



# Five Years of Impact

“2025 marks our 5th anniversary. We celebrate this milestone with gratitude for the dedication of our community and the impact we've created together.”

-Jon Browning, CEO



## Global Mentorship Initiative

### 2025 Annual Report

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## Who We Are

Global Mentorship Initiative (GMI) is a U.S.-based nonprofit organization that improves career outcomes for limited-income university students and recent graduates. Our mission is simple yet transformative: to provide guided, personalized coaching that helps young people secure their first professional job and build the foundation for thriving careers.

Our work builds a more equitable global workforce and advances the UN Sustainable Development Goals for Decent Work and Reduced Inequalities.

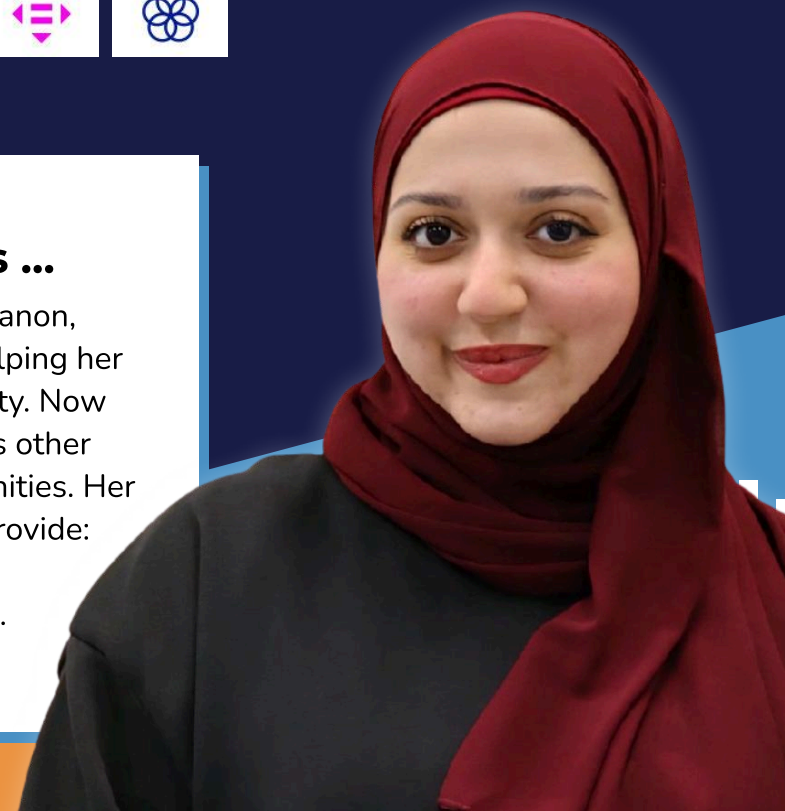
## What We Support



### Transforming Lives, Creating Leaders ...

Jana Daoud, a refugee based in Lebanon, credits her GMI mentorship with helping her navigate a period of deep uncertainty. Now an assistant professor, she supports other refugees pursue their own opportunities. Her story reflects what GMI strives to provide: steady guidance, connection, and encouragement at pivotal moments.

Meet Jana [↗](#)



# A Letter from GMI's CEO: Jon Browning

## We're Just Getting Started!

As we celebrated Global Mentorship Initiative's 5th anniversary this year, I found myself reflecting on the extraordinary journey we've shared. What began as a simple idea—that technology could give any graduate, anywhere in the world, access to personal, human support during the job search—has grown into a global movement reaching learners in over 150 countries.

In just five years, our program has helped 15,000 college students and refugee learners worldwide build confidence, career readiness, and the social capital needed to launch their careers. Every story of a student landing their first job, every mentor who discovers the joy of giving back, is proof that a single human connection can change everything.

This year, we unveiled a bold new look and a redesigned website that reflects our evolution: energized, purposeful, and ready for even greater impact. These updates make it easier to become a mentor, partner with GMI, access mentorship materials and share the powerful stories that inspire us all.

At GMI, we believe every student deserves a champion—someone in their corner at the right moment. With your support, we are unlocking global potential and closing the education-to-employment gap. And we're not stopping here. By 2035, our vision is to connect 250,000 students and displaced refugee learners to jobs through scalable mentorship programs.

