



ANNUAL REPORT

2022



DREAMROOT
LEADERSHIP INSTITUTE

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EXECUTIVE LETTER

This past year was pivotal for the DreamRoot Leadership Institute. It was a year of new and expanded programming that has equipped and mobilized even more local leaders to make an impact in their communities.

DreamRoot local leader initiatives include orphanages, primary schools, jiu jitsu programs, a rehabilitation center for youth battling chemical dependency, an incubator for budding entrepreneurs, computer classes for youth, mental health services for domestic violence and rape survivors, and after-school educational programming for children in underserved communities.

As an international training and development organization, we focus on preparing the next generation to assume a leading role in their communities and create institutional transformation. To help achieve this goal, DreamRoot provides training, coaching, advising, resources, and networking to local community leaders. Together, with our generous supporters, we are strengthening these amazing leaders so they can continue with their important work.

Throughout 2022, as DreamRoot progressed into its third year, we achieved many firsts. Our team had the opportunity to connect with local leaders from across four states in Brazil for an in-person workshop, rolled out our jiu jitsu leadership cohort in the United States, and launched a jiu jitsu uniform line.

We have also continued to build upon successes as we amplify quality education in Haiti, extend access to social initiatives in Brazil, expand individual coaching and mentoring, and provide operational advising and networking for local leaders in the U.S. and Brazil. This work continues to be successful as DreamRoot local leaders embrace entrepreneurship as a driver of sustainable development by opening a pizzeria that employs and provides job skills training to underprivileged youth and opening a jiu jitsu academy to fund social initiatives.

The following pages highlight these local leaders and the life-altering impact DreamRoot programming and partnerships are having on individuals, communities, and future generations.

Amy Passos
Executive Director and Board President



By the Numbers

In 2022, DreamRoot partnered with 70 leaders, working in 19 communities, to serve over 1,000 men, women, and children with community enrichment programming.

Our work included:

290+
hours

of DreamRoot leadership training and coaching over 70 local leaders of 19 social initiatives.

1,100
students

and their families benefited from DreamRoot local leader initiatives.

9,000
hours

of local leader programming provided to community members.

200+
students

improved their school grades through a new tutoring program and teacher instructional skills workshops.

7 Young
graduates

employed in Haiti's tutoring program.



12 U.S. students

hosted in Recife for a Brazil-U.S. cultural exchange and training camp.

129 Jiu Jitsu uniforms,

15 belts, along with clothing and many toys donated to students in need in Brazil.

125 kids

sponsored for a 2-month-long educational summer camp in Haiti.

22 local leaders

across Brazil connected with each other through networking programs designed to encourage peer support and joint learning.

1 New jiu jitsu

leadership program developed, which ran 2-U.S.-based cohorts for 41 participants.

1 special edition

DreamRoot jiu jitsu uniform design rolled out for purchase [HERE](#).



Beyond the **Numbers**

The numbers tell a story, but it isn't the full story. Our measure of success is that mindsets are being transformed through sustainable developing, forever changing communities and the individuals that call them home.

