

Humanity Pathways Global

2024-2025 Impact & Organizational Development Report

Building the infrastructure, partnerships and accountability systems needed for sustainable global service.

Reporting period: January 1, 2024 through December 31, 2025
Prepared July 16, 2026

Status. MANAGEMENT-PREPARED | EVIDENCE-BASED | NOT AN AUDITED PROGRAM EVALUATION.
This document is management-prepared and does not constitute an independent evaluation, audit, or assurance engagement. It is not an IRS Form 990 filing. No beneficiary counts, attendance figures, countries served, or outcomes have been estimated where consistent source records do not exist.

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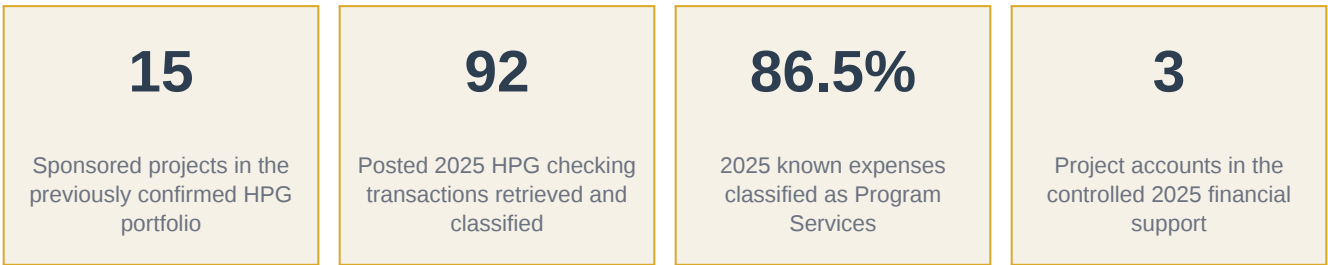
1. Executive Overview

Across 2024 and 2025, Humanity Pathways Global ("HPG") continued developing as an international fiscal sponsor and program-incubation organization. Impact during this period occurred in two connected ways: direct youth- and community-oriented programming, and the underlying infrastructure that allows grassroots partner organizations to fundraise, document results, and meet accountability expectations.

The strongest substantiated achievements of the period are the development of the sponsored-project portfolio, delivery of the Global Youth Leaders for Humanity (GYLFH) initiative, expansion of geographically distributed leadership, maturation of financial and compliance controls, and the buildout of technology, communications, development, and program systems.

Where consistent source records were not available, beneficiary totals are **not estimated**. Those gaps are reported openly in Section 8 and form the basis of the measurement priorities in Section 9.

Top Metrics



Qualifier: the 15 sponsored projects may be at different stages of onboarding, fundraising, or delivery. The three project accounts in the controlled 2025 financial support are Humble Pathways, Project Wings Soaring, and Global Youth Leaders for Humanity (GYLFH).

2. Mission and Theory of Change

HPG's public mission integrates four connected focus areas:

- **Education and Skill Development** - youth leadership, capacity building, mentorship, and access to learning.
- **Economic Empowerment** - livelihood pathways, small enterprise support, and workforce readiness through partner initiatives.
- **Human Rights and Social Justice** - advocacy, protection of dignity, and inclusion of underserved groups.
- **Community Development** - locally led programs that strengthen health, safety, and social infrastructure.

Four Delivery Pathways

- **Fiscal sponsorship** - providing legal, financial, and compliance infrastructure to grassroots partners.
- **Program incubation** - helping early-stage initiatives operationalize, document, and scale.
- **Capacity building** - equipping partner organizations with systems for fundraising, reporting, and governance.
- **Cross-cultural leadership** - convening young leaders across regions to build shared humanitarian practice.