Whether you've been with us since the beginning or are joining us now, I want to thank you for being part of this journey. Your belief in mentorship fuels our mission and makes this work possible. Together, we are building belonging, fostering opportunity, and shaping a brighter future.

Here's to the next five years—and the lives we'll transform, together.



Founder & CEO of Global Mentorship Initiative



# Year in Review

In 2025, GMI grew to a global student community of **15,000 across 150+ countries**, uplifting climate leaders, expanding into refugee-focused regions and launching Spanish-language programming across Latin America.

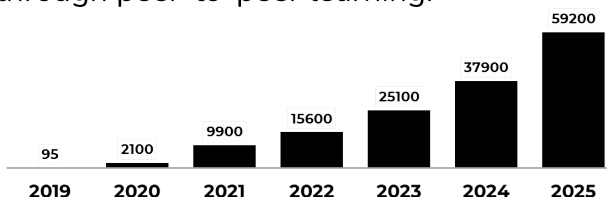


## One Vision, Many Languages

Our continued partnership with **Baker Hughes Foundation** enabled GMI to launch our mentorship program in Spanish, breaking barriers and broadening access across Latin America.

## 59,200 HOURS

A record number of volunteer hours logged in 2025, with many mentees becoming mentors themselves, accelerating equity through peer-to-peer learning.



## Corporate Pathways: 30+ Microsoft Data Centers

In partnership with Microsoft, we created pathways for students to launch careers in their own communities, with direct access to high-demand data center jobs.



## Evolving in the Age of AI

In October, GMI hosted 17 virtual volunteering events and gathered over 500 insights from **Microsoft, Foundever, and LinkedIn** employees - fueling curriculum updates that keep us innovating and leveraging AI to empower the job search.

## Serving Displaced Learners

In conflict-affected regions, GMI supported refugee students through expanded partnerships with USA for UNHCR and over 20 refugee-serving youth partners.



## From Mentee to Mentor

**88 graduates in 31 countries** returned as mentors, fueling a model of local leadership and generational impact.

## University of Nairobi: 2,000 students and counting

GMI's most invested youth partner is helping scale inclusive access to opportunity—empowering the next generation and multiplying impact.



## Open Enrollment Expands Access

Launched in 2025, open enrollment is now our top source of students. It gives young people—no matter where they study or live—a direct path to join GMI. This removes barriers, reaches more diverse talent, and helps us grow faster and more equitably.



# The Challenge

## Underemployment is widespread

More than half of college graduates are in jobs that don't require a degree within a year of graduation.

## First-generation disadvantage

First-generation college graduates earn less and have less wealth compared to peers whose parents hold degrees.

## Global impact

First-generation and low-income students are disproportionately represented among displaced learners and refugees, further compounding barriers to securing meaningful employment.

## Career launch gap

Research highlights that while education attainment is rising, the job-finding rate among young graduates has declined since 2000, making the first career step harder than ever.

**74%**

of GMI students land a job within 6 months of graduation

**88%**

of GMI students land a job within 1 year of graduation

# Our Vision

## Talent is universal, but opportunity is not.

For many students, particularly first generation, low-income, and refugee learners, the transition from education to employment is one of the most challenging and consequential moments of their lives. GMI exists to ensure they never have to navigate that transition alone.

Together with our community of partners, we are building a world where young leaders from diverse backgrounds can thrive, open doors for others to follow, and shape the inclusive workforce of tomorrow.



## Student Success Profile

### Odeh Kafati

Odeh Kafati, a student in Honduras, gained support and direction through a GMI mentorship—from attending a sustainability conference in Dubai to co-facilitating a GMI Climate Leaders panel. Today, he's interning at El Banco Centroamericano de Integración Económica—reminding us that while talent is everywhere, opportunity must be unlocked.

Meet Odeh [↗](#)



# Meeting Demand for Spanish Language

“We’ve long recognized the importance of supporting students across **Latin America** in their primary language. With the support of **Baker Hughes Foundation**, we’re proud to deliver on that need and expand opportunity across the region.”