IMPACT TESTIMONIAL

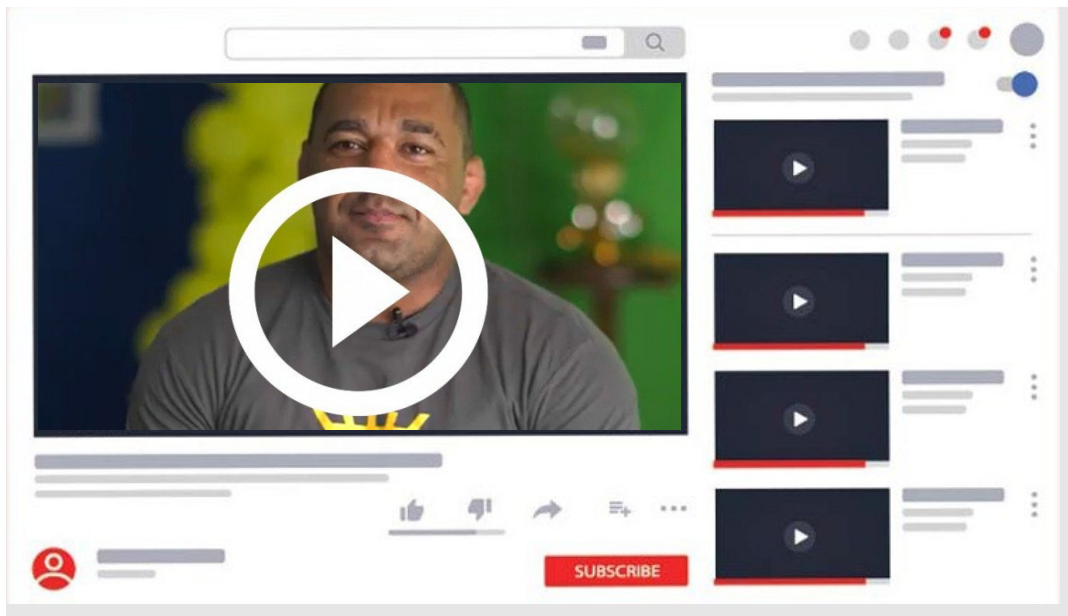
Meet local DreamRoot leader, Eduardo. He and his team run several initiatives, including Gaditas in Porto Alegre, Brazil.

During our October local leader training and networking workshop in Brazil, we had the privilege of filming this interview with Eduardo and hearing incredible testimonies of his and his team's work, making a difference in people's lives.

Eduardo's work includes overseeing a safe house for many rescued children and teens pulled from vulnerable situations, including drug addictions. His many responsibilities include coordinating doctor's appointments, counseling sessions, tutoring, and leading a jiu jitsu program.

Their focus is not just to transform lives from their current situation but to equip children and youth for a thriving future.

Eduardo and his team have helped numerous families and youth leave poverty and addiction. Today, many of his students have grown up to become international jiu jitsu champions, several-of-which are now living overseas as professional BJJ players.





WHO WE ARE

DreamRoot Leadership Institute (DreamRoot) is a 501(c)3 nonprofit dedicated to investing in leaders and changemakers who are committed to reversing cycles of poverty in underserved communities by equipping and empowering them to solve local challenges and raising up others to do the same.

DreamRoot is an international training and development organization that provides a combination of training, coaching and providing resources and opportunities to network with local community leaders. We collaborate with them to launch initiatives that transform their communities in ways that lead to sustainable social and economic growth.

Leadership **Development** Model

DreamRoot helps community members solve many of their own challenges using a leadership development approach.

DreamRoot's leadership development model involves **identifying** proven leaders and high-potential change makers within underserved communities and **equipping** them with the training, coaching, resources, and networks they need to **launch** local initiatives that will have a social and economic impact and will **multiply** leaders to sustain and expand operations.

IDENTIFY

EQUIP

LAUNCH

MULTIPLY



Empowering and Mobilizing Leaders for Transformation

Equipping Leaders Through Training and Coaching

DreamRoot identifies and equips local leaders who are actively serving their community to help catalyze and invest in initiatives that will create systematic change.

In 2022, DreamRoot conducted in-person training and coaching in the U.S. and across nine cities in the north and northeast of Brazil, including the Amazon, Sertão of Alagoas, the greater Recife area, Fortaleza, and Joao Pessoa. Even when our facilitators are not on-site, we continue trainings through virtual coaching and team care calls.

The goal of these training sessions is to position the leaders with the skills, emotional reserves, and effective habits that will create high-quality programming while developing a healthy leadership team to help carry out their vision. Training topics include practical tips on operational and leadership best practices, curriculum development, class facilitation, and strategies to build and empower a high-performing team.



