



# LeadHER Foundation Annual Impact Report

2025 Edition



[Leadherfoundation.org](https://leadherfoundation.org)

## To the Donors, Volunteers, Team members and Friends of LeadHer foundation

As I look back on 2025, it was a year of real change for the LeadHER Foundation. I feel grateful and hopeful about what we have achieved. What we started in 2017 with a simple goal to help at-risk female teenagers navigate careers after high school is growing into a platform that empowers women around the world.

Our programs in Houston schools and Lagos have helped close gaps in education and technology, and increased chances for success. This creates lasting effects that touch many lives.

This report shares our story. It shows the people, numbers, and teams behind our work. Most importantly, it is stories from our students, their wins, and the doors we have opened that really matter.

In 2025, our collective efforts yielded measurable, life-changing results:

- **Reach and Engagement:** Served over 300 young women across programs (e.g., 33 at Elevate Conference, 20 in Digital Foundations Bootcamp), with 90 non-partner schools supported. Volunteer retention: 35 total, with consistent engagement from 10-15.
- **Confidence and Skills:** 90% reported boosted confidence; participants mastered skills from personal branding to data analysis (e.g., 70% proficiency improvement in tech programs).
- **Economic Empowerment:** 60% pursuing an upskilled internship opportunity;





**Testimonials:** "Elevate gave me mentors who believe in me, it's the direction I needed," said a Houston participant."

In Nigeria, "I enjoyed the hands-on practice and real-life data projects that helped me apply what I learned. The mentorship, support, and interactive sessions made learning engaging and easy to follow. I also loved the sense of community and how the admin always responded to us, it really boosted my confidence."

**As we look ahead to 2026**, I am filled with excitement for what is to come. We are even more determined than ever to make lasting and measurable change in the lives of young women and build purposeful partnerships to achieve an even greater success. Together, we will continue to break barriers and create opportunities for young women globally.

Thank you to everyone who has been a part of this journey



# *Introduction*

Founded in 2017, LeadHER Foundation was born from a deep recognition of the barriers that prevent young women, especially those in underserved communities, from realizing their full potential. Limited access to quality education, technology, mentorship, and professional networks often leaves these women on the sidelines of opportunity. We set out to change that narrative, creating a supportive ecosystem where ambition meets action.

Over the years, our work has expanded from grassroots efforts in Houston to international programs in Nigeria, always guided by our core pillars: education, technology, and entrepreneurship. We've seen firsthand how targeted interventions can ignite confidence, spark innovation, and build resilience. In 2025, this evolution took a bold step forward as we transitioned from school-based outreaches to centralized, experiential programs that draw participants into immersive environments for greater depth and connection.

## *Vision Statement*

To create a world where every young woman, regardless of her socio-economic background, has access to the resources, support, and opportunities needed to change their life and communities.

## *Mission Statement*

To create pathways for women by providing access to education, mentorship, and sponsorship that prepare them for meaningful careers and impact.



# SDG Goals

LeadHER Foundation's work is deeply aligned with the United Nations Sustainable Development Goals (SDGs), focusing on three key areas to drive systemic change for young women in underserved communities. By integrating these goals into our programs, we not only address immediate needs but also contribute to long-term global progress. This report highlights our contributions, serving as an accountability tool and roadmap for sustained impact.

## SDG 4: Quality Education



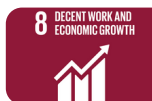
Goal 4—Education in the Post-2015 Sustainable Development Agenda... We bridge educational gaps through initiatives like the Digital Foundations Bootcamp, monthly school visits, and tech training in Women in Tech, equipping young women with essential skills in digital literacy, leadership, and career readiness to thrive in an increasingly knowledge-based world.

## SDG 5: Gender Equality



SDG Goal 5 – Achieve Gender Equality and Empower All Women and ... Our mentorship programs, such as Elevate Circles and the Elevate Conference, empower our women by fostering confidence, providing role models, and challenging systemic barriers, ensuring equal opportunities for leadership and personal growth.

## SDG 8: Decent Work and Economic Growth



Through our job-ready skills in Power BI and SQL courses, we promote economic independence, enabling participants to secure internships, increase chances of higher salary opportunities and contribute to sustainable economic development in their communities.