Jon Browning, CEO, GMI

## Founding Partners



## Program Launched in September 2025

### LATAM total student Impact

**407** Spanish-speaking students registered

**140** Spanish-language mentorships in progress

**20** Mentorships already completed

### Country-specific student Impact

**133** **El Salvador**

**50** **Peru**

**39** **Ecuador**

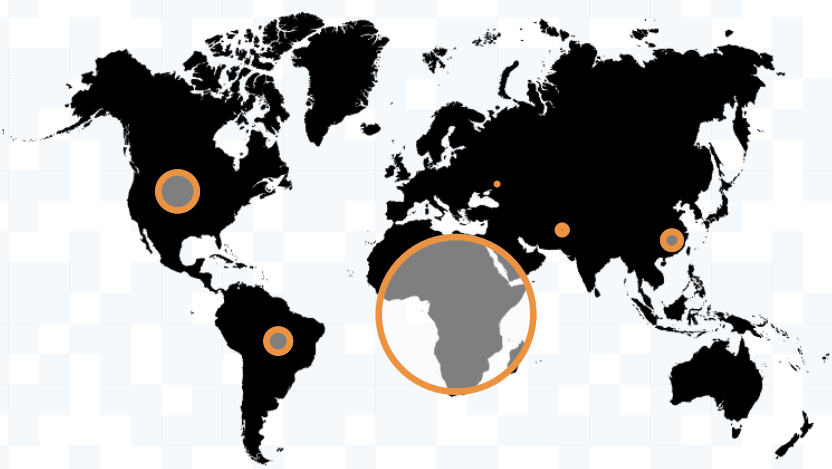


Katherine and her mentor Enrique at Google, the first pair to complete a Spanish-language mentorship

# GMI's Student Community

In 2025, GMI had record student applications, with 6,510 students from 135 countries applying for a mentorship.

## 2025 Student Registration by Region

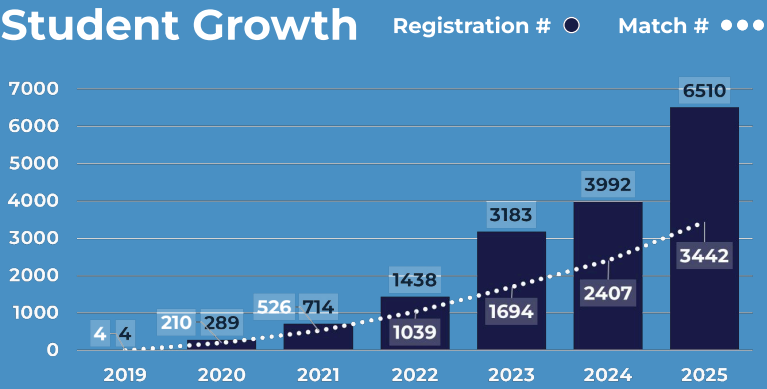
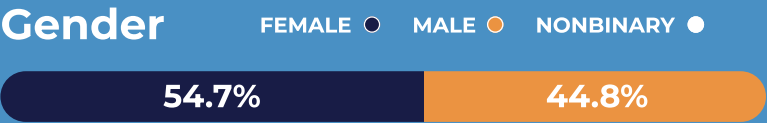


Sub-Sahara Africa 54%  
North America 15%  
Latin America 10%  
Southern Asia 8%  
Western Asia 5%  
Other 8%

### Student Profile Avarin Thongdee

Avarin Thongdee discovered GMI through a chance lecture, leading to a mentorship with Chris Haughan of Microsoft. Now a graduate of the Microsoft Datacenter Academy and IT tech at TEMP-TEAM Sverige, she's turning guidance into action—proving confidence grows where opportunity is given.