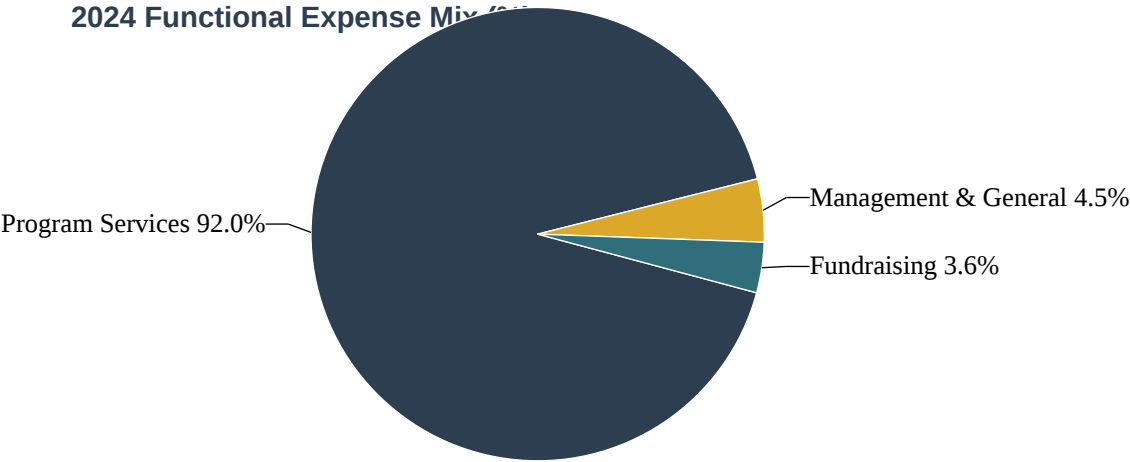
3. 2024 - Foundation Year

2024 was an infrastructure-oriented year. Recorded activity centered on program travel, technology, compliance, and fundraising systems that would allow HPG and its sponsored projects to operate at scale.

Known 2024 Expense Snapshot

Line	Amount / Percent
Total known expenses	\$2,754.73
Program Services (functional mix)	92.0%
Management & General (functional mix)	4.5%
Fundraising (functional mix)	3.6%

2024 Functional Expense Mix (%)



Examples of Supported Expenditures (with records)

- TechSoup - nonprofit technology procurement.
- Zoom - convening and coordination platform.
- Michigan annual report - state compliance filing.
- GrantStation - grants research and prospecting platform.

Important qualifier. 2024 is presented as preliminary known-item reporting. Historical Relay bank coverage and opening/closing balances remained incomplete at the time of publication, so 2024 figures reflect only activity that could be controlled and reconciled to available source records.

4. 2025 - Expansion Year

In 2025 HPG expanded its sponsored-project portfolio and its operational footprint. Financial coverage for HPG’s own operating account became complete for the period, while documentation and governance approvals for related items remained open.

Portfolio and Controlled Support

- Sponsored-project portfolio previously confirmed at **15 projects**.
- Controlled 2025 financial project support flowed to **Humble Pathways, Project Wings Soaring, and Global Youth Leaders for Humanity (GYLFH)**.
- Complete connected HPG checking history for the period, with **92 posted transactions**. No activity before March 18, 2025 was reported.

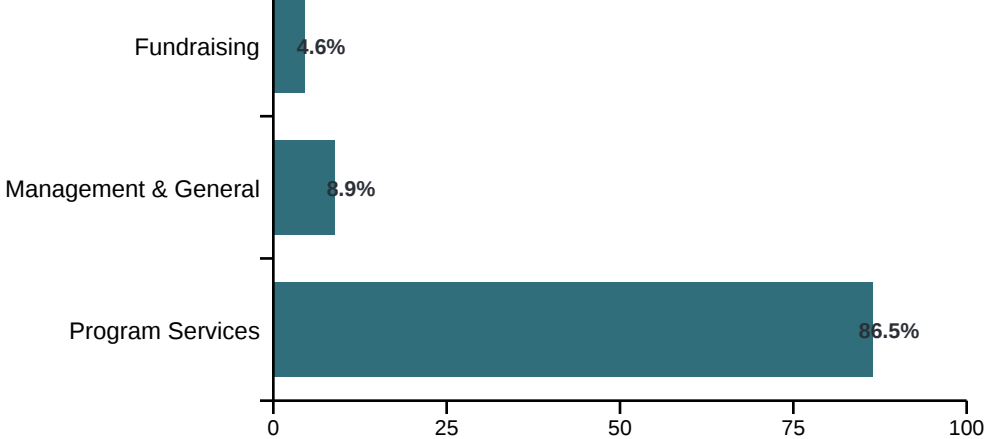
GYLFH NEXT GEN Rising Summit (October 2025)

The GYLFH NEXT GEN Rising summit was held in October 2025 with a finance, art, and leadership theme. Post-event participant reflections and debrief were collected. Attendance figures are not stated because consistent source records for attendance were not available at the time of publication.

2025 Financial Snapshot (Preliminary)

Line	Amount / Percent
Known revenue and support	\$1,750.00
Known expenses	\$5,639.62
Change in net assets	(\$3,889.62)
Program Services (functional mix)	86.5%
Management & General (functional mix)	8.9%
Fundraising (functional mix)	4.6%

2025 Functional Expense Mix (%)



End-of-Year Financial Position (Accountability Context)

Line	Preliminary Amount
Assets	\$1,013.20
Liabilities	\$7,657.55
Net assets	(\$6,644.35)
Year-end HPG checking cash	\$49.54

All balance-sheet figures shown above are preliminary and are provided solely as accountability context. See the separate 2025 Preliminary Annual Financial Report for scope, methodology, and open items.

