



# nimblemindset

ANNUAL REPORT 2023



## LETTER FROM THE PRESIDENT + CEO

Dear NIMBLE Mindset Supporters,

2023 was our 5th year in operation. We celebrated the end of the pandemic restrictions with multiple opportunities to connect and cross-pollinate innovative ideas between luminaries from the largest tech corporations such as Apple, Intel, Salesforce and Tesla to the visionary founders of disruptive startups.

NIMBLE Mindset successfully carried out its experiential entrepreneurship and leadership programs in the US and Africa. We also hosted 18 internships.

Thanks to our generous partner Fenwick & West, we held beneficial AI summits with thought leaders and recognized innovative women in business, along the way enabling high school and college students to network.



**100% FREE ONGOING INCUBATOR PROGRAMS** IN KAKUMA REFUGEE CAMP, KENYA AND OTHER PARTS OF AFRICA.



**100% PROGRAM COMPLETION & 100% OF LEARNING OBJECTIVES MET.**



**WORLD ECONOMIC FORUM FUTURE OF JOBS REPORT** VALIDATES NEED FOR NIMBLE MINDSET.



**PARTNERSHIPS** WITH US EMBASSY, KAKUMA VOCATIONAL CENTER + OTHERS.



**100% FREE PROGRAMMING** FOR REFUGEES AND OTHER VULNERABLE COMMUNITIES.



**OUR MENTORSHIP** LEADS TO NEW FEMALE VENTURE-BUILDING IN VULNERABLE COMMUNITIES.

We led a design challenge for Mitchell Scholars at the Roux Institute (Northeastern University's graduate school in Portland, Maine), using design thinking to prototype online learning platforms for refugees.



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## LETTER FROM THE PRESIDENT + CEO (CONTINUED)

We launched a pilot accelerator program with UN refugees in northern Kenya hailing from conflict zones in Somalia, South Sudan, Sudan, Ethiopia, Democratic Republic of Congo, Yemen, Uganda and Burundi. Our program included 165 refugees with 36 female entrepreneur refugees completing a highly collaborative workshop. NIMBLE continues to work with the majority of the female entrepreneurs remotely.

Thanks to the generosity of donor Eddie Oberoi, NIMBLE created the NIMBLE Female Venture Studio in the UN-sponsored Kakuma Refugee Camp for female entrepreneurs to gain access to laptops, Wi-Fi and a collaboration space, all of which are difficult to access without such an innovation hub.

Since our inception in 2018, we have incorporated machine learning and AI into our program learnings and at the end of 2023, we launched our own custom AI service to enable 1:1 entrepreneurship coaching and AI skill development.

We continue to partner with innovative, collaborative organizations to expand our footprint and benefit from a strong, diverse team of experienced business leaders who volunteer their time and expertise.

In the coming year, we look forward to expanding our impact, driving our AI tool to help lift more people out of poverty and advocate for beneficial AI use and development. Our focus is narrowing on female entrepreneurs in the most vulnerable communities. We invite your continued support.

With gratitude and many thanks,



Mariette Johnson Wharton  
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## MISSION & VISION

Our mission is to mentor female entrepreneurs in vulnerable communities towards sustainable, profitable enterprise solving local and global challenges. Our vision is to unlock the potential of millions with entrepreneurial support and AI skills building.

NIMBLE started six years ago with the aim to prepare young leaders for the 21st century with the entrepreneurial skills and mindset required for success, as validated this year by the World Economic Forum's Future of Jobs report. We brought our experiential entrepreneurship programs to Europe as well as Ethiopia and Morocco before the pandemic. Post-pandemic, we have narrowed our focus to foster female venture-building in vulnerable communities and launched an accelerator program in Kenya.



## IMPACT STORIES

# Equipped for Tomorrow: Thriving in an AI-Driven World



"I participated in the NIMBLE Start-up program, which addressed the prevalent anxiety among my peers regarding AI's future implications and global challenges. Through NIMBLE, I learned the importance of adaptability, empathy, and collaboration in the 21st-century workplace. All these skills, along with the valuable networking skills I learned led me to secure a job in an AI start-up shortly after its completion. NIMBLE's holistic approach not only built my professional skills but also boosted my confidence, preparing me to navigate an AI-driven world with assurance."

- Pethuel Mutalenu, Bowdoin College class of 2023 (grew up in Benin, West Africa)



### NIMBLE Female Empowerment & Entrepreneurship Program Africa, August 2019

"We learned design thinking, how to be self-confident, how to know ourselves. We built a business plan and how to expand our businesses. I am going to join university but after that, I am not going to sit down and wait for people to make opportunities for me, I am going to make my own opportunity and change my country and the world."

