



Impact
Initiatives

Impact Initiatives Inc.
**ANNUAL
REPORT
2025**

*Transforming lives today
...for Eternity*

Bringing
HOPE THROUGH

- ✔ EDUCATION, ✔ FAITH, AND
- ✔ COMMUNITY



www.impactinitiatives.com



To act justly and to love mercy and to walk humbly with your God.

Micah 6:8

Who We Are

Impact Initiatives Inc. is a U.S.-based 501(c)(3) nonprofit organization dedicated to serving vulnerable children, families, and communities through holistic, Christ-centered programs. Our work integrates education, discipleship, mentorship, youth ministry, and humanitarian initiatives—such as access to clean water—addressing both immediate needs and long-term transformation.

We partner with trusted local schools, churches, and community leaders to ensure our programs are culturally grounded, locally led, and sustainably managed.




Mission

Impact Initiatives exists to transform lives by advancing the gospel of Jesus Christ through education, discipleship, and compassionate community development.

Vision

We envision communities where every child and family—regardless of circumstance – has access to opportunity, safety, and the resources needed to thrive and flourish spiritually, socially, and economically—living with dignity, purpose, and hope.

Our Core Values

-  **Dignity:** Every person is created with inherent worth.
-  **Stewardship:** Resources are managed with integrity, transparency, and accountability.
-  **Partnership:** Sustainable impact is achieved through collaboration.
-  **Faith in Action:** Compassion and service are lived expressions of our Christian faith.

A Letter from the President

In 2021, after many years in senior management at Apple, I stepped away from my professional career with a growing conviction that the next season of my life would be devoted more fully to mission and service. That decision eventually led me into full-time ministry as a self-funded missionary—supporting gospel-centered work without drawing income from the organizations I serve. I share this not as a point of emphasis, but as a matter of transparency and stewardship. My role with Impact Initiatives is not one of personal gain, but of responsibility.

In 2017, I founded a nonprofit called Mission Fuel with some like-minded friends, focused on supporting Christian missions and humanitarian work, particularly in India. Over time, it became clear that Mission Fuel's calling and Impact Initiatives' mission were deeply aligned. Several of Mission Fuel's board members now serve on the Impact Initiatives board, and the work we began in India continues as part of a shared vision to serve vulnerable communities through the gospel in India and Colombia and wherever else God calls us.

In late 2023, I was asked to step into the role of President of Impact Initiatives—just weeks before our founder, Roberto Chaves, passed away in January 2024. Roberto and his wife, Maria Luisa, had built Impact Initiatives from a place of extraordinary faith and personal sacrifice. Roberto believed deeply in the power of Christ-centered education, the necessity of strong local churches, and the dignity of every child created in the image of God. His generosity and conviction continue to shape this organization.

Taking on leadership during that moment was both an honor and a sobering responsibility.

This past year has been a season of listening, learning, and careful stewardship. Our focus has been on ensuring stability, strengthening partnerships, and honoring the work that preceded us—while also preparing the organization for long-term sustainability. Programs were reviewed, leadership structures clarified, and relationships in Colombia, India, and the United States were deepened.

At the heart of Impact Initiatives is a simple but demanding conviction: the gospel of Jesus Christ brings restoration to the whole person and the whole community. That belief shapes everything we do—whether through education, after-school programs, clean water initiatives, church support, Scripture distribution, or care for families in distress. It also shapes our vision for the future, including efforts to help families move toward self-sufficiency through training, entrepreneurship, and economic empowerment.

I am deeply grateful for the trust placed in us by our donors, partners, and friends. Your generosity has sustained children, supported teachers, strengthened families, and enabled us to serve communities facing profound challenges. This work is only possible because of your faithfulness. As we look ahead, we do so with humility and hope—confident that God is at work, and committed to stewarding this mission with integrity, transparency, and faith.

With gratitude,



Steve Cervera

President, Impact Initiatives, Inc



At the heart of Impact Initiatives is a simple but demanding conviction: the gospel of Jesus Christ brings restoration to the whole person and the whole community.

Our Focus

Impact Initiatives serves vulnerable communities by addressing **spiritual, educational, and economic needs**, with a particular focus on children and families at risk.

