



— 2023 —

Annual Report

APRIL 1, 2022 TO MARCH 31, 2023



CONTENTS

2023 Annual Impact Report

- 3 OUR MISSION
AND PURPOSE
- 5 LETTER FROM
THE CEO
- 7 OUR CUSTOMERS
- 9 OUR IMPACT
- 11 STORIES
- 31 AFFILIATES
- 33 CONSOLIDATED
FINANCIALS
- 35 LEADERSHIP
- 37 CONTACTS

MISSION

*We build a
meaningful life for
and with the displaced.*

Not simply addressing basic needs, but building a life
filled with joy, dignity, connection, and purpose.

PURPOSE

*We exist to
inspire and
unleash abundance
in every person.*



LETTER FROM THE CEO

Hello Hello!

As we reflect on the past year and welcome what's ahead, I am profoundly inspired by the ways in which our teams continue to do the doable. Long before the approach became prevalent, Alight's teams have been elevating humanitarian work through bold and ambitious commitments to co-creating alongside the communities we serve.

Our teams meet the moment in innovative and courageous ways, responding to needs in more than 20 countries in fragile and challenging circumstances. Over the last 12 months, your continued support and belief in our work has supported one million Ukrainians with temporary housing, health and hygiene products, and other essential items; championed 120 sponsor groups to extend a warm welcome to newcomers to the United States; provided critical resources for 319,000 people in the Horn of Africa impacted by drought and famine; reached 851,000 persons with gender-based violence protection services; delivered health care and lifesaving medicine to 682,000 patients; and provided essential services to 348,000 individuals through Alight's water, sanitation, and hygiene initiatives.

As we look to the future, we are working on a 5-year strategy that concentrates on insights, co-creation, and delivering high-quality services that all human beings

deserve. Our long experience in being human centered provides us with a deep understanding of displaced people, and we use these insights to ensure the people we serve continue to feel heard, seen, and valued. Our approach to co-creation also informs our commitment to bringing resources and shifting power to local partners. And in the same spirit, we continue to elevate leaders across our own organization who have lived experience with displacement.

Your generosity and dedication toward Alight have fostered a beautiful community of allies, all of whom are challenging perceptions of traditional humanitarian aid in pursuit of something greater. While the number of people displaced by the ongoing climate crisis, drought, famine, and global conflicts continues to rise, we believe fiercely that displacement – while significant – need not become defining over the course of a life.

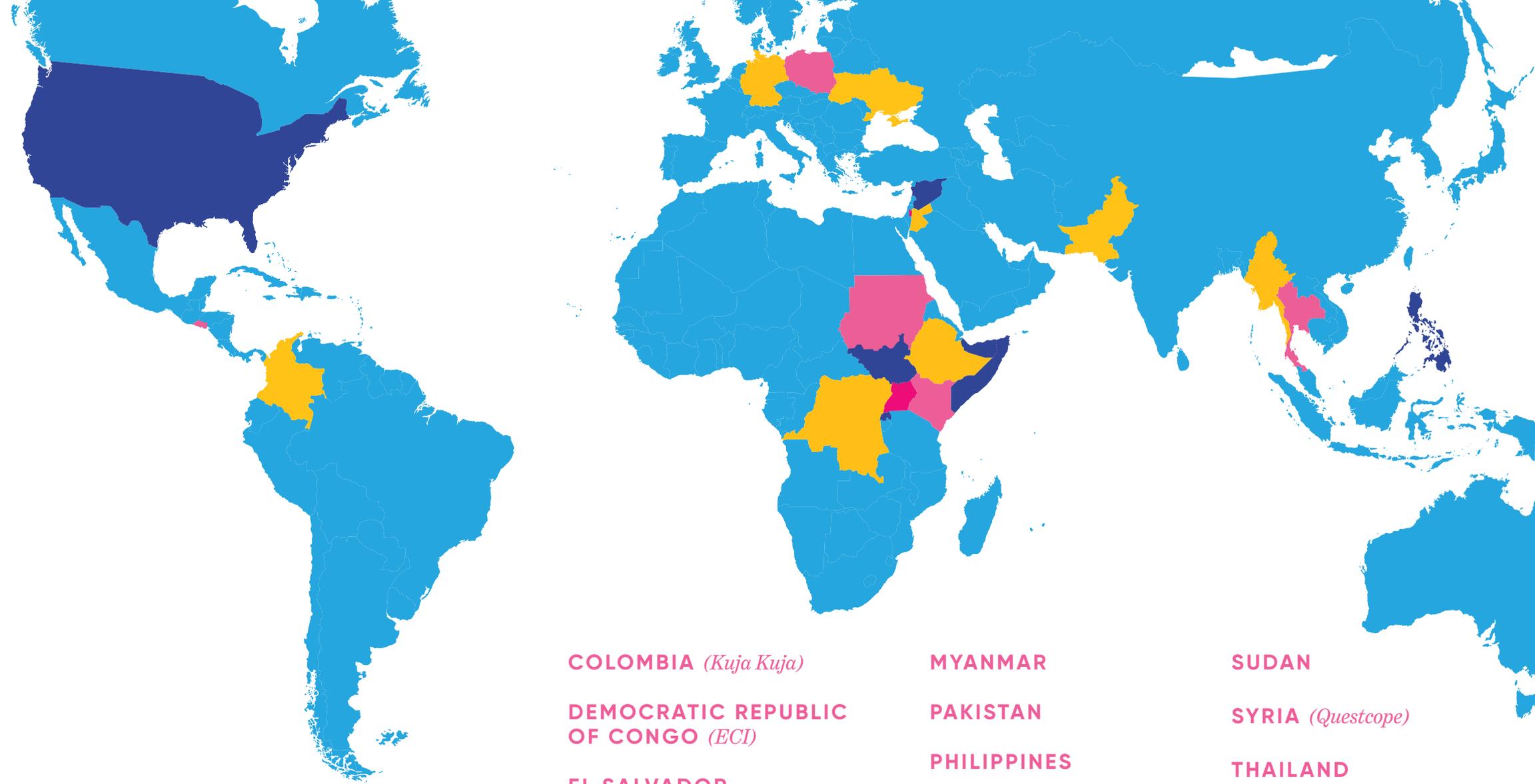
Thank you for continuing to walk alongside people who, by matter of sheer circumstance, find themselves on the long journey of displacement. We're so glad you're here.