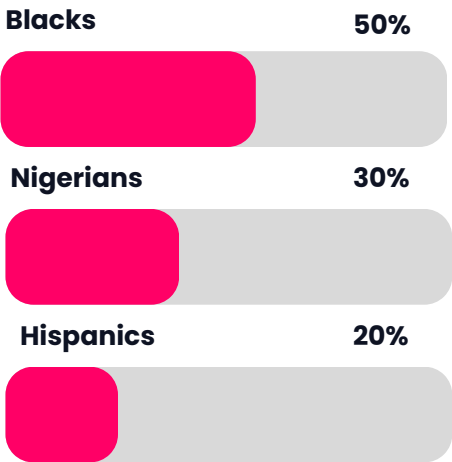
# What we accomplished

In 2025, we focused on immersive and centralized experiences to ensure relevance and impact. From foundational skill-building to advanced mentorship, we address barriers head-on, empowering participants to lead with confidence and purpose.

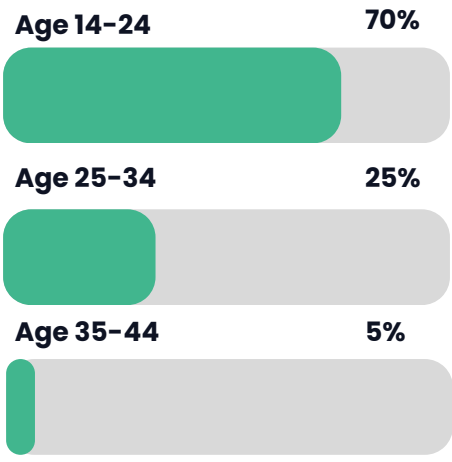
## Our Demographics



### Ethnicity Breakdown



### Age Distribution



# *LeadHER Elevate Conference*



Held on May 17, 2025, in Houston, our first-ever Elevate Conference marked a pivotal shift, gathering 33 at-risk high school girls from Wheatley, Kashmere, and YES Prep schools with over 40 mentors from diverse industries. This one-day event combined speed networking, interactive games, leadership workshops, and real-world exposure to ignite ambition and provide actionable guidance.



## Objectives:

- Expose participants to careers in fields like law, medicine, STEM, politics, and entrepreneurship.
- Facilitate meaningful connections with professionals who "look like them."
- Build self-awareness, confidence, and goal-setting skills for future success.

**What We Did:** The day featured high-energy speed networking, where students rotated through conversations with mentors, learning about job realities and entry steps. Interactive activities reinforced interpersonal skills, while workshops focused on communication and vision-setting. Keynote speakers Ukonwa Ojo and Asia Matthews shared personal stories, emphasizing resilience and purpose.

## Impact and Outcomes:

- 🔗 100% of attendees reported feeling more motivated about their futures (77.6% positive impact, 18.4% moderate).
- 🔗 Mentorship pairings initiated, leading to ongoing guidance.
- 🔗 Students left with personalized resources, including "elevator pitch" cards and contact sheets.

### One participant shared,



"I never knew this career existed. I am inspired and motivated for my future."

The conference broke cycles of isolation, with many girls forming peer networks rooted in kindness and mutual encouragement.

# *Elevate Circles: Ongoing Mentorship Program*



Building on the conference's momentum, Elevate Circles provided one-on-one mentorship matched to participants' career interests. Mentors, drawn from conference professionals, guided students in career development, personal growth, schoolwork, and life challenges—serving as steadfast allies every step of the way.

In addition to individualized support, we hosted three physical community meetups to foster collective growth and emphasize giving back to our girls:







**First Meetup (June 14):** At the Colossal Museum, where founders Shameka and Shaneka Ford created a welcoming space for close-knit connections and enjoyable learning.

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**Second Meetup (September 27):** A back-to-school picnic, blending fun with practical discussions on academic success and goal-setting.



**Third Meetup (December 13):** A community service day at Houston Hospice, where participants engaged in acts of kindness to understand the profound value of giving back.