Meet Avarin



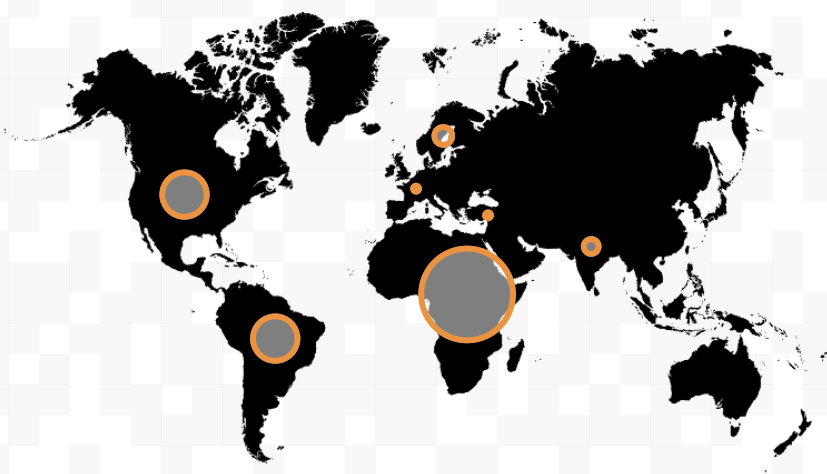
### Top Youth Partners of 2025

- 1 U. of Nairobi Kenya 625 Students
- 2 Aspire Institute International 472 Students
- 3 Zetech University Kenya 273 Students
- 4 Re:Coded International 139 Students
- 5 Kujia Kenya 137 Students

# GMI's Mentor Community

In 2025, GMI had record mentor applications, with 5,142 professionals from 152 countries registering to become mentors.

## 2025 Mentor Registration by Region



- Sub-Sahara Africa 33.8%
- North America 17.4%
- Latin America 17.3%
- Northern Europe 7.3%
- Southern Asia 6.7%
- Western Europe 3.9%
- Western Asia 3.5%
- Other 10.1%

### Mentor Profile

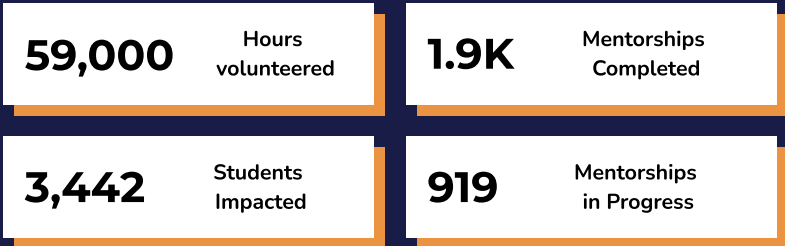
Soňa Roventa-Hakszer

“Mentorship is never one way. I learned a lot too: fresh perspectives on emerging tools and trends, new ways to frame problems, and a powerful reminder that potential thrives with the right support and space.”

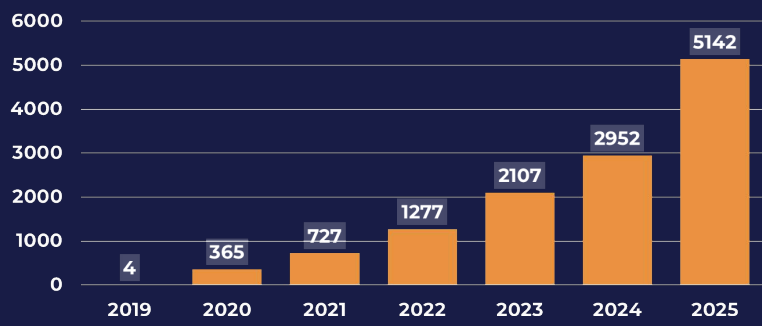
Meet Soňa [↗](#)



## 2025 Mentor Impact



## Mentor Growth Registration #



## 2025's Most Engaged Partners

- |   |                |              |
|---|----------------|--------------|
| 1 | Microsoft      | 12,026 Hours |
| 2 | worldpay       | 2,790 Hours  |
| 4 | Clarivate™     | 1,264 Hours  |
| 3 | 3M             | 1,405 Hours  |
| 5 | expedia group™ | 1,052 Hours  |



# Mentorship as a Powerful Hiring Tool

Corporate partners increasingly recognize GMI students not just for their potential, but for their job-readiness. **Seventy-four percent of GMI mentees secure employment within six months of graduation**, and many are hired directly by the companies that support our programs.

GMI is more than mentorship — it's a proven talent pipeline connecting skilled, motivated young professionals to meaningful careers.

## From Mentee to Colleague

📍 India

GMI mentor Riddhi Chauhan from Worley Corp, guided her mentee with clarity and confidence. Shruti Samanta Halder, an engineering graduate from Kalyani, India, secured a role at Worley—the same company where her mentor works—showing how GMI mentors truly help students find jobs.



[Read the full story](#) ↗

## Andrew N.

📍 Kenya

**PwC Kenya** hired Andrew Ndunda from the University of Nairobi—the same company that mentored him. Now he's encouraging PwC leadership to involve more of his colleagues as mentors.

