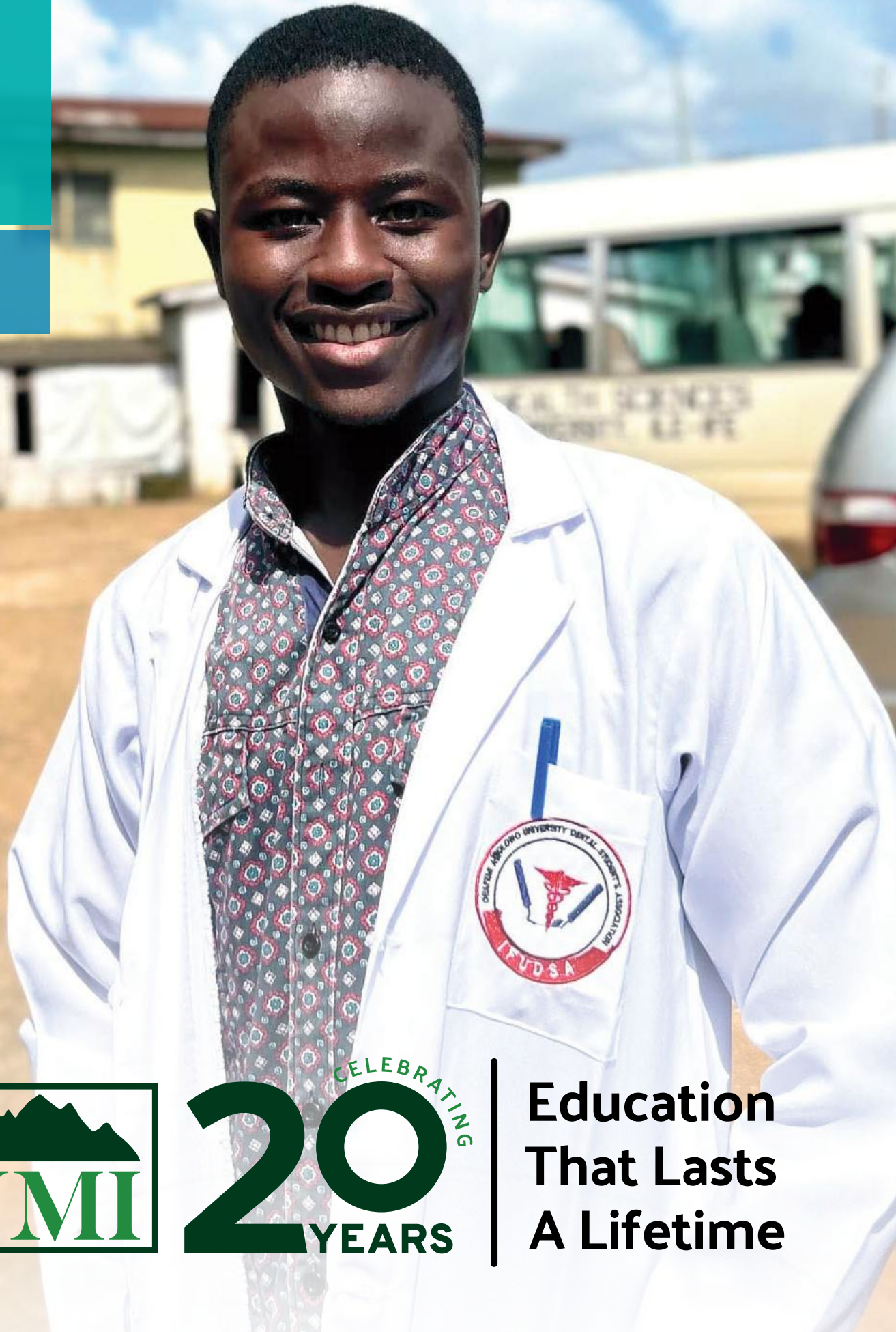


20
25

IMPACT
REPORT



CELEBRATING
20
YEARS

**Education
That Lasts
A Lifetime**



A Letter From Our Executive Director and Chairperson



Dear Friends,

Education can open a door, but its true power is revealed over a lifetime. **At WMI, we have always believed that access to education is not an end in itself. It is the beginning of something far greater: a lifetime of leadership, service, resilience, and community impact.** The stories shared in this report are living proof of that belief.

WMI Scholars pursue education not only to transform their *own* futures but also to strengthen the communities that shaped them. Long after graduation ceremonies end, our scholars continue to lead nonprofits, launch social enterprises, teach in classrooms, provide healthcare, and advocate for equitable outcomes in their home countries. Their education multiplies in impact, year after year.

As we look back on this past year, we are reminded of the wise words of Dr. Acqueline Niyomahoro, WMI Alum from Rwanda, who completed her degree in Dental Surgery in 2025:

“No achievement stands alone.”

None of our work happens in isolation. It is made possible by a global network of donors, partners, volunteers, and scholars who believe that investing in people is the most powerful investment we can make. For 20 years, WMI has been a catalyst for this shared impact.

