



**CELEBRATING
40 MILLION
LIVES CHANGED**

2023 ANNUAL REPORT

iDE



IMPACT IS OUR CURRENCY

At iDE, impact is our currency and change is our measure of success. We start with scale in mind because we know one entrepreneur can change their community, and millions can change the world. But big change often starts small. Take, for example, the story of Shei Afiliua from Ghana.

Shei spent years working with her husband on their small farm, producing just enough to eat and trade. They bartered produce for supplies, a risky investment given the uncertainty of the harvest. Dreams of a better life seemed a world away.

So when iDE's farming practices were introduced locally, Shei was skeptical. But she decided to participate because a few women from her village got involved. She attended every training session, absorbing all she could from a Farm Business Advisor, who knew about irrigation, fertilizer, and business practices.

And her efforts eventually paid off. Her next soybean crop did exceptionally well and she became the most successful participant in the group.

With her first profit in hand, Shei was unable to sleep, thinking about the possibilities. She is now encouraging other women to follow her lead, and for the first time, she feels financially independent and in control of her own future. Shei is one of thousands of entrepreneurs powered by iDE who are capitalizing on technological know-how and business acumen, using grit and courage to prosper on their own terms and lift themselves out of poverty.

That's the kind of impact iDE works to foster each day, as we implement projects across the world. And because impact is our currency, the entrepreneurs we work with have come to know only they can create the kind of prosperity that flows from opportunity.

Letter from the CEO

Dear Partners,

2023 marked my 10th year with iDE, and in this decade, I've witnessed our organization grow and adapt to many pressing challenges that have driven more people into poverty. Despite these difficulties, our global staff achieved a significant milestone in 2023—**impacting the lives of 40 million people over the organization's lifetime**. Further, I am proud to report that households we work with continued to experience annual income increases going up \$235 on average across the globe.

We also laid the groundwork for expansion into Kenya and Madagascar and strengthened our technical expertise in areas such as nutrition, women's financial literacy, post-harvest processing, solid waste management, and menstrual health.

In Cambodia, we completed the world's first sanitation development impact bond with USAID and The Stone Family Foundation. Using this innovative financial mechanism, iDE partnered with local entrepreneurs resulting in open defecation-free status in over 1,800 villages.

We launched a "40 Under 40" campaign, celebrating entrepreneurs who demonstrate grit and courage while improving their communities. Our field teams were proud to hand out certificates to these inspiring business owners. You can read their unique stories on our website.

Around the holiday season, iDE was in Times Square in New York City thanks to a partnership with the Light The World Giving Machines, an initiative run by the Church of Jesus Christ of Latter-day Saints wherein people could "purchase" items such as a watering can or high-quality seeds to benefit families. Seeing iDE on the billboards in Times Square was unforgettable and has prompted us to dream about new ways to reach more champions.

After reflecting on the first 40 years of our organization, we're excited to launch our new strategy in 2024, focusing on the future and the next 40 years. As we planned our next big goal, we wanted to understand what our clients consider success, so our Monitoring, Evaluation, Research, and Learning team conducted a global study. According to our clients, prosperity extends far beyond income, encompassing education, nutrition, gender equality, and more. We will use this new understanding of prosperity to guide our next strategy.

For the last decade, I have been proud of iDE's teams who are continuously learning and challenging the status quo. With continuous support from our partners, we are more energized than ever to bring our entrepreneurial model to more communities around the world.

With gratitude,

Lizz Welch
iDE CEO

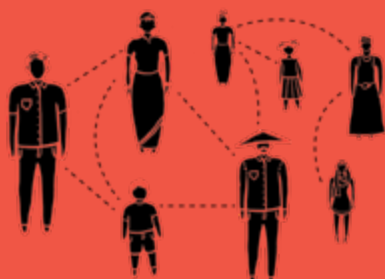


2023 GLOBAL RESULTS

Three Global Key Performance Indicators

Stemming from our commitment to rigor and transparency in impact measurement, we track and analyze three metrics across the entirety of our organization. We're proud to share our global results for 2023.

We're also delighted to announce that in 2023, iDE reached its audacious goal of increasing the incomes or improving the livelihood savings of "20 Million More" people, bringing the total number of low-income people impacted by the organization since it was established in 1982 to over 40 million across the world.



SCALE
2,884,717

The number of new individuals impacted through our programs in 2023.