[Meet Andrew](#) ↗



## Daniella A.

📍 Ireland

**Bank of America** hired Daniella Atidigah, an Ashesi University student who was first mentored by one of their own—proof that social impact and strong talent pipelines go hand in hand.

[Meet Daniella](#) ↗



# 2025 Corporate Partner Highlights

*Extraordinary partners. Extraordinary results.*

Corporate partnerships are essential to advancing our mission. Our network of 16 corporate partners and collaborators not only provides thousands of dedicated mentors to guide our students, but also supports our mission through funding, services, and hiring opportunities for our students.



We continue to be blown away by the participation and how well GMI manages our immense employee interest.

— Catherine Jones, Expedia Group



GMI's largest mentoring partner, Microsoft has now mobilized **over 2,000 mentors**. In Kenya, the **Africa Development Center WINS** pilot entered its second year, matching over **100 young women** with Microsoft mentors to pursue careers in tech. Microsoft also expanded mentorship for **Data Center Academy** students, supporting **155 mentees** in English and Spanish.



Building on GMI's 2023 pledge to support displaced learners, GMI **partnered with USA for UNHCR** to connect refugee students in the U.S. with career mentors. Through this collaboration, USA for UNHCR supporters offer guidance, connection, and professional networks, **contributing over 1,170 hours supporting refugee learners since 2024**.



A founding partner of **GMI's French-language program**, Foundever now supports students across all three program languages: English, French, and Spanish. **In 2025, Foundever's engagement grew to include 160 mentors across 25 countries**. These mentors delivered 1,000+ mentorship hours, making Foundever one of GMI's most multilingual and globally engaged partners.



Expedia has led mentor engagement across **Asia-Pacific since 2023**, becoming a key driver of GMI's global presence. In 2026, GMI will deepen collaboration with Expedia's **Inclusion Business Groups (IBGs)** to expand mentorship access.



The Baker Hughes Foundation **sponsored the launch of GMI's Spanish-language mentorship program** in 2025. Since then, over 400 students have registered for Spanish mentorships, building vital career skills in students' native language.



A new partner in 2025, **Worldpay** quickly emerged as a **top mentor provider**, with **225+ employees volunteering** and nearly **3,000 hours** logged. Their engagement shows how mentorship can become a core aspect to a company's social impact.

# Mentor Hall of Fame 2025

GMI is now honored to have 6 Hall of Fame Mentors, mentors who have guided 10 or more students. In 2025, we welcomed 3 new mentors to this extraordinary group. These leaders embody GMI's mission by investing their time, wisdom, and care to help students launch careers, grow in confidence, and, in many cases, become mentors themselves. Their commitment proves that mentorship multiplies opportunity — one student at a time, tenfold and beyond.

## Narayan K.

📍 USA

*"Supporting 10 GMI students across 5 continents has transformed me and showed me that mentoring is not just about launching careers – it's about planting seeds that ripple across communities, systems, and the planet."*

Meet Narayan [↗](#)



## Agnes I.

📍 USA

*"I wanted to help, but like many, I worried about the time commitment. GMI changed that by providing the structure and tools that make mentorship manageable alongside a demanding work schedule."*

Meet Agnes [↗](#)



## Sumit G.

📍 India

*"GMI mentorship is a powerful platform to guide, inspire, and uplift young minds. By sharing our experiences and values, we help students unlock their potential and shape a future driven by purpose, empathy, and leadership."*

Meet Sumit [↗](#)