Jocelyn Wyatt
CEO

OUR CUSTOMERS

Alight's 2,300+ humanitarian workers work in over 20 countries around the world.

Alight's teams are on the ground offering world-class services in unexpected places. We support the world's most marginalized and vulnerable, those who by circumstance ended up on the long and arduous journey of displacement. We refer to the displaced as our customers to remind us of who we are here to serve and to ensure that their voices remain at the center of our decisions.



COLOMBIA (*Kuja Kuja*)

DEMOCRATIC REPUBLIC OF CONGO (*ECI*)

EL SALVADOR

ETHIOPIA

GERMANY (*ORAM*)

JORDAN (*Questscope*)

KENYA (*Alight & ORAM*)

MYANMAR

PAKISTAN

PHILIPPINES

POLAND

RWANDA

SOMALIA

SOMALILAND

SOUTH SUDAN

SUDAN

SYRIA (*Questscope*)

THAILAND

UGANDA

UKRAINE

UNITED STATES OF AMERICA

WEST BANK

OUR IMPACT

Thanks to You

Thanks to you, Alight was able to assist people around the world to build lives filled with joy, dignity, connection, and purpose. We serve more than four million people every year by collaborating with them to address their needs, developing local partnerships to build resilience, and amplifying the efforts of changemakers who make abundance happen.

1.2M 
people received health care
and lifesaving medicines

851K 
were reached with gender-based
violence prevention and care

348K 
received clean water, sanitation,
and hygiene education

218K 
received food as well as
nutrition education

6.6K 
were assisted in starting jobs and provided
with entrepreneurial opportunities

ELEVATING THE VOICES
of displaced people in decision making

RESPONDING TO EMERGENCIES
quickly and compassionately

PROVIDING EDUCATION
to create new opportunities

ADMINISTERING
high-quality health care

ASSISTING FAMILIES
in finding a new start

REVIVING COMMERCE
and investing in communities

PREVENTING MALNUTRITION
and ensuring food security

PROTECTING
the vulnerable from harm

CREATING SANCTUARY
for the marginalized and vulnerable

ENSURING ACCESS
to clean water and a healthy environment





ALIGHT CENTRAL AMERICA

Co-Creating Protection Programs with Salvadoran Women

The violence in El Salvador has resulted in the internal displacement of more than 175,000 people, mainly youngsters and women. According to a 2022 World Bank report, 21 out of every 100 Salvadoran women aged 15 and over has suffered some form of violence in their lifetime, including sexual assault, intimate partner violence,

or abuse by family members. In response, Alight is co-creating programs and services with women and young people to ensure the internally displaced have access to safe spaces for healing and the opportunity to learn skills that break the cycle of violence and poverty.

