



QUARTERLY REPORT

2026 Q3 IMPACT



45

EXCHANGE
VISITORS

3

COUNTRIES IN
ECOSYSTEM MAPPING

50+

STAFF IN NEW CARE-
HOME ENGAGEMENT

EXCHANGE VISITORS: 45 VISITORS FROM 15 COUNTRIES IN ECOSYSTEM MAPPING: 3 COUNTRIES IN NEW CARE-HOME ENGAGEMENT: 50+ STAFF

2026 Q2 IMPACT

QUARTERLY REPORT

GROWING CAPACITY ACROSS BORDERS

This quarter was full of new beginnings and deepening roots. We began a new partnership with a residential care home for children and adolescent girls in Recife. We watched local leaders step up to facilitate their own organization's training. And we joined the FORGE Innovation Lab to map entrepreneurial ecosystems, beginning in Cameroon and Romania.

On the mats, our Candeias Jiu-Jitsu program welcomed 42 visitors from three countries, and Gabriel brought new leadership tools home from his exchange in Virginia. In the Sertão, local leaders kept creating space every week for literacy, creativity, and community. In São Paulo and Recife, we joined conversations with entrepreneurs, economists, and business leaders asking how business and development can serve the flourishing of all.

Across each of these spaces, we saw one thing again and again: when local leaders are equipped and connected, their capacity grows, and so does their impact on the people and communities they serve.

The following pages highlight we co-created this past quarter.

MILESTONES

FORGE:
ENTREPRENEURIAL
ECOSYSTEM MAPPING

REDEMPTIVE BUSINESS
TRAINING

ORGANIZATIONAL AND
LEADERSHIP
DEVELOPMENT

CANDEIAS BI-LINGUAL
BJJ PROGRAM
GROWTH & EXCHANGE

VOCIES FROM THE MAT

SERTAO DREAMROOT
TRAINING CENTER

EVENTS &
CONNECTIONS: THE
WIDER ECOSYSTEM

WHAT WE'RE
LEARNING



DREAMROOT
LEADERSHIP INSTITUTE

ENTREPRENEURIAL ECOSYSTEM MAPPING

We have joined up with the **FORGE Innovation Lab** to collaborate on a **multi-country entrepreneur ecosystem mapping project**. The goal is to understand how they are effectively working within their ecosystems and collaborating across actors, how we can support them, and how they can influence others in their country and region.

Listening first. Locally Led. We are facilitating group listening and strategy sessions and conducting one-on-one interviews. Through these guided conversations, we gather local leaders and entrepreneurs in each region and help them build one shared picture of their ecosystem, name its gaps, and choose their next steps.

Seeing the whole system. The process measures the ecosystem from several angles. It looks at every domain that affects entrepreneurship in a region and how those domains interact. Understanding these interactions is critical to assessing an entrepreneurial ecosystem and designing the right interventions.

Building a resource for the world. From this work, we will create an entrepreneurial ecosystem mapping tool and resource, complete with case studies, that can be shared with entrepreneurs around the world as a practical guide. Just as importantly, it will offer an encouraging picture of what is possible: what entrepreneurs can build and achieve in challenging environments, often marked by corruption, underinvestment, and limited access to finance.

Where we are so far: This quarter, we connected with local entrepreneurs in Cameroon and Romania, with several more countries to follow.



**WHEN LEADERS SEE THEIR
ECOSYSTEM TOGETHER,
THEY CAN BUILD IT
TOGETHER.**

OUTPUT

Listening Sessions & Interviews

Group strategy sessions and one-on-one interviews with entrepreneurs in Cameroon and Romania.

OUTCOME

One Shared Picture

Local leaders map their ecosystem, name its gaps, and choose their next steps together.

IMPACT PATHWAY

A Resource for the World

A mapping tool and case studies that help entrepreneurs in difficult environments see what is possible and build it.

REDEMPTIVE BUSINESS TRAINING

We facilitated two Redemptive Business workshops in Brazil for an international group spanning Brazil, the US, and Europe.

Together, we explored the **purpose of business** as meeting real needs and solving problems in ways that serve people, along with what it means to build organizations that operate with dignity rather than extraction.

