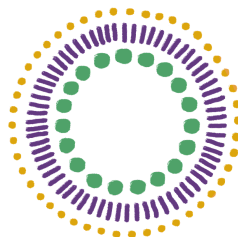




EXPANDING CIRCLES

The first annual report of Spring Circles
*Reflecting on our journey from incorporating
in 2022 through the end of 2025*



SPRING
circles





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A MESSAGE FROM THE CHAIR

When Spring Circles was incorporated in 2022, it was founded on a simple belief: meaningful social and environmental change depends on strong leadership. Across the world, individuals and organizations working for social and climate justice are navigating growing complexity. They are responding to profound challenges while building more just, equitable, and sustainable futures. Their work requires not only technical expertise, but also resilience, collaboration, reflection, and the capacity to lead through uncertainty. Spring Circles exists to support those leaders, and leading organizations.

Although still a young organization, our first four years have been marked by steady progress and deepening of connections. We established our governance, built trusted partnerships, secured our first grants, and began delivering leadership development, coaching, and organizational strengthening programs to people working across multiple regions of the world.

This report marks an important milestone for Spring Circles. It is our first annual report, reflecting on our journey from our incorporation in 2022 through the end of 2025. Looking back, we are proud of the foundation that has been laid. Looking ahead, we remain committed to expanding opportunities for leaders and teams to learn, grow, and strengthen their capacity to create lasting change.

None of this would have been possible without the trust of our partners, the commitment of our Board of Directors, and the openness of every participant who has chosen to learn alongside us. We are deeply grateful for your confidence and support.

Together, we look forward to continuing to expand the circles of learning, leadership, and impact in the years ahead.

Daniela Pais Costa, Chair of the Board



ABOUT SPRING CIRCLES

Throughout history and across cultures, people have gathered in circles to listen, learn, solve problems, and make decisions together. Circles remind us that leadership is relational, that every voice has value, and that lasting change is rarely created alone. Spring Circles was founded with that spirit in mind.

Incorporated on March 17, 2022, Spring Circles is an independent nonprofit organization dedicated to strengthening the leadership capacities of individuals, teams, and organizations working for social and climate justice around the world.

Since receiving U.S. 501(c)(3) equivalency recognition in 2024, the organization has continued to expand its work through partnerships with foundations and mission-driven organizations that share this commitment.

Every coaching conversation, every learning experience, and every partnership begins with people coming together to listen, reflect, and learn. From there, the impact extends outward — strengthening organizations, communities, and ultimately the movements they serve. This belief in expanding circles of leadership guides our work.

Our Mission. To strengthen the leadership capacities of individuals, teams, and organizations working to advance social and climate justice.

Our Vision. A world where courageous, collaborative leadership enables communities and organizations to create lasting, systemic change.

Our Values.

- *Social Justice.* We believe in a world where every person can live with dignity, equity, and opportunity. Our work supports those striving to build more just and inclusive societies.
- *Transformation.* Leadership is an ongoing practice of learning and growth. We create spaces where people can deepen their awareness, strengthen their capacities, and lead with greater intention.
- *Collaboration.* The challenges facing our world are too complex to solve alone. We believe meaningful change emerges through partnership, shared learning, and collective leadership.



OUR JOURNEY: 2022–2025

OUR FIRST FOUR YEARS HAVE BEEN MARKED BY A NUMBER OF MILESTONES.



2022 – Planting the Seed

Spring Circles was incorporated, establishing the foundation for a nonprofit dedicated to strengthening leadership in service of social and climate justice.



2023 – Building the Foundation

The organization focused on building its governance, strengthening its operational foundations, and cultivating relationships with partners who shared its mission.



2024 – Opening New Possibilities

Spring Circles received U.S. 501(c)(3) equivalency recognition and secured its first grant, enabling the organization to begin delivering leadership development programming at greater scale.



2025 – Expanding the Circle

Programs expanded internationally through partnerships with philanthropic organizations, supporting leaders across multiple continents through coaching, facilitation, and organizational strengthening initiatives.



OUR WORK

Every Spring Circles initiative is designed with the same purpose: to strengthen the capacities that enable individuals, teams, and organizations to lead more effectively in times of complexity and change. While each partnership is unique, all of our work seeks to create practical, reflective learning experiences that participants can immediately apply within their organizations and communities. Below is an overview of the programs we delivered.