Our work includes

- ❖ **Christ-centered education** through schools and after-school programs that provide academic instruction, spiritual formation, and safe environments for children.
- ❖ **Community development initiatives**, such as clean water projects, that improve health, dignity, and long-term sustainability.
- ❖ **Church establishment and support**, recognizing the local church as an essential foundation for discipleship, care, and spiritual health.
- ❖ **Scripture distribution**, including printed and audio Bibles, so individuals and families can encounter the liberating and restoring Word of God.
- ❖ **Compassionate care for families in distress**, responding to urgent needs with practical assistance and pastoral support.
- ❖ **Emerging economic empowerment initiatives**, including entrepreneurial training and micro-finance models, designed to help families develop sustainable livelihoods and move toward self-sufficiency.

While educational programs currently represent the largest portion of our work, we intentionally pursue a holistic approach, recognizing that poverty is multidimensional, addressing the interconnected spiritual, social, and economic challenges.

Our Model: Gospel-Centered, Community-Rooted

Impact Initiatives works through long-term relationships and trusted local leadership to invest in solutions that reinforce one another rather than operate in isolation.

Our model is grounded in three core convictions



The Gospel Brings True Freedom

We believe the message of Jesus Christ restores identity, dignity, and purpose. Every initiative we pursue flows from this foundation.



Communities Flourish When Families Are Equipped

Education, clean water, spiritual formation, and economic opportunity work together to create environments where children and families can thrive.



The Local Church Is Essential

Healthy churches provide discipleship, accountability, care, and continuity across generations. We seek to strengthen and partner with local churches as agents of lasting transformation.

By integrating these elements, Impact Initiatives seeks not only to meet immediate needs, but to help communities build resilient, hope-filled futures.



Pastor Suresh praying for God's favor in finding water before attempting to drill the borewell. In every well we have done to date, we have reached water the first time



Christ-Centered Education & Child Development

Education

Colombia

Education remains the primary focus of Impact Initiatives' work and represents the largest portion of program investment. In partnership with its sister organization, Fundación Karis, Impact Initiatives supports and operates Liceo Nueva Vida. Together, we provide Christ-centered education to children and youth from highly vulnerable communities in and around Bogotá.

Education at Liceo Nueva Vida extends beyond academics—offering daily stability, emotional support, and a safe environment where children can grow academically and spiritually.

During 2025, the school achieved full regulatory compliance and strengthened institutional quality, faculty stability, student retention, and spiritual life—laying a foundation for long-term sustainability and growth.

Investing in a Child's Future at Liceo Nueva Vida.
Watch now

<https://vimeo.com/1071194621>



School Meal & Nutrition Program — Colombia

Recognizing that learning is inseparable from health and nutrition, Impact Initiatives supports a School Snack and Nutrition Program at Liceo Nueva Vida in Colombia. For many students, this program provides the most consistent and reliable daily nourishment they receive.

The program plays a critical role in ensuring that children arrive ready to learn and remain engaged throughout the school day, particularly in communities affected by food insecurity and economic instability.

Program outcomes include:

- ◇ Daily provision of nutritious school snacks to enrolled students
- ◇ Improved concentration, attendance, and academic performance
- ◇ Reduced financial pressure on families facing food insecurity
- ◇ Reinforcement of dignity, care, and child well-being as part of a holistic education model

By addressing hunger alongside academic, emotional, and spiritual development, the School Meal Program strengthens educational outcomes and reinforces Impact Initiatives' commitment to caring for the whole child.



India

In India, Impact Initiatives partners with trusted local ministries to support:

King's Kids School, a Christian school serving vulnerable children in a rural region (location withheld for security reasons). Support includes educational costs, staffing, and care for children who are orphaned or at risk.

Public school fee sponsorships for poor families In addition, Impact Initiatives helps cover mandatory public school-related costs for children from poor families in India. Although public education is often called “free,” many associated expenses—such as school uniforms, notebooks, textbooks, school bags, transport, tuition support, and urgent medical needs—place education beyond the reach of daily-wage parents.