We also examined the **role of profit**, and how organizations can be designed to bring out the best in people through empowering management practices and operational integrity. We also explored how business, capitalism, and the market economy can be practiced for the common good, creating mutual value and greater flourishing across organizations, stakeholders, supply chains, and communities.

Thanks to everyone who joined!



**HUMAN AND PLANET
FLOURISHING IS THE GOAL.
OPERATIONS AND PROFIT ARE
THE MEANS TO SERVE THAT
GOAL.**

STANDARD PRACTICE	REDEMPTIVE BUSINESS
The goal: Maximize profit and growth.	The goal: Meet needs and create value.
People and Planet: Inputs to the system. The means.	People: Having dignity, co-creating and serving Planet: Stewarded, restores, and cared for.
Impact: Success measured primarily by financial outcomes.	Impact: Floursihing across people, communities and planet.

ORGANIZATIONAL AND ORGANIZATIONAL DEVELOPMENT

RESIDENTIAL CARE HOME KICKOFF

This quarter, we kicked off a new partnership with an incredible team of more than 50 staff at a residential care home for children and adolescent girls in Recife, Brazil. We are grateful for their passion and unity, and we are looking forward to this new season as we work together to make a lasting impact.

Through strategy sessions and team development with both the house staff and administrative staff, we are walking alongside the team in:

- **Change management** through a season of transition and growth.
- **Team performance**, individually and as a team.
- **Psychological safety** so that people can work together with trust.
- **Collective planning** that empowers every voice to be heard.

WHEN CAREGIVERS ARE SUPPORTED, THAT HEALTH FLOWS DIRECTLY TO THE CHILDREN IN THEIR CARE.



OUTPUT

Kickoff & Strategy Sessions

Team development and strategy sessions with house and admin staff of 50+.



OUTCOME

A Plan Every Voice Shaped

Staff collectively develop a shared plan, with stronger trust and psychological safety.



IMPACT PATHWAY

Stable, Consistent Care

Healthy, aligned teams provide more stable and consistent care for the children and girls they serve.



ORGANIZATIONAL AND ORGANIZATIONAL DEVELOPMENT

(CONTINUED)



AS THEY GROW, THEIR CAPACITY GROWS. AS THEIR CAPACITY GROWS, SO DOES THE CAPACITY OF THE ORGANIZATION.

Q3 ORGANIZATION-WIDE PLANNING

We also finished another organization-wide **quarterly planning meeting** with the team. These afternoons are charged with energy and momentum as we build upon the wins and developments of the previous months and co-envision together, where every voice is heard, all perspectives are valued, and the immense talents and insights around the tables are engaged and contributed. The end result: **expanded individual and team capacity** to fulfill the mission and enjoy the journey along the way, together.



LEADERS LEADING THE TRAINING

We continued leadership training in Recife with an organization we've partnered with for the past two years. This time, the organization's emerging leaders led the training and strategy sessions!

Together, we're strengthening operational rhythms and strategic alignment across departments, helping the team increase capacity, productivity, and impact.

Watching these local leaders grow has been incredibly rewarding. As their capacity grows, so does the capacity of the organization and its impact on the people and communities it serves.

OUTPUT

Leader-Led Training & Planning

Leadership workshop facilitated by local leaders, plus a Q3 organization-wide planning session.

OUTCOME

Cross-Department Alignment

Clearer operational rhythms and departments moving in sync toward shared priorities.

IMPACT PATHWAY

Multipled Capacity

Leaders who train leaders extend the organization's reach and sustain its impact.

INTERNATIONAL EXCHANGES



UP NEXT: BRAZIL CAMP

And now, we get to do it again! Our Brazil Camp is coming up this October, and we cannot wait to welcome Team Passos US students to Recife for an incredible week of training, connection, and cross-cultural exchange.



GLOBAL CONNECTIONS & EXCHANGES

- **Three-month volunteers:** The young couple from Germany who joined us in June completed their three months serving alongside us in the communities.
- **Gabriel in the US:** A week of training and leadership development with Team Passos in Virginia.
- **International students in Candeias:** 42 visitors from four countries trained with the local Candeias students.
- **BJJ Brazil Camp:** Team Passos U.S. students arrive in Recife this October.