HIGHLIGHT

Three-Day In- Person Leadership Workshop

In October, DreamRoot facilitated a three-day leadership workshop and networking event in Brazil with 22 local leaders of educational social initiatives that operate in over 13 underserved communities across four states in Brazil.

The weekend was a time of learning and encouragement from one another while developing practical team-building skills in fun interactive ways. Sessions incorporated self-awareness exercises, identifying leadership styles, and learning to appreciate and leverage the strengths of others to build strong relationships and high-performance teams. It was a fun weekend of epiphanies, laughs and growth. We concluded the weekend with a poolside BBQ to rest and connect.

Above all, this weekend was a time for us to get together in person to honor them and provide a space for these amazing leaders to rest and let their guard down. The leaders work continuously in tough situations and have a life-changing impact. Since the workshop, the leaders have been sharing their insights with others in the community, sharing their new skills and knowledge.



HIGHLIGHT

Jiu Jitsu Leadership Cohorts

In partnership with Team Passos Jiu Jitsu, DreamRoot has developed a 4-month jiu jitsu leadership cohort for assistant coaches. Thirty-nine participants from two organizations in the U.S. attended. During the cohort, the participants expanded their jiu jitsu knowledge and coaching abilities while developing their leadership skills. Each received tailored instruction, hands-on practicum experience, and personal coaching sessions.

Attendees reported gaining skills, knowledge, connection, and experience that has helped position them as stronger leaders.

92% reported that the cohort enabled them to gain a clearervision for their life.

It was such a joy to see the growth of the participants and their dedication to serving others as assistant coaches. Congratulations to everyone for finishing strong!

After having completed the workshop, many of the local leaders are now sharing the insights they learned with others in their community.





BUILDING A NETWORK OF SERVING LEADERS

Local Leader Network

Strong peer and mentoring networks are vital for local leaders. It is a space where their voice is heard and understood, and they are strengthened to continue moving forward.

Our team fosters a trusted community for leaders by holding regular virtual group meetings with our Portuguese-speaking DreamRoot local leaders where they connect, learn from, and encourage one another as they share their successes and challenges.