5. Youth Leadership - GYLFH

The Global Youth Leaders for Humanity (GYLFH) initiative is HPG's public model for leadership, diplomacy, cross-cultural awareness, and social advocacy among young people.

Documented Components

- Multi-pillar curriculum spanning leadership, service, and civic engagement.
- Regional leadership roles connecting participants to local context.
- Global satellite concept for cross-regional collaboration.
- October 2025 NEXT GEN Rising summit with finance, art, and leadership theme.
- Post-event reflections and debriefs from summit participants.
- HPG Executive Academy advancement and certification pathway for continuing leaders.

Measures Not Currently Available

The following measures are not stated in this report because consistent source records do not currently exist:

- Unique youth served.
- Demographic distribution of participants.
- Program completion rates.
- Long-term participant outcomes.

6. Fiscal Sponsorship and Partner Capacity

HPG's fiscal sponsorship function is a core impact pathway. It provides the accounting, compliance, and infrastructure grassroots partners need to raise and steward funds responsibly.

- **Restricted and unrestricted fund separation** across sponsored projects.
- **Project transfers** retained as balance-sheet activity rather than automatically treated as revenue or expense.
- **Governance and compliance** structures supporting state and federal reporting.
- **GrantStation** and other fundraising pathways available to sponsored partners.
- **Website, collaboration tools, and data / reporting systems** that partners rely on operationally.
- **Cross-functional departments and regional coordination** supporting sponsored initiatives across regions.

Clarification. Geographic network and partner presence describe where HPG has operational relationships. They are not, and should not be read as, verified beneficiary counts.

7. Global Operating Capacity

HPG has built layered organizational capacity to support current and future programming. The following layers are established without asserting specific employee counts.

Executive Leadership Functions

Finance, communications, technology, legal, operations, marketing, program, human resources, administration, development, and organizational efficiency.

Specialist Director Functions

Finance control, grant writing, fundraising, software engineering and DevOps, research analysis, digital platforms, and accounting.

Regional Coordination

Regional coordination is represented for **Asia**, **Latin America**, and **Europe**.

Board and Committee Functions

Finance, compliance, development, nominations, compensation, audit, and advisory work.

8. Evidence Quality

The table below summarizes the maturity of evidence in each area. No numeric scores are assigned. Status labels reflect the current state of documented, auditable records.

Area	Status	What this status means
Financial stewardship	Strong	Connected bank history, reconciliations, and functional classification in place for 2025; controls maturing.
Portfolio and partnerships	Established	Sponsored-project portfolio identified and tracked; onboarding and delivery stages vary by partner.
Youth leadership delivery	Documented	Gylfh curriculum, summit, and reflections are documented; unique participant metrics are not yet standardized.
Organizational capacity	Documented	Executive, specialist, regional, and board functions are established and identifiable.
Partner-level outputs	Partial	Outputs exist for some partners; standardized quarterly reporting is not yet organization-wide.
Beneficiary-level outcomes	Developing	Individual outcome data is not consistently captured across initiatives; a priority for 2026.

9. Next Measurement Priorities

- Standardized **quarterly impact form** completed by every sponsored project and HPG initiative.
- **Unique participants**, services delivered, geography, age group, and gender where appropriate.
- **Completion and follow-up outcomes** tied to individual programs.
- **Photo and testimonial consent** processes and source documentation.
- Direct linkage of outputs to **budgets and restricted-fund reporting**.
- **Portfolio status dashboard** distinguishing active, onboarding, paused, and completed sponsored projects.
- **Baselines and targets** for GYLFH, workshops, training, fundraising support, and NGO capacity building.

10. 2026 Forward Commitments

- Stronger project reporting from every sponsored initiative.
- Accountable fundraising with documented use of funds.
- Operationalize the global program model across regions.
- Improve public transparency through regularly published reports.
- Move toward participant- and community-level outcome evidence.

11. Public-Use Notice and Basis

This report is management-prepared. It is not an independent evaluation, audit, or assurance report, and it is not an IRS Form 990 filing. The 15-project figure reflects previously confirmed HPG portfolio information; project stages may differ. Geographic references describe network, partner, and public footprint rather than verified beneficiaries in every location. Financial figures shown here must be read together with the separate HPG Preliminary Annual Financial Reports for 2024 and 2025. Where beneficiary evidence was incomplete, no estimates have been made.

Prepared by Humanity Pathways Global management, July 16, 2026.

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