PYXERA Global

WHAT 35 YEARS TAUGHT US ABOUT NAVIGATING WHAT COMES NEXT

Pyxera Global's
2025 Milestone Report

SHAPED BY HISTORY, GROUNDED IN COMMUNITY, DESIGNED FOR WHAT'S NEXT

A field guide drawn from 35 years of partnerships, lessons, and turning points

What began as a clearinghouse for skills–based volunteers has grown into a global effort to reimagine how systems function—and whom they serve

For 35 years, Pyxera Global has partnered with communities navigating the complexities of change.

Across geographies and sectors, we've seen one truth hold steady: meaningful progress doesn't arrive from the outside in.

Progress grows from partnerships rooted in trust and led by those closest to the challenges.

Our story is about taking on the most critical challenges of the era by doing the hard, long work of aligning people, institutions, and funding with what local systems actually need to thrive. It's about honoring where we've been—and committing to what's next.

Inside, you'll find stories that show what becomes possible when we:

Redirect
resources to reflect community priorities through partnerships that align capital, expertise, and intention

Redesign
the conditions for decision-making to enable shared stewardship by bringing together actors across sectors to co-create more equitable systems

Revitalize
the knowledge and leadership communities already hold while building the trust and accountability needed for long-term collaboration

Shilpa Ahluwalia, Director, Program Delivery, India

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A LETTER FROM OUR CEO

In 1990, a group of idealists set out to answer a question that still defines our work today: How can global systems be shaped to serve people—not the other way around?

At the time, the Berlin Wall had just fallen. New markets were opening. Amidst that change, Pyxera Global—then Citizens Democracy Corps—was launched as a citizen diplomacy initiative of the President George H.W. Bush administration, part of a broader movement to foster cross-border collaboration.

Through entrepreneurial support, volunteer partnerships, and technical assistance, we strengthened and expanded the foundations for community success across Eurasia, building on local leadership and collaboration. Even in those earliest years, we were aligning corporate expertise with community priorities through what we called the Corporate Assistance Program—placing employees from leading companies into skills-based volunteer roles. It was an early forerunner of the skills-based volunteering programs and coalition-based work we lead today.

That origin story shaped us. It taught us how to **navigate uncertainty, bring people together across divides, and work productively in moments of upheaval.**

Thirty-five years later, the context has shifted—but the stakes are even higher. We find ourselves in another time of profound volatility—climate instability, widening inequality, and a loss of public trust in systems meant to serve. Rapid technological advances like artificial intelligence are outpacing governance and values. The communities we partner with confront these challenges head-on, often with structural barriers but abundant wisdom.

Our history has prepared us to meet this moment with clarity. And in this moment, the same question remains:

How do we build systems that reflect the people they're meant to serve?

We don't claim to have all the answers. But what we've learned—what time and experience have shown us—is that durable change depends on consistency. It depends on trust. And it depends on proximity: being close enough to understand, stay engaged, and respond.

Over our 35 years as an organization, we've seen communities define resilience on their own terms. We've seen companies rethink their role in long-term systems. We've seen how extractive models break down—and how, together, we can build something more regenerative in their place.

At Pyxera Global, we choose to work differently. We don't chase trends. We build relationships. We stay curious. And we align global actors with local leadership to co-create systems that can adapt, endure, and serve everyone more equitably.

This report shares what we've gleaned from walking that path—and how we're navigating what comes next. To everyone who has shaped this journey—our staff, partners, funders, board members, and community collaborators—thank you. We are stronger because of you. And because of you, we're ready for what's ahead.

Deirdre White
President & CEO
Pyxera Global

35 YEARS OF EVOLVING WITH PURPOSE

1990
- Cross-sector **collaboration**
- **Volunteer-based** development models
- **Small- and medium-sized enterprises as a driver** of economic growth

CITIZENS DEMOCRACY CORPS

2002
- Practical implementation of **systems thinking**
- **Locally-led** development

Citizens Development Corps
Delivering a World of Experience

2009
- Bridging **development & corporate responsibility**
- **Equity and inclusion**

CDC DEVELOPMENT SOLUTIONS

2013
- Early adopter of **circular economy** principles
- **Shared value** creation

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2020
- Rapid global **adaptation**
- **Equity and regeneration**
- Going **beyond sustainability**

2025
- **Net positive** approach
- **System-level changes**, governance transformation, community agency

PYXERA Global

| *Citizens Democracy Corps* | *Citizens Development Corps* | *CDC Development Solutions* | *Pyxera Global* |

From citizen diplomacy to systems navigation, our story is one of adapting with communities.

In the 1990s,
we stood with communities navigating the uncertainty of economic transition—supporting entrepreneurs, cooperatives, and local institutions facing profound change.

In the 2000s,
we partnered with global companies to match skills and expertise with locally defined priorities, pioneering new models of volunteerism and shared value.

In the 2010s,
we expanded our focus—bridging sectors, building coalitions, and helping shift how systems operate by centering community leadership and cross-sector alignment.