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## Impact and Outcomes:

- Sustained engagement led to 90% of participants reporting clearer career paths.
- Enhanced personal growth, with skills in time management, resilience, and leadership.
- The community service component instilled a sense of social responsibility, with one girl noting, "Helping others showed me how my growth can uplift my community."
- Paired six mentees with mentors; YES Prep students showed the highest consistency.

This program transformed one-time inspiration into lifelong empowerment, creating a supportive ecosystem for ongoing development.



# *LeadHER Foundation Institute (Nigeria Programs)*



In Nigeria, our efforts coalesced under the LeadHER Foundation Institute, an educational hub dedicated to closing the digital divide for women. Rooted in values of Excellence, Love, Integrity, and Competence (ELIC), the Institute hosted two distinct programs: the Digital Foundations Bootcamp and the Women in Tech Program.



## Digital Foundations Bootcamp

A six-week summer initiative in August in Lagos, this bootcamp equipped 20 girls aged 14–17 with foundational skills in Microsoft Excel and digital tools. Provided at no cost, with daily lunches and materials, it included Leadership & Confidence Labs on communication, self-awareness, and teamwork.



### Impact and Outcomes:

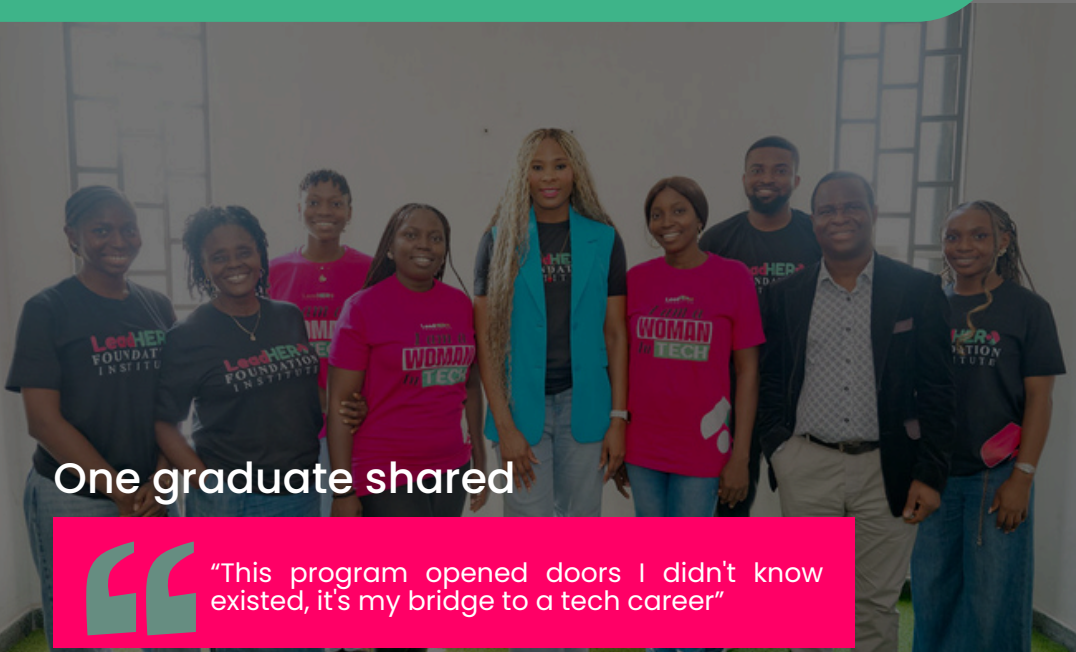
- 100% attendance and graduation (20/20).
- 95% of participants reported increased tech confidence, applying skills to academic projects. These sessions built confidence alongside technical proficiency.

## Women in Tech Program

Targeting recent female graduates aged 18-45, this program offered virtual, six-week courses in Power BI (data visualization and analysis) and SQL, with certification and internship pipelines. Between August and December, we ran 1 physical and 2 virtual Power BI cohorts (43 graduates total) and one SQL cohort (29 graduates total).

### Impact and Outcomes:

- High satisfaction: 90% average satisfaction rate on course content, instructor quality, and overall experience as strong.



### One graduate shared



"This program opened doors I didn't know existed, it's my bridge to a tech career"

These initiatives fostered economic opportunities in marginalized communities, with plans for 500+ graduates annually in 2026.