Most of these families have two or three children, sometimes more, and their limited income makes it impossible to meet these costs. Through this support, dozens of children are able to remain in school, easing the burden on parents, breaking the cycle of poverty, and giving these children hope and a brighter future.

Watch how the King's Kids school is impacting the lives of children

<https://vimeo.com/837717953>



After-School Programs

◇ Protection ◇ Formation ◇ Outreach

Alongside formal schooling, Impact Initiatives supports after-school programs in both Colombia and India. These programs provide safe, structured environments during high-risk hours and serve as key points of discipleship, mentoring, and academic reinforcement.

These programs also create natural pathways for families to engage with local churches. In several communities, children involved in these programs have become powerful ambassadors of faith—bringing family members into church fellowship and creating natural pathways for gospel witness within their homes and neighborhoods.

While currently limited in scale, after-school initiatives remain a strategic priority for future expansion as more resources become available.

Voices of our Kids



At the children's home I learned that Jesus loves me even when I make mistakes. I never heard before that God can be a Father who stays with me every day.

Deeraj
10 yr. old boy, Mercy Children's Home



This home is special to me because no one asks about my religion or my past. Here I learned about Jesus, and everyone treats me with love and respect.

Asma
15 yr old girl, Mercy Children's Home



Pastor Sujit and Smita are very special to me because they teach us about Jesus not only with words but by their life. When I am afraid or sad, they listen and pray for me.

Shubhkant
16 yr old boy, Mercy Children's Home



Smita and Pastor Sujit are special because they never give up on us. They teach us about Jesus and also show us how to live with kindness and discipline

Arathi
14 yr old girl, Mercy Children's Home

Community Health & Clean Water Initiatives

Impact Initiatives recognizes that education and discipleship cannot flourish where basic needs remain unmet.

Through long-term partnerships in India, Impact Initiatives has supported the drilling of clean water bore wells in dozens of remote villages. To date, these efforts have provided reliable access to safe drinking water for several hundred families, dramatically reducing illness, improving daily life, and restoring dignity—especially for women and children who previously walked long distances to fetch water.

Clean water projects create lasting community impact and strengthen trust, opening doors for ongoing relational ministry and gospel presence.

These projects significantly reduce illness, relieve burden, restore dignity, and strengthen communities, creating opportunities for ongoing relational ministry.

See the impact that our water well program is having in India.

<https://vimeo.com/1107458047>



Church Support, Pastoral Care & Scripture Distribution

Impact Initiatives believes that healthy communities require strong spiritual foundations. For this reason, we actively support local churches and pastors serving in underserved and unreached areas.

Our work includes:

- ◇ Supporting pastors and evangelists serving in remote villages
- ◇ Assisting churches with ministry activities and outreach
- ◇ Distributing printed and audio Bibles so individuals and families can engage directly with the Word of God

In India alone, these efforts have contributed to significant spiritual fruit—including new believers, baptisms, the formation of cell groups, and the growth of worshipping communities where none previously existed.



Many thanks from deep in my heart for your loving gift of three months support. If God had not connected you with us, we could not make this much progress.

Pastor Babu



Impact Initiatives has been a true blessing to me personally and to Bethel Fellowship Church. Through their guidance and partnership, our ministry has grown in vision, confidence, and practical outreach to our community. The encouragement we received has helped us serve families with greater compassion and purpose. Their support has strengthened our leadership and brought fresh hope to many lives connected with our church

Pastor Sujit



2025 IMPACT AT A GLANCE

Christ-Centered Education & Children

- ◇ **420 children** supported through Christian education and after-school programs in Colombia and India
- ◇ **25 children** in India received public school fee sponsorships—removing a financial barrier that would have otherwise prevented attendance
- ◇ **80 orphaned and vulnerable children** cared for through our Mercy Children's Home in India.

Community Health: Clean Water

- ◇ Total number of wells drilled: **7**
- ◇ Total number of families impacted: Estimated **230**
- ◇ Total number of people impacted: Estimated **1040**
- ◇ Reduced illness and improved daily life for children and families

Church & Discipleship

- ◇ Churches strengthened in underserved communities: **43**
- ◇ Pastors and evangelists supported in remote regions: **48**
- ◇ New believers baptized: **120+**
- ◇ Printed and audio Bibles distributed in local languages: **450**

Looking Ahead: Economic Empowerment

While education, water, and church support form the core of our current work, Impact Initiatives is actively preparing to expand into economic empowerment initiatives.

