

International Literacy & Development

ANNUAL REPORT

2025 Edition





TABLE OF CONTENTS

ILAD	02
Letter from the President	04
Academic Research	10
Logic Model	11
Our 4 Core Competencies	14
UN Sustainable Goals	16
Global Impact	20
A Donor's Heart	28
Board & Officers	30
Financials	32



WHAT IS THE PROBLEM?

Seven hundred million people can't access the information that would transform their lives—not because it doesn't exist, but because it's not in the language they think, dream, and solve problems in.



WHAT IS THE MISSION?

ILAD promotes human flourishing through educational, economic, and social development in communities that are under-resourced. We do this by partnering with communities to facilitate local solutions to local problems through our four core competencies: Agricultural Development, Educational Development, Business Development and Human Language Technology



WHAT IS THE VISION?

A world in which language and location are not barriers to accessing information and opportunities

WHY? We were made to flourish!



LETTER FROM THE PRESIDENT



Dear ILAD Friends and Partners,

As I reflect on 2025, I am filled with deep gratitude—for God’s faithfulness, for the resilience and dedication of our global teams, and for you, our partners, whose generosity makes this work possible.

This year marked an important season of maturity for International Literacy and Development. Across 17 projects in 12 countries, ILAD served more than **3,500 individuals**, not simply through short-term interventions, but through initiatives designed for long-term, community-led impact. While growth remains important, 2025 sharpened our focus on sustainability, leadership development, and healthy systems that allow communities to flourish well beyond our direct involvement.

At the heart of ILAD’s work is a conviction we see confirmed again and again: **lasting transformation happens when local leaders are equipped to solve local problems.** Throughout 2025, we witnessed this across each of our Four Core Competencies—Literacy and Education, Business Development, Agribusiness, and Human Language Technology.

In West Africa, Central Asia, South Asia and Dallas-Fort Worth, local trainers, educators, and entrepreneurs stepped into increasing responsibility—training peers, mentoring others, and adapting programs to their cultural and economic realities. Refugee and immigrant entrepreneurs strengthened financial stability and confidence. Farmers increased productivity and resilience. Language communities gained access to education, technology, and resources in their own languages—often for the first time.

At the organizational level, 2025 was also a year of significant learning. We completed a comprehensive assessment of ILAD’s progress toward our long-term goals and developed a new **five-year strategic plan (2025–2030)**. This plan represents a thoughtful shift from rapid expansion toward cultivating two healthy, sustainable projects within each core competency, supported by clear evaluation frameworks and stronger accountability. We believe this posture positions ILAD to steward resources wisely and maximize impact for years to come.

None of this progress happened without challenge. Like many organizations, we navigated



economic uncertainty, staffing limitations, and operational strain. Yet time and again, we saw God’s provision through committed teammates, adaptive leadership, and the steadfast support of our donors. Your partnership allowed us not only to endure these challenges, but to continue delivering meaningful impact across diverse and often difficult contexts.

As we look ahead, our commitment remains clear: **to serve overlooked communities, to partner humbly and responsibly, to pursue innovation that solves real problems, and to work for excellent, measurable results.** We are encouraged by what has been done in 2025 and energized by the opportunities before us.

Thank you for believing in this work. Your generosity is not just funding projects—it is investing in people, leaders, and communities who are building hopeful futures from within.