HIGHLIGHT

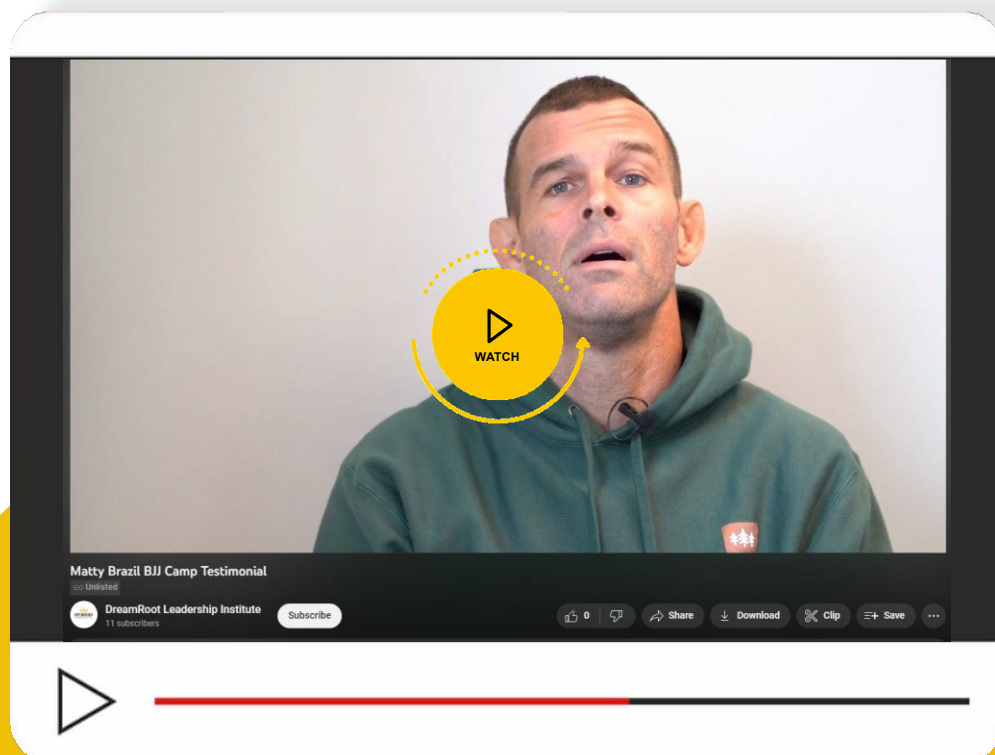
Cross Culture Jiu Jitsu Camp

We further expanded networking opportunities for leaders and forged new connections by hosting 12 U.S. students in Recife, Brazil for a jiu jitsu training camp and cross-cultural exchange with DreamRoot local leaders and community members. During the trip, the U.S. participants visited and trained jiu jitsu at the various DreamRoot social initiatives across the city. Between training sessions, they enjoyed the beautiful beaches, explored street markets, tried new foods, and shared meals together.

The language differences did not prove to be a barrier to connecting, making new friends, and expressing unity and appreciation for one another. There was laughter and even some tears as the participants returned home. The U.S. participants unanimously shared that one of their biggest highlights of the trip was connecting with community members and seeing the local leaders' impact. During each of our visits to the social initiatives the community members shared how much our time together meant to them. They expressed how they felt seen and valued - bringing encouragement and hope to overcome the challenges within the community.

The week was life-giving on all ends. This camp strengthens both the local leaders and community members, as well as the U.S. students, demonstrating the power of relationship.

TESTEMONIAL



Launching and Fortifying Social Initiatives

Accelerating Mission Impact through Operational Advising

DreamRoot provides operational advising to local leaders. As an initiative progresses, different needs and situations arise at various phases of operations. DreamRoot helps leaders navigate through those challenges by responding to these demands, building off their success, enhancing their programming, mentoring others, and expanding their reach.

HIGHLIGHT

Delegating for Success

One sign of success this year is that local leaders are able to build up other members of their team to take on more responsibilities. This allows team members to contribute their talents and develop their leadership skills, while freeing local leaders to mentor students.

One example of this is, the main leader at one of the training centers was expecting their first child. We worked with him to put processes in place and prepare one of his team members to lead operations while he was away. The team member stepped-up and successfully led the jiu jitsu classes and educational programming uninterrupted. This is a great illustration for why it is important to identify and equip other team members, allowing space for them to lead while giving guidance and feedback, and seeing the new leaders develop and contribute their talents that enhances the initiative for all involved.



Unlocking Resources Through Seed Investment

Seed investments are offered to local leaders who are trained and vetted to help launch social initiatives or expand already established programs so they can serve more people.

Investments in 2022 included helping to launch life and job skills workshops for communities in Pernambuco, repairing the roof of the DreamRoot/Arte Suave Training Center after an unusual heavy and damaging rainy season, and purchasing a copy machine for a school in Haiti so they can make handouts more widely available to their students.

Additional resourcing consisted of

distributing **129** jiu jitsu kimonos, 15 belts, toys, and various clothes to underprivileged students across Brazil.

A boy from the Sertão DreamRoot Training Center shared with us that the donated gi was actually the first piece of new clothing he has ever received.

These donations are truly life changing. It empowers students the opportunity to fully participate in enriching extracurricular activities, and for many, these uniforms, clothes and toys, are the FIRST items they have ever received as their own. These gifts instill a sense of dignity and self-esteem that they will carry with them for the rest of their life.

Thank you to all who have donated and helped with the transportation to make this a reality!





During our 2022 Brazil-U.S. cultural exchange and jiu jitsu camp, one of the U.S. participants, now an 18-year-old BJJ champion, noticed a young girl wearing one of the first gis he used to train in and had donated years ago.

