



# QUARTERLY REPORT

## 2026 Q1 IMPACT



12

ACTIVE LOCAL  
LEADER PROGRAMS

4

BJJ ACADEMIES  
UNITED

18

COMMUNITIES  
ENGAGED

1

WOMEN'S COHORT  
COMPLETED

# 2026 Q1 IMPACT QUARTERLY REPORT

## WE'VE BEEN REMINDED OF THIS TRUTH AGAIN AND AGAIN:

Development work, at its best, is not transactional, **it's relational**. It starts with investing in people, alongside the systems and tools that help them grow and lead well. In these environments, with ongoing support and accountability, leaders lead better, entrepreneurs build responsibly, and communities grow stronger. Q1 2026 reminded us of this again.

Seeds are being planted in planning sessions, on jiu jitsu mats, and in entrepreneurial cohorts. What follows is not just a record of activity, but a snapshot of human growth in motion and a **model for grassroots development rooted in dignity and collaboration**.

**"LASTING CHANGE DOESN'T  
COME FROM PROGRAMS  
ALONE. IT COMES FROM  
EQUIPPED, CONNECTED, AND  
SELF-AWARE PEOPLE."**

**-AMY PASSOS**

## MILESTONES

NARA'S STORY: COMMUNITY-  
EMBEDDED DEVELOPMENT IN  
ACTION

ORGANIZATIONAL AND  
LEADERSHIP DEVELOPMENT

FLAME: WOMEN'S  
ENTREPRENEURSHIP COHORT

BJJ PROGRAM AS A MODEL  
FOR COMMUNITY  
DEVELOPMENT

WHAT WE'RE LEARNING



## NARA'S STORY: COMMUNITY-EMBEDDED DEVELOPMENT IN ACTION

Nara's story reflects the heart of DreamRoot's mission, removing barriers so community members can continue to grow through education, training, and community support.

Nara is the youngest one of three sisters, aged 18, 15, and 11. After the recent passing of both parents the family has been navigating significant financial and emotional hardship.

Despite these challenges, thanks to the local community rallying together, all three sisters remain in school and Nara continues her jiu jitsu training, giving her access to structure, mentorship, and a safe environment. The Arte Suave Training Center subsidizes her membership through a sustainable shared-cost model supported by other paying students, that allows families in seasons of financial hardship to remain part of the community.

In addition, a nearby daycare operator helps support the sisters' school tuition, and this quarter local leaders at Arte Suave raised funds to cover schoolbooks



**“SHARED VISION THAT IS NOW YIELDING FRUIT, SHIFTING COMMUNITIES, SHAPING REGIONS, AND IMPACTING GENERATIONS.”**

## NARA'S STORY (CONTINUED)

for all three siblings, ensuring they can continue their education through the year.

Nara's story is a clear picture of community-embedded development at ground level: not a program report, but three girls with a future because a network of people and local institutions chose to show up together and sustain opportunity and stability in a season of crisis.

This powerful model reflects what's possible when a connected ecosystem comes to life, a DreamRoot Training Center, a daycare, committed local leaders, and a community of BJJ practitioners showing up consistently. Over time, that presence builds trust, shared values, and a shared vision that bears real fruit, shifting communities and impacting generations.



### OUTPUT

#### Subsidized Access

Free training, covered school books, and discounted memberships secured for this quarter.

### OUTCOME

#### Continued Education

All three sisters remain in school and connected to a stable, caring community network.

### IMPACT PATHWAY

#### Intergenerational Mobility

Education sustained through disruption is among the most durable predictors of long-term flourishing

# ORGANIZATIONAL AND LEADERSHIP DEVELOPMENT

## Annual & Quarterly Strategy Kickoff

DreamRoot facilitated two strategic planning sessions and two leadership development workshops for a Recife-based organization's team of over 50, each designed around a foundational conviction: **every voice matters**.

Through focus groups, member surveys, and intentional dialogue, this was not a top-down strategy cascade; it was **co-creation**. Department leaders, staff, and volunteers contributed, questioned, and dreamed together, producing a plan with broad ownership and deep roots.

When teams shape the vision together, they carry it further.



### OUTPUT

#### Strategy & Coaching Sessions Delivered

Leadership workshops and strategy sessions conducted with full team participation.



### OUTCOME

#### Aligned Priorities

Team and organization oriented around shared rocks, clearer vision, and coordinated action.



### IMPACT PATHWAY

#### Organizational Health

Teams that operate with shared purpose and strong systems deliver more, with less friction, for longer.

## ORGANIZATIONAL AND LEADERSHIP DEVELOPMENT (CONTINUED)

### OD Sessions & On-Going Coaching

During this quarter's organizational development sessions, the focus was on defining "rocks" (quarterly priorities), identifying what matters most, and building a **shared vision** with an **actionable strategy** that the entire team could rally around.

We also continued partnering with department leaders and their teams through **ongoing leadership and operational coaching**.

**The goal:** in-sync collaboration, stronger performance, a fulfilled vision, and an organization that enjoys the journey, not just reaches the destination. Strategy without alignment is a plan on a shelf. Alignment without strategy is energy without direction. This work pursues both, together.

"OUR JOY LANE IS HELPING ORGANIZATIONS AND TEAMS CREATE AN ENVIROMENT WHERE PEOPLE CAN THRIVE AND CO-CREATE GREAT THINGS TOGETHER."



"OUR TEAM IS NOW MORE ALIGNED AND THERE IS MORE JOY IN THE JOURNEY NOW THAT WE HAVE BEEN WORKING IN THIS NEW WAY."

