



DREAMROOT
LEADERSHIP INSTITUTE

Annual Report 2025 Report



Table Of Contents

- 01. Executive Letter
- 03. By the numbers
- 05. Who We Are
- 07. Leadership & Organizational Development
- 13. Redemptive Entrepreneurship & Economic Empowerment
- 15. Education & Youth Development
- 17. Jiu Jitsu & Community Formation
- 23. Global Partnerships, Networks & Community Capacity-Building
- 25. Our Financials
- 27. Our Team



Executive Letter

As we began 2025, we asked ourselves a simple question:

What do we want to look back on with true joy and accomplishment?

Not just activity or impressive metrics. But what truly moves the needle toward the common good and human flourishing.

Since 2019, DreamRoot has had the privilege of partnering with over **350 local leaders across 5 continents and 23 countries**. Together, we're equipping and connecting leaders serving **63 communities** with the training, tools, and networks needed to break cycles of poverty and build flourishing communities.

We've grown not by expanding fast, but by growing deep. Staying curious. Investing in people before programs. Choosing long-term formation over short-term results. Because it is through relationships built on **trust, shared dignity, and mutual respect** that true and lasting transformation is accomplished.

We've grown not by expanding fast, but by growing deep. By investing in people before programs and in long-term formation over short-term results.

Again and again, we saw what happens when individuals are equipped with vision, courage, and community: families strengthened, organizations

became healthier, and hope took root. Students persisted where dropout rates are high. Women launched businesses where opportunity is scarce. Leaders chose collaboration over isolation.

Reflecting on 2025, one word keeps surfacing: **gratitude**.

Gratitude for leaders who said "yes" when the work was hard. For communities who trusted us enough to build together. For partners who believe transformation is possible, even in places the world often overlooks.

This work is never done alone. You are part of this story. Let's continue to dream big and color outside the lines of what's possible.

Thank you for walking with us.

With deep appreciation,

Amy Passos

Executive Director



BY THE NUMBERS

While the numbers are encouraging, what matters most are the lives and stories behind them and the ripple effect they have: moments of confidence gained, dignity restored, and purpose rediscovered.



Leadership & Organizational Development

- 197+ leaders equipped across 56+ communities in 24 countries
- 876+ hours of training and coaching delivered
- 11 LATAM leaders collaborating across 5 countries

Entrepreneurship & Economic Development

- 15 women entrepreneurs trained
- 2 new businesses launched
- 2 community members gained employment
- 44 community members attended an economic empowerment workshop

Youth & Education

- 100% academic pass rate at Brazil training centers
- 100% Haiti national exam success & national recognition
- 13% growth in Haiti school enrollment

Community Capacity- Building

- 20,000+ hours of local leader-led programming
- 2,388 Students and families served
- 198 Jiu jitsu uniforms donated across 9 countries
- 8 community-capacity building events hosted



WHO WE ARE

MISSION

DreamRoot Leadership Institute (DreamRoot) is on a mission to release the potential of leaders in underserved communities to reverse the cycles of poverty and promote the well-being of every member of society.

VISION

To see every person, regardless of their life circumstances, given the opportunity to realize and achieve their dreams, living out their fullest potential and contributing to the advancement of society as a result.

Behind every thriving community are committed, equipped leaders.

OUR CORE BELIEF

When leaders have clarity of purpose, shared values, equipped with practical tools and connected to a wider network, they create environments where people, organizations, and communities can thrive.

FOCUS AREAS

- Leadership & Organizational Development
- Entrepreneurship & Economic Development
- Youth & Education
- Equity & Community Capacity- Building

LEADERSHIP & ORGANIZATIONAL DEVELOPMENT

*Transformed
leaders transform
communities.*

DreamRoot continued to invest deeply in leaders through coaching, training, and organizational development partnerships because lasting change begins with healthy, equipped people, not just strong programs.

When a leader grows in self-awareness, clarity, and resilience, the impact doesn't stop with them. It ripples outward to their teams, their organizations, and the communities they serve.

In 2025, we went deeper with the local leaders we've been walking alongside for years while also forming new partnerships. Not transactional projects. Real partnerships rooted in trust, developed over time