With sincere gratitude,

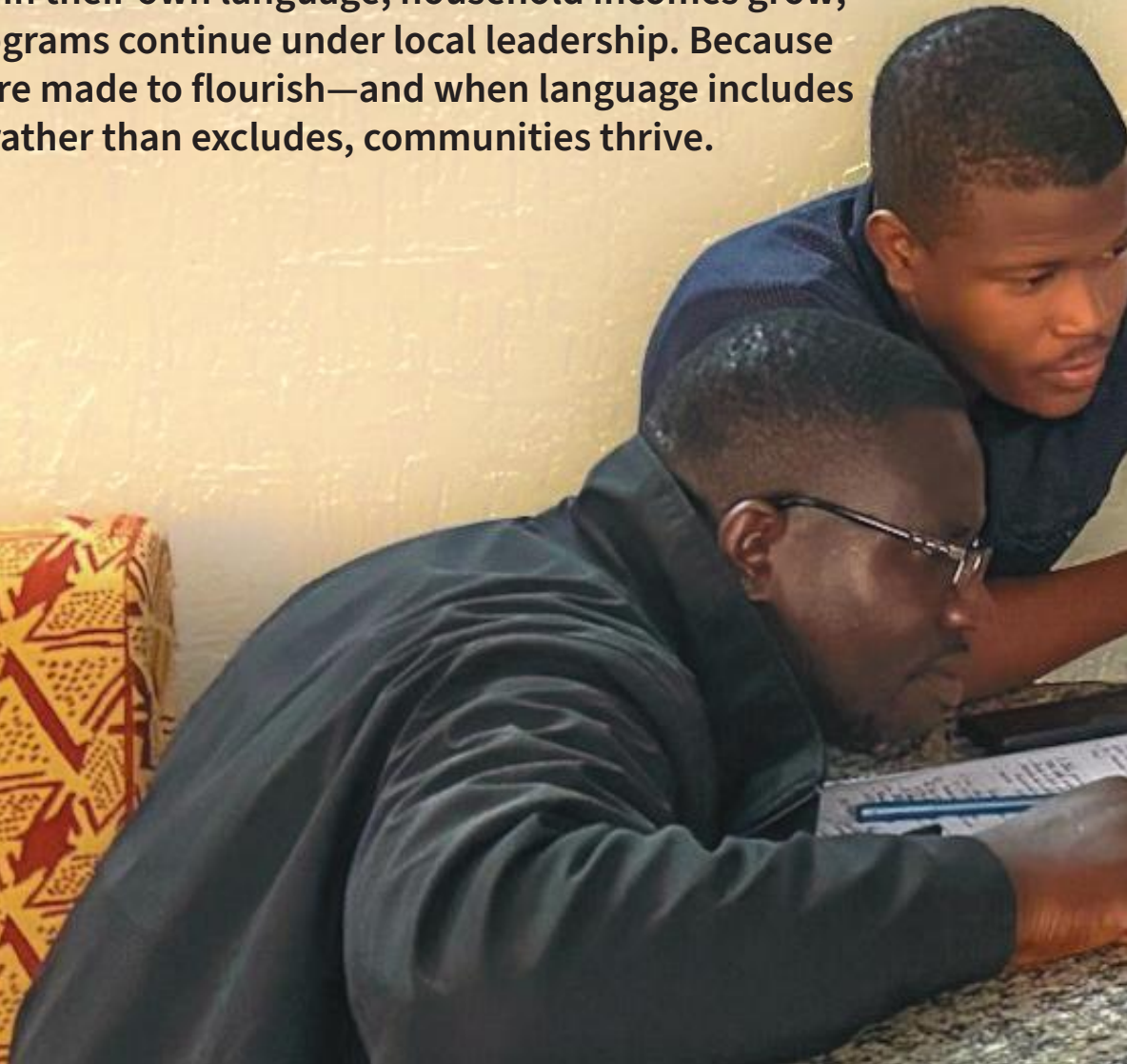
Brenda Holland

Brenda Holland
President & CEO
International Literacy and Development

OPPORTUNITY IN EVERY LANGUAGE



Across the world, language can be a wall. When services, schools, and markets don't speak your language, opportunity stays out of reach. ILAD exists to change that. We partner with low-resourced language communities—including refugees—to co-create accessible native language materials, build resilient small businesses, and strengthen local agriculture. Our approach is simple and strong: local solutions to local problems. The results: families access healthcare, education, and financial services in their own language; household incomes grow; and programs continue under local leadership. Because people are made to flourish—and when language includes rather than excludes, communities thrive.