- DEPARTMENT LEADER



## WHY PARTICIPATORY PLANNING PRODUCES BETTER OUTCOMES

Research in organizational development consistently shows that strategies co-created across hierarchies outperform those designed at the top and communicated downward.

They anticipate obstacles their leaders may not see, and they advocate for the plan inside their own networks. Ownership is the multiplier that no slide deck can manufacture. The planning process itself is an intervention, not just a means to a plan.

WHEN  
PEOPLE  
SHAPE A  
VISION  
TOGETHER,  
THEY  
CARRY IT  
FURTHER



# FLAME: WOMEN'S ENTREPRENEURIAL ACCELERATOR

The 5-week FLAME Women's Entrepreneur Cohort launched in Portuguese, bringing together **12 women entrepreneurs** across Recife, Brazil for weekly online training sessions and culminating in an in-person summit at the Arte Suave DreamRoot Training Center in Recife.

**Purpose precedes strategy in entrepreneurship development.** FLAME begins with one question: why do you exist, and why does your business need to exist? Sustainable businesses are built on clarity of calling. The FLAME curriculum shapes both the inner foundation and the outer framework of a thriving venture.



## OUTPUT

### Cohort Completed

Weekly sessions delivered, summit held, facilitators engaged, curriculum applied, peer relationships deepened.



## OUTCOME

### Founders Activated

Participants launch or advance ventures, clarify strategy, and maintain ongoing accountability to one another.



## IMPACT PATHWAY

### Local Economy Strengthened

Purpose-driven businesses create employment, model enterprise as restoration, and build generational capacity in their communities

**Guest facilitators** included Samara Brandão, President of BAM Brasil and CEO of Ava Bolsas, Sarah Araujo, business model specialist at Bluefields Accelerator, and Amy Passos, DreamRoot Executive Director.

**The cohort pursued four pillars:** (1) strategic clarity, (2) personal-business purpose alignment, (3) mutual-value creation, and (4) scalable operations.

**ENTREPRENEURSHIP IS MORE THAN PROFIT. IT IS BUILDING WHAT HEALS, SERVES, AND MULTIPLIES GOOD IN THE WORLD.**



# RESULTS AND IMPACT OF FLAME

**2x**

WOMEN MORE LIKELY TO REINVEST EARNINGS INTO FAMILY AND COMMUNITY

**90%**

OF WOMEN'S INCOME RETURNED TO LOCAL ECONOMY  
per World Bank

1ST BUSINESS OPENED BY PARTICIPANT CARLA, WEEKS AFTER SESSION ONE



**100%**

Program Satisfaction



**12**

Women Participated



**55%**

Took New Action After the Program



*"Entrepreneurship is difficult, and sometimes there is no support from family which is why programs like this are so important, offering help and motivation."*

*- Jhessika Lima, participant*



*"The program really opens our minds; the online format works very well, and the in-person session was great. I realized that I could promote my business more, and I'm improving the sales side of my work."*

*- Valdenice, Participant*



## BJJ PROGRAMS AS A MODEL FOR COMMUNITY DEVELOPMENT

Two Brazilian Jiu Jitsu (BJJ) cross-training events this quarter brought together four jiu jitsu academies across the greater Recife area for a shared morning of training, mentorship, and connection.

Ongoing weekly programming at each center and continued DreamRoot leader mentorship strengthen the local communities.

Our Jiu Jitsu Leader Network model is intentional: iron sharpening iron across institutional boundaries, building something larger than any single academy.



**THE MATS ARE WHERE CHARACTER IS FORMED. WHAT BEGINS IN TECHNIQUE EXTENDS INTO FAMILIES, SCHOOLS, BUSINESSES, AND GENERATIONS. COMMUNITY DOESN'T HAPPEN BY ACCIDENT, IT IS PRACTICED.**

### OUTPUT

#### Collaborative Training & Mentorship

Two regional cross-training events and sustained weekly programming across four academies to provide consistent technical and leadership development.



### OUTCOME

#### Strengthening Social Capital & Leadership

These interactions build a unified network of leaders and a culture of mutual accountability.



### IMPACT PATHWAY

#### Resilient & Connected Ecosystems

The network creates a self-sustaining foundation for long-term community stability, upward social mobility, and development across NE Brazil.

## WHAT WE'RE LEARNING

### PRINCIPLES AT WORK THIS QUARTER

#### **CO-CREATION IS A STRUCTURAL ADVANTAGE, NOT JUST A VALUE**

Planning processes that invite every voice produce strategies with roots deep enough to survive real implementation. Participatory design is linked to higher execution rates. The Recife OD sessions validated it. Shared ownership drives results.

#### **EMBEDDED COMMUNITY CAN RESOURCE ITSELF**

Nara's story shows that communities with strong relational infrastructure find ways to care for their most vulnerable members without waiting for outside intervention. DreamRoot's role was to help build the environment in which it could emerge naturally.

#### **ENTREPRENEURSHIP NEEDS PURPOSE BEFORE IT NEEDS STRATEGY**

FLAME opened by anchoring participants in personal purpose because businesses built on clarity of calling build differently than those built on market opportunity alone.



## WHAT WE'RE LEARNING (CONTINUED)

---

### NETWORK MULTIPLY IMPACT

Our Jiu Jitsu Leader Network shows how academies training and collaborating together accomplishes more than one academy.

---

### JOY IS A SIGN OF ORGANIZATIONAL HEALTH

We design environments where leaders don't just accomplish goals, they enjoy the journey. Organizations where people thrive attract and keep the kind of people who build something lasting.

