

2021 ANNUAL REPORT



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International

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Making the Work
Possible



Real, lasting change demands unity. This past year has shown us that when communities, organizations, and partners join forces, progress becomes possible. As we look back on 2024-2025, we are proud of what Cuso International (Cuso), and our partners accomplished to help create more opportunities and build more inclusive communities around the world.

Our work this year focused on helping people strengthen their economic independence. We partnered with local organizations, employers, and governments to offer training that matches real job needs. But we also went a step further by providing support like childcare, transportation, digital tools, and emotional support so that participants can fully take part and succeed. Once training is complete, graduates are connected to job opportunities, small business support, and other resources that help them build a stable future.

We also invested in strengthening local organizations and community groups, helping them build the skills and systems they need to lead long-term change. Even when some projects ended early due to changes in funding, the knowledge gained and partnerships built continue to shape stronger, more inclusive programs for the future.

Cuso's model is clear: when local leadership is empowered, when barriers are removed, and when partnerships are rooted in trust and respect, the ripple effect is transformative.

MESSAGE FROM THE CEO & BOARD CO-CHAIRS

As we look ahead to 2026, the world faces big challenges like economic uncertainty, political tensions, and growing climate pressures. These issues make our work more important than ever. Through it all, Cuso remains committed to adapting, listening, and responding alongside our partners. To everyone who supports and believes in our mission, our volunteers, donors, partners, staff, and the communities we serve, thank you. Together, we will continue building a future where every person has the chance to thrive.

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Together, we will keep building a future where dignity, equity, and inclusion are not distant goals but everyday realities.



Nicolas Moyer
Chief Executive Officer



Darrell Gregersen
Co-Chair, Board of
Directors



Lori Spadaccia
Co-Chair, Board of
Directors

TODAY'S CUSO

Building on over 60 years of experience and impactful work, we continue to address the many global challenges. We are committed to working closely with communities, grassroots organisations, education providers, policy makers and potential employers to ensure people who are underserved and or living with poverty can access training that will lead them to dignified employment. We focus our efforts on improving economic resilience, strengthening women's rights and social inclusion, and driving climate action. Together with our valued partners, donors and volunteers, we are sharing skills for better futures.



Mission

Sharing skills for better futures.

Vision

An equitable, inclusive, and sustainable world where all people are treated with dignity and can participate fully in society.

Values



Economic Resilience, Women's Rights and Social Inclusion, and Climate Action

Cuso is committed to localization. We work hand-in-hand with grassroots organizations and communities to break the cycle of poverty and create pathways to fair, meaningful work for all. We connect people with the skills and opportunities they need by partnering with schools, local governments, and businesses, while advocating for equity and inclusion through policy and workplace learning. By strengthening skills, expanding job access, and supporting small enterprises, we help individuals build stable livelihoods. As displacement from conflict, climate change, and inequality grows, we're scaling efforts to ensure underserved communities have access to decent work and entrepreneurial opportunities.

Commitment to Indigenous Peoples

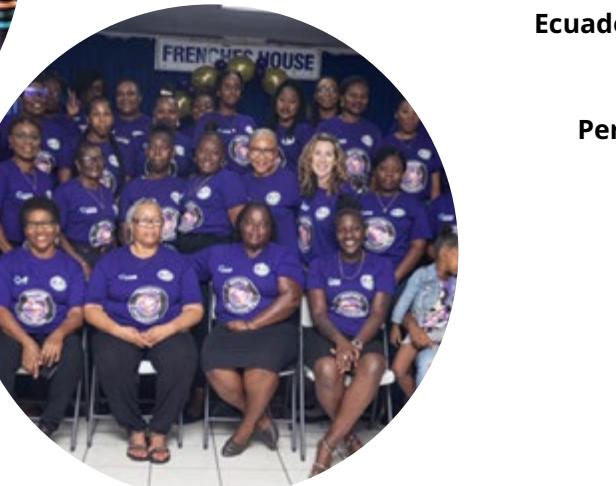
Cuso acknowledges the ongoing impacts of colonization and is committed to supporting Indigenous Peoples' rights, self-determination, and reconciliation. In Canada and around the world, we strive to honour the land, respect cultural heritage, and align our work with the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). This commitment guides us to reflect on our shared history and build a more just and sustainable future together.