# Financials

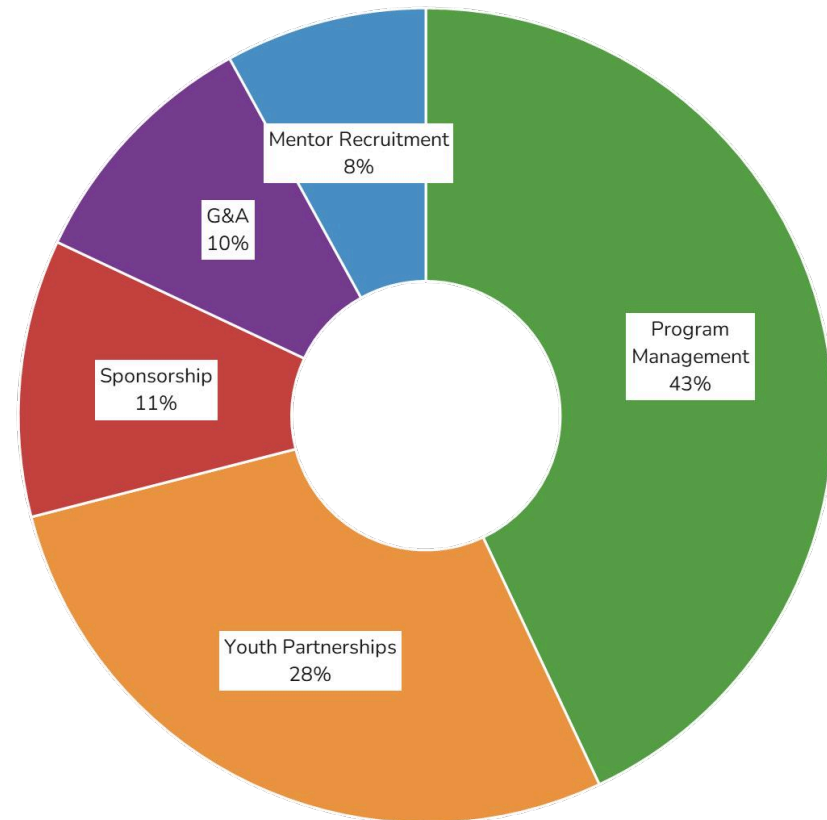
## 2025 Statement of Financial Activity

Contributions	2025	2024	2023	25/24 Change
Sponsorship & Grants	\$ 579,116	\$ 393,500	\$ 313,267	47%
Corporate Matching Funds	\$ 284,308	\$ 202,009	\$ 168,872	41%
Individual Contributions	\$ 337,872	\$ 152,210	\$ 13,378	122%
<b>Total Contributions</b>	<b>\$ 1,201,296</b>	<b>\$ 747,719</b>	<b>\$ 495,517</b>	<b>61%</b>
<b>Expenses</b>				
Program Staffing	\$ 829,761	\$ 528,577	\$ 401,467	57%
Marketing	\$ 11,730	\$ 6,966	\$ 1,131	68%
Apps and Tools	\$ 80,441	\$ 102,843	\$ 54,441	-22%
Other G&A	\$ 24,895	\$ 14,978	\$ 15,668	66%
<b>Total Expenses</b>	<b>\$ 946,827</b>	<b>\$ 653,364</b>	<b>\$ 472,707</b>	<b>45%</b>
<b>Net Revenue</b>	<b>\$ 254,469</b>	<b>\$ 94,355</b>	<b>\$ 22,810</b>	<b>170%</b>
Mentorships	3,442	2,411	1,719	43%
<b>Total Cost per Student</b>	<b>\$ 275</b>	<b>\$ 271</b>	<b>\$ 275</b>	<b>2%</b>

## 2025 Statement of Financial Position

	2025	2024	2023	25/24 Change
Assets	\$ 515,748	\$ 204,778	\$ 115,625	152%
Liabilities	\$ 1,324	\$ 1,241	\$ 5,767	7%
<b>Net Assets</b>	<b>\$ 514,424</b>	<b>\$ 203,537</b>	<b>\$ 109,858</b>	<b>153%</b>

## 2025 GMI Expenses by Category





# Donors

*GMI is honored that so many supporters have chosen to invest in our mission this year.*