LOCAL SOLUTIONS TO LOCAL PROBLEMS

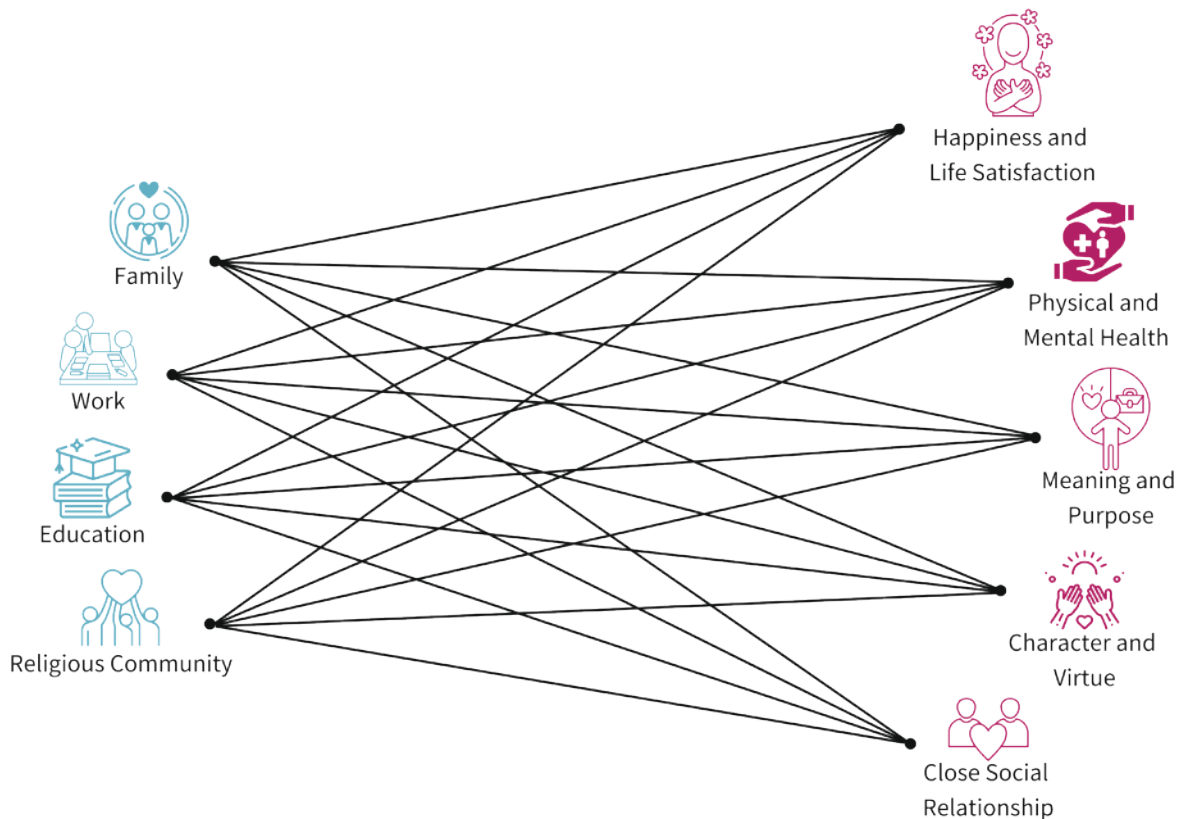






ACADEMIC RESEARCH

ILAD uses the academic research on human flourishing from Harvard’s Human Flourishing Program as the basis for our work. This research identified 4 critical pathways that have powerful, measurable impacts that lead to flourishing. When efforts are made to support, improve and promote participation in the 4 pathways of family, work, education, and religious community, then the result is improvement in the domains of flourishing. These domains include Happiness & Life Satisfaction, Physical & Mental Health, Meaning & Purpose, Character & Virtue, and Close Social Relationships. Finances are not included as a domain of flourishing, but rather are a support for the domains of flourishing. Financial