ALIGHT CENTRAL AMERICA IMPACT

3,791 customers, mostly women and girls, took part in the GBV protection program “Adelante en Comunidad”

30 women received training and co-created GBV protection strategies in the “Me Protejo, Te Protejo” project

12,926 indirect customers benefitted from programs

EL SALVADOR

“We women have the right not to be abused, we have the right to be protected,” a woman told us after she took part in “I Protect myself, I Protect You,” a gender-based violence protection project in El Salvador’s Mejicanos municipality. The three-month project involved 30 women co-creating strategies with Alight to protect themselves and their peers against sexual harassment on public transportation.

On a larger scale, the protection program against gender-based violence “Adelante en Comunidad” (“Forward in Community”) raises awareness about gender violence and creates informative spaces so people can recognize the

types of violence that are sometimes accepted as normal behavior in their communities. The program also provides individual psychosocial support.

Beyond discovering practical tools, participants tell us they feel empowered to share their learnings with their families, friends, and neighbors, and they feel heard and seen by having their voices taken into account. “I have more knowledge about what to do, and other strategies have emerged in the workshop that I would not have thought of,” a participant told us. “I think it has helped me a lot.” Other participants emphasized that they now feel equipped to help other women.



ALIGHT EUROPE

Helping Ukrainians Transition from Crisis to Security

The war in Ukraine destroyed cities, separated families, and forced a quarter of the population to leave their homes. In the first year of the conflict, eight million Ukrainians fled to neighboring countries and five million were internally displaced. Presently, close to six million individuals

remain outside their homeland. That first year, we expanded our services to reach more than one million Ukrainians through the Alight Guides program, partnerships with organizations such as Airbnb.org, and our Quick-Impact Projects.

ALIGHT EUROPE IMPACT

526,000 reached with Quick-Impact Projects at the border

73,416 received nights of safe housing provided through Airbnb.org

\$3M distributed in direct grants through 220+ community-led organizations

UKRAINE AND POLAND

Like many others, Vitaliy and Katia did not expect the war in Ukraine to last long. But as the fighting began to close in, they fled to Poland with their three children. On arriving they felt lost, unsure of where to go. They couldn't find housing and spent their first night sleeping on benches at the train station. A friend told them about Alight Guides, who meet families at borders, train stations, and shelters in Poland and Ukraine—and online—to aid them in navigating to trustworthy services, including free Airbnb stays. The family traveled to Wroclaw, where Alight Guide Yana quickly found them lodging for 30 days, providing them with a safe, clean place to rest, breathe, and recuperate as they mapped out their next move.

In short order, Vitaliy was able to obtain his documents to become a taxi driver in Poland, bringing a sense of relief. "Here, there are no curfews, no air raids, no missiles, no planes, it feels safer. We are more at ease," he says.

As they do their work, our frontline teams

use Kuja Kuja, an innovative platform for the displaced to share feedback and keep us abreast of their changing needs. This has enabled us to continuously address critical needs in real time, something that wouldn't be possible in a traditional emergency response.

UNITED STATES

More than 100,000 Ukrainians have also sought safety in the United States. Olesia Safronova, Serhii Chubenko, and their three children arrived in Minnesota after living for months in Italy as refugees. They came to the United States through the federal government's Uniting for Ukraine program, which allows Ukrainians to stay for up to two years with the support of a sponsor.

"We really appreciate and really know that [our private sponsor] John is helping us a lot," Safronova told a newspaper. "He's communicating with us, with every medical appointment, every class, he is solving a lot of our problems."



ALIGHT HORN OF AFRICA

Providing Dignity to Somali Families Affected by Climate Change

In Somalia and Somaliland, the worst drought in 40 years has sent food prices soaring and thrown families and communities into turmoil. Millions of families struggle with malnutrition, and one million

people are newly displaced, many of them with no intention of returning to a situation that will not get better, given that their crops, livestock, and way of living are no longer possible.

ALIGHT HORN OF AFRICA IMPACT

202,404 displaced Somali people obtained access to health care

17,453 received nutritional support

22,029 were tutored in services to prevent gender-based violence—and received support when violence did occur

77,560 received water, sanitation, and hygiene services

SOMALIA AND SOMALILAND

As part of our nutrition, hygiene, and protection services in the Horn of Africa, Alight has assisted more than 319,000 Somali people, with a particular focus on supporting pregnant mothers and children under five. We are providing tens of thousands of families in the region with clean water, emergency nutrition therapy, and emergency food rations of flour, sugar, oil, dates, and rice. We offer primary and reproductive health services. We also construct infrastructure and upgrade existing water facilities using solar energy to keep costs low and provide an eco-friendly alternative to fuel.