OUTPUT

Cross-Cultural Exchanges
44 visitors hosted in Brazil, and a leader cross-cultural exchange to the US.

OUTCOME

→ **Equipped Leaders**
Visitors return with new perspective and leadership tools; relationships deepen across countries.

IMPACT PATHWAY

→ **Multiplying Leadership**
Leaders who invest in their own growth carry it back to their students, teams, and communities.

CANDEIAS BI-LINGUAL BJJ PROGRAM

Since launching in 2025, the bilingual Candeias Jiu-Jitsu program in Brazil has continued to grow, with **14 regular students** training multiple times each week. Its impact is reaching far beyond the local mats. This past quarter, Candeias welcomed **42 additional visitors from four countries** through cross-cultural exchange trips, creating opportunities for people to train, learn, build relationships, and experience Brazil together.

14

REGULAR STUDENTS
TRAINING WEEKLY

42

BJJ EXCHANGE
VISITORS

4

COUNTRIES
REPRESENTED

GABRIEL'S EXCHANGE TO THE U.S.

Gabriel, the local DreamRoot leader of the Candeias Jiu-Jitsu program, spent an action-packed week in **Virginia** training and learning alongside the **Team Passos Jiu Jitsu** crew, gaining new BJJ and leadership tools that he is bringing back home to Candeias. Tony has been working closely with Gabriel in Brazil as he grows in his BJJ and mat leadership.

The week was full of training every day, making new connections, sharing tips and lessons learned, and enjoying lots of laughter and great conversations over shared meals.

What made this visit especially meaningful was seeing Gabriel pave his own way to make the trip happen, driven by a hunger to learn, grow, and become a better leader, not just for himself, but so he can take what he learns back to his students and team members in Brazil.



VOICES FROM THE MATS: DEFINITELY NOT JUST ABOUT JIU-JITSU

The jiu-jitsu programs continue to be one of the clearest pictures of holistic, community-embodied development. Here, in their own words, are a few of the students and leaders whose lives are being shaped on the mats in Recife.

“In May 2025, we began living out the realization of a big dream of started our jiu-jitsu classes. It began with the initial focus of caring for the physical health of our local team who serves in the surrounding communities. However, through this process, we began to notice personal health, growth and development in all areas of our lives.

After years of training and visiting many academies, I had never seen jiu-jitsu treated the way that DreamRoot team approaches it. Here, the martial art itself is not the end goal, but a tool. It is a bridge to reach people, an instrument of self-care and, above all, a true accelerator of life change.

Jiu-jitsu has touched every area of my story and has transformed not only my life, but my family's as well. The result? Forgotten dreams are resurfacing, new purposes are being born, and old projects are increasingly taking shape and structure. Definitely, it is not just about jiu-jitsu.

This past year, I have seen transformation in the lives of men and women. I am convinced this is only the beginning of much more that He will do across the state of Pernambuco.”

Gabriel - DreamRoot Local Leader, Candeias BJJ



SERTÃO AND ARTE SUAVE TRAINING CENTERS: CREATIVITY & COMMUNITY

Each week at the Sertão and Arte Suave DreamRoot Training Centers is an opportunity to learn, grow, create, and build community.

Alongside literacy classes and jiu-jitsu at the Sertão center, a special highlight this quarter was handicrafts and coloring, giving children space for creativity and self-expression.

A special shout-out to the local leaders who show up consistently to create an enriching space for creativity, self-expression, and connection. They give children and families the opportunity to discover new skills and experience community in ways that will shape the rest of their lives, their families, and the region.



OUTPUT

Weekly Enrichment Programming

Literacy classes, jiu-jitsu, and handicrafts and coloring led by local leaders.



OUTCOME

New Skills & Belonging

Children discover new skills and families experience a consistent, caring community.



IMPACT PATHWAY

Regional Flourishing

Literacy, creativity, and community built in childhood shape families and the future of the Sertão.