MILESTONE:
The total number of people impacted by the organization since it was established in 1982 surpassed 40,000,000.



IMPACT
\$234

The average annual household increase in net income or livelihood savings in 2023 (in USD in terms of purchasing power parity).



SROI
15:1

Our Social Return on Investment is the ratio of income or savings generated by households on average across our portfolio per dollar deployed by iDE (calculated on a 3-year rolling average).

As an organization dedicated to ending poverty, we wanted to know how our women clients defined prosperity, so we asked them

249 people across 9 countries were asked what prosperity meant to them

63% were women

"I want to see our living standards, hygiene, health, and education improve so that we might dream of a better future and the community's well-being."

Female entrepreneur in Mozambique

Scan this QR code to learn more:



NEW REGIONS AND NEW OPPORTUNITIES FOR IMPACT

Guided by the belief that impact is the true measure of success, and with a vision to work at scale, iDE is expanding into new areas both geographically and thematically. We're taking these steps shoulder to shoulder with partners we know well and who have an incredible track record. We see each of these new markets as an opportunity to power more entrepreneurs to thrive.



Grace Walubengo is an entrepreneur from Kenya. In 2023, she partnered with Bountifield to launch her maize shelling business serving smallholder farmers in her community.

MADAGASCAR

In Madagascar, where one in six residents practices open defecation, and a third of the population uses unimproved toilets, iDE took up the challenge in 2024 to apply our market-based model on a larger scale. With decades of experience in water, sanitation, and hygiene, and two years of building markets for sanitation in Madagascar, iDE is leading a group of like-minded nonprofits to catalyze sanitation markets in the underserved urban neighborhoods of this island nation.

BOUNTIFIELD

On January 1, 2024 Bountifield—a nonprofit based in Minnesota, with agricultural expertise in postharvest processing technology and business training, and operations in Kenya—integrated with iDE. The synergy between the two organizations, both leveraging entrepreneurs to deliver a one-to-many effect, enhances our combined capabilities to more effectively tackle agricultural productivity and nutrition challenges with opportunities for women and youth across Africa, Asia, and Latin America.

SHE

After a successful partnership of many years, on January 1, 2024, iDE joined forces with SHE Investments, a Cambodian social enterprise providing business training to women entrepreneurs. The SHE team was integrated as a program within iDE Cambodia, and will continue its important work, designing and delivering gender-focused, culturally-tailored business incubator and accelerator programs for local women and women across the globe.

ATEC

iDE plans a \$100,000 investment in ATEC in 2024 that will eventually translate to a shareholding within the social enterprise. ATEC was founded in 2017 and sells affordable induction cookstoves that turn animal waste into gas for the home, reducing the use of firewood and productively using the waste material, in Cambodia and Bangladesh. iDE has a history of partnering with ATEC in both of these countries. This investment from iDE establishes a promising path to support ATEC's growth and impact goals while also strengthening iDE's social enterprise portfolio.



CAMBODIA

**SHE
ATEC**

BANGLADESH

ATEC

NICARAGUA

ETHIOPIA

GHANA

ZAMBIA

HONDURAS

NEPAL

VIETNAM

KENYA

MOZAMBIQUE

MADAGASCAR

IDE'S WORKING AREAS

NEW EXPANSION



“I’m optimistic about biochar. Soil health is very important. We should only use chemicals as a last resort.”

[**OUR APPROACH**] **REGENERATIVE AGRICULTURE**

Regenerative agriculture is a system of farming principles and practices aimed at increasing biodiversity, enriching soil, improving watersheds, and enhancing ecosystem services. These practices put soil health at the center of the

farming system, increasing crop productivity and farmer income while also protecting lands for future generations, ultimately leading to sustainable food systems that put people and the planet first.

With her husband frequently abroad in search of opportunities to support the family, **Kamala Khadka**, like many women in Nepal, shoulders a challenging set of responsibilities: raising her children, managing the family farm, and taking care of the household. Kamala went through a challenging period of illness, where she recognized that she could apply the same principles to her health and farm by cultivating nourishment for her body as well as nourishment for the soil, selecting crops adapted to the environment, and setting in place regenerative systems for adaptation and growth. She connected with iDE and began participating in a cooperative and honing her agricultural skills and knowledge through training and networking in her community.