Today,
we focus on navigating complexity and redirecting resources toward the people already leading change. Instead of arriving with solutions, we build long-term partnerships that reflect local vision, insight, and capacity.

The Throughlines That Define Us

Redirecting resources with local priorities	Redesigning the conditions for decision-making	Revitalizing community knowledge
	System Navigation	Strategic Translation	
	Trust	

BUILDING THE PATH THROUGH COMPLEXITY

We work behind the scenes to help partners achieve something deceptively difficult: translating vision into reality and good intentions into lasting, people–centric systems

We call our work **systems navigation—a way of guiding communities, companies, and governments through complexity with clarity and alignment** to create the conditions for shared progress.

No single actor can address today's most complex challenges alone. As communities face growing pressures and resource constraints, it's clear that lasting solutions require coordinated action and shared investment across sectors. That's why we work at the intersection of public, private, and social impact actors, helping forge partnerships that mobilize the right expertise, capital, and trust to enable real change.

Across our programs, we help redirect capital and resources, redesign conditions for decision-making and who benefits, and revitalize the local knowledge and leadership that hold communities together. These three throughlines are not separate strategies—they are interdependent dimensions of systems change.

Aligning Resources with Local Priorities

We create pathways to ensure that funding, infrastructure, and decision-making power flow toward what communities actually need—not just what institutions are set up to deliver.

Shifting Power and Participation

We build models that move decision-making closer to the ground—centering local leadership, shared governance, and the trust required to move from consultation to co-creation.

Elevating Community Knowledge and Wisdom

We make intentional space for the wisdom already held by communities—ancestral, archival, place-based, and lived knowledge too often overlooked in systems built from the top down.

How Funders & Partners Work With Us

We work alongside partners ready to invest in realignment and results.

Together, we:

Map systems and identify where resources are misaligned or underleveraged
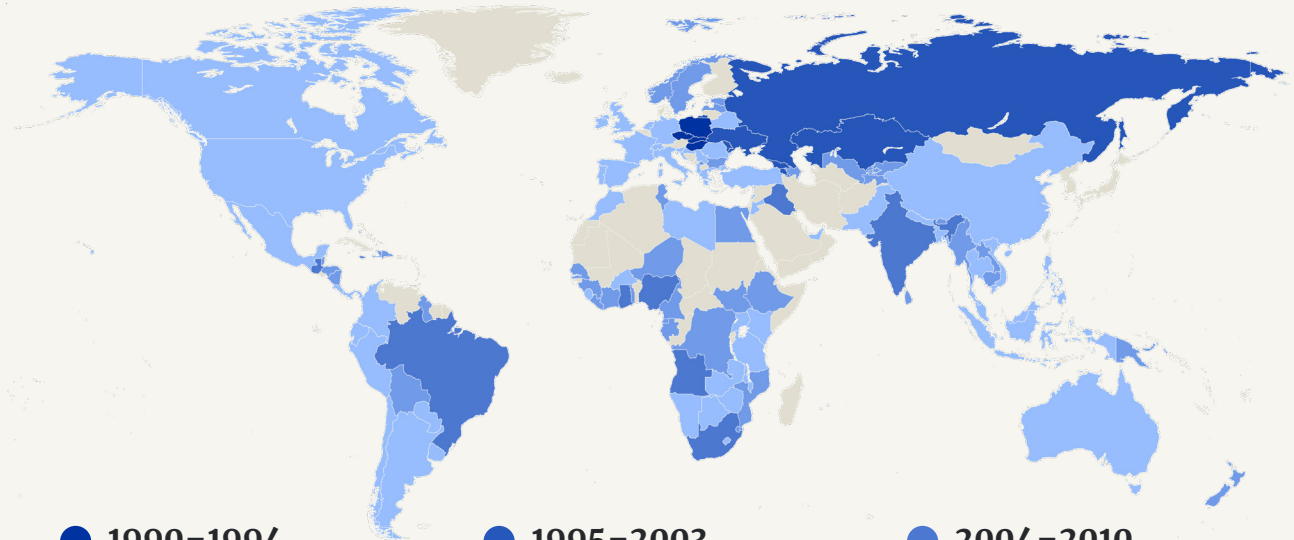
Co–design programs that reflect local context, capacity, and leadership

Build ecosystems that grow from community priorities and last beyond individual programs

A GLOBAL NETWORK, ROOTED IN LOCAL PARTNERSHIPS

1990–1994

Early years built on private donors and corporate board ties. Partnerships with **American Express, Caterpillar, and CSX** anchored initial work.

Launched in Eastern Europe

1995–2003

USAID funding defined this era, fueling expansion across the region.

Expanded into the Former Soviet Union, building regional enterprise support

2004–2010

Shift to multilateral and corporate CSR partnerships. New regions opened with support from **BP, IBM, and the Inter-American Development Bank.**

Entered Latin America, Africa, Caribbean, Middle East, and South Asia

2011–2021

Diversified portfolio of foundations, corporations, and local governments. Partnerships with **John Deere Foundation, Newmont, Mastercard Foundation, Medtronic Foundation, Rockefeller Foundation, Anglo American, SAP, and 3M** reflected a global footprint.