Ancilla Akundaare	Eusebio Duque Mendoza	Rohan Kulkarni	Artur Queiroz Machado	Luiza Souza
Carlos Alberto Zepeda	Marcio Eickhoff	Lovejoy Family Fund	Rebecca Motil and Paul McGuire in honor of Barbara Motil and Alice McGuire	Karthik Sundararaman
Aperian	Jared Farrell	Winifred Maignan		Christopher Taddeo
Jon and Monica Browning	Good Today	Ridhima Malhotra	Emir Reyes	Justin Thenutai
Betty Butterbaugh	Sam Hanna	Carlos Martinez	Mario Riusec	Rafael Torres
Cristina Campanella	Pradyumna Harish	Thomas McGuire Sr.	Carlos Rodriguez	Nicole Ury
David Cardenas	Ana Gabriela H. Garcia	Lauren McGuire Krauss	Viviana Rodriguez	Veronica Wardsworth
Man Yik Chan	Christine Hueper	Debra McGuire Mercer	Leslie Sahagun	Antonio Vitor de Souza
Raymond Chen	Sandra Hughes	George Muchira	Mary Sahl	Timothy Weir
Jan Clausen	Kimberly Janzik	Timothy Norman	Stephanie Seal Coon	
Kathy Clifford	Marilyn Johnson	Maxine Owens	Simple Concepts	
Manori Cooray-Weeraratne	Catherine Jones	Keitha Pansy	Ricardo and Kathy Sitchin	
Jane and Jagdish Dalal	William Kirst	Olga Prieto Gutierrez	Diogo Souza	
Mohammad Doleh	Lauren and Kurt Krauss	Dr. Deborah Proctor		

“Supporting GMI is a natural extension of my mentorship, because I’ve seen firsthand how the program opens doors that students could never access alone.

- Sam Hanna, 3x mentor



# GMI's 2025 Gold Mentors

This year, the size of our **Gold Mentor community** nearly doubled to **339 Gold Mentors**, each of whom has completed three or more mentorships! **Let's celebrate the 162 new Gold Mentors** who completed their third mentorship in 2025.

Claude Affoutou  
Syed Ahmad Abbas Zaidi  
Chukwuebuka Akwiwu-Uzoma  
Hala Alekhwan  
Judy Alexander  
Juan Algernon  
Didar Ali  
Maramy Amanda Awange  
Effie Ansah-Arthur  
Fatoumata Askofare  
Abdul Aswad  
Matt Au  
Adesuwa Ayere  
Daisy Badilla  
Depesh Banik  
Dr. Serah Banjo  
Imantas Bernotas  
Luis Beute  
Jonathan Blessing Oniosun  
Ralph Bolds  
Trudy Brennan  
Solange Bucquet  
Mila Cahue  
Regina Campbell  
Bunjamin Cankirli  
Javier Canon  
Estefany C. M. Rosales  
Priyanka Chatterjee  
Mandar Chitale  
Mike Cicio  
Adela Ciurel  
Sophine Clachar  
Stella Clarke  
Rachel Corcoran

Bev Cross  
Rajesh Darak  
Sumanta De  
Peter de Graaf  
Serah Delaini  
Deb Dey  
Moushumi Dey  
Gladys Egyir  
Moesha Ezeala  
Hala Ezzeddine  
Giovanni Faedda  
Nzota Fozao Ajulesi  
Alicia Garzon  
Casper Gate  
Maryanne Gichohi  
Alyson Ginesta  
Uverh Godinez Quintero  
Njogu Grace  
Demyia Graham  
Natalia Grymnak  
Roshan Gunasekara  
Beulah Gyimah  
Sabrina Hall  
Sheri Harp  
Chris Haughan  
Alexandra Ho  
Linh Hoang  
Peter Hondrogiannis  
Mark Hoose  
Jim Hopkinson  
Esther Irungu  
Grace Jacob  
Marilyn Johnson  
Dom Jones

Pavani Kamalsurya  
Muditt Khanna  
Harshvardhan Khatkole  
Chrisanne Kirstein  
Vishvesh Koshti  
Olga Kroshkina  
Rohan Kulkarni  
Monika Kumar  
Valentin Kuznetsov  
Felix Kwizera  
Jo-Vyn Lai  
Isabelle Lansade  
Constance Leyland  
Yu Lyn Chuah  
Rachel Marie  
Rajkumar Mathur  
Ryan Mesches  
Issak Mohamed Infaaz  
Michelle Moltz  
Marwa Moulki  
Rachel Muench  
Nagesh Murthy  
Cartigayen Murugaiyen  
Jayakumar Narayanaswamy  
Eric Nash  
Kavian Nasiri  
Nidhi Nautiyal  
Grace Nedelcheva  
Frida Nguyen  
Anne Njoroge  
Cathrine Nyachionjeka  
Lydia Nyamate  
Evelyn Obekpa  
Ayokunmi Ogundapo