197+

Leaders equipped across 56+ communities in 24 countries

876

Hours of training and coaching delivered

IMPACT HIGHLIGHTS

56+

Communities across 23 countries

22

Leaders completed a 9-month Leadership Accelerator

8

Community capacity-building events

2,388

Students and community members impacted through local leader initiatives

24

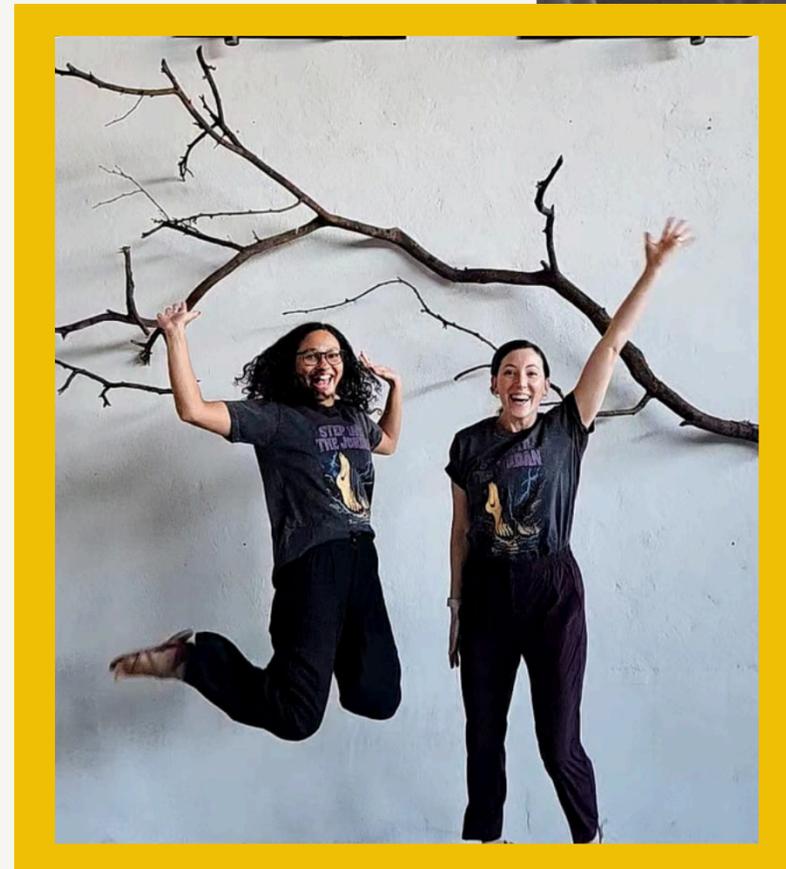
Department leaders equipped through an organizational development partnership impacting 100+ staff and volunteers.



"I lacked confidence to lead. Now I have tools to share and complement my existing knowledge." - Workshop Participant

WHAT'S CHANGING

- 1 Clearer vision and aligned strategy replacing siloed leadership.
- 2 Stronger collaboration and trust across teams
- 3 Healthier operational rhythms that reduce burnout
- 4 Leaders growing in confidence, self-awareness, and purpose



“I am able to communicate vision more clearly and invite feedback without fear. My team is doing better work, and our culture is changing.”
- Local Leader

REDEMPTIVE ENTREPRENEURSHIP & ECONOMIC EMPOWERMENT

Business is about value creation, where profit becomes the byproduct.

FLAME WOMEN'S ENTREPRENEURIAL TRAINING

DreamRoot partnered with Bluefields Accelerator to bring world-class redemptive entrepreneurial training to Northeast Brazil.

We launched the FLAME Cohort, an immersive program for 15 women entrepreneurs in Brazil, blending redemptive business strategy with purpose-driven leadership.

Results

- 15** Women participated in entrepreneurial cohort
- 2** Businesses launched: creating new income, community vibrancy, and inspiring other women to act
- 44** Community members attended an economic empowerment workshop
- 1** Participant went back to college



"What I learned is that business exists not just for the owner but about value creation for others. It requires us to be others-focused and observant of what they need and want so that you can tailor your business to them."

FLAME participant & DreamRoot Leadership Accelerator alumna.

EDUCATION & YOUTH DEVELOPMENT

Education is one of the most powerful building blocks of a thriving society. It empowers individuals, reduces poverty, and fuels sustained growth and human flourishing. That's why we invest in local leaders making quality education accessible in their communities.

The school year provided more opportunities for local children to succeed through increased enrollment, regional collaborations through sports clinics, outstanding academic success, and community engagement through tutoring and creative programs.



Brazil	Haiti
<p>100% Academic success at Arte Suave and Sertão Training Centers</p>	<p>320 Students served (Grades 1-9)</p>
<p>Expanded programming: BJJ, ballet, and literacy</p>	<p>90% Pass rate across grades</p>
<p>Sertão Training Center expansion with improved facilities</p>	<p>13% Growth in school enrollment</p>

100%
Haiti national exam success, earning national recognition



JIU JITSU & COMMUNITY FORMATION

*Jiu jitsu is a powerful formation tool.
And it's where DreamRoot's story began!*

On the mats and in community, relationships built on trust, consistency, and belonging catalyze transformation.

