WE ARE ALIGHT

2026

Annual Report

April 1, 2025 - March 31, 2026

OUR MISSION

We build a meaningful life for and with the displaced. Not simply addressing basic needs, but building a life filled with joy, dignity, connection, and purpose.

OUR PURPOSE

We exist to inspire and unleash abundance in every person.

OUR VALUES

Be Human Centered, Bravely Be Better, Find Others, Spark Joy, Choose Optimism, Do the Doable, Start With Giving

Dear Friends,

There are years that test what we believe. And there are years that ask us to prove it.

For Alight, 2026 was both.

Across the world, humanitarian needs grew while the resources available to meet them diminished. We faced decisions no organization wants to make, knowing that behind every budget, every program, and every difficult choice were people whose lives would be affected.

We had to do three things at once: minimize harm, sustain the work that mattered most, and make room for a different kind of future.

It wasn't easy. But even in the hardest moments, we were reminded of something that has long been at the heart of Alight: people are not waiting to be rescued. They are already imagining, organizing, caring for one another, and finding ways forward. Our responsibility is to journey, imagine, and build alongside them.

We saw this in Sudan, where communities and partners worked to reopen health clinics amid extraordinary uncertainty. We saw it in Minnesota, where neighbors came together to make sure families had groceries, supplies, and someone they could count on.

Different places. Different circumstances. The same simple truth: when people have the opportunity to shape the solutions that affect their lives, remarkable things become possible.

That's what co-creation means to us. Not arriving with all the answers, but having the humility to listen, the courage to share power, and the imagination to build something better together.

And it's why, despite everything this year has asked of us, I remain hopeful.

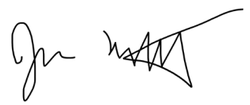
I see that hope in the expansion of Digaale Ecofutures, where we're investing in possibilities that extend beyond immediate relief. I see it in Future Ground, where we're bringing people together to imagine what the next generation of humanitarian work could look like.

None of us knows exactly what the coming years will bring. But we know what kind of organization we want to be, and what kind of future we want to help create.

One where dignity is never negotiable. Where possibility belongs to everyone. And where, even in uncertain times, we choose to move forward together.

Thank you for being part of that work.

With gratitude,



Jocelyn Wyatt - Chief Executive Officer, Alight

Alight's Key Focus Areas

Our work spans across five key areas. Across all of them, Alight remains committed to co-creating solutions and investing in local leadership, so that power shifts back into the hands of communities.

EMERGENCY RESPONSE AND NATURAL DISASTERS

Alight supports people displaced by conflict, natural disasters and other emergencies, partnering closely with communities to restore safety, dignity, and essential care for those forced from their homes.

CLIMATE DISPLACEMENT

Alight works with people forced from their homes by climate events, from sudden disasters like floods to slow-moving crises like drought. This requires new ways of working: we bring together communities, governments and partners across disciplines to design sustainable, long-term solutions.

HEALTH AND NUTRITION

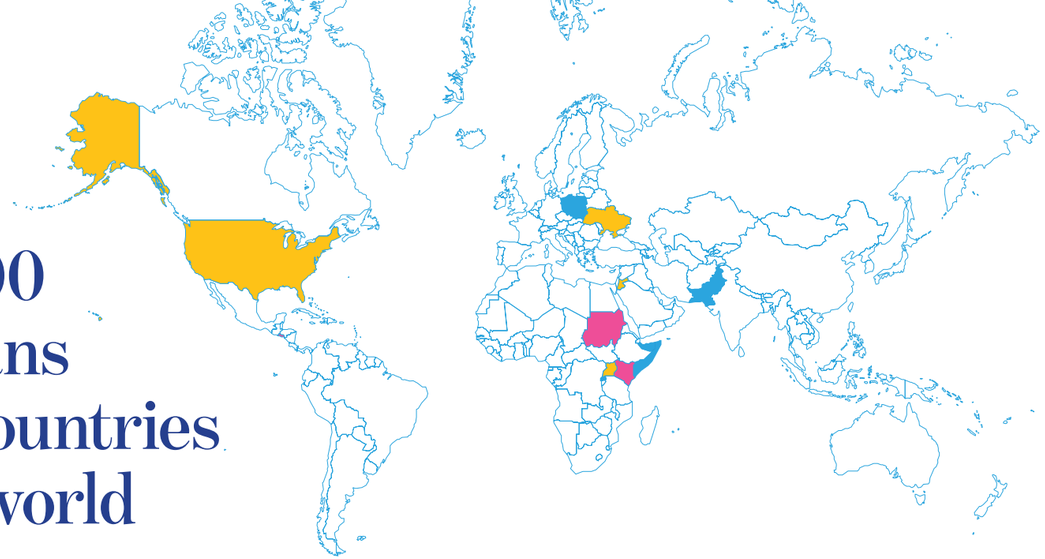
Alight provides compassionate, high-quality healthcare and nutrition services in complex displacement settings, focusing on women's health, nutrition, disease prevention, mental health, and trauma recovery.