We know the power and impact these uniforms bring to the lives of the participants of the social initiatives in these communities. We have seen, once again, how the impact can inspire and encourage those who give and receive.

Multiplication for Sustainability

Preparing leaders to mentor and develop additional leaders is essential to carrying out sustainable social and economic development.

In 2022, we witnessed a multiplication of leaders to create a sustainable impact towards the local leaders' initiatives!



HIGHLIGHT

Students Returning to Lead

This summer in Haiti, many of the camp's activities were conducted by previous students at the school which is led by local DreamRoot leaders, Rose and David. After graduating, they returned to give back to their community and assist with the summer camp and activities.

Many of the coaches at DreamRoot leaders' jiu jitsu social initiatives are current or previous students and several of them have shared with us that their experience with the program helped provide an opportunity for personal transformation and has led them to give back and serve others in the same way.

A great testimony of this comes from the Sertão and Arte Suave Training Centers. They have become a platform for community members from various professional backgrounds to engage with neighbors and lead educational workshops, skill training, and professional services including physical therapy and nutrition sessions. Workshops covering various health topics along with citizen's and children's rights have sparked a higher vision for the attendees.





Meet Gabriel.



Meet Gabriel. He is a student and leader at the Arte Suave social initiative. He began the program when he was a young teenager in a household where they often did not have enough food. At the Arte Suave training center, he found a safe space that offered much-needed food and mentorship. After graduating from college and starting a successful career, he returned to lead the jiu jitsu programs and coach others.

His message is that with a vision, discipline, and a strong support network, anyone can rise to greatness despite their circumstance.

Unleashing entrepreneurs foreconomic development

DreamRoot local leaders have embraced entrepreneurship as a driver of sustainable development and to help cover operating costs for their programs and training centers. They have been busy implementing revenue-generating projects and partnerships to further their social initiatives, including:

- Launching a pizzeria that employs and provides job skills training to underprivileged youth while generating revenue that funds the jiu jitsu social initiative.
- Selling vitamins and supplements not readily accessible in their communities, in conjunction with nutritional education.
- Offering a fully functional office space within the training center to kickstart budding entrepreneurs at a subsidized rent.
- Opening a jiu jitsu academy in a neighboring town with paid memberships for those who can afford it to help sustain social initiative programming.

Revitalizing Communities Through Training Centers

DreamRoot Training Centers are inclusive spaces created to host accessible programs. To date, DreamRoot has helped build two training centers in Brazil, renovated a third, and built a resource center for a school in Haiti, employing local community members in the construction of all four projects.

Eradicating barriers to access inclusive programming

Intentionally positioned in neighborhoods surrounded by violence, abuse, poverty, and drugs, DreamRoot Training Centers provide a safe and accessible space to build healthy connections. It is here that vulnerable individuals in underserved communities can heal, grow, and thrive into their own leadership calling while participating in educational and extracurricular programming in a supportive environment

Inclusive and accessible spaces catalyzes healing and development which revitalizes the community.



Programming at the centers ranges from psychiatry sessions for domestic abuse and trauma survivors, to sports activities, English classes, teacher enrichment training, nutritionist consultations, physical therapy, and food pantries. The centers also host community events and educational workshops throughout the year.

Participants of these ministries and activities often report experiencing a rise in confidence, a higher vision for their lives, new life skills needed to achieve their dreams and create healthier and thriving communities.

Advancing Gender Equality

The centers are seeing a rise in girls and women participating in sports and educational programming, often filled with male participants.

Through the encouragement of not just female participation but also women leading in programming, including jiu jitsu, self-defense classes, and educational events, women are being empowered to have their voices heard in the development of the community.

HIGHLIGHT

First Female Black Belt

Congratulations to Carol on her promotion to BJJ black belt and being the first female black belt at the Arte Suave Training Center! Carol is an instructor at the Arte Suave Training Center where she serves throughout the week. Her level of discipline, heart for others, and consistency is an inspiration to all. Thanks for being an amazing role model, Carol!