We are aiding displaced Somali families in finding new homes, reimagining their lives in the city, and building a better future. “Where we came from there wasn’t even a cup of

water, never mind any food,” a group of Somali women told us at a food distribution site. They explained that they don’t want to return to a nomadic lifestyle—they want to be able to build a traditional house, they want their children to have access to education and health care, they want opportunities for livelihood.

As always, we are co-designing solutions with the people we’re serving and applying human-centered approaches with their dignity in mind. We are also collaborating with local governments as they look for new and creative ways to welcome these new residents to their cities, including improving public infrastructure, training for their transition to new livelihoods, and inviting them to be a part of designing more sustainable settlements.



ALIGHT PAKISTAN

Bringing Education to Children in Flood-Ravaged Pakistan

Alight has been doing critical humanitarian work in Pakistan since 2002, positively impacting lives across all provinces. When the 2022 floods left millions homeless and one third of the country underwater, our team responded quickly, doing the doable

and finding others to help provide what families needed the most. We've assisted over 91,000 flood survivors around the country, from Sindh to Balochistan and Khyber Pakhtunkhwa to Gilgit-Baltistan.

ALIGHT PAKISTAN IMPACT

- 47,332 received health care and support
- 14,227 accessed water, sanitation, and hygiene services
- 22,370 received shelter and non-food items
- 7,000 benefitted from the dewatering of land and the rehabilitation of irrigation channels
- 1,000 children enrolled in learning centers

PAKISTAN

The floods destroyed or damaged at least 25,993 schools, disrupting education for some 3.5 million children. Bringing children back to school offers them a chance to focus on something positive, supports their mental health, and gives them a sense of hope. Alight and local partners launched several temporary learning centers to allow for education to continue.

“The authorities had evacuated the community due to floods, and the water was everywhere, in

my village, in my home... After being sheltered in the camp for displaced people, I started a makeshift school and convinced the parents living in the camp to send their children for learning,” 24-year-old Hina Sodhar tells us. “Soon after, the Alight team visited the camp and upgraded my school into a proper learning center. Alight supported me financially, provided school supplies, and installed a solar system to continue and expand my work. At its peak, the school had over 100 boys and girls taking four hours of education every day.”



ALIGHT RWANDA

Co-Creating New Livelihood Opportunities in Rwanda

Since the 1990s, Rwanda has been host to more than 150,000 displaced people, most of them from Burundi and the Democratic Republic of the Congo. Continued instability in these countries means that the length of stay in refugee camps has exceeded two decades for some. This is why Alight works with communities to co-design solutions

that both address their immediate needs and strengthen their resilience and self-reliance. We engage our customers through constant dialogue to ensure that their needs are always addressed. This has helped 90% of the programs' participants continue their involvement in livelihood initiatives and support their families.

ALIGHT RWANDA IMPACT

- 84,670** received high-quality health care
- 3,376** accessed nutrition screenings and services
- 566** were supported with gender-based violence prevention and care
- 169** took part in livelihood training and business opportunities

RWANDA

We have recently launched livelihood initiatives for teen mothers and vulnerable women, such as mushroom production, beekeeping, soap-making, hair-dressing salons, and other projects. We've also introduced a coding school for refugee and host-community youth.

members, giving them hope to pursue their lives and dreams again. As a young mother who became a mushroom farmer in Mahama Refugee Camp tells us, "I now have confidence that I can still do what I envisaged to do in my life. We are now very busy with our projects; thank you Alight for making us shine again."

These livelihood interventions have significantly improved the self-esteem of community



ALIGHT SOUTH EAST ASIA

Protecting the Health of Those Displaced by Myanmar's Coup

Alight's programming across South East Asia focuses on health and nutrition, as well as the prevention and treatment of diseases like malaria and tuberculosis. When the violence surrounding Myanmar's coup led to the internal displacement of

1,499,000 people, Alight was there with them, providing health-care services to the individuals afflicted by the situation. And we continue to seek other opportunities to support them in their everyday struggles.