Learning to nurture the soil was part of the process. She now produces Tricho-vermicompost, an organic fertilizer made using earthworms and buffalo dung, which she also sells in the local market. To date, she has produced approximately 10 tons of Tricho-vermicompost. She also produces biochar by heating organic material in an oxygen-starved pit in her garden, before spreading the charcoal-like material into the soil to increase its water-holding capacity, prevent nutrient loss, and to provide structure for microorganisms to flourish.

CLIMATE RESILIENCE

At iDE, we apply a climate change resilience lens across our work to ensure our clients, who are exposed to shocks and stressors, can thrive despite recurrent climate-related challenges. Each year we assist communities with locally-led adaptation and mitigation techniques to combat drought, cyclones and other severe weather events. Promoting financial incentives and new technologies, such as drip irrigation and dry mulching, to help farmers become resilient to climate change creates synergy between environmental sustainability, livelihood creation, and household prosperity.

NEPAL

MY MOST PRECIOUS ASSET IS SOIL



KAMALA KHADKA

**AGRICULTURE
ENTREPRENEUR**



[OUR APPROACH] NUTRITION

Hunger and malnutrition disproportionately affect women and children, and poor nutrition increases susceptibility to disease. Powering people to become thriving, successful entrepreneurs like the chicken farmers in Honduras goes a long way to alleviating the burden of

poor nutrition on women and their families. iDE takes both household- and community-level approaches to improving the nutrition of vulnerable women and children, with a particular focus on the critical 1,000-day period from conception through a child's second year.

In northern Honduras, in a place called Sesesmil Primero, the sound of clucking chickens and the laughter of women fills the air. With the daily sale of eggs, these women have a steady source of income and a nutritious option to feed their families. Meeting the high demand from the community, eggs sell out every day while the women dream of ways to secure more chickens to increase productivity.

Yuri Guerra, a 25-year-old single mother of two, serves as president of her local producer group and wants to expand poultry farming to more women. The group has seen firsthand the prosperity that flows from hard work and believes the effort will benefit the wider community. With their connection to iDE, Yuri and the other women have rallied their resources to construct a coop where chickens are thriving. iDE also provides advice about the care of the animals including vaccinations, disinfection, and water management practices. Beyond the upkeep of the physical facility, the women are dreaming big with new skills like budgeting and bookkeeping that are required to run a scaling business that lasts.

MY COMMUNITY IS COUNTING ON MY CHICKENS

“You have to
dream big.
It’s okay to
dream big.”



YURI GUERRA

**AGRICULTURE
ENTREPRENEUR**

HONDURAS

STEP BY STEP I ENGINEERED A TURNAROUND



ASMA AKTER

**AGRICULTURE
MACHINERY
ENTREPRENEUR**

"I never thought it would be possible to run the shop as I was told I am a woman and cannot handle such a massive market and production.

With my continuous effort, I believe I will be able to inspire other women to join the business and support their own dreams."

BANGLADESH

When **Asma Akter's** husband passed away unexpectedly, she became solely responsible for supporting her family of four in an instant. It was 2020 and she had no other option but to take charge of her husband's company, Belal Engineering, a workshop manufacturing agricultural machinery. With her daughter's encouragement, she set out to acquire the skills and knowledge she needed.

Through her own industrious nature, she met iDE, which introduced her to new machine dealers and a microfinance institution. She learned from iDE's business training that she could grow the company by expanding her workforce and upskilling her staff. She also applied for a loan to fund her vision to expand.

Today, Belal Engineering is growing. With eight staff members, Asma and her team are manufacturing new and higher-quality products.



[**OUR APPROACH**] **BUSINESS LEADERSHIP**

Through comprehensive business and leadership training programs, iDE equips people with the tools to navigate market complexities, harness their innovative potential, and cultivate resilient enterprises. Tailored training initiatives also encourage our clients

to nurture their own confidence, creativity, and a mindset of continuous growth. By catalyzing economic empowerment we aim to start a ripple effect of transformation, strengthening communities, and unlocking opportunities for sustainable progress.

I EARNED THE RESPECT OF MY CREW



LUONG SOPHEA

**SANITATION
ENTREPRENEUR**

“I could not believe that I could go this far. I am content with my business, as I can provide products and services that are essential for everyone’s health and well-being. Equally important, I could challenge myself and prove that a woman can manage a business all by herself.”