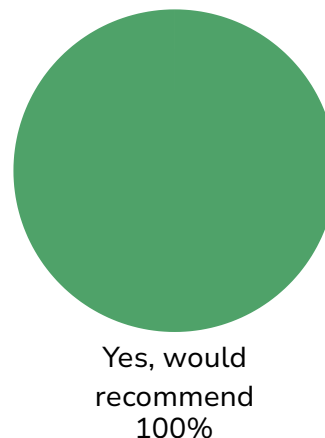
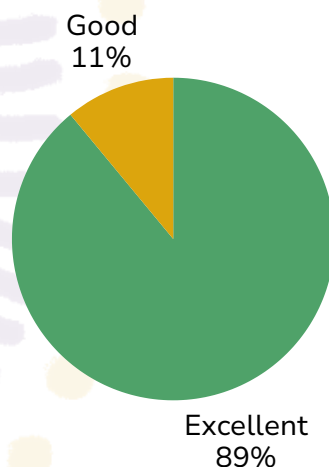
Leadership Development with MacArthur Foundation Staff

In 2024, our first partnership supported the design and delivery of an integrated leadership development program for staff of the MacArthur Foundation. The program combined an in-person workshop on meeting design, facilitation, and navigating disagreement with individual coaching sessions that enabled participants to deepen their learning through personalized reflection and practice.

Thirty-one participants completed the program. The response demonstrated both the practical relevance of the experience and the value of combining group learning with individual coaching.

Participant Feedback

- 89% rated the program as Excellent; 11% rated the program as Good.
- 100% would recommend the program to colleagues.
- Participants described the experience as "informative," "immediately applicable," and "something every organization should experience."

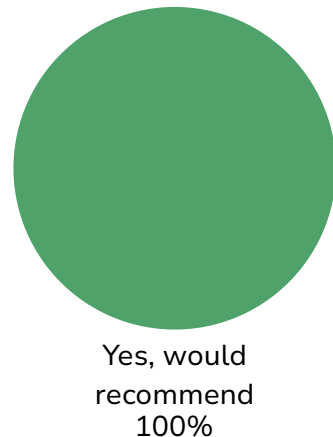
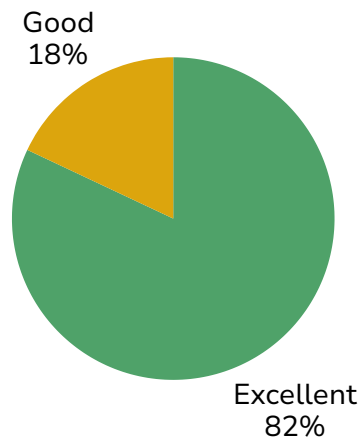


Coaching-on-the-Go with Digital Rights Defenders

In September 2025, Spring Circles brought four mastery level certified leadership coaches to the “Global Gathering” in Estoril, Portugal, an annual gathering of digital rights defenders from around the world focused on the intersection of technology and human rights. Over three days, 60 leaders participated in coaching sessions offered in English, Spanish, and Portuguese. Participants explored topics ranging from leadership transitions and organizational development to burnout prevention, fundraising, and personal resilience. The coaching created a unique opportunity for leaders from around the world to pause, reflect, and gain clarity amidst the demands of their work.

Participant Feedback

- 82% rated their coaching session as Excellent; 18% rated the program as Good.
- 100% would recommend Coaching-on-the-Go to others.
- Many participants described leaving with renewed confidence, clearer priorities, and practical next steps.



Strengthening Ford Foundation Grantee Partners

During 2025 Spring Circles partnered with the Ford Foundation's Technology and Society program to strengthen the resilience and leadership capacity of grantee partners. The collaboration included two complementary initiatives:

- Three technology and human rights organizations participated in the *Financial Innovation and Resilience (FIRE)* program. The program combined an intensive workshop, follow-up webinars, and optional accompaniment to strengthen organizational financial strategy and long-term resilience.
 - Participants consistently valued the program for creating space for dedicated time to pause and reflect. They also reported greater self-awareness, increased confidence, stronger communication and decision-making skills, and an enhanced ability to navigate complexity with clarity and resilience, and appreciated leaving the training with new practices to support them beyond the program.
- Throughout 2025, Spring Circles also delivered customized *coaching programs for organizational leaders, co-executive directors, and leadership teams*. These engagements created confidential spaces where leaders could reflect on complex challenges, strengthen their leadership practice, and support healthier, more effective organizations.

Participant quotes

[The coaching program] equips you with the tools to recognize what hinders you and, more importantly, how to address those obstacles yourself.

I became significantly kinder to myself—and the results have been phenomenal. Changing my internal dialogue changed my behaviour, my confidence, and the way I understand myself.

Every participating organization indicated that it would recommend the program to others.