# *2025 Impact Snapshot*

LeadHER Foundation Houston (United States)

33

Students participated in the Elevate Conference

3

Target schools engaged for the conference

12

Volunteers supported Elevate Conference delivery

40

Professional mentors from diverse industries contributed their time and expertise

90%

Participants reported clearer career direction after the conference

3

In-person mentorship programs delivered

1

Community-based mentorship gathering hosted

5

Active mentor-mentee relationships sustained beyond initial programming

500+

Mentorship hours delivered

32

Families supported through hospice community giving initiatives

# *2025 Impact Snapshot*

## LeadHER Foundation Institute (Nigeria)

100%

Completion rate in the Digital Foundations Bootcamp (20/20 students)

2

Women in Tech programs delivered (Power BI & SQL)

4

Cohorts successfully completed

328

Applicants across programs in 2025

72

Graduates trained and certified in 2025

70

Improvement in technical proficiency among Women in Tech participants

60%

Participants actively pursuing upskilled internships

2,204

Learning hours completed on the Institute's Learning Platform (LMS)

4,176

Hours of live, facilitator-led virtual instruction delivered

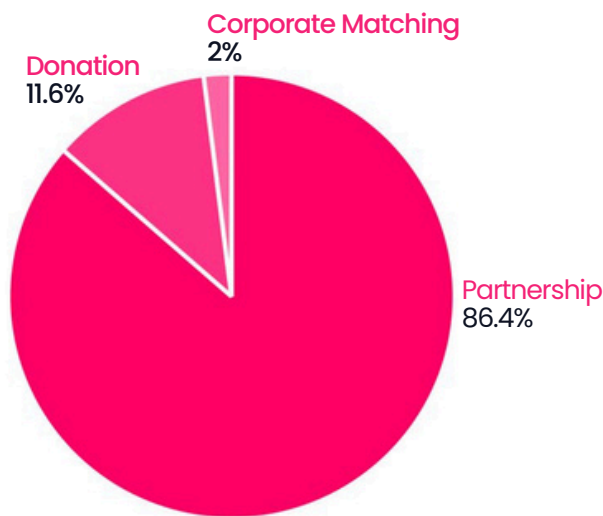
25

Nigerian states represented across institute programs

90%

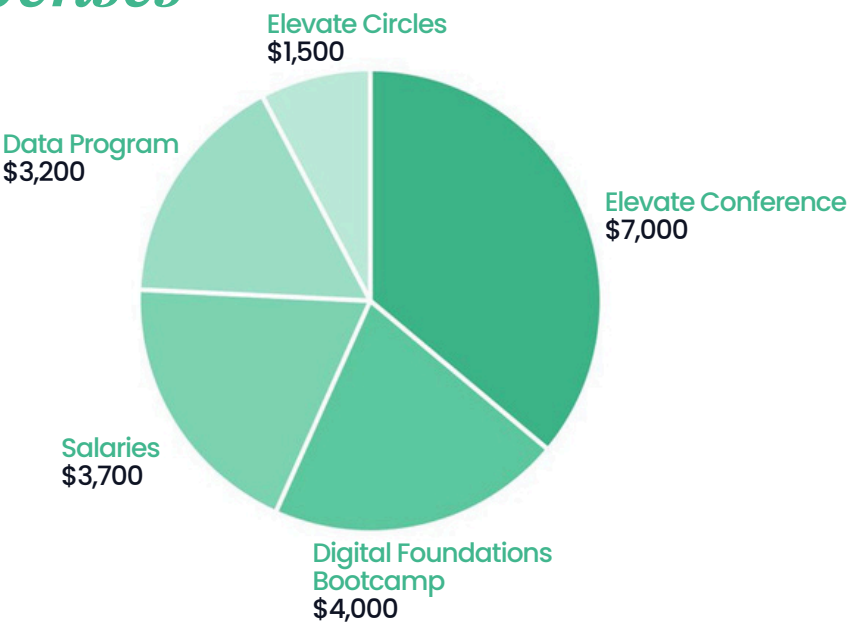
Average satisfaction rating for course content, instructors, and overall learning experience