CAMBODIA

Using power tools and pouring concrete isn't what women do. That's the common belief in rural Cambodia where **Luong Sophea** defies the odds and proves conventional wisdom wrong. As the oldest child, she felt she needed to start a business to support her parents as they became elderly. But with only a 6th grade education, she didn't know where to begin and was reluctant to take any financial risks. However, in 2020, she began working with iDE, attending training sessions and acquiring new vocational skills. Not afraid to get her hands dirty, mixing cement and installing toilets, she gained the confidence to launch a latrine manufacturing enterprise. She also liked the idea that she was helping her community, which was working to eliminate open defecation, even among the poorest households.

Three years and 475 latrines later, she is making a profit of US\$600 a month and employs six laborers. By harnessing her entrepreneurial spirit and determination, Sophea sets an example for others that women can not only manage but excel in male-dominated businesses.



[**OUR APPROACH**]

BUILDING MARKETS FOR SANITATION

By cultivating both supply and demand for toilets, our sales agents have facilitated access to improved sanitation for millions of individuals, enabling people to safeguard their health and that of their families. Our locally-led approach emphasizes human-

centered design, focusing on what customers want and can afford to pay for. At the same time, our sales agents scour the countryside, linking households with businesses that manufacture and install toilets.



[OUR APPROACH] LIVELIHOOD RESILIENCE

Through tailored training programs, we equip individuals with the skills and knowledge needed to adapt to changing conditions, whether through alternative livelihoods or innovative agricultural practices that are resilient to climate variability.

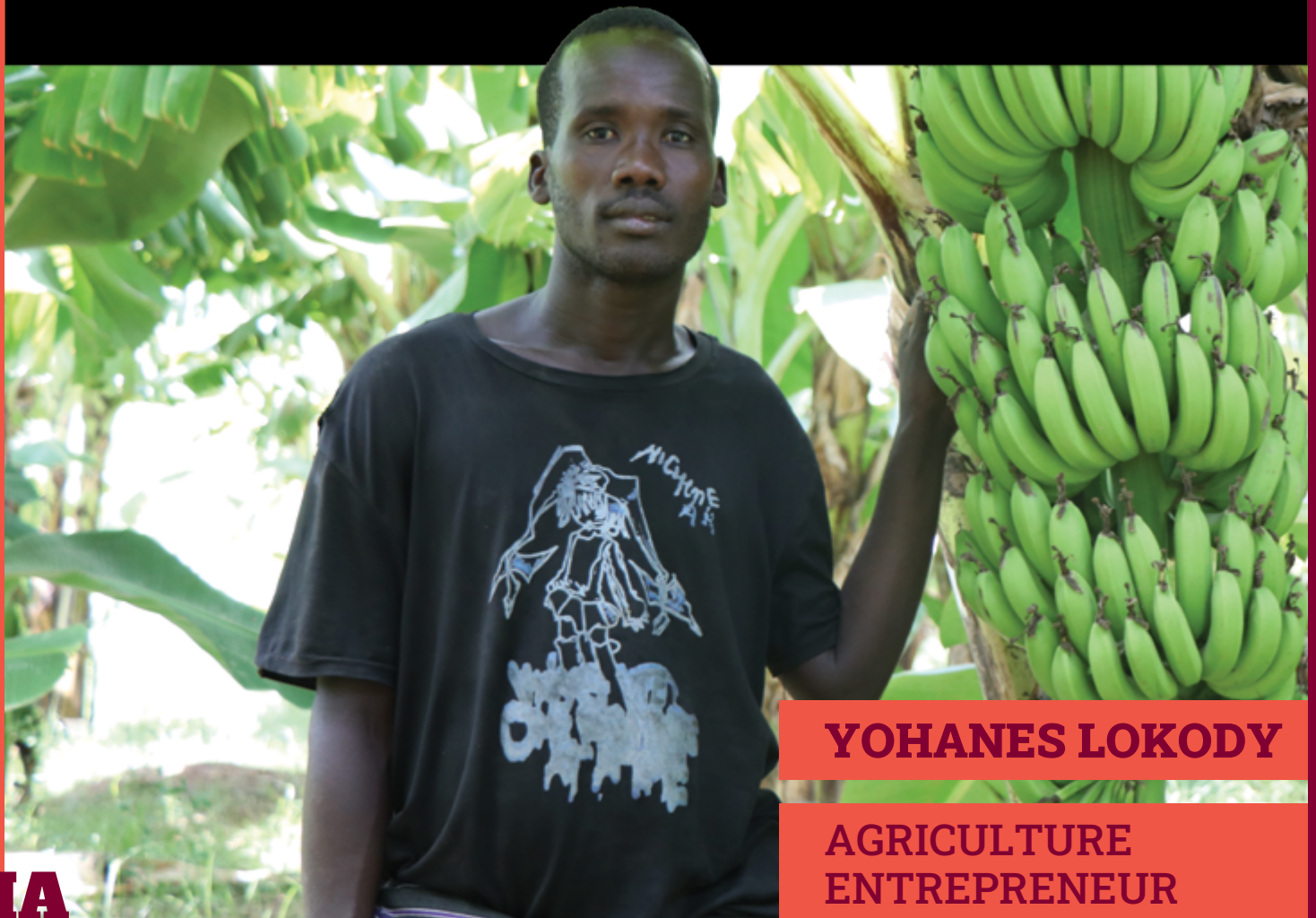
By fostering entrepreneurship and facilitating access to markets, iDE enables vulnerable groups such as pastoralists to learn new skills and confront challenges, building resilience and sustainable prosperity for generations to come.