PARTNERSHIPS

Spring Circles believes that lasting change is built through partnership. Our work is made possible through collaboration with foundations, nonprofit organizations, leadership practitioners, and implementation partners who share our commitment to strengthening leadership for social and climate justice.

Spring Circles regularly collaborates with Spring Strategies Inc., an independent social enterprise specializing in leadership development, coaching, facilitation, financial resilience and innovation, and organizational strengthening. This collaboration enables Spring Circles to deliver high-quality programming while remaining an independent nonprofit organization with its own governance, mission, and strategic direction.



GOVERNANCE

Strong governance is essential to the long-term health and integrity of any nonprofit organization. Spring Circles is governed by an independent Board of Directors responsible for providing strategic direction, ensuring accountability, and overseeing the organization's financial stewardship.

During the reporting period, the Board consisted of Daniela Pais Costa, Amany Alhadka, and Ikal Ang'elei, bringing expertise spanning governance, organizational development, finance, philanthropy, environmental justice, and movement building.



Daniela Pais Costa - Board Chair

Daniela Pais Costa is an experienced leader in social and environmental justice with particular expertise in governance, organizational development, leadership, and programme development. Over the past 15 years, she has worked with organizations advancing human rights, climate justice and systems change across Africa, Europe, and the Americas.

She currently serves as Americas Senior Development Manager at Greenpeace International. Previously, she held leadership roles with ActionAid, where she helped lead the organization's internationalization, Oxfam Southern Africa, and Making All Voices Count, an initiative exploring how technology can strengthen transparency and accountability. She is also an Associate Integral Coach™.

Daniela brings extensive experience in organizational transformation and governance to Spring Circles.

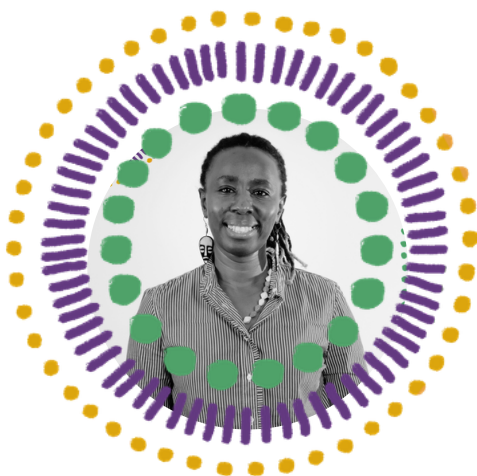


Amany Alhadka - Board Treasurer

Amany Alhadka has more than 20 years of international experience in finance, operations, and organizational management, supporting organizations globally. She specializes in strengthening operational systems and guiding organizations through periods of growth and transformation.

She currently serves as Senior Advisor, Operations Excellence at Prospera and is the founder of AlNawa, an organization that supports leaders in building the organizational backbone to drive sustainable impact. Previously, she held senior finance and operations leadership roles with the Equality Fund, MATCH International Women's Fund, and CARE International.

As Treasurer of Spring Circles, Amany brings deep expertise in financial stewardship, operational excellence, and nonprofit management.



Ikal Ang'elei - Board Member

Ikal Ang'elei is an environmentalist, researcher, and internationally recognized advocate for Indigenous rights and environmental justice. She is the co-founder and Executive Director of Friends of Lake Turkana, an organization working to protect communities and ecosystems in northern Kenya.