Rebuilding Trust in Communities

Members involved in the programming at the centers are growing as well as the number of emerging leaders stepping up to lead. This increased engagement and connection among participants is helping to build trust and collaboration with other community members.

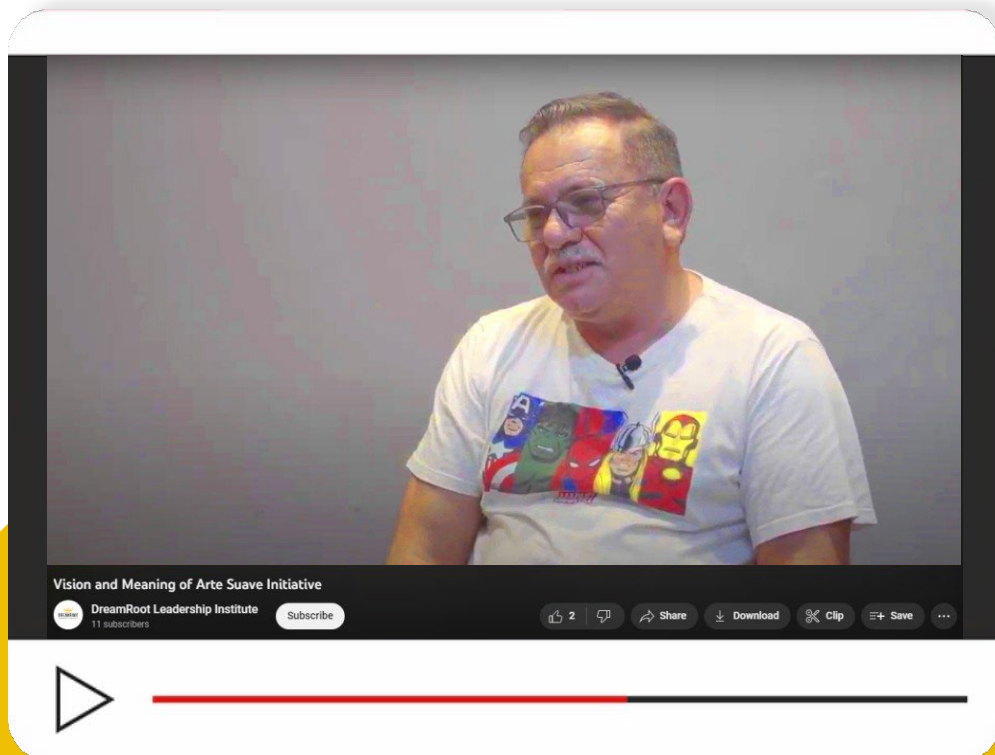
Community-driven development gives its members the lead role in decision-making and stewardship of their resources to reduce poverty and enhance their quality of life. Local leaders have even reported that the training centers and programs have led to a decrease in violence, drug use, and hunger in those areas.

They have created renewed hope and vigor for the community as they collectively work toward a higher vision for their neighborhood.



The training center is the heart of their community where members can connect and participate in activities. Our future plans include creating an after-school tutoring and educational program for children.

- Mr. Nilson, Paulista community member





We threw a community block party for the families at the Arte Suave Training Center to celebrate “Dia das Crianças,” or Children’s Day. The evening was filled with games, snacks, and a message of encouragement. Everyone had a blast!

Highlights included a cotton candy machine, trampoline, and a guest appearance of a life-sized dinosaur. Each child was able to take home a toy and for several of the children, it was their first time receiving a new toy to call their own. Most of the families shared that our presence and connection was the most impactful part of the event.

Advancing Access to Education

DreamRoot continues to extend access to quality education and learning opportunities for students in Les Cayes, Haiti. In partnership with local leaders Rose and David, in 2022, we launched a tutoring program and sponsored a two-month long summer camp.