Jiu jitsu remains a powerful tool for leadership development, community engagement and network building. These programs build far more than technique. They cultivate character formation, emotional resilience, community and cooperation that extend far beyond the mat and into families, schools, neighborhoods, and businesses.

360+

Students and families served in weekly BJJ programming in under resourced communities

46

BJJ leaders equipped and connected across 5 countries to bring excellence to the mat

198

Uniforms donated across 7 countries in Africa, plus Costa Rica and Brazil, supporting inclusive participation



Jiu Jitsu & Community Formation

“I started by bringing my daughter to jiu jitsu class. After seeing her transformation and the strong, supportive community around her, my wife and I decided to join too.”

- Gilmar, BJJ student at the Arte Suave DreamRoot Training Center



1 New bilingual BJJ program launched in Candeias, Brazil

19 Community members empowered through women's self-defense training

3 Women leading jiu jitsu programs inclusion and role models boosting female participation

35% Female participation in a traditionally male-dominated sport

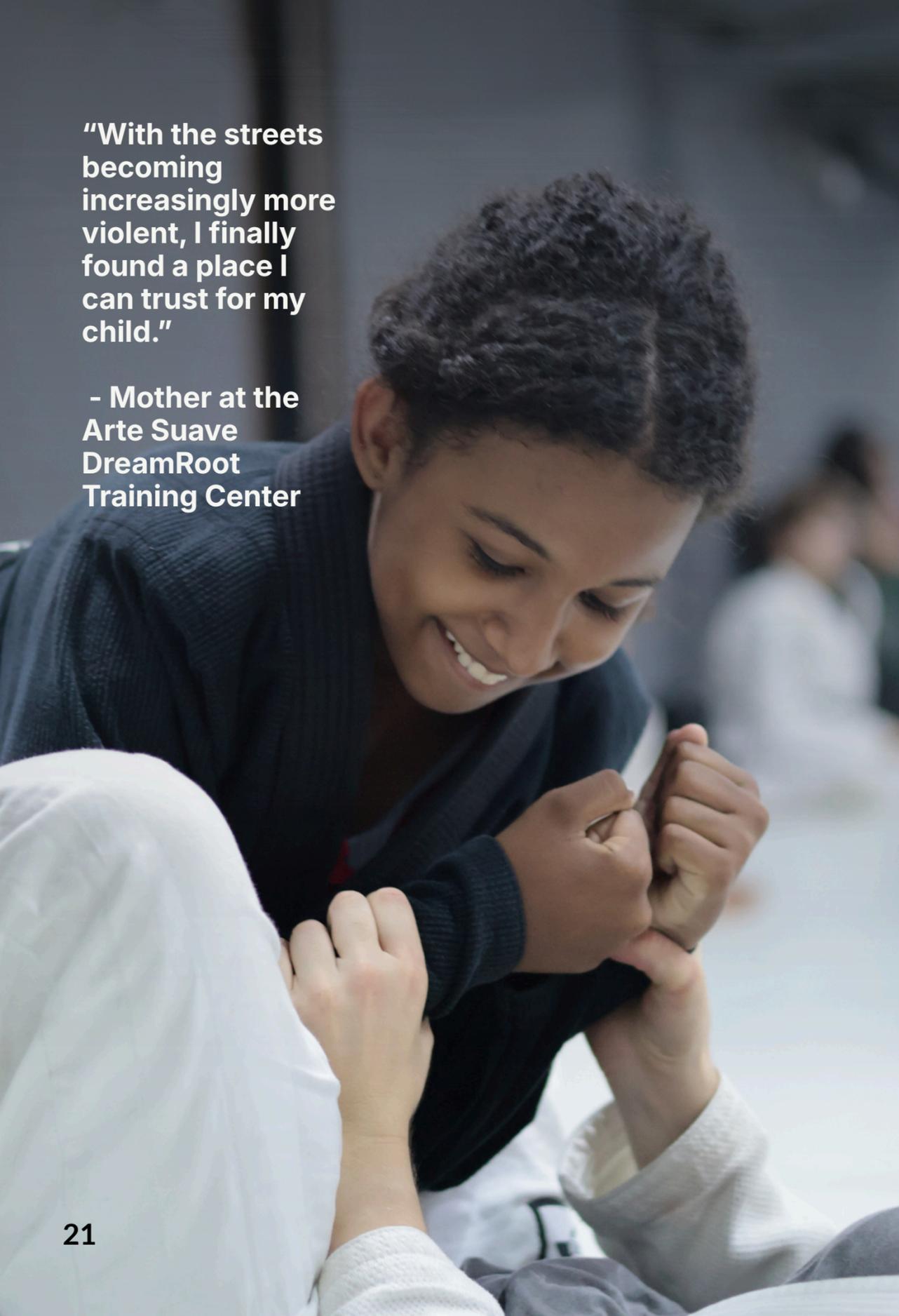
22 Neurodivergent children reached through expanded inclusion initiatives

100% Academic pass rate through confidence-building, accountability, and tutoring support



"With the streets becoming increasingly more violent, I finally found a place I can trust for my child."

