





ALIGHT  
ANNUAL REPORT  
2020

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*We believe in an  
abundant world,  
filled with amazing people  
who want to help*



LAST YEAR WE  
DIRECTLY HELPED  
OVER **3.5 MILLION**  
**PEOPLE** IN NEED



*We believe  
there is simple  
human justice  
in the chance  
to build a  
life*





# We believe in doing a better thing

## WITH YOUR SUPPORT

*We accomplished a lot last year. Together, we empowered people around the world, helping them build lives filled with joy, dignity, connection and purpose!*

**127M**

*People reached with COVID-19 education and prevention messages*

**1.2M**

*Patients delivered health care and life saving medicines*

**900K**

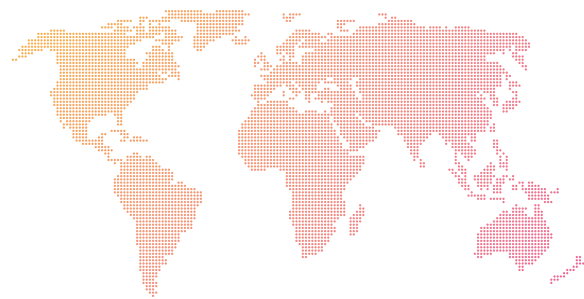
*Children enrolled in schools around the world*

**365**

*Quick impact projects selected and implemented*







*We proudly serve in  
over twenty countries  
around the world*

Alight teams are on the ground any place people are displaced and need our help. But the Alight family isn't bound by geography. We're supporting changemakers in a dozen more countries - anywhere we can amplify the efforts of amazing people doing incredible work.



OFFERING WORLD-CLASS  
SERVICES IN  
UNEXPECTED PLACES

SUPPORTING THE WORLD'S  
VERY MOST MARGINALIZED  
AND VULNERABLE

HELPING FAMILIES  
START AGAIN

CREATING SANCTUARY  
FOR THE DISPLACED

PROVIDING YOUNG  
PEOPLE ACCESS TO BUILDING  
BLOCKS TO MAKE THEIR  
FUTURES

ASKING RECIPIENTS OF  
OUR SERVICES TO ALSO  
DETERMINE QUALITY

REVIVING COMMERCE AND  
INVESTING IN COMMUNITIES

IMMUNIZING CHILDREN  
AGAINST DISEASE

PROVIDING HEALTH CARE

ERADICATING MALARIA IN  
SOUTHEAST ASIA







## *Dear Friends,*

In 2019, the American Refugee Committee became Alight. We embarked on a journey to live up to the great promise of humanitarianism and do a better thing, every day.

In many ways, the challenges of 2020 accelerated our progress in becoming Alight. For our global teams, the coronavirus pandemic threw countless obstacles in their path. I am proud to say that Alight's changemakers found their way over and around these roadblocks, always keeping our customers at the center of their work.

COVID-19 brought out the best in our teams, from Pakistan to Sudan, and spurred us all to bravely be even better. With access and proximity to the people we serve often limited, we've had to adapt – going digital, returning to analog solutions, finding and building new partnerships – to ensure we could continue providing human-worthy services to our customers.

We are incredibly grateful for our community of supporters. We've begun 2021 in a solid position. Not only have you helped ensure the financial health of Alight and our work with the displaced, you helped us navigate a year filled with surprises. We're so thankful that the world is filled with such amazing people who want to help.

Our teams not only rallied through this challenging time, they actually grew the impact and reach of our programs. Our In Our Hands COVID-19 prevention and awareness campaign reached more than 127 million people with important health messages about preventing the spread of the disease!

*John A. Gappa*

John Gappa  
*Interim CEO*





## *Alight is a family of organizations*

*We believe the world is filled with amazing people doing good work, and Alight's affiliate organizations are proof of it. We provide them 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 around the world.*





#### EASTERN CONGO INITIATIVE (ECI)

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

Eastern Congo Initiative began a decade ago, when its founders, Ben Affleck and Whitney Williams, made a commitment to the people of eastern Congo, whose creativity, energy and joy were undiminished by deep poverty and a generation of conflict. Rather than imposing preconceived solutions, Ben and Whitney decided to support the community-based organizations who were already solving the most challenging problems the Congolese people face. That's what ECI has been doing ever since. And now, ECI also operates Asili, the social business platform Alight co-designed with Congolese communities, bringing world-class services in a revolutionary new way.



#### QUESTSCOPE

*Putting the last, first.*

Every child needs a champion. Founded 30 years ago, Questscope works to get them that champion — someone who believes in them, who can listen when they're facing a challenge and encourage them to overcome. 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.







## ORGANIZATION FOR REFUGE, ASYLUM & MIGRATION (ORAM)

*Protecting the world's most vulnerable refugees.*

ORAM started as the only international organization devoted solely to advocating for sexual and gender minority asylum seekers and refugees fleeing persecution and violence. Through their capacity-building programs, ORAM has trained thousands of professionals on refugee protection, and is trusted by governments, international agencies and communities to develop and deliver rare expertise in this constantly evolving field.