For generations, **Yohanes Lokody's** family lived a nomadic, pastoral life, grazing cattle in Ethiopia's south west. But with his homeland enduring years of drought, the father of five was struggling to provide for his family. A new dam constructed on the Omo River also held back annual floodwaters, which in past years nourished grazing lands and local agricultural production. But with iDE's support, he was encouraged to diversify his livelihood by establishing a banana farm and learned about land preparation, irrigation practices, and post-harvest handling. He also began producing fodder to supplement his income. Despite a major setback, when dam water was unexpectedly released, destroying his 400 banana suckers, he endured, replanting a crop in a new location and producing enough to sell at a profit.

Yohanes and other pastoralists now feel that farming is changing their lives for the better and want to continue to learn even more. Farming not only provides a form of survival and adaptation through food security, but also a sense of purpose, hope, and agency.

I COPE WITH A FLOOD IN TIME OF DROUGHT

"I have survived.
I saw people
lose their cattle.
But the fodder
helped me to
mitigate the
drought. I was
able to feed
my children."



YOHANES LOKODY

**AGRICULTURE
ENTREPRENEUR**

ETHIOPIA



[OUR APPROACH]

FARM BUSINESS ADVISORS

iDE builds networks of Farm Business Advisors (FBAs) to directly reach last-mile farmers with supplies, information, and training. FBAs provide inputs, including tools, seeds, fertilizer, and other supplies that farmers rely on. Many FBAs also act as aggregators within their community, saving farmers the time and

money it would otherwise take them to deliver their own produce to markets. The FBAs we train understand the realities of climate change and work hard to connect farmers with nature-based solutions, resource-smart technologies, improved seeds, integrated pest management, and effective post-harvest strategies.

In northern Mozambique, **Rahamada Saide** was taking a risk by investing in an agricultural venture. The region had been impacted by civil unrest, and farming supplies were difficult to obtain in rural areas. But her apprehension subsided when she received training at an iDE-powered farmer field school. After boosting her skills at the demonstration plot, she took the next step and trained to become a Farm Business Advisor, learning about business planning, management, and financial education.

She trains other farmers how to run their farms as businesses and also runs three businesses: Mpesa services, Capulanas sales, and a flourishing vegetable trade. Rahamada is a role model to other women. She mobilizes others to engage in community banking and savings groups, enabling women to get their start as small-scale entrepreneurs like her.

I MOVED FROM TRAINEE TO MOBILIZING OTHERS

“I have at least 30 regular customers a day, of which more than 25 are women.”



RAHAMADA SAIDE

**AGRICULTURE
ENTREPRENEUR**

MOZAMBIQUE



[OUR APPROACH]

GENDER EQUITY AND SOCIAL INCLUSION

iDE is committed to transformative gender equity and social inclusion (GESI) approaches that don't just support women, but seek to dismantle the barriers and stereotypes that keep them systematically marginalized.

Our GESI work is grounded by three core principles: (1) the best ideas come when all of our team members are involved in the conversation, (2) our clients should have a say in what success looks like and (3) GESI is everyone's job.

In Cox's Bazar, Bangladesh, 70% of women and school-age girls use old clothes for pads during menstruation, an unsanitary practice that can lead to infection and endanger their reproductive health. Inadequate access to menstrual hygiene products also hinders adolescent girls' participation in education. And social stigma and market barriers limit access to quality menstrual products.