ALIGHT SOUTH EAST ASIA IMPACT

130,690 customers received health education and services

40,501 long-lasting insecticidal nets distributed to locals and mobile and migrant workers

7,934 received complete malaria treatment services

MYANMAR

Establishing trust with our customers is crucial for the success of health education and services. Patients are more likely to follow medical recommendations when they trust their health-care providers, and walking the journey with them is the foundation to earning this trust. "I feel proud when the community follows my

suggestions," says Kornika Da, who has received training from Alight and volunteers as a malaria post worker close to the Thailand-Myanmar border. "I met them for tests, treatments, and case investigations, supervised them to complete their medication, and followed up on treatment until they recovered. They came back to thank me."



ALIGHT SOUTH SUDAN

Enabling Women with Fresh Starts in South Sudan

After years of civil war, the 2018 peace agreement in South Sudan (known as the Revitalised Agreement on the Resolution of the Conflict in the Republic of South Sudan) and the deterioration of living conditions in refugee camps prompted millions of displaced people to return. But having been away for so long, they were returning to deserted, unrecognizable

places with nothing to fall back on. This put them, particularly women, in an extremely vulnerable position. Alight provided returnees with shelter and basic necessities to support the start of their new lives. We also worked with them to design sustainable solutions that will enable them to provide for themselves in the long term.

ALIGHT SOUTH SUDAN IMPACT

34,387 pregnant and lactating women instructed in Mother Infant Young Child Nutrition (MIYCN) guidelines

15,326 children under 5 years treated for malnutrition

230 individuals provided with livelihood training and support

116 survivors of gender-based violence supported

SOUTH SUDAN

Alight trained a group of women in Kajo Keji County on how to make liquid soap and introduced them to record keeping and best market practices. We also gave them start-up kits to begin their business in groups. The project was a success, and the benefits went beyond the earnings from the soap.

Poni, who joined a livelihood group run by Alight, tells us, “After learning some basic record keeping as part of the financial literacy to manage the liquid soap business, I have managed to do better calculations when selling my vegetables, bedsheets, and bead-design

handbags in the market. I have opened a small business on my own, and I use the women’s center as place for getting knowledge and inputs... From this, I got my first capital to start my business. I was able to communicate and negotiate with buyers better than before.”

Poni adds that she uses half of her earnings to meet her household needs and saves half to continue the business. “I can now afford to send my children to some good schools in Uganda... I have been able to build myself a new future; I have become a stronger woman able to deal with challenges that I may face.”



ALIGHT SUDAN

Supporting Health and Wellbeing in Sudan

It's estimated that by 2023 there were 3.7 million internally displaced people and 1.1 million refugees and asylum seekers in Sudan. Conflict in many parts of the country has caused further displacement and insecurity, precipitating a surge of humanitarian needs for vulnerable populations.

Alight is there to provide a wide range of services to some of the most difficult-to-reach areas in the world. We operate 34 primary-health care clinics, 1,000 sanitation facilities, 500 water systems, six centers for women and youth, four protection desks, and three emergency response teams.

ALIGHT SUDAN IMPACT

1,789,743 customers reached

1,196,225 obtained access to health care

541,313 received water, sanitation, and hygiene services

52,205 received protection services

SUDAN

Field Hospital in the Tunaydbah Refugee Settlement in Sudan opened in March 2022 as a collaboration between Alight, the United Nations Population Fund (UNFPA), and the UN Refugee Agency. Operated by Alight, the hospital provides access to essential health services during the annual rainy season, when the whole of the Mafaza locality, where the hospital is located, is affected by flooding. Field Hospital also employs mobile clinics, midwives, and health facilities to ensure that women receive the maternal health care they deserve.

that resulted in the loss of all her previous pregnancies, the 28-year-old received specialized care at the hospital, including a cervical cerclage procedure that led to the successful birth of her child.

Aisha's husband Dafallah says, "At the beginning, I was desperate and thinking that this pregnancy is going to be lost as the previous ones. I can't believe that my dream has come true, and I am a parent after all these years. I cannot describe my feelings."

Aisha Tay Almoulah Hassan was one of them. After experiencing multiple complications



ALIGHT UGANDA

Starting a Self-Sustaining Business in Uganda

Alight has been operating in Uganda since 1994. We work in seven settlements across the country, including Nakivale, one of the oldest refugee settlements in the world. We have reached more than 800,000 displaced people and host communities with humanitarian and development

interventions in areas such as gender-based violence, community-based protection, sustainable livelihoods, and education. And by ensuring that relevant stakeholders are involved in program design, we have improved customer satisfaction from 70% to 93%.