Land Acknowledgement

Cuso respectfully acknowledges the Algonquin Anishinabek peoples on whose traditional, unceded territory our Canada office resides.

We are grateful to the Indigenous people of this land for allowing us the opportunity to learn, work, and live on their land.

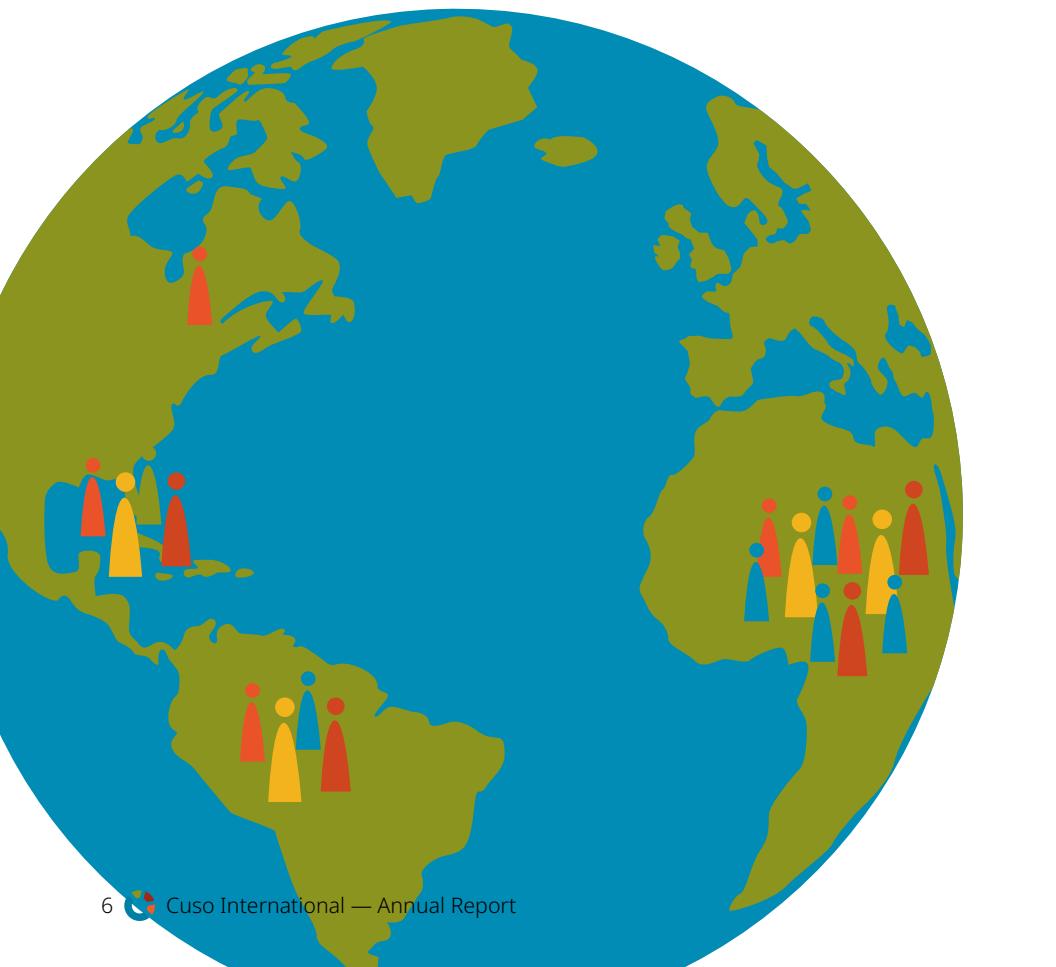
CUSO AROUND THE WORLD



CUSO VOLUNTEERS

Highlighting work volunteers do

At Cuso, our volunteers' work is at the core of what we do: **improve economic resilience, strengthening women's rights and social inclusion, and progress climate action.**



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Volunteers in 2024/2025

Our volunteer program is in Cuso's DNA with over 60 years of sharing Canadian skills and knowledge with the communities we work with. Our volunteers include people from every stage in their career (including retirees) depending on the need of the project. Working side by side with our local partners, each volunteer contributes their experience to support operations, marketing, finance, IT, public and government relations, and much more. We would not be the Cuso we are without them and thank them for their valued contributions

Why I volunteer

Elizabeth's journey with Cuso: A volunteer story of impact and growth

After retiring from a 20-year career as a gender advisor, Elizabeth Yunga didn't settle into a quiet life. Instead, she found a new calling with Cuso, channeling her passion for equity and community development into volunteer work that took her across continents - from Cameroon to Nigeria and Dominica, where she faced challenge in unexpected ways.