To address this issue, iDE Bangladesh team members are piloting new innovations like menstrual pad vending machines in schools and washing and drying bags to be used at home for reusable pads. The idea of a pad vending machine is to provide opportunity for girls to access menstrual pads at a lower cost and in a more convenient manner, while the washing and drying bags may provide a way for menstruators to discreetly sanitize their products.

The pilot project aims to power sales agents to sell menstrual products in their community and at schools. These sales agents will supply the vending machines and give presentations at the schools to inform more young girls about good menstrual hygiene practices and product options. By taking these talks to the wider community, they also may increase awareness for menstruators of all ages.





A CHANCE TO TEST NEW INNOVATIONS

Inspired by the legacy of iDE's founder, The Paul Polak Innovation Fund was established in 2021 to nurture and grow iDE's proud culture of innovation. The fund provides resources to test, implement, and scale new and locally-led solutions. Previous awards include ideas such as exploring solid waste management in Cambodia or investigating the labor rights of women informal waste collectors in Vietnam.

SPOTLIGHT— ARIFUL ISLAM, MALE MENSTRUAL HEALTH AND HYGIENE CHAMPION

Ariful Islam is one man proving that he can make a difference having led the proposal and project management for expanding menstrual health product offerings in the Cox's Bazar area of Bangladesh.

"Male champions are needed to support menstruators in several ways: they can buy sanitary pads when menstruators are sick or have an emergency period; they can ensure appropriate, nutrient-rich food during menstruation; and they can create an enabling environment in the family so that adolescent girls can feel normal."
- Ariful Islam



PARTNERS IN CHANGE NOT CHARITY

Partnerships are foundational to iDE's impact and because we build markets, corporate partnerships help accelerate and sustain long-term impact. By partnering with iDE, these companies demonstrate that they are committed to tackling tough challenges like ending global poverty. They are taking specific actions that benefit society and the environment in measurable ways.



When celebrating our 40th anniversary in September 2023, we were proud to be supported by partners The Toro Company, Queen City Collective Coffee, Audley Travel, EcoVessel, Old Soul Co., and RLG International.

PARTNERSHIPS



Partnering with Cargill under the Hatching Hope program, iDE Honduras is advancing towards the shared goal of powering female farmers within the poultry value chain with the structure, know-how, and market access they need to be successful in raising and selling chickens. Leveraging iDE's deep-rooted connections and agricultural expertise in Honduras, coupled with Cargill's business acumen and market reach, this collaboration holds immense potential for transformative impact.



In 2023, Cartier Philanthropy visited iDE in Zambia and saw firsthand the impact that Farm Business Advisors have in the communities. Trained and recruited by iDE, these agro-entrepreneurs provide vital inputs and services to remote farmers, enabling them to grow their farms and increase their food security, nutrition and household income. Cartier Philanthropy's catalytic support enhances iDE's ability to expand its network of FBAs to over 1,200 who are expected to make a substantial impact on 300,000 farming families.



Thanks to a grant from the P&G Alumni Foundation, iDE Nepal has been exploring a method of composting with farmers called Tricho-vermicompost, a cost-effective solution for smallholder farmers to improve soil fertility, manage plant pathogens and pests and reduce waste. We are grateful to have showcased our work at the P&G Alumni Conference with grant champion and iDE board member Linda J. Porter-Cox and iDE Nepal country director Prajuna KC.

iDE took part in the Light the World Giving Machines project in Times Square on November 27. This effort redefines charitable giving, allowing the public to donate specific items to support iDE's global initiatives through an engaging vending machine format.

"We are elated to join in this unique charitable endeavor," said Lizz Welch, CEO of iDE. "The Giving Machines provide an exciting opportunity for the public to directly support our work. This collaboration with The Church of Jesus Christ of Latter-day Saints, a leader in global humanitarian efforts, is a significant boost to our mission of sustainable development."