WOMEN AND CHILDREN

Alight supports women and children with vital protection services that ensure safety and dignity, as well as pathways for economic stability.

EDUCATION AND LIVELIHOODS

Alight helps displaced families rebuild their futures by expanding access to education and creating opportunities for meaningful work, fostering both dignity and self-reliance.



Alight's 2,300 humanitarians work in 10 countries around the world

JORDAN KENYA PAKISTAN POLAND RWANDA
SOMALI PENINSULA SUDAN UGANDA UKRAINE
UNITED STATES OF AMERICA

STORIES FROM ALIGHT'S WORK AROUND THE WORLD

FUTURE GROUND (RWANDA)

A technology and opportunity hub designed with young people and built inside refugee camps. Future Ground combines job placements, skills training, a co-working space, and support for the transition into city jobs. It builds on Alight's Coding Schools in Rwanda, with 100 students graduating from coding school and 20 placed in internships. The first Future Ground flagship site at Mahama Refugee Camp will be opening in 2027.

DIGAALE ECOFUTURES (SOMALILAND)

A settlement outside Hargeisa, where more than 1,300 displaced families are co-designing what comes next — climate-resilient homes with solar power and rainwater harvesting, shaped by the women and youth who'll live in them. The first eight pilot homes are built, and the Mayor of Hargeisa has committed public funding to support further development.

SAFE RIDE (UGANDA)

A program turning motorcycle-taxi driving into a safer, more respected livelihood for refugees and host community members in Uganda. It helps drivers earn income, build assets, grow businesses, and move toward economic independence. What started as five motorcycles in 2017 has grown to roughly 95 drivers across six settlements. In Nakivale's refugee settlement, 64% of drivers have doubled their household income.

5M

PEOPLE SERVED IN FY2026

With your support, we accomplished a lot last year. Together, we stood alongside people around the world as they worked toward building a better future for their families and for their communities!

HEALTH

3,279,061

received health care and lifesaving medicines

NUTRITION

1,085,403

received lifesaving food and nutrition education

WATER AND SANITATION

1,234,445

received clean water, sanitation, and hygiene services

SHELTER

179,265

provided with shelter and settlement assistance

PROTECTION

1,031,833

reached with violence prevention and care

EDUCATION

616,097

accessed education classes or skills training

FOOD SECURITY & LIVELIHOOD

220,648

provided food security and the means to earn a living after crisis

STATEMENT OF ACTIVITIES & CHANGES IN NET ASSETS

APRIL 1, 2025 - MARCH 31, 2026

REVENUE AND SUPPORT	*(in dollars)*
Contributions and Grants	
Contributions	12,596,250
U.S. Government Grants	20,564,171
United Nations Grants	51,389,814
Private & other support	9,091,031
Contributed nonfinancial assets	299,891
Net investment return	703,196
Other revenue	517,106
Net assets released from donor restrictions	-
Total support and revenue	**95,161,459**

EXPENSES	*(in dollars)*
Program Services	
International Programs	84,780,392
Supporting Services	
General and administrative	6,385,336
Fundraising	2,339,121
Total Supporting Services	**8,724,457**
Total Expenses	**93,504,849**
Change in Net Assets From Operations	1,656,610
Other Item	
Foreign currency transition gain	795,968
Change in Net Assets	**2,452,578**