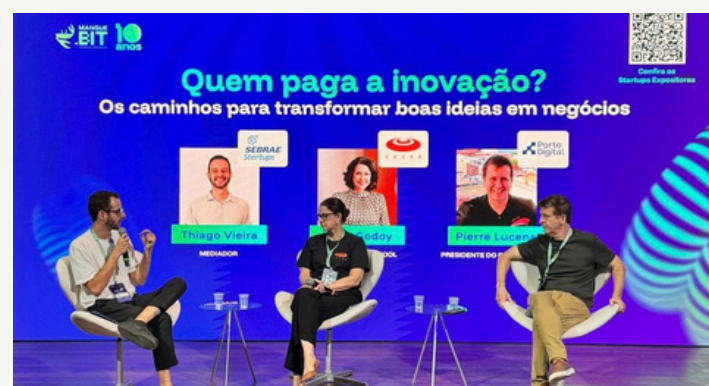
EVENTS & CONNECTIONS: THE WIDER ECOSYSTEM

We are grateful to have had the opportunity to attend and contribute to several events this quarter.

A major takeaway was the power of collective vision. When people from different sectors come together to imagine what could be, develop a solid action plan, and commit to working together, significant transformation is possible. The challenges facing Pernambuco and the Northeast are real and substantial. But so is the progress, and so is the spirit of solidarity, collaboration, and collective responsibility helping to drive it.

MANGUE.BIT (Recife)

Mangue.Bit, an event hosted by the local government for **tech start-ups in Recife**. The room was filled with entrepreneurs and young, bright people with business venture ideas that will serve and innovate.



CORECON (Recife)

CORECON's inspiring gathering focused on a critical question: **How can we modernize and further develop Brazil's Northeast?**

The conversation explored where we have come from, where we are today, and where we want to go together. Economists, students, government representatives,

universities, businesses, and other accomplished leaders came together to identify challenges and opportunities, share solutions, bridge divides, and build partnerships that can strengthen the Northeast and Brazil as a whole.



What was particularly striking was the intentional focus on ensuring that development does **not leave marginalized and underrepresented communities behind**. Conversations around technology, clean energy, sanitation, healthcare, agriculture and bioinputs, education, and vocational training were ultimately connected to a bigger question: How do we create opportunities for people to participate in and contribute to the region's growth and flourishing?

EVENTS & CONNECTIONS: THE WIDER ECOSYSTEM (CONTINUED)

BUSINESS AS MISSION GATHERING (SÃO PAULO)

An intimate Business as Mission event in São Paulo was a great time of reconnecting with old friends and building new relationships with business leaders from across Brazil who are pursuing **redemptive entrepreneurship**. It was a true joy to share meals and stories as we asked bigger questions about the role of business in our communities and our world.

We especially appreciated the rich panel conversations exploring how we can expand our impact through a vision of people, planet, and flourishing, while pursuing **multiple bottom-line results**.

Because business exists to do more than just generate profit for shareholders. It can create dignified work, strengthen communities, steward creation, develop people, and contribute to the flourishing of all.

We are grateful for the leaders who are pioneering new ways of doing business, and for the opportunity to learn from one another and imagine together what is possible



**BUSINESS EXISTS TO DO
MORE THAN GENERATE
PROFIT FOR
SHAREHOLDERS.**

WHAT WE'RE LEARNING

PRINCIPLES AT WORK THIS QUARTER

CAPACITY MULTIPLIES WHEN LEADERS LEAD

Two years into our partnership in Recife, the organization's own leaders are now facilitating the training. When we invest in people rather than just programs, their growth expands the capacity of the whole organization, and the impact reaches far beyond what we could carry alone.

PURPOSE MUST COME BEFORE PROFIT

Our Redemptive Business training returned to the fundamentals: when profit becomes the end and people become the means, social ills follow. Flipping that order, with flourishing as the goal and profit as a means, changes how organizations are designed, led, and scaled.

HUNGER TO GROW MAKES EXCHANGE POWERFUL

Gabriel paved his own way to Virginia, and he is bringing what he learned back to Candeias. Exchange is most transformative when it flows in every direction and when leaders come with a vision to invest what they receive into others.

ECOSYSTEMS, NOT ISLANDS

From FORGE ecosystem mapping across six countries to CORECON's vision for the Northeast, we are seeing again that no single organization transforms a region. Lasting change requires a shared picture, a shared plan, and collaboration across every sector.