ALIGHT UGANDA IMPACT

143,543 received non-food items, shelter, protection, and other crucial support

71,383 obtained child-protection services

25,138 received gender-based violence services and accessed safe spaces for healing

8,289 benefitted from livelihood intervention

UGANDA

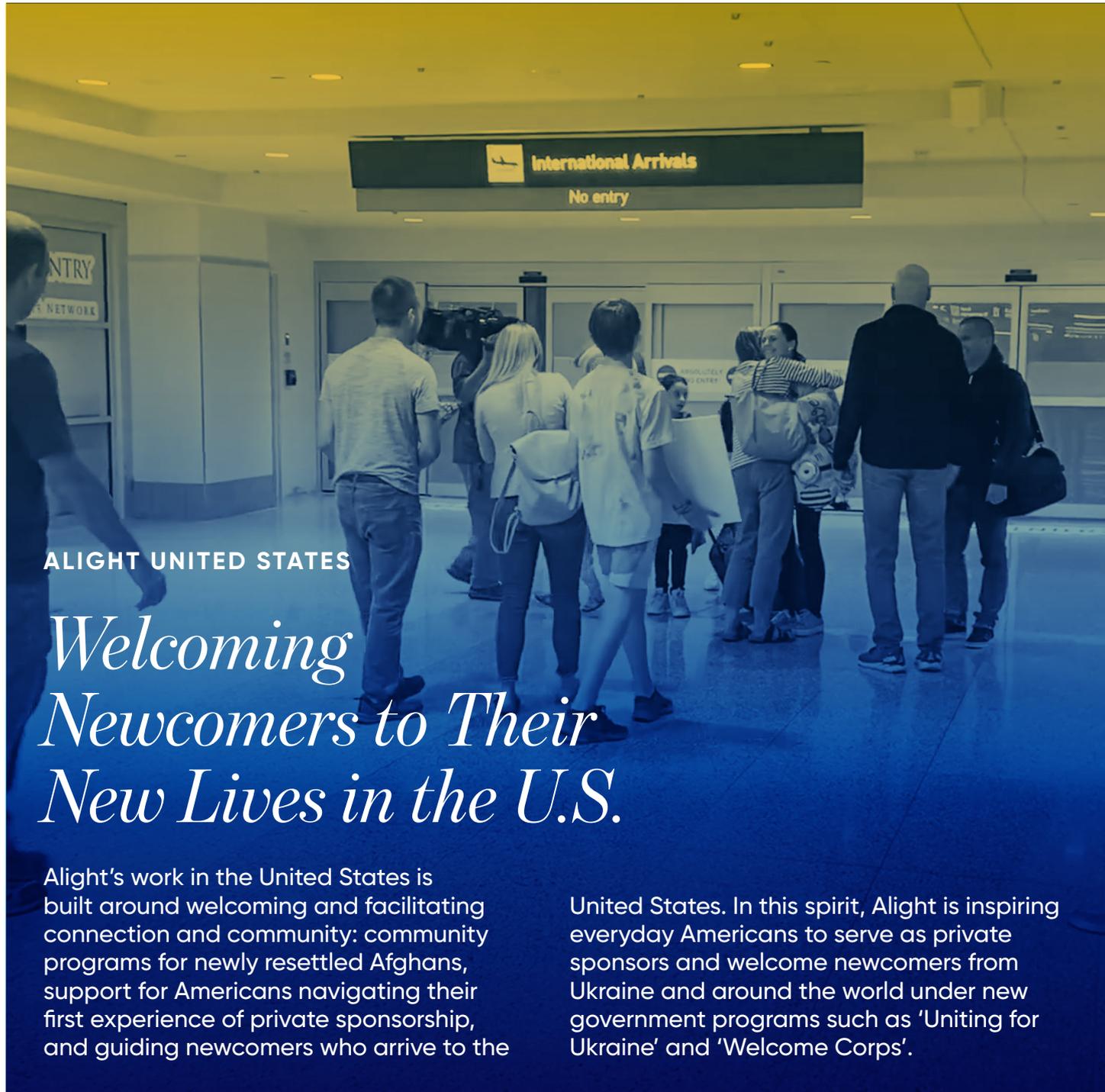
Alight’s Safe Ride program is supporting boda-boda (motorcycle taxi) drivers in Uganda build a networking business model that is both profitable and helps prevent violence against women and girls.

Before, the drivers did not own their motorcycles, and renting them was costly, leading many to abet or engage in crime. Alight designed a plan with the community to support drivers with low-interest loans for motorcycles, equipment, and licenses, as well as provide them with training on how to protect and support victims of gender-based violence.