- Mother at the Arte Suave DreamRoot Training Center



JIU JITSU & COMMUNITY FORMATION

The mat is where character is formed. Where the weak and strong do life together. Where young people find mentors who model hope and possibility.



"I discovered my passion for coaching and creating community on the mats."

- Local leader and emerging BJJ instructor



GLOBAL PARTNERSHIPS, NETWORKS & COMMUNITY CAPACITY-BUILDING

Locally rooted and globally connected

Connecting local leaders to a global community and global resources to local realities.

Through global partnerships and local capacity-building, we create spaces for shared learning, collaboration, and mutual encouragement, strengthening leaders while keeping people and communities at the center.

Virtual Coffee Chats for shared learning and global connection



Co-launched LATAM FORGE Network, connecting leaders across Central and South America

8 Community capacity-building events in Brazil

1 New partnership with Bluefields Accelerator

9 International visitors and partners hosted in Recife, Brazil



OUR FINANCIALS

Trust is the foundation of lasting impact.

When someone gives to a cause, they're not just donating money, they're investing their hope in a vision they believe in. That's a sacred responsibility.

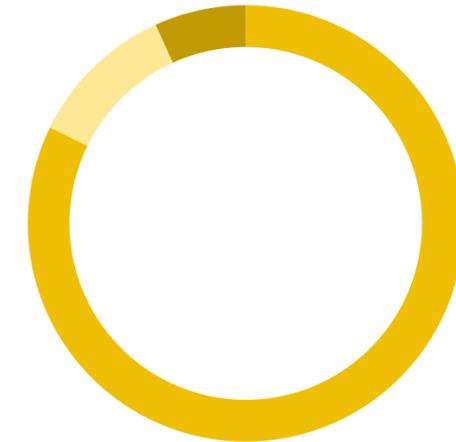
At DreamRoot, we take that seriously.

We're committed to transparency, accountability, and wise stewardship of every resource entrusted to us. We're honored to steward what's been entrusted to us and we don't take it lightly.

Thank you to everyone who partners with us. Your trust fuels this work.

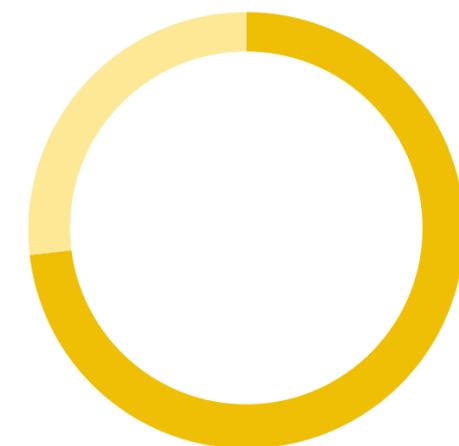


REVENUE



- Individuals 66%
- Corporations 33%
- Other 1%

EXPENDITURES



- Program Costs 67%
- M&G 33%

OUR TEAM

We are committed to investing in leaders and changemakers in underserved communities, equipping and empowering them to solve local challenges and equipping others to do the same.



Amy Passos

Founder &
Chairperson



Chris Little

Board VP



Kellie Koch

Board Secretary



Nathan Park

Board Treasurer



Rebecca Bahlo

Board Member



Daniel Kwak

Board Member



Jhon Alves

Brazil Programs
Director



Tony Passos

Global Programs
Director



Michelle Hamilton

Community
Mentor



Doug Hamilton

Community
Mentor

Corporate Sponsors

- Onda Brazilian Jiu Jitsu
- Bluefields Accelerator
- Infinite Fighting Concepts
- Armezzani Jiu-Jitsu Academy
- Team Passos Jiu-Jitsu
- 804 Jiu Jitsu
- Core Academy BJJ
- Phalanx Facilities Management
- Jiu-Jitsu Mentor
- Lion Heart Jiu-Jitsu

DREAM TRIP

Come and see the work for yourself! We host regular Dream Trips to Recife, Brazil where you can visit our social initiatives, meet local leaders, connect with students and community members and, of course, enjoy amazing food, beautiful beaches, and plenty of sightseeing along the way. If you're curious about our work or want to explore getting involved, reach out. We'd love to connect.



“Experiencing the work first-hand gave “me a whole new understanding and appreciation for what DreamRoot does and the impact it is having.”
- Visitor from the U.S.



20
25

Annual Impact Report