Future efforts include:

- ◇ Entrepreneurial and vocational training
- ◇ Micro-finance and income-generating models
- ◇ Programs designed to help families move toward self-sufficiency with dignity

These initiatives remain aspirational and represent a key opportunity for future funding and partnership as we seek to address the root causes of generational poverty.



Faithful Stewardship and Responsible Oversight

Impact Initiatives is committed to stewarding every dollar entrusted to us with care, transparency, and integrity. Our financial practices follow a **program-first philosophy**, ensuring that the majority of resources directly support the communities and individuals we serve.



In 2025, board leadership covered the cost of administration—allowing every donated and granted dollar to go directly to the mission.

Responsible Operations

General and administrative expenses are carefully managed and limited to what is necessary for effective oversight, accountability, and compliance across international operations. These costs include:

- ◇ Consulting services from former in-country partners and select outsourced marketing support
- ◇ Technology systems supporting financial management, donor reporting, and secure communications
- ◇ Legal, professional, and compliance services
- ◇ Translation services enabling accurate cross-cultural communication
- ◇ Travel related to program oversight, leadership alignment, and partnership strengthening

Program-Centered Allocation

In 2025, the clear majority of Impact Initiatives' expenditures were directed toward program support. These investments advanced our mission through:

- ◇ Christ-centered education in Colombia through Liceo Nueva Vida
- ◇ Educational partnerships and school fee sponsorships in India
- ◇ Church support, pastoral stipends, and ministry outreach
- ◇ Clean water initiatives in underserved communities
- ◇ Scripture distribution and discipleship efforts

Educational programs in Colombia represent the largest share of program spending, reflecting both the scale of Liceo Nueva Vida and the comprehensive services provided to students and families. Programs in India operate with a smaller financial footprint, achieving meaningful impact through strategic partnerships and locally led ministry.

Fundraising and Sustainability

Fundraising expenses remain modest and purpose-driven, supporting donor engagement, sponsorship communications, and outreach necessary to sustain ongoing programs. Impact Initiatives prioritizes relationship-based partnerships over aggressive fundraising strategies, fostering long-term trust and shared mission.

Executive Financial Summary

As of December 31, 2025, Impact Initiatives maintained a strong financial position with low liabilities, fully non-restricted net assets, and adequate reserves to support program continuity. Detailed financial statements are maintained internally and are available upon request.

1. Financial Summary for 2025

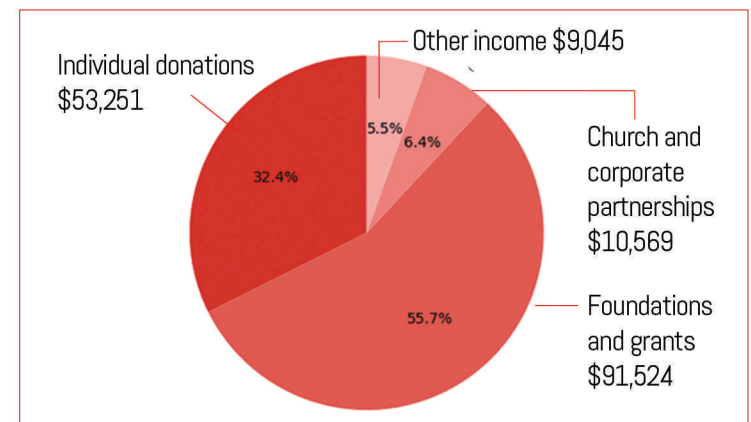
In 2025, Impact Initiatives maintained a strong and stable financial position, guided by a program-first philosophy and disciplined stewardship of existing cash reserves. The organization operated without long-term debt, carried minimal liabilities, and ended the year with fully non-restricted net assets and healthy reserves to support program continuity and future growth.

- ◇ Total Revenue (USD): \$164,388
- ◇ Total Expenses (USD): \$381,103
- ◇ Net Result (Surplus / Deficit): (\$216,715)
- ◇ Net Cash Reserves: \$151,243

2. Sources of Revenue

Impact Initiatives' work is sustained through a diversified base of support, emphasizing relationship-based partnerships and long-term trust rather than aggressive fundraising.

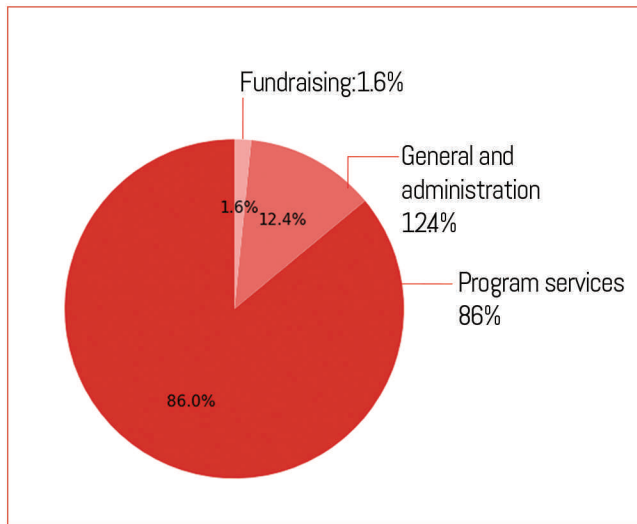
Revenue categories include:



3. Use of Funds

The majority of organizational resources in 2025 were directed toward program activities, reflecting Impact Initiatives' commitment to mission-driven impact.

Expense allocation:



4. Key Budget Metrics

To help donors and partners understand financial impact in practical terms, the following key indicators may be highlighted:

- Percentage of total budget invested directly in programs: **86%**
- Total investment in education initiatives (Colombia and India): **\$256,027**
- Estimated cost per child served through education programs: **\$610**
- Estimated cost per clean water well: **\$1,430**
- Estimated cost per family served through water or community initiatives: **\$43**

5. Transparency, Controls, and Compliance

Impact Initiatives is committed to operating with integrity, accountability, and transparency. Financial records are maintained in accordance with best practices appropriate to the organization's size and scope and are reviewed regularly by leadership and the Board of Directors.

- No long-term debt
- Fully non-restricted net assets
- Minimal liabilities
- Strong cash and investment reserves

Stewardship Commitment

Detailed financial statements are maintained internally and are available upon request.

Impact Initiatives views stewardship not only as a financial responsibility, but as a spiritual calling. Every dollar entrusted to the organization is managed with care, humility, and a commitment to advancing lasting, gospel-centered impact.

We are deeply grateful for the trust placed in us by donors, partners, and friends, and we remain committed to honoring that trust through faithful stewardship, transparency, and responsible planning for the future.

Board Leadership and Accountability

Impact Initiatives is governed by an active Board of Directors providing strategic oversight, financial accountability, and mission alignment. Board members serve without compensation and contribute their time, expertise, and personal financial resources in service of the mission.

Programs are implemented through trusted local partners in Colombia and India, ensuring cultural sensitivity, compliance, and sustainability. These partnerships allow Impact Initiatives to remain mission-focused while respecting local leadership and accountability structures. You may read about our board of directors here: www.impactinitiatives.com/board-of-directors/



Michael Cassara
Director



Steve Cervera
Chairman



Jennifer D'Amato
Director



Jordan Marsh
Director



Kelly Russo
Treasurer and Chief
Financial Officer



Guillermo Novoa
Consultant to
the Board of Directors



**Oscar Norberto
Reyes Pla**
Secretary



Our Liceo Nueva Vida school in Altos de Cazuca, Colombia

Gratitude

We are deeply grateful to our donors, partners, churches, and friends. Your generosity enables children to learn, families to thrive, and communities to be transformed **today and for eternity.**

We are grateful for the trust placed in us and remain committed to stewarding it with wisdom, integrity, and care.



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501(c)3 non-profit



"Whoever can be trusted with very little
can also be trusted with much..."

Luke 16:10 NIV

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