Thank you for being part of this community. Thank you for helping ensure that opportunity continues to reach those who will carry it forward for generations to come. **Thank you for believing in education that lasts a lifetime.**

With gratitude,

Nicole Baker
Executive Director

Thomas M. Wells
Founder & Chairperson
of the Board



**Permission has been sought and received for the use of all photos featured in this publication.*





Mission, Vision, and Values	3
2025 at a Glance	3
Supporter Spotlight	4
WMI Programs	5
Financials	11
Cornerstone Circle	12
Donor List	13
In Honor and In Memory	14
Staff and Boards	15
Volunteer Reviewers	16
Looking Ahead	17



Cover Image: Ayodeji Arobo, 2025 WMI Scholar from Nigeria, administering medical support to athletes and participants at a political celebration in December 2025.

Mission

WMI advances access to university education, predominantly in Africa, and continues lifelong investments in exceptional scholars and alumni through start-up funding and leadership development as they innovate and lead social change.

Vision

Exceptional scholars and alumni are supported to realize their full potential and become leaders in creating the changes they want to see in their communities and, ultimately, the world.

Values

We believe in the power of education to unlock opportunity, guided by altruism, driven by local leadership, strengthened through collective action, and committed to lasting social transformation. We believe in giving back.



20
25

AT A GLANCE

Over the past 20 years, 910 young people have received life-changing scholarships through WMI.

With your support in 2025, hundreds of thousands of lives were changed through the power of higher education, local leadership, and community service.

100%

College completion rate for WMI Scholars

567

WMI Alums working in their home regions after completing their undergraduate degree

343

student scholars pursuing their undergraduate degree

55

countries where WMI Scholars work and study



Supporter Spotlight

Dr. Mary Clark Romney

For more than a decade, Dr. Mary Clark Romney has quietly and faithfully helped shape the future of WMI.

Raised in New Jersey, Mary spent the majority of her career practicing pediatrics in her home state. A steadfast advocate for compassion in health care, she believes that empathy and compassion play a major role in the healing process for patients, caregivers, and healthcare providers. Formerly on the staff at Valley Hospital for over 30 years, Mary continues to collaborate with the hospital to enhance the quality of the patient experience through various programs, including the Family and Patient Care Committee.

From a young age, her mother instilled in her the belief that **each person is called to give back in whatever way we can**. For Mary, that calling was first fulfilled through caring for children and families as a pediatrician. In retirement, she began asking a new question: *how could she continue contributing in a meaningful way?*

In 2012, as she explored organizations rooted in both education and medicine, she discovered WMI. Initially serving as a scholarship application reviewer, Mary quickly deepened her involvement and eventually joined WMI's Board of Directors in 2018. Today, she serves as Vice Chair of the Board and Chair of the Nominating and Governance Committee, helping strengthen board structure and accountability, including guiding the development of WMI's Governance Handbook and supporting the organization's transition from a founder-led model to a sustainable governance framework.

Mary has also sponsored the education of 98 women medical scholars through her Women in White Coats and supporting initiatives; facilitated learning experiences for WMI's Scholar Ambassadors during their time in the US; and traveled to Kenya to convene with scholars at the 2023 Dream Big Conference.

In addition to her dedication to WMI, she is proud to serve Infinity Equine Therapy as a Board member and therapeutic riding instructor. She is also a long-standing member of the Woodcliff Lake Board of Health.

At the core of Mary's commitment are the values instilled by her mother: compassion, empathy, and the belief that giving back is simply the right thing to do. She believes education is one of the most powerful equalizers in the world. **"Those of us who have been fortunate have an obligation to create opportunity for others."**

Through Dr. Mary Clark Romney's generosity, wisdom, and steadfast belief in the power of education, she has helped ensure that WMI remains poised for even greater impact. Her example reminds us that **when we invest in one scholar, we invest in generations**—and that thoughtful, sustained support can help change the world.



Scholar Ambassador Trip 2025
Left to right: Dr. Isaac Yeboah,
Dr. Mary Clark Romney,
Dr. Onesai Chiguvare

WMI University Scholarship Program

The Scholarship Program supports exceptional students from 55 countries as they pursue a diploma or bachelor's degree. WMI funds tuition and essentials like housing, meals, and books for students so they can pursue a diploma or degree. WMI Scholarships help ease financial barriers and allow scholars to focus on their studies and future goals.



85,574

hours student scholars collectively volunteered in 2025



104

additional student scholarships awarded in 2025



80%

of WMI Scholars are first-generation college students



30%

of WMI Scholars studying or working in the medical field



In Their Own Words

"After enrolling at university, I had to drop out twice due to financial instability.

Thankfully, WMI came to my rescue by funding my studies in 2022. Today, I am proud to share that I have successfully earned my Bachelor's of Urban and Regional Planning degree from the University of Venda.

It has been a long journey filled with challenges, but I am grateful that I did not allow my circumstances to determine my future. I will forever remain part of the WMI family."

Stella Mangwaya
2025 WMI Alum, Zimbabwe
Bachelor's of Urban and Regional Planning



A Lifetime of Education

For Abdu Rahman, WMI Scholar from Myanmar studying Information Technology, education is not only a personal achievement—it is a lifelong commitment to uplifting others.