STATEMENT OF FINANCIAL POSITION

APRIL 1, 2025 - MARCH 31, 2026

ASSETS	*(in dollars)*
Cash and cash equivalents	22,524,173
Investments	1,226,887
Grants receivable	11,028,152
Pledges receivable	151,148
Other receivables	87,691
Advances to subgrantees	7,965,479
Prepaid expenses	682,271
Fixed assets, net	470,883
Deposits	177,669
Operating lease right-of-use assets, net	1,037458
Total Assets	**45,351,811**

LIABILITIES AND NET ASSETS	*(in dollars)*
Liabilities	
Accounts payable and accrued expenses	2,884,865
Accrued salaries and benefits	5,444,583
Grants payable	-
Refundable advances	27,851,159
Contracts payable	-
Operating lease liabilities, net	1,113,354
Total Liabilities	**37,293,961**
Net Assets	
Without donor restrictions:	4,544,738
Alight and Related Entities: Noncontrolling interest	(260,892)
Total net assets without donor restrictions	**4,283,846**
With donor restrictions	3,774,004
Total Net Assets	8,057,850
Total Liabilities and Net Assets	**45,351,811**

BOARD OF DIRECTORS

Lynn Hiestand | Chair
former Partner at Skadden, Arps, Slate, Meagher & Flom LLP

Rolando Nunez Baez | Vice Chair
Chief Executive Officer of Roundtable by The 92nd Street Y

Sridhar Prasad | Treasurer
Partner at the Bridgespan Group

Stefanie Schram | Secretary
Founder, Tenthirty Consulting

Neal Ball
Founder and Honorary Member

Teresa Devick
Chief Compliance Officer & CTO, Bond & Devick Wealth Partners

Ash Kalb
Co-Founder and President of Fulcra Dynamics, Co-Founder of Katalys (formerly 1o)

Kristina Libby
Fractional Chief Communications Officer and Co-founder, The Cohort

Muffy MacMillan
Director on the board of Cargill Inc.

Mark Mortenson
President of the Lansing Group

Aphrodice Mutangana
President, Belvance Foundation

Owen Olende
Vice President of Latin America, Africa & Caribbean Sales at Starkey Hearing

Elizabeth Rogers
Professor of Pediatrics, University of California - San Francisco

Hamse Warfa
Co-Founder and Executive Vice President of BanQu Inc

Mary Whitney
Board Member & Community Volunteer

SENIOR MANAGEMENT

Jocelyn Wyatt
Chief Executive Officer

James Behnke
Chief Financial Officer

Catherine Munene
Chief People Officer

Sarah Hartman
Chief Operations and Experience Officer

Sarah Currid
Chief Marketing & Engagement Officer

Abraham Leno
Director of Government Affairs

Marion Wanyoike
Director of Customer Insights

EXECUTIVE DIRECTORS

Adan Adar
Horn of Africa

Stacy Barnes
United States
(Co-Director)

Tariq Cheema
Pakistan

Mohammed Idriss
Sudan

Eunice Mwende Kiteme
Rwanda and Uganda

Karina Stelmaszczyk
Europe

Jane Stockman
United States
(Co-Director)

Denotes leadership as of October 2026

THANK YOU

Alight serves more than five million refugees and communities that have been displaced every year. We work hand in hand with them to co-create solutions that support them through their entire journey, from initial support to long-term stability.

Learn more about our work online at:

WeAreAlight.org

Or, give us a call at:

+1 (800) 875-7060

TEAM PHOTO FROM ALIGHT'S NAIROBI CO-CREATION HUB

Contact us

WeAreAlight.org

hellohello@WeAreAlight.org

+1 (800) 875-7060

OUR HUBS

Minneapolis and Nairobi

DONATIONS

There are many ways to contribute! You can:

Contact us to make a donation online:	donorservices@WeAreAlight.org +1 (612) 872-7060
Mail your contribution to:	Alight Donor Service Center PO Box 1002 Minneapolis, MN 55480-1002 United States of America
Tax ID Number:	36-3241033

Alight is a 501(c)3 charity, and donations to Alight are tax-deductible as allowed by law.

WE ARE ALIGHT

WEAREALIGHT.ORG