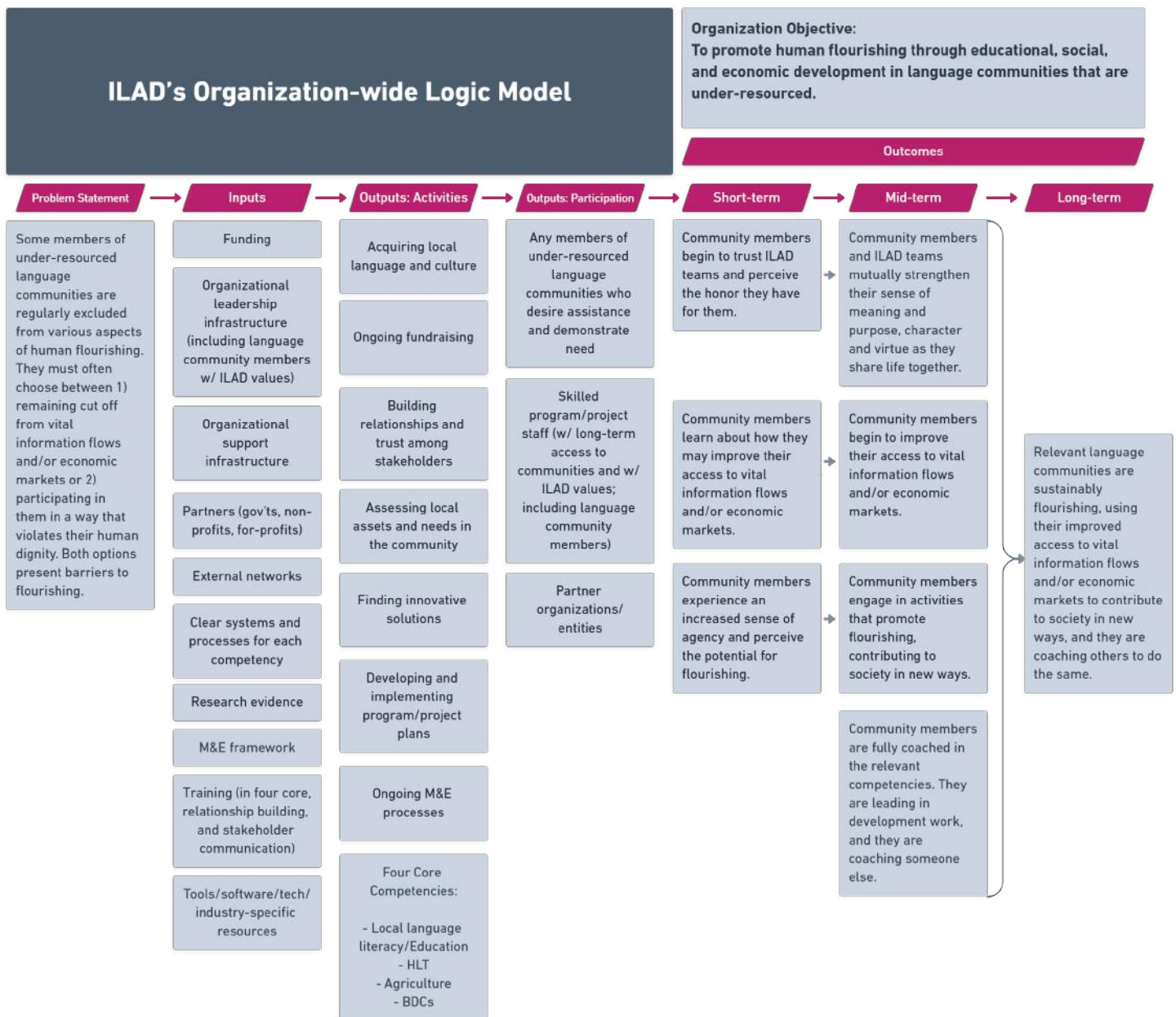


stability allows for the flourishing to be sustainable. ILAD works to overcome 2 of the greatest challenges that keep people economically, mentally, and spiritually poor: lack of access to vital information and lack of access to opportunity such as markets, capital, time, and availability of resources. These two barriers negatively impact flourishing in mind, body, and spirit. By providing access to vital information and opportunity, ILAD equips communities with the tools to overcome poverty in all its forms.

LOGIC MODEL



In order to prove and improve our programs and projects for all our stakeholders, ILAD implements a robust Monitoring and Evaluation plan. We value the input from our client communities, donors, board members and partners because together, we can do more good.



WHOLE PERSON DEVELOPMENT







Literacy & Education

Often, education begins with literacy, but does not end there. Many of the communities in which ILAD works suffer from high rates of illiteracy and lack of educational opportunities. Literacy can mean traditional reading and writing, but can also include digital literacy, financial literacy, and, when needed, ESL. ILAD partners with community members to identify gaps in education and create opportunities to fill those gaps so that everyone can participate fully in their community and wider society.



Agribusiness

Many people living in rural areas around the world rely entirely on the land for survival. Through agricultural training, farmers are implementing new strategies based on best practices for growing crops in their location. Training, combined with micro-finance services and access to markets, gives subsistence farmers the ability to increase production, acquire land, and improve their livelihoods. This cycle strengthens the health of entire rural communities.



COMPETENCIES

Business Development Centers

Business Development Centers (BDC's) equip aspiring entrepreneurs with the knowledge and skills needed to successfully open and operate small businesses. Minority language speakers and those in under-resourced communities are often excluded from mainstream markets and lack access to economic opportunities. The BDC's provide the onramp to economic stability that lifts individuals, families, and entire communities out of poverty.



Human Language Technology

Innovations in Human Language Technology (HLT) offer significant potential for helping under-resourced language communities use their voices. With its emphasis on local language empowerment, ILAD is a pioneer in this rapidly growing field. HLT optimizes how computers interact with human language and expedites translation and access to the online world. HLT levels the field for under-resourced communities and enables the exchange of knowledge and information in the language best understood by the user.





UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



SUSTAINABLE DEVELOPMENT GOALS

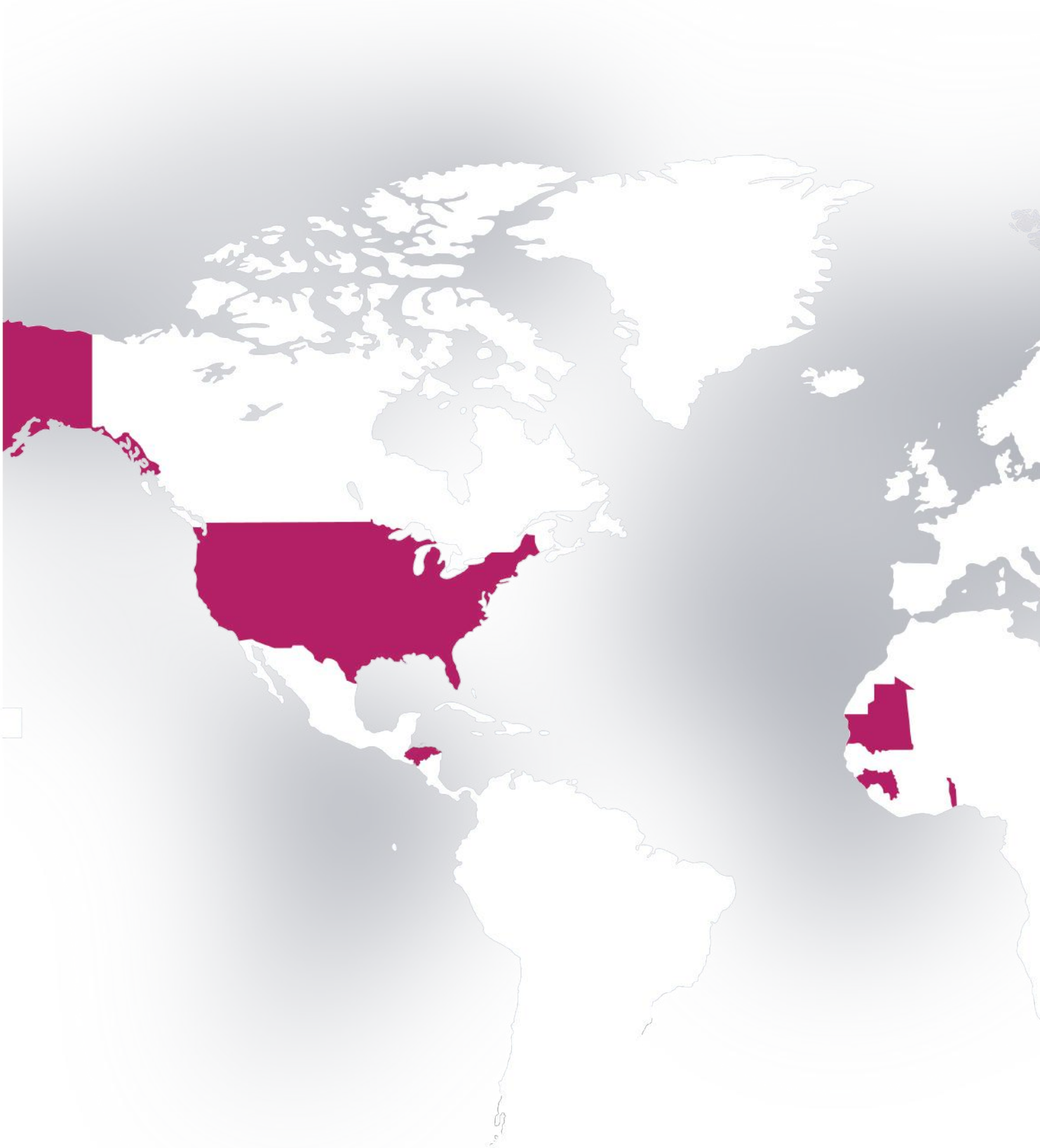
SUSTAINABLE DEVELOPMENT GOALS



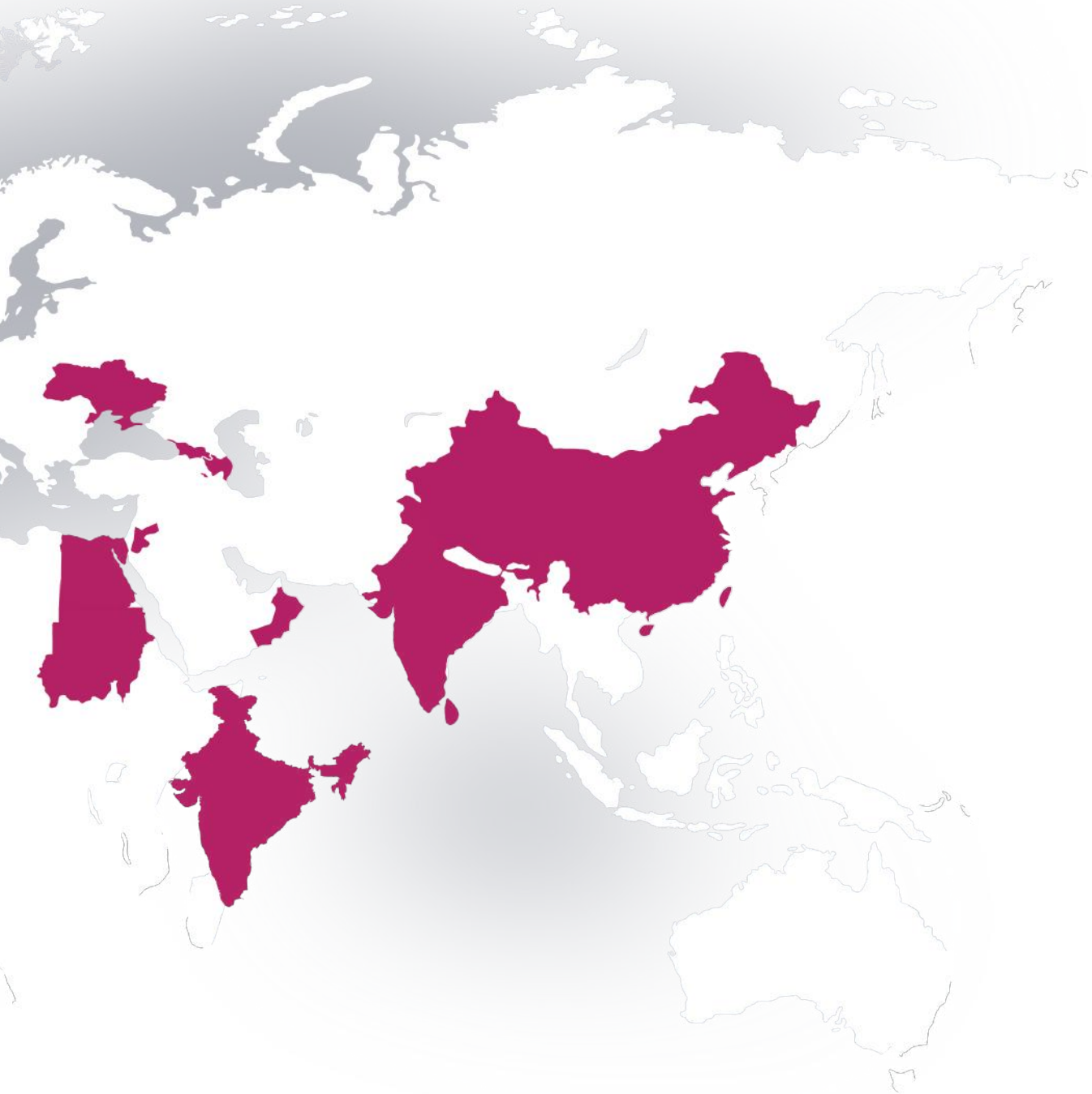
ILAD projects are intentionally aligned with the United Nation's Sustainable Development Goals. Human flourishing is directly impacted by these international goals.



ILAD'S FOOTPRINT



ILAD partners with communities around the world to build the future they desire for themselves and their children. We equip them with the tools and knowledge to use their own assets to solve the problems and dismantle the barriers that keep them from flourishing.





GLOBAL IMPACT

Business Development:

During 2025, entrepreneurs in West Africa, the Middle East, and among refugees in the USA, were coached through business ideation, planning, and launch so that they could provide economic stability for their families and give back to their communities.

In Togo, our Business Development Center expanded to a second city and added new Togolese trainers, making the project there more sustainable. 41 entrepreneurs participated in the cohorts. The DFW Business Development Center continued to coach local refugee clients in credit building, business design, and launch. The program served 75 clients. In the Middle East, 7 ladies belonging to a marginalized ethnic group created and sold their handicrafts through a microenterprise facilitated by ILAD. The outcomes of these initiatives mean that: parents can pay school fees to make sure their children are educated; illnesses and injuries can be treated at clinics and hospitals before minor things become major things; food security and nutrition increases; and safe housing can be obtained.







GLOBAL IMPACT

Human Language Technology:

In 2025, ILAD continued to develop technology tools to give speakers of low resourced languages access to information that was previously inaccessible to them. Specifically, Phonexis, a data collection and translation tool, was piloted among Beja speakers in Sudan. Roughly 1,000 translations and audio transcription pairs have been collected and testing with the pilot has guided feature development and validated the platform architecture. HLT will level the field for speakers of non-dominant languages around the world.



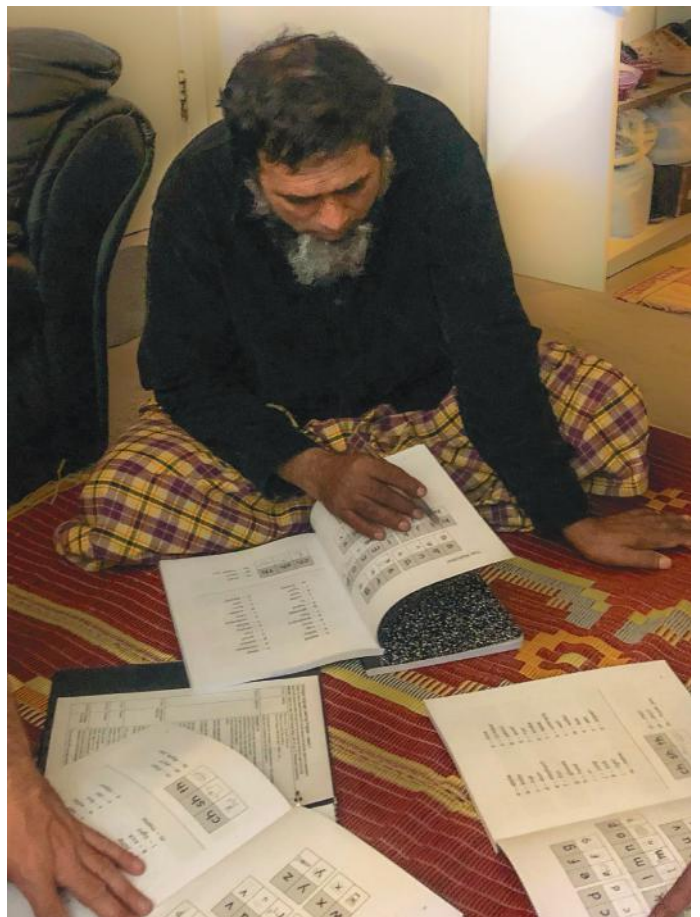


GLOBAL IMPACT

Literacy and Education:

Libraries, literacy classes, schools, and ESL are a big part of ILAD’s initiatives. In West Africa, Central Asia, East Asia, North Africa, the Middle East and the U.S., ILAD’s work in Literacy and Education is changing lives. In Guinea, local villages have trunks full of books in their own language that anyone can check out. In Togo, literacy classes have empowered hundreds of rural women who never had the chance to attend school. In 2025 ILAD served over 155 Togolese women in the literacy program. These women now advocate for themselves and their families, are part of household decisions, can care for children in informed ways, and are not at the mercy of those who might exploit them. In 2025 ILAD began a partnership with the Ministry of Education in another West African nation where we were already conducting grassroots educational initiatives. In Central Asia, refugees who have fallen behind and are not allowed to attend the public schools in their host country joined ILAD’s hybrid school that gives them the chance to catch up and give back through tutoring others, teaching art, or connecting other refugees to the school. In the U.S., refugees who desire ESL and citizenship education can find it through ILAD programs and here, too, we are equipping community members as literacy teachers and interpreters to give back. Over 40 Rohingya families benefited from ILAD’s Rohingya program in Dallas and hundreds more accessed the tools we made available online. In the Middle East, a nomadic ethnic group now has the chance to learn to read because ILAD is developing their language and producing stories. In other regions, unwritten language development continues with a goal of one day providing resources for people to read in the language they know best.







GLOBAL IMPACT

Agricultural Development:

Over 25% of the world's population (over 2 billion people) derive their livelihood from agriculture. In Togo and Guinea ILAD is working in partnership with rural communities to improve their access to nutrition and agricultural markets. Our project in Guinea is in a remote region suffering from a lack of nutrient rich foods. Through fruit orchards, interspersed with leafy greens, and diversified crops, we are providing nutritional foods, while teaching the community how to plant and care for their own gardens. In Togo, the demonstration farm is training local farmers to grow organic pineapples, rice, and peanuts; raise livestock and tilapia; and in 2025, poultry farming was added to the robust training available. These rural communities are on the path to financial stability and flourishing.





LETTER FROM A DONOR



My commitment to ILAD's mission is rooted in a deep sense of service and a conviction that real impact happens when we show up—in person, prepared, and fully present. Whether I am lecturing at the International University of Central Asia in Kyrgyzstan or preparing for our upcoming Phase II work in Lomé, Togo, these trips are far more than international travel. They represent a calling to invest in leaders and communities who are eager for practical skills, spiritual encouragement, and long-term partnership.

What drives me is the belief that meaningful service must be both strategic and sustainable. ILAD's phased approach—moving from assessment to training to implementation—ensures that our work creates lasting change rather than temporary moments. My ongoing study of languages like Russian and Spanish reflects my desire to connect more deeply with the people we serve, bridging cultural gaps so collaboration can flourish.

Ultimately, this work is about the intersection of faith, action, and global impact. Through ILAD, I have the privilege of participating directly in holistic transformation by equipping others with both ethical principles and real-world tools. It's a legacy of empowerment—one that I believe continues to multiply through every leader, student, and community we serve.