## 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 how those services might be improved, and makes that data freely available for everyone to see and use.

Understanding our customer more deeply allows us to increase the value and impact that our services deliver. We hope it will revolutionize what quality means across the humanitarian field.

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



## STATEMENT OF ACTIVITIES & CHANGES IN NET ASSETS

APRIL 1, 2019 TO MARCH 31, 2020

<b>REVENUE AND SUPPORT</b>	<i>(in dollars)</i>	<b>EXPENSES</b>	<i>(in dollars)</i>
Contributions and Grants	-	Program Services	-
Contributions	11,717,107	International Programs	57,961,382
U.S. Government Grants	29,810,022	Supporting Services	-
United Nations Grants	16,235,848	General and administrative	7,628,036
Private & other support contributions	8,024,859	Fundraising	2,496,222
State and local government grants	280,997	Total Supporting Services	10,124,258
Interest and investment income	(6,655)	<b>Total Expenses</b>	<b>68,085,640</b>
Other Income	1,117,219	<b>Change in Net Assets</b>	<b>(906,243)</b>
<b>Total revenue and support</b>	<b>67,179,397</b>	<b>Net Assets at Beginning of Year</b>	<b>37,419,205</b>
		Transfer of net assets – ECI	664,240
		Transfer of net assets – Upwardly Global	(3,728,810)
		Total Transfer of net assets	(3,064,570)
		<b>Net Assets at End of Year</b>	<b>33,448,392</b>

## STATEMENT OF FINANCIAL POSITION

MARCH 31, 2020

<b>ASSETS</b>	<i>(in dollars)</i>	<b>LIABILITIES AND NET ASSETS</b>	<i>(in dollars)</i>
Cash and cash equivalents	8,032,514	Liabilities	-
Investments	640,053	Accounts Payable	2,658,060
Grants receivable	27,788,450	Grants Payable	578,166
Pledges receivable	357,400	Accrued salaries & benefits	4,634,682
Other receivables	398,979	<b>Total Liabilities</b>	<b>7,870,908</b>
Inventory	128,830	Net Assets	-
Prepaid expenses	1,077,263	Without donor restrictions	3,975,519
Property, furniture and equipment (net)	2,788,184	With donor restrictions	29,472,873
Deposits	107,627	<b>Total Net Assets</b>	<b>33,448,392</b>
<b>Total Assets</b>	<b>41,319,300</b>	<b>Total Liabilities and Net Assets</b>	<b>41,319,300</b>







#### BOARD OF DIRECTORS

Maureen Reed  
*Chair*

Richard Voelbel  
*Vice Chair*

Imad Libbus  
*Secretary*

Dabbs Cavin  
*Treasurer*

Neal Ball  
*Founder & Honorary Chair*

Paul Bennett

Mark Mortenson

Brenda Cassellius

Greg Page

Governor Mark  
Dayton

Virginia Rustique-  
Petteni

Vanessa Holden

Mary Whitney

Mahboub Maalim

Whitney Williams

Martha (Muffy)  
MacMillan

Yasmin Yonis

#### EXECUTIVE TEAM

John Gappa  
*Interim Chief Executive Officer*

Sarah Hartman  
*Chief Operating Officer*

Mark White  
*Chief Financial Officer*

*The world is more abundant than we think. We unlock this abundance when we allow people to come in and work with us. We exist to be a channel and a vehicle for the idealism and goodwill of everyday people.*



**WEAREALIGHT.ORG**

**(800)875-7060**

We're listening. Reach out to us! Let's talk about our ongoing and future efforts, discuss donation options or address any other concerns.



*We are proud to be recognized for our effectiveness and efficiency by leading charity review organizations.*

OUR OFFICES ARE LOCATED AT  
615 First Avenue NE, Suite 500  
Minneapolis, MN 55413

DONATIONS ADDRESS  
Alight Donor Service Center  
PO Box 1002  
Minneapolis, MN 55480-1002

DONATIONS CONTACT  
Beth Schmieg - (612)607-6485  
BethS@WeAreAlight.org

VOLUNTEER OPPORTUNITIES  
Ryan Farrell - (612) 872-7060  
RyanF@WeAreAlight.org

MEDIA INQUIRIES  
Chris Kindler - (612) 874-5466  
ChrisK@WeAreAlight.org

OTHER LINES  
Local - (612) 872-7060  
Fax - (612) 607-6497

*Thank you!*

*Thank you so much for joining us, for sharing your gifts, and for making meaningful change with us.*

*We can't do this work without you. The world is filled with amazing people who want to help. You are one.*





*Be Human Centered*

*Bravely Be Better*

*Find Others*

*Spark Joy*

*Choose Optimism*

*Do the Doable*

*Start With Giving*