- College Student, Bahir Dar, Ethiopia



"Through the NIMBLE startup program I learned the art of the pitch, how to work and build off others' ideas, the impact of AI on today's business world, and found a team who I now work with to carry on our startup and bring our business model into fruition. All of this was possible due to the culture and support built by Mariette and the NIMBLE team. I have found a mentor in Mariette and a team of intelligent young entrepreneurs and I believe I am on a road to success."

- Isaac Bryson, TIDE Academy class of 2023 (East Palo Alto)



## SCHOLARSHIPS

100% of NIMBLE program participants in Africa are scholarship recipients, 100% of those in Maine and one-third of our accelerator participants in Silicon Valley were scholarship recipients, including an asylum seeker from West Africa.



## INTERNSHIPS

NIMBLE supported 18 internships (high school and university students), with 2 generously backed by JFCS. These internships provided experiential learning in social media, event management, video production, content development and leadership. It also provided a pathway for networking with our team of mentors and at our AI and Innovative Women in Leadership gala, where the female interns took the stage.



## EVENTS

NIMBLE held 10 events in 2023:

- NimbleMindset.org **fundraising event** in April for scholarships for the Accelerator Program
- Three events on **Beneficial AI** from May – July
- Youth (ages 16-22) **startup accelerator program** in Silicon Valley in July (Note: this program will continue under Nimble Mindset Ventures).
- **Design Challenge** in Maine with the Roux Institute in July
- **Innovative Women in Business Gala** in October
- **Pilot accelerator** at the UN in Kenya serving over 165 people in November
- **Innovation and leadership program** at the US Embassy in Nairobi in November
- **8-week startup accelerator** for UN refugees with 36 female entrepreneurs in the cohort, starting in December



## CUSTOM AI

To expand our footprint, we created a working prototype for a NIMBLE Mindset custom AI bot that enables entrepreneurs globally to learn the NIMBLE Mindset approach and launch small to medium enterprises incorporating principles such as Ikigai and design thinking.



Our AI service is available in multiple languages to enable entrepreneurs all over the world to learn the NIMBLE Mindset approach to entrepreneurship in an interactive way, without in-person participation or the cost of Internet access for Zoom sessions.





## LOOKING AHEAD

For the coming year, we will continue to:

- Develop our custom AI engine, expanding access through our partnerships and social media platforms.
- Offer incubator programs to female entrepreneurs in vulnerable communities in Africa.
- Lead Innovation and leadership programs offered through US Embassy sites in tech and innovation hubs throughout Africa.
- Expand through partnerships.
- Empower female entrepreneurs and help them to thrive.



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## PARTNERSHIPS

NIMBLE actively cultivates partnerships and collaborations that enable us to expand our impact. Over the summer, we created an ambassador program. In December, we entered into partnerships with the Kakuma Vocational Center, which provides access to over 1,000 refugees a year to its innovation center, and Beyond Fistula, also in Kenya advancing female entrepreneurship, to amplify our efforts to reach female entrepreneurs in vulnerable communities.



### Global Startup Incubators, Global Design Challenges & Global Female Empowerment Workshops



### Sponsorship & Technology Donations



zoom

Visla

logitech



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## FINANCIALS

Until this year, NIMBLE has operated on revenue generated from its entrepreneurship and leadership programs. With the shift to focusing on the most vulnerable communities without the ability to pay for access to entrepreneurial training, our generous donors have funded the pilot accelerator program in the UN refugee camp, laptop donations (special thank you to Seymour Duncker), solar equipment, and the NIMBLE Female Venture Studio. A grateful thank you to our most significant donors Eddie Oberoi, Dave and Liz Rome and Margery Johnson as well as more than a hundred other generous donors.

We have low overhead (consisting principally of website hosting, software and insurance), since our stellar team is volunteer-based, which means that almost all donations are directed toward program expenses.



### National Institute for Mentoring Business Leaders & Entrepreneurs (NIMBLE)

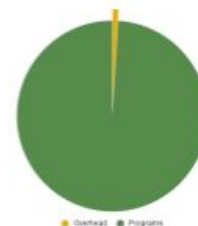
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**\$1.8 M operating budget, factoring in-kind donations**