Through his initiative, the **Easy English Center**, Abdu has created a free English-learning platform that is reaching over 60,000 learners online. The program provides both online and in-person instruction, ensuring that learners, many of whom have limited access to formal education, can build skills that open doors to future opportunities within the Rohingya refugee community.

“I do believe that we can empower future generations and raise up many change-makers within our community through education.”



Image: WMI Scholar Abdu Rahman (Myanmar) teaching women and girls in a Rohingya refugee camp



In Their Own Words

“If I had not received a scholarship from WMI, my life would be profoundly different today. WMI truly became the last opportunity available to me at a critical moment.

Without this support, I would have been forced to return to my home country, a region affected by the Anglophone crisis, where instability and violence have claimed the lives of many.

Instead, WMI gave me stability and the chance to complete my education and build a future.”

Dieudonne Ngum
WMI Scholar, Rwanda
Bachelor’s in Engineering

Community Development Grants



Jean Masebo is a WMI Alum and CDG Growth Grant recipient from Malawi. With support from WMI, Jean is tackling energy poverty in her nation by educating communities on the dangers of kerosene and providing sustainable solar lighting solutions to rural households.



The Community Development Grants (CDG) program provides funding to start or significantly expand a scholar's service project, community-based organization, NGO, or business.



158

total social entrepreneurship projects led by scholars in 20 countries



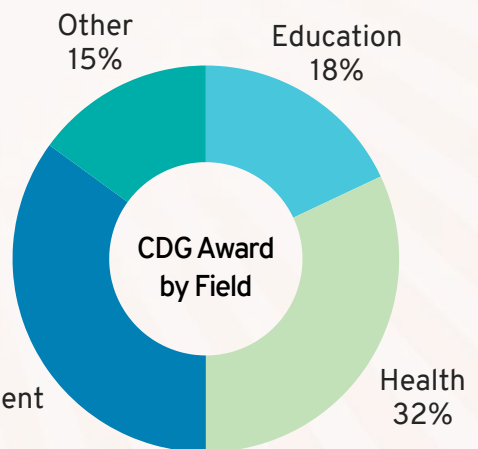
\$1.36

Cost per beneficiary to provide life-saving resources and programming through CDG



146,772

total beneficiaries of CDG projects



A Lifetime of Impact

Launched by WMI Alum Isabela Lajeo and funded by the CDG program, the Girls Arise Salon Training Initiative in Uganda is creating opportunities for young women who once faced limited prospects after leaving school.

Through hands-on hairdressing training paired with life skills, financial literacy, and entrepreneurship education, participants gain knowledge that continues to serve them long after the classroom. To date, **78 young women** have completed the program, several have secured employment, and three have launched businesses of their own. Now registered as an official entrepreneurship training center in Uganda, this initiative is building a model of education that will last for generations.



From left to right: Girls Arise Salon staff, WMI Alum Isabela Lajeo, CDG Manager Bonny Mark Alinga



Samantha Sibanda
WMI Alum, Zimbabwe
Bachelor's of Education

Championing Quality Education for Children with Disabilities

When Samantha Sibanda lost her first child and had to spend time in a mental rehabilitation center, she became determined to improve conditions for those without a voice.

Since 2011, she has been a steadfast advocate for the rights of persons with disabilities in Zimbabwe, founding an organization that empowers people with disabilities through education and awareness. With support from WMI's CDG program, her leadership and programming have now reached over 350 direct beneficiaries, and counting.

Samantha is turning advocacy into action and helping children with disabilities access education and unlock their full potential.

Local Community Impact

Community service is a cornerstone of the WMI Scholar experience. Students who actively serve their communities are more likely to feel a strong sense of belonging, achieve greater academic success, and remain in their region after graduation.

Throughout their studies, WMI Scholars complete a minimum of 100 hours of community service each year, an experience many describe as one of the most meaningful and transformative parts of their education.



of WMI Alumni continued to volunteer in 2025



of WMI Scholars have launched a nonprofit or business that have collectively employed over 198 people and served nearly 228,000 individuals



of WMI Alumni support the education of someone else, supporting 703 individuals in 2025 alone, 56% of whom are girls



Image: Oluwapelumi Solagbade, WMI Scholar from Nigeria, facilitating a free summer school on neuroscience and brain health for local students

“I spent two full years out of school, watching my dreams of higher education slowly fade. Without the WMI scholarship, I would most likely have been forced to withdraw from medical school. As an orphan responsible for myself and my younger brother, my family has no financial safety net.

WMI removed the constant fear of unpaid fees and allowed me to focus on studying, serving my community, and building a future in medicine and neuroscience.”

A Commitment to Service

Forced to leave his home in South Sudan due to civil war, **Gatduel Badeng Wich Kang's** experience as a refugee shaped his deep commitment to serving others.

While studying in Uganda, he completed his bachelor's degree in Public Health in 2025 and dedicated hundreds of hours to community service as a student. This service included hands-on research in South Sudan, assessing barriers to immunization for children under five; launching a local hygiene and sanitation initiative; leading health education workshops; and volunteering countless hours with the Uganda Fellowship.