THANK YOU TO OUR DONORS, PARTNERS, & BOARD OF DIRECTORS

CATALYSTS OF GROWTH (\$1,000,000+)	PARTNERS IN PROSPERITY (\$100,000-\$999,999)	AGENTS OF CHANGE (\$25,000-\$99,999)
<p>Australian Department of Foreign Affairs and Trade (DFAT)</p> <p>Chevron</p> <p>The Church of Jesus Christ of Latter-day Saints</p> <p>Danish Ministry of Foreign Affairs - Danida</p> <p>Enabel</p> <p>European Commission (EC)</p> <p>Global Affairs Canada (GAC)</p> <p>H&M Foundation</p> <p>iDE Canada</p> <p>Ministry of Foreign Affairs and Trade (New Zealand Aid Programme)</p> <p>Norway Embassy</p> <p>Norwegian Agency for Development Cooperation (NORAD)</p> <p>Stone Family Foundation</p> <p>Swedish International Development Cooperation (SIDA)</p> <p>Swiss Agency for Development and Cooperation (SDC)</p> <p>UK Foreign, Commonwealth & Development Office (FCDO)</p> <p>United Nations Children's Fund (UNICEF)</p> <p>United States Agency for International Development (USAID)</p> <p>Vitol Foundation</p> <p>Walmart Foundation</p> <p>World Food Programme (WFP)</p>	<p>Anonymous (2)</p> <p>Bayer AG</p> <p>Cargill</p> <p>Cartier Philanthropy</p> <p>Caterpillar Foundation</p> <p>Citi Foundation</p> <p>Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)</p> <p>Dutch Ministry of Foreign Affairs (MoFA)</p> <p>Gayané and Tom Ebling</p> <p>Institute of Food Technologists (IFT)</p> <p>JJP Family Foundation</p> <p>Kaufer Family Fund</p> <p>Partnering for Green Growth and the Global Goals 2030</p> <p>Roswitha Kima Smale</p> <p>The Toro Company Foundation</p> <p>United Nations Industrial Development Organization (UNIDO)</p> <p>The Waterloo Foundation</p> <p>World Bank</p> <p>World Vision</p>	<p>Benson Family Foundation</p> <p>William and Margaret Fast</p> <p>International Water Management Institute (IWMI)</p> <p>The Joint United Nations Programme on HIV/AIDS</p> <p>Kalora Interiors International Inc.</p> <p>Catherine Bertini and Thomas Knobel</p> <p>Light a Single Candle Foundation</p> <p>Richard and Marlene Mazur</p> <p>Kathryn B. McQuade Foundation</p> <p>Ministry for Foreign Affairs of Finland</p> <p>P&G Alumni Foundation</p> <p>Ted and Mary Paetkau</p> <p>Len and Carol Penner</p> <p>Save the Children</p>
		IMPACT MAKERS (\$10,000-\$24,999)
		<p>Anonymous (1)</p> <p>The Battilega Family Foundation</p> <p>Centre for Agriculture and Bioscience International (CABI)</p> <p>George Dixon</p> <p>Eurofins Foundation</p> <p>Helene Harding and Patrick Briggs</p> <p>Mary Dreier Holleman</p> <p>Keller Family Fund</p> <p>Mercy Corps</p> <p>Rudy and Alice Ramsey Foundation</p> <p>Kort and Kathryn Schnabel</p> <p>Ana Ximenes and Steve Baroch</p>

GLOBAL CITIZENS		ACTIVATORS (MONTHLY DONORS)		2023 BOARD OF DIRECTORS
(\$1,000-\$9,999)				
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Hiscoe	Henry Sorensen	Jeunnette	Caitlin Warkentin	Corey O'Hara
Douglas Hastings	Denver and Tara Steiner	Elaine Karol	Elizabeth Welch	Linda Porter-Cox
Judith Hermanson	Mary and Kent Taylor	Ann Karrasch	Jaimie and Kelly	Roswitha Kima Smale
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Glenn Hinton	Randy Tolman			
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Lauren and Andy Keller	Sharla and Ben Wilcox			
Venkata Kishore	Jaimie and Kelly Williams			
Thomas and Kristin Knapp	Shirley and James Williams			
Charles H. Kurtz Family	Samuel Wittmer			
Foundation	Cammie Wynn			
Rick Kwan				

2023 FINANCIALS

INCOME

Grants (Public & Private Foundations)	\$	32,346,098	78%
Individual Donations	\$	1,684,571	4%
Interest Income	\$	169,818	1%
Field & Program Revenue	\$	5,215,687	13%
Sales & Other Income	\$	1,804,106	4%
Total	\$	41,220,280	