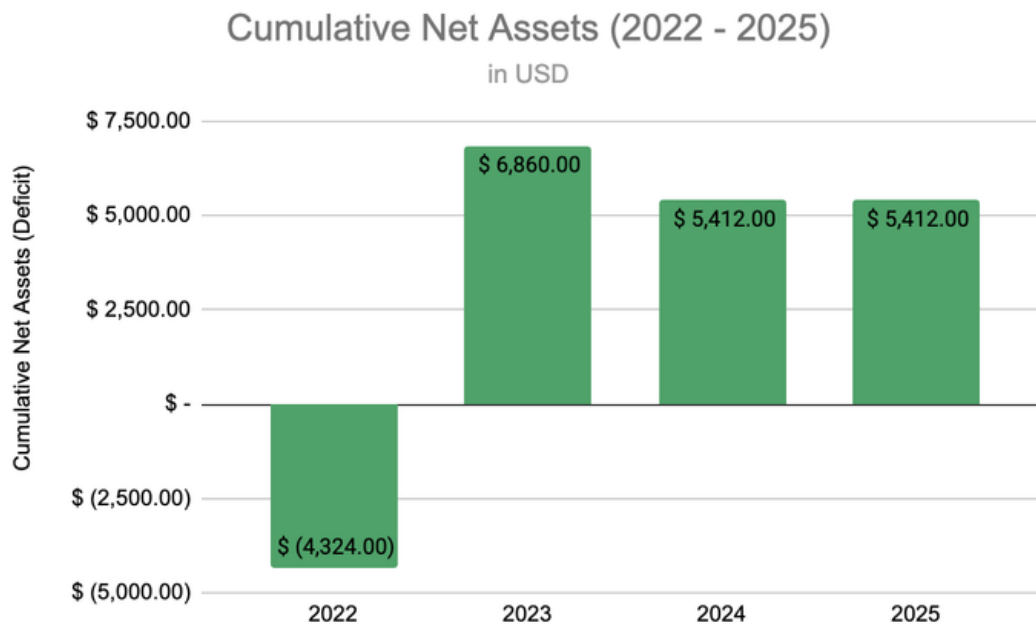
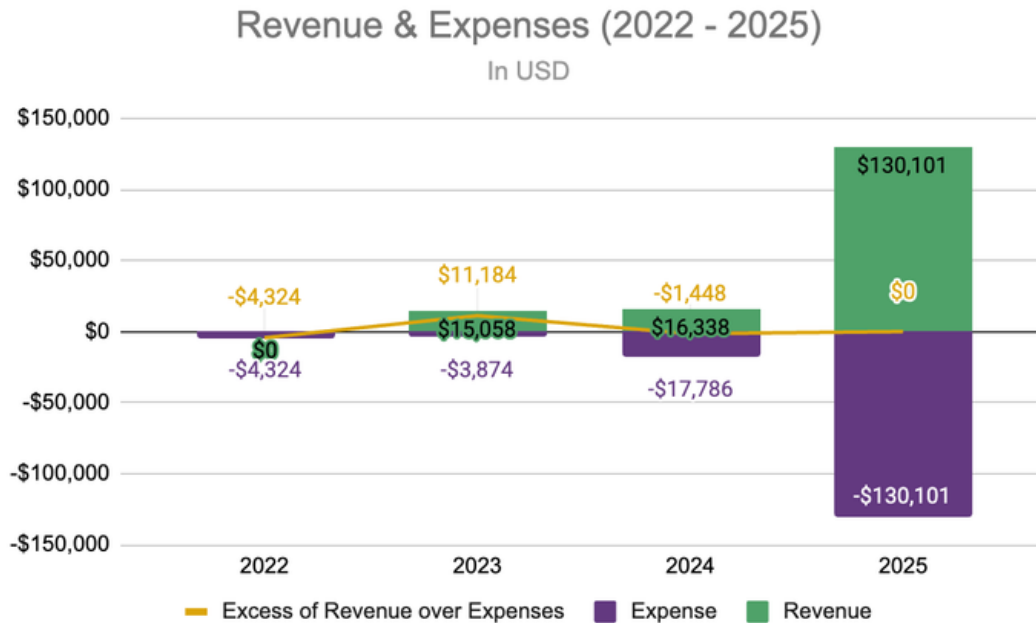
Ikal obtained her PhD in Geography at the University of Leicester, where her research examined the political ecology of state expansion in Turkana's pastoral commons.

Awarded the Goldman Environmental Prize for Africa in 2012, Ikal brings deep expertise in environmental governance, community leadership, and movement building. She also serves on the boards of The Christensen Fund and the Africa Centre for Energy Policy, and on the advisory board of the Tenure Facility.

Her perspective strengthens Spring Circles' commitment to justice, community leadership and systems change.

FINANCIAL STEWARDSHIP

As a young nonprofit organization, Spring Circles has focused on building a strong and sustainable financial foundation while steadily expanding its programmatic work. The accompanying financial statements and charts reflect our commitment to responsible stewardship, transparency, and accountability.



View details in our financial statements [here](#).

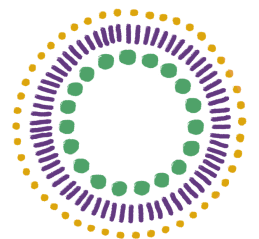
LOOKING AHEAD

The first four years of Spring Circles have been years of laying foundations: establishing governance, building partnerships, delivering meaningful programs, and learning alongside the leaders we serve.

As we look to the future, our ambition is not simply to grow as an organization. It is to deepen our contribution — to create more opportunities for leaders and organizations to strengthen their capacity, expand their impact, and support one another in creating lasting social and environmental change.

Every meaningful partnership begins with a conversation. Every organization is strengthened when people come together to learn. Every movement grows through relationships built over time.

We look forward to continuing to expand those circles in the years ahead.



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