Broadened across Asia, Africa, and North America, with first U.S. programs

2022–2025

Expanded global reach. Partnerships broadened across sectors with **FedEx, JPMorganChase, and GIZ.**

Established a global footprint, with new programs in the U.S. and Europe

2025+

Partners like the **Systemic Climate Action Collaborative and the Mesara Family Foundation** point toward systemic, long-term collaboration.

Global footprint and strengthening regional hubs

Flexible Models of Support

What began with private donors and corporate board connections in the early years expanded to bilateral funding in the late 1990s and a diversified mix of corporate, philanthropic, and multilateral support in the 2000s and 2010s. **Today, Pyxera Global builds long-term, systemic partnerships with corporations, coalitions, and philanthropies committed to equitable and regenerative solutions.**

STORIES THAT BRING THE THROUGHLINES TO LIFE

From Local Roots to
Global Relevance

WASTE WORKERS, CLIMATE LEADERS

How a community–led cooperative in Northeast India is reclaiming dignity and driving circular change

This initiative reveals how shifting who governs and who decides can transform not only livelihoods, but systems. The **PRIDE (Pragjyotishpur Recycling Initiative for Development and Environment) Cooperative**, established in 2024, demonstrates how waste workers can move from informal labor to formal ownership, redefining circularity through dignity and local power.

> ❝ *By learning new skills, I can earn more. When I earn more, everything improves —my home, my family's future — and I feel a sense of PRIDE in my work."*
>
> *–Anjura Begum*
> PRIDE Cooperative member

A waste worker in Guwahati, Assam, India participating in the baseline survey for the PRIDE Cooperative.

From Informal to Recognized

In Northeast India, waste workers are the backbone of the recycling system—quietly providing an essential service to cities that often fail to see them.

Despite their contributions, they face:
- Legal invisibility
- Unsafe working conditions
- Social stigma
- Economic precarity
- Poor infrastructure
- Policy neglect

In partnership with **PepsiCo India** and the **Government of Assam**, the PRIDE Cooperative is a movement of waste workers in Guwahati, Assam, India, organizing for recognition, rights, and respect.

It is India's first climate cooperative led by and for local waste workers.

Collective Power for Fair Work

By coming together as a cooperative, waste workers gain the collective power to claim space in the system they've long sustained by:
- Advocating for legal recognition, enabling access to government IDs and services
- Negotiating better working conditions and market access
- Connecting to healthcare and social welfare programs that are often out of reach for informal workers

The PRIDE cooperative members are cleaning up a system that has overlooked them for too long. The PRIDE Co-op shows that climate action and worker dignity are deeply linked, and building power through community-led solutions translates into lasting, positive change.

Linking Climate Action and Dignity

As of February 2025, The PRIDE Co-op is officially registered with the **Government of Assam**, a landmark achievement.

The current phase focuses on onboarding waste workers into the co-op and equipping cooperative members with the skills to manage and scale cooperative activities, such as understanding the difference between dry and wet waste management, communication, and teamwork.

From Economic Self-Reliance to Cooperative Ownership

From our early work supporting communities to build economic self-reliance during periods of transition, to decades of supporting small and growing enterprises across structurally excluded populations, we've consistently invested in models that **ensure ownership, dignity, and sustainability are in local hands.**

PRIDE builds on that foundation—formalizing the role of waste workers in India's informal sector through a cooperative, community-led model that turns waste into value.

> *"With the support of the Government of Assam and in partnership with Pyxera Global, the PRIDE Co-op is now an operational community-based model placing waste workers at the center of change. We are confident that the PRIDE Co-op and its empowered waste workers will contribute to building a more circular and equitable waste management system in the city of Guwahati."*
>
> *–Yashika Singh*
> Chief Corporate Affairs Officer and Sustainability Head
> **PepsiCo India and South Asia**

By the Numbers (2024):

100+
Waste workers
formally joined as cooperative members, strengthening their collective voice.

500+
Waste workers and family members
gained reliable access to healthcare services.

200+
Waste workers
—both cooperative members and others—were successfully connected to social welfare schemes, improving their financial and social security.

200+
Waste workers
—both cooperative members and others—participated in leadership and capacity-building training.

Throughline

Redesigning power structures so waste workers move from informal labor to cooperative ownership, reclaiming dignity and driving circular change

A REGENERATIVE MODEL ROOTED IN COMMUNITY LEADERSHIP

In northern Nigeria, communities, government, and business redefined agriculture, education, and resilience

From JIVA in India to Rayuwa in Nigeria

Rayuwa builds on the JIVA (Joint Initiative for Village Advancement) model, launched in 2013 in rural Rajasthan, India. Through an innovative collaboration, cross-learning, and co-design process between the leadership of the JIVA and Rayuwa programs, JIVA's core foundation in resilient agriculture and accountable education was adapted into a **fully integrated model tailored to the Nigerian context.**

The Rayuwa Project represents Pyxera Global's approach in action: a multi-year collaboration in remote villages where education, health, and agriculture systems were not designed for communities, but with them. What emerged was not just a program—but evidence for what's possible when community leadership drives systemic change from the inside out.

