peña  
*Director of Operations*

Lucia Camino  
*Director of Administration*

Philip Webb  
*Director of Partnerships*

Juan Camargo  
*Director of Programs*

Sarah Barrett  
*Director of Marketing*

Brad Lees  
*CTO*

Justin Mellor  
*CFO*

## Board of Directors

Liz Mumford - Board Chair

Steve Andersen

Lucia Camino

Danny Gunnell

Brody Holbrook

Bruce Hough

Bill Low

David Moon

Curtis Oscarson

Bonnie Smith

Jed Stevenson

Ben Thompson

Tamara Tran



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