As he now prepares to launch a community-focused pharmacy, **Gatduel demonstrates how lived experience can inspire a lifetime of service** and strengthen communities for years to come.



Gatduel Badeng Wich Kang
WMI Alum, South Sudan
Bachelor's in Public Health



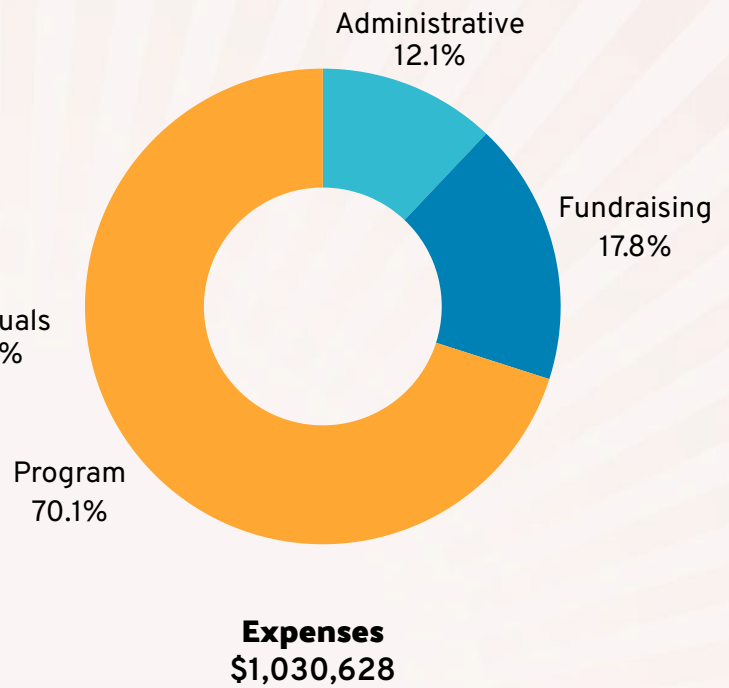
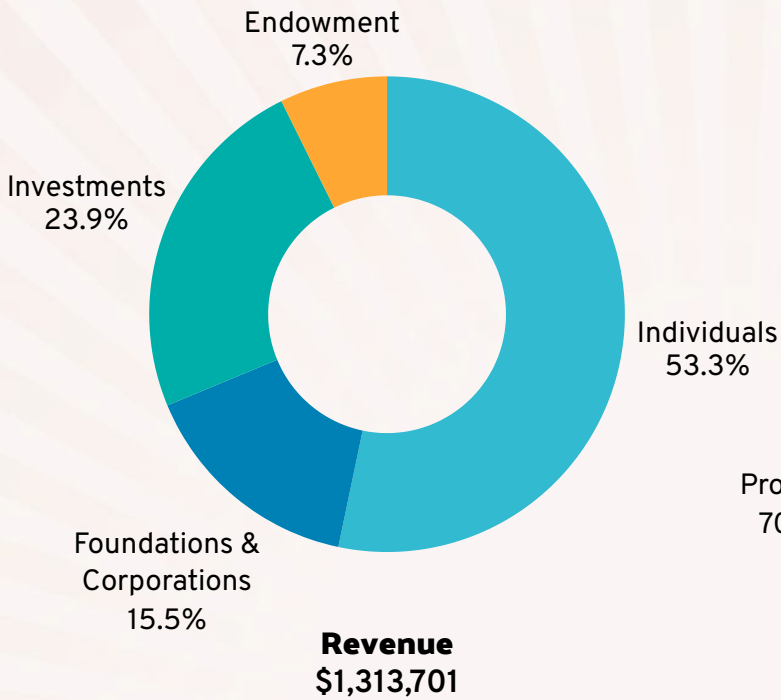
Sylvia Peace Njeri
WMI Alum, Kenya
Bachelor's in Public Health

Service-Oriented Leadership Through Fellowships

As Chairperson of the Kenya Fellowship from 2023–2025, **Sylvia Peace Njeri worked to unite scholars across the country in a shared commitment to service.** Under Sylvia's leadership, Kenyan scholars became more engaged in the issues facing their nation, organizing meetings and implementing community service projects that benefited hundreds.

WMI Fellowships bring scholars together within their home nations to collaborate, share their skills, and create positive change in their communities.

Fiscal Year 2025 Financial Overview



“I choose to support WMI because I have seen the difference that having a passionate local leader makes in global communities.”

Meg Rush, PhD
WMI Board Member



The Cornerstone Circle

Established in 2021, the Cornerstone Circle brings together a dedicated community of WMI's most committed partners—those who fully sponsor a scholar each year or contribute \$2,500 or more annually. These leaders in generosity play a vital role in sustaining scholar success and strengthening communities worldwide.

Cornerstone Circle members enjoy opportunities to connect with scholars, engage directly with WMI leadership, build relationships with fellow supporters, and receive exclusive updates that highlight the impact of their investment.

With deep gratitude, we recognize our 2025 Cornerstone Circle members.

Afolabi Ogunnaike & Adebisi Oje
Alison Parker & Robert Fuller*
Bank of America
Benjamin Romney
Bettina Daly & Donald Strangfeld
Bob Jones
Bob Schleckser
Bradford & Renée Nichols*
Brent & Amy Edmonds
Ceres Charitable Foundation
Christopher & Alison Lutz
Christopher Jones & Stephanie Louer
Daryluz Zorrilla
Deborah McGinn
Denis & Joanne Salamone
Dr. Mary Romney & Ed Hauck
Dr. Steve Nicholas & Ellen Sargent
Foundation at Cross River
Francisco Pereira
Gail Nystrom
Galeria Cubana
Gary & Ariel Kenajian
Greg Kessler & Kathleen Fearon
Gwenael Apollon & Marie Laurence Boyer
Jacquelyn Tuxill
Jag & Jane Dalal
Janet Lawrence
Jared Winegrad



John Lemly
Joseph Maxwell
Kaufman Family Foundation
Kelly Pappas
Ken & Susan Forester
Lisa Dale
Lokesh Seth
Marc Schermerhorn
Mark Grannon
Meg & Adam Rush
Microsoft
Morgan Stanley Wealth Management
Nancy McCann & Steven Lehman
Nicole Baker
Old Paramus Reformed Church
Patricia Lenkov & Robert Hetu

Paul & Lisa Jeruchimowitz
Richard & Michelle Wojcik
Rick & Randi Kushel
Robert & Marianne Dill
Robert & Martina Madonna
Roger & Katherine Flahive Foundation
Sara Bennett
Scott & Blaine Belair
Seta Nazarian
Susan & Gregory Hunt
Suzanne Germain & Ed Clark
The Valley Hospital
Tom & Carol Wells
Wes Powell

**Passed away*

Donor List

\$100,000 & Above

Ken and Susan Forester
Mary Romney and Ed Hauck
Tom and Carol Wells

\$20,000 - \$49,999

Robert and Marianne Dill
Kaufman Family Foundation
Christopher and Alison Lutz
Denis and Joanne Salamone

\$10,000 - \$19,999

Meg and Adam Rush
Roger and Katherine Flahive
Foundation
Scott and Blaine Belair
Bob Jones
Gary and Ariel Kenajian
Dr. Steve Nicholas and Ellen Sargent

\$5,000 - \$9,999

Seta Nazarian
Paul and Lisa Jeruchimowitz
Jag and Jane Dalal
Wes Powell
Gwenael Apollon and Marie-Laurence
Boyer
Bettina Daly and Donald Strangfeld
Alison Parker and Robert Fuller*
Robert and Martina Madonna
Ceres Charitable Foundation
Brent and Amy Edmonds
Susan and Gregory Hunt
Christopher Jones and Stephanie
Louer
Greg Kessler and Kathleen Fearon
Rick and Randi Kushel
Joseph and Mrs. Maxwell
Lokesh Seth
The Valley Hospital
Jared Winegrad

\$2,500 - \$4,999

Wells Jaworski and Liebman LLP
Morgan Stanley Wealth
Management
Morgan Stanley Trilogy Group
Old Paramus Reformed Church
John Lemly
Mark Grannon
Foundation at Cross River
Gail Nystrom
Afolabi Ogunnaike and Adebisi Oje
Nicole Baker
Benjamin Romney
Sara Bennett
Bob Schleckser
Janet Lawrence
Bank of America
BlackRock
Dariluz Zorrilla
Richard Wojcik
Francisco Pereira
Kelly Pappas
Bradford and Renée Nichols*
Microsoft
Deborah McGinn
Nancy McCann and Steven Lehman
Patricia Lenkov and Robert Hetu
Suzanne Germain and Ed Clark
Galeria Cubana
Lisa Dale

\$1,000 - \$2,499

Marc Schermerhorn
DocuSign
Jacquelyn Tuxill
Trinity Presbyterian Church
Nancy Boldt
John and Rita Elder
Jennifer Rogers
Rick and Val Claydon
Brian Schleckser
Ron and Carla Pariser
Maja Zimmermann and Peter
Voorhees
Brian Vitz and Susan Barnett
John and Debbie Meltzer
Barbara Moccia

\$1,000 - \$2,499 (con't)

Stuart and Arlene Liebman
Peter and Linda Wells
The Cooper Foundation
Red Clover Sustainability Fund
at Chicago Community Fdn.
Mark Menting and Laura
Wilson
Jack and Dottie MacKeen
Scott Fairbanks
Andrew and Allie Kohut
Samir Gami

\$500 - \$999

Robert and Juliann Aman
Becky Wells
Leanne and Bill Tingay
Michael Corbett
Mary Beth DelBalzo
Michael and Stacey Abernethy
Sheryl Markley
Edward Aminov
Megan and John Bolger
Kerry Couldron
John P. Davidson
Steven Freihofner
Harvey Dale and Debra
LaMorte
David S Katz
Aaron Romney
Elizabeth Sutton and David
Stoll
Sarah Taylor
George and Louise Vince
Didier and Vinciane Blésin

\$250-\$499

Diana and Charles Bain
Anne Friedrichs
Elizabeth Romney
Paula Vitz
Rachel and Philip Haddad
Kenneth Johnson
Jay and Jamie Matusow
Jeanette and Joe Devall
Marilyn Rozema
James and Michele Jaworski

\$249 & below

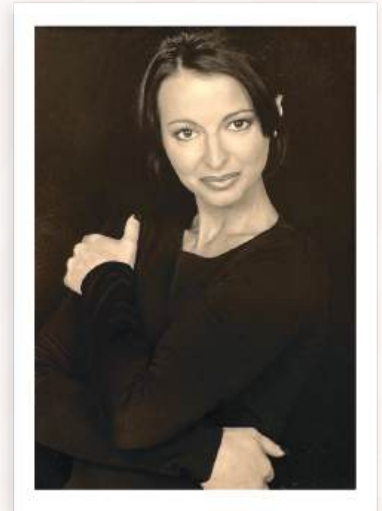
Joyce Shikuku • Sandra Laase • Erin Kabwe • Laura Spingarn • Marv and Diane Greenberg • Phoebe Barash and Bob Donniss Elizabeth
Murimi • Alex Terzian • Sally Burrell • Deb Cossaart • Joan and Tim Holloway • George Kanty • Jessie-Ruth Corkins • Marie Dion • Leonard
laquinta • Greg Vigne • Anne Wallace • Ruth S. Bernstein • Molly Fitzsimmons • Mariam Sulleiman • Neat Repeats • Alice Leeds • Mala Deep
Upadhaya • Success Eugene • Joseph Rumore • George Sherman • Sarah Ashe and Thomas Dunne • Bernardo Carrera • Mary Dodge and
Michael Katz • John Kidenda • Anne and Josef Kottler • Jim Runcie • BFIT VT LLC • Mary and Glenn Carnahan • Charles Christensen
Patricia and Peter Cosgrove • Sandi Goldzweig • Brian Juma Omala • Linda Lunna • Kathy Lynn • Julie McClanahan • Paige Pierson
Mike and Carlyn Smith • Jenna and Dan Sonneborn • Sarah Stott • Ernie Strauss • Greg and Patty Moss • Jan Romanczyk • Maria Hoaglund
Isaac Yeboah • Liz Josiah • Mark Adams • Kevin and Janice Behnke • Irene Bocella • Linda Buxton • Eugenie Doyle and Sam Burr •
Ronald Fierman • Ian and Raedia Albinson • Howard Jennings • Alice Jones • Clarence Jones • David and Leslie Konikow • Kathryn Krase
Amy and Brian Mason • Jacquelyn Melvin • Marita B. Schine • David Steven and Kevin Shim • Maureen and Bob Smith • Anne F. Turner
Deb Van Schaack • Robert LeSane • Patty Heather-Lea and John Lea • Daniel and Linda Bolger • Cindy and Timothy Eaton • Scott Gaines
and Mary Mckinnon • Amy Moore • Lauren Neely • Kevin O'Keefe • Kylie Pace • Jackie Phillips • Gary Poplaski • Spencer Rothwell
Santo Santoriello • Kathryn Schmidt • Barbara Steenstrup • Stone Leaf Teahouse • Bob and Rosemary Bustard • Ernie and Tamar Lamour
Wendelyn Bolles and Edwin Schmeckpeper • Audrey Wiechman • Gary and Kathleen Starr • Bonny Mark Alinga • Dick and Marge Brightman
Judi and Fred Danforth • Meg Harris and Raph Worrick • Lynn Reed • Liberty Hill Farm • Kathy and Carl Willner

*Passed away

Tribute: Renée Nichols

For more than 20 years, WMI has been sustained by people who believe deeply in the potential of young global leaders around the world. Our scholars' impact is only possible because of donors whose generosity is rooted in compassion and conviction. **Renée Nichols was one of those extraordinary supporters.**

Renée expressed her care through steady, faithful action. When invited to help review scholarship applications, she immediately said yes—and year after year, she followed through with thoughtfulness and reliability. **She believed in young people, in opportunity, and in the power of education to transform lives.** That belief shaped her life as well: from sponsoring children abroad in her twenties to raising her sons to value equality, resilience, and strength through diversity.



In 2025, we lost Renée far too soon. But her generosity lives on in the scholars she helped support and the opportunities she helped create. **At WMI, we remember her with deep gratitude—as a cherished member of our community whose quiet commitment will continue to make a lasting difference.**

In Honor & In Memory

Over the past 20 years, generous supporters have chosen to honor the lives and legacies of loved ones through gifts to WMI. Each name listed below represents a life celebrated and a memory carried forward through the power of education.

We are deeply grateful for the individuals who inspire such meaningful generosity.*

Contributors to Renée's Memorial Fund:

Nicole Baker
Jag Dalal
Galeria Cubana
Samir Gami
Jack and Dottie MacKeen
Jackie Phillips

Gifts Made In Memory of:

Betty Wells
Bob Wells
Bunny Dauber
Dana Romney
David Bolger
Fran Ansley
Jack Pellegrino
Janice Baker
Jonathan Vanderplaat
Renée Nichols
Shirley Romney

Gifts Made In Honor of:

Afolabi Ogunnaike
Alfred Babo
Anne Friedrichs
Bob and Marianne Dill
Brian O'Connell
Chris Jones
Colby Bolger
David Bolger
Elaine H. Wright
Harri Mwaki Magotswi
Joe D'Arco
John Bolger
Lisa Dale
Lisa Meadowcroft
Martha Bean
Mary Romney
Nan Bishop
Nsofwa Mukosa

Gifts Made In Honor of (con't):

Rita Elder
Tom and Carol Wells
Wendy Adful

**Names listed represent documented tributes from 2021-2025.*

Staff

Nicole Baker
Executive Director

Jennifer Rogers
Development Director

Maria Hoaglund
Director of HR and Finance

Elizabeth Murimi
Education Manager

Bonny Mark Alinga
Community Development Grants Manager

Rachel Haddad
Development & Communications Manager

Success Eugene
Leadership Skills & Development Coordinator

Mala Deep Upadhaya
Asia & Oceania Regional Coordinator

Joyce Shikuku
East Africa Regional Coordinator

Phoeby Musonda
Central & Southern Africa Regional Coordinator

Dr. Isaac Yeboah
West Africa Regional Coordinator

Liz Josiah
Scholar Programs Assistant

Global Advisory Board

Purity Jangaya
Kenya

Sarah Umukoro
Nigeria

Niraja Bhitrikoti
Nepal

Ernest Cudjoe Anorbor
Ghana

Acqueline Niyomahoro
Rwanda

Daniel Femi
Nigeria

Joseph Kinyua
Kenya

Gaston Ndagijimana
Rwanda

Medical Scholar Board

Dr. Israel Gidigasu
Ghana

Dr. Angella Namujuzi
Uganda

Dr. Justice Osemede
Nigeria

Dr. Deekshanta Sitaula
Nepal

Board of Directors

Gwenael Apollon
Secretary General, YMCA Haiti

Nicole Baker
Executive Director, WMI

Jag Dalal
Retired, Corporate Executive

Lisa Dale
Senior Lecturer in Climate,
Columbia University Climate School

Bob Dill
CEO, R2D2 LLC

Kenneth Forester
CEO, Meridian Aviation Holding Co.

Adewale Jamesons Akinrinde
Vice President, Merrill Lynch

Paul Jeruchimowitz
Senior Managing Director, Accenture

Rick Kushel
Co-Founder & General Partner, Fintop
Capital

Patricia Lenkov
Executive Recruiter, Agility Executive Search

Christopher Lutz
Executive Director Wealth Management

Gail Nystrom
Founder & Executive Director,
Costa Rican Humanitarian Foundation

Dr. Mary Clark Romney
Retired, Medical Doctor

Margaret Rush
Specialist Leader, Strategy and
Analytics, Deloitte

Claire Marie Thomas
Vice President, Vision Ridge Partners

Thomas Wells
Founding Partner, Wells, Jaworski &
Liebman, and Founder and Board
Chairman, WMI

Advisory Board

Durgham Alyasiri
Vice President, M&T Bank

Didier Blésin
International Training Consultant &
Coach

Rick Claydon
CEO Emeritus, Ridgewood YMCA

Marianne Dill
Retired Director of Operations,
The Rink

Brent Edmonds
President and Founder,
Edmonds Contracting

Susan Hunt
Occupational Therapist

Bob Jones
CEO Emeritus, Children's Aid and Family
Services

Ernie Lamour
President & CEO, YMCA of Greater
Rochester

Janet Lawrence
Video Producer

Sindile Mazibuko
Founder & CEO, Skyverse888
Foundation

Seta Nazarian
Nonprofit Organizational Management
Consultant

Stephen Nicholas, MD
President, Children's Global Health Fund

Denis Salamone
Retired CEO, Hudson City Savings
Bank

Lokesh Seth
Fintech Executive and Investor

Leanne Tingay
Senior Associate for Programs,
Orton Family Foundation

Carol Vitz Wells
Retired, Wells Mountain LLC
Co-founder, WMI

Philip Wells
Advisory Board Chair
Architect, Wells Architecture

Volunteer Reviewers

In 2025, over 150 dedicated volunteers reviewed more than 1,600 scholarship applications.

Their commitment makes our work possible.

Aaron Santiago	Diane Landau-Flayter	Kathleen Lynn	Patricia Pomerleau
Afolabi Ogunnaike	Elaine Nadeau	Kathryn Schloff	Paul Jeruchimowitz
Alice Leeds	Elizabeth Murimi	Kathy Garland	Peggy Connor
Alison Parker	Elizabeth Myers	Kathy Willner	Peter Straub
Alyssa Densham	Elizabeth Sutton	Katie Roberts	Phil Wells
Amanda Ziegler	Ellen Zienert	Katie Walker	Philip Haddad
Amy Goeppinger	Ephransia Malindi	Kelly Flynn	Phillip Kaczor
Anastasia Mukherjee	Erin Kabwe	Kenton Clymer	Phoebe Barash
Anna Ruth	Fran Bowman	Kyle Andrews	Phoebby Musonda
Anne Wallace	Gail Nystrom	Lalitha Radhakrishnan	Rachel Haddad
Anthony Gray	Greg Vigne	Laura Kochevar	Raedia Albinson
Audrey Wiechman	Gwenael Apollon	Lauren Neely	Renee Nichols
Barbara Steenstrup	Ken Hekman	Leanne Tingay	Richard Daingerfield
Bill Hall	Irene Bocella	Leonard Laquinta	Richard Schleckser
Bob Jones	Isaac Yeboah	Linda Buxton	Rick Claydon
Bob Schleckser	Jackie Tuxill	Liz Josiah	Rick Ostrander
Bob Smith	Jacquelyn Melvin	Lokesh Seth	Ronald Pariser
Brad Nichols	Jag Dalal	Lynn Reed	Ryan Cangialosi
Brea Murphy	Jagdish Daswani	Lynne Freeman	Samir Gami
Brian Schleckser	Jan Romanczyk	Mac Abbey	Sarah Cafasso
Brooke Marshall	Michele Jaworski	Mala Deep Upadhaya	Sheri Handel
Carl Willner	Jean Mirvil	Marc Schermerhorn	Sheryl Markley
Carla Pariser	Jeanne Russell	Maria Hoaglund	Smith Quinn
Carol Price	Jennifer Champion	Marie Avroch	Solomon Kayiwa
Carol Wells	Jennifer Kirn	Mark Capaldini	Mugambe
Carrie Youmans	Jennifer Rogers	Mark Grannon	Sonia Gast
Chandi Wagner	Jennifer Wells	Marques Vera	Stephen Mahoney
Charles O'Neil	Jessie-Ruth Corkins	Mary Beth Del Balzo	Steven Avroch
Christina Barbachano	Jo LaFontaine	Mary Romney	Steven Freihofner
Christine Catterton	Joanna O'Neil	Maura Hudson	Steven Lehman
Christine Evarts	John Beltrez	Maureen Smith	Sujan Gautam
Christopher Jones	John Lemly	Michele O'Neill	Susan Forester
Clea James	John Meltzer	Michelle Wojcik	Susannah Wood
Dan Borden	Josh Apfel	Missy Holland	Tiffany Touches the Cloud
Daniel Pologe	Joyce Shikuku	Sarah Mraz	Tom Wells
David Katz	Judi Piccolo-Torsky	Nagadya Catherine	Toni Batha
Deb McGinn	Judy Werner	Nancy McCann	Tonye Altraide
Deb Van Schaack	Julie Spaniel	Nicole Baker	Wendelyn Bolles
Debra Boyajian	Juma Omala	Patricia Cosgrove	Wes Powell
Dennis Cook	Katherine Ballantyne	Patricia Gavin	



A special thank you to Janet Lawrence for volunteering her talents to create two highlight videos in 2025.

What's Next for WMI

Our 2025–2030 Strategic Plan focuses on one foundational idea: when you invest in people for the long term, impact multiplies. Over the next five years, WMI will deepen outcomes for scholars and communities while strengthening the foundation that makes this work sustainable for generations.



Education That Lasts A Lifetime



PILLAR 1

Deepening Impact Where It Matters Most

Your investment fuels lifelong leadership.

WMI will strengthen its scholarship, community development, and leadership programs to ensure every dollar creates measurable, long-term change. By refining our Theory of Change and strengthening program evaluation, we will better identify where scholars and alumni generate the greatest community impact – and invest there.

This includes streamlining Community Development Grants, expanding leadership and professional training, and leveraging strategic partnerships that increase reach without increasing cost. For donors, this means greater clarity, stronger outcomes, and a higher return on investment as scholars become doctors, educators, entrepreneurs, and community leaders.



PILLAR 2

Building Long Term, Sustainable Resources

Your generosity today ensures opportunity tomorrow.

To make education truly lifelong, WMI is strengthening its financial resilience. Our plan prioritizes diversified funding, multi-year commitments, planned giving, and the growth of long-term resources that protect scholars from economic uncertainty and allow WMI to plan boldly.

We are also investing in clearer storytelling and brand visibility – ensuring donors understand not just what WMI does, but why it works. With stronger communications and strategic fundraising, supporters become long-term partners in a proven model of change.

Looking Ahead

More than 900 WMI scholars and alumni are already leading change across 55 countries. With your partnership, that impact will continue to grow – reaching new leaders, new communities, and new possibilities.

Education that lasts a lifetime doesn't happen by chance. It happens because supporters like you choose to invest for the long term.



PILLAR 3

Strengthening Leadership, Governance & Stewardship

Your trust is honored through strong leadership and accountability.

Sustainable impact requires strong governance. WMI is investing in leadership succession planning, board development, and operational excellence to ensure continuity, transparency, and accountability across the organization.

By strengthening governance structures and preparing the next generation of leaders – staff, board members, and alumni – WMI honors the legacy that built this organization while positioning it for long-term success.





WellsMountainInitiative.org

1-802-453-4065 • info@wellsmountaininitiative.org