Once a driver repaid their loan, the capital became available for the next driver, and the

interest payments went into a fund shared by all the drivers. Safe Ride has now set up 85 boda-boda drivers—three of them women—to be forces for positive change, increased rider safety, and fueled further income-generating activities for the community.

“From savings and borrowing from the Safe Ride [loan], I have been able to construct a good house, start a small business for my wife, pay school fees for my children, and buy four goats,” Birandabagabo Bosco from the Nakivale settlement tells us. “The credit goes to Alight because I am one of the first three riders to receive a Safe Ride motorcycle, and I have fully paid back the loan amount,” he adds.



ALIGHT UNITED STATES

Welcoming Newcomers to Their New Lives in the U.S.

Alight's work in the United States is built around welcoming and facilitating connection and community: community programs for newly resettled Afghans, support for Americans navigating their first experience of private sponsorship, and guiding newcomers who arrive to the

United States. In this spirit, Alight is inspiring everyday Americans to serve as private sponsors and welcome newcomers from Ukraine and around the world under new government programs such as 'Uniting for Ukraine' and 'Welcome Corps'.

ALIGHT UNITED STATES IMPACT

- 120+** sponsor groups supported to welcome Ukrainian families in the U.S.
- 200** Ukrainian and East African newcomers welcomed to the U.S. through private sponsorship programs
- 240** Afghan newcomers served through our community programming in Minnesota

UNITED STATES

Alight United States, our newest program, has mobilized and supported more than 120 private sponsor groups to welcome newcomer families and help them feel safe and settled. Alight's Guides in the United States provide them with the information, training, resources, step-by-step guidance, and on-call assistance they need to support these families in getting settled.

We customize our support for each group and the people they're sponsoring to ensure that newcomers reach self-sufficiency over the first 90 days in areas such as housing, employment, health care, and school enrollment.

Vadim Holiuk, his wife Luibov, and their three girls were the first Ukrainian refugees to be

welcomed to Minnesota through the new program with the help of sponsors Mark and Sharon Norlander. The couple aided the Holiuk family with tasks like getting Social Security numbers and registering their daughters for school.

"An entire team helped us when we welcomed the Holiuk family of five," Sharon wrote in a local publication. "The team we worked with at Alight has a wide variety of skills to help with networking, organization, problem-solving, teaching language, and cross-cultural communication." She added, "I knew that we were doing the right thing when Alisa, one of the 11-year-old twins, said to me through Google Translate: 'I can't believe that this is real.'"



AFFILIATES

Alight Is a Community of Organizations

Alight's affiliates help to expand the breadth and depth of Alight's impact around the world. We provide our affiliates with strategic and administrative support, while they maintain their identity, leadership, and unique capacity to do good in the world. Together, we're unleashing abundance with the communities we serve.

**EASTERN
CONGO**
INITIATIVE

EASTERN CONGO INITIATIVE (ECI)

The best solutions come from the brilliance of the people who live them

Eastern Congo Initiative was founded a decade ago by Ben Affleck and Whitney Williams to support community-based organizations solving the largest challenges facing Congolese people. ECI now also operates Asili, the social business platform Alight co-designed with Congolese communities to create world-class service infrastructure for those who need it most.



KUJA KUJA

Putting refugee voices at the center of decision making

Kuja Kuja is a real-time feedback system that tracks customers' levels of satisfaction with products and services like clean water and health care. It records their ideas for improvements and makes that data freely available for everyone, increasing the value and impact of our services.



ORGANIZATION FOR REFUGE, ASYLUM & MIGRATION (ORAM)

Protecting the world's most vulnerable refugees

ORAM was the first international organization devoted solely to advocating for sexual- and gender-minority asylum seekers and refugees. Through their capacity-building programs, ORAM has trained thousands of professionals on refugee protection, and is trusted by governments, international agencies, and communities.



QUESTSCOPE

Putting the last, first

Founded 30 years ago, Questscope's groundbreaking mentoring and non-formal education programs enable young people who have fallen through the cracks to gain access to the certifications and training they need to get back on track.

CONSOLIDATED FINANCIALS

Statement of Activities and Change in Assets

APRIL 1, 2022 TO MARCH 31, 2023

REVENUE & SUPPORT	<i>(in dollars)</i>	EXPENSES	<i>(in dollars)</i>
Contributions & Grants:		Program Services	74,250,703
Contributions	28,120,680	Supporting Services:	
U.S. Government Grants	33,288,239	General & Administrative	9,126,596
United Nations Grants	17,126,947	Fundraising	3,269,458
Private & Other Support	12,545,992	Total Supporting Services	12,396,054
In-Kind Contributions	8,118,265	Total Expenses	86,646,757
Other Revenue	691,140	Change in Net Assets	13,244,506
Total Revenue & Support	99,891,263		

Our work is made possible by people like you and generous support from the U.S. government, United Nations, and other major institutions.