Launched in 2019 in partnership with the **John Deere Foundation** and continuing through 2024, Rayuwa— meaning "life" in Hausa— responded to a deeply entrenched challenge in northern Nigeria: the annual "hunger season" experienced by 63% of smallholder farming households. But food insecurity was only the symptom. Rayuwa focused on strengthening systems in partnership with communities— realigning resources, broadening community participation in planning and implementation, and restoring community capacity across interconnected sectors. While the program concluded in 2025, the model—and its momentum—continues to grow.

Agriculture as a Pathway to Resilience

The project introduced climate-smart techniques like vermicomposting and crop diversification, alongside community learning through demonstration plots. **Financial resilience was strengthened through Village Savings and Loan Associations, where women's groups alone saved over $215,000 by 2024.**

Education as a Driver of Change

Local schools adopted student-centered learning and teacher training strategies. Governance structures were rebuilt to promote accountability. **In 2024 alone, students in Rayuwa villages saw a 29% increase in the number of students excelling in literacy, and a 37% increase in those excelling in numeracy.** Nearly 600 adult learners (87% women) graduated from Rayuwa's adult education program, and 608 teachers were trained in effective classroom management.

Building Models That Endure

Rayuwa began in 2019 with 2,507 farmers in 11 villages and evolved over five years to a replicable, community-rooted system: a movement encompassing 128 villages and 13,756 farmers. The Katsina state government has now committed to scaling the model to 140,000, reinforcing the power of locally-led, cross-sector alignment.
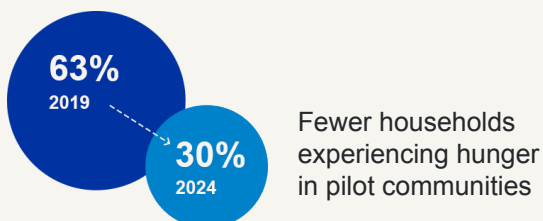

Mallam Garba Surajo
Rayuwa Project Participant

Watch the video here
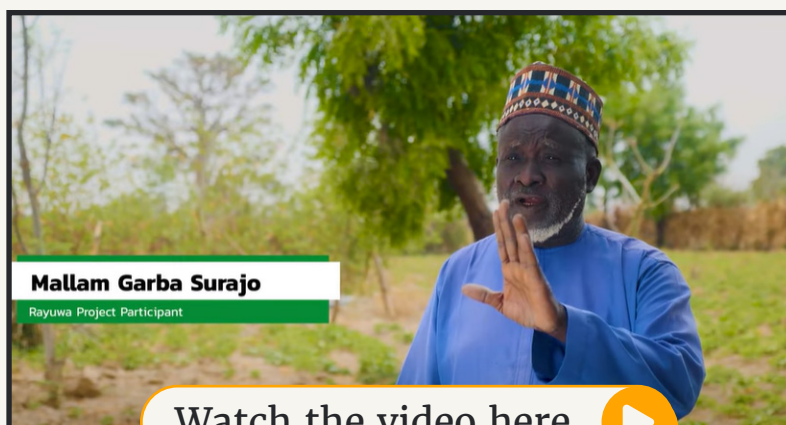
> *"The Government is committed to replicating the transformative success of the Rayuwa Project throughout the state. By harnessing its proven strategies and working closely with the local communities, we pledge to empower farmers, enhance food security, and ensure sustainable agricultural development for a prosperous future."*
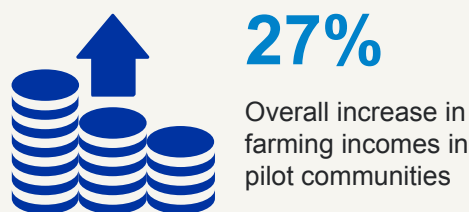>
> *–Professor Ahmad Muhammad Bakori*
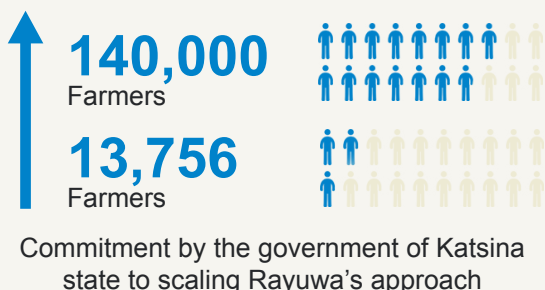> Commissioner of Agriculture, **Katsina State**

By the Numbers (2024):

Reduced Hunger (2019–2024)

63% 2019
30% 2024

Fewer households experiencing hunger in pilot communities

Increased Income (by 2024)

27%

Overall increase in farming incomes in pilot communities

Government Scaling (2022–Present)

140,000 Farmers
13,756 Farmers

Commitment by the government of Katsina state to scaling Rayuwa's approach

Education Gains (2024)

Literacy
+29%

Math
+37%

More students excelling in school

Financial Savings (2024)

$215,000
By the Women's Village Savings and Loan Association (VSLA)
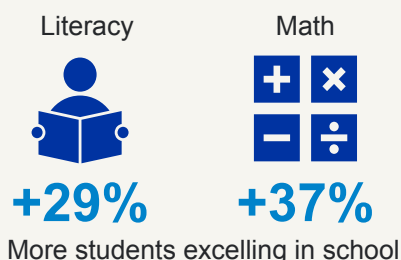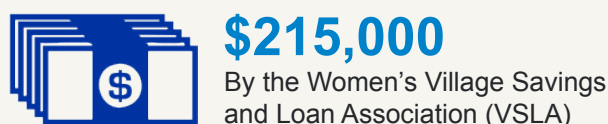
Throughline

Connecting and revitalizing community knowledge across agriculture, education, and nutrition to show what's possible when systems evolve with communities leading every step

BUILDING LOCAL CAPACITY THROUGH SKILLS–BASED VOLUNTEERING

Since 2018, Pyxera Global has partnered with **Anglo American** to transform how corporate resources flow to communities—elevating hyper-local leadership, investing in long-term capacity, and reshaping how employee engagement programs operate globally

Launched seven years ago as a pilot in the UK and South Africa, Ambassadors for Good, an employee-led initiative, goes beyond traditional volunteerism by providing direct funding to strengthen local solutions and drive lasting impact.

Trust at the Core

At the heart of the model is trust. **Anglo American** employees identify projects aligned with their own skills, interests, and community priorities, creating authentic, place-based engagements. Meanwhile, Pyxera Global supports every step—building relationships with community-based organizations, ensuring project alignment, and focusing on accountability and shared learning.

Redirecting Corporate Resources

By combining pro bono support with targeted funding through CAF America, an international grantmaking partner, the program helps local organizations access capital faster and more fairly, especially those often excluded from traditional funding pipelines. Over 800 community-based entities have partnered with Anglo American through this model—advancing climate resilience in Brazil, STEM education in South Africa, and countless other initiatives defined by local

priorities. With over 653,000 individuals reached through 2024, the program demonstrates how intentional design can align employee expertise and financial resources to strengthen local solutions in ways that reflect—and respond to—broader systemic challenges.

Anglo American's commitment aligns with its *Sustainable Mining Plan* and De Beers' *Building Forever* agenda that reimagine what responsible corporate citizenship can look like.

This is what redirection looks like in practice: Corporate resources—human and financial—channeled through a structure of accountability, proximity, and community stewardship.

Honored with the IMPACT 2030 Innovation Award in 2019, Ambassadors for Good exemplifies a regenerative model for skills-based volunteering—one that restores trust, builds capacity, and aligns long-term resources with community-led priorities.

From Volunteer Placement to Strategic Alignment

Anglo American's Ambassadors for Good program reflects a theme that has defined Pyxera Global's work for decades: mobilizing talent across geographies to strengthen local capacity and deliver lasting value.

This model—grounded in trust, proximity, and shared learning—connects directly to our historical work in enterprise development and supply chain localization. Whether partnering with communities rebuilding after economic transition or strengthening rural networks in emerging markets, our approach centers on one consistent principle: **capacity grows where local vision leads.**

"As I reflect on my time at Anglo American, this program is what I'm most proud of. It has grown across countries, across years, and it has changed how we work with communities. That journey takes time, the right people, and the right partners as well."
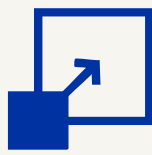
–Patrick Gibbs
Global Lead, Ambassadors for Good
Strategy & Partnerships Manager for Socio-Economic Development
Anglo American

By the Numbers (2018–2025):

300%
Growth in total projects

800+
Community-based partners

2400+
Employees engaged in

1300+
Projects

653,000
Individuals reached via the Ambassadors for Good program
(2018-2024)

Throughline

Redirecting corporate resources—human and financial—through a model grounded in trust and proximity, strengthening local capacity across 18 countries

Anglo American employees driving an IT-centered skills-based volunteering initiative.

THE STRATEGIC ROLE OF SKILLS-BASED VOLUNTEERING

When designed with intention, skills-based volunteering becomes a way to activate global talent, strengthen local capacity, and shift how companies show up in the world.

For companies rethinking how they grow talent, show up in communities, and contribute to systems change—SBV is the bridge.

Over the past three decades, Pyxera Global has seen skills-based volunteering (SBV) evolve—from a tool of service to a strategy of alignment. What began in the 1990s as technical volunteer placements to support economic transition has grown into something far more powerful: a means of **redirecting global talent, redesigning how partnerships work, and revitalizing the value of local insight.**

We've seen the limitations of SBV when treated as a side initiative, something adjacent to "the core work." But we've also seen what's possible when it's embedded in strategy: a business tool, a learning accelerator, and a bridge between global and local expertise and resources.

Our most effective SBV programs match employee skills with community-defined needs and build shared capability. Employees gain exposure to complexity that reshapes how they lead. Organizational partners gain tailored support, global perspective, and lasting confidence to scale what works within their own contexts.

Looking ahead, we're focused on how SBV serves as a lever for aligning business goals with community outcomes and a vehicle for companies to contribute meaningfully to regenerative systems. Skills-based volunteering creates space for business and community to build something lasting—together, and on purpose.

Learn more about our SBV models ↗

Throughline

Redirecting global talent toward community-defined priorities, transforming skills-based volunteering from a side initiative into a strategic bridge between business goals and regenerative outcomes

3M Impact participants collaborating on a skills-based volunteering project with a partner organization in Bulgaria.

"Collaborating with the 3M team instilled a high degree of motivation among [our] team and gave [us] a renewed sense of being valued and energized to continue the work."

–**3M Impact Global Partner Organization Leader**
(Istanbul, Türkiye, 2024)

"We learned that it is more than rewarding to get in contact with people from outside of our organization who have a certain expertise and who look at what we do from a distance [to] give us a much better input that we can develop out of our own organization."

–**3M Impact Global Partner Organization Leader**
(Düsseldorf, Germany, 2024)

"The Social Sabbatical, SAP's signature SBV program, greatly expanded my worldview by exposing me to new challenges, cultures, and ways of thinking. Working closely with social entrepreneurs who are tackling systemic issues in their communities helped me understand the complexities of social change on a deeper level. This experience has made me more globally aware and driven to contribute to positive social impact, both within my professional role and in personal initiatives."

–*Vani Garg*
Data Management Consultant, **SAP**

"Our SBV program represents the convergence of purpose and strategy, delivering lasting, measurable value to all involved. It's proof that when we step outside our comfort zones, when business meets community at the intersection of social innovation, we can spark change that's more profound and more enduring than we ever imagined."

–*Hemang Desai*
Global Head of Corporate Social Responsibility, **SAP**

3M Impact participants bring their skills to community challenges.

REDESIGNING SUPPLY CHAINS FROM THE GROUND UP

The Circular Supply Chain Coalition is advancing equity, circularity, and community–rooted resilience

The **Circular Supply Chain Coalition (CSCC)**, an initiative led and convened by Pyxera Global, supports global supply chains in prioritizing local value chains — integrating community stewardship, material reuse, risk mitigation, and long-term resilience into economic systems.

We began in 2019 to localize and center the circular economy on reduce/reuse strategies in structurally excluded communities by focusing on plastic waste streams. In 2021, we pivoted with a more concentrated focus on critical minerals and materials with commoditized value.

This shift was formalized in 2023 with the formation of the CSCC and tested through a pilot project in Tennessee —focused on e-waste collection, repair, and reuse with support from **FedEx**. Today, the CSCC is a growing coalition of leading companies, communities, and civic leaders with global reach.

FedEx has played a catalytic role in shaping the CSCC from the outset. **FedEx Cares** provided funding to help build core infrastructure, unlock place-based demonstration hubs, and connect the CSCC to networks and organizations aligned to our mission.

What's Next?
Circular Systems at Scale

On the horizon, the CSCC is launching two regional accelerators in North America — in the U.S. Rocky Mountains and Southeast regions— via a hub and spoke model approach. The coalition is also assessing financial investment opportunities in Europe.

As part of this implementation phase, the CSCC is also:

- Launching an Insider Group for companies ready to invest in critical mineral reverse supply chains
- Finalizing a governance and financial model that centers community stewardship
- Creating replicable pathways for circular investment and inclusive economic infrastructure

Explore the CSCC ↗

Since 2021:

15 organizations have engaged in coalition design and place-based strategy, including:

4 Governing Partners (Pyxera Global-Secretariat, Climate KIC, First Mile, and Circularity Consulting)

5 Ecosystem Partners (Justice Capital, Circular Electronics Partnership, WSP, Peace Department, Innovation 4.4)

2 Regional Partners (Eco-Cycle and Circular Colorado)

1 Academic Partner (Virginia Commonwealth University Circular Supply Chain Department)

3 Pilot project collaborators (American Battery Technology Company (ABTC), Electronics Recycling Services (ERS), TERRA)

2 White papers, published by Pyxera Global, to shape the field's understanding of circular, community-led supply models

- Powering Sustainability through Circular Logistics (Sept 2023)
- Optimizing Circular Logistics (July 2024)

17 Public-private convenings, hosted by Pyxera Global, to advance cross-sector dialogue and co-investment

Year	Count
2022	1
2023	3
2024	4
2025	9
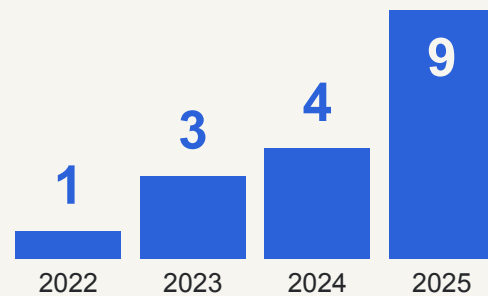
Throughline

Redirecting supply chain investment toward community stewardship, creating replicable models for circular systems rooted in local value chains

Pyxera Global staff and board members meet with a corporate partner to discuss circularity in February 2025.

CO–CREATING EQUITY IN THE DIGITAL ERA

How communities are shaping AI, data, and infrastructure for inclusion, resilience, and justice.

Launched in 2024, **the partnership for Digital Justice (P4DJ)** reflects Pyxera Global's evolving role as a systems navigator—not just responding to global disruption, but shaping how emerging technologies are built, governed, and shared.

At a time when artificial intelligence and digital infrastructure are rapidly expanding without equitable safeguards, the P4DJ is working to redirect resources, redesign the conditions for decision-making, and revitalize knowledge. The initiative brings together global institutions, local innovators, and frontline communities to ensure the future of digital systems is inclusive by design—not exclusive by default.

The work is grounded in co-creation. From protecting cultural heritage to influencing data governance and building community-owned digital tools, the P4DJ is shaping a just digital transition that reflects local values, not just global trends.

Recent convenings have explored:

- Generative AI and climate displacement
- Indigenous data sovereignty and consent
- Community-led infrastructure for resilience

Throughline

Revitalizing community–held knowledge to shape equitable digital systems and ensure emerging technologies reflect local values, not just global trends

What's Next?
The Digital Justice Toolkit

The P4DJ is currently creating an open-source toolkit for communities to safeguard what matters most—cataloguing cultural, historical, and knowledge assets, preserving those that need physical protection, and deciding which should be sustained through digitization, and what can and should be shared in more limited circles or the knowledge commons.

As part of this effort, we're seeking multi-year funding partners to pilot and scale the Digital Justice Toolkit, train communities in preserving critical knowledge, deploy it globally for cultural relevance, implement locally designed protection and benefit frameworks, and share best practices for widespread adoption.

[Explore the P4DJ ↗]

THE FOUNDATION: TRUST IN PRACTICE

Across decades
and geographies,
trust remains the
foundation for lasting
community solutions.

For 35 years, we've seen that relationships are what endure. When trust is present, communities lead, and partners and funders walk beside them. When it's missing, even the best-funded initiatives struggle to stick. Our history shows that when we invest in alignment over attention, the impact continues long after a project formally ends.

This work is not linear. It doesn't always scale on cue. But when we build with trust—consistently, intentionally, and on the terms of those most affected by pressing challenges—together, we can reshape systems with staying power. Over the years, we've learned that trust isn't static; it endures, evolves, and starts new conversations. The following examples show what that looks like in practice.

Trust as an Investment
Shifting How Partnerships Begin

Through "friendraisers"—small gatherings focused on shared purpose rather than pitch decks—and open-ended conversations with community leaders, we're shifting the dynamics of giving.

This model invites potential funders, partners, and supporters to listen and share first, align with community priorities, and invest in relationship-led, long-term work. Out of these conversations, a new flexible funding model has emerged: a pooled approach designed to activate trust, accelerate learning, and support community stewardship on a longer horizon. While sustained investment fuels the work, the deeper goal is presence—showing up differently, and staying for the long haul.

Trust as a Blueprint
Designing Regenerative Recovery

Our newest initiative—the **COUGAR (Community-Owned Urban Growth and Resilience) Project** in southern Brazil—shows how trust can seed resilience from the ground up, even in the wake of disaster.

Historic flooding in 2023 devastated Rio Grande do Sul and its capital, Porto Alegre. Rather than rebuild as before, COUGAR asks: **What if recovery could start from a blank slate and be regenerative from the design phase?**

With initial funding from the **Systemic Climate Action Collaborative**, the project brings together partners across urban planning, food systems, and energy to reimagine how a city can function after collapse, prioritizing community leadership, circular principles, and long-term resilience. Modeled in part after the **Circular City Coalition** but adapted for post-disaster conditions, COUGAR is both an urgent response and a global preview of how to rebuild for a net-positive future.

Trust as a Foundation
What Endures Across Decades

The true test of impact isn't whether a program lasts forever—it's whether its roots are deep enough to evolve. Here are three places where trust has proven strong enough to adapt.

Belarus
INNOVATE

Innovation-Based Economic Development and Private Sector Growth Activity

Built on over a decade of experience supporting Belarus' entrepreneurship ecosystem, INNOVATE was launched in 2020 during a fragile economic and political transition. The program supported small business development and local governance.

Though the program ended with a shift in USAID funding, its tools and relationships remain—a foundation that can grow with renewed investment.

India
inREPLACE

Innovations for Reducing Plastics for a Cleaner Environment in India

Following a participatory needs assessment in 2012, JIVA was designed to strengthen agriculture, education, and local enterprise in rural Rajasthan. The initiative

Even as formal USAID funding ended, its grassroots strategies remain active, offering a scalable approach for future environmental resilience.

India
JIVA

Joint Initiative for Village Advancement

Following a participatory needs assessment in 2012, JIVA was designed to strengthen agriculture, education, and local enterprise in rural Rajasthan. The initiative built lasting trust through initiatives like regenerative agriculture practices, enhanced education, solar-powered schools, and farmer-led enterprises.

Today, that trust is guiding plans for "JIVA 2.0" with new partners, focused on climate-smart villages and cooperative-led economic opportunities.

Trust is the throughline—and the return on investment.

In a world of short-term fixes, we invest in what lasts:

Relationships over transactions

Local leadership over top-down design

Systems that communities can carry forward—on their terms

From launching a first initiative and advancing long-standing partnerships to designing for the future, every step starts with trust.

INVESTING IN WHAT LASTS

In 2024, we mobilized $33.9 million in resources to align global capabilities with community–led priorities

Our efforts in 2024* represent a 29% increase over 2023, driven by a 55% rise in donated skills, services, and materials. Every dollar, hour, and asset supports important work that connects global capabilities with community-led priorities.

Our work and results show what's possible when companies, foundations, and philanthropists focus on solutions designed and led by the people closest to the challenges. If the world's largest investors in social impact committed even more, we could multiply the scale of impact, strengthen coalitions, and accelerate the transition to equitable and regenerative systems.

Our world's most pressing challenges are more urgent than ever, even as the resources to address them are increasingly constrained.

For those with the means to act, this is the moment to bridge that gap—turning commitment into investment, and investment into lasting change, one community at a time.

*Fiscal year:
Oct 1, 2023 – Sep 30, 2024
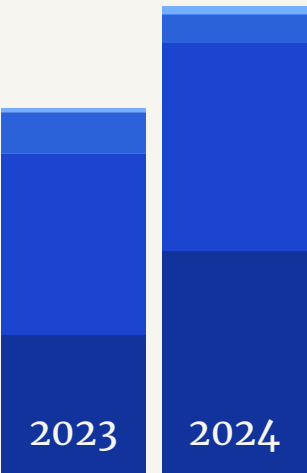
Support & Revenue

	2023	2024
Contribution of non–financial assets	$10,177,191	**$15,845,025**
Grants, contracts and contributions	$12,593,428	**$15,195,318**
Federal cooperative agreements and grants	$3,251,180	**$2,264,690**
Program revenue	$13,023	**$10,745**
Investment income	$240,325	**$590,173**
TOTAL REVENUE	**$26,275,147**	**$33,905,951**
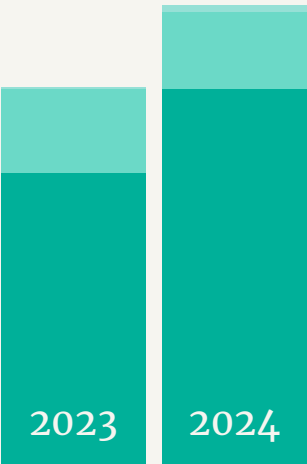
2023   2024

Expenses

	2023	2024
Program services	$21,165,216	**$27,049,786**
Management and general	$6,058,507	**$5,726,130**
Fundraising	$135,916	**$431,081**
TOTAL EXPENSES	**$27,359,639**	**$33,206,997**

2023   2024

THE VOICES AND VISION OF PYXERA GLOBAL

LEADERSHIP (2025)

Deirdre White
Chief Executive Officer

Soud Habbas
Chief Operating Officer

Moussa Diouf
Chief Financial Officer

Gavin Cepelak
Executive Vice President

John Holm
Senior Vice President, Partnership Development

Kuralai Kunz
Vice President, Partnership Development

Meredith Moore
Senior Director, Human Resources

Neeran Saraf
Senior Director, ICT

Yash Ranga
Director, Partnerships and Innovation

Mackenzie Knowling
Director, Programs

Kristine Owiny
Associate Director, Program Delivery

Marieka Walsh
Associate Director, Client Success

Liz Miller
Associate Director, Marketing & Communications

Zhen Chen
Chief Representative, China

Barbara Gbologah–Quaye
Country Director, Ghana

Carolina Gowland
Senior Advisor, Latin America

Fernanda Scur
Senior Advisor, Latin America

Rajesh Varghese
Country Director, India

BOARD OF DIRECTORS (2025)

Lynne Weil
Chair of the Board

Jennifer Parker
Vice Chair of the Board

Ian Cornell
Secretary

Guillermo Areas

James Calvin

Isabel Hill

Helen Lowman

Ladan Manteghi

Shanak Patnaik

Timothy Prewitt

Ashraf Shihabi

Peg Willingham

"*Serving for nearly a decade on Pyxera Global's board has been a profound privilege. Through unprecedented international disruption and constantly shifting demands, this organization has remained steadfast in its commitment to finding locally led, lasting solutions to immense challenges through purpose-driven partnerships. What stands out is the team's deep respect for community priorities and its skill in aligning global expertise to support them.*

This report reaffirms Pyxera Global's long view: Real systems change is patient, collaborative and rooted in the lived experience of those who are most affected. It provides a clear-eyed reflection of that work — and of the path ahead."

Lynne Weil
Pyxera Global Board of Directors (2016-2025)

Our Mission

To solve our world's most pressing challenges, one community at a time

Our Vision

A world where equitable and regenerative systems enable all communities to thrive

Let's Navigate
What Comes Next Together