Snapshot of the year's successes

- Over 200 students grades improved through the launched a tutoring program.
- Employed 7 young high school graduates to facilitate the tutoring.
- Added 7th grade middle school.
- Employed 11 community members to host a two-month long summer camp for 125 kids.
- 24 teachers improved their instructional skills through teacher enrichment workshops, benefiting all their students.





HIGHLIGHT: TUTORING STUDENTS IN HAITI

The new tutoring program has improved the grades of over 200 students in Les Cayes. Tutors work weekly after school with students who need extra help in their studies. Students that entered the tutoring program with a 4/10 average grade score, finished their school year with an average of 8.5/10. This HUGE accomplishment and growth among the students has shown how successful programs like this can be.

These students are not just being moved on to the next grade, which is too often common in the Haitian school system. They are truly prepared to succeed at the next level in their studies and beyond.

Further, between the unprecedented political and economic instability, and subsequent gangs controlling much of Haiti, schools could not open for the start of the 2022/2023 school year. However, the tutoring program helped the children continue their lessons during the country-wide school shutdown.

At the end of November, local DreamRoot leaders Rose and David made the courageous move to begin the school year at their school despite widespread gang threats to shut down schools that would open. It has been encouraging to see the families begin bringing their children back to attend class.

Children like these are the next generation of leaders and education is a critical success factor for young people, their families, communities, and nations.

HIGHLIGHT

Two-Month Long Summer Camp

DreamRoot local leaders Rose and David welcomed 125 students, grades 1-7 to a two month summer camp that runs from June through August.. With the help of a team of camp leaders, including former students who are now high-school seniors and young adults in the community, the students will have fun, learn new skills and build lasting friendships.

In their community, enriching extra-curricular activities for children are nearly non-existent. This camp was an opportunity most students had never experienced before. Compounded with the unforeseen school shut down, this summer camp helped bridge the schooling gap while having a lot of fun.

The students enjoyed a variety of activities including soap making, baking bread, creative writing, arts and crafts including drawing, coloring, and painting. The children also enjoyed performing arts like dancing and learning choreography, singing, poetry writing and reciting, and continued with their English language lessons, and touching up on the classroom lessons to prepare the students for their upcoming school year.



OUR TEAM

BOARD OF DIRECTORS

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DreamRoot Leadership Institute

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Senior Loan Officer
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OUR FINANCIALS

DreamRoot holds itself and their partners and beneficiaries to high standards of excellence, transparency, and accountability.

We believe our time, talents, resources, and influence has been given to us to be cared for in a manner that brings maximum impact for those we serve. We will remain intentional in our approach to advancing equity, impact, and positive long-term transformations at the grassroots level.

Revenue



\$82,362

- Individuals 45%
- Corporations 39%
- Events 15%
- Merchandise Sales 1%

Expenditures



\$72,735

- Program Costs 66%
- M&G 34%

Platinum
Transparency
2022

Candid.

our **Supporters**

To our supporters, thank you for the trust you have placed in DreamRoot and its services.

Your compassionate support truly makes a difference! You are an advocate for those living in underserved communities who are striving to reverse the cycles of poverty and promote the well-being of every member of society. Your support this year has provided a platform for their voices to be heard and to access programs and resources that enable them to create sustainable change.

CORPORATE SPONSORS

1. **Onda Brazilian Jiu Jitsu**
2. **Infinite Fighting Concepts**
3. **Armezzani Jiu Jitsu Academy**
4. **Team Passos Jiu Jitsu**
5. **Kitchen Craft Cabinet and Countertops**
6. **Phalanx Facilities Management**
7. **Ariake Japanese Restaurant**
8. **The Blessing Projects**
9. **Data Machines Corp**

DreamRoot is a registered 501(c)3 organization focused on education and international development.

PERMISSION TO DREAM



22446 Davis Drive, STE 153
Sterling, VA 20164



hello@dreamrootinstitute.org