EXPENSES BY COUNTRY

Bangladesh	\$	4,335,294
Cambodia	\$	2,977,372
Ethiopia	\$	3,075,111
Ghana	\$	1,699,685
Honduras	\$	857,311
Mozambique	\$	11,730,933
Nepal	\$	1,236,285
United Kingdom	\$	152,389
Vietnam	\$	394,085
Zambia	\$	1,876,118
Other (Multi-country projects)	\$	2,289,097

EXPENSES OF IDE'S SOCIAL ENTERPRISE

Hydrologic (Cambodia)	\$1,082,597
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EXPENSE BREAKDOWN

Field Program	\$31,706,277	80%
G&A	\$7,470,647	19%
Fundraising	\$576,898	1%
Total	\$39,753,822	

EXPENSE DETAIL

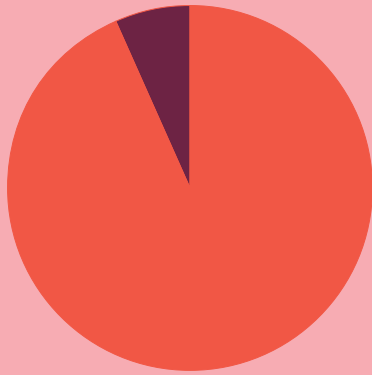
Personnel	\$	21,461,583	54%
Subgrants	\$	2,506,119	6%
Office Expenses	\$	3,318,699	8%
Professional Services	\$	2,196,047	6%
Travel	\$	3,141,366	8%
Implementation Costs	\$	5,992,437	15%
Business Administrative Expenses	\$	659,819	2%
Depreciation Expense	\$	477,752	1%
Total	\$	39,753,822	

ENDING NET ASSETS

\$8,232,321

2023 GLOBAL CENSUS

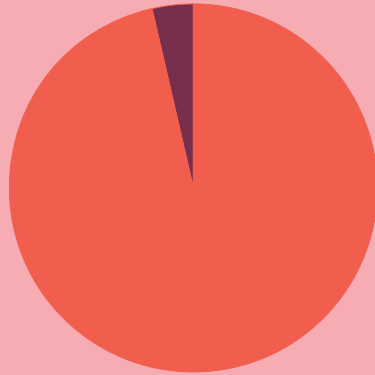
iDE's employees make up a network of diverse individuals who are committed to the organization's values and mission. We believe in the principles of equity, diversity and decolonized development when it comes to hiring processes. But because we recognize we need to improve our global employee census data, we are transparent about where we are today.



EMPLOYEES BY LOCATION

93.5%	Field Offices
6.5%	Headquarters

The overwhelming majority of our staff (93.5%) live and work in the countries and areas we support.



EMPLOYEES BY CITIZENSHIP

96.5%	National
3.5%	International

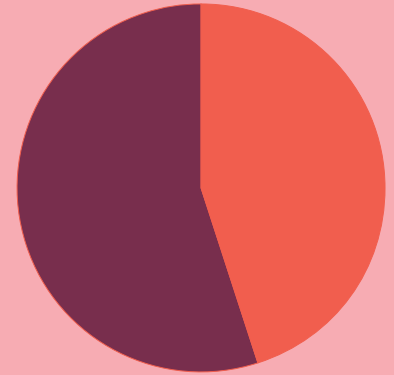
We hire locally. In fact, 96.5% of our staff are citizens of the same countries they are working in.



EMPLOYEES BY SEX

36%	Female
64%	Male

36% of our global staff are female, and we've committed to hiring more women in all aspects of our business.



SENIORMANAGERS BY SEX

45%	Female
55%	Male

45% of our senior management positions are held by women, who serve as role models and mentors.



iDE delivers market-based solutions that create sustainable, lasting change. We believe that entrepreneurs can be found everywhere and that through design and innovation, they can have the opportunity to build a better world for themselves, their families, and their communities.

You can get involved to make a positive change in the world too. Visit our website at **ideglobal.org/get-involved** to learn how to join our monthly giving program, to start a corporate partnership with iDE, or to leave a legacy of impact for generations to come.

Join us in our journey to end poverty by helping us to power entrepreneurs around the world.



Global Headquarters

1031 33rd St #270, Denver, CO, USA 80250

ideglobal.org

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Cover photo:

Kamala Khadkha breathes in the fresh scent of her marigolds, a flower that is cherished in Nepali culture as a symbol of energy, enthusiasm and creativity. It's also a natural alternative to using insecticides.

Photo by Simon Crittle, 2023