"I like giving back to the community. It's gratifying to support people while learning from them," she said. For Elizabeth, volunteering became a way to share her expertise while immersing herself in new cultures and challenges.

Elizabeth has embarked on three placements with Cuso. Her journey began in Nigeria, where she worked with Education as a Vaccine (EVA) and the United Nations Population Fund (UNFPA). Later, she traveled to Dominica, where she spent seven months developing a gender training manual for the Ministry of Health's gender bureau.

For Elizabeth, volunteering with Cuso has been a deeply rewarding experience. She takes pride in knowing that her efforts, will continue to benefit communities beyond her placement. She emphasizes the importance of commitment, patience, and flexibility for anyone considering volunteering with Cuso. "You must be committed and patient," she said. "What you expect may not be what you find on the ground, but with Cuso's support and an open mind, you can make a real difference."



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I like giving back to the community. It's gratifying to support people while learning from them.

CUSO'S IMPACT 2024/25

When a person is able to find meaningful employment or start their own business, it has a cascading effect. It changes the life of the individual but also their family and their community. It makes businesses stronger and provides more services and products to the community. It can influence the economy and improve geo-political relationships. So, even though that 1 person could be in Peru or Cameroon, the positive impact reaches all the way home to Canada.

136
Organizations who partner with Cuso

743,920

Total number of direct & indirect program participants

11,277
Donors

19
E-Volunteers

18
Countries

179
In-Country Volunteers



MAKING THE WORK POSSIBLE



With support from our institutional funders and our generous and loyal donors in Canada and around the globe, Cuso International developed several new partnerships and enhanced existing ones to scale our impact around the world. Here is a sample of the trusted and dedicated partners that help us build brighter futures.

Financial Partners

Global Affairs Canada

- Providing technical training to four leading women's rights organizations in Peru to improve their long-term sustainability, strengthen their programming and advance gender-equality initiatives.
- Improving the economic and social wellbeing of the most vulnerable people, particularly women and girls, across 10 countries in Africa, Latin America and the Caribbean.
- Promoting access and addressing barriers to higher education for adolescent girls, including girls with disabilities, in Ethiopia.
- Supporting safe, inclusive and equitable economic growth for vulnerable youth, particularly young women, in the Democratic Republic of the Congo.
- Providing technical assistance to Caribbean governments in the Eastern Caribbean States of Dominica, Grenada, St. Lucia, and St. Vincent and the Grenadines. The assistance improves the integration in these countries of gender equality and social inclusion into policies, strategies, programs and services for the poorest and most vulnerable women and girls, including young women, women with disabilities, Indigenous women and the LGBTQI+ community.

German Federal Ministry for Economic Cooperation and Development (BMZ)

Providing targeted technical assistance to organizations and municipalities in Honduras to strengthen risk disaster systems so people with disabilities can better manage risks associated with natural disasters.

Employment and Social Development Canada (ESDC)

Supporting our Indigenous Canada Program where we are advancing reconciliation, youth empowerment and community resilience across the Yukon, Northwest Territories and Nunavut.

Manitoba Council for International Cooperation

Providing technical training to four leading women's rights organizations in Peru to improve their long-term sustainability, strengthen their programming and advance gender-equality initiatives. Also, in Ethiopia, promoting access and addressing barriers to higher education for adolescent girls, including girls with disabilities.

United Nations High Commissioner for Refugees (UNHCR)

- Supporting Cameroonian refugees in Nigeria with business-management training, instruction in agriculture, livestock and fisheries production, and access to start-up capital.
- Supporting the socioeconomic integration of Venezuelan migrants in Colombia, including providing skills training to enable access to employment and entrepreneurship opportunities.