**60+ volunteer staff, strong partnerships**



**99% of resources allocated to programs**

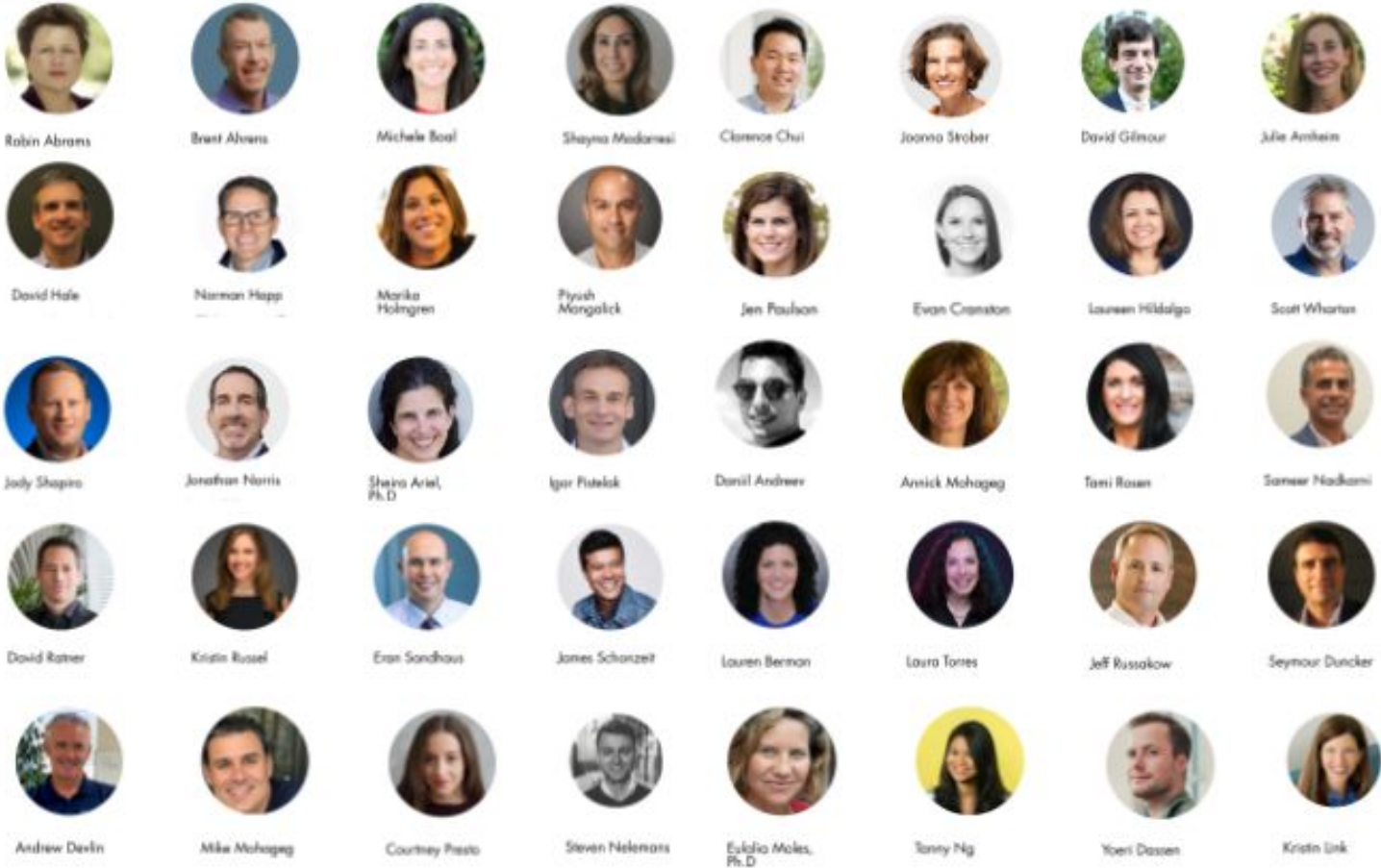


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# VOLUNTEERS

NIMBLE has a team of over 60 exceptional people, including industry experts and leaders as well as outstanding high school and college interns. Thank you to Lauren Berman, Laura Torres, Colin McGrath, Paul Smith, Valerie Duncker, and Bethel Endawoke for devoted service as Officers and on our Board.

## Team of 40+ Silicon Valley leaders



We are thrilled to add to our team in 2024:

[Laureen Hidalgo](#), Senior Director at Salesforce (who also holds a degree in international development), to our Board of Directors.

[Tarisai Garande](#), Global Operations and Strategy director at Apple, as Board Observer.

[Jason Goecke](#), 20+ years of experience as an innovative startup founder, high-tech exec and thought leader, contributing to our AI development team.

## HOW YOU CAN HELP

We would love your continued help and thank you for your support. NIMBLE is a 501(c)(3) so your contributions are tax deductible.

- Give towards programs, solar power and laptops at [nimblemindset.org/impact](https://nimblemindset.org/impact) and share your involvement on social media
- Donate refurbished/used laptops, smartphones, cameras for refugee use
- Make introductions to or become sponsors, partners, donors and grantors
- Help us find grants for working with female entrepreneurs in Africa
- Fund our video about the Kakuma Refugee camp
- Support our AI tool for 1:1 entrepreneurial coaching

### Contact Information and Social Media Links

Find us at [nimblemindset.org](https://nimblemindset.org) and on social media @nimblemindset

## Thank you!





**@nimblemindset**