Statement of Financial Position

MARCH 31, 2023

ASSETS	<i>(in dollars)</i>	LIABILITIES & NET ASSETS	<i>(in dollars)</i>
Cash & Cash Equivalents	19,187,722	Liabilities	
Investments	8,418,154	Loan Payable	211,298
Grants Receivable	34,369,765	Accounts Payable & Accrued Expenses	2,739,774
Pledges Receivable	120,000	Grants Payable	41,210
Other Receivables	331,757	Accrued Salaries & Benefits	6,157,809
Inventory	118,555	Contracts Payable	98,548
Prepaid Expenses	1,139,370	Lease Liability	1,221,746
Property, Furniture, Equipment & Software, Net	2,712,910	Total Liabilities	10,470,385
Deposits	444,864	Net Assets	
Right-of-Use Asset	1,200,923	Without Donor Restrictions	\$9,325,048
Total Assets	68,044,020	With Donor Restrictions	\$48,248,587
		Total Net Assets	57,573,635
		Total Liabilities & Net Assets	68,044,020

Alight's FY2023 consolidated financial statements were audited by GRF, CPA and Advisors and can be viewed on Alight's website at wearealight.org.

LEADERSHIP

Board of Directors

Neal Ball | Emeritus Board Member
Founder, Alight

Whitney Williams | Chair
Founder, williamsworks

Lynn Hiestand | Vice Chair
Former Partner, Skadden, Arps, Slate, Meagher & Flom LLP

Imad Libbus | Secretary
R&D Fellow, LivaNova

Mark Dayton | Treasurer
Former Governor of Minnesota

Paul Bennett
Chief Creative Officer, IDEO

Brenda Cassellius
Executive Director, Fresh Energy

Dabbs Cavin
Vice Chairman, Bear State Financial Inc.

Vanessa Holden
Former Senior Vice President, West Elm

Martha (Muffy) MacMillan
Former Vice President, Cargill Foundation

Mahboub Maalim
Diplomat; former Secretary, Intergovernmental Authority on Development, Kenya

Dogon Mondiant
Founder and CEO, The Mondiant Initiative

Greg Page
Former Chairman & Chief Executive Officer, Cargill

Maureen Reed
Former Medical Director & Vice President, HealthPartners

Virginia Rustique-Petteni
Vice President of Global Purpose Communications, Nike, Inc.

Rich Voelbel
Former Partner, Zelle LLP

Mary Whitney
Board Member & Community Volunteer, Alight

Yasmin Yonis
Movement Chaplain, Justice for Muslim Collective

Senior Management

Jocelyn Wyatt
Chief Executive Officer

Sarah Hartman
Chief Operations & Experience Officer

Bernad Ochieng
Chief People Officer

Mark White
Chief Financial Officer

Zohra Zori
Chief Marketing & Engagement Officer

Executive Directors

Sonia Morales Di Dino*
Central America

Raquel Orellana
Central America (Interim)

Christopher Nyamandi*
Europe

Adan Adar
Horn of Africa

Tariq Cheema
Pakistan

Eunice Mwende Kiteme
Rwanda

Fifi Sabang
South East Asia

Rajkumar Selwyndas
South Sudan

Heidi Diedrich
Sudan

Mohammed Idriss*
Sudan (Interim)

Rosine Mpamya
Uganda

Nasra Ismail*
United States

Jane Stockman
United States (Interim)

*Denotes leadership updates after March 31, 2023

CONTACTS

Membership and Ratings

Alight is a member of humanitarian coalitions and consistently receives high ratings from charity watchdog organizations thanks to our accountability and the effectiveness of our programs.

Memberships



Ratings



Contact Us

wearealight.org
hellohello@wearealight.org
+1 (800) 875-7060

OUR HUBS

Minneapolis | Nairobi | New York | Washington D.C.

DONATIONS

There are many ways to contribute! You can:

Contact us to make donorservices@wearealight.org
a donation online: +1 (612) 872-7060

Mail your contribution to: Alight Donor Service Center
PO Box 1002
Minneapolis, MN 55480-1002
United States of America

Scan to follow Alight
on social media:

