

2025 Annual Report



A LETTER FROM OUR FOUNDERS

This has always been a journey, not a destination. In 2026, we are pausing to reflect on what we have learned, what our fellows need, and how we might imagine WE Africa 2.0. None of us is the same as we were in 2021, and neither is the world we live in. As we bring all five cohorts together for the first time at the WE gathering in March 2026, we are excited to see what will emerge when the right people, shared values, strong partnerships, and sustained support come together.

It is extraordinary to look back and realise that what began as a small spark of an idea has become WE Africa. We set out to create a leadership experience for 100 women environmental leaders across Africa over five years. An experience designed to connect people, build trust, and strengthen authentic, collaborative, and inclusive leadership, so that others could be inspired and supported, and “drop keys” for those who follow.

WE lead was born out of our own frustration as environmental leaders running conservation organisations on the continent. We could see that this was not only a biodiversity crisis, but also a leadership crisis. Too often, the competitive models we experience limit impact rather than increase it. They are not creating the scale of change or innovation our planet urgently needs. In our view, one reason environmental leaders struggle to deliver is the lack of diversity in decision-making spaces, combined with outdated models of power and privilege that stifle new ideas and different perspectives.

Because the challenges are urgent, we chose to work with senior women leaders in the environmental space. Founders, directors, and people in upper management from across Africa. Between 2021 and 2025, we worked with five cohorts of 20 fellows from 26 countries. What once felt almost impossible became real through trust, commitment, and a willingness to do things differently.

By leaning into uncertainty and allowing the one-year WE lead experience to be co-created with our fellows, the programme has become deeply original and rooted in African realities. Working mainly online, across languages, cultures, sectors, and contexts, with a diverse African delivery team has not been easy, but this diversity is exactly what has made the experience so powerful. WE lead has been built together.

As conservationists, we are always responding to the next threat, the next emergency. The work is never done, and we rarely have the space to stop and reflect. This five-year journey has changed us. It has transformed our fellows and us as founders and as a team. It has also taught us the power of pausing and reflecting on ourselves, our relationships, and our journey. This is the purpose of 2026. We have learned how closely the personal and the political are connected in our work, and confirmed how urgently our continent needs new ways of leading that are collective, authentic, and caring. Too many African women leaders work invisibly, with too little influence. Yet when we are aligned and act together, our collective power is real.

We thank our extraordinary integration and delivery team. Every person who delivered a WE talk, facilitated a session, coached, held space, and continued to co-create with our fellows helped ensure that WE lead is African-derived and grounded in local realities. Together, you built a deeply human and transformative leadership experience. We also thank our donors, who trusted the idea and leapt in to support WE Africa over these first five years, often with limited information on what it would become. Without that trust and without the ability to sponsor every woman equally to participate, this journey would not have been possible. WE lead has had impact. We do not say this lightly. We measure it through continuous learning, reflection, and adaptation, and through careful listening to our fellows and you can see our impact report.

As we look ahead, we are once again leaning into uncertainty, confident in what can be created through trust and co-creation with the African women environmental leaders that are WE Africa.

We look forward to the WE gathering with so much hope and excitement.

With gratitude,

Dr Leela Hazzah, Dr Colleen Begg & Dr Winnie Kiiiru





Executive **Summary**

Across the African continent, the effects of biodiversity loss and the climate crisis are increasingly being felt. While we attempt to tackle these challenges, women, especially African women, remain underrepresented in decision-making spaces. The few women leaders who work in these spaces consistently report feeling isolated, often navigating scarcity, and operating within systems that reward competition over collaboration.

WE Africa was created to address this imbalance by building connections between African women environmental leaders across the continent. Our flagship program is WE lead: a one-year leadership experience that combines peer mentorship, coaching, facilitated weekly engagements, and retreats to support women leaders growing in confidence, clarity, well-being, and influence. The experience is held by a dedicated African delivery team and strengthened through facilitated dialogues. After the fellowship year, women transition into WE move, the alumni collective designed to sustain learning, relationships, and shared leadership over time.

In the last five years, WE Africa has supported 100 women environmental leaders from across the continent. Participants consistently report strengthened leadership capacity, increased visibility and influence, improved well-being and sustainability in their work, and expanded peer networks that translate into collaboration and ripple effects within organisations, communities, and decision-making spaces. Just as importantly, WE Africa has helped shift the leadership experience from “doing it alone” to leading within a trusted sisterhood that values connection, shared learning, and collective impact.

Our newest alumnae from 2025 joined WE move in November. Our WE move alumnae program continues this year with regular moments of connection and support and we continue to grow the WE Africa community of practice around facilitated dialogue. In March 2026, all the fellows across cohorts meet for the first time at the WE Gathering in South Africa to radically imagine the future and our collective impact. Through this year of reflection, we will continue to meet, consolidate our learnings and plan for the next phase of WE Africa.



THE FIVE PILLARS OF WE AFRICA

PERSONAL LEADERSHIP GROWTH

WE fellows will be able to identify their leadership style, values, purpose and goals and lead with greater self-awareness, courage and influence.

WELLBEING AND WELLNESS

WE fellows, will feel healthier and more energized through a focus on holistic well-being and stress management tools, no matter where they work or what challenges they face. This will improve their resilience so they can keep going and pay it forward to others to create whole and healthy teams.

RELATIONSHIPS OF COLLABORATION

WE fellows will be able to build and maintain more productive relationships and help create a culture of collaboration and inclusion, rather than competition.

VISIBILITY FOR IMPACT

WE fellows will be able to use their authentic visibility to build influence and collective impact within their communities, teams, organizations and countries.

RADICAL IMAGINATION

WE fellows will have a growth mindset, ensuring the work done will not be business as usual but will weave imagination and a spirit of abundance into everything that they do across all the pillars. They will be inspired and equipped to “pay this forward” by helping other women in their network on their leadership journeys. This approach will grow the WE Africa community into a movement across Africa and beyond that has the collective power and imagination to transform the environmental space.

OUR PURPOSE

Putting women at the heart of transforming Africa's environmental movement.

OUR VISION

WE Africa sparks a movement of women leaders in Africa and beyond, role-modelling a more effective and impactful way to do conservation. By delivering transformational and deeply African leadership experiences, WE Africa makes tangible contributions to the sustainability and well-being of leaders and ecosystems and is a beacon of hope for the future, locally and globally.



THE PROBLEM WE RESPONDED TO

The climate and biodiversity crises confronting Africa are not only ecological emergencies but also crises of leadership. Decision-making power in conservation and environmental sectors remains highly concentrated, with African women persistently under-represented in spaces where priorities, resources, and strategies are shaped. This exclusion is especially striking given that women are often on the frontlines of climate impacts, stewarding natural resources, sustaining households, and holding deep indigenous and local ecological knowledge. Yet their expertise is frequently marginalised, relegated to token participation or late-stage consultation, rather than recognised as central to effective environmental leadership.

This pattern is reinforced by structural and cultural barriers that limit women's participation and advancement, including unequal access to leadership pathways, capital, and professional networks; chronic underfunding of women-led initiatives; gender bias in recruitment and recognition; and the disproportionate burden of caregiving responsibilities. In conservation, these challenges are further compounded by colonial legacies that privilege external expertise over local leadership, and organisational cultures that undervalue collaboration, care, and lived experience. Many women environmental leaders describe similar realities: working in isolation, under-resourced, excluded from informal power networks, and required to continually prove legitimacy in systems not designed for them.

WE Africa was born from a shared frustration with this status quo and a recognition that leadership, culture, and connection must be addressed together. It exists to rebalance conservation leadership by building a continent-wide community of practice rooted in abundance and solidarity rather than scarcity, centering inclusive leadership as practice, legitimising African women's place-based expertise, and fostering collaboration over competition.

This sisterhood-based, cross-border approach reflects the shared nature of both environmental challenges and leadership barriers. In 2025, WE Africa grew into a network of African women leaders from more than 26 countries, strengthening women's leadership through a transformational fellowship and long-term alumni collective, and laying the leadership infrastructure for a more inclusive, connected, and impactful environmental movement across Africa.

A photograph of two women sitting outdoors, laughing and talking. The woman on the left has long dark hair and wears glasses and a green top. The woman on the right has short dark hair and wears a red top with blue and white stripes. They are in front of a lush green background. The title 'THE WE AFRICA APPROACH' is overlaid on the top left of the image, with 'APPROACH' in orange and the rest in black.

THE WE AFRICA APPROACH

Over the last five years, WE Africa has delivered a two-part leadership pathway designed to strengthen women's environmental leadership in Africa and grow a continent-wide community of practice. WE lead is the flagship one-year fellowship experience, and WE move is the alumnae collective that sustains relationships, learning, and shared leadership beyond the fellowship year. Together, they form WE Africa's Phase I (2021 - 2025) approach: supporting individual leadership development while building the conditions for collective influence across the environmental sector.

WE Africa's work is shaped by the values of co-creation, disruption, inclusiveness, equity, and joy. At the centre is the idea of a "round room", a safe, brave space where leadership is practised through dialogue, reflection, and relationship, with fellows at the centre of the learning. The programme is intentionally designed to be fellow-centric and adaptive: content, facilitation, and focus areas evolve through continuous feedback from fellows, coaches, and the delivery team, supported by an emerging Understanding and Adaptation Framework. A defining element of the culture is "paying it forward" (also described as "dropping keys"): fellows and alumnae are encouraged to share knowledge, resources, and opportunities with others, and this practice has become embedded in how WE women support one another and the wider ecosystem around them.

GOVERNANCE: NON-HIERARCHICAL BY DESIGN

WE Africa operates with a deliberately non-hierarchical structure -there is no CEO or directorate. Governance is held through the Accountability Council, comprising six African leaders from the environmental and leadership sectors, including three founders of WE Africa, who are women environmental leaders from Africa. The Accountability Council provides oversight across three governance dimensions:

- Fiduciary: preserving trust with donors and partners through responsible stewardship of resources.
- Strategic: ensuring focused action toward WE Africa's purpose and priorities.
- Generative: supporting long-term sustainability, adaptability, and evolution.

In practice, the Accountability Council strengthens WE Africa's ability to stay mission-aligned and impactful by: maintaining a "forest for the trees" perspective beyond day-to-day operations; asking tough questions that challenge orthodoxies and prevent complacency; enriching decision-making through diverse perspectives and "blue sky" thinking balanced with risk awareness; providing continuity and stability for long-term systems change; and keeping a clear equity lens so WE Africa does not inadvertently reproduce the dynamics it seeks to dismantle, while still meeting fiduciary, strategic, and generative responsibilities.

INTEGRATION AND ALIGNMENT ACROSS THE WORK

To keep WE Africa aligned, our Integration Team meets quarterly to connect WE lead, WE talk, and WE move, as well as the broader WE Africa delivery team, to shared purpose, values, and culture. This team helps ensure WE Africa remains responsive to evolving needs and context. Integration Team members work against defined deliverables and timelines and are compensated for their contributions aligned with their expertise, supporting a professional, accountable approach to co-creating an impactful environmental movement.

One full-time Administrative Coordinator, Jackie, is based in Kenya and provides consistent operational support. For WE lead day-to-day programme delivery and coordination is led by the WE lead integration team, responsible for curriculum development, supporting a predominantly African delivery team and coaching coordination.



OUR FELLOWS

Our fellows are women from across Africa who have a minimum of 5 years of experience in the environmental space in the government, NGO or private sector in a senior leadership role with a strong desire for mentorship and paying it forward. Some are based in a city while others are based in remote areas, leading field projects. All are already leaders with extensive experience and some influence. Meet our fellows [here](#).

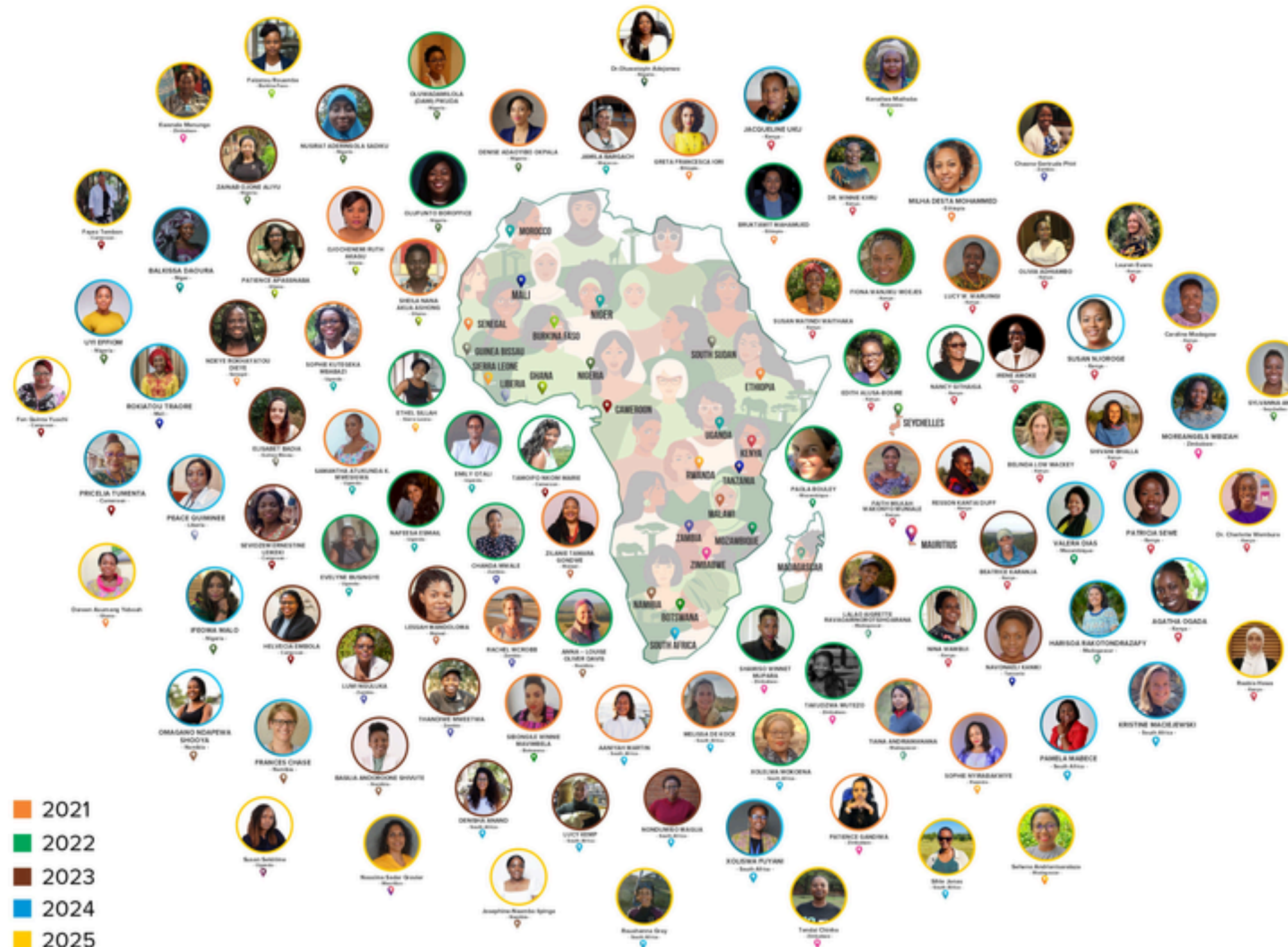
2025 - DELIVERING ON A PROMISE

Our fifth cohort, therefore, represented not only a new group of fellows but the culmination of learning, adaptation, and refinement drawn from the programme's first four cycles. Many of the outcomes achieved in 2025 were shaped by this accumulated experience, reflecting a fellowship model that had been continuously strengthened by feedback, practice, and the leadership journeys of the women who came before.

WE LEAD: THE ONE-YEAR FELLOWSHIP EXPERIENCE

The WE lead experience is primarily delivered online, with fellows committing a minimum of two hours per week alongside bi-monthly coaching sessions. Facilitated dialogues, trainings, and workshops offer a range of leadership-building activities across all five foundational pillars linked to the WE lead syllabus or "Road Map." The high-level roadmap remains adaptive, continuously refined through feedback from coaches, delivery partners, and fellows, and guided by our Understanding and Adapting framework. Our diverse delivery team, drawn from expertise across Africa and beyond, and fosters an environment of mentorship, community-building, and peer support. These curated sessions, complemented by two focused in-person retreats (held in March and September), together provide a bespoke and holistic leadership experience.

In 2025, the retreats were hosted in South Africa and Kenya by a diverse delivery team with extensive experience from previous retreats.



WHAT HAS STAYED TRUE, AND WHAT WE HAVE LEARNED

Across the five years of the WE lead fellowship, one thing has stayed the same: most fellows don't quite realise how deeply the experience will shape them. Instead, WE lead is an immersive leadership journey rooted in vulnerability, courage, and visibility, a space where women are invited to show up exactly as they are. That invitation might sound simple, but in conservation, in particular,, a field shaped by colonial legacies, gendered power dynamics, and systemic racism, it is quietly radical.

Over the years, fellows have wrestled with how identity, shame, worthiness, and long-held internal narratives can make it hard to show up fully. In conservation spaces, especially, armor often becomes a survival strategy. This work asks women to gently set that armor down, to meet themselves with courage, integrity, compassion, and self-love. From the beginning, ideas like “worthiness, vulnerability, “come as you are” and courageous leadership have formed the backbone of the journey.

What shifted most in 2025 with cohort five wasn't the depth of the work, but the way it was held. We intentionally scaled back formal content and leaned into more immersive, embodied experiences. Nature, movement, and stillness became teachers in their own right.

At GweGwe Beach Lodge in South Africa in March, the land itself became part of the curriculum. Fellows walked their “River of Life” alongside a real river, stopping at rapids, waterfalls, and quiet pools to reflect on the moments that shaped them as leaders. They explored shame inside a cave, literally stepping into the spaces we fear most—guided by the question, “The cave you fear to enter holds the treasure you seek.” Standing at the cave's edge and leaping into the river below became a powerful, physical metaphor for courage and trust.

A clear insight emerged: the more spacious, embodied, and relational the container, the deeper the transformation. Nature, silence, connection, and reflection aren't extras—they're catalysts for the kind of leadership WE lead is here to grow.

The second retreat, held in Laikipia, Kenya, centered on “Radical Imagination.” Its purpose was to strengthen personal leadership but move towards the collective by boldly imagining new futures, futures that honor who we are, what we carry, and what we're building together as WE. It was also about deepening commitment to the community, practising inclusive leadership through collaboration, and laying the groundwork for the transition into WE move.

For a time, the retreat created an alternative world, one where fellows could more fully integrate the year's learning and grapple together with what radical imagination truly asks of them.



WE MOVE: THE ALUMNAE COLLECTIVE

At the completion of WE lead, fellows transition into WE move, WE Africa’s movement-building alumnae collective. WE move extends the safe, values-driven space created during the fellowship into a living community of practice, shifting the emphasis from individual development to collective learning, mutual support, collaboration, and influence. In 2025 in particular, one of the most powerful developments was the extent to which WE move became genuinely alumnae-led. Fellows from earlier cohorts increasingly stepped into roles as designers, facilitators, and stewards of the community, signalling a shift from programme participation to shared ownership of the movement.

This alumnae leadership was most visible through the WE move Steering Committee, which is now primarily led by alumnae, and through quarterly convenings that were facilitated, designed, and executed by alumnae themselves. During the year, alumnae also led a reflective and evaluative process focused on the WE lead experience and the value and direction of WE move, strengthening WE Africa’s ability to learn, adapt, and evolve in response to lived experience. Alongside this shared governance, the alumnae “package” continues to offer structured touchpoints that keep relationships active and deepen shared leadership, including quarterly dialogues, collective wellbeing sessions, learning sessions and masterclasses (such as WE learn), WE talk , and ongoing coaching support for two years after the WE lead journey. Digital spaces, including the WE Circle App and a WhatsApp community, further enable ongoing connection, peer support, opportunity-sharing, and collaboration between convenings.

UNDERSTANDING & ADAPTATING: LEARNING AS AN OPERATING SYSTEM

WE Africa uses an ongoing Understanding and Adaptation (U&A) approach, positioning learning and iteration as a continuous practice rather than an occasional evaluation. The U&A team monitors programme experience through regular feedback loops with fellows, coaches, and the delivery team, drawing insight from surveys, reflection sessions, alumni engagement, and annual learning and adaptation reporting. The team synthesises these inputs and makes recommendations that support ongoing improvement, ensuring WE lead and WE move remain responsive to the realities of African women leaders and shifts in the wider environmental, leadership, and social change landscape.

For the 2025 WE lead fellowship, insights from this process point to clear outcomes across leadership identity, confidence, well-being, visibility, and “paying it forward.” At the start of the year, 85% of fellows identified as leaders, yet only 30% felt comfortable or confident in that role; by programme end, 95% identified as leaders, and 16 fellows (89%) reported seeing themselves more strongly as leaders as a direct result of WE Africa.

In addition, 89% reported increased confidence in navigating difficult conversations and complex interpersonal situations, an essential capability for leading in high-stakes, mission-driven contexts. Wellbeing outcomes were equally significant: at entry, 80% of fellows reported experiencing burnout; by the end of the programme, 100% had made meaningful changes to prioritise their wellbeing, and 17 fellows reported actively role-modelling wellbeing practices within their workplaces.

Fellows also strengthened their visibility and voice: 13 fellows reported a shift in how they understand visibility, and 83% shared that they feel more comfortable using their voice to champion something bigger than themselves. Finally, the programme activated “radical imagination” through practical solidarity, all fellows committed to mentoring other women and/or marginalised voices in their sector, and are already doing so, extending impact beyond the fellowship through leadership that multiplies.

PROFESSIONAL COACHING & COMMUNITIES OF PRACTICE

Coaching is a core mechanism for integrating learning from the five pillars of the WE Lead experience. It provides structured space for fellows to pause, reflect critically on their leadership journeys, work through live challenges, and chart pathways toward their goals.

In 2025, coaching continued to be a space where fellows could integrate their learning, reflect on their leadership, and process their WE Lead journey. We began the year with a potential pool of six coaches for WE Lead and, based on the fellows’ selections, ended up with five; each of whom has been with WE Lead for over three years. Their deep understanding of WE Africa significantly shaped the quality and depth of coaching offered this year.

Three fellows changed coaches during the year to better align their needs with a coach’s approach and methodology. Because establishing a coaching relationship takes time, we encourage fellows to settle into the process before deciding to move. In these cases, the changes proved beneficial. However, unlike last year, we did not conduct a coaching survey at the three- to four-month mark, and without a WE Lead mid-year survey either, we may have missed opportunities to surface misalignments earlier.

This was our second year offering coaching pods, bringing together fellows who work with the same coach. These are coach-facilitated spaces for peer learning and reflection that deepen connection and strengthen the integration of learning. In total, each pod has included six hours of coaching pod time over the year. Many coaches have supported WE Africa across multiple cohorts, bringing deep institutional knowledge and continuity that strengthen the quality of support offered to each new group of fellows. In parallel, the Coaching Community of Practice continues to meet bi-monthly for 90 minutes, providing professional development, peer supervision, and mentoring, strengthening coaches’ capacity in service of fellows’ growth and WE Africa’s vision.

These group spaces have become spaces where fellows connect, learn from one another, and deepen their individual leadership work. Fellows consistently report that even in the busyness of their lives, the pods offer a welcome pause, a sense of connection, and a place they leave feeling more resourced and able to meet what lies ahead.

We continued to provide additional psychological support to fellows, when needed, through one of our partners. This was especially important after the first retreat, when some fellows required support to process what had emerged and where we felt the scope extended beyond what coaching could hold.

The Coaches’ Community of Practice remained a vital space for peer supervision, shared learning, and community-building. It enables coaches to integrate their experiences and stay connected to the programme as a whole. WE continues to have an exceptional team of coaches who bring not only expertise but also heart, commitment, and deep care to this work year after year. As coaches, we are changed through our work with the fellows just as deeply as they are through theirs with WE lead.

This quote from one coach captured this sentiment - *“I came in as a coach, and I’m leaving as a student.”*



DIALOGUE FACILITATION TRAINING: STRENGTHENING THE FACILITATION MUSCLE

As WE Africa has grown, there has continued to be a need for more skilled, diverse facilitators in our community, both to address internal facilitation needs, as well as in support of the vision of WE Africa to have leaders who use their dialogue skills to transform the way people gather and engage in the environmental space to be more inclusive and imaginative.

We know that dialogue can be a tool for transformation. To meet this need, Vicky Simpson and Jana Niehaus of the Open Circles team, in partnership with WE Africa, designed a unique training opportunity for WE fellows to develop their dialogue facilitation skills and capacity, and to create a community of practice.



The training sessions and community of practice fall under WE move, and function as two parts of the WE facilitator journey: the 4-session training is foundational and has helped bring fellows on the same page, and the community of practice ensures that ongoing learning is further contextualised and enriching. To date, two groups have participated in 4 training sessions each. With regards to the community of practice, the first group has met every six weeks this year, and the second group will start these meetings at the beginning of 2026. In total, 30 people have participated in the training and joined the community of practice.

The combination of learning new skills and sharing existing knowledge and wisdom for a common purpose within the WE community has required much investment from the participants, but has also created space for purposeful connection in support of the vision of WE, and has contributed to the work of creating a vibrant, dynamic space for ongoing engagement and critical connection for alumnae.

The following are some responses we have received to a request for feedback sent out towards the end of 2025:

“The Community of Practice has helped me gain confidence in facilitating difficult conversations. It has also empowered me to be more empathetic toward my team. Moreover, the Community of Practice has strengthened my bond with my sisters from other cohorts, creating a sense of shared growth and mutual support.”

“The WE facilitators community of practice... has impacted me and influenced me as a leader, through firstly, learning to listen and read the room and provide space for people to talk, and also, to set the boundaries from the beginning by providing a safe space. I feel that the training has given me the tools to guide and listen without necessarily having to respond. I also see value in preparing as much as possible. In terms of the community, my connection to WE Africa, I think, is stronger than ever. I do wish I had had more opportunity to interact, but the little time that I have spent with various colleagues has been really, really useful. There's such a sense of connection and community, and that is so valuable.”

OUR STORIES

WE talk has always been one of the most meaningful parts of WE Africa. They're simple in format, but powerful in impact: a space where women leaders from across the continent can tell their unvarnished stories and share their journeys.

These sessions create powerful “me too” moments for the fellows and a space to share stories, the wins, the doubts, the setbacks, the turning points. It's not polished or performative. It's honest. And that honesty builds trust. Across countries, cultures, and sectors, women begin to see themselves in one another. Real connection forms. This also creates a broader WE Africa community filled with allies from many different sectors.

At its core, WE talk is about making visible the voices that are too often overlooked in leadership. By centering these stories, we challenge narrow ideas about what leadership looks like and who gets to embody it. We celebrate resilience. We make space for vulnerability. And in doing so, we strengthen a network of leaders who feel less alone and more supported in their work.

Open to the entire WE Africa community, WE talk is consistently named as a highlight of the experience. This year's featured speakers include acclaimed author Wacy Zacarias and Dr. Yabome Gilpin-Jackson, both bringing their own depth, perspective, and lived wisdom into the

SUSTAINABILITY & LEGACY

In 2026, WE lead is intentionally having a year of reflection. This isn't a stop, it's a breath. A chance to reflect on what we've learned, what's worked, and what needs to evolve before the next phase begins. At the same time, the engine of WE Africa hasn't slowed down. The alumnae programme, coordination, fundraising, partnerships, and the broader community of practice are all continuing. The priority is clear: don't lose momentum. As the alumnae collective, WE move is the living infrastructure of Phase I. It's the space where relationships are sustained, where learning continues, and where collective influence grows across cohorts.

A central part of keeping this momentum alive is the WE Gathering in March 2026. This will bring together all five cohorts of WE Africa, around 70–80 WE sisters and close allies from across the continent, for a pivotal, in-person moment. This will be an activation of the next Phase of WE Africa. It's not just a celebration of how far we've come. It's a chance to pause, reflect, and decide, together, what comes next. It's important to say this clearly: WE Africa is not a feminist movement for its own sake. The heart of this work is environmental impact. We exist because the biodiversity crisis and the climate emergency demand more innovation, more diversity in decision-making space, and more collaborative and connected leadership. Supporting women leaders from the environment is not the end goal; it's the strategy to get measurable impact for our planet.

The Gathering will be grounded in African ways of knowing, storytelling, creativity, collective reflection, and community. It's about creating a space where leadership is practised differently: more collaborative, more inclusive, more honest. During these 5 days, we will have the right environmental leaders all together in one place at a critical moment, bound together through the common foundation of the WE lead experience and with support and resources needed to move ahead. By bringing the whole community together, we can strengthen relationships, deepen partnerships with aligned organisations and individuals, and activate the kind of shared clarity that complex environmental challenges require.

At the centre of the Gathering is one simple but powerful question: *Who are WE?*

This isn't abstract. It's about defining who we are as a community of environmental leaders, what we stand for, and how we want to show up in this next phase. Together, fellows and the wider WE Africa community will shape a shared vision and practical direction forward-naming the obstacles in our way, identifying concrete next steps, and articulating the “light at the end of the tunnel” that guides our work. The Gathering will allow us to honour Phase I, what it built, what it made possible and then consciously step into what comes next. The aim is not to close a chapter, but to strengthen a movement of African environmental leaders who feel a deep sense of belonging and shared purpose, and who are committed to collective action that truly shifts the trajectory of biodiversity loss and climate risk on this continent.

OUR FINANCES

Statement of Financial Position		
	31Dec 2025	31Dec 2024
Assets		
Bank accounts	582 594	509 649
Total assets	582 594	509 649
Liabilities		
Accounts Payable	19 792	8750
Deferred Revenue	31 924	446 863
Total Liabilities	51 716	455 613
Net Assets		
Net Assets	530 877	54 037
Total Net Assets	530 877	54 037
Total Liabilities and Net Assets	582 594	509 649

STATEMENT OF ACTIVITY FOR THE YEAR		
	2025	2024
Operating Revenue And Support		
Revenue from Grants	935 963	624 185
Revenue from Donations	50 000	0
Program Registration fees	9 500	12 000
Revenue deferred to next period	-31 924	-446 863
Total Revenue	963 539	189 322
Operating Expenses		
WE Engine / Admin	104 764	110 735
WE Gathering	54 946	0
WE Lead	252 153	244 425
WE Move	44 104	51 072
Total Operating Expenses	455 967	406 232
Foreign Exchange Gain (Loss)	-30 735	-7 294
Net Surplus/(Deficit)	476 836	-224 204

CHANGES IN NET ASSETS FOR THE YEAR		
	2025	2024
Net Assets Beginning of Year	54 037	246 143
Current year net results	476 836	-224 204
Net Assets End of Year	530 873	54 037



OUR PARTNERS

WE Africa is inspired and supported by a large community. Your support is essential to our success, and we are grateful for your commitment to our mission. Together, we have accomplished so much in the past year, and we could not have done any of this without your support.

Thank you to all of our funders, friends, and supporters for fostering leadership cultures that go above and beyond for the environment and for empowering women.

With particular thanks to the Blue Foundation, Dry Creek Foundation, Liz Clayborne and Art Ortenburg Fund (LCAOF) and Acacia Fund for their substantial support of WE lead with additional support from Edith Mcbean. Support for the ongoing management and development of WE Africa and the WE move alumnae program has been provided by the Dry Creek Foundation, LCAOF, Scott Weiss Foundation, and Oak Foundation, enabling us to grow. We also want to thank Natural Selection for sponsorship of the South African retreat this year at Gwe Gwe beach lodge.

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