Larry Dudley







BOARD & OFFICERS



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Member

Dr. Jason Butler

Member



Brenda Holland

**President and
CEO, ILAD**



FINANCIALS

STATEMENT OF FINANCIAL POSITION

Assets

Cash and Equivalents:	\$379,544
Investments:	\$890,386
Other Receivables:	\$378,046
Other Assets:	\$93,685
Total:	\$1,699,419

Liabilities

Current Liabilities:	\$34,943
Total:	\$34,943

Net Assets

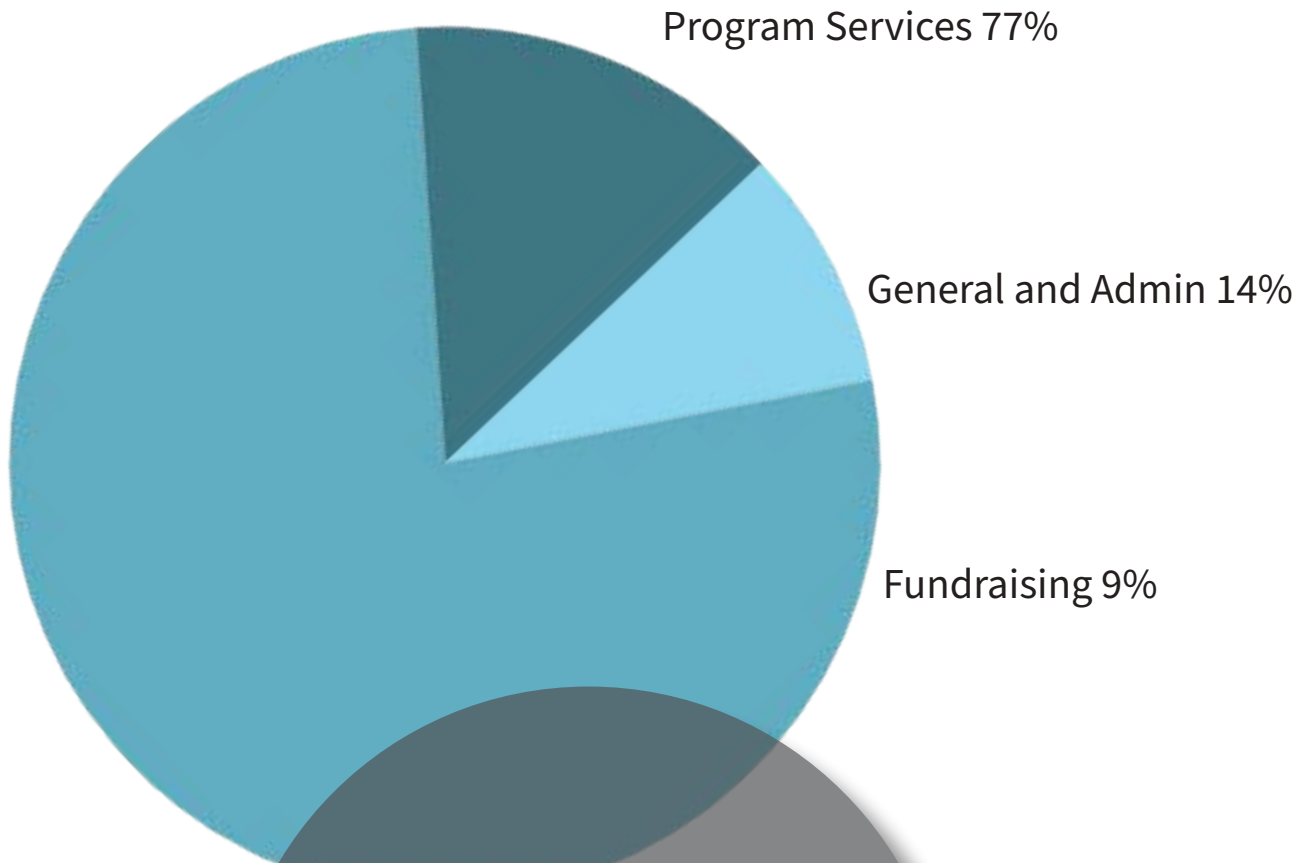
Restricted:	\$1,011,832
Unrestricted:	\$652,644
End of Year:	\$1,664,476

STATEMENT OF ACTIVITIES

Support and Revenue

Contributions:	\$2,840,581
Investment Income:	\$54,812
Program Service Revenue:	\$52,281
Contract Revenue:	\$174,166
Contributed Services:	\$82,500
Other Income:	\$5,473





Program Services:	\$2,456,178
General and Admin:	\$430,042
Fundraising:	\$295,348
Total:	\$3,181,568







INTERNATIONAL LITERACY
AND DEVELOPMENT®

International Literacy and Development is an organization driven by the belief that all people, regardless of language and culture should have the opportunity to participate in and contribute to the prosperity of humanity.