Ibukun Ogunsolu  
Ahiamadu Okirie  
Niels Ophey  
Roberto Orlandi  
Allison Osmanson  
Sinduja Partha Sarathy  
Pritesh Patel  
Melissa Perrier  
Matthew Peter Ford  
Jacob Platin  
Michael Porter  
Judit Prekopa  
Urvashi Priyadarshini  
Valerie Quineta  
Keilah Roberts  
Asif Sahid  
Philip Samson  
Marcia Sanches  
Alex Sanguinetti  
Vanessa Sesi  
Arnav Sharma  
Khizar Shaukat  
George Shiyanbade  
Anu Shree  
Elizabeth Simbai Chiza  
Agnes Skalska  
Taiwo Sobowale  
Cengiz Somay  
Adama Sorif  
Ali Spain  
George Spanakis  
David Spencer  
David Spruyt  
Snjezana Sredojevic

Tom Stamp  
Rob Starling  
Mark Stephens  
Chellammal Subramaniam  
Rachel Tao  
Catalin Taslaoanu  
Nithin Thekkupadam Narayanan  
Andy Thompson  
Lydie Toupin-Mulvihill  
Annie Toure  
Anna Trainor  
Kevin Tuei  
Mercy Tum  
Sandra Turner  
Theophilus Ukuyoma  
Jen Veloff  
Nishtha Vivek Agarwal  
Hemanth Volikatla  
Mark Waddell  
Ben Wambugu  
Rebecca Whitworth  
Ryan Williams  
Leonard Williamson  
Arleen Winslow  
Haroon Zaib

# GMI Team

## Board of Directors



**Tom McGuire**  
VP, Next Generation Solutions  
Genpact | GMI Board Chair



**Justin Thenutai**  
VP, Human Resources  
Microsoft



**Jon Browning**  
CEO & Founder  
Global Mentorship Initiative



**Mamadou Biteye**  
Executive Secretary  
ACBF



**Jan Clausen**  
Tech Executive  
Service Now

## Staff



**Chad Fuller**  
Chief Operating  
Officer



**Ravenna Hennane**  
Senior Director of  
Development



**Kristen Sahl**  
Senior Director of  
Operations



**Amanda Laberde**  
Program  
Coordinator



**Jennifer Uretsky**  
Program  
Coordinator



**Max Springer**  
Senior Manager of Global  
Partnerships



**Mélanie Mongelli**  
Program Coordinator



**Jillian Smithwick**  
Program Manager



**Andrea Alemán**  
Regional Engagement  
Manager



**Aleisia Spain**  
Chief of Staff



**Christine Lored**  
Director of Marketing



**Rose Kimu**  
Regional Expansion  
Consultant for Africa

## Leadership Council



**Judy E. Alexander**  
PCG Regulatory Compliance  
Manager  
Raymond James



**Solange Bouquet**  
Customer Relationship  
Strategic Partner Manager  
Orange



**Michelle Bozeman**  
Executive Advisor, Digital  
Transformation Leader  
TBW Enterprises



**Debi Hamill**  
CEO, IAOP Publisher  
Pulse Magazine



**Alnarjes Harba**  
Rhodes Finalist



**Neil Hirshman**  
Of Counsel  
Kirkland & Ellis



**Lawan Idriss**  
Founder & CEO  
Seamium



**Marilyn Johnson**  
Principal  
Go Big Strategies



**Subhojit Roye**  
Head, Global SI Alliances  
Aria Systems



**Karyn Scott**  
Advisor  
Park & Battery | Fiat Growth



**Winnie Roberts**  
VP Sales &  
Compensation  
McKesson



**Pam Sands**  
Sr. Principal/VP Strategy and  
Partnerships – Diversity Office  
Kelly

# Join the Movement


*What if your support could unlock 250,000 careers by 2035?*

Millions of talented graduates around the world are ready. They just need a bridge. GMI is building that bridge—and we're inviting you to shape the future of the global workforce with us.

## Here's how you can make a difference:


### Volunteer

You don't need to be an expert in your field to become a great mentor.

[Learn more](#) 

### Partner

Corporate partners provide mentors, hire students, and support the program financially to ensure it remains free for students and universities.

[Learn more](#) 

### Invest

Every contribution plays a crucial role in helping GMI achieve its mission.

[Learn more](#) 

### Follow GMI



### Contact us

[info@globalmentorship.org](mailto:info@globalmentorship.org) 