# Revenue



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# Expenses



# Looking Ahead

As we advance into 2026, LeadHER Foundation is poised for even greater impact. Our strategic priorities include:

## Funding & Sustainability

- \$50,000+ total annual funding secured
- 3–5 corporate sponsorships
- 3–5 grant awards

## Programs & Events

- **1** Elevate Conference delivered (May 16, 2026)
- **50–60** student participants
- **5+** underserved schools represented

## Mentorship

- **50+** active mentor–mentee relationships
- **12+ months** average mentorship engagement

## Global Reach & Learning (Nigeria & International)

- 20 laptops procured for Nigeria-based programs
- 2 new LMS courses launched
- 1,500 Women in Tech scholars served
- 20 Digital Literacy scholars per cohort

## Partnerships & Workforce Pathways

- 5+ local and international organizational partnerships
- 3+ CSR partners supporting internships
- 1 Program Coordinator hired in Nigeria

## Impact, Visibility & Growth

- 4+ targeted digital ad campaigns executed
- Increased volunteer recruitment (tracked quarterly)
- Increased program awareness (tracked via reach, clicks, and signups)

## Outcome Focus

- 85%+ program completion rate
- 70%+ skills improvement across technical programs
- 90%+ participant satisfaction score

# *Partner Spotlight*

None of this would be possible without the generous support of our partners. Your commitment, collaboration, and belief in our mission have played a critical role in helping LeadHER Foundation advance opportunities and create meaningful impact for young women. In recognition of this support, we are proud to spotlight the partners whose generosity and partnership continue to make this work possible.

## *LeadHER Platinum Partners*

Anonymous

## *LeadHER Platinum Partners*

Englund Ken

## *LeadHER Supporters:*

Aben Nubianna  
Awolusi Femi  
Iwuchukwu Nonye  
Kanu-Ivy Tochi  
Ogunu Titi  
Robinson Ryan

***Donate***

***Volunteer***

We need you. Donate to sustain our programs



## Individual Sponsorship Packet

### LeadHER Supporters

**Included:**

- Acknowledgment in newsletters
- Letter of appreciation
- Help sustain Programs and Mentorship Initiatives
- Quarterly Impact update on Non-profit activities, impact and forthcoming initiatives
- Tax receipts

**\$250 - \$999**

### LeadHER Platinum Partners

**Included:**

- All the benefits of Friends of LeadHER
- Your Name or Preferred names on our banners
- An annual welcome kit from a including personalized letters from

**\$2000+**

### Friends of LeadHER

**Included:**

- All the benefits of LeadHER Supporters
- Mentions on Website and digital platforms
- Naming sponsorship opportunities
- Personalized thank you letter and LeadHER swag items.

**\$1000 - \$1999**

## Corporate Sponsorship Packet

### Platinum \$10,000+

- All benefits of Gold level.
- Prominent logo display.
- Premier logo placement on all materials.
- Feature in press releases
- Speaking opportunities at events.
- Customized partnership options and Merch.
- Opportunity to provide branded materials for swag bags.

### Gold \$5,000 - \$9,999

- All the benefits of Silver level.
- Booth space at events.
- Customized sponsorship option and Merch.
- Opportunity to host a workshop or panel.

### Silver \$2,500 - \$4,999

- Name listed on the website
- Letter of appreciation
- Mentions on digital platforms
- Logo on event materials
- Acknowledgment in newsletters

### Bronze \$1,000 - \$2,499

- Letter of appreciation
- Mentions on Website and digital platforms.

### Community Partners \$500 - \$999 Or In-kind donations

- Letter of Appreciation
- Mention in post-event recap.

# *Acknowledgments*

We extend deep gratitude to Tiara LaRae Johnson of GirlBoss Suites, keynote speakers; Asia Matthews and Ukonwa Ojo, Raising Cane's, H-E-B, Colossal Museum, and Houston Hospice for all you did to make us successful. Special thanks to our mentors, volunteers, and donors; your time, generosity, and belief in our mission made this impact possible and continue to drive our work forward.

The journey continues, and we need you. Donate to sustain our programs at

*[Donate](#)*

*[Volunteer](#)*

Connect with us

  [@leadherfoundation](#)

Together, let's create more pathways for women to thrive.