Swedish International Development Cooperation Agency

Supporting safe, inclusive and equitable economic growth for vulnerable youth, particularly LGBTQ+ youth, in the Democratic Republic of the Congo.

Waverley House Fund - Ottawa Community Foundation

Cuso's founding financial partner of the Indigenous Canada Program. Through youth-led microgrants, cultural gatherings and partnerships, the program is nurturing leadership, intergenerational learning and cultural pride.

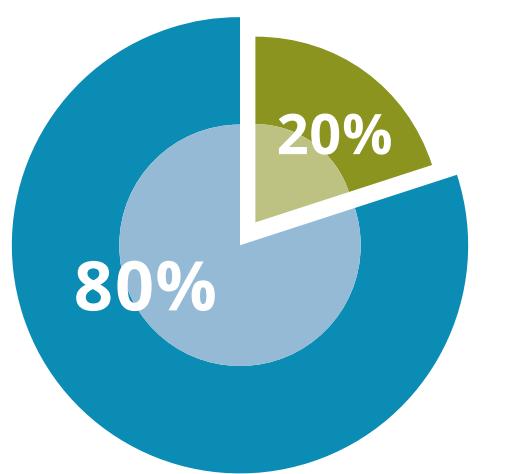
UNICEF (Benin)

In Benin, UNICEF collaborates closely with local organizations, government institutions, and communities to strengthen child protection systems and promote gender equality. Its initiatives aim to protect children and adolescents (especially those at risk of violence, exploitation, and trafficking) by building the capacity of communities to prevent and respond to protection risks, fostering a culture of respect for children's rights, and reinforcing local systems to ensure timely and appropriate support for vulnerable children.

Caribbean Biodiversity Fund (CBF)

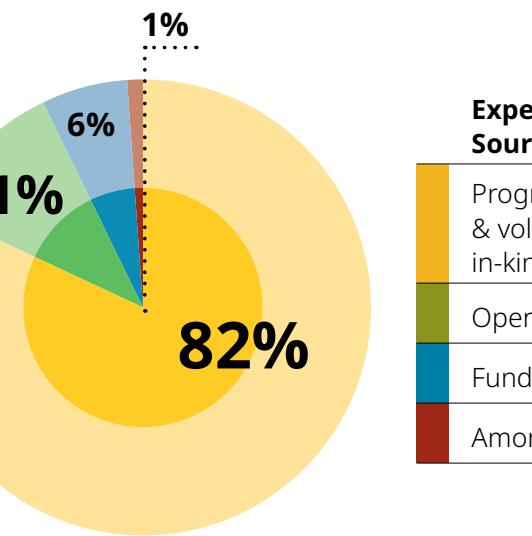
The Caribbean Biodiversity Fund (CBF) is the leading regional environmental fund driving conservation and sustainable development across the Caribbean. CBF invests in initiatives that protect critical natural resources and promote nature-based solutions to address climate and biodiversity challenges.

FINANCIALS



Revenue Source	FY2025 (\$)
Program, donations and other	22,118,272
In-kind (volunteer hours)	5,541,250

Together, we turned resources into results raising \$27.66M in revenue with 82% of expenses invested directly in programs that change lives. By growing income and reducing costs, we're building a future where every dollar drives meaningful impact in our communities.



Expenses Source	FY2025 (\$)
Program delivery & volunteer in-kind	22,722,777
Operations	3,053,260
Fundraising	1,523,553
Amortization	161,970

2025/26 CUSO BOARD & COMMITTEE MEMBERS



Darrell Gregersen,
Co-chair
Victoria, British Columbia,
Canada



Lori Spadocia,
Co-chair
Toronto, Ontario,
Canada



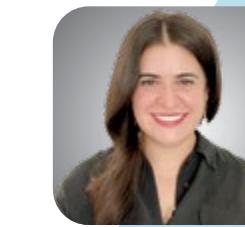
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Director,
Toronto, Ontario,
Canada



Christian Paradis,
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Montreal, Quebec,
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Gabriel Polanco-Soto,
Director,
Toronto, Ontario,
Canada



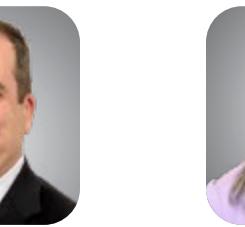
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Sharing Skills for Better Futures

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